Annual Faculty Salary Report, 2020-2021¹ Committee on Priorities and Resources

April 5, 2022

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 and one minor adjustment (see below). 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, salaries normalized across years, and salaries adjusted for cost of living differences among a select group of liberal arts institutions, including Amherst College, for the years 2004-2021.³ In addition, the committee summarizes salary comparisons within the college organized by gender, rank, and divisions at the college. And finally, the committee provides historical (2012-2021) data on average salaries (by rank) for each of three comparison groups (*Liberal Arts group*, *Traditional group*, *New group*).

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. ⁴ 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

and also thank Steven Hegarty, recorder, for his administrative labors.

¹ This report is submitted by the voting members of the Committee on Priorities and Resources (CPR) including Profs. Nusrat Chowdhury, Andrew Dole (chair), Jill Miller, and Monica Ringer; Staff representatives Emily Ziomek and Peter Charron; and Student members Allie Ho '24 and Jaden Richards '25. The committee thanks Mariana Gerena Melia and Jesse Barba in the Institutional Research office for compiling data included in this report. We thank *ex officio* CPR members Chris Casey, Thomas Dwyer, Catherine Epstein, Jae Yun Ham '22, Kate Harrington, and Ashley Travis for comments and discussion,

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

³ As described below, since 2016 the CPR's mandate has been to compare salaries within the Liberal Arts Group, but in fact the institutions included in its data did not conform to this list prior to 2019-20. See the explanation provided in Section II.

⁴ The process resulting in the *New Group* is described in the CPR's Amherst College Institutional Comparison Group Report of 2005.

liberal arts colleges and without prior consideration of salary levels. Institutions included in each of these named groups are listed in Table 1.

Table 1. Institutions included in named groups for comparison in salary reports completed by the Committee on Priorities and Resources.

Traditional group	New group	Liberal Arts group
Amherst	Amherst	Amherst
Dartmouth	Bowdoin	Bowdoin
Harvard	Brown Univ.	Carleton
Indiana Univ.	Carleton	Davidson
Mount Holyoke	Columbia Univ.	Haverford
Smith	Dartmouth	Middlebury
UMass/Amherst	Davidson	Pomona
Univ. Michigan	Duke Univ.	Smith
Univ. Virginia	Harvard	Swarthmore
Wellesley	Haverford	Vassar
Wesleyan	Indiana Univ.	Wellesley
Williams	MIT	Williams
Yale	Mount Holyoke	
	Northwestern Univ.	
	Pomona	
	Princeton Univ.	
	Smith	
	Stanford Univ.	
	Swarthmore	
	UMass/Amherst	
	Univ. California/Berkeley	
	Univ. California/LA	
	Univ. Michigan	
	Univ. North Carolina/Chapel Hill	
	Univ. Pennsylvania	
	Univ. Virginia	
	Washington Univ.	
	Wellesley	
	Wesleyan	
	Williams	
	Yale	

For several years following 2016, data provided to the CPR did not conform to the Liberal Arts group, omitting Middlebury and Wellesley and including Wesleyan and Mount Holyoke. This was corrected beginning with data for 2019-20. As a result the list of institutions against which this report compares Amherst College changes between 2018-19 and 2019-20 (Appendix 1).

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. In 1997-98 the Amherst administration conducted a confidential time-in-rank and salary survey and concluded that demographic differences did not have a significant effect on Amherst's rankings as compared to the *Traditional group*. However, in recent years the college has experienced significant faculty turnover and changed its peer comparison group, leaving unclear how differences in years-in-rank might affect comparisons of Amherst with peer institutions. The CPR has the ability to compare this information with comparable data from peer institutions.

A second potential source of bias comes from the inclusion of professional school faculty salaries in the AAUP data, which contributes to salaries in the both the *Traditional* and *New* groups. Salaries at professional schools (business, law, medicine, etc.) are usually higher than salaries at liberal arts institutions due to market competition given opportunities available to professionals in those fields outside of academia. By focusing on comparisons to the *Liberal Arts* group, bias associated with professional schools is alleviated.

A final potential source of bias in salary and compensation includes regional variation in the cost of living. To address cost of living variation, previous committees have adjusted for cost of living differences among institutions in the *Liberal Arts group* using the local living wage estimates published at <u>http://livingwage.mit.edu</u>. However this data has at least two significant limitations which have led the CPR to discontinue this adjustment.

The first limitation is that the data used compares the cost of living at the county level, while living costs near the institution may differ substantially from the surrounding county. For example, Pomona is located in the broadly expensive Los Angeles County, and housing costs near Pomona are 66% of the county-wide average (www.census.gov). In contrast, in the town of Amherst, surrounded as it is by a more rural environment, housing costs are 126% of the county average. As a consequence, the COLA salary of Amherst is inflated relative to, for example, Pomona.

The second limitation is that the cost of living calculator adjusts historical salary data (i.e., from 10-15 years prior) using COLA data for the current year, rather than adjusting salaries for each year with that year's historical COLA data. This result does not convey accurate comparative cost-of-living information over time.

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 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

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*. Three 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.

Note: impact of the COVID-19 pandemic on salaries

Given budgetary pressures associated with the COVID-19 pandemic, Amherst College instituted salary freezes in 2020-2021. However, faculty members who were promoted in rank starting in July 2020 did receive promotional increases such that their salaries remain in line with the general faculty salary structure. Many (or most) of our peer institutions also instituted salary freezes.

(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).

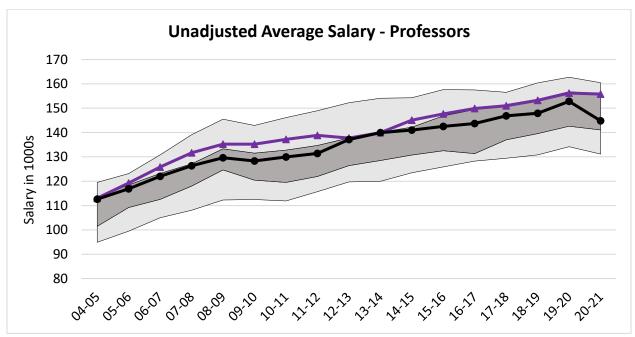


Fig. 1: Unadjusted Average Salary for Full Professors, 2004-2021

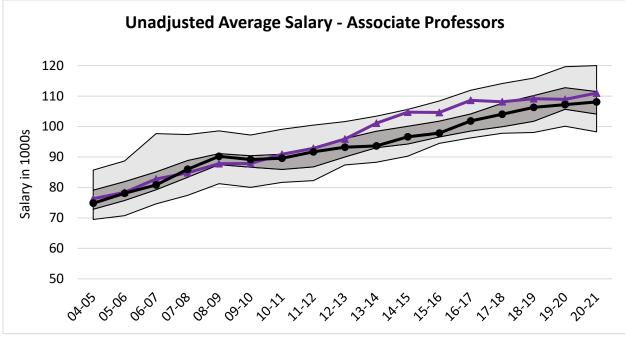


Fig. 2: Unadjusted Average Salary for Associate Professors, 2004-2021

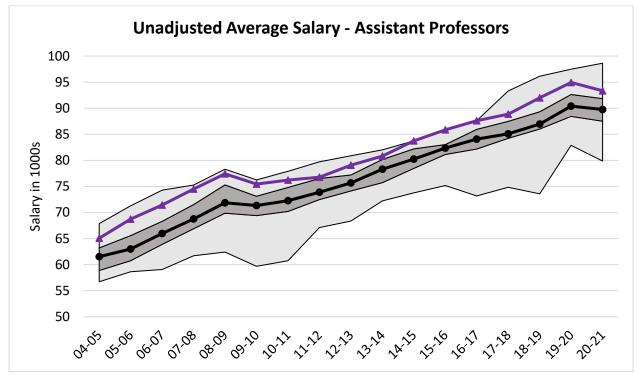


Fig. 3: Unadjusted Average Salary for Assistant Professors, 2004-2021

(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.

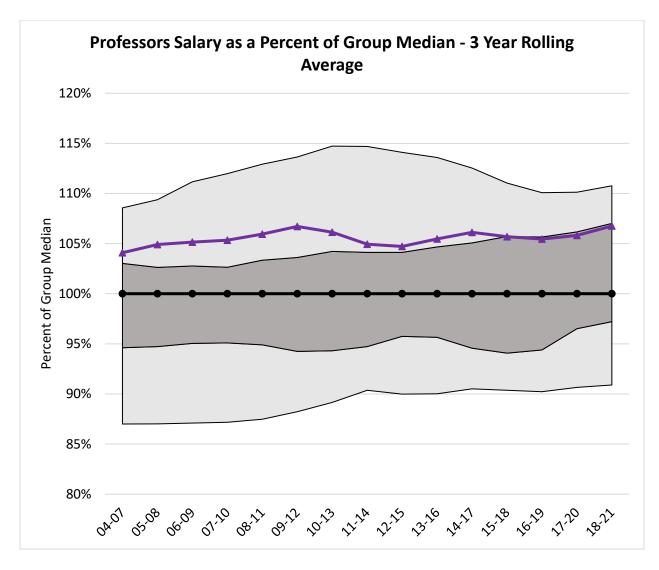


Fig. 4: Normalized Salary plotted as the percentage of the median for full professors at Amherst College; three-year averages from 2004-2021 are shown.

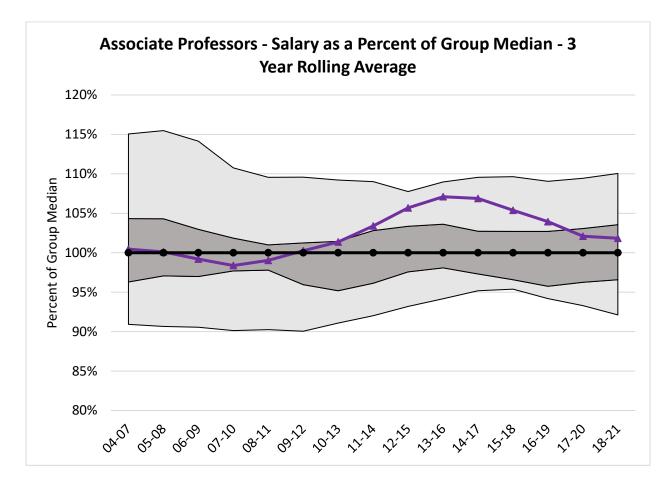


Fig. 5: Normalized Salary plotted as the percentage of the median for associate professors at Amherst College; three-year averages from 2004-2021 are shown.

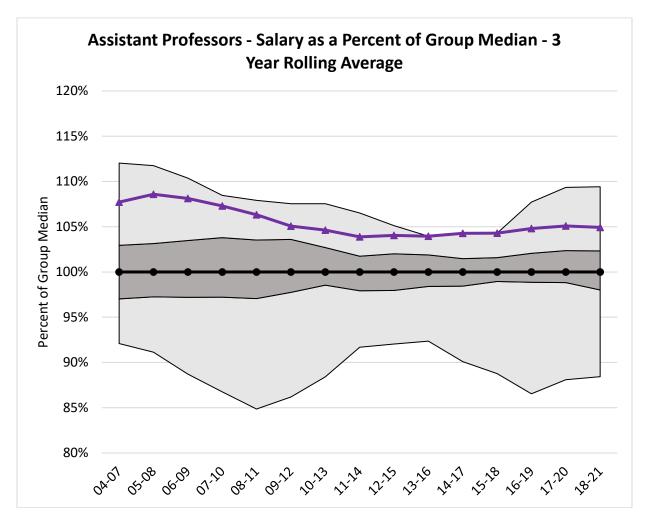


Fig. 6: Normalized Salary plotted as the percentage of the median for assistant professors at Amherst College; three-year averages from 2004-2021 are shown.

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 normalized data, Amherst is in the acceptable range for assistant professors (Figure 6) but is lagging behind peers for associate and full professors. In particular, the full professor salary average has fallen below the benchmark for the past four years (Figure 4) and there has been a five-year decline for the associate professor salary average, which has now fallen below the benchmark for two years (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 2019-2020 academic year, the median salary for full professors at Amherst was \$152,400 and the mean salary (\$155,800) was 4th among the twelve liberal arts peer institutions (Appendix 1). This places Amherst below the targeted 75th percentile benchmark of \$156,000 for professors at that rank. Looking across time at the normalized data, salaries for full professors at Amherst were above the benchmark from 2007 to 2017 but have fallen below this target in recent years (Figure 4).

Noting the two-year failure to meet the benchmark for full professors, the CPR's annual faculty salary report for 2018-19 suggested a possible explanation. Full professors span a wider range of salary level, from newly promoted faculty to those working at the college for several decades; and series of retiring senior faculty, replaced by new promotions to full professor, may have contributed to a drop in the full professor average salary. In that report, a graph of average number of years in rank showed that in 2018 Amherst reached a minimum point for the average years-in-rank for full professors. As anticipated in that report, average years-in-rank have been increasing over the past three years (Appendix 5). Over this same period the mean salary has more or less maintained its position just below the College's stated benchmark, tracking an increase in mean salaries for the Liberal Arts group but not meaningfully gaining ground (Figure 4). It seems unlikely that a continued increase in the average years in rank for full professors will, by itself, bring salaries for colleagues of that rank into line with the benchmark.

Associate Professors

For the 2019-2020 academic year, the median salary for associate professors at Amherst was \$104,400 and the mean salary (\$111,000) was 5th among the twelve liberal arts peer institutions (Appendix 1), and below the targeted 75th percentile benchmark of \$111,500 for professors at that rank. Looking over time at the normalized data, salaries for associate professors at Amherst were above the benchmark and peaked in 2016/2017 but have been declining since that time (Figure 5).

