



THE UNIVERSITY
OF ARIZONA

2020 Salary Equity Review for Tenure/ Tenure Eligible Faculty

Appendix: Summary of Outcomes by College

SUMMARY | All

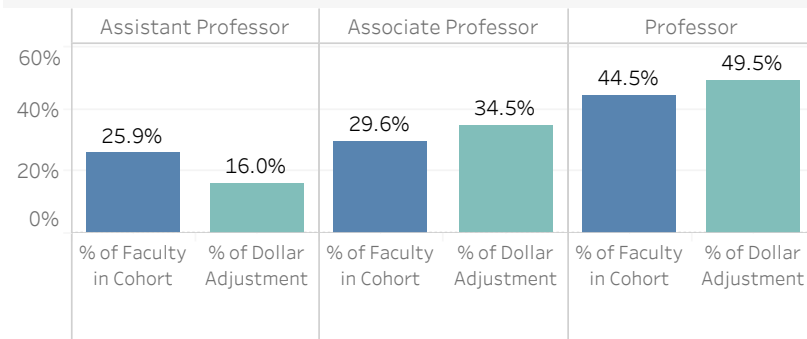
% of Faculty Receiving Adjustments:
12.1%

Academic Rank	% of Faculty in Cohort	% of Faculty with Adjustments	Total Cohort Salary	Total Dollar Adjustments	Total Cohort Salary After Adjustments
Assistant Professor	25.9%	27.1%	36,339,413	141,523	36,480,936
Associate Professor	29.6%	39.5%	48,897,500	305,835	49,203,335
Professor	44.5%	33.3%	96,678,951	438,301	97,117,252
Grand Total	100.0%	100.0%	181,915,864	885,659	182,801,523

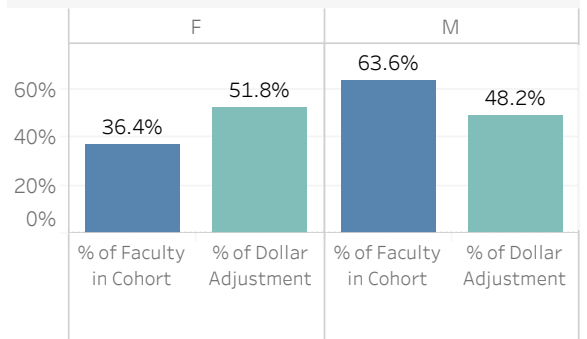
Gender	% of Faculty in Cohort	% of Faculty with Adjustments	Total Cohort Salary	Total Dollar Adjustments	Total Cohort Salary After Adjustments
F	36.4%	49.7%	60,779,770	458,833	61,238,603
M	63.6%	50.3%	121,136,094	426,826	121,562,920
Grand Total	100.0%	100.0%	181,915,864	885,659	182,801,523

Ethnicity	% of Faculty in Cohort	% of Faculty with Adjustments	Total Cohort Salary	Total Dollar Adjustments	Total Cohort Salary After Adjustments
American Indian/Alaska Native	0.9%	1.7%	1,396,104	14,356	1,410,460
Asian	13.4%	17.5%	25,028,493	122,935	25,151,428
Black/African American	2.1%	2.3%	4,268,365	19,636	4,288,001
Hispanic/Latino	7.4%	9.6%	11,595,346	88,196	11,683,542
Not Specified	10.2%	9.0%	16,999,555	45,298	17,044,853
White	66.1%	59.9%	122,628,001	595,238	123,223,239
Grand Total	100.0%	100.0%	181,915,864	885,659	182,801,523

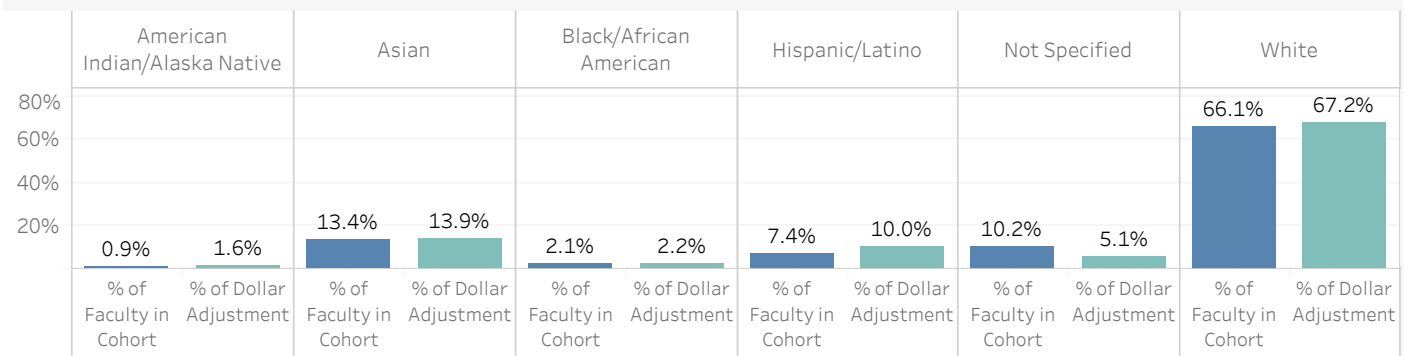
Academic Rank Proportions



Gender Proportions



Ethnicity Proportions



Adjustments by College

College.Name	% Faculty with Adjustments	Total Cohort Salary	Total Dollar Adjustments	Total Cohort Salary After Adjustments
Col Arch Plan & Landscape Arch	45.0%	1,776,373	17,094	1,793,467
College of Agric and Life Sci	28.2%	11,288,211	170,696	11,458,907
College of Applied Sci & Tech	50.0%	323,800	11,900	335,700
College of Education	14.5%	5,139,684	29,324	5,169,008
College of Engineering	7.7%	13,606,348	78,240	13,684,588
College of Fine Arts	17.8%	6,826,187	38,331	6,864,518
College of Humanities	7.6%	6,541,254	7,400	6,548,654
College of Medicine - Phoenix	33.3%	2,707,747	17,465	2,725,212
College of Medicine - Tucson	4.1%	36,349,420	137,596	36,487,016
College of Nursing	12.5%	1,793,282	10,000	1,803,282
College of Pharmacy	19.2%	3,704,227	15,504	3,719,731
College of Public Health	8.1%	5,089,127	17,300	5,106,427
College of Science	4.7%	37,483,556	83,495	37,567,051
College of Social & Behav Sci	13.1%	25,046,712	123,304	25,170,016
Eller College of Management	15.2%	16,210,746	75,550	16,286,296
James C Wyant Coll Optical Sci	25.8%	4,009,270	37,845	4,047,115
James E Rogers College of Law	13.6%	3,658,476	14,615	3,673,091

*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

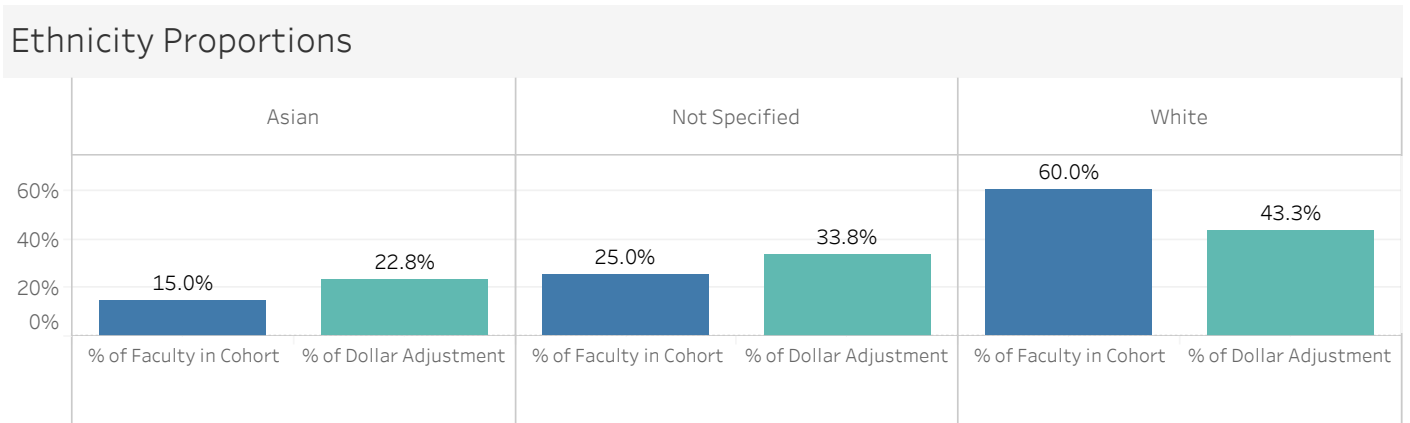
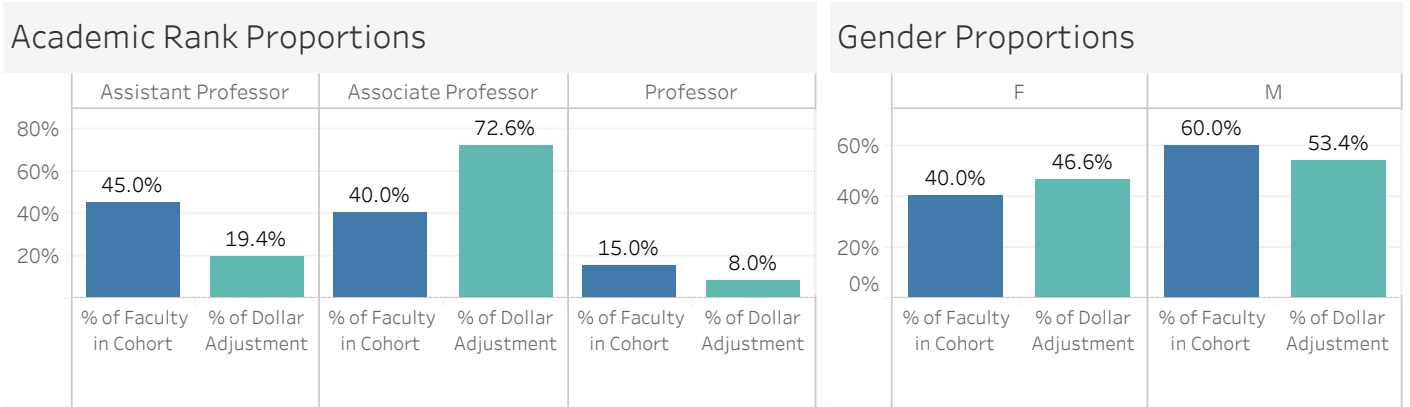
SUMMARY | Col Arch Plan & Landscape Arch

