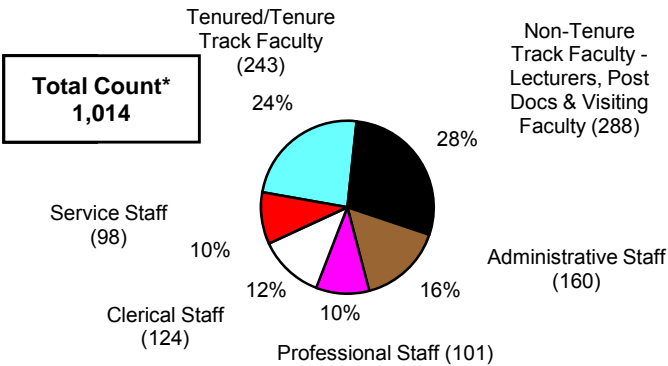


FACULTY AND STAFF BY WORK GROUP FALL 2008



Source: Fall 2008 Workforce File *Excludes graduate student staff.

FACULTY SALARY AND COMPENSATION BY RANK SEVEN-YEAR HISTORY (in thousands)

	2002	2003	2004	2005	2006	2007	2008	1-yr % Change	6-yr % Change
Average Salary									
Assistant	46.4	47.4	47.8	48.9	50.0	53.9	58.6	8.7%	26.3%
Associate	54.9	55.8	57.2	58.2	59.6	60.9	65.6	7.7%	19.5%
Professor	70.1	72.4	74.0	76.0	78.0	80.5	84.5	5.0%	20.5%
Overall	56.9	58.4	59.9	61.2	62.3	65.3	69.8	6.9%	22.7%
Average Compensation*									
Assistant	62.3	63.7	65.1	67.3	67.9	72.9	79.9	9.6%	28.3%
Associate	73.3	75.3	78.0	79.1	80.5	83.2	89.4	7.5%	22.0%
Professor	92.5	96.2	98.7	101.2	104.2	108.9	114.2	4.9%	23.5%
Overall	75.7	78.2	81.0	82.8	83.9	88.6	94.9	7.1%	25.4%

Source: AAUP Academe submissions *Compensation includes retirement, medical, disability, tuition, unemployment, and other benefits.

PEER FACULTY SALARIES AND COMPENSATION WEIGHTED BY PURDUE FACULTY RANKS FALL 2008 (in thousands)

Salaries

	Asst.	Assoc.	Prof.	All Ranks
William Paterson U. of NJ - Wayne	72.2	89.9	113.6	92.6
Kean U. - Union	69.3	88.1	110.5	90.1
U. of Michigan - Dearborn	71.1	78.6	98.7	83.1
U. of N Carolina - Wilmington	62.1	74.6	93.9	77.4
Southern Illinois U. - Edwardsville	58.4	69.8	85.5	71.7
Kennesaw State	58.1	69.1	83.6	70.7
Purdue Calumet	58.6	65.6	84.5	69.8
U. of Tennessee - Chattanooga	54.4	66.7	84.3	69.0
U. of Central Oklahoma	58.4	66.3	77.6	67.8
U. of Southern Indiana	54.7	63.0	78.5	65.7
U. of Wisconsin-Platteville	49.9	57.8	69.8	59.5
Peer Mean 2008	61.1	73.1	90.4	75.3
PU/Peer Index 2008	0.96	0.90	0.94	0.93
PU/Peer Index 2007	0.91	0.85	0.91	0.89

Compensation

	Asst.	Assoc.	Prof.	All Ranks
Kean U. - Union	94.5	120.1	150.7	122.8
William Paterson U. of NJ - Wayne	87.3	110.1	138.9	113.0
U. of Michigan - Dearborn	92.7	102.5	129.2	108.5
U. of N Carolina - Wilmington	78.7	93.8	116.5	96.9
Purdue Calumet	79.9	89.4	114.2	94.9
U. of Tennessee - Chattanooga	71.7	86.7	110.7	90.3
Southern Illinois U. - Edwardsville	73.6	86.5	104.1	88.6
Kennesaw State	72.9	86.1	104.5	88.4
U. of Southern Indiana	72.9	84.6	103.3	87.4
U. of Wisconsin-Platteville	72.2	81.6	95.9	83.6
U. of Central Oklahoma	71.7	81.2	94.7	82.9
Peer Mean 2008	78.5	93.4	114.9	96.2
PU/Peer Index 2008	1.02	0.96	0.99	0.99
PU/Peer Index 2007	0.96	0.91	0.98	0.95

Source: Academe March-April 2009 *All Rank* peer salaries & compensation are weighted to match the proportion of faculty in each of Purdue's ranks.

NON-EXEMPT EMPLOYEE 2008 COMPDATA* SALARY COMPARISONS FOR CALUMET vs. STATE OF INDIANA

Position Title	CAL No. Incumbents	CAL Avg Salary	Comp-Data IN No. Incumbents	Comp-Data IN Avg Salary	CAL Index to IN CompData 2008	CAL Index to IN CompData 2007
Custodian	24	\$22,628	3,341	\$22,806	0.99	0.98
Account Clerk Sr (IV & V)	13	\$31,805	378	\$35,996	0.88	0.84
Secretary	56	\$27,928	1,256	\$29,392	0.95	0.91

*CompData: Compensation Data Survey conducted by Dolan Technologies Corp. sponsored by the Indiana Chamber of Commerce April 2008.

Note: Comparisons to State of Illinois were not conducted this year because of limited position mappings and at the request of Purdue Calumet.

MID-LEVEL ADMINISTRATIVE/PROFESSIONAL 2008-09 CUPA* SALARY SURVEY COMPARISONS FOR CALUMET vs. MID-WEST REGION INSTITUTIONS**

Major Job Category	CAL No. Incumbents	Mid-West No. Incumbents	CAL Avg Salary	Mid-West Region Weighted Average Salary	CAL Index to Mid-West Region 2008
Academic Affairs	10	3,300	\$43,420	\$37,205	1.17
Business & Administrative Affairs	27	7,599	\$45,618	\$45,610	1.00
Human Resources	***	112	\$41,427	\$39,987	1.04
Information Technology	27	4,921	\$50,722	\$47,896	1.06
Athletics	***	359	\$50,925	\$65,148	0.78
Student Affairs	32	2,882	\$40,596	\$41,146	0.99
External Affairs	***	545	\$41,480	\$41,105	1.01
Engineering/Research & Agricultural	7	1,966	\$40,151	\$40,476	0.99
Total (weighted average)	107	21,684	\$44,862	\$43,972	1.02
2007 Index					0.98

*CUPA: College and University Professional Association Mid-Level Admin/Prof. Salary Survey.

