

University of Hawai'i Salary Report Update, 2010-11

Prepared for the University of Hawai'i Professional Assembly

Prepared by JBL Associates, Inc.

May 31, 2012

Introduction

This report is a continuation of salary studies done for UH starting in 2000, with a major review done in 2003. The current results use 2010-11 data. The four UH institutions are compared with the same peers used in the previous studies. The community college campuses are reported as a single unit and include the University of Hawai'i at Maui, which awards predominantly 2-year degrees. This historical trend analysis provides a measure of progress in faculty salary levels relative to a standard set of peers over time. The study also provides corrections for the recent midyear increase that was not reflected in the UH fall salaries reported in 2010-11.

The body of the paper includes selected graphic representation of the results. The full detailed tables are included in the appendix.

Methods

Sources of data

In all cases, we used the Integrated Postsecondary Education Data System (IPEDS) faculty salary data collected by the National Center for Education Statistics in the U.S. Department of Education. The only modification was to drop lecturers from the analysis because UH does not use that category.

The U.S. Department of Education collects faculty salary data annually. These data are the most complete and reliable source of faculty salaries available. All the faculty salary tables in this report use 2010-11 data.

Neither the data nor the analysis corrects for cost of living differences. According to the website, PayScale, the cost of living in Hawai'i exceeds most cities in the United States. For example, a faculty member in Hawai'i would have a cost of living that is 44 percent higher than his or her counterpart in Sacramento. The difference is reported to be 28 percent higher than San Diego, 42 percent higher than Seattle, and 48 percent higher than Portland, Oregon.

Faculty

The salaries for UH are those reported on the federal IPEDS form. Only full-time faculty members that teach on a 9/10 month contract are reported. Faculty members include only full-time employees who teach at least half time. For example, if someone gets released time for administrative responsibilities, but continues to teach at least half time they would be included,

but an administrator who taught a class would not. Individuals who may be included on the faculty salary schedule, but do not teach, are not included.

The data do not include salaries of part-time faculty or faculty members on sabbatical (the salary of the person replacing them is reported). Unless otherwise noted, faculty members on an 11/12 month contract are not included. In most cases, faculty members on an 11/12 month contract have responsibilities beyond teaching. Often, salaries of this group represent those faculty members with research projects or quasi-administrative duties.

The reported salary does not represent any extra compensation or overload teaching responsibilities for which the individual may receive extra pay from the institution. Faculty members who volunteer or are paid by other organizations (for example, the Department of Defense may pay an ROTC instructor) are not included. The data do not include clinical staff in the medical school. This results from the fact that universities cannot always differentiate clinical practice income from salaries paid for teaching.

When making comparisons of average salaries over time, it is important to remember that some faculty members may leave and others may be hired, so the comparisons over time will represent a different mix of faculty members. This fact is less important in larger institutions, but could have a noticeable effect in the case of smaller institutions.

The last few years have been difficult for public higher education as states have struggled with budget deficits. In some cases, faculty members in public institutions may have been forced to take unpaid furlough days. The salaries reported here do not include any reduction taken in salaries through this method.

Selection of faculty peer groups

The peer groups provide four sets of institutional comparisons with UH institutions:

1. Hawai'i Community College System (the University of Maui is included in this group because the bulk of their degrees are two-year) (UHCC)
2. University of Hawai'i at Hilo (UHH)
3. University of Hawai'i at West Oahu (UHWO)
4. University of Hawai'i at Manoa (UHM)

Each of the four UH institutions is compared with a peer group that combines selection using three methods:

- Comparable institutions selected nationally based on formula that includes type and control, enrollment and expenditure per student
- Limited to a group of West coast institutions selected using the same formula as used in the national selection
- Institutions selected by the UH administration

This redundancy of peers selected by different methods provides more confidence in the results. Because UHWO is such a small campus, it has fewer peers than the other, larger UH campuses.

The four peer groups were selected in 2002-03 and have remained the same ever since. JBL Associates selected the first set of peers using a peer computer program. It selects peers based on Carnegie Classification category (institutional type and control), enrollment and educational

expenditures per student. The second set of peers was selected using the same rules, but the search was limited to the Western states. California dominates this peer group, but it represents the closest employment area to Hawai'i. The university administration selected the third set of peers. These institutions represent those peers that the University identified as being most similar to the four UH institutions. A list of all the peer institutions is provided in the appendix.

Each of the peer groups included ten institutions. This larger merged peer group comprised of the three sets of peers was used to identify the median salaries and the 80th percentile salary for each UH institution and for faculty by academic rank in each institution. This All Peer group is used in all of the comparisons and is the same group used in previous reports.

The calculation for the average peer group salary uses weighted data. Multiplying the average salary by the number of faculty members in the institution provides the weight for each institution that is used to calculate the average for the peer group. Colleges or universities in the peer group with a large number of faculty members count more in the average than do smaller institutions.

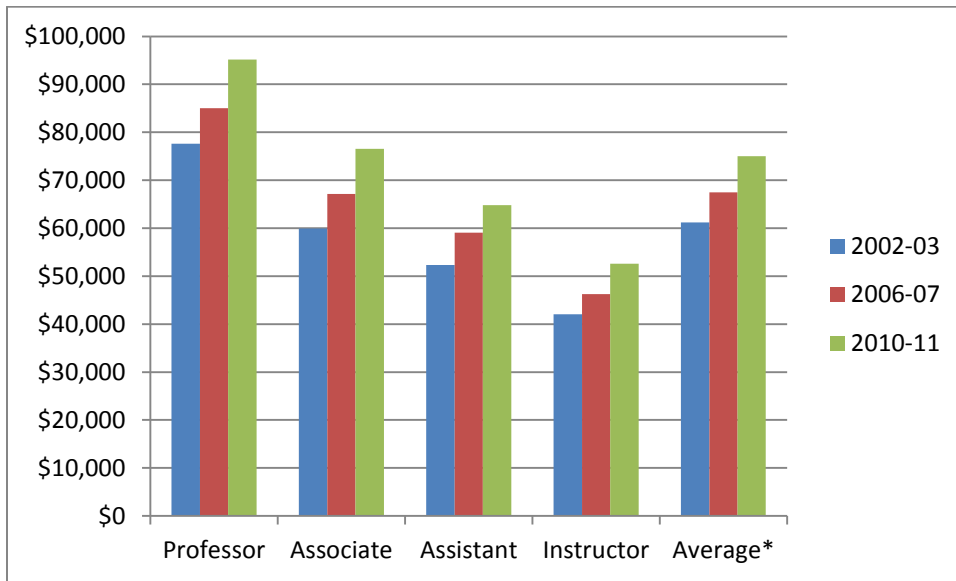
The second measure used in the comparisons is the percentile rank of the institutions compared with their peers. The median institution would fall at the fiftieth percentile. Half the colleges are above and half are below, regardless of the number of faculty members in the college. In this case, all the institutions count as the same, regardless of the number of faculty members in an institution.

Results

Salary History of UH Campuses

The average salaries for full-time UH faculty members have increased in each progressive year since 2002-03. This is true for faculty members in all academic ranks. All salaries are reported in current dollars and have not been corrected for inflation.

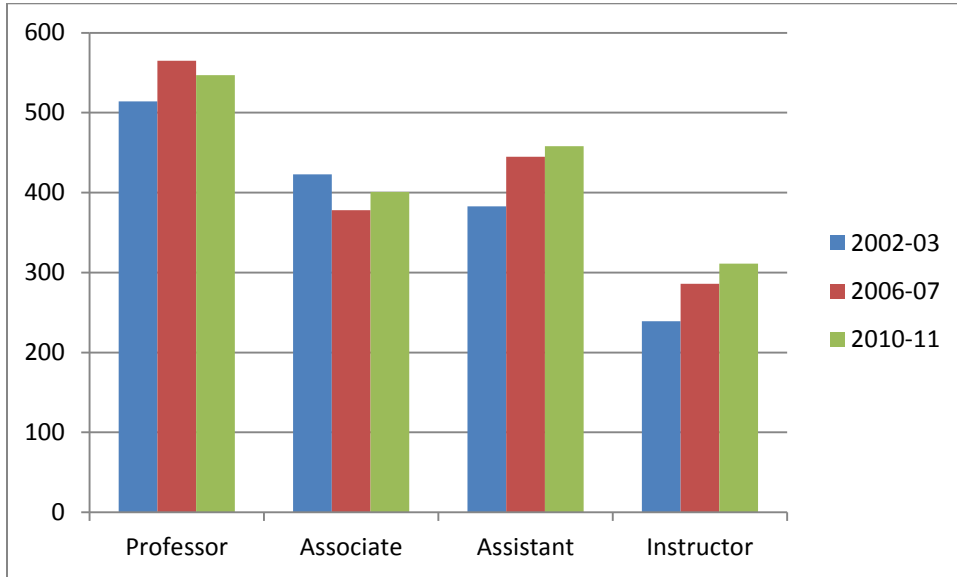
Chart 1. Average UH Salaries of faculty members on 9/10 month contracts 2002-03, 2006-07 and 2010-11



-See Table 1 in the appendix

Chart 2 shows changes in the number of faculty members by academic rank in the UH system since 2002. The base year is 2003-03 with a report in 2006-07 and ending in 2010-11. These measures are for faculty members on 9/10 month contracts and do not include those on 11/12 month contract or are classified as faculty in the contract, but do not teach. Full professors are the largest group in all three years and instructors account for the smallest group. There has been an increase in the number of faculty in each rank except associates over the time period.

