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MEMORANDUM

To: Donna E. Shalala, President

From: Tomas A. Salerno
Chair, Faculty Senate

Date: April 30, 2015

Subject: Faculty Senate Legislation #2014-37(D) – Faculty Senate Budget and Compensation
Committee Faculty Salary Report

The Faculty Senate, at its April 22, 2015 meeting, voted unanimously to accept the Budget and
Compensation Committee Faculty Salary Report.

The report is enclosed for your information.

TAS/rh

Enclosure

cc: Thomas LeBlanc, Executive Vice President and Provost
R. Stephen Cantrell, Chair, Budget and Compensation Committee

Faculty Senate Budget and Compensation Committee Salary Comparison Report 2014-2015

For a number of years now, the Budget and Compensation Committee¹ has been making an annual report to the Senate comparing faculty salaries at the University of Miami to those of the US member institutions of the American Association of Universities (AAU). Again this year, our report concentrates on comparisons with the aspirational peer group² of the 10 AAU private universities nearest the University of Miami in the *US News and World Report* annual rankings of national universities. This group of schools provides the basis against which the University measures progress toward the goals of its strategic plan. Moreover, the same set of schools is used for a very wide variety of comparison purposes. For example, tuition increases at these aspirational peers strongly influence tuition increases at UM. Additionally, we have included the same comparisons with the combined public/private membership of the AAU.

The latest academic year for which comparative data³ is available is 2013-2014. The Committee is of the opinion that we should not focus our report solely on this single year. Rather we should aim to give the Senate a broader perspective of how salaries here are comparing with those elsewhere over time including but not limited to the most recent year. The aims of this report are two-fold. First we ask whether we are making progress toward closing the gap between average salaries at UM and the mean of the average salaries in the aspirational peer group. That has been a long-term objective of the Senate, and one with which we have reached agreement with the Administration that doing so should be our common goal. We examine the data for all levels of the professoriate on two time scales: (1) longer term (every other year from 2004-2005 to 2012-2013); and (2) nearer term (every year since 2010-2011). We believe so doing gives the Senate valuable perspective on how we are comparing globally and how well we are recovering from the recent economic turmoil relative to our peers. Second, we have also updated a purely internal examination of the extent to which progress at UM is due to the fact that new faculty members tend to be hired at market rates.

External Comparisons

As noted, we primarily consider the 10 aspirational peer institutions. In our first slide (Chart 1) we list the mean salaries at the full professor level at each institution and at UM each year from 2004-2005 to 2013-2014, as reported in the *Chronicle of Higher Education*. We calculate the average of the mean salaries at the peer institutions, and compare that against the UM mean. In the second slide we display these figures every other year starting with 2004-2005 and ending with 2012-2013 side by side in the top graph (e.g., in 2004-2005, the AAU group figure was \$ 114.8 K while the UM figure was \$ 106.98 K). The second graph shows the UM mean as a percentage of the average of the aspirational group means (e.g. 93.18 % in 2004-2005) in each of the target years, while the third shows the numerical gap between the UM figure and aspirational group figure (\$7.83 K lower at UM in 2004-2005). The third slide

¹ Members of the Committee are Stephen Cantrell (Chair), Edmund Abaka, Michael Barron, Brian Barrett, Shuyi Chen, Henry Green, Richard Lee, Olga Quintana, and Richard Williamson.

² These are Brandeis, Carnegie-Mellon, Case Western Reserve, Emory, NYU, Rochester, Syracuse, USC, Tulane, and Vanderbilt. Syracuse is no longer in the AAU, but we retain it for the sake of continuity.

³ Data is taken from the website of the *Chronicle of Higher Education*, and is based on reports made to the AAUP.

presents the same three graphs for all years 2010-2011 and following. The next six slides (Charts 4-9) provide the same information for the associate and assistant professor levels.

In the cases of full and associate professor levels the data show that from 2004-2005 to 2010-2011 substantial progress was made in closing the gap between salaries at UM and at the aspirational peer group. Such is the case whether one considers percentages or actual dollars. If one focuses on the years from 2010-2011 forward, we have been relatively stable; i.e., our position relative to the mean of the aspirational peer group is basically unchanged. At the assistant professor level, there has been a decline since we exceeded parity with AAU comparison group in 2007-2008, which is particularly sharp in the most recent year.

Charts 10-21 detail the preceding analysis relative to the mean of the combined public/private membership of the AAU. The trends in this case mirror those of the peer comparison group of universities on the longer term scale for all three cohorts. However, there is a noticeable and welcome uptick at the full and associate professor levels in the most recent reporting year.

As noted above, achieving parity against the mean of the aspirational peer group of universities is a shared goal of the Administration and the Senate. The Committee is pleased to observe the progress that has been made over the long term, but believes that the data for the most recent years show that we appear to have plateaued at a level below that, achieving parity remains a challenge to the University going forward. We believe that this year's expected 3% merit raise pool and .5% adjustment pool are a step in the right direction, but we also believe that achieving parity will require sustained efforts over several more years.

Internal Comparisons

In 2012, the Committee first considered the extent to which the relative improvement in UM's position is due to an influx of new faculty being hired at market salaries. As several years have passed, we decided to look into the question again. To investigate this question, the Committee proceeded as follows.⁴ Take the case of full professors first. For 2005-2006 and each subsequent year through 2014-2015, we compared the mean salary of faculty holding the rank of full professor in that year who have been at UM for more than 5 years with the mean salary of faculty holding the same rank in that year who have been at UM 5 years or less. We also kept track of the numbers of individuals in each category each year.

We conducted the same investigation for individuals at the rank of associate professor. Since very few individuals hold the rank of assistant professor for an extended period of time, we did not conduct the investigation at the assistant professor level. (See slides 23 through 26.)

Our investigation leads to much the same conclusions as before. First, the gap in dollars between the salaries of faculty who have been at UM for 5 years or less and those of faculty who have been at UM for more than 5 years generally speaking has grown significantly since 2005-2006, consistently so at the

⁴ The Committee expresses its appreciation to Dr. Mary Sapp and the Office of Institutional Research for the report they provided and which we have included here.

associate professor level. Second, the numbers of newer faculty are relatively small. Indeed, at the full professor level they are simply too small a group (never much more than 12% the size of the long established group) to account fully for the trends we observed in our external comparisons. The means for long established full professors follow the same trend as we observed for the complete cohort of full professors. Moreover, because the numbers of newer full professors are small and there is a wide differential in salaries across different disciplines there can be anomalies such as the most recent year when the average salary for newer full professors dropped significantly. Third, at the associate professor level long established individuals did move up on average relative to the aspirational group average between 2005-2006 and 2014-2015 but at a more modest pace. There appear to be at least two reasons why this is the case. On one hand, while associate professors who have been at UM for 5 years or less are a small fraction of all associate professors, they constitute a relatively larger fraction than in the case of full professors. On the other, salaries of long established full professors have increased about 39% since 2005-2006 versus about 34% for long established associate professors.

AAU Peer Institutions Faculty Salary Report

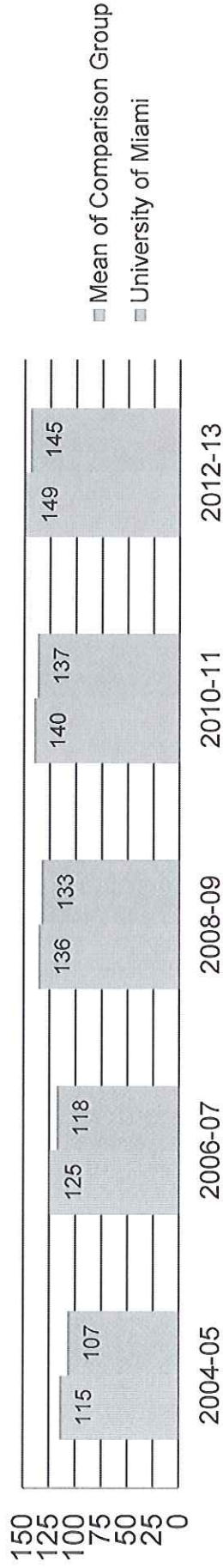
Full Professors

Academic Institution	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
*Brandeis University	99.3	106.7	111.6	116.6	121.3	121.9	123.9	130.0	131.4	130.8
*Carnegie Mellon University	118.4	123.8	127.0	132.2	136.5	137.6	138.9	142.0	146.5	150.7
*Case Western Reserve University	109.6	117.4	116.0	118.9	121.5	124.2	129.1	131.2	132.3	136.0
*Emory University	131.9	137.0	142.2	147.2	153.4	154.8	154.1	158.0	160.1	158.4
*New York University	138.1	144.0	149.5	162.4	170.7	171.7	175.9	182.4	187.6	195.7
*Syracuse University, Main Campus	94.5	97.9	104.0	107.0	112.0	112.5	115.3	117.6	122.8	-
*Tulane University	102.8	109.8	116.0	119.8	125.9	128.0	134.2	140.2	140.2	147.1
*University of Rochester	105.8	108.8	112.8	118.2	124.4	125.6	129.7	133.8	138.6	143.5
*University of Southern California	123.8	129.0	134.5	140.1	145.0	145.8	151.0	155.9	160.5	164.6
*Vanderbilt University	123.9	126.6	135.4	140.3	145.9	145.1	151.3	158.3	167.9	174.8
Mean of Comparison Group	114.8	120.1	124.9	130.3	135.7	136.7	140.3	144.94	148.79	155.73
University of Miami	106.98	111.50	118.00	125.00	132.80	132.5	137.0	140.8	144.8	151.1
Difference between UM and Mean	-7.8	-8.6	-6.9	-5.3	-2.9	-4.2	-3.3	-4.14	-3.99	-4.63
UM as percentage of Mean	93.18%	92.85%	94.48%	95.95%	97.89%	96.91%	97.62%	97.14%	97.32%	97.02%