% of College Faculty Receiving Adjustments: **45.0%**

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

Gender	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
F	40.0%	44.4%	83,754	995	84,749
M	60.0%	55.6%	92,195	761	92,957
Grand Total	100.0%	100.0%	88,819	855	89,673

Ethnicity	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
Asian	15.0%	22.2%	82,280	1,300	83,580
Not Specified	25.0%	33.3%	77,500	1,157	78,656
White	60.0%	44.4%	95,170	618	95,787
Grand Total	100.0%	100.0%	88,819	855	89,673



SUMMARY | College of Agric and Life Sci

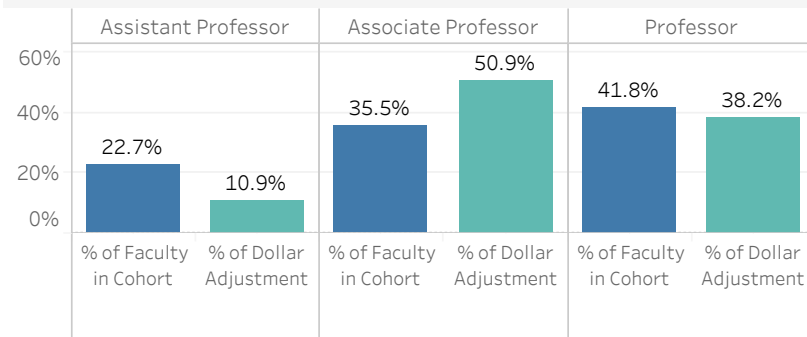
% of College Faculty Receiving Adjustments:
28.2%

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

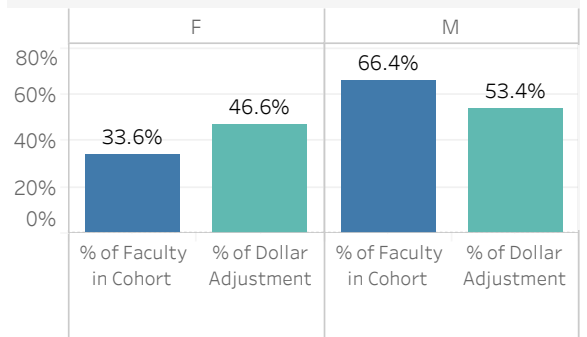
Gender	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
F	33.6%	32.3%	100,534	2,151	102,685
M	66.4%	67.7%	103,677	1,248	104,925
Grand Total	100.0%	100.0%	102,620	1,552	104,172

Ethnicity	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
Asian	12.7%	16.1%	97,132	1,331	98,463
Black/African American	1.8%	3.2%	94,482	2,500	96,982
Hispanic/Latino	6.4%	9.7%	96,775	2,274	99,050
Not Specified	7.3%	6.5%	105,296	825	106,121
White	71.8%	64.5%	104,046	1,576	105,622
Grand Total	100.0%	100.0%	102,620	1,552	104,172

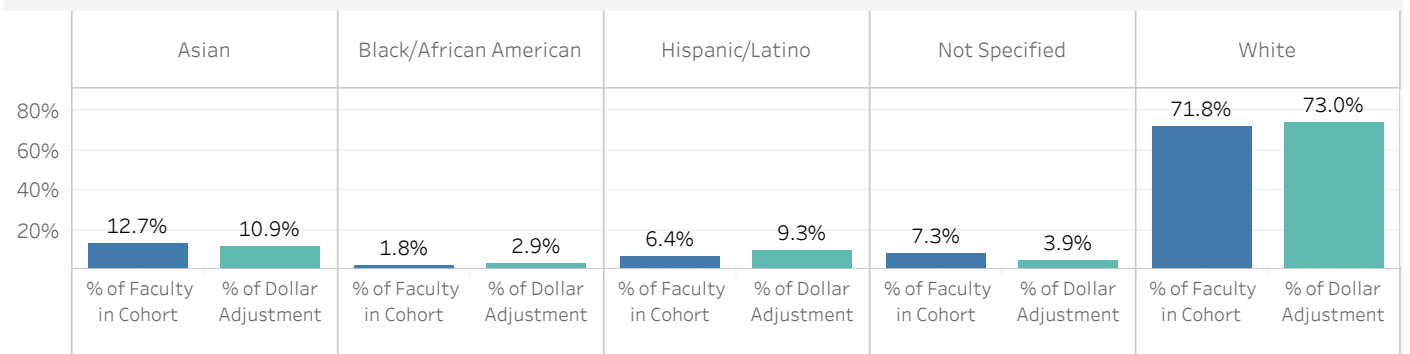
Academic Rank Proportions



Gender Proportions



Ethnicity Proportions



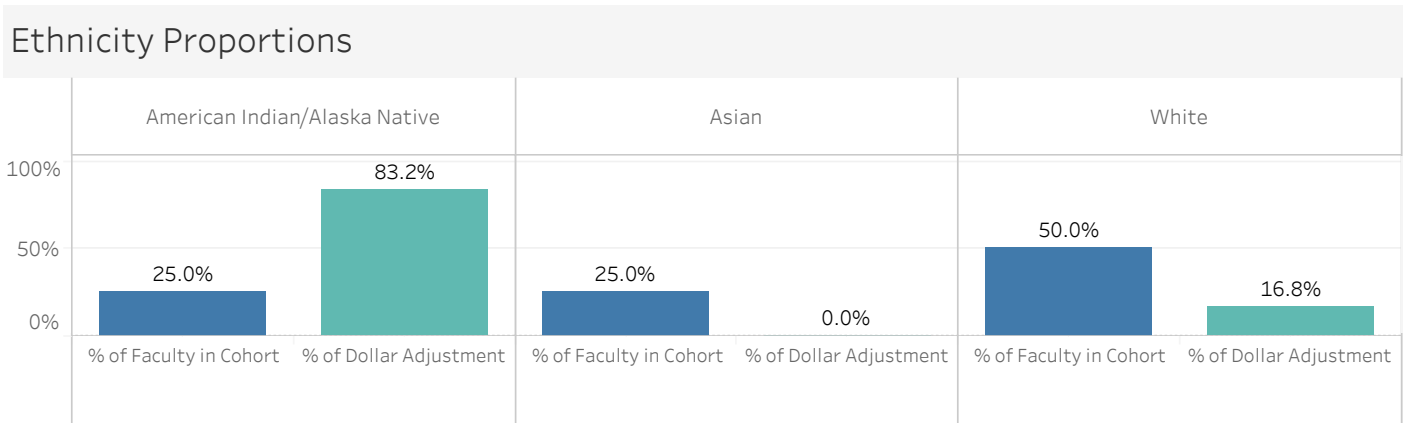
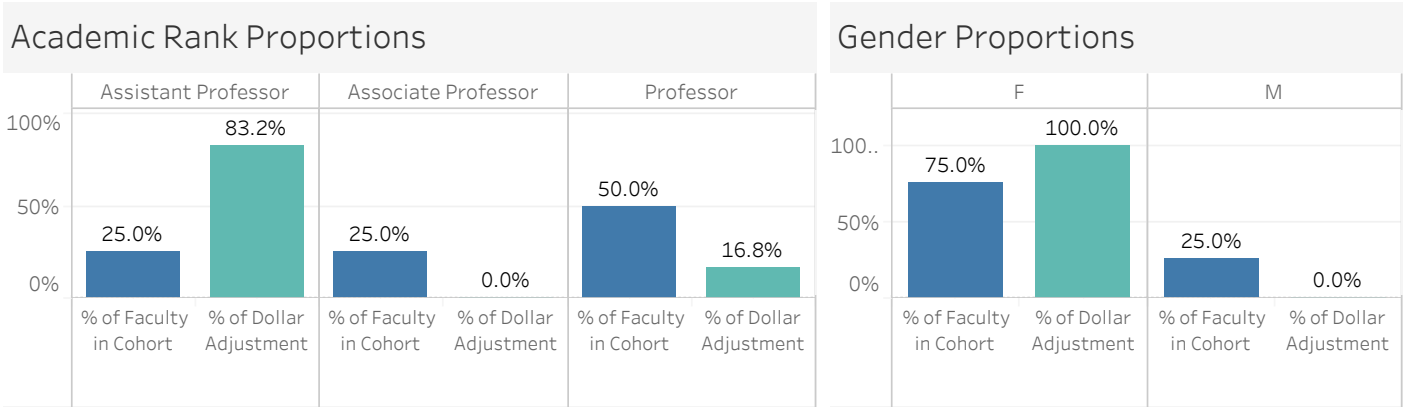
SUMMARY | College of Applied Sci & Tech

% of College Faculty Receiving Adjustments:
50.0%

Academic Rank	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
Assistant Professor	25.0%	50.0%	68,100	9,900	78,000
Associate Professor	25.0%	0.0%	77,900	0	77,900
Professor	50.0%	50.0%	88,900	1,000	89,900
Grand Total	100.0%	100.0%	80,950	2,975	83,925

