

## SENATE COMMITTEE ON FACULTY BENEFITS

### Faculty Salaries, Academic Year 2007-2008

(Informational)

#### **EXECUTIVE SUMMARY**

Penn State faculty salaries remain fairly competitive with those of its peer institutions, although after making significant progress within recent years the most recent salary information hints at a potential downward trend as compared to peer institutions. In order for the university to remain competitive at attracting and retaining the best faculty, it will be necessary to increase salaries appropriately, and especially at a level that exceeds percent increases in recent years.

- The information in this salary report is derived from salary tables shown on the Faculty Senate Website, and can be accessed at <http://www.senate.psu.edu/agenda/2007-2008/apr29-08agn/salarytables.pdf>. The salary report is a guide for interpreting the data presented in the salary tables. The information, however, is limited with respect to its ability to explain important factors concerning salary difference within and across ranks, colleges, locations, gender, and with other institutions.
- In order to maintain salary confidentiality, salary information was provided only as a function of college rather than department. Where applicable, it was provided as a function of gender and academic rank; however, it was suppressed in instances in which any given college/academic rank combination had fewer than four faculty. Salary information is comparatively limited for fixed-term employees and instructors. Tables A, B, and C in this report refer to faculty in standing appointments.
- As compared to other institutions in the Big Ten, Penn State (University Park) 2006-2007 salaries ranked 4<sup>th</sup> for Professors, 3<sup>rd</sup> for Associate Professors, 6<sup>th</sup> for Assistant Professors, and 7<sup>th</sup> for Instructors.
- As compared to 22 other public institutions in the Association of American Universities Data Exchange (AAUDE), Penn State (University Park) 2006-2007 salaries ranked 7<sup>th</sup> for Professors, 5<sup>th</sup> for Associate Professors, and 13<sup>th</sup> for Assistant Professors.
- Compared with the average for the other institutions in the AAUDE, the 2006-2007 UP faculty salaries were lower for 16 (ranging from \$888 to \$10,131), and higher for 20 (ranging from \$405 to \$18,317) of 36 UP colleges and academic rank combinations.
- Since 1995-1996 average salaries for UP colleges by academic rank combinations have increased between 36% and 89% as compared to 40% and 83% for AAUDE institutions.
- The 2006-2007 average salary for Professors at Abington, University College, Altoona, and Berks, for Associate Professors at Altoona, Abington, University College, and Berks,

and for Assistant Professors at Altoona, were below the Pennsylvania State System of Higher Education (SSHE) average.

- As compared to other Big Ten libraries within the Association of Research Libraries, the 2006-2007 average salary for Librarians at Penn State ranked 2<sup>nd</sup>, while that for Associate, Assistant, and Affiliate Librarians ranked 2<sup>nd</sup>, 3<sup>rd</sup>, and 4<sup>th</sup>, respectively.

Penn State full-time standing appointment faculty salaries can best be described by their variability within and between college, academic rank, and gender.

- The Fall 2007 median salary for full-time Professors at UP with standing appointments was \$112,347, while that for Associate Professors and Assistant Professors was \$80,982 and \$67,176. These numbers represent increases of 3.5%, 4.5%, and 2.9%, respectively, over Fall 2006 median salaries.
- The Fall 2007 median salary for full-time Professors at Commonwealth Campuses with standing appointments was \$90,054, while those for Associate Professors and Assistant Professors were \$70,425 and \$60,000, respectively. These numbers represent increases of 3.2%, 2.5%, and 5.1%, respectively, over Fall 2006 median salaries.
- The Fall 2007 median salary for full-time Professors among the colleges at UP ranged from \$85,896 (Arts and Architecture) to \$172,152 (Business), while that for Associate Professors and Assistant Professors ranged from \$69,408 (Arts and Architecture) to \$130,032 (Business), and \$56,628 (Communications) to \$126,360 (Business).
- The Fall 2007 male minus female median salary difference for Penn State Professors ranged from -\$20,052 (HHD) to \$15,840 (Dickinson School of Law), while that for Associate and Assistant Professors ranged from -\$6,480 (Business) to \$7,380 (Liberal Arts), and -\$25,020 (Business) to \$8,442 (EMS).

## INTRODUCTION

The salary information for this report was provided by the Office of the Provost, with technical assistance from the Office of Planning and Institutional Assessment. Salary information for the total University, University Park Colleges, Academic Support Units, Administrative Support Units, Commonwealth Campuses, Penn State Great Valley, the Dickinson School of Law, and the College of Medicine. It can be found at <http://www.budget.psu.edu/publicaccount/headcountandsalary.asp>.

