

University of Pittsburgh



Average Salaries of Faculty (excludes Librarians)

A Peer Group Analysis

2015-16

Institutional
Research

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Average Faculty Salaries A Peer Group Analysis 2015-16

OVERVIEW

Note that this analysis usually includes Librarian salaries as reported in the *ARL Annual Salary Survey*. However, while the 2015-16 salary data for faculty was available in April, 2016, the Association of Research Libraries (ARL) has not given a definitive date for the release of the 2015-16 Librarian salary data. Rather than delay the entire report, this abbreviated report showing only faculty salary data was developed. A revised report that includes Librarian salary data may be released after the ARL publishes the 2015-16 *Salary Survey* results.

This analysis is divided into three parts. Part I 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 2015-16 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 2014-15 and 2015-16. Part II of the analysis includes tables that present salary data for the Pittsburgh campus at all AAU member institutions (public and private institutions).

Part III of the analysis presents comparative data for the Bradford, Greensburg, and Johnstown regional campuses. Note that the salary data for the regional campuses differs in both source and year from that of the Pittsburgh campus. A more detailed explanation of the comparative salary data for the regional campuses can be found in Part III.

SOURCES OF DATA (Pittsburgh Campus Only)

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 2015-16" as published by the American Association of University Professors (AAUP) in the March/April, 2016 issue of *Academe* as well as revised data through the AAUP Results Portal in July, 2016

DEFINITIONS (Pittsburgh Campus Only)

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 2015-16.

Category I (Doctoral) 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. (Awards previously categorized as first-professional degrees, such as the JD, MD, and DMD, do not count as doctorates for this classification.)

Faculty. The AAUP has revised their definition of which faculty are to be included in their survey. This affects the continuity of the data presented in these analyses, as the prior years' analyses were based on data per the old definition, while this analysis is based on data per the revised definition. This break in continuity is described, as follows:

Prior years' analyses: The data presented were reflective of the data that had been reported to the AAUP up to and including the AAUP's 2014-15 survey. The criteria for inclusion in the survey was such that the faculty member needed to have 50% or more of their regular assignment be instructional.

This analysis: The 2015-16 data presented reflects the data reported to the AAUP via their 2015-16 survey. From the 2015-16 survey onward, the data that are to be reported to the AAUP is to be in accordance with their revised definition. The revised inclusion criteria is that a faculty member need only have some level of their regular assignment be instructional. That is, the percentage of their overall effort that is instructional must be greater than 0%.

The complete definition for inclusion of faculty members in the 2015-16 AAUP survey, appears in the March/April 2016 issue of *Academe*, and reads as follows: *Full-time faculty* is defined as the unduplicated combined total of "Primarily Instructional" and "Instructional/Research/Public Service," excluding clinical or basic science faculty, medical faculty in schools of medicine, and military faculty, regardless of whether they are formally designated "faculty." *Primarily Instructional* is an occupational category used to classify persons whose specific assignments customarily are made for the purpose of providing instruction or teaching, regardless of their title, academic rank, or tenure status. *Instructional/Research/Public Service* is an occupational category used to classify persons for whom it is not possible to differentiate between instruction or teaching, research, and public service because each of these functions is an integral component of their regular assignments, regardless of their title, academic rank, or tenure status. Full-time faculty members on sabbatical leave with pay are counted at their regular salaries even though they may be receiving a reduced salary while on leave. Full-time replacements for those on leave with pay are not counted if they are full time. Replacement faculty for those on sabbatical or leave with pay are counted if they are part time. 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) full-time faculty on sabbatical or leave without pay; (b) full-time faculty members 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) full-time faculty members 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 instruction, unless their instructional salary is separately budgeted or can be isolated; and (e) research faculty whose appointments have no instructional component.

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.

2015-16 AVERAGE SALARIES (Pittsburgh Campus Only)

Tables 1 through 6 display group-specific average salaries of professors, associate professors, assistant professors, instructors, and lecturers. Each of the public AAU institutions that submitted data for any given faculty rank 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 17th 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 29th. Table 4 shows that the average salary of instructors at the Pittsburgh campus ranks 20th among 21 public AAU institutions. Table 5 shows that the average salary of lecturers at the Pittsburgh campus ranks 27th among 28 public AAU institutions.

Table 6 shows the change in salary ranking for faculty between 2014-15 and 2015-16. Data are in alphabetical order based on institution name for each faculty rank. Specifically, Pittsburgh's salary ranking between 2014-15 and 2015-16 for professors decreased from 16th to 17th, the ranking for associate professors decreased from 17th to 19th, the ranking for assistant professors decreased from 26th to 29th, the ranking for instructors decreased from 19th to 20th, and the ranking for lecturers increased from 28th to 27th.

Table 7 shows the percent change in average salary between 2014-15 and 2015-16. Data are in alphabetical order based on institution name for each faculty rank. Specifically, Table 8 shows that between 2014-15 and 2015-16 Pittsburgh's average salary for professors increased by 1.5% while that of associate professors increased by 1.9%, assistant professors decreased by 0.9%, instructors decreased by 1.7%, and lecturers increased by 1.4%.

Additionally, note the following comparative statistics based on the data shown in Table 7. Excluding Pittsburgh's percent increase of average salaries data, the median value of the percent increase of average salaries of the other 33 public AAU institutions was 2.4% for professors, 2.2% for associate professors, 2.8% for assistant professors, 4.7% for instructors, and 2.4% for lecturers.

Table 8 shows the average percent change in salary for faculty continuing from 2014-15 to 2015-16. Data are in alphabetical order based on institution name for each faculty rank for which data are available. Specifically, Table 8 shows that between 2014-15 and 2015-16 Pittsburgh's average percent increase in salary for continuing professors was 2.8% while that of continuing associate professors was 3.0%, continuing assistant professors 2.8%, and continuing instructors 4.5%.

DISCUSSION OF METHODOLOGY (Pittsburgh Campus Only)

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.

Further, the cost-of-living (CPI), which varies from one region of the country to another, is not considered.

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, 2015-16

PROFESSORS

<u>Name of Institution</u>	<u>No. of Full-Time Faculty</u>	<u>Average Salary¹</u>	<u>Rank</u>
University of California-Los Angeles	963	\$187.8	1
University of California-Berkeley	865	178.9	2
University of Virginia	522	164.9	3
University of Michigan-Ann Arbor	1,110	164.8	4
University of California-Santa Barbara	511	161.3	5
University of California-San Diego	557	159.8	6
University of California-Irvine	543	159.4	7
Rutgers University-New Brunswick	823	158.8	8
University of Texas-Austin	979	154.8	9
University of Maryland-College Park	691	154.5	10
Georgia Institute of Technology	438	154.4	11
University of California-Davis	789	151.4	12
Pennsylvania State University	852	150.9	13
University of North Carolina-Chapel Hill	503	150.6	14
State University of New York-Stony Brook	348	150.4	15
University of Illinois-Urbana	829	148.0	16
UNIVERSITY OF PITTSBURGH	470	146.3	17
Ohio State University-Main	952	145.5	18
Michigan State University	820	145.4	19
Indiana University-Bloomington	669	138.8	20
Texas A & M University	891	138.4	21
University of Minnesota-Twin Cities	939	138.0	22
State University of New York-Buffalo	362	137.7	23
University of Iowa	464	136.8	24
Purdue University-Main	882	134.8	25
University of Colorado-Boulder	449	134.4	26
University of Florida	745	133.9	27
University of Washington	637	133.8	28
University of Wisconsin-Madison	1,017	129.5	29
University of Oregon	281	127.5	30
Iowa State University	527	126.7	31
University of Kansas	426	126.0	32
University of Arizona	625	124.5	33
University of Missouri-Columbia	372	123.0	34

¹Faculty salaries are reported on a 9-month equivalent basis.

Source: Academe, "The Annual Report on the Economic Status of the Profession, 2015-16", March/April 2016, Vol. 102, No. 2. Revised data via the AAUP Results Portal, July, 2016.

TABLE 2
Average Faculty Salaries (000's) and Ranking at
Public AAU Institutions, 2015-16

ASSOCIATE PROFESSORS

<u>Name of Institution</u>	<u>No. of Full- Time Faculty</u>	<u>Average Salary¹</u>	<u>Rank</u>
University of California-Los Angeles	257	\$122.6	1
University of California-Berkeley	313	115.9	2
University of Virginia	340	111.3	3
University of Michigan-Ann Arbor	567	109.2	4
University of California-San Diego	205	108.0	5
Georgia Institute of Technology	290	107.0	6
University of Maryland-College Park	443	106.6	7
University of California-Davis	277	105.0	8
University of Washington	411	104.8	9
Rutgers University-New Brunswick	529	104.0	10
State University of New York-Stony Brook	267	103.6	11
University of North Carolina-Chapel Hill	351	101.8	12
University of California-Irvine	223	101.7	13
Pennsylvania State University	529	101.5	14
University of Texas-Austin	530	100.5	15
University of California-Santa Barbara	163	100.2	16
University of Wisconsin-Madison	323	99.7	17
University of Illinois-Urbana	535	99.5	18
UNIVERSITY OF PITTSBURGH	422	98.2	19
Ohio State University-Main	741	98.0	20
Michigan State University	623	97.2	21
University of Colorado-Boulder	359	96.4	22
Texas A & M University	584	96.1	23
University of Minnesota-Twin Cities	627	95.8	24
Purdue University-Main	582	95.4	25
State University of New York-Buffalo	371	94.6	26
Indiana University-Bloomington	490	94.1	27
University of Iowa	389	93.4	28
Iowa State University	421	92.4	29
University of Oregon	259	91.5	30
University of Florida	579	89.3	31
University of Arizona	419	86.9	32
University of Kansas	392	82.6	33
University of Missouri-Columbia	416	80.8	34

¹Faculty salaries are reported on a 9-month equivalent basis.

Source: Academe, "The Annual Report on the Economic Status of the Profession, 2015-16", March/April 2016, Vol. 102, No. 2. Revised data via the AAUP Results Portal, July, 2016.

TABLE 3Average Faculty Salaries (000's) and Ranking at
Public AAU Institutions, 2015-16**ASSISTANT PROFESSORS**

<u>Name of Institution</u>	<u>No. of Full- Time Faculty</u>	<u>Average Salary¹</u>	<u>Rank</u>
University of California-Berkeley	247	\$109.5	1
Georgia Institute of Technology	193	99.5	2
University of Washington	315	98.1	3
University of California-Los Angeles	240	97.9	4
University of Virginia	229	94.9	5
University of Texas-Austin	345	93.9	6
University of California-San Diego	152	92.3	7
University of Michigan-Ann Arbor	566	92.2	8
Indiana University-Bloomington	349	91.8	9
University of Illinois-Urbana	492	91.3	10
University of California-Irvine	190	90.7	11
University of Maryland-College Park	383	89.7	12
University of California-Davis	236	89.3	13
Pennsylvania State University	430	89.1	14
State University of New York-Stony Brook	309	88.4	15
University of Colorado-Boulder	258	87.5	16
University of North Carolina-Chapel Hill	325	87.1	17
Texas A & M University	306	86.9	18
Ohio State University-Main	509	86.0	19
University of Minnesota-Twin Cities	533	85.8	20
University of California-Santa Barbara	111	85.7	21
University of Wisconsin-Madison	434	85.5	22
Purdue University-Main	541	84.9	23
University of Oregon	202	84.3	24
University of Iowa	300	83.8	25
Rutgers University-New Brunswick	514	83.5	26
State University of New York-Buffalo	378	82.3	27
Iowa State University	393	82.0	28
UNIVERSITY OF PITTSBURGH	561	80.2	29
University of Florida	405	79.1	30
University of Kansas	223	76.8	31
Michigan State University	607	76.6	32
University of Arizona	360	76.4	33
University of Missouri-Columbia	377	69.6	34

¹Faculty salaries are reported on a 9-month equivalent basis.

Source: Academe, "The Annual Report on the Economic Status of the Profession, 2015-16", March/April 2016, Vol. 102, No. 2. Revised data via the AAUP Results Portal, July, 2016.

TABLE 4
Average Faculty Salaries (000's) and Ranking at
Public AAU Institutions, 2015-16

INSTRUCTORS

<u>Name of Institution</u>	<u>No. of Full- Time Faculty</u>	<u>Average Salary¹</u>	<u>Rank</u>
University of North Carolina-Chapel Hill	3	\$148.3	1
Ohio State University-Main	3	75.1	2
University of Maryland-College Park	9	70.7	3
University of Virginia	9	68.9	4
Purdue University-Main	12	67.6	5
University of Michigan-Ann Arbor	27	67.6	5
University of Washington	27	66.8	7
University of Colorado-Boulder	333	65.0	8
State University of New York-Stony Brook	14	63.9	9
University of Wisconsin-Madison	280	63.9	9
State University of New York-Buffalo	9	61.8	11
Rutgers University-New Brunswick	235	60.8	12
Pennsylvania State University	253	58.3	13
University of Iowa	60	58.1	14
Iowa State University	3	55.1	15
University of Illinois-Urbana	33	53.6	16
University of Kansas	23	52.9	17
University of Oregon	297	52.4	18
University of Minnesota-Twin Cities	185	51.0	19
UNIVERSITY OF PITTSBURGH	88	46.3	20
University of Arizona	80	39.8	21
Georgia Institute of Technology	*	*	*
Indiana University-Bloomington	*	*	*
Michigan State University	*	*	*
Texas A & M University	*	*	*
University of California-Berkeley	*	*	*
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 Missouri-Columbia	*	*	*
University of Texas-Austin	*	*	*

¹Faculty salaries are reported on a 9-month equivalent basis.

