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MEMORANDUM

To: Julio Frenk
University President

From: Tomas A. Salerno
Chair, Faculty Senate

Date: March 23, 2017

Subject: Faculty Senate Legislation #2016-39(D) – Faculty Senate 2017 Budget and Compensation Committee Faculty Salary Report

The Faculty Senate, at its March 22, 2017 meeting, voted unanimously to accept the Faculty Senate Budget and Compensation Faculty Salary report.

The report and recommendations are enclosed for your information.

TAS/rh

Enclosure

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

Budget and Compensation Committee 2017 Salary Comparison Report

The Budget and Compensation Committee has been making a comparison of salaries at the University of Miami with those at the US based member institutions of the Association of American Universities (AAU), both public and private, for a number of years, with a particular focus on ten peer private universities in the group. Information concerning these universities (Brandeis, Carnegie-Mellon, Case Western Reserve, Emory, NYU, Syracuse, Rochester, Tulane, USC, and Vanderbilt) has been used by the University of Miami for various planning purposes with budgetary implications. (Syracuse withdrew from the AAU several years ago but has been kept in our list for purposes of continuity and consistency.)

The attached Excel file Exhibit A includes data going back to the 2004-2005 academic year and extending annually through 2015-2016. Average salaries at the Assistant Professor, Associate Professor and Full Professor levels are given for each US based AAU member institution along with that of the University of Miami. (Salaries at medical schools are excluded from the data.) The absolute difference between the overall AAU mean (for public member institutions, private member institutions, and the entire combined AAU membership) and the UM mean are tracked year by year for each faculty rank. We also track the UM mean for each rank as a percentage of the corresponding overall AAU mean. The attached Excel file Exhibit B contains the corresponding data for UM and the ten peer schools.

Our first group of charts highlights the comparisons with the ten AAU peer institutions across all ranks for the years 2005-2006, 2010-2011 and 2015-2016. Our second group of charts deals with comparisons with the combined public and private members of the AAU, again across all ranks and for the years 2005-2006, 2010-2011 and 2015-2016.

Conclusions

1. The data with respect to the peer group is consistent across ranks. It marks the first time since we have been tracking this information that we have achieved the basic goal of parity with the mean of these institutions. Achieving this parity has been a long term mutual goal of the Senate and the Administration and it is gratifying to be able to report this milestone to the Senate.
2. We are at parity or very near parity with respect to the combined public and private membership of the AAU at the Assistant and Full Professor levels and more than 98% at the Associate Professor level. We run considerably ahead of the publics by themselves and considerably behind the full complement of privates, although one should note that we are now essentially back to or ahead of pre-recession levels against the full complement of privates.
3. We credit these advances to the cumulative effect of being able to continue moderate raises throughout the recession and post-recession years.
4. The data suggest we are in a comparatively good position at present. We remind the Senate and the Administration that continuation of the efforts that have led to this point will be needed in order to sustain or possibly advance our position. Moreover, while the Committee has not made a systematic examination of housing costs, they are once again becoming a significant issue in faculty recruitment.

Academic Institution	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
*Brandeis University	99.3	106.7	111.6	116.6	121.3	121.9	123.9	130.0	131.4	130.8	137.7	147.6
*Brown University	123.1	129.2	134.9	139.9	146.4	145.8	150.7	156.7	160.8	164.7	165.1	173.6
*California Institute of Technology	145.7	147.8	155.8	162.2	172.5	171.9	171.5	172.8	179.2	182.1	187.3	194.8
*Carnegie Mellon University	118.4	123.8	127.0	132.2	136.5	137.6	138.9	142.0	146.5	150.7	154.6	152.9
*Case Western Reserve University	109.6	117.4	116.0	118.9	121.5	124.2	129.1	131.2	132.3	136.0	137.8	139.1
*Catholic University of America	86.7	90.8	94.6	99.0	103.0	106.3	108.3	113.0	116.5	114.9	114.7	116.3
*Columbia University in the City of New York	140.4	-	-	166.2	178.8	188.6	191.4	197.8	212.3	215.5	201.4	236.3
*Cornell University, New York	131.1	137.0	141.8	148.2	154.3	155.2	157.8	161.8	159.8	165.0	164.9	170.8
*Duke University	131.2	136.4	142.0	152.6	161.2	160.8	163.4	175.3	180.2	186.4	182.9	197.8
*Emory University	131.9	137.0	142.2	147.2	153.4	154.8	154.1	158.0	160.1	158.4	154.9	166.4
*Harvard University	163.2	168.7	177.4	184.8	192.6	191.2	193.8	198.4	203.0	207.1	214.9	220.2
Indiana University at Bloomington	101.8	104.9	109.0	114.0	118.0	120.7	120.9	128.4	132.0	132.6	120.1	138.8
Iowa State University	93.3	97.2	100.6	106.7	112.1	111.6	114.3	115.9	119.3	122.3	121.8	126.7
*Johns Hopkins University	115.5	120.7	-	-	-	-	-	-	-	-	147.0	167.3
*Massachusetts Institute of Technology	135.0	140.3	145.9	151.6	160.3	161.0	165.8	171.8	178.7	185.9	195.3	202.6
Michigan State University	101.8	105.9	110.2	116.0	121.9	125.0	125.2	128.6	131.2	135.1	135.0	145.4
*New York University	138.1	144.0	149.5	162.4	170.7	171.7	175.9	182.4	187.6	195.7	194.6	205.6
*Northwestern Univ	136.3	140.8	147.2	153.6	161.8	166.3	169.5	172.1	176.7	182.0	186.8	193.7
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	131.1	145.5
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	143.7	150.9
*Princeton University	151.1	156.8	163.7	172.2	180.3	181.0	186.0	193.8	200.0	206.2	194.3	222.7
Purdue University, Main Campus	100.7	104.3	107.6	111.3	115.0	115.8	122.1	125.1	127.7	130.6	126.2	134.8
*Rice University	123.7	127.0	130.4	137.1	146.6	151.8	155.2	159.5	165.4	171.5	178.6	185.7
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	-	137.6	158.8
*Stanford University	148.5	156.2	164.3	173.7	181.9	181.4	188.4	195.4	207.3	215.2	220.3	229.6
SUNY at Buffalo	107.7	111.6	-	-	-	-	-	135.4	133.7	-	-	94.7
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	-	150.4
*Syracuse University, Main Campus	94.5	97.9	104.0	107.0	112.0	112.5	115.3	117.6	122.8	-	125.4	131.0
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	129.3	138.4
*Tulane University	102.8	109.8	116.0	119.8	125.9	128.0	134.2	140.2	140.2	147.1	143.4	145.4
University of Arizona	95.9	102.3	107.1	113.1	114.5	117.3	117.5	119.9	119.6	122.2	122.5	124.5
University of California-Berkeley	121.8	126.2	131.3	141.0	143.5	145.8	149.1	154.0	158.9	165.4	169.6	178.9
University of California-Davis	103.3	107.0	114.0	121.5	122.7	123.4	123.8	129.4	133.0	136.7	135.0	151.4
University of California-Irvine	108.5	112.2	117.7	128.7	131.8	132.7	132.0	137.0	140.4	145.6	152.9	159.4
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	178.0	187.8
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	152.1	159.8
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	152.3	161.3
*University of Chicago	148.4	155.1	162.5	170.8	179.5	184.1	190.4	197.8	203.6	210.7	215.3	232.4
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	128.1	134.4

Academic Institution	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
University of Florida	96.0	101.4	107.7	109.3	115.2	117.0	122.1	121.7	122.5	128.3	131.2	133.9
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	144.9	148.0
University of Iowa	102.8	105.3	109.8	118.1	124.6	124.1	126.3	130.0	132.2	135.3	133.4	136.8
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	122.1	126.0
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	144.0	154.5
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	158.9	164.8
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	131.8	138.0
University of Missouri, Columbia	94.3	96.7	100.7	102.8	111.2	111.0	111.1	113.9	117.2	117.5	118.9	123.0
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	118.3	124.2
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	143.9	150.6
University of Oregon	83.6	88.0	88.3	94.8	99.8	103.0	104.9	112.3	110.9	114.1	123.5	127.5
*University of Pennsylvania	143.4	149.9	156.5	163.3	169.4	170.1	175.1	181.6	187.0	-	197.6	202.0
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	137.8	146.3
*University of Rochester	105.8	108.8	112.8	118.2	124.4	125.6	129.7	133.8	138.6	143.5	164.8	152.6
*University of Southern California	123.8	129.0	134.5	140.1	145.0	145.8	151.0	155.9	160.5	164.6	164.9	170.6
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	140.9	154.8
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	151.9	164.9
University of Washington - Seattle	98.1	102.1	108.9	116.4	121.7	121.9	118.3	122.7	124.3	123.5	129.5	133.8
University of Wisconsin-Madison	97.8	100.5	103.5	107.0	109.5	111.1	113.8	114.7	118.8	123.5	116.9	129.5
*Yanderbilt University	123.9	126.6	135.4	140.3	145.9	145.1	151.3	158.3	167.9	174.8	175.7	184.8
*Washington University	128.4	135.2	145.1	150.8	159.3	160.7	164.9	172.4	175.8	183.6	174.1	188.7
*Yale University	145.6	151.2	157.6	165.1	174.7	174.1	177.1	180.4	186.3	192.2	198.5	203.5

