



**Faculty Salary Benchmark Report
AAUDE Publics
FY 2008 – 09**

Office of Institutional Research & Planning Support
October 2009

Faculty Salary Benchmark Report

AAUDE Publics

FY 2008 – 09

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Overview

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

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

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.

This report reflects the recent organizational changes that have taken place at the university. For example, as part of the transformation, Psychology and all related CIPs are now found in the College of Science, whereas in previous years this department was reported under the College of Social and Behavioral Sciences. To ensure consistency in the data, historical records have also been restated to match the movement of departments between schools and college. A full list of changes can be found in Appendix IV.

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 meet the average AAUDE public salary. 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 2008 – 09. 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.

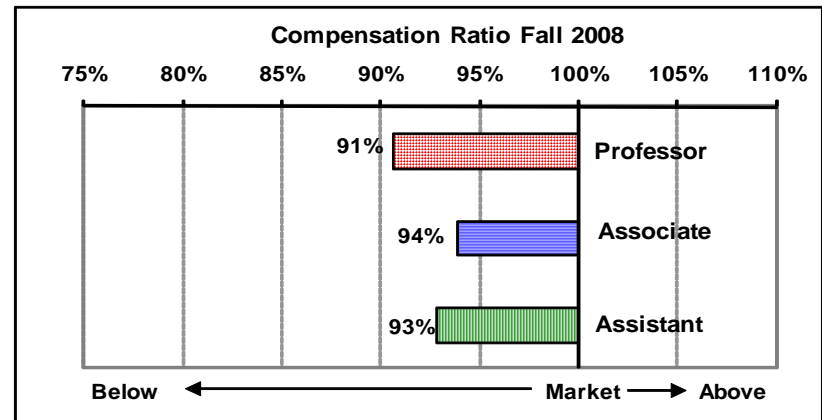
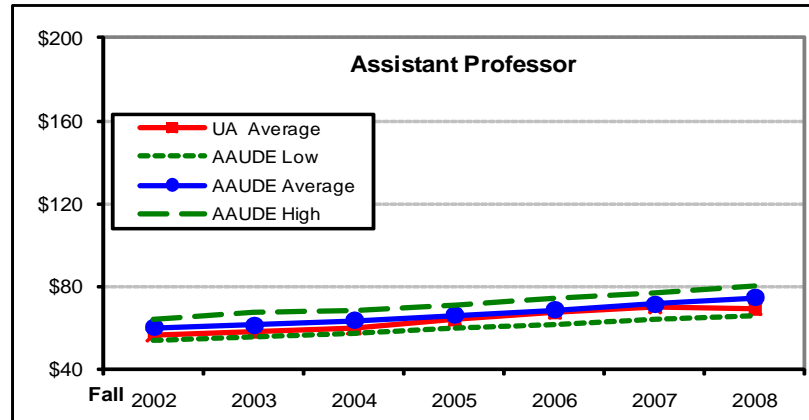
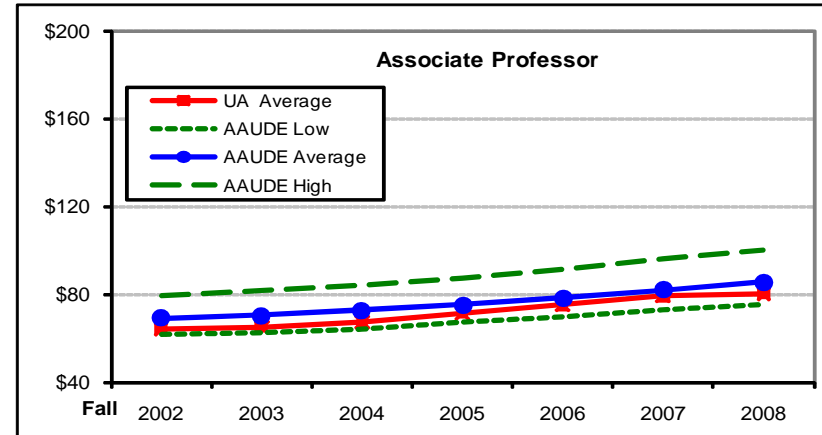
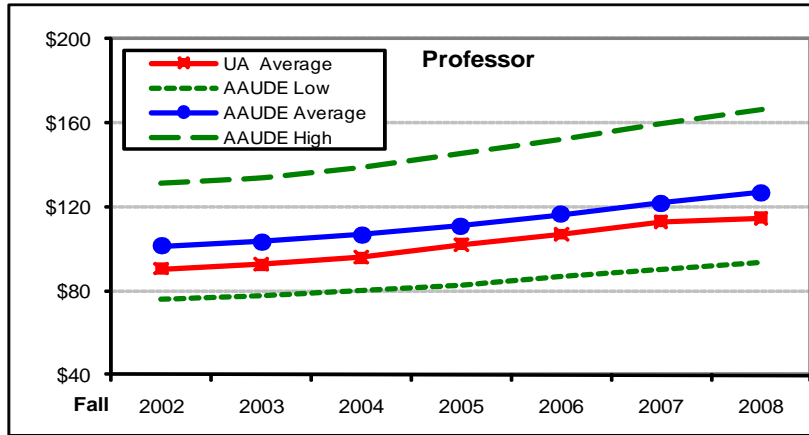
Key Points:

- At the University-wide level, all ranks are below the AAUDE public market rate. Although progress had been made in recent years to move UA average salaries closer to the market, this fiscal year saw Arizona drop with respect to their peers at each rank.
- The average assistant professor salary declined from FY 2007 – 08 to FY 2008 – 09.
- Optical Sciences is the only college where all three ranks exceed the AAUDE public market rate in fall 2008.
- Faculty in Fine Arts are the furthest from the market at all three ranks.
- The only colleges and ranks that moved closer to market were professors in Humanities and Pharmacy, and associates in Architecture and Landscape Architecture. All other colleges and ranks either remained the same or declined.

University

AAUDE Public Benchmarks

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

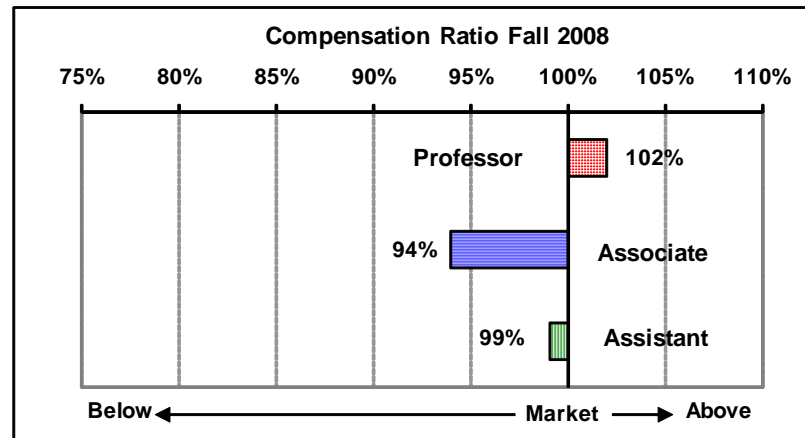
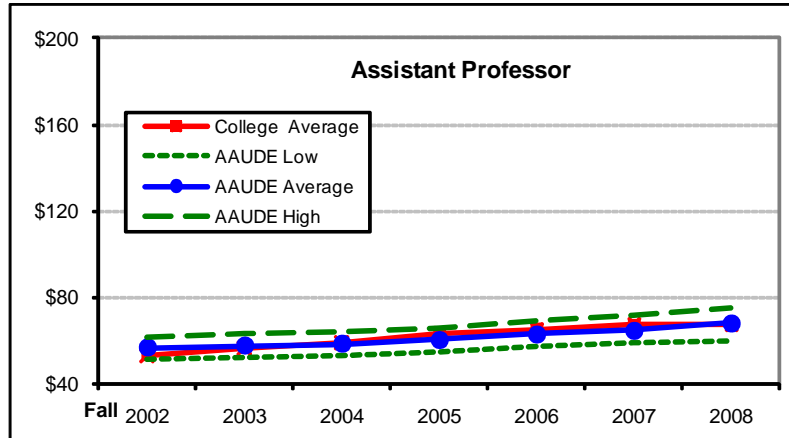
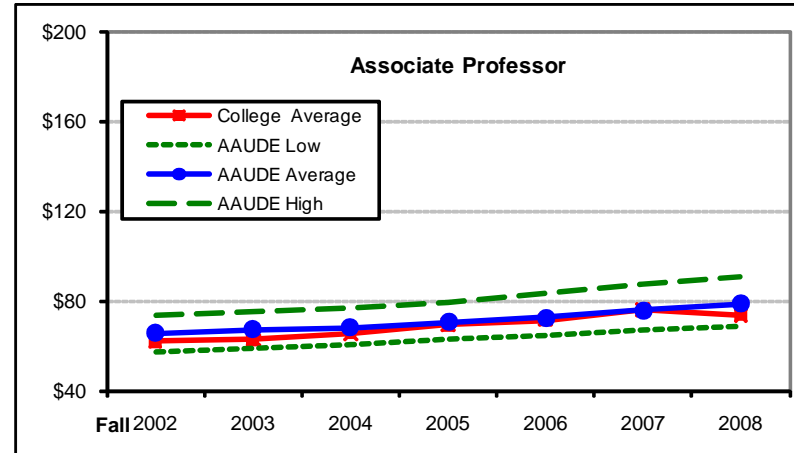
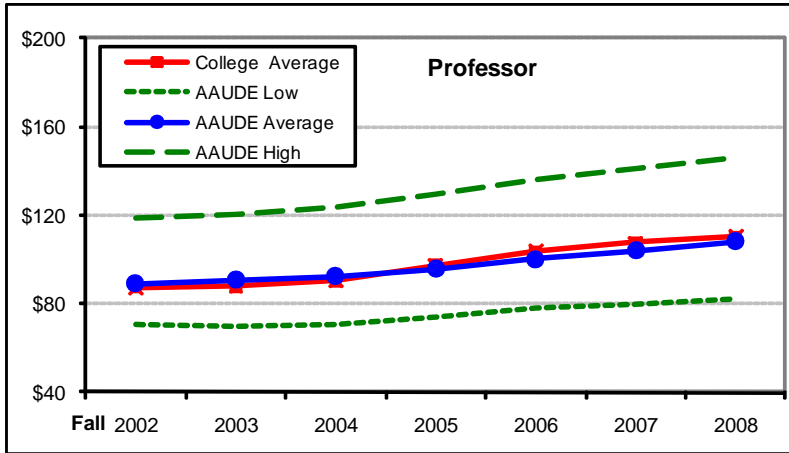


	Professor								Associate								Assistant							
	Fall	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008		
UA Average		91	93	96	102	107	113	115	64	65	67	71	75	79	80	56	58	60	64	67	70	69		
AAUDE Low		76	78	80	83	87	90	93	61	62	64	67	70	72	75	54	55	57	59	61	64	66		
AAUDE Average		101	103	107	111	116	122	127	69	70	72	75	78	82	85	60	61	63	66	68	71	74		
AAUDE High		131	134	139	145	153	160	166	79	82	84	87	91	96	100	64	67	68	71	74	77	80		
Compa Ratio		89%	90%	90%	92%	92%	93%	91%	93%	92%	93%	95%	96%	96%	94%	94%	94%	94%	97%	98%	98%	93%		

College of Agriculture & Life Sciences

AAUDE Public Benchmarks

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

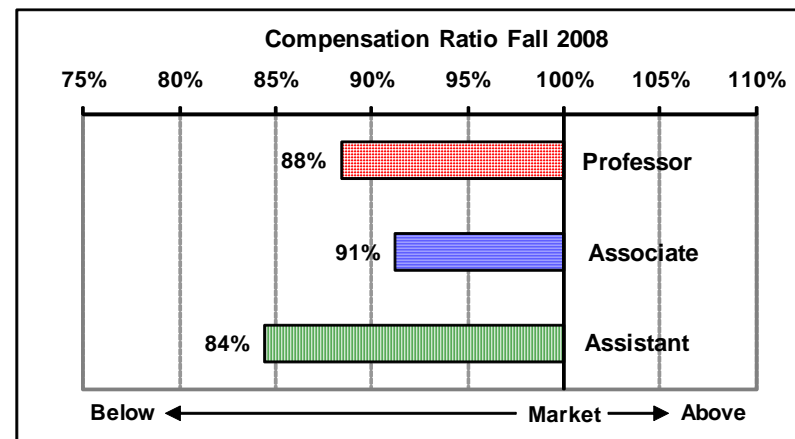
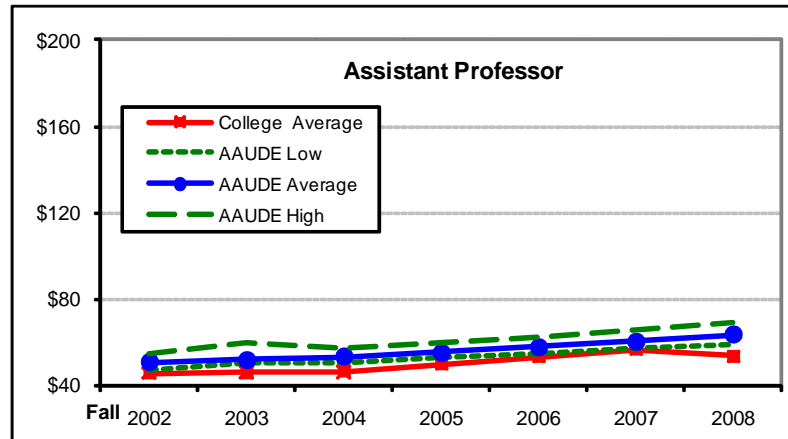
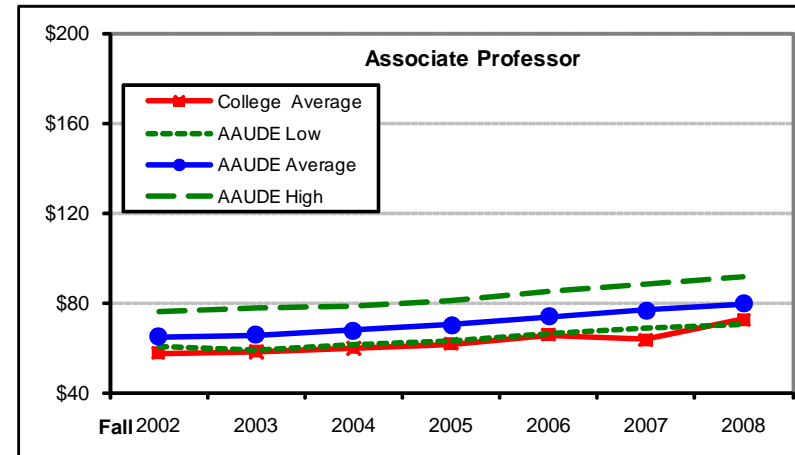
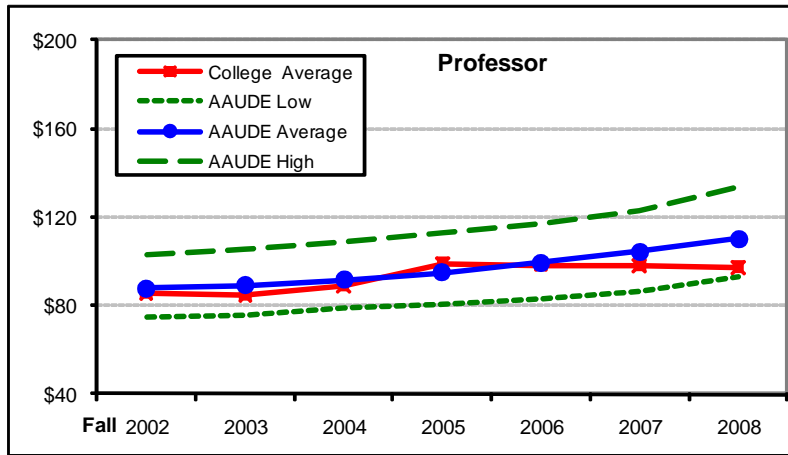


	Professor								Associate								Assistant							
	Fall	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008		
College Average		87	88	90	97	104	108	110	62	63	66	69	71	76	74	53	56	59	63	65	67	67		
AAUDE Low		71	70	71	74	78	80	83	57	59	60	63	65	67	69	51	52	53	55	57	58	60		
AAUDE Average		89	91	92	96	100	104	108	65	67	68	70	73	76	78	56	57	58	60	63	65	68		
AAUDE High		119	121	124	129	136	141	146	73	75	77	79	83	87	90	61	63	64	66	69	72	75		
Compa Ratio		98%	97%	98%	102%	103%	103%	102%	94%	93%	97%	99%	98%	101%	94%	94%	98%	101%	104%	103%	104%	99%		

