

Report to the Faculty Senate Compensation Committee  
Association of American Universities Data Exchange (AAUDE)  
2006-07 Faculty Salary Survey by Discipline

**About this Report**

The Association of American Universities Data Exchange (AAUDE) conducts an annual exchange of faculty salaries by rank and discipline. AAU has 62 members: 34 public and 26 private universities in the U.S., and two in Canada (Toronto and McGill). Institutions participating in the salary exchange for 2006-07 are listed below. Data are reported for the previous academic year because some private institutions are unable to share salary data until after an academic year has ended.

Data are collected using the federal government's CIP (Classification of Instructional Programs) taxonomy, the coding system used for reporting enrollments and degrees awarded. Programs included in the average salary calculations for each discipline correspond as much as possible to the program mix in the College of Arts and Sciences and professional schools at Case. All salaries have been converted to nine-month equivalents and may include non-tenure-track faculty.

**Participating Universities**

**Public**

Arizona  
California (Berkeley)  
California (Davis)  
California (Irvine)  
California (Los Angeles)  
California (San Diego)  
California (Santa Barbara)  
Colorado  
Florida  
Georgia Tech<sup>1</sup>  
Illinois  
Indiana  
Iowa  
Iowa State  
Kansas  
Maryland  
Michigan  
Michigan State  
Minnesota  
Missouri

Nebraska  
North Carolina  
Ohio State  
Oregon  
Penn State  
Pittsburgh  
Purdue  
Rutgers  
SUNY Buffalo  
SUNY Stony Brook  
Texas  
Texas A&M  
Toronto  
Virginia  
Washington  
Wisconsin

**Private**

Brandeis  
Brown  
Caltech

Carnegie Mellon  
Case  
Columbia  
Cornell  
Duke  
Emory  
Harvard  
Johns Hopkins  
MIT  
Northwestern  
NYU  
Penn  
Princeton  
Rice  
Rochester  
Southern California  
Stanford  
Vanderbilt  
Washington University  
Yale

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<sup>1</sup> Georgia Tech is not an AAU member, but participates in the exchange at AAUDE's invitation.

**Faculty Salary Ratios by Rank and Discipline**

Case Average Compared to AAU Average

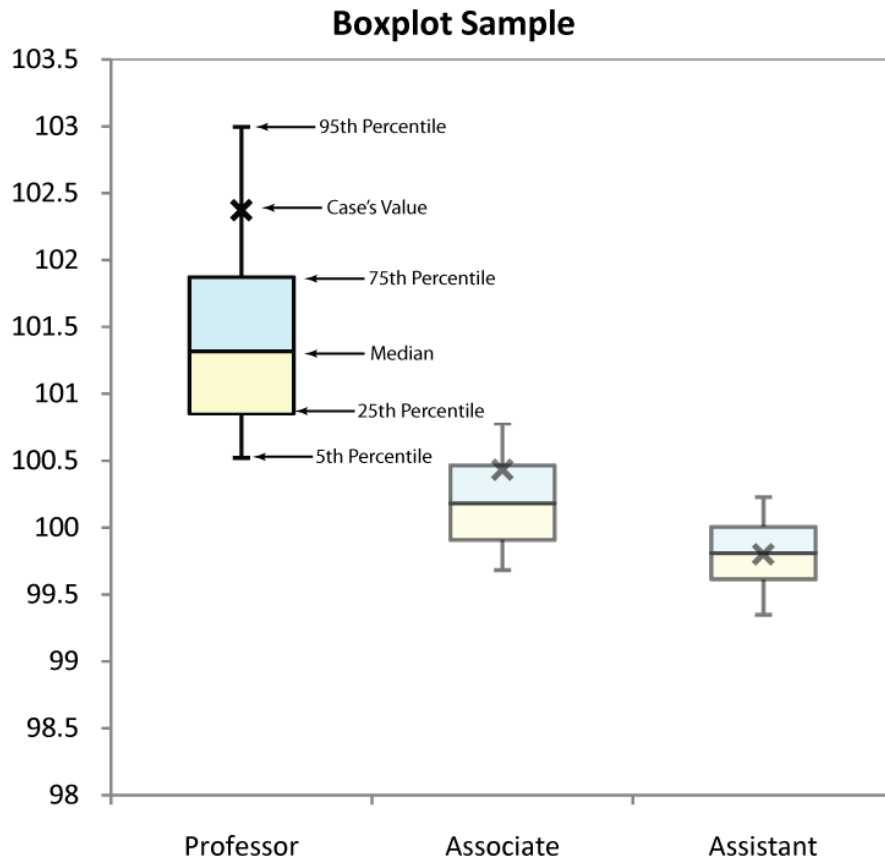
Not Adjusted for Regional Cost of Living