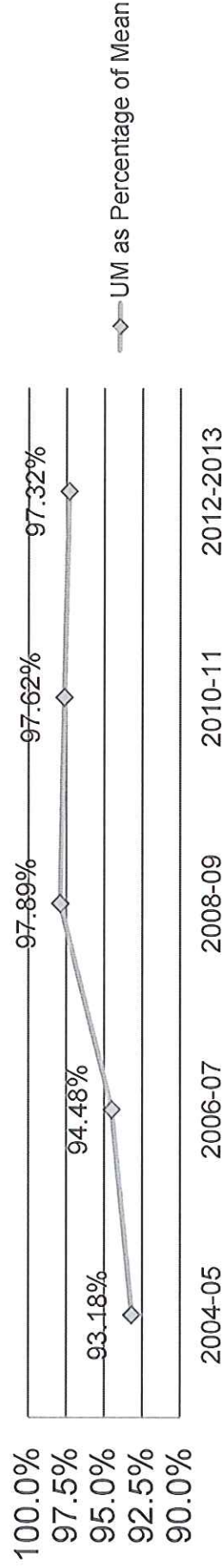
* Private

UM and AAU Peer Institutions Comparison Full Professors 2004-2013

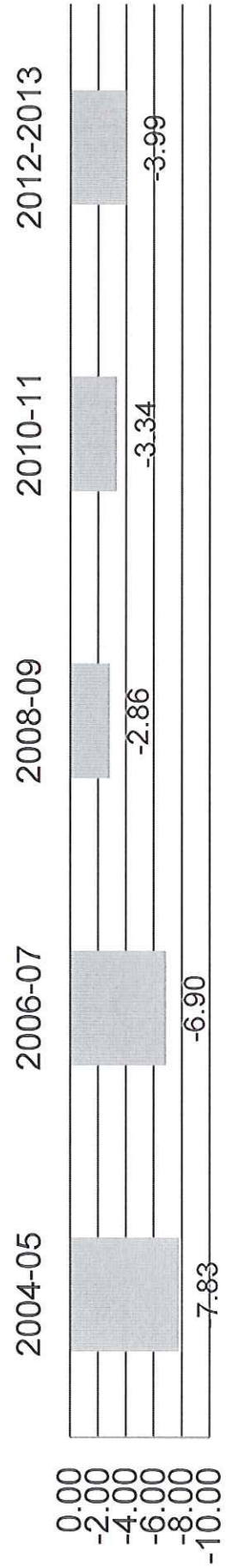
Mean of Comparison Group



UM as Percentage of Mean

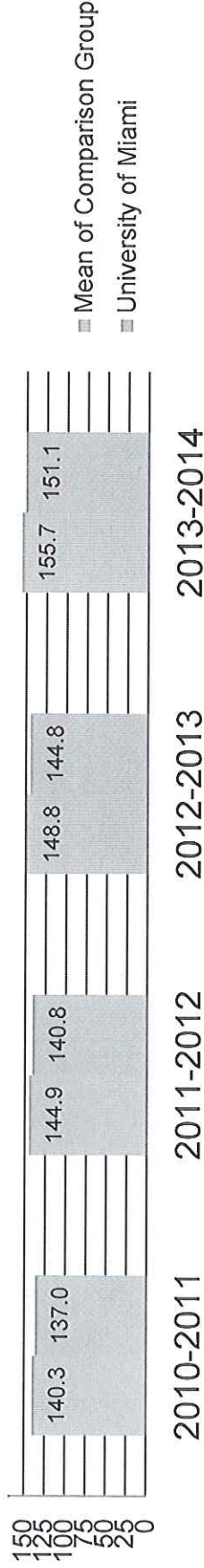


Difference Between UM and Mean

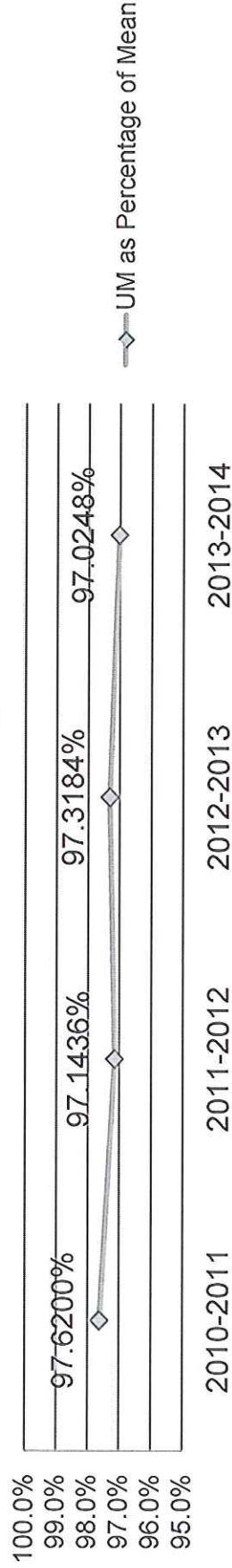


UM and AAU Peer Institutions Comparison Full Professors 2010-2014

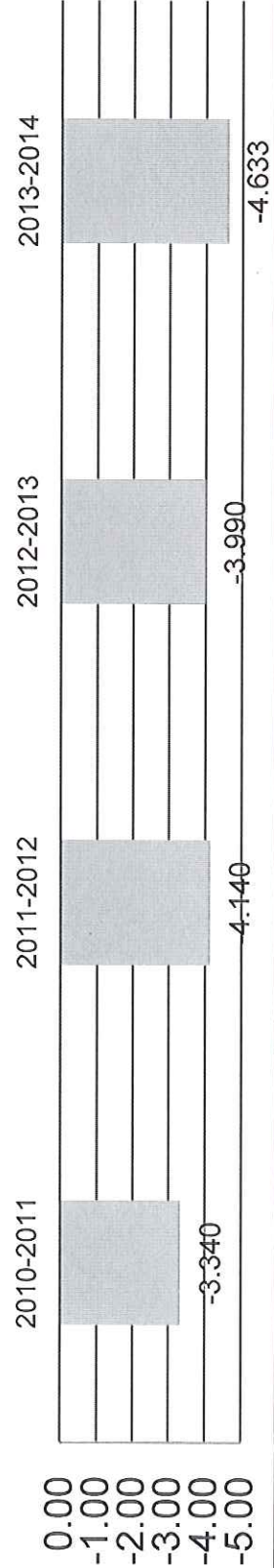
Mean of Comparison Group



UM as Percentage of Mean



Difference Between UM and Mean



AAU Peer Institutions Faculty Salary Report

Associate Professors

Academic Institution	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
*Brandeis University	73.3	77.0	80.7	84.0	87.0	84.9	86.5	90.5	93.4	96.6
*Carnegie Mellon University	84.5	89.1	93.2	96.4	98.5	97.1	97.4	98.9	101.8	104.2
*Case Western Reserve University	79.1	84.5	78.4	81.5	83.0	82.5	84.5	85.8	89.6	91.6
*Emory University	84.3	86.2	90.1	93.4	100.5	99.4	99.9	101.6	106.0	104.8
*New York University	85.4	88.3	91.2	102.6	103.7	101.5	103.8	106.1	107.7	112.1
*Syracuse University, Main Campus	70.7	72.2	75.2	78.2	82.1	82.0	83.8	85.4	87.7	-
*Tulane University	73.5	77.0	78.8	82.4	83.4	84.0	85.3	86.6	88.7	92.0
*University of Rochester	76.4	78.4	81.9	85.8	89.6	88.7	91.6	97.2	100.9	101.7
*University of Southern California	84.6	88.5	92.0	93.6	95.8	98.6	103.3	105.3	107.8	110.0
*Vanderbilt University	79.0	81.9	86.3	91.0	93.5	93.1	96.2	98.6	103.5	107.5

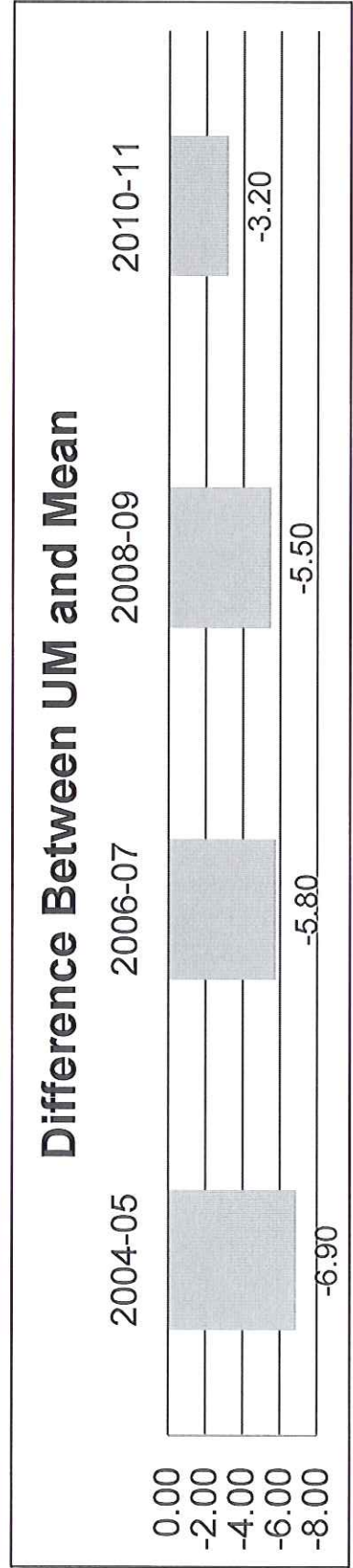
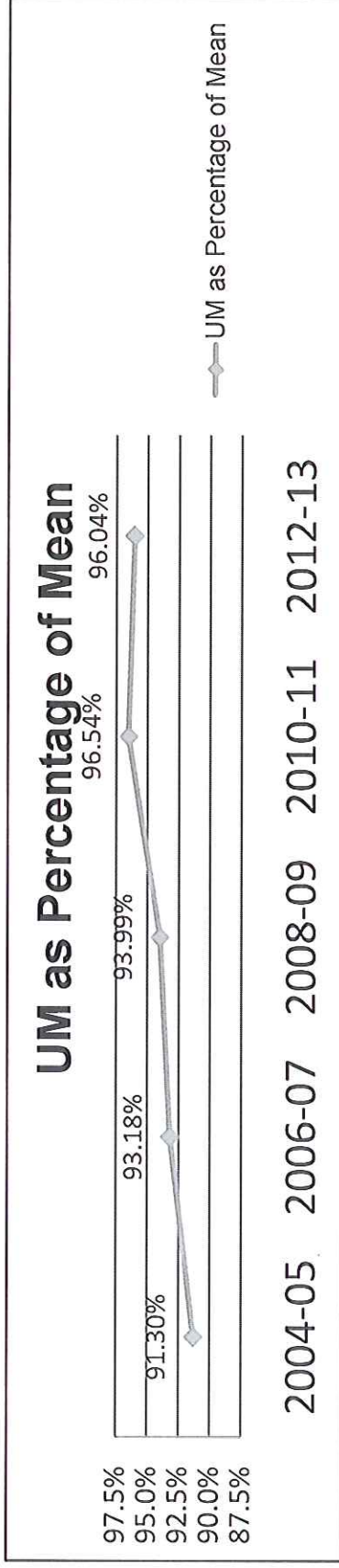
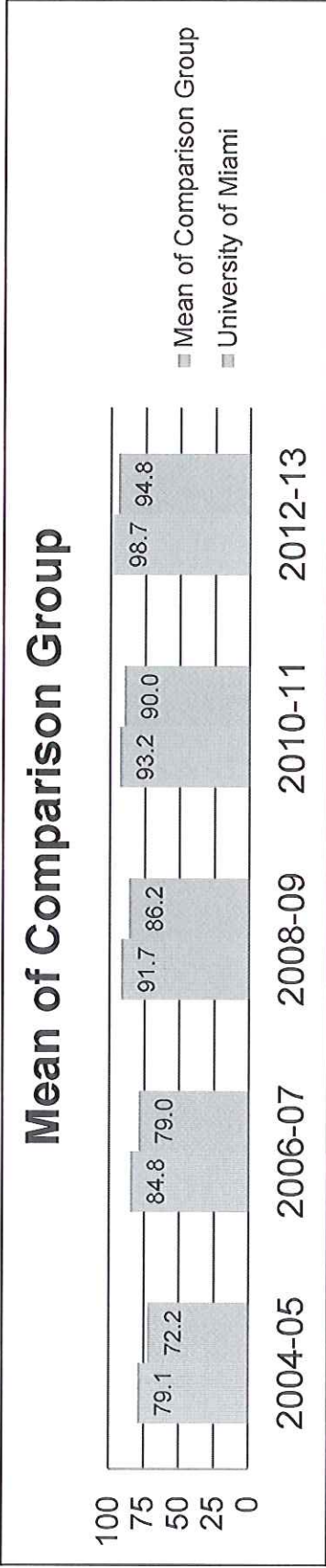
MEAN - AAU INSTITUTIONS	79.08	82.31	84.78	88.89	91.71	91.18	93.23	95.60	98.71	102.28
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University of Miami	72.2	75.2	79.0	83.0	86.2	86.9	90.0	92.0	94.8	99.4
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DIFFERENCE - Miami and AAU	-6.88	-7.11	-5.78	-5.89	-5.51	-4.28	-3.23	-3.60	-3.91	-2.88
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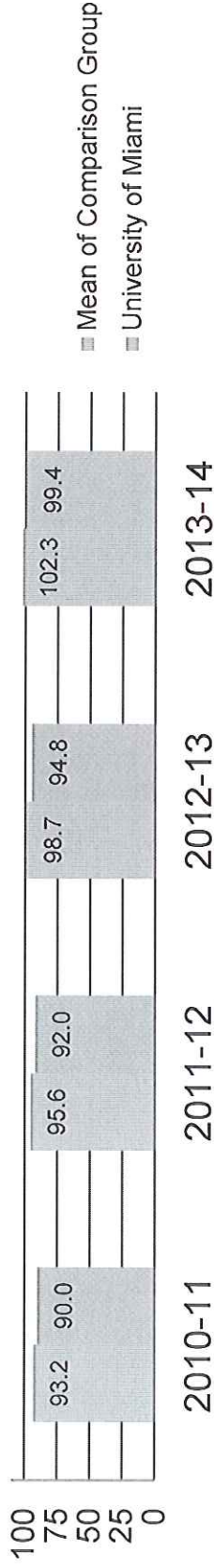
PERCENTAGE - Miami / AAU	91.30%	91.36%	93.18%	93.37%	93.99%	95.31%	96.54%	96.23%	96.04%	97.19%
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UM and AAU Peer Institutions Comparison Associate Professors 2004-2013

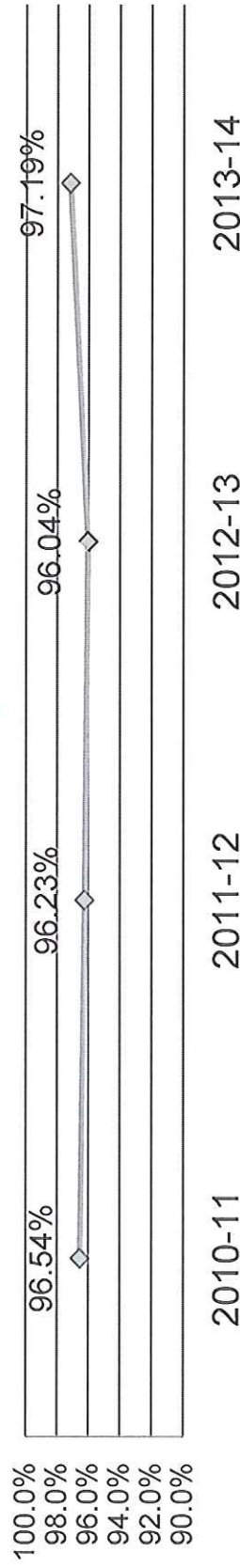


UM and AAU Peer Institutions Comparison Associate Professors 2010-2014

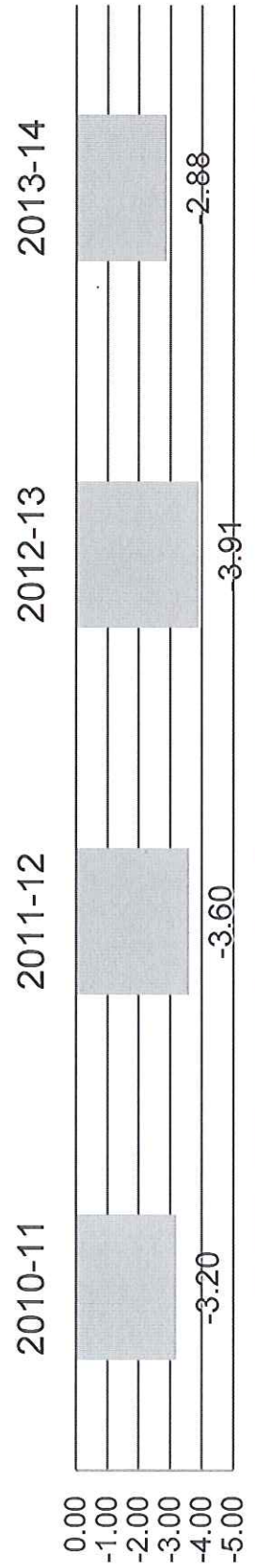
Mean of Comparison Group



UM as Percentage of Mean



Difference Between UM and Mean



AAU Peer Institutions Faculty Salary Report Assistant Professors

Academic Institution	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
*Brandeis University	66.5	70.5	71.6	74.6	78.9	79.1	79.5	84.4	83.4	82.2
*Carnegie Mellon University	75.0	80.5	82.9	84.3	88.6	89.7	95.9	101.1	103.9	104.4
*Case Western Reserve University	68.5	62.7	67.9	69.9	72.7	74.6	74.3	79.2	78.0	79.3
*Emory University	74.5	76.3	77.9	78.9	84.1	83.4	85.3	86.5	85.4	85.9
*New York University	73.7	75.9	80.1	90.3	93.5	92.7	95.6	99.7	105.3	110.1
*Syracuse University, Main Campus	59.6	62.2	64.9	68.6	69.3	69.1	70.8	73.4	75.5	-
*Tulane University	61.3	65.3	63.4	66.1	65.2	67.8	69.3	71.5	74.0	79.8
*University of Rochester	70.2	71.0	73.2	77.2	82.4	83.8	89.4	93.5	94.7	96.0
*University of Southern California	73.7	76.4	81.6	85.0	86.7	89.6	91.5	93.3	93.5	95.6
*Vanderbilt University	65.0	66.0	67.2	69.5	72.5	73.1	74.6	76.5	84.9	88.9

