



UNIVERSITY OF MINNESOTA

FY 2006 Faculty Compensation and Salary Comparisons

Morris

Duluth

Twin Cities

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Note: Crookston information is not provided as the contract with the faculty bargaining unit had not been settled when FY 2006 compensation and salary information was submitted.



Questions That Arose from the Analysis

- **Is the University of Minnesota positioned competitively to recruit and retain faculty of the quality necessary to move the University into the top three public research universities in world?**
- **Are we using the appropriate universities against which to compare our compensation and salaries?**



AAUP Faculty Salary Survey

What classes of faculty are included in the survey?

- **Instructional-Research Faculty**
 - a. Full-time
 - b. Regular assignment is instruction or on released time for research
- **Those that are excluded:**
 - a. Employed for less than two semesters
 - b. Preclinical or Clinical Medicine
 - c. Part-time
 - d. Administrative Officers
 - e. Students that assist in instruction
 - f. Faculty on leave without pay
 - g. Replacements for faculty on leave



AAUP Salary Survey

(continued)

The compensation figures in the Survey include salary plus the following fringe benefits:

- a) social security**
- b) retirement contribution**
- c) medical insurance**
- d) dental insurance**
- e) group life insurance**
- f) disability income protection**
- g) unemployment compensation**
- h) workers' compensation**
- i) tuition for faculty dependents (at some institutions)**



Average compensation and salary for faculty members across different universities vary primarily for three reasons:

- **Mix of disciplines on a campus related to national markets and campus priorities**
- **Cost of living and local tax burden**
- **Variance in fringe benefit packages**



Morris Comparison Group

**similar public campuses and
private liberal arts colleges**

**Carleton College
College of Saint Benedict
Concordia College-Moorhead
Gustavus Adolphus College
Hamline University
Macalester College
Ramapo College, New Jersey
Saint John's University
St. Mary's College, Maryland
St. Olaf College
U Maine-Farmington
Mary Washington University
U Minnesota-Morris
U North Carolina-Asheville**

Duluth Comparison Group

**similar public and private
university campuses**

**Cleveland St University
Florida Atlantic University
Marquette University
Oakland University
Old Dominion University
U Central Florida
U Colorado-Denver
U Maine-Orono
U Massachusetts-Dartmouth
U Minnesota-Duluth
U Nevada-Reno
U New Hampshire
U North Carolina-Charlotte
U Wisconsin-Milwaukee
UNLV
Villanova University
Wright State University-Main**



Twin Cities Comparison Group (top 30 research universities)

Brown U
California Tech
Carnegie Mellon U
Columbia
Cornell U-Endowed Colleges
Duke U
Harvard U
Johns Hopkins U
Massachusetts Inst Tech
New York U
Northwestern U
Penn St U-Main
Princeton U
Purdue U-Main
Stanford U

SUNY-Stony Brook
U California-Berkeley
U California-Los Angeles
U California-San Diego
U California-Santa Barbara
U Chicago
U Illinois-Urbana
U Michigan-Ann Arbor
U North Carolina-Chapel Hill
U Pennsylvania
U Texas-Austin
U Washington-Seattle
U Wisconsin-Madison
Yale U



Morris Compensation Comparison

	Full Prof	Assoc Prof	Asst Prof	All Rank Average
2005-06				
U Minnesota-Morris	\$100.4	\$81.4	\$66.7	\$78.9
Mean w/o MN	\$100.8	\$78.1	\$64.5	\$82.0
Dev from Mean #	-\$0.4	\$3.3	\$2.2	-\$3.2
Dev from Mean %	-0.4%	4.2%	3.5%	-3.8%
Rank of 14	4	4	4	6
	Full Prof	Assoc Prof	Asst Prof	All Rank Average
2004-05				
U Minnesota-Morris	\$96.0	\$77.5	\$62.5	\$73.9
Mean w/o MN	\$97.7	\$76.0	\$62.9	\$79.8
Dev from Mean #	-\$1.7	\$1.5	-\$0.4	-\$6.0
Dev from Mean %	-1.7%	2.0%	-0.6%	-8.1%
Rank of 13	6	4	5	9