Gender	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
F	75.0%	100.0%	81,967	3,967	85,933
M	25.0%	0.0%	77,900	0	77,900
Grand Total	100.0%	100.0%	80,950	2,975	83,925

Ethnicity	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
American Indian/Alaska Native	25.0%	50.0%	68,100	9,900	78,000
Asian	25.0%	0.0%	92,200	0	92,200
White	50.0%	50.0%	81,750	1,000	82,750
Grand Total	100.0%	100.0%	80,950	2,975	83,925



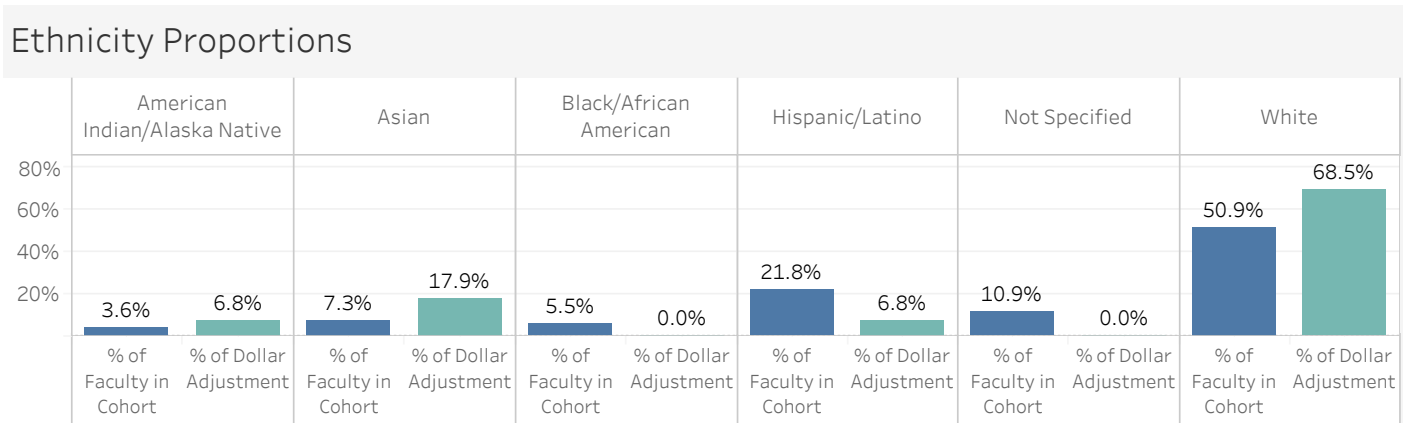
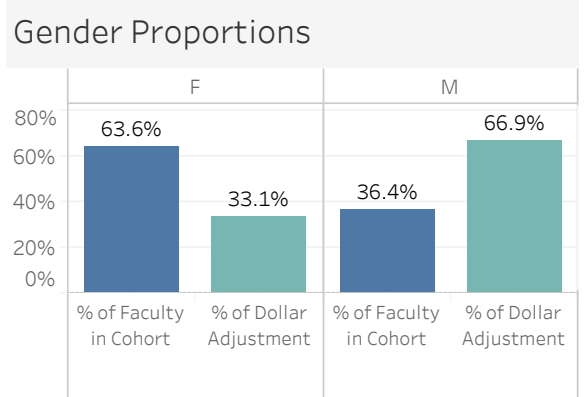
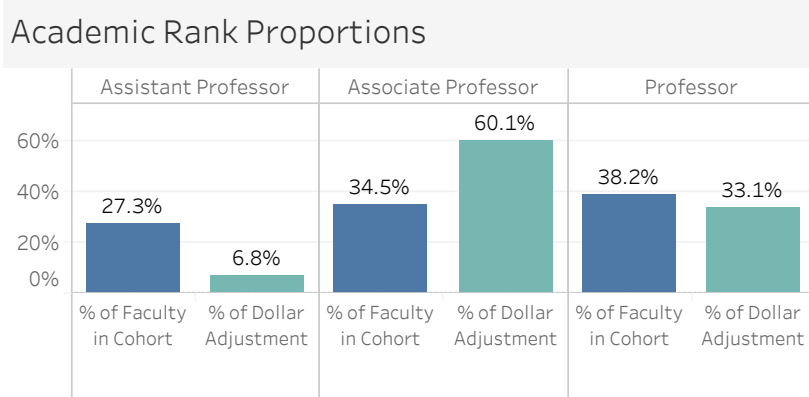
SUMMARY | College of Education

% of Faculty Receiving Adjustments:
14.5%

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

Gender	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
F	63.6%	25.0%	96,750	278	97,028
M	36.4%	75.0%	87,671	981	88,652
Grand Total	100.0%	100.0%	93,449	533	93,982

Ethnicity	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
American Indian/Alaska Native	3.6%	12.5%	78,000	1,000	79,000
Asian	7.3%	12.5%	103,616	1,310	104,926
Black/African American	5.5%	0.0%	91,010	0	91,010
Hispanic/Latino	21.8%	12.5%	88,947	167	89,113
Not Specified	10.9%	0.0%	88,100	0	88,100
White	50.9%	62.5%	96,437	717	97,154
Grand Total	100.0%	100.0%	93,449	533	93,982



SUMMARY | College of Engineering*

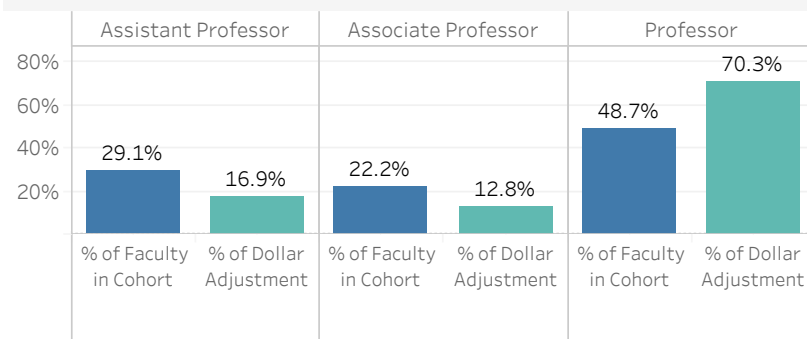
% of College Faculty Receiving Adjustments:
7.7%

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

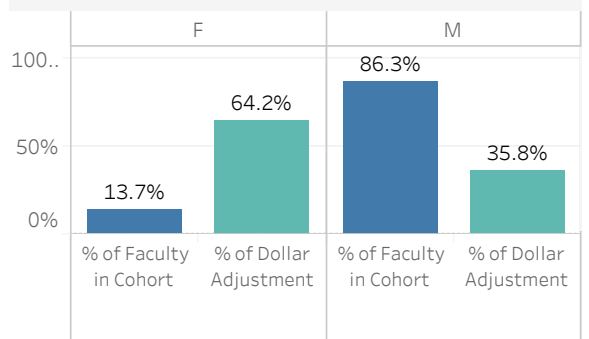
Gender	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
F	13.7%	66.7%	106,119	3,140	109,259
M	86.3%	33.3%	117,905	277	118,183
Grand Total	100.0%	100.0%	116,294	669	116,962

Ethnicity	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
Asian	27.4%	22.2%	103,002	539	103,541
Hispanic/Latino	5.1%	33.3%	127,078	5,667	132,745
Not Specified	10.3%	0.0%	108,526	0	108,526
White	57.3%	44.4%	123,067	403	123,470
Grand Total	100.0%	100.0%	116,294	669	116,962

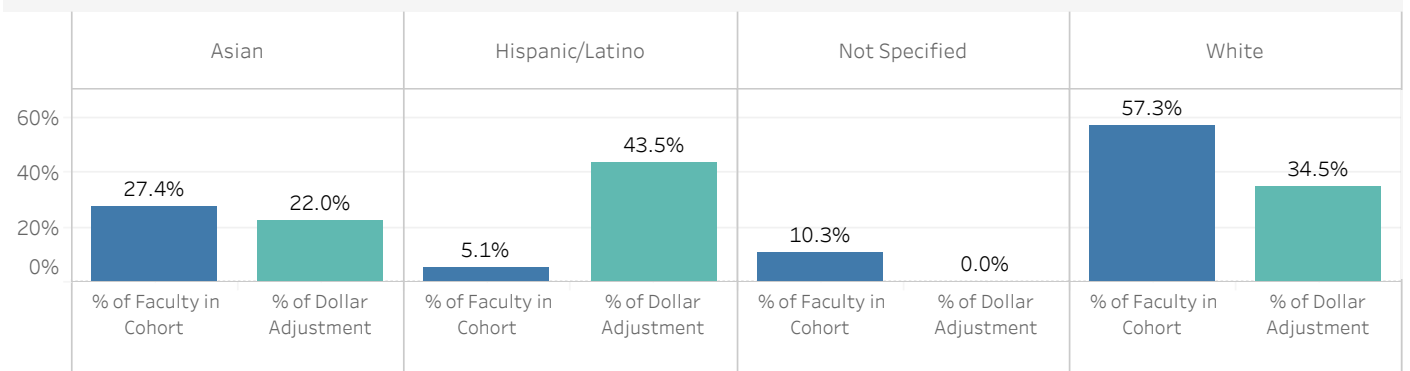
Academic Rank Proportions



Gender Proportions



Ethnicity Proportions



*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

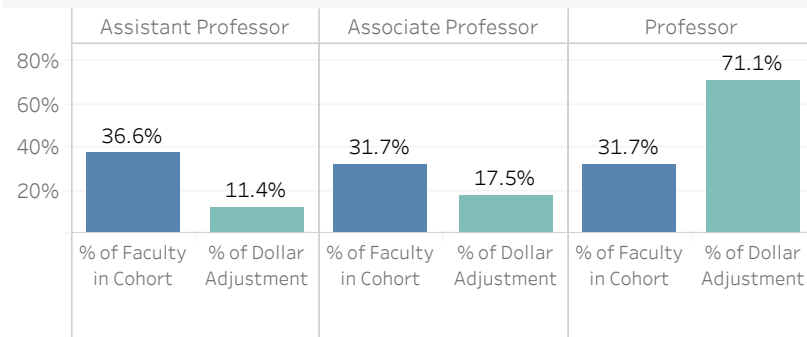
% of College Faculty Receiving Adjustments: **17.8%**

