

SENATE COMMITTEE ON FACULTY BENEFITS

Faculty Salaries, Academic Year 2006-2007

(Informational)

EXECUTIVE SUMMARY

In recent years Penn State faculty salaries have improved relative to peer institutions. However, for Penn State to remain competitive, faculty salaries for several UP college by academic rank combinations and Commonwealth Campuses need to be increased.

- Compared with other institutions in the Association of American Universities Data Exchange (AAUDE), the 2005-06 UP faculty salaries were lower for 16 (ranging from \$154 to \$9,396) and higher for 20 (ranging from \$250 to \$23,128) of 36 UP college by academic rank combinations.
- Since 1995-96 average salaries for UP college by academic rank combinations have increased between 30 and 79% for compared with an increase between 36 and 74% for the other AAUDE institutions.
- Compared with 22 AAUDE public institutions the 2005-06 average salaries for UP Professors ranked 2nd, for Associate Professors ranked 4th, and for Assistant Professors ranked 6th.
- Compared with Big Ten institutions the 2005-06 average salaries for UP Professors and Associate Professors ranked 3rd, for Assistant Professors ranked 4th, and for Instructors ranked 8th.
- The 2005-06 average salary for Professors at Abington, Berks, University College, Altoona, and Great Valley for Associate Professors at Abington, Altoona, University College, and Berks, and for Assistant Professors at Altoona were below the Pennsylvania State System of Higher Education (SSHE) average.
- 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.

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

- The Fall 2006 median salary for full-time standing appointment Professors at UP is \$108,504, for Associate Professors is \$77,472, and for Assistant Professors is \$65,304. Since last year (Fall 2005) this is an increase of \$3,384 for Professors, \$3,384 for Associate Professors, and \$1,296 for Assistant Professors.
- The Fall 2006 median salary for full-time standing appointment Professors at the Commonwealth Campuses is \$87,273, for Associate Professors is \$68,652, and for Assistant Professors is \$57,096.

Since last year (Fall 2005) this is an increase of \$1,683 for Professors, \$1,764 for Associate Professors, and \$2,061 for Assistant Professors.

- The Fall 2006 median salary for full-time standing appointment Professors among the colleges at UP ranges from \$83,448 (Arts & Architecture) to \$158,184 (Business), for Associate Professors from \$67,104 (Arts & Architecture) to \$124,200 (Business), and for Assistant Professors from \$56,016 (Communications) to \$117,468 (Business).
- The Fall 2006 male minus female median salary difference for UP Professors ranges from -\$14,580 (HHD) to \$12,708 (Liberal Arts), for Associate Professors from -\$4,968 (Engineering) to \$9,612 (Business), and for Assistant Professors from -\$34,164 (Business) to \$10,296 (HHD).

INTRODUCTION

The salary information for this report was provided by the Office of the Provost, with technical assistance from the Office of Planning and Institutional Assessment. Salary information for the total university, University Park colleges, academic support units, administrative support units, Commonwealth Campuses, and the Dickinson School of Law can be found at <http://www.budget.psu.edu/publicaccount/headcountandsalary.asp>.

Throughout this report reference is made to salary tables shown on the Faculty Senate Web site and to tables and a figure included in this report. Tables 1-15B have been posted on the Senate Web site at <http://www.senate.psu.edu/agenda/2006-2007/mar20-07agn/salarytables.pdf>. Tables A, B, and C and Figure 1 are included in this report and are underlined. Unfortunately, the salary information is limited for explaining important factors concerning salary differences within and across academic ranks, colleges, campus 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

Table 1 shows the 2005-06, 2004-05, and 1995-96 average salaries and salary ratio for UP faculty for each college and academic rank combination compared with the average faculty salaries of participating institutions (N=62) belonging to the Association of American Universities Data Exchange (AAUDE, see Table 5 showing the 34 public, 26 private, and 2 Canadian institutions belonging to the AAUDE). Table A shows the 2005-06 AAUDE and UP faculty average salaries by college and academic rank (N=36), UP minus AAUDE salary differences, and the UP to AAUDE salary ratio organized by ascending order of the UP minus AAUDE salary differences. For 2005-06, 15 (or 42%) of the 36 UP Colleges by academic 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. The 15 (or 42%) UP Colleges by academic rank combinations having a salary ratio <1.0 included: Professors in Education (-\$9,396), Arts & Arch (-\$6,221), Engineering (-\$4,775), Ag Sci 9-mos (-\$3,219), Communications (-\$2,770), and Business (-\$1,760); Associate Professors in Science (-\$2,568), Arts & Arch (-\$1,344) and Ag Sci 12-mos (-\$856); and Assistant Professors in Engineering (-\$5,213), Ag Sci 12-mos (-\$3,902), Education (-\$2,679), Science (-\$2,103), Communications (-\$2,006), and Business (-\$1,436). In 2004-05, only seven (or 20%) of 35 UP Colleges by academic rank combinations had a salary ratio <1.0. Thus, the number of UP Colleges by academic rank combinations having an average salary less than the average AAUDE salary has doubled in one year.