Throughout this report, reference is made to salary tables shown on the Faculty Senate Web site (<http://www.senate.psu.edu/agenda/2007-2008/apr29-08agn/salarytables.pdf>), and to Tables A, B, and C, and Figure 1, which are found at the end of this document. As stated in previous salary reports, “The summary below will serve as a guide for interpreting the data presented in the salary tables. Unfortunately, the information is limited for explaining important factors concerning salary difference within and across ranks, colleges, locations, gender, and to other institutions. These factors include but are not limited to adjustments for cost of living, market and disciplinary specific forces, differences across colleges, fringe benefits, non-monetary compensation, and years in an academic rank. Although the salary information has limitations,

the information can be used to initiate a discussion about important external and internal salary issues such as competitiveness and equity.”

## EXTERNAL REVIEW

### Table 1

Table 1 compares average 9-month faculty salaries within specific colleges at Penn State—University Park (UP) with those at the main campuses of universities that participate in the Association of American Universities Data Exchange (AAUDE) for the academic years 2006-2007 (year under review), 2005-2006, and 1995-1996. The Association of American Universities is an organization of leading research institutions that are devoted to maintaining strength in academic research and education. Currently, there are 62 member institutions, of which 34 are public, 26 private, and 2 Canadian ([http://en.wikipedia.org/wiki/Association\\_of\\_american\\_universities](http://en.wikipedia.org/wiki/Association_of_american_universities)). See Table 5 for a list of institutions.

### **Table A (Appendix)**

Table A in the appendix of this document summarizes the data for the 2006-2007 academic year, and shows AAUDE and UP mean faculty salaries by College and academic rank combination (N = 36), as well as the differences between UP and AAUDE faculty salaries (UP–AAUDE) and the ratio of UP to AAUDE faculty salaries. For the academic year 2006-2007, 16 (44%) of the 36 UP Colleges by academic rank combinations for which data were available had a salary ratio of <1.00, meaning that the average salary for faculty in the AAUDE was higher than the average UP faculty salary for that particular College and academic rank combination. Those UP College and academic rank combinations having a salary ratio of <1.00 include: Professors in Education (\$-10,131; 0.90), Arts and Architecture (\$-5,130; 0.94), Agricultural Sciences, 9-mos (\$-4,646; 0.96), Engineering (\$-4,706; 0.96), Business (\$-1,443; 0.99), and Communications (\$-1,065; 0.99); Associate Professors in Science (\$-3,920; 0.95), Arts and Architecture (\$-1,349; 0.98), Agricultural Sciences 12-mos (\$-1,108; 0.99), and Education (\$-888; 0.99); and Assistant Professors in Engineering (\$-6,416; 0.92), Communications (\$-4,497; 0.93), Education (-3,907; 0.93), Earth and Mineral Sciences (\$-1,783; 0.97), Health and Human Development (-1,939; 0.97), and Science (\$-2,345; 0.97). For the 2005-2006 academic year 15 of 36 UP Colleges by academic rank combinations had a salary ratio of <1.00 (42%), while for the 2004-2005 academic year, only seven (20%) of 35 UP Colleges by academic rank combinations had a salary ratio of <1.00. **Therefore, in two years the number of UP Colleges by academic rank combinations having an average salary less than that of AAUDE universities has more than doubled, and The College of Education has a salary ratio of <1.00 at all academic ranks.**

### Table 2

Table 2 shows a salary progression analysis for UP colleges by academic rank combinations as compared with the mean salary progression analysis for AAUDE universities. This analysis details the average salary within a given College for Associate and Assistant Professors as a percentage of the average salary for Professors. Across UP Colleges, the 2006-2007 average salary for Associate Professors ranged from 63% (Liberal Arts) to 79% (Ag Sci. 9-mos. and Business) of that for Professors. The comparable measure for AAUDE universities ranged from

65% (Liberal Arts) to 78% (Business). Across UP Colleges, the 2006-2007 average salary for Assistant Professors ranged from 53% (Health and Human Development) to 75% (Business) of that for Professors. The comparable measure for AAUDE universities ranged from 55% (Liberal Arts) to 74% (Business). For the academic year 2005-2006, the average salary for Associate Professors ranged from 62% to 79% of that for Professors across UP Colleges, while the average salary for Assistant Professors ranged from 52% to 73%. For the academic year 1995-1996, the average salary for Associate Professors ranged from 63% to 78% of that for Professors across all UP Colleges, while the average salary for Assistant Professors ranged from 54% to 71%. Therefore, within the last 12 years, the salary progression analysis has remained relatively constant.

