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MEMORANDUM

To: Julio Frenk
University President

From: Tomás A. Salerno
Chair, Faculty Senate

A handwritten signature in blue ink, appearing to read 'TAS'.

Date: May 4, 2018

Subject: Faculty Senate Legislation #2017-45 (D) – 2018 Faculty Salary Comparison Report of the Faculty Senate Budget and Compensation Committee

The Faculty Senate, at its April 18, 2018 meeting, unanimously approved to accept the 2018 Faculty Salary Comparison Report of the Faculty Senate Budget and Compensation Committee.

This legislation is sent to you for your information.

TAS/rh

Enclosure

cc: Jeffrey Duerk, Executive Vice President and Provost
R. Stephen Cantrell, Chair, Faculty Senate Budget and Compensation Committee



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Faculty Senate Budget and Compensation Committee

2018 Salary Comparison Report

Committee Guidelines

The BUDGET AND COMPENSATION COMMITTEE represents the faculty in the development of the budget of the University. Through regular and timely meetings with the Provost and others involved in the budget process, the committee shall be an active participant in the development of the budget at every stage at which key decisions are made so as to communicate to the administration and to the Board of Trustees the faculty's perspective on such issues as long range budgetary policies, large scale expenditures, faculty salary increases and fringe benefits, including group insurance programs, retirement, tuition benefits and other benefits that are part of the compensation of the faculty. The chair or co-chairs of the committee will act as liaison representative(s) to the University Budget Committee, and the Chair shall serve as an *ex officio* non-voting member of the Academic Standards Committee. The Faculty Senate Chair shall be an *ex officio* non-voting member. One of the four Employee Benefits Advisory Council representatives appointed by the Faculty Senate shall be designated to serve *ex officio* on the Budget and Compensation Committee.

Committee Membership

R. Stephen Cantrell (chair), Michael G. Brown, Gaetano Ciancio, David L. Kelly, Joanna L. Lombard, Claire B. Paris-Limouzy, Kay Tatum, Sam Terilli, and Kenneth Voss.

Committee Activities

Since 2005, the Budget and Compensation Committee has compared salaries at the University of Miami (UM) with those at the US-based, member institutions of the Association of American Universities (AAU), both public and private, with a particular focus on ten peer private universities in the group. The University of Miami has utilized information on these same universities (Brandeis, Carnegie-Mellon, Case Western Reserve, Emory, NYU, Syracuse, Rochester, Tulane, USC, and Vanderbilt) for various planning purposes with budgetary implications. Although Syracuse withdrew from the AAU in 2011, they remain on the comparison list for purposes of continuity and consistency. Boston University joined the AAU in 2012 and was added to the UM's comparison group in place of Syracuse; we now include Boston University in our list.

The committee examines faculty salaries as reported by the annual AAUP Faculty Compensation Survey, which is the largest independent source of data on full-time faculty salary and benefits at two- and four-year colleges and universities in the United States. The 2017 iteration of the survey includes information on salary and benefits for more than 380,000 faculty members from 1,022 institutions in all 50 states and Puerto Rico. The full survey can be found on: <https://www.insidehighered.com/aaup-compensation-survey>.

Appendix A and B include data going back to the 2004-2005 academic year and extending annually through 2016-2017. Average salaries at the Assistant Professor, Associate Professor and Full Professor levels are given for each US-based AAU member institution along with those of UM. (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. **Appendix C and D** contain the corresponding data for UM and the eleven AAU peer schools.

Our first group of charts address comparisons with the combined public and private members of the AAU, again, across all ranks and for the academic years 2006-2007, 2011-2012 and 2016-2017. Our second group of charts highlights the comparisons with the included AAU peer institutions across all ranks for the academic years 2006-2007, 2011-2012 and 2016-2017.

This year we have included additional information in relation to the peer comparison group. **Appendix E** shows an adjustment of peer schools mean salaries for 2016-2017 for cost of living using the well-regarded Sperling's Best Places. Here we show how each mean salary translates to a salary in Miami. **Appendix F and G** separate mean salaries for males and females for peer institutions and UM from 2011-2012 to the present, and compares differences in absolute and percentage terms.

Conclusions

1. The data with respect to the peer group is consistent across ranks. 2018 is the second year 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 University leadership, and it is gratifying to be able to report this continuation 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, much as we were last year. We continue to run considerably ahead of the public institutions by themselves and considerably behind the full complement of private institutions.
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 cost of living comparison shows that many of the selected peer institutions are situated in areas with a relatively low SPERLING Cost-of-Living (COLA). The average is driven by the 4 schools in Boston, New York or Los Angeles. Thus, while Miami is close to the average COLA, it is much higher than the median COLA. This is particularly problematic at the Assistant Professor level, where UM salaries rank at the median (and average) of our peers, yet the Miami COLA is higher than the median COLA for our peers. This can significantly affect new faculty recruitment.

5. The composite gender comparison for the University (excluding the Medical School) varies with rank. At the level of Professor, UM is close to par, and significantly better than our peers. At the Associate level, UM shows higher inequality than our peers. At the Assistant level, UM is equivalent to our peers, but unfortunately this level represents a large inequality. More detailed information is needed to be able to dissect the conditions of these differences.

Recommendation

The data suggest that the effort to attain compensation equality with the selected peer institutions has been successful, with the caveat that the data on gender and COLA indicate problem areas. We commend the Senate and the University leadership for the commitment to date; recommend continuation of the efforts that have led to this point to sustain this position; and advise analysis and strategic actions to advance the University's position in salary equality, and in relation to cost-of-living impacts with specific attention to the recruitment of new faculty.

Appendix A: Complete AAU Mean Faculty Salaries by Rank

TABLE I: 2004-2017 AAU Mean Full Professor Faculty Salaries

AAU Academic Institution	Average Professor Salaries (\$1000s)												
	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
*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	148.1
*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	178.9
*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	199.9
*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	158.6
*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	142.2
*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	113.2
*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	244.4
*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	174.3
*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	204.2
*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	172.0
*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	227.7
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	140.0
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	131.0
*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	212.1
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	150.1
*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	209.7
*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	200.7
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	113.7
Pennsylvania State U, Main Campus (U Park)	112.6	116.5	120.2	125.4	131.1	130.4	133.5	137.1	138.7	140.6	143.7	150.9	154.3
*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	229.4
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	145.5
*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	189.2
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	163.5
*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	236.6
SUNY at Buffalo	107.7	111.6	-	-	-	-	-	135.4	133.7	-	-	94.7	94.3
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	152.4
*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	134.7
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	113.4
*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	152.3
University of Arizona	95.9	102.3	107.1	113.1	114.5	117.5	119.9	119.6	122.2	122.5	124.5	129.4	129.4
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	185.1
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	160.1
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	165.7
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	195.0
University of California-San Diego	113.8	118.1	124.4	131.9	133.8	135.4	140.7	142.5	147.9	152.1	159.8	164.2	164.2
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	169.6
*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	228.1
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	139.6
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	137.5
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	147.7
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	138.3
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	122.1	126.0	130.4
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	160.1
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	168.2
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	142.0
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	122.3
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	126.8
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	155.2
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	128.9
*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	209.2
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	149.4
*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	159.0
*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	175.8
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	158.8
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	172.4
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	138.0
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	132.7
*Vanderbilt University	123.9	126.6	135.4	140.3	145.9	145.1	151.3	158.3	167.9	174.8	175.7	184.9	190.6
*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	191.5
*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	209.5
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	145.8
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	188.2
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	164.7
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	165.0
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	19.2
DIFFERENCE - PRIVATE	-20.6	-21.0	-20.7	-20.9	-20.2	-22.0	-21.2	-22.7	-23.7	-23.0	-23.0	-23.1	-23.2
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	0.3
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%	113.17%
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%	87.70%
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%	100.20%

* Private

TABLE II: 2004-2017 AAU Mean Associate Professor Faculty Salaries

	Average Associate Professor Salaries (\$1000s)												
AAU 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	2016-17
*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	106.3
*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	116.0
*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	147.2
*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	108.4
*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	96.7
*Catholic University of America	63.5	67.1	69.7	72.6	74.5	74.0	75.4	79.2	81.9	82.2	81.8	84.0	84.2
*Columbia University in the City of New York	94.5	-	-	106.6	113.3	117.0	122.5	125.0	132.4	145.3	137.7	158.8	162.6
*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	122.7
*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	134.6
*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	118.4
*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	127.4
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	95.7
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	97.6
*Johns Hopkins University	79.5	83.2	-	-	-	-	-	-	-	-	101.8	114.3	116.9
*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	143.4
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	99.6
*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	122.8
*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	130.8
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	87.0
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	104.8
*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	141.2
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	100.8
*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	116.7
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	108.0
*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	150.2
SUNY at Buffalo	107.7	111.6	-	-	-	-	-	93.1	91.8	-	-	77.3	77.0
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	104.7
*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	97.7
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	85.2
*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	92.1
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	91.3
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	123.6
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	110.8
University of California-Irvine	71.6	74.6	77.6	83.4	84.6	85.7	84.9	89.8	92.6	95.1	95.5	101.7	109.2
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	129.0
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	112.3
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	103.4
*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	127.1
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	99.5
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	91.6
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	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	96.1
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	84.5
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	110.2
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	105.5	109.2	111.4
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	99.3
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	81.3
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	87.6
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	104.9
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	94.2
*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	135.0
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	99.9
*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	109.3
*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	109.9
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	115.7
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	103.9
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	101.0
*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	114.7
*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	120.0
*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	131.0
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	100.6
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	121.8
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	110.1
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	108.3
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	7.7
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	-13.5
DIFFERENCE - PUB/PRV 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	-1.8
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%	107.63%
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%	88.92%
PERCENTAGE - PUB/PRV 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%	98.39%

