

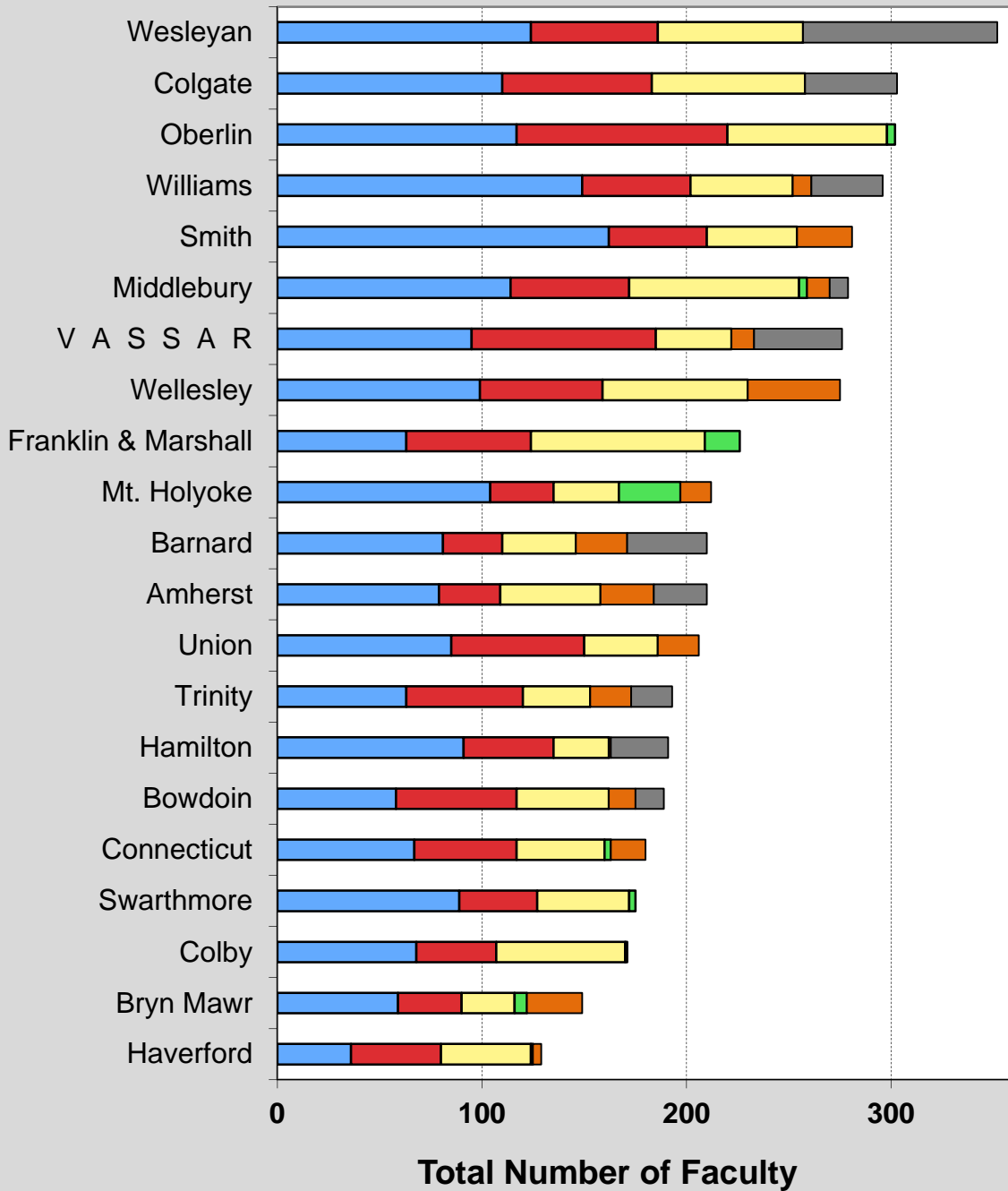
Number of Full Time Faculty by Rank - Fall, 2014

Source: AAUP/HEDS Faculty Compensation Survey, Fall 2014-15

<u>Peer College</u>	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>	<u>Lecturer</u>	<u>Other* / No Rank</u>	<u>Total</u>
Amherst	79	30	49	0	26	26	210
Barnard	81	29	36	0	25	39	210
Bowdoin	58	59	45	0	13	14	189
Bryn Mawr	59	31	26	6	27	0	149
Colby	68	39	63	1	0	0	171
Colgate	110	73	75	0	0	45	303
Connecticut	67	50	43	3	17	0	180
Franklin & Marshal	63	61	85	17	0	0	226
Hamilton	91	44	27	0	1	28	191
Haverford	36	44	44	1	4	0	129
Middlebury	114	58	83	4	11	9	279
Mt. Holyoke	104	31	32	30	15	0	212
Oberlin	117	103	78	4	0	0	302
Smith	162	48	44	0	27	0	281
Swarthmore	89	38	45	3	0	0	175
Trinity	63	57	33	0	20	20	193
Union	85	65	36	0	20	0	206
V A S S A R	95	90	37	0	11	43	276
Wellesley	99	60	71	0	45	0	275
Wesleyan	124	62	71	0	0	95	352
Williams	149	53	50	0	9	35	296

