

**Table 1**  
**AVERAGE SALARIES BY COLLEGE AND RANK**  
**Penn State-University Park and AAUDE-Main Campuses**  
**(9-Month Salaries Unless Otherwise Noted)**

COLLEGE	RANK	2000-2001				1999-2000				1995-1996				Salary Ratio University Park to AAUDE
		FTE		Average Salary	University Park	FTE		Average Salary	University Park	FTE		Average Salary	University Park	
		AAUDE	Park	AAUDE	Park	AAUDE	Park	AAUDE	Park	AAUDE	Park	AAUDE	Park	
Agricultural Sciences (9-Month)	Professor (1)	240.0	66.0	90,415	84,825	245.6	63.2	86,462	79,499	225.9	58.5	75,353	69,600	0.92
	Associate (1)	137.6	24.0	64,594	63,929	182.6	31.4	63,990	62,147	119.0	34.3	53,702	54,308	1.01
	Assistant (1)	121.3	25.0	57,495	57,113	142.6	13.7	53,913	53,983	83.4	1.7	46,338	47,770	1.03
Agricultural Sciences (12-Month)	Professor (2)	1,033.0	29.0	96,184	96,206	1,107.4	29.2	92,961	90,527	1,206.6	38.4	81,482	77,864	0.96
	Associate (2)	433.7	16.0	72,203	68,577	482.5	21.8	69,193	66,166	602.5	32.8	61,279	58,615	0.96
	Assistant (2)	364.0	18.0	62,691	58,233	357.4	19.6	59,421	58,499	293.5	18.1	52,884	52,299	0.99
Arts and Architecture	Professor	936.5	32.0	72,837	71,677	1,232.8	33.7	74,027	69,157	1,062.6	31.7	62,187	61,029	0.98
	Associate	852.9	59.0	54,934	51,892	1,040.8	67.0	54,059	49,431	884.5	59.0	46,267	44,696	0.97
	Assistant	595.5	43.0	44,548	41,680	721.3	36.5	43,770	38,937	604.7	42.5	37,445	36,559	0.98
Business Administration	Professor	714.1	37.8	128,989	118,441	797.0	37.3	119,916	114,334	693.8	27.3	99,867	97,505	0.98
	Associate	459.7	29.0	98,166	91,930	553.2	27.8	90,525	86,652	515.0	32.3	75,474	71,238	0.94
	Assistant	551.8	27.0	93,500	86,900	611.9	30.0	86,728	80,736	490.8	27.9	68,936	69,108	1.00
Communications	Professor	213.4	7.0	80,783	80,401	262.7	7.0	79,392	76,898	223.5	2.0	66,217	(3)	-
	Associate	226.8	9.0	58,500	59,917	258.2	9.0	57,756	57,344	243.3	11.0	48,455	52,298	1.08
	Assistant	168.5	22.0	49,179	49,023	187.5	20.0	45,956	48,510	178.8	18.0	40,723	42,263	1.04
Earth and Mineral Sciences	Professor	537.5	66.0	89,291	92,645	645.0	50.3	86,440	84,379	557.4	68.3	74,763	79,188	1.06
	Associate	249.6	36.0	63,728	66,146	241.6	22.7	59,673	61,577	260.0	34.2	52,539	55,536	1.06
	Assistant	182.7	20.0	53,522	52,892	217.2	16.5	48,821	48,887	169.6	23.1	44,348	44,634	1.01
Education	Professor	565.5	35.0	81,590	76,874	705.3	33.2	79,974	75,791	675.4	24.0	66,968	65,998	0.99
	Associate	427.4	32.0	59,205	56,035	535.4	33.0	57,463	53,796	518.6	26.3	49,416	49,304	1.00
	Assistant	377.1	35.5	48,651	44,938	425.3	36.0	46,844	42,623	346.4	30.3	40,585	39,308	0.97
Engineering	Professor	1,632.8	122.0	102,710	96,428	2,255.2	113.4	99,075	93,559	1,618.3	91.9	84,682	85,524	1.01
	Associate	939.8	74.0	75,264	73,142	1,219.0	70.5	72,280	69,600	884.4	74.8	62,224	62,929	1.01
	Assistant	715.3	50.1	65,421	59,775	811.0	52.5	62,422	57,362	663.6	67.4	53,416	49,671	0.93
Health and Human Development	Professor	330.0	49.0	85,700	84,975	360.5	48.3	80,770	82,859	261.1	38.5	69,113	69,231	1.00
	Associate	425.7	33.0	62,519	63,277	490.9	31.5	59,351	61,553	370.6	32.6	51,213	51,926	1.01
	Assistant	360.6	67.9	51,053	51,517	403.0	63.2	50,090	49,063	322.9	33.7	42,243	42,718	1.01
Liberal Arts	Professor	3,644.0	142.0	86,290	93,760	5,128.4	137.7	87,070	89,220	4,078.3	117.6	71,381	72,266	1.01
	Associate	2,440.2	121.0	57,670	57,637	3,221.0	118.8	57,476	55,292	2,337.6	121.9	48,480	48,426	1.00
	Assistant	2,015.8	77.0	48,249	49,929	2,411.2	82.3	47,235	47,073	1,944.6	89.9	40,493	39,823	0.98
Science	Professor	2,714.7	107.0	90,188	96,082	3,871.7	106.1	90,079	91,781	2,973.2	99.3	74,841	82,078	1.10
	Associate	892.0	51.0	64,413	61,022	1,225.7	45.2	62,704	58,662	1,022.1	42.2	52,961	51,714	0.98
	Assistant	853.6	50.0	54,328	51,695	1,054.1	47.9	52,204	48,835	833.6	49.3	45,317	43,919	0.97

