

Senate Committee on Budget, Planning & Development

# 2005 Faculty Salary and Compensation Analysis

BP&D Committee  
2004-2005 Academic Year

Kevin Owens, at-large, Chair  
Doreen Saar, CoAS  
Bruce Eisenstein, CoE  
Charles Morscheck, CoMAD  
Carl Drott, IST  
Hazem Maragah, LCoB  
Peter Lewin, BE&S  
Johnson Bowie, PEAC  
Francis Harvey, SoEd  
MaryEllen Smith Glasgow, CNHP  
William Hickey, SPH  
Michael Weingarten, CoM

Thomas Elzey, SVP Finance & Treasury, ex-officio

**Accepted** by the full Faculty Senate at the meeting of **June 7, 2005**.

## Executive Summary

This document is the third report in the span of four years of the state of faculty salaries and compensation at Drexel University produced by the Senate Committee on Budget, Planning and Development (SCBPD). 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 to eight 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 associate professors and instructors position Drexel in the third quartile of those of our benchmark group. The average Drexel salary for assistant professors places Drexel second in our group of benchmark institutions. *However, average salaries for full professors trail significantly behind the entire benchmark group.*
- Drexel benefits (expressed as a % of salary) place Drexel 10<sup>th</sup> of the 11 reporting schools for the last several years.
- The percentage increase in salary for *continuing faculty* members at Drexel for the years 1997-2004 is generally near or below the average and median when compared with either the national norms or those of our benchmark institutions.
- In AY 2004 raises for *continuing faculty* members at all ranks are the second smallest of all of our benchmark institutions.
- An analysis of cumulative % changes in continuing faculty salaries shows that changes at the associate, assistant and instructor levels are below both the median and average of our benchmarks for the period 1998-2004.
- Average Drexel faculty salaries generally fall in the middle of our list of benchmark institutions when the local cost-of-living is taken into account.

While in its fourth year, the SCBPD feels that this analysis is still preliminary in that it addresses the issue of *average* faculty salaries and *average* continuing faculty salary raises over the last number of 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 both the 2002 and 2003 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 SCBPD urges the Administration to answer a call to discuss the continuing concern of faculty salary equity on campus.

## Introduction

This is the third report in the span of four years produced by the Senate Committee on Budget, Planning & Development (SCBPD) 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. Benchmarking information is provided for the list of “national” and “local” benchmark institutions as defined in the latest Drexel University Strategic Plan entitled “A Time of Transforming Opportunity: Drexel University’s Strategic Plan 2004-2009”. It should be noted that the list of benchmarking institutions has changed since the last SCBPD Faculty Salary and Compensation Report was issued in May of 2003. 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 truly 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 and later includes data for faculty in the College of Nursing and Health Professions and School of Public Health. Note 16 in the 2003 AAUP 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 SCBPD is somewhat problematic.

## Academic Year 2004 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 11 institutions reporting it can be seen that the average Drexel salary for full, associate and assistant professors ranks 11<sup>th</sup>, 7<sup>th</sup> and 2<sup>nd</sup>, respectively. For instructors Drexel is placed 5<sup>th</sup> of 9 institutions reporting, while the “all ranks” value (average of all faculty and instructor salaries) places Drexel 11<sup>th</sup> of 11 institutions reporting. In absolute terms the average faculty salaries for assistant professors are in the top quarter of our benchmark group, while we are in the middle of our group of benchmark institutions for the rank of associate professor and instructor. *However, average salaries for full professors trail significantly behind the entire benchmark group.*

For comparison purposes (particularly since our list of benchmarks recently changed), the faculty salary information for AY 2003 is shown in table 2. Table 2 shows that the salaries for full, associate and assistant professors rank 11<sup>th</sup>, 8<sup>th</sup>, and 2<sup>nd</sup> of 11 institutions reporting. For instructors, Drexel ranks 5<sup>th</sup> of 8 institutions reporting and 11<sup>th</sup> of 11 institutions reporting for all ranks. Note that we have remained static in overall ranking except at the associate professor level, where we have improved one position.

Average faculty compensation (salary plus benefits) by rank is given in table 3 for AY 2004 and is also compared to our national and local benchmark institutions. This information is also extracted from the AAUP Salary Survey. Of the 11 institutions reporting it can be seen that the average total compensation for full, associate and assistant professors at Drexel ranks 11<sup>th</sup>, 10<sup>th</sup> and 3<sup>rd</sup>, respectively. Drexel ranks 6<sup>th</sup> of 9 institutions reporting for instructors, while the “all ranks” value places Drexel 11<sup>th</sup> of 11 institutions reporting. Table 4 shows comparable information for academic year 2003. 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 suggests 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 the full and associate professor rank, as well as in the lower half of all institutions reporting at the instructor level. Drexel still ranks in the top quarter of schools at the associate professor level. A comparison of table 3 to table 4 shows our ranking by average total compensation has also stayed generally static.

