

Table 1
AVERAGE SALARIES BY COLLEGE AND RANK
Penn State-University Park and AAUDE-Main Campuses
(9-Month Salaries Unless Otherwise Noted)

COLLEGE	RANK	2004-2005					Salary Ratio University Park to AAUDE	2003-2004					Salary Ratio University Park to AAUDE	1995-1996					Salary Ratio University Park to AAUDE
		FTE		Average Salary		University Park		FTE		Average Salary		University Park		FTE		Average Salary		University Park	
		AAUDE	Park	AAUDE	Park			AAUDE	Park	AAUDE	Park			AAUDE	Park	AAUDE	Park		
Agricultural Sciences	Professor (1)	485.0	71.0	97,037	101,409	1.05	385.2	69.0	100,144	97,506	0.97	225.9	58.5	75,353	69,600	0.92			
	Associate (1)	284.0	29.0	71,791	76,250	1.06	227.9	26.0	72,344	72,623	1.00	119.0	34.3	53,702	54,308	1.01			
	Assistant (1) (9-Month)	202.8	23.0	60,841	67,803	1.11	174.3	31.0	63,616	65,691	1.03	83.4	1.7	46,338	(3)	-			
Agricultural Sciences	Professor (2)	812.5	23.0	107,790	119,283	1.11	1,165.5	27.0	105,727	112,853	1.07	1,206.6	38.4	81,482	77,864	0.96			
	Associate (2)	323.6	18.0	77,728	78,256	1.01	443.8	13.0	78,716	75,575	0.96	602.5	32.8	61,279	58,615	0.96			
	Assistant (2) (12-Month)	221.1	3.0	66,018	(3)	-	338.2	8.0	67,406	69,637	1.03	293.5	18.1	52,884	52,299	0.99			
Arts and Architecture	Professor	1,016.6	44.0	84,881	80,579	0.95	1,119.4	44.0	83,715	75,728	0.90	1,062.6	31.7	62,187	61,029	0.98			
	Associate	907.4	61.0	61,677	61,434	1.00	1,035.0	62.0	61,467	59,568	0.97	884.5	59.0	46,267	44,696	0.97			
	Assistant	618.7	41.0	50,997	51,635	1.01	727.2	32.0	49,855	49,638	1.00	604.7	42.5	37,445	36,559	0.98			
Business	Professor	832.0	34.0	148,859	154,382	1.04	958.9	33.0	151,062	140,530	0.93	693.8	27.3	99,867	97,505	0.98			
	Associate	463.8	17.0	114,406	123,104	1.08	553.1	19.0	115,429	120,547	1.04	515.0	32.3	75,474	71,238	0.94			
	Assistant	603.3	28.0	111,292	111,842	1.00	729.1	31.0	111,227	108,348	0.97	490.8	27.9	68,936	69,108	1.00			
Communications	Professor	152.1	8.0	96,097	95,787	1.00	170.9	7.0	92,545	92,514	1.00	223.5	2.0	66,217	(3)	-			
	Associate	153.5	15.0	67,366	70,788	1.05	188.9	14.0	67,409	67,864	1.01	243.3	11.0	48,455	52,298	1.08			
	Assistant	151.7	14.0	55,478	55,370	1.00	153.3	13.0	55,512	54,450	0.98	178.8	18.0	40,723	42,263	1.04			
Earth and Mineral Sciences	Professor	772.5	66.0	104,627	106,390	1.02	739.0	69.0	103,090	103,369	1.00	557.4	68.3	74,763	79,188	1.06			
	Associate	310.3	34.0	70,622	74,922	1.06	291.4	32.0	69,741	71,400	1.02	260.0	34.2	52,539	55,536	1.06			
	Assistant	307.9	23.0	59,744	61,386	1.03	266.0	26.0	58,505	60,072	1.03	169.6	23.1	44,348	44,634	1.01			
Education	Professor	624.5	39.0	94,659	89,599	0.95	663.9	37.0	92,643	86,636	0.94	675.4	24.0	66,968	65,998	0.99			
	Associate	470.3	36.0	66,593	68,942	1.04	489.3	35.0	65,956	65,847	1.00	518.6	26.3	49,416	49,304	1.00			
	Assistant	447.1	37.0	54,669	54,049	0.99	455.3	37.8	53,163	50,903	0.96	346.4	30.3	40,585	39,308	0.97			
Engineering	Professor	2,193.1	133.0	116,205	114,059	0.98	2,259.5	128.0	114,234	110,932	0.97	1,618.3	91.9	84,682	85,524	1.01			
	Associate	988.6	81.0	84,942	88,339	1.04	1,114.7	75.0	82,929	85,423	1.03	884.4	74.8	62,224	62,929	1.01			
	Assistant	885.0	51.0	74,972	72,163	0.96	987.4	54.2	73,764	69,725	0.95	663.6	67.4	53,416	49,671	0.93			
Health and Human Development	Professor	309.0	42.0	93,503	105,796	1.13	332.8	50.0	91,810	106,374	1.16	261.1	38.5	69,113	69,231	1.00			
	Associate	382.3	49.0	68,385	74,205	1.09	401.0	46.0	66,443	71,362	1.07	370.6	32.6	51,213	51,926	1.01			
	Assistant	341.0	44.0	56,953	58,969	1.04	362.4	57.5	54,771	59,219	1.08	322.9	33.7	42,243	42,718	1.01			
Information Sciences and Technology	Professor	222.2	6.0	114,934	142,662	1.24	235.1	6.0	114,508	137,787	1.20								
	Associate	124.2	6.0	88,156	102,223	1.16	133.0	6.0	87,019	97,311	1.12								
	Assistant	154.8	15.0	79,184	85,711	1.08	175.6	15.0	79,395	82,704	1.04								
Liberal Arts	Professor	4,292.3	156.0	103,232	114,266	1.11	4,729.4	148.0	102,116	109,518	1.07	4,078.3	117.6	71,381	72,266	1.01			
	Associate	2,751.6	127.0	66,290	70,638	1.07	2,980.3	127.0	65,318	67,419	1.03	2,337.6	121.9	48,480	48,426	1.00			
	Assistant	2,289.0	68.0	57,176	60,322	1.06	2,471.9	69.0	55,658	57,946	1.04	1,944.6	89.9	40,493	39,823	0.98			
Science	Professor	3,250.4	115.0	105,690	113,966	1.08	3,643.2	118.0	104,227	108,907	1.04	2,973.2	99.3	74,841	82,078	1.10			
	Associate	980.8	47.0	72,348	71,981	0.99	1,114.5	42.0	71,468	70,162	0.98	1,022.1	42.2	52,961	51,714	0.98			
	Assistant	1,129.6	56.9	63,305	61,180	0.97	1,237.9	56.9	62,055	58,508	0.94	833.6	49.3	45,317	43,919	0.97			

(1) 9-Month salaries; since 1992 Ag Sci faculty have had the option of being appointed to 36-week contracts.

(2) 12-Month salaries.

(3) Average salaries are not included for ranks with 3 or fewer FTE.

Table 2
SALARY PROGRESSION ANALYSIS
Penn State-University Park and AAUDE Institutions-Main Campuses
(9-Month Salaries Unless Otherwise Noted)

COLLEGE	RANK	2004-2005				2003-2004				1995-1996			
		Average Salary		% of Prof Salary		Average Salary		% of Prof Salary		Average Salary		% of Prof Salary	
		AAUDE	PSU-UP	AAUDE	PSU-UP	AAUDE	PSU-UP	AAUDE	PSU-UP	AAUDE	PSU-UP	AAUDE	PSU-UP
Agricultural Sciences (9-Month)	Professor (1)	97,037	101,409	100%	100%	100,144	97,506	100%	100%	75,353	69,600	100%	100%
	Associate (1)	71,791	76,250	74%	75%	72,344	72,623	72%	74%	53,702	54,308	71%	78%
	Assistant (1)	60,841	67,803	63%	67%	63,616	65,691	64%	67%	46,338	(3)	61%	-
Agricultural Sciences (12-Month)	Professor (2)	107,790	119,283	100%	100%	105,727	112,853	100%	100%	81,482	77,864	100%	100%
	Associate (2)	77,728	78,256	72%	66%	78,716	75,575	74%	67%	61,279	58,615	75%	75%
	Assistant (2)	66,018	(3)	61%	-	67,406	69,637	64%	62%	52,884	52,299	65%	67%
Arts and Architecture	Professor	84,881	80,579	100%	100%	83,715	75,728	100%	100%	62,187	61,029	100%	100%
	Associate	61,677	61,434	73%	76%	61,467	59,568	73%	79%	46,267	44,696	74%	73%
	Assistant	50,997	51,635	60%	64%	49,855	49,638	60%	66%	37,445	36,559	60%	60%
Business	Professor	148,859	154,382	100%	100%	151,062	140,530	100%	100%	99,867	97,505	100%	100%
	Associate	114,406	123,104	77%	80%	115,429	120,547	76%	86%	75,474	71,238	76%	73%
	Assistant	111,292	111,842	75%	72%	111,227	108,348	74%	77%	68,936	69,108	69%	71%
Communications	Professor	96,097	95,787	100%	100%	92,545	92,514	100%	100%	66,217	(3)	100%	-
	Associate	67,366	70,788	70%	74%	67,409	67,864	73%	73%	48,455	52,298	73%	-
	Assistant	55,478	55,370	58%	58%	55,512	54,450	60%	59%	40,723	42,263	61%	-
Earth and Mineral Sciences	Professor	104,627	106,390	100%	100%	103,090	103,369	100%	100%	74,763	79,188	100%	100%
	Associate	70,622	74,922	67%	70%	69,741	71,400	68%	69%	52,539	55,536	70%	70%
	Assistant	59,744	61,386	57%	58%	58,505	60,072	57%	58%	44,348	44,634	59%	56%
Education	Professor	94,659	89,599	100%	100%	92,643	86,636	100%	100%	66,968	65,998	100%	100%
	Associate	66,593	68,942	70%	77%	65,956	65,847	71%	76%	49,416	49,304	74%	75%
	Assistant	54,669	54,049	58%	60%	53,163	50,903	57%	59%	40,585	39,308	61%	60%
Engineering	Professor	116,205	114,059	100%	100%	114,234	110,932	100%	100%	84,682	85,524	100%	100%
	Associate	84,942	88,339	73%	77%	82,929	85,423	73%	77%	62,224	62,929	73%	74%
	Assistant	74,972	72,163	65%	63%	73,764	69,725	65%	63%	53,416	49,671	63%	58%
Health and Human Development	Professor	93,503	105,796	100%	100%	91,810	106,374	100%	100%	69,113	69,231	100%	100%
	Associate	68,385	74,205	73%	70%	66,443	71,362	72%	67%	51,213	51,926	74%	75%
	Assistant	56,953	58,969	61%	56%	54,771	59,219	60%	56%	42,243	42,718	61%	62%
Information Sciences and Technology	Professor	114,934	142,662	100%	100%	114,508	137,787	100%	100%				
	Associate	88,156	102,223	77%	72%	87,019	97,311	76%	71%				
	Assistant	79,184	85,711	69%	60%	79,395	82,704	69%	60%				
Liberal Arts	Professor	103,232	114,266	100%	100%	102,116	109,518	100%	100%	71,381	72,266	100%	100%
	Associate	66,290	70,638	64%	62%	65,318	67,419	64%	62%	48,480	48,426	68%	67%
	Assistant	57,176	60,322	55%	53%	55,658	57,946	55%	53%	40,493	39,823	57%	55%
Science	Professor	105,690	113,966	100%	100%	104,227	108,907	100%	100%	74,841	82,078	100%	100%
	Associate	72,348	71,981	68%	63%	71,468	70,162	69%	64%	52,961	51,714	71%	63%
	Assistant	63,305	61,180	60%	54%	62,055	58,508	60%	54%	45,317	43,919	61%	54%

(1) 9-month salaries; since 1992 Ag Sci faculty have had the option of being appointed to 36-week contracts.

(2) 12-month salaries.

(3) Average salaries are not included for ranks with 3 or fewer FTE.

Table 3
SALARY CHANGES BY COLLEGE AND RANK
Penn State-University Park and AAUDE-Main Campuses
(9-Month Salaries Unless Otherwise Noted)

COLLEGE	RANK	2004-2005		Cumulative Percent Change Since						2003-2004		2002-2003		1995-1996	
		Average Salary								Average Salary		Average Salary		Average Salary	
		AAUDE	University Park	AAUDE			University Park			AAUDE	University Park	AAUDE	University Park	AAUDE	University Park
				03-04	02-03	95-96	03-04	02-03	95-96						
Agricultural Sciences (9-Month)	Professor (1)	97,037	101,409	-3%	-1%	29%	4%	9%	46%	100,144	97,506	97,871	92,749	75,353	69,600
	Associate (1)	71,791	76,250	-1%	3%	34%	5%	8%	40%	72,344	72,623	69,867	70,398	53,702	54,308
	Assistant (1)	60,841	67,803	-4%	-1%	31%	3%	8%	-	63,616	65,691	61,344	62,987	46,338	(3)
Agricultural Sciences (12-Month)	Professor (2)	107,790	119,283	2%	4%	32%	6%	8%	53%	105,727	112,853	103,651	110,308	81,482	77,864
	Associate (2)	77,728	78,256	-1%	-1%	27%	4%	6%	34%	78,716	75,575	78,135	73,819	61,279	58,615
	Assistant (2)	66,018	(3)	-2%	-1%	25%	-	-	-	67,406	69,637	66,462	65,657	52,884	52,299
Arts and Architecture	Professor	84,881	80,579	1%	2%	36%	6%	9%	32%	83,715	75,728	83,409	73,860	62,187	61,029
	Associate	61,677	61,434	0%	3%	33%	3%	9%	37%	61,467	59,568	59,848	56,516	46,267	44,696
	Assistant	50,997	51,635	2%	5%	36%	4%	14%	41%	49,855	49,638	48,733	45,117	37,445	36,559
Business	Professor	148,859	154,382	-1%	6%	49%	10%	9%	58%	151,062	140,530	140,506	141,227	99,867	97,505
	Associate	114,406	123,104	-1%	5%	52%	2%	7%	73%	115,429	120,547	108,630	114,603	75,474	71,238
	Assistant	111,292	111,842	0%	5%	61%	3%	7%	62%	111,227	108,348	105,911	104,322	68,936	69,108
Communications	Professor	96,097	95,787	4%	7%	45%	4%	13%	-	92,545	92,514	89,710	84,774	66,217	(3)
	Associate	67,366	70,788	0%	7%	39%	4%	8%	35%	67,409	67,864	62,824	65,527	48,455	52,298
	Assistant	55,478	55,370	0%	5%	36%	2%	4%	31%	55,512	54,450	52,623	53,229	40,723	42,263
Earth and Mineral Sciences	Professor	104,627	106,390	1%	4%	40%	3%	7%	34%	103,090	103,369	100,983	99,292	74,763	79,188
	Associate	70,622	74,922	1%	4%	34%	5%	5%	35%	69,741	71,400	67,991	71,449	52,539	55,536
	Assistant	59,744	61,386	2%	5%	35%	2%	5%	38%	58,505	60,072	57,083	58,616	44,348	44,634
Education	Professor	94,659	89,599	2%	5%	41%	3%	8%	36%	92,643	86,636	89,846	82,826	66,968	65,998
	Associate	66,593	68,942	1%	5%	35%	5%	10%	40%	65,956	65,847	63,698	62,896	49,416	49,304
	Assistant	54,669	54,049	3%	5%	35%	6%	9%	38%	53,163	50,903	51,957	49,770	40,585	39,308
Engineering	Professor	116,205	114,059	2%	3%	37%	3%	7%	33%	114,234	110,932	112,416	106,969	84,682	85,524
	Associate	84,942	88,339	2%	5%	37%	3%	8%	40%	82,929	85,423	81,164	81,652	62,224	62,929
	Assistant	74,972	72,163	2%	5%	40%	3%	7%	45%	73,764	69,725	71,720	67,579	53,416	49,671
Health and Human Development	Professor	93,503	105,796	2%	0%	35%	-1%	10%	53%	91,810	106,374	93,459	95,876	69,113	69,231
	Associate	68,385	74,205	3%	2%	34%	4%	6%	43%	66,443	71,362	67,359	69,698	51,213	51,926
	Assistant	56,953	58,969	4%	5%	35%	0%	4%	38%	54,771	59,219	54,260	56,940	42,243	42,718
Information Sciences and Technology	Professor	114,934	142,662	0%	-	-	4%	-	-	114,508	137,787				
	Associate	88,156	102,223	1%	-	-	5%	-	-	87,019	97,311				
	Assistant	79,184	85,711	0%	-	-	4%	-	-	79,395	82,704				
Liberal Arts	Professor	103,232	114,266	1%	5%	45%	4%	9%	58%	102,116	109,518	98,642	104,942	71,381	72,266
	Associate	66,290	70,638	1%	4%	37%	5%	11%	46%	65,318	67,419	63,880	63,918	48,480	48,426
	Assistant	57,176	60,322	3%	7%	41%	4%	6%	51%	55,658	57,946	53,588	56,722	40,493	39,823
Science	Professor	105,690	113,966	1%	3%	41%	5%	8%	39%	104,227	108,907	102,317	105,418	74,841	82,078
	Associate	72,348	71,981	1%	4%	37%	3%	5%	39%	71,468	70,162	69,466	68,830	52,961	51,714
	Assistant	63,305	61,180	2%	6%	40%	5%	9%	39%	62,055	58,508	59,799	56,119	45,317	43,919

(1) 9-Month salaries; since 1992 Ag Sci faculty have had the option of being appointed to 36-week contracts.

(2) 12-Month salaries.

(3) Average salaries are not included for ranks with 3 or fewer FTE.

