

2003 Faculty Salary and Compensation Analysis

BP&D Committee
2002-2003 Academic Year

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Executive Summary

This document is the second annual analysis of the state of faculty salaries and compensation at Drexel University produced by the Faculty Senate Budget, Planning and Development Committee (BP&D Committee). Data contained in the report investigates average faculty salaries, average total annual compensation and annual salary raises by rank over the period of the last five years in comparison to those of our benchmark institutions. It also surveys the effect of the local cost-of-living on the average faculty salary benchmarks.

The data presented here shows that:

- Average salaries for both full and associate professors at Drexel are in the bottom quarter of those of our benchmark group. The average Drexel faculty salaries are only positioned in the middle of those of our benchmark institutions at the rank of assistant professor and instructor.
- The average faculty salary for full and associate professors actually fell from AY 2001 to AY 2002.
- The percentage increase in salary for continuing faculty members at Drexel for the years 1997-2001 is generally at or near the average or median when compared with either the national norms or those of our benchmark institutions.
- In AY 2002 raises for *continuing faculty members* at the associate and assistant professor ranks are the smallest of all of our benchmark institution; at the full professor level the raise is smaller than all but two of our benchmarks.
- Average Drexel faculty salaries still do not compare favorably to those of our benchmark institutions when the local cost-of-living is taken into account.

While in its second year, the BP&D Committee still feels that this analysis is still preliminary in that it addresses the issue of *average* faculty salaries and *average* continuing faculty salary increments over the last five years. No attempt was made to evaluate salary gender equity or equity between or within the different colleges of the university. Analysis of that information, which continues to be unavailable to the committee at this time, requires closer cooperation and information sharing between the faculty and the Administration. Further, as discussed in the 2002 Faculty Salary and Compensation Report, more detailed information is required to explore the important and apparently problematic issue of merit pay and market rate adjustments. The BP&D committee urges the Administration to answer a call to discuss the continuing concern of faculty salary equity on campus.

Introduction

This is the second annual report produced by the Faculty Senate Budget, Planning & Development Committee investigating the state of faculty salaries and compensation at Drexel University. The information contained here is extracted from the American Association of University Professors (AAUP) Annual Faculty Salary Survey, published in the March-April issue of the society journal *Academe*.

To be useful, the information concerning faculty salaries and compensation provided in this report must be put in perspective. This is done through the process of “benchmarking”, a comparison of our own institutional information to that from a defined set of other institutions. The benchmark information is provided for the list of: a) “role model”; b) “peer”; and c) “other co-operative education” institutions, as defined by President Papadakis. While this list of benchmarking institutions is likely appropriate for comparison of the institution as a whole, it should be stated that individual colleges or departments will likely and should have different sets of institutions to which they compare themselves. Further, to answer important questions such as the adequacy of adjunct salary rates, a responsible benchmark list must include those local institutions with which we compete for adjunct faculty talent. It must be understood that there is no “one size fits all” list that can be used for all comparison situations.

It is important to note that the faculty salary and compensation information for academic year (AY) 2002-2003 contained in this year’s AAUP Salary Survey now includes data for faculty in the College of Nursing and Health Professions and School of Public Health. Note 16 in the Salary Survey data table states that for Drexel University the salary data “includes faculty in the schools or programs of nursing, engineering and business”. As such, direct comparison of the salary and compensation numbers provided here with information contained in the 2002 Faculty Salary and Compensation Analysis compiled by the Senate BP&D Committee are somewhat problematic.

Academic Year 2002 Faculty Salary and Compensation Information

Table 1 shows the average faculty salary by rank for Drexel University as compared to our benchmark institutions. The information in this table is extracted from the AAUP Annual Salary Survey, which is published in the March/April issue of the AAUP journal *Academe*. Of the 12 institutions reporting it can be seen that the average Drexel salary for full, associate and assistant professors ranks 10th, 10th and 5th, respectively. For instructors Drexel is placed 4th of 8 institutions reporting, while the “all ranks” value (average of all faculty and instructor salaries) ranks 11th of 12 institutions reporting. In absolute terms it appears that average faculty salaries are in the middle of those of our benchmark institutions at the rank of assistant professor and instructor. *Average salaries for both full and associate professors are in the bottom quarter of our benchmark group.*

For comparison purposes, the faculty salary information for AY 2001 is shown in table 2. Table 2 shows that the salaries for full, associate and assistant professors rank 8th, 4th, and 4th of 12 institutions reporting. For instructors, Drexel ranks 5th of 8 institutions reporting and 8th of 12 institutions reporting for all ranks. In absolute terms, note that the average faculty salary for full and associate professors actually fell from AY 2001 to AY 2002. This is likely due to the inclusion of the faculty from the former MCPHU colleges in this year’s data; however, it may also be due to the retirement or resignation of relatively high paid individuals from each of the faculty ranks. Note that there is a slight increase in the average salary for assistant professors, instructors and all-ranks

combined. Whatever the reason, the rankings demonstrate that in relative terms average faculty salaries at Drexel have failed to keep up with those of our benchmark institutions.