*These schools did not submit salary data.

Source: Academe, "The Annual Report on the Economic Status of the Profession, 2015-16", March/April 2016, Vol. 102, No. 2. Revised data via the AAUP Results Portal, July, 2016.

TABLE 5
Average Faculty Salaries (000's) and Ranking at
Public AAU Institutions, 2015-16

LECTURERS

<u>Name of Institution</u>	<u>No. of Full- Time Faculty</u>	<u>Average Salary¹</u>	<u>Rank</u>
University of California-San Diego	142	\$82.4	1
University of California-Irvine	176	80.7	2
University of California-Santa Barbara	137	80.2	3
University of California-Berkeley	185	79.7	4
University of California-Los Angeles	193	76.7	5
University of Illinois-Urbana	137	74.2	6
University of Washington	253	73.6	7
University of California-Davis	169	73.3	8
University of Oregon	26	71.7	9
University of Wisconsin-Madison	84	69.6	10
State University of New York-Stony Brook	120	65.5	11
State University of New York-Buffalo	47	64.2	12
University of Florida	265	63.6	13
University of Minnesota-Twin Cities	164	63.1	14
University of Texas-Austin	692	62.7	15
University of Arizona	125	62.3	16
Rutgers University-New Brunswick	34	61.7	17
Indiana University-Bloomington	334	61.5	18
University of Michigan-Ann Arbor	465	60.5	19
University of Virginia	186	60.5	19
University of Maryland-College Park	287	60.2	21
Iowa State University	210	59.4	22
Pennsylvania State University	490	57.9	23
University of North Carolina-Chapel Hill	168	56.6	24
University of Iowa	207	56.3	25
University of Kansas	154	51.6	26
UNIVERSITY OF PITTSBURGH	207	50.5	27
Texas A & M University	230	49.9	28
Georgia Institute of Technology	*	*	*
Michigan State University	*	*	*
Ohio State University-Main	*	*	*
Purdue University-Main	*	*	*
University of Colorado-Boulder	*	*	*
University of Missouri-Columbia	*	*	*

¹Faculty salaries are reported on a 9-month equivalent basis.

*These schools did not submit salary data.

Source: Academe, "The Annual Report on the Economic Status of the Profession, 2015-16", March/April 2016, Vol. 102, No. 2. Revised data via the AAUP Results Portal, July, 2016.

TABLE 6

Change in Average Salary¹ Ranking at
Public AAU Institutions, 2014-15 to 2015-16

ALL RANKS

Name of Institution (alpha order)	Professors			Associate Professors			Assistant Professors			Instructors			Lecturers		
	2014-15 Rank	2015-16 Rank	Change in Rank	2014-15 Rank	2015-16 Rank	Change in Rank	2014-15 Rank	2015-16 Rank	Change in Rank	2014-15 Rank	2015-16 Rank	Change in Rank	2014-15 Rank	2015-16 Rank	Change in Rank
Georgia Institute of Technology	10	11	-1	6	6	0	3	2	1	*	*	*	*	*	*
Indiana University-Bloomington	22	20	2	26	27	-1	11	9	2	*	*	*	19	18	1
Iowa State University	31	31	0	29	29	0	22	28	-6	16	15	1	21	22	-1
Michigan State University	19	19	0	21	21	0	33	32	1	21	*	*	4	*	*
Ohio State University-Main	18	18	0	18	20	-2	16	19	-3	1	2	-1	*	*	*
Pennsylvania State University	14	13	1	12	14	-2	12	14	-2	11	13	-2	24	23	1
Purdue University-Main	28	25	3	25	25	0	24	23	1	6	5	1	*	*	*
Rutgers University-New Brunswick	5	8	-3	7	10	-3	27	26	1	10	12	-2	14	17	-3
State University of New York-Buffalo	24	23	1	24	26	-2	28	27	1	8	11	-3	15	12	3
State University of New York-Stony Brook	13	15	-2	8	11	-3	19	15	4	5	9	-4	13	11	2
Texas A & M University	27	21	6	30	23	7	21	18	3	*	*	*	29	28	1
University of Arizona	33	33	0	32	32	0	32	33	-1	22	21	1	23	16	7
University of California-Berkeley	2	2	0	2	2	0	1	1	0	17	*	*	5	4	1
University of California-Davis	17	12	5	14	8	6	13	13	0	*	*	*	8	8	0
University of California-Irvine	9	7	2	13	13	0	13	11	2	*	*	*	3	2	1
University of California-Los Angeles	1	1	0	1	1	0	2	4	-2	*	*	*	2	5	-3
University of California-San Diego	7	6	1	9	5	4	7	7	0	*	*	*	1	1	0
University of California-Santa Barbara	8	5	3	22	16	6	25	21	4	*	*	*	6	3	3
University of Colorado-Boulder	26	26	0	20	22	-2	15	16	-1	7	8	-1	*	*	*
University of Florida	23	27	-4	31	31	0	29	30	-1	*	*	*	12	13	-1
University of Illinois-Urbana	12	16	-4	10	18	-8	6	10	-4	12	16	-4	7	6	1
University of Iowa	20	24	-4	28	28	0	30	25	5	20	14	6	25	25	0
University of Kansas	32	32	0	33	33	0	31	31	0	*	17	*	27	26	1
University of Maryland-College Park	6	10	-4	3	7	-4	4	12	-8	3	3	0	18	21	-3
University of Michigan-Ann Arbor	3	4	-1	4	4	0	8	8	0	4	5	-1	21	19	2
University of Minnesota-Twin Cities	21	22	-1	22	24	-2	17	20	-3	18	19	-1	17	14	3
University of Missouri-Columbia	34	34	0	34	34	0	34	34	0	*	*	*	*	*	*
University of North Carolina-Chapel Hill	15	14	1	10	12	-2	23	17	6	2	1	1	25	24	1
University of Oregon	30	30	0	27	30	-3	20	24	-4	13	18	-5	11	9	2
UNIVERSITY OF PITTSBURGH	16	17	-1	17	19	-2	26	29	-3	19	20	-1	28	27	1
University of Texas-Austin	11	9	2	16	15	1	10	6	4	*	*	*	16	15	1
University of Virginia	4	3	1	5	3	2	9	5	4	14	4	10	20	19	1
University of Washington	25	28	-3	14	9	5	4	3	1	15	7	8	9	7	2
University of Wisconsin-Madison	29	29	0	19	17	2	17	22	-5	9	9	0	10	10	0

¹Faculty salaries are reported on a 9-month equivalent basis.

*Salary data for this institution is not available.

NOTE: The rankings for 2014-15 are based on salary data for faculty with 50% or more of their regular assignment being instructional. The rankings for 2015-16 are based on salary data for faculty with any level of their regular assignment being instructional.

Sources: *Academe*, March/April 2015 data file from AAUP. Revised data from *Academe*, July/August 2015. *Academe*, March/April 2016 data. Revised data via the AAUP Results Portal, July, 2016.

TABLE 7

Percent Change in Average Salary¹ at
Public AAU Institutions, 2014-15 to 2015-16

ALL RANKS

Name of Institution (alpha order)	Professors			Associate Professors			Assistant Professors			Instructors			Lecturers		
	2014-15	2015-16	Percent	2014-15	2015-16	Percent	2014-15	2015-16	Percent	2014-15	2015-16	Percent	2014-15	2015-16	Percent
	Salary	Salary	Change	Salary	Salary	Change	Salary	Salary	Change	Salary	Salary	Change	Salary	Salary	Change
Georgia Institute of Technology	\$151.7	\$154.4	1.8	\$103.3	\$107.0	3.6	\$96.9	\$99.5	2.7	*	*	*	*	*	*
Indiana University-Bloomington	135.0	138.8	2.8	92.4	94.1	1.8	87.7	91.8	4.7	*	*	*	60.5	61.5	1.7
Iowa State University	125.7	126.7	0.8	91.5	92.4	1.0	82.0	82.0	0.0	51.5	55.1	7.0	58.5	59.4	1.5
Michigan State University	139.5	145.4	4.2	93.7	97.2	3.7	74.2	76.6	3.2	44.4	*	*	77.4	*	*
Ohio State University-Main	142.2	145.5	2.3	96.1	98.0	2.0	85.2	86.0	0.9	96.7	75.1	-22.3	*	*	*
Pennsylvania State University	147.0	150.9	2.7	99.2	101.5	2.3	87.2	89.1	2.2	56.9	58.3	2.5	57.2	57.9	1.2
Purdue University-Main	130.3	134.8	3.5	92.5	95.4	3.1	81.5	84.9	4.2	61.5	67.6	9.9	*	*	*
Rutgers University-New Brunswick	154.5	158.8	2.8	102.3	104.0	1.7	80.7	83.5	3.5	57.3	60.8	6.1	63.4	61.7	-2.7
State University of New York-Buffalo	133.3	137.7	3.3	93.3	94.6	1.4	80.6	82.3	2.1	59.0	61.8	4.7	62.8	64.2	2.2
State University of New York-Stony Brook	148.1	150.4	1.6	101.8	103.6	1.8	84.5	88.4	4.6	65.3	63.9	-2.1	63.6	65.5	3.0
Texas A & M University	131.4	138.4	5.3	90.7	96.1	6.0	83.5	86.9	4.1	*	*	*	47.5	49.9	5.1
University of Arizona	123.7	124.5	0.6	85.1	86.9	2.1	74.5	76.4	2.6	38.4	39.8	3.6	58.1	62.3	7.2
University of California-Berkeley	172.7	178.9	3.6	115.5	115.9	0.3	103.0	109.5	6.3	49.6	*	*	76.9	79.7	3.6
University of California-Davis	144.0	151.4	5.1	98.3	105.0	6.8	86.8	89.3	2.9	*	*	*	71.8	73.3	2.1
University of California-Irvine	152.6	159.4	4.5	99.0	101.7	2.7	86.8	90.7	4.5	*	*	*	77.7	80.7	3.9
University of California-Los Angeles	181.0	187.8	3.8	117.7	122.6	4.2	97.1	97.9	0.8	*	*	*	79.2	76.7	-3.2
University of California-San Diego	153.9	159.8	3.8	100.9	108.0	7.0	91.8	92.3	0.5	*	*	*	80.8	82.4	2.0
University of California-Santa Barbara	152.8	161.3	5.6	93.6	100.2	7.1	81.2	85.7	5.5	*	*	*	76.7	80.2	4.6
University of Colorado-Boulder	131.6	134.4	2.1	95.5	96.4	0.9	86.0	87.5	1.7	59.4	65.0	9.4	*	*	*
University of Florida	133.7	133.9	0.1	89.4	89.3	-0.1	79.2	79.1	-0.1	*	*	*	63.7	63.6	-0.2
University of Illinois-Urbana	149.1	148.0	-0.7	99.3	99.5	0.2	91.9	91.3	-0.7	55.2	53.6	-2.9	75.1	74.2	-1.2
University of Iowa	136.7	136.8	0.1	91.7	93.4	1.9	78.9	83.8	6.2	46.5	58.1	24.9	54.8	56.3	2.7
University of Kansas	125.4	126.0	0.5	83.5	82.6	-1.1	74.7	76.8	2.8	*	52.9	*	49.9	51.6	3.4
University of Maryland-College Park	154.2	154.5	0.2	107.6	106.6	-0.9	92.6	89.7	-3.1	67.7	70.7	4.4	60.7	60.2	-0.8
University of Michigan-Ann Arbor	160.9	164.8	2.4	106.8	109.2	2.2	91.4	92.2	0.9	66.4	67.6	1.8	58.5	60.5	3.4
University of Minnesota-Twin Cities	135.3	138.0	2.0	93.6	95.8	2.4	84.9	85.8	1.1	49.2	51.0	3.7	60.8	63.1	3.8
University of Missouri-Columbia	121.9	123.0	0.9	80.7	80.8	0.1	67.5	69.6	3.1	*	*	*	*	*	*
University of North Carolina-Chapel Hill	146.9	150.6	2.5	99.3	101.8	2.5	81.6	87.1	6.7	90.8	148.3	63.3	54.8	56.6	3.3
University of Oregon	126.2	127.5	1.0	92.0	91.5	-0.5	83.8	84.3	0.6	52.9	52.4	-0.9	67.9	71.7	5.6
UNIVERSITY OF PITTSBURGH	144.2	146.3	1.5	96.4	98.2	1.9	80.9	80.2	-0.9	47.1	46.3	-1.7	49.8	50.5	1.4
University of Texas-Austin	149.4	154.8	3.6	96.8	100.5	3.8	89.6	93.9	4.8	*	*	*	61.5	62.7	2.0
University of Virginia	156.9	164.9	5.1	104.9	111.3	6.1	90.6	94.9	4.7	51.9	68.9	32.8	59.8	60.5	1.2
University of Washington	132.4	133.8	1.1	98.3	104.8	6.6	92.6	98.1	5.9	51.6	66.8	29.5	70.7	73.6	4.1
University of Wisconsin-Madison	128.1	129.5	1.1	95.8	99.7	4.1	84.9	85.5	0.7	57.5	63.9	11.1	68.0	69.6	2.4

¹Faculty salaries are reported on a 9-month equivalent basis.