**Mid-West region includes: IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI and GU.

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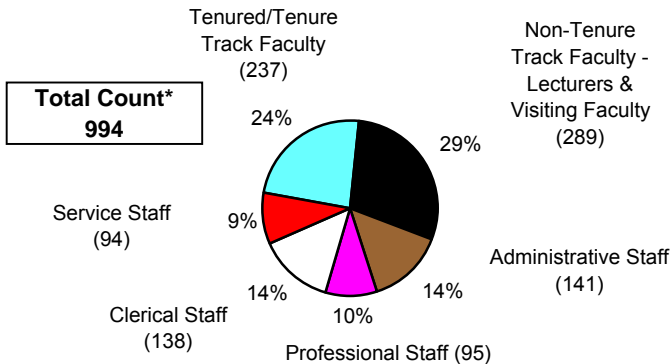
TOTAL COMPENSATION AND BENEFITS FOR FACULTY AND STAFF 2007-08



* Other includes Life (\$228,977), Workers Comp (\$180,589), LTD (\$122,491), and Unemployment Comp (\$50,200). Source: Office of Human Resource Services

FACULTY AND STAFF BY WORK GROUP FALL 2007

FACULTY SALARY AND COMPENSATION BY RANK SEVEN-YEAR HISTORY (in thousands)



	2001	2002	2003	2004	2005	2006	2007	1-yr % Change	6-yr % Change
Average Salary									
Assistant	43.9	46.4	47.4	47.8	48.9	50.0	53.9	7.8%	22.8%
Associate	53.5	54.9	55.8	57.2	58.2	59.6	60.9	2.2%	13.8%
Professor	70.7	70.1	72.4	74.0	76.0	78.0	80.5	3.2%	13.9%
Overall	55.8	56.9	58.4	59.9	61.2	62.3	65.3	4.8%	17.0%
Average Compensation*									
Assistant	57.4	62.3	63.7	65.1	67.3	67.9	72.9	7.4%	27.0%
Associate	71.0	73.3	75.3	78.0	79.1	80.5	83.2	3.4%	17.2%
Professor	92.4	92.5	96.2	98.7	101.2	104.2	108.9	4.5%	17.9%
Overall	73.4	75.7	78.2	81.0	82.8	83.9	88.6	5.6%	20.7%

Source: Fall 2007 Workforce File *Excludes graduate student staff.

Source: AAUP Academe submissions

*Compensation includes retirement, medical, disability, tuition, unemployment, and other benefits.

PEER FACULTY SALARIES AND COMPENSATION WEIGHTED BY PURDUE FACULTY RANKS FALL 2007 (in thousands)

Salaries

	Asst.	Assoc.	Prof.	All Ranks
William Paterson U. of NJ - Wayne	68.8	86.9	110.3	89.4
U. of Massachusetts - Boston	68.3	85.8	109.1	88.4
Kean U. - Union	66.0	85.3	106.9	86.8
U. of N Carolina - Greensboro	62.8	75.6	103.2	81.0
U. of Michigan - Dearborn	67.0	76.0	95.3	79.8
U. of N Carolina - Wilmington	60.5	72.6	91.0	75.2
Southern Illinois U. - Edwardsville	55.8	68.2	81.4	69.0
Kennesaw State	57.1	66.3	81.1	68.5
U. of Tennessee - Chattanooga	53.5	66.5	82.7	68.1
U. of Central Oklahoma	58.3	66.5	77.6	67.8
Purdue Calumet	53.9	60.9	80.5	65.3
Peer Mean 2007	61.5	74.6	93.7	77.1
PU/Peer Index 2007	0.88	0.82	0.86	0.85
PU/Peer Index 2006	0.85	0.83	0.87	0.85

Compensation

	Asst.	Assoc.	Prof.	All Ranks
Kean U. - Union	88.4	114.7	143.6	116.6
William Paterson U. of NJ - Wayne	86.1	108.6	136.7	111.4
U. of Massachusetts - Boston	82.2	104.2	130.4	106.5
U. of Michigan - Dearborn	86.7	98.4	123.6	103.3
U. of N Carolina - Greensboro	79.8	95.2	127.4	101.3
U. of N Carolina - Wilmington	76.8	91.5	113.1	94.4
U. of Tennessee - Chattanooga	70.1	86.6	108.3	89.0
Southern Illinois U. - Edwardsville	73.7	87.9	102.8	88.7
Purdue Calumet	72.9	83.2	108.9	88.6
U. of Central Oklahoma	71.9	81.7	94.7	83.2
Kennesaw State	68.2	79.1	95.4	81.3
Peer Mean 2007	77.9	94.1	116.9	96.6
PU/Peer Index 2007	0.94	0.88	0.93	0.92
PU/Peer Index 2006	0.91	0.89	0.93	0.91

Source: Academe March-April 2008 *All Rank** peer salaries & compensation are weighted to match the proportion of faculty in each of Purdue's ranks.

NON-EXEMPT EMPLOYEE 2007 COMPDATA* SALARY COMPARISONS FOR CALUMET vs. STATE OF INDIANA

MID-LEVEL ADMINISTRATIVE/PROFESSIONAL 2007-08 CUPA* SALARY SURVEY COMPARISONS FOR CALUMET vs. MID-WEST REGION INSTITUTIONS**

Position Title	CAL No. Incumbents	CAL Avg Salary	Comp-Data IN No. Incumbents	Comp-Data IN Avg Salary	CAL Index to IN CompData 2007	CAL Index to IN CompData 2006
Custodian	25	\$22,576	1843	\$22,988	0.98	0.93
Account Clerk	16	\$29,740	647	\$35,415	0.84	1.03
Secretary	58	\$26,328	1543	\$28,953	0.91	0.88