MEAN - PUBLIC	105.4	109.4	114.4	120.3	125.0	125.8	128.0	131.4	134.1	137.0	137.0	144.1
MEAN - PRIVATE	127.6	132.5	138.7	145.9	153.0	154.5	158.2	163.5	168.5	174.4	174.8	183.3
MEAN - PUB/PRIV	115.2	119.4	124.9	131.6	137.3	138.7	141.3	145.3	149.0	153.0	153.8	161.2

University of Miami	106.98	111.50	118.00	125.00	132.80	132.5	137.0	140.8	144.8	151.1	151.8	160.2
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DIFFERENCE - PUBLIC	1.6	2.1	3.6	4.7	7.8	6.7	9.0	9.4	10.7	14.1	14.8	16.1
DIFFERENCE - PRIVATE	-20.6	-21.0	-20.7	-20.9	-20.2	-22.0	-21.2	-22.7	-23.7	-23.3	-23.0	-23.1
DIFFERENCE - PUB/PRI Combined	-8.2	-7.9	-6.9	-6.6	-4.5	-6.2	-4.3	-4.5	-4.2	-1.9	-2.0	-1.0

PERCENTAGE - PUBLIC	101.54%	101.87%	103.16%	103.91%	106.27%	105.35%	107.02%	107.14%	107.99%	110.31%	110.83%	111.19%
PERCENTAGE - PRIVATE	83.83%	84.18%	85.05%	85.67%	86.77%	85.75%	86.61%	86.14%	85.94%	86.66%	86.83%	87.38%
PERCENTAGE - PUB/PRI Combined	92.86%	93.37%	94.49%	94.99%	96.69%	95.56%	96.95%	96.90%	97.19%	98.76%	98.68%	99.39%

* Private

Academic Institution	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
*Brandeis University	73.3	77.0	80.7	84.0	87.0	84.9	86.5	90.5	93.4	96.6	98.9	103.5
*Brown University	78.4	81.0	83.9	88.0	91.9	91.9	96.8	99.3	103.4	107.6	109.4	114.7
*California Institute of Technology	103.3	106.5	111.3	120.2	126.2	126.0	112.4	121.3	122.3	-	143.0	143.3
*Carnegie Mellon University	84.5	89.1	93.2	96.4	98.5	97.1	97.4	98.9	101.8	104.2	108.2	105.1
*Case Western Reserve University	79.1	84.5	78.4	81.5	83.0	82.5	84.5	85.8	89.6	91.6	91.5	95.1
*Catholic University of America	63.5	67.1	69.7	72.6	74.0	74.0	75.4	79.2	81.9	82.2	81.8	84.0
*Columbia University in the City of New York	94.5	-	-	106.6	113.3	117.0	122.5	125.0	132.4	145.3	137.7	158.8
*Cornell University, All Campuses	92.9	96.6	99.1	103.4	109.8	108.8	109.3	113.0	110.7	115.3	115.3	120.3
*Duke University	89.5	91.3	96.8	102.5	107.3	102.6	103.9	114.5	120.0	120.8	117.0	128.4
*Emory University	84.3	86.2	90.1	93.4	100.5	99.4	99.9	101.6	106.0	104.8	105.5	113.8
*Harvard University	92.3	97.1	100.0	106.1	112.3	116.9	120.7	120.9	118.9	123.8	165.0	129.2
*Indiana University at Bloomington	101.8	104.9	109.0	114.0	118.0	82.0	82.2	87.0	88.6	90.7	83.1	94.1
Iowa State University	70.6	72.3	73.7	77.6	81.9	81.8	82.3	83.5	86.1	88.9	90.3	92.4
*Johns Hopkins University	79.5	83.2	-	-	-	-	-	-	-	-	101.8	114.3
*Massachusetts Institute of Technology	91.0	94.1	99.7	106.4	110.3	111.0	115.1	120.3	112.6	127.2	132.6	136.5
Michigan State University	73.7	76.4	79.2	82.8	85.9	87.3	87.0	89.2	90.9	92.8	92.0	97.2
*New York University	85.4	88.3	91.2	102.6	103.7	101.5	103.8	106.1	107.7	112.1	113.8	120.2
*Northwestern Univ	90.7	93.7	97.5	100.5	105.3	106.9	108.3	110.2	112.5	115.1	120.2	123.1
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	89.3	98.0
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	93.8	101.5
*Princeton University	95.5	97.1	105.0	107.5	114.3	116.9	120.8	123.7	129.1	129.6	119.7	138.2
Purdue University, Main Campus	70.6	72.9	74.8	77.2	80.2	80.2	84.8	87.1	89.3	91.4	91.3	95.4
*Rice University	83.4	87.3	91.0	94.5	104.3	105.7	108.7	106.0	105.2	106.4	111.5	116.1
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	-	90.7	104.0
*Stanford University	103.0	106.1	114.7	122.0	128.0	124.4	126.8	131.2	135.1	140.2	140.9	144.5
SUNY at Buffalo	107.7	111.6	-	-	-	-	-	93.1	91.8	-	-	77.3
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	-	103.6
*Syracuse University, Main Campus	70.7	72.2	75.2	78.2	82.1	82.0	83.8	85.4	87.7	-	95.2	95.7
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	86.9	96.1
*Tulane University	73.5	77.0	78.8	82.4	83.4	84.0	85.3	86.6	88.7	92.0	90.6	90.6
University of Arizona	67.2	71.4	74.9	79.0	79.5	79.6	80.6	81.8	81.9	85.1	84.3	86.9
University of California-Berkeley	77.7	81.9	86.8	94.4	96.1	98.2	101.5	104.6	107.3	110.2	113.4	115.9
University of California-Davis	68.8	70.2	76.5	81.5	83.1	83.9	84.7	90.6	91.4	92.5	94.2	105.0
University of California-Irvine	71.6	74.6	77.6	83.4	84.6	85.7	84.9	89.8	92.6	95.1	99.5	101.7
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	113.7	122.6
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	99.3	108.0
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	93.5	100.2
*University of Chicago	92.3	93.6	97.8	103.3	106.8	106.6	108.9	114.1	117.6	118.9	123.4	132.2
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	95.2	96.4

