

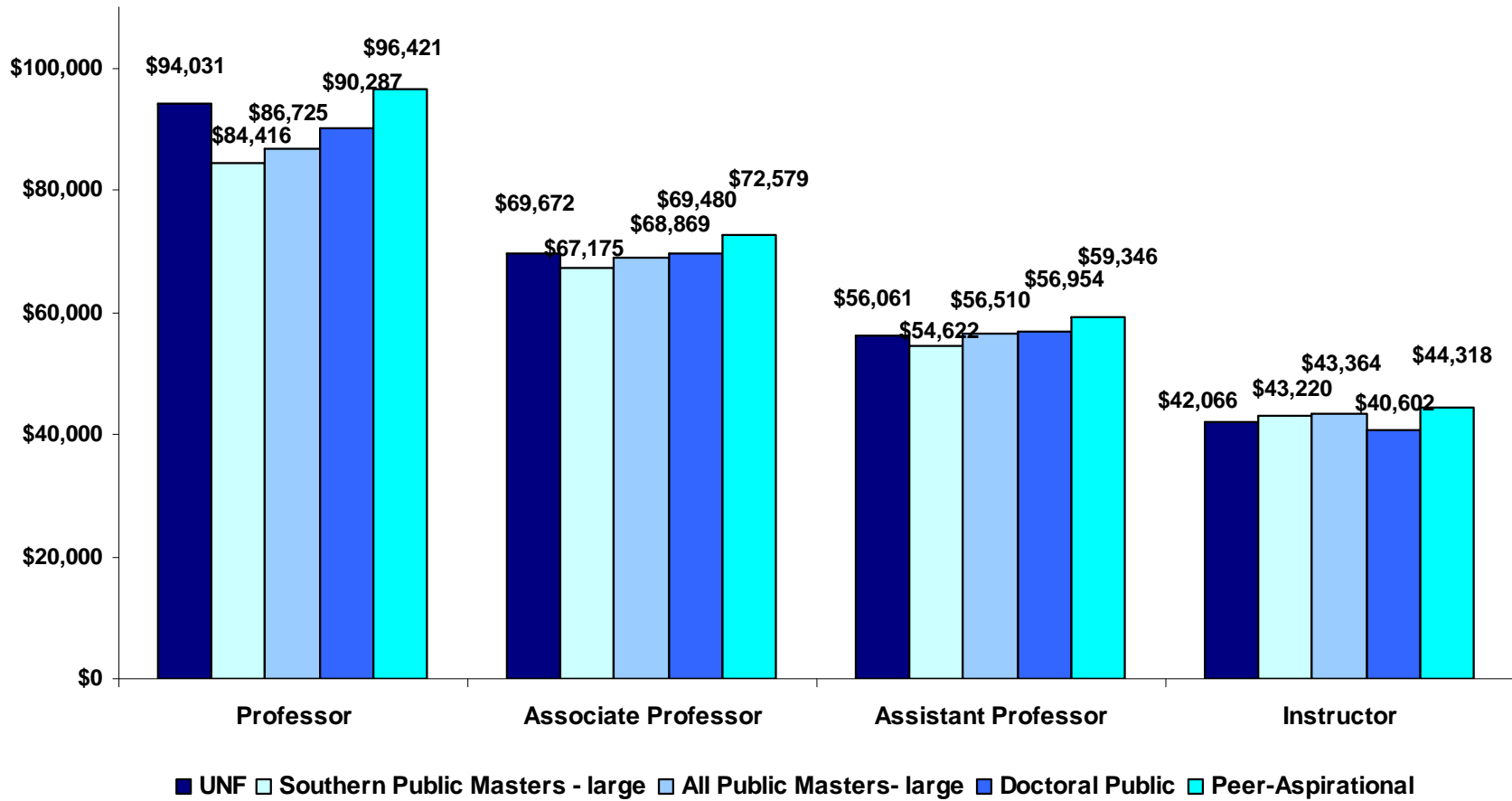
Percent of Contractual Faculty Raises by Institution