### Table 3

Table 3 shows the cumulative percent changes between average salaries for the 2006-2007 academic year and the average salaries for the 2005-2006, 2004-2005, and 1995-1996 academic years for UP faculty and faculty from participating AAUDE institutions as a function of College and academic rank. The percent change from the 2005-2006 academic year across UP College and academic rank combinations ranged from -1% (Professors, HHD) to 10% (Assistant Professors, Ag Sci. 12-mos). The comparable measure for AAUDE institutions ranged from 0% (Professors, EMS) to 7% (Professors, IST). The cumulative percent change from the 2004-2005 academic year across UP College and academic rank combinations ranged from 1% (Assistant Professors, Education) to 13% (Assistant Professors, Business). The comparable measure for AAUDE institutions ranged from 6% (Professors, EMS) to 16% (Associate Professors, Business). The cumulative percent change from the 1995-1996 academic year across UP College and academic rank combinations ranged from 36% (Assistant Professors, Communications) to 89% (Associate Professors, Business). The comparable measure for AAUDE institutions ranged from 40% (Assistant Professors, Ag Sci.12-mos) to 83% (Assistant Professors, Business). Therefore, the average percent change of salaries for Assistant Professors in Education at UP has been 0.5% over the last two years and 3.5% over the last 11 years, while the average percent change in salaries for Assistant Professors in Communications at UP has been 2% over the last two years and 3.3% over the last 11 years. The lowest comparable measures for salaries for AAUDE faculty are 3% over the last two years (Professors, EMS) and 3.6% over the last 11 years (Assistant Professors, Ag Sci. 12-mos).

### Table 4

Table 4 shows a ranking of average faculty salaries by academic rank among Big Ten public institutions (i.e., Northwestern University is not included) and 22 AAUDE institutions. Within the Big Ten public institutions, the average salary for the 2006-2007 academic year for UP Professors ranked 4<sup>th</sup> out of 10, while those for Associate and Assistant Professors ranked 2<sup>nd</sup> and 6<sup>th</sup>. It is worthwhile to note that the average salary for the 2005-2006 academic year for UP Professors ranked 2<sup>nd</sup>, while those for Associate and Assistant Professors ranked 2<sup>nd</sup> and 3<sup>rd</sup>. When compared to the 22 AAUDE public institutions, the average salary for the 2006-2007 academic year for UP Professors ranked 7<sup>th</sup>, while those for Associate and Assistant Professors ranked 5<sup>th</sup> and 13<sup>th</sup>. By contrast, the average salary for the 2005-2006 academic year for UP Professors ranked 2<sup>nd</sup>, while those for Associate and Assistant Professors ranked 4<sup>th</sup> and 6<sup>th</sup>. **Therefore these data possibly warn of the beginning of a downward trend in faculty salaries at UP as compared to peer institutions within the Big Ten and the AAUDE.**

Table 5

Table 5 lists the institutions that comprise the Association of American Universities (AAU). It includes thirty-four public institutions, twenty-six private institutions, and two Canadian institutions (McGill University and the University of Toronto).

Table 6

Table 6 lists the average salaries for instructional faculty at Big Ten Universities as a function of rank. Note that salaries for librarians are also included. At the rank of Professor, UP salaries rank 4<sup>th</sup>, with an average of \$119,700 from a total of 768 entries. The mean of the reported averages (11 total) is  $116,200 \pm 12,800$  (one std. dev.), while the median average salary is \$115,000. There is a substantial difference between average salaries for UP Professors and those for universities ranked 1<sup>st</sup> and 2<sup>nd</sup> on the list—Northwestern University (\$147,200), and The University of Michigan (\$128,700), respectively, while the difference between the average salaries at the University of Illinois (\$120,300), ranked 3<sup>rd</sup>, and UP is significantly less. At the rank of Associate Professor, UP salaries rank 3<sup>rd</sup>, with an average of \$80,800 from a total of 510 entries. The mean of the reported averages (11 total) is  $79,600 \pm 6,800$  (one std. dev.), while the median average salary is \$78,400. There is a substantial difference between average salaries for UP Professors and those for universities ranked 1<sup>st</sup> and 2<sup>nd</sup> on the list—Northwestern University (\$97,500), and The University of Michigan (\$85,000), respectively, while the difference between the average salaries at the University of Minnesota (\$80,400), ranked 4<sup>th</sup>, and UP is significantly less. At the rank of Assistant Professor, UP salaries rank 6<sup>th</sup>, with an average of \$67,700 from a total of 434 entries. The mean of the reported averages (11 total) is  $68,800 \pm 5,800$  (one std. dev.), while the median average salary is \$67,700. There is a substantial difference between average salaries for UP Professors and those for universities ranked 1<sup>st</sup> and 2<sup>nd</sup> on the list—Northwestern University (\$83,500), and The University of Michigan (\$73,900), respectively. Michigan State (\$61,500), ranked 11<sup>th</sup> in this category, shows an average salary that is significantly different from the 10<sup>th</sup>-ranked entry, The University of Iowa (\$65,000). Only 9 of the 11 universities within the Big Ten reported salary data for instructors; The University of Indiana and Northwestern University did not. Of the 9 reporting institutions, the mean salary was  $48,600 \pm 9,200$  (one std. dev.), while the median salary was \$48,200. UP salaries ranked 7<sup>th</sup>, with an average of \$43,000 from a total of 190 entries. UP reports the highest number of instructor entries, which is followed by Michigan State (162). The third highest was The University of Minnesota, which reported 51 entries. Ohio State reported the highest average instructor salaries (\$66,500); however, this number derives from only 10 entries.