Table 5 shows the trend in faculty benefits as a percentage of salary for the academic years 1995-2004 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 1999 and 2002. Compared to our benchmark institutions, Drexel falls from 3<sup>rd</sup> of 11 in AY 1998, to 9<sup>th</sup> of 11 in AY 1999, and finally to 10<sup>th</sup> of 11 institutions reporting in AY 2002. To fully understand this trend, details of the scope 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. Several years ago a subcommittee of the Senate Committee on Faculty Affairs was formed to collect data to produce such an analysis; it is not clear whether that committee produced any report. 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 eight years for: 1) all categories of institution, and 2) category I (private, independent doctoral 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 in AY 2004 for *continuing faculty* by rank for Drexel and our benchmark institutions is found in table 7. In terms of raises, Drexel ranks 8<sup>th</sup>, 9<sup>th</sup>, 9<sup>th</sup> and 10<sup>th</sup> of 10 schools reporting at the full, associate, assistant and instructor levels, respectively. It is clear that during AY2004 that raises for continuing faculty at Drexel are at the bottom quartile of our benchmark institutions. To gain a broader perspective, table 8 shows the annual percentage change in *continuing faculty* salaries by rank for the last eight years. The information from all of our benchmarking institutions is summarized in table 9 where the minimum, maximum, median and

average annual percentage change for *continuing faculty* by rank is reported. While the raises for continuing faculty afforded to Drexel faculty in AY2003 were at or near the maximum of our benchmark institutions (e.g., for full and associate professors particularly), raises for continuing faculty for AY 2000 through 2002 were generally at or below the median or average for all institutions.

Trends in the salary increases for continuing faculty can also be explored by calculating the change in salary assuming a common base value. Table 10 shows the change in annual average faculty salary by rank for continuing faculty assuming 1998=100 and the continuing faculty salary raises given in table 8. Over the period of 1998-2004 the cumulative % increase in salary for continuing faculty at Drexel at the full, associate, assistant and instructor ranks are 33.2, 32.8, 30.5 and 31.3, respectively. As shown in table 11 where the cumulative % salary change values for our benchmark institutions are summarized, raises at the full professor level are at the maximum; unfortunately, the cumulative raises at the associate, assistant, and instructor levels are all below both the average and the median values for our set of benchmark institutions. The general conclusion for the years 1998-2004 is that the percentage increase in salary for continuing faculty members at Drexel is generally at or below 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 few years, salary raises for continuing faculty members have not been “excessive” or even “generous”. *However, the data in table 7 show a worrisome trend that in AY 2004 raises for continuing faculty members at all ranks are either the smallest or next smallest of all of our benchmark institutions.* 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 nine years for Drexel and our benchmark institutions is given in table 12. The average salary information is extracted from the AAUP Annual Salary Survey reports, as published in the March/April 1996-2005 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. Comparing the data in table 10 to that in table 12 also shows another interesting trend at Drexel. The % increase in salary for *all faculty* is found to be larger than that for *continuing faculty* over the same 1998-2004 time frame. This suggests a significant number of hires at all ranks at salary levels above that of the existing faculty.

### **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 13 shows local cost-of-living and wage tax information for our national and local benchmark institutions. Table 14 shows cost-of-living adjusted AY 2004 average faculty salary information by rank as compared to our benchmark institutions. The salary information from table 1 is adjusted by the local cost-of-living (COL) figure obtained from the 4<sup>th</sup> quarter 2004 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](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](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 6<sup>th</sup>, 6<sup>th</sup> and 5<sup>th</sup> of the 11 institutions reporting, respectively. For instructors Drexel is 5<sup>th</sup> of 9 institutions reporting, and 8<sup>th</sup> of 11 for “all ranks”. This information 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 half of our benchmarks. A notable exception is the COL adjusted value for assistant professors, where the ranking drops from 2<sup>nd</sup> to 6<sup>th</sup>. Please note that the COL adjustment *does not* include the effect of the Philadelphia city wage tax, which is clearly shown in table 13 as not favorable in comparing Drexel with our benchmark institutions. Even considering the relatively low state tax rate in Pennsylvania, the combination of the Philadelphia city wage tax and state tax put Drexel 3<sup>rd</sup> in terms of overall tax burden.

### 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 near or below the average or median when compared with either the national norms or those of our benchmark institutions. *However in AY 2004 raises for continuing faculty members at the all 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 fourth year, the SCBPD still feels that this analysis is 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 both the 2002 and 2003 Faculty Salary and Compensation Reports, more detailed information is required to explore the important and apparently problematic issue of merit pay and market rate adjustments. The SCBPD urges the Administration to answer a call to discuss the continuing concern of faculty salary equity on campus.

## Appendix

**Table 1 Academic year (AY) 2004 average faculty salary by rank compared to national and local benchmark institutions.** Source: American Association of University Professors (AAUP) Salary Survey, as published in the March/April 2005 issue of *Academe*.

	Faculty Salary (\$1000s)				
	full	assoc	asst	inst	all ranks
<b>National Institutions</b>					
Case Western Reserve University	112.3	79.8	66.8	42.8	85.8
Tufts University	109.4	82.5	65.8	51.0	82.2
New York University	138.1	85.4	73.7	33.9	94.0
George Washington University	110.3	80.7	63.2	51.9	85.8
Boston University	NR	NR	NR	NR	NR
Northeastern University	112.7	81.6	69.5	NR	80.5
<b>Local Institutions</b>					
University of Delaware	109.6	76.1	61.5	48.5	81.8
Rutgers University	112.9	77.7	62.8	38.0	88.7
University of Pittsburgh	109.8	74.0	63.6	42.3	77.9
Lehigh University	105.5	73.7	69.9	NR	86.8
Carnegie Mellon University	118.4	84.5	75.2	53.5	93.4
<b>Drexel University</b>	<b>102.7</b>	<b>78.6</b>	<b>73.7</b>	<b>43.4</b>	<b>76.4</b>
Rank:	11	7	2	5	11
Schools reporting:	11	11	11	9	11

Notes: NR = not reported

**Table 2 Academic year (AY) 2003 average faculty salary by rank compared to national and local benchmark institutions.** Source: American Association of University Professors (AAUP) Salary Survey, as published in the March/April 2004 issue of *Academe*.