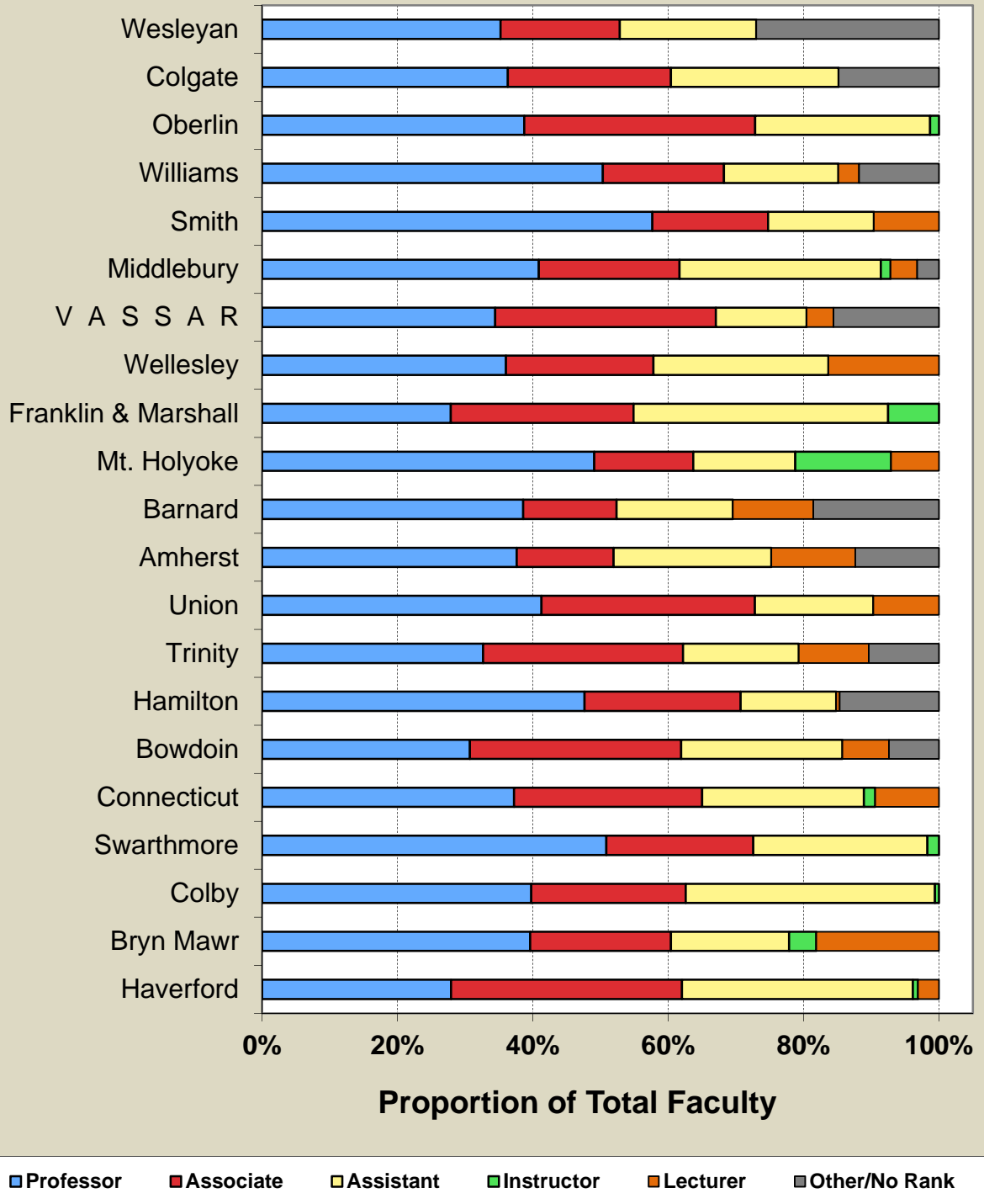
* "Other" for Vassar includes visiting/replacement faculty, post-doc fellows, and other non-tenure-track faculty not counted in ranks Full Professor through Lecturer

Faculty Size - Fall, 2013:
Counts of Full-Time Faculty by Rank
AAUP/HEDS Faculty Compensation Survey - 2013-14



Proportions of Full Time Faculty By Rank - Fall, 2013

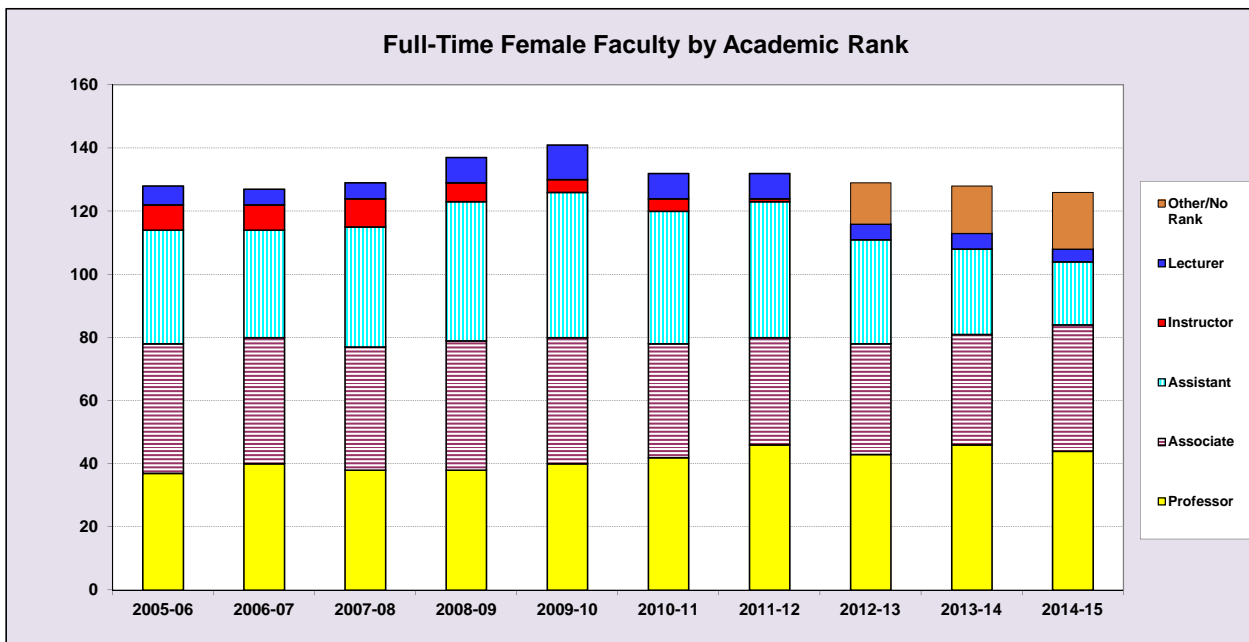
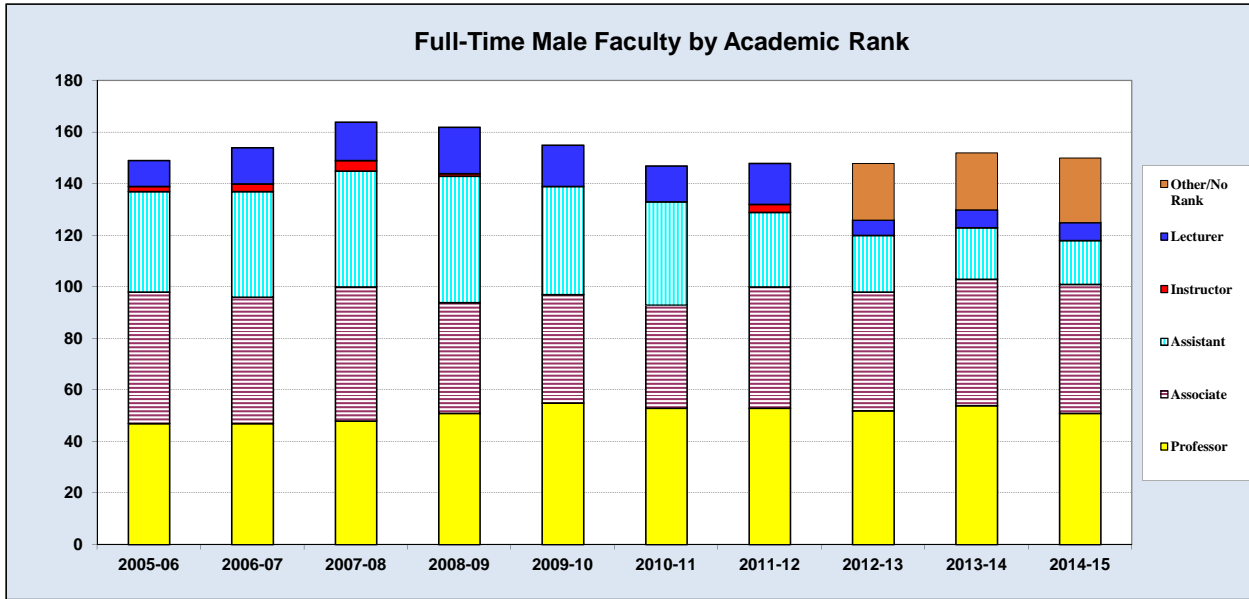
AAUP/HEDS Faculty Compensation Survey - 2013-14



