



MEMORANDUM

To: Julio Frenk
University President

From: Linda L. Neider
Chair, Faculty Senate

A handwritten signature in blue ink, appearing to read 'L. Neider', is placed over the 'From:' field.

Date: August 28, 2020

Subject: Faculty Senate Legislation #2020-01(D) – 2019-2020 Annual Report of the Faculty Senate Budget and Compensation Committee

The Faculty Senate, at its August 26, 2020 meeting, had no objections to accepting the 2019-2020 Annual Report of the Faculty Senate Budget and Compensation Committee.

The report is enclosed for your reference.

This legislation is now forwarded to you for your information.

LLN/rh

cc: Jeffrey Duerk, Executive Vice President and Provost
David Kelly, Chair, Budget and Compensation Committee



Faculty Senate Budget and Compensation Committee

2020 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, Dr. Travisano 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

David L. Kelly (chair, Business), Michael G. Brown (RSMAS), Christian Diez (Medicine), Frances Hill (Law), Hongtan Liu (Engineering), Joanna L. Lombard (Architecture), Claire B. Paris-Limouzy (RSMAS), Sandra Rieger (Arts & Sciences), Sammi Tang (Business), Sam Terilli (Communication), and Kay Tatum (Business). Linda Neider, Faculty Senate Chair, is an *ex officio* non-voting member.

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 institutions designated as peer private universities. 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 remained on the comparison list for some time 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. For this 2020 report covering data from 2019, Emory

did not report salary information and Syracuse was deleted from the list of peer universities. This report will take care to both analyze the current data and also analyze data that is consistently reported over time. The conclusions of the report are largely unaffected by the reporting changes. Since the 2018 report, the committee has reported faculty salaries adjusted for cost of living (COLA). Conclusions are reported with and without cost of living adjustments and caveats regarding the use of cost of living adjustments are discussed in the Data section.

Data

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 2020 iteration of the survey includes information on salary and benefits for more than 380,000 faculty members at more than 950 institutions. The full survey can be found at: <https://www.insidehighered.com/aaup-compensation-survey>.

The AAUP data operates with a lag so that the data release in spring of 2020, used in this report, reports results from the faculty compensation survey in academic year 2018/19. The survey reports both salary and compensation, which are salaries plus university contributions to benefits, including retirement contributions, medical, life, and disability insurance, tuition for dependents, social security, and moving and housing allowances. This report primarily analyzes salary data. The data does not include summer teaching, stipends, and other compensation outside salary contracts.

The faculty covered in the survey are instructional and research staff who are full time and whose primary (50%) role is teaching. For example, a faculty member whose role is more than 50% administration is excluded. Medical school faculty are excluded. The data measures salaries at the assistant, associate, and full professor levels. Data for lecturers is available but not included in this report.

The AAUP is very high level and does not correct for important details, such as the age of the faculty, research and teaching productivity, and differences in compensation across schools and departments (for example, the peer school Brandeis does not have a law school), other than excluding medical school faculty. Because salary distributions tend to have long tails, the median is more appropriate rather than the mean given in the data. Nonetheless, the AAUP data has the advantage of being a large sample which is consistently reported across time.

Cost of living adjustments are made using standard Sperling Best Places data available at: <http://www.bestplaces.net/cost-of-living>. Other cost of living estimates produce broadly similar results. A cost of living measure tracks changes in the cost of a bundle of goods purchased by a typical urban family. The data is then normalized so that the cost of living in the average location is 100.

The true cost of living is difficult to estimate and should be interpreted with care. First, cost of living calculators use the same bundle of goods in each location. However, in reality the bundles

differ across locations. For example, Miami residents purchase more air conditioning, whereas New York residents purchase more heat. Consumers naturally evade some of the cost of living difference by purchasing more of the goods with relatively lower prices in each location. Thus, the cost of living difference is an upper bound on the true cost of living difference faced by actual residents.

Second, the cost of living adjustment does not account for state and local taxes. Since taxes are generally lower in Miami than most peer locations, the cost of living difference may be slightly less than indicated by the cost of living adjustments presented here.

Third, the cost of living adjustment uses a broad geographic area rather than the specific location faculty are likely to live in (for example, the cost of living adjustment uses Miami rather than Coral Gables). Since Coral Gables has one of the most expensive real estate markets, adjusting for the cost of living using wealthier neighborhoods in each location generally produces a wider difference in the cost of living than presented here.

These caveats mean that the magnitude of the salary difference, adjusted for the cost of living, presented in this report is not precisely estimated. Nonetheless, the reported cost of living data makes sense in that cost of living is, as expected, higher in places like New York, and lower in places like Cleveland. Further, universities in the peer group vary widely in terms of cost of living. Therefore, although the results must be interpreted with care, the faculty salaries adjusted for cost of living differences give the most accurate picture of salary differences relative to the peer group.

Results

Appendix A, Tables I-III reports faculty salary data for all US-based AAU institutions going back to the 2005-2006 academic year and extending annually through 2018-2019, at the rank of full professor, associate professor, and assistant professor, respectively. These tables include some 61 AAU schools, and give a broad indication of salary trends, albeit at the cost of including some schools that are dissimilar to UM. Tables I and III show that salaries for UM full and assistant professors, after achieving parity with the AAU average in 2016/17, have increased at a slower rate since. The current data covering 2018/19 has assistant and full professor salaries at about 98% and 95% of the AAU average. The gap between UM and AAU salaries narrowed for associate professors, with UM associate professors earning 95.4% of AAU average associate professors in 2017/18 and 97.5% in 2018/19. The trends are similar when comparing UM to AAU private schools, with the gap widening for assistant and full professors, and narrowing for associate professors. UM salaries remain only about 83-89% of the AAU private average.

Narrowing the comparison to our eleven peer small private universities provides the most meaningful comparison. This year, Emory failed to report data and Syracuse was dropped as a peer institution, leaving nine peer schools: Boston University, Brandeis, Carnegie Mellon University, NYU, Tulane, University of Rochester, USC, and Vanderbilt. Table IV and Figure I show a similar result in that the salary gap widened for full professors. After achieving near parity

in 2016/17 UM full professor salaries have slipped to only about 94% of the peer average in 2018/19, an almost 6% drop in only two years. Similarly, Tables V and VI show that associate professor and assistant professor salaries were 98.5% and 95.5% of peers in 2018/19. Both were at parity in 2016/17.

These results are not an artifact of the changes in the peer group set. An identical analysis relying on the 8 universities in the peer set for all years (all except Boston, Emory, and Syracuse) reveals broadly similar trends. For example, full professor salaries at UM relative to the 8 university restricted sample shows the salary ratio declining from 99% to about 95% (Figure II graphs salary trends for the restricted sample).

An important consideration for productive faculty choosing between universities is the cost of living. Table VII shows that six of our ten peers (7 of 11 including Syracuse) are located in cities with a lower cost of living. Indeed, Carnegie Mellon, Case Western, and Rochester are in far less expensive municipalities. Table VIII tabulates salaries in peer universities, where dollars are adjusted to have constant purchasing power across cities. The reported salaries in peer cities in Table VII are adjusted to dollars that have the same purchasing power as in Miami. For example, a full professor earning \$167K at CMU in Pittsburgh earns enough to purchase \$237.9K worth of goods in Miami. Because (even without Syracuse) most peer schools have a relatively low cost of living, the data in constant purchasing power shows the ratio of UM salaries to peers is relatively worse than the uncorrected data. Table VIII shows that, after correcting for differences in cost of living, UM salaries are only 86-90% of peers.

The AAUP also reports salary differences by gender. From this data we can calculate the average female salary as a percentage of the average male salary for UM and peer institutions. For this standard statistic, 100% indicates gender parity. This data is presented in Figure III, which shows that at the full professor level, UM is significantly closer to gender equity (96% in 2019) than the average of peer schools at the full professor level. Indeed, of the 10 peer schools, only Boston University and Vanderbilt score better. UM is below peer schools in terms of gender equity at the associate (UM 94%, peers 96% in 2019) and assistant (UM 89%, peers 90% in 2019) professor levels. However, UM improved in both categories last year. This high level data does not replace the more detailed study on gender pay equity by the Faculty Senate. However, like the other data, it provides a straightforward way to track progress over time.

Finally, the AAUP data reports salary increases for continuing faculty. Further, the overall salary increase is available by computing the percentage increase in the average salary over time, weighted by the number of faculty at each level (also reported). Table IX reports this data and shows that although the merit increase was 2% in 2017/18, actual reported salaries from continuing faculty increased by 2.57% and overall salaries increased by 1.88%. Thus, faculty retirements and turnover muted the impact of the merit increase to some degree. However, the corresponding numbers for the peer group is 3.87% and 3.27%. Thus, peers saw a similar tampering of merit increases through turnover. Thus, the data indicates that the widening gap between UM and peers largely results because peers gave 51% larger increases to continuing faculty (3.87% versus 2.57%), as opposed to changes in faculty composition.