Table 5
Association of American Universities Data Exchange (AAUDE)
Member Institutions (1), 2005-2006

<u>Public</u>		<u>Private</u>	
1	Arizona	1	Brandeis
2	Cal-Berkeley	2	Brown
3	Cal-Davis	3	Cal Tech
4	Cal-Irvine	4	Carnegie-Mellon
5	Cal-Los Angeles	5	Case Western
6	Cal-San Diego	6	Chicago
7	Cal-Santa Barbara	7	Columbia
8	Colorado	8	Cornell
9	Florida	9	Duke
10	Illinois	10	Emory
11	Indiana	11	Harvard
12	Iowa	12	Johns Hopkins
13	Iowa State	13	MIT
14	Kansas	14	Northwestern
15	Maryland	15	Penn
16	McGill	16	Princeton
17	Michigan	17	Rice
18	Michigan State	18	Rochester
19	Minnesota	19	Southern Cal
20	Missouri	20	Stanford
21	Nebraska	21	Syracuse
22	North Carolina	22	Tulane
23	NYU	23	Vanderbilt
24	Ohio State	24	Wash. Univ - St Louis
25	Oregon	25	Yale
26	Penn State		
27	Pittsburgh		
28	Purdue		
29	Rutgers		
30	SUNY-Buffalo		
31	SUNY-Stony Brook		
32	Texas		
33	Texas A&M		
34	Toronto		
35	Virginia		
36	Washington		
37	Wisconsin		

1) Typically between 50 and 60 percent of the member institutions submit data to the data exchange each year.

Table 6
Average Nine-Month Equivalent Instructional Faculty Salaries⁽¹⁾
Penn State and the Big Ten Institutions⁽²⁾
(Includes Librarians)⁽³⁾
2004-2005

Professor			Associate Professor			Assistant Professor			Instructor		
Institution	N	Avg. Sal. (000)	Institution	N	Avg. Sal. (000)	Institution	N	Avg. Sal. (000)	Institution	N	Avg. Sal. (000)
Northwestern ⁽⁴⁾	490	136.3	Northwestern ⁽⁴⁾	224	90.7	Northwestern ⁽⁴⁾	219	79.3	Ohio State	7	79.5
Michigan	959	118.9	Michigan	535	79.7	Michigan	620	66.2	Minnesota ⁽⁴⁾	10	57.2
Penn State, UP	731	112.3	Penn State, UP	527	75.0	Illinois	503	66.2	Wisconsin	20	52.5
Illinois	811	111.3	Illinois	514	74.3	Ohio State	491	64.0	Illinois	38	48.9
Ohio State	958	108.1	Michigan State	541	73.2	Penn State, UP	427	63.7	Purdue	45	46.3
Minnesota ⁽⁴⁾	821	105.4	Ohio State	786	71.8	Purdue	467	62.6	Michigan	20	43.8
Iowa	525	102.2	Minnesota ⁽⁴⁾	455	70.7	Minnesota ⁽⁴⁾	383	62.5	Penn State, UP	197	41.3
Indiana ⁽⁴⁾	646	101.8	Indiana ⁽⁴⁾	393	70.7	Wisconsin	353	62.3	Iowa	9	38.2
Michigan State	953	101.2	Wisconsin	287	70.1	Indiana ⁽⁴⁾	351	61.3	Michigan State	103	33.4
Purdue	764	100.6	Purdue	530	70.0	Iowa	282	60.6	Indiana ⁽⁴⁾	1	⁽⁵⁾
Wisconsin	887	94.6	Iowa	371	69.0	Michigan State	535	59.1	Northwestern ⁽⁴⁾	-	-

Source: Annual Report on the Economic Status of the Profession, ACADEME: BULLETIN OF THE AAUP.
Association of Research Libraries (ARL) data exchange.

(1) Any 12-month salaries were converted to 9-month equivalents using the standard conversion factor of 0.818 (9/11).

(2) Only main campuses were included.

(3) Librarian Ranks were incorporated as follows: Librarians with Professors, Associate Librarians with Associate Professors, Assistant Librarians with Assistant Professors, and Affiliate Librarians with Instructors.

(4) Librarian data were unavailable.

(5) Data for any institution/rank which had fewer than 6 faculty were not available.

Table 7
Average Salaries of Instructional Faculty (Nine-Month Equivalent)⁽¹⁾
For Big Ten Universities with Satellite Campuses⁽²⁾
(Excludes Librarians)

PROFESSOR					ASSOCIATE PROFESSOR										
1995-1996				2004-2005				1995-1996				2004-2005			
Institution	Type ⁽³⁾	N	Avg.	Institution	Type ⁽³⁾	N	Avg.	Institution	Type ⁽³⁾	N	Avg.	Institution	Type ⁽³⁾	N	Avg.
Michigan-Ann Arbor	I	822	85.0	Michigan-Ann Arbor	I	931	120.2	Michigan-Ann Arbor	I	432	62.0	Penn State-Great Valley	IIA	13	84.6
Penn State-UP	I	621	77.6	Penn State-UP	I	722	112.6	Penn State-IIA Campuses ⁽⁴⁾	IIA	77	56.2	Michigan-Ann Arbor	I	495	81.6
Ohio State-Main Campus	I	678	76.4	Illinois-Urbana	I	798	111.8	Penn State-UP	I	476	53.5	Penn State-Behrend	IIB	44	76.0
Purdue-Main Campus	I	610	75.7	Ohio State-Main Campus	I	951	108.4	Illinois-Urbana	I	498	53.4	Penn State-Capital ⁽⁷⁾	IIA	60	75.8
Illinois-Urbana	I	906	75.2	Minnesota-Twin Cities	I	821	105.4	Ohio State-Main Campus	I	675	53.4	Penn State-UP	I	502	75.4
Minnesota-Twin Cities	I	785	73.0	Illinois-Chicago	I	371	102.9	Illinois-Chicago	I	356	53.1	Illinois-Urbana	I	475	75.1
Illinois-Chicago	I	421	72.6	Indiana-Bloomington	I	646	101.8	Wisconsin-Madison	I	292	52.5	Wisconsin-Madison	I	250	73.4
Indiana-Bloomington	I	597	72.4	Purdue-Main Campus	I	760	100.7	Minnesota-Twin Cities	I	456	51.5	Illinois-Chicago	I	348	72.7
Wisconsin-Madison	I	876	70.4	Penn State-Capital ⁽⁷⁾	IIA	26	98.1	Indiana-Bloomington	I	338	51.2	Ohio State-Main Campus	I	761	72.1
Penn State-IIA Campuses ⁽⁴⁾	IIA	35	68.7	Wisconsin-Madison	I	807	97.8	Purdue-Main Campus	I	440	51.2	Indiana-Bloomington	I	393	70.7
Indiana-IIA Campuses ⁽⁶⁾	IIA	261	63.9	Penn State-Behrend	IIB	15	92.1	Wisconsin-Milwaukee	I	314	50.9	Minnesota-Twin Cities	I	455	70.7
Wisconsin-Milwaukee	I	277	63.9	Penn State-Abington	IIB	10	84.8	Minnesota-Duluth	IIA	129	48.6	Purdue-Main Campus	I	511	70.6
Minnesota-Duluth	IIA	107	61.8	Wisconsin-Milwaukee	I	242	84.4	Indiana-IIA Campuses ⁽⁶⁾	IIA	397	48.3	Minnesota-Duluth	IIA	106	66.9
Michigan-IIA Campuses ⁽⁶⁾	IIA	111	59.6	Indiana-IIA Campuses ⁽⁶⁾	IIA	311	81.4	Michigan-IIA Campuses ⁽⁶⁾	IIA	121	48.3	Penn State-Abington	IIB	27	66.2
Penn State-III Campuses ⁽⁵⁾	III	50	58.0	Penn State-Berks/Lehigh ⁽⁸⁾	IIB	8	81.4	Illinois-Springfield	IIB	60	47.6	Penn State-Altoona	IIB	39	65.3
Minnesota-IIB Campuses ⁽⁶⁾	IIB	26	56.6	Illinois-Springfield	IIA	25	81.3	Penn State-III Campuses ⁽⁵⁾	III	203	46.9	Wisconsin-Milwaukee	I	277	64.9
Illinois-Springfield	IIB	48	55.4	Minnesota-Duluth	IIA	88	80.9	Ohio State-IIB Campuses ⁽⁶⁾	IIB	79	45.0	Indiana-IIA Campuses ⁽⁶⁾	IIA	460	64.8
Purdue-Calumet	IIA	53	54.9	Penn State-Comm. Coll. ⁽⁹⁾	III	45	80.2	Purdue-Calumet	IIA	122	44.7	Penn State-Comm. Coll. ⁽⁹⁾	III	123	64.5
Wisconsin-IIA Campuses ⁽⁶⁾	IIA	1,127	54.2	Penn State-Altoona	IIB	8	79.0	Wisconsin-IIA Campuses ⁽⁶⁾	IIA	863	44.4	Penn State-Berks/Lehigh ⁽⁸⁾	IIB	24	64.1
Indiana-IIB Campuses ⁽⁶⁾	IIB	20	53.2	Michigan-IIA Campuses ⁽⁶⁾	IIA	103	78.4	Indiana-IIB Campuses ⁽⁶⁾	IIB	37	43.2	Michigan-IIA Campuses ⁽⁶⁾	IIA	152	63.2
Purdue-North Central	III	8	50.6	Ohio State-IIB Campuses ⁽⁶⁾	IIB	19	77.9	Minnesota-IIB Campuses ⁽⁶⁾	IIB	40	43.1	Illinois-Springfield	IIA	68	62.5
Wisconsin-III Colleges	III	80	48.4	Minnesota-IIB Campuses ⁽⁶⁾	IIB	25	71.1	Purdue-North Central	III	40	41.1	Indiana-IIB Campuses ⁽⁶⁾	IIB	56	60.2
Ohio State-IIB Campuses ⁽⁶⁾	IIB	⁽¹¹⁾	⁽¹¹⁾	Purdue-IIA Campuses ⁽⁶⁾	IIA	146	70.8	Wisconsin-III Colleges	III	165	40.8	Ohio State-IIB Campuses ⁽⁶⁾	IIB	95	59.0
				Indiana-IIB Campuses ⁽⁶⁾	IIB	23	70.7					Purdue-IIA Campuses ⁽⁶⁾	IIA	194	56.9
				Purdue-North Central	IIB	12	70.2					Minnesota-IIB Campuses ⁽⁶⁾	IIB	59	56.8
				Wisconsin-IIA Campuses ⁽⁶⁾	IIA	1,006	67.1					Wisconsin-IIA Campuses ⁽⁶⁾	IIA	868	55.2
				Wisconsin-III Colleges	III	79	62.9					Purdue-North Central	IIB	42	54.8
				Penn State-Great Valley	IIA	4	⁽¹⁰⁾					Wisconsin-III Colleges	III	96	51.7

Source: Annual Report on the Economic Status of the Profession, ACADEME: BULLETIN OF THE AAUP.

- (1) All 12-month salaries were converted to 9-month equivalents using the standard conversion factor of 0.818 (9/11).
- (2) Only those Big Ten universities that have satellite campuses were included in this table (i.e., Iowa, Michigan State and Northwestern were excluded.)
- (3) Institution types: Type I - Doctoral; Type IIA - Master's; Type IIB - Baccalaureate Institutions; Type III - Two-year Institutions with Academic Rank.
- (4) Includes Harrisburg and Great Valley campuses.
- (5) Includes Abington, Altoona, Beaver, Berks, Delaware County, DuBois, Erie, Fayette, Hazleton, Lehigh Valley, McKeesport, Mont Alto, New Kensington, Schuylkill, Shenango, Wilkes-Barre, Worthington Scranton and York campuses.

- (6) Campuses with fewer than 6 faculty were not included.
- (7) Includes Harrisburg and Schuylkill campuses.
- (8) Includes Berks and Lehigh Valley campuses.
- (9) Includes Beaver, Delaware County, DuBois, Fayette, Hazleton, McKeesport, Mont Alto, New Kensington, Shenango, Wilkes-Barre, Worthington Scranton and York campuses.
- (10) Average salaries for any campus/rank which had fewer than 6 faculty were not available.
- (11) No data available. All included campuses had fewer than 6 faculty.

Table 7
Average Salaries of Instructional Faculty (Nine-Month Equivalent)⁽¹⁾
For Big Ten Universities with Satellite Campuses⁽²⁾
(Excludes Librarians)

ASSISTANT PROFESSOR					INSTRUCTOR										
1995-1996				2004-2005				1995-1996				2004-2005			
Institution	Type ⁽³⁾	N	Avg.	Institution	Type ⁽³⁾	N	Avg.	Institution	Type ⁽³⁾	N	Avg.	Institution	Type ⁽³⁾	N	Avg.
Michigan-Ann Arbor	I	476	50.1	Penn State-Great Valley	IIA	13	75.8	Minnesota-Twin Cities	I	6	41.6	Ohio State-Main Campus	I	6	77.4
Illinois-Urbana	I	395	46.6	Illinois-Urbana	I	455	68.2	Michigan-Ann Arbor	I	10	39.8	Penn State-Behrend	IIB	9	59.0
Wisconsin-Madison	I	268	46.4	Penn State-Behrend	IIB	58	67.3	Penn State-IIA Campuses ⁽⁴⁾	IIA	29	39.8	Minnesota-Twin Cities	I	10	57.2
Penn State-IIA Campuses ⁽⁴⁾	IIA	122	45.8	Michigan-Ann Arbor	I	595	67.1	Illinois-Chicago	I	28	37.0	Michigan-Ann Arbor	I	6	55.4
Minnesota-Twin Cities	I	252	45.5	Ohio State-Main Campus	I	460	64.8	Wisconsin-Madison	I	18	35.0	Wisconsin-Madison	I	19	53.2
Ohio State-Main Campus	I	408	44.9	Penn State-UP	I	410	64.0	Penn State-III Campuses ⁽⁵⁾	III	191	34.1	Penn State-Abington	IIB	9	52.0
Illinois-Chicago	I	305	44.8	Wisconsin-Madison	I	334	63.6	Wisconsin-IIA Campuses	⁽⁶⁾ IIA	8	34.0	Illinois-Chicago	I	16	51.7
Purdue-Main Campus	I	374	44.5	Illinois-Chicago	I	193	63.1	Ohio State-Main Campus	I	33	32.3	Penn State-Capital ⁽⁷⁾	IIA	38	48.3
Indiana-Bloomington	I	312	44.0	Purdue-Main Campus	I	458	62.9	Purdue-Main Campus	I	33	31.1	Penn State-Comm. Coll. ⁽⁹⁾	III	241	47.8
Wisconsin-Milwaukee	I	150	44.0	Minnesota-Twin Cities	I	383	62.5	Minnesota-IIB Campuses	⁽⁶⁾ IIB	14	29.8	Illinois-Urbana	I	9	47.5
Penn State-UP	I	428	43.6	Indiana-Bloomington	I	351	61.3	Penn State-UP	I	164	29.5	Purdue-Main Campus	I	28	46.5
Michigan-IIA Campuses	⁽⁶⁾ IIA	113	42.5	Penn State-Capital ⁽⁷⁾	IIA	86	58.5	Minnesota-Duluth	IIA	22	28.7	Penn State-Altoona	IIB	37	43.9
Minnesota-Duluth	IIA	69	41.7	Michigan-IIA Campuses	⁽⁶⁾ IIA	140	57.6	Purdue-Calumet	IIA	19	24.6	Penn State-Berks/Lehigh ⁽⁸⁾	IIB	7	42.6
Illinois-Springfield	IIB	45	41.5	Penn State-Comm. Coll. ⁽⁹⁾	III	152	57.6	Illinois-Springfield	IIB	4	⁽¹⁰⁾	Penn State-UP	I	195	41.2
Indiana-IIA Campuses	⁽⁶⁾ IIA	319	41.5	Penn State-Berks/Lehigh ⁽⁸⁾	IIB	61	56.8	Illinois-Urbana	I	1	⁽¹⁰⁾	Wisconsin-IIA Campuses	⁽⁶⁾ IIA	9	40.8
Penn State-III Campuses ⁽⁵⁾	III	268	39.6	Wisconsin-Milwaukee	I	263	56.5	Indiana-Bloomington	I	2	⁽¹⁰⁾	Wisconsin-Milwaukee	I	8	40.4
Wisconsin-IIA Campuses	⁽⁶⁾ IIA	702	38.4	Penn State-Abington	IIB	24	54.3	Purdue-North Central	III	3	⁽¹⁰⁾	Minnesota-Duluth	IIA	74	39.9
Indiana-IIB Campuses	⁽⁶⁾ IIB	47	37.5	Indiana-IIA Campuses	⁽⁶⁾ IIA	364	53.0	Wisconsin-III Colleges	III	4	⁽¹⁰⁾	Purdue-IIA Campuses	⁽⁶⁾ IIA	36	34.1
Purdue-Calumet	IIA	57	37.3	Minnesota-Duluth	IIA	130	51.1	Wisconsin-Milwaukee	I	5	⁽¹⁰⁾	Illinois-Springfield	IIA	3	⁽¹⁰⁾
Ohio State-IIB Campuses	⁽⁶⁾ IIB	72	36.6	Penn State-Altoona	IIB	60	50.0	Indiana-IIA Campuses	⁽⁶⁾ IIA	0	0.0	Indiana-Bloomington	I	1	⁽¹⁰⁾
Minnesota-IIB Campuses	⁽⁶⁾ IIB	66	36.4	Illinois-Springfield	IIA	51	49.9	Indiana-IIB Campuses	⁽⁶⁾ IIB	0	0.0	Penn State-Great Valley	IIA	1	⁽¹⁰⁾
Purdue-North Central	III	23	34.6	Ohio State-IIB Campuses	⁽⁶⁾ IIB	77	49.0	Michigan-IIA Campuses	⁽⁶⁾ IIA	0	0.0	Purdue-North Central	IIB	1	⁽¹⁰⁾
Wisconsin-III Colleges	III	80	33.6	Purdue-IIA Campuses	⁽⁶⁾ IIA	171	49.0	Ohio State-IIB Campuses	⁽⁶⁾ IIB	0	0.0	Michigan-IIA Campuses	⁽⁶⁾ IIA	⁽¹¹⁾	⁽¹¹⁾
				Wisconsin-IIA Campuses	⁽⁶⁾ IIA	710	47.7	Michigan-IIA Campuses	⁽⁶⁾ IIA	0	0.0	Minnesota-IIB Campuses	⁽⁶⁾ IIB	⁽¹¹⁾	⁽¹¹⁾
				Indiana-IIB Campuses	⁽⁶⁾ IIB	45	47.4	Ohio State-IIB Campuses	⁽⁶⁾ IIB	0	0.0	Indiana-IIA Campuses	⁽⁶⁾ IIA	0	0.0
				Minnesota-IIB Campuses	⁽⁶⁾ IIB	74	45.6	Indiana-IIB Campuses	⁽⁶⁾ IIB	0	0.0	Ohio State-IIB Campuses	⁽⁶⁾ IIB	0	0.0
				Purdue-North Central	IIB	39	44.1	Ohio State-IIB Campuses	⁽⁶⁾ IIB	0	0.0	Wisconsin-III Colleges	III	0	0.0
				Wisconsin-III Colleges	III	100	40.9								

Source: Annual Report on the Economic Status of the Profession, ACADEME: BULLETIN OF THE AAUP.

