



Faculty Salary Benchmark Report  
AAUDE Publics  
FY 2006

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

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# Faculty Salary Benchmark Report AAUDE Publics FY 2006

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## Table of Contents

<b>Overview .....</b>	<b>1</b>
<b>UA-AAUDE Benchmark Trends – By College .....</b>	<b>3</b>
<b>UA Percent to Market – College Comparison by Rank .....</b>	<b>19</b>
<b>AAUDE Market Trends – College Comparison by Rank .....</b>	<b>23</b>
<b>Faculty Salary Benchmarks by CIP Code Disciplines .....</b>	<b>27</b>
<b>Appendices:</b>	
<b>Appendix I – UA-AAUDE Faculty Salary Trend – Summary Table .....</b>	<b>42</b>
<b>Appendix II – AAUDE Institutions .....</b>	<b>43</b>
<b>Appendix III – College Discipline (CIP Code) Mapping .....</b>	<b>44</b>

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# Overview

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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

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### 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**

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### **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 six 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 2006?**

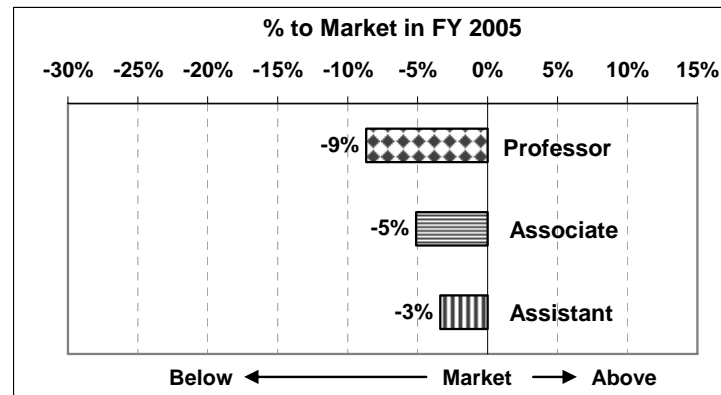
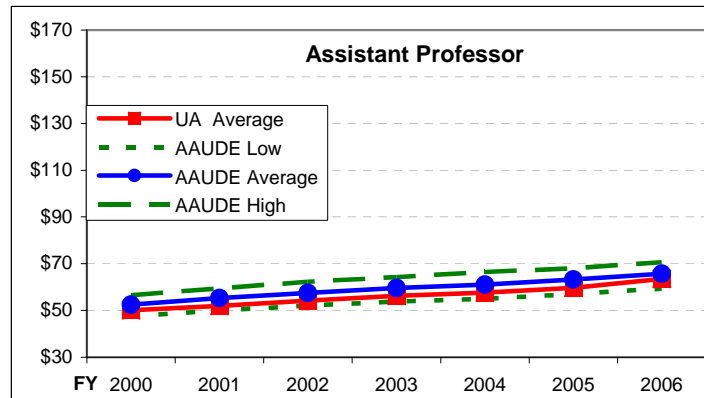
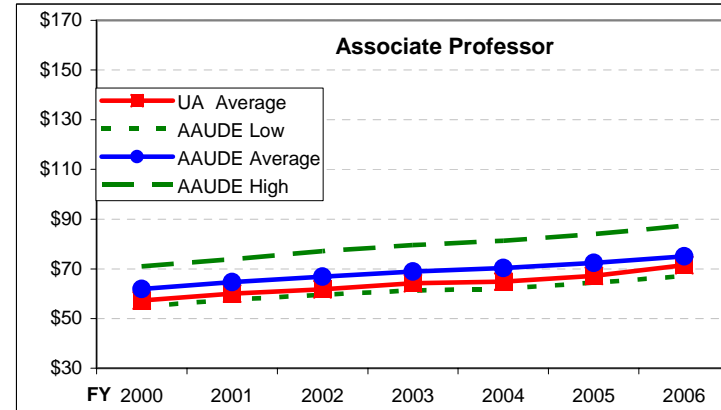
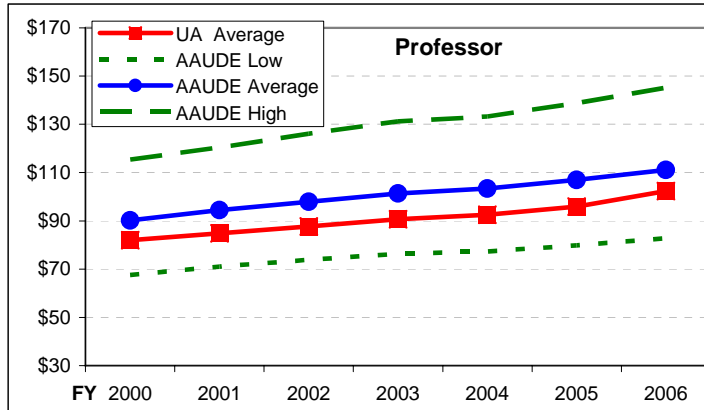
The fourth graph of each page provides a picture of the average distance between the UA and the corresponding AAUDE market salaries as observed in the year FY 2006 for each rank.

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)

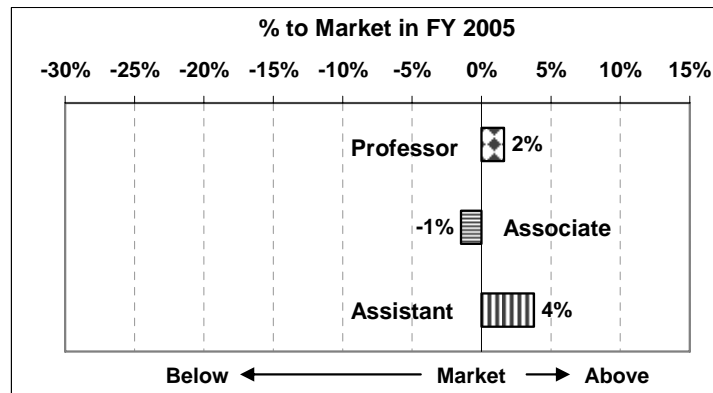
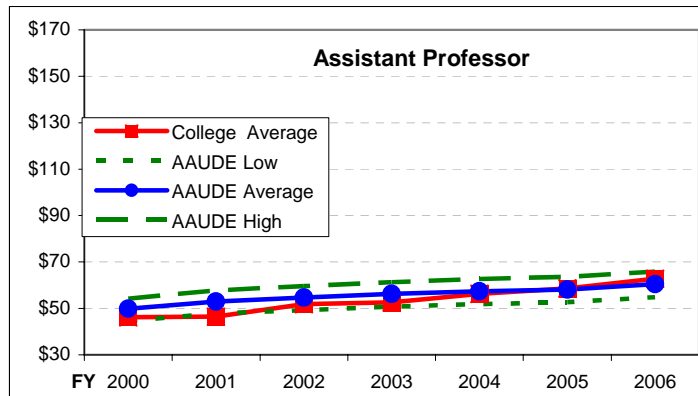
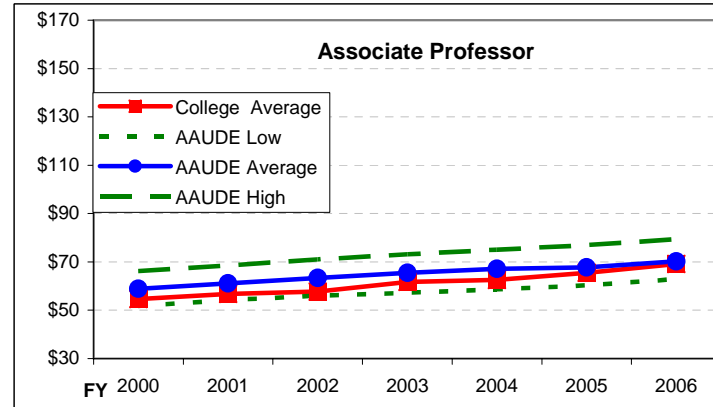
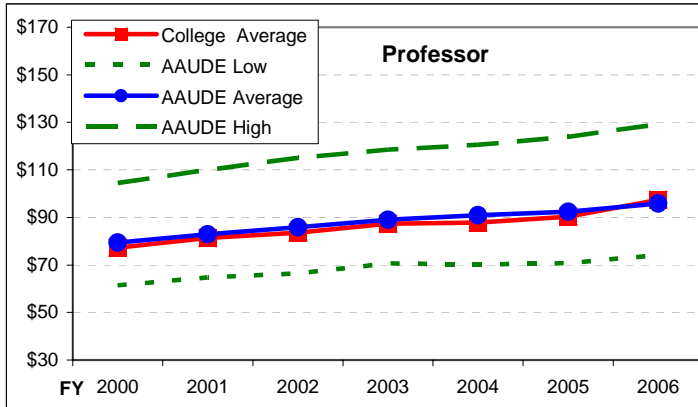


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>							
	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006	
UA Average	82	85	88	91	93	96	102	57	60	62	64	65	67	71	50	52	54	56	58	60	64	
AAUDE Low	68	71	74	76	77	80	83	55	58	60	61	62	64	67	48	50	52	54	55	57	59	
AAUDE Average	90	94	98	101	103	107	111	62	65	67	69	70	72	75	52	55	57	60	61	63	66	
AAUDE High	115	120	126	131	133	139	145	71	74	77	80	81	84	87	57	59	62	64	66	68	71	
% to Market	-10%	-11%	-12%	-12%	-12%	-12%	-9%	-8%	-8%	-8%	-7%	-8%	-8%	-5%	-5%	-6%	-6%	-6%	-6%	-6%	-6%	-3%

# College of Agriculture & Life Sciences

## AAUDE Public Benchmarks

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

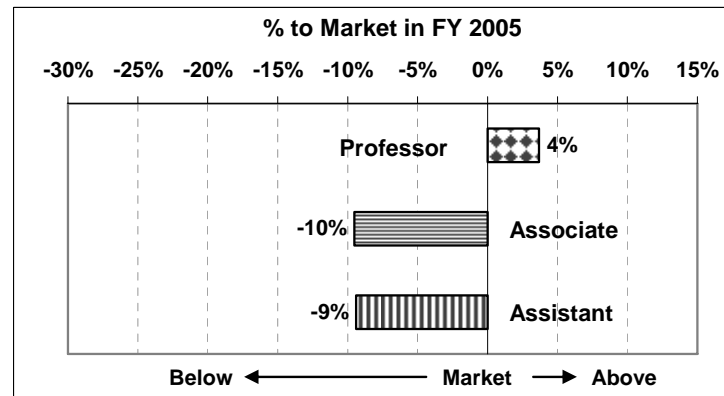
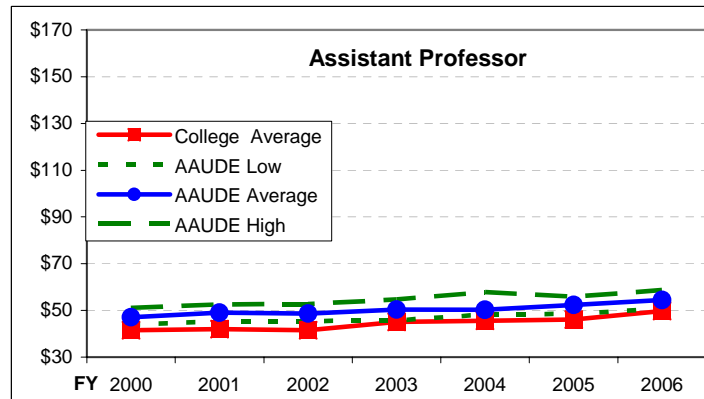
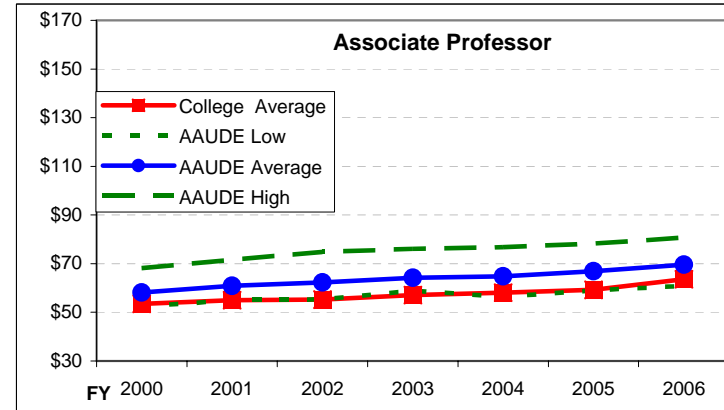
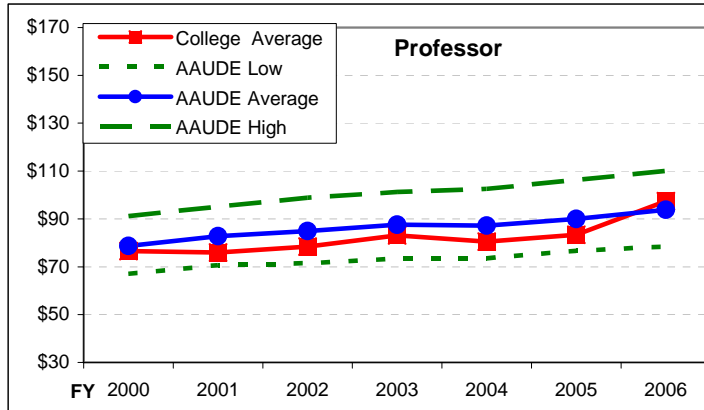


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>						
	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006
College Average	77	81	84	87	88	90	97	55	57	58	62	63	66	69	46	46	52	53	56	59	63
AAUDE Low	61	65	66	71	70	71	74	52	54	56	57	59	60	63	45	48	49	51	52	53	55
AAUDE Average	79	83	86	89	91	92	96	59	61	63	65	67	68	70	50	53	55	56	57	58	60
AAUDE High	105	110	115	119	121	124	129	66	69	71	73	75	77	79	54	58	60	61	63	64	66
% to Market	-3%	-2%	-3%	-2%	-3%	-2%	2%	-8%	-8%	-10%	-6%	-7%	-3%	-1%	-8%	-14%	-5%	-7%	-2%	1%	4%

# College of Architecture & Landscape Architecture

## AAUDE Public Benchmarks

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



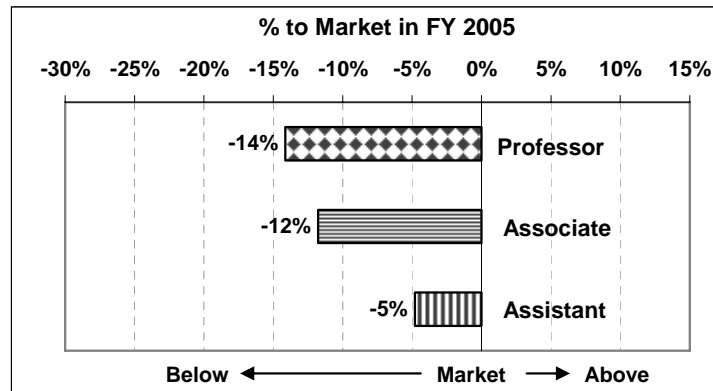
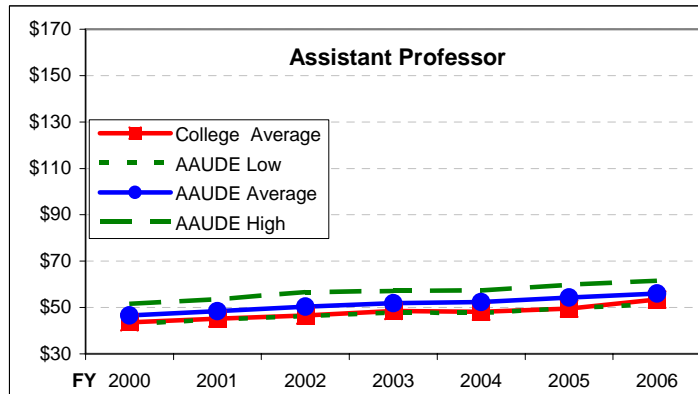
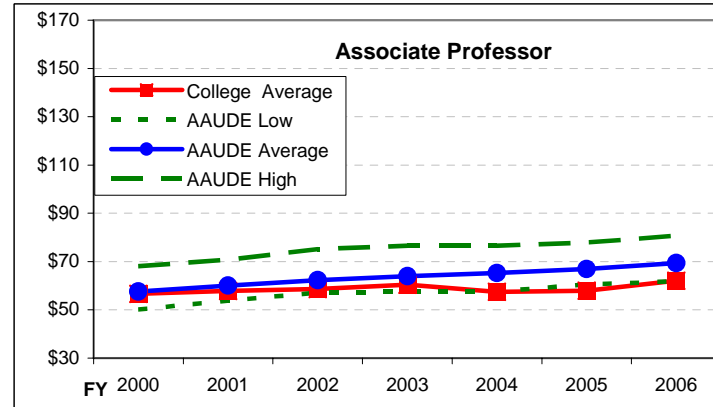
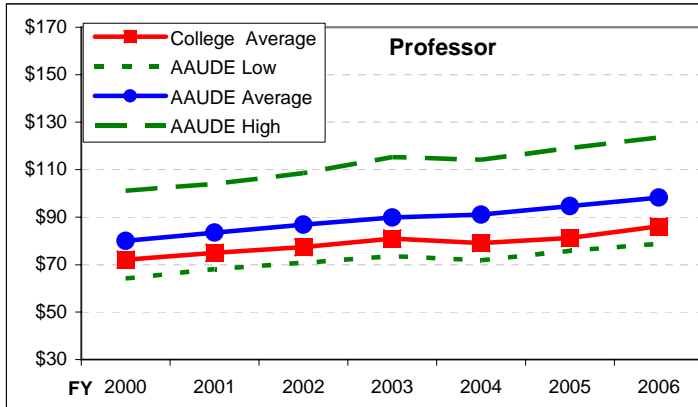
	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>						
	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006
College Average	77	76	78	83	81	83	97	53	55	55	57	58	59	64	42	42	42	45	46	46	50
AAUDE Low	67	71	72	73	73	77	79	52	55	55	59	56	59	61	44	45	45	46	48	49	51
AAUDE Average	79	83	85	88	87	90	94	58	61	62	64	65	67	70	47	49	49	50	50	52	54
AAUDE High	91	95	99	101	103	106	110	68	72	75	76	77	78	81	51	53	53	55	58	56	59
% to Market	-3%	-9%	-8%	-5%	-8%	-8%	4%	-9%	-11%	-13%	-12%	-12%	-13%	-10%	-13%	-16%	-17%	-12%	-10%	-13%	-9%