Morris Salary Comparison

	Full Prof	Assoc Prof	Asst Prof	All Rank Average
2005-06				
U Minnesota-Morris	\$72.5	\$56.8	\$44.7	\$54.8
Mean w/o MN	\$78.7	\$60.6	\$50.2	\$63.8
Dev from Mean #	-\$6.2	-\$3.8	-\$5.4	-\$9.1
Dev from Mean %	-7.9%	-6.2%	-10.8%	-14.2%
Rank of 14	10	10	13	13
	Full Prof	Assoc Prof	Asst Prof	All Rank Average
2004-05				
U Minnesota-Morris	\$70.1	\$54.9	\$42.6	\$51.9
Mean w/o MN	\$76.5	\$59.3	\$49.0	\$62.4
Dev from Mean #	-\$6.3	-\$4.4	-\$6.5	-\$10.5
Dev from Mean %	-9.1%	-8.1%	-15.2%	-20.2%
Rank of 14	8	9	12	12



Duluth Compensation Comparison

	Full	Assoc	Asst	All Rank
2005-06	Prof	Prof	Prof	Average
U Minnesota-Duluth	\$112.2	\$94.4	\$76.9	\$92.0
Mean w/o MN	\$118.4	\$90.0	\$75.0	\$94.6
Dev from Mean #	-\$6.2	\$4.4	\$1.9	-\$2.5
Dev from Mean %	-5.2%	4.9%	2.6%	-2.7%
Rank of 17	11	5	7	10
	Full	Assoc	Asst	All Rank
2004-05	Prof	Prof	Prof	Average
U Minnesota-Duluth	\$108.6	\$91.6	\$72.4	\$88.5
Mean w/o MN	\$113.1	\$86.5	\$73.2	\$91.0
Dev from Mean #	-\$4.5	\$5.2	-\$0.8	-\$2.5
Dev from Mean %	-4.1%	5.6%	-1.2%	-2.8%
Rank of 17	12	4	9	10



Duluth Salary Comparison

	Full	Assoc	Asst	All Rank
2005-06	Prof	Prof	Prof	Average
U Minnesota-Duluth	\$83.0	\$68.2	\$53.8	\$66.3
Mean w/o MN	\$94.5	\$70.2	\$58.2	\$74.4
Dev from Mean #	-\$11.5	-\$2.0	-\$4.4	-\$8.1
Dev from Mean %	-12.2%	-2.8%	-7.5%	-10.9%
Rank of 17	16	9	14	16
	Full	Assoc	Asst	All Rank
2004-05	Prof	Prof	Prof	Average
U Minnesota-Duluth	\$80.9	\$66.9	\$51.1	\$64.4
Mean w/o MN	\$90.8	\$67.7	\$56.6	\$71.8
Dev from Mean #	-\$9.9	-\$0.8	-\$5.5	-\$7.4
Dev from Mean %	-12.3%	-1.2%	-10.7%	-11.4%
Rank of 17	16	7	15	16



Twin Cities Compensation: Top 30

	Full Prof	Assoc Prof	Asst Prof	All Rank Average
2005-06				
U Minnesota-Twin Cities	\$143.3	\$102.8	\$90.5	\$119.6
Top 30: Mean w/o MN	\$163.1	\$110.8	\$95.9	\$136.6
Top 30: Dev from Mean #	-\$19.8	-\$8.0	-\$5.4	-\$17.0
Top 30: Dev from Mean %	-12.2%	-7.3%	-5.6%	-12.4%
Top 30: Rank	22	21	17	22

