



Faculty Salary Benchmark Report
AAUDE Publics
FY 2005

Office of Institutional Research & Evaluation
Office of the Vice Provost for Academic Affairs
April 2006

Faculty Salary Benchmark Report AAUDE Publics FY 2005

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Overview

In this report, UA faculty salaries are benchmarked to similar *public*, research-oriented and doctoral-granting institutions that are members of AAU and participate in the data exchange. The source of the benchmark salaries is the annual *AAUDE Faculty Salaries by Discipline* data exchange item.

AAUDE stands for the *Association of American Universities Data Exchange*. It is a non-profit organization dedicated to improving higher education through the exchange of information among its member AAU institutions. The University of Arizona (UA) is a member of both the AAU and the data exchange. (See Appendix II for a complete listing of public AAUDE members)

Benchmarking

What is unique about this report is that it looks at the public faculty salary market down to the discipline level. Discipline-level salaries are grouped by 4-digit CIP codes.

- Faculty is defined as those full-time and tenured or tenure-eligible. Department heads are included.
- *All averages in this report are arithmetic means.*
- All salaries are in \$1,000's and are an academic equivalent. Fiscal appointment salaries were converted to an academic equivalent using the industry standard 9/11 or .8182.
- *CIP* stands for the *Classification of Instructional Programs*. It is a national, standardized taxonomy of instructional programs developed by the National Center for Education Statistics. The AAU data exchange uses these generic categories to summarize faculty salaries at the discipline level. The codes in this report are CIP-2000.

Overview - continued

Benchmarking at the College level

We do not have any data reported by AAUDE at the college level. College will then be defined as all the reported AAU programs that include all the UA programs in the designated college to which all the related programs are added. This inclusive definition aims at capturing the potential market where a UA college may go to recruit a faculty member. The college market is fixed at the most recent year to update any change in the composition of a college at the UA or in the AAU market.

- Disciplines were mapped to one and only one college.
 - College markets are not necessarily mutually exclusive. For example, the Physics program at the UA belongs to both the Optics and Science colleges. In those cases, the discipline was assigned to the college that it most closely matched. In this case, Physics was assigned to the College of Optical Sciences.
- The College of Medicine and other medical related disciplines were excluded from University totals.
- Some AAU programs did not fall into any of the colleges. Those disciplines were excluded from college and university totals.
- See Appendix III for a complete college mapping with inclusions and exclusions of specific AAU disciplines.

UA-AAUDE Benchmark Trends by College

How do faculty salaries at the university and academic colleges compare to the market over time?

The first set of graphs depicts the UA average faculty salary trend for the past five years in comparison with the AAUDE market. In the second and following pages, the same trends are shown at the academic college levels. The AAUDE market minimum and maximum salaries are added to provide a contextual range of possible salaries. The first three graphs on each page are distinguished by the level of faculty rank (Professor, Associate, and Assistant).

Do salary distances to the AAUDE market differ by rank in the year FY 2005?

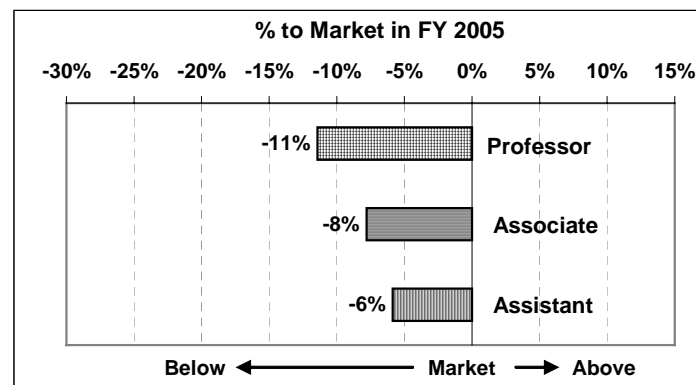
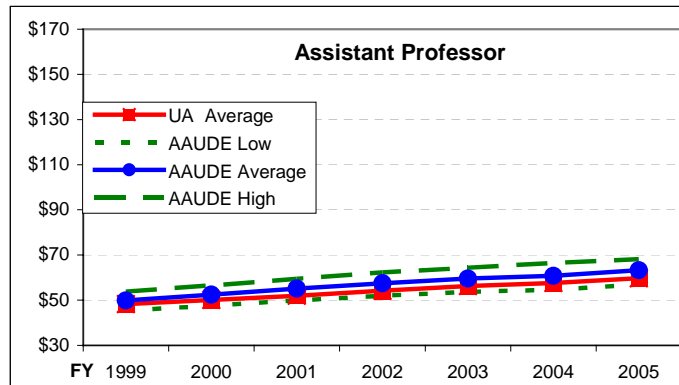
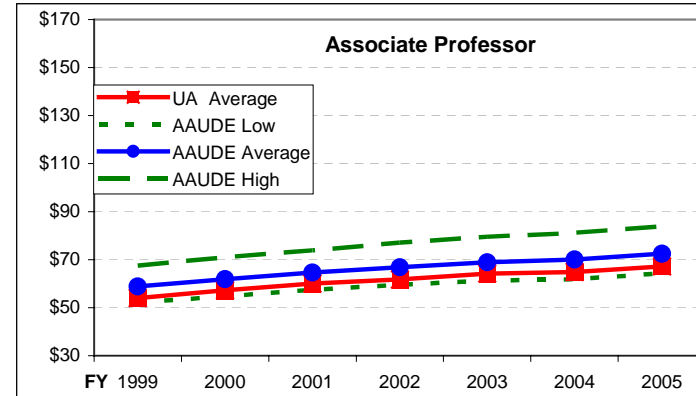
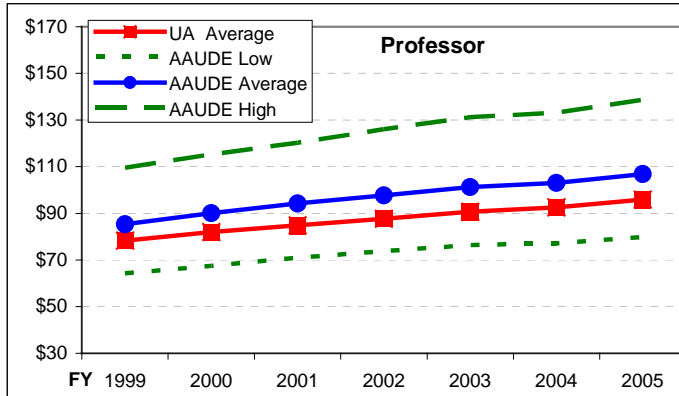
The fourth graph of each page provides a picture of the average distance between the UA and the corresponding AAUDE market salaries as observed in the year FY 2005 for each rank.

At the bottom of each page, the data set used to plot the graphs above are provided for more detailed numerical interpretation

University

AAUDE Public Benchmarks

(Salaries in \$1,000 and Adjusted to an Academic Equivalent)

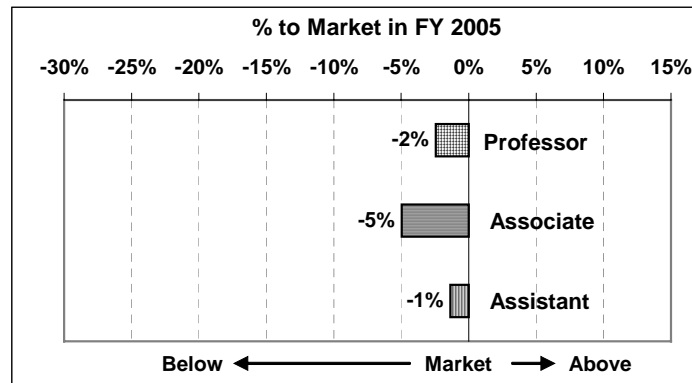
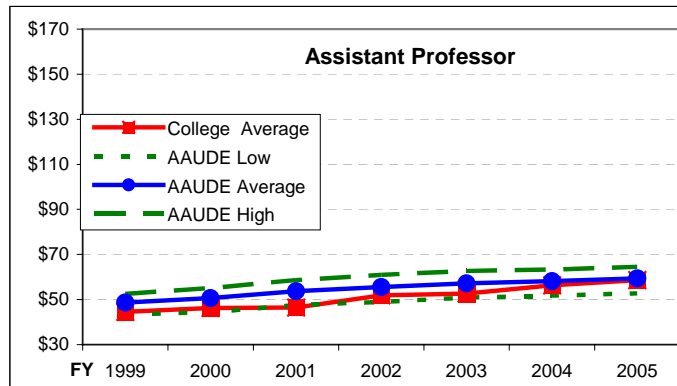
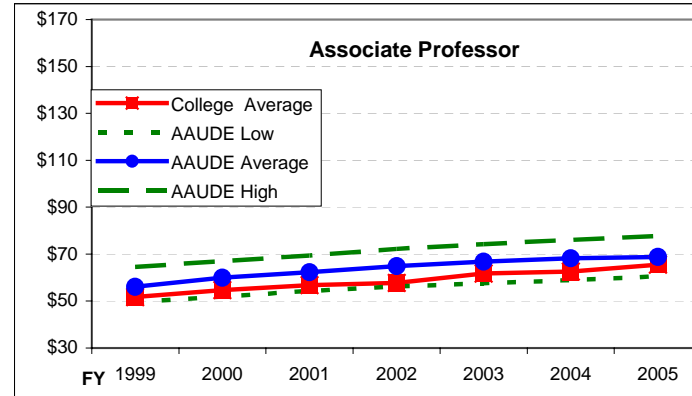
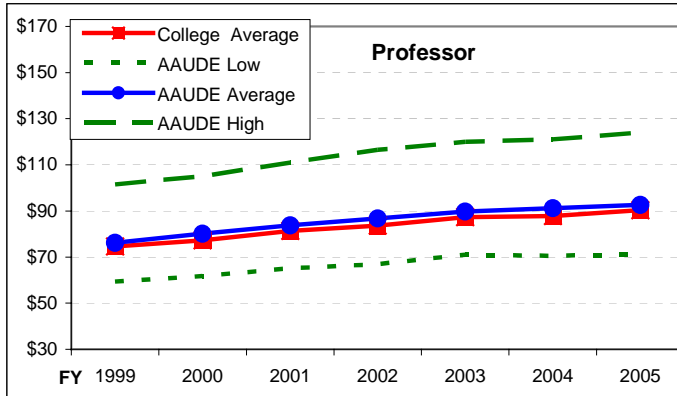


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>						
	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005
UA Average	78	82	85	88	91	93	96	54	57	60	62	64	65	67	48	50	52	54	56	58	60
AAUDE Low	64	67	71	74	76	77	80	52	55	58	60	61	62	64	46	48	50	52	54	55	57
AAUDE Average	85	90	94	98	101	103	107	59	62	65	67	69	70	72	50	52	55	57	60	61	63
AAUDE High	110	115	120	126	131	133	139	68	71	74	77	80	81	84	54	57	59	62	64	66	68
% to Market	-9%	-10%	-11%	-11%	-12%	-11%	-11%	-9%	-8%	-8%	-8%	-7%	-8%	-8%	-3%	-5%	-6%	-6%	-6%	-6%	-6%

College of Agriculture & Life Sciences

AAUDE Public Benchmarks

(Salaries in \$1,000 and Adjusted to an Academic Equivalent)

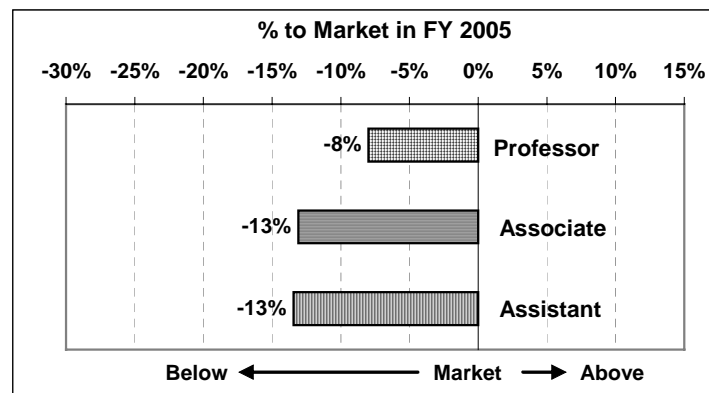
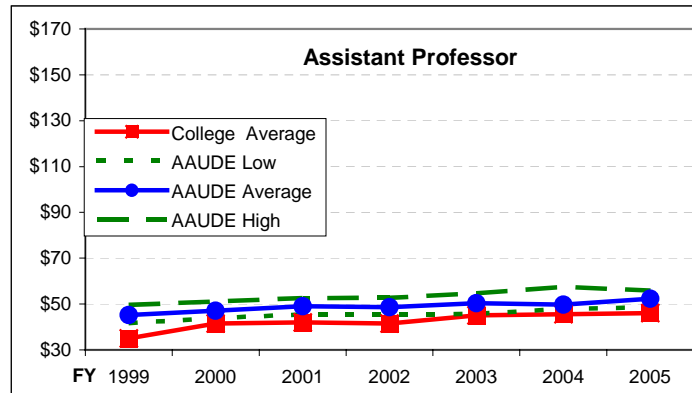
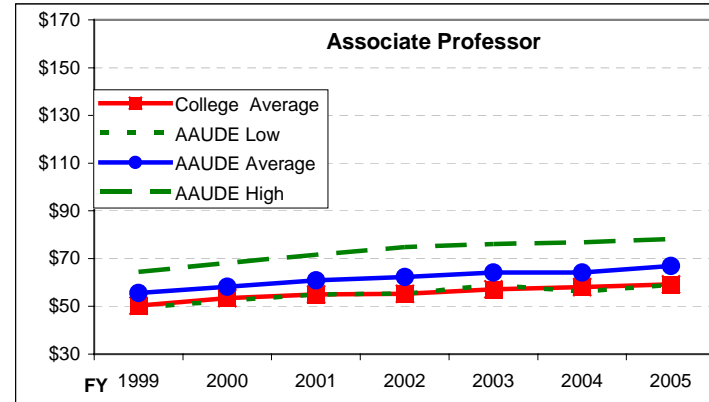
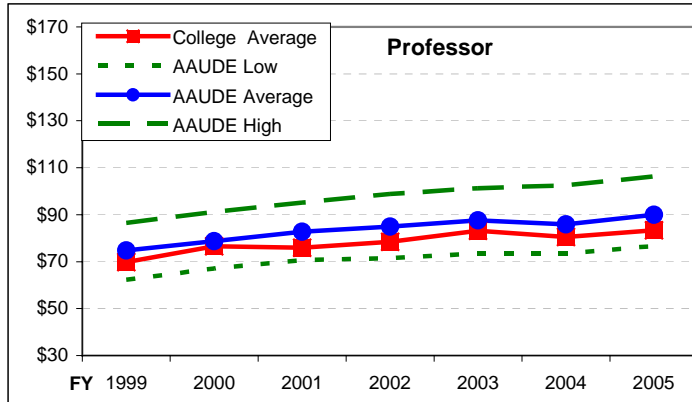


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>						
	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005
College Average	75	77	81	84	87	88	90	52	55	57	58	62	63	66	45	46	46	52	53	56	59
AAUDE Low	59	62	65	67	71	71	71	50	52	54	56	58	59	60	43	44	48	49	51	52	53
AAUDE Average	76	80	84	87	90	91	93	56	60	62	65	67	68	69	49	51	54	56	57	58	59
AAUDE High	101	105	111	116	120	121	124	65	67	69	72	74	76	78	53	55	59	61	63	63	65
% to Market	-2%	-4%	-3%	-4%	-3%	-4%	-2%	-8%	-10%	-10%	-12%	-8%	-9%	-5%	-9%	-9%	-16%	-7%	-9%	-3%	-1%

College of Architecture & Landscape Architecture

AAUDE Public Benchmarks

(Salaries in \$1,000 and Adjusted to an Academic Equivalent)

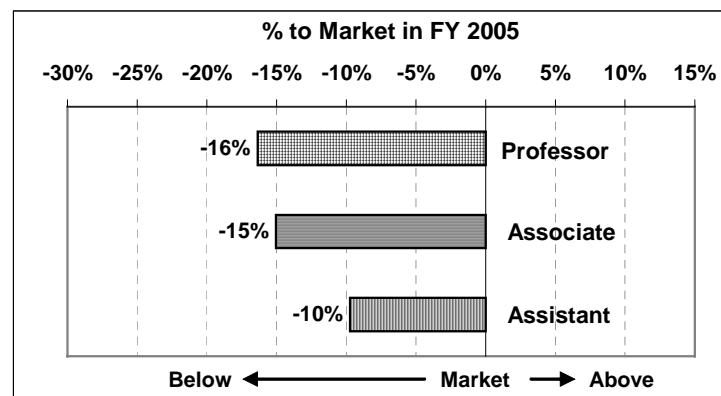
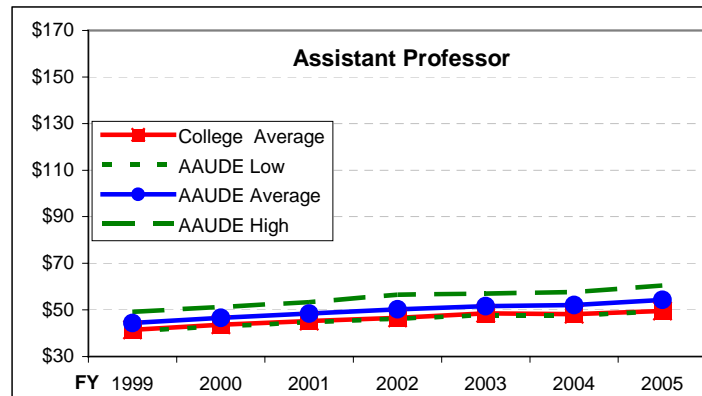
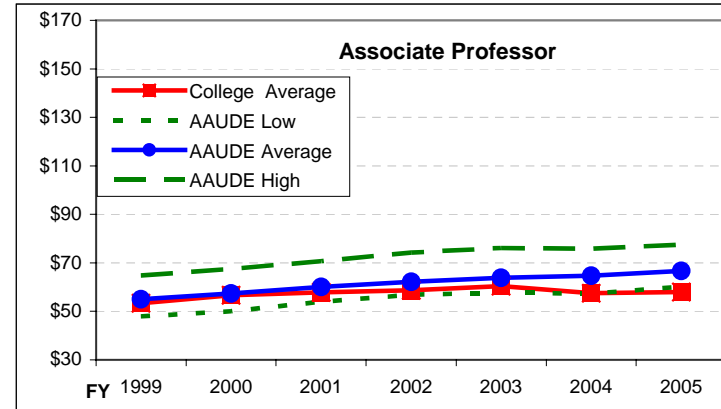
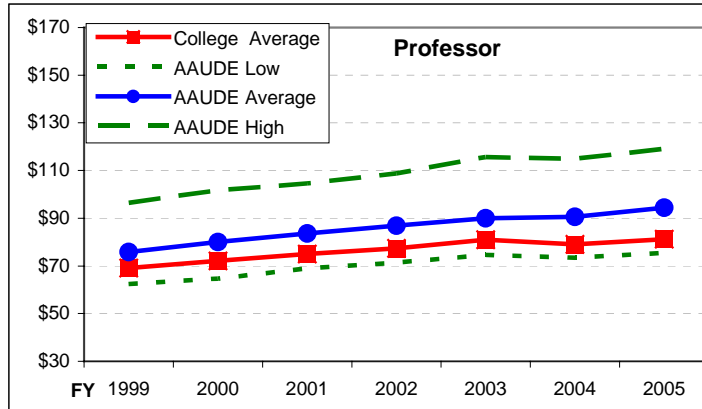


