

SENATE COMMITTEE ON FACULTY BENEFITS

Faculty Salaries, Academic Year 2005-2006

(Informational)

EXECUTIVE SUMMARY

In recent years Penn State faculty salaries have greatly improved relative to peer institutions. However, for Penn State to remain competitive, faculty salaries for several UP colleges by rank combinations and Commonwealth Campuses need to be increased. Salary tables can be accessed at <http://www.senate.psu.edu/agenda/2005-2006/mar14-06agn/salarytables.pdf>.

- The 2004-05 average salaries for UP Professors and Associate Professors ranked 3rd, Assistant Professors ranked 5th, and Instructors ranked 7th compared with other Big Ten universities (Appendix A, Table 6).
- Compared with the average for the other institutions in the Association of American Universities Data Exchange (AAUDE), the 2004-05 UP faculty salaries were lower for 10 (ranging from \$108 to \$5,060) and higher for 25 (ranging from \$528 to \$27,728) of 35 UP colleges by rank combinations for which data are available (Appendix A, Table 1)
- The 2004-05 average salaries for Professors at Abington, the Commonwealth College, Berks/Lehigh, Altoona and Great Valley, for Associate Professors at Abington, Berks/Lehigh, Commonwealth College, and Altoona, for Assistant Professors at Abington and Altoona, and for Instructors at Berks/Lehigh and Great Valley were below the Pennsylvania State System of Higher Education (SSHE) average (Appendix A, Table 8).
- The 2005-06 average salary for Librarians ranked 1st, for Associate Librarians ranked 2nd, for Assistant Librarians ranked 3rd and for Affiliate Librarians ranked 6th compared with other Big Ten libraries within the Association of Research Libraries (Appendix A, Table 9).
- Since 1995-96, UP average salaries have increased by between 31% and 73% compared with an increase between 25% and 61% for the other AAUDE institutions (Appendix A, Table 3).
- The UP average salary increase for 2004-05 compared with 2003-04 ranked 4th among institutions in the AAUDE (Appendix A, Table 4). The UP seven year compound increase of 34.53% ranks 2nd among AAUDE institutions (Table 4). The AAUDE average seven year compound increase is 28.49% (Appendix A, Table 4).

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

- The median salary for standing appointment Professors at UP is \$105,120, for Associate Professors is \$74,088, and for Assistant Professors is \$64,008 (Appendix A, Table 10).

- The median salary for standing appointment Professors at the Commonwealth Campuses is \$85,590, for Associate Professors is \$66,888, and for Assistant Professors is \$55,035 (Appendix A, Table 10).
- The median salary for standing appointment Professors among the colleges at UP ranges from \$81,612 (Arts & Architecture) to \$154,296 (Business), for Associate Professors from \$64,836 (Arts & Architecture) to \$111,420 (Business), and for Assistant Professors from \$55,260 (Arts & Architecture) to \$109,584 (Business) (Appendix A, Table 11).
- For UP standing appointment faculty, the male minus female difference in median salary for Professors ranges from -\$18,252 (HHD) to \$14,040 (Liberal Arts), for Associate Professors, the difference ranges from -\$3,600 (Engineering) to \$13,860 (Business), and for Assistant Professors the difference ranges from -\$35,892 (Business) to \$8,919 (EMS) (Appendix A, Table 13).

INTRODUCTION

The salary information for this report was provided by the Office of the Executive Vice President and Provost, with technical assistance from the Office of Planning and Institutional Assessment and is shown in several tables in Appendix A. Salary information for the total university, University Park colleges, academic support units, administrative support units, other Penn State locations, the Dickinson School of Law and the Hershey College of Medicine can also be found at <http://www.budget.psu.edu/publicaccount/headcountandsalary.asp>.