# College of Education

## AAUDE Public Benchmarks

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

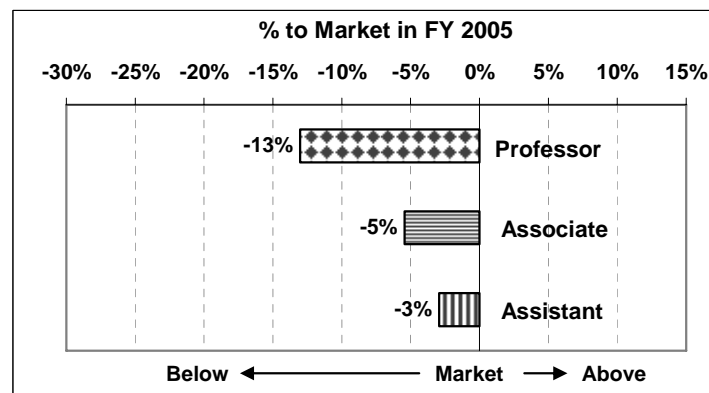
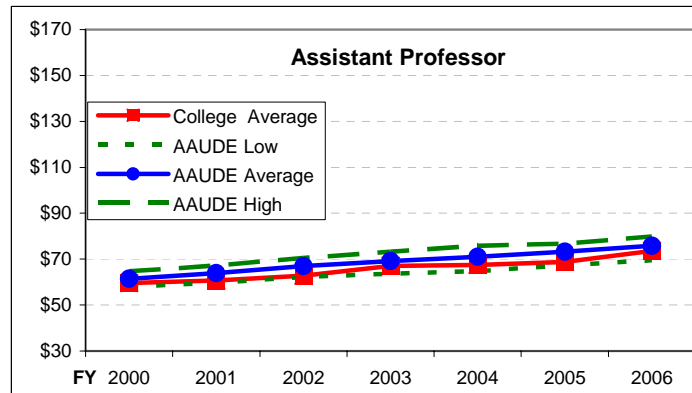
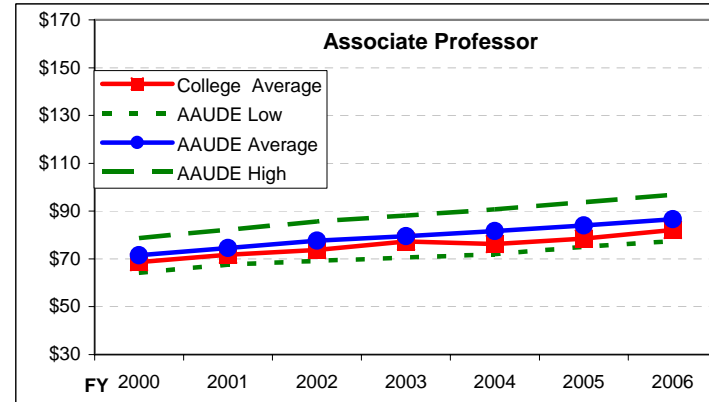
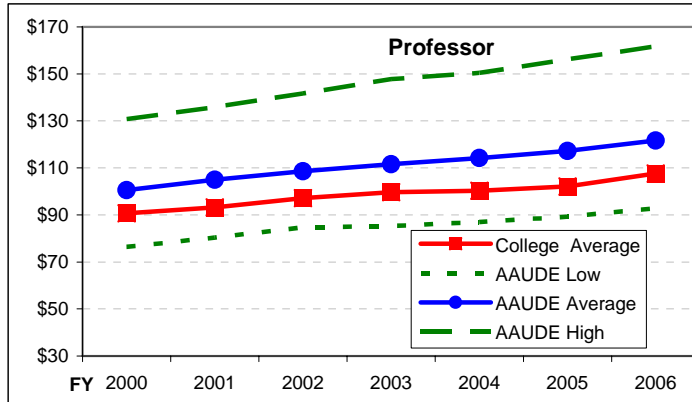


	Professor							Associate							Assistant						
	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006
College Average	72	75	77	81	79	81	86	57	58	59	60	58	58	62	44	45	47	49	48	50	54
AAUDE Low	64	68	71	74	72	76	79	50	54	57	58	58	61	62	43	45	46	48	48	50	52
AAUDE Average	80	83	87	90	91	95	98	58	60	62	64	65	67	69	47	48	50	52	52	54	56
AAUDE High	101	104	109	115	114	119	124	68	71	75	77	77	78	81	52	54	57	57	57	60	62
% to Market	-11%	-11%	-12%	-11%	-15%	-17%	-14%	-2%	-4%	-6%	-6%	-13%	-15%	-12%	-7%	-7%	-8%	-7%	-9%	-10%	-5%

# College of Engineering

## AAUDE Public Benchmarks

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

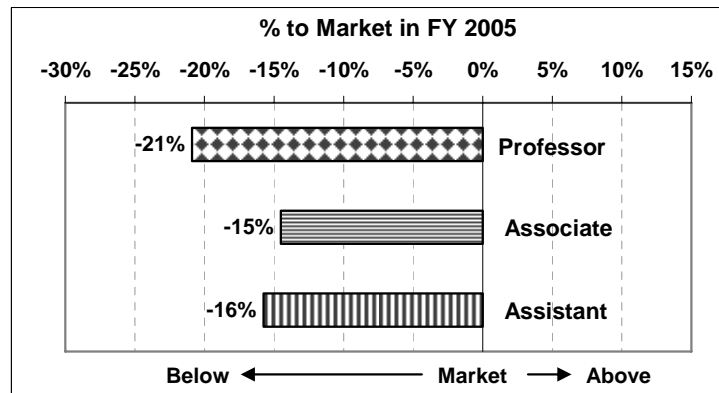
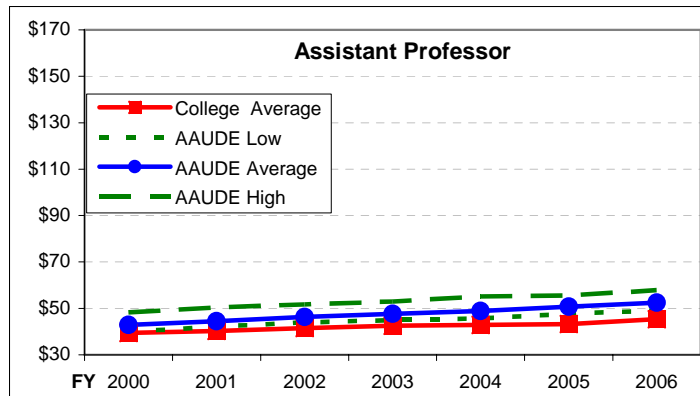
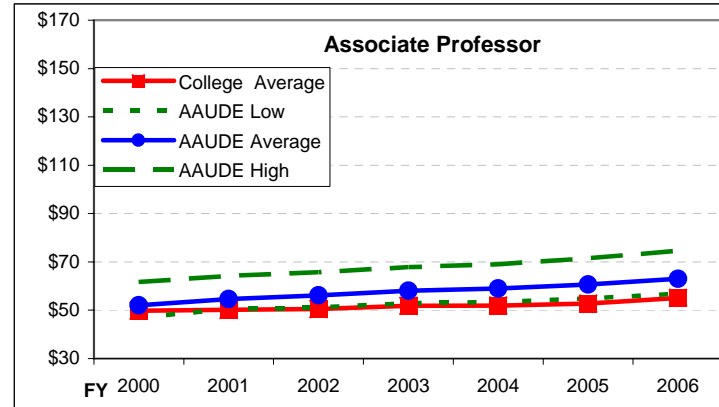
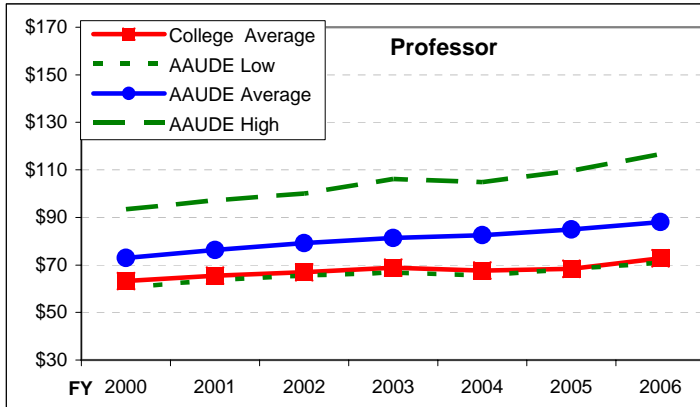


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>						
	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006
College Average	91	93	97	100	100	102	108	69	72	74	77	76	78	82	60	61	63	67	68	69	74
AAUDE Low	76	80	85	85	87	89	93	64	68	69	71	72	75	77	58	60	62	64	65	67	70
AAUDE Average	101	105	109	112	114	117	122	71	75	78	80	82	84	87	61	64	67	69	71	73	76
AAUDE High	131	136	142	148	150	156	162	79	82	86	88	91	94	97	65	67	70	73	76	77	80
% to Market	-11%	-13%	-12%	-12%	-14%	-15%	-13%	-4%	-4%	-5%	-3%	-7%	-7%	-5%	-3%	-5%	-7%	-3%	-5%	-6%	-3%

# College of Fine Arts

## AAUDE Public Benchmarks

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

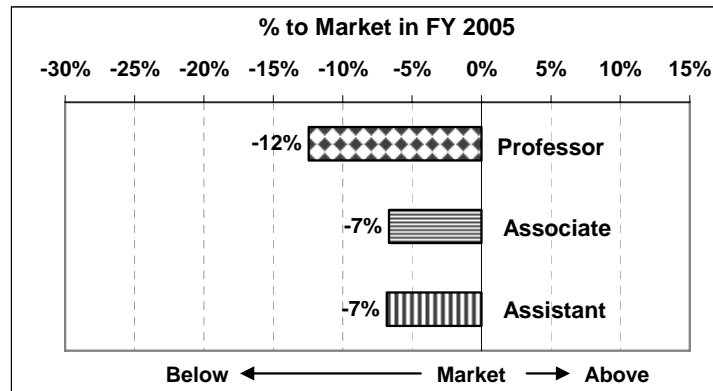
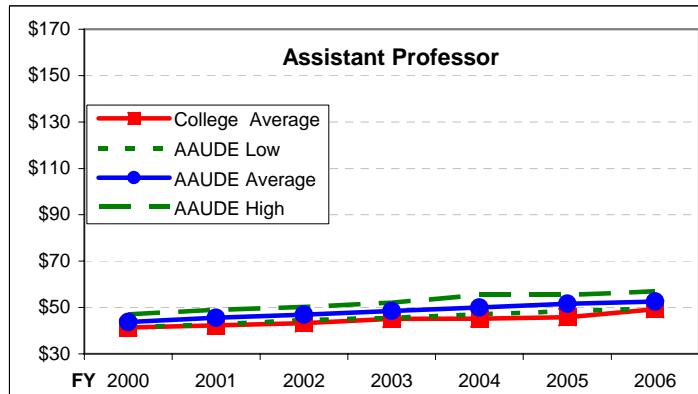
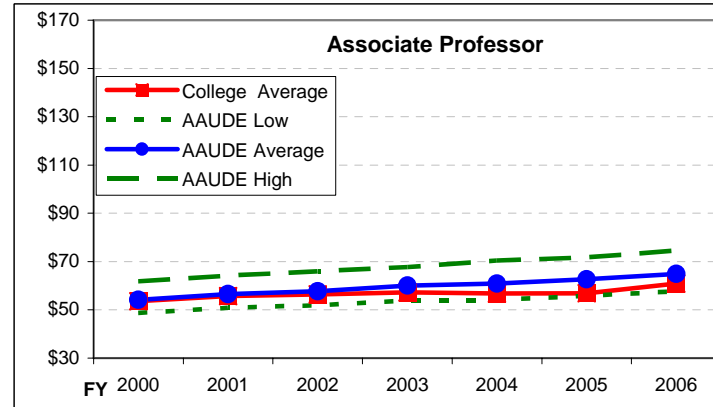
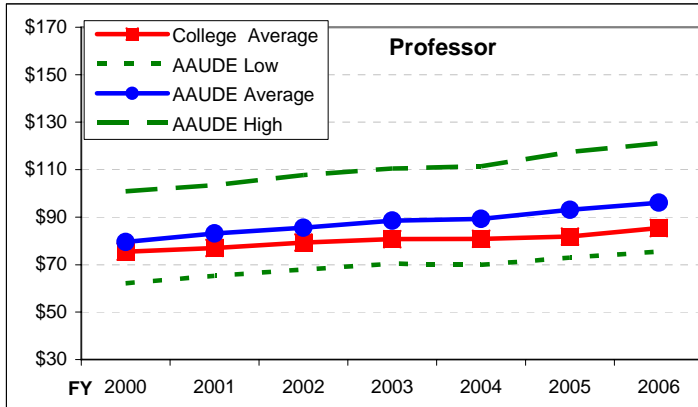


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>						
	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006
College Average	63	65	67	69	68	68	73	50	50	51	52	52	53	55	39	40	42	42	43	43	45
AAUDE Low	60	64	66	67	66	68	71	47	50	51	53	53	55	57	40	42	44	45	46	48	49
AAUDE Average	73	76	79	81	83	85	88	52	55	56	58	59	61	63	43	44	46	48	49	51	52
AAUDE High	93	97	100	106	105	110	117	62	64	66	68	69	71	75	48	50	52	53	55	56	58
% to Market	-15%	-17%	-18%	-18%	-22%	-24%	-21%	-4%	-9%	-11%	-12%	-13%	-15%	-15%	-9%	-10%	-11%	-12%	-14%	-17%	-16%

# College of Humanities

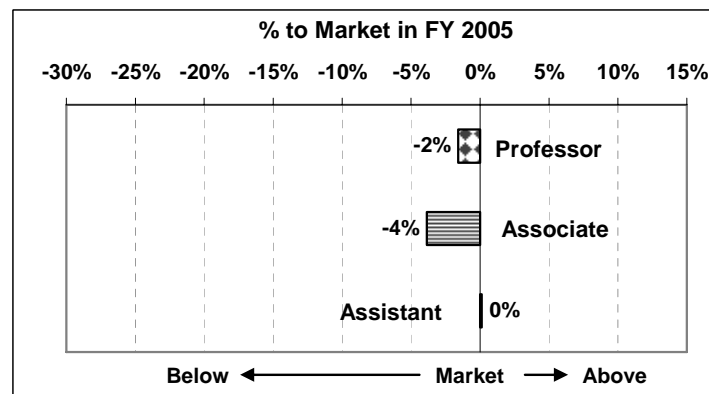
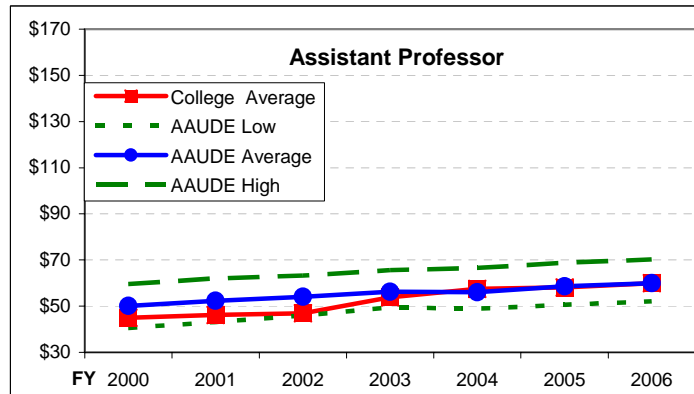
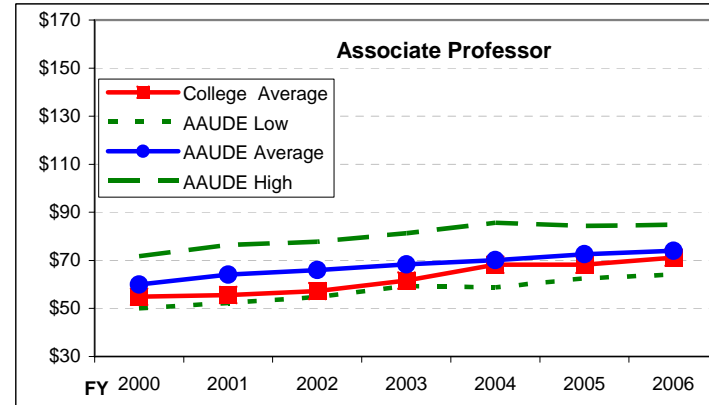
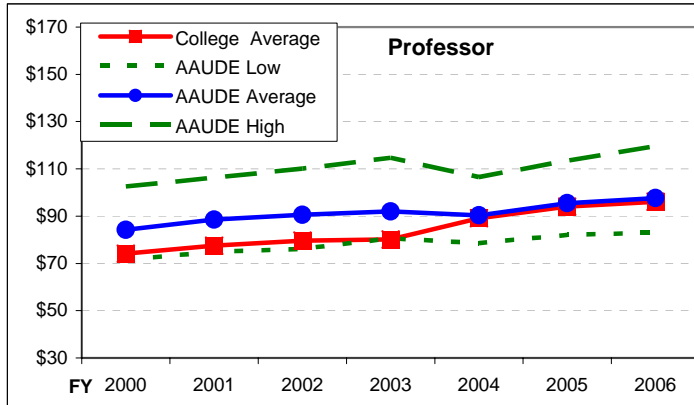
## AAUDE Public Benchmarks

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



	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>						
	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006
College Average	75	77	79	81	81	82	85	54	56	56	57	57	57	61	41	42	43	45	45	46	49
AAUDE Low	62	65	68	70	70	73	75	49	51	52	54	54	56	58	42	43	45	46	47	48	50
AAUDE Average	79	83	86	89	89	93	96	54	56	58	60	61	63	65	44	46	47	49	50	52	53
AAUDE High	101	104	108	111	111	117	121	62	64	66	68	70	72	75	47	49	50	52	55	55	57
% to Market	-5%	-8%	-8%	-10%	-10%	-14%	-12%	-1%	-1%	-2%	-5%	-7%	-10%	-7%	-6%	-8%	-8%	-8%	-11%	-12%	-7%