Academic Institution	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
University of Florida	69.1	71.7	73.3	73.0	75.4	75.5	80.0	80.1	81.1	85.1	89.0	89.3
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	98.5	99.5
University of Iowa	69.1	70.9	75.4	81.0	83.1	82.5	84.1	86.4	87.4	89.9	90.1	93.4
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	81.9	82.6
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	104.3	106.6
University of Michigan at Ann Arbor	81.6	83.7	86.6	88.1	93.1	94.3	96.1	98.2	101.1	103.9	105.5	109.2
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	92.2	95.8
University of Missouri, Columbia	65.9	67.3	68.5	70.8	75.3	74.1	73.5	75.9	78.0	78.2	78.5	80.8
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	84.7	86.7
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	96.9	101.8
University of Oregon	59.0	63.1	62.1	67.5	72.4	74.6	75.5	79.6	80.3	82.5	88.6	91.5
*University of Pennsylvania	95.9	100.7	106.4	107.5	114.1	110.2	112.5	117.8	117.3	-	125.2	132.1
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	92.1	98.2
*University of Rochester	76.4	78.4	81.9	85.8	89.6	88.7	91.6	97.2	100.9	101.7	103.4	105.5
*University of Southern California	84.6	88.5	92.0	93.6	95.8	98.6	103.3	105.3	107.8	110.0	102.9	107.2
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	95.3	100.5
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	100.7	111.3
University of Washington - Seattle	70.2	72.9	77.2	83.4	87.1	88.1	86.8	88.3	89.2	86.4	97.7	104.8
University of Wisconsin-Madison	73.4	76.5	78.1	82.5	84.5	85.8	87.3	87.4	91.1	93.3	87.5	99.7
*Yanderbilt University	79.0	81.9	86.3	91.0	93.5	93.1	96.2	98.6	103.5	107.5	104.0	111.7
*Washington University	85.1	90.5	93.3	96.4	96.5	97.1	99.8	100.2	103.6	110.6	112.7	117.2
*Yale University	82.1	85.3	87.1	91.3	99.8	98.4	103.8	108.6	113.1	118.3	115.9	122.1
MEAN - PUBLIC	74.0	76.8	79.1	83.2	86.2	85.6	86.8	89.1	90.9	93.0	93.6	98.5
MEAN - PRIVATE	85.3	88.2	92.0	96.8	101.2	101.0	103.0	106.2	108.6	112.3	114.8	118.8
MEAN - PUB/PRIV	79.0	81.8	84.7	89.2	92.8	92.4	94.0	96.5	98.6	101.0	103.1	107.4
University of Miami	72.2	75.2	79.0	83.0	86.2	86.9	90.0	92.0	94.8	99.4	102.0	105.5
DIFFERENCE - PUBLIC	-1.8	-1.6	-0.1	-0.2	0.0	1.3	3.2	2.9	3.9	6.4	8.4	7.0
DIFFERENCE - PRIVATE	-13.1	-13.0	-13.0	-13.8	-15.0	-14.1	-13.0	-14.2	-13.8	-12.9	-12.9	-13.3
DIFFERENCE - PUB/PRI Combined	-6.8	-6.6	-5.7	-6.2	-6.6	-5.5	-4.0	-4.5	-3.8	-1.6	-1.1	-1.9
PERCENTAGE - PUBLIC	97.53%	97.93%	99.84%	99.749%	100.04%	101.49%	103.65%	103.23%	104.27%	106.92%	108.99%	107.14%
PERCENTAGE - PRIVATE	84.62%	85.22%	85.83%	85.71%	85.16%	86.03%	87.38%	86.63%	87.32%	88.55%	88.80%	88.80%
PERCENTAGE - PUB/PRI Combined	91.36%	91.98%	93.28%	93.04%	92.88%	94.04%	95.79%	95.31%	96.18%	98.39%	98.93%	98.23%

* Private
^2009-2011 Mean Public University Salaries Retroactively Corrected

Academic Institution	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
*Brandeis University	66.5	70.5	71.6	74.6	78.9	79.1	79.5	84.4	83.4	82.2	83.5	84.6
*Brown University	69.7	72.1	72.6	74.9	76.8	78.5	80.9	82.3	86.0	88.9	89.6	94.3
*California Institute of Technology	93.3	96.8	98.8	101.3	105.5	105.8	108.1	111.3	112.8	116.2	118.9	124.3
*Carnegie Mellon University	75.0	80.5	82.9	84.3	88.6	89.7	95.9	101.1	103.9	104.4	105.5	99.6
*Case Western Reserve University	65.0	62.7	67.9	69.9	72.7	74.6	74.3	79.2	78.0	79.3	76.0	83.4
*Catholic University of America	55.0	58.0	61.4	64.1	66.4	65.6	67.2	68.4	69.2	68.4	69.6	69.4
*Columbia University in the City of New York	74.8	-	-	83.7	89.7	92.3	97.2	99.0	105.8	110.9	113.9	121.5
*Cornell University, All Campuses	80.6	82.9	85.9	89.8	93.5	92.3	96.5	97.0	97.8	98.4	100.0	110.5
*Duke University	75.5	78.8	82.4	87.3	91.6	89.8	87.2	96.0	97.3	103.5	88.5	109.9
*Emory University	74.5	76.3	77.9	78.9	84.1	83.4	85.3	86.5	85.4	85.9	81.1	98.2
*Harvard University	82.9	89.3	91.3	95.4	101.4	104.4	104.0	109.8	113.4	114.5	114.8	120.2
Indiana University at Bloomington	61.3	62.6	66.0	68.4	71.1	72.4	72.8	77.4	80.4	83.0	74.6	91.8
Iowa State University	59.6	61.7	64.5	67.6	71.5	71.4	73.7	75.1	76.6	78.8	81.2	82.0
*Johns Hopkins University	65.0	68.0	-	-	-	-	-	-	-	-	84.3	99.0
*Massachusetts Institute of Technology	79.5	82.7	89.0	93.3	97.5	100.6	100.0	102.8	106.3	111.1	113.9	116.4
Michigan State University	59.7	60.2	61.8	64.2	66.9	68.6	69.1	69.5	71.0	72.0	73.1	76.6
*New York University	73.7	75.9	80.1	90.3	93.5	92.7	95.6	99.7	105.3	110.1	109.6	115.0
*Northwestern Univ	79.3	81.2	83.5	87.9	93.5	95.3	96.8	98.9	98.4	102.7	106.8	111.4
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	78.7	86.0
Pennsylvania State U, Main Campus	64.0	66.3	68.2	69.5	72.4	72.0	75.9	76.1	82.5	85.0	73.4	89.1
*Princeton University	73.4	76.3	79.1	81.2	85.8	87.7	90.8	94.2	96.8	101.7	94.2	107.3
Purdue University, Main Campus	62.9	65.3	66.8	69.2	72.3	72.7	77.4	79.1	80.4	80.7	81.8	84.9
*Rice University	75.0	76.1	78.0	81.6	87.4	85.2	86.4	86.6	92.2	95.5	98.5	99.6
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	-	71.0	83.5
*Stanford University	82.0	86.9	91.0	94.3	100.8	100.5	103.4	109.8	111.3	117.5	120.4	125.9
SUNY at Buffalo	61.4	63.7	-	-	-	-	-	77.4	78.5	-	-	66.3
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	-	88.4
*Syracuse University, Main Campus	59.6	62.2	64.9	68.6	69.3	69.1	70.8	73.4	75.5	-	77.2	77.6
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	73.8	86.9
*Tulane University	61.3	65.3	63.4	66.1	65.2	67.8	69.3	71.5	74.0	79.8	80.7	91.5
University of Arizona	59.8	63.5	66.9	69.7	66.6	68.0	68.4	70.8	74.0	73.4	73.4	76.4
University of California - Berkeley	71.3	74.1	76.2	78.5	81.3	84.8	88.4	92.3	94.7	99.2	101.4	109.5
University of California-Davis	60.7	63.1	67.9	74.2	75.9	77.0	78.7	81.3	81.6	83.7	82.9	89.3
University of California-Irvine	63.3	65.8	68.5	74.2	75.1	75.6	78.4	80.7	82.4	85.6	86.6	90.7
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	93.8	97.9
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	90.7	92.3
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	82.2	85.7
*University of Chicago	73.4	77.7	85.3	90.7	97.7	100.1	100.5	102.6	102.7	105.6	112.0	115.8
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	86.0	87.5