	Professor			Associate			Assistant		
	AY05	AY06	AY07	AY05	AY06	AY07	AY05	AY06	AY07
Humanities	0.77	0.78	0.74	0.93	0.93	0.91	0.97	1.01	0.92
Social Sciences	0.82	0.79	0.84	0.90	0.89	0.86	0.92	0.92	0.87
Visual and Performing Arts	0.90	0.91	0.89	0.99	1.00	0.99	1.11	1.13	0.99
Math and Natural Sciences	0.86	0.83	0.80	0.94	0.99	0.96	0.93	0.94	0.90
Engineering and Computer Science	0.92	0.92	0.95	0.94	0.95	0.92	0.98	0.97	0.95
Management	0.94	0.91	0.89	0.94	0.94	0.91	0.99	0.96	1.00
Nursing	1.05	1.17	1.08	1.13	1.15	1.05	0.97	0.93	0.93
Dental Medicine	0.74	0.78	0.90	0.88	0.95	0.85	0.84	0.86	0.79
Law	0.90	0.91	0.90	1.06	1.10	0.98	0.98	0.98	1.08
Social Work	1.10	1.13	1.08	1.14	1.11	1.07	1.13	0.97	1.01
Biomedical Sciences	1.02	1.04	1.07	0.95	0.96	0.91	0.85	0.86	0.90

A value of .75 means that the Case average salary is 75% of the AAU average for a given rank and disciplinary group.

**Boxplots**

Previous reports to the Compensation Committee have compared the Case average salary to the AAU average by rank and disciplinary group, as shown above. In addition to the ratio comparisons, this year’s report includes boxplots to show the relative position of Case’s average salary by rank and discipline within the group of AAU universities.



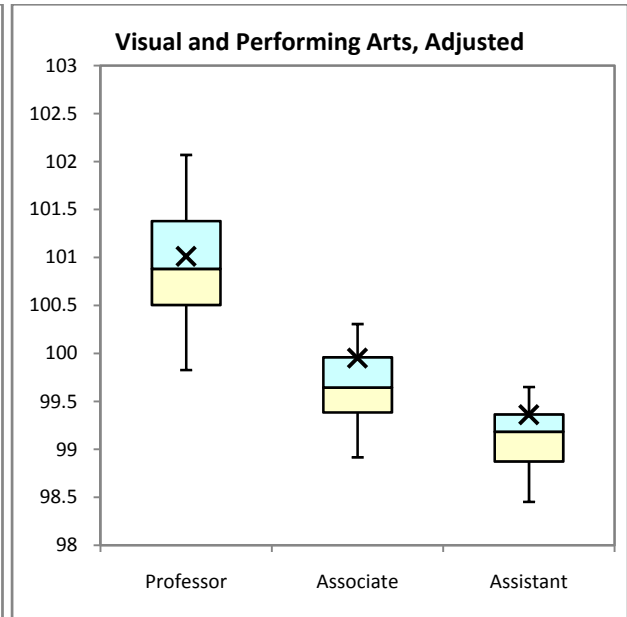
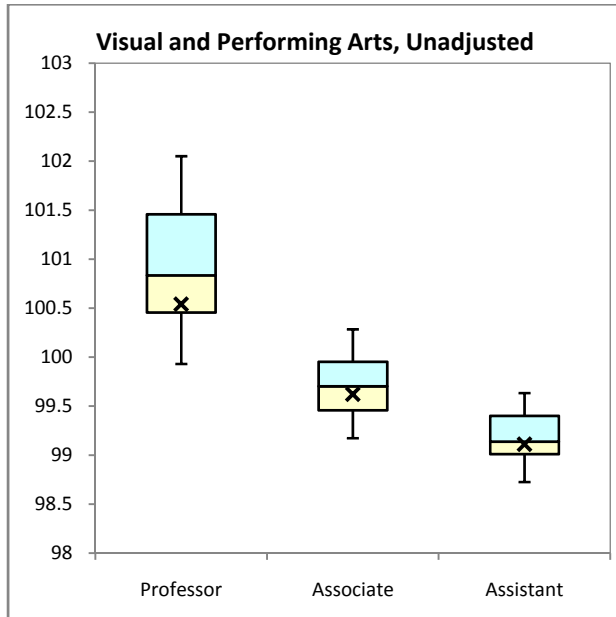
In the above example, the line splitting the box is the median salary for those at a given rank within a given discipline. The top section of the box represents the 50<sup>th</sup> to 75<sup>th</sup> percentile, and the bottom section represents the 50<sup>th</sup> to 25<sup>th</sup> percentile. The top and bottom “whiskers” represent the 95<sup>th</sup> and 5<sup>th</sup> percentiles, respectively. In other words, 50% of the sample is captured by the box, and 90% of the sample is between the two whiskers. Case’s value within this distribution is marked with an “X.”

Additionally, please note that salary values have been standardized to 100. This means that within each disciplinary group, the mean of all values is equal to 100, and the standard deviation is 1. In the above example, Case’s value for full professors is approximately 102.25, meaning that the salary for Case professors in this particular discipline is 2.25 standard deviations above the mean. Associate Professors have salaries that are approximately .5 standard deviations above the mean, and Assistant Professors are paid at or slightly below the mean for this particular discipline.