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

TABLE III: 2004-2017 AAU Mean Assistant Professor Faculty Salaries

AAU Academic Institution	Average Assistant Professor Salaries (\$1000s)												
	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
*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	88.5
*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	95.4
*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	127.9
*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	101.3
*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	85.7
*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	71.4
*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	122.8
*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	112.5
*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	114.0
*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	104.9
*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	123.7
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	96.3
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	83.8
*Johns Hopkins University	65.0	68.0	-	-	-	-	-	-	-	-	84.3	99.0	105.5
*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	120.6
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	79.7
*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	117.5
*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	117.2
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	80.1
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	89.6
*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	109.9
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	89.7
*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	105.4
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	86.3
*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	128.2
SUNY at Buffalo	61.4	63.7	-	-	-	-	-	77.4	78.5	-	-	66.3	65.7
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	87.4
*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	79.6
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	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	93.2
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	80.1
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	109.8
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	92.4
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	95.3
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	101.4
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	98.1
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	88.3
*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	118.2
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	92.6
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	80.7
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	92.2
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	84.3
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	79.4
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	95.7
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	93.1
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	87.5
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	69.0
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	84.7
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	82.8	87.1	91.2
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	85.6
*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	127.5
University of Pittsburgh Main Campus	63.6	64.6	66.4	67.7	71.1	70.1	72.2	75.0	75.9	77.8	73.3	80.2	81.5
*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	102.4
*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	97.4
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	96.0
University of Washington - Seattle	64.7	67.2	70.9	73.9	78.0	77.2	77.4	79.3	84.1	75.3	91.7	98.1	99.0
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	87.2
*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	97.0
*Washington University	72.4	73.4	77.2	80.0	85.0	85.4	89.9	96.8	98.8	98.3	100.0	104.7	108.8
*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	108.7
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	87.9
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	106.9
MEAN - PUB/PRIV	67.3	69.7	72.7	76.1	79.3	80.2	82.0	84.4	86.7	88.7	89.4	94.0	96.4
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	98.0
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	10.1
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	-8.9
DIFFERENCE - PUB/PRIV Combined	-1.5	-1.9	0.0	0.5	0.2	-1.1	-4.3	-3.3	-3.3	-5.2	-3.5	1.7	1.6
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%	111.47%
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%	91.71%
PERCENTAGE - PUB/PRIV Combined	97.76%	97.32%	99.96%	100.64%	100.24%	98.64%	94.76%	96.08%	96.20%	94.19%	96.04%	101.79%	101.62%

