

Table 1
AVERAGE SALARIES BY COLLEGE AND RANK
Penn State-University Park and AAUDE-Main Campuses
(9-Month Salaries Unless Otherwise Noted)

COLLEGE	RANK	2005-2006					Salary Ratio University Park to AAUDE	2004-2005					Salary Ratio University Park to AAUDE	1995-1996					Salary Ratio University Park to AAUDE
		FTE		Average Salary		University Park		FTE		Average Salary		University Park		FTE		Average Salary		University Park	
		AAUDE	Park	AAUDE	Park			AAUDE	Park	AAUDE	Park			AAUDE	Park	AAUDE	Park		
Agricultural	Professor (1)	527.4	69.9	105,026	101,807	0.97	485.0	71.0	97,037	101,409	1.05	225.9	58.5	75,353	69,600	0.92			
Sciences	Associate (1)	321.9	28.6	75,070	80,236	1.07	284.0	29.0	71,791	76,250	1.06	119.0	34.3	53,702	54,308	1.01			
	(9-Month) Assistant (1)	242.3	24.2	65,322	69,885	1.07	202.8	23.0	60,841	67,803	1.11	83.4	1.7	46,338	(3)	-			
Agricultural	Professor (2)	894.1	22.4	113,539	122,639	1.08	812.5	23.0	107,790	119,283	1.11	1,206.6	38.4	81,482	77,864	0.96			
Sciences	Associate (2)	359.0	19.1	84,090	83,234	0.99	323.6	18.0	77,728	78,256	1.01	602.5	32.8	61,279	58,615	0.96			
	(12-Month) Assistant (2)	221.3	3.5	71,891	67,989	0.95	221.1	3.0	66,018	(3)	-	293.5	18.1	52,884	52,299	0.99			
Arts and	Professor	1,183.9	41.9	89,746	83,525	0.93	1,016.6	44.0	84,881	80,579	0.95	1,062.6	31.7	62,187	61,029	0.98			
Architecture	Associate	1,107.8	61.0	65,715	64,371	0.98	907.4	61.0	61,677	61,434	1.00	884.5	59.0	46,267	44,696	0.97			
	Assistant	751.0	43.0	53,033	54,381	1.03	618.7	41.0	50,997	51,635	1.01	604.7	42.5	37,445	36,559	0.98			
Business	Professor	979.3	36.9	164,394	162,634	0.99	832.0	34.0	148,859	154,382	1.04	693.8	27.3	99,867	97,505	0.98			
	Associate	556.2	18.0	126,664	127,286	1.00	463.8	17.0	114,406	123,104	1.08	515.0	32.3	75,474	71,238	0.94			
	Assistant	729.2	25.0	120,074	118,638	0.99	603.3	28.0	111,292	111,842	1.00	490.8	27.9	68,936	69,108	1.00			
Communications	Professor	165.0	6.5	100,651	97,881	0.97	152.1	8.0	96,097	95,787	1.00	223.5	2.0	66,217	(3)	-			
	Associate	173.9	16.0	71,775	74,540	1.04	153.5	15.0	67,366	70,788	1.05	243.3	11.0	48,455	52,298	1.08			
	Assistant	132.3	11.0	59,155	57,149	0.97	151.7	14.0	55,478	55,370	1.00	178.8	18.0	40,723	42,263	1.04			
Earth and	Professor	846.6	65.1	110,791	110,637	1.00	772.5	66.0	104,627	106,390	1.02	557.4	68.3	74,763	79,188	1.06			
Mineral	Associate	316.7	27.8	74,331	79,033	1.06	310.3	34.0	70,622	74,922	1.06	260.0	34.2	52,539	55,536	1.06			
Sciences	Assistant	316.1	22.8	62,611	62,861	1.00	307.9	23.0	59,744	61,386	1.03	169.6	23.1	44,348	44,634	1.01			
Education	Professor	678.5	41.3	100,908	91,512	0.91	624.5	39.0	94,659	89,599	0.95	675.4	24.0	66,968	65,998	0.99			
	Associate	493.9	36.5	69,685	70,015	1.00	470.3	36.0	66,593	68,942	1.04	518.6	26.3	49,416	49,304	1.00			
	Assistant	484.6	31.8	56,780	54,101	0.95	447.1	37.0	54,669	54,049	0.99	346.4	30.3	40,585	39,308	0.97			
Engineering	Professor	2,572.4	126.1	122,275	117,500	0.96	2,193.1	133.0	116,205	114,059	0.98	1,618.3	91.9	84,682	85,524	1.01			
	Associate	1,210.9	68.3	88,461	91,054	1.03	988.6	81.0	84,942	88,339	1.04	884.4	74.8	62,224	62,929	1.01			
	Assistant	1,109.0	50.4	78,307	73,094	0.93	885.0	51.0	74,972	72,163	0.96	663.6	67.4	53,416	49,671	0.93			
Health and	Professor	333.7	47.3	99,512	115,228	1.16	309.0	42.0	93,503	105,796	1.13	261.1	38.5	69,113	69,231	1.00			
Human	Associate	383.8	57.5	70,425	76,333	1.08	382.3	49.0	68,385	74,205	1.09	370.6	32.6	51,213	51,926	1.01			
Development	Assistant	347.9	49.1	59,335	59,783	1.01	341.0	44.0	56,953	58,969	1.04	322.9	33.7	42,243	42,718	1.01			
Information	Professor	318.1	6.0	123,680	146,808	1.19	222.2	6.0	114,934	142,662	1.24								
Sciences and	Associate	184.2	5.5	91,423	107,687	1.18	124.2	6.0	88,156	102,223	1.16								
Technology	Assistant	212.6	20.2	81,964	87,953	1.07	154.8	15.0	79,184	85,711	1.08								
Liberal Arts	Professor	4,914.1	150.2	109,933	117,116	1.07	4,292.3	156.0	103,232	114,266	1.11	4,078.3	117.6	71,381	72,266	1.01			
	Associate	3,095.8	126.6	70,425	72,688	1.03	2,751.6	127.0	66,290	70,638	1.07	2,337.6	121.9	48,480	48,426	1.00			
	Assistant	2,611.5	67.8	59,727	62,145	1.04	2,289.0	68.0	57,176	60,322	1.06	1,944.6	89.9	40,493	39,823	0.98			
Science	Professor	3,785.7	116.7	112,128	115,749	1.03	3,250.4	115.0	105,690	113,966	1.08	2,973.2	99.3	74,841	82,078	1.10			
	Associate	1,150.1	39.0	76,630	74,062	0.97	980.8	47.0	72,348	71,981	0.99	1,022.1	42.2	52,961	51,714	0.98			
	Assistant	1,377.6	54.7	66,149	64,046	0.97	1,129.6	56.9	63,305	61,180	0.97	833.6	49.3	45,317	43,919	0.97			

(1) 9-Month salaries; since 1992 Ag Sci faculty have had the option of being appointed to 36-week contracts.

(2) 12-Month salaries.

(3) Average salaries are not included for ranks with 3 or fewer FTE.

Table 2
SALARY PROGRESSION ANALYSIS
Penn State-University Park and AAUDE Institutions-Main Campuses
(9-Month Salaries Unless Otherwise Noted)

COLLEGE	RANK	2005-2006				2004-2005				1995-1996			
		Average Salary		% of Prof Salary		Average Salary		% of Prof Salary		Average Salary		% of Prof Salary	
		AAUDE	PSU-UP	AAUDE	PSU-UP	AAUDE	PSU-UP	AAUDE	PSU-UP	AAUDE	PSU-UP	AAUDE	PSU-UP
Agricultural Sciences (9-Month)	Professor (1)	105,026	101,807	100%	100%	97,037	101,409	100%	100%	75,353	69,600	100%	100%
	Associate (1)	75,070	80,236	71%	79%	71,791	76,250	74%	75%	53,702	54,308	71%	78%
	Assistant (1)	65,322	69,885	62%	69%	60,841	67,803	63%	67%	46,338	(3)	61%	-
Agricultural Sciences (12-Month)	Professor (2)	113,539	122,639	100%	100%	107,790	119,283	100%	100%	81,482	77,864	100%	100%
	Associate (2)	84,090	83,234	74%	68%	77,728	78,256	72%	66%	61,279	58,615	75%	75%
	Assistant (2)	71,891	67,989	63%	55%	66,018	(3)	61%	-	52,884	52,299	65%	67%
Arts and Architecture	Professor	89,746	83,525	100%	100%	84,881	80,579	100%	100%	62,187	61,029	100%	100%
	Associate	65,715	64,371	73%	77%	61,677	61,434	73%	76%	46,267	44,696	74%	73%
	Assistant	53,033	54,381	59%	65%	50,997	51,635	60%	64%	37,445	36,559	60%	60%
Business	Professor	164,394	162,634	100%	100%	148,859	154,382	100%	100%	99,867	97,505	100%	100%
	Associate	126,664	127,286	77%	78%	114,406	123,104	77%	80%	75,474	71,238	76%	73%
	Assistant	120,074	118,638	73%	73%	111,292	111,842	75%	72%	68,936	69,108	69%	71%
Communications	Professor	100,651	97,881	100%	100%	96,097	95,787	100%	100%	66,217	(3)	100%	-
	Associate	71,775	74,540	71%	76%	67,366	70,788	70%	74%	48,455	52,298	73%	-
	Assistant	59,155	57,149	59%	58%	55,478	55,370	58%	58%	40,723	42,263	61%	-
Earth and Mineral Sciences	Professor	110,791	110,637	100%	100%	104,627	106,390	100%	100%	74,763	79,188	100%	100%
	Associate	74,331	79,033	67%	71%	70,622	74,922	67%	70%	52,539	55,536	70%	70%
	Assistant	62,611	62,861	57%	57%	59,744	61,386	57%	58%	44,348	44,634	59%	56%
Education	Professor	100,908	91,512	100%	100%	94,659	89,599	100%	100%	66,968	65,998	100%	100%
	Associate	69,685	70,015	69%	77%	66,593	68,942	70%	77%	49,416	49,304	74%	75%
	Assistant	56,780	54,101	56%	59%	54,669	54,049	58%	60%	40,585	39,308	61%	60%
Engineering	Professor	122,275	117,500	100%	100%	116,205	114,059	100%	100%	84,682	85,524	100%	100%
	Associate	88,461	91,054	72%	77%	84,942	88,339	73%	77%	62,224	62,929	73%	74%
	Assistant	78,307	73,094	64%	62%	74,972	72,163	65%	63%	53,416	49,671	63%	58%
Health and Human Development	Professor	99,512	115,228	100%	100%	93,503	105,796	100%	100%	69,113	69,231	100%	100%
	Associate	70,425	76,333	71%	66%	68,385	74,205	73%	70%	51,213	51,926	74%	75%
	Assistant	59,335	59,783	60%	52%	56,953	58,969	61%	56%	42,243	42,718	61%	62%
Information Sciences and Technology	Professor	123,680	146,808	100%	100%	114,934	142,662	100%	100%				
	Associate	91,423	107,687	74%	73%	88,156	102,223	77%	72%				
	Assistant	81,964	87,953	66%	60%	79,184	85,711	69%	60%				
Liberal Arts	Professor	109,933	117,116	100%	100%	103,232	114,266	100%	100%	71,381	72,266	100%	100%
	Associate	70,425	72,688	64%	62%	66,290	70,638	64%	62%	48,480	48,426	68%	67%
	Assistant	59,727	62,145	54%	53%	57,176	60,322	55%	53%	40,493	39,823	57%	55%
Science	Professor	112,128	115,749	100%	100%	105,690	113,966	100%	100%	74,841	82,078	100%	100%
	Associate	76,630	74,062	68%	64%	72,348	71,981	68%	63%	52,961	51,714	71%	63%
	Assistant	66,149	64,046	59%	55%	63,305	61,180	60%	54%	45,317	43,919	61%	54%

(1) 9-month salaries; since 1992 Ag Sci faculty have had the option of being appointed to 36-week contracts.

(2) 12-month salaries.

(3) Average salaries are not included for ranks with 3 or fewer FTE.

