

Salary Analysis Update for the University of Hawai'i System

Prepared by
Coffey Consulting, LLC

on behalf of

the University of Hawai'i Professional Assembly

August 19, 2016
Revised November 28, 2016



Introduction

This report is a continuation of salary studies prepared for the University of Hawai'i Professional Assembly (UHPA) by Coffey Consulting, LLC (formerly JBL Associates, Inc.) starting in 2000, with the most recent review conducted in 2012. The current analysis draws on 2014-15 salary data reported to the Integrated Postsecondary Education Data System (IPEDS). Unlike past analyses, the individual University of Hawai'i (UH) institutions are compared with an updated peer group and the UH community college campuses are reported separately instead of as a single unit.

The report begins with an overview of the data sources, the faculty population, and the peer group selection criteria. The findings, including a historical trend analysis to measure progress in faculty salary levels relative to the peer group over time, is then presented. The report concludes with recommendations on UH's pay schedules, and estimates of the aggregate cost of these adjustments. Peer group institutions and detailed tables are provided in the appendix.

Methods

Sources of Data

Our primary data source was the faculty salary data collected by the U.S. Department of Education's Integrated Postsecondary Education Data System (IPEDS). IPEDS collects faculty salary data annually. These data are the most complete and reliable source of faculty salaries available. All the faculty salary tables in this report use 2014-15 data (salaries as of November 1, 2014). The analysis does not include lecturers or no rank faculty because UH does not use these academic faculty rank categories.

UHPA also provided Coffey with their in-house faculty salary data from June 8, 2016, which we used as a comparison of IPEDS reported salaries for UH institutions. Data was suppressed for any ranks where less than 3 faculty were reported in the individual ranking, but are included in the total averages. The results are reported in the appendix.

Cost of living difference was included as an additional analysis. Bureau of Labors Consumer price index (CPI) (<http://www.bls.gov/cpi/cpid1604.pdf> (table 24)) for all urban consumers in Honolulu, HI were compared to the national United States average. The CPI for Honolulu in 2015 was 260.165 and the US was 237.017.

Population

The UH faculty salaries used in our analysis are those reported on the federal IPEDS form. Only full-time faculty members that teach on a 9/10-month contract are reported. Faculty members include only full-time employees who teach at least half time. For example, if someone gets released time for administrative responsibilities, but continues to teach at least half time they would be included, but an administrator who taught a class would not. Individuals who may be included on the faculty salary schedule, but do not teach, are not included.

The data do not include salaries of part-time faculty or faculty members on sabbatical leave who are not currently on the payroll; if they are on the payroll their regular salary or the salary of the person replacing them is reported even though the staff may be receiving a reduced annuity while on leave. Faculty members on an 11/12-month contract are included in the appendix, but not as part of the analysis. In most cases, faculty members on an 11/12-month contract have responsibilities beyond teaching. Often, salaries of this group represent those faculty members with research projects or quasi-administrative duties.

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

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

Public higher education institutions have continued to face funding challenges as states have struggled with budget deficits. In some cases, faculty members at public institutions may have been forced to take unpaid furlough days. The salaries reported here do not include any reduction taken in salaries due to these staffing changes or leave taken.

Peer Group Selection Criteria

The peer groups are compared individually with the 10 UH institutions:

1. University of Hawai'i at Hilo (UHH)
2. University of Hawai'i at West Oahu (UHWO)
3. University of Hawai'i at Manoa (UHM)
4. University of Hawai'i Maui College (MAU)
5. Hawai'i Community College (HAW)
6. Honolulu Community College (HON)
7. Kapi'olani Community College (KAP)
8. Kaua'i Community College (KAU)
9. Leeward Community College (LEE)
10. Windward Community College (WIN)

Each of the 10 UH institutions are compared with two to four peer groups, depending on the size of the peer group, from the following selection methods:

- Comparable institutions selected nationally based on a formula that includes type and control, enrollment and expenditure per student

- Limited to a group of Western region institutions selected using the same formula as used in the national selection
- Institutions selected by the UH administration or selected by the UHPA

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

We selected the first set of peers using a peer computer program. It selects peers based on Carnegie Classification category (institutional type and control), enrollment and educational expenditures per student. The second set of peers was selected using the same rules, but the search was limited to the Western region states. California dominates this peer group, but it represents the closest employment area to Hawai'i. The university administration selected the third set of peers and for UHM the administration selected a fourth set of peers based on benchmarks from past analysis. These institutions represent those peers that the University identified as being most similar to the 10 UH institutions. A list of all the peer institutions is provided in the appendix.

A total peer group is included in the analysis; this larger merged peer group comprised of the three (four for UHM) sets of peers was used to identify the average salaries and the 80th percentile salary for each UH institution and for faculty by academic rank in each institution. This Total Peer group is used in all of the comparisons with details for each separate peer group when appropriate.

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

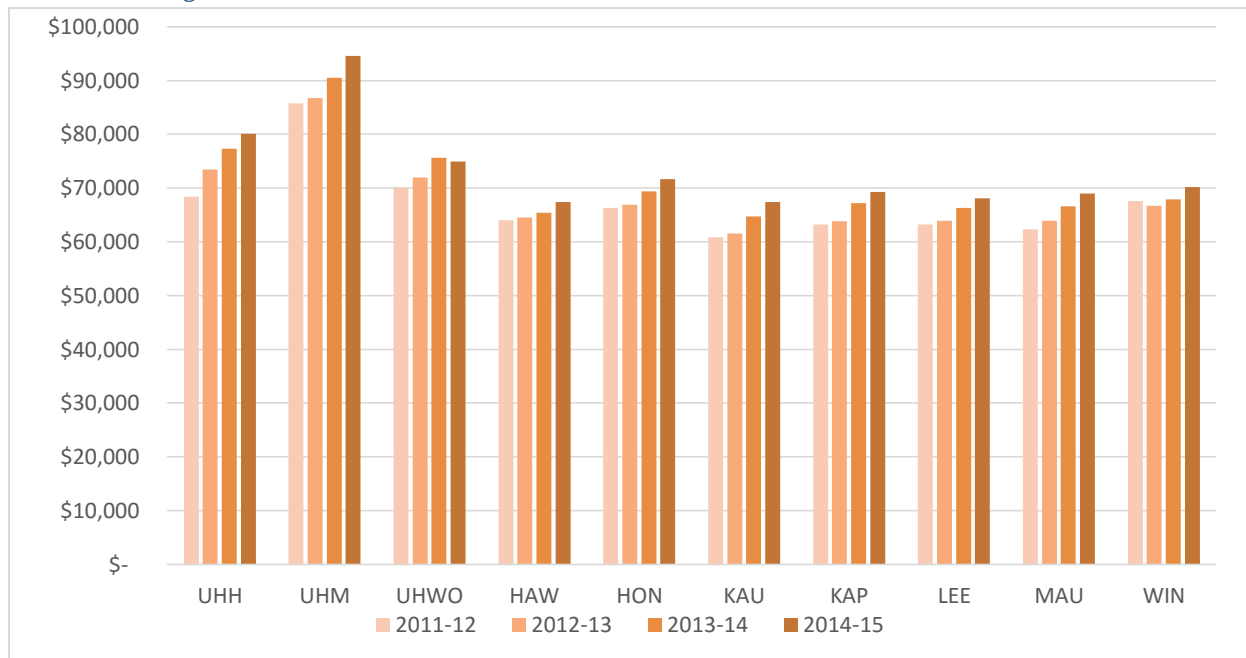
The second measure used in the comparisons is the percentile rank of the institutions compared with their peers. The median institution would fall at the fiftieth percentile. Half the colleges are above and half are below, regardless of the number of faculty members in the college. In this case, all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

Results

Salary History of UH Campuses

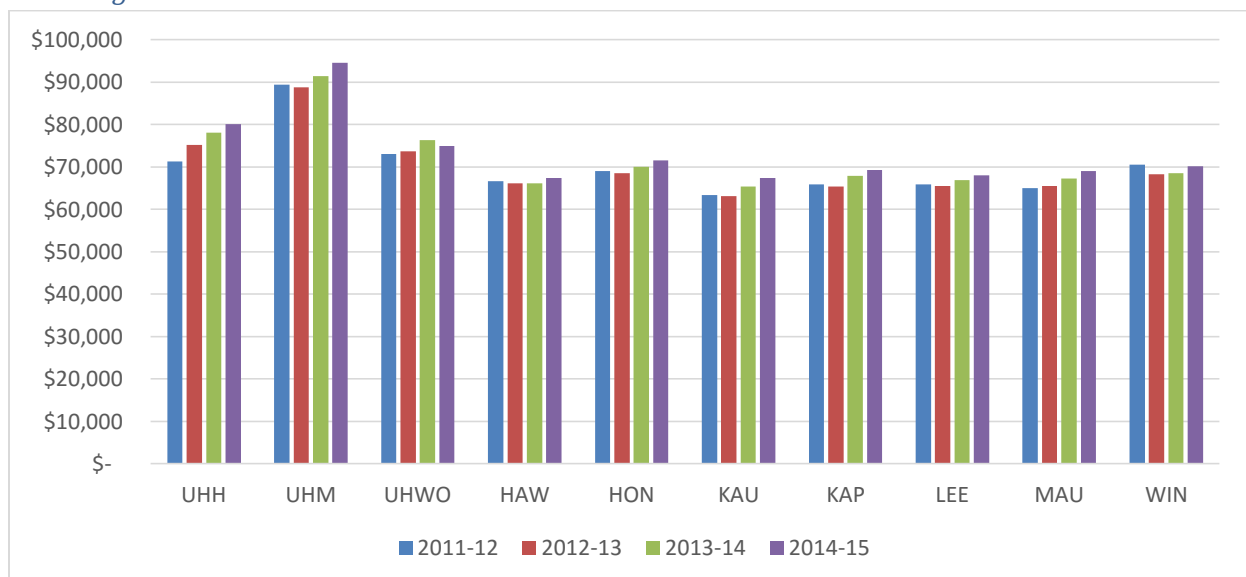
The average salaries for full-time 9/10-month contract UH faculty members have increased in the last 4 years. Salaries are corrected for inflation based on Honolulu, HI reported consumer price index (CPI) from Bureau of Labor and Statistics (BLS) in Chart 1. Salaries in current dollars, not corrected for inflation, are reported on Chart 2.

Chart 1. Average UH salaries of faculty on 9/10 month contracts by campus in constant 2015 dollars, 2011-12 through 2014-15



In current dollars there is less change visible in the salary increases within the community colleges at UH. The UH of West Oahu has seen a decrease in the most recent year on average in constant and current dollars.

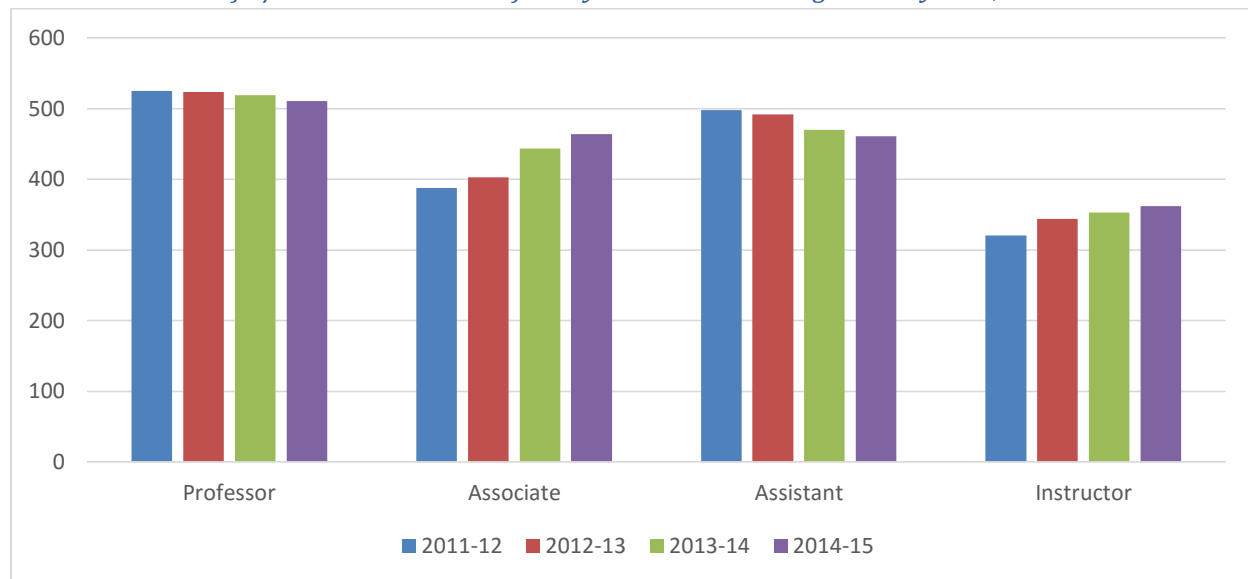
Chart 2. Average UH salaries of faculty on 9/10 month contracts by campus in current dollars, 2011-12 through 2014-15



The number of 9/10-month faculty members by academic rank in the UH system from 2011-12 through 2014-15 have seen a shift occurring. Associate professors have increased 20% and instructors have increased 13% during the last four years. Assistant professors have declined 7% during the same time

period. Full professors are still the largest overall group although they are reporting a 3% decline in numbers.

Chart 3. Number of 9/10-month contract faculty members teaching in UH system, 2011-12 to 2014-15



Comparison with Peers

The next series of charts shows how each UH campus average faculty salaries of 9/10-month faculty members by academic rank compare with their peers. Unlike previous studies where the community colleges were combined into one institution this report will show each institution separately.

The UH community college salaries are larger than those of their peers for most ranks, with exceptions for instructors where they lag behind their peers at most of the UH community colleges. Kauai community college (chart 7) differs as professor salaries are less than their peers and instructors are earning higher salaries than their peers.

Chart 4. Hawaii Community College average salary by academic rank compared with peer groups, 2014-15

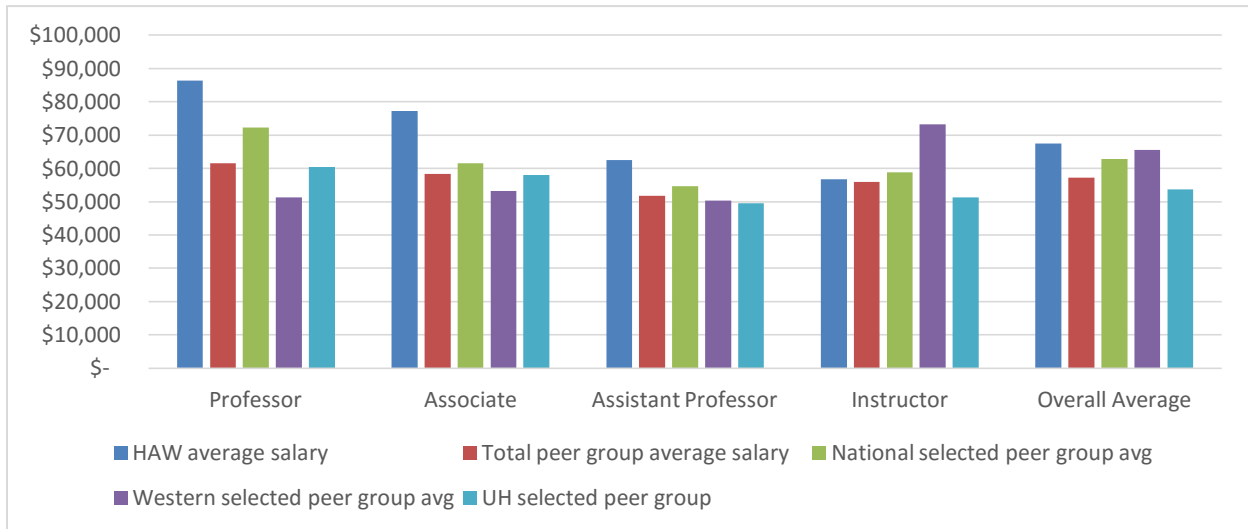


Chart 5. Honolulu Community College average salary by academic rank compared with peer groups, 2014-15

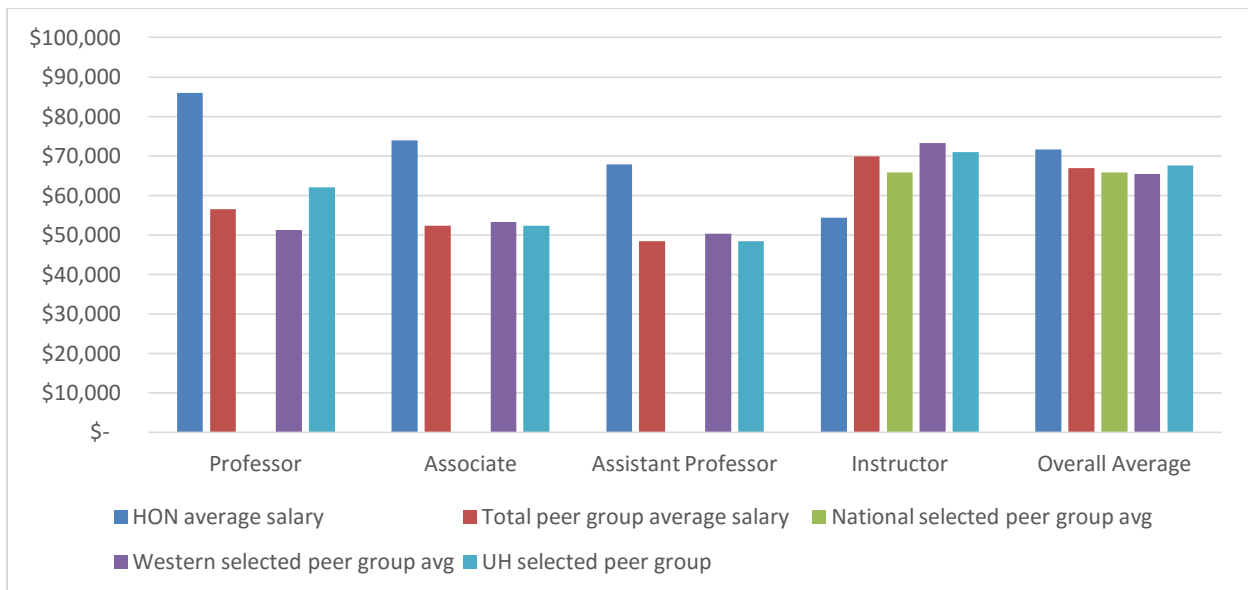


Chart 6. Kapiolani Community College average salary by academic rank compared with peer groups, 2014-15

