



**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 written over the 'From:' line.

**Date:** April 22, 2021

**Subject:** Faculty Senate Legislation #2020-81(D)- Faculty Senate Budget and Compensation Committee Annual Salary Report and Recommendations

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The Faculty Senate, at its April 21, 2021 meeting, had no objections to accepting the Faculty Senate Budget and Compensation Committee Annual Salary Report and recommendations.

The report and recommendations are enclosed for your reference.

This legislation is now forwarded to you for your information.

LLN/rh/va

cc: Jeffrey Duerk, Executive Vice President and Provost  
David Kelly, Professor, Business; Committee Chair

UNIVERSITY  
OF MIAMI  
FACULTY SENATE

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## Faculty Senate Budget and Compensation Committee

### 2021 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 (Communications), 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. Syracuse was deleted from the list of peer universities starting in 2019. 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 changes in the peer set. 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 2021 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 2021, used in this report, reports results from the faculty compensation survey in academic year 2019/20. 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. Both this year and historically, the report primarily analyzes salary data. However, given the increasing importance of compensation in the form of benefits, the committee plans to analyze compensation data in the future as well. 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.<sup>1</sup> 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, peer schools Brandeis, Carnegie Mellon, and University of Rochester do not have law schools), other than excluding medical school faculty. Because salary distributions tend to have long tails, the median is more appropriate rather than the mean given

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<sup>1</sup> A separate analysis comparing AAMC compensation data with UM Medical School salaries was attempted, but the committee was unable to match compensation data with salary data, among other issues.

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.

Starting in 2021, the committee estimates the effect of faculty salary differences on rankings. For the rankings data, this report uses the widely used *US News and World Report* (USNWR) rankings data for the eleven peer private universities and UM, collected from 2007-2008 academic year to 2019-2020 academic year. Reporting years are aligned in that the current salary report is for fiscal year 2020 salaries, which are matched with fiscal year 2020 rankings. Other ranking systems rank universities using alternative weights and criteria, which may affect the conclusions here. Nonetheless, the USNWR is arguably the most well-known ranking system, is correlated with other rankings, and ranks universities in a broad way that matches the breadth of the salary data.

## 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 2019/20 has assistant and full professor salaries at about 96% 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 98.8% in 2019/20. 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 84-90% of the AAU private average.

Narrowing the comparison to our ten peer small private universities provides the most meaningful comparison. The peer set consists of: Boston University, Brandeis, Carnegie Mellon University, Case Western Reserve University, Emory, NYU, Tulane, University of Rochester, USC, and Vanderbilt. Table IV and Figure I show that the salary gap narrowed very slightly, from 93.8% of the peer average in 2018/19 to 94.4% of the peer average in 2019/20. Although the latest year slightly reversed the previous year's record salary gap, UM full professor salaries are still at the second lowest level relative to peers since the committee began tracking salaries in 2008.

Tables V and VI show that associate professor and assistant professor salaries were 99.5% and 93.6% of peers in 2019/20. Associate professor salaries have returned to parity with our peer average after slipping in 2018/19. However, assistant professor salaries continue to decline relative to the peer average and are now at the second lowest level since records began in 2008. This is disconcerting since assistant professors are often the most mobile and most easily lured away to competing institutions.

These results are not an artifact of the changes in the peer group set. Tables IV, V, and VI show that 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% in 2016/17 to about 93.8% before recovering to 94.4% in 2019/20 (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 \$171.6K at CMU in Pittsburgh earns enough to purchase \$241.4K 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 about 84-91% 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 moved closer to gender parity (95.7% in 2019 to 97.5% in 2020). UM also moved closer to gender parity at the associate level (93.5% in 2019 to 95.7% in 2020). UM regressed slightly at the assistant professor level (90.3% in 2019 to 89.8% in 2020). 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. Although the committee views 100% gender parity as the appropriate goal regardless of peers, Figure III shows that UM significantly closer to gender parity at the associate and full professor levels than peer universities, and is close to peers at the assistant professor level.

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/market increase was 3.5% in 2017/18, actual reported salaries from continuing faculty increased by 2.95% and overall salaries increased by 2.91%. The corresponding numbers for the peer group is 3.52% for continuing faculty and 2.42% overall.

Actual salary increases have fallen short of the advertised merit/market pool largely because individual schools may not have sufficient net income to cover their designated obligations to the central administration. Schools may then allocate part of their merit/market pool to meet those obligation. The committee estimates that actual merit/market increases are approximately 0.2-0.7% less than the advertised pool, depending on year and whether overall or continuing faculty are considered, in the two years since the committee began tracking this information.

Overall, the data indicates that UM gained about 0.5% relative to peers overall, as gains at the full and associate professor levels outweighed ground lost at the assistant professor level.

### **Analysis of Faculty Salaries and Ranking**

Ultimately, the university seeks to fulfill its mission of transforming lives through education, research, innovation, and service. To achieve this mission requires recruiting and retaining the best and brightest talent. Yet, budget resources are limited and other priorities also contribute to the university mission. How can the university measure the impact of maintaining competitive faculty salaries on achieving the university mission? One highly imperfect measure is to examine the impact of faculty salaries on rankings. To the extent that faculty salaries affect rankings, and rankings provide a signal as to how well the university is achieving its mission, an analysis of

the relationship between faculty salaries and rankings can provide information on the importance of faculty salaries versus other budget priorities.