Table 3
SALARY CHANGES BY COLLEGE AND RANK
Penn State-University Park and AAUDE-Main Campuses
(9-Month Salaries Unless Otherwise Noted)

COLLEGE	RANK	2005-2006		Cumulative Percent Change Since						2004-2005		2003-2004		1995-1996	
		Average Salary								Average Salary		Average Salary		Average Salary	
		AAUDE	University Park	AAUDE			University Park			AAUDE	University Park	AAUDE	University Park	AAUDE	University Park
				04-05	03-04	95-96	04-05	03-04	95-96						
Agricultural Sciences (9-Month)	Professor (1)	105,026	101,807	8%	5%	39%	0%	4%	46%	97,037	101,409	100,144	97,506	75,353	69,600
	Associate (1)	75,070	80,236	5%	4%	40%	5%	10%	48%	71,791	76,250	72,344	72,623	53,702	54,308
	Assistant (1)	65,322	69,885	7%	3%	41%	3%	6%	-	60,841	67,803	63,616	65,691	46,338	(3)
Agricultural Sciences (12-Month)	Professor (2)	113,539	122,639	5%	7%	39%	3%	9%	58%	107,790	119,283	105,727	112,853	81,482	77,864
	Associate (2)	84,090	83,234	8%	7%	37%	6%	10%	42%	77,728	78,256	78,716	75,575	61,279	58,615
	Assistant (2)	71,891	67,989	9%	7%	36%	-	-2%	30%	66,018	(3)	67,406	69,637	52,884	52,299
Arts and Architecture	Professor	89,746	83,525	6%	7%	44%	4%	10%	37%	84,881	80,579	83,715	75,728	62,187	61,029
	Associate	65,715	64,371	7%	7%	42%	5%	8%	44%	61,677	61,434	61,467	59,568	46,267	44,696
	Assistant	53,033	54,381	4%	6%	42%	5%	10%	49%	50,997	51,635	49,855	49,638	37,445	36,559
Business	Professor	164,394	162,634	10%	9%	65%	5%	16%	67%	148,859	154,382	151,062	140,530	99,867	97,505
	Associate	126,664	127,286	11%	10%	68%	3%	6%	79%	114,406	123,104	115,429	120,547	75,474	71,238
	Assistant	120,074	118,638	8%	8%	74%	6%	9%	72%	111,292	111,842	111,227	108,348	68,936	69,108
Communications	Professor	100,651	97,881	5%	9%	52%	2%	6%	-	96,097	95,787	92,545	92,514	66,217	(3)
	Associate	71,775	74,540	7%	6%	48%	5%	10%	43%	67,366	70,788	67,409	67,864	48,455	52,298
	Assistant	59,155	57,149	7%	7%	45%	3%	5%	35%	55,478	55,370	55,512	54,450	40,723	42,263
Earth and Mineral Sciences	Professor	110,791	110,637	6%	7%	48%	4%	7%	40%	104,627	106,390	103,090	103,369	74,763	79,188
	Associate	74,331	79,033	5%	7%	41%	5%	11%	42%	70,622	74,922	69,741	71,400	52,539	55,536
	Assistant	62,611	62,861	5%	7%	41%	2%	5%	41%	59,744	61,386	58,505	60,072	44,348	44,634
Education	Professor	100,908	91,512	7%	9%	51%	2%	6%	39%	94,659	89,599	92,643	86,636	66,968	65,998
	Associate	69,685	70,015	5%	6%	41%	2%	6%	42%	66,593	68,942	65,956	65,847	49,416	49,304
	Assistant	56,780	54,101	4%	7%	40%	0%	6%	38%	54,669	54,049	53,163	50,903	40,585	39,308
Engineering	Professor	122,275	117,500	5%	7%	44%	3%	6%	37%	116,205	114,059	114,234	110,932	84,682	85,524
	Associate	88,461	91,054	4%	7%	42%	3%	7%	45%	84,942	88,339	82,929	85,423	62,224	62,929
	Assistant	78,307	73,094	4%	6%	47%	1%	5%	47%	74,972	72,163	73,764	69,725	53,416	49,671
Health and Human Development	Professor	99,512	115,228	6%	8%	44%	9%	8%	66%	93,503	105,796	91,810	106,374	69,113	69,231
	Associate	70,425	76,333	3%	6%	38%	3%	7%	47%	68,385	74,205	66,443	71,362	51,213	51,926
	Assistant	59,335	59,783	4%	8%	40%	1%	1%	40%	56,953	58,969	54,771	59,219	42,243	42,718
Information Sciences and Technology	Professor	123,680	146,808	8%	8%	-	3%	7%	-	114,934	142,662	114,508	137,787		
	Associate	91,423	107,687	4%	5%	-	5%	11%	-	88,156	102,223	87,019	97,311		
	Assistant	81,964	87,953	4%	3%	-	3%	6%	-	79,184	85,711	79,395	82,704		
Liberal Arts	Professor	109,933	117,116	6%	8%	54%	2%	7%	62%	103,232	114,266	102,116	109,518	71,381	72,266
	Associate	70,425	72,688	6%	8%	45%	3%	8%	50%	66,290	70,638	65,318	67,419	48,480	48,426
	Assistant	59,727	62,145	4%	7%	47%	3%	7%	56%	57,176	60,322	55,658	57,946	40,493	39,823
Science	Professor	112,128	115,749	6%	8%	50%	2%	6%	41%	105,690	113,966	104,227	108,907	74,841	82,078
	Associate	76,630	74,062	6%	7%	45%	3%	6%	43%	72,348	71,981	71,468	70,162	52,961	51,714
	Assistant	66,149	64,046	4%	7%	46%	5%	9%	46%	63,305	61,180	62,055	58,508	45,317	43,919

(1) 9-Month salaries; since 1992 Ag Sci faculty have had the option of being appointed to 36-week contracts.

(2) 12-Month salaries.

(3) Average salaries are not included for ranks with 3 or fewer FTE.

Table 4
Comparison of Average Faculty Salaries
Penn State's Rank by Year
Among Big Ten Public and
22 AAUDE* Public Institutions

	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>
<u>Penn State's Rank – Big Ten</u>			
2005-06	2nd	2nd	3rd
2004-05	2nd	2nd	3rd
2003-04	2nd	4th	3rd
2002-03	3rd	5th	4th
2001-02	4th	6th	5th
2000-01	5th	6th	7th
1999-00	5th	6th	9th
1998-99	6th	6th	8th
1997-98	5th	5th	8th
1996-97	4th	3rd	8th
1995-96	2nd	2nd	8th
<u>Penn State's Rank – 22 AAUDE*</u>			
2005-06	2nd	4th	6th
2004-05	2nd	3rd	7th
2003-04	2nd	6th	4th
2002-03	4th	6th	8th
2001-02	7th	9th	10th
2000-01	8th	10th	12th
1999-00	6th	10th	15th
1998-99	7th	10th	13th
1997-98	6th	8th	15th
1996-97	4th	4th	14th
1995-96	2nd	2nd	12th

*Association of American Universities Data Exchange

Table 5
Association of American Universities (AAU) Member Institutions⁽¹⁾
by Type of Control

Public	Private
Indiana University *	Brandeis University
Iowa State University	Brown University
Michigan State University *	California Institute of Technology
The Ohio State University *	Carnegie Mellon University
Pennsylvania State University *	Case Western Reserve University
Purdue University *	Columbia University
Rutgers, The State University of New Jersey	Cornell University
Stony Brook University-State University of New York	Duke University
Texas A&M University	Emory University
University at Buffalo-State University of New York	Harvard University
The University of Arizona	The Johns Hopkins University
University of California, Davis	Massachusetts Institute of Technology
University of California, Berkeley	New York University
University of California, Irvine	Northwestern University *
University of California, Los Angeles	Princeton University
University of California, San Diego	Rice University
University of California, Santa Barbara	Stanford University
University of Colorado, Boulder	Syracuse University
University of Florida	Tulane University
University of Illinois, Urbana Champaign *	University of Chicago
University of Iowa *	University of Pennsylvania
University of Kansas	University of Rochester
University of Maryland at College Park	University of Southern California
University of Michigan *	Vanderbilt University
University of Minnesota, Twin Cities *	Washington University in St. Louis
University of Missouri, Columbia	Yale University
University of Nebraska-Lincoln	
University of North Carolina, Chapel Hill	
University of Oregon	
University of Pittsburgh	Canadian
University of Texas at Austin	McGill University
University of Virginia	University of Toronto
University of Washington	
University of Wisconsin-Madison *	

Source: <http://www.aau.edu/aau/pubprivate.html>. Accessed on October 5, 2006.

(1) Typically between 50 and 60 percent of the member institutions submit data to the AAU Data Exchange (AAUDE) each year.

* Big Ten member

Table 6
Average Nine-Month Equivalent Instructional Faculty Salaries⁽¹⁾
Penn State and the Big Ten Institutions⁽²⁾
(Includes Librarians)⁽³⁾
2005-2006

Professor			Associate Professor			Assistant Professor			Instructor		
Institution	N	Avg. Sal. (000)	Institution	N	Avg. Sal. (000)	Institution	N	Avg. Sal. (000)	Institution	N	Avg. Sal. (000)
Northwestern ⁽⁴⁾	498	140.8	Northwestern ⁽⁴⁾	220	93.7	Northwestern ⁽⁴⁾	220	81.2	Ohio State	12	54.9
Michigan	944	124.1	Michigan	520	82.0	Michigan	574	71.9	Illinois	40	51.7
Penn State, UP	744	116.1	Penn State, UP	522	77.3	Illinois	541	68.0	Minnesota	57	51.5
Illinois	820	116.0	Illinois	531	76.6	Penn State, UP	436	65.9	Wisconsin	16	48.2
Ohio State	963	112.4	Michigan State	561	75.8	Ohio State	511	65.1	Purdue	44	47.1
Minnesota	833	109.0	Minnesota	493	75.4	Purdue	503	64.9	Michigan	18	46.8
Michigan State	941	105.2	Ohio State	777	73.9	Minnesota	399	64.9	Iowa	7	43.5
Indiana ⁽⁴⁾	638	104.9	Indiana ⁽⁴⁾	401	72.8	Wisconsin	389	63.0	Penn State, UP	194	41.6
Iowa	510	104.6	Wisconsin	254	72.8	Iowa	282	63.0	Michigan State	145	35.8
Purdue	774	104.3	Purdue	537	72.4	Indiana ⁽⁴⁾	369	62.6	Indiana ⁽⁴⁾	1	⁽⁵⁾
Wisconsin	868	97.1	Iowa	385	70.5	Michigan State	589	59.8	Northwestern ⁽⁴⁾	-	-

Source: Annual Report on the Economic Status of the Profession, ACADEME: BULLETIN OF THE AAUP.
Association of Research Libraries (ARL) data exchange.

(1) Any 12-month salaries were converted to 9-month equivalents using the standard conversion factor of 0.818 (9/11).

(2) Only main campuses were included.

(3) Librarian Ranks were incorporated as follows: Librarians with Professors, Associate Librarians with Associate Professors, Assistant Librarians with Assistant Professors, and Affiliate Librarians with Instructors.

(4) Librarian data were unavailable.

(5) Data for any institution/rank which had fewer than 6 faculty were not available.