College of Architecture & Landscape Architecture

AAUDE Public Benchmarks

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

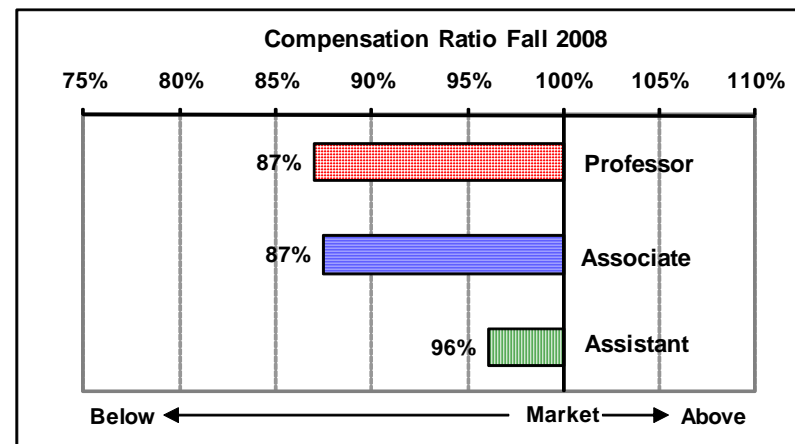
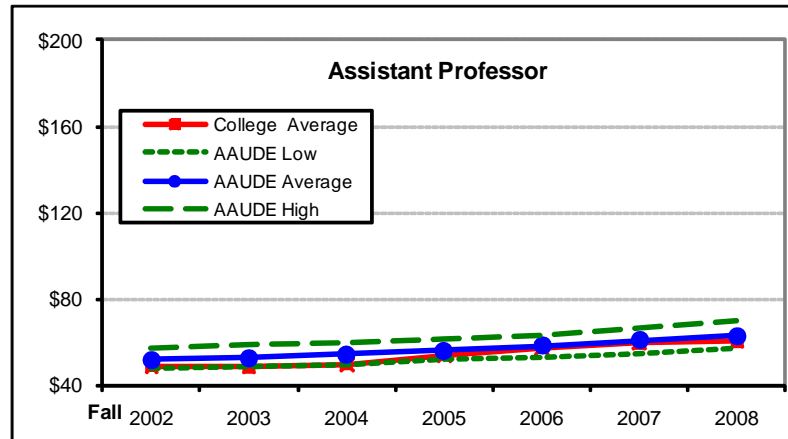
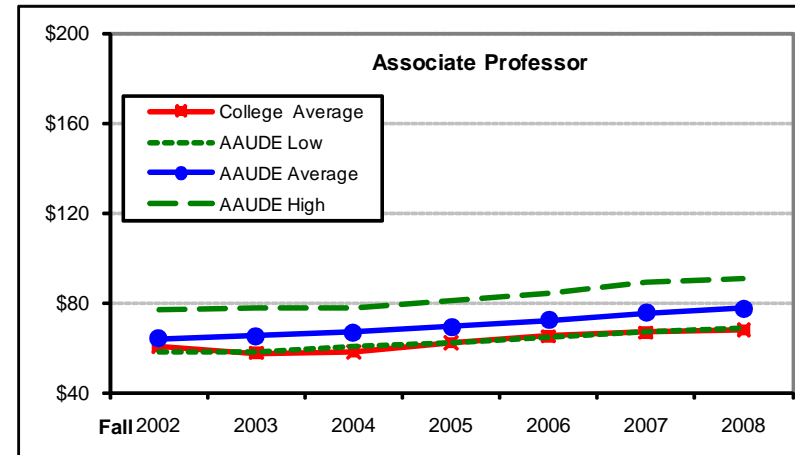
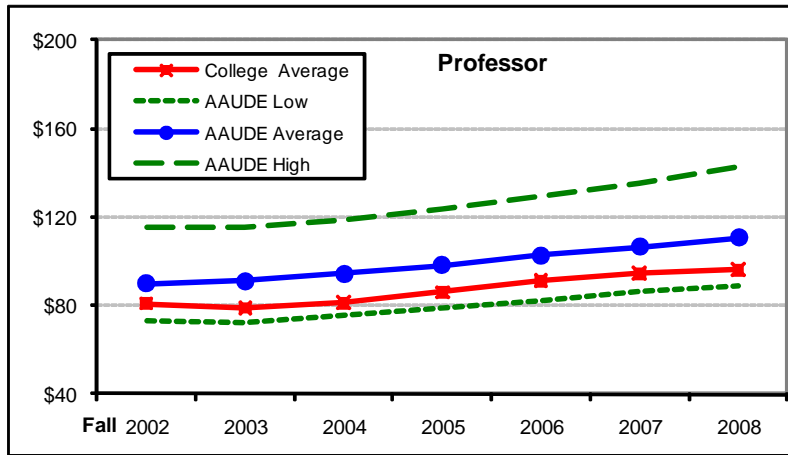


	Professor								Associate								Assistant							
	Fall	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008		
College Average		86	85	89	99	98	98	97	57	58	59	62	66	63	72	45	46	46	50	53	56	53		
AAUDE Low		75	76	79	81	83	87	93	60	59	61	63	66	69	70	47	50	50	52	54	57	59		
AAUDE Average		88	89	92	95	99	104	110	65	66	68	70	74	77	79	51	52	53	55	58	60	63		
AAUDE High		103	106	109	113	117	123	134	76	77	78	81	85	89	91	55	60	57	60	62	66	69		
Compa Ratio		97%	95%	97%	104%	99%	94%	88%	89%	89%	88%	88%	89%	83%	91%	90%	89%	87%	90%	92%	94%	84%		

College of Education

AAUDE Public Benchmarks

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

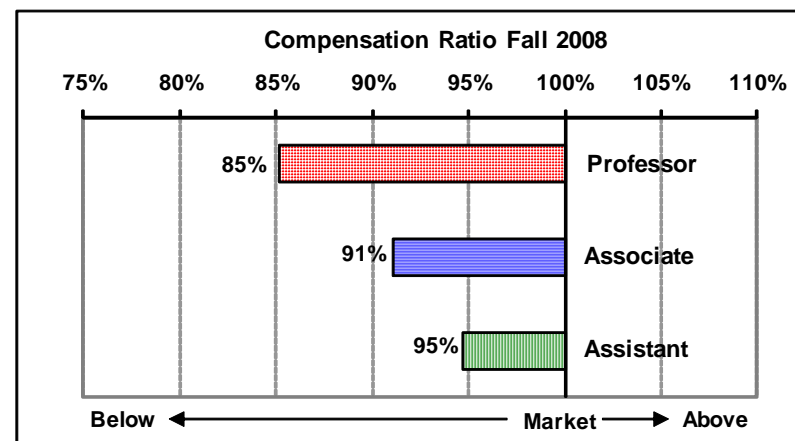
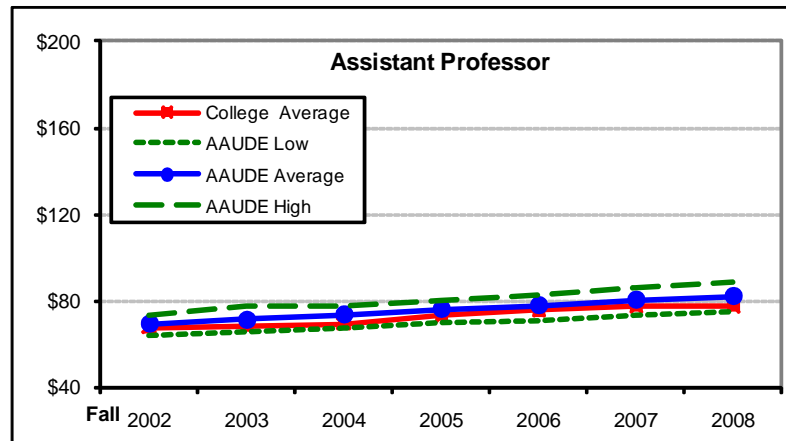
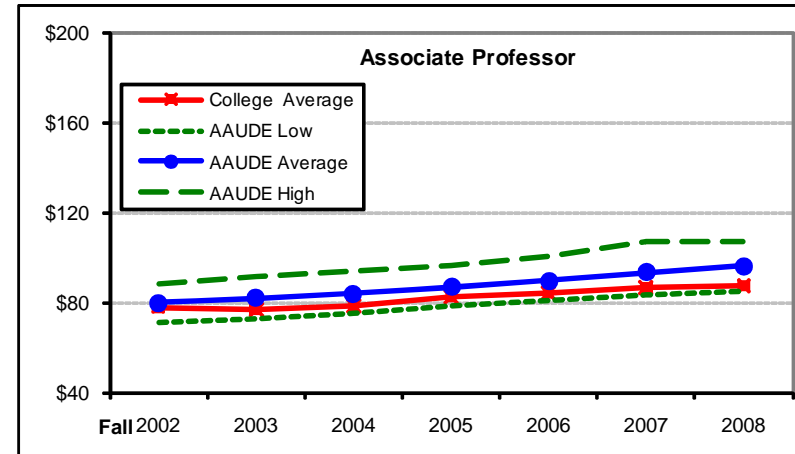
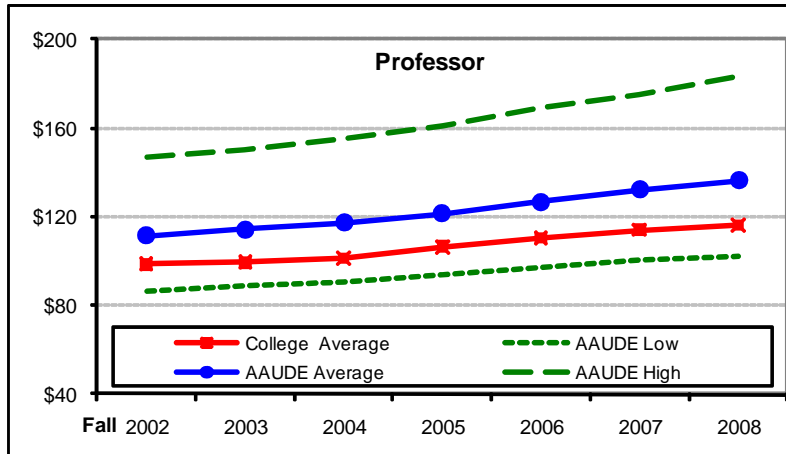


	Professor								Associate								Assistant							
	Fall	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008		
College Average		81	79	81	86	91	94	96	60	58	58	62	65	67	68	49	48	50	54	57	59	60		
AAUDE Low		74	72	76	79	82	86	89	58	58	61	62	64	67	68	48	49	50	52	53	55	57		
AAUDE Average		90	91	95	98	103	107	111	64	65	67	69	72	75	77	52	52	54	56	58	61	63		
AAUDE High		115	116	119	124	130	136	143	77	77	78	81	84	89	90	57	59	60	62	63	66	69		
Compa Ratio		90%	87%	86%	88%	89%	89%	87%	94%	88%	87%	89%	90%	88%	87%	94%	92%	91%	95%	98%	98%	96%		

College of Engineering

AAUDE Public Benchmarks

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

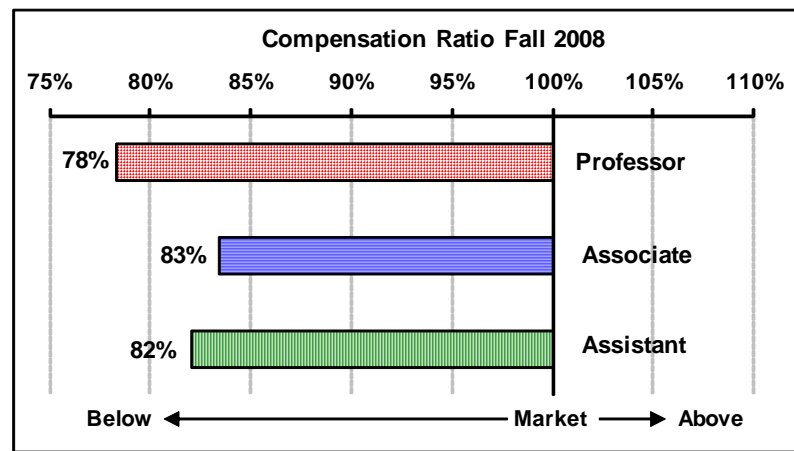
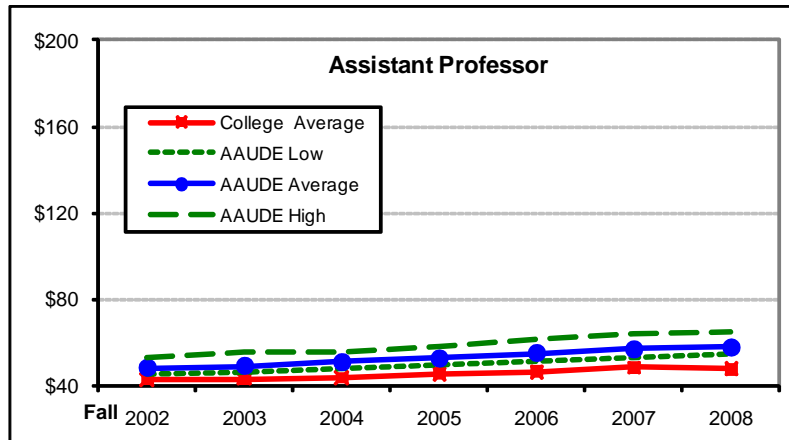
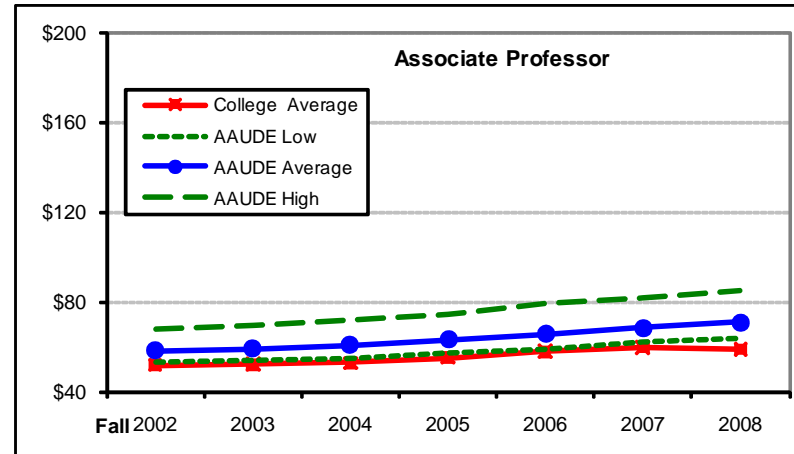
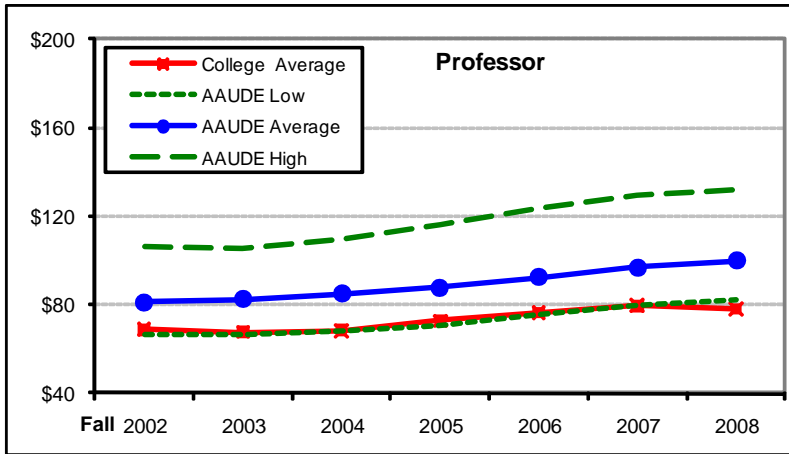


	<u>Professor</u>								<u>Associate</u>								<u>Assistant</u>							
	Fall	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008		
College Average		99	100	101	107	110	114	116	78	77	79	82	84	86	87	68	68	69	73	75	77	78		
AAUDE Low		87	89	90	94	97	101	102	71	73	75	78	81	83	85	64	66	67	70	71	73	75		
AAUDE Average		112	114	117	122	127	132	137	80	82	84	87	90	93	96	69	71	73	76	78	80	82		
AAUDE High		147	150	155	161	169	176	183	88	92	94	97	100	107	107	73	77	77	80	83	86	88		
Compa Ratio		88%	87%	86%	88%	87%	86%	85%	98%	94%	93%	95%	94%	93%	91%	98%	95%	95%	97%	97%	97%	95%		

College of Fine Arts

AAUDE Public Benchmarks

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

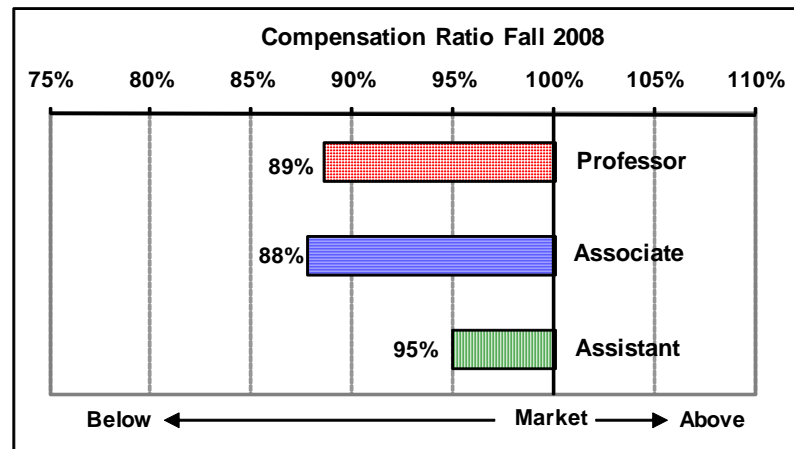
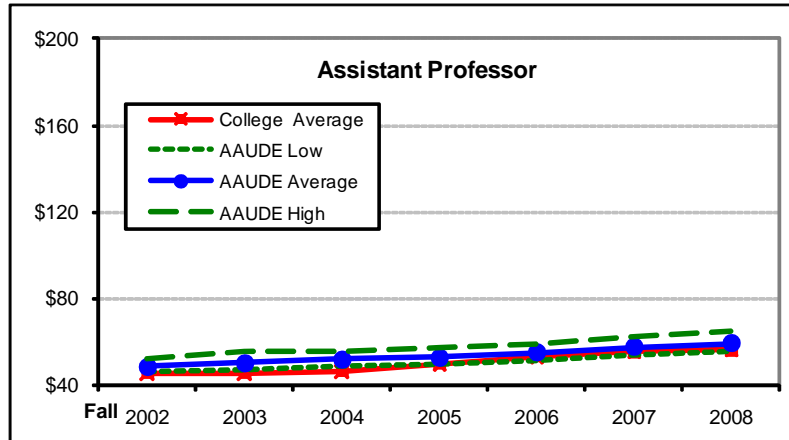
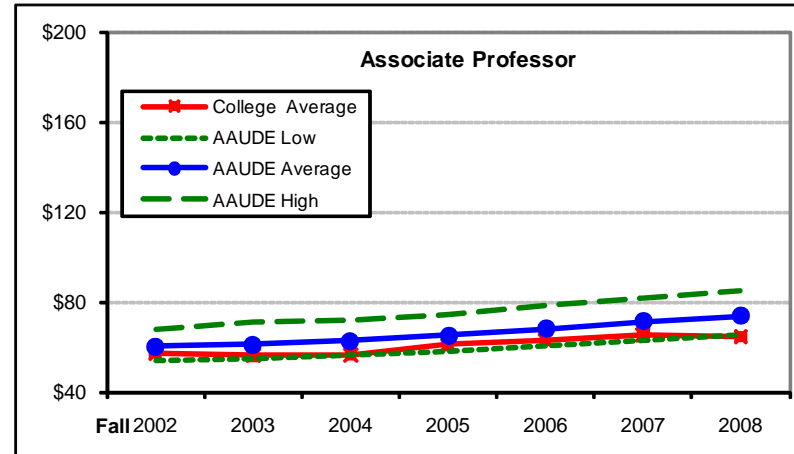
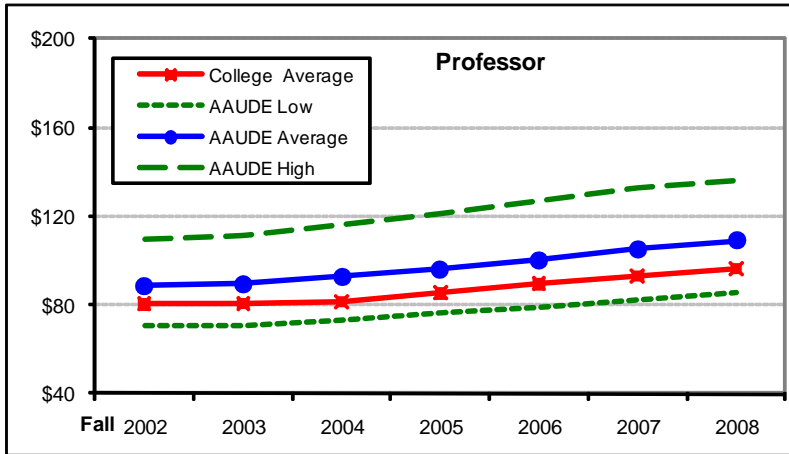


