



April 13, 2011

MEMORANDUM

TO: Chancellor Carolyn “Biddy” Martin
Provost Paul M. DeLuca, Jr.
Vice-Chancellor Darrell Bazzell

FROM: Bruce Beck, Senior Policy & Planning Analyst, Academic Planning & Analysis

SUBJ: AAUP Faculty Salary Comparison for 2010-11

The Association of American University Professors (AAUP) has published the “Annual Report on the Economic Status of the Profession” for 2010-11. The salary figures in the report show one change in UW-Madison’s ranking within its official faculty salary peer group this year, compared to its rankings in 2009-10. **While UW-Madison remained at 12th place for full professors and at 6th place for associate professors, it fell from 9th place down to 10th place for assistant professors.**

The attached table provides average AAUP 2010-11 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. However, reductions in compensation due to budgetary furloughs are not included in these survey data.

Based on the professorial rank mix in UW-Madison’s October 2010 payroll, the overall salary increase needed to place each faculty rank at its respective peer group median now stands at 11.1 percent (approx. \$24 M), compared to 11.5 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. 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
Bob Lavigna
David Musolf

2010-11 Average Faculty Salaries by Professorial Rank

UW-Madison's Official Faculty Salary Peer Group

University	Full Professor		Associate Professor		Assistant Professor		Percent Change From 2009-10		
	Average Salary	Rank	Average Salary	Rank	Average Salary	Rank	Full Prof	Assoc Prof	Assist Prof
University of California-Los Angeles	153,700	1	100,600	2	84,000	3	3.8	5.7	2.8
University of California-Berkeley	149,100	2	101,500	1	88,400	1	2.3	3.3	4.3
University of Michigan-Ann Arbor	146,933	3	96,108	3	84,452	2	2.1	1.9	1.7
University of Texas-Austin	136,543	4	88,582	4	82,382	4	2.4	3.9	0.2
University of Illinois-Urbana	133,509	5	84,821	11	80,316	5	2.7	1.9	4.6
Ohio State University	131,548	6	87,673	5	79,445	6	1.6	2.2	1.9
Michigan State University	125,217	7	87,010	7	69,102	12	0.2	-0.3	0.7
University of Minnesota-Minneapolis	123,223	8	85,065	9	78,532	7	-1.3	-0.4	2.7
Purdue University	122,077	9	84,835	10	77,395	9	5.4	5.7	6.5
Indiana University-Bloomington	120,903	10	82,241	12	72,815	11	0.2	0.2	0.6
University of Washington-Seattle	118,300	11	86,800	8	77,400	8	-3.0	-1.5	0.2
University of Wisconsin-Madison	113,784	12	87,276	6	74,930	10	2.4	1.7	1.8
Peer Group Median (w/o UW-Madison)	131,548		87,010		79,445				
Percent Increase Needed to Reach Median	15.6%		-0.3%		6.0%				

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 4/11/2011

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

