

## Faculty Salary and Compensation

The American Association of University Professors (AAUP) conducts annual salary and compensation surveys of full-time instructional faculty (excluding medical school faculty).

Comparing salaries and compensation across institutions and campuses, however, is inherently imperfect because they differ in many ways, e.g., mission, public vs. private, size, mix of disciplines, etc. Cost-of-living, tax burden, and variations in fringe benefits only add to the imperfection.

In addition, it is important to emphasize that changes in average salary reflect not only salary increases for continuing faculty but also are influenced by retirements, promotions, and new hires. Thus, percentage changes will be different than those stipulated in an annual salary plan. This is true for all campuses nationwide. These differences will vary from year to year, and they can be very significant when the cohort sizes are relatively small.

### Peer Group Comparisons

The Twin Cities campus's peer group – the nation's top 30 research universities (16 private, 14 public) – is representative of the kinds of campuses with which the Twin Cities campus competes in recruiting and retaining faculty.

Tables 2-44 and 2-45 show average faculty salary and compensation, respectively, for University of Minnesota –Twin Cities faculty in comparison to peer group averages for the period 1999-2004:

- In FY 2004, the University of Minnesota Twin Cities lost ground compared to its peer group in both average salary and

average compensation for professors at all levels.

- The greatest disparity is at the full professor level, where both average salary and average compensation lag the peer group averages by \$19,700.

A more detailed picture of one-year changes is presented in Tables 2-46 – 2-48. These tables show faculty salary and compensation figures among selected Association of American Universities' top 30 institutions for 2003-04 at the full, associate, and assistant professor levels.

From 2002-03 to 2003-04:

- At the full professor level, the University of Minnesota – Twin Cities maintained its 27<sup>th</sup>-place ranking among AAU institutions and its relative position among Big Ten peers for average salary and average compensation.
- At the associate professor level, the University of Minnesota – Twin Cities dropped from 23<sup>rd</sup> to 26<sup>th</sup> place among AAU institutions in average salary. Meanwhile, Big Ten peers Pennsylvania State University and the University of Illinois – Urbana-Champaign moved ahead to 23<sup>rd</sup> and 24<sup>th</sup> places, respectively.

The University of Minnesota – Twin Cities maintained its ranking of 20<sup>th</sup> among AAU institutions for average compensation while the University of Wisconsin – Madison dropped to 21<sup>st</sup> place.

- At the assistant professor level, the University of Minnesota – Twin Cities dropped from 22<sup>nd</sup> to 28<sup>th</sup> place in average salary among AAU institutions, and Big

Twin Cities Campus

Ten peers Pennsylvania State University and the University of Illinois – Urbana-Champaign moved ahead of it.

The University dropped from 16<sup>th</sup> to 17<sup>th</sup> in average compensation among AAU

institutions and now ranks behind the University of Michigan – Ann Arbor as the Big Ten institution with the highest average compensation for assistant professors.

**Table 2-44. Faculty salary for University of Minnesota – Twin Cities and peer group institutions, 1999-00 – 2003-04.**

Average Salary

Category	1999-00	2000-01	2001-02	2002-03	2003-04	Five-Year Change
<b>Full Professor</b>						
Peer Group Average* % Change	\$103,400	\$108,400 + 4.8%	\$113,500 + 4.7%	\$117,800 + 3.8%	\$121,700 + 3.3%	+ \$18,400 + 17.7%
UM – Twin Cities % Change	\$89,500	\$93,600 + 4.6%	\$97,600 + 4.3%	\$101,300 + 3.8%	\$102,000 + 0.7%	+ \$12,500 + 14.0%
<b>Associate Professor</b>						
Peer Group Average* % Change	\$69,000	\$72,600 + 5.2%	\$75,800 + 4.4%	\$78,600 + 3.7%	\$80,800 + 2.8%	+ \$11,800 + 17.1%
UM – Twin Cities % Change	\$63,900	\$66,100 + 3.4%	\$69,200 + 4.7%	\$70,900 + 2.5%	\$69,900 - 1.4%	+ \$6,000 + 9.4%
<b>Assistant Professor</b>						
Peer Group Average* % Change	\$58,500	\$61,900 + 5.8%	\$64,900 + 4.8%	\$67,600 + 4.2%	\$69,600 + 3.0%	+ \$11,100 + 19.0%
UM – Twin Cities % Change	\$53,600	\$55,400 + 3.4%	\$58,200 + 5.1%	\$61,900 + 6.4%	\$60,600 - 2.2%	+ \$7,000 + 13.1%

Source: Office of Institutional Research and Reporting, University of Minnesota.