Type of Raise	UNF	FAU	FSU	USF	UF¹	UCF¹	FIU	UWF
2002-2003								
Across-the-Board	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
Merit								
Market Equity								
Other								
TOTAL	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
2003-2004								
Across-the-Board	2.00%		2.00%	2.50%	2.00%			2.00%
Merit	1.25%	1.85%	1.00%					
Market Equity	1.20%							
Other								
TOTAL	4.45%	1.85%	3.00%	2.50%	2.00%	0.00%	0.00%	2.00%
2004-2005								
Across-the-Board				2.00%		2.00%	4.00%	1.40%
Merit	1.75%	2.50%	2.00%		3.67%			
Market Equity	1.75%	1.00%				1.00%		
Other								
TOTAL	3.50%	3.50%	2.00%	2.00%	3.67%	3.00%	4.00%	1.40%
2005-2006								
Across-the-Board	3.60%	3.60%	3.60%	5.00%	3.60%	3.60%	3.60%	
Merit	0.70%	0.50%				0.50%		
Market Equity		1.00%	0.40%			0.50%		
Other								
TOTAL	4.30%	5.10%	4.00%	5.00%	3.60%	4.60%	3.60%	0.00%
2006-2007								
Across-the-Board	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
Merit	1.00%	0.50%	1.10%			1.20%		2
Market Equity	1.00%	0.75%						
Other								
TOTAL	5.00%	4.25%	4.10%	3.00%	3.00%	4.20%	3.00%	3.00%
Compounded Total for 2002-2007								
Compounded Increase	21.35%	18.39%	16.59%	15.90%	15.66%	15.07%	13.75%	9.19%²
Promotional Raises								
Asst to Assoc	12.50%	9.00%	9.00%	9.00%	9.00%	9.00%	12.00%	9.00%
Assoc to Full	12.50%	12.00%	12.00%	9.00%	9.00%	9.00%	12.00%	9.00%

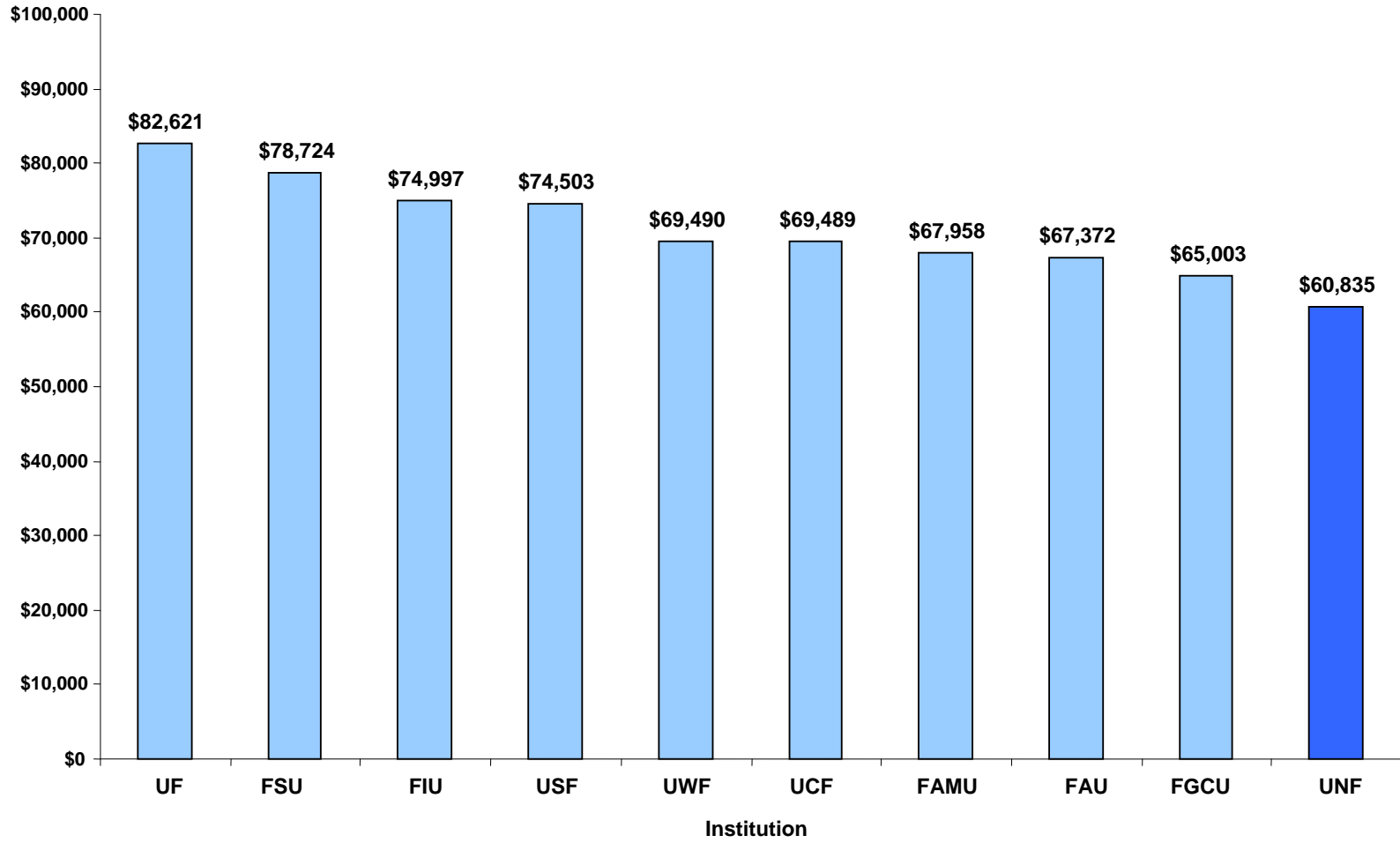
¹ UF awards a 9% special pay increase to a limited number of faculty who excel in teaching (TIP) or scholarship (PEP). The UCF gives a \$5,000 increase to TIP and PEP award winners.

