

AVERAGE ANNUAL SALARIES OF INSTRUCTIONAL FACULTY (in thousands & 9-month basis) & AAUP RANKINGS (based on AAUP category of all reporting institutions).
 Source: Academe Annual Report on the Economic Status of the Profession
 Data as of October of each Academic Year

CAMPUS	RANK	AVE SAL / %ILE	2002 / 03	2003 / 04	2004 / 05	2005 / 06	2006 / 07	2007 / 08	2008 / 09	2009 / 10	2010/11*
UH Mānoa Category I	Professor	Ave Sal	87.1	86.5	90.5	92.9	97.3	105.8	116.8	116.2	109.7
		Percentile	40	30	30	30	30	40	50	50	30
	Assoc Prof	Ave Sal	64.2	64.9	68.0	68.7	72.3	79.0	88.2	87.6	81.8
		Percentile	40	40	40	30	30	50	70	60	40
	Asst Prof	Ave Sal	55.0	55.5	58.1	59.8	61.9	67.3	74.4	74.0	69.0
		Percentile	40	40	40	30	40	50	70	60	40
	Instructor	Ave Sal	42.5	42.0	43.9	45.2	47.0	52.9	58.7	59.7	55.9
		Percentile	50	40	50	50	50	60	70	70	60
UH HILO Category IIB	Professor	Ave Sal	67.8	68.7	70.2	71.7	74.6	82.7	94.3	93.8	87.8
		Percentile	60	60	60	60	60	70	80	80	70
	Assoc Prof	Ave Sal	55.2	56.9	58.4	59.2	61.2	69.1	77.1	77.2	73.0
		Percentile	70	70	70	60	60	80	80	80	80
	Asst Prof	Ave Sal	48.0	46.3	49.9	50.5	53.6	60.9	69.8	71.6	67.0
		Percentile	80	70	70	70	70	80	90	95	80
	Instructor	Ave Sal	38.0	37.7	38.5	39.5	41.5	45.8	50.2	50.4	47.5
		Percentile	60	50	50	40	50	70	70	70	60
UH WEST OAHU Category IIB	Professor	Ave Sal	61.3	61.0	63.8	65.8	69.5	75.8	86.5	84.4	77.3
		Percentile	50	40	40	40	40	50	70	70	50
	Assoc Prof	Ave Sal	51.9	51.4	56.4	55.6	58.7	63.5	74.1	75.0	69.7
		Percentile	50	40	60	50	50	60	80	80	70
	Asst Prof	Ave Sal	-----	-----	50.3	51.3	53.1	58.2	66.0	65.8	62.0
		Percentile			70	70	70	80	80	80	80
	Instructor	Ave Sal	-----	-----	37.9	38.9	41.3	-----	-----	-----	-----
		Percentile			40	40	50				
HONOLULU COMM COLL Category III	Professor	Ave Sal	62.1	63.0	64.7	64.7	68.1	74.6	82.6	82.6	77.3
		Percentile	50	60	60	50	60	60	80	80	70
	Assoc Prof	Ave Sal	56.2	56.0	58.5	59.0	60.4	65.3	71.7	71.9	66.2
		Percentile	70	70	80	70	70	80	90	80	70
	Asst Prof	Ave Sal	52.5	53.3	54.3	55.2	58.0	61.9	68.0	67.4	62.0
		Percentile	90	90	90	90	95	95	95	90	80
	Instructor	Ave Sal	42.2	41.2	42.4	41.6	44.1	48.8	54.5	54.0	50.2
		Percentile	70	70	70	60	60	80	90	80	70
KAPIOLANI COMM COLL Category III	Professor	Ave Sal	63.6	64.6	66.6	67.1	70.2	75.5	83.2	82.3	76.6
		Percentile	60	70	70	70	70	70	80	80	60
	Assoc Prof	Ave Sal	55.5	55.2	58.3	59.2	61.5	66.0	71.9	72.0	66.7
		Percentile	70	70	80	80	80	80	90	80	70
	Asst Prof	Ave Sal	48.4	48.6	49.4	50.7	52.1	58.1	64.9	62.9	59.4
		Percentile	70	80	70	70	70	80	90	80	80
	Instructor	Ave Sal	42.1	42.1	43.3	44.1	47.7	51.8	56.1	57.0	52.7
		Percentile	70	80	80	70	90	90	95	90	80
LEEWARD COMM COLL Category III	Professor	Ave Sal	62.9	63.3	65.1	66.0	68.5	74.9	82.0	81.0	76.3
		Percentile	60	60	60	60	60	60	80	70	60
	Assoc Prof	Ave Sal	53.6	54.0	55.1	55.7	57.9	62.6	69.7	69.9	66.0
		Percentile	60	70	60	60	60	60	80	80	70
	Asst Prof	Ave Sal	46.8	47.3	48.3	49.9	52.7	56.1	63.6	63.4	58.6
		Percentile	70	70	70	70	80	80	80	90	80
	Instructor	Ave Sal	42.2	42.6	43.9	44.2	46.2	50.6	54.4	53.9	50.5
		Percentile	70	80	80	70	80	80	90	80	70

