

University of Pittsburgh



Average Salaries of Faculty

A Peer Group Analysis

2017-18

Institutional
Research

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PART I

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Average Faculty Salaries A Peer Group Analysis 2017-18

OVERVIEW

This analysis is divided into three parts – Parts I, II, and III.

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 2017-18 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 2016-17 and 2017-18.

Part II of the analysis includes additional tables that present salary data for the Pittsburgh campus and at all AAU member institutions -- public and private.

Part III of the analysis presents comparative data for the Bradford, Greensburg, and Johnstown regional campuses. Note that a detailed explanation of the comparative salary data for these regional campuses is provided, including how the salary data for the regional campuses differs in both source and year from the salary data presented in Part I for the Pittsburgh Campus.

That which follows – Sources of Data, Definitions, 2017-18 Average Salaries, and Discussion of Methodology – are respective to the Pittsburgh Campus data presented in Part I and in Part II.

SOURCES OF DATA

The data and definitions for faculty data used in this report are early release data from "The Annual Report on the Economic Status of the Profession 2017-18" as published by the American Association of University Professors (AAUP) in the March/April, 2018 issue of *Academe* as well as revised data released by the AAUP in July, 2018.

DEFINITIONS

Association of American Universities – The Association of American Universities (AAU) has 62 member-institutions that include 26 private U.S. institutions, 34 public U.S. institutions, and two Canadian institutions. Data in this report are provided only for the AAU institutions in the U.S. that submitted data to the AAUP for 2017-18.

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.

Instructor is defined, per the 2017-18 AAUP survey instructions – and different from how Instructor had been defined in prior years’ surveys – as including in addition to Instructor, faculty who are Visiting Professor, Visiting Associate Professor, and Visiting Assistant Professor.

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.

2017-18 AVERAGE SALARIES

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 16th among 34 public AAU institutions. Among the same group, Table 2 shows that the average salary of associate professors at Pittsburgh ranks 23rd while Table 3 shows that the average salary of assistant professors ranks 27th. Table 4 shows that the average salary of instructors at the Pittsburgh campus ranks 17th among 20 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 2016-17 and 2017-18. Data are in alphabetical order based on institution name for each faculty rank. Specifically, Pittsburgh's salary ranking between 2016-17 and 2017-18 for professors increased from 18th to 16th, the ranking for associate professors is decreased from 19th to 23rd, the ranking for assistant professors increased from 29th to 27th, the ranking for instructors increased from 19th to 17th, and the ranking for lecturers is unchanged at 28th.

Table 7 shows the percent change in average salary between 2016-17 and 2017-18. Data are in alphabetical order based on institution name for each faculty rank. Specifically, Table 7 shows that between 2016-17 and 2017-18 Pittsburgh's average salary for professors increased by 2.4% while that of associate professors increased by 1.2%, assistant professors increased by 5.0%, instructors increased by 23.8%, and lecturers increased by 3.5%. Additionally, note the following comparative statistics based on the data shown in Table 7. Excluding Pittsburgh's percent increase of average salaries data, the median value of the percent increase of average salaries of the other 33 public AAU institutions was 2.1% for professors, 2.3% for associate professors, 2.1% for assistant professors, 3.4% for instructors, and 2.3% for lecturers.

Table 8 shows the average percent change in salary for faculty continuing from 2016-17 to 2017-18. Data are in alphabetical order based on institution name for each faculty rank for which data are available. Specifically, Table 8 shows that between 2016-17 and 2017-18, Pittsburgh's average percent increase in salary for continuing professors was 3.3% while that of continuing associate professors was 3.5%, continuing assistant professors 3.7%, and continuing instructors 3.9%.

DISCUSSION OF METHODOLOGY

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

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

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

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, 2017-18

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	964	\$204.0	1
University of California-Berkeley	840	191.2	2
University of Virginia	537	177.3	3
University of California-Santa Barbara	524	176.1	4
University of California-Irvine	584	171.3	5
University of California-San Diego	580	171.2	6
University of Michigan-Ann Arbor	1,126	170.2	7
Georgia Institute of Technology	520	168.4	8
Rutgers University-New Brunswick	799	165.9	9
University of California-Davis	781	165.6	10
University of Texas-Austin	978	165.6	10
University of Maryland-College Park	733	160.8	12
University of North Carolina-Chapel Hill	585	159.3	13
Pennsylvania State University	870	157.0	14
Michigan State University	810	154.6	15
UNIVERSITY OF PITTSBURGH	480	153.0	16
State University of New York-Stony Brook	349	152.9	17
University of Illinois-Urbana	833	150.5	18
Ohio State University-Main	994	150.0	19
University of Florida	775	149.1	20
University of Washington	707	144.8	21
Texas A & M University	966	143.4	22
University of Minnesota-Twin Cities	946	143.4	22
University of Colorado-Boulder	480	142.6	24
Purdue University-Main	883	142.4	25
Indiana University-Bloomington	684	142.2	26
University of Iowa	479	141.1	27
State University of New York-Buffalo	369	136.2	28
University of Wisconsin-Madison	979	136.2	28
University of Oregon	288	134.8	30
University of Arizona	621	132.1	31
Iowa State University	506	130.5	32
University of Kansas	443	128.6	33
University of Missouri-Columbia	394	123.0	34

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

Sources: Academe, "The Annual Report on the Economic Status of the Profession, 2017-18", March/April 2018, Vol. 104, No. 2.

TABLE 2Average Faculty Salaries (000's) and Ranking at
Public AAU Institutions, 2017-18**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	244	\$133.7	1
University of California-Berkeley	307	131.5	2
University of Virginia	376	118.7	3
University of California-Irvine	242	115.2	4
University of California-San Diego	193	115.0	5
University of California-Davis	289	113.3	6
University of Michigan-Ann Arbor	572	113.2	7
Georgia Institute of Technology	295	113.1	8
University of Washington	447	110.1	9
Rutgers University-New Brunswick	522	109.6	10
University of Maryland-College Park	426	108.7	11
University of California-Santa Barbara	146	107.8	12
University of Texas-Austin	525	107.6	13
Pennsylvania State University	550	107.3	14
University of North Carolina-Chapel Hill	375	105.7	15
State University of New York-Stony Brook	281	104.3	16
University of Illinois-Urbana	489	104.2	17
University of Colorado-Boulder	385	102.9	18
University of Wisconsin-Madison	325	102.1	19
Michigan State University	608	101.9	20
Ohio State University-Main	718	101.3	21
Purdue University-Main	537	101.2	22
UNIVERSITY OF PITTSBURGH	413	101.1	23
Texas A & M University	526	100.8	24
University of Minnesota-Twin Cities	610	100.5	25
University of Florida	538	100.0	26
University of Oregon	293	98.1	27
Iowa State University	402	98.0	28
Indiana University-Bloomington	496	97.3	29
University of Iowa	396	96.4	30
University of Arizona	394	94.4	31
State University of New York-Buffalo	363	92.9	32
University of Kansas	362	84.9	33
University of Missouri-Columbia	398	80.0	34

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

Sources: Academe, "The Annual Report on the Economic Status of the Profession, 2017-18", March/April 2018, Vol. 104, No. 2.

TABLE 3Average Faculty Salaries (000's) and Ranking at
Public AAU Institutions, 2017-18**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	248	\$111.0	1
University of California-Los Angeles	292	106.0	2
Georgia Institute of Technology	199	103.0	3
University of Washington	343	101.9	4
University of Texas-Austin	320	101.5	5
University of California-San Diego	213	100.8	6
Indiana University-Bloomington	351	99.9	7
University of California-Davis	304	96.1	8
University of California-Irvine	174	96.1	8
University of North Carolina-Chapel Hill	263	95.7	10
University of Michigan-Ann Arbor	607	95.6	11
University of Illinois-Urbana	509	95.5	12
University of Maryland-College Park	326	95.4	13
University of Colorado-Boulder	302	94.5	14
University of California-Santa Barbara	163	92.8	15
University of Virginia	408	90.6	16
Pennsylvania State University	511	90.4	17
Purdue University-Main	596	89.7	18
University of Wisconsin-Madison	415	89.5	19
Ohio State University-Main	621	89.4	20
Texas A & M University	365	89.4	20
University of Minnesota-Twin Cities	550	89.0	22
State University of New York-Stony Brook	295	88.7	23
University of Florida	411	88.2	24
University of Iowa	289	87.8	25
Rutgers University-New Brunswick	501	86.3	26
UNIVERSITY OF PITTSBURGH	510	85.6	27
University of Oregon	179	84.9	28
Iowa State University	422	84.4	29
Michigan State University	711	82.6	30
State University of New York-Buffalo	392	81.3	31
University of Arizona	454	79.7	32
University of Kansas	214	76.8	33
University of Missouri-Columbia	349	71.4	34

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

Sources: Academe, "The Annual Report on the Economic Status of the Profession, 2017-18", March/April 2018, Vol. 104, No. 2.

TABLE 4
Average Faculty Salaries (000's) and Ranking at
Public AAU Institutions, 2017-18

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	5	\$135.6	1
Ohio State University-Main	10	124.0	2
State University of New York-Stony Brook	11	75.5	3
Purdue University-Main	10	73.6	4
University of Virginia	6	68.3	5
University of Maryland-College Park	8	68.2	6
University of Colorado-Boulder	346	67.8	7
University of Iowa	56	67.4	8
University of Michigan-Ann Arbor	20	66.8	9
University of Wisconsin-Madison	310	65.7	10
Rutgers University-New Brunswick	220	63.7	11
Pennsylvania State University	263	62.6	12
State University of New York-Buffalo	12	59.4	13
University of Illinois-Urbana	68	56.1	14
Georgia Institute of Technology	10	55.9	15
University of Oregon	338	55.7	16
UNIVERSITY OF PITTSBURGH	158	55.6	17
University of Minnesota-Twin Cities	167	54.0	18
University of Washington	43	50.0	19
University of Arizona	111	29.4	20
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 Kansas	*	*	*
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.

Sources: Academe, "The Annual Report on the Economic Status of the Profession, 2017-18", March/April 2018, Vol. 104, No. 2.

TABLE 5
Average Faculty Salaries (000's) and Ranking at
Public AAU Institutions, 2017-18

LECTURERS

<u>Name of Institution</u>	<u>No. of Full-Time Faculty</u>	<u>Average Salary¹</u>	<u>Rank</u>
University of California-Irvine	203	\$91.0	1
University of California-San Diego	183	87.0	2
University of California-Berkeley	196	86.6	3
University of California-Santa Barbara	161	86.1	4
University of California-Los Angeles	215	85.7	5
University of Texas-Austin	813	80.4	6
University of Washington	311	78.1	7
University of California-Davis	191	78.0	8
University of Oregon	26	77.7	9
University of Florida	306	70.5	10
Rutgers University-New Brunswick	50	70.4	11
University of Illinois-Urbana	209	67.7	12
State University of New York-Buffalo	64	67.6	13
University of Wisconsin-Madison	97	67.1	14
University of Minnesota-Twin Cities	173	66.0	15
University of Michigan-Ann Arbor	525	64.3	16
Indiana University-Bloomington	377	64.0	17
State University of New York-Stony Brook	122	63.7	18
University of Maryland-College Park	335	63.5	19
Georgia Institute of Technology	95	63.1	20
University of Virginia	112	63.1	20
University of Arizona	160	62.8	22
Iowa State University	226	62.2	23
University of Iowa	207	58.3	24
Pennsylvania State University	517	58.0	25
University of Kansas	171	56.3	26
University of North Carolina-Chapel Hill	190	56.0	27
UNIVERSITY OF PITTSBURGH	230	53.4	28
Texas A & M University	234	52.3	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, 2017-18", March/April 2018, Vol. 104, No. 2.