	Full Prof	Assoc Prof	Asst Prof	All Rank Average
2004-05				
U Minnesota-Twin Cities	\$136.5	\$96.0	\$85.7	\$113.7
Top 30: Mean w/o MN	\$157.4	\$106.4	\$91.8	\$131.6
Top 30: Dev from Mean #	-\$20.8	-\$10.4	-\$6.0	-\$17.9
Top 30: Dev from Mean %	-15.3%	-10.9%	-7.0%	-15.8%
Top 30: Rank	23	21	18	22



Twin Cities Compensation: Top Public 14

	Full Prof	Assoc Prof	Asst Prof	All Rank Average
2005-06				
U Minnesota-Twin Cities	\$143.3	\$102.8	\$90.5	\$119.6
Top Public 14: Mean w/o MN	\$144.2	\$99.2	\$87.1	\$120.3
Top Public 14: Dev from Mean #	-\$1.0	\$3.6	\$3.4	-\$0.7
Top Public 14: Dev from Mean %	-0.7%	3.6%	3.9%	-0.6%
Top Public 14: Rank	6	5	3	6

	Full Prof	Assoc Prof	Asst Prof	All Rank Average
2004-05				
U Minnesota-Twin Cities	\$136.5	\$96.0	\$85.7	\$113.7
Top Public 14: Mean w/o MN	\$138.7	\$95.0	\$83.3	\$115.7
Top Public 14: Dev from Mean #	-\$2.2	\$1.0	\$2.5	-\$2.1
Top Public 14: Dev from Mean %	-1.6%	1.0%	2.9%	-1.8%
Top Public 14: Rank	7	5	3	6



Twin Cities Salaries: Top 30

	Full	Assoc	Asst	All Rank
2005-06	Prof	Prof	Prof	Average
U Minnesota-Twin Cities	\$110.3	\$75.6	\$65.4	\$90.1
Top 30: Mean w/o MN	\$131.0	\$86.4	\$74.6	\$108.6
Top 30: Dev from Mean #	-\$20.7	-\$10.7	-\$9.2	-\$18.5
Top 30: Dev from Mean %	-15.8%	-12.4%	-12.4%	-17.1%
Top 30: Rank	27	25	25	27
2004-05	Full	Assoc	Asst	All Rank
	Prof	Prof	Prof	Average
U Minnesota-Twin Cities	\$105.4	\$70.7	\$62.5	\$86.0
Top 30: Mean w/o MN	\$126.0	\$83.4	\$71.8	\$104.6
Top 30: Dev from Mean #	-\$20.7	-\$12.7	-\$9.2	-\$18.6
Top 30: Dev from Mean %	-19.6%	-18.0%	-14.8%	-21.7%
Top 30: Rank	27	25	28	27



Twin Cities Salaries: Top Public 14

	Full	Assoc	Asst	All Rank
2005-06	Prof	Prof	Prof	Average
U Minnesota-Twin Cities	\$110.3	\$75.6	\$65.4	\$90.1
Top Public 14: Mean w/o MN	\$115.0	\$77.0	\$67.5	\$94.9
Top Public 14: Dev from Mean #	-\$4.7	-\$1.4	-\$2.1	-\$4.8
Top Public 14: Dev from Mean %	-4.1%	-1.8%	-3.1%	-5.0%
Top Public 14: Rank	11	9	9	11
	Full	Assoc	Asst	All Rank
2004-05	Prof	Prof	Prof	Average
U Minnesota-Twin Cities	\$105.4	\$70.7	\$62.5	\$86.0
Top Public 14: Mean w/o MN	\$110.8	\$74.4	\$65.2	\$91.7
Top Public 14: Dev from Mean #	-\$5.4	-\$3.7	-\$2.7	-\$5.7
Top Public 14: Dev from Mean %	-5.2%	-5.3%	-4.3%	-6.7%
Top Public 14: Rank	11	9	12	11



