



April 12, 2019

MEMORANDUM

TO: Chancellor Rebecca Blank  
Provost Sarah C. Mangelsdorf  
Vice Chancellor Laurent Heller  
Vice Chancellor Charles Hoslet  
Interim Vice Chancellor Norman Drinkwater

FROM: Allison La Tarte, Academic Planning and Institutional Research

SUBJECT: Faculty Salary Peer Comparison for 2018-19

In 2018-19, UW-Madison average salaries are now ranked 11<sup>th</sup> among our official salary peers for full professors after historically being ranked 12<sup>th</sup>. Associate professor average salaries remained ranked 7<sup>th</sup> and assistant professors rose from 9<sup>th</sup> to 8<sup>th</sup>. Compared to all AAU public institutions, UW-Madison full professor average salaries rank 27<sup>h</sup> out of 34 institutions.

The comparisons come from the Association of American University Professors (AAUP) Faculty Salary Survey for 2018-19. 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 2018-19 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 7.2 percent, which would be approximately \$19.6 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. However, for the first time since 2002-03, average full professor salaries do not rank last among official salary peers.

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](mailto:allison.latarte@wisc.edu) or 890-4701) or Jocelyn Milner ([jocelyn.milner@wisc.edu](mailto: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  
Mark Walters, Interim Director, Office of Human Resources  
Steven Smith, Secretary of the Faculty  
John Lucas, Executive Director, University Communications  
Eden Inoway-Ronnie, Chief of Staff, Provost's Office  
Matt Mayrl, Chief of Staff, Chancellor's Office  
Scott Hildebrand, Special Assistant, Office of the Vice Chancellor for Finance and Administration  
David Murphy, Associate Vice Chancellor, Office of the Vice Chancellor for Finance and Administration  
Jennifer Klippel, Director, Madison Budget Office  
Rick Amasino, Chair of the University Committee

**2018-19 Average Faculty Salaries by Professorial Rank**  
**UW-Madison's Official Faculty Salary Peer Group**

University	Full Professor		Associate Professor		Assistant Professor		Percent Change from 2017-18		
	Average Salary	Rank	Average Salary	Rank	Average Salary	Rank	Full Prof	Assoc Prof	Assist Prof
University of California-Los Angeles	\$214,049	1	\$142,023	1	\$108,601	2	4.7%	6.2%	2.4%
University of California-Berkeley	\$201,745	2	\$137,664	2	\$115,357	1	5.5%	4.7%	3.9%
The University of Texas at Austin	\$175,709	3	\$115,119	4	\$103,634	4	6.1%	7.0%	2.1%
The University of Michigan-Ann Arbor	\$174,968	4	\$115,815	3	\$98,533	6	2.8%	2.3%	3.0%
Michigan State University	\$157,363	5	\$103,108	10	\$83,088	12	1.8%	1.2%	0.6%
University of Illinois at Urbana-Champaign	\$156,070	6	\$106,605	6	\$97,854	7	3.7%	2.3%	2.4%
The Ohio State University	\$152,204	7	\$103,510	9	\$92,308	9	1.5%	2.2%	3.2%
University of Washington-Seattle	\$151,427	8	\$114,565	5	\$102,550	5	4.5%	4.1%	0.6%
Purdue University	\$146,082	9	\$104,258	8	\$91,914	10	2.6%	3.0%	2.5%
University of Minnesota-Twin Cities	\$145,711	10	\$102,935	11	\$90,941	11	1.6%	2.4%	2.2%
<b>University of Wisconsin-Madison</b>	<b>\$142,571</b>	<b>11</b>	<b>\$106,281</b>	<b>7</b>	<b>\$92,907</b>	<b>8</b>	4.6%	4.1%	3.8%
Indiana University-Bloomington	\$142,117	12	\$98,264	12	\$104,587	3	0.0%	1.0%	4.6%
Peer Group Median (w/o UW-Madison)	\$156,070		\$106,605		\$98,533				
Percent Increase Needed to Reach Median	9.5%		0.3%		6.1%				