TABLE 6
Change in Average Salary¹ Ranking at
Public AAU Institutions, 2016-17 to 2017-18

ALL RANKS

Name of Institution (alpha order)	Professors			Associate Professors			Assistant Professors			Instructors			Lecturers		
	2016-17 Rank	2017-18 Rank	Change in Rank	2016-17 Rank	2017-18 Rank	Change in Rank	2016-17 Rank	2017-18 Rank	Change in Rank	2016-17 Rank	2017-18 Rank	Change in Rank	2016-17 Rank	2017-18 Rank	Change in Rank
Georgia Institute of Technology	9	8	1	10	8	2	2	3	-1	20	15	5	29	20	9
Indiana University-Bloomington	23	26	-3	28	29	-1	7	7	0	*	*	*	17	17	0
Iowa State University	30	32	-2	26	28	-2	27	29	-2	*	*	*	19	23	-4
Michigan State University	16	15	1	22	20	2	32	30	2	*	*	*	*	*	*
Ohio State University-Main	17	19	-2	20	21	-1	22	20	2	2	2	0	*	*	*
Pennsylvania State University	14	14	0	12	14	-2	17	17	0	11	12	-1	23	25	-2
Purdue University-Main	20	25	-5	18	22	-4	16	18	-2	9	4	5	*	*	*
Rutgers University-New Brunswick	8	9	-1	9	10	-1	24	26	-2	7	11	-4	15	11	4
State University of New York-Buffalo	28	28	0	29	32	-3	28	31	-3	12	13	-1	12	13	-1
State University of New York-Stony Brook	15	17	-2	13	16	-3	21	23	-2	6	3	3	16	18	-2
Texas A & M University	21	22	-1	20	24	-4	17	20	-3	*	*	*	27	29	-2
University of Arizona	32	31	1	32	31	1	31	32	-1	21	20	1	18	22	-4
University of California-Berkeley	2	2	0	2	2	0	1	1	0	*	*	*	5	3	2
University of California-Davis	11	10	1	6	6	0	13	8	5	*	*	*	6	8	-2
University of California-Irvine	6	5	1	8	4	4	10	8	2	*	*	*	1	1	0
University of California-Los Angeles	1	1	0	1	1	0	3	2	1	*	*	*	3	5	-2
University of California-San Diego	7	6	1	4	5	-1	6	6	0	*	*	*	2	2	0
University of California-Santa Barbara	4	4	0	16	12	4	19	15	4	*	*	*	4	4	0
University of Colorado-Boulder	24	24	0	23	18	5	12	14	-2	5	7	-2	*	*	*
University of Florida	27	20	7	31	26	5	30	24	6	*	*	*	14	10	4
University of Illinois-Urbana	19	18	1	23	17	6	14	12	2	13	14	-1	10	12	-2
University of Iowa	25	27	-2	27	30	-3	26	25	1	10	8	2	24	24	0
University of Kansas	31	33	-2	33	33	0	33	33	0	18	*	*	26	26	0
University of Maryland-College Park	11	12	-1	7	11	-4	9	13	-4	3	6	-3	22	19	3
University of Michigan-Ann Arbor	5	7	-2	5	7	-2	11	11	0	4	9	-5	21	16	5
University of Minnesota-Twin Cities	22	22	0	25	25	0	20	22	-2	16	18	-2	13	15	-2
University of Missouri-Columbia	34	34	0	34	34	0	34	34	0	*	*	*	*	*	*
University of North Carolina-Chapel Hill	13	13	0	11	15	-4	15	10	5	1	1	0	25	27	-2
University of Oregon	33	30	3	29	27	2	25	28	-3	15	16	-1	7	9	-2
UNIVERSITY OF PITTSBURGH	18	16	2	19	23	-4	29	27	2	19	17	2	28	28	0
University of Texas-Austin	10	10	0	15	13	2	5	5	0	*	*	*	8	6	2
University of Virginia	3	3	0	3	3	0	8	16	-8	14	5	9	20	20	0
University of Washington	26	21	5	14	9	5	4	4	0	17	19	-2	9	7	2
University of Wisconsin-Madison	29	28	1	17	19	-2	23	19	4	8	10	-2	11	14	-3

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

*Salary data for this institution is not available.

Sources: Academe, March/April 2017 data file; U of Texas-Austin IR Office, 2017; Academe, March/April 2018 data file.

TABLE 7
Percent Change in Average Salary¹ at
Public AAU Institutions, 2016-17 to 2017-18

Name of Institution (alpha order)	Professors			Associate Professors			Assistant Professors			Instructors			Lecturers		
	2016-17 Salary	2017-18 Salary	Percent Change ²	2016-17 Salary	2017-18 Salary	Percent Change ²	2016-17 Salary	2017-18 Salary	Percent Change ²	2016-17 Salary	2017-18 Salary	Percent Change ²	2016-17 Salary	2017-18 Salary	Percent Change ²
Georgia Institute of Technology	\$162.1	\$168.4	3.9	\$107.7	\$113.1	5.0	\$103.1	\$103.0	-0.1	\$42.4	\$55.9	31.8	\$50.4	\$63.1	25.2
Indiana University-Bloomington	140.0	142.2	1.6	95.7	97.3	1.7	96.3	99.9	3.7	*	*	*	62.2	64.0	2.9
Iowa State University	131.0	130.5	-0.4	97.6	98.0	0.4	83.8	84.4	0.7	*	*	*	61.5	62.2	1.1
Michigan State University	150.1	154.6	3.0	99.6	101.9	2.3	79.7	82.6	3.6	*	*	*	*	*	*
Ohio State University-Main	149.5	150.0	0.3	99.8	101.3	1.5	87.3	89.4	2.4	96.0	124.0	29.2	*	*	*
Pennsylvania State University	154.3	157.0	1.7	104.8	107.3	2.4	89.6	90.4	0.9	59.0	62.6	6.1	59.2	58.0	-2.0
Purdue University-Main	145.5	142.4	-2.1	100.8	101.2	0.4	89.7	89.7	0.0	63.8	73.6	15.4	*	*	*
Rutgers University-New Brunswick	163.5	165.9	1.5	108.0	109.6	1.5	86.3	86.3	0.0	64.3	63.7	-0.9	63.9	70.4	10.2
State University of New York-Buffalo	136.3	136.2	-0.1	94.2	92.9	-1.4	82.3	81.3	-1.2	57.3	59.4	3.7	66.0	67.6	2.4
State University of New York-Stony Brook	152.4	152.9	0.3	104.7	104.3	-0.4	87.4	88.7	1.5	65.1	75.5	16.0	62.4	63.7	2.1
Texas A & M University	143.4	143.4	0.0	99.8	100.8	1.0	89.6	89.4	-0.2	*	*	*	52.3	52.3	0.0
University of Arizona	129.4	132.1	2.1	91.3	94.4	3.4	80.1	79.7	-0.5	39.1	29.4	-24.8	61.9	62.8	1.5
University of California-Berkeley	185.1	191.2	3.3	123.6	131.5	6.4	109.8	111.0	1.1	*	*	*	83.6	86.6	3.6
University of California-Davis	160.1	165.6	3.4	110.8	113.3	2.3	92.4	96.1	4.0	*	*	*	77.3	78.0	0.9
University of California-Irvine	165.7	171.3	3.4	129.2	115.2	5.5	95.3	96.1	0.8	*	*	*	88.2	91.0	3.2
University of California-Los Angeles	195.0	204.0	4.6	109.0	133.7	3.6	101.4	106.0	4.5	*	*	*	84.1	85.7	1.9
University of California-San Diego	164.2	171.2	4.3	112.3	115.0	2.4	98.1	100.8	2.8	*	*	*	84.7	87.0	2.7
University of California-Santa Barbara	169.6	176.1	3.8	103.4	107.8	4.3	88.3	92.8	5.1	*	*	*	83.8	86.1	2.7
University of Colorado-Boulder	139.6	142.6	2.1	99.5	102.9	3.4	92.6	94.5	2.1	66.5	67.8	2.0	*	*	*
University of Florida	137.5	149.1	8.4	91.6	100.0	9.2	80.7	88.2	9.3	*	*	*	65.2	70.5	8.1
University of Illinois-Urbana	147.7	150.5	1.9	99.5	104.2	4.7	92.2	95.5	3.6	56.9	56.1	-1.4	74.6	67.7	-9.2
University of Iowa	138.3	141.1	2.0	96.1	96.4	0.3	84.3	87.8	4.2	62.6	67.4	7.7	57.1	58.3	2.1
University of Kansas	130.4	128.6	-1.4	84.5	84.9	0.5	79.4	76.8	-3.3	49.8	*	*	55.9	56.3	0.7
University of Maryland-College Park	160.1	160.8	0.4	110.2	108.7	-1.4	95.7	95.4	-0.3	72.9	68.2	-6.4	60.8	63.5	4.4
University of Michigan-Ann Arbor	168.2	170.2	1.2	111.4	113.2	1.6	93.1	95.6	2.7	67.5	66.8	-1.0	61.2	64.3	5.1
University of Minnesota-Twin Cities	142.0	143.4	1.0	99.3	100.5	1.2	87.5	89.0	1.7	52.2	54.0	3.4	65.6	66.0	0.6
University of Missouri-Columbia	122.3	123.0	0.6	81.3	80.0	-1.6	69.0	71.4	3.5	*	*	*	*	*	*
University of North Carolina-Chapel Hill	155.2	159.3	2.6	104.9	105.7	0.8	91.2	95.7	4.9	127.8	135.6	6.1	56.9	56.0	-1.6
University of Oregon	128.9	134.8	4.6	94.2	98.1	4.1	85.6	84.9	-0.8	54.6	55.7	2.0	76.1	77.7	2.1
UNIVERSITY OF PITTSBURGH	149.4	153.0	2.4	99.9	101.1	1.2	81.5	85.6	5.0	44.9	55.6	23.8	51.6	53.4	3.5
University of Texas-Austin	160.4	165.6	3.2	103.6	107.6	3.9	98.8	101.5	2.7	*	*	*	75.3	80.4	6.8
University of Virginia	172.4	177.3	2.8	115.7	118.7	2.6	96.0	90.6	-5.6	56.5	68.3	20.9	61.4	63.1	2.8
University of Washington	138.0	144.8	4.9	103.9	110.1	6.0	99.0	101.9	2.9	51.8	50.0	-3.5	75.2	78.1	3.9
University of Wisconsin-Madison	132.7	136.2	2.6	101.0	102.1	1.1	87.2	89.5	2.6	64.0	65.7	2.7	69.9	67.1	-4.0
MEDIAN Excluding Pitt	149.5	150.5	0.7	101.0	104.2	3.2	89.6	90.4	0.9	62.6	65.7	5.0	64.6	66.6	3.1
Pitt's Difference from Median EXCL Pitt	(0.1)	2.5	1.7	(1.1)	(3.1)	(2.0)	(8.1)	(4.8)	4.1	(17.7)	(10.1)	18.9	(13.0)	(13.2)	0.4

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

² Excluding Pitt, the median of the percent increases for the other 33 public AAU schools was: professors 2.1%, associate professors 2.3%, assistant professors 2.1%, instructors 3.4%, and lecturers 2.3%.