	Faculty Salary (\$1000s)				
	full	assoc	asst	inst	all ranks
<b>National Institutions</b>					
Case Western Reserve University	106.9	75.4	64.9	47.3	83.3
Tufts University	103.0	77.3	61.7	49.0	77.5
New York University	134.2	82.7	74.8	33.9	92.2
George Washington University	106.4	76.4	60.6	50.3	81.6
Boston University	NR	NR	NR	NR	NR
Northeastern University	108.4	76.8	66.5	NR	76.3
<b>Local Institutions</b>					
University of Delaware	105.8	73.4	60.1	46.9	79.4
Rutgers University	110.9	76.8	61.2	37.8	87.4
University of Pittsburgh	105.6	70.2	61.6	42.3	76.8
Lehigh University	101.3	72.7	67.1	NR	84.8
Carnegie Mellon University	114.7	82.3	71.2	NR	90.4
<b>Drexel University</b>	<b>99.8</b>	<b>74.1</b>	<b>72.3</b>	<b>42.8</b>	<b>74.4</b>
Rank:	11	8	2	5	11
Schools reporting:	11	11	11	8	11

Notes: NR = not reported

**Table 3 Academic year (AY) 2004 average faculty compensation** by rank compared to national and local benchmark institutions. Source: American Association of University Professors (AAUP) Salary Survey, as published in the March/April 2005 issue of *Academe*.

	Faculty Compensation (\$1000s)				
	full	assoc	asst	inst	all ranks
<b>National Institutions</b>					
Case Western Reserve University	136.4	96.6	81.7	51.8	104.3
Tufts University	145.0	109.1	85.8	66.0	108.4
New York University	182.9	113.4	97.8	45.0	124.6
George Washington University	130.9	96.7	75.6	62.2	102.3
Boston University	NR	NR	NR	NR	NR
Northeastern University	138.7	102.8	84.0		100.0
<b>Local Institutions</b>					
University of Delaware	141.4	101.9	83.6	67.8	108.2
Rutgers University	140.1	100.0	82.4	53.3	112.4
University of Pittsburgh	136.7	94.1	80.2	55.2	98.1
Lehigh University	135.7	97.3	86.1		111.4
Carnegie Mellon University	146.7	106.3	93.2	65.5	116.6
<b>Drexel University</b>	<b>122.5</b>	<b>96.1</b>	<b>88.8</b>	<b>54.7</b>	<b>92.6</b>
Rank:	11	10	3	6	11
Schools reporting:	11	11	11	9	11

Notes: NR = not reported

**Table 4 Academic year (AY) 2003 average faculty compensation** by rank compared to national and local benchmark institutions. Source: American Association of University Professors (AAUP) Salary Survey, as published in the March/April 2004 issue of *Academe*.

	Faculty Compensation (\$1000s)				
	full	assoc	asst	inst	all ranks
<b>National Institutions</b>					
Case Western Reserve University	135.9	96.3	84.0	69.9	107.1
Tufts University	136.6	102.2	80.7	63.7	102.2
New York University	176.0	110.1	99.6	45.3	121.9
George Washington University	127.3	91.9	73.2	60.1	97.9
Boston University	NR	NR	NR	NR	NR
Northeastern University	133.8	96.8	80.6	NR	94.9
<b>Local Institutions</b>					
University of Delaware	135.5	97.5	80.8	64.9	104.1
Rutgers University	136.6	98.0	79.6	52.0	109.8
University of Pittsburgh	131.8	89.3	77.7	55.2	96.7
Lehigh University	129.5	94.8	81.8	NR	108.0
Carnegie Mellon University	141.6	103.3	88.2	NR	112.5
<b>Drexel University</b>	<b>123.2</b>	<b>92.5</b>	<b>86.2</b>	<b>52.7</b>	<b>91.1</b>
Rank:	11	9	3	6	11
Schools reporting:	11	11	11	8	11

Notes: NR = not reported

**Table 5 Academic year (AY) 1995-2004 faculty benefits as a percentage of salary** as compared to national and local benchmark institutions. Source: American Association of University Professors (AAUP) Salary Survey, as published in the March/April 1996-2005 issue of *Academe*.