- (1) All 12-month salaries were converted to 9-month equivalents using the standard conversion factor of 0.818 (9/11).
- (2) Only those Big Ten universities that have satellite campuses were included in this table (i.e., Iowa, Michigan State and Northwestern were excluded.)
- (3) Institution types: Type I - Doctoral; Type IIA - Master's; Type IIB - Baccalaureate Institutions; Type III - Two-year Institutions with Academic Rank.
- (4) Includes Harrisburg and Great Valley campuses.
- (5) Includes Abington, Altoona, Beaver, Berks, Delaware County, DuBois, Erie, Fayette, Hazleton, Lehigh Valley, McKeesport, Mont Alto, New Kensington, Schuylkill, Shenango, Wilkes-Barre, Worthington Scranton and York campuses.

- (6) Campuses with fewer than 6 faculty were not included.
- (7) Includes Harrisburg and Schuylkill campuses.
- (8) Includes Berks and Lehigh Valley campuses.
- (9) Includes Beaver, Delaware County, DuBois, Fayette, Hazleton, McKeesport, Mont Alto, New Kensington, Shenango, Wilkes-Barre, Worthington Scranton and York campuses.
- (10) Average salaries for any campus/rank which had fewer than 6 faculty were not available.
- (11) No data available. All included campuses had fewer than 6 faculty.

Table 8
Average Nine-Month Equivalent Instructional Faculty Salaries ⁽¹⁾
Penn State Locations by Institutional Classification
and Other Pennsylvania Universities
(Excludes Librarians)
2004-2005

PROFESSOR				ASSOCIATE PROFESSOR			
Institution	N	1-yr. % Inc.	Avg. Sal. (000)	Institution	N	1-yr. % Inc.	Avg. Sal. (000)
Pennsylvania	562	2.3	143.4	Pennsylvania	224	3.3	95.9
Carnegie Mellon	354	4.4	118.4	Penn State-Great Valley	13	4.5	84.6
Penn State-UP	722	4.4	112.6	Carnegie Mellon	136	6.7	84.5
Pittsburgh	484	4.5	109.8	Temple	355	1.6	77.5
Temple	432	0.8	109.3	Penn State-Behrend	44	4.1	76.0
Lehigh	209	4.2	105.5	Penn State-Capital ⁽⁴⁾	60	4.2	75.8
Penn State-Capital ⁽⁴⁾	26	4.0	98.1	Penn State-UP	502	5.2	75.4
Penn State-Behrend	15	4.7	92.1	Pittsburgh	414	5.0	74.0
SSHE Average ⁽²⁾⁽³⁾	96	1.8	86.4	Lehigh	102	3.6	73.7
Penn State-Abington	10	4.3	84.8	SSHE Average ⁽²⁾⁽³⁾	78	3.1	69.1
Penn State-Berks/Lehigh ⁽⁵⁾	8	4.2	81.4	Penn State-Abington	27	4.1	66.2
Penn State-Comm. Coll. ⁽⁶⁾	45	4.3	80.2	Penn State-Altoona	39	5.0	65.3
Penn State-Altoona	8	9.2	79.0	Penn State-Comm. Coll. ⁽⁶⁾	123	4.4	64.5
Penn State-Great Valley	4	⁽⁷⁾	⁽⁷⁾	Penn State-Berks/Lehigh ⁽⁵⁾	24	5.4	64.1

Source: Annual Report on the Economic Status of the Profession, ACADEME: BULLETIN OF THE AAUP.

(1) Any 12-month salaries were converted to 9-month equivalents using the standard conversion factor of 0.818 (9/11).

(2) Includes Bloomsburg, California, Clarion, Edinboro, Shippensburg, and Slippery Rock. No data were available for Cheyney, Indiana, Kutztown, Lock Haven, Mansfield, Millersville, East Stroudsburg, or West Chester.

(3) Only four of the SSHE institutions reported increase amounts: Bloomsburg, California, Edinboro, and Slippery Rock.

(4) Includes Harrisburg and Schuylkill campuses.

(5) Includes Berks and Lehigh Valley campuses.

(6) Includes Beaver, Delaware County, DuBois, Fayette, Hazleton, McKeesport, Mont Alto, New Kensington, Shenango, Wilkes-Barre, Worthington Scranton, and York campuses.

(7) Data for any institution/rank which had fewer than 6 faculty were not available.

Table 8
Average Nine-Month Equivalent Instructional Faculty Salaries ⁽¹⁾
Penn State Locations by Institutional Classification
and Other Pennsylvania Universities
(Excludes Librarians)
2004-2005

ASSISTANT PROFESSOR				INSTRUCTOR			
Institution	N	1-yr. % Inc.	Avg. Sal. (000)	Institution	N	1-yr. % Inc.	Avg. Sal. (000)
Pennsylvania	269	3.6	85.2	Penn State-Behrend	9	5.6	59.0
Penn State-Great Valley	13	5.0	75.8	Penn State-Abington	9	4.3	52.0
Carnegie Mellon	145	6.4	75.2	Temple	13	2.3	49.0
Lehigh	90	4.1	69.9	Penn State-Capital ⁽⁴⁾	38	3.3	48.3
Penn State-Behrend	58	4.8	67.3	Penn State-Comm. Coll. ⁽⁶⁾	241	5.3	47.8
Penn State-UP	410	5.7	64.0	Penn State-Altoona	37	3.8	43.9
Pittsburgh	452	5.8	63.6	SSHE Average ⁽²⁾⁽³⁾	26	3.4	42.7
Temple	185	1.5	62.9	Penn State-Berks/Lehigh ⁽⁵⁾	7	5.2	42.6
Penn State-Capital ⁽⁴⁾	86	4.7	58.5	Pittsburgh	85	3.6	42.3
Penn State-Comm. Coll. ⁽⁶⁾	152	4.9	57.6	Penn State-UP	195	4.8	41.2
Penn State-Berks/Lehigh ⁽⁵⁾	61	4.0	56.8	Carnegie Mellon	3	⁽⁷⁾	⁽⁷⁾
SSHE Average ⁽²⁾⁽³⁾	115	2.8	55.7	Penn State-Great Valley	1	⁽⁷⁾	⁽⁷⁾
Penn State-Abington	24	4.6	54.3	Lehigh	-	-	-
Penn State-Altoona	60	4.8	50.0	Pennsylvania	-	-	-

Source: Annual Report on the Economic Status of the Profession, ACADEME: BULLETIN OF THE AAUP.

(1) Any 12-month salaries were converted to 9-month equivalents using the standard conversion factor of 0.818 (9/11).

(2) Includes Bloomsburg, California, Clarion, Edinboro, Shippensburg, and Slippery Rock. No data were available for Cheyney, Indiana, Kutztown, Lock Haven, Mansfield, Millersville, East Stroudsburg, or West Chester.

(3) Only four of the SSHE institutions reported increase amounts: Bloomsburg, California, Edinboro, and Slippery Rock.

(4) Includes Harrisburg and Schuylkill campuses.

(5) Includes Berks and Lehigh Valley campuses.

(6) Includes Beaver, Delaware County, DuBois, Fayette, Hazleton, McKeesport, Mont Alto, New Kensington, Shenango, Wilkes-Barre, Worthington Scranton, and York campuses.

(7) Data for any institution/rank which had fewer than 6 faculty were not available.

Table 9
Association of Research Libraries
Salary Analysis of Big Ten Universities⁽¹⁾⁽²⁾
2005-2006

University Name	Criteria	Librarians	Associate Librarians	Assistant Librarians	Affiliate Librarians
Univ. of Illinois @ Urbana-Champaign	Number	15	47	47	33
	Total Salaries	\$1,277,385	\$3,145,790	\$2,177,015	\$1,674,415
	Avg. Salary	\$85,159	\$66,932	\$46,319	\$50,740
Michigan State University	Number	15	22	19	
	Total Salaries	\$960,900	\$1,292,500	\$894,846	
	Avg. Salary	\$64,060	\$58,750	\$47,097	
University of Iowa	Number	14	27	22	10
	Total Salaries	\$1,169,109	\$1,740,326	\$1,085,563	\$429,982
	Avg. Salary	\$83,508	\$64,457	\$49,344	\$42,998
Purdue University	Number	3	20	10	17
	Total Salaries	⁽³⁾	\$1,167,735	\$488,375	\$842,220
	Avg. Salary	⁽³⁾	\$58,387	\$48,838	\$49,542
Ohio State University	Number	6	30	34	1
	Total Salaries	\$409,694	\$1,922,888	\$1,924,765	⁽³⁾
	Avg. Salary	\$68,282	\$64,096	\$56,611	⁽³⁾
University of Michigan	Number	32	43	30	16
	Total Salaries	\$2,486,004	\$2,593,548	\$1,526,188	\$696,265
	Avg. Salary	\$77,688	\$60,315	\$50,873	\$43,517
University of Wisconsin - Madison	Number	80	33	21	
	Total Salaries	\$5,038,552	\$1,576,042	\$854,197	
	Avg. Salary	\$62,982	\$47,759	\$40,676	
University of Minnesota	Number	29	21	20	56
	Total Salaries	\$1,999,644	\$1,428,027	\$1,096,551	\$2,696,738
	Avg. Salary	\$68,953	\$68,001	\$54,828	\$48,156
TOTAL all Institutions ⁽⁴⁾ (Except PSU)	Number	191	243	203	132
	Total Salaries	\$13,341,288	\$14,866,856	\$10,047,500	\$6,339,620
	Avg. Salary	\$69,850	\$61,180	\$49,495	\$48,027
Penn State Univ. (All Locations)	Number	16	45	36	22
	Total Salaries	\$1,365,576	\$3,050,241	\$1,907,904	\$934,317
	Avg. Salary	\$85,349	\$67,783	\$52,997	\$42,469

NOTES:

1. Law and Medical Libraries included when available
2. Averages represent the total salary pool divided by the number of faculty members, regardless of contract (48 week, 36 week, etc.) type.
3. Data for any institution/rank which had fewer than 6 faculty are not presented.
4. Data for any institution/rank which had fewer than 6 faculty are not included in the calculation of the totals.

Universities not providing data: Indiana and Northwestern.

Table 10
The Pennsylvania State University
Quartile Salary Distribution of Full-time Faculty (1)
Fall 2005

Standing Appointments

<u>Location</u>	<u>Rank</u>	<u>Number</u>	<u>Q1(2)</u>	<u>Median(2)</u>	<u>Q3(2)</u>	<u>Mean Years in Rank(3)</u>
University Park	Professor	767	90,720	105,120	127,548	10
	Assoc Prof	536	66,330	74,088	85,572	6
	Asst Prof	381	57,600	64,008	73,296	3
	Instructor	23	41,306	45,252	54,803	15
	Other(5)	253	51,141	66,690	88,432	7
Commonwealth Campuses	Professor	121	76,509	85,590	95,202	8
	Assoc Prof	318	61,767	66,888	75,438	8
	Asst Prof	369	51,597	55,035	64,926	6
	Instructor	40	50,724	54,099	60,064	18
	Other(5)	73	47,814	56,943	64,809	6
Penn State Great Valley	Professor	4	102,627	103,599	110,349	2
	Assoc Prof	12	72,459	82,053	98,757	4
	Asst Prof	10	75,942	80,631	87,588	3
	Other(5)	1	.	.	.	10
The Dickinson School of Law	Professor	24	116,523	130,356	138,631	12
	Assoc Prof	2	.	.	.	1
	Asst Prof	1	.	.	.	4
	Other(5)	5	48,295	50,965	54,489	4

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators. Excludes the College of Medicine.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11). A percentile is the value from the distribution at or below which a given percentage of the variable values lie. The first quartile is the 25th percentile, the median is the 50th percentile, and the third quartile is the 75th percentile.

3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

5) Includes librarian and research ranks, and lecturers.

Table 10
The Pennsylvania State University
Quartile Salary Distribution of Full-time Faculty (1)
Fall 2005

Fixed Term Appointments (4)

<u>Location</u>	<u>Rank</u>	<u>Number</u>	<u>Q1(2)</u>	<u>Median(2)</u>	<u>Q3(2)</u>	<u>Mean Years in Rank(3)</u>
University Park	Professor	16	78,160	89,532	110,700	.
	Assoc Prof	25	58,325	69,081	82,926	.
	Asst Prof	87	43,572	50,837	60,299	.
	Instructor	217	32,913	40,032	46,584	.
	Other(5)	669	31,500	40,049	52,054	.
Commonwealth Campuses	Assoc Prof	4	54,813	68,094	75,024	.
	Asst Prof	60	43,002	52,128	66,817	.
	Instructor	258	39,033	43,893	51,201	.
	Other(5)	184	40,005	46,062	53,470	.
Penn State Great Valley	Other(5)	8	42,000	51,582	55,303	.
The Dickinson School of Law	Professor	1	.	.	.	.
	Asst Prof	2	.	.	.	.
	Instructor	8	49,600	66,006	70,560	.
	Other(5)	2	.	.	.	.

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators. Excludes the College of Medicine.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

A percentile is the value from the distribution at or below which a given percentage of the variable values lie. The first quartile is the 25th percentile, the median is the 50th percentile, and the third quartile is the 75th percentile.

3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

5) Includes librarian and research ranks, and lecturers.

Table 11
The Pennsylvania State University
Quartile Salary Distribution of Full-time Faculty (1) at University Park
Fall 2005

Type of Appointment	Rank	Number	Q1(2)	Median(2)	Q3(2)	Mean Years in Rank(3)
College of Agricultural Sciences						
Standing	Professor	123	87,228	93,276	106,740	11
	Assoc Prof	73	68,025	75,420	82,800	6
	Asst Prof	38	65,016	68,400	71,928	4
	Instructor	3	.	.	.	19
Fixed Term (4)	Professor	3	.	.	.	.
	Asst Prof	5	50,837	57,168	61,576	.
	Instructor	9	44,496	45,350	50,503	.
College of Arts & Architecture						
Standing	Professor	42	75,096	81,612	88,380	8
	Assoc Prof	58	61,524	64,836	67,824	7
	Asst Prof	38	54,000	55,260	57,276	3
Fixed Term (4)	Assoc Prof	3	.	.	.	.
	Asst Prof	10	40,032	42,012	51,120	.
	Instructor	17	32,256	35,676	38,016	.
The Smeal College of Business						
Standing	Professor	36	140,328	154,296	189,864	9
	Assoc Prof	18	94,860	111,420	164,808	8
	Asst Prof	24	105,660	109,584	145,008	3
Fixed Term (4)	Professor	4	67,500	79,164	161,738	.
	Asst Prof	4	56,184	60,015	94,155	.
	Instructor	22	48,396	60,660	72,725	.
College of Communications						
Standing	Professor	5	97,749	100,008	113,526	8
	Assoc Prof	16	66,942	68,499	79,452	5
	Asst Prof	11	53,379	57,348	59,283	2
Fixed Term (4)	Professor	2	.	.	.	.
	Instructor	1	.	.	.	.
College of Earth and Mineral Sciences						
Standing	Professor	66	94,644	111,348	128,124	11
	Assoc Prof	30	71,532	74,502	85,572	6
	Asst Prof	25	57,528	61,614	66,564	3
	Instructor	2	.	.	.	14
Fixed Term (4)	Professor	2	.	.	.	.
	Assoc Prof	2	.	.	.	.

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

A percentile is the value from the distribution at or below which a given percentage of the variable values lie. The first quartile is the 25th percentile, the median is the 50th percentile, and the third quartile is the 75th percentile.

3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Includes Fixed Term I and Fixed Term Multi-Year.

5) Includes Intercollegiate Research Programs (including ARL), Continuing Education, Intercollegiate Athletics, etc.

