

University of Pittsburgh



Average Salaries of Faculty (excludes Librarians)

A Peer Group Analysis

2016-17

Institutional
Research

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Average Faculty Salaries A Peer Group Analysis 2016-17

OVERVIEW

Note that this analysis usually includes librarian salaries as reported in the *ARL Annual Salary Survey*. However, while the 2016-17 salary data for faculty was available in April, 2017, the Association of Research Libraries (ARL) has not given a definitive date for the release of the 2016-17 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 2016-17 *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 2016-17 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 2015-16 and 2016-17. 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 2016-17" as published by the American Association of University Professors (AAUP) in the March/April, 2017 issue of *Academe* as well as revised data through the AAUP Results Portal in July, 2017.

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 2016-17.

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. *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.

Lecturer 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 as “faculty” who have titles such as “lecturer” or “visiting lecturer.” For institutions that do not use the title “lecturer” at all, respondents are instructed not to report faculty under the category of “lecturer.”

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.

2016-17 AVERAGE SALARIES (Pittsburgh Campus Only)

Tables 1 through 5 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 18th 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 19th among 21 public AAU institutions. Table 5 shows that the average salary of lecturers at the Pittsburgh campus ranks 28th among 29 public AAU institutions.

Table 6 shows the change in salary ranking for faculty between 2015-16 and 2016-17. Data are in alphabetical order based on institution name for each faculty rank. Specifically, Pittsburgh’s salary ranking between 2015-16 and 2016-17 for professors decreased from 17th to 18th, the ranking for associate professors is unchanged at 19th, the ranking for assistant professors is unchanged at 29th, the ranking for instructors increased from 20th to 19th, and the ranking for lecturers decreased from 27th to 28th.

Table 7 shows the percent change in average salary between 2015-16 and 2016-17. Data are in alphabetical order based on institution name for each faculty rank. Specifically, Table 7 shows that between 2015-16 and 2016-17 Pittsburgh's average salary for professors increased by 2.1% while that of associate professors increased by 1.7%, assistant professors increased by 1.6%, instructors decreased by 3.0%, and lecturers increased by 2.2%.

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 3.1% for professors, 3.1% for associate professors, 3.0% for assistant professors, 1.2% for instructors, and 2.8% for lecturers.

Table 8 shows the average percent change in salary for faculty continuing from 2015-16 to 2016-17. Data are in alphabetical order based on institution name for each faculty rank for which data are available. Specifically, Table 8 shows that between 2015-16 and 2016-17 Pittsburgh's average percent increase in salary for continuing professors was 2.7% while that of continuing associate professors was 2.9%, continuing assistant professors 2.4%, and continuing instructors 1.9%.

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, 2016-17

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 | 978 | \$195.0 | 1 |
| University of California-Berkeley | 852 | 185.1 | 2 |
| University of Virginia | 538 | 172.4 | 3 |
| University of California-Santa Barbara | 521 | 169.6 | 4 |
| University of Michigan-Ann Arbor | 1,118 | 168.2 | 5 |
| University of California-Irvine | 563 | 165.7 | 6 |
| University of California-San Diego | 565 | 164.2 | 7 |
| Rutgers University-New Brunswick | 827 | 163.5 | 8 |
| Georgia Institute of Technology | 513 | 162.1 | 9 |
| University of Texas-Austin | 980 | 160.4 | 10 |
| University of California-Davis | 787 | 160.1 | 11 |
| University of Maryland-College Park | 712 | 160.1 | 11 |
| University of North Carolina-Chapel Hill | 604 | 155.2 | 13 |
| Pennsylvania State University | 910 | 154.3 | 14 |
| State University of New York-Stony Brook | 342 | 152.4 | 15 |
| Michigan State University | 821 | 150.1 | 16 |
| Ohio State University-Main | 974 | 149.5 | 17 |
| UNIVERSITY OF PITTSBURGH | 470 | 149.4 | 18 |
| University of Illinois-Urbana | 817 | 147.7 | 19 |
| Purdue University-Main | 901 | 145.5 | 20 |
| Texas A & M University | 924 | 143.4 | 21 |
| University of Minnesota-Twin Cities | 927 | 142.0 | 22 |
| Indiana University-Bloomington | 690 | 140.0 | 23 |
| University of Colorado-Boulder | 463 | 139.6 | 24 |
| University of Iowa | 472 | 138.3 | 25 |
| University of Washington | 719 | 138.0 | 26 |
| University of Florida | 745 | 137.5 | 27 |
| State University of New York-Buffalo | 361 | 136.3 | 28 |
| University of Wisconsin-Madison | 991 | 132.7 | 29 |
| Iowa State University | 514 | 131.0 | 30 |
| University of Kansas | 438 | 130.4 | 31 |
| University of Arizona | 613 | 129.4 | 32 |
| University of Oregon | 281 | 128.9 | 33 |
| University of Missouri-Columbia | 398 | 122.3 | 34 |

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

Sources: Academe, "The Annual Report on the Economic Status of the Profession, 2016-17", March/April 2017, Vol. 103, No. 2. University of Texas-Austin Office of Institutional Reporting, Research, and Information Systems, 2017.

TABLE 2
Average Faculty Salaries (000's) and Ranking at
Public AAU Institutions, 2016-17

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 | 261 | \$129.0 | 1 |
| University of California-Berkeley | 306 | 123.6 | 2 |
| University of Virginia | 373 | 115.7 | 3 |
| University of California-San Diego | 196 | 112.3 | 4 |
| University of Michigan-Ann Arbor | 563 | 111.4 | 5 |
| University of California-Davis | 284 | 110.8 | 6 |
| University of Maryland-College Park | 430 | 110.2 | 7 |
| University of California-Irvine | 235 | 109.2 | 8 |
| Rutgers University-New Brunswick | 523 | 108.0 | 9 |
| Georgia Institute of Technology | 297 | 107.7 | 10 |
| University of North Carolina-Chapel Hill | 412 | 104.9 | 11 |
| Pennsylvania State University | 566 | 104.8 | 12 |
| State University of New York-Stony Brook | 273 | 104.7 | 13 |
| University of Washington | 464 | 103.9 | 14 |
| University of Texas-Austin | 522 | 103.6 | 15 |
| University of California-Santa Barbara | 155 | 103.4 | 16 |
| University of Wisconsin-Madison | 328 | 101.0 | 17 |
| Purdue University-Main | 563 | 100.8 | 18 |
| UNIVERSITY OF PITTSBURGH | 419 | 99.9 | 19 |
| Ohio State University-Main | 724 | 99.8 | 20 |
| Texas A & M University | 568 | 99.8 | 20 |
| Michigan State University | 616 | 99.6 | 22 |
| University of Colorado-Boulder | 368 | 99.5 | 23 |
| University of Illinois-Urbana | 510 | 99.5 | 23 |
| University of Minnesota-Twin Cities | 624 | 99.3 | 25 |
| Iowa State University | 387 | 97.6 | 26 |
| University of Iowa | 379 | 96.1 | 27 |
| Indiana University-Bloomington | 510 | 95.7 | 28 |
| State University of New York-Buffalo | 361 | 94.2 | 29 |
| University of Oregon | 277 | 94.2 | 29 |
| University of Florida | 556 | 91.6 | 31 |
| University of Arizona | 397 | 91.3 | 32 |
| University of Kansas | 384 | 84.5 | 33 |
| University of Missouri-Columbia | 409 | 81.3 | 34 |

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

Sources: Academe, "The Annual Report on the Economic Status of the Profession, 2016-17", March/April 2017, Vol. 103, No. 2. University of Texas-Austin Office of Institutional Reporting, Research, and Information Systems, 2017.

TABLE 3
Average Faculty Salaries (000's) and Ranking at
Public AAU Institutions, 2016-17

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 | \$109.8 | 1 |
| Georgia Institute of Technology | 200 | 103.1 | 2 |
| University of California-Los Angeles | 282 | 101.4 | 3 |
| University of Washington | 366 | 99.0 | 4 |
| University of Texas-Austin | 318 | 98.8 | 5 |
| University of California-San Diego | 201 | 98.1 | 6 |
| Indiana University-Bloomington | 368 | 96.3 | 7 |
| University of Virginia | 292 | 96.0 | 8 |
| University of Maryland-College Park | 322 | 95.7 | 9 |
| University of California-Irvine | 185 | 95.3 | 10 |
| University of Michigan-Ann Arbor | 594 | 93.1 | 11 |
| University of Colorado-Boulder | 296 | 92.6 | 12 |
| University of California-Davis | 284 | 92.4 | 13 |
| University of Illinois-Urbana | 504 | 92.2 | 14 |
| University of North Carolina-Chapel Hill | 318 | 91.2 | 15 |
| Purdue University-Main | 584 | 89.7 | 16 |
| Pennsylvania State University | 445 | 89.6 | 17 |
| Texas A & M University | 329 | 89.6 | 17 |
| University of California-Santa Barbara | 144 | 88.3 | 19 |
| University of Minnesota-Twin Cities | 540 | 87.5 | 20 |
| State University of New York-Stony Brook | 310 | 87.4 | 21 |
| Ohio State University-Main | 569 | 87.3 | 22 |
| University of Wisconsin-Madison | 411 | 87.2 | 23 |
| Rutgers University-New Brunswick | 511 | 86.3 | 24 |
| University of Oregon | 192 | 85.6 | 25 |
| University of Iowa | 297 | 84.3 | 26 |
| Iowa State University | 394 | 83.8 | 27 |
| State University of New York-Buffalo | 375 | 82.3 | 28 |
| UNIVERSITY OF PITTSBURGH | 574 | 81.5 | 29 |
| University of Florida | 466 | 80.7 | 30 |
| University of Arizona | 418 | 80.1 | 31 |
| Michigan State University | 686 | 79.7 | 32 |
| University of Kansas | 210 | 79.4 | 33 |
| University of Missouri-Columbia | 370 | 69.0 | 34 |

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

Sources: Academe, "The Annual Report on the Economic Status of the Profession, 2016-17", March/April 2017, Vol. 103, No. 2. University of Texas-Austin Office of Institutional Reporting, Research, and Information Systems, 2017.

TABLE 4
Average Faculty Salaries (000's) and Ranking at
Public AAU Institutions, 2016-17

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 | 7 | \$127.8 | 1 |
| Ohio State University-Main | 7 | 96.0 | 2 |
| University of Maryland-College Park | 7 | 72.9 | 3 |
| University of Michigan-Ann Arbor | 19 | 67.5 | 4 |
| University of Colorado-Boulder | 329 | 66.5 | 5 |
| State University of New York-Stony Brook | 12 | 65.1 | 6 |
| Rutgers University-New Brunswick | 233 | 64.3 | 7 |
| University of Wisconsin-Madison | 289 | 64.0 | 8 |
| Purdue University-Main | 13 | 63.8 | 9 |
| University of Iowa | 63 | 62.6 | 10 |
| Pennsylvania State University | 266 | 59.0 | 11 |
| State University of New York-Buffalo | 8 | 57.3 | 12 |
| University of Illinois-Urbana | 31 | 56.9 | 13 |
| University of Virginia | 4 | 56.5 | 14 |
| University of Oregon | 351 | 54.6 | 15 |
| University of Minnesota-Twin Cities | 176 | 52.2 | 16 |
| University of Washington | 67 | 51.8 | 17 |
| University of Kansas | 24 | 49.8 | 18 |
| UNIVERSITY OF PITTSBURGH | 82 | 44.9 | 19 |
| Georgia Institute of Technology | 36 | 42.4 | 20 |
| University of Arizona | 77 | 39.1 | 21 |
| Indiana University-Bloomington | * | * | * |
| Iowa State University | * | * | * |
| 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, 2016-17", March/April 2017, Vol. 103, No. 2.

TABLE 5
Average Faculty Salaries (000's) and Ranking at
Public AAU Institutions, 2016-17

LECTURERS

| <u>Name of Institution</u> | <u>No. of Full-Time Faculty</u> | <u>Average Salary¹</u> | <u>Rank</u> |
|--|---------------------------------|-----------------------------------|-------------|
| University of California-Irvine | 180 | \$88.2 | 1 |
| University of California-San Diego | 161 | 84.7 | 2 |
| University of California-Los Angeles | 196 | 84.1 | 3 |
| University of California-Santa Barbara | 147 | 83.8 | 4 |
| University of California-Berkeley | 185 | 83.6 | 5 |
| University of California-Davis | 172 | 77.3 | 6 |
| University of Oregon | 27 | 76.1 | 7 |
| University of Texas-Austin | 740 | 75.3 | 8 |
| University of Washington | 310 | 75.2 | 9 |
| University of Illinois-Urbana | 137 | 74.6 | 10 |
| University of Wisconsin-Madison | 81 | 69.9 | 11 |
| State University of New York-Buffalo | 55 | 66.0 | 12 |
| University of Minnesota-Twin Cities | 171 | 65.6 | 13 |
| University of Florida | 267 | 65.2 | 14 |
| Rutgers University-New Brunswick | 42 | 63.9 | 15 |
| State University of New York-Stony Brook | 128 | 62.4 | 16 |
| Indiana University-Bloomington | 368 | 62.2 | 17 |
| University of Arizona | 145 | 61.9 | 18 |
| Iowa State University | 224 | 61.5 | 19 |
| University of Virginia | 196 | 61.4 | 20 |
| University of Michigan-Ann Arbor | 497 | 61.2 | 21 |
| University of Maryland-College Park | 331 | 60.8 | 22 |
| Pennsylvania State University | 506 | 59.2 | 23 |
| University of Iowa | 229 | 57.1 | 24 |
| University of North Carolina-Chapel Hill | 195 | 56.9 | 25 |
| University of Kansas | 162 | 55.9 | 26 |
| Texas A & M University | 243 | 52.3 | 27 |
| UNIVERSITY OF PITTSBURGH | 217 | 51.6 | 28 |
| Georgia Institute of Technology | 62 | 50.4 | 29 |
| 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.

Sources: Academe, "The Annual Report on the Economic Status of the Profession, 2016-17", March/April 2017, Vol. 103, No. 2. University of Texas-Austin Office of Institutional Reporting, Research, and Information Systems, 2017.

