

University of Wisconsin-La Crosse  
CUPA Salary Review  
Fiscal Year 2019

**FACULTY**

Rank	Avg. CUPA Parity	n	n < 100%	n > 100%	Minimum	Maximum
Assistant Professor	91.62%	139	134	5	80.01%	102.47%
Associate Professor	86.17%	135	133	2	77.02%	102.56%
Professor	84.68%	105	104	1	72.62%	103.63%
<b>All Faculty Positions</b>	<b>87.76%</b>	<b>379</b>	<b>371</b>	<b>8</b>		

**IAS**

Rank	Avg. CUPA Parity	n	n < 100%	n > 100%	Minimum	Maximum
Associate Lecturer	98.68%	34	22	12	90.37%	116.65%
Lecturer	94.28%	49	42	7	78.89%	125.09%
Senior Lecturer	82.22%	21	21	0	67.39%	94.07%
Clinical Assistant Professor	93.46%	15	15	0	84.06%	98.86%
Clinical Associate Professor	96.82%	6	4	2	93.00%	102.65%
Clinical Professor	93.00%	1	1	0	93.00%	93.00%
<b>All IAS Positions</b>	<b>93.47%</b>	<b>126</b>	<b>105</b>	<b>21</b>		

**ACADEMIC STAFF**

	Avg. CUPA Parity	n	n < 100%	n > 100%	Minimum	Maximum
<b>ALL NIAS Positions</b>	<b>94.96%</b>	<b>352</b>	<b>292</b>	<b>60</b>	<b>77.19%</b>	<b>127.04%</b>

**COMPENSATION FUNDING - ALL FUNDS**

Fiscal Year	Faculty	IAS	NIAS	Univ. Staff	F.B.	Total
2019 <sup>4</sup>	313,589	108,450	33,173	258,423	138,445	<b>852,080</b>
2018 <sup>3</sup>	267,781	62,061	188,370	82,454	116,529	<b>717,195</b>
2017 <sup>2</sup>	472,895	81,217	266,698	67,347	172,302	<b>1,060,459</b>
2016 <sup>1</sup>	682,211	79,632	216,787	385,992	264,737	<b>1,629,359</b>
2015	525,758	100,542	117,243	87,827	161,286	<b>992,656</b>
2014	204,227	43,446	26,370	126,607	77,726	<b>478,376</b>
2013	221,490	59,096	76,352	126,606	93,808	<b>577,352</b>
2012	107,000	20,500	18,506	0	28,325	<b>174,331</b>
<b>Total</b>	<b>2,794,951</b>	<b>554,944</b>	<b>943,499</b>	<b>1,135,256</b>	<b>1,053,158</b>	<b>6,481,808</b>

Notes:

1. Amount of Lump Sum allocation in 2016: \$760,965
2. Amount of Lump Sum allocation in 2017: \$895,776
3. Amount of Lump Sum allocation in 2018: \$1,279,186
4. Amount of Lump Sum allocation in 2019: \$592,014
5. In 2016 UW System provided additional funding of \$215,123 for 102 funded ranked faculty compensation adjustments.