

C O R N E L L
U N I V E R S I T Y

**Update on Faculty Salary
Benchmarks and Planning**

April, 2002

Institutional Goal

- To reach the average of the peer groups (selected by the Financial Policies Committee of the Faculty Senate) by the end of a five-year period for the endowed colleges and by the end of a six-year period for the statutory colleges.
- 2001-02 is the first year of the multi-year plan.

Cornell Results for 2001-02

- For continuing faculty, the university increase was 8.1% compared to our overall goal of 8.0%.
- Endowed continuing faculty salaries increased 8.4% on average and statutory continuing faculty salaries grew 7.7% on average.
- For all faculty included in the external survey, the average salaries grew 7.0% in endowed and 6.5% in the statutory colleges.
 - *(The survey excludes less than full time faculty, faculty on leave without pay, and faculty administrators at assistant dean level or above.)*

Endowed Ithaca Faculty Salaries

	<u>1996-97</u>	<u>1997-98</u>	<u>1998-99</u>	<u>1999-00</u>	<u>2000-01</u>	<u>2001-02</u>	One Year Change
1. Stanford University	\$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%
<i>Cornell as a Percent of Average</i>	90.0%	90.9%	89.8%	90.5%	90.9%	93.2%	
<i>Cornell Endowed Relative Rank</i>	<i>9th</i>	<i>10th</i>	<i>10th</i>	<i>9th</i>	<i>9th</i>	<i>8th</i>	

As reported to AAUP adjusted for the relative mix of Cornell endowed academic ranks

Statutory Faculty Salaries

	<u>1996-97</u>	<u>1997-98</u>	<u>1998-99</u>	<u>1999-00</u>	<u>2000-01</u>	<u>2001-02</u>	One Year Change
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 (Statutory)	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%
<i>Cornell as a Percent of Average</i>	<i>91.3%</i>	<i>87.7%</i>	<i>88.3%</i>	<i>88.0%</i>	<i>90.9%</i>	<i>94.3%</i>	
<i>Cornell Statutory Relative Rank</i>	<i>10th</i>	<i>11th</i>	<i>10th</i>	<i>11th</i>	<i>9th</i>	<i>8th</i>	

As reported to AAUP and adjusted for Cornell statutory rank distribution.

Faculty Salary Planning 2002-03

- College Deans and the Provost have agreed on college specific goals for continuing faculty. This results in an aggregate university goal in 2002-03 of a 7.8% average increase for continuing faculty.
- This was based on college-specific, discipline-based market data using at least the selected peer groups.
- Individuals' increases will be based on college specific measures of merit.