<table>
<thead>
<tr>
<th>Academic Rank</th>
<th>% of Faculty in Cohort</th>
<th>% of Faculty with Adjustments</th>
<th>Total Cohort Salary</th>
<th>Total Dollar Adjustments</th>
<th>Total Cohort Salary After Adjustments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor</td>
<td>25.9%</td>
<td>27.1%</td>
<td>36,339,413</td>
<td>141,523</td>
<td>36,480,936</td>
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<tr>
<td>Associate Professor</td>
<td>29.6%</td>
<td>39.5%</td>
<td>48,897,500</td>
<td>305,835</td>
<td>49,203,335</td>
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<tr>
<td>Professor</td>
<td>44.6%</td>
<td>33.3%</td>
<td>96,782,904</td>
<td>438,301</td>
<td>97,221,205</td>
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<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>182,019,817</td>
<td>885,659</td>
<td>182,905,476</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gender</th>
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<tbody>
<tr>
<td>F</td>
<td>36.4%</td>
<td>49.7%</td>
<td>60,883,723</td>
<td>458,833</td>
<td>61,342,556</td>
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<tr>
<td>M</td>
<td>63.6%</td>
<td>50.3%</td>
<td>121,136,094</td>
<td>426,826</td>
<td>121,562,920</td>
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<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>182,019,817</td>
<td>885,659</td>
<td>182,905,476</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
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<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
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<tbody>
<tr>
<td>American Indian/Alaska Native</td>
<td>0.8%</td>
<td>1.1%</td>
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<tr>
<td>Asian</td>
<td>13.4%</td>
<td>17.5%</td>
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<td></td>
<td></td>
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<td></td>
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<tr>
<td>Hispanic/Latino</td>
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<td></td>
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</tr>
<tr>
<td>Not Specified</td>
<td>10.2%</td>
<td>9.6%</td>
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<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>66.1%</td>
<td>59.9%</td>
<td></td>
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<td></td>
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<td></td>
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<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
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</table>

| Academic Rank Proportions | | | | | | | | |
|---------------------------| | | | | | | | |
| Assistant Professor       | 25.9% | 16.0% |
| Associate Professor       | 29.6% | 34.5% |
| Professor                 | 44.6% | 49.5% |

| Gender Proportions        | | | | | | | | |
|---------------------------| | | | | | | | |
| F                         | 36.4% | 51.8% |
| M                         | 63.6% | 48.2% |

| Ethnicity Proportions     | | | | | | | | |
|---------------------------| | | | | | | | |
| American Indian/Alaska Native | 0.8% | 1.3% |
| Asian                     | 13.4% | 13.9% |
| Black/African American    | 2.1%  | 2.2%  |
| Hispanic/Latino           | 7.4%  | 10.0% |
| Not Specified             | 10.2% | 5.4%  |
| White                     | 66.1% | 67.2% |
### Adjustments by College

<table>
<thead>
<tr>
<th>College Name</th>
<th>% Faculty with Adjustments</th>
<th>Total Cohort Salary</th>
<th>Total Dollar Adjustments</th>
<th>Total Cohort Salary After Adjustments</th>
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</thead>
<tbody>
<tr>
<td>College Arch Plan &amp; Landscape Arch</td>
<td>45.0%</td>
<td>1,776,373</td>
<td>17,094</td>
<td>1,793,467</td>
</tr>
<tr>
<td>College of Agric and Life Sci</td>
<td>28.2%</td>
<td>11,288,211</td>
<td>170,696</td>
<td>11,458,907</td>
</tr>
<tr>
<td>College of Applied Sci &amp; Tech</td>
<td>50.0%</td>
<td>323,800</td>
<td>11,900</td>
<td>335,700</td>
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<tr>
<td>College of Education</td>
<td>14.5%</td>
<td>5,139,684</td>
<td>29,324</td>
<td>5,169,008</td>
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<tr>
<td>College of Engineering</td>
<td>7.7%</td>
<td>13,606,348</td>
<td>78,240</td>
<td>13,684,588</td>
</tr>
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<td>College of Fine Arts</td>
<td>17.6%</td>
<td>6,930,140</td>
<td>38,331</td>
<td>6,968,471</td>
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<tr>
<td>College of Humanities</td>
<td>7.6%</td>
<td>6,541,254</td>
<td>7,400</td>
<td>6,548,654</td>
</tr>
<tr>
<td>College of Medicine - Phoenix</td>
<td>33.3%</td>
<td>2,707,747</td>
<td>17,465</td>
<td>2,725,212</td>
</tr>
<tr>
<td>College of Medicine - Tucson</td>
<td>4.1%</td>
<td>36,349,420</td>
<td>137,596</td>
<td>36,487,016</td>
</tr>
<tr>
<td>College of Nursing</td>
<td>12.5%</td>
<td>1,793,282</td>
<td>10,000</td>
<td>1,803,282</td>
</tr>
<tr>
<td>College of Pharmacy</td>
<td>19.2%</td>
<td>3,704,227</td>
<td>15,504</td>
<td>3,719,731</td>
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<tr>
<td>College of Public Health</td>
<td>8.1%</td>
<td>5,089,127</td>
<td>17,300</td>
<td>5,106,427</td>
</tr>
<tr>
<td>College of Science</td>
<td>4.7%</td>
<td>37,483,556</td>
<td>83,495</td>
<td>37,567,051</td>
</tr>
<tr>
<td>College of Social &amp; Behav Sci</td>
<td>13.1%</td>
<td>25,046,712</td>
<td>123,304</td>
<td>25,170,016</td>
</tr>
<tr>
<td>Eller College of Management</td>
<td>15.2%</td>
<td>16,210,746</td>
<td>75,550</td>
<td>16,286,296</td>
</tr>
<tr>
<td>James C Wyant Coll Optical Sci</td>
<td>25.8%</td>
<td>4,009,270</td>
<td>37,845</td>
<td>4,047,115</td>
</tr>
<tr>
<td>James E Rogers College of Law</td>
<td>13.6%</td>
<td>3,658,476</td>
<td>14,615</td>
<td>3,673,091</td>
</tr>
</tbody>
</table>

*Note: Two employees with a dual-appointment between College of Engineering and James C Wyant College of Optical Sciences are only reflected once in this data. These employees are only included for the college where they hold greater than 0.5 FTE.*
SUMMARY – By College
### SUMMARY | Col Arch Plan & Landscape Arch

<table>
<thead>
<tr>
<th>Academic Rank</th>
<th>% of Faculty in Cohort</th>
<th>% of Faculty with Adjustments</th>
<th>Avg. Cohort Salary</th>
<th>Avg. Total Dollar Adjustments</th>
<th>Avg. Cohort Salary After Adjustments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor</td>
<td>45.0%</td>
<td>44.4%</td>
<td>73,740</td>
<td>369</td>
<td>74,109</td>
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<tr>
<td>Associate Professor</td>
<td>40.0%</td>
<td>44.4%</td>
<td>84,978</td>
<td>1,552</td>
<td>86,529</td>
</tr>
<tr>
<td>Professor</td>
<td>15.0%</td>
<td>11.1%</td>
<td>144,297</td>
<td>453</td>
<td>144,750</td>
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<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>88,819</td>
<td>855</td>
<td>89,673</td>
</tr>
</tbody>
</table>

### Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>15.0%</td>
<td>22.2%</td>
<td>82,280</td>
<td>1,300</td>
<td>83,580</td>
<td>22.2%</td>
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<tr>
<td>Not Specified</td>
<td>25.0%</td>
<td>33.3%</td>
<td>77,500</td>
<td>1,157</td>
<td>78,656</td>
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<tr>
<td>White</td>
<td>60.0%</td>
<td>44.4%</td>
<td>95,170</td>
<td>618</td>
<td>95,787</td>
<td>60.0%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>88,819</td>
<td>855</td>
<td>89,673</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

### Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
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<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>F</td>
<td>40.0%</td>
<td>44.4%</td>
<td>83,754</td>
<td>995</td>
<td>84,749</td>
<td>55.6%</td>
</tr>
<tr>
<td>M</td>
<td>60.0%</td>
<td>55.6%</td>
<td>92,195</td>
<td>761</td>
<td>92,957</td>
<td>44.4%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>88,819</td>
<td>855</td>
<td>89,673</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

### Academic Rank Proportions

- **Assistant Professor**: 45.0% of Faculty in Cohort, 19.4% of Dollar Adjustment
- **Associate Professor**: 40.0% of Faculty in Cohort, 72.6% of Dollar Adjustment
- **Professor**: 15.0% of Faculty in Cohort, 8.0% of Dollar Adjustment

### Ethnicity Proportions

- **Asian**: 15.0% of Faculty in Cohort, 22.8% of Dollar Adjustment
- **Not Specified**: 25.0% of Faculty in Cohort, 33.8% of Dollar Adjustment
- **White**: 60.0% of Faculty in Cohort, 43.3% of Dollar Adjustment

### Gender Proportions

- **F**: 40.0% of Faculty in Cohort, 46.6% of Dollar Adjustment
- **M**: 60.0% of Faculty in Cohort, 53.4% of Dollar Adjustment

### % of College Faculty Receiving Adjustments: 45.0%
## SUMMARY | College of Agric and Life Sci

### Academic Rank

<table>
<thead>
<tr>
<th>Academic Rank</th>
<th>% of Faculty in Cohort</th>
<th>% of Faculty with Adjustments</th>
<th>Avg. Cohort Salary</th>
<th>Avg. Total Dollar Adjustments</th>
<th>Avg. Cohort Salary After Adjustments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor</td>
<td>22.7%</td>
<td>12.9%</td>
<td>86,731</td>
<td>747</td>
<td>87,478</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>35.5%</td>
<td>54.8%</td>
<td>95,822</td>
<td>2,227</td>
<td>98,049</td>
</tr>
<tr>
<td>Professor</td>
<td>41.8%</td>
<td>32.3%</td>
<td>117,019</td>
<td>1,417</td>
<td>118,436</td>
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<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>102,620</td>
<td>1,552</td>
<td>104,172</td>
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</table>

### Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>F</td>
<td>33.6%</td>
<td>32.3%</td>
<td>100,534</td>
<td>2,151</td>
<td>102,685</td>
<td>104,925</td>
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<tr>
<td>M</td>
<td>66.4%</td>
<td>67.7%</td>
<td>103,677</td>
<td>1,248</td>
<td>104,925</td>
<td>104,925</td>
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<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>102,620</td>
<td>1,552</td>
<td>104,172</td>
<td>104,172</td>
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### Ethnicity

<table>
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<tr>
<th>Ethnicity</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
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</thead>
<tbody>
<tr>
<td>Asian</td>
<td>12.7%</td>
<td>16.1%</td>
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<td>98,463</td>
<td>98,463</td>
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<td>2,500</td>
<td>96,982</td>
<td>96,982</td>
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<td>105,622</td>
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<tr>
<td>Grand Total</td>
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<td>100.0%</td>
<td>102,620</td>
<td>1,552</td>
<td>104,172</td>
<td>104,172</td>
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</table>

### Academic Rank Proportions

<table>
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<tr>
<th>Academic Rank</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor</td>
<td>22.7%</td>
<td>10.9%</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>35.5%</td>
<td>50.9%</td>
</tr>
<tr>
<td>Professor</td>
<td>41.8%</td>
<td>38.2%</td>
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### Gender Proportions

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<tbody>
<tr>
<td>F</td>
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</tr>
<tr>
<td>M</td>
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<td>40%</td>
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### Ethnicity Proportions

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<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
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<tbody>
<tr>
<td>Asian</td>
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<td>20%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>1.8%</td>
<td>20%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>6.4%</td>
<td>20%</td>
</tr>
<tr>
<td>Not Specified</td>
<td>7.3%</td>
<td>20%</td>
</tr>
<tr>
<td>White</td>
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<td>20%</td>
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</table>
### SUMMARY | College of Applied Sci & Tech

<table>
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<th>Academic Rank</th>
<th>% of Faculty in Cohort</th>
<th>% of Faculty with Adjustments</th>
<th>Avg. Cohort Salary</th>
<th>Avg. Total Dollar Adjustments</th>
<th>Avg. Cohort Salary After Adjustments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor</td>
<td>25.0%</td>
<td>50.0%</td>
<td>68,100</td>
<td>9,900</td>
<td>78,000</td>
</tr>
<tr>
<td>Associate Professor</td>
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<td>77,900</td>
<td>0</td>
<td>77,900</td>
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<tr>
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<td>89,900</td>
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<tr>
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<td>100.0%</td>
<td>80,950</td>
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<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian/Alaska Native</td>
<td>25.0%</td>
<td>50.0%</td>
<td>68,100</td>
<td>9,900</td>
<td>78,000</td>
<td></td>
</tr>
<tr>
<td>Asian</td>
<td>25.0%</td>
<td>0.0%</td>
<td>92,200</td>
<td>0</td>
<td>92,200</td>
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</tr>
<tr>
<td>White</td>
<td>50.0%</td>
<td>50.0%</td>
<td>81,750</td>
<td>1,000</td>
<td>82,750</td>
<td></td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>80,950</td>
<td>2,975</td>
<td>83,925</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gender</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
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</tr>
</thead>
<tbody>
<tr>
<td>F</td>
<td>75.0%</td>
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<td>81,967</td>
<td>3,967</td>
<td>85,933</td>
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<tr>
<td>M</td>
<td>25.0%</td>
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<tr>
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<td>100.0%</td>
<td>80,950</td>
<td>2,975</td>
<td>83,925</td>
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### Ethnicity Proportions

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian/Alaska Native</td>
<td>25.0%</td>
<td>83.2%</td>
</tr>
<tr>
<td>Asian</td>
<td>25.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>White</td>
<td>50.0%</td>
<td>16.8%</td>
</tr>
</tbody>
</table>

### Gender Proportions

<table>
<thead>
<tr>
<th>Gender</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
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</thead>
<tbody>
<tr>
<td>F</td>
<td>75.0%</td>
<td>100.0%</td>
</tr>
<tr>
<td>M</td>
<td>25.0%</td>
<td>0.0%</td>
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</tbody>
</table>