Mean of Comparison Group	68.80	70.68	73.07	76.44	79.39	80.29	82.62	85.91	87.86	91.36
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University of Miami	65.8	67.8	72.7	76.6	79.5	79.1	77.7	81.1	83.4	83.5
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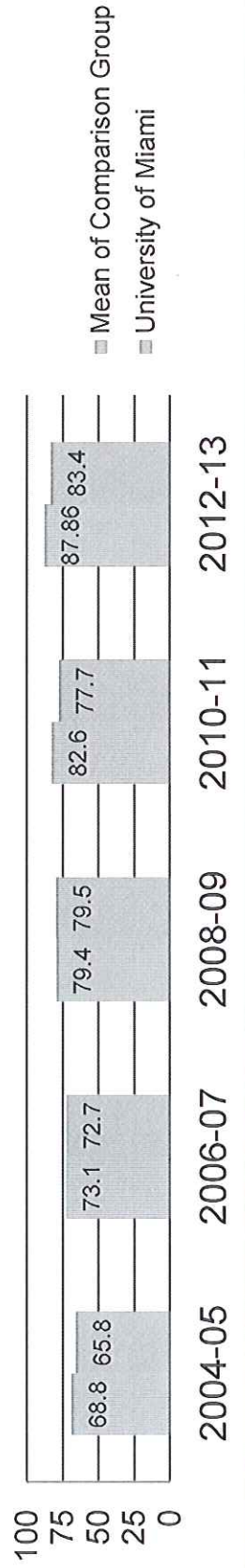
Difference between UM and Mean	-3.00	-2.88	-0.37	0.16	0.11	-1.19	-4.92	-4.81	-4.46	-7.86
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UM as percentage of Mean	95.64%	95.93%	99.49%	100.21%	100.14%	98.52%	94.05%	94.40%	94.92%	91.40%
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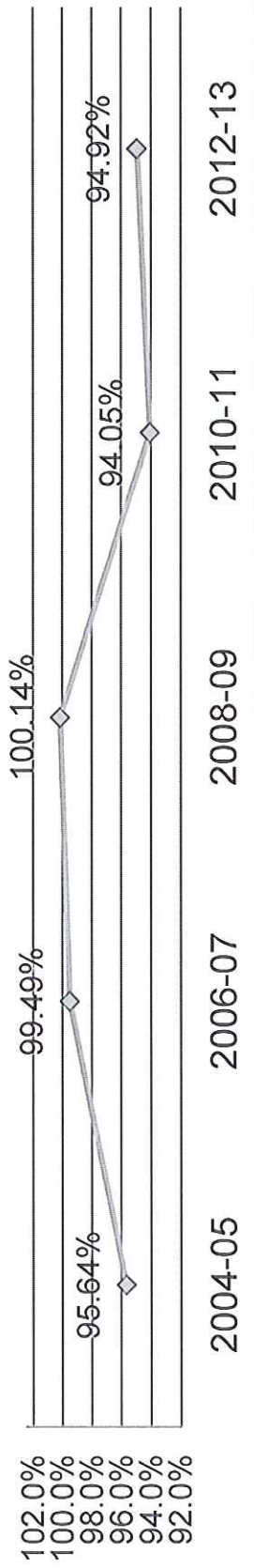
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UM and AAU Peer Institutions Comparison Assistant Professors 2004-2013

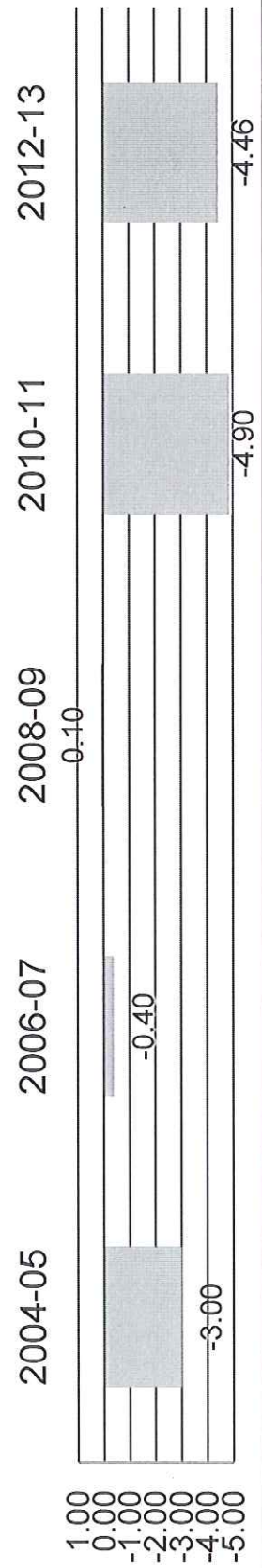
Mean of Comparison Group



UM as Percentage of Mean



Difference Between UM and Mean

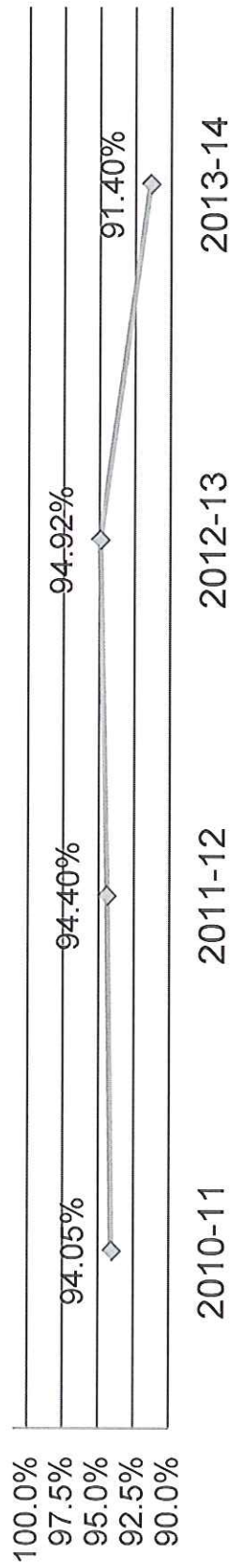


UM and AAU Peer Institutions Comparison Assistant Professors 2010-2014

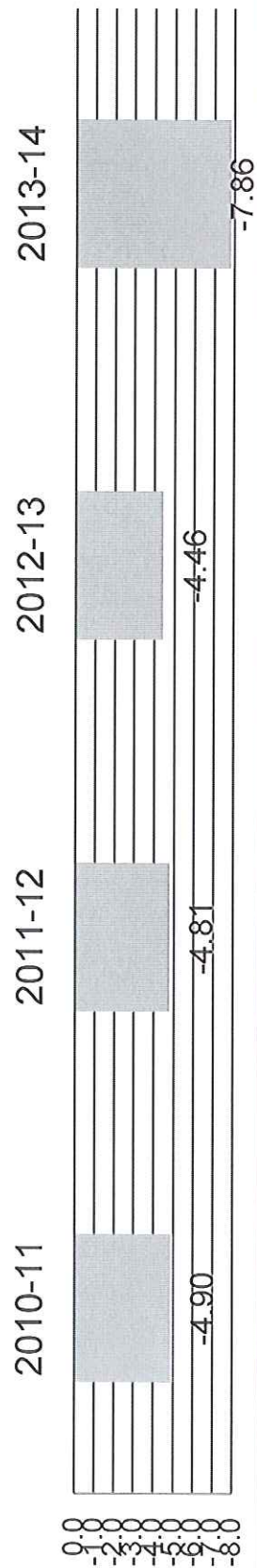
Mean of Comparison Group



UM as Percentage of Mean



Difference Between UM and Mean



Average Faculty Salary Report Full Professors

Academic Institution	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
*Brandeis University	99.3	106.7	111.6	116.6	121.3	121.9	123.9	130.0	131.4	130.8
*Brown University	123.1	129.2	134.9	139.9	146.4	145.8	150.7	156.7	160.8	164.7
*California Institute of Technology	145.7	147.8	155.8	162.2	172.5	171.9	171.5	172.8	179.2	182.1
*Carnegie Mellon University	118.4	123.8	127.0	132.2	136.5	137.6	138.9	142.0	146.5	150.7
*Case Western Reserve University	109.6	117.4	116.0	118.9	121.5	124.2	129.1	131.2	132.3	136.0
*Catholic University of America	86.7	90.8	94.6	99.0	103.0	106.3	108.3	113.0	116.5	114.9
*Columbia University in the City of New York	140.4	-	-	166.2	178.8	188.6	191.4	197.8	212.3	215.5
*Cornell University, New York	131.1	137.0	141.8	148.2	154.3	155.2	157.8	161.8	159.8	165.0
*Duke University	131.2	136.4	142.0	152.6	161.2	160.8	163.4	175.3	180.2	186.4
*Emory University	131.9	137.0	142.2	147.2	153.4	154.8	154.1	158.0	160.1	158.4
*Harvard University	163.2	168.7	177.4	184.8	192.6	191.2	193.8	198.4	203.0	207.1
Indiana University at Bloomington	101.8	104.9	109.0	114.0	118.0	120.7	120.9	128.4	132.0	132.6
Iowa State University	93.3	97.2	100.6	106.7	112.1	111.6	114.3	115.9	119.3	122.3
*Johns Hopkins University	115.5	120.7	-	-	-	-	-	-	-	-
*Massachusetts Institute of Technology	135.0	140.3	145.9	151.6	160.3	161.0	165.8	171.8	178.7	185.9
Michigan State University	101.8	105.9	110.2	116.0	121.9	125.0	125.2	128.6	131.2	135.1
*New York University	138.1	144.0	149.5	162.4	170.7	171.7	175.9	182.4	187.6	195.7
*Northwestern Univ	136.3	140.8	147.2	153.6	161.8	166.3	169.5	172.1	176.7	182.0
Ohio State University, Main Campus	108.4	112.6	117.2	121.6	126.4	129.5	131.5	134.2	136.9	139.2
Pennsylvania State U, Main Campus (U Park)	112.6	116.5	120.2	125.4	131.1	130.4	133.5	132.1	138.7	140.6
*Princeton University	151.1	156.8	163.7	172.2	180.3	181.0	186.0	193.8	200.0	206.2
Purdue University, Main Campus	100.7	104.3	107.6	111.3	115.0	115.8	122.1	125.1	127.7	130.6
*Rice University	123.7	127.0	130.4	137.1	146.6	151.8	155.2	159.5	165.4	171.5
Rutgers the State Univ of NJ New Brunswick	112.9	116.3	123.8	130.1	137.5	140.1	142.7	145.0	151.0	-
*Stanford University	148.5	156.2	164.3	173.7	181.9	181.4	188.4	195.4	207.3	215.2
SUNY at Buffalo	107.7	111.6	-	-	-	-	-	135.4	133.7	-
SUNY at Stony Brook, All Campuses	107.0	110.6	116.4	116.2	126.5	131.9	138.6	140.5	142.4	143.4
*Syracuse University, Main Campus	94.5	97.9	104.0	107.0	112.0	112.5	115.3	117.6	122.8	-
Texas A&M University- Main Campus	100.2	104.1	107.4	112.3	116.3	120.3	118.9	120.0	122.2	128.2
*Tulane University	102.8	109.8	116.0	119.8	125.9	128.0	134.2	140.2	140.2	147.1
University of Arizona	95.9	102.3	107.1	113.1	114.5	117.3	117.5	119.9	119.6	122.2
University of California-Berkeley	121.8	126.2	131.3	141.0	143.5	145.8	149.1	154.0	158.9	165.4
University of California-Davis	103.3	107.0	114.0	121.5	122.7	123.4	123.8	129.4	133.0	136.7
University of California-Irvine	108.5	112.2	117.7	128.7	131.8	132.7	131.8	137.0	140.4	145.6
University of California-Los Angeles	123.3	128.4	133.2	142.0	144.5	148.0	153.7	162.6	167.0	173.9
University of California-San Diego	113.8	118.1	124.4	131.9	133.8	135.4	136.3	140.7	142.5	147.9
University of California-Santa Barbara	110.6	115.1	119.3	127.0	129.0	131.1	132.0	138.6	140.6	145.2
*University of Chicago	148.4	155.1	162.5	170.8	179.5	184.1	190.4	197.8	203.6	210.7
University of Colorado at Boulder	100.6	102.8	106.8	116.4	121.5	121.6	118.6	125.5	127.8	128.8

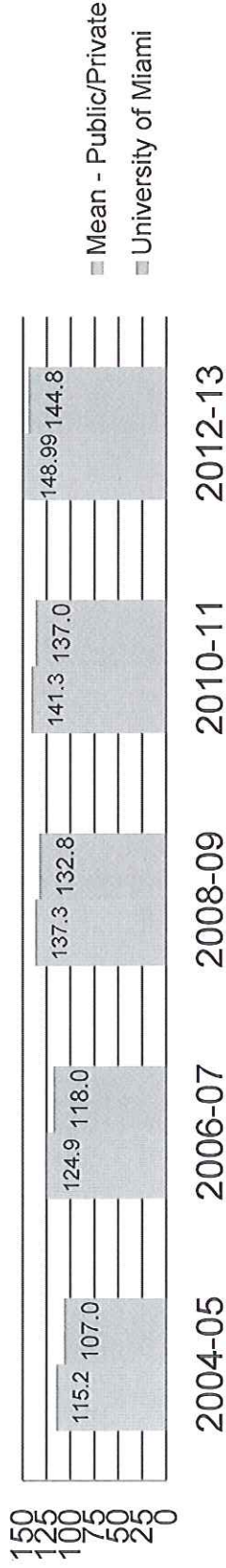
Average Faculty Salary Report Full Professors (cont.)