Average faculty compensation (salary plus benefits) by rank is given in table 3 for AY 2002 and is also compared to our benchmark role model, peer and co-op institutions. This information is also extracted from the AAUP Salary Survey. Of the 12 institutions reporting it can be seen that the average total compensation for full, associate and assistant professors at Drexel ranks 11th, 11th and 9th, respectively. Drexel ranks 5th of 8 institutions reporting for instructors, while the “all ranks” value places Drexel 12th of 12 institutions reporting. Table 4 shows comparable information for academic year 2001. Two important trends are evident in the data presented. First, comparing table 1 to table 3, the consistent drop in ranking of average total compensation versus average salary appears to suggest that Drexel faculty benefits packages are not as attractive as those at our benchmark institutions. In raw terms, average faculty compensation places Drexel in the lower quarter of our benchmark institutions at all but the instructor levels, which ranks only in the lower half of institutions reporting. Second, a comparison of table 3 to table 4 shows there is also a drop in ranking by average total compensation in looking at AY 2002 versus AY 2001.

Table 5 shows the trend in faculty benefits as a percentage of salary for the academic years 1997-2002 for Drexel as compared to our benchmark institutions. This information is also extracted from the AAUP Salary Survey. Note that faculty benefits as a percentage of salary at Drexel dropped significantly in both AY 1998 and 2002. Compared to our benchmark institutions, Drexel falls from 3rd of 11 in AY 1998, to 9th of 13 in AY 1999, and finally to 11th of 12 institutions reporting in AY 2002. To fully understand this trend, details of the range and magnitude of expenditures classified as benefits (e.g., health care, retirement match, long-term disability coverage, tuition assistance, etc.) must be studied in more detail, particularly in comparison to similar expenditures at our benchmark institutions. The Benefits Subcommittee of the Faculty Senate Faculty Affairs Committee is now in the process of collecting data to produce such an analysis; therefore, further discussion of this point is beyond the scope of this document.

Salary Increments for Continuing Faculty

The average faculty salary or total compensation alone, however, is not sufficient to evaluate whether the faculty is adequately compensated, as there are reasons, such as new faculty hiring, why the averages reported to external organizations may be misleading in and of themselves. Further information that should be evaluated includes the percentage change in salary of the *continuing faculty* (which is unaffected by annual hiring). Table 6 shows the annual percentage change in *continuing faculty* salaries by rank for the last six years for: 1) all categories of institution, and 2) category I (private, independent PhD granting) institutions, again as reported in the AAUP Annual Salary Survey. The annual percentage change in the consumer price index (CPI) is also reported for comparison. It can be seen that in general faculty at US institutions of higher education are doing well in comparison to recent changes in the CPI.

Detailed information on percent salary increases for Drexel and our benchmark institutions is found in table 7. This table shows the annual percentage change in *continuing faculty* salaries by rank for the last six years. This information is also extracted directly from the AAUP Annual Salary Survey reports. The information from all of our benchmarking institutions is summarized in table 8 where the minimum, maximum, median and average annual percentage change for *continuing faculty* by rank is reported. While the 5% average salary raises afforded to Drexel faculty in prior years

generally compares well with that of our benchmark institutions, the raises for AY 2002 for all ranks fall far short of both the average and the median values. For the years 1997-2001 the general conclusion is that the percentage increase in salary for continuing faculty members at Drexel is generally at or near the average or median when compared with either the national norms or those of our benchmark institutions. Contrary to claims by the Drexel Administration over the past year or so, salary raises for continuing faculty members have not been “excessive”. *However, the data in table 7 show that in AY 2002 raises for continuing faculty members at the associate and assistant professor ranks are the smallest of all of our benchmark institution; at the full professor level the raise is smaller than all but two of our benchmarks.* There appears to be erosion in the level of faculty support at Drexel as compared to our benchmark institutions.

For completeness, the average annual faculty salary and annual percentage change by rank for the last seven years for Drexel and our benchmark institutions is given in table 9. The average salary information is extracted from the AAUP Annual Salary Survey reports, as published in the March/April 1996-2003 issues of *Academe*. It should be noted that the percent change values in these tables are calculated directly from the average salary values for *all faculty members*; as such they are different than the values given in table 7 for *continuing faculty members* only, as hiring, retirements and resignations influence these values.

Salary Cost-of-Living Adjustment

The raw salary information provided in table 1 does not reflect the reality of cost-of-living differences in various parts of the country. This is problematic because several of our benchmark institutions are located in cities with a higher cost-of-living than the Philadelphia metropolitan region, while several others are located in generally more rural areas with a lower cost-of-living. Table 10 shows local cost-of-living and wage tax information for our benchmark role model, peer and co-op institutions. Table 11 shows cost-of-living adjusted AY 2002 average faculty salary information by rank as compared to benchmark “role model”, “peer” and “other co-op” institutions. The salary information from table 1 is adjusted by the local cost-of-living (COL) figure obtained from the 4th quarter 2002 data provided by the American Chamber of Commerce Researchers Association (which is based on methods developed by the United States Bureau of Labor Statistics). Note that a full description of the methods used for calculating the COL numbers can be found at http://www.coli.org/costofliving/coli_method2.html. A PDF copy of the manual describing these methods can also be downloaded at http://www.accra.org/edu_prof/pubs/colimanual.pdf. Due to the relatively high cost-of-living in the Philadelphia area it can be seen that average Drexel faculty salaries for full, associate and assistant professors rank 9th, 9th and 6th of the 12 institutions reporting, respectively. For instructors Drexel is 5th of 8 institutions reporting, and 9th of 12 for “all ranks”. This information clearly demonstrates an issue of concern for the competitive recruitment of new faculty, who can look at Drexel from a national perspective. While the COL adjusted ranks are slightly better than those in table 1, Drexel faculty salaries are still in the bottom third of our benchmarks. Please note that the COL adjustment *does not* include the effect of the Philadelphia city wage tax, which is clearly shown in table 10 as not favorable in comparing Drexel with our benchmark institutions.