### Ethnicity Proportions

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian/Alaska Native</td>
<td>25.0%</td>
<td>83.2%</td>
</tr>
<tr>
<td>Asian</td>
<td>25.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>White</td>
<td>50.0%</td>
<td>16.8%</td>
</tr>
</tbody>
</table>
## SUMMARY | College of Education

<table>
<thead>
<tr>
<th>Academic Rank</th>
<th>% of Faculty in Cohort</th>
<th>% of Faculty with Adjustments</th>
<th>Avg. Cohort Salary</th>
<th>Avg. Total Dollar Adjustments</th>
<th>Avg. Cohort Salary After Adjustments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor</td>
<td>27.3%</td>
<td>12.5%</td>
<td>78,642</td>
<td>133</td>
<td>78,775</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>34.5%</td>
<td>62.5%</td>
<td>88,043</td>
<td>927</td>
<td>88,970</td>
</tr>
<tr>
<td>Professor</td>
<td>38.2%</td>
<td>25.0%</td>
<td>108,916</td>
<td>463</td>
<td>109,379</td>
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<tr>
<td>Grand Total</td>
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<td>100.0%</td>
<td>93,449</td>
<td>533</td>
<td>93,982</td>
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</table>

### Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian/Alaska Native</td>
<td>3.6%</td>
<td>12.5%</td>
</tr>
<tr>
<td>Asian</td>
<td>7.3%</td>
<td>12.5%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>5.5%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>21.8%</td>
<td>12.5%</td>
</tr>
<tr>
<td>Not Specified</td>
<td>10.9%</td>
<td>0.0%</td>
</tr>
<tr>
<td>White</td>
<td>50.9%</td>
<td>62.5%</td>
</tr>
<tr>
<td>Grand Total</td>
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<td>100.0%</td>
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### Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
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</thead>
<tbody>
<tr>
<td>F</td>
<td>63.6%</td>
<td>25.0%</td>
</tr>
<tr>
<td>M</td>
<td>36.4%</td>
<td>75.0%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
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</tbody>
</table>

### Academic Rank Proportions

<table>
<thead>
<tr>
<th>Academic Rank</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor</td>
<td>27.3%</td>
<td>6.8%</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>34.5%</td>
<td>34.5%</td>
</tr>
<tr>
<td>Professor</td>
<td>38.2%</td>
<td>33.1%</td>
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</tbody>
</table>

### Gender Proportions

<table>
<thead>
<tr>
<th>Gender</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>F</td>
<td>63.6%</td>
<td>63.6%</td>
</tr>
<tr>
<td>M</td>
<td>36.4%</td>
<td>66.9%</td>
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</tbody>
</table>

### Ethnicity Proportions

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian/Alaska Native</td>
<td>3.6%</td>
<td>6.8%</td>
</tr>
<tr>
<td>Asian</td>
<td>7.3%</td>
<td>17.9%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>5.5%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>21.8%</td>
<td>6.8%</td>
</tr>
<tr>
<td>Not Specified</td>
<td>10.9%</td>
<td>0.0%</td>
</tr>
<tr>
<td>White</td>
<td>50.9%</td>
<td>68.5%</td>
</tr>
</tbody>
</table>
### SUMMARY | College of Engineering*

#### Academic Rank

<table>
<thead>
<tr>
<th>Academic Rank</th>
<th>% of Faculty in Cohort</th>
<th>% of Faculty with Adjustments</th>
<th>Avg. Cohort Salary</th>
<th>Avg. Total Dollar Adjustments</th>
<th>Avg. Cohort Salary After Adjustments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor</td>
<td>29.1%</td>
<td>33.3%</td>
<td>91,536</td>
<td>389</td>
<td>91,926</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>22.2%</td>
<td>11.1%</td>
<td>104,813</td>
<td>385</td>
<td>105,198</td>
</tr>
<tr>
<td>Professor</td>
<td>48.7%</td>
<td>55.6%</td>
<td>136,298</td>
<td>965</td>
<td>137,263</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>116,294</td>
<td>669</td>
<td>116,962</td>
</tr>
</tbody>
</table>

#### Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>F</td>
<td>13.7%</td>
<td>66.7%</td>
<td>106,119</td>
<td>3,140</td>
<td>109,259</td>
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<tr>
<td>M</td>
<td>86.3%</td>
<td>33.3%</td>
<td>117,905</td>
<td>277</td>
<td>118,183</td>
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</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>116,294</td>
<td>669</td>
<td>116,962</td>
<td></td>
</tr>
</tbody>
</table>

#### Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>27.4%</td>
<td>22.2%</td>
<td>103,002</td>
<td>539</td>
<td>103,541</td>
<td></td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>5.1%</td>
<td>33.3%</td>
<td>127,078</td>
<td>5,667</td>
<td>132,745</td>
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</tr>
<tr>
<td>Not Specified</td>
<td>10.3%</td>
<td>0.0%</td>
<td>108,526</td>
<td>0</td>
<td>108,526</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>57.3%</td>
<td>44.4%</td>
<td>123,067</td>
<td>403</td>
<td>123,470</td>
<td></td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>116,294</td>
<td>669</td>
<td>116,962</td>
<td></td>
</tr>
</tbody>
</table>

#### Academic Rank Proportions

- **Assistant Professor**
  - % of Faculty in Cohort: 29.1%
  - % of Dollar Adjustment: 16.9%
  - % of Faculty in Cohort: 22.2%
  - % of Dollar Adjustment: 12.8%
  - % of Faculty in Cohort: 48.7%
  - % of Dollar Adjustment: 70.3%

#### Gender Proportions

- **F**
  - % of Faculty in Cohort: 13.7%
  - % of Dollar Adjustment: 64.2%
  - % of Faculty in Cohort: 86.3%
  - % of Dollar Adjustment: 35.8%

#### Ethnicity Proportions

- **Asian**
  - % of Faculty in Cohort: 27.4%
  - % of Dollar Adjustment: 22.0%
  - % of Faculty in Cohort: 5.1%
  - % of Dollar Adjustment: 10.3%
  - % of Faculty in Cohort: 57.3%
  - % of Dollar Adjustment: 34.5%

*Note: One employee with a dual-appointment who received a salary adjustment is not reflected in this report. Instead, they are included in the James C Wyant College of Optical Sciences where they hold greater than 0.5 FTE.*
### SUMMARY | College of Fine Arts

<table>
<thead>
<tr>
<th>Academic Rank</th>
<th>% of Faculty in Cohort</th>
<th>% of Faculty with Adjustments</th>
<th>Avg. Cohort Salary</th>
<th>Avg. Total Dollar Adjustments</th>
<th>Avg. Cohort Salary After Adjustments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor</td>
<td>36.3%</td>
<td>22.2%</td>
<td>57,323</td>
<td>118</td>
<td>57,441</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>31.4%</td>
<td>27.8%</td>
<td>65,834</td>
<td>209</td>
<td>66,044</td>
</tr>
<tr>
<td>Professor</td>
<td>32.4%</td>
<td>50.0%</td>
<td>81,894</td>
<td>826</td>
<td>82,720</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>67,943</td>
<td>376</td>
<td>68,318</td>
</tr>
</tbody>
</table>

#### Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>5.9%</td>
<td>5.6%</td>
<td>36.3%</td>
<td>11.4%</td>
<td>31.4%</td>
<td>17.5%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>1.0%</td>
<td>0.0%</td>
<td>31.4%</td>
<td>17.5%</td>
<td>32.4%</td>
<td>71.1%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>4.9%</td>
<td>0.0%</td>
<td>36.3%</td>
<td>11.4%</td>
<td>31.4%</td>
<td>17.5%</td>
</tr>
<tr>
<td>Not Specified</td>
<td>21.6%</td>
<td>11.1%</td>
<td>36.3%</td>
<td>11.4%</td>
<td>31.4%</td>
<td>17.5%</td>
</tr>
<tr>
<td>White</td>
<td>66.7%</td>
<td>83.3%</td>
<td>36.3%</td>
<td>11.4%</td>
<td>31.4%</td>
<td>17.5%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>67,943</td>
<td>376</td>
<td>68,318</td>
<td></td>
</tr>
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</table>

#### Gender Proportions

<table>
<thead>
<tr>
<th></th>
<th>F</th>
<th>M</th>
</tr>
</thead>
<tbody>
<tr>
<td>% of Faculty in Cohort</td>
<td>47.1%</td>
<td>52.9%</td>
</tr>
<tr>
<td>% of Dollar Adjustment</td>
<td>55.6%</td>
<td>44.4%</td>
</tr>
<tr>
<td>% of Faculty in Cohort</td>
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</tr>
<tr>
<td>% of Dollar Adjustment</td>
<td>512</td>
<td>255</td>
</tr>
<tr>
<td>% of Faculty in Cohort</td>
<td>68,201</td>
<td>68,422</td>
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#### Ethnicity Proportions

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>5.9%</td>
<td>2.6%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>1.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>4.9%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Not Specified</td>
<td>21.6%</td>
<td>9.0%</td>
</tr>
<tr>
<td>White</td>
<td>66.7%</td>
<td>88.4%</td>
</tr>
</tbody>
</table>

### % of College Faculty Receiving Adjustments: 17.6%
### SUMMARY | College of Humanities

<table>
<thead>
<tr>
<th>Academic Rank</th>
<th>% of Faculty in Cohort</th>
<th>% of Faculty with Adjustments</th>
<th>Avg. Cohort Salary</th>
<th>Avg. Total Dollar Adjustments</th>
<th>Avg. Cohort Salary After Adjustments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor</td>
<td>48.1%</td>
<td>50.0%</td>
<td>67,033</td>
<td>79</td>
<td>67,112</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>13.9%</td>
<td>16.7%</td>
<td>79,499</td>
<td>91</td>
<td>79,589</td>
</tr>
<tr>
<td>Professor</td>
<td>38.0%</td>
<td>33.3%</td>
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<td>104,097</td>
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<tr>
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<td>100.0%</td>
<td>82,801</td>
<td>94</td>
<td>82,894</td>
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</table>

<table>
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<tr>
<th>Ethnicity</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>15.2%</td>
<td>50.0%</td>
<td>77,792</td>
<td>367</td>
<td>78,158</td>
<td></td>
</tr>
<tr>
<td>Black/African American</td>
<td>5.1%</td>
<td>0.0%</td>
<td>80,800</td>
<td>0</td>
<td>80,800</td>
<td></td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>17.7%</td>
<td>16.7%</td>
<td>85,976</td>
<td>71</td>
<td>86,048</td>
<td></td>
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<td>0.0%</td>
<td>71,907</td>
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<td>71,907</td>
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</tr>
<tr>
<td>White</td>
<td>46.8%</td>
<td>33.3%</td>
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<td>87,027</td>
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<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>82,801</td>
<td>94</td>
<td>82,894</td>
<td></td>
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<table>
<thead>
<tr>
<th>Gender Proportions</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>F</td>
<td>55.7%</td>
<td>66.7%</td>
<td>80,455</td>
<td>123</td>
</tr>
<tr>
<td>M</td>
<td>44.3%</td>
<td>33.3%</td>
<td>85,750</td>
<td>57</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>82,801</td>
<td>94</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
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<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
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<td>59.5%</td>
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<td>367</td>
</tr>
<tr>
<td>Black/African American</td>
<td>5.1%</td>
<td>0.0%</td>
<td>80,800</td>
<td>0</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>17.7%</td>
<td>13.5%</td>
<td>85,976</td>
<td>71</td>
</tr>
<tr>
<td>Not Specified</td>
<td>15.2%</td>
<td>0.0%</td>
<td>71,907</td>
<td>0</td>
</tr>
<tr>
<td>White</td>
<td>46.8%</td>
<td>27.0%</td>
<td>86,973</td>
<td>54</td>
</tr>
</tbody>
</table>

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<thead>
<tr>
<th>Gender Proportions</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>F</td>
<td>55.7%</td>
<td>73.0%</td>
<td>80,455</td>
<td>123</td>
</tr>
<tr>
<td>M</td>
<td>44.3%</td>
<td>27.0%</td>
<td>85,750</td>
<td>57</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>82,801</td>
<td>94</td>
</tr>
</tbody>
</table>

### College of Humanities

% of College Faculty Receiving Adjustments: 7.6%
### SUMMARY | College of Medicine - Phoenix

<table>
<thead>
<tr>
<th>Academic Rank</th>
<th>% of Faculty in Cohort</th>
<th>% of Faculty with Adjustments</th>
<th>Avg. Cohort Salary</th>
<th>Avg. Total Dollar Adjustments</th>
<th>Avg. Cohort Salary After Adjustments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor</td>
<td>27.8%</td>
<td>16.7%</td>
<td>190,987</td>
<td>500</td>
<td>191,487</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>61.1%</td>
<td>83.3%</td>
<td>128,431</td>
<td>1,360</td>
<td>129,791</td>
</tr>
<tr>
<td>Professor</td>
<td>11.1%</td>
<td>0.0%</td>
<td>170,036</td>
<td>0</td>
<td>170,036</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>150,430</td>
<td>970</td>
<td>151,401</td>
</tr>
</tbody>
</table>

### Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>Avg. Cohort Salary</th>
<th>Avg. Total Dollar Adjustment</th>
<th>Avg. Cohort Salary After Adjustments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>33.3%</td>
<td>50.0%</td>
<td>114,958</td>
<td>1,417</td>
<td>116,375</td>
</tr>
<tr>
<td>Black/African American</td>
<td>5.6%</td>
<td>0.0%</td>
<td>107,790</td>
<td>0</td>
<td>107,790</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>5.6%</td>
<td>16.7%</td>
<td>116,000</td>
<td>3,000</td>
<td>119,000</td>
</tr>
<tr>
<td>Not Specified</td>
<td>5.6%</td>
<td>0.0%</td>
<td>162,000</td>
<td>0</td>
<td>162,000</td>
</tr>
<tr>
<td>White</td>
<td>50.0%</td>
<td>33.3%</td>
<td>181,357</td>
<td>663</td>
<td>182,019</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>150,430</td>
<td>970</td>
<td>151,401</td>
</tr>
</tbody>
</table>

### Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>Avg. Cohort Salary</th>
<th>Avg. Total Dollar Adjustment</th>
<th>Avg. Cohort Salary After Adjustments</th>
</tr>
</thead>
<tbody>
<tr>
<td>F</td>
<td>50.0%</td>
<td>100.0%</td>
<td>129,392</td>
<td>1,941</td>
<td>131,333</td>
</tr>
<tr>
<td>M</td>
<td>50.0%</td>
<td>0.0%</td>
<td>171,469</td>
<td>0</td>
<td>171,469</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>150,430</td>
<td>970</td>
<td>151,401</td>
</tr>
</tbody>
</table>

### Ethnicity Proportions

- **Asian**: 33.3% of faculty, 50.0% of dollar adjustment
- **Black/African American**: 5.6% of faculty, 0.0% of dollar adjustment
- **Hispanic/Latino**: 5.6% of faculty, 16.7% of dollar adjustment
- **Not Specified**: 5.6% of faculty, 0.0% of dollar adjustment
- **White**: 50.0% of faculty, 34.2% of dollar adjustment

### Gender Proportions

- **F**: 50.0% of faculty, 100.0% of dollar adjustment
- **M**: 50.0% of faculty, 0.0% of dollar adjustment
**SUMMARY | College of Medicine - Tucson**

<table>
<thead>
<tr>
<th>Academic Rank</th>
<th>% of Faculty in Cohort</th>
<th>% of Faculty with Adjustments</th>
<th>Avg. Cohort Salary</th>
<th>Avg. Total Dollar Adjustments</th>
<th>Avg. Cohort Salary After Adjustments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor</td>
<td>18.9%</td>
<td>0.0%</td>
<td>158,926</td>
<td>0</td>
<td>158,926</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>29.0%</td>
<td>28.6%</td>
<td>201,255</td>
<td>461</td>
<td>201,716</td>
</tr>
<tr>
<td>Professor</td>
<td>52.1%</td>
<td>71.4%</td>
<td>243,208</td>
<td>1,307</td>
<td>244,515</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>215,085</td>
<td>814</td>
<td>215,900</td>
</tr>
</tbody>
</table>

**Gender**

<table>
<thead>
<tr>
<th></th>
<th>F</th>
<th>M</th>
<th>Grand Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>31.4%</td>
<td>68.6%</td>
<td>100.0%</td>
</tr>
<tr>
<td>% of Faculty in Cohort</td>
<td>42.9%</td>
<td>57.1%</td>
<td>100.0%</td>
</tr>
<tr>
<td>% of Dollar Adjustment</td>
<td>194,001</td>
<td>224,719</td>
<td>215,085</td>
</tr>
<tr>
<td>Avg. Total Dollar Adjustments</td>
<td>1,321</td>
<td>583</td>
<td>814</td>
</tr>
<tr>
<td>Avg. Cohort Salary After Adjustments</td>
<td>195,322</td>
<td>225,301</td>
<td>215,900</td>
</tr>
</tbody>
</table>

**Ethnicity**

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>Avg. Cohort Salary</th>
<th>Avg. Total Dollar Adjustments</th>
<th>Avg. Cohort Salary After Adjustments</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian/Alaska Native</td>
<td>0.6%</td>
<td>0.0%</td>
<td>107,910</td>
<td>0</td>
<td>107,910</td>
</tr>
<tr>
<td>Asian</td>
<td>10.1%</td>
<td>0.0%</td>
<td>258,940</td>
<td>0</td>
<td>258,940</td>
</tr>
<tr>
<td>Black/African American</td>
<td>4.1%</td>
<td>0.0%</td>
<td>267,996</td>
<td>0</td>
<td>267,996</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>4.1%</td>
<td>0.0%</td>
<td>218,795</td>
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<td>218,795</td>
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<tr>
<td>Not Specified</td>
<td>9.5%</td>
<td>0.0%</td>
<td>209,623</td>
<td>0</td>
<td>209,623</td>
</tr>
<tr>
<td>White</td>
<td>71.6%</td>
<td>100.0%</td>
<td>207,256</td>
<td>1,137</td>
<td>208,394</td>
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<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>215,085</td>
<td>814</td>
<td>215,900</td>
</tr>
</tbody>
</table>

**Academic Rank Proportions**

<table>
<thead>
<tr>
<th>Academic Rank</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar in Cohort</th>
<th>% of Faculty with Adjustments</th>
<th>% of Dollar with Adjustments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor</td>
<td>18.9%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>29.0%</td>
<td>28.6%</td>
<td>28.6%</td>
<td>28.6%</td>
</tr>
<tr>
<td>Professor</td>
<td>52.1%</td>
<td>71.4%</td>
<td>71.4%</td>
<td>71.4%</td>
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</tbody>
</table>

**Gender Proportions**

<table>
<thead>
<tr>
<th>Gender</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar in Cohort</th>
<th>% of Faculty with Adjustments</th>
<th>% of Dollar with Adjustments</th>
</tr>
</thead>
<tbody>
<tr>
<td>F</td>
<td>31.4%</td>
<td>42.9%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>M</td>
<td>68.6%</td>
<td>57.1%</td>
<td>28.6%</td>
<td>28.6%</td>
</tr>
</tbody>
</table>

**Ethnicity Proportions**

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar in Cohort</th>
<th>% of Faculty with Adjustments</th>
<th>% of Dollar with Adjustments</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian/Alaska Native</td>
<td>0.6%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Asian</td>
<td>10.1%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>4.1%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>4.1%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Not Specified</td>
<td>9.5%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>White</td>
<td>71.6%</td>
<td>100.0%</td>
<td>71.4%</td>
<td>71.4%</td>
</tr>
</tbody>
</table>

**% of College Faculty Receiving Adjustments:** 4.1%
### SUMMARY | College of Nursing

<table>
<thead>
<tr>
<th>Academic Rank</th>
<th>% of Cohort</th>
<th>% of Faculty with Adjustments</th>
<th>Avg. Cohort Salary</th>
<th>Avg. Total Dollar Adjustments</th>
<th>Avg. Cohort Salary After Adjustments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Prof.</td>
<td>18.8%</td>
<td>0.0%</td>
<td>85,283</td>
<td>0</td>
<td>85,283</td>
</tr>
<tr>
<td>Associate Prof.</td>
<td>37.5%</td>
<td>0.0%</td>
<td>101,363</td>
<td>0</td>
<td>101,363</td>
</tr>
<tr>
<td>Prof.</td>
<td>43.8%</td>
<td>100.0%</td>
<td>132,751</td>
<td>1,429</td>
<td>134,179</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>112,080</td>
<td>625</td>
<td>112,705</td>
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</tbody>
</table>

#### % of College Faculty Receiving Adjustments:

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not Specified</td>
<td>12.5%</td>
<td>0.0%</td>
</tr>
<tr>
<td>White</td>
<td>87.5%</td>
<td>100.0%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

#### Gender Proportions

<table>
<thead>
<tr>
<th>Gender</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>F</td>
<td>93.8%</td>
<td>100.0%</td>
</tr>
<tr>
<td>M</td>
<td>6.3%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