Table X gives the well-known USNWR rankings over time of UM and peer schools. Removing observations without faculty salary data yields 145 observations of salaries and rankings across 12 schools and 13 years. Table XI gives the results of an ordinary least squares regression of the USNWR ranking on full professor salaries. Table XI shows that increasing full professor salaries improve rankings, that the relationship is significant at the 1% level, and that variation in salaries explain a significant 18% of the variation in rankings. The coefficient is -0.21, indicating that an increase in full professor salary of about \$4.72K gives  $4.72 * (-0.21) = -1$ , or an improvement in the rankings by one place. Considering instead associate and assistant professor salaries gives stronger results (\$2.5K and \$3K to improve one spot, both significant at the 1% level), as does looking at salary relative to peers (an improvement of about 2% above the peer average salary equates to a one position improvement in the rankings, significant at the 1% level).

Full, associate, and assistant professor salaries are highly correlated (correlation coefficients are all greater than 0.78), so there is not enough data to differentiate between their effects in a multivariate regression.

## Conclusions

1. After having achieved the goal of parity with the mean of peer institutions in both 2015/16 and 2016/17, the data for 2017/2018 and 2018/19 showed a sharp decline in UM salaries as a percent of peers. This trend reversed slightly in 2019/20, with full professor salaries increasing from 93.8% of peers to 94.4% of peers, associate professor salaries increasing from 98.5% of peers to 99.5%. However, salaries continued to decline relative to peers at the assistant professor level, from 95.5% of peers to 93.6% of peers. Aggregating across ranks, UM gained about 0.5% relative to peers as gains at the associate and full professor level outweighed losses at the assistant professor level. However, salary increases for continuing faculty were smaller than peers at all three levels. Thus, these changes are partly the result of changes in faculty composition (for example, retirements and new hires).
2. The committee recognized that the most recent merit/market increase of 3.5% was significantly higher than the 2% increase in the previous year. Yet, the committee in the previous year report expressed concern that even a 3.5% increase might not significantly improve the salary gap, since peers were likely to also have large increases given the recent boom in endowment returns. The most recent data shows that the actual overall percent increase was 2.9%, which exceeded the peer average of 2.4%, although this small overall gain is somewhat mixed in that continuing faculty and assistant professors saw smaller salary increases than the peer average.
3. After adjusting the data for cost of living, UM is only at about 84-91% of peer universities. This is because most peer universities are in cities with a relatively low cost of living.
4. The data shows improvement at all levels with respect to gender pay gap. UM female salaries as a percentage of male salaries made impressive gains of about 2% at the associate and full professor levels. The gender pay gap remains pronounced at the assistant professor level.

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.

5. A new rankings analysis indicates that faculty salaries have large and significant effects on USNWR rankings. For example, an increase in full professor salaries of about \$4.72K is associated with an increase in rankings of one spot. Thus, the committee views the salary recommendations as aligned with the university mission, insofar as rankings provide an imperfect indicator of the success of the university in achieving its mission.

## **Recommendation**

The global novel coronavirus pandemic has put significant strain on university budgets, and many important variables became difficult to forecast. In response, UM instituted precautionary measures including a salary freeze, halting 403B contributions, and staff furloughs. This was a prudent action given the uncertainty. This committee and the faculty in general have largely supported these precautionary measures. Indeed, the faculty, supported by the staff, rapidly transitioned to entirely online and then hybrid classes and programs, while maintaining the close relationships essential to retention, which contribute to both rankings and helping the university maintaining tuition revenue. Similarly, the U-Health faculty and staff quickly and safely re-opened, mitigating potential shortfalls in revenue to the university. In short, UM faculty and staff have contributed in a very significant way to the institution's good financial health in the face of significant pandemic-related challenges.

Given that the worst-case scenarios have been averted and that only two months remain in the fiscal year, the university budget picture is becoming more clear. Thanks to the heroic efforts of the faculty, staff, and university leadership, the most likely scenario is that the university will emerge with high net income relative to recent years. The committee recognizes that important low probability, but high consequence Covid and other risks remain. The committee also recognizes that budget priorities other than faculty compensation have been neglected during the pandemic.

The university thus faces a delicate risk management problem: allocating scarce resources between faculty salaries, other budget priorities, and reserves to protect against the remaining high consequence risks. The committee spent several weeks debating these issues and agreed unanimously on two recommendations.

Recommendation 1. The committee recommends the university administration and Faculty Senate convene a committee to establish clear guidelines under which contracted faculty compensation (salary and/or benefits) can be altered during a crisis. While no such guidelines can cover every unknown future circumstance, the committee is of the opinion that such guidelines will allow the administration to move forward expeditiously with strong faculty support in a future crisis. Such guidelines also would help guide university budget allocations as to how much liquid reserves to maintain for future crises.



Recommendation 2. The university should move, over a period of several years, to restore contractual university 403(b) contributions which were halted during the crisis. Restoring these 403(b) contributions shows a good-faith effort to adhere to the spirit of faculty compensation obligations, which benefits the university in several ways. First, restoring the 403(b) contributions generates more faculty support for university leadership in future crises. Second, restoring 403(b) contributions equitably distributes resources inasmuch the repayment matches the sacrifice made during the crisis. Third, restoring 403(b) contributions would significantly increase faculty morale, which, in turn, increases faculty retention and recruiting especially relative to peers who elect not to restore contributions.

Recommendation 3. A separate issue is the long run gender and salary gaps versus peers. Regarding the gender pay gap, the university has made impressive gains this year and should continue working to correct compensation inequities, especially at the assistant professor level. The long run salary gap versus peers that has widened since 2017 before narrowing modestly last year. As the current uncertainty and risk fades, the university will continue efforts to improve scholarship and teaching output, and ultimately advance in the rankings. An important part of this effort is retaining and recruiting top faculty talent, which requires competitive salaries relative to peers. This committee therefore recommends adopting a policy which aggressively narrows the salary gap. The data suggest that a market/merit pool of 2% generally widens the gap under normal circumstances, and that in boom years peers have average increases of 2.5% or more. Salary increases must exceed these levels for UM to achieve parity with peer schools.