* Salary data for this institution is not available.

Sources: Academe, March/April 2017 data file. U of Texas-Austin IR Office, 2017. Academe, March/April 2018 data file.

TABLE 8
Average Percent Change in Salary for Faculty Continuing from 2016-17 to 2017-18
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	2.3	3.7	2.8	9.4
Indiana University-Bloomington	1.7	3.0	3.0	n/a
Iowa State University	0.9	1.1	0.7	n/a
Michigan State University	2.9	3.5	3.9	n/a
Ohio State University-Main	2.6	3.9	3.2	3.5
Pennsylvania State University	2.3	2.9	3.1	3.1
Purdue University-Main	2.9	3.6	3.7	5.5
Rutgers University-New Brunswick	n/a	n/a	n/a	n/a
State University of New York-Buffalo	0.9	0.4	0.9	n/a
State University of New York-Stony Brook	0.5	0.2	0.4	n/a
Texas A & M University	0.9	1.4	1.7	n/a
University of Arizona	1.8	2.2	1.6	6.5
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	3.4	3.8	3.9	4.7
University of Florida	9.5	8.0	n/a	n/a
University of Illinois-Urbana	4.1	5.1	4.8	6.7
University of Iowa	3.3	4.1	5.3	7.4
University of Kansas	1.1	1.7	3.3	n/a
University of Maryland-College Park	0.4	1.6	1.9	0.0
University of Michigan-Ann Arbor	2.9	3.4	3.1	1.4
University of Minnesota-Twin Cities	2.6	3.2	2.8	3.3
University of Missouri-Columbia	0.5	1.1	2.2	n/a
University of North Carolina-Chapel Hill	2.3	2.6	3.2	4.8
University of Oregon	3.8	3.9	5.0	3.0
UNIVERSITY OF PITTSBURGH	3.3	3.5	3.7	3.9
University of Texas-Austin	3.4	4.3	3.0	n/a
University of Virginia	3.4	4.1	3.7	n/a
University of Washington	4.7	6.1	4.5	5.5
University of Wisconsin-Madison	2.7	5.3	3.9	2.9

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, 2017-18", March/April 2018, Vol. 104, No. 2. AAUP revised data July, 2018.

PART II

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TABLE A
Average Faculty Salaries (000's) and Ranking at
All AAU Institutions, 2017-18

PROFESSORS

<u>Name of Institution</u>	<u>No. of Full- Time Faculty</u>	<u>Average Salary¹</u>	<u>Rank</u>
(P) Columbia University	781	\$251.3	1
(P) Stanford University	676	246.2	2
(P) Harvard University	979	245.8	3
(P) Princeton University	487	238.0	4
(P) University of Chicago	655	234.3	5
(P) Massachusetts Institute of Technology	644	222.8	6
(P) University of Pennsylvania	626	217.3	7
(P) New York University	865	214.5	8
(P) Yale University	620	214.3	9
(P) Northwestern University	635	211.2	10
(P) Duke University	490	209.7	11
(P) California Institute of Technology	249	204.2	12
University of California-Los Angeles	964	204.0	13
(P) Vanderbilt University	380	198.8	14
(P) Washington University in St. Louis	351	196.6	15
(P) Rice University	308	193.0	16
University of California-Berkeley	840	191.2	17
(P) Johns Hopkins University	429	184.2	18
(P) Brown University	400	183.9	19
(P) Boston University	519	183.6	20
(P) University of Southern California	840	181.6	21
(P) Cornell University	699	178.7	22
(P) Emory University	348	177.3	23
University of Virginia	537	177.3	23
University of California-Santa Barbara	524	176.1	25
University of California-Irvine	584	171.3	26
University of California-San Diego	580	171.2	27
University of Michigan-Ann Arbor	1,126	170.2	28
Georgia Institute of Technology	520	168.4	29
(P) University of Rochester	249	166.7	30
Rutgers University-New Brunswick	799	165.9	31
University of California-Davis	781	165.6	32
University of Texas-Austin	978	165.6	32
(P) Carnegie Mellon University	414	162.7	34
University of Maryland-College Park	733	160.8	35
University of North Carolina-Chapel Hill	585	159.3	36
Pennsylvania State University	870	157.0	37
Michigan State University	810	154.6	38
UNIVERSITY OF PITTSBURGH	480	153.0	39
State University of New York-Stony Brook	349	152.9	40
(P) Brandeis University	150	151.9	41
University of Illinois-Urbana	833	150.5	42
(P) Tulane University	199	150.1	43
Ohio State University-Main	994	150.0	44
University of Florida	775	149.1	45
(P) Case Western Reserve University	271	146.0	46
University of Washington	707	144.8	47
Texas A & M University	966	143.4	48
University of Minnesota-Twin Cities	946	143.4	48
University of Colorado-Boulder	480	142.6	50
Purdue University-Main	883	142.4	51
Indiana University-Bloomington	684	142.2	52
University of Iowa	479	141.1	53
State University of New York-Buffalo	369	136.2	54
University of Wisconsin-Madison	979	136.2	54
University of Oregon	288	134.8	56
University of Arizona	621	132.1	57
Iowa State University	506	130.5	58
University of Kansas	443	128.6	59
University of Missouri-Columbia	394	123.0	60

(P) = Private Institution

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

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

Sources: Academe, "The Annual Report on the Economic Status of the Profession, 2017-18", March/April 2018, Vol. 104, No. 2. AAUP revised data July, 2018.

TABLE B
Average Faculty Salaries (000's) and Ranking at
All AAU Institutions, 2017-18

ASSOCIATE PROFESSORS

<u>Name of Institution</u>	<u>No. of Full- Time Faculty</u>	<u>Average Salary¹</u>	<u>Rank</u>
(P) Columbia University	205	\$161.2	1
(P) Stanford University	185	157.8	2
(P) Harvard University	144	151.7	3
(P) Massachusetts Institute of Technology	210	149.1	4
(P) California Institute of Technology	6	149.0	5
(P) Princeton University	95	143.8	6
(P) University of Pennsylvania	223	140.1	7
(P) Duke University	209	138.8	8
(P) Northwestern University	305	135.4	9
(P) Yale University	131	135.0	10
University of California-Los Angeles	244	133.7	11
University of California-Berkeley	307	131.5	12
(P) University of Chicago	226	126.0	13
(P) Cornell University	345	125.9	14
(P) New York University	514	124.9	15
(P) Boston University	341	124.8	16
(P) Johns Hopkins University	159	124.0	17
(P) Emory University	213	122.0	18
(P) Washington University in St. Louis	174	121.4	19
(P) Brown University	141	120.1	20
(P) Vanderbilt University	226	119.6	21
University of Virginia	376	118.7	22
(P) Rice University	106	116.8	23
University of California-Irvine	242	115.2	24
University of California-San Diego	193	115.0	25
(P) University of Southern California	580	113.8	26
University of California-Davis	289	113.3	27
University of Michigan-Ann Arbor	572	113.2	28
Georgia Institute of Technology	295	113.1	29
(P) University of Rochester	144	112.2	30
(P) Carnegie Mellon University	234	111.4	31
University of Washington	447	110.1	32
Rutgers University-New Brunswick	522	109.6	33
University of Maryland-College Park	426	108.7	34
(P) Brandeis University	92	108.1	35
University of California-Santa Barbara	146	107.8	36
University of Texas-Austin	525	107.6	37
Pennsylvania State University	550	107.3	38
University of North Carolina-Chapel Hill	375	105.7	39
State University of New York-Stony Brook	281	104.3	40
University of Illinois-Urbana	489	104.2	41
University of Colorado-Boulder	385	102.9	42
University of Wisconsin-Madison	325	102.1	43
Michigan State University	608	101.9	44
Ohio State University-Main	718	101.3	45
Purdue University-Main	537	101.2	46
UNIVERSITY OF PITTSBURGH	413	101.1	47
Texas A & M University	526	100.8	48
University of Minnesota-Twin Cities	610	100.5	49
University of Florida	538	100.0	50
(P) Case Western Reserve University	179	99.4	51
University of Oregon	293	98.1	52
Iowa State University	402	98.0	53
Indiana University-Bloomington	496	97.3	54
University of Iowa	396	96.4	55
University of Arizona	394	94.4	56
(P) Tulane University	159	93.5	57
State University of New York-Buffalo	363	92.9	58
University of Kansas	362	84.9	59
University of Missouri-Columbia	398	80.0	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, 2017-18", March/April 2018, Vol. 104, No. 2. AAUP revised data July, 2018.

TABLE C
Average Faculty Salaries (000's) and Ranking at
All AAU Institutions, 2017-18

ASSISTANT PROFESSORS

<u>Name of Institution</u>	<u>No. of Full-Time Faculty</u>	<u>Average Salary¹</u>	<u>Rank</u>
(P) Harvard University	201	\$140.7	1
(P) Stanford University	212	131.6	2
(P) University of Pennsylvania	247	130.3	3
(P) California Institute of Technology	44	128.3	4
(P) Columbia University	203	126.2	5
(P) Massachusetts Institute of Technology	162	124.5	6
(P) University of Chicago	251	121.4	7
(P) Northwestern University	232	116.7	8
(P) Cornell University	287	116.6	9
(P) New York University	308	115.2	10
(P) Princeton University	195	115.2	10
(P) Duke University	141	114.1	12
University of California-Berkeley	248	111.0	13
(P) Washington University in St. Louis	171	110.4	14
(P) Emory University	152	109.8	15
(P) Yale University	204	109.6	16
(P) Johns Hopkins University	274	108.7	17
(P) Rice University	105	107.6	18
(P) University of Rochester	133	106.9	19
University of California-Los Angeles	292	106.0	20
(P) Boston University	321	105.0	21
(P) Carnegie Mellon University	222	103.0	22
Georgia Institute of Technology	199	103.0	22
(P) Vanderbilt University	198	102.5	24
University of Washington	343	101.9	25
University of Texas-Austin	320	101.5	26
University of California-San Diego	213	100.8	27
Indiana University-Bloomington	351	99.9	28
(P) Tulane University	169	97.9	29
(P) University of Southern California	452	97.9	29
(P) Brown University	153	97.4	31
University of California-Davis	304	96.1	32
University of California-Irvine	174	96.1	32
University of North Carolina-Chapel Hill	263	95.7	34
University of Michigan-Ann Arbor	607	95.6	35
University of Illinois-Urbana	509	95.5	36
University of Maryland-College Park	326	95.4	37
University of Colorado-Boulder	302	94.5	38
University of California-Santa Barbara	163	92.8	39
(P) Case Western Reserve University	144	90.8	40
University of Virginia	408	90.6	41
(P) Brandeis University	65	90.5	42
Pennsylvania State University	511	90.4	43
Purdue University-Main	596	89.7	44
University of Wisconsin-Madison	415	89.5	45
Ohio State University-Main	621	89.4	46
Texas A & M University	365	89.4	46
University of Minnesota-Twin Cities	550	89.0	48
State University of New York-Stony Brook	295	88.7	49
University of Florida	411	88.2	50
University of Iowa	289	87.8	51
Rutgers University-New Brunswick	501	86.3	52
UNIVERSITY OF PITTSBURGH	510	85.6	53
University of Oregon	179	84.9	54
Iowa State University	422	84.4	55
Michigan State University	711	82.6	56
State University of New York-Buffalo	392	81.3	57
University of Arizona	454	79.7	58
University of Kansas	214	76.8	59
University of Missouri-Columbia	349	71.4	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, 2017-18", March/April 2018, Vol. 104, No. 2. AAUP revised data July, 2018.

