



March 9, 2009

MEMORANDUM

TO: Chancellor Carolyn "Biddy" Martin
Provost Julie Underwood
Vice-Chancellor Darrell Bazzell

FROM: Bruce Beck

SUBJ: AAUP Faculty Salary Comparison for 2008-09

The Association of American University Professors (AAUP) will publish the "Annual Report on the Economic Status of the Profession" for 2008-09 within the next several weeks. The salary figures in the report will show one change in UW-Madison's ranking within its official faculty salary peer group this year, compared to its rankings in 2007-08. **While UW-Madison remained at 12th place for full professors and at 9th place for assistant professors, it fell from 7th place down to 8th place for associate professors.**

The attached table provides average AAUP 2008-09 salary figures for UW-Madison and the universities belonging to the official UW-Madison faculty salary peer group. This table also displays the percentage increases in average salaries within the peer group this year. The average salaries reported by the AAUP are affected by several factors, including faculty turnover and promotions, and individual salary adjustments for promotion, competitive market, or equity, in addition to the institutions' announced annual increases.

On June 1, 2009 UW-Madison faculty are scheduled to receive an additional average merit increase of 2.0 percent. The AAUP salary survey only collects information on salaries as of November 1 of each year. After the June increase of 2.0 percent is included, the overall salary increase needed to place each faculty rank at its respective peer group median will stand at approximately 9.4 percent (\$20M), compared to 9.8 percent needed last year. The attached graph plots this percentage since 1973.

The AAUP also reports an "All Ranks" combined average salary for each university. However, the "All Ranks" salary averages (which include instructors, lecturers, and non-ranked faculty) do not adjust for differences in rank mix between UW-Madison and peer institutions. For example, UW-Madison reports 52 percent of its "All Ranks" faculty as full professors and 5 percent as lecturers, while the peer universities' "All Ranks" faculty is 43 percent full professors and 9 percent lecturers, on average. In contrast to an "All Ranks" comparison, the rank-by-rank salary comparison does a better job of controlling for differences in the composition of the faculty reported to the AAUP by the peer universities and UW-Madison. The rank-by-rank method of salary comparison was approved in 1984 by the Governor's Faculty Compensation Study Committee, which also established the official salary peer group for UW-Madison. It was reaffirmed in the 1992 report of a subsequent Governor's Commission on University of Wisconsin System Compensation.

UW System has typically adjusted their faculty salary peer group comparisons for geographical differences in the cost of living. In contrast, the comparison attached to this memorandum does not include any adjustments for geographical differences in the cost of living, and therefore may differ somewhat from information presented by UW System.

Attachments

xc: Jocelyn Milner
Steve Stern

2008-09 Average Faculty Salaries by Professorial Rank

UW-Madison's Official Faculty Salary Peer Group

| University | Full Professor | | Associate Professor | | Assistant Professor | | Percent Change From 2007-08 | | |
|---|----------------|------|---------------------|------|---------------------|------|-----------------------------|------------|-------------|
| | Average Salary | Rank | Average Salary | Rank | Average Salary | Rank | Full Prof | Assoc Prof | Assist Prof |
| University of California-Los Angeles | 144,505 | 1 | 92,101 | 3 | 79,610 | 4 | 1.8 | 1.5 | 3.7 |
| University of California-Berkeley | 143,464 | 2 | 96,086 | 1 | 81,338 | 3 | 1.8 | 1.8 | 3.7 |
| University of Michigan-Ann Arbor | 142,088 | 3 | 93,089 | 2 | 81,613 | 2 | 3.7 | 4.5 | 2.9 |
| University of Texas-Austin | 132,253 | 4 | 85,326 | 7 | 81,800 | 1 | 4.9 | 5.0 | 5.4 |
| University of Illinois-Urbana | 129,580 | 5 | 83,509 | 10 | 76,265 | 6 | 3.1 | 1.5 | 3.5 |
| University of Minnesota-Minneapolis | 127,441 | 6 | 86,223 | 5 | 74,957 | 8 | 5.1 | 2.2 | 3.6 |
| Ohio State University | 126,447 | 7 | 84,217 | 9 | 74,986 | 7 | 4.0 | 4.7 | 5.7 |
| Michigan State University | 121,894 | 8 | 85,899 | 6 | 66,866 | 12 | 5.1 | 3.8 | 4.2 |
| University of Washington-Seattle | 121,650 | 9 | 87,131 | 4 | 78,039 | 5 | 4.5 | 4.4 | 5.6 |
| Indiana University-Bloomington | 118,409 | 10 | 81,648 | 11 | 71,066 | 11 | 3.9 | 5.0 | 3.9 |
| Purdue University | 114,967 | 11 | 80,187 | 12 | 72,299 | 10 | 3.3 | 3.9 | 4.4 |
| University of Wisconsin-Madison | 109,512 | 12 | 84,466 | 8 | 73,048 | 9 | 2.4 | 2.4 | 3.8 |
| Peer Group Median (w/o UW-Madison) | 127,441 | | 85,899 | | 76,265 | | | | |
| Percent Increase Needed to Reach Median | 16.4% | | 1.7% | | 4.4% | | | | |

Source: American Association of University Professors (AAUP) annual salary survey. Faculty members employed on 12-month contracts are included, but their salaries have been converted to 9-month rates. Medical schools are excluded. The average salaries reported to the AAUP by all institutions are affected by several factors, including faculty turnover and promotions, and individual salary adjustments for promotion, competitive market, or equity, in addition to the institution's announced annual increases.

Academic Planning & Analysis, Office of the Provost, UW-Madison bdb 3/6/2009

UW-Madison Faculty Salary Deficit: Pay Increase Needed to Bring Faculty Salaries to Peer Group Medians

