



**Faculty Salary Benchmark Report
AAUDE Publics
FY 2007 – 08**

Office of Institutional Research & Planning Support
October 2008

**Faculty Salary Benchmark Report
AAUDE Publics
FY 2007 – 08**

Table of Contents

Overview	1
UA-AAUDE Benchmark Trends by College	3
UA Percent to Market – College Comparison by Rank.....	19
AAUDE Market Trends – College Comparison by Rank.....	23
Faculty Salary Benchmarks by CIP Code Disciplines	27
Appendix I – UA-AAUDE Faculty Salary Trend – Summary Table	40
Appendix II – AAUDE Institutions.....	41
Appendix III – College Discipline (CIP Code) Mapping	42

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

As AAUDE data is not reported at the college level, for benchmarking purposes college is defined as all designated UA programs within a college and related AAU programs. This inclusive definition aims to capture the total potential market where a UA college may go to recruit a faculty member. The college market is updated annually to reflect any changes in the composition of a college at the UA or in the AAU market.

Although disciplines often reside within multiple colleges, they are mapped to one and only one college. This assignment is based upon the closest match for the discipline. For example, although the Physics program at the UA belongs to both the College of Optical Science and the College of Science, it was assigned only to the College of Optical Sciences. Additionally, some AAU programs did not fall into any of the colleges and those disciplines were excluded from college and university totals. The College of Medicine and other medical related disciplines were also excluded from University totals.

See Appendix III for a complete college mapping with inclusions and exclusions of specific disciplines.

What is the Compensation Ratio?

The compensation ratio is a measure of how far UA faculty salaries are from the AAUDE public mean (average). For example, if the ratio was 100% then UA faculty are, on average, being paid at the AAUDE public market rate. Any ratio less than 100% shows that the salary is below the market rate and would need to increase to be on par with other AAUDE publics. If the ratio is greater than 100%, then the salary is above the AAUDE public market rate. This standardized measure allows comparisons between colleges and ranks.

UA-AAUDE Benchmark Trends by College

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

The following set of graphs show how the UA average faculty salary compares to the AAUDE public market over time. The first three graphs on each page show how the UA average faculty salary compares to the AAUDE low, average and high salaries highlighting not only trends in UA salaries, but also how they fare in comparison to the market rate. The fourth graph looks at the most recent academic year and shows the compensation ratio for each college. This ratio defines how the average salary of each rank compares to the AAUDE public market rate for FY 2007 – 08. At the bottom of each page, the data set used to plot the graphs above is provided for more detailed numerical interpretation. The graphs show UA overall performance and then each academic college in turn.

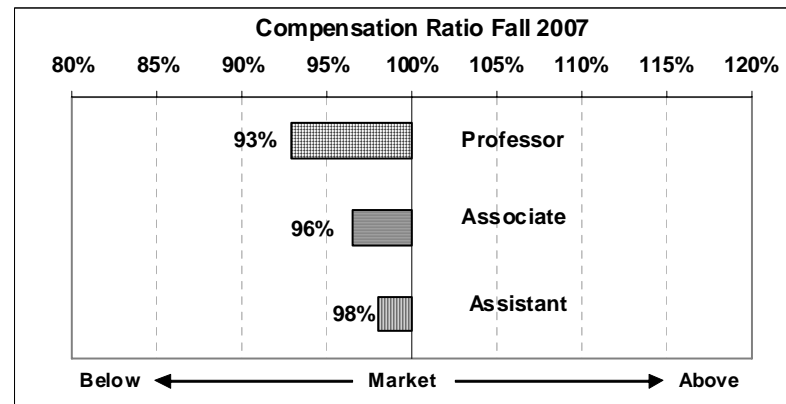
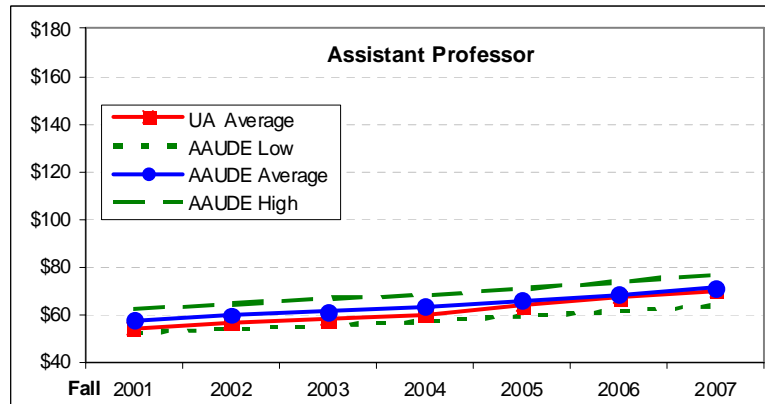
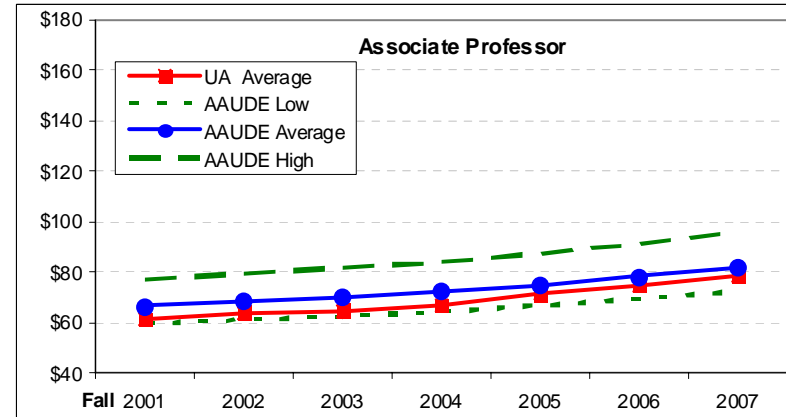
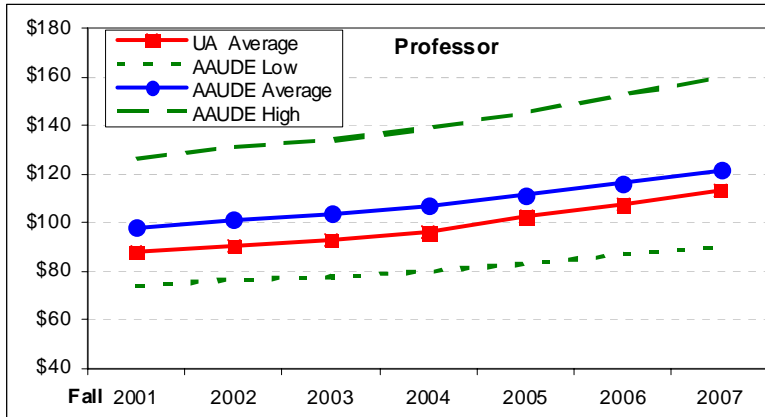
Key Points:

- At the University-wide level, all ranks are below the AAUDE public market rate. However, over time University-wide average salaries are moving closer to the market. Assistant professors are closest to the AAUDE average and professor salaries still lag the furthest behind the market.
- Agriculture and Life Sciences has shown the greatest improvement over time, as all three ranks were below market in 2001 and as of fall 2007 all exceed the market average.
- Optical Sciences and Eller are the only other two colleges where all three ranks exceed the AAUDE public market rate in fall 2007.
- The Colleges of Law, Pharmacy and Social and Behavioral Sciences have all shown increases across all ranks in their compensation ratio and all are either close to or exceed the market rate in fall 2007.
- Fine Arts was the only UA college to move further from market across all ranks. The college was below the market rate in 2001 and this downward trend has continued over time.
- All other colleges present a mixed picture with some ranks moving closer to the market rate, and others moving further away over time.

University

AAUDE Public Benchmarks

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

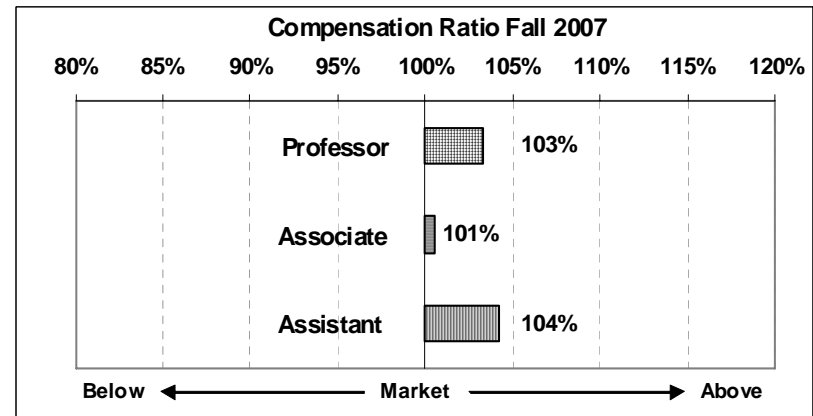
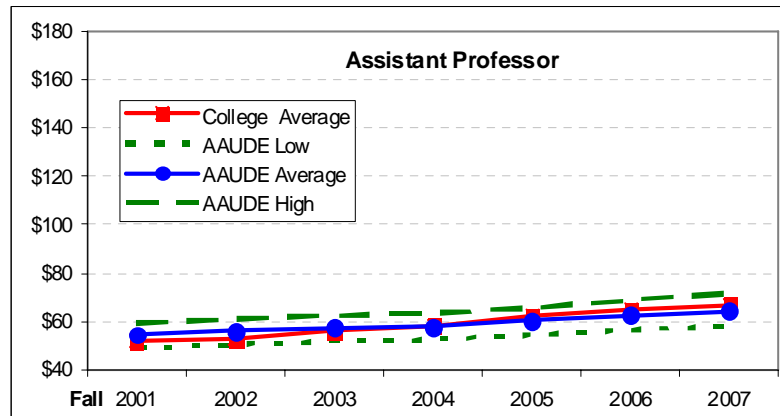
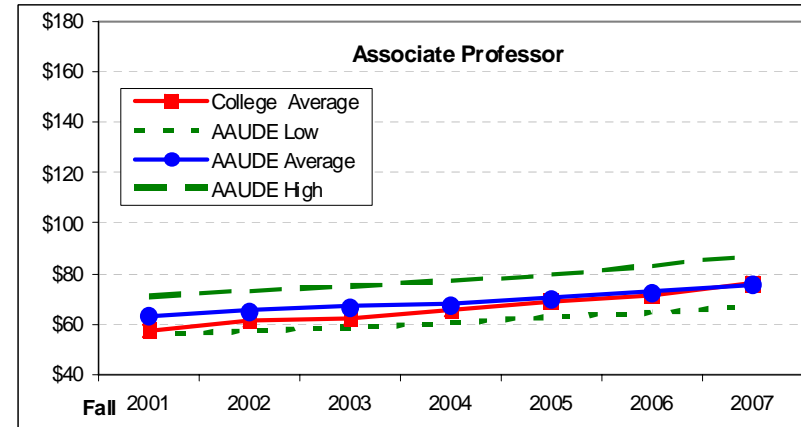
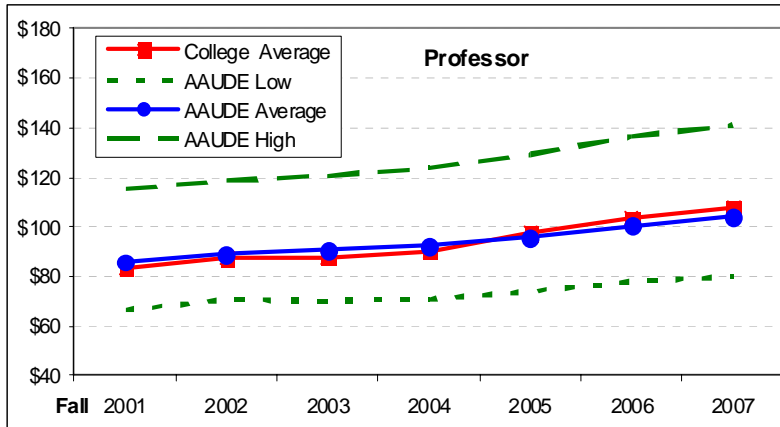


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>							
	Fall	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007
UA Average		88	91	93	96	102	107	113	62	64	65	67	71	75	79	54	56	58	60	64	67	70
AAUDE Low		74	76	78	80	83	87	90	60	61	63	64	67	70	72	52	54	55	57	59	61	64
AAUDE Average		98	101	103	107	111	116	122	67	69	70	72	75	78	82	57	60	61	63	66	68	71
AAUDE High		126	131	134	139	145	153	160	77	80	82	84	87	91	96	62	64	67	68	71	74	77
Compa Ratio		90%	89%	90%	90%	92%	92%	93%	92%	93%	92%	93%	95%	96%	96%	94%	94%	94%	94%	97%	98%	98%

College of Agriculture & Life Sciences

AAUDE Public Benchmarks

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

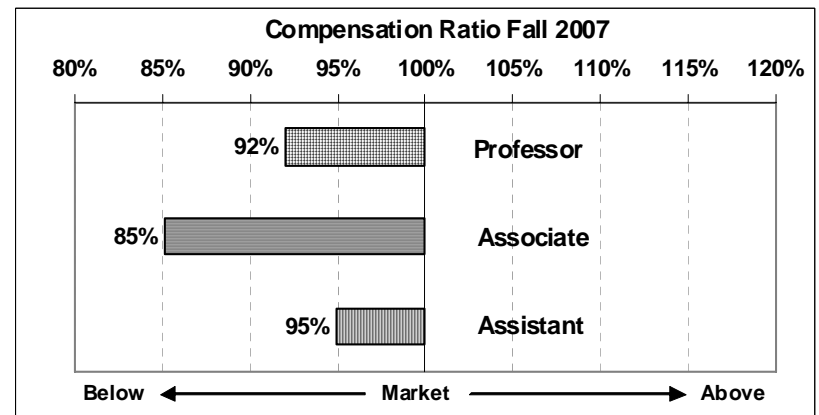
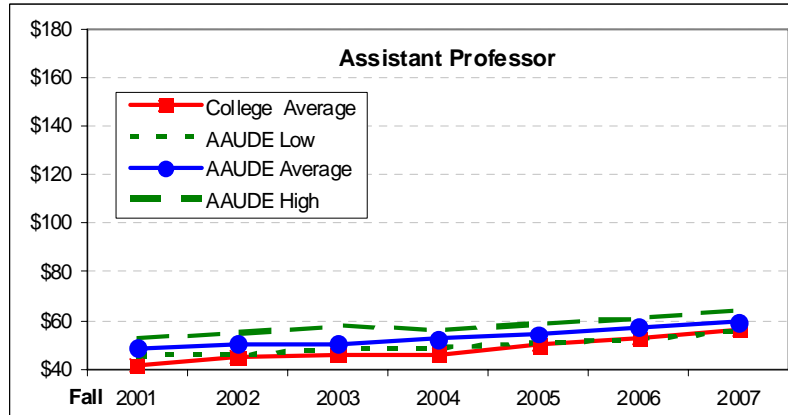
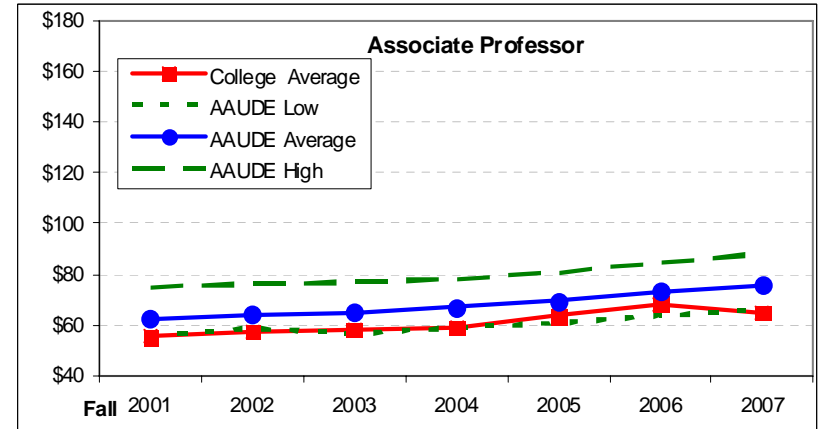
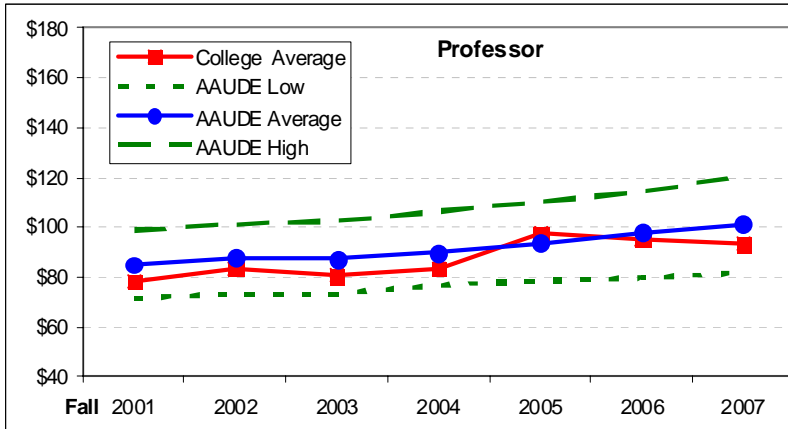


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>							
	Fall	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007
College Average		84	87	88	90	97	104	108	58	62	63	66	69	71	76	52	53	56	59	63	65	67
AAUDE Low		66	71	70	71	74	78	80	56	57	59	60	63	65	67	49	51	52	53	55	57	58
AAUDE Average		86	89	91	92	96	100	104	63	65	67	68	70	73	76	55	56	57	58	60	63	65
AAUDE High		115	119	121	124	129	136	141	71	73	75	77	79	83	87	60	61	63	64	66	69	72
Compa Ratio		97%	98%	97%	98%	102%	103%	103%	91%	94%	93%	97%	99%	98%	101%	95%	94%	98%	101%	104%	103%	104%