Table 11
The Pennsylvania State University
Quartile Salary Distribution of Full-time Faculty (1) at University Park
Fall 2005

	Type of Appointment	Rank	Number	Q1(2)	Median(2)	Q3(2)	Mean Years in Rank(3)
College of Earth and Mineral Sciences							
	Fixed Term (4)	Asst Prof	2	.	.	.	.
		Instructor	5	27,378	36,771	42,543	.
College of Education							
	Standing	Professor	41	85,419	89,694	97,218	8
		Assoc Prof	38	66,015	69,003	72,684	4
		Asst Prof	23	57,015	58,257	62,001	3
	Fixed Term (4)	Assoc Prof	1	.	.	.	.
		Asst Prof	15	37,546	41,580	46,647	.
		Instructor	23	25,591	30,087	34,884	.
College of Engineering							
	Standing	Professor	131	102,708	112,104	128,988	9
		Assoc Prof	70	86,976	92,016	96,003	5
		Asst Prof	43	75,564	78,300	81,828	3
	Fixed Term (4)	Professor	2	.	.	.	.
		Assoc Prof	7	57,993	65,556	76,800	.
		Asst Prof	18	46,512	50,544	58,111	.
		Instructor	16	29,700	35,136	37,733	.
College of Health and Human Development							
	Standing	Professor	47	89,568	109,656	125,233	10
		Assoc Prof	56	67,680	75,852	82,260	5
		Asst Prof	38	57,024	60,012	63,540	3
		Instructor	6	41,760	42,464	45,252	16
	Fixed Term (4)	Assoc Prof	4	55,224	65,433	75,780	.
		Asst Prof	11	48,897	50,184	54,432	.
		Instructor	61	37,872	41,119	45,000	.
School of Information Sciences and Tech.							
	Standing	Professor	6	121,788	123,939	173,349	5
		Assoc Prof	6	101,520	109,764	112,284	5
		Asst Prof	17	86,805	89,784	92,808	3
	Fixed Term (4)	Asst Prof	5	68,143	74,241	76,231	.
		Instructor	8	40,008	41,345	64,216	.
The College of the Liberal Arts							
	Standing	Professor	144	93,636	110,412	132,912	9
		Assoc Prof	128	62,676	69,876	77,688	7

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

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A percentile is the value from the distribution at or below which a given percentage of the variable values lie. The first quartile is the 25th percentile, the median is the 50th percentile, and the third quartile is the 75th percentile.

3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Includes Fixed Term I and Fixed Term Multi-Year.

5) Includes Intercollegiate Research Programs (including ARL), Continuing Education, Intercollegiate Athletics, etc.

Table 11
The Pennsylvania State University
Quartile Salary Distribution of Full-time Faculty (1) at University Park
Fall 2005

	Type of Appointment	Rank	Number	Q1(2)	Median(2)	Q3(2)	Mean Years in Rank(3)	
The College of the Liberal Arts								
	Standing	Asst Prof	66	55,008	59,364	66,024	2	
	Fixed Term (4)	Professor	1	.	.	.	.
		Assoc Prof	2	.	.	.	.
		Asst Prof	4	52,901	60,696	62,460	.	
The Eberly College of Science								
	Standing	Professor	126	91,332	109,764	137,700	11	
		Assoc Prof	43	66,096	73,620	79,560	6	
		Asst Prof	56	62,244	63,936	67,032	2	
	Fixed Term (4)	Instructor	2	.	.	.	5	
		Professor	1	.	.	.	.
		Assoc Prof	3	.	.	.	.
		Asst Prof	8	42,840	45,000	50,690	.	
		Instructor	28	32,904	38,665	40,356	.	
University Libraries								
	Standing	Librarian	11	66,690	69,154	77,262	5	
		Assoc Lib	24	49,316	53,527	61,330	6	
		Asst Lib	16	40,913	42,543	49,394	3	
	Fixed Term (4)	Asst Lib	1	.	.	.	.
Other UP Academic Units (5)								
	Standing	Asst Prof	2	.	.	.	21	
		Instructor	10	41,306	43,524	58,455	16	
		Lecturer	23	33,286	39,637	56,040	8	
		Sr Res Asc	25	88,295	96,570	108,467	6	
		Res Assoc	61	69,262	79,873	93,399	8	
		Sr Res Ast	5	52,928	62,911	71,009	12	
		Res Asst	40	50,867	61,517	68,427	10	
		Sr Scntst	16	98,926	112,432	119,657	5	
		Fixed Term (4)	Professor	1
			Assoc Prof	3
	Asst Prof		5	54,908	64,324	66,592	.	
	Instructor		27	36,535	44,408	51,455	.	
	Lecturer		5	28,290	31,843	52,094	.	
	Sr Res Asc		9	56,853	69,516	78,479	.	
	Res Assoc	33	37,782	46,518	61,223	.		
	Sr Res Ast	4	22,459	31,009	41,443	.		
	Res Asst	33	37,114	43,436	49,981	.		

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3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Includes Fixed Term I and Fixed Term Multi-Year.

5) Includes Intercollegiate Research Programs (including ARL), Continuing Education, Intercollegiate Athletics, etc.

Table 11
The Pennsylvania State University
Quartile Salary Distribution of Full-time Faculty (1) at University Park
Fall 2005

	Type of <u>Appointment</u>	<u>Rank</u>	<u>Number</u>	<u>Q1(2)</u>	<u>Median(2)</u>	<u>Q3(2)</u>	Mean Years in <u>Rank(3)</u>
Other UP Academic Units (5)							
	Fixed Term (4)	Sr Scntst	6	75,000	85,536	100,080	.
UP Colleges--Non-Professorial Ranks							
	Standing	Sr Lect	6	50,690	63,451	72,588	3
		Lecturer	6	54,067	55,127	81,473	3
		Sr Res Asc	2	.	.	.	6
		Res Assoc	3	.	.	.	5
		Sr Res Ast	8	47,352	50,032	50,994	8
		Res Asst	2	.	.	.	7
		Sr Scntst	2	.	.	.	3
		Sr Instr	3	.	.	.	3
	Fixed Term (4)	Sr Lect	72	40,518	51,480	65,443	.
		Lecturer	153	29,448	32,004	39,528	.
		Sr Res Asc	45	41,649	57,355	82,700	.
		Res Assoc	161	34,983	43,289	54,803	.
		Sr Res Ast	18	33,316	42,258	52,967	.
		Res Asst	120	27,298	35,028	41,875	.
		Asst	1
		Sr Scntst	5	59,740	61,487	63,107	.
		Sr Instr	3

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3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Includes Fixed Term I and Fixed Term Multi-Year.

5) Includes Intercollegiate Research Programs (including ARL), Continuing Education, Intercollegiate Athletics, etc.

Table 12
The Pennsylvania State University
Salaries of Full-time Faculty (1)
Fall 2005

Standing Appointments

<u>Location</u>	<u>Rank</u>	<u>Gender</u>	<u>Number</u>	<u>Salary Mean (2)</u>	<u>Salary Median</u>	<u>Standard Deviation</u>	<u>Mean Years in Rank(3)</u>
University Park	Professor	F	125	104,850	99,450	26,661	7
		M	642	114,885	106,272	33,630	10
	Assoc Prof	F	181	74,355	69,696	15,908	5
		M	355	79,537	76,203	17,938	6
	Asst Prof	F	147	66,954	61,452	18,876	3
		M	234	70,412	65,016	17,496	3
	Instructor	F	4	41,888	41,760	9,297	13
		M	19	52,635	45,644	23,794	15
	Other(5)	F	66	58,171	53,105	19,431	7
		M	187	75,968	73,041	24,945	7
Commonwealth Campuses	Professor	F	27	81,856	81,558	12,990	6
		M	94	89,143	87,345	13,883	9
	Assoc Prof	F	95	68,032	64,863	11,082	6
		M	223	71,272	67,743	12,538	9
	Asst Prof	F	151	58,411	54,000	11,823	5
		M	218	61,381	56,574	13,450	8
	Instructor	F	16	54,623	53,820	7,220	13
		M	24	56,414	55,422	8,425	21
	Other(5)	F	36	54,051	55,647	10,779	6
		M	37	59,969	59,967	11,173	5
Penn State Great Valley	Professor	F	1	.	.	.	2
		M	3	.	.	.	2
	Assoc Prof	F	4	88,081	81,351	11,716	5
		M	8	87,705	82,053	15,426	3
	Asst Prof	F	3	.	.	.	2
		M	7	79,241	80,631	12,818	3

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators. Excludes the College of Medicine.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

5) Includes librarian, research ranks, and lecturers.

Table 12
The Pennsylvania State University
Salaries of Full-time Faculty (1)
Fall 2005

Standing Appointments

<u>Location</u>	<u>Rank</u>	<u>Gender</u>	<u>Number</u>	<u>Salary Mean (2)</u>	<u>Salary Median</u>	<u>Standard Deviation</u>	<u>Mean Years in Rank(3)</u>
Penn State Great Valley	Other(5)	F	1	.	.	.	10
The Dickinson School of Law	Professor	F	5	117,416	113,580	7,289	6
		M	19	135,508	135,297	15,341	13
	Assoc Prof	F	1	.	.	.	0
		M	1	.	.	.	2
	Asst Prof	F	1	.	.	.	4
	Other(5)	F	3	.	.	.	3
		M	2	.	.	.	5

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators. Excludes the College of Medicine.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

5) Includes librarian, research ranks, and lecturers.

Table 12
The Pennsylvania State University
Salaries of Full-time Faculty (1)
Fall 2005

Fixed Term Appointments (4)

<u>Location</u>	<u>Rank</u>	<u>Gender</u>	<u>Number</u>	<u>Salary Mean (2)</u>	<u>Salary Median</u>	<u>Standard Deviation</u>	<u>Mean Years in Rank(3)</u>	
University Park	Professor	F	1	.	.	.	.
		M	15	100,573	91,836	31,078	.	
	Assoc Prof	F	7	73,086	62,100	20,881	.	
		M	18	72,064	69,081	13,793	.	
	Asst Prof	F	46	50,025	49,296	9,891	.	
		M	41	56,685	53,910	14,211	.	
	Instructor	F	127	39,061	40,008	9,056	.	
		M	90	45,735	40,284	16,578	.	
	Other(5)	F	263	40,036	36,447	13,651	.	
		M	406	47,582	42,570	19,695	.	
Commonwealth Campuses	Assoc Prof	F	2	.	.	.	.
		M	2	.	.	.	.
	Asst Prof	F	23	54,746	50,004	14,120	.	
		M	37	56,454	58,950	15,725	.	
	Instructor	F	152	43,644	43,002	8,809	.	
		M	106	48,896	46,539	11,342	.	
	Other(5)	F	80	45,314	44,946	9,440	.	
		M	104	49,019	46,602	12,101	.	
	Penn State Great Valley	Other(5)	F	7	53,620	51,582	14,660	.
			M	1
The Dickinson School of Law	Professor	M	1	.	.	.	.
	Asst Prof	M	2	.	.	.	.
	Instructor	F	7	64,700	66,006	14,260	.	
		M	1	.	.	.	.
	Other(5)	F	2	.	.	.	.

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators. Excludes the College of Medicine.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

5) Includes librarian, research ranks, and lecturers.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty(1) at University Park
Fall 2005

College of Agricultural Sciences

<u>Type of Appointment</u>	<u>Rank</u>	<u>Gender</u>	<u>Number</u>	<u>Salary Mean (2)</u>	<u>Salary Median</u>	<u>Standard Deviation</u>	<u>Mean Years in Rank(3)</u>
Standing	Professor	F	13	95,174	94,410	15,070	8
		M	110	99,556	93,262	20,420	11
	Assoc Prof	F	20	75,002	75,534	8,012	5
		M	53	75,721	74,268	10,367	6
	Asst Prof	F	14	66,266	67,716	5,746	4
		M	24	69,019	68,544	5,662	4
	Instructor	F	1	.	.	.	13
		M	2	.	.	.	22
Fixed Term (4)	Professor	M	3	.	.	.	.
	Asst Prof	F	3	.	.	.	.
		M	2	.	.	.	.
	Instructor	F	1	.	.	.	.
		M	8	44,404	44,724	8,615	.

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Includes Fixed Term I and Fixed Term Multi-Year.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty(1) at University Park
Fall 2005

College of Arts & Architecture

<u>Type of Appointment</u>	<u>Rank</u>	<u>Gender</u>	<u>Number</u>	<u>Salary Mean (2)</u>	<u>Salary Median</u>	<u>Standard Deviation</u>	<u>Mean Years in Rank(3)</u>
Standing	Professor	F	13	81,759	80,532	8,669	5
		M	29	84,477	83,052	15,746	9
	Assoc Prof	F	26	63,750	63,252	4,819	7
		M	32	65,525	65,052	5,551	7
	Asst Prof	F	11	54,733	54,468	2,339	2
		M	27	56,322	55,512	4,952	4
Fixed Term (4)	Assoc Prof	F	2	.	.	.	.
		M	1	.	.	.	.
	Asst Prof	F	5	44,014	42,012	6,006	.
		M	5	45,825	44,172	6,981	.
	Instructor	F	12	35,512	34,042	5,675	.
		M	5	38,297	36,000	5,568	.

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

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3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Includes Fixed Term I and Fixed Term Multi-Year.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty(1) at University Park
Fall 2005

The Smeal College of Business

<u>Type of Appointment</u>	<u>Rank</u>	<u>Gender</u>	<u>Number</u>	<u>Salary Mean (2)</u>	<u>Salary Median</u>	<u>Standard Deviation</u>	<u>Mean Years in Rank(3)</u>
Standing	Professor	F	3	.	.	.	9
		M	33	168,124	157,716	39,667	9
	Assoc Prof	F	4	121,275	107,172	33,671	6
		M	14	129,003	121,032	32,305	8
	Asst Prof	F	7	135,730	145,008	23,386	2
		M	17	115,274	109,116	19,931	3
Fixed Term (4)	Professor	M	4	118,708	79,164	45,593	.
		M	4	76,932	60,015	18,916	.
	Instructor	F	7	50,540	49,776	12,712	.
		M	15	65,079	67,485	17,642	.

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Includes Fixed Term I and Fixed Term Multi-Year.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty(1) at University Park
Fall 2005

College of Communications

<u>Type of Appointment</u>	<u>Rank</u>	<u>Gender</u>	<u>Number</u>	<u>Salary Mean (2)</u>	<u>Salary Median</u>	<u>Standard Deviation</u>	<u>Mean Years in Rank(3)</u>
Standing	Professor	F	1	.	.	.	1
		M	4	111,008	100,008	13,927	9
	Assoc Prof	F	3	.	.	.	4
		M	13	75,570	71,001	9,495	5
	Asst Prof	F	4	57,026	57,348	2,216	2
		M	7	57,218	57,078	4,952	2
Fixed Term (4)	Professor	M	2	.	.	.	.
	Instructor	F	1	.	.	.	.

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Includes Fixed Term I and Fixed Term Multi-Year.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty(1) at University Park
Fall 2005

College of Earth and Mineral Sciences

<u>Type of Appointment</u>	<u>Rank</u>	<u>Gender</u>	<u>Number</u>	<u>Salary Mean (2)</u>	<u>Salary Median</u>	<u>Standard Deviation</u>	<u>Mean Years in Rank(3)</u>
Standing	Professor	F	8	108,920	111,348	18,326	4
		M	58	112,326	110,808	21,191	11
	Assoc Prof	F	6	79,770	73,932	11,185	3
		M	24	78,740	75,744	9,273	6
	Asst Prof	F	6	58,265	55,413	4,369	1
		M	19	63,863	64,332	5,946	3
	Instructor	M	2	.	.	.	14
	Fixed Term (4)	Professor	F	1	.	.	.
M			1	.	.	.	.
Assoc Prof		M	2	.	.	.	.
Asst Prof		M	2	.	.	.	.
Instructor		F	2	.	.	.	.
		M	3	.	.	.	.

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Includes Fixed Term I and Fixed Term Multi-Year.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty(1) at University Park
Fall 2005

College of Education

<u>Type of Appointment</u>	<u>Rank</u>	<u>Gender</u>	<u>Number</u>	<u>Salary Mean (2)</u>	<u>Salary Median</u>	<u>Standard Deviation</u>	<u>Mean Years in Rank(3)</u>
Standing	Professor	F	9	89,524	85,419	10,605	4
		M	32	92,091	89,694	11,019	9
	Assoc Prof	F	19	69,749	68,499	4,158	3
		M	19	69,990	69,381	5,277	6
	Asst Prof	F	12	59,214	58,257	2,309	3
		M	11	59,961	57,330	5,230	2
Fixed Term (4)	Assoc Prof	M	1	.	.	.	.
	Asst Prof	F	13	41,556	41,580	6,660	.
		M	2	.	.	.	.
	Instructor	F	17	30,379	30,087	5,173	.
		M	6	29,942	25,591	6,545	.

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).
 3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Includes Fixed Term I and Fixed Term Multi-Year.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty(1) at University Park
Fall 2005

College of Engineering

<u>Type of Appointment</u>	<u>Rank</u>	<u>Gender</u>	<u>Number</u>	<u>Salary Mean (2)</u>	<u>Salary Median</u>	<u>Standard Deviation</u>	<u>Mean Years in Rank(3)</u>
Standing	Professor	F	9	114,760	104,832	20,790	4
		M	122	118,528	112,104	22,100	10
	Assoc Prof	F	12	94,529	94,536	7,032	5
		M	58	91,935	90,936	7,095	5
	Asst Prof	F	10	79,286	80,064	5,856	3
		M	33	79,044	77,796	5,079	3
Fixed Term (4)	Professor	M	2	.	.	.	.
	Assoc Prof	F	1	.	.	.	.
		M	6	64,910	61,992	9,296	.
	Asst Prof	F	7	50,963	49,296	6,035	.
		M	11	53,499	53,910	8,717	.
	Instructor	F	2	.	.	.	.
		M	14	38,361	35,136	14,019	.