*Salary data for this institution is not available.

NOTE: 2014-15 salary data reflects faculty with 50% or more of their regular assignment being instructional. 2015-16 salary data reflects faculty with any level of their regular assignment being instructional.

Sources: *Academe*, March/April 2015 data file from AAUP. Revised data from *Academe*, July/August 2015. *Academe*, March/April 2016 data. Revised data via the AAUP Results Portal, July, 2016.

TABLE 8
Average Percent Change in Salary for Faculty Continuing from 2014-15 to 2015-16
Public AAU Institutions

SELECTED RANKS

<u>Name of Institution (alpha order)</u>	<u>Professors</u>	Associate <u>Professors</u>	Assistant <u>Professors</u>	<u>Instructors</u>
Georgia Institute of Technology	4.4	5.6	3.4	n/a
Indiana University-Bloomington	2.3	4.0	4.0	n/a
Iowa State University	1.3	1.7	1.8	1.0
Michigan State University	4.1	4.9	4.5	n/a
Ohio State University-Main	3.3	3.5	3.7	3.5
Pennsylvania State University	2.4	3.8	4.5	3.8
Purdue University-Main	4.0	4.8	4.8	3.2
Rutgers University-New Brunswick	n/a	n/a	n/a	n/a
State University of New York-Buffalo	3.2	2.7	2.8	4.6
State University of New York-Stony Brook	3.0	3.4	4.0	3.6
Texas A & M University	4.0	4.5	3.8	n/a
University of Arizona	1.9	3.5	3.0	10.1
University of California-Berkeley	n/a	n/a	n/a	n/a
University of California-Davis	n/a	n/a	n/a	n/a
University of California-Irvine	n/a	n/a	n/a	n/a
University of California-Los Angeles	n/a	n/a	n/a	n/a
University of California-San Diego	n/a	n/a	n/a	n/a
University of California-Santa Barbara	n/a	n/a	n/a	n/a
University of Colorado-Boulder	2.9	3.6	3.0	4.4
University of Florida	1.0	1.0	1.8	n/a
University of Illinois-Urbana	0.7	1.3	0.8	0.5
University of Iowa	2.0	2.2	2.7	1.6
University of Kansas	0.0	0.9	0.9	0.0
University of Maryland-College Park	2.2	3.0	2.7	1.1
University of Michigan-Ann Arbor	3.2	3.6	3.0	1.6
University of Minnesota-Twin Cities	2.1	3.4	4.0	2.4
University of Missouri-Columbia	1.3	1.7	2.0	n/a
University of North Carolina-Chapel Hill	2.8	3.2	3.5	0.2
University of Oregon	2.0	1.8	1.6	2.0
UNIVERSITY OF PITTSBURGH	2.8	3.0	2.8	4.5
University of Texas-Austin	4.1	5.8	4.3	n/a
University of Virginia	5.2	5.8	4.6	2.1
University of Washington	3.6	5.4	4.6	5.5
University of Wisconsin-Madison	1.8	3.6	2.5	3.8

NOTE: Data in this table will not match data in Table 7 because data in that table includes all, not just continuing, full-time instructional faculty. The data that the AAUP publishes in *Academe* on continuing faculty are in terms of percentages only; that is, salary and headcount data are not published. The AAUP does not publish data on continuing Lecturers. Also, not all institutions submit data for continuing faculty.

Source: *Academe*, "The Annual Report on the Economic Status of the Profession, 2015-16", March/April 2016, Vol. 102, No. 2. Revised data via the AAUP Results Portal, July, 2016.

PART II

**PITTSBURGH CAMPUS
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TABLE A
Average Faculty Salaries (000's) and Ranking at
All AAU Institutions, 2015-16

PROFESSORS

<u>Name of Institution</u>	<u>No. of Full- Time Faculty</u>	<u>Average Salary¹</u>	<u>Rank</u>
(P) Columbia University	743	\$236.3	1
(P) University of Chicago	595	232.4	2
(P) Stanford University	670	229.6	3
(P) Princeton University	478	222.7	4
(P) Harvard University	997	220.2	5
(P) New York University	859	205.6	6
(P) Yale University	598	203.5	7
(P) Massachusetts Institute of Technology	641	202.6	8
(P) University of Pennsylvania	603	202.0	9
(P) Duke University	494	197.8	10
(P) California Institute of Technology	247	194.8	11
(P) Northwestern University	604	193.7	12
(P) Washington University in St. Louis	335	188.7	13
University of California-Los Angeles	963	187.8	14
(P) Rice University	305	185.7	15
(P) Vanderbilt University	360	184.8	16
University of California-Berkeley	865	178.9	17
(P) Brown University	366	173.6	18
(P) Boston University	523	171.7	19
(P) Cornell University	736	170.8	20
(P) University of Southern California	782	170.6	21
(P) Johns Hopkins University	359	167.3	22
(P) Emory University	340	166.4	23
University of Virginia	522	164.9	24
University of Michigan-Ann Arbor	1,110	164.8	25
University of California-Santa Barbara	511	161.3	26
University of California-San Diego	557	159.8	27
University of California-Irvine	543	159.4	28
Rutgers University-New Brunswick	823	158.8	29
University of Texas-Austin	979	154.8	30
University of Maryland-College Park	691	154.5	31
Georgia Institute of Technology	438	154.4	32
(P) Carnegie Mellon University	412	152.9	33
(P) University of Rochester	251	152.6	34
University of California-Davis	789	151.4	35
Pennsylvania State University	852	150.9	36
University of North Carolina-Chapel Hill	503	150.6	37
State University of New York-Stony Brook	348	150.4	38
University of Illinois-Urbana	829	148.0	39
(P) Brandeis University	157	147.6	40
UNIVERSITY OF PITTSBURGH	470	146.3	41
Ohio State University-Main	952	145.5	42
Michigan State University	820	145.4	43
(P) Tulane University	185	145.4	43
(P) Case Western Reserve University	264	139.1	45
Indiana University-Bloomington	669	138.8	46
Texas A & M University	891	138.4	47
University of Minnesota-Twin Cities	939	138.0	48
State University of New York-Buffalo	362	137.7	49
University of Iowa	464	136.8	50
Purdue University-Main	882	134.8	51
University of Colorado-Boulder	449	134.4	52
University of Florida	745	133.9	53
University of Washington	637	133.8	54
University of Wisconsin-Madison	1,017	129.5	55
University of Oregon	281	127.5	56
Iowa State University	527	126.7	57
University of Kansas	426	126.0	58
University of Arizona	625	124.5	59
University of Missouri-Columbia	372	123.0	60

(P) = Private Institution

¹Faculty salaries are reported on a 9-month equivalent basis.

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, 2015-16", March/April 2016, Vol. 102, No. 2. Revised data via the AAUP Results Portal, July, 2016.

TABLE B
Average Faculty Salaries (000's) and Ranking at
All AAU Institutions, 2015-16

ASSOCIATE PROFESSORS

<u>Name of Institution</u>	<u>No. of Full-Time Faculty</u>	<u>Average Salary¹</u>	<u>Rank</u>
(P) Columbia University	229	\$158.8	1
(P) Stanford University	171	144.5	2
(P) California Institute of Technology	5	143.3	3
(P) Princeton University	101	138.2	4
(P) Massachusetts Institute of Technology	182	136.5	5
(P) University of Chicago	210	132.2	6
(P) University of Pennsylvania	217	132.1	7
(P) Harvard University	146	129.2	8
(P) Duke University	198	128.4	9
(P) Northwestern University	279	123.1	10
University of California-Los Angeles	257	122.6	11
(P) Yale University	137	122.1	12
(P) Cornell University	398	120.3	13
(P) New York University	516	120.2	14
(P) Washington University in St. Louis	174	117.2	15
(P) Boston University	328	117.1	16
(P) Rice University	116	116.1	17
University of California-Berkeley	313	115.9	18
(P) Brown University	140	114.7	19
(P) Johns Hopkins University	138	114.3	20
(P) Emory University	222	113.8	21
(P) Vanderbilt University	222	111.7	22
University of Virginia	340	111.3	23
University of Michigan-Ann Arbor	567	109.2	24
University of California-San Diego	205	108.0	25
(P) University of Southern California	518	107.2	26
Georgia Institute of Technology	290	107.0	27
University of Maryland-College Park	443	106.6	28
(P) University of Rochester	137	105.5	29
(P) Carnegie Mellon University	225	105.1	30
University of California-Davis	277	105.0	31
University of Washington	411	104.8	32
Rutgers University-New Brunswick	529	104.0	33
State University of New York-Stony Brook	267	103.6	34
(P) Brandeis University	96	103.5	35
University of North Carolina-Chapel Hill	351	101.8	36
University of California-Irvine	223	101.7	37
Pennsylvania State University	529	101.5	38
University of Texas-Austin	530	100.5	39
University of California-Santa Barbara	163	100.2	40
University of Wisconsin-Madison	323	99.7	41
University of Illinois-Urbana	535	99.5	42
UNIVERSITY OF PITTSBURGH	422	98.2	43
Ohio State University-Main	741	98.0	44
Michigan State University	623	97.2	45
University of Colorado-Boulder	359	96.4	46
Texas A & M University	584	96.1	47
University of Minnesota-Twin Cities	627	95.8	48
Purdue University-Main	582	95.4	49
(P) Case Western Reserve University	181	95.1	50
State University of New York-Buffalo	371	94.6	51
Indiana University-Bloomington	490	94.1	52
University of Iowa	389	93.4	53
Iowa State University	421	92.4	54
University of Oregon	259	91.5	55
(P) Tulane University	174	90.9	56
University of Florida	579	89.3	57
University of Arizona	419	86.9	58
University of Kansas	392	82.6	59
University of Missouri-Columbia	416	80.8	60

(P) = Private Institution

¹Faculty salaries are reported on a 9-month equivalent basis.

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Source: Academe, "The Annual Report on the Economic Status of the Profession, 2015-16", March/April 2016, Vol. 102, No. 2. Revised data via the AAUP Results Portal, July, 2016.

TABLE C
Average Faculty Salaries (000's) and Ranking at
All AAU Institutions, 2015-16

ASSISTANT PROFESSORS

<u>Name of Institution</u>	<u>No. of Full- Time Faculty</u>	<u>Average Salary¹</u>	<u>Rank</u>
(P) Stanford University	222	\$125.9	1
(P) California Institute of Technology	44	124.3	2
(P) University of Pennsylvania	227	123.2	3
(P) Columbia University	205	121.5	4
(P) Harvard University	217	120.2	5
(P) Massachusetts Institute of Technology	175	116.4	6
(P) University of Chicago	252	115.8	7
(P) New York University	286	115.0	8
(P) Northwestern University	247	111.4	9
(P) Cornell University	290	110.5	10
(P) Duke University	158	109.9	11
University of California-Berkeley	247	109.6	12
(P) Princeton University	173	107.3	13
(P) Washington University in St. Louis	175	104.7	14
(P) Yale University	206	103.3	15
(P) University of Rochester	110	100.6	16
(P) Carnegie Mellon University	207	99.6	17
(P) Rice University	93	99.6	17
Georgia Institute of Technology	193	99.5	19
(P) Boston University	292	99.1	20
(P) Johns Hopkins University	267	99.0	21
(P) Emory University	136	98.2	22
University of Washington	315	98.1	23
University of California-Los Angeles	240	97.9	24
University of Virginia	229	94.9	25
(P) Brown University	137	94.3	26
(P) University of Southern California	407	93.9	27
University of Texas-Austin	345	93.9	27
(P) Vanderbilt University	197	93.8	29
University of California-San Diego	152	92.3	30
University of Michigan-Ann Arbor	566	92.2	31
Indiana University-Bloomington	349	91.8	32
(P) Tulane University	148	91.5	33
University of Illinois-Urbana	492	91.3	34
University of California-Irvine	190	90.7	35
University of Maryland-College Park	383	89.7	36
University of California-Davis	236	89.3	37
Pennsylvania State University	430	89.1	38
State University of New York-Stony Brook	309	88.4	39
University of Colorado-Boulder	258	87.5	40
University of North Carolina-Chapel Hill	325	87.1	41
Texas A & M University	306	86.9	42
Ohio State University-Main	509	86.0	43
University of Minnesota-Twin Cities	533	85.8	44
University of California-Santa Barbara	111	85.7	45
University of Wisconsin-Madison	434	85.5	46
Purdue University-Main	541	84.9	47
(P) Brandeis University	63	84.6	48
University of Oregon	202	84.3	49
University of Iowa	300	83.8	50
Rutgers University-New Brunswick	514	83.5	51
(P) Case Western Reserve University	135	83.4	52
State University of New York-Buffalo	378	82.3	53
Iowa State University	393	82.0	54
UNIVERSITY OF PITTSBURGH	561	80.2	55
University of Florida	405	79.1	56
University of Kansas	223	76.8	57
Michigan State University	607	76.6	58
University of Arizona	360	76.4	59
University of Missouri-Columbia	377	69.6	60

(P) = Private Institution

¹Faculty salaries are reported on a 9-month equivalent basis.