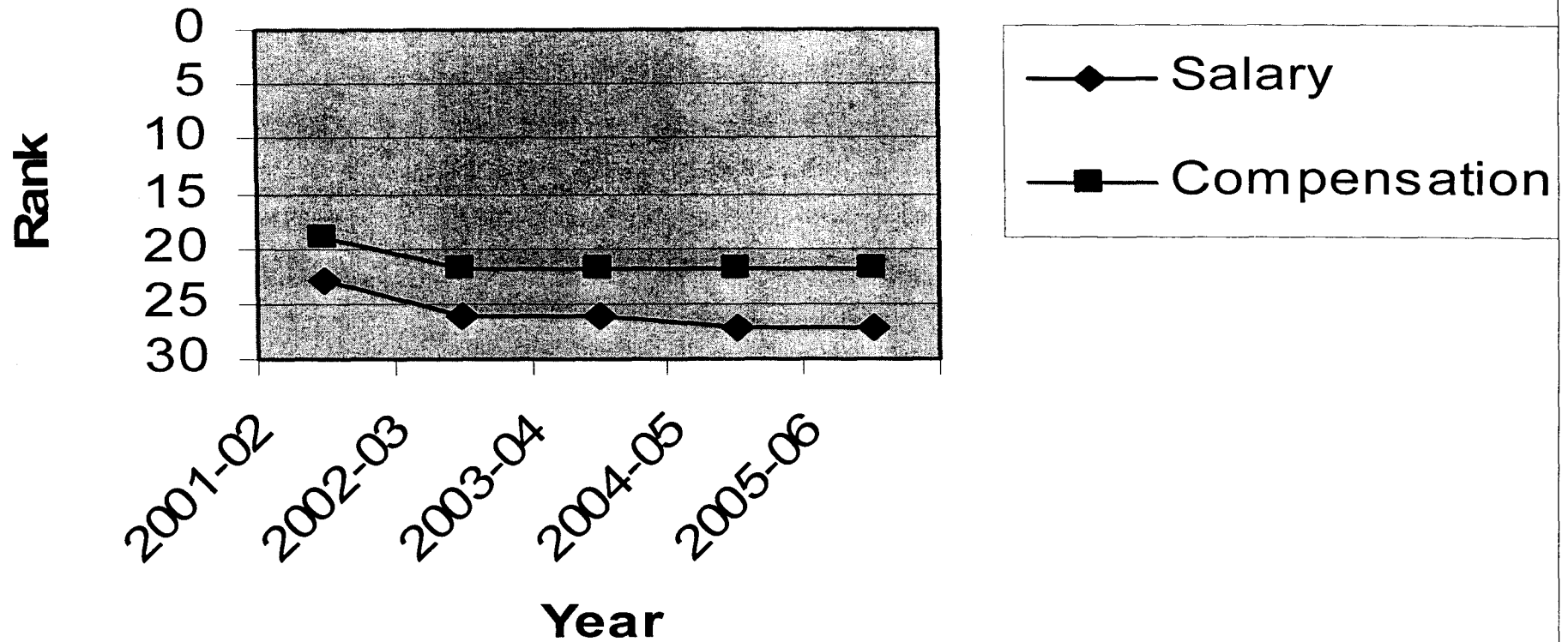
Rank of Twin Cities Compensation and Salaries FY1998 – FY2006

Compensation	Full Prof	Assoc Prof	Asst Prof
FY2006	22	21	17
FY2005	23	21	18
FY2004	22	20	17
FY2003	22	20	16
FY2002	21	18	17
FY2001	20	17	19
FY2000	20	18	18
FY1999	22	18	17
FY1998	23	19	17

Salaries	Full Prof	Assoc Prof	Asst Prof
FY2006	27	25	25
FY2005	27	25	28
FY2004	27	26	28
FY2003	27	23	22
FY2002	27	23	27
FY2001	26	24	27
FY2000	25	22	24
FY1999	25	22	22
FY1998	26	24	25