Conclusions

1. The data is consistent across ranks and peer sets. After having achieved the basic goal of parity with the mean of peer institutions in both 2015-2016 and 2016-2017, the data for 2017-2018 and 2018/19 show a relative decline. We attribute this phenomenon to the effects of two years of a merit faculty and staff pool of 2%. UM salaries are now only about 95% of peers at the assistant and full professor levels.
2. The pace at which the gaps in faculty salaries have widened is a concern. Faculty salaries achieved parity only after many years of effort by the Administration and Board of Trustees. Given the current gap, salary growth will need to exceed peer schools for several years to return to parity.
3. Next year the data will reflect the most recent increase of 3.5%, which will improve the peer comparison, *assuming peer universities had lower percentage increases*. However, the data indicates that peers gave an average salary increase of 3.87% to continuing faculty the previous year.
4. After adjusting the data for cost of living, UM is only at about 86-90% of peer universities. This is because most peer universities are in cities with a relatively low cost of living.
5. The data shows a mixed picture with respect to gender pay gap. The gender pay gap is smaller than the peer average at the full professor level, but larger at the assistant and associate professor levels. Overall though, a gender pay gap exists at all levels (especially at the assistant professor level). UM appears far short of its goal of gender pay equity. This analysis does not replace the excellent work already done by the Faculty Senate, but instead provides a high level way to track progress over time.

Recommendation

The global novel coronavirus pandemic has put significant strain on university budgets. Universities that rely primarily on endowment income may suffer from the recent declines in the stock market and other investments. Universities like UM that are more tuition driven will also suffer, for example, from loss of student housing income. Further losses may result if the pandemic continues into the fall (for example, losses resulting from foreign students being unable/unwilling to attend and inability to conduct funded research involving human subjects). It is expected that most universities will institute salary and/or hiring freezes until the environment is more certain. This is a prudent action and the faculty stand ready to do our part for the institution and the students. Indeed, already the faculty, supported by the academic IT staff, have rapidly transitioned to entirely online classes, meetings and student support, maintaining the close relationships essential to retention, which contribute to both rankings and helping the university maintaining tuition revenue. The faculty have also agreed to a salary freeze and to forgo retirement contributions for the 2020/21 academic year.

Following this pause which will likely affect all universities, merit increases will presumably resume along with the pursuit of the goal of achieving compensation parity with peers. The data

suggest that a merit pool of 2% will generally lose ground under normal circumstances. Last year's 3% faculty and staff merit pool plus 0.5% faculty adjustment pool is a step in the right direction, and we believe that, if sustained, UM will move back toward parity.

Appendix A: Complete AAU Mean Faculty Salaries by Rank

TABLE I: 2005-2018 AAU Mean Full Professor Faculty Salaries

AAU Academic Institution	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
*Brandeis University	106.7	111.6	116.6	121.3	121.9	123.9	130.0	131.4	130.8	137.7	147.6	148.1	151.9	158.3
*Brown University	129.2	134.9	139.9	146.4	145.8	150.7	156.7	160.8	164.7	165.1	173.6	178.9	183.9	187.7
*California Institute of Technology	147.8	155.8	162.2	172.5	171.9	171.5	172.8	179.2	182.1	187.3	194.8	199.9	204.2	209.8
*Carnegie Mellon University	123.8	127.0	132.2	136.5	137.6	138.9	142.0	146.5	150.7	154.6	152.9	158.6	162.7	167.0
*Case Western Reserve University	117.4	116.0	118.9	121.5	124.2	129.1	131.2	132.3	136.0	137.8	139.1	142.2	146.0	149.6
*Catholic University of America	90.8	94.6	99.0	103.0	106.3	108.3	113.0	116.5	114.9	114.7	116.3	113.2	109.4	114.0
*Columbia University in the City of New York	-	-	166.2	178.8	188.6	191.4	197.8	212.3	215.5	201.4	236.3	244.4	251.3	259.7
*Cornell University, New York	137.0	141.8	148.2	154.3	155.2	157.8	161.8	159.8	165.0	164.9	170.8	174.3	178.7	183.5
*Duke University	136.4	142.0	152.6	161.2	160.8	163.4	175.3	180.2	186.4	182.9	197.8	204.2	209.7	214.2
*Emory University	137.0	142.2	147.2	153.4	154.8	154.1	158.0	160.1	158.4	154.9	166.4	172.0	117.3	-
*Harvard University	168.7	177.4	184.8	192.6	191.2	193.8	198.4	203.0	207.1	214.9	220.2	227.7	245.8	244.3
Indiana University at Bloomington	104.9	109.0	114.0	118.0	120.7	120.9	128.4	132.0	132.6	120.1	138.8	140.0	142.2	142.1
Iowa State University	97.2	100.6	106.7	112.1	111.6	114.3	115.9	119.3	122.3	121.8	126.7	131.0	130.5	132.8
*Johns Hopkins University	120.7	-	-	-	-	-	-	-	-	147.0	167.3	171.6	184.2	191.1
*Massachusetts Institute of Technology	140.3	145.9	151.6	160.3	161.0	165.8	171.8	178.7	185.9	195.3	202.6	212.1	222.8	232.2
Michigan State University	105.9	110.2	116.0	121.9	125.0	125.2	128.6	131.2	135.1	135.0	145.4	150.1	154.6	157.4
*New York University	144.0	149.5	162.4	170.7	171.7	175.9	182.4	187.6	195.7	194.6	205.6	209.7	214.5	218.3
*Northwestern University	140.8	147.2	153.6	161.8	166.3	169.5	172.1	176.7	182.0	186.8	193.7	200.7	211.2	215.2
Ohio State University, Main Campus	112.6	117.2	121.6	126.4	129.5	131.5	134.2	136.9	139.2	131.1	145.5	113.7	150.0	152.2
Pennsylvania State U, Main Campus (U Park)	116.5	120.2	125.4	131.1	130.4	133.5	132.1	138.7	140.6	143.7	150.9	154.3	157.0	155.5
*Princeton University	156.8	163.7	172.2	180.3	181.0	186.0	193.8	200.0	206.2	194.3	222.7	229.4	238.0	248.0
Purdue University, Main Campus	104.3	107.6	111.3	115.0	115.8	122.1	125.1	127.7	130.6	126.2	134.8	145.5	142.4	146.1
*Rice University	127.0	130.4	137.1	146.6	151.8	155.2	159.5	165.4	171.5	178.6	185.7	189.2	193.0	196.6
Rutgers the State Univ of NJ New Brunswick	116.3	123.8	130.1	137.5	140.1	142.7	145.0	151.0	-	137.6	158.8	163.5	165.9	167.6
*Stanford University	156.2	164.3	173.7	181.9	181.4	188.4	195.4	207.3	215.2	220.3	229.6	236.6	246.2	256.1
SUNY at Buffalo	111.6	-	-	-	-	-	135.4	133.7	-	-	94.7	94.3	93.0	96.5
SUNY at Stony Brook, All Campuses	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	97.9	104.0	107.0	112.0	112.5	115.3	117.6	122.8	-	125.4	131.0	134.7	129.9	133.4
Texas A&M University Main Campus	104.1	107.4	112.3	116.3	120.3	118.9	120.0	122.2	128.2	129.3	138.4	113.4	143.4	143.4
*Tulane University	109.8	116.0	119.8	125.9	128.0	134.2	140.2	140.2	147.1	143.4	145.4	152.3	149.7	155.9
University of Arizona	102.3	107.1	113.1	114.5	117.3	117.5	119.9	119.6	122.2	122.5	124.5	129.4	132.1	141.0
University of California-Berkeley	126.2	131.3	141.0	143.5	145.8	149.1	154.0	158.9	165.4	169.6	178.9	185.1	191.2	201.7
University of California-Davis	107.0	114.0	121.5	122.7	123.4	123.8	129.4	133.0	136.7	135.0	151.4	160.1	165.6	173.0
University of California-Irvine	112.2	117.7	128.7	131.8	132.7	132.0	137.0	140.4	145.6	152.9	159.4	165.7	171.3	178.1
University of California-Los Angeles	128.4	133.2	142.0	144.5	148.0	153.7	162.6	167.0	173.9	178.0	187.8	195.0	204.0	214.0
University of California-San Diego	118.1	124.4	131.9	133.8	135.4	136.3	140.7	142.5	147.9	152.1	159.8	164.2	171.2	178.9
University of California-Santa Barbara	115.1	119.3	127.0	129.0	131.1	132.0	138.6	140.6	145.2	152.3	161.3	169.6	176.1	187.5
*University of Chicago	155.1	162.5	170.8	179.5	184.1	190.4	197.8	203.6	210.7	215.3	232.4	228.1	234.3	241.0