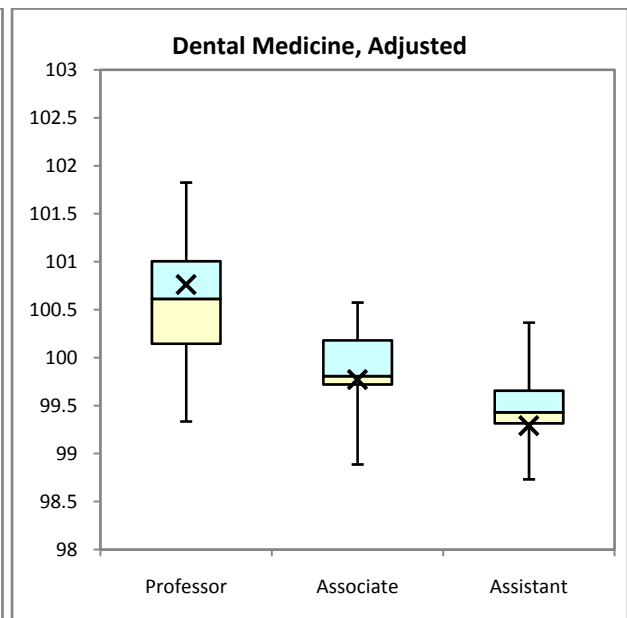
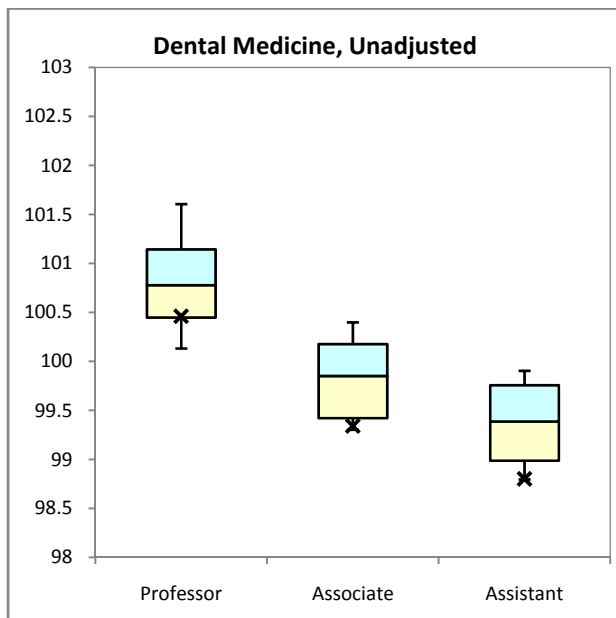
### Cost of Living Adjustment

In order to more accurately compare the salaries of faculty at schools in different regions, AAUDE contracted with Runzheimer International to develop a cost-of-living index for each of its institutions. Runzheimer is a management consulting firm specializing in data research and is a leading provider of cost-of-living information to corporate, government, and nonprofit clients.

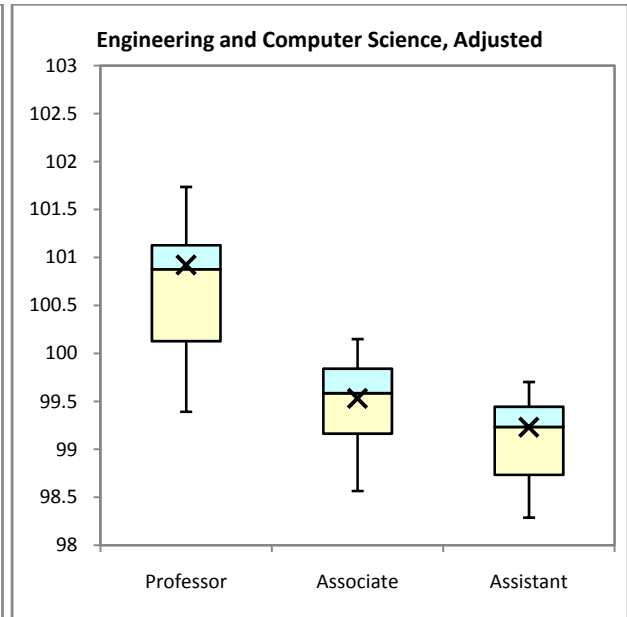
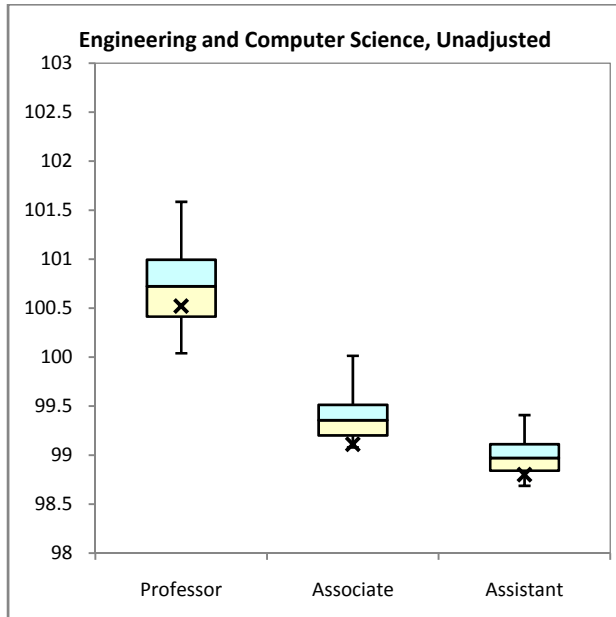
The cost-of-living index is comprehensive and is based on the regional cost of four primary factors: taxes, transportation, housing, and goods, services, and other expenses. Cost calculations assume a family of four that owns a home and has an annual income of \$100,000. The values for each city are then compared to the national average, producing a ratio that can be used to adjust salary values. This report presents both the adjusted and unadjusted values.



