



April 11, 2017

MEMORANDUM

TO: Chancellor Rebecca Blank
Provost Sarah C. Mangelsdorf
Vice Chancellor Laurent Heller
Vice Chancellor Marsha Mailick
Vice Chancellor Charles Hoslet

FROM: Allison La Tarte, Academic Planning and Institutional Research

SUBJECT: Faculty Salary Peer Comparison for 2016-17

In 2016-17, UW-Madison average salaries remained ranked 12th among our official salary peers for full professors, remained in 6th place for associate professors, and dropped from 10th to 11th for assistant professors. Compared to all AAU public institutions, UW-Madison full professor average salaries rank 29th out of 34 institutions.

The comparisons come from the Association of American University Professors (AAUP) Faculty Salary Survey for 2016-17. Salaries reported to AAUP are affected by several factors, including: faculty turnover and promotions, individual salary adjustments for promotion, competitive market, or equity; and institutions' announced annual increases. Inside Higher Ed has implemented a useful online interface to the 2016-17 faculty salary data, available at <https://www.insidehighered.com/aaup-compensation-survey>.

The increase to faculty salary payroll needed to place UW-Madison faculty at the peer group median stands at 9.3 percent, which would be approximately \$23.9 M based on current average salaries and number of faculty at each rank. While the average salary for UW-Madison associate professors has remained similar to the median average salaries of official salary peers, the average salaries for assistant and full professors continue to lag behind.

The comparisons in this memorandum do not include any adjustments for geographical differences in the cost of living, and may differ somewhat from the information presented by UW System, which do include such adjustments.

Please contact Allison La Tarte (allison.latarte@wisc.edu or 890-4701) or Jocelyn Milner (jocelyn.milner@wisc.edu or 263-5658) with any questions about these peer comparisons.

c: Jocelyn Milner, Vice Provost of Academic Affairs
Michael Bernard-Donals, Vice Provost for Faculty and Staff
Wayne Guthrie, Associate Vice Chancellor, Office of Human Resources
Steven Smith, Secretary of the Faculty
John Lucas, Executive Director, University Communications
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Catharine DeRubeis, HR Specialist Advanced, Office of Human Resources

2016-17 Average Faculty Salaries by Professorial Rank
UW-Madison's Official Faculty Salary Peer Group

University	Full Professor		Associate Professor		Assistant Professor		Percent Change from 2015-16		
	Average Salary	Rank	Average Salary	Rank	Average Salary	Rank	Full Prof	Assoc Prof	Assist Prof
University of California-Los Angeles	195,024	1	128,971	1	101,421	2	3.8%	5.2%	3.6%
University of California-Berkeley	185,063	2	123,647	2	109,831	1	3.5%	6.7%	0.3%
University of Michigan-Ann Arbor	168,183	3	111,409	3	93,085	6	2.1%	2.0%	1.0%
University of Texas-Austin	160,424	4	103,582	5	98,837	4	3.6%	3.1%	5.3%
Michigan State University	150,080	5	99,601	8	79,687	12	3.2%	2.5%	4.0%
Ohio State University	149,502	6	99,800	7	87,343	10	2.8%	1.9%	1.6%
University of Illinois-Urbana	147,679	7	99,514	9	92,198	7	-0.2%	0.0%	1.0%
University of Minnesota-Twin Cities	141,983	8	99,349	10	87,548	9	2.9%	3.7%	2.0%
Indiana University-Bloomington	140,046	9	95,722	12	96,278	5	0.9%	1.8%	4.9%
Purdue University	138,677	10	97,958	11	88,095	8	2.9%	2.7%	3.8%
University of Washington-Seattle	138,049	11	103,862	4	99,043	3	3.2%	-0.9%	1.0%
University of Wisconsin-Madison	132,705	12	100,970	6	87,195	11	2.5%	1.2%	2.0%
Peer Group Median (w/o UW-Madison)	149,502		99,800		93,085				
Percent Increase Needed to Reach Median	12.7%		-1.2%		6.8%				

Notes: Based on the annual AAUP Faculty Salary Survey. Faculty on 12-month appointments are included, but their salaries have been converted to 9-month rates. Medical schools are excluded. UW-Madison's peer group for purposes of salary comparisons was established by The Governor's Commission on Faculty Compensation in 1984. The peer universities include the University of California-Berkeley, University of California-Los Angeles, University of Michigan, Ohio State University, University of Texas-Austin, University of Illinois, Purdue University, Indiana University, University of Minnesota, Michigan State University, and the University of Washington-Seattle. Salaries reported to AAUP are affected by several factors, including faculty turnover and promotions, salary adjustments for promotions, competitive market adjustments, and equity adjustments, in addition to any announced annual increases