Academic Institution	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
University of Florida	96.0	101.4	107.7	109.3	115.2	117.0	122.1	121.7	122.5	128.3
University of Illinois at Urbana-Champaign	111.8	116.6	120.9	125.7	129.6	130.0	133.5	137.2	141.7	145.0
University of Iowa	102.8	105.3	109.8	118.1	124.6	124.1	126.3	130.0	132.2	135.3
University of Kansas, Main Campus	92.4	98.0	103.9	110.5	117.3	116.9	117.7	116.1	118.3	121.2
University of Maryland at College Park	111.0	115.7	121.1	127.5	133.4	134.7	134.4	136.3	138.1	142.0
University of Michigan at Ann Arbor	120.2	125.6	130.4	137.0	142.1	144.0	146.9	148.8	148.7	156.9
University of Minnesota - Twin Cities	105.4	110.3	116.6	121.3	127.4	124.8	123.2	125.7	134.3	136.0
University of Missouri, Columbia	94.3	96.7	100.7	102.8	111.2	111.0	111.1	113.9	117.2	117.5
University of Nebraska at Lincoln	93.9	97.5	101.1	105.2	110.1	112.0	112.3	114.8	116.0	119.0
University of North Carolina at Chapel Hill	112.7	115.3	126.8	138.5	142.7	143.0	143.3	144.0	147.9	146.7
University of Oregon	83.6	88.0	88.3	94.8	99.8	103.0	104.9	112.3	110.9	114.1
*University of Pennsylvania	143.4	149.9	156.5	163.3	169.4	170.1	175.1	181.6	187.0	-
University of Pittsburgh Main Campus	109.8	113.2	119.5	121.9	127.3	128.3	132.8	134.8	135.9	140.2
*University of Rochester	105.8	108.8	112.8	118.2	124.4	125.6	129.7	133.8	138.6	143.5
*University of Southern California	123.8	129.0	134.5	140.1	145.0	145.8	151.0	155.9	160.5	164.6
University of Texas at Austin	109.9	115.7	121.2	126.0	132.3	133.3	136.5	140.7	144.0	145.4
University of Virginia, Main Campus	118.1	123.1	128.0	132.7	133.7	134.7	136.5	141.6	143.2	150.8
University of Washington - Seattle	98.1	102.1	108.9	116.4	121.7	121.9	118.3	122.7	124.3	123.5
University of Wisconsin-Madison	97.8	100.5	103.5	107.0	109.5	111.1	113.8	114.7	118.8	123.5
*Yanderbilt University	123.9	126.6	135.4	140.3	145.9	145.1	151.3	158.3	167.9	174.8
*Washington University	128.4	135.2	145.1	150.8	159.3	160.7	164.9	172.4	175.8	183.6
*Yale University	145.6	151.2	157.6	165.1	174.7	174.1	177.1	180.4	186.3	192.2
MEAN - PUBLIC	105.4	109.4	114.4	120.3	125.0	125.8	128.0	131.4	134.1	137.0
MEAN - PRIVATE	127.6	132.5	138.7	145.9	153.0	154.5	158.2	163.5	168.5	174.4
MEAN - PUB/PRIV	115.2	119.4	124.9	131.6	137.3	138.7	141.3	145.3	149.0	153.0
University of Miami	106.98	111.50	118.00	125.00	132.80	132.5	137.0	140.8	144.8	151.1
DIFFERENCE - PUBLIC	1.6	2.1	3.6	4.7	7.8	6.7	9.0	9.4	10.7	14.1
DIFFERENCE - PRIVATE	-20.6	-21.0	-20.7	-20.9	-20.2	-22.0	-21.2	-22.7	-23.7	-23.3
DIFFERENCE - PUB/PRI Combined	-8.2	-7.9	-6.9	-6.6	-4.5	-6.2	-4.3	-4.5	-4.2	-1.9
PERCENTAGE - PUBLIC	101.54%	101.87%	103.16%	103.91%	106.27%	105.35%	107.02%	107.14%	107.99%	110.31%
PERCENTAGE - PRIVATE	83.83%	84.18%	85.05%	85.67%	86.77%	85.75%	86.61%	86.14%	85.94%	86.66%
PERCENTAGE - PUB/PRI Combined	92.86%	93.37%	94.49%	94.99%	96.69%	95.56%	96.95%	96.90%	97.19%	98.76%