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

Appendix B: Complete AAU Mean Faculty Salary Comparison

TABLE IV: AAU Mean Faculty Salaries for Select Years

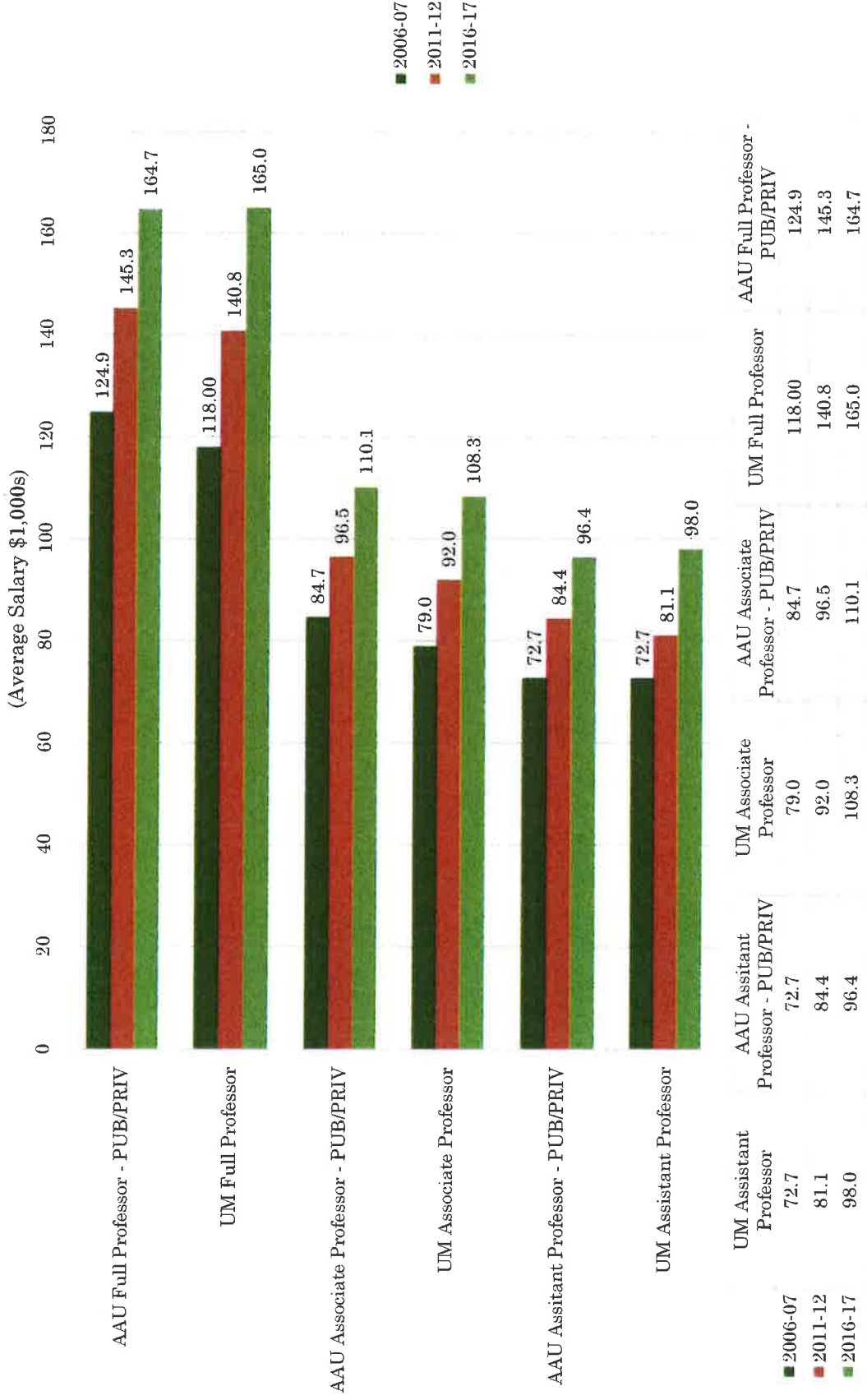
AAU Faculty Salary Comparison

	Average Salary (\$1,000s)								
	FULL PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR		
	2006-07	2011-12	2016-17	2006-07	2011-12	2016-17	2006-07	2011-12	2016-17
AAU Academic Institution									
*Brandeis University	111.6	130.0	148.1	80.7	90.5	106.3	71.6	84.4	88.5
*Brown University	134.9	156.7	178.9	83.9	99.3	116.0	72.6	82.3	95.4
*California Institute of Technology	153.8	172.8	199.9	111.3	121.3	147.2	98.8	111.3	127.9
*Carnegie Mellon University	127.0	142.0	158.6	93.2	98.9	108.4	82.9	101.1	101.3
*Case Western Reserve University	116.0	131.2	142.2	78.4	85.8	96.7	67.9	79.2	85.7
*Catholic University of America	94.6	113.0	113.2	69.7	79.2	84.2	61.4	68.4	71.4
*Columbia University in the City of New York	-	197.8	244.4	-	125.0	162.6	-	99.0	122.8
*Cornell University, All Campuses	141.8	161.8	174.3	99.1	113.0	122.7	85.9	97.0	112.5
*Duke University	142.0	175.3	204.2	96.8	114.5	134.6	82.4	96.0	114.0
*Emory University	142.2	158.0	172.0	90.1	101.6	118.4	77.9	86.5	104.9
*Harvard University	177.4	198.4	227.7	100.0	120.9	127.4	91.3	109.8	123.7
Indiana University at Bloomington	109.0	128.4	140.0	109.0	87.0	95.7	66.0	77.4	96.3
Iowa State University	100.6	115.9	131.0	73.7	83.5	97.6	64.5	75.1	83.8
*Johns Hopkins University	-	-	171.6	-	-	116.9	-	-	105.5
*Massachusetts Institute of Technology	145.9	171.8	212.1	99.7	120.3	143.4	89.0	102.8	120.6
Michigan State University	110.2	128.6	150.1	79.2	89.2	99.6	61.8	69.5	79.7
*New York University	149.5	182.4	209.7	91.2	106.1	122.8	80.1	99.7	117.5
*Northwestern Univ	147.2	172.1	200.7	97.5	110.2	130.8	83.5	98.9	117.2
Ohio State University, Main Campus	117.2	134.2	113.7	76.9	89.3	87.0	69.4	81.5	80.1
Pennsylvania State U, Main Campus	120.2	132.1	154.3	81.4	89.2	104.8	68.2	76.1	89.6
*Princeton University	163.7	193.8	229.4	105.0	123.7	141.2	79.1	94.2	109.9
Purdue University, Main Campus	107.6	125.1	145.5	74.8	87.1	100.8	66.8	79.1	89.7
*Rice University	120.4	159.5	189.2	91.0	106.0	116.7	78.0	86.6	105.4
Rutgers the State Univ of NJ New Brunswick	123.8	145.0	163.5	85.0	98.4	108.0	68.7	78.6	86.3
*Stanford University	164.3	195.4	226.6	114.7	131.2	150.2	91.0	109.8	128.2
SUNY at Buffalo	-	135.4	94.3	-	93.1	77.0	-	77.4	65.7
SUNY at Stony Brook, All Campuses	116.4	140.5	152.4	85.9	99.5	104.7	68.9	78.1	87.4
*Syracuse University, Main Campus	104.0	117.6	134.7	75.2	85.4	97.7	64.9	73.4	79.6
Texas A&M University Main Campus	107.4	120.0	113.4	76.0	83.1	85.2	67.3	72.8	77.6
*Tulane University	116.0	140.2	152.3	78.8	86.6	92.3	63.4	71.5	93.2
University of Arizona	107.1	119.9	129.4	74.9	81.8	91.3	66.9	70.8	80.1
University of California - Berkeley	131.3	154.0	185.1	86.8	104.6	123.6	76.2	92.3	109.8
University of California-Davis	114.0	129.4	160.1	76.5	90.6	110.8	67.9	81.3	92.4
University of California-Irvine	117.7	137.0	165.7	77.6	89.8	109.2	68.5	80.7	95.3
University of California-Los Angeles	132.2	162.6	195.0	84.2	107.4	129.0	72.1	87.4	101.4
University of California-San Diego	124.4	140.7	164.2	78.0	90.9	112.3	69.8	87.0	98.1
University of California-Santa Barbara	119.3	138.6	169.6	74.1	85.4	103.4	67.2	78.5	88.3
*University of Chicago	162.5	197.8	228.1	97.8	114.1	127.1	85.3	102.6	118.2
University of Colorado at Boulder	106.8	125.5	139.6	78.0	90.3	99.5	67.5	77.5	92.6
University of Florida	107.7	121.7	137.5	73.3	80.1	91.6	61.9	68.9	80.7
University of Illinois at Urbana-Champaign	120.9	137.2	147.7	79.5	86.5	99.5	71.7	83.6	92.2
University of Iowa	109.8	120.0	138.3	75.4	86.4	96.1	65.8	74.1	84.3
University of Kansas, Main Campus	103.9	116.1	120.4	72.3	78.8	84.5	62.8	69.2	79.4
University of Maryland at College Park	121.1	136.3	160.1	84.2	95.7	110.2	77.4	83.9	95.7
University of Michigan at Ann Arbor	120.4	148.8	168.2	86.6	98.2	111.4	75.0	85.8	93.1
University of Minnesota - Twin Cities	116.6	125.7	142.0	80.6	86.0	99.3	69.4	79.1	87.5
University of Missouri, Columbia	100.7	113.9	122.3	68.5	75.9	81.3	56.6	61.7	69.0
University of Nebraska at Lincoln	101.1	114.8	126.8	71.7	77.6	87.6	62.9	71.6	84.7
University of North Carolina at Chapel Hill	126.8	144.0	155.2	85.5	94.6	104.9	71.8	80.5	91.2
University of Oregon	88.3	112.3	128.9	62.1	79.6	94.2	60.0	74.0	85.6
*University of Pennsylvania	155.5	181.6	209.2	106.4	117.8	135.0	91.8	112.3	127.5
University of Pittsburgh Main Campus	119.5	134.8	149.4	78.2	90.0	99.9	66.4	73.0	81.5
*University of Rochester	112.8	133.8	159.0	81.9	97.2	109.3	73.2	93.5	102.4
*University of Southern California	134.5	155.9	175.8	92.0	105.3	109.9	81.6	93.2	97.4
University of Texas at Austin	121.2	140.7	-	78.3	89.9	-	75.1	83.9	-
University of Virginia, Main Campus	128.0	141.6	172.4	87.7	95.0	115.7	71.1	80.3	96.0
University of Washington - Seattle	108.9	122.7	138.0	77.2	88.3	103.9	70.9	79.3	99.0
University of Wisconsin-Madison	103.5	114.7	132.7	78.1	87.4	101.0	66.0	75.9	87.2
*Vanderbilt University	135.4	158.3	190.6	86.3	98.6	114.7	67.2	76.5	97.0
*Washington University	145.1	172.4	191.5	93.3	100.2	120.0	77.2	96.8	108.8
*Yale University	157.6	180.4	209.5	87.1	108.6	131.0	77.9	89.7	108.7
MEAN - PUBLIC	114.4	131.4	145.2	79.1	89.1	100.6	68.0	77.6	87.9
MEAN - PRIVATE	138.7	163.5	188.2	92.0	106.2	121.8	79.0	92.9	106.9
MEAN - PUB/PRIV	124.9	145.3	164.7	84.7	96.5	110.1	72.7	84.4	96.4
*University of Miami	118.0	140.8	165.0	79.0	92.0	108.3	72.7	81.1	98.0
DIFFERENCE - PUBLIC	3.6	9.4	19.8	-0.1	2.9	7.7	4.7	3.5	10.1
DIFFERENCE - PRIVATE	-30.7	-22.7	-23.2	-13.0	-14.2	-13.5	-6.3	-11.8	-8.9
DIFFERENCE - PUB/PRV Combined	-6.9	-4.5	0.3	-5.7	-4.5	-1.8	0.0	-3.3	1.6
PERCENTAGE - PUBLIC	103.16%	107.14%	113.60%	99.84%	103.23%	107.63%	106.98%	104.51%	111.47%
PERCENTAGE - PRIVATE	85.05%	86.14%	87.70%	85.83%	86.63%	88.92%	91.98%	87.25%	91.71%
PERCENTAGE - PUB/PRV Combined	94.49%	96.90%	100.20%	93.28%	95.31%	98.39%	99.96%	96.08%	101.62%

* Private
*2009-2011 Mean Public University Salaries
Retrospectively Corrected

TABLE V: UM and AAU Mean Faculty Salary Comparison

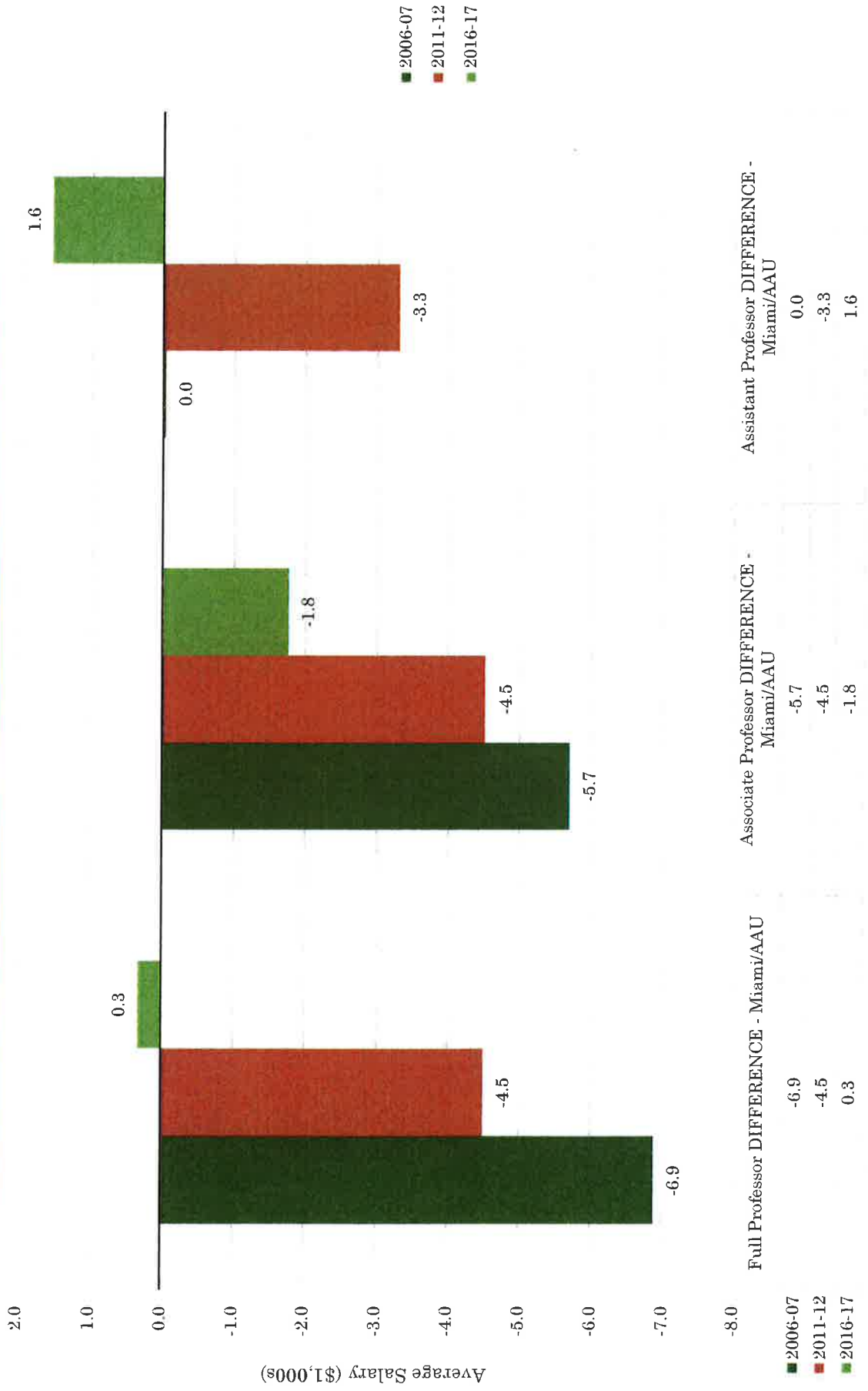
UM and AAU Institutions Mean Faculty Salary Comparison