Major Job Category	CAL No. Incumbents	Mid-West No. Incumbents	CAL Avg Salary	Mid-West Region Weighted Avg Salary	CAL Index to Mid-West Region 2007
Academic Affairs	12	3,262	\$39,900	\$36,831	1.08
Business & Administrative Affairs	25	6,742	\$42,949	\$44,820	0.96
Human Resources	***	250	\$47,691	\$47,127	1.01
Information Technology	20	3,977	\$48,011	\$46,904	1.02
Athletics	***	365	\$50,000	\$88,272	0.57
Student Affairs	27	2,718	\$39,649	\$41,092	0.96
External Affairs	***	524	\$43,670	\$40,508	1.08
Engineering/Research & Agricultural	7	1,757	\$38,829	\$37,312	1.04
Total (weighted average)	91	19,595	\$42,709	\$43,446	0.98
2006 Index					1.07

*CompData: Compensation Data Survey conducted by Dolan Technologies Corp. sponsored by the Indiana Chamber of Commerce. April, 2007

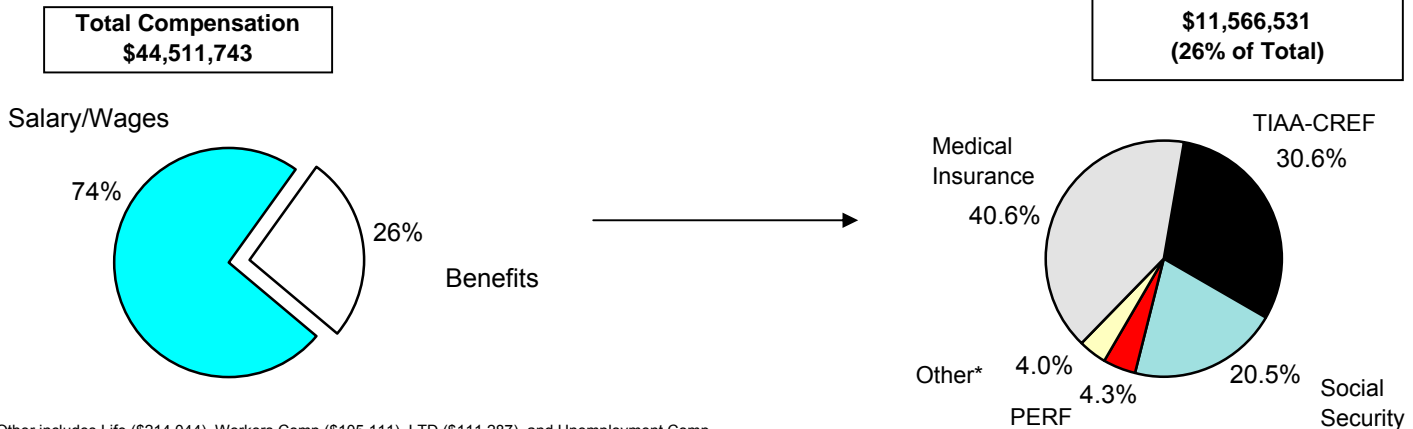
Note: Comparisons to State of Illinois were not conducted this year due because of limited position mappings and at the request of Purdue Calumet.

*CUPA: College and University Professional Association Mid-Level Admin/Prof. Salary Survey.

**Mid-West region includes: IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI and GU.

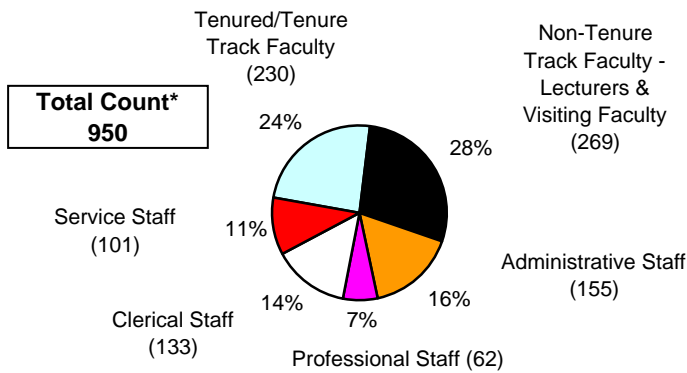
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TOTAL COMPENSATION AND BENEFITS FOR FACULTY AND STAFF 2006-07



* Other includes Life (\$214,044), Workers Comp (\$105,111), LTD (\$111,287), and Unemployment Comp (\$30,672). Source: Office of Human Resource Services

FACULTY AND STAFF BY WORK GROUP FALL 2006



Source: Fall 2006 Workforce File *Excludes graduate student staff.

FACULTY SALARY AND COMPENSATION BY RANK

SEVEN-YEAR HISTORY (in thousands)

	2000	2001	2002	2003	2004	2005	2006	1-yr % Change	6-yr % Change
Average Salary									
Assistant	41.1	43.9	46.4	47.4	47.8	48.9	50.0	2.2%	21.7%
Associate	51.4	53.5	54.9	55.8	57.2	58.2	59.6	2.4%	16.0%
Professor	66.9	70.7	70.1	72.4	74.0	76.0	78.0	2.6%	16.6%
Overall	53.5	55.8	56.9	58.4	59.9	61.2	62.3	1.8%	16.4%
Average Compensation*									
Assistant	53.4	57.4	62.3	63.7	65.1	67.3	67.9	0.9%	27.2%
Associate	67.9	71.0	73.3	75.3	78.0	79.1	80.5	1.8%	18.6%
Professor	87.2	92.4	92.5	96.2	98.7	101.2	104.2	3.0%	19.5%
Overall	69.9	73.4	75.7	78.2	81.0	82.8	83.9	1.3%	20.0%

Source: AAUP Academe submissions

*Compensation includes retirement, medical, disability, tuition, unemployment, and other benefits.