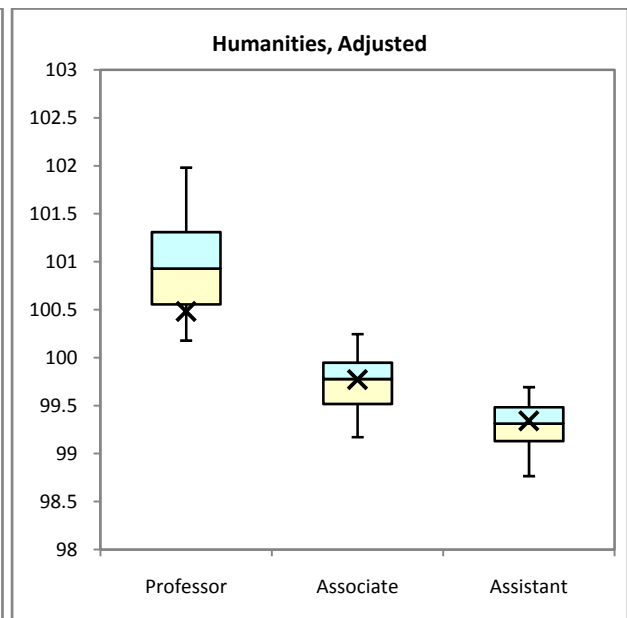
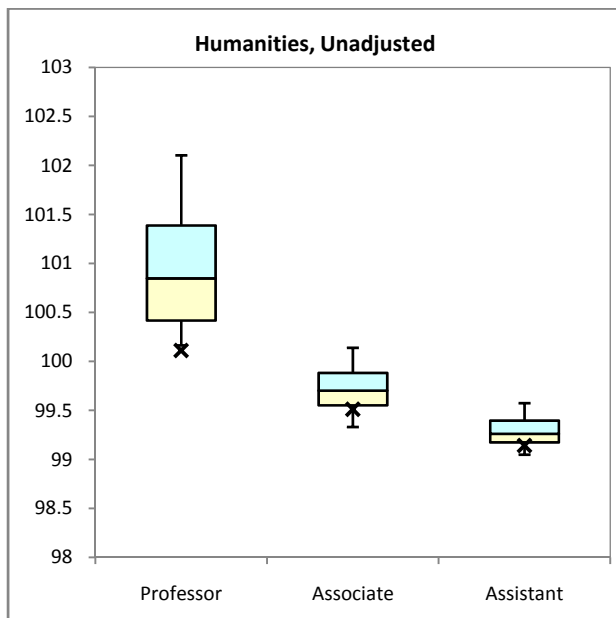
Arts	Unadjusted			Adjusted		
	Professor	Associate	Assistant	Professor	Associate	Assistant
Ratio	0.89	0.99	0.99	1.01	1.08	1.08
Percentile	31 <sup>st</sup>	39 <sup>th</sup>	43 <sup>rd</sup>	60 <sup>th</sup>	72 <sup>nd</sup>	74 <sup>th</sup>



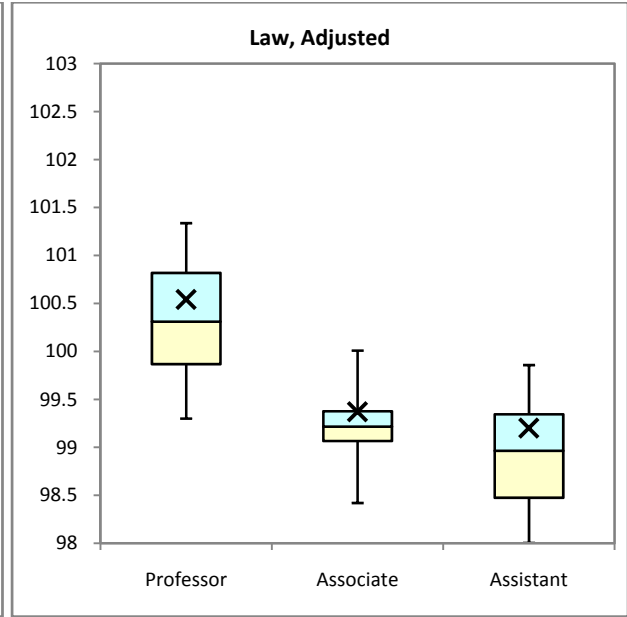
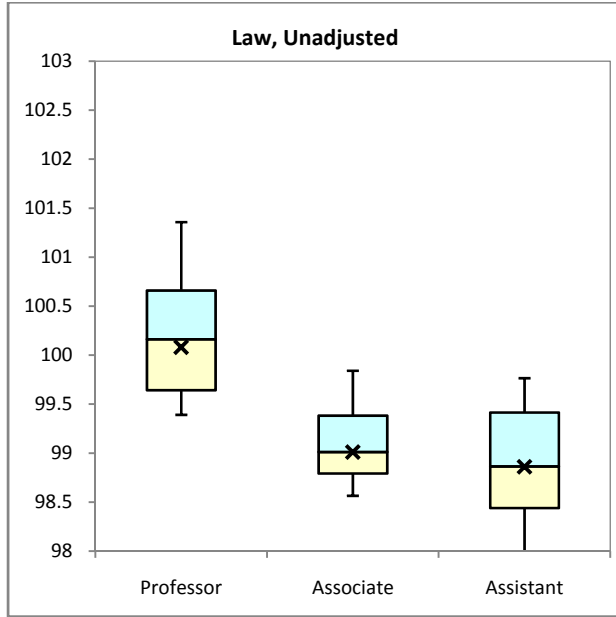
Dental Medicine	Unadjusted			Adjusted		
	Professor	Associate	Assistant	Professor	Associate	Assistant
Ratio	0.90	0.85	0.79	1.03	0.99	0.90
Percentile	31 <sup>st</sup>	8 <sup>th</sup>	8 <sup>th</sup>	54 <sup>th</sup>	46 <sup>th</sup>	23 <sup>rd</sup>