University of Colorado at Boulder	102.8	106.8	116.4	121.5	121.6	118.6	125.5	127.8	128.8	128.1	134.4	139.6	142.6	147.6
University of Florida	101.4	107.7	109.3	115.2	117.0	122.1	121.7	122.5	128.3	131.2	133.9	137.5	149.1	149.9
University of Illinois at Urbana-Champaign	116.6	120.9	125.7	129.6	130.0	133.5	137.2	141.7	145.0	144.9	148.0	147.7	150.5	156.1
University of Iowa	105.3	109.8	118.1	124.6	124.1	126.3	130.0	132.2	135.3	133.4	136.8	138.3	141.1	141.9
University of Kansas, Main Campus	98.0	103.9	110.5	117.3	116.9	117.7	116.1	118.3	121.2	122.1	126.0	130.4	128.6	126.0
University of Maryland at College Park	115.7	121.1	127.5	133.4	134.7	134.4	136.3	138.1	142.0	144.0	154.5	160.1	160.8	161.6
University of Michigan at Ann Arbor	125.6	130.4	137.0	142.1	144.0	146.9	148.8	148.7	156.9	158.9	164.8	168.2	170.2	175.0
University of Minnesota - Twin Cities	110.3	116.6	121.3	127.4	124.8	123.2	125.7	134.3	136.0	131.8	138.0	142.0	143.4	145.7
University of Missouri, Columbia	96.7	100.7	102.8	111.2	111.0	111.1	113.9	117.2	117.5	118.9	123.0	122.3	123.0	125.1
University of Nebraska at Lincoln	97.5	101.1	105.2	110.1	112.0	112.3	114.8	116.0	119.0	118.3	124.2	126.8	128.1	128.1
University of North Carolina at Chapel Hill	115.3	126.8	138.5	142.7	143.0	143.3	144.0	147.9	146.7	143.9	150.6	155.2	159.3	163.3
University of Oregon	88.0	88.3	94.8	99.8	103.0	104.9	112.3	110.9	114.1	123.5	127.5	128.9	134.8	137.3
*University of Pennsylvania	149.9	156.5	163.3	169.4	170.1	175.1	181.6	187.0	-	197.6	202.0	209.2	217.3	223.6
University of Pittsburgh Main Campus	113.2	119.5	121.9	127.3	128.3	132.8	134.8	135.9	140.2	137.8	146.3	149.4	153.0	156.7
*University of Rochester	108.8	112.8	118.2	124.4	125.6	129.7	133.8	138.6	143.5	164.8	152.6	159.0	166.7	168.3
*University of Southern California	129.0	134.5	140.1	145.0	145.8	151.0	155.9	160.5	164.6	164.9	170.6	175.8	181.6	185.4
University of Texas at Austin	115.7	121.2	126.0	132.3	133.3	136.5	140.7	144.0	145.4	140.9	154.8		165.6	175.7
University of Virginia, Main Campus	123.1	128.0	132.7	133.7	134.7	136.5	141.6	143.2	150.8	151.9	164.9	172.4	177.3	182.6
University of Washington - Seattle	102.1	108.9	116.4	121.7	121.9	118.3	122.7	124.3	123.5	129.5	133.8	138.0	144.8	151.4
University of Wisconsin-Madison	100.5	103.5	107.0	109.5	111.1	113.8	114.7	118.8	123.5	116.9	129.5	132.7	136.2	142.6
*Vanderbilt University	126.6	135.4	140.3	145.9	145.1	151.3	158.3	167.9	174.8	175.7	184.8	190.6	198.8	205.9
*Washington University	135.2	145.1	150.8	159.3	160.7	164.9	172.4	175.8	183.6	174.1	188.7	191.5	196.6	201.7
*Yale University	151.2	157.6	165.1	174.7	174.1	177.1	180.4	186.3	192.2	198.5	203.5	209.5	214.3	230.9
AAU Academic Institution	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
MEAN - PUBLIC	109.4	114.4	120.3	125.0	125.8	128.0	131.4	134.1	137.0	137.0	144.1	145.8	151.5	151.3
MEAN - PRIVATE	132.5	138.7	145.9	153.0	154.5	158.2	163.5	168.5	174.4	174.8	183.3	188.2	191.4	200.0
MEAN - PUB/PRIV	119.4	124.9	131.6	137.3	138.7	141.3	145.3	149.0	153.0	153.8	161.2	164.7	169.3	175.0
University of Miami	111.5 0	118.0 0	125.0 0	132.8 0	132.5	137.0	140.8	144.8	151.1	151.8	160.2	165.0	164.2	166.6
DIFFERENCE - PUBLIC	2.1	3.6	4.7	7.8	6.7	9.0	9.4	10.7	14.1	14.8	16.1	19.2	12.7	15.3
DIFFERENCE - PRIVATE	-21.0	-20.7	-20.9	-20.2	-22.0	-21.2	-22.7	-23.7	-23.3	-23.0	-23.1	-23.2	-27.2	-33.4
DIFFERENCE - PUB/PRI Combined	-7.9	-6.9	-6.6	-4.5	-6.2	-4.3	-4.5	-4.2	-1.9	-2.0	-1.0	0.3	-5.1	-8.4
PERCENTAGE - PUBLIC	101.8 7%	103.1 6%	103.9 1%	106.2 7%	105.3 5%	107.0 2%	107.1 4%	107.9 9%	110.3 1%	110.8 3%	111.1 9%	113.1 7%	108.4 1%	110.1 5%
PERCENTAGE - PRIVATE	84.18 %	85.05 %	85.67 %	86.77 %	85.75 %	86.61 %	86.14 %	85.94 %	86.66 %	86.83 %	87.38 %	87.70 %	85.80 %	83.29 %
PERCENTAGE - PUB/PRI Combined	93.37 %	94.49 %	94.99 %	96.69 %	95.56 %	96.95 %	96.90 %	97.19 %	98.76 %	98.68 %	99.39 %	100.2 0%	96.98 %	95.19 %