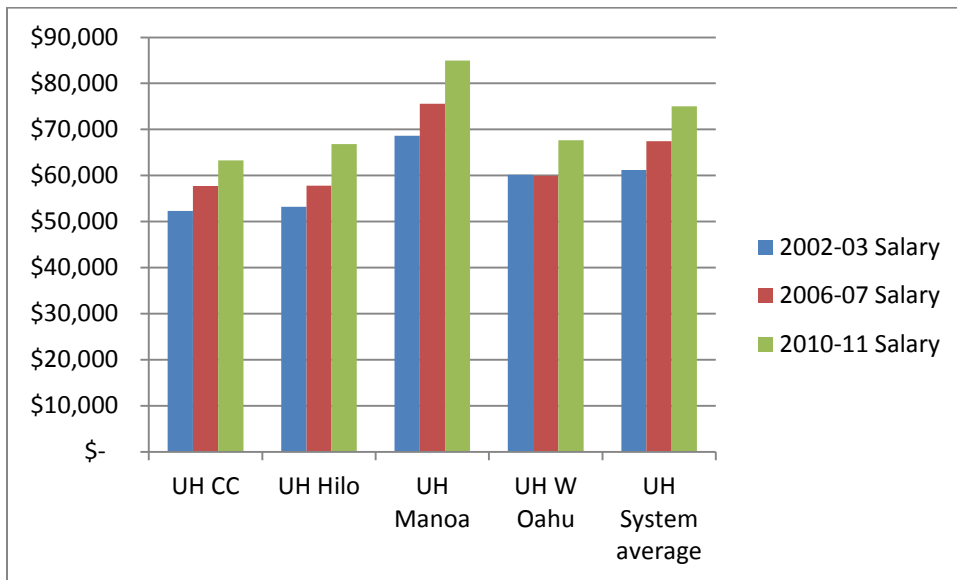
Chart 2. Number of 9/10 month contract faculty members teaching in UH, 2002-03, 2006-07 and 2010-11



-See Table 2 in the appendix

Chart 3 shows the changes in average salaries for the individual campuses in the UH system starting in 2002. Each campus shows an increase over prior years.

Chart 3. Average UH Salaries by campus 2002-03, 2006-07 and 2010-11



-See Table 3 in the appendix

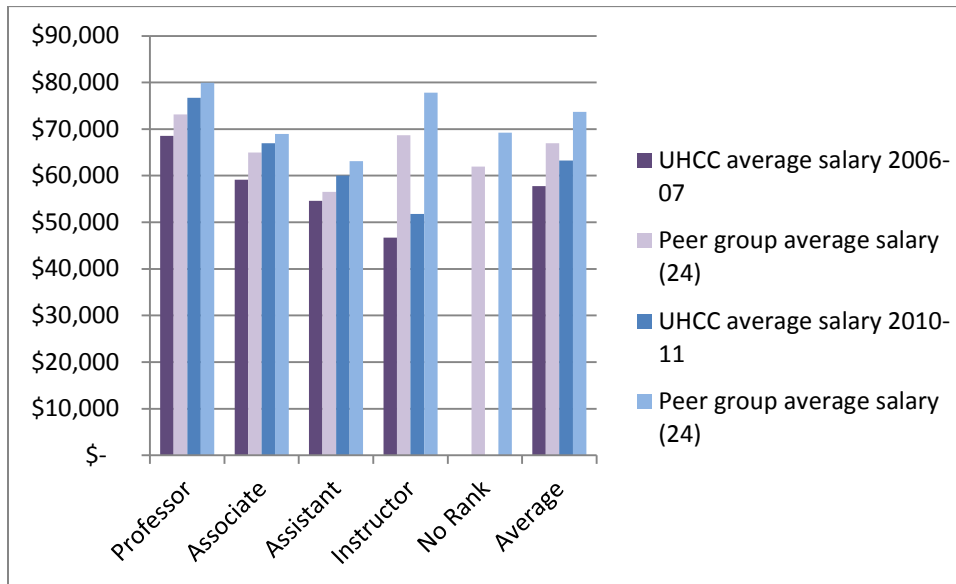
Comparison with peers

The next series of charts shows how each UH campus average faculty salaries by academic rank compare with their peers in 2006-07 and 2010-11. In three cases, the average salary paid by academic rank in the peer group exceeds that paid in the UH campuses. The exception is UHWO where their salaries exceeded those of the peers.

The peer institutions have faculty members with no rank, but the UH campuses do not. In those cases, the peer average for faculty members with no rank is presented and included in the average salary paid.

Chart 4 shows that UHCC average salaries fall just below those of peers in both 2010-11 and 2006-07. In both years, instructors in UHCC are paid much less on average than are those in the peer institutions.

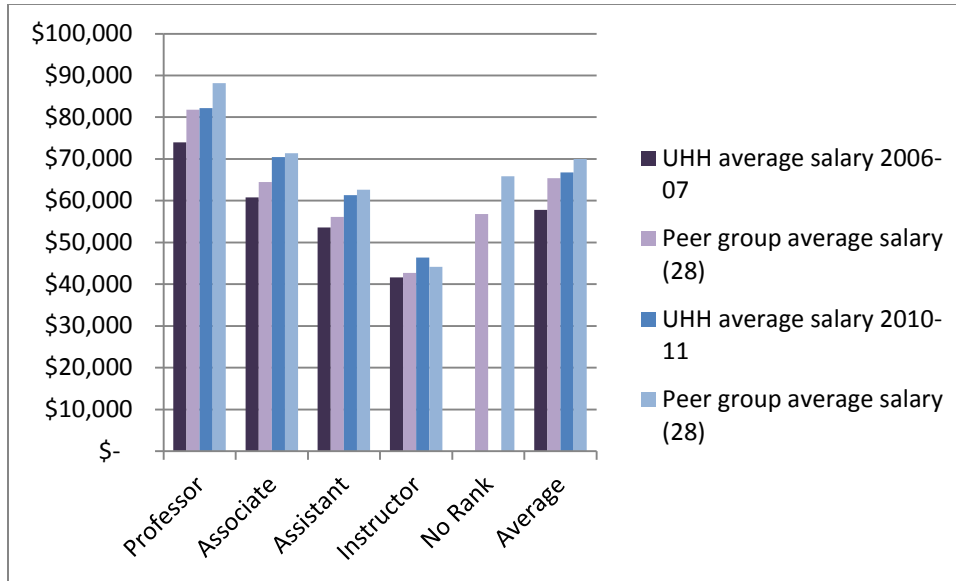
Chart 4. Average salaries at UHCC compared with peers, 2006-07 and 2010-11



-See Table 4 in the appendix

Average salaries at UHH fell below peers, but in some categories, UHH had higher salaries (instructor) or nearly equal to the peers (associate and assistant). Professors lagged the peer group average more than other ranks. The gaps have diminished between 2006-07 and 2010-11.