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>						
	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005
College Average	70	77	76	78	83	81	83	50	53	55	55	57	58	59	35	42	42	42	45	46	46
AAUDE Low	62	67	71	72	73	73	77	49	52	55	55	59	56	59	42	44	45	45	46	48	49
AAUDE Average	75	79	83	85	88	86	90	56	58	61	62	64	64	67	45	47	49	49	50	50	52
AAUDE High	87	91	95	99	101	103	106	64	68	72	75	76	77	78	50	51	53	53	55	57	56
% to Market	-7%	-3%	-9%	-8%	-5%	-7%	-8%	-10%	-9%	-11%	-13%	-12%	-10%	-13%	-29%	-13%	-16%	-17%	-12%	-9%	-13%

College of Education

AAUDE Public Benchmarks

(Salaries in \$1,000 and Adjusted to an Academic Equivalent)

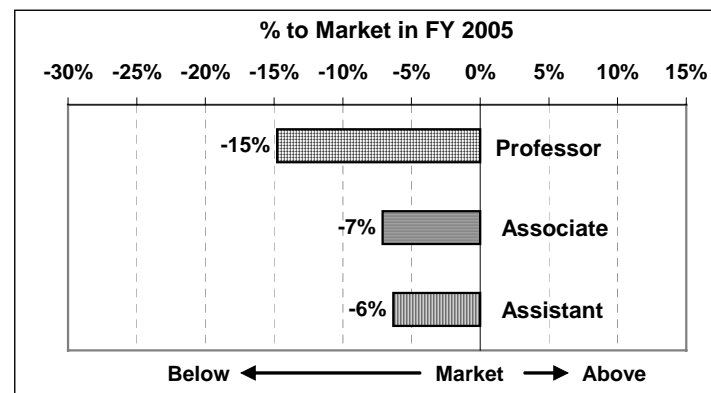
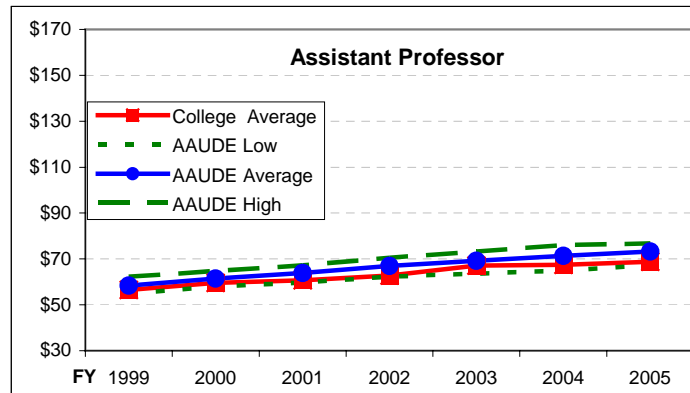
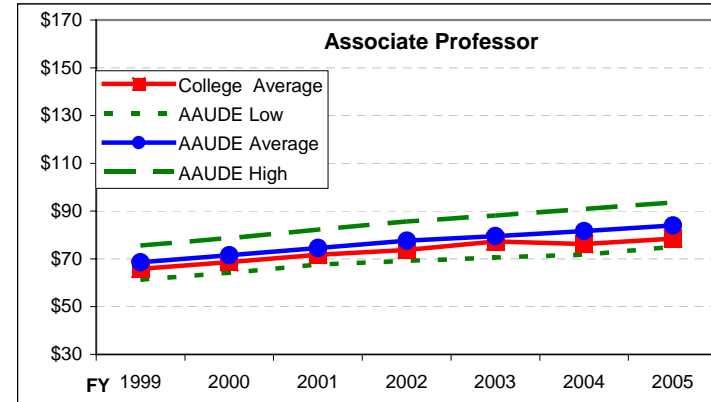
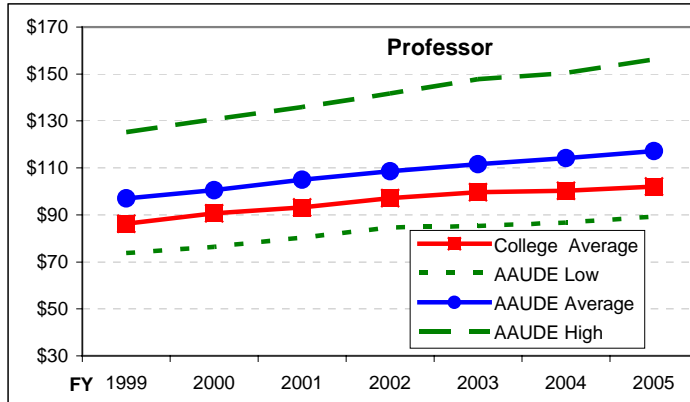


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>						
	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005
College Average	69	72	75	77	81	79	81	53	57	58	59	60	58	58	41	44	45	47	49	48	50
AAUDE Low	62	65	69	71	75	73	75	48	50	54	57	58	57	60	41	43	45	46	48	47	50
AAUDE Average	76	80	84	87	90	91	94	55	57	60	62	64	65	67	44	47	48	50	52	52	54
AAUDE High	96	102	105	109	116	115	119	65	67	71	74	76	76	77	49	51	53	57	57	58	60
% to Market	-10%	-11%	-11%	-12%	-11%	-15%	-16%	-3%	-1%	-4%	-6%	-6%	-12%	-15%	-7%	-7%	-7%	-8%	-6%	-8%	-10%

College of Engineering

AAUDE Public Benchmarks

(Salaries in \$1,000 and Adjusted to an Academic Equivalent)

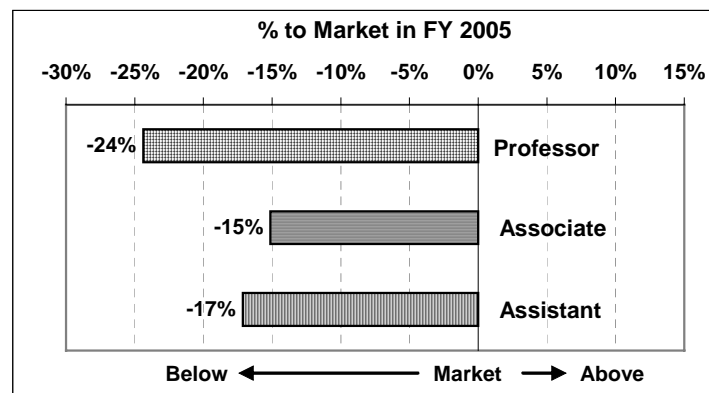
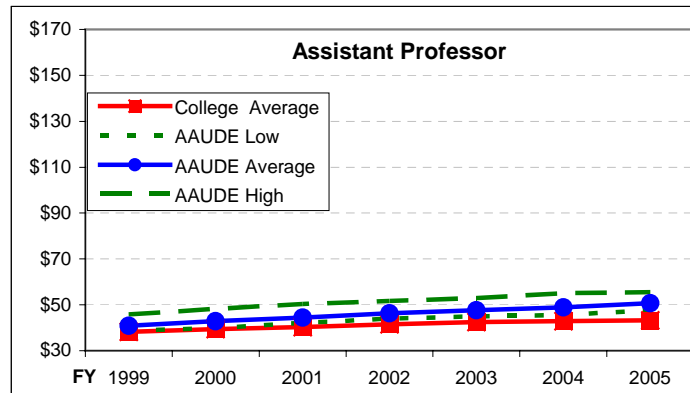
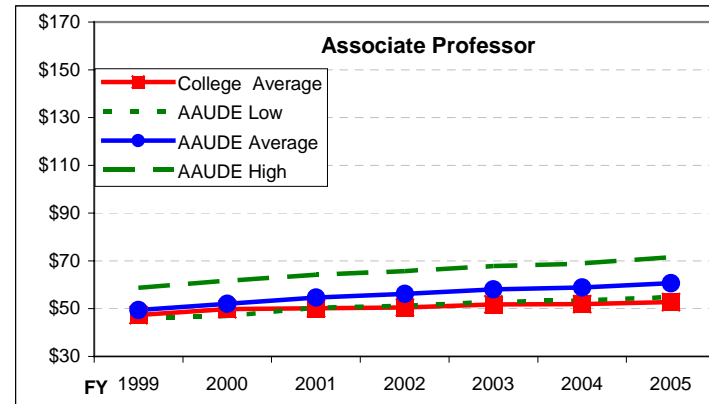
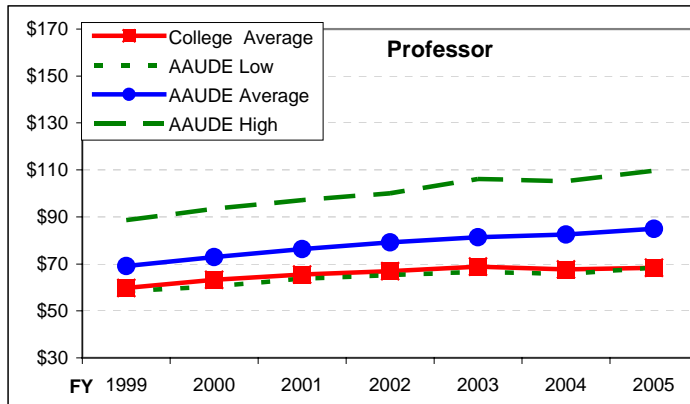


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>						
	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005
College Average	86	91	93	97	100	100	102	66	69	72	74	77	76	78	56	60	61	63	67	68	69
AAUDE Low	74	76	80	85	85	87	89	61	64	68	69	71	72	75	55	58	60	62	64	65	67
AAUDE Average	97	101	105	109	112	114	117	69	71	75	78	80	82	84	58	61	64	67	69	71	73
AAUDE High	125	131	136	142	148	150	156	76	79	82	86	88	91	94	62	65	67	70	73	76	77
% to Market	-12%	-11%	-13%	-12%	-12%	-14%	-15%	-4%	-4%	-4%	-5%	-3%	-7%	-7%	-3%	-3%	-5%	-7%	-3%	-6%	-6%

College of Fine Arts

AAUDE Public Benchmarks

(Salaries in \$1,000 and Adjusted to an Academic Equivalent)

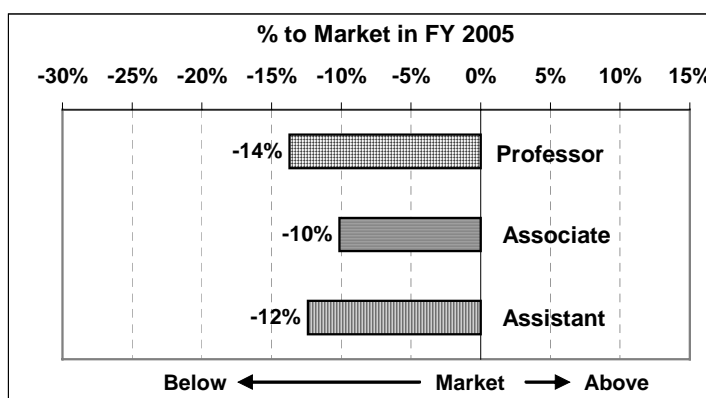
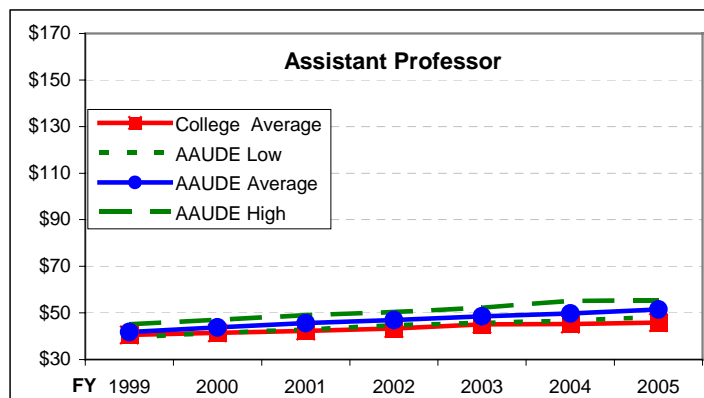
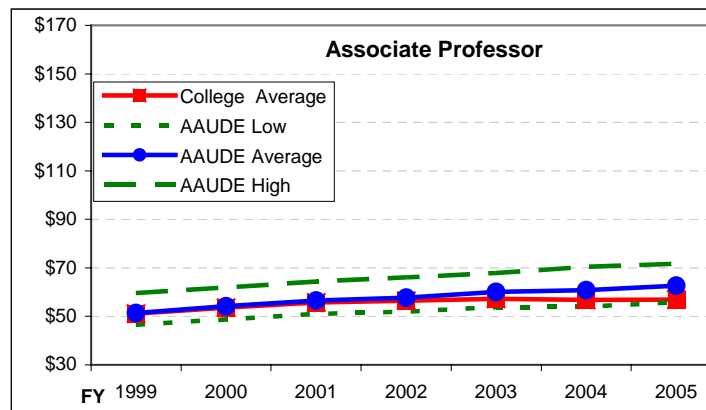
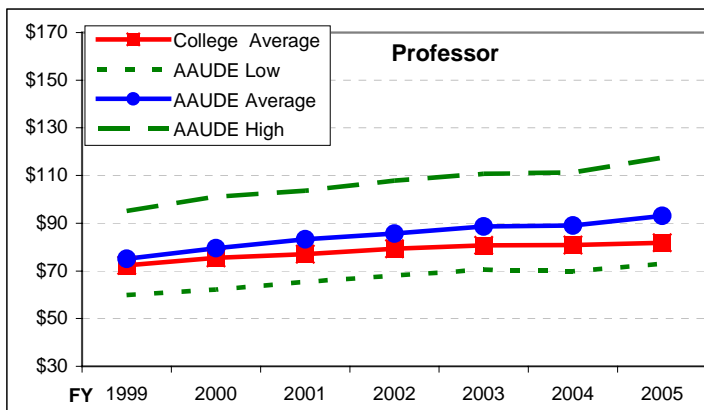


	<u>Professor</u>								<u>Associate</u>								<u>Assistant</u>							
	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005			
College Average	60	63	65	67	69	68	68	47	50	50	51	52	52	53	38	39	40	42	42	43	43			
AAUDE Low	58	60	64	65	67	66	68	46	47	50	51	53	53	55	39	40	42	44	45	46	48			
AAUDE Average	69	73	76	79	81	83	85	49	52	55	56	58	59	61	41	43	44	46	48	49	51			
AAUDE High	89	93	97	100	106	105	110	59	62	64	66	68	69	71	46	48	50	52	53	55	56			
% to Market	-16%	-15%	-17%	-18%	-18%	-22%	-24%	-5%	-4%	-9%	-11%	-12%	-13%	-15%	-7%	-9%	-10%	-11%	-12%	-14%	-17%			

College of Humanities

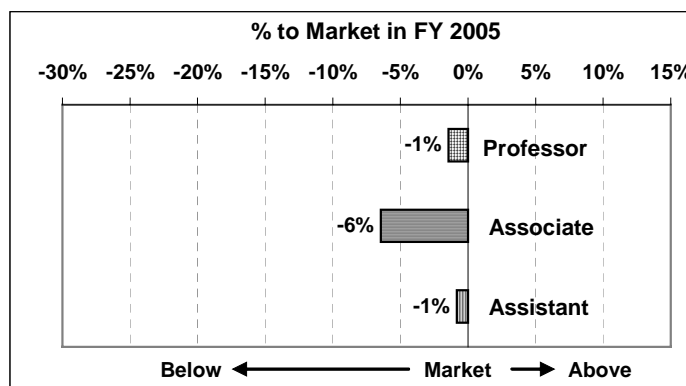
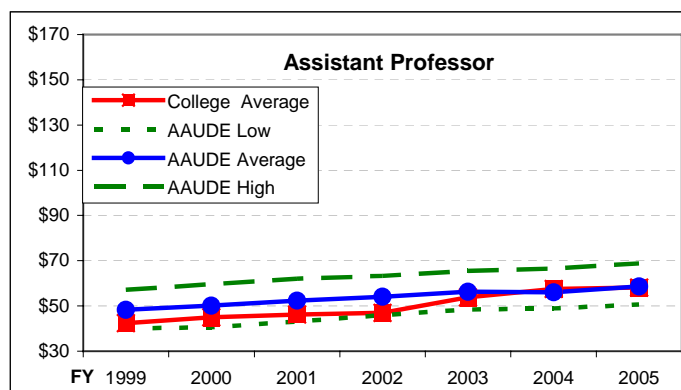
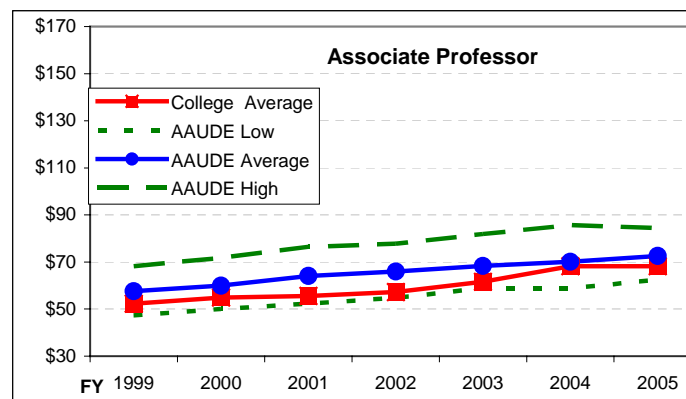
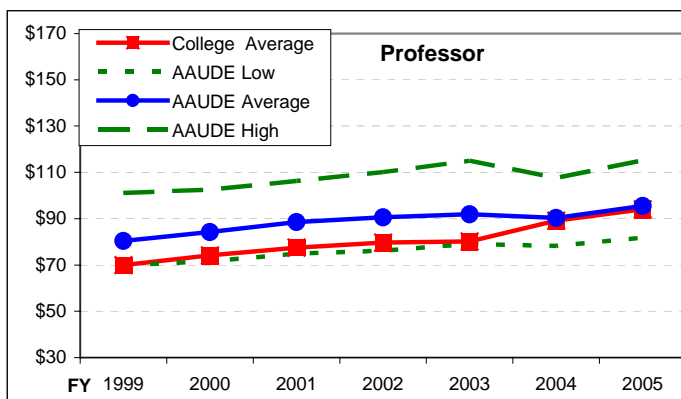
AAUDE Public Benchmarks