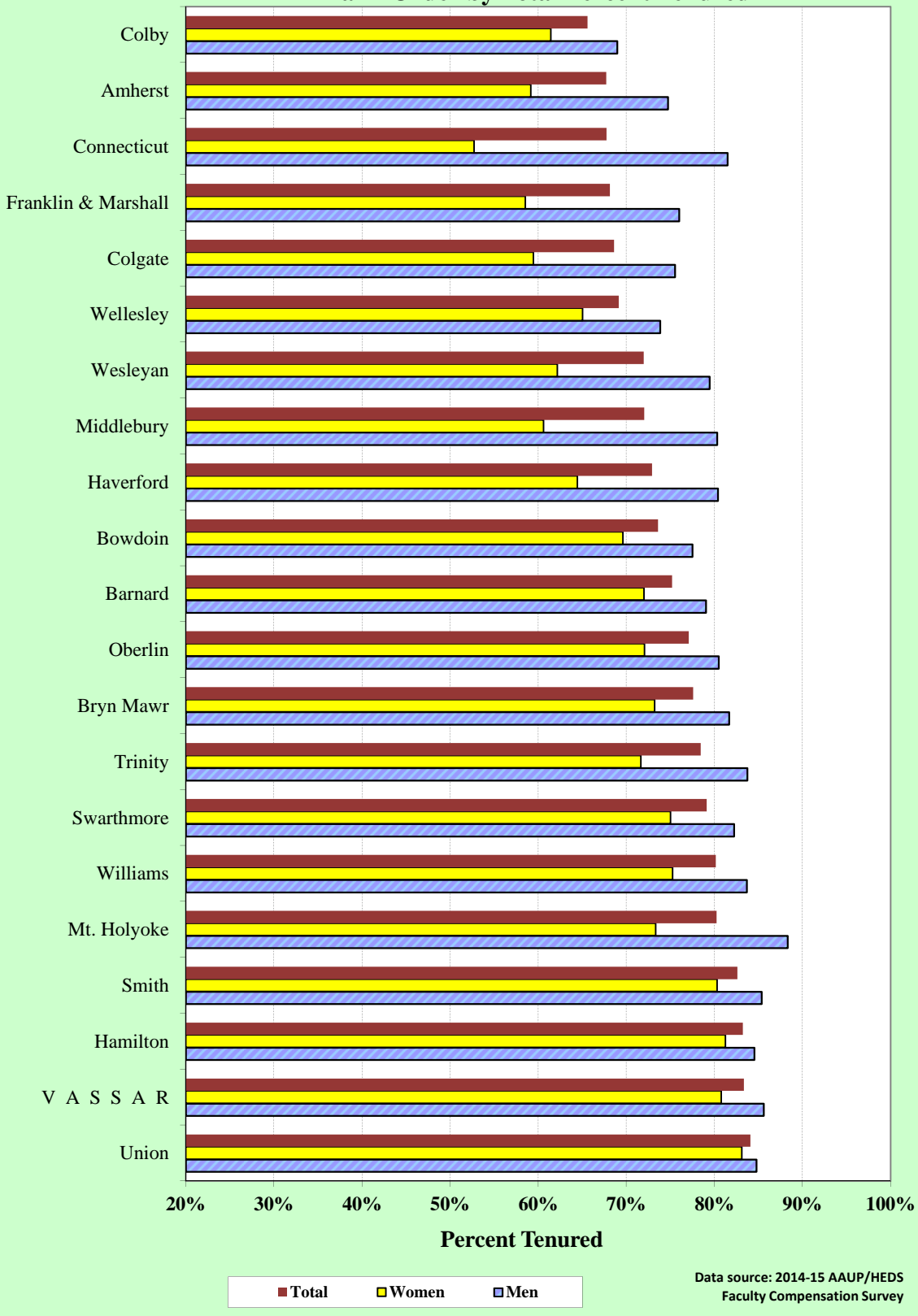
Full Time Faculty Counts By Rank and Gender
(from AAUP Faculty Compensation Survey)

Rank	2005-06		2006-07		2007-08		2008-09		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Professor	47	37	47	40	48	38	51	38	55	40	53	42	53	46	52	43	54	46	51	44
Associate	51	41	49	40	52	39	43	41	42	40	40	36	47	34	46	35	49	35	50	40
Assistant	39	36	41	34	45	38	49	44	42	46	40	42	29	43	22	33	20	27	17	20
Instructor	2	8	3	8	4	9	1	6	0	4	0	4	3	1	0	0	0	0	0	0
Lecturer	10	6	14	5	15	5	18	8	16	11	14	8	16	8	6	5	7	5	7	4
Other/No Rank															22	13	22	15	25	18
Sub-Totals	149	128	154	127	164	129	162	137	155	141	147	132	148	132	148	129	152	128	150	126
Total		277		281		293		299		296		279		280		277		280		276

Note: Vassar's method of accounting for AAUP reporting changed in 2005-06, to comply fully with IPEDS definitions. It changed again in 2012-13 to include *only tenured and tenure-track* faculty in the upper four academic ranks. Thus, from 2012-13 onward, all non-tenure-track faculty other than Lecturers are reported in Other/No Rank