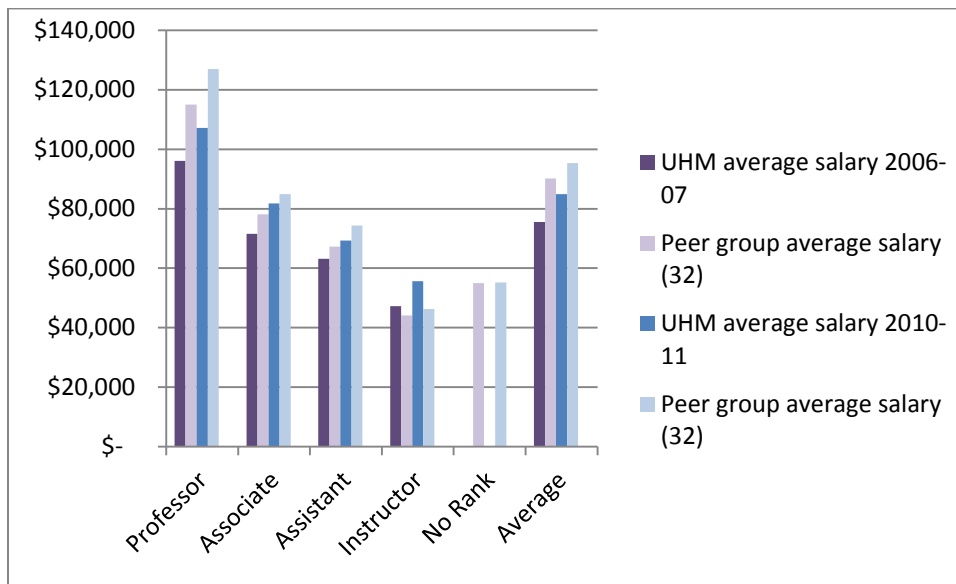
Chart 5. Average salaries at UHH compared with peers, 2006-07 and 2010-11



-See Table 5 in the appendix

UHM salaries lag those of the peer group in all cases, except instructor. The gap is largest for professors. That was the case in both years.

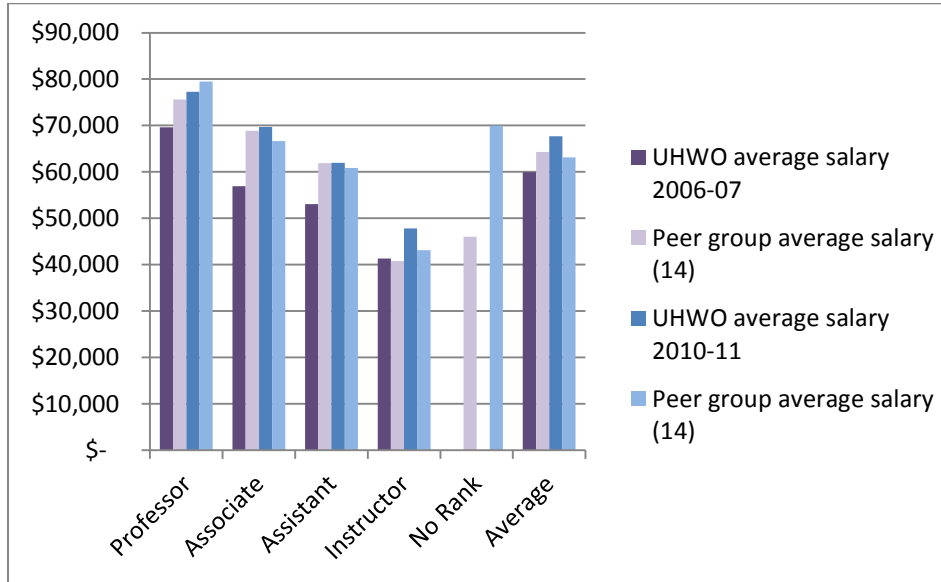
Chart 6. Average salaries at UHM compared with peers, 2006-07 and 2010-11



-See Table 6 in the appendix

UHWO is the only case where average salaries lagged the peers in 2006-07, but exceeded them in 2010-11.

Chart 7. Average salaries at UHWO compared with peers, 2006-07 and 2010-11



-See Table 7 in the appendix

Benefits

Total compensation is the sum of salaries and the cash value of benefits. IPEDS calculates average benefits across all academic ranks. The bulk of the benefit dollars are in health insurance and retirement. The average benefit amount reported is that paid either by the institution or the state. Any contribution made by the faculty member is not included in the total. In UHCC, the total benefit as a percent of compensation reported by peers is greater than that reported by UHCC. In all other cases, the UH provides a larger share of compensation in the form of benefits.

Chart 8a. University of Hawai'i average benefits as a percent of salary compared with peers, 2006-07

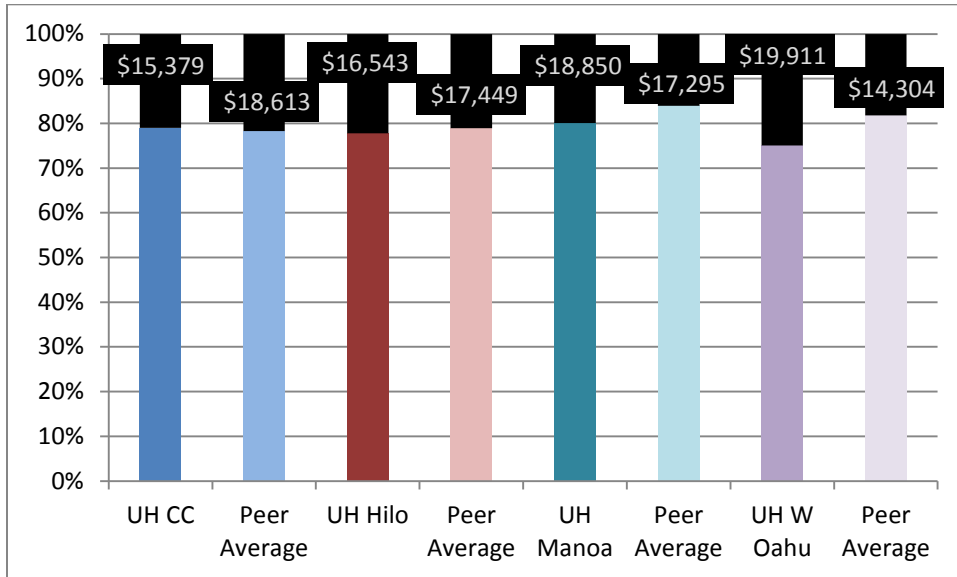
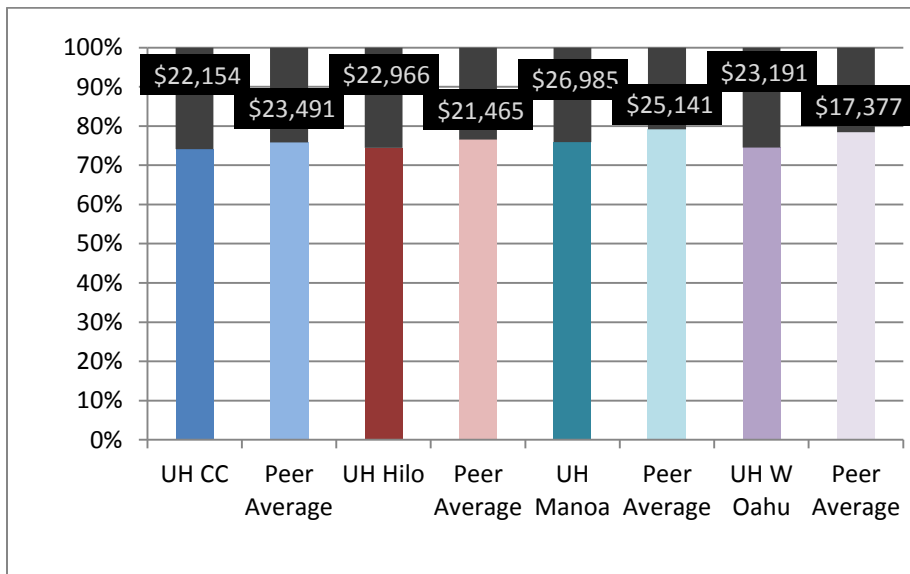


Chart 8b. University of Hawai'i average benefits as a percent of salary compared with peers, 2010-11