Table 7

Table 7 shows the average salaries for instructional faculty at Big Ten Universities with satellite campuses for the academic years 1995-1996 and 2006-2007. Note that salaries for librarians are not included. For the 2006-2007 academic year, salaries for Professors at UP rank 3<sup>rd</sup> (\$120,200) among those for 28 peer institutions, while salaries for Professors at Penn State Great Valley, Penn State Erie, Penn State Harrisburg, Penn State Abington, Penn State Univ. Coll., Penn State Altoona, and Penn State Berks ranked 8<sup>th</sup>, 10<sup>th</sup>, 12<sup>th</sup>, 13<sup>th</sup>, 19<sup>th</sup>, 21<sup>st</sup>, and 22<sup>nd</sup>. At the rank of Associate Professor, salaries at Penn State Great Valley ranked 1<sup>st</sup> among 28 peer institutions, while those at Penn State Harrisburg, Penn State UP, Penn State Erie, Penn State Altoona, Penn State Abington, Penn State Univ. Coll., Penn State Berks ranked 3<sup>rd</sup>, 4<sup>th</sup>, 8<sup>th</sup>, 13<sup>th</sup>, 14<sup>th</sup>, 16<sup>th</sup>, and

20<sup>th</sup>. At the rank of Assistant Professor, salaries at Penn State Great Valley ranked 1<sup>st</sup> among 28 peer institutions, while those at Penn State Erie, Penn State UP, Penn State Harrisburg, Penn State Univ. Coll., Penn State Berks, Penn State Abington, and Penn State Altoona ranked 6<sup>th</sup>, 8<sup>th</sup>, 10<sup>th</sup>, 14<sup>th</sup>, 15<sup>th</sup>, 16<sup>th</sup> and 22<sup>nd</sup>. At the rank of Instructor, salaries at Penn State Erie ranked 2<sup>nd</sup> among 21 peer institutions, while those at Penn State Abington, Penn State Harrisburg, Penn State Univ. Coll., Penn State Altoona, Penn State Berks, and Penn State UP ranked 4<sup>th</sup>, 8<sup>th</sup>, 9<sup>th</sup>, 12<sup>th</sup>, 13<sup>th</sup>, 18<sup>th</sup>. Penn State Great Valley reported no Instructors, as did several other institutions.

#### Table 8

Table 8 shows the average salaries for instructional faculty at Penn State campuses and other Pennsylvania universities. At the rank of Professor, the average salary for UP faculty ranks 3<sup>rd</sup> among a cohort of 13 institutions. Salaries at the University of Pennsylvania (U Penn) and Carnegie Mellon University rank 1<sup>st</sup> and 2<sup>nd</sup>. At the rank of Associate Professor, the average salary for Penn State Great Valley ranks 2<sup>nd</sup> among a cohort of 13 institutions. The average salary at U Penn ranks 1<sup>st</sup>. At the rank of Assistant Professor, the average salary for Penn State Great Valley ranks 2<sup>nd</sup> among a cohort of 13 institutions. The average salary at U Penn ranks 1<sup>st</sup>. At the rank of instructor, the average salaries at Penn State Erie and Penn State Abington rank 1<sup>st</sup> and 2<sup>nd</sup> among a cohort of 9 institutions.

#### Table 9

Table 9 lists the average salaries for librarians at Penn State (all locations) and other Big Ten Institutions for the academic year 2006-2007. Librarians ranked 2<sup>nd</sup> (\$87,789), Associate Librarians ranked 2<sup>nd</sup>, and Assistant Librarians ranked 3<sup>rd</sup> among 9 institutions. Indiana University and Northwestern did not provide data. Affiliate Librarians ranked 4<sup>th</sup> among 6 institutions that provided data.

### **INTERNAL REVIEW**

#### Table 10

Table 10 is composed of two pages. The first page provides salary information on faculty at Penn State (UP, the Commonwealth Campuses, Great Valley, and The Dickinson School of Law) who have standing appointments. The information is arranged according to academic rank, and shows the number of faculty at a given rank, their median years in that rank, and the average salary for those in the first quartile (25<sup>th</sup> percentile, Q1), the second quartile (50<sup>th</sup> percentile, Median), and the 3<sup>rd</sup> quartile (75<sup>th</sup> percentile, Q3). The second page of Table 10 provides the same information for faculty who have fixed-term appointments.

#### Table 11

Table 11 (5 pages) provides information on full-time UP faculty, including those that are in non-professorial positions, as a function of appointment (fixed-term or standing), academic unit (College), and academic rank. The information is arranged according to rank, and shows the number of faculty at a given rank, their median years in that rank, and the average salary for those in the first quartile (25<sup>th</sup> percentile, Q1), the second quartile (50<sup>th</sup> percentile, Median), and the 3<sup>rd</sup> quartile (75<sup>th</sup> percentile, Q3).

