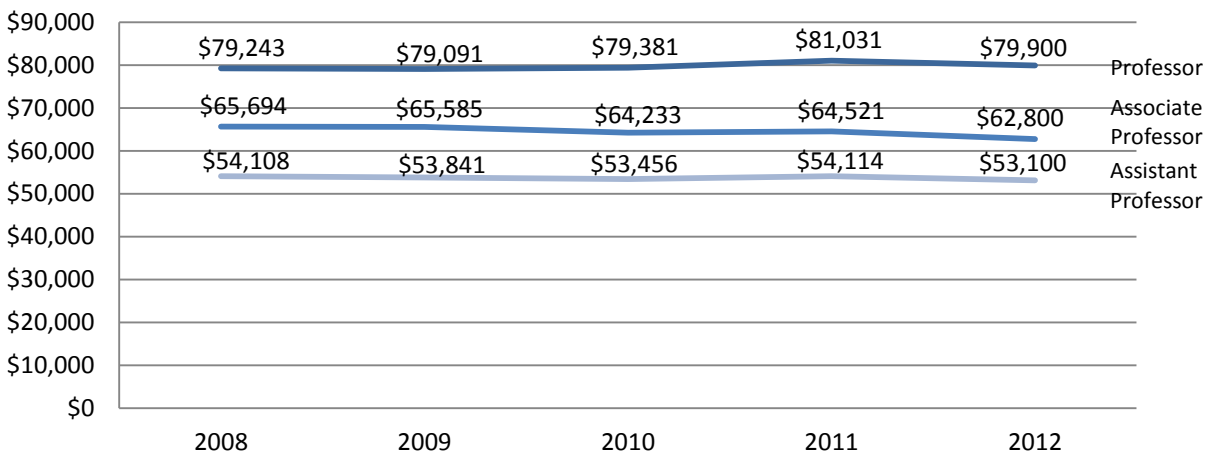


**Full-Time Faculty Compensation
Five Fall Semesters**

	2008	2009	2010	2011	2012
Professor					
SMC Avg. Salary	\$79,243	\$79,091	\$79,381	\$81,031	\$79,900
80 th Percentile Avg. Salary 2012 Peers	\$82,840	\$83,160	\$83,700	\$85,480	\$88,900
% inc. SMC Salary	5.4%	-0.2%	0.4%	2.1%	-1.4%
% Inc. 2012 Peer Salary	-	0.4%	0.6%	2.1%	4.0%
SMC Avg. Compensation	\$103,559	\$102,872	\$104,395	\$109,295	\$108,200
80 th Percentile Avg. Comp. 2012 Peers	\$108,000	\$108,400	\$111,340	\$113,760	\$118,260
% inc. SMC Compensation	0.6%	-0.7%	1.5%	4.7%	-1.0%
% inc. 2012 Peer Compensation	-	0.4%	2.2%	2.7%	4.0%
Associate Professor					
SMC Avg. Salary	\$65,694	\$65,585	\$64,233	\$64,521	\$62,800
80 th Percentile Avg. Salary 2012 Peers	\$66,220	\$65,480	\$66,900	\$67,480	\$70,320
% inc. SMC Salary	5.6%	-0.2%	-2.1%	0.4%	-2.7%
% Inc. 2012 Peer Salary	-	-1.1%	2.2%	0.9%	4.2%
SMC Avg. Compensation	\$84,797	\$87,209	\$88,147	\$87,298	\$88,300
80 th Percentile Avg. Comp. 2012 Peers	\$86,840	\$85,860	\$87,860	\$88,800	\$91,660
% inc. SMC compensation	4.7%	2.8%	1.1%	0.1%	1.1%
% inc. 2012 Peer Compensation	-	-1.1%	2.3%	1.1%	3.2%
Assistant Professor					
SMC Avg. Salary	\$54,108	\$53,841	\$53,456	\$54,114	\$53,100
80 th Percentile Avg. Salary 2012 Peers	\$56,240	\$54,960	\$56,100	\$57,520	\$59,060
% inc. SMC Salary	3.5%	-0.5%	-0.7%	1.2%	-1.9%
% Inc. 2012 Peer Salary	-	-2.3%	2.1%	2.5%	2.7%
SMC Avg. Compensation	\$69,326	\$68,037	\$72,149	\$71,794	\$68,800
80 th Percentile Avg. Comp. 2012 Peers	\$72,340	\$73,140	\$75,760	\$76,380	\$80,900
% inc. SMC compensation	3.6%	-1.9%	6.0%	-0.5%	-4.2%
% inc. 2012 Peer Compensation	-	1.1%	3.6%	0.8%	5.9%

*Data reflected as of November 1 AAUP survey date.

Average Salary of Saint Mary's Full-Time Faculty



Source: AAUP Faculty Compensation Survey and Academe