PEER FACULTY SALARIES AND COMPENSATION WEIGHTED BY PURDUE FACULTY RANKS FALL 2006 (in thousands)

Salaries

	Asst.	Assoc.	Prof.	All Ranks
U. of Massachusetts - Boston	65.2	84.4	105.9	85.2
William Paterson U. of NJ - Wayne	64.6	81.9	102.8	83.1
Kean U. - Union	62.1	81.0	101.4	81.6
U. of Michigan - Dearborn	65.8	72.2	90.9	76.0
U. of N Carolina - Greensboro	58.8	72.0	95.3	75.2
U. of N Carolina - Wilmington	58.5	69.3	85.8	71.1
Southern Illinois U. - Edwardsville	53.7	66.1	80.9	66.9
U. of Central Oklahoma	56.8	64.1	75.7	65.5
Kennesaw State	54.7	62.9	77.7	65.0
U. of Tennessee - Chattanooga	52.2	63.7	76.9	64.3
Purdue Calumet	50.0	59.6	78.0	62.3
Peer Mean 2006	58.9	71.6	89.3	73.2
PU/Peer Index 2006	0.85	0.83	0.87	0.85
PU/Peer Index 2005	0.88	0.86	0.90	0.88

Compensation

	Asst.	Assoc.	Prof.	All Ranks
Kean U. - Union	84.6	110.4	137.9	111.1
U. of Massachusetts - Boston	78.9	102.8	127.3	103.1
William Paterson U. of NJ - Wayne	79.7	101.3	126.0	102.3
U. of Michigan - Dearborn	84.7	93.0	117.2	97.9
U. of N Carolina - Greensboro	74.3	89.9	117.0	93.5
U. of N Carolina - Wilmington	73.7	86.6	105.8	88.6
Southern Illinois U. - Edwardsville	70.3	84.4	100.9	85.2
U. of Tennessee - Chattanooga	68.3	83.1	102.1	84.4
Purdue Calumet	67.9	80.5	104.2	83.9
U. of Central Oklahoma	69.6	78.3	91.8	79.8
Kennesaw State	66.2	76.3	94.6	78.9
Peer Mean 2006	74.5	90.2	111.7	92.0
PU/Peer Index 2006	0.91	0.89	0.93	0.91
PU/Peer Index 2005	0.95	0.93	0.95	0.94

Source: Academe March-April 2007 "All Rank" peer salaries & compensation are weighted to match the proportion of faculty in each of Purdue's ranks.

NON-EXEMPT EMPLOYEE 2006 COMPDATA* SALARY COMPARISONS FOR CALUMET vs. STATE OF INDIANA

Position Title	CAL		Comp-Data IN		CAL Index	
	No. Incumbents	CAL Avg Salary	No. Incumbents	Comp-Data IN Avg Salary	to IN CompData 2006	to IN CompData 2005
Custodian	27	\$21,293	2,546	\$22,927	0.93	0.92
Account Clerk	20	\$29,276	721	\$28,415	1.03	0.87
Secretary	67	\$25,365	1,455	\$28,672	0.88	0.89
Total (weighted average)	114	\$25,087	4,722	\$25,535	0.98	0.96

*CompData: Compensation Data Survey conducted by Dolan Technologies Corp. sponsored by the Indiana Chamber of Commerce. April, 2006

MID-LEVEL ADMINISTRATIVE/PROFESSIONAL 2006-07 CUPA* SALARY SURVEY COMPARISONS FOR CALUMET vs. MID-WEST REGION INSTITUTIONS**

Major Job Category	CAL		Mid-West	Mid-West Region Weighted Average Salary	CAL Index to Mid-West Region 2006	CAL Index to Mid-West Region 2005
	No. Incumbents	Mid-West No. Incumbents				
General Administration	15	4,501	\$37,369	\$40,423	0.92	0.97
Accounting & Finance	***	333	\$45,817	\$68,555	0.67	0.87
Information Systems	5	1,068	\$48,427	\$52,943	0.91	1.02
Physical Plant/Security	9	1,477	\$43,507	\$42,659	1.02	0.98
External Affairs	***	105	\$42,107	\$39,099	1.08	na
Student Services	28	4,851	\$46,933	\$37,209	1.26	1.04
Engineering/Research	***	360	\$48,031	\$42,954	1.12	1.03
Total (weighted average)	64	12,695	\$44,250	\$41,307	1.07	0.98

*CUPA: College and University Professional Association Mid-Level Admin/Prof. Salary Survey.

**Mid-West region includes: IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI and GU.

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NON-EXEMPT EMPLOYEE 2006 COMPDATA* SALARY COMPARISONS FOR CALUMET vs. STATE OF ILLINOIS

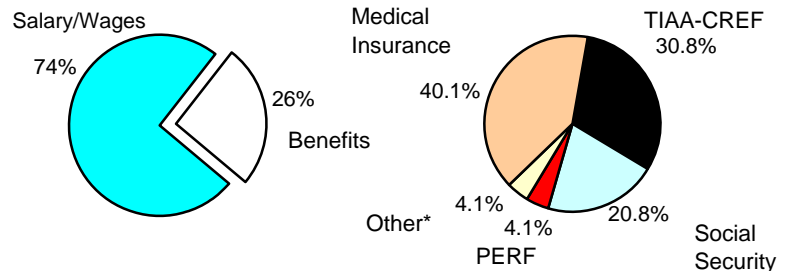
Position Title	CAL		Comp-Data IL		CAL Index	
	No. Incumbents	CAL Avg Salary	No. Incumbents	Comp-Data IL Avg Salary	to IL CompData 2006	to IL CompData 2005
Custodian	27	\$21,293	864	\$23,246	0.92	0.89
Account Clerk	20	\$29,276	256	\$34,172	0.86	0.84
Secretary	67	\$25,365	1,124	\$30,819	0.82	0.81
Total (weighted average)	114	\$25,087	2,244	\$28,286	0.89	0.87

*CompData: Compensation Data Survey conducted by Dolan Technologies Corp. sponsored by the Illinois Chamber of Commerce. April 2005

TOTAL COMPENSATION AND BENEFITS FOR FACULTY AND STAFF 2005-06

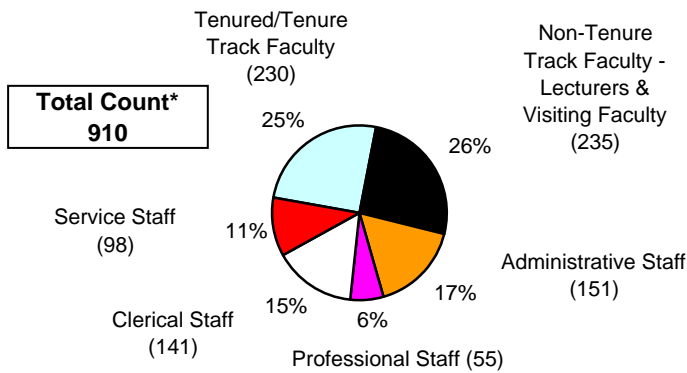
Total Compensation \$42,741,145

Total Benefits \$10,970,441 (26% of Total)



* Other includes Life (\$208,306), Workers Comp (\$104,506), LTD (\$106,118), and Unemployment Comp (\$28,383). Source: Office of Human Resource Services

FACULTY AND STAFF BY WORK GROUP FALL 2005



Source: Fall 2005 Workforce File. *Excludes graduate student staff.