TABLE D
Average Faculty Salaries (000's) and Ranking at
All AAU Institutions, 2017-18

INSTRUCTORS

	<u>Name of Institution</u>	<u>No. of Full-Time Faculty</u>	<u>Average Salary¹</u>	<u>Rank</u>
(P)	Columbia University	9	\$188.7	1
	University of North Carolina-Chapel Hill	5	135.6	2
	Ohio State University-Main	10	124.0	3
(P)	Boston University	284	108.9	4
(P)	Princeton University	22	97.8	5
(P)	Washington University in St. Louis	51	93.3	6
(P)	Yale University	17	93.3	6
	State University of New York-Stony Brook	11	75.5	8
(P)	Tulane University	52	75.5	8
(P)	Massachusetts Institute of Technology	44	74.7	10
	Purdue University-Main	10	73.6	11
(P)	Brown University	56	72.3	12
(P)	Johns Hopkins University	29	72.0	13
(P)	Cornell University	20	69.0	14
(P)	Harvard University	142	68.7	15
	University of Virginia	6	68.3	16
	University of Maryland-College Park	8	68.2	17
	University of Colorado-Boulder	346	67.8	18
	University of Iowa	56	67.4	19
	University of Michigan-Ann Arbor	20	66.8	20
(P)	Case Western Reserve University	80	66.5	21
	University of Wisconsin-Madison	310	65.7	22
	Rutgers University-New Brunswick	220	63.7	23
(P)	University of Chicago	86	63.6	24
	Pennsylvania State University	263	62.6	25
(P)	Rice University	23	60.3	26
	State University of New York-Buffalo	12	59.4	27
	University of Illinois-Urbana	68	56.1	28
	Georgia Institute of Technology	10	55.9	29
	University of Oregon	338	55.7	30
	UNIVERSITY OF PITTSBURGH	158	55.6	31
	University of Minnesota-Twin Cities	167	54.0	32
(P)	California Institute of Technology	17	52.1	33
	University of Washington	43	50.0	34
(P)	University of Rochester	26	49.4	35
	University of Arizona	111	29.4	36
(P)	Brandeis University	*	*	*
(P)	Carnegie Mellon 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 Kansas	*	*	*
	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

Sources: Academe, "The Annual Report on the Economic Status of the Profession, 2017-18", March/April 2018, Vol. 104, No. 2.

TABLE E
Average Faculty Salaries (000's) and Ranking at
All AAU Institutions, 2017-18

LECTURERS

<u>Name of Institution</u>	<u>No. of Full-Time Faculty</u>	<u>Average Salary¹</u>	<u>Rank</u>
(P) Stanford University	27	\$190.3	1
(P) Harvard University	258	112.0	2
(P) Massachusetts Institute of Technology	133	106.0	3
(P) Princeton University	161	93.0	4
University of California-Irvine	203	91.0	5
(P) California Institute of Technology	15	88.1	6
(P) Brown University	86	87.1	7
University of California-San Diego	183	87.0	8
University of California-Berkeley	196	86.6	9
University of California-Santa Barbara	161	86.1	10
University of California-Los Angeles	215	85.7	11
(P) Columbia University	337	82.7	12
(P) Yale University	233	81.0	13
University of Texas-Austin	813	80.4	14
(P) Johns Hopkins University	244	78.2	15
University of Washington	311	78.1	16
(P) Cornell University	237	78.0	17
University of California-Davis	191	78.0	17
University of Oregon	26	77.7	19
(P) Rice University	133	73.3	20
(P) Boston University	374	72.7	21
(P) Brandeis University	48	71.0	22
(P) Tulane University	168	71.0	22
University of Florida	306	70.5	24
Rutgers University-New Brunswick	50	70.4	25
(P) University of Southern California	259	68.5	26
University of Illinois-Urbana	209	67.7	27
State University of New York-Buffalo	64	67.6	28
(P) Washington University in St. Louis	196	67.6	28
University of Wisconsin-Madison	97	67.1	30
(P) University of Chicago	185	66.5	31
University of Minnesota-Twin Cities	173	66.0	32
University of Michigan-Ann Arbor	525	64.3	33
Indiana University-Bloomington	377	64.0	34
State University of New York-Stony Brook	122	63.7	35
(P) New York University	232	63.6	36
University of Maryland-College Park	335	63.5	37
Georgia Institute of Technology	95	63.1	38
University of Virginia	112	63.1	38
(P) Vanderbilt University	167	62.9	40
University of Arizona	160	62.8	41
Iowa State University	226	62.2	42
(P) University of Rochester	62	62.2	42
University of Iowa	207	58.3	44
Pennsylvania State University	517	58.0	45
University of Kansas	171	56.3	46
University of North Carolina-Chapel Hill	190	56.0	47
UNIVERSITY OF PITTSBURGH	230	53.4	48
Texas A & M University	234	52.3	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, 2017-18", March/April 2018, Vol. 104, No. 2. AAUP revised data July, 2018.

TABLE F
Change in Average Salary¹ Ranking at
All AAU Institutions, 2016-17 to 2017-18
ALL RANKS

Name of Institution (alpha order)	Professors			Associate Professors			Assistant Professors			Instructors			Lecturers		
	2016-17 Rank	2017-18 Rank	Change in Rank	2016-17 Rank	2017-18 Rank	Change in Rank	2016-17 Rank	2017-18 Rank	Change in Rank	2016-17 Rank	2017-18 Rank	Change in Rank	2016-17 Rank	2017-18 Rank	Change in Rank
(P) Boston University	19	20	-1	16	16	0	23	21	2	2	4	-2	25	21	4
(P) Brandeis University	43	41	2	34	35	-1	43	42	1	*	*	*	26	22	4
(P) Brown University	18	19	-1	21	20	1	32	31	1	*	12	*	6	7	-1
(P) California Institute of Technology	12	12	0	3	5	-2	2	4	-2	28	33	-5	13	6	7
(P) Carnegie Mellon University	35	34	1	31	31	0	22	22	0	*	*	*	*	*	*
(P) Case Western Reserve University	47	46	1	51	51	0	50	40	10	14	21	-7	*	*	*
(P) Columbia University	1	1	0	1	1	0	5	5	0	*	1	*	14	12	2
(P) Cornell University	21	22	-1	15	14	1	11	9	2	6	14	-8	12	17	-5
(P) Duke University	10	11	-1	7	8	-1	10	12	-2	*	*	*	*	*	*
(P) Emory University	23	23	0	18	18	0	18	15	3	*	*	*	*	*	*
Georgia Institute of Technology	30	29	1	33	29	4	19	22	-3	34	29	5	49	38	11
(P) Harvard University	5	3	2	11	3	8	4	1	3	17	15	2	3	2	1
Indiana University-Bloomington	49	52	-3	53	54	-1	29	28	1	*	*	*	35	34	1
Iowa State University	56	58	-2	50	53	-3	53	55	-2	*	*	*	37	42	-5
(P) Johns Hopkins University	24	18	6	19	17	2	16	17	-1	10	13	-3	20	15	5
(P) Massachusetts Institute of Technology	6	6	0	4	4	0	6	6	0	9	10	-1	2	3	-1
Michigan State University	40	38	2	46	44	2	58	56	2	*	*	*	*	*	*
(P) New York University	7	8	-1	14	15	-1	8	10	-2	*	*	*	43	36	7
(P) Northwestern University	11	10	1	9	9	0	9	8	1	*	*	*	*	*	*
Ohio State University-Main	41	44	-3	44	45	-1	47	46	1	4	3	1	*	*	*
Pennsylvania State University	37	37	0	36	38	-2	41	43	-2	23	25	-2	42	45	-3
(P) Princeton University	3	4	-1	5	6	-1	12	10	2	5	5	0	4	4	0
Purdue University-Main	45	51	-6	42	46	-4	40	44	-4	19	11	8	*	*	*
(P) Rice University	16	16	0	20	23	-3	17	18	-1	22	26	-4	22	20	2
Rutgers University-New Brunswick	29	31	-2	32	33	-1	49	52	-3	16	23	-7	33	25	8
(P) Stanford University	2	2	0	2	2	0	1	2	-1	*	*	*	1	1	0
State University of New York-Buffalo	54	54	0	54	58	-4	54	57	-3	24	27	-3	27	28	-1
State University of New York-Stony Brook	38	40	-2	37	40	-3	46	49	-3	15	8	7	34	35	-1
Texas A & M University	46	48	-2	44	48	-4	41	46	-5	*	*	*	47	49	-2
(P) Tulane University	39	43	-4	56	57	-1	36	29	7	11	8	3	23	22	1
University of Arizona	58	57	1	58	56	2	57	58	-1	35	36	-1	36	41	-5
University of California-Berkeley	17	17	0	13	12	1	13	13	0	*	*	*	10	9	1
University of California-Davis	32	32	0	26	27	-1	37	32	5	*	*	*	15	17	-2
University of California-Irvine	27	26	1	30	24	6	33	32	1	*	*	*	5	5	0
University of California-Los Angeles	13	13	0	10	11	-1	21	20	1	*	*	*	8	11	-3
University of California-San Diego	28	27	1	24	25	-1	26	27	-1	*	*	*	7	8	-1
University of California-Santa Barbara	25	25	0	40	36	4	44	39	5	*	*	*	9	10	-1
(P) University of Chicago	4	5	-1	12	13	-1	7	7	0	20	24	-4	30	31	-1

TABLE F
Change in Average Salary¹ Ranking at
All AAU Institutions, 2016-17 to 2017-18
ALL RANKS