Table 7
Average Salaries of Instructional Faculty (Nine-Month Equivalent)⁽¹⁾
For Big Ten Universities with Satellite Campuses⁽²⁾
(Excludes Librarians)

PROFESSOR				ASSOCIATE PROFESSOR											
1995-1996				2005-2006				1995-1996				2005-2006			
Institution	Type ⁽³⁾	N	Avg.	Institution	Type ⁽³⁾	N	Avg.	Institution	Type ⁽³⁾	N	Avg.	Institution	Type ⁽³⁾	N	Avg.
Michigan-Ann Arbor	I	822	85.0	Michigan-Ann Arbor	I	914	125.6	Michigan-Ann Arbor	I	432	62.0	Penn State Great Valley	IIA	12	87.8
Penn State UP	I	621	77.6	Illinois-Urbana	I	805	116.6	Penn State-IIA Campuses ⁽⁴⁾	IIA	77	56.2	Michigan-Ann Arbor	I	482	83.7
Ohio State-Main Campus	I	678	76.4	Penn State UP	I	733	116.5	Penn State UP	I	476	53.5	Penn State Harrisburg	IIA	55	79.4
Purdue-Main Campus	I	610	75.7	Ohio State-Main Campus	I	957	112.6	Illinois-Urbana	I	498	53.4	Penn State UP	I	498	77.7
Illinois-Urbana	I	906	75.2	Minnesota-Twin Cities	I	806	110.3	Ohio State-Main Campus	I	675	53.4	Illinois-Urbana	I	488	77.6
Minnesota-Twin Cities	I	785	73.0	Illinois-Chicago	I	368	106.1	Illinois-Chicago	I	356	53.1	Penn State Erie	IIB	47	77.5
Illinois-Chicago	I	421	72.6	Indiana-Bloomington	I	638	104.9	Wisconsin-Madison	I	292	52.5	Wisconsin-Madison	I	221	76.5
Indiana-Bloomington	I	597	72.4	Purdue-Main Campus	I	771	104.3	Minnesota-Twin Cities	I	456	51.5	Minnesota-Twin Cities	I	476	75.6
Wisconsin-Madison	I	876	70.4	Penn State Harrisburg	IIA	22	102.7	Indiana-Bloomington	I	338	51.2	Illinois-Chicago	I	348	75.4
Penn State-IIA Campuses ⁽⁴⁾	IIA	35	68.7	Wisconsin-Madison	I	788	100.5	Purdue-Main Campus	I	440	51.2	Ohio State-Main Campus	I	750	74.2
Indiana-IIA Campuses	⁽⁶⁾ IIA	261	63.9	Penn State Erie	IIB	15	94.9	Wisconsin-Milwaukee	I	314	50.9	Purdue-Main Campus	I	517	72.9
Wisconsin-Milwaukee	I	277	63.9	Penn State Abington	IIB	11	86.9	Minnesota-Duluth	IIA	129	48.6	Indiana-Bloomington	I	401	72.8
Minnesota-Duluth	IIA	107	61.8	Wisconsin-Milwaukee	I	218	86.4	Indiana-IIA Campuses	⁽⁶⁾ IIA	397	48.3	Penn State Altoona	IIB	36	68.7
Michigan-IIA Campuses	⁽⁶⁾ IIA	111	59.6	Illinois-Springfield	IIA	18	83.2	Michigan-IIA Campuses	⁽⁶⁾ IIA	121	48.3	Minnesota-Duluth	IIA	108	68.2
Penn State-III Campuses ⁽⁵⁾	III	50	58.0	Indiana-IIA Campuses	⁽⁶⁾ IIA	299	83.2	Illinois-Springfield	IIB	60	47.6	Penn State Abington	IIB	29	67.4
Minnesota-IIB Campuses	⁽⁶⁾ IIB	26	56.6	Michigan-IIA Campuses	⁽⁶⁾ IIA	109	83.0	Penn State-III Campuses ⁽⁵⁾	III	203	46.9	Indiana-IIA Campuses	⁽⁶⁾ IIA	467	66.2
Illinois-Springfield	IIB	48	55.4	Minnesota-Duluth	IIA	91	83.0	Ohio State-IIB Campuses	⁽⁶⁾ IIB	79	45.0	Wisconsin-Milwaukee	I	273	66.2
Purdue-Calumet	IIA	53	54.9	Ohio State-IIB Campuses	⁽⁶⁾ IIB	19	83.0	Purdue-Calumet	IIA	122	44.7	Penn State Berks	IIB	22	65.9
Wisconsin-IIA Campuses	⁽⁶⁾ IIA	1,127	54.2	Penn State Univ. Coll. ⁽⁷⁾	III	59	82.8	Wisconsin-IIA Campuses	⁽⁶⁾ IIA	863	44.4	Penn State Univ. Coll. ⁽⁷⁾	III	132	65.9
Indiana-IIB Campuses	⁽⁶⁾ IIB	20	53.2	Penn State Berks	IIB	6	80.3	Indiana-IIB Campuses	⁽⁶⁾ IIB	37	43.2	Michigan-IIA Campuses	⁽⁶⁾ IIA	145	65.7
Purdue-North Central	III	8	50.6	Penn State Altoona	IIB	10	80.2	Minnesota-IIB Campuses	⁽⁶⁾ IIB	40	43.1	Illinois-Springfield	IIA	64	64.0
Wisconsin-III Colleges	III	80	48.4	Indiana-IIB Campuses	⁽⁶⁾ IIB	24	73.8	Purdue-North Central	III	40	41.1	Ohio State-IIB Campuses	⁽⁶⁾ IIB	98	61.2
Ohio State-IIB Campuses	⁽⁶⁾ IIB	⁽⁹⁾	⁽⁹⁾	Purdue-IIA Campuses	⁽⁶⁾ IIA	145	73.6	Wisconsin-III Colleges	III	165	40.8	Indiana-IIB Campuses	⁽⁶⁾ IIB	52	60.3
				Minnesota-IIB Campuses	⁽⁶⁾ IIB	21	72.5					Minnesota-IIB Campuses	⁽⁶⁾ IIB	59	58.2
				Purdue-North Central	IIB	12	72.1					Purdue-IIA Campuses	⁽⁶⁾ IIA	182	57.9
				Wisconsin-IIA Campuses	⁽⁶⁾ IIA	959	68.1					Wisconsin-IIA Campuses	⁽⁶⁾ IIA	847	56.1
				Wisconsin-III Colleges	III	76	62.6					Purdue-North Central	IIB	38	56.0
				Penn State Great Valley	IIA	4	⁽⁸⁾					Wisconsin-III Colleges	III	92	51.3

Source: Annual Report on the Economic Status of the Profession, ACADEME: BULLETIN OF THE AAUP.

- (1) All 12-month salaries were converted to 9-month equivalents using the standard conversion factor of 0.818 (9/11).
- (2) Only those Big Ten universities that have satellite campuses were included in this table (i.e., Iowa, Michigan State and Northwestern were excluded.)
- (3) Institution types: Type I - Doctoral; Type IIA - Master's; Type IIB - Baccalaureate Institutions; Type III - Two-year Institutions with Academic Rank.
- (4) Includes Harrisburg and Great Valley campuses.
- (5) Includes Abington, Altoona, Beaver, Berks, Delaware County, DuBois, Erie, Fayette, Hazleton, Lehigh Valley, McKeesport, Mont Alto, New Kensington, Schuylkill, Shenango, Wilkes-Barre, Worthington Scranton and York campuses.

- (6) Campuses with fewer than 6 faculty were not included.
- (7) Includes Beaver, Delaware County, DuBois, Fayette, Hazleton, McKeesport, Mont Alto, New Kensington, Shenango, Wilkes-Barre, Worthington Scranton and York campuses. Also includes the Type IIB Lehigh Valley and Schuylkill campuses.
- (8) Average salaries for any campus/rank which had fewer than 6 faculty were not available.
- (9) No data available. All included campuses had fewer than 6 faculty.

Table 7
Average Salaries of Instructional Faculty (Nine-Month Equivalent)⁽¹⁾
For Big Ten Universities with Satellite Campuses⁽²⁾
(Excludes Librarians)

ASSISTANT PROFESSOR					INSTRUCTOR										
1995-1996				2005-2006				1995-1996				2005-2006			
Institution	Type ⁽³⁾	N	Avg.	Institution	Type ⁽³⁾	N	Avg.	Institution	Type ⁽³⁾	N	Avg.	Institution	Type ⁽³⁾	N	Avg.
Michigan-Ann Arbor	I	476	50.1	Penn State Great Valley	IIA	10	78.4	Minnesota-Twin Cities	I	6	41.6	Minnesota-Twin Cities	I	14	63.6
Illinois-Urbana	I	395	46.6	Michigan-Ann Arbor	I	550	72.8	Michigan-Ann Arbor	I	10	39.8	Penn State Erie	IIB	8	58.0
Wisconsin-Madison	I	268	46.4	Illinois-Urbana	I	501	69.6	Penn State-IIA Campuses ⁽⁴⁾	IIA	29	39.8	Ohio State-Main Campus	I	11	56.3
Penn State-IIA Campuses ⁽⁴⁾	IIA	122	45.8	Penn State Erie	IIB	53	69.2	Illinois-Chicago	I	28	37.0	Illinois-Urbana	I	7	56.1
Minnesota-Twin Cities	I	252	45.5	Illinois-Chicago	I	215	67.0	Wisconsin-Madison	I	18	35.0	Penn State Abington	IIB	9	53.7
Ohio State-Main Campus	I	408	44.9	Penn State UP	I	420	66.3	Penn State-III Campuses ⁽⁵⁾	III	191	34.1	Illinois-Chicago	I	13	53.1
Illinois-Chicago	I	305	44.8	Ohio State-Main Campus	I	481	65.8	Wisconsin-IIA Campuses	⁽⁶⁾ IIA	8	34.0	Penn State Harrisburg	IIA	22	50.2
Purdue-Main Campus	I	374	44.5	Minnesota-Twin Cities	I	381	65.4	Ohio State-Main Campus	I	33	32.3	Penn State Univ. Coll. ⁽⁷⁾	III	257	49.2
Indiana-Bloomington	I	312	44.0	Purdue-Main Campus	I	493	65.3	Purdue-Main Campus	I	33	31.1	Wisconsin-Madison	I	16	48.2
Wisconsin-Milwaukee	I	150	44.0	Wisconsin-Madison	I	368	64.3	Minnesota-IIB Campuses	⁽⁶⁾ IIB	14	29.8	Wisconsin-IIA Campuses	⁽⁶⁾ IIA	13	47.3
Penn State UP	I	428	43.6	Penn State Harrisburg	IIA	68	63.2	Penn State UP	I	164	29.5	Wisconsin-Milwaukee	I	8	46.3
Michigan-IIA Campuses	⁽⁶⁾ IIA	113	42.5	Indiana-Bloomington	I	369	62.6	Minnesota-Duluth	IIA	22	28.7	Purdue-Main Campus	I	27	45.5
Minnesota-Duluth	IIA	69	41.7	Michigan-IIA Campuses	⁽⁶⁾ IIA	149	59.6	Purdue-Calumet	IIA	19	24.6	Penn State Altoona	IIB	39	44.8
Illinois-Springfield	IIB	45	41.5	Penn State Univ. Coll. ⁽⁷⁾	III	176	59.0	Illinois-Springfield	IIB	4	⁽⁸⁾	Penn State Berks	IIB	10	43.2
Indiana-IIA Campuses	⁽⁶⁾ IIA	319	41.5	Penn State Berks	IIB	44	58.5	Illinois-Urbana	I	1	⁽⁸⁾	Minnesota-IIB Campuses	⁽⁶⁾ IIB	9	43.0
Penn State-III Campuses ⁽⁵⁾	III	268	39.6	Penn State Abington	IIB	21	57.0	Indiana-Bloomington	I	2	⁽⁸⁾	Minnesota-Duluth	IIA	80	42.8
Wisconsin-IIA Campuses	⁽⁶⁾ IIA	702	38.4	Wisconsin-Milwaukee	I	292	56.2	Purdue-North Central	III	3	⁽⁸⁾	Penn State UP	I	192	41.5
Indiana-IIB Campuses	⁽⁶⁾ IIB	47	37.5	Indiana-IIA Campuses	⁽⁶⁾ IIA	381	54.5	Wisconsin-III Colleges	III	4	⁽⁸⁾	Purdue-IIA Campuses	⁽⁶⁾ IIA	41	39.7
Purdue-Calumet	IIA	57	37.3	Minnesota-Duluth	IIA	138	53.8	Wisconsin-Milwaukee	I	5	⁽⁸⁾	Illinois-Springfield	IIA	1	⁽⁸⁾
Ohio State-IIB Campuses	⁽⁶⁾ IIB	72	36.6	Illinois-Springfield	IIA	64	52.6	Indiana-IIA Campuses	⁽⁶⁾ IIA	0	0.0	Indiana-Bloomington	I	1	⁽⁸⁾
Minnesota-IIB Campuses	⁽⁶⁾ IIB	66	36.4	Penn State Altoona	IIB	67	51.3	Indiana-IIB Campuses	⁽⁶⁾ IIB	0	0.0	Michigan-Ann Arbor	I	4	⁽⁸⁾
Purdue-North Central	III	23	34.6	Ohio State-IIB Campuses	⁽⁶⁾ IIB	77	51.1	Michigan-IIA Campuses	⁽⁶⁾ IIA	0	0.0	Purdue-North Central	IIB	1	⁽⁸⁾
Wisconsin-III Colleges	III	80	33.6	Purdue-IIA Campuses	⁽⁶⁾ IIA	183	50.3	Ohio State-IIB Campuses	⁽⁶⁾ IIB	0	0.0	Michigan-IIA Campuses	⁽⁶⁾ IIA	⁽⁹⁾	⁽⁹⁾
				Wisconsin-IIA Campuses	⁽⁶⁾ IIA	789	48.9	Michigan-IIA Campuses	⁽⁶⁾ IIA	0	0.0	Indiana-IIA Campuses	⁽⁶⁾ IIA	0	0.0
				Indiana-IIB Campuses	⁽⁶⁾ IIB	50	48.2	Indiana-IIB Campuses	⁽⁶⁾ IIB	0	0.0	Indiana-IIB Campuses	⁽⁶⁾ IIB	0	0.0
				Minnesota-IIB Campuses	⁽⁶⁾ IIB	69	46.7	Ohio State-IIB Campuses	⁽⁶⁾ IIB	0	0.0	Penn State Great Valley	IIA	0	0.0
				Purdue-North Central	IIB	41	46.4	Penn State Great Valley	IIA	0	0.0	Wisconsin-III Colleges	III	0	0.0
				Wisconsin-III Colleges	III	118	41.7								

Source: Annual Report on the Economic Status of the Profession, ACADEME: BULLETIN OF THE AAUP.