UM Assistant Professor	AAU Assistant Professor - PUB/PRIV	UM Associate Professor	AAU Associate Professor - PUB/PRIV	UM Full Professor	AAU Full Professor - PUB/PRIV
72.7	72.7	79.0	84.7	118.00	124.9
81.1	84.4	92.0	96.5	140.8	145.3
98.0	96.4	108.3	110.1	165.0	164.7

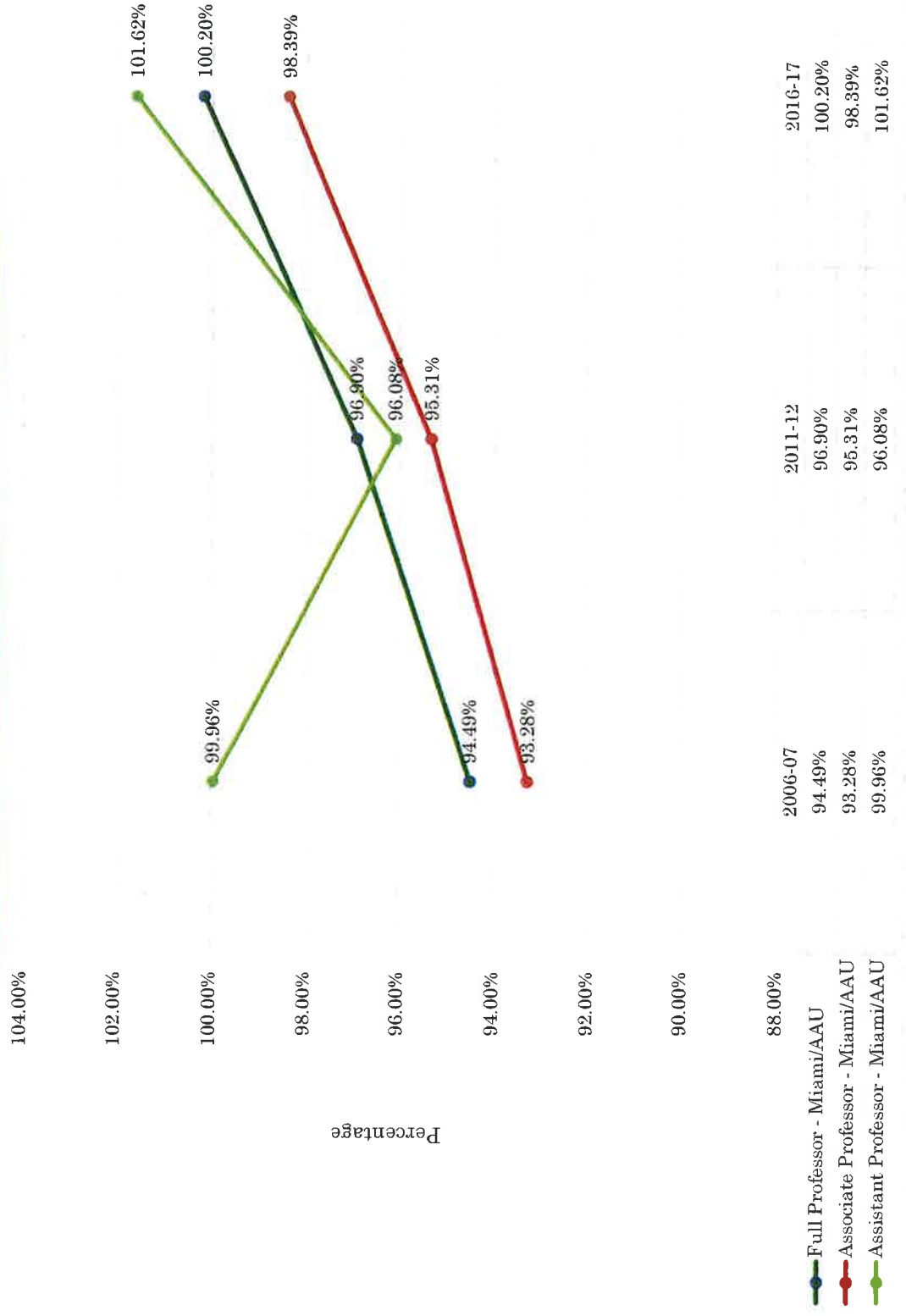
TABLE VI: Difference in Faculty Salaries Between UM and AAU Institutions Mean

Difference in Faculty Salaries Between UM and AAU Institutions Mean



Category	2006-07	2011-12	2016-17
Full Professor DIFFERENCE - Miami/AAU	-6.9	-4.5	0.3
Associate Professor DIFFERENCE - Miami/AAU	-5.7	-4.5	-1.8
Assistant Professor DIFFERENCE - Miami/AAU	0.0	-3.3	1.6

TABLE VII: UM Average Faculty Salary as a Percentage of AAU Mean
UM Average Faculty Salary as a Percentage of AAU Mean



Appendix C: AAU Peer Institutions Mean Faculty Salaries by Rank

TABLE VIII: 2004-2017 AAU Peer Institutions Mean Full Professor Faculty Salaries

Academic Institution	Average Salary (\$1000s)																
	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17				
Boston University																	
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	171.7	177.4			
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	158.6				
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	142.2				
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	172				
*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	209.7				
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	134.7				
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	152.3				
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	159				
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	175.8				
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	190.6				
MEAN - AAU INSTITUTIONS	114.81	120.09	124.90	130.27	135.66	136.72	140.34	144.94	148.79	155.73	156.30	160.70	165.49				
University of Miami	106.98	111.50	118.00	125.00	132.80	132.50	137.00	140.80	144.80	151.10	155.40	160.20	165.00				
DIFFERENCE - Miami and AAU	-7.83	-8.59	-6.90	-5.27	-2.86	-4.22	-3.34	-4.14	-3.99	-4.63	-0.90	-0.50	-0.49				
PERCENTAGE - Miami / AAU	93.18%	92.85%	94.48%	95.95%	97.89%	96.91%	97.62%	97.14%	97.32%	97.02%	99.42%	99.69%	99.70%				

TABLE IX: 2004-2017 AAU Peer Institutions Mean Associate Professor Faculty Salaries

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	2016-17
Boston University											113.6	117.1	120.0
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	106.3
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	108.4
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	96.7
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	118.4
*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	122.8
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	97.7
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	92.3
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	109.3
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	109.9
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	114.7
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	108.77
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	108.3
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	-0.47
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%	99.57%

TABLE X: 2004-2017 AAU Peer Institutions Mean Assistant Professor Faculty Salaries

Academic Institution	Average Salary (\$1000s)																
	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17				
Boston University											96.8	99.1	101.1				
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	88.5				
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	101.3				
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	85.7				
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	104.9				
*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	117.5				
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	79.6				
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	93.2				
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	102.4				
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	97.4				
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	97				
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	97.15				
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	98.0				
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	0.85				
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%	100.88%				

Appendix D: AAU Peer Institutions Mean Faculty Salary Comparison

TABLE XI: AAU Peer Institutions Mean Faculty Salaries for Select Years

UM and AAU Peer Institutions Faculty Salaries

Average Salary (\$1,000s)