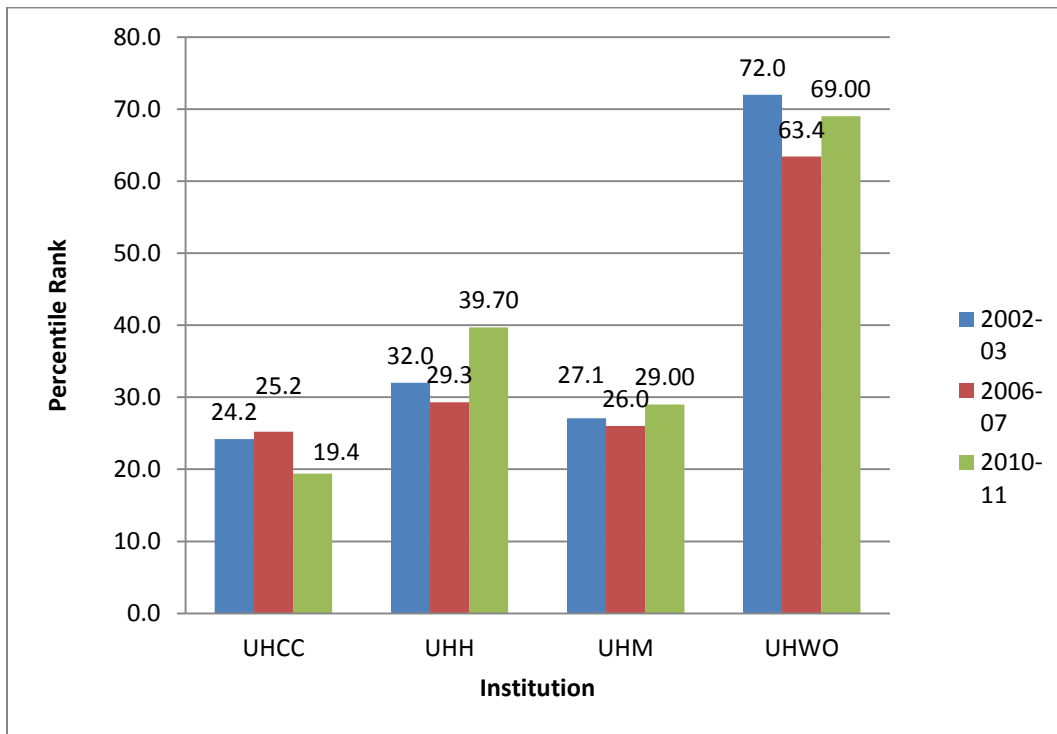
-See Table 8 in the appendix

Historical change in rank of UH institutions

The following charts change the basis of comparison from the average salaries to the percentile rank of UH institutions within the peer group. These charts rank the institutional average salaries in the distribution of the peer institutions. A 50th percentile rank means that half the peer colleges are above and half are below the UH institution. This series of charts provides an historical view of where salaries would have been if they were to have met the 20th, 50th, and 80th percentile rank.

Chart 9 shows the actual ranking of each UH institution for the three test years. Only UHWO was above the 40th percentile rank in any of the three years. The rank of UHCC dropped in 2010-11 relative to history, but UHH and UHM improved. UHWO had its highest rank in 2002-03.

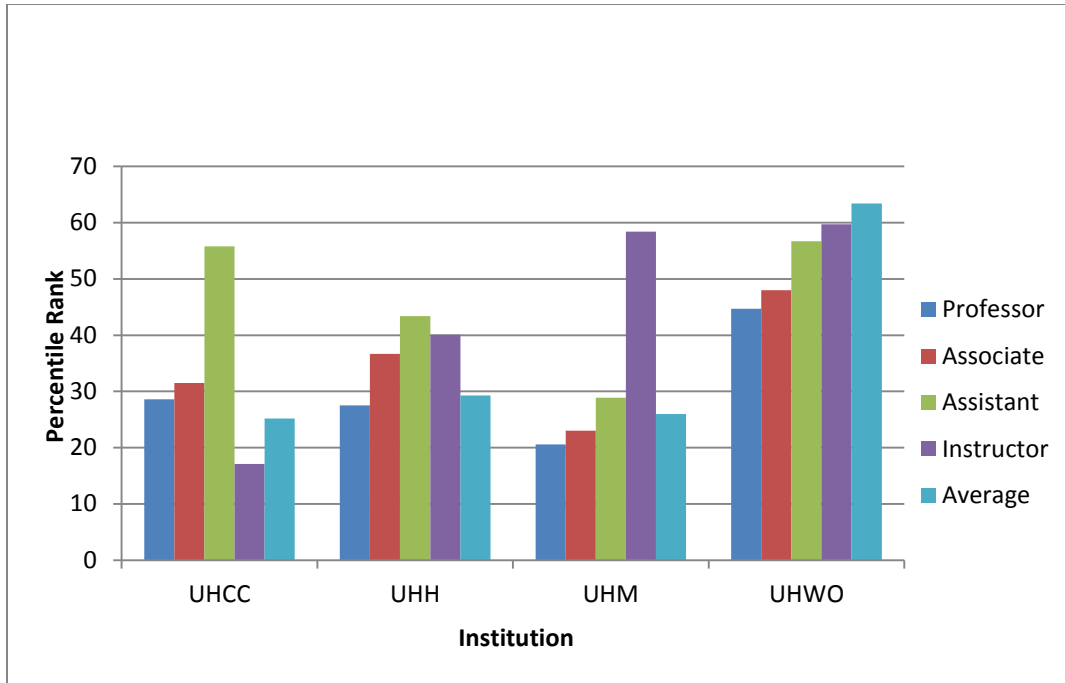
Chart 9. UH Institutional rank relative to peers; 2002-03, 2006-07 and 2010-11



-See Table 9 in the appendix

Chart 10 and 11 show the percentile rank for each academic category relative to the same academic category in the peer group. Because a number of community colleges do not assign faculty to academic rank, the average is perhaps the most meaningful comparison in that case. The ranking by academic category shows variation among the university campuses.

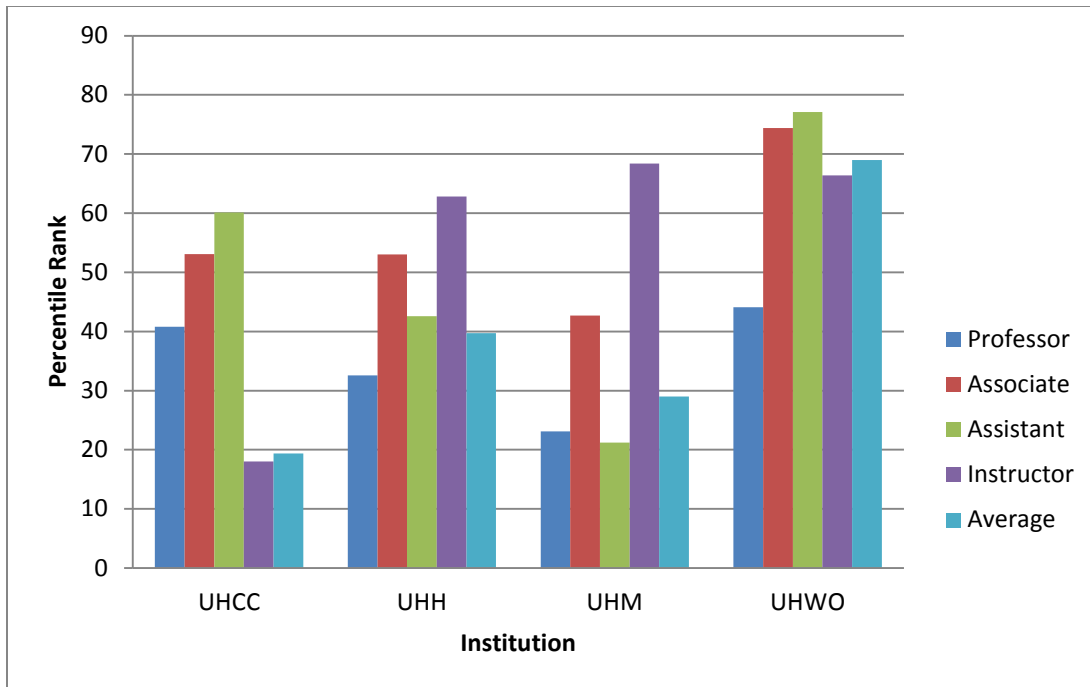
Chart 10. UH Average Salary Percentile Ranks by Faculty Ranks, 2006-07



-See table 10 in the appendix

Comparing the 2010-11 percentile rankings with those of 2006-07, the UH campuses have increased their ranking in most cases. The exception to this is the average salary in community colleges, which has dropped relative to peers. Change in rank can result from changes both in the salaries paid by institutions in the peer group and salaries paid to faculty in the UH campuses.