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 10	FY 11	FY 12	FY 13	FY 14	FY 15	FY 16	FY 17	FY 18	FY 19
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	TX
TX	TX	TX	TX	TX	IL	TX	IL	TX	MI
IL	IL	IL	IL	IL	TX	IL	TX	MSU	MSU
OSU	OSU	OSU	OSU	OSU	OSU	OSU	OSU	IL	IL
MSU	MSU	MSU	MN	MN	MSU	MSU	MSU	OSU	OSU
MN	MN	IU	IU	MSU	MN	IU	MN	WA	WA
WA	Purdue	MN	MSU	IU	IU	MN	IU	MN	Purdue
IU	IU	Purdue	Purdue	Purdue	WA	Purdue	WA	Purdue	MN
Purdue	WA	WA	WA	WA	Purdue	WA	Purdue	IU	WI
WI	WI	WI	WI	WI	WI	WI	WI	WI	IU

### Associate Professor

FY 10	FY 11	FY 12	FY 13	FY 14	FY 15	FY 16	FY 17	FY 18	FY 19
Berk	Berk	UCLA	UCLA	UCLA	UCLA	UCLA	UCLA	UCLA	UCLA
MI	UCLA	Berk	Berk	Berk	Berk	Berk	Berk	Berk	Berk
UCLA	MI	MI	MI	MI	MI	MI	MI	MI	MI
WA	TX	TX	TX	IL	IL	WA	WA	WA	TX
MSU	OSU	OSU	OSU	TX	WA	TX	TX	TX	WA
WI	WI	MSU	WI	OSU	TX	WI	WI	IL	IL
OSU	MSU	WA	IL	WI	OSU	IL	OSU	WI	WI
MN	WA	WI	MSU	MSU	WI	OSU	MSU	MSU	Purdue
TX	MN	Purdue	Purdue	MN	MSU	MSU	IL	OSU	OSU
IL	Purdue	IU	WA	Purdue	MN	MN	MN	Purdue	MSU
IU	IL	IL	IU	IU	Purdue	Purdue	Purdue	MN	MN
Purdue	IU	MN	MN	WA	IU	IU	IU	IU	IU