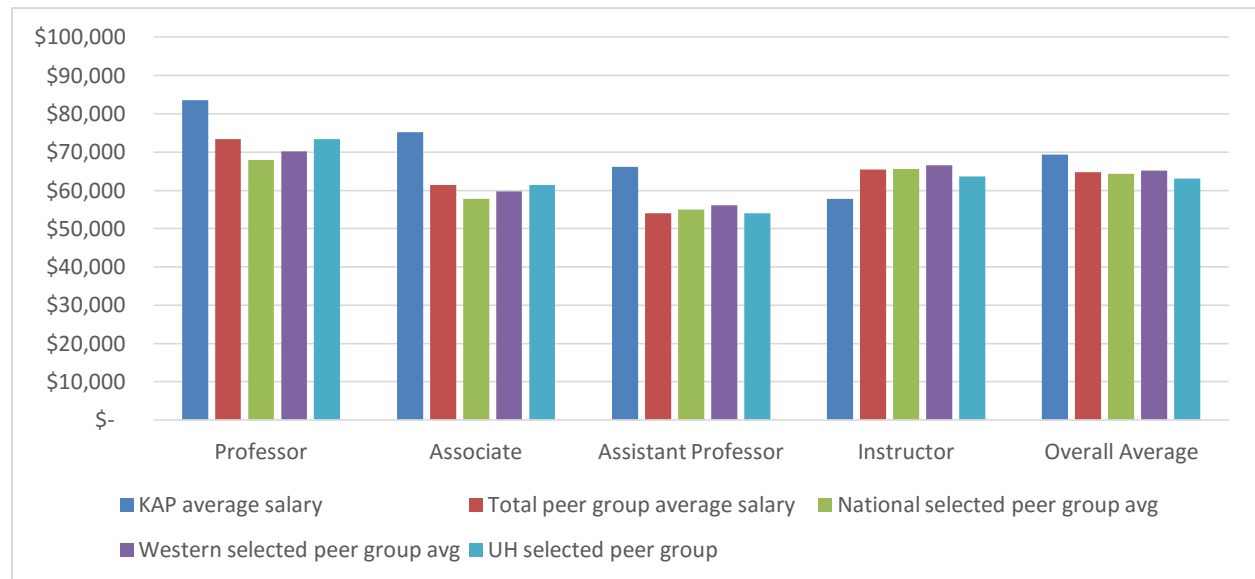


Chart 7. Kauai Community College average salary by academic rank compared with peer groups, 2014-15

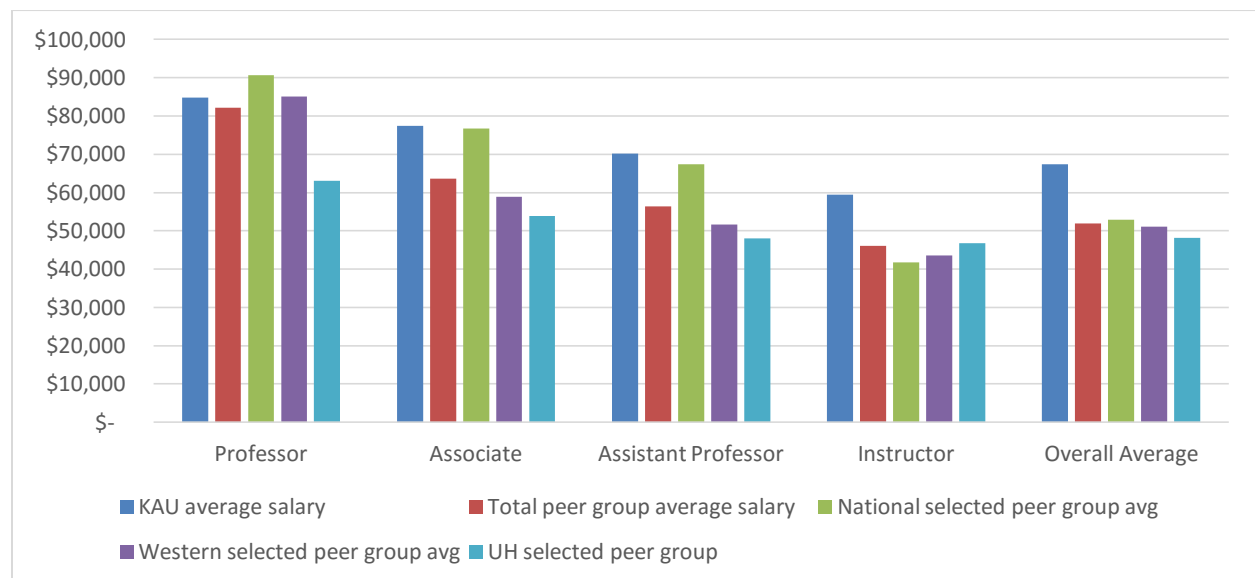


Chart 8. Leeward Community College average salary by academic rank compared with peer groups, 2014-15

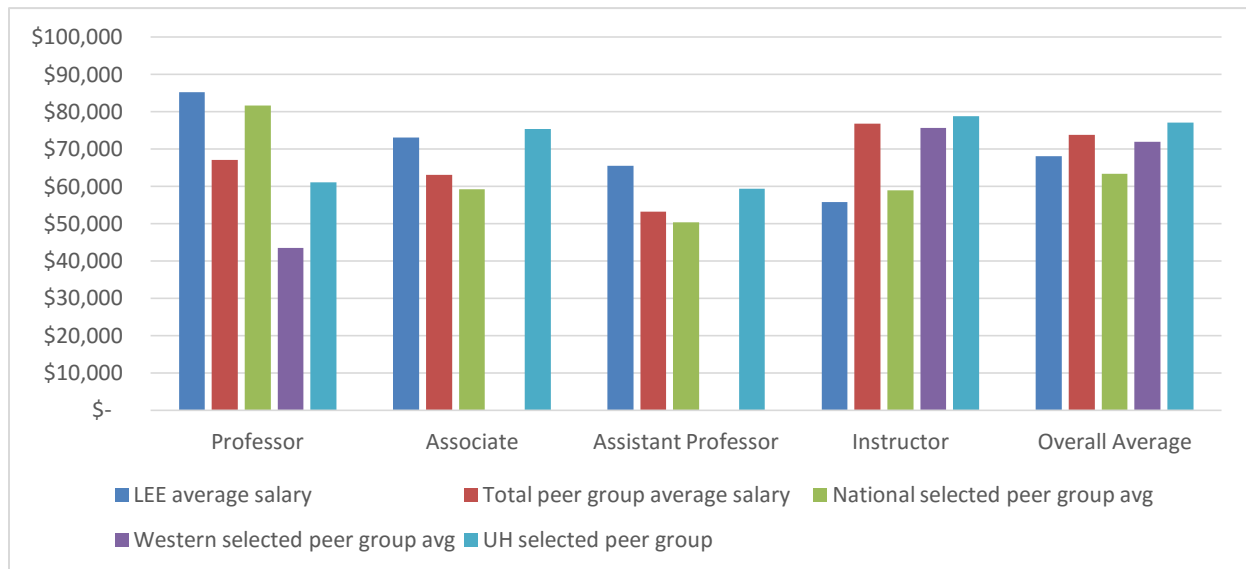


Chart 9. University of Hawai'i Maui College average salary by academic rank compared with peer groups, 2014-15

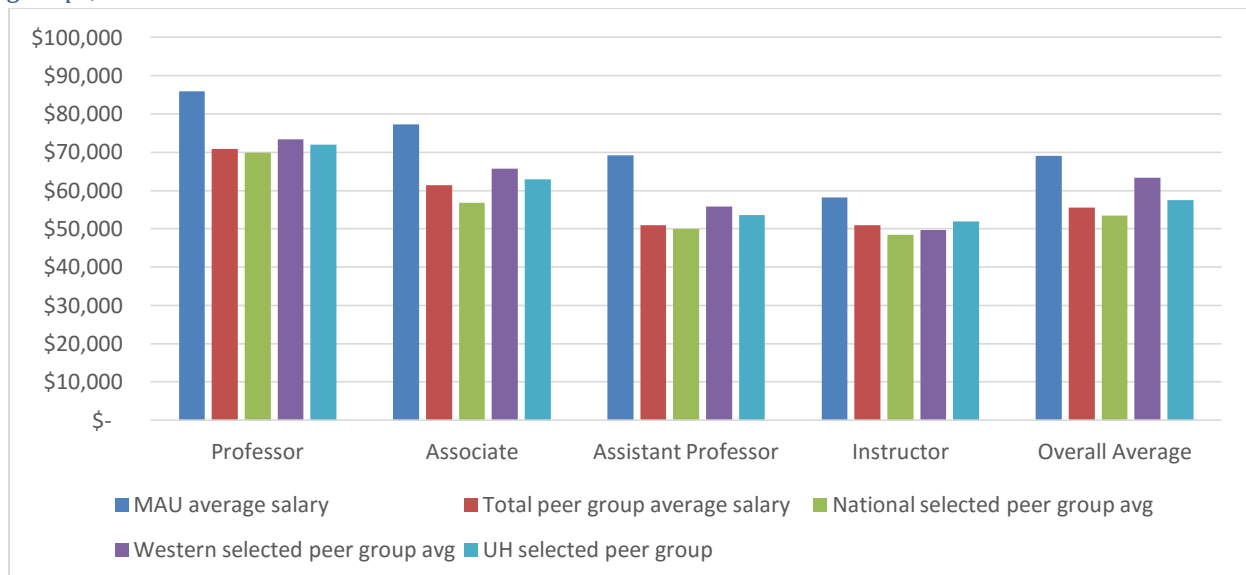
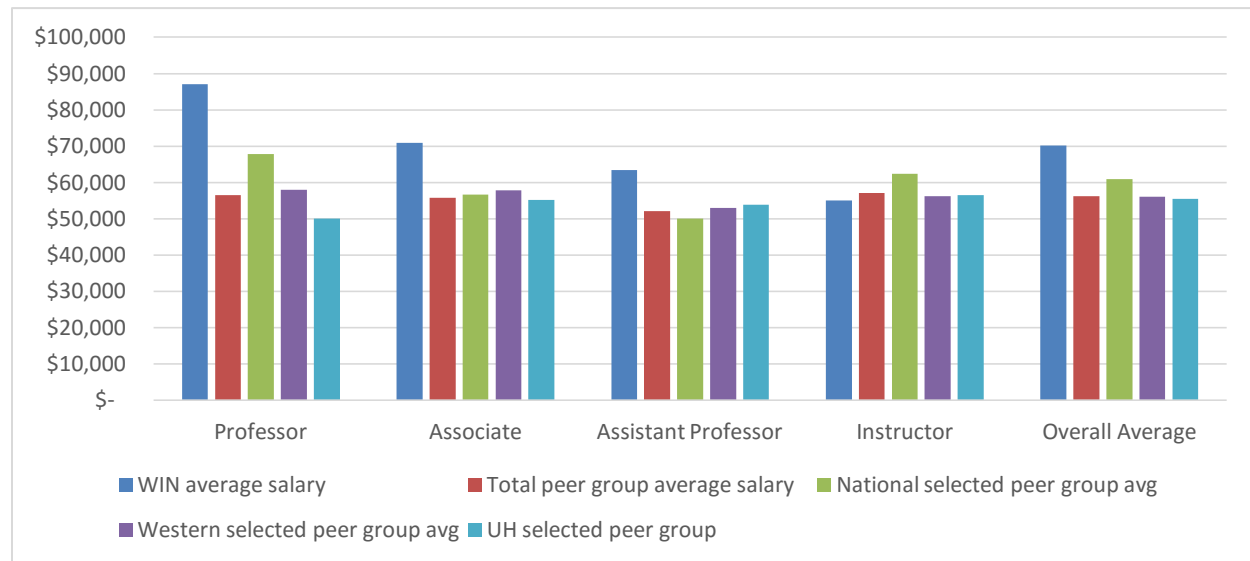


Chart 10. Winward Community College average salary by academic rank compared with peer groups, 2014-15



UH Manoa (Chart 11) is on par with its peers except when compared to the UHPA selected peer group. UH Hilo (Chart 12) is below the national peer group for professors, associates and average salaries.

Chart 11. University of Hawai'i at Manoa average salary by academic rank compared with peer groups, 2014-15

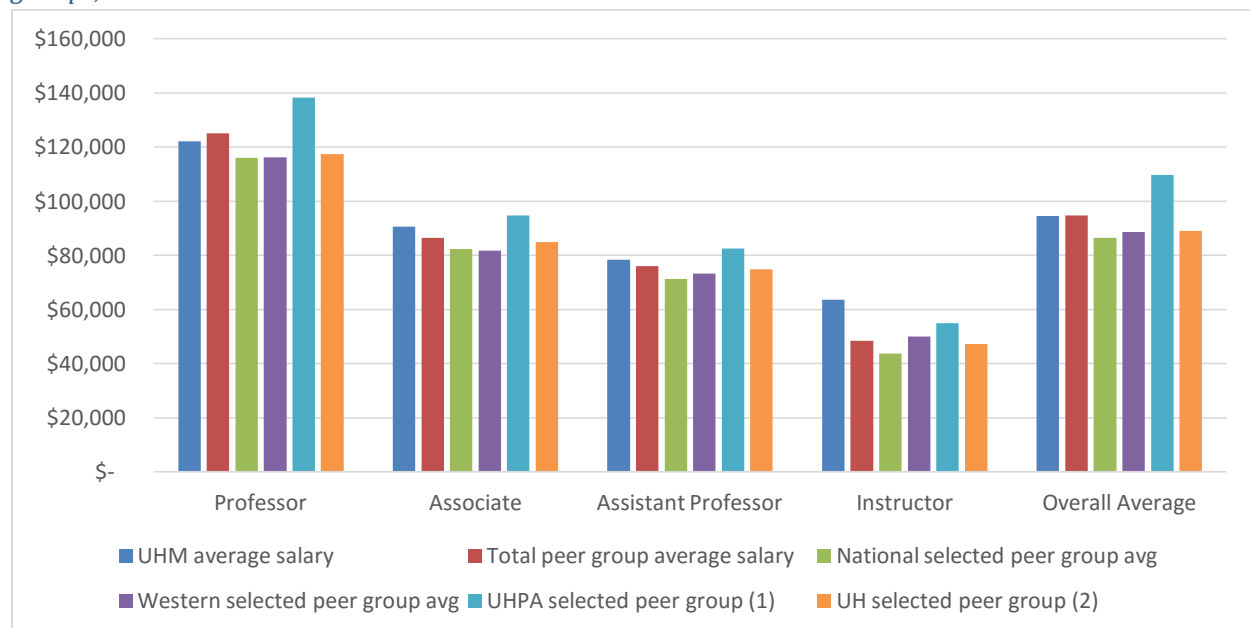


Chart 12. University of Hawai'i at Hilo average salary by academic rank compared with peer groups, 2014-15

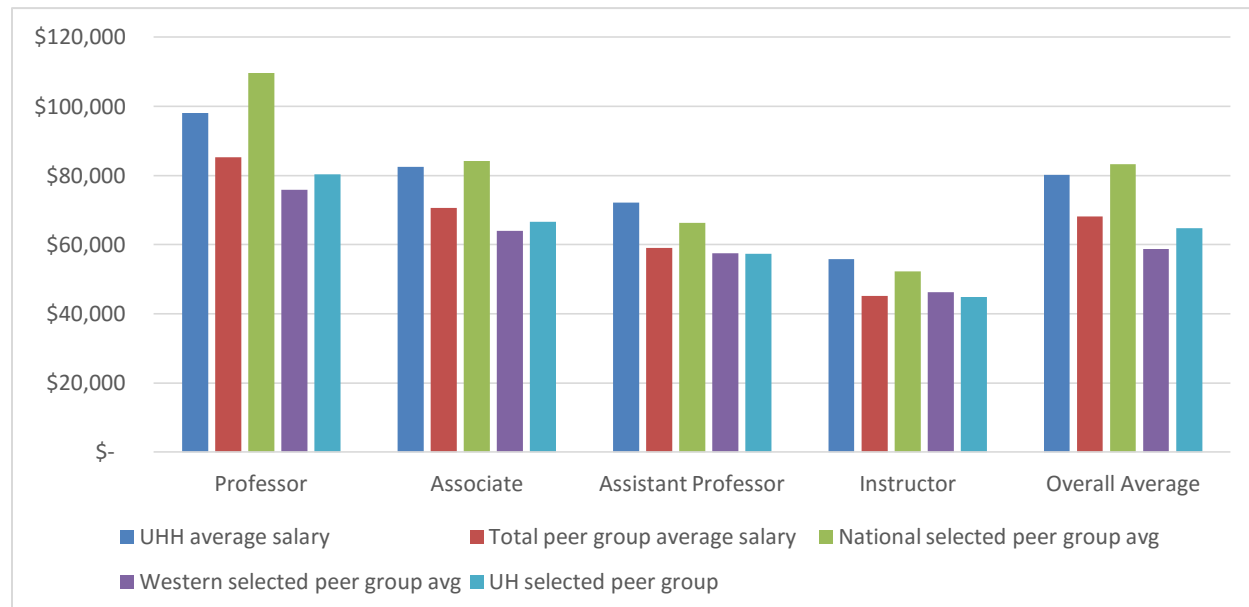
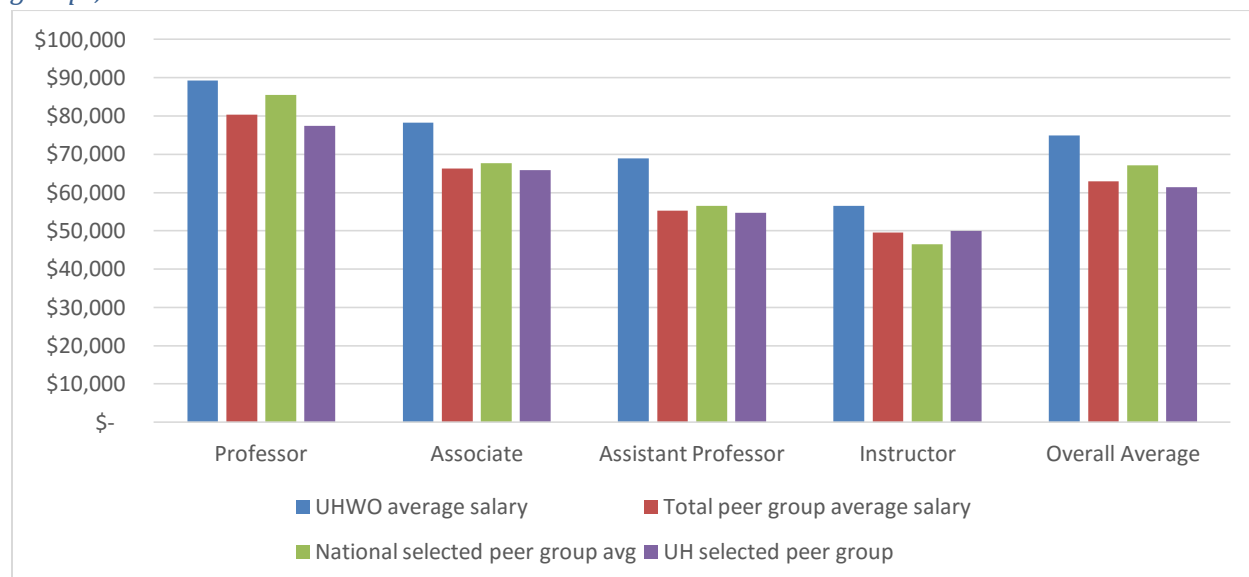


Chart 13. University of Hawai'i at West Oahu average salary by academic rank compared with peer groups, 2014-15

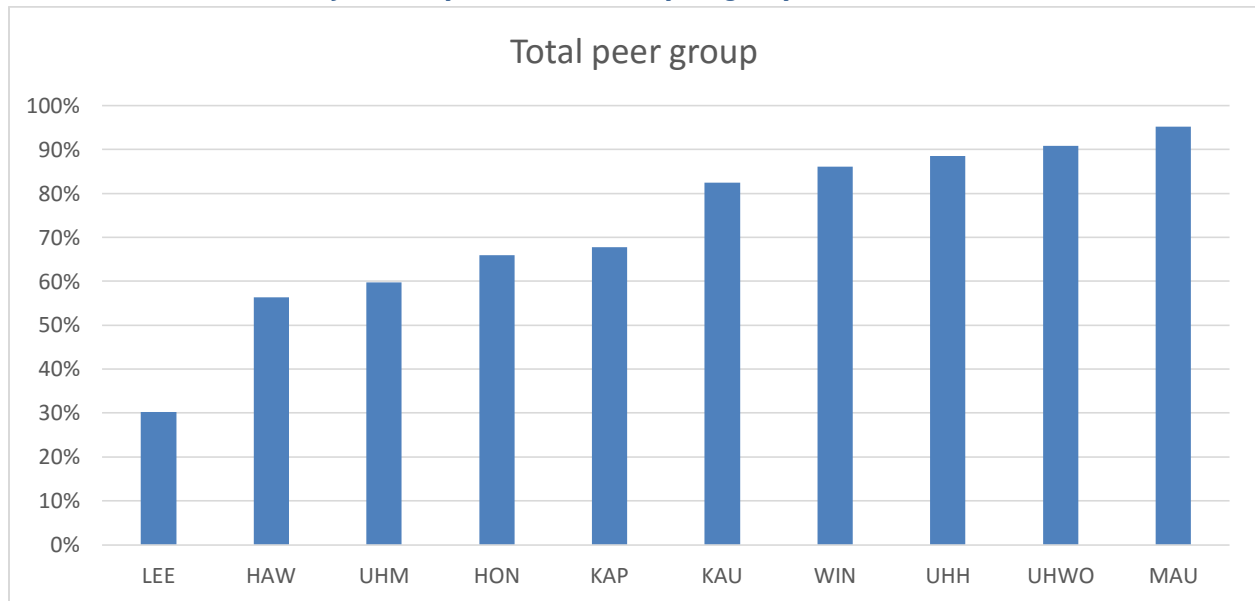


Historical Change in Rank of UH Institutions

The following charts change the basis of comparison from the average salaries to the percentile rank of each UH institution within the peer group. These charts rank the institutional average salaries in the distribution of the peer institutions. A 50th percentile rank means that half the peer colleges are above and half are below the UH institution. An 80th percentile rank means that 80% of the peer colleges are lower than the UH institution and 20% were higher.