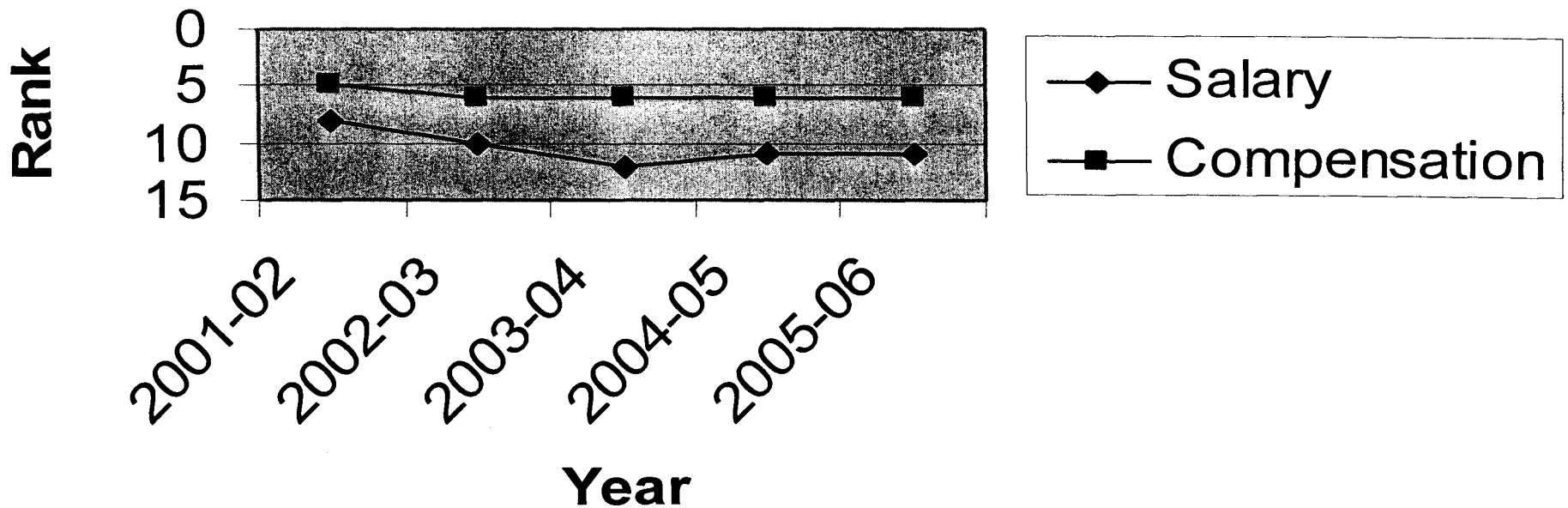


University of Minnesota - Twin Cities Compensation and Salary Comparison with Top 30 Research Universities 2001-02 -- 2005-06





University of Minnesota - Twin Cities Average Compensation and Salary Comparison with Top 14 Public Research Universities 2001-02 -- 2005-06





Other Factors Affecting Faculty Recruitment and Retention

It is important to note that although compensation and salary are two very important factors in recruiting and retaining faculty members, they are not the only factors. Others include:

- Reputation: university, academic department, and potential colleagues**
- Quality of students and support for graduate students**
- Quality of libraries, laboratories, and infrastructure**
- Support for new faculty members (e.g., set-up funds for the establishment of a laboratory, funds for professional development)**
- Location of the campus (e.g., big town/college town, cultural amenities)**
- Family considerations (e.g., employment opportunities in the community for spouses/partners, the quality of schools for children)**



Future Salary and Compensation Strategies

- **Continue a multi-year approach of using “targeted merit program dollars” to retain the University’s best and brightest.**
- **Strategically making dollars available in areas that have been identified as central to the University moving to one of the top three public research universities in the world.**



Future Compensation and Salary Comparisons

- **The comparison institutions in this analysis were selected some nine years ago**
- **New graduate program rankings by the National Research Council**
- **Repositioning of the University**
- **Next year's comparisons will reflect a revised set of comparative institutions**