

# University of Pittsburgh



## Average Salaries of Faculty and Librarians

A Peer Group Analysis

2013-14

Institutional  
Research

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# Average Salaries of Faculty and Librarians A Peer Group Analysis 2013-14

## **OVERVIEW**

This analysis presents data on the average salaries of professors, associate professors, assistant professors, instructors, and lecturers at the public member-institutions of the Association of American Universities (AAU) and reviews the ranking of average faculty salaries at the Pittsburgh campus within this peer group. The average salary of librarians at the University of Pittsburgh is compared to the average salaries of librarians at the public institutions which are members of both the Association of Research Libraries (ARL) and the AAU. The 2013-14 average salaries and the rank order of each institution are presented with the objective of establishing the Pittsburgh campus' position relative to the group median. Also presented are the change in salary ranking and the percent change in average salary between 2012-13 and 2013-14.

Additionally, this report includes two appendices. Appendix A includes tables that present salary data for the Pittsburgh campus at all AAU member institutions (public and private institutions). Appendix B presents comparative data for the Bradford, Greensburg, and Johnstown regional campuses.

## **SOURCES OF DATA**

The data and definitions for faculty data used in this report are early release data from "The Annual Report on the Economic Status of the Profession 2013-14" as published by the American Association of University Professors (AAUP) in the March/April, 2014 issue of *Academe*. The data and definitions for librarian salaries are early release data from the *ARL Annual Salary Survey 2013-2014* as published by the Association of Research Libraries (ARL).

Note that revised salary data that included some peer institutions for both the Pittsburgh campus and the regional campuses was published by the AAUP in the July/August 2014 issue of *Academe*. Data in this report utilizes the revised salary data where appropriate not the originally published salary data in the March/April 2014 issue of *Academe*.

## **DEFINITIONS**

**Association of American Universities.** The Association of American Universities (AAU) has 62 member-institutions that include 26 private U.S. institutions, 34 public U.S. institutions, and two Canadian institutions. Data in this report are provided only for the AAU institutions in the U.S. that submitted data to the AAUP for 2013-14.

**Category I Institutions.** These are institutions characterized by a significant level and breadth of activity in doctoral-level education as measured by the number of doctorate recipients and the diversity in doctoral-level program offerings. Included in this category are those institutions that grant a minimum of thirty doctoral-level degrees annually, from at least three distinct programs.

**Instructional Faculty.** The AAUP defines instructional faculty as all those members of the instructional-research staff who are employed full time, regardless of whether they are formally designated "faculty". It includes all those whose major regular assignment (at least 50 percent) is instruction, including released time for research. Medical school faculty members are excluded from the tabulations. Faculty on sabbatical leave are counted at their regular salaries even though they may be receiving a reduced salary while on leave. Replacements for those on leave with pay are not counted; replacements for those on leave without pay are counted. All faculty members who have

contracts for the full academic year are included, regardless of whether their status is considered "permanent".

Institutions are asked to exclude a) instructional faculty who are not employed on a full-time basis; b) instructional faculty whose services are valued by bookkeeping entries rather than by full cash transactions unless their salaries are determined by the same principles as those who do not donate their services; c) instructional faculty who are in military organizations and are paid on a different scale from civilian employees; d) administrative officers with titles such as dean of instruction, academic dean, associate or assistant dean, librarian, registrar, coach, or the like, even though they may devote part of their time to classroom instruction; and e) graduate or undergraduate students who assist in the instruction of courses, but who have titles such as teaching assistant, teaching associate, or teaching fellow.

**Librarians.** The ARL survey includes only professional librarians who are, specifically, those staff considered by the institution to be "professionals," irrespective of faculty status or collective bargaining unit membership and including, when appropriate, staff with non-librarian titles such as computer experts, systems analysts, budget officers and others.

**Ranking of Institutions.** This represents a rank order of institutions based on the value of average contract salaries. Rankings are from the highest contract value to the lowest.

**Salary.** The term salary refers to the faculty member's contracted salary excluding summer teaching, stipends, extra load, or other forms of remuneration. Department heads with faculty rank and no other administrative title are reported at their instructional salary; i.e., excluding administrative stipends. For faculty members with a twelve-month salary, their salaries are converted to a standard academic year (or nine-month) basis by applying a factor of .818181, or by some other factor which some institutions, included in this analysis, may be utilizing. Salaries for librarians are reported on a 12-month basis.

## **2013-14 AVERAGE SALARIES**

Tables 1 through 6 display group-specific average salaries of professors, associate professors, assistant professors, instructors, lecturers, and librarians. Each of the public AAU institutions that submitted data for any given faculty rank or librarians are listed in the order of highest to lowest average salary with that group-order calculation including Pitt.

Table 1 shows that the average salary of professors at the Pittsburgh campus ranks 16th among 34 public AAU institutions. Among the same group, Table 2 shows that the average salary of associate professors at Pittsburgh ranks 19th while Table 3 shows that the average salary of assistant professors ranks 27th. Table 4 shows that the average salary of instructors at the Pittsburgh campus ranks 20th among 22 public AAU institutions. Table 5 shows that the average salary of lecturers at the Pittsburgh campus ranks 27th among 27 public AAU institutions. Table 6 shows that the average salary of librarians at the Pittsburgh campus ranks 9th among 34 public AAU institutions

Table 7 shows the change in salary ranking for faculty and librarians between 2012-13 and 2013-14. Data are in alphabetical order based on institution name for each faculty rank and librarians. Specifically, Pittsburgh's salary ranking between 2012-13 and 2013-14 for professors increased from 17th to 16th, the ranking for associate professors decreased from 17th to 19th, the ranking for assistant professors decreased from 26th to 27th, the ranking for instructors decreased from 16th to 20th, and the ranking for lecturers essentially remained unchanged in last place. The average salary ranking for librarians increased from 10th to 9th.

Table 8 shows the percent change in average salary between 2012-13 and 2013-14. Data are in alphabetical order based on institution name for each faculty rank and librarians. Specifically, Table 7 shows that between 2012-13 and 2013-14 Pittsburgh's average salary for professors increased by

3.2% while that of associate professors increased by 1.6%, assistant professors increased by 2.6%, instructors increased by 1.1%, lecturers increased by 3.8%, and librarians increased by 3.7%.

Additionally, note the following comparative statistics based on the data shown in Table 8. Excluding Pittsburgh's percent increase of average salaries data, the median value of the percent increase of average salaries of the other public AAU institutions was 2.5% for professors, 2.6% for associate professors, 2.3% for assistant professors, 1.6% for instructors, 1.8% for lecturers, and 2.5% for librarians.

## **DISCUSSION OF METHODOLOGY**

It is important to be aware of a number of caveats associated with the salary data used in this analysis. For instance, faculty salaries, as reported by the AAUP, are discussed in an academic year metric, rather than in a 12-month metric, and the ratio used to convert a 12-month salary to a nine month equivalent may vary among institutions.

Another factor unaccounted for in the AAUP study is the age of the faculty. An institution with more senior faculty will report a relatively higher average salary.

Also, the tenure status of the faculty is not considered. If non-tenure stream faculty are paid differently than tenure stream faculty, a growth in their numbers could have an impact on average salaries at an institution. The impact would be especially felt in studies of salaries over time where one might expect there to be an effect due to lack of continuity among the individuals being included from one year to another.

Lastly, salary data such as those collected by the AAUP fail to account for the discipline areas of faculty. The heavy emphasis in many schools on technical fields, such as engineering or other high demand fields such as business, can affect an institution's average salary configuration in comparison to a predominately liberal arts institution.

**TABLE 1**  
Average Faculty Salaries (000's) and Ranking at  
Public AAU Institutions, 2013-14

**PROFESSORS**

<u>Name of Institution</u>	<u>No. of Full-time Faculty</u>	<u>Average Salary</u>	<u>Rank</u>
University of California-Los Angeles	880	\$173.9	1
University of California-Berkeley	887	165.4	2
University of Michigan-Ann Arbor	1,062	156.9	3
Rutgers University-New Brunswick <sup>1,2</sup>	791	155.3	4
University of Virginia	529	150.8	5
University of California-San Diego	528	147.9	6
University of North Carolina-Chapel Hill <sup>1</sup>	547	146.2	7
Georgia Institute of Technology	431	145.9	8
University of California-Irvine	513	145.6	9
University of Texas-Austin	990	145.4	10
University of California-Santa Barbara	514	145.2	11
University of Illinois-Urbana	816	145.0	12
State University of New York-Stony Brook	345	143.4	13
University of Maryland-College Park	639	142.0	14
Pennsylvania State University	777	140.6	15
<b>UNIVERSITY OF PITTSBURGH</b>	<b>453</b>	<b>140.2</b>	<b>16</b>
Ohio State University-Main	943	139.2	17
University of California-Davis	781	136.7	18
University of Minnesota-Twin Cities	706	136.0	19
University of Iowa	494	135.3	20
Michigan State University	829	135.1	21
State University of New York-Buffalo	385	133.4	22
Indiana University-Bloomington	663	132.6	23
Purdue University-Main	810	130.6	24
University of Colorado-Boulder	447	128.8	25
University of Florida	711	128.3	26
Texas A & M University	790	128.2	27
University of Washington <sup>1</sup>	842	128.1	28
University of Wisconsin-Madison	755	123.5	29
Iowa State University	515	122.3	30
University of Arizona	635	122.2	31
University of Kansas	411	121.2	32
University of Missouri-Columbia	408	117.5	33
University of Oregon	241	114.1	34

<sup>1</sup>Revised salary data for these institutions was published by the AAUP in the July/August 2014 issue of *Academe*. Data in this table utilizes the revised salary data not the originally published salary data in the March/April 2014 issue of *Academe*.

<sup>2</sup>Rutgers State University-Includes faculty members previously part of the University of Medicine and Dentistry of New Jersey. Data are not comparable with prior years.

Source: *Academe*, "The Annual Report on the Economic Status of the Profession 2013-14", March/April 2014, Vol. 100, No. 2, pre-publication data provided by the AAUP.

**TABLE 2**  
Average Faculty Salaries (000's) and Ranking at  
Public AAU Institutions, 2013-14

**ASSOCIATE PROFESSORS**

<u>Name of Institution</u>	<u>No. of Full-time Faculty</u>	<u>Average Salary</u>	<u>Rank</u>
University of California-Los Angeles	269	\$111.8	1
University of California-Berkeley	312	110.2	2
University of Michigan-Ann Arbor	553	103.9	3
Rutgers University-New Brunswick <sup>1,2</sup>	513	103.7	4
State University of New York-Stony Brook	255	100.2	5
Georgia Institute of Technology	279	99.9	6
University of Virginia	332	99.5	7
University of Maryland-College Park	453	99.2	8
University of North Carolina-Chapel Hill <sup>1</sup>	345	97.2	9
Pennsylvania State University	499	96.9	10
University of California-San Diego	204	96.9	10
University of Washington <sup>1</sup>	471	96.3	12
University of Illinois-Urbana	556	96.2	13
University of California-Irvine	218	95.1	14
University of Texas-Austin	521	94.4	15
University of Colorado-Boulder	362	94.3	16
Ohio State University-Main	763	94.1	17
University of Wisconsin-Madison	252	93.3	18
<b>UNIVERSITY OF PITTSBURGH</b>	<b>400</b>	<b>93.0</b>	<b>19</b>
Michigan State University	582	92.8	20
University of California-Davis	270	92.5	21
University of Minnesota-Twin Cities	537	91.9	22
State University of New York-Buffalo	365	91.8	23
Purdue University-Main	578	91.4	24
Indiana University-Bloomington	499	90.7	25
University of California-Santa Barbara	170	90.0	26
University of Iowa	407	89.9	27
Iowa State University	403	88.9	28
Texas A & M University	552	88.1	29
University of Arizona	432	85.1	30
University of Florida	571	85.1	30
University of Oregon	242	82.5	32
University of Kansas	399	82.3	33
University of Missouri-Columbia	418	78.2	34

<sup>1</sup>Revised salary data for these institutions was published by the AAUP in the July/August 2014 issue of *Academe*. Data in this table utilizes the revised salary data not the originally published salary data in the March/April 2014 issue of *Academe*.

<sup>2</sup>Rutgers State University-Includes faculty members previously part of the University of Medicine and Dentistry of New Jersey. Data are not comparable with prior years.

Source: *Academe*, "The Annual Report on the Economic Status of the Profession 2013-14", March/April 2014, Vol. 100, No. 2, pre-publication data provided by the AAUP.



**TABLE 3**Average Faculty Salaries (000's) and Ranking at  
Public AAU Institutions, 2013-14**ASSISTANT PROFESSORS**

<u>Name of Institution</u>	<u>No. of Full-time Faculty</u>	<u>Average Salary</u>	<u>Rank</u>
University of California-Berkeley	235	\$99.2	1
Georgia Institute of Technology	205	94.3	2
University of California-Los Angeles	241	91.5	3
University of Illinois-Urbana	405	90.4	4
University of California-San Diego	148	90.3	5
University of Michigan-Ann Arbor	544	89.6	6
University of Texas-Austin	387	88.5	7
University of Virginia	197	87.0	8
University of Maryland-College Park	319	86.5	9
University of Washington <sup>1</sup>	346	86.2	10
University of California-Irvine	176	85.6	11
Pennsylvania State University	370	85.0	12
Ohio State University-Main	502	84.8	13
University of North Carolina-Chapel Hill <sup>1</sup>	316	84.2	14
University of California-Davis	198	83.7	15
Indiana University-Bloomington	338	83.0	16
Rutgers University-New Brunswick <sup>1,2</sup>	447	82.4	17
University of Colorado-Boulder	264	82.4	17
University of Minnesota-Twin Cities	372	82.3	19
University of Wisconsin-Madison	363	81.6	20
Purdue University-Main	439	80.7	21
State University of New York-Stony Brook	262	80.5	22
Texas A & M University	293	80.4	23
Iowa State University	306	78.8	24
University of California-Santa Barbara	84	78.2	25
State University of New York-Buffalo	336	77.9	26
<b>UNIVERSITY OF PITTSBURGH</b>	<b>498</b>	<b>77.8</b>	<b>27</b>
University of Iowa	329	76.7	28
University of Florida	416	76.2	29
University of Oregon	206	75.0	30
University of Arizona	310	73.4	31
University of Kansas	210	73.3	32
Michigan State University	604	72.0	33
University of Missouri-Columbia	377	64.7	34

<sup>1</sup>Revised salary data for these institutions was published by the AAUP in the July/August 2014 issue of *Academe*. Data in this table utilizes the revised salary data not the originally published salary data in the March/April 2014 issue of *Academe*.

<sup>2</sup>Rutgers State University-Includes faculty members previously part of the University of Medicine and Dentistry of New Jersey. Data are not comparable with prior years.

Source: *Academe*, "The Annual Report on the Economic Status of the Profession 2013-14", March/April 2014, Vol. 100, No. 2, pre-publication data provided by the AAUP.

**TABLE 4**  
Average Faculty Salaries (000's) and Ranking at  
Public AAU Institutions, 2013-14

**INSTRUCTORS**

<u>Name of Institution</u>	<u>No. of Full-time Faculty</u>	<u>Average Salary</u>	<u>Rank</u>
Ohio State University-Main	6	\$107.3	1
University of North Carolina-Chapel Hill <sup>1</sup>	5	72.1	2
University of Michigan-Ann Arbor	30	64.8	3
State University of New York-Stony Brook	14	64.2	4
University of Maryland-College Park	10	63.2	5
University of Illinois-Urbana	21	60.9	6
Iowa State University	3	60.4	7
State University of New York-Buffalo	13	57.5	8
Rutgers University-New Brunswick <sup>1,2</sup>	267	57.2	9
University of Colorado-Boulder	287	57.1	10
Pennsylvania State University	223	55.0	11
University of Wisconsin-Madison	18	53.2	12
Purdue University-Main	16	53.0	13
University of Virginia	8	51.5	14
University of California-Berkeley	4	48.2	15
University of Minnesota-Twin Cities	172	47.7	16
University of Washington <sup>1</sup>	57	47.6	17
University of Oregon	207	47.2	18
University of Iowa	5	46.1	19
<b>UNIVERSITY OF PITTSBURGH</b>	<b>81</b>	<b>45.9</b>	<b>20</b>
Michigan State University	170	42.3	21
University of Arizona	60	37.2	22
Georgia Institute of Technology	*	*	*
Indiana University-Bloomington	*	*	*
Texas A & M University	*	*	*
University of California-Davis	*	*	*
University of California-Irvine	*	*	*
University of California-Los Angeles	*	*	*
University of California-San Diego	*	*	*
University of California-Santa Barbara	*	*	*
University of Florida	*	*	*
University of Kansas	*	*	*
University of Missouri-Columbia	*	*	*
University of Texas-Austin	*	*	*

<sup>1</sup>Revised salary data for these institutions was published by the AAUP in the July/August 2014 issue of *Academe*. Data in this table utilizes the revised salary data not the originally published salary data in the March/April 2014 issue of *Academe*.

<sup>2</sup>Rutgers State University-Includes faculty members previously part of the University of Medicine and Dentistry of New Jersey. Data are not comparable with prior years.

\*These institutions did not submit salary data for Instructors

Source: *Academe*, "The Annual Report on the Economic Status of the Profession 2013-14", March/April 2014, Vol. 100, No. 2, pre-publication data provided by the AAUP.

**TABLE 5**Average Faculty Salaries (000's) and Ranking at  
Public AAU Institutions, 2013-14**LECTURERS**

<u>Name of Institution</u>	<u>No. of Full-time Faculty</u>	<u>Average Salary</u>	<u>Rank</u>
University of California-Irvine	127	\$78.3	1
University of California-Los Angeles	162	75.8	2
University of California-San Diego	131	75.6	3
University of California-Berkeley	173	73.3	4
University of California-Santa Barbara	131	71.9	5
University of Illinois-Urbana	100	71.8	6
University of California-Davis	125	71.5	7
Michigan State University	6	71.1	8
University of Wisconsin-Madison	74	66.8	9
University of Maryland-College Park	268	63.5	10
State University of New York-Buffalo	42	63.4	11
University of Oregon	23	61.8	12
University of Florida	223	61.4	13
State University of New York-Stony Brook	126	61.3	14
University of Texas-Austin	646	60.9	15
University of Virginia	119	59.8	16
Indiana University-Bloomington	284	59.3	17
University of Minnesota-Twin Cities	148	59.1	18
University of Michigan-Ann Arbor	420	58.3	19
University of Arizona	119	56.8	20
Iowa State University	218	56.4	21
Pennsylvania State University	427	55.2	22
University of North Carolina-Chapel Hill <sup>1</sup>	170	53.5	23
University of Iowa	133	52.2	24
University of Kansas	121	48.0	25
Texas A & M University	242	46.7	26
<b>UNIVERSITY OF PITTSBURGH</b>	<b>189</b>	<b>46.5</b>	<b>27</b>
Georgia Institute of Technology	*	*	*
Ohio State University-Main	*	*	*
Purdue University-Main	*	*	*
Rutgers University-New Brunswick <sup>1,2</sup>	*	*	*
University of Colorado-Boulder	*	*	*
University of Missouri-Columbia	*	*	*
University of Washington <sup>1</sup>	*	*	*

<sup>1</sup>Revised salary data for these institutions was published by the AAUP in the July/August 2014 issue of *Academe*. Data in this table utilizes the revised salary data, not the originally published salary data in the March/April 2014 issue of *Academe*, only for UNC-Chapel Hill. Revised Lecturer salary data for the other institutions was not published in the July/August 2014 issue of *Academe*.