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, 2015-16", March/April 2016, Vol. 102, No. 2. Revised data via the AAUP Results Portal, July, 2016.

TABLE D
Average Faculty Salaries (000's) and Ranking at
All AAU Institutions, 2015-16

INSTRUCTORS

<u>Name of Institution</u>	<u>No. of Full-Time Faculty</u>	<u>Average Salary¹</u>	<u>Rank</u>
(P) Yale University	16	\$149.5	1
University of North Carolina-Chapel Hill	3	148.3	2
(P) Boston University	227	97.6	3
(P) Cornell University	102	91.7	4
(P) Washington University in St. Louis	42	88.6	5
(P) Princeton University	13	83.5	6
Ohio State University-Main	3	75.1	7
(P) Johns Hopkins University	28	72.3	8
University of Maryland-College Park	9	70.7	9
University of Virginia	9	68.9	10
Purdue University-Main	12	67.6	11
University of Michigan-Ann Arbor	27	67.6	11
University of Washington	27	66.8	13
(P) Massachusetts Institute of Technology	52	66.0	14
University of Colorado-Boulder	333	65.0	15
(P) University of Chicago	77	64.6	16
State University of New York-Stony Brook	14	63.9	17
University of Wisconsin-Madison	280	63.9	17
(P) Case Western Reserve University	85	63.7	19
(P) Tulane University	67	63.5	20
(P) Harvard University	130	62.0	21
State University of New York-Buffalo	9	61.8	22
Rutgers University-New Brunswick	235	60.8	23
(P) Rice University	22	59.8	24
Pennsylvania State University	253	58.3	25
(P) Vanderbilt University	4	58.2	26
University of Iowa	60	58.1	27
(P) Brandeis University	2	55.7	28
Iowa State University	3	55.1	29
University of Illinois-Urbana	33	53.6	30
University of Kansas	23	52.9	31
University of Oregon	297	52.4	32
(P) California Institute of Technology	14	51.4	33
University of Minnesota-Twin Cities	185	51.0	34
(P) University of Rochester	5	46.7	35
UNIVERSITY OF PITTSBURGH	88	46.3	36
University of Arizona	80	39.8	37
(P) Brown University	*	*	*
(P) Carnegie Mellon University	*	*	*
(P) Columbia University	*	*	*
(P) Duke University	*	*	*
(P) Emory University	*	*	*
Georgia Institute of Technology	*	*	*
Indiana University-Bloomington	*	*	*
Michigan State University	*	*	*
(P) New York University	*	*	*
(P) Northwestern University	*	*	*
(P) Stanford University	*	*	*
Texas A & M University	*	*	*
University of California-Berkeley	*	*	*
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 Missouri-Columbia	*	*	*
(P) University of Pennsylvania	*	*	*
(P) University of Southern California	*	*	*
University of Texas-Austin	*	*	*

(P) = Private Institution

¹Faculty salaries are reported on a 9-month equivalent basis.

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

*These schools did not submit salary data for Instructors.

Source: Academe, "The Annual Report on the Economic Status of the Profession, 2015-16", March/April 2016, Vol. 102, No. 2. Revised data via the AAUP Results Portal, July, 2016.

TABLE E
Average Faculty Salaries (000's) and Ranking at
All AAU Institutions, 2015-16

LECTURERS

<u>Name of Institution</u>	<u>No. of Full-Time Faculty</u>	<u>Average Salary¹</u>	<u>Rank</u>
(P) Stanford University	28	\$174.9	1
(P) Harvard University	237	103.8	2
(P) Massachusetts Institute of Technology	109	102.9	3
(P) Princeton University	157	86.5	4
University of California-San Diego	142	82.4	5
(P) Yale University	181	81.1	6
(P) Brown University	87	81.0	7
University of California-Irvine	176	80.7	8
University of California-Santa Barbara	137	80.2	9
University of California-Berkeley	185	79.7	10
(P) Cornell University	257	78.6	11
University of California-Los Angeles	193	76.7	12
(P) Columbia University	298	76.2	13
University of Illinois-Urbana	137	74.2	14
(P) University of Rochester	109	73.8	15
University of Washington	253	73.6	16
University of California-Davis	169	73.3	17
(P) Tulane University	17	72.2	18
University of Oregon	26	71.7	19
University of Wisconsin-Madison	84	69.6	20
(P) University of Chicago	158	69.1	21
(P) Brandeis University	37	67.4	22
(P) Rice University	124	66.9	23
(P) Boston University	329	66.6	24
(P) Johns Hopkins University	194	66.3	25
State University of New York-Stony Brook	120	65.5	26
State University of New York-Buffalo	47	64.2	27
(P) Washington University in St. Louis	183	63.8	28
University of Florida	265	63.6	29
(P) University of Southern California	273	63.2	30
University of Minnesota-Twin Cities	164	63.1	31
(P) California Institute of Technology	19	63.0	32
University of Texas-Austin	692	62.7	33
University of Arizona	125	62.3	34
Rutgers University-New Brunswick	34	61.7	35
Indiana University-Bloomington	334	61.5	36
University of Michigan-Ann Arbor	465	60.5	37
University of Virginia	186	60.5	37
University of Maryland-College Park	287	60.2	39
Iowa State University	210	59.4	40
(P) Vanderbilt University	146	58.8	41
Pennsylvania State University	490	57.9	42
University of North Carolina-Chapel Hill	168	56.6	43
University of Iowa	207	56.3	44
(P) New York University	236	55.8	45
University of Kansas	154	51.6	46
UNIVERSITY OF PITTSBURGH	207	50.5	47
Texas A & M University	230	49.9	48
(P) Carnegie Mellon University	*	*	*
(P) Case Western Reserve University	*	*	*
(P) Duke University	*	*	*
(P) Emory University	*	*	*
Georgia Institute of Technology	*	*	*
Michigan State University	*	*	*
(P) Northwestern University	*	*	*
Ohio State University-Main	*	*	*
Purdue University-Main	*	*	*
University of Colorado-Boulder	*	*	*
University of Missouri-Columbia	*	*	*
(P) University of Pennsylvania	*	*	*

(P) = Private Institution

¹Faculty salaries are reported on a 9-month equivalent basis.

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

*These institutions did not submit salary data for Lecturers.

Source: Academe, "The Annual Report on the Economic Status of the Profession, 2015-16", March/April 2016, Vol. 102, No. 2. Revised data via the AAUP Results Portal, July, 2016.

TABLE F
Change in Average Salary¹ Ranking at
All AAU Institutions, 2014-15 to 2015-16

ALL RANKS

Name of Institution (alpha order)	Professors			Associate Professors			Assistant Professors			Instructors			Lecturers		
	2014-15 Rank	2015-16 Rank	Change in Rank	2014-15 Rank	2015-16 Rank	Change in Rank	2014-15 Rank	2015-16 Rank	Change in Rank	2014-15 Rank	2015-16 Rank	Change in Rank	2014-15 Rank	2015-16 Rank	Change in Rank
(P) Boston University	21	19	2	16	16	0	21	20	1	25	3	22	28	24	4
(P) Brandeis University	46	40	6	36	35	1	39	48	-9	15	28	-13	23	22	1
(P) Brown University	19	18	1	18	19	-1	26	26	0	*	*	*	8	7	1
(P) California Institute of Technology	11	11	0	2	3	*	3	2	1	31	33	-2	26	32	-6
(P) Carnegie Mellon University	25	33	-8	22	30	-8	10	17	-7	*	*	*	4	*	*
(P) Case Western Reserve University	44	45	-1	49	50	-1	54	52	2	13	19	-6	*	*	*
(P) Columbia University	2	1	1	1	1	0	5	4	1	1	*	*	16	13	3
(P) Cornell University	18	20	-2	11	13	-2	13	10	3	11	4	7	11	11	0
(P) Duke University	10	10	0	7	9	-2	11	11	0	*	*	*	*	*	*
(P) Emory University	23	23	0	20	21	-1	22	22	0	*	*	*	*	*	*
Georgia Institute of Technology	32	32	0	29	27	2	20	19	1	*	*	*	*	*	*
(P) Harvard University	5	5	0	6	8	-2	6	5	1	16	21	-5	3	2	1
Indiana University-Bloomington	48	46	2	51	52	-1	34	32	2	*	*	*	38	36	2
Iowa State University	57	57	0	54	54	0	47	54	-7	28	29	-1	40	40	0
(P) Johns Hopkins University	26	22	*	24	20	*	32	21	*	12	8	4	21	25	-4
(P) Massachusetts Institute of Technology	9	8	1	4	5	-1	4	6	-2	9	14	-5	2	3	-1
Michigan State University	43	43	0	45	45	0	59	58	1	34	*	*	12	*	*
(P) New York University	8	6	2	15	14	1	8	8	0	*	*	*	47	45	2
(P) Northwestern University	12	12	0	10	10	0	9	9	0	*	*	*	*	*	*
Ohio State University-Main	42	42	0	42	44	-2	40	43	-3	2	7	-5	*	*	*
Pennsylvania State University	37	36	1	35	38	-3	35	38	-3	22	25	-3	44	42	2
(P) Princeton University	4	4	0	5	4	1	12	13	-1	4	6	-2	5	4	1
Purdue University-Main	54	51	3	50	49	1	49	47	2	13	11	2	*	*	*
(P) Rice University	16	15	1	19	17	2	17	17	0	20	24	-4	27	23	4
Rutgers University-New Brunswick	27	29	-2	30	33	-3	52	51	1	21	23	-2	33	35	-2
(P) Stanford University	1	3	-2	3	2	1	1	1	0	*	*	*	1	1	0
State University of New York-Buffalo	50	49	1	48	51	-3	53	53	0	18	22	-4	34	27	7
State University of New York-Stony Brook	36	38	-2	31	34	-3	43	39	4	7	17	-10	32	26	6
Texas A & M University	53	47	6	56	47	9	45	42	3	*	*	*	50	48	2
(P) Tulane University	39	43	-4	55	56	-1	46	33	13	10	20	-10	22	18	4
University of Arizona	59	59	0	58	58	0	58	59	-1	36	37	-1	42	34	8
University of California-Berkeley	17	17	0	14	18	-4	14	12	2	29	*	*	13	10	3
University of California-Davis	41	35	6	38	31	7	36	37	-1	*	*	*	18	17	1
University of California-Irvine	31	28	3	36	37	-1	36	35	1	*	*	*	10	8	2
University of California-Los Angeles	14	14	0	12	11	1	19	24	-5	*	*	*	9	12	-3
University of California-San Diego	29	27	2	32	25	7	28	30	-2	*	*	*	6	5	1
University of California-Santa Barbara	30	26	4	46	40	6	50	45	5	*	*	*	14	9	5
(P) University of Chicago	3	2	1	9	6	3	7	7	0	8	16	-8	30	21	9

TABLE F
Change in Average Salary¹ Ranking at
All AAU Institutions, 2014-15 to 2015-16

ALL RANKS

Name of Institution (alpha order)	Professors			Associate Professors			Assistant Professors			Instructors			Lecturers		
	2014-15 Rank	2015-16 Rank	Change in Rank	2014-15 Rank	2015-16 Rank	Change in Rank	2014-15 Rank	2015-16 Rank	Change in Rank	2014-15 Rank	2015-16 Rank	Change in Rank	2014-15 Rank	2015-16 Rank	Change in Rank
University of Colorado-Boulder	52	52	0	44	46	-2	38	40	-2	17	15	2	*	*	*
University of Florida	49	53	-4	57	57	0	55	56	-1	*	*	*	31	29	2
University of Illinois-Urbana	35	39	-4	33	42	-9	27	34	-7	23	30	-7	15	14	1
University of Iowa	45	50	-5	53	53	0	56	50	6	33	27	6	45	44	1
University of Kansas	58	58	0	59	59	0	57	57	0	*	31	*	48	46	2
University of Maryland-College Park	28	31	-3	23	28	-5	24	36	-12	5	9	-4	37	39	-2
University of Michigan-Ann Arbor	22	25	-3	25	24	1	29	31	-2	6	11	-5	40	37	3
University of Minnesota-Twin Cities	46	48	-2	46	48	-2	41	44	-3	30	34	-4	36	31	5
University of Missouri-Columbia	60	60	0	60	60	0	60	60	0	*	*	*	*	*	*
University of North Carolina-Chapel Hill	38	37	1	33	36	-3	48	41	7	3	2	1	45	43	2
University of Oregon	56	56	0	52	55	-3	44	49	-5	24	32	-8	25	19	6
(P) University of Pennsylvania	7	9	-2	8	7	1	2	3	-1	*	*	*	*	*	*
UNIVERSITY OF PITTSBURGH	40	41	-1	41	43	-2	51	55	-4	32	36	-4	49	47	2
(P) University of Rochester	33	34	-1	28	29	-1	18	16	2	35	35	0	16	15	1
(P) University of Southern California	20	21	-1	27	26	1	23	27	-4	*	*	*	19	30	-11
University of Texas-Austin	34	30	4	40	39	1	33	27	6	*	*	*	35	33	2
University of Virginia	24	24	0	26	23	3	31	25	6	26	10	16	39	37	2
University of Washington	51	54	-3	38	32	6	24	23	1	27	13	14	20	16	4
University of Wisconsin-Madison	55	55	0	43	41	2	41	46	-5	19	17	2	23	20	3
(P) Vanderbilt University	15	16	-1	21	22	-1	30	29	1	*	26	*	43	41	2
(P) Washington University in St. Louis	13	13	0	17	15	2	15	14	1	*	5	*	29	28	1
(P) Yale University	6	7	-1	13	12	1	16	15	1	*	1	*	7	6	1

(P) = Private Institution

¹Faculty salaries are reported on a 9-month equivalent basis.

