

Fall 2009 Faculty Compensation and Salary Comparisons: University of Minnesota Campuses

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UNIVERSITY OF MINNESOTA

Driven to DiscoverSM

Policy Question

Is the University of Minnesota competitively positioned to recruit and retain faculty of the quality necessary for the University to reach its strategic positioning goal to become one of the top three public research university?



AAUP Faculty Salary Survey

What classes of faculty are included in the survey?

- **Tenured/tenure-track faculty with primarily instructional appointments**
- **Full-time (100%)**
- **Non-medical**
- **Nine-month equated salaries**



AAUP Faculty Salary Survey

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

- **Social Security**
- **Retirement Contribution**
- **Medical Insurance**
- **Dental Insurance**
- **Group Life Insurance**
- **Disability Income Protection**
- **Unemployment Compensation**
- **Workers' Compensation**
- **Tuition for Faculty Dependents (not offered at the U of M)**



AAUP Faculty Salary Survey

Average compensation and salary for faculty members across different universities vary primarily due to:

- **Market Factors**
- **Mix of disciplines on a campus**
- **Cost of living and local tax burden**
- **State and university initiatives**
- **Variance in fringe benefit packages**

Twin Cities Campus Compensation and Salary Rankings

(among 11 comparison institutions)

COMPENSATION

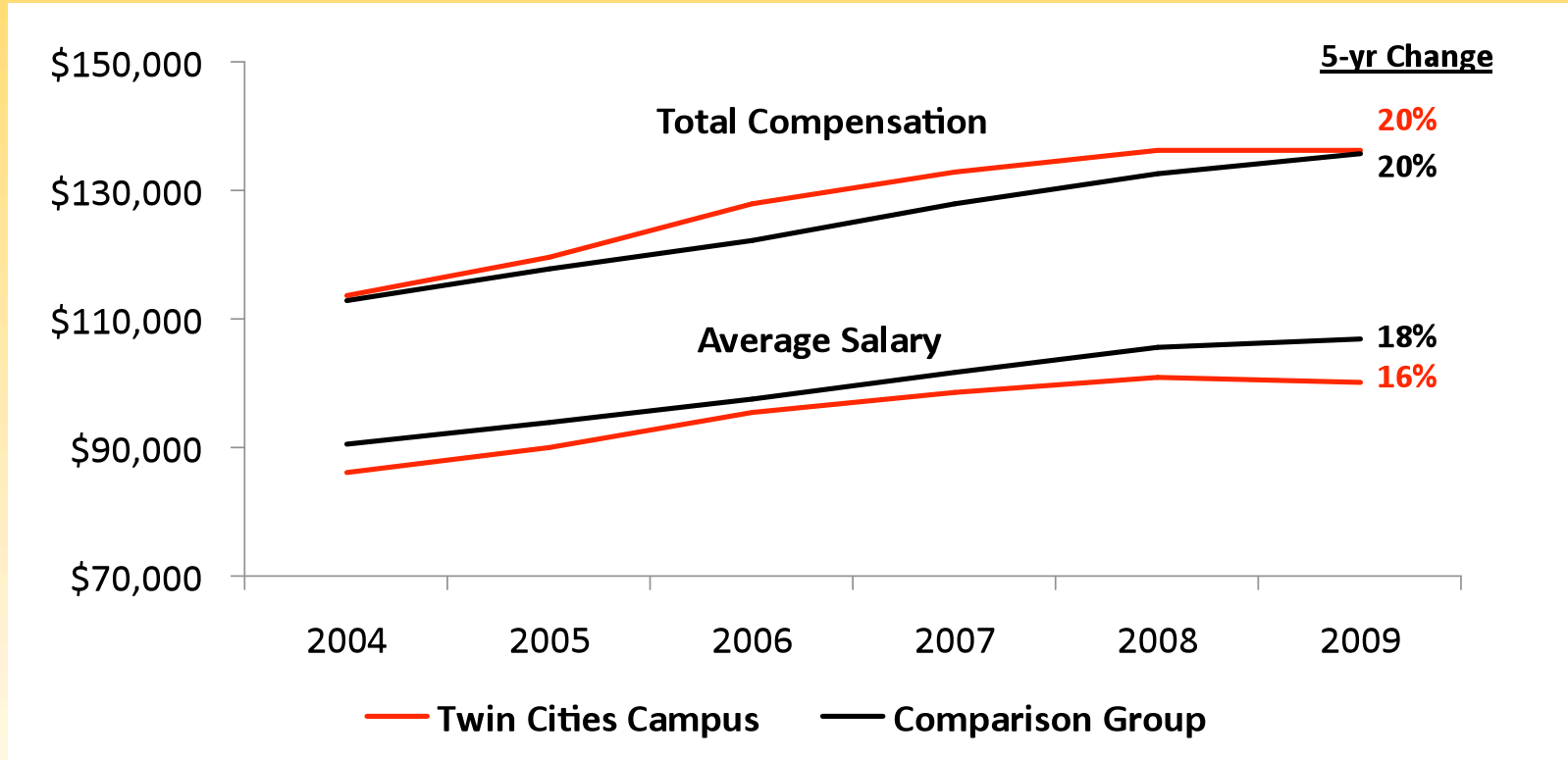
Year	Full Professor	Associate Professor	Assistant Professor	All Professors (full, assoc., assist.)
Fall 2009	4th	4th	3rd	4th
Fall 2008	4th	3rd	3rd	4th
Fall 2007	4th	3rd	3rd	4th
Fall 2006	4th	3rd	2nd	3rd