<sup>2</sup>Rutgers State University-Includes faculty members previously part of the University of Medicine and Dentistry of New Jersey. If it were available, the salary data would not be comparable with prior years.

\*These institutions did not submit salary data for Lecturers or revised salary data are not available.

Source: *Academe*, "The Annual Report on the Economic Status of the Profession 2013-14", March/April 2014, Vol. 100, No. 2, pre-publication data provided by the AAUP.

**TABLE 6**  
Average Faculty Salaries (000's) and Ranking at  
Public AAU/ARL Institutions, 2013-14

**LIBRARIANS**

<u>Name of Institution</u>	<u>No. of Filled Positions</u>	<u>Average Salary</u>	<u>Rank</u>
University of California-Davis	35	\$95.4	1
Rutgers University-New Brunswick	85	95.0	2
University of California-Berkeley	86	88.2	3
State University of New York-Stony Brook	18	87.0	4
University of California-San Diego	82	84.6	5
University of California-Irvine	46	82.4	6
University of California-Los Angeles	144	80.7	7
University of California-Santa Barbara	59	80.5	8
<b>UNIVERSITY OF PITTSBURGH</b>	<b>59</b>	<b>78.0</b>	<b>9</b>
State University of New York-Buffalo	65	76.3	10
Michigan State University	73	75.3	11
Pennsylvania State University	145	74.9	12
University of Illinois-Urbana	142	74.7	13
University of Arizona	44	74.0	14
University of Minnesota-Twin Cities	107	73.7	15
University of Kansas	52	73.4	16
Purdue University-Main	72	72.9	17
University of Michigan-Ann Arbor	145	72.5	18
University of Maryland-College Park	75	70.9	19
University of Colorado-Boulder	43	70.5	20
Georgia Institute of Technology	48	68.5	21
University of Virginia	102	67.9	22
University of North Carolina-Chapel Hill	90	67.5	23
Indiana University-Bloomington	72	67.4	24
University of Washington	113	67.4	24
Texas A & M University	107	67.1	26
University of Florida	70	66.2	27
University of Wisconsin-Madison	129	66.1	28
Iowa State University	44	66.0	29
University of Iowa	69	62.6	30
University of Texas-Austin	135	61.9	31
University of Oregon	71	60.9	32
Ohio State University-Main	123	60.7	33
University of Missouri-Columbia	38	60.5	34

Source: *ARL Annual Salary Survey, 2013-14* pre-publication data provided by the Association of Research Libraries.

**TABLE 7**  
Change in Average Salary Ranking at  
Public AAU Institutions, 2012-13 to 2013-14

**ALL RANKS**

Name of Institution (alpha order)	Professors			Associate Professors			Assistant Professors			Instructors			Lecturers			Librarians		
	2012-13 Rank	2013-14 Rank	Change in Rank	2012-13 Rank	2013-14 Rank	Change in Rank	2012-13 Rank	2013-14 Rank	Change in Rank	2012-13 Rank	2013-14 Rank	Change in Rank	2012-13 Rank	2013-14 Rank	Change in Rank	2012-13 Rank	2013-14 Rank	Change in Rank
Georgia Institute of Technology	8	8	0	8	6	2	2	2	0	*	*	*	*	*	*	24	21	3
Indiana University-Bloomington	22	23	-1	23	25	-2	17	16	1	*	*	*	18	17	1	25	24	1
Iowa State University	29	30	-1	27	28	-1	24	24	0	*	7	*	25	21	4	23	29	-6
Michigan State University	23	21	2	21	20	1	31	33	-2	17	21	-4	9	8	1	16	11	5
Ohio State University-Main	16	17	-1	15	17	-2	9	13	-4	1	1	0	*	*	*	31	33	-2
Pennsylvania State University	14	15	-1	9	10	-1	12	12	0	8	11	-3	23	22	1	11	12	-1
Purdue University-Main	25	24	1	22	24	-2	17	21	-4	12	13	-1	26	*	*	19	17	2
Rutgers University-New Brunswick <sup>1</sup>	3	4	-1	3	4	-1	15	17	-2	11	9	2	8	*	*	1	2	-1
State University of New York-Buffalo	19	22	-3	16	23	-7	21	26	-5	8	8	0	11	11	0	8	10	-2
State University of New York-Stony Brook	10	13	-3	5	5	0	20	22	-2	7	4	3	13	14	-1	2	4	-2
Texas A & M University	27	27	0	28	29	-1	27	23	4	*	*	*	28	26	2	30	26	4
University of Arizona	28	31	-3	29	30	-1	29	31	-2	18	22	-4	20	20	0	21	14	7
University of California-Berkeley	2	2	0	2	2	0	1	1	0	*	15	*	5	4	1	4	3	1
University of California-Davis	20	18	2	18	21	-3	16	15	1	*	*	*	2	7	-5	3	1	2
University of California-Irvine	13	9	4	13	14	-1	13	11	2	*	*	*	1	1	0	6	6	0
University of California-Los Angeles	1	1	0	1	1	0	3	3	0	*	*	*	2	2	0	7	7	0
University of California-San Diego	9	6	3	11	10	1	5	5	0	*	*	*	4	3	1	5	5	0
University of California-Santa Barbara	12	11	1	26	26	0	23	25	-2	*	*	*	6	5	1	9	8	1
University of Colorado-Boulder	24	25	-1	14	16	-2	19	17	2	6	10	-4	*	*	*	20	20	0
University of Florida	26	26	0	30	30	0	31	29	2	*	*	*	16	13	3	26	27	-1
University of Illinois-Urbana	11	12	-1	19	13	6	6	4	2	4	6	-2	7	6	1	13	13	0
University of Iowa	21	20	1	25	27	-2	28	28	0	14	19	-5	24	24	0	27	30	-3
University of Kansas	31	32	-1	31	33	-2	30	32	-2	*	*	*	27	25	2	17	16	1
University of Maryland-College Park	15	14	1	6	8	-2	8	9	-1	3	5	-2	12	10	2	15	19	-4
University of Michigan-Ann Arbor	4	3	1	4	3	1	3	6	-3	2	3	-1	19	19	0	12	18	-6
University of Minnesota-Twin Cities	18	19	-1	24	22	2	14	19	-5	13	16	-3	17	18	-1	18	15	3
University of Missouri-Columbia	32	33	-1	33	34	-1	33	34	-1	*	*	*	*	*	*	33	34	-1
University of North Carolina-Chapel Hill <sup>1</sup>	5	7	-2	7	9	-2	10	14	-4	*	2	*	22	23	-1	22	23	-1
University of Oregon	33	34	-1	32	32	0	25	30	-5	15	18	-3	15	12	3	34	32	2
<b>UNIVERSITY OF PITTSBURGH</b>	<b>17</b>	<b>16</b>	<b>1</b>	<b>17</b>	<b>19</b>	<b>-2</b>	<b>26</b>	<b>27</b>	<b>-1</b>	<b>16</b>	<b>20</b>	<b>-4</b>	<b>29</b>	<b>27</b>	<b>2</b>	<b>10</b>	<b>9</b>	<b>1</b>
University of Texas-Austin	6	10	-4	11	15	-4	7	7	0	*	*	*	14	15	-1	32	31	1
University of Virginia	7	5	2	10	7	3	11	8	3	10	14	-4	21	16	5	14	22	-8
University of Washington <sup>1</sup>	*	28	*	*	12	*	*	10	*	*	17	*	*	*	*	28	24	4
University of Wisconsin-Madison	30	29	1	19	18	1	22	20	2	5	12	-7	10	9	1	29	28	1

<sup>1</sup>Revised salary data for these institutions was published by the AAUP in the July/August 2014 issue of *Academe*. Data in this table utilizes the revised salary data not the originally published salary data in the March/April 2014 issue of *Academe*. Note that Rutgers revised salary data are not comparable to prior years due to the addition of faculty members previously part of the University of Medicine and Dentistry of New Jersey. Also, note that revised Lecturer salary data was available only for UNC-Chapel Hill.

\*Salary data for this institution is not available.

Sources: Pre-publication data from *Academe*, March/April 2013. Pre-publication data from *Academe*, March/April 2014. *ARL Annual Salary Survey 2012-2013* pre-publication data from ARL, June 2013. *ARL Annual Salary Survey 2013-2014* pre-publication data from ARL, July 2014.

**TABLE 8**  
Percent Change in Average Salary at  
Public AAU Institutions, 2012-13 to 2013-14

**ALL RANKS**

Name of Institution (alpha order)	Professors			Associate Professors			Assistant Professors			Instructors			Lecturers			Librarians		
	2012-13 Salary	2013-14 Salary	Percent Change	2012-13 Salary	2013-14 Salary	Percent Change	2012-13 Salary	2013-14 Salary	Percent Change	2012-13 Salary	2013-14 Salary	Percent Change	2012-13 Salary	2013-14 Salary	Percent Change	2012-13 Salary	2013-14 Salary	Percent Change
Georgia Institute of Technology	\$142.6	\$145.9	2.3	\$95.4	\$99.9	4.7	\$89.7	\$94.3	5.1	*	*	*	*	*	*	\$65.8	\$68.5	4.1
Indiana University-Bloomington	132.0	132.6	0.5	88.6	90.7	2.4	80.4	83.0	3.2	*	*	*	57.3	59.3	3.5	65.3	67.4	3.2
Iowa State University	119.3	122.3	2.5	86.1	88.9	3.3	76.6	78.8	2.9	*	60.4	*	51.6	56.4	9.3	66.9	66.0	-1.3
Michigan State University	131.2	135.1	3.0	90.9	92.8	2.1	71.0	72.0	1.4	42.2	42.3	0.2	65.90	71.10	7.9	71.5	75.3	5.3
Ohio State University-Main	136.9	139.2	1.7	92.0	94.1	2.3	85.1	84.8	-0.4	94.0	107.3	14.1	*	*	*	61.3	60.7	-1.0
Pennsylvania State University	138.7	140.6	1.4	94.3	96.9	2.8	82.5	85.0	3.0	55.2	55.0	-0.4	53.4	55.2	3.4	73.7	74.9	1.6
Purdue University-Main	127.7	130.6	2.3	89.3	91.4	2.4	80.4	80.7	0.4	49.4	53.0	7.3	50.3	*	*	69.1	72.9	5.5
Rutgers University-New Brunswick <sup>1</sup>	151.0	155.3	2.8	101.2	103.7	2.5	81.7	82.4	0.9	50.9	57.2	12.4	67.8	*	*	94.3	95.0	0.7
State University of New York-Buffalo	133.7	133.4	-0.2	91.8	91.8	0.0	78.5	77.9	-0.8	55.2	57.5	4.2	64.4	63.4	-1.6	77.4	76.3	-1.4
State University of New York-Stony Brook	142.4	143.4	0.7	98.7	100.2	1.5	78.9	80.5	2.0	55.7	64.2	15.3	60.0	61.3	2.2	91.0	87.0	-4.4
Texas A & M University	122.2	128.2	4.9	84.5	88.1	4.3	75.6	80.4	6.3	*	*	*	46.0	46.7	1.5	62.0	67.1	8.2
University of Arizona	119.6	122.2	2.2	81.9	85.1	3.9	74.0	73.4	-0.8	36.6	37.2	1.6	56.0	56.8	1.4	67.6	74.0	9.5
University of California-Berkeley	158.9	165.4	4.1	107.3	110.2	2.7	94.7	99.2	4.8	*	48.2	*	73.5	73.3	-0.3	86.0	88.2	2.6
University of California-Davis	133.0	136.7	2.8	91.4	92.5	1.2	81.6	83.7	2.6	*	*	*	76.2	71.5	-6.2	89.7	95.4	6.4
University of California-Irvine	140.4	145.6	3.7	92.6	95.1	2.7	82.4	85.6	3.9	*	*	*	80.4	78.3	-2.6	81.4	82.4	1.2
University of California-Los Angeles	167.0	173.9	4.1	110.0	111.8	1.6	88.8	91.5	3.0	*	*	*	76.2	75.8	-0.5	80.3	80.7	0.5
University of California-San Diego	142.5	147.9	3.8	92.8	96.9	4.4	88.7	90.3	1.8	*	*	*	74.4	75.6	1.6	83.0	84.6	1.9
University of California-Santa Barbara	140.6	145.2	3.3	86.8	90.0	3.7	77.2	78.2	1.3	*	*	*	71.4	71.9	0.7	75.7	80.5	6.3
University of Colorado-Boulder	127.8	128.8	0.8	92.2	94.3	2.3	79.4	82.4	3.8	55.9	57.1	2.1	*	*	*	68.0	70.5	3.7
University of Florida	122.5	128.3	4.7	81.1	85.1	4.9	71.0	76.2	7.3	*	*	*	58.9	61.4	4.2	64.6	66.2	2.5
University of Illinois-Urbana	141.7	145.0	2.3	91.1	96.2	5.6	87.4	90.4	3.4	60.3	60.9	1.0	70.5	71.8	1.8	72.7	74.7	2.8
University of Iowa	132.2	135.3	2.3	87.4	89.9	2.9	74.6	76.7	2.8	47.0	46.1	-1.9	53.1	52.2	-1.7	64.5	62.6	-2.9
University of Kansas	118.3	121.2	2.5	80.6	82.3	2.1	71.8	73.3	2.1	*	*	*	47.5	48.0	1.1	70.2	73.4	4.6
University of Maryland-College Park	138.1	142.0	2.8	96.8	99.2	2.5	85.2	86.5	1.5	60.7	63.2	4.1	61.9	63.5	2.6	71.7	70.9	-1.1
University of Michigan-Ann Arbor	148.7	156.9	5.5	101.1	103.9	2.8	88.8	89.6	0.9	66.1	64.8	-2.0	56.9	58.3	2.5	72.9	72.5	-0.5
University of Minnesota-Twin Cities	134.3	136.0	1.3	88.5	91.9	3.8	81.8	82.3	0.6	48.7	47.7	-2.1	58.1	59.1	1.7	69.9	73.7	5.4
University of Missouri-Columbia	117.2	117.5	0.3	78.0	78.2	0.3	63.8	64.7	1.4	*	*	*	*	*	*	59.8	60.5	1.2
University of North Carolina-Chapel Hill <sup>1</sup>	147.9	146.2	-1.1	96.6	97.2	0.6	84.4	84.2	-0.2	*	72.1	*	54.3	53.5	-1.5	67.1	67.5	0.6
University of Oregon	110.9	114.1	2.9	80.3	82.5	2.7	76.5	75.0	-2.0	46.3	47.2	1.9	59.00	61.80	4.7	59.0	60.9	3.2
<b>UNIVERSITY OF PITTSBURGH</b>	<b>135.9</b>	<b>140.2</b>	<b>3.2</b>	<b>91.5</b>	<b>93.0</b>	<b>1.6</b>	<b>75.8</b>	<b>77.8</b>	<b>2.6</b>	<b>45.4</b>	<b>45.9</b>	<b>1.1</b>	<b>44.8</b>	<b>46.5</b>	<b>3.8</b>	<b>75.2</b>	<b>78.0</b>	<b>3.7</b>
University of Texas-Austin	144.0	145.4	1.0	92.8	94.4	1.7	86.0	88.5	2.9	*	*	*	59.8	60.9	1.8	61.0	61.9	1.5
University of Virginia	143.2	150.8	5.3	93.8	99.5	6.1	82.9	87.0	4.9	53.1	51.5	-3.0	55.0	59.8	8.7	72.6	67.9	-6.5
University of Washington <sup>1</sup>	*	128.1	*	*	96.3	*	*	86.2	*	*	47.6	*	*	*	*	64.3	67.4	4.8
University of Wisconsin-Madison	118.8	123.5	4.0	91.1	93.3	2.4	77.5	81.6	5.3	58.5	53.2	-9.1	65.3	66.8	2.3	62.2	66.1	6.3

<sup>1</sup>Revised salary data for these institutions was published by the AAUP in the July/August 2014 issue of *Academe*. Data in this table utilizes the revised salary data not the originally published salary data in the March/April 2014 issue of *Academe*. Note that Rutgers' revised salary data are not comparable to prior years due to the addition of faculty members previously part of the University of Medicine and Dentistry of New Jersey. Also, note that revised Lecturer salary data was available only for UNC-Chapel Hill.

\*Salary data for this institution is not available.

Sources: Pre-publication data from *Academe*, March/April 2013. Pre-publication data from *Academe*, March/April 2014. *ARL Annual Salary Survey 2012-2013* pre-publication data from ARL, June 2013. *ARL Annual Salary Survey 2013-2014* pre-publication data from ARL, July 2014.