*Salary data for this institution is not available.

NOTE: The rankings for 2014-15 are based on salary data for faculty with 50% or more of their regular assignment being instructional. The rankings for 2015-16 are based on salary data for faculty with any level of their regular assignment being instructional.

Sources: *Academe*, March/April 2015 data file from AAUP. Revised data from *Academe*, July/August 2015. *Academe*, March/April 2016 data. Revised data via the AAUP Results Portal, July, 2016.

TABLE G
Percent Change in Average Salary¹ at
All AAU Institutions, 2014-15 to 2015-16

ALL RANKS

Name of Institution (alpha order)	Professors			Associate Professors			Assistant Professors			Instructors			Lecturers		
	2014-15 Salary	2015-16 Salary	Percent Change	2014-15 Salary	2015-16 Salary	Percent Change	2014-15 Salary	2015-16 Salary	Percent Change	2014-15 Salary	2015-16 Salary	Percent Change	2014-15 Salary	2015-16 Salary	Percent Change
(P) Boston University	\$165.5	\$171.7	3.7	\$113.6	\$117.1	3.1	\$96.8	\$99.1	2.4	\$52.5	97.6	85.9	\$64.6	66.6	3.1
(P) Brandeis University	135.3	147.6	9.1	99.0	103.5	4.5	85.3	84.6	-0.8	60.5	55.7	-7.9	68.0	67.4	-0.9
(P) Brown University	168.6	173.6	3.0	112.3	114.7	2.1	92.3	94.3	2.2	*	*	*	80.4	81.0	0.7
(P) California Institute of Technology	188.4	194.8	3.4	143.0	143.3	0.2	118.9	124.3	4.5	48.0	51.4	7.1	67.6	63.0	-6.8
(P) Carnegie Mellon University	155.0	152.9	-1.4	108.3	105.1	-3.0	106.1	99.6	-6.1	*	*	*	85.8	*	*
(P) Case Western Reserve University	137.3	139.1	1.3	93.0	95.1	2.3	79.6	83.4	4.8	61.5	63.7	3.6	*	*	*
(P) Columbia University	223.9	236.3	5.5	151.7	158.8	4.7	114.1	121.5	6.5	213.5	*	*	73.9	76.2	3.1
(P) Cornell University	169.5	170.8	0.8	118.3	120.3	1.7	103.3	110.5	7.0	63.5	91.7	44.4	77.5	78.6	1.4
(P) Duke University	193.3	197.8	2.3	126.8	128.4	1.3	105.4	109.9	4.3	*	*	*	*	*	*
(P) Emory University	160.1	166.4	3.9	110.4	113.8	3.1	93.1	98.2	5.5	*	*	*	*	*	*
Georgia Institute of Technology	151.7	154.4	1.8	103.3	107.0	3.6	96.9	99.5	2.7	*	*	*	*	*	*
(P) Harvard University	213.5	220.2	3.1	128.1	129.2	0.9	113.3	120.2	6.1	60.1	62.0	3.2	94.8	103.8	9.5
Indiana University-Bloomington	135.0	138.8	2.8	92.4	94.1	1.8	87.7	91.8	4.7	*	*	*	60.5	61.5	1.7
Iowa State University	125.7	126.7	0.8	91.5	92.4	1.0	82.0	82.0	0.0	51.5	55.1	7.0	58.5	59.4	1.5
(P) Johns Hopkins University	154.7	167.3	8.1	107.5	114.3	6.3	90.0	99.0	10.0	62.5	72.3	15.7	68.9	66.3	-3.8
(P) Massachusetts Institute of Technology	193.9	202.6	4.5	134.0	136.5	1.9	114.3	116.4	1.8	64.0	66.0	3.1	95.5	102.9	7.7
Michigan State University	139.5	145.4	4.2	93.7	97.2	3.7	74.2	76.6	3.2	44.4	*	*	77.4	*	*
(P) New York University	196.9	205.6	4.4	114.7	120.2	4.8	111.2	115.0	3.4	*	*	*	54.1	55.8	3.1
(P) Northwestern University	187.4	193.7	3.4	120.6	123.1	2.1	106.9	111.4	4.2	*	*	*	*	*	*
Ohio State University-Main	142.2	145.5	2.3	96.1	98.0	2.0	85.2	86.0	0.9	96.7	75.1	-22.3	*	*	*
Pennsylvania State University	147.0	150.9	2.7	99.2	101.5	2.3	87.2	89.1	2.2	56.9	58.3	2.5	57.2	57.9	1.2
(P) Princeton University	215.9	222.7	3.1	133.0	138.2	3.9	104.6	107.3	2.6	82.1	83.5	1.7	85.4	86.5	1.3
Purdue University-Main	130.3	134.8	3.5	92.5	95.4	3.1	81.5	84.9	4.2	61.5	67.6	9.9	*	*	*
(P) Rice University	178.1	185.7	4.3	111.7	116.1	3.9	98.5	99.6	1.1	57.4	59.8	4.2	65.4	66.9	2.3
Rutgers University-New Brunswick	154.5	158.8	2.8	102.3	104.0	1.7	80.7	83.5	3.5	57.3	60.8	6.1	63.4	61.7	-2.7
(P) Stanford University	224.3	229.6	2.4	141.5	144.5	2.1	122.5	125.9	2.8	*	*	*	164.7	174.9	6.2
State University of New York-Buffalo	133.3	137.7	3.3	93.3	94.6	1.4	80.6	82.3	2.1	59.0	61.8	4.7	62.8	64.2	2.2
State University of New York-Stony Brook	148.1	150.4	1.6	101.8	103.6	1.8	84.5	88.4	4.6	65.3	63.9	-2.1	63.6	65.5	3.0
Texas A & M University	131.4	138.4	5.3	90.7	96.1	6.0	83.5	86.9	4.1	*	*	*	47.5	49.9	5.1
(P) Tulane University	145.3	145.4	0.1	90.8	90.9	0.1	83.2	91.5	10.0	63.6	63.5	-0.2	68.7	72.2	5.1
University of Arizona	123.7	124.5	0.6	85.1	86.9	2.1	74.5	76.4	2.6	38.4	39.8	3.6	58.1	62.3	7.2
University of California-Berkeley	172.7	178.9	3.6	115.5	115.9	0.3	103.0	109.6	6.4	49.6	*	*	76.9	79.7	3.6
University of California-Davis	144.0	151.4	5.1	98.3	105.0	6.8	86.8	89.3	2.9	*	*	*	71.8	73.3	2.1
University of California-Irvine	152.6	159.4	4.5	99.0	101.7	2.7	86.8	90.7	4.5	*	*	*	77.7	80.7	3.9
University of California-Los Angeles	181.0	187.8	3.8	117.7	122.6	4.2	97.1	97.9	0.8	*	*	*	79.2	76.7	-3.2
University of California-San Diego	153.9	159.8	3.8	100.9	108.0	7.0	91.8	92.3	0.5	*	*	*	80.8	82.4	2.0
University of California-Santa Barbara	152.8	161.3	5.6	93.6	100.2	7.1	81.2	85.7	5.5	*	*	*	76.7	80.2	4.6
(P) University of Chicago	217.3	232.4	6.9	124.3	132.2	6.4	112.3	115.8	3.1	64.2	64.6	0.6	63.8	69.1	8.3

TABLE G
Percent Change in Average Salary¹ at
All AAU Institutions, 2014-15 to 2015-16

ALL RANKS

Name of Institution (alpha order)	Professors			Associate Professors			Assistant Professors			Instructors			Lecturers		
	2014-15 Salary	2015-16 Salary	Percent Change	2014-15 Salary	2015-16 Salary	Percent Change	2014-15 Salary	2015-16 Salary	Percent Change	2014-15 Salary	2015-16 Salary	Percent Change	2014-15 Salary	2015-16 Salary	Percent Change
University of Colorado-Boulder	131.6	134.4	2.1	95.5	96.4	0.9	86.0	87.5	1.7	59.4	65.0	9.4	*	*	*
University of Florida	133.7	133.9	0.1	89.4	89.3	-0.1	79.2	79.1	-0.1	*	*	*	63.7	63.6	-0.2
University of Illinois-Urbana	149.1	148.0	-0.7	99.3	99.5	0.2	91.9	91.3	-0.7	55.2	53.6	-2.9	75.1	74.2	-1.2
University of Iowa	136.7	136.8	0.1	91.7	93.4	1.9	78.9	83.8	6.2	46.5	58.1	24.9	54.8	56.3	2.7
University of Kansas	125.4	126.0	0.5	83.5	82.6	-1.1	74.7	76.8	2.8	*	52.9	*	49.9	51.6	3.4
University of Maryland-College Park	154.2	154.5	0.2	107.6	106.6	-0.9	92.6	89.7	-3.1	67.7	70.7	4.4	60.7	60.2	-0.8
University of Michigan-Ann Arbor	160.9	164.8	2.4	106.8	109.2	2.2	91.4	92.2	0.9	66.4	67.6	1.8	58.5	60.5	3.4
University of Minnesota-Twin Cities	135.3	138.0	2.0	93.6	95.8	2.4	84.9	85.8	1.1	49.2	51.0	3.7	60.8	63.1	3.8
University of Missouri-Columbia	121.9	123.0	0.9	80.7	80.8	0.1	67.5	69.6	3.1	*	*	*	*	*	*
University of North Carolina-Chapel Hill	146.9	150.6	2.5	99.3	101.8	2.5	81.6	87.1	6.7	90.8	148.3	63.3	54.8	56.6	3.3
University of Oregon	126.2	127.5	1.0	92.0	91.5	-0.5	83.8	84.3	0.6	52.9	52.4	-0.9	67.9	71.7	5.6
(P) University of Pennsylvania	197.5	202.0	2.3	125.2	132.1	5.5	119.6	123.2	3.0	*	*	*	*	*	*
UNIVERSITY OF PITTSBURGH	144.2	146.3	1.5	96.4	98.2	1.9	80.9	80.2	-0.9	47.1	46.3	-1.7	49.8	50.5	1.4
(P) University of Rochester	150.3	152.6	1.5	103.4	105.5	2.0	98.0	100.6	2.7	44.1	46.7	5.9	73.9	73.8	-0.1
(P) University of Southern California	166.8	170.6	2.3	104.7	107.2	2.4	92.9	93.9	1.1	*	*	*	70.8	63.2	-10.7
University of Texas-Austin	149.4	154.8	3.6	96.8	100.5	3.8	89.6	93.9	4.8	*	*	*	61.5	62.7	2.0
University of Virginia	156.9	164.9	5.1	104.9	111.3	6.1	90.6	94.9	4.7	51.9	68.9	32.8	59.8	60.5	1.2
University of Washington	132.4	133.8	1.1	98.3	104.8	6.6	92.6	98.1	5.9	51.6	66.8	29.5	70.7	73.6	4.1
University of Wisconsin-Madison	128.1	129.5	1.1	95.8	99.7	4.1	84.9	85.5	0.7	57.5	63.9	11.1	68.0	69.6	2.4
(P) Vanderbilt University	180.6	184.8	2.3	108.6	111.7	2.9	91.0	93.8	3.1	*	58.2	*	57.6	58.8	2.1
(P) Washington University in St. Louis	186.9	188.7	1.0	112.9	117.2	3.8	102.0	104.7	2.6	*	88.6	*	64.0	63.8	-0.3
(P) Yale University	198.4	203.5	2.6	117.3	122.1	4.1	99.6	103.3	3.7	*	149.5	*	80.6	81.1	0.6

(P) = Private Institution

¹Faculty salaries are reported on a 9-month equivalent basis.