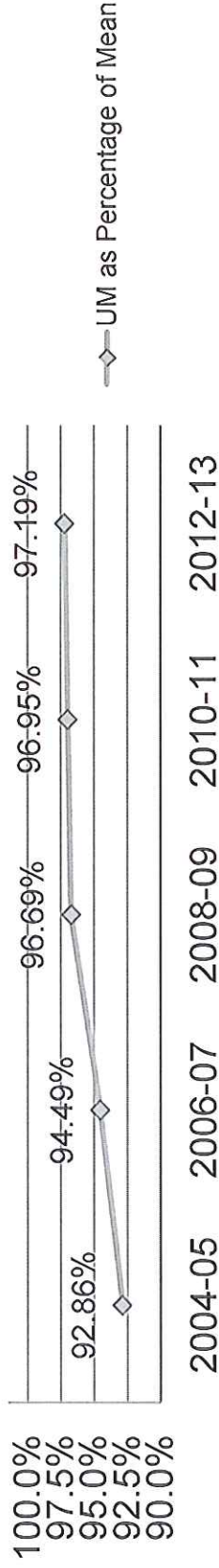
* Private

UM Average Faculty Salary Comparison Full Professors 2004-2013

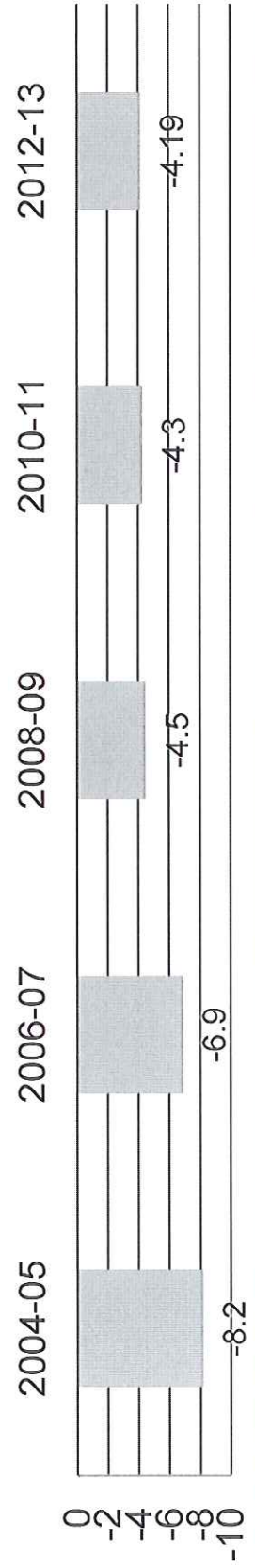
Mean – Public/Private



UM as Percentage of Mean

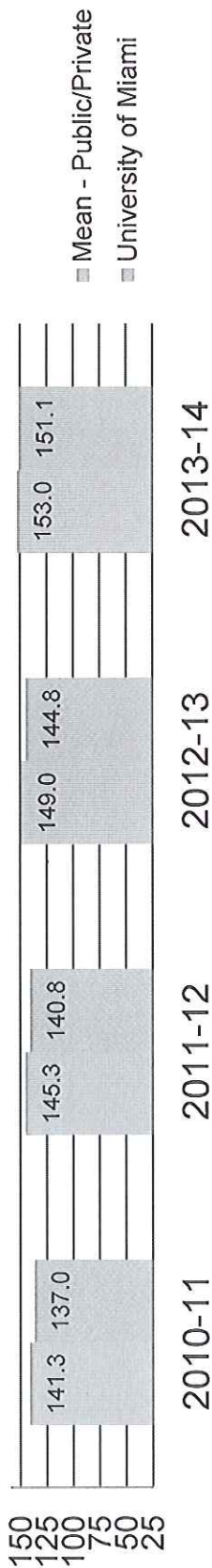


Difference Between UM and Mean

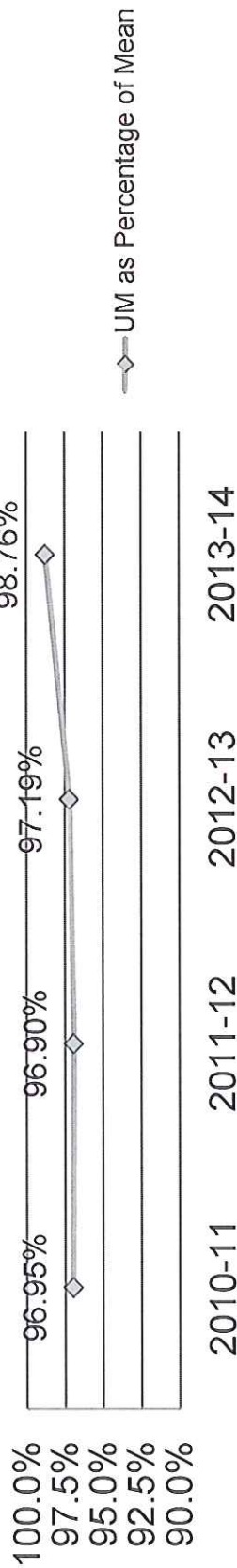


UM Average Faculty Salary Comparison Full Professors 2010-2014

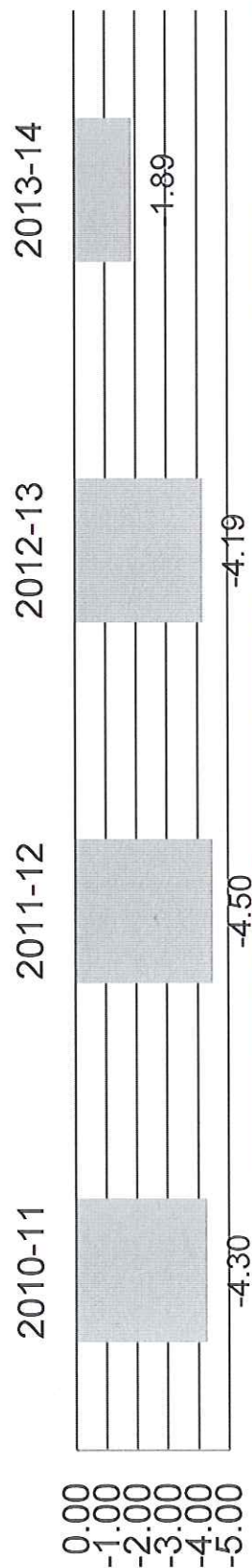
Mean – Public/Private



UM as Percentage of Mean



Difference Between UM and Mean



Average Faculty Salary Report Associate Professors

Academic Institution	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
*Brandeis University	73.3	77.0	80.7	84.0	87.0	84.9	86.5	90.5	93.4	96.6
*Brown University	78.4	81.0	83.9	88.0	91.9	91.9	96.8	99.3	103.4	107.6
*California Institute of Technology	103.3	106.5	111.3	120.2	126.2	126.0	112.4	121.3	122.3	-
*Carnegie Mellon University	84.5	89.1	93.2	96.4	98.5	97.1	97.4	98.9	101.8	104.2
*Case Western Reserve University	79.1	84.5	78.4	81.5	83.0	82.5	84.5	85.8	89.6	91.6
*Catholic University of America	63.5	67.1	69.7	72.6	74.5	74.0	75.4	79.2	81.9	82.2
*Columbia University in the City of New York	94.5	-	-	106.6	113.3	117.0	122.5	125.0	132.4	145.3
*Cornell University, All Campuses	92.9	96.6	99.1	103.4	109.8	108.8	109.3	113.0	110.7	115.3
*Duke University	89.5	91.3	96.8	102.5	107.3	102.6	103.9	114.5	120.0	120.8
*Emory University	84.3	86.2	90.1	93.4	100.5	99.4	99.9	101.6	106.0	104.8
*Harvard University	92.3	97.1	100.0	106.1	112.3	116.9	120.7	120.9	118.9	123.8
Indiana University at Bloomington	101.8	104.9	109.0	114.0	118.0	82.0	82.2	87.0	88.6	90.7
Iowa State University	70.6	72.3	73.7	77.6	81.9	81.8	82.3	83.5	86.1	88.9
*Johns Hopkins University	79.5	83.2	-	-	-	-	-	-	-	-
*Massachusetts Institute of Technology	91.0	94.1	99.7	106.4	110.3	111.0	115.1	120.3	112.6	127.2
Michigan State University	73.7	76.4	79.2	82.8	85.9	87.3	87.0	89.2	90.9	92.8
*New York University	85.4	88.3	91.2	102.6	103.7	101.5	103.8	106.1	107.7	112.1
*Northwestern Univ	90.7	93.7	97.5	100.5	105.3	106.9	108.3	110.2	112.5	115.1
Ohio State University, Main Campus	72.1	74.2	76.9	80.5	84.2	85.8	87.7	89.3	92.0	94.1
Pennsylvania State U, Main Campus	75.4	77.7	81.4	85.0	87.7	86.7	89.0	89.2	94.3	96.9
*Princeton University	95.5	97.1	105.0	107.5	114.3	116.9	120.8	123.7	129.1	129.6
Purdue University, Main Campus	70.6	72.9	74.8	77.2	80.2	80.2	84.8	87.1	89.3	91.4
*Rice University	83.4	87.3	91.0	94.5	104.3	105.7	108.7	106.0	105.2	106.4
Rutgers the State Univ of NJ, New Brunswick	77.7	80.7	85.0	89.4	94.9	94.9	96.7	98.4	101.2	-
*Stanford University	103.0	106.1	114.7	122.0	128.0	124.4	126.8	131.2	135.1	140.2
SUNY at Buffalo	107.7	111.6	-	-	-	-	-	93.1	91.8	-
SUNY at Stony Brook, All Campuses	78.8	81.0	85.9	86.5	92.2	95.3	99.6	99.5	98.7	100.2
*Syracuse University, Main Campus	70.7	72.2	75.2	78.2	82.1	82.0	83.8	85.4	87.7	-
Texas A&M University, Main Campus	70.3	73.0	76.0	79.8	81.8	82.5	81.9	83.1	84.5	88.1
*Tulane University	73.5	77.0	78.8	82.4	83.4	84.0	85.3	86.6	88.7	92.0
University of Arizona	67.2	71.4	74.9	79.0	79.5	79.6	80.6	81.8	81.9	85.1
University of California-Berkeley	77.7	81.9	86.8	94.4	96.1	98.2	101.5	104.6	107.3	110.2
University of California-Davis	68.8	70.2	76.5	81.5	83.1	83.9	84.7	90.6	91.4	92.5
University of California-Irvine	71.6	74.6	77.6	83.4	84.6	85.7	84.9	89.8	92.6	95.1
University of California-Los Angeles	78.1	82.0	84.2	90.7	92.1	95.2	100.6	107.4	110.0	111.8
University of California-San Diego	70.6	73.6	78.0	82.7	85.5	88.2	88.4	90.9	92.8	96.9
University of California-Santa Barbara	68.4	70.9	74.1	79.1	78.5	80.1	81.4	85.4	86.8	90.0
*University of Chicago	92.3	93.6	97.8	103.3	106.8	106.6	108.9	114.1	117.6	118.9
University of Colorado at Boulder	72.7	74.5	78.0	84.9	88.9	88.7	86.5	90.3	92.2	94.3

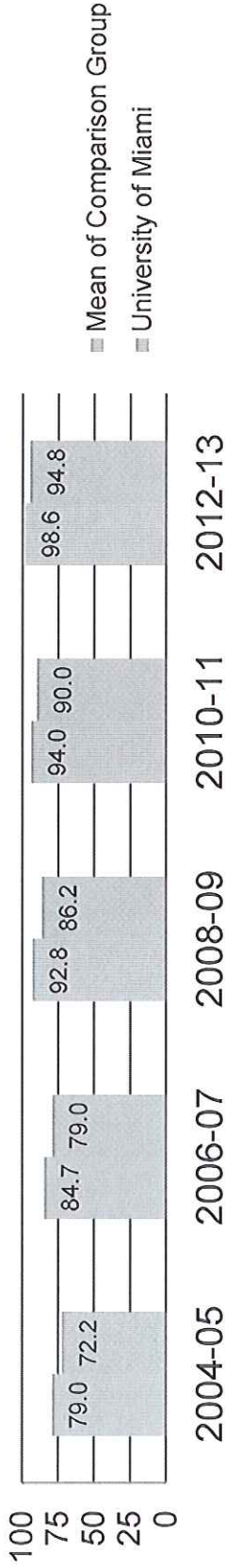
Average Faculty Salary Report Associate Professors (cont.)

Academic Institution	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
University of Florida	69.1	71.7	73.3	73.0	75.4	75.5	80.0	80.1	81.1	85.1
University of Illinois at Urbana-Champaign	75.1	77.6	79.5	82.2	83.5	83.2	84.8	86.5	91.1	96.2
University of Iowa	69.1	70.9	75.4	81.0	83.1	82.5	84.1	86.4	87.4	89.9
University of Kansas, Main Campus	65.2	68.7	72.3	76.1	79.6	79.3	79.4	78.8	80.6	82.3
University of Maryland at College Park	76.3	80.3	84.2	89.5	94.9	94.4	94.5	95.7	96.8	99.2
University of Michigan at Ann Arbor	81.6	83.7	86.6	89.1	93.1	94.3	96.1	98.2	101.1	103.9
University of Minnesota - Twin Cities	70.7	75.6	80.6	84.3	86.2	85.4	85.1	86.0	88.5	91.9
University of Missouri, Columbia	65.9	67.3	68.5	70.8	75.3	74.1	73.5	75.9	78.0	78.2
University of Nebraska at Lincoln	68.1	69.8	71.7	74.4	76.7	77.2	76.7	77.6	78.9	82.0
University of North Carolina at Chapel Hill	77.2	77.9	85.5	90.9	94.1	92.6	93.1	94.6	96.6	98.1
University of Oregon	59.0	63.1	62.1	67.5	72.4	74.6	75.5	79.6	80.3	82.5
*University of Pennsylvania	95.9	100.7	106.4	107.5	114.1	110.2	112.5	117.8	117.3	-
University of Pittsburgh Main Campus	74.0	75.5	78.2	80.4	85.6	84.6	88.4	90.0	91.5	93.0
*University of Rochester	76.4	78.4	81.9	85.8	89.6	88.7	91.6	97.2	100.9	101.7
*University of Southern California	84.6	88.5	92.0	93.6	95.8	98.6	103.3	105.3	107.8	110.0
University of Texas at Austin	70.3	72.9	78.3	81.3	85.3	85.3	88.6	89.9	92.8	94.4
University of Virginia, Main Campus	78.1	82.7	87.7	91.0	91.7	92.7	91.8	95.0	93.8	99.5
University of Washington - Seattle	70.2	72.9	77.2	83.4	87.1	88.1	86.8	88.3	89.2	86.4
University of Wisconsin-Madison	73.4	76.5	78.1	82.5	84.5	85.8	87.3	87.4	91.1	93.3
*Yanderbit University	79.0	81.9	86.3	91.0	93.5	93.1	96.2	98.6	103.5	107.5
*Washington University	85.1	90.5	93.3	96.4	96.5	97.1	99.8	100.2	103.6	110.6
*Yale University	82.1	85.3	87.1	91.3	99.8	98.4	103.8	108.6	113.1	118.3
MEAN - PUBLIC	74.0	76.8	79.1	83.2	86.2	82.3	83.5	89.1	90.9	93.0
MEAN - PRIVATE	85.3	88.2	92.0	96.8	101.2	101.0	103.0	106.2	108.6	112.3
MEAN - PUB/PRIV	79.0	81.8	84.7	89.2	92.8	92.4	94.0	96.5	98.6	101.0
University of Miami	72.2	75.2	79.0	83.0	86.2	86.9	90.0	92.0	94.8	99.4
DIFFERENCE - PUBLIC	-1.8	-1.6	-0.1	-0.2	0.0	4.6	6.5	2.9	3.9	6.4
DIFFERENCE - PRIVATE	-13.1	-13.0	-13.0	-13.8	-15.0	-14.1	-13.0	-14.2	-13.8	-12.9
DIFFERENCE - PUB/PRI Combined	-6.8	-6.6	-5.7	-6.2	-6.6	-5.5	-4.0	-4.5	-3.8	-1.6
PERCENTAGE - PUBLIC	97.53%	97.93%	99.84%	99.75%	100.04%	105.59%	107.81%	103.23%	104.27%	106.92%
PERCENTAGE - PRIVATE	84.62%	85.22%	85.83%	85.71%	85.16%	86.03%	87.38%	86.63%	87.32%	88.55%
PERCENTAGE - PUB/PRI Combined	91.36%	91.98%	93.28%	93.04%	92.88%	94.04%	95.79%	95.31%	96.18%	98.39%