College of Architecture & Landscape Architecture

AAUDE Public Benchmarks

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

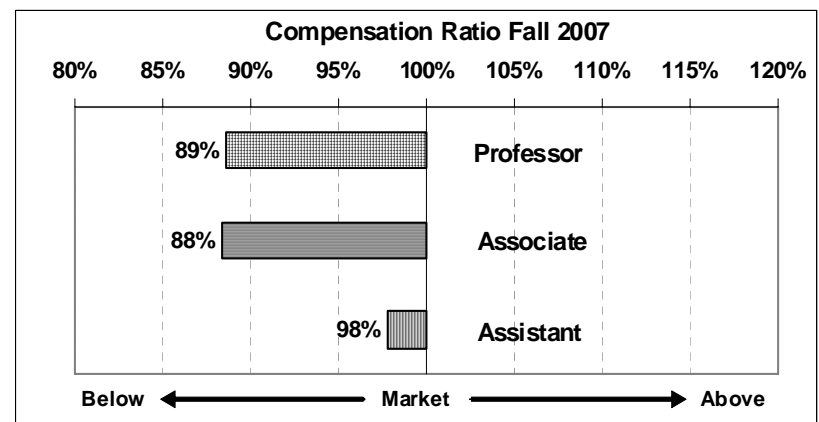
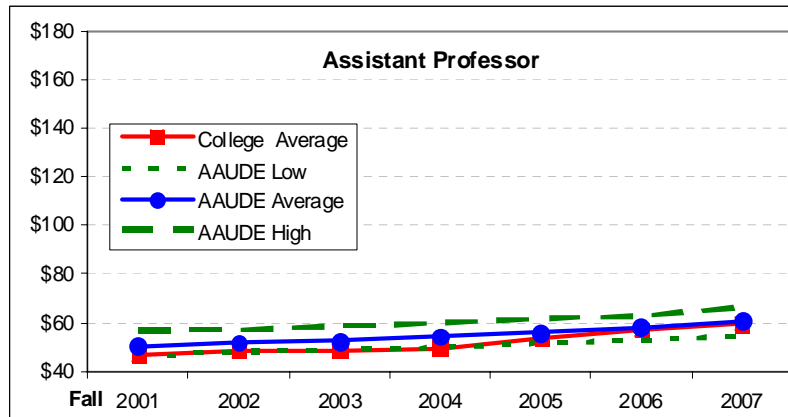
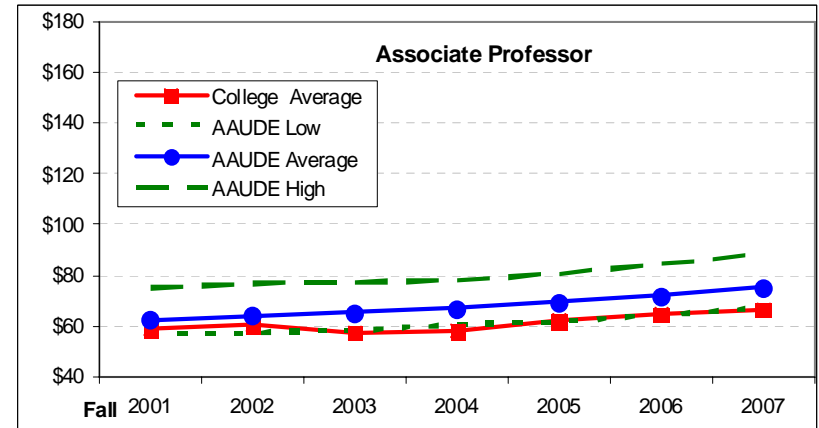
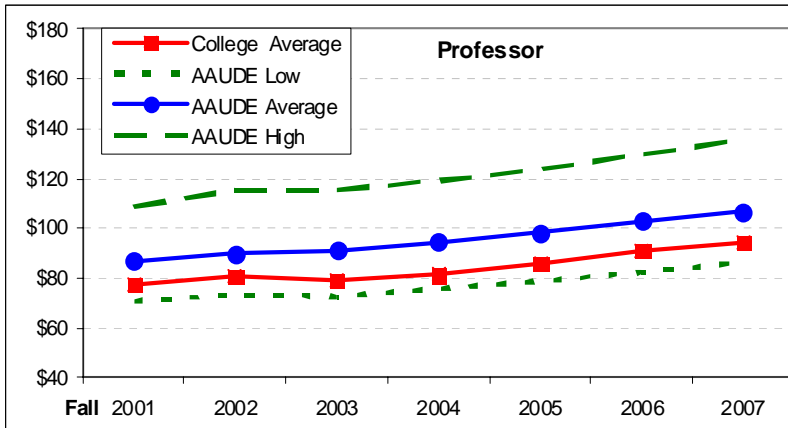


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>							
	Fall	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007
College Average		78	83	81	83	97	95	93	55	57	58	59	64	68	65	42	45	46	46	50	53	56
AAUDE Low		72	73	73	77	79	80	82	55	59	56	59	61	64	66	45	46	48	49	51	52	56
AAUDE Average		85	88	87	90	94	98	101	62	64	65	67	70	73	76	49	50	50	52	54	57	59
AAUDE High		99	101	103	106	110	114	120	75	76	77	78	81	84	88	53	55	58	56	59	61	64
Compa Ratio		92%	95%	92%	93%	104%	97%	92%	89%	89%	90%	88%	91%	94%	85%	85%	90%	91%	88%	91%	93%	95%

College of Education

AAUDE Public Benchmarks

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

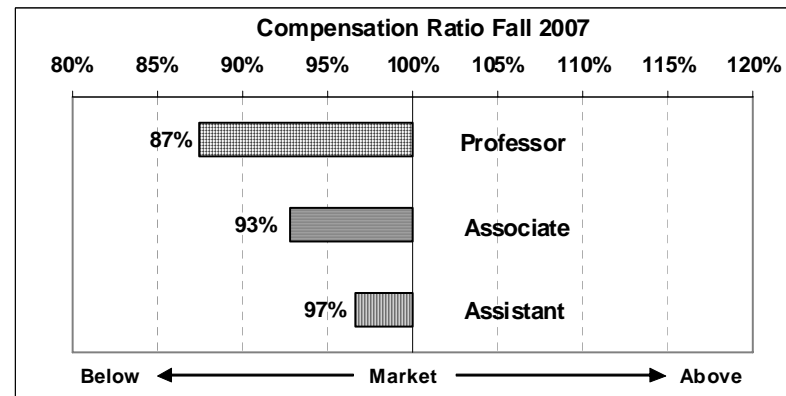
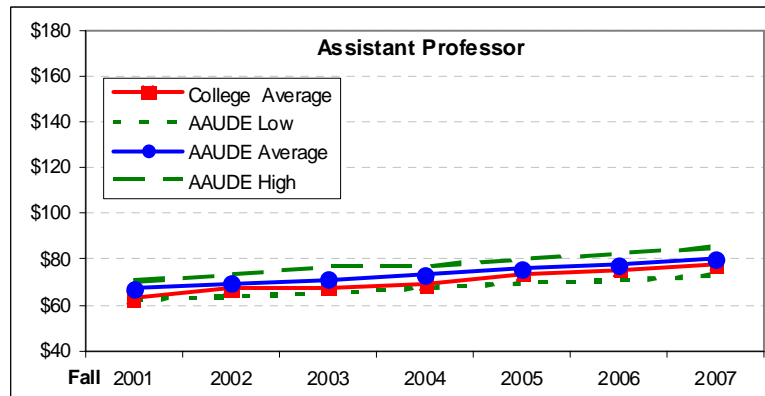
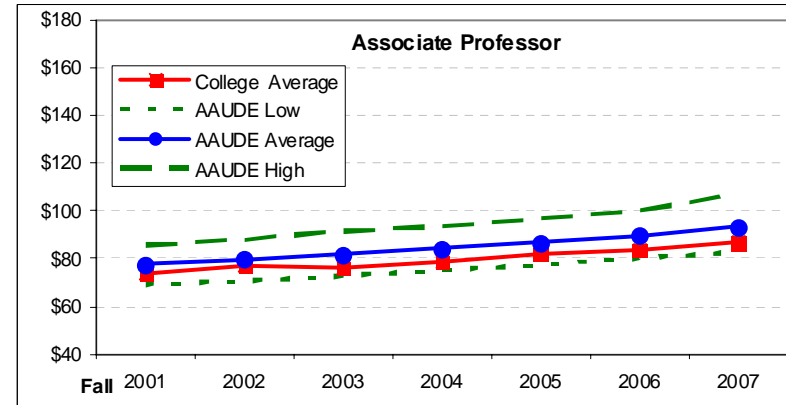
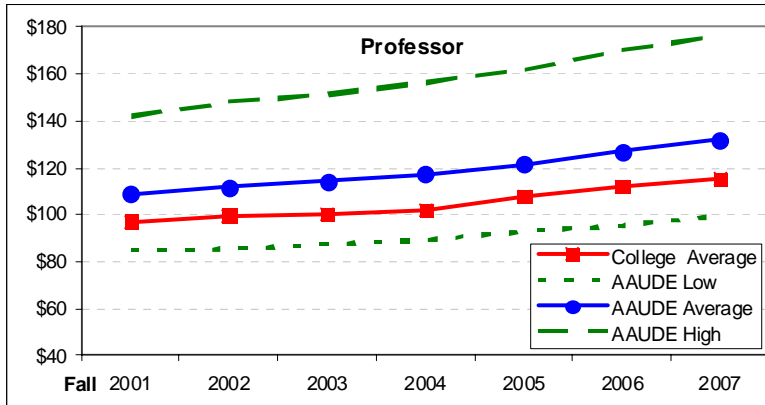


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>							
	Fall	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007
College Average		77	81	79	81	86	91	94	59	60	58	58	62	65	67	47	49	48	50	54	57	59
AAUDE Low		71	74	73	76	79	82	86	57	58	58	61	62	64	67	46	48	49	50	52	53	55
AAUDE Average		87	90	91	95	98	103	107	62	64	65	67	69	72	75	50	52	52	54	56	58	61
AAUDE High		109	115	115	119	124	130	136	75	77	77	78	81	84	89	57	57	58	60	62	63	66
Compa Ratio		89%	90%	87%	86%	88%	89%	89%	94%	94%	88%	87%	89%	90%	88%	93%	94%	92%	91%	95%	98%	98%

College of Engineering

AAUDE Public Benchmarks

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

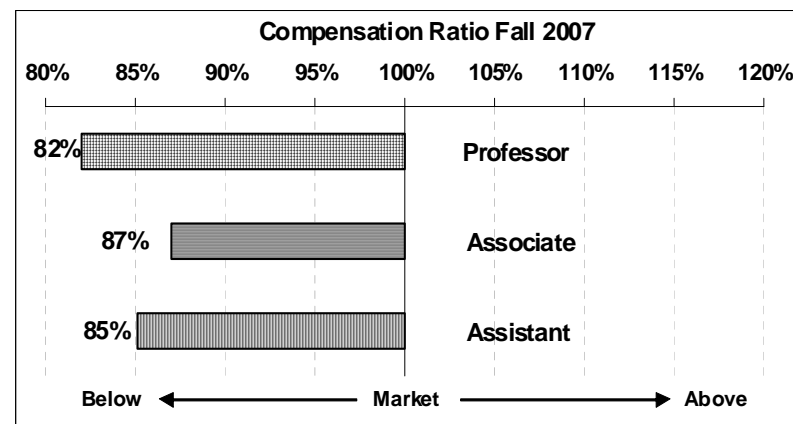
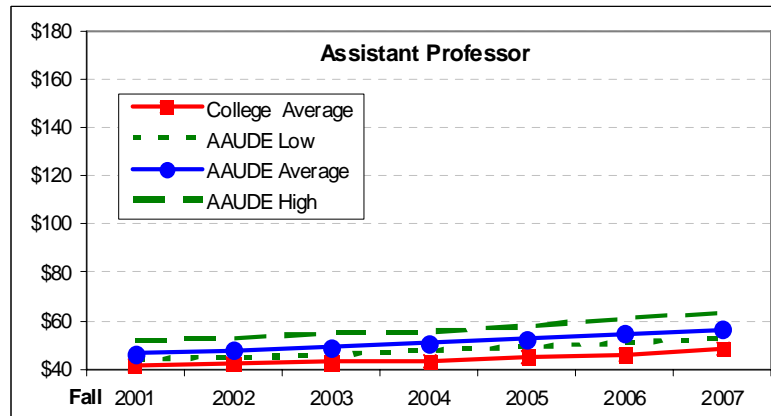
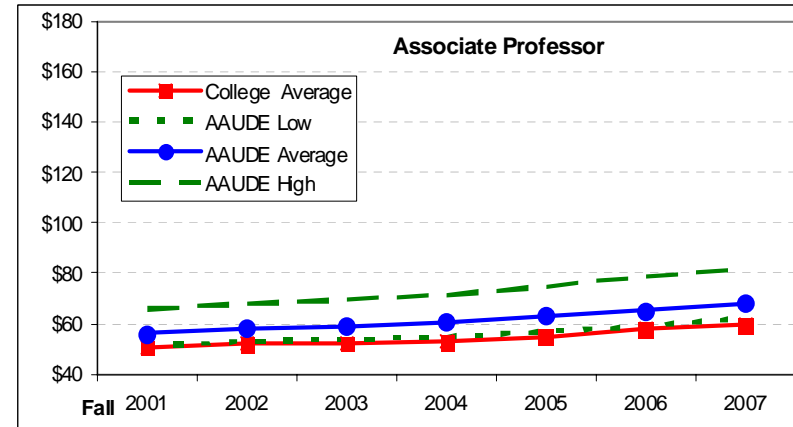
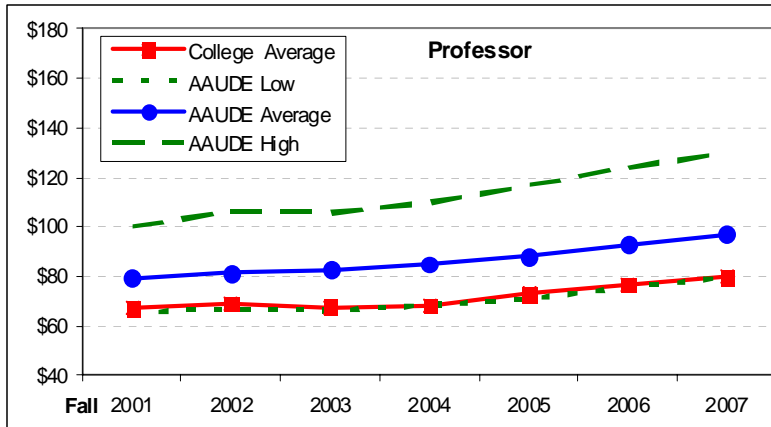


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>						
	Fall 2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007
College Average	97	100	100	102	108	112	115	74	77	76	78	82	84	87	63	67	68	69	74	76	77
AAUDE Low	85	85	87	89	93	95	100	69	71	73	75	77	80	83	62	64	65	67	70	71	73
AAUDE Average	109	112	114	117	122	127	132	78	80	82	84	87	89	93	67	69	71	73	76	78	80
AAUDE High	142	148	151	156	162	170	176	86	88	92	94	97	100	107	70	73	77	77	80	82	85
Compa Ratio	89%	89%	88%	87%	88%	88%	87%	95%	97%	93%	93%	95%	94%	93%	94%	97%	95%	94%	97%	97%	97%

College of Fine Arts

AAUDE Public Benchmarks

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

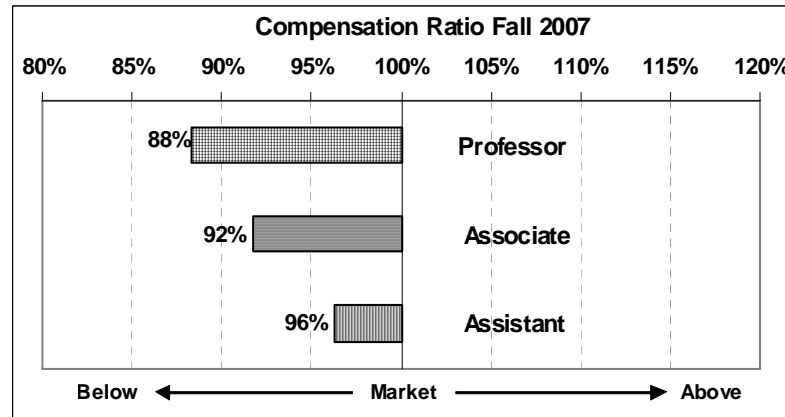
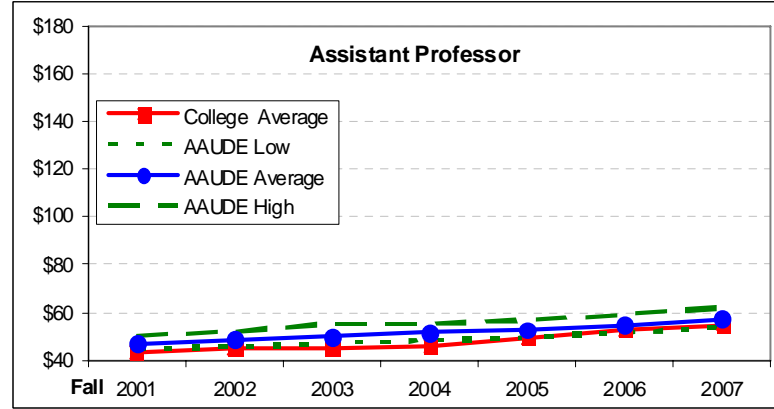
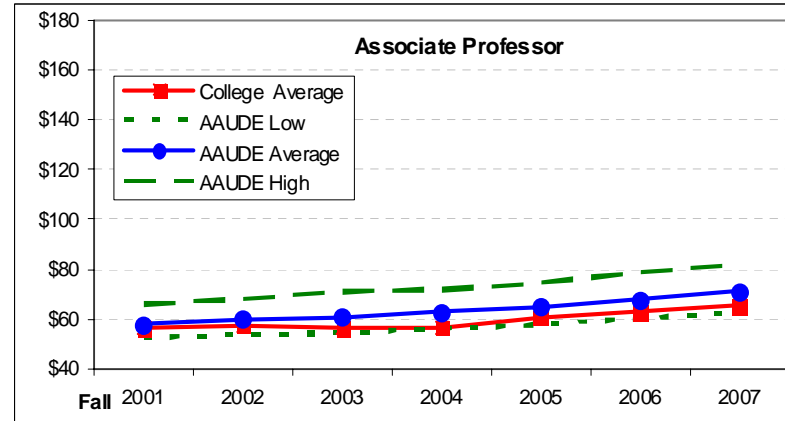
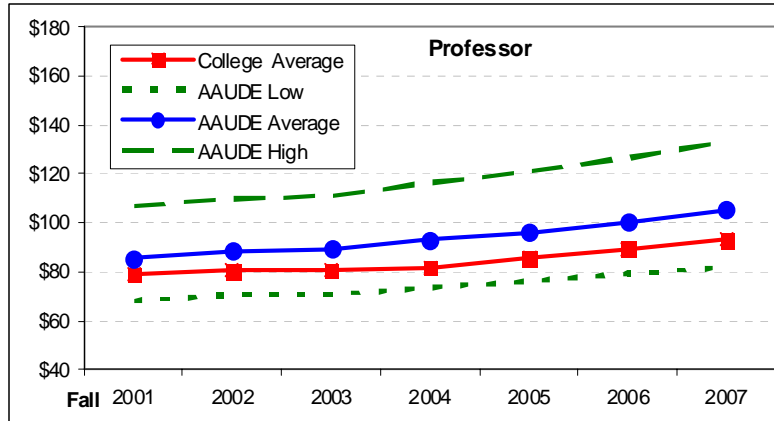


