

The 38th CAIR Annual Conference

November 20-22, 2013
at Napa Valley Marriott
Hotel and Spa



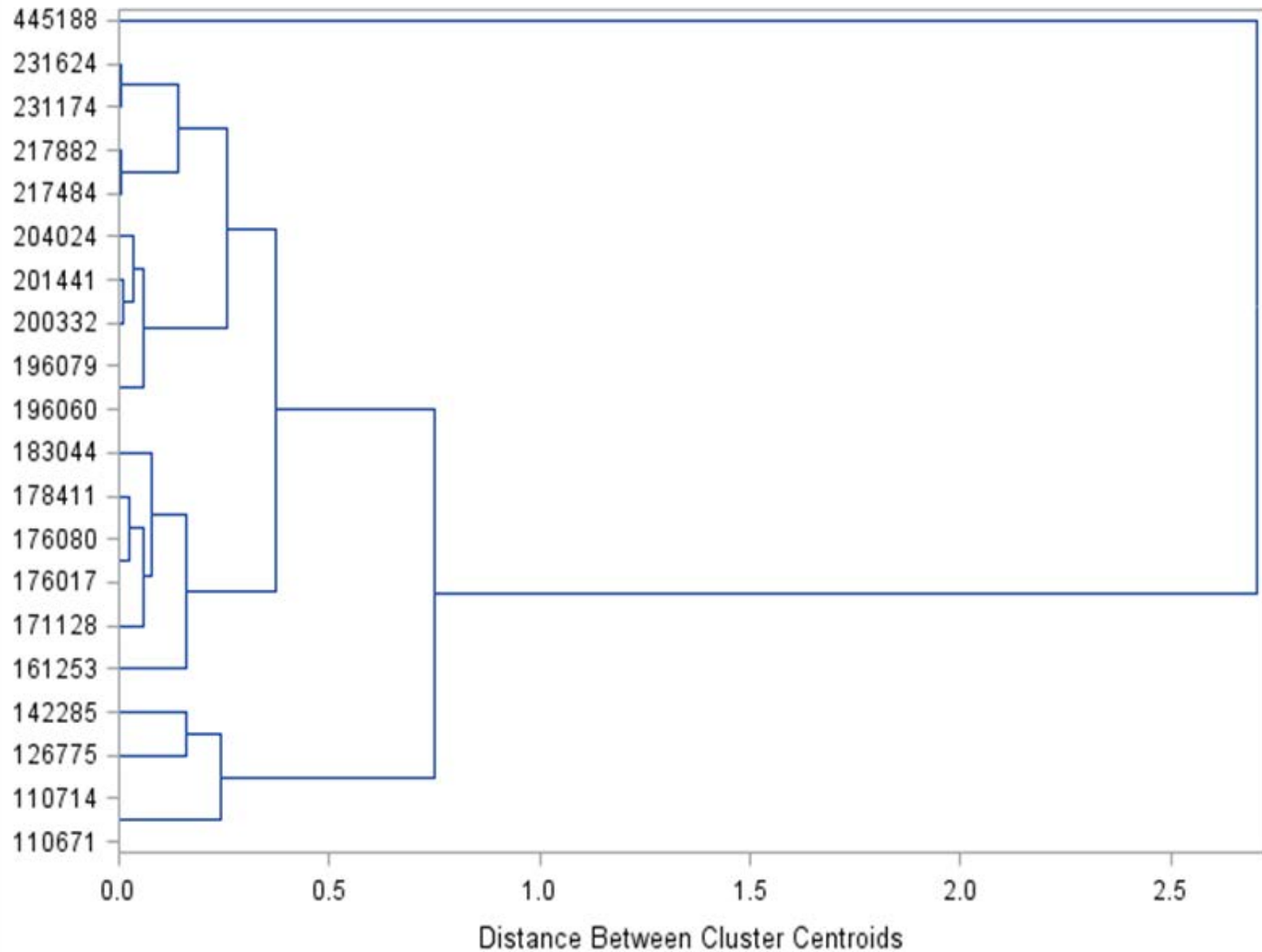
Which Comparative Faculty Salary Should I Use?
Steve Chatman & Gary Lowe
Institutional Planning and Analysis
UC Merced