Academic Institution	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
University of Florida	59.5	61.6	61.9	62.5	63.6	63.9	68.4	68.9	71.0	76.2	81.1	79.1
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	88.8	91.3
University of Iowa	61.7	63.9	65.8	69.6	72.6	71.4	72.5	74.1	74.6	76.7	77.8	83.8
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	71.6	76.8
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	120.5	89.7
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	88.2	92.2
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	80.7	85.8
University of Missouri, Columbia	53.5	55.7	56.6	58.2	61.1	60.7	60.9	61.7	63.8	64.7	65.6	69.6
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	79.2	83.0
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	82.8	87.1
University of Oregon	54.4	57.1	60.0	61.9	66.4	69.4	72.0	74.0	76.5	75.0	83.6	84.3
*University of Pennsylvania	85.2	88.1	91.8	95.9	98.0	102.3	106.8	112.3	116.2	-	119.6	123.2
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	73.3	80.2
*University of Rochester	70.2	71.0	73.2	77.2	82.4	83.8	89.4	93.5	94.7	96.0	95.8	100.6
*University of Southern California	73.7	76.4	81.6	85.0	86.7	89.6	91.5	93.3	93.5	95.6	91.3	93.9
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	89.5	93.9
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	87.9	94.9
University of Washington - Seattle	64.7	67.2	70.9	73.9	78.0	77.2	77.4	79.3	84.1	75.3	91.7	98.1
University of Wisconsin-Madison	63.6	64.3	66.0	70.4	73.0	73.6	74.9	75.9	77.5	81.6	80.2	85.5
*Yanderbilt University	65.0	66.0	67.2	69.5	72.5	73.1	74.6	76.5	84.9	88.9	85.2	93.8
*Washington University	72.4	73.4	77.2	80.0	85.0	85.4	89.9	96.8	98.8	100.0	104.7	104.7
*Yale University	69.4	72.8	77.9	81.6	86.0	85.6	87.5	89.7	94.2	95.9	99.2	103.3
MEAN - PUBLIC	62.7	65.1	68.0	71.0	73.6	71.4	73.0	77.6	79.8	81.4	82.7	86.5
MEAN - PRIVATE	73.1	75.7	79.0	82.6	86.6	87.5	89.6	92.9	95.3	98.0	97.4	103.5
MEAN - PUB/PRIV	67.3	69.7	72.7	76.1	79.3	80.2	82.0	84.4	86.7	88.7	89.8	95.2
University of Miami	65.8	67.8	72.7	76.6	79.5	79.1	77.7	81.1	83.4	83.5	85.9	95.7
DIFFERENCE - PUBLIC	3.1	2.7	4.7	5.6	5.9	7.7	4.7	3.5	3.6	2.1	3.2	9.2
DIFFERENCE - PRIVATE	-7.3	-7.9	-6.3	-6.0	-7.1	-8.4	-11.9	-11.8	-11.9	-14.5	-11.5	-7.8
DIFFERENCE - PUB/PRI Combined	-1.5	-1.9	0.0	0.5	0.2	-1.1	-4.3	-3.3	-3.3	-5.2	-3.9	0.5
PERCENTAGE - PUBLIC	104.96%	104.21%	106.98%	107.87%	108.02%	110.74%	106.38%	104.51%	104.45%	102.60%	103.85%	110.67%
PERCENTAGE - PRIVATE	89.98%	89.58%	91.98%	92.74%	91.85%	90.43%	86.73%	87.25%	87.51%	85.23%	88.19%	92.45%
PERCENTAGE - PUB/PRI Combined	97.76%	97.32%	99.96%	100.64%	100.24%	98.64%	94.76%	96.08%	96.20%	94.19%	95.69%	100.53%

* Private

^2009-2011 Mean Public University Salaries Retroactively

Corrected

PROFESSORS

Academic Institution	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
*Brandeis University	99.3	106.7	111.6	116.6	121.3	121.9	123.9	130.0	131.4	130.8	137.7	147.6
*Carnegie Mellon University	118.4	123.8	127.0	132.2	136.5	137.6	138.9	142.0	146.5	150.7	154.6	152.9
*Case Western Reserve University	109.6	117.4	116.0	118.9	121.5	124.2	129.1	131.2	132.3	136.0	137.8	139.1
*Emory University	131.9	137.0	142.2	147.2	153.4	154.8	154.1	158.0	160.1	158.4	154.9	166.4
*New York University	138.1	144.0	149.5	162.4	170.7	171.7	175.9	182.4	187.6	195.7	194.6	205.6
*Syracuse University, Main Campus	94.5	97.9	104.0	107.0	112.0	112.5	115.3	117.6	122.8	-	125.4	131.0
*Tulane University	102.8	109.8	116.0	119.8	125.9	128.0	134.2	140.2	140.2	147.1	143.4	145.4
*University of Rochester	105.8	108.8	112.8	118.2	124.4	125.6	129.7	133.8	138.6	143.5	164.8	152.6
*University of Southern California	123.8	129.0	134.5	140.1	145.0	145.8	151.0	155.9	160.5	164.6	164.9	170.6
*Vanderbilt University	123.9	126.6	135.4	140.3	145.9	145.1	151.3	158.3	167.9	174.8	175.7	184.8

MEAN - AAU INSTITUTIONS	114.81	120.09	124.90	130.27	135.66	136.72	140.34	144.94	148.79	155.73	155.38	159.60
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University of Miami	106.98	111.50	118.00	125.00	132.80	132.5	137.0	140.8	144.8	151.1	155.4	160.2
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DIFFERENCE - Miami and AAU	-7.83	-8.59	-6.90	-5.27	-2.86	-4.22	-3.34	-4.14	-3.99	-4.63	0.02	0.60
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PERCENTAGE - Miami / AAU	93.18%	92.85%	94.48%	95.95%	97.89%	96.91%	97.62%	97.14%	97.32%	97.02%	100.01%	100.38%
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ASSOCIATE PROFESSORS

Academic Institution	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
*Brandeis University	73.3	77.0	80.7	84.0	87.0	84.9	86.5	90.5	93.4	96.6	98.9	103.5
*Carnegie Mellon University	84.5	89.1	93.2	96.4	98.5	97.1	97.4	98.9	101.8	104.2	108.2	105.1
*Case Western Reserve University	79.1	84.5	78.4	81.5	83.0	82.5	84.5	85.8	89.6	91.6	91.5	95.1
*Emory University	84.3	86.2	90.1	93.4	100.5	99.4	99.9	101.6	106.0	104.8	105.5	113.8
*New York University	85.4	88.3	91.2	102.6	103.7	101.5	103.8	106.1	107.7	112.1	113.8	120.2
*Syracuse University, Main Campus	70.7	72.2	75.2	78.2	82.1	82.0	83.8	85.4	87.7	-	95.2	95.7
*Tulane University	73.5	77.0	78.8	82.4	83.4	84.0	85.3	86.6	88.7	92.0	90.6	90.6
*University of Rochester	76.4	78.4	81.9	85.8	89.6	88.7	91.6	97.2	100.9	101.7	103.4	105.5
*University of Southern California	84.6	88.5	92.0	93.6	95.8	98.6	103.3	105.3	107.8	110.0	102.9	107.2
*Vanderbilt University	79.0	81.9	86.3	91.0	93.5	93.1	96.2	98.6	103.5	107.5	104.0	111.7

MEAN - AAU INSTITUTIONS	79.08	82.31	84.78	88.89	91.71	91.18	93.23	95.60	98.71	102.28	101.40	104.84
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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	102.0	105.5
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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	0.56	0.66
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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%	100.55%	100.63%
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ASSISTANT PROFESSORS

Academic Institution	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
*Brandeis University	66.5	70.5	71.6	74.6	78.9	79.1	79.5	84.4	83.4	82.2	83.5	84.6
*Carnegie Mellon University	75.0	80.5	82.9	84.3	88.6	89.7	95.9	101.1	103.9	104.4	105.5	99.6
*Case Western Reserve University	68.5	62.7	67.9	69.9	72.7	74.6	74.3	79.2	78.0	79.3	76.0	83.4
*Emory University	74.5	76.3	77.9	78.9	84.1	83.4	85.3	86.5	85.4	85.9	81.1	98.2
*New York University	73.7	75.9	80.1	90.3	93.5	92.7	95.6	99.7	105.3	110.1	109.6	115.0
*Syracuse University, Main Campus	59.6	62.2	64.9	68.6	69.3	69.1	70.8	73.4	75.5	-	77.2	77.6
*Tulane University	61.3	65.3	63.4	66.1	65.2	67.8	69.3	71.5	74.0	79.8	80.7	91.5
*University of Rochester	70.2	71.0	73.2	77.2	82.4	83.8	89.4	93.5	94.7	96.0	95.8	100.6
*University of Southern California	73.7	76.4	81.6	85.0	86.7	89.6	91.5	93.3	93.5	95.6	91.3	93.9
*Vanderbilt University	65.0	66.0	67.2	69.5	72.5	73.1	74.6	76.5	84.9	88.9	85.2	93.8

MEAN - AAU INSTITUTIONS	68.80	70.68	73.07	76.44	79.39	80.29	82.62	85.91	87.86	91.36	88.59	93.82
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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	85.9	95.7
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DIFFERENCE - Miami and AAU	-3.00	-2.88	-0.37	0.16	0.11	-1.19	-4.92	-4.81	-4.46	-7.86	-2.69	1.88
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PERCENTAGE - Miami / AAU	95.64%	95.93%	99.49%	100.21%	100.14%	98.52%	94.05%	94.40%	94.92%	91.40%	96.96%	102.00%
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AAU Peer Institutions Faculty Salary Report

Full Professors

Academic Institution	2005-06	2010-11	2015-16
*Brandeis University	106.7	123.9	147.6
*Carnegie Mellon University	123.8	138.9	152.9
*Case Western Reserve University	117.4	129.1	139.1
*Emory University	137.0	154.1	166.4
*New York University	144.0	175.9	205.6
*Syracuse University, Main Campus	97.9	115.3	131.0
*Tulane University	109.8	134.2	145.4
*University of Rochester	108.8	129.7	152.6
*University of Southern California	129.0	151.0	170.6
*Vanderbilt University	126.6	151.3	184.8