Name of Institution (alpha order)	Professors			Associate Professors			Assistant Professors			Instructors			Lecturers		
	2016-17 Rank	2017-18 Rank	Change in Rank	2016-17 Rank	2017-18 Rank	Change in Rank	2016-17 Rank	2017-18 Rank	Change in Rank	2016-17 Rank	2017-18 Rank	Change in Rank	2016-17 Rank	2017-18 Rank	Change in Rank
University of Colorado-Boulder	50	50	0	47	42	5	35	38	-3	13	18	-5	*	*	*
University of Florida	53	45	8	57	50	7	56	50	6	*	*	*	29	24	5
University of Illinois-Urbana	44	42	2	47	41	6	38	36	2	25	28	-3	19	27	-8
University of Iowa	51	53	-2	52	55	-3	52	51	1	21	19	2	44	44	0
University of Kansas	57	59	-2	59	59	0	59	59	0	32	*	*	46	46	0
University of Maryland-College Park	32	35	-3	27	34	-7	31	37	-6	8	17	-9	41	37	4
University of Michigan-Ann Arbor	26	28	-2	25	28	-3	34	35	-1	12	20	-8	39	33	6
University of Minnesota-Twin Cities	48	48	0	49	49	0	45	48	-3	29	32	-3	28	32	-4
University of Missouri-Columbia	60	60	0	60	60	0	60	60	0	*	*	*	*	*	*
University of North Carolina-Chapel Hill	36	36	0	35	39	-4	39	34	5	1	2	-1	45	47	-2
University of Oregon	59	56	3	54	52	2	51	54	-3	27	30	-3	16	19	-3
(P) University of Pennsylvania	9	7	2	6	7	-1	3	3	0	*	*	*	*	*	*
UNIVERSITY OF PITTSBURGH	42	39	3	43	47	-4	55	53	2	33	31	2	48	48	0
(P) University of Rochester	34	30	4	29	30	-1	20	19	1	30	35	-5	21	42	-21
(P) University of Southern California	20	21	-1	28	26	2	27	29	-2	*	*	*	32	26	6
University of Texas-Austin	31	32	-1	39	37	2	25	26	-1	*	*	*	17	14	3
University of Virginia	22	23	-1	22	22	0	30	41	-11	26	16	10	38	38	0
University of Washington	52	47	5	38	32	6	24	25	-1	31	34	-3	18	16	2
University of Wisconsin-Madison	55	54	1	41	43	-2	48	45	3	18	22	-4	24	30	-6
(P) Vanderbilt University	15	14	1	23	21	2	28	24	4	*	*	*	40	40	0
(P) Washington University in St. Louis	14	15	-1	16	19	-3	14	14	0	3	6	-3	31	28	3
(P) Yale University	8	9	-1	8	10	-2	15	16	-1	7	6	1	11	13	-2

(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 2017 data. AAUP revised data July, 2017. Academe March/April 2018 data. AAUP revised data July, 2018.

TABLE G
Percent Change in Average Salary¹ at
All AAU Institutions, 2016-17 to 2017-18
ALL RANKS

Name of Institution (alpha order)	Professors			Associate Professors			Assistant Professors			Instructors			Lecturers		
	2016-17 Salary	2017-18 Salary	Percent Change ²	2016-17 Salary	2017-18 Salary	Percent Change ²	2016-17 Salary	2017-18 Salary	Percent Change ²	2016-17 Salary	2017-18 Salary	Percent Change ²	2016-17 Salary	2017-18 Salary	Percent Change ²
(P) Boston University	\$177.4	\$183.6	3.5	\$120.0	\$124.8	4.0	\$101.1	\$105.0	3.9	101.0	108.9	7.8	68.7	72.7	5.8
(P) Brandeis University	148.1	151.9	2.6	106.3	108.1	1.7	88.5	90.5	2.3	*	*	*	66.4	71.0	6.9
(P) Brown University	178.9	183.9	2.8	116.0	120.1	3.5	95.4	97.4	2.1	*	72.3	*	84.9	87.1	2.6
(P) California Institute of Technology	199.9	204.2	2.2	147.2	149.0	1.2	127.9	128.3	0.3	52.6	52.1	-1.0	78.7	88.1	11.9
(P) Carnegie Mellon University	158.6	162.7	2.6	108.4	111.4	2.8	101.3	103.0	1.7	*	*	*	*	*	*
(P) Case Western Reserve University	142.2	146.0	2.7	96.7	99.4	2.8	85.7	90.8	6.0	65.3	66.5	1.8	*	*	*
(P) Columbia University	244.4	251.3	2.8	162.6	161.2	-0.9	122.8	126.2	2.8	*	188.7	*	78.5	82.7	5.4
(P) Cornell University	174.3	178.7	2.5	122.7	125.9	2.6	112.5	116.6	3.6	93.4	69.0	-26.1	79.1	78.0	-1.4
(P) Duke University	204.2	209.7	2.7	134.6	138.8	3.1	114.0	114.1	0.1	*	*	*	*	*	*
(P) Emory University	172.0	177.3	3.1	118.4	122.0	3.0	104.9	109.8	4.7	*	*	*	*	*	*
Georgia Institute of Technology	162.1	168.4	3.9	127.4	113.1	5.0	103.1	103.0	-0.1	42.4	55.9	31.8	50.4	63.1	25.2
(P) Harvard University	227.7	245.8	7.9	127.4	151.7	19.1	123.7	140.7	13.7	64.2	68.7	7.0	107.4	112.0	4.3
Indiana University-Bloomington	140.0	142.2	1.6	95.7	97.3	1.7	96.3	99.9	3.7	*	*	*	62.2	64.0	2.9
Iowa State University	131.0	130.5	-0.4	97.6	98.0	0.4	83.8	84.4	0.7	*	*	*	61.5	62.2	1.1
(P) Johns Hopkins University	171.6	184.2	7.3	116.9	124.0	6.1	105.5	108.7	3.0	71.7	72.0	0.4	73.7	78.2	6.1
(P) Massachusetts Institute of Technology	212.1	222.8	5.0	143.4	149.1	4.0	120.6	124.5	3.2	71.8	74.7	4.0	108.0	106.0	-1.9
Michigan State University	150.1	154.6	3.0	99.6	101.9	2.3	79.7	82.6	3.6	*	*	*	*	*	*
(P) New York University	209.7	214.5	2.3	122.8	124.9	1.7	117.5	115.2	-2.0	*	*	*	57.5	63.6	10.6
(P) Northwestern University	200.7	211.2	5.2	130.8	135.4	3.5	117.2	116.7	-0.4	*	*	*	*	*	*
Ohio State University-Main	149.5	150.0	0.3	99.8	101.3	1.5	87.3	89.4	2.4	96.0	124.0	29.2	*	*	*
Pennsylvania State University	154.3	157.0	1.7	104.8	107.3	2.4	89.6	90.4	0.9	59.0	62.6	6.1	59.2	58.0	-2.0
(P) Princeton University	229.4	238.0	3.7	141.2	143.8	1.8	109.9	115.2	4.8	95.9	97.8	2.0	90.4	93.0	2.9
Purdue University-Main	145.5	142.4	-2.1	100.8	101.2	0.4	89.7	89.7	0.0	63.8	73.6	15.4	*	*	*
(P) Rice University	189.2	193.0	2.0	116.7	116.8	0.1	105.4	107.6	2.1	61.9	60.3	-2.6	71.3	73.3	2.8
Rutgers University-New Brunswick	163.5	165.9	1.5	108.0	109.6	1.5	86.3	86.3	0.0	64.3	63.7	-0.9	63.9	70.4	10.2
(P) Stanford University	236.6	246.2	4.1	150.2	157.8	5.1	128.2	131.6	2.7	*	*	*	182.9	190.3	4.0
State University of New York-Buffalo	136.3	136.2	-0.1	94.2	92.9	-1.4	82.3	81.3	-1.2	57.3	59.4	3.7	66.0	67.6	2.4
State University of New York-Stony Brook	152.4	152.9	0.3	104.7	104.3	-0.4	87.4	88.7	1.5	65.1	75.5	16.0	62.4	63.7	2.1
Texas A & M University	143.4	143.4	0.0	99.8	100.8	1.0	89.6	89.4	-0.2	*	*	*	52.3	52.3	0.0
(P) Tulane University	152.3	150.1	-1.4	92.1	93.5	1.5	92.5	97.9	5.8	69.3	75.5	8.9	70.0	71.0	1.4
University of Arizona	129.4	132.1	2.1	91.3	94.4	3.4	80.1	79.7	-0.5	39.1	29.4	-24.8	61.9	62.8	1.5
University of California-Berkeley	185.1	191.2	3.3	123.6	131.5	6.4	109.8	111.0	1.1	*	*	*	83.6	86.6	3.6
University of California-Davis	160.1	165.6	3.4	110.8	113.3	2.3	92.4	96.1	4.0	*	*	*	77.3	78.0	0.9
University of California-Irvine	165.7	171.3	3.4	109.2	115.2	5.5	95.3	96.1	0.8	*	*	*	88.2	91.0	3.2
University of California-Los Angeles	195.0	204.0	4.6	129.0	133.7	3.6	101.4	106.0	4.5	*	*	*	84.1	85.7	1.9
University of California-San Diego	164.2	171.2	4.3	112.3	115.0	2.4	98.1	100.8	2.8	*	*	*	84.7	87.0	2.7
University of California-Santa Barbara	169.6	176.1	3.8	103.4	107.8	4.3	88.3	92.8	5.1	*	*	*	83.8	86.1	2.7
(P) University of Chicago	228.1	234.3	2.7	127.1	126.0	-0.9	118.2	121.4	2.7	63.7	63.6	-0.2	65.0	66.5	2.3

TABLE G
Percent Change in Average Salary¹ at
All AAU Institutions, 2016-17 to 2017-18
ALL RANKS