² This table may have incomplete data on 2006-2007 contractual increases for UWF.

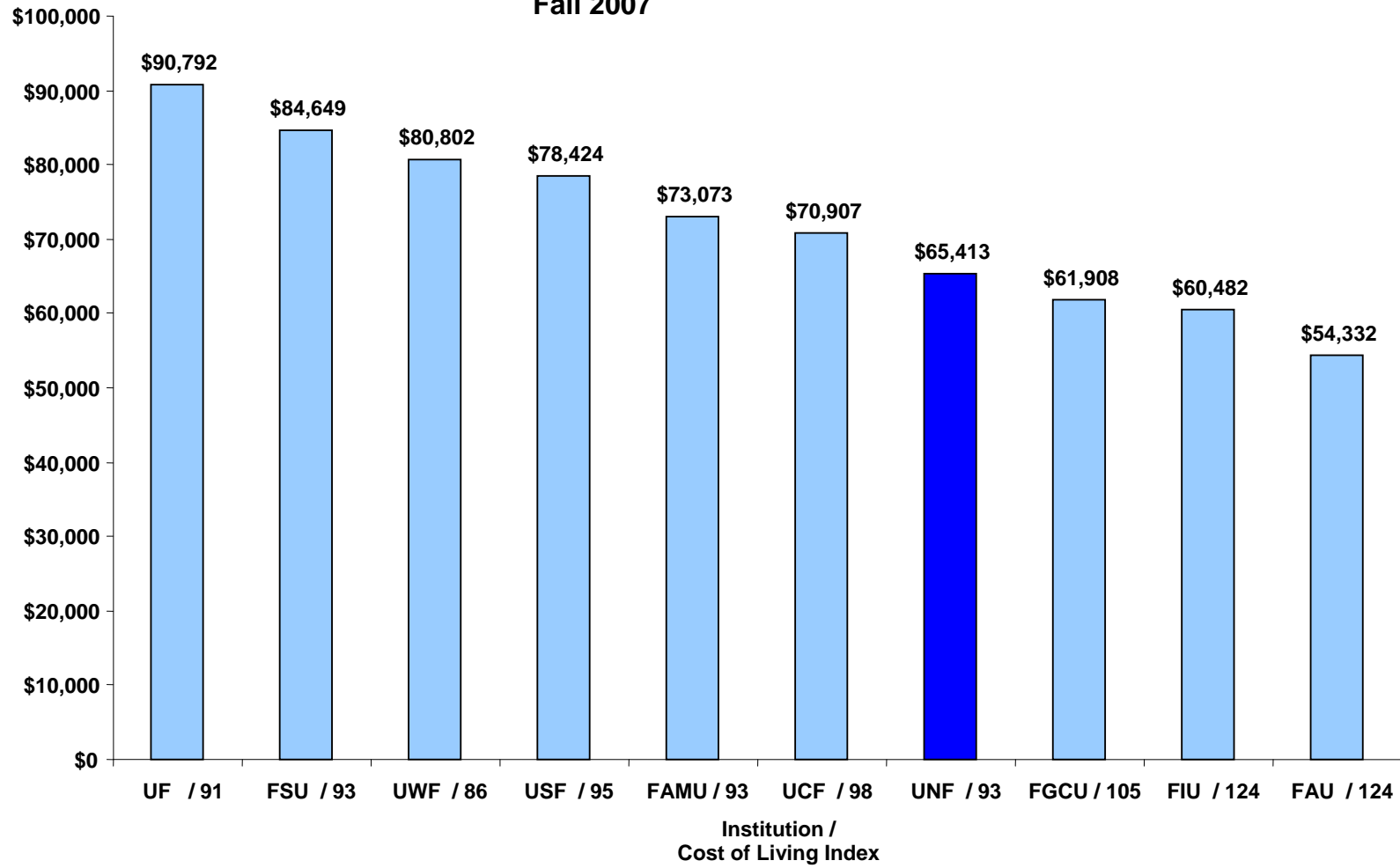
Salaries by Rank: Large Masters, Doctoral Public and Peer Aspirational