Table 12

Table 12 (4 pages) provides information on full-time faculty at University Park, the Commonwealth Campuses, Great Valley, and The Dickinson School of Law as a function of gender, their Fall 2007 mean, median, and standard deviation salaries, and the mean years in academic rank. Data are included for both Standing and Fixed-Term appointments.

Table 13

Table 13 (15 pages) provides information on full-time faculty at University Park as a function of gender, their Fall 2007 mean, median, and standard deviation salaries, and their mean years in academic rank. Data are included for both standing and fixed-term appointments for each college by academic rank, other UP academic units by academic rank, and for UP faculty in non-professorial ranks.

Table 14

Table 14 (24 pages) provides information on full-time faculty at the Commonwealth campuses for Fall 2007. The tables show the number of faculty for a given college within a Commonwealth Campus having standing or fixed-term appointments, their median, mean, and standard deviation salaries, and their mean years in academic rank.

Table 15

Table 15 shows the 2006-2007 average total compensation for basic science faculty and clinical faculty for the College of Medicine. The data are arranged as a function of rank and gender for basic science faculty, and the average total compensation for all faculty is compared to the average salaries for the 75<sup>th</sup>, 50<sup>th</sup>, and 25<sup>th</sup> percentiles for the Association of American Medical Colleges (AAMC).

**Table B (Appendix)**

Table B in the Appendix summarizes most of the information contained in Tables 10-14 for faculty with full-time standing appointments at Penn State UP and Commonwealth Campuses. It shows the Fall 2007 median salary, number of faculty, and mean years in academic rank for Professors, Associate Professors, and Assistant Professors by College and gender, as well as the salary difference between male and female faculty (male minus female).

**Figure 1 (Appendix)**

Figure 1 illustrates the Fall 2007 median salary for Professors, Associate Professors, and Assistant Professors for each UP College, University Libraries, Penn State Great Valley, the Dickinson School of Law, and Commonwealth Campuses.

**Table C (Appendix)**

Table C summarizes most of the information contained in Table 14, showing the Fall 2007 median salary, number, and mean years in academic rank for Professors, Associate Professors, and Assistant Professors for each Campus College by division/school. The Fall 2007 median

salary, number of faculty, and mean years in academic rank by gender for the Commonwealth Campuses was not included in the salary information provided to the committee.

### **Summary**

The Fall 2007 median salary for full-time Professors at UP with standing appointments was \$112,347, which represents an increase of \$3,843 (3.5%) over the Fall 2006 median salary (\$108,504). The Fall 2007 median salary for full-time Associate Professors at UP with standing appointments was \$80,982, which represents an increase of \$3,510 (4.5%) over the Fall 2006 median salary (\$77,472). The Fall 2007 median salary for full-time Assistant Professors at UP with standing appointments was \$67,176, which represents an increase of \$1,872 (2.9%) over the Fall 2006 median salary (\$65,304). The Fall 2007 median salary for full-time Professors at UP with standing appointments (excluding libraries) ranged from \$85,896 (Arts and Architecture) to \$172,152 (Business), resulting in changes of 2.9% and 8.8% over respective Fall 2006 median salaries. The Fall 2007 median salary for full-time Associate Professors at UP with standing appointments (excluding libraries) ranged from \$69,408 (Arts and Architecture) to \$130,032 (Business), resulting in changes of 3.4% and 4.7% over respective Fall 2006 median salaries. The Fall 2007 median salary for full-time Assistant Professors at UP with standing appointments (excluding libraries) ranged from \$56,628 (Communications) to \$126,360 (Business), resulting in changes of 1.1% and 7.6% over respective Fall 2006 median salaries.

The Fall 2007 median salaries for full-time Professors with standing appointments at the Dickinson School of Law, Penn State Great Valley, and the Commonwealth Campuses were \$139,050, \$121,086, and \$90,054. The Fall 2007 median salaries for full-time Associate Professors with standing appointments at Penn State Great Valley and the Commonwealth Campuses were \$91,350, and \$70,425. The Fall 2007 median salaries for full-time Assistant Professors with standing appointments at Penn State Great Valley and the Commonwealth Campuses were \$94,005, and \$60,000.

The Fall 2007 male minus female median salary difference (i.e. a negative value means a higher median salary for females) for UP Professors ranged from -\$20,052 (HHD) to \$15,840 (Dickinson School of Law); the sum of the differences across all UP Colleges, University Libraries, The Dickinson School of Law, Penn State Great Valley, and the Commonwealth Campuses was calculated to be \$43,241. The Fall 2007 male minus female median salary difference for UP Associate Professors ranges from -\$6,480 (Business) to \$7,380 (Liberal Arts); the sum of the differences across all UP Colleges, University Libraries, The Dickinson School of Law, Penn State Great Valley, and the Commonwealth Campuses was \$8,117. The Fall 2007 male minus female median salary difference for UP Assistant Professors ranged from -\$25,020 (Business) to \$8,442 (EMS); the sum of the differences across all UP Colleges, University Libraries, The Dickinson School of Law, Penn State Great Valley, and the Commonwealth Campuses was \$2,307.