Conclusions

The data presented here shows that in absolute terms, average salaries for both full and associate professors at Drexel are in the bottom quarter of those of our benchmark group. Further, the average Drexel faculty salaries are only positioned in the middle of those of our benchmark institutions at the

rank of assistant professor and instructor. In fact, the average faculty salary for full and associate professors actually fell from AY 2001 to AY 2002. However, this is likely due to the inclusion of the faculty from the former MCPHU colleges in this year's data. For the years 1997-2001 the general conclusion is that the percentage increase in salary for continuing faculty members at Drexel is generally at or near the average or median when compared with either the national norms or those of our benchmark institutions. *However in AY 2002 raises for continuing faculty members at the associate and assistant professor ranks are the smallest of all of our benchmark institution; at the full professor level the raise is smaller than all but two of our benchmarks.* When the local cost-of-living is taken into account, the average Drexel faculty salaries still do not compare favorably to those of our benchmark institutions.

While in its second year, the BP&D Committee still feels that this analysis is still preliminary in that it addresses the issue of *average* faculty salaries and *average* continuing faculty salary increments over the last five years. No attempt was made to evaluate salary gender equity or equity between or within the different colleges of the university. Analysis of that information, which continues to be unavailable to the committee at this time, requires closer cooperation and information sharing between the faculty and the Administration. Further, as discussed in the 2002 Faculty Salary and Compensation Report, more detailed information is required to explore the important and apparently problematic issue of merit pay and market rate adjustments. The BP& D committee urges the Administration to answer a call to discuss the continuing concern of faculty salary equity on campus.

Appendix

Table 1 Academic year (AY) 2002 average faculty salary by rank compared to benchmark role model, peer and co-op institutions. Source: American Association of University Professors (AAUP) Salary Survey, as published in the March/April 2003 issue of *Academe*.

Role Model Institutions	Faculty salary (\$1000s)				
	full	assoc	asst	inst	all ranks
Carnegie Mellon University	109.2	76.9	70.6		85.5
Case Western Reserve University	101.9	71.9	65.1	48.0	81.0
Georgia Institute of Technology	115.1	80.1	70.6		92.8
Virginia Polytechnic University	94.0	67.6	56.5	35.8	72.0
Peer Institutions					
Rensselaer Polytechnic University	99.4	72.4	64.5	36.7	79.7
Lehigh University	97.0	71.0	63.6		82.4
Illinois Institute of Technology	NR	NR	NR	NR	NR
Rochester Institute of Technology	91.7	71.2	57.7	50.0	69.4
Polytechnic University	98.6	70.2	67.3	39.2	72.5
Worcester Polytechnic Institute	94.8	73.8	70.2	45.3	78.9
Co-op Institutions					
Northeastern University	102.0	72.7	65.0		72.8
University of Cincinnati-Main	84.7	62.8	50.4	31.6	67.7
Drexel University	92.2	70.1	66.1	40.8	69.0
Rank:	10th	10th	5th	4th	11th
Schools reporting:	12	12	12	8	12

Notes:

NR = not reported

Table 2 Academic year (AY) 2001 average faculty salary by rank compared to benchmark role model, peer and co-op institutions. Source: American Association of University Professors (AAUP) Salary Survey, as published in the March/April 2002 issue of *Academe*.

Role Model Institutions	Faculty salary (\$1000s)				
	full	assoc	asst	inst	all ranks
Carnegie Mellon University	108.8	78.5	69.8		92.3
Case Western Reserve University	96.7	69.1	61.4	48.5	77.6
Georgia Institute of Technology	109.0	76.9	68.3		88.3
Virginia Polytechnic University	94.5	66.9	55.2	35.5	71.6
Peer Institutions					
Rensselaer Polytechnic University	96.1	67.7	62.7	27.2	77.0
Lehigh University	93.6	67.6	62.3		80.5
Illinois Institute of Technology	NR	NR	NR	NR	NR
Rochester Institute of Technology	85.8	67.0	54.8	46.8	65.3
Polytechnic University	91.7	68.0	64.3	38.0	68.5
Worcester Polytechnic Institute	94.8	73.8	70.2	45.3	78.9
Co-op Institutions					
Northeastern University	93.3	68.5	60.3		68.0
University of Cincinnati-Main	81.9	60.6	49.4	39.4	66.5
Drexel University	93.4	71.7	65.8	38.0	69.2
Rank:	8th	4th	4th	5th	8th
Schools reporting:	12	12	12	8	12

Notes:

NR = not reported

Table 3 Academic year (AY) 2002 average faculty compensation by rank compared to benchmark role model, peer and co-op institutions. Source: American Association of University Professors (AAUP) Salary Survey, as published in the March/April 2003 issue of *Academe*.

Role Model Institutions	Average Faculty Compensation (\$1000s)				
	full	assoc	asst	inst	all ranks
Carnegie Mellon University	131.5	94.0	85.9		104.0
Case Western Reserve University	126.6	90.7	81.3	61.4	101.2
Georgia Institute of Technology	139.8	99.5	87.7		113.9
Virginia Polytechnic University	113.6	83.6	70.7	46.6	88.4
Peer Institutions					
Rensselaer Polytechnic University	116.8	88.1	78.2	45.5	95.2
Lehigh University	122.6	92.6	78.8		104.6
Illinois Institute of Technology	NR	NR	NR	NR	NR
Rochester Institute of Technology	112.3	90.3	74.4	65.5	87.6
Polytechnic University	134.3	95.7	91.8	53.4	98.8
Worcester Polytechnic Institute	115.9	91.6	83.2	50.8	96.0
Co-op Institutions					
Northeastern University	126.2	91.8	79.1		90.7
University of Cincinnati-Main	111.0	82.3	66.2	41.5	88.8
Drexel University	111.1	83.1	75.9	49.0	81.8
Rank:	11th	11th	9th	5th	12th
Schools reporting:	12	12	12	8	12

Notes:

NR = not reported

Table 4 Academic year (AY) 2001 average faculty compensation by rank compared to benchmark role model, peer and co-op institutions. Source: American Association of University Professors (AAUP) Salary Survey, as published in the March/April 2002 issue of *Academe*.