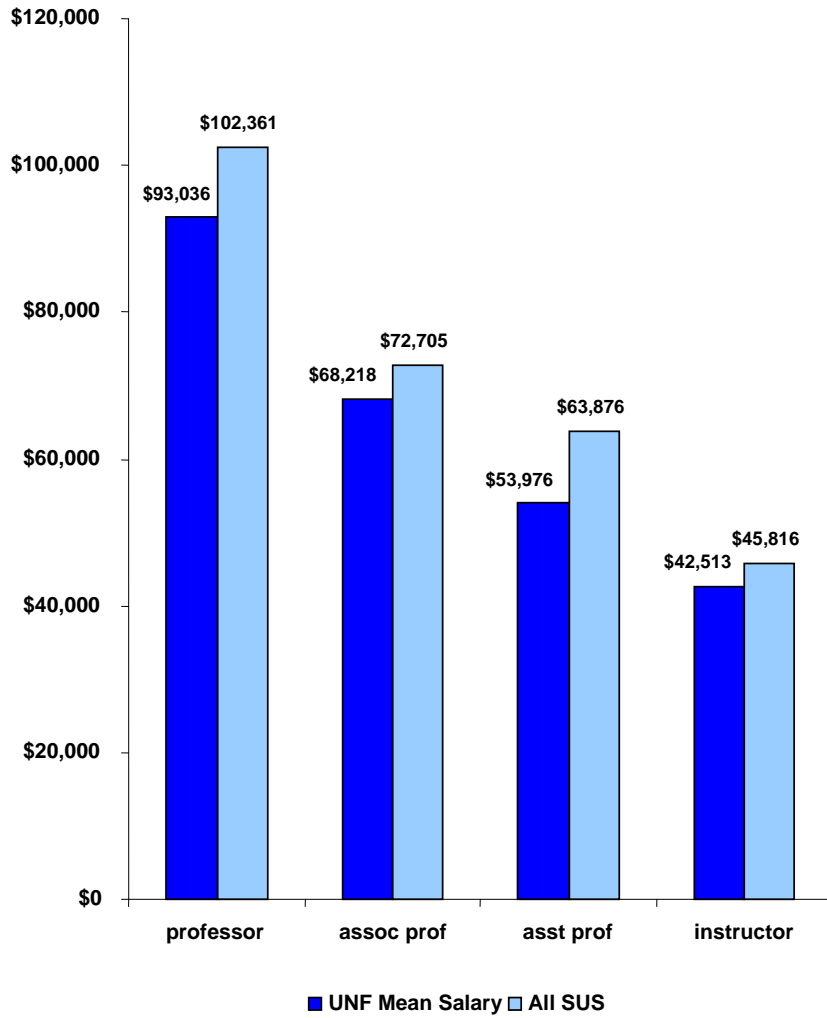
**Average Faculty Salaries for SUS Unadjusted:
Fall 2007**