	FULL PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR		
	2006-07	2011-12	2016-17	2006-07	2011-12	2016-17	2006-07	2011-12	2016-17
Academic Institution									
*Boston University			177.4			120.0			101.1
*Brandeis University	111.6	130.0	148.1	80.7	90.5	106.3	71.6	84.4	88.5
*Carnegie Mellon University	127.0	142.0	158.6	93.2	98.9	108.4	82.9	101.1	101.3
*Case Western Reserve University	116.0	131.2	142.2	78.4	85.8	96.7	67.9	79.2	85.7
*Emory University	142.2	158.0	172	90.1	101.6	118.4	77.9	86.5	104.9
*New York University	149.5	182.4	209.7	91.2	106.1	122.8	80.1	99.7	117.5
*Syracuse University, Main Campus	104.0	117.6	134.7	75.2	85.4	97.7	64.9	73.4	79.6
*Tulane University	116.0	140.2	152.3	78.8	86.6	92.3	63.4	71.5	93.2
*University of Rochester	112.8	133.8	159	81.9	97.2	109.3	73.2	93.5	102.4
*University of Southern California	134.5	155.9	175.8	92.0	105.3	109.9	81.6	93.3	97.4
*Vanderbilt University	135.4	158.3	190.6	86.3	98.6	114.7	67.2	76.5	97
MEAN - AAU INSTITUTIONS	124.90	144.94	165.49	84.78	95.60	108.77	73.07	85.91	97.15
*University of Miami	118.00	140.80	165.00	79.0	92.0	108.3	72.7	81.1	98.0
DIFFERENCE - Miami and AAU	-6.90	-4.14	-0.49	-5.78	-3.60	-0.47	-0.37	-4.81	0.85
PERCENTAGE - Miami / AAU	94.48%	97.14%	99.70%	93.18%	96.23%	99.57%	99.49%	94.40%	100.88%

*Private Institution

TABLE XII: UM and AAU Peer Institutions Mean Faculty Salary Comparison

UM and AAU Peer Institutions Mean Faculty Salary Comparison

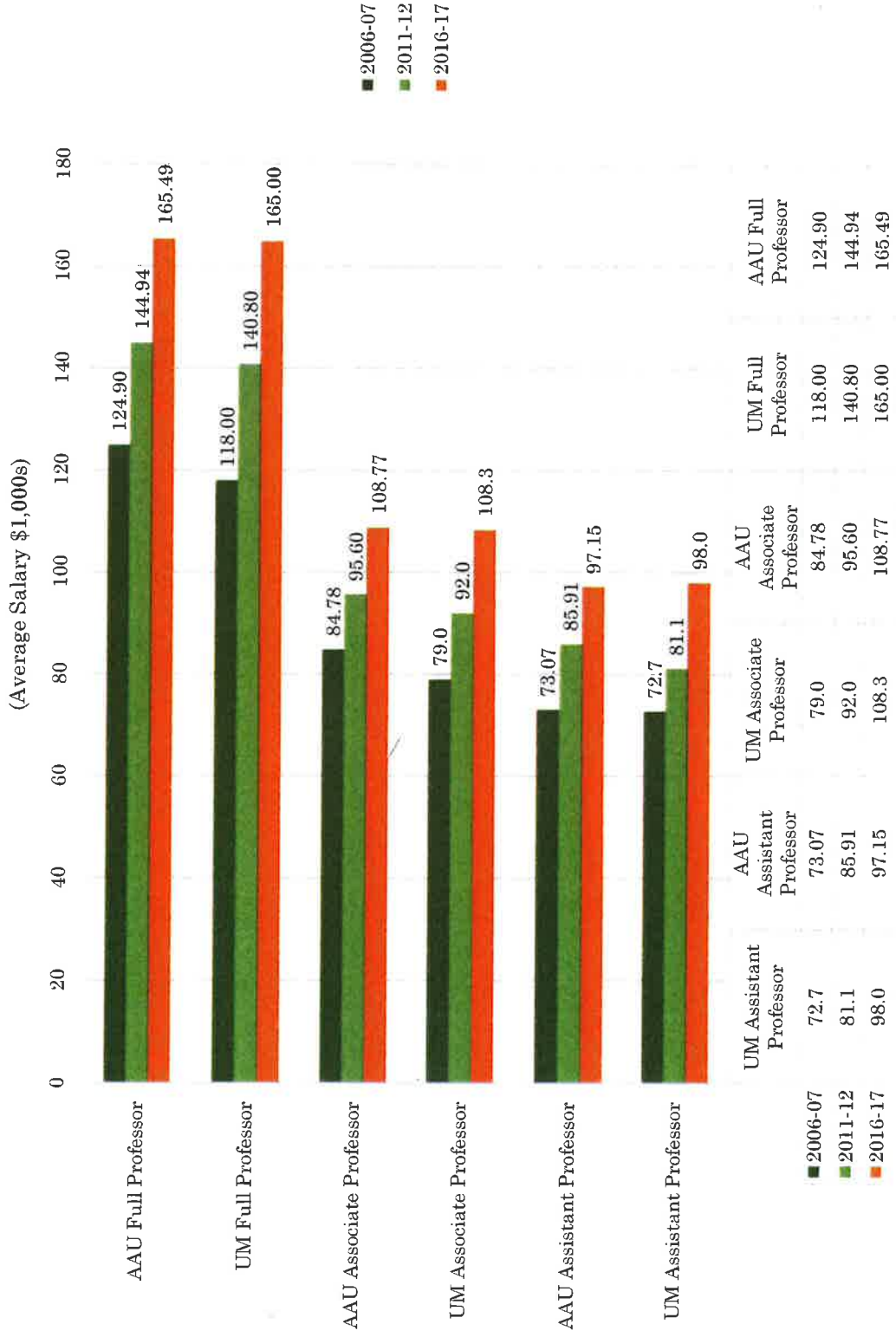


TABLE XIII: Difference in Faculty Salaries Between UM and AAU Peer Institutions Mean