Throughout this report reference will be made to salary tables shown in Appendix A <http://www.senate.psu.edu/agenda/2005-2006/mar14-06agn/salarytables.pdf> and to tables and figures included in this report. The tables and figures included in this report are underlined. Unfortunately, the information is limited for explaining important factors concerning salary differences 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

Appendix A, Table 1 shows the 2004-05, 2003-04, and 1995-96 average salaries and salary ratio for UP faculty for each college and rank combination compared with the average faculty salaries of institutions belonging to the Association of American Universities Data Exchange (AAUDE, see Appendix A, Table 5 showing the 37 public and 25 private institutions belonging to the AAUDE). For 2004-05, seven (or 20%) of the 35 UP colleges by rank combinations for which data were available had a salary ratio <1.0, meaning that the average salary for faculty in the AAUDE was higher than the average UP faculty salary. Table 1 shows the salary ratio and difference in average salary between UP colleges by rank combinations compared with the average AAUDE salary. The seven (or 20%) UP colleges by rank combinations having a salary ratio <1.0 included: Professors in Education (-\$5,060), Arts & Architecture (-\$4,302), and Engineering (-\$2,146); Associate Professors in Science (-\$367); and Assistant Professors in Engineering (-\$2,809), Science (-\$2,125), and Education (-\$620).

Appendix A, Table 2 shows a salary progression analysis, commonly called a rank ratio analysis, for UP colleges by rank combinations compared with the average for all other AAUDE institutions. Specifically, the table shows the average salary for Associate and Assistant Professors as a percentage of the average salary for Professors. Across colleges at UP, the 2004-05 average salary for Associate Professors ranges from 62% to 80% of the 2004-2005 average salary for Professors. The comparable measure for AAUDE institutions ranges from 64% to 77%. Across colleges at UP the 2004-05 average salary for Assistant Professors ranges from 53% to 77% of the 2004-05 average salary for Professors. The comparable measure for the AAUDE institutions ranges from 55% to 74%.

An ongoing concern for the Faculty Senate and the University administration has been Penn State's ability to maintain competitive salaries at all ranks. Appendix A, Table 3 shows the percent change in the average salary (2004-05 compared with 2003-04, 2002-03, and 1995-96) for UP faculty and for AAUDE institutions for each UP college by rank combination. The percent change from 2003-2004 to 2004-2005 ranges from -1% to 10% across the UP colleges. The range for the other AAUDE institutions is from -4% to 4%.

Appendix A, Table 4 shows the yearly percent of salary increase for 22 AAUDE institutions starting in 1998-99 over 1997-98. The 2004-05 over 2003-04 salary increase for UP faculty was 4.0%, ranking Penn State 4th out of the 22 AAUDE institutions. Penn State's 7-year compound salary increase, illustrated in [Figure 1](#), was 34.53% ranking 2nd out of the 22 AAUDE institutions.

Appendix A, Table 6 shows UP faculty average 2004-05 salaries compared with the average salaries at other Big Ten Universities showing that UP faculty average salaries for Professors and Associate Professors rank 3rd, for Assistant Professors ranks 5th and for Instructors ranks 7th among other Big Ten Universities. Appendix A, Table 7 (2 pages) shows the average 1995-96 and 2004-05 salaries for UP and Commonwealth Campus faculty by rank and for other Big Ten Universities with satellite campuses.

Appendix A, Table 8 (2 pages) shows the 2004-05 average salaries for UP and Commonwealth Campuses faculty and at other Pennsylvania universities. The average salary for Professors at Penn State Abington, Berks/Lehigh, Commonwealth College, and Altoona, for Associate Professors at Penn State Abington, Altoona, Commonwealth College, and Berks/Lehigh, and for Assistant Professors at Penn State Abington and Altoona are lower compared with the average salaries for Professors, Associate Professors, and Assistant Professors in the State System of Higher Education (SSHE).

Appendix A, Table 9 shows the 2005-06 average salaries for Penn State Librarians and other Big Ten Universities as reported by the Association of Research Libraries. The average salary of Penn State Librarians ranks 1st, Associate Librarians ranks 2nd, Assistant Librarians ranks 3rd, and Affiliate Librarians ranks 6th compared with other Big Ten Universities.

Appendix A, Table 15C (9 pages) shows the 2005-06 average total compensation (with incentives) for the College of Medicine faculty along with the median and quartile salaries for institutes in the American Association of Medical Colleges (AAMC) for faculty in Basic Science by department and rank and for faculty in Clinical Science by department and rank.