## APPENDIX A

### PITTSBURGH CAMPUS ADDITIONAL TABLES

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**TABLE A**  
Average Faculty Salaries (000's) and Ranking at  
All AAU Institutions, 2013-14

**PROFESSORS**

<u>Name of Institution</u>	<u>No. of Full-time Faculty</u>	<u>Average Salary</u>	<u>Rank</u>
(P) Columbia University	739	\$215.5	1
(P) Stanford University	651	215.2	2
(P) University of Chicago	596	210.7	3
(P) Harvard University	970	207.1	4
(P) Princeton University	475	206.2	5
(P) New York University	782	195.7	6
(P) University of Pennsylvania	581	192.3	7
(P) Yale University	600	192.2	8
(P) Duke University	492	186.4	9
(P) Massachusetts Institute of Technology	638	185.9	10
(P) Washington University in St. Louis	324	183.6	11
(P) California Institute of Technology	245	182.1	12
(P) Northwestern University	589	182.0	13
(P) Vanderbilt University	355	174.8	14
University of California-Los Angeles	880	173.9	15
(P) Rice University	293	171.5	16
University of California-Berkeley	887	165.4	17
(P) Cornell University	743	165.0	18
(P) Brown University	372	164.7	19
(P) University of Southern California	737	164.6	20
(P) Boston University	514	161.6	21
(P) Emory University	334	158.4	22
University of Michigan-Ann Arbor	1,062	156.9	23
Rutgers University-New Brunswick <sup>1,2</sup>	791	155.3	24
University of Virginia	529	150.8	25
(P) Carnegie Mellon University	349	150.7	26
University of California-San Diego	528	147.9	27
(P) Tulane University	191	147.1	28
University of North Carolina-Chapel Hill <sup>1</sup>	547	146.2	29
Georgia Institute of Technology	431	145.9	30
University of California-Irvine	513	145.6	31
University of Texas-Austin	990	145.4	32
University of California-Santa Barbara	514	145.2	33
University of Illinois-Urbana	816	145.0	34
(P) University of Rochester	249	143.5	35
State University of New York-Stony Brook	345	143.4	36
University of Maryland-College Park	639	142.0	37
Pennsylvania State University	777	140.6	38
<b>UNIVERSITY OF PITTSBURGH</b>	<b>453</b>	<b>140.2</b>	<b>39</b>
Ohio State University-Main	943	139.2	40
University of California-Davis	781	136.7	41
(P) Case Western Reserve University	257	136.0	42
University of Minnesota-Twin Cities	706	136.0	42
University of Iowa	494	135.3	44
Michigan State University	829	135.1	45
State University of New York-Buffalo	385	133.4	46
Indiana University-Bloomington	663	132.6	47
(P) Brandeis University	153	130.8	48
Purdue University-Main	810	130.6	49
University of Colorado-Boulder	447	128.8	50
University of Florida	711	128.3	51
Texas A & M University	790	128.2	52
University of Washington <sup>1</sup>	842	128.1	53
University of Wisconsin-Madison	755	123.5	54
Iowa State University	515	122.3	55
University of Arizona	635	122.2	56
University of Kansas	411	121.2	57
University of Missouri-Columbia	408	117.5	58
University of Oregon	241	114.1	59
(P) Johns Hopkins University <sup>3</sup>	n/a	n/a	n/a

(P) = Private Institution

<sup>1</sup>Shown here are revised salary data.

<sup>2</sup>Salary data are not comparable to prior years.

<sup>3</sup>Data are not available for this institution.

NOTE: The Association of American Universities (AAU) has 62 member institutions. The AAUP data do not include the two Canadian institutions

Source: Academe, "The Annual Report on the Economic Status of the Profession 2013-14", March/April 2014, Vol. 100, No. 2, pre-publication data provided by the AAUP.



**TABLE B**  
Average Faculty Salaries (000's) and Ranking at  
All AAU Institutions, 2013-14

**ASSOCIATE PROFESSORS**

	<u>Name of Institution</u>	<u>No. of Full-time Faculty</u>	<u>Average Salary</u>	<u>Rank</u>
(P)	Columbia University	239	\$145.3	1
(P)	Stanford University	177	140.2	2
(P)	Princeton University	80	129.6	3
(P)	Massachusetts Institute of Technology	185	127.2	4
(P)	Harvard University	178	123.8	5
(P)	Duke University	182	120.8	6
(P)	University of Pennsylvania	234	119.5	7
(P)	University of Chicago	207	118.9	8
(P)	Yale University	142	118.3	9
(P)	Cornell University	424	115.3	10
(P)	Northwestern University	280	115.1	11
(P)	New York University	466	112.1	12
	University of California-Los Angeles	269	111.8	13
(P)	Washington University in St. Louis	186	110.6	14
(P)	Boston University	358	110.2	15
	University of California-Berkeley	312	110.2	15
(P)	University of Southern California	379	110.0	17
(P)	Brown University	130	107.6	18
(P)	Vanderbilt University	229	107.5	19
(P)	Rice University	110	106.4	20
(P)	Emory University	218	104.8	21
(P)	Carnegie Mellon University	175	104.2	22
	University of Michigan-Ann Arbor	553	103.9	23
	Rutgers University-New Brunswick <sup>1,2</sup>	513	103.7	24
(P)	University of Rochester	144	101.7	25
	State University of New York-Stony Brook	255	100.2	26
	Georgia Institute of Technology	279	99.9	27
	University of Virginia	332	99.5	28
	University of Maryland-College Park	453	99.2	29
	University of North Carolina-Chapel Hill <sup>1</sup>	345	97.2	30
	Pennsylvania State University	499	96.9	31
	University of California-San Diego	204	96.9	31
(P)	Brandeis University	81	96.6	33
	University of Washington <sup>1</sup>	471	96.3	34
	University of Illinois-Urbana	556	96.2	35
	University of California-Irvine	218	95.1	36
	University of Texas-Austin	521	94.4	37
	University of Colorado-Boulder	362	94.3	38
	Ohio State University-Main	763	94.1	39
	University of Wisconsin-Madison	252	93.3	40
	<b>UNIVERSITY OF PITTSBURGH</b>	<b>400</b>	<b>93.0</b>	<b>41</b>
	Michigan State University	582	92.8	42
	University of California-Davis	270	92.5	43
(P)	Tulane University	171	92.0	44
	University of Minnesota-Twin Cities	537	91.9	45
	State University of New York-Buffalo	365	91.8	46
(P)	Case Western Reserve University	175	91.6	47
	Purdue University-Main	578	91.4	48
	Indiana University-Bloomington	499	90.7	49
	University of California-Santa Barbara	170	90.0	50
	University of Iowa	407	89.9	51
	Iowa State University	403	88.9	52
	Texas A & M University	552	88.1	53
	University of Arizona	432	85.1	54
	University of Florida	571	85.1	54
	University of Oregon	242	82.5	56
	University of Kansas	399	82.3	57
	University of Missouri-Columbia	418	78.2	58
(P)	California Institute of Technology <sup>3</sup>	n/a	n/a	n/a
(P)	Johns Hopkins University <sup>3</sup>	n/a	n/a	n/a

(P) = Private Institution

<sup>1</sup>Shown here are revised salary data.

<sup>2</sup>Salary data are not comparable to prior years.

<sup>3</sup>Data are not available for this institution.

NOTE: The Association of American Universities (AAU) has 62 member institutions. The AAUP data do not include the two Canadian institutions

Source: Academe, "The Annual Report on the Economic Status of the Profession 2013-14", March/April 2014, Vol. 100, No. 2, pre-publication data provided by the AAUP.

**TABLE C**  
Average Faculty Salaries (000's) and Ranking at  
All AAU Institutions, 2013-14

**ASSISTANT PROFESSORS**

	<u>No. of Full- time Faculty</u>	<u>Average Salary</u>	<u>Rank</u>
(P) University of Pennsylvania	240	\$118.0	1
(P) Stanford University	207	117.5	2
(P) California Institute of Technology	44	116.2	3
(P) Harvard University	185	114.5	4
(P) Massachusetts Institute of Technology	168	111.1	5
(P) Columbia University	213	110.9	6
(P) New York University	271	110.1	7
(P) University of Chicago	210	105.6	8
(P) Carnegie Mellon University	139	104.4	9
(P) Duke University	133	103.5	10
(P) Northwestern University	252	102.7	11
(P) Princeton University	176	101.7	12
University of California-Berkeley	235	99.2	13
(P) Cornell University	267	98.4	14
(P) Washington University in St. Louis	167	98.3	15
(P) University of Rochester	108	96.0	16
(P) Yale University	219	95.9	17
(P) University of Southern California	344	95.6	18
(P) Rice University	96	95.5	19
Georgia Institute of Technology	205	94.3	20
(P) Boston University	306	93.2	21
University of California-Los Angeles	241	91.5	22
University of Illinois-Urbana	405	90.4	23
University of California-San Diego	148	90.3	24
University of Michigan-Ann Arbor	544	89.6	25
(P) Brown University	154	88.9	26
(P) Vanderbilt University	193	88.9	26
University of Texas-Austin	387	88.5	28
University of Virginia	197	87.0	29
University of Maryland-College Park	319	86.5	30
University of Washington <sup>1</sup>	346	86.2	31
(P) Emory University	161	85.9	32
University of California-Irvine	176	85.6	33
Pennsylvania State University	370	85.0	34
Ohio State University-Main	502	84.8	35
University of North Carolina-Chapel Hill <sup>1</sup>	316	84.2	36
University of California-Davis	198	83.7	37
Indiana University-Bloomington	338	83.0	38
Rutgers University-New Brunswick <sup>1,2</sup>	447	82.4	39
University of Colorado-Boulder	264	82.4	39
University of Minnesota-Twin Cities	372	82.3	41
(P) Brandeis University	67	82.2	42
University of Wisconsin-Madison	363	81.6	43
Purdue University-Main	439	80.7	44
State University of New York-Stony Brook	262	80.5	45
Texas A & M University	293	80.4	46
(P) Tulane University	171	79.8	47
(P) Case Western Reserve University	157	79.3	48
Iowa State University	306	78.8	49
University of California-Santa Barbara	84	78.2	50
State University of New York-Buffalo	336	77.9	51
<b>UNIVERSITY OF PITTSBURGH</b>	<b>498</b>	<b>77.8</b>	<b>52</b>
University of Iowa	329	76.7	53
University of Florida	416	76.2	54
University of Oregon	206	75.0	55
University of Arizona	310	73.4	56
University of Kansas	210	73.3	57
Michigan State University	604	72.0	58
University of Missouri-Columbia	377	64.7	59
(P) Johns Hopkins University <sup>3</sup>	n/a	n/a	n/a

(P) = Private Institution

<sup>1</sup>Shown here are revised salary data.

<sup>2</sup>Salary data are not comparable to prior years.

<sup>3</sup>Data are not available for this institution.

NOTE: The Association of American Universities (AAU) has 62 member institutions. The AAUP data do not include the two Canadian institutions

Source: Academe, "The Annual Report on the Economic Status of the Profession 2013-14", March/April 2014, Vol. 100, No. 2, pre-publication data provided by the AAUP.

**TABLE D**  
Average Faculty Salaries (000's) and Ranking at  
All AAU Institutions, 2013-14

**INSTRUCTORS**

<u>Name of Institution</u>	<u>No. of Full-time Faculty</u>	<u>Average Salary</u>	<u>Rank</u>
Ohio State University-Main	6	\$107.3	1
(P) Princeton University	14	77.7	2
(P) Tulane University	3	74.7	3
(P) Cornell University	8	73.7	4
University of North Carolina-Chapel Hill <sup>1</sup>	5	72.1	5
(P) University of Southern California	29	71.8	6
University of Michigan-Ann Arbor	30	64.8	7
State University of New York-Stony Brook	14	64.2	8
University of Maryland-College Park	10	63.2	9
(P) University of Chicago	75	62.9	10
University of Illinois-Urbana	21	60.9	11
(P) Boston University	15	60.4	12
Iowa State University	3	60.4	12
(P) Brandeis University	5	60.2	14
(P) Case Western Reserve University	78	59.7	15
(P) Massachusetts Institute of Technology	51	59.3	16
(P) Harvard University	126	59.2	17
State University of New York-Buffalo	13	57.5	18
Rutgers University-New Brunswick <sup>1,2</sup>	267	57.2	19
University of Colorado-Boulder	287	57.1	20
(P) Rice University	18	55.2	21
Pennsylvania State University	223	55.0	22
University of Wisconsin-Madison	18	53.2	23
Purdue University-Main	16	53.0	24
University of Virginia	8	51.5	25
(P) California Institute of Technology	15	50.6	26
University of California-Berkeley	4	48.2	27
University of Minnesota-Twin Cities	172	47.7	28
University of Washington <sup>1</sup>	57	47.6	29
University of Oregon	207	47.2	30
University of Iowa	5	46.1	31
<b>UNIVERSITY OF PITTSBURGH</b>	<b>81</b>	<b>45.9</b>	<b>32</b>
Michigan State University	170	42.3	33
(P) University of Rochester	5	40.9	34
University of Arizona	60	37.2	35
(P) Brown University	*	*	*
(P) Carnegie Mellon University	*	*	*
(P) Columbia University	*	*	*
(P) Duke University	*	*	*
(P) Emory University	*	*	*
Georgia Institute of Technology	*	*	*
Indiana University-Bloomington	*	*	*
(P) Johns Hopkins University	*	*	*
(P) New York University	*	*	*
(P) Northwestern University	*	*	*
(P) Stanford University	*	*	*
Texas A & M University	*	*	*
University of California-Davis	*	*	*
University of California-Irvine	*	*	*
University of California-Los Angeles	*	*	*
University of California-San Diego	*	*	*
University of California-Santa Barbara	*	*	*
University of Florida	*	*	*
University of Kansas	*	*	*
University of Missouri-Columbia	*	*	*
(P) University of Pennsylvania	*	*	*
University of Texas-Austin	*	*	*
(P) Vanderbilt University	*	*	*
(P) Washington University in St. Louis	*	*	*
(P) Yale University	*	*	*

(P) = Private Institution

<sup>1</sup>Shown here are revised salary data.

<sup>2</sup>Salary data are not comparable to prior years.

\*Did not submit salary data for Instructors.

NOTE: The Association of American Universities (AAU) has 62 member institutions. The AAUP data do not include the two Canadian institutions

Source: Academe, "The Annual Report on the Economic Status of the Profession 2013-14", March/April 2014, Vol. 100, No. 2, pre-publication data provided by the AAUP.

**TABLE E**  
Average Faculty Salaries (000's) and Ranking at  
All AAU Institutions, 2013-14

**LECTURERS**

	<u>Name of Institution</u>	<u>No. of Full-time Faculty</u>	<u>Average Salary</u>	<u>Rank</u>
(P)	Stanford University	33	\$158.0	1
(P)	Harvard University	228	93.7	2
(P)	Massachusetts Institute of Technology	98	89.2	3
(P)	Princeton University	140	84.1	4
(P)	Carnegie Mellon University	169	83.9	5
	University of California-Irvine	127	78.3	6
(P)	Yale University	199	78.3	6
(P)	Brown University	87	77.1	8
	University of California-Los Angeles	162	75.8	9
	University of California-San Diego	131	75.6	10
(P)	Cornell University	220	74.2	11
	University of California-Berkeley	173	73.3	12
	University of California-Santa Barbara	131	71.9	13
	University of Illinois-Urbana	100	71.8	14
(P)	Columbia University	280	71.5	15
	University of California-Davis	125	71.5	15
	Michigan State University	6	71.1	17
(P)	University of Rochester	77	71.1	17
	University of Wisconsin-Madison	74	66.8	19
(P)	California Institute of Technology	13	65.0	20
(P)	Rice University	107	64.2	21
(P)	University of Chicago	132	63.9	22
(P)	Brandeis University	44	63.7	23
(P)	University of Southern California	335	63.7	23
	University of Maryland-College Park	268	63.5	25
	State University of New York-Buffalo	42	63.4	26
(P)	Washington University in St. Louis	174	63.3	27
	University of Oregon	23	61.8	28
(P)	Boston University	265	61.6	29
	University of Florida	223	61.4	30
	State University of New York-Stony Brook	126	61.3	31
	University of Texas-Austin	646	60.9	32
	University of Virginia	119	59.8	33
	Indiana University-Bloomington	284	59.3	34
	University of Minnesota-Twin Cities	148	59.1	35
(P)	Tulane University	17	58.3	36
	University of Michigan-Ann Arbor	420	58.3	36
	University of Arizona	119	56.8	38
	Iowa State University	218	56.4	39
	Pennsylvania State University	427	55.2	40
(P)	Vanderbilt University	135	54.7	41
	University of North Carolina-Chapel Hill <sup>1</sup>	170	53.5	42
	University of Iowa	133	52.2	43
(P)	New York University	193	51.4	44
	University of Kansas	121	48.0	45
	Texas A & M University	242	46.7	46
	<b>UNIVERSITY OF PITTSBURGH</b>	<b>189</b>	<b>46.5</b>	<b>47</b>
(P)	Case Western Reserve University	*	*	*
(P)	Duke University	*	*	*
(P)	Emory University	*	*	*
	Georgia Institute of Technology	*	*	*
(P)	Johns Hopkins University	*	*	*
(P)	Northwestern University	*	*	*
	Ohio State University-Main	*	*	*
	Purdue University-Main	*	*	*
	Rutgers University-New Brunswick	*	*	*
	University of Colorado-Boulder	*	*	*
	University of Missouri-Columbia	*	*	*
(P)	University of Pennsylvania	*	*	*
	University of Washington	*	*	*

(P) = Private Institution

<sup>1</sup>Shown here is revised salary data.

\*Lecturer salary data not available for these institutions.

NOTE: The Association of American Universities (AAU) has 62 member institutions. The AAUP data do not include the two Canadian institutions

Source: Academe, "The Annual Report on the Economic Status of the Profession 2013-14", March/April 2014, Vol. 100, No. 2, pre-publication data provided by the AAUP.