Role Model Institutions	Average Faculty Compensation (\$1000s)				
	full	assoc	asst	inst	all ranks
Carnegie Mellon University	135.4	99.9	89.1		115.9
Case Western Reserve University	119.9	87.1	76.5	60.9	96.7
Georgia Institute of Technology	131.7	95.5	84.9		108.1
Virginia Polytechnic University	113.1	81.8	68.2	45.4	86.9
Peer Institutions					
Rensselaer Polytechnic University	120.3	86.9	79.1	33.7	97.1
Lehigh University	118.4	87.7	76.8		102.1
Illinois Institute of Technology	NR	NR	NR	NR	NR
Rochester Institute of Technology	105.4	84.8	71.4	62.7	82.9
Polytechnic University	125.0	92.7	87.6	51.8	93.4
Worcester Polytechnic Institute	115.9	91.6	83.2	50.8	96.0
Co-op Institutions					
Northeastern University	118.9	89.7	77.0		87.8
University of Cincinnati-Main	106.5	78.9	64.3	51.4	86.5
Drexel University	118.4	89.7	79.6	46.4	86.1
Rank:	7th	5th	5th	6th	11th
Schools reporting:	12	12	12	8	12

Notes:

NR = not reported

Table 5 Academic year (AY) 1997-2002 faculty benefits as a percentage of salary as compared to benchmark role model, peer and co-op institutions. Source: American Association of University Professors (AAUP) Salary Survey, as published in the March/April 1998-2003 issue of *Academe*.

Role Model Institutions	Benefits as a Percentage of Salary					
	1997	1998	1999	2000	2001	2002
Carnegie Mellon University	20	20	25	26	26	21
Case Western Reserve University	24	23	23	24	25	25
Georgia Institute of Technology	25	24	23	23	22	23
Virginia Polytechnic University	21	21	25	23	21	23
Peer Institutions						
Rensselaer Polytechnic University	24	25	24	24	26	19
Lehigh University	26	27	27	27	27	27
Illinois Institute of Technology	23	31	22	23	NR	NR
Rochester Institute of Technology	25	25	33	34	27	26
Polytechnic University	NR	NR	33	36	36	36
Worcester Polytechnic Institute	26	NR	18	23	24	22
Co-op Institutions						
Northeastern University	27	30	30	29	29	25
University of Cincinnati-Main	27	27	38	29	NR	31
Drexel University	29	29	23	23	24	19
Rank:	1st	3rd	9th	8th	8th	11th
Schools reporting:	12	11	13	13	11	12

Notes:

NR = not reported

Table 6 Annual percentage change in continuing faculty salaries by rank for all categories of institution and category I, private, independent PhD granting institutions, as compared to the percentage change in the Consumer Price Index (CPI). Source: American Association of University Professors (AAUP) Salary Survey, as published in the March/April 1998-2003 issues of *Academe*.

From AY	To AY	1) Change in CPI	1) All categories combined				2) Category I- private independent			
			full	assoc	asst	inst	full	assoc	asst	inst
96/97	97/98	1.7	4.0	4.6	4.8	5.0	4.4	4.7	5.3	5.2
97/98	98/99	1.6	4.5	5.0	5.3	5.3	4.6	5.4	5.9	5.7
98/99	99/00	2.7	4.5	4.9	5.4	5.3	4.5	5.3	5.6	5.4
99/00	00/01	3.4	5.0	5.4	5.8	5.8	5.0	6.1	6.8	5.4
00/01	01/02	1.6	4.8	5.1	5.7	5.4	5.3	5.8	6.4	4.7
01/02	02/03	2.4	4.1	4.4	4.7	4.5	5.0	6.0	5.7	5.3

Sources:

- 1) AAUP Salary Survey, *Academe*, March/April 2003
- 2) AAUP Salary Survey, *Academe*, March/April 1996-2003

Notes:

CPI = Consumer Price Index

Table 7 Annual percentage change in continuing faculty salaries by rank for Drexel faculty as compared to benchmark role model, peer and co-op institutions. American Association of University Professors (AAUP) Salary Survey, as published in the March/April 1998-2003 issues of *Academe*.