In summary, the average salary for some colleges and ranks is very competitive and in several cases exceeds the AAUDE average. However, the average salaries for some UP colleges by rank

combinations and Commonwealth Campuses needs to be increased to be competitive with peer institutions. To remain competitive, salary increases must keep pace with other universities. For last several years, UP salary increases have greatly improved and have exceeded the average salary increases at most AAUDE institutions, especially over the last year and cumulatively for the last seven years.

INTERNAL REVIEW

The internal salary information is contained in several tables described below. However, in many of the tables salary information has been suppressed to protect confidentiality. In some cases this occurs if there were fewer than four or six faculty for a college by rank or for a college by rank by gender combination.

Appendix A, Table 10 (2 pages) shows the number of faculty at UP, the Commonwealth Campuses, Penn State Great Valley, and The Dickinson School of Law, their 2005-06 median and quartile salary, and mean years in rank for standing and fixed-term appointments by rank.

Appendix A Table 11 (4 pages) shows the number of UP faculty, their 2005-06 median and quartile salary, and mean rank in years for standing and fixed-term appointments for each college by rank, other UP academic units by rank, and for UP faculty in non-professorial ranks.

Appendix A, Table 12 (3 pages) shows the number of faculty at UP, the Commonwealth Campuses, Penn State Great Valley, and The Dickinson School of Law by gender, their 2005-06 mean (and standard deviation) and median salary, and mean years in rank for faculty having standing and fixed-term appointments by rank.

Appendix A, Table 13 (16 pages) shows the 2005-06 salaries for full-time UP faculty. Specifically, the table shows the number of faculty by gender, their mean (and standard deviation) and median salary, and mean years in rank for standing and fixed-term appointments for each college by rank, other UP academic units by rank, and for UP faculty in non-professorial ranks.

At the request of the University Faculty Senate last year and with the cooperation of the Office of the Vice President for Commonwealth Campuses, this year's report for the first time includes information on Commonwealth Campus faculty by academic division and is shown in Appendix A, Table 14 (24 pages). Specifically, the table shows the 2005-06 average salaries for full-time faculty at the Commonwealth Campuses, the number of faculty, and mean years in rank for Commonwealth Campus faculty having standing and fixed-term appointments by academic division/school by rank.

Appendix A, Table 15A shows 2005-06 average total compensation for the College of Medicine for faculty by rank and gender in Basic and Clinical Science departments including Family Medicine.

Appendix A, Table 15B (9 pages) shows 2005-06 average base salaries for the College of Medicine for faculty in Basic Science and Clinical Science departments by rank.

Table 2 summarizes most of the information contained in Appendix A Tables 10 to 14 for standing appointment faculty. Specifically, Table 2 shows the median salary, number of faculty, and mean years in rank for UP and Commonwealth Campus Professors, Associate Professors, and Assistant

Professors by college and gender and the salary difference between male minus female faculty. The median salary, number of faculty, and mean years in rank by gender for the campus colleges was not included in the salary information provided to the committee. Figure 2 illustrates the median salary for Professors, Associate Professors, and Assistant Professors for each college. Table 3 summarizes most of the information contained in Appendix A Table 14. Specifically, Table 3 shows the number, average median salary, and mean years in rank for Professors, Associate Professors, and Assistant Professors for each campus college by division/school.

The 2005-06 median salary for UP Professors is \$105,120, for Associate Professors is \$74,088, and for Assistant Professors is \$64,008 while the median salary for Commonwealth Campus Professors is \$85,590, for Associate Professors is \$66,888, and for Assistant Professors is \$55,035. Across UP colleges, the 2005-2006 median salary for standing appointment Professors ranges from \$81,612 (Arts & Architecture) to \$154,296 (Business), for standing appointment Associate Professors from \$64,836 (Arts & Architecture) to \$111,420 (Business), and for standing appointment Assistant Professors from \$55,260 (Arts & Architecture) to \$109,584 (Business). For UP standing appointment faculty, the male minus female difference in average salary for Professors ranges from -\$18,252 (HHD) to \$14,040 (Liberal Arts), for Associate Professors ranges from -\$3,600 (Engineering) to \$13,860 (Business), and for Assistant Professors ranges from -\$35,892 (Business) to \$8,919 (EMS).