An explanation in terms of average year-in-rank does not seem to be available to explain the relative decline in associate professor salaries over the past five years. The associate professor category is small 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. However, these promotion practices at Amherst and elsewhere are not new, and thus do not explain the several-year decline observed for this group, which coincides with a trend of increasing number of years-in-rank (Appendix 5).

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. The CPR considerer but declined the option of requesting more detailed data about relative salaries for associate professors across different divisions in order to further investigate this potential explanation.

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 marker in any given year and thus receiving competitive offers.

For the 2020-21 academic year, the Amherst assistant professor median salary was \$89,800 and the mean salary (\$93,300) 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.

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, for which there were nine in 2019-20. The traditional groupings for departments and programs into major divisions (Humanities; Physical & Life Sciences; Social Sciences) is included in Appendix 4. We include median salary values in each category in the summary tables below as an alternative measure that is less sensitive to outliers than the mean.

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

Table 2. Amherst faculty salaries by rank and discipline from 2018-2021.

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

Amherst College Faculty Salaries 2018-19								
Discipline	Rank	No. of Persons	Mean	Median				
	Professor	44	154,770	152,000				
Humanities	Associate	20	107,630	103,800				
	Assistant	27	88,755	88,600				
	Professor	19	147,642	145,700				
Social Sciences	Associate	2	133,300	133,300				
	Assistant	13	98,800	91,000				
	Professor	23	154,883	147,000				
Physical and Life Sciences	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 2018-2021.

2020-21

	1						
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
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Rank		Women		Men			
	Median	Median Average Count			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	

15									
Rank		Female		Male					
	Median	Average	Count	Median	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 2020-21 the gap between the two has declined relative to recent years (Table 3). For associate professors, median and mean salaries have been higher for female than for male colleagues since 2014, but salaries within this group have recently been converging. 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 higher within the Humanities and lower within the Social Sciences and STEM fields (Table 4).

Gender, 2021								
Division	202	1						
	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						

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

The committee believes that these are important data to monitor, and we recommend that the Office of Institutional Research continue to provide the CPR with such data moving forward.

VII. Additional Salary Information

Comparison with the Traditional and New groups

In addition to comparisons with the *Liberal Arts group*, the average salaries (by rank) are also provided for comparisons of Amherst to other peer institution groupings, including average salaries (in thousands of dollars) from 2012-2021 for the *Traditional Group* (Appendix 2) and the *New group* (Appendix 3).

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 staff ⁵. 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.

IX. 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 and adjusted for cost of living variation across institutions in different parts of the country. In the present cycle, we appear to be exceeding the 75th percentile benchmark criterion (i.e., among the top three institutions in the *Liberal Arts group*) for assistant professors (Figure 6), but are below the benchmark for associate (Figure 5) and full (Figure 4) professors. We also reviewed median and mean salaries by discipline (Humanities, Social Sciences, and Physical and Life Sciences; Table 2) and by gender (Table 3) from 2018 to 2021 and agree that these data continue to be provided by the Office of Institutional Research and monitored by the CPR.

⁵Teaching staff includes tenured and tenure-track faculty, coaches, lecturers and visitors.

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

RANK/	ACTUAL FY2012-13		ACTUAL FY2013-14		RANK/	FY2014-15	RANK/	FY2015-16	RANK/	FY2016-17
INSTITUTION	MEAN SALARY \$ IN	2 INSTITUTION	MEAN SALARY \$ IN	iC	INSTITUTION	MEAN SALARY	INSTITUTION	MEAN SALARY	INSTITUTION	MEAN SALARY
PROFESSORS		PROFESSORS			PROFESSORS		PROFESSORS		PROFESSORS	
Wellesley Coll	152.2 3.69	6 Wellesley Coll	154.1 2	2.4	Wellesley Coll	154.3	Wellesley Coll	157.6	Wellesley Coll	157.5
Pomona Coll	142.8 3.79		145.9 2	2.7	Pomona Coll	148.6	Pomona Coll	150.4	Pomona Coll	154.9
Swarthmore Coll	137.8 5.19		140.7 3	3.3	Amherst Coll	145.1	Amherst Coll	147.7	Amherst Coll	149.9
Amherst Coll	137.7 4.2%			4.2	Wesleyan U	141.5	Swarthmore Coll	146.6	Wesleyan U	149.4
Williams Coll	137.1 3.09	6 Williams Coll	140.0 2	2.9	Williams Coll	141.2	Wesleyan U	145.8	Swarthmore Coll	149.3
Wesleyan U	133.6 4.19	6 Wesleyan U	136.3 4	4.4	Swarthmore Coll	141.0	Williams Coll	142.5	Williams Coll	143.7
Smith Coll	132.7 3.69	Bowdoin Coll	135.1 3	3.6	Bowdoin Coll	137.3	Smith Coll	138.5	Bowdoin Coll	142.5
Bowdoin Coll	131.2 3.89	6 Smith Coll	134.9 3	3.2	Smith Coll	136.2	Bowdoin Coll	138.4	Smith Coll	141.4
Davidson Coll	120.0 4.89	b Davidson Coll	124.6 4	4.0	Vassar Coll	131.2	Vassar Coll	133.8	Vassar Coll	135.6
Haverford Coll	119.8 2.79	6 Carleton Coll	121.6 3	3.7	Davidson Coll	128.2	Carleton Coll	128.6	Carleton Coll	131.9
Carleton	119.7 2.89	6 Haverford Coll	120.0 2	2.3	Carleton Coll	125.4	Davidson Coll	128.4	Davidson Coll	129.7
Mount Holyoke Coll	117.1 2.09	6 Mount Holyoke Coll	117.7 2	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							
Group Median	133.2	Group Median	135.7		AC Median	140.0	AC Median	144.2	AC Median	144.6
Group Mean	131.8	Group Mean	134.2		Group Median	137.3	Group Median	138.5	Group Median	142.5
					Group Mean	136.3	Group Mean	138.5	Group Mean	141.3
ASSOCIATE PROFESS	ORS	ASSOCIATE PROFESSO	IRS		ASSOCIATE		ASSOCIATE		ASSOCIATE	
Wellesley Coll	101.6 3.69		103.4 4	11	Pomona Coll	105.6	Pomona Coll	108.4	Pomona Coll	111.9
Pomona Coll	99.5 4.39		101.9 3		Amberst Coll	104.7	Amherst Coll	104.6	Amherst Coll	108.6
Swarthmore Coll	96.6 5.29			7.8	Wellesley Coll	102.4	Wellesley Coll	102.1	Swarthmore Coll	104.4
Amberst Coll	95.8 5.69			3.1	Bowdoin Coll	99.3	Bowdoin Coll	101.7	Bowdoin Coll	104.1
Bowdoin Coll	94.9 3.99			4.3	Swarthmore Coll	98.6	Swarthmore Coll	100.6	Wesleyan U	103.4
Haverford Coll	93.2 2.79	6 Haverford Coll	93.5 2	2.5	Wesleyan U	97.7	Wesleyan U	100.4	Wellesley Coll	102.5
Smith Coll	91.8 3.89	6 Smith Coll	93.3 3	3.6	Vassar Coll	97.3	Vassar Coll	99.0	Vassar Coll	102.4
Wesleyan U	90.2 6.29	6 Wesleyan U	93.3 6	5.2	Haverford Coll	95.4	Williams Coll	97.9	Williams Coll	101.8
Williams Coll	90.1 3.89	6 Williams Coll	92.5 4	4.2	Davidson Coll	94.9	Davidson Coll	97.4	Davidson Coll	100.6
Davidson Coll	89.3 5.29	b Davidson Coll	92.0 5	5.8	Williams Coll	94.4	Smith Coll	96.2	Carleton Coll	98.5
Carleton	87.3 7.69	6 Carleton Coll	88.3 3	3.6	Smith Coll	93.8	Haverford Coll	95.7	Smith Coll	98.2
Mount Holyoke Coll	84.3 3.29	6 Mount Holyoke Coll	87.8 4	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							
Group Median	92.5	Group Median	93.4		AC Median	102.5	AC Median	98.9	AC Median	101.0
Group Mean	92.9	Group Mean	95.1		Group Median	97.3	Group Median	99.0	Group Median	102.4
					Group Mean	97.3	Group Mean	99.3	Group Mean	102.2
ASSISTANT PROFESS	ORS	ASSISTANT PROFESSO	RS		ASSISTANT		ASSISTANT		ASSISTANT	
Wellesley Coll	80.8 3.99	6 Wellesley Coll	82.0 3	3.7	Amherst Coll	83.7	Amherst Coll	85.9	Amherst Coll	87.6
Amberst Coll	79.0 5.39	a <u>Amherst Coll</u>		15	Wellesley Coll	83.2	Wesleyan U	85.0	Wesleyan U	86.9
Williams Coll	76.5 4.19			5.9	Pomona Coll	82.8	Wellesley Coll	84.1	Pomona Coll	86.5
Smith Coll	76.4 3.49		79.2 5		Vassar Coll	82.0	Pomona Coll	83.6	Wellesley Coll	85.7
Wesleyan U	76.3 6.79		78.7 6		Wesleyan U	81.9	Vassar Coll	83.5	Bowdoin Coll	84.5
Swarthmore Coll	75.4 5.79		78.4 3		Bowdoin Coll	80.8	Bowdoin Coll	82.9	Vassar Coll	84.3
Pomona Coll	75.1 6.89			7.3	Williams Coll	80.0	Carleton Coll	82.6	Carleton Coll	83.9
Bowdoin Coll	74.3 3.89			5.6	Smith Coll	79.4	Smith Coll	81.5	Smith Coll	83.8
Haverford Coll	73.7 3.69		74.6 3		Swarthmore Coll	78.9	Williams Coll	81.4	Williams Coll	83.2
Carleton	72.6 3.69			8.3	Carleton Coll	77.3	Swarthmore Coll	80.3	Swarthmore Coll	81.0
Davidson Coll	69.3 7.39		73.2 3		Haverford Coll	74.7	Haverford Coll	76.7	Mount Holyoke Coll	78.9
Mount Holyoke Coll	67.8 6.39	6 Haverford Coll	72.2 3	3.8	Mount Holyoke Coll	74.2	Davidson Coll	75.2	Haverford Coll	78.1
AC Median	77.0	AC Median	79.0		Davidson Coll	73.3	Mount Holyoke Coll	74.5	Davidson Coll	73.2
Group Median	75.3	Group Median	79.0		AC Median	81.0	AC Median	83.5	AC Median	86.1
Group Mean	74.8	Group Mean	78.3		Group Median	80.0	Group Median	83.5	Group Median	83.9
or out mean	/4.8	or oup arean	11.2		Group Mean	79.4	Group Mean	82.6	Group Mean	83.9
						. 2.4	Jup mean	51.5	oup or can	02.7

RANK/ INSTITUTION	FY2017-18 MEAN SALARY	RANK/ INSTITUTION	FY2018-19 MEAN SALARY	RANK/ INSTITUTION	FY2019-20 MEAN SALARY	RANK/ INSTITUTION	FY2020-2 MEAN S
PROFESSORS		PROFESSORS		PROFESSORS		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	152.6	Swarthmore Coll	155.2	Amherst Coll	156.2	Amherst Coll	155.8
Amberst Coll	151.0	Amberst 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		ASSOCIATE		ASSOCIATE		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	Amberst Coll	108.9	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 Davidson Coll	99.0 98.8	Carleton Coll Haverford Coll	101.4 101.0	Smith Coll Davidson Coll	104.6	Smith Coll Haverford Coll	103.3 101.0
Smith Coll	98.8	Davidson Coll	98.0	Haverford Coll	101.5	Davidson Coll	98.2
Mount Holyoke Coll	97.1	Mount Holyoke Coll	96.7	naveriora con	100.1	Davidson Con	70.2
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		ASSISTANT		ASSISTANT		ASSISTANT	
Pomona Coll	93.3	Pomona Coll	96.1	Pomona Coll	97.5	Pomona Coll	98.6
Wesleyan U	89.9	Amberst Coll	92.0	Amberst Coll	94.9	Williams Coll	93.8
Amherst Coll	88.9	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