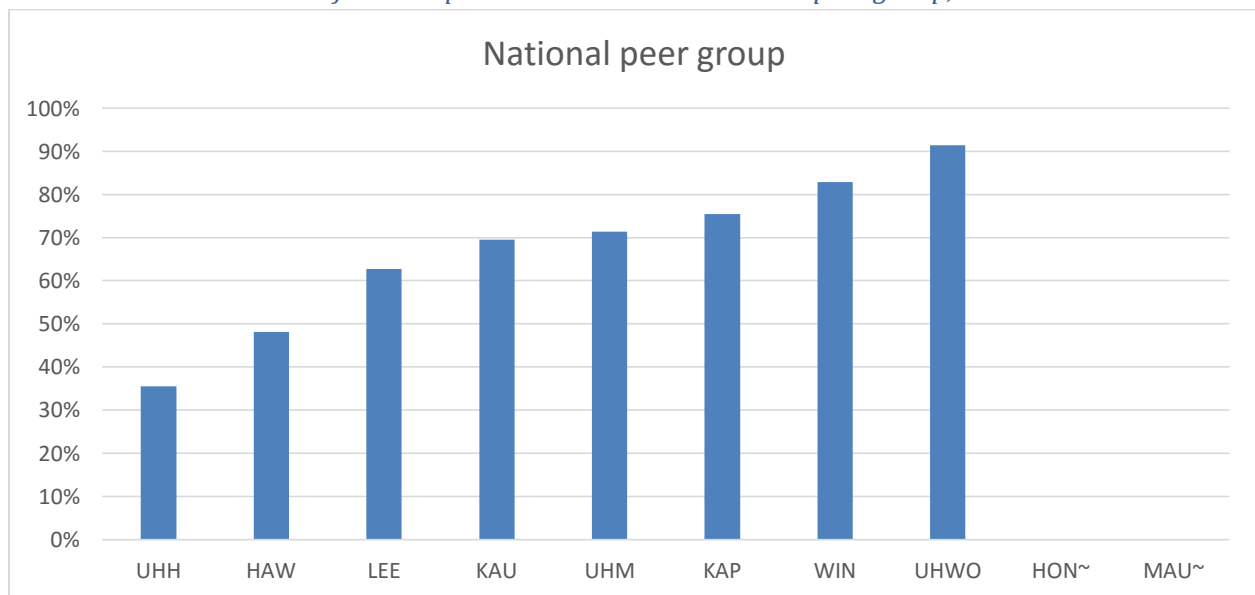
In past studies UH campuses were all below the 40th percentile, except for UH West Oahu, through 2010-11. In 2014-15 only Leeward community college remains below the 40th percentile and UH West Oahu continues to be in the top grouping when compared to the total peer group.

Chart 14. Percentile rank of UH compared to the total peer group, 2014-15



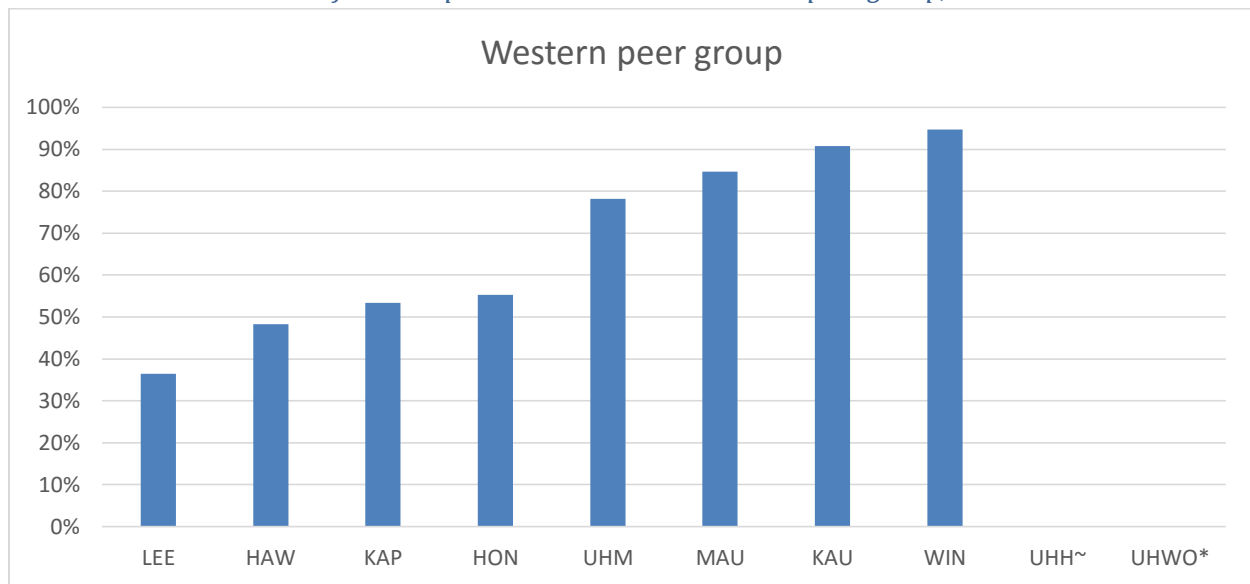
The percentile rank of each UH institution is lower when compared to the national selected peer group, except for Leeward community college.

Chart 15. Percentile rank of UH compared to the national selected peer group, 2014-15



~salary outside range of peer group salaries

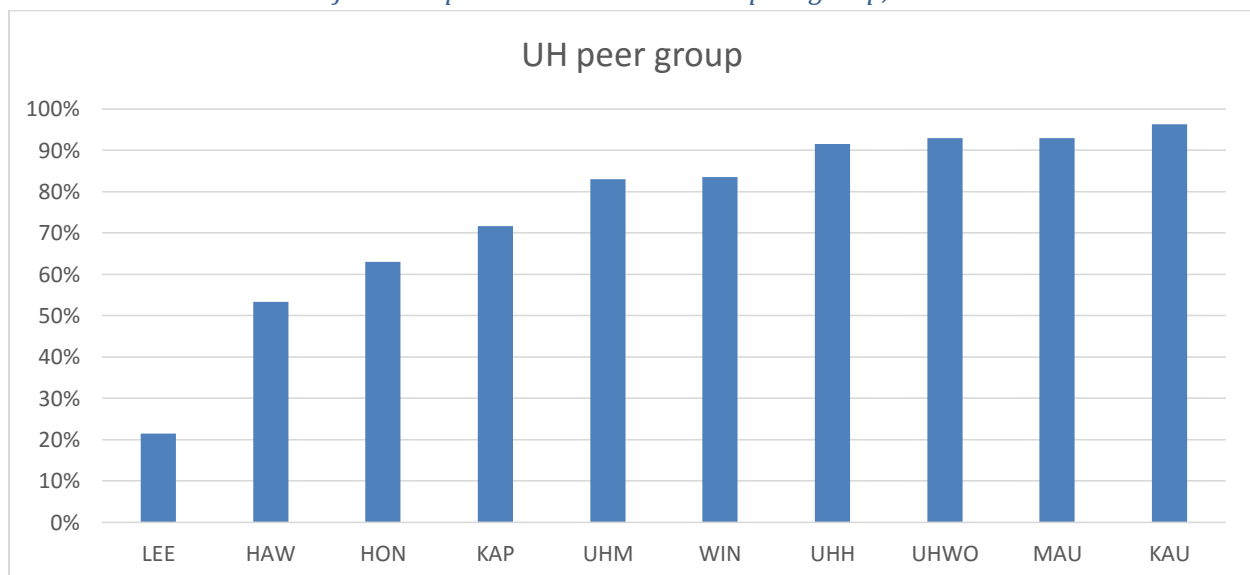
Chart 16. Percentile rank of UH compared to the western selected peer group, 2014-15



~salary outside range of peer group salaries

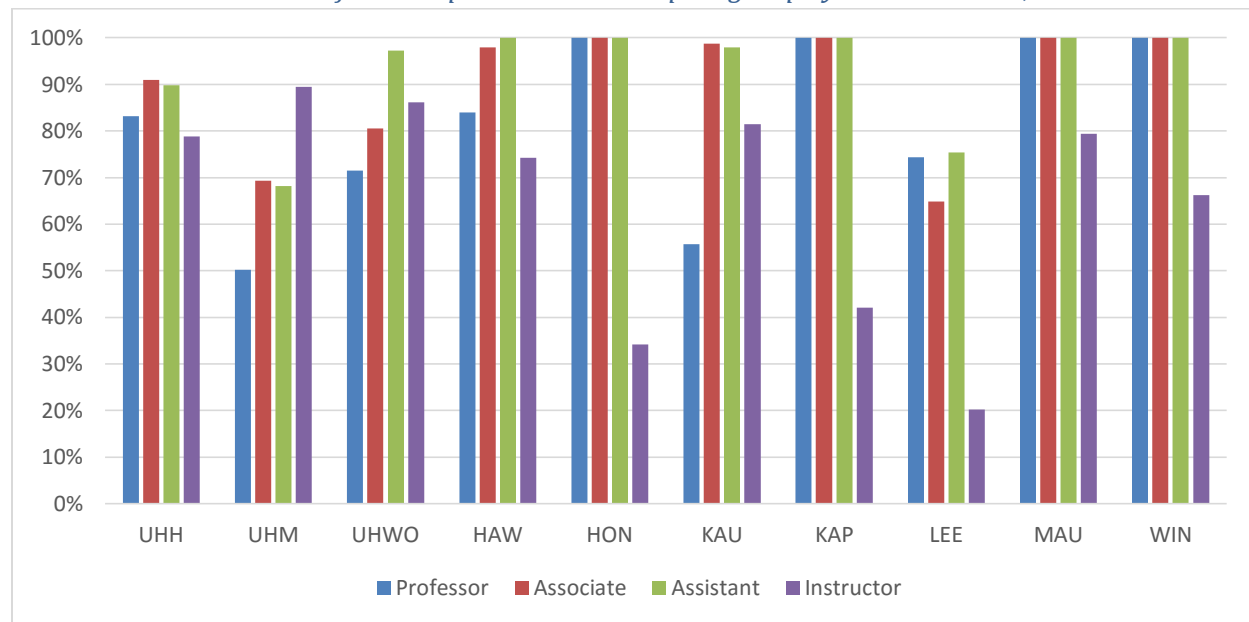
*no peer group

Chart 17. Percentile rank of UH compared to the UH selected peer group, 2014-15



Percentile rank for each academic category relative to the same academic category in the total peer group varies for each institution. There are instances where a 100th percentile rank is reported as the UH institutions academic rank average salary is higher than the peer group. The ranking by academic category shows variation among the campuses.

Chart 18. Percentile rank of UH compared to the total peer group by academic rank, 2014-15



Projection of UH Salaries Using Planned Increases

As of January 1, 2010, all faculty members hired on or before December 31, 2009, whose salaries are paid from appropriated funds (e.g. general, special, revolving, or appropriated federal funds) had their base salaries temporarily decreased by six and two-thirds percent (6.667%). A compensation plan was set in place to increase faculty salaries by 2014. In 2013 and 2014 the faculty received a 3 percent across-the-board salary increase. The faculty received an across-the-board salary increase of 4 percent in 2015 and will receive the same increase in 2016.

The following charts show the effect of these increases between now and 2014. The data show the increase of 4 percent for the 2015-16 year with an additional 4 percent increase in 2016-17, followed by an expected minimum of 3 percent increase in the following year. The result shows the planned increase in current dollars between 2014-15 and 2017-18. The increased salaries are compared with the projected average for the peer institutions. The increase for the peer institutions is calculated by extrapolating the average observed increase since 2011-12 through 2014-15, which ranged from -1.4 to 2.8 percent (see appendix).

The UH community colleges average salaries are above the total peer group for professors, associates and assistant professors. Honolulu, Kapiolani and Winward community college instructors remain below their peers even with the proposed salary increases.

Chart 19. Hawai'i Community College Projected Salary Using Planned Increases Compared with Peers, 2015-16 to 2017-18

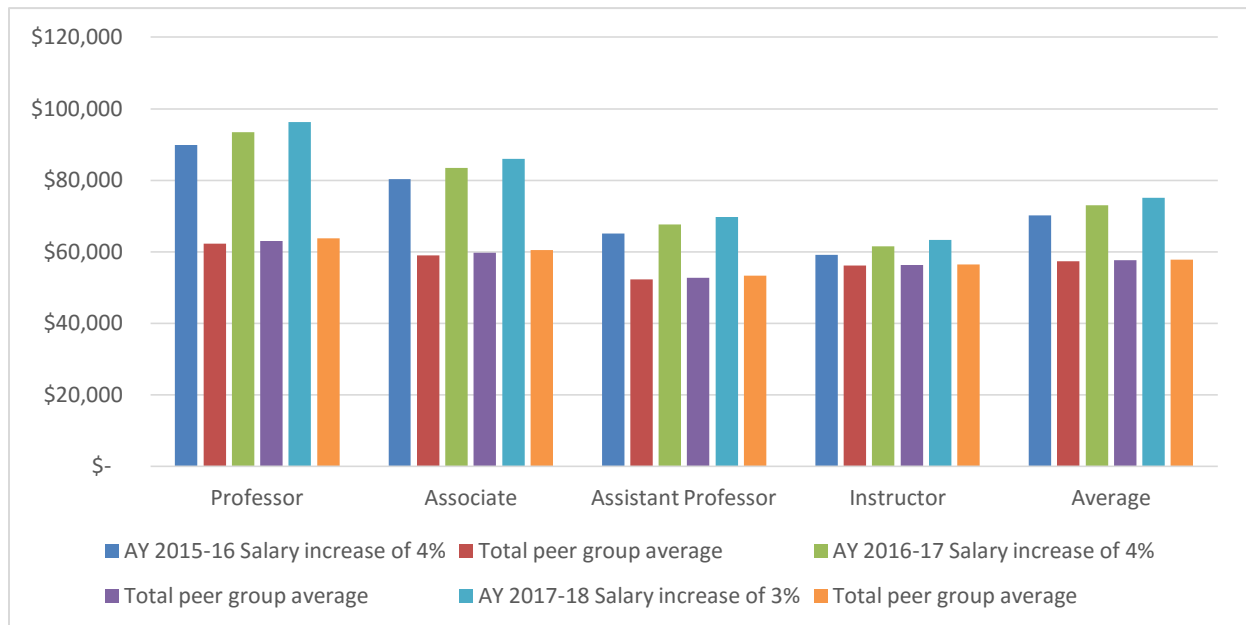


Chart 20. Honolulu Community College Projected Salary Using Planned Increases Compared with Peers, 2015-16 to 2017-18

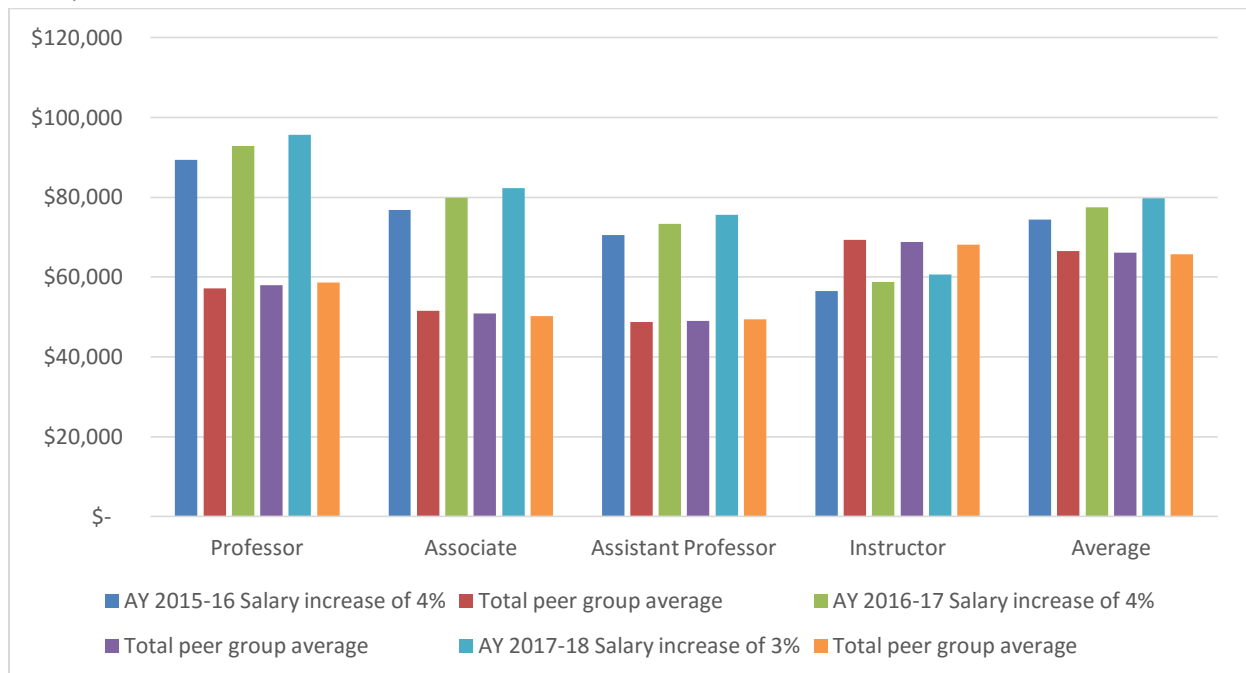


Chart 21. Kapiolani Community College Projected Salary Using Planned Increases Compared with Peers, 2015-16 to 2017-18