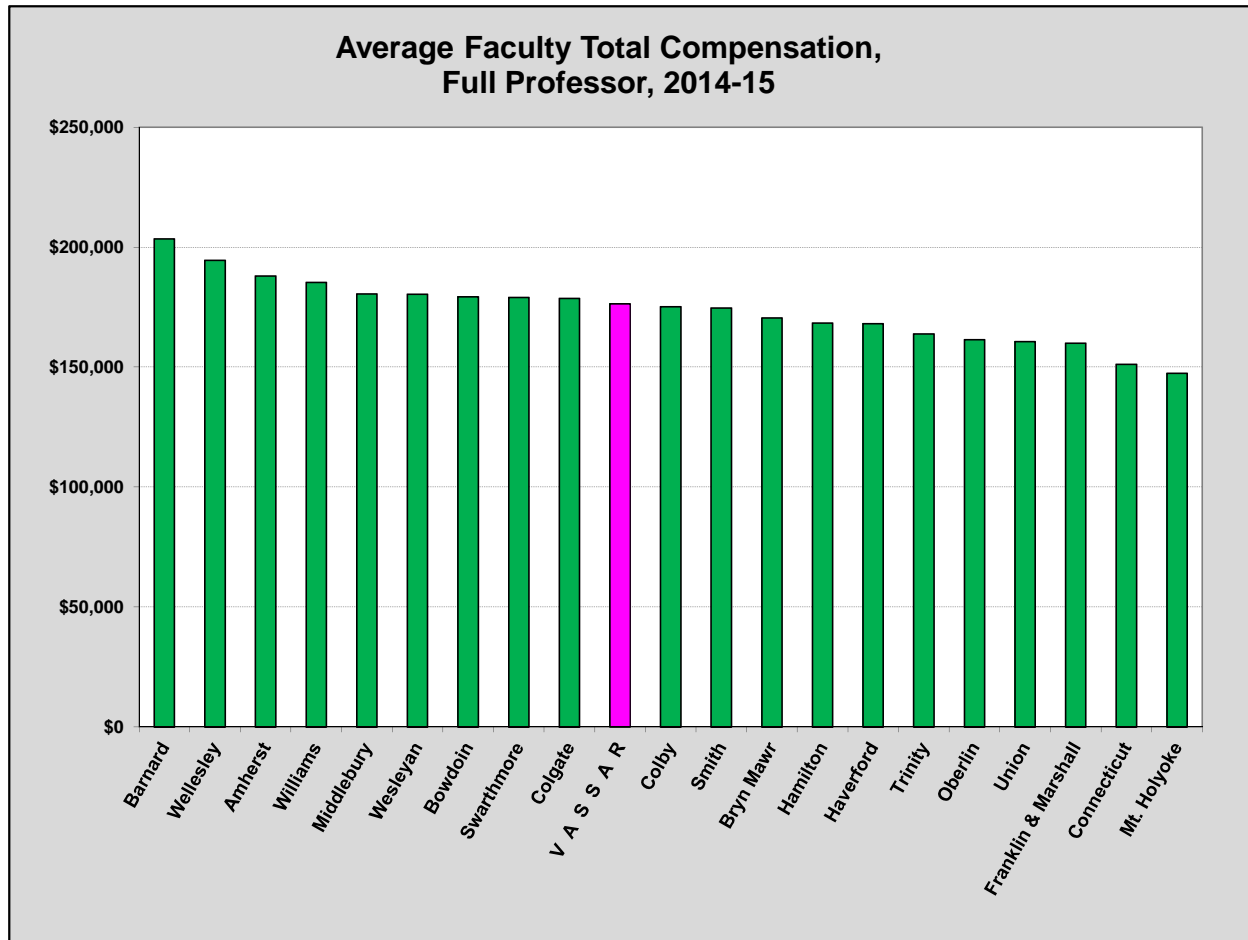


**Percent of All Tenure-Eligible Full-Time Faculty
Currently Holding Tenure, In Total and by Gender,
For Vassar and its 21 Primary Reference Colleges, 2014-15,
In Rank Order by Total Percent Tenured**



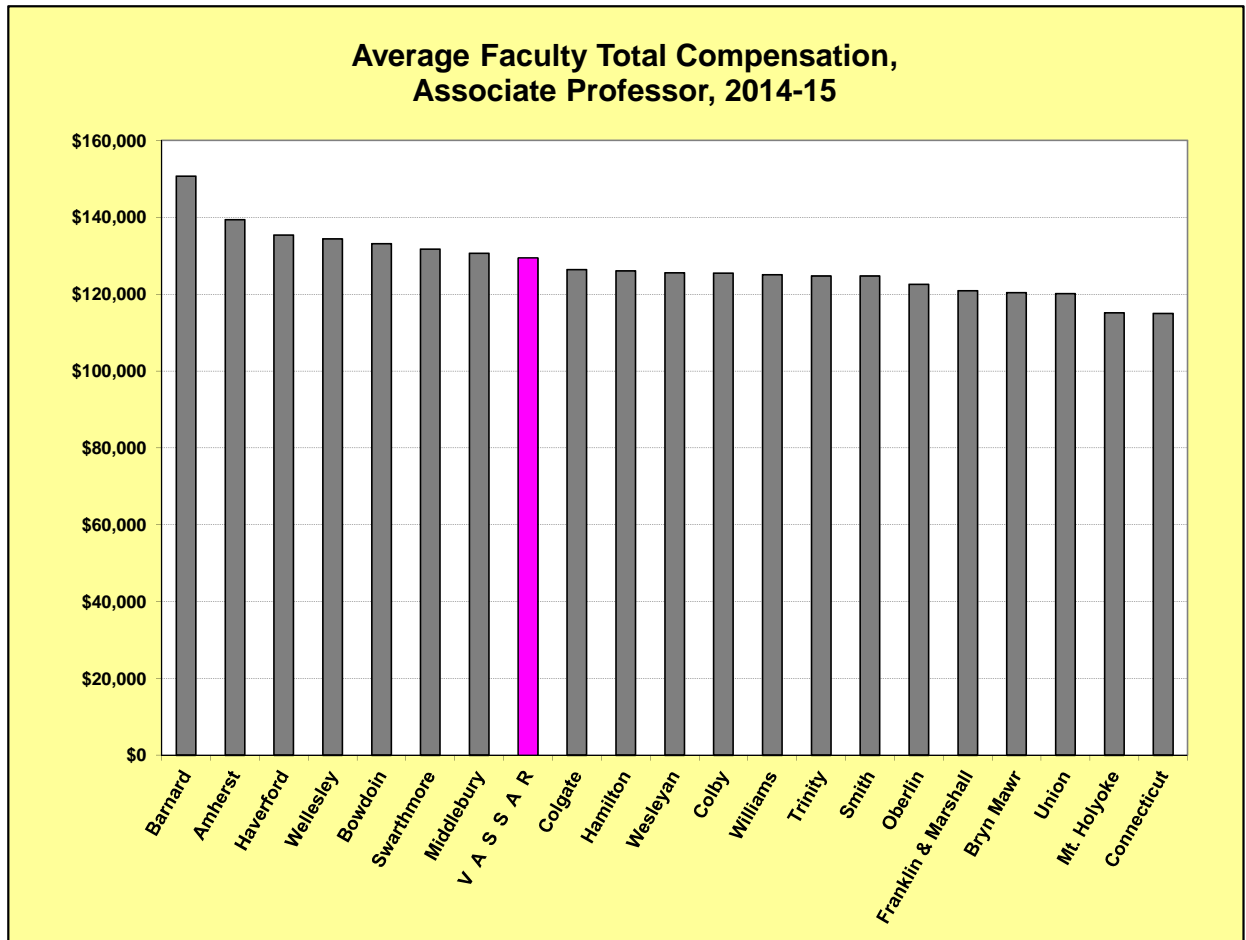
Average Faculty Total Compensation by Rank, Full Professor