	<u>Professor</u>							<u>Associate</u>						<u>Assistant</u>							
	Fall 2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007
College Average	67	69	68	68	73	76	80	51	52	52	53	55	58	59	42	42	43	43	45	46	48
AAUDE Low	66	67	66	68	71	75	80	51	53	54	55	57	59	62	44	45	46	48	49	51	53
AAUDE Average	79	81	83	85	88	93	97	56	58	59	61	63	65	68	46	48	49	51	52	55	57
AAUDE High	100	106	106	110	117	124	130	66	68	70	71	75	79	82	52	53	55	56	58	61	63
Compa Ratio	85%	85%	82%	80%	83%	82%	82%	90%	89%	88%	87%	87%	88%	87%	90%	89%	88%	85%	86%	85%	85%

College of Humanities

AAUDE Public Benchmarks

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

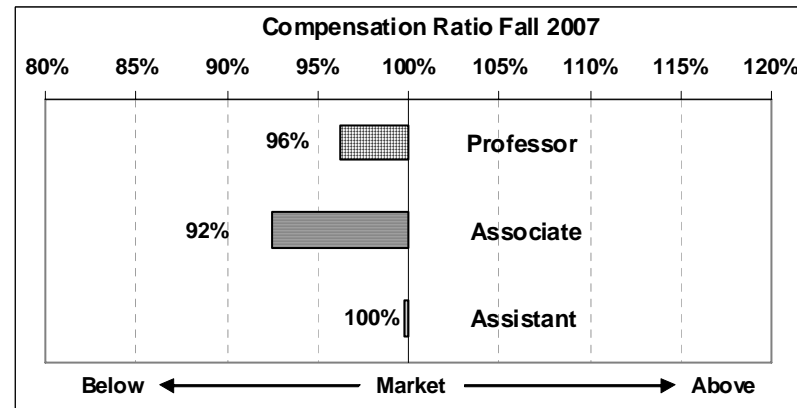
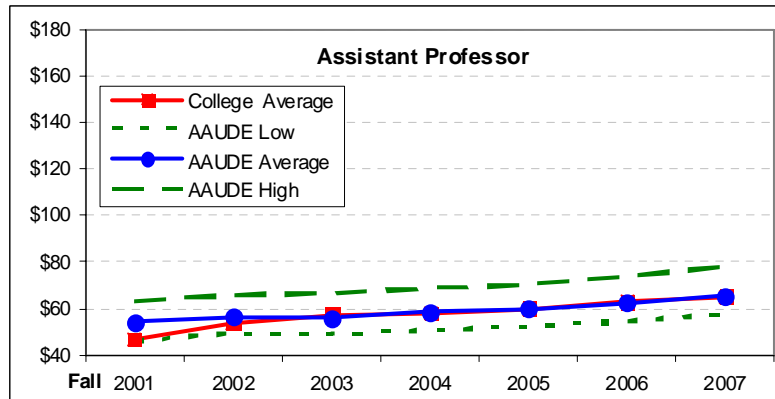
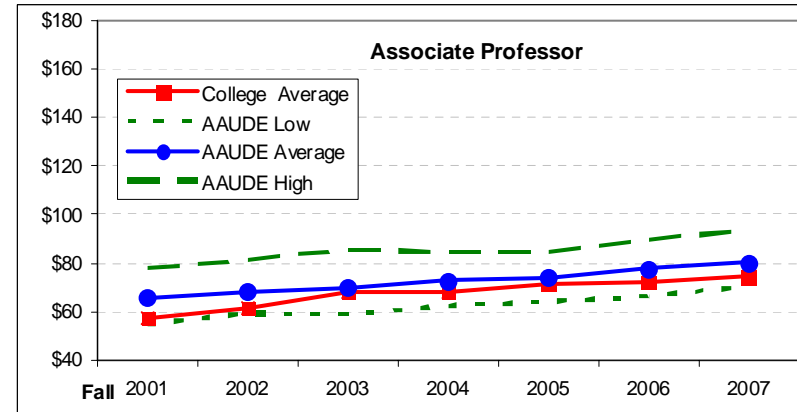
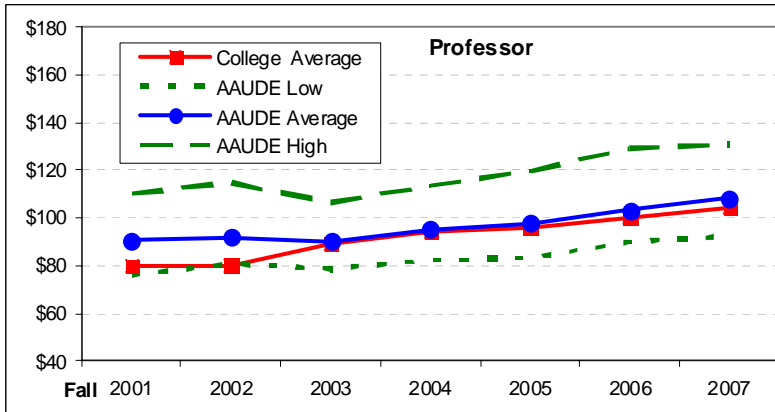


	<u>Professor</u>								<u>Associate</u>								<u>Assistant</u>							
	Fall	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007		
College Average		79	80	81	82	85	90	93	56	57	56	56	61	63	65	43	45	45	46	49	53	55		
AAUDE Low		68	70	71	73	76	79	81	52	54	54	56	58	60	63	45	46	47	48	50	51	54		
AAUDE Average		86	89	89	93	96	100	105	58	60	61	63	65	68	71	47	48	50	52	53	55	57		
AAUDE High		107	110	111	116	121	127	133	66	68	71	72	74	79	82	50	52	55	55	57	59	62		
Compa Ratio		92%	91%	90%	88%	89%	89%	88%	97%	95%	92%	90%	94%	93%	92%	93%	93%	90%	89%	94%	97%	96%		

College of Nursing

AAUDE Public Benchmarks

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

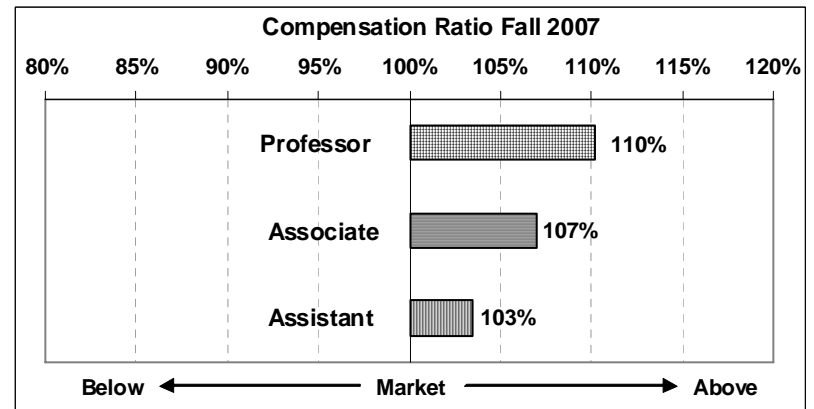
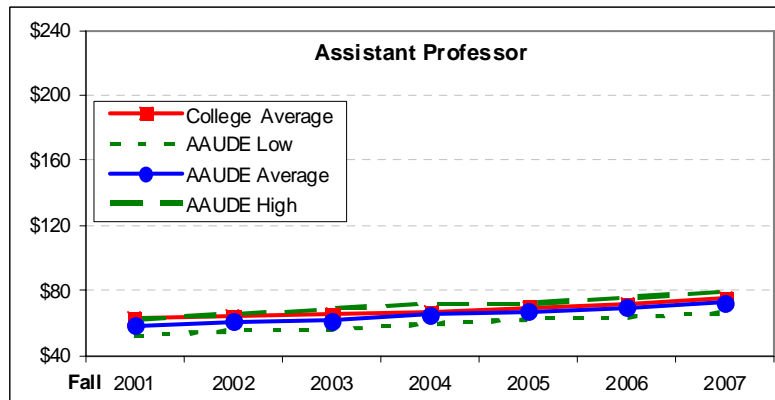
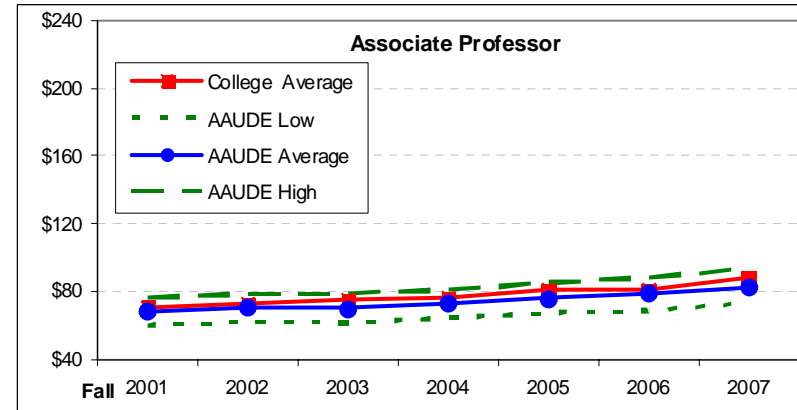
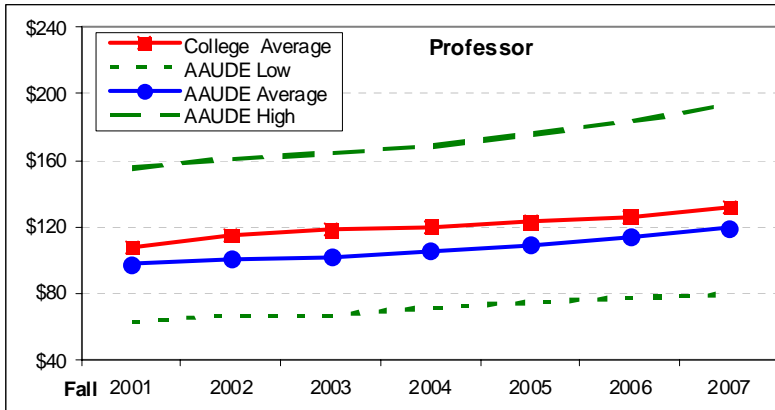


	<u>Professor</u>								<u>Associate</u>								<u>Assitant</u>						
	Fall	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007	
College Average		80	80	89	94	96	100	104	57	62	68	68	71	72	74	47	54	58	58	60	63	65	
AAUDE Low		76	81	79	82	83	90	92	55	59	59	62	64	67	70	46	50	49	51	52	55	58	
AAUDE Average		91	92	90	95	98	103	108	66	68	70	73	74	78	80	54	56	56	59	60	62	65	
AAUDE High		110	115	106	113	120	129	131	78	81	86	84	85	90	93	63	66	67	69	70	74	78	
Compa Ratio		88%	87%	99%	99%	98%	97%	96%	87%	90%	97%	94%	96%	93%	92%	87%	96%	103%	99%	100%	101%	100%	

College of Optical Sciences

AAUDE Public Benchmarks

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

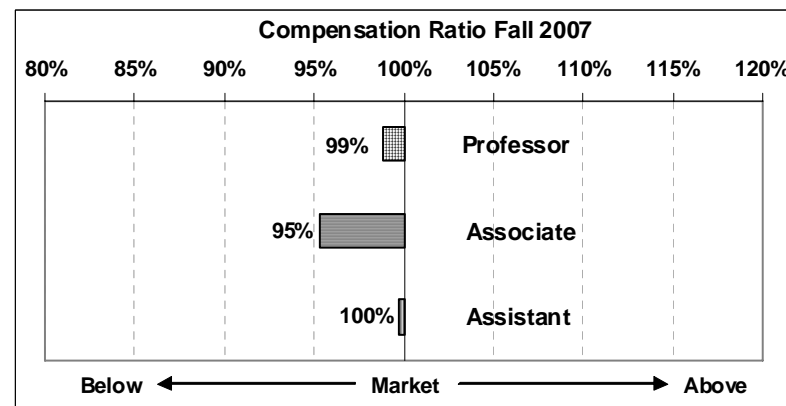
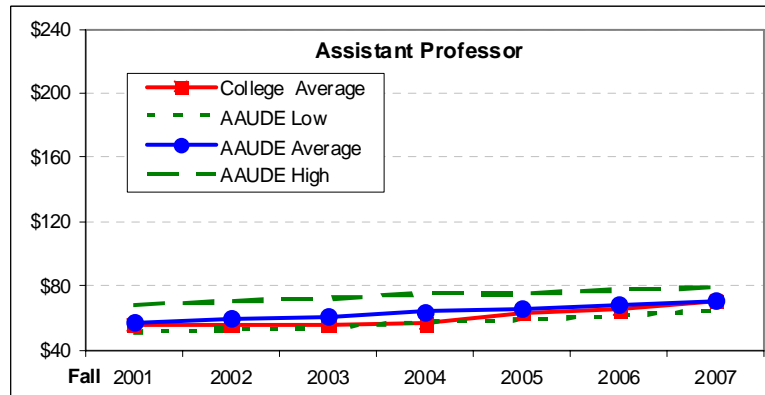
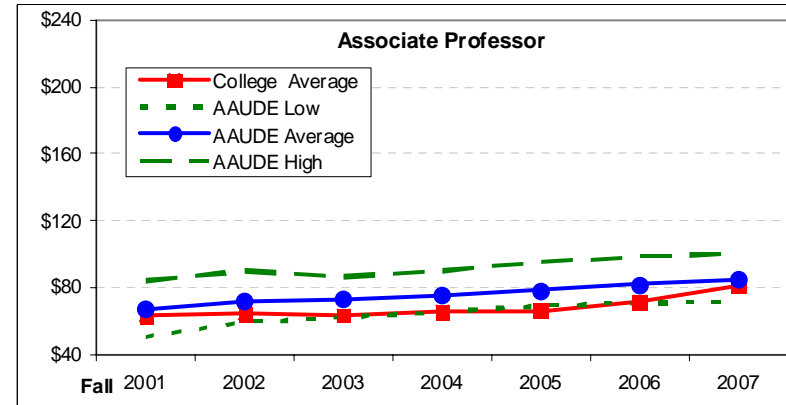
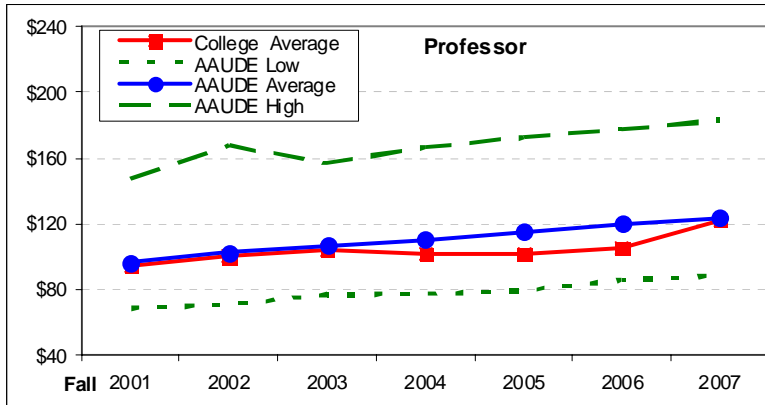


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>							
	Fall	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007
College Average		108	115	118	120	123	126	132	71	73	75	76	81	81	88	63	65	65	67	70	72	75
AAUDE Low		63	67	67	72	75	78	80	60	62	62	65	68	69	73	52	55	56	59	63	64	66
AAUDE Average		98	101	102	105	110	114	120	69	71	70	73	76	79	83	58	61	62	65	67	69	73
AAUDE High		155	161	164	169	176	183	193	76	79	79	81	85	88	94	62	65	69	72	72	76	79
Compa Ratio		110%	114%	116%	114%	112%	111%	110%	104%	104%	107%	104%	106%	103%	107%	107%	106%	106%	103%	104%	104%	103%

