

Exhibit A. MASS. STATE COLLEGE FACULTY: Comparison Group: Indust. States, Public, Mas. I, Unionized

Discipline	Massachusetts SC Faculty Average	Average Salaries (38 Instit.)	Difference	'Cents per Dollar'	75th %ile (38 Instit.)	Difference	'Cents per Dollar'
Rank: Full Professors							
Visual and Performing Arts	\$65,371	\$76,550	(\$11,179)	0.85	\$85,324	(\$19,953)	0.77
Biology	\$65,626	\$79,925	(\$14,299)	0.82	\$87,157	(\$21,531)	0.75
Business Admin. & Management	\$67,350	\$90,379	(\$23,029)	0.75	\$94,482	(\$27,132)	0.71
Computer & Information Sciences	\$73,570	\$86,954	(\$13,384)	0.85	\$91,375	(\$17,805)	0.81
Education	\$70,442	\$76,076	(\$5,634)	0.93	\$85,126	(\$14,684)	0.83
English	\$66,574	\$76,871	(\$10,297)	0.87	\$83,515	(\$16,941)	0.80
Foreign Language	\$65,805	\$75,113	(\$9,308)	0.88	\$87,403	(\$21,598)	0.75
History	\$69,779	\$79,039	(\$9,260)	0.88	\$85,586	(\$15,807)	0.82
Mathematics & Statistics	\$68,526	\$78,244	(\$9,718)	0.88	\$84,257	(\$15,731)	0.81
Philosophy	\$68,635	\$78,177	(\$9,542)	0.88	\$85,677	(\$17,042)	0.80
Physical Sciences	\$71,115	\$77,006	(\$5,891)	0.92	\$84,155	(\$13,040)	0.85
Psychology	\$66,173	\$78,599	(\$12,426)	0.84	\$88,463	(\$22,290)	0.75
Social Sciences	\$65,401	\$78,693	(\$13,292)	0.83	\$87,714	(\$22,313)	0.75
Rank Averages:	\$68,028	\$79,356	(\$11,328)	0.86	\$86,941	(\$18,913)	0.78
Rank: Associate Professors							
Visual and Performing Arts	\$53,947	\$60,233	(\$6,286)	0.90	\$68,184	(\$14,237)	0.79
Biology	\$55,099	\$58,912	(\$3,813)	0.94	\$66,328	(\$11,229)	0.83
Business Admin. & Management	\$62,086	\$74,144	(\$12,058)	0.84	\$78,308	(\$16,222)	0.79
Computer & Information Sciences	\$66,407	\$73,601	(\$7,194)	0.90	\$77,703	(\$11,296)	0.85
Education	\$56,050	\$61,321	(\$5,271)	0.91	\$69,056	(\$13,006)	0.81
English	\$54,353	\$58,375	(\$4,022)	0.93	\$65,390	(\$11,037)	0.83
Foreign Language	\$52,809	\$60,458	(\$7,649)	0.87	\$68,920	(\$16,111)	0.77
History	\$55,066	\$59,780	(\$4,714)	0.92	\$68,537	(\$13,471)	0.80
Mathematics & Statistics	\$59,530	\$61,584	(\$2,054)	0.97	\$66,261	(\$6,731)	0.90
Philosophy	\$56,860	\$57,039	(\$179)	1.00	\$62,802	(\$5,942)	0.91
Physical Sciences	\$54,698	\$60,600	(\$5,902)	0.90	\$68,387	(\$13,689)	0.80
Psychology	\$53,740	\$60,121	(\$6,381)	0.89	\$68,761	(\$15,021)	0.78
Social Sciences	\$53,986	\$60,721	(\$6,735)	0.89	\$69,294	(\$15,308)	0.78
Rank Averages:	\$56,510	\$62,068	(\$5,558)	0.91	\$69,072	(\$12,562)	0.82

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<i>Rank: Assistant Professor</i>							
Visual and Performing Arts	\$44,813	\$48,138	(\$3,325)	0.93	\$54,321	(\$9,508)	0.82
Biology	\$45,062	\$49,000	(\$3,938)	0.92	\$52,723	(\$7,661)	0.85
Business Admin. & Management	\$59,533	\$69,404	(\$9,871)	0.86	\$76,790	(\$17,257)	0.78
Computer & Information Sciences	\$56,893	\$66,696	(\$9,803)	0.85	\$71,295	(\$14,402)	0.80
Education	\$50,051	\$51,314	(\$1,263)	0.98	\$56,881	(\$6,830)	0.88
English	\$45,231	\$48,233	(\$3,002)	0.94	\$47,773	(\$2,542)	0.95
Foreign Language	\$45,737	\$48,285	(\$2,548)	0.95	\$53,467	(\$7,730)	0.86
History	\$47,010	\$46,925	\$85	1.00	\$52,236	(\$5,226)	0.90
Mathematics & Statistics	\$47,167	\$50,187	(\$3,020)	0.94	\$54,962	(\$7,795)	0.86
Philosophy	\$44,888	\$50,734	(\$5,846)	0.88	\$57,175	(\$12,287)	0.79
Physical Sciences	\$45,800	\$48,107	(\$2,307)	0.95	\$51,911	(\$6,111)	0.88
Psychology	\$45,587	\$49,399	(\$3,812)	0.92	\$54,030	(\$8,443)	0.84
Social Sciences	\$47,714	\$48,984	(\$1,270)	0.97	\$54,065	(\$6,351)	0.88
Rank Averages:	\$48,114	\$51,954	(\$3,840)	0.93	\$56,741	(\$8,626)	0.85
All Ranks	\$57,551	\$64,460	-\$6,909	0.89	\$70,918	-\$13,367	0.81

NOTES

*Includes all public, Masters I institutions with unionized faculty for the following states:
California, Connecticut, Florida, Illinois, Michigan, New Jersey, New York, Ohio and Pennsylvania*