	Professor								Associate								Assistant							
	Fall	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008		
College Average		69	68	68	73	76	80	78	52	52	53	55	58	59	59	42	43	43	45	46	48	47		
AAUDE Low		67	66	68	71	75	80	82	53	54	55	57	59	62	63	45	46	48	49	51	53	54		
AAUDE Average		81	83	85	88	93	97	100	58	59	61	63	65	68	71	48	49	51	52	55	57	58		
AAUDE High		106	106	110	117	124	130	132	68	70	71	75	79	82	85	53	55	56	58	61	63	65		
Compa Ratio		85%	82%	80%	83%	82%	82%	78%	89%	88%	87%	87%	88%	87%	83%	89%	88%	85%	86%	85%	85%	82%		

College of Humanities

AAUDE Public Benchmarks

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

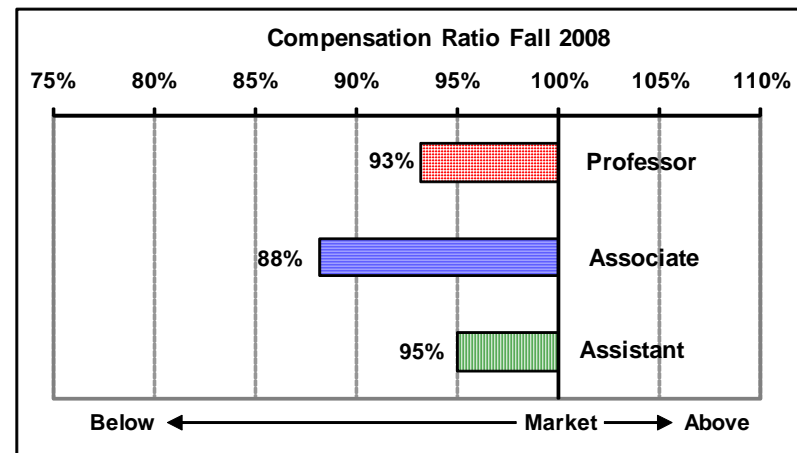
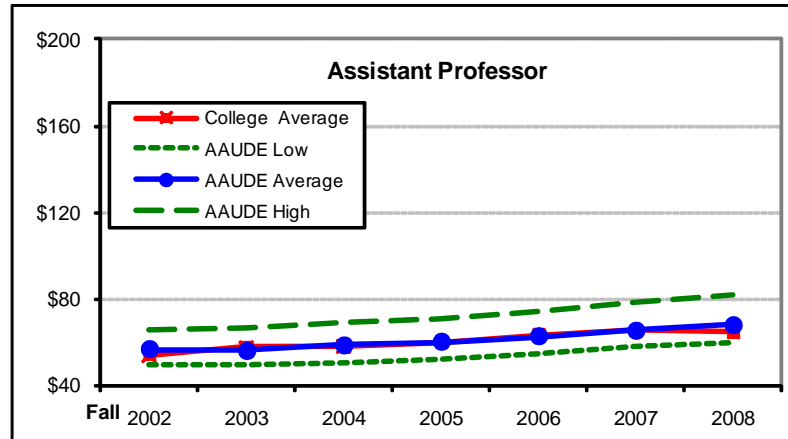
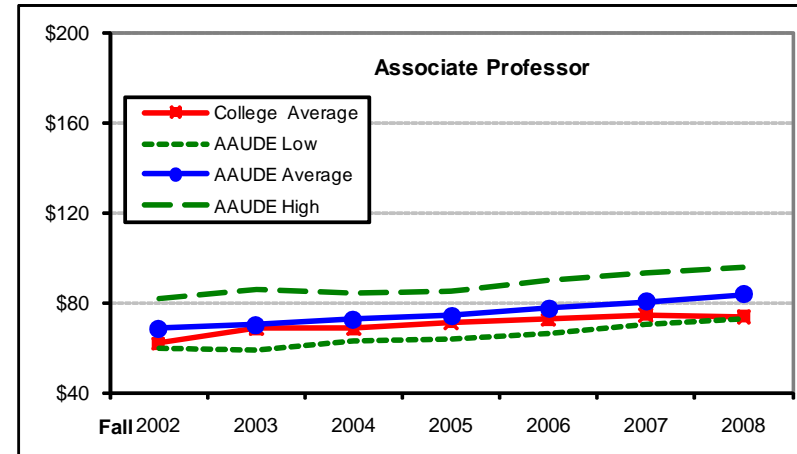
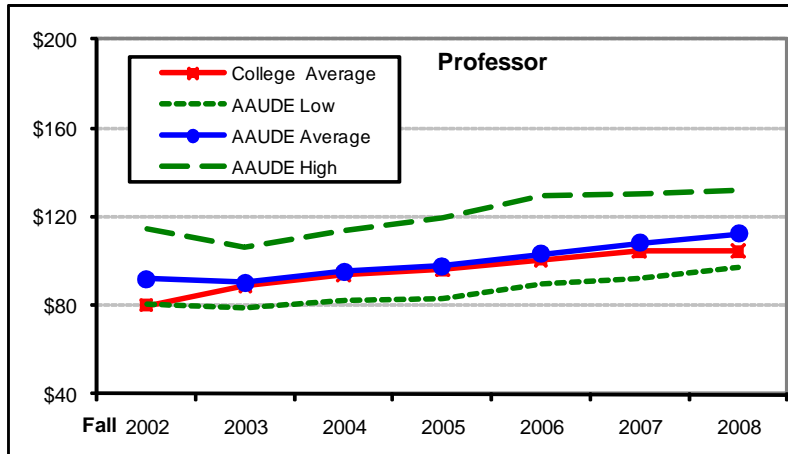


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>							
	Fall	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008
College Average		80	81	82	85	90	93	96	57	56	56	61	63	65	65	45	45	46	49	53	55	56
AAUDE Low		70	71	73	76	79	82	85	54	54	56	58	60	63	65	46	47	48	50	51	54	56
AAUDE Average		89	89	93	96	100	105	109	60	61	63	65	68	71	74	48	50	52	53	55	57	59
AAUDE High		110	111	116	121	127	133	136	68	71	72	74	79	82	85	52	55	55	57	59	62	64
Compa Ratio		91%	90%	88%	89%	89%	88%	89%	95%	92%	90%	94%	93%	92%	88%	93%	90%	89%	94%	97%	96%	95%

College of Nursing

AAUDE Public Benchmarks

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

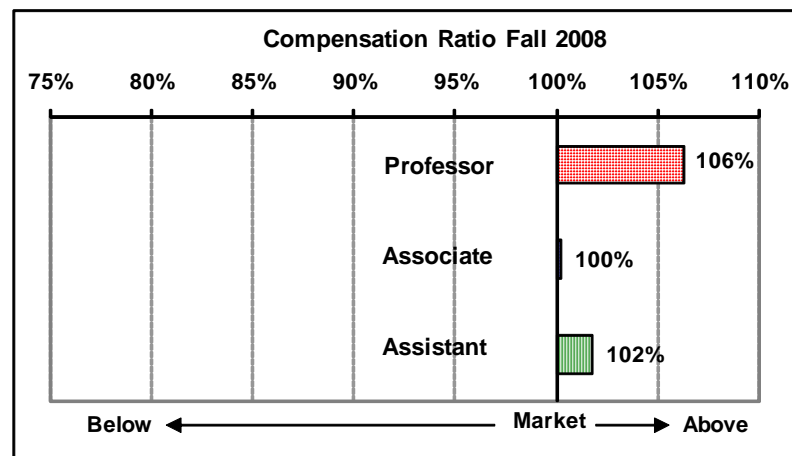
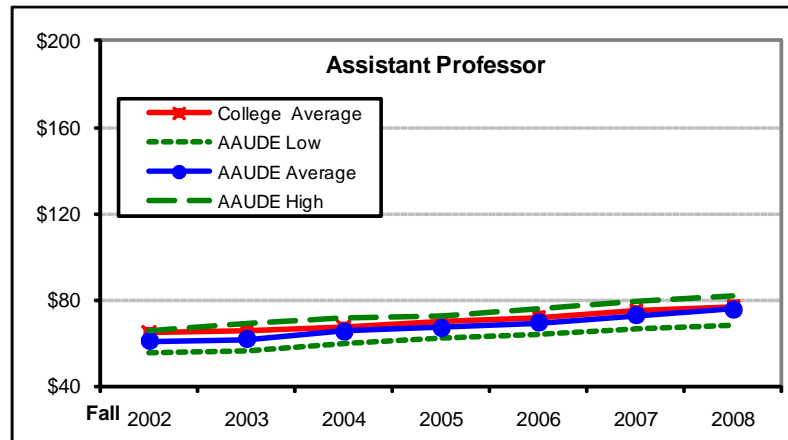
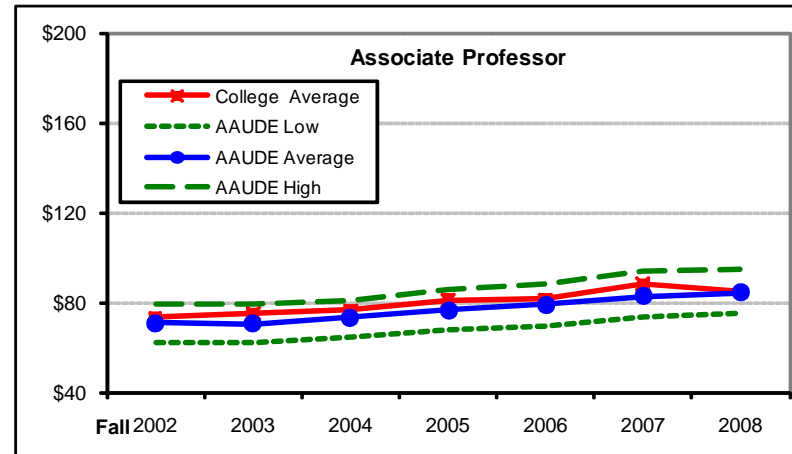
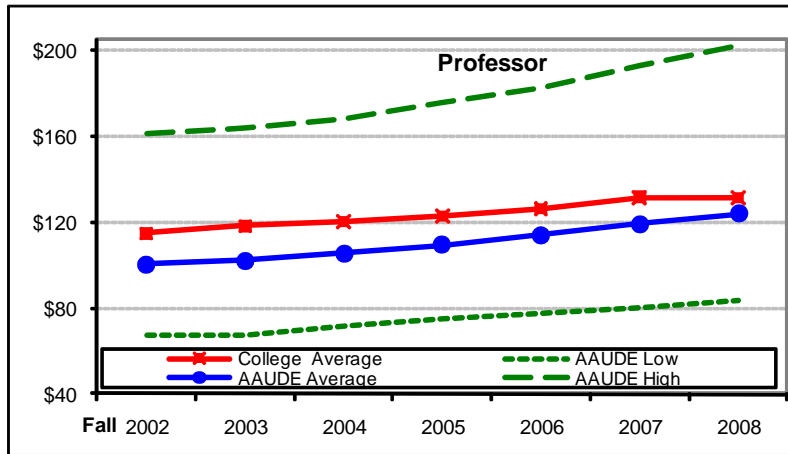


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>							
	Fall	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008
College Average	80	89	94	96	100	104	105	105	62	68	68	71	72	74	74	54	58	58	60	63	65	64
AAUDE Low	81	79	82	83	90	92	98	98	59	59	62	64	67	70	72	50	49	51	52	55	58	60
AAUDE Average	92	90	95	98	103	108	112	112	68	70	73	74	78	80	83	56	56	59	60	62	65	68
AAUDE High	115	106	113	120	129	131	132	132	81	86	84	85	90	93	96	66	67	69	70	74	78	82
Compa Ratio	87%	99%	99%	98%	97%	96%	93%	93%	90%	97%	94%	96%	93%	92%	88%	96%	103%	99%	100%	101%	100%	95%

College of Optical Sciences

AAUDE Public Benchmarks

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

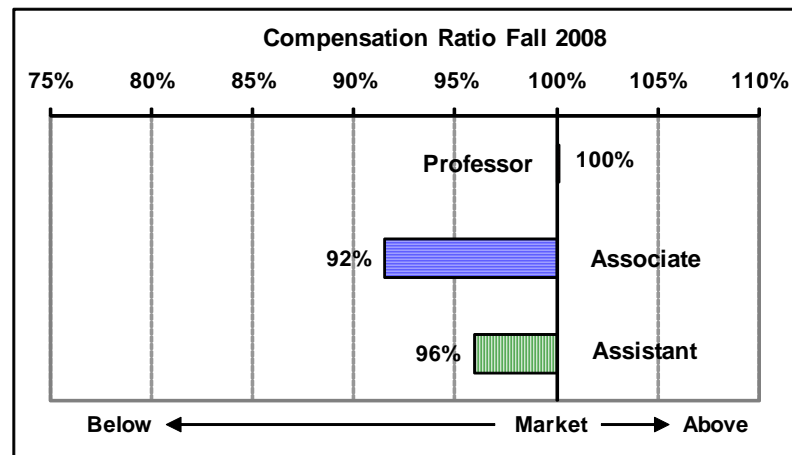
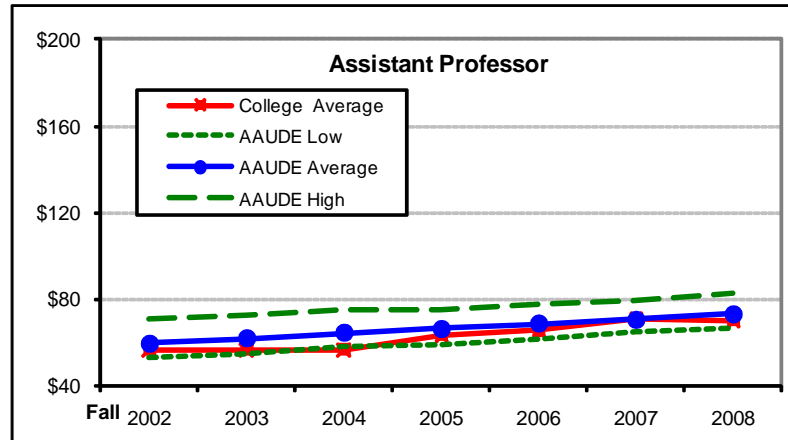
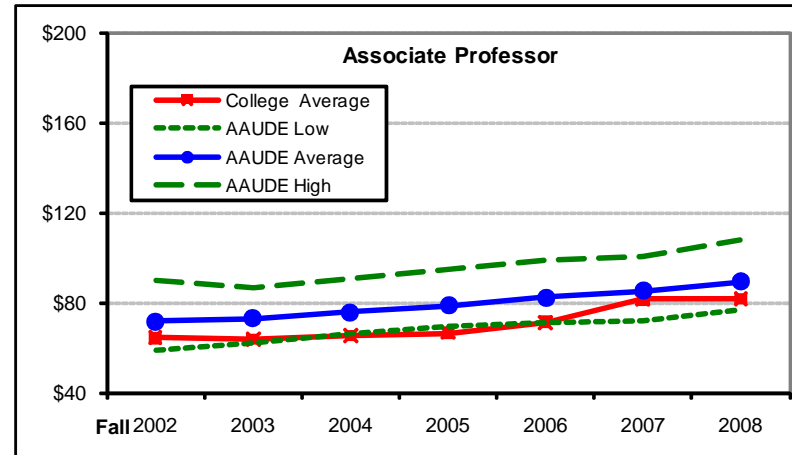
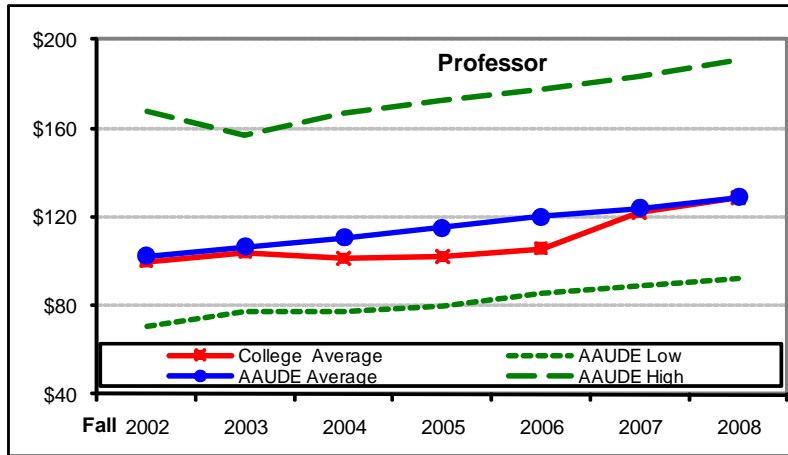


	Professor								Associate								Assistant							
	Fall	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008		
College Average		115	118	120	123	126	132	132	73	75	76	81	81	88	85	65	65	67	70	72	75	77		
AAUDE Low		67	67	72	75	78	80	83	62	62	65	68	69	73	75	55	56	59	63	64	66	68		
AAUDE Average		101	102	105	110	114	120	124	71	70	73	76	79	83	84	61	62	65	67	69	73	76		
AAUDE High		161	164	169	176	183	193	202	79	79	81	85	88	94	95	65	69	72	72	76	79	82		
Compa Ratio		114%	116%	114%	112%	111%	110%	106%	104%	107%	104%	106%	103%	107%	100%	106%	106%	103%	104%	104%	103%	102%		