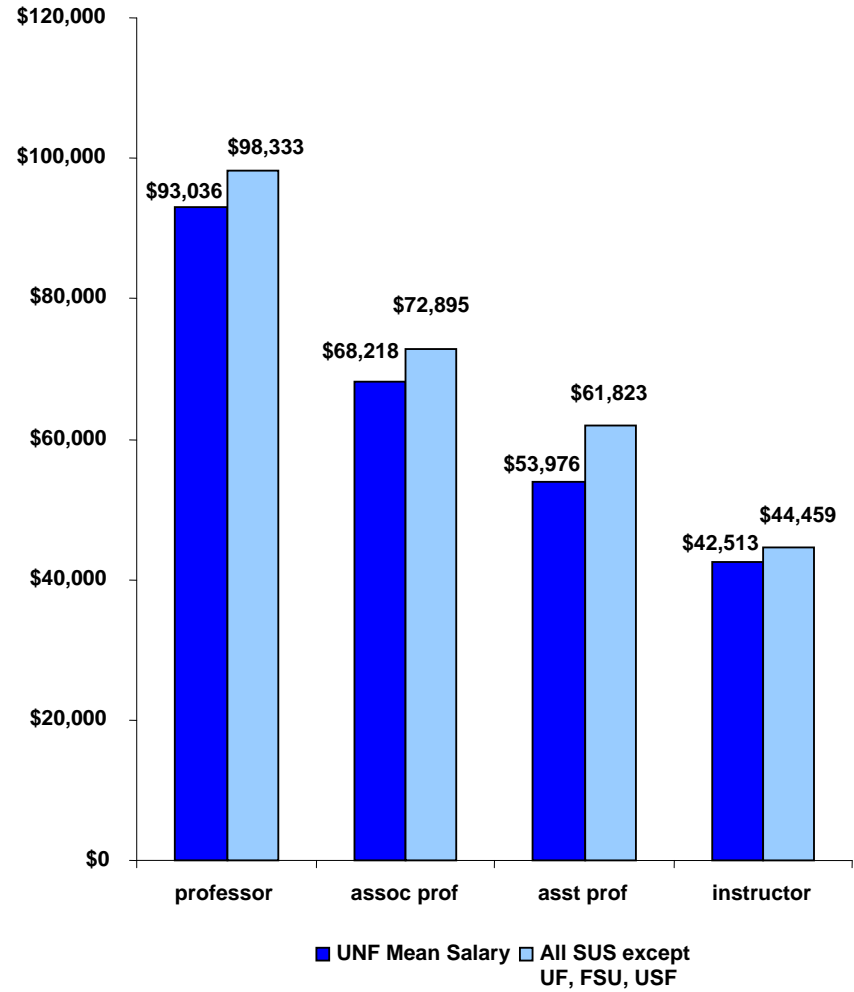
**Average Faculty Salaries for SUS
When Adjusted for Cost of Living:
Fall 2007**