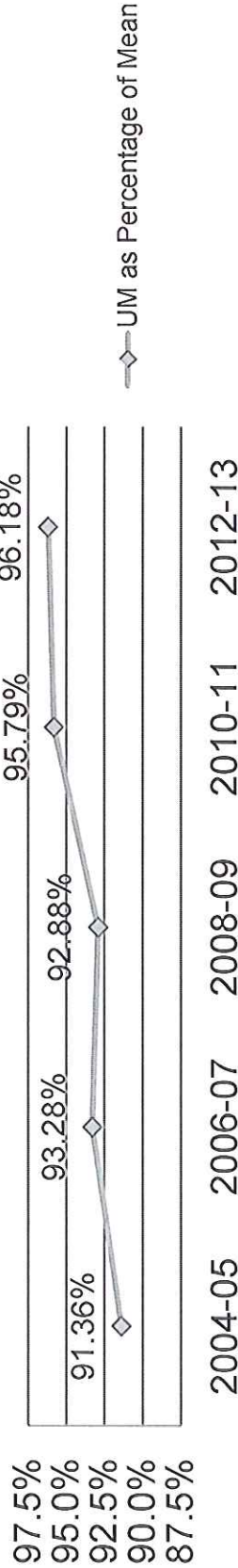
* Private

UM Average Faculty Salary Comparison Associate Professors 2004-2013

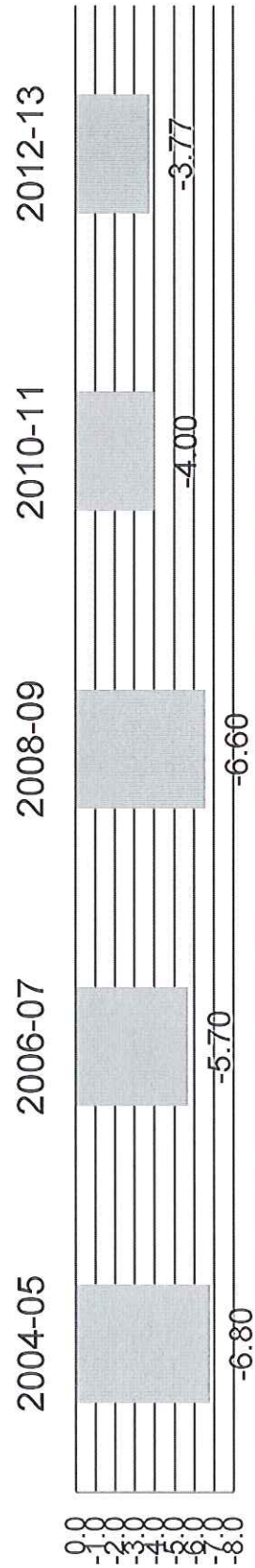
Mean – Public/Private



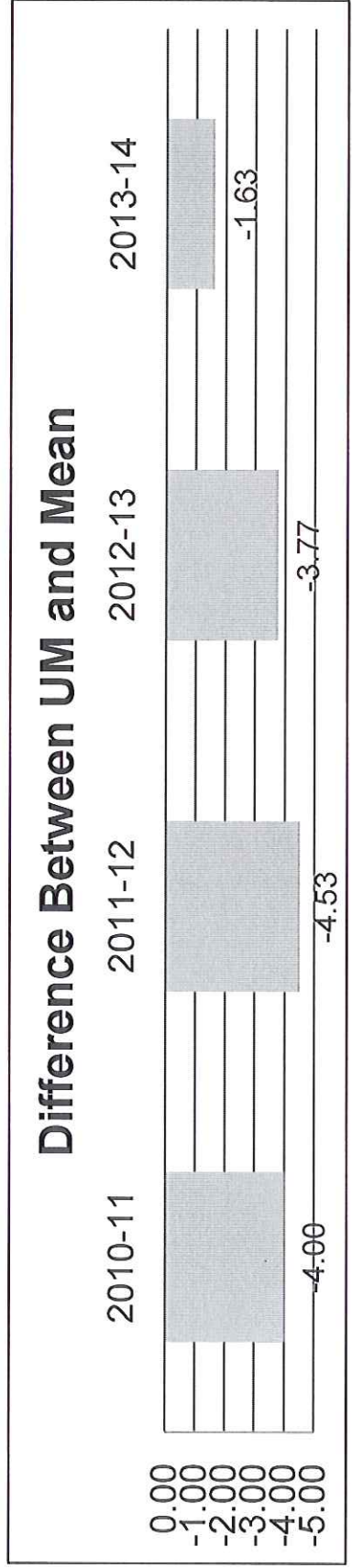
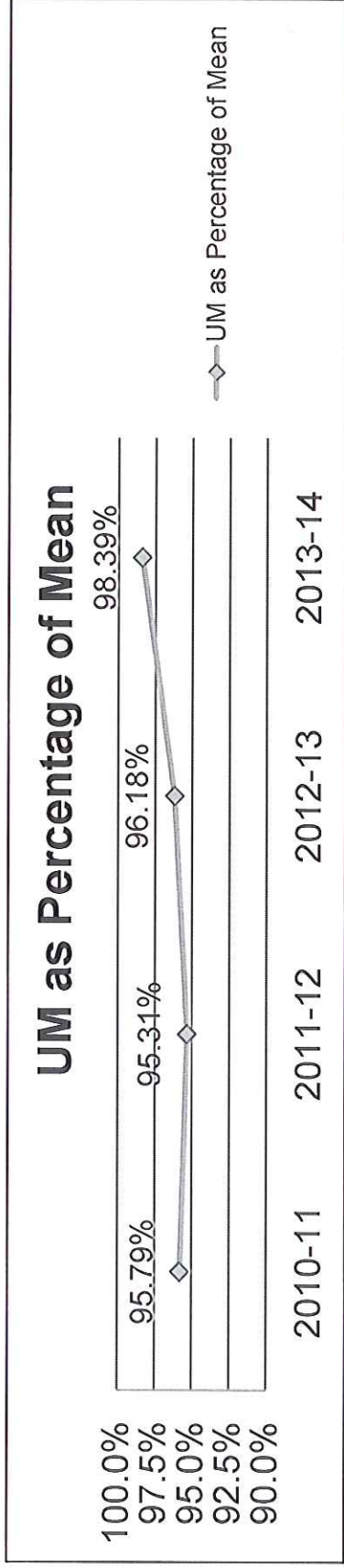
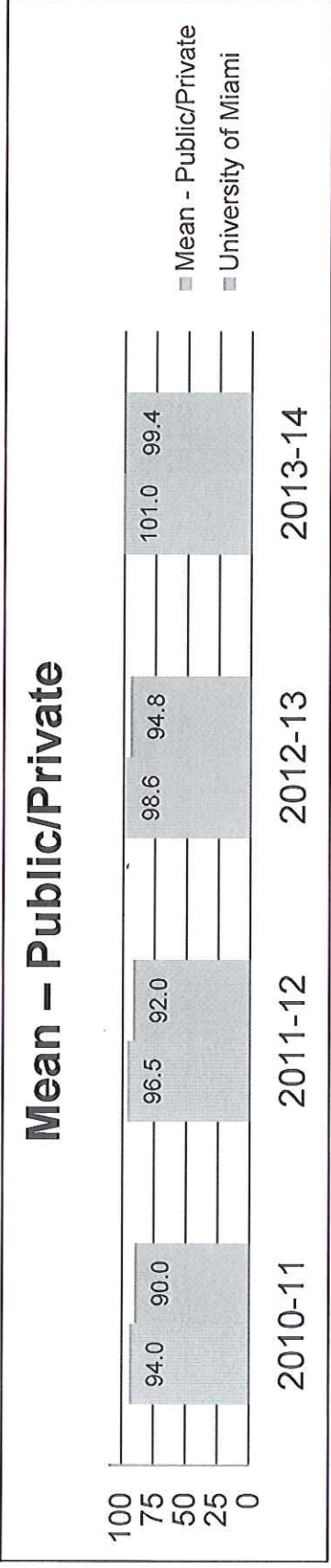
UM as Percentage of Mean



Difference Between UM and Mean



UM Average Faculty Salary Comparison Associate Professors 2010-2014



Average Faculty Salary Report Assistant Professors

Academic Institution	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
*Brandeis University	66.5	70.3	71.6	74.6	78.9	79.1	79.5	84.4	83.4	82.2
*Brown University	69.7	72.1	72.6	74.9	76.8	78.5	80.9	82.3	86.0	88.9
*California Institute of Technology	93.3	96.8	98.8	101.3	105.5	105.8	108.1	111.3	112.8	116.2
*Carnegie Mellon University	75.0	80.5	82.9	84.3	88.6	89.7	95.9	101.1	103.9	104.4
*Case Western Reserve University	68.5	62.7	67.9	69.9	72.7	74.6	74.3	79.2	78.0	79.3
*Catholic University of America	55.0	58.0	61.4	64.1	66.4	65.6	67.2	68.4	69.2	68.4
*Columbia University in the City of New York	74.8	-	-	83.7	89.7	92.3	97.2	99.0	105.8	110.9
*Cornell University, All Campuses	80.6	82.9	85.9	89.8	93.5	92.3	96.5	97.0	97.8	98.4
*Duke University	75.5	78.8	82.4	87.3	91.6	89.8	87.2	96.0	97.3	103.5
*Emory University	74.5	76.3	77.9	78.9	84.1	83.4	85.3	86.5	85.4	85.9
*Harvard University	82.9	89.3	91.3	95.4	101.4	104.4	104.0	109.8	113.4	114.5
Indiana University at Bloomington	61.3	62.6	66.0	68.4	71.1	72.4	72.8	77.4	80.4	83.0
Iowa State University	59.6	61.7	64.5	67.6	71.5	71.4	73.7	75.1	76.6	78.8
*Johns Hopkins University	65.0	68.0	-	-	-	-	-	-	-	-
*Massachusetts Institute of Technology	79.5	82.7	89.0	93.3	97.5	100.6	100.0	102.8	106.3	111.1
Michigan State University	59.7	60.2	61.8	64.2	66.9	68.6	69.1	69.5	71.0	72.0
*New York University	73.7	75.9	80.1	90.3	93.5	92.7	95.6	99.7	105.3	110.1
*Northwestern Univ	79.3	81.2	83.5	87.9	93.5	95.3	96.8	98.9	98.4	102.7
Ohio State University, Main Campus	64.8	65.8	69.4	70.9	75.0	78.0	79.4	81.5	85.1	84.8
Pennsylvania State U, Main Campus	64.0	66.3	68.2	69.3	72.4	72.0	75.9	76.1	82.5	85.0
*Princeton University	73.4	76.3	79.1	81.2	85.8	87.7	90.8	94.2	96.8	101.7
Purdue University, Main Campus	62.9	65.3	66.8	69.2	72.3	72.7	77.4	79.1	80.4	80.7
*Rice University	75.0	76.1	78.0	81.6	87.4	85.2	86.4	86.6	92.2	95.5
Rutgers the State Univ of NJ New Brunswick	62.8	65.3	68.7	72.5	76.0	76.9	78.9	78.6	81.7	-
*Stanford University	82.0	86.9	91.0	94.3	100.8	100.5	103.4	109.8	111.3	117.5
SUNY at Buffalo	61.4	63.7	-	-	-	-	-	77.4	78.5	-
SUNY at Stony Brook, All Campuses	64.6	65.2	68.9	68.6	71.6	74.9	78.6	78.1	78.9	80.5
*Syracuse University, Main Campus	59.6	62.2	64.9	68.6	69.3	69.1	70.8	73.4	75.5	-
Texas A&M University Main Campus	60.6	65.8	67.3	70.5	72.2	73.6	73.7	72.8	75.6	80.4
*Tulane University	61.3	65.3	63.4	66.1	65.2	67.8	69.3	71.5	74.0	79.8
University of Arizona	59.8	63.5	66.9	69.7	66.6	68.0	68.4	70.8	74.0	73.4
University of California-Berkeley	71.3	74.1	76.2	78.5	81.3	84.8	88.4	92.3	94.7	99.2
University of California-Davis	60.7	63.1	67.9	74.2	75.9	77.0	78.7	81.3	81.6	83.7
University of California-Irvine	63.3	65.8	68.5	74.2	75.1	75.6	78.4	80.7	82.4	85.6
University of California-Los Angeles	65.5	67.0	72.1	76.8	79.6	81.7	84.0	87.4	88.8	91.5
University of California-San Diego	62.3	66.1	69.8	77.5	77.7	79.6	80.9	87.0	88.7	90.3
University of California-Santa Barbara	61.0	63.9	67.2	71.3	74.0	76.4	76.7	78.5	77.2	78.2
*University of Chicago	73.4	77.7	85.3	90.7	97.7	100.1	100.5	102.6	102.7	105.6
University of Colorado at Boulder	63.0	65.2	67.5	72.3	75.6	75.2	74.4	77.5	79.4	82.4

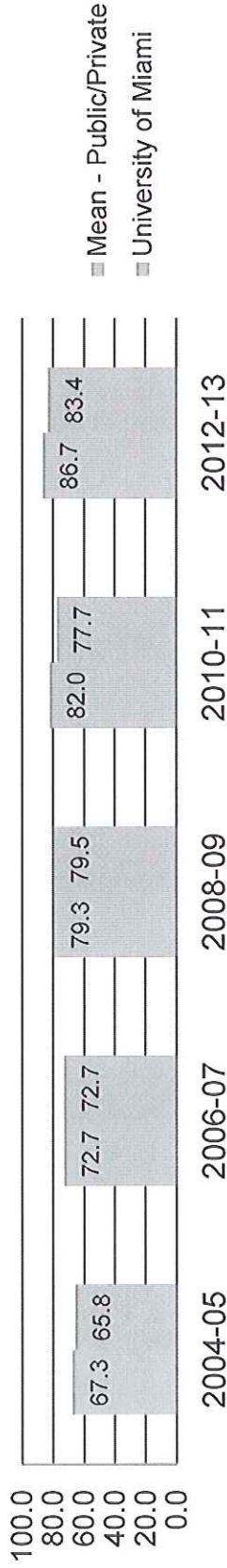
Average Faculty Salary Report Assistant Professors (cont.)

Academic Institution	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
University of Florida	59.5	61.6	61.9	62.5	63.6	63.9	68.4	68.9	71.0	76.2
University of Illinois at Urbana-Champaign	68.2	69.6	71.7	73.7	76.3	76.8	80.3	83.6	87.4	90.4
University of Iowa	61.7	63.9	65.8	69.6	72.6	71.4	72.5	74.1	74.6	76.7
University of Kansas, Main Campus	54.5	59.4	62.8	65.0	67.1	65.9	66.3	69.2	71.8	73.3
University of Maryland at College Park	75.2	75.9	77.4	78.8	83.4	82.6	82.4	83.9	85.2	86.5
University of Michigan at Ann Arbor	67.1	72.8	75.0	79.3	81.6	83.1	84.5	85.8	88.8	89.6
University of Minnesota - Twin Cities	62.5	65.4	69.4	72.3	75.0	76.5	78.5	79.1	81.8	82.3
University of Missouri, Columbia	53.5	55.7	56.6	58.2	61.1	60.7	60.9	61.7	63.8	64.7
University of Nebraska at Lincoln	57.6	60.0	62.9	65.1	66.3	68.9	68.9	71.6	74.6	77.7
University of North Carolina at Chapel Hill	65.8	65.2	71.8	76.9	82.0	80.8	81.1	80.5	84.4	81.1
University of Oregon	54.4	57.1	60.0	61.9	66.4	69.4	72.0	74.0	76.5	75.0
*University of Pennsylvania	85.2	88.1	91.8	95.9	98.0	102.3	106.8	112.3	116.2	-
University of Pittsburgh Main Campus	63.6	64.6	66.4	67.7	71.1	70.1	72.2	75.0	75.8	77.8
*University of Rochester	70.2	71.0	73.2	77.2	82.4	83.8	89.4	93.5	94.7	96.0
*University of Southern California	73.7	76.4	81.6	85.0	86.7	89.6	91.5	93.3	93.5	95.6
University of Texas at Austin	66.9	70.7	75.1	77.6	81.8	82.2	82.4	83.9	86.0	88.5
University of Virginia, Main Campus	64.1	68.0	71.1	74.5	74.7	75.2	76.3	80.3	82.9	87.0
University of Washington - Seattle	64.7	67.2	70.9	73.9	78.0	77.2	77.4	79.3	84.1	75.3
University of Wisconsin-Madison	63.6	64.3	66.0	70.4	73.0	73.6	74.9	75.9	77.5	81.6
*Vanderbilt University	65.0	66.0	67.2	69.5	72.5	73.1	74.6	76.5	84.9	88.9
*Washington University	72.4	73.4	77.2	80.0	85.0	85.4	89.9	96.8	98.8	98.3
*Yale University	69.4	72.8	77.9	81.6	86.0	85.6	87.5	89.7	94.2	95.9
MEAN - PUBLIC	62.7	65.1	68.0	71.0	73.6	71.4	73.0	77.6	79.8	81.4
MEAN - PRIVATE	73.1	75.7	79.0	82.6	86.6	87.5	89.6	92.9	95.3	98.0
MEAN - PUB/PRIV	67.3	69.7	72.7	76.1	79.3	80.2	82.0	84.4	86.7	88.7
University of Miami	65.8	67.8	72.7	76.6	79.5	79.1	77.7	81.1	83.4	83.5
DIFFERENCE - PUBLIC	3.1	2.7	4.7	5.6	5.9	7.7	4.7	3.5	3.6	2.1
DIFFERENCE - PRIVATE	-7.3	-7.9	-6.3	-6.0	-7.1	-8.4	-11.9	-11.8	-11.9	-14.5
DIFFERENCE - PUB/PRI Combined	-1.5	-1.9	0.0	0.5	0.2	-1.1	-4.3	-3.3	-3.3	-5.2
PERCENTAGE - PUBLIC	104.96%	104.21%	106.98%	107.87%	108.02%	110.74%	106.38%	104.51%	104.45%	102.60%
PERCENTAGE - PRIVATE	89.98%	89.58%	91.98%	92.74%	91.85%	90.43%	86.73%	87.25%	87.51%	85.23%
PERCENTAGE - PUB/PRI Combined	97.76%	97.32%	99.96%	100.64%	100.24%	98.64%	94.76%	96.08%	96.20%	94.19%

