

Tables 1 - 8. 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 (2010 ACADEME Data), April 23, 2011

Table 1. Salary for All Ranks

Type	School*	Adjusted Salary Difference**
PC	Cornell U. - Contracted	-\$55.7
PC	U. of Rochester	-\$48.7
PA	U. of Michigan-Ann Arbor	-\$37.0
PP	U. of Delaware	-\$37.0
PP	SUNY at Binghamton	-\$35.5
PC	Syracuse U.	-\$35.1
PP	SUNY at Albany	-\$32.3
PA	UNC-Chapel Hill	-\$29.9
PA	U. of Wisconsin-Madison	-\$29.1
PA	U. of Virginia	-\$29.0
PC	Dartmouth College	-\$28.3
PP	Kansas State U.	-\$21.7
PP	U. of Connecticut	-\$21.5
PP	U. of Maine	-\$21.2
PA	Penn. State U.	-\$18.1
PP	U. of Mass-Amherst	-\$6.1
PC	Boston College	-\$2.9
	UVM	\$0.0
PC	Boston U.	\$3.7
PP	U. of Rhode Island	\$6.3
PC	Tufts U.	\$8.5
Mean Difference		-\$23.5 (in 1,000s)

UVM Salary Rank: 18/21

**Corrected Table 2.
Compensation for All Ranks**

Type	School*	Adjusted Compensation Difference**
PC	Cornell U. - Contracted	-\$70.5
PC	U. of Rochester	-\$57.3
PC	Syracuse U.	-\$49.0
PP	U. of Delaware	-\$48.5
PP	SUNY at Binghamton	-\$45.2
PA	U. of Michigan-Ann Arbor	-\$41.7
PP	SUNY at Albany	-\$41.0
PA	U. of Wisconsin-Madison	-\$40.7
PC	Dartmouth College	-\$35.8
PA	U. of Virginia	-\$33.2
PA	UNC-Chapel Hill	-\$31.2
PP	U. of Maine	-\$30.0
PP	U. of Connecticut	-\$26.9
PP	Kansas State U.	-\$22.0
PA	Penn. State U.	-\$19.1
PC	Boston College	-\$1.2
	UVM	\$0.0
PP	U. of Mass-Amherst	\$0.4
PP	U. of Rhode Island	\$1.2
PC	Boston U.	\$7.1
PC	Tufts U.	\$11.5
Mean Difference		-\$28.6 (in 1,000s)

UVM Compensation Rank: 17/21

Summary: After cost of living adjustment, for all ranks the mean UVM faculty salary is **\$23,500 less** than the mean salary and the mean UVM compensation is **\$28,600 less** than the mean compensation for the 20 comparable institutions. Overall, UVM ranks **18 out of 21** schools in salary and **17 out of 21** in compensation.

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

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Table 3. Salary for Full Professors

Type	School*	Adjusted Salary Difference**
PC	Cornell U. - Contracted	-\$56.3
PC	U. of Rochester	-\$50.5
PA	U. of Michigan-Ann Arbor	-\$50.2
PP	U. of Delaware	-\$46.3
PP	SUNY at Binghamton	-\$44.3
PC	Syracuse U.	-\$38.5
PA	UNC-Chapel Hill	-\$37.0
PP	SUNY at Albany	-\$35.9
PA	Penn. State U.	-\$34.4
PA	U. of Virginia	-\$29.8
PP	Kansas State U.	-\$28.4
PP	U. of Connecticut	-\$24.7
PC	Dartmouth College	-\$22.7
PA	U. of Wisconsin-Madison	-\$19.5
PP	U. of Maine	-\$16.6
UVM		\$0.0
PP	U. of Mass-Amherst	\$0.3
PC	Boston College	\$2.4
PC	Boston U.	\$6.2
PC	Tufts U.	\$19.6
PP	U. of Rhode Island	\$23.0
Mean Difference		-\$24.2
		(in 1,000s)

UVM Salary Rank: 16/21

Table 4. Compensation for Full Professors

Type	School*	Adjusted Compensation Difference**
PC	Cornell U. - Contracted	-\$71.0
PC	U. of Rochester	-\$60.8
PP	U. of Delaware	-\$59.8
PP	SUNY at Binghamton	-\$58.0
PA	U. of Michigan-Ann Arbor	-\$57.0
PC	Syracuse U.	-\$55.3
PP	SUNY at Albany	-\$47.1
PA	UNC-Chapel Hill	-\$39.3
PA	Penn. State U.	-\$38.5
PA	U. of Virginia	-\$34.3
PC	Dartmouth College	-\$32.8
PP	Kansas State U.	-\$31.9
PP	U. of Connecticut	-\$29.8
PA	U. of Wisconsin-Madison	-\$29.6
PP	U. of Maine	-\$21.7
UVM		\$0.0
PC	Boston College	\$3.3
PC	Boston U.	\$5.2
PP	U. of Mass-Amherst	\$6.8
PP	U. of Rhode Island	\$18.2
PC	Tufts U.	\$20.8
Mean Difference		-\$30.6
		(in 1,000s)

UVM Compensation Rank: 16/21

Summary. After cost of living adjustment, for Full Professors the mean UVM salary is **\$24,200 less** than the mean salary and the mean UVM compensation is **\$30,600 less** than the mean compensation for the 20 comparable institutions. Overall, UVM ranks **16 out of 21** schools in salary and **16 out of 21** in compensation.