TABLE 6

Change in Average Salary¹ Ranking at
Public AAU Institutions, 2015-16 to 2016-17

ALL RANKS

| Name of Institution (alpha order) | Professors | | | Associate Professors | | | Assistant Professors | | | Instructors | | | Lecturers | | |
|--|--------------|--------------|----------------|----------------------|--------------|----------------|----------------------|--------------|----------------|--------------|--------------|----------------|--------------|--------------|----------------|
| | 2015-16 Rank | 2016-17 Rank | Change in Rank | 2015-16 Rank | 2016-17 Rank | Change in Rank | 2015-16 Rank | 2016-17 Rank | Change in Rank | 2015-16 Rank | 2016-17 Rank | Change in Rank | 2015-16 Rank | 2016-17 Rank | Change in Rank |
| Georgia Institute of Technology | 11 | 9 | 2 | 6 | 10 | -4 | 2 | 2 | 0 | * | 20 | * | * | 29 | * |
| Indiana University-Bloomington | 20 | 23 | -3 | 27 | 28 | -1 | 9 | 7 | 2 | * | * | * | 18 | 17 | 1 |
| Iowa State University | 31 | 30 | 1 | 29 | 26 | 3 | 28 | 27 | 1 | 15 | * | * | 22 | 19 | 3 |
| Michigan State University | 19 | 16 | 3 | 21 | 22 | -1 | 32 | 32 | 0 | * | * | * | * | * | * |
| Ohio State University-Main | 18 | 17 | 1 | 20 | 20 | 0 | 19 | 22 | -3 | 2 | 2 | 0 | * | * | * |
| Pennsylvania State University | 13 | 14 | -1 | 14 | 12 | 2 | 14 | 17 | -3 | 13 | 11 | 2 | 23 | 23 | 0 |
| Purdue University-Main | 25 | 20 | 5 | 25 | 18 | 7 | 23 | 16 | 7 | 5 | 9 | -4 | * | * | * |
| Rutgers University-New Brunswick | 8 | 8 | 0 | 10 | 9 | 1 | 26 | 24 | 2 | 12 | 7 | 5 | 17 | 15 | 2 |
| State University of New York-Buffalo | 23 | 28 | -5 | 26 | 29 | -3 | 27 | 28 | -1 | 11 | 12 | -1 | 12 | 12 | 0 |
| State University of New York-Stony Brook | 15 | 15 | 0 | 11 | 13 | -2 | 15 | 21 | -6 | 9 | 6 | 3 | 11 | 16 | -5 |
| Texas A & M University | 21 | 21 | 0 | 23 | 20 | 3 | 18 | 17 | 1 | * | * | * | 28 | 27 | 1 |
| University of Arizona | 33 | 32 | 1 | 32 | 32 | 0 | 33 | 31 | 2 | 21 | 21 | 0 | 16 | 18 | -2 |
| University of California-Berkeley | 2 | 2 | 0 | 2 | 2 | 0 | 1 | 1 | 0 | * | * | * | 4 | 5 | -1 |
| University of California-Davis | 12 | 11 | 1 | 8 | 6 | 2 | 13 | 13 | 0 | * | * | * | 8 | 6 | 2 |
| University of California-Irvine | 7 | 6 | 1 | 13 | 8 | 5 | 11 | 10 | 1 | * | * | * | 2 | 1 | 1 |
| University of California-Los Angeles | 1 | 1 | 0 | 1 | 1 | 0 | 4 | 3 | 1 | * | * | * | 5 | 3 | 2 |
| University of California-San Diego | 6 | 7 | -1 | 5 | 4 | 1 | 7 | 6 | 1 | * | * | * | 1 | 2 | -1 |
| University of California-Santa Barbara | 5 | 4 | 1 | 16 | 16 | 0 | 21 | 19 | 2 | * | * | * | 3 | 4 | -1 |
| University of Colorado-Boulder | 26 | 24 | 2 | 22 | 23 | -1 | 16 | 12 | 4 | 8 | 5 | 3 | * | * | * |
| University of Florida | 27 | 27 | 0 | 31 | 31 | 0 | 30 | 30 | 0 | * | * | * | 13 | 14 | -1 |
| University of Illinois-Urbana | 16 | 19 | -3 | 18 | 23 | -5 | 10 | 14 | -4 | 16 | 13 | 3 | 6 | 10 | -4 |
| University of Iowa | 24 | 25 | -1 | 28 | 27 | 1 | 25 | 26 | -1 | 14 | 10 | 4 | 25 | 24 | 1 |
| University of Kansas | 32 | 31 | 1 | 33 | 33 | 0 | 31 | 33 | -2 | 17 | 18 | * | 26 | 26 | 0 |
| University of Maryland-College Park | 10 | 11 | -1 | 7 | 7 | 0 | 12 | 9 | 3 | 3 | 3 | 0 | 21 | 22 | -1 |
| University of Michigan-Ann Arbor | 4 | 5 | -1 | 4 | 5 | -1 | 8 | 11 | -3 | 5 | 4 | 1 | 19 | 21 | -2 |
| University of Minnesota-Twin Cities | 22 | 22 | 0 | 24 | 25 | -1 | 20 | 20 | 0 | 19 | 16 | 3 | 14 | 13 | 1 |
| University of Missouri-Columbia | 34 | 34 | 0 | 34 | 34 | 0 | 34 | 34 | 0 | * | * | * | * | * | * |
| University of North Carolina-Chapel Hill | 14 | 13 | 1 | 12 | 11 | 1 | 17 | 15 | 2 | 1 | 1 | 0 | 24 | 25 | -1 |
| University of Oregon | 30 | 33 | -3 | 30 | 29 | 1 | 24 | 25 | -1 | 18 | 15 | 3 | 9 | 7 | 2 |
| UNIVERSITY OF PITTSBURGH | 17 | 18 | -1 | 19 | 19 | 0 | 29 | 29 | 0 | 20 | 19 | 1 | 27 | 28 | -1 |
| University of Texas-Austin | 9 | 10 | -1 | 15 | 15 | 0 | 6 | 5 | 1 | * | * | * | 15 | 8 | 7 |
| University of Virginia | 3 | 3 | 0 | 3 | 3 | 0 | 5 | 8 | -3 | 4 | 14 | -10 | 19 | 20 | -1 |
| University of Washington | 28 | 26 | 2 | 9 | 14 | -5 | 3 | 4 | -1 | 7 | 17 | -10 | 7 | 9 | -2 |
| University of Wisconsin-Madison | 29 | 29 | 0 | 17 | 17 | 0 | 22 | 23 | -1 | 9 | 8 | 1 | 10 | 11 | -1 |

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

*Salary data for this institution is not available.

Sources: *Academe*, March/April 2016 data. Revised data via the AAUP Results Portal, July, 2016. *Academe*, March/April 2017 data file. U of Texas-Austin IR Office, 2017.

TABLE 7

Percent Change in Average Salary¹ at
Public AAU Institutions, 2015-16 to 2016-17

ALL RANKS

| Name of Institution (alpha order) | Professors | | | Associate Professors | | | Assistant Professors | | | Instructors | | | Lecturers | | |
|--|-------------------|-------------------|--------------------------------|----------------------|-------------------|--------------------------------|----------------------|-------------------|--------------------------------|-------------------|-------------------|--------------------------------|-------------------|-------------------|--------------------------------|
| | 2015-16 Salary | 2016-17 Salary | Percent Change ² | 2015-16 Salary | 2016-17 Salary | Percent Change ² | 2015-16 Salary | 2016-17 Salary | Percent Change ² | 2015-16 Salary | 2016-17 Salary | Percent Change ² | 2015-16 Salary | 2016-17 Salary | Percent Change ² |
| Georgia Institute of Technology | \$154.4 | \$162.1 | 5.0 | \$107.0 | \$107.7 | 0.7 | \$99.5 | \$103.1 | 3.6 | * | 42.4 | * | * | 50.4 | * |
| Indiana University-Bloomington | 138.8 | 140.0 | 0.9 | 94.1 | 95.7 | 1.7 | 91.8 | 96.3 | 4.9 | * | * | * | 61.5 | 62.2 | 1.1 |
| Iowa State University | 126.7 | 131.0 | 3.4 | 92.4 | 97.6 | 5.6 | 82.0 | 83.8 | 2.2 | 55.1 | * | * | 59.4 | 61.5 | 3.5 |
| Michigan State University | 145.4 | 150.1 | 3.2 | 97.2 | 99.6 | 2.5 | 76.6 | 79.7 | 4.0 | * | * | * | * | * | * |
| Ohio State University-Main | 145.5 | 149.5 | 2.7 | 98.0 | 99.8 | 1.8 | 86.0 | 87.3 | 1.5 | 75.1 | 96.0 | 27.8 | * | * | * |
| Pennsylvania State University | 150.9 | 154.3 | 2.3 | 101.5 | 104.8 | 3.3 | 89.1 | 89.6 | 0.6 | 58.3 | 59.0 | 1.2 | 57.9 | 59.2 | 2.2 |
| Purdue University-Main | 134.8 | 145.5 | 7.9 | 95.4 | 100.8 | 5.7 | 84.9 | 89.7 | 5.7 | 67.6 | 63.8 | -5.6 | * | * | * |
| Rutgers University-New Brunswick | 158.8 | 163.5 | 3.0 | 104.0 | 108.0 | 3.8 | 83.5 | 86.3 | 3.4 | 60.8 | 64.3 | 5.8 | 61.7 | 63.9 | 3.6 |
| State University of New York-Buffalo | 137.7 | 136.3 | -1.0 | 94.6 | 94.2 | -0.4 | 82.3 | 82.3 | 0.0 | 61.8 | 57.3 | -7.3 | 64.2 | 66.0 | 2.8 |
| State University of New York-Stony Brook | 150.4 | 152.4 | 1.3 | 103.6 | 104.7 | 1.1 | 88.4 | 87.4 | -1.1 | 63.9 | 65.1 | 1.9 | 65.5 | 62.4 | -4.7 |
| Texas A & M University | 138.4 | 143.4 | 3.6 | 96.1 | 99.8 | 3.9 | 86.9 | 89.6 | 3.1 | * | * | * | 49.9 | 52.3 | 4.8 |
| University of Arizona | 124.5 | 129.4 | 3.9 | 86.9 | 91.3 | 5.1 | 76.4 | 80.1 | 4.8 | 39.8 | 39.1 | -1.8 | 62.3 | 61.9 | -0.6 |
| University of California-Berkeley | 178.9 | 185.1 | 3.5 | 115.9 | 123.6 | 6.6 | 109.5 | 109.8 | 0.3 | * | * | * | 79.7 | 83.6 | 4.9 |
| University of California-Davis | 151.4 | 160.1 | 5.7 | 105.0 | 110.8 | 5.5 | 89.3 | 92.4 | 3.5 | * | * | * | 73.3 | 77.3 | 5.5 |
| University of California-Irvine | 159.4 | 165.7 | 4.0 | 101.7 | 109.2 | 7.4 | 90.7 | 95.3 | 5.1 | * | * | * | 80.7 | 88.2 | 9.3 |
| University of California-Los Angeles | 187.8 | 195.0 | 3.8 | 122.6 | 129.0 | 5.2 | 97.9 | 101.4 | 3.6 | * | * | * | 76.7 | 84.1 | 9.6 |
| University of California-San Diego | 159.8 | 164.2 | 2.8 | 108.0 | 112.3 | 4.0 | 92.3 | 98.1 | 6.3 | * | * | * | 82.4 | 84.7 | 2.8 |
| University of California-Santa Barbara | 161.3 | 169.6 | 5.1 | 100.2 | 103.4 | 3.2 | 85.7 | 88.3 | 3.0 | * | * | * | 80.2 | 83.8 | 4.5 |
| University of Colorado-Boulder | 134.4 | 139.6 | 3.9 | 96.4 | 99.5 | 3.2 | 87.5 | 92.6 | 5.8 | 65.0 | 66.5 | 2.3 | * | * | * |
| University of Florida | 133.9 | 137.5 | 2.7 | 89.3 | 91.6 | 2.6 | 79.1 | 80.7 | 2.0 | * | * | * | 63.6 | 65.2 | 2.5 |
| University of Illinois-Urbana | 148.0 | 147.7 | -0.2 | 99.5 | 99.5 | 0.0 | 91.3 | 92.2 | 1.0 | 53.6 | 56.9 | 6.2 | 74.2 | 74.6 | 0.5 |
| University of Iowa | 136.8 | 138.3 | 1.1 | 93.4 | 96.1 | 2.9 | 83.8 | 84.3 | 0.6 | 58.1 | 62.6 | 7.7 | 56.3 | 57.1 | 1.4 |
| University of Kansas | 126.0 | 130.4 | 3.5 | 82.6 | 84.5 | 2.3 | 76.8 | 79.4 | 3.4 | 52.9 | 49.8 | -5.9 | 51.6 | 55.9 | 8.3 |
| University of Maryland-College Park | 154.5 | 160.1 | 3.6 | 106.6 | 110.2 | 3.4 | 89.7 | 95.7 | 6.7 | 70.7 | 72.9 | 3.1 | 60.2 | 60.8 | 1.0 |
| University of Michigan-Ann Arbor | 164.8 | 168.2 | 2.1 | 109.2 | 111.4 | 2.0 | 92.2 | 93.1 | 1.0 | 67.6 | 67.5 | -0.1 | 60.5 | 61.2 | 1.2 |
| University of Minnesota-Twin Cities | 138.0 | 142.0 | 2.9 | 95.8 | 99.3 | 3.7 | 85.8 | 87.5 | 2.0 | 51.0 | 52.2 | 2.4 | 63.1 | 65.6 | 4.0 |
| University of Missouri-Columbia | 123.0 | 122.3 | -0.6 | 80.8 | 81.3 | 0.6 | 69.6 | 69.0 | -0.9 | * | * | * | * | * | * |
| University of North Carolina-Chapel Hill | 150.6 | 155.2 | 3.1 | 101.8 | 104.9 | 3.0 | 87.1 | 91.2 | 4.7 | 148.3 | 127.8 | -13.8 | 56.6 | 56.9 | 0.5 |
| University of Oregon | 127.5 | 128.9 | 1.1 | 91.5 | 94.2 | 3.0 | 84.3 | 85.6 | 1.5 | 52.4 | 54.6 | 4.2 | 71.7 | 76.1 | 6.1 |
| UNIVERSITY OF PITTSBURGH | 146.3 | 149.4 | 2.1 | 98.2 | 99.9 | 1.7 | 80.2 | 81.5 | 1.6 | 46.3 | 44.9 | -3.0 | 50.5 | 51.6 | 2.2 |
| University of Texas-Austin | 154.8 | 160.4 | 3.6 | 100.5 | 103.6 | 3.1 | 93.9 | 98.8 | 5.2 | * | * | * | 62.7 | 75.3 | 20.1 |
| University of Virginia | 164.9 | 172.4 | 4.5 | 111.3 | 115.7 | 4.0 | 94.9 | 96.0 | 1.2 | 68.9 | 56.5 | -18.0 | 60.5 | 61.4 | 1.5 |
| University of Washington | 133.8 | 138.0 | 3.1 | 104.8 | 103.9 | -0.9 | 98.1 | 99.0 | 0.9 | 66.8 | 51.8 | -22.5 | 73.6 | 75.2 | 2.2 |
| University of Wisconsin-Madison | 129.5 | 132.7 | 2.5 | 99.7 | 101.0 | 1.3 | 85.5 | 87.2 | 2.0 | 63.9 | 64.0 | 0.2 | 69.6 | 69.9 | 0.4 |

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

²Excluding Pitt, the median of the percent increases for the other 33 public AAU schools was: professors 3.1%, associate professors 3.1%, assistant professors 3.0%, instructors 1.2%, and lecturers 2.8%.

*Salary data for this institution is not available.

Sources: *Academe*, March/April 2016 data. Revised data via the AAUP Results Portal, July, 2016. *Academe*, March/April 2017 data file. U of Texas-Austin IR Office, 2017.