	Benefits as a Percentage of Salary									
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
<b>National Institutions</b>										
Case Western Reserve University	23	23	24	23	23	24	25	25	27.0	21.5
Tufts University	30	27	27	25	29	30	30	29	31.9	31.8
New York University	32	32	32	32	32	32	32	32	32.2	32.6
George Washington University	20	19	19	19	19	20	20	19	20.0	19.3
Boston University	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Northeastern University	30	30	30	30	30	29	29	25	24.3	24.2
<b>Local Institutions</b>										
University of Delaware	29	29	29	29	29	29	30	31	31.1	32.3
Rutgers University	24	25	24	23	23	24	24	25	25.6	26.6
University of Pittsburgh	25	24	24	25	25	24	24	23	25.9	25.9
Lehigh University	27	26	26	27	27	27	27	27	27.4	28.3
Carnegie Mellon University	20	18	20	20	25	26	26	21	24.5	24.9
<b>Drexel University</b>	<b>24</b>	<b>23</b>	<b>29</b>	<b>29</b>	<b>23</b>	<b>23</b>	<b>24</b>	<b>19</b>	<b>22.2</b>	<b>21.0</b>
Rank:	7	8	3	3	9	10	8	10	10	10
Schools reporting:	11	11	11	11	11	11	11	11	11	11

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 doctoral 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 1998-2005 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
02/03	03/04	1.9	4.2	4.7	4.8	4.7	3.5	4.5	4.8	6.4
03/04	04/05	3.3	2.8	3.3	3.5	3.8	4.0	5.1	5.0	4.8

Sources:

- 1) AAUP Salary Survey, *Academe*, March/April 2003-2005
- 2) AAUP Salary Survey, *Academe*, March/April 1996-2005

Notes:

CPI = Consumer Price Index

**Table 7 Annual percentage change in continuing faculty salaries by rank for AY2004 for Drexel faculty as compared to national and local benchmark institutions. American Association of University Professors (AAUP) Salary Survey, as published in the March/April 2005 issues of *Academe*.**

	% salary increase (continuing faculty)			
	full	assoc	asst	inst
<b>National Institutions</b>				
Case Western Reserve University	4.0	5.2	5.6	8.8
Tufts University	5.0	5.0	7.7	6.9
New York University	4.5	5.3	4.5	4.3
George Washington University	4.9	5.6	4.3	3.7
Boston University	NR	NR	NR	NR
Northeastern University	4.9	5.8	5.1	
<b>Local Institutions</b>				
University of Delaware	5.1	4.5	4.8	5.0
Rutgers University	NR	NR	NR	NR
University of Pittsburgh	4.5	5.0	5.8	3.6
Lehigh University	4.2	3.6	4.1	
Carnegie Mellon University	4.4	6.7	6.4	3.2
<b>Drexel University</b>	<b>4.3</b>	<b>4.1</b>	<b>4.3</b>	<b>2.3</b>
Rank:	8	9	9	10
Schools reporting:	10	10	10	10

Notes: NR = not reported

**Table 8 Annual percentage change in continuing faculty salaries by rank** for Drexel faculty as compared to national and local benchmark institutions for the last eight years. American Association of University Professors (AAUP) Salary Survey, as published in the March/April 1998-2005 issues of *Academe*.

	AY	% salary increase (continuing faculty)			
		full	assoc	asst	inst
<b>Drexel University</b>	2004	4.3	4.1	4.3	2.3
	2003	5.6	6.2	5.0	6.0
	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	NR	5.6	NR
		% salary increase (continuing faculty)			
National Institutions	AY	full	assoc	asst	inst
<b>Case Western Reserve University</b>	2004	4.0	5.2	5.6	8.8
	2003	4.7	4.8	5.5	3.3
	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
<b>Tufts University</b>	2004	5.0	5.0	7.7	6.9
	2003	4.6	5.1	6.4	4.1
	2002	5.5	6.6	7.3	12.4
	2001	4.8	5.5	10.3	11.8
	2000	4.0	4.7	6.2	6.3
	1999	4.5	5.7	5.4	7.9
	1998	9.4	9.0	11.0	NR
	1997	5.2	5.1	6.9	NR
<b>New York University</b>	2004	4.5	5.3	4.5	4.3
	2003	0.7	1.3	1.7	10.2
	2002	4.8	5.3	4.4	7.2
	2001	5.0	5.1	5.5	3.0
	2000	5.0	5.1	4.7	4.2
	1999	4.5	3.9	3.6	8.4
	1998	3.6	4.2	5.0	9.6
	1997	4.1	4.3	4.0	6.2
<b>George Washington University</b>	2004	4.9	5.6	4.3	3.7
	2003	1.0	2.1	0.3	0.0
	2002	6.5	6.4	4.8	6.6
	2001	5.0	5.3	5.9	1.9
	2000	5.7	6.8	6.9	4.3
	1999	5.2	6.1	4.8	6.0

	1998	5.1	4.5	9.0	8.2
	1997	5.6	5.2	5.4	8.6
Northeastern University	2004	4.9	5.8	5.1	
	2003	5.4	5.1	5.3	NR
	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

Local Institutions	AY	% salary increase (continuing faculty)			
		full	assoc	asst	inst
University of Delaware	2004	5.1	4.5	4.8	5.0
	2003	4.3	4.6	4.7	3.7
	2002	3.3	4.3	4.8	4.6
	2001	5.8	5.1	5.1	4.2
	2000	4.3	4.5	5.3	7.4
	1999	3.5	4.0	4.7	4.6
	1998	3.0	3.0	3.0	3.0
	1997	4.3	4.7	5.5	6.5
University of Pittsburgh	2004	4.5	5.0	5.8	3.6
	2003	4.5	4.8	3.9	2.9
	2002	4.2	4.4	4.8	4.2
	2001	4.7	5.7	6.5	5.3
	2000	4.6	5.1	5.7	4.9
	1999	4.5	4.8	5.1	4.3
	1998	3.6	4.1	4.4	3.2
	1997	3.4	3.4	3.4	3.1
Lehigh University	2004	4.2	3.6	4.1	
	2003	3.7	3.8	5.5	NR
	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
Carnegie Mellon University	2004	4.4	6.7	6.4	3.2
	2003	4.7	6.0	6.2	NR
	2002	4.1	5.0	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

**Table 9 Summary of annual percentage change in continuing faculty salaries by rank** for Drexel and its national and local benchmark institutions. For each year the minimum, maximum, median and average percentage changes are computed from the raw data in table 7. American Association of University Professors (AAUP) Salary Survey, as published in the March/April 2001-2005 issues of *Academe*.