Instruct PORNOM	RANK/ ACT INSTITUTION SAL	TUAL FY2012-13 ARY DOLLARS	% INC	RANK/ INSTITUTION	ACTUAL FY2013-14 % SALARY DOLLARS INC	RANK/ INSTITUTION		% INC	RANK/ INSTITUTION	FY2015-16 SALARY	% INC		FY2016-17 SALARY	% INC
math math <th< th=""><th>PROFESSORS</th><th></th><th></th><th>PROFESSORS</th><th></th><th>PROFESSORS</th><th></th><th></th><th>PROFESSORS</th><th></th><th></th><th>PROFESSORS</th><th></th><th></th></th<>	PROFESSORS			PROFESSORS		PROFESSORS			PROFESSORS			PROFESSORS		
Demonsh Col 102 40 Demonsh Col 104 43 Demonsh Col 104 43 Demonsh Col 104 13 U Machigae-Am Arbor 104 13 14	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
Number Olf 152 26 Windlag Cold 154 25 Ukagina Ana Andre 160 31 Uvegnin 163 42 Uvegnin 172 42 Uvegnin 163 154 154 Uvegnin 163 154 154 Uvegnin 163 154 Uvegnin 163 154 Uvegnin 163 154 Uvegnin 163 154 Uvegnin 153 24 Uvegnin 153 24 Uvegnin 153 24 Uvegnin 154 24 Uvegnin 154 24 Uvegnin 154 24 Uvegnin 154 24 Uvegnin 153 25 Uvegnin 153 25 Uvegnin 153 25 Mum Cold 153	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
UM-Magna-Man Hat 5.8 Weinige-And Amb Hat S.9 Weinige-And Amb Hat S.9 Weinige-And Amb Hat S.9 Z.9 Weinige-And Amb Hat S.9 Z.9 Weinige-And Amb Hat S.9 Z.9 Z.9 Z.9 Z.9 Z.9 Z.9 Z.9 Z.9 Weinige-Cal L.9 Z.9 Z.9 <thz.9< th=""> Z.9 Z.9</thz.9<>	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
U.Yugin Demokric Markar Cal13.11.8U.Yugin Demokric Markar Cal18.12.4Verlage Cal15.11.0Wellage Cal15.72.0Wellage Cal15.72.0Willage Cal17.72.7Machar Cal1.82Machar Cal1.1.51.4Machar Cal1.1.51.0 <td< td=""><td>Wellesley Coll</td><td>152.2</td><td>3.6%</td><td>U Michigan-Ann Arbor</td><td>156.9 3.6</td><td>U Michigan-Ann Arbor</td><td>160.9</td><td>3.1</td><td>U Virginia</td><td>164.9</td><td>4.7</td><td>U Virginia</td><td>172.4</td><td>4.6</td></td<>	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.Yugin Demokric Markar Cal13.11.8U.Yugin Demokric Markar Cal18.12.4Verlage Cal15.11.0Wellage Cal15.72.0Wellage Cal15.72.0Willage Cal17.72.7Machar Cal1.82Machar Cal1.1.51.4Machar Cal1.1.51.0 <td< td=""><td>U Michigan-Ann</td><td>148.6</td><td>3.5%</td><td>Wellesley Coll</td><td>154.1 2.4</td><td>U Virginia</td><td>156.9</td><td>5.0</td><td>U Michigan-Ann Arbor</td><td>164.8</td><td>3.2</td><td>U Michigan-Ann Arbor</td><td>168.2</td><td>2.2</td></td<>	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
Name circle17.225.Astronc Circle18.02Astronc Circle17.120Unanomeno Intern19.019.019.0Weinya U13.54.0Walanco Circle13.54.0Walanco Circle13.54.0Weinya U13.64.0Weinya U13.64.0Weinya U13.64.0Weinya U13.64.013.013.013.0Weinya U13.64.013.0<			1.3%		150.8 6.5		154.3	1.8		157.6	2.7		157.5	2.2
Willame Cal 137. 3.08 Willame Cal 140. 2.9 Wedges U 145. 4.7 Wedges U 145. 4.2 Anhera Cal 140. 4.2 Wedges U 135. 4.40 Willame Cal 142. 5.3 4.40 Willame Cal 142.5 5.3 willame Cal 143.4 4.4 Sink Cal 130.2 2.4 Minaschuterin Auschuterin Auschut									Amherst Coll					
Internation														
Sein GallSein GallSein GallName <th< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>U Massachusetts-Amherst</td><td></td><td></td><td></td><td></td><td>_</td></th<>									U Massachusetts-Amherst					_
Indian Ulbowing 119 2.68 Sank Cal 119 2.8 Sank Cal 110 110 110 110 110 1111		133.6	4.1%	U Massachusetts-Amhers	t 136.9 5.1			3.1			6.0		149.4	4.1
UMmedmedme 1110 7.2% Indua U-Moninging 12.2 7.2 Indua U-Moninging 12.0 7.2 Smile Coll 12.5 Smile Coll 12.5 <td>Smith Coll</td> <td>132.7</td> <td>3.6%</td> <td>Wesleyan U</td> <td>136.3 4.4</td> <td>U Massachusetts-Amherst</td> <td>139.2</td> <td>1.9</td> <td>Williams Coll</td> <td>142.5</td> <td>3.3</td> <td>Williams Coll</td> <td>143.7</td> <td>3.3</td>	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
Intendity 101 201 Ment Holyak Cu ¹ 117 22 Ment Holyak Cu ¹ 1187 24 Ment Holyak Cu ¹ 125 25 Ment Holyak Cu ¹ 125 25 Ment Holyak Cu ¹ 125 26 Ment Holyak Cu ¹ 125 26 Ment Holyak Cu ¹ 125 26 Ment Holyak Cu ¹ 125 27 Ment Holyak Cu ¹ 126 27 Ment Holyak Cu ¹ 126 27 Ment Holyak Cu ¹ 126 27 Ment Holyak Cu ¹ 128 57 Ment Holyak Cu ¹ 128 78 Ment Holyak Cu ¹ 128 Ment Holyak Cu ¹ </td <td>Indiana U-Bloom</td> <td>131.9</td> <td>2.6%</td> <td>Smith Coll</td> <td>134.9 3.2</td> <td>Smith Coll</td> <td>136.2</td> <td>3.5</td> <td>Indiana U-Bloomington</td> <td>138.8</td> <td>2.1</td> <td>Smith Coll</td> <td>141.4</td> <td>2.9</td>	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
A. C. Median 13.27 Group Median A. C. M. Graup, M.	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
Group Mean B23 Group Mean B34 Group Mean B35	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
Group Mean B23 Group Mean B34 Group Mean B35	AC Madian	132.8		AC Madian	137.5	AC Madian	140.0		AC Median	144.2		AC Madian	144.6	
Gram 17.9 ADSCLTF PORTSONE NACCUAT PROFENSONE SCRUTAT PROFENSONE SCR														
$ \begin{array}{ $	Group Mean	147.8		Group Mean	151.8	Group Mean	155.3		Group Mean	159.2		Group Mean	163.2	
$ \begin{array}{ $	ASSOCIATE PROFE	SSORS		A SSOCIA TE PROFESS	פער	ASSOCIATE PROFESSO	nes		ASSOCIATE PROFESSO	NPS		ASSOCIATE PROFESSO	DS.	
Yale U 113 7.8 Yale U 113 7.9 Yale U Yale U 113 7.9 Yale U Yale U 113 7.9 Yale U Ya			9.0%					3.5			10.3			67
Darmond Cd1 115 5.0% Darmond Cd1 112 5.1% Darmond Cd1 116 5.0% Darmond Cd1 116 5.0% U Vargina 116 <th< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></th<>														
Weidespectral10103.64U.Meigna-An.Andro10103.7U.Weigna11.75.7U.Weigna11.75.111.7														
$ \begin{array}{ $														
$ \begin{array}{ $		101.0	3.8%		103.4 4.1		104.9	5.9	U Michigan-Ann Arbor	109.2	3.3	U Michigan-Ann Arbor	111.4	3.3
$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	Amherst Coll	95.8	5.6%	Amherst Coll	101.1 7.8	Amherst Coll	104.7	6.4	Amherst Coll	104.6	5.1	Amherst Coll	108.6	5.0
Sein Gard Weissyan U918 Veissyan U384 Veissyan U913 Veissyan U924 Veissyan U924 Veissyan U924 Veissyan U924 Veissyan U924 Veissyan U924 	U Massachusetts-	95.2	8.6%	U Virginia	99.5 7.9	Wellesley Coll	102.4	3.4	U Massachusetts-Amherst	104.0		U Massachusetts-Amherst	107.1	
Weighn U 92 6.2% Weighn G 93 6.2 Willims G 94.3 8.4 Willims G 97.5 8.4 Willims G 10.1 4.7 Millims G 97.5 8.4 Willims G 10.1 4.7 Indian U-Boornigo 85 3.4 Minan U-Boornigo 97.5 3.4 Bains U-Boornigo 97.5 3.4 Mont Holyac C 97.5 3.5 Mont Holyac C <td< td=""><td>U Virginia</td><td>93.7</td><td>2.0%</td><td>U Massachusetts-Amhers</td><td>t 98.0 5.9</td><td>U Massachusetts-Amherst</td><td>98.8</td><td>3.4</td><td>Wellesley Coll</td><td>102.1</td><td>3.5</td><td>Wesleyan U</td><td>103.4</td><td>4.5</td></td<>	U Virginia	93.7	2.0%	U Massachusetts-Amhers	t 98.0 5.9	U Massachusetts-Amherst	98.8	3.4	Wellesley Coll	102.1	3.5	Wesleyan U	103.4	4.5
$ \begin{array}{ $	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
$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	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
$ \begin{array}{ $			3.8%	Williams Coll		Smith Coll		4.0	Smith Coll	96.2	4.5	Smith Coll		
AC Median 93.5 Group Median AC Median 93.5 (Group Median 102.5 (Group Median AC Median 10.4 102.5 (Group Median AC Median 10.4 102.5 (Group Median AC Median 10.4 103.5 (Group Median AC Median 10.4 ASSISTANT PROFESSORS ASSISTANT PROFESSORS <td></td>														
	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
Group Mean 92.1 Group Mean 10.3 Group Mean 10.3. Construct Mean 10.4. Group Mean 10.4. Start Met PROFENSORS Harvard U 11.3. L2 Harvard U 10.2. Start Met PROFENSORS Harvard U 10.4. Mate U 10.4. Mate U 10.4. Mate U 10.4. Mate U Mate U 10.4. Mate U Mate	AC Median			AC Median		AC Median			AC Median			AC Median		
ASSITANT PROFESSORS														
Harvard U 113.5 5.1% Harvard U 113.5 3.1 Harvard U 113.5 3.1 Harvard U 113.5 3.2 Harvard U 120.7 3.0 Harvard U 123.7 3.3 Vale U 94.1 94.4 Vale U 96.4 50 Harvard U 103.1 4.7 Vale U 103.5 2.4 Yale U 103.5 2.4 Yale U 103.5 3.4 Darmound Coll 84.7 4.44 U McEigna-Anarbor 94.6 3.0 Uverginia 94.7 84.7 10.4 10.1 4.7 Verginia 94.7 84.7 10.4 Userginia 96.0 3.0 Uverginia 94.7 84.7 10.4 Userginia 96.0 3.0 Uverginia 94.7 84.7 10.4 Userginia 94.7 84.7 10.0 Userginia 94.7 84.7 10.0 10.7 10.4 10.4 10.4 10.4 10.4 10.4 10.4 10.4 10.4 10.4 10.4	Group Mean	98.1		Group Mean	101.5	Group Mean	103.4		Group Mean	106.1		Group Mean	109.3	
Yak U 94.1 49% Yak U 95.4 50 Darmondt Coll 100.4 4.7 Yak U 103.3 2.2 Yak U 108.7 2.4 Darmondt Coll 84.4 Abertagen Coll 100.4 4.7 Yak U 103.5 3.2 Yak U 108.7 2.4 L 108.7 2.4 L 10.6 10.4 4.4 Ustrigging Am 88.7 3.44 Ustrigging Am 89.6 3.7 Uvrginia 94.6 5.0 U Vrginia 94.9 4.6 Instanu U-Boomingto 6.8 3.4 Uvrginia 82.9 3.8 UVrginia 96.6 5.0 U Vrginia 94.9 4.0 Indicanu U-Boomingto 6.8 3.4 UVrginia 96.6 5.0 U Vrginia 96.0 5.0 U Vrginia 92.6 4.0 U Vrginia 92.6 4.0 U Vrginia 92.6 4.0 UVrginia 93.6 4.0 U Masschemers-Amber 22.2 5.0 U Masschemers-Amber 22.5 4.0 Mahoret Gall 2.5 <td>ASSISTANT PROFE</td> <td>SSORS</td> <td></td> <td>ASSISTANT PROFESSO</td> <td>RS</td> <td>ASSISTANT PROFESSO</td> <td>RS</td> <td></td> <td>ASSISTANT PROFESSO</td> <td>RS</td> <td></td> <td>ASSISTANT PROFESSO</td> <td>RS</td> <td></td>	ASSISTANT PROFE	SSORS		ASSISTANT PROFESSO	RS	ASSISTANT PROFESSO	RS		ASSISTANT PROFESSO	RS		ASSISTANT PROFESSO	RS	
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$		113.3	5.1%											
UMedigan-Ann 887 3.44 UMedigan-Ann Arbor 91.4 3.1 U Vrginia 94.9 4.6 Infamu U-Bicomigno 96.3 3.3 U Vrginia 94.9 4.6 Infamu U-Bicomigno 96.3 3.3 U Vrginia 94.9 4.6 Infamu U-Bicomigno 96.3 8.3 U Vrginia 96.0 5.0 U Vrginia 96.0 5.0 U Vrginia 96.0 4.0 Welledy Cid 88.3 3.9 Infamu U-Bicomigno 87.3 4.0 Infamu U-Bicomigno 91.8 4.0 UVrginia 96.0 5.0 UVrginia 96.0 5.0 UVrginia 96.0 5.0 UMachagen-Ann Arbor 91.8 4.0 UMachagen-Ann Arbor 91.8 4.0 UMachagen-Ann Arbor 92.1 5.0 Multerat Gall 92.5 Multerat Gall 92.5 Multerat Gall 92.5 4.0 Multerat Gall 92.5 Multerat Gall 93.5 4.0 Multerat Gall 93.5 4.0 Multerat Gall 93.5 4.0 Multerat Gall 93.5 4.0	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
UVrginia 82.9 1.84 UVrginia 87.0 6.2 UVrginia 90.6 2.6 2.7 2.1 UVrginia 90.6 3.6 3.6 3.6 3.6 3.6 3.6 3.7 V/r 4.0 Indiana U-Boompion 91.8 4.0 UMaschares-Amerton 93.4 9.7 Anterst Call 92.5 V/r 1.0 Non-schares 8.0 1.0 UMaschares-Marchon 93.4 9.7 A A A Anterst Call 92.5 V/r 1.0 Non-schares 8.0														
Welleky Cd1 808 3.94 Infama U-Bioomington 87.0 3.9 Johanne U-Bioomington 87.1 3.0 Johanne U-Bioomington 87.1 3.0 Johanne U-Bioomington 97.1 8.2 4.0 Infania U-Bioomington 87.1														
Indiana Uniborin 80.4 3.79. Walkeley Coll 82.0 3.7 U Mauschurette-Ambert 85.4 5.9 Andrez Coll 82.5 2.5 U Mauschuretters-Ambert 87.4 84.7 Ambert Coll 72.0 52.7 Ambert Coll 82.4 5.7 1.0 Mauschuretter 87.6 6.4 Ambert Coll 87.6 6.4 U Mauschuretters- Mrie 87.6 6.3 Welledy Coll 82.2 2.6 Waschuretts- Mrie 85.6 6.4 Ambert Coll 85.7 5.6 Williams Coll 75.4 V.M. Welledy Coll 83.2 2.9 Welledy Coll 83.1 4.5 Welledy Coll 85.7 5.6 Senit Coll 76.4 3.4 Welledy Coll 76.4 3.4 Welledy Coll 83.8 4.5 Welledy Coll 83.8 5.7 5.6 Senit Coll 83.8 7.8 <td></td>														
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UMasschwette- Währin Coll 7.8 8.5% UMasschwette-Anderes 80.0 6.3 Welledy Coll 82.2 9 Wesleyn U 8.0 4.8 Wesleyn U 8.1 3.7 Wesleyn U 8.0 4.8 Wesleyn U 8.1 8.1 8.0 Max Coll 8.1 8.3 Vesleyn U 8.3 8.4 Wesleyn U 8.1 8.3 Wesleyn U 8.3 Max U 8.3 Wesleyn U 8.3 Wesleyn U 8.3 Wesleyn U 8.3 Wesleyn U </td <td></td>														
Williams Colil 76.5 4.18 Weilzegy Cult 81.9 4.7 Weilzegy Cult 81.1 3.7 Weilzegy Cult 81.9 4.7 Weilzegy Cult 81.1 3.7 Weilzegy Cult 81.9 4.7 Weilzegy Cult 81.7 3.7 Weilzegy Cult														
Smith Call 74 3.44 Smith Call 74.1 3.7 Williams Call 80.0 5.2 Smith Call 81.5 3.6 Smith Call 81.8 4.5 Momental Science 4.5 Momental Science 5.7 Composition Smith Call 7.1 2.2 Momental Science Smith Call 7.1 7.2 3.2 Moment Holyoke Call 7.4 2.4 Moment Holyoke Call 7.4 2.4 Moment Holyoke Call 7.4 2.4 Moment Holyoke Call 7.4 3.4 Moment Holyoke Call 7.4 2.4 Moment Holyoke Call 7.4 <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>														
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 Holyske C 67.8 6.3% Mount Holyske Coll 72.2 3.2 Mount Holyske Coll 74.2 2.4 Mount Holyske Coll 74.5 4.2														
Mount Holyake C 0.78 6.3% Mount Holyake Coll 74.2 2.4 Mount Holyake Coll 74.5 4.2 Mount Holyake Coll 78.9 7.8 ACM refinin 77.0 AC Median 79.0 AC Median 81.0 AC Median 83.5 AC Median 86.1 Group Median 80.4 Group Median 85.4 Group Median 85.9 Group Median 89.5														
Group Median 80.4 Group Median 82.0 Group Median 85.4 Group Median 85.9 Group Median 89.5														
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orong arcan oso orong arcan oso orong arcan osos orong arcan 70.7 Group Arcan 75.5														
	Group steam	63.3		Group arean	63.6	or oup areau	65.5		co oup or can	50.9		or oup or can	73.5	