College of Pharmacy

AAUDE Public Benchmarks

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

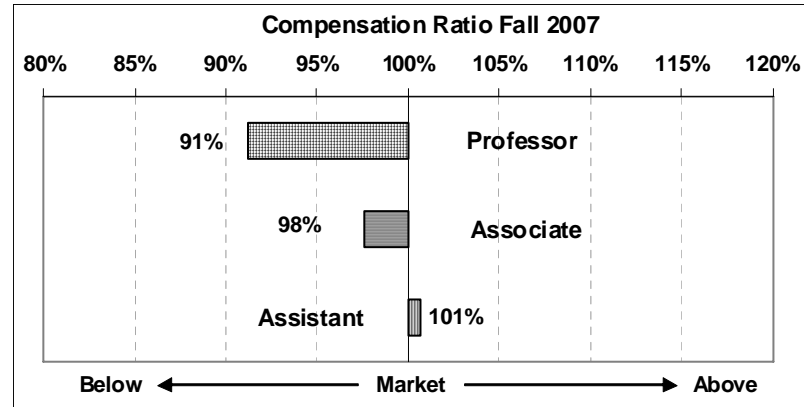
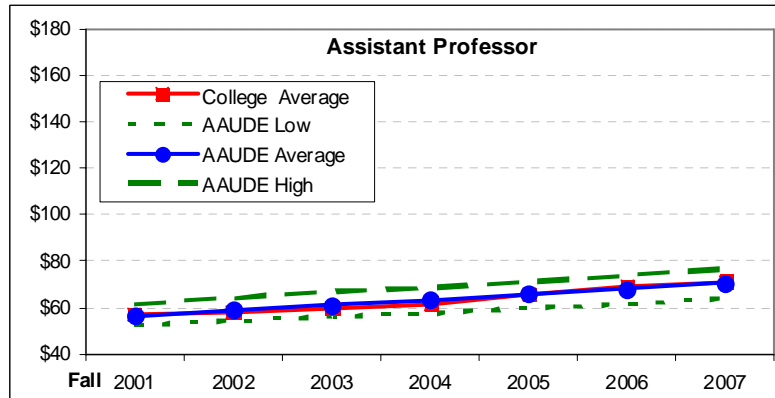
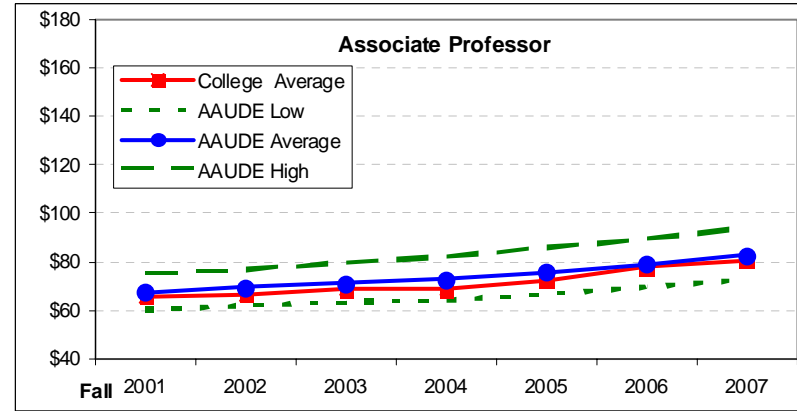
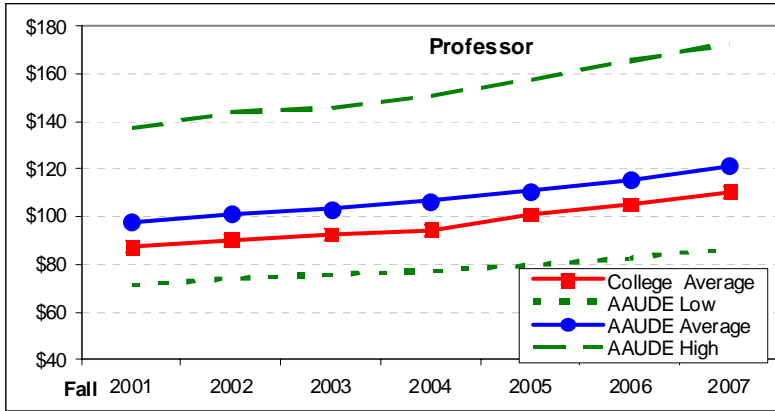


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>							
	Fall	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007
College Average		95	100	104	101	102	106	122	63	64	64	65	66	71	81	56	56	56	56	63	65	70
AAUDE Low		69	71	77	77	80	86	89	51	59	62	66	69	71	72	51	53	54	58	59	62	65
AAUDE Average		96	102	107	111	115	120	124	67	72	73	76	79	82	85	57	59	61	64	66	68	71
AAUDE High		147	168	157	167	173	178	183	84	90	86	90	95	99	100	68	70	72	75	75	77	79
Compa Ratio		98%	98%	98%	92%	89%	88%	99%	93%	89%	87%	86%	84%	87%	95%	97%	94%	92%	88%	95%	96%	100%

College of Science

AAUDE Public Benchmarks

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

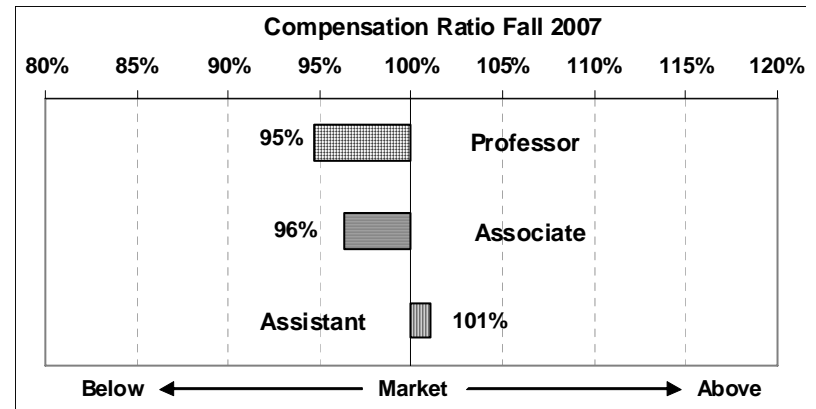
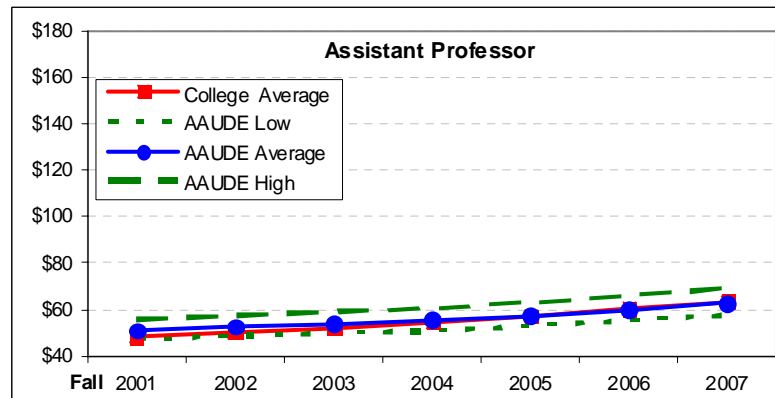
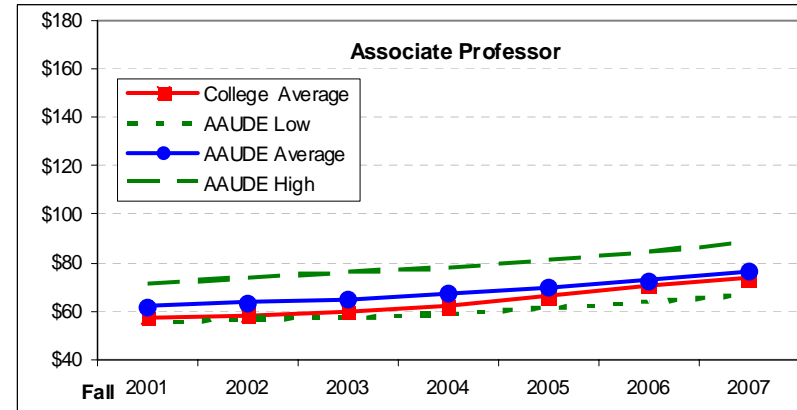
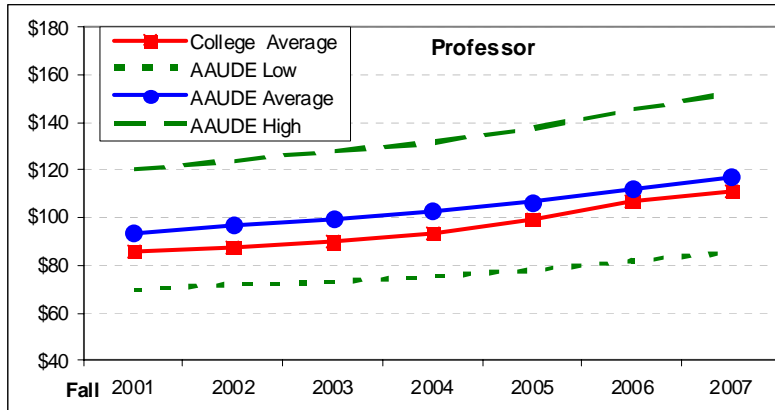


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>						
	Fall 2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007
College Average	87	90	92	95	101	105	111	66	66	69	69	72	78	81	57	58	60	62	66	69	71
AAUDE Low	71	74	76	77	79	83	87	60	62	63	64	67	70	73	52	54	56	57	60	61	64
AAUDE Average	98	101	103	107	111	116	121	67	69	71	73	75	79	83	56	59	61	64	66	68	71
AAUDE High	137	144	146	151	158	165	173	75	77	80	82	86	89	94	62	64	67	69	71	74	77
Compa Ratio	89%	90%	90%	89%	91%	91%	91%	98%	96%	97%	94%	96%	98%	98%	102%	99%	98%	97%	100%	101%	101%

College of Social & Behavioral Sciences

AAUDE Public Benchmarks

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

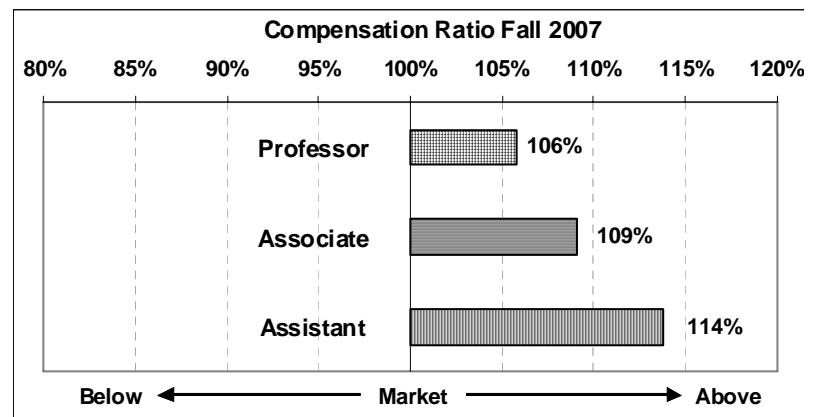
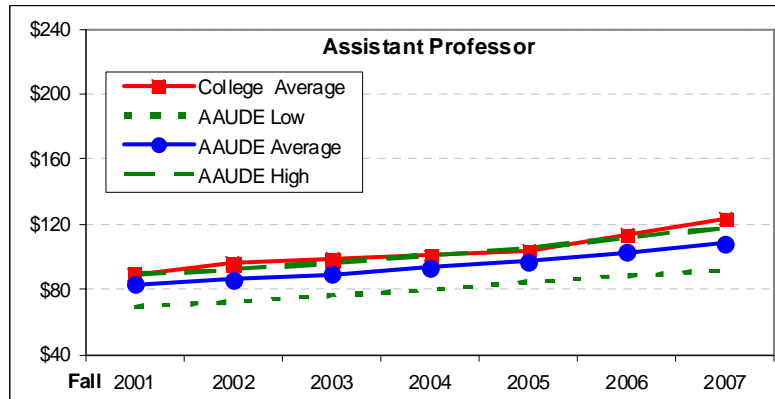
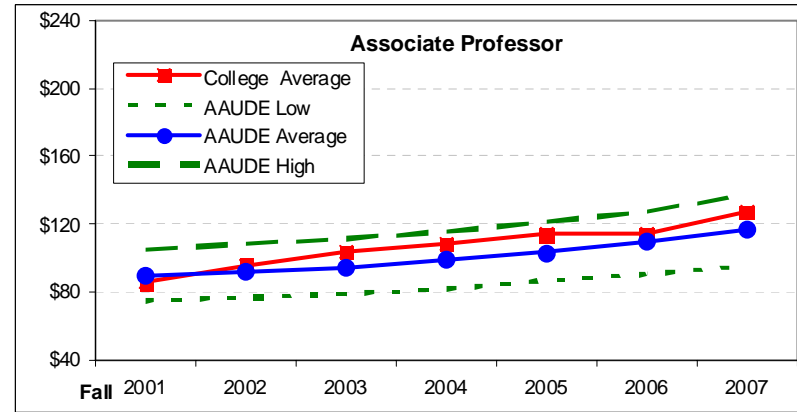
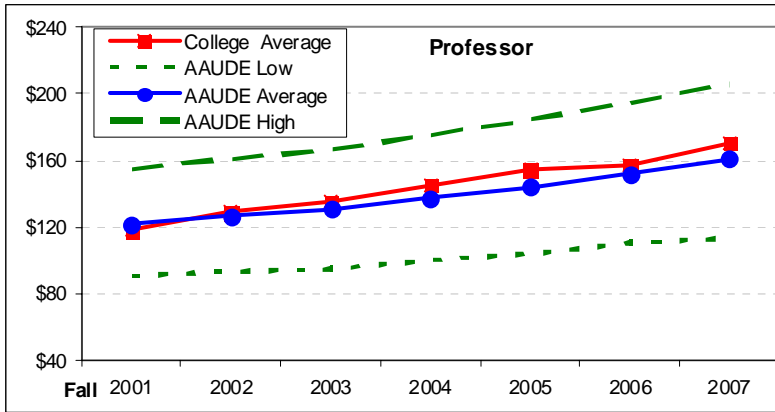


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>							
	Fall	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007
College Average		86	87	90	94	99	107	111	58	59	60	62	66	70	74	48	50	52	54	57	60	63
AAUDE Low		70	72	73	75	78	82	85	55	57	57	59	61	64	67	47	49	50	51	53	55	58
AAUDE Average		94	97	100	103	107	112	117	62	64	65	67	70	73	76	51	53	54	55	57	60	63
AAUDE High		120	124	128	132	138	145	152	71	74	76	78	81	85	89	56	57	59	60	63	66	69
Compa Ratio		92%	90%	90%	91%	93%	96%	95%	93%	92%	92%	92%	95%	97%	96%	94%	95%	96%	98%	100%	100%	101%

Eller College of Management

AAUDE Public Benchmarks

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

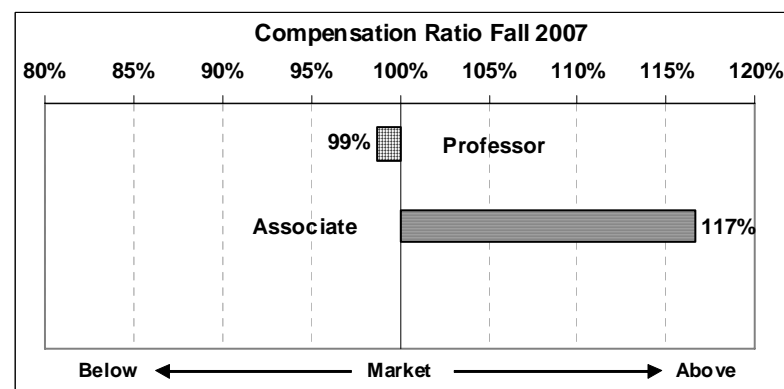
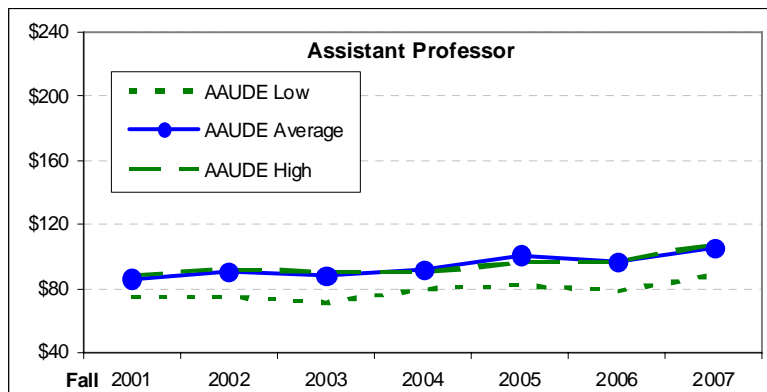
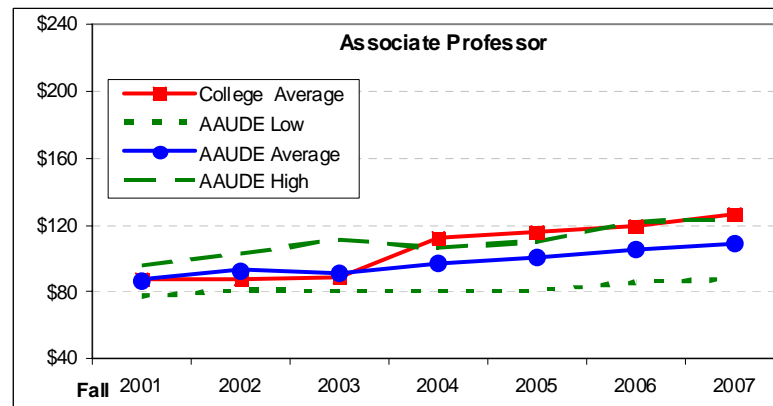
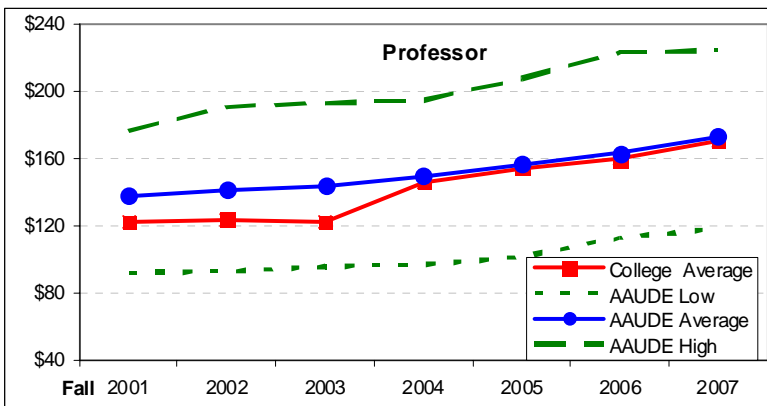