<b>AY2004</b>	full	assoc	asst	inst
minimum	4.0	3.6	4.1	2.3
maximum	5.1	6.7	7.7	8.8
median	4.5	5.1	5.0	4.0
average	4.6	5.1	5.3	4.7

**Drexel 4.3 4.1 4.3 2.3**

<b>AY2003</b>	full	assoc	asst	inst
minimum	0.7	1.3	0.3	0.0
maximum	5.6	6.2	6.4	10.2
median	4.6	4.8	5.2	3.7
average	3.9	4.4	4.5	4.3

**Drexel 5.6 6.2 5.0 6.0**

<b>AY2002</b>	full	assoc	asst	inst
minimum	3.3	3.8	2.9	4.2
maximum	8.6	7.7	7.3	12.4
median	4.6	5.1	4.8	5.9
average	5.1	5.4	5.1	6.5

**Drexel 4.5 3.8 2.9 4.6**

<b>AY2001</b>	full	assoc	asst	inst
minimum	3.2	4.4	5.0	1.8
maximum	5.9	6.2	10.3	11.8
median	4.9	5.2	5.8	4.1
average	4.9	5.3	6.3	4.6

**Drexel 5.0 5.0 5.0 5.0**

<b>AY2000</b>	full	assoc	asst	inst
minimum	4.0	4.5	4.3	4.2
maximum	5.7	6.8	8.4	7.4
median	4.6	5.1	5.5	5.0
average	4.7	5.3	5.8	5.4

**Drexel 5.0 5.0 5.0 5.0**

**Table 10 Change in annual average faculty salary by rank for continuing faculty** (assuming 1998 =100) and the continuing faculty raises given in table 7. Source: American Association of University Professors (AAUP) Salary Survey, as published in the March/April 1999-2005 issues of *Academe\**.

	1998	1999	2000	2001	2002	2003	2004	% increase 1998-2004
<b>Drexel University</b>								
full	100	105	110.25	115.763	120.972	127.746	133.239	<b>33.2</b>
assoc	100	105	110.25	115.763	120.161	127.611	132.844	<b>32.8</b>
asst	100	105	110.25	115.763	119.12	125.076	130.454	<b>30.5</b>
inst	100	105	110.25	115.763	121.088	128.353	131.305	<b>31.3</b>
<b>Tufts University</b>								
full	100	104.5	108.68	113.897	120.161	125.688	131.973	<b>32.0</b>
assoc	100	105.7	110.668	116.755	124.46	130.808	137.348	<b>37.3</b>
asst	100	105.4	111.935	123.464	132.477	140.955	151.809	<b>51.8</b>
inst	100	107.9	114.698	128.232	144.133	150.042	160.395	<b>60.4</b>
<b>New York University</b>								
full	100	104.5	109.725	115.211	120.741	121.587	127.058	<b>27.1</b>
assoc	100	103.9	109.199	114.768	120.851	122.422	128.91	<b>28.9</b>
asst	100	103.6	108.469	114.435	119.47	121.501	126.969	<b>27.0</b>
inst	100	108.4	112.953	116.341	124.718	137.439	143.349	<b>43.3</b>
<b>George Washington Univ.</b>								
full	100	105.2	111.196	116.756	124.345	125.589	131.743	<b>31.7</b>
assoc	100	106.1	113.315	119.32	126.957	129.623	136.882	<b>36.9</b>
asst	100	104.8	112.031	118.641	124.336	124.709	130.071	<b>30.1</b>
inst	100	106	110.558	112.659	120.094	120.094	124.538	<b>24.5</b>
<b>University of Delaware</b>								
full	100	103.5	107.951	114.212	117.981	123.054	129.33	<b>29.3</b>
assoc	100	104	108.68	114.223	119.134	124.614	130.222	<b>30.2</b>
asst	100	104.7	110.249	115.872	121.434	127.141	133.244	<b>33.2</b>
inst	100	104.6	112.34	117.059	122.443	126.974	133.322	<b>33.3</b>
<b>University of Pittsburgh</b>								
full	100	104.5	109.307	114.444	119.251	124.617	130.225	<b>30.2</b>
assoc	100	104.8	110.145	116.423	121.546	127.38	133.749	<b>33.7</b>
asst	100	105.1	111.091	118.312	123.991	128.826	136.298	<b>36.3</b>
inst	100	104.3	109.411	115.209	120.048	123.53	127.977	<b>28.0</b>
<b>Lehigh University</b>								
full	100	103	107.532	110.973	115.856	120.143	125.188	<b>25.2</b>
assoc	100	103	107.944	113.125	118.555	123.06	127.491	<b>27.5</b>
asst	100	103	107.429	114.627	120.702	127.341	132.562	<b>32.6</b>

	1998	1999	2000	2001	2002	2003	2004	% increase 1998-2004
<b>Carnegie Mellon Univ.</b>								
full	100	104.3	108.994	114.007	118.681	124.26	129.727	<b>29.7</b>
assoc	100	106.2	112.997	120.003	126.003	133.563	142.512	<b>42.5</b>
asst	100	106	114.904	122.603	129.468	137.495	146.295	<b>46.3</b>

**Table 11 Summary of the % increase in annual average faculty salary by rank** for the period 1998-2004 for continuing faculty (assuming 1998 = 100) from the data given in table 10.