Fall 2007 median salaries for women Professors with standing appointments are 93%, 89%, and 91% of the salaries for their male counterparts across all UP Colleges, The Dickinson School of Law, and the Commonwealth Campuses, respectively. Fall 2007 median salaries for women Associate Professors with standing appointments are 93%, 94%, and 95% of the salaries for their male counterparts across all UP Colleges, Penn State Great Valley, and the Commonwealth

Campuses, respectively. There are no data for the Dickinson School of Law. Fall 2007 median salaries for women Assistant Professors with standing appointments are 91%, 97%, and 94% of the salaries for their male counterparts across all UP Colleges, The Dickinson School of Law, and the Commonwealth Campuses, respectively. There are no data for the Dickinson School of Law.

Fall 2007 median salaries for Penn State faculty with standing appointments can be described best by their variability within and between colleges, academic, rank, mean years in academic rank, and gender. For example, across UP colleges regardless of gender or years in academic rank, the highest minus the lowest salary differences is \$86,256 for Professors, \$60,624 for Associate Professors, and \$69,732 for Assistant Professors. The same values for Fall 2006 were \$74,736, \$57,906, and 61,452, respectively. The variability in faculty salaries cross UP and Commonwealth Colleges likely results from interactive factors, including, but not limited to, mean years in academic rank, within college discipline and college/departmental norms, market forces, and merit-based salary increases.

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**Table A.** 2006–2007 AAUDE and University Park faculty mean salaries by college and rank (N = 36), UP minus AAUDE salary differences, and ratios of UP to AAUDE salaries. The list is organized in ascending order based on salary ratios.

College	Rank	AAUDE	UP	UP–AAUDE	Salary Ratio
Education	Professor	104,012	93,881	-10,131	0.90
Engineering	Assistant	80,550	74,134	-6,416	0.92
Communications	Assistant	61,907	57,410	-4,497	0.93
Education	Assistant	58,553	54,646	-3,907	0.93
Arts and Arch	Professor	91,427	86,297	-5,130	0.94
Science	Associate	79,694	75,774	-3,920	0.95
Ag Sci (9 mon)	Professor	110,193	105,547	-4,646	0.96
Engineering	Professor	126,617	121,911	-4,706	0.96
EMS	Assistant	65,568	63,785	-1,783	0.97
HHD	Assistant	62,284	60,345	-1,939	0.97
Science	Assistant	68,243	65,898	-2,345	0.97
Arts and Arch	Associate	67,627	66,278	-1,349	0.98
Ag Sci (12 mon)	Associate	86,669	85,561	-1,108	0.99
Business	Professor	171,016	169,573	-1,443	0.99
Communications	Professor	102,564	101,499	-1,065	0.99
Education	Associate	72,703	71,815	-888	0.99
Business	Assistant	125,984	126,389	405	1.00
Ag Sci (12 mon)	Assistant	73,910	74,982	1,072	1.01
Business	Associate	133,086	134,459	1,373	1.01
Engineering	Associate	91,648	92,674	1,026	1.01
EMS	Professor	110,721	114,473	3,752	1.03
EMS	Associate	78,059	80,177	2,118	1.03
Liberal Arts	Associate	72,931	75,475	2,544	1.03
Arts and Arch	Assistant	54,814	56,751	1,937	1.04
Communications	Associate	73,269	76,201	2,932	1.04
Science	Professor	114,382	118,933	4,551	1.04
Ag Sci (9 mon)	Assistant	68,390	72,240	3,850	1.06
IST	Assistant	86,200	91,134	4,934	1.06
Liberal Arts	Assistant	61,302	64,788	3,486	1.06
HHD	Associate	73,688	78,556	4,868	1.07
Liberal Arts	Professor	112,014	120,101	8,087	1.07
Ag Sci (9 mon)	Associate	77,012	83,322	6,310	1.08
HHD	Professor	104,506	113,864	9,358	1.09
Ag Sci (12 mon)	Professor	115,961	127,106	11,145	1.10
IST	Associate	96,484	107,563	11,079	1.11
IST	Professor	132,708	151,025	18,317	1.14

**Table B.** Fall 2007 median salaries for full-time standing appointment at UP, Great Valley Dickinson School of Law, and all Commonwealth Campuses for Professors, Associate Professors, and Assistant professors showing the median salary, number of faculty, and mean rank in years for all faculty, males, females, and males minus females. ND indicates no data or suppression of salary information. UP, University Park; Ag Science, Agricultural Sciences; Arts and Arch, Arts and Architecture; Business, Smeal College of Business; Dickinson, Dickinson School of Law; EMS, Earth and Mineral Sciences; HHD, Health and Human Development; IST, Information Science and Technology; Science, Eberly College of Science; Great Valley, Penn State Great Valley; Comm Campuses, Penn State Commonwealth Campuses.