#### Ethnicity Proportions

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not Specified</td>
<td>12.5%</td>
<td>0.0%</td>
</tr>
<tr>
<td>White</td>
<td>87.5%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

---

College of Nursing

<table>
<thead>
<tr>
<th>% of College Faculty Receiving Adjustments:</th>
<th>12.5%</th>
</tr>
</thead>
<tbody>
<tr>
<td>% of College Faculty Receiving Adjustments:</td>
<td>12.5%</td>
</tr>
</tbody>
</table>
### SUMMARY | College of Pharmacy

<table>
<thead>
<tr>
<th>Academic Rank</th>
<th>% of Faculty in Cohort</th>
<th>% of Faculty with Adjustments</th>
<th>Avg. Cohort Salary</th>
<th>Avg. Total Dollar Adjustments</th>
<th>Avg. Cohort Salary After Adjustments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor</td>
<td>23.1%</td>
<td>20.0%</td>
<td>105,500</td>
<td>417</td>
<td>105,916</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>34.6%</td>
<td>40.0%</td>
<td>122,909</td>
<td>556</td>
<td>123,465</td>
</tr>
<tr>
<td>Professor</td>
<td>42.3%</td>
<td>40.0%</td>
<td>178,641</td>
<td>727</td>
<td>179,368</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>142,470</td>
<td>596</td>
<td>143,067</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>42.3%</td>
<td>40.0%</td>
<td>143,368</td>
<td>500</td>
<td>143,868</td>
<td>500</td>
</tr>
<tr>
<td>Not Specified</td>
<td>3.8%</td>
<td>0.0%</td>
<td>128,322</td>
<td>0</td>
<td>128,322</td>
<td>0</td>
</tr>
<tr>
<td>White</td>
<td>53.8%</td>
<td>60.0%</td>
<td>142,776</td>
<td>715</td>
<td>143,490</td>
<td>715</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>142,470</td>
<td>596</td>
<td>143,067</td>
<td>596</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gender</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>F</td>
<td>30.8%</td>
<td>40.0%</td>
<td>158,713</td>
<td>500</td>
<td>159,213</td>
<td>500</td>
</tr>
<tr>
<td>M</td>
<td>69.2%</td>
<td>60.0%</td>
<td>135,251</td>
<td>639</td>
<td>135,890</td>
<td>639</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>142,470</td>
<td>596</td>
<td>143,067</td>
<td>596</td>
</tr>
</tbody>
</table>

**College of Pharmacy % of College Faculty Receiving Adjustments:** 19.2%
### SUMMARY | College of Public Health

<table>
<thead>
<tr>
<th>Academic Rank</th>
<th>% of Faculty in Cohort</th>
<th>% of Faculty with Adjustments</th>
<th>Avg. Cohort Salary</th>
<th>Avg. Total Dollar Adjustments</th>
<th>Avg. Cohort Salary After Adjustments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor</td>
<td>29.7%</td>
<td>33.3%</td>
<td>100,159</td>
<td>664</td>
<td>100,823</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>21.6%</td>
<td>0.0%</td>
<td>123,830</td>
<td>0</td>
<td>123,830</td>
</tr>
<tr>
<td>Professor</td>
<td>48.6%</td>
<td>66.7%</td>
<td>166,485</td>
<td>556</td>
<td>167,041</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>137,544</td>
<td>468</td>
<td>138,012</td>
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</table>

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of College Faculty Receiving Adjustments: 8.1%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>10.8%</td>
<td>0.0%</td>
<td></td>
</tr>
<tr>
<td>Black/African American</td>
<td>8.1%</td>
<td>33.3%</td>
<td></td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>8.1%</td>
<td>0.0%</td>
<td></td>
</tr>
<tr>
<td>Not Specified</td>
<td>13.5%</td>
<td>0.0%</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>59.5%</td>
<td>66.7%</td>
<td></td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gender Proportions</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>F</td>
<td>64.9%</td>
<td>100.0%</td>
</tr>
<tr>
<td>M</td>
<td>35.1%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Academic Rank Proportions</th>
<th>0%</th>
<th>20%</th>
<th>40%</th>
<th>60%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor</td>
<td>29.7%</td>
<td>42.2%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate Professor</td>
<td>21.6%</td>
<td>0.0%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professor</td>
<td>48.6%</td>
<td>57.8%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Ethnicity Proportions</th>
<th>0%</th>
<th>20%</th>
<th>40%</th>
<th>60%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>10.8%</td>
<td>0.0%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Black/African American</td>
<td>8.1%</td>
<td>42.2%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>8.1%</td>
<td>0.0%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not Specified</td>
<td>13.5%</td>
<td>0.0%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>59.5%</td>
<td>57.8%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
# SUMMARY | College of Science

<table>
<thead>
<tr>
<th>Academic Rank</th>
<th>% of Faculty in Cohort</th>
<th>% of Faculty with Adjustments</th>
<th>Avg. Cohort Salary</th>
<th>Avg. Total Dollar Adjustments</th>
<th>Avg. Cohort Salary After Adjustments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor</td>
<td>22.6%</td>
<td>60.0%</td>
<td>91,125</td>
<td>430</td>
<td>91,555</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>26.1%</td>
<td>40.0%</td>
<td>100,999</td>
<td>633</td>
<td>101,631</td>
</tr>
<tr>
<td>Professor</td>
<td>51.3%</td>
<td>0.0%</td>
<td>138,280</td>
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<td>138,280</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>117,873</td>
<td>263</td>
<td>118,135</td>
</tr>
</tbody>
</table>

% of College Faculty Receiving Adjustments: 4.7%

## Gender

<table>
<thead>
<tr>
<th></th>
<th>F</th>
<th>M</th>
<th>Grand Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>24.8%</td>
<td>75.2%</td>
<td>100.0%</td>
</tr>
<tr>
<td></td>
<td>46.7%</td>
<td>53.3%</td>
<td>100.0%</td>
</tr>
<tr>
<td></td>
<td>112,471</td>
<td>119,658</td>
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<tr>
<td></td>
<td>485</td>
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<td>263</td>
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## Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>12.9%</td>
<td>33.3%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>4.7%</td>
<td>20.0%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Not Specified</td>
<td>7.5%</td>
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<td>100.0%</td>
<td>100.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>White</td>
<td>74.8%</td>
<td>46.7%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>118,135</td>
<td>118,135</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

## Academic Rank Proportions

- **Assistant Professor**
  - % of Faculty in Cohort: 22.6%
  - % of Dollar Adjustment: 37.1%
- **Associate Professor**
  - % of Faculty in Cohort: 26.1%
  - % of Dollar Adjustment: 62.9%
- **Professor**
  - % of Faculty in Cohort: 51.3%
  - % of Dollar Adjustment: 0.0%

## Gender Proportions

- **F**
  - % of Faculty in Cohort: 24.8%
  - % of Dollar Adjustment: 45.9%
- **M**
  - % of Faculty in Cohort: 75.2%
  - % of Dollar Adjustment: 54.1%