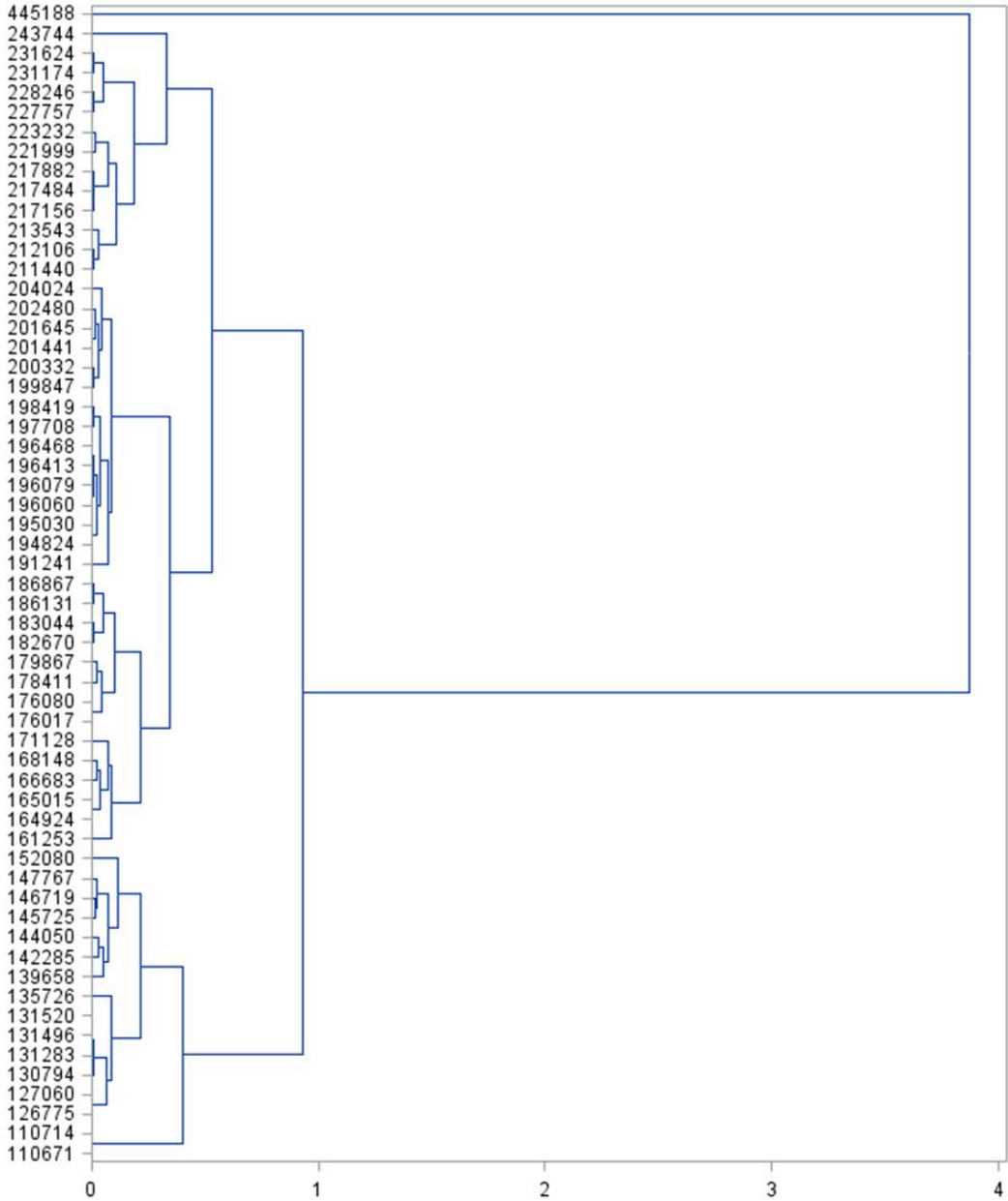
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Cluster Analysis



Cluster Analysis



Distance Between Cluster Centroids

Table 1: Comparison to OSU National Average Salaries for Similar Institutions

	UC Merced (AAUDE)	OSU RU/H* (Medical Excluded)	OSU RU/VH** (Medical Excluded)	OSU RU/H Comparison**		OSU RU/VH Comparison**	
				UCM/ OSU RU/VH	Increase Required to Reach Mean	UCM/ OSU RU/VH	Increase Required to Reach Mean
Professor	134,561	105,986	130,565	127%	-21%	103%	-3.0%
Assoc. Prof.	87,798	77,787	87,550	113%	-11%	100%	-0.3%
Asst. Prof.	77,593	66,026	77,756	118%	-15%	100%	0.2%
Weighted Mean	94,050	84,239	104,809	112%	-10%	90%	11%

* OSU RU/H refers to the 2012-13 Faculty Salary Survey by Discipline published by Oklahoma State University and RU/H is the Carnegie Classification Research Universities with High Research Activity.