MEAN - AAU INSTITUTIONS 120.09 140.342 159.60

University of Miami 111.50 137.0 160.2

DIFFERENCE - Miami and AAU -8.59 -3.34 0.60

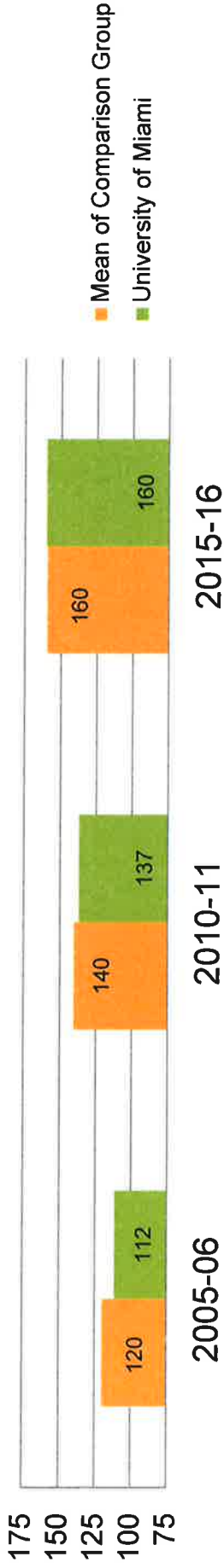
PERCENTAGE - Miami / AAU 92.85% 97.62% 100.38%

*Private

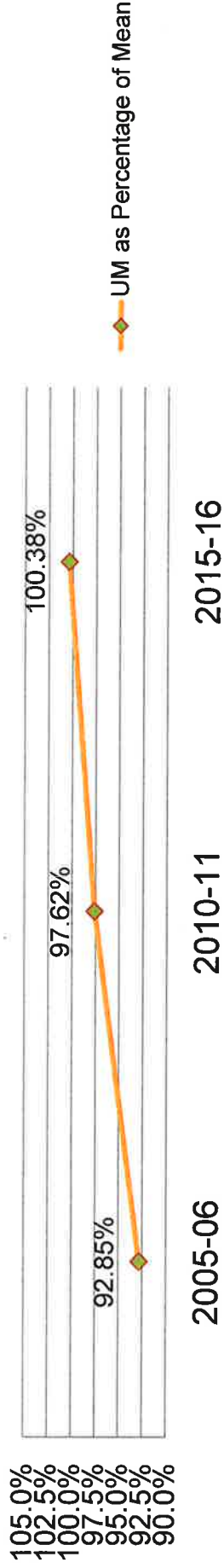
UM and AAU Peer Institutions Comparison Full Professors

2005-06, 2010-11, 2015-16

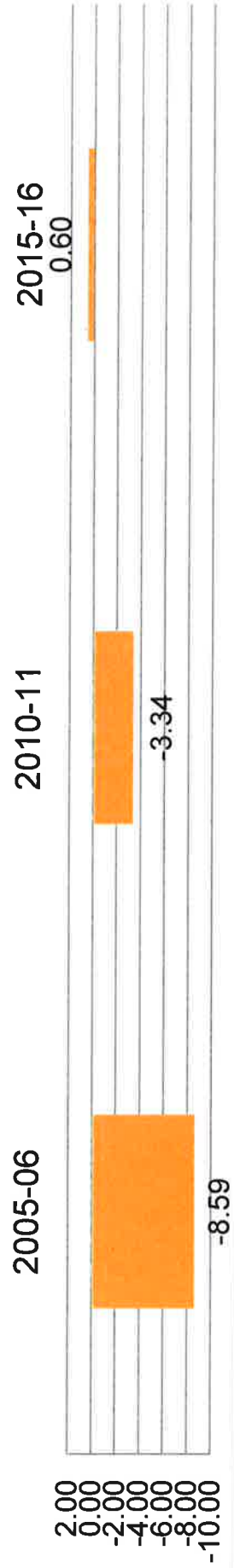
Mean of Comparison Group



UM as Percentage of Mean



Difference Between UM and Mean



AAU Peer Institutions Faculty Salary Report

Associate Professors

Academic Institution	2005-06	2010-11	2015-16
*Brandeis University	77.0	86.5	103.5
*Carnegie Mellon University	89.1	97.4	105.1
*Case Western Reserve University	84.5	84.5	95.1
*Emory University	86.2	99.9	113.8
*New York University	88.3	103.8	120.2
*Syracuse University, Main Campus	72.2	83.8	95.7
*Tulane University	77.0	85.3	90.6
*University of Rochester	78.4	91.6	105.5
*University of Southern California	88.5	103.3	107.2
*Vanderbilt University	81.9	96.2	111.7

MEAN - AAU INSTITUTIONS	82.31	93.23	104.84
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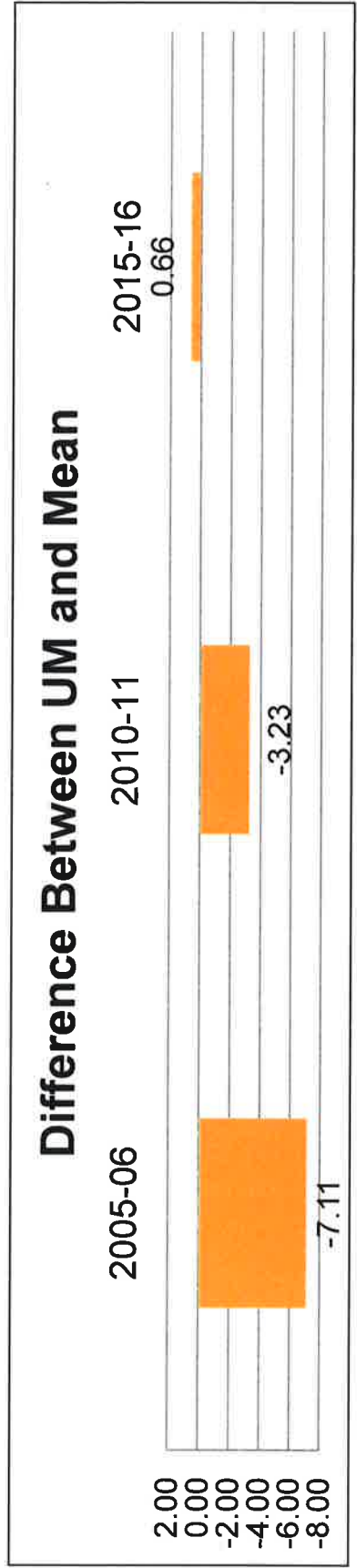
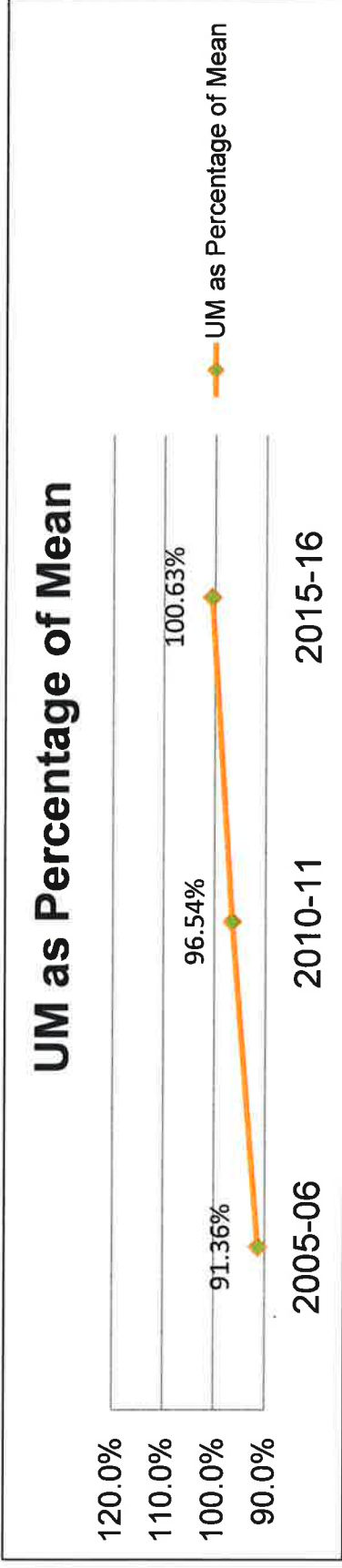
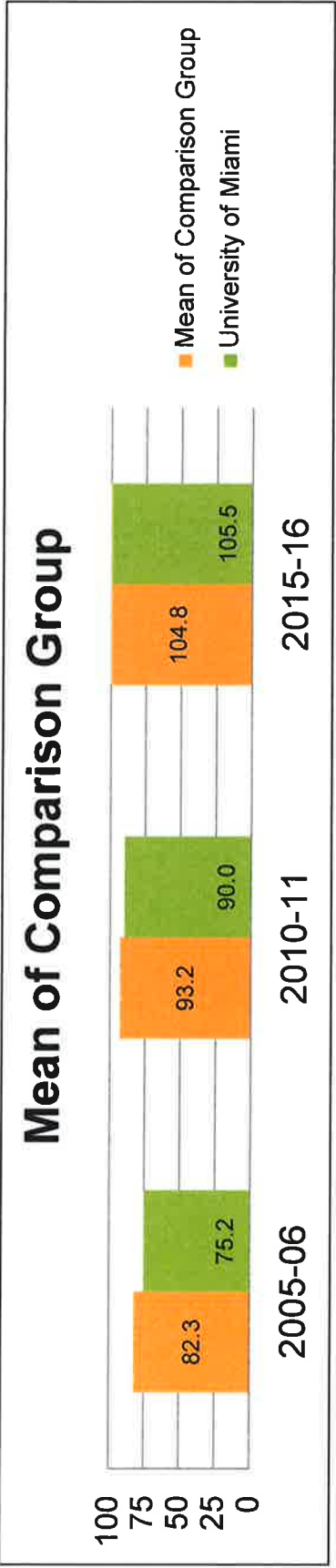
University of Miami	75.2	90.0	105.5
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DIFFERENCE - Miami and AAU	-7.11	-3.23	0.66
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PERCENTAGE - Miami / AAU	91.36%	96.54%	100.63%
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*Private

