

UNIVERSITY
OF MIAMI
FACULTY SENATE



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Faculty Senate Budget and Compensation Committee

2019 Salary Comparison Report

Committee Guidelines

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

Committee Membership for 2018-2019

R. Stephen Cantrell (chair), Michael G. Brown, Andrew Dawson, Murat Erkoç, Frances Hill, David L. Kelly, Joanna L. Lombard, Claire B. Paris-Limouzy, and Kay Tatum. Andrea Heuson, Faculty Senate Employee Benefits Advisory Representative, and Tomas Salerno, Faculty Senate Chair, are *ex-officio* non-voting members.

Committee Activities

Since 2005, the Budget and Compensation Committee has compared salaries at the University of Miami (UM) with those at the US-based, member institutions of the Association of American Universities (AAU), both public and private, with a particular focus on ten peer private universities in the group. The University of Miami has utilized information on these same universities (Brandeis, Carnegie-Mellon, Case Western Reserve, Emory, NYU, Syracuse, Rochester, Tulane, USC, and Vanderbilt) for various planning purposes with budgetary

implications. Although Syracuse withdrew from the AAU in 2011, they remain on the comparison list for purposes of continuity and consistency. Boston University joined the AAU in 2012 and was added to the UM's comparison group in place of Syracuse; we now include Boston University in our list.

The committee examines faculty salaries as reported by the annual AAUP Faculty Compensation Survey, which is the largest independent source of data on full-time faculty salary and benefits at two- and four-year colleges and universities in the United States. The 2018 iteration of the survey includes information on salary and benefits for more than 380,000 faculty members. The full survey can be found on: <https://www.insidehighered.com/aaup-compensation-survey>.

Appendix A includes data going back to the 2005-2006 academic year and extending annually through 2017-2018. Average salaries at the Assistant Professor, Associate Professor and Full Professor levels are given for each US-based AAU member institution along with those of UM. (Salaries at medical schools are excluded from the data.) The absolute difference between the overall AAU mean (for public member institutions, private member institutions, and the entire combined AAU membership) and the UM mean are tracked year by year for each faculty rank. We also track the UM mean for each rank as a percentage of the corresponding overall AAU mean. **Appendix B** gives the same information but only for the focus years of 2007-2008, 2012-2013 and 2017-2018. **Appendix C and D** contain the corresponding data for UM and the eleven AAU peer schools.

Our first group of charts address comparisons with the combined public and private members of the AAU, again, across all ranks and for the academic years 2007-2008, 2012-2013 and 2017-2018. Our second group of charts highlights the comparisons with the included AAU peer institutions across all ranks for the academic years 2007-2008, 2012-2013 and 2017-2018.

This year we have included additional information in relation to the peer comparison group. **Appendix E** shows an adjustment of peer schools mean salaries for 2017-2018 for cost of living using the well-regarded Sperling's Best Places.

Conclusions

1. The data with respect to the peer group is consistent across ranks. After having achieved the basic goal of parity with the mean of these institutions in both 2015-2016 and 2016-2017, the data for 2017-2018 show a relative decline
2. We show the same pattern with respect to the combined public and private membership of the AAU. We continue to run considerably ahead of the public institutions by themselves and considerably behind the full complement of private institutions.
3. We attribute these phenomena to the effects of two years of a merit faculty and staff pool of 2 %.

4. After adjusting salaries at peer institutions so that each dollar of salary is equivalent to Miami in terms of purchasing power, we see that UM salaries are only 83-84% of peer institutions. This is because most of the selected peer institutions are situated in areas with a relatively low SPERLING Cost-of-Living (COLA). This is also deterioration versus 2018 (about 90% of peers), as the cost of living increased in Miami by more than 8 of 11 peer institutions in 2019. This trend will significantly affect faculty recruitment and retention.

Recommendation

The data suggest that the effort to attain compensation equality with the selected peer AAU institutions is still a work in progress and that we have and will lose ground with a merit pool of 2%. Our recommendation is that sustained attention be brought to the mutual Senate and Administration goal of obtaining and maintaining compensation equality with the selected peer AAU institutions. We recognize that parity is a moving target, not a static goal, and that it is subject to many factors outside our immediate control. This year's 3% faculty and staff merit pool plus 0.5% faculty adjustment pool is a step in the right direction. However, we do not mean to suggest that a 3 percent pool is sufficient to achieve parity or that it is sufficient to permit the University to address existing inequities in the current compensation of individuals within various departments. Indeed, peer institutions at the full professor level have averaged increases of 2.7% over the last 3 years. Therefore, if trends at peer universities continue, even increases of 3.5% per year will only achieve parity at the full professor level after 5 years.

Appendix A: Complete AAU Mean Faculty Salaries by Rank

TABLE I: 2007-2018 AAU Mean Full Professor Faculty Salaries

AAU Academic Institution	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
*Brandeis University	116.6	121.3	121.9	123.9	130.0	131.4	130.8	137.7	147.6	148.1	151.9
*Brown University	139.9	146.4	145.8	150.7	156.7	160.8	164.7	165.1	173.6	178.9	183.9
*California Institute of Technology	162.2	172.5	171.9	171.5	172.8	179.2	182.1	187.3	194.8	199.9	204.2
*Carnegie Mellon University	132.2	136.5	137.6	138.9	142.0	146.5	150.7	154.6	152.9	158.6	162.7
*Case Western Reserve University	118.9	121.5	124.2	129.1	131.2	132.3	136.0	137.8	139.1	142.2	146.0
*Catholic University of America	99.0	103.0	106.3	108.3	113.0	116.5	114.9	114.7	116.3	113.2	109.4
*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
*Cornell University, New York	148.2	154.3	155.2	157.8	161.8	159.8	165.0	164.9	170.8	174.3	178.7
*Duke University	152.6	161.2	160.8	163.4	175.3	180.2	186.4	182.9	197.8	204.2	209.7
*Emory University	147.2	153.4	154.8	154.1	158.0	160.1	158.4	154.9	166.4	172.0	117.3
*Harvard University	184.8	192.6	191.2	193.8	198.4	203.0	207.1	214.9	220.2	227.7	245.8
Indiana University at Bloomington	114.0	118.0	120.7	120.9	128.4	132.0	132.6	120.1	138.8	140.0	142.2
Iowa State University	106.7	112.1	111.6	114.3	115.9	119.3	122.3	121.8	126.7	131.0	130.5
*Johns Hopkins University	-	-	-	-	-	-	-	147.0	167.3	171.6	184.2
*Massachusetts Institute of Technology	151.6	160.3	161.0	165.8	171.8	178.7	185.9	195.3	202.6	212.1	222.8
Michigan State University	116.0	121.9	125.0	125.2	128.6	131.2	135.1	135.0	145.4	150.1	154.6
*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
*Northwestern Univ	153.6	161.8	166.3	169.5	172.1	176.7	182.0	186.8	193.7	200.7	211.2
Ohio State University, Main Campus	121.6	126.4	129.5	131.5	134.2	136.9	139.2	131.1	145.5	113.7	150.0
Pennsylvania State U, Main Campus (U Park)	125.4	131.1	130.4	133.5	132.1	138.7	140.6	143.7	150.9	154.3	157.0
*Princeton University	172.2	180.3	181.0	186.0	193.8	200.0	206.2	194.3	222.7	229.4	238.0
Purdue University, Main Campus	111.3	115.0	115.8	122.1	125.1	127.7	130.6	126.2	134.8	145.5	142.4
*Rice University	137.1	146.6	151.8	155.2	159.5	165.4	171.5	178.6	185.7	189.2	193.0
Rutgers the State Univ of NJ New Brunswick	130.1	137.5	140.1	142.7	145.0	151.0	-	137.6	158.8	163.5	165.9
*Stanford University	173.7	181.9	181.4	188.4	195.4	207.3	215.2	220.3	229.6	236.6	246.2
SUNY at Buffalo	-	-	-	-	135.4	133.7	-	-	94.7	94.3	93.0
SUNY at Stony Brook, All Campuses	116.2	126.5	131.9	138.6	140.5	142.4	143.4	-	150.4	152.4	-
*Syracuse University, Main Campus	107.0	112.0	112.5	115.3	117.6	122.8	-	125.4	131.0	134.7	129.9
Texas A&M University Main Campus	112.3	116.3	120.3	118.9	120.0	122.2	128.2	129.3	138.4	113.4	143.4
*Tulane University	119.8	125.9	128.0	134.2	140.2	140.2	147.1	143.4	145.4	152.3	149.7
University of Arizona	113.1	114.5	117.3	117.5	119.9	119.6	122.2	122.5	124.5	129.4	132.1
University of California-Berkeley	141.0	143.5	145.8	149.1	154.0	158.9	165.4	169.6	178.9	185.1	191.2
University of California-Davis	121.5	122.7	123.4	123.8	129.4	133.0	136.7	135.0	151.4	160.1	165.6
University of California-Irvine	128.7	131.8	132.7	132.0	137.0	140.4	145.6	152.9	159.4	165.7	171.3
University of California-Los Angeles	142.0	144.5	148.0	153.7	162.6	167.0	173.9	178.0	187.8	195.0	204.0
University of California-San Diego	131.9	133.8	135.4	136.3	140.7	142.5	147.9	152.1	159.8	164.2	171.2
University of California-Santa Barbara	127.0	129.0	131.1	132.0	138.6	140.6	145.2	152.3	161.3	169.6	176.1
*University of Chicago	170.8	179.5	184.1	190.4	197.8	203.6	210.7	215.3	232.4	228.1	234.3
University of Colorado at Boulder	116.4	121.5	121.6	118.6	125.5	127.8	128.8	128.1	134.4	139.6	142.6
University of Florida	109.3	115.2	117.0	122.1	121.7	122.5	128.3	131.2	133.9	137.5	149.1
University of Illinois at Urbana-Champaign	125.7	129.6	130.0	133.5	137.2	141.7	145.0	144.9	148.0	147.7	150.5
University of Iowa	118.1	124.6	124.1	126.3	130.0	132.2	135.3	133.4	136.8	138.3	141.1