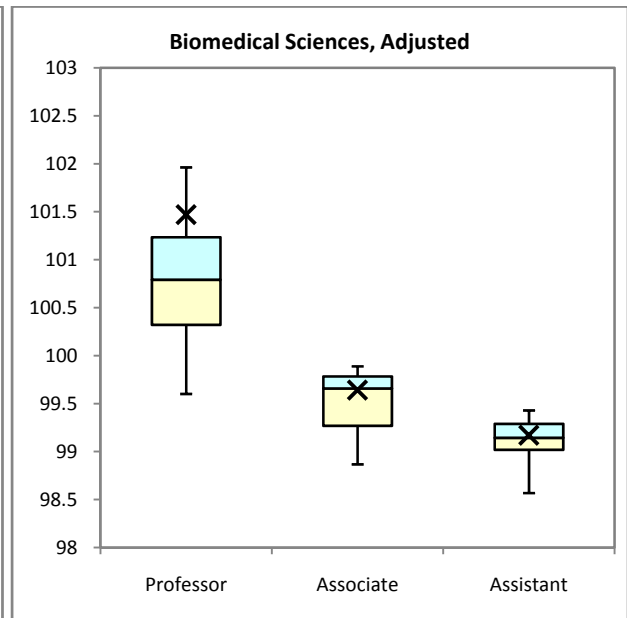
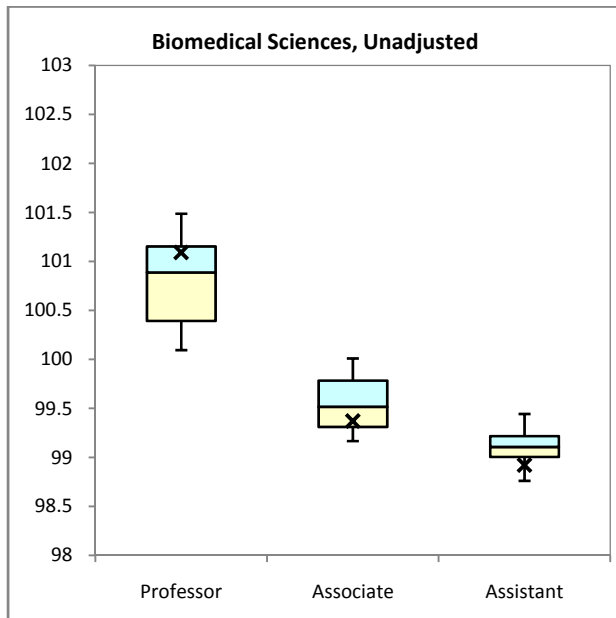
Engineering	Unadjusted			Adjusted		
	Professor	Associate	Assistant	Professor	Associate	Assistant
Ratio	0.95	0.92	0.95	1.07	1.00	1.03
Percentile	30 <sup>th</sup>	13 <sup>th</sup>	14 <sup>th</sup>	57 <sup>th</sup>	42 <sup>nd</sup>	50 <sup>th</sup>