	Full	Assoc	Asst	Inst
<b>Drexel University</b>	<b>33.2</b>	<b>32.8</b>	<b>30.5</b>	<b>31.3</b>
<b>Benchmarks</b>				
minimum	25.2	27.5	27.0	24.5
maximum	33.2	42.5	51.8	60.4
median	30.0	33.3	32.9	32.3
average	29.8	33.7	36.0	36.8

**Table 12 Annual average faculty salary and annual percentage change by rank** (for all faculty) for the last ten years. Source: American Association of University Professors (AAUP) Salary Survey, as published in the March/April 1996-2005 issues of *Academe*\*.

**Drexel University**

AY	Average salary (1000s)					AY	% change				
	full	assoc	asst	inst	all		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
2003	99.8	74.1	72.3	42.8	74.4	02-03	8.24	5.71	9.38	4.90	7.83
2004	102.7	78.6	73.7	43.4	76.4	03-04	2.91	6.07	1.94	1.40	2.69
% change											
1998-2004	<b>35.7</b>	<b>37.4</b>	<b>31.8</b>	<b>25.4</b>	<b>33.1</b>						

**National Institutions**

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
2003	106.9	75.4	64.9	47.3	83.3	02-03	4.91	4.87	-0.31	-1.46	2.84
2004	112.3	79.8	66.8	42.8	85.8	03-04	5.05	5.84	2.93	-9.51	3.00
% change											
1998-2004	<b>30.0</b>	<b>25.9</b>	<b>25.3</b>	<b>-2.7</b>	<b>22.7</b>						

Tufts University

	Average salary (1000s)						% change				
	full	assoc	asst	inst	all ranks		full	assoc	asst	inst	all ranks
1995	77.4	58.4	45.1	30.1	62.1						
1996	80.1	59.7	45.6	25.6	64.0	95-96	3.49	2.23	1.11	-14.95	3.06
1997	83.4	62.6	48.3	41.9	64.3	96-97	4.12	4.86	5.92	63.67	0.47
1998	85.7	63.1	48.5	38.1	65.6	97-98	2.76	0.80	0.41	-9.07	2.02
1999	89.3	66.3	50.0	39.9	66.9	98-99	4.20	5.07	3.09	4.72	1.98
2000	92.6	68.4	52.0	47.6	69.7	99-00	3.70	3.17	4.00	19.30	4.19
2001	96.4	71.9	56.4	43.9	72.4	00-01	4.10	5.12	8.46	-7.77	3.87
2002	100.0	76.0	59.8	47.5	75.6	01-02	3.73	5.70	6.03	8.20	4.42
2003	103.0	77.3	61.7	49.0	77.5	02-03	3.00	1.71	3.18	3.16	2.51
2004	109.4	82.5	65.8	51.0	82.2	03-04	6.21	6.73	6.65	4.08	6.06
% change											
1998-2004	<b>27.7</b>	<b>30.7</b>	<b>35.7</b>	<b>33.9</b>	<b>25.3</b>						

New York University

	Average salary (1000s)						% change				
	full	assoc	asst	inst	all ranks		full	assoc	asst	inst	all ranks
1995	96.8	63.7	54.4	39.4	74.0						
1996	102.5	65.4	56.5	40.4	77.2	95-96	5.89	2.67	3.86	2.54	4.32
1997	106.4	68.4	57.2	40.2	79.9	96-97	3.80	4.59	1.24	-0.50	3.50
1998	110.0	71.7	61.0	42.1	82.9	97-98	3.38	4.82	6.64	4.73	3.75
1999	116.1	75.0	63.6	42.6	86.8	98-99	5.55	4.60	4.26	1.19	4.70
2000	120.8	76.0	66.7	35.8	88.9	99-00	4.05	1.33	4.87	-15.96	2.42
2001	126.4	78.4	70.2	35.1	92.0	00-01	4.64	3.16	5.25	-1.96	3.49
2002	132.2	82.6	73.1	33.2	93.1	01-02	4.59	5.36	4.13	-5.41	1.20
2003	134.2	82.7	74.8	33.9	92.2	02-03	1.51	0.12	2.33	2.11	-0.97
2004	138.1	85.4	73.7	33.9	94.0	03-04	2.91	3.26	-1.47	0.00	1.95
% change											
1998-2004	<b>25.5</b>	<b>19.1</b>	<b>20.8</b>	<b>-19.5</b>	<b>13.4</b>						