College of Pharmacy

AAUDE Public Benchmarks

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

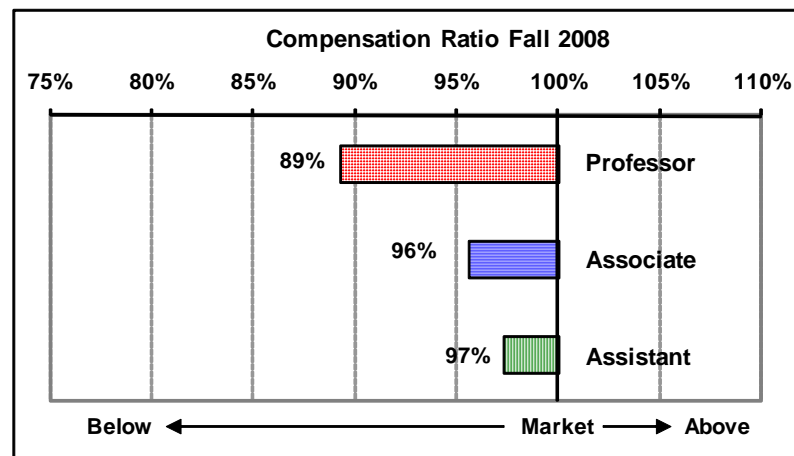
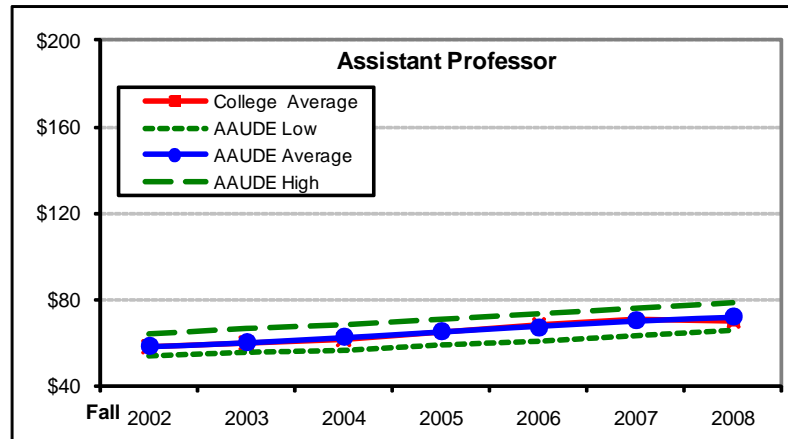
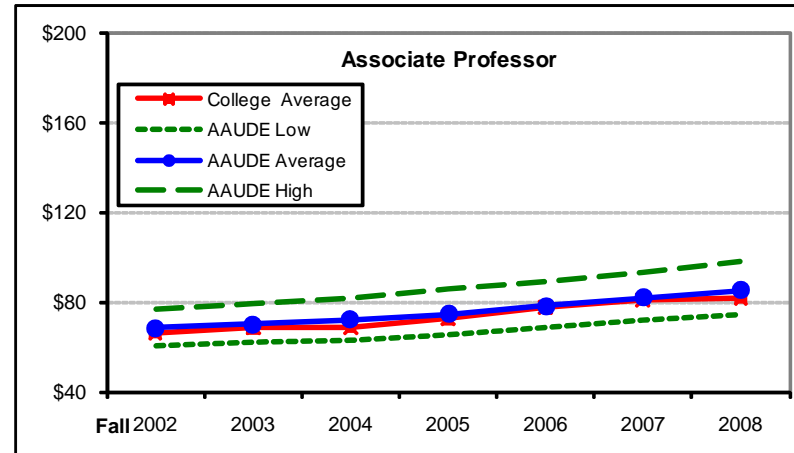
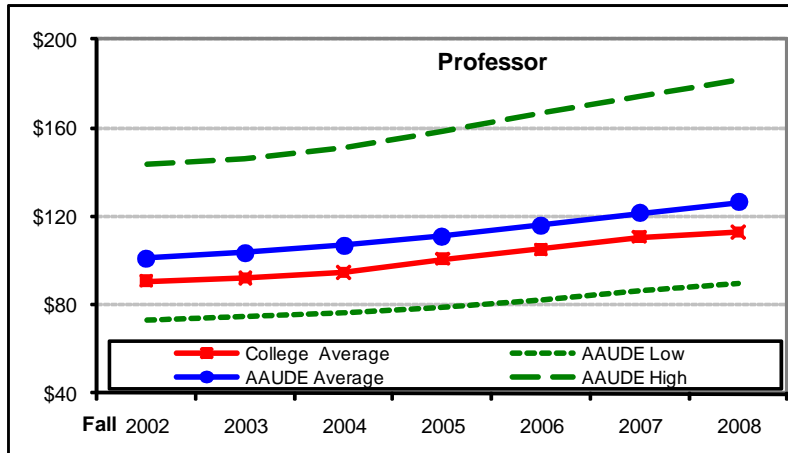


	<u>Professor</u>								<u>Associate</u>								<u>Assistant</u>							
	Fall	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008		
College Average	100	104	101	102	106	122	129	129	64	64	65	66	71	81	82	56	56	56	63	65	70	70		
AAUDE Low	71	77	77	80	86	89	93	93	59	62	66	69	71	72	76	53	54	58	59	62	65	67		
AAUDE Average	102	107	111	115	120	124	129	129	72	73	76	79	82	85	89	59	61	64	66	68	71	73		
AAUDE High	168	157	167	173	178	183	191	191	90	86	90	95	99	100	108	70	72	75	75	77	79	82		
Compa Ratio	98%	98%	92%	89%	88%	99%	100%	100%	89%	87%	86%	84%	87%	95%	92%	94%	92%	88%	95%	96%	100%	96%		

College of Science

AAUDE Public Benchmarks

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

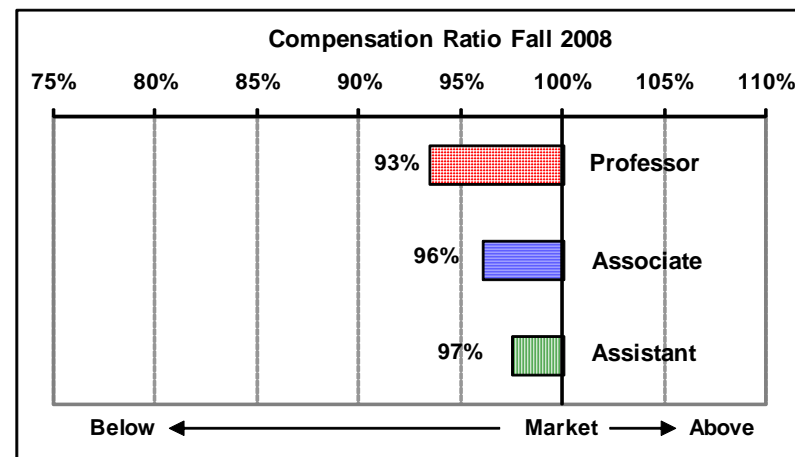
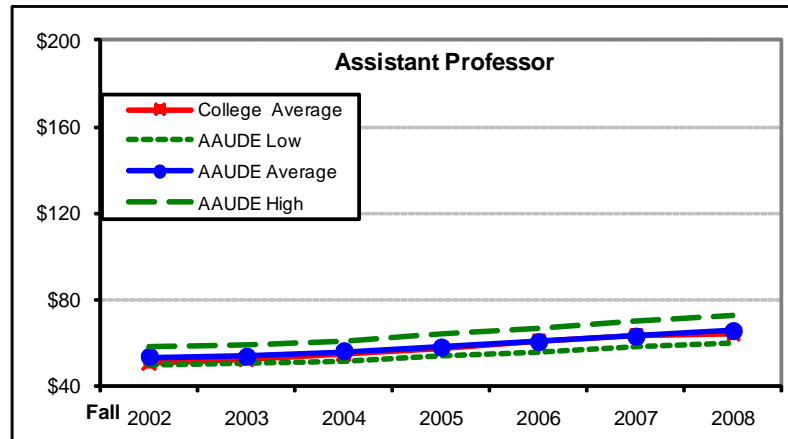
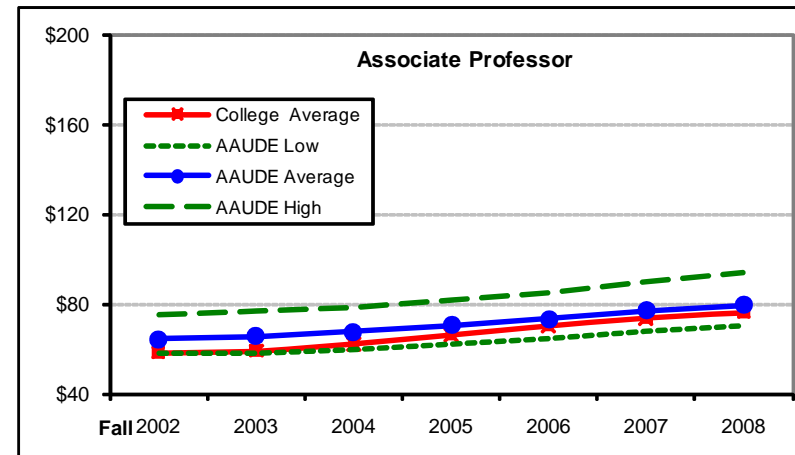
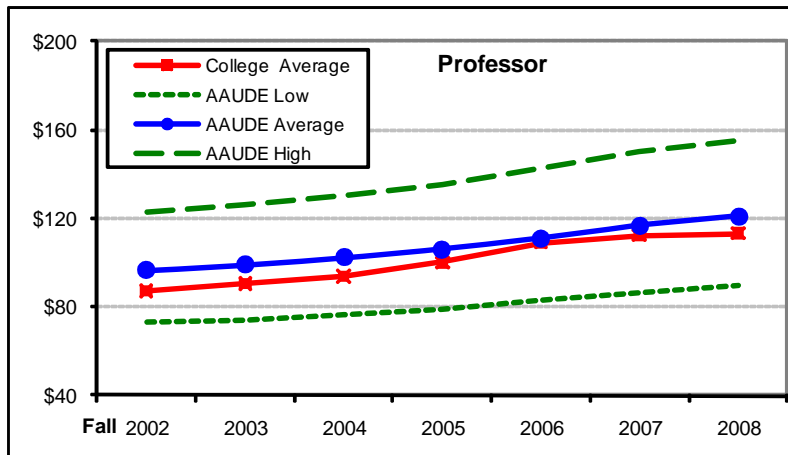


	<u>Professor</u>								<u>Associate</u>								<u>Assistant</u>							
	Fall	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008		
College Average		91	92	95	101	105	111	113	66	68	69	72	77	81	82	58	60	61	65	68	70	70		
AAUDE Low		73	75	77	79	83	86	90	61	62	63	66	68	72	74	53	55	56	59	61	63	66		
AAUDE Average		101	104	107	111	116	122	127	69	70	72	75	78	82	85	58	60	62	65	67	70	72		
AAUDE High		144	146	151	158	167	174	182	76	79	81	85	89	93	98	63	66	68	71	73	76	79		
Compa Ratio		90%	89%	89%	91%	91%	91%	89%	96%	98%	95%	97%	99%	99%	96%	99%	100%	98%	100%	102%	101%	97%		

College of Social & Behavioral Sciences

AAUDE Public Benchmarks

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

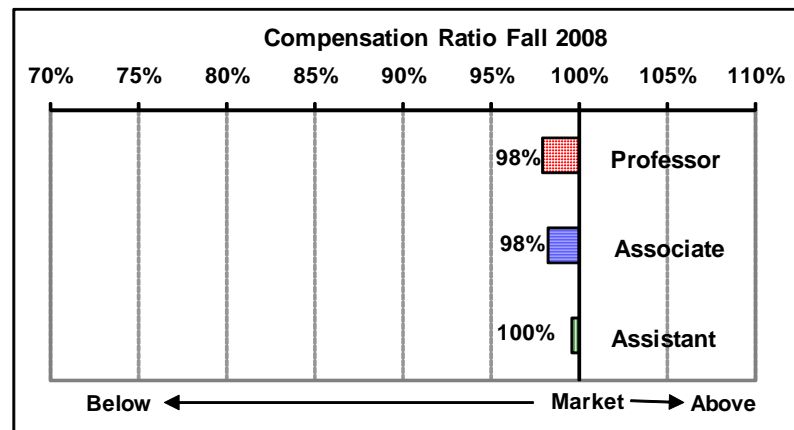
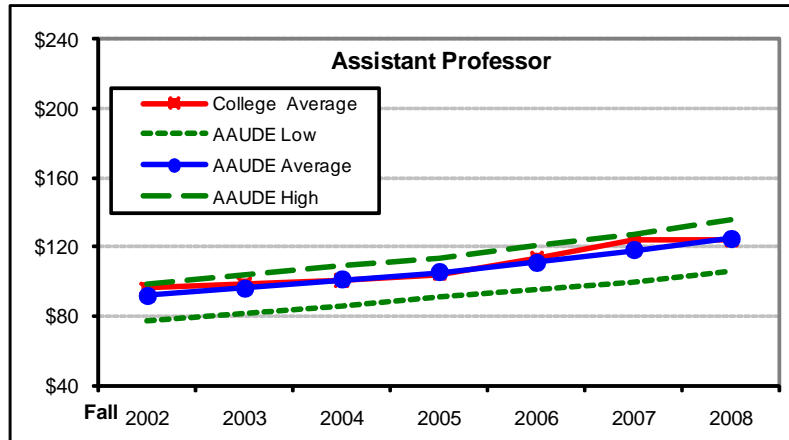
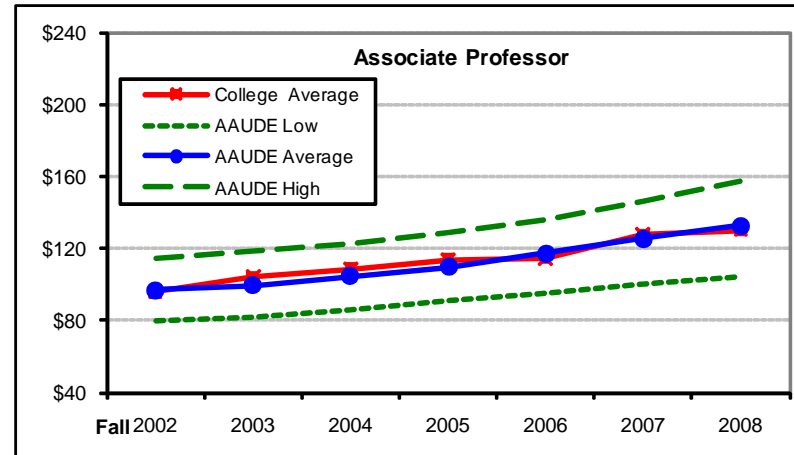
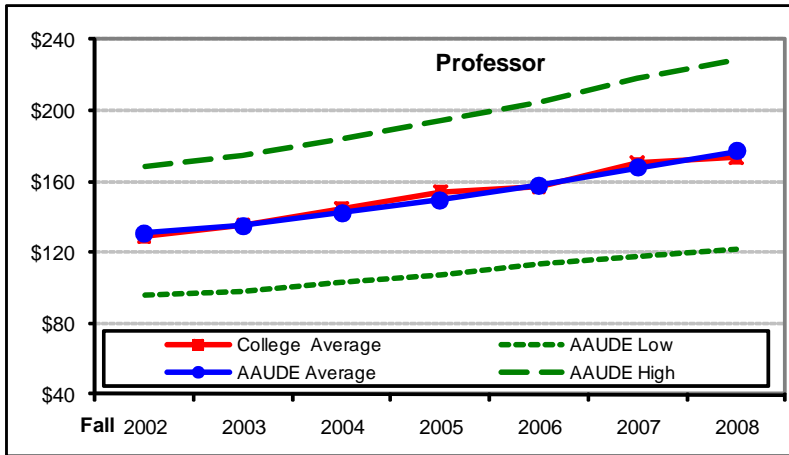


	Professor								Associate								Assistant							
	Fall	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008		
College Average		87	91	94	100	109	112	113	58	59	62	66	70	73	76	50	52	54	57	61	63	64		
AAUDE Low		73	74	76	79	83	86	90	58	58	60	62	64	68	70	49	50	51	53	56	58	60		
AAUDE Average		97	99	102	106	111	117	121	64	65	68	70	73	77	79	53	54	56	58	60	63	65		
AAUDE High		123	126	130	136	143	150	155	75	77	79	82	85	89	94	58	59	61	63	67	70	72		
Compa Ratio		90%	92%	91%	94%	98%	96%	93%	91%	91%	92%	94%	96%	96%	96%	95%	97%	98%	100%	100%	101%	97%		

Eller College of Management

AAUDE Public Benchmarks

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

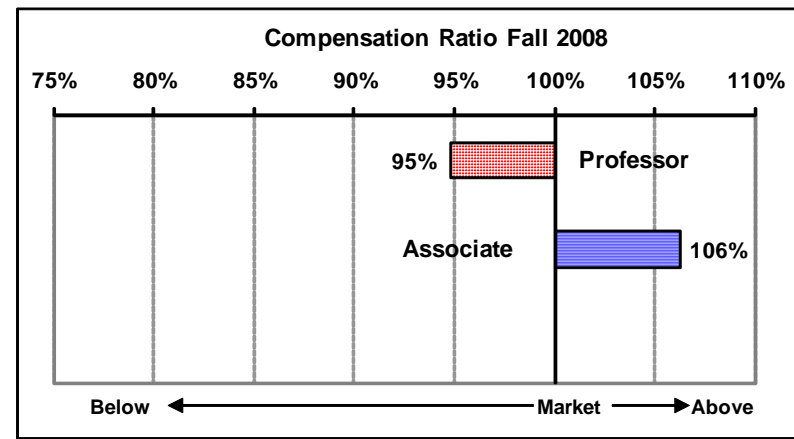
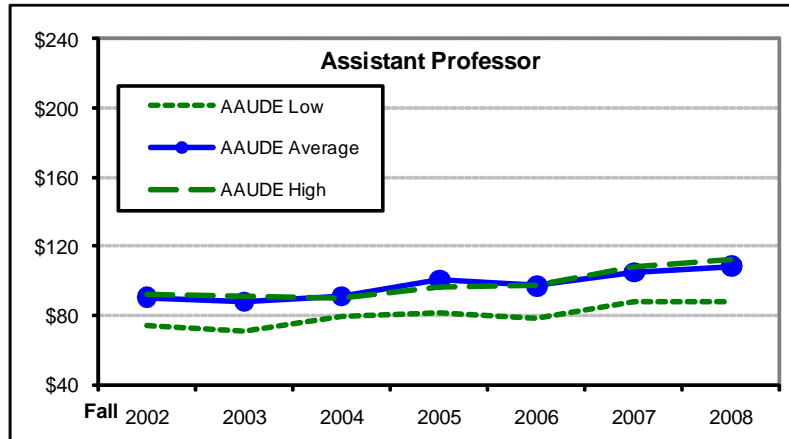
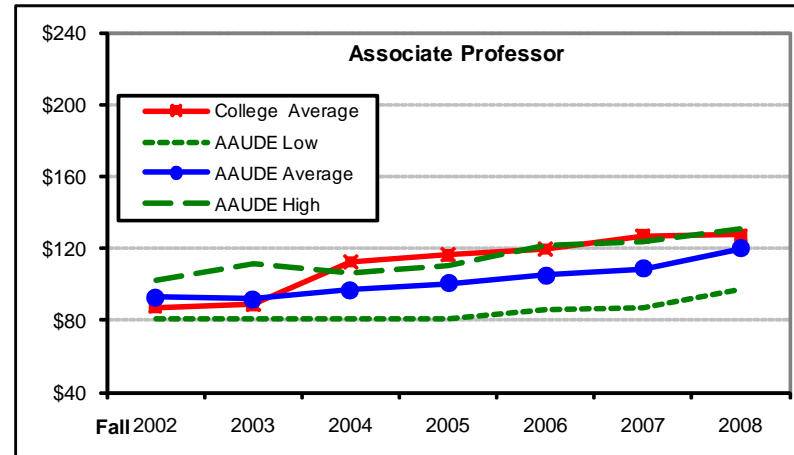
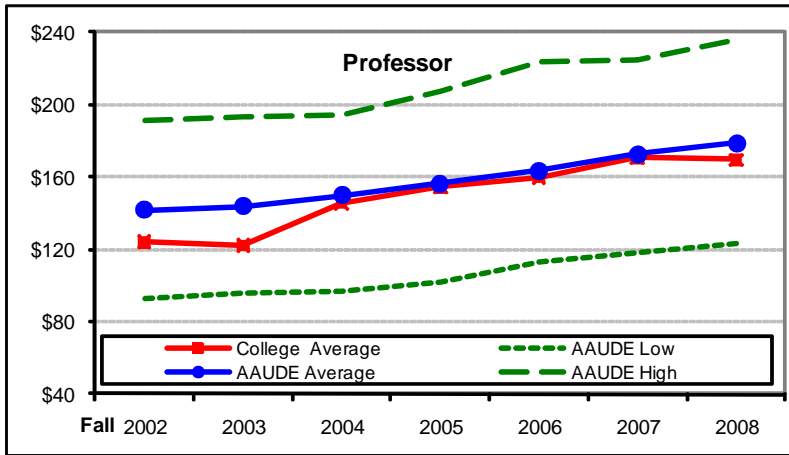