Chart 11. UH Average Salary Percentile Ranks by Faculty Ranks, 2010-11



-See Table 11 in the appendix

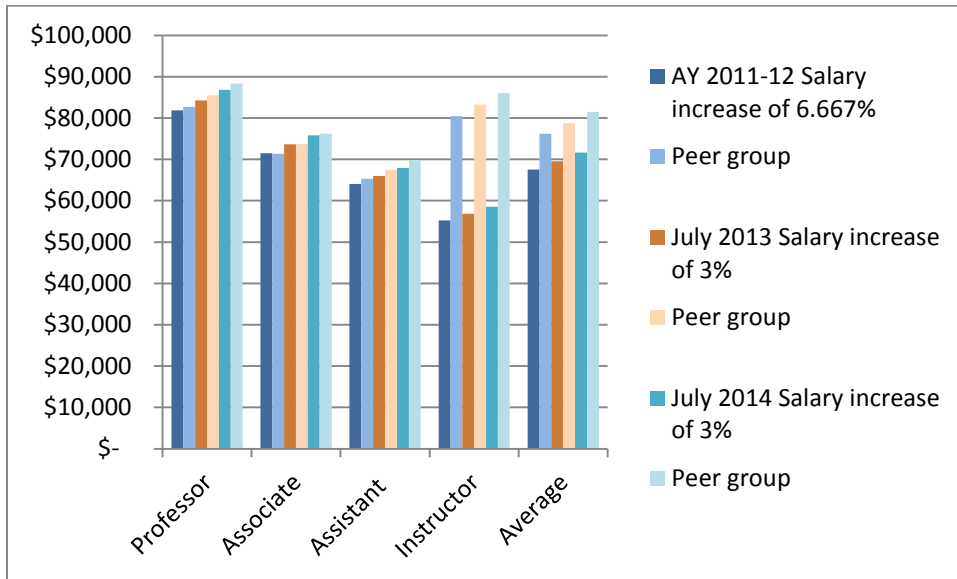
Projection of UH Salaries Using Planned Increases

Effective January 1, 2010, all faculty members hired on or before December 31, 2009, whose salaries are paid from appropriated funds (e.g. general, special, revolving, or appropriated federal funds) had their base salaries temporarily decreased by six and two-thirds percent (6.667%). In the out years of this six-year contract, faculty members will receive a 6.667 percent increase to compensate for the income that was withheld earlier in three increments, 25 percent in 2012, 25 percent in 2013, and 50 percent in 2014. Faculty members who have retired or do retire are given the entire amount or balance from the 6.667 percent in a lump sum payment. In addition, the faculty will have a 3 percent across-the-board salary increase in 2013 and 2014 that will add 6 percent over two years. Plus, there will be a contract reconsideration in 2013, where the parties can negotiate increases, but not decreases, in salary.

The following charts show the effect of these increases between now and 2014. The data show the full increase of the 6.667 adjustment in the 2011-12 year with the 3 percent increase in each of the following years. The result shows the planned increase in current dollars between 2010-11 and 2014-15. The increased salaries are compared with the projected average for the peer institutions. The increase for the peer institutions is calculated by extrapolating the average observed increase since 2002-03 through 2010-11 into the future.

On average, the UHCC average salaries fall below those of the peer colleges. Even with the projected increases, UHCC salaries are just staying even with the expected increases in the peer group. Most of the difference is accounted for by faculty classified as instructors.

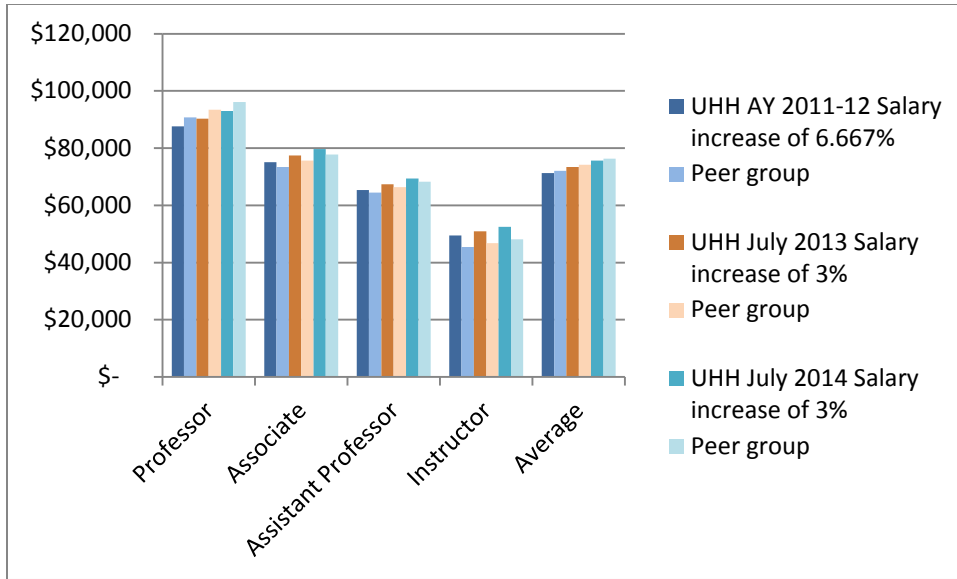
Chart12. Projected Salary Using Planned Increases Compared with Peers, UHCC& Maui



-See table 12 in the appendix

The salaries for faculty at UHH are very close to the average salaries paid by peer institutions. Full professors' salaries fall below those of peers while instructors, associate, and assistant professors at UHH do slightly better.

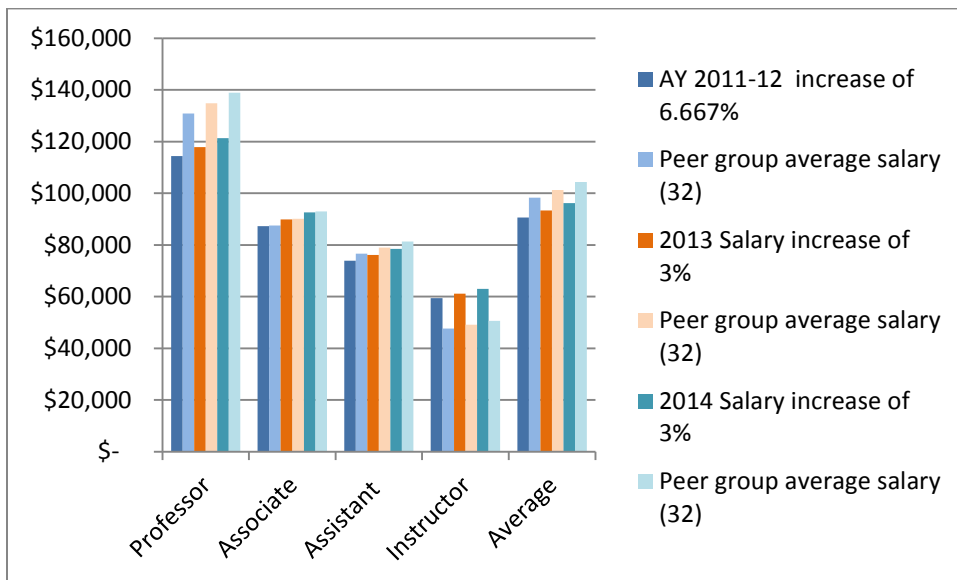
Chart 13. Projected Salary Using Planned Increases Compared with Peers, UHH



-See Table 13 in the appendix

The salaries at UHM lag those of the peer institutions with most of the difference being accounted for by the lower salaries for professors at UHM.