Table 2 shows a salary progression analysis (called a rank ratio analysis) for UP colleges by academic 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 UP colleges, the 2005-06 average salary for Associate Professors ranges from 62% to 79% of the 2005-06 average salary for Professors. The comparable measure for AAUDE institutions ranges from 64% to 77%. Across UP colleges, the 2005-06 average salary for Assistant Professors ranges from 52% to 73% of the 2005-06 average salary for Professors. The comparable measure for the AAUDE institutions ranges from 54% to 73%. The salary progression analysis (rank ratio) for UP Associate and Assistant Professors compared with the average for all other AAUDE institutions has been relatively constant for the last five years.

An ongoing concern for the Faculty Senate and the University administration has been Penn State's ability to maintain competitive salaries at all academic ranks. Table 3 shows the percent change in the average 2005-06 salary compared with the average salary for 2004-05, 2003-04, and 1995-96 for UP faculty and for participating AAUDE institutions for each UP college by academic rank combination. The percent of salary change from 2004-05 to 2005-06 ranges from 0 to 9% across the UP colleges. The range for the other AAUDE institutions is from 3 to 11%. The percent change from 1995-96 to 2005-06 for UP colleges ranges from 30 to 79% compared with 36 to 74% for the other participating AAUDE institutions.

Table 4 shows a comparison of average UP faculty salaries by academic rank among Big Ten public institutions (Northwestern is not included) and 22 AAUDE institutions. Within the Big Ten public institutions the average 2005-06 salary for Penn State Professors and Associate Professors ranked 2nd and for Assistant Professors ranked 3rd. This is the same ranking as occurred for the 2005-05 average salaries by academic rank and is a significant improvement compared with the average salary rankings from 1996-97 to 2002-03. Compared with 22 AAUDE public institutions, the average 2005-06 salary for Penn State Professors ranked 2nd, for Associates Professors ranked 4th and for Assistant Professors ranked 6th. The 2005-06 rankings are similar to the 2004-05 rankings and are a significant improvement compared with 1997-98 to 2002-2003 salary rankings.

Tables 6, 7, and 8 are based on data from the Association of American University Professors (AAUP) faculty cooperation survey. Specifically, Table 6 shows UP faculty average 2005-06 salaries compared with the average salaries for all of the other Big Ten Universities showing that UP faculty average salaries for Professors and Associate Professors ranked 3rd, for Assistant Professors ranked 4th and for Instructors ranked 8th among other Big Ten Universities.

Table 7 (2 pages) shows the average 1995-96 and 2005-06 salaries for UP and Commonwealth Campus faculty by academic rank and for other Big Ten Universities with satellite campuses.

Table 8 (2 pages) shows the 2005-06 average salaries for UP and Commonwealth Campuses faculty and at other Pennsylvania universities. The average salary for Professors at Abington, Berks, University College, Altoona, and Great Valley for Associate Professors at Abington, Altoona, University College, and Berks, and for Assistant Professors at Altoona were lower compared with the average salaries for Professors, Associate Professors, and Assistant Professors in the Pennsylvania State System of Higher Education (SSHE).

Table 9 shows the 2005-06 average salaries for Penn State Librarians and other Big Ten Universities reported by the Association of Research Libraries. The Penn State average 2005-06 salary for

Librarians ranked 1st, Associate Librarians ranked 2nd, Assistant Librarians ranked 3rd, and Affiliate Librarians ranked 6th compared with other Big Ten Universities. This is the same ranking as occurred for 2004-05.

In summary, the average salary for some UP colleges by academic rank is competitive and in several cases exceeds the AAUDE average. However, in a matter of one year (2004-05 to 2005-06), the number of UP college by academic rank combinations having an average salary less than the average AAUDE salary has doubled from 20 to 42%. The average salary for faculty at several Commonwealth Campuses ranks below the average salary for faculty in the Pennsylvania SSHE. These findings indicate that salaries for several UP colleges by academic rank combinations and at several Commonwealth Campuses needs to be increased to be competitive with peer institutions.