	Professor							Associate							Assistant							
	Fall	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007
College Average		118	129	135	145	154	157	171	86	96	104	109	114	114	128	89	96	98	101	104	113	124
AAUDE Low		91	94	95	100	104	111	114	75	77	79	82	87	90	95	70	73	76	80	85	88	92
AAUDE Average		122	127	131	137	144	152	161	89	92	94	99	103	110	117	83	86	89	93	97	103	109
AAUDE High		155	161	167	176	184	195	206	105	109	112	116	121	127	137	89	92	96	101	106	112	118
Compa Ratio		97%	102%	104%	106%	107%	104%	106%	96%	104%	110%	110%	110%	104%	109%	108%	111%	110%	108%	107%	110%	114%

James E. Rogers College of Law

AAUDE Public Benchmarks

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



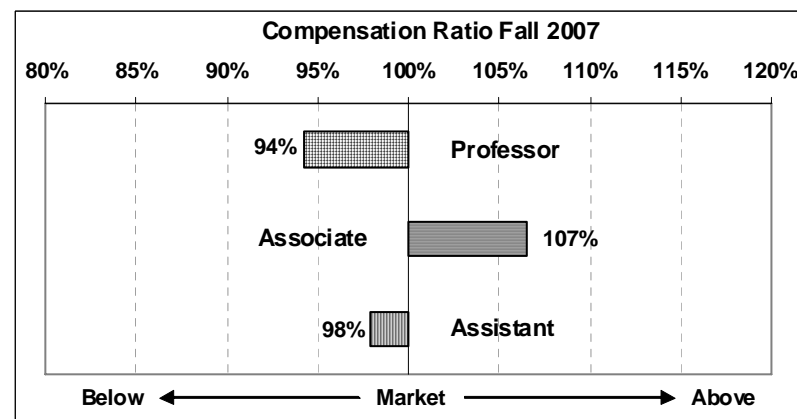
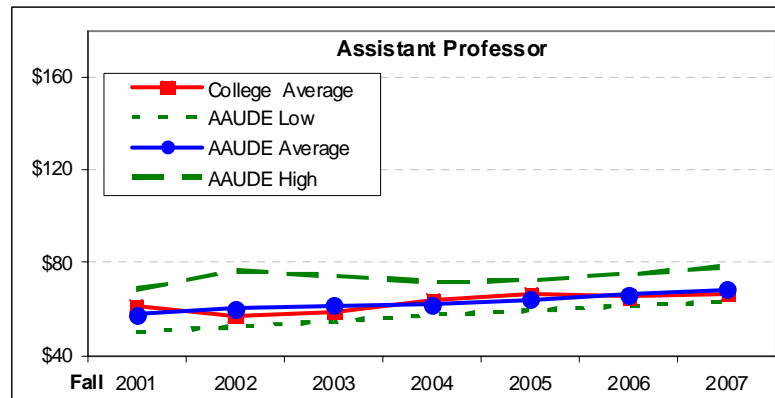
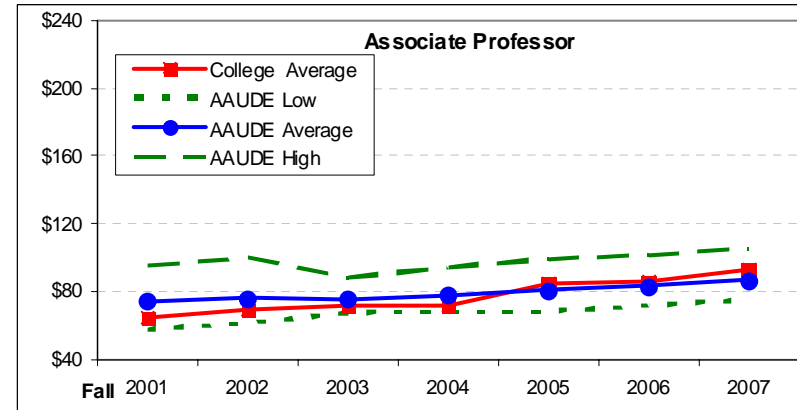
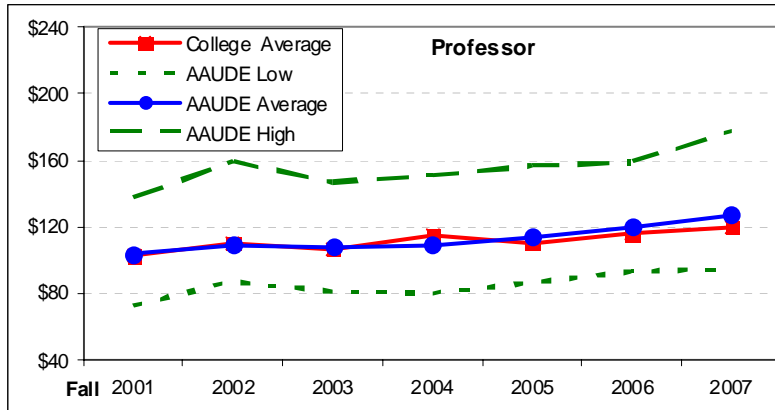
	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>								
	Fall	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007	
College Average		122	124	122	146	155	160	171	87	87	89	112	116	120	127								
AAUDE Low		92	93	96	97	101	113	118	77	81	80	80	81	86	87	75	75	71	80	82	79	88	
AAUDE Average		138	142	144	150	157	163	173	87	93	92	97	101	105	109	86	90	88	91	101	97	105	
AAUDE High		177	191	193	195	208	223	225	95	103	111	106	110	122	124	88	92	91	90	96	97	108	
Compa Ratio		89%	88%	85%	97%	99%	98%	99%	101%	94%	97%	116%	116%	114%	117%								

* No assistant professors in law *

Mel & Enid Zuckerman AZ College of Public Health

AAUDE Public Benchmarks

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



	Professor							Associate							Assistant						
	Fall 2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007
College Average	102	110	107	115	111	116	120	65	69	72	72	85	86	93	62	57	59	64	67	65	67
AAUDE Low	73	87	81	80	87	93	95	58	61	68	69	68	72	76	50	52	55	58	60	62	63
AAUDE Average	104	109	108	109	114	120	127	75	76	75	78	81	83	87	58	60	62	62	64	66	68
AAUDE High	138	160	147	151	157	159	177	95	100	88	94	99	102	105	69	76	74	72	72	75	78
Compa Ratio	99%	101%	99%	105%	97%	97%	94%	87%	91%	95%	93%	105%	104%	107%	107%	95%	95%	103%	104%	99%	98%

College Comparisons by Rank

The following graphs compare UA college's salary-market position by rank utilizing the compensation ratio. Each bar of the graph represents a UA academic college and expresses as a percentage how the average salary compares to the AAUDE public market rate. 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.

How does the compensation ratio compare by rank?

UA full professor average salaries are furthest from the AAUDE public market at 93%.

UA associate professor salaries are 96% of the market rate.

UA assistant professor salaries are closest to the market rate at 98% of the AAUDE average.

How does the compensation ratio compare for all UA colleges?

UA full professor's average salaries in most colleges are below the AAUDE public market rate. The exceptions are Optical Sciences, Business and Agriculture and Life Sciences, whose professors are above the market rate.

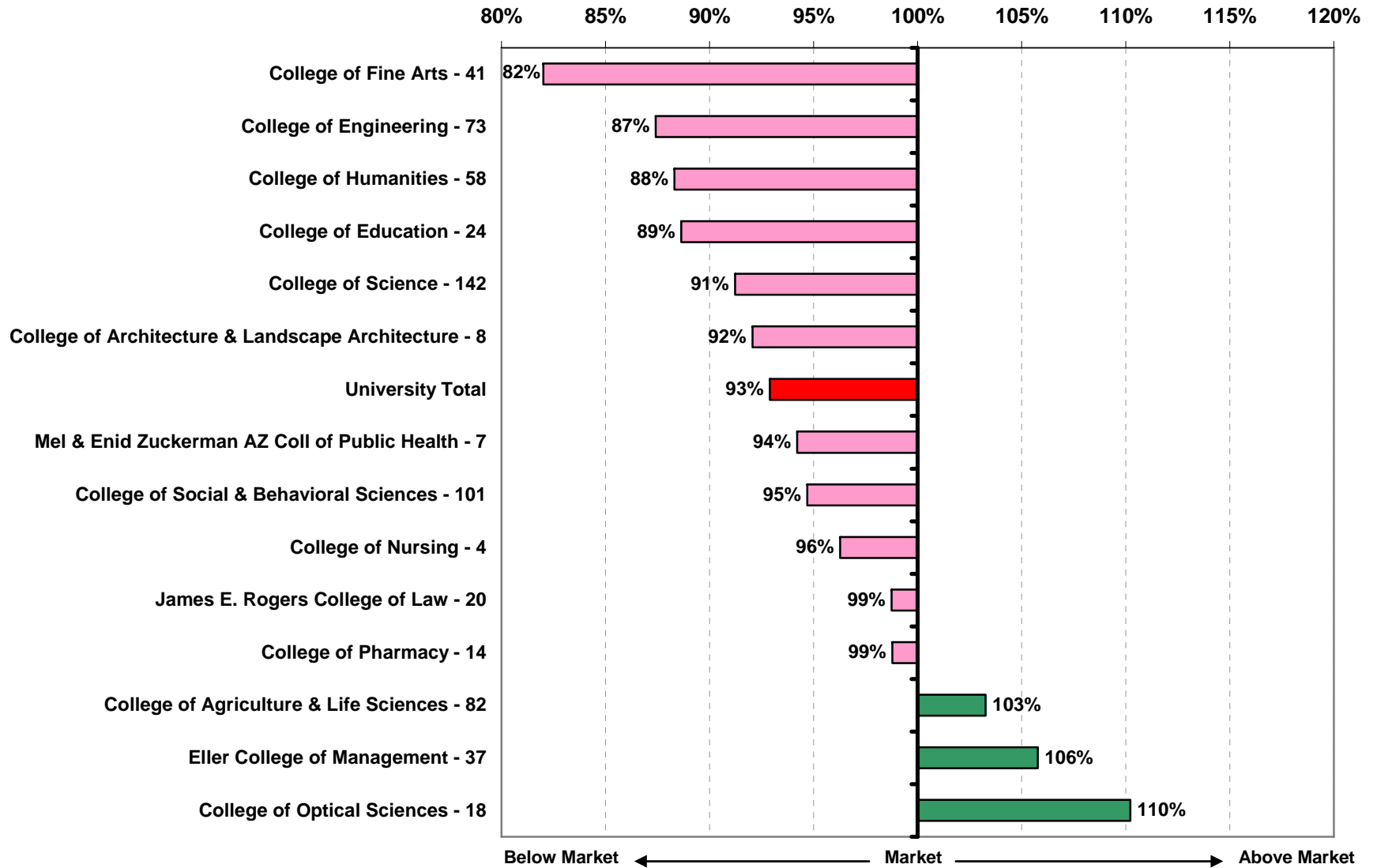
For UA associate professors, nine of the fourteen colleges fall below the AAUDE public average. Only Agriculture and Life Sciences, Business, Law, Optical Sciences and Public Health fall at or above the market rate.

Most UA assistant professors fall at or around the AAUDE public market rate ($\pm 4\%$). One would expect this rank to be closer to market as assistant professors are largely new hires.

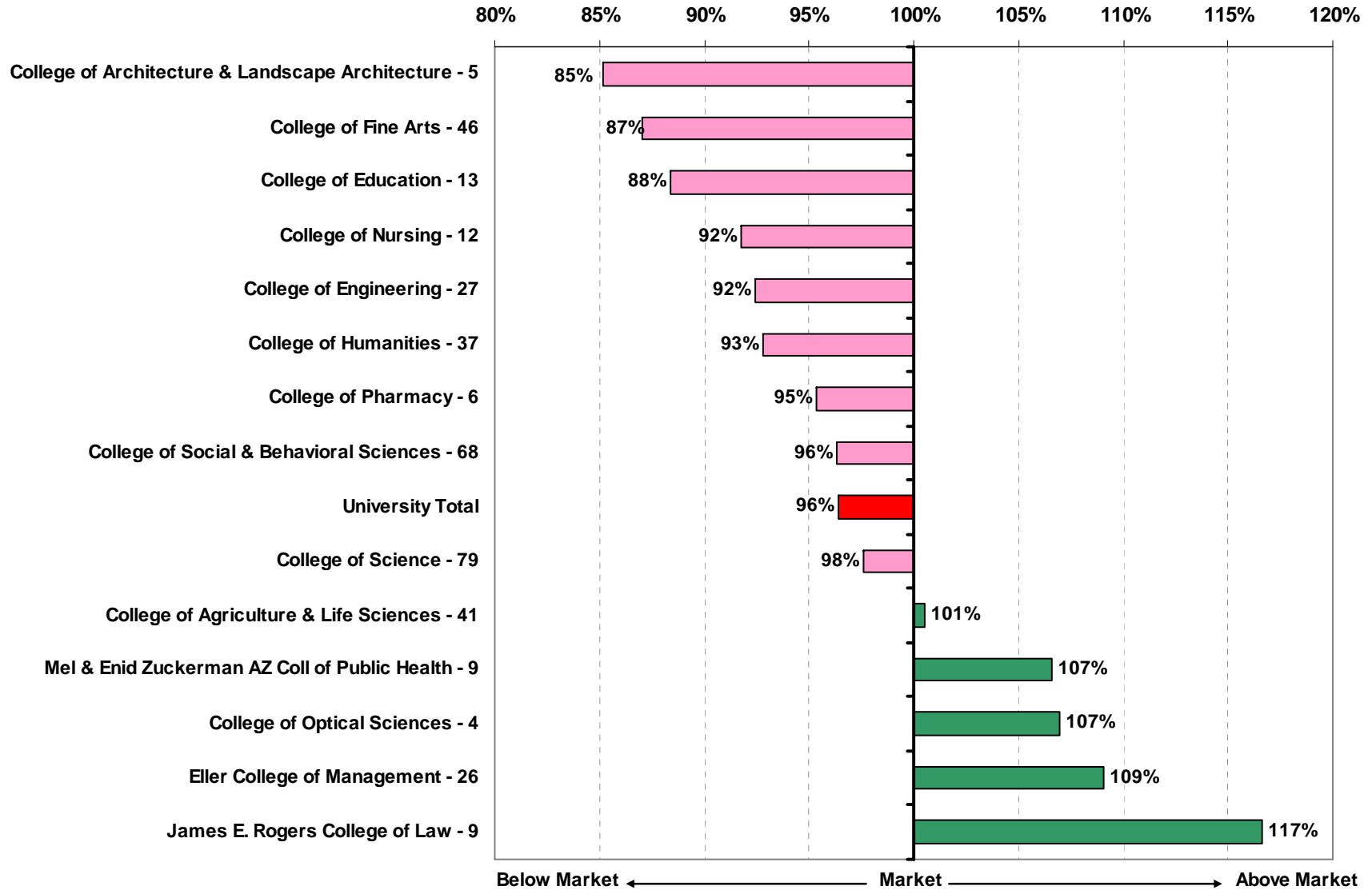
When taking all three ranks into account, the Colleges of Architecture and Landscape Architecture, Education, Engineering, Fine Arts, Humanities and Pharmacy are consistently below the University-wide average compensation ratio.