## Ethnicity Proportions

- **Asian**
  - % of Faculty in Cohort: 12.9%
  - % of Dollar Adjustment: 38.3%
- **Hispanic/Latino**
  - % of Faculty in Cohort: 4.7%
  - % of Dollar Adjustment: 14.3%
- **Not Specified**
  - % of Faculty in Cohort: 7.5%
  - % of Dollar Adjustment: 0.0%
- **White**
  - % of Faculty in Cohort: 74.8%
  - % of Dollar Adjustment: 47.4%
<table>
<thead>
<tr>
<th>Academic Rank</th>
<th>% of Faculty in Cohort</th>
<th>% of Faculty with Adjustments</th>
<th>Avg. Cohort Salary</th>
<th>Avg. Total Dollar Adjustments</th>
<th>Avg. Cohort Salary After Adjustments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor</td>
<td>21.8%</td>
<td>30.3%</td>
<td>77,558</td>
<td>437</td>
<td>77,995</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>35.7%</td>
<td>42.4%</td>
<td>88,512</td>
<td>461</td>
<td>88,974</td>
</tr>
<tr>
<td>Professor</td>
<td>42.5%</td>
<td>27.3%</td>
<td>119,766</td>
<td>540</td>
<td>120,305</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>99,392</td>
<td>489</td>
<td>99,881</td>
</tr>
</tbody>
</table>

### Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian/Alaska Native</td>
<td>2.4%</td>
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<td>93,399</td>
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<tr>
<td>Asian</td>
<td>5.6%</td>
<td>9.1%</td>
<td>88,590</td>
<td>587</td>
<td>89,177</td>
<td>63.5%</td>
<td>86,679</td>
<td>69.9%</td>
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<tr>
<td>Black/African American</td>
<td>2.4%</td>
<td>6.1%</td>
<td>86,050</td>
<td>1,223</td>
<td>87,273</td>
<td>68.3%</td>
<td>86,404</td>
<td>74.3%</td>
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<tr>
<td>Hispanic/Latino</td>
<td>11.5%</td>
<td>9.1%</td>
<td>86,123</td>
<td>857</td>
<td>91,979</td>
<td>68.3%</td>
<td>86,404</td>
<td>74.3%</td>
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<tr>
<td>Not Specified</td>
<td>9.9%</td>
<td>21.2%</td>
<td>104,337</td>
<td>456</td>
<td>104,793</td>
<td>68.3%</td>
<td>104,337</td>
<td>74.3%</td>
</tr>
<tr>
<td>White</td>
<td>68.3%</td>
<td>54.5%</td>
<td>99,881</td>
<td>489</td>
<td>99,881</td>
<td>68.3%</td>
<td>99,881</td>
<td>74.3%</td>
</tr>
<tr>
<td>Grand Total</td>
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<td>100.0%</td>
<td>99,392</td>
<td>489</td>
<td>99,881</td>
<td>100.0%</td>
<td>99,881</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

### Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>F</td>
<td>45.6%</td>
<td>57.6%</td>
</tr>
<tr>
<td>M</td>
<td>54.4%</td>
<td>42.4%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

### Academic Rank Proportions

#### F

<table>
<thead>
<tr>
<th>Academic Rank</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor</td>
<td>21.8%</td>
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<tr>
<td>Associate Professor</td>
<td>35.7%</td>
<td>33.7%</td>
</tr>
<tr>
<td>Professor</td>
<td>42.5%</td>
<td>46.8%</td>
</tr>
</tbody>
</table>

#### M

<table>
<thead>
<tr>
<th>Academic Rank</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
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</thead>
<tbody>
<tr>
<td>Assistant Professor</td>
<td>21.8%</td>
<td>19.5%</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>35.7%</td>
<td>33.7%</td>
</tr>
<tr>
<td>Professor</td>
<td>42.5%</td>
<td>46.8%</td>
</tr>
</tbody>
</table>

### Gender Proportions

#### F

<table>
<thead>
<tr>
<th>Gender</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>F</td>
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<td>57.6%</td>
</tr>
<tr>
<td>M</td>
<td>54.4%</td>
<td>42.4%</td>
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### Ethnicity Proportions

#### American Indian/Alaska Native

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian/Alaska Native</td>
<td>2.4%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Asian</td>
<td>5.6%</td>
<td>9.1%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>2.4%</td>
<td>6.1%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>11.5%</td>
<td>9.1%</td>
</tr>
<tr>
<td>Not Specified</td>
<td>9.9%</td>
<td>21.2%</td>
</tr>
<tr>
<td>White</td>
<td>68.3%</td>
<td>54.5%</td>
</tr>
<tr>
<td>Grand Total</td>
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<td>100.0%</td>
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</table>

#### Asian

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian/Alaska Native</td>
<td>2.4%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Asian</td>
<td>5.6%</td>
<td>9.1%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>2.4%</td>
<td>6.1%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>11.5%</td>
<td>9.1%</td>
</tr>
<tr>
<td>Not Specified</td>
<td>9.9%</td>
<td>21.2%</td>
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#### Black/African American

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
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</tr>
<tr>
<td>Asian</td>
<td>5.6%</td>
<td>9.1%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>2.4%</td>
<td>6.1%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>11.5%</td>
<td>9.1%</td>
</tr>
<tr>
<td>Not Specified</td>
<td>9.9%</td>
<td>21.2%</td>
</tr>
<tr>
<td>White</td>
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<td>54.5%</td>
</tr>
<tr>
<td>Grand Total</td>
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#### Hispanic/Latino

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<th>Ethnicity</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
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<tbody>
<tr>
<td>American Indian/Alaska Native</td>
<td>2.4%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Asian</td>
<td>5.6%</td>
<td>9.1%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>2.4%</td>
<td>6.1%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>11.5%</td>
<td>9.1%</td>
</tr>
<tr>
<td>Not Specified</td>
<td>9.9%</td>
<td>21.2%</td>
</tr>
<tr>
<td>White</td>
<td>68.3%</td>
<td>54.5%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
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#### Not Specified

<table>
<thead>
<tr>
<th>Ethnicity</th>
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<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian/Alaska Native</td>
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<tr>
<td>Asian</td>
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<tr>
<td>Black/African American</td>
<td>2.4%</td>
<td>6.1%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>11.5%</td>
<td>9.1%</td>
</tr>
<tr>
<td>Not Specified</td>
<td>9.9%</td>
<td>21.2%</td>
</tr>
<tr>
<td>White</td>
<td>68.3%</td>
<td>54.5%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

#### White

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian/Alaska Native</td>
<td>2.4%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Asian</td>
<td>5.6%</td>
<td>9.1%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>2.4%</td>
<td>6.1%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>11.5%</td>
<td>9.1%</td>
</tr>
<tr>
<td>Not Specified</td>
<td>9.9%</td>
<td>21.2%</td>
</tr>
<tr>
<td>White</td>
<td>68.3%</td>
<td>54.5%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>
### SUMMARY | Eller College of Management