- (1) All 12-month salaries were converted to 9-month equivalents using the standard conversion factor of 0.818 (9/11).
- (2) Only those Big Ten universities that have satellite campuses were included in this table (i.e., Iowa, Michigan State and Northwestern were excluded.)
- (3) Institution types: Type I - Doctoral; Type IIA - Master's; Type IIB - Baccalaureate Institutions; Type III - Two-year Institutions with Academic Rank.
- (4) Includes Harrisburg and Great Valley campuses.
- (5) Includes Abington, Altoona, Beaver, Berks, Delaware County, DuBois, Erie, Fayette, Hazleton, Lehigh Valley, McKeesport, Mont Alto, New Kensington, Schuylkill, Shenango, Wilkes-Barre, Worthington Scranton and York campuses.

- (6) Campuses with fewer than 6 faculty were not included.
- (7) Includes Beaver, Delaware County, DuBois, Fayette, Hazleton, McKeesport, Mont Alto, New Kensington, Shenango, Wilkes-Barre, Worthington Scranton and York campuses. Also includes the Type IIB Lehigh Valley and Schuylkill campuses.
- (8) Average salaries for any campus/rank which had fewer than 6 faculty were not available.
- (9) No data available. All included campuses had fewer than 6 faculty.

Table 8
Average Nine-Month Equivalent Instructional Faculty Salaries⁽¹⁾
Penn State Campuses and Other Pennsylvania Universities
(Excludes Librarians)
2005-2006

PROFESSOR				ASSOCIATE PROFESSOR			
Institution	N	1-yr. % Inc.	Avg. Sal. (000)	Institution	N	1-yr. % Inc.	Avg. Sal. (000)
Pennsylvania	567	4.0	149.9	Pennsylvania	226	6.8	100.7
Carnegie Mellon	350	3.2	123.8	Carnegie Mellon	141	3.9	89.1
Penn State UP	733	3.7	116.5	Penn State Great Valley	12	4.6	87.8
Pittsburgh	486	3.7	113.2	Temple	349	6.7	81.8
Temple	404	4.7	113.0	Penn State Harrisburg	55	3.6	79.4
Lehigh	214	3.2	108.6	Penn State UP	498	4.4	77.7
Penn State Harrisburg	22	3.0	102.7	Penn State Erie	47	3.4	77.5
Penn State Erie	15	3.7	94.9	Pittsburgh	413	3.9	75.5
SSHE Average ⁽²⁾⁽³⁾	93	2.9	88.2	Lehigh	100	3.7	74.9
Penn State Abington	11	3.2	86.9	SSHE Average ⁽²⁾⁽³⁾	85	3.5	70.3
Penn State Univ. Coll. ⁽⁴⁾	59	3.5	82.8	Penn State Altoona	36	6.4	68.7
Penn State Berks	6	2.8	80.3	Penn State Abington	29	3.4	67.4
Penn State Altoona	10	3.6	80.2	Penn State Univ. Coll. ⁽⁴⁾	132	3.6	65.9
Penn State Great Valley	4	⁽⁵⁾	⁽⁵⁾	Penn State Berks	22	3.7	65.9

Source: Annual Report on the Economic Status of the Profession, ACADEME: BULLETIN OF THE AAUP.

(1) Any 12-month salaries were converted to 9-month equivalents using the standard conversion factor of 0.818 (9/11).

(2) Includes Bloomsburg, California, Cheyney, Clarion, Edinboro, Indiana, Kutztown, Lock Haven, Mansfield, Shippensburg, Slippery Rock, East Stroudsburg, and West Chester. No data were available for Millersville.

(3) Only one of the SSHE institutions reported increase amounts: Bloomsburg University.

(4) Includes Beaver, Delaware County, DuBois, Fayette, Hazleton, Lehigh Valley, McKeesport, Mont Alto, New Kensington, Schuylkill, Shenango, Wilkes-Barre, Worthington Scranton, and York campuses.

(5) Data for any institution/rank which had fewer than 6 faculty were not available.

Table 8
Average Nine-Month Equivalent Instructional Faculty Salaries⁽¹⁾
Penn State Campuses and Other Pennsylvania Universities
(Excludes Librarians)
2005-2006

ASSISTANT PROFESSOR				INSTRUCTOR			
Institution	N	1-yr. % Inc.	Avg. Sal. (000)	Institution	N	1-yr. % Inc.	Avg. Sal. (000)
Pennsylvania	258	4.4	88.1	Penn State Erie	8	3.6	58.0
Carnegie Mellon	120	4.6	80.5	Penn State Abington	9	2.9	53.7
Penn State Great Valley	10	4.0	78.4	Temple	70	6.5	52.7
Lehigh	89	3.7	73.6	Penn State Harrisburg	22	3.8	50.2
Penn State Erie	53	3.8	69.2	Penn State Univ. Coll. ⁽⁴⁾	257	3.8	49.2
Temple	203	9.0	66.9	Penn State Altoona	39	3.3	44.8
Penn State UP	420	5.0	66.3	Penn State Berks	10	6.2	43.2
Pittsburgh	472	4.8	64.6	SSHE Average ⁽²⁾⁽³⁾	40	5.4	42.2
Penn State Harrisburg	68	5.5	63.2	Pittsburgh	79	2.8	41.6
Penn State Univ. Coll. ⁽⁴⁾	176	4.1	59.0	Penn State UP	192	1.8	41.5
Penn State Berks	44	4.2	58.5	Carnegie Mellon	-	-	-
Penn State Abington	21	4.8	57.0	Lehigh	-	-	-
SSHE Average ⁽²⁾⁽³⁾	104	4.1	55.5	Penn State Great Valley	-	-	-
Penn State Altoona	67	3.4	51.3	Pennsylvania	-	-	-

Source: Annual Report on the Economic Status of the Profession, ACADEME: BULLETIN OF THE AAUP.

(1) Any 12-month salaries were converted to 9-month equivalents using the standard conversion factor of 0.818 (9/11).

(2) Includes Bloomsburg, California, Cheyney, Clarion, Edinboro, Indiana, Kutztown, Lock Haven, Mansfield, Shippensburg, Slippery Rock, East Stroudsburg, and West Chester. No data were available for Millersville.

(3) Only one of the SSHE institutions reported increase amounts: Bloomsburg University.

(4) Includes Beaver, Delaware County, DuBois, Fayette, Hazleton, Lehigh Valley, McKeesport, Mont Alto, New Kensington, Schuylkill, Shenango, Wilkes-Barre, Worthington Scranton, and York campuses.

(5) Data for any institution/rank which had fewer than 6 faculty were not available.

Table 9
Association of Research Libraries
Salary Analysis of Big Ten Universities⁽¹⁾⁽²⁾
2005-2006

University Name	Criteria	Librarians	Associate Librarians	Assistant Librarians	Affiliate Librarians
Univ. of Illinois @ Urbana-Champaign	Number	15	47	47	33
	Total Salaries	\$1,277,385	\$3,145,790	\$2,177,015	\$1,674,415
	Avg. Salary	\$85,159	\$66,932	\$46,319	\$50,740
Michigan State University	Number	15	22	19	
	Total Salaries	\$960,900	\$1,292,500	\$894,846	
	Avg. Salary	\$64,060	\$58,750	\$47,097	
University of Iowa	Number	14	27	22	10
	Total Salaries	\$1,169,109	\$1,740,326	\$1,085,563	\$429,982
	Avg. Salary	\$83,508	\$64,457	\$49,344	\$42,998
Purdue University	Number	3	20	10	17
	Total Salaries	⁽³⁾	\$1,167,735	\$488,375	\$842,220
	Avg. Salary	⁽³⁾	\$58,387	\$48,838	\$49,542
Ohio State University	Number	6	30	34	1
	Total Salaries	\$409,694	\$1,922,888	\$1,924,765	⁽³⁾
	Avg. Salary	\$68,282	\$64,096	\$56,611	⁽³⁾
University of Michigan	Number	32	43	30	16
	Total Salaries	\$2,486,004	\$2,593,548	\$1,526,188	\$696,265
	Avg. Salary	\$77,688	\$60,315	\$50,873	\$43,517
University of Wisconsin - Madison	Number	80	33	21	
	Total Salaries	\$5,038,552	\$1,576,042	\$854,197	
	Avg. Salary	\$62,982	\$47,759	\$40,676	
University of Minnesota	Number	29	21	20	56
	Total Salaries	\$1,999,644	\$1,428,027	\$1,096,551	\$2,696,738
	Avg. Salary	\$68,953	\$68,001	\$54,828	\$48,156
TOTAL all Institutions ⁽⁴⁾ (Except PSU)	Number	191	243	203	132
	Total Salaries	\$13,341,288	\$14,866,856	\$10,047,500	\$6,339,620
	Avg. Salary	\$69,850	\$61,180	\$49,495	\$48,027
Penn State Univ. (All Locations)	Number	16	45	36	22
	Total Salaries	\$1,365,576	\$3,050,241	\$1,907,904	\$934,317
	Avg. Salary	\$85,349	\$67,783	\$52,997	\$42,469

NOTES:

1. Law and Medical Libraries included when available
2. Averages represent the total salary pool divided by the number of faculty members, regardless of contract (48 week, 36 week, etc.) type.
3. Data for any institution/rank which had fewer than 6 faculty are not presented.
4. Data for any institution/rank which had fewer than 6 faculty are not included in the calculation of the totals.

Universities not providing data: Indiana and Northwestern.

Table 10
The Pennsylvania State University
Quartile Salary Distribution of Full-time Faculty (1)
Fall 2006

<u>Standing Appointments</u>						Mean Years in Rank (3)
Location	Rank	Number	Q1 (2)	Median (2)	Q3 (2)	
<hr/>						
University Park						
	Professor	781	92,520	108,504	133,137	10
	Assoc Prof	522	68,814	77,472	89,847	6
	Asst Prof	364	59,184	65,304	75,762	3
	Instructor	17	43,318	47,205	53,046	15
	Other(5)	231	56,265	70,813	92,732	7
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Commonwealth Campuses						
	Professor	125	78,354	87,273	98,343	8
	Assoc Prof	329	63,171	68,652	77,184	8
	Asst Prof	347	52,551	57,096	67,662	6
	Instructor	39	51,633	56,808	62,820	17
	Other(5)	73	50,454	59,583	67,059	6
<hr/>						
Penn State Great Valley						
	Professor	6	101,538	106,155	114,939	2
	Assoc Prof	11	74,781	89,397	104,022	5
	Asst Prof	11	77,463	90,387	98,253	3
	Other(5)	2				6
<hr/>						
The Dickinson School of Law						
	Professor	18	118,269	129,537	143,157	14
	Assoc Prof	2				1
	Other(5)	3				6

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators. Excludes the College of Medicine.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

A percentile is the value from the distribution at or below which a given percentage of the variable values lie. The first quartile is the 25th percentile, the median the 50th percentile, and the third quartile is the 75th percentile.