Academic Rank	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
Assistant Professor	36.6%	22.2%	57,323	118	57,441
Associate Professor	31.7%	27.8%	65,834	209	66,044
Professor	31.7%	50.0%	81,205	852	82,056
Grand Total	100.0%	100.0%	67,586	380	67,966

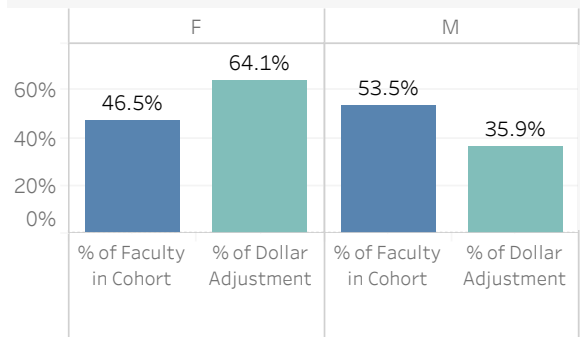
Gender	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
F	46.5%	55.6%	66,918	523	67,441
M	53.5%	44.4%	68,168	255	68,422
Grand Total	100.0%	100.0%	67,586	380	67,966

Ethnicity	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
American Indian/Alaska Native	1.0%	5.6%	72,544	2,456	75,000
Asian	5.9%	5.6%	61,490	167	61,656
Black/African American	1.0%	0.0%	69,500	0	69,500
Hispanic/Latino	5.0%	0.0%	64,502	0	64,502
Not Specified	20.8%	5.6%	63,814	48	63,861
White	66.3%	83.3%	69,442	506	69,947
Grand Total	100.0%	100.0%	67,586	380	67,966

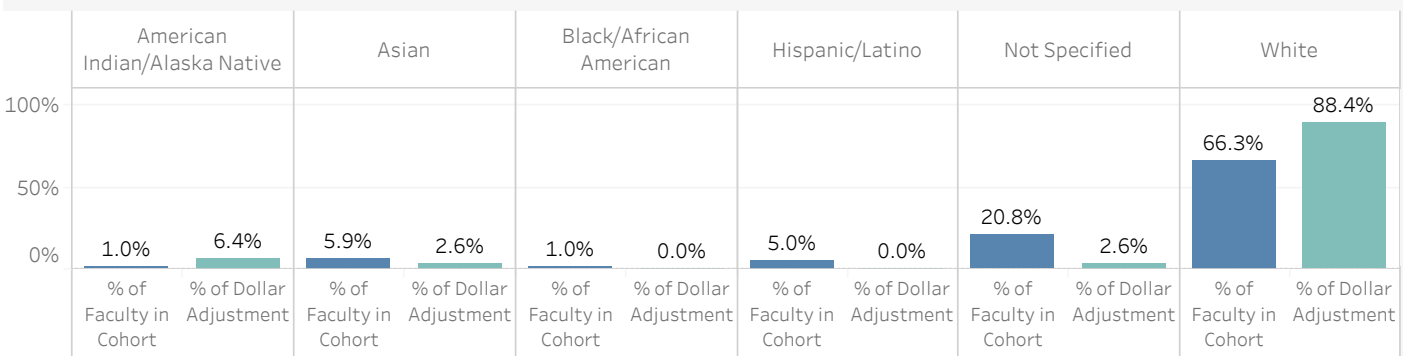
Academic Rank Proportions



Gender Proportions



Ethnicity Proportions



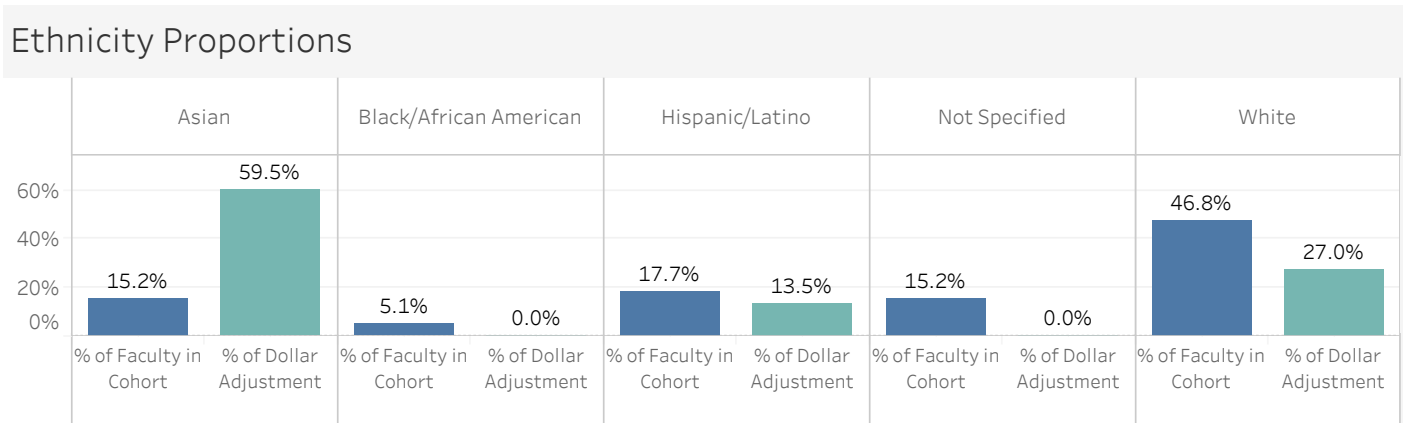
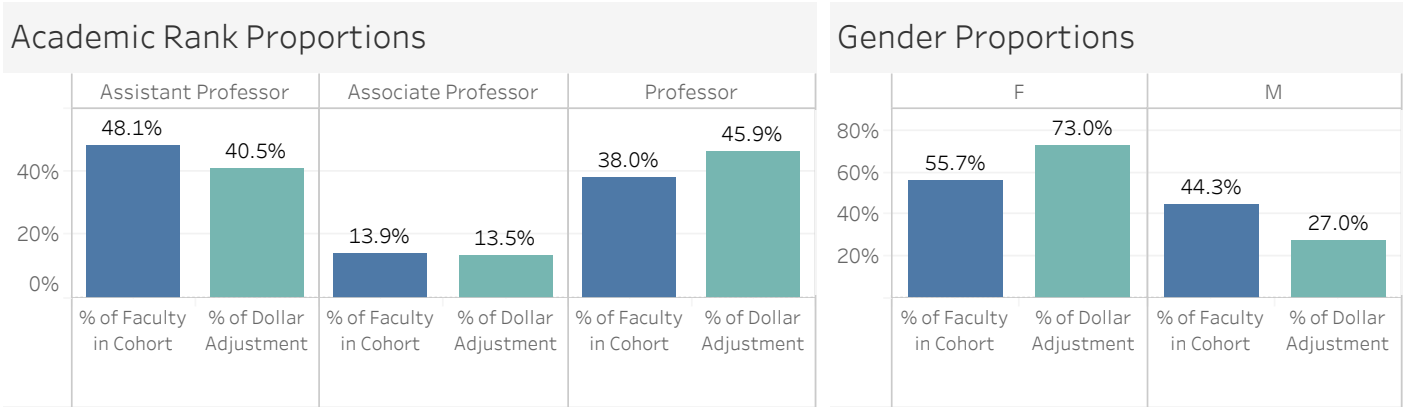
SUMMARY | College of Humanities

% of College Faculty Receiving Adjustments:
7.6%

Academic Rank	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
Assistant Professor	48.1%	50.0%	67,033	79	67,112
Associate Professor	13.9%	16.7%	79,499	91	79,589
Professor	38.0%	33.3%	103,984	113	104,097
Grand Total	100.0%	100.0%	82,801	94	82,894

Gender	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
F	55.7%	66.7%	80,455	123	80,577
M	44.3%	33.3%	85,750	57	85,807
Grand Total	100.0%	100.0%	82,801	94	82,894

Ethnicity	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
Asian	15.2%	50.0%	77,792	367	78,158
Black/African American	5.1%	0.0%	80,800	0	80,800
Hispanic/Latino	17.7%	16.7%	85,976	71	86,048
Not Specified	15.2%	0.0%	71,907	0	71,907
White	46.8%	33.3%	86,973	54	87,027
Grand Total	100.0%	100.0%	82,801	94	82,894