George Washington University

	Average salary (1000s)						% change				
	full	assoc	asst	inst	all ranks		full	assoc	asst	inst	all ranks
1995	81.2	58.8	48.3	36.1	66.5						
1996	84.2	60.7	49.4	35.4	69.0	95-96	3.69	3.23	2.28	-1.94	3.76
1997	87.2	62.5	50.8		71.3	96-97	3.56	2.97	2.83		3.33
1998	90.1	65.4	52.7	42.3	73.5	97-98	3.33	4.64	3.74		3.09
1999	93.4	69.1	53.4	45.8	76.0	98-99	3.66	5.66	1.33	8.27	3.40
2000	98.3	72.2	56.9	45.3	79.7	99-00	5.25	4.49	6.55	-1.09	4.87
2001	103.3	74.2	58.4	46.7	81.4	00-01	5.09	2.77	2.64	3.09	2.13
2002	107.5	76.4	60.6	44.7	84.6	01-02	4.07	2.96	3.77	-4.28	3.93
2003	106.4	76.4	60.6	50.3	81.6	02-03	-1.02	0.00	0.00	12.53	-3.55
2004	110.3	80.7	63.2	51.9	85.8	03-04	3.67	5.63	4.29	3.18	5.15
% change											
1998-2004	<b>22.4</b>	<b>23.4</b>	<b>19.9</b>	<b>22.7</b>	<b>16.7</b>						

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
2003	108.4	76.8	66.5		76.3	02-03	6.27	5.64	2.31		4.81
2004	112.7	81.6	69.5		80.5	03-04	3.97	6.25	4.51		5.50
% change											
1998-2004	<b>38.1</b>	<b>34.0</b>	<b>31.4</b>		<b>28.8</b>						

**Local Institutions**

University of Delaware

	Average salary (1000s)						% change				
	full	assoc	asst	inst	all ranks		full	assoc	asst	inst	all ranks
1995	79.7	57.3	45.3	32.9	61.2						
1996	83.3	58.7	46.8	34.5	63.7	95-96	4.52	2.44	3.31	4.86	4.08
1997	86.3	61.0	48.4	36.3	66.6	96-97	3.60	3.92	3.42	5.22	4.55
1998	90.3	63.8	49.9	36.9	69.3	97-98	4.63	4.59	3.10	1.65	4.05
1999	91.9	65.0	52.1	39.0	71.1	98-99	1.77	1.88	4.41	5.69	2.60
2000	95.7	67.1	53.5	41.7	72.9	99-00	4.13	3.23	2.69	6.92	2.53
2001	100.0	70.0	56.1	43.4	75.1	00-01	4.49	4.32	4.86	4.08	3.02
2002	101.9	71.1	58.5	45.0	76.9	01-02	1.90	1.57	4.28	3.69	2.40
2003	105.8	73.4	60.1	46.9	79.4	02-03	3.83	3.23	2.74	4.22	3.25
2004	109.6	76.1	61.5	48.5	81.8	03-04	3.59	3.68	2.33	3.41	3.02
% change											
1998-2004	21.4	19.3	23.2	31.4	18.0						

Rutgers University

	Average salary (1000s)						% change				
	full	assoc	asst	inst	all ranks		full	assoc	asst	inst	all ranks
1995	90.8	65.6	49.8	30.8	71.9						
1996	89.4	64.2	48.4	30.4	70.5	95-96	-1.54	-2.13	-2.81	-1.30	-1.95
1997	90.0	70.4	55.3	41.9	74.9	96-97	0.63	9.66	14.26	37.83	6.24
1998	94.8	68.3	50.6	32.8	73.5	97-98	5.38	-2.98	-8.50	-21.72	-1.87
1999	98.8	70.8	53.1	33.7	75.4	98-99	4.22	3.66	4.94	2.74	2.59
2000	102.4	72.8	55.3	35.3	77.5	99-00	3.64	2.82	4.14	4.75	2.79
2001	105.7	74.0	56.7	35.6	79.1	00-01	3.22	1.65	2.53	0.85	2.06
2002	108.5	75.7	59.5	38.2	84.8	01-02	2.65	2.30	4.94	7.30	7.21
2003	110.9	76.8	61.2	37.8	87.4	02-03	2.21	1.45	2.86	-1.05	3.07
2004	112.9	77.7	62.8	38.0	88.7	03-04	1.80	1.17	2.61	0.53	1.49
% change											
1998-2004	<b>19.1</b>	<b>13.8</b>	<b>24.1</b>	<b>15.9</b>	<b>20.7</b>						

University of Pittsburgh

	Average salary (1000s)						% change				
	full	assoc	asst	inst	all ranks		full	assoc	asst	inst	all ranks
1995	76.8	53.7	42.9	33.9	56.8						
1996	79.1	55.3	44.7	35.7	58.9	95-96	2.99	2.98	4.20	5.31	3.70
1997	80.8	56.4	45.7	36.7	60.2	96-97	2.15	1.99	2.24	2.80	2.21
1998	82.8	58.6	48.1	37.4	62.3	97-98	2.48	3.90	5.25	1.91	3.49
1999	85.9	60.6	50.8	39.4	64.4	98-99	3.74	3.41	5.61	5.35	3.37
2000	90.9	63.6	53.1	39.4	67.1	99-00	5.82	4.95	4.53	0.00	4.19
2001	95.8	65.4	56.6	40.7	69.8	00-01	5.39	2.83	6.59	3.30	4.02
2002	102.4	68.0	59.6	40.9	74.7	01-02	6.89	3.98	5.30	0.49	7.02
2003	105.6	70.2	61.6	42.3	76.8	02-03	3.12	3.24	3.36	3.42	2.81
2004	109.8	74.0	63.6	42.3	77.9	03-04	3.98	5.41	3.25	0.00	1.43
% change											
1998-2004	<b>32.6</b>	<b>26.3</b>	<b>32.2</b>	<b>13.1</b>	<b>25.0</b>						