\*Average excluding University of Minnesota – Twin Cities

**Table 2-45. Faculty compensation for University of Minnesota – Twin Cities and peer group institutions, 1999-00 – 2003-04.**

**Average Compensation**

Category	1999-00	2000-01	2001-02	2002-03	2003-04	Five-Year Change
<b>Full Professor</b>						
Peer Group Average* % Change	\$127,100	\$132,900 + 4.6%	\$140,000 + 5.3%	\$146,300 + 4.5%	\$151,500 + 3.6%	<b>+\$24,400</b> <b>+ 19.2%</b>
UM – Twin Cities % Change	\$113,900	\$120,100 + 5.4%	\$126,100 + 5.0%	\$130,900 + 3.8%	\$131,800 + 0.6%	<b>+\$17,900</b> <b>+ 15.7%</b>
<b>Associate Professor</b>						
Peer Group Average* % Change	\$86,800	\$91,100 + 5.0%	\$95,400 + 4.7%	\$99,700 + 4.5%	\$102,900 + 3.2%	<b>+\$16,100</b> <b>+ 18.5%</b>
UM – Twin Cities % Change	\$83,200	\$87,000 + 4.6%	\$92,000 + 5.7%	\$94,400 + 2.6%	\$93,900 - 0.5%	<b>+\$16,700</b> <b>+ 12.9%</b>
<b>Assistant Professor</b>						
Peer Group Average* % Change	\$73,800	\$77,900 + 5.6%	\$81,800 + 5.0%	\$86,100 + 5.3%	\$88,300 + 2.6%	<b>+\$14,500</b> <b>+ 19.6%</b>
UM – Twin Cities % Change	\$70,900	\$74,300 + 4.8%	\$78,900 + 6.2%	\$83,700 + 6.1%	\$82,700 - 1.2%	<b>+\$11,800</b> <b>+ 16.6%</b>

Source: Office of Institutional Research and Reporting, University of Minnesota.

\*Average excluding University of Minnesota – Twin Cities

**Full Professors**

**Table 2-46. Full professor average salary and compensation for selected top 30 Association of American Universities (AAU) institutions and Big Ten public universities, 2003-04.**

Average Salary			2003-04		Average Compensation	
Rank	Top 30 AAU Institutions	Salary	Rank	Top 30 AAU Institutions	Comp	
1	Harvard University	\$157,500	1	Harvard University	\$193,000	
2	Princeton University	145,600	2	University of Pennsylvania	183,800	
3	Stanford University	142,600	3	Stanford University	182,900	
4	University of Chicago	141,300	4	Princeton University	177,600	
5	Yale University	138,800	5	New York University	176,000	
10	Northwestern University	131,900	10	Columbia University	162,300	
15	University of California – Los Angeles	122,400	15	University of California – Los Angeles	157,500	
20	Johns Hopkins University	111,800	20	Carnegie-Mellon University	141,600	
25	University of Texas – Austin	103,200	<b>22</b>	<b>University of Minnesota – Twin Cities</b>	<b>131,800</b>	
<b>27</b>	<b>University of Minnesota – Twin Cities</b>	<b>102,000</b>	25	Pennsylvania State University	129,600	
30	University of Washington	93,200	30	University of Washington	113,800	
	<b>Big Ten Public Universities in Top 30</b>			<b>Big Ten Public Universities in Top 30</b>		
16	University of Michigan – Ann Arbor	\$117,800	19	University of Michigan – Ann Arbor	\$142,400	
22	Pennsylvania State University	108,000	<b>22</b>	<b>University of Minnesota – Twin Cities</b>	<b>131,800</b>	
23	University of Illinois – Urbana-Champaign	107,000	24	University of Illinois – Urbana-Champaign	129,800	
<b>27</b>	<b>University of Minnesota – Twin Cities</b>	<b>102,000</b>	25	Pennsylvania State University	129,600	
28	Purdue University – West Lafayette	97,200	27	Purdue University – West Lafayette	125,700	
29	University of Wisconsin – Madison	96,200	29	University of Wisconsin – Madison	120,200	

Source: Office of Institutional Research and Reporting, University of Minnesota

## Associate Professors

**Table 2-47. Associate professor average salary and compensation for selected top 30 Association of American Universities (AAU) institutions and Big Ten public universities, 2003-04.**