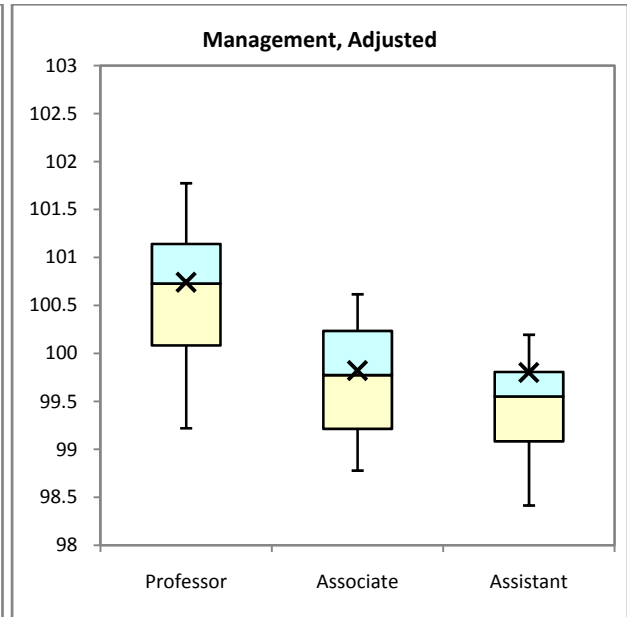
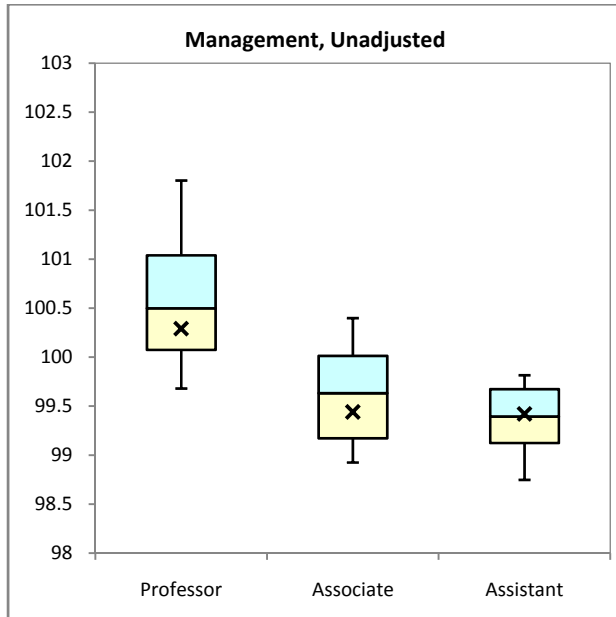
Humanities	Unadjusted			Adjusted		
	Professor	Associate	Assistant	Professor	Associate	Assistant
Ratio	0.74	0.91	0.92	0.86	1.01	1.02
Percentile	4 <sup>th</sup>	18 <sup>th</sup>	14 <sup>th</sup>	19 <sup>th</sup>	47 <sup>th</sup>	54 <sup>th</sup>



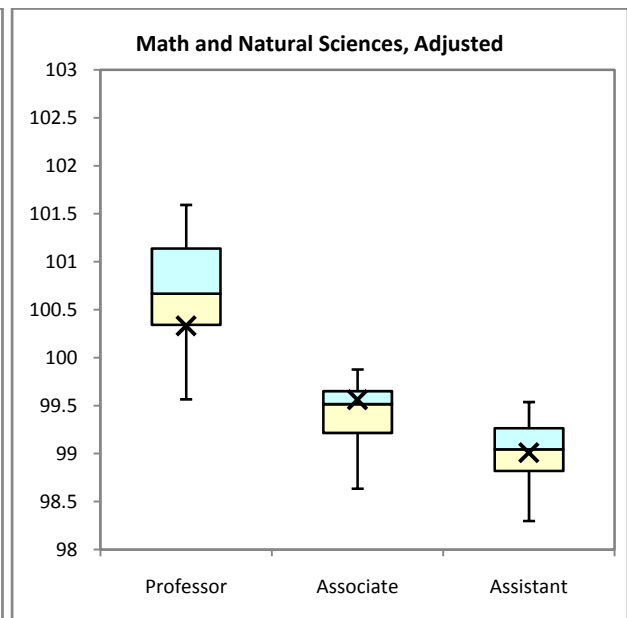
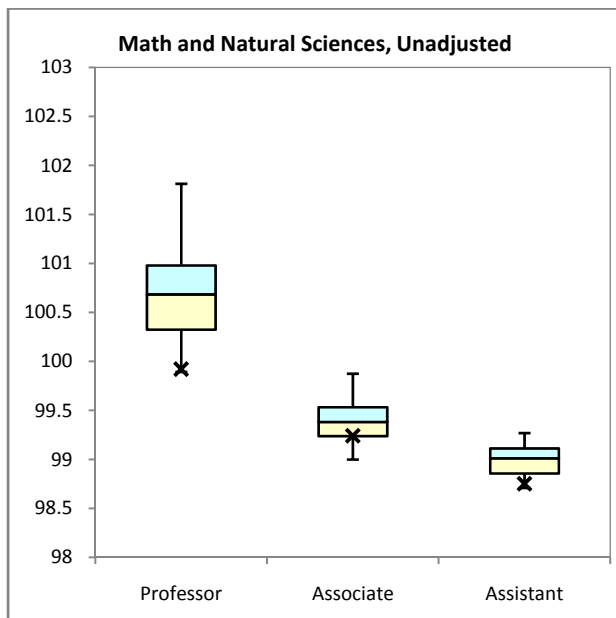
Law	Unadjusted			Adjusted		
	Professor	Associate	Assistant	Professor	Associate	Assistant
Ratio	0.90	0.98	1.08	1.03	1.09	1.26
Percentile	48 <sup>th</sup>	50 <sup>th</sup>	50 <sup>th</sup>	58 <sup>th</sup>	75 <sup>th</sup>	68 <sup>th</sup>