Average Faculty Salary Rank among Official Salary Peers by Faculty Rank

Full Professor

FY 08	FY 09	FY 10	FY 11	FY 12	FY 13	FY 14	FY 15	FY 16	FY 17
UCLA	UCLA	UCLA	UCLA	UCLA	UCLA	UCLA	UCLA	UCLA	UCLA
Berk	Berk	Berk	Berk	Berk	Berk	Berk	Berk	Berk	Berk
MI	MI	MI	MI	MI	MI	MI	MI	MI	MI
TX	TX	TX	TX	TX	TX	TX	IL	TX	IL
IL	IL	IL	IL	IL	IL	IL	TX	IL	TX
OSU	MN	OSU	OSU	OSU	OSU	OSU	OSU	OSU	OSU
MN	OSU	MSU	MSU	MSU	MN	MN	MSU	MSU	MSU
WA	MSU	MN	MN	IU	IU	MSU	MN	IU	MN
MSU	WA	WA	Purdue	MN	MSU	IU	IU	MN	IU
IU	IU	IU	IU	Purdue	Purdue	Purdue	WA	Purdue	WA
Purdue	Purdue	Purdue	WA	WA	WA	WA	Purdue	WA	Purdue
WI	WI	WI	WI	WI	WI	WI	WI	WI	WI

Associate

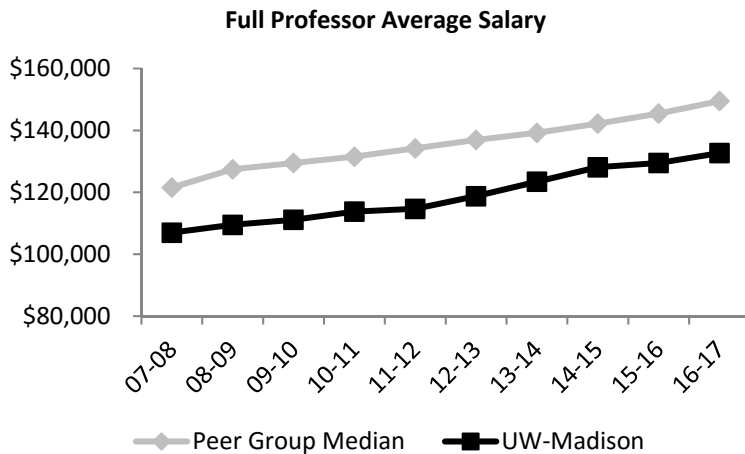
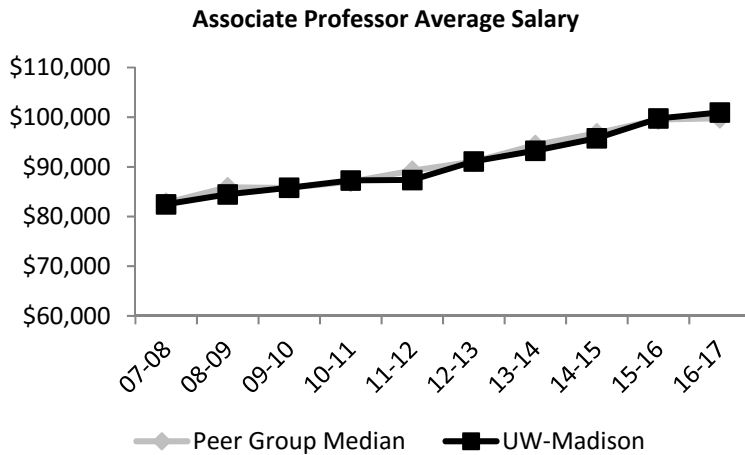
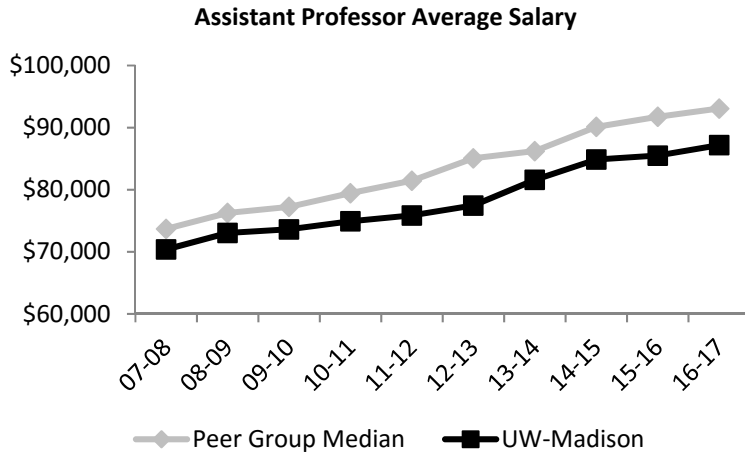
FY 08	FY 09	FY 10	FY 11	FY 12	FY 13	FY 14	FY 15	FY 16	FY 17
Berk	Berk	Berk	Berk	UCLA	UCLA	UCLA	UCLA	UCLA	UCLA
UCLA	MI	MI	UCLA	Berk	Berk	Berk	Berk	Berk	Berk
MI	UCLA	UCLA	MI	MI	MI	MI	MI	MI	MI
MN	WA	WA	TX	TX	TX	IL	IL	WA	WA
WA	MN	MSU	OSU	OSU	OSU	TX	WA	TX	TX
MSU	MSU	WI	WI	MSU	WI	OSU	TX	WI	WI
WI	TX	OSU	MSU	WA	IL	WI	OSU	IL	OSU
IL	WI	MN	WA	WI	MSU	MSU	WI	OSU	MSU
TX	OSU	TX	MN	Purdue	Purdue	MN	MSU	MSU	IL
OSU	IL	IL	Purdue	IU	WA	Purdue	MN	MN	MN
IU	IU	IU	IL	IL	IU	IU	Purdue	Purdue	Purdue
Purdue	Purdue	Purdue	IU	MN	MN	WA	IU	IU	IU