Peer College	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	Compound Annual Growth		
									1-Year	5-Year	10-Year
Amherst	\$164,116	\$169,667	\$169,797	\$172,196	\$175,074	\$174,194	\$176,494	\$187,942	6.5%	2.1%	2.9%
Barnard	174,580	176,077	172,755	183,405	186,205	188,493	196,579	203,429	3.5%	3.3%	3.1%
Bowdoin	157,900	167,016	165,603	163,376	169,267	171,783	176,623	179,284	1.5%	1.6%	2.5%
Bryn Mawr	133,118	144,021	143,704	147,090	146,759	155,130	162,299	170,515	5.1%	3.5%	3.4%
Colby	147,381	151,843	152,901	153,696	158,602	162,260	170,404	175,060	2.7%	2.7%	3.3%
Colgate	155,610	162,945	162,940	166,058	168,122	170,055	176,416	178,637	1.3%	1.9%	2.5%
Connecticut	127,463	135,254	134,739	138,753	140,724	144,140	149,535	151,132	1.1%	2.3%	3.3%
Franklin & Marshall	145,524	144,771	148,439	149,902	147,694	153,303	155,010	159,898	3.2%	1.5%	2.0%
Hamilton	145,291	143,855	145,409	145,215	153,795	158,945	160,726	168,274	4.7%	3.0%	3.0%
Haverford	153,554	161,390	156,115	159,452	159,718	162,590	163,400	168,014	2.8%	1.5%	2.4%
Middlebury	164,970	167,850	162,703	158,426	163,754	171,560	173,660	180,427	3.9%	2.1%	2.4%
Mt. Holyoke	146,080	153,978	150,802	153,450	146,710	146,266	148,029	147,428	-0.4%	-0.5%	1.1%
Oberlin	141,196	148,340	147,157	147,386	148,923	150,121	156,096	161,371	3.4%	1.9%	2.8%
Smith	157,051	167,307	169,813	170,400	167,143	170,841	172,997	174,649	1.0%	0.6%	2.7%
Swarthmore	161,493	165,129	162,658	164,915	166,467	174,741	178,704	179,052	0.2%	1.9%	2.4%
Trinity	137,067	144,921	146,759	143,055	148,166	152,180	156,569	163,813	4.6%	2.2%	1.8%
Union	131,913	140,434	144,023	150,336	152,875	152,725	156,791	160,581	2.4%	2.2%	3.0%
V A S S A R	159,620	166,297	160,524	158,831	165,843	172,616	176,025	176,298	0.2%	1.9%	2.2%
Wellesley	177,978	180,859	185,283	187,948	189,003	192,627	195,163	194,418	-0.4%	1.0%	2.1%
Wesleyan	153,427	161,505	160,816	161,616	161,988	167,364	172,334	180,291	4.6%	2.3%	2.8%
Williams	163,521	170,737	169,541	171,739	176,941	178,376	183,767	185,255	0.8%	1.8%	2.7%
Group Average:	\$152,326	\$158,295	\$157,737	\$159,393	\$161,608	\$165,253	\$169,411	\$173,608	2.5%	1.9%	2.6%
Vassar as Pct of Avg:	105%	105%	102%	100%	103%	104%	104%	102%	6%	98%	83%



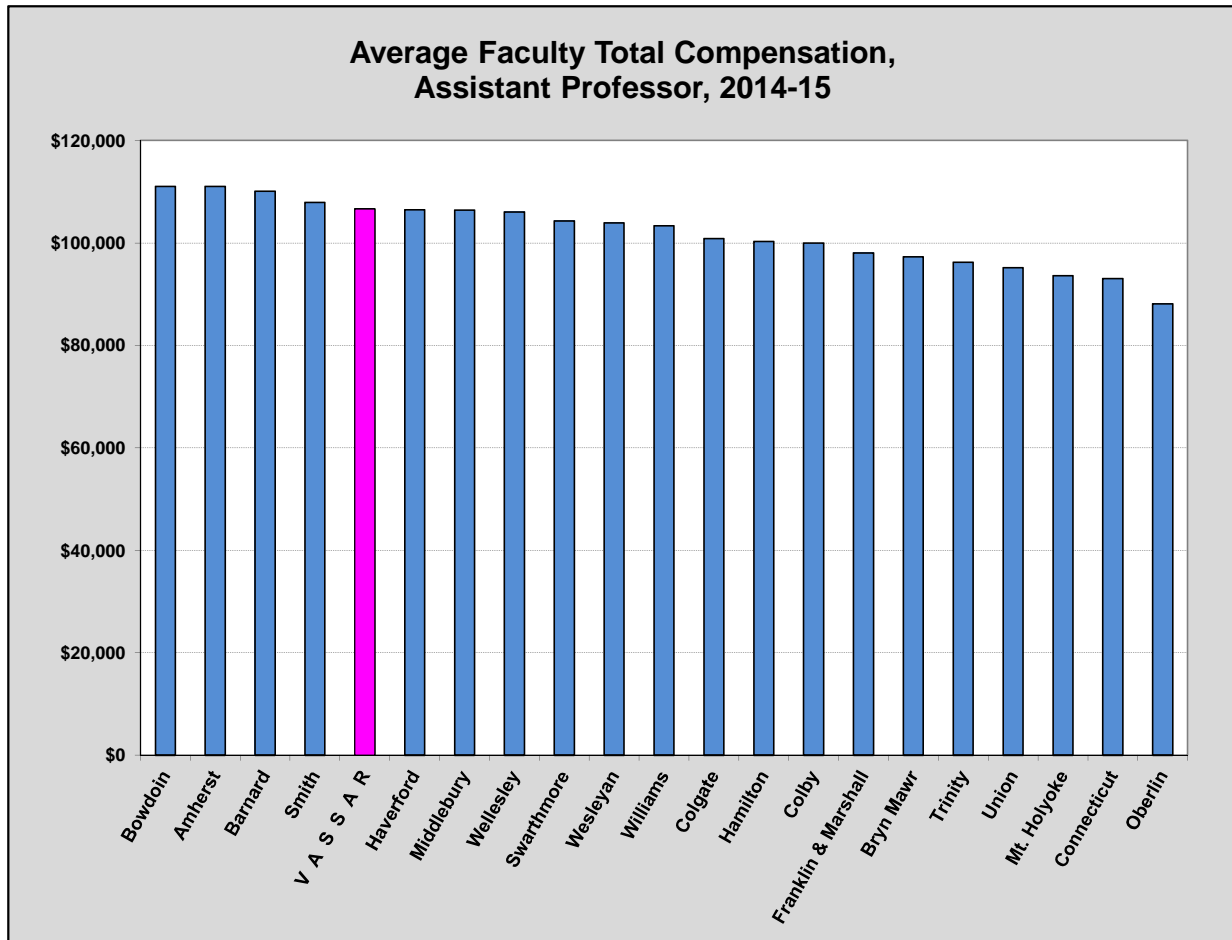
Average Faculty Total Compensation by Rank, Associate Professor