RANK/ INSTITUTION	FY2017-18 SALARY	RANK/ INSTITUTION	FY2018-19 SALARY	RANK/ INSTITUTION	FY2019-20 SALARY	RANK/ INSTITUTION	FY2020-21 SALARY
PROFESSORS		PROFESSORS		PROFESSORS		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	170.2	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-Amhers	t 161.2	U of Massachusetts-Amhers	1 158.7
Wesleyan U	152.6	Amherst Coll	153.2	Wesleyan U	160.2	Wesleyan U	158.5
Amherst Coll	151.0	U Massachusetts-Amherst	152.3	Amberst Coll	156.2	Amberst Coll	155.8
Williams Coll	146.9	Williams Coll	147.9	Williams Coll	152.8	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 PROFESSOR		ASSOCIATE PROFESSOR:		ASSOCIATE PROFESSOR		ASSOCIATE PROFESSOR	
Harvard U	151.7	Harvard U	144.6	Harvard U Yale U	150.8	Harvard U	153.6
Yale U	135.0 128.4	Dartmouth Coll Yale U	135.8		145.7 137.0	Yale U	145.0 136.4
Dartmouth Coll U Virginia	128.4	Yale U U Virginia	134.4	Dartmouth Coll U of Virginia-Main Campus		Dartmouth Coll U of Virginia-Main Campus	136.4
U Michigan-Ann Arbor	113.2	U Michigan-Ann Arbor	115.8	U of Michigan-Ann Arbor	123.5	U of Michigan-Ann Arbor	118.0
U Massachusetts-Amherst	109.0	Amberst Coll	109.1	U of Massachusetts-Amhers		U of Massachusetts-Amhers	
Amberst Coll	109.0	Weslevan U	108.7	Weslevan U	1112.3	Weslevan U	111.4
Wesleyan U	106.5	Wellesley Coll	107.6	Wellesley Coll	109.1	Amherst Coll	111.0
Wellesley Coll	105.0	U Massachusetts-Amherst	106.6	Amherst Coll	108.9	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		ASSISTANT PROFESSORS		ASSISTANT PROFESSOR		ASSISTANT PROFESSOR	
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 U Michigan-Ann Arbor	99.9 95.6	Indiana U-Bloomington U Michigan-Ann Arbor	104.6 98.5	Indiana U-Bloomington U of Michigan-Ann Arbor	105.5	Indiana U-Bloomington U of Michigan-Ann Arbor	102.2 99.9
U Massachusetts-Amherst	95.6	U Virginia	98.5	U of Massachusetts-Amhers		U of Michigan-Ann Arbor U of Virginia-Main Campus	99.9
U Virginia	91.2	Amberst Coll	93.5	U of Virginia-Main Campus		U of Virginia-Main Campus	70.5
Wesleyan U	89.9	Weslevan U	91.5	Amberst Coll	94.9	Williams Coll	93.8
Amberst Coll	88.9	U Massachusetts-Amherst	91.5	Williams Coll	93.3	Amberst Coll	93.3
Wellesley Coll	87.7	Wellesley Coll	90.3	Weslevan U	93.0	Weslevan 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