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

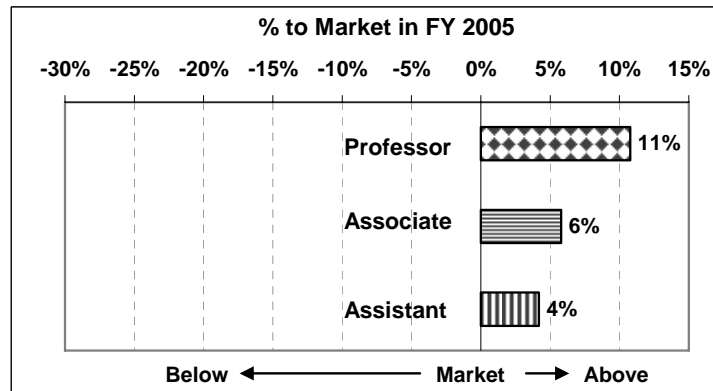
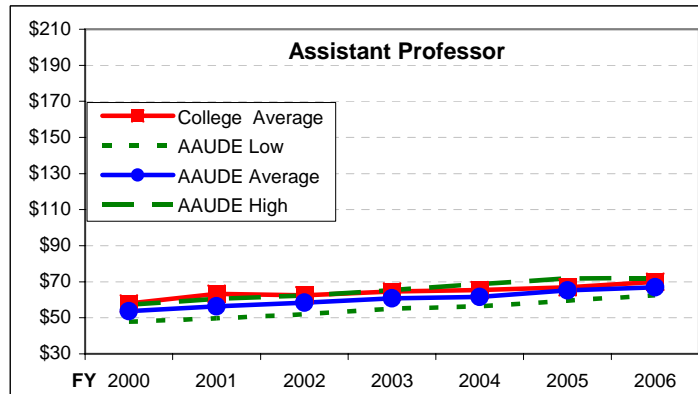
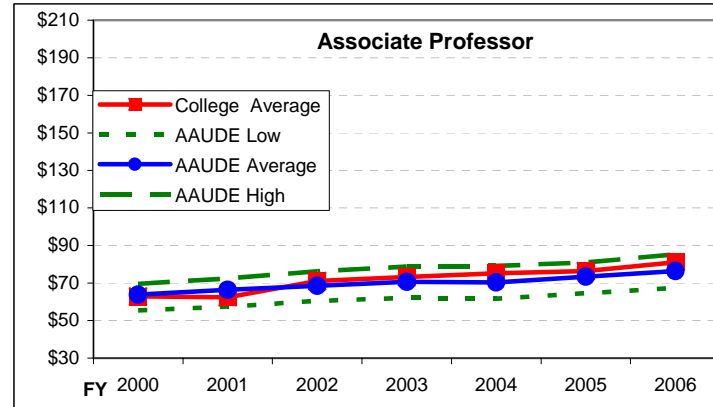
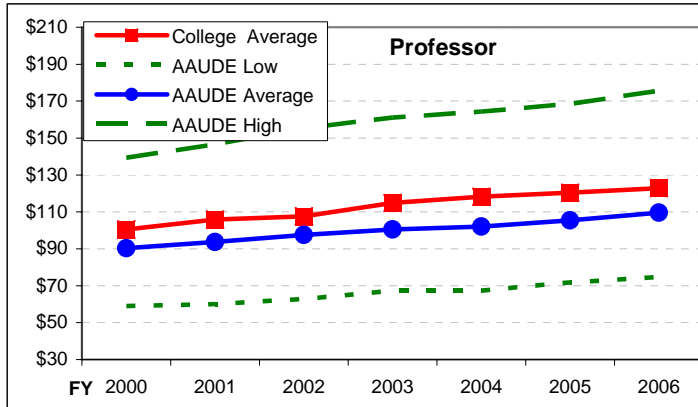


	<u>Professor</u>								<u>Associate</u>								<u>Assistant</u>							
	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006			
College Average	74	77	80	80	89	94	96	55	56	57	62	68	68	71	45	46	47	54	58	58	60			
AAUDE Low	72	75	76	81	79	82	83	50	52	55	59	59	62	64	41	43	46	50	49	51	52			
AAUDE Average	84	88	91	92	90	95	98	60	64	66	68	70	73	74	50	52	54	56	56	59	60			
AAUDE High	103	106	110	115	106	113	120	72	76	78	81	86	84	85	60	62	63	66	67	69	70			
% to Market	-14%	-14%	-14%	-15%	-1%	-1%	-2%	-9%	-15%	-15%	-11%	-3%	-6%	-4%	-11%	-13%	-15%	-5%	3%	-1%	0%			

# College of Optical Sciences

## AAUDE Public Benchmarks

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

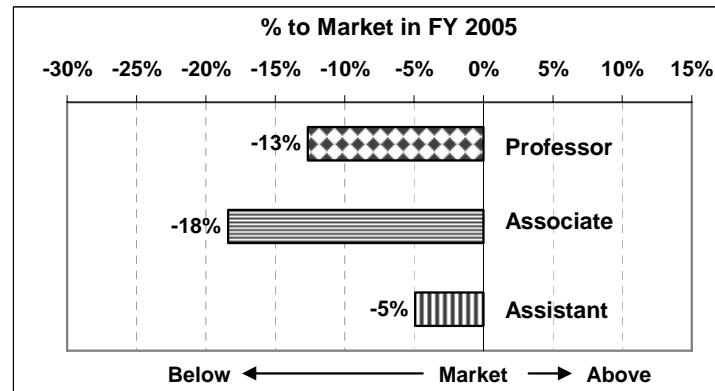
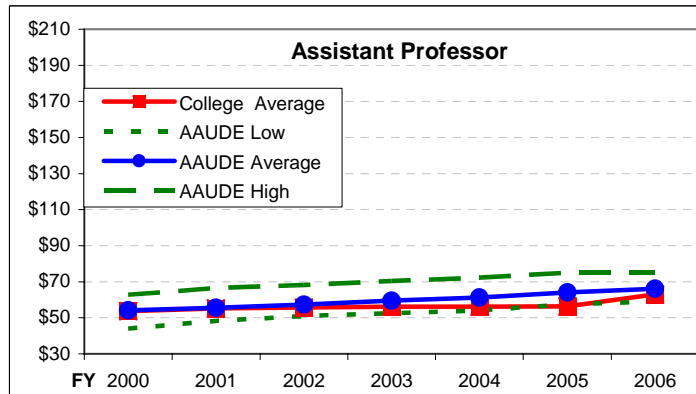
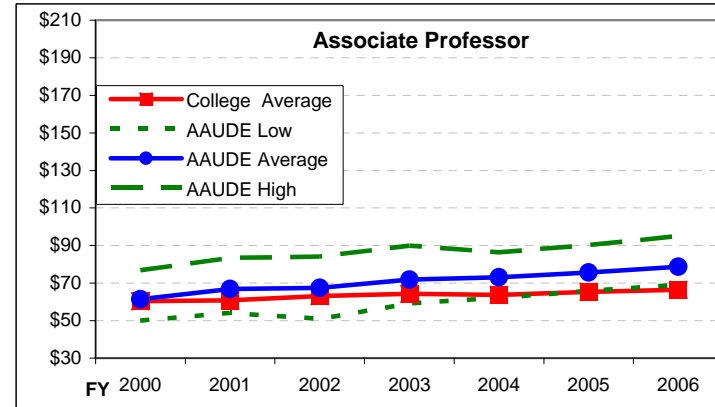
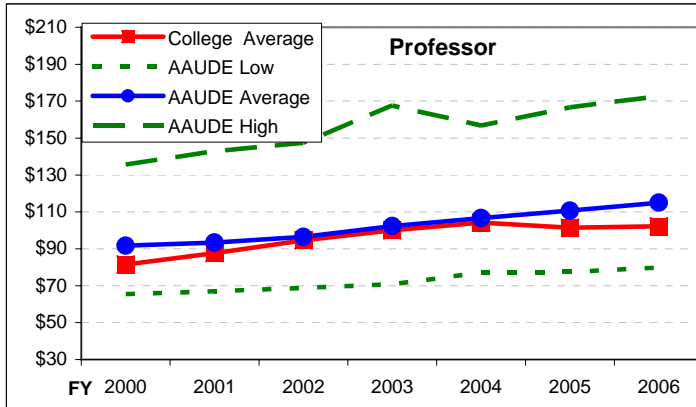


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>						
	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006
College Average	100	106	108	115	118	120	123	63	62	71	73	75	76	81	58	63	63	65	65	67	70
AAUDE Low	59	60	63	67	67	72	75	55	57	60	62	62	65	68	48	50	52	55	56	59	63
AAUDE Average	90	94	98	101	102	105	110	64	66	69	71	70	73	76	54	56	58	61	62	65	67
AAUDE High	139	147	155	161	164	169	176	70	73	76	79	79	81	85	57	60	62	65	69	72	72
% to Market	10%	12%	9%	12%	14%	12%	11%	-1%	-6%	4%	3%	6%	4%	6%	7%	11%	7%	6%	6%	3%	4%

# College of Pharmacy

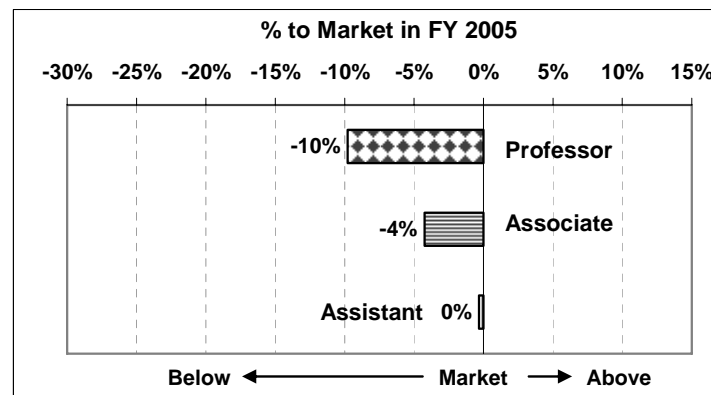
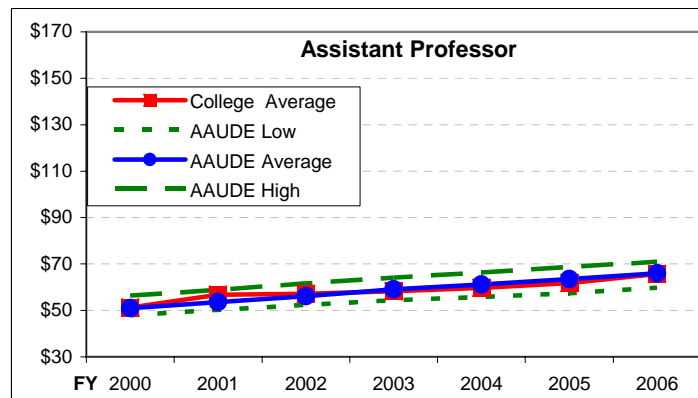
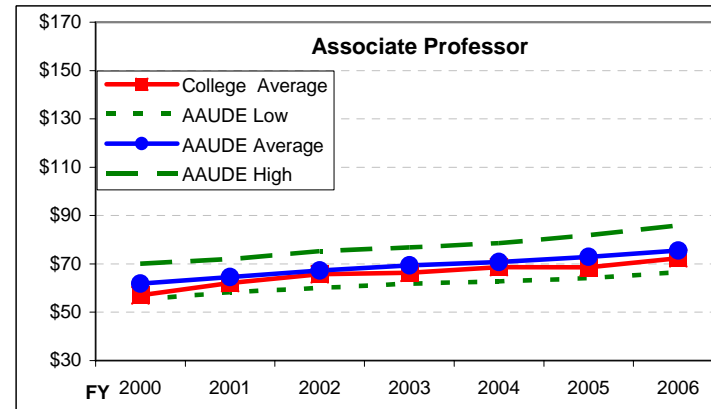
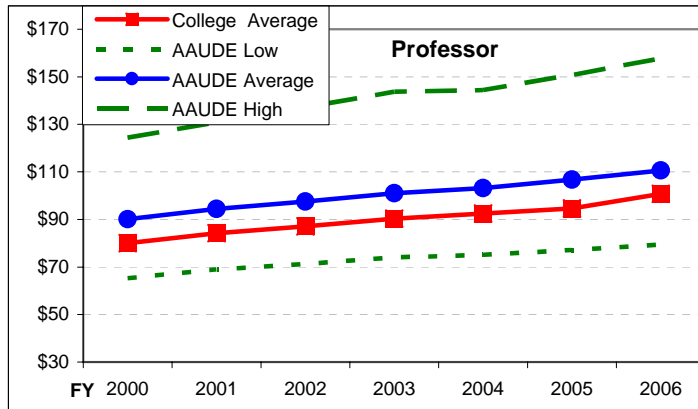
## AAUDE Public Benchmarks

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



	Professor							Associate							Assistant						
	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006
College Average	81	88	95	100	104	101	102	60	61	63	64	64	65	66	54	55	56	56	56	56	63
AAUDE Low	66	67	69	71	77	77	80	50	54	51	59	62	66	69	44	48	51	53	54	58	59
AAUDE Average	92	93	96	102	107	111	115	61	67	67	72	73	76	79	54	56	57	59	61	64	66
AAUDE High	136	143	147	168	157	167	173	77	83	84	90	86	90	95	63	66	68	70	72	75	75
% to Market	-12%	-6%	-2%	-2%	-2%	-9%	-13%	-2%	-10%	-7%	-12%	-15%	-16%	-18%	-1%	0%	-3%	-6%	-9%	-14%	-5%

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



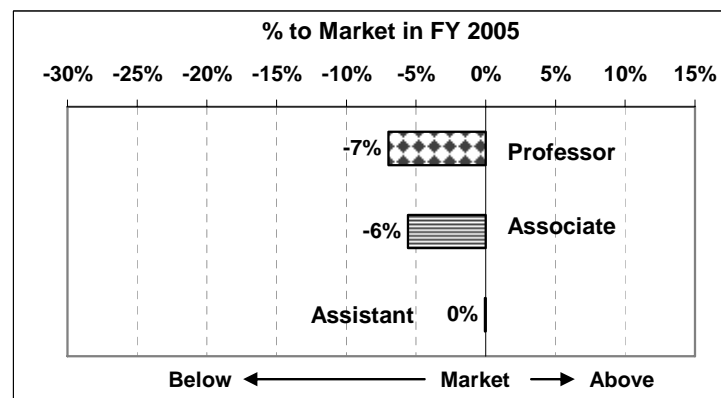
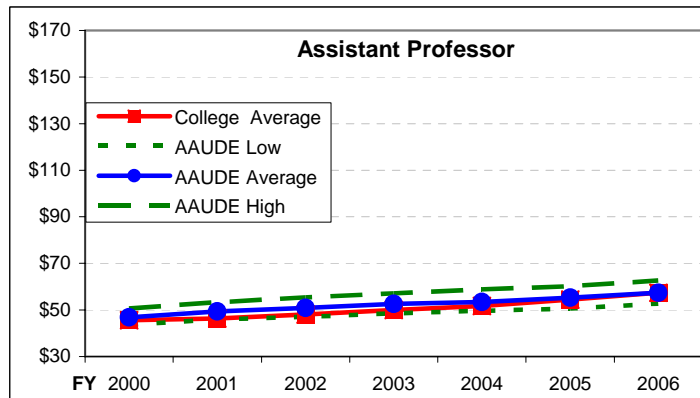
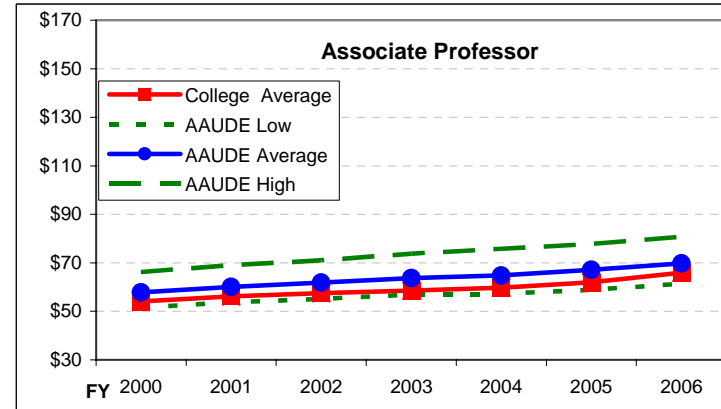
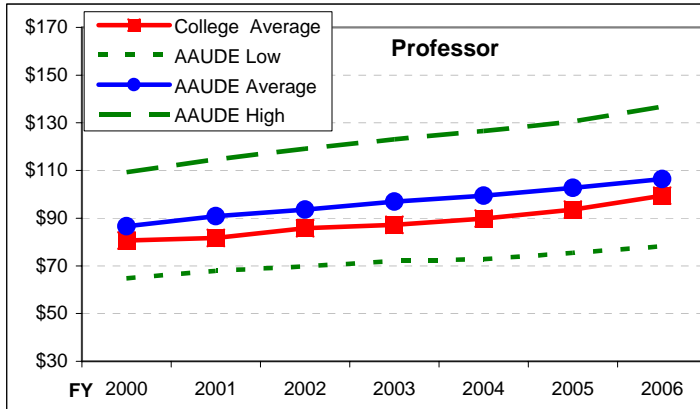
	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>						
	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006
College Average	80	84	87	90	92	95	101	57	62	66	66	69	69	72	51	57	57	58	60	62	66
AAUDE Low	65	69	71	74	75	77	79	55	58	60	62	63	64	67	48	50	52	54	56	57	60
AAUDE Average	90	94	98	101	103	107	111	62	65	67	69	71	73	75	51	54	56	59	61	64	66
AAUDE High	124	131	137	144	144	151	158	70	72	75	77	79	82	86	56	59	62	64	66	69	71
% to Market	-13%	-12%	-12%	-12%	-12%	-13%	-10%	-8%	-4%	-2%	-5%	-3%	-6%	-4%	1%	6%	2%	-1%	-2%	-3%	0%