University of Kansas, Main Campus	110.5	117.3	116.9	117.7	116.1	118.3	121.2	122.1	126.4	128.6	
University of Maryland at College Park	127.5	133.4	134.7	134.4	136.3	138.1	142.0	144.0	154.5	160.1	160.8
University of Michigan at Ann Arbor	137.0	142.1	144.0	146.9	148.8	148.7	156.9	158.9	164.8	168.2	170.2
University of Minnesota - Twin Cities	121.3	127.4	124.8	123.2	125.7	134.3	136.0	131.8	138.0	142.0	143.4
University of Missouri, Columbia	102.8	111.2	111.0	111.1	113.9	117.2	117.5	118.9	123.0	122.3	123.0
University of Nebraska at Lincoln	105.2	110.1	112.0	112.3	114.8	116.0	119.0	118.3	124.2	126.8	128.1
University of North Carolina at Chapel Hill	138.5	142.7	143.0	143.3	144.0	147.9	146.7	143.9	150.6	155.2	159.3
University of Oregon	94.8	99.8	103.0	104.9	112.3	110.9	114.1	123.5	127.5	128.9	134.8
*University of Pennsylvania	163.3	169.4	170.1	175.1	181.6	187.0	-	197.6	202.0	209.2	217.3
University of Pittsburgh Main Campus	121.9	127.3	128.3	132.8	134.8	135.9	140.2	137.8	146.3	149.4	153.0
*University of Rochester	118.2	124.4	125.6	129.7	133.8	138.6	143.5	164.8	152.6	159.0	166.7
*University of Southern California	140.1	145.0	145.8	151.0	155.9	160.5	164.6	164.9	170.6	175.8	181.6
University of Texas at Austin	126.0	132.3	133.3	136.5	140.7	144.0	145.4	140.9	154.8		165.6
University of Virginia, Main Campus	132.7	133.7	134.7	136.5	141.6	143.2	150.8	151.9	164.9	172.4	177.3
University of Washington - Seattle	116.4	121.7	121.9	118.3	122.7	124.3	123.5	129.5	133.8	138.0	144.8
University of Wisconsin-Madison	107.0	109.5	111.1	113.8	114.7	118.8	123.5	116.9	129.5	132.7	136.2
*Vanderbilt University	140.3	145.9	145.1	151.3	158.3	167.9	174.8	175.7	184.8	190.6	198.8
*Washington University	150.8	159.3	160.7	164.9	172.4	175.8	183.6	174.1	188.7	191.5	196.6
*Yale University	165.1	174.7	174.1	177.1	180.4	186.3	192.2	198.5	203.5	209.5	214.3
AAU Academic Institution	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
MEAN - PUBLIC	120.3	125.0	125.8	128.0	131.4	134.1	137.0	137.0	144.1	145.8	151.5
MEAN - PRIVATE	145.9	153.0	154.5	158.2	163.5	168.5	174.4	174.8	183.3	188.2	191.4
MEAN - PUB/PRIV	131.6	137.3	138.7	141.3	145.3	149.0	153.0	153.8	161.2	164.7	169.3
University of Miami	125.00	132.80	132.5	137.0	140.8	144.8	151.1	151.8	160.2	165.0	164.2
DIFFERENCE - PUBLIC	4.7	7.8	6.7	9.0	9.4	10.7	14.1	14.8	16.1	19.2	12.7
DIFFERENCE - PRIVATE	-20.9	-20.2	-22.0	-21.2	-22.7	-23.7	-23.3	-23.0	-23.1	-23.2	-27.2
DIFFERENCE - PUB/PRI Combined	-6.6	-4.5	-6.2	-4.3	-4.5	-4.2	-1.9	-2.0	-1.0	0.3	-5.1
PERCENTAGE - PUBLIC	103.91%	106.27%	105.35%	107.02%	107.14%	107.99%	110.31%	110.83%	111.19%	113.17%	108.41%
PERCENTAGE - PRIVATE	85.67%	86.77%	85.75%	86.61%	86.14%	85.94%	86.66%	86.83%	87.38%	87.70%	85.80%
PERCENTAGE - PUB/PRI Combined	94.99%	96.69%	95.56%	96.95%	96.90%	97.19%	98.76%	98.68%	99.39%	100.20%	96.98%

* Private

Source of information:

<https://www.insidehighered.com/aaup-compensation-survey>

[p-compensation-survey](https://www.insidehighered.com/aaup-compensation-survey)

The annual AAUP Faculty Compensation Survey is the largest independent source of data on full-time faculty salary and benefits at two- and four-year colleges and universities in the United States. The 2017 iteration of the survey includes information on salary and benefits for more than 380,000 faculty members from 1,022 institutions in all 50 states and Puerto Rico.

TABLE II: 2007-2018 AAU Mean Associate Professor Faculty Salaries

AAU Academic Institution	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
*Brandeis University	84.0	87.0	84.9	86.5	90.5	93.4	96.6	98.9	103.5	106.3	108.1
*Brown University	88.0	91.9	91.9	96.8	99.3	103.4	107.6	109.4	114.7	116.0	120.1
*California Institute of Technology	120.2	126.2	126.0	112.4	121.3	122.3	-	143.0	143.3	147.2	149.0
*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
*Case Western Reserve University	81.5	83.0	82.5	84.5	85.8	89.6	91.6	91.5	95.1	96.7	99.4
*Catholic University of America	72.6	74.5	74.0	75.4	79.2	81.9	82.2	81.8	84.0	84.2	104.8
*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
*Cornell University, All Campuses	103.4	109.8	108.8	109.3	113.0	110.7	115.3	115.3	120.3	122.7	125.9
*Duke University	102.5	107.3	102.6	103.9	114.5	120.0	120.8	117.0	128.4	134.6	138.8
*Emory University	93.4	100.5	99.4	99.9	101.6	106.0	104.8	105.5	113.8	118.4	122.0
*Harvard University	106.1	112.3	116.9	120.7	120.9	118.9	123.8	165.0	129.2	127.4	151.7
Indiana University at Bloomington	114.0	118.0	82.0	82.2	87.0	88.6	90.7	83.1	94.1	95.7	
Iowa State University	77.6	81.9	81.8	82.3	83.5	86.1	88.9	90.3	92.4	97.6	98.0
*Johns Hopkins University	-	-	-	-	-			101.8	114.3	116.9	124.0
*Massachusetts Institute of Technology	106.4	110.3	111.0	115.1	120.3	112.6	127.2	132.6	136.5	143.4	149.1
Michigan State University	82.8	85.9	87.3	87.0	89.2	90.9	92.8	92.0	97.2	99.6	101.9
*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
*Northwestern Univ	100.5	105.3	106.9	108.3	110.2	112.5	115.1	120.2	123.1	130.8	135.4
Ohio State University, Main Campus	80.5	84.2	85.8	87.7	89.3	92.0	94.1	89.3	98.0	87.0	101.3
Pennsylvania State U, Main Campus	85.0	87.7	86.7	89.0	89.2	94.3	96.9	93.8	101.5	104.8	107.3
*Princeton University	107.5	114.3	116.9	120.8	123.7	129.1	129.6	119.7	138.2	141.2	143.8
Purdue University, Main Campus	77.2	80.2	80.2	84.8	87.1	89.3	91.4	91.3	95.4	100.8	101.2
*Rice University	94.5	104.3	105.7	108.7	106.0	105.2	106.4	111.5	116.1	116.7	116.8
Rutgers the State Univ of NJ New Brunswick	89.4	94.9	94.9	96.7	98.4	101.2	-	90.7	104.0	108.0	109.6
*Stanford University	122.0	128.0	124.4	126.8	131.2	135.1	140.2	140.9	144.5	150.2	206.8
SUNY at Buffalo	-	-	-	-	93.1	91.8	-		77.3	77.0	
SUNY at Stony Brook, All Campuses	86.5	92.2	95.3	99.6	99.5	98.7	100.2		103.6	104.7	
*Syracuse University, Main Campus	78.2	82.1	82.0	83.8	85.4	87.7	-	95.2	95.7	97.7	97.4
Texas A&M University Main Campus	79.8	81.8	82.5	81.9	83.1	84.5	88.1	86.9	96.1	85.2	
*Tulane University	82.4	83.4	84.0	85.3	86.6	88.7	92.0	90.6	90.6	92.3	92.5
University of Arizona	79.0	79.5	79.6	80.6	81.8	81.9	85.1	84.3	86.9	91.3	94.4
University of California-Berkeley	94.4	96.1	98.2	101.5	104.6	107.3	110.2	113.4	115.9	123.6	131.5
University of California-Davis	81.5	83.1	83.9	84.7	90.6	91.4	92.5	94.2	105.0	110.8	113.3
University of California-Irvine	83.4	84.6	85.7	84.9	89.8	92.6	95.1	99.5	101.7	109.2	115.2
University of California-Los Angeles	90.7	92.1	95.2	100.6	107.4	110.0	111.8	113.7	122.6	129.0	133.7
University of California-San Diego	82.7	85.5	88.2	88.4	90.9	92.8	96.9	99.3	108.0	112.3	115.0
University of California-Santa Barbara	79.1	78.5	80.1	81.4	85.4	86.8	90.0	93.5	100.2	103.4	107.8
*University of Chicago	103.3	106.8	106.6	108.9	114.1	117.6	118.9	123.4	132.2	127.1	126.0