(1) 9-Month salaries; since 1992 Ag Sci faculty have had the option of being appointed to 36-week contracts.  
(2) 12-Month salaries.  
(3) Average salaries are not included for ranks with 3 or fewer FTE.

Table 3  
SALARY CHANGES / COLLEGE AND RANK  
Penn State-University Park and AAUDE-Main Campuses  
(9-Month Salaries Unless Otherwise Noted)

COLLEGE	RANK	2000-2001		Cumulative Percent Change Since						1999-2000		1995-1996		1990-1991	
		Average Salary		99-00	AAUDE		99-00	University Park		AAUDE	University Park	AAUDE	University Park	AAUDE	University Park
		AAUDE	University Park		95-98	90-91		95-98	90-91						
Agricultural Sciences (9-Month)	Professor (1)	90,415	84,825	5%	20%	-	7%	22%	-	86,462	79,499	75,353	69,600	-	-
	Associate (1)	64,594	63,929	1%	20%	-	3%	18%	-	63,990	62,147	53,702	54,308	-	-
	Assistant (1)	57,495	57,113	7%	24%	-	6%	20%	-	53,913	53,983	46,338	47,770	-	-
Agricultural Sciences (12-Month)	Professor (2)	96,184	96,206	3%	18%	37%	6%	24%	42%	92,961	90,527	81,482	77,864	70,361	67,944
	Associate (2)	72,203	68,577	4%	18%	35%	4%	17%	36%	69,193	66,166	61,279	58,615	53,476	50,307
	Assistant (2)	62,691	58,233	6%	19%	38%	0%	11%	31%	59,421	58,499	52,884	52,299	45,383	44,582
Arts and Architecture	Professor	72,837	71,677	-2%	17%	35%	4%	17%	33%	74,027	69,157	62,187	61,029	53,845	53,957
	Associate	54,934	51,892	2%	19%	37%	5%	16%	32%	54,059	49,431	46,267	44,696	40,058	39,446
	Assistant	44,548	41,680	2%	19%	30%	7%	14%	31%	43,770	38,937	37,445	36,559	32,699	31,708
Business Administration	Professor	128,989	118,441	8%	29%	63%	4%	21%	51%	119,916	114,334	99,867	97,505	79,017	78,395
	Associate	98,166	91,930	8%	30%	58%	6%	29%	53%	90,525	86,652	75,474	71,238	62,306	60,080
	Assistant	93,500	86,900	8%	36%	66%	8%	26%	61%	86,728	80,736	68,936	69,108	56,375	54,086
Communications	Professor	80,783	80,401	2%	22%	37%	5%	-	35%	79,392	76,898	66,217	(3)	59,039	59,681
	Associate	58,500	59,917	1%	21%	36%	4%	15%	40%	57,756	57,344	48,455	52,298	43,018	42,770
	Assistant	49,179	49,023	7%	21%	41%	1%	16%	37%	45,956	48,510	40,723	42,263	34,944	35,807