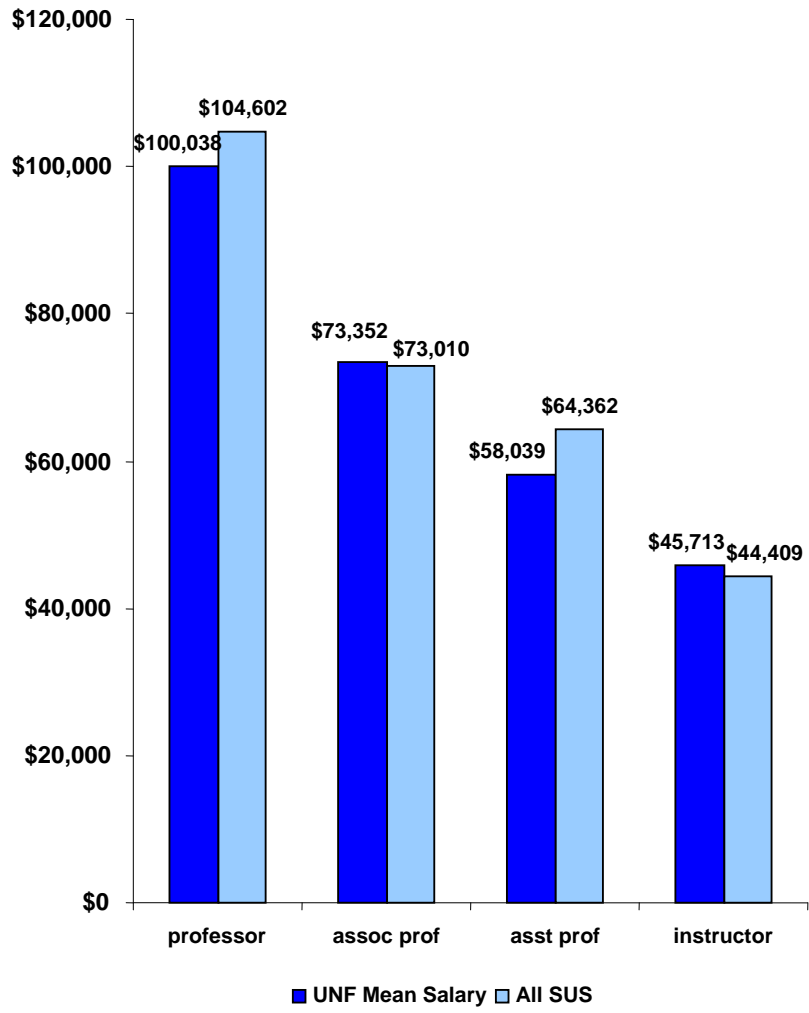
Unadjusted Salaries by Rank: All SUS



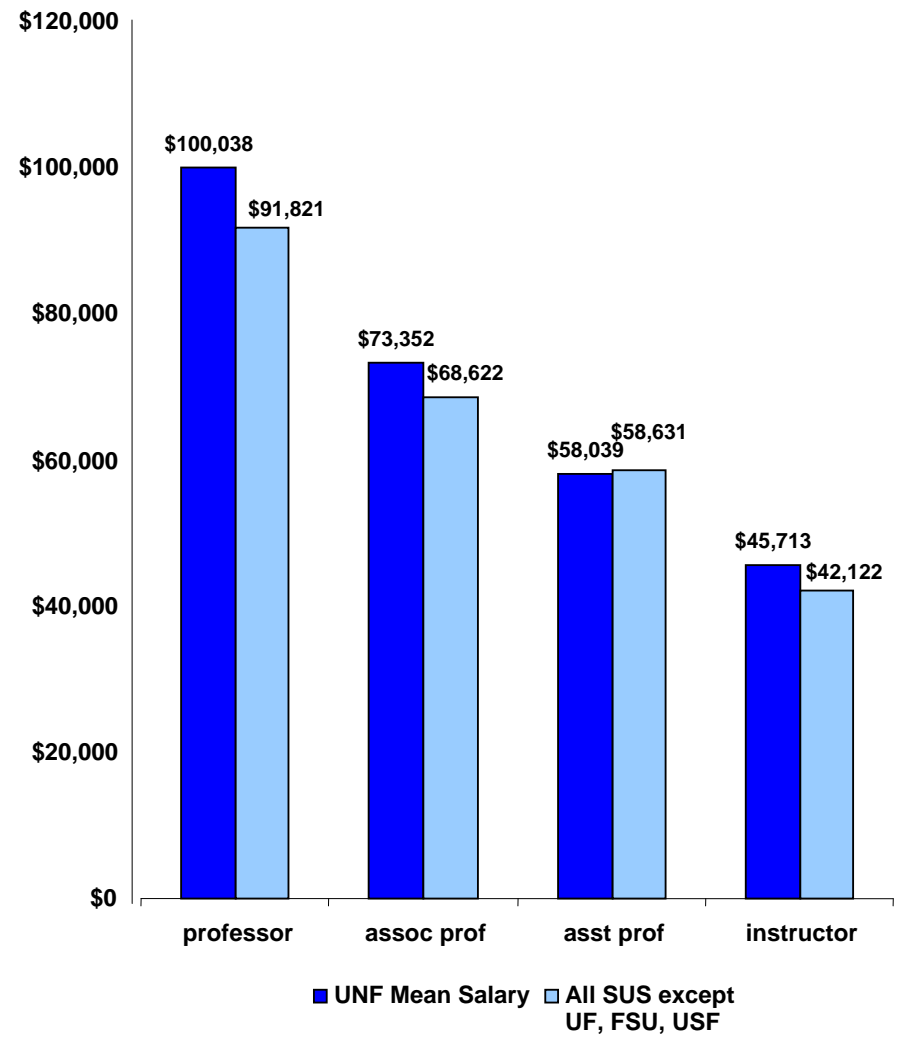
Unadjusted Salaries by Rank: Minus UF, FSU, USF



