

Utah's Professors Paid Less Than Colleagues

Board of Regents Study Shows Growing Gap in Compensation

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The salaries of Utah's college and university professors are continuing to slip behind those of their peers in comparable institutions, a report prepared for the State Board of Regents shows.

Salary comparisons ranged from minus 2.18 percent to minus 34.89 percent for Utah higher education institutions and their peer institutions. When other benefits were added to pay for total compensation packages, the differences ranged from plus 3.62 percent to minus 31.02 percent.

The report was prepared by Lou Jean Flint, research analyst in the Utah System of Higher Education, and C. Gail Norris, associate commissioner for finance and budget in the higher education office. It was presented to regents during their recent meetings in Cedar City.

"The comparison shows Utah faculty salaries slipping further behind those of comparison institutions, be-

cause available funds did not permit any significant increases for 1986-87," said Dr. Wm. Rolfe Kerr, Utah's higher education commissioner.

"Three years ago, we were less than 10 percent below our peer institutions," said College of Eastern Utah President Michael Petersen. "Now we're 24 percent or more than \$7,000 below. Last year was 15 percent."

Dr. Petersen said it would take \$380,000 in faculty compensation to restore equity between the faculty at CEU and those of comparable institutions.

Salary data at CEU shows that faculty at the two-year college in Price received 19.01 percent less in salaries than counterparts at comparable institutions last year and 29.70 percent less this year. For total compensation, CEU faculty were 12.82 percent behind their peers last year and 24.53 percent behind this year.

At the University of Utah, faculty received 7.97 percent less than colleagues in comparable institutions during the 1985-86 academic year. This year, the difference will be minus 14.41 percent for U. of U. faculty. In total compensation, the difference was minus 3.12 percent last year, and minus 8.85 percent this year.

For Utah State University, faculty received minus 10.10 percent in salary last year and minus 18.92 percent this year. In total compensation, USU faculty were 4.62 percent below their peers last year and 11.97 percent behind this year.

Southern Utah State College faculty last year made 14.10 percent less in salary than their peers and make 19.52 percent less this year. For total compensation, S USC faculty were 8.16 percent behind their peers last year and 12.20 percent behind this year.

Snow College faculty salaries were 19.40 percent behind those of their peers last year and are 26.25 percent behind this year. In total compensation, they were minus 12.94 percent last year and have jumped 19.93 percent behind this year.

Dixie College faculty last year were behind their peers on salaries by 13.48 percent and this year fell 24.40 percent behind. For total compensation, Dixie faculty were 9.66 percent behind last year and are 20.76 percent behind this year.

Utah Technical College at Provo/Orem faculty salaries last year were 13.02 percent less and are 20.39 percent less this year. For total compensation, the figures show minus 7.75 percent last year and minus 16.31 percent this year.

Utah Technical College at Salt Lake faculty were in worse shape when their salaries and compensation were compared with that offered by comparable institutions. Salary figures show UTech faculty behind in salary by 15.61 percent last year and 26.10 percent this year. For total compensation, UTech faculty were behind 10.63 percent last year and dropped to 20.87 percent less than their peers this year.

Salary data for the Ogden college shows Weber State faculty 5.46 percent behind comparison institutions last year and 2.18 percent behind this year. For total compensation, Weber State faculty were .49 percent behind last year and 3.62 percent above this year.