Name of Institution (alpha order)	Professors		Associate Professors		Assistant Professors		Instructors		Lecturers										
	2016-17 Salary	2017-18 Salary Change ²	2016-17 Salary	2017-18 Salary Change ²	2016-17 Salary	2017-18 Salary Change ²	2016-17 Salary	2017-18 Salary Change ²	2016-17 Salary	2017-18 Salary Change ²									
University of Colorado-Boulder	139.6	142.6	2.1		99.5	102.9	3.4		92.6	94.5	2.1		66.5	67.8	2.0		*	*	*
University of Florida	137.5	149.1	8.4		91.6	100.0	9.2		80.7	88.2	9.3		*	*	*		65.2	70.5	8.1
University of Illinois-Urbana	147.7	150.5	1.9		99.5	104.2	4.7		92.2	95.5	3.6		56.9	56.1	-1.4		74.6	67.7	-9.2
University of Iowa	138.3	141.1	2.0		96.1	96.4	0.3		84.3	87.8	4.2		62.6	67.4	7.7		57.1	58.3	2.1
University of Kansas	130.4	128.6	-1.4		84.5	84.9	0.5		79.4	76.8	-3.3		49.8	*	*		55.9	56.3	0.7
University of Maryland-College Park	160.1	160.8	0.4		110.2	108.7	-1.4		95.7	95.4	-0.3		72.9	68.2	-6.4		60.8	63.5	4.4
University of Michigan-Ann Arbor	168.2	170.2	1.2		111.4	113.2	1.6		93.1	95.6	2.7		67.5	66.8	-1.0		61.2	64.3	5.1
University of Minnesota-Twin Cities	142.0	143.4	1.0		99.3	100.5	1.2		87.5	89.0	1.7		52.2	54.0	3.4		65.6	66.0	0.6
University of Missouri-Columbia	122.3	123.0	0.6		81.3	80.0	-1.6		69.0	71.4	3.5		*	*	*		*	*	*
University of North Carolina-Chapel Hill	155.2	159.3	2.6		104.9	105.7	0.8		91.2	95.7	4.9		127.8	135.6	6.1		56.9	56.0	-1.6
University of Oregon	128.9	134.8	4.6		94.2	98.1	4.1		85.6	84.9	-0.8		54.6	55.7	2.0		76.1	77.7	2.1
University of Pennsylvania	209.2	217.3	3.9		135.0	140.1	3.8		127.5	130.3	2.2		*	*	*		*	*	*
UNIVERSITY OF PITTSBURGH	149.4	153.0	2.4		99.9	101.1	1.2		81.5	85.6	5.0		44.9	55.6	23.8		51.6	53.4	3.5
(P) University of Rochester	159.0	166.7	4.8		109.3	112.2	2.7		102.4	106.9	4.4		51.9	49.4	-4.8		73.6	62.2	-15.5
(P) University of Southern California	175.8	181.6	3.3		109.9	113.8	3.5		97.4	97.9	0.5		*	*	*		64.0	68.5	7.0
University of Texas-Austin	160.4	165.6	3.2		103.6	107.6	3.9		98.8	101.5	2.7		*	*	*		75.3	80.4	6.8
University of Virginia	172.4	177.3	2.8		115.7	118.7	2.6		96.0	90.6	-5.6		56.5	68.3	20.9		61.4	63.1	2.8
University of Washington	138.0	144.8	4.9		103.9	110.1	6.0		99.0	101.9	2.9		51.8	50.0	-3.5		75.2	78.1	3.9
University of Wisconsin-Madison	132.7	136.2	2.6		101.0	102.1	1.1		87.2	89.5	2.6		64.0	65.7	2.7		69.9	67.1	-4.0
(P) Vanderbilt University	190.6	198.8	4.3		114.7	119.6	4.3		97.0	102.5	5.7		*	*	*		61.0	62.9	3.1
(P) Washington University in St. Louis	191.5	196.6	2.7		120.0	121.4	1.2		108.8	110.4	1.5		97.5	93.3	-4.3		64.7	67.6	4.5
(P) Yale University	209.5	214.3	2.3		131.0	135.0	3.1		108.7	109.6	0.8		90.9	93.3	2.6		79.9	81.0	1.4
MEDIAN Excluding Pitt	162.1	166.7	2.8		109.2	112.2	2.7		96.0	97.9	2.0		64.2	67.4	5.0		69.3	70.5	1.7
Pitt's Difference from Median EXCL Pitt	(12.7)	(13.7)	(0.4)		(9.3)	(11.1)	(1.5)		(14.5)	(12.3)	3.1		(19.3)	(11.8)	18.8		(17.7)	(17.1)	1.8

(P) = Private Institution

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

²Excluding Pitt, the median of the percent increases for the other 59 AAU schools was: professors 2.7%, associate professors 2.6%, assistant professors 2.4%, and lecturers 2.8%.

*Salary data for this institution is not available.

Sources: Academe, March/April 2017 data. AAUP revised data July, 2017. Academe March/April 2018 data. AAUP revised data July, 2018.

TABLE H
Average Percent Change in Salary for Faculty Continuing from 2016-17 to 2017-18
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	3.6	4.7	5.6	5.2
(P) Brandeis University	3.5	4.1	4.1	n/a
(P) Brown University	2.6	4.6	4.0	n/a
(P) California Institute of Technology	3.1	7.4	9.4	2.2
(P) Carnegie Mellon University	2.8	4.7	5.4	n/a
(P) Case Western Reserve University	3.4	4.1	3.4	2.3
(P) Columbia University	3.7	7.5	4.2	n/a
(P) Cornell University	3.0	5.1	5.1	5.1
(P) Duke University	2.9	4.8	5.6	n/a
(P) Emory University	4.0	4.6	6.1	n/a
Georgia Institute of Technology	2.3	3.7	2.8	9.4
(P) Harvard University	3.1	5.6	6.2	5.4
Indiana University-Bloomington	1.7	3.0	3.0	n/a
Iowa State University	0.9	1.1	0.7	n/a
(P) Johns Hopkins University	4.4	8.5	7.5	2.5
(P) Massachusetts Institute of Technology	4.5	7.9	7.3	3.8
Michigan State University	2.9	3.5	3.9	n/a
(P) New York University	2.7	3.0	4.3	n/a
(P) Northwestern University	4.0	7.7	5.6	n/a
Ohio State University-Main	2.6	3.9	3.2	3.5
Pennsylvania State University	2.3	2.9	3.1	3.1
(P) Princeton University	3.7	8.6	6.8	5.5
Purdue University-Main	2.9	3.6	3.7	5.5
(P) Rice University	2.4	3.3	2.4	1.8
Rutgers University-New Brunswick	n/a	n/a	n/a	n/a
(P) Stanford University	4.6	5.9	6.5	n/a
State University of New York-Buffalo	0.9	0.4	0.9	n/a
State University of New York-Stony Brook	0.5	0.2	0.4	n/a
Texas A & M University	0.9	1.4	1.7	n/a
(P) Tulane University	2.6	4.1	9.2	4.1
University of Arizona	1.8	2.2	1.6	6.5
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	3.4	3.8	3.9	4.7
University of Florida	9.5	8.0	n/a	n/a
University of Illinois-Urbana	4.1	5.1	4.8	6.7
University of Iowa	3.3	4.1	5.3	7.4
University of Kansas	1.1	1.7	3.3	n/a
University of Maryland-College Park	0.4	1.6	1.9	n/a
University of Michigan-Ann Arbor	2.9	3.4	3.1	1.4
University of Minnesota-Twin Cities	2.6	3.2	2.8	3.3
University of Missouri-Columbia	0.5	1.1	2.2	n/a
University of North Carolina-Chapel Hill	2.3	2.6	3.2	4.8
University of Oregon	3.8	3.9	5.0	3.0
(P) University of Pennsylvania	3.5	5.6	5.3	n/a
UNIVERSITY OF PITTSBURGH	3.3	3.5	3.7	3.9
(P) University of Rochester	2.5	3.4	3.7	4.9
(P) University of Southern California	4.0	5.1	4.9	n/a
University of Texas-Austin	3.4	4.3	3.0	n/a
University of Virginia	3.4	4.1	3.7	n/a
University of Washington	4.7	6.1	4.5	5.5
University of Wisconsin-Madison	2.7	5.3	3.9	2.9
(P) Vanderbilt University	4.3	5.0	4.6	n/a
(P) Washington University in St. Louis	n/a	n/a	n/a	n/a
(P) Yale University	2.8	5.8	3.7	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, 2017-18", March/April 2018, Vol. 104, No. 2. AAUP revised data July, 2018

PART III

BACCALAUREATE INSTITUTIONS BENCHMARK GROUP FOR BRADFORD, GREENSBURG, AND JOHNSTOWN 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 one 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, hence, a 9-month equivalent salary must be calculated. In regards to reporting visiting professorial ranked faculty as instructor, that reporting commenced with the 2017-18 data reported via IPEDS, therefore, that new reporting definition is not reflected in the 2016-17 data presented here.

PART III TABLE 1
IPEDS Faculty Salaries by Decile, 2016-17
Baccalaureate Institutions in Pennsylvania and Surrounding States
Professor, Associate Professor, and Assistant Professor Ranks

Professor	State ¹ Type ²	Fac.	Salary ³	Decile ⁴	Associate Professor	State ¹ Type ²	Fac.	Salary ³	Decile ⁴	Assistant Professor	State ¹ Type ²	Fac.	Salary ³	Decile ⁴			
				No.					No.					No.			
University of Richmond	VA	PR	114	\$160.5	1	University of Richmond	VA	PR	131	\$105.6	1	University of Richmond	VA	PR	83	\$88.1	1
Washington and Lee Univ	VA	PR	112	149.8	1	Swarthmore College	PA	PR	40	104.4	1	Vassar College	NY	PR	33	83.6	1
Swarthmore College	PA	PR	92	149.3	1	Washington and Lee Univ	VA	PR	61	103.9	1	Penn State U-Erie-Behrend Col	PA	PU	59	83.1	1
Colgate University	NY	PR	104	142.8	1	Vassar College	NY	PR	87	102.4	1	Colgate University	NY	PR	82	83.1	1
Lafayette College	PA	PR	73	140.8	1	Lafayette College	PA	PR	71	102.0	1	Lafayette College	PA	PR	82	80.6	1
Bryn Mawr College	PA	PR	56	135.3	1	Colgate University	NY	PR	75	99.8	1	United States Naval Academy	MD	PU	87	80.6	1
Vassar College	NY	PR	95	135.2	1	Hamilton College	NY	PR	42	99.6	1	Swarthmore College	PA	PR	83	79.9	1
Oberlin College	OH	PR	116	130.9	1	Bucknell University	PA	PR	156	98.9	1	Hamilton College	NY	PR	32	77.8	1
Hamilton College	NY	PR	82	130.0	1	Haverford College	PA	PR	49	97.8	1	Bucknell University	PA	PR	135	77.6	1
Union College	NY	PR	88	127.4	1	Oberlin College	OH	PR	98	97.0	1	Washington and Lee Univ	VA	PR	63	77.3	1
Penn State U-Erie-Behrend Col	PA	PU	30	125.7	1	U.S. Military Academy	NY	PU	50	96.9	1						
Penn State Univ-Schuylkill	PA	PU	5	\$125.6	2	United States Naval Academy	MD	PU	94	\$96.7	2	Bryn Mawr College	PA	PR	35	\$76.5	1
Bard College	NY	PR	53	125.2	2	Skidmore College	NY	PR	68	94.7	2	U.S. Military Academy	NY	PU	103	76.0	2
Bucknell University	PA	PR	114	123.9	2	Bryn Mawr College	PA	PR	35	94.1	2	Penn State Univ-Schuylkill	PA	PU	10	74.5	2
Haverford College	PA	PR	37	122.8	2	Penn State U-Erie-Behrend Col	PA	PU	60	93.1	2	Penn State University-Abington	PA	PU	29	74.1	2
United States Naval Academy	MD	PU	129	119.0	2	Union College	NY	PR	58	93.1	2	Union College	NY	PR	54	72.6	2
Hobart William Smith Colleges	NY	PR	52	117.6	2	Cheyney University of PA	PA	PU	14	90.5	2	Franklin and Marshall College	PA	PR	94	72.0	2
U.S. Military Academy	NY	PU	38	116.4	2	Gettysburg College	PA	PR	81	87.6	2	Ohio Northern University	OH	PR	75	71.5	2
Skidmore College	NY	PR	66	115.6	2	St Lawrence University	NY	PR	80	87.1	2	Gettysburg College	PA	PR	70	71.0	2
Franklin and Marshall College	PA	PR	72	112.6	2	Penn State Univ-Brandywine	PA	PU	16	85.3	2	Penn State Univ-Brandywine	PA	PU	14	70.5	2
Denison University	OH	PR	47	112.4	2	Penn State University-Abington	PA	PU	35	85.1	2	Bard College	NY	PR	83	70.5	2
						PA State-Worthington Scranton	PA	PU	13	84.9	2	Skidmore College	NY	PR	104	70.4	2
						Haverford College	PA	PR	43	70.2	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 95 institutions with 109 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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IPEDS Faculty Salaries by Decile, 2016-17
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			
Gettysburg College	PA	PR	58	\$111.1	3	Franklin and Marshall College	PA	PR	70	\$84.8	3	Hobart William Smith Colleges	NY	PR	80	\$70.1	3
St. Lawrence University	NY	PR	43	110.7	3	Dickinson College	PA	PR	90	84.4	3	Ursinus College	PA	PR	48	69.7	3
Penn State University-Abington	PA	PU	16	110.4	3	Bard College	NY	PR	59	84.3	3	Penn State U-New Kensington	PA	PU	6	68.7	3
Dickinson College	PA	PR	55	109.3	3	Penn State University-Berks	PA	PU	42	84.2	3	Oberlin College	OH	PR	99	68.5	3
Cheyney University of PA	PA	PU	18	109.0	3	Hobart William Smith Colleges	NY	PR	69	84.1	3	Dickinson College	PA	PR	71	68.1	3
Penn State U-New Kensington	PA	PU	4	108.8	3	PA State U-Greater Allegheny	PA	PU	12	84.0	3	Penn State University-Berks	PA	PU	23	68.1	3
Penn State University-Beaver	PA	PU	4	108.8	3	Penn State U-New Kensington	PA	PU	12	83.6	3	PA State U-Greater Allegheny	PA	PU	7	67.0	3
Penn State Univ-Brandywine	PA	PU	13	108.6	3	Penn State University-York	PA	PU	17	83.4	3	Muhlenberg College	PA	PR	50	66.4	3
Penn State University-York	PA	PU	7	107.9	3	Penn State Univ-Lehigh Valley	PA	PU	11	82.1	3	Penn State University-York	PA	PU	11	65.9	3
Penn State University-Altoona	PA	PU	26	107.6	3	Kenyon College	OH	PR	47	82.1	3	Susquehanna University	PA	PR	30	65.4	3
PA State-Worthington Scranton	PA	PU	4	106.8	3												
Ohio State Univ-Lima Campus	OH	PU	11	\$104.4	4	Penn State Univ-Wilkes-Barre	PA	PU	8	\$80.6	4	Cheyney University of PA	PA	PU	10	\$65.0	4
Penn State Univ-Wilkes-Barre	PA	PU	3	101.4	4	Muhlenberg College	PA	PR	47	79.3	4	PA State-Worthington Scranton	PA	PU	13	64.8	4
Penn State University-Berks	PA	PU	22	100.8	4	Ursinus College	PA	PR	36	79.2	4	St. Lawrence University	NY	PR	64	64.6	4
Muhlenberg College	PA	PR	61	98.9	4	Penn State Univ-Schuylkill	PA	PU	11	79.0	4	Virginia Wesleyan College	VA	PR	16	64.1	4
Washington College	MD	PR	14	98.7	4	Denison University	OH	PR	112	78.3	4	Penn State Univ-Lehigh Valley	PA	PU	4	64.0	4
Ohio Northern University	OH	PR	54	98.2	4	Penn State University-Altoona	PA	PU	57	78.3	4	Denison University	OH	PR	76	63.3	4
Ursinus College	PA	PR	29	97.7	4	Washington College	MD	PR	49	78.0	4	Messiah College	PA	PR	40	63.0	4
Allegheny College	PA	PR	54	97.2	4	Penn State University-Beaver	PA	PU	10	77.9	4	Washington College	MD	PR	42	62.9	4
The College of Wooster	OH	PR	49	96.4	4	Elizabethtown College	PA	PR	62	77.1	4	Moravian College	PA	PR	37	62.8	4
Goucher College	MD	PR	27	95.5	4	Sienna College	NY	PR	68	76.0	4	Ohio State Univ-Lima Campus	OH	PU	5	62.8	4
						Ohio Northern University	OH	PR	71	75.4	4	Roanoke College	VA	PR	21	62.8	4