TABLE 8
Average Percent Change in Salary for Faculty Continuing from 2015-16 to 2016-17
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 | n/a | n/a | n/a | n/a |
| Indiana University-Bloomington | 1.5 | 3.4 | 3.2 | n/a |
| Iowa State University | 4.4 | 4.4 | 4.2 | n/a |
| Michigan State University | 4.0 | 4.7 | 5.0 | n/a |
| Ohio State University-Main | 3.8 | 4.1 | 3.7 | 2.0 |
| Pennsylvania State University | 2.3 | 3.0 | 3.6 | 2.9 |
| Purdue University-Main | 3.7 | 3.9 | 3.5 | 3.4 |
| Rutgers University-New Brunswick | n/a | n/a | n/a | n/a |
| State University of New York-Buffalo | 0.5 | 0.4 | 0.4 | 0.5 |
| State University of New York-Stony Brook | 0.6 | 0.6 | (0.2) | n/a |
| Texas A & M University | 4.7 | 5.5 | 4.8 | n/a |
| University of Arizona | 5.2 | 7.4 | 6.1 | 4.7 |
| 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 | 2.5 | 4.5 | 4.8 | 7.2 |
| University of Florida | 3.7 | 7.7 | 4.7 | n/a |
| University of Illinois-Urbana | 0.6 | 1.4 | 1.0 | 1.7 |
| University of Iowa | 2.4 | 3.0 | 4.1 | 3.5 |
| University of Kansas | 1.8 | 3.1 | 3.4 | 1.4 |
| University of Maryland-College Park | 3.2 | 4.5 | 3.5 | 3.5 |
| University of Michigan-Ann Arbor | 2.2 | 3.5 | 3.1 | 1.6 |
| University of Minnesota-Twin Cities | 2.7 | 3.2 | 3.2 | 3.6 |
| University of Missouri-Columbia | 1.0 | 1.3 | 1.4 | n/a |
| University of North Carolina-Chapel Hill | 3.6 | 5.1 | 5.8 | 2.9 |
| University of Oregon | 3.6 | 3.1 | 3.6 | 3.4 |
| UNIVERSITY OF PITTSBURGH | 2.7 | 2.9 | 2.4 | 1.9 |
| University of Texas-Austin | 3.6 | 4.4 | 3.1 | n/a |
| University of Virginia | 4.7 | 5.4 | 4.6 | 1.7 |
| University of Washington | 4.8 | 5.3 | 6.6 | 5.2 |
| University of Wisconsin-Madison | 2.6 | 4.0 | 3.0 | 2.3 |

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.

Sources: *Academe*, "The Annual Report on the Economic Status of the Profession, 2016-17", March/April 2017, Vol. 103, No. 2. University of Texas-Austin Office of Institutional Reporting, Research, and Information Systems, 2017.

PART II

**PITTSBURGH CAMPUS
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TABLE A
Average Faculty Salaries (000's) and Ranking at
All AAU Institutions, 2016-17

PROFESSORS

| | <u>No. of Full- Time Faculty</u> | <u>Average Salary¹</u> | <u>Rank</u> |
|---|--------------------------------------|---------------------------------------|-------------|
| (P) Columbia University | 749 | \$244.4 | 1 |
| (P) Stanford University | 673 | 236.6 | 2 |
| (P) Princeton University | 476 | 229.4 | 3 |
| (P) University of Chicago | 610 | 228.1 | 4 |
| (P) Harvard University | 1,004 | 227.7 | 5 |
| (P) Massachusetts Institute of Technology | 643 | 212.1 | 6 |
| (P) New York University | 842 | 209.7 | 7 |
| (P) Yale University | 607 | 209.5 | 8 |
| (P) University of Pennsylvania | 608 | 209.2 | 9 |
| (P) Duke University | 490 | 204.2 | 10 |
| (P) Northwestern University | 615 | 200.7 | 11 |
| (P) California Institute of Technology | 251 | 199.9 | 12 |
| University of California-Los Angeles | 978 | 195.0 | 13 |
| (P) Washington University in St. Louis | 348 | 191.5 | 14 |
| (P) Vanderbilt University | 371 | 190.6 | 15 |
| (P) Rice University | 310 | 189.2 | 16 |
| University of California-Berkeley | 852 | 185.1 | 17 |
| (P) Brown University | 380 | 178.9 | 18 |
| (P) Boston University | 515 | 177.4 | 19 |
| (P) University of Southern California | 791 | 175.8 | 20 |
| (P) Cornell University | 726 | 174.3 | 21 |
| University of Virginia | 538 | 172.4 | 22 |
| (P) Emory University | 347 | 172.0 | 23 |
| (P) Johns Hopkins University | 470 | 171.6 | 24 |
| University of California-Santa Barbara | 521 | 169.6 | 25 |
| University of Michigan-Ann Arbor | 1,118 | 168.2 | 26 |
| University of California-Irvine | 563 | 165.7 | 27 |
| University of California-San Diego | 565 | 164.2 | 28 |
| Rutgers University-New Brunswick | 827 | 163.5 | 29 |
| Georgia Institute of Technology | 513 | 162.1 | 30 |
| University of Texas-Austin | 980 | 160.4 | 31 |
| University of California-Davis | 787 | 160.1 | 32 |
| University of Maryland-College Park | 712 | 160.1 | 32 |
| (P) University of Rochester | 250 | 159.0 | 34 |
| (P) Carnegie Mellon University | 412 | 158.6 | 35 |
| University of North Carolina-Chapel Hill | 604 | 155.2 | 36 |
| Pennsylvania State University | 910 | 154.3 | 37 |
| State University of New York-Stony Brook | 342 | 152.4 | 38 |
| (P) Tulane University | 189 | 152.3 | 39 |
| Michigan State University | 821 | 150.1 | 40 |
| Ohio State University-Main | 974 | 149.5 | 41 |
| UNIVERSITY OF PITTSBURGH | 470 | 149.4 | 42 |
| (P) Brandeis University | 153 | 148.1 | 43 |
| University of Illinois-Urbana | 817 | 147.7 | 44 |
| Purdue University-Main | 901 | 145.5 | 45 |
| Texas A & M University | 924 | 143.4 | 46 |
| (P) Case Western Reserve University | 270 | 142.2 | 47 |
| University of Minnesota-Twin Cities | 927 | 142.0 | 48 |
| Indiana University-Bloomington | 690 | 140.0 | 49 |
| University of Colorado-Boulder | 463 | 139.6 | 50 |
| University of Iowa | 472 | 138.3 | 51 |
| University of Washington | 719 | 138.0 | 52 |
| University of Florida | 745 | 137.5 | 53 |
| State University of New York-Buffalo | 361 | 136.3 | 54 |
| University of Wisconsin-Madison | 991 | 132.7 | 55 |
| Iowa State University | 514 | 131.0 | 56 |
| University of Kansas | 438 | 130.4 | 57 |
| University of Arizona | 613 | 129.4 | 58 |
| University of Oregon | 281 | 128.9 | 59 |
| University of Missouri-Columbia | 398 | 122.3 | 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

Sources: Academe, "The Annual Report on the Economic Status of the Profession, 2016-17", March/April 2017, Vol. 103, No. 2. Revised data via the AAUP Results Portal, July, 2017. University of Texas-Austin Office of Institutional Reporting, Research, and Information Systems, 2017.

TABLE B
Average Faculty Salaries (000's) and Ranking at
All AAU Institutions, 2016-17

ASSOCIATE PROFESSORS

| | No. of Full- Time Faculty | Average Salary ¹ | Rank |
|---|------------------------------|--------------------------------|-----------|
| (P) Columbia University | 217 | \$162.6 | 1 |
| (P) Stanford University | 179 | 150.2 | 2 |
| (P) California Institute of Technology | 5 | 147.2 | 3 |
| (P) Massachusetts Institute of Technology | 199 | 143.4 | 4 |
| (P) Princeton University | 99 | 141.2 | 5 |
| (P) University of Pennsylvania | 212 | 135.0 | 6 |
| (P) Duke University | 196 | 134.6 | 7 |
| (P) Yale University | 135 | 131.0 | 8 |
| (P) Northwestern University | 303 | 130.8 | 9 |
| University of California-Los Angeles | 261 | 129.0 | 10 |
| (P) Harvard University | 130 | 127.4 | 11 |
| (P) University of Chicago | 216 | 127.1 | 12 |
| University of California-Berkeley | 306 | 123.6 | 13 |
| (P) New York University | 520 | 122.8 | 14 |
| (P) Cornell University | 378 | 122.7 | 15 |
| (P) Boston University | 346 | 120.0 | 16 |
| (P) Washington University in St. Louis | 171 | 120.0 | 16 |
| (P) Emory University | 211 | 118.4 | 18 |
| (P) Johns Hopkins University | 179 | 116.9 | 19 |
| (P) Rice University | 111 | 116.7 | 20 |
| (P) Brown University | 138 | 116.0 | 21 |
| University of Virginia | 373 | 115.7 | 22 |
| (P) Vanderbilt University | 225 | 114.7 | 23 |
| University of California-San Diego | 196 | 112.3 | 24 |
| University of Michigan-Ann Arbor | 563 | 111.4 | 25 |
| University of California-Davis | 284 | 110.8 | 26 |
| University of Maryland-College Park | 430 | 110.2 | 27 |
| (P) University of Southern California | 560 | 109.9 | 28 |
| (P) University of Rochester | 135 | 109.3 | 29 |
| University of California-Irvine | 235 | 109.2 | 30 |
| (P) Carnegie Mellon University | 224 | 108.4 | 31 |
| Rutgers University-New Brunswick | 523 | 108.0 | 32 |
| Georgia Institute of Technology | 297 | 107.7 | 33 |
| (P) Brandeis University | 93 | 106.3 | 34 |
| University of North Carolina-Chapel Hill | 412 | 104.9 | 35 |
| Pennsylvania State University | 566 | 104.8 | 36 |
| State University of New York-Stony Brook | 273 | 104.7 | 37 |
| University of Washington | 464 | 103.9 | 38 |
| University of Texas-Austin | 522 | 103.6 | 39 |
| University of California-Santa Barbara | 155 | 103.4 | 40 |
| University of Wisconsin-Madison | 328 | 101.0 | 41 |
| Purdue University-Main | 563 | 100.8 | 42 |
| UNIVERSITY OF PITTSBURGH | 419 | 99.9 | 43 |
| Ohio State University-Main | 724 | 99.8 | 44 |
| Texas A & M University | 568 | 99.8 | 44 |
| Michigan State University | 616 | 99.6 | 46 |
| University of Colorado-Boulder | 368 | 99.5 | 47 |
| University of Illinois-Urbana | 510 | 99.5 | 47 |
| University of Minnesota-Twin Cities | 624 | 99.3 | 49 |
| Iowa State University | 387 | 97.6 | 50 |
| (P) Case Western Reserve University | 178 | 96.7 | 51 |
| University of Iowa | 379 | 96.1 | 52 |
| Indiana University-Bloomington | 510 | 95.7 | 53 |
| State University of New York-Buffalo | 361 | 94.2 | 54 |
| University of Oregon | 277 | 94.2 | 54 |
| (P) Tulane University | 166 | 92.1 | 56 |
| University of Florida | 556 | 91.6 | 57 |
| University of Arizona | 397 | 91.3 | 58 |
| University of Kansas | 384 | 84.5 | 59 |
| University of Missouri-Columbia | 409 | 81.3 | 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

Sources: Academe, "The Annual Report on the Economic Status of the Profession, 2016-17", March/April 2017, Vol. 103, No.

2. Revised data via the AAUP Results Portal, July, 2017. University of Texas-Austin Office of Institutional Reporting, Research, and Information Systems, 2017.

TABLE C
Average Faculty Salaries (000's) and Ranking at
All AAU Institutions, 2016-17
ASSISTANT PROFESSORS

| | No. of Full- Time Faculty | Average Salary ¹ | Rank |
|---|------------------------------|--------------------------------|-----------|
| (P) Stanford University | 205 | \$128.2 | 1 |
| (P) California Institute of Technology | 44 | 127.9 | 2 |
| (P) University of Pennsylvania | 227 | 127.5 | 3 |
| (P) Harvard University | 214 | 123.7 | 4 |
| (P) Columbia University | 192 | 122.8 | 5 |
| (P) Massachusetts Institute of Technology | 162 | 120.6 | 6 |
| (P) University of Chicago | 265 | 118.2 | 7 |
| (P) New York University | 306 | 117.5 | 8 |
| (P) Northwestern University | 263 | 117.2 | 9 |
| (P) Duke University | 142 | 114.0 | 10 |
| (P) Cornell University | 322 | 112.5 | 11 |
| (P) Princeton University | 178 | 109.9 | 12 |
| University of California-Berkeley | 247 | 109.8 | 13 |
| (P) Washington University in St. Louis | 165 | 108.8 | 14 |
| (P) Yale University | 206 | 108.7 | 15 |
| (P) Johns Hopkins University | 318 | 105.5 | 16 |
| (P) Rice University | 96 | 105.4 | 17 |
| (P) Emory University | 147 | 104.9 | 18 |
| Georgia Institute of Technology | 200 | 103.1 | 19 |
| (P) University of Rochester | 125 | 102.4 | 20 |
| University of California-Los Angeles | 282 | 101.4 | 21 |
| (P) Carnegie Mellon University | 213 | 101.3 | 22 |
| (P) Boston University | 302 | 101.1 | 23 |
| University of Washington | 366 | 99.0 | 24 |
| University of Texas-Austin | 318 | 98.8 | 25 |
| University of California-San Diego | 201 | 98.1 | 26 |
| (P) University of Southern California | 433 | 97.4 | 27 |
| (P) Vanderbilt University | 205 | 97.0 | 28 |
| Indiana University-Bloomington | 368 | 96.3 | 29 |
| University of Virginia | 292 | 96.0 | 30 |
| University of Maryland-College Park | 322 | 95.7 | 31 |
| (P) Brown University | 141 | 95.4 | 32 |
| University of California-Irvine | 185 | 95.3 | 33 |
| University of Michigan-Ann Arbor | 594 | 93.1 | 34 |
| University of Colorado-Boulder | 296 | 92.6 | 35 |
| (P) Tulane University | 158 | 92.5 | 36 |
| University of California-Davis | 284 | 92.4 | 37 |
| University of Illinois-Urbana | 504 | 92.2 | 38 |
| University of North Carolina-Chapel Hill | 318 | 91.2 | 39 |
| Purdue University-Main | 584 | 89.7 | 40 |
| Pennsylvania State University | 445 | 89.6 | 41 |
| Texas A & M University | 329 | 89.6 | 41 |
| (P) Brandeis University | 71 | 88.5 | 43 |
| University of California-Santa Barbara | 144 | 88.3 | 44 |
| University of Minnesota-Twin Cities | 540 | 87.5 | 45 |
| State University of New York-Stony Brook | 310 | 87.4 | 46 |
| Ohio State University-Main | 569 | 87.3 | 47 |
| University of Wisconsin-Madison | 411 | 87.2 | 48 |
| Rutgers University-New Brunswick | 511 | 86.3 | 49 |
| (P) Case Western Reserve University | 133 | 85.7 | 50 |
| University of Oregon | 192 | 85.6 | 51 |
| University of Iowa | 297 | 84.3 | 52 |
| Iowa State University | 394 | 83.8 | 53 |
| State University of New York-Buffalo | 375 | 82.3 | 54 |
| UNIVERSITY OF PITTSBURGH | 574 | 81.5 | 55 |
| University of Florida | 466 | 80.7 | 56 |
| University of Arizona | 418 | 80.1 | 57 |
| Michigan State University | 686 | 79.7 | 58 |
| University of Kansas | 210 | 79.4 | 59 |
| University of Missouri-Columbia | 370 | 69.0 | 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

Sources: Academe, "The Annual Report on the Economic Status of the Profession, 2016-17", March/April 2017, Vol. 103, No. 2. Revised data via the AAUP Results Portal, July, 2017. University of Texas-Austin Office of Institutional Reporting, Research, and Information Systems, 2017.

