

Faculty Salaries

Division of Planning & Budget

The logo consists of a solid black square with the word "CORNELL" written in white, uppercase, serif font, centered within the square.

CORNELL

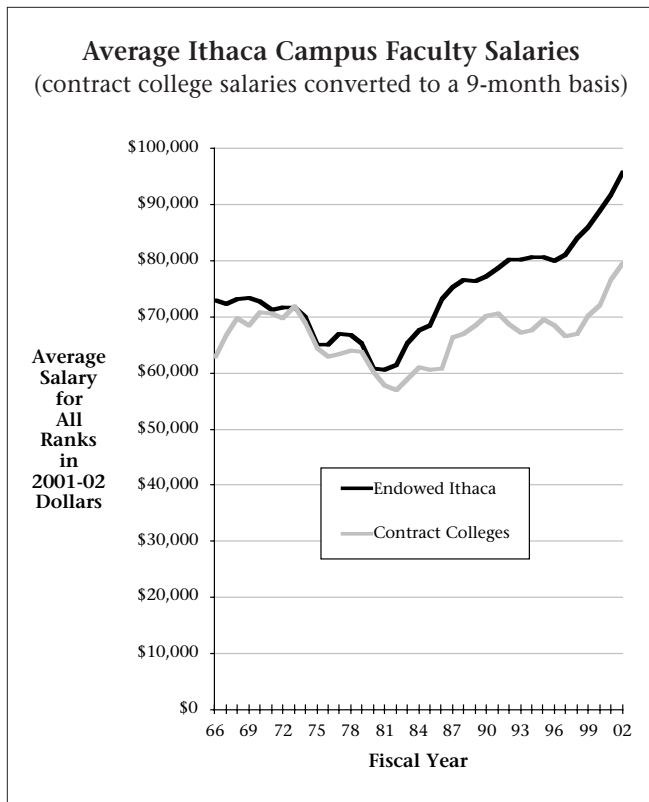
2002 Cornell University. All rights reserved.

FACULTY SALARIES

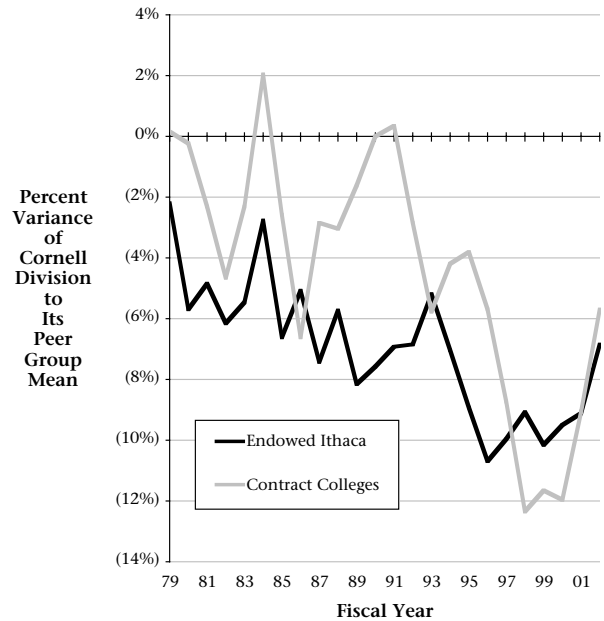
Change in Faculty Salaries

Ithaca Campus faculty salaries have seen periods of decline and growth from 1965-66 through 2001-02:

- Average endowed Ithaca faculty salaries have grown from \$13,357 to \$95,833. In inflation-adjusted terms, endowed Ithaca faculty salaries have increased 31 percent. (See graph below.)
- Average contract college nine-month faculty salaries have grown from \$11,511 to \$79,636. In inflation-adjusted terms, contract college faculty salaries have grown 27 percent. The widening gap between endowed Ithaca and contract college salaries can be attributed to relative levels of resources available for salary increases, changes in the mix of faculty by rank, and higher rates of senior faculty retirement in the contract colleges, among other factors. (*Eighty-three percent of contract college faculty are paid on a twelve-month basis. For comparison purposes these salaries have been converted to a nine-month basis.*)
- Average endowed Ithaca faculty salaries increased 7 percent from 2000-01 to 2001-02 while contract college salaries grew 6.5 percent.



Variance of Average Ithaca Campus Faculty Salaries to Peer Group Means
(contract college salaries converted to a 9-month basis)



Peer Reference Groups

The changing relative position of Cornell's faculty salaries within a large group of public and private research universities is shown in the table on page 5. In 1999, the Faculty Senate, the academic deans, and the administration agreed to define two groups of peer institutions against which to measure faculty salary progress. The groups were chosen based on quality rankings of graduate programs for endowed Ithaca colleges and peer competitor institutions for the contract colleges.

- *Endowed Ithaca:* Cal. Tech., Chicago, Columbia, U-Michigan, Penn., Princeton, Stanford, UCLA, UC-San Diego, and Yale.
- *Contract College:* Michigan State, Minnesota, U-N. Carolina, Ohio State, Penn. State, Penn., Texas A&M, UC-Berkeley, UC-Davis, and Wisconsin.