*Private

TABLE II: 2005-2018 AAU Mean Associate Professor Faculty Salaries

AAU Academic Institution	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
*Brandeis University	77.0	80.7	84.0	87.0	84.9	86.5	90.5	93.4	96.6	98.9	103.5	106.3	108.1	112.7
*Brown University	81.0	83.9	88.0	91.9	91.9	96.8	99.3	103.4	107.6	109.4	114.7	116.0	120.1	124.4
*California Institute of Technology	106.5	111.3	120.2	126.2	126.0	112.4	121.3	122.3	-	143.0	143.3	147.2	149.0	159.1
*Carnegie Mellon University	89.1	93.2	96.4	98.5	97.1	97.4	98.9	101.8	104.2	108.2	105.1	108.4	111.4	115.2
*Case Western Reserve University	84.5	78.4	81.5	83.0	82.5	84.5	85.8	89.6	91.6	91.5	95.1	96.7	99.4	102.2
*Catholic University of America	67.1	69.7	72.6	74.5	74.0	75.4	79.2	81.9	82.2	81.8	84.0	84.2	104.8	84.7
*Columbia University in the City of New York	-	-	106.6	113.3	117.0	122.5	125.0	132.4	145.3	137.7	158.8	162.6	161.2	171.7
*Cornell University, All Campuses	96.6	99.1	103.4	109.8	108.8	109.3	113.0	110.7	115.3	115.3	120.3	122.7	125.9	129.8
*Duke University	91.3	96.8	102.5	107.3	102.6	103.9	114.5	120.0	120.8	117.0	128.4	134.6	138.8	141.4
*Emory University	86.2	90.1	93.4	100.5	99.4	99.9	101.6	106.0	104.8	105.5	113.8	118.4	122.0	
*Harvard University	97.1	100.0	106.1	112.3	116.9	120.7	120.9	118.9	123.8	165.0	129.2	127.4	151.7	144.6
Indiana University at Bloomington	104.9	109.0	114.0	118.0	82.0	82.2	87.0	88.6	90.7	83.1	94.1	95.7		98.3
Iowa State University	72.3	73.7	77.6	81.9	81.8	82.3	83.5	86.1	88.9	90.3	92.4	97.6	98.0	99.9
*Johns Hopkins University	83.2	-	-	-	-	-	-			101.8	114.3	116.9	124.0	135.6
*Massachusetts Institute of Technology	94.1	99.7	106.4	110.3	111.0	115.1	120.3	112.6	127.2	132.6	136.5	143.4	149.1	156.9
Michigan State University	76.4	79.2	82.8	85.9	87.3	87.0	89.2	90.9	92.8	92.0	97.2	99.6	101.9	103.1
*New York University	88.3	91.2	102.6	103.7	101.5	103.8	106.1	107.7	112.1	113.8	120.2	122.8	124.9	128.0
*Northwestern Univ	93.7	97.5	100.5	105.3	106.9	108.3	110.2	112.5	115.1	120.2	123.1	130.8	135.4	138.4
Ohio State University, Main Campus	74.2	76.9	80.5	84.2	85.8	87.7	89.3	92.0	94.1	89.3	98.0	87.0	101.3	103.5
Pennsylvania State U, Main Campus	77.7	81.4	85.0	87.7	86.7	89.0	89.2	94.3	96.9	93.8	101.5	104.8	107.3	102.2
*Princeton University	97.1	105.0	107.5	114.3	116.9	120.8	123.7	129.1	129.6	119.7	138.2	141.2	143.8	148.0
Purdue University, Main Campus	72.9	74.8	77.2	80.2	80.2	84.8	87.1	89.3	91.4	91.3	95.4	100.8	101.2	104.3
*Rice University	87.3	91.0	94.5	104.3	105.7	108.7	106.0	105.2	106.4	111.5	116.1	116.7	116.8	122.6
Rutgers the State Univ of NJ New Brunswick	80.7	85.0	89.4	94.9	94.9	96.7	98.4	101.2	-	90.7	104.0	108.0	109.6	109.4
*Stanford University	106.1	114.7	122.0	128.0	124.4	126.8	131.2	135.1	140.2	140.9	144.5	150.2	206.8	163.6
SUNY at Buffalo	111.6	-	-	-	-	-	93.1	91.8	-		77.3	77.0		80.5
SUNY at Stony Brook, All Campuses	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	72.2	75.2	78.2	82.1	82.0	83.8	85.4	87.7	-	95.2	95.7	97.7	97.4	102.0
Texas A&M University Main Campus	73.0	76.0	79.8	81.8	82.5	81.9	83.1	84.5	88.1	86.9	96.1	85.2		100.8
*Tulane University	77.0	78.8	82.4	83.4	84.0	85.3	86.6	88.7	92.0	90.6	90.6	92.3	92.5	95.3
University of Arizona	71.4	74.9	79.0	79.5	79.6	80.6	81.8	81.9	85.1	84.3	86.9	91.3	94.4	98.0
University of California-Berkeley	81.9	86.8	94.4	96.1	98.2	101.5	104.6	107.3	110.2	113.4	115.9	123.6	131.5	137.7
University of California-Davis	70.2	76.5	81.5	83.1	83.9	84.7	90.6	91.4	92.5	94.2	105.0	110.8	113.3	118.7
University of California-Irvine	74.6	77.6	83.4	84.6	85.7	84.9	89.8	92.6	95.1	99.5	101.7	109.2	115.2	119.8
University of California-Los Angeles	82.0	84.2	90.7	92.1	95.2	100.6	107.4	110.0	111.8	113.7	122.6	129.0	133.7	142.0
University of California-San Diego	73.6	78.0	82.7	85.5	88.2	88.4	90.9	92.8	96.9	99.3	108.0	112.3	115.0	123.5
University of California-Santa Barbara	70.9	74.1	79.1	78.5	80.1	81.4	85.4	86.8	90.0	93.5	100.2	103.4	107.8	115.6
*University of Chicago	93.6	97.8	103.3	106.8	106.6	108.9	114.1	117.6	118.9	123.4	132.2	127.1	126.0	132.3
University of Colorado at Boulder	74.5	78.0	84.9	88.9	88.7	86.5	90.3	92.2	94.3	95.2	96.4	99.5	102.9	104.2
University of Florida	71.7	73.3	73.0	75.4	75.5	80.0	80.1	81.1	85.1	89.0	89.3	91.6	100.0	101.2

University of Illinois at Urbana-Champaign	77.6	79.5	82.2	83.5	83.2	84.8	86.5	91.1	96.2	98.5	99.5	99.5	104.2	106.6
University of Iowa	70.9	75.4	81.0	83.1	82.5	84.1	86.4	87.4	89.9	90.1	93.4	96.1	96.4	94.3
University of Kansas, Main Campus	68.7	72.3	76.1	79.6	79.3	79.4	78.8	80.6	82.3	81.9	82.6	84.5	84.9	85.5
University of Maryland at College Park	80.3	84.2	89.5	94.9	94.4	94.5	95.7	96.8	99.2	104.3	106.6	110.2	108.7	108.8
University of Michigan at Ann Arbor	83.7	86.6	89.1	93.1	94.3	96.1	98.2	101.1	103.9	105.5	109.2	111.4	113.2	115.8
University of Minnesota - Twin Cities	75.6	80.6	84.3	86.2	85.4	85.1	86.0	88.5	91.9	92.2	95.8	99.3	100.5	102.9
University of Missouri, Columbia	67.3	68.5	70.8	75.3	74.1	73.5	75.9	78.0	78.2	78.5	80.8	81.3	80.0	83.4
University of Nebraska at Lincoln	69.8	71.7	74.4	76.7	77.2	76.7	77.6	78.9	82.0	84.7	86.7	87.6	90.0	90.0
University of North Carolina at Chapel Hill	77.9	85.5	90.9	94.1	92.6	93.1	94.6	96.6	98.1	96.9	101.8	104.9	105.7	106.3
University of Oregon	63.1	62.1	67.5	72.4	74.6	75.5	79.6	80.3	82.5	88.6	91.5	94.2	98.1	96.4
*University of Pennsylvania	100.7	106.4	107.5	114.1	110.2	112.5	117.8	117.3	-	125.2	132.1	135.0	140.1	143.9
University of Pittsburgh Main Campus	75.5	78.2	80.4	85.6	84.6	88.4	90.0	91.5	93.0	92.1	98.2	99.9	101.1	103.2
*University of Rochester	78.4	81.9	85.8	89.6	88.7	91.6	97.2	100.9	101.7	103.4	105.5	109.3	112.2	115.0
*University of Southern California	88.5	92.0	93.6	95.8	98.6	103.3	105.3	107.8	110.0	102.9	107.2	109.9	113.8	117.1
University of Texas at Austin	72.9	78.3	81.3	85.3	85.3	88.6	89.9	92.8	94.4	95.3	100.5		107.6	115.1
University of Virginia, Main Campus	82.7	87.7	91.0	91.7	92.7	91.8	95.0	93.8	99.5	100.7	111.3	115.7	118.7	120.8
University of Washington - Seattle	72.9	77.2	83.4	87.1	88.1	86.8	88.3	89.2	86.4	97.7	104.8	103.9	110.1	114.6
University of Wisconsin-Madison	76.5	78.1	82.5	84.5	85.8	87.3	87.4	91.1	93.3	87.5	99.7	101.0	102.1	106.3
*Vanderbilt University	81.9	86.3	91.0	93.5	93.1	96.2	98.6	103.5	107.5	104.0	111.7	114.7	119.6	120.9
*Washington University	90.5	93.3	96.4	96.5	97.1	99.8	100.2	103.6	110.6	112.7	117.2	120.0	121.4	123.8
*Yale University	85.3	87.1	91.3	99.8	98.4	103.8	108.6	113.1	118.3	115.9	122.1	131.0	135.0	134.4
AAU Academic Institution	2004-05	2005-06	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
MEAN - PUBLIC	76.8	79.1	83.2	86.2	85.6	86.8	89.1	90.9	93.0	93.6	98.5	100.6	105.1	106.4
MEAN - PRIVATE	88.2	92.0	96.8	101.2	101.0	103.0	106.2	108.6	112.3	114.8	118.8	121.8	128.0	129.1
MEAN - PUB/PRIV	81.8	84.7	89.2	92.8	92.4	94.0	96.5	98.6	101.0	103.1	107.4	110.1	115.9	116.5

University of Miami	75.2	79.0	83.0	86.2	86.9	90.0	92.0	94.8	99.4	102.0	105.5	108.3	110.6	113.6
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DIFFERENCE - PUBLIC	-1.6	-0.1	-0.2	0.0	1.3	3.2	2.9	3.9	6.4	8.4	7.0	7.7	5.5	7.2
DIFFERENCE - PRIVATE	-13.0	-13.0	-13.8	-15.0	-14.1	-13.0	-14.2	-13.8	-12.9	-12.9	-13.3	-13.5	-17.4	-15.5
DIFFERENCE - PUB/PRI Combined	-6.6	-5.7	-6.2	-6.6	-5.5	-4.0	-4.5	-3.8	-1.6	-1.1	-1.9	-1.8	-5.3	-2.9

PERCENTAGE - PUBLIC	97.93%	99.84%	99.74%	100.0%	101.4%	103.6%	103.2%	104.2%	106.9%	108.9%	107.1%	107.6%	105.1%	106.7%
PERCENTAGE - PRIVATE	85.22%	85.83%	85.71%	85.16%	86.03%	87.38%	86.63%	87.32%	88.55%	88.80%	88.80%	88.92%	86.43%	87.98%
PERCENTAGE - PUB/PRI Combined	91.98%	93.28%	93.04%	92.88%	94.04%	95.79%	95.31%	96.18%	98.39%	98.93%	98.23%	98.39%	95.44%	97.47%