TABLE D
Average Faculty Salaries (000's) and Ranking at
All AAU Institutions, 2016-17

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 | 7 | \$127.8 | 1 |
| (P) Boston University | 274 | 101.0 | 2 |
| (P) Washington University in St. Louis | 43 | 97.5 | 3 |
| Ohio State University-Main | 7 | 96.0 | 4 |
| (P) Princeton University | 17 | 95.9 | 5 |
| (P) Cornell University | 108 | 93.4 | 6 |
| (P) Yale University | 23 | 90.9 | 7 |
| University of Maryland-College Park | 7 | 72.9 | 8 |
| (P) Massachusetts Institute of Technology | 54 | 71.8 | 9 |
| (P) Johns Hopkins University | 23 | 71.7 | 10 |
| (P) Tulane University | 53 | 69.3 | 11 |
| University of Michigan-Ann Arbor | 19 | 67.5 | 12 |
| University of Colorado-Boulder | 329 | 66.5 | 13 |
| (P) Case Western Reserve University | 81 | 65.3 | 14 |
| State University of New York-Stony Brook | 12 | 65.1 | 15 |
| Rutgers University-New Brunswick | 233 | 64.3 | 16 |
| (P) Harvard University | 134 | 64.2 | 17 |
| University of Wisconsin-Madison | 289 | 64.0 | 18 |
| Purdue University-Main | 13 | 63.8 | 19 |
| (P) University of Chicago | 82 | 63.7 | 20 |
| University of Iowa | 63 | 62.6 | 21 |
| (P) Rice University | 24 | 61.9 | 22 |
| Pennsylvania State University | 266 | 59.0 | 23 |
| State University of New York-Buffalo | 8 | 57.3 | 24 |
| University of Illinois-Urbana | 31 | 56.9 | 25 |
| University of Virginia | 4 | 56.5 | 26 |
| University of Oregon | 351 | 54.6 | 27 |
| (P) California Institute of Technology | 16 | 52.6 | 28 |
| University of Minnesota-Twin Cities | 176 | 52.2 | 29 |
| (P) University of Rochester | 11 | 51.9 | 30 |
| University of Washington | 67 | 51.8 | 31 |
| University of Kansas | 24 | 49.8 | 32 |
| UNIVERSITY OF PITTSBURGH | 82 | 44.9 | 33 |
| Georgia Institute of Technology | 36 | 42.4 | 34 |
| University of Arizona | 77 | 39.1 | 35 |
| (P) Brandeis University | * | * | * |
| (P) Brown University | * | * | * |
| (P) Carnegie Mellon University | * | * | * |
| (P) Columbia University | * | * | * |
| (P) Duke University | * | * | * |
| (P) Emory University | * | * | * |
| Indiana University-Bloomington | * | * | * |
| Iowa State University | * | * | * |
| 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) Vanderbilt University | * | * | * |

(P) = Private Institution

¹Faculty salaries are reported on a 9-month equivalent basis. *These institutions 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, 2016-17", March/April 2017, Vol. 103, No. 2. Revised data via the AAUP Results Portal, July, 2017.

TABLE E
Average Faculty Salaries (000's) and Ranking at
All AAU Institutions, 2016-17

LECTURERS

| <u>Name of Institution</u> | <u>No. of Full-Time Faculty</u> | <u>Average Salary¹</u> | <u>Rank</u> |
|---|---------------------------------|-----------------------------------|-------------|
| (P) Stanford University | 25 | \$182.9 | 1 |
| (P) Massachusetts Institute of Technology | 114 | 108.0 | 2 |
| (P) Harvard University | 245 | 107.4 | 3 |
| (P) Princeton University | 154 | 90.4 | 4 |
| University of California-Irvine | 180 | 88.2 | 5 |
| (P) Brown University | 88 | 84.9 | 6 |
| University of California-San Diego | 161 | 84.7 | 7 |
| University of California-Los Angeles | 196 | 84.1 | 8 |
| University of California-Santa Barbara | 147 | 83.8 | 9 |
| University of California-Berkeley | 185 | 83.6 | 10 |
| (P) Yale University | 206 | 79.9 | 11 |
| (P) Cornell University | 267 | 79.1 | 12 |
| (P) California Institute of Technology | 18 | 78.7 | 13 |
| (P) Columbia University | 320 | 78.5 | 14 |
| University of California-Davis | 172 | 77.3 | 15 |
| University of Oregon | 27 | 76.1 | 16 |
| University of Texas-Austin | 740 | 75.3 | 17 |
| University of Washington | 310 | 75.2 | 18 |
| University of Illinois-Urbana | 137 | 74.6 | 19 |
| (P) Johns Hopkins University | 233 | 73.7 | 20 |
| (P) University of Rochester | 127 | 73.6 | 21 |
| (P) Rice University | 122 | 71.3 | 22 |
| (P) Tulane University | 131 | 70.0 | 23 |
| University of Wisconsin-Madison | 81 | 69.9 | 24 |
| (P) Boston University | 361 | 68.7 | 25 |
| (P) Brandeis University | 42 | 66.4 | 26 |
| State University of New York-Buffalo | 55 | 66.0 | 27 |
| University of Minnesota-Twin Cities | 171 | 65.6 | 28 |
| University of Florida | 267 | 65.2 | 29 |
| (P) University of Chicago | 151 | 65.0 | 30 |
| (P) Washington University in St. Louis | 202 | 64.7 | 31 |
| (P) University of Southern California | 277 | 64.0 | 32 |
| Rutgers University-New Brunswick | 42 | 63.9 | 33 |
| State University of New York-Stony Brook | 128 | 62.4 | 34 |
| Indiana University-Bloomington | 368 | 62.2 | 35 |
| University of Arizona | 145 | 61.9 | 36 |
| Iowa State University | 224 | 61.5 | 37 |
| University of Virginia | 196 | 61.4 | 38 |
| University of Michigan-Ann Arbor | 497 | 61.2 | 39 |
| (P) Vanderbilt University | 157 | 61.0 | 40 |
| University of Maryland-College Park | 331 | 60.8 | 41 |
| Pennsylvania State University | 506 | 59.2 | 42 |
| (P) New York University | 234 | 57.5 | 43 |
| University of Iowa | 229 | 57.1 | 44 |
| University of North Carolina-Chapel Hill | 195 | 56.9 | 45 |
| University of Kansas | 162 | 55.9 | 46 |
| Texas A & M University | 243 | 52.3 | 47 |
| UNIVERSITY OF PITTSBURGH | 217 | 51.6 | 48 |
| Georgia Institute of Technology | 62 | 50.4 | 49 |
| (P) Carnegie Mellon University | * | * | * |
| (P) Case Western Reserve University | * | * | * |
| (P) Duke University | * | * | * |
| (P) Emory University | * | * | * |
| 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. *These institutions did not submit salary data for Lecturers.

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

Sources: Academe, "The Annual Report on the Economic Status of the Profession, 2016-17", March/April 2017, Vol. 103, No. 2. Revised data via the AAUP Results Portal, July, 2017. University of Texas-Austin Office of Institutional Reporting, Research, and Information Systems, 2017.

TABLE F
Change in Average Salary¹ Ranking at
All AAU Institutions, 2015-16 to 2016-17

ALL RANKS

| Name of Institution (alpha order) | Professors | | | Associate Professors | | | Assistant Professors | | | Instructors | | | Lecturers | | |
|---|--------------|--------------|----------------|----------------------|--------------|----------------|----------------------|--------------|----------------|--------------|--------------|----------------|--------------|--------------|----------------|
| | 2015-16 Rank | 2016-17 Rank | Change in Rank | 2015-16 Rank | 2016-17 Rank | Change in Rank | 2015-16 Rank | 2016-17 Rank | Change in Rank | 2015-16 Rank | 2016-17 Rank | Change in Rank | 2015-16 Rank | 2016-17 Rank | Change in Rank |
| (P) Boston University | 19 | 19 | 0 | 16 | 16 | 0 | 20 | 23 | -3 | 3 | 2 | 1 | 24 | 25 | -1 |
| (P) Brandeis University | 40 | 43 | -3 | 35 | 34 | 1 | 48 | 43 | 5 | 28 | * | * | 22 | 26 | -4 |
| (P) Brown University | 18 | 18 | 0 | 19 | 21 | -2 | 26 | 32 | -6 | * | * | * | 7 | 6 | 1 |
| (P) California Institute of Technology | 11 | 12 | -1 | 3 | 3 | 0 | 2 | 2 | 0 | 33 | 28 | 5 | 32 | 13 | 19 |
| (P) Carnegie Mellon University | 33 | 35 | -2 | 30 | 31 | -1 | 17 | 22 | -5 | * | * | * | * | * | * |
| (P) Case Western Reserve University | 45 | 47 | -2 | 50 | 51 | -1 | 52 | 50 | 2 | 19 | 14 | 5 | * | * | * |
| (P) Columbia University | 1 | 1 | 0 | 1 | 1 | 0 | 4 | 5 | -1 | * | * | * | 13 | 14 | -1 |
| (P) Cornell University | 20 | 21 | -1 | 13 | 15 | -2 | 10 | 11 | -1 | 4 | 6 | -2 | 11 | 12 | -1 |
| (P) Duke University | 10 | 10 | 0 | 9 | 7 | 2 | 11 | 10 | 1 | * | * | * | * | * | * |
| (P) Emory University | 23 | 23 | 0 | 21 | 18 | 3 | 22 | 18 | 4 | * | * | * | * | * | * |
| Georgia Institute of Technology | 32 | 30 | 2 | 27 | 33 | -6 | 19 | 19 | 0 | * | 34 | * | * | 49 | * |
| (P) Harvard University | 5 | 5 | 0 | 8 | 11 | -3 | 5 | 4 | 1 | 21 | 17 | 4 | 2 | 3 | -1 |
| Indiana University-Bloomington | 46 | 49 | -3 | 52 | 53 | -1 | 32 | 29 | 3 | * | * | * | 36 | 35 | 1 |
| Iowa State University | 57 | 56 | 1 | 54 | 50 | 4 | 54 | 53 | 1 | 29 | * | * | 40 | 37 | 3 |
| (P) Johns Hopkins University | 22 | 24 | -2 | 20 | 19 | 1 | 21 | 16 | 5 | 8 | 10 | -2 | 25 | 20 | 5 |
| (P) Massachusetts Institute of Technology | 8 | 6 | 2 | 5 | 4 | 1 | 6 | 6 | 0 | 14 | 9 | 5 | 3 | 2 | 1 |
| Michigan State University | 43 | 40 | 3 | 45 | 46 | -1 | 58 | 58 | 0 | * | * | * | * | * | * |
| (P) New York University | 6 | 7 | -1 | 14 | 14 | 0 | 8 | 8 | 0 | * | * | * | 45 | 43 | 2 |
| (P) Northwestern University | 12 | 11 | 1 | 10 | 9 | 1 | 9 | 9 | 0 | * | * | * | * | * | * |
| Ohio State University-Main | 42 | 41 | 1 | 44 | 44 | 0 | 43 | 47 | -4 | 7 | 4 | 3 | * | * | * |
| Pennsylvania State University | 36 | 37 | -1 | 38 | 36 | 2 | 38 | 41 | -3 | 25 | 23 | 2 | 42 | 42 | 0 |
| (P) Princeton University | 4 | 3 | 1 | 4 | 5 | -1 | 13 | 12 | 1 | 6 | 5 | 1 | 4 | 4 | 0 |
| Purdue University-Main | 51 | 45 | 6 | 49 | 42 | 7 | 47 | 40 | 7 | 11 | 19 | -8 | * | * | * |
| (P) Rice University | 15 | 16 | -1 | 17 | 20 | -3 | 17 | 17 | 0 | 24 | 22 | 2 | 23 | 22 | 1 |
| Rutgers University-New Brunswick | 29 | 29 | 0 | 33 | 32 | 1 | 51 | 49 | 2 | 23 | 16 | 7 | 35 | 33 | 2 |
| (P) Stanford University | 3 | 2 | 1 | 2 | 2 | 0 | 1 | 1 | 0 | * | * | * | 1 | 1 | 0 |
| State University of New York-Buffalo | 49 | 54 | -5 | 51 | 54 | -3 | 53 | 54 | -1 | 22 | 24 | -2 | 27 | 27 | 0 |
| State University of New York-Stony Brook | 38 | 38 | 0 | 34 | 37 | -3 | 39 | 46 | -7 | 17 | 15 | 2 | 26 | 34 | -8 |
| Texas A & M University | 47 | 46 | 1 | 47 | 44 | 3 | 42 | 41 | 1 | * | * | * | 48 | 47 | 1 |
| (P) Tulane University | 43 | 39 | 4 | 56 | 56 | 0 | 33 | 36 | -3 | 20 | 11 | 9 | 18 | 23 | -5 |
| University of Arizona | 59 | 58 | 1 | 58 | 58 | 0 | 59 | 57 | 2 | 37 | 35 | 2 | 34 | 36 | -2 |
| University of California-Berkeley | 17 | 17 | 0 | 18 | 13 | 5 | 12 | 13 | -1 | * | * | * | 10 | 10 | 0 |
| University of California-Davis | 35 | 32 | 3 | 31 | 26 | 5 | 37 | 37 | 0 | * | * | * | 17 | 15 | 2 |
| University of California-Irvine | 28 | 27 | 1 | 37 | 30 | 7 | 35 | 33 | 2 | * | * | * | 8 | 5 | 3 |
| University of California-Los Angeles | 14 | 13 | 1 | 11 | 10 | 1 | 24 | 21 | 3 | * | * | * | 12 | 8 | 4 |
| University of California-San Diego | 27 | 28 | -1 | 25 | 24 | 1 | 30 | 26 | 4 | * | * | * | 5 | 7 | -2 |
| University of California-Santa Barbara | 26 | 25 | 1 | 40 | 40 | 0 | 45 | 44 | 1 | * | * | * | 9 | 9 | 0 |
| (P) University of Chicago | 2 | 4 | -2 | 6 | 12 | -6 | 7 | 7 | 0 | 16 | 20 | -4 | 21 | 30 | -9 |