University of Colorado at Boulder	84.9	88.9	88.7	86.5	90.3	92.2	94.3	95.2	96.4	99.5	102.9
University of Florida	73.0	75.4	75.5	80.0	80.1	81.1	85.1	89.0	89.3	91.6	100.0
University of Illinois at Urbana-Champaign	82.2	83.5	83.2	84.8	86.5	91.1	96.2	98.5	99.5	99.5	104.2
University of Iowa	81.0	83.1	82.5	84.1	86.4	87.4	89.9	90.1	93.4	96.1	96.4
University of Kansas, Main Campus	76.1	79.6	79.3	79.4	78.8	80.6	82.3	81.9	82.6	84.5	84.9
University of Maryland at College Park	89.5	94.9	94.4	94.5	95.7	96.8	99.2	104.3	106.6	110.2	108.7
University of Michigan at Ann Arbor	89.1	93.1	94.3	96.1	98.2	101.1	103.9	105.5	109.2	111.4	113.2
University of Minnesota - Twin Cities	84.3	86.2	85.4	85.1	86.0	88.5	91.9	92.2	95.8	99.3	100.5
University of Missouri, Columbia	70.8	75.3	74.1	73.5	75.9	78.0	78.2	78.5	80.8	81.3	80.0
University of Nebraska at Lincoln	74.4	76.7	77.2	76.7	77.6	78.9	82.0	84.7	86.7	87.6	90.0
University of North Carolina at Chapel Hill	90.9	94.1	92.6	93.1	94.6	96.6	98.1	96.9	101.8	104.9	105.7
University of Oregon	67.5	72.4	74.6	75.5	79.6	80.3	82.5	88.6	91.5	94.2	98.1
*University of Pennsylvania	107.5	114.1	110.2	112.5	117.8	117.3	-	125.2	132.1	135.0	140.1
University of Pittsburgh Main Campus	80.4	85.6	84.6	88.4	90.0	91.5	93.0	92.1	98.2	99.9	101.1
*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
*University of Southern California	93.6	95.8	98.6	103.3	105.3	107.8	110.0	102.9	107.2	109.9	113.8
University of Texas at Austin	81.3	85.3	85.3	88.6	89.9	92.8	94.4	95.3	100.5		107.6
University of Virginia, Main Campus	91.0	91.7	92.7	91.8	95.0	93.8	99.5	100.7	111.3	115.7	118.7
University of Washington - Seattle	83.4	87.1	88.1	86.8	88.3	89.2	86.4	97.7	104.8	103.9	110.1
University of Wisconsin-Madison	82.5	84.5	85.8	87.3	87.4	91.1	93.3	87.5	99.7	101.0	102.1
*Vanderbilt University	91.0	93.5	93.1	96.2	98.6	103.5	107.5	104.0	111.7	114.7	119.6
*Washington University	96.4	96.5	97.1	99.8	100.2	103.6	110.6	112.7	117.2	120.0	121.4
*Yale University	91.3	99.8	98.4	103.8	108.6	113.1	118.3	115.9	122.1	131.0	135.0
AAU Academic Institution	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
MEAN - PUBLIC	83.2	86.2	85.6	86.8	89.1	90.9	93.0	93.6	98.5	100.6	105.1
MEAN - PRIVATE	96.8	101.2	101.0	103.0	106.2	108.6	112.3	114.8	118.8	121.8	128.0
MEAN - PUB/PRIV	89.2	92.8	92.4	94.0	96.5	98.6	101.0	103.1	107.4	110.1	115.9
University of Miami	83.0	86.2	86.9	90.0	92.0	94.8	99.4	102.0	105.5	108.3	110.6
DIFFERENCE - PUBLIC	-0.2	0.0	1.3	3.2	2.9	3.9	6.4	8.4	7.0	7.7	5.5
DIFFERENCE - PRIVATE	-13.8	-15.0	-14.1	-13.0	-14.2	-13.8	-12.9	-12.9	-13.3	-13.5	-17.4
DIFFERENCE - PUB/PRI Combined	-6.2	-6.6	-5.5	-4.0	-4.5	-3.8	-1.6	-1.1	-1.9	-1.8	-5.3
PERCENTAGE - PUBLIC	99.74 9%	100.0 4%	101.4 9%	103.6 5%	103.2 3%	104.2 7%	106.9 2%	108.9 9%	107.1 4%	107.6 3%	105.1 9%
PERCENTAGE - PRIVATE	85.71 %	85.16 %	86.03 %	87.38 %	86.63 %	87.32 %	88.55 %	88.80 %	88.80 %	88.92 %	86.43 %
PERCENTAGE - PUB/PRI Combined	93.04 %	92.88 %	94.04 %	95.79 %	95.31 %	96.18 %	98.39 %	98.93 %	98.23 %	98.39 %	95.44 %

* Private

^2009-2011 Mean Public University Salaries Retroactively Corrected

TABLE III: 2007-2018 AAU Mean Assistant Professor Faculty Salaries

AAU Academic Institution	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
*Brandeis University	74.6	78.9	79.1	79.5	84.4	83.4	82.2	83.5	84.6	88.5	90.5
*Brown University	74.9	76.8	78.5	80.9	82.3	86.0	88.9	89.6	94.3	95.4	97.4
*California Institute of Technology	101.3	105.5	105.8	108.1	111.3	112.8	116.2	118.9	124.3	127.9	128.3
*Carnegie Mellon University	84.3	88.6	89.7	95.9	101.1	103.9	104.4	105.5	99.6	101.3	103.0
*Case Western Reserve University	69.9	72.7	74.6	74.3	79.2	78.0	79.3	76.0	83.4	85.7	90.8
*Catholic University of America	64.1	66.4	65.6	67.2	68.4	69.2	68.4	69.6	69.4	71.4	71.9
*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
*Cornell University, All Campuses	89.8	93.5	92.3	96.5	97.0	97.8	98.4	100.0	110.5	112.5	116.6
*Duke University	87.3	91.6	89.8	87.2	96.0	97.3	103.5	88.5	109.9	114.0	114.1
*Emory University	78.9	84.1	83.4	85.3	86.5	85.4	85.9	81.1	98.2	104.9	109.8
*Harvard University	95.4	101.4	104.4	104.0	109.8	113.4	114.5	114.8	120.2	123.7	140.7
Indiana University at Bloomington	68.4	71.1	72.4	72.8	77.4	80.4	83.0	74.6	91.8	96.3	99.9
Iowa State University	67.6	71.5	71.4	73.7	75.1	76.6	78.8	81.2	82.0	83.8	84.4
*Johns Hopkins University	-	-	-	-	-			84.3	99.0	105.5	108.7
*Massachusetts Institute of Technology	93.3	97.5	100.6	100.0	102.8	106.3	111.1	113.9	116.4	120.6	124.5
Michigan State University	64.2	66.9	68.6	69.1	69.5	71.0	72.0	73.1	76.6	79.7	82.6
*New York University	90.3	93.5	92.7	95.6	99.7	105.3	110.1	109.6	115.0	117.5	115.2
*Northwestern Univ	87.9	93.5	95.3	96.8	98.9	98.4	102.7	106.8	111.4	117.2	116.7
Ohio State University, Main Campus	70.9	75.0	78.0	79.4	81.5	85.1	84.8	78.7	86.0	80.1	89.4
Pennsylvania State U, Main Campus	69.5	72.4	72.0	75.9	76.1	82.5	85.0	73.4	89.1	89.6	90.4
*Princeton University	81.2	85.8	87.7	90.8	94.2	96.8	101.7	94.2	107.3	109.9	115.2
Purdue University, Main Campus	69.2	72.3	72.7	77.4	79.1	80.4	80.7	81.8	84.9	89.7	89.7
*Rice University	81.6	87.4	85.2	86.4	86.6	92.2	95.5	98.5	99.6	105.4	107.6
Rutgers the State Univ of NJ New Brunswick	72.5	76.0	76.9	78.9	78.6	81.7	-	71.0	83.5	86.3	86.3
*Stanford University	94.3	100.8	100.5	103.4	109.8	111.3	117.5	120.4	125.9	128.2	131.6
SUNY at Buffalo	-	-	-	-	77.4	78.5	-		66.3	65.7	65.6
SUNY at Stony Brook, All Campuses	68.6	71.6	74.9	78.6	78.1	78.9	80.5		88.4	87.4	
*Syracuse University, Main Campus	68.6	69.3	69.1	70.8	73.4	75.5	-	77.2	77.6	79.6	80.9
Texas A&M University Main Campus	70.5	72.2	73.6	73.7	72.8	75.6	80.4	73.8	86.9	77.6	89.4
*Tulane University	66.1	65.2	67.8	69.3	71.5	74.0	79.8	80.7	91.5	93.2	93.3
University of Arizona	69.7	66.6	68.0	68.4	70.8	74.0	73.4	73.4	76.4	80.1	79.7
University of California -Berkeley	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	74.2	75.9	77.0	78.7	81.3	81.6	83.7	82.9	89.3	92.4	96.1
University of California-Irvine	74.2	75.1	75.6	78.4	80.7	82.4	85.6	86.6	90.7	95.3	96.1
University of California-Los Angeles	76.8	79.6	81.7	84.0	87.4	88.8	91.5	93.8	97.9	101.4	106.0
University of California-San Diego	77.5	77.7	79.6	80.9	87.0	88.7	90.3	90.7	92.3	98.1	100.8
University of California-Santa Barbara	71.3	74.0	76.4	76.7	78.5	77.2	78.2	82.2	85.7	88.3	92.8
*University of Chicago	90.7	97.7	100.1	100.5	102.6	102.7	105.6	112.0	115.8	118.2	121.4
University of Colorado at Boulder	72.3	75.6	75.2	74.4	77.5	79.4	82.4	86.0	87.5	92.6	94.5
University of Florida	62.5	63.6	63.9	68.4	68.9	71.0	76.2	81.1	79.1	80.7	88.2
University of Illinois at Urbana-Champaign	73.7	76.3	76.8	80.3	83.6	87.4	90.4	88.8	91.3	92.2	95.5
University of Iowa	69.6	72.6	71.4	72.5	74.1	74.6	76.7	77.8	83.8	84.3	87.8
University of Kansas, Main Campus	65.0	67.1	65.9	66.3	69.2	71.8	73.3	71.6	76.8	79.4	76.8
University of Maryland at College Park	78.8	83.4	82.6	82.4	83.9	85.2	86.5	120.5	89.7	95.7	95.4
University of Michigan at Ann Arbor	79.3	81.6	83.1	84.5	85.8	88.8	89.6	88.2	92.2	93.1	95.6
University of Minnesota - Twin Cities	72.3	75.0	76.5	78.5	79.1	81.8	82.3	80.7	85.8	87.5	89.0