	AY	% salary increase (continuing faculty)			
		full	assoc	asst	inst
Drexel University	2002	4.5	3.8	2.9	4.6
	2001	5.0	5.0	5.0	5.0
	2000	5.0	5.0	5.0	5.0
	1999	5.0	5.0	5.0	5.0
	1998	NR	NR	NR	NR
	1997	6.6		5.6	

	AY	% salary increase (continuing faculty)			
		full	assoc	asst	inst
Role Model Institutions					
Carnegie Mellon University	2002	4.1	5	5.6	NR
	2001	4.6	6.2	6.7	NR
	2000	4.5	6.4	8.4	NR
	1999	4.3	6.2	6.0	NR
	1998	4.3	7.3	6.0	4.3
	1997	4.0	8.1	7.3	6.0
Case Western Reserve University	2002	4.7	5.2	4.7	5.9
	2001	4.5	4.4	5.3	4.0
	2000	NR	NR	NR	NR
	1999	NR	NR	NR	NR
	1998	NR	NR	NR	NR
	1997	NR	NR	NR	NR
Georgia Institute of Technology	2002	3.7	4.8	5.4	2.0
	2001	5.7	7.1	7.7	NR
	2000	4.4	4.8	4.4	NR
	1999	4.1	5.1	5.6	3.0
	1998	6.3	5.9	5.9	4.9
	1997	6.2	6.5	6.3	6.4
Virginia Polytechnic University	2002	NR	NR	NR	NR
	2001	NR	NR	NR	NR
	2000	NR	NR	NR	NR
	1999	NR	NR	NR	NR
	1998	NR	NR	NR	NR
	1997	6.2	6.5	5.5	7.1

	AY	% salary increase (continuing faculty)			
		full	assoc	asst	inst
Peer Institutions					
Rensselaer Polytechnic Institute	2002	2.7	4.5	4.5	0.0
	2001	4.4	4.5	5.3	10.0
	2000	4.4	4.9	5.0	NR
	1999	3.5	3.5	3.5	NR
	1998	1.6	3.3	3.6	NR
	1997	4.2	4.1	4.2	NR
Lehigh University	2002	4.4	4.8	5.3	NR
	2001	3.2	4.8	6.7	1.8
	2000	4.4	4.8	4.3	NR

	1999	3.0	3.0	3.0	3.0
	1998	3.1	4.1	4.5	1.9
	1997	2.9	3.7	4.1	1.4
Illinois Institute of Technology	2002	NR	NR	NR	NR
	2001	NR	NR	NR	NR
	2000	6.5	5.8	7.7	8.2
	1999	5.8	8.2	5.3	8.6
	1998	3.5	5.9	5.8	11.6
	1997	3.8	5.4	4.1	3.8
Rochester Institute of Technology	2002	8.2	7.4	6.6	4.1
	2001	7.4	6.5	5.8	5.0
	2000	NR	NR	NR	NR
	1999	NR	NR	NR	NR
	1998	8.1	5.8	6.8	3.1
	1997	8.3	5.8	5.1	3.2
Polytechnic University	2002	6.1	4.8	4.7	3.4
	2001	6.0	6.3	5.2	3.6
	2000	3.4	3.5	6.3	2.7
	1999	5.5	5.4	6.5	4.5
	1998	NR	NR	NR	NR
	1997	NR	NR	NR	NR
Worcester Polytechnic Institute	2002	5.4	6.0	7.7	4.3
	2001	5.8	5.7	6.2	NR
	2000	6.0	5.2	5.4	NR
	1999	6.4	5.3	6.1	NR
	1998	NR	NR	NR	NR
	1997	NR	NR	NR	NR

Co-op Institutions	AY	% salary increase (continuing faculty)			
		full	assoc	asst	inst
Northeastern University	2002	8.6	7.7	6.7	NR
	2001	5.9	6.2	5.7	NR
	2000	NR	NR	NR	NR
	1999	NR	NR	NR	NR
	1998	3.7	3.7	4.2	NR
	1997	6.0	5.6	11.1	NR
University of Cincinnati-Main	2002	5.1	5.4	5.9	5.1
	2001	1.9	3.1	2.7	2.6
	2000	3.8	5.7	5.3	3.2
	1999	4.1	4.6	5.8	7.4
	1998	2.6	3.1	3.7	7.8
	1997	4.4	6.1	6.7	8.8

Notes:

NR= information not reported in salary survey

Sources:

2002 data from AAUP Salary Survey March/April 2003 Academe

2001 data from AAUP Salary Survey March/April 2002 Academe

2000 data from AAUP Salary Survey March/April 2001 Academe

1999 data from AAUP Salary Survey March/April 2000 Academe

1998 data from AAUP Salary Survey March/April 1999 Academe

1997 data from AAUP Salary Survey March/April 1998 Academe

Table 8 Summary of annual percentage change in continuing faculty salaries by rank Drexel and its benchmark institutions. For each year the minimum, maximum, median and average percentage changes are computed from the raw data in table 5. American Association of University Professors (AAUP) Salary Survey, as published in the March/April 1999-2003 issues of *Academe*.

AY2002 % salary increase (continuing faculty)

	full	assoc	asst	inst
minimum	2.7	3.8	2.9	0.0
maximum	8.6	7.7	7.7	5.9
median	4.7	5.0	5.4	4.2
average	5.2	5.4	5.5	3.7

AY2001 % salary increase (continuing faculty)

	full	assoc	asst	inst
minimum	1.9	3.1	2.7	1.8
maximum	7.4	7.1	7.7	10.0
median	5.0	5.7	5.7	4.0
average	4.9	5.4	5.7	4.6

AY2000 % salary increase (continuing faculty)

	full	assoc	asst	inst
minimum	3.4	3.5	4.3	2.7
maximum	6.5	6.4	8.4	8.2
median	4.4	5.0	5.3	4.1
average	4.7	5.1	5.8	4.8

AY1999 % salary increase (continuing faculty)

	full	assoc	asst	inst
minimum	3.0	3.0	3.0	3.0
maximum	6.4	8.2	6.5	8.6
median	4.3	5.1	5.6	4.8
average	4.6	5.1	5.2	5.3