TABLE F

Change in Average Salary¹ Ranking at
All AAU Institutions, 2015-16 to 2016-17

ALL RANKS

| Name of Institution (alpha order) | Professors | | | Associate Professors | | | Assistant Professors | | | Instructors | | | Lecturers | | |
|--|--------------|--------------|----------------|----------------------|--------------|----------------|----------------------|--------------|----------------|--------------|--------------|----------------|--------------|--------------|----------------|
| | 2015-16 Rank | 2016-17 Rank | Change in Rank | 2015-16 Rank | 2016-17 Rank | Change in Rank | 2015-16 Rank | 2016-17 Rank | Change in Rank | 2015-16 Rank | 2016-17 Rank | Change in Rank | 2015-16 Rank | 2016-17 Rank | Change in Rank |
| University of Colorado-Boulder | 52 | 50 | 2 | 46 | 47 | -1 | 40 | 35 | 5 | 15 | 13 | 2 | * | * | * |
| University of Florida | 53 | 53 | 0 | 57 | 57 | 0 | 56 | 56 | 0 | * | * | * | 29 | 29 | 0 |
| University of Illinois-Urbana | 39 | 44 | -5 | 42 | 47 | -5 | 34 | 38 | -4 | 30 | 25 | 5 | 14 | 19 | -5 |
| University of Iowa | 50 | 51 | -1 | 53 | 52 | 1 | 50 | 52 | -2 | 27 | 21 | 6 | 44 | 44 | 0 |
| University of Kansas | 58 | 57 | 1 | 59 | 59 | 0 | 57 | 59 | -2 | 31 | 32 | -1 | 46 | 46 | 0 |
| University of Maryland-College Park | 31 | 32 | -1 | 28 | 27 | 1 | 36 | 31 | 5 | 9 | 8 | 1 | 39 | 41 | -2 |
| University of Michigan-Ann Arbor | 25 | 26 | -1 | 24 | 25 | -1 | 31 | 34 | -3 | 11 | 12 | -1 | 37 | 39 | -2 |
| University of Minnesota-Twin Cities | 48 | 48 | 0 | 48 | 49 | -1 | 44 | 45 | -1 | 34 | 29 | 5 | 31 | 28 | 3 |
| University of Missouri-Columbia | 60 | 60 | 0 | 60 | 60 | 0 | 60 | 60 | 0 | * | * | * | * | * | * |
| University of North Carolina-Chapel Hill | 37 | 36 | 1 | 36 | 35 | 1 | 41 | 39 | 2 | 2 | 1 | 1 | 43 | 45 | -2 |
| University of Oregon | 56 | 59 | -3 | 55 | 54 | 1 | 49 | 51 | -2 | 32 | 27 | 5 | 19 | 16 | 3 |
| (P) University of Pennsylvania | 9 | 9 | 0 | 7 | 6 | 1 | 3 | 3 | 0 | * | * | * | * | * | * |
| UNIVERSITY OF PITTSBURGH | 41 | 42 | -1 | 43 | 43 | 0 | 55 | 55 | 0 | 36 | 33 | 3 | 47 | 48 | -1 |
| (P) University of Rochester | 34 | 34 | 0 | 29 | 29 | 0 | 16 | 20 | -4 | 35 | 30 | 5 | 15 | 21 | -6 |
| (P) University of Southern California | 21 | 20 | 1 | 26 | 28 | -2 | 27 | 27 | 0 | * | * | * | 30 | 32 | -2 |
| University of Texas-Austin | 30 | 31 | -1 | 39 | 39 | 0 | 27 | 25 | 2 | * | * | * | 33 | 17 | 16 |
| University of Virginia | 24 | 22 | 2 | 23 | 22 | 1 | 25 | 30 | -5 | 10 | 26 | -16 | 37 | 38 | -1 |
| University of Washington | 54 | 52 | 2 | 32 | 38 | -6 | 23 | 24 | -1 | 13 | 31 | -18 | 16 | 18 | -2 |
| University of Wisconsin-Madison | 55 | 55 | 0 | 41 | 41 | 0 | 46 | 48 | -2 | 17 | 18 | -1 | 20 | 24 | -4 |
| (P) Vanderbilt University | 16 | 15 | 1 | 22 | 23 | -1 | 29 | 28 | 1 | 26 | * | * | 41 | 40 | 1 |
| (P) Washington University in St. Louis | 13 | 14 | -1 | 15 | 16 | -1 | 14 | 14 | 0 | 5 | 3 | 2 | 28 | 31 | -3 |
| (P) Yale University | 7 | 8 | -1 | 12 | 8 | 4 | 15 | 15 | 0 | 1 | 7 | -6 | 6 | 11 | -5 |

(P) = Private Institution

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

*Salary data for this institution is not available.

Sources: *Academe*, March/April 2016 data. Revised data via the AAUP Results Portal, July, 2016. *Academe*, March/April 2017 data file. Revised data via AAUP Results Portal, July, 2017. U of Texas-Austin IR Office, 2017.

TABLE G
 Percent Change in Average Salary¹ at
 All AAU Institutions, 2015-16 to 2016-17

ALL RANKS

| Name of Institution (alpha order) | Professors | | | Associate Professors | | | Assistant Professors | | | Instructors | | | Lecturers | | |
|---|-------------------|-------------------|-------------------|----------------------|-------------------|-------------------|----------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| | 2015-16 Salary | 2016-17 Salary | Percent Change | 2015-16 Salary | 2016-17 Salary | Percent Change | 2015-16 Salary | 2016-17 Salary | Percent Change | 2015-16 Salary | 2016-17 Salary | Percent Change | 2015-16 Salary | 2016-17 Salary | Percent Change |
| (P) Boston University | \$171.7 | \$177.4 | 3.3 | \$117.1 | \$120.0 | 2.5 | \$99.1 | \$101.1 | 2.0 | 97.6 | 101.0 | 3.5 | 66.6 | 68.7 | 3.2 |
| (P) Brandeis University | 147.6 | 148.1 | 0.3 | 103.5 | 106.3 | 2.7 | 84.6 | 88.5 | 4.6 | 55.7 | * | * | 67.4 | 66.4 | -1.5 |
| (P) Brown University | 173.6 | 178.9 | 3.1 | 114.7 | 116.0 | 1.1 | 94.3 | 95.4 | 1.2 | * | * | * | 81.0 | 84.9 | 4.8 |
| (P) California Institute of Technology | 194.8 | 199.9 | 2.6 | 143.3 | 147.2 | 2.7 | 124.3 | 127.9 | 2.9 | 51.4 | 52.6 | 2.3 | 63.0 | 78.7 | 24.9 |
| (P) Carnegie Mellon University | 152.9 | 158.6 | 3.7 | 105.1 | 108.4 | 3.1 | 99.6 | 101.3 | 1.7 | * | * | * | * | * | * |
| (P) Case Western Reserve University | 139.1 | 142.2 | 2.2 | 95.1 | 96.7 | 1.7 | 83.4 | 85.7 | 2.8 | 63.7 | 65.3 | 2.5 | * | * | * |
| (P) Columbia University | 236.3 | 244.4 | 3.4 | 158.8 | 162.6 | 2.4 | 121.5 | 122.8 | 1.1 | * | * | * | 76.2 | 78.5 | 3.0 |
| (P) Cornell University | 170.8 | 174.3 | 2.0 | 120.3 | 122.7 | 2.0 | 110.5 | 112.5 | 1.8 | 91.7 | 93.4 | 1.9 | 78.6 | 79.1 | 0.6 |
| (P) Duke University | 197.8 | 204.2 | 3.2 | 128.4 | 134.6 | 4.8 | 109.9 | 114.0 | 3.7 | * | * | * | * | * | * |
| (P) Emory University | 166.4 | 172.0 | 3.4 | 113.8 | 118.4 | 4.0 | 98.2 | 104.9 | 6.8 | * | * | * | * | * | * |
| Georgia Institute of Technology | 154.4 | 162.1 | 5.0 | 107.0 | 107.7 | 0.7 | 99.5 | 103.1 | 3.6 | * | 42.4 | * | * | 50.4 | * |
| (P) Harvard University | 220.2 | 227.7 | 3.4 | 129.2 | 127.4 | -1.4 | 120.2 | 123.7 | 2.9 | 62.0 | 64.2 | 3.5 | 103.8 | 107.4 | 3.5 |
| Indiana University-Bloomington | 138.8 | 140.0 | 0.9 | 94.1 | 95.7 | 1.7 | 91.8 | 96.3 | 4.9 | * | * | * | 61.5 | 62.2 | 1.1 |
| Iowa State University | 126.7 | 131.0 | 3.4 | 92.4 | 97.6 | 5.6 | 82.0 | 83.8 | 2.2 | 55.1 | * | * | 59.4 | 61.5 | 3.5 |
| (P) Johns Hopkins University | 167.3 | 171.6 | 2.6 | 114.3 | 116.9 | 2.3 | 99.0 | 105.5 | 6.6 | 72.3 | 71.7 | -0.8 | 66.3 | 73.7 | 11.2 |
| (P) Massachusetts Institute of Technology | 202.6 | 212.1 | 4.7 | 136.5 | 143.4 | 5.1 | 116.4 | 120.6 | 3.6 | 66.0 | 71.8 | 8.8 | 102.9 | 108.0 | 5.0 |
| Michigan State University | 145.4 | 150.1 | 3.2 | 97.2 | 99.6 | 2.5 | 76.6 | 79.7 | 4.0 | * | * | * | * | * | * |
| (P) New York University | 205.6 | 209.7 | 2.0 | 120.2 | 122.8 | 2.2 | 115.0 | 117.5 | 2.2 | * | * | * | 55.8 | 57.5 | 3.0 |
| (P) Northwestern University | 193.7 | 200.7 | 3.6 | 123.1 | 130.8 | 6.3 | 111.4 | 117.2 | 5.2 | * | * | * | * | * | * |
| Ohio State University-Main | 145.5 | 149.5 | 2.7 | 98.0 | 99.8 | 1.8 | 86.0 | 87.3 | 1.5 | 75.1 | 96.0 | 27.8 | * | * | * |
| Pennsylvania State University | 150.9 | 154.3 | 2.3 | 101.5 | 104.8 | 3.3 | 89.1 | 89.6 | 0.6 | 58.3 | 59.0 | 1.2 | 57.9 | 59.2 | 2.2 |
| (P) Princeton University | 222.7 | 229.4 | 3.0 | 138.2 | 141.2 | 2.2 | 107.3 | 109.9 | 2.4 | 83.5 | 95.9 | 14.9 | 86.5 | 90.4 | 4.5 |
| Purdue University-Main | 134.8 | 145.5 | 7.9 | 95.4 | 100.8 | 5.7 | 84.9 | 89.7 | 5.7 | 67.6 | 63.8 | -5.6 | * | * | * |
| (P) Rice University | 185.7 | 189.2 | 1.9 | 116.1 | 116.7 | 0.5 | 99.6 | 105.4 | 5.8 | 59.8 | 61.9 | 3.5 | 66.9 | 71.3 | 6.6 |
| Rutgers University-New Brunswick | 158.8 | 163.5 | 3.0 | 104.0 | 108.0 | 3.8 | 83.5 | 86.3 | 3.4 | 60.8 | 64.3 | 5.8 | 61.7 | 63.9 | 3.6 |
| (P) Stanford University | 229.6 | 236.6 | 3.0 | 144.5 | 150.2 | 3.9 | 125.9 | 128.2 | 1.8 | * | * | * | 174.9 | 182.9 | 4.6 |
| State University of New York-Buffalo | 137.7 | 136.3 | -1.0 | 94.6 | 94.2 | -0.4 | 82.3 | 82.3 | 0.0 | 61.8 | 57.3 | -7.3 | 64.2 | 66.0 | 2.8 |
| State University of New York-Stony Brook | 150.4 | 152.4 | 1.3 | 103.6 | 104.7 | 1.1 | 88.4 | 87.4 | -1.1 | 63.9 | 65.1 | 1.9 | 65.5 | 62.4 | -4.7 |
| Texas A & M University | 138.4 | 143.4 | 3.6 | 96.1 | 99.8 | 3.9 | 86.9 | 89.6 | 3.1 | * | * | * | 49.9 | 52.3 | 4.8 |
| (P) Tulane University | 145.4 | 152.3 | 4.7 | 90.9 | 92.1 | 1.3 | 91.5 | 92.5 | 1.1 | 63.5 | 69.3 | 9.1 | 72.2 | 70.0 | -3.0 |
| University of Arizona | 124.5 | 129.4 | 3.9 | 86.9 | 91.3 | 5.1 | 76.4 | 80.1 | 4.8 | 39.8 | 39.1 | -1.8 | 62.3 | 61.9 | -0.6 |
| University of California-Berkeley | 178.9 | 185.1 | 3.5 | 115.9 | 123.6 | 6.6 | 109.6 | 109.8 | 0.2 | * | * | * | 79.7 | 83.6 | 4.9 |
| University of California-Davis | 151.4 | 160.1 | 5.7 | 105.0 | 110.8 | 5.5 | 89.3 | 92.4 | 3.5 | * | * | * | 73.3 | 77.3 | 5.5 |
| University of California-Irvine | 159.4 | 165.7 | 4.0 | 101.7 | 109.2 | 7.4 | 90.7 | 95.3 | 5.1 | * | * | * | 80.7 | 88.2 | 9.3 |
| University of California-Los Angeles | 187.8 | 195.0 | 3.8 | 122.6 | 129.0 | 5.2 | 97.9 | 101.4 | 3.6 | * | * | * | 76.7 | 84.1 | 9.6 |
| University of California-San Diego | 159.8 | 164.2 | 2.8 | 108.0 | 112.3 | 4.0 | 92.3 | 98.1 | 6.3 | * | * | * | 82.4 | 84.7 | 2.8 |
| University of California-Santa Barbara | 161.3 | 169.6 | 5.1 | 100.2 | 103.4 | 3.2 | 85.7 | 88.3 | 3.0 | * | * | * | 80.2 | 83.8 | 4.5 |
| (P) University of Chicago | 232.4 | 228.1 | -1.9 | 132.2 | 127.1 | -3.9 | 115.8 | 118.2 | 2.1 | 64.6 | 63.7 | -1.4 | 69.1 | 65.0 | -5.9 |

TABLE G
 Percent Change in Average Salary¹ at
 All AAU Institutions, 2015-16 to 2016-17