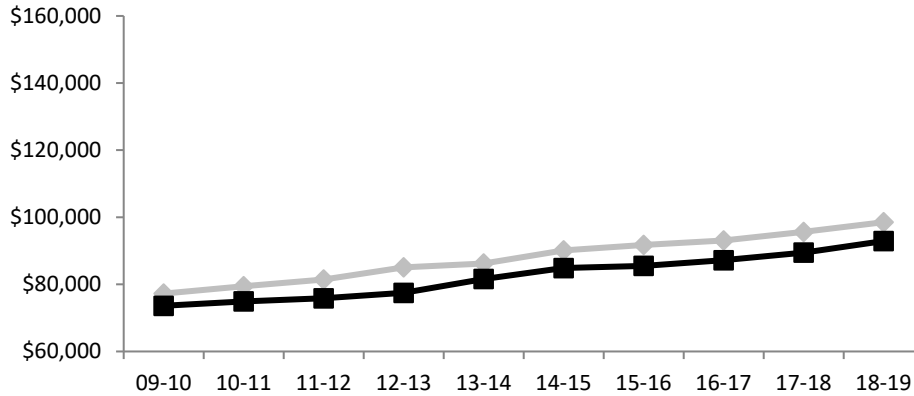
### Assistant Professor

FY 10	FY 11	FY 12	FY 13	FY 14	FY 15	FY 16	FY 17	FY 18	FY 19
Berk	Berk	Berk	Berk	Berk	Berk	Berk	Berk	Berk	Berk
MI	MI	UCLA	MI	UCLA	UCLA	WA	UCLA	UCLA	UCLA
TX	UCLA	MI	UCLA	IL	WA	UCLA	WA	WA	IU
UCLA	TX	TX	IL	MI	IL	TX	TX	TX	TX
OSU	IL	IL	TX	TX	MI	MI	IU	IU	WA
WA	OSU	OSU	OSU	OSU	TX	IU	MI	MI	MI
IL	MN	WA	WA	WA	IU	IL	IL	IL	IL
MN	WA	MN	MN	IU	OSU	OSU	Purdue	Purdue	WI
WI	Purdue	Purdue	IU	MN	WI	MN	MN	WI	OSU
Purdue	WI	IU	Purdue	WI	MN	WI	OSU	OSU	Purdue
IU	IU	WI	WI	Purdue	Purdue	Purdue	WI	MN	MN
MSU	MSU	MSU	MSU	MSU	MSU	MSU	MSU	MSU	MSU

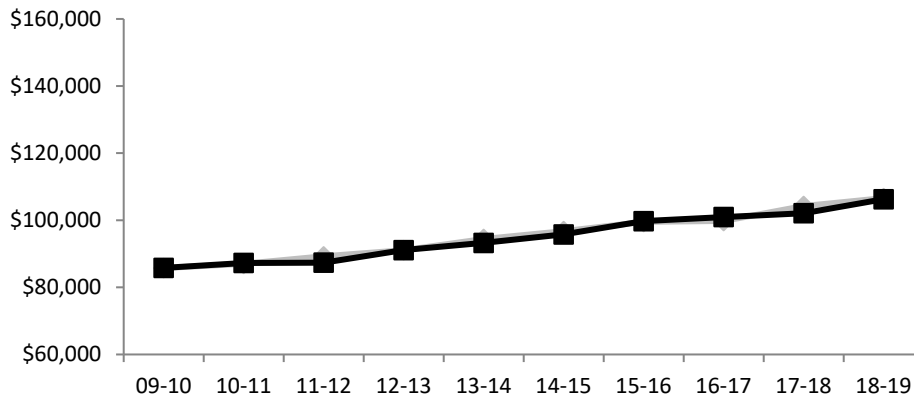
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**Trend in Average Faculty Salary by Rank**  
 UW-Madison's Official Faculty Salary Peer Group<sup>1</sup>