AY1998 % salary increase (continuing faculty)

	full	assoc	asst	inst
minimum	1.6	3.1	3.6	1.9
maximum	8.1	7.3	6.8	11.6
median	3.6	5.0	5.2	4.6
average	4.2	4.9	5.1	5.6

Sources:

2002 data from AAUP Salary Survey March/April 2003 *Academe*

2001 data from AAUP Salary Survey March/April 2002 *Academe*

2000 data from AAUP Salary Survey March/April 2001 *Academe*

1999 data from AAUP Salary Survey March/April 2000 *Academe*

1998 data from AAUP Salary Survey March/April 1999 *Academe*

Table 9 Annual average faculty salary and annual percentage change by rank (for all faculty) for the last seven years. Source: American Association of University Professors (AAUP) Salary Survey, as published in the March/April 1996-2003 issues of *Academe**

Drexel University

AY	Average salary (1000s)					% change					
	full	assoc	asst	inst	all	AY	full	assoc	asst	inst	all
1995	68.4	51.0	47.9		59.2						
1996	71.0	52.4	51.5		62.0	95-96	3.80	2.75	7.52		4.73
1997	72.0	53.6	53.3	32.3	55.8	96-97	1.41	2.29	3.50		-10.00
1998	75.7	57.2	55.9	34.6	57.4	97-98	5.14	6.72	4.88	7.12	2.87
1999	84.4	64.1	61.2	36.4	63.4	98-99	11.49	12.06	9.48	5.20	10.45
2000	89.1	67.6	64.3	39.2	66.7	99-00	5.57	5.46	5.07	7.69	5.21
2001	93.4	71.7	65.8	38.0	69.2	00-01	4.83	6.07	2.33	-3.06	3.75
2002	92.2	70.1	66.1	40.8	69.0	01-02	-1.28	-2.23	0.46	7.37	-0.29

Role Model Institutions

Carnegie Mellon University

	Average salary (1000s)					% change					
	full	assoc	asst	inst	all ranks	full	assoc	asst	inst	all ranks	
1995	88.6	59.1	52.6	66.8	73.5						
1996	91.1	62.1	54.3		76.0	95-96	2.82	5.08	3.23		3.40
1997	93.9	66.1	56.2		79.0	96-97	3.07	6.44	3.50		3.95
1998	97.0	66.7	59.6		81.5	97-98	3.30	0.91	6.05		3.16
1999	99.7	69.7	63.2		84.4	98-99	2.78	4.50	6.04		3.56
2000	105.0	73.5	68.1		88.7	99-00	5.32	5.45	7.75		5.09
2001	108.8	78.5	69.8		92.3	00-01	3.62	6.80	2.50		4.06
2002	109.2	76.9	70.6		85.5	01-02	0.37	-2.04	1.15		-7.37

Case Western Reserve University

	Average salary (1000s)					% change					
	full	assoc	asst	inst	all ranks	full	assoc	asst	inst	all ranks	
1995	79.6	56.8	49.0	41.7	63.7						
1996	82.1	58.8	50.4	42.6	66.2	95-96	3.14	3.52	2.86	2.16	3.92
1997	83.7	60.7	51.1	42.1	67.8	96-97	1.95	3.23	1.39	-1.17	2.42
1998	86.4	63.4	53.3	44.0	69.9	97-98	3.23	4.45	4.31	4.51	3.10
1999	89.6	64.2	55.6	43.1	72.4	98-99	3.70	1.26	4.32	-2.05	3.58
2000	92.9	67.2	56.8	45.3	74.7	99-00	3.68	4.67	2.16	5.10	3.18
2001	96.7	69.1	61.4	48.5	77.6	00-01	4.09	2.83	8.10	7.06	3.88
2002	101.9	71.9	65.1	48.0	81.0	01-02	5.38	4.05	6.03	-1.03	4.38

Georgia Technological University

	Average salary (1000s)					% change					
	full	assoc	asst	inst	all ranks	full	assoc	asst	inst	all ranks	
1995	77.8	57.6	51.2	26.4	63.3						
1996	83.2	61.2	53.2	27.9	67.0	95-96	6.94	6.25	3.91	5.68	5.85
1997	88.6	64.6	56.0	30.1	71.1	96-97	6.49	5.56	5.26	7.89	6.12
1998	94.1	67.4	58.4	30.7	75.1	97-98	6.21	4.33	4.29	1.99	5.63
1999	101.6	71.2	61.5	30.1	80.6	98-99	7.97	5.64	5.31	-1.95	7.32
2000	104.1	73.0	62.3		83.4	99-00	2.46	2.53	1.30		3.47
2001	109.0	76.9	68.3		88.3	00-01	4.71	5.34	9.63		5.88
2002	115.1	80.1	70.6		92.8	01-02	5.60	4.16	3.37		5.10

Virginia Polytechnic University

	Average salary (1000s)					% change					
	full	assoc	asst	inst	all ranks	full	assoc	asst	inst	all ranks	
1995	69.1	49.2	43.8	27.0	55.6						
1996	70.1	50.2	44.8	27.0	56.4	95-96	1.45	2.03	2.28	0.00	1.44
1997	74.1	53.7	47.0	28.8	59.8	96-97	5.71	6.97	4.91	6.67	6.03
1998	80.1	57.6	48.3	31.5	62.0	97-98	8.10	7.26	2.77	9.38	3.68
1999	83.8	60.5	51.6	33.0	65.0	98-99	4.62	5.03	6.83	4.76	4.84
2000	88.9	64.1	54.2	33.9	69.5	99-00	6.09	5.95	5.04	2.73	6.92
2001	94.5	66.9	55.2	35.5	71.6	00-01	6.30	4.37	1.85	4.72	3.02
2002	94.0	67.6	56.5	35.8	72.0	01-02	-0.53	1.05	2.36	0.85	0.56

