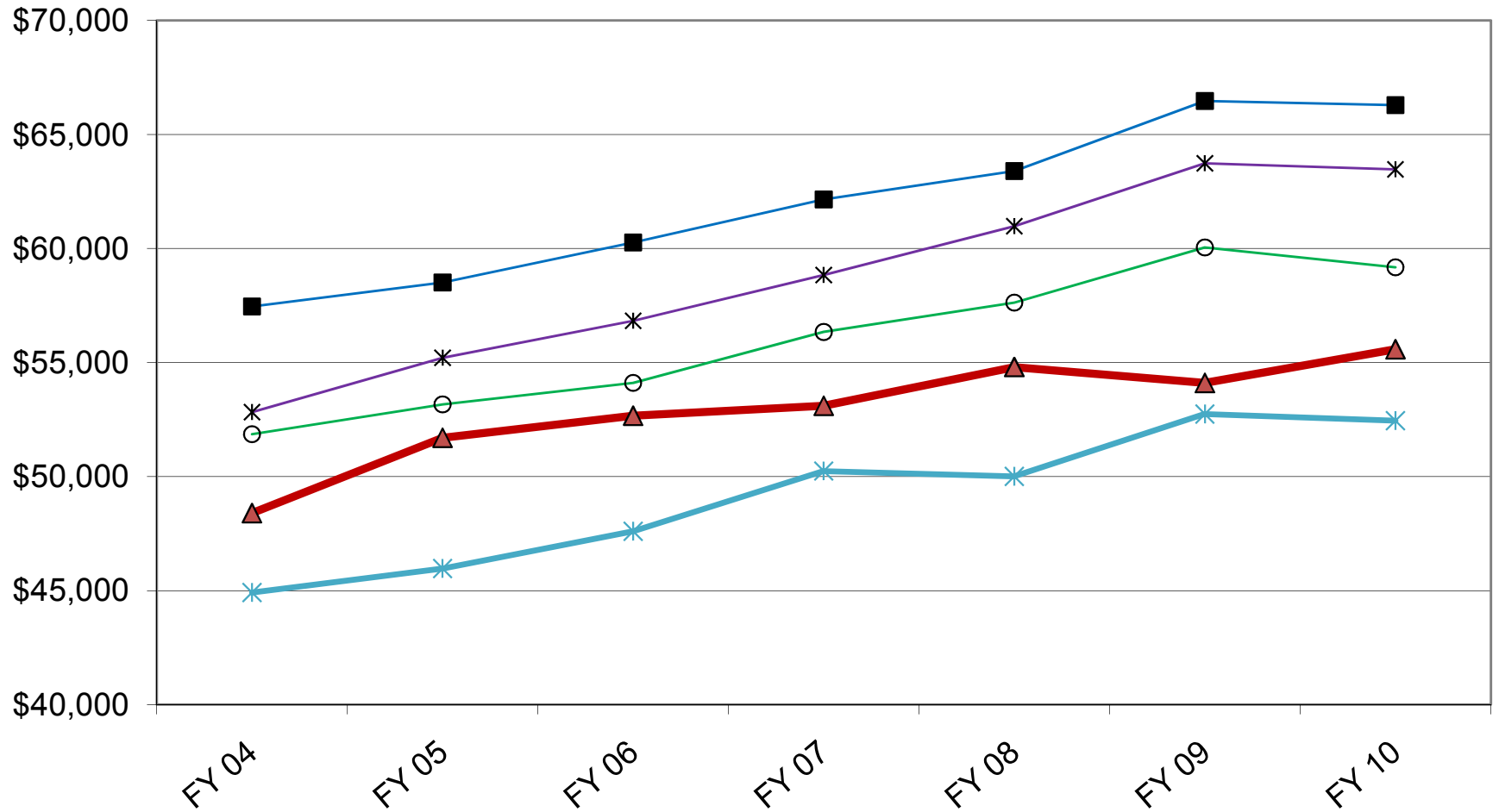


## Average Salary All Ranks



\* 60th Percentile: All IIB Colleges & Universities

○ Average: West North Central IIB Institutions

▲ Westminster College (MO)

■ Aspirational Institutions

\* MO Independent Colleges & Universities w/o Research Universities

### 2009-2010 Average Faculty Salaries by Rank with Multiple Comparison Groups

	WC	Missouri Independent Colleges & Universities		60th %-tile II-B Schools		West North Central II-B's		U.S. News Tier III II-B's <sup>a</sup>	
			Difference		Difference		Difference		Difference
<b>Professor</b>	<b>\$65,546</b>	\$64,480	\$1,066	\$78,747	(\$13,201)	\$74,508	(\$8,962)	\$74,628	(\$9,082)
<b>Assoc. Prof.</b>	<b>\$55,500</b>	\$54,867	\$633	\$63,465	(\$7,965)	\$60,004	(\$4,504)	\$59,924	(\$4,424)
<b>Asst. Prof.</b>	<b>\$46,800</b>	\$47,693	(\$893)	\$53,585	(\$6,785)	\$50,495	(\$3,695)	\$50,754	(\$3,954)