*Salary data for this institution is not available.

NOTE: 2014-15 salary data reflects faculty with 50% or more of their regular assignment being instructional. 2015-16 salary data reflects faculty with any level of their regular assignment being instructional.

Sources: *Academe*, March/April 2015 data file from AAUP. Revised data from *Academe*, July/August 2015. *Academe*, March/April 2016 data. Revised data via the AAUP Results Portal, July, 2016.

TABLE H
Average Percent Change in Salary for Faculty Continuing from 2014-15 to 2015-16
All AAU Institutions

SELECTED RANKS

<u>Name of Institution (alpha order)</u>	SELECTED RANKS			
	<u>Professors</u>	<u>Associate Professors</u>	<u>Assistant Professors</u>	<u>Instructors</u>
(P) Boston University	4.0	4.4	4.9	4.0
(P) Brandeis University	4.1	5.8	4.5	2.5
(P) Brown University	3.2	5.3	4.6	n/a
(P) California Institute of Technology	n/a	n/a	n/a	n/a
(P) Carnegie Mellon University	2.9	5.0	4.8	n/a
(P) Case Western Reserve University	2.1	3.4	4.7	4.7
(P) Columbia University	4.6	5.8	5.9	n/a
(P) Cornell University	1.3	2.7	2.8	1.2
(P) Duke University	3.3	4.5	4.2	n/a
(P) Emory University	3.1	4.4	5.5	n/a
Georgia Institute of Technology	4.4	5.6	3.4	n/a
(P) Harvard University	3.5	10.3	5.0	4.3
Indiana University-Bloomington	2.3	4.0	4.0	n/a
Iowa State University	1.3	1.7	1.8	1.0
(P) Johns Hopkins University	2.5	5.3	4.8	5.8
(P) Massachusetts Institute of Technology	4.5	6.5	4.9	3.7
Michigan State University	4.1	4.9	4.5	n/a
(P) New York University	2.8	3.6	3.9	n/a
(P) Northwestern University	4.1	5.3	5.4	n/a
Ohio State University-Main	3.3	3.5	3.7	3.5
Pennsylvania State University	2.4	3.8	4.5	3.8
(P) Princeton University	3.3	6.7	8.9	4.6
Purdue University-Main	4.0	4.8	4.8	3.2
(P) Rice University	4.1	7.1	3.6	3.4
Rutgers University-New Brunswick	n/a	n/a	n/a	n/a
(P) Stanford University	3.8	5.5	5.5	n/a
State University of New York-Buffalo	3.2	2.7	2.8	4.6
State University of New York-Stony Brook	3.0	3.4	4.0	3.6
Texas A & M University	4.0	4.5	3.8	n/a
(P) Tulane University	0.4	1.8	1.2	4.4
University of Arizona	1.9	3.5	3.0	10.1
University of California-Berkeley	n/a	n/a	n/a	n/a
University of California-Davis	n/a	n/a	n/a	n/a
University of California-Irvine	n/a	n/a	n/a	n/a
University of California-Los Angeles	n/a	n/a	n/a	n/a
University of California-San Diego	n/a	n/a	n/a	n/a
University of California-Santa Barbara	n/a	n/a	n/a	n/a
(P) University of Chicago	n/a	n/a	n/a	n/a
University of Colorado-Boulder	2.9	3.6	3.0	4.4
University of Florida	1.0	1.0	1.8	n/a
University of Illinois-Urbana	0.7	1.3	0.8	0.5
University of Iowa	2.0	2.2	2.7	1.6
University of Kansas	0.0	0.9	0.9	0.0
University of Maryland-College Park	2.2	3.0	2.7	1.1
University of Michigan-Ann Arbor	3.2	3.6	3.0	1.6
University of Minnesota-Twin Cities	2.1	3.4	4.0	2.4
University of Missouri-Columbia	1.3	1.7	2.0	n/a
University of North Carolina-Chapel Hill	2.8	3.2	3.5	0.2
University of Oregon	2.0	1.8	1.6	2.0
(P) University of Pennsylvania	4.0	4.4	3.7	n/a
UNIVERSITY OF PITTSBURGH	2.8	3.0	2.8	4.5
(P) University of Rochester	3.9	4.8	2.3	3.8
(P) University of Southern California	3.3	4.0	4.6	2.5
University of Texas-Austin	4.1	5.8	4.3	n/a
University of Virginia	5.2	5.8	4.6	2.1
University of Washington	3.6	5.4	4.6	5.5
University of Wisconsin-Madison	1.8	3.6	2.5	3.8
(P) Vanderbilt University	2.9	4.0	3.9	n/a
(P) Washington University in St. Louis	n/a	n/a	n/a	n/a
(P) Yale University	3.1	6.8	3.2	n/a

(P) = Private Institution

NOTE: Data in this table will not match data in Table G because data in that table includes all, not just continuing, full-time instructional faculty. The data that the AAUP publishes in *Academe* on continuing faculty are in terms of percentages only; that is, salary and headcount data are not published. The AAUP does not publish data on continuing Lecturers. Also, not all institutions submit data for continuing faculty.

Source: *Academe*, "The Annual Report on the Economic Status of the Profession, 2015-16", March/April 2016, Vol. 102, No. 2. Revised data via the AAUP Results Portal, July, 2016.

PART III

BACCALAUREATE INSTITUTIONS BENCHMARK GROUP FOR BRADFORD, GREENSBURG, AND JOHNSTOWN REGIONAL CAMPUSES

In 2016, the Senate Budget Policies Committee (SBPC) agreed on a new benchmark group for Pitt's three baccalaureate regional campuses (Bradford, Greensburg, and Johnstown). This new benchmark group is based on data from the Integrated Postsecondary Education Data System (IPEDS). The latest peer group includes baccalaureate colleges without a professional focus (as defined by the Carnegie Classification-2015) located in Delaware, Maryland, New Jersey, New York, Ohio, Pennsylvania, Virginia, and West Virginia. Also, the group includes only public or private-not-for-profit institutions and excludes institutions in the New York City and surrounding area.

Full-time instructional staff headcounts and average weighted monthly salaries by academic rank for the latest available year are retrieved from IPEDS. The average weighted monthly salaries are multiplied by nine to estimate average 9-month salaries. Institutions without salary data are deleted from the peer group.

Table 1 presents salary data for professors, associate professors, and assistant professors. Table 2 presents salary data for combined instructor and lecturer ranks. Note that for those institutions with both instructors and lecturers (such as Pitt) a weighted average is used. In both tables 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%.

Note that the salary data for the regional campuses differs in both source and year from that of the Pittsburgh campus. The most recently available IPEDS salary data used for the regional campuses is a year behind the AAUP salary data used for the Pittsburgh campus. Further, AAUP salary data is published as a 9-month equivalent salary while the IPEDS salary data is published as a weighted monthly salary and a 9-month equivalent salary must be calculated.

PART III TABLE 1
IPEDS Faculty Salaries by Decile, 2014-15
Baccalaureate Institutions in Pennsylvania and Surrounding States
Professor, Associate Professor, and Assistant Professor Ranks

Professor	State ¹	Type ²	No.			Associate Professor	State ¹	Type ²	No.			Assistant Professor	State ¹	Type ²	No.		
			Fac.	Salary ³	Decile ⁴				Fac.	Salary ³	Decile ⁴				Fac.	Salary ³	Decile ⁴
University of Richmond	VA	PR	112	\$150.7	1	Washington and Lee U	VA	PR	67	\$104.3	1	University of Richmond	VA	PR	82	\$83.2	1
Washington and Lee U	VA	PR	103	146.9	1	University of Richmond	VA	PR	127	101.3	1	Vassar College	NY	PR	37	82.0	1
Swarthmore College	PA	PR	89	141.0	1	Swarthmore College	PA	PR	39	98.4	1	Penn State Erie-Behrend Coll	PA	PU	51	78.5	1
Colgate University	NY	PR	115	135.7	1	Colgate University	NY	PR	73	98.1	1	Colgate University	NY	PR	77	77.2	1
Lafayette College	PA	PR	76	133.8	1	Hamilton College	NY	PR	44	97.9	1	Hamilton College	NY	PR	27	77.2	1
Hamilton College	NY	PR	91	132.2	1	Vassar College	NY	PR	90	97.3	1	U.S. Naval Academy	MD	PU	74	76.6	1
Vassar College	NY	PR	92	131.2	1	Lafayette College	PA	PR	78	96.8	1	Bucknell University	PA	PR	139	76.3	1
Bryn Mawr College	PA	PR	59	130.4	1	U.S. Naval Academy	MD	PU	115	94.2	1	Swarthmore College	PA	PR	68	76.1	1
Bard College	NY	PR	60	130.2	1	Oberlin College	OH	PR	97	93.4	1	Lafayette College	PA	PR	74	75.4	1
Penn State Erie-Behrend Coll	PA	PU	26	124.9	1	Haverford College	PA	PR	45	93.3	1	Penn State Abington	PA	PU	27	74.9	1
Union College	NY	PR	85	122.5	1	Bucknell University	PA	PR	161	92.6	1	Washington and Lee U	VA	PR	76	74.4	1
Haverford College	PA	PR	38	\$120.8	2	Skidmore College	NY	PR	70	\$92.2	2	Bryn Mawr College	PA	PR	26	\$74.0	2
Oberlin College	OH	PR	124	119.6	2	Bryn Mawr College	PA	PR	31	91.8	2	Penn St Worthington Scranton	PA	PU	8	72.7	2
Bucknell University	PA	PR	103	118.2	2	Penn State Erie-Behrend Col	PA	PU	61	91.4	2	Bard College	NY	PR	48	72.2	2
Penn State Schuylkill	PA	PU	6	117.0	2	Bard College	NY	PR	46	90.9	2	Union College	NY	PR	42	71.6	2
U.S. Naval Academy	MD	PU	146	114.5	2	U.S. Military Academy	NY	PU	46	90.1	2	U.S. Military Academy	NY	PU	73	70.7	2
Hobart William Smith Coll	NY	PR	51	114.3	2	Union College	NY	PR	65	89.3	2	Gettysburg College	PA	PR	70	70.3	2
Penn State New Kensington	PA	PU	2	113.6	2	Cheyney U of Pennsylvania	PA	PU	18	87.8	2	Franklin and Marshall College	PA	PR	96	69.1	2
Gettysburg College	PA	PR	51	113.5	2	Gettysburg College	PA	PR	88	85.9	2	Cheyney U of Pennsylvania	PA	PU	7	68.8	2
Denison University	OH	PR	35	113.4	2	Dickinson College	PA	PR	85	85.8	2	Penn State New Kensington	PA	PU	4	68.2	2
Skidmore College	NY	PR	63	113.3	2	Hobart William Smith Colleges	NY	PR	65	83.9	2	Hobart William Smith Colleges	NY	PR	82	67.4	2
U.S. Military Academy	NY	PU	41	112.6	2	Penn State Brandywine	PA	PU	16	83.0	2	Ursinus College	PA	PR	39	67.3	2

¹Institutions in the comparison group are located in the following states: DE, MD, NJ, NY, OH, PA, WV, and VA.

²Type of Institution: PR = Private (includes private-independent and private church-related) PU = Public

³Faculty salaries are reported on a 9-month equivalent basis which is calculated by multiplying the IPEDS average weighted salary by nine.

⁴To 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%.

Source: Integrated Postsecondary Education Data System (IPEDS) Institutional Characteristics and Human Resources survey data.

NOTE: There are a total of 96 institutions with 110 campuses in the peer group. Salary data for individual campuses is listed except for Pitt's three campuses which is presented as a single weighted average.