Average Salary			2003-04	Average Compensation		
Rank	Top 30 AAU Institutions	Salary	Rank	Top 30 AAU Institutions	Comp	
1	Stanford University	\$98,700	1	Stanford University	\$132,600	
2	California Institute of Technology	94,900	2	University of Pennsylvania	125,900	
3	University of Pennsylvania	93,200	3	Cornell University	121,500	
4	Princeton University	92,400	4	Massachusetts Institute of Technology	116,700	
5	Harvard University	91,900	5	California Institute of Technology	115,300	
10	Northwestern University	86,900	10	New York University	110,100	
15	Yale University	78,500	15	University of California – Berkeley	100,500	
20	University of North Carolina – Chapel Hill	74,100	15	University of California – Los Angeles	100,500	
25	University of California – Santa Barbara	70,000	<b>20</b>	<b>University of Minnesota – Twin Cities</b>	<b>93,900</b>	
<b>26</b>	<b>University of Minnesota – Twin Cities</b>	<b>69,900</b>	25	Purdue University	90,800	
30	University of Texas – Austin	64,900	30	University of Texas – Austin	79,700	
<b>Big Ten Public Universities in Top 30</b>			<b>Big Ten Public Universities in Top 30</b>			
14	University of Michigan – Ann Arbor	\$80,900	14	University of Michigan – Ann Arbor	\$100,800	
22	University of Wisconsin – Madison	73,300	<b>20</b>	<b>University of Minnesota – Twin Cities</b>	<b>93,900</b>	
23	Pennsylvania State University	72,400	21	University of Wisconsin – Madison	93,800	
24	University of Illinois – Urbana-Champaign	72,000	25	Purdue University – West Lafayette	90,800	
<b>26</b>	<b>University of Minnesota – Twin Cities</b>	<b>69,900</b>	27	University of Illinois – Urbana-Champaign	90,300	
28	Purdue University – West Lafayette	68,800	28	Pennsylvania State University	89,100	

Source: Office of Institutional Research and Reporting, University of Minnesota

## Assistant Professors

**Table 2-48. Assistant professor average salary and compensation for selected top 30 Association of American Universities (AAU) institutions and Big Ten public universities, 2003-04.**

Average Salary			2003-04	Average Compensation		
Rank	Top 30 AAU Institutions	Salary	Rank	Top 30 AAU Institutions	Comp	
1	California Institute of Technology	\$84,100	1	University of Pennsylvania	\$111,700	
2	Massachusetts Institute of Technology	82,600	2	Cornell University	107,100	
3	Harvard University	82,100	3	Massachusetts Institute of Technology	105,900	
3	University of Pennsylvania	82,100	4	Stanford University	104,000	
5	Stanford University	78,900	5	California Institute of Technology	102,100	
10	University of Chicago	72,300	10	Northwestern University	92,000	
15	University of Michigan – Ann Arbor	66,700	15	University of Michigan – Ann Arbor	84,300	
20	University of Wisconsin – Madison	63,600	<b>17</b>	<b>University of Minnesota – Twin Cities</b>	<b>82,700</b>	
25	University of North Carolina – Chapel Hill	61,800	20	Brown University	81,500	
<b>28</b>	<b>University of Minnesota – Twin Cities</b>	<b>60,600</b>	20	Yale University	81,500	
30	University of California – Santa Barbara	60,000	25	State University of NY – Stony Brook	78,400	
<b>Big Ten Public Universities in Top 30</b>			<b>Big Ten Public Universities in Top 30</b>			
15	University of Michigan – Ann Arbor	\$66,700	15	University of Michigan – Ann Arbor	\$84,300	
18	University of Illinois – Urbana-Champaign	64,500	<b>17</b>	<b>University of Minnesota – Twin Cities</b>	<b>82,700</b>	
20	University of Wisconsin – Madison	63,600	18	University of Wisconsin – Madison	82,600	
23	Pennsylvania State University	62,500	19	University of Illinois – Urbana-Champaign	81,800	
<b>28</b>	<b>University of Minnesota – Twin Cities</b>	<b>60,600</b>	24	Purdue University – West Lafayette	79,700	
29	Purdue University – West Lafayette	60,500	27	Pennsylvania State University	76,300	

Source: Office of Institutional Research and Reporting, University of Minnesota