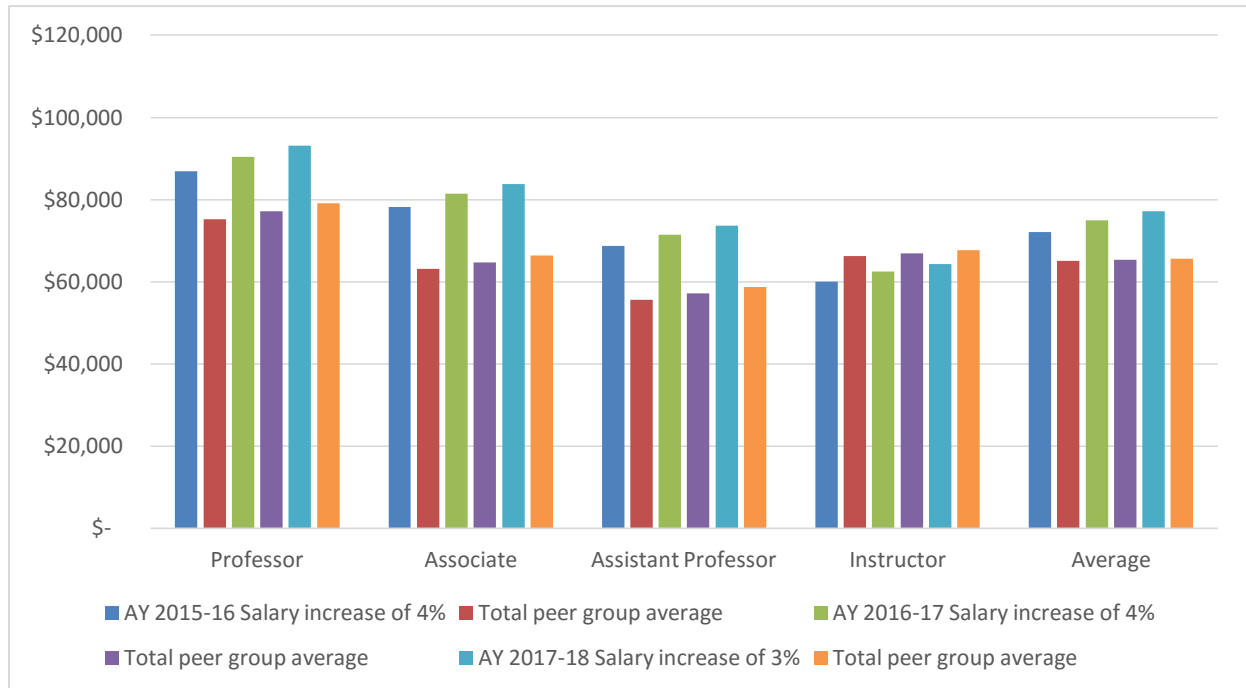


Chart 22. Kauai Community College Projected Salary Using Planned Increases Compared with Peers, 2015-16 to 2017-18

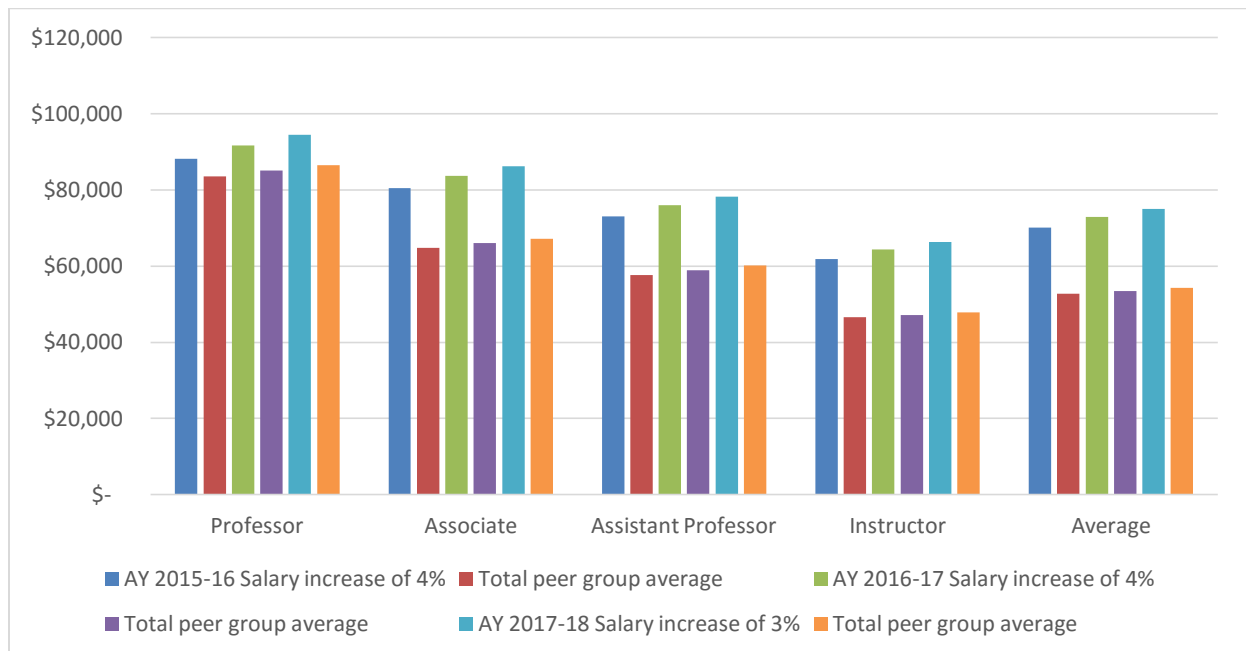


Chart 23. Leeward Community College Projected Salary Using Planned Increases Compared with Peers, 2015-16 to 2017-18

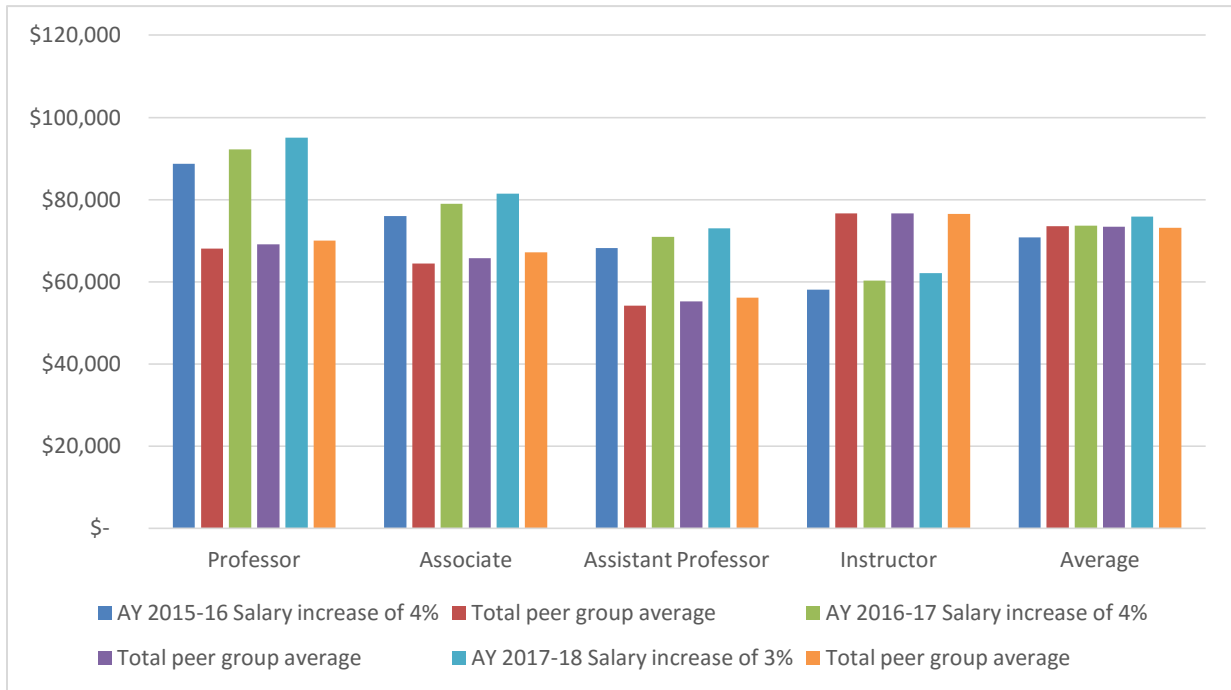


Chart 24. University of Hawai'i Maui College Projected Salary Using Planned Increases Compared with Peers, 2015-16 to 2017-18

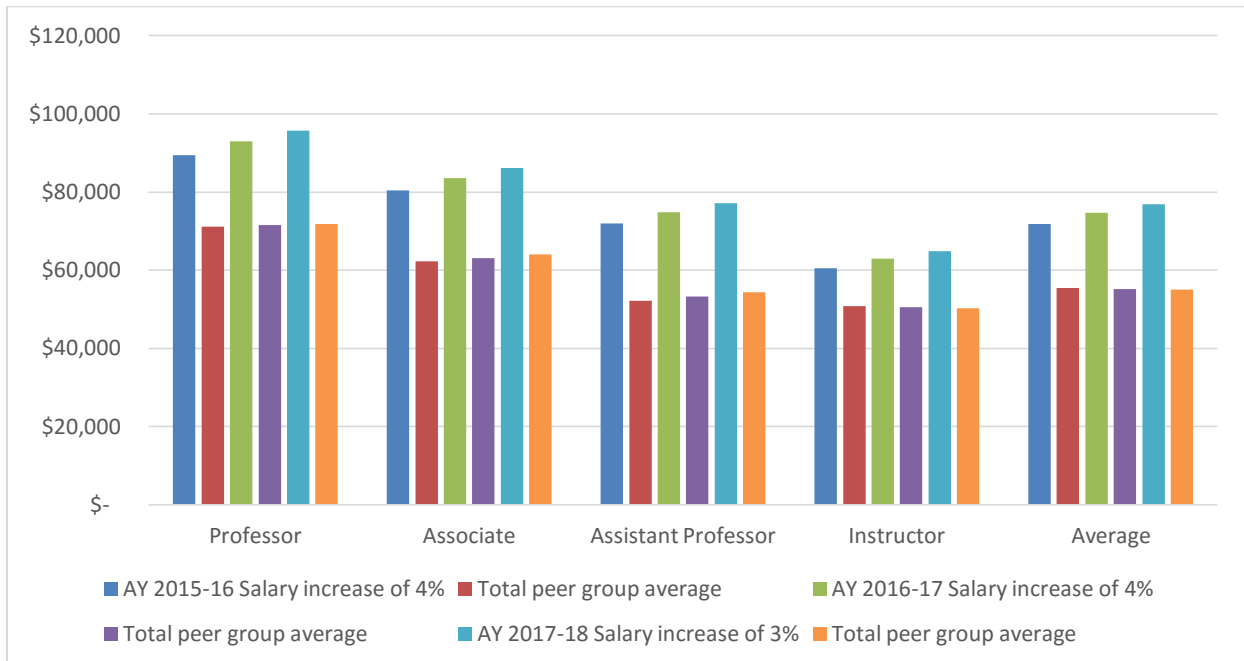
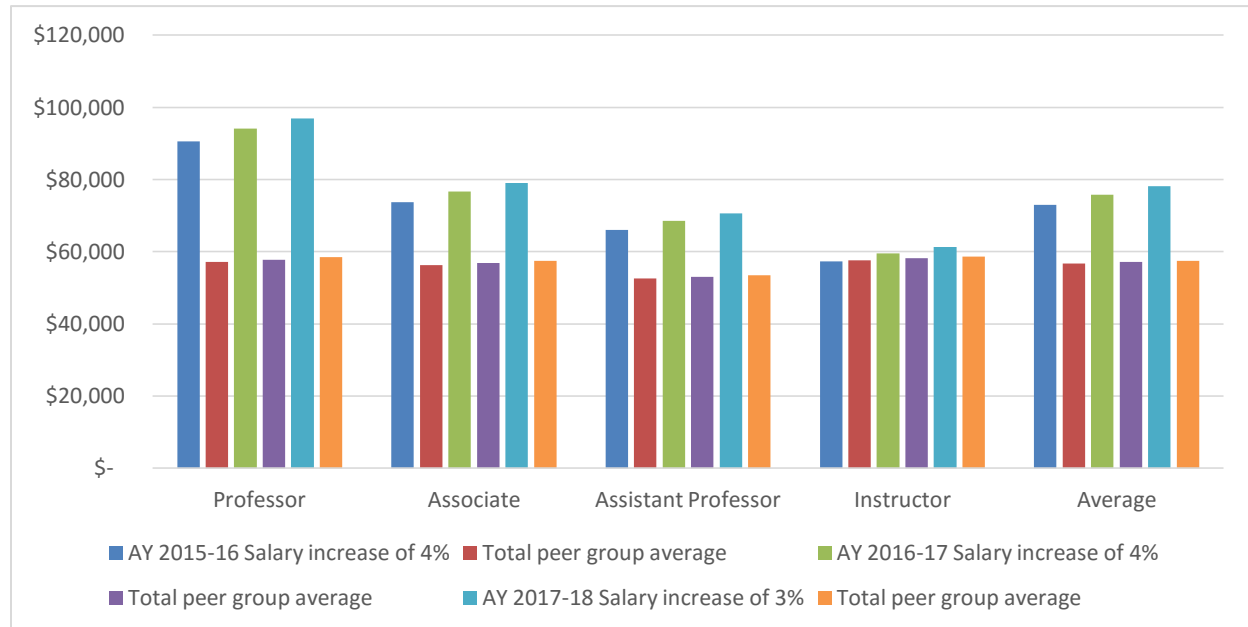
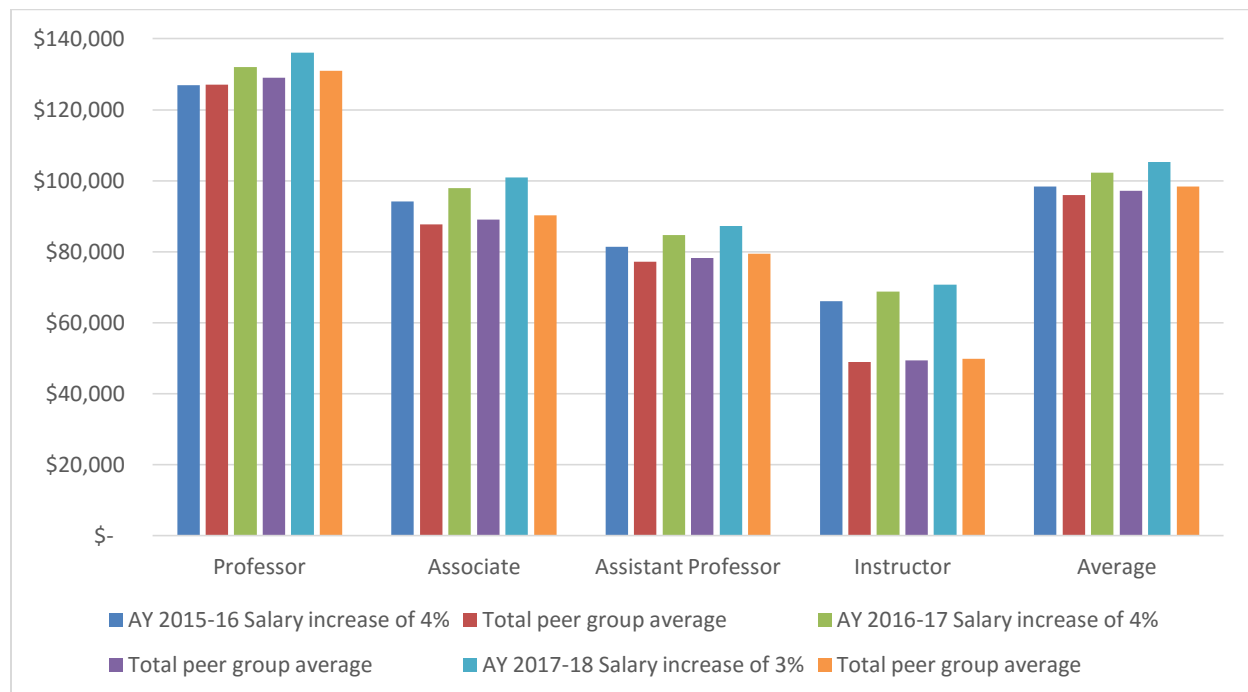


Chart 25. Winward Community College Projected Salary Using Planned Increases Compared with Peers, 2015-16 to 2017-18



UH Manoa salaries are very close to those paid by peer institutions. Full professors' salaries fall below their peers even with the expected salary increases greater than their peers.

Chart 26. University of Hawai'i Manoa Projected Salary Using Planned Increases Compared with Peers, 2015-16 to 2017-18



UH Hilo and West Oahu faculty members are paid more on average than those in the peer institutions. Following past trends, it would be reasonable to assume this will continue into the near future.