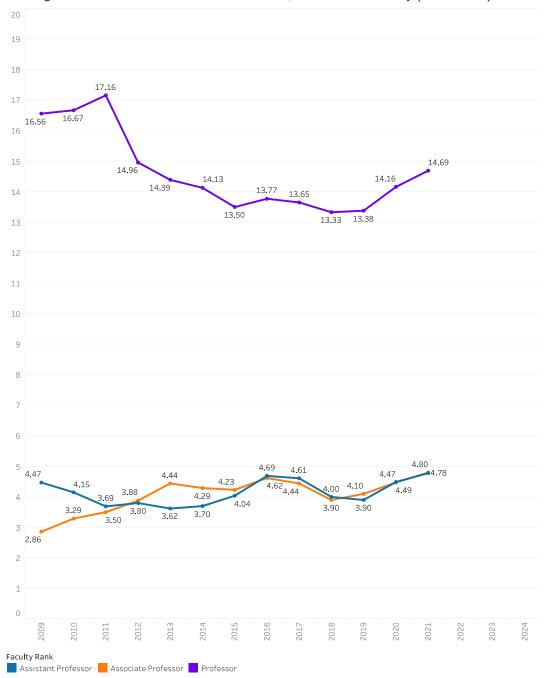
	FY2012-13 SALARY	% INC	RANK/ INSTITUTION	FY2013-14 SALARY		RANK/ INSTITUTION	FY2014-15 SALARY		RANK/ INSTITUTION	FY2015-16 SALARY	% INC	RANK/ INSTITUTION	FY2016-17 SALARY	% INC
PROFESSORS			PROFESSORS			PROFESSORS			PROFESSORS			PROFESSORS		
Columbia U	212.3	6.8%	Columbia U	215.5	5.3	Stanford U	224.3	3.9	Columbia U	236.3		Columbia U	244.4	
Stanford U Harvard U	207.3 203.0	5.8% 3.6%	Stanford U Harvard U	215.2 207.1	4.0 3.2	Columbia U Princeton U	223.9 215.9	3.9 4.0	Stanford U Princeton U	229.6 222.7	3.8 3.3	Stanford U Princeton U	236.6 229.4	3.6 3.6
Princeton U	200.0	3.8%	Princeton U	206.2	3.8	Harvard U	213.5	3.6	Harvard U	220.2		Harvard U	227.7	3.4
U Pennsylvania Yale U	186.9	3.3%	U Pennsylvania Yale U	192.3	3.5	Yale U U Pennsylvania	198.4	3.0	Yale U	203.5		Massachusetts Inst Tech	212.1	4.8
Tale U Duke U	186.2 180.2	3.5% 4.2%	Duke U	192.2 186.4	3.2 3.9	Massachusetts Inst Tech	197.5 193.9	3.5 4.3	Massachusetts Inst Tech U Pennsylvania	202.6 202.6		Yale U U Pennsylvania	209.5	3.2 4.2
Massachusetts Inst Tech	178.7	4.6%	Massachusetts Inst Tech	185.9	4.3	Duke U	193.3	3.3	Duke U	197.8	3.3	Duke U	204.2	3.7
Northwestern U Washington U St. Louis	176.6	3.0% n.d	Washington U St. Louis Northwestern U	183.6 182.0	n.d. 4.1	Northwestern U Washington U St. Louis	187.4 186.9	3.7 2.7	Northwestern U Washington U St. Louis	193.7 188.7		Northwestern U U California-Los Angeles	200.7 195.0	4.8 3.4
Dartmouth Coll	167.4	4.3%	Dartmouth Coll	174.0	4.6	U California-Los Angeles	181.0	4.0	Dartmouth Coll	184.4	3.1	Washington U St. Louis	191.5	3.8
U California-Los Angeles	167.0	n.d	U California-Los Angeles	173.9	n.d.	Dartmouth Coll	178.6	3.2	U California-Berkeley	178.9		Dartmouth Coll	189.2	5.8
Brown U U California-Berkelev	160.8 158.8	3.9% n.d	U California-Berkeley Brown U	165.4 164.7	n.d. 3.5	U California-Berkeley Brown U	172.7 168.6	4.4 3.5	Brown U U Virginia	173.6 164.9	3.2	U California-Berkeley Brown U	185.1 178.9	6.6 3.1
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	164.8	3.2	U Virginia	172.4	4.6
U Michigan-Ann Arbor U North Carolina-Chapel Hill	148.6	3.5%	Wellesley Coll U Virginia	154.1	2.4	U Virginia Wellesley Coll	156.9	5.0	Wellesley Coll	157.6	2.7	U Michigan-Ann Arbor	168.2	2.2
U North Carolina-Chapel Hill	147.8	3.2%	U virginia	150.8	6.5	wenesiey Con	154.3	1.8	U North Carolina-Chapel Hill	150.6	2.7	Wellesley Coll	157.5	2.2
U Virginia			U North Carolina-Chapel Hill			Pomona Coll								
Pomona Coll	143.1	1.3%	Pomona Coll	146.2	0.4	U North Carolina-Chapel Hill	148.6	2.5	Pomona Coll	150.4	3.4	U North Carolina-Chapel Hill	155.2	3.6
	142.8	3.7%		145.9	2.7		146.9	0.8	Amherst Coll	147.7	3.3	Pomona Coll	154.9	3.2
Swarthmore Coll Amberst Coll	137.8 137.7	5.1%	Swarthmore Coll Amherst Coll	140.7 140.0	3.3	Amherst Coll Weslevan U	145.1 141.5	4.0 4.7	Swarthmore Coll Wesleyan U	146.6 145.8	5.9 4.2	U Massachusetts-Amherst Amherst Coll	150.3 149.9	3.6 4.2
Williams Coll	137.1	4.2% 3.0%	Williams Coll	140.0	4.2 2.9	Williams Coll	141.5	3.1	U Massachusetts-Amherst	145.8		Wesleyan U	149.4	4.1
Wesleyan U	133.6	4.1%	U Massachusetts-Amherst	136.9	5.1	Swarthmore Coll	141.0	2.5	Williams Coll	142.5	3.3	Swarthmore Coll	149.3	3.7
Smith Coll Indiana U-Bloomington	132.7 131.9	3.6% 2.6%	Wesleyan U Bowdoin Coll	136.3 135.1	4.4 3.6	U Massachusetts-Amherst Bowdoin Coll	139.2 137.3	1.9 3.7	Indiana U-Bloomington Smith Coll	138.8 138.5		Williams Coll Bowdoin Coll	143.7 142.5	3.3 3.5
Bowdoin Coll	131.9	3.8%	Smith Coll	133.1	3.2	Smith Coll	136.2	3.5	Bowdoin Coll	138.5		Smith Coll	142.5	2.9
U Massachusetts-Amherst	131.0	7.2%	Indiana U-Bloomington	132.6	2.4	Indiana U-Bloomington	135.0	2.5	Vassar Coll	133.8	3.4	Indiana U-Bloomington	140.0	1.4
Davidson Coll Haverford Coll	120.0 119.8	4.8% 2.7%	Davidson Coll Carleton Coll	124.6	4.0 3.7	Davidson Coll Carleton Coll	128.2 125.4	5.1 5.1	Carleton Coll Davidson Coll	128.6 128.4		Vassar Coll Carleton Coll	135.6 131.9	3.1 3.6
Carleton Coll	119.7	2.8%	Haverford Coll	120.0	2.3	Haverford Coll	123.5	2.7	Haverford Coll	125.9	2.8	Davidson Coll	129.7	3.1
Mount Holyoke Coll	117.1	2.0%	Mount Holyoke Coll	117.7	2.2	Mount Holyoke Coll	118.7	2.6	Mount Holyoke Coll U California-Los Angeles	115.7	2.2	Haverford Coll Mount Holyoke Coll	128.3 122.4	2.2 6.5
									-					0.0
AC Median Group Median	132.8 148.6		AC Median Group Median	137.:		AC Median Group Median	140.0 156.9		AC Median Group Median	144.2 157.6		AC Median Group Median	144.6 162.8	
Group Mean	156.3		Group Mean	160.0		Group Mean	165.0		Group Mean	167.7		Group Mean	173.0	
ASSOCIATE PROFESSORS			ASSOCIATE PROFESSORS			ASSOCIATE PROFESSORS			ASSOCIATE PROFESSORS			ASSOCIATE PROFESSORS		
Stanford U	135.0	6.2%	Columbia U	145.3	12.0	Columbia U	151.7	8.3	Columbia U	158.8		Columbia U	162.6	4.6
Columbia U Princeton U	132.4	8.4% 12.2%	Stanford U Princeton U	140.2 129.6	5.1 5.7	Stanford U Massachusetts Inst Tech	141.5 134.0	6.1 7.2	Stanford U Princeton U	144.5		Stanford U Massachusetts Inst Tech	150.2 143.4	4.1 7.3
Massachusetts Inst Tech	129.1	5.9%	Massachusetts Inst Tech	129.6	7.3	Princeton U	134.0	6.7	Massachusetts Inst Tech	138.2		Princeton U	143.4	7.5
Duke U	119.9	5.0%	Harvard U	123.8	2.7	Harvard U	128.1	3.5	U Pennsylvania	132.3	4.4	U Pennsylvania	135.0	5.0
Harvard U U Pennsylvania	118.9	9.0% 3.9%	Duke U U Pennsylvania	120.8 119.5	3.7 3.6	Duke U U Pennsylvania	126.8 125.2	5.0 3.9	Harvard U Duke U	129.2		Duke U Yale U	134.6 131.0	4.3 6.7
Yale U	117.5	7.5%	Yale U	119.3	7.0	Northwestern U	120.6	5.2	Northwestern U	128.4	5.3	Northwestern U	130.8	5.9
Northwestern U Dartmouth Coll	112.4	4.6%	Northwestern U Dartmouth Coll	115.1	5.0	U California-Los Angeles Yale U	117.7	2.3	Yale U	122.1	7.1	U California-Los Angeles	129.0	5.7
U California-Los Angeles	111.5	5.0% n.d	U California-Los Angeles	113.6 111.8	5.5 n.d.	Vale U U California-Berkelev	117.3	5.0 3.3	Washington U St. Louis Dartmouth Coll	117.2		Harvard U U California-Berkeley	127.4 123.6	3.9 6.2
U California-Berkeley	107.2	n.d	Washington U St. Louis	110.6	n.d.	Dartmouth Coll	113.2	4.1	U California-Berkeley	115.9	2.4	Dartmouth Coll	122.0	3.3
Washington U St. Louis Brown U	103.5 103.4	n.d 5.7%	U California-Berkeley Brown U	110.2	n.d. 5.1	Washington U St. Louis Brown U	112.9	2.5 5.1	Brown U U Virginia	114.7		Washington U St. Louis Brown U	120.0 116.0	4.6 4.5
Wellesley Coll	103.4	3.6%	U Michigan-Ann Arbor	107.0	3.6	U Michigan-Ann Arbor	106.8	4.4	U Michigan-Ann Arbor	109.2		U Virginia	115.7	5.1
U Michigan-Ann Arbor	101.0	3.8%	Wellesley Coll	103.4	4.1	Pomona Coll	105.6	4.0	Pomona Coll	108.4	3.9	Pomona Coll	111.9	4.9
Pomona Coll Swarthmore	99.5 96.6	4.3% 5.2%	Pomona Coll Amherst Coll	101.9	3.2 7.8	U Virginia Amberst Coll	104.9	5.9 6.4	Amherst Coll U Massachusetts-Amherst	104.6 104.0	5 <u>1</u> 7.2	U Michigan-Ann Arbor Amberst Coll	111.4	3.3
U. NC-Chapel Hill	96.5	4.0%	U Virginia	99.5	7.9	Wellesley Coll	102.4	3.4	Wellesley Coll	102.1	3.5	U Massachusetts-Amherst	107.1	4.8
Amberst Coll	95.8	5.6%	U Massachusetts-Amherst	98.0	5.9	U North Carolina-Chapel Hill	99.3	1.4	U North Carolina-Chapel Hill	101.8	2.0	U North Carolina-Chapel Hill	104.9	5.4
U Massachusetts-Amherst	95.2	8.6%	Swarthmore Coll	98.0 97.6	3.1	Bowdoin Coll	99.3 99.3	4.3	Bowdoin Coll	101.8		Swarthmore Coll	104.9	8.1
Bowdoin Coll	94.9	3.9%	U North Carolina-Chapel Hill	97.2	1.8	U Massachusetts-Amherst	98.8	3.4	Swarthmore Coll	100.6	6.2	Bowdoin Coll	104.1	4.1
U Virginia	94.9	2.0%	Bowdoin Coll	97.2	4.3	Swarthmore Coll	98.8 98.6	3.4	Wesleyan U	100.6		Wesleyan U	104.1	4.1
Haverford Coll	93.2	2.7%	Haverford Coll	93.5	2.5	Wesleyan U	97.7	6.2	Vassar Coll	99.0		Wellesley Coll	102.5	4.4
Smith Coll Wesleyan U	91.8 90.2	3.8% 6.2%	Smith Coll Wesleyan U	93.3 93.3	3.6 6.2	Haverford Coll Davidson Coll	95.4 94.9	3.2 5.6	Williams Coll Davidson Coll	97.9 97.4	5.4 3.6	Vassar Coll Williams Coll	102.4 101.8	4.5 4.7
Williams Coll	90.1	3.8%	Williams Coll	92.5	4.2	Williams Coll	94.4	4.5	Smith Coll	96.2	4.5	Davidson Coll	100.6	4.3
Davidson Coll Indiana U-Bloomington	89.3	5.2%	Davidson Coll Indiana U-Bloomington	92.0	5.8	Smith Coll Indiana U-Bloomington	93.8	4.0	Haverford Coll	95.7		Carleton Coll	98.5 98.2	5.0
Carleton Coll	88.5 87.3	3.4% 7.6%	Carleton Coll	90.7 88.3	3.3 3.6	Carleton Coll	92.4 90.3	3.7 5.6	Carleton Coll Indiana U-Bloomington	94.5 94.1	6.4 4.0	Smith Coll Haverford Coll	98.2 96.3	3.9 2.7
Mount Holyoke Coll	84.3	3.2%	Mount Holyoke Coll	87.8	4.4	Mount Holyoke Coll	90.0	5.1	Mount Holyoke Coll	92.30969		Mount Holyoke Coll	95.8	4.9
									U California-Los Angeles	0		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 Group Mean	101.0 104.0		Group Median Group Mean	103.4		Group Median Group Mean	105.6 110.3		Group Median Group Mean	106.5		Group Median Group Mean	111.7 116.6	
	104.0		-	107.		-	110.0			107.0			110.0	
ASSISTANT PROFESSORS U Pennsylvania	116.2	3.7%	ASSISANT PROFESSORS U Pennsylvania	118.0	3.7	ASSISANT PROFESSORS Stanford U	122.5	5.8	ASSISANT PROFESSORS Stanford U	125.9	5.4	ASSISANT PROFESSORS Stanford U	128.2	5.0
Harvard U	113.3	5.1%	Stanford U	117.5	5.6	U Pennsylvania	119.6	3.7	U Pennsylvania	123.3	3.7	U Pennsylvania	127.5	3.7
Stanford U Massachusetts Inst Tech	111.2	5.8%	Harvard U Massachusetts Inst Tech	114.5	3.1	Massachusetts Inst Tech Columbia U	114.3	4.6	Columbia U	121.5	5.9	Harvard U	123.7	3.3
Massachusetts Inst Tech Columbia U	106.3 105.8	4.5% 6.5%	Massachusetts Inst Tech Columbia U	111.1 110.9	5.2 6.3	Columbia U Harvard U	114.1 113.3	4.5 3.2	Harvard U Massachusetts Inst Tech	120.2 116.4		Columbia U Massachusetts Inst Tech	122.8	4.6 7.2
Washington U St. Louis	98.7	n.d	Duke U	103.5	3.7	Northwestern U	106.9	5.3	Northwestern U	111.4	5.4	Northwestern U	117.2	6.0
Northwestern U	98.3 97.2	4.1% 4.0%	Northwestern U Princeton U	102.7 101.7	5.5 8.5	Duke U Princeton U	105.4 104.6	5.2 7.9	Duke U U California-Berkeley	109.9		Duke U Princeton U	114.0 109.9	3.0 7.2
	96.7	7.4%	U California-Berkeley	99.2	n.d.	U California-Berkeley	104.0	3.8	Princeton U	109.3		U California-Berkeley	109.9	
Duke U		n.d	Washington U St. Louis	98.3	n.d.	Washington U St. Louis	102.0	3.8	Washington U St. Louis	104.7		Washington U St. Louis	108.8	
Duke U Princeton U U California-Berkeley	94.6		Yale U	95.9 94.0	4.5 6.1	Dartmouth Coll Yale U	100.1 99.6	4.7 3.7	Yale U Dartmouth Coll	103.3 101.6		Yale U Dartmouth Coll	108.7 102.4	3.4 4.4
Duke U Princeton U U California-Berkeley Yale U	94.6 94.1	4.9% 5.4%	Dartmouth Coll					6.1	U Virginia			U California-Los Angeles	101.4	6.9