(Salaries in \$1,000 and Adjusted to an Academic Equivalent)



	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>						
	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005
College Average	72	75	77	79	81	81	82	51	54	56	56	57	57	57	41	41	42	43	45	45	46
AAUDE Low	60	62	65	68	70	70	73	47	49	51	52	54	54	56	39	42	43	45	46	47	48
AAUDE Average	75	80	83	86	89	89	93	51	54	57	58	60	61	63	42	44	46	47	49	50	52
AAUDE High	95	101	104	108	111	111	117	60	62	64	66	68	71	72	45	47	49	50	52	55	55
% to Market	-4%	-5%	-8%	-8%	-10%	-10%	-14%	0%	-1%	-1%	-2%	-5%	-7%	-10%	-3%	-6%	-8%	-8%	-8%	-10%	-12%

College of Nursing AAUDE Public Benchmarks (Salaries in \$1,000 and Adjusted to an Academic Equivalent)

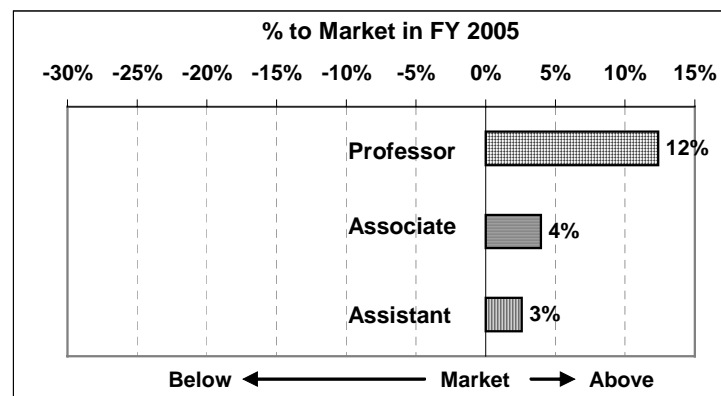
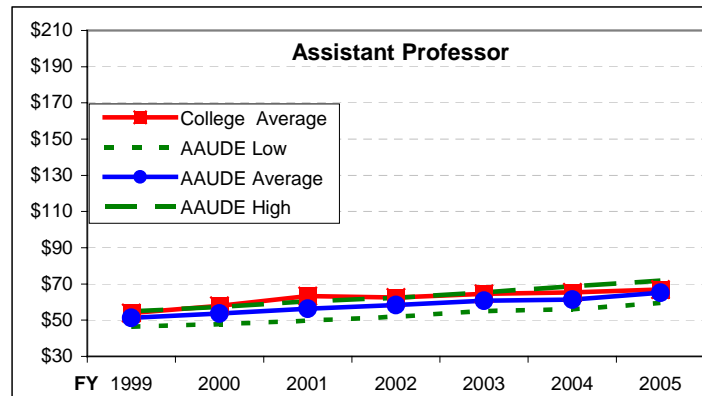
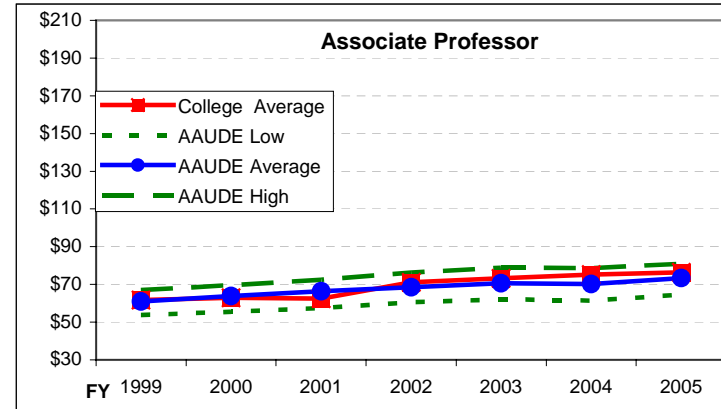
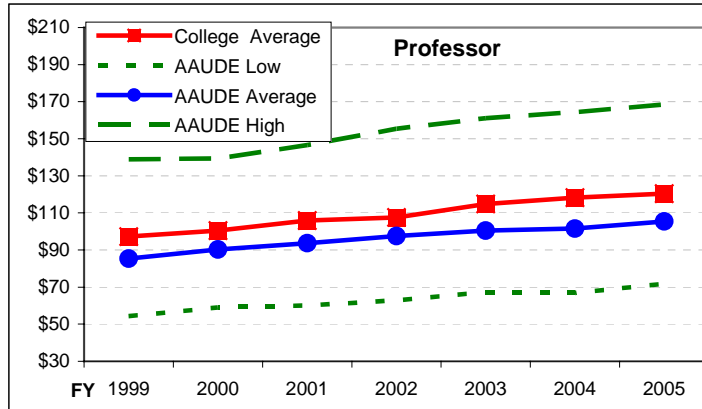


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>						
	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005
College Average	70	74	77	80	80	89	94	52	55	56	57	62	68	68	42	45	46	47	54	58	58
AAUDE Low	70	72	75	76	79	78	82	47	50	52	55	59	59	62	40	41	43	46	48	49	51
AAUDE Average	80	84	88	91	92	90	95	58	60	64	66	68	70	73	48	50	52	54	56	56	59
AAUDE High	101	103	106	110	115	108	115	68	72	76	78	82	86	84	57	60	62	63	65	67	69
% to Market	-15%	-14%	-14%	-14%	-15%	-1%	-1%	-10%	-9%	-15%	-15%	-11%	-3%	-6%	-14%	-11%	-13%	-15%	-4%	3%	-1%

College of Optical Sciences

AAUDE Public Benchmarks

(Salaries in \$1,000 and Adjusted to an Academic Equivalent)

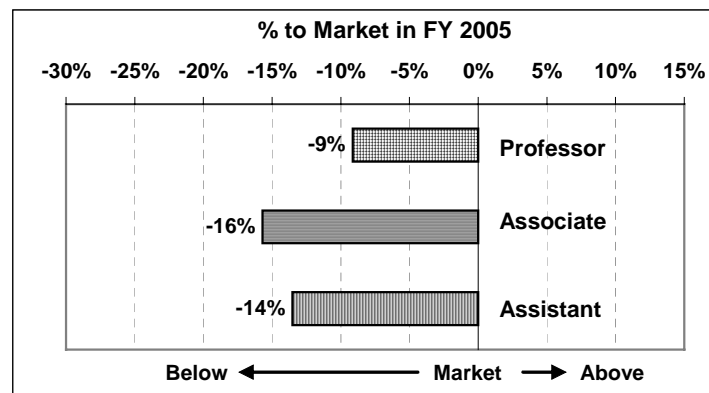
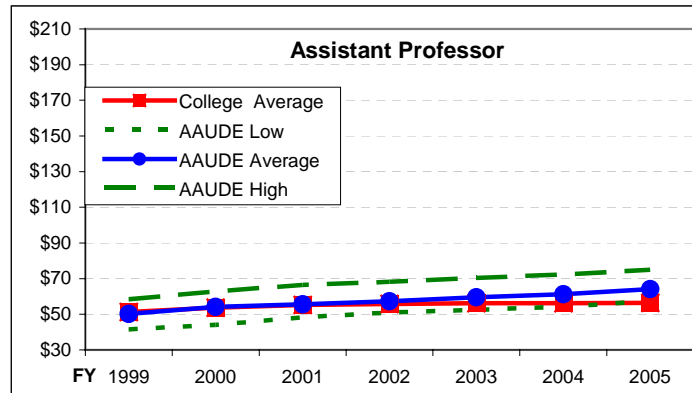
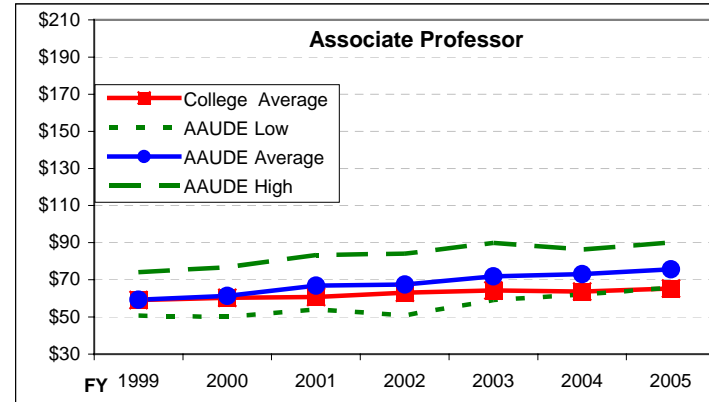
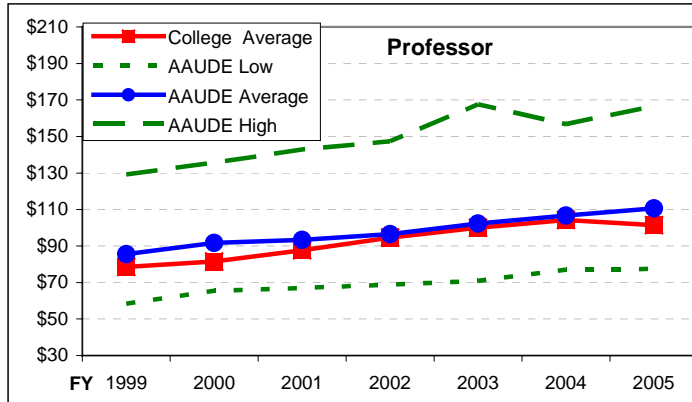


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>						
	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005
College Average	97	100	106	108	115	118	120	62	63	62	71	73	75	76	54	58	63	63	65	65	67
AAUDE Low	54	59	60	63	67	67	72	54	55	57	60	62	61	65	46	48	50	52	55	56	59
AAUDE Average	85	90	94	98	101	102	105	61	64	66	69	71	70	73	51	54	56	58	61	61	65
AAUDE High	139	139	147	155	161	164	169	67	70	73	76	79	79	81	55	57	60	62	65	69	72
% to Market	12%	10%	12%	9%	12%	14%	12%	1%	-1%	-6%	4%	3%	7%	4%	5%	7%	11%	7%	6%	6%	3%

College of Pharmacy

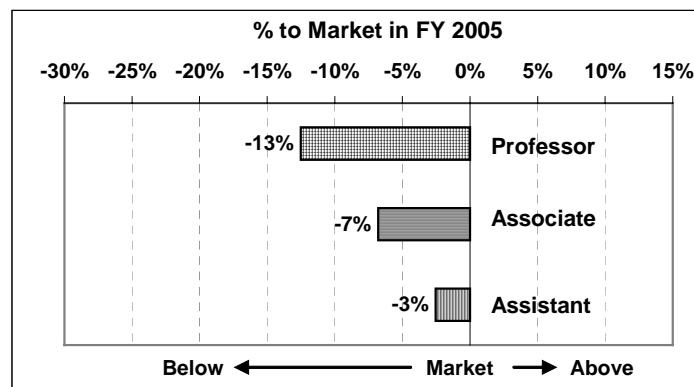
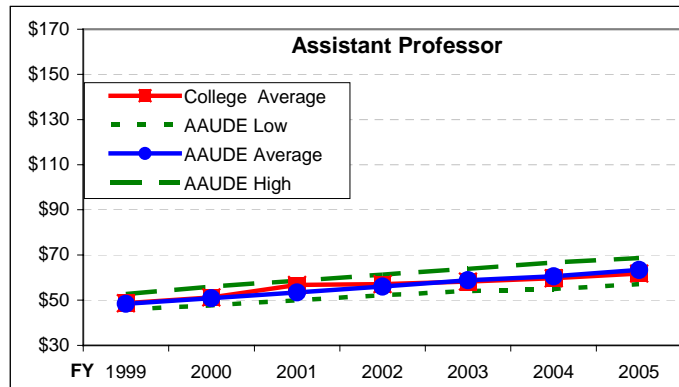
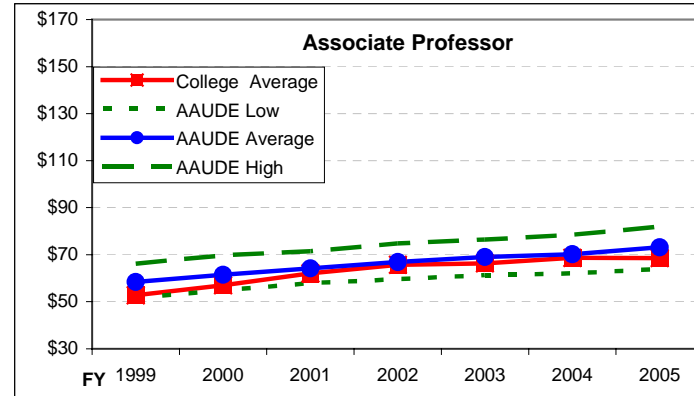
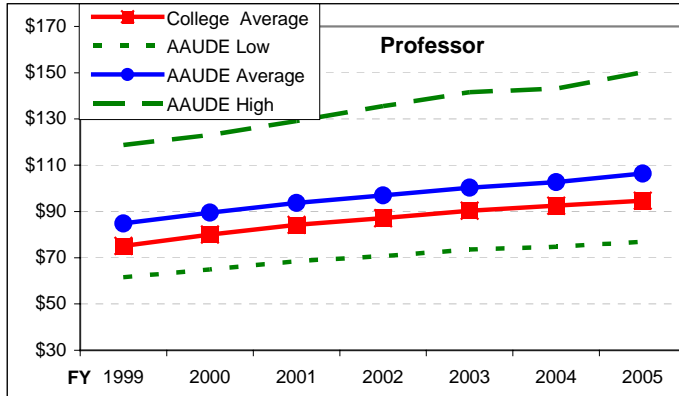
AAUDE Public Benchmarks

(Salaries in \$1,000 and Adjusted to an Academic Equivalent)



	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>						
	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005
College Average	79	81	88	95	100	104	101	59	60	61	63	64	64	65	51	54	55	56	56	56	56
AAUDE Low	58	66	67	69	71	77	77	51	50	54	51	59	62	66	41	44	48	51	53	54	58
AAUDE Average	86	92	93	96	102	107	111	59	61	67	67	72	73	76	50	54	56	57	59	61	64
AAUDE High	129	136	143	147	168	157	167	74	77	83	84	90	86	90	58	63	66	68	70	72	75
% to Market	-9%	-12%	-6%	-2%	-2%	-2%	-9%	0%	-2%	-10%	-7%	-12%	-15%	-16%	2%	-1%	0%	-3%	-6%	-9%	-14%

College of Science AAUDE Public Benchmarks (Salaries in \$1,000 and Adjusted to an Academic Equivalent)

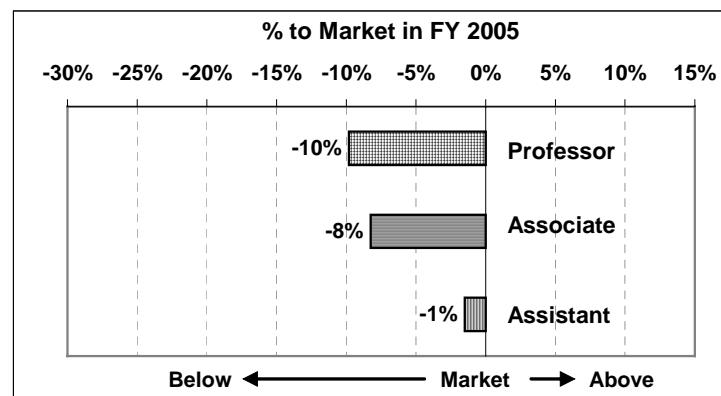
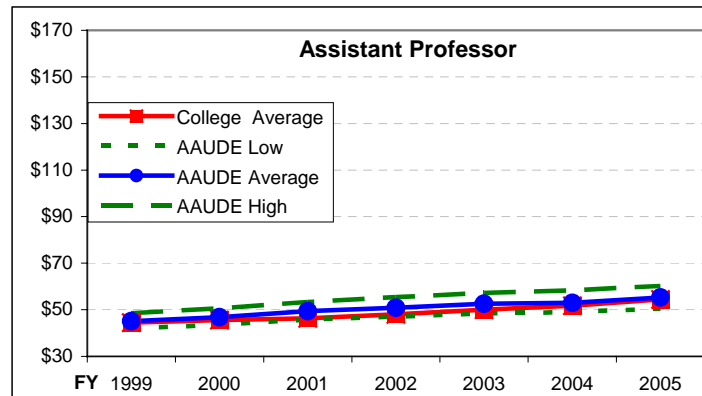
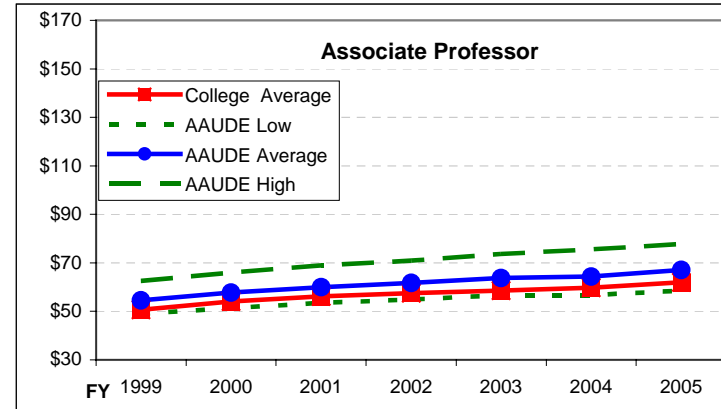
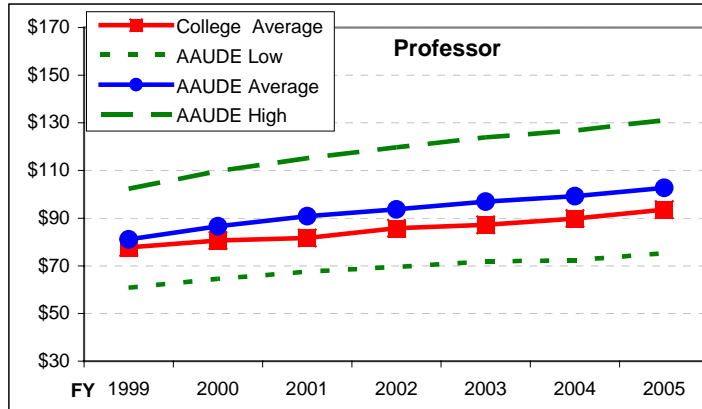