# College of Social & Behavioral Sciences

## AAUDE Public Benchmarks

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

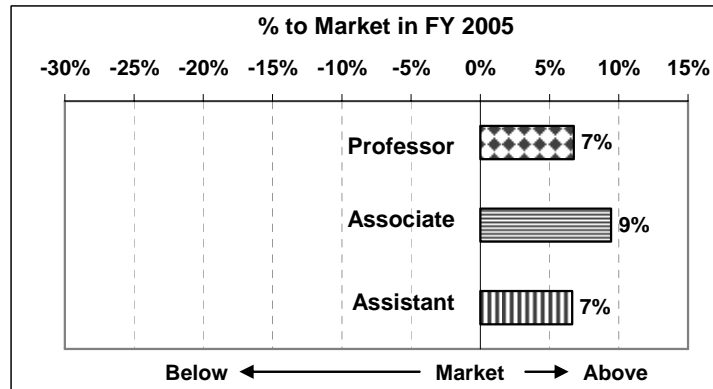
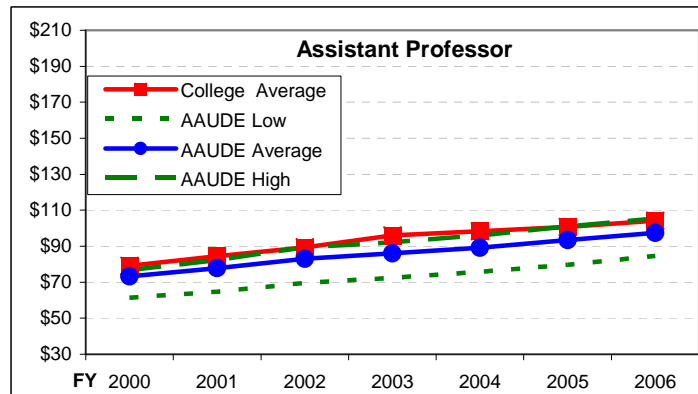
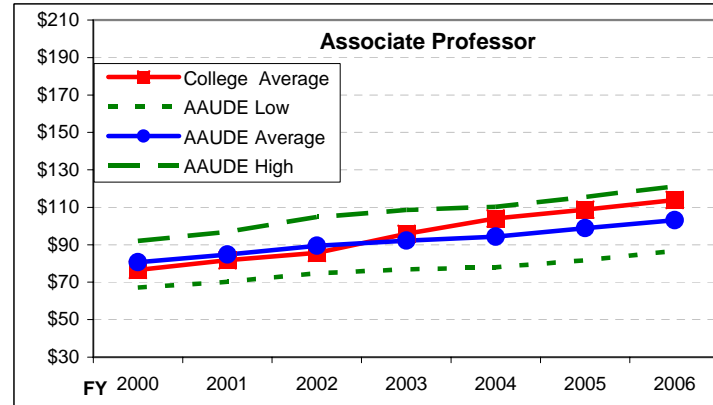
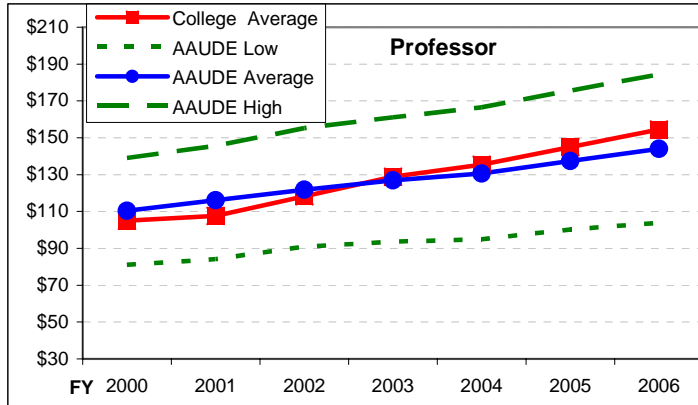


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>						
	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006
College Average	81	82	86	87	90	94	99	54	56	58	59	60	62	66	46	46	48	50	52	54	57
AAUDE Low	65	68	70	72	73	76	78	52	54	55	57	57	59	61	44	46	47	48	50	51	53
AAUDE Average	87	91	94	97	100	103	106	58	60	62	64	65	67	70	47	49	51	53	54	55	57
AAUDE High	109	115	119	123	127	131	137	66	69	71	74	76	78	81	51	53	55	57	59	60	63
% to Market	-7%	-11%	-9%	-11%	-11%	-10%	-7%	-7%	-7%	-8%	-9%	-9%	-8%	-6%	-3%	-7%	-6%	-5%	-3%	-2%	0%

# Eller College of Management

## AAUDE Public Benchmarks

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

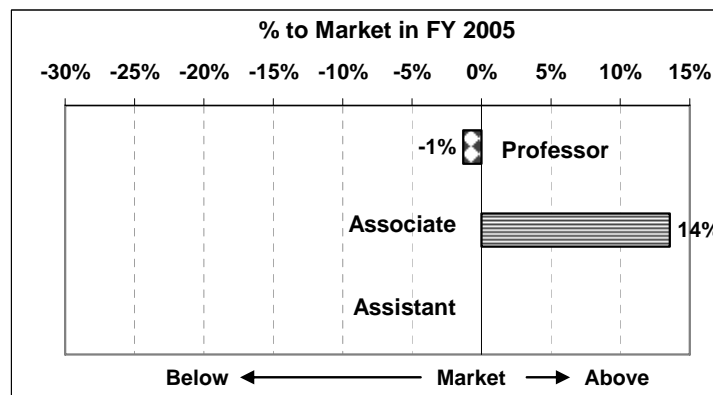
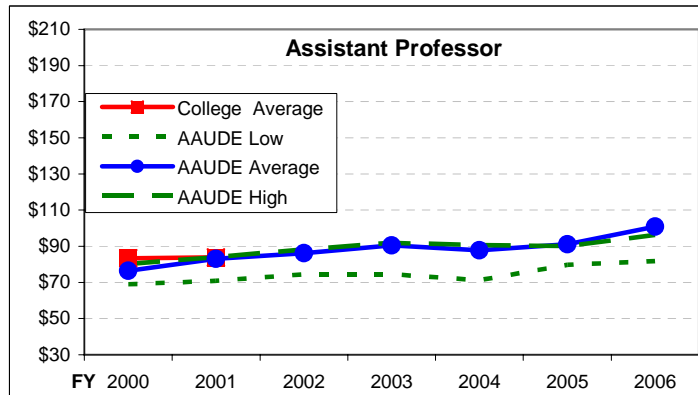
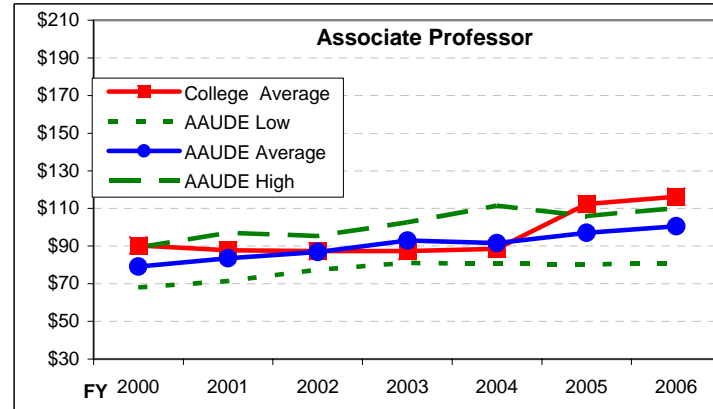
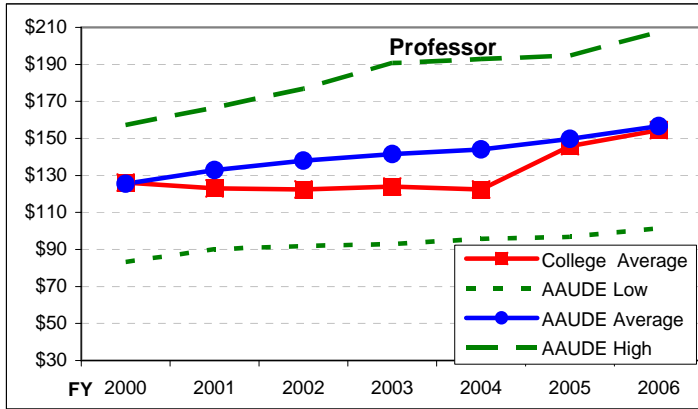


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>						
	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006
College Average	105	108	118	129	135	145	154	77	82	86	96	104	109	114	79	84	89	96	98	101	104
AAUDE Low	81	84	91	94	95	100	104	67	70	75	77	78	82	87	61	65	70	73	76	80	85
AAUDE Average	110	116	122	127	131	137	144	81	85	89	92	94	99	103	73	78	83	86	89	93	97
AAUDE High	139	146	155	161	167	176	184	92	97	105	109	110	116	121	77	82	89	92	96	101	106
% to Market	-5%	-8%	-3%	2%	4%	5%	7%	-5%	-4%	-4%	4%	9%	9%	9%	7%	8%	7%	10%	9%	7%	7%

# James E. Rogers College of Law

## AAUDE Public Benchmarks

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

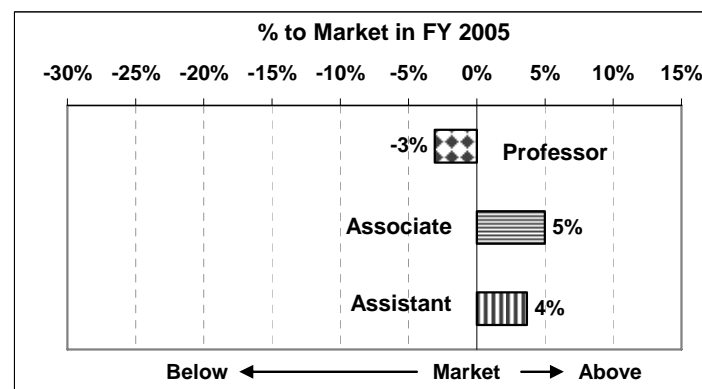
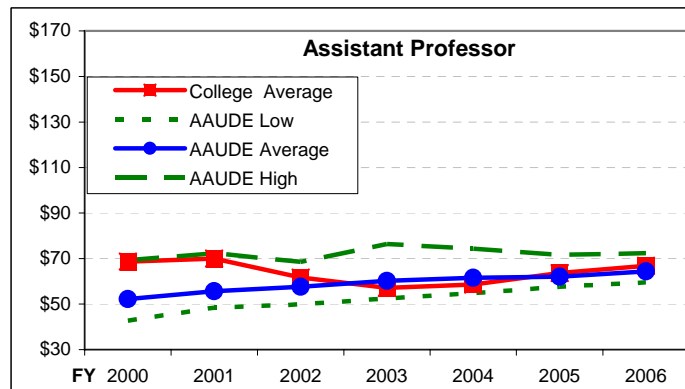
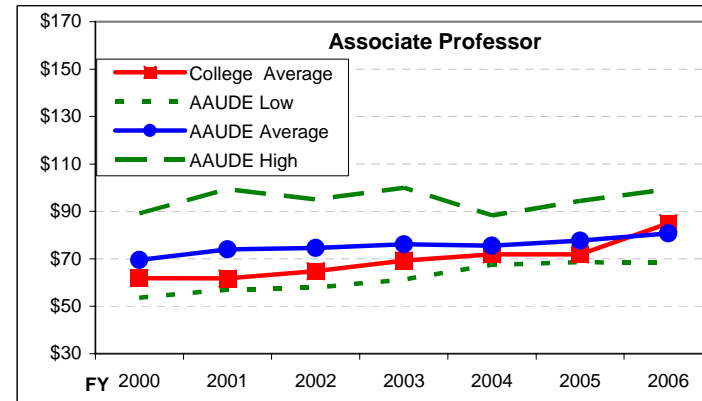
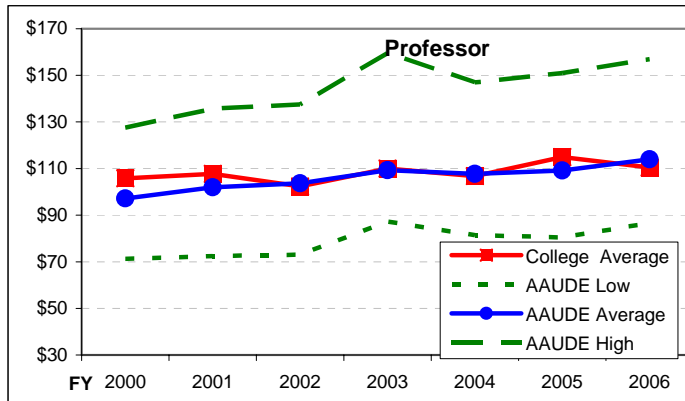


	<u>Professor</u>								<u>Associate</u>								<u>Assistant</u>							
	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006			
College Average	126	123	122	124	122	146	155	90	88	87	87	89	112	116	83	84								
AAUDE Low	83	90	92	93	96	97	101	68	71	77	81	80	80	81	69	71	75	75	71	80	82			
AAUDE Average	125	133	138	142	144	150	157	79	83	87	93	92	97	101	76	83	86	90	88	91	101			
AAUDE High	157	167	177	191	193	195	208	89	97	95	103	111	106	110	80	84	88	92	91	90	96			
% to Market	1%	-8%	-13%	-14%	-18%	-3%	-1%	12%	5%	1%	-7%	-3%	14%	14%	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>							
	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006
College Average	106	108	102	110	107	115	111	62	62	65	69	72	72	85	69	70	62	57	59	64	67
AAUDE Low	71	72	73	87	81	80	87	54	57	58	61	68	69	68	43	48	50	52	55	58	60
AAUDE Average	97	102	104	109	108	109	114	69	74	75	76	75	78	81	52	56	58	60	62	62	64
AAUDE High	128	136	138	160	147	151	157	89	99	95	100	88	94	99	69	72	69	76	74	72	72
% to Market	8%	5%	-1%	1%	-1%	5%	-3%	-12%	-20%	-15%	-10%	-5%	-8%	5%	24%	21%	7%	-5%	-5%	3%	4%

## UA Percent to Market – College Comparison by Rank

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### 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?

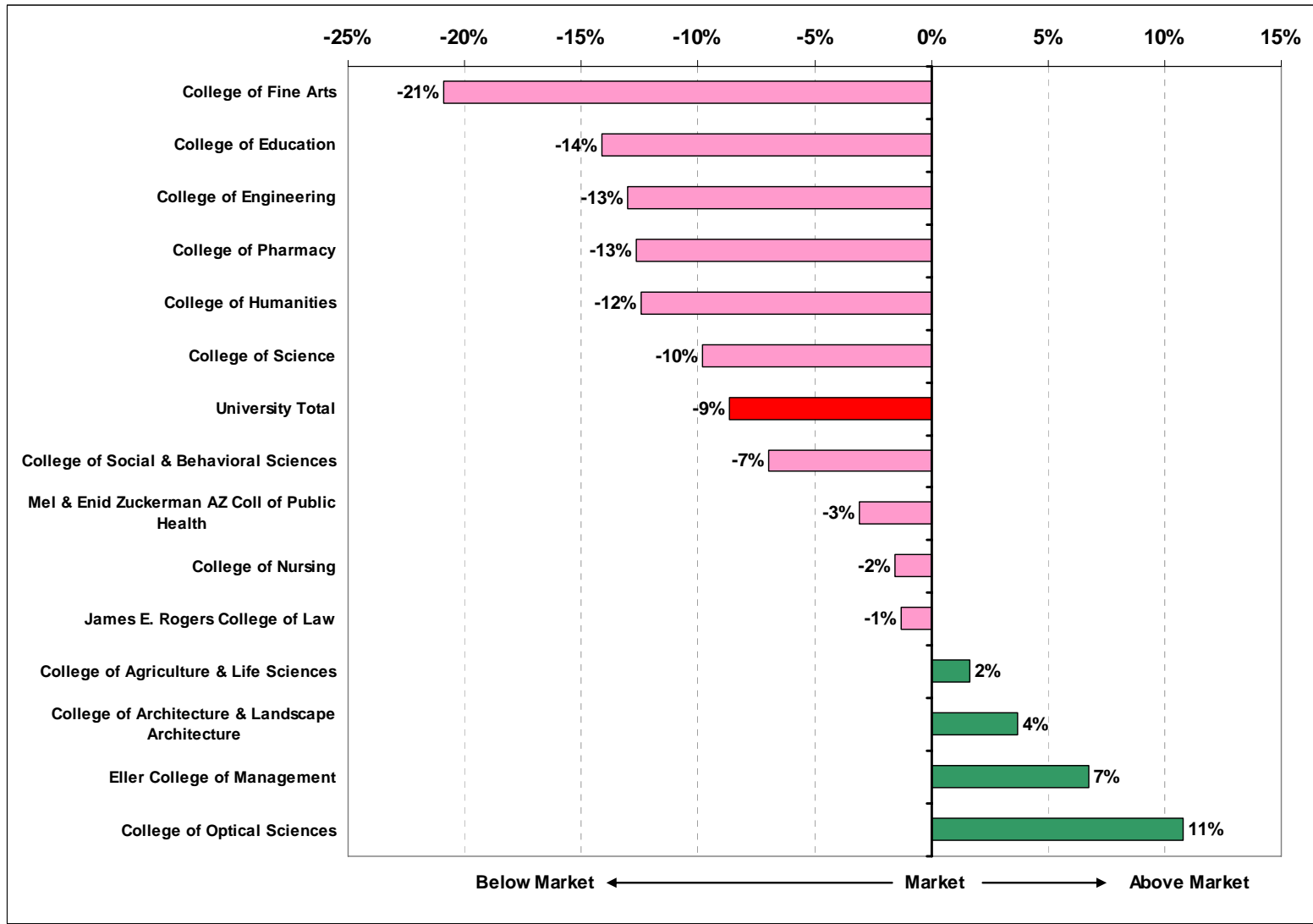
Percent to market is a measure of how far UA faculty salaries are to the AAUDE mean (average). For example, if UA faculty were (– 3%) below market, UA faculty salaries would need to be increased, on average, 3% to be on par with other AAUDE publics. This standardized measure allows comparisons between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

### Key Points:

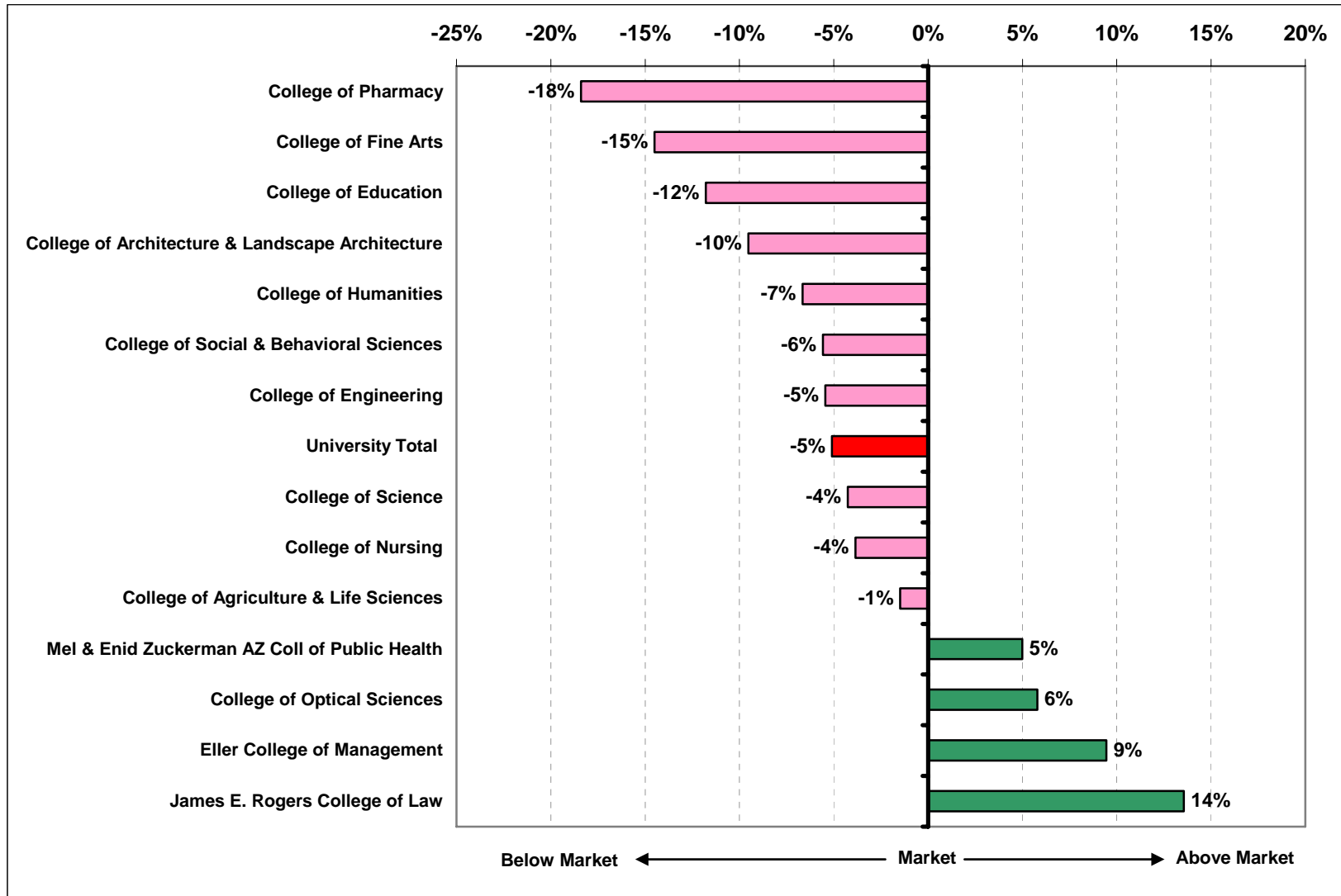
- UA faculty in the colleges of Fine Arts, Education, and Pharmacy are furthest behind the AAUDE public market.
- UA faculty in the colleges of Business and Optical Sciences are at or well above the AAUDE public market.