FACULTY SALARY AND COMPENSATION BY RANK

SIX-YEAR HISTORY (in thousands)

	2000	2001	2002	2003	2004	2005	1-yr % Change	5-yr % Change
Average Salary								
Assistant	41.1	43.9	46.4	47.4	47.8	48.9	2.3%	19.0%
Associate	51.4	53.5	54.9	55.8	57.2	58.2	1.7%	13.2%
Professor	66.9	70.7	70.1	72.4	74.0	76.0	2.7%	13.6%
Overall	53.3	55.8	56.9	58.4	59.9	61.2	2.2%	14.8%
Average Compensation*								
Assistant	53.4	57.4	62.3	63.7	65.1	67.3	3.4%	26.0%
Associate	67.9	71.0	73.3	75.3	78.0	79.1	1.4%	16.5%
Professor	87.2	92.4	92.5	96.2	98.7	101.2	2.5%	16.1%
Overall	69.9	73.4	75.7	78.2	81.0	82.8	2.2%	18.5%

Source: AAUP Academe submissions.

*Compensation includes retirement, medical, disability, tuition, unemployment, and other benefits.

PEER FACULTY SALARIES AND COMPENSATION WEIGHTED BY PURDUE FACULTY RANKS FALL 2005 (in thousands)

Salaries

	Asst.	Assoc.	Prof.	All Ranks
U. of Massachusetts - Boston	61.9	78.4	100.0	80.6
William Paterson U. of NJ - Wayne	58.4	77.0	97.2	78.2
Kean U. - Union	58.5	76.4	94.9	77.2
U. of Michigan - Dearborn	63.1	67.9	87.1	72.6
U. of N Carolina - Greensboro	56.0	65.8	89.1	70.4
Southern Illinois U. - Edwardsville	51.7	64.4	80.0	65.8
U. of N Carolina - Wilmington	55.0	62.5	78.3	65.4
U. of Tennessee - Chattanooga	50.8	61.8	73.1	62.3
Kennesaw State	50.7	59.8	74.8	62.0
Purdue Calumet	48.9	58.2	76.0	61.2
U. of Central Oklahoma	53.3	60.5	68.7	61.1
Peer Mean 2005	55.7	67.3	84.6	69.5
PU/Peer Index 2005	0.88	0.86	0.90	0.88
PU/Peer Index 2004				0.88

Compensation

	Asst.	Assoc.	Prof.	All Ranks
U. of Massachusetts - Boston	78.4	100.6	126.2	102.5
Kean U. - Union	78.2	103.9	129.0	104.6
William Paterson U. of NJ - Wayne	72.0	95.4	118.8	96.2
U. of Michigan - Dearborn	80.8	87.1	111.9	93.2
U. of N Carolina - Greensboro	70.5	81.8	108.8	87.2
Purdue Calumet	67.3	79.1	101.2	82.8
Southern Illinois U. - Edwardsville	67.4	81.8	99.0	83.2
U. of Tennessee - Chattanooga	66.4	80.4	95.7	81.3
U. of N Carolina - Wilmington	69.1	77.9	96.3	81.3
Kennesaw State	62.6	73.8	91.8	76.4
U. of Central Oklahoma	64.9	73.4	83.2	74.1
Peer Mean 2005	70.6	85.3	106.0	87.8
PU/Peer Index 2005	0.95	0.93	0.95	0.94
PU/Peer Index 2004				0.95

Source: Academe, March-April 2006. "All Rank" peer salaries & compensation are weighted to match the proportion of faculty in each of Purdue's ranks.

NON-EXEMPT EMPLOYEE 2004 COMPDATA* SALARY COMPARISONS FOR CALUMET vs. STATE OF INDIANA

Position Title	CAL		Comp-Data IN		CAL Index	
	No. Incumbents	CAL Avg Salary	No. Incumbents	Comp-Data IN Avg Salary	CAL Index to IN CompData 2005	CAL Index to IN CompData 2004
Custodian	30	\$20,779	1,846	\$22,564	0.92	0.94
Account Clerk	20	\$28,579	328	\$32,924	0.87	0.89
Secretary	61	\$25,022	1,108	\$28,200	0.89	0.91
Total (weighted average)	111	\$24,516	3,282	\$25,502	0.96	0.97

*CompData: Compensation Data Survey conducted by Dolan Technologies Corp. sponsored by the Indiana Chamber of Commerce. April, 2005.

MID-LEVEL ADMINISTRATIVE/PROFESSIONAL 2004-05 CUPA* SALARY SURVEY COMPARISONS FOR CALUMET vs. MID-WEST REGION INSTITUTIONS**

Major Job Category	CAL			Mid-West Region		
	No. Incumbents	Mid-West No. Incumbents	CAL Avg Salary	Weighted Average Salary	CAL Index to Mid-West Region 2005	CAL Index to Mid-West Region 2004
General Administration	23	4,434	\$39,643	\$40,685	0.97	1.01
Accounting & Finance	5	1,070	\$45,934	\$53,062	0.87	0.78
Information Systems	11	3,430	\$46,603	\$45,719	1.02	1.08
Physical Plant/Security	12	1,700	\$42,740	\$43,816	0.98	0.95
Student Services	24	4,880	\$38,777	\$37,383	1.04	1.02
Engineering/Research	7	1,126	\$36,451	\$35,555	1.03	1.02
Total (weighted average)	82	16,640	\$40,887	\$41,523	0.98	0.98

*CUPA: College and University Professional Association Mid-Level Admin/Prof. Salary Survey.