	WC	Aspirational Institutions		Transitional Institutions		Current Peers		Regional Competitors	
			Difference		Difference		Difference		Difference
<b>Professor</b>	<b>\$65,546</b>	\$82,450	(\$16,904)	\$75,250	(\$9,704)	\$67,600	(\$2,054)	\$77,833	(\$12,287)
<b>Assoc. Prof.</b>	<b>\$55,500</b>	\$62,838	(\$7,338)	\$61,863	(\$6,363)	\$54,325	\$1,175	\$59,800	(\$4,300)
<b>Asst. Prof.</b>	<b>\$46,800</b>	\$53,188	(\$6,388)	\$53,013	(\$6,213)	\$47,150	(\$350)	\$51,883	(\$5,083)

Source: AAUP Annual Report on Economic Status of the Profession (IPEDS or MO DHE used if missing values in AAUP)

<sup>a</sup> Includes II-B institutions ranked as Tier-III by U.S. News

## Average Faculty Salary Summary

	<u>2005-2006</u>					<u>2006-2007</u>				
	WC	Regional Competitors	60th %-tile IIB's	MO Indep C&U's	Aspirational Institutions	WC	Regional Competitors	60th %-tile IIB's	MO Indep C&U's	Aspirational Institutions
Professor	\$61,154	\$66,006	\$70,880	\$58,339	\$75,042	\$61,200	\$68,475	\$73,315	\$59,987	\$77,550
1-Yr % increase	-2.31%	2.45%	3.08%	4.44%	4.24%	0.08%	3.74%	3.44%	2.82%	3.34%
2-Yr % Increase	8.17%	4.62%	7.68%	7.15%	7.07%	-2.24%	6.28%	6.62%	7.39%	7.73%
Assoc. Prof.	\$54,337	\$54,895	\$57,208	\$49,809	\$58,294	\$54,800	\$55,235	\$59,500	\$51,663	\$60,263
1-Yr % increase	2.91%	4.74%	2.46%	4.65%	3.15%	0.85%	0.62%	4.01%	3.72%	3.38%
2-Yr % Increase	8.07%	6.75%	6.58%	8.33%	5.96%	3.79%	5.39%	6.56%	8.54%	6.64%
Asst. Prof.	\$42,510	\$46,329	\$47,983	\$43,001	\$48,650	\$44,200	\$47,245	\$49,694	\$44,719	\$50,300
1-Yr % increase	-0.68%	2.71%	2.89%	3.72%	3.40%	3.98%	1.98%	3.57%	4.00%	3.39%
2-Yr % Increase	-0.44%	6.32%	6.57%	6.48%	6.08%	3.27%	4.74%	6.56%	7.87%	6.91%

	<u>2007-2008</u>					<u>2008-2009</u>				
	WC	Regional Competitors	60th %-tile IIB's	MO Indep C&U's	Aspirational Institutions	WC	Regional Competitors	60th %-tile IIB's	MO Indep C&U's	Aspirational Institutions
Professor	\$64,100	\$70,951	\$75,916	\$60,725	\$80,013	\$66,500	\$78,257	\$79,853	\$64,769	\$83,867
1-Yr % increase	4.74%	3.62%	3.55%	1.23%	3.18%	3.74%	10.30%	5.19%	6.66%	4.82%
2-Yr % Increase	4.82%	7.49%	7.10%	4.09%	6.62%	8.66%	14.29%	8.92%	7.97%	8.15%
Assoc. Prof.	\$55,800	\$56,889	\$61,332	\$51,525	\$61,400	\$56,400	\$60,643	\$63,957	\$54,692	\$64,267
1-Yr % increase	1.82%	2.99%	3.08%	-0.27%	1.89%	1.08%	6.60%	4.28%	6.15%	4.67%
2-Yr % Increase	2.69%	3.63%	7.21%	3.45%	5.33%	2.92%	9.79%	7.49%	5.86%	6.64%
Asst. Prof.	\$45,100	\$48,555	\$51,507	\$43,988	\$51,413	\$43,400	\$51,829	\$53,978	\$47,085	\$53,183
1-Yr % increase	2.04%	2.77%	3.65%	-1.63%	2.21%	-3.77%	6.74%	4.80%	7.04%	3.44%
2-Yr % Increase	6.09%	4.80%	7.34%	2.30%	5.68%	-1.81%	9.70%	8.62%	5.29%	5.73%

	<u>2009-2010</u>				
	WC	Regional Competitors	60th %-tile IIB's	MO Indep C&U's	Aspirational Institutions
Professor	\$65,546	\$77,833	\$78,747	\$64,480	\$82,450
1-Yr % increase	-1.43%	-0.54%	-1.39%	-0.45%	-1.69%
2-Yr % Increase	2.26%	9.70%	3.73%	6.18%	3.05%
Assoc. Prof.	\$55,500	\$59,800	\$63,465	\$54,867	\$62,838
1-Yr % increase	-1.60%	-1.39%	-0.77%	0.32%	-2.22%
2-Yr % Increase	-0.54%	5.12%	3.48%	6.49%	2.34%
Asst. Prof.	\$46,800	\$51,883	\$53,585	\$47,693	\$53,188
1-Yr % increase	7.83%	0.10%	-0.73%	1.29%	0.01%
2-Yr % Increase	3.77%	6.85%	4.03%	8.42%	3.45%

Source: AAUP Annual Report on Economic Status of the Profession, MO DHE Annual Statistical Summary, and IPEDS