Peer Institutions

Rensselaer Polytechnic University

	Average salary (1000s)					% change					
	full	assoc	asst	inst	all ranks	full	assoc	asst	inst	all ranks	
1995	80.1	58.1	51.6		69.0						
1996						95-96					
1997	85.3	61.1	53.9		73.0	96-97					
1998	85.7	61.6	55.2		73.3	97-98	0.47	0.82	2.41		0.41
1999	88.9	61.3	55.8		73.7	98-99	3.73	-0.49	1.09		0.55
2000	93.4	65.7	57.9		75.4	99-00	5.06	7.18	3.76		2.31
2001	96.1	67.7	62.7	27.2	77.0	00-01	2.89	3.04	8.29		2.12
2002	99.4	72.4	64.5	36.7	79.7	01-02	3.43	6.94	2.87	34.93	3.51

Lehigh University

	Average salary (1000s)					% change					
	full	assoc	asst	inst	all ranks	full	assoc	asst	inst	all ranks	
1995	79.0	55.9	44.5		65.8						
1996	81.1	57.4	45.8		67.1	95-96	2.66	2.68	2.92		1.98
1997	83.3	59.0	47.0		69.4	96-97	2.71	2.79	2.62		3.43
1998	84.6	60.1	48.2		71.7	97-98	1.56	1.86	2.55		3.31
1999	88.5	63.2	51.8		75.5	98-99	4.61	5.16	7.47		5.30
2000	91.2	65.6	56.3		78.0	99-00	3.05	3.80	8.69		3.31
2001	93.6	67.6	62.3		80.5	00-01	2.63	3.05	10.66		3.21
2002	97.0	71.0	63.6		82.4	01-02	3.63	5.03	2.09		2.36

Illinois Institute of Technology

	Average salary (1000s)					% change					
	full	assoc	asst	inst	all ranks	full	assoc	asst	inst	all ranks	
1995	69.2	50.5	42.9	26.8	52.9						
1996	71.6	54.6	47.8	31.1	56.1	95-96	3.47	8.12	11.42	16.04	6.05
1997	75.4	56.0	49.4	37.3	58.1	96-97	5.31	2.56	3.35	19.94	3.57
1998	74.9	58.8	52.7	37.8	61.8	97-98	-0.66	5.00	6.68	1.34	6.37
1999	81.2	64.4	55.6	37.4	66.1	98-99	8.41	9.52	5.50	-1.06	6.96
2000	88.8	65.9	58.2	42.5	69.0	99-00	9.36	2.33	4.68	13.64	4.39
2001	NR	NR	NR	NR	NR	00-01					
2002	NR	NR	NR	NR	NR	01-02					

Rochester Institute of Technology

	Average salary (1000s)					% change					
	full	assoc	asst	inst	all ranks	full	assoc	asst	inst	all ranks	
1995	62.0	51.0	44.2	35.6	51.7						
1996	65.1	53.7	45.6	39.3	54.3	95-96	5.00	5.29	3.17	10.39	5.03
1997	71.3	56.0	47.3	41.3	57.2	96-97	9.52	4.28	3.73	5.09	5.34
1998	76.7	59.2	50.7	42.3	60.6	97-98	7.57	5.71	7.19	2.42	5.94
1999	79.9	61.7	52.1	40.7	62.7	98-99	4.17	4.22	2.76	-3.78	3.47
2000	82.3	64.1	52.6	45.4	63.6	99-00	3.00	3.89	0.96	11.55	1.44
2001	85.8	67.0	54.8	46.8	65.3	00-01	4.25	4.52	4.18	3.08	2.67
2002	91.7	71.2	57.7	50.0	69.4	01-02	6.88	6.27	5.29	6.84	6.28

Polytechnic University

	Average salary (1000s)					% change					
	full	assoc	asst	inst	all ranks	full	assoc	asst	inst	all ranks	
1995	NR	NR	NR	NR	NR						
1996	59.1	64.9	51.9	30.4	57.4	95-96					
1997	NR	NR	NR	NR	NR	96-97					
1998	NR	NR	NR	NR	NR	97-98					
1999	85.1	63.4	56.9	34.1	63.7	98-99					
2000	86.6	64.0	59.9	37.0	66.2	99-00	1.76	0.95	5.27		3.92
2001	91.7	68.0	64.3	38.0	68.5	00-01	5.89	6.25	7.35		3.47
2002	98.6	70.2	67.3	39.2	72.5	01-02	7.52	3.24	4.67		5.84

Worcester Polytechnic Institute

	Average salary (1000s)					% change					
	full	assoc	asst	inst	all ranks	full	assoc	asst	inst	all ranks	
1995	69.2	54.6	48.0		58.2						
1996	72.1	56.8	49.7		60.4	95-96	4.19	4.03	3.54		3.78
1997	74.2	58.3	52.3		62.5	96-97	2.91	2.64	5.23		3.48
1998	NR	NR	NR	NR	NR	97-98					
1999	82.5	82.2	58.5	47.8	75.3	98-99					
2000	88.4	66.3	61.9	46.0	71.8	99-00	7.15	-19.34	5.81	-3.77	-4.65
2001	90.4	68.5	67.6	44.9	74.0	00-01	2.26	3.32	9.21	-2.39	3.06
2002	94.8	73.8	70.2	45.3	78.9	01-02	4.87	7.74	3.85	0.89	6.62