The graph above shows the change in Cornell's faculty salaries measured against the average of these reference groups, demonstrating the decline that has occurred over the past 20 years, while the tables on page 3 shows the details by institution since 1996-97. Endowed Ithaca and contract college average faculty

**AVERAGE NINE-MONTH FACULTY SALARIES
ENDOWED ITHACA PEER REFERENCE GROUP**

<u>Institution</u>	<u>96-97</u>	<u>97-98</u>	<u>98-99</u>	<u>99-00</u>	<u>00-01</u>	<u>01-02</u>	Change Since 00-01
1. Stanford Univrsity	\$88,924	\$92,599	\$97,793	\$100,841	\$106,547	\$111,077	4.3%
2. University of Pennsylvania	84,674	87,890	91,466	97,332	102,606	109,473	6.7%
3. Cal Tech	91,451	93,436	96,887	100,068	104,305	109,214	4.7%
4. Princeton University	85,494	88,000	92,166	96,103	102,889	108,248	5.2%
5. University of Chicago	84,777	88,125	93,512	98,607	103,098	106,711	3.5%
6. Yale University	83,387	85,425	89,682	94,201	98,598	104,058	5.5%
7. Columbia University	83,360	84,460	89,237	92,619	98,257	103,598	5.4%
8. Cornell (Endowed)	73,891	77,179	80,568	84,700	89,584	95,833	7.0%
9. UCLA	72,567	77,030	83,766	87,602	93,714	95,801	2.2%
10. University of Michigan	75,635	78,172	81,738	85,558	88,959	92,220	3.7%
11. UC San Diego	70,478	73,762	80,539	82,869	86,708	88,194	1.7%
Average Excluding Cornell	82,075	84,890	89,679	93,580	98,568	102,859	4.4%
Cornell as a % of Average	90.0%	90.9%	89.8%	90.5%	90.9%	93.2%	
Cornell Relative Rank	9th	10th	10th	9th	9th	8th	

**AVERAGE NINE-MONTH FACULTY SALARIES
CONTRACT COLLEGE PEER REFERENCE GROUP**

1. University of Pennsylvania	\$82,369	\$86,940	\$91,100	\$96,746	\$101,896	\$107,413	5.4%
2. UC Berkeley	71,427	76,409	85,969	89,013	93,509	94,157	0.7%
3. University of North Carolina	69,228	72,727	76,014	79,630	85,426	86,120	0.8%
4. University of Minnesota	62,892	68,583	73,261	75,991	79,384	81,839	3.1%
5. UC Davis	64,320	68,560	74,608	77,091	80,612	81,424	1.0%
6. Penn State University	66,195	68,790	71,830	74,586	78,264	80,892	3.4%
7. University of Wisconsin	61,588	64,471	68,080	73,881	78,902	79,997	1.4%
8. Cornell (Contract)	60,700	61,497	65,799	68,657	74,804	79,636	6.5%
9. Texas A&M University	58,724	62,496	65,464	68,755	73,419	78,568	7.0%
10. Ohio State University	66,664	68,434	71,395	74,342	77,780	77,584	-0.3%
11. Michigan State University	61,530	64,148	67,137	69,940	73,492	76,460	4.0%
Average Excluding Cornell	66,494	70,156	74,486	77,997	82,268	84,445	2.6%
Cornell as a % of Average	91.3%	87.7%	88.3%	88.0%	90.9%	94.3%	
Cornell Relative Rank	10th	11th	10th	11th	9th	8th	

Notes: • The average faculty salary for each institution was computed using the mean salary by academic rank (assistant, associate, full) and weighting those figures for the number of Cornell faculty for each rank. The endowed Ithaca table used the rank distribution of endowed Ithaca salaries for normalization; the contract college table used the rank distribution of contract college faculty. As a result, the University of Pennsylvania averages are different in the two tables. Twelve-month salaries were converted to a nine-month appointment basis; extra compensation and summer salaries were excluded.

Source: *Academe* (Bulletin of the American Association of University Professors)

FACULTY SALARIES

salaries are now 6.8 percent and 5.7 percent below their respective peer group means.

Cornell established a goal to raise each division's average faculty salary level to the mean of its peer group—within a five-year period for endowed Ithaca and a six-year period for the contract colleges—and began allocating resources in 2001-02 for this purpose.

Results for 2001-02

The initial results of this initiative are very promising:

- The goal for *continuing* faculty (faculty appointed in both 2000-01 and 2001-02) was to increase salaries by 8 percent. The actual overall increase was 8.1 percent (8.4 percent for endowed Ithaca faculty and 7.7 percent for contract college faculty).
- The increases reported in the American Association of University Professors (AAUP) survey were slightly lower—7 percent for endowed Ithaca and 6.5 percent for the contract colleges—because of a difference in the definition of the analysis population. The AAUP survey does not limit its survey to continuing faculty. Instead, it averages all full-time faculty salaries for individuals with appointments in a given year (excluding faculty on leave without pay and faculty administrators at the assistant dean level or above).