# 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	2020 -21
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	161.8
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	192.4
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	215.8
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	171.6
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	151.7
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	119.6
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	274.7
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	188.2
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	221.5
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	-	186.4
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	253.9
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	143.5
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	132.0
Johns Hopkins University	120.7	-	-	-	-	-	-	-	-	147.0	167.3	171.6	184.2	191.1	200.6
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	240.4
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	160.9
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	221.1
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	217.2
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	154.7
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	159.6
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	255.0
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	149.2
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	203.1
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	175.4
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	261.9
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	-	-	164.4
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	137.8
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	152.7
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	158.0
University at Buffalo (SUNY at Buffalo)	111.6	-	-	-	-	-	135.4	133.7	-	-	94.7	94.3	93.0	96.5	145.2
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	143.6
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	213.1
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	182.6
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	189.2
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	225.0
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	191.5
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	200.2
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	246.1
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	150.7

<b>University of Florida</b>	101.4	107.7	109.3	115.2	117.0	122.1	121.7	122.5	128.3	131.2	133.9	137.5	140.1	149.9	156.0
<b>University of Illinois at Urbana-Champaign</b>	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	159.5
<b>University of Iowa</b>	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	145.5
<b>University of Kansas, Main Campus</b>	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	128.7
<b>University of Maryland at College Park</b>	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	170.1
<b>University of Michigan at Ann Arbor</b>	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	178.5
<b>University of Minnesota - Twin Cities</b>	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	148.4
<b>University of Missouri, Columbia</b>	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	127.1
<b>University of Nebraska at Lincoln</b>	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	133.2
<b>University of North Carolina at Chapel Hill</b>	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	162.7
<b>University of Oregon</b>	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	141.1
<b>University of Pennsylvania</b>	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	237.3
<b>University of Pittsburgh Main Campus</b>	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	162.5
<b>University of Rochester</b>	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	173.6
<b>University of Southern California</b>	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	189.5
<b>University of Texas at Austin</b>	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	183.8
<b>University of Virginia, Main Campus</b>	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	185.1
<b>University of Washington - Seattle</b>	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	156.4
<b>University of Wisconsin-Madison</b>	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	148.9
<b>Vanderbilt University</b>	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	208.6
<b>Washington University</b>	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	212.5
<b>Yale University</b>	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	242.2
<b>AAU Academic Institution</b>	<b>2005-06</b>	<b>2006-07</b>	<b>2007-08</b>	<b>2008-09</b>	<b>2009-10</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>	<b>2019-20</b>
MEAN - PUBLIC	109.4	114.4	120.3	125.0	125.8	128.0	131.4	134.1	137.0	137.0	144.1	146.0	151.5	155.6	162.4
MEAN - PRIVATE	132.5	138.7	145.9	153.0	154.5	158.2	163.5	168.5	174.4	173.8	182.7	187.5	191.1	199.7	205.3
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	181.4

<b>University of Miami</b>	111.5	118.0	125.0	132.8	132.5	137.0	140.8	144.8	151.1	151.8	160.2	165.0	164.2	166.6	171.8
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DIFFERENCE - PUBLIC	2.1	3.6	4.7	7.8	6.7	9.0	9.4	10.7	14.1	14.8	16.1	19.0	12.7	11.0	9.4
DIFFERENCE - PRIVATE	-21.0	-20.7	-20.9	-20.2	-22.0	-21.2	-22.7	-23.7	-23.3	-22.0	-22.5	-22.5	-26.9	-33.1	-33.5
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	-9.6

PERCENTAGE - PUBLIC	101.9%	103.2%	103.9%	106.3%	105.4%	107.0%	107.1%	108.0%	110.3%	110.8%	111.2%	113.0%	108.4%	107.1%	105.8%
PERCENTAGE - PRIVATE	84.2%	85.0%	85.7%	86.8%	85.7%	86.6%	86.1%	85.9%	86.7%	87.3%	87.7%	88.0%	85.9%	83.4%	83.7%
PERCENTAGE - PUB/PRI Combined	93.4%	94.5%	95.0%	96.7%	95.6%	97.0%	96.9%	97.2%	98.8%	98.7%	99.4%	100.2%	97.0%	95.2%	94.7%

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	2019-20
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	114.8
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	126.6
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	118.3
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	103.5
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	86.9
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	180.1
Cornell University, New York	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	133.2
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	144.8
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	-	125.2
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	150.8
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	102.0
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	94.3
Johns Hopkins University	83.2	-	-	-	-	-	-			101.8	114.3	116.9	124.0	135.6	141.1
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	162.7
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	105.2
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	131.3
Northwestern University	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	140.6
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	106.1
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	105.2
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	154.1
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	107.6
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	129.2
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	114.8
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	167.7
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			110.8
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	102.1
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	105.7
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	98.8
University at Buffalo (SUNY at Buffalo)	111.6	-	-	-	-	-	93.1	91.8	-		77.3	77.0		80.5	99.7
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	99.8
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	142.8
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	125.3
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	125.6
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	148.9
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	130.8
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	122.1
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	136.3
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	107.0