UA Professors

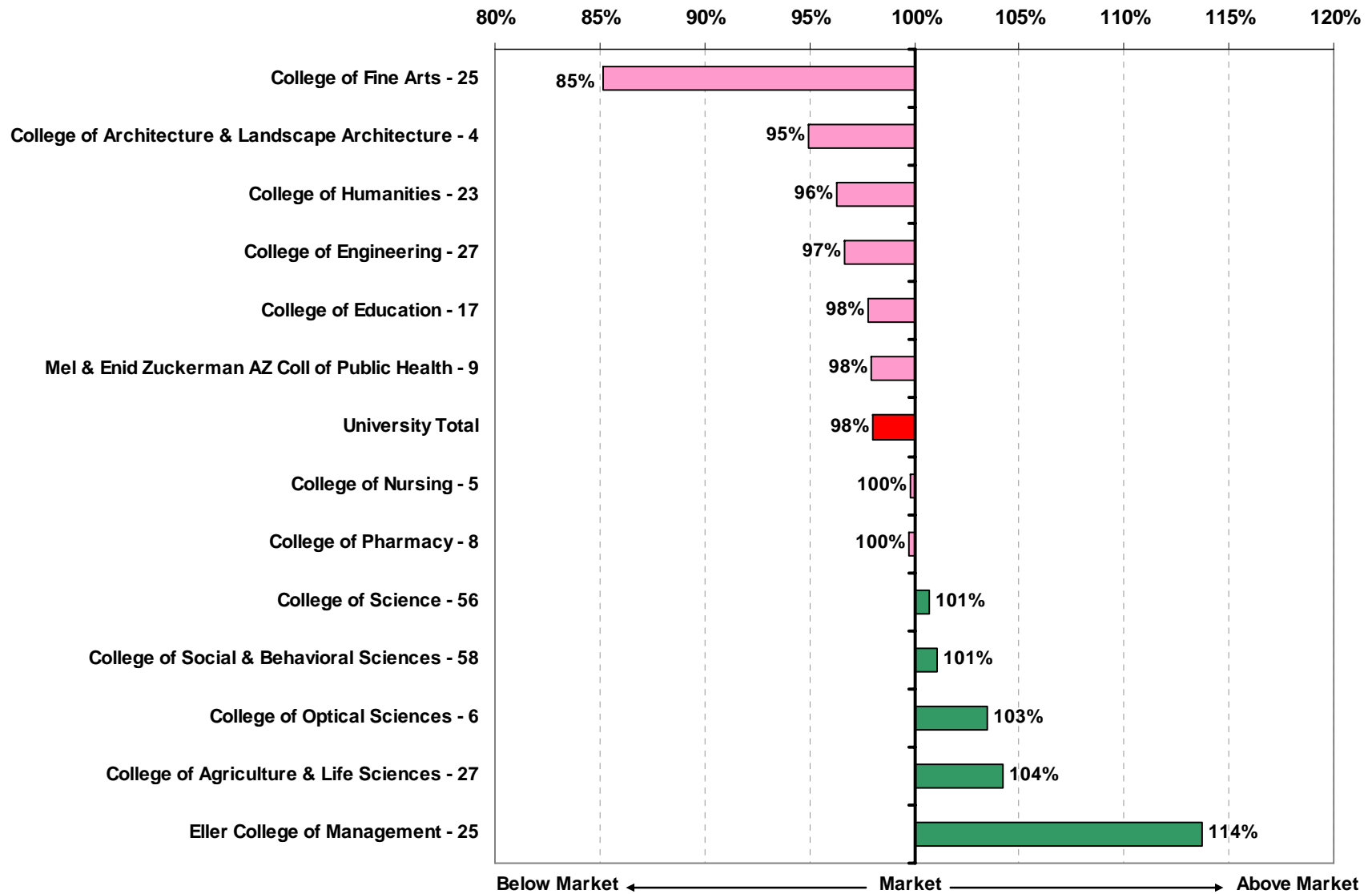
Comparison to the AAUDE Public Market Compensation Ratio– Fall 2007



UA Associate Professors Comparison to the AAUDE Public Market Compensation Ratio – Fall 2007



UA Assistant Professors Comparison to the AAUDE Public Market Compensation Ratio – Fall 2007



AAUDE Market Trends – College Comparison by Rank

How do AAUDE college markets rank and compare over time?

These graphs depict the salary trends by academic college for the AAUDE public institutions over the last six years. The first graph represents professor salaries, the second associate professors and the third assistant professors. The college legend on the right hand side of each graph is ranked from high to low in terms of average salary in the most recent year. These graphs will help assess whether certain markets are catching up on others, or whether the gaps are widening.

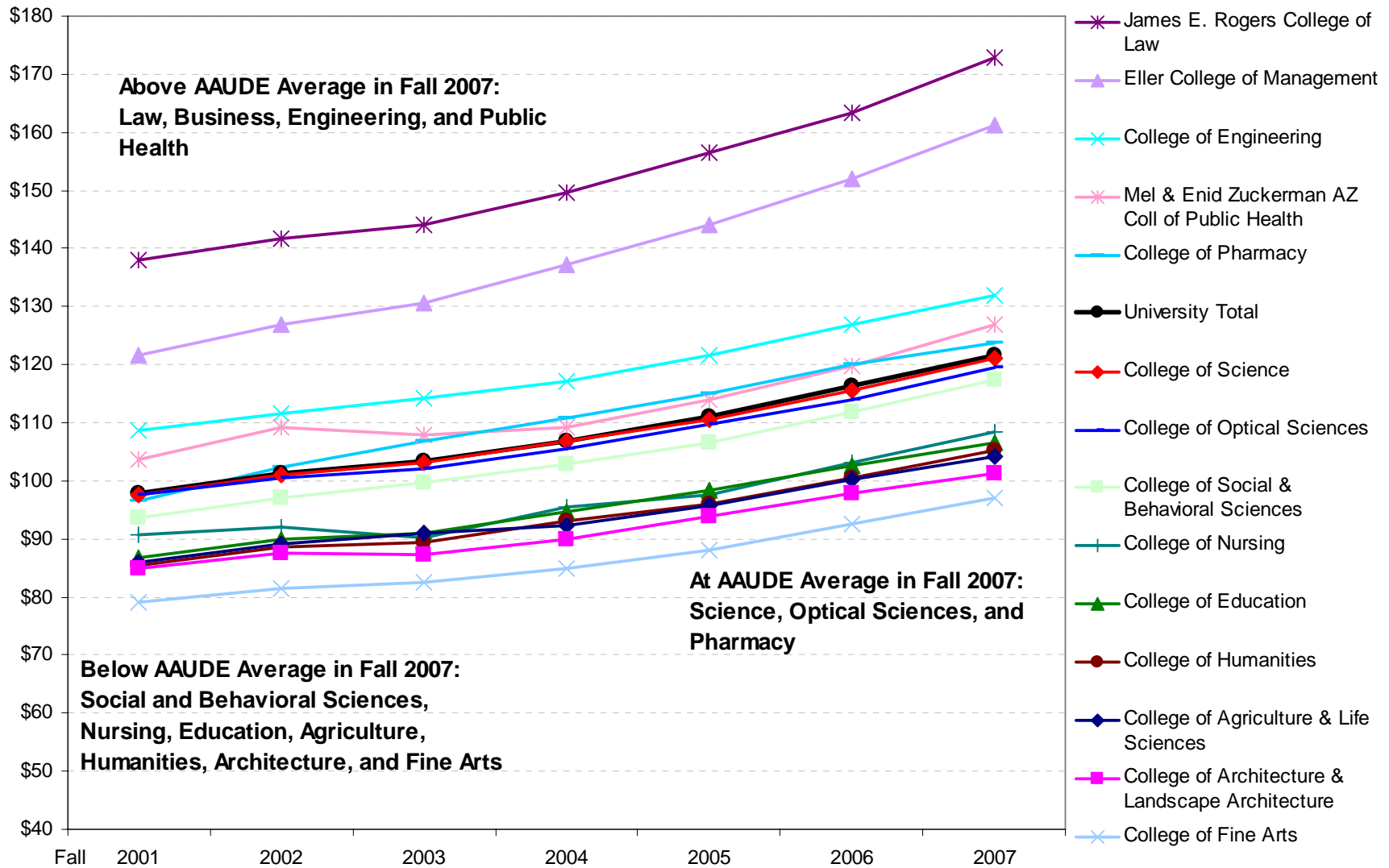
Again, the academic college is defined as the UA programs in a designated college in addition to related AAU programs. The market is a weighted mean (average) salary.

Key Points:

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

AAUDE Professor Average Salaries

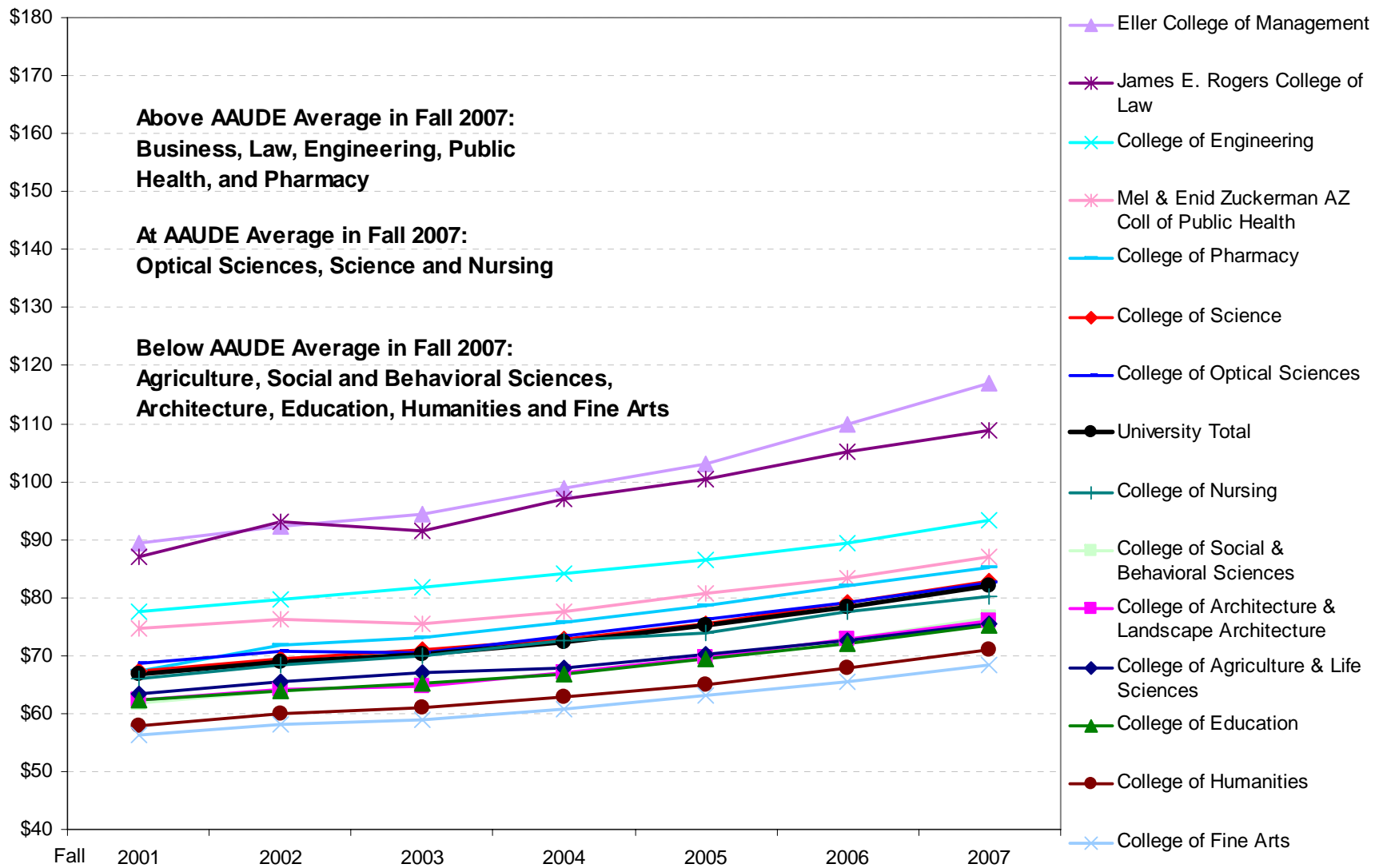
AAUDE Public Market
(Salaries in \$1,000 and Adjusted to an Academic Equivalent)



AAUDE Associate Professor Average Salaries

AAUDE Public Market

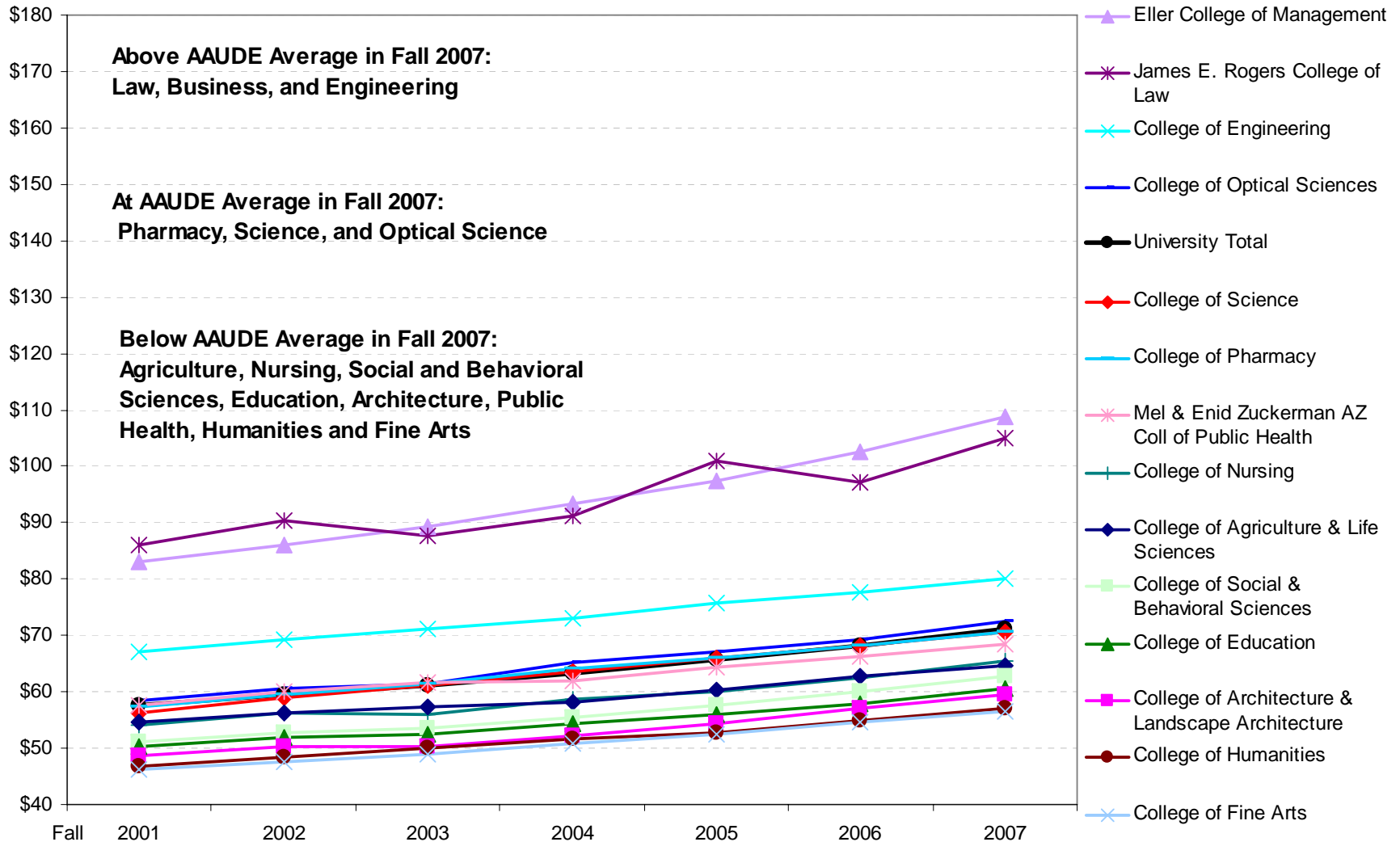
(Salaries in \$1,000 and Adjusted to an Academic Equivalent)



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 following tables provide discipline-specific benchmarking data by rank and include information on FTE, average low, average and average high salaries, and average age for each CIP code.

- FTE, or full time equivalent, 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 – Fall 2007
(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	49	79	103	155	54	28	68	71	85	53	23	43	55	71	41
0101	Agricultural Business and Management	U of A	8	112	134	163	53	2	59	68	77	51	1	85	85	85	41
		AAUDE Public	251	85	113	161	57	83	80	84	104	46	65	71	74	82	36
0108	Agricultural Public Services	AAUDE Public											6	50	55	60	47
0109	Animal Sciences	U of A	5	72	116	147	60	3	62	72	85	46	3	63	65	68	34
		AAUDE Public	245	74	98	146	56	120	64	75	91	47	80	59	62	73	39
0110	Food Science and Technology	AAUDE Public	91	73	103	143	56	52	66	74	82	48	42	57	59	68	42
0111	Plant Sciences	U of A	10	77	113	171	58	7	55	70	74	46	3	66	66	67	38
		AAUDE Public	317	72	98	151	56	149	60	72	86	49	92	55	62	70	39
0112	Soil Sciences	U of A	8	93	109	141	54	5	58	71	81	52	2	66	68	70	38
		AAUDE Public	43	76	95	135	59	14	67	74	82	44	16	62	61	70	39
0199	Agriculture, Agriculture Operations, and Related Sciences, Other	U of A	2	94	95	97	63	1	75	75	75	56					
		AAUDE Public	7	83	100	93	58										
0301	Natural Resources Conservation and Research	U of A	14	72	94	165	56	4	61	93	170	48	4	48	65	73	39
		AAUDE Public	217	91	112	146	58	98	71	77	91	48	80	61	69	75	38
0303	Fishing and Fisheries Sciences and Management	AAUDE Public	23	73	96	125	57	16	58	68	78	46	12	52	59	60	41
0305	Forestry	AAUDE Public	94	73	96	129	58	59	65	74	82	48	42	52	62	71	38
0306	Wildlife and Wildlands Science and Management	AAUDE Public	22	74	96	134	55	16	66	70	78	47	15	54	58	64	38

Faculty Salary Benchmarks by CIP Code Disciplines – Fall 2007
(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	83	94	117	61	3	58	62	69	50	4	53	56	66	40
		AAUDE Public	111	80	100	123	61	152	65	76	91	52	98	55	59	65	40
0403	City/Urban, Community and Regional Planning	U of A	3	105	111	119	58	1	57	57	57	52					
		AAUDE Public	75	95	111	129	58	43	74	80	89	51	51	61	63	69	40
0406	Landscape Architecture	U of A	2	80	94	107	57	2	65	71	76	55					
		AAUDE Public	28	84	98	113	57	50	67	75	87	51	30	55	59	61	44
0499	Architecture and Related Services, Other	AAUDE Public	28	87	110	132	59	22	70	78	88	52	12	63	61	69	41
0501	Area Studies	U of A	14	80	95	166	62	8	60	71	93	53	9	49	56	62	43
		AAUDE Public	93	84	108	129	61	85	68	77	88	50	86	53	59	65	41
0502	Ethnic, Cultural Minority, and Gender Studies	U of A	11	80	101	157	57	8	66	73	85	48	12	53	59	67	43
		AAUDE Public	125	88	111	132	57	140	68	80	96	49	130	56	63	70	40
0599	Area, Ethnic, Cultural, and Gender Studies, Other	AAUDE Public	10	96	116	287	56	13	72	84	90	48	7	59	63	67	37
0901	Communication and Media Studies	U of A	3	94	111	126	45	3	72	76	78	39	1	66	66	66	34
		AAUDE Public	102	97	113	143	56	102	69	78	89	47	94	58	63	69	37
0904	Journalism	U of A	1	117	117	117	60	1	53	53	53	62	4	65	67	70	44
		AAUDE Public	130	81	106	135	58	139	68	74	87	54	101	57	59	67	43
0907	Radio, Television, and Digital Communication	U of A	2	81	85	89	63	7	53	61	74	44	4	46	50	53	39
		AAUDE Public	22	87	109	131	57	20	67	74	84	48	31	52	62	69	39
0909	Public Relations, Advertising, and Applied Communication	AAUDE Public	24	90	101	117	58	18	70	76	85	47	27	62	64	69	39