** OSU RU/VH refers to the 2012-13 Faculty Salary Survey by Discipline published by Oklahoma State University and RU/VH is the Carnegie Classification Research Universities with Very High Research Activity.

Table 2: IPEDS Nine-Month Adjusted Salaries (2011-12)

	Professor	Associate Professor	Assistant Professor	Ladder Rank Weighted
Rutgers U	143,278	96,432	77,190	115,395
University of Texas Austin	140,583	89,901	83,899	114,714
UC Santa Barbara	138,534	85,420	78,454	119,165
U of Delaware	138,500	94,491	81,495	107,596
UC Riverside	129,333	82,668	75,737	104,642
U of Alabama	129,073	87,466	65,984	94,131
Pennsylvania State	128,384	86,251	70,146	99,867
UC Santa Cruz	126,356	85,000	75,544	107,235
SUNY Binghamton	125,634	91,863	71,960	97,721
U of Colorado	123,152	90,054	77,104	100,458
U of Massachusetts - Amherst	122,645	90,879	72,706	100,408
U of Texas San Antonio	114,711	80,878	70,847	90,035
Clemson	107,977	79,077	70,249	88,310
Texas Tech	105,654	73,634	65,923	81,633
San Diego State	100,020	78,970	72,883	88,118
Peer Institutions Unweighted	124,922	86,199	74,008	100,629
Peer Institutions Weighted	128,434	86,994	73,941	103,055
UC Merced (IPEDS)	126,711	85,679	76,476	90,752
UCM/Peers Unweighted	101%	99%	103%	90%
Increase Required to Reach Mean Unweighted	-1.4%	0.6%	-3.2%	10.9%
UCM/Peers Weighted	99%	98%	103%	88%
Increase Required to Reach Mean Weighted	1.4%	1.5%	-3.3%	13.6%

Peer Institutions Unweighted	124,922	86,199	74,008	100,629
Peer Institutions Weighted	128,434	86,994	73,941	103,055
UC Merced (IPEDS)	126,711	85,679	76,476	90,752
UCM/Peers Unweighted	101%	99%	103%	90%
Increase Required to Reach				
Mean Unweighted	-1.4%	0.6%	-3.2%	10.9%
UCM/Peers Weighted	99%	98%	103%	88%
Increase Required to Reach				
Mean Weighted	1.4%	1.5%	-3.3%	13.6%

Table 3: Unweighted by Campus Size Using 2013 AAUP Faculty Salary Survey as Reported by Chronicle of Higher Education

	Professor	Assoc. Prof.	Asst. Prof.	Weighted Average All Ranks*
Rutgers University-New Brunswick	151,000	101,200	81,700	122,018
University of Delaware	146,300	99,200	84,000	113,584
The University of Texas at Austin	144,000	92,800	86,000	117,733
University of California-Santa Barbara	140,600	86,800	77,200	120,968
Pennsylvania State University-Main Campus	138,700	94,300	82,500	113,518
The University of Alabama	132,900	90,400	68,200	98,576
University of California-Riverside	131,300	83,400	77,900	106,034
University of Massachusetts Amherst	131,100	95,200	77,900	106,792
University of California-Santa Cruz	128,700	87,100	76,500	110,057
University of Colorado Boulder	127,800	92,200	79,400	103,697
SUNY at Binghamton	127,300	91,400	73,500	97,085
Clemson University	123,600	88,500	78,300	99,959
The University of Texas at San Antonio	115,800	80,600	72,700	91,098
Texas Tech University	110,800	75,800	68,800	84,933
San Diego State University	98,800	79,100	72,600	87,931
Peer Institutions Unweighted	129,913	89,200	77,147	104,932
Peer Institutions Weighted	134,185	90,487	78,212	107,547
UC Merced (AAUP)	133,200	87,600	75,300	91,604
UCM/Peers Unweighted Increase Required to Reach Mean	103%	98%	98%	87%
Unweighted	-2.5%	1.8%	2.5%	15%
UCM/Peers Weighted Increase Required to Reach Mean	99%	97%	96%	85%
Weighted	0.7%	3.3%	3.9%	17%

