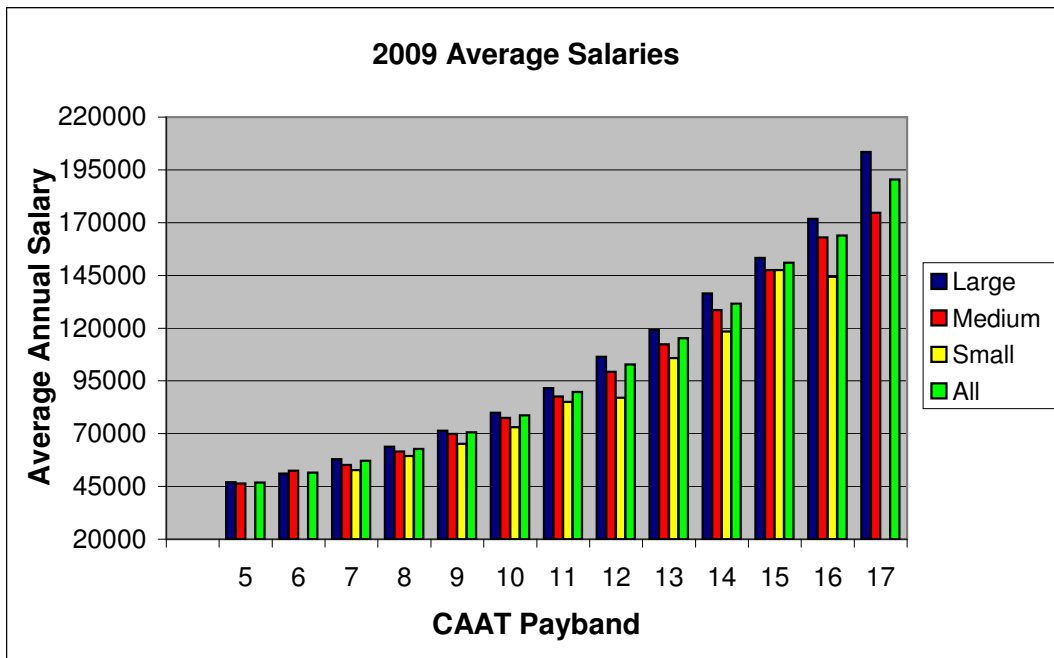
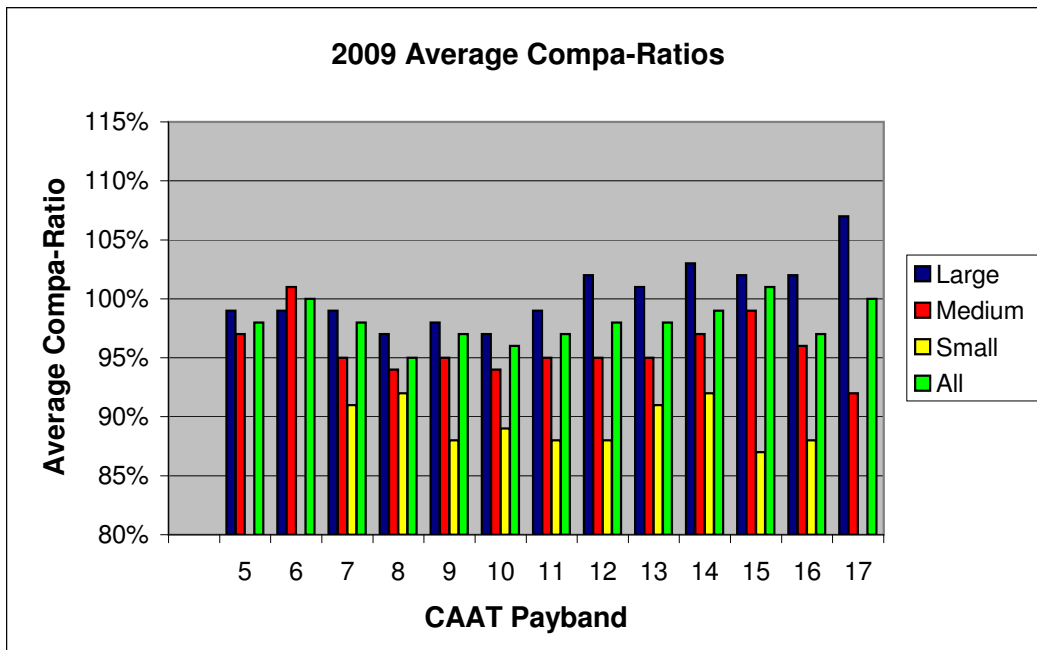