<b>University of Florida</b>	71.7	73.3	73.0	75.4	75.5	80.0	80.1	81.1	85.1	89.0	89.3	91.8	101.2	106.3	
<b>University of Illinois at Urbana-Champaign</b>	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	109.5
<b>University of Iowa</b>	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	96.3
<b>University of Kansas, Main Campus</b>	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	87.6
<b>University of Maryland at College Park</b>	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	115.1
<b>University of Michigan at Ann Arbor</b>	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	118.6
<b>University of Minnesota - Twin Cities</b>	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	105.0
<b>University of Missouri, Columbia</b>	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	87.0
<b>University of Nebraska at Lincoln</b>	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	95.8
<b>University of North Carolina at Chapel Hill</b>	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	104.8
<b>University of Oregon</b>	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	89.8
<b>University of Pennsylvania</b>	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	145.6
<b>University of Pittsburgh Main Campus</b>	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	105.1
<b>University of Rochester</b>	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	118.0
<b>University of Southern California</b>	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	117.9
<b>University of Texas at Austin</b>	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	119.3
<b>University of Virginia, Main Campus</b>	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	125.3
<b>University of Washington - Seattle</b>	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	119.3
<b>University of Wisconsin-Madison</b>	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	112.5
<b>Vanderbilt University</b>	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	124.2
<b>Washington University</b>	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	128.4
<b>Yale University</b>	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	145.7
<b>AAU Academic Institution</b>	<b>2004-05</b>	<b>2005-06</b>	<b>2007-08</b>	<b>2008-09</b>	<b>2009-10</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>	<b>2019-20</b>
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	110.3
MEAN - PRIVATE	88.2	92.0	96.8	101.2	101.0	103.0	106.2	108.6	112.3	114.3	118.6	121.6	127.8	129.4	131.8
MEAN - PUB/PRIV Combined	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	119.6

<b>University of Miami</b>	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	118.2
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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	7.8
DIFFERENCE - PRIVATE	-13.0	-13.0	-13.8	-15.0	-14.1	-13.0	-14.2	-13.8	-12.9	-12.4	-13.1	-13.3	-17.2	-15.8	-13.7
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	-1.5

PERCENTAGE - PUBLIC	97.9%	99.8%	99.7%	100.0%	101.5%	103.6%	103.2%	104.3%	106.9%	109.0%	107.1%	107.6%	105.2%	106.7%	107.1%
PERCENTAGE - PRIVATE	85.2%	85.8%	85.7%	85.2%	86.0%	87.4%	86.6%	87.3%	88.6%	89.2%	88.9%	89.1%	86.5%	87.8%	89.6%
PERCENTAGE - PUB/PRI Combined	92.0%	93.3%	93.0%	92.9%	94.0%	95.8%	95.3%	96.2%	98.4%	98.9%	98.2%	98.4%	95.4%	97.5%	98.8%

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	2019-20
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	95.3
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	102.1
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	137.2
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	107.8
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	98.4
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	74.1
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	142.1
Cornell University, New York	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	121.9
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	123.5
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		112.3
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	138.6
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	105.5
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	84.1
Johns Hopkins University	68.0	-	-	-	-	-	-	-	-	84.3	99.0	105.5	108.7	112.2	115.0
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	138.8
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	84.3
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	114.0
Northwestern University	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	119.0
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	96.2
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	83.2
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	122.4
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	93.2
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	116.8
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	90.3
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	138.8
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			93.4
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	82.6
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	95.5
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	117.3
University at Buffalo (SUNY at Buffalo)	63.7	-	-	-	-	-	77.4	78.5	-		66.3	65.7	65.6	67.3	82.0
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	83.3
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		118.2
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	107.9
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	106.2
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	111.1
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	112.7
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	108.4
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	135.3
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	101.9
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	89.2
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	101.6
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	85.9

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	81.4
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	102.9
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	100.8
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	93.6
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	81.1
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	95.0
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	104.1
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	92.3
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	136.5
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	89.4
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	110.6
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	103.2
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	109.1
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	97.1
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	107.5
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	97.1
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	109.0
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	116.0
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	120.3
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	2019-20
MEAN - PUBLIC	65.1	68.0	71.0	73.6	74.5	76.0	77.9	80.1	81.7	82.7	86.5	87.9	90.7	92.3	96.6
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	116.6
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	105.5

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	101.0
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DIFFERENCE - PUBLIC	2.7	4.7	5.6	5.9	4.6	1.7	3.2	3.3	1.8	3.2	9.2	10.1	7.5	7.3	4.4
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	-15.6
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	-4.5

PERCENTAGE - PUBLIC	104.2 1%	106.9 8%	107.8 7%	108.0 2%	106.2 3%	102.2 2%	104.1 4%	104.1 1%	102.2 5%	103.8 5%	110.6 7%	111.4 7%	108.3 1%	107.8 9%	104.5 4%
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 %	86.61 %
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 %	95.76 %

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	2019-20
<b>Boston University</b>								165.5	171.7	177.4	183.6	190.5	197.7
<b>Brandeis University</b>	116.6	121.3	121.9	123.9	130	131.4	130.8	137.7	147.6	148.1	151.9	158.3	161.8
<b>Carnegie Mellon University</b>	132.2	136.5	137.6	138.9	142	146.5	150.7	154.6	152.9	158.6	162.7	167	171.6
<b>Case Western Reserve University</b>	118.9	121.5	124.2	129.1	131.2	132.3	136	137.8	139.1	142.2	146	149.6	151.7
<b>Emory University</b>	147.2	153.4	154.8	154.1	158	160.1	158.4	154.9	166.4	172	117.3	-	186.4
<b>New York University</b>	162.4	170.7	171.7	175.9	182.4	187.6	195.7	194.6	205.6	209.7	214.5	218.3	221.1
<b>Syracuse University, Main Campus</b>	107	112	112.5	115.3	117.6	122.8	-	125.4	131	134.7	129.9		
<b>Tulane University</b>	119.8	125.9	128	134.2	140.2	140.2	147.1	143.4	145.4	152.3	149.7	155.9	158.0
<b>University of Rochester</b>	118.2	124.4	125.6	129.7	133.8	138.6	143.5	164.8	152.6	159	166.7	168.3	173.6
<b>University of Southern California</b>	140.1	145	145.8	151	155.9	160.5	164.6	164.9	170.6	175.8	181.6	185.4	189.5
<b>Vanderbilt University</b>	140.3	145.9	145.1	151.3	158.3	167.9	174.8	175.7	184.8	190.6	198.8	205.9	208.6