#### Academic Rank

<table>
<thead>
<tr>
<th>Academic Rank</th>
<th>% of Faculty in Cohort</th>
<th>% of Faculty with Adjustments</th>
<th>Avg. Cohort Salary</th>
<th>Avg. Total Dollar Adjustments</th>
<th>Avg. Cohort Salary After Adjustments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor</td>
<td>36.7%</td>
<td>33.3%</td>
<td>178,243</td>
<td>529</td>
<td>178,773</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>32.9%</td>
<td>33.3%</td>
<td>197,771</td>
<td>585</td>
<td>198,356</td>
</tr>
<tr>
<td>Professor</td>
<td>30.4%</td>
<td>33.3%</td>
<td>245,818</td>
<td>1,875</td>
<td>247,693</td>
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<tr>
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<td>100.0%</td>
<td>205,199</td>
<td>956</td>
<td>206,156</td>
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#### Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>24.1%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>1.3%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>5.1%</td>
<td>16.7%</td>
</tr>
<tr>
<td>Not Specified</td>
<td>10.1%</td>
<td>8.3%</td>
</tr>
<tr>
<td>White</td>
<td>59.5%</td>
<td>75.0%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

#### Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>F</td>
<td>32.9%</td>
<td>50.0%</td>
</tr>
<tr>
<td>M</td>
<td>67.1%</td>
<td>50.0%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

### Academic Rank Proportions

- **Assistant Professor**: 36.7% % of Faculty, 20.3% % of Dollar Adjustment
- **Associate Professor**: 32.9% % of Faculty, 20.1% % of Dollar Adjustment
- **Professor**: 30.4% % of Faculty, 59.6% % of Dollar Adjustment

### Gender Proportions

- **F**: 32.9% % of Faculty, 47.0% % of Dollar Adjustment
- **M**: 67.1% % of Faculty, 53.0% % of Dollar Adjustment

### Ethnicity Proportions

- **Asian**: 24.1% % of Faculty, 0.0% % of Dollar Adjustment
- **Black/African American**: 1.3% % of Faculty, 0.0% % of Dollar Adjustment
- **Hispanic/Latino**: 5.1% % of Faculty, 16.3% % of Dollar Adjustment
- **Not Specified**: 10.1% % of Faculty, 4.0% % of Dollar Adjustment
- **White**: 59.5% % of Faculty, 79.7% % of Dollar Adjustment

% of College Faculty Receiving Adjustments: **15.2%**

---

Eller College of Management
### SUMMARY | James C Wyant Coll Optical Sci*

<table>
<thead>
<tr>
<th>Academic Rank</th>
<th>% of Cohort</th>
<th>% of Faculty with Adjustments</th>
<th>Avg. Cohort Salary</th>
<th>Avg. Total Dollar Adjustments</th>
<th>Avg. Cohort Salary After Adjustments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor</td>
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<td>25.0%</td>
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<td>862</td>
<td>91,356</td>
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<tr>
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<td>112,062</td>
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</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>129,331</td>
<td>1,221</td>
<td>130,552</td>
</tr>
</tbody>
</table>

### Gender

<table>
<thead>
<tr>
<th></th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
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<th>% of Faculty in Cohort</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>F</strong></td>
<td>6.5%</td>
<td>12.5%</td>
<td>116,172</td>
<td>3,809</td>
<td>119,981</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>M</strong></td>
<td>93.5%</td>
<td>87.5%</td>
<td>130,239</td>
<td>1,042</td>
<td>131,281</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grand Total</td>
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</table>

### Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>% of Faculty in Cohort</th>
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<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>32.3%</td>
<td>50.0%</td>
<td>110,128</td>
<td>1,835</td>
<td>111,963</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>6.5%</td>
<td>0.0%</td>
<td>118,085</td>
<td>0</td>
<td>118,085</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not Specified</td>
<td>6.5%</td>
<td>25.0%</td>
<td>118,109</td>
<td>3,750</td>
<td>121,859</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>54.8%</td>
<td>25.0%</td>
<td>143,271</td>
<td>706</td>
<td>143,977</td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Academic Rank Proportions

- **Assistant Professor**
  - % of Faculty in Cohort: 16.1%
  - % of Dollar Adjustment: 11.4%

- **Associate Professor**
  - % of Faculty in Cohort: 29.0%
  - % of Dollar Adjustment: 51.5%

- **Professor**
  - % of Faculty in Cohort: 54.8%
  - % of Dollar Adjustment: 37.1%

### Gender Proportions

- **F**
  - % of Faculty in Cohort: 6.5%
  - % of Dollar Adjustment: 20.1%

- **M**
  - % of Faculty in Cohort: 93.5%
  - % of Dollar Adjustment: 79.9%

### Ethnicity Proportions

- **Asian**
  - % of Faculty in Cohort: 32.3%
  - % of Dollar Adjustment: 48.5%

- **Hispanic/Latino**
  - % of Faculty in Cohort: 6.5%
  - % of Dollar Adjustment: 0.0%

- **Not Specified**
  - % of Faculty in Cohort: 6.5%
  - % of Dollar Adjustment: 19.8%

- **White**
  - % of Faculty in Cohort: 54.8%
  - % of Dollar Adjustment: 31.7%

*Note: One employee with a dual-appointment who received a salary adjustment is not reflected in this report. Instead, they are included in the College of Engineering where they hold greater than 0.5 FTE.
SUMMARY | James E Rogers College of Law

% of College Faculty Receiving Adjustments: 13.6%

<table>
<thead>
<tr>
<th>Academic Rank</th>
<th>% of Faculty in Cohort</th>
<th>% of Faculty with Adjustments</th>
<th>Avg. Cohort Salary</th>
<th>Avg. Total Dollar Adjustments</th>
<th>Avg. Cohort Salary After Adjustments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate Professor</td>
<td>18.2%</td>
<td>0.0%</td>
<td>136,188</td>
<td>0</td>
<td>136,188</td>
</tr>
<tr>
<td>Professor</td>
<td>81.8%</td>
<td>100.0%</td>
<td>172,985</td>
<td>812</td>
<td>173,797</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>166,294</td>
<td>664</td>
<td>166,959</td>
</tr>
</tbody>
</table>

Gender

<table>
<thead>
<tr>
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<th>% of Faculty in Cohort</th>
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<th>% of Faculty with Adjustments</th>
<th>% of Dollar Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>F</td>
<td>40.9%</td>
<td>33.3%</td>
<td>164,017</td>
<td>513</td>
</tr>
<tr>
<td>M</td>
<td>59.1%</td>
<td>66.7%</td>
<td>167,871</td>
<td>769</td>
</tr>
<tr>
<td>Grand Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>166,294</td>
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<tbody>
<tr>
<td>American Indian/Alaska Native</td>
<td>9.1%</td>
<td>0.0%</td>
<td>215,577</td>
<td>0</td>
</tr>
<tr>
<td>Asian</td>
<td>4.5%</td>
<td>0.0%</td>
<td>133,875</td>
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</tr>
<tr>
<td>Black/African American</td>
<td>9.1%</td>
<td>0.0%</td>
<td>150,361</td>
<td>0</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>9.1%</td>
<td>0.0%</td>
<td>150,250</td>
<td>0</td>
</tr>
<tr>
<td>White</td>
<td>68.2%</td>
<td>100.0%</td>
<td>166,148</td>
<td>974</td>
</tr>
<tr>
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<td>68.4%</td>
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<td>0.0%</td>
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<tr>
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<td>100.0%</td>
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