Difference in Faculty Salaries Between UM and AAU Peer Institutions Mean

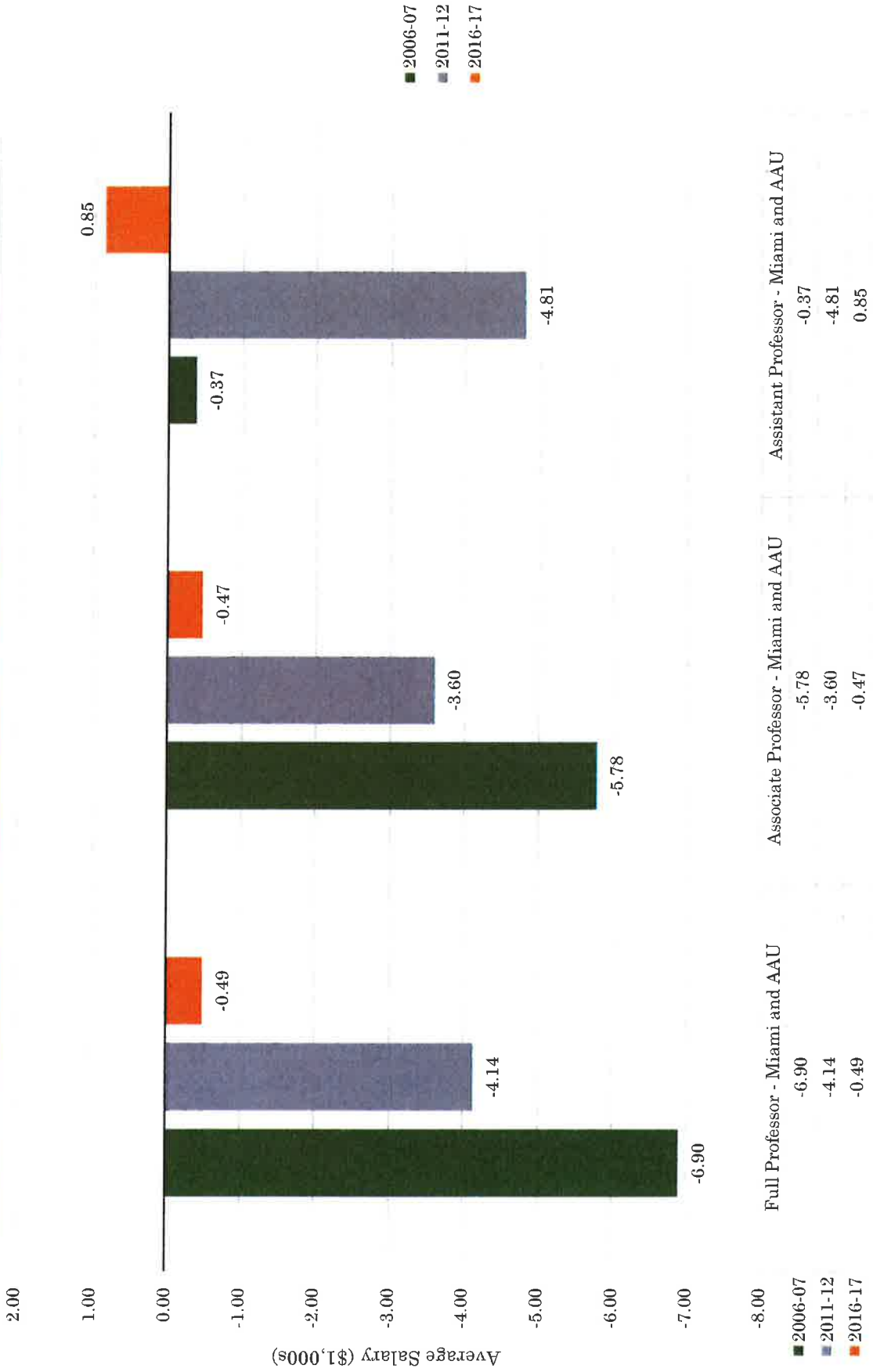
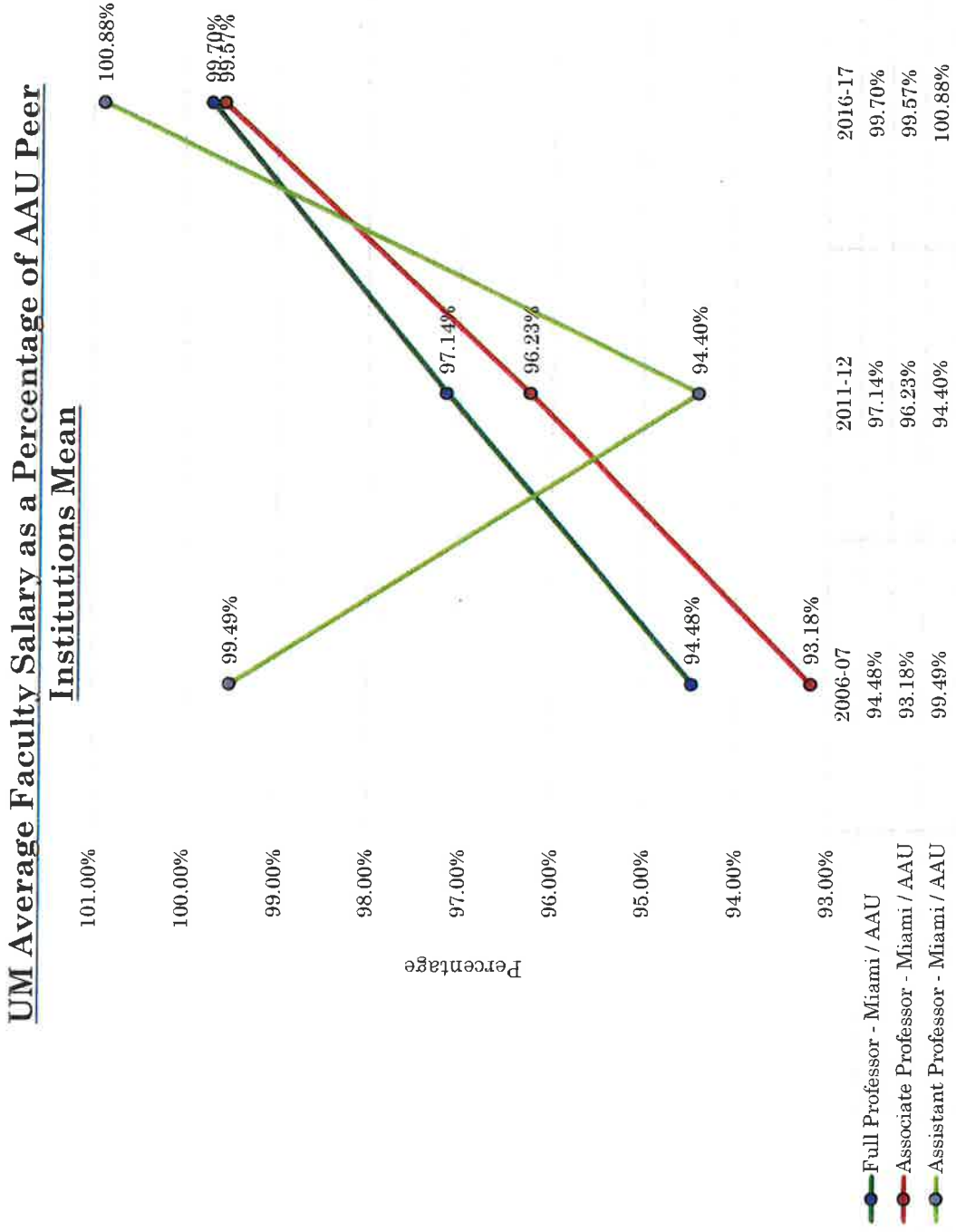


TABLE IX: UM Average Faculty Salary as a Percentage of AAU Peer Institutions Mean



Appendix E: Adjustment of AAU Peer Schools Mean Salaries for Cost of Living

SCHOOL	CITY	RANK: PROFESSOR		
		SALARY (\$K)	SPERLING COLA	SPERLING MIAMIEQUIV SALARY
Boston University	Boston	\$177.40	169.9	\$128.22
Brandeis University	Boston	\$148.10	169.9	\$107.04
Carnegie Mellon University	Pittsburgh	\$158.60	88	\$221.32
Case Western University	Cleveland	\$142.20	78.8	\$221.60
Emory University	Atlanta	\$172.00	101.8	\$207.48
New York University	New York City	\$209.70	180	\$143.06
Syracuse University	Syracuse (Buffalo)	\$134.70	83.7	\$197.62
Tulane University	New Orleans	\$152.30	96.4	\$194.01
University of Rochester	Rochester (Buffalo)	\$159.00	83.7	\$233.28
University of Southern California	Los Angeles	\$175.80	166.2	\$129.89
Vanderbilt University	Nashville	\$190.60	99.6	\$235.00
Peer Average		\$165.49	119.8	\$183.50
University of Miami	Miami	\$165.00	122.8	\$165.00
Difference (\$K)		-\$0.49		-\$18.50
Difference (% of Peer)		99.70%	102.49%	89.92%

RANK: ASSOCIATE PROFESSOR				
SCHOOL	CITY	SALARY (\$K)	SPERLING COLA	SPERLING MIAMI EQUIV SALARY
Boston University	Boston	\$120.00	169.9	\$86.73
Brandeis University	Boston	\$106.30	169.9	\$76.83
Carnegie Mellon University	Pittsburgh	\$108.40	88	\$151.27
Case Western University	Cleveland	\$96.70	78.8	\$150.69
Emory University	Atlanta	\$118.40	101.8	\$142.82
New York University	New York City	\$122.80	180	\$83.78
Syracuse University	Syracuse (Buffalo)	\$97.70	83.7	\$143.34
Tulane University	New Orleans	\$92.30	96.4	\$117.58
University of Rochester	Rochester (Buffalo)	\$109.30	83.7	\$160.36
University of Southern California	Los Angeles	\$109.90	166.2	\$81.20
Vanderbilt University	Nashville	\$114.70	99.6	\$141.42
Peer Average		\$108.77	119.8	\$121.46
University of Miami	Miami	\$108.30	122.8	\$108.30
Difference (\$K)		-\$0.47		-\$13.16
Difference (% of Peer)		99.57%	102.49%	89.17%

RANK: ASSISTANT PROFESSOR					
SCHOOL	CITY	SALARY (\$K)	SPERLING COLA	SPERLING MIAMI EQUIV SALARY	
Boston University	Boston	\$101.10	169.9	\$73.07	
Brandeis University	Boston	\$88.50	169.9	\$63.97	
Carnegie Mellon University	Pittsburgh	\$101.30	88	\$141.36	
Case Western University	Cleveland	\$85.70	78.8	\$133.55	
Emory University	Atlanta	\$104.90	101.8	\$126.54	
New York University	New York City	\$117.50	180	\$80.16	
Syracuse University	Syracuse (Buffalo)	\$79.60	83.7	\$116.78	
Tulane University	New Orleans	\$93.20	96.4	\$118.72	
University of Rochester	Rochester (Buffalo)	\$102.40	83.7	\$150.24	
University of Southern California	Los Angeles	\$97.40	166.2	\$71.97	
Vanderbilt University	Nashville	\$97.00	99.6	\$119.59	
Peer Average		\$97.15	119.8	\$108.72	
University of Miami	Miami	\$98.00	122.8	\$98.00	
Difference (\$K)		\$0.85		-\$10.72	
Difference (% of Peer)		100.88%	102.49%	90.14%	

SOURCE	SITE	DATE
SPERLING	http://www.bestplaces.net/cost-of-living/	25-Mar-18
SALARY.COM	https://swz.salary.com/CostOfLivingWizard/Layoutscripts/Coll_Result.aspx	26-Mar-18

Appendix F: AAU Peer Institutions Mean Faculty Salaries by Gender and Rank

TABLE XV: 20011-2017 AAU Peer Institutions Mean Full Professor Faculty Salaries by Gender