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Includes Fixed Term I and Fixed Term Multi-Year.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty(1) at University Park
Fall 2005

College of Health and Human Development

<u>Type of Appointment</u>	<u>Rank</u>	<u>Gender</u>	<u>Number</u>	<u>Salary Mean (2)</u>	<u>Salary Median</u>	<u>Standard Deviation</u>	<u>Mean Years in Rank(3)</u>
Standing	Professor	F	18	117,207	115,344	25,835	9
		M	29	105,291	97,092	27,693	11
	Assoc Prof	F	27	75,737	75,852	9,693	5
		M	29	77,354	76,428	9,760	6
	Asst Prof	F	23	59,228	60,012	4,685	2
		M	15	63,101	62,100	8,423	5
	Instructor	F	2	.	.	.	19
		M	4	43,749	43,776	5,601	14
Fixed Term (4)	Assoc Prof	F	2	.	.	.	.
		M	2	.	.	.	.
	Asst Prof	F	8	51,517	50,004	4,992	.
		M	3	.	.	.	.
	Instructor	F	50	40,631	41,040	6,921	.
		M	11	44,002	45,000	10,335	.

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Includes Fixed Term I and Fixed Term Multi-Year.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty(1) at University Park
Fall 2005

School of Information Sciences and Tech.

<u>Type of Appointment</u>	<u>Rank</u>	<u>Gender</u>	<u>Number</u>	<u>Salary Mean (2)</u>	<u>Salary Median</u>	<u>Standard Deviation</u>	<u>Mean Years in Rank(3)</u>
Standing	Professor	F	2	.	.	.	3
		M	4	158,780	146,529	28,501	6
	Assoc Prof	M	6	105,654	109,764	11,206	5
	Asst Prof	F	6	89,363	87,399	3,845	2
		M	11	91,402	91,098	5,865	3
	Fixed Term (4)	Asst Prof	F	2	.	.	.
M			3	.	.	.	.
Instructor		F	3	.	.	.	.
		M	5	57,300	45,566	18,459	.

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Includes Fixed Term I and Fixed Term Multi-Year.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty(1) at University Park
Fall 2005

The College of the Liberal Arts

<u>Type of Appointment</u>	<u>Rank</u>	<u>Gender</u>	<u>Number</u>	<u>Salary Mean (2)</u>	<u>Salary Median</u>	<u>Standard Deviation</u>	<u>Mean Years in Rank(3)</u>
Standing	Professor	F	34	104,201	99,450	23,321	6
		M	110	121,668	113,490	35,646	10
	Assoc Prof	F	59	72,239	69,192	17,001	7
		M	69	73,579	72,648	16,458	8
	Asst Prof	F	34	61,438	59,040	9,745	3
		M	32	62,795	60,012	12,836	2
Fixed Term (4)	Professor	M	1	.	.	.	.
		M	2	.	.	.	.
	Asst Prof	F	3	.	.	.	.
		M	1	.	.	.	.

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Includes Fixed Term I and Fixed Term Multi-Year.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty(1) at University Park
Fall 2005

The Eberly College of Science

<u>Type of Appointment</u>	<u>Rank</u>	<u>Gender</u>	<u>Number</u>	<u>Salary Mean (2)</u>	<u>Salary Median</u>	<u>Standard Deviation</u>	<u>Mean Years in Rank(3)</u>
Standing	Professor	F	15	114,329	98,028	42,600	9
		M	111	120,441	110,736	40,470	12
	Assoc Prof	F	5	72,047	66,708	9,374	5
		M	38	74,511	73,620	10,541	6
	Asst Prof	F	20	64,694	63,612	3,825	3
		M	36	65,805	64,260	5,415	2
	Instructor	M	2	.	.	.	5
	Fixed Term (4)	Professor	M	1	.	.	.
F			1	.	.	.	.
Assoc Prof		F	2	.	.	.	.
		M	2	.	.	.	.
Asst Prof		F	3	.	.	.	.
		M	5	48,096	46,587	4,450	.
Instructor		F	19	36,895	39,816	7,161	.
		M	9	37,620	38,665	5,438	.

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Includes Fixed Term I and Fixed Term Multi-Year.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty(1) at University Park
Fall 2005

University Libraries

<u>Appointment</u>	<u>Location</u>	<u>Rank</u>	<u>Gender</u>	<u>Number</u>	<u>Salary Mean(2)</u>	<u>Salary Median</u>	<u>Standard Deviation</u>	<u>Mean Years in Rank(3)</u>		
Standing	University Park	Librarian	F	6	69,493	69,154	4,879	4		
			M	5	75,943	68,496	11,342	8		
		Assoc Lib	F	17	55,746	53,527	6,998	6		
			M	7	54,887	55,156	6,687	6		
		Asst Lib	F	9	46,236	42,543	7,134	3		
			M	7	43,607	43,004	3,982	3		
		Fixed Term (4)	University Park	Asst Lib	F	1

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Includes Fixed Term I and Fixed Term Multi-Year.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty(1) at University Park
Fall 2005

Other UP Academic Units (5)

<u>Type of Appointment</u>	<u>Rank</u>	<u>Gender</u>	<u>Number</u>	<u>Salary Mean (2)</u>	<u>Salary Median</u>	<u>Standard Deviation</u>	<u>Mean Years in Rank(3)</u>
Standing	Asst Prof	M	2	.	.	.	21
	Instructor	F	1	.	.	.	2
		M	9	60,749	49,581	31,607	17
	Lecturer	F	11	45,064	44,035	12,383	9
		M	12	43,770	37,262	13,323	7
	Sr Res Asc	F	2	.	.	.	5
		M	23	98,301	95,667	16,302	6
	Res Assoc	F	4	53,443	44,015	10,822	4
		M	57	83,545	80,462	19,221	8
	Sr Res Ast	F	1	.	.	.	7
		M	4	68,818	62,911	13,012	13
	Res Asst	F	9	66,287	64,756	20,568	15
		M	31	61,713	61,370	13,324	9
	Sr Scentst	F	1	.	.	.	14
M		15	112,557	112,432	18,344	5	
Fixed Term (4)	Professor	M	1	.	.	.	.
	Assoc Prof	F	1	.	.	.	.
		M	2	.	.	.	.
	Asst Prof	F	2	.	.	.	.
		M	3	.	.	.	.
	Instructor	F	13	43,545	44,408	7,290	.
		M	14	47,195	41,090	15,239	.
	Lecturer	F	1	.	.	.	.
M		4	50,634	31,843	24,640	.	

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).
3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Includes Fixed Term I and Fixed Term Multi-Year.

5) Includes Intercollegiate Research Programs (including ARL), Continuing Education, Intercollegiate Athletics, etc.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty(1) at University Park
Fall 2005

Other UP Academic Units (5)

<u>Type of Appointment</u>	<u>Rank</u>	<u>Gender</u>	<u>Number</u>	<u>Salary Mean (2)</u>	<u>Salary Median</u>	<u>Standard Deviation</u>	<u>Mean Years in Rank(3)</u>
Fixed Term (4)	Sr Res Asc	F	1	.	.	.	.
		M	8	68,527	66,258	17,640	.
	Res Assoc	F	8	41,811	39,961	5,110	.
		M	25	51,261	50,572	17,989	.
	Sr Res Ast	F	2	.	.	.	.
		M	2	.	.	.	.
	Res Asst	F	6	36,344	34,160	7,714	.
		M	27	47,521	44,997	12,681	.
	Sr Scntst	M	6	91,410	85,536	25,809	.

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).
3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Includes Fixed Term I and Fixed Term Multi-Year.

5) Includes Intercollegiate Research Programs (including ARL), Continuing Education, Intercollegiate Athletics, etc.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty(1) at University Park
Fall 2005

UP Colleges--Non-Professorial Ranks

Type of Appointment	Rank	Gender	Number	Salary Mean (2)	Salary Median	Standard Deviation	Mean Years in Rank(3)
Standing	Sr Lect	M	6	62,372	63,451	14,106	3
	Lecturer	F	2	.	.	.	1
		M	4	63,029	55,127	11,016	4
	Sr Res Asc	M	2	.	.	.	6
	Res Assoc	M	3	.	.	.	5
	Sr Res Ast	F	3	.	.	.	9
		M	5	55,144	50,651	11,380	7
	Res Asst	M	2	.	.	.	7
	Sr Scentst	M	2	.	.	.	3
	Sr Instr	F	1	.	.	.	3
M		2	.	.	.	3	
Fixed Term (4)	Sr Lect	F	30	49,208	48,024	13,260	.
		M	42	61,441	56,197	22,124	.
	Lecturer	F	81	33,671	31,500	7,075	.
		M	72	35,558	35,028	7,605	.
	Sr Res Asc	F	15	53,955	52,859	18,994	.
		M	30	67,267	59,897	25,519	.
	Res Assoc	F	54	45,487	44,997	13,351	.
		M	107	45,084	41,188	14,504	.
	Sr Res Ast	F	11	48,735	43,622	16,581	.
		M	7	45,814	41,335	15,675	.
	Res Asst	F	51	32,354	30,646	8,932	.
		M	69	38,723	36,437	13,166	.

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).
3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Includes Fixed Term I and Fixed Term Multi-Year.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty(1) at University Park
Fall 2005

UP Colleges--Non-Professorial Ranks

<u>Type of Appointment</u>	<u>Rank</u>	<u>Gender</u>	<u>Number</u>	<u>Salary Mean (2)</u>	<u>Salary Median</u>	<u>Standard Deviation</u>	<u>Mean Years in Rank(3)</u>
Fixed Term (4)	Asst	M	1	.	.	.	.
	Sr Sctst	M	5	67,756	61,487	13,987	.
	Sr Instr	F	2	.	.	.	.
		M	1	.	.	.	.

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Includes Fixed Term I and Fixed Term Multi-Year.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2005

Standing Appointments

Abington College

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank
Division of Arts and Humanities					
Professor	6	89,483	85,896	10,789	10
Associate Professor	11	62,162	62,019	1,818	8
Assistant Professor	7	55,527	55,710	2,905	14
Instructor	1	-	-	-	15
Other ⁽³⁾	1	-	-	-	5
Division of Science and Engineering					
Professor	5	83,907	84,195	4,936	11
Associate Professor	10	68,805	70,074	7,404	9
Assistant Professor	6	58,106	55,314	8,433	26
Instructor	0	-	-	-	-
Other ⁽³⁾	0	-	-	-	-
Division of Social Sciences					
Professor	0	-	-	-	-
Associate Professor	8	72,770	72,918	10,307	7
Assistant Professor	7	56,407	52,596	12,985	5
Instructor	4	54,212	50,000	11,962	9
Other ⁽³⁾	3	-	-	-	7
Other⁽⁴⁾					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	4	47,269	44,776	7,879	4

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(4) This category includes individuals in units other than one of the organizational divisions, for example: the Chancellor's Office, Continuing Education, and the University Libraries.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2005

Standing Appointments

Altoona College

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank
Division of Arts and Humanities					
Professor	3	-	-	-	5
Associate Professor	13	63,655	62,784	4,067	6
Assistant Professor	19	50,439	49,482	2,681	3
Instructor	0	-	-	-	-
Other ⁽³⁾	0	-	-	-	-
Division of Business and Engineering					
Professor	0	-	-	-	-
Associate Professor	9	79,282	81,027	10,452	4
Assistant Professor	7	66,964	69,480	9,033	4
Instructor	2	-	-	-	23
Other ⁽³⁾	1	-	-	-	1
Division of Education, Human Development, & Social Sciences					
Professor	1	-	-	-	6
Associate Professor	4	68,157	65,799	7,462	7
Assistant Professor	16	51,265	50,756	3,483	6
Instructor	2	-	-	-	19
Other ⁽³⁾	0	-	-	-	-
Division of Mathematics and Natural Sciences					
Professor	6	81,657	81,009	8,673	5
Associate Professor	10	65,809	65,084	5,131	5
Assistant Professor	13	50,636	50,085	1,795	3
Instructor	0	-	-	-	-
Other ⁽³⁾	0	-	-	-	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2005

Standing Appointments

Altoona College (continued)

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank
Other⁽⁴⁾					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	2	-	-	-	14

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(4) This category includes individuals in units other than one of the organizational divisions, for example: the Chancellor's Office, Continuing Education, and the University Libraries.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2005

Standing Appointments

Berks College

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank
Engineering, Business, and Computing					
Professor	1	-	-	-	2
Associate Professor	2	-	-	-	9
Assistant Professor	12	68,187	67,766	9,044	4
Instructor	0	-	-	-	-
Other ⁽³⁾	0	-	-	-	-
Humanities, Arts, and Social Sciences					
Professor	2	-	-	-	2
Associate Professor	11	62,793	62,370	5,667	4
Assistant Professor	13	51,817	50,400	4,968	4
Instructor	0	-	-	-	-
Other ⁽³⁾	0	-	-	-	-
Science					
Professor	3	-	-	-	7
Associate Professor	9	66,075	66,465	7,845	5
Assistant Professor	13	53,549	52,335	6,255	7
Instructor	2	-	-	-	28
Other ⁽³⁾	0	-	-	-	-
Other⁽⁴⁾					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	4	50,361	45,998	12,284	10

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(4) This category includes individuals in units other than one of the organizational divisions, for example: the Chancellor's Office, Continuing Education, and the University Libraries.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2005

Standing Appointments

Capital College

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank
School of Behavioral Sciences and Education					
Professor	2	-	-	-	13
Associate Professor	16	72,209	73,062	7,730	6
Assistant Professor	16	61,970	60,948	3,375	2
Instructor	0	-	-	-	-
Other ⁽³⁾	0	-	-	-	-
School of Business Administration					
Professor	5	108,216	106,956	6,166	10
Associate Professor	10	97,855	98,708	11,467	11
Assistant Professor	8	88,121	92,916	12,553	2
Instructor	0	-	-	-	-
Other ⁽³⁾	0	-	-	-	-
School of Humanities					
Professor	2	-	-	-	1
Associate Professor	7	65,318	64,269	5,715	12
Assistant Professor	8	55,530	54,797	4,712	6
Instructor	0	-	-	-	-
Other ⁽³⁾	0	-	-	-	-
School of Public Affairs					
Professor	5	108,495	108,387	10,495	12
Associate Professor	7	76,765	78,444	3,595	9
Assistant Professor	3	-	-	-	3
Instructor	0	-	-	-	-
Other ⁽³⁾	0	-	-	-	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2005

Standing Appointments

Capital College (continued)

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank
School of Science, Engineering, and Technology					
Professor	5	100,831	99,216	11,410	15
Associate Professor	14	82,757	82,098	6,998	12
Assistant Professor	9	71,964	70,056	6,540	3
Instructor	2	-	-	-	24
Other ⁽³⁾	1	-	-	-	0
Other⁽⁴⁾					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	3	-	-	-	2

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(4) This category includes individuals in units other than one of the organizational divisions, for example: the Chancellor's Office, Continuing Education, and the University Libraries.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2005

Standing Appointments

Erie, The Behrend College

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank
School of Business					
Professor	2	-	-	-	5
Associate Professor	10	103,619	108,216	13,369	9
Assistant Professor	12	102,407	103,154	8,202	3
Instructor	1	-	-	-	21
Other ⁽³⁾	0	-	-	-	-
School of Engineering and Engineering Technology					
Professor	2	-	-	-	4
Associate Professor	11	84,856	84,078	8,267	6
Assistant Professor	14	68,864	69,795	3,004	4
Instructor	2	-	-	-	20
Other ⁽³⁾	3	-	-	-	4
School of Humanities and Social Sciences					
Professor	9	85,132	83,403	9,590	13
Associate Professor	15	61,792	61,767	2,549	7
Assistant Professor	10	50,771	48,924	3,912	3
Instructor	1	-	-	-	0
Other ⁽³⁾	3	-	-	-	11
School of Science					
Professor	2	-	-	-	11
Associate Professor	11	67,822	68,058	3,431	5
Assistant Professor	15	54,410	53,766	3,037	3
Instructor	4	56,410	59,949	8,251	22
Other ⁽³⁾	2	-	-	-	7

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2005

Standing Appointments

Erie, The Behrend College (continued)

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank
Other⁽⁴⁾					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	4	55,919	55,245	20,311	5

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(4) This category includes individuals in units other than one of the organizational divisions, for example: the Chancellor's Office, Continuing Education, and the University Libraries.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2005

Standing Appointments

School of Graduate Professional Studies

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank
Education Division					
Professor	0	-	-	-	-
Associate Professor	3	-	-	-	2
Assistant Professor	2	-	-	-	2
Instructor	0	-	-	-	-
Other ⁽³⁾	0	-	-	-	-
Engineering Division					
Professor	1	-	-	-	5
Associate Professor	4	83,394	81,977	3,266	3
Assistant Professor	2	-	-	-	4
Instructor	0	-	-	-	-
Other ⁽³⁾	0	-	-	-	-
Management Division					
Professor	3	-	-	-	1
Associate Professor	5	102,704	101,484	5,443	5
Assistant Professor	6	86,984	86,094	6,041	3
Instructor	0	-	-	-	-
Other ⁽³⁾	0	-	-	-	-
Other⁽⁴⁾					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	1	-	-	-	10

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(4) This category includes individuals in units other than one of the organizational divisions, for example: the Chancellor's Office, Continuing Education, and the University Libraries.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2005

Standing Appointments

University College

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank
Arts and Humanities Division					
Professor	8	80,175	79,146	9,956	4
Associate Professor	27	63,919	62,874	8,648	9
Assistant Professor	22	54,078	52,425	4,384	9
Instructor	0	-	-	-	-
Other ⁽³⁾	2	-	-	-	4
Business and Economics					
Professor	3	-	-	-	2
Associate Professor	6	73,487	71,991	9,262	6
Assistant Professor	23	73,448	74,565	9,585	3
Instructor	3	-	-	-	17
Other ⁽³⁾	4	69,669	70,385	6,518	3
Engineering					
Professor	4	86,740	83,795	7,755	10
Associate Professor	20	72,224	70,439	7,807	8
Assistant Professor	7	67,425	64,017	10,834	13
Instructor	4	56,140	53,807	7,002	20
Other ⁽³⁾	7	68,045	66,996	6,229	3
English					
Professor	11	75,528	73,359	6,909	4
Associate Professor	21	62,468	62,325	4,387	10
Assistant Professor	23	54,104	53,289	3,698	8
Instructor	0	-	-	-	-
Other ⁽³⁾	5	59,821	60,741	4,456	4