UM and AAU Peer Institutions Comparison Associate Professors 2005-06, 2010-11, 2015-16



AAU Peer Institutions Faculty Salary Report

Assistant Professors

Academic Institution	2005-06	2010-11	2015-16
*Brandeis University	70.5	79.5	84.6
*Carnegie Mellon University	80.5	95.9	99.6
*Case Western Reserve University	62.7	74.3	83.4
*Emory University	76.3	85.3	98.2
*New York University	75.9	95.6	115.0
*Syracuse University, Main Campus	62.2	70.8	77.6
*Tulane University	65.3	69.3	91.5
*University of Rochester	71.0	89.4	100.6
*University of Southern California	76.4	91.5	93.9
*Vanderbilt University	66.0	74.6	93.8

MEAN - AAU INSTITUTIONS	70.68	82.62	93.82
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University of Miami	67.8	77.7	95.7
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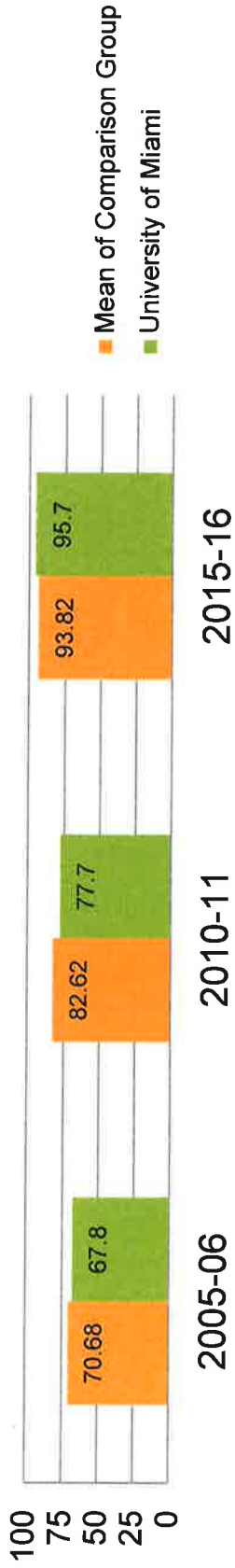
DIFFERENCE - Miami and AAU	-2.88	-4.92	1.88
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PERCENTAGE - Miami / AAU	95.93%	94.05%	102.00%
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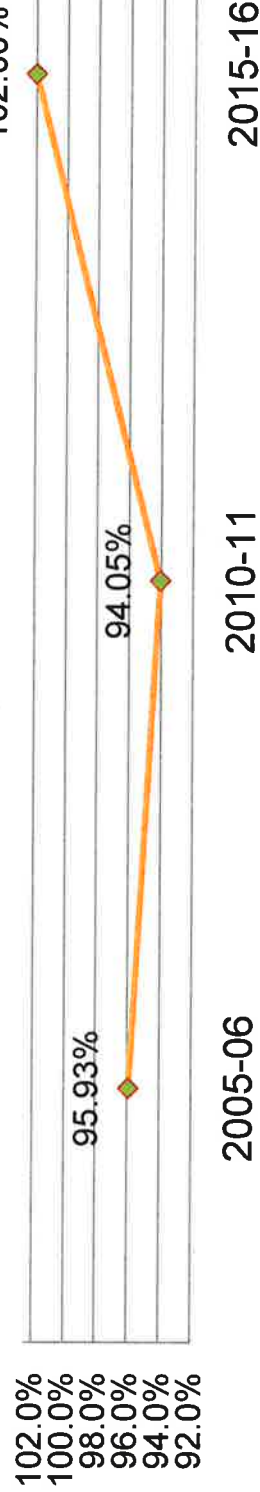
* Private

UM and AAU Peer Institutions Comparison Assistant Professors 2005-06, 2010-11, 2015-16

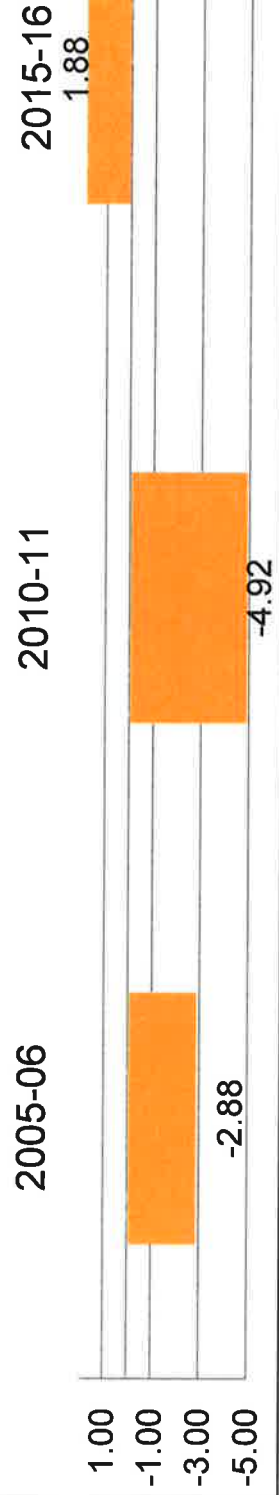
Mean of Comparison Group



UM as Percentage of Mean



Difference Between UM and Mean



Average Faculty Salary Report

Full Professors

Academic Institution	2005-06	2010-11	2015-16
*Brandeis University	106.7	123.9	147.6
*Brown University	129.2	150.7	173.6
*California Institute of Technology	147.8	171.5	194.8
*Carnegie Mellon University	123.8	138.9	152.9
*Case Western Reserve University	117.4	129.1	139.1
*Catholic University of America	90.8	108.3	116.3
*Columbia University in the City of New York	-	191.4	236.3
*Cornell University, New York	137.0	157.8	170.8
*Duke University	136.4	163.4	197.8
*Emory University	137.0	154.1	166.4
*Harvard University	168.7	193.8	220.2
Indiana University at Bloomington	104.9	120.9	138.8
Iowa State University	97.2	114.3	126.7
*Johns Hopkins University	120.7	-	167.3
*Massachusetts Institute of Technology	140.3	165.8	202.6
Michigan State University	105.9	125.2	145.4
*New York University	144.0	175.9	205.6
*Northwestern Univ	140.8	169.5	193.7
Ohio State University, Main Campus	112.6	131.5	145.5
Pennsylvania State U, Main Campus (U Park)	116.5	133.5	150.9
*Princeton University	156.8	186.0	222.7
Purdue University, Main Campus	104.3	122.1	134.8
*Rice University	127.0	155.2	185.7
Rutgers the State Univ of NJ New Brunswick	116.3	142.7	158.8
*Stanford University	156.2	188.4	229.6
SUNY at Buffalo	111.6	-	94.7
SUNY at Stony Brook, All Campuses	110.6	138.6	150.4
*Syracuse University, Main Campus	97.9	115.3	131.0
Texas A&M University Main Campus	104.1	118.9	138.4
*Tulane University	109.8	134.2	145.4
University of Arizona	102.3	117.5	124.5
University of California-Berkeley	126.2	149.1	178.9
University of California-Davis	107.0	123.8	151.4
University of California-Irvine	112.2	132.0	159.4
University of California-Los Angeles	128.4	153.7	187.8
University of California-San Diego	118.1	136.3	159.8
University of California-Santa Barbara	115.1	132.0	161.3
*University of Chicago	155.1	190.4	232.4
University of Colorado at Boulder	102.8	118.6	134.4