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Professor, Associate Professor, and Assistant Professor Ranks

Professor	State ¹	Type ²	No.			Associate Professor	State ¹	Type ²	No.			Assistant Professor	State ¹	Type ²	No.		
			Fac.	Salary ³	Decile ⁴				Fac.	Salary ³	Decile ⁴				Fac.	Salary ³	Decile ⁴
Cheyney U of Pennsylvania	PA	PU	17	\$109.0	3	St Lawrence University	NY	PR	75	\$82.8	3	Susquehanna University	PA	PR	29	\$67.2	3
Penn State Lehigh Valley	PA	PU	1	108.5	3	Penn State Greater Allegheny	PA	PU	9	81.6	3	Ohio Northern University	OH	PR	75	66.8	3
Franklin and Marshall Coll	PA	PR	65	108.1	3	Penn St Worthington Scranton	PA	PU	13	81.3	3	Penn State Schuylkill	PA	PU	16	66.7	3
Dickinson College	PA	PR	48	106.0	3	Penn State Abington	PA	PU	32	81.3	3	Penn State Berks	PA	PU	20	66.7	3
St Lawrence University	NY	PR	41	104.6	3	Denison University	OH	PR	91	81.1	3	Penn State Wilkes-Barre	PA	PU	4	66.6	3
Ohio State U-Lima Campus	OH	PU	11	103.4	3	Penn State Schuylkill	PA	PU	9	80.6	3	Penn State Greater Allegheny	PA	PU	8	66.5	3
Penn State Beaver	PA	PU	4	103.3	3	Penn State Berks	PA	PU	39	80.5	3	Dickinson College	PA	PR	76	65.5	3
Penn State Brandywine	PA	PU	12	103.2	3	Penn State York	PA	PU	14	80.2	3	Haverford College	PA	PR	57	65.3	3
Penn State Abington	PA	PU	12	101.6	3	Penn State Wilkes-Barre	PA	PU	9	80.2	3	Penn State Brandywine	PA	PU	13	65.2	3
Penn St Worthington Scranton	PA	PU	4	101.4	3	Kenyon College	OH	PR	54	79.9	3	Skidmore College	NY	PR	94	64.9	3
						Penn State New Kensington	PA	PU	16	79.9	3	Bryn Athyn College	PA	PR	17	64.1	3
Penn State York	PA	PU	7	\$101.1	4	Penn State Lehigh Valley	PA	PU	14	\$78.4	4	Oberlin College	OH	PR	108	\$63.7	4
Penn State Altoona	PA	PU	19	100.7	4	Franklin and Marshall Coll	PA	PR	61	78.3	4	St Lawrence University	NY	PR	66	62.7	4
Penn State Wilkes-Barre	PA	PU	4	100.7	4	Penn State Altoona	PA	PU	60	77.7	4	Penn State Lehigh Valley	PA	PU	7	62.4	4
Muhlenberg College	PA	PR	55	100.4	4	Ursinus College	PA	PR	40	76.9	4	Goucher College	MD	PR	51	62.3	4
Allegheny College	PA	PR	56	97.5	4	Washington College	MD	PR	49	76.2	4	Penn State York	PA	PU	13	62.1	4
Ursinus College	PA	PR	36	96.8	4	Muhlenberg College	PA	PR	49	76.0	4	Virginia Wesleyan College	VA	PR	18	62.1	4
Penn State Berks	PA	PU	20	96.3	4	Elizabethtown College	PA	PR	57	75.8	4	Denison University	OH	PR	108	62.0	4
Washington College	MD	PR	12	96.2	4	Ohio Northern University	OH	PR	72	74.5	4	Washington College	MD	PR	32	61.8	4
The College of Wooster	OH	PR	51	95.7	4	Penn State Beaver	PA	PU	8	74.4	4	Allegheny College	PA	PR	43	61.7	4
Ohio Northern University	OH	PR	55	94.0	4	Siena College	NY	PR	60	74.4	4						
Kenyon College	OH	PR	63	93.4	4												

¹Institutions in the comparison group are located in the following states: DE, MD, NJ, NY, OH, PA, WV, and VA.

²Type of Institution: PR = Private (includes private-independent and private church-related) PU = Public

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			Fac.	Salary ³	Decile ⁴				Fac.	Salary ³	Decile ⁴				Fac.	Salary ³	Decile ⁴
Susquehanna University	PA	PR	21	\$92.6	5	Goucher College	MD	PR	49	\$73.9	5	Muhlenberg College	PA	PR	38	\$61.5	5
Goucher College	MD	PR	21	92.4	5	Bryn Athyn College	PA	PR	9	73.6	5	Elizabethtown College	PA	PR	32	61.5	5
Elizabethtown College	PA	PR	35	91.4	5	The College of Wooster	OH	PR	58	73.4	5	Juniata College	PA	PR	26	61.1	5
Ohio Wesleyan University	OH	PR	67	91.2	5	Allegheny College	PA	PR	44	72.7	5	Messiah College	PA	PR	36	61.1	5
Hampden-Sydney College	VA	PR	43	91.1	5	University of Mount Union	OH	PR	34	70.9	5	Ohio State U-Lima Campus	OH	PU	8	61.0	5
Siena College	NY	PR	72	90.9	5	Messiah College	PA	PR	59	70.6	5	Siena College	NY	PR	82	60.7	5
Hartwick College	NY	PR	50	87.3	5	Susquehanna University	PA	PR	77	70.6	5	Moravian College	PA	PR	23	60.5	5
Messiah College	PA	PR	66	87.1	5	U of Pittsburgh-3 campuses⁵	PA	PU	101	69.4	5	Penn State Altoona	PA	PU	38	59.4	5
Saint Vincent College	PA	PR	17	86.8	5	Ohio Wesleyan University	OH	PR	26	69.1	5	Roanoke College	VA	PR	27	59.2	5
Washington & Jefferson Coll	PA	PR	37	86.8	5	Ohio State U-Lima Campus	OH	PU	16	68.6	5	The College of Wooster	OH	PR	56	58.5	5
						Lycoming College	PA	PR	24	68.5	5	Penn State Beaver	PA	PU	6	58.3	5
												Cedar Crest College	PA	PR	23	58.2	5
University of Mount Union	OH	PR	40	\$86.3	6	McDaniel College	MD	PR	43	\$68.2	6	Hampden-Sydney College	VA	PR	15	\$58.1	6
Penn State Greater Allegheny	PA	PU	5	86.1	6	Roanoke College	VA	PR	56	67.8	6	Hartwick College	NY	PR	34	57.9	6
Lycoming College	PA	PR	16	85.3	6	Hampden-Sydney College	VA	PR	25	67.6	6	Ohio Wesleyan University	OH	PR	45	57.8	6
Virginia Military Institute	VA	PU	60	84.9	6	U of Virginia's College at Wise	VA	PU	29	66.3	6	Kenyon College	OH	PR	48	57.4	6
Randolph-Macon College	VA	PR	39	84.4	6	Washington & Jefferson Coll	PA	PR	46	66.2	6	U of Virginia's College at Wise	VA	PU	30	56.9	6
Juniata College	PA	PR	52	84.2	6	West Liberty University	WV	PU	38	66.0	6	Randolph-Macon College	VA	PR	28	56.7	6
McDaniel College	MD	PR	41	83.5	6	Randolph-Macon College	VA	PR	29	65.9	6	University of Mount Union	OH	PR	45	56.6	6
Roanoke College	VA	PR	46	82.1	6	Cedarville University	OH	PR	66	65.5	6	Saint Vincent College	PA	PR	35	56.4	6
U of Pittsburgh-3 campuses⁵	PA	PU	27	81.4	6	Randolph College	VA	PR	22	65.5	6	U of Pittsburgh-3 campuses⁵	PA	PU	102	56.3	6
Randolph College	VA	PR	28	81.4	6	Sweet Briar College	VA	PR	15	65.4	6	Wilson College	PA	PR	11	56.3	6
St Mary's College of Maryland	MD	PU	48	81.3	6	Saint Vincent College	PA	PR	42	64.9	6	West Liberty University	WV	PU	51	56.3	6

¹Institutions in the comparison group are located in the following states: DE, MD, NJ, NY, OH, PA, WV, and VA.

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⁴To 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%.

⁵Includes the Bradford, Greensburg, and Johnstown regional campuses.

Source: Integrated Postsecondary Education Data System (IPEDS) Institutional Characteristics and Human Resources survey data.

NOTE: There are a total of 96 institutions with 110 campuses in the peer group. Salary data for individual campuses is listed except for Pitt's three campuses which is presented as a single weighted average.

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Professor	State ¹	Type ²	No.			Associate Professor	State ¹	Type ²	No.			Assistant Professor	State ¹	Type ²	No.		
			Fac.	Salary ³	Decile ⁴				Fac.	Salary ³	Decile ⁴				Fac.	Salary ³	Decile ⁴
Moravian College	PA	PR	26	\$80.9	7	Virginia Wesleyan College	VA	PR	31	\$64.9	7	Lycoming College	PA	PR	38	\$56.1	7
Sweet Briar College	VA	PR	28	80.9	7	Moravian College	PA	PR	49	64.5	7	Randolph College	VA	PR	16	55.5	7
Cedar Crest College	PA	PR	20	80.4	7	Hollins University	VA	PR	27	64.2	7	Cedarville University	OH	PR	87	55.2	7
Virginia Wesleyan College	VA	PR	39	80.0	7	Cedar Crest College	PA	PR	20	64.0	7	West Virginia U Inst of Tech	WV	PU	31	55.2	7
Hollins University	VA	PR	25	78.7	7	Hartwick College	NY	PR	27	63.9	7	Shepherd University	WV	PU	52	55.0	7
West Virginia U Inst of Tech	WV	PU	17	77.1	7	Shawnee State University	OH	PU	41	63.4	7	Cazenovia College	NY	PR	11	54.9	7
Central State University	OH	PU	14	77.0	7	St Mary's Coll of Maryland	MD	PU	55	63.4	7	Shawnee State University	OH	PU	35	53.6	7
Cazenovia College	NY	PR	21	76.4	7	Wesley College	DE	PR	22	63.0	7	McDaniel College	MD	PR	26	53.5	7
Westminster College	PA	PR	29	76.1	7	Cazenovia College	NY	PR	14	62.8	7	Virginia Military Institute	VA	PU	42	53.0	7
U of Virginia's College at Wise	VA	PU	20	75.8	7	Glenville State College	WV	PU	20	62.3	7	Bridgewater College	VA	PR	35	52.9	7
Wells College	NY	PR	16	74.4	7												
Wittenberg University	OH	PR	43	\$74.3	8	Albright College	PA	PR	40	\$62.3	8	Heidelberg University	OH	PR	27	\$52.8	8
Marietta College	OH	PR	24	74.2	8	Shepherd University	WV	PU	52	62.1	8	Wittenberg University	OH	PR	29	52.8	8
Albright College	PA	PR	21	73.7	8	Marietta College	OH	PR	47	61.7	8	Bluefield State College	WV	PU	27	52.6	8
Shepherd University	WV	PU	25	73.4	8	Central State University	OH	PU	30	61.5	8	Central State University	OH	PU	43	52.3	8
Shawnee State University	OH	PU	36	73.1	8	Wittenberg University	OH	PR	55	61.2	8	Glenville State College	WV	PU	32	52.3	8
Bridgewater College	VA	PR	15	72.3	8	Virginia Military Institute	VA	PU	23	60.6	8	Marietta College	OH	PR	30	52.2	8
Wesley College	DE	PR	23	72.1	8	Wells College	NY	PR	9	60.5	8	Washington & Jefferson Coll	PA	PR	22	51.9	8
Cedarville University	OH	PR	76	71.8	8	Juniata College	PA	PR	28	60.3	8	West Virginia State U	WV	PU	27	50.9	8
Keystone College	PA	PR	21	71.4	8	Keystone College	PA	PR	16	60.3	8	Wesley College	DE	PR	17	50.8	8
Glenville State College	WV	PU	9	70.7	8	Bridgewater College	VA	PR	39	60.2	8	Sweet Briar College	VA	PR	29	50.7	8
						Bluefield State College	WV	PU	21	58.7	8	St Mary's Coll of Maryland	MD	PU	43	50.7	8

¹Institutions in the comparison group are located in the following states: DE, MD, NJ, NY, OH, PA, WV, and VA.

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⁴To 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%.

Source: Integrated Postsecondary Education Data System (IPEDS) Institutional Characteristics and Human Resources survey data.

NOTE: There are a total of 96 institutions with 110 campuses in the peer group. Salary data for individual campuses is listed except for Pitt's three campuses which is presented as a single weighted average.