**TABLE F**  
Average Faculty Salaries (000's) and Ranking at  
All AAU/ARL Institutions, 2013-14

**LIBRARIANS**

<u>Name of Institution</u>	<u>No. of Filled Positions</u>	<u>Average Salary</u>	<u>Rank</u>
University of California-Davis	35	\$95.4	1
Rutgers University-New Brunswick	85	95.0	2
(P) Princeton University	97	90.8	3
University of California-Berkeley	86	88.2	4
State University of New York-Stony Brook	18	87.0	5
(P) New York University	81	86.3	6
(P) Yale University	194	84.7	7
University of California-San Diego	82	84.6	8
(P) Massachusetts Institute of Technology	89	84.2	9
(P) Harvard University	436	83.4	10
(P) University of Southern California	110	83.3	11
(P) University of Chicago	72	82.7	12
University of California-Irvine	46	82.4	13
University of California-Los Angeles	144	80.7	14
(P) Columbia University	206	80.6	15
University of California-Santa Barbara	59	80.5	16
<b>UNIVERSITY OF PITTSBURGH</b>	<b>59</b>	<b>78.0</b>	<b>17</b>
(P) Cornell University	98	77.1	18
State University of New York-Buffalo	65	76.3	19
Michigan State University	73	75.3	20
Pennsylvania State University	145	74.9	21
University of Illinois-Urbana	142	74.7	22
(P) Northwestern University	99	74.3	23
University of Arizona	44	74.0	24
University of Minnesota-Twin Cities	107	73.7	25
(P) Johns Hopkins University	99	73.6	26
University of Kansas	52	73.4	27
(P) Brown University	78	72.9	28
Purdue University-Main	72	72.9	28
(P) University of Pennsylvania	108	72.7	30
University of Michigan-Ann Arbor	145	72.5	31
(P) Emory University	77	71.1	32
University of Maryland-College Park	75	70.9	33
University of Colorado-Boulder	43	70.5	34
(P) Duke University	139	70.2	35
Georgia Institute of Technology	48	68.5	36
University of Virginia	102	67.9	37
University of North Carolina-Chapel Hill	90	67.5	38
Indiana University-Bloomington	72	67.4	39
University of Washington	113	67.4	39
(P) Vanderbilt University	62	67.2	41
Texas A & M University	107	67.1	42
(P) Tulane University	37	66.9	43
University of Florida	70	66.2	44
University of Wisconsin-Madison	129	66.1	45
Iowa State University	44	66.0	46
(P) Washington University in St. Louis	65	65.7	47
(P) Rice University	63	64.4	48
(P) Boston University	63	63.8	49
University of Iowa	69	62.6	50
University of Texas-Austin	135	61.9	51
(P) University of Rochester	61	61.4	52
University of Oregon	71	60.9	53
Ohio State University-Main	123	60.7	54
(P) Case Western Reserve University	37	60.5	55
University of Missouri-Columbia	38	60.5	55
(P) Brandeis University <sup>1</sup>	*	*	*
(P) California Institute of Technology <sup>1</sup>	*	*	*
(P) Carnegie Mellon University <sup>1</sup>	*	*	*
(P) Stanford University <sup>1</sup>	*	*	*

(P) = Private Institution

<sup>1</sup>These institutions are not members of the Association of Research Libraries. The ARL includes only 56 of the 60 U.S. members of the AAU.

Source: ARL Annual Salary Survey, 2013-14 pre-publication data from the Association of Research Librarians.

**TABLE G**  
Change in Average Salary Ranking at  
All AAU Institutions, 2012-13 to 2013-14  
**ALL RANKS**

Name of Institution (alpha order)	Professors			Associate Professors			Assistant Professors			Instructors			Lecturers			Librarians		
	2012-13 Rank	2013-14 Rank	Change in Rank	2012-13 Rank	2013-14 Rank	Change in Rank	2012-13 Rank	2013-14 Rank	Change in Rank	2012-13 Rank	2013-14 Rank	Change in Rank	2012-13 Rank	2013-14 Rank	Change in Rank	2012-13 Rank	2013-14 Rank	Change in Rank
(P) Boston University	22	21	1	17	15	2	20	21	-1	20	12	8	29	29	0	47	49	-2
(P) Brandeis University <sup>1</sup>	47	48	-1	33	33	0	33	42	-9	12	14	-2	25	23	2	--	--	--
(P) Brown University	17	19	-2	22	18	4	26	26	0	*	*	*	12	8	4	29	28	1
(P) California Institute of Technology <sup>1</sup>	10	12	-2	5	*	*	3	3	0	27	26	1	28	20	8	--	--	--
(P) Carnegie Mellon University <sup>1</sup>	26	26	0	23	22	1	8	9	-1	*	*	*	3	5	-2	--	--	--
(P) Case Western Reserve University	44	42	2	45	47	-2	45	48	-3	14	15	-1	*	*	*	51	55	-4
(P) Columbia University	1	1	0	2	1	1	6	6	0	1	*	*	17	15	2	17	15	2
(P) Cornell University	20	18	2	12	10	2	12	14	-2	4	4	0	14	11	3	15	18	-3
(P) Duke University	9	9	0	6	6	0	13	10	3	*	*	*	*	*	*	34	35	-1
(P) Emory University	19	22	-3	18	21	-3	28	32	-4	*	*	*	*	*	*	30	32	-2
Georgia Institute of Technology	29	30	-1	30	27	3	21	20	1	*	*	*	*	*	*	41	36	5
(P) Harvard University	4	4	0	7	5	2	2	4	-2	13	17	-4	2	2	0	6	10	-4
Indiana University-Bloomington	46	47	-1	48	49	-1	40	38	2	*	*	*	35	34	1	42	39	3
Iowa State University	54	55	-1	52	52	0	48	49	-1	*	12	*	44	39	5	38	46	-8
(P) Johns Hopkins University	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	21	26	-5
(P) Massachusetts Institute of Technology	11	10	1	4	4	0	5	5	0	9	16	-7	5	3	2	11	9	2
Michigan State University	48	45	3	44	42	2	56	58	-2	30	33	-3	20	17	3	28	20	8
(P) New York University	6	6	0	15	12	3	7	7	0	*	*	*	45	44	1	7	6	1
(P) Northwestern University	12	13	-1	11	11	0	11	11	0	*	*	*	*	*	*	24	23	1
Ohio State University-Main	39	40	-1	38	39	-1	30	35	-5	2	1	1	*	*	*	51	54	-3
Pennsylvania State University	36	38	-2	31	31	0	35	34	1	18	22	-4	41	40	1	20	21	-1
(P) Princeton University	5	5	0	3	3	0	14	12	2	3	2	1	4	4	0	4	3	1
Purdue University-Main	50	49	1	46	48	-2	40	44	-4	24	24	0	46	*	*	33	28	5
(P) Rice University	16	16	0	19	20	-1	19	19	0	20	21	-1	37	21	16	46	48	-2
Rutgers University-New Brunswick <sup>2</sup>	23	24	-1	24	24	0	38	39	-1	23	19	4	19	*	*	1	2	-1
(P) Stanford University <sup>1</sup>	2	2	0	1	2	-1	4	2	2	*	*	*	1	1	0	--	--	--
State University of New York-Buffalo	42	46	-4	39	46	-7	44	51	-7	18	18	0	23	26	-3	16	19	-3
State University of New York-Stony Brook	31	36	-5	27	26	1	43	45	-2	17	8	9	29	31	-2	2	5	-3
Texas A & M University	52	52	0	53	53	0	51	46	5	*	*	*	48	46	2	49	42	7
(P) Tulane University	35	28	7	47	44	3	53	47	6	6	3	3	7	36	-29	39	43	-4
University of Arizona	53	56	-3	54	54	0	53	56	-3	32	35	-3	38	38	0	36	24	12
University of California-Berkeley	21	17	4	16	15	1	15	13	2	*	27	*	13	12	1	5	4	1
University of California-Davis	43	41	2	41	43	-2	39	37	2	*	*	*	8	15	-7	3	1	2
University of California-Irvine	34	31	3	36	36	0	36	33	3	*	*	*	6	6	0	13	13	0
University of California-Los Angeles	15	15	0	13	13	0	22	22	0	*	*	*	8	9	-1	14	14	0
University of California-San Diego	30	27	3	34	31	3	24	24	0	*	*	*	10	10	0	9	8	1
University of California-Santa Barbara	33	33	0	51	50	1	47	50	-3	*	*	*	15	13	2	18	16	2
(P) University of Chicago	3	3	0	8	8	0	9	8	1	11	10	1	24	22	2	12	12	0
University of Colorado-Boulder	49	50	-1	37	38	-1	42	39	3	16	20	-4	*	*	*	35	34	1

**TABLE G**  
Change in Average Salary Ranking at  
All AAU Institutions, 2012-13 to 2013-14  
**ALL RANKS**

Name of Institution (alpha order)	Professors			Associate Professors			Assistant Professors			Instructors			Lecturers			Librarians		
	2012-13 Rank	2013-14 Rank	Change in Rank	2012-13 Rank	2013-14 Rank	Change in Rank	2012-13 Rank	2013-14 Rank	Change in Rank	2012-13 Rank	2013-14 Rank	Change in Rank	2012-13 Rank	2013-14 Rank	Change in Rank	2012-13 Rank	2013-14 Rank	Change in Rank
University of Florida	51	51	0	55	54	1	56	54	2	*	*	*	33	30	3	43	44	-1
University of Illinois-Urbana	32	34	-2	42	35	7	25	23	2	10	11	-1	18	14	4	23	22	1
University of Iowa	45	44	1	50	51	-1	52	53	-1	26	31	-5	42	43	-1	44	50	-6
University of Kansas	56	57	-1	56	57	-1	55	57	-2	*	*	*	47	45	2	31	27	4
University of Maryland-College Park	38	37	1	28	29	-1	29	30	-1	8	9	-1	27	25	2	27	33	-6
University of Michigan-Ann Arbor	24	23	1	25	23	2	22	25	-3	7	7	0	36	36	0	22	31	-9
University of Minnesota-Twin Cities	41	42	-1	49	45	4	37	41	-4	25	28	-3	34	35	-1	32	25	7
University of Missouri-Columbia	57	58	-1	58	58	0	58	59	-1	*	*	*	*	*	*	55	55	0
University of North Carolina-Chapel Hill <sup>2</sup>	25	29	-4	29	30	-1	32	36	-4	*	5	*	40	42	-2	37	38	-1
University of Oregon	58	59	-1	57	56	1	49	55	-6	28	30	-2	32	28	4	56	53	3
(P) University of Pennsylvania	7	7	0	9	7	2	1	1	0	*	*	*	*	*	*	26	30	-4
<b>UNIVERSITY OF PITTSBURGH</b>	<b>40</b>	<b>39</b>	<b>1</b>	<b>40</b>	<b>41</b>	<b>-1</b>	<b>50</b>	<b>52</b>	<b>-2</b>	<b>29</b>	<b>32</b>	<b>-3</b>	<b>49</b>	<b>47</b>	<b>2</b>	<b>19</b>	<b>17</b>	<b>2</b>
(P) University of Rochester	37	35	2	26	25	1	15	16	-1	31	34	-3	16	17	-1	50	52	-2
(P) University of Southern California	18	20	-2	14	17	-3	18	18	0	5	6	-1	25	23	2	9	11	-2
University of Texas-Austin	27	32	-5	34	37	-3	26	28	-2	*	*	*	31	32	-1	53	51	2
University of Virginia	28	25	3	32	28	4	34	29	5	22	25	-3	39	33	6	24	37	-13
University of Washington <sup>2</sup>	*	53	*	*	34	*	*	31	*	*	29	*	*	*	*	45	39	6
University of Wisconsin-Madison	55	54	1	42	40	2	46	43	3	15	23	-8	22	19	3	48	45	3
(P) Vanderbilt University	14	14	0	21	19	2	31	26	5	*	*	*	43	41	2	39	41	-2
(P) Washington University in St. Louis	13	11	2	20	14	6	10	15	-5	*	*	*	20	27	-7	54	47	7
(P) Yale University	8	8	0	10	9	1	17	17	0	*	*	*	11	6	5	8	7	1

(P) = Private Institution

<sup>1</sup>These institutions are not members of the Association of Research Libraries. The ARL includes only 56 of the 60 U.S. members of the AAU.

<sup>2</sup>Revised salary data for these institutions was published by the AAUP in the July/August 2014 issue of *Academe*. Data in this table utilizes the revised salary data not the originally published salary data in the March/April 2014 issue of *Academe*. Note that Rutgers revised salary data are not comparable to prior years due to the addition of faculty members previously part of the University of Medicine and Dentistry of New Jersey. Also, note that revised Lecturer salary data was available only for UNC-Chapel Hill.

\*Salary data for this institution is not available.

Sources: Pre-publication data from *Academe*, March/April 2013. Pre-publication data from *Academe*, March/April 2014. *ARL Annual Salary Survey 2012-2013* pre-publication data from ARL, June 2013. *ARL Annual Salary Survey 2013-2014* pre-publication data from ARL, July 2014.

**TABLE H**  
 Percent Change in Average Salary at  
 All AAU Institutions, 2012-13 to 2013-14  
**ALL RANKS**

Name of Institution (alpha order)	Professors			Associate Professors			Assistant Professors			Instructors			Lecturers			Librarians		
	2012-13 Salary	2013-14 Salary	Percent Change	2012-13 Salary	2013-14 Salary	Percent Change	2012-13 Salary	2013-14 Salary	Percent Change	2012-13 Salary	2013-14 Salary	Percent Change	2012-13 Salary	2013-14 Salary	Percent Change	2012-13 Salary	2013-14 Salary	Percent Change
(P) Boston University	\$157.0	\$161.6	2.9	\$106.9	\$110.2	3.1	\$91.0	\$93.2	2.4	\$54.4	\$60.4	11.0	\$60.0	\$61.6	2.7	\$62.3	\$63.8	2.4
(P) Brandeis University <sup>1</sup>	131.4	130.8	-0.5	93.4	96.6	3.4	83.4	82.2	-1.4	59.0	60.2	2.0	62.0	63.7	2.7	--	--	--
(P) Brown University	160.8	164.7	2.4	103.4	107.6	4.1	86.0	88.9	3.4	*	*	*	73.6	77.1	4.8	71.4	72.9	2.1
(P) California Institute of Technology <sup>1</sup>	179.2	182.1	1.6	122.3	*	*	112.8	116.2	3.0	46.5	50.6	8.8	60.3	65.0	7.8	--	--	--
(P) Carnegie Mellon University <sup>1</sup>	146.5	150.7	2.9	101.8	104.2	2.4	103.9	104.4	0.5	*	*	*	82.5	83.9	1.7	--	--	--
(P) Case Western Reserve University	132.3	136.0	2.8	89.6	91.6	2.2	78.0	79.3	1.7	58.7	59.7	1.7	*	*	*	61.3	60.5	-1.3
(P) Columbia University	212.3	215.5	1.5	132.4	145.3	9.7	105.8	110.9	4.8	112.2	*	*	70.7	71.5	1.1	77.1	80.6	4.5
(P) Cornell University	159.8	165.0	3.3	110.7	115.3	4.2	97.8	98.4	0.6	80.8	73.7	-8.8	72.6	74.2	2.2	77.5	77.1	-0.5
(P) Duke University	180.2	186.4	3.4	120.0	120.8	0.7	97.3	103.5	6.4	*	*	*	*	*	*	68.6	70.2	2.3
(P) Emory University	160.1	158.4	-1.1	106.0	104.8	-1.1	85.4	85.9	0.6	*	*	*	*	*	*	70.6	71.1	0.7
Georgia Institute of Technology	142.6	145.9	2.3	95.4	99.9	4.7	89.7	94.3	5.1	*	*	*	*	*	*	65.8	68.5	4.1
(P) Harvard University	203.0	207.1	2.0	118.9	123.8	4.1	113.4	114.5	1.0	58.8	59.2	0.7	94.1	93.7	-0.4	83.7	83.4	-0.4
Indiana University-Bloomington	132.0	132.6	0.5	88.6	90.7	2.4	80.4	83.0	3.2	*	*	*	57.3	59.3	3.5	65.3	67.4	3.2
Iowa State University	119.3	122.3	2.5	86.1	88.9	3.3	76.6	78.8	2.9	*	60.4	*	51.6	56.4	9.3	66.9	66.0	-1.3
(P) Johns Hopkins University	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	73.6	73.6	0.0
(P) Massachusetts Institute of Technology	178.7	185.9	4.0	122.6	127.2	3.8	106.3	111.1	4.5	60.6	59.3	-2.1	81.8	89.2	9.0	82.1	84.2	2.6
Michigan State University	131.2	135.1	3.0	90.9	92.8	2.1	71.0	72.0	1.4	42.2	42.3	0.2	65.9	71.1	7.9	71.5	75.3	5.3
(P) New York University	187.6	195.7	4.3	107.7	112.1	4.1	105.3	110.1	4.6	*	*	*	50.7	51.4	1.4	83.5	86.3	3.4
(P) Northwestern University	176.7	182.0	3.0	112.5	115.1	2.3	98.4	102.7	4.4	*	*	*	*	*	*	72.6	74.3	2.3
Ohio State University-Main	136.9	139.2	1.7	92.0	94.1	2.3	85.1	84.8	-0.4	94.0	107.3	14.1	*	*	*	61.3	60.7	-1.0
Pennsylvania State University	138.7	140.6	1.4	94.3	96.9	2.8	82.5	85.0	3.0	55.2	55.0	-0.4	53.4	55.2	3.4	73.7	74.9	1.6
(P) Princeton University	200.0	206.2	3.1	129.1	129.6	0.4	96.8	101.7	5.1	81.5	77.7	-4.7	82.2	84.1	2.3	86.4	90.8	5.1
Purdue University-Main	127.7	130.6	2.3	89.3	91.4	2.4	80.4	80.7	0.4	49.4	53.0	7.3	50.3	*	*	69.1	72.9	5.5
(P) Rice University	165.4	171.5	3.7	105.2	106.4	1.1	92.2	95.5	3.6	54.4	55.2	1.5	56.6	64.2	13.4	63.2	64.4	1.9
Rutgers University-New Brunswick <sup>2</sup>	151.0	155.3	2.8	101.2	103.7	2.5	81.7	82.4	0.9	50.9	57.2	12.4	67.8	*	*	94.3	95.0	0.7
(P) Stanford University <sup>1</sup>	207.3	215.2	3.8	135.1	140.2	3.8	111.3	117.5	5.6	*	*	*	150.0	158.0	5.3	--	--	--
State University of New York-Buffalo	133.7	133.4	-0.2	91.8	91.8	0.0	78.5	77.9	-0.8	55.2	57.5	4.2	64.4	63.4	-1.6	77.4	76.3	-1.4
State University of New York-Stony Brook	142.4	143.4	0.7	98.7	100.2	1.5	78.9	80.5	2.0	55.7	64.2	15.3	60.0	61.3	2.2	91.0	87.0	-4.4
Texas A & M University	122.2	128.2	4.9	84.5	88.1	4.3	75.6	80.4	6.3	*	*	*	46.0	46.7	1.5	62.0	67.1	8.2
(P) Tulane University	140.2	147.1	4.9	88.7	92.0	3.7	74.0	79.8	7.8	69.2	74.7	7.9	80.2	58.3	-27.3	66.3	66.9	0.9
University of Arizona	119.6	122.2	2.2	81.9	85.1	3.9	74.0	73.4	-0.8	36.6	37.2	1.6	56.0	56.8	1.4	67.6	74.0	9.5
University of California-Berkeley	158.9	165.4	4.1	107.3	110.2	2.7	94.7	99.2	4.8	*	48.2	*	73.5	73.3	-0.3	86.0	88.2	2.6
University of California-Davis	133.0	136.7	2.8	91.4	92.5	1.2	81.6	83.7	2.6	*	*	*	76.2	71.5	-6.2	89.7	95.4	6.4
University of California-Irvine	140.4	145.6	3.7	92.6	95.1	2.7	82.4	85.6	3.9	*	*	*	80.4	78.3	-2.6	81.4	82.4	1.2
University of California-Los Angeles	167.0	173.9	4.1	110.0	111.8	1.6	88.8	91.5	3.0	*	*	*	76.2	75.8	-0.5	80.3	80.7	0.5
University of California-San Diego	142.5	147.9	3.8	92.8	96.9	4.4	88.7	90.3	1.8	*	*	*	74.4	75.6	1.6	83.0	84.6	1.9
University of California-Santa Barbara	140.6	145.2	3.3	86.8	90.0	3.7	77.2	78.2	1.3	*	*	*	71.4	71.9	0.7	75.7	80.5	6.3
(P) University of Chicago	203.6	210.7	3.5	117.6	118.9	1.1	102.7	105.6	2.8	59.3	62.9	6.1	62.8	63.9	1.8	81.5	82.7	1.5
University of Colorado-Boulder	127.8	128.8	0.8	92.2	94.3	2.3	79.4	82.4	3.8	55.9	57.1	2.1	*	*	*	68.0	70.5	3.7



