

Appendices 1 and 2. Salary and Compensation Comparisons Between UVM and Public Peers (PP), Public Aspirants (PA), and Private Competitors (PC) Adjusted for Cost of Living Differences and Rank, March 28, 2011

1. SALARY		Actual Average Salary (in \$1,000s)**				Cost of Living***	Value of UVM Salary at Comparison School's Cost of Living (in \$1,000s)				UVM - Comparison School's Average Salary (in \$1,000s) at			
		All Ranks	Prof	Assoc Prof	Assist Prof		All Ranks	Prof	Assoc Prof	Assist Prof	All Ranks	Prof	Assoc Prof	Assist Prof
Type	School*													
	UVM	78.8	110.4	81.2	68.0	1.00								
PC	Boston College	107.7	144.4	94.1	81.2	1.33	104.8	146.8	108.0	90.4	-\$2.9	2.4	13.9	9.2
PC	Boston U.	101.1	140.6	95.5	82.1	1.33	104.8	146.8	108.0	90.4	\$3.7	6.2	12.5	8.3
PC	Cornell U. - Contracted	111.6	134.7	100.0	87.3	0.71	55.9	78.4	57.7	48.3	-\$55.7	-56.3	-42.3	-39.0
PC	Dartmouth College	122.1	154.1	104.7	83.0	1.19	93.8	131.4	96.6	80.9	-\$28.3	-22.7	-8.1	-2.1
PP	Kansas State U.	72.1	99.1	72.8	60.6	0.64	50.4	70.7	52.0	43.5	-\$21.7	-28.4	-20.8	-17.1
PA	Penn. State U.	86.7	130.4	86.7	72.0	0.87	68.6	96.0	70.6	59.2	-\$18.1	-34.4	-16.1	-12.8
PP	SUNY at Albany	94.6	123.1	87.8	72.4	0.79	62.3	87.2	64.1	53.7	-\$32.3	-35.9	-23.7	-18.7
PP	SUNY at Binghamton	89.1	119.4	87.4	70.3	0.68	53.6	75.1	55.2	46.2	-\$35.5	-44.3	-32.2	-24.1
PC	Syracuse U.	87.9	112.5	82.0	69.1	0.67	52.8	74.0	54.4	45.6	-\$35.1	-38.5	-27.6	-23.5
PC	Tufts U.	96.3	127.2	95.3	75.7	1.33	104.8	146.8	108.0	90.4	\$8.5	19.6	12.7	14.7
PP	U. of Connecticut	99.5	134.0	91.4	72.7	0.99	78.0	109.3	80.4	67.3	-\$21.5	-24.7	-11.0	-5.4
PP	U. of Delaware	100.0	134.6	91.1	75.8	0.80	63.0	88.3	65.0	54.4	-\$37.0	-46.3	-26.1	-21.4
PP	U. of Maine	75.6	92.8	76.0	61.4	0.69	54.4	76.2	56.0	46.9	-\$21.2	-16.6	-20.0	-14.5
PP	U. of Mass-Amherst	89.6	116.7	88.1	68.6	1.06	83.5	117.0	86.1	72.1	-\$6.1	0.3	-2.0	3.5
PA	U. of Michigan-Ann Arbor	104.0	144.0	94.3	83.1	0.85	67.0	93.8	69.0	57.8	-\$37.0	-50.2	-25.3	-25.3
PP	U. of Rhode Island	85.1	105.1	77.6	66.0	1.16	91.4	128.1	94.2	78.9	\$6.3	23.0	16.6	12.9
PC	U. of Rochester	102.3	125.6	88.7	83.8	0.68	53.6	75.1	55.2	46.2	-\$48.7	-50.5	-33.5	-37.6
PA	U. of Virginia	103.9	134.7	92.7	75.2	0.95	74.9	104.9	77.1	64.6	-\$29.0	-29.8	-15.6	-10.6
PA	U. of Wisconsin-Madison	94.5	111.1	85.8	73.6	0.83	65.4	91.6	67.4	56.4	-\$29.1	-19.5	-18.4	-17.2
PA	UNC-Chapel Hill	105.5	143.0	92.6	80.8	0.96	75.6	106.0	78.0	65.3	-\$29.9	-37.0	-14.6	-15.5

*List of comparison institutions are drawn from "Retiree Medical Strategy" University Benefits Advisory Council Report, August 23, 2010

**Original salary data are from *ACADEME*, March/April 2010 issue.

***Salaries are adjusted by cost of living data from <http://www.bestplaces.net/col/>. Therefore, the four columns following cost of living figures represent what UVM'S salary is worth at various ranks at the respective comparison school's location.