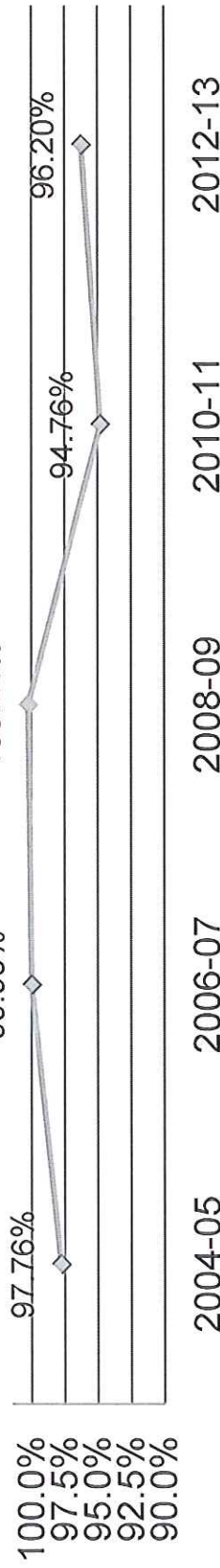
* Private

UM Average Faculty Salary Comparison Assistant Professors 2004-2013

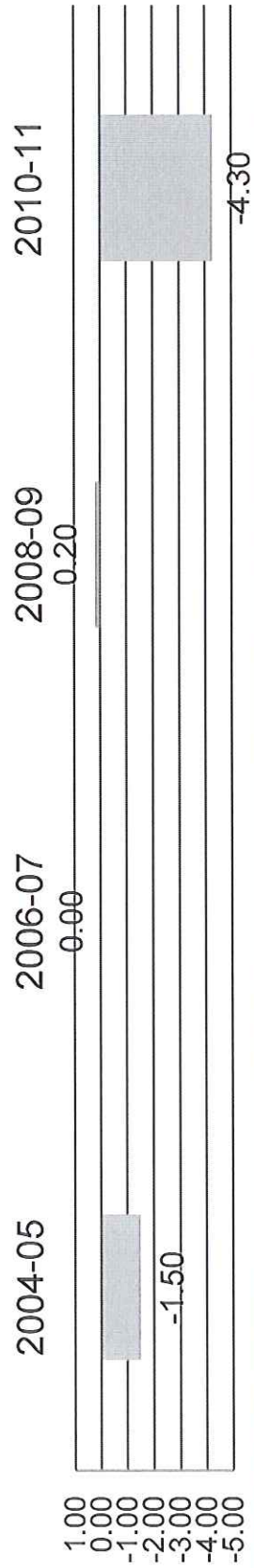
Mean – Public/Private



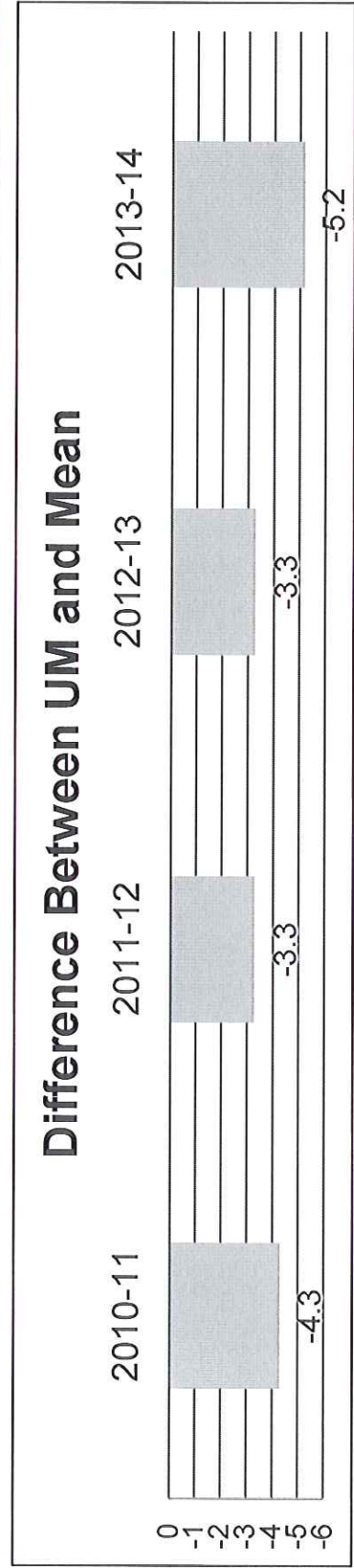
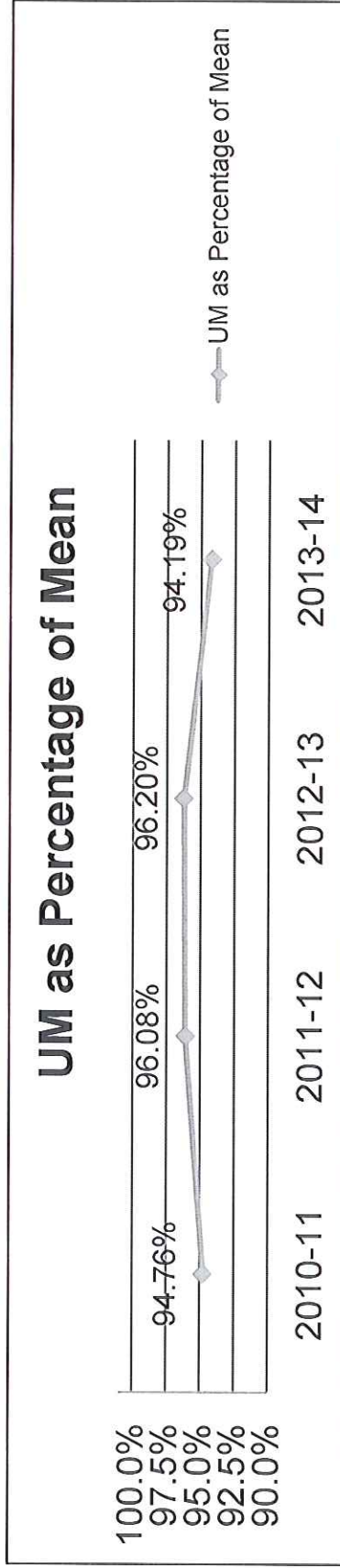
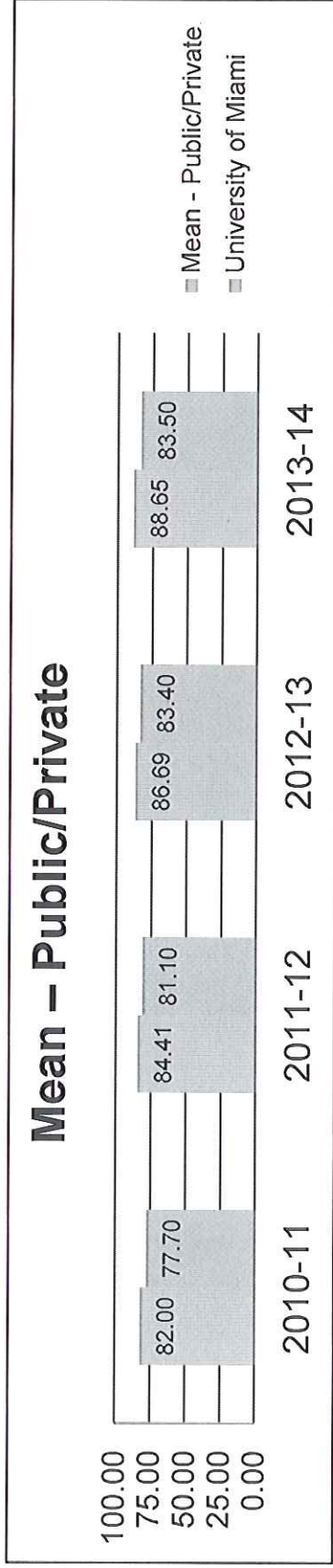
UM as Percentage of Mean



Difference Between UM and Mean



UM Average Faculty Salary Comparison Assistant Professors 2010-2014



Mean Salaries at the University of Miami

	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
Professors	106.98	111.50	118.00	125.00	132.80	132.5	137.0	140.8	144.8	151.1
Associate Professors	72.2	75.2	79.0	83.0	86.2	86.9	90.0	92.0	94.8	99.4
Assistant Professors	65.8	67.8	72.7	76.6	79.5	79.1	77.7	81.1	83.4	83.5

University of Miami Mean Salaries
 2004-2013



University of Miami Mean Salaries
 2010-2013



Planning, Institutional Research, and Assessment Faculty Report
 Full-Time Full Professor and Associate Professor Salaries
 Fall 2005 to Fall 2014

	Fall 2005						Fall 2006					
	5 Years or Less			More than 5 Years			5 Years or Less			More than 5 Years		
	#	Mean	Median	#	Mean	Median	#	Mean	Median	#	Mean	Median
Full Professor	33	\$129,236	\$126,890	294	\$113,664	\$105,836	34	\$138,018	\$137,827	302	\$119,152	\$109,935
Associate Professor	33	\$ 91,017	\$ 91,135	169	\$ 74,906	\$ 71,925	29	\$ 92,542	\$ 90,000	168	\$ 78,378	\$ 73,774
Total	66	\$110,127	\$108,017	463	\$ 99,517	\$ 91,346	63	\$117,085	\$115,830	470	\$104,577	\$ 95,074

	Fall 2007						Fall 2008					
	5 Years or Less			More than 5 Years			5 Years or Less			More than 5 Years		
	#	Mean	Median	#	Mean	Median	#	Mean	Median	#	Mean	Median
Full Professor	36	\$147,162	\$145,499	296	\$125,473	\$115,152	37	\$162,984	\$154,961	289	\$131,148	\$121,264
Associate Professor	32	\$ 97,581	\$ 94,885	166	\$ 81,766	\$ 75,226	35	\$105,598	\$100,000	188	\$ 84,391	\$ 77,907
Total	68	\$123,830	\$124,815	462	\$109,769	\$100,000	72	\$135,088	\$132,593	477	\$112,720	\$102,912

	Fall 2009						Fall 2010					
	5 Years or Less			More than 5 Years			5 Years or Less			More than 5 Years		
	#	Mean	Median	#	Mean	Median	#	Mean	Median	#	Mean	Median
Full Professor	33	\$160,959	\$150,000	298	\$132,506	\$122,379	30	\$167,413	\$159,677	302	\$136,369	\$125,774
Associate Professor	35	\$107,999	\$ 98,826	183	\$ 84,175	\$ 76,953	42	\$111,566	\$108,818	193	\$ 86,348	\$ 78,487
Total	68	\$133,700	\$129,831	481	\$114,118	\$103,828	72	\$134,835	\$130,490	495	\$116,866	\$106,000

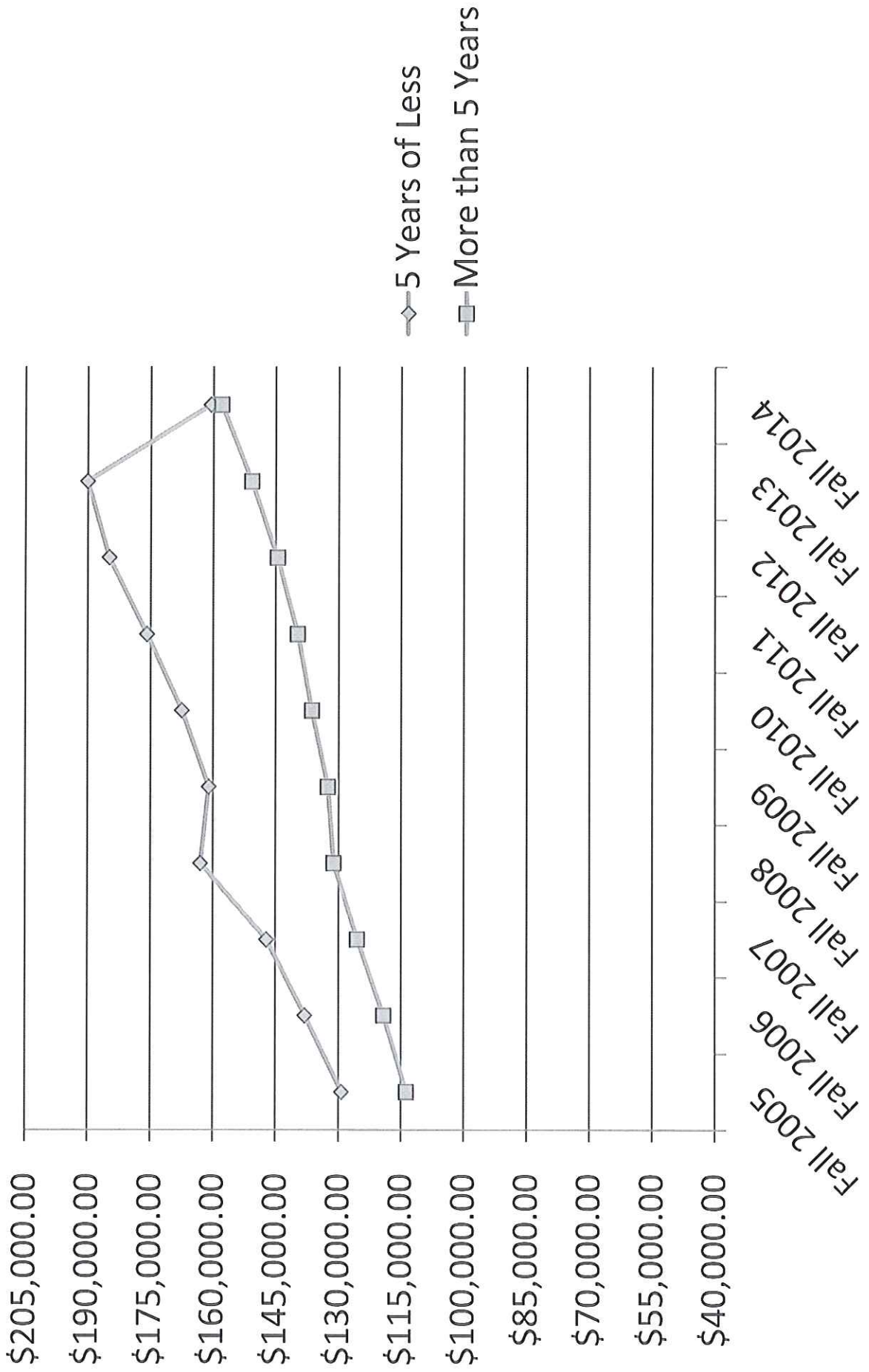
	Fall 2011						Fall 2012					
	5 Years or Less			More than 5 Years			5 Years or Less			More than 5 Years		
	#	Mean	Median	#	Mean	Median	#	Mean	Median	#	Mean	Median
Full Professor	26	\$175,903	\$160,895	308	\$139,749	\$128,289	22	\$184,829	\$175,180	313	\$144,580	\$134,915
Associate Professor	41	\$116,777	\$113,602	194	\$ 87,709	\$ 79,885	42	\$115,401	\$110,505	201	\$ 91,341	\$ 82,859
Total	67	\$139,721	\$140,000	502	\$119,638	\$108,990	64	\$139,267	\$125,868	514	\$123,761	\$112,895