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

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

NOTE: There are a total of 95 institutions with 109 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	Associate Professor					State ¹ Type ² Fac.	Salary ³	Decile ⁴	Assistant Professor					State ¹ Type ² Fac.	Salary ³	Decile ⁴	
Penn State Univ-Lehigh Valley	PA	PU	5	\$95.0	5	Bryn Athyn College	PA	PR	10	\$75.2	5	Wilson College	PA	PR	15	\$62.7	5			
Kenyon College	OH	PR	83	94.6	5	The College of Wooster	OH	PR	60	74.9	5	Hampden-Sydney College	VA	PR	13	62.4	5			
Elizabethtown College	PA	PR	34	94.5	5	Goucher College	MD	PR	45	73.5	5	Elizabethtown College	PA	PR	22	62.3	5			
PA State U-Greater Allegheny	PA	PU	6	93.9	5	Susquehanna University	PA	PR	71	73.3	5	Siena College	NY	PR	61	62.3	5			
Ohio Wesleyan University	OH	PR	63	92.7	5	Messiah College	PA	PR	56	72.7	5	Penn State Univ-Wilkes-Barre	PA	PU	7	61.8	5			
Siena College	NY	PR	66	92.3	5	Lycoming College	PA	PR	22	72.1	5	Penn State University-Altoona	PA	PU	35	61.8	5			
Messiah College	PA	PR	73	91.1	5	U of Virginia's College at Wise	VA	PU	27	71.8	5	Penn State University-Beaver	PA	PU	5	61.6	5			
Susquehanna University	PA	PR	21	90.9	5	Ohio State Univ-Lima Campus	OH	PU	18	71.8	5	Goucher College	MD	PR	47	61.5	5			
Hampden-Sydney College	VA	PR	41	90.0	5	Allegheny College	PA	PR	47	71.5	5	Bryn Athyn College	PA	PR	19	61.5	5			
Washington & Jefferson Coll	PA	PR	35	89.7	5	U of Pittsburgh-3 campuses⁵ PA PU 107 71.3 5														
U of Pittsburgh-3 campuses⁵ PA PU 28 \$88.4 6																				
Lycoming College	PA	PR	18	88.3	6	Moravian College	PA	PR	52	\$71.2	6	Allegheny College	PA	PR	54	\$61.3	5			
Saint Vincent College	PA	PR	18	88.1	6	Washington & Jefferson Coll	PA	PR	43	70.4	6	Juniata College	PA	PR	23	61.2	6			
University of Mount Union	OH	PR	42	88.0	6	Roanoke College	VA	PR	61	70.2	6	Randolph-Macon College	VA	PR	23	61.0	6			
Hartwick College	NY	PR	46	87.6	6	University of Mount Union	OH	PR	40	69.9	6	Lycoming College	PA	PR	42	59.9	6			
Juniata College	PA	PR	53	87.5	6	Juniata College	PA	PR	27	69.4	6	The College of Wooster	OH	PR	60	59.8	6			
Randolph-Macon College	VA	PR	40	87.3	6	Hampden-Sydney College	VA	PR	25	68.3	6	W. Virginia Univ Inst of Tech	WV	PU	39	59.7	6			
W. Virginia Univ Inst of Tech	WV	PU	22	86.7	6	Randolph-Macon College	VA	PR	26	68.1	6	University of Mount Union	OH	PR	46	59.7	6			
Roanoke College	VA	PR	42	85.5	6	Hartwick College	NY	PR	30	67.8	6	Emory & Henry College	VA	PR	27	59.5	6			
Moravian College	PA	PR	30	84.1	6	Saint Vincent College	PA	PR	42	67.6	6	Hartwick College	NY	PR	32	59.3	6			
McDaniel College	MD	PR	40	82.8	6	McDaniel College	MD	PR	39	67.4	6	Kenyon College	OH	PR	60	58.4	6			
						Ohio Wesleyan University	OH	PR	41	67.2	6	U of Pittsburgh-3 campuses⁵ PA PU 101 57.9 6								
												Washington & Jefferson Coll	PA	PR	26	57.9	6			

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

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

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

NOTE: There are a total of 95 institutions with 109 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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Professor	No.				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
Cedar Crest College	PA	PR	20	\$82.3	7	Wesley College	DE	PR	21	\$66.5	7	Cedarville University	OH	PR	77	\$57.8	7
St Mary's Coll of Maryland	MD	PU	50	81.9	7	Virginia Wesleyan College	VA	PR	29	66.0	7	Saint Vincent College	PA	PR	38	57.8	7
Hollins University	VA	PR	28	81.9	7	Randolph College	VA	PR	18	65.6	7	Shepherd University	WV	PU	40	57.7	7
Sweet Briar College	VA	PR	23	81.7	7	Cedar Crest College	PA	PR	18	65.5	7	Wesley College	DE	PR	24	57.3	7
Virginia Wesleyan College	VA	PR	41	81.1	7	Cedarville University	OH	PR	72	65.3	7	U of Virginia's College at Wise	VA	PU	26	56.5	7
Virginia Military Institute	VA	PU	60	80.8	7	Hollins University	VA	PR	27	65.3	7	Ohio Wesleyan University	OH	PR	31	56.2	7
U of Virginia's College at Wise	VA	PU	25	80.5	7	Cazenovia College	NY	PR	12	64.4	7	Cedar Crest College	PA	PR	22	56.0	7
Westminster College	PA	PR	26	78.5	7	St Mary's Coll of Maryland	MD	PU	46	64.2	7	Randolph College	VA	PR	14	55.9	7
Randolph College	VA	PR	35	78.2	7	W. Virginia Univ Inst of Tech	WV	PU	17	64.1	7	Shawnee State University	OH	PU	43	55.8	7
Central State University	OH	PU	16	78.2	7	West Liberty University	WV	PU	35	63.9	7	Wittenberg University	OH	PR	22	55.0	7
						Sweet Briar College	VA	PR	10	63.1	7	Bridgewater College	VA	PR	37	54.6	7
Wesley College	DE	PR	21	\$77.6	8	Shawnee State University	OH	PU	42	\$62.9	8	McDaniel College	MD	PR	25	\$54.6	8
Cazenovia College	NY	PR	22	77.4	8	Bridgewater College	VA	PR	45	62.7	8	Elmira College	NY	PR	17	53.8	8
Bridgewater College	VA	PR	10	77.1	8	Shepherd University	WV	PU	57	62.3	8	West Liberty University	WV	PU	38	53.6	8
Shawnee State University	OH	PU	38	76.6	8	La Roche College	PA	PR	15	61.9	8	Albright College	PA	PR	38	53.6	8
La Roche College	PA	PR	25	75.6	8	Central State University	OH	PU	29	61.8	8	Marietta College	OH	PR	19	52.6	8
Elmira College	NY	PR	7	75.1	8	Ferrum College	VA	PR	20	61.5	8	Bluefield State College	WV	PU	23	52.4	8
Shepherd University	WV	PU	29	74.6	8	Albright College	PA	PR	40	61.5	8	Westminster College	PA	PR	16	52.3	8
Cedarville University	OH	PR	73	74.4	8	Wells College	NY	PR	8	61.2	8	Wells College	NY	PR	11	51.8	8
Albright College	PA	PR	22	73.8	8	Wittenberg University	OH	PR	46	60.6	8	Thiel College	PA	PR	22	51.7	8
Wittenberg University	OH	PR	45	72.5	8	Bethany College	WV	PR	6	60.2	8	Central State University	OH	PU	46	51.6	8
Emory & Henry College	VA	PR	25	71.5	8												

¹Institutions in the comparison group are located in the following states: DE, MD, NJ, NY, OH, PA, VA, 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 95 institutions with 109 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, 2016-17
Baccalaureate Institutions in Pennsylvania and Surrounding States
Professor, Associate Professor, and Assistant Professor Ranks