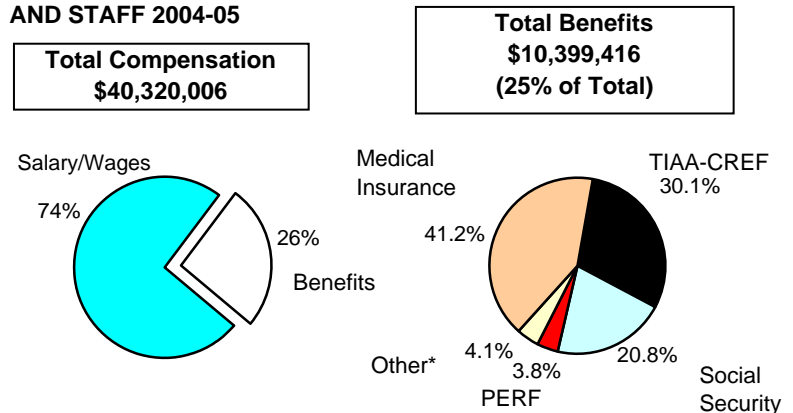
**Mid-West region includes: IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI and GU.

NON-EXEMPT EMPLOYEE 2005 COMPDATA* SALARY COMPARISONS FOR CALUMET vs. STATE OF ILLINOIS

Position Title	CAL		Comp-Data IL		CAL Index	
	No. Incumbents	CAL Avg Salary	No. Incumbents	Comp-Data IL Avg Salary	CAL Index to IL CompData 2005	CAL Index to IL CompData 2004
Custodian	30	\$20,779	864	\$23,246	0.89	0.94
Account Clerk	20	\$28,579	256	\$34,172	0.84	0.87
Secretary	61	\$25,022	1,124	\$30,819	0.81	0.85
Total (weighted average)	111	\$24,516	2,244	\$28,286	0.87	0.80

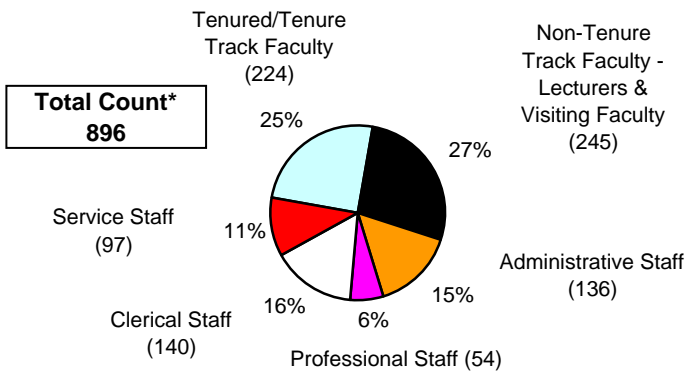
*CompData: Compensation Data Survey conducted by Dolan Technologies Corp. sponsored by the Illinois Chamber of Commerce. April 2005

TOTAL COMPENSATION AND BENEFITS FOR FACULTY AND STAFF 2004-05



* Other includes Life (\$193,280), Workers Comp (\$101,038), LTD (\$101,229), and Unemployment Comp (\$31,644). Source: Office of Human Resource Services.

FACULTY AND STAFF BY WORK GROUP FALL 2004



Source: Fall 2004 Workforce File. *Excludes graduate student staff.

FACULTY SALARY AND COMPENSATION BY RANK

SIX-YEAR HISTORY (in thousands)

	1999	2000	2001	2002	2003	2004	1-yr % Change	5-yr % Change
Average Salary								
Assistant	39.0	41.1	43.9	46.4	47.4	47.8	0.8%	22.6%
Associate	50.8	51.4	53.5	54.9	55.8	57.2	2.5%	12.6%
Professor	64.1	66.9	70.7	70.1	72.4	74.0	2.2%	15.4%
Overall	51.5	53.3	55.8	56.9	58.4	59.9	2.6%	16.3%
Average Compensation*								
Assistant	50.5	53.4	57.4	62.3	63.7	65.1	2.2%	28.9%
Associate	66.6	67.9	71.0	73.3	75.3	78.0	3.6%	17.1%
Professor	83.2	87.2	92.4	92.5	96.2	98.7	2.6%	18.6%
Overall	67.2	69.9	73.4	75.7	78.2	81.0	3.6%	20.5%

Source: AAUP Academe submissions.

*Compensation includes retirement, medical, disability, tuition, unemployment, and other benefits.

PEER FACULTY SALARIES AND COMPENSATION WEIGHTED BY PURDUE FACULTY RANKS FALL 2004 (in thousands)

	Salaries				Compensation			
	Asst.	Assoc.	Prof.	All Ranks	Asst.	Assoc.	Prof.	All Ranks
U. of Massachusetts - Boston	62.2	80.0	99.1	81.2	81.8	102.3	124.7	103.8
William Paterson U. of NJ - Wayne	60.3	74.6	94.5	77.0	77.9	101.5	125.8	102.8
Kean U. - Union	57.3	74.4	92.4	75.5	74.2	92.1	114.7	94.4
U. of Michigan - Dearborn	61.9	65.2	81.4	69.3	79.5	83.7	104.8	89.1
U. of N Carolina - Greensboro	54.8	63.2	86.4	68.1	68.2	77.9	104.6	83.6
Southern Illinois U. - Edwardsville	50.2	61.9	77.0	63.5	65.1	78.0	98.7	81.0
U. of N Carolina - Wilmington	52.0	60.6	75.3	62.9	65.1	78.2	95.0	79.9
U. of Tennessee - Chattanooga	50.4	59.8	71.2	60.8	66.0	77.4	93.3	79.3
Kennesaw State	48.4	57.8	74.2	60.4	64.7	74.9	91.8	77.4
Purdue Calumet	47.8	57.2	74.0	59.9	61.4	71.3	88.2	73.9
U. of Central Oklahoma	51.4	58.9	66.2	59.2	62.5	71.4	80.0	71.7
Peer Mean 2004	54.6	65.6	82.1	67.8	69.7	82.8	102.4	85.4
PU/Peer Index 2004	0.88	0.87	0.90	0.88	0.93	0.94	0.96	0.95
PU/Peer Index 2003				0.91				0.98

Source: Academe, March-April 2005. "All Rank" peer salaries & compensation are weighted to match the proportion of faculty in each of Purdue's ranks.

NON-EXEMPT EMPLOYEE 2004 COMPDATA* SALARY COMPARISONS FOR CALUMET vs. STATE OF INDIANA

Position Title	CAL No. Incumbents	CAL Avg Salary	Comp-Data IN No. Incumbents	Comp-Data IN Avg Salary	CAL Index to IN CompData 2004	CAL Index to IN CompData 2003
Custodian	28	\$20,634	2,293	\$22,045	0.94	1.03
Account Clerk	16	\$27,937	429	\$31,446	0.89	0.91
Secretary	51	\$24,544	1,508	\$26,880	0.91	0.92
Total (weighted average)	95	\$23,963	4,230	\$24,722	0.97	0.95

*CompData: Compensation Data Survey conducted by Dolan Technologies Corp. sponsored by the Indiana Chamber of Commerce. April, 2004.