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>						
	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005
College Average	75	80	84	87	90	92	95	53	57	62	66	66	69	69	49	51	57	57	58	60	62
AAUDE Low	62	65	69	71	74	75	77	52	55	58	60	61	62	64	46	48	50	52	54	55	57
AAUDE Average	85	89	94	97	100	103	106	58	61	64	67	69	70	73	48	51	54	56	59	61	63
AAUDE High	119	123	129	136	142	143	150	66	70	71	75	76	79	82	53	56	59	61	64	67	69
% to Market	-13%	-12%	-11%	-11%	-11%	-11%	-13%	-11%	-8%	-3%	-2%	-4%	-2%	-7%	1%	1%	6%	2%	-1%	-1%	-3%

College of Social & Behavioral Sciences

AAUDE Public Benchmarks

(Salaries in \$1,000 and Adjusted to an Academic Equivalent)

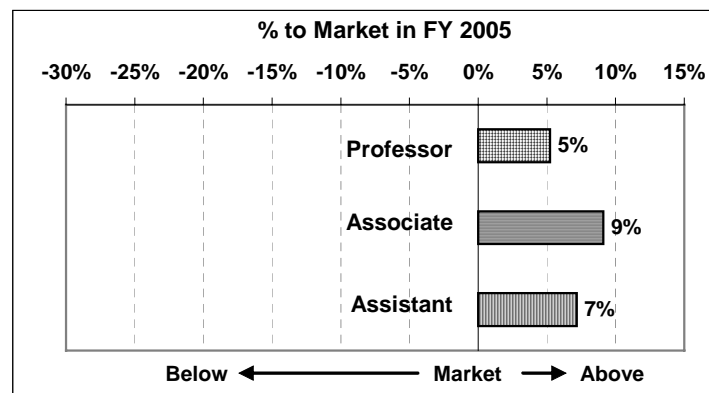
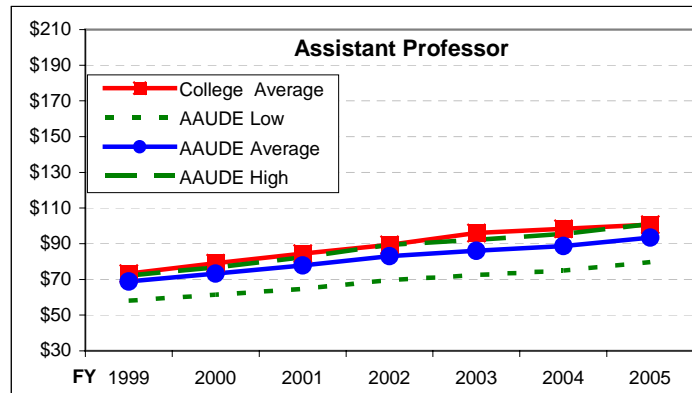
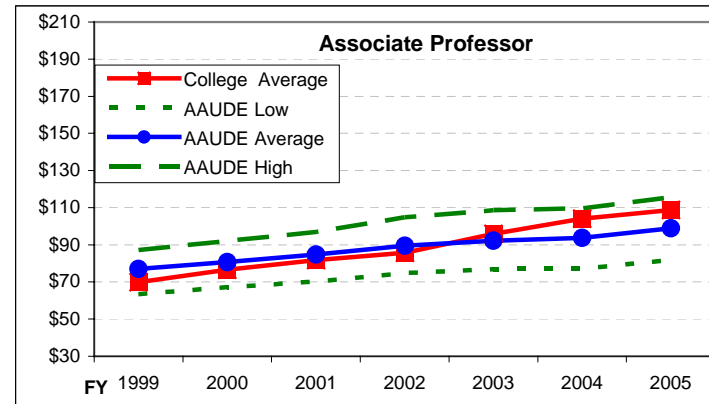
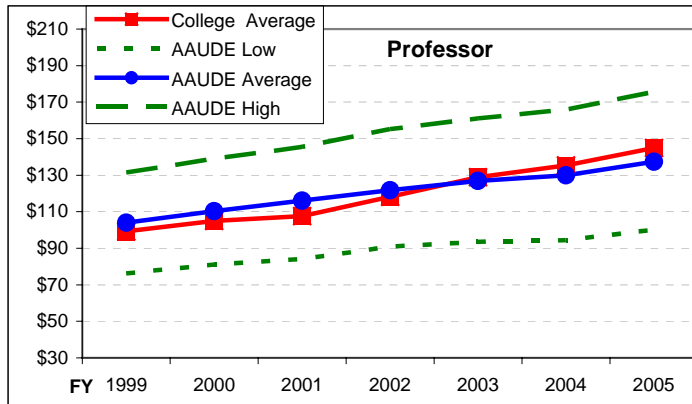


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>						
	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005
College Average	78	81	82	86	87	90	94	51	54	56	58	59	60	62	45	46	46	48	50	52	54
AAUDE Low	61	65	68	70	72	72	75	49	51	53	55	57	57	59	42	44	46	47	48	49	51
AAUDE Average	81	87	91	94	97	99	103	55	58	60	62	64	64	67	45	47	49	51	53	53	55
AAUDE High	102	110	115	120	124	127	131	63	66	69	71	74	76	78	49	51	53	55	57	58	60
% to Market	-4%	-7%	-11%	-9%	-11%	-10%	-10%	-8%	-7%	-7%	-7%	-9%	-8%	-8%	-1%	-3%	-7%	-6%	-5%	-2%	-1%

Eller College of Management

AAUDE Public Benchmarks

(Salaries in \$1,000 and Adjusted to an Academic Equivalent)

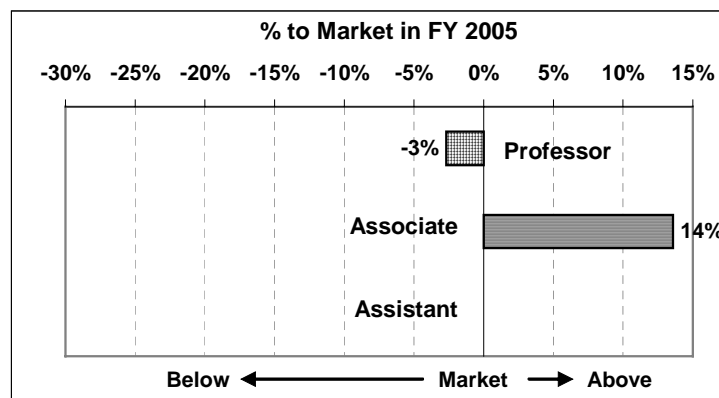
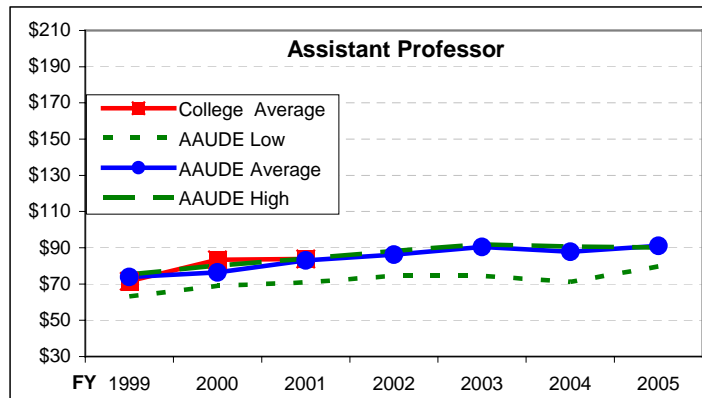
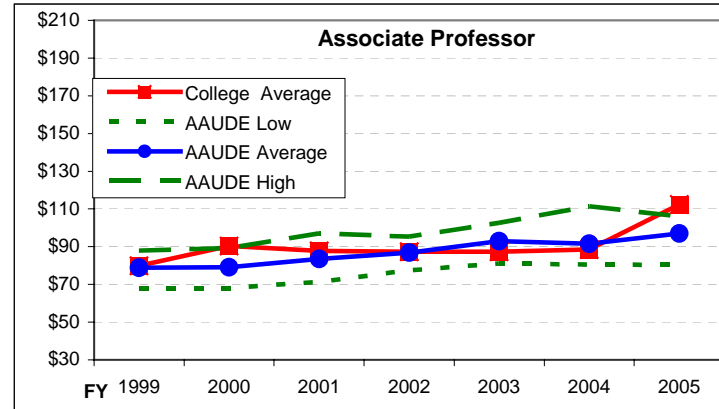
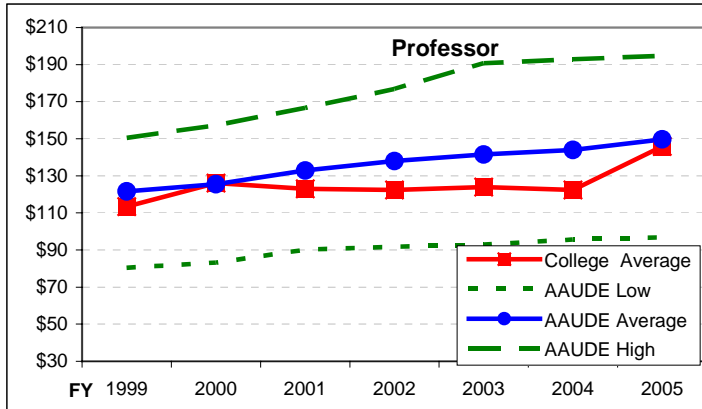


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>						
	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005
College Average	99	105	108	118	129	135	145	70	77	82	86	96	104	109	73	79	84	89	96	98	101
AAUDE Low	76	81	84	91	94	94	100	63	67	70	75	77	77	82	58	61	65	70	73	75	80
AAUDE Average	104	110	116	122	127	130	137	77	81	85	89	92	94	99	69	73	78	83	86	89	93
AAUDE High	131	139	146	155	161	166	176	87	92	97	105	109	110	116	72	77	82	89	92	95	101
% to Market	-5%	-5%	-8%	-3%	2%	4%	5%	-10%	-5%	-4%	-4%	4%	10%	9%	6%	7%	8%	7%	10%	10%	7%

James E. Rogers College of Law

AAUDE Public Benchmarks

(Salaries in \$1,000 and Adjusted to an Academic Equivalent)

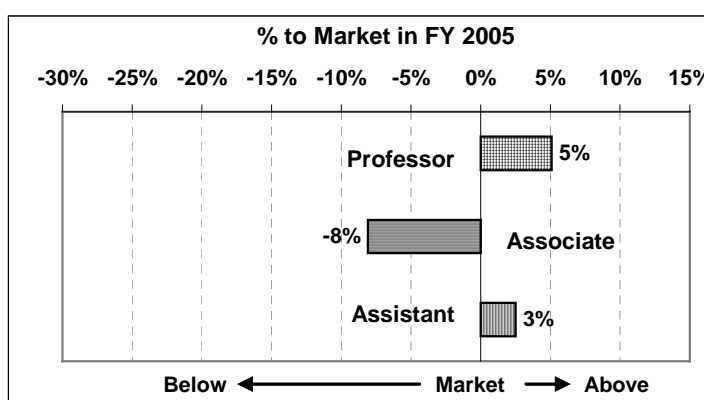
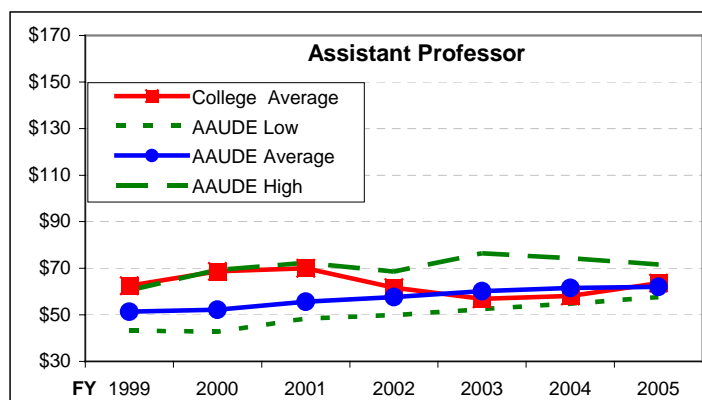
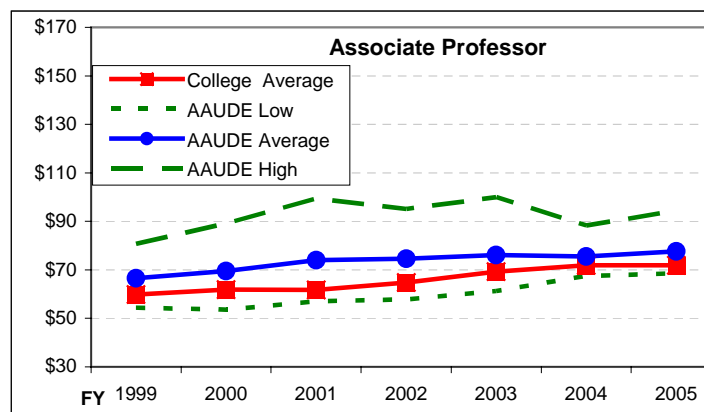
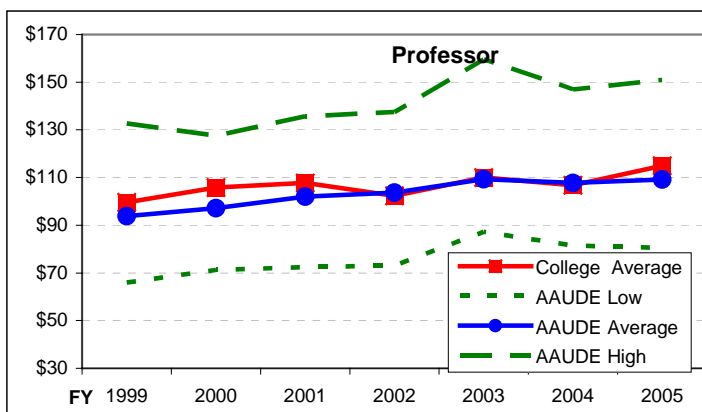


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>						
	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005
College Average	113	126	123	122	124	122	146	80	90	88	87	87	89	112	71	83	84				
AAUDE Low	80	83	90	92	93	96	97	68	68	71	77	81	80	80	63	69	71	75	75	71	80
AAUDE Average	122	125	133	138	142	144	150	79	79	83	87	93	92	97	74	76	83	86	90	88	91
AAUDE High	151	157	167	177	191	193	195	88	89	97	95	103	111	106	75	80	84	88	92	91	90
% to Market	-7%	1%	-8%	-13%	-14%	-18%	-3%	1%	12%	5%	1%	-7%	-3%	14%	-3%	8%	1%				

Mel & Enid Zuckerman AZ College of Public Health

AAUDE Public Benchmarks

(Salaries in \$1,000 and Adjusted to an Academic Equivalent)



	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>						
	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005
College Average	100	106	108	102	110	107	115	60	62	62	65	69	72	72	63	69	70	62	57	58	64
AAUDE Low	66	71	72	73	87	81	80	54	54	57	58	61	68	69	43	43	48	50	52	55	58
AAUDE Average	94	97	102	104	109	108	109	67	69	74	75	76	75	78	51	52	56	58	60	62	62
AAUDE High	133	128	136	138	160	147	151	81	89	99	95	100	88	94	61	69	72	69	76	74	72
% to Market	6%	8%	5%	-1%	1%	-1%	5%	-11%	-12%	-20%	-15%	-10%	-5%	-8%	18%	24%	21%	7%	-6%	-6%	3%

UA Percent to Market – College Comparison by Rank

How does distance to market compare for all UA colleges?

Each bar of the graph measures the distance to market for each academic UA college. The longer the bar, the further colleges are from the AAUDE market. Negative bars signal college averages below the AAUDE market and Positive above the market. The college market is defined in Appendix III. The first graph compares colleges for professors, while the second does the same for associate professors and the third provides an assessment for assistant professors.

What is the Percent to Market?