Professor	No.				Professor	No.				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			
Marietta College	OH	PR	26	\$71.1	9	Virginia Military Institute	VA	PU	23	\$60.0	9	Cazenovia College	NY	PR	13	\$51.6	9
Wells College	NY	PR	14	70.7	9	Southern Virginia University	VA	PR	7	59.9	9	La Roche College	PA	PR	18	51.5	9
Wilson College	PA	PR	9	70.1	9	Bluefield State College	WV	PU	21	59.6	9	Bethany College	WV	PR	25	51.4	9
Keystone College	PA	PR	22	69.9	9	Marietta College	OH	PR	36	59.3	9	Sweet Briar College	VA	PR	23	51.4	9
Bluefield State College	WV	PU	19	66.4	9	Glennville State College	WV	PU	21	59.3	9	Keystone College	PA	PR	17	51.0	9
West Liberty University	WV	PU	29	65.8	9	Elmira College	NY	PR	31	59.2	9	St Mary's Coll of Maryland	MD	PU	46	50.9	9
West Virginia State University	WV	PU	30	65.4	9	Westminster College	PA	PR	32	58.6	9	Ferrum College	VA	PR	30	50.3	9
Glennville State College	WV	PU	8	65.4	9	Thiel College	PA	PR	7	58.4	9	Hollins University	VA	PR	17	50.3	9
Hiram College	OH	PR	22	65.0	9	Keystone College	PA	PR	9	58.2	9	Davis & Elkins College	WV	PR	21	50.0	9
Thiel College	PA	PR	22	64.6	9	Wilson College	PA	PR	16	58.1	9	Virginia Military Institute	VA	PU	47	49.9	9
						Emory & Henry College	VA	PR	24	57.7	9	Southern Virginia University	VA	PR	16	49.8	9
Houghton College	NY	PR	26	\$63.5	10	West Virginia State University	WV	PU	36	\$56.5	10	West Virginia State University	WV	PU	30	\$49.1	10
Bethany College	WV	PR	11	63.1	10	Averett University	VA	PR	14	56.0	10	Hiram College	OH	PR	22	49.1	10
Averett University	VA	PR	17	62.9	10	Hiram College	OH	PR	32	54.7	10	Glennville State College	WV	PU	23	47.3	10
Ferrum College	VA	PR	15	62.8	10	Houghton College	NY	PR	11	52.9	10	Averett University	VA	PR	21	47.2	10
Wilmington College	OH	PR	23	62.6	10	Urbana University	OH	PR	6	52.1	10	Houghton College	NY	PR	24	46.1	10
Southern Virginia University	VA	PR	16	61.4	10	Wilmington College	OH	PR	19	50.7	10	Wilberforce University	OH	PR	8	45.7	10
Urbana University	OH	PR	5	60.1	10	Davis & Elkins College	WV	PR	7	50.5	10	Wilmington College	OH	PR	23	45.5	10
Davis & Elkins College	WV	PR	13	58.9	10	Alderson Broaddus University	WV	PR	10	48.6	10	Alderson Broaddus University	WV	PR	40	45.0	10
Virginia Union University	VA	PR	12	49.1	10	Wilberforce University	OH	PR	11	46.1	10	Ohio Valley University	WV	PR	7	43.6	10
Ohio Valley University	WV	PR	7	47.2	10	Ohio Valley University	WV	PR	5	44.6	10	Urbana University	OH	PR	10	38.8	10
Alderson Broaddus University	WV	PR	3	42.1	10	Virginia Union University	VA	PR	31	37.9	10	Virginia Union University	VA	PR	28	37.5	10

¹Institutions in the comparison group are located in the following states: DE, MD, NJ, NY, OH, PA, VA, 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 95 institutions with 109 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, 2016-17
Baccalaureate Institutions in Pennsylvania and Surrounding States
Combined Instructor and Lecturer Ranks

Instructor and/or Lecturer	State¹	Type²	No. Fac.	Salary³	Ranks⁴	Decile⁵
Vassar College	NY	PR	11	\$79.1	BOTH	1
Union College	NY	PR	21	72.6	LEC	1
Lafayette College	PA	PR	11	68.7	BOTH	1
Bryn Mawr College	PA	PR	47	65.5	BOTH	1
PA State-Worthington Scranton	PA	PU	22	64.7	INST	1
Penn State University-York	PA	PU	18	64.6	BOTH	1
Colgate University	NY	PR	36	64.5	INST	1
U.S. Military Academy	NY	PU	34	64.0	INST	1
Penn State University-Beaver	PA	PU	16	63.6	INST	1
Penn State U-New Kensington	PA	PU	17	63.2	INST	1
Gettysburg College	PA	PR	14	\$62.6	BOTH	2
Penn State U-Erie-Behrend Col	PA	PU	125	62.6	BOTH	2
Ursinus College	PA	PR	8	62.3	INST	2
Elizabethtown College	PA	PR	11	62.0	LEC	2
Franklin and Marshall College	PA	PR	19	61.7	INST	2
Dickinson College	PA	PR	21	61.1	INST	2
Penn State University-Berks	PA	PU	53	60.8	BOTH	2
Haverford College	PA	PR	7	60.4	BOTH	2
Penn State Univ-Wilkes-Barre	PA	PU	16	60.1	INST	2

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

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

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

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

⁵To give a sense of rank order, decile one represents the top 10%, decile two the next lower 10%, etc. through decile ten which represents the bottom 10%.

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

NOTE: There are a total of 81 institutions with 95 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.

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Baccalaureate Institutions in Pennsylvania and Surrounding States
Combined Instructor and Lecturer Ranks

Instructor and/or Lecturer	State¹	Type²	No. Fac.	Salary³	Ranks⁴	Decile⁵
United States Naval Academy	MD	PU	3	\$59.6	INST	3
Messiah College	PA	PR	20	58.5	LEC	3
PA State U-Greater Allegheny	PA	PU	13	57.8	BOTH	3
Skidmore College	NY	PR	29	57.0	BOTH	3
Penn State University-Abington	PA	PU	59	56.6	BOTH	3
Penn State Univ-Schuylkill	PA	PU	14	56.1	INST	3
Muhlenberg College	PA	PR	31	56.0	LEC	3
Penn State University-Altoona	PA	PU	80	55.4	INST	3
Randolph-Macon College	VA	PR	16	55.4	INST	3
Denison University	OH	PR	10	\$54.6	INST	4
Cedar Crest College	PA	PR	13	54.2	INST	4
Bryn Athyn College	PA	PR	3	54.0	INST	4
Juniata College	PA	PR	7	54.0	INST	4
Washington College	MD	PR	3	53.8	BOTH	4
St Lawrence University	NY	PR	5	53.8	BOTH	4
Penn State Univ-Brandywine	PA	PU	27	53.6	INST	4
Saint Vincent College	PA	PR	5	53.5	INST	4
The College of Wooster	OH	PR	10	53.1	INST	4

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

⁵To give a sense of rank order, decile one represents the top 10%, decile two the next lower 10%, etc. through decile ten which represents the bottom 10%.

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

NOTE: There are a total of 81 institutions with 95 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.

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Baccalaureate Institutions in Pennsylvania and Surrounding States
Combined Instructor and Lecturer Ranks

Instructor and/or Lecturer	State¹	Type²	No. Fac.	Salary³	Ranks⁴	Decile⁵
Hampden-Sydney College	VA	PR	23	\$52.6	LEC	5
Wittenberg University	OH	PR	4	52.5	INST	5
Susquehanna University	PA	PR	10	52.4	INST	5
Ohio Northern University	OH	PR	16	52.1	BOTH	5
Oberlin College	OH	PR	13	52.1	BOTH	5
Moravian College	PA	PR	18	51.8	INST	5
Washington and Lee Univ	VA	PR	8	51.5	INST	5
Emory & Henry College	VA	PR	11	50.9	INST	5
U of Virginia's College at Wise	VA	PU	24	50.7	INST	5
Westminster College	PA	PR	9	\$49.5	BOTH	6
W. Virginia Univ Inst of Tech	WV	PU	17	49.5	BOTH	6
Randolph College	VA	PR	5	49.5	INST	6
Hiram College	OH	PR	5	49.4	BOTH	6
Penn State Univ-Lehigh Valley	PA	PU	24	49.4	INST	6
Allegheny College	PA	PR	6	49.0	INST	6
Southern Virginia University	VA	PR	4	48.9	INST	6
Bridgewater College	VA	PR	24	48.7	INST	6
Goucher College	MD	PR	11	48.6	BOTH	6
University of Mount Union	OH	PR	7	48.5	INST	6

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

Instructor and/or Lecturer	State¹	Type²	No. Fac.	Salary³	Ranks⁴	Decile⁵
Cheyney University of PA	PA	PU	5	\$48.4	INST	7
Ohio Wesleyan University	OH	PR	3	48.2	BOTH	7
U of Pittsburgh-3 campuses⁶	PA	PU	55	47.7	BOTH	7
Wells College	NY	PR	5	47.1	BOTH	7
Wilson College	PA	PR	4	47.1	BOTH	7
Cazenovia College	NY	PR	10	46.5	INST	7
Virginia Wesleyan College	VA	PR	5	46.4	BOTH	7
Siena College	NY	PR	21	46.2	INST	7
Shawnee State University	OH	PU	12	46.1	INST	7
Cedarville University	OH	PR	8	\$45.9	INST	8
Washington & Jefferson Coll	PA	PR	6	45.9	INST	8
Virginia Military Institute	VA	PU	4	44.7	BOTH	8
Shepherd University	WV	PU	11	44.3	LEC	8
Albright College	PA	PR	20	44.3	INST	8
La Roche College	PA	PR	4	44.0	INST	8
Wesley College	DE	PR	8	44.0	INST	8
Thiel College	PA	PR	6	42.7	BOTH	8
West Liberty University	WV	PU	17	42.6	BOTH	8

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

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

Instructor and/or Lecturer	State¹	Type²	No. Fac.	Salary³	Ranks⁴	Decile⁵
Davis & Elkins College	WV	PR	6	\$42.5	INST	9
Keystone College	PA	PR	7	42.0	INST	9
Lycoming College	PA	PR	8	41.8	BOTH	9
Sweet Briar College	VA	PR	6	41.7	INST	9
Ferrum College	VA	PR	9	41.3	INST	9
Central State University	OH	PU	5	41.1	INST	9
McDaniel College	MD	PR	29	40.5	BOTH	9
Marietta College	OH	PR	10	40.3	INST	9
Virginia Union University	VA	PR	12	40.0	INST	9
Elmira College	NY	PR	13	\$39.5	LEC	10
Averett University	VA	PR	4	38.8	INST	10
Bluefield State College	WV	PU	10	38.7	BOTH	10
Glennville State College	WV	PU	8	38.5	INST	10
Houghton College	NY	PR	4	38.0	INST	10
West Virginia State University	WV	PU	12	37.6	INST	10
Hollins University	VA	PR	12	37.5	BOTH	10
Alderson Broaddus University	WV	PR	3	37.3	INST	10
Kenyon College	OH	PR	9	33.0	INST	10
Wilberforce University	OH	PR	3	31.7	BOTH	10

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