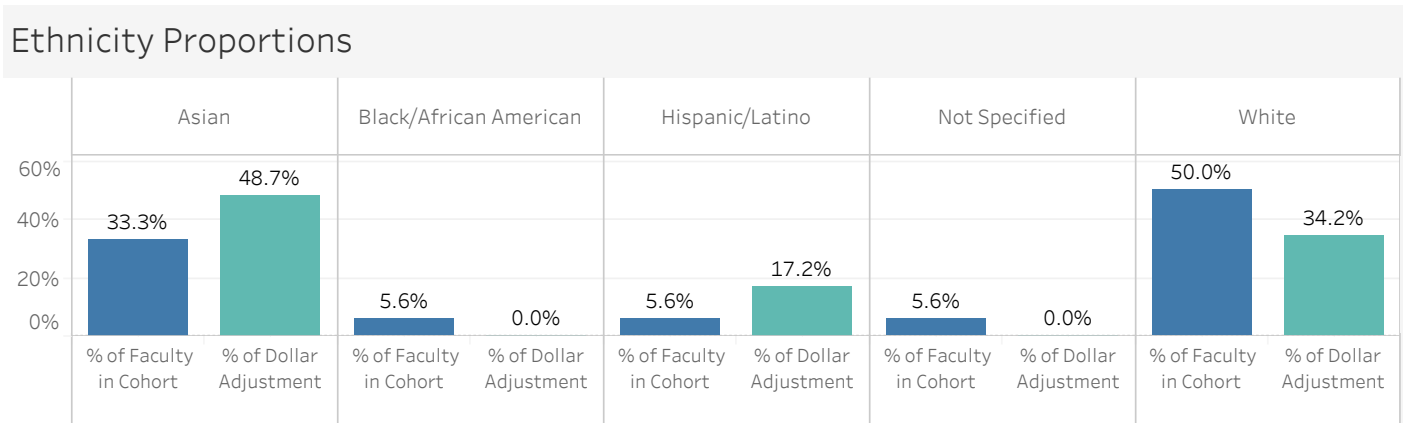
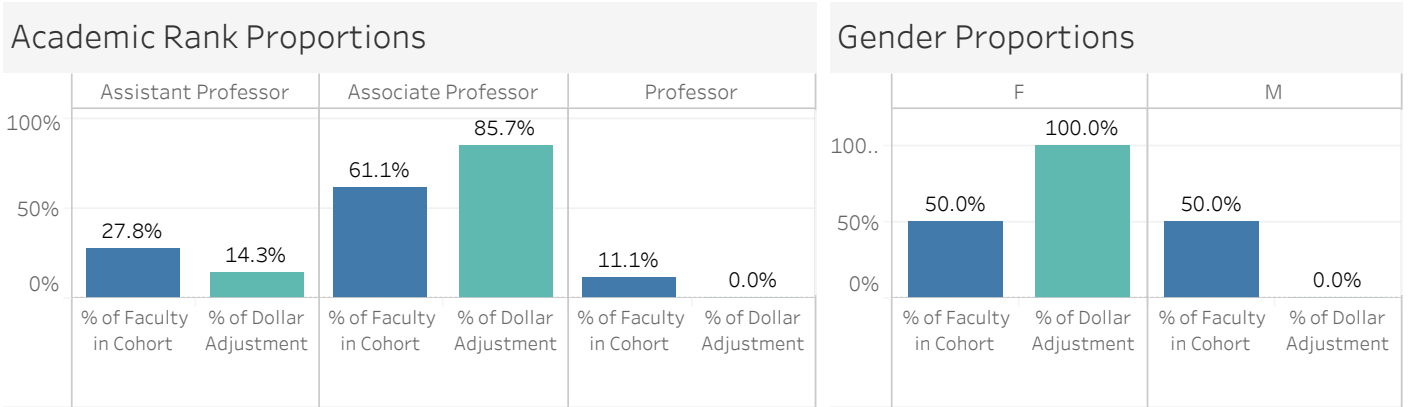
SUMMARY | College of Medicine - Phoenix

% of College Faculty Receiving Adjustments: **33.3%**

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

Gender	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
F	50.0%	100.0%	129,392	1,941	131,333
M	50.0%	0.0%	171,469	0	171,469
Grand Total	100.0%	100.0%	150,430	970	151,401

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



SUMMARY | College of Medicine - Tucson

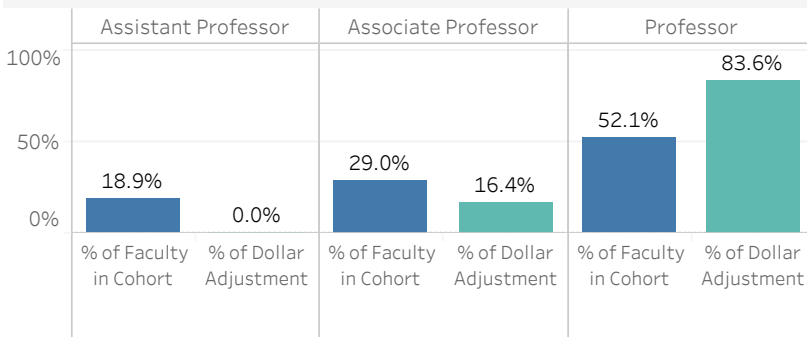
% of College Faculty Receiving Adjustments: **4.1%**

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

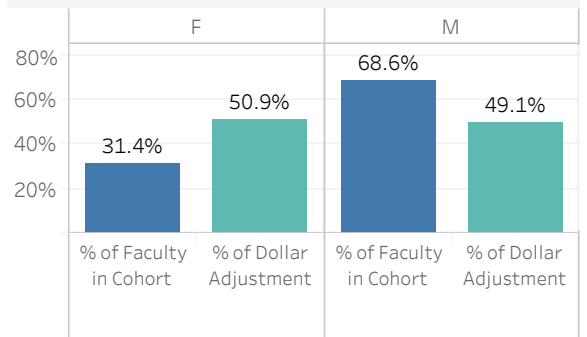
Gender	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
F	31.4%	42.9%	194,001	1,321	195,322
M	68.6%	57.1%	224,719	583	225,301
Grand Total	100.0%	100.0%	215,085	814	215,900

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

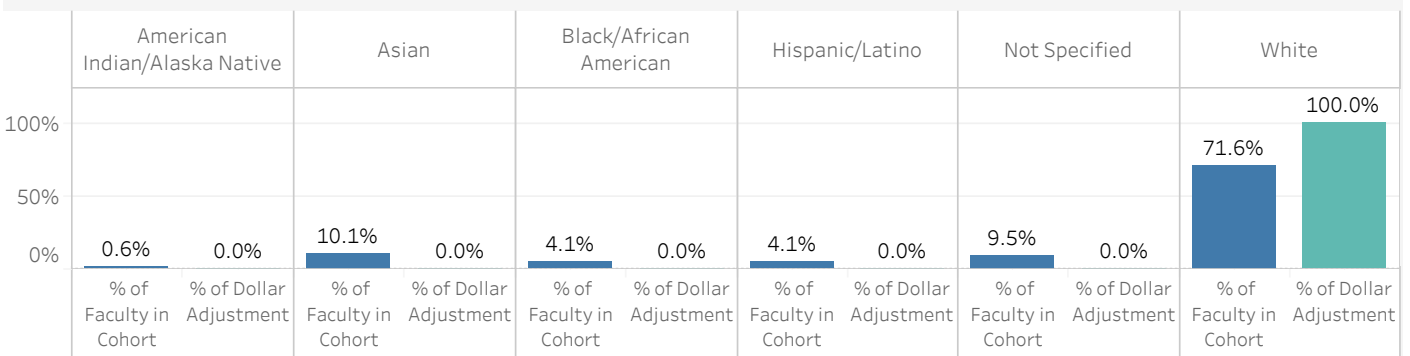
Academic Rank Proportions



Gender Proportions



Ethnicity Proportions



SUMMARY | College of Nursing

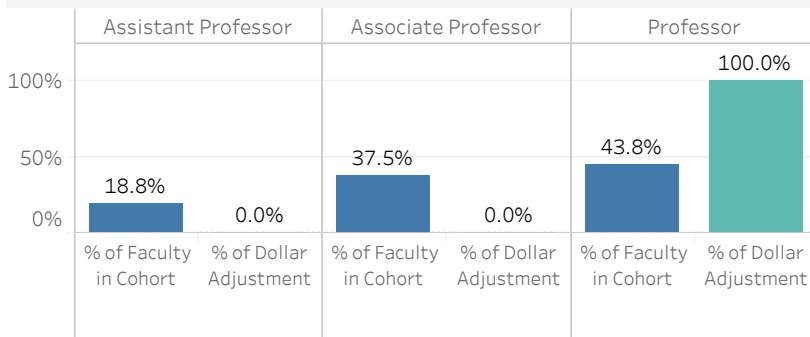
% of College Faculty Receiving Adjustments: **12.5%**

Academic Rank	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
Assistant Professor	18.8%	0.0%	85,283	0	85,283
Associate Professor	37.5%	0.0%	101,363	0	101,363
Professor	43.8%	100.0%	132,751	1,429	134,179
Grand Total	100.0%	100.0%	112,080	625	112,705

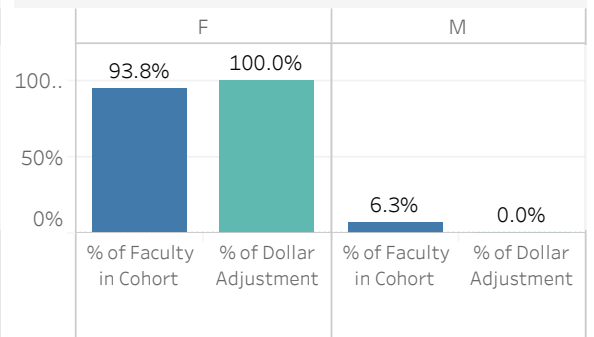
Gender	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
F	93.8%	100.0%	113,236	667	113,903
M	6.3%	0.0%	94,740	0	94,740
Grand Total	100.0%	100.0%	112,080	625	112,705

Ethnicity	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
Not Specified	12.5%	0.0%	88,878	0	88,878
White	87.5%	100.0%	115,395	714	116,109
Grand Total	100.0%	100.0%	112,080	625	112,705