## UA Professors

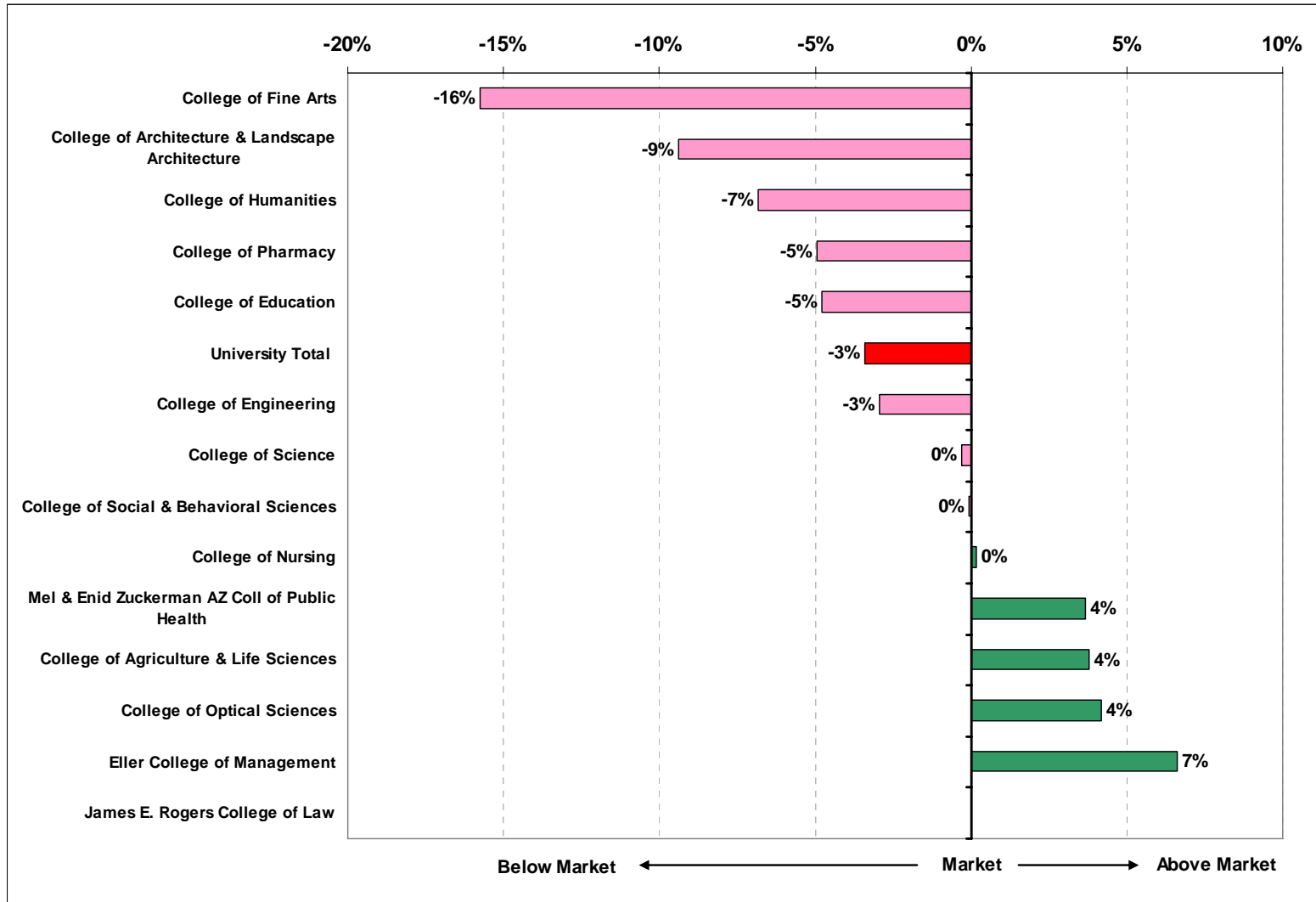
### Percent to the AAUDE Public Market – FY 2006



## UA Associate Professors Percent to the AAUDE Public Market – FY 2006



## UA Assistant Professors Percent to the AAUDE Public Market – FY 2006





## AAUDE Market Trends – College Comparison by Rank

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### 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 six 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.

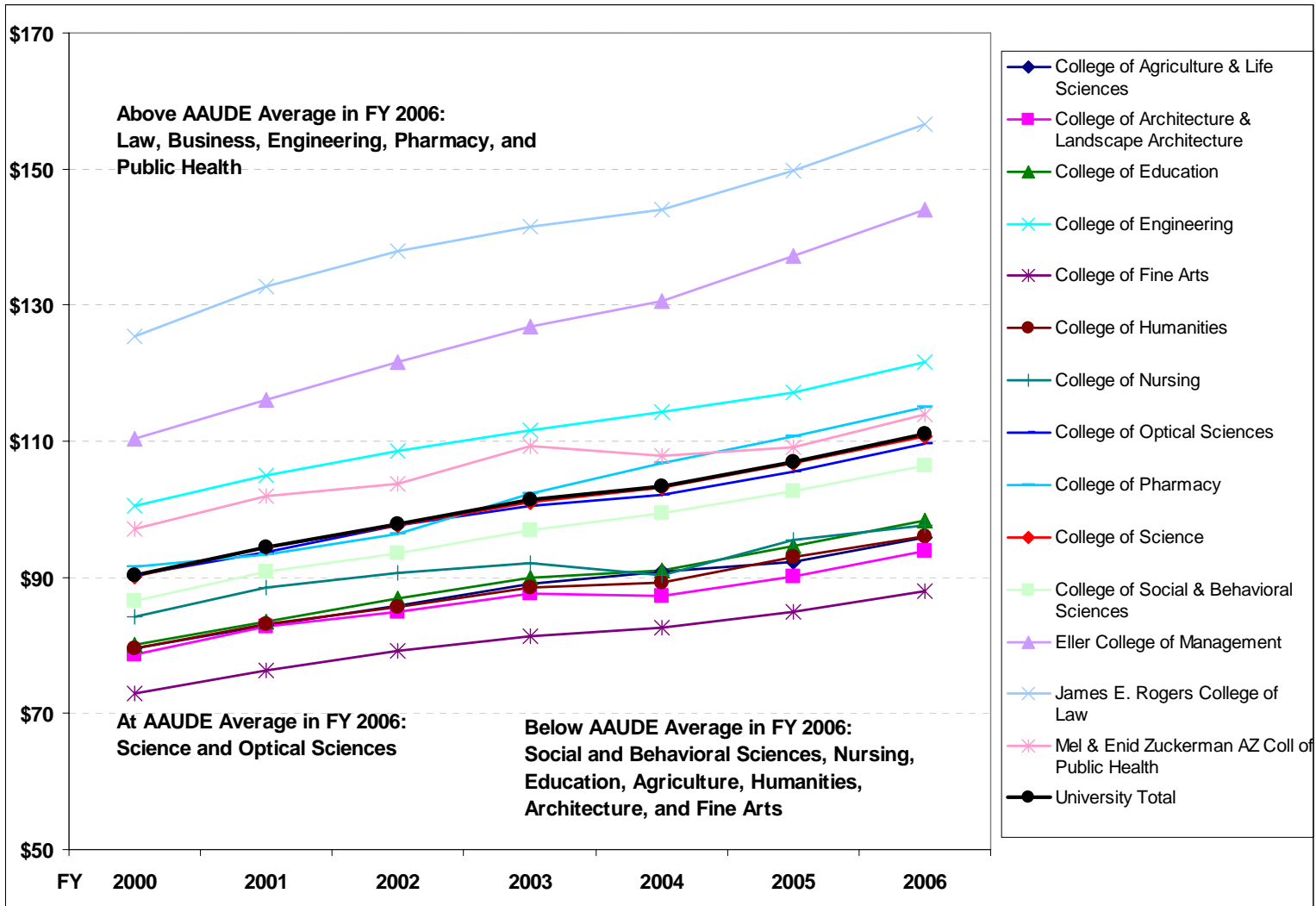
### Key Points:

- 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

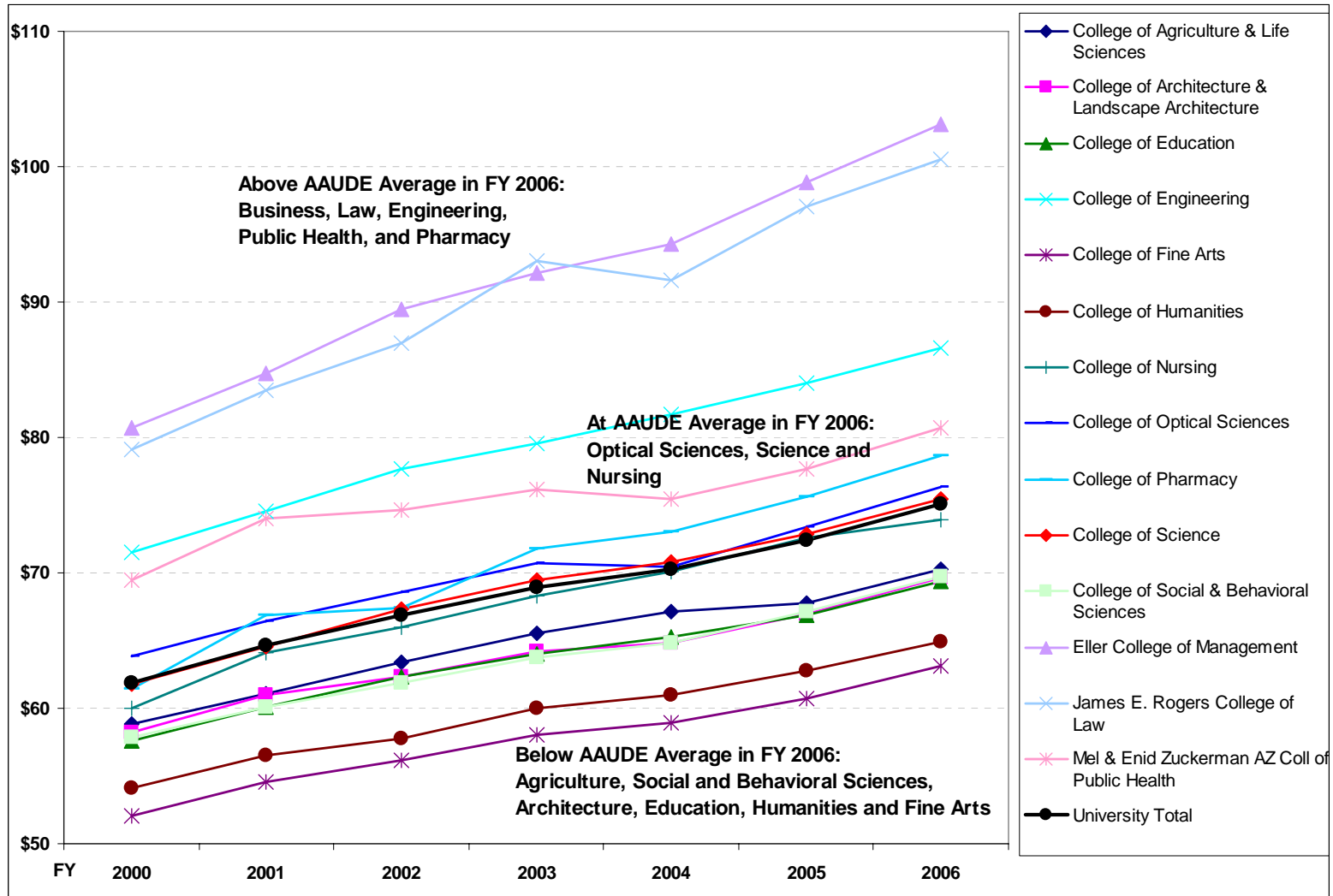
(Salaries in \$1,000 and Adjusted to an Academic Equivalent)



# AAUDE Associate Professor Average Salaries

AAUDE Public Market

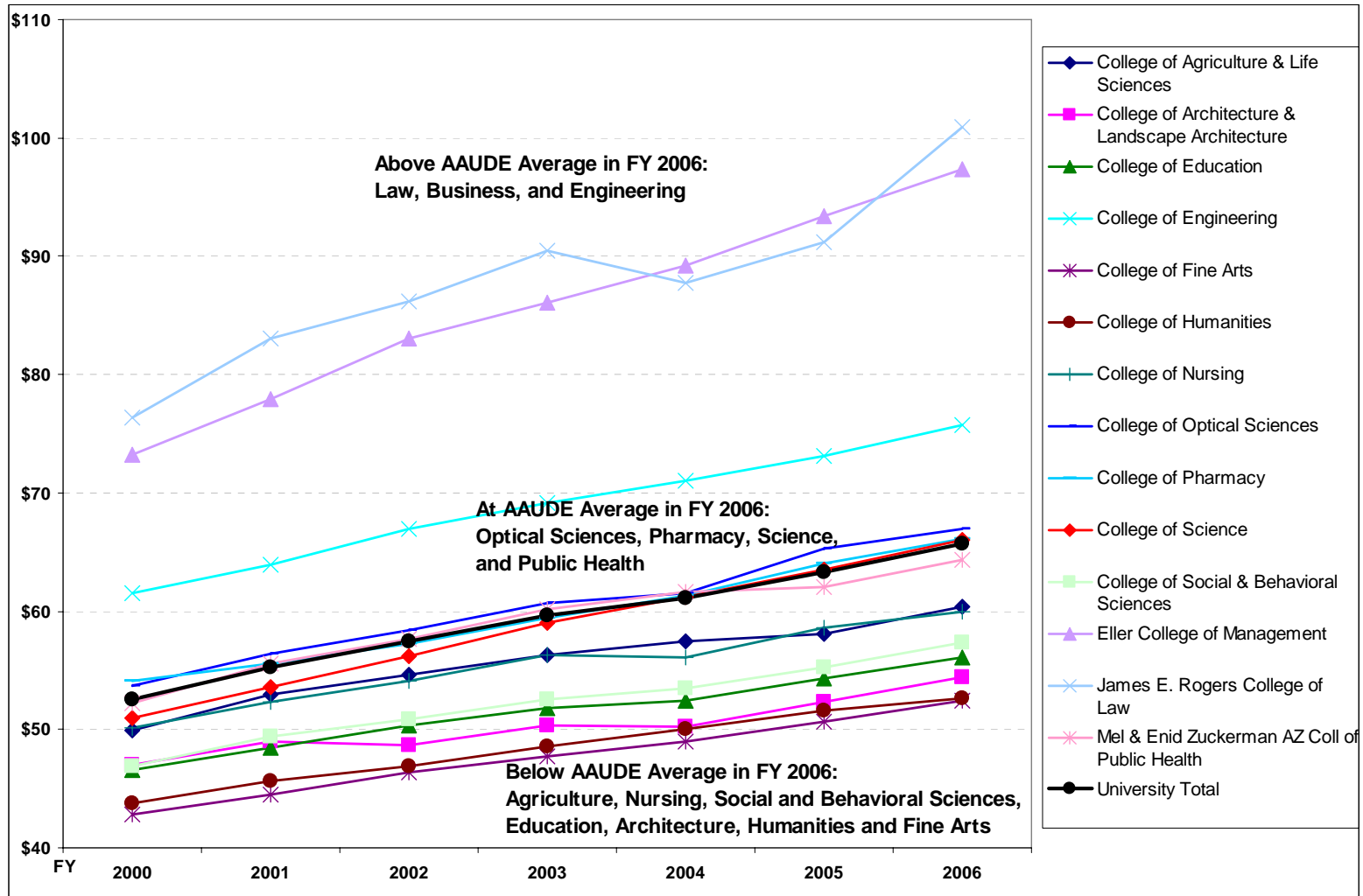
(Salaries in \$1,000 and Adjusted to an Academic Equivalent)