MEAN - PEER AAU INSTITUTIONS	130.3	135.7	136.7	140.3	144.9	148.8	155.7	156.3	160.7	165.5	163.9	177.7	182.0
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	179.5

<b>University of Miami</b>	125.0	132.8	132.5	137.0	140.8	144.8	151.1	151.8	160.2	165.0	164.2	166.6	171.8
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DIFFERENCE – Miami - Peer AAU	-5.3	-2.9	-4.2	-3.3	-4.1	-4.0	-4.6	-4.5	-0.5	-0.5	-5.1	-11.1	-10.2
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PERCENTAGE - Miami / Peer 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 %	94.4 %
PERCENTAGE - Miami / Peer AAU, constant sample	95.4 %	97.4 %	96.4 %	96.6 %	96.0 %	96.1 %	97.2 %	95.4 %	98.7 %	98.8 %	95.8 %	94.6 %	95.7 %



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	2019-20
<b>Boston University</b>								113.6	117.1	120	124.8	131.3	135.1
<b>Brandeis University</b>	84	87	84.9	86.5	90.5	93.4	96.6	98.9	103.5	106.3	108.1	112.7	114.8
<b>Carnegie Mellon University</b>	96.4	98.5	97.1	97.4	98.9	101.8	104.2	108.2	105.1	108.4	111.4	115.2	118.3
<b>Case Western Reserve University</b>	81.5	83	82.5	84.5	85.8	89.6	91.6	91.5	95.1	96.7	99.4	102.2	103.5
<b>Emory University</b>	93.4	100.5	99.4	99.9	101.6	106	104.8	105.5	113.8	118.4	122	-	125.2
<b>New York University</b>	102.6	103.7	101.5	103.8	106.1	107.7	112.1	113.8	120.2	122.8	124.9	128	131.3
<b>Syracuse University, Main Campus</b>	78.2	82.1	82	83.8	85.4	87.7	-	95.2	95.7	97.7	97.4		
<b>Tulane University</b>	82.4	83.4	84	85.3	86.6	88.7	92	90.6	90.6	92.3	92.5	95.3	98.8
<b>University of Rochester</b>	85.8	89.6	88.7	91.6	97.2	100.9	101.7	103.4	105.5	109.3	112.2	115	118.0
<b>University of Southern California</b>	93.6	95.8	98.6	103.3	105.3	107.8	110	102.9	107.2	109.9	113.8	117.1	117.9
<b>Vanderbilt University</b>	91	93.5	93.1	96.2	98.6	103.5	107.5	104	111.7	114.7	119.6	120.9	124.2

MEAN - PEER AAU INSTITUTIONS	88.9	91.7	91.2	93.2	95.6	98.7	102.3	102.5	106.0	108.8	111.5	115.3	118.7
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	115.8

<b>University of Miami</b>	83.0	86.2	86.9	90.0	92.0	94.8	99.4	102.0	105.5	108.3	110.6	113.6	118.2
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DIFFERENCE – Miami - Peer AAU	-5.9	-5.5	-4.3	-3.2	-3.6	-3.9	-2.9	-0.5	-0.5	-0.5	-0.9	-1.7	-0.5
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PERCENTAGE - Miami / Peer 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%	99.5%
PERCENTAGE - Miami / Peer AAU, constant sample	92.6%	93.9%	95.2%	96.2%	95.7%	95.6%	97.5%	100.3%	100.6%	100.7%	100.3%	100.3%	102.0%

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	2008-9	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
<b>Boston University</b>								96.8	99.1	101.1	105	108.7	110.7
<b>Brandeis University</b>	74.6	78.9	79.1	79.5	84.4	83.4	82.2	83.5	84.6	88.5	90.5	93.1	95.3
<b>Carnegie Mellon University</b>	84.3	88.6	89.7	95.9	101.1	103.9	104.4	105.5	99.6	101.3	103	106.9	107.8
<b>Case Western Reserve University</b>	69.9	72.7	74.6	74.3	79.2	78	79.3	76	83.4	85.7	90.8	94.7	98.4
<b>Emory University</b>	78.9	84.1	83.4	85.3	86.5	85.4	85.9	81.1	98.2	104.9	109.8		112.3
<b>New York University</b>	90.3	93.5	92.7	95.6	99.7	105.3	110.1	109.6	115	117.5	115.2	113.4	114.0
<b>Syracuse University, Main Campus</b>	68.6	69.3	69.1	70.8	73.4	75.5	-	77.2	77.6	79.6	80.9		
<b>Tulane University</b>	66.1	65.2	67.8	69.3	71.5	74	79.8	80.7	91.5	93.2	93.3	108.5	117.3
<b>University of Rochester</b>	77.2	82.4	83.8	89.4	93.5	94.7	96	95.8	100.6	102.4	106.9	108.2	110.6
<b>University of Southern California</b>	85	86.7	89.6	91.5	93.3	93.5	95.6	91.3	93.9	97.4	97.9	100.2	103.2
<b>Vanderbilt University</b>	69.5	72.5	73.1	74.6	76.5	84.9	88.9	85.2	93.8	97	102.5	105.1	109.0

MEAN - PEER AAU INSTITUTIONS	76.4	79.4	80.3	82.6	85.9	87.9	91.4	89.3	94.3	97.1	99.6	104.3	107.9
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	107.0