College	Professor Median Salary				Number of Faculty				Mean Years in Rank			
	All	Male (M)	Female (F)	M-F	All	M	F	%Male	All	M	F	M-F
All UP	\$112,347	\$114,170	\$106,056	\$8,114	773	636	137	82.3	10	11	7	4
Ag Science	\$99,432	\$99,144	\$103,333	-\$4,189	117	104	13	88.9	11	12	7	5
Arts & Arch	\$85,896	\$85,896	\$87,516	-\$1,620	42	27	15	64.3	9	10	6	4
Business	\$172,152	\$177,264	ND	ND	35	32	3	91.4	10	9	11	-2
Communications	\$111,807	\$111,807	ND	ND	9	8	1	88.9	7	7	3	4
Dickinson	139,050	\$139,050	\$123,210	\$15,840	30	22	8	73.3	10	12	6	6
EMS	\$120,888	\$121,176	\$114,998	\$6,178	71	60	11	84.5	11	12	5	7
Education	\$95,391	\$96,084	\$90,108	\$5,976	41	30	11	73.2	8	10	5	5
Engineering	\$121,914	\$121,905	\$123,408	-\$1,503	126	116	10	92.1	10	10	5	5
HHD	\$117,468	\$104,976	\$125,028	-\$20,052	45	28	17	62.2	9	9	8	1
IST	\$145,674	\$139,689	ND	ND	8	6	2	75.0	5	5	5	0
Liberal Arts	\$115,092	\$118,188	\$105,804	\$12,384	154	114	40	74.0	9	10	7	3
Science	\$120,024	\$120,096	\$104,508	\$15,588	125	111	14	88.8	12	12	10	2
Univ Libraries	\$73,522	\$71,932	\$73,777	-\$1,845	15	7	8	46.7	6	7	4	3
Great Valley	\$121,086	\$113,238	ND	ND	7	6	1	85.7	4	4	4	0
Comm Campuses	\$90,054	\$91,575	\$83,205	\$8,370	126	100	26	79.4	8	9	6	3

  

College	Associate Professor Median Salary				Number of Faculty				Mean Years in Rank			
	All	Male (M)	Female(F)	M-F	All	M	F	%Male	All	M	F	M-F
All UP	\$80,982	\$82,656	\$76,572	\$6,084	521	341	180	65.5	6	6	6	0
Ag Science	\$80,856	\$80,856	\$80,835	\$21	82	60	22	36.7	6	6	5	1
Arts & Arch	\$69,408	\$70,020	\$69,012	\$1,008	56	30	26	53.6	7	7	7	0
Business	\$130,032	\$124,956	\$131,436	-\$6,480	25	18	7	72.0	6	6	5	1
Communications	\$73,269	\$73,881	\$71,190	\$2,691	13	9	4	69.2	5	5	5	0
Dickinson	ND	ND	ND	ND	1	0	1	0.0	1	0	1	-1
EMS	\$81,072	\$79,092	\$84,906	-\$5,814	32	28	4	87.5	5	6	3	3
Education	\$74,340	\$74,727	\$73,827	\$900	37	20	17	54.1	5	6	4	2
Engineering	\$97,452	\$97,191	\$101,952	-\$4,761	67	56	11	83.6	6	6	6	0
HHD	\$82,188	\$82,656	\$82,188	\$468	56	27	29	48.2	5	5	5	0
IST	\$105,003	\$105,003	ND	ND	8	8	0	100	4	4	ND	ND
Liberal Arts	\$75,420	\$79,164	\$71,784	\$7,380	102	50	52	49.0	8	8	8	0
Science	\$80,568	\$79,596	\$80,568	-\$972	43	35	8	81.4	5	5	2	3
Univ Libraries	\$55,735	\$55,745	\$57,954	-\$2,209	24	8	16	33.3	5	5	6	-1
Great Valley	\$91,350	\$95,661	\$89,316	\$6,345	12	7	5	58.3	5	4	7	-3
Comm Campuses	\$70,425	\$71,559	\$68,103	\$3,456	368	242	126	65.8	7	8	5	3

  