# 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

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### 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 2006**  
(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	AAUDE Public	35	69	<b>92</b>	139	50	20	57	<b>62</b>	84	49	13	44	<b>52</b>	64	43
0101	Agricultural Business and Management	U of A	7	95	<b>120</b>	154	53	3	55	<b>84</b>	131	46	1	81	<b>81</b>	81	39
		AAUDE Public	250	77	<b>104</b>	149	56	75	71	<b>78</b>	93	45	60	64	<b>69</b>	74	37
0108	Agricultural Public Services	AAUDE Public	6	75	<b>93</b>	112	55	3	86	<b>84</b>	88	56	0	54	<b>64</b>	84	43
0109	Animal Sciences	U of A	5	67	<b>103</b>	147	58	2	57	<b>60</b>	63	49	2	62	<b>65</b>	68	33
		AAUDE Public	245	69	<b>92</b>	134	50	118	60	<b>70</b>	83	44	67	52	<b>58</b>	69	38
0110	Food Science and Technology	AAUDE Public	89	71	<b>95</b>	138	55	49	63	<b>68</b>	76	48	49	54	<b>59</b>	65	41
0111	Plant Sciences	U of A	10	72	<b>109</b>	179	56	5	51	<b>67</b>	86	47	5	59	<b>61</b>	62	39
		AAUDE Public	333	68	<b>89</b>	135	55	137	57	<b>67</b>	80	49	91	54	<b>59</b>	64	40
0112	Soil Sciences	U of A	10	73	<b>94</b>	118	52	3	54	<b>63</b>	72	56	2	55	<b>55</b>	56	36
		AAUDE Public	41	70	<b>89</b>	125	57	7	66	<b>70</b>	73	50	19	54	<b>60</b>	65	40
0199	Agriculture, Agriculture Operations, and Related Sciences, Other	U of A	4	79	<b>96</b>	113	56										
		AAUDE Public	7	90	<b>103</b>	120	56	5	68	<b>76</b>	72	55	3	67	<b>69</b>	73	40
0301	Natural Resources Conservation and Research	U of A	12	67	<b>83</b>	118	58	5	56	<b>61</b>	73	47	2	44	<b>56</b>	68	43
		AAUDE Public	187	81	<b>100</b>	130	58	75	62	<b>70</b>	79	48	70	55	<b>62</b>	66	39
0303	Fishing and Fisheries Sciences and Management	AAUDE Public	30	65	<b>85</b>	102	57	14	60	<b>62</b>	65	43	11	53	<b>56</b>	58	43
0305	Forestry	AAUDE Public	76	70	<b>91</b>	114	59	55	62	<b>67</b>	77	48	25	54	<b>59</b>	65	40
0306	Wildlife and Wildlands Science and Management	AAUDE Public	19	76	<b>92</b>	106	55	18	59	<b>65</b>	69	45	13	50	<b>55</b>	60	38

**Faculty Salary Benchmarks by CIP Code Disciplines – FY 2006**  
(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
0402	Architecture	U of A	6	78	<b>86</b>	121	59	2	57	<b>60</b>	63	59	5	47	<b>50</b>	61	38
		AAUDE Public	123	76	<b>94</b>	116	60	170	59	<b>71</b>	87	51	128	48	<b>55</b>	61	40
0403	City/Urban, Community and Regional Planning	U of A	3	100	<b>104</b>	111	56	1	52	<b>52</b>	52	50					
		AAUDE Public	65	85	<b>98</b>	118	57	40	67	<b>73</b>	82	50	58	55	<b>57</b>	62	39
0406	Landscape Architecture	U of A	1	100	<b>100</b>	100	57	3	60	<b>66</b>	70	53	1	46	<b>46</b>	46	40
		AAUDE Public	24	82	<b>91</b>	99	59	41	63	<b>70</b>	76	50	29	52	<b>53</b>	55	41
0499	Architecture and Related Services, Other	U of A	2	94	<b>130</b>	167	61										
		AAUDE Public	33	82	<b>99</b>	122	58	21	66	<b>72</b>	80	52	12	58	<b>57</b>	64	40
0501	Area Studies	U of A	13	69	<b>88</b>	155	61	7	57	<b>68</b>	82	52	12	48	<b>53</b>	73	40
		AAUDE Public	98	79	<b>99</b>	121	60	74	63	<b>69</b>	79	50	84	50	<b>55</b>	60	40
0502	Ethnic, Cultural Minority, and Gender Studies	U of A	10	73	<b>99</b>	141	55	8	55	<b>66</b>	76	51	10	50	<b>54</b>	58	41
		AAUDE Public	114	84	<b>103</b>	126	57	125	63	<b>72</b>	87	50	136	50	<b>57</b>	64	40
0599	Area, Ethnic, Cultural, and Gender Studies, Other	U of A	1	129	<b>129</b>	129	64	1	64	<b>64</b>	64	56					
		AAUDE Public	9	94	<b>106</b>	134	57	10	66	<b>75</b>	86	50	6	55	<b>60</b>	71	37
0901	Communication and Media Studies	U of A	3	88	<b>102</b>	120	43	3	60	<b>67</b>	75	48	3	47	<b>55</b>	67	32
		AAUDE Public	106	90	<b>102</b>	130	56	88	63	<b>69</b>	81	49	120	54	<b>58</b>	63	38
0904	Journalism	U of A	1	98	<b>98</b>	98	58	1	48	<b>48</b>	48	60					
		AAUDE Public	109	75	<b>95</b>	122	58	115	64	<b>69</b>	83	53	77	55	<b>53</b>	61	43

**Faculty Salary Benchmarks by CIP Code Disciplines – FY 2006**  
(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
0907	Radio, Television, and Digital Communication	U of A	2	79	<b>82</b>	85	59	7	53	<b>57</b>	70	45	4	43	<b>48</b>	54	37
		AAUDE Public	25	83	<b>100</b>	127	36	20	62	<b>69</b>	81	49	24	52	<b>58</b>	64	33
0909	Public Relations, Advertising, and Applied Communication	AAUDE Public	21	92	<b>94</b>	113	56	23	69	<b>75</b>	87	50	35	57	<b>59</b>	64	40
0999	Communication, Journalism, and Related Programs, Other	AAUDE Public	11	90	<b>92</b>	103	55	8	62	<b>70</b>	81	49	3	38	<b>48</b>	54	41
1101	Computer and Information Sciences, General	AAUDE Public	229	99	<b>125</b>	174	52	132	79	<b>93</b>	103	45	146	76	<b>85</b>	92	35
1104	Information Science/Studies	AAUDE Public	41	97	<b>123</b>	149	54	42	73	<b>89</b>	98	48	72	62	<b>79</b>	84	39
1107	Computer Science	U of A	5	92	<b>114</b>	129	52	4	84	<b>87</b>	89	43	6	77	<b>81</b>	83	37
		AAUDE Public	127	87	<b>119</b>	177	53	70	78	<b>94</b>	104	44	91	77	<b>84</b>	89	35
1301	Education, General	AAUDE Public	215	85	<b>103</b>	140	59	146	62	<b>70</b>	82	51	122	53	<b>57</b>	60	39
1302	Bilingual, Multilingual, and Multicultural Education	U of A	3	79	<b>87</b>	92	55	1	70	<b>70</b>	70	62	4	52	<b>53</b>	55	44
1303	Curriculum and Instruction	U of A	3	75	<b>84</b>	93	58	3	55	<b>60</b>	67	58	4	52	<b>53</b>	55	43
		AAUDE Public	144	72	<b>91</b>	116	58	143	58	<b>67</b>	76	51	143	49	<b>55</b>	61	42
1304	Educational Administration and Supervision	U of A	5	91	<b>100</b>	105	59						4	52	<b>54</b>	55	34
		AAUDE Public	105	83	<b>102</b>	130	59	66	66	<b>72</b>	85	52	61	55	<b>58</b>	63	41
1306	Educational Assessment, Evaluation, and Research	AAUDE Public	40	79	<b>100</b>	133	58	28	58	<b>70</b>	90	53	22	50	<b>56</b>	59	39
1309	Social and Philosophical Foundations of Education	AAUDE Public	28	82	<b>104</b>	125	58	10	65	<b>70</b>	77	45	11	57	<b>59</b>	62	35



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1310	Special Education and Teaching	U of A	11	70	<b>81</b>	92	61	5	57	<b>61</b>	68	53	2	52	<b>53</b>	55	49
		AAUDE Public	44	82	<b>96</b>	115	56	45	59	<b>68</b>	77	49	30	49	<b>53</b>	60	43
1311	Student Counseling and Personnel Services	AAUDE Public	49	75	<b>94</b>	121	56	37	61	<b>68</b>	73	50	23	52	<b>56</b>	59	39
1312	Teacher Education and Professional Development, Specific Levels and Methods	AAUDE Public	33	70	<b>100</b>	115	51	35	61	<b>71</b>	84	53	35	48	<b>56</b>	65	40
1313	Teacher Education and Professional Development, Specific Subject Areas	U of A	3	65	<b>79</b>	96	58	2	61	<b>62</b>	63	59	1	53	<b>53</b>	53	44
		AAUDE Public	66	76	<b>97</b>	115	58	93	63	<b>69</b>	80	50	60	54	<b>58</b>	66	40
1399	Education, Other	AAUDE Public	19	104	<b>112</b>	166	57	15	57	<b>71</b>	78	47	16	49	<b>58</b>	61	42
1401	Engineering, General	AAUDE Public	27	116	<b>135</b>	142	57	25	78	<b>85</b>	93	49	25	60	<b>69</b>	76	39
1402	Aerospace, Aeronautical and Astronautical Engineering	U of A	14	84	<b>104</b>	145	59	3	72	<b>76</b>	82	53	3	65	<b>71</b>	75	32
		AAUDE Public	185	89	<b>122</b>	172	56	86	76	<b>88</b>	100	46	53	71	<b>76</b>	82	37
1403	Agricultural/Biological Engineering and Bioengineering	U of A	5	65	<b>82</b>	117	56	5	57	<b>64</b>	74	47	1	66	<b>66</b>	66	35
		AAUDE Public	102	77	<b>98</b>	129	54	53	68	<b>76</b>	86	48	54	59	<b>64</b>	69	39
1405	Biomedical/Medical Engineering	AAUDE Public	82	106	<b>122</b>	150	53	50	86	<b>88</b>	96	45	102	72	<b>76</b>	83	36
1407	Chemical Engineering	U of A	5	86	<b>115</b>	171	51	7	75	<b>82</b>	108	47	1	71	<b>71</b>	71	34
		AAUDE Public	285	91	<b>127</b>	169	51	91	81	<b>87</b>	94	39	94	72	<b>76</b>	79	33
1408	Civil Engineering	U of A	17	78	<b>108</b>	157	57	5	64	<b>79</b>	93	46	2	67	<b>73</b>	79	44
		AAUDE Public	360	87	<b>114</b>	156	54	212	75	<b>84</b>	96	45	159	68	<b>74</b>	79	37
1409	Computer Engineering, General	AAUDE Public	173	89	<b>119</b>	162	52	71	77	<b>90</b>	107	42	70	67	<b>80</b>	90	35

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1410	Electrical, Electronics and Communications Engineering	U of A	16	72	<b>108</b>	175	54	10	78	<b>85</b>	97	45	8	75	<b>77</b>	81	31
		AAUDE Public	644	87	<b>124</b>	182	54	270	78	<b>91</b>	104	44	245	73	<b>81</b>	86	35
1411	Engineering Mechanics	AAUDE Public	18	101	<b>114</b>	146	56	13	80	<b>86</b>	94	43	9	62	<b>69</b>	76	36
1418	Materials Engineering	AAUDE Public	169	98	<b>131</b>	177	56	55	82	<b>88</b>	97	45	41	73	<b>75</b>	79	35
1419	Mechanical Engineering	AAUDE Public	558	89	<b>121</b>	175	54	238	73	<b>87</b>	98	45	159	70	<b>75</b>	80	35
1423	Nuclear Engineering	AAUDE Public	43	100	<b>129</b>	157	58	18	84	<b>91</b>	95	48	9	64	<b>69</b>	77	37
1427	Systems Engineering	U of A	7	89	<b>111</b>	152	53						4	69	<b>71</b>	72	34
		AAUDE Public	19	100	<b>125</b>	163	56	12	79	<b>88</b>	98	42	6	79	<b>82</b>	86	37
1431	Materials Science	U of A	9	93	<b>108</b>	149	59	3	74	<b>87</b>	95	45	1	71	<b>71</b>	71	35
		AAUDE Public	32	107	<b>125</b>	167	53	10	80	<b>87</b>	92	43	6	72	<b>79</b>	80	35
1435	Industrial Engineering	AAUDE Public	131	99	<b>124</b>	152	55	82	80	<b>87</b>	95	46	59	72	<b>77</b>	79	34
1499	Engineering, Other	U of A						1	76	<b>76</b>	76	38	1	77	<b>77</b>	77	32
		AAUDE Public	30	103	<b>132</b>	154	52	15	85	<b>93</b>	101	49	27	71	<b>75</b>	79	38
1510	Construction Engineering Technologies	AAUDE Public	15	84	<b>92</b>	101	59	23	61	<b>69</b>	79	54	15	58	<b>61</b>	66	43
1601	Linguistics Comparative, and Related Language Studies and Services	U of A	5	77	<b>99</b>	124	53	5	65	<b>67</b>	73	46	4	52	<b>55</b>	60	37
		AAUDE Public	239	73	<b>98</b>	123	58	194	59	<b>65</b>	75	49	125	50	<b>54</b>	60	37
1603	East Asian Languages, Literatures, and Linguistics	AAUDE Public	64	79	<b>95</b>	109	58	63	60	<b>66</b>	73	50	57	51	<b>53</b>	55	40

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1604	Slavic, Baltic and Albanian Languages, Literatures, and Linguistics	AAUDE Public	53	79	<b>92</b>	107	58	33	58	<b>62</b>	69	52	19	51	<b>52</b>	54	37
1605	Germanic Languages, Literatures, and Linguistics	U of A	6	79	<b>83</b>	87	57	2	54	<b>59</b>	63	47	1	49	<b>49</b>	49	34
		AAUDE Public	104	75	<b>93</b>	112	59	75	60	<b>64</b>	71	49	56	50	<b>51</b>	54	39
1609	Romance Languages, Literatures, and Linguistics	U of A	14	73	<b>87</b>	127	61	10	54	<b>59</b>	72	45	7	44	<b>50</b>	57	41
		AAUDE Public	264	70	<b>94</b>	125	58	270	56	<b>64</b>	77	49	183	49	<b>52</b>	58	38
1611	Middle/Near Eastern and Semitic Languages, Literatures, and Linguistics	AAUDE Public	21	66	<b>85</b>	102	61	19	57	<b>61</b>	63	51	11	53	<b>54</b>	57	43
1612	Classics and Classical Languages, Literatures, and Linguistics	U of A	5	73	<b>84</b>	103	58	7	54	<b>61</b>	81	50	2	45	<b>46</b>	47	35
		AAUDE Public	107	78	<b>98</b>	116	57	82	59	<b>63</b>	70	48	60	49	<b>52</b>	53	37
1699	Foreign Languages, Literatures, and Linguistics, Other	AAUDE Public	20	68	<b>86</b>	109	58	21	52	<b>61</b>	71	48	24	43	<b>49</b>	66	39
1901	Family and Consumer Sciences/Human Sciences, General	AAUDE Public	32	75	<b>97</b>	122	56	15	64	<b>69</b>	77	52	17	53	<b>62</b>	74	42
1904	Family and Consumer Economics and Related Studies	U of A	6	82	<b>110</b>	146	53	12	51	<b>71</b>	87	51	1	67	<b>67</b>	67	39
		AAUDE Public	17	76	<b>89</b>	100	59	14	57	<b>63</b>	68	48	10	51	<b>54</b>	58	37
1905	Foods, Nutrition, and Related Services	AAUDE Public	60	82	<b>109</b>	134	57	42	63	<b>72</b>	82	51	30	57	<b>61</b>	68	43
1907	Human Development, Family Studies, and Related Services	AAUDE Public	64	73	<b>99</b>	122	58	54	58	<b>69</b>	79	49	52	52	<b>57</b>	62	39
1909	Apparel and Textiles	AAUDE Public	32	71	<b>88</b>	102	55	25	58	<b>65</b>	66	52	24	47	<b>53</b>	56	45

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2201	Law (LL.B, J.D.)	U of A	19	132	<b>155</b>	183	55	6	102	<b>116</b>	129	40					
		AAUDE Public	641	102	<b>157</b>	213	55	127	81	<b>101</b>	112	42	89	85	<b>103</b>	101	38
2301	English Language and Literature, General	U of A	29	67	<b>84</b>	110	63	14	53	<b>60</b>	65	52	6	45	<b>49</b>	56	37
		AAUDE Public	674	69	<b>98</b>	147	58	513	54	<b>66</b>	83	49	307	49	<b>54</b>	62	38
2304	English Composition	AAUDE Public	4	103	<b>103</b>	103	62	2	76	<b>76</b>	76	54	5	49	<b>50</b>	50	46
2310	Speech and Rhetorical Studies	AAUDE Public	55	78	<b>103</b>	124	56	63	58	<b>67</b>	74	47	61	50	<b>55</b>	59	36
2401	Liberal Arts and Sciences, General Studies, and Humanities	U of A	5	57	<b>66</b>	75	52	8	56	<b>64</b>	76	56	5	49	<b>54</b>	64	41
		AAUDE Public	62	82	<b>98</b>	121	57	53	61	<b>64</b>	76	50	72	49	<b>55</b>	60	40
2501	Library Science/Librarianship	U of A	1	96	<b>96</b>	96	62	4	65	<b>70</b>	75	50	3	51	<b>57</b>	62	47
		AAUDE Public	41	78	<b>94</b>	110	58	39	69	<b>76</b>	84	52	43	58	<b>62</b>	67	42
2601	Biology, General	U of A	15	79	<b>107</b>	188	55	1	83	<b>83</b>	83	36	8	62	<b>65</b>	71	36
		AAUDE Public	401	72	<b>106</b>	167	58	186	65	<b>73</b>	87	49	205	51	<b>62</b>	67	38
2602	Biochemistry, Biophysics and Molecular Biology	U of A	20	77	<b>105</b>	153	58	5	67	<b>74</b>	79	55	9	61	<b>66</b>	69	38
		AAUDE Public	228	84	<b>111</b>	176	56	85	66	<b>73</b>	84	47	97	59	<b>62</b>	72	39
2603	Botany/Plant Biology	AAUDE Public	175	69	<b>96</b>	129	54	68	62	<b>72</b>	79	44	65	54	<b>59</b>	65	37
2604	Cell/Cellular Biology and Anatomical Sciences	U of A	11	70	<b>99</b>	138	56	3	59	<b>69</b>	86	50	1	63	<b>63</b>	63	34
		AAUDE Public	221	81	<b>114</b>	168	57	105	65	<b>74</b>	84	47	96	62	<b>67</b>	71	40
2605	Microbiological Sciences and Immunology	U of A	5	74	<b>108</b>	129	53	2	66	<b>73</b>	79	50	1	59	<b>59</b>	59	49
		AAUDE Public	156	77	<b>118</b>	192	57	67	65	<b>75</b>	86	49	97	56	<b>66</b>	77	41