<b>University of Miami</b>	76.6	79.5	79.1	77.7	81.1	83.4	83.5	85.9	95.7	98.0	98.2	99.6	101.0
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DIFFERENCE – Miami - Peer AAU	0.2	0.1	-1.2	-4.9	-4.8	-4.5	-7.9	-3.4	1.4	0.9	-1.4	-4.7	-6.8
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PERCENTAGE - Miami / Peer AAU	100.2%	100.1%	98.5%	94.0%	94.4%	94.9%	91.4%	96.2%	101.5%	100.9%	98.6%	95.5%	93.6%
PERCENTAGE - Miami / Peer AAU, constant sample	99.3%	99.3%	97.3%	92.8%	92.8%	93.0%	90.7%	94.4%	100.4%	100.1%	98.2%	96.0%	94.4%

FIGURE I: Faculty salaries relative to mean of peers, selected years

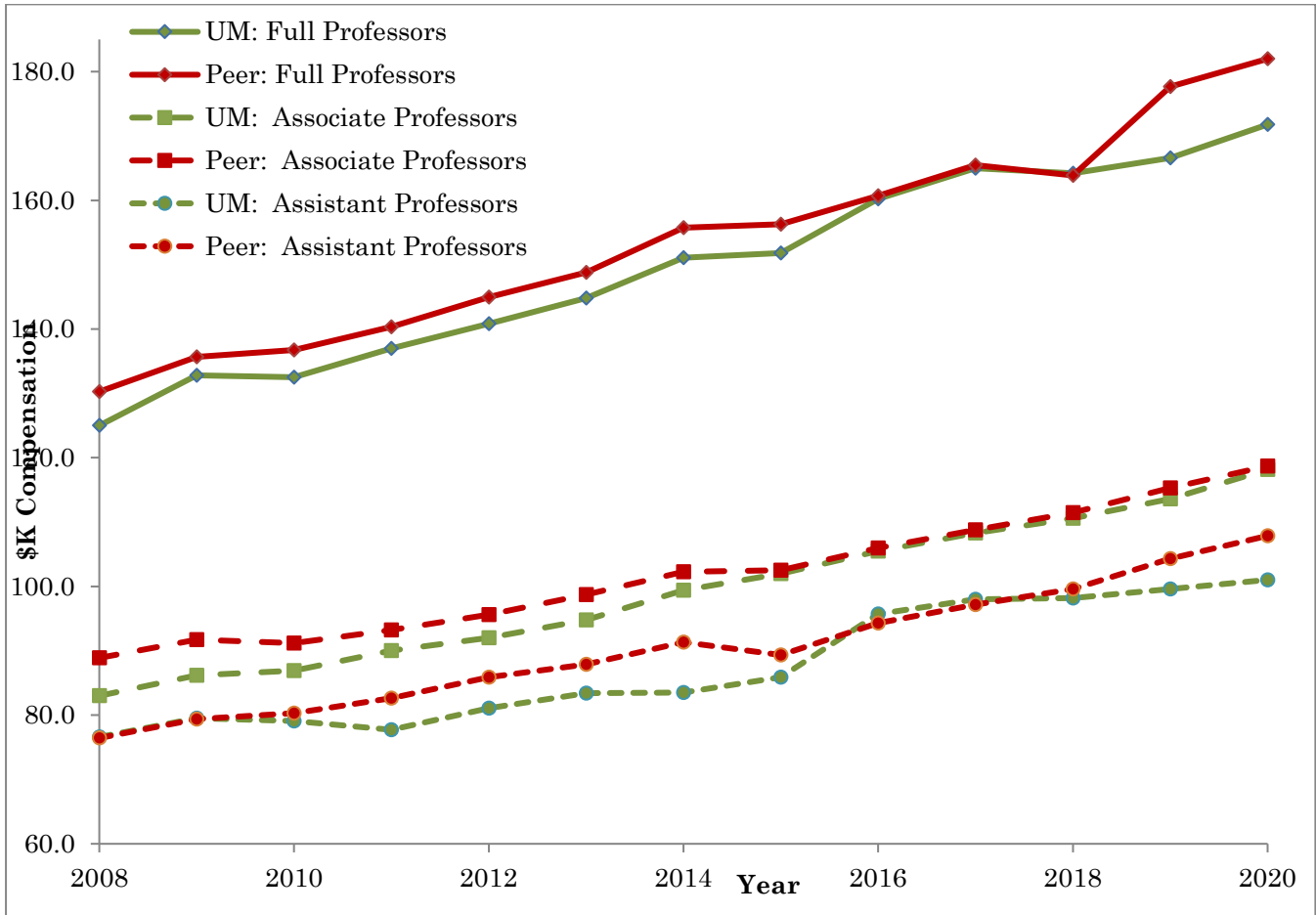


FIGURE II: Faculty salaries relative to mean of peers, selected years. Constant peer set (excludes Boston University, Emory, and Syracuse, which do not report for all years).