INTERNAL REVIEW

The internal salary information is summarized in several tables described below. However, in many of the tables salary information has been suppressed to protect confidentiality. This occurs if there were fewer than 4 or 6 faculty for a college by academic rank or for a college by academic rank by gender combination.

Table 10 (2 pages) shows the number of full-time faculty at UP, the Commonwealth Campuses, Penn State Great Valley, and The Dickinson School of Law, their Fall 2006 median and quartile salary, and mean years in academic rank for standing and fixed-term appointments by academic rank.

Table 11 (5 pages) shows the number of full-time UP faculty, their Fall 2006 median and quartile salary, and mean academic rank in years for standing and fixed-term appointments for each college by academic rank, other UP academic units by academic rank, and for UP faculty in non-professorial ranks.

Table 12 (4 pages) shows the number of full-time faculty at UP, the Commonwealth Campuses, Great Valley, and The Dickinson School of Law by gender, their Fall 2006 mean, standard deviation, and median salary, and mean years in academic rank for faculty having standing and fixed-term appointments by academic rank.

Table 13 (16 pages) shows the Fall 2006 salaries for full-time UP faculty. Specifically, the tables show the number of faculty by gender, their mean, standard deviation, and median salary, and mean years in academic rank for standing and fixed-term appointments for each college by academic rank, other UP academic units by academic rank, and for UP faculty in non-professorial ranks.

Table 14 (24 pages) shows the Fall 2006 average salaries for full-time faculty at the Commonwealth Campuses. Specifically, the tables show number of faculty, their mean, standard deviation, and median salary, and mean years in academic rank for faculty having standing and fixed-term appointments by academic division/school by academic rank.

Table 15A shows the 2005-06 average total compensation for the College of Medicine for faculty in basic science departments by academic rank and gender. Table 15B shows the 2005-06 average total compensation for the College of Medicine Clinical Science Departments for faculty in a clinical department and for clinical faculty by academic rank. The average salary for faculty in the basic science departments includes both tenured/tenure-track and fixed-term faculty.

Table B summarizes most of the information contained in Tables 10 to 14 for full-time standing appointment faculty showing the Fall 2006 median salary, number of faculty, and mean years in academic 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. Figure 1 illustrates the Fall 2006 median salary for Professors, Associate Professors, and Assistant Professors for each UP college, University Libraries, Penn State Great Valley, Dickinson, and the Commonwealth Campuses. Table C summarizes most of the information contained in Table 14 showing the Fall 2006 median salary, number, and mean years in academic rank for Professors, Associate Professors, and Assistant Professors for each Campus College by division/school. The Fall 2006 median salary, number of faculty, and mean years in academic rank by gender for the Commonwealth Campuses was not included in the salary information provided to the committee.

The Fall 2006 median salary for full-time standing appointment Professors at UP is \$108,504, for Associate Professors is \$77,472, and for Assistant Professors is \$65,304. Since last year (Fall 2005) this is an increase of \$3,384 for Professors, \$3,384 for Associate Professors, and \$1,296 for Assistant Professors. The Fall 2006 median salary for full-time standing appointment faculty between the UP colleges (excluding University Libraries) for Professors ranges from \$83,448 (Arts & Architecture) to \$158,184 (Business), for Associate Professors from \$67,104 (Arts & Architecture) to \$124,200 (Business), and for Assistant Professors from \$56,016 (Communications) to \$117,468 (Business). The Fall 2006 male minus female median salary difference (a negative value means a higher median salary for females) for UP Professors ranges from -\$14,580 (HHD) to \$12,708 (Liberal Arts), for Associate Professors from -\$4,968 (Engineering) to \$9,612 (Business), and for Assistant Professors ranges from -\$34,164 (Business) to \$10,296 (HHD).

The Fall 2006 median salary for full-time standing appointment Professors at the Commonwealth Campuses is \$87,273, for Associate Professors is \$68,652, and for Assistant Professors is \$57,096. Since last year (Fall 2005) this is an increase of \$1,683 for Professors, \$1,764 for Associate Professors, and \$2,061 for Assistant Professors.