Faculty Salary Benchmarks by CIP Code Disciplines – Fall 2007
(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	AAUDE Public	240	100	132	188	53	124	84	98	109	45	133	80	89	95	35
1104	Information Science/Studies	AAUDE Public	43	107	138	176	57	43	77	96	109	48	59	71	87	93	40
1107	Computer Science	U of A	3	97	114	124	54	6	93	94	96	43	3	86	86	87	38
		AAUDE Public	119	99	131	192	53	63	88	102	113	44	70	82	89	96	35
1301	Education, General	AAUDE Public	215	89	113	156	60	145	70	78	89	50	154	55	62	70	39
1302	Bilingual, Multilingual, and Multicultural Education	U of A	5	90	93	97	57	2	65	72	79	56	3	57	59	62	46
1303	Curriculum and Instruction	U of A	2	78	88	98	62	5	60	66	73	55	5	58	59	60	40
		AAUDE Public	136	78	97	121	59	142	62	71	83	51	135	52	59	67	42
1304	Educational Administration and Supervision	U of A	2	88	102	115	51						5	57	61	67	34
		AAUDE Public	107	90	111	139	59	85	70	78	96	52	77	58	61	66	40
1306	Educational Assessment, Evaluation, and Research	AAUDE Public	32	88	111	148	58	17	66	77	96	52	12	56	60	64	39
1309	Social and Philosophical Foundations of Education	AAUDE Public	28	90	111	134	58	12	68	76	93	47	13	53	60	68	38
1310	Special Education and Teaching	AAUDE Public	47	95	107	138	58	47	65	75	86	49	30	52	56	64	42
1311	Student Counseling and Personnel Services	AAUDE Public	53	78	99	129	56	32	67	72	80	50	27	55	59	63	38
1312	Teacher Education and Professional Development, Specific Levels and Methods	AAUDE Public	30	85	104	130	61	54	70	77	90	51	46	50	61	70	41
1313	Teacher Education and Professional Development, Specific Subject Areas	U of A	3	80	105	131	58	1	70	70	70	54					
		AAUDE Public	74	87	104	126	57	93	68	74	87	51	66	57	62	67	39

Faculty Salary Benchmarks by CIP Code Disciplines – Fall 2007
(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
1399	Education, Other	U of A	12	79	92	120	61	6	62	70	94	54	2	57	58	58	35
		AAUDE Public	18	132	128	211	55	14	61	77	93	48	12	45	60	68	35
1401	Engineering, General	AAUDE Public	24	118	140	155	58	24	82	88	99	51	32	58	73	81	39
1402	Aerospace, Aeronautical and Astronautical Engineering	U of A	15	91	112	155	61	3	79	82	85	49	6	70	73	78	33
		AAUDE Public	198	99	131	180	56	82	84	94	105	47	62	74	81	87	37
1403	Agricultural/Biological Engineering and Bioengineering	U of A	6	70	89	131	56	4	61	70	80	49	1	71	71	71	37
		AAUDE Public	101	85	106	140	55	58	69	80	91	47	58	68	70	77	39
1405	Biomedical/Medical Engineering	AAUDE Public	93	112	135	170	54	68	87	94	103	44	117	73	80	90	36
1407	Chemical Engineering	U of A	9	92	118	182	51	4	82	84	87	48					
		AAUDE Public	267	98	137	179	54	85	87	93	101	42	97	77	81	86	35
1408	Civil Engineering	U of A	17	84	117	167	58	7	67	86	100	47	4	75	77	79	38
		AAUDE Public	359	96	124	171	55	206	81	90	102	45	147	73	78	83	36
1409	Computer Engineering, General	AAUDE Public	199	102	134	195	53	76	85	100	111	43	78	74	86	93	35
1410	Electrical, Electronics and Communications Engineering	U of A	16	74	118	197	53	8	88	91	94	47	11	80	82	84	33
		AAUDE Public	567	95	134	201	55	221	83	97	107	45	249	76	85	91	35
1418	Materials Engineering	AAUDE Public	159	98	142	194	56	53	86	93	104	45	45	76	77	86	36
1419	Mechanical Engineering	AAUDE Public	524	95	132	188	55	216	80	97	134	45	164	74	79	84	34
1423	Nuclear Engineering	AAUDE Public	47	106	136	167	58	19	90	96	102	48	12	69	74	82	33
1427	Systems Engineering	U of A	4	97	115	160	58	3	82	99	125	42	3	74	75	77	31
		AAUDE Public	22	106	138	181	56	12	85	91	96	46	10	65	80	92	37

Faculty Salary Benchmarks by CIP Code Disciplines – Fall 2007
(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
1431	Materials Science	U of A	8	100	117	159	56	2	82	90	98	42	1	73	73	73	35
		AAUDE Public	24	121	139	186	55	10	84	100	111	43	7	66	80	84	36
1435	Industrial Engineering	AAUDE Public	102	108	131	159	56	68	86	95	105	46	47	73	79	85	35
1499	Engineering, Other	AAUDE Public	32	103	142	175	54	17	90	95	103	48	14	75	83	81	37
1510	Construction Engineering Technologies	AAUDE Public	19	84	98	112	61	25	61	73	98	56	21	53	62	71	43
1601	Linguistics Comparative, and Related Language Studies and Services	U of A	5	87	118	143	55	7	70	77	90	46	3	58	59	61	39
		AAUDE Public	263	82	110	136	58	216	64	72	84	49	160	55	58	65	37
1603	East Asian Languages, Literatures, and Linguistics	AAUDE Public	55	89	106	120	58	66	65	70	79	50	48	56	59	61	41
1604	Slavic, Baltic and Albanian Languages, Literatures, and Linguistics	AAUDE Public	47	86	103	119	61	30	63	68	74	48	24	55	57	58	41
1605	Germanic Languages, Literatures, and Linguistics	U of A	6	84	89	94	59	1	63	63	63	43					
		AAUDE Public	96	85	101	118	59	90	64	70	79	48	48	55	56	59	39
1609	Romance Languages, Literatures, and Linguistics	U of A	13	84	94	133	61	10	60	65	76	46	10	52	56	61	40
		AAUDE Public	253	79	102	137	59	280	61	70	84	49	201	52	57	65	38
1611	Middle/Near Eastern and Semitic Languages, Literatures, and Linguistics	AAUDE Public	34	73	103	125	60	18	60	65	68	49	13	59	62	65	38
1612	Classics and Classical Languages, Literatures, and Linguistics	U of A	4	86	98	116	59	7	57	63	72	51	2	52	53	53	34
		AAUDE Public	106	84	105	131	59	76	67	70	77	49	58	53	58	60	37

Faculty Salary Benchmarks by CIP Code Disciplines – Fall 2007
(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
1901	Family and Consumer Sciences/Human Sciences, General	AAUDE Public	31	84	106	126	60	17	69	74	82	54	16	60	64	73	40
1904	Family and Consumer Economics and Related Studies	U of A	3	86	113	163	54	8	55	77	87	56	4	59	62	70	36
		AAUDE Public	10	78	88	100	60	11	57	67	75	49	6	60	58	62	33
1905	Foods, Nutrition, and Related Services	AAUDE Public	61	82	113	144	57	41	65	75	82	52	32	61	66	71	42
1907	Human Development, Family Studies, and Related Services	AAUDE Public	56	78	109	140	58	74	61	72	85	49	55	53	59	65	38
1909	Apparel and Textiles	AAUDE Public	31	79	96	109	56	22	63	69	70	54	25	48	56	62	41
2201	Law (LL.B, J.D.)	U of A	20	147	171	190	54	9	121	127	135	38					
		AAUDE Public	502	113	171	230	55	124	89	110	126	42	70	85	105	108	38
2299	Legal Professions and Studies, Other	AAUDE Public	139	139	180	204	50										
2301	English Language and Literature, General	U of A	25	78	94	121	63	11	61	65	71	51	4	49	56	63	39
		AAUDE Public	674	73	107	160	59	548	59	72	93	49	301	53	58	65	38
2310	Speech and Rhetorical Studies	AAUDE Public	68	83	109	138	58	82	63	72	82	47	60	53	59	63	36
2401	Liberal Arts and Sciences, General Studies, and Humanities	AAUDE Public	49	85	98	132	57	47	72	72	83	50	48	53	61	62	39
2501	Library Science/Librarianship	U of A	1	103	103	103	64	3	70	82	99	51	4	49	59	67	44
		AAUDE Public	42	87	100	117	60	79	74	78	92	52	62	61	68	74	42
2601	Biology, General	U of A	13	81	117	164	53	3	91	95	104	38	7	67	71	80	37
		AAUDE Public	358	80	117	175	58	142	71	80	97	48	198	57	68	73	39

Faculty Salary Benchmarks by CIP Code Disciplines – Fall 2007
(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
2602	Biochemistry, Biophysics and Molecular Biology	U of A	15	83	108	188	61	7	72	79	84	49	11	67	73	75	39
		AAUDE Public	233	95	121	189	57	99	70	81	98	47	91	63	66	75	40
2603	Botany/Plant Biology	AAUDE Public	178	75	104	138	57	70	64	75	82	48	62	57	62	68	38
2604	Cell/Cellular Biology and Anatomical Sciences	U of A	11	87	109	143	56	2	61	62	63	55					
		AAUDE Public	237	91	123	179	57	106	70	82	94	48	102	66	73	75	40
2605	Microbiological Sciences and Immunology	U of A	6	78	122	167	55						2	73	77	82	45
		AAUDE Public	165	83	128	208	58	93	69	85	100	48	98	60	67	78	40
2607	Zoology/Animal Biology	U of A	7	78	94	161	53	1	61	61	61	66	4	66	67	69	43
		AAUDE Public	164	76	103	152	58	84	66	71	81	49	66	55	59	67	39
2608	Genetics	AAUDE Public	46	105	129	184	57	27	80	92	102	46	33	64	74	78	40
2609	Physiology, Pathology and Related Sciences	AAUDE Public	209	90	128	185	58	111	72	92	106	48	82	64	75	80	40
2610	Pharmacology and Toxicology	U of A	4	109	152	198	58	3	77	79	82	44	6	65	68	70	42
		AAUDE Public	98	92	127	181	59	41	76	83	91	49	40	67	70	75	42
2611	Biomathematics and Bioinformatics	AAUDE Public	35	107	145	174	54	23	86	96	111	40	25	71	76	78	36
2612	Biotechnology	AAUDE Public	11	73	124	173	50	5	79	79	85	44	10	39	52	61	42
2613	Ecology, Evolution, Systematics and Population Biology	AAUDE Public	225	89	120	170	57	89	77	85	98	47	85	64	69	74	39
2699	Biological and Biomedical Sciences, Other	U of A	5	103	148	206	55	2	86	103	121	47	2	67	69	72	38
		AAUDE Public	27	93	128	211	59	18	64	72	93	51	9	56	60	62	39

Faculty Salary Benchmarks by CIP Code Disciplines – Fall 2007
(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
2701	Mathematics	U of A	25	83	115	172	56	21	60	73	93	52	9	63	67	74	33
		AAUDE Public	981	77	117	188	56	292	66	78	94	45	291	62	65	78	34
2703	Applied Mathematics	U of A	1	129	129	129	56										
		AAUDE Public	27	90	121	180	55	5	80	86	91	43	8	55	67	72	34
2705	Statistics	AAUDE Public	210	90	125	170	56	61	77	85	96	42	120	67	72	77	34
3001	Biological and Physical Sciences	AAUDE Public	8	98	131	155	54	12	78	86	88	46	19	53	64	71	37
3019	Nutrition Sciences	U of A	5	85	108	127	62	3	87	88	90	52	3	66	75	81	36
		AAUDE Public	29	93	119	163	57	13	74	78	80	50	14	65	71	73	40
3020	International/Global Studies	AAUDE Public	5	83	91	103	61					5	61	61	65	40	
3024	Neuroscience	AAUDE Public	27	131	123	166	57	18	75	84	92	48	13	60	63	70	42
3025	Cognitive Science	AAUDE Public	18	92	127	165	58	13	73	78	85	46	11	61	67	71	34
3099	Multi/Interdisciplinary Studies, Other	AAUDE Public	30	113	104	162	58					7	50	61	69	40	
3101	Parks, Recreation and Leisure Studies	AAUDE Public	10	85	97	113	56	8	63	79	96	50	13	53	58	61	41
3105	Health and Physical Education/Fitness	AAUDE Public	95	85	105	134	56	100	66	74	85	49	89	57	62	69	40
3801	Philosophy	U of A	8	103	128	158	55	6	61	74	94	47	1	62	62	62	42
		AAUDE Public	287	83	118	158	59	149	66	73	84	46	90	57	60	65	36
3802	Religion/Religious Studies	U of A	1	121	121	121	51	2	65	66	67	48					
		AAUDE Public	54	91	110	137	59	57	64	72	83	50	57	54	57	61	39
4002	Astronomy and Astrophysics	U of A	15	80	108	154	59	8	69	79	91	42	2	70	71	71	36
		AAUDE Public	122	85	113	150	56	39	74	79	86	42	43	68	72	76	36

Faculty Salary Benchmarks by CIP Code Disciplines – Fall 2007
(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
4004	Atmospheric Sciences and Meteorology	U of A	4	97	104	111	55	2	72	76	79	45	2	67	68	68	35
		AAUDE Public	75	95	124	154	57	35	77	84	91	44	35	64	66	69	36
4005	Chemistry	U of A	19	75	120	189	58	6	88	93	100	42	6	77	78	79	35
		AAUDE Public	696	79	128	194	56	199	71	83	97	44	246	63	69	76	36
4006	Geological and Earth Sciences/Geosciences	U of A	29	77	107	155	58	10	74	84	108	43	5	65	68	71	35
		AAUDE Public	426	81	112	148	56	157	69	76	85	46	152	58	65	71	37
4008	Physics	U of A	30	87	120	278	56	12	76	83	97	42	14	69	73	83	36
		AAUDE Public	928	80	120	193	57	216	73	83	94	43	261	66	73	79	36
4199	Science Technologies/ Technicians, Other	U of A	4	71	91	109	60	3	69	70	74	47					
4201	Psychology, General	U of A	22	75	107	150	59	8	66	77	92	48	8	54	64	80	37
		AAUDE Public	671	78	123	185	56	281	64	78	91	46	287	58	66	74	36
4218	Educational Psychology	U of A	3	87	107	139	63	1	68	68	68	63	2	59	59	60	38
		AAUDE Public	123	81	106	136	59	88	63	75	89	50	77	54	60	65	38
4301	Criminal Justice and Corrections	AAUDE Public	17	89	116	132	58	19	64	75	90	51	12	55	63	72	36
4404	Public Administration	U of A	1	148	148	148	60	5	71	84	99	46	1	80	80	80	38
		AAUDE Public	56	99	130	150	59	34	80	91	107	49	42	66	74	83	36
4405	Public Policy Analysis	U of A	6	143	165	200	54	6	74	121	140	48	4	115	120	128	32
		AAUDE Public	99	104	136	189	58	47	84	91	103	46	42	70	79	90	37
4407	Social Work	AAUDE Public	116	89	115	137	59	127	69	80	94	52	141	58	64	72	44
4501	Social Sciences, General	AAUDE Public	13	103	109	147	58	12	70	70	77	50	22	53	55	75	41

Faculty Salary Benchmarks by CIP Code Disciplines – Fall 2007
(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
4502	Anthropology	U of A	11	73	108	159	59	8	65	70	87	49	5	55	63	67	39
		AAUDE Public	285	80	111	142	61	197	64	72	81	50	153	57	59	65	39
4504	Criminology	AAUDE Public	18	100	136	185	58	6	76	80	82	47	8	57	65	69	36
4506	Economics	AAUDE Public	404	101	159	225	56	145	87	112	136	45	232	82	94	104	34
4507	Geography and Cartography	U of A	5	101	111	130	53	4	65	82	94	54	3	58	60	62	34
		AAUDE Public	174	83	114	142	57	86	69	75	82	47	92	59	62	67	37
4509	International Relations and Affairs	AAUDE Public	15	101	143	150	57					6	60	73	73	38	
4510	Political Science and Government	U of A	9	79	103	147	58	3	74	81	92	45	4	60	65	72	31
		AAUDE Public	390	86	129	181	58	258	68	84	104	46	236	61	69	79	36
4511	Sociology	U of A	9	77	126	158	56	2	71	72	72	50	7	70	73	84	34
		AAUDE Public	363	82	122	165	58	225	67	78	90	47	216	59	65	72	37
4901	Air Transportation	AAUDE Public	8	116	94	127	55	14	79	66	87	53	13	63	61	73	42
5001	Visual and Performing Arts, General	U of A						1	76	76	76	63					
		AAUDE Public	62	78	99	126	59	57	63	69	85	52	24	55	58	63	41
5003	Dance	AAUDE Public	27	75	86	106	57	26	59	64	70	51	14	56	58	59	46
5004	Design and Applied Arts	AAUDE Public	27	78	95	117	57	45	65	65	85	53	29	52	56	63	41
5005	Drama/Theatre Arts and Stagecraft	U of A	3	73	90	120	56	9	54	59	69	54	3	44	45	45	36
		AAUDE Public	141	81	98	119	59	150	63	68	78	51	111	54	56	60	42
5006	Film/Video and Photographic Arts	AAUDE Public	30	117	122	146	59	24	70	74	78	45	21	57	59	63	41
5007	Fine and Studio Art	U of A	15	65	76	100	57	9	53	57	61	52	10	45	48	58	42
		AAUDE Public	330	73	97	133	59	305	59	68	83	50	206	51	56	65	39
5009	Music	AAUDE Public	546	74	95	142	58	425	60	68	85	50	257	52	56	65	40