Chart 27. University of Hawai'i Hilo Projected Salary Using Planned Increases Compared with Peers, 2015-16 to 2017-18

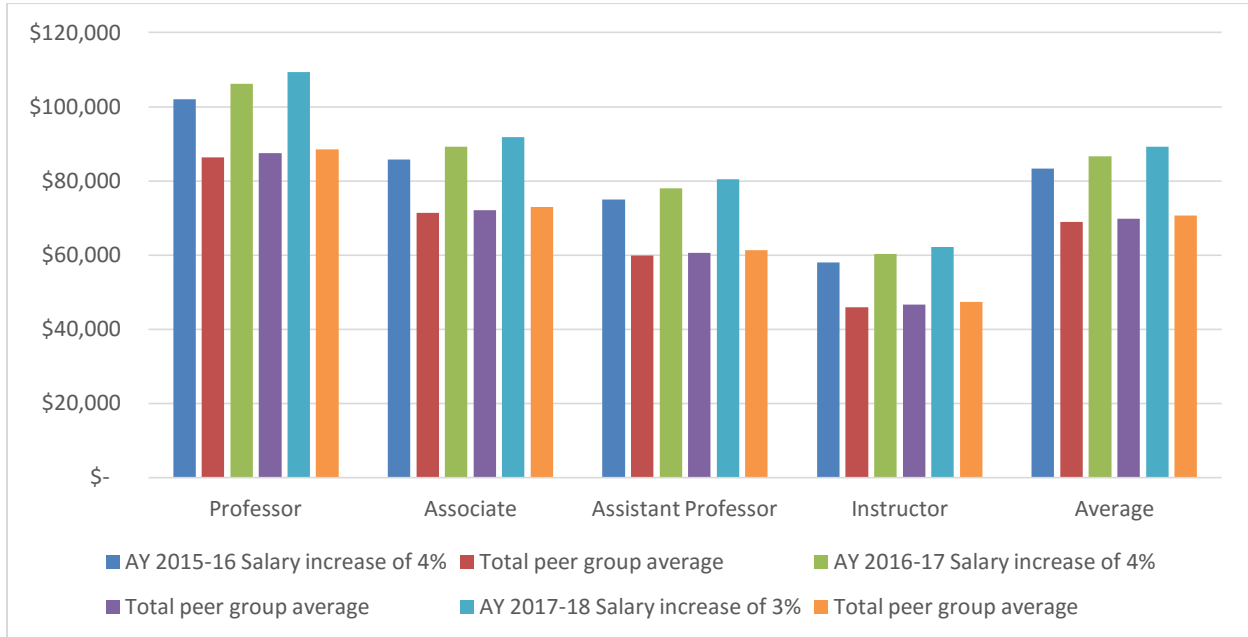
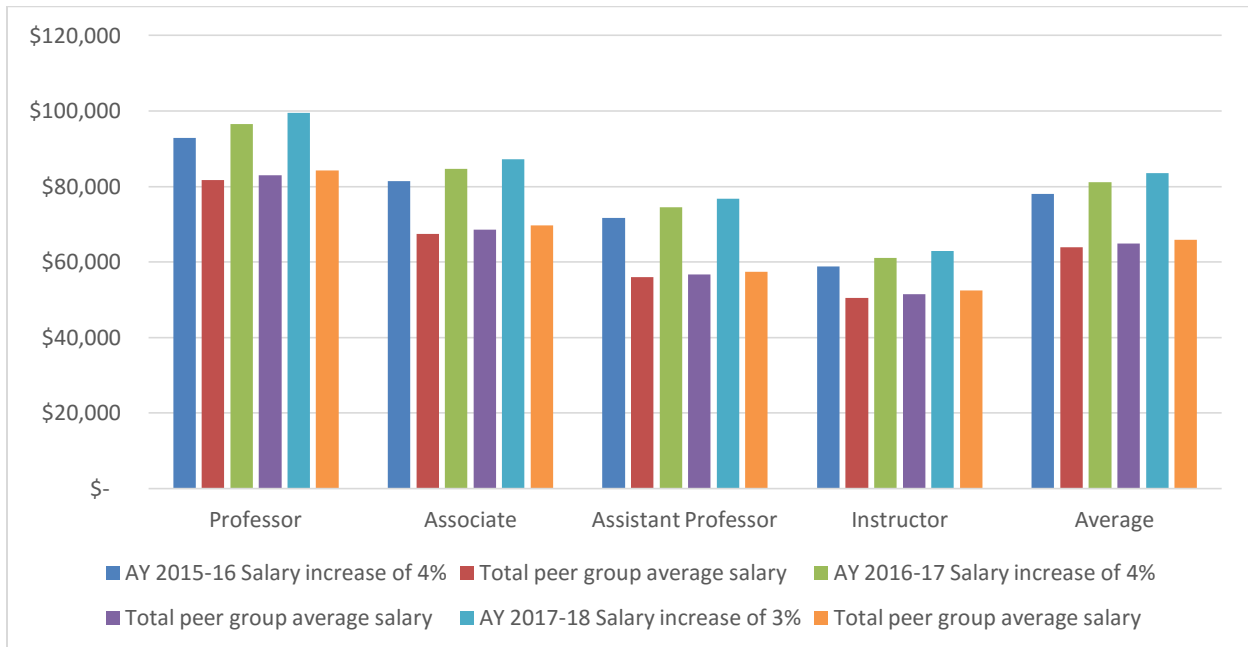


Chart 28. University of Hawai'i West Oahu Projected Salary Using Planned Increases Compared with Peers, 2015-16 to 2017-18



Summary and Recommendations

Salaries for UH faculty members have been on an upward trajectory since 2002-03. After Hawai'i implemented the proposed increases in 2012, 2013 and 2014 it appears that salaries have begun to be on par with peers and even gaining in some cases. Although this still does not take into consideration the differences in cost of living. The Council for Community and Economic Research (<https://www.c2er.org/>), which is recognized by the Bureau of Labor and Statistics as the leading authority in cost of living calculations, has cited that Hawai'i had the highest cost of living for the annual 2015 reporting year. The closest region in cost of living is Washington, DC and it costs 15 percent higher to live in Hawai'i. The difference reported for California and Alaska is 26 percent. Oregon is a 30 percent difference and Washington is a 59 percent difference. Other top peer states from this report compared to Hawai'i are Texas at 82 percent, Arizona at 71 percent, Minnesota at 66, Pennsylvania at 64, and New York at 24 percent.

If a professor from California were earning an average salary of \$125,000 and was considering a move to Hawai'i to take on the same position they would need to earn an average \$157,690 salary to keep on par with their current cost of living. Although this report shows that UH appears to be out earning its peers in many instances, the cost of living shows there is still a disparity in what faculty members are earning.

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

Looking to the future, the planned increases to faculty salaries in Hawai'i will probably keep UH salaries in the same relationship with peers as shown in 2014-15. UH instructors at community colleges will continue to lag peers, while UHM will trail their peers, and faculty salaries across the board at UHH and UHWO will exceed salaries paid to faculty in the peer group.

Appendix

Peer Groups

Hawai'i Community College

Mendocino College	CA
Capital Community College	CT
Kankakee Community College	IL
Central Maine Community College	ME
Cape Cod Community College	MA
Caldwell Community College and Technical Institute	NC
Surry Community College	NC
Eastern Gateway Community College	OH
Zane State College	OH
Reading Area Community College	PA
Alvin Community College	TX
Lower Columbia College	WA
Grayson College	TX
Gateway Community College	AZ
Canada College	CA
Merritt College	CA
Berkeley City College	CA
Renton Technical College	WA
Whatcom Community College	WA
Hill College	TX
Southwestern Oregon Community College	OR
Treasure Valley Community College	OR
Barstow Community College	CA
West Hills College-Coalinga	CA
New Mexico Junior College	NM
Eastern Arizona College	AZ
College of the Siskiyous	CA
Taft College	CA
College of Southern Idaho	ID
Clovis Community College	NM
Eastern New Mexico University-Roswell Campus	NM
Carl Albert State College	OK
Northern Oklahoma College	OK
Northeastern Oklahoma A&M College	OK
Angelina College	TX
Coastal Bend College	TX
Trinity Valley Community College	TX
Howard College	TX
Kilgore College	TX

Panola College	TX
Paris Junior College	TX
Southwest Texas Junior College	TX
Weatherford College	TX
Wharton County Junior College	TX
Big Bend Community College	WA
Central Wyoming College	WY
Sheridan College	WY
Western Wyoming Community College	WY

Honolulu Community College

Augusta Technical College	GA
Savannah Technical College	GA
Northland Community and Technical College	MN
Ridgewater College	MN
Northcentral Technical College	WI
Western Technical College	WI
Athens Technical College	GA
Alvin Community College	TX
Hill College	TX
Lower Columbia College	WA
Porterville College	CA
San Jose City College	CA
Aims Community College	CO
Lee College	TX
Odessa College	TX
Temple College	TX
Texas State Technical College-Waco	TX
Texarkana College	TX
Texas State Technical College-Harlingen	TX
Victoria College	TX
Bellingham Technical College	WA
Bates Technical College	WA
South Puget Sound Community College	WA
Wenatchee Valley College	WA
Casper College	WY
Lamar Institute of Technology	TX

Kapiolani Community College

Mott Community College	MI
Anoka-Ramsey Community College	MN
Minnesota State Community and Technical College	MN
Minneapolis Community and Technical College	MN
Red Rocks Community College	CO

Monterey Peninsula College	CA
Mission College	CA
San Juan College	NM
St Philip's College	TX
Everett Community College	WA
Cuesta College	CA
Solano Community College	CA
San Diego Miramar College	CA
Palo Alto College	TX
Paradise Valley Community College	AZ
Laney College	CA
El Centro College	TX
Spokane Falls Community College	WA
Coastline Community College	CA
Arizona Western College	AZ
Yavapai College	AZ
Hartnell College	CA
Los Angeles Harbor College	CA
Los Angeles Mission College	CA
Community College of Aurora	CO
Pueblo Community College	CO
North Idaho College	ID
Central Oregon Community College	OR
Linn-Benton Community College	OR
Del Mar College	TX
Mountain View College	TX
Pierce College-Fort Steilacoom	WA
Walla Walla Community College	WA
Folsom Lake College	CA

Kauai Community College

Cossatot Community College of the University of Arkansas	AR
Arkansas Northeastern College	AR
College of the Ouachitas	AR
Southern Arkansas University Tech	AR
Northwestern Connecticut Community College	CT
Gogebic Community College	MI
Salem Community College	NJ
Bladen Community College	NC
Frank Phillips College	TX
Texas State Technical College-West Texas	TX
Barstow Community College	CA
Morgan Community College	CO

Otero Junior College	CO
Western Oklahoma State College	OK
Clarendon College	TX
New Mexico State University-Carlsbad	NM
University of New Mexico-Taos Campus	NM
Colorado Northwestern Community College	CO
AVTEC-Alaska's Institute of Technology	AK
Los Angeles County College of Nursing and Allied Health	CA
Lamar Community College	CO
Eastern Idaho Technical College	ID
Dawson Community College	MT
Miles Community College	MT
University of New Mexico-Los Alamos Campus	NM
New Mexico State University-Grants	NM
Mesalands Community College	NM
Clatsop Community College	OR
Luna Community College	NM
Eastern New Mexico University-Ruidoso Campus	NM
Texas State Technical College-Marshall	TX
East San Gabriel Valley Regional Occupational Program	CA
Columbia Gorge Community College	OR
Tillamook Bay Community College	OR
Oregon Coast Community College	OR

Leeward Community College

Jefferson State Community College	AL
Somerset Community College	KY
Niagara County Community College	NY
Lakeland Community College	OH
Volunteer State Community College	TN
St Charles Community College	MO
Laney College	CA
El Centro College	TX
Laredo Community College	TX
Paradise Valley Community College	AZ
Coastline Community College	CA
Evergreen Valley College	CA
San Jose City College	CA
Arapahoe Community College	CO
Spokane Falls Community College	WA
Las Positas College	CA
College of Alameda	CA

Canada College	CA
El Camino College-Compton Center	CA
Contra Costa College	CA
Cuyamaca College	CA
College of the Desert	CA
Gavilan College	CA
Los Angeles Southwest College	CA
Los Medanos College	CA
College of Marin	CA
Monterey Peninsula College	CA
Ohlone College	CA
College of San Mateo	CA
Shasta College	CA
Skyline College	CA
West Los Angeles College	CA
West Valley College	CA
Yuba College	CA
Rose State College	OK
Clackamas Community College	OR
Alvin Community College	TX
Lamar State College-Orange	TX
College of the Mainland	TX
Shoreline Community College	WA
Laramie County Community College	WY
Estrella Mountain Community College	AZ
Pierce College-Puyallup	WA
Cascadia College	WA
Moreno Valley College	CA
Norco College	CA

University of Hawai'i Maui College

Lake-Sumter Community College	FL
Atlanta Metropolitan College	GA
College of Coastal Georgia	GA
East Georgia College	GA
Lake Michigan College	MI
Western Nevada College	NV
Oklahoma State University Institute of Technology- Okmulgee	OK
Brazosport College	TX
Centralia College	WA
Lake Washington Institute of Technology	WA
Colorado Mountain College	CO
Midland College	TX

Clover Park Technical College	WA
Peninsula College	WA
Seattle Community College-South Campus	WA
Great Basin College	NV
Oklahoma State University-Oklahoma City	OK
Snow College	UT
Columbia Basin College	WA
Highline Community College	WA
Seattle Community College-North Campus	WA
Olympic College	WA
Seattle Community College-Central Campus	WA
Skagit Valley College	WA
Yakima Valley Community College	WA

Winward Community College

Iowa Lakes Community College	IA
Cecil College	MD
Missouri State University-West Plains	MO
Denmark Technical College	SC
Lake Area Technical Institute	SD
Lakeshore Technical College	WI
Palo Verde College	CA
University of New Mexico-Gallup Campus	NM
Southwestern Oregon Community College	OR
Treasure Valley Community College	OR
Northland Pioneer College	AZ
West Hills College-Coalinga	CA
Murray State College	OK
Grays Harbor College	WA
Ranger College	TX
New Mexico Junior College	NM
Feather River Community College District	CA
Lake Tahoe Community College	CA
Lassen Community College	CA
Morgan Community College	CO
Northeastern Junior College	CO
Otero Junior College	CO
Trinidad State Junior College	CO
Great Falls College Montana State University	MT
Helena College University of Montana	MT
New Mexico State University-Alamogordo	NM
University of New Mexico-Valencia County Campus	NM
Eastern Oklahoma State College	OK

Redlands Community College	OK
Seminole State College	OK
Western Oklahoma State College	OK
Umpqua Community College	OR
Galveston College	TX
Lamar State College-Port Arthur	TX
Western Texas College	TX
Eastern Wyoming College	WY
Northwest College	WY
Copper Mountain Community College	CA
Klamath Community College	OR
Woodland Community College	CA

University of Hawai'i at Manoa

University of California-Santa Cruz	CA
University of Nevada-Reno	NV
University of Alabama at Birmingham	AL
Northern Illinois University	IL
Southern Illinois University Carbondale	IL
SUNY at Albany	NY
SUNY at Binghamton	NY
University of Toledo	OH
University of Rhode Island	RI
University of Memphis	TN
University of New Mexico-Main Campus	NM
University of California-Riverside	CA
University of Idaho	ID
New Mexico State University-Main Campus	NM
Oklahoma State University-Main Campus	OK
University of Oregon	OR
Utah State University	UT
University of Wyoming	WY
University of California-Davis	CA
University of California-Irvine	CA
University of California-San Diego	CA
University of Colorado Boulder	CO
University of Iowa	IA
University of North Carolina at Chapel Hill	NC
University of Pittsburgh-Pittsburgh Campus	PA
The University of Tennessee	TN
University of Washington-Seattle Campus	WA
University of Arizona	AZ
Colorado State University-Fort Collins	CO

University of South Florida-Main Campus	FL
University of Illinois at Chicago	IL
University of Kentucky	KY
Mississippi State University	MS
Oregon State University	OR
University of Utah	UT

University of Hawai'i at Hilo

Stockton University	NJ
Coastal Carolina University	SC
Colorado Mesa University	CO
Fort Lewis College	CO
Western State Colorado University	CO
Savannah State University	GA
Kentucky State University	KY
Louisiana State University-Alexandria	LA
University of Maine at Machias	ME
St Mary's College of Maryland	MD
Massachusetts College of Liberal Arts	MA
University of Minnesota-Morris	MN
University of New Hampshire at Manchester	NH
SUNY at Purchase College	NY
SUNY College at Old Westbury	NY
University of North Carolina at Asheville	NC
Shawnee State University	OH
University of Science and Arts of Oklahoma	OK
Pennsylvania State University-Penn State Beaver	PA
Pennsylvania State University-Penn State Greater Allegheny	PA
Pennsylvania State University-Penn State Abington	PA
University of Pittsburgh-Greensburg	PA
Castleton State College	VT
The University of Virginia's College at Wise	VA
West Virginia State University	WV
University of Wisconsin-Parkside	WI
New College of Florida	FL
Middle Georgia State College	GA

University of Hawai'i at West Oahu

University of Minnesota-Morris	MN
University of Pittsburgh-Greensburg	PA
The University of Virginia's College at Wise	VA
Virginia Military Institute	VA
New College of Florida	FL
University of Maine at Presque Isle	ME

University of Pittsburgh-Bradford	PA
University of Maine at Farmington	ME
University of Maine at Fort Kent	ME
University of Minnesota-Crookston	MN
Harris-Stowe State University	MO
Montana Tech of the University of Montana	MT
Montana State University-Northern	MT
The University of Montana-Western	MT
Dickinson State University	ND
Mayville State University	ND
Valley City State University	ND
Central State University	OH
Ohio State University-Lima Campus	OH
Oklahoma Panhandle State University	OK
Pennsylvania State University-Penn State New Kensington	PA
Pennsylvania State University-Penn State Wilkes-Barre	PA
Pennsylvania State University-Penn State Worthington Scranton	PA
Pennsylvania State University-Penn State Lehigh Valley	PA
Pennsylvania State University-Penn State Brandywine	PA
Pennsylvania State University-Penn State Schuylkill	PA
Pennsylvania State University-Penn State York	PA
University of South Carolina-Beaufort	SC
Lyndon State College	VT
Bluefield State College	WV
Glenville State College	WV
West Virginia University Institute of Technology	WV

Detailed Faculty Salary Tables

Table 1. Average UH salaries of faculty on 9/10 month contracts by campus in constant 2015 dollars, 2011-12 through 2014-15

	2011-12	2012-13	2013-14	2014-15
UHH	\$ 68,345	\$ 73,431	\$ 77,302	\$ 80,124
UHM	\$ 85,781	\$ 86,724	\$ 90,550	\$ 94,559
UHWO	\$ 70,025	\$ 71,943	\$ 75,637	\$ 74,954
HAW	\$ 63,972	\$ 64,540	\$ 65,453	\$ 67,429
HON	\$ 66,261	\$ 66,907	\$ 69,367	\$ 71,614
KAU	\$ 60,820	\$ 61,563	\$ 64,696	\$ 67,381
KAP	\$ 63,204	\$ 63,844	\$ 67,226	\$ 69,289
LEE	\$ 63,186	\$ 63,892	\$ 66,279	\$ 68,078
MAU	\$ 62,290	\$ 63,950	\$ 66,584	\$ 69,001
WIN	\$ 67,627	\$ 66,677	\$ 67,896	\$ 70,125

Table 2. Average UH salaries of faculty on 9/10 month contracts by campus in current dollars, 2011-12 through 2014-15

	2011-12	2012-13	2013-14	2014-15
UHH	\$ 71,274	\$ 75,236	\$ 78,075	\$ 80,124
UHM	\$ 89,457	\$ 88,855	\$ 91,455	\$ 94,559
UHWO	\$ 73,026	\$ 73,711	\$ 76,394	\$ 74,954
HAW	\$ 66,713	\$ 66,126	\$ 66,108	\$ 67,429
HON	\$ 69,100	\$ 68,551	\$ 70,061	\$ 71,614
KAU	\$ 63,427	\$ 63,077	\$ 65,343	\$ 67,381
KAP	\$ 65,913	\$ 65,413	\$ 67,898	\$ 69,289
LEE	\$ 65,894	\$ 65,463	\$ 66,941	\$ 68,078
MAU	\$ 64,959	\$ 65,522	\$ 67,249	\$ 69,001
WIN	\$ 70,525	\$ 68,316	\$ 68,575	\$ 70,125

Table 3. Number of 9/10-month contract faculty members teaching in UH, 2011-12 to 2014-15

	2011-12	2012-13	2013-14	2014-15
Professor	525	524	519	511
Associate	388	403	444	464
Assistant	498	492	470	461
Instructor	321	344	353	362
Total	1732	1763	1786	1798

Table 4. Annual percent increase of average salary for total peer groups, 2011-12 to 2014-15

Peer Group for:	Professor	Associate	Assistant	Instructor	Average
UHH	1.2%	1.1%	1.3%	1.6%	1.2%
UHM	1.5%	1.5%	1.5%	0.9%	1.2%
UHWO	1.6%	1.7%	1.3%	1.9%	1.5%
HAW	1.2%	1.2%	0.9%	0.3%	0.4%
HON	1.3%	-1.4%	0.7%	-0.8%	-0.6%
KAU	1.7%	1.8%	2.1%	1.2%	1.5%
KAP	2.5%	2.6%	2.8%	1.1%	0.4%
LEE	1.4%	2.1%	1.8%	-0.1%	-0.3%
MAU	0.4%	1.4%	2.1%	-0.5%	-0.4%
WIN	1.1%	1.0%	0.9%	0.9%	0.7%