*Private

TABLE III: 2005-2018 AAU Mean Assistant Professor Faculty Salaries

AAU Academic Institution	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
*Brandeis University	70.5	71.6	74.6	78.9	79.1	79.5	84.4	83.4	82.2	83.5	84.6	88.5	90.5	93.1
*Brown University	72.1	72.6	74.9	76.8	78.5	80.9	82.3	86.0	88.9	89.6	94.3	95.4	97.4	99.7
*California Institute of Technology	96.8	98.8	101.3	105.5	105.8	108.1	111.3	112.8	116.2	118.9	124.3	127.9	128.3	132.5
*Carnegie Mellon University	80.5	82.9	84.3	88.6	89.7	95.9	101.1	103.9	104.4	105.5	99.6	101.3	103.0	106.9
*Case Western Reserve University	62.7	67.9	69.9	72.7	74.6	74.3	79.2	78.0	79.3	76.0	83.4	85.7	90.8	94.7
*Catholic University of America	58.0	61.4	64.1	66.4	65.6	67.2	68.4	69.2	68.4	69.6	69.4	71.4	71.9	74.0
*Columbia University in the City of New York	-	-	83.7	89.7	92.3	97.2	99.0	105.8	110.9	113.9	121.5	122.8	126.2	130.2
*Cornell University, All Campuses	82.9	85.9	89.8	93.5	92.3	96.5	97.0	97.8	98.4	100.0	110.5	112.5	116.6	118.9
*Duke University	78.8	82.4	87.3	91.6	89.8	87.2	96.0	97.3	103.5	88.5	109.9	114.0	114.1	121.9
*Emory University	76.3	77.9	78.9	84.1	83.4	85.3	86.5	85.4	85.9	81.1	98.2	104.9	109.8	
*Harvard University	89.3	91.3	95.4	101.4	104.4	104.0	109.8	113.4	114.5	114.8	120.2	123.7	140.7	134.6
Indiana University at Bloomington	62.6	66.0	68.4	71.1	72.4	72.8	77.4	80.4	83.0	74.6	91.8	96.3	99.9	104.6
Iowa State University	61.7	64.5	67.6	71.5	71.4	73.7	75.1	76.6	78.8	81.2	82.0	83.8	84.4	87.1
*Johns Hopkins University	68.0	-	-	-	-	-	-	-	-	84.3	99.0	105.5	108.7	112.2
*Massachusetts Institute of Technology	82.7	89.0	93.3	97.5	100.6	100.0	102.8	106.3	111.1	113.9	116.4	120.6	124.5	132.1
Michigan State University	60.2	61.8	64.2	66.9	68.6	69.1	69.5	71.0	72.0	73.1	76.6	79.7	82.6	83.1
*New York University	75.9	80.1	90.3	93.5	92.7	95.6	99.7	105.3	110.1	109.6	115.0	117.5	115.2	113.4
*Northwestern Univ	81.2	83.5	87.9	93.5	95.3	96.8	98.9	98.4	102.7	106.8	111.4	117.2	116.7	117.2
Ohio State University, Main Campus	65.8	69.4	70.9	75.0	78.0	79.4	81.5	85.1	84.8	78.7	86.0	80.1	89.4	92.3
Pennsylvania State U, Main Campus	66.3	68.2	69.5	72.4	72.0	75.9	76.1	82.5	85.0	73.4	89.1	89.6	90.4	80.7
*Princeton University	76.3	79.1	81.2	85.8	87.7	90.8	94.2	96.8	101.7	94.2	107.3	109.9	115.2	118.4
Purdue University, Main Campus	65.3	66.8	69.2	72.3	72.7	77.4	79.1	80.4	80.7	81.8	84.9	89.7	89.7	91.9
*Rice University	76.1	78.0	81.6	87.4	85.2	86.4	86.6	92.2	95.5	98.5	99.6	105.4	107.6	113.9
Rutgers the State Univ of NJ New Brunswick	65.3	68.7	72.5	76.0	76.9	78.9	78.6	81.7	-	71.0	83.5	86.3	86.3	86.2
*Stanford University	86.9	91.0	94.3	100.8	100.5	103.4	109.8	111.3	117.5	120.4	125.9	128.2	131.6	137.0
SUNY at Buffalo	63.7	-	-	-	-	-	77.4	78.5	-	-	66.3	65.7	65.6	67.3
SUNY at Stony Brook, All Campuses	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	62.2	64.9	68.6	69.3	69.1	70.8	73.4	75.5	-	77.2	77.6	79.6	80.9	80.6
Texas A&M University Main Campus	65.8	67.3	70.5	72.2	73.6	73.7	72.8	75.6	80.4	73.8	86.9	77.6	89.4	89.4
*Tulane University	65.3	63.4	66.1	65.2	67.8	69.3	71.5	74.0	79.8	80.7	91.5	93.2	93.3	108.5
University of Arizona	63.5	66.9	69.7	66.6	68.0	68.4	70.8	74.0	73.4	73.4	76.4	80.1	79.7	84.3
University of California - Berkeley	74.1	76.2	78.5	81.3	84.8	88.4	92.3	94.7	99.2	101.4	109.5	109.8	111.0	
University of California-Davis	63.1	67.9	74.2	75.9	77.0	78.7	81.3	81.6	83.7	82.9	89.3	92.4	96.1	102.1
University of California-Irvine	65.8	68.5	74.2	75.1	75.6	78.4	80.7	82.4	85.6	86.6	90.7	95.3	96.1	101.1
University of California-Los Angeles	67.0	72.1	76.8	79.6	81.7	84.0	87.4	88.8	91.5	93.8	97.9	101.4	106.0	108.6
University of California-San Diego	66.1	69.8	77.5	77.7	79.6	80.9	87.0	88.7	90.3	90.7	92.3	98.1	100.8	106.3
University of California-Santa Barbara	63.9	67.2	71.3	74.0	76.4	76.7	78.5	77.2	78.2	82.2	85.7	88.3	92.8	100.3
*University of Chicago	77.7	85.3	90.7	97.7	100.1	100.5	102.6	102.7	105.6	112.0	115.8	118.2	121.4	128.5
University of Colorado at Boulder	65.2	67.5	72.3	75.6	75.2	74.4	77.5	79.4	82.4	86.0	87.5	92.6	94.5	99.0
University of Florida	61.6	61.9	62.5	63.6	63.9	68.4	68.9	71.0	76.2	81.1	79.1	80.7	88.2	86.4
University of Illinois at Urbana-Champaign	69.6	71.7	73.7	76.3	76.8	80.3	83.6	87.4	90.4	88.8	91.3	92.2	95.5	97.9
University of Iowa	63.9	65.8	69.6	72.6	71.4	72.5	74.1	74.6	76.7	77.8	83.8	84.3	87.8	87.1
University of Kansas, Main Campus	59.4	62.8	65.0	67.1	65.9	66.3	69.2	71.8	73.3	71.6	76.8	79.4	76.8	76.1