	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>							
	Fall	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008
College Average		129	135	145	154	157	171	173	96	104	109	114	114	128	130	96	98	101	104	113	124	124
AAUDE Low		96	98	103	107	114	118	122	80	82	86	91	95	100	104	77	81	86	91	95	99	106
AAUDE Average		131	135	142	150	158	168	177	97	100	105	109	117	125	133	92	96	101	105	111	118	125
AAUDE High		168	175	184	194	205	218	228	114	119	123	128	136	146	157	98	104	109	114	121	128	136
Compa Ratio		99%	100%	102%	103%	100%	102%	98%	99%	104%	104%	104%	97%	102%	98%	105%	103%	100%	99%	102%	105%	100%

James E. Rogers College of Law

AAUDE Public Benchmarks

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

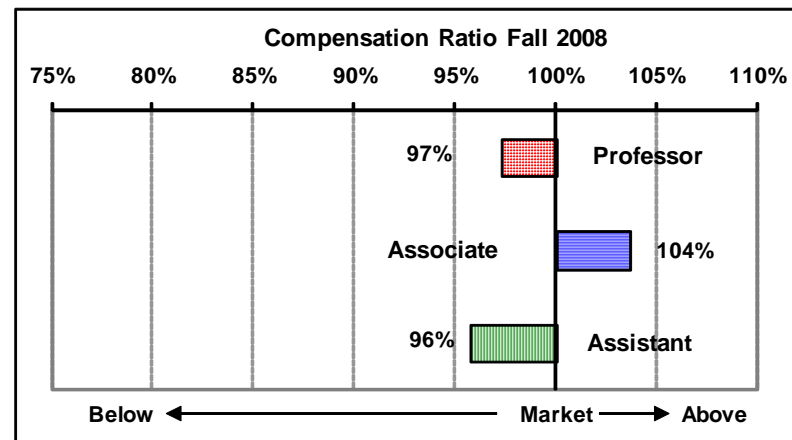
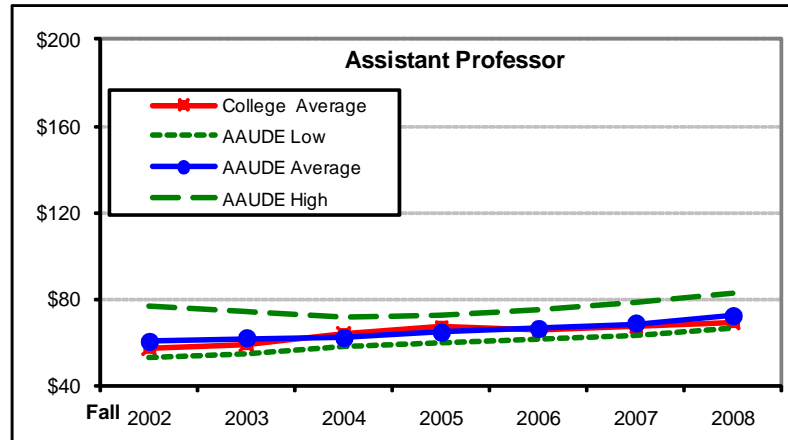
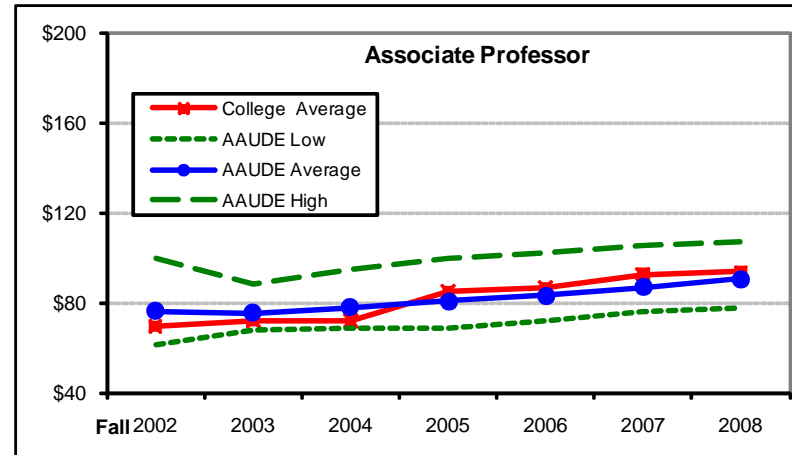
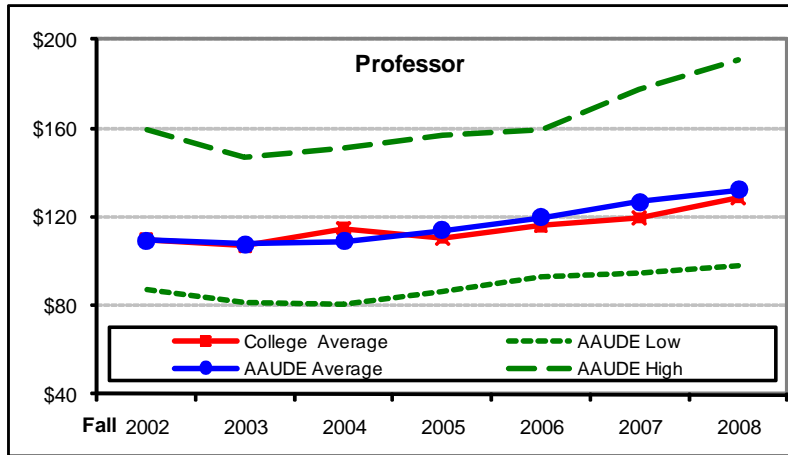


	Professor								Associate								Assistant							
	Fall	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008		
College Average		124	122	146	155	160	171	170	87	89	112	116	120	127	127	* No assistant professors in law *								
AAUDE Low		93	96	97	101	113	118	123	81	80	80	81	86	87	97	75	71	80	82	79	88	88		
AAUDE Average		142	144	150	157	163	173	179	93	92	97	101	105	109	120	90	88	91	101	97	105	109		
AAUDE High		191	193	195	208	223	225	236	103	111	106	110	122	124	131	92	91	90	96	97	108	112		
Compa Ratio		88%	85%	97%	99%	98%	99%	95%	94%	97%	116%	116%	114%	117%	106%	* 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)



	<u>Professor</u>							<u>Associate</u>							<u>Assistant</u>							
	Fall	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008
College Average		110	107	115	111	116	120	129	69	72	72	85	86	93	94	57	59	64	67	65	67	69
AAUDE Low		87	81	80	87	93	95	98	61	68	69	68	72	76	78	52	55	58	60	62	63	67
AAUDE Average		109	108	109	114	120	127	132	76	75	78	81	83	87	90	60	62	62	64	66	68	72
AAUDE High		160	147	151	157	159	177	191	100	88	94	99	102	105	107	76	74	72	72	75	78	83
Compa Ratio		101%	99%	105%	97%	97%	94%	97%	91%	95%	93%	105%	104%	107%	104%	95%	95%	103%	104%	99%	98%	96%

UA Percent to Market - 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?

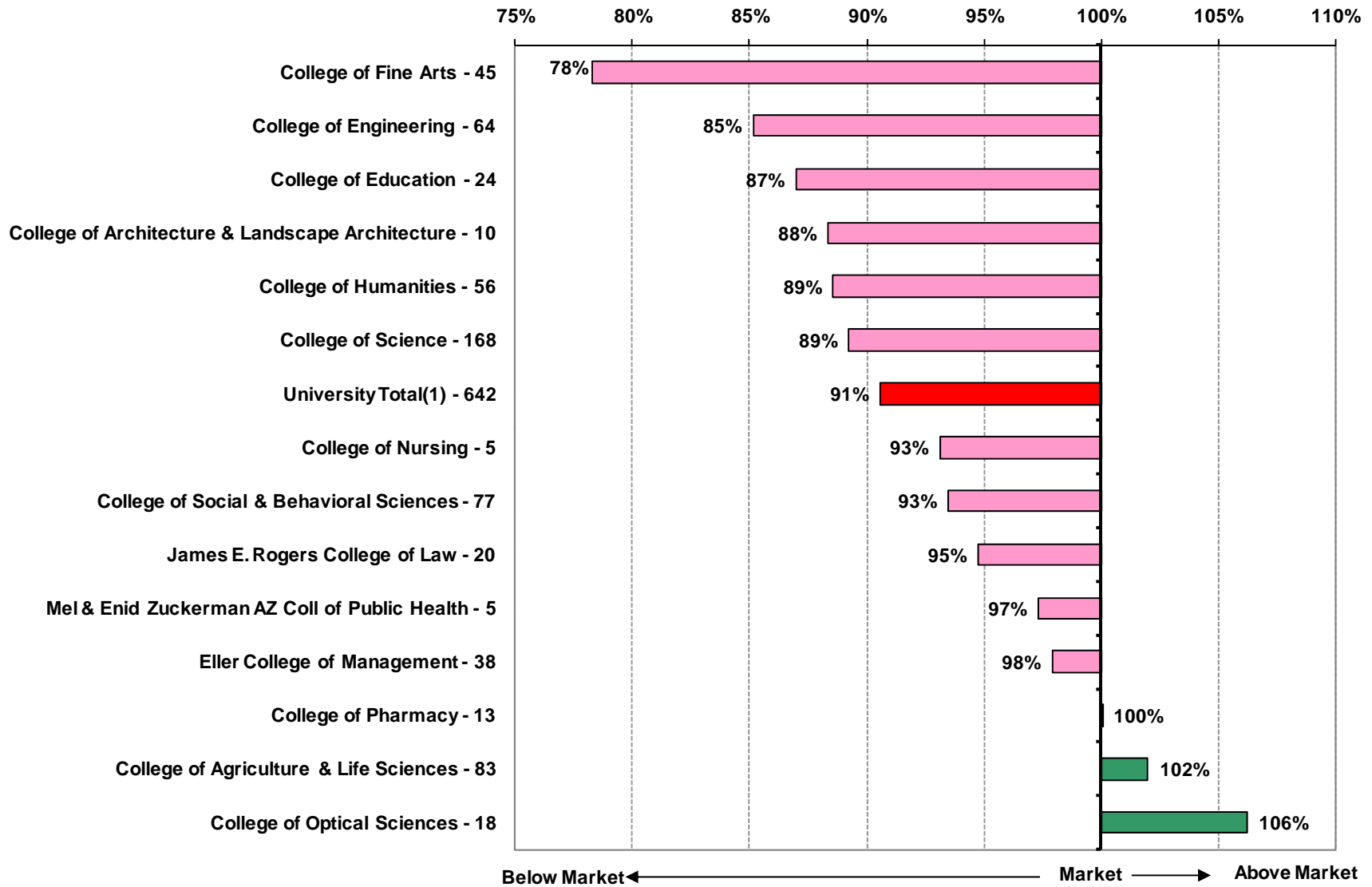
- UA full professor average salaries are furthest from the AAUDE public market at 91%
- UA associate professor salaries are 94% of the market rate.
- UA assistant professor salaries showed the biggest decrease from last year dropping from 98% to 93% of the AAUDE average.

How does the compensation ratio compare for all UA colleges?

- UA full professor's average salaries in each college are below the AAUDE public market rate, with a few exceptions. Pharmacy is at the market and Agriculture and Life Sciences and Optical Sciences exceed the market rate.
- For UA associate professors average salaries in each college are below the AAUDE public average with only 3 exceptions. Optical Sciences is at the market rate, and both Public Health and Law exceed the market average.
- UA assistant professors are below the market average in all colleges except Optical Sciences.

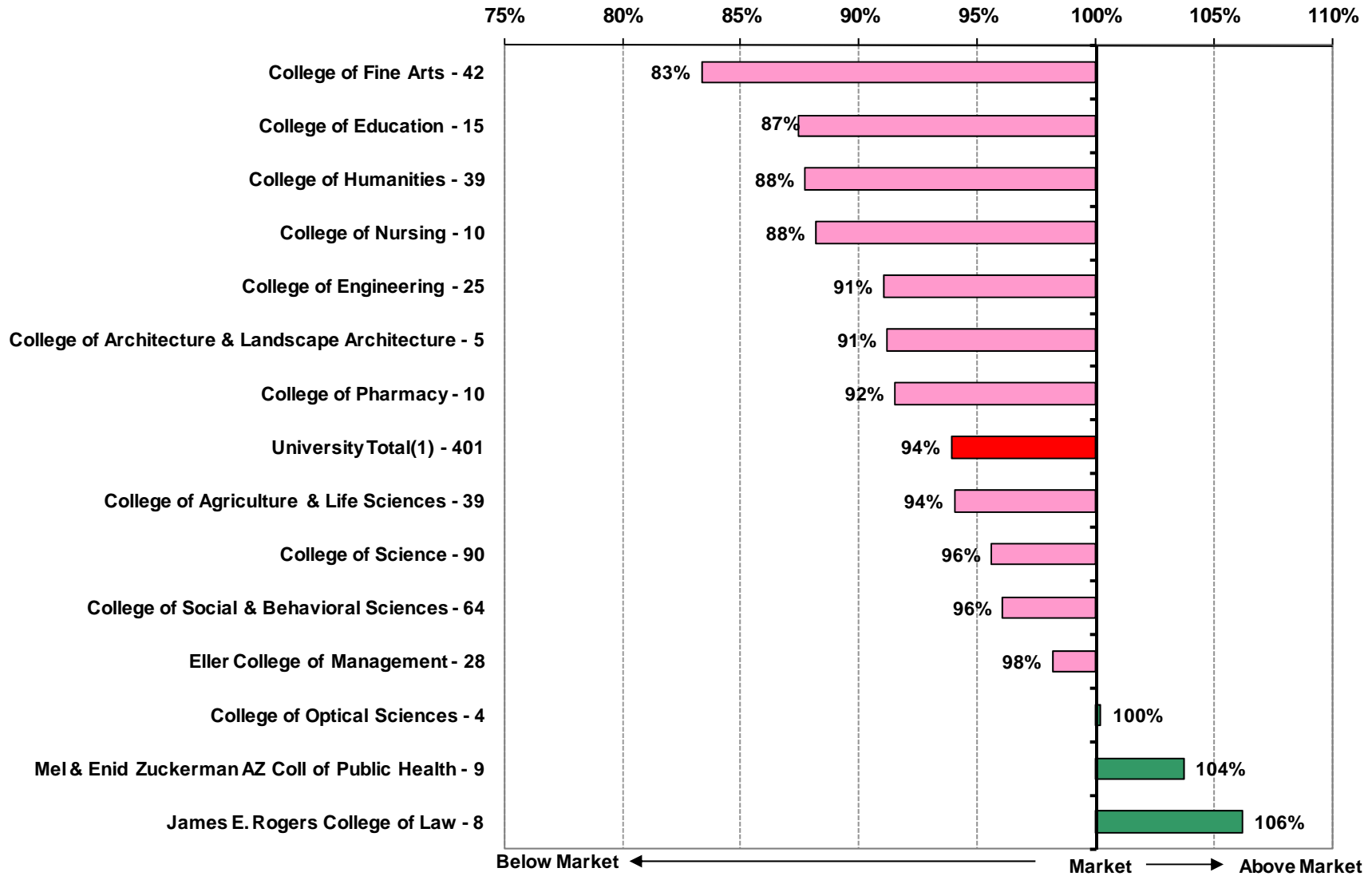
UA Professors

Comparison to the AAUDE Public Market Compensation Ratio– Fall 2008



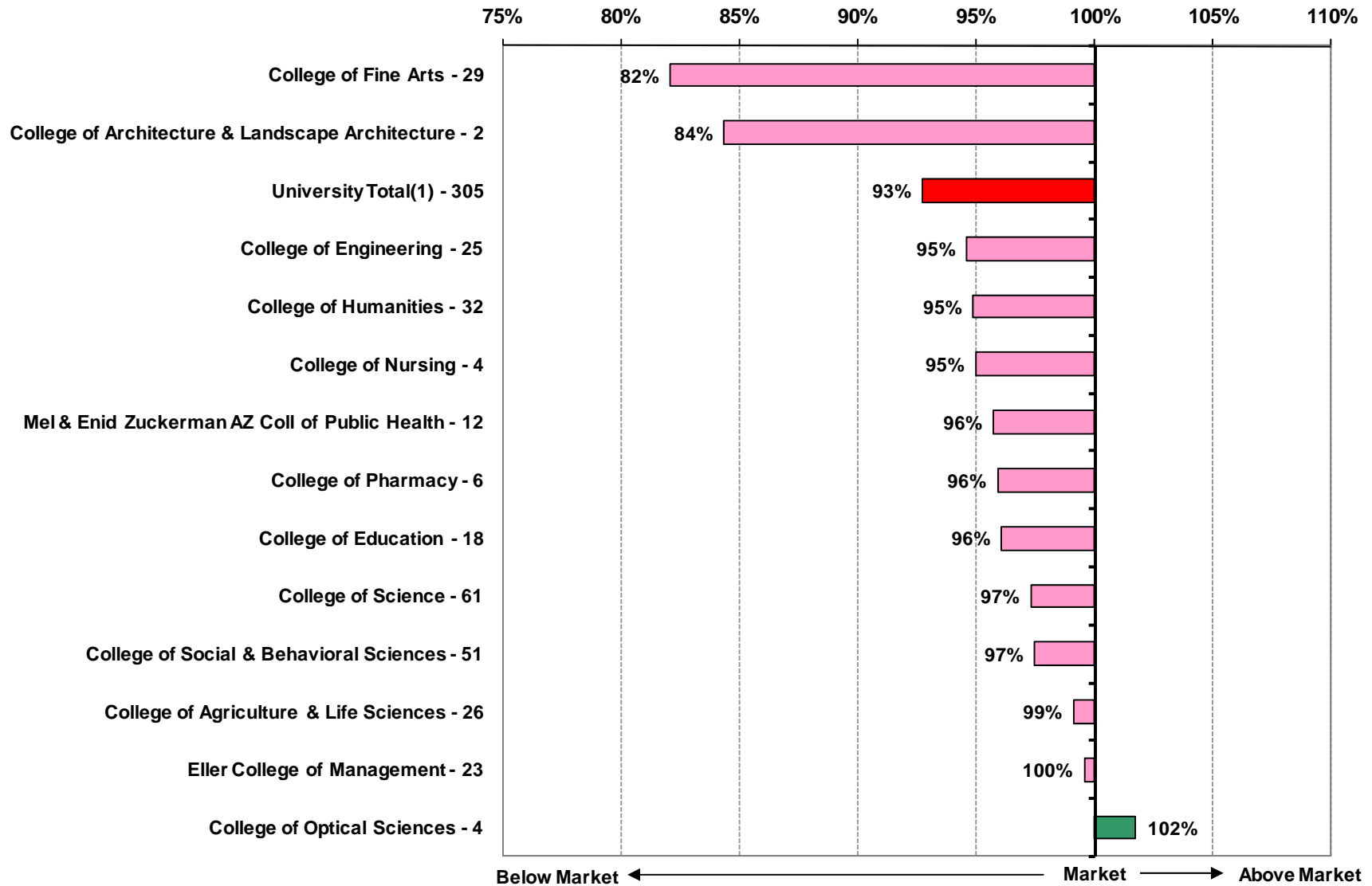
(1) University Total also includes UA South and other non-college units.