In summary, Penn State standing appointment faculty salaries can best be described by their variability within and between college, rank, and gender. For example, across colleges the median salary difference for Professors is \$73,287, for Associate Professors is \$46,368, and for Assistant Professors is \$55,144. The variability in faculty salaries is likely due to several interactive factors including but not limited to mean years in rank, within college discipline and departmental norms, market forces, and merit based salary increases.

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Table 1. 2004-05 AAUDE and UP faculty average salaries by college and rank, UP minus AAUDE salary differences, and the UP to AAUDE salary ratio organized in ascending order of the UP minus AAUDE salary differences.

College	Rank	AAUDE	UP	UP - AAUDE	Salary Ratio
Education	Professor	\$94,659	\$89,599	-\$5,060	0.95
Arts & Arch	Professor	\$84,881	\$80,579	-\$4,302	0.95
Engineering	Assistant	\$74,972	\$72,163	-\$2,809	0.96
Engineering	Professor	\$116,205	\$114,059	-\$2,146	0.98
Science	Assistant	\$63,305	\$61,180	-\$2,125	0.97
Education	Assistant	\$54,669	\$54,049	-\$620	0.99
Science	Associate	\$72,348	\$71,981	-\$367	0.99
Communications	Professor	\$96,097	\$95,787	-\$310	1.00
Arts & Arch	Associate	\$61,677	\$61,434	-\$243	1.00
Communications	Assistant	\$55,478	\$55,370	-\$108	1.00
Ag Sc (12 mos)	Associate	\$77,728	\$78,256	\$528	1.01
Business	Assistant	\$111,292	\$111,842	\$550	1.00
Arts & Arch	Assistant	\$50,997	\$51,635	\$638	1.01
EMS	Assistant	\$59,744	\$61,386	\$1,642	1.03
EMS	Professor	\$104,627	\$106,390	\$1,763	1.02
HHD	Assistant	\$56,953	\$58,969	\$2,016	1.04
Education	Associate	\$66,593	\$68,942	\$2,349	1.04
Liberal Arts	Assistant	\$57,176	\$60,322	\$3,146	1.06
Engineering	Associate	\$84,942	\$88,339	\$3,397	1.04
Communications	Associate	\$67,366	\$70,788	\$3,422	1.05
EMS	Associate	\$70,622	\$74,922	\$4,300	1.06
Liberal Arts	Associate	\$66,290	\$70,638	\$4,348	1.07
Ag Sc (9 mos)	Professor	\$97,037	\$101,409	\$4,372	1.05
Ag Sc (9 mos)	Associate	\$71,791	\$76,250	\$4,459	1.06
Business	Professor	\$148,859	\$154,382	\$5,523	1.04
HHD	Associate	\$68,385	\$74,205	\$5,820	1.09
IST	Assistant	\$79,184	\$85,711	\$6,527	1.08
Ag Sc (9 mos)	Assistant	\$60,841	\$67,803	\$6,962	1.11
Science	Professor	\$105,690	\$113,966	\$8,276	1.08
Business	Associate	\$114,406	\$123,104	\$8,698	1.08
Liberal Arts	Professor	\$103,232	\$114,266	\$11,034	1.11
Ag Sc (12 mos)	Professor	\$107,790	\$119,283	\$11,493	1.11
HHD	Professor	\$93,503	\$105,796	\$12,293	1.13
IST	Associate	\$88,156	\$102,223	\$14,067	1.16
IST	Professor	\$114,934	\$142,662	\$27,728	1.24
Ag Sc (12 mos)	Assistant	\$66,018	ND	ND	ND

Table 2. 2004-05 median salary, number of faculty, and mean years in rank for all, male, and female for standing appointment Professors, Associate Professors, and Assistant Professors for each College (ND=No Data because salary suppressed, * average of the median salary across division or school).