*

Table 4: Comparison to Predetermined Group, the University of California (AAUDE 2012-13)

	Professor	Assoc. Prof.	Asst. Prof.	Weighted All Ranks	Unweighted All Ranks
Berkeley	161,039	107,276	101,577	140,418	123,297
Davis	131,778	88,177	78,714	115,645	103,578
Los Angeles	171,232	111,967	105,121	151,278	134,899
Irvine	140,715	92,400	86,733	118,751	109,650
Riverside	131,028	83,015	80,468	107,695	100,552
San Diego	143,212	93,182	89,063	123,699	112,289
Santa Barbara	142,587	86,915	80,909	124,906	108,829
Santa Cruz	128,309	86,740	78,255	110,769	101,018
Other UC Unweighted	143,737	93,709	87,605		111,764
Other UC Weighted	148,574	95,510	89,655	127,487	
UC Merced (AAUDE)	134,561	87,798	77,593	93,916	99,984
UCM/Other UC Unweighted	94%	94%	89%		89%
UCM/Other UC Weighted	91%	92%	87%	74%	
Increase Required to Reach Mean Unweighted	7%	7%	13%		12%
Increase Required to Reach Mean Weighted	10%	9%	16%	36%	



Table 5: Faculty Salary Comparisons Using UC Merced Composition and Other UC Faculty Average Salaries (AAUDE 2012-2013 Report)

UC Merced (Actual)										
Ladder Rank		Content Area	CIP4	Salary	Age	HC	All Other UC Comparator	UCM Expenditure	Comparator- Based Expenditure	UCM/ Other UC
1	Professor	Biomedical/Medical Engineering	1405	149,400	50.0	1	152,343	149,400	152,343	98%
2	Assoc. Prof.	Biomedical/Medical Engineering	1405	99,300	47.0	1	101,359	99,300	101,359	98%
3	Asst. Prof.	Biomedical/Medical Engineering	1405	89,400	39.5	2	90,448	178,800	180,896	99%
1	Professor	Computer Engineering	1409	158,300	50.7	3	144,487	474,900	433,462	110%
2	Assoc. Prof.	Computer Engineering	1409	101,400	41.8	4	105,896	405,600	423,585	96%
3	Asst. Prof.	Computer Engineering	1409	96,167	39.0	3	97,160	288,501	291,479	99%
1	Professor	Overall						134,561	148,010	91%
2	Assoc. Prof.	Overall						87,798	96,314	91%
3	Asst. Prof.	Overall						77,593	83,774	93%
Weighted Mean								94,050	102,658	
UCM as Percent of UC									92%	
Increase required to reach mean									9.2%	

Table 7: Faculty Salary Comparisons Using UC Merced Composition and OSU Research Very High Activity University Average Salaries (2012-2013)

UC Merced (Actual)										
Ladder Rank		Content Area	CIP4	Salary	Age	HC	OSU RU/VH	UCM Expenditure	Comparator-Based Expenditure	UCM/OSU RU/VH
1	Professor	Biomedical/Medical Engineering	1405	149,400	50.0	1	155,250	149,400	155,250	96%
2	Assoc. Prof.	Biomedical/Medical Engineering	1405	99,300	47.0	1	104,157	99,300	104,157	95%
3	Asst. Prof.	Biomedical/Medical Engineering	1405	89,400	39.5	2	83,843	178,800	167,686	107%
1	Professor	Computer Engineering	1409	158,300	50.7	3	150,501	474,900	451,503	105%
2	Assoc. Prof.	Computer Engineering	1409	101,400	41.8	4	102,933	405,600	411,732	99%
3	Asst. Prof.	Computer Engineering	1409	96,167	39.0	3	85,406	288,501	256,218	113%
1	Professor	Overall						134,561	134,536	100%
2	Assoc. Prof.	Overall						87,798	85,920	102%
3	Asst. Prof.	Overall						77,593	74,458	104%
Weighted Mean								94,050	92,035	
UCM as Percent of OSU RU/VH									102%	
Increase required to reach mean								-2.1%		