2009 Average Salaries				
Band	Large	Medium	Small	All
5	46,932	46,398		46,798
6	51,139	52,464		51,581
7	57,867	55,211	52,797	57,157
8	63,793	61,538	59,481	62,811
9	71,345	69,817	65,132	70,592
10	79,897	77,505	73,127	78,641
11	91,582	87,554	85,060	89,698
12	106,448	99,329	87,088	102,768
13	119,163	112,368	105,821	115,235
14	136,505	128,629	118,422	131,582
15	153,240	147,553	147,519	150,938
16	171,759	162,970	144,405	163,881
17	203,528	174,676		190,498



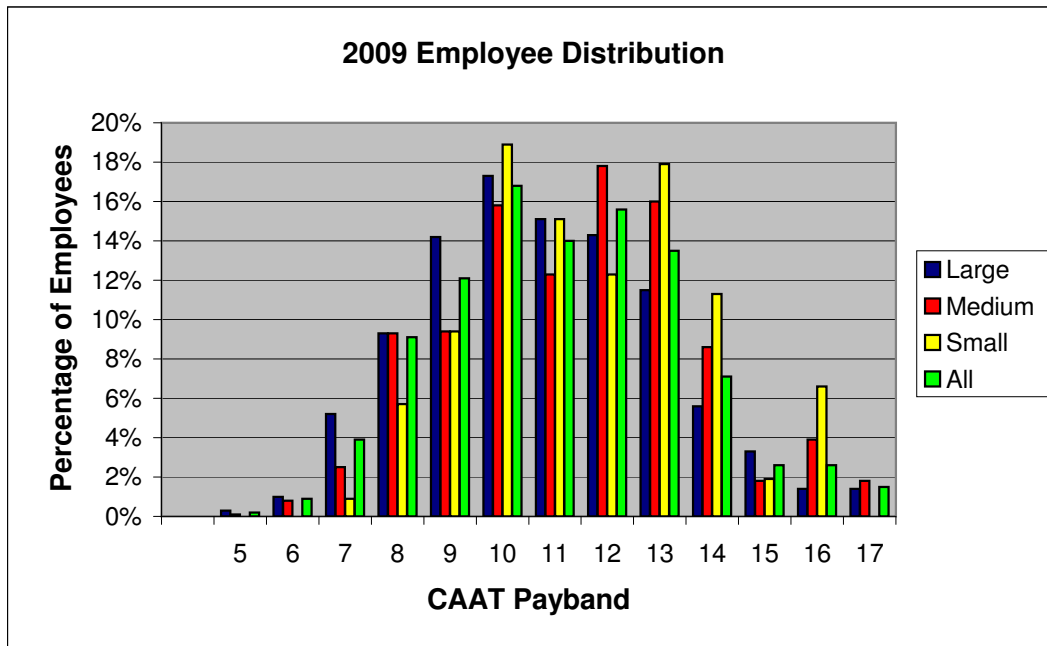
Overall 2009 Average Salaries	
Small	92,559
Medium	95,900
Large	94,447
All Colleges	94,408

2009 Average Compa-ratio				
Band	Large	Medium	Small	All
5	99%	97%		98%
6	99%	101%		100%
7	99%	95%	91%	98%
8	97%	94%	92%	95%
9	98%	95%	88%	97%
10	97%	94%	89%	96%
11	99%	95%	88%	97%
12	102%	95%	88%	98%
13	101%	95%	91%	98%
14	103%	97%	92%	99%
15	102%	99%	87%	101%
16	102%	96%	88%	97%
17	107%	92%		100%