Assistant

FY 08	FY 09	FY 10	FY 11	FY 12	FY 13	FY 14	FY 15	FY 16	FY 17
MI	TX	Berk	Berk	Berk	Berk	Berk	Berk	Berk	Berk
Berk	MI	MI	MI	UCLA	MI	UCLA	UCLA	WA	UCLA
TX	Berk	TX	UCLA	MI	UCLA	IL	WA	UCLA	WA
UCLA	UCLA	UCLA	TX	TX	IL	MI	IL	TX	TX
WA	WA	OSU	IL	IL	TX	TX	MI	MI	IU
IL	IL	WA	OSU	OSU	OSU	OSU	TX	IU	MI
MN	OSU	IL	MN	WA	WA	WA	IU	IL	IL
OSU	MN	MN	WA	MN	MN	IU	OSU	OSU	Purdue
WI	WI	WI	Purdue	Purdue	IU	MN	WI	MN	MN
Purdue	Purdue	Purdue	WI	IU	Purdue	WI	MN	WI	OSU
IU	IU	IU	IU	WI	WI	Purdue	Purdue	Purdue	WI
MSU	MSU	MSU	MSU	MSU	MSU	MSU	MSU	MSU	MSU

Notes: Based on the annual AAUP Faculty Salary Survey. Faculty on 12-month appointments are included, but their salaries have been converted to 9-month rates. Medical schools are excluded. UW-Madison's peer group for purposes of salary comparisons was established by The Governor's Commission on Faculty Compensation in 1984. The peer universities include the University of California-Berkeley, University of California-Los Angeles, University of Michigan, Ohio State University, University of Texas-Austin, University of Illinois, Purdue University, Indiana University, University of Minnesota, Michigan State University, and the University of Washington-Seattle. The average salaries reported to AAUP are affected by several factors, including faculty turnover and promotions, salary adjustments for promotions, competitive market adjustments, and equity adjustments, in addition to the announced annual increases.