Peer College	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	Compound Annual Growth		
									1-Year	5-Year	10-Year
Amherst	\$112,599	\$116,023	\$116,117	\$118,768	\$121,764	\$126,084	\$131,446	\$139,397	6.0%	3.7%	3.7%
Barnard	117,812	116,024	120,406	127,815	131,500	133,604	143,953	150,731	4.7%	4.6%	4.2%
Bowdoin	112,026	118,255	116,802	116,619	121,532	125,850	129,623	133,095	2.7%	2.6%	3.0%
Bryn Mawr	99,539	106,067	105,631	108,159	112,442	112,966	121,432	120,369	-0.9%	2.6%	3.1%
Colby	104,256	109,077	111,190	113,153	116,801	121,246	122,719	125,502	2.3%	2.5%	3.4%
Colgate	111,580	115,694	114,292	117,374	120,160	120,990	124,774	126,397	1.3%	2.0%	2.1%
Connecticut	94,933	100,483	101,098	104,499	107,497	111,304	113,600	114,942	1.2%	2.6%	3.6%
Franklin & Marshall	106,753	108,546	110,803	111,013	110,225	116,266	117,977	120,843	2.4%	1.7%	2.6%
Hamilton	104,627	110,037	109,501	112,573	118,524	121,313	123,022	126,068	2.5%	2.9%	2.8%
Haverford	116,407	126,719	126,500	128,135	130,432	131,266	131,439	135,374	3.0%	1.4%	3.1%
Middlebury	111,064	114,373	109,268	109,477	113,926	118,097	124,061	130,591	5.3%	3.6%	3.2%
Mt. Holyoke	109,443	115,187	109,090	112,900	108,755	109,470	112,708	115,131	2.1%	1.1%	1.7%
Oberlin	106,787	111,708	112,435	112,901	111,664	117,297	123,114	122,585	-0.4%	1.7%	2.7%
Smith	110,563	121,084	120,400	123,051	120,589	121,679	124,463	124,678	0.2%	0.7%	2.9%
Swarthmore	115,713	120,075	118,055	120,018	123,297	128,443	129,748	131,704	1.5%	2.2%	2.5%
Trinity	102,849	107,079	110,063	107,800	109,730	114,367	118,977	124,709	4.8%	2.5%	2.5%
Union	94,629	101,160	101,394	107,473	110,626	112,339	116,893	120,147	2.8%	3.5%	2.9%
V A S S A R	115,832	120,989	120,525	118,653	121,362	127,117	127,904	129,407	1.2%	1.4%	2.6%
Wellesley	127,557	127,225	128,319	129,180	129,223	132,263	132,371	134,342	1.5%	0.9%	1.7%
Wesleyan	103,008	106,210	105,821	107,667	111,116	116,781	120,331	125,577	4.4%	3.5%	3.0%
Williams	118,297	120,862	117,509	116,064	116,476	120,382	122,690	125,035	1.9%	1.2%	2.1%
Group Average:	\$109,346	\$113,946	\$113,582	\$115,395	\$117,507	\$120,911	\$124,440	\$127,458	2.4%	2.3%	2.8%
Vassar as Pct of Avg:	106%	106%	106%	103%	103%	105%	103%	102%	49%	61%	93%