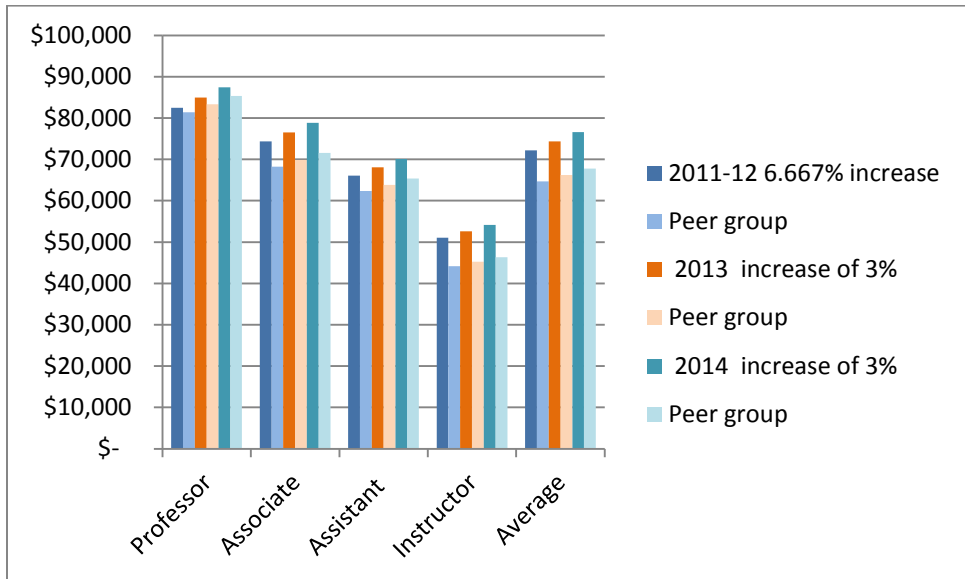
Chart 14. Projected Salary Using Planned Increases Compared with Peers, UHM



-See Table 14 in the appendix

UHWO faculty members are paid more on average than are those in the peer institutions. Under reasonable assumptions, this will continue in the near future. The UHWO faculty does better in all academic ranks compared with the peers.

Chart 15. Projected Salary Using Planned Increases Compared with Peers, UHWO



-See Table 15 in the appendix

Summary and Conclusion

Salaries for UH faculty members have increased since 2002-03, but the increase has just about held even with the peer institutions in every case. In most cases, the salaries paid to faculty in UH institutions fall below that of the salaries paid in the peer groups. The exception to this is UHWO.

When the UH institutions are placed in percentile rank with the peers, the results show that the UHCC faculty have dropped relative to other institutions while UHH climbed in their ranking and UHM stayed in the same general rank. UHWO ranks at the 70th percentile in 2010-11, which is close to its earlier rank.

Looking at the institutional percentile ranking by academic rank, it appears that UH professors' salaries generally fall below their peers at a greater rate than do the average salaries paid to associate or assistant professors.

Looking to the future, the planned increases to faculty salaries in Hawai'i will probably keep UH salaries in the same relationship with peers as shown in 2010-11. UHCC will continue to lag peers in average salary, UHH faculty salaries will stay close to even with peers, UHM will trail the peers, and only faculty salaries at UHWO will exceed salaries paid to faculty in the peer group.

Appendix

Where UH Salaries Would Have Been Under Three Assumptions

In addition to providing information about peer institution salaries, the charts provide an historical estimate of what the salaries would have been if the four UH institutions had paid faculty at the 20th percentile, the median (50th percentile) and the 80th percentile of the combined peer group.