Duke U Princeton U U California-Berkeley Yale U Dartmouth Coll U California-Los Angeles	94.6 94.1 89.4 88.8	5.4% n.d	Dartmouth Coll U California-Los Angeles	91.5	n.d.	U California-Los Angeles	97.1			94.9				
Duke U Princeton U U California-Berkeley Yale U Dartmouth Coll U California-Los Angeles U Michigan-Ann Arbor	94.6 94.1 89.4 88.8 88.7	5.4% n.d 3.4%	U California-Los Angeles U Michigan-Ann Arbor	91.5 89.6	3.3	Brown U	92.3	4.7	Brown U	94.3	4.6	Indiana U-Bloomington	96.3	
Duke U Princeton U U California-Berkeley Yale U Dartmouth Coll U California-Los Angeles U Michigan-Ann Arbor Brown U	94.6 94.1 89.4 88.8	5.4% n.d	U California-Los Angeles	91.5		Brown U U Michigan-Ann Arbor		4.7 3.3	Brown U U Michigan-Ann Arbor		4.6		96.3 96.0	
Duke U Vrinceton U U California-Berkeley Yale U Dartmouth Coll U California-Los Angeles U Michigan-Ann Arthor Brown U U North Carolina-Chapel Hill	94.6 94.1 89.4 88.8 88.7	5.4% n.d 3.4%	U California-Los Angeles U Michigan-Ann Arbor Brown U U Virginia	91.5 89.6	3.3	Brown U U Michigan-Ann Arbor U Virginia	92.3			94.3	4.6 3.1	Indiana U-Bloomington	96.0	
Dake U Vinceton U J California-Berkeley I'ale U Jartinouth Coll J California-Las Angeles J Michigan-Ann Arbor Irown U J North Carolina-Chapel Hill	94.6 94.1 89.4 88.8 88.7 86.0 84.3	5.4% n.d 3.4% 4.0%	U California-Los Angeles U Michigan-Ann Arbor Brown U	91.5 89.6 88.9 87.0	3.3 5.0 6.2	Brown U U Michigan-Ann Arbor	92.3 91.4 90.6	3.3 5.0	U Michigan-Ann Arbor Indiana U-Bloomington	94.3 92.2 91.8	4.6 3.1 4.0	Indiana U-Bloomington U Virginia Brown U	96.0 95.4	4.6 4.6
Dacke U Vrinceton U U California-Berkseley Yale U D California-Los Angeles U Maitigan-Ann Arbor Brown U U North Carolina-Chapel Hill U Virginia Wellesley Coll	94.6 94.1 89.4 88.8 88.7 86.0	5.4% n.d 3.4% 4.0%	U California-Los Angeles U Michigan-Ann Arbor Brown U U Virginia U North Carolina-Chapel Hill Indiana U-Bloomington	91.5 89.6 88.9	3.3 5.0	Brown U U Michigan-Ann Arbor U Virginia Indiana U-Bloomington U Massachusetts-Amherst	92.3 91.4	3.3	U Michigan-Ann Arbor Indiana U-Bloomington U North Carolina-Chapel Hill <u>Amherst Coll</u>	94.3 92.2 91.8 87.1 <u>85.9</u>	4.6 3.1 4.0 3.6 <u>3.5</u>	Indiana U-Bloomington U Virginia	96.0	4.6
Dake U Vrinceton U O California-Berkeley Vale U U California-Los Angeles U California-Los Angeles U Akihigan-Ann Arbor Roowa U U North Carolina-Chapel Hill U Virginia Welleskey Coll Indianu U-Bloomington	94.6 94.1 89.4 88.8 88.7 86.0 84.3 82.9 80.8 80.4	5.4% n.d 3.4% 4.0% 4.1% 1.8% 3.9% 3.7%	U California-Los Angeles U Michigan-Ann Arbor Brown U U Virginia U North Carolina-Chapel Hill Indiana U-Bloomington Wellesley Coll	91.5 89.6 88.9 87.0 84.2 83.0 82.0	3.3 5.0 6.2 1.9 3.9 3.7	Brown U U Michigan-Ann Arbor U Virginia Indiana U-Bloomington U Massachusetts-Amherst Amherst Coll	92.3 91.4 90.6 87.7 85.4 83.7	3.3 5.0 4.0 3.9 5.1	U Michigan-Ann Arbor Indiana U-Bloomington U North Carolina-Chapel Hill <u>Amherst Coll</u> U Massachusetts-Amherst	94.3 92.2 91.8 87.1 <u>85.9</u> 85.6	4.6 3.1 4.0 3.6 <u>3.5</u> 6.4	Indiana U-Bloomington U Virginia Brown U U Michigan-Ann Arbor U North Carolina-Chapel Hill U Massachusetts-Amherst	96.0 95.4 93.1 91.2 89.5	4.6 4.6 3.2 5.7 4.9
Jake U Vinceton U Colifornia-Berkeley Yake U Jachmouth Coll U California-Los Angeles J Michigan-Ann Arbor Kown U J North Carolina-Chapel Hill U Virginia Vellesley Coll Muherst Coll Materiat Coll	94.6 94.1 89.4 88.8 88.7 86.0 84.3 82.9 80.8	5.4% n.d 3.4% 4.0% 4.1% 1.8% 3.9%	U California-Los Angeles U Michigan-Ann Arbor Brown U U Virginia U North Carolina-Chapel Hill Indiana U-Bloomington	91.5 89.6 88.9 87.0 84.2 83.0	3.3 5.0 6.2 1.9 3.9	Brown U U Michigan-Ann Arbor U Virginia Indiana U-Bloomington U Massachusetts-Amherst	92.3 91.4 90.6 87.7 85.4	3.3 5.0 4.0 3.9	U Michigan-Ann Arbor Indiana U-Bloomington U North Carolina-Chapel Hill <u>Amherst Coll</u>	94.3 92.2 91.8 87.1 <u>85.9</u> 85.6 85.0	4.6 3.1 4.0 3.6 <u>3.5</u>	Indiana U-Bloomington U Virginia Brown U U Michigan-Ann Arbor U North Carolina-Chapel Hill	96.0 95.4 93.1 91.2	4.6 4.6 3.2 5.7 4.9
Joke U Vinceton U California-Berkeley Zalifornia-Los Angeles J California-Los Angeles Makigan-Aam Arbor Workingan-Aam Arbor Workingan-Aam Arbor North Carolinias-Chapel Hill U Virginia Wellesley Coll mdiana U-Bioomington Miretsi Coll J Massachuseths-Amberst Miliams Coll	94.6 94.1 89.4 88.8 88.7 86.0 84.3 82.9 80.8 80.4 79.8	5.4% n.d 3.4% 4.0% 4.1% 1.8% 3.9% 3.7% 5.3%	U California-Los Angeles U Michigan-An Arbor Brown U U Virginia U North Carolina-Chapel Hill Indiana U-Bioomington Weltesley Coll U Massachusetts-Amherst Pomona Coll	91.5 89.6 88.9 87.0 84.2 83.0 82.0 80.8	3.3 5.0 6.2 1.9 3.9 3.7 4.5	Brown U U Michigan-Ann Arbor U Virginia Indiana U-Bloomington U Masachusetts-Amberst Amberst GM Wellesley Coll Pomona Coll Weskeyan U	92.3 91.4 90.6 87.7 85.4 <u>83.7</u> 83.2	3.3 5.0 4.0 3.9 5.1 2.9	U Michigan-Ann Arbor Indiana U-Bloomington U North Carolina-Chapel Hill <u>Amberst Coll</u> U Massachusetts-Amberst Wesleyan U	94.3 92.2 91.8 87.1 <u>85.9</u> 85.6 85.0 84.1	4.6 3.1 4.0 3.6 <u>3.5</u> 6.4 4.8	Indiana U-Bloomington U Virginia Brown U U Michigan-Ann Arbor U North Carolina-Chapel Hill U Massachusetis-Amherst Amherst Coll	96.0 95.4 93.1 91.2 89.5 87.6	4.6 4.6 3.2 5.7 4.9 <u>3.4</u>
Dake U Vincetna U U California-Berkeley Yake U Darimowih Cali U Akinjan-Aan Arbor Brown U U Kalifornia-Los Angeles U Mikinjan-Aan Arbor Brown U U Veginia Wellesley Coli Indiana U-Bioomington Amberst Cali U Masaschusetts-Amberst	94.6 94.1 89.4 88.8 88.7 86.0 84.3 82.9 80.8 80.4 79.0 77.8 76.5	5.4% nd 3.4% 4.0% 4.1% 1.8% 3.9% 3.7% 5.3% 4.1%	U California-Los Angeles U Michigan-Ann Arbor Brown U U Virginia U North Carolina-Chapel Hill Indiana U-Bloomington Wellesley Coll <u>Amberst Coll</u> U Massachusetts-Amberst	91.5 89.6 88.9 87.0 84.2 83.0 82.0 80.0 80.0 80.0	3.3 5.0 6.2 1.9 3.9 3.7 4.5 6.3 6.9	Brown U U Michigan-Ann Arbor U Virginia Indiana U-Bloomington U Massachusetts-Amherst <u>Amherst Coll</u> Wellesley Coll Pomona Coll	92.3 91.4 90.6 87.7 85.4 <u>83.7</u> 83.2 82.8 81.9	3.3 5.0 4.0 3.9 5.1 2.9 5.5 4.7	U Michigan-Ann Arbor Indiana U-Bloomington U North Carolina-Chapel Hill <u>Amherr Coll</u> U Masachusetts-Amherst Wesleyan U Wesleya Coll Pomona Coll	94.3 92.2 91.8 87.1 <u>85.9</u> 85.6 85.0 84.1 83.6	4.6 3.1 4.0 3.6 <u>3.5</u> 6.4 4.8 3.7 6.5	Indiana U-Bloomington U Virginia Brown U U Michigan-Ann Arbor U North Carolina-Chapel Hill U Massachusetts-Amherst Amherst Coll Wesleyan U Pomona Coll	96.0 95.4 93.1 91.2 89.5 <u>87.6</u> 86.9 86.5	4.6 4.6 3.2 5.7 4.9 <u>3.4</u> 5.2 7.0
Dale U Nacional U Claffornia-Berkely Vak U Darnando Kolli U Claffornia-An Andres U Machigan-Am Andres U North Carolinas-Chapel Hill U Virginia Welksky Coll Indinas U-Boomington Amber LG Masachunets-Ambers Williams Coll Smith Coll Weskyan U	94.6 94.1 89.4 88.8 88.7 86.0 84.3 82.9 80.8 80.8 80.8 80.4 77.8	5.4% n.d 3.4% 4.0% 4.1% 1.8% 3.9% 3.7% 5.3% 8.5%	U California-Lon Angeles U Michigan-Ann Arbor Brown U U Vorpina U North Carolina-Chapel Hill Indiant U-Bioomington Weilesky Coll <u>Amheret Coll</u> U Massechmetts-Amherst Pomota Coll Wesley au U Swarthmore Coll	91.5 89.6 88.9 87.0 84.2 83.0 82.0 <u>80.8</u> 80.0	3.3 5.0 6.2 1.9 3.9 3.7 4.5 6.3	Brown U U Wichigan-Ann Arbor U Virginia Indiana U-Bioomington U Massachusetts-Amberst <u>Amberst Call</u> Welleshy Call Pensona Call Weshyan U U Nordt Carolina-Chapel Hill Bowdoin Coll	92.3 91.4 90.6 87.7 85.4 <u>83.7</u> 83.2 82.8 81.9 81.6 80.8	3.3 5.0 4.0 3.9 5.1 2.9 5.5	U Michigan-Ann Arbor Indiana U-Bloomington U North Carolina-Chapel Hill <u>Amherst Coll</u> U Masachusetts-Amherst Wesleyan U Wellesley Coll	94.3 92.2 91.8 87.1 <u>85.9</u> 85.6 85.0 84.1 83.6	4.6 3.1 4.0 3.6 <u>3.5</u> 6.4 4.8 3.7 6.5 4.2	Indiana U-Bloomington U Virginia Brown U U Michigan-Ann Arbor U North Carolina-Chapel Hill U Masachusetts-Amherst <u>Amherst Coll</u> Wesleyan U	96.0 95.4 93.1 91.2 89.5 87.6 86.9	4.6 4.6 3.2 5.7 4.9 <u>3.4</u> 5.2 7.0 3.6 5.6
Dake U Nacena U 2 California-Berkelya California-Berkelya Darmondo Gal 2 California-Law Angles McNigan Am Arbor O Konto California-Law Angles U Nanch California Marcha Cali Manas Chal Swithman Cali Weakyan U Swithman Cali	94.6 94.1 89.4 88.8 88.7 86.0 84.3 82.9 80.8 80.4 72.0 77.8 76.5 76.4 75.4	5.4% n.d 3.4% 4.0% 4.1% 1.8% 3.9% 3.7% <u>5.3%</u> 4.1% 3.4% 6.7% 5.7%	U California-Los Angeles U Michigan An Arbor Brown U U Virginia U Worth Carolina-Chapel Hill Indiana U-Bioomington Wellewy Coli Amberst Coli U Massachusteh-Amberst Punonas Coli Wesleyan U Swarthmore Coli	91.5 89.6 88.9 87.0 84.2 83.0 80.0 80.0 80.0 80.0 79.2 78.7 78.4	3.3 5.0 6.2 1.9 3.9 3.7 4.5 6.3 6.9 5.2 6.2 3.7	Brown U U Michigan-Am Arbor U Virginia Indiana U-Bioemington U Marcachurette-Amberst Amberst Call Verleisthy Call Pomona Call Weskeyan U U Nord: Carolina-Chapel Hill Bowdoin Coll Williams Coll	92.3 91.4 90.6 87.7 85.4 <u>83.2</u> 83.2 83.8 81.9 81.6 80.8 80.0	3.3 5.0 4.0 3.9 5.1 2.9 5.5 4.7 2.0 6.2 5.2	U Michigan-Ann Arbor Indiana U-Bioomington U North Carolina-Chapel Hill <u>Amberzef Call</u> U Massachusetts-Amberst Weelseya U Welleskey Cool Pomona Coll U Nasar Coll Bowdoin Coll Carleton Coll	94.3 92.2 91.8 87.1 85.9 85.6 85.0 85.0 84.1 83.6 83.5 83.5 83.5 83.5 82.9 82.6	4.6 3.1 4.0 3.6 <u>3.5</u> 6.4 4.8 3.7 6.5 4.2 5.9 6.5	Indiana U-Bisomingion U Virginia Brown U U Michigan-Ana Acbor U North Carolina-Chapel Hill U Masachusetts-Amberts Ambert G Call Westyan U Pomona Coll Rowdio Coll Vasar Coll	96.0 95.4 93.1 91.2 89.5 87.6 86.9 86.5 85.7 85.7 84.5 84.3	4.6 4.6 3.2 5.7 4.9 <u>3.4</u> 5.2 7.0 3.6 5.6 4.6