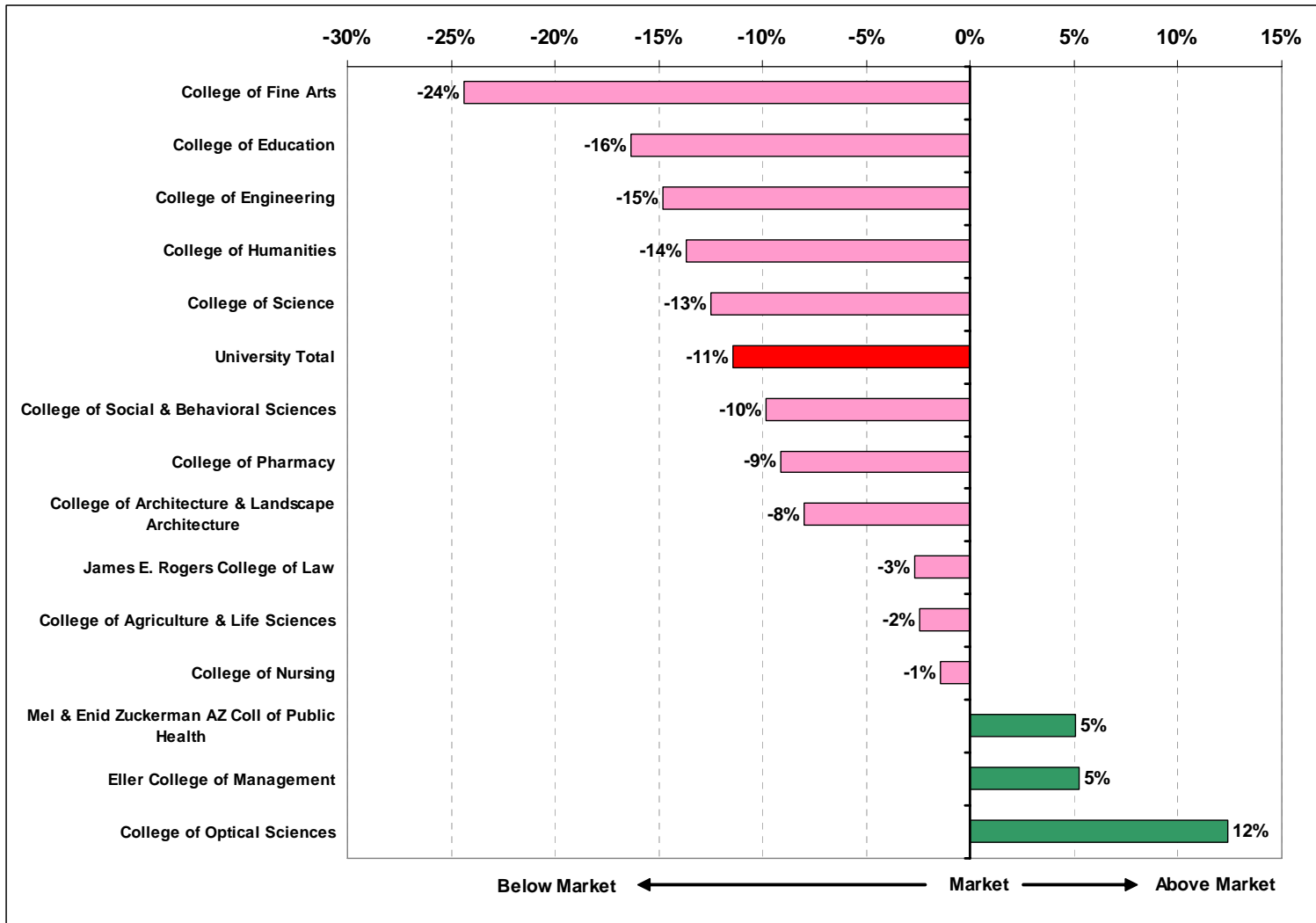
Percent to market is a measure of how far UA faculty salaries are to the AAUDE mean (average). For example, if UA faculty were (– 3%) below market, UA faculty salaries would need to be increased, on average, 3% to be on par with other AAUDE publics. This standardized measure allows comparisons between colleges and ranks.

Key Points:

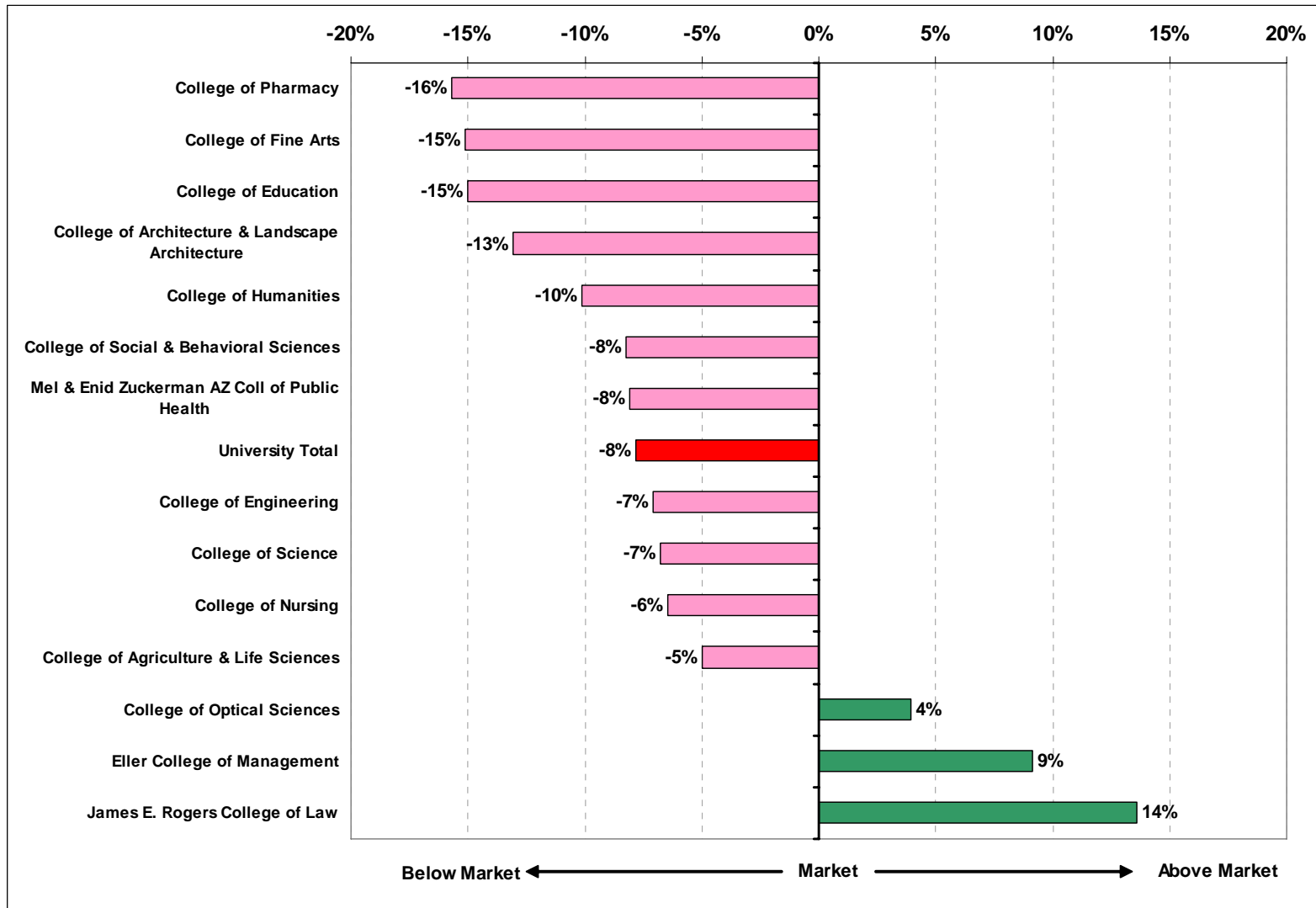
- UA faculty in the colleges of Fine Arts and Pharmacy are furthest behind the AAUDE public market.
- UA faculty in the colleges of Business, and Optical Sciences are at or well above the AAUDE public market.

UA Professors

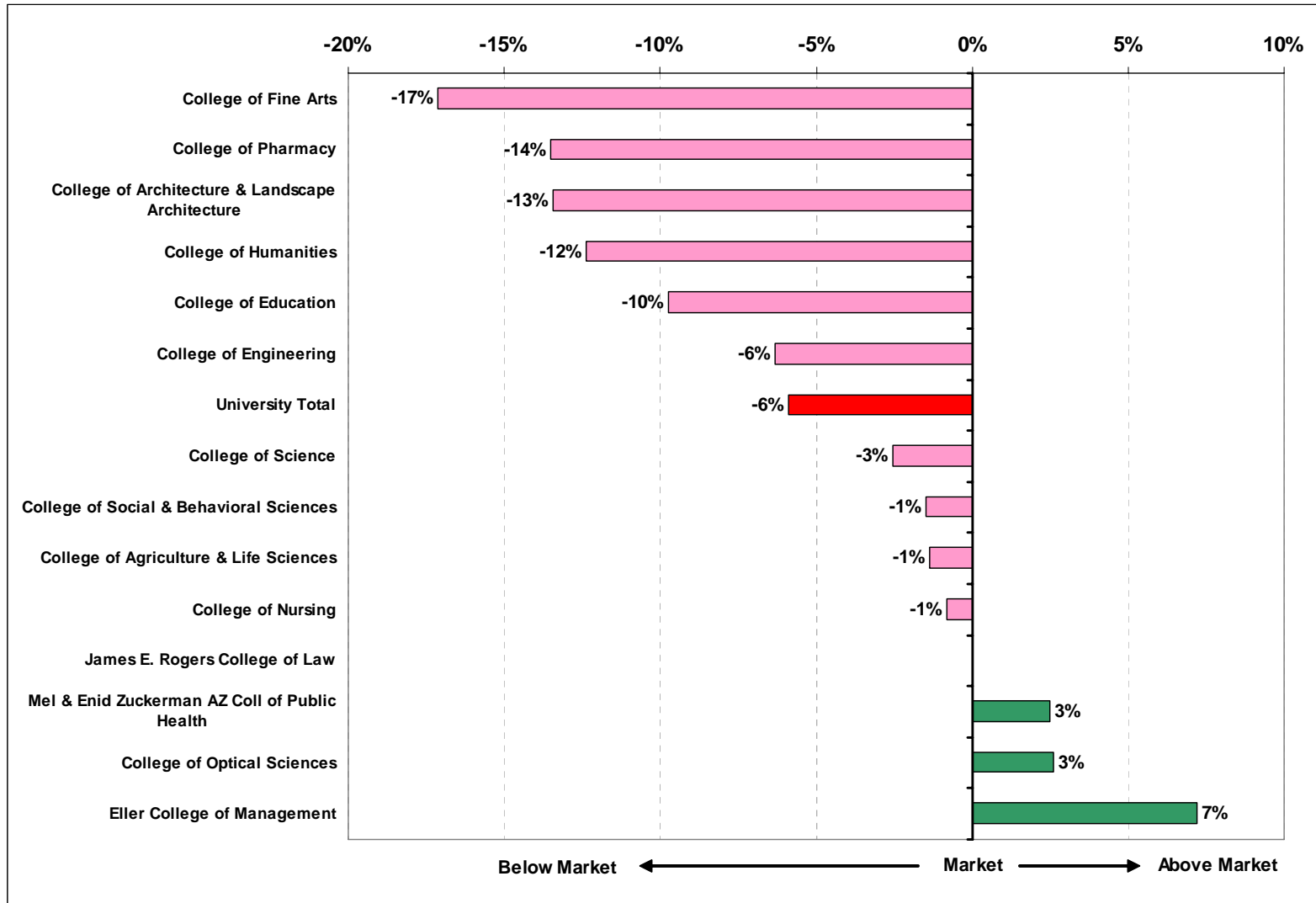
Percent to the AAUDE Public Market – FY 2005



UA Associate Professors Percent to the AAUDE Public Market – FY 2005



UA Assistant Professors Percent to the AAUDE Public Market – FY 2005



AAUDE Market Trends – College Comparison by Rank

How do AAUDE college markets rank and compare over time?

Each line of the graph shows the position of each academic college for a fixed year, and the evolution over the past five years. These graphs are differentiated for professor, associate and assistant categories. They may help assess whether certain markets are catching up on others, or the gaps are instead widening.

Again, the academic college is defined as all the reported AAU programs that include all the UA programs in the designated college to which all the related programs are then added. The market is a weighted mean (average) salary.

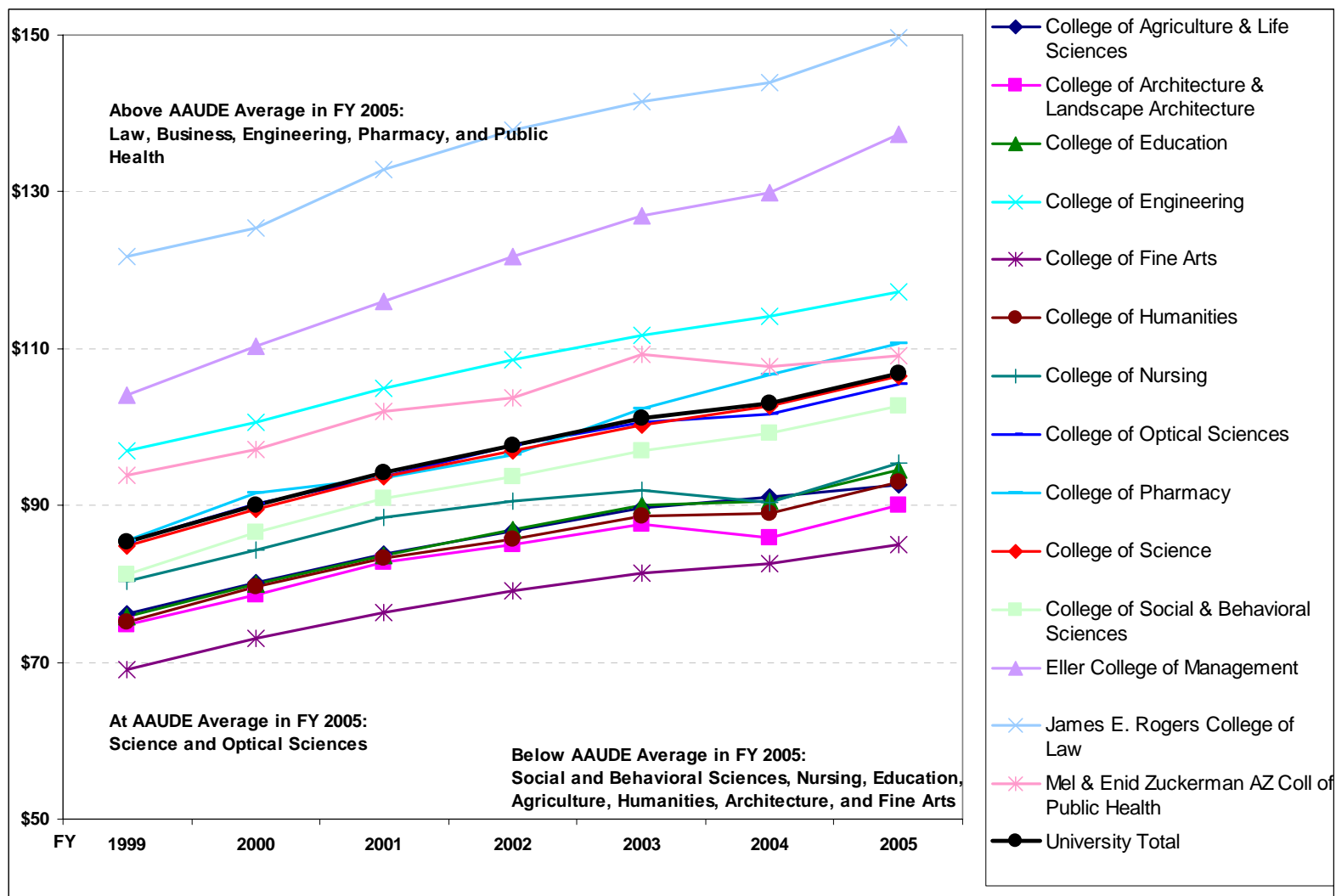
Key Points:

- Faculty in Law and Business-like disciplines are the highest paid based on the AAUDE public market
- The market is well-behaved over time with little cross-over of disciplines.
- Professorial salaries have the most differentiation between disciplines, followed by associate then assistant professors.