University of Maryland at College Park	75.9	77.4	78.8	83.4	82.6	82.4	83.9	85.2	86.5	120.5	89.7	95.7	95.4	96.4
University of Michigan at Ann Arbor	72.8	75.0	79.3	81.6	83.1	84.5	85.8	88.8	89.6	88.2	92.2	93.1	95.6	98.5
University of Minnesota - Twin Cities	65.4	69.4	72.3	75.0	76.5	78.5	79.1	81.8	82.3	80.7	85.8	87.5	89.0	90.9
University of Missouri, Columbia	55.7	56.6	58.2	61.1	60.7	60.9	61.7	63.8	64.7	65.6	69.6	69.0	71.4	77.9
University of Nebraska at Lincoln	60.0	62.9	65.1	66.3	68.9	68.9	71.6	74.6	77.7	79.2	83.0	84.7	87.8	87.8
University of North Carolina at Chapel Hill	65.2	71.8	76.9	82.0	80.8	81.1	80.5	84.4	81.1	82.8	87.1	91.2	95.7	101.9
University of Oregon	57.1	60.0	61.9	66.4	69.4	72.0	74.0	76.5	75.0	83.6	84.3	85.6	84.9	89.4
*University of Pennsylvania	88.1	91.8	95.9	98.0	102.3	106.8	112.3	116.2	-	119.6	123.2	127.5	130.3	132.6
University of Pittsburgh Main Campus	64.6	66.4	67.7	71.1	70.1	72.2	75.0	75.8	77.8	73.3	80.2	81.5	85.6	87.0
*University of Rochester	71.0	73.2	77.2	82.4	83.8	89.4	93.5	94.7	96.0	95.8	100.6	102.4	106.9	108.2
*University of Southern California	76.4	81.6	85.0	86.7	89.6	91.5	93.3	93.5	95.6	91.3	93.9	97.4	97.9	100.2
University of Texas at Austin	70.7	75.1	77.6	81.8	82.2	82.4	83.9	86.0	88.5	89.5	93.9		101.5	103.6
University of Virginia, Main Campus	68.0	71.1	74.5	74.7	75.2	76.3	80.3	82.9	87.0	87.9	94.9	96.0	90.6	93.5
University of Washington - Seattle	67.2	70.9	73.9	78.0	77.2	77.4	79.3	84.1	75.3	91.7	98.1	99.0	101.9	102.5
University of Wisconsin-Madison	64.3	66.0	70.4	73.0	73.6	74.9	75.9	77.5	81.6	80.2	85.5	87.2	89.5	92.9
*Vanderbilt University	66.0	67.2	69.5	72.5	73.1	74.6	76.5	84.9	88.9	85.2	93.8	97.0	102.5	105.1
*Washington University	73.4	77.2	80.0	85.0	85.4	89.9	96.8	98.8	98.3	100.0	104.7	108.8	110.4	114.4
*Yale University	72.8	77.9	81.6	86.0	85.6	87.5	89.7	94.2	95.9	99.2	103.3	108.7	109.6	117.9
AAU Academic Institution	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
MEAN - PUBLIC	65.1	68.0	71.0	73.6	71.4	73.0	77.6	79.8	81.4	82.7	86.5	87.9	90.7	92.3
MEAN - PRIVATE	75.7	79.0	82.6	86.6	87.5	89.6	92.9	95.3	98.0	97.4	103.5	106.9	109.7	113.3
MEAN - PUB/PRIV	69.7	72.7	76.1	79.3	80.2	82.0	84.4	86.7	88.7	89.4	94.0	96.4	99.2	101.7

University of Miami	67.8	72.7	76.6	79.5	79.1	77.7	81.1	83.4	83.5	85.9	95.7	98.0	98.2	99.6
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DIFFERENCE - PUBLIC	2.7	4.7	5.6	5.9	7.7	4.7	3.5	3.6	2.1	3.2	9.2	10.1	7.5	7.3
DIFFERENCE - PRIVATE	-7.9	-6.3	-6.0	-7.1	-8.4	-11.9	-11.8	-11.9	-14.5	-11.5	-7.8	-8.9	-11.5	-13.7
DIFFERENCE - PUB/PRI Combined	-1.9	0.0	0.5	0.2	-1.1	-4.3	-3.3	-3.3	-5.2	-3.5	1.7	1.6	-1.0	-2.1

PERCENTAGE - PUBLIC	104.2 1%	106.9 8%	107.8 7%	108.0 2%	110.7 4%	106.3 8%	104.5 1%	104.4 5%	102.6 0%	103.8 5%	110.6 7%	111.4 7%	108.3 1%	107.8 9%
PERCENTAGE - PRIVATE	89.58 %	91.98 %	92.74 %	91.85 %	90.43 %	86.73 %	87.25 %	87.51 %	85.23 %	88.19 %	92.45 %	91.71 %	89.51 %	87.88 %
PERCENTAGE - PUB/PRI Combined	97.32 %	99.96 %	100.6 4%	100.2 4%	98.64 %	94.76 %	96.08 %	96.20 %	94.19 %	96.04 %	101.7 9%	101.6 2%	98.96 %	97.90 %

*Private

TABLE IV: UM and Peer Mean Faculty Salary Comparison. Full Professors. Units are thousands of dollars of annual salary. Note: Emory did not report in 2018-19 and Syracuse was removed as a peer school in 2018/19.

Academic Institution	2007-08	2008-9	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
*Boston University								165.5	171.7	177.4	183.6	190.5
*Brandeis University	116.6	121.3	121.9	123.9	130	131.4	130.8	137.7	147.6	148.1	151.9	158.3
*Carnegie Mellon University	132.2	136.5	137.6	138.9	142	146.5	150.7	154.6	152.9	158.6	162.7	167
*Case Western Reserve University	118.9	121.5	124.2	129.1	131.2	132.3	136	137.8	139.1	142.2	146	149.6
*Emory University	147.2	153.4	154.8	154.1	158	160.1	158.4	154.9	166.4	172	177.3	
*New York University	162.4	170.7	171.7	175.9	182.4	187.6	195.7	194.6	205.6	209.7	214.5	218.3
*Syracuse University	107	112	112.5	115.3	117.6	122.8	-	125.4	131	134.7	129.9	
*Tulane University	119.8	125.9	128	134.2	140.2	140.2	147.1	143.4	145.4	152.3	149.7	155.9
*University of Rochester	118.2	124.4	125.6	129.7	133.8	138.6	143.5	164.8	152.6	159	166.7	168.3
*University of Southern California	140.1	145	145.8	151	155.9	160.5	164.6	164.9	170.6	175.8	181.6	185.4
*Vanderbilt University	140.3	145.9	145.1	151.3	158.3	167.9	174.8	175.7	184.8	190.6	198.8	205.9

MEAN - PEER AAU INSTITUTIONS	130.3	135.7	136.7	140.3	144.9	148.8	155.7	156.3	160.7	165.5	169.3	177.7
PEER MEAN, CONSTANT SAMPLE	131.1	136.4	137.5	141.8	146.7	150.6	155.4	159.2	162.3	167.0	171.5	176.1

*University of Miami	125	132.8	132.5	137	140.8	144.8	151.1	151.8	160.2	165	164.2	166.6
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DIFFERENCE - Miami and AAU	-5.27	-2.86	-4.22	-3.34	-4.14	-3.99	-4.63	-4.50	-0.50	-0.49	-5.14	-11.09
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PERCENTAGE - Miami / AAU	96.0%	97.9%	96.9%	97.6%	97.1%	97.3%	97.0%	97.1%	99.7%	99.7%	97.0%	93.8%
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TABLE V: UM and Peer Mean Faculty Salary Comparison. Associate Professors' Salaries are thousands of dollars of annual salary. Note: Emory did not report in 2018-19 and Syracuse was removed as a peer school in 2018/19.

Academic Institution	2007-08	2008-9	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
*Boston University								113.6	117.1	120	124.8	131.3
*Brandeis University	84	87	84.9	86.5	90.5	93.4	96.6	98.9	103.5	106.3	108.1	112.7
*Carnegie Mellon University	96.4	98.5	97.1	97.4	98.9	101.8	104.2	108.2	105.1	108.4	111.4	115.2
*Case Western Reserve University	81.5	83	82.5	84.5	85.8	89.6	91.6	91.5	95.1	96.7	99.4	102.2
*Emory University	93.4	100.5	99.4	99.9	101.6	106	104.8	105.5	113.8	118.4	122	
*New York University	102.6	103.7	101.5	103.8	106.1	107.7	112.1	113.8	120.2	122.8	124.9	128
*Syracuse University	78.2	82.1	82	83.8	85.4	87.7	-	95.2	95.7	97.7	97.4	
*Tulane University	82.4	83.4	84	85.3	86.6	88.7	92	90.6	90.6	92.3	92.5	95.3
*University of Rochester	85.8	89.6	88.7	91.6	97.2	100.9	101.7	103.4	105.5	109.3	112.2	115
*University of Southern California	93.6	95.8	98.6	103.3	105.3	107.8	110	102.9	107.2	109.9	113.8	117.1
*Vanderbilt University	91	93.5	93.1	96.2	98.6	103.5	107.5	104	111.7	114.7	119.6	120.9

MEAN - PEER AAU INSTITUTIONS	88.89	91.71	91.18	93.23	95.60	98.71	102.28	102.51	105.95	108.77	111.46	115.30
PEER MEAN, CONSTANT SAMPLE	89.7	91.8	91.3	93.6	96.1	99.2	102.0	101.7	104.9	107.6	110.2	113.3

*University of Miami	83	86.2	86.9	90	92	94.8	99.4	101.96	105.5	108.3	110.6	113.6
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DIFFERENCE - Miami and AAU	-5.89	-5.51	-4.28	-3.23	-3.60	-3.91	-2.88	-0.55	-0.45	-0.47	-0.86	-1.7
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PERCENTAGE - Miami / AAU	93.4%	94.0%	95.3%	96.5%	96.2%	96.0%	97.2%	99.5%	99.6%	99.6%	99.2%	98.5%
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TABLE VI: UM and Peer Mean Faculty Salary Comparison. Assistant Professors' Salaries are thousands of dollars of annual salary. Note: Emory did not report in 2018-19 and Syracuse was removed as a peer school in 2018/19.