**TABLE H**  
 Percent Change in Average Salary at  
 All AAU Institutions, 2012-13 to 2013-14  
**ALL RANKS**

Name of Institution (alpha order)	Professors			Associate Professors			Assistant Professors			Instructors			Lecturers			Librarians		
	2012-13 Salary	2013-14 Salary	Percent Change	2012-13 Salary	2013-14 Salary	Percent Change	2012-13 Salary	2013-14 Salary	Percent Change	2012-13 Salary	2013-14 Salary	Percent Change	2012-13 Salary	2013-14 Salary	Percent Change	2012-13 Salary	2013-14 Salary	Percent Change
University of Florida	122.5	128.3	4.7	81.1	85.1	4.9	71.0	76.2	7.3	*	*	*	58.9	61.4	4.2	64.6	66.2	2.5
University of Illinois-Urbana	141.7	145.0	2.3	91.1	96.2	5.6	87.4	90.4	3.4	60.3	60.9	1.0	70.5	71.8	1.8	72.7	74.7	2.8
University of Iowa	132.2	135.3	2.3	87.4	89.9	2.9	74.6	76.7	2.8	47.0	46.1	-1.9	53.1	52.2	-1.7	64.5	62.6	-2.9
University of Kansas	118.3	121.2	2.5	80.6	82.3	2.1	71.8	73.3	2.1	*	*	*	47.5	48.0	1.1	70.2	73.4	4.6
University of Maryland-College Park	138.1	142.0	2.8	96.8	99.2	2.5	85.2	86.5	1.5	60.7	63.2	4.1	61.9	63.5	2.6	71.7	70.9	-1.1
University of Michigan-Ann Arbor	148.7	156.9	5.5	101.1	103.9	2.8	88.8	89.6	0.9	66.1	64.8	-2.0	56.9	58.3	2.5	72.9	72.5	-0.5
University of Minnesota-Twin Cities	134.3	136.0	1.3	88.5	91.9	3.8	81.8	82.3	0.6	48.7	47.7	-2.1	58.1	59.1	1.7	69.9	73.7	5.4
University of Missouri-Columbia	117.2	117.5	0.3	78.0	78.2	0.3	63.8	64.7	1.4	*	*	*	*	*	*	59.8	60.5	1.2
University of North Carolina-Chapel Hill <sup>2</sup>	147.9	146.2	-1.1	96.6	97.2	0.6	84.4	84.2	-0.2	*	72.1	*	54.3	53.5	-1.5	67.1	67.5	0.6
University of Oregon	110.9	114.1	2.9	80.3	82.5	2.7	76.5	75.0	-2.0	46.3	47.2	1.9	59.0	61.8	4.7	59.0	60.9	3.2
(P) University of Pennsylvania	187.0	192.3	2.8	117.3	119.5	1.9	116.2	118.0	1.5	*	*	*	*	*	*	71.9	72.7	1.1
<b>UNIVERSITY OF PITTSBURGH</b>	<b>135.9</b>	<b>140.2</b>	<b>3.2</b>	<b>91.5</b>	<b>93.0</b>	<b>1.6</b>	<b>75.8</b>	<b>77.8</b>	<b>2.6</b>	<b>45.4</b>	<b>45.9</b>	<b>1.1</b>	<b>44.8</b>	<b>46.5</b>	<b>3.8</b>	<b>75.2</b>	<b>78.0</b>	<b>3.7</b>
(P) University of Rochester	138.6	143.5	3.5	100.9	101.7	0.8	94.7	96.0	1.4	40.9	40.9	0.0	71.1	71.1	0.0	61.6	61.4	-0.3
(P) University of Southern California	160.5	164.6	2.6	107.8	110.0	2.0	93.5	95.6	2.2	71.5	71.8	0.4	62.0	63.7	2.7	83.0	83.3	0.4
University of Texas-Austin	144.0	145.4	1.0	92.8	94.4	1.7	86.0	88.5	2.9	*	*	*	59.8	60.9	1.8	61.0	61.9	1.5
University of Virginia	143.2	150.8	5.3	93.8	99.5	6.1	82.9	87.0	4.9	53.1	51.5	-3.0	55.0	59.8	8.7	72.6	67.9	-6.5
University of Washington <sup>2</sup>	*	128.1	*	*	96.3	*	*	86.2	*	*	47.6	*	*	*	*	64.3	67.4	4.8
University of Wisconsin-Madison	118.8	123.5	4.0	91.1	93.3	2.4	77.5	81.6	5.3	58.5	53.2	-9.1	65.3	66.8	2.3	62.2	66.1	6.3
(P) Vanderbilt University	167.9	174.8	4.1	103.5	107.5	3.9	84.9	88.9	4.7	*	*	*	52.5	54.7	4.2	66.3	67.2	1.4
(P) Washington University in St. Louis	175.8	183.6	4.4	103.6	110.6	6.8	98.8	98.3	-0.5	*	*	*	65.9	63.3	-3.9	60.8	65.7	8.1
(P) Yale University	186.3	192.2	3.2	113.1	118.3	4.6	94.2	95.9	1.8	*	*	*	73.8	78.3	6.1	83.2	84.7	1.8

(P) = Private Institution

<sup>1</sup>These institutions are not members of the Association of Research Libraries. The ARL includes only 56 of the 60 U.S. members of the AAU.

<sup>2</sup>Revised salary data for these institutions was published by the AAUP in the July/August 2014 issue of *Academe*. Data in this table utilizes the revised salary data not the originally published salary data in the March/April 2014 issue of *Academe*. Note that Rutgers revised salary data are not comparable to prior years due to the addition of faculty members previously part of the University of Medicine and Dentistry of New Jersey. Also, note that revised Lecturer salary data was available only for UNC-Chapel Hill.

\*Salary data for this institution is not available.

Sources: Pre-publication data from *Academe*, March/April 2013. Pre-publication data from *Academe*, March/April 2014. *ARL Annual Salary Survey 2012-2013* pre-publication data from ARL, June 2013. *ARL Annual Salary Survey 2013-2014* pre-publication data from ARL, July 2014.

## APPENDIX B

### AAUP IIB INSTITUTIONS BENCHMARK GROUP FOR BRADFORD, GREENSBURG, AND JOHNSTOWN REGIONAL CAMPUSES

In past peer analysis salary reports, the benchmark group for Pitt's three baccalaureate regional campuses (Bradford, Greensburg, and Johnstown) were the comparable satellite campuses of the Association of American Universities (AAU) member institutions. However, as quoted below from the March 4, 2010 issue of the *University Times*, the benchmark group for these campuses has been changed to the IIB Category institutions as defined by the American Association of University Professors (AAUP) in the annual March/April issue of *Academe*:

BPC's resolution No. 1, which was approved by Faculty Assembly, reads:

“RESOLVED, That Faculty Assembly recommends to the Provost that the Carnegie IIB schools in the three AAUP regions bordering Pennsylvania (i.e., the Middle Atlantic Region, East North Central Region and South Atlantic Region) be accepted for benchmarking faculty salaries at Pitt's regional campuses.” [Bradford, Greensburg, and Johnstown]

As defined in *Academe*, Category IIB institutions are characterized by their primary emphasis on undergraduate baccalaureate-level education. Institutions in this category grant a minimum of fifty bachelors' degrees annually, from at least three distinct programs, and bachelor's and higher degrees comprise at least 50 percent of total degrees awarded.

IIB institutions may be public, private-independent, church-related, or proprietary. Note that the number of IIB institutions may vary year to year as individual institutions in any AAUP category may be reclassified as the quantity and type of degrees awarded change over time.

The three AAUP regions bordering Pennsylvania include institutions in the following states and territories:

<b>Middle Atlantic:</b>	New Jersey, New York, and Pennsylvania
<b>East North Central:</b>	Illinois, Indiana, Michigan, Ohio, and Wisconsin
<b>South Atlantic:</b>	Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina, Virgin Islands, Virginia, and West Virginia

The table in this Appendix includes salary data from the current issue of *Academe* for those institutions that are included in the benchmarking group defined above. A weighted average was calculated for those institutions with multiple campuses (including Pitt). Institutions are grouped into deciles based on the average salaries. To give a sense of rank order, decile one represents the top 10%, decile two the next lower 10%, etc. through decile ten which represents the bottom 10%.

**APPENDIX B TABLE 1**  
**AAUP IIB Institution Faculty Salaries by Decile, 2013-14**  
**Middle Atlantic, East North Central, and South Atlantic Regions**  
**Professor, Associate Professor, and Assistant Professor Ranks**

<b>Professor</b>	<b>State<sup>1</sup></b>	<b>Type<sup>2</sup></b>	<b>No. Fac.</b>	<b>Salary</b>	<b>Decile<sup>3</sup></b>	<b>Associate Professor</b>	<b>State<sup>1</sup></b>	<b>Type<sup>2</sup></b>	<b>No. Fac.</b>	<b>Salary</b>	<b>Decile<sup>3</sup></b>	<b>Assistant Professor</b>	<b>State<sup>1</sup></b>	<b>Type<sup>2</sup></b>	<b>No. Fac.</b>	<b>Salary</b>	<b>Decile<sup>3</sup></b>
Barnard Coll	NY	PR	80	\$148.2	1	Barnard Coll	NY	PR	32	\$107.3	1	U Richmond	VA	PR	83	\$83.3	1
U Richmond	VA	PR	102	147.7	1	US Naval Academy	MD	PU	116	101.8	1	US Naval Academy	MD	PU	67	82.2	1
Swarthmore Coll	PA	PR	90	140.7	1	U Richmond	VA	PR	132	98.8	1	Cooper Union	NY	PR	6	81.3	1
Colgate U	NY	PR	103	138.1	1	New Jersey City U	NJ	PU	71	98.4	1	Vassar Coll	NY	PR	47	80.7	1
Vassar Coll	NY	PR	100	130.3	1	Swarthmore Coll	PA	PR	39	97.6	1	New Jersey City U	NJ	PU	79	78.7	1
Washington & Lee U	VA	PR	81	130.3	1	Washington & Lee U	VA	PR	60	97.4	1	Swarthmore Coll	PA	PR	47	78.7	1
Lafayette Coll	PA	PR	76	130.0	1	Colgate U	NY	PR	74	96.6	1	Bucknell U	PA	PR	119	77.7	1
Bard Coll	NY	PR	62	128.0	1	Vassar Coll	NY	PR	84	95.3	1	Colgate U	NY	PR	75	76.9	1
Hamilton Coll	NY	PR	90	126.6	1	Cooper Union	NY	PR	14	94.6	1	Ramapo Coll New Jersey	NJ	PU	68	75.8	1
US Naval Academy	MD	PU	135	125.6	1	Lafayette Coll	PA	PR	76	94.5	1	Barnard Coll	NY	PR	53	74.1	1
Davidson Coll	NC	PR	96	124.6	1	Hamilton Coll	NY	PR	48	94.1	1	Lafayette Coll	PA	PR	61	74.1	1
Haverford Coll	PA	PR	37	120.0	1	Haverford Coll	PA	PR	47	93.5	1	Davidson Coll	NC	PR	36	73.5	1
Union Coll	NY	PR	83	118.9	1	Ramapo Coll New Jersey	NJ	PU	78	92.9	1	Rose-Hulman Inst Tech	IN	PR	33	73.1	1
Ramapo Coll New Jersey	NJ	PU	67	118.1	1	Davidson Coll	NC	PR	38	92.0	1	Haverford Coll	PA	PR	34	72.2	1
New Jersey City U	NJ	PU	87	118.1	1	Bucknell U	PA	PR	149	91.6	1	Bard Coll	NY	PR	46	71.7	1
Oberlin Coll	OH	PR	109	117.3	1	Oberlin Coll	OH	PR	103	91.6	1	Franklin and Marshall Coll	PA	PR	92	71.5	1
Cooper Union	NY	PR	31	116.8	1	Skidmore Coll	NY	PR	71	89.5	1	Hamilton Coll	NY	PR	46	71.1	1
Bucknell U	PA	PR	102	115.0	1	Bard Coll	NY	PR	41	87.8	1	Union Coll	NY	PR	38	70.3	1
Skidmore Coll	NY	PR	66	114.5	1	Union Coll	NY	PR	66	86.8	1	Milwaukee Sch Engineering	WI	PR	46	70.0	1
Hobart & William Smith Coll	NY	PR	54	114.0	1	Rose-Hulman Inst Tech	IN	PR	68	86.6	1	Cheyney U Pennsylvania	PA	PU	14	69.9	1
Franklin and Marshall Coll	PA	PR	60	113.3	1	Dickinson Coll	PA	PR	77	85.2	1	Washington & Lee U	VA	PR	50	69.5	1
Dickinson Coll	PA	PR	45	112.5	1	Mansfield U Pennsylvania	PA	PU	50	84.5	1	Dickinson Coll	PA	PR	75	68.7	1

<sup>1</sup>AAUP Regions: Middle Atlantic: NJ, NY, and PA. East North Central: IL, IN, MI, OH, and WI. South Atlantic: DE, DC, FL, GA, MA, NC, PR, SC, VI, VA, and WV.

<sup>2</sup>Type of Institution: PR = Private (includes private-independent, church-related, and proprietary institutions) PU = Public

<sup>3</sup>To give a sense of rank order, decile one represents the top 10%, decile two the next lower 10%, etc. through decile ten which represents the bottom 10%.

NOTE: There are 221 institutions in the comparison group listed above. Institutions with multiple campuses (including Pitt) are counted once and a weighted average salary is used.

**APPENDIX B TABLE 1**  
**AAUP IIB Institution Faculty Salaries by Decile, 2013-14**  
**Middle Atlantic, East North Central, and South Atlantic Regions**  
**Professor, Associate Professor, and Assistant Professor Ranks**

Professor	State <sup>1</sup>	Type <sup>2</sup>	No. Fac.	Salary	Decile <sup>3</sup>	Associate Professor	State <sup>1</sup>	Type <sup>2</sup>	No. Fac.	Salary	Decile <sup>3</sup>	Assistant Professor	State <sup>1</sup>	Type <sup>2</sup>	No. Fac.	Salary	Decile <sup>3</sup>
Gettysburg Coll	PA	PR	50	\$112.3	2	St. Lawrence U	NY	PR	75	\$84.3	2	Gettysburg Coll	PA	PR	74	\$68.3	2
Denison U	OH	PR	37	109.1	2	Hobart & William Smith Coll	NY	PR	69	84.2	2	Siena Coll	NY	PR	76	68.2	2
Rose-Hulman Inst Tech	IN	PR	60	108.9	2	Cheyney U Pennsylvania	PA	PU	19	84.1	2	Sarah Lawrence Coll	NY	PR	14	68.2	2
St. Lawrence U	NY	PR	44	107.4	2	Lock Haven U	PA	PU	72	83.2	2	Saint Joseph's Coll	NY	PR	81	67.9	2
Sarah Lawrence Coll	NY	PR	46	107.1	2	Franklin and Marshall Coll	PA	PR	67	83.1	2	Farmingdale St Coll	NY	PU	89	67.7	2
Mansfield U Pennsylvania	PA	PU	39	106.7	2	Gettysburg Coll	PA	PR	84	83.1	2	Ursinus Coll	PA	PR	38	67.3	2
Saint Joseph's Coll	NY	PR	35	106.5	2	Penn St U-IIB Campuses	PA	PU	349	82.3	2	Penn St U-IIB Campuses	PA	PU	236	67.1	2
Cheyney U Pennsylvania	PA	PU	18	105.8	2	Siena Coll	NY	PR	54	82.2	2	Lock Haven U	PA	PU	69	66.8	2
Penn St U-IIB Campuses	PA	PU	132	104.5	2	Sarah Lawrence Coll	NY	PR	32	79.7	2	Oberlin Coll	OH	PR	79	66.5	2
St. Francis Coll	NY	PR	24	101.9	2	St. Francis Coll	NY	PR	28	79.6	2	Skidmore Coll	NY	PR	57	66.3	2
Lock Haven U	PA	PU	76	101.8	2	Denison U	OH	PR	93	78.8	2	Coll Mount St. Vincent	NY	PR	32	66.0	2
Christopher Newport U	VA	PU	38	101.6	2	Kenyon Coll	OH	PR	55	77.3	2	Hobart & William Smith Coll	NY	PR	79	66.0	2
Siena Coll	NY	PR	75	101.4	2	Farmingdale St Coll	NY	PU	45	77.3	2	Stevenson U	MD	PR	54	66.0	2
Wabash Coll	IN	PR	20	100.7	2	Saint Joseph's Coll	NY	PR	62	77.2	2	Mansfield U Pennsylvania	PA	PU	41	65.6	2
Kenyon Coll	OH	PR	69	100.4	2	Christopher Newport U	VA	PU	82	77.1	2	St. Francis Coll	NY	PR	23	65.5	2
Farmingdale St Coll	NY	PU	62	100.2	2	St. Thomas Aquinas Coll	NY	PR	10	76.8	2	Kenyon Coll	OH	PR	38	65.2	2
St. Thomas Aquinas Coll	NY	PR	22	99.8	2	Wheaton Coll	IL	PR	93	76.8	2	Ohio Northern U	OH	PR	77	65.2	2
Muhlenberg Coll	PA	PR	54	99.4	2	Wabash Coll	IN	PR	35	76.7	2	Notre Dame Maryland U	MD	PR	65	65.1	2
Allegheny Coll	PA	PR	52	98.2	2	Muhlenberg Coll	PA	PR	52	76.7	2	St. Lawrence U	NY	PR	44	64.8	2
Purdue U-North Central	IN	PU	11	97.5	2	Stevenson U	MD	PR	33	76.5	2	Furman U	SC	PR	72	64.4	2
Goucher Coll	MD	PR	22	96.9	2	Ursinus Coll	PA	PR	42	76.3	2	Goucher Coll	MD	PR	54	64.0	2
Ohio Northern U	OH	PR	68	96.9	2	Milwaukee Sch Engineering	WI	PR	43	76.3	2	Utica Coll	NY	PR	36	63.8	2

<sup>1</sup>AAUP Regions: Middle Atlantic: NJ, NY, and PA. East North Central: IL, IN, MI, OH, and WI. South Atlantic: DE, DC, FL, GA, MA, NC, PR, SC, VI, VA, and WV.