Table 8: Faculty Salary Comparisons Using UC Merced Composition and CUPA HR Research University Average Salaries (2012-2013)

UC Merced (Actual)										
Ladder Rank		Content Area	CIP4	Salary	Age	HC	CUPA Research	UCM Expenditure	Comparator-Based Expenditure	UCM/CUPA
1	Professor	Biomedical/Medical Engineering	1405	149,400	50.0	1	118,048	149,400	118,048	127%
2	Assoc. Prof.	Biomedical/Medical Engineering	1405	99,300	47.0	1	83,411	99,300	83,411	119%
3	Asst. Prof.	Biomedical/Medical Engineering	1405	89,400	39.5	2	72,138	178,800	144,276	124%
1	Professor	Computer Engineering	1409	158,300	50.7	3	131,036	474,900	393,108	121%
2	Assoc. Prof.	Computer Engineering	1409	101,400	41.8	4	104,153	405,600	416,612	97%
3	Asst. Prof.	Computer Engineering	1409	96,167	39.0	3	92,047	288,501	276,141	104%
1	Professor	Overall						134,561	118,894	113%
2	Assoc. Prof.	Overall						87,798	83,558	105%
3	Asst. Prof.	Overall						77,593	72,999	106%
Weighted Mean								94,050	86,996	
UCM as Percent of CUPA HR Doctoral/Research									108%	
Increase required to reach mean								-7.5%		

Faculty Salaries at Peer Institutions

	Salaries					Compensation					Corrected All Ranks**	
	Professor	Associate	Assistant	Instructor	All Ranks	Professor	Associate	Assistant	Instructor	All Ranks	Salary	Comp
Clemson University	123.6	88.5	78.3		89.5	158.3	115.9	103.2		116.7	91.2	119.0
SUNY at Binghamton	127.3	91.4	73.5	57.8	92.0	165.3	121.2	97.7	77.7	121.5	90.5	119.4
University of California-Riverside	131.3	83.4	77.9		101.6	177.5	117.1	110.2		140.0	91.2	127.0
	127.4	87.8	76.6			167.0	118.1	103.7			91.0	121.8
The University of Alabama	132.9	90.4	68.2	46.4	88.2	174.5	120.4	91.4	62.8	117.1	88.9	118.1
University of Colorado Boulder (AAU)	127.8	92.2	79.4	55.9	94.4	158.6	117.8	101.7	72.5	119.4	93.8	118.9
University of Delaware	146.3	99.2	84.0	67.5	109.7	186.2	129.5	109.7	92.1	141.9	102.1	132.3
University of Massachusetts Amherst	131.1	95.2	77.9		99.5	175.9	128.2	105.1		133.9	94.6	127.4
Rutgers University-New Brunswick (AAU)	151.0	101.2	81.7	50.9	112.8	194.3	138.0	116.0	81.1	151.1	102.6	139.6
Pennsylvania State University-Main Campus (AAU)	138.7	94.3	82.5	55.2	94.5	173.5	121.5	105.9	74.6	120.9	98.3	125.3
The University of Texas at Austin (AAU)	144.0	92.8	86.0		103.6	170.3	113.4	105.1		124.5	100.7	121.9
Texas Tech University	110.8	75.8	68.8	48.9	78.3	133.5	93.7	84.6	61.4	96.0	80.1	98.0
	135.3	92.6	78.6			170.9	120.3	102.4			95.1	122.7
The University of Texas at San Antonio	115.8	80.6	72.7		69.8 *	141.3	101.1	91.7		87.3 *	84.5	105.3
San Diego State University	98.8	79.1	72.6		84.1	128.1	105.9	96.2		110.8	80.2	106.0
University of California-Santa Cruz	128.7	87.1	76.5		107.6	174.2	121.8	108.5		147.6	91.1	126.8
University of California-Santa Barbara (AAU)	140.6	86.8	77.2		113.8	189.2	121.4	109.4		155.5	93.9	130.4
	121.0	83.4	74.8			158.2	112.6	101.5			87.4	117.2
	129.9	89.2	77.1			166.7	117.8	102.4			92.2	121.0
Close Peers	127.4	87.8	76.6			167.0	118.1	103.7			91.0	121.8
Size No Object	135.3	92.6	78.6			170.9	120.3	102.4			95.1	122.7
Hispanic	121.0	83.4	74.8			158.2	112.6	101.5			87.4	117.2
All	129.9	89.2	77.1			166.7	117.8	102.4			92.2	121.0
University of California-Merced*	133.2	87.6	75.3		91.6	179.8	122.3	106.8		127.4	91.6	127.4
	103%	98%	98%			108%	104%	104%			99%	105%