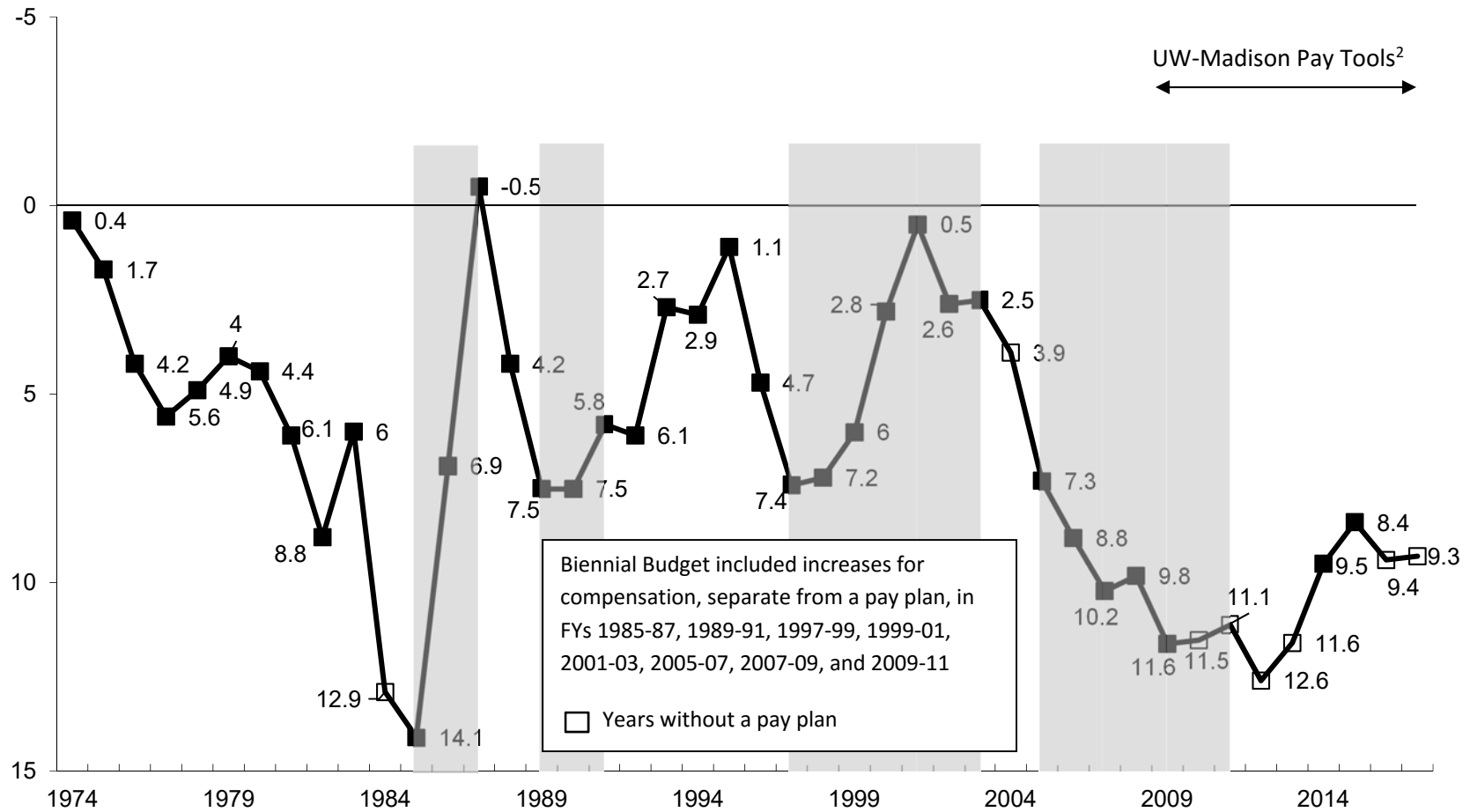
Trend in Average Faculty Salary by Rank
 UW-Madison's Official Faculty Salary Peer Group¹



Notes: Based on the annual AAUP Faculty Salary Survey. Faculty on 12-month appointments are included, but their salaries have been converted to 9-month rates. Medical schools are excluded. UW-Madison's peer group for purposes of salary comparisons was established by The Governor's Commission on Faculty Compensation in 1984. The peer universities include the University of California-Berkeley, University of California-Los Angeles, University of Michigan, Ohio State University, University of Texas-Austin, University of Illinois, Purdue University, Indiana University, University of Minnesota, Michigan State University, and the University of Washington-Seattle. The average salaries reported to the AAUP are affected by several factors, including faculty turnover and promotions, salary adjustments for promotions, competitive market adjustments, and equity adjustments, in addition to the announced annual increases.

¹Peer Group Median excludes UW-Madison.

UW-Madison Faculty Salary Deficit Percent Payroll Increase Needed to Bring Faculty Salaries to Peer Group Medians¹



Notes: Based on the annual AAUP Faculty Salary Survey. Accounts for the number of faculty at each rank for UW-Madison. Faculty on 12-month appointments are included, but their salaries have been converted to 9-month rates. Medical schools are excluded. UW-Madison's peer group for purposes of salary comparisons was established by The Governor's Commission on Faculty Compensation in 1984. The peer universities include the University of California-Berkeley, University of California-Los Angeles, University of Michigan, Ohio State University, University of Texas-Austin, University of Illinois, Purdue University, Indiana University, University of Minnesota, Michigan State University, and the University of Washington-Seattle. The average salaries reported to AAUP are affected by several factors, including faculty turnover and promotions, salary adjustments for promotions, competitive market adjustments, and equity adjustments, in addition to the announced annual increases

¹Peer Group Median excludes UW-Madison

²For more information on UW-Madison Pay Tools, view the report at <https://apir.wisc.edu/facultystaff/FacultyPortfolioToolsAnalysisFinal.pdf>