College	Professor Median Salary				Number of Faculty				Mean Yrs in Rank			
	All	Male (M)	Female (F)	M - F	All	M	F	% Male	All	M	F	M - F
All UP	\$105,120	\$106,272	\$99,450	\$6,822	767	642	125	83.7%	10	10	7	3
Ag Science	\$93,276	\$93,262	\$94,410	-\$1,148	123	110	13	89.4%	11	11	8	3
Arts& Arch	\$81,612	\$83,052	\$80,532	\$2,520	42	29	13	69.0%	8	9	5	4
Business	\$154,296	\$157,716	ND	-	36	33	3	91.7%	9	9	9	0
Communications	\$100,008	\$100,008	ND	-	5	4	1	80.0%	8	9	1	8
EMS	\$111,348	\$110,808	\$111,348	-\$540	66	58	8	87.9%	11	11	4	7
Education	\$89,694	\$89,694	\$85,419	\$4,275	41	32	9	78.0%	8	9	4	5
Engineering	\$112,104	\$112,104	\$104,832	\$7,272	131	122	9	93.1%	9	10	4	6
HHD	\$109,656	\$97,092	\$115,344	-\$18,252	47	29	18	61.7%	10	11	9	2
IST	\$123,939	\$146,529	ND	-	6	4	2	66.7%	5	6	3	3
Liberal Arts	\$110,412	\$113,490	\$99,450	\$14,040	144	110	34	76.4%	9	10	6	4
Science	\$109,764	\$110,736	\$98,028	\$12,708	126	111	15	88.1%	11	12	9	3
Univ Libraries	\$69,154	\$68,496	\$69,493	-\$997	11	5	6	45.5%	5	8	4	4
Great Valley	\$103,599	ND	ND	-	4	3	1	75.0%	2	2	2	0
Dickinson	\$130,356	\$135,297	\$113,580	\$21,717	24	19	5	79.2%	12	13	6	7
All Comm Camp	\$85,590	\$87,345	\$81,558	\$5,787	121	94	27	77.7%	8	9	6	3

College	Associate Prof Median Salary				Number of Faculty				Mean Yrs in Rank			
	All	Male (M)	Female (F)	M - F	All	M	F	% Male	All	M	F	M - F
All UP	\$74,088	\$76,203	\$69,696	\$6,507	536	355	181	66.2%	6	6	5	1
Ag Science	\$75,420	\$74,268	\$75,534	-\$1,266	73	53	20	72.6%	6	6	5	1
Arts& Arch	\$64,836	\$65,052	\$63,252	\$1,800	58	32	26	55.2%	7	7	7	0
Business	\$111,420	\$121,032	\$107,172	\$13,860	18	14	4	77.8%	8	8	6	2
Communications	\$68,499	\$71,001	ND	-	16	13	3	81.3%	5	5	4	1
EMS	\$74,502	\$75,744	\$73,932	\$1,812	30	24	6	80.0%	6	6	3	3
Education	\$69,003	\$69,381	\$68,499	\$882	38	19	19	50.0%	4	6	3	3
Engineering	\$92,016	\$90,936	\$94,536	-\$3,600	70	58	12	82.9%	5	5	5	0
HHD	\$75,852	\$76,428	\$75,852	\$576	56	29	27	51.8%	5	6	5	1
IST	\$109,767	\$109,764	ND	-	6	6	0	100.0%	5	5	0	5
Liberal Arts	\$69,876	\$72,648	\$69,192	\$3,456	128	69	59	53.9%	7	8	7	1
Science	\$73,620	\$73,620	\$66,708	\$6,912	43	38	5	88.4%	6	6	5	1
Univ Libraries	\$53,527	\$55,156	\$53,527	\$1,629	24	7	17	29.2%	6	6	6	0
Great Valley	\$82,053	\$82,053	\$81,351	\$702	12	8	4	66.7%	4	3	5	-2
Dickinson	ND	ND	ND	-	2	1	1	50.0%	1	2	0	2
All Comm Camp	\$66,888	\$67,743	\$64,863	\$2,880	318	223	95	70.1%	8	9	6	3