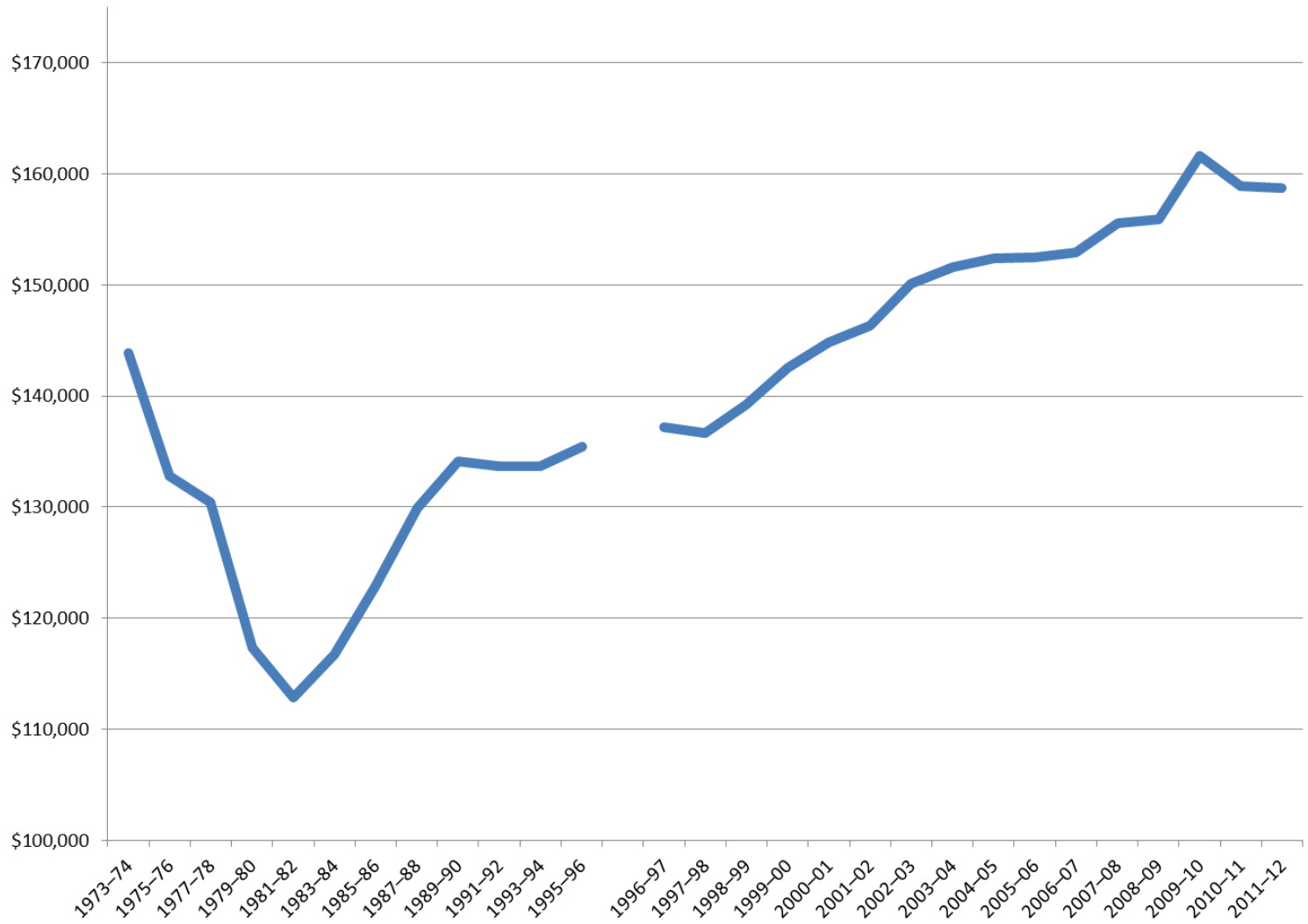
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Inflation Adjusted Mean Berkeley Professor Salary (AAUP)



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