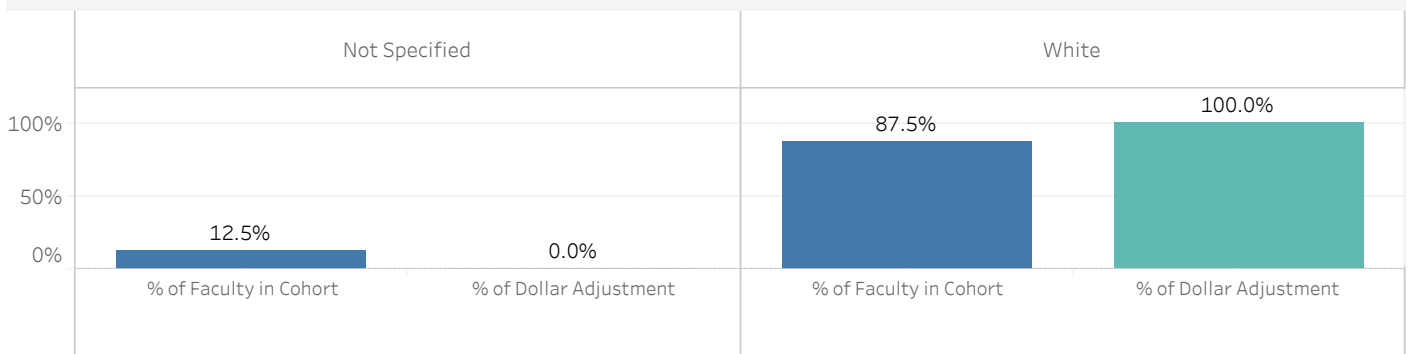
Academic Rank Proportions



Gender Proportions



Ethnicity Proportions



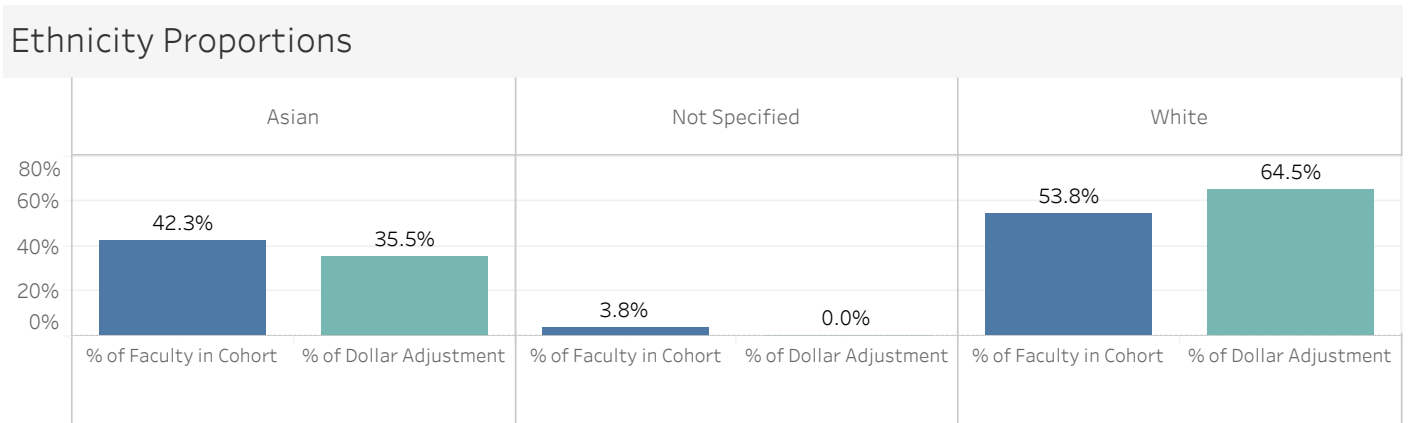
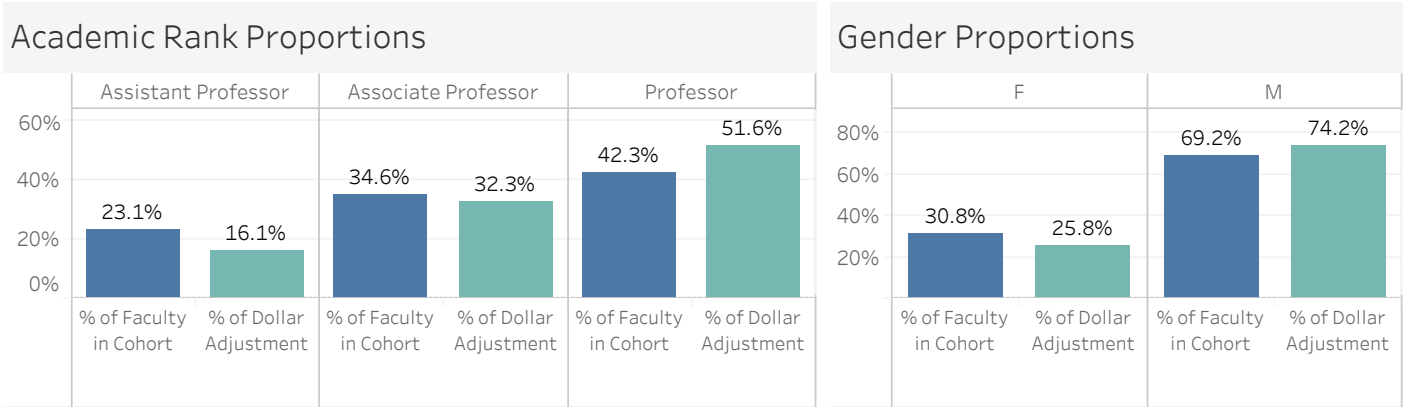
SUMMARY | College of Pharmacy

% of College Faculty Receiving Adjustments: **19.2%**

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

Gender	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
F	30.8%	40.0%	158,713	500	159,213
M	69.2%	60.0%	135,251	639	135,890
Grand Total	100.0%	100.0%	142,470	596	143,067

Ethnicity	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
Asian	42.3%	40.0%	143,368	500	143,868
Not Specified	3.8%	0.0%	128,322	0	128,322
White	53.8%	60.0%	142,776	715	143,490
Grand Total	100.0%	100.0%	142,470	596	143,067



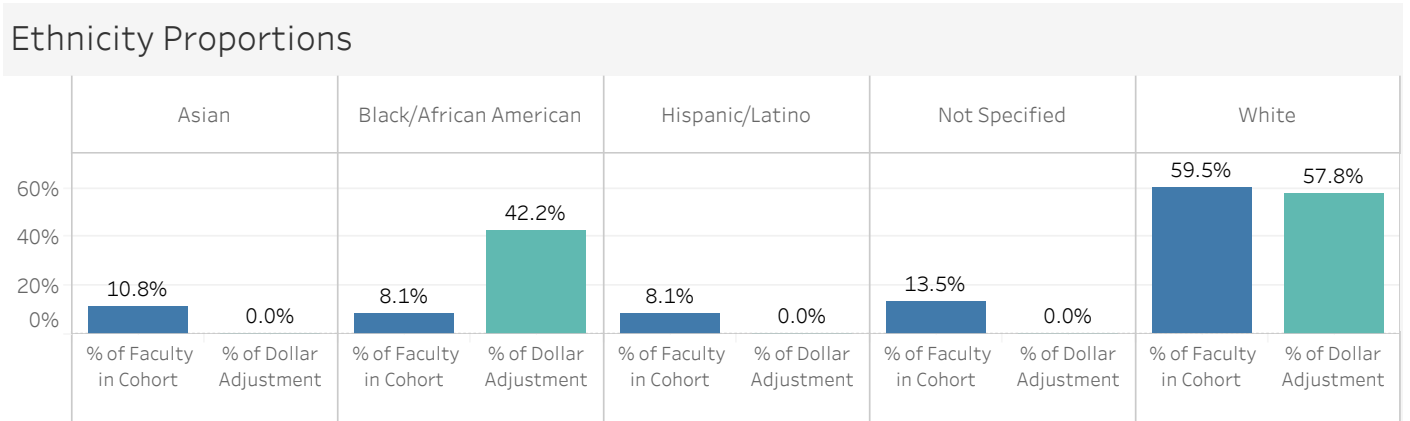
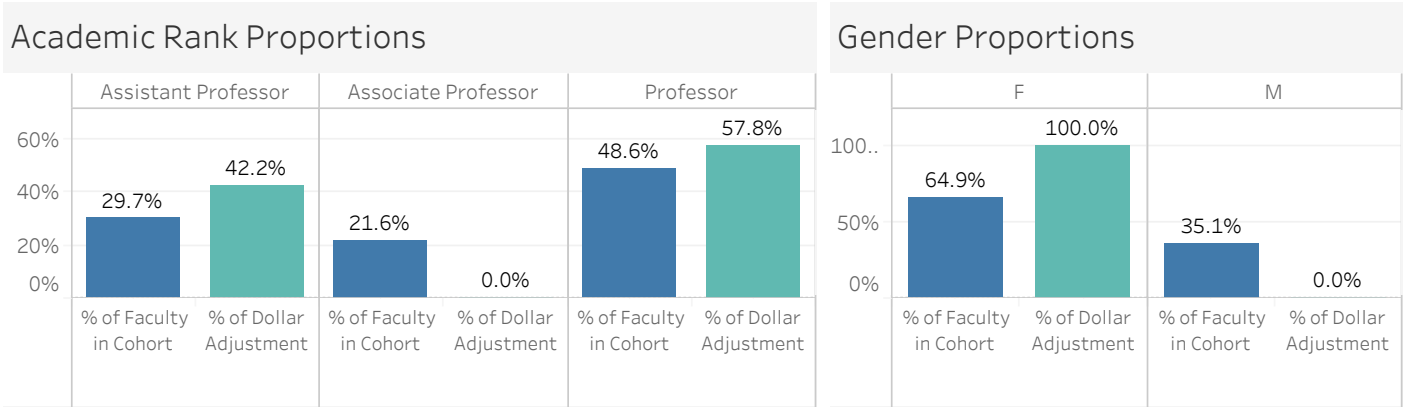
SUMMARY | College of Public Health