The following pages contain detailed tables for each UH institution

1. [University of Hawai'i at Hilo \(UHH\)](#)
2. [University of Hawai'i at West Oahu \(UHWO\)](#)
3. [University of Hawai'i at Manoa \(UHM\)](#)
4. [Hawai'i Community College \(HAW\)](#)
5. [Honolulu Community College \(HON\)](#)
6. [Kapi'olani Community College \(KAP\)](#)
7. [Kaua'i Community College \(KAU\)](#)
8. [Leeward Community College \(LEE\)](#)
9. [University of Hawai'i Maui College \(MAU\)](#)
10. [Windward Community College \(WIN\)](#)

NOTES for the tables:

† data not included due to low n's to maintain confidentiality

~salary outside range of peer group salaries

- unreported salary or no faculty

Table 1. Average salary by academic rank with incremental increases over time, IPEDS 2014-15 (as of November 1, 2014)

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2014-15	\$ 98,146	\$ 82,434	\$ 72,142	\$ 55,806	\$ 80,124
AY 2015-16 increase of 4%	\$ 102,072	\$ 85,731	\$ 75,028	\$ 58,038	\$ 83,329
AY 2016-17 increase of 4%	\$ 106,155	\$ 89,161	\$ 78,029	\$ 60,360	\$ 86,662
AY 2017-18 increase of 3%	\$ 109,339	\$ 91,835	\$ 80,370	\$ 62,171	\$ 89,262

Table 1b. Average salary by academic rank with incremental increases over time, UHPA provided 2015-16 (as of June 8, 2016)

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2015-16	\$ 107,288	\$ 88,822	\$ 69,232	\$ 55,541	\$ 81,813
AY 2016-17 increase of 4%	\$ 111,579	\$ 92,375	\$ 72,002	\$ 57,762	\$ 85,086
AY 2017-18 increase of 3%	\$ 114,926	\$ 95,146	\$ 74,162	\$ 59,495	\$ 87,638

Table 1c. Difference in average salary by academic rank between IPEDS and UHPA provided, 2015-16

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2015-16	\$ (5,216)	\$ (3,091)	\$ 5,796	\$ 2,498	\$ 1,516

Table 2a. Average salary by academic rank compared with peer groups, IPEDS 2014-15

	9/10 month contracts Average Salary				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
UHH average salary	\$ 98,146	\$ 82,434	\$ 72,142	\$ 55,806	\$ 80,124
Total peer group average salary	\$ 85,335	\$ 70,598	\$ 59,062	\$ 45,118	\$ 68,087
National selected peer group avg	\$ 109,617	\$ 84,155	\$ 66,344	\$ 52,237	\$ 83,207
Western selected peer group avg	\$ 75,843	\$ 64,048	\$ 57,514	\$ 46,225	\$ 58,781
UH selected peer group	\$ 80,373	\$ 66,691	\$ 57,327	\$ 44,790	\$ 64,701

Table 2b. Percentile ranks of UH by academic rank compared with peer groups, IPEDS 2014-15

	9/10 month contracts Percentile Ranks				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
UHH percentile rank to total peer group	83%	91%	90%	79%	89%
UHH percentile rank to national peer group	11%	50%	94%	50%	36%
UHH percentile rank to western peer group	~	~	~	~	~
UHH percentile rank to uh peer group	86%	94%	92%	82%	92%

Table 3. AY 2014-15 Salary increase by 4% across the board to salary reported**Average peer group salary increased by average expected salary increase based on past 4yr increase**

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Average
AY 2015-16 Salary increase of 4%	\$ 102,072	\$ 85,731	\$ 75,028	\$ 58,038	\$ 83,329
Total peer group average	\$ 86,387	\$ 71,372	\$ 59,810	\$ 45,856	\$ 68,935
National selected peer group avg	\$ 111,894	\$ 84,803	\$ 67,123	\$ 53,982	\$ 84,329
Western selected peer group avg	\$ 77,430	\$ 65,177	\$ 58,816	\$ 47,550	\$ 59,952
UH selected peer group	\$ 81,310	\$ 67,439	\$ 58,057	\$ 45,438	\$ 65,501
AY 2016-17 Salary increase of 4%	\$ 106,155	\$ 89,161	\$ 78,029	\$ 60,360	\$ 86,662
Total peer group average	\$ 87,452	\$ 72,154	\$ 60,567	\$ 46,606	\$ 69,793
National selected peer group avg	\$ 114,219	\$ 85,457	\$ 67,912	\$ 55,786	\$ 85,465
Western selected peer group avg	\$ 79,049	\$ 66,325	\$ 60,149	\$ 48,913	\$ 61,147
UH selected peer group	\$ 82,257	\$ 68,196	\$ 58,796	\$ 46,095	\$ 66,310
AY 2017-18 Salary increase of 3%	\$ 109,339	\$ 91,835	\$ 80,370	\$ 62,171	\$ 89,262
Total peer group average	\$ 88,529	\$ 72,945	\$ 61,334	\$ 47,368	\$ 70,661
National selected peer group avg	\$ 116,592	\$ 86,115	\$ 68,709	\$ 57,649	\$ 86,617
Western selected peer group avg	\$ 80,703	\$ 67,493	\$ 61,511	\$ 50,315	\$ 62,365
UH selected peer group	\$ 83,215	\$ 68,961	\$ 59,545	\$ 46,761	\$ 67,130

Table 4a. Average salary by academic rank with Hawaii cost of living, compared with peer groups, IPEDS 2014-15

	9/10 month contracts Average Salary				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
UHH average salary	\$ 98,146	\$ 82,434	\$ 72,142	\$ 55,806	\$ 80,124
Total peer group average	\$ 93,670	\$ 77,493	\$ 64,830	\$ 49,525	\$ 74,737
National selected peer group avg	\$ 120,322	\$ 92,373	\$ 72,824	\$ 57,339	\$ 91,333
Western selected peer group avg	\$ 83,250	\$ 70,304	\$ 63,131	\$ 50,739	\$ 64,522
UH selected peer group	\$ 88,223	\$ 73,204	\$ 62,925	\$ 49,165	\$ 71,020

Table 4b. Percentile ranks of UHH by academic rank compared with peers, IPEDS 2014-15

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
UHH percentile rank to total peer group	69%	78%	84%	79%	76%
UHH percentile rank to national peer group	~	17%	37%	20%	3%
UHH percentile rank to western peer group	~	~	~	~	~
UHH percentile rank to uh peer group	74%	81%	87%	81%	78%

NOTES:

† data not included due to low n's to maintain confidentiality

~salary outside range of peer group salaries

- unreported salary or no faculty

Table 1. Average salary by academic rank with incremental increases over time, IPEDS 2014-15 (as of November 1, 2014)

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2014-15	\$ 89,260	\$ 78,261	\$ 68,903	\$ 56,513	\$ 74,954
AY 2015-16 increase of 4%	\$ 92,830	\$ 81,391	\$ 71,659	\$ 58,773	\$ 77,953
AY 2016-17 increase of 4%	\$ 96,543	\$ 84,647	\$ 74,525	\$ 61,124	\$ 81,071
AY 2017-18 increase of 3%	\$ 99,440	\$ 87,186	\$ 76,761	\$ 62,958	\$ 83,503

Table 1b. Average salary by academic rank with incremental increases over time, UHPA provided 2015-16 (as of June 8, 2016)

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2015-16	†	†	†	†	\$ 78,087
AY 2016-17 increase of 4%	†	†	†	†	\$ 81,210
AY 2017-18 increase of 3%	†	†	†	†	\$ 83,647

Table 1c. Difference in average salary by academic rank between IPEDS and UHPA provided, 2015-16

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2015-16	†	†	†	†	\$ (134)

Table 2a. Average salary by academic rank compared with peer groups, IPEDS 2014-15

	9/10 month contracts Average Salary				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
UHWO average salary	\$ 89,260	\$ 78,261	\$ 68,903	\$ 56,513	\$ 74,954
Total peer group average salary	\$ 80,424	\$ 66,261	\$ 55,233	\$ 49,507	\$ 62,921
National selected peer group avg	\$ 85,550	\$ 67,722	\$ 56,556	\$ 46,461	\$ 67,095
UH selected peer group	\$ 77,454	\$ 65,917	\$ 54,697	\$ 49,955	\$ 61,361

Table 2b. Percentile ranks of UH by academic rank compared with peer groups, IPEDS 2014-15

	9/10 month contracts Percentile Ranks				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
WOA percentile rank to total peer group	72%	81%	97%	86%	91%
WOA percentile rank to national peer group	86%	~	~	~	91%
WOA percentile rank to uh peer group	71%	77%	97%	84%	93%

Table 3. AY 2014-15 Salary increase by 4% across the board to salary reported

Average peer group salary increased by average expected salary increase based on past 4yr increase

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Average
AY 2015-16 Salary increase of 4%	\$ 92,830	\$ 81,391	\$ 71,659	\$ 58,773	\$ 77,953
Total peer group average salary	\$ 81,675	\$ 67,371	\$ 55,957	\$ 50,464	\$ 63,890
National selected peer group avg	\$ 86,330	\$ 69,394	\$ 57,289	\$ 47,236	\$ 68,139
UH selected peer group	\$ 78,660	\$ 66,976	\$ 55,392	\$ 50,909	\$ 62,286
AY 2016-17 Salary increase of 4%	\$ 96,543	\$ 84,647	\$ 74,525	\$ 61,124	\$ 81,071
Total peer group average salary	\$ 82,945	\$ 68,499	\$ 56,690	\$ 51,439	\$ 64,874
National selected peer group avg	\$ 87,118	\$ 71,107	\$ 58,030	\$ 48,024	\$ 69,199
UH selected peer group	\$ 79,884	\$ 68,053	\$ 56,096	\$ 51,881	\$ 63,225
AY 2017-18 Salary increase of 3%	\$ 99,440	\$ 87,186	\$ 76,761	\$ 62,958	\$ 83,503
Total peer group average salary	\$ 84,235	\$ 69,645	\$ 57,433	\$ 52,434	\$ 65,874
National selected peer group avg	\$ 87,913	\$ 72,862	\$ 58,782	\$ 48,825	\$ 70,276
UH selected peer group	\$ 81,127	\$ 69,147	\$ 56,809	\$ 52,872	\$ 64,178

Table 4a. Average salary by academic rank with Hawaii cost of living, compared with peer groups, IPEDS 2014-15

	9/10 month contracts Average Salary				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
WOA average salary	\$ 89,260	\$ 78,261	\$ 68,903	\$ 56,513	\$ 74,954
Total peer group average salary	\$ 88,279	\$ 72,733	\$ 60,627	\$ 54,342	\$ 69,067
National selected peer group avg	\$ 93,905	\$ 74,336	\$ 62,080	\$ 50,998	\$ 73,647
UH selected peer group	\$ 85,018	\$ 72,354	\$ 60,039	\$ 54,833	\$ 67,354

Table 4b. Percentile ranks of WOA by academic rank compared with peers, IPEDS 2014-15

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
WOA percentile rank to total peer group	60%	78%	80%	78%	70%
WOA percentile rank to national peer group	45%	~	~	~	73%
WOA percentile rank to uh peer group	64%	73%	76%	74%	72%

NOTES:

† data not included due to low n's to maintain confidentiality

~salary outside range of peer group salaries

- unreported salary or no faculty

Table 1. Average salary by academic rank with incremental increases over time, IPEDS 2014-15 (as of November 1, 2014)

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2014-15	\$ 122,112	\$ 90,579	\$ 78,303	\$ 63,536	\$ 94,559
AY 2015-16 increase of 4%	\$ 126,996	\$ 94,203	\$ 81,435	\$ 66,077	\$ 98,341
AY 2016-17 increase of 4%	\$ 132,076	\$ 97,971	\$ 84,693	\$ 68,720	\$ 102,275
AY 2017-18 increase of 3%	\$ 136,038	\$ 100,910	\$ 87,234	\$ 70,782	\$ 105,343

Table 1b. Average salary by academic rank with incremental increases over time, UHPA provided 2015-16 (as of June 2016)

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2015-16	\$ 120,374	\$ 93,011	\$ 81,708	\$ 61,866	\$ 94,590
AY 2016-17 increase of 4%	\$ 125,188	\$ 96,731	\$ 84,977	\$ 64,341	\$ 98,374
AY 2017-18 increase of 3%	\$ 128,944	\$ 99,633	\$ 87,526	\$ 66,271	\$ 101,325

Table 1c. Difference in average salary by academic rank between IPEDS and UHPA provided, 2015-16

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2015-16	\$ 6,623	\$ 1,192	\$ (273)	\$ 4,211	\$ 3,751

Table 2a. Average salary by academic rank compared with peer groups, IPEDS 2014-15

	9/10 month contracts Average Salary				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
UHM average salary	\$ 122,112	\$ 90,579	\$ 78,303	\$ 63,536	\$ 94,559
Total peer group average salary	\$ 125,151	\$ 86,474	\$ 75,965	\$ 48,487	\$ 94,824
National selected peer group avg	\$ 115,992	\$ 82,299	\$ 71,308	\$ 43,657	\$ 86,480
Western selected peer group avg	\$ 116,227	\$ 81,652	\$ 73,342	\$ 49,970	\$ 88,577
UHPA selected peer group (1)	\$ 138,356	\$ 94,785	\$ 82,546	\$ 55,008	\$ 109,742
UH selected peer group (2)	\$ 117,315	\$ 84,927	\$ 74,871	\$ 47,173	\$ 89,018

Table 2b. Percentile ranks of UH by academic rank compared with peer groups, IPEDS 2014-15

	9/10 month contracts Percentile Ranks				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
UHM percentile rank to total peer group	50%	69%	68%	90%	60%
UHM percentile rank to national peer group	56%	75%	93%	~	71%
UHM percentile rank to western peer group	67%	92%	72%	89%	78%
UHM percentile rank to uhp peer group	~	15%	26%	82%	1%
UHM percentile rank to uh peer group	87%	89%	83%	94%	83%

Table 3. AY 2014-15 Salary increase by 4% across the board to salary reported**Average peer group salary increased by average expected salary increase based on past 4yr increase**

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Average
AY 2015-16 Salary increase of 4%	\$ 126,996	\$ 94,203	\$ 81,435	\$ 66,077	\$ 98,341
Total peer group average	\$ 127,083	\$ 87,729	\$ 77,124	\$ 48,939	\$ 95,998
National selected peer group avg	\$ 117,312	\$ 82,727	\$ 72,107	\$ 44,420	\$ 86,988
Western selected peer group avg	\$ 118,195	\$ 83,157	\$ 74,851	\$ 49,262	\$ 89,937
UHPA selected peer group	\$ 140,760	\$ 96,645	\$ 83,769	\$ 56,207	\$ 111,560
UH selected peer group	\$ 119,280	\$ 86,387	\$ 75,980	\$ 47,427	\$ 90,209
AY 2016-17 Salary increase of 4%	\$ 132,076	\$ 97,971	\$ 84,693	\$ 68,720	\$ 102,275
Total peer group average	\$ 129,045	\$ 89,002	\$ 78,301	\$ 49,395	\$ 97,186
National selected peer group avg	\$ 118,646	\$ 83,157	\$ 72,915	\$ 45,196	\$ 87,500
Western selected peer group avg	\$ 120,197	\$ 84,689	\$ 76,390	\$ 48,565	\$ 91,317
UHPA selected peer group	\$ 143,205	\$ 98,541	\$ 85,010	\$ 57,431	\$ 113,408
UH selected peer group	\$ 121,278	\$ 87,871	\$ 77,105	\$ 47,682	\$ 91,415
AY 2017-18 Salary increase of 3%	\$ 136,038	\$ 100,910	\$ 87,234	\$ 70,782	\$ 105,343
Total peer group average	\$ 131,037	\$ 90,294	\$ 79,496	\$ 49,855	\$ 98,389
National selected peer group avg	\$ 119,996	\$ 83,590	\$ 73,733	\$ 45,985	\$ 88,015
Western selected peer group avg	\$ 122,233	\$ 86,250	\$ 77,961	\$ 47,877	\$ 92,718
UHPA selected peer group	\$ 145,694	\$ 100,475	\$ 86,270	\$ 58,683	\$ 115,286
UH selected peer group	\$ 123,309	\$ 89,382	\$ 78,247	\$ 47,939	\$ 92,638

Table 4a. Average salary by academic rank with Hawaii cost of living, compared with peer groups, IPEDS 2014-15

	9/10 month contracts Average Salary				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
UHM average salary	\$ 122,112	\$ 90,579	\$ 78,303	\$ 63,536	\$ 94,559
Total peer group average	\$ 137,374	\$ 94,919	\$ 83,384	\$ 53,222	\$ 104,085
National selected peer group avg	\$ 127,320	\$ 90,337	\$ 78,272	\$ 47,921	\$ 94,925
Western selected peer group avg	\$ 127,578	\$ 89,627	\$ 80,505	\$ 54,851	\$ 97,228
UHPA selected peer group	\$ 151,868	\$ 104,043	\$ 90,608	\$ 60,381	\$ 120,460
UH selected peer group	\$ 128,772	\$ 93,221	\$ 82,183	\$ 51,781	\$ 97,712

Table 4b. Percentile ranks of UHM by academic rank compared with peers, IPEDS 2014-15

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
UHM percentile rank to total peer group	34%	37%	26%	79%	34%
UHM percentile rank to national peer group	46%	50%	42%	67%	41%
UHM percentile rank to western peer group	52%	59%	31%	89%	51%
UHM percentile rank to uhp peer group	~	~	~	75%	~
UHM percentile rank to uh peer group	29%	34%	22%	91%	42%

NOTES:

† data not included due to low n's to maintain confidentiality

~salary outside range of peer group salaries

- unreported salary or no faculty

Hawai'i Community College

Table 1. Average salary by academic rank with incremental increases over time, IPEDS 2014-15 (as of November 1, 2014)

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2014-15	\$ 86,404	\$ 77,193	\$ 62,546	\$ 56,795	\$ 67,429
AY 2015-16 increase of 4%	\$ 89,860	\$ 80,281	\$ 65,047	\$ 59,066	\$ 70,127
AY 2016-17 increase of 4%	\$ 93,455	\$ 83,492	\$ 67,649	\$ 61,429	\$ 72,932
AY 2017-18 increase of 3%	\$ 96,258	\$ 85,997	\$ 69,679	\$ 63,272	\$ 75,120

Table 1b. Average salary by academic rank with incremental increases over time, UHPA provided 2015-16 (as of June 8, 2016)

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2015-16	\$ 90,070	\$ 82,294	\$ 65,159	\$ 58,739	\$ 74,122
AY 2016-17 increase of 4%	\$ 93,673	\$ 85,586	\$ 67,765	\$ 61,089	\$ 77,087
AY 2017-18 increase of 3%	\$ 96,483	\$ 88,153	\$ 69,798	\$ 62,921	\$ 79,399

Table 1c. Difference in average salary by academic rank between IPEDS and UHPA provided, 2015-16

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2015-16	\$ (210)	\$ (2,013)	\$ (112)	\$ 327	\$ (3,995)

Table 2a. Average salary by academic rank compared with peer groups, IPEDS 2014-15