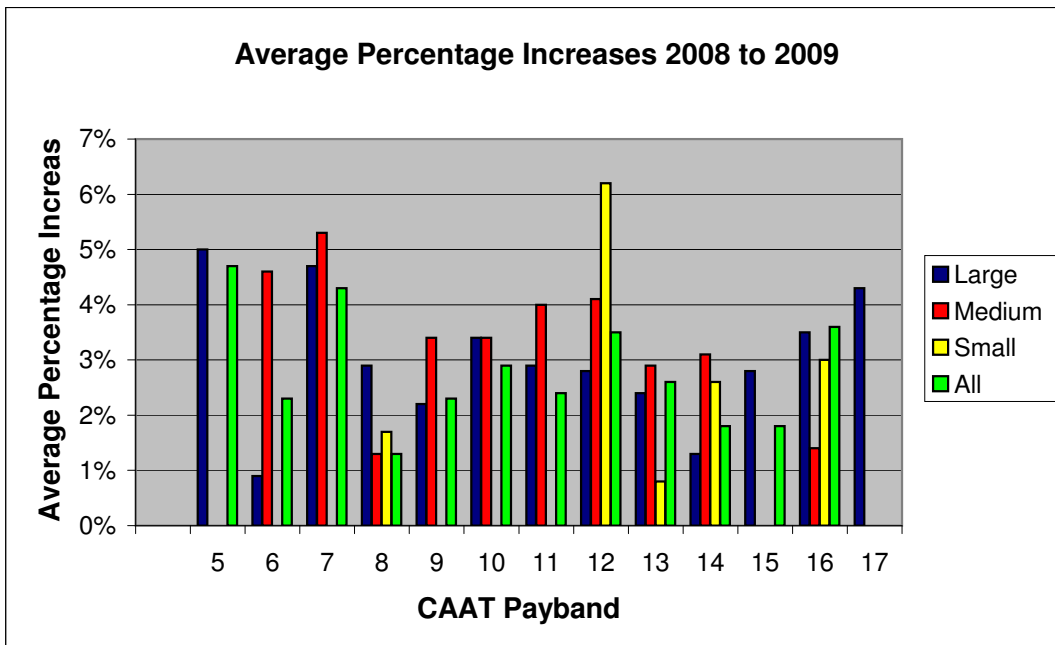
Overall 2009 Avg. Compa-Ratios		% Emps. at 100%	% Emps. > 100%
Small	89%	7.5%	0.9%
Medium	95%	25.7%	13.8%
Large	99%	21.1%	31.8%
All Colleges	97%	21.9%	23.4%

2009 Employee Distribution				
Band	Large	Medium	Small	All
5	0.3%	0.1%		0.2%
6	1.0%	0.8%		0.9%
7	5.2%	2.5%	0.9%	3.9%
8	9.3%	9.3%	5.7%	9.1%
9	14.2%	9.4%	9.4%	12.1%
10	17.3%	15.8%	18.9%	16.8%
11	15.1%	12.3%	15.1%	14.0%
12	14.3%	17.8%	12.3%	15.6%
13	11.5%	16.0%	17.9%	13.5%
14	5.6%	8.6%	11.3%	7.1%
15	3.3%	1.8%	1.9%	2.6%
16	1.4%	3.9%	6.6%	2.6%
17	1.4%	1.8%		1.5%



Average % Increase 08/09				
Band	Large	Medium	Small	All
5	5.0%			4.7%
6	0.9%	4.6%		2.3%
7	4.7%	5.3%	0.0%	4.3%
8	2.9%	1.3%	1.7%	1.3%
9	2.2%	3.4%		2.3%
10	3.4%	3.4%		2.9%
11	2.9%	4.0%		2.4%
12	2.8%	4.1%	6.2%	3.5%
13	2.4%	2.9%	0.8%	2.6%
14	1.3%	3.1%	2.6%	1.8%
15	2.8%			1.8%
16	3.5%	1.4%	3.0%	3.6%
17	4.3%			

Note: Averages based on difference between average salary by band in 2008 vs. 2009. Negative numbers not included.



Group	Avg. Sal. 2008	Avg. Sal. 2009	% Overall Increase
Large	92,864	94,447	1.7%
Medium	93,372	95,900	2.7%
Small	92,174	92,559	0.4%
Overall	93,037	94,908	2.0%

### Distribution of Academic Positions by Payband by College Size

Band	Title	Large	% Large	Medium	% Med.	Small	% Sml.	Total	% Total
11	Associate Chair Chair	2 8	4.6%	0	0.0%		0/0%	2 8	2.8%
12	Academic Manager Associate Dean Chair	4 20 39	29.0%	2 30	26.0%	1	7.7%	4 22 70	27.2%
13	Associate Dean Chair Dean	41 42 4	40.1%	13 20 8	33.3%	4	30.8%	54 62 16	37.4%
14	Dean AVP Academic	33 1	15.7%	49	39.8%	7	53.8%	89 1	25.5%
15	AVP Academic Dean Executive Dean	3 12 8	10.6%	1	0.8%	1	6.7%	4 13 8	7.1%
<b>Total</b>		217		123		13		353	

Note: The counts/percentages noted above do not include academic positions that may be called managers or directors where it is not clear that they fall within the academic stream.