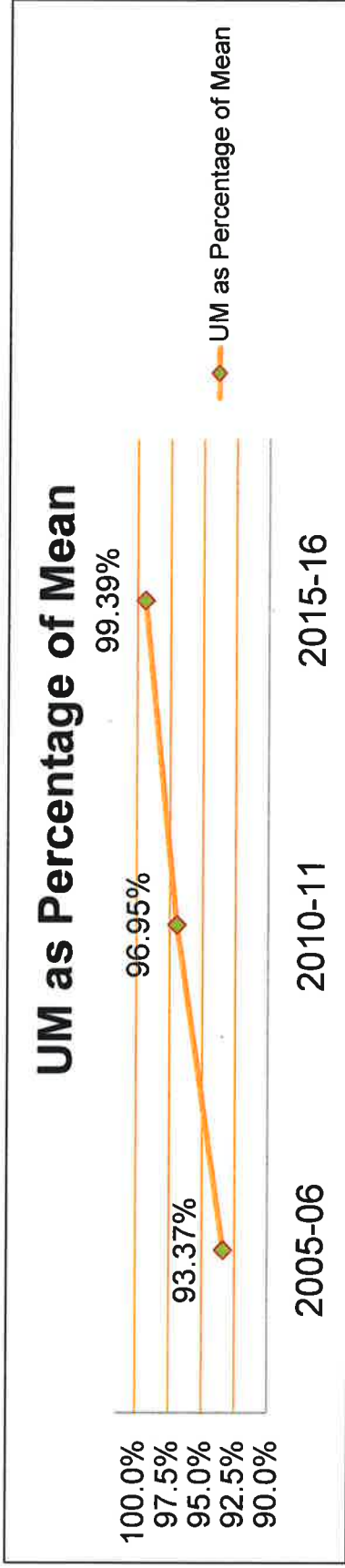
Average Faculty Salary Report Full Professors (cont.)

Academic Institution	2005-06	2010-11	2015-16
University of Florida	101.4	122.1	133.9
University of Illinois at Urbana-Champaign	116.6	133.5	148.0
University of Iowa	105.3	126.3	136.8
University of Kansas, Main Campus	98.0	117.7	126.0
University of Maryland at College Park	115.7	134.4	154.5
University of Michigan at Ann Arbor	125.6	146.9	164.8
University of Minnesota - Twin Cities	110.3	123.2	138.0
University of Missouri, Columbia	96.7	111.1	123.0
University of Nebraska at Lincoln	97.5	112.3	124.2
University of North Carolina at Chapel Hill	115.3	143.3	150.6
University of Oregon	88.0	104.9	127.5
*University of Pennsylvania	149.9	175.1	202.0
University of Pittsburgh Main Campus	113.2	132.8	146.3
*University of Rochester	108.8	129.7	152.6
*University of Southern California	129.0	151.0	170.6
University of Texas at Austin	115.7	136.5	154.8
University of Virginia, Main Campus	123.1	136.5	164.9
University of Washington - Seattle	102.1	118.3	133.8
University of Wisconsin-Madison	100.5	113.8	129.5
*Yanderbilt University	126.6	151.3	184.8
*Washington University	135.2	164.9	188.7
*Yale University	151.2	177.1	203.5
MEAN - PUBLIC	109.4	128.0	144.1
MEAN - PRIVATE	132.5	158.2	183.3
MEAN - PUB/PRIV	119.4	141.3	161.2
University of Miami	111.50	137.0	160.2
DIFFERENCE - PUBLIC	2.1	9.0	16.1
DIFFERENCE - PRIVATE	-21.0	-21.2	-23.1
DIFFERENCE - PUB/PRI Combined	-7.9	-4.3	-1.0
PERCENTAGE - PUBLIC	101.87%	107.02%	111.19%
PERCENTAGE - PRIVATE	84.18%	86.61%	87.38%
PERCENTAGE - PUB/PRI Combined	93.37%	96.95%	99.39%

* Private

UM Average Faculty Salary Comparison Full Professors

2005-06, 2010-11, 2015-16



Average Faculty Salary Report Associate Professors

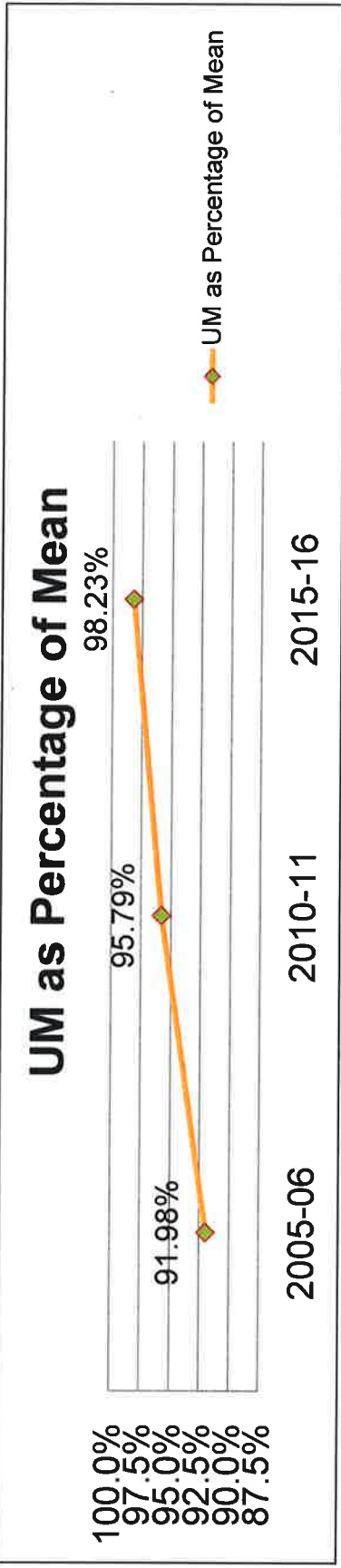
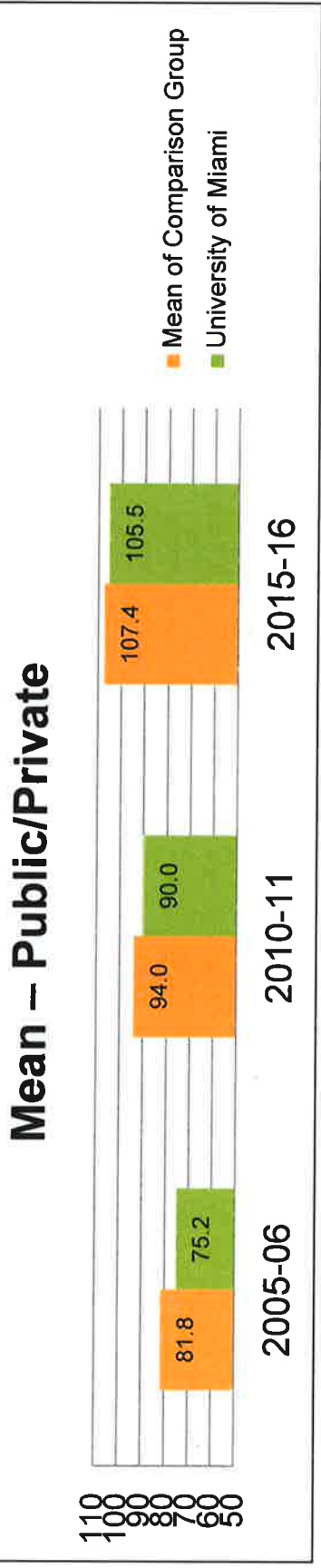
Academic Institution	2005-06	2010-11	2015-16
*Brandeis University	77.0	86.5	103.5
*Brown University	81.0	96.8	114.7
*California Institute of Technology	106.5	112.4	143.3
*Carnegie Mellon University	89.1	97.4	105.1
*Case Western Reserve University	84.5	84.5	95.1
*Catholic University of America	67.1	75.4	84.0
*Columbia University in the City of New York	-	122.5	158.8
*Cornell University, All Campuses	96.6	109.3	120.3
*Duke University	91.3	103.9	128.4
*Emory University	86.2	99.9	113.8
*Harvard University	97.1	120.7	129.2
Indiana University at Bloomington	104.9	82.2	94.1
Iowa State University	72.3	82.3	92.4
*Johns Hopkins University	83.2	-	114.3
*Massachusetts Institute of Technology	94.1	115.1	136.5
Michigan State University	76.4	87.0	97.2
*New York University	88.3	103.8	120.2
*Northwestern Univ	93.7	108.3	123.1
Ohio State University, Main Campus	74.2	87.7	98.0
Pennsylvania State U, Main Campus	77.7	89.0	101.5
*Princeton University	97.1	120.8	138.2
Purdue University, Main Campus	72.9	84.8	95.4
*Rice University	87.3	108.7	116.1
Rutgers the State Univ of NJ New Brunswick	80.7	96.7	104.0
*Stanford University	106.1	126.8	144.5
SUNY at Buffalo	111.6	-	77.3
SUNY at Stony Brook, All Campuses	81.0	99.6	103.6
*Syracuse University, Main Campus	72.2	83.8	95.7
Texas A&M University Main Campus	73.0	81.9	96.1
*Tulane University	77.0	85.3	90.6
University of Arizona	71.4	80.6	86.9
University of California-Berkeley	81.9	101.5	115.9
University of California-Davis	70.2	84.7	105.0
University of California-Irvine	74.6	84.9	101.7
University of California-Los Angeles	82.0	100.6	122.6
University of California-San Diego	73.6	88.4	108.0
University of California-Santa Barbara	70.9	81.4	100.2
*University of Chicago	93.6	108.9	132.2
University of Colorado at Boulder	74.5	86.5	96.4

