

**Exhibit A: 2006 Massachusetts State College Faculty: Comparison Group : Industrial States, Public, Master's I, Unionized**

| Discipline                        | Massachusetts SC Faculty Average | Average Salaries (38 Institutions) | Difference     | "Cents per Dollar" | 75%ile (38 institutions) | Difference      | "Cents per Dollar" |
|-----------------------------------|----------------------------------|------------------------------------|----------------|--------------------|--------------------------|-----------------|--------------------|
| <b>Rank: Full Professors</b>      |                                  |                                    |                |                    |                          |                 |                    |
| Visual and Performing Arts        | \$72,634                         | \$79,762                           | \$7,128        | 0.91               | \$87,735                 | \$15,101        | 0.83               |
| Biology                           | \$71,551                         | \$86,022                           | \$14,471       | 0.83               | \$92,294                 | \$20,743        | 0.78               |
| Business Admin. & Management      | \$75,687                         | \$93,552                           | \$17,865       | 0.81               | \$98,622                 | \$22,935        | 0.77               |
| Computer & Information Sciences   | \$82,456                         | \$91,084                           | \$8,628        | 0.91               | \$95,615                 | \$13,159        | 0.86               |
| Education                         | \$76,001                         | \$80,842                           | \$4,841        | 0.94               | \$89,452                 | \$13,451        | 0.85               |
| English                           | \$73,869                         | \$80,235                           | \$6,366        | 0.92               | \$89,733                 | \$15,864        | 0.82               |
| Foreign Language                  | \$71,457                         | \$80,840                           | \$9,383        | 0.88               | \$94,056                 | \$22,599        | 0.76               |
| History                           | \$75,794                         | \$82,022                           | \$6,228        | 0.92               | \$87,439                 | \$11,645        | 0.87               |
| Mathematics & Statistics          | \$77,335                         | \$82,547                           | \$5,212        | 0.94               | \$90,222                 | \$12,887        | 0.86               |
| Philosophy                        | \$74,611                         | \$82,343                           | \$7,732        | 0.91               | \$95,159                 | \$20,548        | 0.78               |
| Physical Sciences                 | \$74,796                         | \$82,274                           | \$7,478        | 0.91               | \$90,452                 | \$15,656        | 0.83               |
| Psychology                        | \$71,469                         | \$83,324                           | \$11,855       | 0.86               | \$89,816                 | \$18,347        | 0.80               |
| Social Sciences                   | \$73,329                         | \$85,105                           | \$11,776       | 0.86               | \$94,107                 | \$20,778        | 0.78               |
| <b>Rank Averages:</b>             | <b>\$74,691</b>                  | <b>\$83,842</b>                    | <b>\$9,151</b> | <b>0.89</b>        | <b>\$91,900</b>          | <b>\$17,209</b> | <b>0.81</b>        |
| <b>Rank: Associate Professors</b> |                                  |                                    |                |                    |                          |                 |                    |
| Visual and Performing Arts        | \$60,691                         | \$62,488                           | \$1,797        | 0.97               | \$69,131                 | \$8,440         | 0.88               |
| Biology                           | \$57,207                         | \$62,271                           | \$5,064        | 0.92               | \$70,057                 | \$12,850        | 0.82               |
| Business Admin. & Management      | \$69,718                         | \$79,403                           | \$9,685        | 0.88               | \$83,943                 | \$14,225        | 0.83               |
| Computer & Information Sciences   | \$71,677                         | \$77,084                           | \$5,407        | 0.93               | \$80,337                 | \$8,660         | 0.89               |
| Education                         | \$63,260                         | \$64,552                           | \$1,292        | 0.98               | \$72,812                 | \$9,552         | 0.87               |
| English                           | \$59,955                         | \$61,649                           | \$1,694        | 0.97               | \$67,845                 | \$7,890         | 0.88               |