	Fall 2013						Fall 2014					
	5 Years or Less			More than 5 Years			5 Years or Less			More than 5 Years		
	#	Mean	Median	#	Mean	Median	#	Mean	Median	#	Mean	Median
Full Professor	19	\$190,049	\$164,500	315	\$150,758	\$140,987	24	\$160,552	\$138,850	315	\$157,942	\$145,000
Associate Professor	47	\$116,777	\$110,000	200	\$ 96,149	\$ 87,611	39	\$121,534	\$120,000	215	\$100,028	\$ 90,422
Total	66	\$137,870	\$124,238	515	\$129,550	\$118,218	63	\$136,398	\$125,500	530	\$134,449	\$120,250

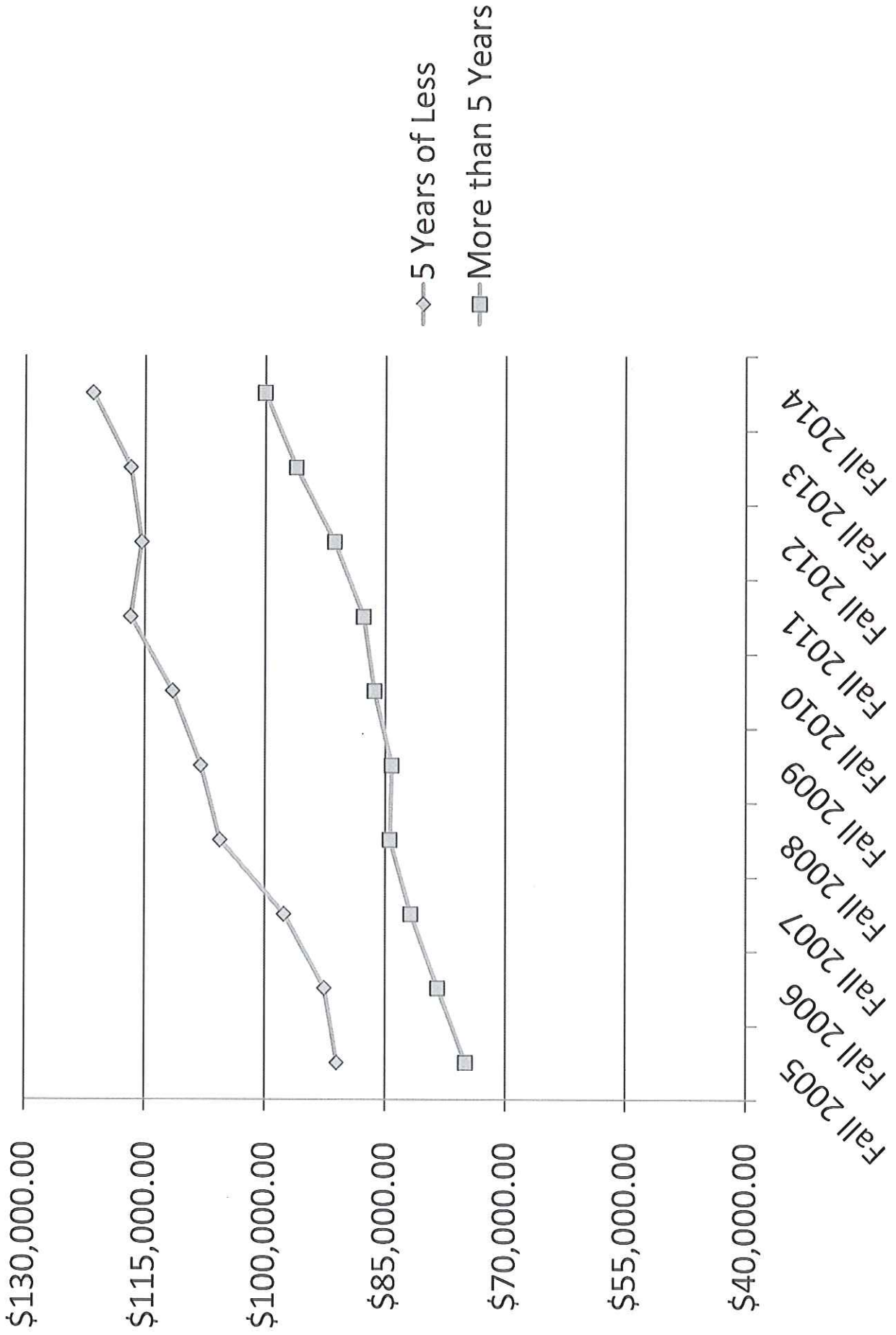
Source: HRS database as of November 1 each year

Note: Deans and other senior administrators with tenure are excluded. "Full Professor" data include only full-time, non-Medical faculty with titles of Full Professor, Professor of Clinical, Professor of Professional Practice, Adjunct Professor, and Visiting Professor. "Associate Professor" data include only full-time, non-Medical faculty with titles of Associate Professor, Associate Professor of Clinical, Associate Professor of Professional Practice, Adjunct Associate Professor, and Visiting Associate Professor. Data do not include research, librarian, voluntary, or affiliated faculty. Length of time as a faculty member is determined as of the beginning of the fiscal year.

Difference in Means of Full Professor Faculty Salaries (Faculty with 5 Years or Less compared to Faculty with Longer Than 5 Years)

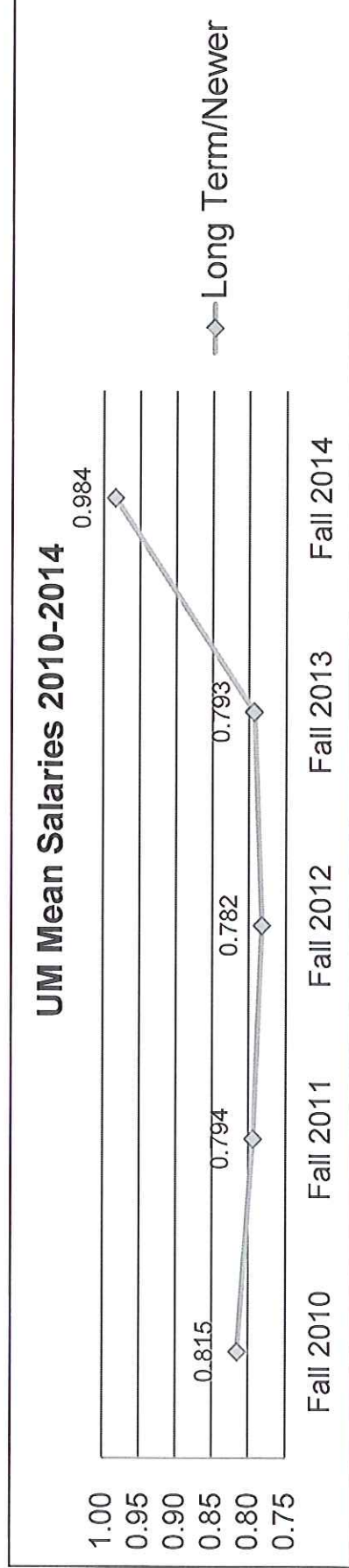
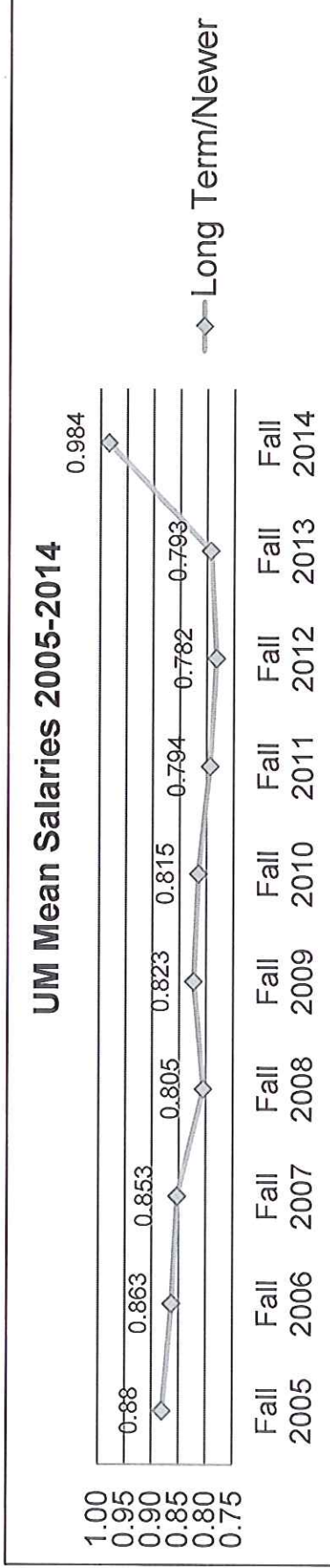


Difference in Means of Associate Professor Salaries (Faculty with 5 Years or Less compared to Faculty with Longer Than 5 Years)



UM Mean Salaries Long Term/Newer Full Professors

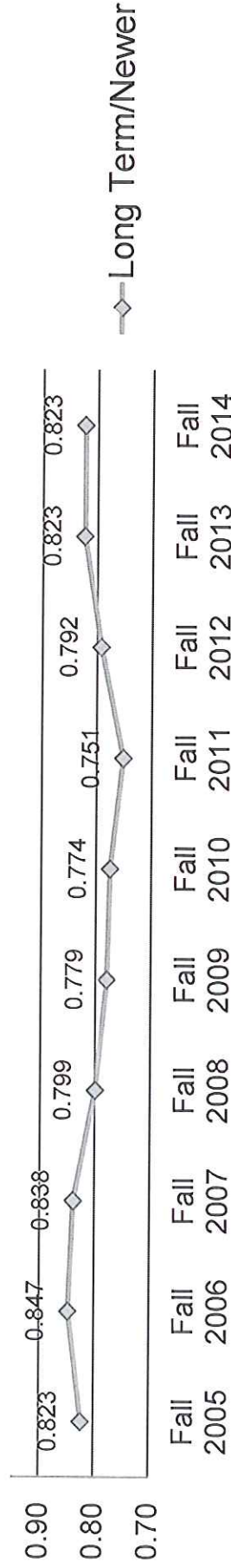
University of Miami Full Professors	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014
5 Years or Less (Newer)	\$129,236	\$138,018	\$147,162	\$162,984	\$160,959	\$167,413	\$175,903	\$184,829	\$190,049	\$160,552
More than 5 years (Long Term)	\$113,664	\$119,152	\$125,473	\$131,148	\$132,506	\$136,369	\$139,749	\$144,580	\$150,758	\$157,942
Long Term/Newer	0.880	0.863	0.853	0.805	0.823	0.815	0.794	0.782	0.793	0.984



UM Mean Salaries Long Term/Newer Associate Professors

University of Miami Associate Professors	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014
5 years or Less (Newer)	\$ 91,017	\$ 92,542	\$ 97,581	\$ 105,598	\$ 107,999	\$ 111,566	\$ 116,777	\$ 115,401	\$ 116,777	\$ 121,534
More than 5 years (Long Term)	\$ 74,906	\$ 78,378	\$ 81,766	\$ 84,391	\$ 84,175	\$ 86,348	\$ 87,709	\$ 91,341	\$ 96,149	\$ 100,028
Long Term/Newer	0.823	0.847	0.838	0.799	0.779	0.774	0.751	0.792	0.823	0.823

UM Mean Salaries 2005-2014



UM Mean Salaries 2010-2014

