

University of Wisconsin-La Crosse
CUPA Salary Review
Fiscal Year 2018

FACULTY

Rank	Avg. CUPA Parity	n	n < 100%	n > 100%	Minimum	Maximum
Assistant Professor	90.24%	159	157	2	78.44%	100.29%
Associate Professor	83.95%	130	130	0	71.24%	98.06%
Professor	84.36%	92	90	2	69.56%	103.72%
All Faculty Positions	86.67%	381	377	4		

IAS

Rank	Avg. CUPA Parity	n	n < 100%	n > 100%	Minimum	Maximum
Associate Lecturer	99.98%	35	20	15	84.24%	119.93%
Lecturer	94.68%	49	37	12	71.67%	112.55%
Senior Lecturer	82.66%	17	17	0	71.33%	92.19%
Clinical Assistant Professor	92.83%	16	12	4	79.52%	117.66%
Clinical Associate Professor	94.81%	5	4	1	76.90%	112.10%
Clinical Professor	68.40%	2	2	0	65.36%	71.44%
All IAS Positions	93.87%	124	92	32		

ACADEMIC STAFF

	Avg. CUPA Parity	n	n < 100%	n > 100%	Minimum	Maximum
ALL NIAS Positions	95.17%	320	268	52	81.57%	130.03%

COMPENSATION FUNDING - ALL FUNDS

Fiscal Year	Faculty	IAS	NIAS	Univ. Staff	F.B.	Total
2018 ¹	791,478	205,110	536,334	325,253	360,486	2,218,661
2017 ²	472,895	82,067	266,698	67,347	172,467	1,061,474
2016 ³	682,211	79,632	216,787	385,992	264,737	1,629,359
2015	525,758	100,542	117,243	144,922	172,362	1,060,827
2014	204,232	43,446	26,370	148,607	81,995	504,650
2013	221,490	59,096	76,352	126,606	93,808	577,352
2012	107,000	20,500	18,506	0	28,325	174,331
Total	3,005,064	590,393	1,258,290	1,198,727	1,174,180	7,226,654

Notes:

1. Amount of Lump Sum allocation in FY18: \$1,279,186
2. Amount of Lump Sum allocation in FY17: \$895,776
3. Amount of Lump Sum allocation in FY16: \$760,965

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Rank	Avg. CUPA Parity	n	n < 100%	n > 100%	Minimum	Maximum
Assistant Professor	92.11%	154	147	7	78.31%	106.02%
Associate Professor	87.42%	124	117	7	76.08%	104.91%
Professor	86.93%	102	96	6	71.97%	123.37%
All Faculty Positions	89.19%	380	360	20		

IAS

Rank	Avg. CUPA Parity	n	n < 100%	n > 100%	Minimum	Maximum
Associate Lecturer	108.94%	37	7	30	91.37%	123.86%
Lecturer	95.85%	53	19	34	82.84%	121.74%
Senior Lecturer	84.76%	25	25	0	75.27%	99.34%
Clinical Assistant Professor	91.55%	14	9	5	72.14%	125.09%
Clinical Associate Professor	96.83%	4	2	2	73.52%	110.23%
Clinical Professor	84.01%	2	2	0	78.86%	89.17%
All IAS Positions	96.79%	135	64	71		

ACADEMIC STAFF

	Avg. CUPA Parity	n	n < 100%	n > 100%	Minimum	Maximum
ALL NIAS Positions	99.34%	290	181	109	78.78%	134.22%

COMPENSATION FUNDING - ALL FUNDS

Fiscal Year	Faculty	IAS	NIAS	Univ. Staff	F.B.	Total
2017 ¹	472,895	82,067	266,698	67,347	172,467	1,061,474
2016 ^{2,3}	682,211	79,632	216,787	385,992	264,737	1,629,359
2015	525,758	100,542	117,243	144,922	172,362	1,060,827
2014	204,232	43,446	26,370	148,607	81,995	504,650
2013	221,490	59,096	76,352	126,606	93,808	577,352
2012	107,000	20,500	18,506	0	28,325	174,331
Total	2,213,586	385,283	721,956	873,474	813,694	5,007,993

Notes:

1. Amount of Lump Sum allocation in 2017: \$895,776.
2. Amount of Lump Sum allocation in 2016: \$760,965.
3. UW System provided additional funding of \$215,123 in 2016 for 102 funded ranked faculty compensation adjustments.

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Rank	Avg. CUPA Parity	n	n < 100%	n > 100%	Minimum	Maximum
Assistant Professor	93.11%	157	150	7	82.40%	109.07%
Associate Professor	86.42%	110	105	5	76.13%	102.45%
Professor	86.76%	100	94	6	74.51%	109.28%
All Faculty Positions	89.38%	367	349	18		

IAS

Rank	Avg. CUPA Parity	n	n < 100%	n > 100%	Minimum	Maximum
Associate Lecturer	109.30%	26	4	22	95.74%	126.95%
Lecturer	97.47%	57	36	21	77.79%	127.39%
Senior Lecturer	86.44%	23	22	1	68.17%	100.21%
Distinguished Lecturer	96.73%	1	1	0	96.73%	96.73%
Clinical Assistant Professor	94.34%	14	9	5	72.83%	132.27%
Clinical Associate Professor	85.73%	5	4	1	68.45%	107.64%
Clinical Professor	82.08%	2	2	0	78.03%	86.13%
All IAS Positions	96.84%	128	78	50		

ACADEMIC STAFF

	Avg. CUPA Parity	n	n < 100%	n > 100%	Minimum	Maximum
ALL NIAS Positions	100.22%	271	152	119	80.74%	144.86%

COMPENSATION FUNDING - ALL FUNDS

Fiscal Year	Faculty	IAS	NIAS	Univ. Staff	F.B.	Total
2016	680,127	79,632	217,147	391,212	265,415	1,633,533
2015	525,758	100,542	117,243	144,922	172,362	1,060,827
2014	204,232	43,446	26,370	148,607	81,995	504,650
2013	221,490	59,096	76,352	126,606	93,808	577,352
2012	107,000	20,500	18,506	0	28,325	174,331
Total	1,738,607	303,216	455,618	811,347	641,905	3,950,693