The AAUP survey is a “point-in-time snapshot” analysis, which is affected by changes in the number and rank of faculty between the snapshots. For example, in the 2001-02 AAUP survey for endowed Ithaca reflects the absence of 52 faculty members present in 2000-01 who were no longer included because they had retired, gone on leave without pay, been reduced to less than full time (including cases of phased retirement), or departed. The 2001-02 figures also included 63 new faculty, for a net increase of 11. Comparable figures for the contract colleges were 52 faculty absent from the analysis and 53 new additions, for a net change of one. Cornell's salary increase programs are, for the most part, only targeted at continuing faculty. Hence the rationale for setting the goal based on that population.

Planning for 2002-03

The provost and the college deans have agreed on college-specific faculty salary increase goals for 2002-03. In tandem, the provost, deans, and others have developed strategies to identify and develop the resources that will be needed to continue progress in this area. The college-specific plans are discipline-based, resulting in differential salary increases across colleges and programs. These individual plans should result in an aggregate increase of 7.8 percent for continuing faculty in 2002-03.

**AVERAGE NINE-MONTH FACULTY SALARIES
SELECTED RESEARCH INSTITUTIONS**

<u>Institution</u>	<u>81-82</u>	<u>Institution</u>	<u>91-92</u>	<u>Institution</u>	<u>01-02</u>
Cal Tech	\$38,546	Cal Tech	\$78,138	Harvard University	\$117,511
Stanford University	38,090	Harvard University	73,717	Stanford University	111,077
Harvard University	37,731	Stanford University	72,860	Univ. of Pennsylvania	109,473
MIT	36,137	MIT	71,278	Cal Tech	109,214
Univ. of Pennsylvania	36,038	Princeton University	70,193	Princeton University	108,248
Johns Hopkins Univ.	35,704	Chicago	69,458	Chicago	106,711
Rutgers University	35,627	Yale University	68,499	MIT	104,549
Yale University	35,325	Univ. of Pennsylvania	68,478	New York University	104,472
New York University	35,167	New York University	68,147	Yale University	104,058
Chicago	34,975	Rutgers University	67,673	Columbia University	103,598
UC-Berkeley	34,869	Columbia University	67,363	Northwestern Univ.	102,316
Texas A&M	34,783	Duke University	67,169	Duke University	99,747
Univ. of North Carolina	34,777	Northwestern Univ.	66,974	UC-Berkeley	96,564
Columbia University	34,757	Carnegie Mellon Univ.	66,374	Cornell (Endowed)	95,833
Univ. Southern Calif.	34,623	Univ. Southern Calif.	66,120	UCLA	95,801
Northwestern Univ.	34,438	Georgetown University	65,704	Carnegie Mellon Univ.	94,260
UCLA	34,332	UC-Berkeley	65,239	Dartmouth College	93,021
University of Virginia	34,055	UCLA	63,633	Univ. Southern Calif.	92,378
Princeton University	33,828	Cornell (Endowed)	63,624	Georgetown University	92,239
Georgetown University	33,782	University of Michigan	63,038	University of Michigan	92,220
UC-San Diego	33,419	Johns Hopkins Univ.	62,976	University of Maryland	91,372
University of Michigan	33,333	UC-San Diego	61,282	University of Virginia	89,352
Cornell (Endowed)	33,092	Dartmouth College	61,241	Rutgers University	88,866
Carnegie Mellon Univ.	33,008	Brown University	59,094	Johns Hopkins Univ.	88,685
Ohio State University	32,965	University of Virginia	58,794	UC-San Diego	88,194
UC-Davis	32,661	Ohio State University	58,412	Univ. of North Carolina	87,846
University of Texas	32,506	UC-Davis	58,308	University of Illinois	85,906
University of Illinois	32,399	University of Maryland	58,153	Brown University	85,604
Duke University	32,165	Penn. State University	57,449	Univ. of Minnesota	83,409
Penn. State University	32,031	University of Texas	56,911	University of Texas	83,174
Purdue University	31,976	Purdue University	56,152	UC-Davis	83,149
Univ. of Washington	31,650	University of Illinois	55,801	Penn. State University	82,654
Brown University	31,533	Cornell (Contract)	55,619	Univ. of Wisconsin	81,239
Dartmouth College	31,276	Univ. of North Carolina	55,412	Cornell (Contract)	80,821
Cornell (Contract)	31,161	Univ. of Washington	54,695	Texas A&M	80,075
Michigan State Univ.	30,996	Univ. of Minnesota	54,286	Ohio State University	79,282
University of Maryland	29,982	Michigan State Univ.	54,045	Univ. of Washington	78,268
Univ. of Wisconsin	29,954	Univ. of Wisconsin	53,248	Michigan State Univ.	77,639
Univ. of Minnesota	28,382	Texas A&M	52,592	Purdue University	77,354

Notes: • The average faculty salary for each institution (including contract college faculty at Cornell) was computed using the mean salary by academic rank (assistant, associate, full) and weighting those figures for the number of endowed Ithaca faculty for each rank. Twelve-month salaries were converted to a nine-month appointment basis; extra compensation and summer salaries were excluded.

Source: *Academe* (Bulletin of the American Association of University Professors)