Chart a. Percentile position of UHCC salaries under three assumptions

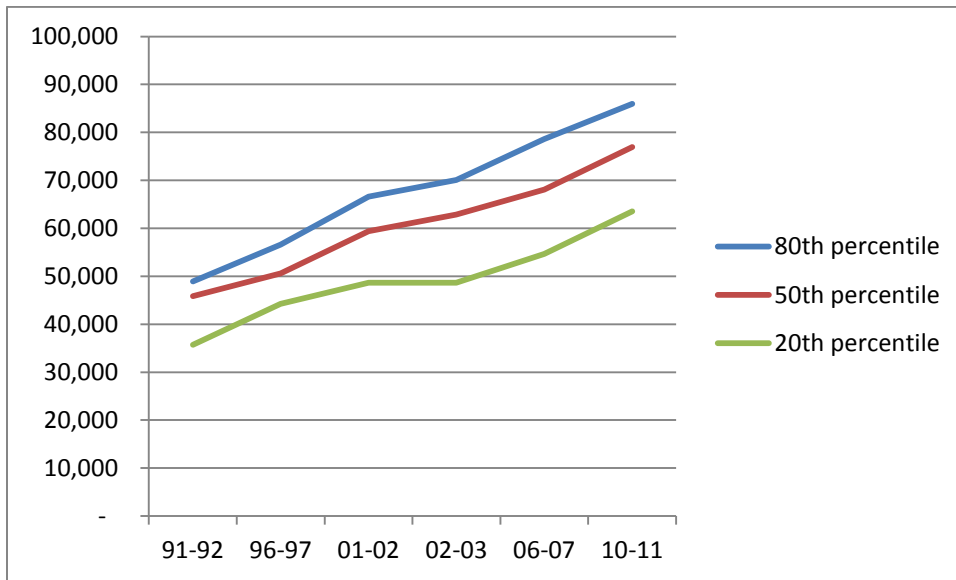


Chart b. Percentile position of UHH salaries under three assumptions

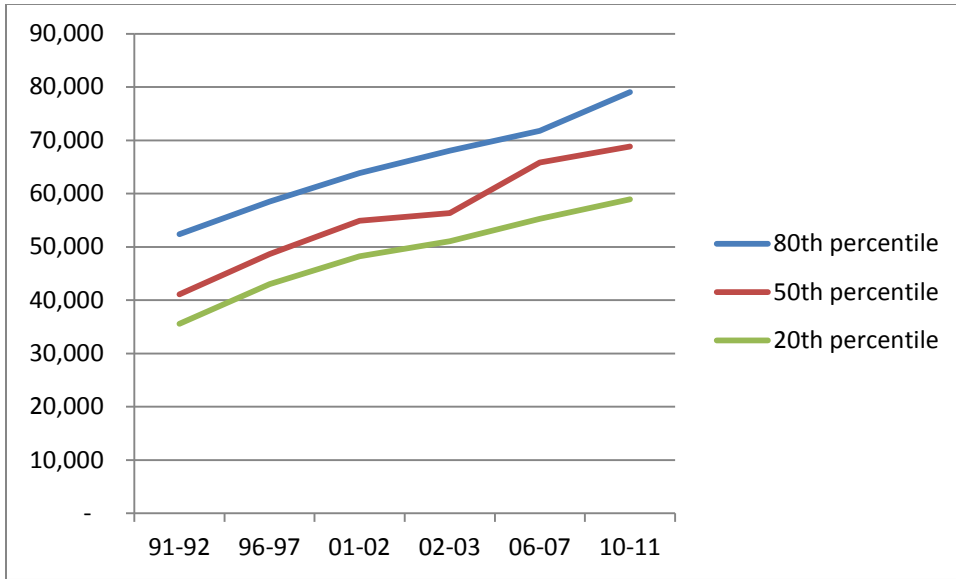


Chart c. Percentile position of UHM salaries under three assumptions

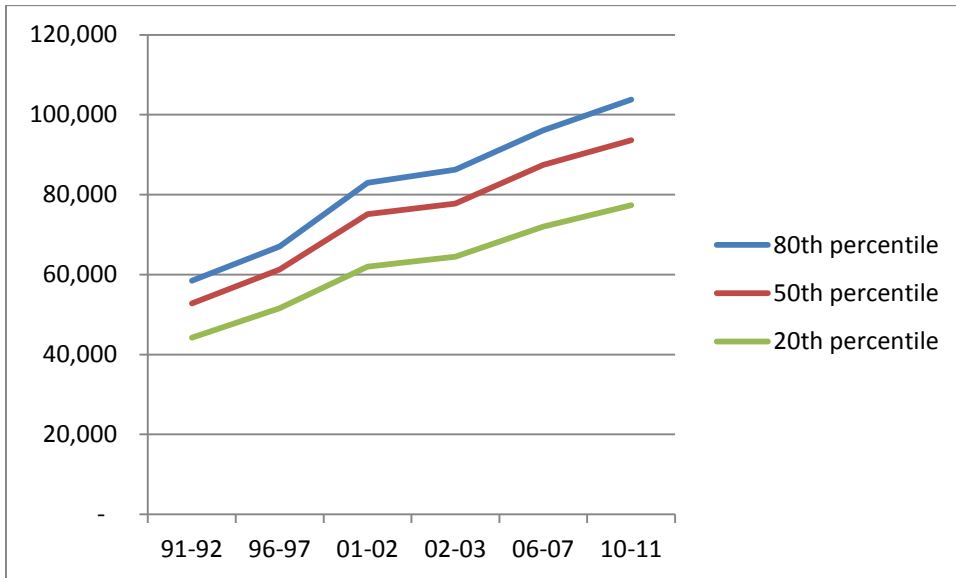
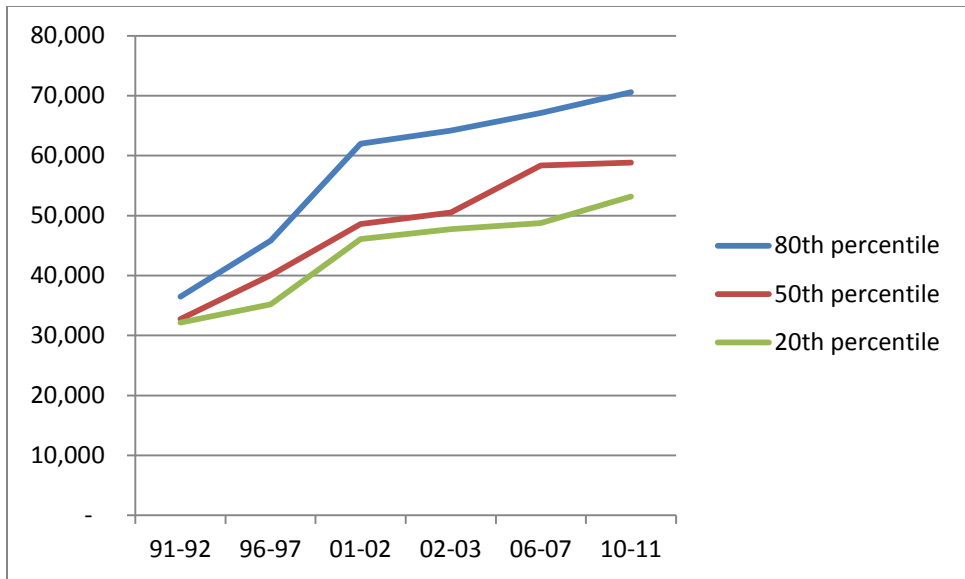


Chart d. Percentile position of UHWO salaries under three assumptions



Peer Groups:

UHCC & Maui Peer Institutions (24):

- Bakersfield College, CA
- Butte College, CA
- Citrus College, CA
- College of DuPage, IL
- CUNY Borough of Manhattan Community College, NY
- Cuyahoga Community College District, OH
- El Paso Community College, TX
- Florida Community College at Jacksonville, FL
- Glendale Community College, CA
- Kirkwood Community College, IA
- Lane Community College, OR
- Long Beach City College, CA
- Los Angeles Trade Technical College, CA
- Mesa Community College, AZ
- Miami-Dade Community College, FL
- Milwaukee Area Technical College, WI
- Montgomery College, MD
- Nassau Community College, NY
- Oakland Community College-Bloomfield Hills Campus, MI
- Portland Community College, OR
- Saint Louis Community College-Forest Park, MO
- Sinclair Community College, OH
- Southwestern College, CA

Spokane Falls Community College, WA

UHH Peer Institutions (28):

University of Arkansas at Pine Bluff, AR
University of Alaska Southeast, AK
California State University-Bakersfield, CA
California State University-Dominguez Hills, CA
California State University-East Bay, CA
California State University-Monterey Bay, CA
California State University-San Marcos, CA
California State University-Stanislaus, CA
Humboldt State University, CA
Sonoma State University, CA
Albany State University, GA
Kentucky State University, KY
Morgan State University, MD
St Mary's College of Maryland, MD
Mississippi Valley State University, MS
University of Minnesota-Morris, MN
Truman State University, MO
Eastern New Mexico University-Main Campus, NM
CUNY Medgar Evers College, NY
CUNY York College, NY
SUNY College at Old Westbury, NY
Elizabeth City State University, NC
University of North Carolina at Asheville, NC
Winston-Salem State University, NC
Mansfield University of Pennsylvania, PA
The University of Virginia's College at Wise, VA
University of Washington-Bothell Campus, WA
The Evergreen State College, WA

UHM Peer Institutions (32):

Indiana University-Bloomington, IN
Michigan State University, MI
Mississippi State University, MS
Oregon State University, OR
SUNY at Buffalo, NY
Stony Brook University, NY
University of Alaska Fairbanks, AK
University of Arizona, AZ
University of Arkansas Main Campus, AR
University of California-Berkeley, CA
University of California-Davis, CA
University of California-Irvine, CA
University of California-Los Angeles, CA

University of California-Riverside, CA
University of California-Santa Barbara, CA
University of California-Santa Cruz, CA
University of Colorado at Boulder, CO
University of Connecticut, CT
University of Florida, FL
University of Illinois at Urbana-Champaign, IL
University of Iowa, IA
University of Louisville, KY
University of Maryland-College Park, MD
University of Michigan-Ann Arbor, MI
University of Minnesota-Twin Cities, MN
University of Missouri-Columbia, MO
University of Nevada-Reno, NV
University of New Mexico-Main Campus, NM
University of Oregon, OR
University of Washington-Seattle Campus, WA
University of Wisconsin-Madison, WI
Washington State University, WA

UHWO Peer Institutions (14):

Bluefield State College, WV
California Maritime Academy, CA
Dakota State University, SD
Glennville State College, WV
Langston University, OK
Texas A&M University-Texarkana, TX
University of Minnesota-Crookston, MN
University of Washington-Bothell Campus, WA
University of Washington-Tacoma Campus, WA
Western State College of Colorado, CO
Oklahoma Panhandle State University, OK
West Virginia University Institute of Technology, WV
University of Science and Arts of Oklahoma, OK
Athens State University, AL

Tables

Table 1. Average UH Salaries of faculty members on 9/10 month contracts 2002-03, 2006-07 and 2010-11

	Professor	Associate	Assistant	Instructor	Average*
2002-03	\$77,648	\$59,941	\$52,336	\$42,072	\$61,214
2006-07	\$85,047	\$67,127	\$59,045	\$46,261	\$67,462
2010-11	\$95,182	\$76,547	\$64,826	\$52,591	\$75,018

*Average does not include the rank of lecturer.

Table 2. Number of 9/10 month contract faculty members teaching in UH, 2002-03, 2006-07 and 2010-11

	Professor	Associate	Assistant	Instructor	Total
2002-03	514	423	383	239	1,559
2006-07	565	378	445	286	1,674
2010-11	547	401	458	311	1,717

Table 3. Average UH Salaries by campus 2002-03, 2006-07 and 2010-11

	UH CC	UH Hilo	UH Manoa	UH W Oahu	UH System average
2002-03	\$ 52,322	\$ 53,206	\$ 68,665	\$ 60,125	\$ 61,214
2006-07	\$ 57,737	\$ 57,803	\$ 75,582	\$ 59,970	\$ 67,462
2010-11	\$ 63,285	\$ 66,803	\$ 84,945	\$ 67,697	\$ 75,018

Table 4. Average salaries at UHCC compared with peers, 2006-07 and 2010-11

	2006-07					
	Professor	Associate	Assistant	Instructor	No Rank	Average
UHCC average salary 2006-07	\$ 68,520	\$ 59,163	\$ 54,612	\$ 46,711		\$ 57,737
Peer group average salary (24)	\$ 73,132	\$ 64,983	\$ 56,561	\$ 68,693	\$ 61,968	\$ 66,992
<i>Average dollar difference</i>	\$ 4,612	\$ 5,820	\$ 1,949	\$ 21,983		\$ 9,254
	2010-11					
	Professor	Associate	Assistant	Instructor	No Rank	Average
UHCC average salary 2010-11	\$ 76,713	\$ 67,000	\$ 60,032	\$ 51,760		\$ 63,286
Peer group average salary (24)	\$ 79,959	\$ 68,978	\$ 63,131	\$ 77,845	\$ 69,246	\$ 73,712
<i>Average dollar difference</i>	\$ 3,246	\$ 1,977	\$ 3,099	\$ 26,085		\$ 10,427