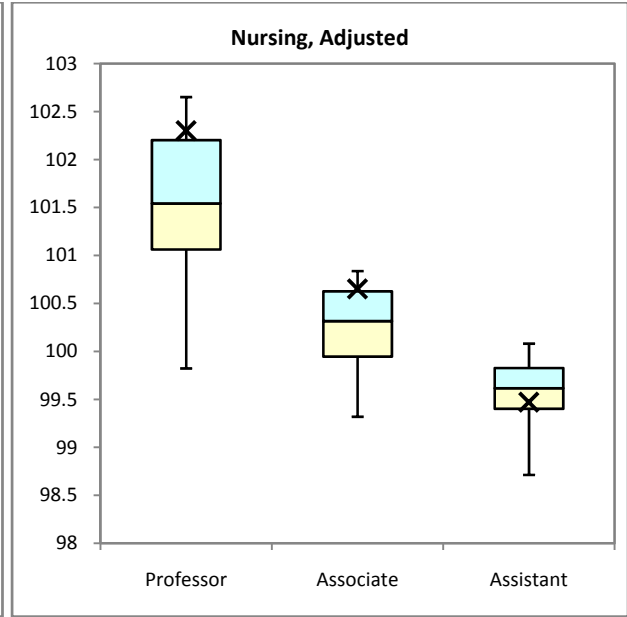
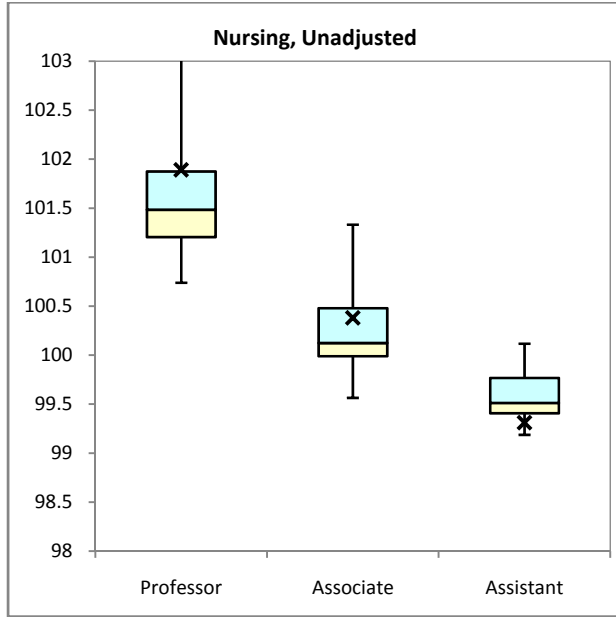
Medical Sciences	Unadjusted			Adjusted		
	Professor	Associate	Assistant	Professor	Associate	Assistant
Ratio	1.07	0.91	0.90	1.22	1.01	0.99
Percentile	74 <sup>th</sup>	32 <sup>nd</sup>	21 <sup>st</sup>	89 <sup>th</sup>	47 <sup>th</sup>	58 <sup>th</sup>



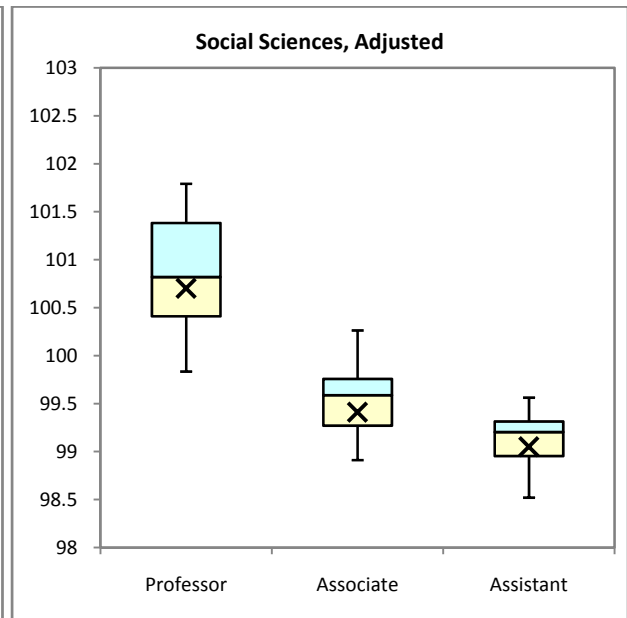
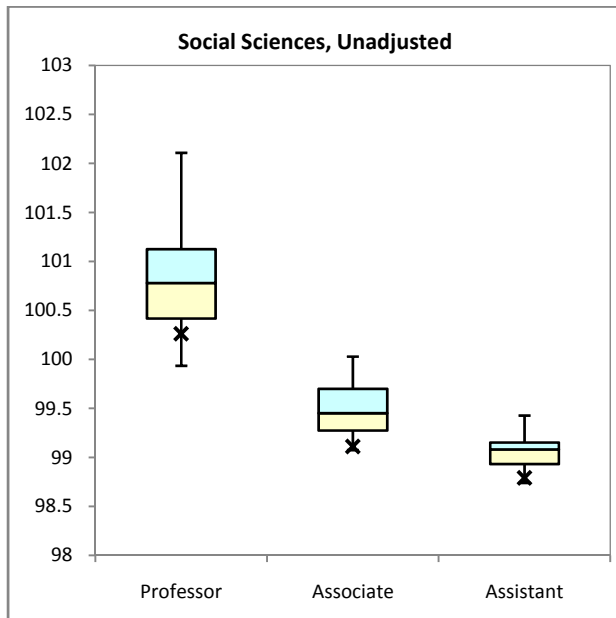
Management	Unadjusted			Adjusted		
	Professor	Associate	Assistant	Professor	Associate	Assistant
Ratio	0.89	0.91	1.00	1.03	1.02	1.13
Percentile	40 <sup>th</sup>	34 <sup>th</sup>	56 <sup>th</sup>	51 <sup>st</sup>	57 <sup>th</sup>	74 <sup>th</sup>