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2005

Standing Appointments

University College (continued)

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank
Health and Human Development					
Professor	2	-	-	-	2
Associate Professor	9	61,926	61,425	2,512	2
Assistant Professor	17	54,715	54,144	3,143	9
Instructor	7	55,323	54,099	4,001	16
Other ⁽³⁾	5	62,497	61,128	5,916	2
Information Sciences and Technology					
Professor	0	-	-	-	-
Associate Professor	1	-	-	-	3
Assistant Professor	9	76,379	74,187	5,126	6
Instructor	0	-	-	-	-
Other ⁽³⁾	1	-	-	-	4
Mathematics					
Professor	10	82,299	81,230	7,586	8
Associate Professor	12	66,053	63,135	7,543	11
Assistant Professor	10	52,043	50,832	4,557	7
Instructor	1	-	-	-	34
Other ⁽³⁾	0	-	-	-	-
Science					
Professor	15	84,498	87,345	14,854	10
Associate Professor	18	64,698	63,333	5,136	11
Assistant Professor	36	55,683	54,932	4,625	12
Instructor	3	-	-	-	10
Other ⁽³⁾	2	-	-	-	1

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2005

Standing Appointments

University College (continued)

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank
Social Science and Education					
Professor	7	93,414	93,321	8,439	9
Associate Professor	16	64,592	63,761	5,573	7
Assistant Professor	14	53,912	52,065	4,001	6
Instructor	1	-	-	-	25
Other ⁽³⁾	0	-	-	-	-
Other⁽⁴⁾					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	16	50,549	47,687	11,663	9

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(4) This category includes individuals in units other than one of the organizational divisions, for example: the Chancellor's Office, Continuing Education, and the University Libraries.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2005

Fixed-Term Appointments ⁽⁵⁾

Abington College

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank ⁽⁶⁾
Division of Arts and Humanities					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	1	-	-	-	-
Other ⁽³⁾	12	36,624	35,280	4,858	-
Division of Science and Engineering					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	11	44,917	45,522	12,919	-
Division of Social Sciences					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	1	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	12	40,024	36,740	10,951	-
Other ⁽⁴⁾					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	3	-	-	-	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(4) This category includes individuals in units other than one of the organizational divisions, for example: the Chancellor's Office, Continuing Education, and the University Libraries.

(5) "Fixed-Term" includes Fixed-Term I and Fixed-Term Multi-year appointments.

(6) "Years In Rank" data are shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2005

Fixed-Term Appointments ⁽⁵⁾

Altoona College

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank ⁽⁶⁾
Division of Arts and Humanities					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	1	-	-	-	-
Instructor	7	38,722	40,005	3,548	-
Other ⁽³⁾	0	-	-	-	-
Division of Business and Engineering					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	1	-	-	-	-
Instructor	10	48,786	49,716	3,236	-
Other ⁽³⁾	0	-	-	-	-
Division of Education, Human Development, & Social Sciences					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	2	-	-	-	-
Instructor	13	44,218	45,900	5,731	-
Other ⁽³⁾	0	-	-	-	-
Division of Mathematics and Natural Sciences					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	8	42,678	41,450	7,910	-
Instructor	5	38,299	36,801	4,431	-
Other ⁽³⁾	0	-	-	-	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(5) "Fixed-Term" includes Fixed-Term I and Fixed-Term Multi-year appointments.

(6) "Years In Rank" data are shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2005

Fixed-Term Appointments ⁽⁵⁾

Altoona College (continued)

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank ⁽⁶⁾
Other ⁽⁴⁾					
Professor	0	-	-	-	-
Associate Professor	1	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	4	44,854	34,845	21,522	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(4) This category includes individuals in units other than one of the organizational divisions, for example: the Chancellor's Office, Continuing Education, and the University Libraries.

(5) "Fixed-Term" includes Fixed-Term I and Fixed-Term Multi-year appointments.

(6) "Years In Rank" data are shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2005

Fixed-Term Appointments ⁽⁵⁾

Berks College

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank ⁽⁶⁾
Engineering, Business, and Computing					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	4	67,340	67,595	2,654	-
Instructor	2	-	-	-	-
Other ⁽³⁾	4	64,082	63,945	6,094	-
Humanities, Arts, and Social Sciences					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	2	-	-	-	-
Instructor	5	41,797	40,005	5,335	-
Other ⁽³⁾	7	48,272	45,972	7,796	-
Science					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	1	-	-	-	-
Other ⁽³⁾	8	48,805	46,463	9,239	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(5) "Fixed-Term" includes Fixed-Term I and Fixed-Term Multi-year appointments.

(6) "Years In Rank" data are shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2005

Fixed-Term Appointments ⁽⁵⁾

Capital College

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank ⁽⁶⁾
School of Behavioral Sciences and Education					
Professor	0	-	-	-	-
Associate Professor	1	-	-	-	-
Assistant Professor	16	50,968	47,003	12,020	-
Instructor	5	37,316	40,788	7,976	-
Other ⁽³⁾	1	-	-	-	-
School of Business Administration					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	3	-	-	-	-
Instructor	6	57,492	56,817	8,166	-
Other ⁽³⁾	0	-	-	-	-
School of Humanities					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	1	-	-	-	-
Instructor	4	40,471	39,812	3,972	-
Other ⁽³⁾	0	-	-	-	-
School of Public Affairs					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	1	-	-	-	-
Other ⁽³⁾	0	-	-	-	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(5) "Fixed-Term" includes Fixed-Term I and Fixed-Term Multi-year appointments.

(6) "Years In Rank" data are shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2005

Fixed-Term Appointments ⁽⁵⁾

Capital College (continued)

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank ⁽⁶⁾
School of Science, Engineering, and Technology					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	4	59,823	59,477	5,656	-
Instructor	3	-	-	-	-
Other ⁽³⁾	1	-	-	-	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(5) "Fixed-Term" includes Fixed-Term I and Fixed-Term Multi-year appointments.

(6) "Years In Rank" data are shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2005

Fixed-Term Appointments ⁽⁵⁾

Erie, The Behrend College

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank ⁽⁶⁾
School of Business					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	1	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	17	62,143	59,715	11,249	-
School of Engineering and Engineering Technology					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	8	59,721	59,688	5,213	-
School of Humanities and Social Sciences					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	1	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	27	44,817	45,315	5,451	-
School of Science					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	17	47,716	46,422	4,800	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(5) "Fixed-Term" includes Fixed-Term I and Fixed-Term Multi-year appointments.

(6) "Years In Rank" data are shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2005

Fixed-Term Appointments⁽⁵⁾

Erie, The Behrend College (continued)

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank ⁽⁶⁾
Other ⁽⁴⁾					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	4	43,551	43,864	9,108	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(4) This category includes individuals in units other than one of the organizational divisions, for example: the Chancellor's Office, Continuing Education, and the University Libraries.

(5) "Fixed-Term" includes Fixed-Term I and Fixed-Term Multi-year appointments.

(6) "Years In Rank" data are shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2005

Fixed-Term Appointments ⁽⁵⁾

School of Graduate Professional Studies

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank ⁽⁶⁾
Education Division					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	2	-	-	-	-
Engineering Division					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	2	-	-	-	-
Management Division					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	3	-	-	-	-
Other⁽⁴⁾					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	1	-	-	-	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(4) This category includes individuals in units other than one of the organizational divisions, for example: the Chancellor's Office, Continuing Education, and the University Libraries.

(5) "Fixed-Term" includes Fixed-Term I and Fixed-Term Multi-year appointments.

(6) "Years In Rank" data are shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2005

Fixed-Term Appointments ⁽⁵⁾

University College

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank ⁽⁶⁾
Arts and Humanities Division					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	3	-	-	-	-
Instructor	14	40,624	38,880	6,889	-
Other ⁽³⁾	5	46,438	46,377	7,346	-
Business and Economics					
Professor	0	-	-	-	-
Associate Professor	1	-	-	-	-
Assistant Professor	2	-	-	-	-
Instructor	18	51,404	52,722	11,563	-
Other ⁽³⁾	4	47,519	48,393	10,665	-
Engineering					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	2	-	-	-	-
Instructor	14	51,743	52,614	8,730	-
Other ⁽³⁾	7	51,553	52,812	15,359	-
English					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	35	38,915	38,547	6,118	-
Other ⁽³⁾	6	45,932	45,599	5,002	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(5) "Fixed-Term" includes Fixed-Term I and Fixed-Term Multi-year appointments.

(6) "Years In Rank" data are shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2005

Fixed-Term Appointments ⁽⁵⁾

University College (continued)

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank ⁽⁶⁾
Health and Human Development					
Professor	0	-	-	-	-
Associate Professor	1	-	-	-	-
Assistant Professor	1	-	-	-	-
Instructor	37	47,261	48,330	7,267	-
Other ⁽³⁾	5	45,555	44,516	5,825	-
Information Sciences and Technology					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	3	-	-	-	-
Instructor	20	63,520	64,454	12,996	-
Other ⁽³⁾	2	-	-	-	-
Mathematics					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	15	39,022	38,835	5,026	-
Other ⁽³⁾	4	43,297	42,690	10,744	-
Science					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	16	44,316	42,917	8,238	-
Other ⁽³⁾	3	-	-	-	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(5) "Fixed-Term" includes Fixed-Term I and Fixed-Term Multi-year appointments.

(6) "Years In Rank" data are shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2005

Fixed-Term Appointments⁽⁵⁾

University College (continued)

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank ⁽⁶⁾
Social Science and Education					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	4	41,987	42,003	4,053	-
Instructor	25	43,427	43,014	6,689	-
Other ⁽³⁾	3	-	-	-	-
Other⁽⁴⁾					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	2	-	-	-	-
Other ⁽³⁾	9	35,526	32,727	5,800	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(4) This category includes individuals in units other than one of the organizational divisions, for example: the Chancellor's Office, Continuing Education, and the University Libraries.

(5) "Fixed-Term" includes Fixed-Term I and Fixed-Term Multi-year appointments.

(6) "Years In Rank" data are shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

**TABLE 15A
 PENN STATE COLLEGE OF MEDICINE
 FACULTY SALARY INFORMATION
 TOTAL SALARY (48 week appointments)
 FY 2005-06**

	COUNT	AVERAGE TOTAL COMPENSATION
BASIC SCIENCE DEPARTMENTS		
PROFESSOR		
FEMALE	13	\$145,658
MALE	38	\$144,800
ASSOCIATE PROFESSOR		
FEMALE	8	\$95,163
MALE	28	\$96,004
ASSISTANT PROFESSOR		
FEMALE	16	\$66,542
MALE	36	\$66,432
INSTRUCTOR		
FEMALE	2	\$61,008
MALE	3	\$54,660
CLINICAL SCIENCE DEPARTMENT - FAMILY MEDICINE		
PROFESSOR (MD)		
FEMALE	0	
MALE	1	
PROFESSOR (PhD)		
FEMALE	0	
MALE	1	
ASSOCIATE PROFESSOR (MD)		
FEMALE	1	
MALE	9	\$169,387
ASSOCIATE PROFESSOR (PhD)		
FEMALE	0	
MALE	1	
ASSISTANT PROFESSOR (MD's)		
FEMALE	11	\$128,724
MALE	14	\$141,516
ASSISTANT PROFESSOR (PhD)		
FEMALE	1	
MALE	0	
INSTRUCTOR (MD)		
FEMALE	0	
MALE	0	
INSTRUCTOR (PhD)		
FEMALE	0	
MALE	2	

**TABLE 15B
 PENN STATE COLLEGE OF MEDICINE
 FACULTY SALARY INFORMATION
 BASE SALARY ONLY (48 week appointments)
 FY 2005-06**

	COUNT	AVERAGE BASE SALARIES
BASIC SCIENCE DEPARTMENTS		
BIOCHEM. & MOLECULAR BIO.		
PROFESSOR	7	\$138,970
ASSOC PROF	5	\$79,649
ASST PROF	8	\$66,444
INSTRUCTOR	0	
CELL & MOLECULAR PHYS.		
PROFESSOR	10	\$122,516
PROFESSOR (MD)	1	
ASSOC PROF	10	\$85,159
ASST PROF	11	\$58,255
INSTRUCTOR	2	
COMPARATIVE MEDICINE		
PROFESSOR	2	
ASSOC PROF	1	
ASST PROF	1	
INSTRUCTOR	0	
GITTLER CANCER INSTITUTE		
PROFESSOR	2	
ASSOC PROF	2	
ASST PROF	1	
INSTRUCTOR	1	
HEALTH EVALUATION SCIENCES		
PROFESSOR	4	\$132,702
ASSOC PROF	6	\$100,358
ASST PROF	5	\$73,217
INSTRUCTOR	2	
HUMANITIES		
PROFESSOR	2	
ASSOC PROF (PhD)	1	
ASSOC PROF (MD)	2	
ASST PROF	0	
INSTRUCTOR	0	
MICROBIOLOGY		
PROFESSOR	7	\$145,617
ASSOC PROF	4	\$92,520
ASST PROF	4	\$70,188
INSTRUCTOR	0	
NEURAL & BEH. SCIENCES		
PROFESSOR	7	\$117,888
ASSOC PROF	2	
ASST PROF	7	\$67,901
INSTRUCTOR	0	
PHARMACOLOGY		
PROFESSOR	9	\$165,100
ASSOC PROF	3	
ASST PROF	15	\$61,147
INSTRUCTOR	0	

**TABLE 15B
 PENN STATE COLLEGE OF MEDICINE
 FACULTY SALARY INFORMATION
 BASE SALARY ONLY (48 week appointments)
 FY 2005-06**

	COUNT	AVERAGE BASE SALARIES
CLINICAL SCIENCE DEPARTMENTS		
ANESTHESIA		
ACUTE PAIN MANAGEMENT		
PROFESSOR	1	
ASSOC PROF	0	
ASST PROF	3	
INSTRUCTOR	0	
BASIC SCIENCE		
PROFESSOR	1	
ASSOC PROF	0	
ASST PROF	2	
INSTRUCTOR	0	
CRITICAL CARE		
PROFESSOR	0	
ASSOC PROF	2	
ASST PROF	0	
INSTRUCTOR	0	
GENERAL ANESTHESIA		
PROFESSOR	4	\$240,328
ASSOC PROF	5	\$214,244
ASST PROF	15	\$206,815
INSTRUCTOR	6	\$187,859
PRE-SURGICAL ASSESSMENT		
PROFESSOR	0	
ASSOC PROF	1	
ASST PROF	0	
INSTRUCTOR	0	
CANCER CENTER		
CLINICAL SCIENCE		
PROFESSOR	1	
ASSOC PROF	1	
ASST PROF	0	
INSTRUCTOR	0	
BASIC SCIENCE		
PROFESSOR	0	
ASSOC PROF	0	
ASST PROF	2	
INSTRUCTOR	0	
DERMATOLOGY		
PROFESSOR	1	
ASSOC PROF	2	
ASST PROF	7	\$161,310
INSTRUCTOR	0	
EMERGENCY MEDICINE		
PROFESSOR	1	
ASSOC PROF	4	\$169,369
ASST PROF	10	\$170,121
INSTRUCTOR		

**TABLE 15B
PENN STATE COLLEGE OF MEDICINE
FACULTY SALARY INFORMATION
BASE SALARY ONLY (48 week appointments)
FY 2005-06**

	COUNT	AVERAGE BASE SALARIES
FAMILY MEDICINE		
CLINICAL SCIENCE		
PROFESSOR	1	
ASSOC PROF	10	\$162,065
ASST PROF	26	\$130,484
INSTRUCTOR	0	
BASIC SCIENCE		
PROFESSOR	1	
ASSOC PROF	1	
ASST PROF	0	
INSTRUCTOR	2	
HEART & VASCULAR INSTITUTE		
CARDIOVASCULAR		
PROFESSOR	1	
ASSOC PROF	2	
ASST PROF	2	
INSTRUCTOR	0	
ELECTROPHYSIOLOGY		
PROFESSOR	2	
ASSOC PROF	0	
ASST PROF	1	
INSTRUCTOR	0	
INTERVENTIONAL		
PROFESSOR	1	
ASSOC PROF	5	\$247,944
ASST PROF	3	
INSTRUCTOR	0	
PSHVI IMAGING		
PROFESSOR	2	
ASSOC PROF	2	
ASST PROF	2	
INSTRUCTOR	0	
TRANSPLANT		
PROFESSOR	2	
ASSOC PROF	1	
ASST PROF	5	\$209,656
INSTRUCTOR	1	
MEDICINE		
BASIC SCIENCE		
PROFESSOR	1	
ASSOC PROF	1	
ASST PROF	6	\$73,858
INSTRUCTOR	0	