Table 5. Average salaries at UHH compared with peers, 2006-07 and 2010-11

	2006-07					
	Professor	Associate	Assistant	Instructor	No Rank	Average
UHH average salary 2006-07	\$ 73,944	\$ 60,830	\$ 53,616	\$ 41,633		\$ 57,803
Peer group average salary (28)	\$ 81,817	\$ 64,464	\$ 56,129	\$ 42,737	\$ 56,819	\$ 65,402
<i>Average dollar difference</i>	\$ 7,873	\$ 3,634	\$ 2,513	\$ 1,104		\$ 7,599
	2010-11					
	Professor	Associate	Assistant	Instructor	No Rank	Average
UHH average salary 2010-11	\$ 82,159	\$ 70,445	\$ 61,298	\$ 46,364		\$ 66,803
Peer group average salary (28)	\$ 88,156	\$ 71,357	\$ 62,640	\$ 44,149	\$ 65,874	\$ 70,007
<i>Average dollar difference</i>	\$ 5,997	\$ 912	\$ 1,342	\$ (2,216)		\$ 3,204

Table 6. Average salaries at UHM compared with peers, 2006-07 and 2010-11

	2006-07					
	Professor	Associate	Assistant	Instructor	No Rank	Average
UHM average salary 2006-07	\$ 96,077	\$ 71,600	\$ 63,136	\$ 47,209		\$ 75,582
Peer group average salary (32)	\$ 115,007	\$ 78,157	\$ 67,284	\$ 44,109	\$ 54,957	\$ 90,174
<i>Average dollar difference</i>	\$ 18,930	\$ 6,557	\$ 4,148	\$ (3,100)		\$ 14,593
	2010-11					
	Professor	Associate	Assistant	Instructor	No Rank	Average
UHM average salary 2010-11	\$ 107,232	\$ 81,808	\$ 69,302	\$ 55,625		\$ 84,946
Peer group average salary (32)	\$ 126,964	\$ 84,905	\$ 74,330	\$ 46,237	\$ 55,180	\$ 95,394
<i>Average dollar difference</i>	\$ 19,733	\$ 3,097	\$ 5,028	\$ (9,388)		\$ 10,449

Table 7. Average salaries at UHWO compared with peers, 2006-07 and 2010-11

	2006-07					
	Professor	Associate	Assistant	Instructor	No Rank	Average
UHWO average salary 2006-07	\$ 69,641	\$ 56,892	\$ 53,053	\$ 41,301		\$ 59,970
Peer group average salary (14)	\$ 75,613	\$ 68,859	\$ 61,874	\$ 40,784	\$ 45,991	\$ 64,302
<i>Average dollar difference</i>	\$ 5,972	\$ 11,967	\$ 8,821	\$ (517)		\$ 4,333
	2010-11					
	Professor	Associate	Assistant	Instructor	No Rank	Average
UHWO average salary 2010-11	\$ 77,285	\$ 69,672	\$ 61,955	\$ 47,844		\$ 67,697
Peer group average salary (14)	\$ 79,456	\$ 66,657	\$ 60,886	\$ 43,136	\$ 69,970	\$ 63,138
<i>Average dollar difference</i>	\$ 2,171	\$ (3,015)	\$ (1,069)	\$ (4,708)		\$ (4,559)

Table 8. University of Hawai'i benefits compared with peers, 2006-07 and 2010-11

	2006-07 salary	2006-07 benefits	Benefits as a % of salary	2010-11 salary	2010-11 benefits	Benefits as a % of salary
UH CC	\$57,737	\$15,379	26.6%	\$63,286	\$22,154	35.0%
<i>Peer Average</i>	\$66,992	\$18,613	27.8%	\$73,712	\$23,491	31.9%
UH Hilo	\$57,803	\$16,543	28.6%	\$66,803	\$22,966	34.4%
<i>Peer Average</i>	\$65,402	\$17,449	26.7%	\$70,007	\$21,465	30.7%
UH Manoa	\$75,582	\$18,850	24.9%	\$84,946	\$26,985	31.8%
<i>Peer Average</i>	\$90,174	\$17,295	19.2%	\$95,394	\$25,141	26.4%
UH W Oahu	\$59,970	\$19,911	33.2%	\$67,697	\$23,191	34.3%
<i>Peer Average</i>	\$64,302	\$14,304	22.2%	\$63,138	\$17,377	27.5%

Table 9. UH Institutional rank relative to peers; 2002-03, 2006-07 and 2010-11

	2002-03	2006-07	2010-11
UHCC	24.2	25.2	19.4
UHH	32.0	29.3	39.70
UHM	27.1	26.0	29.00
UHWO	72.0	63.4	69.00

Table 10. UH Average Salary Percentile Ranks by Faculty Ranks, 2006-07

	Professor	Associate	Assistant	Instructor	Average
UHCC	28.6	31.5	55.8	17.1	25.2
UHH	27.5	36.7	43.4	40.1	29.3
UHM	20.6	23.0	28.9	58.4	26.0
UHWO	44.7	48.0	56.7	59.7	63.4

Table 11. UH Average Salary Percentile Ranks by Faculty Ranks, 2010-11

	Professor	Associate	Assistant	Instructor	Average
UHCC	40.8	53.1	60.1	18.0	19.4
UHH	32.6	53.0	42.6	62.8	39.7
UHM	23.1	42.7	21.2	68.4	29.0
UHWO	44.1	74.4	77.1	66.4	69.0

Table 12. Projected Salary Using Planned Increases Compared with Peers, UHCC& Maui

	Professor	Associate	Assistant Professor	Instructor	Average
AY 2011-12 Salary increase of 6.667%	\$81,828	\$71,467	\$64,034	\$55,211	\$67,505
Peer group	\$82,669	\$71,316	\$65,272	\$80,484	\$76,211
July 2013 Salary increase of 3%	\$84,283	\$73,611	\$65,955	\$56,867	\$69,530
Peer group	\$85,472	\$73,733	\$ 67,484	\$ 83,213	\$78,795
July 2014 Salary increase of 3%	\$86,811	\$75,820	\$67,934	\$58,573	\$71,616
Peer group	\$88,369	\$76,233	\$69,772	\$86,034	\$81,466

Table 13. Projected Salary Using Planned Increases Compared with Peers, UHH

	Professor	Associate	Assistant Professor	Instructor	Average
UHH AY 2011-12 Salary increase of 6.667%	\$ 87,637	\$ 75,142	\$ 65,385	\$ 49,455	\$ 71,257
Peer group	\$ 90,739	\$ 73,448	\$ 64,476	\$ 45,442	\$ 72,058
UHH July 2013 Salary increase of 3%	\$ 90,266	\$ 77,396	\$ 67,346	\$ 50,939	\$ 73,395
Peer group	\$ 93,398	\$ 75,600	\$ 66,365	\$ 46,774	\$ 74,170
UHH July 2014 Salary increase of 3%	\$ 92,974	\$ 79,718	\$ 69,367	\$ 52,467	\$ 75,597
Peer group	\$ 96,135	\$ 77,815	\$ 68,309	\$ 48,144	\$ 76,343

Table 14. Projected Salary Using Planned Increases Compared with Peers, UHM

	Professor	Associate	Assistant	Instructor	Average
AY 2011-12 increase of 6.667%	\$ 114,381	\$ 87,262	\$ 73,923	\$ 59,333	\$ 90,609
Peer group average salary (32)	\$ 130,837	\$ 87,494	\$ 76,597	\$ 47,647	\$ 98,304
2013 Salary increase of 3%	\$ 117,812	\$ 89,880	\$ 76,140	\$ 61,113	\$ 93,327
Peer group average salary (32)	\$ 134,827	\$ 90,163	\$ 78,933	\$ 49,101	\$101,302
2014 Salary increase of 3%	\$ 121,347	\$ 92,576	\$ 78,425	\$ 62,947	\$ 96,127
Peer group average salary (32)	\$ 138,939	\$ 92,913	\$ 81,341	\$ 50,598	\$104,392

Table 15. Projected Salary Using Planned Increases Compared with Peers, UHWO

	Professor	Associate	Assistant	Instructor	Average
2011-12 6.667% increase	\$ 82,437	\$ 74,317	\$ 66,085	\$ 51,034	\$ 72,210
Peer group	\$ 81,363	\$ 68,257	\$ 62,347	\$ 44,171	\$ 64,653
2013 increase of 3%	\$ 84,910	\$ 76,547	\$ 68,068	\$ 52,565	\$ 74,377
Peer group	\$ 83,316	\$ 69,895	\$ 63,843	\$ 45,231	\$ 66,205
2014 increase of 3%	\$ 87,458	\$ 78,843	\$ 70,110	\$ 54,142	\$ 76,608
Peer group	\$ 85,315	\$ 71,573	\$ 65,375	\$ 46,317	\$ 67,794