Math / Science	Unadjusted			Adjusted		
	Professor	Associate	Assistant	Professor	Associate	Assistant
Ratio	0.80	0.96	0.90	0.92	1.05	0.99
Percentile	7 <sup>th</sup>	26 <sup>th</sup>	9 <sup>th</sup>	24 <sup>th</sup>	57 <sup>th</sup>	45 <sup>th</sup>

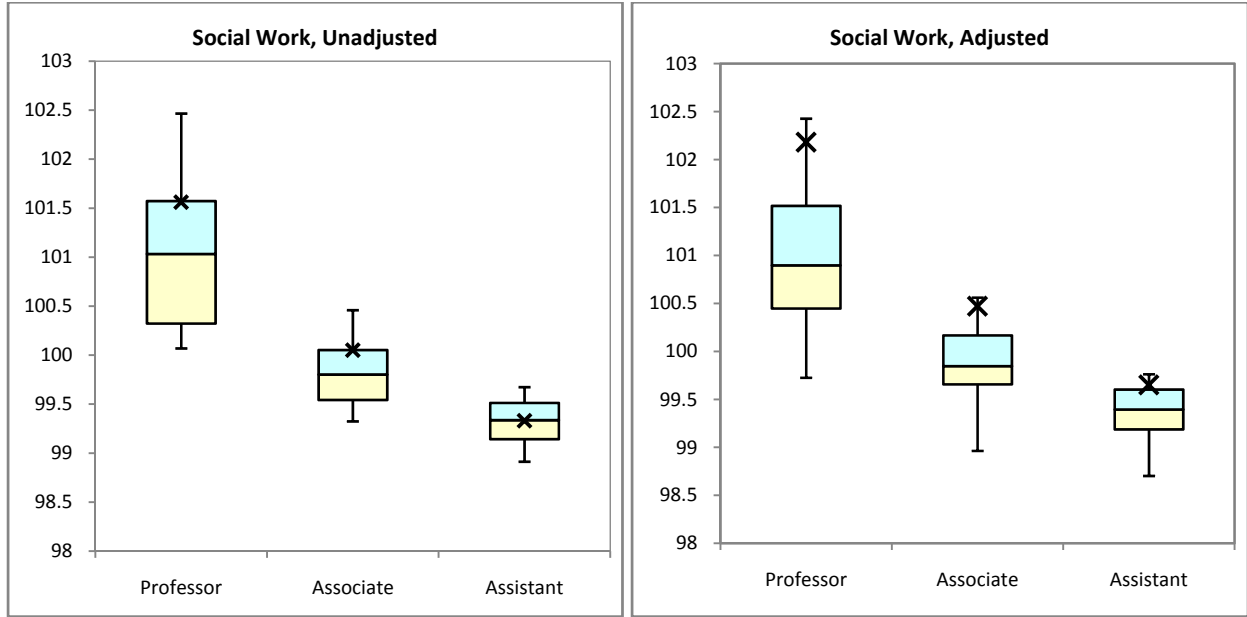


Nursing	Unadjusted			Adjusted		
	Professor	Associate	Assistant	Professor	Associate	Assistant
Ratio	1.08	1.05	0.93	1.19	1.12	0.97
Percentile	79 <sup>th</sup>	65 <sup>th</sup>	19 <sup>th</sup>	83 <sup>rd</sup>	81 <sup>st</sup>	38 <sup>th</sup>



Social Sciences	Unadjusted			Adjusted		
	Professor	Associate	Assistant	Professor	Associate	Assistant
Ratio	0.84	0.86	0.87	0.98	0.96	0.97
Percentile	16 <sup>th</sup>	9 <sup>th</sup>	11 <sup>th</sup>	42 <sup>nd</sup>	32 <sup>nd</sup>	39 <sup>th</sup>





Social Work	Unadjusted			Adjusted		
	Professor	Associate	Assistant	Professor	Associate	Assistant
Ratio	1.08	1.07	1.01	1.28	1.23	1.12
Percentile	71 <sup>st</sup>	75 <sup>th</sup>	48 <sup>th</sup>	88 <sup>th</sup>	92 <sup>nd</sup>	78 <sup>th</sup>

Institutional Research  
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