	9/10 month contracts Average Salary				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
HAW average salary	\$ 86,404	\$ 77,193	\$ 62,546	\$ 56,795	\$ 67,429
Total peer group average salary	\$ 61,515	\$ 58,323	\$ 51,768	\$ 55,904	\$ 57,170
National selected peer group avg	\$ 72,211	\$ 61,476	\$ 54,597	\$ 58,787	\$ 62,852
Western selected peer group avg	\$ 51,268	\$ 53,224	\$ 50,267	\$ 73,198	\$ 65,478
UH selected peer group	\$ 60,366	\$ 57,934	\$ 49,564	\$ 51,358	\$ 53,623

Table 2b. Percentile ranks of UH by academic rank compared with peer groups, IPEDS 2014-15

	9/10 month contracts Percentile Ranks				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
HAW percentile rank to total peer group	84.0%	97.9%	~	74.2%	78.5%
HAW percentile rank to national peer group	79.4%	~	~	74.1%	72.4%
HAW percentile rank to western peer group	~	~	~	21.6%	50.5%
HAW percentile rank to uh peer group	87.8%	96.1%	~	87.8%	89.0%

Table 3. AY 2014-15 Salary increase by 4% across the board to salary reported**Average peer group salary increased by average expected salary increase based on past 4yr increase**

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Average
AY 2015-16 Salary increase of 4%	\$ 89,860	\$ 80,281	\$ 65,047	\$ 59,066	\$ 70,127
Total peer group average	\$ 62,234	\$ 59,027	\$ 52,255	\$ 56,081	\$ 57,378
National selected peer group avg	\$ 73,254	\$ 62,230	\$ 55,075	\$ 59,496	\$ 63,219
Western selected peer group avg	\$ 50,267	\$ 53,224	\$ 50,267	\$ 73,039	\$ 65,109
UH selected peer group	\$ 61,182	\$ 58,624	\$ 50,068	\$ 51,398	\$ 53,899
AY 2016-17 Salary increase of 4%	\$ 93,455	\$ 83,492	\$ 67,649	\$ 61,429	\$ 72,932
Total peer group average	\$ 62,961	\$ 59,739	\$ 52,745	\$ 56,259	\$ 57,587
National selected peer group avg	\$ 74,312	\$ 62,993	\$ 55,557	\$ 60,214	\$ 63,588
Western selected peer group avg	\$ 49,285	\$ 53,224	\$ 50,267	\$ 72,880	\$ 64,741
UH selected peer group	\$ 62,009	\$ 59,323	\$ 50,576	\$ 51,437	\$ 54,177
AY 2017-18 Salary increase of 3%	\$ 96,258	\$ 85,997	\$ 69,679	\$ 63,272	\$ 75,120
Total peer group average	\$ 63,697	\$ 60,461	\$ 53,241	\$ 56,437	\$ 57,796
National selected peer group avg	\$ 75,385	\$ 63,765	\$ 56,043	\$ 60,940	\$ 63,959
Western selected peer group avg	\$ 48,323	\$ 53,224	\$ 50,267	\$ 72,722	\$ 64,376
UH selected peer group	\$ 62,848	\$ 60,029	\$ 51,090	\$ 51,476	\$ 54,456

Table 4a. Average salary by academic rank with Hawaii cost of living, compared with peer groups, IPEDS 2014-15

	9/10 month contracts Average Salary				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
HAW average salary	\$ 86,404	\$ 77,193	\$ 62,546	\$ 56,795	\$ 67,429
Total peer group average	\$ 67,523	\$ 64,019	\$ 56,824	\$ 61,364	\$ 62,754
National selected peer group avg	\$ 79,264	\$ 67,480	\$ 59,929	\$ 64,529	\$ 68,990
Western selected peer group avg	\$ 56,275	\$ 58,422	\$ 55,176	\$ 80,347	\$ 71,873
UH selected peer group	\$ 66,262	\$ 63,592	\$ 54,405	\$ 56,374	\$ 58,860

Table 4b. Percentile ranks of HAW by academic rank compared with peers, IPEDS 2014-15

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
HAW percentile rank to total peer group	92.0%	96.9%	96.4%	68.1%	78.3%
HAW percentile rank to national peer group	82.9%	~	92.3%	62.1%	56.7%
HAW percentile rank to western peer group	~	~	~	59.2%	68.7%
HAW percentile rank to uh peer group	93.5%	96.0%	97.7%	75.0%	89.1%

NOTES:

† data not included due to low n's to maintain confidentiality

~salary outside range of peer group salaries

- unreported salary or no faculty

Honolulu Community College

Table 1. Average salary by academic rank with incremental increases over time, IPEDS 2014-15 (as of November 1, 2014)

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2014-15	\$ 85,891	\$ 73,923	\$ 67,838	\$ 54,385	\$ 71,614
AY 2015-16 increase of 4%	\$ 89,327	\$ 76,880	\$ 70,551	\$ 56,560	\$ 74,478
AY 2016-17 increase of 4%	\$ 92,900	\$ 79,955	\$ 73,373	\$ 58,822	\$ 77,457
AY 2017-18 increase of 3%	\$ 95,687	\$ 82,353	\$ 75,575	\$ 60,587	\$ 79,781

Table 1b. Average salary by academic rank with incremental increases over time, UHPA provided 2015-16 (as of June 8, 2016)

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2015-16	\$ 88,292	\$ 76,242	\$ 70,046	\$ 55,674	\$ 72,184
AY 2016-17 increase of 4%	\$ 91,824	\$ 79,292	\$ 72,848	\$ 57,901	\$ 75,071
AY 2017-18 increase of 3%	\$ 94,578	\$ 81,671	\$ 75,033	\$ 59,638	\$ 77,324

Table 1c. Difference in average salary by academic rank between IPEDS and UHPA provided, 2015-16

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2015-16	\$ 1,035	\$ 637	\$ 506	\$ 886	\$ 2,294

Table 2a. Average salary by academic rank compared with peer groups, IPEDS 2014-15

	9/10 month contracts Average Salary				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
HON average salary	\$ 85,891	\$ 73,923	\$ 67,838	\$ 54,385	\$ 71,614
Total peer group average salary	\$ 56,504	\$ 52,327	\$ 48,364	\$ 69,914	\$ 66,863
National selected peer group avg	-	-	-	\$ 65,764	\$ 65,764
Western selected peer group avg	\$ 51,268	\$ 53,224	\$ 50,267	\$ 73,198	\$ 65,478
UH selected peer group	\$ 61,979	\$ 52,327	\$ 48,364	\$ 70,945	\$ 67,574

Table 2b. Percentile ranks of UH by academic rank compared with peer groups, IPEDS 2014-15

	9/10 month contracts Percentile Ranks				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
HON percentile rank to total peer group	~	~	~	34%	66%
HON percentile rank to national peer group	-	-	-	~	~
HON percentile rank to western peer group	~	~	~	15%	55%
HON percentile rank to uh peer group	~	~	~	44%	63%

Table 3. AY 2014-15 Salary increase by 4% across the board to salary reported**Average peer group salary increased by average expected salary increase based on past 4yr increase**

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Average
AY 2015-16 Salary increase of 4%	\$ 89,327	\$ 76,880	\$ 70,551	\$ 56,560	\$ 74,478
Total peer group average	\$ 57,229	\$ 51,617	\$ 48,725	\$ 69,330	\$ 66,470
National selected peer group avg	\$ -	\$ -	\$ -	\$ 66,224	\$ 66,224
Western selected peer group avg	\$ 50,127	\$ 53,224	\$ 50,267	\$ 71,570	\$ 64,022
UH selected peer group	\$ 63,210	\$ 51,617	\$ 48,725	\$ 70,282	\$ 67,202
AY 2016-17 Salary increase of 4%	\$ 92,900	\$ 79,955	\$ 73,373	\$ 58,822	\$ 77,457
Total peer group average	\$ 57,964	\$ 50,918	\$ 49,090	\$ 68,750	\$ 66,078
National selected peer group avg	\$ -	\$ -	\$ -	\$ 66,688	\$ 66,688
Western selected peer group avg	\$ 49,012	\$ 53,224	\$ 50,267	\$ 69,978	\$ 62,598
UH selected peer group	\$ 64,465	\$ 50,918	\$ 49,090	\$ 69,624	\$ 66,832
AY 2017-18 Salary increase of 3%	\$ 95,687	\$ 82,353	\$ 75,575	\$ 60,587	\$ 79,781
Total peer group average	\$ 58,708	\$ 50,227	\$ 49,457	\$ 68,175	\$ 65,689
National selected peer group avg	\$ -	\$ -	\$ -	\$ 67,154	\$ 67,154
Western selected peer group avg	\$ 47,922	\$ 53,224	\$ 50,267	\$ 68,421	\$ 61,205
UH selected peer group	\$ 65,745	\$ 50,227	\$ 49,457	\$ 68,973	\$ 66,464

Table 4a. Average salary by academic rank with Hawaii cost of living, compared with peer groups, IPEDS 2014-15

	9/10 month contracts Average Salary				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
HON average salary	\$ 85,891	\$ 73,923	\$ 67,838	\$ 54,385	\$ 71,614
Total peer group average	\$ 62,022	\$ 57,438	\$ 53,087	\$ 76,743	\$ 73,394
National selected peer group avg	-	-	-	\$ 72,187	\$ 72,187
Western selected peer group avg	\$ 56,275	\$ 58,422	\$ 55,176	\$ 80,347	\$ 71,873
UH selected peer group	\$ 68,033	\$ 57,438	\$ 53,087	\$ 77,874	\$ 74,173

Table 4b. Percentile ranks of HON by academic rank compared with peers, IPEDS 2014-15

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
HON percentile rank to total peer group	~	~	~	57%	75%
HON percentile rank to national peer group	-	-	-	64%	89%
HON percentile rank to western peer group	~	~	~	57%	71%
HON percentile rank to uh peer group	~	~	~	58%	73%

NOTES:

† data not included due to low n's to maintain confidentiality

~salary outside range of peer group salaries

- unreported salary or no faculty

Kapiolani Community College

Table 1. Average salary by academic rank with incremental increases over time, IPEDS 2014-15 (as of November 1, 2014)

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2014-15	\$ 83,555	\$ 75,227	\$ 66,078	\$ 57,755	\$ 69,289
AY 2015-16 increase of 4%	\$ 86,897	\$ 78,236	\$ 68,721	\$ 60,065	\$ 72,061
AY 2016-17 increase of 4%	\$ 90,373	\$ 81,366	\$ 71,470	\$ 62,468	\$ 74,943
AY 2017-18 increase of 3%	\$ 93,084	\$ 83,807	\$ 73,614	\$ 64,342	\$ 77,192

Table 1b. Average salary by academic rank with incremental increases over time, UHPA provided 2015-16 (as of June 8, 2016)

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2015-16	\$ 91,957	\$ 75,653	\$ 68,756	\$ 59,126	\$ 72,925
AY 2016-17 increase of 4%	\$ 95,635	\$ 78,679	\$ 71,506	\$ 61,491	\$ 75,842
AY 2017-18 increase of 3%	\$ 98,504	\$ 81,040	\$ 73,652	\$ 63,335	\$ 78,117

Table 1c. Difference in average salary by academic rank between IPEDS and UHPA provided, 2015-16

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2015-16	\$ (5,059)	\$ 2,583	\$ (35)	\$ 940	\$ (864)

Table 2a. Average salary by academic rank compared with peer groups, IPEDS 2014-15

	9/10 month contracts Average Salary				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
KAP average salary	\$ 83,555	\$ 75,227	\$ 66,078	\$ 57,755	\$ 69,289
Total peer group average salary	\$ 73,383	\$ 61,472	\$ 54,080	\$ 65,493	\$ 64,766
National selected peer group avg	\$ 67,929	\$ 57,784	\$ 55,045	\$ 65,605	\$ 64,264
Western selected peer group avg	\$ 70,126	\$ 59,697	\$ 56,103	\$ 66,615	\$ 65,164
UH selected peer group	\$ 73,383	\$ 61,472	\$ 54,080	\$ 63,581	\$ 63,060

Table 2b. Percentile ranks of UH by academic rank compared with peer groups, IPEDS 2014-15

	9/10 month contracts Percentile Ranks				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
KAP percentile rank to total peer group	~	~	~	42%	68%
KAP percentile rank to national peer group	~	~	~	36%	76%
KAP percentile rank to western peer group	~	~	~	47%	53%
KAP percentile rank to uh peer group	~	~	~	54%	72%

Table 3. AY 2014-15 Salary increase by 4% across the board to salary reported**Average peer group salary increased by average expected salary increase based on past 4yr increase**

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Average
AY 2015-16 Salary increase of 4%	\$ 86,897	\$ 78,236	\$ 68,721	\$ 60,065	\$ 72,061
Total peer group average	\$ 75,236	\$ 63,063	\$ 55,595	\$ 66,202	\$ 65,043
National selected peer group avg	\$ 70,236	\$ 59,192	\$ 56,770	\$ 67,645	\$ 65,571
Western selected peer group avg	\$ 72,502	\$ 61,608	\$ 58,229	\$ 68,227	\$ 65,780
UH selected peer group	\$ 75,236	\$ 63,063	\$ 55,595	\$ 64,481	\$ 63,428
AY 2016-17 Salary increase of 4%	\$ 90,373	\$ 81,366	\$ 71,470	\$ 62,468	\$ 74,943
Total peer group average	\$ 77,136	\$ 64,696	\$ 57,152	\$ 66,919	\$ 65,320
National selected peer group avg	\$ 72,620	\$ 60,635	\$ 58,549	\$ 69,748	\$ 66,905
Western selected peer group avg	\$ 74,958	\$ 63,580	\$ 60,435	\$ 69,877	\$ 66,402
UH selected peer group	\$ 77,136	\$ 64,696	\$ 57,152	\$ 65,393	\$ 63,798
AY 2017-18 Salary increase of 3%	\$ 93,084	\$ 83,807	\$ 73,614	\$ 64,342	\$ 77,192
Total peer group average	\$ 79,084	\$ 66,372	\$ 58,753	\$ 67,644	\$ 65,599
National selected peer group avg	\$ 75,085	\$ 62,112	\$ 60,384	\$ 71,916	\$ 68,266
Western selected peer group avg	\$ 77,498	\$ 65,615	\$ 62,725	\$ 71,568	\$ 67,030
UH selected peer group	\$ 79,084	\$ 66,372	\$ 58,753	\$ 66,319	\$ 64,171

Table 4a. Average salary by academic rank with Hawaii cost of living, compared with peer groups, IPEDS 2014-15

	9/10 month contracts Average Salary				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
KAP average salary	\$ 83,555	\$ 75,227	\$ 66,078	\$ 57,755	\$ 69,289
Total peer group average salary	\$ 80,550	\$ 67,475	\$ 59,361	\$ 71,889	\$ 71,091
National selected peer group avg	\$ 74,564	\$ 63,428	\$ 60,421	\$ 72,012	\$ 70,540
Western selected peer group avg	\$ 76,974	\$ 65,528	\$ 61,582	\$ 73,121	\$ 71,528
UH selected peer group	\$ 80,550	\$ 67,475	\$ 59,361	\$ 69,791	\$ 69,218

Table 4b. Percentile ranks of KAP by academic rank compared with peers, IPEDS 2014-15

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
KAP percentile rank to total peer group	99%	~	~	48%	68%
KAP percentile rank to national peer group	~	~	~	46%	54%
KAP percentile rank to western peer group	~	~	~	48%	51%
KAP percentile rank to uh peer group	99%	~	~	53%	79%

NOTES:

† data not included due to low n's to maintain confidentiality

~salary outside range of peer group salaries

- unreported salary or no faculty

Kaua'i Community College

Table 1. Average salary by academic rank with incremental increases over time, IPEDS 2014-15 (as of November 1, 2014)

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2014-15	\$ 84,771	\$ 77,411	\$ 70,225	\$ 59,522	\$ 67,381
AY 2015-16 increase of 4%	\$ 88,162	\$ 80,508	\$ 73,034	\$ 61,903	\$ 70,077
AY 2016-17 increase of 4%	\$ 91,688	\$ 83,728	\$ 75,956	\$ 64,380	\$ 72,880
AY 2017-18 increase of 3%	\$ 94,439	\$ 86,240	\$ 78,234	\$ 66,311	\$ 75,066

Table 1b. Average salary by academic rank with incremental increases over time, UHPA provided 2015-16 (as of June 8, 2016)

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2015-16	\$ 88,156	\$ 79,602	\$ 69,934	\$ 55,870	\$ 69,941
AY 2016-17 increase of 4%	\$ 91,682	\$ 82,786	\$ 72,732	\$ 58,105	\$ 72,739
AY 2017-18 increase of 3%	\$ 94,433	\$ 85,270	\$ 74,914	\$ 59,848	\$ 74,921

Table 1c. Difference in average salary by academic rank between IPEDS and UHPA provided, 2015-16

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2015-16	\$ 6	\$ 906	\$ 3,100	\$ 6,033	\$ 136

Table 2a. Average salary by academic rank compared with peer groups, IPEDS 2014-15

	9/10 month contracts Average Salary				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
KAU average salary	\$ 84,771	\$ 77,411	\$ 70,225	\$ 59,522	\$ 67,381
Total peer group average salary	\$ 82,205	\$ 63,658	\$ 56,453	\$ 46,102	\$ 51,987
National selected peer group avg	\$ 90,603	\$ 76,741	\$ 67,463	\$ 41,750	\$ 52,914
Western selected peer group avg	\$ 85,105	\$ 58,951	\$ 51,662	\$ 43,584	\$ 51,165
UH selected peer group	\$ 63,098	\$ 53,947	\$ 48,060	\$ 46,710	\$ 48,165

Table 2b. Percentile ranks of UH by academic rank compared with peer groups, IPEDS 2014-15

	9/10 month contracts Percentile Ranks				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
KAU percentile rank to total peer group	56%	99%	98%	81%	82%
KAU percentile rank to national peer group	~	90%	85%	86%	70%
KAU percentile rank to western peer group	75%	~	~	~	91%
KAU percentile rank to uh peer group	80%	~	~	80%	96%

Table 3. AY 2014-15 Salary increase by 4% across the board to salary reported**Average peer group salary increased by average expected salary increase based on past 4yr increase**

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Average
AY 2015-16 Salary increase of 4%	\$ 88,162	\$ 80,508	\$ 73,034	\$ 61,903	\$ 70,077
Total peer group average	\$ 83,625	\$ 64,831	\$ 57,663	\$ 46,654	\$ 52,742
National selected peer group avg	\$ 93,102	\$ 78,391	\$ 70,212	\$ 43,263	\$ 54,016
Western selected peer group avg	\$ 86,185	\$ 60,358	\$ 52,262	\$ 43,416	\$ 51,876
UH selected peer group	\$ 63,862	\$ 54,858	\$ 48,471	\$ 47,113	\$ 48,696
AY 2016-17 Salary increase of 4%	\$ 91,688	\$ 83,728	\$ 75,956	\$ 64,380	\$ 72,880
Total peer group average	\$ 85,069	\$ 66,025	\$ 58,898	\$ 47,213	\$ 53,508
National selected peer group avg	\$ 95,669	\$ 80,076	\$ 73,073	\$ 44,830	\$ 55,141
Western selected peer group avg	\$ 87,279	\$ 61,799	\$ 52,870	\$ 43,248	\$ 52,597
UH selected peer group	\$ 64,635	\$ 55,785	\$ 48,886	\$ 47,521	\$ 49,233
AY 2017-18 Salary increase of 3%	\$ 94,439	\$ 86,240	\$ 78,234	\$ 66,311	\$ 75,066
Total peer group average	\$ 86,538	\$ 67,242	\$ 60,161	\$ 47,779	\$ 54,285
National selected peer group avg	\$ 98,308	\$ 81,798	\$ 76,050	\$ 46,453	\$ 56,289
Western selected peer group avg	\$ 88,386	\$ 63,274	\$ 53,485	\$ 43,081	\$ 53,328
UH selected peer group	\$ 65,418	\$ 56,727	\$ 49,304	\$ 47,932	\$ 49,775