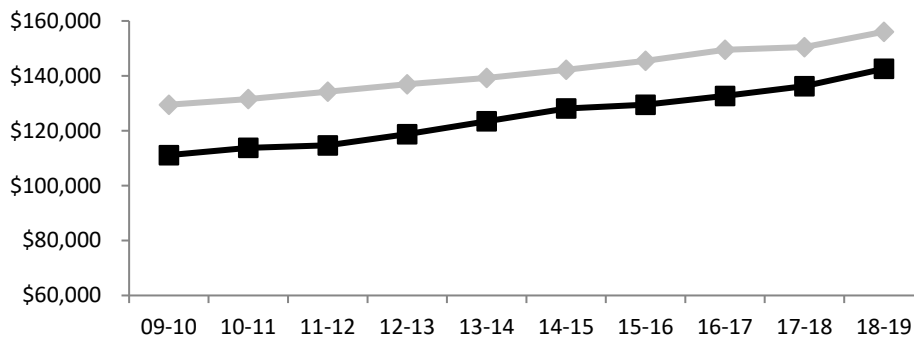
**Assistant Professor Average Salary**



**Associate Professor Average Salary**



**Full Professor Average Salary**

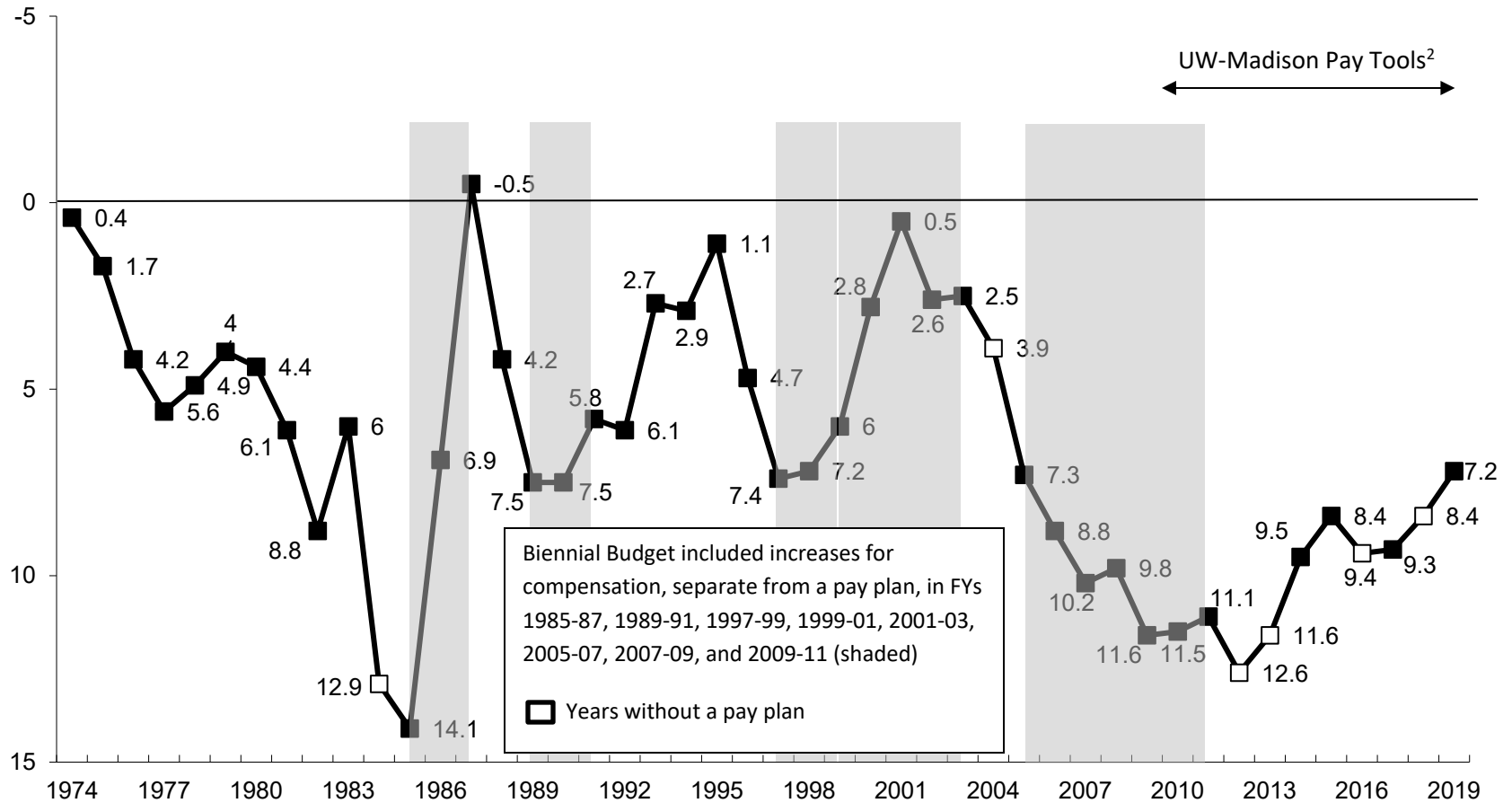


—◆— Peer Group Median    —■— UW-Madison

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.

<sup>1</sup>Peer Group Median excludes UW-Madison.

### UW-Madison Faculty Salary Deficit Percent Payroll Increase Needed to Bring Faculty Salaries to Peer Group Medians<sup>1</sup>



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

<sup>1</sup>Peer Group Median excludes UW-Madison

<sup>2</sup>For more information on UW-Madison Pay Tools, view the report at <https://apir.wisc.edu/faculty-staff/faculty-compensation/>