SALARY

Year	Full Professor	Associate Professor	Assistant Professor	All Professors (full, assoc., assist.)
Fall 2009	8th	8th	8th	9th
Fall 2008	7th	6th	7th	8th
Fall 2007	7th	5th	7th	7th
Fall 2006	7th	5th	7th	7th



Average Faculty Salary and Compensation: Twin Cities Campus, Comparison Group (all ranks)



Duluth Campus Compensation and Salary Rankings

(among 15 comparison institutions)

COMPENSATION

Year	Full Professor	Associate Professor	Assistant Professor	All Professors (full, assoc., assist.)
Fall 2009	11 th	6 th	9 th	12 th
Fall 2008	10 th	4 th	11 th	13 th
Fall 2007	14 th	10 th	14 th	15 th

SALARY

Year	Full Professor	Associate Professor	Assistant Professor	All Professors (full, assoc., assist.)
Fall 2009	14 th	11 th	15 th	15 th
Fall 2008	15 th	13 th	15 th	15 th
Fall 2007	14 th	10 th	15 th	15 th



Morris Campus

Compensation and Salary Rankings

(among 14 comparison institutions)

COMPENSATION

Year	Full Professor	Associate Professor	Assistant Professor	All Professors (full, assoc., assist.)
Fall 2009	9th	4th	3rd	5th
Fall 2008	9th	5th	4th	5th
Fall 2007	7th	5th	6th	6th
Fall 2006	6th	4th	4th	5th

SALARY

Year	Full Professor	Associate Professor	Assistant Professor	All Professors (full, assoc., assist.)
Fall 2009	12th	12th	12th	12th
Fall 2008	12th	12th	11th	12th
Fall 2007	10th	10th	10th	11th
Fall 2006	11th	10th	13th	12th



Crookston Campus Compensation and Salary Rankings

(among 10 comparison institutions)

COMPENSATION

Year	Full Professor	Associate Professor	Assistant Professor	All Professors (full, assoc., assist.)
Fall 2009	1st	1st	1st	1st
Fall 2008	1st	1st	1st	1st
Fall 2007	1st	1st	1st	1st

SALARY

Year	Full Professor	Associate Professor	Assistant Professor	All Professors (full, assoc., assist.)
Fall 2009	2nd	3rd	2nd	2nd
Fall 2008	1st	2nd	2nd	2nd
Fall 2007	6th	2nd	1st	3rd



Factors Affecting Faculty Recruitment and Retention

- **Reputation of University**
- **Compensation**
- **Family considerations**
- **Geographic Preference**
- **Quality of faculty relationships**
- **Quality of students and support for graduate students**
- **Quality of libraries, laboratories, and infrastructure**
- **Funding support for new faculty members**



Future Salary and Compensation Strategies

- **Continue a multi-year approach of using “targeted merit program dollars” to recruit and retain the University’s best and brightest.**
- **Strategically target dollars to areas identified as central to the University’s goal of becoming one of the top three public research universities in the world.**