Academic Institution	2011-12		2012-13		2013-14		2014-15		2015-16		2016-17	
	M	F	M	F	M	F	M	F	M	F	M	F
Boston University	155.4	138.4	160.4	145.3	164.9	149.5	168.5	154.9	173.5	163.7	179.0	171.9
Brandeis University	128.5	133.4	130.7	133.0	128.6	135.7	134.8	136.3	151.5	140.5	150.5	143.7
Carnegie Mellon University	145.5	125.8	150.2	128.9	155.7	128.1	160.0	133.7	158.9	129.7	164.6	135.7
Case Western Reserve University	134.2	121.5	135.2	123.1	138.9	126.4	140.3	126.8	143.5	132.7	144.8	134.0
Emory University	164.8	139.1	165.5	145.3	162.6	147.6	166.0	145.6	173.4	151.2	178.8	157.8
New York University	189.3	165.5	194.5	171.2	203.4	117.4	204.1	179.5	212.7	188.7	216.8	192.7
Syracuse University, Main Campus	120.4	109.6	126.5	112.3	N/A	N/A	130.8	118.7	133.6	123.9	137.9	126.2
Tulane University	143.4	127.5	142.2	132.6	149.9	137.3	148.9	133.4	149.7	132.2	157.5	136.8
University of Rochester	136.2	123.2	141.8	124.1	145.7	134.1	152.7	141.0	156.5	138.6	162.4	147.0
University of Southern California	132.6	116.4	163.1	152.0	167.5	112.4	171.8	152.4	176.6	154.4	182.6	157.9
Vanderbilt University	15.2	162.5	166.9	171.8	173.7	178.7	179.8	183.1	185.8	183.8	190.8	190.1
MEAN - AAU INSTITUTIONS	133.23	132.99	152.45	139.96	159.09	136.72	159.79	145.95	165.06	149.04	169.61	153.98
Difference M to F - AAU INSTITUTIONS	0.24		12.49	22.37			13.85		16.03		15.63	
PERCENTAGE - M / F - AAU INSTITUTIONS	100.18%		108.92%	116.36%			109.49%		110.75%		110.15%	
University of Miami	140.3	143.4	144.5	146.2	150.7	152.7	157.4	150.4	160.9	157.5	166.0	161.6
Difference M to F - Miami	-3.10		-1.70	-2.00			7.00		3.40		4.40	
PERCENTAGE - M / F - Miami	97.84%		98.84%	98.69%			104.65%		102.16%		102.72%	
DIFFERENCE - Miami and AAU	7.07	10.41	-7.95	6.24	-8.39	15.98	-2.39	4.45	-4.16	8.46	-3.61	7.62
PERCENTAGE - Miami / AAU	105.31%	107.83%	94.78%	104.46%	94.73%	111.69%	98.50%	103.05%	97.48%	105.68%	97.87%	104.95%

TABLE XVII: 20011-2017 AAU Peer Institutions Mean Assistant Professor Faculty Salaries by Gender

Academic Institution	2011-12		2012-13		2013-14		2014-15		2015-16		2016-17	
	M	F	M	F	M	F	M	F	M	F	M	F
Boston University	91.8	83.5	93.8	87.8	95.5	90.5	99.4	93.7	102.8	94.6	104.5	97.0
Brandeis University	85.8	82.7	84.7	81.8	82.5	81.8	84.7	86.3	86.8	82.3	91.4	86.1
Carnegie Mellon University	99.9	105.3	102.4	109.1	104.6	104.0	106.1	106.0	103.0	91.6	105.4	92.7
Case Western Reserve University	83.7	74.9	81.2	75.2	84.8	75.7	83.3	76.9	92.8	83.4	86.7	85.0
Emory University	91.2	81.5	93.6	78.1	92.8	80	98.8	85.9	104.7	90.7	108.2	100.7
New York University	104.8	93.2	111.6	96.6	115.7	102.2	117.6	102.7	121.3	107.6	125.1	109.3
Syracuse University, Main Campus	74.9	71.7	76.5	74.4	N/A	N/A	76.0	77.1	77.6	77.6	80.8	78.1
Tulane University	69.1	74.4	74.1	73.8	81.9	77.2	86.0	80.0	95.5	86.7	98.0	85.7
University of Rochester	98.2	85.3	96.2	89.1	97.8	92.9	101.5	90.9	101.9	97.8	106.5	93.2
University of Southern California	77.3	73.0	97.3	88.7	99.7	90.7	95.8	89.0	96.8	90.0	102.6	91.1
Vanderbilt University	80.4	71.7	90.2	78.2	92.9	83.9	96.5	84.4	100.2	88.1	101.1	92.7
MEAN - AAU INSTITUTIONS	86.53	81.37	90.78	84.50	94.74	87.60	94.63	87.92	98.06	89.58	100.58	91.46
Difference M to F - AAU INSTITUTIONS	5.16		6.28		7.14		6.71		8.48		9.12	
PERCENTAGE - M / F - AAU INSTITUTIONS	106.34%		107.43%		108.16%		107.63%		109.47%		109.97%	
University of Miami	82.6	79.3	85.6	80.6	85.1	81.3	88.5	85.0	98.6	90.9	103.0	91.3
Difference M to F - Miami	3.30		5.00		3.80		3.50		7.70		11.70	
PERCENTAGE - M / F - Miami	104.16%		106.20%		104.67%		104.12%		108.47%		112.81%	
DIFFERENCE - Miami and AAU	-3.93	-2.07	-5.18	-3.90	-9.64	-6.30	-6.13	-2.92	0.54	1.32	2.42	-0.16
PERCENTAGE - Miami / AAU	95.46 %	97.46 %	94.29 %	95.38 %	89.82 %	92.81 %	93.52 %	96.68 %	100.55 %	101.47 %	102.41 %	99.83 %