Jake U Naceton U J California-Berkely California-Berkely California-Berkely California-Canadas U Machigan-Ana Arbor U North Carolinas-Chapel Hill U Virginia Welkely Coli Manachundts-Market Manachundts-Market Walaschundts-Anberst William Coli Weskyas U Weshyas U Wenda Coli	94.6 94.1 89.4 88.8 88.7 86.0 84.3 82.9 80.8 80.4 77.8 76.5 76.4 76.3 75.1	5.4% n.d 3.4% 4.0% 4.1% 1.8% 3.9% 5.3% 4.1% 3.4% 6.7% 5.7% 6.8%	U California-Lon Angeles U Michigan Ann Arbor Brown U U Verginia U North Carolina-Chapel Hill Indiana U-Biomington Weltenby Coll <u>Amheret Coll</u> U Massachmette-Amherst Promot Coll Wesley an U Swarthmore Coll Smith Coll William Coll	91.5 89.6 88.9 87.0 84.2 83.0 82.0 80.8 80.0 80.0 80.0 79.2 78.7 78.4 78.2	3.3 5.0 6.2 1.9 3.9 3.7 4.5 6.3 6.9 5.2 6.2 3.7 7.3	Brown U U Mchigan-An Arbor U Virginia Indiana U-Bionnington U Masca husetts-Amberst Amberst Call Wellewy Coll Pomona Coll Westyn U U Nordt Carolina-Chapel Hall Bowdoin Coll Williams Coll Smith Coll	92.3 91.4 90.6 87.7 85.4 83.7 83.2 82.8 81.9 81.6 80.8 80.0 79.4	3.3 5.0 4.0 3.9 5.5 4.7 2.0 6.2 5.2 3.8	U Michigan-Ann Arbor Indiana U-Bloomington U North Carolina-Chapel Hall <u>Amherat Call</u> U Massachusetts-Amherst Weilsbay Coll Pomota Coll Swedoni Coll Carleton Coll Smith Coll	943 922 91.8 87.1 <u>85.9</u> 85.6 85.0 84.1 83.6 83.5 82.9 82.6 81.5	4.6 3.1 4.0 3.6 <u>3.5</u> 6.4 4.8 3.7 6.5 4.2 5.9 6.5 3.6	Indiana U-Bisomingion U Virginia Brown U U Michigan-Ann Arbor U North Carolina-Chapel Hill U Masachusetts-Amherst A <u>Amhert C all</u> Wesleyan U Pumona Coll Wellesley Coll Bowdoin Coll Vasar Coll Carleton Coll	96.0 95.4 93.1 91.2 89.5 87.6 86.9 86.5 85.7 84.5 84.3 83.9	4.6 4.6 3.2 5.7 4.9 3.4 5.2 7.0 3.6 5.6 4.6 6.6
Dake U Nacional U U California-Berkelyo Vak U Darmondo Koli U McNigan-Am Arbor U McNigan-Am Arbor U North Carolinas-Chapel Hill U North Carolinas-Chapel Hill U Virginia Wicklesky Coli Data Carol Data Carol Data Carol Nationa Coli Smith Coli Smith Coli Smith Coli	94.6 94.1 89.4 88.8 88.7 86.0 84.3 82.9 80.8 80.4 72.0 77.8 76.5 76.4 75.4	5.4% n.d 3.4% 4.0% 4.1% 1.8% 3.9% 3.7% <u>5.3%</u> 4.1% 3.4% 6.7% 5.7%	U Calfornia-Lon Angeles U Michigan An Arbor Brown U U Virginia U Worth Carolina-Chapel Hill Indiana U-Bioomington Wellewy Colf Amberst Colf U Massachusteh-Amberst Punonas Colf Wesleyan U Swarthmore Colf Smith Colf	91.5 89.6 88.9 87.0 84.2 83.0 80.0 80.0 80.0 80.0 79.2 78.7 78.4	3.3 5.0 6.2 1.9 3.9 3.7 4.5 6.3 6.9 5.2 6.2 3.7	Brown U U Michigan-Am Arbor U Virginia Indiana U-Bioemington U Marcachurette-Amberst Amberst Call Verleisthy Call Pomona Call Weskeyan U U Nord: Carolina-Chapel Hill Bowdoin Coll Williams Coll	92.3 91.4 90.6 87.7 85.4 <u>83.2</u> 83.2 83.8 81.9 81.6 80.8 80.0	3.3 5.0 4.0 3.9 5.1 2.9 5.5 4.7 2.0 6.2 5.2	U Michigan-Ann Arbor Indiana U-Bioomington U North Carolina-Chapel Hill <u>Amberzef Call</u> U Massachusetts-Amberst Weelseya U Welleskey Cool Pomona Coll U Nasar Coll Bowdoin Coll Carleton Coll	943 922 918 87.1 850 850 850 84.1 83.6 83.5 82.9 82.6 81.5 81.4	4.6 3.1 4.0 3.6 <u>3.5</u> 6.4 4.8 3.7 6.5 4.2 5.9 6.5 3.6	Indiana U-Bisomington U Virginia Brown U U Michigan-Ana Achor U Michigan-Ana Achor U North Carolina-Chapel Hill U Masachusetts-Amberst Amherat Call Weshyan U Pourona Coll Bowdoin Coll Vasaur Coll Carleton Coll Smith Coll	96.0 95.4 93.1 91.2 89.5 87.6 86.9 86.5 85.7 85.7 84.5 84.3	4.6 4.6 3.2 5.7 4.9 <u>3.4</u> 5.2 7.0 3.6 5.6 4.6
Dake U Nacional U Valifornia-Berkelys Vak U Darimonko Gal U Machigan-Am Arbor U Machigan-Am Arbor U North Carolinas-Chapel Hall U Vargina Wachards Cal Marine Gal Sanh Cal Walama Cal Walama Cal Walama Cal Wanhang Cal Sanh Cal Wanhang Cal Sanh Cal Wang Cal Wanhang Cal Jacento Cal Jacento Cal Jacento Cal	94.6 94.1 89.4 88.8 88.7 86.0 84.3 82.9 80.4 70.8 80.4 70.8 76.5 76.4 76.3 75.1 74.3 73.7 72.6	5.4% n.d 3.4% 4.0% 4.1% 1.8% 3.9% 3.7% 5.3% 4.1% 3.4% 6.7% 5.7% 6.8% 3.8% 3.6%	U Calfornia-Los Angeles U Michigan An Ardor Brown U U Virginia U Worth Carolina-Chapel Hill Indana U-Bioomington Wellesky Coll Amberd Coll U Massechuette-Amberd Puenosa Coll Wellsyan U Swarfmore Coll Smith Coll Obvidion Coll Carleton Coll Davidion Coll	91.5 89.6 88.9 87.0 84.2 83.0 80.0 80.0 79.2 78.7 78.4 78.4 78.2 76.1 74.6 73.5	3.3 5.0 6.2 1.9 3.9 3.7 4.5 6.3 6.9 5.2 6.2 3.7 7.3 5.6 3.6 8.3	Brown U U McNigan-Am Arbor U Virginia Indina Uc-Bioominghon U Maschusetts-Amherst Amherat Call Weileidey Coll Pomona Call Weileidey Coll Norod Acronian-Charpel Hill Browdan Call Smith Call Swarthurce Call Carletta Call	92.3 91.4 90.6 87.7 85.4 <u>81.7</u> 83.2 82.8 81.9 81.6 80.8 80.0 79.4 78.9 77.3 74.7	3.3 5.0 4.0 3.9 5.5 4.7 2.0 6.2 5.2 3.8 2.6 5.6 3.5	U Michigan-Ann Arbor Indiana U-Biornington U North Carolina-Chapel Hall Ambert (201 Welleya U Welleya U Welleya U Welleya Coll Pomona Coll Orariena Coll Smith Coll Williama Coll Swarthmore Coll	94.3 92.2 91.8 85.9 85.6 85.0 84.1 83.6 83.5 82.9 82.6 81.5 81.4 81.5 81.4 80.3 76.7	4.6 3.1 4.0 3.6 <u>3.5</u> 6.4 4.8 3.7 6.5 4.2 5.9 6.5 3.6 6.3 5.3 3.9	Indiana U-Bisomingion U Vreginia Room U U Michigan-Ann Arbor U North Carolina-Chapel Hill U Masachusetta-Amberat Amberat Call Verlaskya tu Verlaskya Call Bowdon Coll Vasaar Coll Carleton Coll Samith Coll Williama Coll Swarthmore Coll	960 954 931 995 895 876 869 865 885 885 845 845 839 838 832 832 810	4.6 4.6 3.2 5.7 4.9 <u>3.4</u> 5.2 7.0 3.6 5.6 4.6 6.6 4.5 7.4 3.4
Dale U Dale U Dale U Dale Combene Development Develop	94.6 94.1 89.4 88.8 88.7 86.0 84.3 80.8 80.8 80.4 22.9 77.8 76.5 76.4 76.3 75.4 75.4 75.4 75.1 75.1 9.3 73.7 72.6 69.3	5.4% n.d 3.4% 4.0% 4.1% 1.8% 3.9% 3.7% 5.3% 8.5% 4.1% 3.4% 6.7% 5.7% 6.8% 3.8% 3.6% 7.3%	U California-Los Angeles U Mehigina-Man Arbor Brown U U Vrzpini U North Carolina-Chapel Hill Indiana U-Bloomington W Gelesy Cali J Mahara J Cali U Masa, havets-Amherst Phana Cali W Calignan U Swarthmore Cali Snath Cali Bowdoin Cali Bowdoin Cali	91.5 89.6 88.9 87.0 84.2 83.0 82.0 80.0 80.0 80.0 79.2 78.7 78.4 78.7 78.4 76.1 74.6 73.5 73.2	3.3 5.0 6.2 1.9 3.9 3.7 4.5 6.3 6.9 5.2 6.2 3.7 7.3 5.6 3.6 8.3 3.2	Brown U U Mchigan-An Arbor U Virginia Indiana U-Bionnington U Masca thuetts-Amberst Amberst Call Welleady Coll Pomona Call Weakey Coll U North Carlonia-Chapel Hall Bowdein Coll Williams Coll Swarthmore Call Carleten Coll	92.3 91.4 90.6 87.7 85.4 83.2 83.2 83.2 83.2 83.2 83.2 81.6 80.8 80.0 79.4 78.9 77.3 74.7 74.2	3.3 5.0 4.0 3.9 5.5 4.7 2.0 6.2 5.2 3.8 2.6 5.6	U Michigas-Ann Arbor Indiana U-Bioomington U North Carolina-Chapel Hall <mark>Amitra't G'll</mark> U Masachueth-Amberst Welleya U Welleya U Welleya Gul Pomona Call Carleto Call Garleto Call Williama Coll Swarthmorc Call Haverfond Call Davislon Coll	943 922 918 87.1 85.6 85.6 85.0 84.1 83.6 81.5 81.4 80.3 76.7 75.2	4.6 3.1 4.0 3.6 3.5 6.4 4.8 3.7 6.5 4.2 5.9 6.5 3.6 6.3 5.3 3.9 4.9	Indian U-Bisomigon U Virginis Roven U U Mchigas-Ann Arbor U North Carolina-Chapel Hill U Masachuetta-Anhernt Anherat Cali Valasachuetta-Anhernt Bwelayan U Wealeyan U Wealeyan U Bowdain Cali Sanih Cali Williams Cali Sawathmore Cali Sawathmore Cali Sawathmore Cali	960 954 93.1 91.2 89.5 87.6 86.9 86.5 84.5 84.5 84.3 83.9 83.8 83.8 83.2 81.0 78.9	4.6 4.6 3.2 5.7 4.9 <u>3.4</u> 5.2 7.0 3.6 5.6 4.6 6.6 4.5 7.4 3.4 7.8
Dale U Neccim U U Calfornia-Berkely Ya U Darmonh Gall U Calfornia-Berkely Ya U U Calfornia-Berkel Roma U U North Carolina-Chapel Hill U Virginia U U Virginia Welkely Coll Infinasu U-Hoomington Ambert Gal Welkey Coll Infinasu U-Hoomington Ambert Gal Washen Coll Weskyan U Washen Coll Borodia Coll Haverford Coll Haverford Coll Carlena Coll Davidanc Coll	94.6 94.1 89.4 88.8 88.7 86.0 84.3 82.9 80.4 70.8 80.4 70.8 76.5 76.4 76.3 75.1 74.3 73.7 72.6	5.4% n.d 3.4% 4.0% 4.1% 1.8% 3.9% 3.7% 5.3% 4.1% 3.4% 6.7% 5.7% 6.8% 3.8% 3.6%	U California-Los Angeles U Mehigina-Man Arbor Brown U U Virginia U North Carolinas-Chapel Hill Indiana U-Bloomington W chelsey Call Amhera F Call U Massa havetto-Amhera Ponora Call Sindi Call William Coll Bowdoin Coll Davidson Call Davidson Call Davidson Call	91.5 89.6 88.9 87.0 84.2 83.0 80.0 80.0 79.2 78.7 78.4 78.4 78.2 76.1 74.6 73.5	3.3 5.0 6.2 1.9 3.9 3.7 4.5 6.3 6.9 5.2 6.2 3.7 7.3 5.6 3.6 8.3	Brown U U Mchigan-An Arbor U Virginia Indiana U-Biomington U Masca husetts-Amberst Amberat Call Wellelay Coll Pomona Coll Wellelay Coll Pomona Coll U Nordt Carolina-Chapel Hall Bowdein Coll Swarthmore Coll Garleten Coll Haverford Coll Mourt Holyoka Coll	92.3 91.4 90.6 87.7 85.4 <u>81.7</u> 83.2 82.8 81.9 81.6 80.8 80.0 79.4 78.9 77.3 74.7	3.3 5.0 4.0 3.9 5.5 4.7 2.0 6.2 5.2 3.8 2.6 5.6 3.5	U Michigan-Ann Arbor Indiana U-Biornington U North Carolina-Chapel Hall Ambert (201 Welleya U Welleya U Welleya U Welleya Coll Pomona Coll Orariena Coll Smith Coll Williama Coll Swarthmore Coll	943 922 918 87.1 85.6 85.6 85.0 84.1 83.6 81.5 81.4 80.3 76.7 75.2	4.6 3.1 4.0 3.6 <u>3.5</u> 6.4 4.8 3.7 6.5 4.2 5.9 6.5 3.6 6.3 5.3 3.9	Indiana U-Bisomingion U Vreginia Room U U Michigan-Ann Arbor U North Carolina-Chapel Hill U Masachusetta-Amberat Amberat Call Verlaskya tu Verlaskya Call Bowdon Coll Vasaar Coll Carleton Coll Samith Coll Williama Coll Swarthmore Coll	960 954 931 995 895 876 869 865 885 885 845 845 839 838 832 832 810	4.6 4.6 3.2 5.7 4.9 <u>3.4</u> 5.2 7.0 3.6 5.6 4.6 6.6 4.5 7.4 3.4
Dale U Dale U Dale U Dale Combene Development Develop	94.6 94.1 89.4 88.8 88.7 86.0 84.3 80.8 80.8 80.4 22.9 77.8 76.5 76.4 76.3 75.4 75.4 75.4 75.1 75.1 9.3 73.7 72.6 69.3	5.4% n.d 3.4% 4.0% 4.1% 1.8% 3.9% 3.7% 5.3% 8.5% 4.1% 3.4% 6.7% 5.7% 6.8% 3.8% 3.6% 7.3%	U California-Los Angeles U Mehigina-Man Arbor Brown U U Virginia U North Carolinas-Chapel Hill Indiana U-Bloomington W chelsey Call Amhera F Call U Massa havetto-Amhera Ponora Call Sindi Call William Coll Bowdoin Coll Davidson Call Davidson Call Davidson Call	91.5 89.6 88.9 87.0 84.2 83.0 82.0 80.0 80.0 80.0 79.2 78.7 78.4 78.7 78.4 76.1 74.6 73.5 73.2	3.3 5.0 6.2 1.9 3.9 3.7 4.5 6.3 6.9 5.2 6.2 3.7 7.3 5.6 3.6 3.6 3.2 3.8	Brown U U Mchigan-An Arbor U Virginia Indiana U-Biomington U Masca husetts-Amberst Amberat Call Wellelay Coll Pomona Coll Wellelay Coll Pomona Coll U Nordt Carolina-Chapel Hall Bowdein Coll Swarthmore Coll Garleten Coll Haverford Coll Mourt Holyoka Coll	92.3 91.4 90.6 87.7 85.4 83.2 83.2 83.2 83.2 83.2 83.2 81.6 80.8 80.0 79.4 78.9 77.3 74.7 74.2	3.3 5.0 4.0 3.9 5.5 4.7 2.0 6.2 5.2 3.8 2.6 5.6 3.5	U Michigan-Ann Arbor Indiana U-Biornington U North Carolina-Chapel Hall Ambert (201 Welley 201 Welley 201 Welley 201 Purnoma Coll Purnoma Coll Carletan Coll Smith Coll Williama Coll Bowarthong Coll Davishon Coll Davishon Coll Davishon Coll	943 922 918 87.1 85.6 85.6 85.0 84.1 83.6 81.5 81.4 80.3 76.7 75.2	4.6 3.1 4.0 3.6 3.5 6.4 4.8 3.7 6.5 4.2 5.9 6.5 3.6 6.3 5.3 3.9 4.9	Indiana U-Bisomingion U Virginia Roova U U Michigan-Ann Arbor U North Carolina-Chapel Hill U Masacchuetta-Anherst <u>Amberd Call</u> Yostayan U Weidayan U Weidayan U Weidayan Call Wasar Call Williams Call Williams Call Wasarthmar Call Mount Holyake Call Mount Holyake Call Mount Holyake Call	960 954 931 995 895 875 845 845 845 843 839 838 832 810 789 781	4.6 3.2 5.7 4.9 3.4 5.2 7.0 3.6 5.6 4.6 6.6 4.5 7.4 3.4 7.8 4.6