UA Associate Professors Comparison to the AAUDE Public Market Compensation Ratio – Fall 2008



(1) University Total also includes UA South and other non-college units.

UA Assistant Professors Comparison to the AAUDE Public Market Compensation Ratio – Fall 2008



(1) University Total also includes UA South and other non-college units.

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.

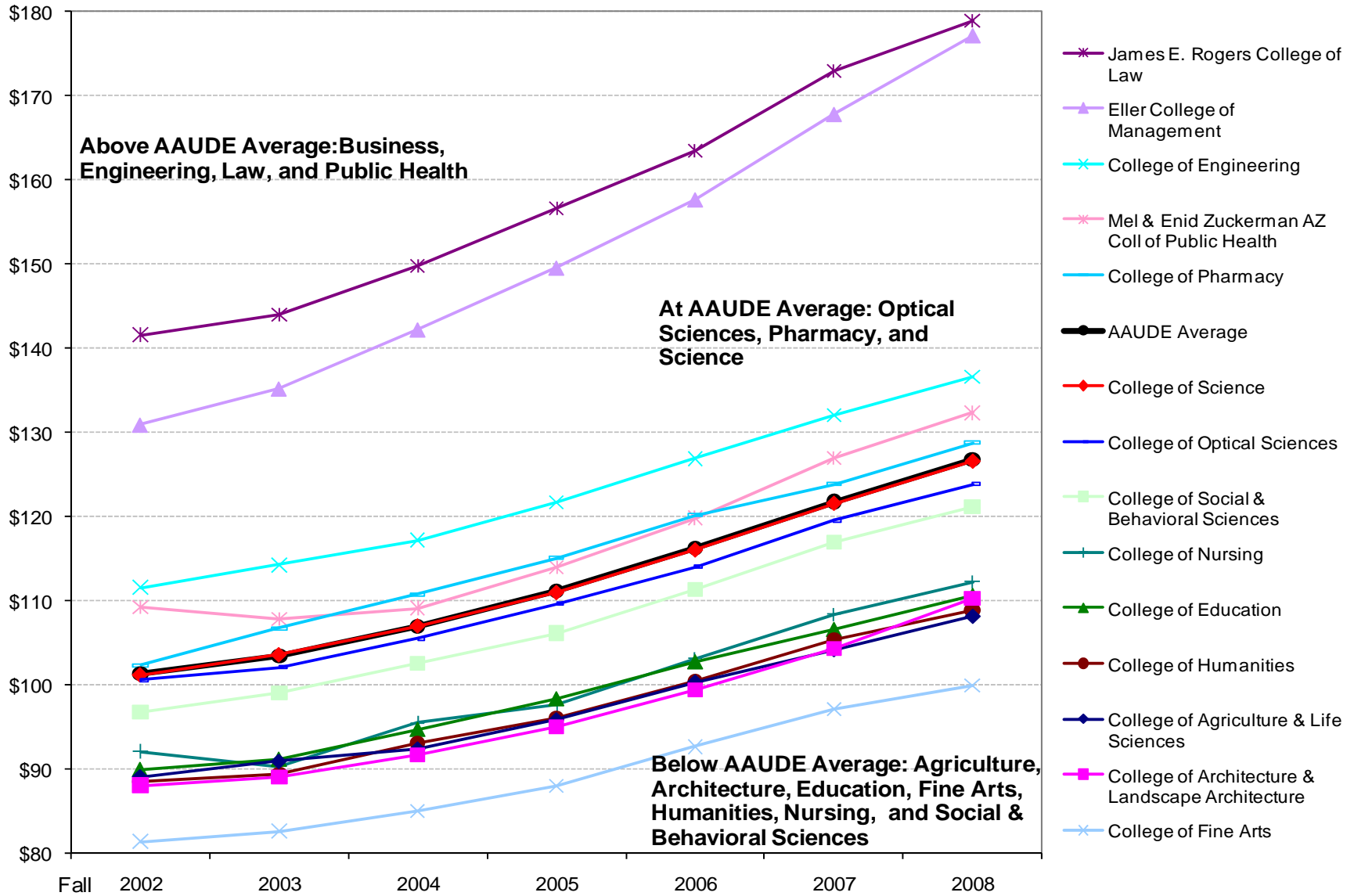
Key Points:

- Faculty in law and business-like disciplines are the highest paid across all ranks in the AAUDE public market and continue to accelerate away from all other fields.
- Faculty in fine arts disciplines remain the lowest paid across all ranks in the AAUDE public market.
- Faculty in science and optical science disciplines most closely track the AAUDE public market average over time and rank.
- Engineering disciplines remain consistently above the market average over time across all ranks. Education, humanities and architectural disciplines fall below the mean AAUDE public salary across time and rank.
- The market is well-behaved over time with little cross-over of disciplines.

AAUDE Professor Average Salaries

AAUDE Public Market - Fall 2008

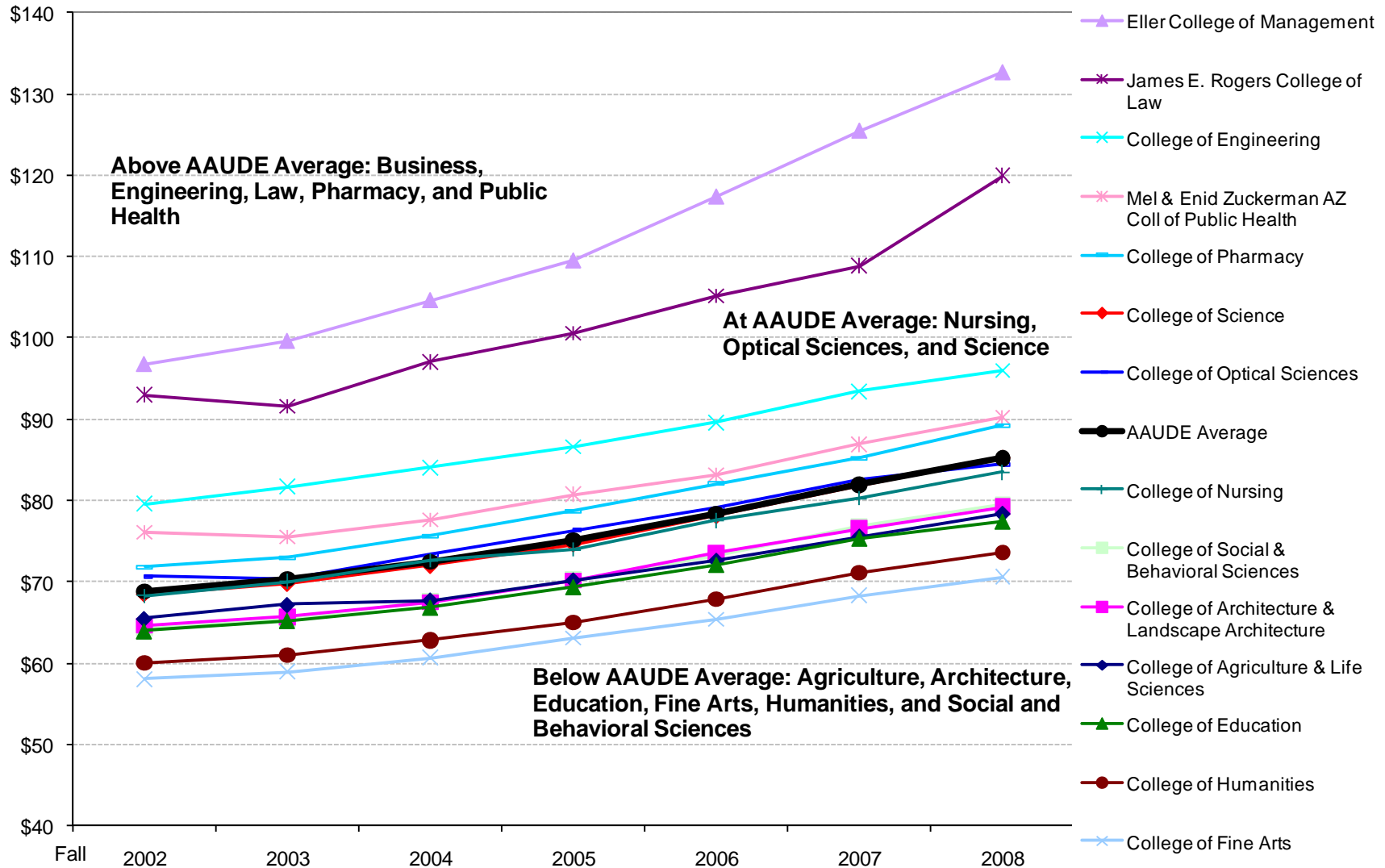
(Salaries in \$1,000 and Adjusted to an Academic Equivalent)



AAUDE Associate Professor Average Salaries

AAUDE Public Market – Fall 2008

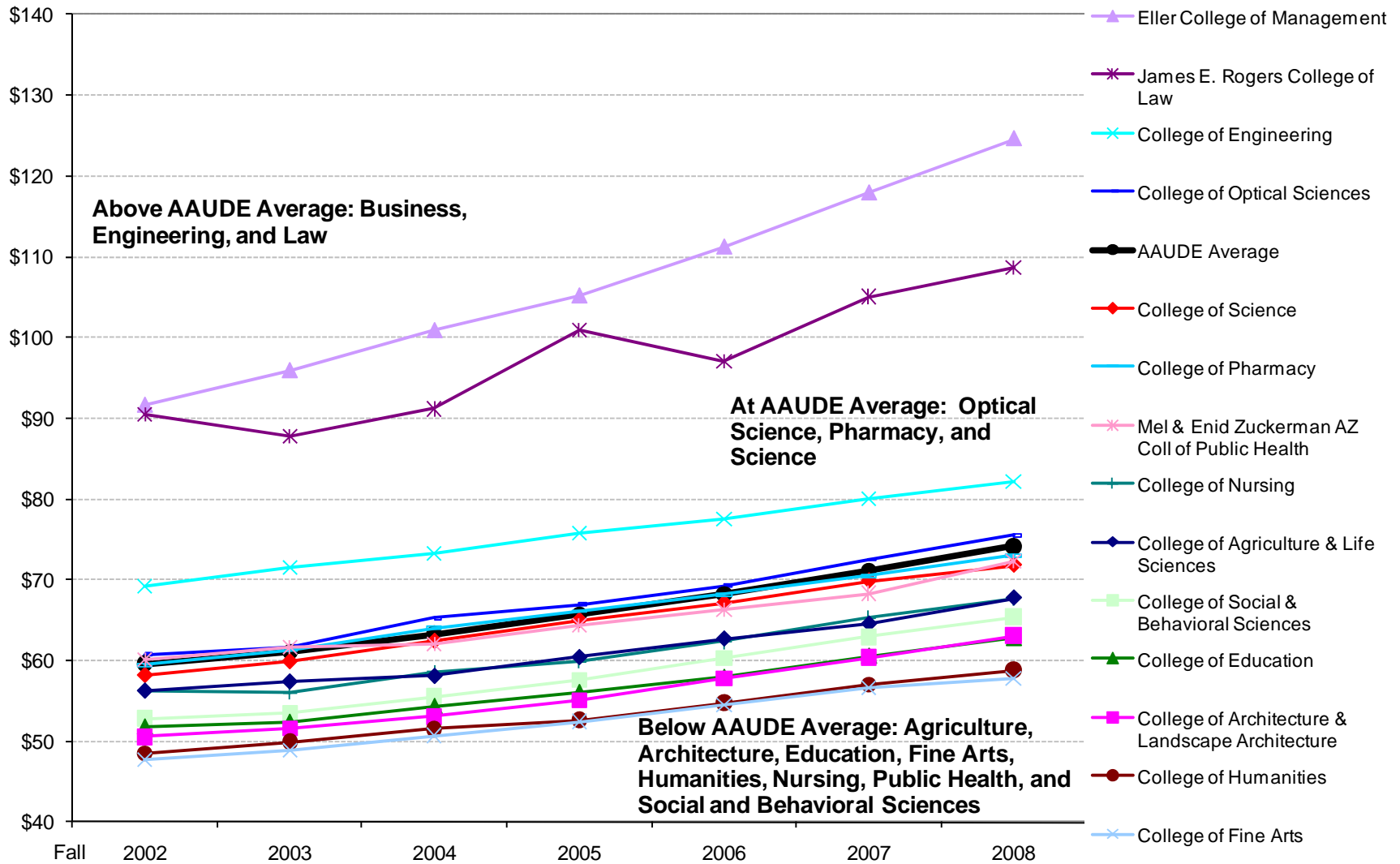
(Salaries in \$1,000 and Adjusted to an Academic Equivalent)



AAUDE Assistant Professor Average Salaries

AAUDE Public Market – Fall 2008

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



Faculty Salary Benchmarks by CIP Code Disciplines

What is the benchmark for 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 institutions that provided data for a discipline.
- Average is the weighted mean salary of all institutions that provided data for a discipline.
- Average high is a simple mean of the highest salaries for all institutions that provided data for a 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 change over time and CIP codes often cannot define a single UA department, the corresponding AAU public institution 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.

Rules for providing data on AAUDE public salaries require a minimum of 3 institutions reporting on each CIP and a minimum of 5 faculty at each rank. Cells that are blank in the report did not meet these criteria.