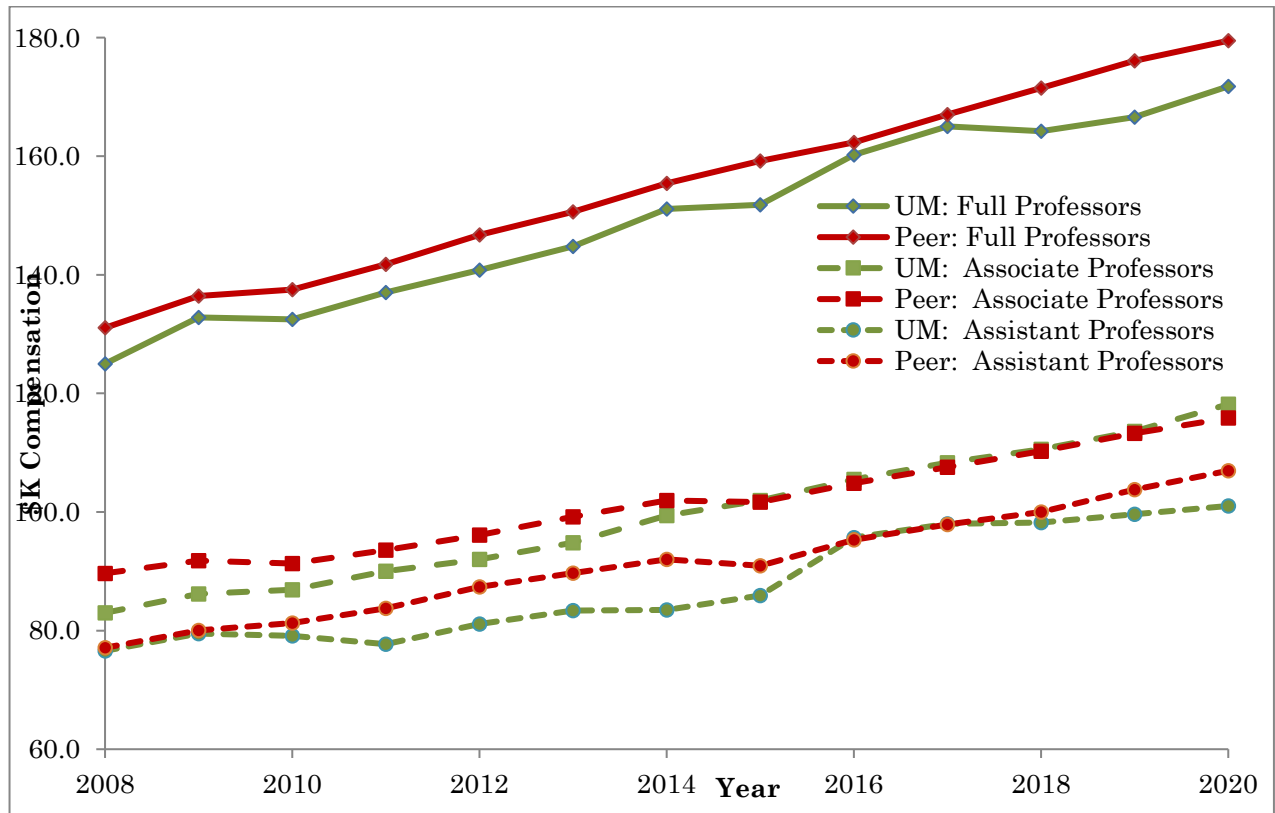


TABLE VII: SPERLING COST OF LIVING DATA. NORMALIZED SO THAT THE AVERAGE COST OF LIVING IS 100. NOTE: PEER AVERAGE REPORTED BOTH USING THE CURRENT PEER SET (EXCLUDES EMORY AND SYRACUSE) AND THE PREVIOUS PEER SET (INCLUDES EMORY AND SYRACUSE).

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
<b>Boston University</b>	149.9	102.4	83.9
<b>Brandeis University</b>	122.6	87.0	72.3
<b>Carnegie Mellon University</b>	241.4	166.5	151.7
<b>Case Western Reserve University</b>	257.2	175.4	166.8
<b>Emory University</b>	213.4	143.4	128.6
<b>New York University</b>	145.4	86.3	75.0
<b>Tulane University</b>	201.9	126.4	150.0
<b>University of Rochester</b>	268.8	182.8	171.3
<b>University of Southern California</b>	134.6	83.7	73.3
<b>Vanderbilt University</b>	253.2	150.7	132.3
<b>Peer Average Adjusted</b>	198.8	130.5	120.5
<b>Miami</b>	171.8	118.2	101.0
<b>Percent: Miami/Peer</b>	86.4%	90.6%	83.8%