Table 4a. Average salary by academic rank with Hawaii cost of living, compared with peer groups, IPEDS 2014-15

	9/10 month contracts Average Salary				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
KAU average salary	\$ 84,771	\$ 77,411	\$ 70,225	\$ 59,522	\$ 67,381
Total peer group average	\$ 90,234	\$ 69,875	\$ 61,966	\$ 50,605	\$ 57,064
National selected peer group avg	\$ 99,451	\$ 84,236	\$ 74,052	\$ 45,828	\$ 58,082
Western selected peer group avg	\$ 93,417	\$ 64,708	\$ 56,707	\$ 47,841	\$ 56,162
UH selected peer group	\$ 69,260	\$ 59,216	\$ 52,753	\$ 51,271	\$ 52,869

Table 4b. Percentile ranks of KAU by academic rank compared with peers, IPEDS 2014-15

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
KAU percentile rank to total peer group	93%	94%	98%	88%	84%
KAU percentile rank to national peer group	98%	88%	91%	89%	84%
KAU percentile rank to western peer group	94%	99%	~	~	91%
KAU percentile rank to uh peer group	97%	~	~	88%	88%

NOTES:

† data not included due to low n's to maintain confidentiality

~salary outside range of peer group salaries

- unreported salary or no faculty

Leeward Community College

Table 1. Average salary by academic rank with incremental increases over time, IPEDS 2014-15 (as of November 1, 2014)

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2014-15	\$ 85,285	\$ 73,057	\$ 65,561	\$ 55,764	\$ 68,078
AY 2015-16 increase of 4%	\$ 88,697	\$ 75,979	\$ 68,184	\$ 57,995	\$ 70,801
AY 2016-17 increase of 4%	\$ 92,245	\$ 79,019	\$ 70,911	\$ 60,314	\$ 73,633
AY 2017-18 increase of 3%	\$ 95,012	\$ 81,389	\$ 73,038	\$ 62,124	\$ 75,842

Table 1b. Average salary by academic rank with incremental increases over time, UHPA provided 2015-16 (as of June 8, 2016)

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2015-16	\$ 89,060	\$ 77,917	\$ 67,571	\$ 57,868	\$ 72,926
AY 2016-17 increase of 4%	\$ 92,622	\$ 81,034	\$ 70,274	\$ 60,182	\$ 75,843
AY 2017-18 increase of 3%	\$ 95,401	\$ 83,465	\$ 72,382	\$ 61,988	\$ 78,118

Table 1c. Difference in average salary by academic rank between IPEDS and UHPA provided, 2015-16

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2015-16	\$ (363)	\$ (1,938)	\$ 613	\$ 127	\$ (2,125)

Table 2a. Average salary by academic rank compared with peer groups, IPEDS 2014-15

	9/10 month contracts Average Salary				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
LEE average salary	\$ 85,285	\$ 73,057	\$ 65,561	\$ 55,764	\$ 68,078
Total peer group average salary	\$ 67,152	\$ 63,023	\$ 53,259	\$ 76,791	\$ 73,816
National selected peer group avg	\$ 81,671	\$ 59,162	\$ 50,317	\$ 58,965	\$ 63,425
Western selected peer group avg	\$ 43,489	-	-	\$ 75,624	\$ 71,962
UH selected peer group	\$ 61,041	\$ 75,378	\$ 59,323	\$ 78,767	\$ 77,045

Table 2b. Percentile ranks of UH by academic rank compared with peer groups, IPEDS 2014-15

	9/10 month contracts Percentile Ranks				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
LEE percentile rank to total peer group	74.3%	64.9%	75.4%	20.2%	30.2%
LEE percentile rank to national peer group	67.3%	72.4%	82.0%	66.6%	62.7%
LEE percentile rank to western peer group	~	-	-	11.1%	36.4%
LEE percentile rank to uh peer group	85.6%	46.8%	69.4%	8.5%	21.4%

Table 3. AY 2014-15 Salary increase by 4% across the board to salary reported**Average peer group salary increased by average expected salary increase based on past 4yr increase**

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Average
AY 2015-16 Salary increase of 4%	\$ 88,697	\$ 75,979	\$ 68,184	\$ 57,995	\$ 70,801
Total peer group average	\$ 68,099	\$ 64,375	\$ 54,208	\$ 76,686	\$ 73,565
National selected peer group avg	\$ 83,263	\$ 60,477	\$ 51,317	\$ 59,669	\$ 64,084
Western selected peer group avg	\$ 43,489	\$ -	\$ -	\$ 75,616	\$ 71,532
UH selected peer group	\$ 61,490	\$ 76,849	\$ 60,176	\$ 78,279	\$ 76,527
AY 2016-17 Salary increase of 4%	\$ 92,245	\$ 79,019	\$ 70,911	\$ 60,314	\$ 73,633
Total peer group average	\$ 69,059	\$ 65,756	\$ 55,173	\$ 76,581	\$ 73,316
National selected peer group avg	\$ 84,886	\$ 61,821	\$ 52,337	\$ 60,381	\$ 64,749
Western selected peer group avg	\$ 43,489	\$ -	\$ -	\$ 75,607	\$ 71,105
UH selected peer group	\$ 61,942	\$ 78,349	\$ 61,042	\$ 77,793	\$ 76,012
AY 2017-18 Salary increase of 3%	\$ 95,012	\$ 81,389	\$ 73,038	\$ 62,124	\$ 75,842
Total peer group average	\$ 70,032	\$ 67,166	\$ 56,156	\$ 76,476	\$ 73,067
National selected peer group avg	\$ 86,540	\$ 63,195	\$ 53,377	\$ 61,102	\$ 65,422
Western selected peer group avg	\$ 43,489	\$ -	\$ -	\$ 75,599	\$ 70,681
UH selected peer group	\$ 62,397	\$ 79,879	\$ 61,920	\$ 77,311	\$ 75,500

Table 4a. Average salary by academic rank with Hawaii cost of living, compared with peer groups, IPEDS 2014-15

	9/10 month contracts Average Salary				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
LEE average salary	\$ 85,285	\$ 73,057	\$ 65,561	\$ 55,764	\$ 68,078
Total peer group average	\$ 73,711	\$ 69,178	\$ 58,460	\$ 84,290	\$ 81,025
National selected peer group avg	\$ 89,648	\$ 64,940	\$ 55,231	\$ 64,724	\$ 69,619
Western selected peer group avg	\$ 47,737	-	-	\$ 83,010	\$ 78,990
UH selected peer group	\$ 67,003	\$ 82,739	\$ 65,117	\$ 86,460	\$ 84,569

Table 4b. Percentile ranks of LEE by academic rank compared with peers, IPEDS 2014-15

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
LEE percentile rank to total peer group	93.9%	94.3%	94.6%	38.2%	42.3%
LEE percentile rank to national peer group	81.1%	83.0%	84.3%	57.7%	66.8%
LEE percentile rank to western peer group	~	-	-	32.5%	47.4%
LEE percentile rank to uh peer group	97.9%	97.6%	97.2%	32.0%	35.8%

NOTES:

† data not included due to low n's to maintain confidentiality

~salary outside range of peer group salaries

- unreported salary or no faculty

University of Hawai'i Maui College

Table 1. Average salary by academic rank with incremental increases over time, IPEDS 2014-15 (as of November 1, 2014)

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2014-15	\$ 85,946	\$ 77,288	\$ 69,188	\$ 58,162	\$ 69,001
AY 2015-16 increase of 4%	\$ 89,384	\$ 80,379	\$ 71,956	\$ 60,488	\$ 71,762
AY 2016-17 increase of 4%	\$ 92,959	\$ 83,595	\$ 74,834	\$ 62,908	\$ 74,632
AY 2017-18 increase of 3%	\$ 95,748	\$ 86,102	\$ 77,079	\$ 64,795	\$ 76,871

Table 1b. Average salary by academic rank with incremental increases over time, UHPA provided 2015-16 (as of June 8, 2016)

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2015-16	\$ 85,412	\$ 82,066	\$ 70,649	\$ 60,334	\$ 72,646
AY 2016-17 increase of 4%	\$ 88,828	\$ 85,349	\$ 73,474	\$ 62,748	\$ 75,552
AY 2017-18 increase of 3%	\$ 91,493	\$ 87,909	\$ 75,679	\$ 64,630	\$ 77,818

Table 1c. Difference in average salary by academic rank between IPEDS and UHPA provided, 2015-16

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2015-16	\$ 3,972	\$ (1,687)	\$ 1,307	\$ 154	\$ (884)

Table 2a. Average salary by academic rank compared with peer groups, IPEDS 2014-15

	9/10 month contracts Average Salary				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
MAU average salary	\$ 85,946	\$ 77,288	\$ 69,188	\$ 58,162	\$ 69,001
Total peer group average salary	\$ 70,883	\$ 61,345	\$ 50,997	\$ 51,009	\$ 55,572
National selected peer group avg	\$ 69,976	\$ 56,833	\$ 49,960	\$ 48,422	\$ 53,442
Western selected peer group avg	\$ 73,428	\$ 65,664	\$ 55,805	\$ 49,638	\$ 63,349
UH selected peer group	\$ 71,990	\$ 62,892	\$ 53,583	\$ 51,910	\$ 57,515

Table 2b. Percentile ranks of UH by academic rank compared with peer groups, IPEDS 2014-15

	9/10 month contracts Percentile Ranks				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
MAU percentile rank to total peer group	~	~	~	79%	95%
MAU percentile rank to national peer group	~	~	~	95%	~
MAU percentile rank to western peer group	~	~	~	77%	85%
MAU percentile rank to uh peer group	~	~	~	72%	93%

Table 3. AY 2014-15 Salary increase by 4% across the board to salary reported**Average peer group salary increased by average expected salary increase based on past 4yr increase**

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Average
AY 2015-16 Salary increase of 4%	\$ 89,384	\$ 80,379	\$ 71,956	\$ 60,488	\$ 71,762
Total peer group average	\$ 71,179	\$ 62,216	\$ 52,088	\$ 50,729	\$ 55,367
National selected peer group avg	\$ 70,269	\$ 57,573	\$ 50,913	\$ 48,335	\$ 53,404
Western selected peer group avg	\$ 73,846	\$ 67,472	\$ 56,382	\$ 48,961	\$ 62,573
UH selected peer group	\$ 72,398	\$ 64,102	\$ 54,920	\$ 51,656	\$ 57,281
AY 2016-17 Salary increase of 4%	\$ 92,959	\$ 83,595	\$ 74,834	\$ 62,908	\$ 74,632
Total peer group average	\$ 71,476	\$ 63,100	\$ 53,202	\$ 50,450	\$ 55,162
National selected peer group avg	\$ 70,564	\$ 58,323	\$ 51,884	\$ 48,248	\$ 53,367
Western selected peer group avg	\$ 74,266	\$ 69,330	\$ 56,966	\$ 48,294	\$ 61,806
UH selected peer group	\$ 72,808	\$ 65,334	\$ 56,290	\$ 51,403	\$ 57,049
AY 2017-18 Salary increase of 3%	\$ 95,748	\$ 86,102	\$ 77,079	\$ 64,795	\$ 76,871
Total peer group average	\$ 71,774	\$ 63,997	\$ 54,340	\$ 50,173	\$ 54,958
National selected peer group avg	\$ 70,860	\$ 59,082	\$ 52,873	\$ 48,162	\$ 53,329
Western selected peer group avg	\$ 74,688	\$ 71,240	\$ 57,556	\$ 47,635	\$ 61,049
UH selected peer group	\$ 73,220	\$ 66,590	\$ 57,695	\$ 51,151	\$ 56,817

Table 4a. Average salary by academic rank with Hawaii cost of living, compared with peer groups, IPEDS 2014-15

	9/10 month contracts Average Salary				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
MAU average salary	\$ 85,946	\$ 77,288	\$ 69,188	\$ 58,162	\$ 69,001
Total peer group average	\$ 77,806	\$ 67,336	\$ 55,978	\$ 55,991	\$ 61,000
National selected peer group avg	\$ 76,810	\$ 62,384	\$ 54,840	\$ 53,151	\$ 58,661
Western selected peer group avg	\$ 80,600	\$ 72,077	\$ 61,255	\$ 54,486	\$ 69,536
UH selected peer group	\$ 79,021	\$ 69,035	\$ 58,816	\$ 56,980	\$ 63,132

Table 4b. Percentile ranks of MAU by academic rank compared with peers, IPEDS 2014-15

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
MAU percentile rank to total peer group	96%	99%	~	78%	93%
MAU percentile rank to national peer group	100%	~	~	88%	95%
MAU percentile rank to western peer group	89%	97%	~	81%	82%
MAU percentile rank to uh peer group	95%	99%	~	76%	91%

NOTES:

† data not included due to low n's to maintain confidentiality

~salary outside range of peer group salaries

- unreported salary or no faculty

Windward Community College

Table 1. Average salary by academic rank with incremental increases over time, IPEDS 2014-15 (as of November 1, 2014)

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2014-15	\$ 87,023	\$ 70,925	\$ 63,427	\$ 55,085	\$ 70,125
AY 2015-16 increase of 4%	\$ 90,504	\$ 73,762	\$ 65,964	\$ 57,288	\$ 72,930
AY 2016-17 increase of 4%	\$ 94,124	\$ 76,713	\$ 68,602	\$ 59,579	\$ 75,848
AY 2017-18 increase of 3%	\$ 96,948	\$ 79,014	\$ 70,661	\$ 61,367	\$ 78,123

Table 1b. Average salary by academic rank with incremental increases over time, UHPA provided 2015-16 (as of June 8, 2016)

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2015-16	\$ 90,737	\$ 73,511	\$ 67,980	\$ 56,671	\$ 71,518
AY 2016-17 increase of 4%	\$ 94,366	\$ 76,452	\$ 70,699	\$ 58,938	\$ 74,379
AY 2017-18 increase of 3%	\$ 97,197	\$ 78,745	\$ 72,820	\$ 60,706	\$ 76,610

Table 1c. Difference in average salary by academic rank between IPEDS and UHPA provided, 2015-16

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
AY2015-16	\$ (233)	\$ 251	\$ (2,016)	\$ 617	\$ 1,412

Table 2a. Average salary by academic rank compared with peer groups, IPEDS 2014-15

	9/10 month contracts Average Salary				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
WIN average salary	\$ 87,023	\$ 70,925	\$ 63,427	\$ 55,085	\$ 70,125
Total peer group average salary	\$ 56,549	\$ 55,779	\$ 52,112	\$ 57,067	\$ 56,243
National selected peer group avg	\$ 67,808	\$ 56,632	\$ 49,960	\$ 62,357	\$ 60,841
Western selected peer group avg	\$ 57,932	\$ 57,742	\$ 52,930	\$ 56,184	\$ 56,076
UH selected peer group	\$ 50,069	\$ 55,224	\$ 53,780	\$ 56,550	\$ 55,431

Table 2b. Percentile ranks of UH by academic rank compared with peer groups, IPEDS 2014-15

	9/10 month contracts Percentile Ranks				
	Professor	Associate	Assistant Profes	Instructor	Overall Average
WIN percentile rank to total peer group	~	~	~	66%	86%
WIN percentile rank to national peer group	~	~	~	64%	83%
WIN percentile rank to western peer group	~	~	~	55%	95%
WIN percentile rank to uh peer group	~	~	~	64%	84%

Table 3. AY 2014-15 Salary increase by 4% across the board to salary reported**Average peer group salary increased by average expected salary increase based on past 4yr increase**

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Average
AY 2015-16 Salary increase of 4%	\$ 90,504	\$ 73,762	\$ 65,964	\$ 57,288	\$ 72,930
Total peer group average	\$ 57,176	\$ 56,327	\$ 52,562	\$ 57,592	\$ 56,663
National selected peer group avg	\$ 69,506	\$ 57,689	\$ 50,651	\$ 63,378	\$ 61,642
Western selected peer group avg	\$ 59,392	\$ 58,586	\$ 54,411	\$ 57,613	\$ 56,748
UH selected peer group	\$ 50,188	\$ 55,418	\$ 54,046	\$ 56,874	\$ 55,729
AY 2016-17 Salary increase of 4%	\$ 94,124	\$ 76,713	\$ 68,602	\$ 59,579	\$ 75,848
Total peer group average	\$ 57,810	\$ 56,881	\$ 53,016	\$ 58,121	\$ 57,086
National selected peer group avg	\$ 71,247	\$ 58,766	\$ 51,351	\$ 64,417	\$ 62,453
Western selected peer group avg	\$ 60,888	\$ 59,443	\$ 55,933	\$ 59,079	\$ 57,428
UH selected peer group	\$ 50,307	\$ 55,613	\$ 54,313	\$ 57,201	\$ 56,028
AY 2017-18 Salary increase of 3%	\$ 96,948	\$ 79,014	\$ 70,661	\$ 61,367	\$ 78,123
Total peer group average	\$ 58,452	\$ 57,440	\$ 53,474	\$ 58,656	\$ 57,513
National selected peer group avg	\$ 73,032	\$ 59,863	\$ 52,061	\$ 65,472	\$ 63,275
Western selected peer group avg	\$ 62,422	\$ 60,311	\$ 57,498	\$ 60,581	\$ 58,115
UH selected peer group	\$ 50,426	\$ 55,808	\$ 54,581	\$ 57,530	\$ 56,330

Table 4a. Average salary by academic rank with Hawaii cost of living, compared with peer groups, IPEDS 2014-15

	9/10 month contracts Average Salary				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
WIN average salary	\$ 87,023	\$ 70,925	\$ 63,427	\$ 55,085	\$ 70,125
Total peer group average	\$ 62,072	\$ 61,226	\$ 57,201	\$ 62,640	\$ 61,736
National selected peer group avg	\$ 74,430	\$ 62,163	\$ 54,839	\$ 68,447	\$ 66,783
Western selected peer group avg	\$ 63,590	\$ 63,382	\$ 58,099	\$ 61,672	\$ 61,553
UH selected peer group	\$ 54,959	\$ 60,617	\$ 59,033	\$ 62,073	\$ 60,844

Table 4b. Percentile ranks of WIN by academic rank compared with peers, IPEDS 2014-15

	9/10 month contracts				
	Professor	Associate	Assistant Professor	Instructor	Overall Average
WIN percentile rank to total peer group	99%	99%	97%	61%	85%
WIN percentile rank to national peer group	97%	~	~	63%	79%
WIN percentile rank to western peer group	98%	~	~	64%	91%
WIN percentile rank to uh peer group	~	99%	96%	57%	82%

NOTES:

† data not included due to low n's to maintain confidentiality

~salary outside range of peer group salaries

- unreported salary or no faculty