AAUDE Professor Average Salaries

AAUDE Public Market

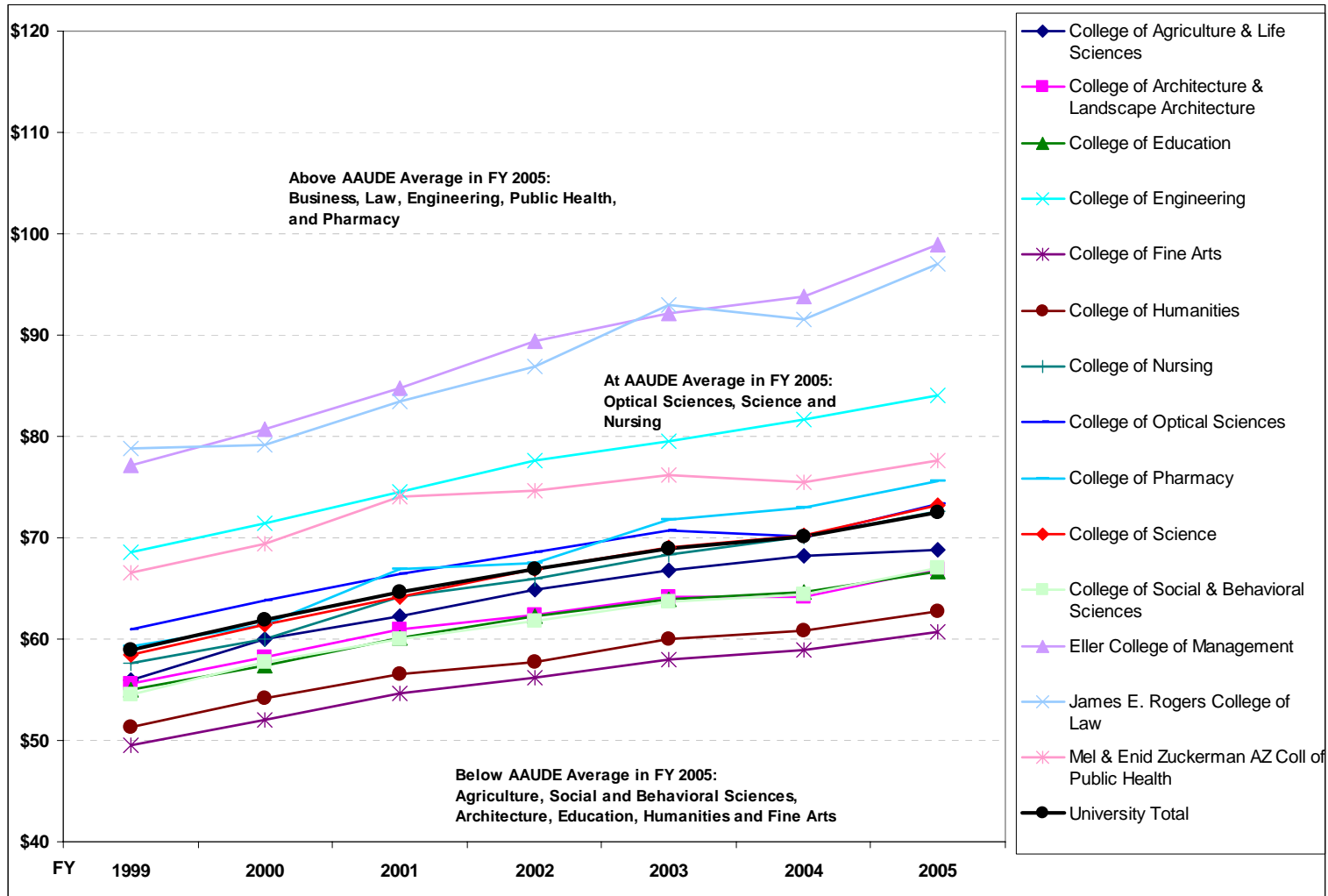
(Salaries in \$1,000 and Adjusted to an Academic Equivalent)



AAUDE Associate Professor Average Salaries

AAUDE Public Market

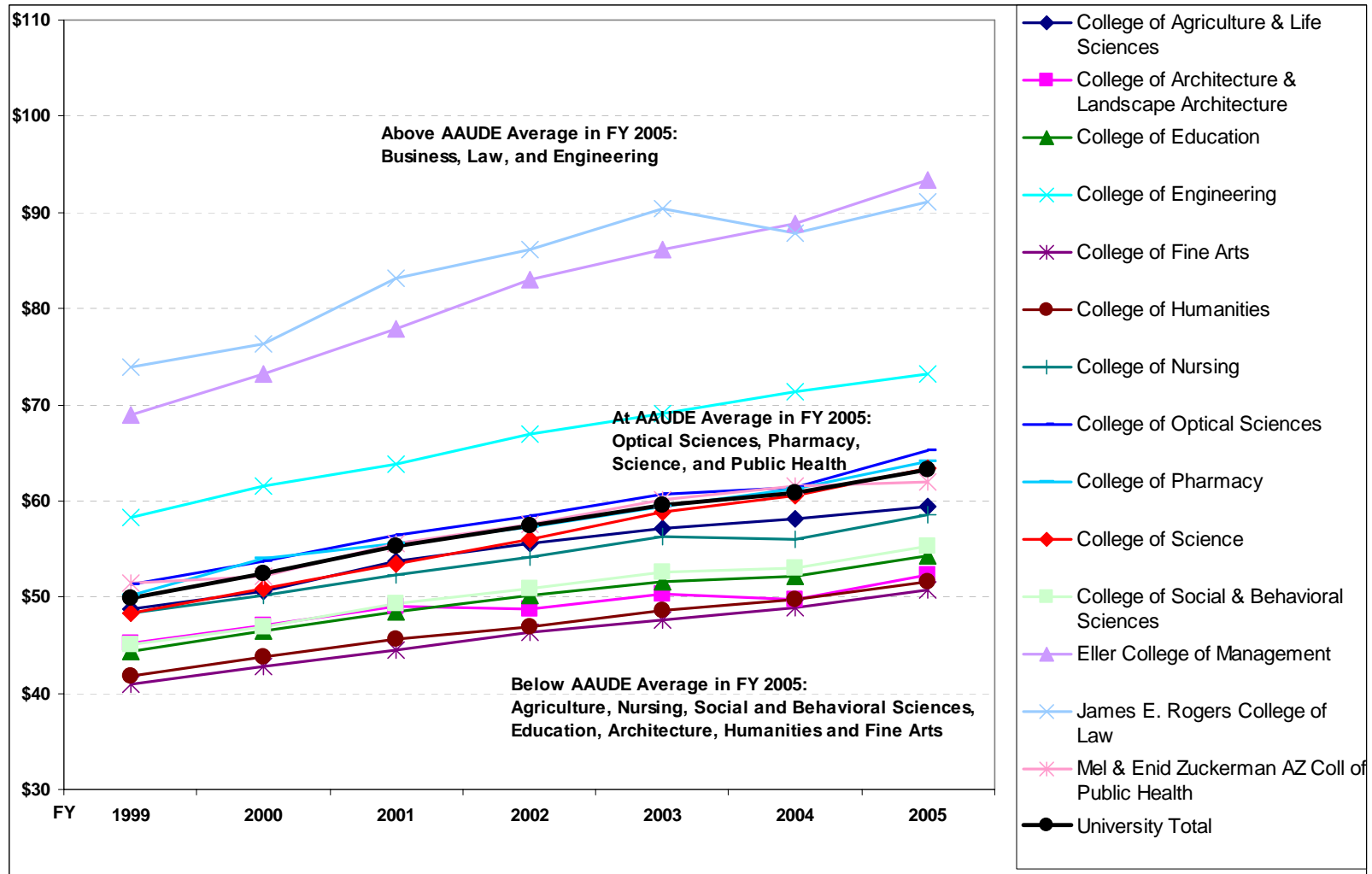
(Salaries in \$1,000 and Adjusted to an Academic Equivalent)



AAUDE Assistant Professor Average Salaries

AAUDE Public Market

(Salaries in \$1,000 and Adjusted to an Academic Equivalent)



Faculty Salary Benchmarks by CIP Code Disciplines

What is the benchmark for a UA faculty?

The first task is to determine in what 4-digit CIP code the faculty member is best classified in the first column of the table. Then the rank provides the position on the particular row of interest where information on FTE, Average low, Average, Average High corresponding salaries, and Average Age can be found.

- FTE is a count of the number of faculty members from other institutions included in the computation of the AAUDE benchmarks. The higher the FTE, the more accurate the average salary.
- Average Low is a simple mean of the lowest salaries for all the institutions that provided data on this particular discipline.
- Average is the weighted mean salary of all the institutions that provided data on this particular discipline.
- Average High is a simple mean of the highest salaries for all the institutions that provided data on this particular discipline.
- Average Age is the weighted mean age of all the institutions that provided data on this particular discipline.

Benchmarking at the CIP Code Discipline Level

Because faculty labor markets overlap across departments, and its characteristics may change over time, the definition of an AAU public institution corresponding faculty market is not always uniform. For example, the Music and Dance program at the UA is benchmarked by two different markets -- one for Dance and the other for Music. Instead of the report choosing which one of the two benchmarks is adequate or combining the two markets in ways that are unknown to the user, both markets' data are reported for full disclosure of the information. Similarly, the French and Italian program at the UA may fall into three different AAU markets coded as Romance Languages, Classical Languages, or Foreign Languages. It is also true that over time, some programs disappear or are transformed and assigned a new code, and the new programs created may overlap with existing ones. As a result, the flexibility is left to the individual departments at the UA to determine the AAU corresponding markets with respect to the specific characteristics of their programs that this report cannot possibly account for.

Faculty Salary Benchmarks by CIP Code Disciplines – FY 2005
(Salaries in \$1,000 and Adjusted to an Academic Equivalent)

CIP Code Disciplines			Professor					Associate Professor					Assistant Professor				
			Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age
0100	Agriculture, General	U of A	2	77	83	89	59										
		AAUDE Publics	41	68	85	111	55	27	54	57	74	52	13	45	48	59	44
0101	Agricultural Business and Management	U of A	7	92	116	150	52	3	53	82	128	45	1	80	80	80	38
		AAUDE Publics	248	73	101	145	55	82	66	75	90	45	60	61	64	70	38
0109	Animal Sciences	U of A	2	65	79	92	54	1	54	54	54	52	2	49	52	54	33
		AAUDE Publics	250	65	89	128	54	115	58	67	80	46	73	52	57	67	38
0110	Food Science and Technology	AAUDE Publics	88	68	93	139	55	46	60	65	69	49	49	52	56	63	40
0111	Plant Sciences	U of A	10	70	102	170	55	5	50	62	84	46	4	57	58	60	40
		AAUDE Publics	325	64	85	129	55	145	55	65	79	48	108	52	57	62	41
0112	Soil Sciences	U of A	8	65	88	113	51	4	53	65	78	52	1	53	53	53	40
		AAUDE Publics	43	66	88	120	56	5	64	69	68	48	17	53	57	62	41
0301	Natural Resources Conservation and Research	U of A	13	65	82	116	56	5	51	57	65	46	1	43	43	43	45
		AAUDE Publics	173	80	98	127	57	76	62	68	76	47	71	54	61	66	39
0303	Fishing and Fisheries Sciences and Management	AAUDE Publics	27	68	84	95	56	12	56	59	61	44	12	52	53	56	42
0305	Forestry	AAUDE Publics	78	70	88	112	58	48	57	65	73	49	26	56	59	64	40
0306	Wildlife and Wildlands Science and Management	AAUDE Publics	34	70	84	105	56	21	57	60	65	46	14	45	53	58	38
0402	Architecture	U of A	6	66	81	110	57	2	55	58	61	58	5	44	46	53	37
		AAUDE Publics	122	75	90	111	59	158	57	68	84	51	110	47	53	58	39

Faculty Salary Benchmarks by CIP Code Disciplines – FY 2005
(Salaries in \$1,000 and Adjusted to an Academic Equivalent)

CIP Code Disciplines			Professor					Associate Professor					Assistant Professor				
			Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age
0403	City/Urban, Community and Regional Planning	U of A	3	97	102	108	55	2	50	60	70	50					
		AAUDE Publics	64	84	96	114	57	47	64	70	78	50	50	53	55	59	39
0406	Landscape Architecture	U of A	1	97	97	97	56	3	48	60	66	52	1	44	44	44	39
		AAUDE Publics	25	80	88	97	57	42	61	67	74	49	33	49	51	52	40
0499	Architecture and Related Services, Other	AAUDE Publics	33	79	95	119	57	20	63	68	78	52	15	56	57	63	41
0501	Area Studies	U of A	10	68	80	86	61	9	52	60	76	52	10	45	51	71	41
		AAUDE Publics	90	75	94	110	59	73	58	66	75	50	71	47	53	58	40
0502	Ethnic, Cultural Minority, and Gender Studies	U of A	10	76	95	121	54	7	58	64	73	51	8	44	50	55	41
		AAUDE Publics	100	82	96	115	56	100	62	71	85	50	119	50	55	60	41
0599	Area, Ethnic, Cultural, and Gender Studies, Other	AAUDE Publics	18	86	104	118	55	18	64	71	74	47	12	51	58	63	37
0901	Communication and Media Studies	U of A	2	95	107	118	45	3	64	70	79	39	3	45	53	65	31
		AAUDE Publics	96	82	97	123	55	81	58	64	75	48	91	52	55	59	37
0904	Journalism	U of A	1	95	95	95	57	1	46	46	46	59	2	43	46	48	55
		AAUDE Publics	113	76	93	117	58	124	60	67	79	52	95	50	52	58	43
0907	Radio, Television, and Digital Communication	U of A	2	77	80	82	58	3	51	61	67	46	4	45	48	52	38
		AAUDE Publics	22	85	99	116	55	22	68	69	83	47	29	54	56	62	40
0909	Public Relations, Advertising, and Applied Communication	AAUDE Publics	16	84	95	109	58	20	67	74	84	50	43	55	57	63	40
0999	Communication, Journalism, and Related Programs, Other	AAUDE Publics	13	86	86	99	54	8	58	64	69	48	5	37	48	53	42

Faculty Salary Benchmarks by CIP Code Disciplines – FY 2005
(Salaries in \$1,000 and Adjusted to an Academic Equivalent)

CIP Code Disciplines			Professor					Associate Professor					Assistant Professor				
			Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age
1101	Computer and Information Sciences, General	U of A	5	87	109	126	51	3	82	83	84	41	5	75	77	79	40
		AAUDE Publics	253	91	120	167	52	133	78	91	99	45	163	75	82	88	34
1104	Information Science/Studies	AAUDE Publics	28	96	127	154	54	31	71	88	102	49	56	61	77	85	40
1107	Computer Science	AAUDE Publics	94	87	116	163	54	54	74	93	103	44	76	71	83	88	35
1301	Education, General	AAUDE Publics	212	83	99	134	58	132	65	67	81	51	118	52	56	60	40
1302	Bilingual, Multilingual, and Multicultural Education	U of A	2	71	78	84	54	1	63	63	63	61	3	49	49	50	45
1303	Curriculum and Instruction	U of A	3	73	79	90	57	3	50	57	65	57	4	47	49	50	42
		AAUDE Publics	141	70	88	112	58	141	55	64	74	51	150	48	53	61	42
1304	Educational Administration and Supervision	U of A	4	81	96	102	57						5	49	51	55	34
		AAUDE Publics	105	80	100	127	59	69	64	70	82	53	58	52	56	61	41
1306	Educational Assessment, Evaluation, and Research	AAUDE Publics	42	76	95	126	57	32	58	67	82	51	19	52	54	58	39
1309	Social and Philosophical Foundations of Education	AAUDE Publics	28	79	101	121	57	12	64	71	76	45	13	54	56	58	37
1310	Special Education and Teaching	U of A	11	63	77	87	60	4	52	56	61	54	2	48	48	49	48
		AAUDE Publics	46	77	90	103	56	46	57	66	72	48	28	50	53	58	42
1311	Student Counseling and Personnel Services	AAUDE Publics	48	72	90	117	55	33	59	67	73	50	29	47	54	58	39
1312	Teacher Education and Professional Development, Specific Levels and Methods	AAUDE Publics	36	66	98	127	60	39	62	68	76	53	31	38	54	64	42

Faculty Salary Benchmarks by CIP Code Disciplines – FY 2005
(Salaries in \$1,000 and Adjusted to an Academic Equivalent)

CIP Code Disciplines			Professor					Associate Professor					Assistant Professor				
			Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age
1313	Teacher Education and Professional Development, Specific Subject Areas	U of A	4	63	74	94	56	3	58	61	66	58	1	52	52	52	43
		AAUDE Publics	77	73	92	107	57	93	62	67	77	50	59	50	55	59	40
1401	Engineering, General	AAUDE Publics	26	116	134	144	56	28	74	84	95	49	18	61	65	73	39
1402	Aerospace, Aeronautical and Astronautical Engineering	U of A	14	82	100	138	58	4	70	77	82	50	2	66	68	71	44
		AAUDE Publics	232	87	118	169	55	97	73	85	96	46	66	67	72	77	36
1403	Agricultural/Biological Engineering and Bioengineering	U of A	5	64	80	111	55	7	55	60	72	48	1	65	65	65	34
		AAUDE Publics	99	77	95	124	54	51	66	72	79	47	51	57	63	68	38
1405	Biomedical/Medical Engineering	AAUDE Publics	69	104	116	143	53	45	82	85	95	45	86	69	74	81	35
1407	Chemical Engineering	U of A	5	89	114	156	53	8	73	78	105	46	1	69	69	69	33
		AAUDE Publics	278	90	123	165	53	95	79	84	92	43	95	71	74	76	34
1408	Civil Engineering	U of A	16	75	102	135	57	4	62	78	90	48	6	63	66	68	41
		AAUDE Publics	372	84	110	152	55	221	74	82	93	45	173	64	70	75	37
1409	Computer Engineering, General	AAUDE Publics	226	85	117	165	52	82	76	87	97	42	82	67	78	85	35
1410	Electrical, Electronics and Communications Engineering	U of A	14	69	100	167	54	8	77	81	85	44	5	73	73	75	32
		AAUDE Publics	605	85	120	176	54	261	75	89	103	44	216	72	79	84	34
1411	Engineering Mechanics	AAUDE Publics	29	91	113	145	54	14	76	83	90	42	9	59	68	74	35
1418	Materials Engineering	AAUDE Publics	176	92	126	170	55	54	78	84	90	46	42	72	73	77	36
1419	Mechanical Engineering	AAUDE Publics	494	83	115	168	54	234	72	85	97	45	149	66	72	78	35

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CIP Code Disciplines			Professor					Associate Professor					Assistant Professor				
			Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age
1423	Nuclear Engineering	AAUDE Publics	40	98	124	148	57	18	81	89	94	47	10	59	66	74	37
1427	Systems Engineering	U of A	8	86	104	143	54	1	79	79	79	46	5	66	69	72	35
		AAUDE Publics	18	93	119	158	57	11	75	83	91	44	7	74	77	82	37
1431	Materials Science	U of A	7	89	101	141	55	2	69	80	90	45	1	66	66	66	34
		AAUDE Publics	19	117	122	149	56	6	81	91	90	44	5	69	76	74	36
1435	Industrial Engineering	AAUDE Publics	134	93	119	147	55	78	76	84	92	45	60	71	76	77	34
1499	Engineering, Other	AAUDE Publics	38	103	124	150	52	17	83	86	94	45	25	71	73	77	37
1510	Construction Engineering Technologies	AAUDE Publics	16	80	88	97	59	25	58	67	78	53	12	55	57	60	47
1601	Linguistics Comparative, and Related Language Studies and Services	U of A	3	86	87	88	49	5	59	64	71	47	6	50	56	75	37
		AAUDE Publics	235	71	94	119	57	200	56	62	72	49	122	49	52	59	37
1603	East Asian Languages, Literatures, and Linguistics	AAUDE Publics	67	76	92	108	58	67	60	64	71	49	53	50	51	54	40
1604	Slavic, Baltic and Albanian Languages, Literatures, and Linguistics	AAUDE Publics	53	72	87	101	58	35	55	60	66	50	15	50	52	53	36
1605	Germanic Languages, Literatures, and Linguistics	U of A	5	75	80	85	57	2	61	67	74	52	1	47	47	47	40
		AAUDE Publics	107	76	92	112	58	71	56	62	68	49	58	48	51	52	38
1609	Romance Languages, Literatures, and Linguistics	U of A	14	62	81	107	60	10	52	56	66	44	7	42	45	51	41
		AAUDE Publics	265	69	91	122	58	245	55	62	75	49	183	47	51	56	38