Average Faculty Salary Report Associate Professors (cont.)

Academic Institution	2005-06	2010-11	2015-16
University of Florida	71.7	80.0	89.3
University of Illinois at Urbana-Champaign	77.6	84.8	99.5
University of Iowa	70.9	84.1	93.4
University of Kansas, Main Campus	68.7	79.4	82.6
University of Maryland at College Park	80.3	94.5	106.6
University of Michigan at Ann Arbor	83.7	96.1	109.2
University of Minnesota - Twin Cities	75.6	85.1	95.8
University of Missouri, Columbia	67.3	73.5	80.8
University of Nebraska at Lincoln	69.8	76.7	86.7
University of North Carolina at Chapel Hill	77.9	93.1	101.8
University of Oregon	63.1	75.5	91.5
*University of Pennsylvania	100.7	112.5	132.1
University of Pittsburgh Main Campus	75.5	88.4	98.2
*University of Rochester	78.4	91.6	105.5
*University of Southern California	88.5	103.3	107.2
University of Texas at Austin	72.9	88.6	100.5
University of Virginia, Main Campus	82.7	91.8	111.3
University of Washington - Seattle	72.9	86.8	104.8
University of Wisconsin-Madison	76.5	87.3	99.7
*Vanderbilt University	81.9	96.2	111.7
*Washington University	90.5	99.8	117.2
*Yale University	85.3	103.8	122.1
MEAN - PUBLIC	76.8	86.8	98.5
MEAN - PRIVATE	88.2	103.0	118.8
MEAN - PUB/PRIV	81.8	94.0	107.4
University of Miami	75.2	90.0	105.5
DIFFERENCE - PUBLIC	-1.6	3.2	7.0
DIFFERENCE - PRIVATE	-13.0	-13.0	-13.3
DIFFERENCE - PUB/PRI Combined	-6.6	-4.0	-1.9
PERCENTAGE - PUBLIC	97.93%	103.65%	107.14%
PERCENTAGE - PRIVATE	85.22%	87.38%	88.80%
PERCENTAGE - PUB/PRI Combined	91.98%	95.79%	98.23%

* Private

UM Average Faculty Salary Comparison Associate Professors 2005-06, 2010-11, 2015-16



Average Faculty Salary Report Assistant Professors

Academic Institution	2005-06	2010-11	2015-16
*Brandeis University	70.5	79.5	84.6
*Brown University	72.1	80.9	94.3
*California Institute of Technology	96.8	108.1	124.3
*Carnegie Mellon University	80.5	95.9	99.6
*Case Western Reserve University	62.7	74.3	83.4
*Catholic University of America	58.0	67.2	69.4
*Columbia University in the City of New York	-	97.2	121.5
*Cornell University, All Campuses	82.9	96.5	110.5
*Duke University	78.8	87.2	109.9
*Emory University	76.3	85.3	98.2
*Harvard University	89.3	104.0	120.2
Indiana University at Bloomington	62.6	72.8	91.8
Iowa State University	61.7	73.7	82.0
*Johns Hopkins University	68.0	-	99.0
*Massachusetts Institute of Technology	82.7	100.0	116.4
Michigan State University	60.2	69.1	76.6
*New York University	75.9	95.6	115.0
*Northwestern Univ	81.2	96.8	111.4
Ohio State University, Main Campus	65.8	79.4	86.0
Pennsylvania State U, Main Campus	66.3	75.9	89.1
*Princeton University	76.3	90.8	107.3
Purdue University, Main Campus	65.3	77.4	84.9
*Rice University	76.1	86.4	99.6
Rutgers the State Univ of NJ New Brunswick	65.3	78.9	83.5
*Stanford University	86.9	103.4	125.9
SUNY at Buffalo	63.7	-	66.3
SUNY at Stony Brook, All Campuses	65.2	78.6	88.4
*Syracuse University, Main Campus	62.2	70.8	77.6
Texas A&M University Main Campus	65.8	73.7	86.9
*Tulane University	65.3	69.3	91.5
University of Arizona	63.5	68.4	76.4
University of California-Berkeley	74.1	88.4	109.5
University of California-Davis	63.1	78.7	89.3
University of California-Irvine	65.8	78.4	90.7
University of California-Los Angeles	67.0	84.0	97.9
University of California-San Diego	66.1	80.9	92.3
University of California-Santa Barbara	63.9	76.7	85.7
*University of Chicago	71.7	100.5	115.8
University of Colorado at Boulder	65.2	74.4	87.5

Average Faculty Salary Report Assistant Professors (cont.)

Academic Institution	2005-06	2010-11	2015-16
University of Florida	61.6	68.4	79.1
University of Illinois at Urbana-Champaign	69.6	80.3	91.3
University of Iowa	63.9	72.5	83.8
University of Kansas, Main Campus	59.4	66.3	76.8
University of Maryland at College Park	75.9	82.4	89.7
University of Michigan at Ann Arbor	72.8	84.5	92.2
University of Minnesota - Twin Cities	65.4	78.5	85.8
University of Missouri, Columbia	55.7	60.9	69.6
University of Nebraska at Lincoln	60.0	68.9	83.0
University of North Carolina at Chapel Hill	65.2	81.1	87.1
University of Oregon	57.1	72.0	84.3
*University of Pennsylvania	88.1	106.8	123.2
University of Pittsburgh Main Campus	64.6	72.2	80.2
*University of Rochester	71.0	89.4	100.6
*University of Southern California	76.4	91.5	93.9
University of Texas at Austin	70.7	82.4	93.9
University of Virginia, Main Campus	68.0	76.3	94.9
University of Washington - Seattle	67.2	77.4	98.1
University of Wisconsin-Madison	64.3	74.9	85.5
*Vanderbilt University	66.0	74.6	93.8
*Washington University	73.4	89.9	104.7
*Yale University	72.8	87.5	103.3
MEAN - PUBLIC	65.1	73.0	86.5
MEAN - PRIVATE	75.7	89.6	103.5
MEAN - PUB/PRIV	69.7	82.0	95.2
University of Miami	67.8	77.7	95.7
DIFFERENCE - PUBLIC	2.7	4.7	9.2
DIFFERENCE - PRIVATE	-7.9	-11.9	-7.8
DIFFERENCE - PUB/PRI Combined	-1.9	-4.3	0.5
PERCENTAGE - PUBLIC	104.21%	106.38%	110.67%
PERCENTAGE - PRIVATE	89.58%	86.73%	92.45%
PERCENTAGE - PUB/PRI Combined	97.32%	94.76%	100.53%

* Private

UM Average Faculty Salary Comparison Assistant Professors 2005-06, 2010-11, 2015-16