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2607	Zoology/Animal Biology	U of A	5	74	<b>87</b>	114	53	3	56	<b>62</b>	67	53	4	61	<b>62</b>	63	41
		AAUDE Public	161	73	<b>96</b>	134	57	74	60	<b>66</b>	72	49	62	53	<b>55</b>	62	39
2608	Genetics	AAUDE Public	46	94	<b>117</b>	167	55	22	75	<b>80</b>	88	47	32	64	<b>68</b>	77	38
2609	Physiology, Pathology and Related Sciences	U of A	10	121	<b>171</b>	224	59	4	67	<b>118</b>	149	45	4	61	<b>77</b>	106	42
		AAUDE Public	188	86	<b>118</b>	167	53	88	69	<b>84</b>	89	40	76	61	<b>71</b>	76	39
2610	Pharmacology and Toxicology	U of A	8	79	<b>111</b>	196	58	1	65	<b>65</b>	65	43	5	61	<b>62</b>	63	38
		AAUDE Public	75	80	<b>120</b>	180	59	30	77	<b>80</b>	88	48	34	62	<b>69</b>	71	39
2611	Biomathematics and Bioinformatics	AAUDE Public	38	98	<b>120</b>	150	55	17	79	<b>89</b>	103	41	27	66	<b>71</b>	73	33
2612	Biotechnology	AAUDE Public	12	97	<b>118</b>	169	50	7	70	<b>69</b>	89	45	11	48	<b>50</b>	72	40
2613	Ecology, Evolution, Systematics and Population Biology	U of A	2	110	<b>111</b>	111	61	2	78	<b>95</b>	113	52					
		AAUDE Public	232	80	<b>109</b>	153	56	85	68	<b>77</b>	92	48	94	58	<b>64</b>	71	39
2699	Biological and Biomedical Sciences, Other	U of A	10	85	<b>177</b>	322	60	1	164	<b>164</b>	164	48	4	119	<b>140</b>	147	38
		AAUDE Public	24	92	<b>121</b>	202	58	22	59	<b>70</b>	94	48	9	51	<b>57</b>	66	40
2701	Mathematics	U of A	27	68	<b>95</b>	148	57	22	58	<b>67</b>	87	49	9	51	<b>56</b>	58	33
		AAUDE Public	993	70	<b>107</b>	167	56	275	61	<b>71</b>	87	46	278	56	<b>60</b>	70	34
2703	Applied Mathematics	U of A	1	120	<b>120</b>	120	54										
		AAUDE Public	55	73	<b>108</b>	171	53	14	71	<b>75</b>	79	40	30	51	<b>56</b>	66	34
2705	Statistics	AAUDE Public	205	84	<b>114</b>	151	56	66	71	<b>79</b>	85	42	114	64	<b>68</b>	73	34
3001	Biological and Physical Sciences	U of A	4	66	<b>82</b>	99	58	1	68	<b>68</b>	68	54	2	60	<b>60</b>	60	41
		AAUDE Public	6	94	<b>135</b>	162	55	8	72	<b>81</b>	92	45	13	54	<b>64</b>	66	37

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3015	Science, Technology and Society	AAUDE Public	5	88	<b>104</b>	121	56	7	78	<b>70</b>	83	47	14	36	<b>47</b>	60	38
3019	Nutrition Sciences	U of A	4	75	<b>98</b>	108	62	3	81	<b>83</b>	84	51	3	72	<b>73</b>	75	39
		AAUDE Public	17	84	<b>99</b>	138	56	11	66	<b>72</b>	75	51	8	59	<b>61</b>	62	42
3020	International/Global Studies	AAUDE Public	7	93	<b>115</b>	119	59	5	66	<b>66</b>	71	51	4	52	<b>53</b>	55	36
3024	Neuroscience	AAUDE Public	26	115	<b>121</b>	154	55	18	70	<b>76</b>	89	48	11	55	<b>55</b>	61	40
3025	Cognitive Science	U of A	1	100	<b>100</b>	100	63										
		AAUDE Public	20	80	<b>111</b>	157	56	12	63	<b>67</b>	74	45	6	62	<b>62</b>	68	34
3099	Multi/Interdisciplinary Studies, Other	AAUDE Public	38	97	<b>102</b>	148	56	3	77	<b>72</b>	82	56	6	44	<b>58</b>	60	40
3101	Parks, Recreation and Leisure Studies	AAUDE Public	7	71	<b>87</b>	92	57	16	60	<b>69</b>	80	50	11	51	<b>54</b>	57	37
3105	Health and Physical Education/Fitness	AAUDE Public	92	78	<b>97</b>	122	56	101	60	<b>68</b>	79	49	93	52	<b>56</b>	62	39
3801	Philosophy	U of A	8	86	<b>117</b>	155	55	6	57	<b>64</b>	71	48	3	58	<b>61</b>	68	39
		AAUDE Public	282	75	<b>107</b>	146	59	129	61	<b>67</b>	79	47	90	51	<b>55</b>	59	36
3802	Religion/Religious Studies	U of A	1	92	<b>92</b>	92	49						2	51	<b>53</b>	54	46
		AAUDE Public	65	84	<b>96</b>	120	58	52	58	<b>66</b>	74	50	44	49	<b>52</b>	54	40
4002	Astronomy and Astrophysics	U of A	16	75	<b>102</b>	145	57	7	61	<b>72</b>	83	41	2	58	<b>61</b>	64	37
		AAUDE Public	121	73	<b>103</b>	142	55	32	69	<b>74</b>	80	42	33	66	<b>68</b>	71	36
4004	Atmospheric Sciences and Meteorology	U of A	5	81	<b>94</b>	105	58	1	74	<b>74</b>	74	48	1	65	<b>65</b>	65	36
		AAUDE Public	73	88	<b>113</b>	136	56	30	70	<b>74</b>	83	44	29	57	<b>60</b>	63	36

**Faculty Salary Benchmarks by CIP Code Disciplines – FY 2006**  
(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
4005	Chemistry	U of A	19	72	<b>114</b>	186	56	4	72	<b>85</b>	91	39	6	71	<b>72</b>	73	34
		AAUDE Public	707	73	<b>117</b>	177	53	203	64	<b>75</b>	87	42	244	59	<b>63</b>	70	35
4006	Geological and Earth Sciences/Geosciences	U of A	30	72	<b>99</b>	146	57	7	61	<b>74</b>	82	43	5	60	<b>66</b>	67	37
		AAUDE Public	417	75	<b>104</b>	140	56	157	63	<b>70</b>	78	46	135	57	<b>60</b>	65	37
4008	Physics	U of A	30	81	<b>108</b>	238	56	16	68	<b>78</b>	94	42	14	64	<b>67</b>	77	35
		AAUDE Public	956	75	<b>110</b>	177	56	189	68	<b>76</b>	85	41	233	63	<b>67</b>	72	35
4201	Psychology, General	U of A	23	70	<b>96</b>	128	59	6	62	<b>67</b>	76	47	6	49	<b>56</b>	61	38
		AAUDE Public	638	71	<b>112</b>	167	56	294	59	<b>71</b>	85	46	302	53	<b>60</b>	68	36
4218	Educational Psychology	U of A	4	77	<b>100</b>	129	61	1	69	<b>69</b>	69	40	1	54	<b>54</b>	54	61
		AAUDE Public	120	76	<b>98</b>	123	58	75	61	<b>71</b>	84	50	95	49	<b>55</b>	61	38
4301	Criminal Justice and Corrections	AAUDE Public	15	82	<b>103</b>	114	54	23	60	<b>67</b>	78	50	12	54	<b>61</b>	67	35
4404	Public Administration	U of A	2	102	<b>117</b>	132	63	3	69	<b>73</b>	78	48	2	64	<b>75</b>	87	38
		AAUDE Public	51	95	<b>120</b>	146	57	33	77	<b>85</b>	103	48	33	60	<b>68</b>	76	36
4405	Public Policy Analysis	U of A	6	133	<b>145</b>	154	52	5	72	<b>111</b>	132	48	3	102	<b>102</b>	103	31
		AAUDE Public	108	90	<b>120</b>	165	57	55	73	<b>83</b>	95	46	55	63	<b>67</b>	77	38
4407	Social Work	AAUDE Public	118	86	<b>104</b>	121	58	112	63	<b>73</b>	84	52	136	53	<b>59</b>	65	44
4501	Social Sciences, General	AAUDE Public	19	96	<b>101</b>	129	56	10	65	<b>63</b>	72	49	17	35	<b>49</b>	72	40
4502	Anthropology	U of A	13	69	<b>97</b>	143	58	10	58	<b>64</b>	76	50	8	47	<b>57</b>	61	43
		AAUDE Public	268	76	<b>101</b>	129	60	175	58	<b>67</b>	73	50	146	52	<b>54</b>	59	40
4504	Criminology	AAUDE Public	28	89	<b>120</b>	172	55	14	69	<b>72</b>	74	45	15	58	<b>63</b>	70	36

**Faculty Salary Benchmarks by CIP Code Disciplines – FY 2006**  
(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
4506	Economics	U of A	10	108	<b>150</b>	209	55	4	54	<b>89</b>	127	48	4	76	<b>86</b>	92	33
		AAUDE Public	429	90	<b>142</b>	199	55	144	77	<b>95</b>	116	45	227	74	<b>84</b>	91	34
4507	Geography and Cartography	U of A	6	86	<b>97</b>	118	52	3	62	<b>73</b>	86	51	2	54	<b>57</b>	60	35
		AAUDE Public	179	75	<b>102</b>	128	56	85	61	<b>68</b>	75	48	87	54	<b>56</b>	61	37
4509	International Relations and Affairs	AAUDE Public	18	93	<b>120</b>	123	55	8	72	<b>78</b>	91	47	11	60	<b>65</b>	76	35
4510	Political Science and Government	U of A	13	73	<b>89</b>	137	57	4	65	<b>74</b>	81	47	3	61	<b>63</b>	66	34
		AAUDE Public	405	76	<b>116</b>	163	57	255	62	<b>76</b>	93	46	227	55	<b>62</b>	69	36
4511	Sociology	U of A	11	71	<b>118</b>	174	54	2	66	<b>74</b>	83	51	5	56	<b>64</b>	69	33
		AAUDE Public	352	76	<b>110</b>	144	57	190	61	<b>71</b>	81	48	183	54	<b>59</b>	65	38
4901	Air Transportation	AAUDE Public	7	97	<b>90</b>	115	56	16	75	<b>66</b>	89	52	11	61	<b>56</b>	64	43
5001	Visual and Performing Arts, General	U of A						1	70	<b>70</b>	70	61	1	61	<b>61</b>	61	38
		AAUDE Public	63	72	<b>90</b>	112	58	56	56	<b>63</b>	79	53	33	51	<b>53</b>	58	41
5003	Dance	U of A	3	65	<b>77</b>	96	51	4	50	<b>50</b>	51	53					
		AAUDE Public	19	74	<b>80</b>	95	60	29	56	<b>60</b>	69	49	19	48	<b>51</b>	51	43
5004	Design and Applied Arts	AAUDE Public	34	72	<b>85</b>	101	56	38	59	<b>59</b>	72	51	34	50	<b>52</b>	58	40
5005	Drama/Theatre Arts and Stagecraft	U of A	4	66	<b>83</b>	112	55	8	46	<b>53</b>	60	52	6	41	<b>43</b>	48	41
		AAUDE Public	152	71	<b>89</b>	107	56	142	57	<b>63</b>	70	50	97	49	<b>52</b>	56	40
5006	Film/Video and Photographic Arts	AAUDE Public	35	86	<b>104</b>	122	59	16	63	<b>65</b>	70	45	25	55	<b>58</b>	61	40
5007	Fine and Studio Art	U of A	17	57	<b>69</b>	90	57	8	50	<b>54</b>	58	52	10	42	<b>45</b>	54	44
		AAUDE Public	313	65	<b>86</b>	121	59	281	56	<b>62</b>	75	50	195	48	<b>52</b>	58	40



**Faculty Salary Benchmarks by CIP Code Disciplines – FY 2006**  
(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
5009	Music	U of A	20	56	<b>74</b>	100	56	14	46	<b>56</b>	79	50	6	42	<b>43</b>	44	38
		AAUDE Public	520	67	<b>87</b>	128	58	416	54	<b>64</b>	79	50	263	48	<b>52</b>	60	40
5102	Communication Disorders Sciences and Services	U of A	5	78	<b>99</b>	130	57	4	67	<b>72</b>	81	49	2	62	<b>65</b>	68	40
		AAUDE Public	91	81	<b>100</b>	124	57	76	59	<b>65</b>	73	50	59	55	<b>59</b>	64	39
5104	Dentistry (DDS, DMD)	AAUDE Public	92	88	<b>116</b>	139	54	102	67	<b>86</b>	119	52	95	58	<b>72</b>	98	43
5105	Advanced/Graduate Dentistry and Oral Sciences (Cert, MS, PhD)	AAUDE Public	88	74	<b>125</b>	212	57	62	63	<b>91</b>	121	51	35	59	<b>79</b>	116	40
5106	Dental Support Services and Allied Professions	AAUDE Public	4	69	<b>70</b>	71	62	10	51	<b>67</b>	69	41	6	40	<b>48</b>	62	50
5107	Health and Medical Administrative Services	AAUDE Public	8	78	<b>118</b>	147	56	10	66	<b>77</b>	80	51	20	60	<b>66</b>	74	40
5109	Allied Health Diagnostic, Intervention, and Treatment Professions	AAUDE Public	11	64	<b>86</b>	178	56	10	69	<b>63</b>	74	49	17	51	<b>60</b>	69	49
5110	Clinical/Medical Laboratory Science and Allied Professions	AAUDE Public	12	83	<b>109</b>	112	57	15	80	<b>101</b>	110	49	12	68	<b>71</b>	79	44
5112	Medicine (MD)	AAUDE Public	206	66	<b>144</b>	232	56	163	66	<b>110</b>	158	50	221	51	<b>99</b>	123	39
5116	Nursing	U of A	5	87	<b>96</b>	107	56	10	61	<b>71</b>	83	53	6	58	<b>60</b>	62	52
		AAUDE Public	117	83	<b>98</b>	120	59	188	64	<b>74</b>	85	55	229	52	<b>60</b>	70	50
5117	Optometry (OD)	AAUDE Public	23	82	<b>102</b>	118	58	21	64	<b>76</b>	102	48	10	67	<b>67</b>	74	40
5120	Pharmacy, Pharmaceutical Sciences, and Administration	U of A	18	67	<b>105</b>	163	57	7	63	<b>77</b>	124	50	4	62	<b>64</b>	68	34
		AAUDE Public	184	80	<b>113</b>	167	57	164	64	<b>79</b>	100	47	174	57	<b>66</b>	78	37
5122	Public Health	U of A	7	93	<b>111</b>	120	56	9	70	<b>82</b>	118	50	10	59	<b>66</b>	89	49
		AAUDE Public	265	88	<b>117</b>	166	57	144	64	<b>82</b>	108	51	156	57	<b>64</b>	74	42

**Faculty Salary Benchmarks by CIP Code Disciplines – FY 2006**  
(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
5123	Rehabilitation and Therapeutic Professions	AAUDE Public	16	83	<b>94</b>	107	60	30	64	<b>76</b>	84	49	37	50	<b>58</b>	69	41
5124	Veterinary Medicine (DVM)	AAUDE Public	199	80	<b>101</b>	134	55	171	61	<b>79</b>	99	50	145	51	<b>69</b>	89	40
5125	Veterinary Biomedical and Clinical Sciences (Cert, MS, PhD)	AAUDE Public	142	78	<b>100</b>	150	57	93	72	<b>78</b>	96	49	76	50	<b>69</b>	81	41
5199	Health Professions and Related Clinical Sciences, Other	U of A	22	70	<b>128</b>	267	56	10	59	<b>100</b>	160	47	4	51	<b>64</b>	82	41
		AAUDE Public	28	99	<b>100</b>	124	56	25	62	<b>75</b>	91	50	27	59	<b>62</b>	73	42
5201	Business/Commerce, General	AAUDE Public	190	96	<b>154</b>	200	55	88	82	<b>116</b>	132	48	127	82	<b>117</b>	130	39
5202	Business Administration, Management and Operations	U of A	1	214	<b>214</b>	214	52	1	127	<b>127</b>	127	43	1	102	<b>102</b>	102	28
		AAUDE Public	355.7	106.8	<b>155</b>	221	55	176	94	<b>119</b>	144	46	247	92	<b>112</b>	132.3	37.59
5203	Accounting and Related Services	U of A	5	154	<b>191</b>	307	56	3	144	<b>148</b>	155	47	2	129	<b>135</b>	140	32
		AAUDE Public	116	117	<b>161</b>	199	56	77	98	<b>124</b>	146	51	63	119	<b>130</b>	137	39
5206	Business/Managerial Economics	AAUDE Public	12	110	<b>132</b>	164	57	6	84	<b>78</b>	90	49	3	82	<b>91</b>	96	36
5208	Finance and Financial Management Services	U of A	2	131	<b>153</b>	175	54	3	148	<b>151</b>	155	42	4	124	<b>129</b>	135	38
		AAUDE Public	102	120	<b>168</b>	217	55	69	107	<b>132</b>	156	47	86	113	<b>135</b>	144	35
5209	Hospitality Administration/Management	AAUDE Public	9	111	<b>118</b>	133	50	20	68	<b>77</b>	86	41	11	68	<b>72</b>	76	35
5210	Human Resources Management and Services	AAUDE Public	59	91	<b>122</b>	160	55	35	74	<b>99</b>	112	48	26	73	<b>78</b>	85	40
5212	Management Information Systems and Services	U of A	8	94	<b>150</b>	211	56	2	102	<b>108</b>	114	41	5	87	<b>100</b>	112	35
		AAUDE Public	21	114	<b>157</b>	179	52	23	96	<b>102</b>	116	47	35	89	<b>104</b>	117	38