3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

5) Includes librarian and research ranks, and lecturers.

Table 10
The Pennsylvania State University
Quartile Salary Distribution of Full-time Faculty (1)
Fall 2006

<u>Fixed Term Appointments (4)</u>						Mean Years in Rank (3)
Location	Rank	Number	Q1 (2)	Median (2)	Q3 (2)	
<hr/>						
University Park						
	Professor	19	69,669	92,196	123,930	
	Assoc Prof	30	59,161	67,583	85,409	
	Asst Prof	90	44,892	53,388	63,431	
	Instructor	213	33,993	41,364	48,933	
	Other(5)	731	32,004	40,644	53,448	
<hr/>						
Commonwealth Campuses						
	Professor	1				
	Assoc Prof	3				
	Asst Prof	52	47,007	54,306	66,670	
	Instructor	259	40,461	45,000	52,488	
	Other(5)	188	39,924	47,385	54,351	
<hr/>						
Penn State Great Valley						
	Assoc Prof	1				
	Other(5)	6	53,136	54,612	88,002	
<hr/>						
The Dickinson School of Law						
	Professor	1				
	Asst Prof	1				
	Instructor	4	49,335	64,890	71,622	
	Other(5)	5	44,398	57,404	57,492	

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators. Excludes the College of Medicine.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

A percentile is the value from the distribution at or below which a given percentage of the variable values lie. The first quartile is the 25th percentile, the median the 50th percentile, and the third quartile is the 75th percentile.

3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

5) Includes librarian and research ranks, and lecturers.

Table 11
The Pennsylvania State University
Quartile Salary Distribution of Full-time Faculty (1) at University Park
Fall 2006

	Type of Appointment	Rank	Number	Q1 (2)	Median (2)	Q3 (2)	Mean Years in Rank (3)
College of Agricultural Sciences							
Standing	Professor		122	89,208	96,089	109,188	11
	Assoc Prof		80	70,086	78,084	85,140	5
	Asst Prof		28	67,752	70,632	74,340	3
Fixed Term	Instructor		6	47,205	47,500	56,511	10
	Professor		3				
	Asst Prof		5	58,867	60,969	63,431	
College of Arts & Architecture	Instructor		11	42,826	46,557	51,652	
	Standing	Professor	44	76,716	83,448	90,828	8
	Assoc Prof		53	63,468	67,104	70,164	7
Fixed Term	Asst Prof		42	56,232	57,564	59,256	4
	Assoc Prof		4	40,006	54,576	63,036	
	Asst Prof		6	40,032	43,704	55,008	
Smeal College of Business	Instructor		20	34,560	38,016	44,004	
	Standing	Professor	32	144,828	158,184	196,524	10
	Assoc Prof		23	106,884	124,200	174,708	6
Fixed Term	Asst Prof		20	109,188	117,468	156,600	2
	Professor		4	58,032	80,928	168,217	
	Assoc Prof		1				
College of Communications	Asst Prof		7	61,350	96,982	111,630	
	Instructor		21	49,932	65,076	79,598	
	Standing	Professor	8	96,309	104,967	108,009	7
Fixed Term	Assoc Prof		15	68,949	70,551	83,025	6
	Asst Prof		13	54,000	56,016	59,643	2
	Professor		2				

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators. Excludes the College of Medicine.

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All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

A percentile is the value from the distribution at or below which a given percentage of the variable values lie. The first quartile is the 25th percentile, the median is the 50th percentile, and the third quartile is the 75th percentile.

3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

Table 11
The Pennsylvania State University
Quartile Salary Distribution of Full-time Faculty (1) at University Park
Fall 2006

	Type of Appointment	Rank	Number	Q1 (2)	Median (2)	Q3 (2)	Mean Years in Rank (3)
Dickinson School of Law							
	Standing	Professor	11	120,006	139,356	160,191	4
	Fixed Term	Professor	1				
		Asst Prof	4	63,000	63,000	65,004	
College of Earth and Mineral Sciences							
	Standing	Professor	68	96,732	115,668	130,932	11
		Assoc Prof	29	72,612	76,680	86,864	6
		Asst Prof	21	57,825	63,396	67,140	3
		Instructor	2				15
	Fixed Term	Professor	2				
		Assoc Prof	2				
		Asst Prof	2				
		Instructor	4	19,632	20,220	31,058	
College of Education							
	Standing	Professor	43	85,563	92,079	100,503	8
		Assoc Prof	38	67,860	70,956	74,970	5
		Asst Prof	20	58,347	60,102	62,298	2
	Fixed Term	Assoc Prof	1				
		Asst Prof	15	40,884	43,038	49,500	
		Instructor	21	29,232	30,840	34,552	
College of Engineering							
	Standing	Professor	127	106,362	118,179	135,981	9
		Assoc Prof	70	90,090	94,032	99,549	6
		Asst Prof	42	77,886	80,658	84,411	3
	Fixed Term	Professor	3				
		Assoc Prof	10	58,752	65,952	78,528	
		Asst Prof	19	44,525	52,245	62,108	
		Instructor	17	30,351	33,865	38,479	

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators. Excludes the College of Medicine.

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A percentile is the value from the distribution at or below which a given percentage of the variable values lie. The first quartile is the 25th percentile, the median is the 50th percentile, and the third quartile is the 75th percentile.

3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

Table 11
The Pennsylvania State University
Quartile Salary Distribution of Full-time Faculty (1) at University Park
Fall 2006

	Type of Appointment	Rank	Number	Q1 (2)	Median (2)	Q3 (2)	Mean Years in Rank (3)
College of Health and Human Development							
Standing	Professor		44	95,580	114,912	129,237	10
	Assoc Prof		57	69,480	78,876	84,924	6
	Asst Prof		33	58,176	61,272	64,656	3
	Instructor		6	42,624	43,318	46,188	17
Fixed Term	Professor		1				
	Assoc Prof		4	57,024	67,583	86,067	
	Asst Prof		14	50,490	51,192	55,008	
	Instructor		68	40,032	42,012	46,920	
College of Information Sciences and Tech.							
Standing	Professor		6	125,676	127,044	175,077	6
	Assoc Prof		9	101,106	113,778	114,471	4
	Asst Prof		15	88,047	91,980	96,264	3
Fixed Term	Asst Prof		5	70,862	76,869	78,135	
	Instructor		6	46,930	50,004	65,502	
College of the Liberal Arts							
Standing	Professor		151	93,564	110,088	140,436	9
	Assoc Prof		107	65,016	72,504	82,476	7
	Asst Prof		72	57,132	62,028	68,544	2
Fixed Term	Professor		1				
	Assoc Prof		2				
	Asst Prof		2				
Eberly College of Science							
Standing	Professor		125	94,500	112,716	140,868	11
	Assoc Prof		41	69,552	74,880	81,072	6
	Asst Prof		57	63,504	66,024	69,984	3
Fixed Term	Professor		1				
	Assoc Prof		4	66,780	78,567	93,060	
	Asst Prof		6	42,709	43,704	47,284	
	Instructor		17	30,636	40,608	41,148	

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3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

Table 11
The Pennsylvania State University
Quartile Salary Distribution of Full-time Faculty (1) at University Park
Fall 2006

	Type of Appointment	Rank	Number	Q1 (2)	Median (2)	Q3 (2)	Mean Years in Rank (3)
University Libraries							
	Standing	Librarian	14	68,359	70,656	73,433	5
		Assoc Lib	23	50,052	55,519	62,724	6
		Asst Lib	11	40,638	42,346	49,816	3
	Fixed Term	Asst Lib	5	30,184	32,727	33,183	
UP Colleges - Non-Professorial Ranks							
	Standing	Sr Lect	7	55,009	67,212	76,968	3
		Lecturer	8	43,704	56,265	63,333	3
		Sr Scntst	2				4
		Sr Res Asc	3				5
		Res Assoc	3				4
		Sr Res Ast	8	48,795	51,210	52,849	9
		Res Asst	1				6
		Sr Instr	3				1
	Fixed Term	Sr Lect	83	39,384	52,272	66,494	
		Lecturer	183	29,088	32,004	39,784	
		Sr Scntst	8	54,655	60,228	63,313	
		Sr Res Asc	49	49,080	63,490	86,754	
		Res Assoc	168	34,557	41,760	53,163	
		Sr Res Ast	18	34,984	45,154	64,854	
		Res Asst	105	28,113	35,028	44,692	
		Asst	6	22,800	22,800	25,840	
	Sr Instr	8	31,725	38,106	50,126		

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3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

Table 11
The Pennsylvania State University
Quartile Salary Distribution of Full-time Faculty (1) at University Park
Fall 2006

	Type of Appointment	Rank	Number	Q1 (2)	Median (2)	Q3 (2)	Mean Years in Rank (3)
Other UP Academic Units (5)							
Standing	Asst Prof		1				6
	Instructor		3				20
	Lecturer		1				13
	Sr Scntst		14	103,402	115,878	133,537	6
	Sr Res Asc		25	89,492	98,778	112,266	7
	Res Assoc		64	70,155	81,473	96,177	8
	Sr Res Ast		5	55,578	64,481	74,238	13
	Res Asst		39	52,054	64,275	70,813	10
Fixed Term	Professor		1				
	Assoc Prof		2				
	Asst Prof		5	56,236	67,191	68,594	
	Instructor		28	33,993	45,743	50,503	
	Lecturer		4	26,845	29,134	53,654	
	Sr Scntst		6	77,274	88,056	103,104	
	Sr Res Asc		9	68,408	73,816	85,890	
	Res Assoc		36	36,839	44,898	64,413	
	Sr Res Ast		4	31,931	40,098	42,680	
Res Asst		39	37,095	44,732	47,951		

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A percentile is the value from the distribution at or below which a given percentage of the variable values lie. The first quartile is the 25th percentile, the median is the 50th percentile, and the third quartile is the 75th percentile.

3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

5) Includes intercollegiate research programs, ARL, Continuing Education, Intercollegiate Athletics, etc.

Table 12
The Pennsylvania State University
Salaries of Full-time Faculty (1)
Fall 2006

Standing Appointments

	Rank	Gender	Number	Salary Mean (2)	Salary Median	Standard Deviation	Mean Years in Rank (3)
University Park							
	Professor	F	135	109,011	103,572	28,065	7
		M	646	118,434	109,548	34,980	10
	Assoc Prof	F	176	78,548	72,900	18,939	6
		M	346	83,049	79,884	19,653	6
	Asst Prof	F	150	69,598	62,244	21,929	3
		M	214	71,492	67,068	16,556	3
	Instructor	F	4	44,045	42,624	8,130	13
		M	13	56,463	47,500	27,960	15
	Other(5)	F	53	63,287	59,249	19,102	7
		M	178	80,260	76,968	25,330	7
Commonwealth Campuses							
	Professor	F	27	84,984	83,439	16,554	5
		M	98	92,158	88,479	17,645	9
	Assoc Prof	F	106	70,229	66,600	12,005	6
		M	223	73,187	69,813	13,104	8
	Asst Prof	F	143	59,777	55,962	11,574	5
		M	204	63,404	59,139	13,605	7
	Instructor	F	16	58,580	55,296	12,413	12
		M	23	57,808	57,843	8,826	21
	Other(5)	F	35	56,452	57,090	10,863	5
		M	38	62,150	61,389	11,489	6

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2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

5) Includes librarian and research ranks and lecturers.

Table 12
The Pennsylvania State University
Salaries of Full-time Faculty (1)
Fall 2006

Standing Appointments

	Rank	Gender	Number	Salary Mean (2)	Salary Median	Standard Deviation	Mean Years in Rank (3)
Penn State Great Valley							
	Professor	F	1				3
		M	5	106,715	106,155	8,407	2
	Assoc Prof	F	5	95,393	100,458	13,165	6
		M	6	89,078	87,786	15,934	4
	Asst Prof	F	3				3
		M	8	88,329	82,350	18,327	3
	Other(5)	F	2				6
The Dickinson School of Law							
	Professor	F	4	120,643	115,281	8,817	8
		M	14	136,810	134,271	16,615	16
	Assoc Prof	F	2				1
	Other(5)	F	2				6
		M	1				6

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators. Excludes the College of Medicine.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

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3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

5) Includes librarian and research ranks and lecturers.