ALL RANKS

| Name of Institution (alpha order) | Professors | | | Associate Professors | | | Assistant Professors | | | Instructors | | | Lecturers | | |
|--|-------------------|-------------------|-------------------|----------------------|-------------------|-------------------|----------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| | 2015-16 Salary | 2016-17 Salary | Percent Change | 2015-16 Salary | 2016-17 Salary | Percent Change | 2015-16 Salary | 2016-17 Salary | Percent Change | 2015-16 Salary | 2016-17 Salary | Percent Change | 2015-16 Salary | 2016-17 Salary | Percent Change |
| University of Colorado-Boulder | 134.4 | 139.6 | 3.9 | 96.4 | 99.5 | 3.2 | 87.5 | 92.6 | 5.8 | 65.0 | 66.5 | 2.3 | * | * | * |
| University of Florida | 133.9 | 137.5 | 2.7 | 89.3 | 91.6 | 2.6 | 79.1 | 80.7 | 2.0 | * | * | * | 63.6 | 65.2 | 2.5 |
| University of Illinois-Urbana | 148.0 | 147.7 | -0.2 | 99.5 | 99.5 | 0.0 | 91.3 | 92.2 | 1.0 | 53.6 | 56.9 | 6.2 | 74.2 | 74.6 | 0.5 |
| University of Iowa | 136.8 | 138.3 | 1.1 | 93.4 | 96.1 | 2.9 | 83.8 | 84.3 | 0.6 | 58.1 | 62.6 | 7.7 | 56.3 | 57.1 | 1.4 |
| University of Kansas | 126.0 | 130.4 | 3.5 | 82.6 | 84.5 | 2.3 | 76.8 | 79.4 | 3.4 | 52.9 | 49.8 | -5.9 | 51.6 | 55.9 | 8.3 |
| University of Maryland-College Park | 154.5 | 160.1 | 3.6 | 106.6 | 110.2 | 3.4 | 89.7 | 95.7 | 6.7 | 70.7 | 72.9 | 3.1 | 60.2 | 60.8 | 1.0 |
| University of Michigan-Ann Arbor | 164.8 | 168.2 | 2.1 | 109.2 | 111.4 | 2.0 | 92.2 | 93.1 | 1.0 | 67.6 | 67.5 | -0.1 | 60.5 | 61.2 | 1.2 |
| University of Minnesota-Twin Cities | 138.0 | 142.0 | 2.9 | 95.8 | 99.3 | 3.7 | 85.8 | 87.5 | 2.0 | 51.0 | 52.2 | 2.4 | 63.1 | 65.6 | 4.0 |
| University of Missouri-Columbia | 123.0 | 122.3 | -0.6 | 80.8 | 81.3 | 0.6 | 69.6 | 69.0 | -0.9 | * | * | * | * | * | * |
| University of North Carolina-Chapel Hill | 150.6 | 155.2 | 3.1 | 101.8 | 104.9 | 3.0 | 87.1 | 91.2 | 4.7 | 148.3 | 127.8 | -13.8 | 56.6 | 56.9 | 0.5 |
| University of Oregon | 127.5 | 128.9 | 1.1 | 91.5 | 94.2 | 3.0 | 84.3 | 85.6 | 1.5 | 52.4 | 54.6 | 4.2 | 71.7 | 76.1 | 6.1 |
| (P) University of Pennsylvania | 202.0 | 209.2 | 3.6 | 132.1 | 135.0 | 2.2 | 123.2 | 127.5 | 3.5 | * | * | * | * | * | * |
| UNIVERSITY OF PITTSBURGH | 146.3 | 149.4 | 2.1 | 98.2 | 99.9 | 1.7 | 80.2 | 81.5 | 1.6 | 46.3 | 44.9 | -3.0 | 50.5 | 51.6 | 2.2 |
| (P) University of Rochester | 152.6 | 159.0 | 4.2 | 105.5 | 109.3 | 3.6 | 100.6 | 102.4 | 1.8 | 46.7 | 51.9 | 11.1 | 73.8 | 73.6 | -0.3 |
| (P) University of Southern California | 170.6 | 175.8 | 3.0 | 107.2 | 109.9 | 2.5 | 93.9 | 97.4 | 3.7 | * | * | * | 63.2 | 64.0 | 1.3 |
| University of Texas-Austin | 154.8 | 160.4 | 3.6 | 100.5 | 103.6 | 3.1 | 93.9 | 98.8 | 5.2 | * | * | * | 62.7 | 75.3 | 20.1 |
| University of Virginia | 164.9 | 172.4 | 4.5 | 111.3 | 115.7 | 4.0 | 94.9 | 96.0 | 1.2 | 68.9 | 56.5 | -18.0 | 60.5 | 61.4 | 1.5 |
| University of Washington | 133.8 | 138.0 | 3.1 | 104.8 | 103.9 | -0.9 | 98.1 | 99.0 | 0.9 | 66.8 | 51.8 | -22.5 | 73.6 | 75.2 | 2.2 |
| University of Wisconsin-Madison | 129.5 | 132.7 | 2.5 | 99.7 | 101.0 | 1.3 | 85.5 | 87.2 | 2.0 | 63.9 | 64.0 | 0.2 | 69.6 | 69.9 | 0.4 |
| (P) Vanderbilt University | 184.8 | 190.6 | 3.1 | 111.7 | 114.7 | 2.7 | 93.8 | 97.0 | 3.4 | 58.2 | * | * | 58.8 | 61.0 | 3.7 |
| (P) Washington University in St. Louis | 188.7 | 191.5 | 1.5 | 117.2 | 120.0 | 2.4 | 104.7 | 108.8 | 3.9 | 88.6 | 97.5 | 10.0 | 63.8 | 64.7 | 1.4 |
| (P) Yale University | 203.5 | 209.5 | 2.9 | 122.1 | 131.0 | 7.3 | 103.3 | 108.7 | 5.2 | 149.5 | 90.9 | -39.2 | 81.1 | 79.9 | -1.5 |

(P) = Private Institution

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

*Salary data for this institution is not available.

Sources: *Academe*, March/April 2016 data. Revised data via the AAUP Results Portal, July, 2016. *Academe*, March/April 2017 data file. Revised data via AAUP Results Portal, July, 2017. U of Texas-Austin IR Office, 2017.

TABLE H
Average Percent Change in Salary for Faculty Continuing from 2015-16 to 2016-17
All AAU Institutions

SELECTED RANKS

| <u>Name of Institution (alpha order)</u> | Associate | | Assistant | |
|---|-------------------|-------------------|-------------------|--------------------|
| | <u>Professors</u> | <u>Professors</u> | <u>Professors</u> | <u>Instructors</u> |
| (P) Boston University | 3.0 | 3.9 | 4.7 | 3.9 |
| (P) Brandeis University | 1.7 | 3.8 | 3.8 | n/a |
| (P) Brown University | 3.1 | 4.4 | 4.6 | n/a |
| (P) California Institute of Technology | n/a | n/a | n/a | n/a |
| (P) Carnegie Mellon University | 3.4 | 5.0 | 4.0 | n/a |
| (P) Case Western Reserve University | 3.7 | 4.1 | 3.7 | 2.4 |
| (P) Columbia University | 4.0 | 4.6 | 4.6 | n/a |
| (P) Cornell University | 3.0 | 4.1 | 3.7 | 2.5 |
| (P) Duke University | 3.7 | 4.3 | 3.0 | n/a |
| (P) Emory University | 3.8 | 5.2 | 5.8 | n/a |
| Georgia Institute of Technology | n/a | n/a | n/a | n/a |
| (P) Harvard University | 3.4 | 3.9 | 3.3 | 2.8 |
| Indiana University-Bloomington | 1.5 | 3.4 | 3.2 | n/a |
| Iowa State University | 4.4 | 4.4 | 4.2 | n/a |
| (P) Johns Hopkins University | 3.5 | 5.3 | 5.5 | 2.8 |
| (P) Massachusetts Institute of Technology | 4.8 | 7.2 | 7.2 | 2.4 |
| Michigan State University | 4.0 | 4.7 | 5.0 | n/a |
| (P) New York University | 1.8 | 3.3 | 4.0 | n/a |
| (P) Northwestern University | 4.8 | 5.9 | 6.0 | n/a |
| Ohio State University-Main | 3.8 | 4.1 | 3.7 | 2.0 |
| Pennsylvania State University | 2.3 | 3.0 | 3.6 | 2.9 |
| (P) Princeton University | 3.6 | 7.5 | 7.2 | 4.6 |
| Purdue University-Main | 3.7 | 3.9 | 3.5 | 3.4 |
| (P) Rice University | 2.6 | 3.2 | 3.6 | 1.9 |
| Rutgers University-New Brunswick | n/a | n/a | n/a | n/a |
| (P) Stanford University | 3.7 | 4.2 | 5.0 | n/a |
| State University of New York-Buffalo | 0.5 | 0.4 | 0.4 | 0.5 |
| State University of New York-Stony Brook | 0.6 | 0.6 | (0.2) | n/a |
| Texas A & M University | 4.7 | 5.5 | 4.8 | n/a |
| (P) Tulane University | 2.9 | 3.9 | 3.7 | 5.0 |
| University of Arizona | 5.2 | 7.4 | 6.1 | 4.7 |
| 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 | 2.5 | 4.5 | 4.8 | 7.2 |
| University of Florida | 3.7 | 7.7 | 4.7 | n/a |
| University of Illinois-Urbana | 0.6 | 1.4 | 1.0 | 1.7 |
| University of Iowa | 2.4 | 3.0 | 4.1 | 3.5 |
| University of Kansas | 1.8 | 3.1 | 3.4 | 1.4 |
| University of Maryland-College Park | 3.2 | 4.5 | 3.5 | 3.5 |
| University of Michigan-Ann Arbor | 2.2 | 3.5 | 3.1 | 1.6 |
| University of Minnesota-Twin Cities | 2.7 | 3.2 | 3.2 | 3.6 |
| University of Missouri-Columbia | 1.0 | 1.3 | 1.4 | n/a |
| University of North Carolina-Chapel Hill | 3.6 | 5.1 | 5.8 | 2.9 |
| University of Oregon | 3.6 | 3.1 | 3.6 | 3.4 |
| (P) University of Pennsylvania | 4.2 | 5.0 | 3.7 | n/a |
| UNIVERSITY OF PITTSBURGH | 2.7 | 2.9 | 2.4 | 1.9 |
| (P) University of Rochester | 3.4 | 5.0 | 3.8 | 3.9 |
| (P) University of Southern California | 3.3 | 4.3 | 5.5 | n/a |
| University of Texas-Austin | 3.6 | 4.4 | 3.1 | n/a |
| University of Virginia | 4.7 | 5.4 | 4.6 | 1.7 |
| University of Washington | 4.8 | 5.3 | 6.6 | 5.2 |
| University of Wisconsin-Madison | 2.6 | 4.0 | 3.0 | 2.3 |
| (P) Vanderbilt University | 3.4 | 5.8 | 5.0 | n/a |
| (P) Washington University in St. Louis | n/a | n/a | n/a | n/a |
| (P) Yale University | 3.2 | 6.6 | 3.5 | 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.

Sources: *Academe*, "The Annual Report on the Economic Status of the Profession, 2016-17", March/April 2017, Vol. 103, No. 2. Revised data via the AAUP Results Portal, July, 2017. University of Texas-Austin Office of Institutional Reporting, Research, and Information Systems, 2017.

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, 2015-16
Baccalaureate Institutions in Pennsylvania and Surrounding States
Professor, Associate Professor, and Assistant Professor Ranks

| Professor | No. | | | | | Associate Professor | No. | | | | | Assistant Professor | No. | | | | |
|-------------------------------|--------------------|-------------------|------|---------------------|---------------------|-------------------------------|--------------------|-------------------|------|---------------------|---------------------|--------------------------------|--------------------|-------------------|------|---------------------|---------------------|
| | State ¹ | Type ² | Fac. | Salary ³ | Decile ⁴ | | State ¹ | Type ² | Fac. | Salary ³ | Decile ⁴ | | State ¹ | Type ² | Fac. | Salary ³ | Decile ⁴ |
| University of Richmond | VA | PR | 117 | \$156.8 | 1 | University of Richmond | VA | PR | 126 | \$104.2 | 1 | University of Richmond | VA | PR | 85 | \$85.4 | 1 |
| Washington and Lee Univ | VA | PR | 103 | 151.0 | 1 | Washington and Lee Univ | VA | PR | 64 | 103.1 | 1 | Vassar College | NY | PR | 29 | 82.9 | 1 |
| Swarthmore College | PA | PR | 92 | 146.6 | 1 | Swarthmore College | PA | PR | 38 | 100.5 | 1 | Colgate University | NY | PR | 74 | 81.0 | 1 |
| Colgate University | NY | PR | 105 | 141.2 | 1 | Hamilton College | NY | PR | 47 | 99.7 | 1 | Penn State U-Erie-Behrend Col | PA | PU | 51 | 80.7 | 1 |
| Lafayette College | PA | PR | 73 | 135.6 | 1 | Lafayette College | PA | PR | 69 | 99.2 | 1 | Hamilton College | NY | PR | 23 | 79.4 | 1 |
| Hamilton College | NY | PR | 88 | 134.3 | 1 | Colgate University | NY | PR | 70 | 98.9 | 1 | Bucknell University | PA | PR | 129 | 78.6 | 1 |
| Vassar College | NY | PR | 94 | 133.1 | 1 | Vassar College | NY | PR | 94 | 98.9 | 1 | Swarthmore College | PA | PR | 77 | 78.6 | 1 |
| Bryn Mawr College | PA | PR | 57 | 132.7 | 1 | Bucknell University | PA | PR | 160 | 96.7 | 1 | Lafayette College | PA | PR | 79 | 78.2 | 1 |
| Bard College | NY | PR | 60 | 131.3 | 1 | United States Naval Academy | MD | PU | 93 | 95.7 | 1 | Washington and Lee Univ | VA | PR | 72 | 77.8 | 1 |
| Penn State U-Erie-Behrend Col | PA | PU | 26 | 126.0 | 1 | Haverford College | PA | PR | 45 | 94.8 | 1 | Bryn Mawr College | PA | PR | 29 | 74.8 | 1 |
| Haverford College | PA | PR | 37 | 125.1 | 1 | Penn State U-Erie-Behrend Col | PA | PU | 66 | 94.2 | 1 | U.S. Military Academy | NY | PU | 91 | 73.7 | 1 |
| Oberlin College | OH | PR | 123 | \$123.3 | 2 | Oberlin College | OH | PR | 99 | \$94.1 | 2 | Penn State University-Abington | PA | PU | 34 | \$73.4 | 2 |
| Penn State Univ-Schuylkill | PA | PU | 6 | 121.3 | 2 | Skidmore College | NY | PR | 67 | 93.8 | 2 | Bard College | NY | PR | 51 | 73.4 | 2 |
| Bucknell University | PA | PR | 106 | 121.1 | 2 | Bryn Mawr College | PA | PR | 35 | 92.5 | 2 | Penn State Univ-Schuylkill | PA | PU | 14 | 72.3 | 2 |
| Hobart William Smith Colleges | NY | PR | 53 | 116.6 | 2 | Bard College | NY | PR | 44 | 91.4 | 2 | United States Naval Academy | MD | PU | 82 | 72.0 | 2 |
| United States Naval Academy | MD | PU | 159 | 114.2 | 2 | U.S. Military Academy | NY | PU | 51 | 89.8 | 2 | PA State-Worthington Scranton | PA | PU | 11 | 70.9 | 2 |
| U.S. Military Academy | NY | PU | 42 | 113.6 | 2 | Cheyney University of PA | PA | PU | 14 | 87.6 | 2 | Gettysburg College | PA | PR | 71 | 70.4 | 2 |
| Skidmore College | NY | PR | 63 | 113.3 | 2 | Gettysburg College | PA | PR | 87 | 86.3 | 2 | Franklin and Marshall College | PA | PR | 108 | 69.5 | 2 |
| Gettysburg College | PA | PR | 51 | 113.0 | 2 | Dickinson College | PA | PR | 89 | 85.4 | 2 | Hobart William Smith Colleges | NY | PR | 80 | 68.9 | 2 |
| Union College | NY | PR | 81 | 112.7 | 2 | Hobart William Smith Colleges | NY | PR | 72 | 84.4 | 2 | Ursinus College | PA | PR | 40 | 68.2 | 2 |
| Dickinson College | PA | PR | 49 | 111.8 | 2 | Penn State U-New Kensington | PA | PU | 14 | 84.2 | 2 | Penn State U-New Kensington | PA | PU | 5 | 68.1 | 2 |
| | | | | | | PA State U-Greater Allegheny | PA | PU | 9 | 83.9 | 2 | Cheyney University of PA | PA | PU | 8 | 67.7 | 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 monthly 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. Salary data for ranks with fewer than three faculty is excluded from this analysis.