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Table 5. Salary for Associate Professors

Table 6. Compensation for Associate Professors

Type	School*	Adjusted Salary Difference**
PC	Cornell U. - Contracted	-\$42.3
PC	U. of Rochester	-\$33.5
PP	SUNY at Binghamton	-\$32.2
PC	Syracuse U.	-\$27.6
PP	U. of Delaware	-\$26.1
PA	U. of Michigan-Ann Arbor	-\$25.3
PP	SUNY at Albany	-\$23.7
PP	Kansas State U.	-\$20.8
PP	U. of Maine	-\$20.0
PA	U. of Wisconsin-Madison	-\$18.4
PA	Penn. State U.	-\$16.1
PA	U. of Virginia	-\$15.6
PA	UNC-Chapel Hill	-\$14.6
PP	U. of Connecticut	-\$11.0
PC	Dartmouth College	-\$8.1
PP	U. of Mass-Amherst	-\$2.0
UVM		0.0
PC	Boston U.	\$12.5
PC	Tufts U.	\$12.7
PC	Boston College	\$13.9
PP	U. of Rhode Island	\$16.6
Mean Difference		-\$14.1
		(in 1,000s)

UVM Salary Rank: 17/21

Type	School*	Adjusted Compensation Difference**
PC	Cornell U. - Contracted	-\$54.3
PP	SUNY at Binghamton	-\$40.8
PC	Syracuse U.	-\$39.2
PC	U. of Rochester	-\$38.2
PP	U. of Delaware	-\$35.3
PP	SUNY at Albany	-\$29.8
PA	U. of Michigan-Ann Arbor	-\$28.8
PP	U. of Maine	-\$27.5
PA	U. of Wisconsin-Madison	-\$26.9
PP	Kansas State U.	-\$21.5
PA	U. of Virginia	-\$16.6
PA	Penn. State U.	-\$16.4
PP	U. of Connecticut	-\$13.7
PA	UNC-Chapel Hill	-\$12.7
PC	Dartmouth College	-\$10.4
UVM		0.0
PP	U. of Mass-Amherst	\$6.0
PP	U. of Rhode Island	\$14.4
PC	Boston U.	\$17.5
PC	Tufts U.	\$18.1
PC	Boston College	\$19.2
Mean Difference		-\$16.8
		(in 1,000s)

UVM Compensation Rank: 16/21

Summary. After cost of living adjustment, for Associate Professors the mean UVM salary is **\$14,100 less** than the mean salary and the mean UVM compensation is **\$16,800 less** than the mean compensation for the 20 comparable institutions. Overall, UVM ranks **17 out of 21** schools in salary and **16 out of 21** in compensation.

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Table 7. Salary for Assistant Professors

Table 8. Compensation for Assistant Professors

Type	School*	Adjusted Salary Difference**
PC	Cornell U. - Contracted	-\$39.0
PC	U. of Rochester	-\$37.6
PA	U. of Michigan-Ann Arbor	-\$25.3
PP	SUNY at Binghamton	-\$24.1
PC	Syracuse U.	-\$23.5
PP	U. of Delaware	-\$21.4
PP	SUNY at Albany	-\$18.7
PA	U. of Wisconsin-Madison	-\$17.2
PP	Kansas State U.	-\$17.1
PA	UNC-Chapel Hill	-\$15.5
PP	U. of Maine	-\$14.5
PA	Penn. State U.	-\$12.8
PA	U. of Virginia	-\$10.6
PP	U. of Connecticut	-\$5.4
PC	Dartmouth College	-\$2.1
UVM		\$0.0
PP	U. of Mass-Amherst	\$3.5
PC	Boston U.	\$8.3
PC	Boston College	\$9.2
PP	U. of Rhode Island	\$12.9
PC	Tufts U.	\$14.7
Mean Difference		-\$11.8
		(in 1,000s)

UVM Salary Rank: 16/21

Type	School*	Adjusted Compensation Difference**
PC	Cornell U. - Contracted	-\$52.3
PC	U. of Rochester	-\$42.3
PC	Syracuse U.	-\$33.6
PA	U. of Michigan-Ann Arbor	-\$31.0
PP	U. of Delaware	-\$30.2
PP	SUNY at Binghamton	-\$30.1
PA	U. of Wisconsin-Madison	-\$27.4
PP	U. of Maine	-\$25.3
PP	SUNY at Albany	-\$23.5
PA	UNC-Chapel Hill	-\$15.9
PP	Kansas State U.	-\$14.0
PA	Penn. State U.	-\$13.3
PA	U. of Virginia	-\$12.1
PP	U. of Connecticut	-\$9.7
UVM		\$0.0
PC	Dartmouth College	\$0.2
PP	U. of Rhode Island	\$11.0
PP	U. of Mass-Amherst	\$11.3
PC	Boston U.	\$14.2
PC	Boston College	\$15.6
PC	Tufts U.	\$20.0
Mean Difference		-\$14.4
		(in 1,000s)

UVM Compensation Rank: 15/21

Summary. After cost of living adjustment, for Assistant Professors the mean UVM salary is **\$11,800 less** than the mean salary and the mean UVM compensation is **\$14,400 less** than the mean compensation for the 20 comparable institutions. Overall, UVM ranks **16 out of 21** schools in salary and **15 out of 21** in compensation.

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