TABLE 15B
PENN STATE COLLEGE OF MEDICINE
FACULTY SALARY INFORMATION
BASE SALARY ONLY (48 week appointments)
FY 2005-06

	COUNT	AVERAGE BASE SALARIES
ENDOCRINOLOGY		
PROFESSOR	2	
ASSOC PROF	0	
ASST PROF	3	
INSTRUCTOR	0	
GASTROENTEROLOGY		
PROFESSOR	3	
ASSOC PROF	0	
ASST PROF	4	\$200,273
INSTRUCTOR	0	
GENERAL INTERNAL MEDICINE		
PROFESSOR	3	
ASSOC PROF	5	\$132,467
ASST PROF	10	\$120,611
INSTRUCTOR	1	
HEMATOLOGY/ONCOLOGY		
PROFESSOR	8	\$211,546
ASSOC PROF	1	
ASST PROF	1	
INSTRUCTOR	0	
INFECTIOUS DISEASE		
PROFESSOR	0	
ASSOC PROF	2	
ASST PROF	2	
INSTRUCTOR	1	
NEPHROLOGY		
PROFESSOR	1	
ASSOC PROF	1	
ASST PROF	2	
INSTRUCTOR	0	
PALLIATIVE CARE		
PROFESSOR	1	
ASSOC PROF	1	
ASST PROF	0	
INSTRUCTOR	0	
PULMONARY MEDICINE		
PROFESSOR	1	
ASSOC PROF	4	\$163,218
ASST PROF	5	\$134,680
INSTRUCTOR	0	
RHEUMATOLOGY		
PROFESSOR	2	
ASSOC PROF	0	
ASST PROF	1	
INSTRUCTOR	1	
NEUROLOGY		
PROFESSOR	3	
ASSOC PROF	3	
ASST PROF	6	\$117,097
INSTRUCTOR	0	

**TABLE 15B
 PENN STATE COLLEGE OF MEDICINE
 FACULTY SALARY INFORMATION
 BASE SALARY ONLY (48 week appointments)
 FY 2005-06**

	COUNT	AVERAGE BASE SALARIES
NEUROSURGERY		
BASIC SCIENCE		
PROFESSOR	1	
ASSOC PROF	0	
ASST PROF	0	
INSTRUCTOR	4	\$49,251
CLINICAL SCIENCE		
PROFESSOR	1	
ASSOC PROF	3	
ASST PROF	3	
INSTRUCTOR	0	
OBSTETRICS AND GYNECOLOGY		
BASIC SCIENCE		
PROFESSOR	1	
ASSOC PROF	0	
ASST PROF	0	
INSTRUCTOR	0	
MATERNAL FETAL MEDICINE		
PROFESSOR	1	
ASSOC PROF	1	
ASST PROF	0	
INSTRUCTOR	0	
GYNECOLOGIC ONCOLOGY		
PROFESSOR	2	
ASSOC PROF	0	
ASST PROF	1	
INSTRUCTOR	0	
REPRODUCTIVE ENDOCRINOLOGY		
PROFESSOR	2	
ASSOC PROF	0	
ASST PROF	1	
INSTRUCTOR	0	
WOMEN'S HEALTH		
PROFESSOR	0	
ASSOC PROF	3	
ASST PROF	6	\$163,232
INSTRUCTOR	0	
OPHTHAMOLOGY		
BASIC SCIENCE		
PROFESSOR	0	
ASSOC PROF	0	
ASST PROF	1	
INSTRUCTOR	0	
CLINICAL SCIENCES		
PROFESSOR	3	
ASSOC PROF	2	
ASST PROF	5	\$141,602
INSTRUCTOR	0	

**TABLE 15B
 PENN STATE COLLEGE OF MEDICINE
 FACULTY SALARY INFORMATION
 BASE SALARY ONLY (48 week appointments)
 FY 2005-06**

	COUNT	AVERAGE BASE SALARIES
ORTHOPAEDICS		
BASIC SCIENCE		
PROFESSOR	2	
ASSOC PROF	1	
ASST PROF	4	\$72,297
INSTRUCTOR	1	
CLINICAL SCIENCE		
PROFESSOR	3	
ASSOC PROF	4	\$384,254
ASST PROF	16	\$214,345
INSTRUCTOR	0	
PATHOLOGY		
ANATOMIC PATHOLOGY		
PROFESSOR	3	
ASSOC PROF	3	
ASST PROF	6	\$146,460
INSTRUCTOR	0	
PATHOLOGY PROFESSIONAL SERVICES		
PROFESSOR	1	
ASSOC PROF (MD)	3	
ASSOC PROF (PhD)	1	
ASST PROF	1	
INSTRUCTOR	0	
PEDIATRICS		
BASIC SCIENCE		
PROFESSOR	1	
ASSOC PROF	1	
ASST PROF	3	
INSTRUCTOR	0	
CHILDREN'S HEART GROUP		
PROFESSOR	1	
ASSOC PROF	3	
ASST PROF	4	\$155,282
INSTRUCTOR	0	
FOUR DIAMONDS		
PROFESSOR	1	
ASSOC PROF	2	
ASST PROF	1	
INSTRUCTOR	0	
GENERAL PEDIATRICS		
PROFESSOR	2	
ASSOC PROF	2	
ASST PROF	9	\$115,809
INSTRUCTOR	2	
NEONATOLOGY		
PROFESSOR	2	
ASSOC PROF	0	
ASST PROF	2	
INSTRUCTOR	0	

**TABLE 15B
 PENN STATE COLLEGE OF MEDICINE
 FACULTY SALARY INFORMATION
 BASE SALARY ONLY (48 week appointments)
 FY 2005-06**

	COUNT	AVERAGE BASE SALARIES
PEDIATRIC ENDOCRINOLOGY		
PROFESSOR	1	
ASSOC PROF	1	
ASST PROF	1	
INSTRUCTOR	0	
PEDIATRICS GASTROENTEROLOGY		
PROFESSOR	0	
ASSOC PROF	3	
ASST PROF	1	
INSTRUCTOR	0	
PEDIATRIC GENETIC		
PROFESSOR	1	
ASSOC PROF	1	
ASST PROF	0	
INSTRUCTOR	0	
PEDIATRIC HEMATOLOGY		
PROFESSOR	1	
ASSOC PROF	1	
ASST PROF	2	
INSTRUCTOR	0	
PEDIATRIC INFECTIOUS DISEASE		
PROFESSOR	1	
ASSOC PROF	0	
ASST PROF	0	
INSTRUCTOR	0	
PEDIATRIC NEPHROLOGY		
PROFESSOR	1	
ASSOC PROF	0	
ASST PROF	1	
INSTRUCTOR	0	
PEDIATRIC NEUROLOGY		
PROFESSOR	0	
ASSOC PROF	1	
ASST PROF	2	
INSTRUCTOR	0	
PEDIATRIC RHEUMATOLOGY		
PROFESSOR	0	
ASSOC PROF	2	
ASST PROF	0	
INSTRUCTOR	0	
PEDIATRIC ADOLESCENT MEDICINE		
PROFESSOR	1	
ASSOC PROF	0	
ASST PROF	1	
INSTRUCTOR	0	
PEDIATRIC ALLERGY IMMUNO		
PROFESSOR	1	
ASSOC PROF	0	
ASST PROF	1	
INSTRUCTOR	0	

**TABLE 15B
 PENN STATE COLLEGE OF MEDICINE
 FACULTY SALARY INFORMATION
 BASE SALARY ONLY (48 week appointments)
 FY 2005-06**

	COUNT	AVERAGE BASE SALARIES
PEDIATRIC CRITICAL CARE		
PROFESSOR	0	
ASSOC PROF	4	\$179,150
ASST PROF	1	
INSTRUCTOR	0	
PEDIATRIC CT SURGERY		
PROFESSOR	1	
ASSOC PROF	0	
ASST PROF	0	
INSTRUCTOR	0	
PEDIATRIC PULMONARY		
PROFESSOR	0	
ASSOC PROF	1	
ASST PROF	1	
INSTRUCTOR	0	
PSYCHIATRY		
ADULT PSYCHIATRY		
PROFESSOR	2	
ASSOC PROF	1	
ASST PROF	5	\$146,191
INSTRUCTOR	1	
BASIC SCIENCE		
PROFESSOR	3	
ASSOC PROF	1	
ASST PROF	1	
INSTRUCTOR	3	
CHILD PSYCHIATRY		
PROFESSOR	1	
ASSOC PROF	2	
ASST PROF	3	
INSTRUCTOR	0	
RADIOLOGY		
BASIC SCIENCE		
PROFESSOR	2	
ASSOC PROF	1	
ASST PROF	2	
SR INSTRUCTOR	1	
GENERAL DIAGNOSTIC		
PROFESSOR	3	
ASSOC PROF	5	\$292,581
ASST PROF	12	\$264,288
INSTRUCTOR	3	
NUCLEAR RADIOLOGY		
PROFESSOR	1	
ASSOC PROF	1	
ASST PROF	0	
INSTRUCTOR	0	

**TABLE 15B
PENN STATE COLLEGE OF MEDICINE
FACULTY SALARY INFORMATION
BASE SALARY ONLY (48 week appointments)
FY 2005-06**

	COUNT	AVERAGE BASE SALARIES
SURGERY		
BASIC SCIENCE		
PROFESSOR	4	\$148,122
ASSOC PROF	5	\$85,718
ASST PROF	5	\$70,711
INSTRUCTOR	1	
COLORECTAL SURGERY		
PROFESSOR	0	
ASSOC PROF	1	
ASST PROF	2	
INSTRUCTOR	0	
GENERAL SURGERY		
PROFESSOR	2	
ASSOC PROF	2	
ASST PROF	6	\$174,172
INSTRUCTOR	1	
OTORHINOLARGNOLOGY		
PROFESSOR	1	
ASSOC PROF	1	
ASST PROF	2	
INSTRUCTOR	0	
PEDIATRIC SURGERY		
PROFESSOR	0	
ASSOC PROF	3	
ASST PROF	2	
INSTRUCTOR	0	
PLASTIC SURGERY		
PROFESSOR	1	
ASSOC PROF	1	
ASST PROF	3	
INSTRUCTOR	0	
TRANSPLANT SURGERY		
PROFESSOR	1	
ASSOC PROF	0	
ASST PROF	1	
INSTRUCTOR	0	
TRAUMA SURGERY		
PROFESSOR	1	
ASSOC PROF	1	
ASST PROF	4	\$208,754
INSTRUCTOR	1	
UROLOGY		
PROFESSOR	1	
ASSOC PROF	1	
ASST PROF	3	
INSTRUCTOR	0	

TABLE 15C
PENN STATE COLLEGE OF MEDICINE
SALARIES WITH INCENTIVES (48 week appointments)
FY 2005-06

	COUNT	AVG TOTAL COMPENSATION	AAMC AVERAGE SALARY TABLES		
			75 %	50 %	25 %
BASIC SCIENCE DEPARTMENTS					
BIOCHEM. & MOLECULAR BIO.					
PROFESSOR	7	\$142,881	159,000	128,000	109,000
ASSOC PROF	5	\$80,220	101,000	89,000	78,000
ASST PROF	8	\$66,444	80,000	70,000	59,000
INSTRUCTOR	0		62,000	51,000	45,000
CELL & MOLECULAR PHYS.					
PROFESSOR (PhD)	10	\$148,286	170,000	140,000	118,000
PROFESSOR (MD)	1		206,000	168,000	141,000
ASSOC PROF	10	\$89,392	112,000	96,000	82,000
ASST PROF	11	\$58,376	82,000	73,000	61,000
INSTRUCTOR	2		58,000	50,000	45,000
COMPARATIVE MEDICINE					
PROFESSOR	2		170,000	135,000	115,000
ASSOC PROF	1		115,000	97,000	83,000
ASST PROF	1		87,000	77,000	67,000
INSTRUCTOR	0		67,000	50,000	43,000
GITTLEN CANCER INSTITUTE					
PROFESSOR	2		166,000	134,000	112,000
ASSOC PROF	2		114,000	97,000	85,000
ASST PROF	1		81,000	69,000	60,000
INSTRUCTOR	1		59,000	52,000	46,000
HEALTH EVAL. SCIENCES					
PROFESSOR	4	\$142,302	170,000	135,000	115,000
ASSOC PROF	6	\$110,434	115,000	97,000	83,000
ASST PROF	5	\$73,217	87,000	77,000	67,000
INSTRUCTOR	2		67,000	50,000	43,000
HUMANITIES					
PROFESSOR	2		170,000	135,000	115,000
ASSOC PROF (PhD)	1		115,000	97,000	83,000
ASSOC PROF (MD)	2		161,000	138,000	96,000
ASST PROF	0		87,000	77,000	67,000
INSTRUCTOR	0		67,000	50,000	43,000
MICROBIOLOGY					
PROFESSOR	7	\$161,441	159,000	132,000	110,000
ASSOC PROF	4	\$99,420	101,000	89,000	80,000
ASST PROF	4	\$71,955	83,000	74,000	62,000
INSTRUCTOR	0		60,000	51,000	45,000
NEURAL & BEHAVIORAL SCIENCES					
PROFESSOR	7	\$124,315	157,000	134,000	116,000
ASSOC PROF	2		105,000	93,000	82,000
ASST PROF	7	\$68,846	83,000	75,000	64,000
INSTRUCTOR	0		62,000	51,000	45,000
PHARMACOLOGY					
PROFESSOR	9	\$178,449	155,000	125,000	108,000
ASSOC PROF	3		102,000	90,000	80,000
ASST PROF	15	\$61,718	81,000	71,000	57,000
INSTRUCTOR	0		54,000	46,000	41,000

TABLE 15C
PENN STATE COLLEGE OF MEDICINE
SALARIES WITH INCENTIVES (48 week appointments)
FY 2005-06

	COUNT	AVG TOTAL COMPENSATION	AAMC AVERAGE SALARY TABLES		
			75 %	50 %	25 %
CLINICAL SCIENCE DEPARTMENTS					
ANESTHESIA					
ACUTE PAIN MANAGEMENT					
PROFESSOR	1		316,000	277,000	237,000
ASSOC PROF	0		301,000	264,000	231,000
ASST PROF	3		274,000	239,000	207,000
INSTRUCTOR	0		260,000	216,000	179,000
BASIC SCIENCE					
PROFESSOR	1		198,000	144,000	119,000
ASSOC PROF	0		131,000	105,000	86,000
ASST PROF	2		91,000	76,000	65,000
INSTRUCTOR	0		66,000	54,000	45,000
CRITICAL CARE					
PROFESSOR	0		316,000	277,000	237,000
ASSOC PROF	2		301,000	264,000	231,000
ASST PROF	0		274,000	239,000	207,000
INSTRUCTOR	0		260,000	216,000	179,000
GENERAL ANESTHESIA					
PROFESSOR	4	\$284,566	316,000	277,000	237,000
ASSOC PROF	5	\$235,865	301,000	264,000	231,000
ASST PROF	15	\$225,656	274,000	239,000	207,000
INSTRUCTOR	6	\$206,985	260,000	216,000	179,000
PRE-SURGICAL ASSESSMENT					
PROFESSOR	0		316,000	277,000	237,000
ASSOC PROF	1		301,000	264,000	231,000
ASST PROF	0		274,000	239,000	207,000
INSTRUCTOR	0		260,000	216,000	179,000
CANCER CENTER					
CLINICAL SCIENCE					
PROFESSOR	1		378,000	320,000	270,000
ASSOC PROF	1		337,000	289,000	248,000
ASST PROF	0		305,000	254,000	214,000
INSTRUCTOR	0		263,000	231,000	192,000
BASIC SCIENCE					
PROFESSOR	0		172,000	129,000	104,000
ASSOC PROF	0		125,000	102,000	79,000
ASST PROF	2		91,000	75,000	62,000
INSTRUCTOR	0		69,000	63,000	58,000
DERMATOLOGY					
PROFESSOR	1		286,000	226,000	175,000
ASSOC PROF	2		287,000	217,000	172,000
ASST PROF	7	\$180,708	252,000	186,000	134,000
INSTRUCTOR	0		201,000	142,000	95,000

**TABLE 15C
PENN STATE COLLEGE OF MEDICINE
SALARIES WITH INCENTIVES (48 week appointments)
FY 2005-06**

	COUNT	AVG TOTAL COMPENSATION	AAMC AVERAGE SALARY TABLES		
			75 %	50 %	25 %
EMERGENCY MEDICINE					
PROFESSOR	1		250,000	212,000	190,000
ASSOC PROF	4	\$173,280	228,000	197,000	181,000
ASST PROF	10	\$176,894	200,000	182,000	169,000
INSTRUCTOR	0		197,000	175,000	153,000
FAMILY MEDICINE					
CLINICAL SCIENCE					
PROFESSOR	1		191,000	171,000	150,000
ASSOC PROF	10	\$169,288	170,000	153,000	136,000
ASST PROF	26	\$134,597	153,000	135,000	122,000
INSTRUCTOR	0		161,000	121,000	110,000
BASIC SCIENCE					
PROFESSOR	1		129,000	111,000	95,000
ASSOC PROF	1		100,000	90,000	79,000
ASST PROF	0		85,000	71,000	64,000
INSTRUCTOR	2		79,000	61,000	53,000
HEART & VASCULAR INSTITUTE					
CARDIOVASCULAR					
PROFESSOR	1		314,000	242,000	197,000
ASSOC PROF	2		305,000	229,000	188,000
ASST PROF	2		255,000	194,000	155,000
INSTRUCTOR	0		178,000	125,000	86,000
ELECTROPHYSIOLOGY					
PROFESSOR	2		314,000	242,000	197,000
ASSOC PROF	0		305,000	229,000	188,000
ASST PROF	1		255,000	194,000	155,000
INSTRUCTOR	0		178,000	125,000	86,000
INTERVENTIONAL					
PROFESSOR	1		314,000	242,000	197,000
ASSOC PROF	5	\$266,334	305,000	229,000	188,000
ASST PROF	3		255,000	194,000	155,000
INSTRUCTOR	0		178,000	125,000	86,000
PSHVI IMAGING					
PROFESSOR	2		314,000	242,000	197,000
ASSOC PROF	2		305,000	229,000	188,000
ASST PROF	2		255,000	194,000	155,000
INSTRUCTOR	0		178,000	125,000	86,000
TRANSPLANT					
PROFESSOR	2		389,000	302,000	245,000
ASSOC PROF	1		341,000	281,000	236,000
ASST PROF	5	\$233,676	258,000	215,000	193,000
INSTRUCTOR	1		221,000	211,000	193,000
MEDICINE					
BASIC SCIENCE					
PROFESSOR	1		163,000	131,000	110,000
ASSOC PROF	1		116,000	94,000	80,000
ASST PROF	6	\$74,794	84,000	72,000	60,000
INSTRUCTOR	0		60,000	51,000	45,000