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
2003	101.3	72.7	67.1		84.8	02-03	4.43	2.39	5.50				2.91
2004	105.5	73.7	69.9		86.8	03-04	4.15	1.38	4.17				2.36
% change													
1998-2004	<b>24.7</b>	<b>22.6</b>	<b>45.0</b>		<b>21.1</b>								

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
2003	114.7	82.3	71.2		90.4	02-03	5.04	7.02	0.85				5.73
2004	118.4	84.5	75.2	53.5	93.4	03-04	3.23	2.67	5.62				3.32
% change													
1998-2004	<b>22.1</b>	<b>26.7</b>	<b>26.2</b>		<b>14.6</b>								

\* 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 13 Local cost-of-living and local/state wage tax information** for national and local benchmark institutions. The local cost-of-living (COL) figure is obtained from the 4<sup>th</sup> quarter 2004 data provided by the American Chamber of Commerce Researchers Association. Local wage tax information obtained on 5/13/05 from [www.adp.com/taxfin/toolbox/citytax/index.html](http://www.adp.com/taxfin/toolbox/citytax/index.html).

National Institutions	Cost of Living (1)		Local Wage Tax Info (2)			State Tax Info (3)	
	4th Q 04	Note	Non-res %	Res %	Details	Rate	Notes
Case Western Reserve University	101.3	Cleveland, OH	2.0	2.0	Cuyahoga	5.943	\$80-100K
Tufts University	138.6	Boston, MA				5.3	non-interest
New York University	211.6	Manhattan				6.85	>\$40K
George Washington University	144.5	Washington, DC				9.0	>\$30K
Boston University	138.6	Boston, MA				5.3	non-interest
Northeastern University	138.6	Boston, MA				5.3	non-interest
<b>Local Institutions</b>							
University of Delaware	106.7	Wilmington, DE				5.95	>\$60K
Rutgers University	133.8	Newark, Elizabeth NJ				5.525	\$70-150K
University of Pittsburgh	94.6	Pittsburgh, PA	1.0	1.0	Allegheny, 2.0% School	3.07	
Lehigh University	98.0	Williamsport, Q3 2004	0.50	0.50	Northhampton, 0.5% school	3.07	
Carnegie Mellon University	94.6	Pittsburgh, PA	1.0	1.0	Allegheny, 2.0% School	3.07	
<b>Drexel University</b>	<b>118.7</b>	<b>Philadelphia, PA</b>	<b>3.8197</b>	<b>4.331</b>		<b>3.07</b>	

Notes:

(1) ACCRA (American Chamber of Commerce Researchers Association, [www.accra.org](http://www.accra.org)), US avg=100.0  
ACCRA Cost of Living Index, 37(4), 2004 (February 2005)

(2) Information obtained 5/13/05 from [www.adp.com/taxfin/toolbox/citytax/index.html](http://www.adp.com/taxfin/toolbox/citytax/index.html)

(3) Information obtained 5/12/05 from [http://www.homefair.com/homefair/readart.html?NETSCAPE\\_LIVEWIRE.scr=homefair&art=ataxes](http://www.homefair.com/homefair/readart.html?NETSCAPE_LIVEWIRE.scr=homefair&art=ataxes)  
updated May 2003 and [http://www.taxadmin.org/fta/rate/ind\\_inc.html](http://www.taxadmin.org/fta/rate/ind_inc.html), data updated 2005.

**Table 14 Cost-of-living adjusted academic year 2004 average faculty salary information by rank as compared to national and local benchmark institutions. The salary information in table 1 is adjusted by the local cost-of-living (COL) information given in table 10.**

<b>National Institutions</b>	COL	COL Adjusted Faculty Salary (\$1000s)				
	4th Q 04 (1)	full	assoc	asst	inst	all ranks
Case Western Reserve University	101.3	110.9	78.8	65.9	42.3	84.7
Tufts University	138.6	78.9	59.5	47.5	36.8	59.3
New York University	211.6	65.3	40.4	34.8	16.0	44.4
George Washington University	144.5	76.3	55.8	43.7	35.9	59.4
Boston University	138.6	NR	NR	NR	NR	NR
Northeastern University	138.6	81.3	58.9	50.1	NR	58.1
<b>Local Institutions</b>						
University of Delaware	106.7	102.7	71.3	57.6	45.5	76.7
Rutgers University	133.8	84.4	58.1	46.9	28.4	66.3
University of Pittsburgh	94.6	116.1	78.2	67.2	44.7	82.3
Lehigh University	98.0	107.7	75.2	71.3	NR	88.6
Carnegie Mellon University	94.6	125.2	89.3	79.5	56.6	98.7
<b>Drexel University</b>	<b>118.7</b>	<b>86.5</b>	<b>66.2</b>	<b>62.1</b>	<b>36.6</b>	<b>64.4</b>
Rank:		6	6	5	5	8
Schools reporting:		11	11	11	9	11

Notes: NR = not reported

Sources:

AAUP Salary Survey, March/April 2005 Academe

Notes:

(1) ACCRA (American Chamber of Commerce Researchers Association, [www.accra.org](http://www.accra.org))

US average = 100.0 ACCRA Cost of Living Index, 37(4), 2004 (February 2005)