<sup>2</sup>Type of Institution: PR = Private (includes private-independent, church-related, and proprietary institutions) PU = Public

<sup>3</sup>To give a sense of rank order, decile one represents the top 10%, decile two the next lower 10%, etc. through decile ten which represents the bottom 10%.

NOTE: There are 221 institutions in the comparison group listed above. Institutions with multiple campuses (including Pitt) are counted once and a weighted average salary is used.

**APPENDIX B TABLE 1**  
**AAUP IIB Institution Faculty Salaries by Decile, 2013-14**  
**Middle Atlantic, East North Central, and South Atlantic Regions**  
**Professor, Associate Professor, and Assistant Professor Ranks**

<b>Professor</b>	<b>State<sup>1</sup></b>	<b>Type<sup>2</sup></b>	<b>No. Fac.</b>	<b>Salary</b>	<b>Decile<sup>3</sup></b>	<b>Associate Professor</b>	<b>State<sup>1</sup></b>	<b>Type<sup>2</sup></b>	<b>No. Fac.</b>	<b>Salary</b>	<b>Decile<sup>3</sup></b>	<b>Assistant Professor</b>	<b>State<sup>1</sup></b>	<b>Type<sup>2</sup></b>	<b>No. Fac.</b>	<b>Salary</b>	<b>Decile<sup>3</sup></b>
Mount Saint Mary Coll	NY	PR	27	\$96.8	3	Washington Coll	MD	PR	44	\$75.5	3	Palm Beach Atlantic U	FL	PR	58	\$63.8	3
Ohio St U-5 campuses	OH	PU	30	96.6	3	Coll Mount St. Vincent	NY	PR	26	75.3	3	Ohio St U-5 campuses	OH	PU	55	63.8	3
Furman U	SC	PR	113	96.3	3	DePauw U	IN	PR	68	75.2	3	Mount Saint Mary Coll	NY	PR	27	63.5	3
Spelman Coll	GA	PR	30	95.8	3	Utica Coll	NY	PR	53	75.2	3	DePauw U	IN	PR	45	63.5	3
DePauw U	IN	PR	99	95.5	3	Goucher Coll	MD	PR	45	74.7	3	Elizabeth City St U	NC	PU	37	63.4	3
Mercyhurst U	PA	PR	31	95.3	3	Misericordia U	PA	PR	38	74.7	3	Marymount Manhattan Coll	NY	PR	33	63.1	3
Ursinus Coll	PA	PR	37	95.3	3	Elizabethtown Coll	PA	PR	57	74.6	3	Bloomfield Coll	NJ	PR	15	62.7	3
Washington Coll	MD	PR	12	94.8	3	Bloomfield Coll	NJ	PR	25	74.6	3	U Mary Washington	VA	PU	57	62.6	3
Marymount Manhattan Coll	NY	PR	20	94.7	3	Marymount Manhattan Coll	NY	PR	37	74.5	3	Allegheny Coll	PA	PR	41	62.4	3
Coll Wooster	OH	PR	51	94.6	3	Ohio Northern U	OH	PR	70	73.8	3	Muhlenberg Coll	PA	PR	37	62.4	3
Lake Forest Coll	IL	PR	30	94.6	3	Susquehanna U	PA	PR	77	73.8	3	Susquehanna U	PA	PR	39	62.3	3
SUNY-3 campuses	NY	PU	91	93.8	3	Allegheny Coll	PA	PR	47	73.7	3	Denison U	OH	PR	81	62.2	3
Virginia Military Inst	VA	PU	59	93.8	3	SUNY-3 campuses	NY	PU	184	73.5	3	Seton Hill U	PA	PR	39	62.1	3
St. Mary's Coll Maryland	MD	PU	47	91.9	3	Coll Wooster	OH	PR	51	72.8	3	SUNY-3 campuses	NY	PU	213	62.0	3
Wheaton Coll	IL	PR	55	91.7	3	Ohio St U-5 campuses	OH	PU	96	72.5	3	Washington Coll	MD	PR	35	61.7	3
Trine U	IN	PR	7	91.5	3	Lake Forest Coll	IL	PR	34	71.9	3	U North Carolina-Asheville	NC	PU	39	61.6	3
Stevenson U	MD	PR	34	91.2	3	Kalamazoo Coll	MI	PR	28	71.7	3	Elizabethtown Coll	PA	PR	29	61.5	3
Susquehanna U	PA	PR	19	90.9	3	Mount Saint Mary Coll	NY	PR	27	71.5	3	Calvin Coll	MI	PR	72	61.5	3
Kalamazoo Coll	MI	PR	34	90.9	3	Furman U	SC	PR	53	71.5	3	Christopher Newport U	VA	PU	56	61.1	3
Coastal Carolina U	SC	PU	69	90.9	3	Carthage Coll	WI	PR	55	71.4	3	Virginia Wesleyan Coll	VA	PR	24	61.0	3
Misericordia U	PA	PR	23	90.9	3	Spelman Coll	GA	PR	55	71.2	3	Wofford Coll	SC	PR	31	61.0	3
Elizabethtown Coll	PA	PR	32	90.6	3	CUNY-3 campuses	NY	PU	197	71.1	3	St. Mary's Coll Maryland	MD	PU	35	60.9	3

<sup>1</sup>AAUP Regions: Middle Atlantic: NJ, NY, and PA. East North Central: IL, IN, MI, OH, and WI. South Atlantic: DE, DC, FL, GA, MA, NC, PR, SC, VI, VA, and WV.

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**AAUP IIB Institution Faculty Salaries by Decile, 2013-14**  
**Middle Atlantic, East North Central, and South Atlantic Regions**  
**Professor, Associate Professor, and Assistant Professor Ranks**

<b>Professor</b>	<b>State<sup>1</sup></b>	<b>Type<sup>2</sup></b>	<b>No. Fac.</b>	<b>Salary</b>	<b>Decile<sup>3</sup></b>	<b>Associate Professor</b>	<b>State<sup>1</sup></b>	<b>Type<sup>2</sup></b>	<b>No. Fac.</b>	<b>Salary</b>	<b>Decile<sup>3</sup></b>	<b>Assistant Professor</b>	<b>State<sup>1</sup></b>	<b>Type<sup>2</sup></b>	<b>No. Fac.</b>	<b>Salary</b>	<b>Decile<sup>3</sup></b>
St. Norbert Coll	WI	PR	21	\$90.6	4	High Point U	NC	PR	57	\$70.8	4	Trine U	IN	PR	45	\$60.8	4
Coll Mount St. Vincent	NY	PR	12	90.5	4	Gwynedd Mercy U	PA	PR	15	70.5	4	Coll Wooster	OH	PR	45	60.5	4
Hampden-Sydney Coll	VA	PR	41	90.5	4	Illinois Wesleyan U	IL	PR	48	70.3	4	Carthage Coll	WI	PR	49	60.4	4
Bloomfield Coll	NJ	PR	31	89.1	4	Agnes Scott Coll	GA	PR	26	70.3	4	Spelman Coll	GA	PR	46	60.4	4
CUNY-3 campuses	NY	PU	159	88.9	4	Delaware Valley Coll	PA	PR	27	70.2	4	Lebanon Valley Coll	PA	PR	34	60.3	4
Illinois Wesleyan U	IL	PR	50	88.5	4	Coastal Carolina U	SC	PU	107	70.2	4	Wheaton Coll	IL	PR	51	60.1	4
Lawrence U	WI	PR	32	88.5	4	Trine U	IN	PR	22	69.8	4	Agnes Scott Coll	GA	PR	15	59.9	4
Carthage Coll	WI	PR	43	88.1	4	U Mount Union	OH	PR	31	69.7	4	Madonna U	MI	PR	37	59.8	4
McDaniel Coll	MD	PR	35	87.9	4	St. Norbert Coll	WI	PR	32	69.5	4	Messiah Coll	PA	PR	40	59.7	4
Hartwick Coll	NY	PR	50	87.9	4	New Coll Florida	FL	PU	23	69.5	4	Elmhurst Coll	IL	PR	49	59.6	4
Gwynedd Mercy U	PA	PR	7	87.8	4	St. Mary's Coll Maryland	MD	PU	53	69.5	4	Coastal Carolina U	SC	PU	120	59.6	4
King's Coll	PA	PR	38	87.5	4	Messiah Coll	PA	PR	66	69.4	4	Delaware Valley Coll	PA	PR	32	59.2	4
Milwaukee Sch Engineering	WI	PR	40	87.4	4	Seton Hill U	PA	PR	40	69.3	4	CUNY-3 campuses	NY	PU	338	59.2	4
Seton Hill U	PA	PR	16	87.4	4	Elmhurst Coll	IL	PR	54	69.1	4	High Point U	NC	PR	112	59.0	4
Ohio Wesleyan U	OH	PR	66	87.3	4	Mercyhurst U	PA	PR	41	68.8	4	Virginia Military Inst	VA	PU	36	58.9	4
High Point U	NC	PR	26	87.3	4	Lebanon Valley Coll	PA	PR	40	68.8	4	Gwynedd Mercy U	PA	PR	46	58.9	4
Delaware Valley Coll	PA	PR	11	87.1	4	Centenary Coll	NJ	PR	24	68.8	4	St. Thomas Aquinas Coll	NY	PR	18	58.8	4
New Coll Florida	FL	PU	30	87.0	4	Lawrence U	WI	PR	71	68.8	4	Wabash Coll	IN	PR	25	58.8	4
Saint Vincent Coll	PA	PR	17	86.4	4	Calvin Coll	MI	PR	64	68.8	4	Misericordia U	PA	PR	49	58.7	4
Juniata Coll	PA	PR	46	86.2	4	Alvernia U	PA	PR	35	68.4	4	Purdue U-North Central	IN	PU	33	58.7	4
Agnes Scott Coll	GA	PR	34	86.2	4	McDaniel Coll	MD	PR	47	68.3	4	Illinois Wesleyan U	IL	PR	56	58.5	4
Morehouse Coll	GA	PR	41	86.0	4	Trinity Washington U	DC	PR	19	68.1	4	Hampden-Sydney Coll	VA	PR	14	58.1	4

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**Professor, Associate Professor, and Assistant Professor Ranks**

Professor	State <sup>1</sup>	Type <sup>2</sup>	No. Fac.	Salary	Decile <sup>3</sup>	Associate Professor	State <sup>1</sup>	Type <sup>2</sup>	No. Fac.	Salary	Decile <sup>3</sup>	Assistant Professor	State <sup>1</sup>	Type <sup>2</sup>	No. Fac.	Salary	Decile <sup>3</sup>
Notre Dame Maryland U	MD	PR	28	\$85.9	5	<b>U Pittsburgh-3 campuses<sup>4</sup></b>	PA	PU	<b>105</b>	<b>\$68.0</b>	<b>5</b>	Alvernia U	PA	PR	47	\$58.1	5
Messiah Coll	PA	PR	60	85.4	5	U North Carolina-Asheville	NC	PU	67	67.8	5	Lake Forest Coll	IL	PR	31	58.0	5
Eckerd Coll	FL	PR	44	85.3	5	King's Coll	PA	PR	45	67.8	5	Trinity Washington U	DC	PR	40	57.9	5
Cabrini Coll	PA	PR	14	85.3	5	Hope Coll	MI	PR	68	67.6	5	Bethune Cookman U	FL	PR	45	57.9	5
Washington & Jefferson Coll	PA	PR	38	85.1	5	Daemen Coll	NY	PR	45	67.5	5	Juniata Coll	PA	PR	24	57.8	5
Wofford Coll	SC	PR	41	84.8	5	Davenport U	MI	PR	27	67.4	5	Kalamazoo Coll	MI	PR	28	57.8	5
Roanoke Coll	VA	PR	43	84.6	5	Virginia Military Inst	VA	PU	24	67.4	5	Moravian Coll	PA	PR	20	57.7	5
Utica Coll	NY	PR	22	84.4	5	Madonna U	MI	PR	27	67.3	5	Adrian Coll	MI	PR	35	57.7	5
Lebanon Valley Coll	PA	PR	32	84.1	5	Wofford Coll	SC	PR	49	67.3	5	Roanoke Coll	VA	PR	29	57.5	5
Elmhurst Coll	IL	PR	44	84.1	5	Roanoke Coll	VA	PR	59	67.1	5	Indiana U-2 campuses	IN	PU	82	57.5	5
Hope Coll	MI	PR	88	84.0	5	Southeastern U	FL	PR	33	66.9	5	Florida Southern Coll	FL	PR	47	57.5	5
Daemen Coll	NY	PR	13	83.9	5	Hampden-Sydney Coll	VA	PR	27	66.8	5	New Coll Florida	FL	PU	16	57.4	5
U Mount Union	OH	PR	43	83.5	5	Purdue U-North Central	IN	PU	48	66.8	5	Hope Coll	MI	PR	77	57.3	5
U North Carolina-Asheville	NC	PU	58	83.3	5	Notre Dame Maryland U	MD	PR	32	66.7	5	Hartwick Coll	NY	PR	35	57.3	5
Augustana Coll	IL	PR	68	83.1	5	Carroll U	WI	PR	34	66.7	5	Washington & Jefferson Coll	PA	PR	13	57.2	5
Centenary Coll	NJ	PR	7	83.1	5	Earlham Coll & Earlham Sch	IN	PR	19	66.5	5	U Mount Union	OH	PR	45	57.2	5
U Mary Washington	VA	PU	78	82.9	5	Florida Southern Coll	FL	PR	22	66.4	5	Earlham Coll & Earlham Sch	IN	PR	36	57.1	5
Madonna U	MI	PR	40	82.6	5	Washington & Jefferson Coll	PA	PR	48	66.3	5	Alma Coll	MI	PR	15	57.1	5
Moravian Coll	PA	PR	26	82.6	5	U Mary Washington	VA	PU	84	66.3	5	Davenport U	MI	PR	37	57.1	5
Clayton St U	GA	PU	47	82.1	5	Albright Coll	PA	PR	42	66.3	5	Hanover Coll	IN	PR	17	57.1	5
Indiana U-2 campuses	IN	PU	20	81.7	5	Cabrini Coll	PA	PR	22	66.2	5	U Charleston	WV	PR	65	57.0	5
Carroll U	WI	PR	16	81.7	5	Lycoming Coll	PA	PR	20	66.2	5	Centenary Coll	NJ	PR	46	56.8	5

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Professor	State <sup>1</sup>	Type <sup>2</sup>	No. Fac.	Salary	Decile <sup>3</sup>	Associate Professor	State <sup>1</sup>	Type <sup>2</sup>	No. Fac.	Salary	Decile <sup>3</sup>	Assistant Professor	State <sup>1</sup>	Type <sup>2</sup>	No. Fac.	Salary	Decile <sup>3</sup>
Lycoming Coll	PA	PR	18	\$81.5	6	Elizabeth City St U	NC	PU	35	\$66.2	6	Eckerd Coll	FL	PR	50	\$56.8	6
Albright Coll	PA	PR	26	81.4	6	Hartwick Coll	NY	PR	27	66.1	6	St. Norbert Coll	WI	PR	53	56.7	6
<b>U Pittsburgh-3 campuses<sup>4</sup></b>	<b>PA</b>	<b>PU</b>	<b>27</b>	<b>81.4</b>	<b>6</b>	Morehouse Coll	GA	PR	53	66.1	6	Clayton St U	GA	PU	61	56.6	6
Adrian Coll	MI	PR	30	81.4	6	Eckerd Coll	FL	PR	27	66.0	6	Muskingum U	OH	PR	30	56.6	6
Earlham Coll & Earlham Sch	IN	PR	36	81.2	6	Hanover Coll	IN	PR	29	66.0	6	Flagler Coll	FL	PR	40	56.5	6
Elizabeth City St U	NC	PU	37	81.1	6	Moravian Coll	PA	PR	47	65.4	6	Ohio Wesleyan U	OH	PR	44	56.0	6
Cedar Crest Coll	PA	PR	18	81.1	6	Palm Beach Atlantic U	FL	PR	63	65.3	6	Carroll U	WI	PR	54	55.8	6
Hollins U	VA	PR	24	81.1	6	Ohio Wesleyan U	OH	PR	28	65.2	6	Cedar Crest Coll	PA	PR	22	55.8	6
Saint Mary's Coll	IN	PR	38	80.7	6	Saint Vincent Coll	PA	PR	37	65.1	6	Neumann U	PA	PR	43	55.7	6
Trinity Washington U	DC	PR	10	80.6	6	Waynesburg U	PA	PR	12	64.8	6	Tiffin U	OH	PR	25	55.6	6
Knox Coll	IL	PR	41	80.3	6	Illinois Coll	IL	PR	28	64.4	6	Baldwin Wallace U	OH	PR	42	55.4	6
Franklin Coll Indiana	IN	PR	22	80.3	6	Muskingum U	OH	PR	34	64.3	6	Albright Coll	PA	PR	32	55.2	6
Illinois Coll	IL	PR	24	80.3	6	Cedar Crest Coll	PA	PR	24	64.3	6	Clark Atlanta U	GA	PR	55	55.1	6
Hanover Coll	IN	PR	49	78.9	6	Augustana Coll	IL	PR	35	64.3	6	Saint Vincent Coll	PA	PR	36	55.1	6
Alvernia U	PA	PR	7	80.2	6	Hollins U	VA	PR	25	64.3	6	McDaniel Coll	MD	PR	18	55.0	6
Randolph-Macon Coll	VA	PR	43	79.9	6	Randolph Coll	VA	PR	25	64.2	6	Waynesburg U	PA	PR	31	55.0	6
Sweet Briar Coll	VA	PR	31	79.8	6	Indiana Wesleyan U	IN	PR	68	64.0	6	<b>U Pittsburgh-3 campuses<sup>4</sup></b>	<b>PA</b>	<b>PU</b>	<b>101</b>	<b>54.9</b>	<b>6</b>
Florida Southern Coll	FL	PR	30	79.7	6	Baldwin Wallace U	OH	PR	60	63.9	6	U South Carolina-3 campuse	SC	PU	126	54.9	6
Calvin Coll	MI	PR	152	79.2	6	Clafin U	SC	PR	24	63.8	6	Chowan U	NC	PR	27	54.7	6
Muskingum U	OH	PR	29	79.1	6	Flagler Coll	FL	PR	39	63.5	6	Saint Mary's Coll	IN	PR	43	54.4	6
Beloit Coll	WI	PR	43	79.1	6	Sweet Briar Coll	VA	PR	15	63.3	6	Morehouse Coll	GA	PR	40	54.4	6
Randolph Coll	VA	PR	26	78.8	6	Cazenovia Coll	NY	PR	14	62.8	6	Shepherd U	WV	PU	57	54.4	6