Academic Institution	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
*Boston University								96.8	99.1	101.1	105	108.7
*Brandeis University	74.6	78.9	79.1	79.5	84.4	83.4	82.2	83.5	84.6	88.5	90.5	93.1
*Carnegie Mellon University	84.3	88.6	89.7	95.9	101.1	103.9	104.4	105.5	99.6	101.3	103	106.9
*Case Western Reserve University	69.9	72.7	74.6	74.3	79.2	78	79.3	76	83.4	85.7	90.8	94.7
*Emory University	78.9	84.1	83.4	85.3	86.5	85.4	85.9	81.1	98.2	104.9	109.8	
*New York University	90.3	93.5	92.7	95.6	99.7	105.3	110.1	109.6	115	117.5	115.2	113.4
*Syracuse University	68.6	69.3	69.1	70.8	73.4	75.5	-	77.2	77.6	79.6	80.9	
*Tulane University	66.1	65.2	67.8	69.3	71.5	74	79.8	80.7	91.5	93.2	93.3	108.5
*University of Rochester	77.2	82.4	83.8	89.4	93.5	94.7	96	95.8	100.6	102.4	106.9	108.2
*University of Southern California	85	86.7	89.6	91.5	93.3	93.5	95.6	91.3	93.9	97.4	97.9	100.2
*Vanderbilt University	69.5	72.5	73.1	74.6	76.5	84.9	88.9	85.2	93.8	97	102.5	105.1

MEAN - PEER AAU INSTITUTIONS	76.44	79.39	80.29	82.62	85.91	87.86	91.36	89.34	94.30	97.15	99.62	104.3
PEER MEAN, CONSTANT SAMPLE	77.1	80.1	81.3	83.8	87.4	89.7	92.0	91.0	95.3	97.9	100.0	103.8

*University of Miami	76.6	79.5	79.1	77.7	81.1	83.4	83.5	85.9	95.7	98	98.2	99.6
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DIFFERENCE - Miami and AAU	0.16	0.11	-1.19	-4.92	-4.81	-4.46	-7.86	-3.44	1.40	0.85	-1.42	-4.71
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PERCENTAGE - Miami / AAU	100.2 %	100.1 %	98.5 %	94.1 %	94.4 %	94.9 %	91.4 %	96.2 %	101.5 %	100.9 %	98.6 %	95.5 %
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FIGURE I: Faculty salaries relative to mean of peers, selected years

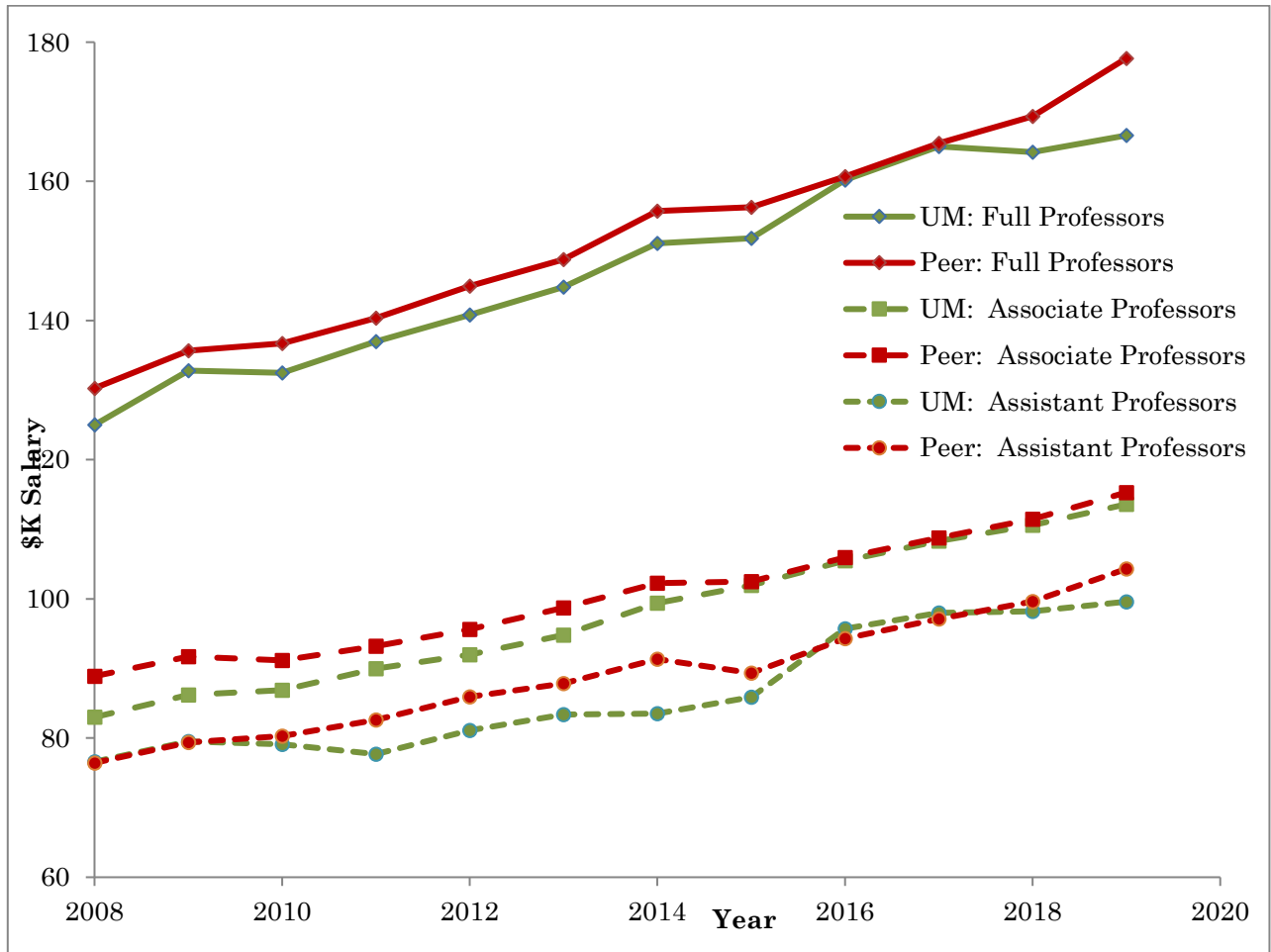


FIGURE II: Faculty salaries relative to mean of peers, selected years. Constant peer set (excludes Boston University, Emory, and Syracuse, which do not report for all years).

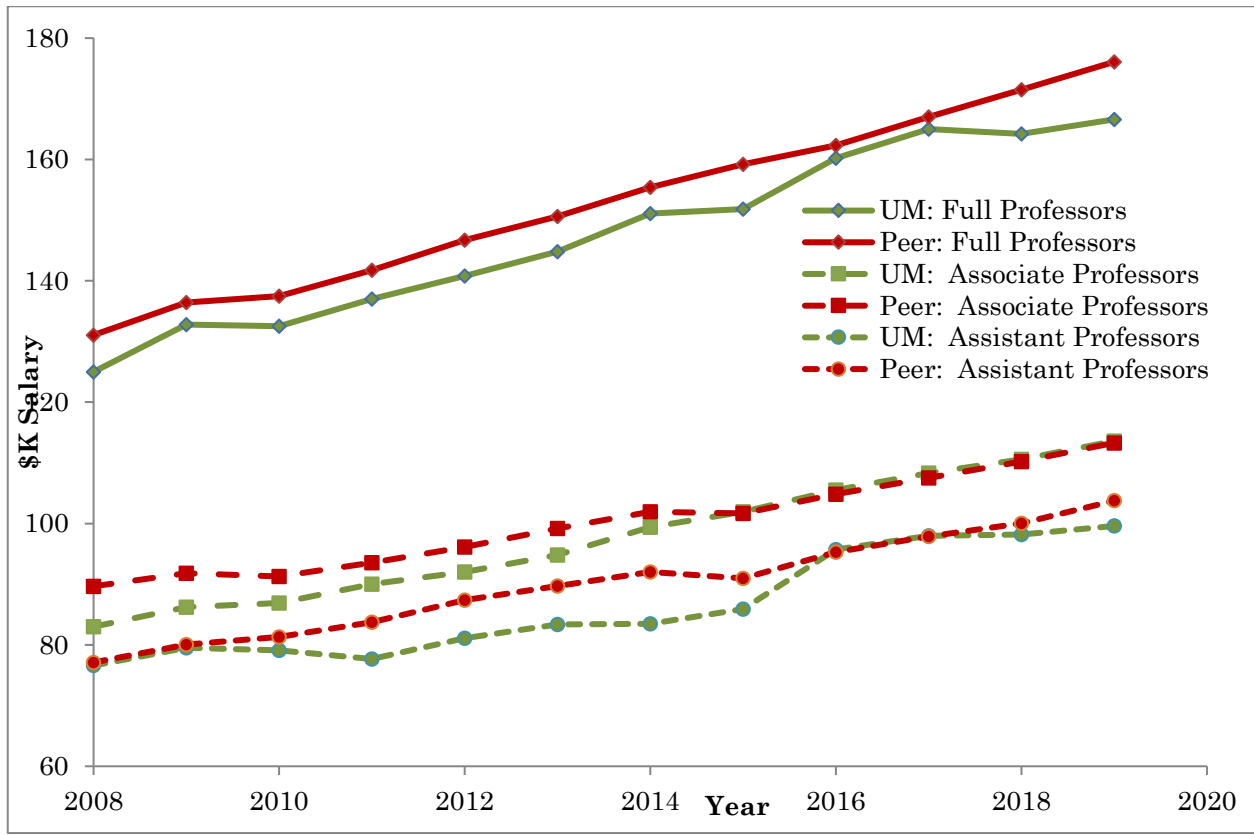


TABLE VII: SPERLING COST OF LIVING DATA. NORMALIZED SO THAT THE AVERAGE COST OF LIVING IS 100. NOTE: PEER AVERAGE REPORTED BOTH USING THE CURRENT PEER SET (EXCLUDES EMORY AND SYRACUSE) AND THE PREVIOUS PEER SET (INCLUDES EMORY AND SYRACUSE).