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CIP Code Disciplines			Professor					Associate Professor					Assistant Professor				
			Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age
1611	Middle/Near Eastern and Semitic Languages, Literatures, and Linguistics	AAUDE Publics	22	64	83	102	60	20	56	59	60	49	8	54	54	56	43
1612	Classics and Classical Languages, Literatures, and Linguistics	U of A	5	74	80	95	58	5	53	54	55	52	2	45	50	55	36
		AAUDE Publics	107	76	94	110	58	78	57	62	67	48	56	49	51	53	36
1699	Foreign Languages, Literatures, and Linguistics, Other	AAUDE Publics	25	68	84	104	57	30	51	56	67	50	24	43	49	59	42
1901	Family and Consumer Sciences/Human Sciences, General	AAUDE Publics	33	71	93	121	57	14	62	68	78	57	17	52	60	70	42
1904	Family and Consumer Economics and Related Studies	U of A	3	81	96	109	57	12	50	68	84	50	1	65	65	65	38
		AAUDE Publics	18	70	84	97	58	13	56	61	66	48	9	50	53	57	37
1905	Foods, Nutrition, and Related Services	AAUDE Publics	49	75	103	122	58	40	58	68	78	50	28	54	59	67	44
1907	Human Development, Family Studies, and Related Services	AAUDE Publics	57	65	97	117	55	55	57	68	80	49	44	50	55	60	40
1909	Apparel and Textiles	AAUDE Publics	34	69	83	98	55	24	55	63	64	53	23	43	50	54	46
2201	Law (LL.B, J.D.)	U of A	20	122	146	167	55	4	108	112	118	42					
		AAUDE Publics	513	94	148	198	55	127	81	97	108	41	58	84	94	96	39
2299	Legal Professions and Studies, Other	AAUDE Publics	133	108	155	178	49	2	66	73	80	44	3	57	60	62	38
2301	English Language and Literature, General	U of A	28	71	82	107	62	12	51	57	63	52	6	43	44	45	37
		AAUDE Publics	692	66	95	140	58	516	52	63	80	49	286	46	52	59	37

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CIP Code Disciplines			Professor					Associate Professor					Assistant Professor				
			Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age
2310	Speech and Rhetorical Studies	AAUDE Publics	58	82	100	121	56	63	58	65	73	48	60	50	55	59	37
2401	Liberal Arts and Sciences, General Studies, and Humanities	U of A	8	47	61	76	50	6	49	53	58	51					
		AAUDE Publics	60	80	95	112	57	46	57	61	70	50	66	47	52	53	40
2501	Library Science/Librarianship	U of A	1	94	94	94	61	4	57	64	72	49	4	49	56	60	44
		AAUDE Publics	48	75	94	113	57	48	64	72	83	52	42	58	62	66	41
2601	Biology, General	U of A	11	77	92	111	54	1	75	75	75	48	7	60	62	68	35
		AAUDE Publics	422	70	103	159	57	196	63	70	83	50	202	51	61	68	38
2602	Biochemistry, Biophysics and Molecular Biology	U of A	21	74	101	133	57	5	64	69	74	54	8	51	58	63	38
		AAUDE Publics	239	81	106	166	56	84	61	72	81	48	102	55	60	68	39
2603	Botany/Plant Biology	AAUDE Publics	189	67	93	126	57	70	58	68	76	47	72	51	55	62	39
2604	Cell/Cellular Biology and Anatomical Sciences	U of A	11	68	90	135	55	3	57	67	84	49	1	61	61	61	33
		AAUDE Publics	216	80	109	161	57	98	64	72	81	47	97	60	65	69	39
2605	Microbiological Sciences and Immunology	U of A	5	84	109	134	52	2	64	70	77	49	1	57	57	57	48
		AAUDE Publics	140	76	113	184	57	56	64	78	92	48	63	55	66	73	41
2607	Zoology/Animal Biology	U of A	6	71	82	109	54	3	55	58	60	52	2	49	55	61	46
		AAUDE Publics	188	67	93	131	56	75	59	65	70	49	58	50	54	58	38
2608	Genetics	AAUDE Publics	46	93	110	146	55	22	76	79	95	46	33	60	65	74	37
2609	Physiology, Pathology and Related Sciences	AAUDE Publics	185	83	115	160	57	91	67	82	91	47	80	58	68	75	39

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CIP Code Disciplines			Professor					Associate Professor					Assistant Professor				
			Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age
2610	Pharmacology and Toxicology	U of A	14	66	111	191	57	3	64	76	95	46	5	55	64	90	36
		AAUDE Publics	74	77	117	179	58	28	72	79	89	48	34	60	66	71	40
2611	Biomathematics and Bioinformatics	AAUDE Publics	25	88	117	144	53	14	86	85	97	39	19	64	68	71	34
2613	Ecology, Evolution, Systematics and Population Biology	U of A	2	105	118	130	60	2	66	68	70	50	1	65	65	65	61
		AAUDE Publics	236	77	105	148	56	84	67	73	87	48	87	57	60	68	39
2699	Biological and Biomedical Sciences, Other	AAUDE Publics	23	90	118	195	57	18	60	69	91	49	10	49	54	59	40
2701	Mathematics	U of A	27	66	88	145	56	22	56	65	85	49	8	49	54	56	35
		AAUDE Publics	996	68	104	162	56	287	58	68	80	45	282	54	56	68	34
2703	Applied Mathematics	U of A	1	113	113	113	53										
		AAUDE Publics	52	75	106	167	53	14	68	74	79	44	25	55	62	65	35
2705	Statistics	AAUDE Publics	206	82	110	142	56	67	69	76	82	41	97	59	65	68	33
3001	Biological and Physical Sciences	U of A	4	69	81	96	57	1	66	66	66	53	2	57	57	57	40
		AAUDE Publics	5	87	121	127	53	3	69	74	75	41	3	56	63	76	43
3015	Science, Technology and Society	AAUDE Publics	4	95	106	118	59	6	70	67	74	47	13	46	45	60	39
3019	Nutrition Sciences	U of A	4	73	95	106	61	3	71	75	79	50	2	63	66	70	41
		AAUDE Publics	18	81	98	135	56	10	63	69	72	51	8	57	60	60	41
3020	International/Global Studies	AAUDE Publics	5	90	99	98	55	4	61	63	67	50	2	50	50	50	36
3024	Neuroscience	AAUDE Publics	23	112	119	148	55	20	65	73	77	48	10	56	59	57	39
3025	Cognitive Science	AAUDE Publics	24	78	109	152	56	6	69	71	79	47	11	56	60	67	36
3099	Multi/Interdisciplinary Studies, Other	AAUDE Publics	31	106	95	133	55	5	59	66	79	55	7	50	60	69	37

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CIP Code Disciplines			Professor					Associate Professor					Assistant Professor				
			Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age
3101	Parks, Recreation and Leisure Studies	AAUDE Publics	6	67	87	88	57	14	59	67	75	51	12	49	53	57	37
3105	Health and Physical Education/Fitness	AAUDE Publics	84	75	92	115	56	86	58	65	75	48	97	49	54	63	39
3801	Philosophy	U of A	7	80	105	137	56	4	52	57	61	47	3	41	50	56	36
		AAUDE Publics	293	73	105	142	59	129	58	64	73	47	99	50	52	56	36
3802	Religion/Religious Studies	U of A	1	78	78	78	48						3	47	49	50	42
		AAUDE Publics	57	80	91	103	58	42	58	65	74	48	41	48	51	52	39
4002	Astronomy and Astrophysics	U of A	16	73	97	140	56	3	60	68	76	40	5	56	62	71	36
		AAUDE Publics	193	73	106	140	56	41	64	70	74	41	47	62	65	69	35
4004	Atmospheric Sciences and Meteorology	U of A	5	75	87	103	57	1	68	68	68	47					
		AAUDE Publics	70	89	111	129	56	27	67	71	79	45	33	56	58	62	36
4005	Chemistry	U of A	20	70	108	181	56	3	70	79	84	39	7	64	68	73	33
		AAUDE Publics	712	69	112	172	55	201	62	72	84	44	224	58	62	67	36
4006	Geological and Earth Sciences/Geosciences	U of A	30	70	93	140	56	6	61	69	80	44	6	51	58	65	35
		AAUDE Publics	398	73	99	134	56	153	61	68	75	45	133	53	57	63	37
4008	Physics	U of A	31	73	104	233	55	15	66	72	83	42	12	59	64	75	35
		AAUDE Publics	900	72	106	170	56	175	65	74	81	43	212	60	65	72	36
4201	Psychology, General	U of A	23	65	92	125	57	5	59	63	72	48	7	47	55	59	36
		AAUDE Publics	639	68	108	159	56	294	57	68	80	45	304	50	58	64	36

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			Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age
4218	Educational Psychology	U of A	4	70	86	118	58	2	58	60	62	49	1	48	48	48	60
		AAUDE Publics	112	72	94	125	58	65	58	69	81	51	83	48	54	59	39
4301	Criminal Justice and Corrections	AAUDE Publics	16	84	98	106	54	22	60	64	74	51	12	56	59	63	41
4404	Public Administration	U of A	2	120	131	141	58	3	67	71	76	47	2	61	71	81	37
		AAUDE Publics	51	100	117	143	58	31	65	80	94	49	32	57	66	71	35
4405	Public Policy Analysis	U of A	5	130	140	150	54	6	70	111	132	45	3	100	100	100	30
		AAUDE Publics	110	82	115	157	57	46	72	78	89	47	52	58	65	73	39
4407	Social Work	AAUDE Publics	118	82	103	120	58	107	62	72	80	52	135	52	57	62	44
4502	Anthropology	U of A	14	66	89	140	59	7	55	60	67	52	6	48	57	69	42
		AAUDE Publics	279	72	97	122	59	174	56	64	72	50	155	50	53	57	40
4504	Criminology	AAUDE Publics	26	77	113	152	56	11	63	71	78	45	16	56	60	60	36
4506	Economics	U of A	9	79	127	167	54	5	52	93	125	44	2	73	78	84	33
		AAUDE Publics	430	86	133	186	54	134	75	91	114	45	233	73	80	88	34
4507	Geography and Cartography	U of A	6	68	85	100	53	4	60	67	78	48	2	53	56	59	34
		AAUDE Publics	175	73	99	124	56	96	60	67	76	48	91	51	54	58	37
4509	International Relations and Affairs	AAUDE Publics	21	88	121	135	54	10	70	79	90	45	9	55	59	62	34
4510	Political Science and Government	U of A	10	67	82	110	56	4	63	70	78	46	3	57	63	66	32
		AAUDE Publics	398	75	112	157	57	243	59	72	88	46	236	53	59	66	35
4511	Sociology	U of A	10	69	114	170	54	3	60	76	87	46	3	54	57	59	33
		AAUDE Publics	335	76	107	140	57	184	60	69	80	49	183	52	58	64	37

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5001	Visual and Performing Arts, General	U of A						1	65	65	65	60					
		AAUDE Publics	65	67	86	109	58	57	54	62	76	52	33	47	50	56	39
5003	Dance	AAUDE Publics	20	72	76	86	60	28	54	58	65	49	21	46	49	48	44
5004	Design and Applied Arts	AAUDE Publics	31	70	83	100	57	37	56	58	71	53	30	49	50	54	42
5005	Drama/Theatre Arts and Stagecraft	U of A	3	56	75	109	53	5	46	51	55	52	9	39	42	47	43
		AAUDE Publics	146	68	84	101	56	132	55	61	68	51	96	47	50	53	42
5006	Film/Video and Photographic Arts	AAUDE Publics	36	82	98	110	58	13	62	63	67	46	25	54	56	60	39
5007	Fine and Studio Art	U of A	17	54	66	83	57	9	48	52	56	52	8	41	43	48	45
		AAUDE Publics	333	64	84	113	58	266	53	59	70	50	202	46	51	57	40
5009	Music	U of A	23	54	68	89	56	21	44	52	74	50	9	40	42	51	38
		AAUDE Publics	531	65	85	123	58	399	52	61	75	49	250	46	50	57	40
5100	Health Services/Allied Health/Health Sciences, General	U of A	18	86	165	319	56	12	66	106	160	44	7	58	77	115	42
5102	Communication Disorders Sciences and Services	U of A	4	75	88	108	54	4	65	70	78	48	1	63	63	63	39
		AAUDE Publics	93	79	98	121	57	65	60	66	71	49	54	54	57	59	41
5104	Dentistry (DDS, DMD)	AAUDE Publics	105	85	115	148	55	117	62	87	119	51	106	55	70	98	42
5105	Advanced/Graduate Dentistry and Oral Sciences (Cert, MS, PhD)	AAUDE Publics	84	83	115	185	57	54	70	86	113	50	27	65	73	93	42
5107	Health and Medical Administrative Services	AAUDE Publics	18	91	119	150	57	16	73	78	81	50	22	63	67	74	41

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5109	Allied Health Diagnostic, Intervention, and Treatment Professions	AAUDE Publics						4	71	65	74	47	12	49	61	68	48
5110	Clinical/Medical Laboratory Science and Allied Professions	AAUDE Publics	19	79	92	126	55	23	71	81	85	50	15	59	67	72	44
5112	Medicine (MD)	AAUDE Publics	157	59	131	208	56	136	62	99	114	52	182	62	93	105	41
5116	Nursing	U of A	5	85	94	101	55	11	60	68	80	53	6	56	58	60	51
5116	Nursing	AAUDE Publics	116	82	95	115	58	199	62	73	84	54	217	51	59	69	49
5117	Optometry (OD)	AAUDE Publics	22	80	98	112	57	18	62	73	89	48	7	66	64	70	41
5120	Pharmacy, Pharmaceutical Sciences, and Administration	U of A	8	74	95	143	53	4	61	65	70	52	5	54	57	63	34
		AAUDE Publics	183	78	108	158	56	161	62	75	91	46	157	56	64	77	37
5122	Public Health	U of A	3	90	113	144	60	5	61	74	110	49	5	54	63	87	53
		AAUDE Publics	229	81	113	158	57	123	62	80	103	51	137	54	62	79	42
5123	Rehabilitation and Therapeutic Professions	AAUDE Publics	12	79	88	95	59	26	63	71	80	51	35	51	57	68	42
5124	Veterinary Medicine (DVM)	AAUDE Publics	158	75	96	129	56	147	60	76	94	50	120	51	66	81	40
5125	Veterinary Biomedical and Clinical Sciences (Cert, MS, PhD)	AAUDE Publics	159	72	97	145	57	99	69	75	97	50	98	50	64	82	41
5199	Health Professions and Related Clinical Sciences, Other	AAUDE Publics	26	91	90	119	55	26	59	72	100	50	21	59	61	72	42
5201	Business/Commerce, General	AAUDE Publics	188	111	149	184	54	87	79	112	128	47	106	76	112	120	38
5202	Business Administration, Management and Operations	AAUDE Publics	356	105	148	203	55	177	86	112	138	46	261	80	105	128	38

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5203	Accounting and Related Services	U of A	4	145	188	281	57	4	130	132	134	50	1	126	126	126	34
		AAUDE Publics	117	115	152	185	56	80	94	119	138	50	66	110	124	130	40
5206	Business/Managerial Economics	AAUDE Publics	16	106	133	173	57	7	81	75	86	48	1	82	82	85	35
5208	Finance and Financial Management Services	U of A	2	128	145	162	53	2	147	150	152	42	5	120	124	130	37
		AAUDE Publics	105	109	158	214	55	69	94	123	147	47	86	100	127	135	36
5209	Hospitality Administration/Management	AAUDE Publics	10	91	111	128	58	19	67	75	84	50	11	65	71	78	45
5210	Human Resources Management and Services	AAUDE Publics	60	88	120	155	55	37	68	91	113	48	27	71	80	87	39
5212	Management Information Systems and Services	U of A	7	92	144	200	55	2	100	106	112	49	7	84	95	110	36
		AAUDE Publics	28	105	140	168	55	26	91	100	121	47	41	87	102	114	39
5213	Management Sciences and Quantitative Methods	AAUDE Publics	69	110	135	180	58	23	93	106	107	47	37	92	99	106	36
5214	Marketing	U of A	3	122	139	172	52	1	122	122	122	45	5	100	100	101	37
		AAUDE Publics	98	120	148	186	56	54	96	107	120	47	67	97	106	109	38
5401	History	U of A	9	58	90	111	61	15	51	55	67	51	1	54	54	54	37
		AAUDE Publics	592	68	101	140	59	423	55	66	78	49	240	48	52	58	37

Appendix I – UA-AAUDE Faculty Salary Trend – Summary Table

(Salaries in \$1,000 and Adjusted to an Academic Equivalent)