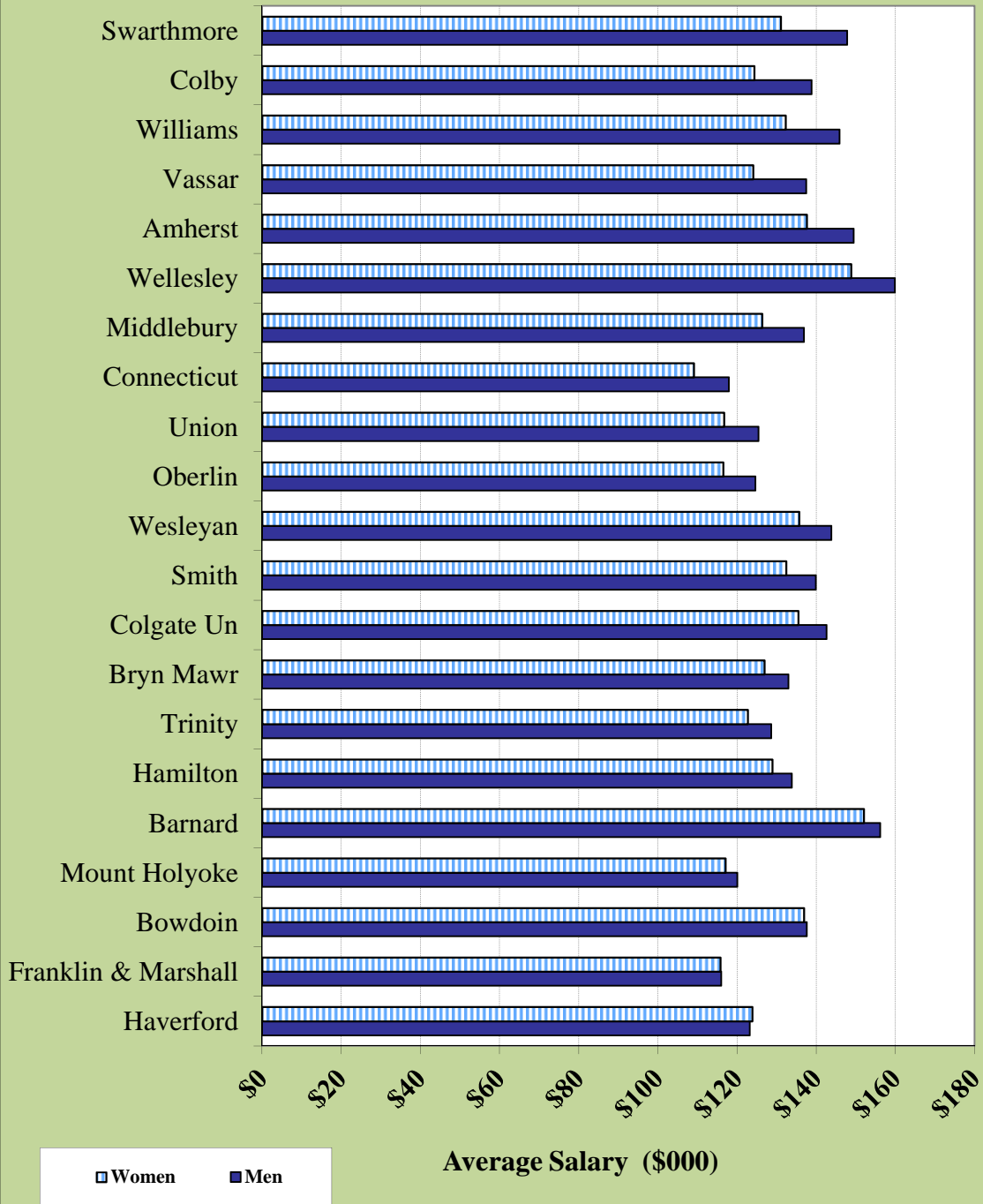


Average Faculty Total Compensation by Rank, Assistant Professor

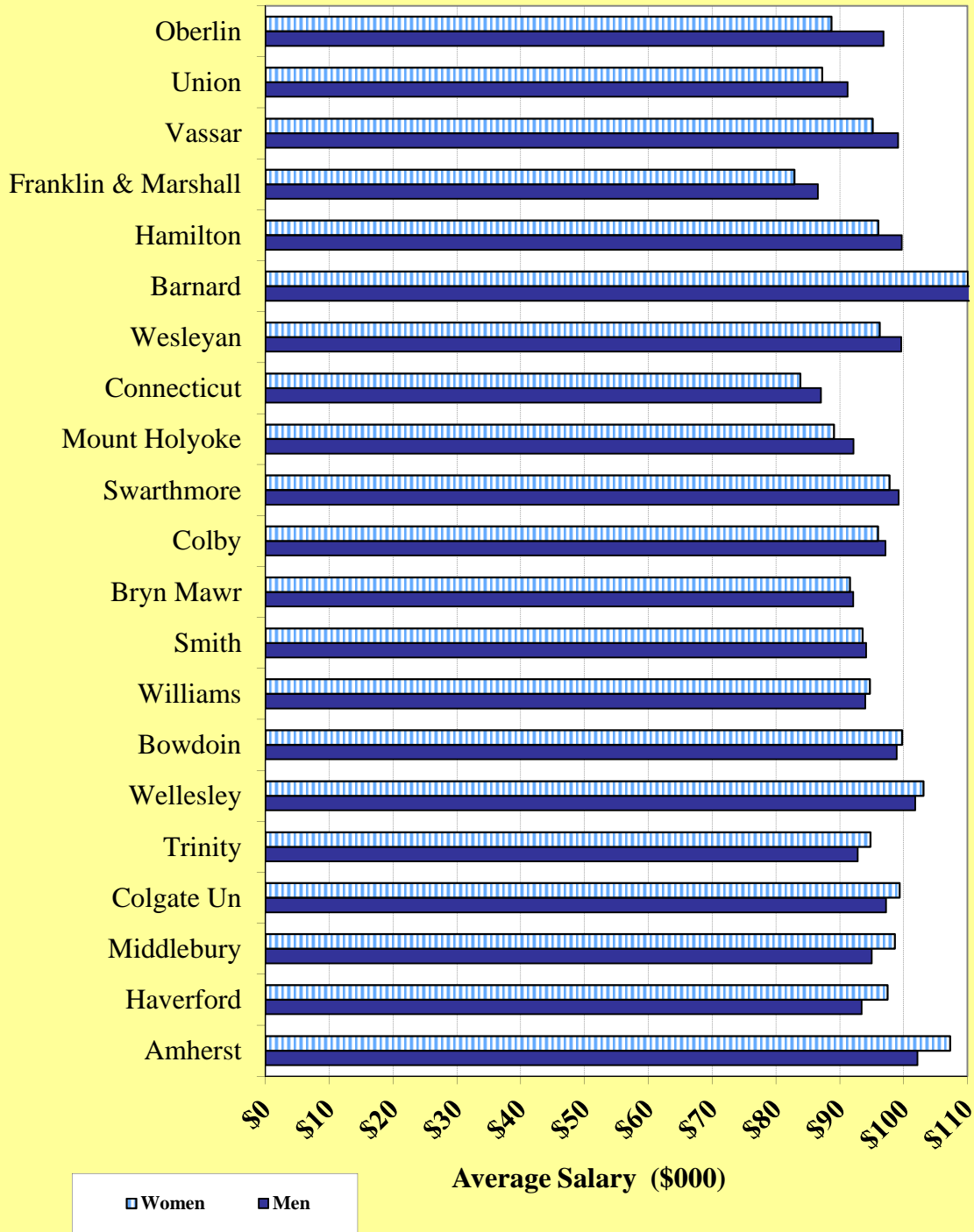
Peer College	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	Compound Annual Growth		
									1-Year 14 to 15	5-Year	10-Year
Amherst	\$99,870	\$104,722	\$100,481	\$99,948	\$100,948	\$104,802	\$105,033	\$111,024	5.7%	2.0%	2.7%
Barnard	91,925	94,383	90,592	94,794	95,135	97,004	100,680	110,101	9.4%	4.0%	3.4%
Bowdoin	89,542	92,841	91,552	92,311	98,193	99,261	103,943	111,055	6.8%	3.9%	3.3%
Bryn Mawr	80,426	88,723	88,902	90,684	94,398	95,263	95,353	97,305	2.0%	1.8%	3.2%
Colby	81,646	87,187	86,566	88,644	88,842	95,225	97,401	99,981	2.6%	2.9%	3.1%
Colgate	87,306	89,386	88,339	88,833	87,244	89,747	98,677	100,868	2.2%	2.7%	2.6%
Connecticut	71,566	77,806	79,638	82,014	85,301	90,544	92,095	93,055	1.0%	3.2%	3.2%
Franklin & Marshall	86,160	89,774	92,670	94,994	95,482	96,796	97,402	98,017	0.6%	1.1%	2.5%
Hamilton	80,834	86,268	85,539	86,954	95,853	92,721	92,597	100,258	8.3%	3.2%	3.3%
Haverford	97,702	104,015	98,669	104,052	103,817	105,409	103,504	106,443	2.8%	1.5%	2.7%
Middlebury	87,234	91,051	90,249	92,076	96,826	98,514	102,380	106,424	3.9%	3.4%	3.7%
Mt. Holyoke	87,396	90,170	90,087	109,394	84,580	87,163	93,627	93,571	-0.1%	0.8%	2.1%
Oberlin	78,477	78,973	80,400	78,391	80,810	85,158	83,915	88,114	5.0%	1.8%	2.1%
Smith	86,668	93,332	92,709	98,590	97,684	100,968	105,504	107,890	2.3%	3.1%	3.4%
Swarthmore	92,466	95,163	93,550	94,634	96,347	98,113	102,971	104,266	1.3%	2.2%	2.5%
Trinity	73,806	79,340	82,301	81,777	81,467	88,699	86,153	96,225	11.7%	3.2%	2.4%
Union	77,742	78,776	80,177	85,153	86,923	93,369	91,354	95,187	4.2%	3.5%	3.0%
V A S S A R	85,626	87,663	89,059	89,122	92,886	102,436	104,912	106,645	1.7%	3.7%	3.2%
Wellesley	99,135	100,294	99,653	103,259	102,615	104,437	105,789	106,012	0.2%	1.2%	2.0%
Wesleyan	84,998	88,812	87,064	89,133	90,367	97,231	100,469	103,907	3.4%	3.6%	3.0%
Williams	96,557	99,962	98,815	99,640	101,038	99,093	101,437	103,362	1.9%	0.9%	2.3%
Group Average:	\$86,528	\$90,411	\$89,858	\$92,590	\$93,179	\$96,283	\$98,343	\$101,891	3.7%	2.6%	2.8%
Vassar as Pct of Avg:	99%	97%	99%	96%	100%	106%	107%	105%	45%	143%	114%