University of Missouri, Columbia	58.2	61.1	60.7	60.9	61.7	63.8	64.7	65.6	69.6	69.0	71.4
University of Nebraska at Lincoln	65.1	66.3	68.9	68.9	71.6	74.6	77.7	79.2	83.0	84.7	87.8
University of North Carolina at Chapel Hill	76.9	82.0	80.8	81.1	80.5	84.4	81.1	82.8	87.1	91.2	95.7
University of Oregon	61.9	66.4	69.4	72.0	74.0	76.5	75.0	83.6	84.3	85.6	84.9
*University of Pennsylvania	95.9	98.0	102.3	106.8	112.3	116.2	-	119.6	123.2	127.5	130.3
University of Pittsburgh Main Campus	67.7	71.1	70.1	72.2	75.0	75.8	77.8	73.3	80.2	81.5	85.6
*University of Rochester	77.2	82.4	83.8	89.4	93.5	94.7	96.0	95.8	100.6	102.4	106.9
*University of Southern California	85.0	86.7	89.6	91.5	93.3	93.5	95.6	91.3	93.9	97.4	97.9
University of Texas at Austin	77.6	81.8	82.2	82.4	83.9	86.0	88.5	89.5	93.9		101.5
University of Virginia, Main Campus	74.5	74.7	75.2	76.3	80.3	82.9	87.0	87.9	94.9	96.0	90.6
University of Washington - Seattle	73.9	78.0	77.2	77.4	79.3	84.1	75.3	91.7	98.1	99.0	101.9
University of Wisconsin-Madison	70.4	73.0	73.6	74.9	75.9	77.5	81.6	80.2	85.5	87.2	89.5
*Vanderbilt University	69.5	72.5	73.1	74.6	76.5	84.9	88.9	85.2	93.8	97.0	102.5
*Washington University	80.0	85.0	85.4	89.9	96.8	98.8	98.3	100.0	104.7	108.8	110.4
*Yale University	81.6	86.0	85.6	87.5	89.7	94.2	95.9	99.2	103.3	108.7	109.6
AAU Academic Institution	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
MEAN - PUBLIC	71.0	73.6	71.4	73.0	77.6	79.8	81.4	82.7	86.5	87.9	90.7
MEAN - PRIVATE	82.6	86.6	87.5	89.6	92.9	95.3	98.0	97.4	103.5	106.9	109.7
MEAN - PUB/PRIV	76.1	79.3	80.2	82.0	84.4	86.7	88.7	89.4	94.0	96.4	99.2
University of Miami	76.6	79.5	79.1	77.7	81.1	83.4	83.5	85.9	95.7	98.0	98.2
DIFFERENCE - PUBLIC	5.6	5.9	7.7	4.7	3.5	3.6	2.1	3.2	9.2	10.1	7.5
DIFFERENCE - PRIVATE	-6.0	-7.1	-8.4	-11.9	-11.8	-11.9	-14.5	-11.5	-7.8	-8.9	-11.5
DIFFERENCE - PUB/PRI Combined	0.5	0.2	-1.1	-4.3	-3.3	-3.3	-5.2	-3.5	1.7	1.6	-1.0
PERCENTAGE - PUBLIC	107.87%	108.02%	110.74%	106.38%	104.51%	104.45%	102.60%	103.85%	110.67%	111.47%	108.31%
PERCENTAGE - PRIVATE	92.74%	91.85%	90.43%	86.73%	87.25%	87.51%	85.23%	88.19%	92.45%	91.71%	89.51%
PERCENTAGE - PUB/PRI Combined	100.64%	100.24%	98.64%	94.76%	96.08%	96.20%	94.19%	96.04%	101.79%	101.62%	98.96%

* Private

^2009-2011 Mean Public University Salaries Retroactively Corrected

Appendix B: Complete AAU Mean Faculty Salary Comparison

TABLE IV: AAU Mean Faculty Salaries for Select Years

AAU Faculty Salary Comparison Average Salary (\$1,000s)

AAU Academic Institution	Full Professor			Associate Professor			Assistant Professor		
	2007-08	2012-13	2017-18	2007-08	2012-13	2017-18	2007-08	2012-13	2017-18
*Brandeis University	116.6	131.4	151.9	84.0	93.4	108.1	74.6	83.4	90.5
*Brown University	139.9	160.8	183.9	88.0	103.4	120.1	74.9	86.0	97.4
*California Institute of Technology	162.2	179.2	204.2	120.2	122.3	149.0	101.3	112.8	128.3
*Carnegie Mellon University	132.2	146.5	162.7	96.4	101.8	111.4	84.3	103.9	103.0
*Case Western Reserve University	118.9	132.3	146.0	81.5	89.6	99.4	69.9	78.0	90.8
*Catholic University of America	99.0	116.5	109.4	72.6	81.9	104.8	64.1	69.2	71.9
*Columbia University in the City of New York	166.2	212.3	251.3	106.6	132.4	161.2	83.7	105.8	126.2
*Cornell University, New York	148.2	159.8	178.7	103.4	110.7	125.9	89.8	97.8	116.6
*Duke University	152.6	180.2	209.7	102.5	120.0	138.8	87.3	97.3	114.1
*Emory University	147.2	160.1	117.3	93.4	106.0	122.0	78.9	85.4	109.8
*Harvard University	184.8	203.0	245.8	106.1	118.9	151.7	95.4	113.4	140.7
Indiana University at Bloomington	114.0	132.0	142.2	114.0	88.6		68.4	80.4	99.9
Iowa State University	106.7	119.3	130.5	77.6	86.1	98.0	67.6	76.6	84.4
*Johns Hopkins University	-		184.2	-		124.0	-		108.7
*Massachusetts Institute of Technology	151.6	178.7	222.8	106.4	112.6	149.1	93.3	106.3	124.5
Michigan State University	116.0	131.2	154.6	82.8	90.9	101.9	64.2	71.0	82.6
*New York University	162.4	187.6	214.5	102.6	107.7	124.9	90.3	105.3	115.2
*Northwestern Univ	153.6	176.7	211.2	100.5	112.5	135.4	87.9	98.4	116.7
Ohio State University, Main Campus	121.6	136.9	150.0	80.5	92.0	101.3	70.9	85.1	89.4
Pennsylvania State U, Main Campus (U Park)	125.4	138.7	157.0	85.0	94.3	107.3	69.5	82.5	90.4
*Princeton University	172.2	200.0	238.0	107.5	129.1	143.8	81.2	96.8	115.2
Purdue University, Main Campus	111.3	127.7	142.4	77.2	89.3	101.2	69.2	80.4	89.7
*Rice University	137.1	165.4	193.0	94.5	105.2	116.8	81.6	92.2	107.6
Rutgers the State Univ of NJ New Brunswick	130.1	151.0	165.9	89.4	101.2	109.6	72.5	81.7	86.3
*Stanford University	173.7	207.3	246.2	122.0	135.1	206.8	94.3	111.3	131.6
SUNY at Buffalo	-	133.7	93.0	-	91.8		-	78.5	65.6
SUNY at Stony Brook, All Campuses	116.2	142.4		86.5	98.7		68.6	78.9	
*Syracuse University, Main Campus	107.0	122.8	129.9	78.2	87.7	97.4	68.6	75.5	80.9
Texas A&M University Main Campus	112.3	122.2	143.4	79.8	84.5		70.5	75.6	89.4
*Tulane University	119.8	140.2	149.7	82.4	88.7	92.5	66.1	74.0	93.3
University of Arizona	113.1	119.6	132.1	79.0	81.9	94.4	69.7	74.0	79.7
University of California-Berkeley	141.0	158.9	191.2	94.4	107.3	131.5	78.5	94.7	111.0
University of California-Davis	121.5	133.0	165.6	81.5	91.4	113.3	74.2	81.6	96.1
University of California-Irvine	128.7	140.4	171.3	83.4	92.6	115.2	74.2	82.4	96.1
University of California-Los Angeles	142.0	167.0	204.0	90.7	110.0	133.7	76.8	88.8	106.0
University of California-San Diego	131.9	142.5	171.2	82.7	92.8	115.0	77.5	88.7	100.8
University of California-Santa Barbara	127.0	140.6	176.1	79.1	86.8	107.8	71.3	77.2	92.8
*University of Chicago	170.8	203.6	234.3	103.3	117.6	126.0	90.7	102.7	121.4
University of Colorado at Boulder	116.4	127.8	142.6	84.9	92.2	102.9	72.3	79.4	94.5
University of Florida	109.3	122.5	149.1	73.0	81.1	100.0	62.5	71.0	88.2
University of Illinois at Urbana-Champaign	125.7	141.7	150.5	82.2	91.1	104.2	73.7	87.4	95.5
University of Iowa	118.1	132.2	141.1	81.0	87.4	96.4	69.6	74.6	87.8
University of Kansas, Main Campus	110.5	118.3	128.6	76.1	80.6	84.9	65.0	71.8	76.8
University of Maryland at College Park	127.5	138.1	160.8	89.5	96.8	108.7	78.8	85.2	95.4
University of Michigan at Ann Arbor	137.0	148.7	170.2	89.1	101.1	113.2	79.3	88.8	95.6
University of Minnesota - Twin Cities	121.3	134.3	143.4	84.3	88.5	100.5	72.3	81.8	89.0
University of Missouri, Columbia	102.8	117.2	123.0	70.8	78.0	80.0	58.2	63.8	71.4
University of Nebraska at Lincoln	105.2	116.0	128.1	74.4	78.9	90.0	65.1	74.6	87.8
University of North Carolina at Chapel Hill	138.5	147.9	159.3	90.9	96.6	105.7	76.9	84.4	95.7
University of Oregon	94.8	110.9	134.8	67.5	80.3	98.1	61.9	76.5	84.9
*University of Pennsylvania	163.3	187.0	217.3	107.5	117.3	140.1	95.9	116.2	130.3
University of Pittsburgh Main Campus	121.9	135.9	153.0	80.4	91.5	101.1	67.7	75.8	85.6
*University of Rochester	118.2	138.6	166.7	85.8	100.9	112.2	77.2	94.7	106.9