In summary, Penn State full-time standing appointment faculty salaries can best be described by their variability within and between colleges, academic rank, mean years in academic rank, and gender. For example, across UP colleges regardless of gender or years in academic rank, the highest minus the lowest Fall 2006 median salary difference for Professors is \$74,736, for Associate Professors is \$57,906, and for Assistant Professors is \$61,452. The variability in faculty salaries across UP and Commonwealth Colleges is likely due to several interactive factors including but not limited to mean years in academic rank, within college discipline and college/departamental norms, market forces, and merit based salary increases.

SENATE COMMITTEE ON FACULTY BENEFITS

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Table A. 2005-06 AAUDE and UP faculty average salaries by college and rank (N = 36), UP minus AAUDE salary differences, and the UP to AAUDE salary ratios organized by ascending order of the UP minus AAUDE salary differences.

College	Rank	AAUDE	UP	UP - AAUDE	Salary Ratio
Education	Professor	\$100,908	\$91,512	-\$9,396	0.91
Arts & Arch	Professor	\$89,746	\$83,525	-\$6,221	0.93
Engineering	Assistant	\$78,307	\$73,094	-\$5,213	0.93
Engineering	Professor	\$122,275	\$117,500	-\$4,775	0.96
Ag Sc (12 mos)	Assistant	\$71,891	\$67,989	-\$3,902	0.95
Ag Sc (9 mos)	Professor	\$105,026	\$101,807	-\$3,219	0.97
Communications	Professor	\$100,651	\$97,881	-\$2,770	0.97
Education	Assistant	\$56,780	\$54,101	-\$2,679	0.95
Science	Associate	\$76,630	\$74,062	-\$2,568	0.97
Science	Assistant	\$66,149	\$64,046	-\$2,103	0.97
Communications	Assistant	\$59,155	\$57,149	-\$2,006	0.97
Business	Professor	\$164,394	\$162,634	-\$1,760	0.99
Business	Assistant	\$120,074	\$118,638	-\$1,436	0.99
Arts & Arch	Associate	\$65,715	\$64,371	-\$1,344	0.98
Ag Sc (12 mos)	Associate	\$84,090	\$83,234	-\$856	0.99
EMS	Professor	\$110,791	\$110,637	-\$154	1.00
EMS	Assistant	\$62,611	\$62,861	\$250	1.00
Education	Associate	\$69,685	\$70,015	\$330	1.00
HHD	Assistant	\$59,335	\$59,783	\$448	1.01
Business	Associate	\$126,664	\$127,286	\$622	1.00
Arts & Arch	Assistant	\$53,033	\$54,381	\$1,348	1.03
Liberal Arts	Associate	\$70,425	\$72,688	\$2,263	1.03
Liberal Arts	Assistant	\$59,727	\$62,145	\$2,418	1.04
Engineering	Associate	\$88,461	\$91,054	\$2,593	1.03
Communications	Associate	\$71,755	\$74,540	\$2,785	1.04
Science	Professor	\$112,128	\$115,749	\$3,621	1.03
Ag Sc (9 mos)	Assistant	\$65,322	\$69,885	\$4,563	1.07
EMS	Associate	\$74,331	\$79,033	\$4,702	1.06
Ag Sc (9 mos)	Associate	\$75,070	\$80,236	\$5,166	1.07
HHD	Associate	\$70,425	\$76,333	\$5,908	1.08
IST	Assistant	\$81,964	\$87,953	\$5,989	1.07
Liberal Arts	Professor	\$109,933	\$117,116	\$7,183	1.07
Ag Sc (12 mos)	Professor	\$113,539	\$122,639	\$9,100	1.08
HHD	Professor	\$99,512	\$115,228	\$15,716	1.16
IST	Associate	\$91,423	\$107,687	\$16,264	1.18
IST	Professor	\$123,680	\$146,808	\$23,128	1.19

Table B. Fall 2006 median salary for full-time standing appointment UP, Great Valley, Dickinson, and all Commonwealth Campuses for Professors, Associate Professors, and Assistant Professors showing the median salary, number of faculty, and mean rank in years for all faculty, males, females, and males minus females; ND = No Data because salary was suppressed.