Professor	University of Arizona Average Salaries ¹							AAUDE Public Average Salaries ²							% to Market (-% is Below Market)							
	FY:	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005
College of Agriculture & Life Sciences	75	77	81	84	87	88	90	76	80	84	87	90	91	93	-2%	-4%	-3%	-4%	-3%	-4%	-2%	
College of Architecture & Landscape Architecture	70	77	76	78	83	81	83	75	79	83	85	88	86	90	-7%	-3%	-9%	-8%	-5%	-7%	-8%	
College of Education	69	72	75	77	81	79	81	76	80	84	87	90	91	94	-10%	-11%	-11%	-12%	-11%	-15%	-16%	
College of Engineering	86	91	93	97	100	100	102	97	101	105	109	112	114	117	-12%	-11%	-13%	-12%	-12%	-14%	-15%	
College of Fine Arts	60	63	65	67	69	68	68	69	73	76	79	81	83	85	-16%	-15%	-17%	-18%	-18%	-22%	-24%	
College of Humanities	72	75	77	79	81	81	82	75	80	83	86	89	89	93	-4%	-5%	-8%	-8%	-10%	-10%	-14%	
College of Nursing	70	74	77	80	80	89	94	80	84	88	91	92	90	95	-15%	-14%	-14%	-14%	-15%	-1%	-1%	
College of Optical Sciences	97	100	106	108	115	118	120	85	90	94	98	101	102	105	12%	10%	12%	9%	12%	14%	12%	
College of Pharmacy	79	81	88	95	100	104	101	86	92	93	96	102	107	111	-9%	-12%	-6%	-2%	-2%	-2%	-9%	
College of Science	75	80	84	87	90	92	95	85	89	94	97	100	103	106	-13%	-12%	-11%	-11%	-11%	-11%	-13%	
College of Social & Behavioral Sciences	78	81	82	86	87	90	94	81	87	91	94	97	99	103	-4%	-7%	-11%	-9%	-11%	-10%	-10%	
Eller College of Management	99	105	108	118	129	135	145	104	110	116	122	127	130	137	-5%	-5%	-8%	-3%	2%	4%	5%	
James E. Rogers College of Law	113	126	123	122	124	122	146	122	125	133	138	142	144	150	-7%	1%	-8%	-13%	-14%	-18%	-3%	
Mel & Enid Zuckerman AZ Coll of Public Health	100	106	108	102	110	107	115	94	97	102	104	109	108	109	6%	8%	5%	-1%	1%	-1%	5%	
University Total (3)	78	82	85	88	91	93	96	85	90	94	98	101	103	107	-9%	-10%	-11%	-11%	-12%	-11%	-11%	
Associate Professor	FY:	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005
College of Agriculture & Life Sciences	52	55	57	58	62	63	66	56	60	62	65	67	68	69	-8%	-10%	-10%	-12%	-8%	-9%	-5%	
College of Architecture & Landscape Architecture	50	53	55	55	57	58	59	56	58	61	62	64	64	67	-10%	-9%	-11%	-13%	-12%	-10%	-13%	
College of Education	53	57	58	59	60	58	58	55	57	60	62	64	65	67	-3%	-1%	-4%	-6%	-6%	-12%	-15%	
College of Engineering	66	69	72	74	77	76	78	69	71	75	78	80	82	84	-4%	-4%	-4%	-5%	-3%	-7%	-7%	
College of Fine Arts	47	50	50	51	52	52	53	49	52	55	56	58	59	61	-5%	-4%	-9%	-11%	-12%	-13%	-15%	
College of Humanities	51	54	56	56	57	57	57	51	54	57	58	60	61	63	0%	-1%	-1%	-2%	-5%	-7%	-10%	
College of Nursing	52	55	56	57	62	68	68	58	60	64	66	68	70	73	-10%	-9%	-15%	-15%	-11%	-3%	-6%	
College of Optical Sciences	62	63	62	71	73	75	76	61	64	66	69	71	70	73	1%	-1%	-6%	4%	3%	7%	4%	
College of Pharmacy	59	60	61	63	64	64	65	59	61	67	67	72	73	76	0%	-2%	-10%	-7%	-12%	-15%	-16%	
College of Science	53	57	62	66	66	69	69	58	61	64	67	69	70	73	-11%	-8%	-3%	-2%	-4%	-2%	-7%	
College of Social & Behavioral Sciences	51	54	56	58	59	60	62	55	58	60	62	64	64	67	-8%	-7%	-7%	-7%	-9%	-8%	-8%	
Eller College of Management	70	77	82	86	96	104	109	77	81	85	89	92	94	99	-10%	-5%	-4%	-4%	4%	10%	9%	
James E. Rogers College of Law	80	90	88	87	87	89	112	79	79	83	87	93	92	97	1%	12%	5%	1%	-7%	-3%	14%	
Mel & Enid Zuckerman AZ Coll of Public Health	60	62	62	65	69	72	72	67	69	74	75	76	75	78	-11%	-12%	-20%	-15%	-10%	-5%	-8%	
University Total (3)	54	57	60	62	64	65	67	59	62	65	67	69	70	72	-9%	-8%	-8%	-8%	-7%	-8%	-8%	
Assistant Professor	FY:	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005
College of Agriculture & Life Sciences	45	46	46	52	53	56	59	49	51	54	56	57	58	59	-9%	-9%	-16%	-7%	-9%	-3%	-1%	
College of Architecture & Landscape Architecture	35	42	42	42	45	46	46	45	47	49	49	50	50	52	-29%	-13%	-16%	-17%	-12%	-9%	-13%	
College of Education	41	44	45	47	49	48	50	44	47	48	50	52	52	54	-7%	-7%	-7%	-8%	-6%	-8%	-10%	
College of Engineering	56	60	61	63	67	68	69	58	61	64	67	69	71	73	-3%	-3%	-5%	-7%	-3%	-6%	-6%	
College of Fine Arts	38	39	40	42	42	43	43	41	43	44	46	48	49	51	-7%	-9%	-10%	-11%	-12%	-14%	-17%	
College of Humanities	41	41	42	43	45	45	46	42	44	46	47	49	50	52	-3%	-6%	-8%	-8%	-8%	-10%	-12%	
College of Nursing	42	45	46	47	54	58	58	48	50	52	54	56	56	59	-14%	-11%	-13%	-15%	-4%	3%	-1%	
College of Optical Sciences	54	58	63	63	65	65	67	51	54	56	58	61	61	65	5%	7%	11%	7%	6%	6%	3%	
College of Pharmacy	51	54	55	56	56	56	56	50	54	56	57	59	61	64	2%	-1%	0%	-3%	-6%	-9%	-14%	
College of Science	49	51	57	57	58	60	62	48	51	54	56	59	61	63	1%	1%	6%	2%	-1%	-1%	-3%	
College of Social & Behavioral Sciences	45	46	46	48	50	52	54	45	47	49	51	53	53	55	-1%	-3%	-7%	-6%	-5%	-2%	-1%	
Eller College of Management	73	79	84	89	96	98	101	69	73	78	83	86	89	93	6%	7%	8%	7%	10%	10%	7%	
James E. Rogers College of Law	71	83	84					74	76	83	86	90	88	91	-3%	8%	1%					
Mel & Enid Zuckerman AZ Coll of Public Health	63	69	70	62	57	58	64	51	52	56	58	60	62	62	18%	24%	21%	7%	-6%	-6%	3%	
University Total (3)	48	50	52	54	56	58	60	50	52	55	57	60	61	63	-3%	-5%	-6%	-6%	-6%	-6%	-6%	

Sources: ¹Information Warehouse, Personnel Services Operating System (PSOS) ²AAUDE Faculty Salary Survey ³UA Totals exclude Medicine and include UA South and other non-college units.

Appendix II – AAUDE Institutions

AAUDE Public Institutions

University of California – Berkeley
University of California – Davis
University of Minnesota – Twin Cities
University of California – Irvine
University of California – Los Angeles
University of California – San Diego
University of California – Santa Barbara
University of Colorado – Boulder
University of Florida
+Georgia Institute of Technology
University of Illinois – Urbana
Indiana University
Purdue University (Indiana)
University of Iowa
Iowa State University
University of Kansas
University of Maryland – College Park
***McGill University – Montreal, Canada**
University of Michigan – Ann Arbor
Michigan State University

University of Minnesota – Twin Cities
University of Missouri – Columbia
University of Nebraska – Lincoln
State University of New Jersey – Rutgers
State University of New York – Buffalo
State University of New York – Stony Brook
University of North Carolina – Chapel Hill
Ohio State University
University of Oregon
Pennsylvania State University
University of Pittsburgh
University of Texas – Austin
Texas A & M
***University of Toronto – Canada**
University of Virginia
University of Washington
University of Wisconsin - Madison

⁺ Georgia Institute of Technology is not a member of AAU but has an agreement to participate in the faculty salary data exchange.

^{*} Institutions not included in the benchmarks because Canadian wage markets are substantially different from those of the U.S.

Appendix III – College Discipline (CIP Code) Mapping

Disciplines are designated by the National Center for Education Statistics (NCES) Classification of Instructional Programs (CIP) 2000

College of Agriculture and Life Sciences

0100	Agriculture, General	0305	Forestry
0101	Agricultural Business and Management	0306	Wildlife and Wildlands Science and Management
0103	Agricultural Production Operations	0399	Natural Resources and Conservation, Other
0104	Agricultural and Food Products Processing	1403	Agricultural/Biological Engineering and Bioengineering
0106	Applied Horticulture/Horticultural Business Services	1901	Family and Consumer Sciences/Human Sciences, General
0107	International Agriculture	1902	Family and Consumer Sciences/Human Sciences Business Services
0108	Agricultural Public Services	1904	Family and Consumer Economics and Related Studies
0109	Animal Sciences	1905	Foods, Nutrition, and Related Services
0110	Food Science and Technology	1906	Housing and Human Development+
0111	Plant Sciences	1907	Human Development, Family Studies, and Related Services
0112	Soil Sciences	1909	Apparel and Textiles
0199	Agriculture, Agriculture Operations, and Related Sciences, Other	2607	Zoology/Animal Biology
0299	Agriculture/Agricultural Sciences, Other	3019	Nutrition Sciences
0301	Natural Resources Conservation and Research	5111	Health/Medical Preparatory Programs
0302	Natural Resources Management and Protective Services	5124	Veterinary Medicine (DVM)
0303	Fishing and Fisheries Sciences and Management	5125	Veterinary Biomedical and Clinical Sciences (Cert, MS, PhD)
0304	Forest Production and Processing		

College of Architecture and Landscape Architecture

0402	Architecture
0404	Environmental Design
0406	Landscape Architecture
0499	Architecture and Related Services, Other

Appendix III – College Discipline (CIP Code) Mapping - continued

College of Education

1301	Education, General	1312	Teacher Education and Professional Development, Specific Levels and Methods
1302	Bilingual, Multilingual, and Multicultural Education	1313	Teacher Education and Professional Development, Specific Subject Areas
1303	Curriculum and Instruction	1399	Education, Other
1304	Educational Administration and Supervision	3105	Health and Physical Education/Fitness
1305	Educational/Instructional Media Design	4217	School Psychology*
1306	Educational Assessment, Evaluation, and Research	4218	Educational Psychology
1309	Social and Philosophical Foundations of Education		
1310	Special Education and Teaching		
1311	Student Counseling and Personnel Services		

College of Engineering

1401	Engineering, General	1424	Ocean Engineering
1402	Aerospace, Aeronautical and Astronautical Engineering	1425	Petroleum Engineering
1404	Architectural Engineering	1427	Systems Engineering
1406	Ceramic Sciences and Engineering	1431	Materials Science
1407	Chemical Engineering	1432	Polymer/Plastics Engineering
1408	Civil Engineering	1435	Industrial Engineering
1409	Computer Engineering, General	1499	Engineering, Other
1410	Electrical, Electronics and Communications Engineering	1500	Engineering Technology, General
1411	Engineering Mechanics	1503	Electrical Engineering Technologies/Technicians
1412	Engineering Physics	1504	Electromechanical Instrumentation and Maintenance Technologies/Technicians
1413	Engineering Science	1506	Industrial Production Technologies/Technicians
1414	Environmental/Environmental Health Engineering	1508	Mechanical Engineering Related Technologies/Technicians
1418	Materials Engineering	1510	Construction Engineering Technologies
1419	Mechanical Engineering	1513	Drafting/Design Engineering Technologies/Technicians
1421	Mining and Mineral Engineering	1515	Engineering-Related Fields
1422	Naval Architecture and Marine Engineering	1599	Engineering Technologies/Technicians, Other
1423	Nuclear Engineering		

Appendix III – College Discipline (CIP Code) Mapping - continued

College of Fine Arts

0907	Radio, Television, and Digital Communication	5006	Film/Video and Photographic Arts
5001	Visual and Performing Arts, General	5007	Fine and Studio Art
5003	Dance	5009	Music
5004	Design and Applied Arts	5099	Visual and Performing Arts, Other
5005	Drama/Theatre Arts and Stagecraft		

College of Humanities+

1314	Teaching English or French as a Second or Foreign Language	1613	Celtic Languages, Literatures, and Linguistics
1602	African Languages, Literatures, and Linguistics	1699	Foreign Languages, Literatures, and Linguistics, Other
1603	East Asian Languages, Literatures, and Linguistics	2301	English Language and Literature, General
1604	Slavic, Baltic and Albanian Languages, Literatures, and Linguistics	2303	Comparative Literature
1605	Germanic Languages, Literatures, and Linguistics	2304	English Composition
1607	South Asian Languages, Literatures, and Linguistics	2305	Creative Writing
1609	Romance Languages, Literatures, and Linguistics	2307	American Literature (United States and Canadian)
1611	Middle/Near Eastern and Semitic Languages, Literatures, and Linguistics	2310	Speech and Rhetorical Studies
1612	Classics and Classical Languages, Literatures, and Linguistics	2311	Technical and Business Writing
		2399	English Language and Literature/Letters, Other

College of Nursing

5116 Nursing

College of Optical Sciences

4008 Physics+

College of Pharmacy

2610 Pharmacology and Toxicology
5120 Pharmacy, Pharmaceutical Sciences, and Administration

+ While disciplines may not be mutually exclusive to departments, they were assigned to one college only. Area and Ethnic Studies are in both Humanities and Social & Behavioral Science but were assigned to Social & Behavioral Sciences.

Appendix III – College Discipline (CIP Code) Mapping - continued

College of Science+

1101	Computer and Information Sciences, General	2705	Statistics
1104	Information Science/Studies	3001	Biological and Physical Sciences
1107	Computer Science	3006	Systems Science and Theory
1109	Computer Systems Networking and Telecommunications	4001	Physical Sciences
1199	Computer and Information Sciences and Support Services, Other	4002	Astronomy and Astrophysics
2601	Biology, General	4004	Atmospheric Sciences and Meteorology
2602	Biochemistry, Biophysics and Molecular Biology	4005	Chemistry
2603	Botany/Plant Biology	4006	Geological and Earth Sciences/Geosciences
2609	Physiology, Pathology and Related Sciences	4007	Miscellaneous Physical Sciences
2612	Biotechnology	4099	Physical Sciences, Other
2699	Biological and Biomedical Sciences, Other	5102	Communication Disorders Sciences and Services
2701	Mathematics		

College of Social and Behavioral Science

0501	Area Studies+	4203	Cognitive Psychology and Psycholinguistics
0502	Ethnic, Cultural Minority, and Gender Studies+	4206	Counseling Psychology
0599	Area, Ethnic, Cultural, and Gender Studies, Other+	4207	Developmental and Child Psychology
0901	Communication and Media Studies	4208	Experimental Psychology
0904	Journalism	4209	Industrial and Organizational Psychology
0909	Public Relations, Advertising, and Applied Communication	4299	Psychology, Other
0999	Communication, Journalism, and Related Programs, Other	4501	Social Sciences, General
1601	Linguistics Comparative, and Related Language Studies and Services	4502	Anthropology
2501	Library Science/Librarianship	4503	Archeology
2599	Library Science, Other	4504	Criminology
3801	Philosophy	4505	Demography and Population Studies
3802	Religion/Religious Studies	4507	Geography and Cartography
3899	Philosophy and Religious Studies, Other	4509	International Relations and Affairs
3905	Religious/Sacred Music	4510	Political Science and Government
3906	Theological and Ministerial Studies	4511	Sociology
3999	Theology and Religious Vocations, Other	4512	Urban Studies/Affairs
4201	Psychology, General	4599	Social Sciences, Other
4202	Clinical Psychology	5132	Bioethics/Medical Ethics
		5401	History

+ While disciplines may not be mutually exclusive to departments, they were assigned to one college only. Physics is in both Optical Sciences and Science but was assigned to Optical Sciences. Area and Ethnic Studies are in both Humanities and Social & Behavioral Science but were assigned to Social & Behavioral Sciences.

Appendix III – College Discipline (CIP Code) Mapping - continued

Eller College of Management

1437	Operations Research	5209	Hospitality Administration/Management
4301	Criminal Justice and Corrections	5210	Human Resources Management and Services
4402	Community Organization and Advocacy	5211	International Business
4404	Public Administration	5212	Management Information Systems and Services
4405	Public Policy Analysis	5213	Management Sciences and Quantitative Methods
4407	Social Work	5214	Marketing
4506	Economics	5215	Real Estate
5201	Business/Commerce, General	5216	Taxation
5202	Business Administration, Management and Operations	5217	Insurance
5203	Accounting and Related Services	5218	General Sales, Merchandising and Related Marketing Operations
5206	Business/Managerial Economics	5220	Construction Management
5207	Entrepreneurial and Small Business Operations	5299	Business, Management, Marketing, and Related Support Services, Other
5208	Finance and Financial Management Services		

James E. Rodgers College of Law

2201	Law (LL.B, J.D.)
2202	Legal Research and Advanced Professional Studies (Post-LL.B./J.D.)
2299	Legal Professions and Studies, Other

Mel & Enid Zuckerman AZ College of Public Health

2611	Biomathematics and Bioinformatics
2613	Ecology, Evolution, Systematics and Population Biology
5122	Public Health

Research and Graduate IDP Studies

0403	City/Urban, Community and Regional Planning	3015	Science, Technology and Society
1405	Biomedical/Medical Engineering	3017	Behavioral Sciences
2606	Miscellaneous Biological Specializations	3018	Natural Sciences
2608	Genetics	3020	International/Global Studies
2703	Applied Mathematics	3023	Intercultural/Multicultural and Diversity Studies
3008	Mathematics and Computer Science	3024	Neuroscience
3011	Gerontology	3025	Cognitive Science
3012	Historic Preservation and Conservation	3099	Multi/Interdisciplinary Studies, Other
3014	Museology/Museum Studies		

UA South and AIC

2401	Liberal Arts and Sciences, General Studies, and Humanities
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Appendix III – College Discipline (CIP Code) Mapping - continued

Excluded from University Totals

College of Medicine

- 2604 Cell/Cellular Biology and Anatomical Sciences
- 2605 Microbiological Sciences and Immunology
- 5100 Health Services/Allied Health/Health Sciences, General
- 5113 Medical Basic Sciences
- 6002 Medical Residency Programs

Medical and other CIP's not related to University Programs

- 3101 Parks, Recreation and Leisure Studies
- 3103 Parks, Recreation and Leisure Facilities Management
- 4901 Air Transportation
- 5103 Community Health Services
- 5104 Dentistry (DDS, DMD)
- 5105 Advanced/Graduate Dentistry and Oral Sciences-Cert, MS, PhD
- 5106 Dental Support Services and Allied Professions
- 5107 Health and Medical Administrative Services
- 5108 Allied Health and Medical Assisting Services
- 5109 Allied Health Diagnostic, Intervention, and Treatment Professions
- 5110 Clinical/Medical Laboratory Science and Allied Professions
- 5112 Medicine (MD)
- 5114 Medical Clinical Sciences/Graduate Medical Studies
- 5115 Mental and Social Health Services and Allied Professions
- 5117 Optometry (OD)
- 5119 Osteopathic Medicine/Osteopathy (DO)
- 5123 Rehabilitation and Therapeutic Professions
- 5131 Dietetics and Clinical Nutrition Services
- 5199 Health Professions and Related Clinical Sciences, Other