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

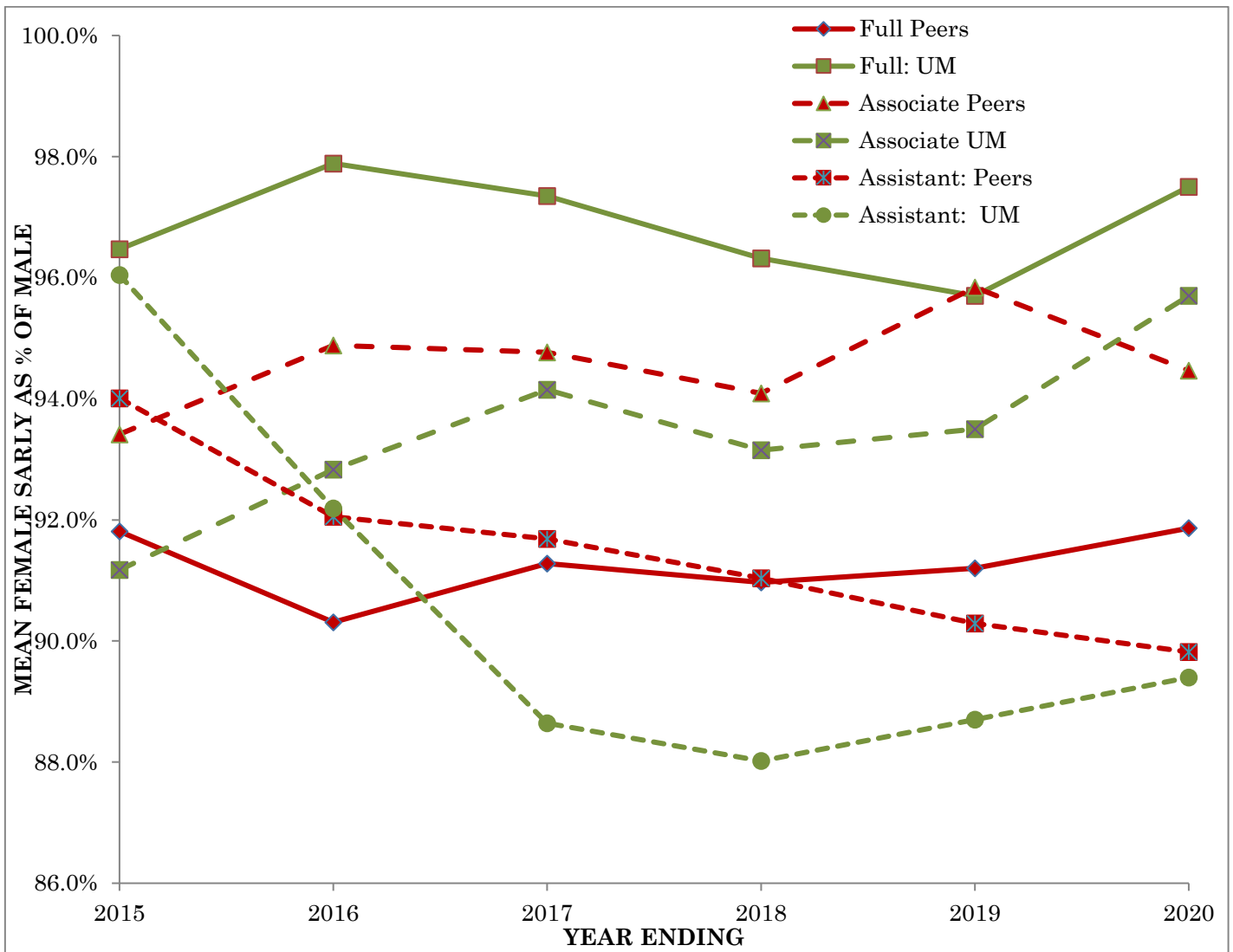


TABLE IX: SALARY INCREASES FOR CONTINUING FACULTY AND OVERALL INCREASE, 2018-19. COLUMN 7 GIVES THE AVERAGE SALARY INCREASE FOR CONTINUING FACULTY AND COLUMN 11 GIVES THE AVERAGE SALARY INCREASE FOR ALL FACULTY. COMPUTED USING SALARY INCREASES BY RANK AND THEN WEIGHTING BY THE NUMBER OF FACULTY.

Academic Institution	# FACULTY			% INC, CONTINUING FACULTY			ALL RANKS, CONTINUING	% INC, ALL FACULTY			ALL RANKS, ALL FACULTY
	FULL	ASSOC	ASST	FULL	ASSOC	ASST		FULL	ASSOC	ASST	
Boston University	502	367	307	2.90%	3.60%	4.90%	3.64%	3.76%	5.21%	1.84%	3.00%
Brandeis University	149	97	82	3.00%	4.90%	5.40%	4.16%	4.21%	4.26%	2.42%	2.16%
Carnegie Mellon University	410	269	249	2.90%	4.30%	4.10%	3.63%	2.64%	3.41%	0.86%	2.22%
Case Western Reserve University	271	173	127	2.60%	3.30%	2.50%	2.79%	2.47%	2.82%	3.87%	1.91%
Emory University	357	227	165	3.50%	5.10%	4.80%	4.27%				
New York University	898	502	340	5.00%	5.70%	3.90%	3.10%	1.77%	2.48%	0.51%	1.50%
Tulane University	214	183	159	2.30%	4.10%	2.90%	3.06%	4.14%	3.03%	8.15%	4.06%
University of Rochester	243	145	139	3.20%	4.70%	3.10%	3.59%	0.96%	2.50%	2.24%	2.77%
University of Southern California	862	605	481	3.50%	4.20%	4.80%	4.04%	2.09%	2.90%	3.04%	1.92%
Vanderbilt University	383	228	201	2.40%	3.70%	3.00%	2.91%	3.57%	1.09%	3.66%	2.27%
Peer Average				3.09%	4.25%	3.90%	3.52%	2.16%	2.33%	2.95%	2.42%
University of Miami	325	229	141	2.70%	3.80%	3.80%	2.91%	3.11%	4.02%	1.42%	2.95%

TABLE X: US NEWS AND WORLD REPORT RANKING OF UM AND PEER UNIVERSITIES OVER TIME.

Academic Institution	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Boston University	57	60	56	56	53	51	41	42	41	39	37	42	40
Brandeis University	31	31	31	34	31	33	32	35	34	34	34	35	40
Carnegie Mellon University	22	22	22	23	23	23	23	25	23	24	25	25	25
Case Western Reserve University	41	41	41	41	38	37	37	38	37	37	37	42	40
Emory University	17	18	17	20	20	20	20	21	21	20	21	21	21
New York University	34	33	32	33	33	32	32	32	32	36	30	30	29
Syracuse University, Main Campus	50	53	58	55	62	58	62	58	61	60	61	53	54
Tulane University	50	51	50	51	50	51	52	54	41	39	40	44	40
University of Rochester	35	35	35	37	35	33	32	33	33	32	34	33	29
University of Southern California	27	27	26	23	23	24	23	25	23	23	21	22	22
Vanderbilt University	19	18	17	17	17	17	17	16	15	15	14	14	15
Peer Average	35	35	35	35	35	34	34	34	33	33	32	33	32
University of Miami	52	51	50	47	38	44	47	48	51	44	46	53	57

TABLE XI: REGRESSION RESULTS, RANKING VERSUS SALARY. SHOWN ARE THE REGRESSION RESULTS FOR FULL PROFESSORS AND TOTAL SALARY, RESULTS FOR ASSOCIATE, ASSISTANT, AND RELATIVE SALARIES AVAILABLE ON REQUEST

	<i>Coefficients</i>	<i>Standard Error</i>	<i>t Stat</i>
Intercept	66.41	5.87	11.30
Full Salary (\$K)	-0.21	0.04	-5.60
<u>Regression Statistics</u>			
R Square	0.18		
Adjusted R Square	0.17		
Standard Error	11.12		
Observations	145		