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2. COMPENSATION		Actual Average Compensation (in \$1,000s)**				Cost of Living***	Value of UVM Compensation at Comparison School's Cost of Living (in \$1,000s)				UVM - Comparison School's Average Compensation (in \$1,000s)** at			
		All Ranks	Prof	Assoc Prof	Assist Prof		All Ranks	Prof	Assoc Prof	Assist Prof	All Ranks	Prof	Assoc Prof	Assist Prof
Type	SCHOOL*													
	UVM	102.7	139.5	107.0	89.0	1.00								
PC	Boston College	137.8	182.2	123.1	102.8	1.33	136.6	185.5	142.3	118.4	-1.2	3.3	19.2	15.6
PC	Boston U.	129.5	180.3	124.8	104.2	1.33	136.6	185.5	142.3	118.4	7.1	5.2	17.5	14.2
PC	Cornell U. - Contracted	143.4	170.0	130.3	115.5	0.71	72.9	99.0	76.0	63.2	-70.5	-71.0	-54.3	-52.3
PC	Dartmouth College	158.0	198.8	137.7	105.7	1.19	122.2	166.0	127.3	105.9	-35.8	-32.8	-10.4	0.2
PP	Kansas State U.	87.7	121.2	90.0	71.0	0.64	65.7	89.3	68.5	57.0	-22.0	-31.9	-21.5	-14.0
PA	Penn. State U.	108.4	159.9	109.5	90.7	0.87	89.3	121.4	93.1	77.4	-19.1	-38.5	-16.4	-13.3
PP	SUNY at Albany	122.1	157.3	114.3	93.8	0.79	81.1	110.2	84.5	70.3	-41.0	-47.1	-29.8	-23.5
PP	SUNY at Binghamton	115.0	152.9	113.6	90.6	0.68	69.8	94.9	72.8	60.5	-45.2	-58.0	-40.8	-30.1
PC	Syracuse U.	117.8	148.8	110.9	93.2	0.67	68.8	93.5	71.7	59.6	-49.0	-55.3	-39.2	-33.6
PC	Tufts U.	125.1	164.7	124.2	98.4	1.33	136.6	185.5	142.3	118.4	11.5	20.8	18.1	20.0
PP	U. of Connecticut	128.6	167.9	119.6	97.8	0.99	101.7	138.1	105.9	88.1	-26.9	-29.8	-13.7	-9.7
PP	U. of Delaware	130.7	171.4	120.9	101.4	0.80	82.2	111.6	85.6	71.2	-48.5	-59.8	-35.3	-30.2
PP	U. of Maine	100.9	118.0	101.3	86.7	0.69	70.9	96.3	73.8	61.4	-30.0	-21.7	-27.5	-25.3
PP	U. of Mass-Amherst	108.5	141.1	107.4	83.0	1.06	108.9	147.9	113.4	94.3	0.4	6.8	6.0	11.3
PA	U. of Michigan-Ann Arbor	129.0	175.6	119.7	106.6	0.85	87.3	118.6	91.0	75.7	-41.7	-57.0	-28.8	-31.0
PP	U. of Rhode Island	117.9	143.6	109.7	92.2	1.16	119.1	161.8	124.1	103.2	1.2	18.2	14.4	11.0
PC	U. of Rochester	127.1	155.7	111.0	102.8	0.68	69.8	94.9	72.8	60.5	-57.3	-60.8	-38.2	-42.3
PA	U. of Virginia	130.8	166.8	118.2	96.6	0.95	97.6	132.5	101.7	84.6	-33.2	-34.3	-16.6	-12.1
PA	U. of Wisconsin-Madison	125.9	145.4	115.7	101.3	0.83	85.2	115.8	88.8	73.9	-40.7	-29.6	-26.9	-27.4
PA	UNC-Chapel Hill	129.8	173.2	115.4	101.3	0.96	98.6	133.9	102.7	85.4	-31.2	-39.3	-12.7	-15.9

*List of comparison institutions are drawn from "Retiree Medical Strategy" University Benefits Advisory Council Report, August 23, 2010

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