MID-LEVEL ADMINISTRATIVE/PROFESSIONAL 2003-04 CUPA* SALARY SURVEY COMPARISONS FOR CALUMET vs. MID-WEST REGION INSTITUTIONS**

Major Job Category	CAL No. Incumbents	Mid-West No. Incumbents	CAL Avg Salary	Mid-West Region Weighted Average Salary	CAL Index to Mid-West Region 2004	CAL Index to Mid-West Region 2002
General Administration	14	3,843	\$40,415	\$39,967	1.01	1.04
Accounting & Finance	4	1,043	\$47,876	\$61,112	0.78	1.11
Information Systems	9	3,319	\$47,898	\$44,397	1.08	1.11
Physical Plant/Security	9	1,761	\$40,630	\$42,570	0.95	0.95
Student Services	21	4,666	\$37,180	\$36,577	1.02	1.05
Engineering/Research	8	1,060	\$35,972	\$35,245	1.02	1.06
Total (weighted average)	65	15,692	\$40,348	\$41,275	0.98	1.05

*CUPA: College and University Professional Association Mid-Level Admin/Prof. Salary Survey.

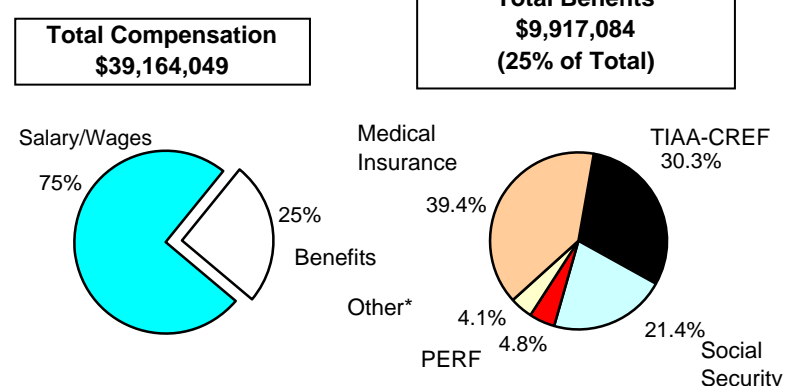
**Mid-West region includes: IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI and GU.

NON-EXEMPT EMPLOYEE 2004 COMPDATA* SALARY COMPARISONS FOR CALUMET vs. STATE OF ILLINOIS

Position Title	CAL No. Incumbents	CAL Avg Salary	Comp-Data IL No. Incumbents	Comp-Data IL Avg Salary	CAL Index to IL CompData 2004	CAL Index to IL CompData 2003
Custodian	28	\$20,634	1,126	\$22,009	0.94	0.92
Account Clerk	16	\$27,937	537	\$32,168	0.87	0.84
Secretary	51	\$24,544	807	\$29,006	0.85	0.84
Total (weighted average)	95	\$23,963	2,470	\$26,504	0.90	0.80

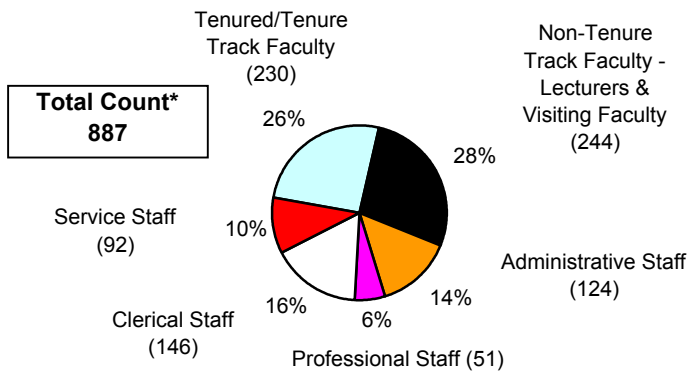
*CompData: Compensation Data Survey conducted by Dolan Technologies Corp. sponsored by the Illinois Chamber of Commerce. April, 2004.

TOTAL COMPENSATION AND BENEFITS FOR FACULTY AND STAFF 2003-04



* Other includes Life (\$168,441), Workers Comp (\$99,895), LTD (\$93,546), and Unemployment Comp (\$31,851). Source: Office of Human Resource Services.

FACULTY AND STAFF BY WORK GROUP FALL 2003



Source: Fall 2003 Workforce File. *Excludes graduate student staff.

FACULTY SALARY AND COMPENSATION BY RANK

SIX-YEAR HISTORY (in thousands)

	1998	1999	2000	2001	2002	2003	1-yr % Change	5-yr % Change
Average Salary								
Assistant	37.9	39.0	41.1	43.9	46.4	47.4	2.2%	25.1%
Associate	48.9	50.8	51.4	53.5	54.9	55.8	1.6%	14.1%
Professor	61.9	64.1	66.9	70.7	70.1	72.4	3.3%	17.0%
Overall	49.5	51.5	53.3	55.8	56.9	58.4	2.6%	18.0%
Average Compensation*								
Assistant	49.1	50.5	53.4	57.4	62.3	63.7	2.2%	29.7%
Associate	63.8	66.6	67.9	71.0	73.3	75.3	2.7%	18.0%
Professor	80.3	83.2	87.2	92.4	92.5	96.2	4.0%	19.8%
Overall	64.3	67.2	69.9	73.4	75.7	78.2	3.3%	21.6%

Source: AAUP Academe submissions.

*Compensation includes retirement, medical, disability, tuition, unemployment, and other benefits.