Table 12
The Pennsylvania State University
Salaries of Full-time Faculty (1)
Fall 2006

Fixed Term Appointments (4)

	Rank	Gender	Number	Salary Mean (2)	Salary Median	Standard Deviation	Mean Years in Rank (3)
University Park							
	Professor	F	2				
		M	17	102,142	94,464	32,727	
	Assoc Prof	F	10	71,871	60,378	26,968	
		M	20	72,329	70,374	15,309	
	Asst Prof	F	45	51,969	51,012	9,534	
		M	45	63,605	59,976	21,402	
	Instructor	F	117	41,183	41,364	9,603	
		M	96	45,937	41,268	16,877	
	Other(5)	F	286	41,837	36,859	26,149	
		M	445	48,282	43,190	20,528	
Commonwealth Campuses							
	Professor	M	1				
	Assoc Prof	F	1				
		M	2				
	Asst Prof	F	21	58,103	54,306	12,869	
		M	31	56,762	55,377	13,201	
	Instructor	F	145	44,733	43,254	8,427	
		M	114	50,487	47,007	11,056	
	Other(5)	F	79	46,695	46,395	9,783	
		M	109	49,863	47,709	11,734	
Penn State Great Valley							
	Assoc Prof	M	1				
	Other(5)	F	6	67,763	54,612	15,893	

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators. Excludes the College of Medicine.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

5) Includes librarian and research ranks and lecturers.

Table 12
The Pennsylvania State University
Salaries of Full-time Faculty (1)
Fall 2006

Fixed Term Appointments (4)

	Rank	Gender	Number	Salary Mean (2)	Salary Median	Standard Deviation	Mean Years in Rank (3)
The Dickinson School of Law							
	Professor	M	1				
	Asst Prof	M	1				
	Instructor	F	3				
		M	1				
	Other(5)	F	4	61,952	57,404	19,238	
		M	1				

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators. Excludes the College of Medicine.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

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3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

5) Includes librarian and research ranks and lecturers.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty (1) at University Park
Fall 2006

College of Agricultural Sciences

Appointment	Rank	Gender	Number	Salary Mean (2)	Salary Median	Standard Deviation	Mean Years in Rank (3)
Standing							
	Professor	F	13	98,918	98,710	15,527	8
		M	109	102,399	95,976	21,400	12
	Assoc Prof	F	21	77,162	78,126	8,187	6
		M	59	79,150	78,084	11,754	5
	Asst Prof	F	12	69,108	68,868	5,509	4
		M	16	72,571	70,632	5,393	3
	Instructor	F	2				7
		M	4	51,534	47,500	6,280	11
Fixed Term (4)							
	Professor	M	3				
	Asst Prof	F	3				
		M	2				
	Instructor	F	2				
		M	9	48,294	45,972	7,046	

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).
 3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty (1) at University Park
Fall 2006

College of Arts & Architecture

Appointment	Rank	Gender	Number	Salary Mean (2)	Salary Median	Standard Deviation	Mean Years in Rank (3)
Standing							
	Professor	F	14	83,939	83,232	8,780	6
		M	30	87,556	85,788	15,300	9
	Assoc Prof	F	24	66,037	66,096	5,476	7
		M	29	68,327	68,040	5,649	7
	Asst Prof	F	14	57,327	57,528	1,980	3
		M	28	58,238	57,564	4,305	4
Fixed Term (4)							
	Assoc Prof	F	2				
		M	2				
	Asst Prof	F	4	47,466	43,704	5,909	
		M	2				
	Instructor	F	8	42,293	38,772	7,525	
		M	12	38,243	36,720	5,154	

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).
 3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty (1) at University Park
Fall 2006

Smeal College of Business

Appointment Standing	Rank	Gender	Number	Salary Mean (2)	Salary Median	Standard Deviation	Mean Years in Rank (3)
Standing	Professor	F	3				10
		M	29	176,383	162,468	41,186	10
	Assoc Prof	F	6	133,896	114,588	35,564	5
		M	17	134,657	124,200	31,945	6
	Asst Prof	F	10	136,980	147,924	29,538	2
		M	10	122,648	113,760	21,384	3
<hr/>							
Fixed Term (4)							
Fixed Term	Professor	M	4	119,860	80,928	51,046	
	Assoc Prof	F	1				
	Asst Prof	M	7	87,761	96,982	24,983	
	Instructor	F	7	53,216	48,744	15,063	
		M	14	69,430	67,495	16,588	

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).
3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty (1) at University Park
Fall 2006

College of Communications

Appointment	Rank	Gender	Number	Salary Mean (2)	Salary Median	Standard Deviation	Mean Years in Rank (3)
Standing							
	Professor	F	1				2
		M	7	109,488	107,508	14,143	7
	Assoc Prof	F	3				5
		M	12	77,171	70,551	9,518	6
	Asst Prof	F	5	56,551	55,008	3,948	2
		M	8	58,373	56,016	5,162	2
Fixed Term (4)							
	Professor	M	2				

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).
 3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty (1) at University Park
Fall 2006

Dickinson School of Law

Appointment	Rank	Gender	Number	Salary Mean (2)	Salary Median	Standard Deviation	Mean Years in Rank (3)
Standing							
	Professor	F	4	142,052	137,007	15,689	1
		M	7	141,336	139,356	18,719	5
Fixed Term (4)							
	Professor	F	1				
	Asst Prof	F	2				
		M	2				

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).
 3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty (1) at University Park
Fall 2006

College of Earth and Mineral Sciences

Appointment	Rank	Gender	Number	Salary Mean (2)	Salary Median	Standard Deviation	Mean Years in Rank (3)
Standing							
	Professor	F	10	108,873	107,388	20,161	4
		M	58	116,152	115,668	22,831	12
	Assoc Prof	F	3				4
		M	26	79,198	76,536	8,640	6
	Asst Prof	F	7	59,579	57,825	4,464	2
		M	14	65,467	65,376	6,164	3
	Instructor	M	2				15
Fixed Term (4)							
	Professor	F	1				
		M	1				
	Assoc Prof	M	2				
	Asst Prof	M	2				
	Instructor	F	1				
		M	3				

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).
 3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty (1) at University Park
Fall 2006

College of Education

Appointment	Rank	Gender	Number	Salary Mean (2)	Salary Median	Standard Deviation	Mean Years in Rank (3)
<hr/>							
Standing							
	Professor	F	10	91,364	86,067	10,524	4
		M	33	94,691	92,385	11,639	10
	Assoc Prof	F	19	71,334	70,956	4,545	3
		M	19	72,513	71,604	6,241	6
	Asst Prof	F	11	60,197	60,327	2,387	3
		M	9	61,649	60,102	4,045	2
<hr/>							
Fixed Term (4)							
	Assoc Prof	M	1				
	Asst Prof	F	13	44,413	43,038	5,056	
		M	2				
	Instructor	F	16	32,922	30,924	5,456	
		M	5	27,637	26,103	3,540	
<hr/>							

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).
 3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty (1) at University Park
Fall 2006

College of Engineering

Appointment Standing	Rank	Gender	Number	Salary Mean (2)	Salary Median	Standard Deviation	Mean Years in Rank (3)	
Standing	Professor	F	9	122,944	116,181	24,517	5	
		M	118	122,733	118,179	22,984	10	
	Assoc Prof	F	13	98,338	98,703	7,767	5	
		M	57	94,630	93,735	7,598	6	
	Asst Prof	F	8	80,827	81,000	4,569	3	
		M	34	81,705	79,731	5,461	3	
	<hr/>							
	Fixed Term (4)							
Fixed Term (4)	Professor	M	3					
	Assoc Prof	F	2					
		M	8	64,559	65,952	12,552		
	Asst Prof	F	6	53,846	48,276	8,013		
		M	13	57,306	52,245	19,529		
	Instructor	F	2					
		M	15	37,892	33,120	14,778		

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).
 3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty (1) at University Park
Fall 2006

College of Health and Human Development

Appointment	Rank	Gender	Number	Salary Mean (2)	Salary Median	Standard Deviation	Mean Years in Rank (3)
Standing							
	Professor	F	17	124,955	121,428	22,756	9
		M	27	109,564	106,848	29,018	10
	Assoc Prof	F	28	78,457	78,192	9,847	5
		M	29	79,062	78,876	11,259	6
	Asst Prof	F	22	59,981	60,192	4,611	2
		M	11	67,495	70,488	8,866	5
	Instructor	F	2				20
		M	4	44,649	44,676	5,718	15
Fixed Term (4)							
	Professor	M	1				
	Assoc Prof	F	2				
		M	2				
	Asst Prof	F	10	51,554	51,012	5,169	
		M	4	56,264	51,192	7,117	
	Instructor	F	54	42,173	41,868	7,134	
		M	14	45,767	43,416	10,289	

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).
 3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty (1) at University Park
Fall 2006

College of Information Sciences and Tech.

Appointment Standing	Rank	Gender	Number	Salary Mean (2)	Salary Median	Standard Deviation	Mean Years in Rank (3)
Standing	Professor	F	2				4
		M	4	163,357	153,857	29,020	7
	Assoc Prof	M	9	107,736	113,778	11,869	4
	Asst Prof	F	7	92,915	91,980	4,159	3
		M	8	92,940	90,900	5,189	3
	<hr/>						
Fixed Term (4)							
Fixed Term	Asst Prof	F	2				
		M	3				
	Instructor	F	3				
		M	3				
<hr/>							

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).
 3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty (1) at University Park
Fall 2006

College of the Liberal Arts

Appointment	Rank	Gender	Number	Salary Mean (2)	Salary Median	Standard Deviation	Mean Years in Rank (3)	
Standing	Professor	F	38	106,131	102,564	25,551	7	
		M	113	125,207	115,272	38,572	10	
	Assoc Prof	F	54	75,640	70,056	18,185	7	
		M	53	76,255	74,808	18,618	8	
	Asst Prof	F	35	62,807	61,020	9,011	2	
		M	37	66,415	63,288	13,309	2	
	<hr/>							
	Fixed Term (4)							
	Professor	M	1					
	Assoc Prof	M	2					
	Asst Prof	F	1					
		M	1					

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).
 3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty (1) at University Park
Fall 2006

Eberly College of Science

Appointment	Rank	Gender	Number	Salary Mean (2)	Salary Median	Standard Deviation	Mean Years in Rank (3)
Standing							
	Professor	F	14	119,447	101,016	44,136	10
		M	111	123,832	112,752	41,509	11
	Assoc Prof	F	5	77,260	77,544	9,805	4
		M	36	75,933	74,808	10,016	6
	Asst Prof	F	19	66,378	65,016	4,652	3
		M	38	67,283	66,420	4,023	2
Fixed Term (4)							
	Professor	M	1				
	Assoc Prof	F	2				
		M	2				
	Asst Prof	F	2				
		M	4	46,538	45,900	7,073	
	Instructor	F	10	37,835	40,608	5,674	
		M	7	34,192	34,164	5,307	

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).
 3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty (1) at University Park
Fall 2006

University Libraries

Appointment	Rank	Gender	Number	Salary Mean (2)	Salary Median	Standard Deviation	Mean Years in Rank (3)
Standing							
	Librarian	F	7	71,509	70,656	4,627	4
		M	7	75,000	69,507	11,718	6
	Assoc Lib	F	16	57,653	57,090	7,709	6
		M	7	55,092	54,705	7,491	4
	Asst Lib	F	6	45,967	42,346	8,138	3
		M	5	43,281	42,425	3,694	3
Fixed Term (4)							
	Asst Lib	F	5	34,116	33,217	6,648	

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).
 3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty (1) at University Park
Fall 2006

Other UP Academic Units (5)