*University of Southern California	140.1	160.5	181.6	93.6	107.8	113.8	85.0	93.5	97.9
University of Texas at Austin	126.0	144.0	165.6	81.3	92.8	107.6	77.6	86.0	101.5
University of Virginia, Main Campus	132.7	143.2	177.3	91.0	93.8	118.7	74.5	82.9	90.6
University of Washington - Seattle	116.4	124.3	144.8	83.4	89.2	110.1	73.9	84.1	101.9
University of Wisconsin-Madison	107.0	118.8	136.2	82.5	91.1	102.1	70.4	77.5	89.5
*Vanderbilt University	140.3	167.9	198.8	91.0	103.5	119.6	69.5	84.9	102.5
*Washington University	150.8	175.8	196.6	96.4	103.6	121.4	80.0	98.8	110.4
*Yale University	165.1	186.3	214.3	91.3	113.1	135.0	81.6	94.2	109.6

MEAN - PUBLIC	120.3	134.1	150.8	83.2	90.9	105.1	71.0	79.8	90.7
MEAN - PRIVATE	145.9	168.5	191.4	96.8	108.6	128.0	82.6	95.3	109.7
MEAN - PUB/PRIV	131.6	149.0	169.3	89.2	98.6	115.9	76.1	86.7	99.2

University of Miami	125.00	144.8	164.2	83.0	94.8	110.6	76.6	83.4	98.2
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DIFFERENCE - PUBLIC	4.7	10.7	13.4	-0.2	3.9	5.5	5.6	3.6	7.5
DIFFERENCE - PRIVATE	-20.9	-23.7	-27.2	-13.8	-13.8	-17.4	-6.0	-11.9	-11.5
DIFFERENCE - PUB/PRI Combined	-6.6	-4.2	-5.1	-6.2	-3.8	-5.3	0.5	-3.3	-1.0

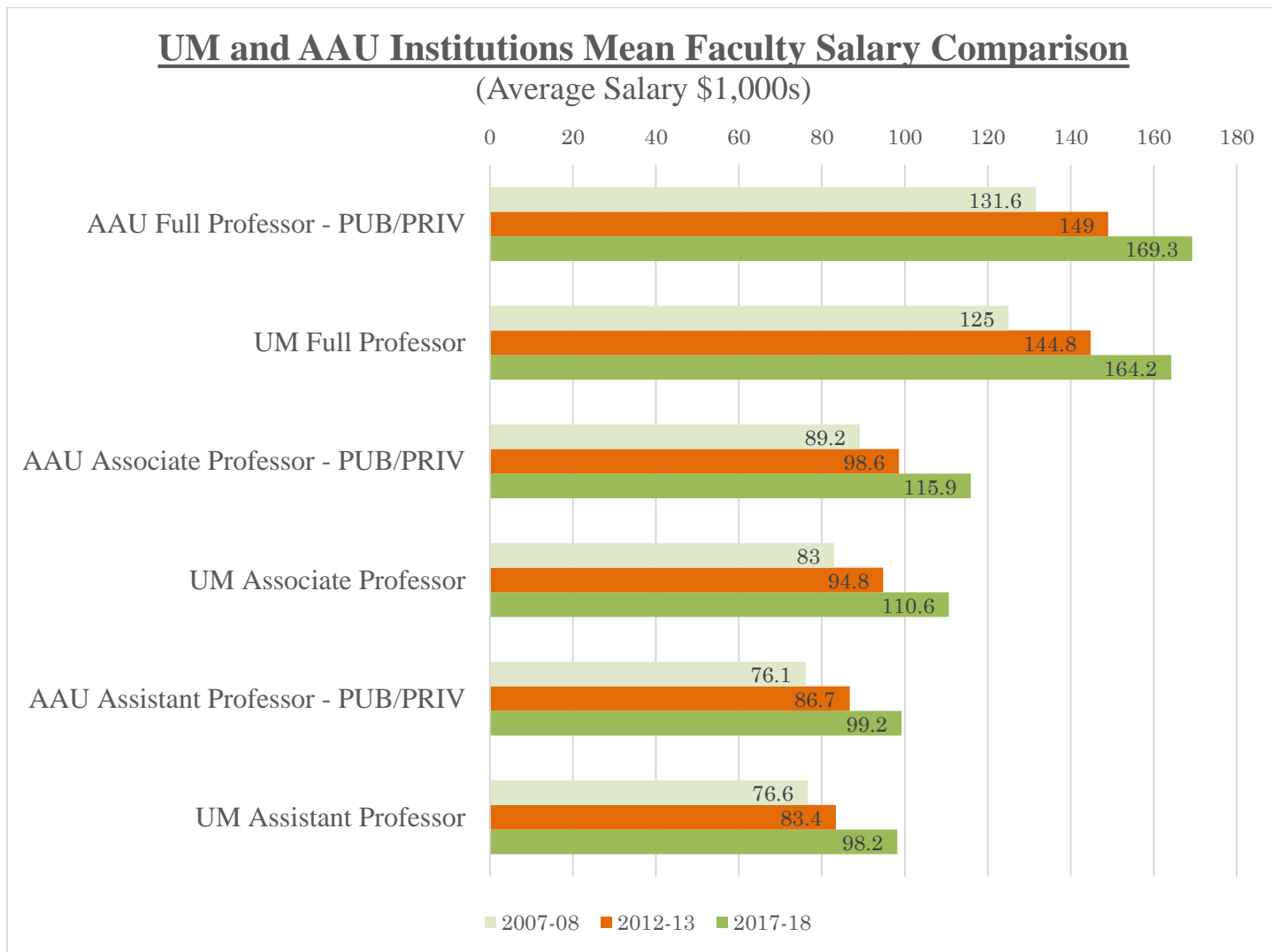
PERCENTAGE - PUBLIC	103.91%	107.99%	108.89%	99.749%	104.27%	105.19%	107.87%	104.45%	108.31%
PERCENTAGE - PRIVATE	85.67%	85.94%	85.80%	85.71%	87.32%	86.43%	92.74%	87.51%	89.51%
PERCENTAGE - PUB/PRI Combined	94.99%	97.19%	96.98%	93.04%	96.18%	95.44%	100.64%	96.20%	98.96%