| Foreign Language                  | \$58,831                         | \$64,075                           | \$5,244        | 0.92               | \$71,784                 | \$12,953        | 0.82               |
| History                           | \$59,416                         | \$61,682                           | \$2,266        | 0.96               | \$67,961                 | \$8,545         | 0.87               |
| Mathematics & Statistics          | \$62,496                         | \$63,123                           | \$627          | 0.99               | \$67,550                 | \$5,054         | 0.93               |
| Philosophy                        | \$64,087                         | \$60,965                           | (\$3,122)      | 1.05               | \$68,807                 | \$4,720         | 0.93               |
| Physical Sciences                 | \$58,589                         | \$63,178                           | \$4,589        | 0.93               | \$67,933                 | \$9,344         | 0.86               |
| Psychology                        | \$58,806                         | \$62,683                           | \$3,877        | 0.94               | \$70,394                 | \$11,588        | 0.84               |
| Social Sciences                   | \$59,399                         | \$63,952                           | \$4,553        | 0.93               | \$72,510                 | \$13,111        | 0.82               |
| <b>Rank Averages:</b>             | <b>\$61,856</b>                  | <b>\$65,162</b>                    | <b>\$3,306</b> | <b>0.95</b>        | <b>\$71,620</b>          | <b>\$9,764</b>  | <b>0.86</b>        |
| <b>Rank: Assistant Professors</b> |                                  |                                    |                |                    |                          |                 |                    |
| Visual and Performing Arts        | \$51,187                         | \$50,809                           | (\$378)        | 1.01               | \$56,839                 | \$5,652         | 0.90               |
| Biology                           | \$50,845                         | \$53,324                           | \$2,479        | 0.95               | \$58,259                 | \$7,414         | 0.87               |
| Business Admin. & Management      | \$65,185                         | \$73,123                           | \$7,938        | 0.89               | \$80,212                 | \$15,027        | 0.81               |
| Computer & Information Sciences   | \$64,285                         | \$66,521                           | \$2,236        | 0.97               | \$71,941                 | \$7,656         | 0.89               |
| Education                         | \$57,361                         | \$53,909                           | (\$3,452)      | 1.06               | \$58,966                 | \$1,605         | 0.97               |
| English                           | \$49,966                         | \$50,753                           | \$787          | 0.98               | \$55,789                 | \$5,823         | 0.90               |
| Foreign Language                  | \$50,697                         | \$54,134                           | \$3,437        | 0.94               | \$60,405                 | \$9,708         | 0.84               |
| History                           | \$50,684                         | \$47,778                           | (\$2,906)      | 1.06               | \$50,461                 | (\$223)         | 1.00               |
| Mathematics & Statistics          | \$50,892                         | \$53,655                           | \$2,763        | 0.95               | \$57,082                 | \$6,190         | 0.89               |
| Philosophy                        | \$51,735                         | \$51,394                           | (\$341)        | 1.01               | \$59,287                 | \$7,552         | 0.87               |
| Physical Sciences                 | \$51,127                         | \$52,014                           | \$887          | 0.98               | \$57,125                 | \$5,998         | 0.90               |
| Psychology                        | \$49,453                         | \$52,304                           | \$2,851        | 0.95               | \$56,756                 | \$7,303         | 0.87               |
| Social Sciences                   | \$53,278                         | \$51,172                           | (\$2,106)      | 1.04               | \$56,394                 | \$3,116         | 0.94               |
| <b>Rank Averages:</b>             | <b>\$53,592</b>                  | <b>\$54,684</b>                    | <b>\$1,092</b> | <b>0.98</b>        | <b>\$59,963</b>          | <b>\$6,371</b>  | <b>0.90</b>        |
| <b>All Ranks:</b>                 | <b>\$63,380</b>                  | <b>\$67,896</b>                    | <b>\$4,516</b> | <b>0.94</b>        | <b>\$74,494</b>          | <b>\$11,115</b> | <b>0.86</b>        |