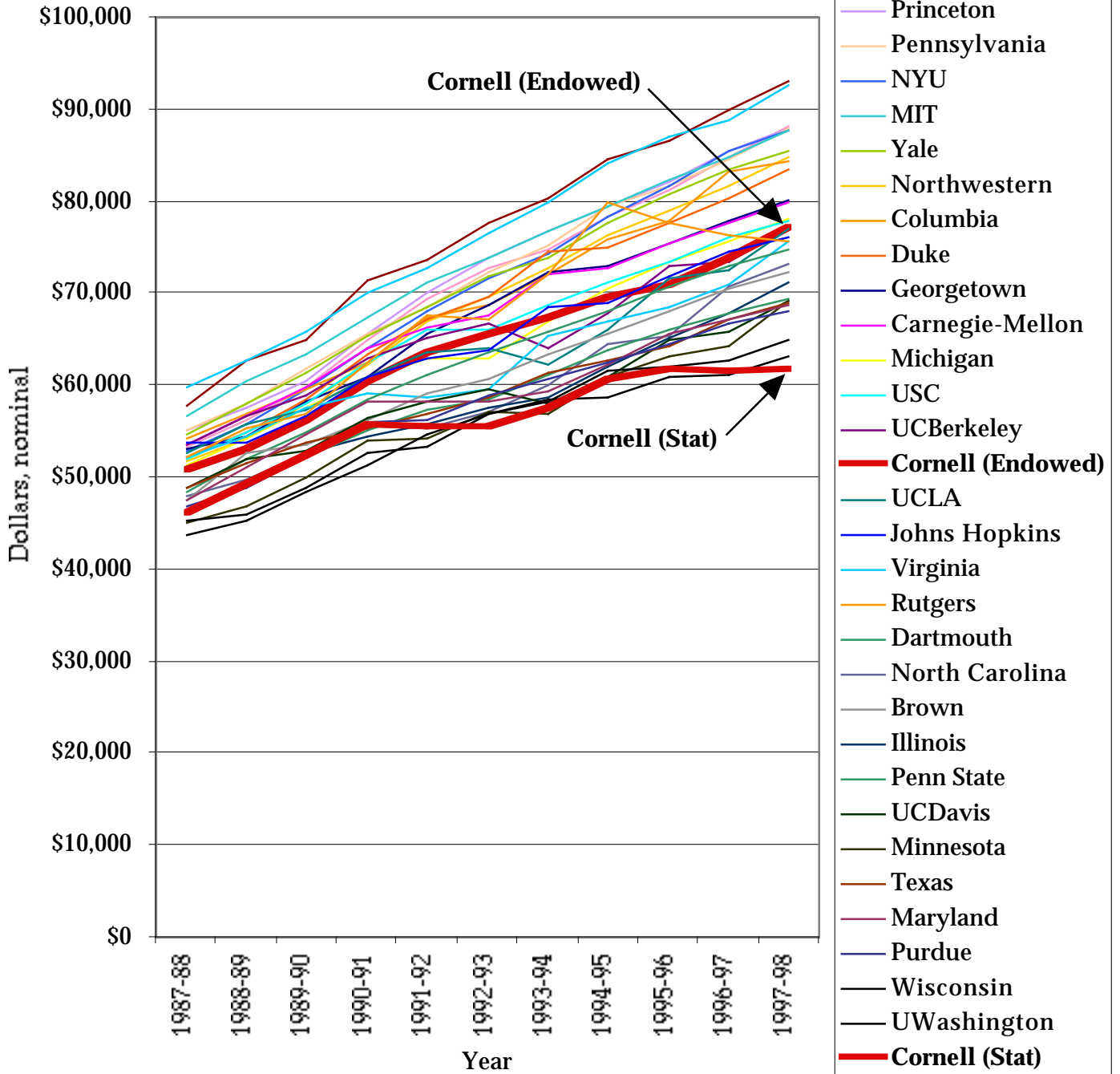


Faculty Salaries
 (adjusted for professorial rank
 distribution of CU Endowed)



"This graph shows the change in average faculty salaries for the six Endowed Ithaca and four statutory colleges, charted in 1998-99 inflation-adjusted dollars (adjustment for inflation made by using the Consumer Price Index). Statutory salaries that are paid on a 12-month basis were converted to a 9-month equivalence using a 9/11ths factor (based on the premise that a 12-month appointment equals 11 months of employment plus 1 month of vacation whereas a 9-month appointment equals 9 months of employment plus 3 months of vacation).

Excluded from the salary base were any extra compensation for administrative appointments, salaries paid for teaching in the summer session, salaries paid during the summer from research grants, and extra compensation for teaching in the executive education programs of other colleges. Also excluded were deans and central administration appointments (e.g., dean, provost, associate provost, etc.). Where faculty were on sabbatical for a full year at half salary, their salaries were annualized.

In plotting average Endowed Ithaca and statutory college salaries no adjustments were made for:

- 1) Relative number by rank (professor, associate, assistant).
- 2) Time in rank.
- 3) Overall length of service.
- 4) Mix of disciplines.
- 5) Age or any other demographic characteristic."

Correcting the graph for the relative mix of ranks between Endowed Ithaca and statutory, however, introduces almost no change in the analysis.

M. Whalen