Earth and Mineral Sciences	Professor	89,291	92,645	3%	19%	43%	10%	17%	43%	86,440	84,379	74,763	79,188	62,224	64,561
	Associate	63,728	66,146	7%	21%	41%	7%	19%	30%	59,673	61,577	52,539	55,536	45,174	51,040
	Assistant	53,522	52,892	10%	21%	39%	8%	19%	31%	48,821	48,887	44,348	44,634	38,477	40,281
Education	Professor	81,590	76,874	2%	22%	51%	1%	16%	41%	79,974	75,791	66,968	65,998	53,978	54,696
	Associate	59,205	56,035	3%	20%	40%	4%	14%	30%	57,463	53,796	49,416	49,304	42,281	42,945
	Assistant	48,651	44,938	4%	20%	44%	5%	14%	29%	46,844	42,623	40,585	39,308	33,705	34,860
Engineering	Professor	102,710	96,428	4%	21%	39%	3%	13%	32%	99,075	93,559	84,682	85,524	74,076	72,788
	Associate	75,264	73,142	4%	21%	34%	5%	16%	31%	72,280	69,600	62,224	62,929	56,149	55,957
	Assistant	65,421	59,775	5%	22%	36%	4%	20%	25%	62,422	57,362	53,416	49,671	48,152	47,659
Health and Human Development	Professor	85,700	84,975	6%	24%	51%	3%	23%	39%	80,770	82,859	69,113	69,231	56,697	61,126
	Associate	62,519	63,277	5%	22%	43%	3%	22%	45%	59,351	61,553	51,213	51,926	43,589	43,699
	Assistant	51,053	51,517	2%	21%	44%	5%	21%	49%	50,090	49,063	42,243	42,718	35,565	34,523
Liberal Arts	Professor	86,290	93,760	-1%	21%	44%	5%	30%	60%	87,070	89,220	71,381	72,266	59,874	58,753
	Associate	57,670	57,637	0%	19%	39%	4%	19%	40%	57,476	55,292	48,480	48,426	41,538	41,077
	Assistant	48,249	49,929	2%	19%	41%	6%	25%	44%	47,235	47,073	40,493	39,823	34,323	34,582
Science	Professor	90,188	96,082	0%	21%	41%	5%	17%	40%	90,079	91,781	74,841	82,078	64,037	68,542
	Associate	64,413	61,022	3%	22%	37%	4%	18%	28%	62,704	58,662	52,961	51,714	46,968	47,851
	Assistant	54,328	51,695	4%	20%	33%	6%	18%	24%	52,204	48,835	45,317	43,919	40,790	41,760

(1) 9-Month salaries; since 1992 Ag Sci faculty have had the option of being appointed to 36-week contracts.

(2) 12-Month salaries.

(3) Average salaries are not included for ranks with 3 or fewer FTE.

**Table 5**  
**AAUDE**  
**Association of American Universities Data Exchange**  
**Member Institutions (1), 2001-2002**