TABLE 15C
PENN STATE COLLEGE OF MEDICINE
SALARIES WITH INCENTIVES (48 week appointments)
FY 2005-06

	COUNT	AVG TOTAL COMPENSATION	AAMC AVERAGE SALARY TABLES		
			75 %	50 %	25 %
ENDOCRINOLOGY					
PROFESSOR	2		213,000	189,000	161,000
ASSOC PROF	0		175,000	147,000	131,000
ASST PROF	3		103,000	120,000	103,000
INSTRUCTOR	0		96,000	89,000	70,000
GASTROENTEROLOGY					
PROFESSOR	3		271,000	221,000	193,000
ASSOC PROF			280,000	209,000	175,000
ASST PROF	4	\$221,834	238,000	180,000	144,000
INSTRUCTOR	0		200,000	129,000	92,000
GENERAL INTERNAL MEDICINE					
PROFESSOR	3		223,000	183,000	157,000
ASSOC PROF	5	\$142,762	175,000	150,000	133,000
ASST PROF	10	\$126,075	152,000	131,000	116,000
INSTRUCTOR	1		159,000	125,000	106,000
HEMATOLOGY/ONCOLOGY					
PROFESSOR	8	\$219,660	266,000	214,000	182,000
ASSOC PROF	1		216,000	180,000	152,000
ASST PROF	1		175,000	143,000	126,000
INSTRUCTOR	0		143,000	109,000	91,000
INFECTIOUS DISEASE					
PROFESSOR	0		209,000	179,000	156,000
ASSOC PROF	2		170,000	144,000	130,000
ASST PROF	2		136,000	118,000	104,000
INSTRUCTOR	1		110,000	93,000	78,000
NEPHROLOGY					
PROFESSOR	1		228,000	199,000	173,000
ASSOC PROF	1		203,000	171,000	150,000
ASST PROF	2		160,000	138,000	121,000
INSTRUCTOR	0		130,000	101,000	77,000
PALLIATIVE CARE					
PROFESSOR	1		260,000	213,000	173,000
ASSOC PROF	1		203,000	162,000	136,000
ASST PROF	0		148,000	129,000	109,000
INSTRUCTOR	0		132,000	99,000	67,000
PULMONARY MEDICINE					
PROFESSOR	1		226,000	189,000	165,000
ASSOC PROF	4	\$180,034	195,000	167,000	147,000
ASST PROF	5	\$138,326	159,000	135,000	120,000
INSTRUCTOR	0		113,000	97,000	86,000
RHEUMATOLOGY					
PROFESSOR	2		214,000	180,000	154,000
ASSOC PROF	0		166,000	141,000	130,000
ASST PROF	1		137,000	121,000	103,000
INSTRUCTOR	1		99,000	82,000	60,000
NEUROLOGY					
PROFESSOR	3		214,000	181,000	159,000
ASSOC PROF (MD)	3		175,000	152,000	134,000
ASSOC PROF (PhD)	1		111,000	95,000	84,000
ASST PROF	6	\$122,480	145,000	125,000	108,000
INSTRUCTOR	0		118,000	90,000	58,000

TABLE 15C
PENN STATE COLLEGE OF MEDICINE
SALARIES WITH INCENTIVES (48 week appointments)
FY 2005-06

	COUNT	AVG TOTAL COMPENSATION	AAMC AVERAGE SALARY TABLES		
			75 %	50 %	25 %
NEUROSURGERY					
BASIC SCIENCE					
PROFESSOR	1		180,000	147,000	121,000
ASSOC PROF	0		123,000	97,000	81,000
ASST PROF	0		98,000	73,000	59,000
INSTRUCTOR	4	\$49,251	58,000	51,000	50,000
CLINICAL SCIENCE					
PROFESSOR	1		469,000	368,000	256,000
ASSOC PROF	2		461,000	382,000	282,000
ASST PROF	3		374,000	284,000	221,000
INSTRUCTOR	0		201,000	118,000	64,000
OBSTETRICS AND GYNECOLOGY					
BASIC SCIENCE					
PROFESSOR	1		153,000	123,000	108,000
ASSOC PROF	0		112,000	93,000	79,000
ASST PROF	0		85,000	74,000	65,000
INSTRUCTOR	0		84,000	66,000	47,000
MATERNAL FETAL MEDICINE					
PROFESSOR	1		307,000	259,000	221,000
ASSOC PROF	1		273,000	230,000	193,000
ASST PROF	0		243,000	191,000	164,000
INSTRUCTOR	0		185,000	58,000	53,000
GYNECOLOGIC ONCOLOGY					
PROFESSOR	2		362,000	302,000	234,000
ASSOC PROF	0		351,000	293,000	217,000
ASST PROF	1		263,000	206,000	179,000
INSTRUCTOR	0		265,000	184,000	60,000
REPRODUCTIVE ENDOCRINOLOGY					
PROFESSOR	2		311,000	247,000	213,000
ASSOC PROF	0		264,000	217,000	191,000
ASST PROF	1		237,000	184,000	148,000
INSTRUCTOR	0		198,000	86,000	54,000
WOMEN'S HEALTH					
PROFESSOR	0		303,000	249,000	177,000
ASSOC PROF	3		250,000	213,000	180,000
ASST PROF	6	\$169,690	218,000	182,000	153,000
INSTRUCTOR	0		180,000	150,000	112,000
OPHTHAMOLOGY					
BASIC SCIENCE					
PROFESSOR	0		161,000	141,000	115,000
ASSOC PROF	0		106,000	95,000	84,000
ASST PROF	1		82,000	70,000	60,000
INSTRUCTOR	0		83,000	67,000	48,000
CLINICAL SCIENCE					
PROFESSOR	3		312,000	242,000	180,000
ASSOC PROF	2		302,000	226,000	173,000
ASST PROF	5	\$151,602	234,000	172,000	137,000
INSTRUCTOR	0		131,000	60,000	45,000

TABLE 15C
PENN STATE COLLEGE OF MEDICINE
SALARIES WITH INCENTIVES (48 week appointments)
FY 2005-06

	COUNT	AVG TOTAL COMPENSATION	AAMC AVERAGE SALARY TABLES		
			75 %	50 %	25 %
ORTHOPAEDICS					
BASIC SCIENCE					
PROFESSOR	2		190,000	139,000	111,000
ASSOC PROF	1		120,000	97,000	81,000
ASST PROF	4	\$72,870	91,000	75,000	62,000
INSTRUCTOR	1		61,000	52,000	47,000
CLINICAL SCIENCE					
PROFESSOR	3		411,000	337,000	266,000
ASSOC PROF	4	\$434,004	416,000	320,000	256,000
ASST PROF	16	\$236,501	379,000	280,000	212,000
INSTRUCTOR	0		300,000	149,000	52,000
PATHOLOGY					
ANATOMIC PATHOLOGY					
PROFESSOR	3		254,000	214,000	182,000
ASSOC PROF	3		215,000	182,000	159,000
ASST PROF	6	\$161,543	175,000	151,000	134,000
INSTRUCTOR	0		157,000	131,000	100,000
PATHOLOGY PROFESSIONAL SERVICES					
PROFESSOR	1		239,000	205,000	167,000
ASSOC PROF (MD)	3		189,000	160,000	141,000
ASSOC PROF (PhD)	1		114,000	97,000	85,000
ASST PROF	1		153,000	134,000	113,000
INSTRUCTOR	0		113,000	95,000	58,000
PEDIATRICS					
BASIC SCIENCE					
PROFESSOR	1		172,000	147,000	112,000
ASSOC PROF	1		108,000	96,000	82,000
ASST PROF	3		86,000	72,000	61,000
INSTRUCTOR	0		66,000	55,000	49,000
CHILDREN'S HEART GROUP					
PROFESSOR	1		251,000	219,000	191,000
ASSOC PROF	3		221,000	190,000	168,000
ASST PROF	4	\$170,570	188,000	160,000	139,000
INSTRUCTOR	0		113,000	77,000	65,000
FOUR DIAMONDS					
PROFESSOR	1		202,000	175,000	161,000
ASSOC PROF	2		160,000	146,000	132,000
ASST PROF	1		131,000	119,000	106,000
INSTRUCTOR	0		98,000	82,000	75,000
GENERAL PEDIATRICS					
PROFESSOR	2		213,000	179,000	150,000
ASSOC PROF	2		166,000	142,000	124,000
ASST PROF	9	\$121,491	143,000	122,000	107,000
INSTRUCTOR	2		121,000	104,000	87,000
NEONATOLOGY					
PROFESSOR	2		253,000	218,000	192,000
ASSOC PROF	0		232,000	197,000	173,000
ASST PROF	2		189,000	156,000	138,000
INSTRUCTOR	0		155,000	120,000	95,000

TABLE 15C
PENN STATE COLLEGE OF MEDICINE
SALARIES WITH INCENTIVES (48 week appointments)
FY 2005-06

	COUNT	AVG TOTAL COMPENSATION	AAMC AVERAGE SALARY TABLES		
			75 %	50 %	25 %
PEDIATRIC ENDOCRINOLOGY					
PROFESSOR	1	178,000	178,000	163,000	145,000
ASSOC PROF	1	155,000	155,000	136,000	122,000
ASST PROF	1	123,000	123,000	111,000	99,000
INSTRUCTOR	0	92,000	92,000	87,000	76,000
PEDIATRICS GASTROENTEROLOGY					
PROFESSOR	0	235,000	235,000	198,000	174,000
ASSOC PROF	3	184,000	184,000	158,000	150,000
ASST PROF	1	154,000	154,000	134,000	120,000
INSTRUCTOR	0	135,000	135,000	90,000	48,000
PEDIATRIC GENETIC					
PROFESSOR	1	188,000	188,000	152,000	143,000
ASSOC PROF	1	133,000	133,000	121,000	113,000
ASST PROF	0	119,000	119,000	107,000	92,000
INSTRUCTOR	0	0	0	0	0
PEDIATRIC HEMATOLOGY					
PROFESSOR	1	202,000	202,000	175,000	161,000
ASSOC PROF	1	160,000	160,000	146,000	132,000
ASST PROF	2	131,000	131,000	119,000	106,000
INSTRUCTOR	0	98,000	98,000	82,000	75,000
PEDIATRIC INFECTIOUS DISEASE					
PROFESSOR	1	192,000	192,000	165,000	143,000
ASSOC PROF	0	140,000	140,000	121,000	112,000
ASST PROF	0	113,000	113,000	101,000	93,000
INSTRUCTOR	0	82,000	82,000	80,000	71,000
PEDIATRIC NEPHROLOGY					
PROFESSOR	1	207,000	207,000	178,000	143,000
ASSOC PROF	0	149,000	149,000	136,000	122,000
ASST PROF	1	128,000	128,000	118,000	106,000
INSTRUCTOR	0	90,000	90,000	84,000	72,000
PEDIATRIC NEUROLOGY					
PROFESSOR	0	215,000	215,000	211,000	169,000
ASSOC PROF	1	211,000	211,000	179,000	148,000
ASST PROF	2	211,000	211,000	135,000	124,000
INSTRUCTOR	0	0	0	0	0
PEDIATRIC RHEUMATOLOGY					
PROFESSOR	0	195,000	195,000	177,000	163,000
ASSOC PROF	2	167,000	167,000	136,000	130,000
ASST PROF	0	187,000	187,000	122,000	108,000
INSTRUCTOR	0	0	0	0	0
PEDIATRIC ADOLESCENT MEDICINE					
PROFESSOR	1	235,000	235,000	191,000	158,000
ASSOC PROF	0	200,000	200,000	160,000	131,000
ASST PROF	1	160,000	160,000	135,000	115,000
INSTRUCTOR	0	114,000	114,000	89,000	64,000
PEDIATRIC ALLERGY IMMUNO					
PROFESSOR	1	226,000	226,000	182,000	147,000
ASSOC PROF	0	174,000	174,000	140,000	124,000
ASST PROF	1	136,000	136,000	116,000	105,000
INSTRUCTOR	0	95,000	95,000	76,000	51,000

TABLE 15C
PENN STATE COLLEGE OF MEDICINE
SALARIES WITH INCENTIVES (48 week appointments)
FY 2005-06

	COUNT	AVG TOTAL COMPENSATION	AAMC AVERAGE SALARY TABLES		
			75 %	50 %	25 %
PEDIATRIC CRITICAL CARE					
PROFESSOR	0		252,000	219,000	195,000
ASSOC PROF	4	\$185,847	222,000	204,000	175,000
ASST PROF	1		178,000	156,000	139,000
INSTRUCTOR	0		132,000	109,000	84,000
PEDIATRIC CT SURGERY					
PROFESSOR	1		405,000	347,000	277,000
ASSOC PROF	0		356,000	301,000	255,000
ASST PROF	0		302,000	248,000	217,000
INSTRUCTOR	0		0	0	0
PEDIATRIC PULMONARY					
PROFESSOR	0		206,000	175,000	156,000
ASSOC PROF	1		170,000	150,000	135,000
ASST PROF	1		141,000	126,000	116,000
INSTRUCTOR	0		122,000	118,000	90,000
PSYCHIATRY					
ADULT PSYCHIATRY					
PROFESSOR	2		225,000	181,000	155,000
ASSOC PROF	1		173,000	151,000	130,000
ASST PROF	5	\$150,391	156,000	133,000	116,000
INSTRUCTOR	1		141,000	121,000	90,000
BASIC SCIENCE					
PROFESSOR	3		173,000	138,000	116,000
ASSOC PROF	1		117,000	98,000	82,000
ASST PROF	1		86,000	74,000	62,000
INSTRUCTOR	3		66,000	58,000	48,000
CHILD PSYCHIATRY					
PROFESSOR	1		243,000	223,000	193,000
ASSOC PROF	2		181,000	144,000	120,000
ASST PROF	3		138,000	125,000	107,000
INSTRUCTOR	0		100,000	96,000	92,000
RADIOLOGY					
BASIC SCIENCE					
PROFESSOR	2		160,000	146,000	106,000
ASSOC PROF	1		130,000	112,000	92,000
ASST PROF	2		94,000	82,000	74,000
SR. INSTRUCTOR	1		90,000	69,000	53,000
GENERAL DIAGNOSTIC					
PROFESSOR	3		357,000	306,000	255,000
ASSOC PROF	5	\$312,581	340,000	283,000	248,000
ASST PROF	12	\$291,053	329,000	261,000	212,000
INSTRUCTOR	3		298,000	175,000	69,000
NUCLEAR RADIOLOGY					
PROFESSOR	1		370,000	327,000	230,000
ASSOC PROF	1		332,000	309,000	250,000
ASST PROF	0		305,000	238,000	143,000
INSTRUCTOR	0		237,000	203,000	169,000

TABLE 15C
PENN STATE COLLEGE OF MEDICINE
SALARIES WITH INCENTIVES (48 week appointments)
FY 2005-06

	COUNT	AVG TOTAL COMPENSATION	AAMC AVERAGE SALARY TABLES		
			75 %	50 %	25 %
SURGERY					
BASIC SCIENCE					
PROFESSOR	4	\$158,571	162,000	134,000	111,000
ASSOC PROF	5	\$90,146	117,000	97,000	83,000
ASST PROF	5	\$71,112	85,000	73,000	63,000
INSTRUCTOR	1		80,000	57,000	45,000
COLORECTAL SURGERY					
PROFESSOR	0		368,000	285,000	170,000
ASSOC PROF	1		293,000	253,000	214,000
ASST PROF	2		250,000	194,000	144,000
INSTRUCTOR	0		230,000	143,000	50,000
GENERAL SURGERY					
PROFESSOR	2		360,000	284,000	222,000
ASSOC PROF	2		324,000	256,000	211,000
ASST PROF	6	\$177,585	254,000	205,000	176,000
INSTRUCTOR	1		180,000	91,000	63,000
OTORHINOLARGNOLOGY					
PROFESSOR	1		368,000	285,000	170,000
ASSOC PROF	1		293,000	253,000	214,000
ASST PROF	2		250,000	194,000	144,000
INSTRUCTOR	0		230,000	143,000	50,000
PEDIATRIC SURGERY					
PROFESSOR	0		405,000	347,000	277,000
ASSOC PROF	3		356,000	301,000	255,000
ASST PROF	2		302,000	248,000	217,000
INSTRUCTOR	0		0	0	0
PLASTIC SURGERY					
PROFESSOR	1		467,000	354,000	274,000
ASSOC PROF	1		449,000	316,000	248,000
ASST PROF	3		256,000	214,000	186,000
INSTRUCTOR	0		302,000	148,000	79,000
TRANSPLANT SURGERY					
PROFESSOR	1		428,000	338,000	271,000
ASSOC PROF	0		381,000	300,000	229,000
ASST PROF	1		290,000	227,000	161,000
INSTRUCTOR	0		188,000	70,000	56,000
TRAUMA SURGERY					
PROFESSOR	1		368,000	285,000	170,000
ASSOC PROF	1		293,000	253,000	214,000
ASST PROF	4	\$226,754	250,000	194,000	144,000
INSTRUCTOR	1		230,000	143,000	50,000
UROLOGY					
PROFESSOR	1		367,000	300,000	228,000
ASSOC PROF	1		321,000	260,000	221,000
ASST PROF	3		269,000	204,000	173,000
INSTRUCTOR	0		79,000	62,000	52,000