Faculty Salary Benchmarks by CIP Code Disciplines – Fall 2008
(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	26	98	112	155	55	18	70	70	83	55	14	44	56	68	38
0101	Agricultural Business and Management	U of A	8	113	134	163	54	2	59	68	77	52					
		AAUDE Public	236	87	117	168	57	79	79	89	107	47	75	71	78	86	37
0109	Animal Sciences	U of A	5	72	116	147	61	3	62	72	85	47	3	63	65	68	35
		AAUDE Public	228	76	103	151	56	112	65	77	91	48	89	60	65	76	38
0110	Food Science and Technology	AAUDE Public	91	75	107	153	57	55	63	75	83	48	49	57	66	79	41
0111	Plant Sciences	U of A	12	77	119	190	57	6	55	69	74	48	3	66	66	67	39
		AAUDE Public	301	73	101	156	56	136	62	74	87	49	89	58	65	78	39
0112	Soil Sciences	U of A	8	93	109	141	55	5	58	71	81	53	2	66	68	70	39
		AAUDE Public	39	79	103	146	59	14	72	79	87	45	18	64	67	74	38
0199	Agriculture, Agriculture Operations, and Related Sciences, Other	U of A	1	94	94	94	65	2	75	81	87	50	2	71	75	79	37
		AAUDE Public	7	86	103	96	59										
0301	Natural Resources Conservation and Research	U of A	13	72	96	165	55	3	61	68	78	50	4	48	65	73	40
		AAUDE Public	206	89	114	147	58	97	76	81	97	47	86	60	70	77	38
0303	Fishing and Fisheries Sciences and Management	AAUDE Public	20	76	95	116	57	17	58	71	82	46	9	54	60	62	40
0305	Forestry	AAUDE Public	87	76	100	134	58	58	69	77	89	49	49	59	66	71	38
0402	Architecture	U of A	6	75	93	117	63	2	58	82	105	44	2	53	53	54	44
		AAUDE Public	109	86	108	139	61	148	66	80	98	52	101	55	62	69	41
0403	City/Urban, Community and Regional Planning	U of A	2	105	112	119	57	1	57	57	57	53					
		AAUDE Public	72	99	116	137	59	51	74	82	92	51	55	63	65	71	38
0406	Landscape Architecture	U of A	2	80	98	115	58	2	65	71	76	56					
		AAUDE Public	30	94	103	122	58	47	70	76	85	51	28	58	62	65	44
0499	Architecture and Related Services, Other	AAUDE Public	29	88	113	135	61						17	65	63	72	39
0501	Area Studies	U of A	13	80	96	166	62	9	58	69	93	51	9	49	56	62	43
		AAUDE Public	97	92	110	131	61	92	70	80	90	50	89	56	61	68	41
0502	Ethnic, Cultural Minority, and Gender Studies	U of A	11	79	102	157	58	9	66	78	94	48	12	55	61	68	44
		AAUDE Public	117	93	115	137	58	149	70	83	100	50	134	57	64	69	40

Faculty Salary Benchmarks by CIP Code Disciplines – Fall 2008
(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
0599	Area, Ethnic, Cultural, and Gender Studies, Other	AAUDE Public	8	100	129	164	60	13	72	85	92	47	8	60	61	63	37
0901	Communication and Media Studies	U of A	3	94	116	136	46	3	72	77	83	40	3	60	62	66	31
		AAUDE Public	97	99	117	149	57	109	68	80	95	46	82	60	64	71	38
0904	Journalism	U of A	1	117	117	117	61	1	80	80	80	38	4	67	69	72	45
		AAUDE Public	119	88	109	134	58	149	69	75	90	54	99	61	63	70	43
0907	Radio, Television, and Digital Communication	U of A	2	80	81	81	55	6	58	60	62	45	3	45	49	53	51
		AAUDE Public	25	87	113	140	57	21	70	77	90	48	29	55	64	70	40
0909	Public Relations, Advertising, and Applied Communication	AAUDE Public	21	96	107	131	59	21	70	79	85	46	27	59	66	71	42
1101	Computer and Information Sciences, General	AAUDE Public	251	105	139	196	54	136	87	102	117	44	113	84	90	97	35
1104	Information Science/Studies	AAUDE Public	36	111	140	172	57	50	82	99	116	48	47	74	88	94	39
1107	Computer Science	U of A	4	97	143	229	55	6	92	95	100	45	2	86	86	86	35
		AAUDE Public	120	106	139	202	54	73	97	108	121	43	65	86	92	99	34
1301	Education, General	AAUDE Public	212	93	116	165	60	141	71	80	93	50	150	57	64	73	39
1302	Bilingual, Multilingual, and Multicultural Education	U of A	6	91	99	121	59	2	65	72	79	57	3	57	60	62	45
1303	Curriculum and Instruction	U of A	2	78	88	98	63	5	60	66	73	56	7	58	59	60	41
		AAUDE Public	136	80	102	132	59	146	65	74	87	51	148	55	61	69	41
1304	Educational Administration and Supervision	U of A	1	115	115	115	53	1	75	75	75	36	4	57	61	67	35
		AAUDE Public	108	93	115	145	60	84	71	80	95	53	79	60	64	69	39
1306	Educational Assessment, Evaluation, and Research	AAUDE Public	32	96	116	144	59	19	62	79	102	52	13	59	63	65	39
1309	Social and Philosophical Foundations of Education	AAUDE Public	28	88	113	137	58	11	70	78	95	48	12	61	65	70	38
1310	Special Education and Teaching	AAUDE Public	47	96	113	146	57	47	66	76	89	50	32	51	57	68	43
1311	Student Counseling and Personnel Services	AAUDE Public	50	81	102	139	56	34	69	74	80	51	28	59	63	66	39
1312	Teacher Education and Professional Development, Specific Levels and Methods	AAUDE Public	28	84	109	143	61	51	71	80	94	51	41	58	66	74	41

Faculty Salary Benchmarks by CIP Code Disciplines – Fall 2008
(Salaries in \$1,000 and Adjusted to an Academic Equivalent)

Cip Code Disciplines			Professor					Associate Professor					Assistant Professor					
			Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	
1313	Teacher Education and Professional Development, Specific Subject Areas	U of A	4	75	97	131	58											
		AAUDE Public	68	89	107	129	58	83	68	76	89	51	71	53	63	70	40	
1399	Education, Other	U of A	12	79	92	120	61	7	62	70	94	54	2	57	58	58	36	
		AAUDE Public	20	115	133	181	56											
1401	Engineering, General	AAUDE Public	20	112	142	163	57	25	84	90	97	51	35	58	74	83	39	
1402	Aerospace, Aeronautical and Astronautical Engineering	U of A	14	91	113	155	60	3	79	82	85	50	5	70	73	78	35	
		AAUDE Public	196	99	134	191	56	84	86	96	108	47	66	75	83	88	36	
1403	Agricultural/Biological Engineering and Bioengineering	U of A	6	71	93	131	53	4	61	67	76	50	1	71	71	71	38	
		AAUDE Public	93	89	110	141	56	62	75	86	97	47	65	62	72	80	38	
1405	Biomedical/Medical Engineering	AAUDE Public	92	113	142	179	55	78	88	98	107	44	111	77	82	92	37	
1407	Chemical Engineering	U of A	9	92	118	182	52	5	82	83	87	48						
		AAUDE Public	274	97	142	191	54	87	87	95	103	43	107	78	83	88	34	
1408	Civil Engineering	U of A	17	84	120	170	59	7	67	87	100	48	4	75	77	79	39	
		AAUDE Public	362	98	129	179	55	204	83	94	106	46	165	73	81	90	36	
1409	Computer Engineering, General	AAUDE Public	264	102	137	201	53	111	86	102	117	43	99	74	87	95	35	
1410	Electrical, Electronics and Communications Engineering	U of A	15	74	122	198	54	9	87	91	94	46	10	80	82	85	34	
		AAUDE Public	502	102	139	202	55	213	84	100	112	45	219	78	86	93	35	
1418	Materials Engineering	AAUDE Public	155	101	146	202	57	56	89	96	104	45	41	76	81	88	36	
1419	Mechanical Engineering	AAUDE Public	511	97	136	197	55	210	82	96	109	46	179	77	82	87	35	
1423	Nuclear Engineering	AAUDE Public	48	108	141	173	58	15	95	100	107	48	14	73	79	86	31	
1427	Systems Engineering	U of A	4	97	115	160	59	3	82	99	125	43	4	74	75	77	32	
		AAUDE Public	22	107	141	188	57	14	86	93	96	45						
1431	Materials Science	U of A	9	100	116	159	56	1	82	82	82	38	2	73	76	80	34	
		AAUDE Public	29	114	140	192	54	7	92	103	111	45	7	71	86	89	35	
1435	Industrial Engineering	AAUDE Public	103	113	136	164	56	70	89	99	109	46	43	76	79	84	34	
1499	Engineering, Other	AAUDE Public	33	112	149	182	54	15	94	96	107	48	19	77	82	81	37	
1510	Construction Engineering Technologies	AAUDE Public	19	86	101	116	61	27	62	76	102	56	23	62	67	75	42	

Faculty Salary Benchmarks by CIP Code Disciplines – Fall 2008
(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
1601	Linguistics Comparative, and Related Language Studies and Services	U of A	6	84	113	149	57	7	66	75	90	43	2	58	58	59	43
		AAUDE Public	261	84	112	144	58	236	67	73	88	49	169	55	61	67	38
1603	East Asian Languages, Literatures, and Linguistics	AAUDE Public	56	91	110	122	58	67	67	72	80	50	46	58	60	63	40
1604	Slavic, Baltic and Albanian Languages, Literatures, and Linguistics	AAUDE Public	45	89	108	124	61	29	63	70	78	49	27	58	59	60	40
1605	Germanic Languages, Literatures, and Linguistics	U of A	5	74	86	91	59	1	63	63	63	44	2	55	56	58	33
		AAUDE Public	89	88	102	119	59	86	65	72	81	48	39	57	58	60	40
1609	Romance Languages, Literatures, and Linguistics	U of A	14	84	107	189	62	13	59	65	77	46	8	52	54	58	38
		AAUDE Public	244	83	106	140	59	258	63	72	86	49	190	54	58	65	38
1611	Middle/Near Eastern and Semitic Languages, Literatures, and Linguistics	AAUDE Public	35	78	106	128	60	18	64	70	74	49	16	61	65	67	38
1612	Classics and Classical Languages, Literatures, and Linguistics	U of A	4	88	98	116	60	7	57	63	72	52	5	52	56	60	36
		AAUDE Public	104	85	106	128	59	70	69	73	80	49	64	55	60	63	37
1901	Family and Consumer Sciences/Human Sciences, General	AAUDE Public	29	88	110	123	61	17	72	79	87	51	21	57	64	77	39
1904	Family and Consumer Economics and Related Studies	U of A	6	85	112	163	52	8	55	78	87	54	4	59	62	70	37
		AAUDE Public						10	59	71	79	49	8	66	61	68	35
1905	Foods, Nutrition, and Related Services	AAUDE Public	63	85	113	150	58	41	67	77	85	52	37	62	68	76	42
1907	Human Development, Family Studies, and Related Services	AAUDE Public	63	88	115	157	56	70	64	73	86	50	56	55	60	66	38
1909	Apparel and Textiles	AAUDE Public	28	84	101	116	58	23	64	72	74	55	26	52	59	64	41
2201	Law (LL.B, J.D.)	U of A	20	147	170	190	54	8	121	127	135	40					
		AAUDE Public	545	118	177	238	56	118	99	121	134	42	81	87	110	117	38
2299	Legal Professions and Studies, Other	AAUDE Public	139	142	186	229	50										

Faculty Salary Benchmarks by CIP Code Disciplines – Fall 2008
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Cip Code Disciplines			Professor					Associate Professor					Assistant Professor				
			Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age
2301	English Language and Literature, General	U of A	24	78	95	121	65	10	56	64	71	51	9	55	58	65	36
		AAUDE Public	659	79	111	167	59	551	62	75	96	49	305	54	60	67	38
2310	Speech and Rhetorical Studies	AAUDE Public	65	85	111	142	58	78	66	75	82	47	59	55	60	65	36
2401	Liberal Arts and Sciences, General Studies, and Humanities	U of A						1	65	65	65	59					
		AAUDE Public	57	86	104	147	57	63	69	74	85	49	59	54	65	69	39
2501	Library Science/Librarianship	U of A	1	125	125	125	65	3	77	83	86	52	5	49	60	67	43
		AAUDE Public	39	93	111	133	59	72	77	80	96	52	67	60	71	81	41
2601	Biology, General	U of A	12	81	118	169	54	3	95	99	104	39	8	67	71	85	38
		AAUDE Public	337	86	123	179	58	145	73	84	104	48	176	60	71	75	39
2602	Biochemistry, Biophysics and Molecular Biology	U of A	10	83	115	188	56	8	75	80	84	45	8	67	72	75	39
		AAUDE Public	240	92	127	199	58	111	69	83	101	48	95	65	69	78	39
2603	Botany/Plant Biology	AAUDE Public	171	77	108	143	57	73	68	77	89	47	56	60	66	71	39
2607	Zoology/Animal Biology	U of A	6	81	98	161	54	2	61	69	76	57	2	66	67	67	41
		AAUDE Public	166	78	107	156	58	82	64	73	83	49	71	58	62	70	39
2608	Genetics	AAUDE Public	44	107	133	179	57	31	81	95	105	48	34	69	78	84	40
2610	Pharmacology and Toxicology	U of A	4	109	152	198	59	6	77	78	82	42	4	65	66	69	46
		AAUDE Public	91	97	132	191	59	37	82	89	97	50	39	69	73	79	41
2611	Biomathematics and Bioinformatics	AAUDE Public	43	118	153	192	54	28	88	96	105	41	27	74	78	79	34
2613	Ecology, Evolution, Systematics and Population Biology	AAUDE Public	248	93	125	180	58	98	79	89	102	47	105	67	71	78	38
2699	Biological and Biomedical Sciences, Other	U of A	4	115	166	206	56	2	94	108	121	48	3	70	75	82	38
		AAUDE Public	19	98	132	220	60										
2701	Mathematics	U of A	28	80	112	172	56	20	60	73	93	51	10	63	67	74	33
		AAUDE Public	948	81	122	190	56	288	69	81	97	45	295	63	67	79	34
2703	Applied Mathematics	U of A	1	129	129	129	57										
		AAUDE Public	28	95	126	189	55						12	75	78	80	35
2705	Statistics	AAUDE Public	212	94	130	176	56	70	82	88	100	42	122	69	74	81	34
3001	Biological and Physical Sciences	AAUDE Public						11	78	89	93	45					

Faculty Salary Benchmarks by CIP Code Disciplines – Fall 2008
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Cip Code Disciplines			Professor					Associate Professor					Assistant Professor				
			Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age
3015	Science, Technology and Society	AAUDE Public						10	79	85	101	48	20	57	62	75	38
3019	Nutrition Sciences	U of A	4	85	114	155	60	2	87	87	87	51	3	66	75	81	37
		AAUDE Public	35	94	125	172	57	16	68	81	88	50	10	72	73	79	40
3020	International/Global Studies	AAUDE Public	5	94	105	105	58						7	52	59	66	42
3024	Neuroscience	AAUDE Public	28	137	134	177	58	20	79	91	103	48	14	67	69	76	41
3025	Cognitive Science	AAUDE Public	19	96	121	154	57	13	80	82	93	45	10	64	68	74	35
3099	Multi/Interdisciplinary Studies, Other	U of A	1	160	160	160	51										
		AAUDE Public	46	113	115	170	58	8	61	82	104	46	13	55	63	69	38
3801	Philosophy	U of A	9	103	134	176	56	6	61	70	80	49	1	58	58	58	35
		AAUDE Public	287	83	123	165	59	137	69	75	85	46	93	58	62	69	36
3802	Religion/Religious Studies	U of A	1	126	126	126	52	2	65	70	75	49					
		AAUDE Public	55	94	112	136	58	56	66	74	86	50	55	56	59	65	40
4002	Astronomy and Astrophysics	U of A	14	80	108	154	59	6	77	81	91	45	4	69	70	71	34
		AAUDE Public	120	87	119	161	56	45	77	80	90	43	37	71	74	78	37
4004	Atmospheric Sciences and Meteorology	U of A	4	97	104	111	56	2	75	77	79	46	2	67	68	68	36
		AAUDE Public	74	96	127	163	56	33	80	85	95	44	32	67	71	73	36
4005	Chemistry	U of A	15	97	129	189	59	8	83	90	100	42	4	77	77	78	35
		AAUDE Public	699	83	133	199	55	200	74	86	99	44	241	64	71	77	36
4006	Geological and Earth Sciences/Geosciences	U of A	31	77	108	173	59	9	74	88	113	42	5	65	67	71	36
		AAUDE Public	444	83	117	158	57	171	72	80	88	46	148	62	67	73	37
4008	Physics	U of A	32	87	119	278	56	14	75	80	100	41	9	71	74	83	36
		AAUDE Public	925	83	124	202	57	226	75	84	95	43	260	68	76	82	37
4201	Psychology, General	U of A	20	75	111	159	61	8	66	77	92	49	8	54	64	80	38
		AAUDE Public	647	81	128	202	56	286	65	80	95	46	293	61	69	76	36
4218	Educational Psychology	U of A	3	87	107	139	64	1	68	68	68	64	2	60	67	75	36
		AAUDE Public	111	86	111	145	59	93	64	77	86	49	76	56	62	68	38
4301	Criminal Justice and Corrections	AAUDE Public	19	87	116	134	58	19	68	81	94	51	12	60	65	67	32

Faculty Salary Benchmarks by CIP Code Disciplines – Fall 2008
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Cip Code Disciplines			Professor					Associate Professor					Assistant Professor				
			Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age
4404	Public Administration	U of A	1	148	148	148	61	5	71	87	99	47	1	80	80	80	39
		AAUDE Public	54	101	135	153	60	38	80	96	117	49	47	66	77	87	36
4405	Public Policy Analysis	U of A	6	143	162	200	55	7	74	128	170	47	3	115	117	120	32
		AAUDE Public	92	108	139	196	59	44	89	99	118	47	44	70	80	92	37
4407	Social Work	AAUDE Public	117	94	122	147	58	137	71	83	94	52	125	60	67	74	44
4501	Social Sciences, General	AAUDE Public	15	104	115	160	59										
4502	Anthropology	U of A	12	43	105	159	59	9	63	71	87	51	6	62	65	67	37
		AAUDE Public	287	83	114	148	61	201	66	74	85	50	159	60	62	67	39
4506	Economics	AAUDE Public	412	103	168	236	56	155	88	119	142	45	240	88	100	112	34
4507	Geography and Cartography	U of A	5	84	109	130	53	3	65	83	94	53	5	58	60	62	36
		AAUDE Public	166	88	118	148	58	91	70	78	86	46	97	61	65	70	38
4509	International Relations and Affairs	AAUDE Public	18	103	145	154	57						8	63	77	76	38
4510	Political Science and Government	U of A	9	79	102	147	57	3	74	81	92	46	4	60	65	72	32
		AAUDE Public	396	90	135	189	58	261	70	86	108	46	227	63	71	82	36
4511	Sociology	U of A	9	87	128	158	57	4	71	81	100	47	5	70	73	76	35
		AAUDE Public	350	85	126	168	59	221	72	81	94	47	200	62	67	74	37
4512	Urban Studies/Affairs	AAUDE Public	6	112	126	127	59										
5001	Visual and Performing Arts, General	U of A						1	76	76	76	64					
		AAUDE Public	59	85	101	127	60	52	64	71	88	53	25	60	59	65	41
5003	Dance	AAUDE Public	26	78	88	106	58	25	62	68	73	53	16	56	59	58	44
5004	Design and Applied Arts	AAUDE Public	25	76	98	128	58	41	61	65	84	52	20	53	57	63	39
5005	Drama/Theatre Arts and Stagecraft	U of A	3	72	87	111	57	8	50	56	63	53	4	41	44	45	36
		AAUDE Public	141	84	100	122	58	156	64	70	81	51	118	54	58	62	43
5006	Film/Video and Photographic Arts	AAUDE Public	27	128	126	160	61	25	71	75	83	45	19	59	61	63	42
5007	Fine and Studio Art	U of A	16	62	75	105	59	11	53	58	62	52	11	45	48	52	41
		AAUDE Public	330	77	100	135	60	304	62	71	87	50	230	53	57	67	39