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Baccalaureate Institutions in Pennsylvania and Surrounding States
Professor, Associate Professor, and Assistant Professor Ranks

| Professor | No. | | | | | Associate Professor | No. | | | | | Assistant Professor | No. | | | | |
|--------------------------------|--------------------|-------------------|------|---------------------|---------------------|--------------------------------|--------------------|-------------------|------|---------------------|---------------------|-------------------------------|--------------------|-------------------|------|---------------------|---------------------|
| | State ¹ | Type ² | Fac. | Salary ³ | Decile ⁴ | | State ¹ | Type ² | Fac. | Salary ³ | Decile ⁴ | | State ¹ | Type ² | Fac. | Salary ³ | Decile ⁴ |
| Penn State U-New Kensington | PA | PU | 3 | \$111.1 | 3 | PA State-Worthington Scranton | PA | PU | 13 | \$83.9 | 3 | PA State U-Greater Allegheny | PA | PU | 9 | \$67.6 | 3 |
| Franklin and Marshall College | PA | PR | 74 | 111.0 | 3 | Penn State Univ-Brandywine | PA | PU | 17 | 83.8 | 3 | Haverford College | PA | PR | 54 | 67.5 | 3 |
| Denison University | OH | PR | 43 | 109.3 | 3 | Penn State University-Abington | PA | PU | 33 | 83.6 | 3 | Dickinson College | PA | PR | 73 | 66.9 | 3 |
| Cheyney University of PA | PA | PU | 17 | 106.8 | 3 | Union College | NY | PR | 63 | 83.3 | 3 | Penn State Univ-Brandywine | PA | PU | 15 | 66.8 | 3 |
| Penn State Univ-Brandywine | PA | PU | 12 | 106.7 | 3 | Penn State University-Berks | PA | PU | 39 | 82.8 | 3 | Skidmore College | NY | PR | 106 | 66.7 | 3 |
| Penn State University-Beaver | PA | PU | 4 | 106.6 | 3 | St Lawrence University | NY | PR | 78 | 82.6 | 3 | Penn State University-Berks | PA | PU | 27 | 66.6 | 3 |
| St Lawrence University | NY | PR | 42 | 105.6 | 3 | Franklin and Marshall College | PA | PR | 66 | 82.5 | 3 | Ohio Northern University | OH | PR | 79 | 66.0 | 3 |
| Penn State University-Altoona | PA | PU | 24 | 105.4 | 3 | Penn State University-York | PA | PU | 14 | 81.3 | 3 | Denison University | OH | PR | 102 | 64.5 | 3 |
| PA State-Worthington Scranton | PA | PU | 4 | 104.7 | 3 | Penn State Univ-Lehigh Valley | PA | PU | 11 | 80.9 | 3 | Oberlin College | OH | PR | 98 | 64.4 | 3 |
| Penn State University-York | PA | PU | 7 | 104.7 | 3 | Penn State Univ-Wilkes-Barre | PA | PU | 10 | 79.3 | 3 | Penn State University-York | PA | PU | 14 | 64.3 | 3 |
| Ohio State Univ-Lima Campus | OH | PU | 11 | 103.8 | 3 | Denison University | OH | PR | 84 | 79.2 | 3 | Susquehanna University | PA | PR | 35 | 64.3 | 3 |
| Penn State University-Abington | PA | PU | 14 | \$102.7 | 4 | Penn State Univ-Schuylkill | PA | PU | 10 | \$78.7 | 4 | Union College | NY | PR | 57 | \$63.9 | 4 |
| Allegheny College | PA | PR | 52 | 99.7 | 4 | Kenyon College | OH | PR | 46 | 78.7 | 4 | St Lawrence University | NY | PR | 61 | 63.4 | 4 |
| Washington College | MD | PR | 12 | 99.2 | 4 | Muhlenberg College | PA | PR | 47 | 78.6 | 4 | Penn State Univ-Lehigh Valley | PA | PU | 5 | 63.4 | 4 |
| Penn State University-Berks | PA | PU | 21 | 99.2 | 4 | Ursinus College | PA | PR | 36 | 77.8 | 4 | Washington College | MD | PR | 34 | 63.4 | 4 |
| Muhlenberg College | PA | PR | 58 | 98.3 | 4 | Penn State University-Altoona | PA | PU | 56 | 77.7 | 4 | Bryn Athyn College | PA | PR | 18 | 62.6 | 4 |
| Ursinus College | PA | PR | 31 | 97.7 | 4 | Washington College | MD | PR | 46 | 77.4 | 4 | Penn State University-Beaver | PA | PU | 7 | 62.6 | 4 |
| The College of Wooster | OH | PR | 50 | 95.2 | 4 | Penn State University-Beaver | PA | PU | 8 | 76.5 | 4 | Muhlenberg College | PA | PR | 43 | 62.5 | 4 |
| Penn State Univ-Lehigh Valley | PA | PU | 4 | 95.1 | 4 | Elizabethtown College | PA | PR | 61 | 75.6 | 4 | Goucher College | MD | PR | 47 | 62.4 | 4 |
| Goucher College | MD | PR | 24 | 94.1 | 4 | Siena College | NY | PR | 67 | 74.1 | 4 | Virginia Wesleyan College | VA | PR | 22 | 62.1 | 4 |
| Ohio Northern University | OH | PR | 51 | 93.5 | 4 | Bryn Athyn College | PA | PR | 11 | 73.9 | 4 | Allegheny College | PA | PR | 58 | 61.7 | 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

³Faculty salaries are reported on a 9-month equivalent basis which is calculated by multiplying the IPEDS average weighted monthly 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. Salary data for ranks with fewer than three faculty is excluded from this analysis.

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|---|--------------------|-------------------|-----------|---------------------|---------------------|---|--------------------|-------------------|------------|---------------------|---------------------|---|--------------------|-------------------|------------|---------------------|---------------------|
| | State ¹ | Type ² | Fac. | Salary ³ | Decile ⁴ | | State ¹ | Type ² | Fac. | Salary ³ | Decile ⁴ | | State ¹ | Type ² | Fac. | Salary ³ | Decile ⁴ |
| Kenyon College | OH | PR | 81 | \$93.5 | 5 | Goucher College | MD | PR | 50 | \$73.8 | 5 | Elizabethtown College | PA | PR | 25 | \$61.7 | 5 |
| Susquehanna University | PA | PR | 20 | 93.0 | 5 | The College of Wooster | OH | PR | 57 | 73.4 | 5 | Messiah College | PA | PR | 45 | 61.6 | 5 |
| Elizabethtown College | PA | PR | 33 | 92.1 | 5 | Allegheny College | PA | PR | 47 | 72.7 | 5 | Penn State Univ-Wilkes-Barre | PA | PU | 7 | 61.5 | 5 |
| PA State U-Greater Allegheny | PA | PU | 6 | 91.8 | 5 | Susquehanna University | PA | PR | 69 | 72.6 | 5 | Roanoke College | VA | PR | 28 | 61.4 | 5 |
| Hampden-Sydney College | VA | PR | 40 | 91.7 | 5 | Ohio Northern University | OH | PR | 72 | 72.1 | 5 | Ohio State Univ-Lima Campus | OH | PU | 7 | 61.3 | 5 |
| Ohio Wesleyan University | OH | PR | 65 | 91.0 | 5 | Messiah College | PA | PR | 53 | 71.3 | 5 | Siena College | NY | PR | 68 | 61.3 | 5 |
| Saint Vincent College | PA | PR | 17 | 90.3 | 5 | Ohio State Univ-Lima Campus | OH | PU | 16 | 70.7 | 5 | Penn State University-Altoona | PA | PU | 44 | 61.1 | 5 |
| Siena College | NY | PR | 66 | 90.2 | 5 | Lycoming College | PA | PR | 22 | 70.7 | 5 | Moravian College | PA | PR | 26 | 60.8 | 5 |
| Messiah College | PA | PR | 71 | 88.8 | 5 | U of Pittsburgh-3 campuses⁵ | PA | PU | 103 | 70.4 | 5 | Hampden-Sydney College | VA | PR | 16 | 60.5 | 5 |
| Washington & Jefferson Coll | PA | PR | 34 | 88.8 | 5 | Moravian College | PA | PR | 53 | 69.3 | 5 | Wilson College | PA | PR | 15 | 60.4 | 5 |
| | | | | | | Washington & Jefferson Coll | PA | PR | 46 | 69.0 | 5 | Juniata College | PA | PR | 24 | 60.3 | 5 |
| Hartwick College | NY | PR | 46 | \$87.7 | 6 | Roanoke College | VA | PR | 60 | \$68.5 | 6 | Hartwick College | NY | PR | 27 | \$59.2 | 6 |
| Randolph-Macon College | VA | PR | 40 | 87.4 | 6 | Randolph-Macon College | VA | PR | 32 | 67.8 | 6 | The College of Wooster | OH | PR | 52 | 59.0 | 6 |
| Lycoming College | PA | PR | 19 | 86.7 | 6 | Juniata College | PA | PR | 27 | 67.4 | 6 | University of Mount Union | OH | PR | 40 | 58.4 | 6 |
| University of Mount Union | OH | PR | 39 | 86.2 | 6 | McDaniel College | MD | PR | 42 | 67.4 | 6 | Lycoming College | PA | PR | 44 | 58.0 | 6 |
| Juniata College | PA | PR | 51 | 84.8 | 6 | Saint Vincent College | PA | PR | 44 | 67.3 | 6 | Randolph-Macon College | VA | PR | 30 | 57.7 | 6 |
| Roanoke College | VA | PR | 42 | 84.7 | 6 | Ohio Wesleyan University | OH | PR | 38 | 67.0 | 6 | Cedarville University | OH | PR | 77 | 57.5 | 6 |
| McDaniel College | MD | PR | 41 | 84.7 | 6 | University of Mount Union | OH | PR | 40 | 66.5 | 6 | U of Pittsburgh-3 campuses⁵ | PA | PU | 102 | 57.4 | 6 |
| Virginia Military Institute | VA | PU | 59 | 84.5 | 6 | Wesley College | DE | PR | 26 | 66.4 | 6 | Kenyon College | OH | PR | 54 | 57.2 | 6 |
| U of Pittsburgh-3 campuses⁵ | PA | PU | 28 | 83.7 | 6 | Hampden-Sydney College | VA | PR | 28 | 66.0 | 6 | Saint Vincent College | PA | PR | 34 | 57.2 | 6 |
| W. Virginia Univ Inst of Tech | WV | PU | 21 | 83.6 | 6 | Randolph College | VA | PR | 23 | 65.5 | 6 | Cedar Crest College | PA | PR | 24 | 56.9 | 6 |
| Hollins University | VA | PR | 26 | 81.5 | 6 | Hollins University | VA | PR | 27 | 65.3 | 6 | W. Virginia Univ Inst of Tech | WV | PU | 33 | 56.7 | 6 |

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

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

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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. Salary data for ranks with fewer than three faculty is excluded from this analysis.

PART III TABLE 1
IPEDS Faculty Salaries by Decile, 2015-16
Baccalaureate Institutions in Pennsylvania and Surrounding States
Professor, Associate Professor, and Assistant Professor Ranks

| Professor | No. | | | | | Associate Professor | No. | | | | | Assistant Professor | No. | | | | |
|----------------------------|--------------------|-------------------|------|---------------------|---------------------|-------------------------------|--------------------|-------------------|------|---------------------|---------------------|-----------------------------|--------------------|-------------------|------|---------------------|---------------------|
| | State ¹ | Type ² | Fac. | Salary ³ | Decile ⁴ | | State ¹ | Type ² | Fac. | Salary ³ | Decile ⁴ | | State ¹ | Type ² | Fac. | Salary ³ | Decile ⁴ |
| Moravian College | PA | PR | 25 | \$81.4 | 7 | Cedarville University | OH | PR | 73 | \$65.3 | 7 | Ohio Wesleyan University | OH | PR | 34 | \$56.7 | 7 |
| Virginia Wesleyan College | VA | PR | 34 | 81.4 | 7 | Virginia Military Institute | VA | PU | 29 | 64.7 | 7 | Washington & Jefferson Coll | PA | PR | 25 | 56.5 | 7 |
| St Mary's Coll of Maryland | MD | PU | 49 | 81.3 | 7 | Virginia Wesleyan College | VA | PR | 32 | 64.7 | 7 | Randolph College | VA | PR | 13 | 56.1 | 7 |
| Randolph College | VA | PR | 29 | 81.1 | 7 | Cedar Crest College | PA | PR | 21 | 64.4 | 7 | Wesley College | DE | PR | 17 | 55.8 | 7 |
| Sweet Briar College | VA | PR | 21 | 81.0 | 7 | Cazenovia College | NY | PR | 14 | 64.1 | 7 | Shepherd University | WV | PU | 45 | 55.7 | 7 |
| Cedar Crest College | PA | PR | 19 | 80.9 | 7 | Sweet Briar College | VA | PR | 8 | 63.9 | 7 | West Liberty University | WV | PU | 48 | 54.8 | 7 |
| Elmira College | NY | PR | 9 | 78.7 | 7 | West Liberty University | WV | PU | 34 | 63.8 | 7 | Heidelberg University | OH | PR | 26 | 54.2 | 7 |
| Central State University | OH | PU | 16 | 78.4 | 7 | Shawnee State University | OH | PU | 38 | 63.6 | 7 | McDaniel College | MD | PR | 27 | 54.0 | 7 |
| Wesley College | DE | PR | 21 | 78.1 | 7 | St Mary's Coll of Maryland | MD | PU | 48 | 63.5 | 7 | Marietta College | OH | PR | 24 | 53.9 | 7 |
| Cazenovia College | NY | PR | 21 | 77.7 | 7 | Hartwick College | NY | PR | 32 | 63.4 | 7 | Shawnee State University | OH | PU | 52 | 53.8 | 7 |
| Shawnee State University | OH | PU | 36 | \$75.8 | 8 | Marietta College | OH | PR | 41 | \$62.1 | 8 | Bridgewater College | VA | PR | 37 | \$53.7 | 8 |
| Wells College | NY | PR | 16 | 75.4 | 8 | Bridgewater College | VA | PR | 42 | 62.0 | 8 | Wittenberg University | OH | PR | 25 | 53.2 | 8 |
| Bridgewater College | VA | PR | 14 | 74.2 | 8 | Central State University | OH | PU | 32 | 62.0 | 8 | Albright College | PA | PR | 29 | 52.7 | 8 |
| Westminster College | PA | PR | 28 | 73.7 | 8 | Albright College | PA | PR | 42 | 62.0 | 8 | Wells College | NY | PR | 10 | 52.3 | 8 |
| Cedarville University | OH | PR | 73 | 73.4 | 8 | Shepherd University | WV | PU | 53 | 61.3 | 8 | Bluefield State College | WV | PU | 25 | 52.2 | 8 |
| Albright College | PA | PR | 23 | 73.2 | 8 | Wells College | NY | PR | 8 | 61.0 | 8 | Virginia Union University | VA | PR | 27 | 51.9 | 8 |
| Shepherd University | WV | PU | 29 | 71.8 | 8 | W. Virginia Univ Inst of Tech | WV | PU | 16 | 60.8 | 8 | Thiel College | PA | PR | 21 | 51.8 | 8 |
| Marietta College | OH | PR | 28 | 71.3 | 8 | Heidelberg University | OH | PR | 11 | 60.5 | 8 | Cazenovia College | NY | PR | 11 | 51.7 | 8 |
| Keystone College | PA | PR | 21 | 69.9 | 8 | Glenville State College | WV | PU | 20 | 60.2 | 8 | Central State University | OH | PU | 40 | 51.2 | 8 |
| Glenville State College | WV | PU | 9 | 68.3 | 8 | Southern Virginia University | VA | PR | 10 | 60.2 | 8 | Keystone College | PA | PR | 15 | 51.2 | 8 |
| Emory & Henry College | VA | PR | 27 | 68.1 | 8 | Ferrum College | VA | PR | 16 | 60.0 | 8 | Elmira College | NY | PR | 19 | 50.7 | 8 |

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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. Salary data for ranks with fewer than three faculty is excluded from this analysis.