**Faculty Salary Benchmarks by CIP Code Disciplines – FY 2006**  
(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
5213	Management Sciences and Quantitative Methods	AAUDE Public	72	116	<b>143</b>	186	59	26	96	<b>110</b>	116	48	38	96	<b>105</b>	110	36
5214	Marketing	U of A	5	26	<b>124</b>	176	59	1	132	<b>132</b>	132	46	6	103	<b>105</b>	112	38
		AAUDE Public	93	129	<b>159</b>	195	56	57	103	<b>115</b>	131	47	60	100	<b>109</b>	113	38
5401	History	U of A	10	67	<b>98</b>	115	63	14	53	<b>59</b>	69	53	4	55	<b>57</b>	60	36
		AAUDE Public	606	70	<b>105</b>	147	59	418	56	<b>68</b>	80	49	260	49	<b>54</b>	61	38

# 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 <sup>1</sup>							AAUDE Public Average Salaries <sup>2</sup>							% to Market (% is Below Market)							
	FY:	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006	2000	2001	2002	2003	2004	2005	2006
College of Agriculture & Life Sciences	77	81	84	87	88	90	97	79	83	86	89	91	92	96	-3%	-2%	-3%	-2%	-3%	-2%	2%	
College of Architecture & Landscape Architecture	77	76	78	83	81	83	97	79	83	85	88	87	90	94	-3%	-9%	-8%	-5%	-8%	-8%	4%	
College of Education	72	75	77	81	79	81	86	80	83	87	90	91	95	98	-11%	-11%	-12%	-11%	-15%	-17%	-14%	
College of Engineering	91	93	97	100	100	102	108	101	105	109	112	114	117	122	-11%	-13%	-12%	-12%	-14%	-15%	-13%	
College of Fine Arts	63	65	67	69	68	68	73	73	76	79	81	83	85	88	-15%	-17%	-18%	-18%	-22%	-24%	-21%	
College of Humanities	75	77	79	81	81	82	85	79	83	86	89	89	93	96	-5%	-8%	-8%	-10%	-10%	-14%	-12%	
College of Nursing	74	77	80	80	89	94	96	84	88	91	92	90	95	98	-14%	-14%	-14%	-15%	-1%	-1%	-2%	
College of Optical Sciences	100	106	108	115	118	120	123	90	94	98	101	102	105	110	10%	12%	9%	12%	14%	12%	11%	
College of Pharmacy	81	88	95	100	104	101	102	92	93	96	102	107	111	115	-12%	-6%	-2%	-2%	-2%	-9%	-13%	
College of Science	80	84	87	90	92	95	101	90	94	98	101	103	107	111	-13%	-12%	-12%	-12%	-12%	-13%	-10%	
College of Social & Behavioral Sciences	81	82	86	87	90	94	99	87	91	94	97	100	103	106	-7%	-11%	-9%	-11%	-11%	-10%	-7%	
Eller College of Management	105	108	118	129	135	145	154	110	116	122	127	131	137	144	-5%	-8%	-3%	2%	4%	5%	7%	
James E. Rogers College of Law	126	123	122	124	122	146	155	125	133	138	142	144	150	157	1%	-8%	-13%	-14%	-18%	-3%	-1%	
Mel & Enid Zuckerman AZ Coll of Public Health	106	108	102	110	107	115	111	97	102	104	109	108	109	114	8%	5%	-1%	1%	-1%	5%	-3%	
<b>University Total (3)</b>	<b>82</b>	<b>85</b>	<b>88</b>	<b>91</b>	<b>93</b>	<b>96</b>	<b>102</b>	<b>90</b>	<b>94</b>	<b>98</b>	<b>101</b>	<b>103</b>	<b>107</b>	<b>111</b>	<b>-10%</b>	<b>-11%</b>	<b>-12%</b>	<b>-12%</b>	<b>-12%</b>	<b>-12%</b>	<b>-9%</b>	
<b>Associate Professor</b>	<b>FY:</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>
College of Agriculture & Life Sciences	55	57	58	62	63	66	69	59	61	63	65	67	68	70	-8%	-8%	-10%	-6%	-7%	-3%	-1%	
College of Architecture & Landscape Architecture	53	55	55	57	58	59	64	58	61	62	64	65	67	70	-9%	-11%	-13%	-12%	-12%	-13%	-10%	
College of Education	57	58	59	60	58	58	62	58	60	62	64	65	67	69	-2%	-4%	-6%	-6%	-13%	-15%	-12%	
College of Engineering	69	72	74	77	76	78	82	71	75	78	80	82	84	87	-4%	-4%	-5%	-3%	-7%	-7%	-5%	
College of Fine Arts	50	50	51	52	52	53	55	52	55	56	58	59	61	63	-4%	-9%	-11%	-12%	-13%	-15%	-15%	
College of Humanities	54	56	56	57	57	57	61	54	56	58	60	61	63	65	-1%	-1%	-2%	-5%	-7%	-10%	-7%	
College of Nursing	55	56	57	62	68	68	71	60	64	66	68	70	73	74	-9%	-15%	-15%	-11%	-3%	-6%	-4%	
College of Optical Sciences	63	62	71	73	75	76	81	64	66	69	71	70	73	76	-1%	-6%	4%	3%	6%	4%	6%	
College of Pharmacy	60	61	63	64	64	65	66	61	67	67	72	73	76	79	-2%	-10%	-7%	-12%	-15%	-16%	-18%	
College of Science	57	62	66	66	69	69	72	62	65	67	69	71	73	75	-8%	-4%	-2%	-5%	-3%	-6%	-4%	
College of Social & Behavioral Sciences	54	56	58	59	60	62	66	58	60	62	64	65	67	70	-7%	-7%	-8%	-9%	-9%	-8%	-6%	
Eller College of Management	77	82	86	96	104	109	114	81	85	89	92	94	99	103	-5%	-4%	-4%	4%	9%	9%	9%	
James E. Rogers College of Law	90	88	87	87	89	112	116	79	83	87	93	92	97	101	12%	5%	1%	-7%	-3%	14%	14%	
Mel & Enid Zuckerman AZ Coll of Public Health	62	62	65	69	72	72	85	69	74	75	76	75	78	81	-12%	-20%	-15%	-10%	-5%	-8%	5%	
<b>University Total (3)</b>	<b>57</b>	<b>60</b>	<b>62</b>	<b>64</b>	<b>65</b>	<b>67</b>	<b>71</b>	<b>62</b>	<b>65</b>	<b>67</b>	<b>69</b>	<b>70</b>	<b>72</b>	<b>75</b>	<b>-8%</b>	<b>-8%</b>	<b>-8%</b>	<b>-7%</b>	<b>-8%</b>	<b>-8%</b>	<b>-5%</b>	
<b>Assistant Professor</b>	<b>FY:</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>
College of Agriculture & Life Sciences	46	46	52	53	56	59	63	50	53	55	56	57	58	60	-8%	-14%	-5%	-7%	-2%	1%	4%	
College of Architecture & Landscape Architecture	42	42	42	45	46	46	50	47	49	49	50	50	52	54	-13%	-16%	-17%	-12%	-10%	-13%	-9%	
College of Education	44	45	47	49	48	50	54	47	48	50	52	52	54	56	-7%	-7%	-8%	-7%	-9%	-10%	-5%	
College of Engineering	60	61	63	67	68	69	74	61	64	67	69	71	73	76	-3%	-5%	-7%	-3%	-5%	-6%	-3%	
College of Fine Arts	39	40	42	42	43	43	45	43	44	46	48	49	51	52	-9%	-10%	-11%	-12%	-14%	-17%	-16%	
College of Humanities	41	42	43	45	45	46	49	44	46	47	49	50	52	53	-6%	-8%	-8%	-8%	-11%	-12%	-7%	
College of Nursing	45	46	47	54	58	58	60	50	52	54	56	56	59	60	-11%	-13%	-15%	-5%	3%	-1%	0%	
College of Optical Sciences	58	63	63	65	65	67	70	54	56	58	61	62	65	67	7%	11%	7%	6%	6%	3%	4%	
College of Pharmacy	54	55	56	56	56	56	63	54	56	57	59	61	64	66	-1%	0%	-3%	-6%	-9%	-14%	-5%	
College of Science	51	57	57	58	60	62	66	51	54	56	59	61	64	66	1%	6%	2%	-1%	-2%	-3%	0%	
College of Social & Behavioral Sciences	46	46	48	50	52	54	57	47	49	51	53	54	55	57	-3%	-7%	-6%	-5%	-3%	-2%	0%	
Eller College of Management	79	84	89	96	98	101	104	73	78	83	86	89	93	97	7%	8%	7%	10%	9%	7%	7%	
James E. Rogers College of Law	83	84						76	83	86	90	88	91	101	8%	1%						
Mel & Enid Zuckerman AZ Coll of Public Health	69	70	62	57	59	64	67	52	56	58	60	62	62	64	24%	21%	7%	-5%	-5%	3%	4%	
<b>University Total (3)</b>	<b>50</b>	<b>52</b>	<b>54</b>	<b>56</b>	<b>58</b>	<b>60</b>	<b>64</b>	<b>52</b>	<b>55</b>	<b>57</b>	<b>60</b>	<b>61</b>	<b>63</b>	<b>66</b>	<b>-5%</b>	<b>-6%</b>	<b>-6%</b>	<b>-6%</b>	<b>-6%</b>	<b>-6%</b>	<b>-3%</b>	

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

## Appendix II – AAUDE Institutions

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### 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**

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

<sup>\*</sup> 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

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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  
0101 Agricultural Business and Management  
0102 Agricultural Mechanization  
0103 Agricultural Production Operations  
0104 Agricultural and Food Products Processing  
0106 Applied Horticulture/Horticultural Business Services  
0107 International Agriculture  
0108 Agricultural Public Services  
0109 Animal Sciences  
0110 Food Science and Technology  
0111 Plant Sciences  
0112 Soil Sciences  
0199 Agriculture, Agriculture Operations, and Related Sciences, Other  
0301 Natural Resources Conservation and Research  
0302 Natural Resources Management and Protective Services  
0303 Fishing and Fisheries Sciences and Management  
0305 Forestry  
0306 Wildlife and Wildlands Science and Management

0399 Natural Resources and Conservation, Other  
1403 Agricultural/Biological Engineering and Bioengineering  
1900 Work and Family Studies  
1901 Family and Consumer Sciences/Human Sciences, General  
1902 Family and Consumer Sciences/Human Sciences Business Services  
1904 Family and Consumer Economics and Related Studies  
1905 Foods, Nutrition, and Related Services  
1906 Housing and Human Development+  
1907 Human Development, Family Studies, and Related Services  
1909 Apparel and Textiles  
1999 Family and consumer Sciences/human Sciences, Other  
2603 Botany/Plant Biology  
2607 Zoology/Animal Biology  
3019 Nutrition Sciences  
5111 Health/Medical Preparatory Programs  
5125 Veterinary Biomedical and Clinical Sciences (Cert, MS, PhD)

### **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

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### **College of Education**

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

### **College of Engineering**

1102	Computer Programming	1424	Ocean Engineering
1105	Computer systems Analysis	1425	Petroleum Engineering
1108	Computer software and Media Applications	1427	Systems Engineering
1401	Engineering, General	1428	Textile Sciences and Engineering
1402	Aerospace, Aeronautical and Astronautical Engineering	1431	Materials Science
1404	Architectural Engineering	1432	Polymer/Plastics Engineering
1406	Ceramic Sciences and Engineering	1435	Industrial Engineering
1407	Chemical Engineering	1499	Engineering, Other
1408	Civil Engineering	1500	Engineering Technology, General
1409	Computer Engineering, General	1503	Electrical Engineering Technologies/Technicians
1410	Electrical, Electronics and Communications Engineering	1504	Electromechanical Instrumentation and Maintenance Technologies/Technicians\
1411	Engineering Mechanics	1505	Environmental Control Technologies/Technicians
1412	Engineering Physics	1506	Industrial Production Technologies/Technicians
1413	Engineering Science	1508	Mechanical Engineering Related Technologies/Technicians
1414	Environmental/Environmental Health Engineering	1510	Construction Engineering Technologies
1418	Materials Engineering	1511	Engineering-Related Technologies
1419	Mechanical Engineering	1513	Drafting/Design Engineering Technologies/Technicians
1420	Metallurgical Engineering	1515	Engineering-Related Fields
1421	Mining and Mineral Engineering	1599	Engineering Technologies/Technicians, Other
1422	Naval Architecture and Marine Engineering		
1423	Nuclear Engineering		

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

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### **College of Fine Arts**

0907	Radio, Television, and Digital Communication	5005	Drama/Theatre Arts and Stagecraft
1001	Communications Technology/Technician	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

### **College of Humanities+**

1314	Teaching English or French as a Second or Foreign Language	1699	Foreign Languages, Literatures, and Linguistics, Other
1602	African Languages, Literatures, and Linguistics	2301	English Language and Literature, General
1603	East Asian Languages, Literatures, and Linguistics	2304	English Composition
1604	Slavic, Baltic and Albanian Languages, Literatures, and Linguistics	2305	Creative Writing
1605	Germanic Languages, Literatures, and Linguistics	2307	American Literature (United States and Canadian)
1607	South Asian Languages, Literatures, and Linguistics	2308	English Literature (British and Commonwealth)
1609	Romance Languages, Literatures, and Linguistics	2310	Speech and Rhetorical Studies
1611	Middle/Near Eastern and Semitic Languages, Literatures, and Linguistics	2311	Technical and Business Writing
1612	Classics and Classical Languages, Literatures, and Linguistics	2399	English Language and Literature/Letters, Other
		4503	Archeology

### **College of Nursing**

3011	Gerontology
5116	Nursing

### **College of Optical Sciences**

4008	Physics+
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### **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
2612	Biotechnology	4006	Geological and Earth Sciences/Geosciences
2699	Biological and Biomedical Sciences, Other	4099	Physical Sciences, Other
2701	Mathematics	5102	Communication Disorders Sciences and Services

### College of Social and Behavioral Science

0403	City/Urban, Community and Regional Planning	4204	Community Psychology
0501	Area Studies+	4206	Counseling Psychology
0502	Ethnic, Cultural Minority, and Gender Studies+	4207	Developmental and Child Psychology
0599	Area, Ethnic, Cultural, and Gender Studies, Other+	4208	Experimental Psychology
0901	Communication and Media Studies	4209	Industrial and Organizational Psychology
0904	Journalism	4211	Physiological Psychology/Psychobiology
0909	Public Relations, Advertising, and Applied Communication	4216	Social Psychology
0999	Communication, Journalism, and Related Programs, Other	4299	Psychology, Other
1601	Linguistics Comparative, and Related Language Studies and Services	4501	Social Sciences, General
2501	Library Science/Librarianship	4502	Anthropology
2599	Library Science, Other	4504	Criminology
3013	Medieval and Renaissance Studies	4505	Demography and Population Studies
3017	Behavioral Sciences	4507	Geography and Cartography
3025	Cognitive Science	4509	International Relations and Affairs
3801	Philosophy	4510	Political Science and Government
3802	Religion/Religious Studies	4511	Sociology
3906	Theological and Ministerial Studies	4512	Urban Studies/Affairs
3999	Theology and Religious Vocations, Other	4599	Social Sciences, Other
4201	Psychology, General	5132	Bioethics/Medical Ethics
4202	Clinical Psychology	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

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### **Eller College of Management**

1437 Operations Research  
4301 Criminal Justice and Corrections  
4404 Public Administration  
4405 Public Policy Analysis  
4407 Social Work  
4499 Public Administration and Social Service Professions, Other  
4506 Economics  
5201 Business/Commerce, General  
5202 Business Administration, Management and Operations  
5203 Accounting and Related Services  
5206 Business/Managerial Economics  
5207 Entrepreneurial and Small Business Operations  
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

### **Research and Graduate IDP Studies**

1405 Biomedical/Medical Engineering  
2608 Genetics  
2703 Applied Mathematics  
3008 Mathematics and Computer Science  
3012 Historic Preservation and Conservation  
3014 Museology/Museum Studies  
3015 Science, Technology and Society

### **UA South, AIC & Independent Units**

1399 Education, Other  
2401 Liberal Arts and Sciences, General Studies, and Humanities

5209 Hospitality Administration/Management  
5210 Human Resources Management and Services  
5211 International Business  
5212 Management Information Systems and Services  
5213 Management Sciences and Quantitative Methods  
5214 Marketing  
5215 Real Estate  
5216 Taxation  
5217 Insurance  
5218 General Sales, Merchandising and Related Marketing Operations  
5220 Construction Management  
5299 Business, Management, Marketing, and Related Support Services, Other

### **Mel & Enid Zuckerman AZ College of Public Health**

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

3018 Natural Sciences  
3020 International/Global Studies  
3023 Intercultural/Multicultural and Diversity Studies  
3024 Neuroscience  
3099 Multi/Interdisciplinary Studies, Other  
4203 Cognitive Psychology and Psycholinguistics

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

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### **Excluded from University Totals**

#### **College of Medicine**

2604	Cell/Cellular Biology and Anatomical Sciences	5100	Health Services/Allied Health/Health Sciences, General
2605	Microbiological Sciences and Immunology	5110	Clinical/Medical Laboratory Science and Allied Professions
2609	Physiology, Pathology and Related Sciences	5199	Health Professions and Related Clinical Sciences, Other
3105	Health and Physical Education/Fitness	6002	Medical Residency Programs

#### **Medical and other CIP's not related to University Programs**

3101	Parks, Recreation and Leisure Studies	5112	Medicine (MD)
3103	Parks, Recreation and Leisure Facilities Management	5114	Medical Clinical Sciences/Graduate Medical Studies
3199	Parks, Recreation, Leisure and Fitness Studies, Other	5115	Mental and Social Health Services and Allied Professions
4901	Air Transportation	5117	Optometry (OD)
5104	Dentistry (DDS, DMD)	5119	Osteopathic Medicine/Osteopathy (DO)
5105	Advanced/Graduate Dentistry and Oral Sciences-Cert, MS, PhD	5123	Rehabilitation and Therapeutic Professions
5106	Dental Support Services and Allied Professions	5124	Veterinary Medicine (DVM)
5107	Health and Medical Administrative Services	5131	Dietetics and Clinical Nutrition Services
5108	Allied Health and Medical Assisting Services	6001	Dental Residency Programs
5109	Allied Health Diagnostic, Intervention, and Treatment Professions		