Faculty Salary Benchmarks by CIP Code Disciplines – Fall 2008
(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	AAUDE Public	568	77	99	141	59	425	60	70	87	50	264	53	58	67	40
5102	Communication Disorders Sciences and Services	U of A	3	83	96	113	52	4	71	76	79	48	4	60	67	83	39
		AAUDE Public	87	94	113	144	59	77	70	76	87	50	75	60	65	70	40
5116	Nursing	U of A	5	83	105	126	58	10	68	74	82	53	4	63	64	67	45
		AAUDE Public	122	98	112	132	60	197	72	83	96	56	241	60	68	82	50
5120	Pharmacy, Pharmaceutical Sciences, and Administration	U of A	14	85	131	210	55	6	82	86	94	46	4	74	80	83	35
		AAUDE Public	227	89	127	191	57	176	72	89	117	48	188	65	73	85	37
5122	Public Health	AAUDE Public	256	94	136	205	58	118	70	90	115	52	152	62	72	91	41
5125	Veterinary Biomedical and Clinical Sciences (Cert, MS, PhD)	AAUDE Public	152	87	111	159	57	95	76	90	115	49	97	57	80	96	40
5201	Business/Commerce, General	AAUDE Public	186	115	181	221	57	117	93	139	153	48	164	100	135	158	38
5202	Business Administration, Management and Operations	AAUDE Public	338	120	183	248	57	182	109	140	177	46	268	101	132	155	37
5203	Accounting and Related Services	U of A	5	175	215	330	59	2	165	171	177	38	5	131	150	168	32
		AAUDE Public	108	138	190	231	57	85	115	145	179	51	78	140	155	163	38
5206	Business/Managerial Economics	AAUDE Public	14	121	142	183	57										
5208	Finance and Financial Management Services	U of A	2	147	165	184	57	4	166	180	200	42	3	138	150	165	35
		AAUDE Public	105	135	202	264	56	71	129	169	191	47	90	134	160	171	35
5209	Hospitality Administration/Management	AAUDE Public	10	116	134	155	58	23	72	88	100	53	10	64	70	79	43
5210	Human Resources Management and Services	AAUDE Public	49	116	151	192	55	38	84	114	140	49	31	83	97	112	41
5212	Management Information Systems and Services	U of A	7	108	177	229	57	3	104	122	134	45	2	112	114	116	36
		AAUDE Public	19	115	175	205	56	29	119	127	152	44	26	104	106	122	38
5213	Management Sciences and Quantitative Methods	AAUDE Public	70	136	178	235	59	42	107	126	144	47	43	109	125	127	37

Faculty Salary Benchmarks by CIP Code Disciplines – Fall 2008
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Cip Code Disciplines			Professor					Associate Professor					Assistant Professor				
			Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age	Fte	Avg Low Sal	Avg Sal	Avg High Sal	Avg Age
5214	Marketing	U of A	5	139	163	196	54	1	140	140	140	41	6	105	119	135	37
		AAUDE Public	89	135	184	231	57	52	114	135	155	48	68	118	128	135	36
5299	Business, Management, Marketing, and Related Support Services, Other	U of A	13	102	162	215	56	6	60	124	165	48	3	93	94	95	33
5401	History	U of A	7	74	106	121	65	12	61	72	104	52	5	60	63	65	38
		AAUDE Public	575	80	119	164	60	443	62	77	94	49	253	56	62	71	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 ²								Compensation Ratio							
	Fall	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008		
College of Agriculture & Life Sciences	87	88	90	97	104	108	110	89	91	92	96	100	104	108	98%	97%	98%	102%	103%	103%	102%			
College of Architecture & Landscape Architecture	86	85	89	99	98	98	97	88	89	92	95	99	104	110	97%	95%	97%	104%	99%	94%	88%			
College of Education	81	79	81	86	91	94	96	90	91	95	98	103	107	111	90%	87%	86%	88%	89%	89%	87%			
College of Engineering	99	100	101	107	110	114	116	112	114	117	122	127	132	137	88%	87%	86%	88%	87%	86%	85%			
College of Fine Arts	69	68	68	73	76	80	78	81	83	85	88	93	97	100	85%	82%	80%	83%	82%	82%	78%			
College of Humanities	80	81	82	85	90	93	96	89	89	93	96	100	105	109	91%	90%	88%	89%	89%	88%	89%			
College of Nursing	80	89	94	96	100	104	105	92	90	95	98	103	108	112	87%	99%	99%	98%	97%	96%	93%			
College of Optical Sciences	115	118	120	123	126	132	132	101	102	105	110	114	120	124	114%	116%	114%	112%	111%	110%	106%			
College of Pharmacy	100	104	101	102	106	122	129	102	107	111	115	120	124	129	98%	98%	92%	89%	88%	99%	100%			
College of Science	91	92	95	101	105	111	113	101	104	107	111	116	122	127	90%	89%	89%	91%	91%	91%	89%			
College of Social & Behavioral Sciences	87	91	94	100	109	112	113	97	99	102	106	111	117	121	90%	92%	91%	94%	98%	96%	93%			
Eller College of Management	129	135	145	154	157	171	173	131	135	142	150	158	168	177	99%	100%	102%	103%	100%	102%	98%			
James E. Rogers College of Law	124	122	146	155	160	171	170	142	144	150	157	163	173	179	88%	85%	97%	99%	98%	99%	95%			
Mel & Enid Zuckerman AZ Coll of Public Health	110	107	115	111	116	120	129	109	108	109	114	120	127	132	101%	99%	105%	97%	97%	94%	97%			
University Total (3)	91	93	96	102	107	113	115	101	103	107	111	116	122	127	89%	90%	90%	92%	92%	93%	91%			
Associate Professor	Fall	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008		
College of Agriculture & Life Sciences	62	63	66	69	71	76	74	65	67	68	70	73	76	78	94%	93%	97%	99%	98%	101%	94%			
College of Architecture & Landscape Architecture	57	58	59	62	66	63	72	65	66	68	70	74	77	79	89%	89%	88%	88%	89%	83%	91%			
College of Education	60	58	58	62	65	67	68	64	65	67	69	72	75	77	94%	88%	87%	89%	90%	88%	87%			
College of Engineering	78	77	79	82	84	86	87	80	82	84	87	90	93	96	98%	94%	93%	95%	94%	93%	91%			
College of Fine Arts	52	52	53	55	58	59	59	58	59	61	63	65	68	71	89%	88%	87%	87%	88%	87%	83%			
College of Humanities	57	56	56	61	63	65	65	60	61	63	65	68	71	74	95%	92%	90%	94%	93%	92%	88%			
College of Nursing	62	68	68	71	72	74	74	68	70	73	74	78	80	83	90%	97%	94%	96%	93%	92%	88%			
College of Optical Sciences	73	75	76	81	81	88	85	71	70	73	76	79	83	84	104%	107%	104%	106%	103%	107%	100%			
College of Pharmacy	64	64	65	66	71	81	82	72	73	76	79	82	85	89	89%	87%	86%	84%	87%	95%	92%			
College of Science	66	68	69	72	77	81	82	69	70	72	75	78	82	85	96%	98%	95%	97%	99%	99%	96%			
College of Social & Behavioral Sciences	58	59	62	66	70	73	76	64	65	68	70	73	77	79	91%	91%	92%	94%	96%	96%	96%			
Eller College of Management	96	104	109	114	114	128	130	97	100	105	109	117	125	133	99%	104%	104%	104%	97%	102%	98%			
James E. Rogers College of Law	87	89	112	116	120	127	127	93	92	97	101	105	109	120	94%	97%	116%	116%	114%	117%	106%			
Mel & Enid Zuckerman AZ Coll of Public Health	69	72	72	85	86	93	94	76	75	78	81	83	87	90	91%	95%	93%	105%	104%	107%	104%			
University Total (3)	64	65	67	71	75	79	80	69	70	72	75	78	82	85	93%	92%	93%	95%	96%	96%	94%			
Assistant Professor	Fall	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008	2002	2003	2004	2005	2006	2007	2008		
College of Agriculture & Life Sciences	53	56	59	63	65	67	67	56	57	58	60	63	65	68	94%	98%	101%	104%	103%	104%	99%			
College of Architecture & Landscape Architecture	45	46	46	50	53	56	53	51	52	53	55	58	60	63	90%	89%	87%	90%	92%	94%	84%			
College of Education	49	48	50	54	57	59	60	52	52	54	56	58	61	63	94%	92%	91%	95%	98%	98%	96%			
College of Engineering	68	68	69	73	75	77	78	69	71	73	76	78	80	82	98%	95%	95%	97%	97%	97%	95%			
College of Fine Arts	42	43	43	45	46	48	47	48	49	51	52	55	57	58	89%	88%	85%	86%	85%	85%	82%			
College of Humanities	45	45	46	49	53	55	56	48	50	52	53	55	57	59	93%	90%	89%	94%	97%	96%	95%			
College of Nursing	54	58	58	60	63	65	64	56	56	59	60	62	65	68	96%	103%	99%	100%	101%	100%	95%			
College of Optical Sciences	65	65	67	70	72	75	77	61	62	65	67	69	73	76	106%	106%	103%	104%	104%	103%	102%			
College of Pharmacy	56	56	56	63	65	70	70	59	61	64	66	68	71	73	94%	92%	88%	95%	96%	100%	96%			
College of Science	58	60	61	65	68	70	70	58	60	62	65	67	70	72	99%	100%	98%	100%	102%	101%	97%			
College of Social & Behavioral Sciences	50	52	54	57	61	63	64	53	54	56	58	60	63	65	95%	97%	98%	100%	100%	101%	97%			
Eller College of Management	96	98	101	104	113	124	124	92	96	101	105	111	118	125	105%	103%	100%	99%	102%	105%	100%			
James E. Rogers College of Law								90	88	91	101	97	105	109										
Mel & Enid Zuckerman AZ Coll of Public Health	57	59	64	67	65	67	69	60	62	62	64	66	68	72	95%	95%	103%	104%	99%	98%	96%			
University Total (3)	56	58	60	64	67	70	69	60	61	63	66	68	71	74	94%	94%	94%	97%	98%	98%	93%			

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	0306	Wildlife and Wildlands Science and Management
0101	Agricultural Business and Management	0399	Natural Resources and Conservation, Other
0102	Agricultural Mechanization	1403	Agricultural/Biological Engineering and Bioengineering
0103	Agricultural Production Operations	1900	Work and Family Studies
0104	Agricultural and Food Products Processing	1901	Family and Consumer Sciences/Human Sciences, General
0105	Agricultural and Domestic Animal Services	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)

College of Architecture and Landscape Architecture

0402	Architecture
0403	City/Urban, Community and Regional Planning
0404	Environmental Design
0405	Interior Architecture
0406	Landscape Architecture
0408	Architectural History and Criticism
0409	Architectural Technology/Technician
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		
1304	Educational Administration and Supervision	1313	Teacher Education and Professional Development, Specific Subject Areas
1305	Educational/Instructional Media Design		
1306	Educational Assessment, Evaluation, and Research	4217	School Psychology
1309	Social and Philosophical Foundations of Education	4218	Educational Psychology
1310	Special Education and Teaching		

College of Engineering

1102	Computer Programming	1432	Polymer/Plastics Engineering
1105	Computer Systems Analysis	1433	Construction Engineering
1108	Computer Software and Media Applications	1434	Forest Engineering
1401	Engineering, General	1435	Industrial Engineering
1402	Aerospace, Aeronautical and Astronautical Engineering	1436	Manufacturing Engineering
1405	Biomedical/Medical Engineering	1438	Surveying Engineering
1404	Architectural Engineering	1439	Geological/Geophysical Engineering
1406	Ceramic Sciences and Engineering	1499	Engineering, Other
1407	Chemical Engineering	1500	Engineering Technology, General
1408	Civil Engineering	1501	Architectural Engineering Technology/Technicians
1409	Computer Engineering, General	1502	Civil Engineering Technologies/Technicians
1410	Electrical, Electronics and Communications Engineering	1503	Electrical Engineering Technologies/Technicians
1411	Engineering Mechanics	1504	Electromechanical Instrumentation and Maintenance Technologies/Technicians
1412	Engineering Physics		
1413	Engineering Science	1505	Environmental Control Technologies/Technicians
1414	Environmental/Environmental Health Engineering	1506	Industrial Production Technologies/Technicians
1418	Materials Engineering	1507	Quality Control and Safety Technologies/Technicians
1419	Mechanical Engineering	1508	Mechanical Engineering Related Technologies/Technicians
1420	Metallurgical Engineering	1509	Mining and Petroleum Technologies/Technicians
1421	Mining and Mineral Engineering	1510	Construction Engineering Technologies
1422	Naval Architecture and Marine Engineering	1511	Engineering-Related Technologies
1423	Nuclear Engineering	1512	Computer Engineering Technologies/Technicians
1424	Ocean Engineering	1513	Drafting/Design Engineering Technologies/Technicians
1425	Petroleum Engineering	1514	Nuclear Engineering Technologies/Technicians
1427	Systems Engineering	1515	Engineering-Related Fields
1428	Textile Sciences and Engineering	1599	Engineering Technologies/Technicians, Other
1431	Materials Science		

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

College of Fine Arts

0907	Radio, Television, and Digital Communication	5003	Dance
1001	Communications Technology/Technicians	5004	Design and Applied Arts
1002	Audiovisual Communications Technology/Technicians	5005	Drama/Theatre Arts and Stagecraft
1003	Graphic Communications	5006	Film/Video and Photographic Arts
1099	Communications Technology/Technicians and Support Services, Other	5007	Fine and Studio Art
5001	Visual and Performing Arts, General	5009	Music
		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)
1606	Modern Greek Language and Literature	2310	Speech and Rhetorical Studies
1607	South Asian Languages, Literatures, and Linguistics	2311	Technical and Business Writing
1608	Iranian/Persian Languages, Literatures, and Linguistics	2399	English Language and Literature/Letters, Other
1609	Romance Languages, Literatures, and Linguistics	3022	Classical and Ancient Studies
1610	American Indian/Native American Languages, Literatures, and Linguistics	3802	Religion/Religious Studies
1611	Middle/Near Eastern and Semitic Languages, Literatures, and Linguistics	3899	Philosophy and Religious Studies
1612	Classics and Classical Languages, Literatures, and Linguistics	3902	Bible/Biblical Studies
1613	Celtic Languages, Literatures, and Linguistics	3903	Missions/Missionary Studies and Missiology
1614	Southeast Asian and Australasian/Pacific Languages, Literatures, and Linguistics	3904	Religious Education
1615	Turkic, Ural-Altaic, Caucasian, and Central Asian Languages, Literatures, and Linguistics	3905	Religious/Sacred Music
1699	Foreign Languages, Literatures, and Linguistics, Other	3906	Theological and Ministerial Studies
		3907	Pastoral Counseling and Specialized Ministries
		3999	Theology and Religious Vocations, Other
		4503	Archeology

College of Nursing

3011	Gerontology
5116	Nursing

+ 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 Optical Sciences

4008 Physics*

College of Pharmacy

2610 Pharmacology and Toxicology

5120 Pharmacy, Pharmaceutical Sciences, and Administration

College of Science*

1101 Computer and Information Sciences, General

1104 Information Science/Studies

1107 Computer Science

1109 Computer Systems Networking and Telecommunications

1110 Computer/Information Technology Administration and Management

1199 Computer and Information Sciences and Support Services, Other

2601 Biology, General

2602 Biochemistry, Biophysics and Molecular Biology

2612 Biotechnology

2699 Biological and Biomedical Sciences, Other

2701 Mathematics

2705 Statistics

2799 Mathematics and Statistics, Other

3001 Biological and Physical Sciences

3006 Systems Science and Theory

3010 Biopsychology

3025 Cognitive Science

4001 Physical Sciences

4002 Astronomy and Astrophysics

4004 Atmospheric Sciences and Meteorology

4005 Chemistry

4006 Geological and Earth Sciences/Geosciences

4099 Physical Sciences, Other

4201 Psychology, General

4202 Clinical Psychology

4203 Cognitive Psychology and Psycholinguistics

4204 Community Psychology

4205 Comparative Psychology

4206 Counseling Psychology

4207 Developmental and Child Psychology

4208 Experimental Psychology

4209 Industrial and Organizational Psychology

4210 Personality Psychology

4211 Physiological Psychology/Psychobiology

4216 Social Psychology

4219 Psychometrics and Quantitative Psychology

4220 Clinical Child Psychology

4221 Environmental Psychology

4222 Geropsychology

4223 Health Psychology

4224 Psychopharmacology

4225 Family Psychology

4226 Forensic Psychology

4299 Psychology, Other

5102 Communication Disorders Sciences and Services

* 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.

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

College of Social and Behavioral Science+

0501	Area Studies	4402	Community Organization and Advocacy
0502	Ethnic, Cultural Minority, and Gender Studies+	4404	Public Administration
0599	Area, Ethnic, Cultural, and Gender Studies, Other+	4405	Public Policy Analysis
0901	Communication and Media Studies	4407	Social Work
0904	Journalism	4499	Public Administration and Social Service Professions, Other
0909	Public Relations, Advertising, and Applied Communication	4501	Social Sciences, General
0910	Publishing	4502	Anthropology
0999	Communication, Journalism, and Related Programs, Other	4504	Criminology
1601	Linguistics Comparative, and Related Language Studies and Services	4505	Demography and Population Studies
2501	Library Science/Librarianship	4507	Geography and Cartography
2599	Library Science, Other	4509	International Relations and Affairs
3005	Peace Studies and Conflict Resolution	4510	Political Science and Government
3013	Medieval and Renaissance Studies	4511	Sociology
3017	Behavioral Sciences	4512	Urban Studies/Affairs
3021	Holocaust and Related Studies	4599	Social Sciences, Other
3801	Philosophy	5132	Bioethics/Medical Ethics
4400	Human Services, General	5401	History

Eller College of Management

1437	Operations Research	5211	International Business
3016	Accounting and Computer Science	5212	Management Information Systems and Services
4301	Criminal Justice and Corrections	5213	Management Sciences and Quantitative Methods
4506	Economics	5214	Marketing
5201	Business/Commerce, General	5215	Real Estate
5202	Business Administration, Management and Operations	5216	Taxation
5203	Accounting and Related Services	5217	Insurance
5206	Business/Managerial Economics	5218	General Sales, Merchandising and Related Marketing Operations
5207	Entrepreneurial and Small Business Operations	5220	Construction Management
5208	Finance and Financial Management Services	5299	Business, Management, Marketing, and Related Support Services, Other
5209	Hospitality Administration/Management		
5210	Human Resources Management and Services		

+ 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

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

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
3099 Multi/Interdisciplinary Studies, Other

Medicine and other CIPs 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

Mel & Enid Zuckerman AZ College of Public Health

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

UA South, AIC & Independent Units

1307 International and Comparative Education
1399 Education, Other
2401 Liberal Arts and Sciences, General Studies, and Humanities

College of Letters, Arts and Sciences

3024 Neuroscience

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

Appendix IV – Changes in College CIP Code Assignment

To reflect recent structural changes at The University of Arizona the following CIP codes have changed Colleges:

- The department of Psychology was listed under the College of Social and Behavioral Sciences and is now listed under the College of Science.
- The Planning Department was listed under the College of Social and Behavioral Sciences and is now listed under the College of Architecture and Landscape Architecture.
- The School of Public Policy was listed under Eller College of Management and is now listed under the School of Government and Public Policy in the College of Social and Behavioral Sciences.
- Neuroscience, Cognitive Psychology and Biomedical Engineering were all previously listed under Research and Graduate Studies. They are now located in College of Letters, Arts and Sciences, the College of Science and the College of Engineering respectively.