PART III TABLE 1
IPEDS Faculty Salaries by Decile, 2015-16
Baccalaureate Institutions in Pennsylvania and Surrounding States
Professor, Associate Professor, and Assistant Professor Ranks

| Professor | No. | | | | | Associate Professor | No. | | | | | Assistant Professor | No. | | | | |
|---------------------------------|--------------------|-------------------|------|---------------------|---------------------|---------------------------------|--------------------|-------------------|------|---------------------|---------------------|---------------------------------|--------------------|-------------------|------|---------------------|---------------------|
| | State ¹ | Type ² | Fac. | Salary ³ | Decile ⁴ | | State ¹ | Type ² | Fac. | Salary ³ | Decile ⁴ | | State ¹ | Type ² | Fac. | Salary ³ | Decile ⁴ |
| Ferrum College | VA | PR | 15 | \$67.2 | 9 | West Virginia State University | WV | PU | 41 | \$59.2 | 9 | Virginia Military Institute | VA | PU | 41 | \$50.0 | 9 |
| Thiel College | PA | PR | 26 | 66.2 | 9 | Keystone College | PA | PR | 12 | 59.1 | 9 | Emory & Henry College | VA | PR | 31 | 49.9 | 9 |
| Bethany College | WV | PR | 14 | 66.2 | 9 | Wittenberg University | OH | PR | 52 | 58.6 | 9 | Ferrum College | VA | PR | 34 | 49.4 | 9 |
| Bluefield State College | WV | PU | 19 | 66.1 | 9 | Westminster College | PA | PR | 33 | 57.6 | 9 | St Mary's Coll of Maryland | MD | PU | 47 | 48.6 | 9 |
| La Roche College | PA | PR | 26 | 66.0 | 9 | Bluefield State College | WV | PU | 21 | 56.1 | 9 | Westminster College | PA | PR | 18 | 48.3 | 9 |
| West Liberty University | WV | PU | 27 | 65.5 | 9 | Averett University | VA | PR | 15 | 55.3 | 9 | Glennville State College | WV | PU | 28 | 48.1 | 9 |
| Heidelberg University | OH | PR | 20 | 65.1 | 9 | Wilson College | PA | PR | 17 | 55.2 | 9 | Davis & Elkins College | WV | PR | 22 | 47.5 | 9 |
| Southern Virginia University | VA | PR | 11 | 63.9 | 9 | Emory & Henry College | VA | PR | 17 | 55.1 | 9 | Hollins University | VA | PR | 17 | 47.4 | 9 |
| West Virginia State University | WV | PU | 32 | 63.7 | 9 | U of Virginia's College at Wise | VA | PU | 24 | 54.2 | 9 | Averett University | VA | PR | 21 | 47.2 | 9 |
| Averett University | VA | PR | 18 | 63.3 | 9 | La Roche College | PA | PR | 14 | 53.9 | 9 | Sweet Briar College | VA | PR | 21 | 46.9 | 9 |
| | | | | | | Thiel College | PA | PR | 6 | 52.4 | 9 | Wilmington College | OH | PR | 21 | 46.6 | 9 |
| Houghton College | NY | PR | 28 | \$62.3 | 10 | Elmira College | NY | PR | 33 | \$51.8 | 10 | Bethany College | WV | PR | 20 | \$45.6 | 10 |
| Wilmington College | OH | PR | 23 | 61.2 | 10 | Houghton College | NY | PR | 12 | 51.0 | 10 | Southern Virginia University | VA | PR | 10 | 44.9 | 10 |
| Wilson College | PA | PR | 9 | 61.2 | 10 | Davis & Elkins College | WV | PR | 7 | 51.0 | 10 | Houghton College | NY | PR | 27 | 44.9 | 10 |
| Wittenberg University | OH | PR | 44 | 61.2 | 10 | Virginia Union University | VA | PR | 32 | 50.2 | 10 | Hiram College | OH | PR | 21 | 44.8 | 10 |
| U of Virginia's College at Wise | VA | PU | 23 | 61.1 | 10 | Wilmington College | OH | PR | 21 | 49.6 | 10 | Alderson Broaddus University | WV | PR | 43 | 44.7 | 10 |
| Virginia Union University | VA | PR | 12 | 60.5 | 10 | Hiram College | OH | PR | 28 | 48.7 | 10 | La Roche College | PA | PR | 18 | 44.6 | 10 |
| Hiram College | OH | PR | 23 | 57.4 | 10 | Urbana University | OH | PR | 12 | 47.2 | 10 | West Virginia State University | WV | PU | 29 | 44.5 | 10 |
| Urbana University | OH | PR | 10 | 57.3 | 10 | Bethany College | WV | PR | 13 | 46.9 | 10 | U of Virginia's College at Wise | VA | PU | 31 | 43.9 | 10 |
| Davis & Elkins College | WV | PR | 15 | 56.1 | 10 | Alderson Broaddus University | WV | PR | 10 | 45.5 | 10 | Ohio Valley University | WV | PR | 6 | 41.2 | 10 |
| Alderson Broaddus University | WV | PR | 6 | 51.8 | 10 | Ohio Valley University | WV | PR | 6 | 44.7 | 10 | Wilberforce University | OH | PR | 4 | 40.8 | 10 |
| Ohio Valley University | WV | PR | 7 | 45.6 | 10 | Wilberforce University | OH | PR | 13 | 43.9 | 10 | Urbana University | OH | PR | 14 | 39.1 | 10 |

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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. Salary data for ranks with fewer than three faculty is excluded from this analysis.

PART III TABLE 2
IPEDS Faculty Salaries by Decile, 2015-16
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 | 3 | \$77.4 | LEC | 1 |
| Swarthmore College | PA | PR | 4 | 76.1 | INST | 1 |
| Vassar College | NY | PR | 11 | 76.0 | LEC | 1 |
| Haverford College | PA | PR | 6 | 68.7 | BOTH | 1 |
| Lafayette College | PA | PR | 12 | 64.9 | BOTH | 1 |
| Colgate University | NY | PR | 46 | 64.2 | INST | 1 |
| Elizabethtown College | PA | PR | 10 | 64.2 | LEC | 1 |
| Union College | NY | PR | 20 | 64.1 | LEC | 1 |
| Penn State University-York | PA | PU | 17 | 63.8 | BOTH | 1 |
| PA State-Worthington Scranton | PA | PU | 23 | \$62.7 | INST | 2 |
| U.S. Military Academy | NY | PU | 30 | 62.5 | INST | 2 |
| Ursinus College | PA | PR | 10 | 62.5 | INST | 2 |
| Penn State U-New Kensington | PA | PU | 15 | 61.6 | INST | 2 |
| Penn State University-Beaver | PA | PU | 15 | 61.5 | INST | 2 |
| Penn State U-Erie-Behrend Col | PA | PU | 124 | 61.4 | BOTH | 2 |
| Gettysburg College | PA | PR | 13 | 61.2 | BOTH | 2 |
| Franklin and Marshall College | PA | PR | 12 | 60.8 | INST | 2 |
| Penn State Univ-Wilkes-Barre | PA | PU | 13 | 60.7 | INST | 2 |

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

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NOTE: There are a total of 78 institutions with 92 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. Salary data for ranks with fewer than three faculty is excluded from this analysis.

PART III TABLE 2
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| Instructor and/or Lecturer | State¹ | Type² | No. Fac. | Salary³ | Ranks⁴ | Decile⁵ |
|-----------------------------------|--------------------------|-------------------------|-----------------|---------------------------|--------------------------|---------------------------|
| Penn State University-Berks | PA | PU | 53 | \$59.9 | BOTH | 3 |
| Oberlin College | OH | PR | 11 | 59.6 | INST | 3 |
| Dickinson College | PA | PR | 20 | 58.8 | INST | 3 |
| Bryn Mawr College | PA | PR | 39 | 58.4 | BOTH | 3 |
| PA State U-Greater Allegheny | PA | PU | 12 | 57.2 | BOTH | 3 |
| Muhlenberg College | PA | PR | 29 | 56.8 | LEC | 3 |
| Skidmore College | NY | PR | 30 | 56.4 | BOTH | 3 |
| Hobart William Smith Colleges | NY | PR | 3 | 56.2 | INST | 3 |
| Messiah College | PA | PR | 23 | 55.8 | LEC | 3 |
| Penn State Univ-Schuylkill | PA | PU | 15 | \$55.1 | INST | 4 |
| Denison University | OH | PR | 6 | 54.9 | INST | 4 |
| The College of Wooster | OH | PR | 6 | 54.8 | INST | 4 |
| Penn State University-Altoona | PA | PU | 83 | 54.5 | INST | 4 |
| Penn State University-Abington | PA | PU | 58 | 54.5 | BOTH | 4 |
| W. Virginia Univ Inst of Tech | WV | PU | 10 | 54.2 | BOTH | 4 |
| Penn State Univ-Brandywine | PA | PU | 27 | 53.8 | INST | 4 |
| Hampden-Sydney College | VA | PR | 19 | 53.5 | LEC | 4 |
| St Lawrence University | NY | PR | 8 | 53.0 | BOTH | 4 |

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| Instructor and/or Lecturer | State¹ | Type² | No. Fac. | Salary³ | Ranks⁴ | Decile⁵ |
|-----------------------------------|--------------------------|-------------------------|-----------------|---------------------------|--------------------------|---------------------------|
| Susquehanna University | PA | PR | 9 | \$52.5 | INST | 5 |
| Cheyney University of PA | PA | PU | 5 | 52.2 | INST | 5 |
| Ohio Northern University | OH | PR | 9 | 51.9 | INST | 5 |
| United States Naval Academy | MD | PU | 25 | 51.9 | INST | 5 |
| Ohio Wesleyan University | OH | PR | 3 | 51.8 | BOTH | 5 |
| Goucher College | MD | PR | 11 | 51.3 | BOTH | 5 |
| Washington College | MD | PR | 8 | 51.1 | BOTH | 5 |
| Washington and Lee Univ | VA | PR | 9 | 50.7 | BOTH | 5 |
| Moravian College | PA | PR | 19 | 49.7 | INST | 5 |
| Westminster College | PA | PR | 13 | \$49.4 | BOTH | 6 |
| Allegheny College | PA | PR | 6 | 49.0 | INST | 6 |
| Bryn Athyn College | PA | PR | 3 | 48.8 | INST | 6 |
| Cedarville University | OH | PR | 7 | 48.8 | INST | 6 |
| Cedar Crest College | PA | PR | 11 | 48.7 | INST | 6 |
| Shawnee State University | OH | PU | 15 | 48.7 | INST | 6 |
| Penn State Univ-Lehigh Valley | PA | PU | 25 | 48.5 | INST | 6 |
| Siena College | NY | PR | 13 | 48.3 | INST | 6 |
| University of Mount Union | OH | PR | 9 | 48.2 | INST | 6 |

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| Instructor and/or Lecturer | State¹ | Type² | No. Fac. | Salary³ | Ranks⁴ | Decile⁵ |
|---|--------------------------|-------------------------|-----------------|---------------------------|--------------------------|---------------------------|
| U of Pittsburgh-3 campuses⁶ | PA | PU | 50 | \$48.0 | BOTH | 7 |
| Saint Vincent College | PA | PR | 6 | 47.8 | INST | 7 |
| Randolph College | VA | PR | 3 | 47.6 | INST | 7 |
| Thiel College | PA | PR | 7 | 47.3 | BOTH | 7 |
| Bridgewater College | VA | PR | 25 | 47.2 | INST | 7 |
| Virginia Military Institute | VA | PU | 4 | 46.1 | BOTH | 7 |
| Albright College | PA | PR | 21 | 45.3 | INST | 7 |
| Emory & Henry College | VA | PR | 11 | 44.8 | INST | 7 |
| Keystone College | PA | PR | 6 | 44.7 | INST | 7 |
| Sweet Briar College | VA | PR | 5 | \$44.0 | INST | 8 |
| Virginia Wesleyan College | VA | PR | 4 | 43.7 | BOTH | 8 |
| Davis & Elkins College | WV | PR | 9 | 43.6 | INST | 8 |
| Virginia Union University | VA | PR | 15 | 42.7 | INST | 8 |
| Shepherd University | WV | PU | 14 | 42.6 | LEC | 8 |
| West Liberty University | WV | PU | 20 | 42.3 | BOTH | 8 |
| Ferrum College | VA | PR | 9 | 41.6 | INST | 8 |
| Cazenovia College | NY | PR | 11 | 41.4 | INST | 8 |
| Marietta College | OH | PR | 11 | 40.8 | INST | 8 |

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|-----------------------------------|--------------------------|-------------------------|-----------------|---------------------------|--------------------------|---------------------------|
| Wesley College | DE | PR | 9 | \$40.7 | INST | 9 |
| Kenyon College | OH | PR | 8 | 40.6 | INST | 9 |
| Central State University | OH | PU | 6 | 40.2 | INST | 9 |
| Glennville State College | WV | PU | 8 | 39.8 | INST | 9 |
| Hiram College | OH | PR | 7 | 39.7 | BOTH | 9 |
| La Roche College | PA | PR | 4 | 39.5 | INST | 9 |
| Averett University | VA | PR | 4 | 38.8 | INST | 9 |
| McDaniel College | MD | PR | 25 | 38.7 | BOTH | 9 |
| Elmira College | NY | PR | 4 | 37.8 | LEC | 9 |
| Washington & Jefferson Coll | PA | PR | 5 | \$37.4 | INST | 10 |
| U of Virginia's College at Wise | VA | PU | 24 | 37.0 | INST | 10 |
| Alderson Broaddus University | WV | PR | 3 | 37.0 | INST | 10 |
| Houghton College | NY | PR | 4 | 36.9 | INST | 10 |
| Hollins University | VA | PR | 13 | 36.9 | BOTH | 10 |
| Heidelberg University | OH | PR | 4 | 36.5 | INST | 10 |
| Bluefield State College | WV | PU | 10 | 36.2 | BOTH | 10 |
| West Virginia State University | WV | PU | 11 | 36.1 | INST | 10 |
| Wilberforce University | OH | PR | 4 | 32.9 | BOTH | 10 |

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University of Pittsburgh

Institutional Research
1909 Cathedral of Learning
Pittsburgh, PA 15260
412.624.6767
institutionalresearch@cfo.pitt.edu
<http://www.ir.pitt.edu>
UPIR: 2017-08