PART III TABLE 1
IPEDS Faculty Salaries by Decile, 2014-15
Baccalaureate Institutions in Pennsylvania and Surrounding States
Professor, Associate Professor, and Assistant Professor Ranks

Professor	State ¹	Type ²	No.			Associate Professor	State ¹	Type ²	No.			Assistant Professor	State ¹	Type ²	No.		
			Fac.	Salary ³	Decile ⁴				Fac.	Salary ³	Decile ⁴				Fac.	Salary ³	Decile ⁴
Emory & Henry College	VA	PR	26	\$68.8	9	Ferrum College	VA	PR	19	\$58.4	9	Thiel College	PA	PR	18	\$50.6	9
Elmira College	NY	PR	8	68.7	9	Westminster College	PA	PR	37	58.4	9	Albright College	PA	PR	30	50.5	9
Wilson College	PA	PR	9	68.3	9	West Virginia State U	WV	PU	43	58.1	9	Keystone College	PA	PR	20	50.4	9
Ferrum College	VA	PR	14	67.1	9	Heidelberg University	OH	PR	10	57.9	9	Ferrum College	VA	PR	35	50.1	9
West Liberty University	WV	PU	25	66.3	9	West Virginia U Inst of Tech	WV	PU	17	57.8	9	Wells College	NY	PR	10	49.4	9
Bluefield State College	WV	PU	17	65.9	9	Wilson College	PA	PR	18	57.4	9	Hollins University	VA	PR	18	48.6	9
Thiel College	PA	PR	27	65.7	9	Southern Virginia University	VA	PR	11	56.7	9	Emory & Henry College	VA	PR	24	47.8	9
West Virginia State University	WV	PU	33	65.5	9	Thiel College	PA	PR	9	55.7	9	Westminster College	PA	PR	24	47.8	9
La Roche College	PA	PR	26	64.4	9	Emory & Henry College	VA	PR	23	55.0	9	Ohio Valley University	WV	PR	6	46.7	9
Heidelberg University	OH	PR	21	63.6	9	Alderson Broaddus University	WV	PR	14	54.0	9	Wilmington College	OH	PR	19	46.4	9
Bethany College	WV	PR	14	62.2	9	La Roche College	PA	PR	13	53.4	9	Davis & Elkins College	WV	PR	18	45.3	9
Houghton College	NY	PR	32	\$61.5	10	Averett University	VA	PR	15	\$52.0	10	Bethany College	WV	PR	22	\$45.2	10
Hiram College	OH	PR	20	58.1	10	Houghton College	NY	PR	17	51.8	10	Averett University	VA	PR	14	45.1	10
Virginia Union University	VA	PR	9	58.0	10	Bethany College	WV	PR	13	51.6	10	Hiram College	OH	PR	28	44.8	10
Wilmington College	OH	PR	27	56.5	10	Davis & Elkins College	WV	PR	8	51.3	10	Houghton College	NY	PR	25	44.7	10
Averett University	VA	PR	21	56.1	10	Elmira College	NY	PR	37	49.7	10	Elmira College	NY	PR	16	44.2	10
Davis & Elkins College	WV	PR	15	56.1	10	Hiram College	OH	PR	26	49.1	10	La Roche College	PA	PR	21	43.8	10
Urbana University	OH	PR	11	55.4	10	Urbana University	OH	PR	15	48.2	10	Virginia Union University	VA	PR	26	43.4	10
Southern Virginia University	VA	PR	13	55.1	10	Wilmington College	OH	PR	24	47.8	10	Wilberforce University	OH	PR	2	42.3	10
Alderson Broaddus University	WV	PR	8	51.0	10	Virginia Union University	VA	PR	32	47.1	10	Southern Virginia University	VA	PR	11	42.3	10
Ohio Valley University	WV	PR	5	48.1	10	Wilberforce University	OH	PR	12	43.4	10	Urbana University	OH	PR	15	41.4	10
Wilberforce University	OH	PR	3	42.6	10	Ohio Valley University	WV	PR	9	43.3	10	Alderson Broaddus University	WV	PR	38	40.5	10

¹Institutions in the comparison group are located in the following states: DE, MD, NJ, NY, OH, PA, WV, and VA.

²Type of Institution: PR = Private (includes private-independent and private church-related) PU = Public

³Faculty salaries are reported on a 9-month equivalent basis which is calculated by multiplying the IPEDS average weighted salary by nine.

⁴To 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%.

Source: Integrated Postsecondary Education Data System (IPEDS) Institutional Characteristics and Human Resources survey data.

NOTE: There are a total of 96 institutions with 110 campuses in the peer group. Salary data for individual campuses is listed except for Pitt's three campuses which is presented as a single weighted average.

PART III TABLE 2
IPEDS Faculty Salaries by Decile, 2014-15
Baccalaureate Institutions in Pennsylvania and Surrounding States
Combined Instructor and Lecturer Ranks

Instructor and/or Lecturer	State¹	Type²	No. Fac.	Salary³	Ranks⁴	Decile⁵
Hamilton College	NY	PR	1	\$79.4	Lec	1
Vassar College	NY	PR	11	77.1	Lec	1
Swarthmore College	PA	PR	3	69.8	Inst	1
Union College	NY	PR	20	69.7	Lec	1
Haverford College	PA	PR	6	67.8	Both	1
Penn State Abington	PA	PU	57	53.0	Both	1
Bryn Mawr College	PA	PR	51	65.7	Both	1
Penn State New Kensington	PA	PU	16	64.8	Inst	1
Penn State York	PA	PU	18	63.0	Both	1
Lafayette College	PA	PR	11	64.5	Both	1
Ursinus College	PA	PR	8	\$61.6	Inst	2
Franklin and Marshall College	PA	PR	9	60.9	Inst	2
Penn St Worthington Scranton	PA	PU	25	60.7	Inst	2
Moravian College	PA	PR	7	60.7	Inst	2
Penn State Beaver	PA	PU	16	59.7	Inst	2
Gettysburg College	PA	PR	16	59.1	Both	2
Penn State Erie-Behrend Coll	PA	PU	111	61.0	Both	2
Susquehanna University	PA	PR	8	58.2	Inst	2
Elizabethtown College	PA	PR	13	58.2	Lec	2
Penn State Wilkes-Barre	PA	PU	14	57.9	Inst	2

¹Institutions in the comparison group are located in the following states: DE, MD, NJ, NY, OH, PA, WV, and VA.

²Type of Institution: PR = Private (includes private-independent and private church-related) PU = Public

³Faculty salaries are reported on a 9-month equivalent basis which is calculated by multiplying the IPEDS average weighted salary by nine.

⁴Ranks: Inst = Instructor salary data only Lec = Lecturer salary data only Both = Weighted average of Instructor and Lecturer salary data

⁵To 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%.

Source: Integrated Postsecondary Education Data System (IPEDS) Institutional Characteristics and Human Resources survey data.

NOTE: There are a total of 88 institutions with 102 campuses with Instructor and/or Lecturer data. Salary data for individual campuses is listed except for Pitt's three campuses which is presented as a single weighted average.

PART III TABLE 2
IPEDS Faculty Salaries by Decile, 2014-15
Baccalaureate Institutions in Pennsylvania and Surrounding States
Combined Instructor and Lecturer Ranks

Instructor and/or Lecturer	State¹	Type²	No. Fac.	Salary³	Ranks⁴	Decile⁵
Colgate University	NY	PR	6	\$57.7	Lec	3
U.S. Military Academy	NY	PU	29	57.6	Inst	3
Skidmore College	NY	PR	15	56.7	Lec	3
U.S. Naval Academy	MD	PU	14	55.4	Inst	3
Washington College	MD	PR	4	55.3	Inst	3
Hobart William Smith Colleges	NY	PR	4	55.0	Inst	3
St Lawrence University	NY	PR	10	55.0	Both	3
Muhlenberg College	PA	PR	34	54.9	Lec	3
Penn State Greater Allegheny	PA	PU	15	54.0	Both	3
The College of Wooster	OH	PR	6	54.2	Inst	3
Messiah College	PA	PR	18	\$53.8	Both	4
Penn State Berks	PA	PU	48	59.0	Both	4
Dickinson College	PA	PR	19	53.3	Inst	4
Penn State Altoona	PA	PU	77	52.9	Inst	4
Penn State Schuylkill	PA	PU	13	52.2	Inst	4
Hampden-Sydney College	VA	PR	23	52.0	Lec	4
Ohio Wesleyan University	OH	PR	4	51.5	Inst	4
Oberlin College	OH	PR	7	51.4	Inst	4
Cheyney U of Pennsylvania	PA	PU	4	51.2	Inst	4
Lycoming College	PA	PR	4	51.0	Inst	4

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²Type of Institution: PR = Private (includes private-independent and private church-related) PU = Public

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⁴Ranks: Inst = Instructor salary data only Lec = Lecturer salary data only Both = Weighted average of Instructor and Lecturer salary data

⁵To 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%.

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NOTE: There are a total of 88 institutions with 102 campuses with Instructor and/or Lecturer data. Salary data for individual campuses is listed except for Pitt's three campuses which is presented as a single weighted average.

PART III TABLE 2
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Baccalaureate Institutions in Pennsylvania and Surrounding States
Combined Instructor and Lecturer Ranks

Instructor and/or Lecturer	State¹	Type²	No. Fac.	Salary³	Ranks⁴	Decile⁵
Denison University	OH	PR	5	\$50.8	Inst	5
Cedarville University	OH	PR	5	50.7	Inst	5
University of Richmond	VA	PR	1	50.5	Inst	5
Glennville State College	WV	PU	6	50.3	Inst	5
Penn State Brandywine	PA	PU	30	50.2	Inst	5
Allegheny College	PA	PR	6	49.9	Inst	5
Sweet Briar College	VA	PR	5	49.9	Inst	5
Goucher College	MD	PR	11	49.8	Both	5
West Virginia U Inst of Tech	WV	PU	13	49.7	Both	5
Ohio Northern University	OH	PR	7	49.5	Inst	5
Juniata College	PA	PR	2	49.3	Inst	6
Randolph College	VA	PR	2	49.2	Inst	6
Randolph-Macon College	VA	PR	4	48.8	Inst	6
Siena College	NY	PR	10	48.6	Inst	6
University of Mount Union	OH	PR	8	48.5	Inst	6
Washington and Lee University	VA	PR	8	48.5	Inst	6
University of Virginia's Coll at Wise	VA	PU	21	48.4	Inst	6
U of Pittsburgh-3 campuses⁶	PA	PU	56	48.1	Both	6
Westminster College	PA	PR	12	47.8	Both	6
Penn State Lehigh Valley	PA	PU	22	47.4	Inst	6

¹Institutions in the comparison group are located in the following states: DE, MD, NJ, NY, OH, PA, WV, and VA.

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³Faculty salaries are reported on a 9-month equivalent basis which is calculated by multiplying the IPEDS average weighted salary by nine.

⁴Ranks: Inst = Instructor salary data only Lec = Lecturer salary data only Both = Weighted average of Instructor and Lecturer salary data

⁵To 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%.

⁶Includes the Bradford, Greensburg, and Johnstown regional campuses.

Source: Integrated Postsecondary Education Data System (IPEDS) Institutional Characteristics and Human Resources survey data.

NOTE: There are a total of 88 institutions with 102 campuses with Instructor and/or Lecturer data. Salary data for individual campuses is listed except for Pitt's three campuses which is presented as a single weighted average.

PART III TABLE 2
IPEDS Faculty Salaries by Decile, 2014-15
Baccalaureate Institutions in Pennsylvania and Surrounding States
Combined Instructor and Lecturer Ranks

Instructor and/or Lecturer	State¹	Type²	No. Fac.	Salary³	Ranks⁴	Decile⁵
Thiel College	PA	PR	6	\$47.1	Both	7
Cedar Crest College	PA	PR	8	\$46.6	Inst	7
West Liberty University	WV	PU	28	46.2	Both	7
Bridgewater College	VA	PR	22	45.9	Inst	7
Emory & Henry College	VA	PR	4	45.9	Inst	7
Bard College	NY	PR	1	45.6	Lec	7
Bryn Athyn College	PA	PR	4	45.0	Inst	7
Albright College	PA	PR	20	44.7	Inst	7
Virginia Wesleyan College	VA	PR	4	43.7	Both	7
Southern Virginia University	VA	PR	4	43.7	Inst	7
Shepherd University	WV	PU	11	\$43.6	Lec	8
Virginia Union University	VA	PR	17	43.5	Inst	8
Keystone College	PA	PR	8	43.3	Inst	8
Davis & Elkins College	WV	PR	10	43.0	Inst	8
Saint Vincent College	PA	PR	6	42.4	Inst	8
Averett University	VA	PR	6	42.3	Inst	8
Marietta College	OH	PR	13	42.2	Inst	8
Ferrum College	VA	PR	10	40.7	Inst	8
Hiram College	OH	PR	8	40.3	Inst	8
Shawnee State University	OH	PU	28	39.9	Inst	8

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Instructor and/or Lecturer	State¹	Type²	No. Fac.	Salary³	Ranks⁴	Decile⁵
Bluefield State College	WV	PU	8	\$39.5	Both	9
Central State University	OH	PU	7	\$39.4	Inst	9
McDaniel College	MD	PR	29	39.1	Both	9
Washington & Jefferson Coll	PA	PR	4	38.8	Inst	9
Virginia Military Institute	VA	PU	3	38.6	Inst	9
Ohio Valley University	WV	PR	1	38.5	Inst	9
Hollins University	VA	PR	10	37.9	Both	9
La Roche College	PA	PR	1	37.8	Inst	9
Houghton College	NY	PR	2	37.6	Inst	9
Elmira College	NY	PR	5	37.4	Both	9
West Virginia State U	WV	PU	7	\$37.3	Inst	10
Cazenovia College	NY	PR	11	37.0	Inst	10
Wilberforce University	OH	PR	3	36.9	Both	10
Alderson Broaddus U	WV	PR	1	36.1	Inst	10
Urbana University	OH	PR	1	36.1	Inst	10
St Mary's Coll of Maryland	MD	PU	1	36.0	Lec	10
Kenyon College	OH	PR	10	35.6	Inst	10
Wells College	NY	PR	1	32.0	Lec	10
Heidelberg University	OH	PR	4	31.3	Inst	10
Wesley College	DE	PR	7	28.7	Inst	10

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