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<b>Professor</b>	<b>State<sup>1</sup></b>	<b>Type<sup>2</sup></b>	<b>No. Fac.</b>	<b>Salary</b>	<b>Decile<sup>3</sup></b>	<b>Associate Professor</b>	<b>State<sup>1</sup></b>	<b>Type<sup>2</sup></b>	<b>No. Fac.</b>	<b>Salary</b>	<b>Decile<sup>3</sup></b>	<b>Assistant Professor</b>	<b>State<sup>1</sup></b>	<b>Type<sup>2</sup></b>	<b>No. Fac.</b>	<b>Salary</b>	<b>Decile<sup>3</sup></b>
Neumann U	PA	PR	15	\$78.5	7	Marietta Coll	OH	PR	46	\$62.7	7	Mercyhurst U	PA	PR	87	\$54.4	7
Southeastern U	FL	PR	26	78.4	7	Neumann U	PA	PR	32	62.7	7	Lawrence U	WI	PR	38	54.3	7
U South Carolina-3 campus	SC	PU	69	78.0	7	Virginia Wesleyan Coll	VA	PR	28	62.7	7	Randolph Coll	VA	PR	15	54.2	7
Alma Coll	MI	PR	39	77.9	7	Beloit Coll	WI	PR	29	62.7	7	Lakeland Coll	WI	PR	15	54.2	7
Davenport U	MI	PR	7	77.8	7	Indiana U-2 campuses	IN	PU	29	62.6	7	Presbyterian Coll	SC	PR	17	54.1	7
Virginia Wesleyan Coll	VA	PR	36	77.6	7	Saint Mary's Coll	IN	PR	40	62.5	7	Lycoming Coll	PA	PR	40	54.0	7
Westminster Coll	PA	PR	22	76.8	7	Clayton St U	GA	PU	77	62.4	7	Cabrini Coll	PA	PR	35	53.8	7
Cazenovia Coll	NY	PR	18	76.5	7	Juniata Coll	PA	PR	27	62.4	7	Randolph-Macon Coll	VA	PR	24	53.5	7
Albion Coll	MI	PR	41	75.8	7	Adrian Coll	MI	PR	27	62.3	7	Heidelberg U	OH	PR	27	53.5	7
Baldwin Wallace U	OH	PR	75	75.7	7	Randolph-Macon Coll	VA	PR	27	62.2	7	Indiana Wesleyan U	IN	PR	116	53.5	7
Indiana Wesleyan U	IN	PR	60	75.6	7	Alma Coll	MI	PR	22	62.0	7	Illinois Coll	IL	PR	22	53.4	7
Palm Beach Atlantic U	FL	PR	37	75.1	7	Catawba Coll	NC	PR	20	62.0	7	Wittenberg U	OH	PR	30	53.3	7
Marietta Coll	OH	PR	22	74.9	7	Shawnee St U	OH	PU	48	61.9	7	Sweet Briar Coll	VA	PR	24	53.2	7
Wittenberg U	OH	PR	43	74.7	7	Heidelberg U	OH	PR	5	61.9	7	Daemen Coll	NY	PR	57	53.0	7
Millikin U	IL	PR	28	74.6	7	Tiffin U	OH	PR	30	61.7	7	Augustana Coll	IL	PR	65	52.9	7
Flagler Coll	FL	PR	15	74.6	7	Wittenberg U	OH	PR	56	61.6	7	Clafin U	SC	PR	57	52.7	7
Wells Coll	NY	PR	15	74.4	7	Shepherd U	WV	PU	51	61.4	7	Shawnee St U	OH	PU	33	52.6	7
Walsh U	OH	PR	24	74.3	7	U Charleston	WV	PR	18	61.1	7	Barton Coll	NC	PR	24	52.3	7
Oglethorpe U	GA	PR	18	74.3	7	Trinity Christian Coll	IL	PR	17	61.0	7	Ursuline Coll	OH	PR	15	52.0	7
Monmouth Coll	IL	PR	31	74.1	7	Millikin U	IL	PR	53	61.0	7	Marietta Coll	OH	PR	30	52.0	7
Lakeland Coll	WI	PR	12	74.0	7	Franklin Coll Indiana	IN	PR	9	60.9	7	Charleston Southern U	SC	PR	70	51.9	7
Waynesburg U	PA	PR	21	74.0	7	U South Carolina-3 campus	SC	PU	114	60.9	7	Southeastern U	FL	PR	38	51.9	7

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**APPENDIX B TABLE 1**  
**AAUP IIB Institution Faculty Salaries by Decile, 2013-14**  
**Middle Atlantic, East North Central, and South Atlantic Regions**  
**Professor, Associate Professor, and Assistant Professor Ranks**

Professor	State <sup>1</sup>	Type <sup>2</sup>	No.			Associate Professor	State <sup>1</sup>	Type <sup>2</sup>	No.			Assistant Professor	State <sup>1</sup>	Type <sup>2</sup>	No.		
			Fac.	Salary	Decile <sup>3</sup>				Fac.	Salary	Decile <sup>3</sup>				Fac.	Salary	Decile <sup>3</sup>
Tiffin U	OH	PR	12	\$73.8	8	Albion Coll	MI	PR	33	\$60.9	8	Millikin U	IL	PR	45	\$51.9	8
Young Harris Coll	GA	PR	8	73.7	8	Monmouth Coll	IL	PR	16	60.9	8	Young Harris Coll	GA	PR	38	51.8	8
Ripon Coll	WI	PR	24	72.9	8	Valley Forge Christian Coll	PA	PR	6	60.8	8	Knox Coll	IL	PR	33	51.6	8
Emory and Henry Coll	VA	PR	18	72.7	8	Presbyterian Coll	SC	PR	29	60.8	8	Oglethorpe U	GA	PR	8	51.5	8
Shawnee St U	OH	PU	34	72.5	8	Walsh U	OH	PR	52	60.7	8	Bridgewater Coll	VA	PR	34	51.4	8
Bridgewater Coll	VA	PR	15	71.4	8	Knox Coll	IL	PR	37	60.2	8	Beloit Coll	WI	PR	35	51.3	8
Ursuline Coll	OH	PR	19	71.3	8	Wells Coll	NY	PR	12	60.1	8	Albion Coll	MI	PR	28	51.3	8
Shepherd U	WV	PU	24	71.1	8	Geneva Coll	PA	PR	30	60.1	8	Trinity Christian Coll	IL	PR	40	51.3	8
Bethune Cookman U	FL	PR	10	71.0	8	Covenant Coll	GA	PR	19	59.6	8	Hollins U	VA	PR	21	51.2	8
Clark Atlanta U	GA	PR	37	70.9	8	Oglethorpe U	GA	PR	15	59.5	8	Monmouth Coll	IL	PR	33	51.2	8
Trinity Christian Coll	IL	PR	24	70.5	8	Lakeland Coll	WI	PR	24	59.3	8	King's Coll	PA	PR	45	51.2	8
Salem Coll	NC	PR	3	70.4	8	Young Harris Coll	GA	PR	18	59.1	8	St. Andrews U	NC	PR	10	51.1	8
Guilford Coll	NC	PR	35	70.4	8	Clark Atlanta U	GA	PR	63	58.9	8	Walsh U	OH	PR	50	51.1	8
Covenant Coll	GA	PR	36	70.1	8	Bridgewater Coll	VA	PR	40	58.9	8	Thiel Coll	PA	PR	12	51.1	8
Hilbert Coll	NY	PR	20	70.0	8	Westminster Coll	PA	PR	38	58.5	8	Salem Coll	NC	PR	33	51.0	8
Mary Baldwin Coll	VA	PR	24	69.7	8	Hilbert Coll	NY	PR	11	58.0	8	Converse Coll	SC	PR	24	51.0	8
Clafin U	SC	PR	19	69.7	8	Mary Baldwin Coll	VA	PR	27	58.0	8	Franklin Coll Indiana	IN	PR	34	50.8	8
U Charleston	WV	PR	9	69.0	8	Chowan U	NC	PR	20	57.3	8	Lander U	SC	PU	44	50.7	8
Charleston Southern U	SC	PR	30	68.2	8	Converse Coll	SC	PR	40	57.2	8	Guilford Coll	NC	PR	41	50.6	8
Geneva Coll	PA	PR	37	67.8	8	West Virginia St U	WV	PU	42	57.1	8	Cazenovia Coll	NY	PR	16	50.4	8
Converse Coll	SC	PR	14	67.6	8	Salem Coll	NC	PR	20	57.1	8	Covenant Coll	GA	PR	10	50.3	8
Presbyterian Coll	SC	PR	31	66.9	8	Coker Coll	SC	PR	22	57.0	8	Anderson U	IN	PR	35	50.2	8

<sup>1</sup>AAUP Regions: Middle Atlantic: NJ, NY, and PA. East North Central: IL, IN, MI, OH, and WI. South Atlantic: DE, DC, FL, GA, MA, NC, PR, SC, VI, VA, and WV.

<sup>2</sup>Type of Institution: PR = Private (includes private-independent, church-related, and proprietary institutions) PU = Public

<sup>3</sup>To give a sense of rank order, decile one represents the top 10%, decile two the next lower 10%, etc. through decile ten which represents the bottom 10%.

NOTE: There are 221 institutions in the comparison group listed above. Institutions with multiple campuses (including Pitt) are counted once and a weighted average salary is used.

**APPENDIX B TABLE 1**  
**AAUP IIB Institution Faculty Salaries by Decile, 2013-14**  
**Middle Atlantic, East North Central, and South Atlantic Regions**  
**Professor, Associate Professor, and Assistant Professor Ranks**

Professor	State <sup>1</sup>	Type <sup>2</sup>	No. Fac.	Salary	Decile <sup>3</sup>	Associate Professor	State <sup>1</sup>	Type <sup>2</sup>	No. Fac.	Salary	Decile <sup>3</sup>	Assistant Professor	State <sup>1</sup>	Type <sup>2</sup>	No. Fac.	Salary	Decile <sup>3</sup>
Mount Mary Coll	WI	PR	8	\$66.8	9	Anderson U	IN	PR	32	\$57.0	9	Valley Forge Christian Coll	PA	PR	16	\$50.2	9
Thiel Coll	PA	PR	27	66.6	9	Guilford Coll	NC	PR	30	56.9	9	West Virginia St U	WV	PU	39	49.8	9
Alverno Coll	WI	PR	41	66.5	9	Charleston Southern U	SC	PR	29	56.8	9	Manchester U	IN	PR	22	49.7	9
Valley Forge Christian Coll	PA	PR	10	66.1	9	Ursuline Coll	OH	PR	20	56.6	9	Wesleyan Coll	GA	PR	12	49.6	9
Lander U	SC	PU	18	65.9	9	Judson U	IL	PR	22	56.6	9	Wells Coll	NY	PR	9	49.5	9
Wesleyan Coll	GA	PR	20	65.0	9	Ripon Coll	WI	PR	18	56.5	9	Aquinas Coll	MI	PR	31	49.2	9
Hiram Coll	OH	PR	20	65.0	9	Mount Mary Coll	WI	PR	19	56.2	9	Greenville Coll	IL	PR	20	49.0	9
Manchester U	IN	PR	21	64.9	9	Lander U	SC	PU	38	56.0	9	Cairn U	PA	PR	13	49.0	9
Chowan U	NC	PR	7	64.9	9	Cairn U	PA	PR	19	56.0	9	Hiram Coll	OH	PR	28	48.9	9
Taylor U	IN	PR	67	64.6	9	Emory and Henry Coll	VA	PR	25	56.0	9	Westminster Coll	PA	PR	27	48.9	9
Eureka Coll	IL	PR	10	64.5	9	Manchester U	IN	PR	29	55.9	9	Mary Baldwin Coll	VA	PR	18	48.7	9
West Virginia St U	WV	PU	28	64.4	9	Columbia Coll	SC	PR	17	55.8	9	Geneva Coll	PA	PR	13	48.7	9
Anderson U	IN	PR	63	64.1	9	Alverno Coll	WI	PR	28	55.0	9	Columbia Coll	SC	PR	15	48.7	9
Catawba Coll	NC	PR	21	63.7	9	Belmont Abbey Coll	NC	PR	20	54.9	9	Alverno Coll	WI	PR	50	48.6	9
Belmont Abbey Coll	NC	PR	10	63.7	9	Taylor U	IN	PR	27	54.9	9	Belmont Abbey Coll	NC	PR	28	48.3	9
Quincy U	IL	PR	10	63.3	9	Hiram Coll	OH	PR	24	54.9	9	Coker Coll	SC	PR	27	48.2	9
Coker Coll	SC	PR	14	63.0	9	Aquinas Coll	MI	PR	36	54.4	9	Taylor U	IN	PR	31	48.1	9
Heidelberg U	OH	PR	19	63.0	9	Saint Joseph's Coll	IN	PR	28	54.2	9	Mount Mary Coll	WI	PR	31	47.9	9
Goshen Coll	IN	PR	31	62.9	9	Mars Hill U	NC	PR	23	54.2	9	Saint Joseph's Coll	IN	PR	15	47.7	9
Cairn U	PA	PR	18	62.5	9	Bethune Cookman U	FL	PR	55	54.1	9	Mars Hill U	NC	PR	28	47.6	9
Defiance Coll	OH	PR	9	62.5	9	Greenville Coll	IL	PR	22	53.4	9	Defiance Coll	OH	PR	20	47.6	9
Bethel Coll	IN	PR	11	62.3	9	Eureka Coll	IL	PR	14	53.3	9	Ripon Coll	WI	PR	23	47.6	9

<sup>1</sup>AAUP Regions: Middle Atlantic: NJ, NY, and PA. East North Central: IL, IN, MI, OH, and WI. South Atlantic: DE, DC, FL, GA, MA, NC, PR, SC, VI, VA, and WV.

<sup>2</sup>Type of Institution: PR = Private (includes private-independent, church-related, and proprietary institutions) PU = Public

<sup>3</sup>To give a sense of rank order, decile one represents the top 10%, decile two the next lower 10%, etc. through decile ten which represents the bottom 10%.

NOTE: There are 221 institutions in the comparison group listed above. Institutions with multiple campuses (including Pitt) are counted once and a weighted average salary is used.

**APPENDIX B TABLE 1**  
**AAUP IIB Institution Faculty Salaries by Decile, 2013-14**  
**Middle Atlantic, East North Central, and South Atlantic Regions**  
**Professor, Associate Professor, and Assistant Professor Ranks**

<b>Professor</b>	<b>State<sup>1</sup></b>	<b>Type<sup>2</sup></b>	<b>No. Fac.</b>	<b>Salary</b>	<b>Decile<sup>3</sup></b>	<b>Associate Professor</b>	<b>State<sup>1</sup></b>	<b>Type<sup>2</sup></b>	<b>No. Fac.</b>	<b>Salary</b>	<b>Decile<sup>3</sup></b>	<b>Assistant Professor</b>	<b>State<sup>1</sup></b>	<b>Type<sup>2</sup></b>	<b>No. Fac.</b>	<b>Salary</b>	<b>Decile<sup>3</sup></b>
Aquinas Coll	MI	PR	17	\$62.3	10	Wesleyan Coll	GA	PR	14	\$53.2	10	Catawba Coll	NC	PR	25	\$46.9	10
Columbia Coll	SC	PR	27	61.6	10	Thiel Coll	PA	PR	14	53.1	10	Hilbert Coll	NY	PR	16	46.8	10
Saint Joseph's Coll	IN	PR	11	61.5	10	Davis and Elkins Coll	WV	PR	9	51.9	10	U Puerto Rico-2 campuses	PR	PR	85	46.5	10
Judson U	IL	PR	30	61.4	10	Quincy U	IL	PR	14	51.9	10	Greensboro Coll	NC	PR	4	46.4	10
West Virginia Wesleyan Coll	WV	PR	16	61.3	10	Bethel Coll	IN	PR	31	51.8	10	MacMurray Coll	IL	PR	20	46.4	10
Mars Hill U	NC	PR	21	61.0	10	Goshen Coll	IN	PR	27	51.3	10	NC Wesleyan Coll	NC	PR	11	46.4	10
U Puerto Rico-2 campuses	PR	PR	84	60.1	10	West Virginia Wesleyan Coll	WV	PR	29	51.0	10	William Peace U	NC	PR	9	46.3	10
MacMurray Coll	IL	PR	5	60.1	10	U Puerto Rico-2 campuses	PR	PR	75	50.3	10	Emory and Henry Coll	VA	PR	13	46.2	10
Bluefield Coll	VA	PR	8	59.5	10	NC Wesleyan Coll	NC	PR	23	50.1	10	Bethel Coll	IN	PR	23	46.0	10
Barton Coll	NC	PR	18	59.3	10	Barton Coll	NC	PR	26	50.0	10	West Virginia Wesleyan Coll	WV	PR	32	46.0	10
Greenville Coll	IL	PR	12	59.3	10	Defiance Coll	OH	PR	10	49.6	10	Lincoln Christian U	IL	PR	9	45.6	10
Bluffton U	OH	PR	25	58.8	10	MacMurray Coll	IL	PR	8	49.5	10	Newberry Coll	SC	PR	35	45.6	10
Greensboro Coll	NC	PR	23	58.3	10	Bluffton U	OH	PR	14	49.3	10	Davis and Elkins Coll	WV	PR	16	45.2	10
Davis and Elkins Coll	WV	PR	18	56.2	10	Lincoln Christian U	IL	PR	11	49.3	10	Judson U	IL	PR	10	45.1	10
Lincoln Christian U	IL	PR	17	54.4	10	Toccoa Falls Coll	GA	PR	5	48.8	10	Bluefield Coll	VA	PR	17	44.5	10
Newberry Coll	SC	PR	16	54.3	10	William Peace U	NC	PR	14	48.6	10	Bluffton U	OH	PR	23	44.4	10
NC Wesleyan Coll	NC	PR	7	52.4	10	St. Andrews U	NC	PR	7	48.2	10	Goshen Coll	IN	PR	14	44.2	10
Toccoa Falls Coll	GA	PR	14	52.2	10	Bluefield Coll	VA	PR	10	47.5	10	Eureka Coll	IL	PR	13	44.1	10
Brevard Coll	NC	PR	17	51.2	10	Greensboro Coll	NC	PR	11	46.4	10	Quincy U	IL	PR	24	43.7	10
St. Andrews U	NC	PR	5	50.7	10	Newberry Coll	SC	PR	13	45.3	10	Brevard Coll	NC	PR	13	42.9	10
Lees-McRae Coll	NC	PR	5	49.7	10	Brevard Coll	NC	PR	21	42.9	10	Toccoa Falls Coll	GA	PR	21	40.7	10
Ohio Valley U	WV	PR	7	47.8	10	Ohio Valley U	WV	PR	8	42.0	10	Lees-McRae Coll	NC	PR	16	38.3	10
						Lees-McRae Coll	NC	PR	12	40.3	10	Ohio Valley U	WV	PR	6	38.3	10

<sup>1</sup>AAUP Regions: Middle Atlantic: NJ, NY, and PA. East North Central: IL, IN, MI, OH, and WI. South Atlantic: DE, DC, FL, GA, MA, NC, PR, SC, VI, VA, and WV.