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WINDWARD COMM COLL Category III	Professor	Ave Sal	62.4	62.2	64.2	65.2	67.3	73.5	81.4	82.0	76.5	
		Percentile	50	60	60	50	50	60	80	70	60	
	Assoc Prof	Ave Sal	52.9	53.5	56.3	55.8	58.0	63.3	70.6	70.6	70.5	68.5
		Percentile	60	60	60	60	60	70	80	80	80	80
	Asst Prof	Ave Sal	47.2	47.8	49.6	51.4	53.0	59.7	66.2	66.2	63.3	58.9
		Percentile	70	70	70	80	80	80	90	90	80	80
	Instructor	Ave Sal	41.7	41.1	42.5	42.6	44.5	47.9	52.5	52.5	52.2	48.3
		Percentile	70	70	70	70	70	70	80	80	80	60
KAUAI COMM COLL Category III	Professor	Ave Sal	63.5	63.8	68.4	66.4	70.2	75.9	82.3	81.7	81.3	
		Percentile	60	60	70	60	70	70	80	70	70	
	Assoc Prof	Ave Sal	56.4	57.2	57.1	58.3	61.2	65.8	75.1	75.1	74.7	70.7
		Percentile	70	80	70	70	80	80	90	90	90	80
	Asst Prof	Ave Sal	51.4	51.7	53.8	54.5	56.3	61.5	68.2	68.2	67.9	64.8
		Percentile	80	90	90	90	90	95	95	95	90	90
	Instructor	Ave Sal	43.6	44.4	47.6	48.5	50.6	56.1	61.9	61.9	61.3	55.4
		Percentile	80	90	95	95	95	95	95	95	95	90
MAUI COLLEGE Category III	Professor	Ave Sal	60.1	60.6	63.8	65.5	69.9	75.8	85.2	84.7	79.8	
		Percentile	40	50	60	60	60	70	80	80	70	
	Assoc Prof	Ave Sal	56.5	55.7	58.2	58.3	60.8	64.5	73.5	73.5	72.4	68.9
		Percentile	70	70	70	70	70	70	90	90	90	80
	Asst Prof	Ave Sal	51.1	49.5	51.4	52.6	56.4	61.8	68.2	68.2	66.5	61.2
		Percentile	80	80	80	80	90	95	95	95	90	80
	Instructor	Ave Sal	42.5	43.9	46.7	45.7	48.1	54.2	58.8	58.8	58.6	55.2
		Percentile	80	90	95	80	90	95	95	95	95	90
HAWAII COMM COLL Category III	Professor	Ave Sal	60.8	61.9	63.8	65.3	67.6	73.8	81.9	81.3	76.2	
		Percentile	50	60	60	60	50	60	80	70	60	
	Assoc Prof	Ave Sal	54.0	54.2	57.1	57.7	60.4	67.0	74.9	74.9	76.1	70.3
		Percentile	60	70	70	70	70	90	90	90	90	80
	Asst Prof	Ave Sal	47.5	48.2	49.4	49.2	53.1	60.4	65.9	65.9	64.1	59.5
		Percentile	70	70	70	70	80	90	90	90	90	80
	Instructor	Ave Sal	44.0	41.1	43.2	44.1	45.2	50.0	55.6	55.6	55.5	52.0
		Percentile	80	70	80	70	70	80	90	90	90	80

* Salaries reflect 6.667% collective bargaining reduction