COLA Salaries by Rank: All SUS



COLA Salaries by Rank: Minus UF, FSU, USF



Estimated Costs for Increasing UNF Salaries to Identified Targets

Unadjusted Means or Means Adjusted for Local Cost of Living Index	Academic Rank	UNF Average Salary by Rank	Other Universities		What would it cost to bring UNF's average to the comparison group average				What would it cost to bring UNF's average to the .75 quartile for the comparison group			
			Average Group Salary by Rank	Upper Quartile by Rank for the Group	Dollars needed	# of unfilled faculty positions	# of FTE without new faculty	Tuition Increase/ Tuition Increase with Fin. Aid	Dollars needed	# of unfilled faculty positions	# of FTE without new faculty	Tuition Increase/ Tuition Increase with Fin. Aid
Salary Figures using All SUS Institutions												
Unadjusted Figures	professor	\$93,036	\$102,361	\$113,987	\$708,737				\$1,591,629			
	assoc prof	\$68,218	\$72,705	\$78,752	\$525,017				\$1,232,516			
	asst prof	\$53,976	\$63,876	\$67,980	\$1,791,871				\$2,534,695			
	instructor	\$42,513	\$45,816	\$51,356	\$336,912				\$901,992			
	Cost				\$3,362,537	41	265	9.3% 11.2%	\$6,260,832	77	494	17.3% 20.8%
					10.64% raise				19.81% raise			
Figures Adjusted Using a Cost of Living Index	professor	\$100,038	\$104,602	\$118,267	\$879,053				\$1,917,593			
	assoc prof	\$73,352	\$73,010	\$80,937	\$560,702				\$1,488,161			
	asst prof	\$58,039	\$64,362	\$69,892	\$1,879,837				\$2,880,767			
	instructor	\$45,713	\$44,409	\$50,118	\$193,398				\$775,716			
	Cost				\$3,512,990	43	277	9.7% 11.6%	\$7,062,237	87	557	19.6% 23.5%
					11.12% raise				22.35% raise			
Salary Figures using SUS Institutions except R1 Universities (UF, FSU, USF)												
Unadjusted Figures	professor	\$93,036	\$98,333	\$108,491	\$402,609				\$1,174,617			
	assoc prof	\$68,218	\$72,895	\$79,613	\$547,247				\$1,333,253			
	asst prof	\$53,976	\$61,823	\$66,188	\$1,420,278				\$2,210,343			
	instructor	\$42,513	\$44,459	\$50,000	\$198,498				\$763,680			
	Cost				\$2,568,632	31	202	7.1% 8.5%	\$5,481,893	67	432	15.2% 18.2%
					8.13% raise				17.35% raise			
Figures Adjusted Using a Cost of Living Index	professor	\$100,038	\$91,821	\$105,820	-\$92,303				\$971,621			
	assoc prof	\$73,352	\$68,622	\$78,232	\$47,306				\$1,171,676			
	asst prof	\$58,039	\$58,631	\$64,243	\$842,526				\$1,858,298			
	instructor	\$45,713	\$42,122	\$48,071	-\$39,876				\$566,922			
	Cost				\$757,653	9	59	2.1% 2.5%	\$4,568,517	56	360	12.7% 15.2%
					2.40% raise				14.46% raise			