<sup>2</sup>Type of Institution: PR = Private (includes private-independent, church-related, and proprietary institutions) PU = Public

<sup>3</sup>To give a sense of rank order, decile one represents the top 10%, decile two the next lower 10%, etc. through decile ten which represents the bottom 10%.

NOTE: There are 221 institutions in the comparison group listed above. Institutions with multiple campuses (including Pitt) are counted once and a weighted average salary is used.

**APPENDIX B TABLE 2**  
**AAUP IIB Institution Faculty Salaries by Decile, 2013-14**  
**Middle Atlantic, East North Central, and South Atlantic Regions**  
**Combined Instructor and Lecturer Ranks**

<b>Instructor and/or Lecturer</b>	<b>State<sup>1</sup></b>	<b>Type<sup>2</sup></b>	<b>No. Fac.</b>	<b>Salary</b>	<b>Ranks<sup>3</sup></b>	<b>Decile<sup>4</sup></b>
Haverford Coll	PA	PR	3	\$83.4	Lec	1
Ramapo Coll New Jersey	NJ	PU	3	82.3	Inst	1
Vassar Coll	NY	PR	12	75.2	Lec	1
Union Coll	NY	PR	19	68.8	Lec	1
US Naval Academy	MD	PU	3	68.0	Inst	1
Lake Forest Coll	IL	PR	4	67.1	Lec	1
Stevenson U	MD	PR	9	63.6	Inst	1
Coll Mount St. Vincent	NY	PR	11	62.7	Inst	1
Lafayette Coll	PA	PR	6	61.0	Inst	1
Ursinus Coll	PA	PR	3	60.4	Inst	1
New Jersey City U	NJ	PU	5	60.2	Inst	1
Franklin and Marshall Coll	PA	PR	15	59.7	Inst	1
U Mary Washington	VA	PU	26	59.7	Both	1
Madonna U	MI	PR	5	59.4	Inst	1
Elizabethtown Coll	PA	PR	14	59.3	Lec	1
Washington Coll	MD	PR	4	\$59.2	Inst	2
Ohio Northern U	OH	PR	9	58.9	Inst	2
Kalamazoo Coll	MI	PR	7	58.1	Inst	2
SUNY-3 campuses	NY	PU	3	57.6	Lec	2
Davenport U	MI	PR	55	57.6	Inst	2
Mount Saint Mary Coll	NY	PR	5	57.4	Inst	2
Elizabeth City St U	NC	PU	22	57.2	Both	2
Milwaukee Sch Engineering	WI	PR	5	57.0	Inst	2
Penn St U-IIB Campuses	PA	PU	547	56.9	Both	2
Hamilton Coll	NY	PR	6	56.6	Inst	2
Davidson Coll	NC	PR	4	56.4	Lec	2
St. Lawrence U	NY	PR	5	56.1	Inst	2
Florida Southern Coll	FL	PR	21	55.7	Inst	2
Messiah Coll	PA	PR	11	54.9	Lec	2

<sup>1</sup>AAUP Regions: Mid-Atlantic: NJ, NY, & PA. E. North Central: IL, IN, MI, OH, & WI. S. Atlantic: DE, DC, FL, GA, MA, NC, PR, SC, VI, VA, & WV.

<sup>2</sup>Type of Institution: PR = Private (includes private-independent, church-related, and proprietary institutions) PU = Public

<sup>3</sup>Ranks: Inst = Instructor salary data only Lec = Lecturer salary data only Both = Weighted average of Instructor and Lecturer salary data

<sup>4</sup>To give a sense of rank order, decile one represents the top 10%, decile two the next lower 10%, etc. through decile ten which represents the bottom 10%.

NOTE: There are 144 institutions with Instructor and/or Lecturer data. A weighted average is used for institutions with multiple campuses (including Pitt).

**APPENDIX B TABLE 2**  
**AAUP IIB Institution Faculty Salaries by Decile, 2013-14**  
**Middle Atlantic, East North Central, and South Atlantic Regions**  
**Combined Instructor and Lecturer Ranks**

<b>Instructor and/or Lecturer</b>	<b>State<sup>1</sup></b>	<b>Type<sup>2</sup></b>	<b>No. Fac.</b>	<b>Salary</b>	<b>Ranks<sup>3</sup></b>	<b>Decile<sup>4</sup></b>
Cheyney U Pennsylvania	PA	PU	13	\$54.8	Inst	3
Farmingdale St Coll	NY	PU	7	54.6	Lec	3
Daemen Coll	NY	PR	17	54.4	Inst	3
St. Thomas Aquinas Coll	NY	PR	3	54.3	Inst	3
Christopher Newport U	VA	PU	92	54.1	Both	3
Muhlenberg Coll	PA	PR	26	54.1	Lec	3
Dickinson Coll	PA	PR	15	54.1	Inst	3
Delaware Valley Coll	PA	PR	17	54.0	Both	3
Moravian Coll	PA	PR	10	53.8	Inst	3
Susquehanna U	PA	PR	7	53.8	Inst	3
Siena Coll	NY	PR	5	53.1	Inst	3
St. Francis Coll	NY	PR	11	53.0	Lec	3
Wofford Coll	SC	PR	5	52.1	Inst	3
Saint Vincent Coll	PA	PR	8	52.0	Inst	3
Spelman Coll	GA	PR	45	\$51.9	Both	4
Oberlin Coll	OH	PR	5	51.5	Inst	4
Palm Beach Atlantic U	FL	PR	4	51.4	Inst	4
Carroll U	WI	PR	30	51.4	Lec	4
Clayton St U	GA	PU	52	51.1	Both	4
U Charleston	WV	PR	14	51.1	Inst	4
U North Carolina-Asheville	NC	PU	45	51.0	Lec	4
Muskingum U	OH	PR	3	50.9	Inst	4
Coll Wooster	OH	PR	3	50.9	Inst	4
Flagler Coll	FL	PR	11	50.9	Inst	4
Seton Hill U	PA	PR	5	50.8	Inst	4
Hampden-Sydney Coll	VA	PR	25	50.6	Lec	4
Cabrini Coll	PA	PR	6	50.4	Inst	4
Waynesburg U	PA	PR	14	50.1	Inst	4
Lycoming Coll	PA	PR	3	50.1	Inst	4

<sup>1</sup>AAUP Regions: Mid-Atlantic: NJ, NY, & PA. E. North Central: IL, IN, MI, OH, & WI. S. Atlantic: DE, DC, FL, GA, MA, NC, PR, SC, VI, VA, & WV.

<sup>2</sup>Type of Institution: PR = Private (includes private-independent, church-related, and proprietary institutions) PU = Public

<sup>3</sup>Ranks: Inst = Instructor salary data only Lec = Lecturer salary data only Both = Weighted average of Instructor and Lecturer salary data

<sup>4</sup>To give a sense of rank order, decile one represents the top 10%, decile two the next lower 10%, etc. through decile ten which represents the bottom 10%.

NOTE: There are 144 institutions with Instructor and/or Lecturer data. A weighted average is used for institutions with multiple campuses (including Pitt).

**APPENDIX B TABLE 2**  
**AAUP IIB Institution Faculty Salaries by Decile, 2013-14**  
**Middle Atlantic, East North Central, and South Atlantic Regions**  
**Combined Instructor and Lecturer Ranks**

<b>Instructor and/or Lecturer</b>	<b>State<sup>1</sup></b>	<b>Type<sup>2</sup></b>	<b>No. Fac.</b>	<b>Salary</b>	<b>Ranks<sup>3</sup></b>	<b>Decile<sup>4</sup></b>
Lock Haven U	PA	PU	13	\$50.0	Inst	5
Knox Coll	IL	PR	8	49.8	Inst	5
<b>U Pittsburgh-3 campuses<sup>5</sup></b>	PA	PU	49	49.7	Inst	5
Wheaton Coll	IL	PR	3	49.7	Inst	5
Lawrence U	WI	PR	19	49.2	Inst	5
Bethune Cookman U	FL	PR	52	49.1	Inst	5
Mansfield U Pennsylvania	PA	PU	8	48.9	Inst	5
Saint Mary's Coll	IN	PR	6	48.7	Lec	5
Allegheny Coll	PA	PR	6	48.5	Inst	5
Monmouth Coll	IL	PR	7	48.4	Inst	5
Hope Coll	MI	PR	6	48.4	Inst	5
Neumann U	PA	PR	14	48.3	Inst	5
U Mount Union	OH	PR	10	48.2	Inst	5
Goucher Coll	MD	PR	13	48.2	Inst	5
Washington & Lee U	VA	PR	4	\$48.0	Inst	6
Roanoke Coll	VA	PR	38	47.7	Inst	6
Albright Coll	PA	PR	19	47.6	Inst	6
Indiana U-2 campuses	IN	PU	49	47.6	Lec	6
Alvernia U	PA	PR	15	47.5	Inst	6
U South Carolina-3 campuses	SC	PU	137	47.5	Inst	6
Randolph Coll	VA	PR	3	47.3	Inst	6
Tiffin U	OH	PR	17	47.2	Inst	6
Clafin U	SC	PR	12	47.2	Inst	6
Cedar Crest Coll	PA	PR	8	47.1	Inst	6
Trine U	IN	PR	11	47.1	Inst	6
Gwynedd Mercy U	PA	PR	7	47.0	Inst	6
Alma Coll	MI	PR	17	46.7	Inst	6
Illinois Wesleyan U	IL	PR	8	46.6	Inst	6

<sup>1</sup>AAUP Regions: Mid-Atlantic: NJ, NY, & PA. E. North Central: IL, IN, MI, OH, & WI. S. Atlantic: DE, DC, FL, GA, MA, NC, PR, SC, VI, VA, & WV.

<sup>2</sup>Type of Institution: PR = Private (includes private-independent, church-related, and proprietary institutions) PU = Public

<sup>3</sup>Ranks: Inst = Instructor salary data only Lec = Lecturer salary data only Both = Weighted average of Instructor and Lecturer salary data

<sup>4</sup>To give a sense of rank order, decile one represents the top 10%, decile two the next lower 10%, etc. through decile ten which represents the bottom 10%.

<sup>5</sup>Includes the Bradford, Greensburg, and Johnstown regional campuses.

NOTE: There are 144 institutions with Instructor and/or Lecturer data. A weighted average is used for institutions with multiple campuses (including Pitt).

**APPENDIX B TABLE 2**  
**AAUP IIB Institution Faculty Salaries by Decile, 2013-14**  
**Middle Atlantic, East North Central, and South Atlantic Regions**  
**Combined Instructor and Lecturer Ranks**

<b>Instructor and/or Lecturer</b>	<b>State<sup>1</sup></b>	<b>Type<sup>2</sup></b>	<b>No. Fac.</b>	<b>Salary</b>	<b>Ranks<sup>3</sup></b>	<b>Decile<sup>4</sup></b>
NC Wesleyan Coll	NC	PR	5	\$46.6	Inst	7
Sweet Briar Coll	VA	PR	6	46.4	Inst	7
Ursuline Coll	OH	PR	14	46.2	Inst	7
Salem Coll	NC	PR	3	46.1	Inst	7
Illinois Coll	IL	PR	9	46.1	Inst	7
Albion Coll	MI	PR	3	46.0	Lec	7
Shawnee St U	OH	PU	26	45.8	Inst	7
Columbia Coll	SC	PR	17	45.6	Lec	7
Chowan U	NC	PR	6	45.5	Inst	7
Calvin Coll	MI	PR	3	45.4	Inst	7
Emory and Henry Coll	VA	PR	5	45.1	Inst	7
Bridgewater Coll	VA	PR	17	45.0	Inst	7
Millikin U	IL	PR	27	44.8	Both	7
Mars Hill U	NC	PR	3	44.4	Inst	7
Shepherd U	WV	PU	10	44.4	Lec	7
Mercyhurst U	PA	PR	52	\$44.2	Inst	8
Lakeland Coll	WI	PR	7	44.0	Inst	8
Charleston Southern U	SC	PR	23	44.0	Both	8
Greensboro Coll	NC	PR	3	43.9	Inst	8
High Point U	NC	PR	40	43.8	Inst	8
Coastal Carolina U	SC	PU	115	43.6	Both	8
Hiram Coll	OH	PR	8	43.6	Inst	8
Augustana Coll	IL	PR	20	43.5	Inst	8
Virginia Military Inst	VA	PU	4	43.4	Inst	8
Manchester U	IN	PR	3	43.1	Inst	8
Oglethorpe U	GA	PR	13	43.1	Lec	8
Clark Atlanta U	GA	PR	18	43.1	Both	8
Mount Mary Coll	WI	PR	11	42.8	Inst	8
Anderson U	IN	PR	9	42.7	Inst	8

<sup>1</sup>AAUP Regions: Mid-Atlantic: NJ, NY, & PA. E. North Central: IL, IN, MI, OH, & WI. S. Atlantic: DE, DC, FL, GA, MA, NC, PR, SC, VI, VA, & WV.

<sup>2</sup>Type of Institution: PR = Private (includes private-independent, church-related, and proprietary institutions) PU = Public

<sup>3</sup>Ranks: Inst = Instructor salary data only Lec = Lecturer salary data only Both = Weighted average of Instructor and Lecturer salary data

<sup>4</sup>To give a sense of rank order, decile one represents the top 10%, decile two the next lower 10%, etc. through decile ten which represents the bottom 10%.

NOTE: There are 144 institutions with Instructor and/or Lecturer data. A weighted average is used for institutions with multiple campuses (including Pitt).



**APPENDIX B TABLE 2**  
**AAUP IIB Institution Faculty Salaries by Decile, 2013-14**  
**Middle Atlantic, East North Central, and South Atlantic Regions**  
**Combined Instructor and Lecturer Ranks**

<b>Instructor and/or Lecturer</b>	<b>State<sup>1</sup></b>	<b>Type<sup>2</sup></b>	<b>No. Fac.</b>	<b>Salary</b>	<b>Ranks<sup>3</sup></b>	<b>Decile<sup>4</sup></b>
Young Harris Coll	GA	PR	10	\$42.6	Inst	9
Guilford Coll	NC	PR	12	42.5	Inst	9
Virginia Wesleyan Coll	VA	PR	4	42.4	Lec	9
Earlham Coll & Earlham Sch Rel	IN	PR	7	42.3	Inst	9
Franklin Coll Indiana	IN	PR	7	42.2	Inst	9
Davis and Elkins Coll	WV	PR	8	42.0	Inst	9
Ripon Coll	WI	PR	3	41.9	Inst	9
Elmhurst Coll	IL	PR	9	41.8	Lec	9
Quincy U	IL	PR	8	41.6	Inst	9
Bethel Coll	IN	PR	16	41.6	Inst	9
Morehouse Coll	GA	PR	26	41.5	Inst	9
Washington & Jefferson Coll	PA	PR	13	41.4	Lec	9
West Virginia St U	WV	PU	8	41.3	Inst	9
Southeastern U	FL	PR	3	41.2	Inst	9
King's Coll	PA	PR	4	\$40.9	Inst	10
Westminster Coll	PA	PR	10	40.5	Lec	10
Marietta Coll	OH	PR	13	40.3	Inst	10
West Virginia Wesleyan Coll	WV	PR	11	39.9	Both	10
Greenville Coll	IL	PR	6	39.5	Inst	10
Lander U	SC	PU	30	39.4	Both	10
Catawba Coll	NC	PR	6	38.9	Inst	10
Lees-McRae Coll	NC	PR	10	38.8	Inst	10
Bluefield Coll	VA	PR	5	35.7	Inst	10
Carthage Coll	WI	PR	5	34.6	Inst	10
Oglethorpe U	GA	PR	4	33.7	Inst	10
St. Andrews U	NC	PR	6	33.2	Inst	10
Thiel Coll	PA	PR	7	28.6	Lec	10
Saint Joseph's Coll	IN	PR	9	21.4	Inst	10
Belmont Abbey Coll	NC	PR	15	20.3	Lec	10

<sup>1</sup>AAUP Regions: Mid-Atlantic: NJ, NY, & PA. E. North Central: IL, IN, MI, OH, & WI. S. Atlantic: DE, DC, FL, GA, MA, NC, PR, SC, VI, VA, & WV.

<sup>2</sup>Type of Institution: PR = Private (includes private-independent, church-related, and proprietary institutions) PU = Public

<sup>3</sup>Ranks: Inst = Instructor salary data only Lec = Lecturer salary data only Both = Weighted average of Instructor and Lecturer salary data

<sup>4</sup>To give a sense of rank order, decile one represents the top 10%, decile two the next lower 10%, etc. through decile ten which represents the bottom 10%.

NOTE: There are 144 institutions with Instructor and/or Lecturer data. A weighted average is used for institutions with multiple campuses (including Pitt).



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