Faculty Salary Benchmarks by CIP Code Disciplines – Fall 2007
(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
5102	Communication Disorders Sciences and Services	U of A	4	83	106	133	58	5	71	78	85	48	4	61	62	65	38
		AAUDE Public	82	88	109	136	58	78	67	73	80	50	64	59	63	68	40
5104	Dentistry (DDS, DMD)	AAUDE Public	89	95	128	164	54	101	59	91	132	53	92	53	75	100	43
5105	Advanced/Graduate Dentistry and Oral Sciences (Cert, MS, PhD)	AAUDE Public	84	81	139	256	57	59	69	103	145	51	30	64	84	135	40
5106	Dental Support Services and Allied Professions	AAUDE Public						12	53	69	77	42	6	59	62	65	55
5107	Health and Medical Administrative Services	AAUDE Public	17	121	131	147	59	22	77	88	92	49	26	61	71	72	41
5109	Allied Health Diagnostic, Intervention, and Treatment Professions	AAUDE Public	21	72	163	421	55	19	76	102	125	50	27	53	90	114	47
5110	Clinical/Medical Laboratory Science and Allied Professions	AAUDE Public	13	88	118	124	57	17	80	103	105	50	9	64	72	71	46
5112	Medicine (MD)	AAUDE Public	231	79	157	224	58	174	82	120	150	51	296	57	107	114	42
5116	Nursing	U of A	4	94	104	114	54	12	68	74	82	54	5	63	65	67	52
		AAUDE Public	127	92	108	131	60	194	70	80	93	56	239	58	65	78	50
5120	Pharmacy, Pharmaceutical Sciences, and Administration	U of A	17	85	122	210	56	5	79	84	87	47	3	77	80	83	36
		AAUDE Public	221	86	122	185	57	168	69	86	108	47	196	64	71	82	37
5122	Public Health	AAUDE Public	184	96	132	189	57	112	67	87	115	52	178	57	67	84	41
5123	Rehabilitation and Therapeutic Professions	AAUDE Public	19	93	111	113	56	35	66	78	83	52	49	53	61	71	43
5124	Veterinary Medicine (DVM)	AAUDE Public	129	90	109	169	57	121	70	84	101	51	98	55	72	89	41

Faculty Salary Benchmarks by CIP Code Disciplines – Fall 2007
(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
5125	Veterinary Biomedical and Clinical Sciences (Cert, MS, PhD)	AAUDE Public	156	85	106	156	57	97	73	86	112	50	81	55	76	96	41
5199	Health Professions and Related Clinical Sciences, Other	U of A	5	113	124	142	57	7	80	90	126	49	7	59	66	69	46
		AAUDE Public	8	97	110	124	50	20	72	86	110	52	21	65	65	75	43
5201	Business/Commerce, General	AAUDE Public	194	117	169	223	56	111	86	129	143	48	149	94	128	149	38
5202	Business Administration, Management and Operations	AAUDE Public	341	112	175	241	56	168	103	134	159	46	232	101	126	148	37
5203	Accounting and Related Services	U of A	6	175	205	330	59	2	165	171	177	37	4	131	145	152	32
		AAUDE Public	112	133	181	225	57	79	112	140	164	51	76	130	147	154	38
5206	Business/Managerial Economics	AAUDE Public	14	115	139	176	57	6	78	82	88	52	5	81	101	103	35
5208	Finance and Financial Management Services	U of A	2	147	165	184	56	3	166	171	174	42	5	125	144	165	35
		AAUDE Public	102	129	189	251	57	74	121	159	179	46	85	119	147	154	35
5209	Hospitality Administration/Management	AAUDE Public	9	119	129	147	58	23	71	85	93	52	6	61	69	80	46
5210	Human Resources Management and Services	AAUDE Public	58	101	135	179	57	43	79	108	130	48	28	72	91	98	40
5212	Management Information Systems and Services	U of A	6	108	171	229	57	3	104	122	134	44	2	112	114	116	35
		AAUDE Public	19	107	156	181	55	26	113	120	136	44	26	100	100	117	40
5213	Management Sciences and Quantitative Methods	AAUDE Public	74	127	169	219	58	40	99	119	139	47	45	101	119	122	37
5214	Marketing	U of A	5	139	160	196	53	1	140	140	140	40	6	105	117	134	36
		AAUDE Public	97	130	177	218	56	54	112	127	144	48	67	112	122	131	36
5401	History	U of A	9	70	105	134	64	13	56	69	89	53	4	60	63	65	37
		AAUDE Public	590	78	115	162	59	428	61	74	88	49	266	54	59	66	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 ¹							AAUDE Public Average Salaries ⁴							Compensation Ratio							
	Fall	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007
College of Agriculture & Life Sciences	84	87	88	90	97	104	108	86	89	91	92	96	100	104	97%	98%	97%	98%	102%	103%	103%	
College of Architecture & Landscape Architecture	78	83	81	83	97	95	93	85	88	87	90	94	98	101	92%	95%	92%	93%	104%	97%	92%	
College of Education	77	81	79	81	86	91	94	87	90	91	95	98	103	107	89%	90%	87%	86%	88%	89%	89%	
College of Engineering	97	100	100	102	108	112	115	109	112	114	117	122	127	132	89%	89%	88%	87%	88%	88%	87%	
College of Fine Arts	67	69	68	68	73	76	80	79	81	83	85	88	93	97	85%	85%	82%	80%	83%	82%	82%	
College of Humanities	79	80	81	82	85	90	93	86	89	89	93	96	100	105	92%	91%	90%	88%	89%	89%	88%	
College of Nursing	80	80	89	94	96	100	104	91	92	90	95	98	103	108	88%	87%	99%	99%	98%	97%	96%	
College of Optical Sciences	108	115	118	120	123	126	132	98	101	102	105	110	114	120	110%	114%	116%	114%	112%	111%	110%	
College of Pharmacy	95	100	104	101	102	106	122	96	102	107	111	115	120	124	98%	98%	98%	92%	89%	88%	99%	
College of Science	87	90	92	95	101	105	111	98	101	103	107	111	116	121	89%	90%	90%	89%	91%	91%	91%	
College of Social & Behavioral Sciences	86	87	90	94	99	107	111	94	97	100	103	107	112	117	92%	90%	90%	91%	93%	96%	95%	
Eller College of Management	118	129	135	145	154	157	171	122	127	131	137	144	152	161	97%	102%	104%	106%	107%	104%	106%	
James E. Rogers College of Law	122	124	122	146	155	160	171	138	142	144	150	157	163	173	89%	88%	85%	97%	99%	98%	99%	
Mel & Enid Zuckerman AZ Coll of Public Health	102	110	107	115	111	116	120	104	109	108	109	114	120	127	99%	101%	99%	105%	97%	97%	94%	
University Total (3)	88	91	93	96	102	107	113	98	101	103	107	111	116	122	90%	89%	90%	90%	92%	92%	93%	
Associate Professor	Fall	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007
College of Agriculture & Life Sciences	58	62	63	66	69	71	76	63	65	67	68	70	73	76	91%	94%	93%	97%	99%	98%	101%	
College of Architecture & Landscape Architecture	55	57	58	59	64	68	65	62	64	65	67	70	73	76	89%	89%	90%	88%	91%	94%	85%	
College of Education	59	60	58	58	62	65	67	62	64	65	67	69	72	75	94%	94%	88%	87%	89%	90%	88%	
College of Engineering	74	77	76	78	82	84	87	78	80	82	84	87	89	93	95%	97%	93%	93%	95%	94%	93%	
College of Fine Arts	51	52	52	53	55	58	59	56	58	59	61	63	65	68	90%	89%	88%	87%	87%	88%	87%	
College of Humanities	56	57	56	56	61	63	65	58	60	61	63	65	68	71	97%	95%	92%	90%	94%	93%	92%	
College of Nursing	57	62	68	68	71	72	74	66	68	70	73	74	78	80	87%	90%	97%	94%	96%	93%	92%	
College of Optical Sciences	71	73	75	76	81	81	88	69	71	70	73	76	79	83	104%	104%	107%	104%	106%	103%	107%	
College of Pharmacy	63	64	64	65	66	71	81	67	72	73	76	79	82	85	93%	89%	87%	86%	84%	87%	95%	
College of Science	66	66	69	69	72	78	81	67	69	71	73	75	79	83	98%	96%	97%	94%	96%	98%	98%	
College of Social & Behavioral Sciences	58	59	60	62	66	70	74	62	64	65	67	70	73	76	93%	92%	92%	92%	95%	97%	96%	
Eller College of Management	86	96	104	109	114	114	128	89	92	94	99	103	110	117	96%	104%	110%	110%	110%	104%	109%	
James E. Rogers College of Law	87	87	89	112	116	120	127	87	93	92	97	101	105	109	101%	94%	97%	116%	116%	114%	117%	
Mel & Enid Zuckerman AZ Coll of Public Health	65	69	72	72	85	86	93	75	76	75	78	81	83	87	87%	91%	95%	93%	105%	104%	107%	
University Total (3)	62	64	65	67	71	75	79	67	69	70	72	75	78	82	92%	93%	92%	93%	95%	96%	96%	
Assistant Professor	Fall	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007	2001	2002	2003	2004	2005	2006	2007
College of Agriculture & Life Sciences	52	53	56	59	63	65	67	55	56	57	58	60	63	65	95%	94%	98%	101%	104%	103%	104%	
College of Architecture & Landscape Architecture	42	45	46	46	50	53	56	49	50	50	52	54	57	59	85%	90%	91%	88%	91%	93%	95%	
College of Education	47	49	48	50	54	57	59	50	52	52	54	56	58	61	93%	94%	92%	91%	95%	98%	98%	
College of Engineering	63	67	68	69	74	76	77	67	69	71	73	76	78	80	94%	97%	95%	94%	97%	97%	97%	
College of Fine Arts	42	42	43	43	45	46	48	46	48	49	51	52	55	57	90%	89%	88%	85%	86%	85%	85%	
College of Humanities	43	45	45	46	49	53	55	47	48	50	52	53	55	57	93%	93%	90%	89%	94%	97%	96%	
College of Nursing	47	54	58	58	60	63	65	54	56	56	59	60	62	65	87%	96%	103%	99%	100%	101%	100%	
College of Optical Sciences	63	65	65	67	70	72	75	58	61	62	65	67	69	73	107%	106%	106%	103%	104%	104%	103%	
College of Pharmacy	56	56	56	56	63	65	70	57	59	61	64	66	68	71	97%	94%	92%	88%	95%	96%	100%	
College of Science	57	58	60	62	66	69	71	56	59	61	64	66	68	71	102%	99%	98%	97%	100%	101%	101%	
College of Social & Behavioral Sciences	48	50	52	54	57	60	63	51	53	54	55	57	60	63	94%	95%	96%	98%	100%	100%	101%	
Eller College of Management	89	96	98	101	104	113	124	83	86	89	93	97	103	109	108%	111%	110%	108%	107%	110%	114%	
James E. Rogers College of Law								86	90	88	91	101	97	105								
Mel & Enid Zuckerman AZ Coll of Public Health	62	57	59	64	67	65	67	58	60	62	62	64	66	68	107%	95%	95%	103%	104%	99%	98%	
University Total (3)	54	56	58	60	64	67	70	57	60	61	63	66	68	71	94%	94%	94%	94%	97%	98%	98%	

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
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

* 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	0399	Natural Resources and Conservation, Other
0101	Agricultural Business and Management	1403	Agricultural/Biological Engineering and Bioengineering
0102	Agricultural Mechanization	1900	Work and Family Studies
0103	Agricultural Production Operations	1901	Family and Consumer Sciences/Human Sciences, General
0104	Agricultural and Food Products Processing	1902	Family and Consumer Sciences/Human Sciences Business Services
0106	Applied Horticulture/Horticultural Business Services	1904	Family and Consumer Economics and Related Studies
0107	International Agriculture	1905	Foods, Nutrition, and Related Services
0108	Agricultural Public Services	1906	Housing and Human Development+
0109	Animal Sciences	1907	Human Development, Family Studies, and Related Services
0110	Food Science and Technology	1909	Apparel and Textiles
0111	Plant Sciences	1999	Family and consumer Sciences/human Sciences, Other
0112	Soil Sciences	2603	Botany/Plant Biology
0199	Agriculture, Agriculture Operations, and Related Sciences, Other	2607	Zoology/Animal Biology
0301	Natural Resources Conservation and Research	3019	Nutrition Sciences
0303	Fishing and Fisheries Sciences and Management	5111	Health/Medical Preparatory Programs
0305	Forestry	5125	Veterinary Biomedical and Clinical Sciences (Cert, MS, PhD)
0306	Wildlife and Wildlands Science and Management		

College of Architecture and Landscape Architecture

0402	Architecture
0404	Environmental Design
0405	Interior Architecture
0406	Landscape Architecture
0408	Architectural History and Criticism
0499	Architecture and Related Services, Other

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

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	1425	Petroleum Engineering
1401	Engineering, General	1427	Systems Engineering
1402	Aerospace, Aeronautical and Astronautical Engineering	1428	Textile Sciences and Engineering
1404	Architectural Engineering	1431	Materials Science
1406	Ceramic Sciences and Engineering	1432	Polymer/Plastics Engineering
1407	Chemical Engineering	1435	Industrial Engineering
1408	Civil Engineering	1499	Engineering, Other
1409	Computer Engineering, General	1500	Engineering Technology, General
1410	Electrical, Electronics and Communications Engineering	1503	Electrical Engineering Technologies/Technicians
1411	Engineering Mechanics	1504	Electromechanical Instrumentation and Maintenance Technologies/Technicians
1412	Engineering Physics	1505	Environmental Control 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	1511	Engineering-Related Technologies
1421	Mining and Mineral Engineering	1513	Drafting/Design Engineering Technologies/Technicians
1422	Naval Architecture and Marine Engineering	1515	Engineering-Related Fields
1423	Nuclear Engineering	1599	Engineering Technologies/Technicians, Other
1424	Ocean Engineering		

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

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	2301	English Language and Literature, General
1602	African Languages, Literatures, and Linguistics	2304	English Composition
1603	East Asian Languages, Literatures, and Linguistics	2305	Creative Writing
1604	Slavic, Baltic and Albanian Languages, Literatures, and Linguistics	2307	American Literature (United States and Canadian)
1605	Germanic Languages, Literatures, and Linguistics	2308	English Literature (British and Commonwealth)
1607	South Asian Languages, Literatures, and Linguistics	2310	Speech and Rhetorical Studies
1609	Romance Languages, Literatures, and Linguistics	2311	Technical and Business Writing
1611	Middle/Near Eastern and Semitic Languages, Literatures, and Linguistics	2399	English Language and Literature/Letters, Other
1612	Classics and Classical Languages, Literatures, and Linguistics	3022	Classical and Ancient Studies
1699	Foreign Languages, Literatures, and Linguistics, Other	3802	Religion/Religious Studies
		3999	Theology and Religious Vocations, Other
		4503	Archeology

College of Nursing

3011	Gerontology
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, and Religious Studies are in both Humanities and Social & Behavioral Sciences. Area and Ethnic Studies were assigned to Social & Behavioral Sciences and Religious Studies to Humanities

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

College of Science*

1101	Computer and Information Sciences, General	2799	Mathematics and Statistics, Other
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
2705	Statistics		

College of Social and Behavioral Science+

0403	City/Urban, Community and Regional Planning	4207	Developmental and Child Psychology
0501	Area Studies	4208	Experimental Psychology
0502	Ethnic, Cultural Minority, and Gender Studies+	4209	Industrial and Organizational Psychology
0599	Area, Ethnic, Cultural, and Gender Studies, Other+	4211	Physiological Psychology/Psychobiology
0901	Communication and Media Studies	4216	Social Psychology
0904	Journalism	4299	Psychology, Other
0909	Public Relations, Advertising, and Applied Communication	4501	Social Sciences, General
0999	Communication, Journalism, and Related Programs, Other	4502	Anthropology
1601	Linguistics Comparative, and Related Language Studies and Services	4504	Criminology
2501	Library Science/Librarianship	4505	Demography and Population Studies
2599	Library Science, Other	4507	Geography and Cartography
3013	Medieval and Renaissance Studies	4509	International Relations and Affairs
3017	Behavioral Sciences	4510	Political Science and Government
3025	Cognitive Science	4511	Sociology
3801	Philosophy	4512	Urban Studies/Affairs
4201	Psychology, General	4599	Social Sciences, Other
4202	Clinical Psychology	5132	Bioethics/Medical Ethics
4204	Community Psychology	5401	History
4206	Counseling Psychology		

* 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.

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

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
4404	Public Administration	5211	International Business
4405	Public Policy Analysis	5212	Management Information Systems and Services
4407	Social Work	5213	Management Sciences and Quantitative Methods
4499	Public Administration and Social Service Professions, Other	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

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
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

UA South, AIC & Independent Units

1399	Education, Other
------	------------------

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

Excluded from University Totals

2604	Cell/Cellular Biology and Anatomical Sciences
2605	Microbiological Sciences and Immunology
2609	Physiology, Pathology and Related Sciences
3101	Parks, Recreation and Leisure Studies
3103	Parks, Recreation and Leisure Facilities Management
3105	Health and Physical Education/Fitness
3199	Parks, Recreation, Leisure and Fitness Studies, Other
3201	Basic Skills
4199	Science Technologies/Technicians, Other
4901	Air Transportation
5100	Health Services/Allied Health/Health Sciences, General
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
5124	Veterinary Medicine (DVM)
5127	Medical Illustration and Informatics
5131	Dietetics and Clinical Nutrition Services
5199	Health Professions and Related Clinical Sciences, Other
5302	High School/Secondary Certificate Programs
6001	Dental Residency Programs
6002	Medical Residency Programs