<u>Public</u>		<u>Private</u>	
1	Arizona	1	Brandeis
2	Cal-Berkeley	2	Brown
3	Cal-Davis	3	Cal Tech
4	Cal-Irvine	4	Carnegie-Mellon
5	Cal-Los Angeles	5	Catholic
6	Cal-San Diego	6	Chicago
7	Cal-Santa Barbara	7	Columbia
8	Colorado	8	Cornell
9	Florida	9	Duke
10	Illinois	10	Emory
11	Indiana	11	Harvard
12	Iowa	12	Johns Hopkins
13	Iowa State	13	MIT
14	Kansas	14	Northwestern
15	Maryland	15	Penn
16	McGill	16	Princeton
17	Michigan	17	Rice
18	Michigan State	18	Rochester
19	Minnesota	19	Southern Cal
20	Missouri	20	Stanford
21	Nebraska	21	Tulane
22	North Carolina	22	Vanderbilt
23	Ohio State	23	Wash. Univ - St Louis
24	Oregon		
25	Penn State		
26	Pittsburgh		
27	Purdue		
28	Rutgers		
29	SUNY-Buffalo		
30	SUNY-Stony Brook		
31	Texas		
32	Texas A&M		
33	Toronto		
34	Virginia		
35	Washington		
36	Wisconsin		

\*\* Compiled by the University of Maryland \*\*

1) Typically between 50 and 60 percent of the member institutions submit data to the data exchange each year.

**Table 6**  
**Average 9-Month-Equivalent Instructional Faculty Salaries <sup>(1)</sup>**  
**Penn State and the Big Ten Institutions**  
**Includes Librarians <sup>(2)</sup>**  
**2000-2001**

Professor		Associate Professor		Assistant Professor		Instructor		
Institution	N	Avg. Sal. (000)	Institution	N	Avg. Sal. (000)	Institution	N	Avg. Sal. (000)
Northwestern <sup>(3)</sup>	493	116.2	Northwestern <sup>(3)</sup>	197	78.5	Northwestern <sup>(3)</sup>	228	65.8
Michigan <sup>(3)</sup>	830	105.2	Michigan <sup>(3)</sup>	442	73.3	Wisconsin <sup>(3)</sup>	274	59.8
Illinois	853	95.2	Wisconsin <sup>(3)</sup>	244	68.0	Michigan <sup>(3)</sup>	552	59.7
Iowa	520	93.6	Illinois	498	65.9	Illinois	445	55.4
Penn State, UP	698	93.6	Minnesota	422	65.3	Ohio State <sup>(3)</sup>	448	54.4
Minnesota	769	93.0	Ohio State <sup>(3)</sup>	684	63.8	Iowa	321	54.2
Ohio State <sup>(3)</sup>	858	92.2	Michigan State	478	63.1	Minnesota	373	54.1
Wisconsin <sup>(3)</sup>	859	90.4	Penn State, UP	505	63.1	Purdue <sup>(3)</sup>	433	53.0
Indiana	648	87.6	Iowa	348	62.2	Penn State, UP	448	52.5
Purdue <sup>(3)</sup>	771	87.4	Purdue <sup>(3)</sup>	527	60.6	Michigan State	461	50.7
Michigan State	910	84.8	Indiana	437	60.0	Indiana <sup>(4)</sup>	3	-
						Northwestern <sup>(3)</sup>	-	-

Source: *Annual Report on the Economic Status of the Profession, ACADEME: BULLETIN OF THE AAUP*, Association of Research Libraries (ARL) data exchange.

(1) Any 12-month salaries were converted to 9-month equivalents using the standard conversion factor of 0.818 (9/11).

(2) Librarian Ranks were incorporated as follows: Librarians with Professors, Associate Librarians with Associate Professors, Senior Assistant Librarians with Assistant Professors, and Assistant Librarians with Instructors.

(3) Librarian data unavailable.

(4) Salary data are not available due to restrictions of data sources.





**Table 8**  
**Average Salaries of Instructional Faculty (9-month equivalent) (1)**  
**For Big Ten Universities with Satellite Campuses (2)**