A 1% raise for 9-month faculty is equal to \$316,000. A 1% raise for 12-month faculty would be \$127,000. And a 1% raise for A&P and USPS employees comes to \$329,000. Overall a 1% raise would cost \$772,000.

**UNF Average Salaries by Rank
Compared to Large Masters and
Doctoral Institution Salaries for
Specific Disciplines**

Field/Rank	UNF Avg.	Large Masters Avg.	Doctoral Avg.
[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES			
11.01 General			
Professor	\$105,804	\$96,611	\$110,741
Associate Professor	\$88,605	\$81,454	\$90,227
Assistant Professor	\$76,122	\$69,953	n/a
[13.] EDUCATION			
13.10 Special Ed & Teaching			
Professor	\$101,023	\$78,677	\$77,323
Associate Professor	\$68,689	\$64,315	\$61,224
Assistant Professor	\$51,480	\$54,459	\$51,235
13.13 Teacher Ed & Prof Dev., Subjects			
Professor	\$80,617	\$77,122	\$76,743
Associate Professor	\$58,364	\$62,242	\$67,472
Assistant Professor	\$51,250	\$51,625	\$53,933
[14.] ENGINEERING			
14.10 Electrical, Electronics & Communications			
Professor	\$94,677	\$101,775	n/a
Associate Professor	\$80,059	\$83,263	n/a
Assistant Professor	\$75,972	\$72,360	\$75,840
[40.] PHYSICAL SCIENCES			
40.05 Chemistry			
Professor	\$90,011	\$82,690	\$85,608
Associate Professor	\$57,740	\$62,925	\$65,652
Assistant Professor	\$49,543	\$52,654	\$55,617
[42.] PSYCHOLOGY			
42.01 General			
Professor	\$92,989	\$80,627	\$84,994
Associate Professor	\$61,313	\$62,491	\$65,999
Assistant Professor	\$48,878	\$52,626	\$53,617

Field/Rank	UNF Avg.	Large Masters Avg.	Doctoral Avg.
[50.] VISUAL AND PERFORMING ARTS			
50.09 Music			
Professor	\$85,171	\$74,752	\$74,845
Associate Professor	\$54,699	\$59,172	\$57,784
Assistant Professor	\$46,860	\$49,663	\$48,830
[51.] HEALTH PROFESSIONS AND RELATED CLINICAL SCIENCES			
51.16 Nursing			
Professor	\$92,664	\$79,593	\$87,456
Associate Professor	\$69,730	\$67,026	\$67,605
Assistant Professor	\$55,675	\$55,714	\$57,210
51.22 Public Health			
Associate Professor	\$73,369	\$64,173	\$66,065
Assistant Professor	\$56,940	\$56,589	\$59,322
[52.] BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES			
52.02 Admin, Mgt & Operations			
Professor	\$112,596	\$98,193	\$102,941
Associate Professor	\$97,270	\$84,702	\$88,162
Assistant Professor	\$79,662	\$77,806	\$83,549
52.03 Accounting & Related Svcs			
Professor	\$120,980	\$104,360	\$113,178
Associate Professor	\$101,506	\$93,349	\$101,321
Assistant Professor	\$83,472	\$84,286	\$95,281
[54.] HISTORY			
54.01 History General			
Professor	\$84,174	\$79,543	\$78,703
Associate Professor	\$61,033	\$60,655	\$60,371
Assistant Professor	\$48,639	\$49,778	\$49,654

Indicates average salary less than UNF's
Indicates average salary greater than UNF's