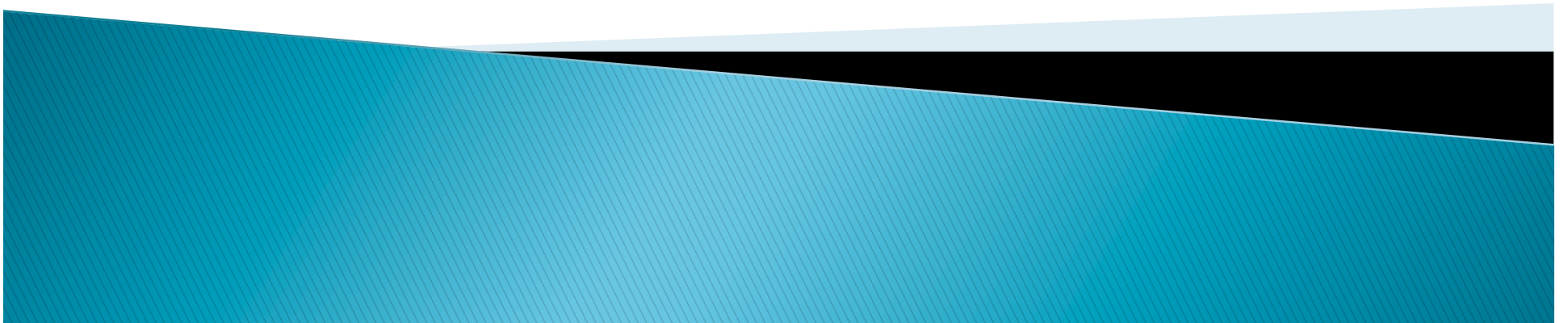


CUPA Comparisons

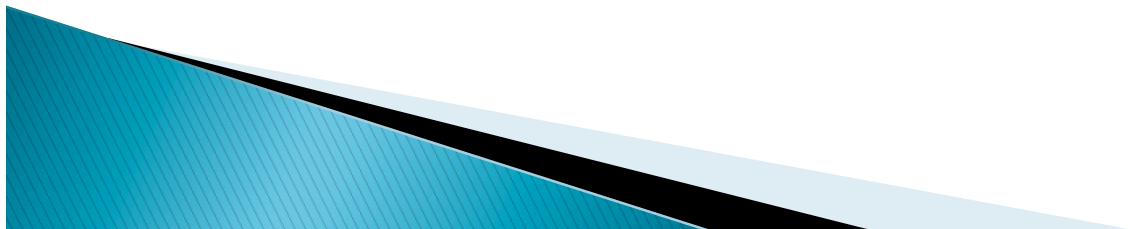
Salary, Benefits, Budget & Fiscal Planning
Committee, 2015-16



Recent Cost of Living Changes

	CPI	GNP Price Deflator	CPI (West)
2015 Increase	0.7%	1.6%	1.2%
12/2010-12/2015 (Annualized Increase)	1.5%	1.68%	1.9%

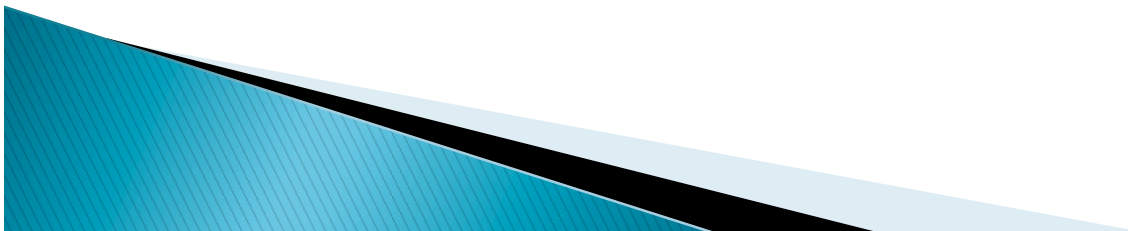
Source: Bureau of Labor Statistics



Cost of Living Index – Utah

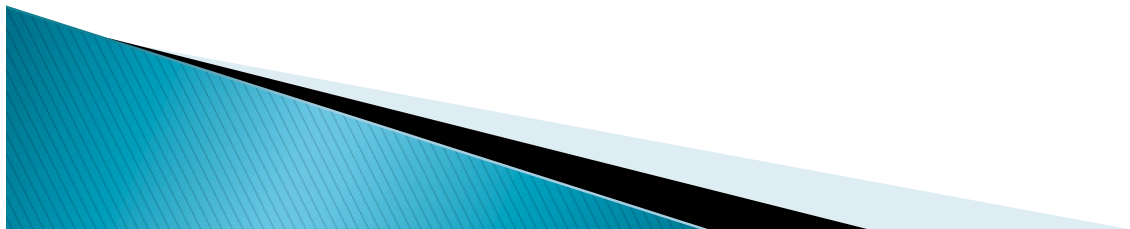
Index	Ogden	Utah	National
Cost of Living	92	100	100
Goods & Services	101	96	100
Groceries	95	96	100
Health Care	91	89	100
Housing	76	112	100
Transportation	106	102	100
Utilities	94	90	100

Source: AreaVibes, Inc.



College Percentages of Equitable CUPA Averages

College	WSU Actual / CUPA 2014	WSU Actual / CUPA 2015
Arts & Humanities	89.51%	89.88%
Business & Economics	102.2%	104.0%
Continuing Education	96.25%	89.05%
Education	88.53%	89.29%
Engineering, Applied Science & Technology	95.73%	99.25%
Health Professions	91.49%	92.56%
Library	84.85%	88.83%
Social & Behavioral Sciences	89.47%	90.50%
Science	90.02%	91.60%



**WSU Faculty Salaries Compared to College University Personnel Association
National Averages**

Year	WSU Salaries as % of CUPA Market	WSU Salary Increase	Change
96-97	94.28	4.48%	0.74%
97-98	91.88	2.78%	-2.40%
98-99	90.41	3.69%	-1.60%
99-00	88.11	0.83%	-2.54%
00-01	88.69	6.00%	+0.66%
01-02	89.52	6.00%	+0.94%
02-03	86.44	0.00%	-3.44%
03-04	85.93	2.00%	-0.59%
04-05	86.54	2.00%	+0.71%
05-06	87.06	4.38%	+0.60%
06-07	87.43	3.50%	+0.42%
07-08	91.29	5.00%	+4.41%
08-09	90.96	4.00%	-0.36%
09-10	87.17	0.00%	-4.17%
10-11	85.12	0.00%	-2.35%
11-12	89.94	2.55%	-0.01%
12-13	89.23	2.00%	-0.79%
13-14	90.66	2.75%	+1.60%
14-15	91.65	2.00%	+1.09%
15-16	93.10	2.00%	+1.21%