Appointment	Rank	Gender	Number	Salary Mean (2)	Salary Median	Standard Deviation	Mean Years in Rank (3)
Standing							
	Asst Prof	M	1				6
	Instructor	M	3				20
	Lecturer	M	1				13
	Sr Scntst	F	1				15
		M	13	117,807	115,878	20,346	5
	Sr Res Asc	F	1				3
		M	24	100,362	98,543	17,423	7
	Res Assoc	F	6	57,875	57,816	10,592	3
		M	58	87,456	83,986	19,362	9
	Sr Res Ast	F	1				8
		M	4	71,276	64,481	14,149	14
	Res Asst	F	9	69,216	66,955	21,414	15
		M	30	62,780	64,206	14,284	9
Fixed Term (4)							
	Professor	M	1				
	Assoc Prof	F	1				
		M	1				
	Asst Prof	F	2				
		M	3				
	Instructor	F	14	42,447	44,781	10,018	
		M	14	49,175	47,392	15,163	
	Lecturer	F	1				
		M	3				
	Sr Scntst	M	6	94,986	88,056	25,721	
	Sr Res Asc	F	1				
		M	8	75,645	71,604	16,631	
	Res Assoc	F	5	47,155	42,396	7,194	
		M	31	50,845	48,222	18,167	
	Sr Res Ast	F	2				
		M	2				
	Res Asst	F	9	33,735	28,242	11,484	
		M	30	48,753	45,703	14,330	

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

5) Includes intercollegiate research programs, ARL, Continuing Education, Intercollegiate Athletics, etc.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty (1) at University Park
Fall 2006

UP Colleges Non-Professorial Ranks

<u>Appointment</u>	<u>Rank</u>	<u>Gender</u>	<u>Number</u>	<u>Salary</u> <u>Mean (2)</u>	<u>Salary</u> <u>Median</u>	<u>Standard</u> <u>Deviation</u>	<u>Mean</u> <u>Years</u> <u>in</u> <u>Rank (3)</u>
Standing	Sr Lect	M	7	68,834			3
	Lecturer	F	2				1
		M	6	56,256			4
	Sr Scntst	M	2				4
	Sr Res Asc	M	3				5
	Res Assoc	M	3				4
	Sr Res Ast	F	3				10
		M	5	56,964			8
	Res Asst	M	1				6
	Sr Instr	F	1				0
		M	2				1

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).
 3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

Table 13
The Pennsylvania State University
Salaries of Full-time Faculty (1) at University Park
Fall 2006

Fixed Term (4)

Sr Lect	F	35	48,962
	M	48	60,221
Lecturer	F	92	33,975
	M	91	35,018
Sr Scntst	F	2	
	M	6	63,097
Sr Res Asc	F	13	56,445
	M	36	73,076
Res Assoc	F	58	46,226
	M	110	44,009
Sr Res Ast	F	10	49,528
	M	8	52,128
Res Asst	F	46	41,252
	M	59	41,530
Asst	F	2	
	M	4	22,445
Sr Instr	F	5	43,541
	M	3	

1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries.

All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).
 3) Years In Rank shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

4) Fixed Term Appointments include Fixed Term I and Fixed Term Multi-Year.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2006

Standing Appointments

Abington College

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank
Division of Arts and Humanities					
Professor	6	93,717	92,997	11,209	11
Associate Professor	11	64,086	64,422	2,142	9
Assistant Professor	7	57,106	57,915	3,210	15
Instructor	1	-	-	-	16
Other ⁽³⁾	1	-	-	-	6
Division of Science and Engineering					
Professor	4	85,030	85,514	3,959	9
Associate Professor	9	70,302	71,505	7,596	9
Assistant Professor	6	59,733	57,132	8,426	27
Instructor	0	-	-	-	-
Other ⁽³⁾	0	-	-	-	-
Division of Social Sciences					
Professor	0	-	-	-	-
Associate Professor	8	77,001	75,767	12,130	8
Assistant Professor	7	57,660	54,702	13,492	6
Instructor	2	-	-	-	13
Other ⁽³⁾	4	63,230	62,901	2,885	2
Other⁽⁴⁾					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	4	48,597	46,189	8,100	5

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(4) This category includes individuals in units other than one of the organizational divisions, for example: the Chancellor's Office, Continuing Education, and the University Libraries.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2006

Standing Appointments

Altoona College

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank
Division of Arts and Humanities					
Professor	4	81,569	81,531	1,158	5
Associate Professor	13	65,742	63,882	4,668	6
Assistant Professor	16	51,452	50,342	2,710	4
Instructor	1	-	-	-	0
Other ⁽³⁾	0	-	-	-	-
Division of Business and Engineering					
Professor	0	-	-	-	-
Associate Professor	8	82,718	84,033	11,430	5
Assistant Professor	8	67,522	70,126	8,858	2
Instructor	2	-	-	-	24
Other ⁽³⁾	1	-	-	-	2
Division of Education, Human Development, & Social Sciences					
Professor	1	-	-	-	7
Associate Professor	4	69,089	67,185	10,525	5
Assistant Professor	15	51,620	50,931	3,516	5
Instructor	2	-	-	-	17
Other ⁽³⁾	0	-	-	-	-
Division of Mathematics and Natural Sciences					
Professor	6	85,598	85,428	7,369	6
Associate Professor	12	67,648	66,591	5,513	5
Assistant Professor	15	51,682	51,336	1,814	2
Instructor	0	-	-	-	-
Other ⁽³⁾	0	-	-	-	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2006

Standing Appointments

Altoona College (continued)

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank
Other⁽⁴⁾					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	1	-	-	-	6
Other ⁽³⁾	1	-	-	-	10

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(4) This category includes individuals in units other than one of the organizational divisions, for example: the Chancellor's Office, Continuing Education, and the University Libraries.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2006

Standing Appointments

Berks College

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank
Engineering, Business, and Computing					
Professor	0	-	-	-	-
Associate Professor	3	-	-	-	6
Assistant Professor	11	72,115	71,334	6,877	5
Instructor	0	-	-	-	-
Other ⁽³⁾	0	-	-	-	-
Humanities, Arts, and Social Sciences					
Professor	3	-	-	-	4
Associate Professor	14	63,350	61,749	5,717	4
Assistant Professor	13	54,129	51,561	5,650	4
Instructor	0	-	-	-	-
Other ⁽³⁾	0	-	-	-	-
Science					
Professor	4	80,196	75,366	10,942	5
Associate Professor	11	65,971	63,855	7,901	5
Assistant Professor	9	53,128	52,263	4,891	9
Instructor	2	-	-	-	29
Other ⁽³⁾	0	-	-	-	-
Other⁽⁴⁾					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	4	53,220	50,028	13,193	10

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(4) This category includes individuals in units other than one of the organizational divisions, for example: the Chancellor's Office, Continuing Education, and the University Libraries.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2006

Standing Appointments

Capital College

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank
School of Behavioral Sciences and Education					
Professor	2	-	-	-	14
Associate Professor	17	73,827	74,709	8,095	6
Assistant Professor	16	63,545	62,694	3,949	2
Instructor	0	-	-	-	-
Other ⁽³⁾	0	-	-	-	-
School of Business Administration					
Professor	5	111,299	109,899	6,403	11
Associate Professor	12	102,533	105,354	11,654	10
Assistant Professor	9	86,702	85,032	10,954	2
Instructor	0	-	-	-	-
Other ⁽³⁾	0	-	-	-	-
School of Humanities					
Professor	5	80,699	74,457	13,183	4
Associate Professor	5	67,502	63,270	7,419	11
Assistant Professor	10	59,847	57,164	8,760	3
Instructor	0	-	-	-	-
Other ⁽³⁾	0	-	-	-	-
School of Public Affairs					
Professor	5	111,641	110,907	11,321	13
Associate Professor	7	79,507	82,233	4,556	10
Assistant Professor	4	61,913	62,316	2,022	4
Instructor	0	-	-	-	-
Other ⁽³⁾	0	-	-	-	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2006

Standing Appointments

Capital College (continued)

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank
School of Science, Engineering, and Technology					
Professor	3	-	-	-	11
Associate Professor	15	84,433	83,988	7,861	13
Assistant Professor	11	72,608	72,162	7,743	5
Instructor	2	-	-	-	25
Other ⁽³⁾	1	-	-	-	1
Other⁽⁴⁾					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	4	56,042	54,185	14,429	3

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(4) This category includes individuals in units other than one of the organizational divisions, for example: the Chancellor's Office, Continuing Education, and the University Libraries.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2006

Standing Appointments

Erie, The Behrend College

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank
School of Business					
Professor	6	137,411	126,059	23,707	2
Associate Professor	7	112,425	113,337	10,267	6
Assistant Professor	10	101,954	104,814	11,229	3
Instructor	2	-	-	-	11
Other ⁽³⁾	0	-	-	-	-
School of Engineering					
Professor	3	-	-	-	3
Associate Professor	9	86,716	85,374	8,949	5
Assistant Professor	13	71,161	71,820	3,587	5
Instructor	2	-	-	-	21
Other ⁽³⁾	3	-	-	-	5
School of Humanities and Social Sciences					
Professor	9	88,690	85,104	9,050	14
Associate Professor	14	64,954	65,138	2,718	8
Assistant Professor	10	51,033	50,153	2,565	3
Instructor	1	-	-	-	1
Other ⁽³⁾	3	-	-	-	12
School of Science					
Professor	2	-	-	-	12
Associate Professor	14	69,023	69,755	4,200	4
Assistant Professor	13	54,964	55,314	1,701	3
Instructor	4	57,661	61,245	8,402	23
Other ⁽³⁾	2	-	-	-	8

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2006

Standing Appointments

Erie, The Behrend College (continued)

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank
Other⁽⁴⁾					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	3	-	-	-	5

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(4) This category includes individuals in units other than one of the organizational divisions, for example: the Chancellor's Office, Continuing Education, and the University Libraries.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2006

Standing Appointments

School of Graduate Professional Studies

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank
Education Division					
Professor	0	-	-	-	-
Associate Professor	3	-	-	-	3
Assistant Professor	2	-	-	-	3
Instructor	0	-	-	-	-
Other ⁽³⁾	0	-	-	-	-
Engineering Division					
Professor	3	-	-	-	2
Associate Professor	2	-	-	-	6
Assistant Professor	2	-	-	-	5
Instructor	0	-	-	-	-
Other ⁽³⁾	0	-	-	-	-
Management Division					
Professor	3	-	-	-	2
Associate Professor	6	103,688	103,811	8,550	5
Assistant Professor	7	96,828	95,013	11,697	3
Instructor	0	-	-	-	-
Other ⁽³⁾	0	-	-	-	-
Other⁽⁴⁾					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	2	-	-	-	6

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(4) This category includes individuals in units other than one of the organizational divisions, for example: the Chancellor's Office, Continuing Education, and the University Libraries.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2006

Standing Appointments

University College

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank
Arts and Humanities Division					
Professor	7	81,532	80,343	9,734	5
Associate Professor	29	66,718	65,403	6,397	8
Assistant Professor	21	55,333	53,568	4,282	9
Instructor	0	-	-	-	-
Other ⁽³⁾	2	-	-	-	5
Business and Economics					
Professor	3	-	-	-	3
Associate Professor	7	78,916	77,553	12,830	6
Assistant Professor	23	79,863	79,146	8,378	3
Instructor	3	-	-	-	18
Other ⁽³⁾	4	71,669	72,432	6,598	4
Engineering					
Professor	4	89,316	86,711	7,620	11
Associate Professor	20	74,192	72,657	8,174	8
Assistant Professor	6	65,552	65,664	5,603	11
Instructor	4	57,602	55,283	7,385	21
Other ⁽³⁾	6	68,577	67,338	4,743	4
English					
Professor	11	75,938	74,169	10,188	5
Associate Professor	24	63,968	62,550	4,481	9
Assistant Professor	17	56,031	54,648	3,807	9
Instructor	0	-	-	-	-
Other ⁽³⁾	5	61,659	62,559	4,792	5

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2006

Standing Appointments

University College (continued)

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank
Health and Human Development					
Professor	3	-	-	-	2
Associate Professor	11	63,754	62,811	3,493	5
Assistant Professor	15	56,717	56,025	3,362	10
Instructor	5	55,958	55,296	3,821	14
Other ⁽³⁾	5	62,243	61,677	9,245	3
Information Sciences and Technology					
Professor	0	-	-	-	-
Associate Professor	2	-	-	-	2
Assistant Professor	6	78,680	78,458	3,284	4
Instructor	0	-	-	-	-
Other ⁽³⁾	2	-	-	-	5
Mathematics					
Professor	8	83,255	82,868	6,683	7
Associate Professor	12	67,692	64,665	7,989	12
Assistant Professor	9	55,823	52,776	7,546	11
Instructor	1	-	-	-	35
Other ⁽³⁾	0	-	-	-	-
Science					
Professor	15	85,732	87,876	15,900	11
Associate Professor	18	65,849	64,593	5,679	10
Assistant Professor	33	56,912	56,556	4,913	11
Instructor	3	-	-	-	11
Other ⁽³⁾	1	-	-	-	1

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2006

Standing Appointments

University College (continued)

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank
Social Science and Education					
Professor	6	98,039	96,854	7,696	10
Associate Professor	13	66,003	65,871	5,939	5
Assistant Professor	14	55,245	54,504	3,641	6
Instructor	1	-	-	-	13
Other ⁽³⁾	0	-	-	-	-
Other⁽⁴⁾					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	17	51,824	49,590	11,559	9

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(4) This category includes individuals in units other than one of the organizational divisions, for example: the Chancellor's Office, Continuing Education, and the University Libraries.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2006

Fixed-Term Appointments ⁽⁵⁾

Abington College

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank ⁽⁶⁾
Division of Arts and Humanities					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	1	-	-	-	-
Other ⁽³⁾	13	37,485	36,888	4,071	-
Division of Science and Engineering					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	12	42,305	42,276	8,955	-
Division of Social Sciences					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	1	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	12	41,176	37,704	11,324	-
Other⁽⁴⁾					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	3	-	-	-	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(4) This category includes individuals in units other than one of the organizational divisions, for example: the Chancellor's Office, Continuing Education, and the University Libraries.