College	Assistant Professor Median Salary				Number of Faculty				Mean Years in Rank			
	All	Male (M)	Female(F)	M-F	All	M	F	%Male	All	M	F	M-F
All UP	\$67,176	\$70,740	\$64,314	\$6,426	353	193	160	54.7	3	3	3	0
Ag Science	\$71,820	\$71,820	\$70,992	\$828	24	16	8	66.7	3	2	4	-2
Arts & Arch	\$59,004	\$60,084	\$58,500	\$1,584	39	23	16	59.0	4	4	3	1
Business	\$126,360	\$126,360	\$151,380	-\$25,020	18	9	9	50.0	2	3	2	1
Communications	\$56,628	\$56,529	\$58,005	-\$1,476	14	7	7	50.0	2	2	1	1
Dickinson	ND	ND	ND	ND	1	0	1	0.0	0	0	0	0
EMS	\$65,448	\$68,688	\$60,246	\$8,442	21	12	9	57.1	2	3	2	1
Education	\$63,045	\$62,604	\$63,045	-\$441	18	5	13	27.8	3	3	3	0
Engineering	\$83,016	\$83,007	\$84,843	-\$1,836	42	32	10	76.2	3	3	3	0
HHD	\$62,316	\$64,188	\$62,136	\$2,052	33	7	26	21.2	3	6	2	4
IST	\$96,849	\$96,849	\$93,969	\$2,880	12	6	6	50.0	4	4	4	0
Liberal Arts	\$64,512	\$65,340	\$62,028	\$3,312	70	35	35	50.0	3	3	3	0
Science	\$70,020	\$70,056	\$70,020	\$36	61	40	21	65.6	3	3	3	0
Univ Libraries	\$43,171	\$43,053	\$43,347	-\$294	12	5	7	41.7	2	2	2	0
Great Valley	\$94,005	\$96,012	\$93,591	\$2,421	10	6	4	60.0	3	3	3	0
Comm Campuses	\$60,000	\$61,236	\$57,843	\$3,393	311	187	124	60.1	6	7	5	2

**Table C.** Fall 2007 median salaries for full-time standing appointment faculty at Penn State Campuses by academic division for Professors, Associate Professors, and Assistant Professors, showing the mean salary, number of faculty (No.), and mean years in rank (Rank). ND indicates no data or suppression of salary information.

College	Division/School	Professor			Associate Professor			Assistant Professor		
		Salary	No.	Rank	Salary	No.	Rank	Salary	No.	Rank
Abington	Arts & Humanities	\$96,804	6	12	\$65,619	13	9	\$55,170	5	14
	Science & Eng	\$86,477	4	10	\$74,025	8	10	\$55,688	6	23
	Social Science	ND	1	0	\$72,702	8	7	\$54,000	5	2
Altoona	Arts & Humanities	ND	3	3	\$65,178	15	5	\$52,605	11	5
	Business & Eng	ND	0	ND	\$87,840	8	6	\$72,522	6	2
	Edu, HHD, & Soc Sci	ND	1	8	\$67,167	7	3	\$51,777	10	3
	Math & Nat Sci	\$92,313	6	7	\$66,497	14	5	\$53,258	14	3
Berks	Eng, Bus & Comput	ND	0	ND	\$82,400	6	5	\$72,000	11	4
	Hum, Arts, & Soc Sci	ND	3	4	\$64,400	16	4	\$52,920	8	4
	Science	\$77,112	5	5	\$64,827	10	6	\$53,307	10	8
Capital College	Behav Sci & Edu	ND	3	10	\$75,456	16	5	\$63,504	16	2
	Business Admin	\$112,527	7	8	\$108,909	10	11	\$94,500	11	2
	Humanities	\$80,010	5	5	\$69,467	10	6	\$61,137	7	2
	Public Affairs	\$113,652	5	10	\$81,891	6	7	\$68,153	6	2
	Sci, Eng, & Technol	\$98,894	4	11	\$86,706	15	11	\$65,016	18	2
Behrend	Business	\$130,833	6	3	\$119,327	10	6	\$107,501	8	3
	Engineering	ND	3	4	\$86,562	12	5	\$74,340	13	5
	Humanities & Soc Sci	\$90,090	7	16	\$68,805	15	9	\$52,479	9	4
	Science	ND	3	9	\$71,163	15	5	\$56,457	9	3
Grad Prof Studie:	Education	ND	0	ND	ND	3	5	ND	2	4
	Engineering	\$112,257	4	5	ND	3	4	ND	1	6
	Management	ND	3	3	\$110,358	6	6	\$97,695	7	2
Univ College	Arts & Humanities	\$78,948	8	4	\$67,275	28	8	\$55,224	19	9
	Business & Econ	ND	3	4	\$83,318	10	5	\$80,847	20	3
	Engineering	\$90,176	4	12	\$75,780	21	9	\$67,707	6	11
	English	\$77,522	8	6	\$64,944	27	9	\$55,994	12	5
	HHD	ND	2	3	\$65,223	14	5	\$58,109	12	12
	IST	ND	0	ND	\$65,223	14	5	\$58,109	12	12
	Mathematics	\$86,436	8	8	\$65,777	14	11	\$53,087	8	13
	Science	\$89,100	15	12	\$66,843	22	8	\$57,123	32	10
	Soc Sci & Education	\$97,574	6	9	\$68,175	14	6	\$56,871	13	7

**Figure 1.** Fall 2007 median salaries for full-time standing appointments for Professors, Associate Professors, and Assistant Professors at UP by College, Great Valley, Dickinson, and the Commonwealth Campuses.