* Private

^2009-2011 Mean Public University Salaries

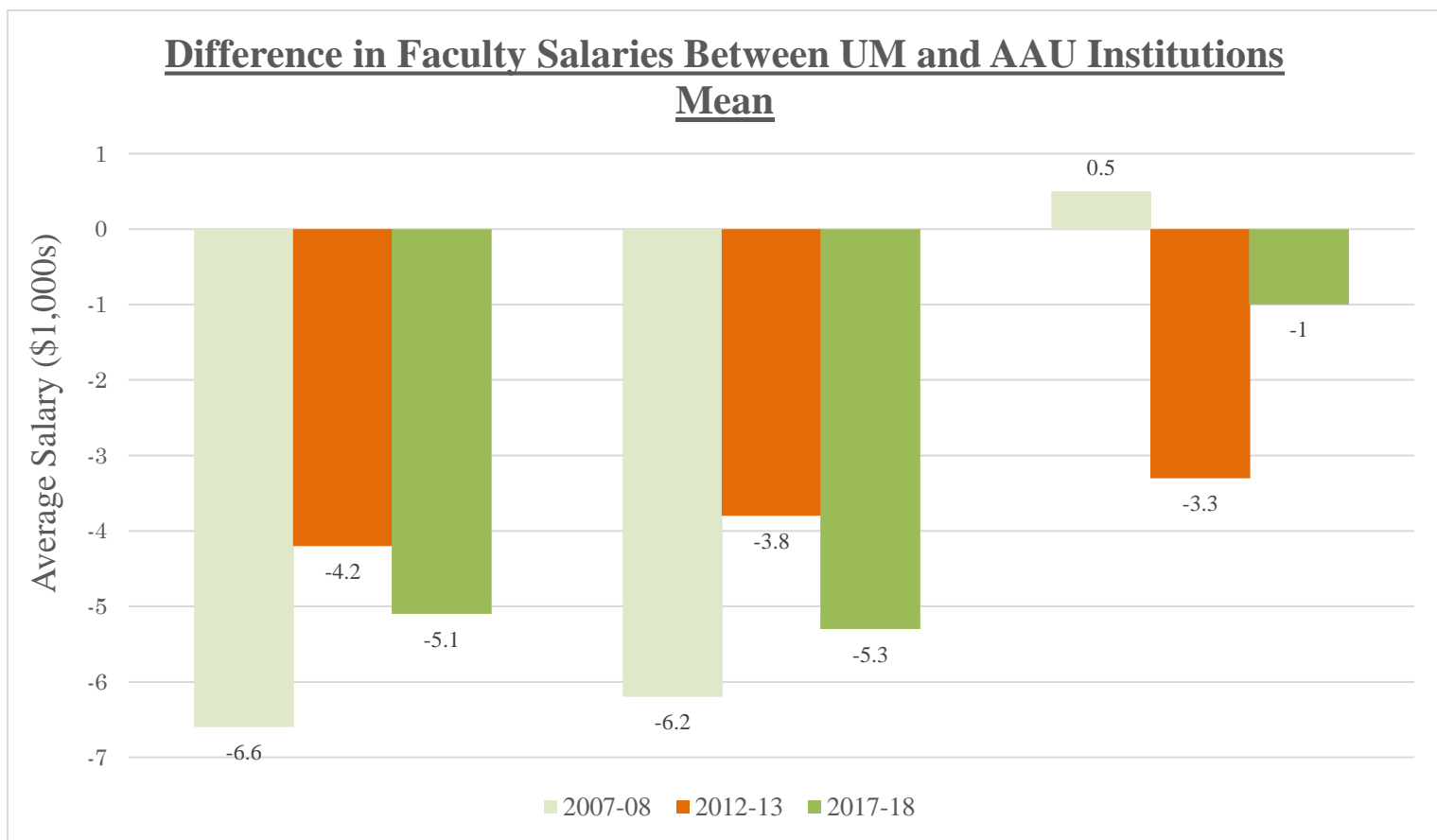
Retroactively Corrected

TABLE V: UM and AAU Mean Faculty Salary Comparison



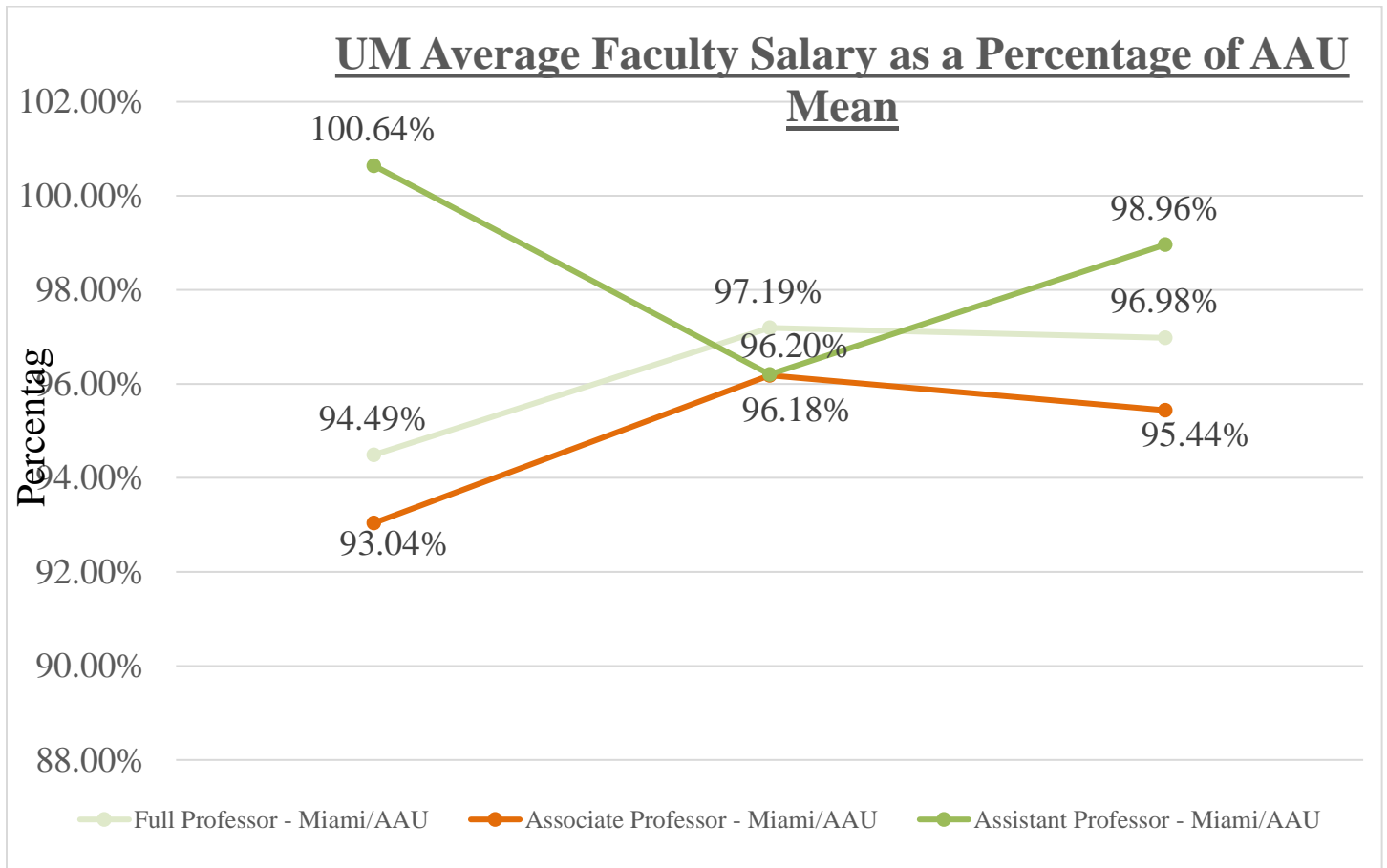
	UM Assistant Professor	AAU Assistant Professor - PUB/PRIV	UM Associate Professor	AAU Associate Professor - PUB/PRIV	UM Full Professor	AAU Full Professor - PUB/PRIV
2007-08	76.6	76.1	83	89.2	125	131.6
2012-13	83.4	86.7	94.8	98.6	144.8	149
2017-18	98.2	99.2	110.6	115.9	164.2	169.3

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



	Full Professor DIFFERENCE - Miami/AAU	Associate Professor DIFFERENCE - MIAMI/AAU	Assistant Professor Difference Miami/AAU
2007-08	-6.6	-6.2	0.5
2012-13	-4.2	-3.8	-3.3
2017-18	-5.1	-5.3	-1

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



	2007-08	2012-13	2017-18
Full Professor - Miami/AAU	94.49%	97.19%	96.98%
Associate Professor - Miami/AAU	93.04%	96.18%	95.44%
Assistant Professor - Miami/AAU	100.64%	96.20%	98.96%

Appendix C: AAU Peer Institutions Mean Faculty Salaries by Rank

TABLE VIII: 2005-2018 AAU Peer Institutions Mean Full Professor Faculty Salaries

Average Salary (\$1000s)

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
Boston University										165.5	171.7	177.4	183.6
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
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
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
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	177.3
*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
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
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
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	166.7
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
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

MEAN - AAU INSTITUTIONS	120.0 9	124.9 0	130.2 7	135.6 6	136.7 2	140.3 4	144.9 4	148.7 9	155.7 3	156.3 0	160.7 0	165.4 9	169.3 4
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University of Miami	111.5 0	118.0 0	125.0 0	132.8 0	132.5 0	137.0 0	140.8 0	144.8 0	151.1 0	155.4 0	160.2 0	165.0 0	164.2 0
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DIFFERENCE - Miami and AAU	-8.59	-6.90	-5.27	-2.86	-4.22	-3.34	-4.14	-3.99	-4.63	-0.90	-0.50	-0.49	-5.14
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PERCENTAGE - Miami / AAU	92.85 %	94.48 %	95.95 %	97.89 %	96.91 %	97.62 %	97.14 %	97.32 %	97.02 %	99.42 %	99.69 %	99.70 %	96.97 %
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* New York University data was not reported on time for inclusion in regular Inside Higher Ed website, but can be found in this appendix: https://www.aaup.org/file/ARES17_corrections_0.pdf

Source:

<https://www.insidehighered.com/aaup-compensation-survey>

The annual AAUP Faculty Compensation Survey is the largest independent source of data on full-time faculty salary and benefits at two- and four-year colleges and universities in the United States. The 2017 iteration of the survey includes information on salary and benefits for more than 380,000 faculty members from 1,022 institutions in all 50 states and Puerto Rico. The survey, along with the accompanying "Annual Report on the Economic Status of the Profession," is published each year in the March–April issue of *Academe*, the AAUP's magazine. *Inside Higher Ed* below presents these data in an easily searchable database.