% of College Faculty Receiving Adjustments:
8.1%

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

Gender	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
F	64.9%	100.0%	135,393	721	136,114
M	35.1%	0.0%	141,514	0	141,514
Grand Total	100.0%	100.0%	137,544	468	138,012

Ethnicity	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
Asian	10.8%	0.0%	121,296	0	121,296
Black/African American	8.1%	33.3%	149,758	2,433	152,192
Hispanic/Latino	8.1%	0.0%	107,833	0	107,833
Not Specified	13.5%	0.0%	143,435	0	143,435
White	59.5%	66.7%	141,545	455	142,000
Grand Total	100.0%	100.0%	137,544	468	138,012



SUMMARY | College of Science

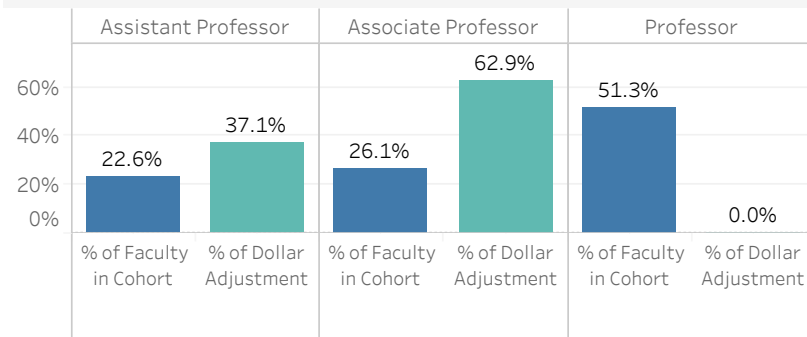
% of College Faculty Receiving Adjustments:
4.7%

Academic Rank	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
Assistant Professor	22.6%	60.0%	91,125	430	91,555
Associate Professor	26.1%	40.0%	100,999	633	101,631
Professor	51.3%	0.0%	138,280	0	138,280
Grand Total	100.0%	100.0%	117,873	263	118,135

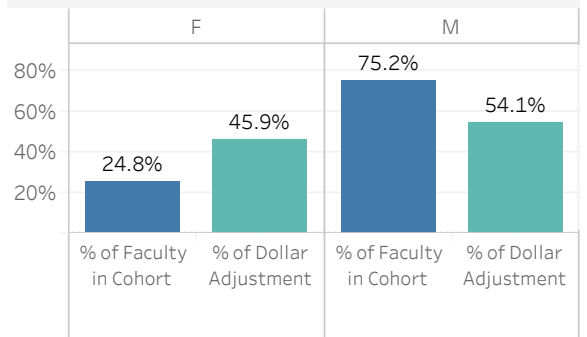
Gender	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
F	24.8%	46.7%	112,471	485	112,956
M	75.2%	53.3%	119,658	189	119,847
Grand Total	100.0%	100.0%	117,873	263	118,135

Ethnicity	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
Asian	12.9%	33.3%	110,467	779	111,247
Hispanic/Latino	4.7%	20.0%	118,391	796	119,188
Not Specified	7.5%	0.0%	121,846	0	121,846
White	74.8%	46.7%	118,715	166	118,882
Grand Total	100.0%	100.0%	117,873	263	118,135

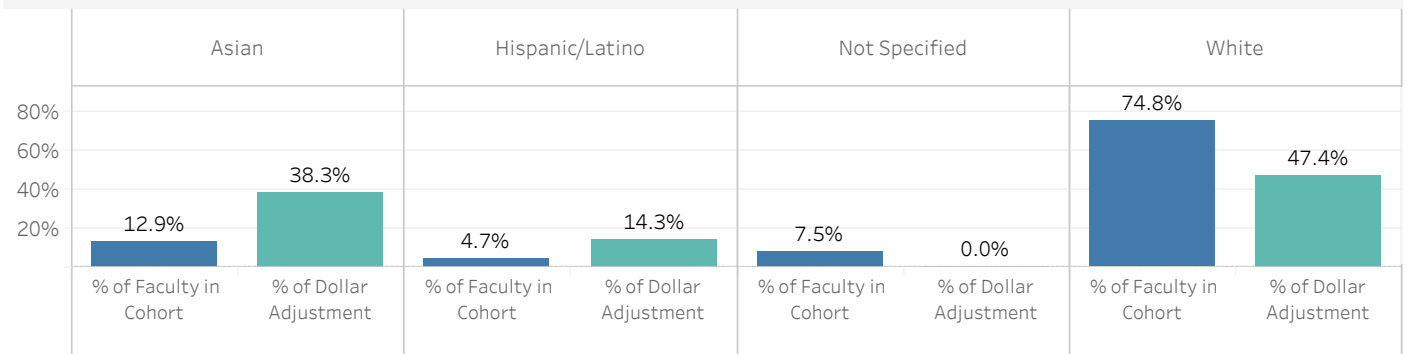
Academic Rank Proportions



Gender Proportions



Ethnicity Proportions



SUMMARY | College of Social & Behav Sci

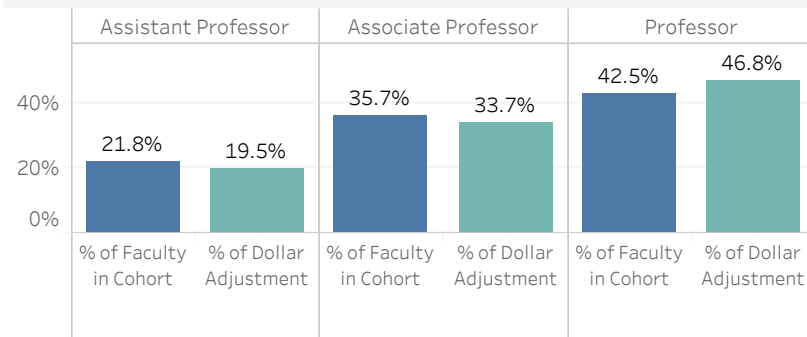
% of College Faculty Receiving Adjustments: **13.1%**

Academic Rank	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
Assistant Professor	21.8%	30.3%	77,558	437	77,995
Associate Professor	35.7%	42.4%	88,512	461	88,974
Professor	42.5%	27.3%	119,766	540	120,305
Grand Total	100.0%	100.0%	99,392	489	99,881

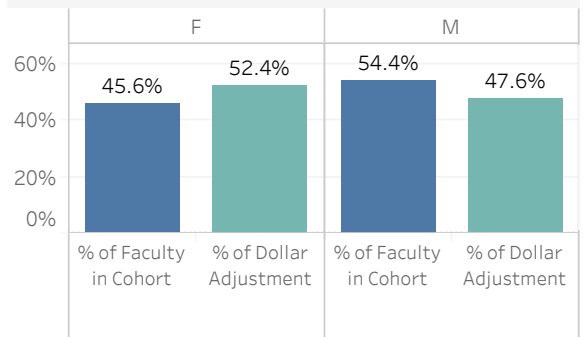
Gender	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
F	45.6%	57.6%	94,787	562	95,349
M	54.4%	42.4%	103,257	428	103,686
Grand Total	100.0%	100.0%	99,392	489	99,881

Ethnicity	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
American Indian/Alaska Native	2.4%	0.0%	93,399	0	93,399
Asian	5.6%	9.1%	88,590	587	89,177
Black/African American	2.4%	6.1%	86,050	1,223	87,273
Hispanic/Latino	11.5%	9.1%	86,404	275	86,679
Not Specified	9.9%	21.2%	91,123	857	91,979
White	68.3%	54.5%	104,337	456	104,793
Grand Total	100.0%	100.0%	99,392	489	99,881