RANK/ INSTITUTION	FY2017-18 SALARY	RANK/ INSTITUTION	FY2018-19 SALARY	RANK/ INSTITUTION	FY2019-20 SALARY	RANK/ INSTITUTION	FY2020-21 SALARY
PROFESSORS		PROFESSORS		PROFESSORS		PROFESSORS	
Columbia U	251.3	Columbia U	259.7	Columbia U in the City of New Yor	k 274.7	Columbia U in the City of New York	k 280.8
Stanford U	246.2	Stanford U	256.1	Stanford U	261.9	Stanford U	260.1
Harvard U Princeton U	245.8 238.0	Princeton U Harvard U	248.0 244.3	Princeton U Harvard U	255.0 253.9	Princeton U Harvard U	257.6 254.9
Massachusetts Inst Tech	238.0	Massachusetts Inst Tech	244.3	Yale U	253.9	Massachusetts Inst of Tech	234.9
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 Duke U	211.2 209.7	Northwestern U Duke U	215.2 214.2	U of California-Los Angeles Duke U	225.0	U of California-Los Angeles Duke U	234.2 220.6
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 U California-Berkeley	196.6 191.2	U California-Berkeley Washington U St. Louis	201.7 201.7	U of California-Berkeley Washington U in St Louis	213.1 212.5	Washington U in St Louis Dartmouth Coll	212.5
U California-Berkeley Brown U	191.2 183.9	Washington U St. Louis Brown U	201.7	Washington U in St Louis Brown U	212.5	Brown U	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	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		U North Carolina-Chapel Hill		Wellesley Coll	162.7	U of North Carolina at Chapel Hill	168.1
Pomona Coll Wellesley Coll	156.5	Wellesley Coll Pomona Coll	160.4	U of North Carolina at Chapel Hill Pomona Coll	162.7	Pomona Coll Wellesley Coll	160.5
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 Amberst Coll	152.6 151.0	Amherst Coll U Massachusetts-Amherst	152.3	Swarthmore Coll Amherst Coll	158.4 156.2	Swarthmore Coll Amherst Coll	156.3 155.8
Williams Coll	146.9	Bowdoin Coll	152.3	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	143.7 143.5	Vassar Coll	142.8
Smith Coll Vassar Coll	141.6 137.4	Smith Coll Vassar Coll	141.3	Indiana U-Bloomington Smith Coll	143.5	Smith Coll Carleton Coll	142.1
Carleton Coll	135.9	Carleton Coll	138.1	Carleton Coll	142.4	Indiana U-Bloomington	141.3
Davidson Coll	130.4	Davidson Coll	133.4	Davidson Coll	135.5	Davidson Coll	134.7
Haverford Coll Mount Holyoke Coll	129.5 125.3	Haverford Coll Mount Holyoke Coll	130.8 130.7	Haverford Coll Mount Holyoke Coll	134.2 132.7	Mount Holyoke Coll Haverford Coll	131.6 131.2
AC Median Group Median Group Mean	146.8 164.8 177.9	AC Median Group Median Group Mean	150.0 169.1 182.7	AC Median Group Median Group Mean	152.4 170.6 188.3	AC Median Group Median Group Mean	152.4 172.6 187.8
		-		-		-	
ASSOCIATE PROFESSORS Columbia U	161.2	ASSOCIATE PROFESSORS Columbia U	171.7	ASSOCIATE PROFESSORS Columbia U in the City of New Yor	k 180.1	ASSOCIATE PROFESSORS Columbia U in the City of New Yor	k 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	159.5
Massachusetts Inst Tech	149.1	Princeton U	148.0 144.6	Princeton U Harvard U	154.1	Harvard U Princeton U	153.6
Princeton U U Pennsylvania	143.8 140.1	Harvard U U Pennsylvania	144.6	Harvard U U of California-Los Angeles	150.8	Princeton U U of California-Los Angeles	151.4 149.3
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 U California-Los Angeles	135.0 133.7	Northwestern U U California-Berkeley	138.4	Duke U U of California-Berkeley	144.8 142.8	U of California-Berkeley Duke U	144.0 143.5
U California-Berkeley	133.7	Dartmouth Coll	135.8	Northwestern U	142.8	Northwestern U	143.5
Dartmouth Coll	128.4	Yale U	134.4	Dartmouth Coll	137.0	Dartmouth Coll	136.4
Washington U St. Louis Brown U	121.4 120.1	Brown U	124.4 123.8	Washington U in St Louis Brown U	128.4 126.6	Washington U in St Louis Brown U	131.2 125.7
U Virginia	120.1	Washington U St. Louis U Virginia	123.8	Brown U U of Virginia-Main Campus	125.3	Brown U U of Virginia-Main Campus	125.7
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 Swarthmore Coll	109.0 108.7	Vassar Coll Swarthmore Coll	1 10.4 1 10.2	Bowdoin Coll Swarthmore Coll	114.1 112.9	Bowdoin Coll Vassar Coll	113.7 111.5
Amherst Coll Bowdoin Coll	108.2 107.5	Bowdoin Coll Amherst Coll	110.2 109.1	Vassar Coll U of Massachusetts-Amherst	112.7 112.3	Swarthmore Coll U of Massachusetts-Amherst	111.5 111.4
Wesleyan U	106.5	Wesleyan U	108.7	Wesleyan U	111.2	Wesleyan U	111.0
U North Carolina-Chapel Hill		Wellesley Coll	107.6	Wellesley Coll	109.1	Amberst Coll	111.0
Vassar Coll Wellesley Coll	105.5	U Massachusetts-Amherst U North Carolina-Chapel Hill	106.6	Amherst Coll Williams Coll	107.2	Wellesley Coll Carleton Coll	109.0
Williams Coll	103.0	Williams Coll	106.3	Carleton Coll	106.9	U of North Carolina at Chapel Hill	107.0
Carleton Coll	101.2	Smith Coll	101.8	U of North Carolina at Chapel Hill	104.8	Williams Coll	106.0
Haverford Coll Davidson Coll	99.0 98.8	Carleton Coll Haverford Coll	101.4	Smith Coll Indiana U-Bloomington	104.6 102.0	Smith Coll Indiana U-Bloomington	103.3
Smith Coll	98.8 97.8	Indiana U-Bloomington	98.3	Davidson Coll	102.0	Haverford Coll	102.9
Indiana U-Bloomington Mount Holyoke Coll	97.3 97.1	Davidson Coll Mount Holyoke Coll	98.0 96.7	Haverford Coll Mount Holyoke Coll	100.1 97.8	Davidson Coll Mount Holyoke Coll	98.2 96.7
AC Median Group Median	101.6 113.7	AC Median Group Median	103.8 115.9	AC Median Group Median	103.7 119.1	AC Median Group Median	104.4 119.0
Group Mean	120.2	Group Mean	122.9	Group Mean	126.4	Group Mean	126.2
ASSISANT PROFESSORS		ASSISANT PROFESSORS		ASSISTANT PROFESSORS		ASSISTANT PROFESSORS	
Harvard U	140.7	Stanford U	137.0	Columbia U in the City of New Yor	k 142.1 138.8	Columbia U in the City of New York	
Stanford U U Pennsylvania	131.6 130.3	Harvard U U Pennsylvania	134.6 132.6	Massachusetts Inst of Tech Stanford U	138.8	U of Pennsylvania Harvard U	140.3 139.7
Columbia U	126.2	Massachusetts Inst Tech	132.1	Harvard U	138.6	Massachusetts Inst of Tech	137.8
Massachusetts Inst Tech Northwestern U	124.5	Columbia U Duke U	130.2	U of Pennsylvania Duke U	136.5 123.5	Stanford U Princeton U	136.0 124.2
Northwestern U Princeton U	116.7	Duke U Princeton U	121.9	Duke U Princeton U	123.5	Princeton U Duke U	124.2
Duke U	114.1	Yale U	117.9	Yale U	120.3	Northwestern U	120.4
U California-Berkeley Washington U St. Louis	111.0	Northwestern U U California-Berkeley	117.2	Northwestern U U of California-Berkeley	119.0 118.2	Yale U U of California-Berkeley	119.8 116.3
Washington U St. Louis Yale U	110.4 109.6	U California-Berkeley Washington U St. Louis	115.4	U of California-Berkeley Washington U in St Louis	118.2	U of California-Berkeley Washington U in St Louis	116.3
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 Brown U	99.9 97.4	Indiana U-Bloomington U North Carolina-Chapel Hill	104.6	Indiana U-Bloomington U of North Carolina at Chapel Hill	105.5 104.1	U of North Carolina at Chapel Hill Indiana U-Bloomington	103.2 102.2
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 U Massachusetts, Amherst	93.3 91.2	Pomona Coll	96.1 93.5	Pomona Coll U of Massachusetts-Amherst	97.5 97.1	Pomona Coll	98.6 98.3
U Massachusetts-Amherst U Virginia	91.2 90.6	U Virginia Amberst Coll	93.5 92.0	U of Massachusetts-Amherst U of Virginia-Main Campus	97.1 97.1	U of Virginia-Main Campus U of Massachusetts-Amherst	98.3 96.0
Wesleyan U	89.9	Wesleyan U	91.5	Amberst Coll	94.9	Williams Coll	93.8
Amberst Coll	88.9	U Massachusetts-Amherst	91.4	Williams Coll	93.3	Amherst Coll	93.3
Wellesley Coll Bowdoin Coll	87.7 87.4	Wellesley Coll Williams Coll	90.3 89.0	Wesleyan U Bowdoin Coll	93.0 92.4	Bowdoin Coll Weslevan U	91.4 91.2
Bowdom Coll Williams Coll	87.4 85.4	Williams Coll Bowdoin Coll	89.0 88.6	Bowdom Coll Wellesley Coll	92.4 91.0	Wesleyan U Wellesley Coll	91.2 90.6
Vassar Coll	84.9	Vassar Coll	87.3	Carleton Coll	90.4	Vassar Coll	89.3
Smith Coll Swarthmore Coll	84.8 84.4	Carleton Coll Smith Coll	86.6 86.6	Vassar Coll Swarthmore Coll	90.1 88.5	Carleton Coll Swarthmore Coll	88.5 87.7
Swarthmore Coll Carleton Coll	84.4 83.7	Smith Coll Swarthmore Coll	85.5	Swarthmore Coll Smith Coll	88.5 88.2	Swarthmore Coll Smith Coll	87.7 87.0
Haverford Coll	80.9	Haverford Coll	83.2	Haverford Coll	85.4	Haverford Coll	85.0
Mount Holyoke Coll Davidson Coll	79.0 74.8	Mount Holyoke Coll Davidson Coll	79.8 73.6	Davidson Coll Mount Holyoke Coll	82.9 79.9	Mount Holyoke Coll Davidson Coll	80.0 79.9
AC Median Group Median	87.4 95.7	AC Median Group Median	88.8 99.1	AC Median Group Median	90.7 101.5	AC Median Group Median	89.8 100.8
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)