PEER FACULTY SALARIES AND COMPENSATION WEIGHTED BY PURDUE FACULTY RANKS FALL 2002 (in thousands)

Salaries

	Asst.	Assoc.	Prof.	All Ranks
U. of Massachusetts - Boston	57.1	71.7	87.5	72.2
William Paterson U. of NJ - Wayne	55.7	70.8	87.9	71.5
Kean U. - Union	52.7	68.5	82.3	68.1
U. of Michigan - Dearborn	57.1	64.2	77.5	66.0
U. of N Carolina - Greensboro	51.4	59.7	81.6	63.6
Southern Illinois U. - Edwardsville	46.7	60.3	74.5	60.6
Kennesaw State	47.6	59.6	74.8	60.6
U. of N Carolina - Wilmington	49.6	56.5	72.4	59.1
Purdue Calumet	46.4	54.9	70.1	56.9
U. of Tennessee - Chattanooga	46.9	54.1	65.7	55.4
U. of Central Oklahoma	48.2	54.2	61.1	54.5
Peer Mean 2002	51.1	62.0	77.0	63.3
PU/Peer Index 2002	0.91	0.88	0.91	0.90
PU/Peer Index 2001				0.93

Compensation

	Asst.	Assoc.	Prof.	All Ranks
U. of Massachusetts - Boston	72.2	90.4	108.9	90.7
William Paterson U. of NJ - Wayne	68.7	86.1	105.2	86.7
Kean U. - Union	67.0	87.5	95.4	84.2
U. of Michigan - Dearborn	72.1	81.1	98.1	83.4
U. of N Carolina - Greensboro	63.2	72.6	97.5	77.0
Purdue Calumet	62.3	73.3	92.5	75.7
Kennesaw State	60.4	74.4	91.7	75.5
Southern Illinois U. - Edwardsville	59.6	74.9	90.4	75.1
U. of N Carolina - Wilmington	61.0	68.8	86.8	71.7
U. of Tennessee - Chattanooga	59.7	69.0	84.6	70.8
U. of Central Oklahoma	59.5	66.7	75.2	67.1
Peer Mean 2002	64.1	77.1	93.7	78.2
PU/Peer Index 2002	0.97	0.95	0.99	0.97
PU/Peer Index 2001				0.99

Source: Academe, March-April 2003. "All Rank" peer salaries & compensation are weighted to match the proportion of faculty in each of Purdue's ranks.

NON-EXEMPT EMPLOYEE 2003 COMPDATA* SALARY COMPARISONS FOR CALUMET vs. STATE OF INDIANA

Position Title	CAL No. Incumbents	CAL Avg Salary	Comp-Data IN No. Incumbents	Comp-Data IN Avg Salary	CAL Index to IN CompData 2003	CAL Index to IN CompData 2002
Custodian	35	\$21,590	2,298	\$20,928	1.03	0.95
Account Clerk	19	\$27,830	408	\$30,561	0.91	0.88
Secretary	49	\$24,086	1,548	\$26,223	0.92	0.88
Executive Secretary (Admin Asst-40A)	4	\$32,334	739	\$35,045	0.92	0.98
Total (weighted average)	107	\$24,243	4,993	\$25,446	0.95	0.89

*CompData: Compensation Data Survey conducted by Dolan Technologies Corp. sponsored by the Indiana Chamber of Commerce. April, 2003.

MID-LEVEL ADMINISTRATIVE/PROFESSIONAL 2002-03 CUPA* SALARY SURVEY COMPARISONS FOR CALUMET vs. MID-WEST REGION INSTITUTIONS**

Major Job Category	CAL No. Incumbents	Mid-West No. Incumbents	CAL Avg Salary	Mid-West Region Weighted Average Salary	CAL Index to Mid-West Region 2002	CAL Index to Mid-West Region 2001
General Administration	17	3,207	\$39,751	\$38,145	1.04	0.96
Accounting & Finance	4	503	\$57,663	\$52,166	1.11	1.11
Information Systems	14	3,207	\$48,817	\$44,038	1.11	1.11
Physical Plant/Security	9	1,984	\$39,500	\$41,780	0.95	0.93
External Affairs	1	135	\$35,715	\$39,709	0.90	0.90
Student Services	10	3,527	\$35,881	\$34,308	1.05	1.05
Engineering/Research	8	1,274	\$34,689	\$32,649	1.06	1.06
Total (weighted average)	63	13,837	\$41,546	\$39,531	1.05	1.04

*CUPA: College and University Professional Association Mid-Level Admin/Prof. Salary Survey.

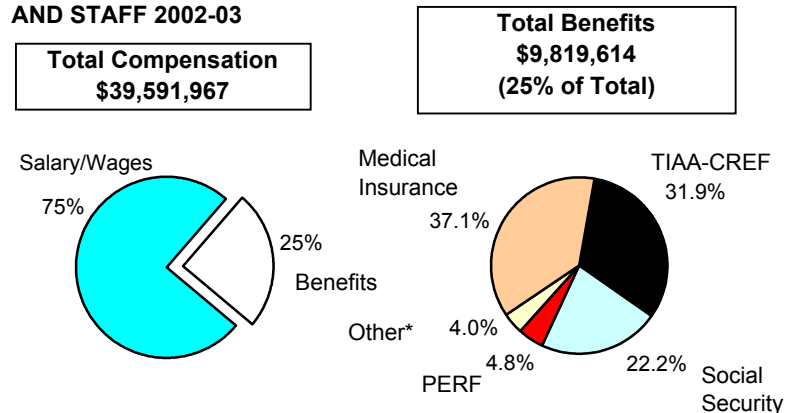
**Mid-West region includes: IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI and GU.

NON-EXEMPT EMPLOYEE 2003 COMPDATA* SALARY COMPARISONS FOR CALUMET vs. STATE OF ILLINOIS

Position Title	CAL No. Incumbents	CAL Avg Salary	Comp-Data IL No. Incumbents	Comp-Data IL Avg Salary	CAL Index to IL CompData 2003	CAL Index to IL CompData 2002
Custodian	35	\$21,590	1,181	\$23,585	0.92	0.88
Account Clerk	19	\$27,830	514	\$32,949	0.84	0.82
Secretary	49	\$24,086	1,143	\$28,766	0.84	0.83
Executive Secretary (Admin Asst-40A)	4	\$32,334	1,048	\$37,764	0.86	0.87
Total (weighted average)	107	\$24,243	3,886	\$30,171	0.80	0.79

*CompData: Compensation Data Survey conducted by Dolan Technologies Corp. sponsored by the Illinois Chamber of Commerce. April, 2003.

TOTAL COMPENSATION AND BENEFITS FOR FACULTY AND STAFF 2002-03



* Other includes Life (\$168,441), Workers Comp (\$99,895), LTD (\$93,546), and Unemployment Comp (\$31,851). Source: Office of Human Resource Services.