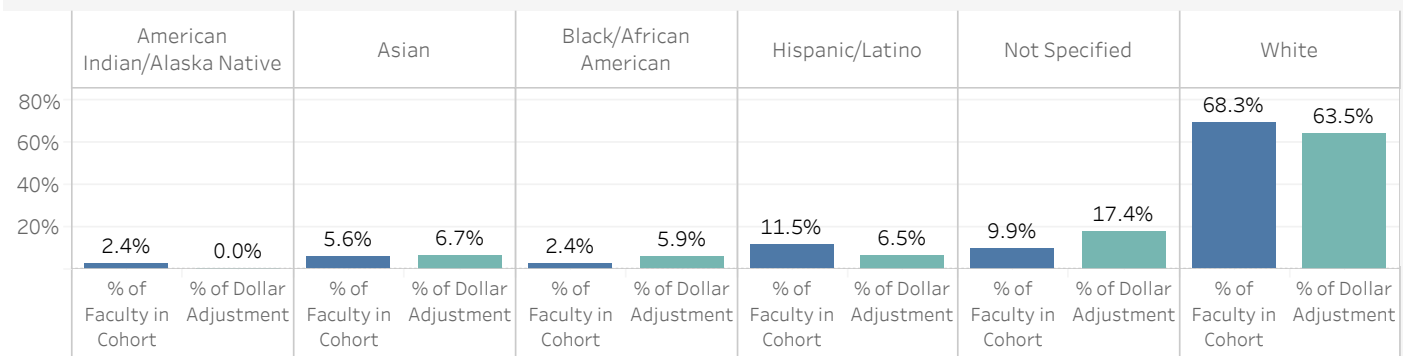
Academic Rank Proportions



Gender Proportions



Ethnicity Proportions



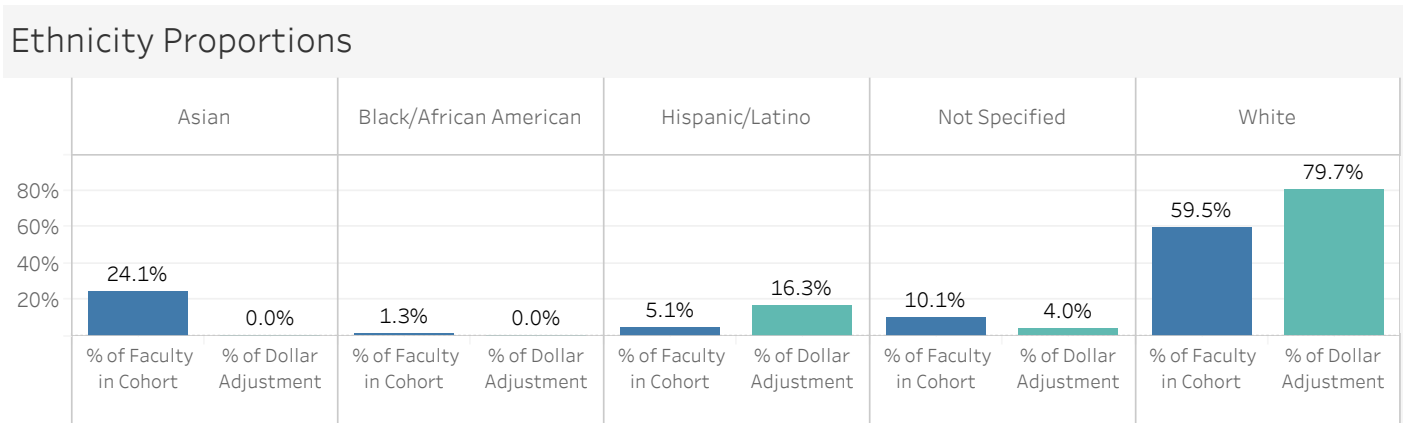
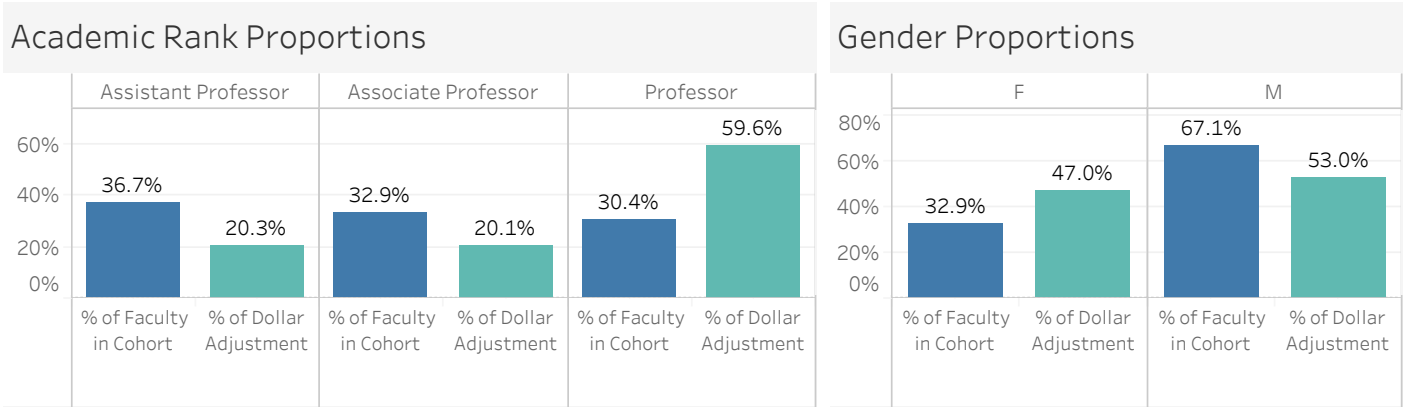
SUMMARY | Eller College of Management

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

Academic Rank	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
Assistant Professor	36.7%	33.3%	178,243	529	178,773
Associate Professor	32.9%	33.3%	197,771	585	198,356
Professor	30.4%	33.3%	245,818	1,875	247,693
Grand Total	100.0%	100.0%	205,199	956	206,156

Gender	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
F	32.9%	50.0%	200,627	1,365	201,992
M	67.1%	50.0%	207,443	756	208,198
Grand Total	100.0%	100.0%	205,199	956	206,156

Ethnicity	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
Asian	24.1%	0.0%	218,847	0	218,847
Black/African American	1.3%	0.0%	163,610	0	163,610
Hispanic/Latino	5.1%	16.7%	165,163	3,088	168,250
Not Specified	10.1%	8.3%	219,750	375	220,125
White	59.5%	75.0%	201,498	1,281	202,779
Grand Total	100.0%	100.0%	205,199	956	206,156



SUMMARY | James C Wyant Coll Optical Sci*

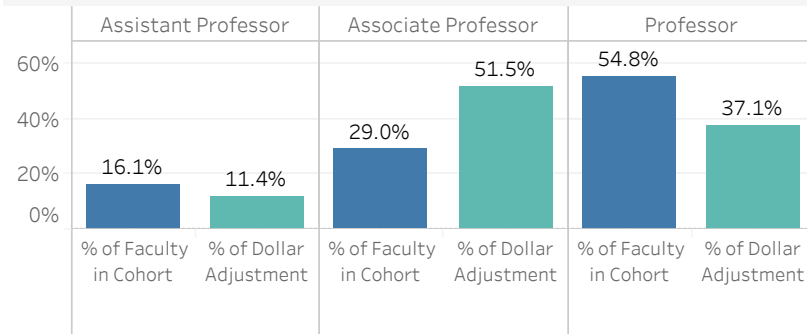
% of College Faculty Receiving Adjustments:
25.8%

Academic Rank	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
Assistant Professor	16.1%	25.0%	90,494	862	91,356
Associate Professor	29.0%	50.0%	112,062	2,167	114,228
Professor	54.8%	25.0%	149,897	826	150,722
Grand Total	100.0%	100.0%	129,331	1,221	130,552

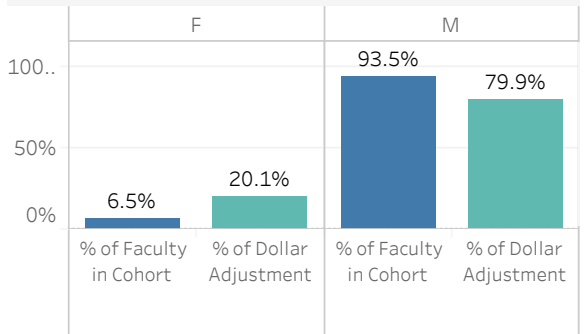
Gender	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
F	6.5%	12.5%	116,172	3,809	119,981
M	93.5%	87.5%	130,239	1,042	131,281
Grand Total	100.0%	100.0%	129,331	1,221	130,552

Ethnicity	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
Asian	32.3%	50.0%	110,128	1,835	111,963
Hispanic/Latino	6.5%	0.0%	118,085	0	118,085
Not Specified	6.5%	25.0%	118,109	3,750	121,859
White	54.8%	25.0%	143,271	706	143,977
Grand Total	100.0%	100.0%	129,331	1,221	130,552

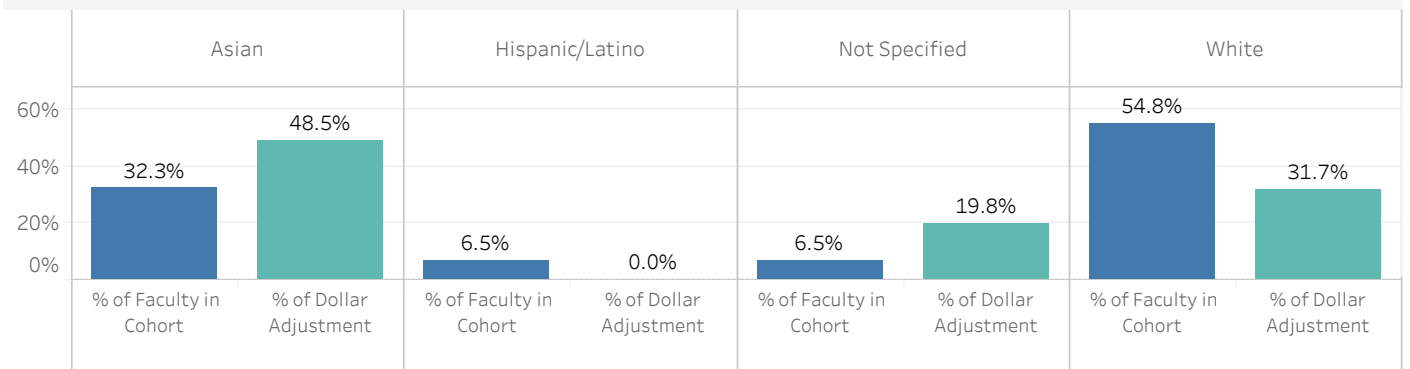
Academic Rank Proportions



Gender Proportions



Ethnicity Proportions



*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%**

Academic Rank	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
Associate Professor	18.2%	0.0%	136,188	0	136,188
Professor	81.8%	100.0%	172,985	812	173,797
Grand Total	100.0%	100.0%	166,294	664	166,959

Gender	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
F	40.9%	33.3%	164,017	513	164,530
M	59.1%	66.7%	167,871	769	168,640
Grand Total	100.0%	100.0%	166,294	664	166,959

Ethnicity	% of Faculty in Cohort	% of Faculty with Adjustments	Avg. Cohort Salary	Avg. Total Dollar Adjustments	Avg. Cohort Salary After Adjustments
American Indian/Alaska Native	9.1%	0.0%	215,577	0	215,577
Asian	4.5%	0.0%	133,875	0	133,875
Black/African American	9.1%	0.0%	150,361	0	150,361
Hispanic/Latino	9.1%	0.0%	150,250	0	150,250
White	68.2%	100.0%	166,148	974	167,123
Grand Total	100.0%	100.0%	166,294	664	166,959