SCHOOL	CITY	2020
Boston University	Boston	162.4
Brandeis University	Boston	162.4
Carnegie Mellon University	Pittsburgh	87.5
Case Western University	Cleveland	72.6
Emory University	Atlanta	107.5
New York University	New York City	187.2
Syracuse University	Syracuse (Buffalo)	79.5
Tulane University	New Orleans	96.3
University of Rochester	Rochester (Buffalo)	79.5
University of Southern California	Los Angeles	173.3
Vanderbilt University	Nashville	101.4
Peer Average		124.7
Previous Peer Average		119.1
University of Miami	Miami	123.1

TABLE VIII: FACULTY SALARIES ADJUSTED FOR COST OF LIVING DIFFERENCES. CURRENT YEAR. SALARIES IN PEER UNIVERSITIES ADJUSTED TO CONSTANT MIAMI PURCHASING POWER.

Academic Institution	Full	Associate	Assistant
*Boston University	144.4	99.5	82.4
*Brandeis University	120.0	85.4	70.6
*Carnegie Mellon University	234.9	162.1	150.4
*Case Western Reserve University	253.7	173.3	160.6
*Emory University			
*New York University	143.6	84.2	74.6
*Syracuse University, Main Campus			
*Tulane University	199.3	121.8	138.7
*University of Rochester	260.6	178.1	167.5
*University of Southern California	131.7	83.2	71.2
*Vanderbilt University	250.0	146.8	127.6
Peer Average Adjusted	193.1	126.0	115.9
Miami	166.6	113.6	99.6
Percent: Miami/Peer	86.3%	90.1%	85.9%

FIGURE III: Salary equity. Female salaries as a percent of male salaries

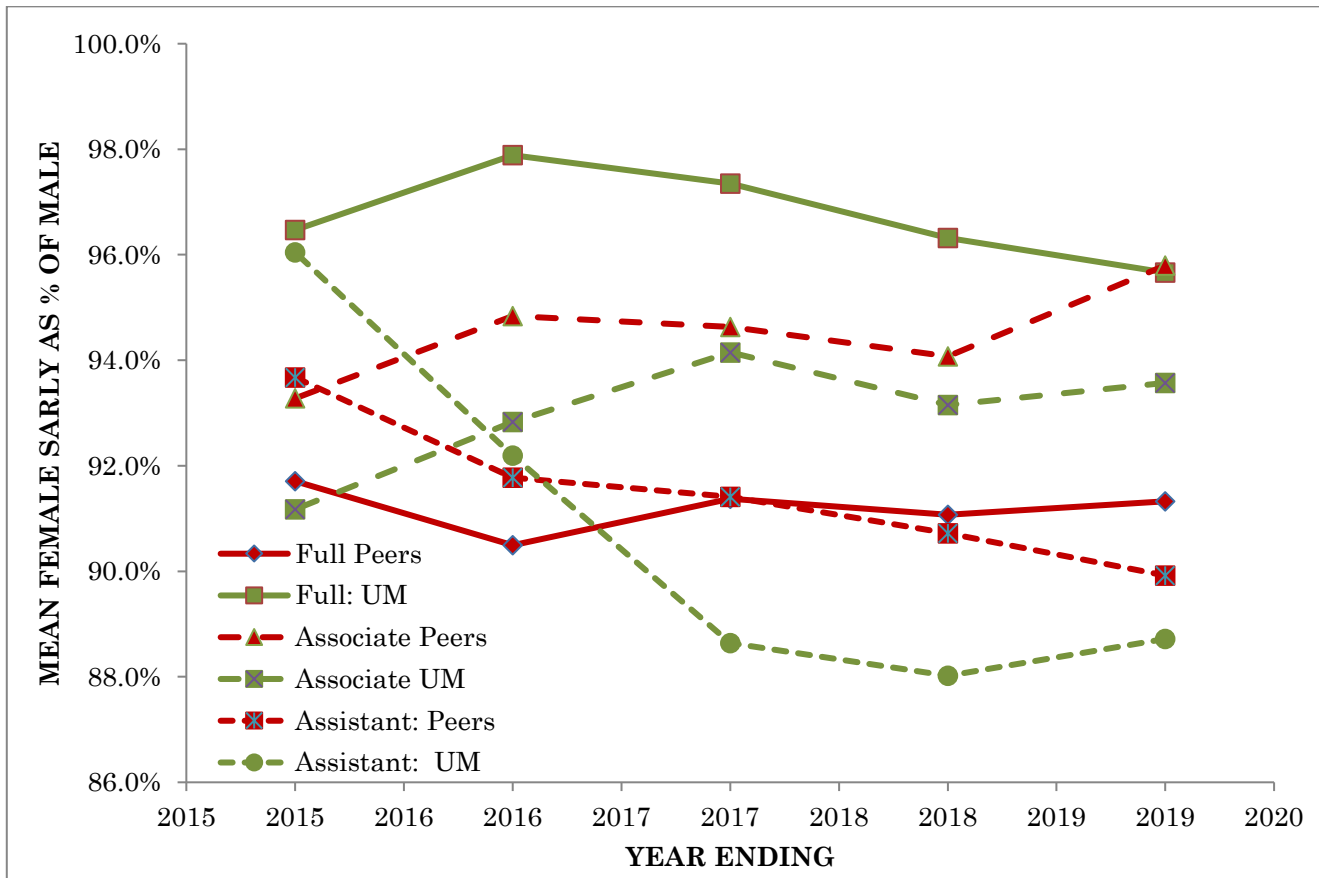


TABLE IX: SALARY INCREASES FOR CONTINUING FACULTY AND OVERALL INCREASE, 2018-19. COLUMN 7 GIVES THE AVERAGE SALARY INCREASE FOR CONTINUING FACULTY AND COLUMN 11 GIVES THE AVERAGE SALARY INCREASE FOR ALL FACULTY. COMPUTED USING SALARY INCREASES BY RANK AND THEN WEIGHTING BY THE NUMBER OF FACULTY.

Academic Institution	# FACULTY			% INC, CONTINUING FACULTY			OVERALL, CONTINUING	% INC, ALL FACULTY			OVERALL, ALL FACULTY
	FULL	ASSOC	ASST	FULL	ASSOC	ASST		FULL	ASSOC	ASST	
*Boston University	507	357	312	3.40%	4.10%	5.40%	4.14%	3.76%	5.21%	3.52%	4.14%
*Brandeis University	151	91	73	4.80%	5.30%	5.20%	5.04%	4.21%	4.26%	2.87%	3.91%
*Carnegie Mellon University	405	252	242	3.30%	4.60%	5.10%	4.15%	2.64%	3.41%	3.79%	3.17%
*Case Western Reserve University	276	168	142	3.50%	4.20%	4.30%	3.89%	2.47%	2.82%	4.30%	3.01%
*Emory University											
*New York University	882	512	320	2.50%	4.70%	4.20%	3.47%	1.77%	2.48%	-1.56%	1.36%
*Tulane University	201	175	160	1.50%	3.30%	5.70%	3.34%	4.14%	3.03%	16.29%	7.40%
*University of Rochester	245	143	133	2.50%	3.80%	3.70%	3.16%	0.96%	2.50%	1.22%	1.45%
*University of Southern California	843	596	467	4.30%	4.90%	5.30%	4.73%	2.09%	2.90%	2.35%	2.41%
*Vanderbilt University	375	229	211	2.50%	2.60%	4.00%	2.92%	3.57%	1.09%	2.54%	2.61%
Peer Average							3.87%				3.27%
*University of Miami	320	232	136	2.40%	2.80%	2.60%	2.57%	1.46%	2.71%	1.43%	1.88%