TABLE IX: 2005-2018 AAU Peer Institutions Mean Associate Professor Faculty Salaries

Average Salary (\$1000s)

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
Boston University										113.6	117.1	120.0	124.8
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
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
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
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
*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
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
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
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
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
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

MEAN - AAU INSTITUTIONS	82.31	84.78	88.89	91.71	91.18	93.23	95.60	98.71	102.28	101.40	104.84	108.77	111.46
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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
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DIFFERENCE - Miami and AAU	-7.11	-5.78	-5.89	-5.51	-4.28	-3.23	-3.60	-3.91	-2.88	0.56	0.66	-0.47	-0.86
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PERCENTAGE - Miami / AAU	91.36%	93.18%	93.37%	93.99%	95.31%	96.54%	96.23%	96.04%	97.19%	100.55%	100.63%	99.57%	99.23%
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TABLE X: 2005-2018 AAU Peer Institutions Mean Assistant Professor Faculty Salaries

Average Salary (\$1000s)

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
Boston University										96.8	99.1	101.1	105
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
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
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
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
*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
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
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
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
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
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	102.5

MEAN - AAU INSTITUTIONS	70.68	73.07	76.44	79.39	80.29	82.62	85.91	87.86	91.36	88.59	93.82	97.15	99.62
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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
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DIFFERENCE - Miami and AAU	-2.88	-0.37	0.16	0.11	-1.19	-4.92	-4.81	-4.46	-7.86	-2.69	1.88	0.85	-1.42
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PERCENTAGE - Miami / AAU	95.93 %	99.49 %	100.21 %	100.14 %	98.52 %	94.05 %	94.40 %	94.92 %	91.40 %	96.96 %	102.00 %	100.88 %	98.58 %
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Appendix D: AAU Peer Institutions Mean Faculty Salary Comparison

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

UM and AAU Peer Institutions Faculty Salaries

Average Salary (\$1,000s)

Academic Institution	Full Professors			Associate Professors			Assistant Professors		
	2007-08	2012-13	2017-18	2007-08	2012-13	2017-18	2007-08	2012-13	2017-18
*Boston University			183.6			124.8			105
*Brandeis University	116.6	131.4	151.9	84.0	93.4	108.1	74.6	83.4	90.5
*Carnegie Mellon University	132.2	146.5	162.7	96.4	101.8	111.4	84.3	103.9	103.0
*Case Western Reserve University	118.9	132.3	146.0	81.5	89.6	99.4	69.9	78.0	90.8
*Emory University	147.2	160.1	177.3	93.4	106.0	122.0	78.9	85.4	109.8
*New York University	162.4	187.6	214.5	102.6	107.7	124.9	90.3	105.3	115.2
*Syracuse University, Main Campus	107.0	122.8	129.9	78.2	87.7	97.4	68.6	75.5	80.9
*Tulane University	119.8	140.2	149.7	82.4	88.7	92.5	66.1	74.0	93.3
*University of Rochester	118.2	138.6	166.7	85.8	100.9	112.2	77.2	94.7	106.9
*University of Southern California	140.1	160.5	181.6	93.6	107.8	113.8	85.0	93.5	97.9
*Vanderbilt University	140.3	167.9	198.8	91.0	103.5	119.6	69.5	84.9	102.5

MEAN - AAU INSTITUTIONS	130.27	148.79	169.34	88.89	98.71	111.46	76.44	87.86	99.62
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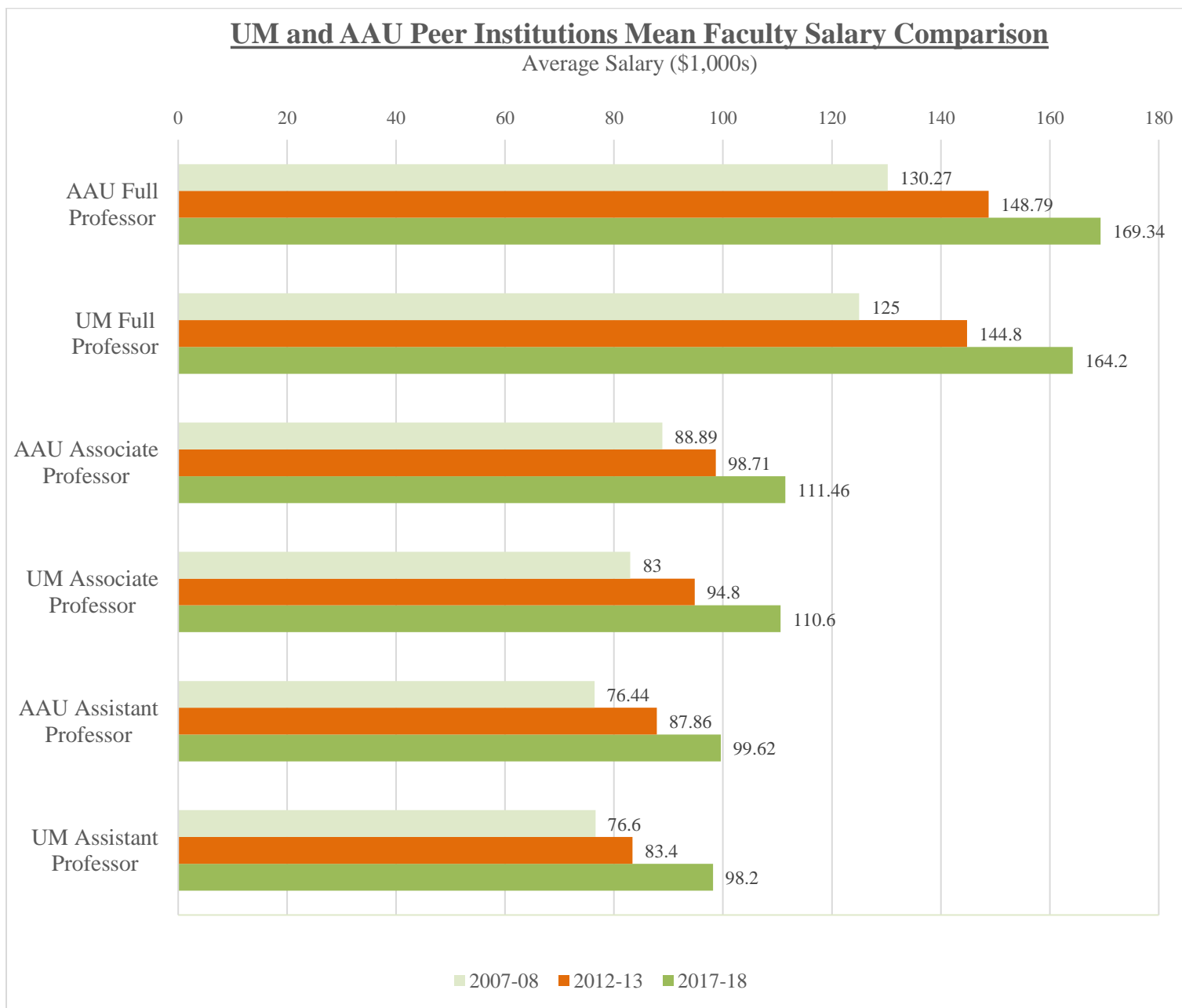
*University of Miami	125.00	144.80	164.20	83.0	94.8	110.6	76.6	83.4	98.2
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DIFFERENCE - Miami and AAU	-5.27	-3.99	-5.14	-5.89	-3.91	-0.86	0.16	-4.46	-1.42
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PERCENTAGE - Miami / AAU	95.95%	97.32%	96.97%	93.37%	96.04%	99.23%	100.21%	94.92%	98.58%
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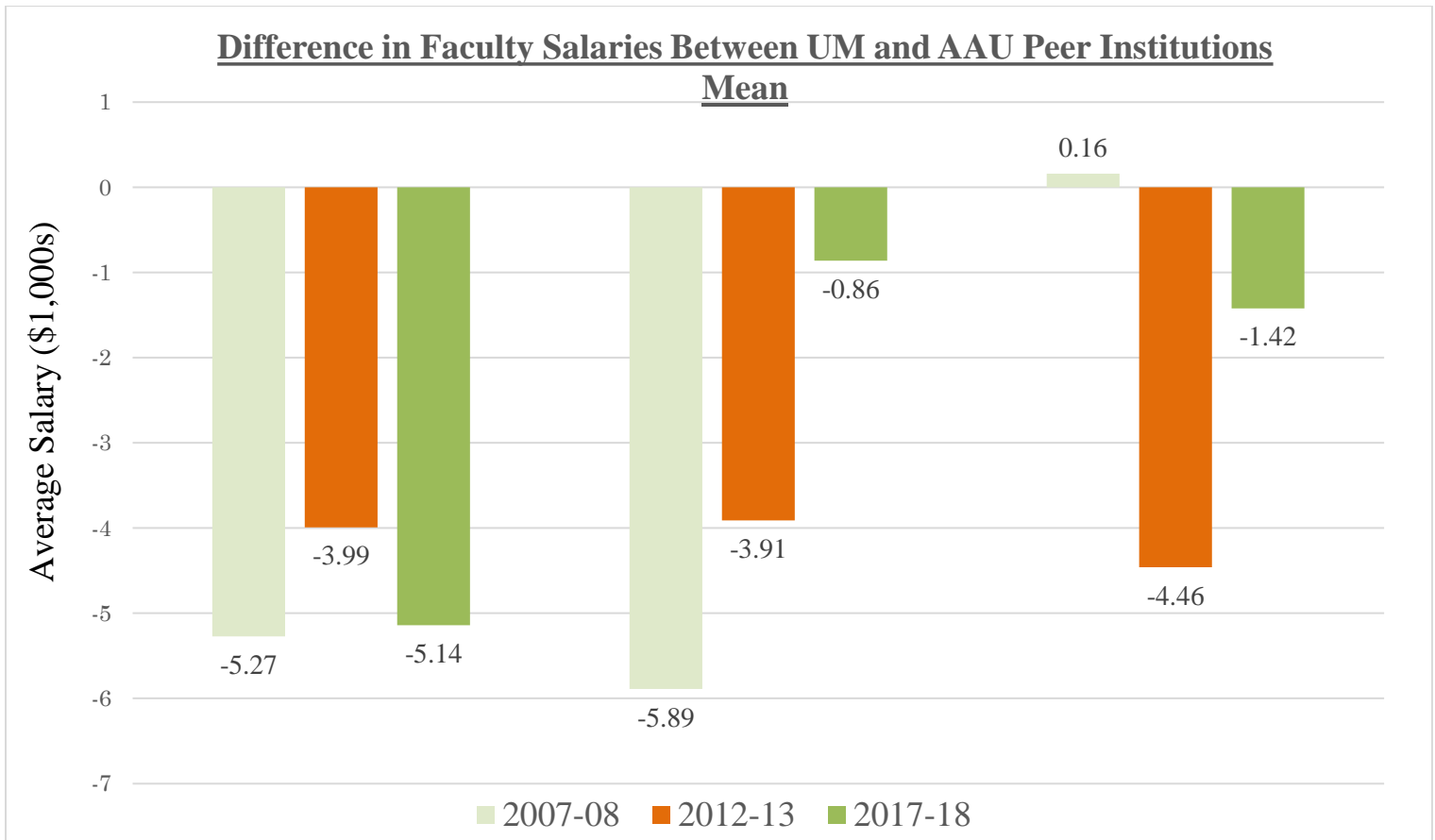
*Private Institution