ASSISTANT PROFESSOR				INSTRUCTOR			
1995-1996		2000-2001		1995-1996		2000-2001	
Institution	Type (3)	N	Avg.	Institution	Type (3)	N	Avg.
Michigan-Ann Arbor	I	476	50.1	Minnesota-Twin Cities	I	6	41.6
Illinois-Urbana	I	395	46.6	Penn State-IIA Campuses (4)	IIA	29	39.8
Wisconsin-Madison	I	268	46.4	Michigan-Ann Arbor	I	10	39.8
Penn State-IIA Campuses (4)	IIA	122	45.8	Illinois-Chicago	I	28	37.0
Minnesota-Twin Cities	I	252	45.5	Wisconsin-Madison	I	18	35.0
Ohio State-Main Campus	I	408	44.9	Penn State-III Campuses (5)	III	191	34.1
Illinois-Chicago	I	305	44.8	Ohio State-Main Campus	I	33	32.3
Purdue-Main Campus	I	400	44.5	Purdue-Main Campus	I	33	31.1
Indiana-Bloomington	I	312	44.0	Minnesota-Morris	IIB	14	29.8
Wisconsin-Milwaukee	I	150	44.0	Penn State-UP	I	164	29.5
Penn State-UP	I	428	43.6	Minnesota-Duluth	IIA	22	28.7
Michigan-IIA Campuses	(6) IIA	113	42.5	Purdue-Calumet	IIA	19	24.6
Minnesota-Duluth	IIA	69	41.7	Wisconsin-Milwaukee	I	5	(10)
Indiana-IIA Campuses	(6) IIA	319	41.5	Purdue-North Central	III	3	(10)
Penn State-III Campuses (5)	III	268	39.6	Indiana-Bloomington	I	2	(10)
Indiana-IIB Campuses (6)	IIB	47	37.5	Illinois-Urbana	I	(10)	(10)
Purdue-Calumet	IIA	57	37.3	Indiana-IIB Campuses (6)	IIB	(11)	(11)
Ohio State-IIB Campuses (6)	IIB	77	36.6	Michigan-IIA Campuses (6)	IIA	(11)	(11)
Minnesota-Morris	IIB	49	35.5	Ohio State-IIB Campuses (6)	IIB	(11)	(11)
Purdue-North Central	III	23	34.6	Indiana-IIA Campuses (6)	IIA	0	0.0
Wisconsin-Madison	I	274	59.8	Minnesota-Twin Cities	I	6	41.6
Michigan-Ann Arbor	I	552	59.7	Penn State-IIA Campuses (4)	IIA	29	39.8
Penn State-Great Valley	IIA	18	58.8	Michigan-Ann Arbor	I	10	39.8
Illinois-Urbana	I	403	56.8	Illinois-Chicago	I	28	37.0
Minnesota-Twin Cities	I	339	55.4	Wisconsin-Madison	I	18	35.0
Illinois-Chicago	I	265	55.4	Penn State-III Campuses (5)	III	191	34.1
Ohio State-Main Campus	I	448	54.4	Ohio State-Main Campus	I	33	32.3
Purdue-Main Campus	I	433	53.0	Purdue-Main Campus	I	33	31.1
Penn State-UP	I	432	52.7	Minnesota-Morris	IIB	14	29.8
Penn State-Behrend	IIB	42	52.3	Penn State-UP	I	164	29.5
Wisconsin-Milwaukee	I	180	52.0	Minnesota-Duluth	IIA	22	28.7
Penn State-Capital	(7) IIA	74	51.0	Purdue-Calumet	IIA	19	24.6
Indiana-Bloomington	I	280	49.8	Wisconsin-Milwaukee	I	5	(10)
Michigan-IIA Campuses (6)	IIA	114	48.6	Purdue-North Central	III	3	(10)
Penn State-Berks/Lehigh	(8) IIB	52	48.6	Indiana-Bloomington	I	2	(10)
Penn State-Comm. Coll.	(9) III	170	48.0	Illinois-Urbana	I	(10)	(10)
Minnesota-Duluth	IIA	102	47.6	Indiana-IIB Campuses (6)	IIB	(11)	(11)
Indiana-IIA Campuses (6)	IIA	360	47.3	Michigan-IIA Campuses (6)	IIA	(11)	(11)
Penn State-Abington	IIB	27	46.5	Ohio State-IIB Campuses (6)	IIB	(11)	(11)
Wisconsin-IIA Campuses (6)	IIA	751	45.1	Indiana-IIA Campuses (6)	IIA	0	0.0
Penn State-Altoona	IB	58	43.9	Minnesota-Duluth	IIA	22	28.7
Illinois-Springfield	IIA	41	43.4	Purdue-Calumet	IIA	19	24.6
Ohio State-IIB Campuses (6)	IIB	80	42.8	Wisconsin-Milwaukee	I	5	(10)
Purdue-Calumet	IIA	59	41.1	Purdue-North Central	III	3	(10)
Indiana-IIB Campuses (6)	IIB	35	40.9	Indiana-Bloomington	I	2	(10)
Purdue-North Central	III	32	40.5	Illinois-Springfield	IIA	2	(10)
Minnesota-IIB Campuses (6)	IIB	72	40.3	Penn State-Great Valley	IIA	1	(10)
Wisconsin-III Colleges (6)	III	48	39.7	Indiana-IIB Campuses (6)	IIB	(11)	(11)
				Michigan-IIA Campuses (6)	IIA	(11)	(11)
				Ohio State-IIB Campuses (6)	IIB	(11)	(11)
				Wisconsin-III Colleges (6)	III	0	0.0