TABLE IXX: 2011-12 UM and AAU Peer Institutions Mean Faculty Salary by Gender

2011-12 UM and AAU Peer Institutions Mean Faculty Salary by Gender

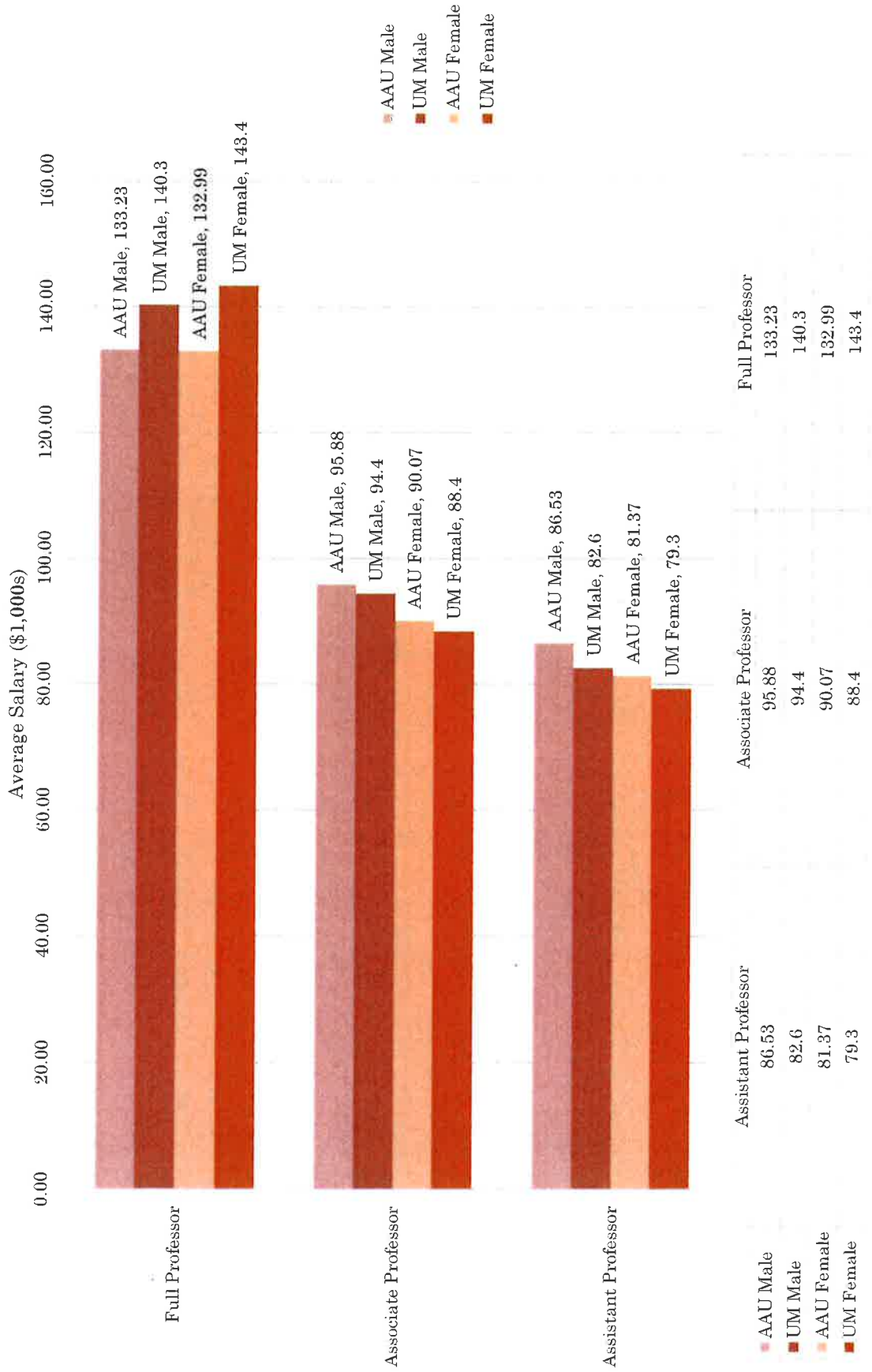


TABLE XX: 2016-17 UM and AAU Peer Institutions Mean Faculty Salary by Gender

2016-17 UM and AAU Peer Institutions Mean Faculty Salary by Gender

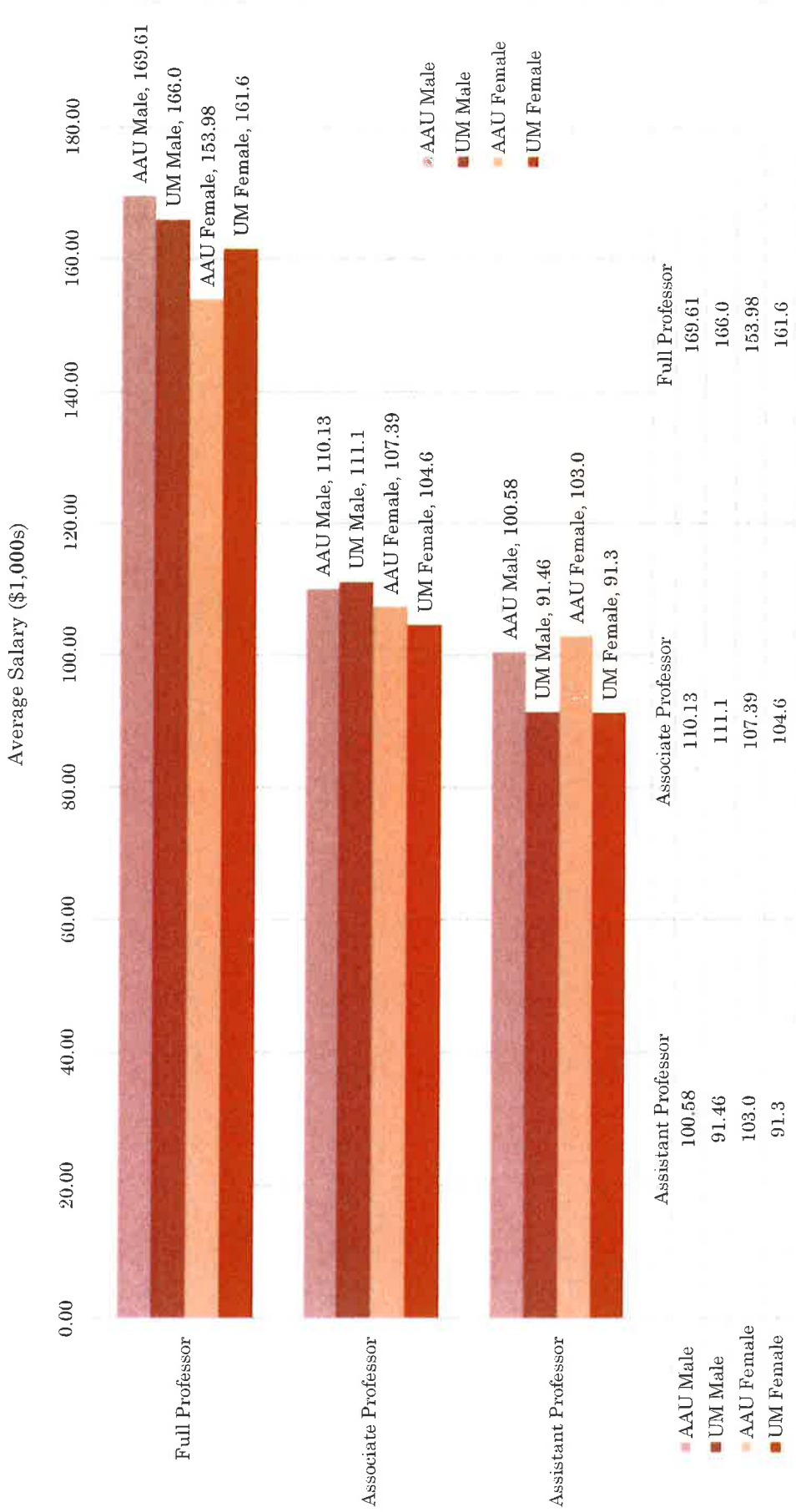
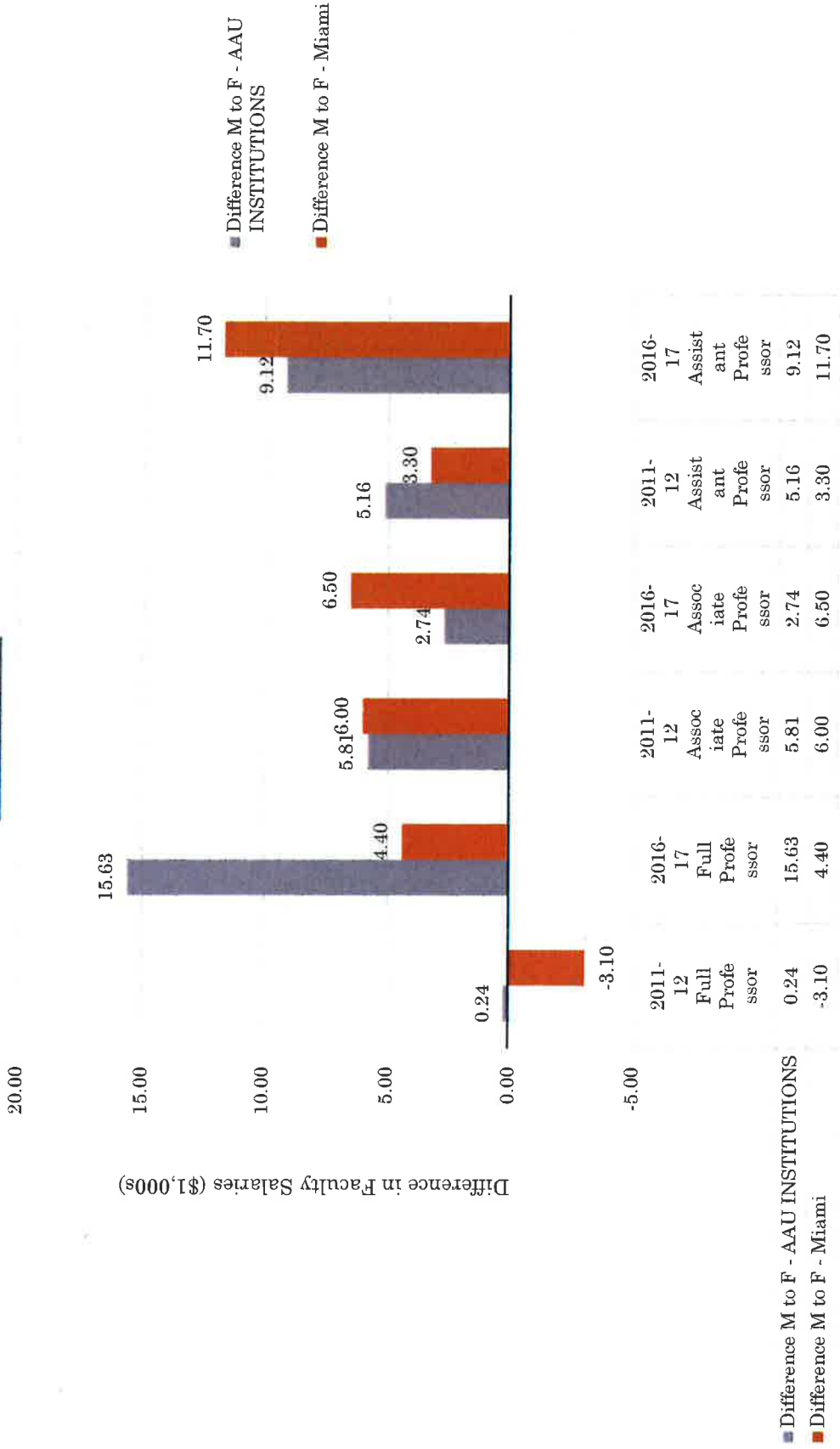


TABLE XXI: Difference in Gender of Faculty Salaries Between UM and AAU Peer Institutions

Difference in Gender of Faculty Salaries Between UM and AAU Peer Institutions



■ Difference M to F - AAU INSTITUTIONS
 ■ Difference M to F - Miami

TABLE XXII: Percentage Difference in Gender of Faculty Salaries Between UM and AAU Peer Institutions

Percentage Difference in Gender of Faculty Salaries Between UM and AAU Peer Institutions