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



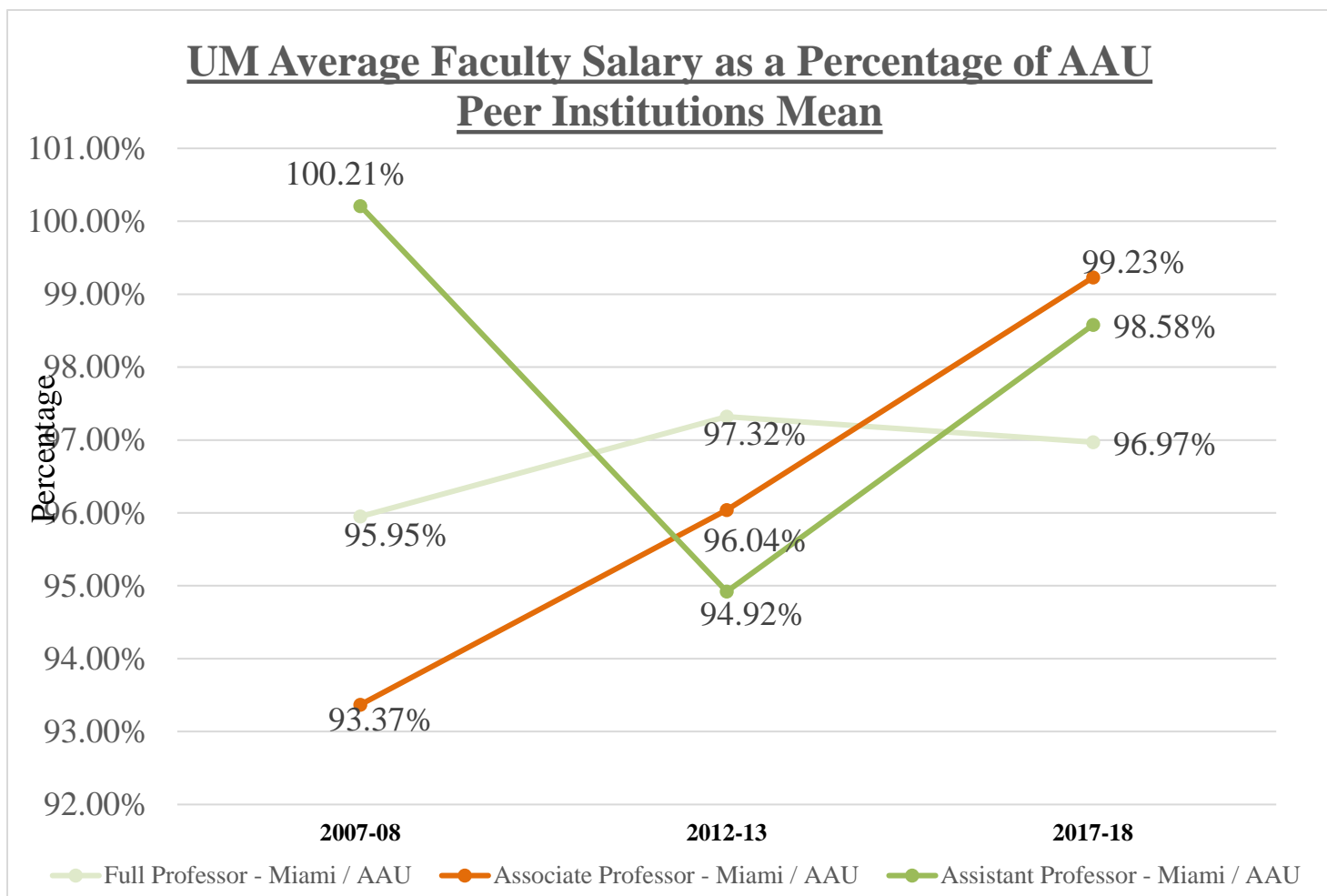
	UM Assistant Professor	AAU Assistant Professor	UM Associate Professor	AAU Associate Professor	UM Full Professor	AAU Full Professor
2007-08	76.6	76.44	83	88.89	125	130.27
2012-13	83.4	87.86	94.8	98.71	144.8	148.79
2017-18	98.2	99.62	110.6	111.46	164.2	169.34

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



	Full Professor - Miami and AAU	Associate Professor - Miami and AAU	Assistant Professor - Miami and AAU
2007-08	-5.27	-5.89	0.16
2012-13	-3.99	-3.91	-4.46
2017-18	-5.14	-0.86	-1.42

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



	2007-08	2012-13	2017-18
Full Professor - Miami / AAU	95.95%	97.32%	96.97%
Associate Professor - Miami / AAU	93.37%	96.04%	99.23%
Assistant Professor - Miami / AAU	100.21%	94.92%	98.58%

Appendix E: 2019 Adjustment of Peer Schools Mean Salaries for Cost of Living

TABLE XV: Adjustment of Peer Schools Mean Salaries for Cost of Living for 2019 – Full Professor

Full Professor

SCHOOL	CITY	SALARY (\$K)	SPERLING COLA	SPERLING MIAMI EQUIV SALARY
Boston University	Boston	\$183.60	181.6	\$138.61
Brandeis University	Boston	\$151.90	181.6	\$114.68
Carnegie Mellon University	Pittsburgh	\$162.70	94.2	\$236.80
Case Western University	Cleveland	\$146.00	77.1	\$259.62
Emory University	Atlanta	\$177.30	115.4	\$210.64
New York University	New York City	\$214.50	209.3	\$140.51
Syracuse University	Syracuse (Buffalo)	\$129.90	82	\$217.19
Tulane University	New Orleans	\$149.70	107.5	\$190.92
University of Rochester	Rochester (Buffalo)	\$166.70	82	\$278.71
University of Southern California	Los Angeles	\$181.60	195.1	\$127.61
Vanderbilt University	Nashville	\$198.80	110.4	\$246.88
Peer Average		\$169.34	130.6	\$196.56
University of Miami	Miami	\$165.00	137.1	\$165.00
Difference (\$K)		-\$4.34		-\$31.56
Difference (% of Peer)		97.44%	105.01%	83.94%

TABLE XVI: Adjustment of Peer Schools Mean Salaries for Cost of Living for 2019 – Associate Professor

Associate Professor

SCHOOL	CITY	SALARY (\$K)	SPERLING COLA	SPERLING MIAMI EQUIV SALARY
Boston University	Boston	\$124.80	181.6	\$94.22
Brandeis University	Boston	\$108.10	181.6	\$81.61
Carnegie Mellon University	Pittsburgh	\$111.40	94.2	\$162.13
Case Western University	Cleveland	\$99.40	77.1	\$176.75
Emory University	Atlanta	\$122.00	115.4	\$144.94
New York University	New York City	\$124.90	209.3	\$81.81
Syracuse University	Syracuse (Buffalo)	\$97.40	82	\$162.85
Tulane University	New Orleans	\$92.50	107.5	\$117.97
University of Rochester	Rochester (Buffalo)	\$112.20	82	\$187.59
University of Southern California	Los Angeles	\$113.80	195.1	\$79.97
Vanderbilt University	Nashville	\$119.60	110.4	\$148.53
Peer Average		\$111.46	130.6	\$130.76
University of Miami	Miami	\$108.30	137.1	\$108.30
Difference (\$K)		-\$3.16		-\$22.46
Difference (% of Peer)		97.16%	105.01%	82.82%

TABLE XVII: Adjustment of Peer Schools Mean Salaries for Cost of Living for 2019 – Assistant Professor
Assistant Professor

SCHOOL	CITY	SALARY (\$K)	SPERLING COLA	SPERLING MIAMI EQUIV SALARY
Boston University	Boston	\$105.00	181.6	\$79.27
Brandeis University	Boston	\$90.50	181.6	\$68.32
Carnegie Mellon University	Pittsburgh	\$103.00	94.2	\$149.91
Case Western University	Cleveland	\$90.80	77.1	\$161.46
Emory University	Atlanta	\$109.80	115.4	\$130.45
New York University	New York City	\$115.20	209.3	\$75.46
Syracuse University	Syracuse (Buffalo)	\$80.90	82	\$135.26
Tulane University	New Orleans	\$93.30	107.5	\$118.99
University of Rochester	Rochester (Buffalo)	\$106.90	82	\$178.73
University of Southern California	Los Angeles	\$97.90	195.1	\$68.80
Vanderbilt University	Nashville	\$102.50	110.4	\$127.29
Peer Average		\$99.62	130.6	\$117.63
University of Miami	Miami	\$98.00	137.1	\$98.00
Difference (\$K)		-\$1.62		-\$19.63
Difference (% of Peer)		98.38%	105.01%	83.31%

TABLE XVIII: Change in COLA VS 2018

SCHOOL	CITY	2018	2019	% INCREASE
Boston University	Boston	169.9	181.6	6.9
Brandeis University	Boston	169.9	181.6	6.9
Carnegie Mellon University	Pittsburgh	88	94.2	7.0
Case Western University	Cleveland	78.8	77.1	-2.2
Emory University	Atlanta	101.8	115.4	13.4
New York University	New York City	180	209.3	16.3
Syracuse University	Syracuse (Buffalo)	83.7	82	-2.0
Tulane University	New Orleans	96.4	107.5	11.5
University of Rochester	Rochester (Buffalo)	83.7	82	-2.0
University of Southern California	Los Angeles	166.2	195.1	17.4
Vanderbilt University	Nashville	99.6	110.4	10.8
University of Miami	Miami	122.8	137.1	11.6