Table 2 continued

College	Assistant Prof Median Salary				Number of Faculty				Mean Yrs in Rank			
	All	Male (M)	Female (F)	M - F	All	M	F	% Male	All	M	F	M - F
All UP	\$64,008	\$65,016	\$61,452	\$3,564	381	234	147	61.4%	3	3	3	0
Ag Science	\$68,400	\$68,544	\$67,716	\$828	38	24	14	63.2%	4	4	4	0
Arts& Arch	\$55,260	\$55,512	\$54,468	\$1,044	38	27	11	71.1%	3	4	2	2
Business	\$109,584	\$109,116	\$145,008	-\$35,892	24	17	7	70.8%	3	3	2	1
Communications	\$57,348	\$57,078	\$57,348	-\$270	11	7	4	63.6%	2	2	2	0
EMS	\$61,614	\$64,332	\$55,413	\$8,919	25	19	6	76.0%	3	3	1	2
Education	\$58,257	\$57,330	\$58,257	-\$927	23	11	12	47.8%	3	2	3	-1
Engineering	\$78,300	\$77,796	\$80,064	-\$2,268	43	33	10	76.7%	3	3	3	0
HHD	\$60,012	\$62,100	\$60,012	\$2,088	38	15	23	39.5%	3	5	2	3
IST	\$89,784	\$91,098	\$87,399	\$3,699	17	11	6	64.7%	3	3	2	1
Liberal Arts	\$59,364	\$60,012	\$59,040	\$972	66	32	34	48.5%	2	2	3	-1
Science	\$63,936	\$64,260	\$63,612	\$648	56	36	20	64.3%	2	2	3	-1
Univ Libraries	\$42,543	\$43,004	\$42,543	\$461	16	7	9	43.8%	3	3	3	0
Great Valley	\$80,631	\$80,631	ND	-	10	7	3	70.0%	3	3	2	1
Dickinson	ND	ND	ND	-	1	0	1	0.0%	4	0	4	-4
All Comm Camp	\$55,035	\$56,574	\$54,000	\$2,574	369	218	151	59.1%	6	8	5	3

Table 3. 2005 number of faculty, median salary, and mean years in rank for Commonwealth Colleges for standing appointment Professors, Associate Professors, and Assistant Professors for each College by Division/School. (ND=No Data; salaries suppressed if <4 faculty).

College	Division/School	Professor			Associate Professor			Assistant Professor		
		No.	Median	Yrs Rank	No.	Median	Yrs Rank	No.	Median	Yrs Rank
Abington	Arts & Hum	6	\$85,896	10	11	\$62,019	8	7	\$55,710	14
	Sci & Eng	5	\$84,195	11	10	\$70,074	9	6	\$55,314	26
	Soc Sci	0	ND	0	8	\$72,918	7	7	\$52,296	5
Altoona	Arts & Hum	3	ND	5	13	\$62,784	6	19	\$49,482	3
	Bus & Eng	0	ND	0	9	\$81,027	4	7	\$68,480	4
	Ed, HD, & Soc Sci	1	ND	6	4	\$65,799	7	16	\$50,756	6
	Math & Nat Sci	6	\$81,009	5	10	\$65,084	5	13	\$50,085	3
Berks	Eng, Bus, & Comp	1	ND	2	2		9	12	\$67,766	4
	Hum, Arts, & Soc Sci	2	ND	2	11	\$62,370	4	13	\$50,400	4
	Sci	3	ND	7	9	\$66,465	5	13	\$52,335	7
Capital	Beh Sci & Edu	2	ND	13	16	\$73,062	6	16	\$60,948	2
	Bus Adm	5	\$106,956	10	10	\$98,708	11	8	\$92,916	2
	Hum	2	ND	1	7	\$64,269	12	8	\$54,797	6
	Pub Affairs	5	\$108,387	12	7	\$78,444	9	3	ND	3
	Sci, Eng, & Tech	5	\$99,216	15	14	\$82,098	12	9	\$70,056	3
Behrend	Bus	2	ND	5	10	\$108,216	9	12	\$103,154	3
	Eng & Eng Tech	2	ND	4	11	\$84,078	6	14	\$69,795	4
	Hum & Soc Sci	9	\$83,403	13	15	\$61,767	7	10	\$48,924	3
	Sci	2	ND	11	11	\$68,058	5	15	\$53,766	3
University	Arts & Hum	8	\$79,146	4	27	\$62,874	9	22	\$52,425	9
	Bus & Econ	3	ND	2	6	\$71,991	6	23	\$74,565	3
	Eng	4	\$83,795	10	20	\$70,439	8	7	\$64,017	13
	English	11	\$73,359	4	21	\$62,325	10	23	\$53,289	8
	HHD	2	ND	2	9	\$61,425	2	17	\$54,144	9
	IST	0	ND	0	1	ND	3	9	\$74,187	6
	Math	10	\$81,230	8	12	\$63,135	11	10	\$50,832	7
	Sci	15	\$87,345	10	18	\$63,333	11	36	\$54,932	12
	Soc Sci & Edu	7	\$93,321	9	16	\$63,761	7	14	\$52,065	6