Other Co-op Institutions

Northeastern University

	Average salary (1000s)					% change					
	full	assoc	asst	inst	all ranks	full	assoc	asst	inst	all ranks	
1995	75.8	57.8	50.3		58.5						
1996	75.6	56.9	49.0		58.4	95-96	-0.26	-1.56	-2.58		-0.17
1997	79.2	59.5	50.7		61.3	96-97	4.76	4.57	3.47		4.97
1998	81.6	60.9	52.9		62.5	97-98	3.03	2.35	4.34		1.96
1999	85.0	62.2	55.1		63.7	98-99	4.17	2.13	4.16		1.92
2000	88.1	64.4	58.3		64.7	99-00	3.65	3.54	5.81		1.57
2001	93.3	68.5	60.3		68.0	00-01	5.90	6.37	3.43		5.10
2002	102.0	72.7	65.0		72.8	01-02	9.32	6.13	7.79		7.06

University of Cincinnati-Main

	Average salary (1000s)					% change				
	full	assoc	asst	inst	all ranks	full	assoc	asst	inst	all ranks
1995	68.0	49.4	40.0	33.1	55.2					
1996	72.2	52.7	42.7	33.7	58.9	95-96	6.18	6.68	6.75	6.70
1997	74.4	55.0	44.3	35.2	61.0	96-97	3.05	4.36	3.75	3.57
1998	75.4	56.1	45.8	35.7	62.2	97-98	1.34	2.00	3.39	1.97
1999	78.1	57.7	46.8	36.4	63.7	98-99	3.58	2.85	2.18	2.41
2000	80.5	60.1	48.2	37.9	65.6	99-00	3.07	4.16	2.99	2.98
2001	81.9	60.6	49.4	39.4	66.5	00-01	1.74	0.83	2.49	1.37
2002	84.7	62.8	50.4	31.6	67.7	01-02	3.42	3.63	2.02	1.80

* Note that the % change for “all ranks” can be negative even if the % change for each component is positive, as this number depends on the number of faculty in each rank, and can be affected by the number of retirements, resignations and new hiring over the year in question.

Table 10 Local cost-of-living and wage tax information for benchmark role model, peer and co-op institutions. The local cost-of-living (COL) figure is obtained from the 4th quarter 2002 data provided by the American Chamber of Commerce Researchers Association. Local wage tax information obtained on 4/30/02 from www.adp.com/taxfin/toolbox/citytax/index.html.

Role Model Institutions	Cost of Living (1)		Local Wage Tax Info (2)		
	4th Q 02	Note	Non-res %	Res %	Details
Carnegie Mellon University	98.5	Pittsburgh, PA	1.00	1.00	
Case Western Reserve University	105.0	Cleveland, OH	2.00	2.00	Cuyahoga county
Georgia Institute of Technology	98.1	Atlanta, GA			
Virginia Polytechnic University	92.7	Roanoke, VA			
Peer Institutions					
Rensselaer Polytechnic University	101.4	Glens Falls, NY			
Lehigh University	101.5	Williamsport, PA	0.50	0.50	Northampton county
Illinois Institute of Technology	139.0	Chicago, IL			
Rochester Institute of Technology	97.8	Syracuse, NY			
Polytechnic University	132.4	Queens, NY			NYC variable rates
Worcester Polytechnic Institute	135.5	Framingham, MA			
Co-op Institutions					
Northeastern University	135.5	Boston, MA			
University of Cincinnati-Main	94.6	Cincinnati, OH	2.10	2.10	Hamilton county
Drexel University	118.2	Philadelphia, PA	3.95	4.54	

Sources:

(1) ACCRA (American Chamber of Commerce Researchers Association, www.accra.org), US avg=100.0
ACCRA Cost of Living Index, 35(4), 2002 (February 2003)

(2) Information obtained 4/30/02 from www.adp.com/taxfin/toolbox/citytax/index.html

Table 11 Cost-of-living adjusted academic year 2002 average faculty salary information by rank as compared to benchmark role model, peer and co-op institutions. The salary information in table 1 is adjusted by the local cost-of-living (COL) information given in table 10.

Role Model Institutions	COL adjusted faculty salary (\$1000s)				
	full	assoc	asst	inst	all ranks
Carnegie Mellon University	110.9	78.1	71.7	NR	86.8
Case Western Reserve University	97.0	68.5	62.0	45.7	77.1
Georgia Institute of Technology	117.3	81.7	72.0	NR	94.6
Virginia Polytechnic University	101.4	72.9	60.9	38.6	77.7
Peer Institutions					
Rensselaer Polytechnic University	98.0	71.4	63.6	36.2	78.6
Lehigh University	95.6	70.0	62.7	NR	81.2
Illinois Institute of Technology	NR	NR	NR	NR	NR
Rochester Institute of Technology	93.8	72.8	59.0	51.1	71.0
Polytechnic University	74.5	53.0	50.8	29.6	54.8
Worcester Polytechnic Institute	70.0	54.5	51.8	33.4	58.2
Co-op Institutions					
Northeastern University	75.3	53.7	48.0	NR	53.7
University of Cincinnati-Main	89.5	66.4	53.3	33.4	71.6
Drexel University	78.0	59.3	55.9	34.5	58.4
Rank:	9th	9th	8th	5th	9th
Schools reporting:	12	12	12	8	12

Notes:

NR = not reported