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	\$108,504	\$109,548	\$103,572	\$5,976	781	646	135	82.7%	10	10	7	3
Ag Science	\$96,089	\$95,976	\$98,710	-\$2,734	122	109	13	89.3%	11	12	8	4
Arts& Arch	\$83,448	\$85,788	\$83,232	\$2,556	44	30	14	68.2%	8	9	6	3
Business	\$158,184	\$162,468	ND	-	32	29	3	90.6%	10	10	10	0
Communications	\$104,967	\$107,508	ND	-	8	7	1	87.5%	7	7	2	5
Dickinson at UP	\$139,356	\$139,356	\$137,007	\$2,349	11	7	4	63.6%	4	5	1	4
EMS	\$115,668	\$115,668	\$107,388	\$8,280	68	58	10	85.3%	11	12	4	8
Education	\$92,079	\$92,385	\$86,067	\$6,318	43	33	10	76.7%	8	10	4	6
Engineering	\$118,179	\$118,179	\$116,181	\$1,998	127	118	9	92.9%	9	10	5	5
HHD	\$114,912	\$106,848	\$121,428	-\$14,580	44	27	17	61.4%	10	10	9	1
IST	\$127,044	\$153,857	ND	-	6	4	2	66.7%	6	7	4	3
Liberal Arts	\$110,088	\$115,272	\$102,564	\$12,708	151	113	38	74.8%	9	10	7	3
Science	\$112,716	\$112,752	\$101,016	\$11,736	125	111	14	88.8%	11	11	10	1
Univ Libraries	\$70,656	\$69,507	\$70,656	-\$1,149	14	7	7	50.0%	5	6	4	2
Great Valley	\$106,155	\$106,155	ND	-	6	5	1	83.3%	2	2	3	-1
Dickinson/Carlisle	\$129,537	\$134,271	\$115,281	\$18,990	18	14	4	77.8%	14	16	8	8
Comm Campuses	\$87,273	\$88,479	\$83,439	\$5,040	125	98	27	78.4%	8	9	5	4
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	\$77,472	\$79,884	\$72,900	\$6,984	522	346	176	66.3%	6	6	6	0
Ag Science	\$78,084	\$78,084	\$78,126	-\$42	80	59	21	73.8%	5	5	6	-1
Arts& Arch	\$67,104	\$68,040	\$66,096	\$1,944	53	29	24	54.7%	7	7	7	0
Business	\$124,200	\$124,200	\$114,588	\$9,612	23	17	6	73.9%	6	6	5	1
Communications	\$70,551	\$70,551	ND	-	15	12	3	80.0%	6	6	5	1
Dickinson at UP	-	-	-	-	-	-	-	-	-	-	-	-
EMS	\$76,680	\$76,536	ND	-	29	26	3	89.7%	6	6	4	2
Education	\$70,956	\$71,604	\$70,956	\$648	38	19	19	50.0%	5	6	3	3
Engineering	\$94,032	\$93,735	\$98,703	-\$4,968	70	57	13	81.4%	6	6	5	1
HHD	\$78,876	\$78,876	\$78,192	\$684	57	29	28	50.9%	6	6	5	1
IST	\$113,778	\$113,778	ND	-	9	9	0	100.0%	4	4	0	4
Liberal Arts	\$72,504	\$74,808	\$70,056	\$4,752	107	53	54	49.5%	7	8	7	1
Science	\$74,880	\$74,808	\$77,544	-\$2,736	41	36	5	87.8%	6	6	4	2
Univ Libraries	\$55,519	\$54,705	\$57,090	-\$2,385	23	7	16	30.4%	6	4	6	-2
Great Valley	\$89,397	\$87,786	\$100,458	-\$12,672	11	6	5	54.5%	5	4	6	-2
Dickinson/Carlisle	ND	-	-	\$0	2	0	2	0.0%	1	0	1	-1
Comm Campuses	\$68,652	\$69,813	\$66,600	\$3,213	329	223	106	67.8%	8	8	6	2
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	\$65,304	\$67,068	\$62,244	\$4,824	364	214	150	58.8%	3	3	3	0
Ag Science	\$70,632	\$70,632	\$68,868	\$1,764	28	16	12	57.1%	3	3	4	-1
Arts& Arch	\$57,564	\$57,564	\$57,528	\$36	42	28	14	66.7%	4	4	3	1
Business	\$117,468	\$113,760	\$147,924	-\$34,164	20	10	10	50.0%	2	3	2	1
Communications	\$56,016	\$56,016	\$55,008	\$1,008	13	8	5	61.5%	2	2	2	0
Dickinson at UP	-	-	-	-	-	-	-	-	-	-	-	-
EMS	\$63,396	\$65,376	\$57,825	\$7,551	21	14	7	66.7%	3	3	2	1
Education	\$60,102	\$60,102	\$60,327	-\$225	20	9	11	45.0%	2	2	3	-1
Engineering	\$80,658	\$79,731	\$81,000	-\$1,269	42	34	8	81.0%	3	3	3	0
HHD	\$61,272	\$70,488	\$60,192	\$10,296	33	11	22	33.3%	3	5	2	3
IST	\$91,980	\$90,900	\$91,980	-\$1,080	15	8	7	53.3%	3	3	3	0
Liberal Arts	\$62,028	\$63,288	\$61,020	\$2,268	72	37	35	51.4%	2	2	2	0
Science	\$66,024	\$66,420	\$65,016	\$1,404	57	38	19	66.7%	3	2	3	-1
Univ Libraries	\$42,346	\$42,425	\$42,346	\$79	11	5	6	45.5%	3	3	3	0
Great Valley	\$90,387	\$82,350	ND	-	11	8	3	72.7%	3	3	3	0
Dickinson/Carlisle	-	-	-	-	-	-	-	-	-	-	-	-
Comm Campuses	\$57,096	\$59,139	\$55,962	\$3,177	347	204	143	58.8%	6	7	5	2