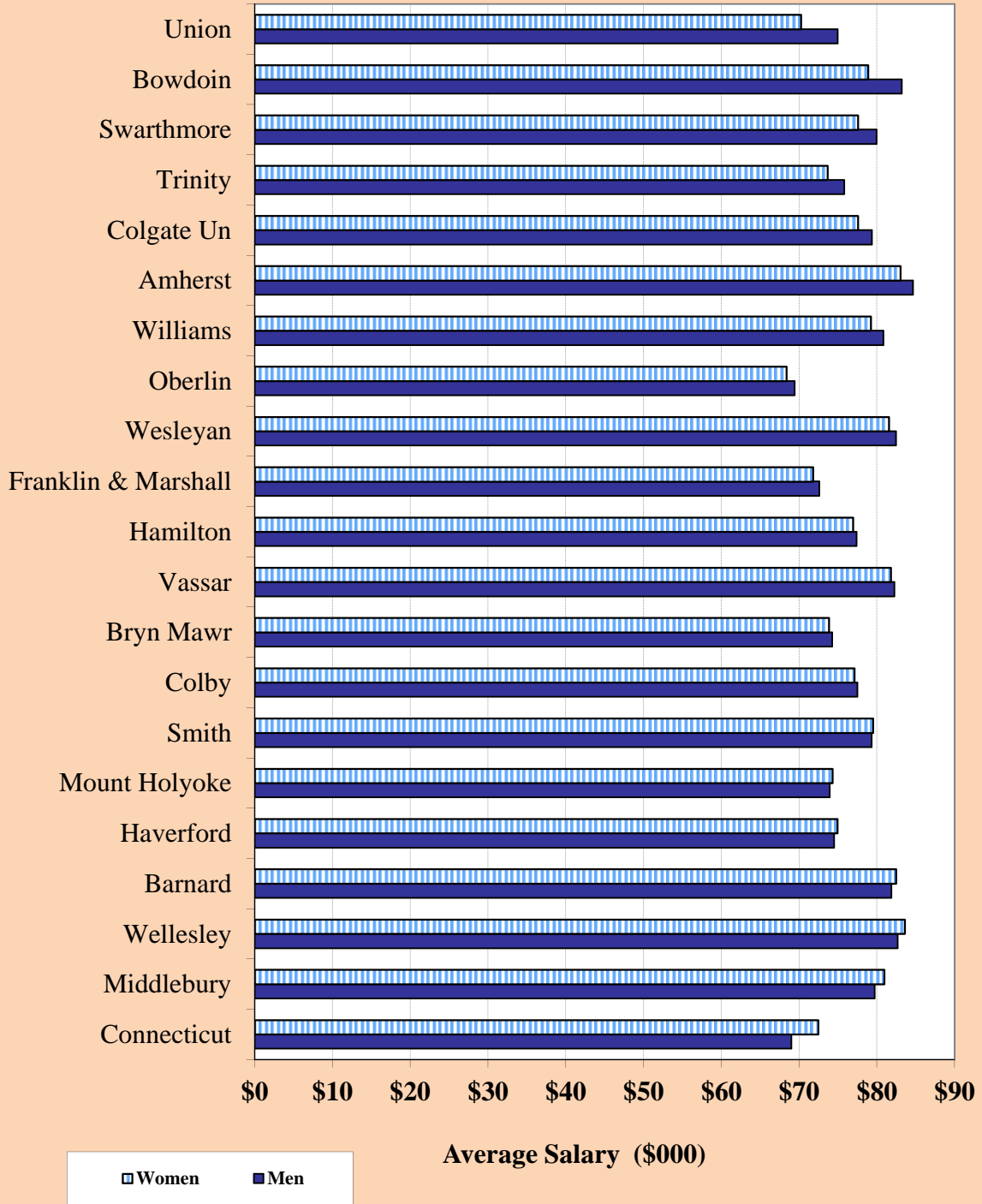
**Average Salaries of Full-Time Faculty by Gender:
Full Professor,
Ranked in Order by Size of Gender Difference in Salary
(AAUP/HEDS Faculty Compensation Survey - Fall 2014)**



**Average Salaries of Full-Time Faculty by Gender:
Associate Professor,
Ranked in Order by Size of Gender Difference in Salary
(AAUP/HEDS Faculty Compensation Survey - Fall 2014)**



**Average Salaries for Full-Time Faculty by Gender:
Assistant Professor,
Ranked in Order by Size of Gender Difference in Salary
(AAUP/HEDS Faculty Compensation Survey - Fall 2014)**



Percentage Salary Increases for Vassar Faculty, by Rank

(from AAUP Faculty Compensation Survey)

	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>	<u>2009-10</u>	<u>2010-11</u>	<u>2011-12</u>	<u>2012-13</u>	<u>2013-14</u>	<u>2014-15</u>
Professor	3.80%	4.15%	5.56%	6.10%	0.10%	2.10%	2.98%	3.55%	3.02%	3.36%
Associate	4.97%	5.18%	6.73%	6.85%	0.00%	1.97%	3.00%	3.44%	2.88%	3.48%
Assistant	6.97%	4.28%	8.03%	6.49%	1.27%	2.12%	6.06%	4.10%	3.38%	4.52%
Instructor	8.01%	4.85%	9.76%	8.91%	6.20%	2.18%	6.69%			
Lecturer	5.79%	8.47%	7.48%	8.31%	1.09%	2.22%	3.90%	3.51%	3.57%	3.35%
Salary Increase, All Ranks	5.00%	4.66%	6.55%	6.55%	0.44%	2.08%	3.69%	3.72%	3.11%	3.61%
Consumer Price Index growth*	3.17%	4.15%	2.36%	5.60%	-2.10%	1.24%	3.63%	1.41%	1.96%	1.99%
Salary Increase Minus CPI	1.83%	0.51%	4.19%	0.95%	2.54%	0.84%	0.06%	2.31%	1.15%	1.62%

* CPI growth from July to July

These annual CPI growth rates are found at: http://inflationdata.com/inflation/Inflation_Rate/HistoricalInflation.aspx