Figure 1. Compound seven year salary increase in percent for 22 AAUDE institutes showing Penn State's ranking was 2nd.

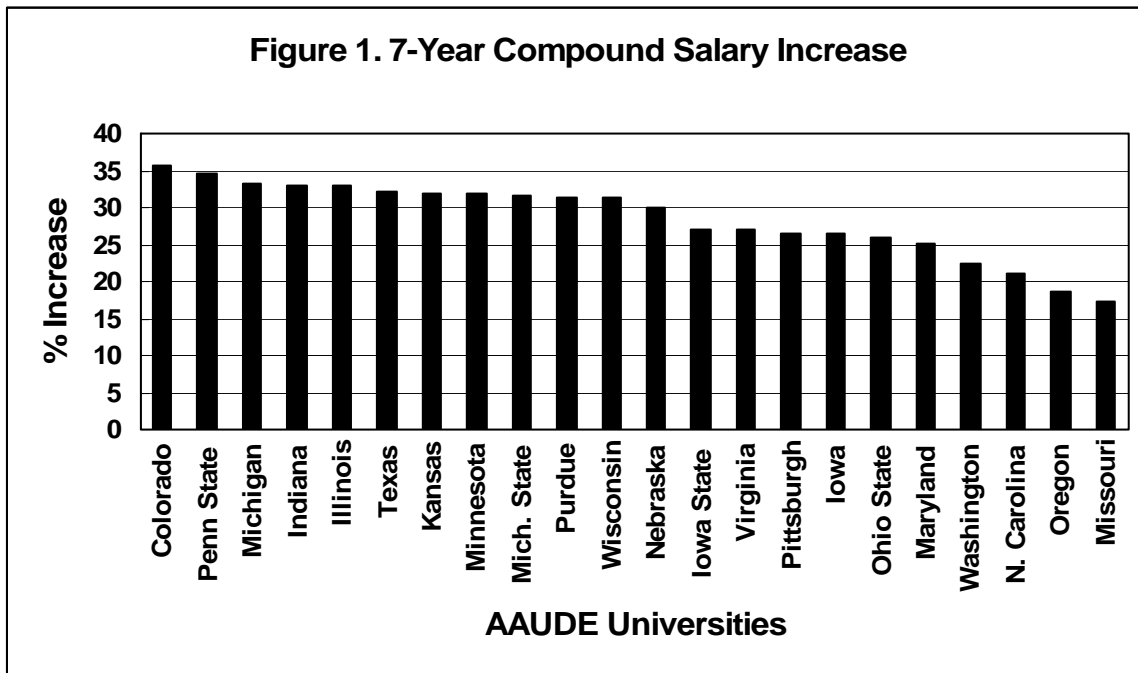


Figure 2. Median salaries for Professors, Associate Professors, and Assistant Professors at UP colleges, Great Valley, and The Dickinson School of Law.