(5) "Fixed-Term" includes Fixed-Term I and Fixed-Term Multi-year appointments.

(6) "Years In Rank" data are shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2006

Fixed-Term Appointments ⁽⁵⁾

Altoona College

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank ⁽⁶⁾
Division of Arts and Humanities					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	2	-	-	-	-
Instructor	8	39,642	40,775	4,291	-
Other ⁽³⁾	0	-	-	-	-
Division of Business and Engineering					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	1	-	-	-	-
Instructor	9	50,459	51,480	4,024	-
Other ⁽³⁾	0	-	-	-	-
Division of Education, Human Development, & Social Sciences					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	2	-	-	-	-
Instructor	12	46,362	47,700	5,625	-
Other ⁽³⁾	0	-	-	-	-
Division of Mathematics and Natural Sciences					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	6	42,196	42,147	3,692	-
Instructor	6	39,156	38,417	6,783	-
Other ⁽³⁾	0	-	-	-	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(5) "Fixed-Term" includes Fixed-Term I and Fixed-Term Multi-year appointments.

(6) "Years In Rank" data are shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2006

Fixed-Term Appointments ⁽⁵⁾

Altoona College (continued)

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank ⁽⁶⁾
Other ⁽⁴⁾					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	3	-	-	-	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(4) This category includes individuals in units other than one of the organizational divisions, for example: the Chancellor's Office, Continuing Education, and the University Libraries.

(5) "Fixed-Term" includes Fixed-Term I and Fixed-Term Multi-year appointments.

(6) "Years In Rank" data are shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2006

Fixed-Term Appointments ⁽⁵⁾

Berks College

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank ⁽⁶⁾
Engineering, Business, and Computing					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	3	-	-	-	-
Instructor	5	44,221	43,915	5,038	-
Other ⁽³⁾	5	64,953	64,728	7,833	-
Humanities, Arts, and Social Sciences					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	2	-	-	-	-
Other ⁽³⁾	10	50,121	47,961	7,732	-
Science					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	2	-	-	-	-
Other ⁽³⁾	8	52,020	48,654	8,731	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(5) "Fixed-Term" includes Fixed-Term I and Fixed-Term Multi-year appointments.

(6) "Years In Rank" data are shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2006

Fixed-Term Appointments ⁽⁵⁾

Capital College

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank ⁽⁶⁾
School of Behavioral Sciences and Education					
Professor	0	-	-	-	-
Associate Professor	1	-	-	-	-
Assistant Professor	13	55,621	55,125	11,948	-
Instructor	7	42,886	45,000	5,303	-
Other ⁽³⁾	1	-	-	-	-
School of Business Administration					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	2	-	-	-	-
Instructor	7	56,397	57,600	4,257	-
Other ⁽³⁾	0	-	-	-	-
School of Humanities					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	1	-	-	-	-
Instructor	4	41,837	41,814	4,164	-
Other ⁽³⁾	0	-	-	-	-
School of Public Affairs					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	1	-	-	-	-
Other ⁽³⁾	0	-	-	-	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(5) "Fixed-Term" includes Fixed-Term I and Fixed-Term Multi-year appointments.

(6) "Years In Rank" data are shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2006

Fixed-Term Appointments ⁽⁵⁾

Capital College (continued)

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank ⁽⁶⁾
School of Science, Engineering, and Technology					
Professor	1	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	5	63,743	62,181	6,775	-
Instructor	4	56,774	55,841	5,606	-
Other ⁽³⁾	1	-	-	-	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(5) "Fixed-Term" includes Fixed-Term I and Fixed-Term Multi-year appointments.

(6) "Years In Rank" data are shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2006

Fixed-Term Appointments ⁽⁵⁾

Erie, The Behrend College

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank ⁽⁶⁾
School of Business					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	1	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	16	63,230	60,912	11,641	-
School of Engineering					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	9	61,575	61,614	5,265	-
School of Humanities and Social Sciences					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	1	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	28	46,163	46,391	5,347	-
School of Science					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	17	49,074	47,862	4,829	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(5) "Fixed-Term" includes Fixed-Term I and Fixed-Term Multi-year appointments.

(6) "Years In Rank" data are shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2006

Fixed-Term Appointments ⁽⁵⁾

Erie, The Behrend College (continued)

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank ⁽⁶⁾
Other ⁽⁴⁾					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	3	-	-	-	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(4) This category includes individuals in units other than one of the organizational divisions, for example: the Chancellor's Office, Continuing Education, and the University Libraries.

(5) "Fixed-Term" includes Fixed-Term I and Fixed-Term Multi-year appointments.

(6) "Years In Rank" data are shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2006

Fixed-Term Appointments ⁽⁵⁾

School of Graduate Professional Studies

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank ⁽⁶⁾
Education Division					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	1	-	-	-	-
Engineering Division					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	2	-	-	-	-
Management Division					
Professor	0	-	-	-	-
Associate Professor	1	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	0	-	-	-	-
Other ⁽³⁾	3	-	-	-	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(5) "Fixed-Term" includes Fixed-Term I and Fixed-Term Multi-year appointments.

(6) "Years In Rank" data are shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2006

Fixed-Term Appointments ⁽⁵⁾

University College

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank ⁽⁶⁾
Arts and Humanities Division					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	4	50,513	49,928	2,829	-
Instructor	15	40,853	39,924	5,319	-
Other ⁽³⁾	6	43,579	44,657	6,995	-
Business and Economics					
Professor	0	-	-	-	-
Associate Professor	1	-	-	-	-
Assistant Professor	2	-	-	-	-
Instructor	21	50,567	51,228	9,550	-
Other ⁽³⁾	3	-	-	-	-
Engineering					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	1	-	-	-	-
Instructor	15	50,521	52,506	11,545	-
Other ⁽³⁾	5	58,227	54,144	7,989	-
English					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	22	41,217	41,381	6,630	-
Other ⁽³⁾	5	44,590	46,422	7,936	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(5) "Fixed-Term" includes Fixed-Term I and Fixed-Term Multi-year appointments.

(6) "Years In Rank" data are shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2006

Fixed-Term Appointments ⁽⁵⁾

University College (continued)

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank ⁽⁶⁾
Health and Human Development					
Professor	0	-	-	-	-
Associate Professor	1	-	-	-	-
Assistant Professor	3	-	-	-	-
Instructor	40	48,126	48,839	6,770	-
Other ⁽³⁾	3	-	-	-	-
Information Sciences and Technology					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	2	-	-	-	-
Instructor	19	67,866	67,599	11,061	-
Other ⁽³⁾	2	-	-	-	-
Mathematics					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	18	40,547	40,057	4,411	-
Other ⁽³⁾	4	46,400	44,177	8,743	-
Science					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	18	44,361	42,072	7,785	-
Other ⁽³⁾	3	-	-	-	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(5) "Fixed-Term" includes Fixed-Term I and Fixed-Term Multi-year appointments.

(6) "Years In Rank" data are shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

Table 14
The Pennsylvania State University
Salaries of Full-time Faculty⁽¹⁾
Campus Faculty by Academic Division
Fall 2006

Fixed-Term Appointments ⁽⁵⁾

University College (continued)

	Number	Salary Mean ⁽²⁾	Salary Median	Standard Deviation	Mean Years In Rank ⁽⁶⁾
Social Science and Education					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	2	-	-	-	-
Instructor	21	44,816	43,227	6,992	-
Other ⁽³⁾	5	54,119	51,552	6,584	-
Other⁽⁴⁾					
Professor	0	-	-	-	-
Associate Professor	0	-	-	-	-
Assistant Professor	0	-	-	-	-
Instructor	3	-	-	-	-
Other ⁽³⁾	11	35,632	33,541	5,640	-

(1) Standing, Fixed Term I, and Fixed Term Multi-Year. Excludes Academic Administrators.

(2) Salary data for fewer than four (4) faculty are suppressed to protect the confidentiality of individual salaries. All salaries are nine-month equivalents. Twelve-month salaries are converted to 9-month equivalents using the AAUP conversion factor of 0.818 (9/11).

(3) Rank classifications follow the convention of the Penn State Fact Book where "Other" includes lecturers, research faculty and librarians.

(4) This category includes individuals in units other than one of the organizational divisions, for example: the Chancellor's Office, Continuing Education, and the University Libraries.

(5) "Fixed-Term" includes Fixed-Term I and Fixed-Term Multi-year appointments.

(6) "Years In Rank" data are shown for standing appointment faculty only. For fixed-term faculty, the data elements from which years in rank are determined are not assigned consistently across academic units.

Table 15A
Penn State College of Medicine
FACULTY SALARY INFORMATION
TOTAL SALARY (48 week appointment)
2005/2006

BASIC SCIENCE DEPARTMENTS ¹	N	Average Total Compensation	AAMC AVERAGE SALARY TABLES		
			75%	50%	25%
Professor					
Female	14	143,000	167,000	137,000	114,000
Male	33	143,000	167,000	137,000	114,000
Associate Professor					
Female	7	88,000	109,000	95,000	83,000
Male	27	89,000	109,000	95,000	83,000
Assistant Professor					
Female	16	66,000	86,000	76,000	64,000
Male	31	62,000	86,000	76,000	64,000
Senior Instructor					
Female	1	(2)	NO AAMC DATA		
Male	0				
Instructor					
Female	0		59,000	50,000	45,000
Male	1	(2)	59,000	50,000	45,000
Total Basic Science Faculty	130				

¹ Excludes Administrators, Physicians and current/former Department Chairs

² Data for any rank/gender combination with fewer than 6 faculty are not presented.

Source: Office of the Associate Vice President for Finance and Business, Controller, College of Medicine
January 2007

Table 15B
Penn State College of Medicine
CLINICAL SCIENCE DEPARTMENTS¹
AVERAGES BY RANK
2005/2006

PSU Faculty in Clinical Department	N	Average Total Compensation	AAMC AVERAGE SALARY TABLES		
			75%	50%	25%
Professor	19	152,000	178,000	143,000	117,000
Associate Professor	14	104,000	122,000	100,000	85,000
Assistant Professor	26	71,000	90,000	76,000	65,000
Senior Instructor	1	(2)	NO AAMC DATA		
Instructor	<u>13</u>	54,000	71,000	57,000	49,000
TOTAL PSU	73				
Clinical Faculty (HMC)					
Professor	112	251,000	304,000	227,000	181,000
Associate Professor	119	204,000	273,000	197,000	154,000
Assistant Professor	186	190,000	227,000	165,000	130,000
Instructor	<u>12</u>	145,000	189,000	131,000	95,000
TOTAL HMC	429				
Total Clinical Faculty	<u>502</u>				

¹ Excludes Chairs

² Data for any rank with fewer than 6 faculty are not presented.

Source: Office of the Associate Vice President for Finance and Business, Controller, College of Medicine
 January 2007