Table C. Fall 2006 median salary for full-time standing appointment campus faculty by academic division for Professors, Associate Professors, and Assistant Professors showing the median salary, number of faculty (No.), and mean years in rank (Rank); ND = No Data because salary was suppressed.

College	Division/School	Professor			Associate Professor			Assistant Professor		
		Salary	No.	Rank	Salary	No.	Rank	Salary	No.	Rank
Abington	Arts & Hum	\$92,997	6	11	\$64,422	11	9	\$57,915	7	15
	Sci & Eng	\$85,514	4	9	\$71,505	9	9	\$57,132	6	27
	Social Science	-	0	-	\$75,767	8	8	\$54,702	7	6
Altoona	Arts & Hum	\$81,531	4	5	\$63,882	13	6	\$50,342	16	4
	Bus & Eng	-	0	-	\$84,033	8	5	\$70,126	8	2
	Ed, HD, & Soc Sci	ND	1	7	\$67,185	4	5	\$50,931	15	5
	Math & Nat Sci	\$85,428	6	6	\$66,591	12	5	\$51,336	15	2
Berks	Eng, Bus, & Comp	-	0	-	ND	3	6	\$71,334	11	5
	Hum, Arts, & Soc Sci	ND	3	4	\$61,749	14	4	\$51,561	13	4
	Science	\$75,366	4	5	\$63,855	11	5	\$52,263	9	9
Capital	Beh Sci & Edu	ND	2	14	\$74,709	17	6	\$62,694	16	2
	Bus Adm	\$109,899	5	11	\$105,354	12	10	\$85,032	9	2
	Humanities	\$74,457	5	4	\$63,270	5	11	\$57,164	10	3
	Pub Affairs	\$110,907	5	13	\$82,233	7	10	\$62,316	4	4
	Sci, Eng, & Tech	ND	3	11	\$83,988	15	13	\$72,162	11	5
Behrend	Business	\$126,059	6	2	\$113,337	7	6	\$104,814	10	3
	Engineering	ND	3	3	\$85,374	9	5	\$71,820	13	5
	Hum & Soc Sci	\$85,104	9	14	\$65,138	14	8	\$50,153	10	3
	Science	ND	2	12	\$69,755	14	4	\$55,314	13	3
Grad Prof Studies	Education	ND	0	-	ND	3	3	ND	2	3
	Engineering	ND	3	2	ND	2	6	ND	2	5
	Management	ND	3	2	\$103,811	6	5	\$95,013	7	3
University College	Arts & Hum	\$80,343	7	5	\$65,403	29	8	\$53,568	21	9
	Bus & Econ	ND	3	3	\$77,553	7	6	\$79,146	23	3
	Engineering	\$86,711	4	11	\$72,657	20	8	\$65,664	6	11
	English	\$74,169	11	5	\$62,550	24	9	\$54,648	17	9
	Health & Hum Dev	ND	3	2	\$62,811	11	5	\$56,025	15	10
	IST	ND	0	-	ND	2	2	\$78,458	6	4
	Mathematics	\$82,868	8	7	\$64,665	12	12	\$52,776	9	11
	Science	\$87,876	15	11	\$64,593	18	10	\$56,556	33	11
	Soc Sci & Edu	\$96,854	6	10	\$65,871	13	5	\$54,504	14	6

Figure 1. Fall 2006 median salary for full-time standing appointment Professors, Associate Professors, and Assistant Professors at UP by college, Great Valley, Dickinson, and the Commonwealth Campuses.