Source: Annual Report on the Economic Status of the Profession, ACADEME: BULLETIN OF THE AAUP.

(1) All 12-month salaries were converted to 9-month equivalents using the standard conversion factor of 0.818 (9/11).  
 (2) Only those Big Ten universities that have satellite campuses were included in this table (i.e., Iowa, Michigan State and Northwestern were excluded).  
 (3) Institution types: Type I - Doctoral-level; Type IIA - Comprehensive; Type IIB - General Baccalaureate; Type III - Two-year institutions with ranks.  
 (4) Includes Harrisburg and Great Valley campuses.  
 (5) Includes Abington, Altoona, Beaver, Berks, Delaware County, DuBois, Erie, Fayette, Hazleton, Lehigh Valley, McKeesport, Mont Alto, New Kensington, Schuylkill, Shenango, Wilkes-Barre, Worthington-Scranton and York campuses.  
 (6) Campuses with fewer than 6 faculty were not included.  
 (7) Includes Harrisburg and Schuylkill campuses.  
 (8) Includes Berks and Lehigh Valley campuses.  
 (9) Includes Beaver, Delaware County, DuBois, Fayette, Hazleton, McKeesport, Mont Alto, New Kensington, Shenango, Wilkes-Barre, Worthington-Scranton and York campuses.  
 (10) Average salaries for any campus/rank which had fewer than 6 faculty were not available.  
 (11) No data available. All included campuses had fewer than 6 faculty.

**Table 9**  
**Average 9-Month Equivalent Instructional Faculty Salaries <sup>(1)</sup>**  
**Penn State Locations by Institutional Classification**  
**and Other Pennsylvania Universities**  
**2000-2001**

PROFESSOR				ASSOCIATE PROFESSOR			
Institution	N	1-yr. % Inc.	Avg. Sal. (000)	Institution	N	1-yr. % Inc.	Avg. Sal. (000)
Pennsylvania	567	4.5	120.3	Pennsylvania	186	6.0	83.5
Carnegie Mellon	284	4.5	105.0	Carnegie Mellon	129	6.4	73.5
Temple	446	3.3	95.4	Penn State-Great Valley	10	3.8	73.4
Penn State-UP	691	4.6	93.8	Temple	357	3.6	69.3
Lehigh	218	4.4	91.2	Penn State-Behrend	42	4.3	67.5
Pittsburgh-Main	390	4.6	90.9	Lehigh	116	4.8	65.6
Penn State-Capital <sup>(5)</sup>	29	5.5	83.9	SSHE Average <sup>(2)(3)</sup>	79	3.0	64.1
SSHE Average <sup>(2)(3)</sup>	91	2.4	80.2	Pittsburgh-Main	359	5.1	63.6
Penn State-Behrend	14	4.1	75.3	Penn State-UP	484	5.8	63.4
Penn State-Berks/Lehigh <sup>(6)</sup>	6	5.6	71.1	Penn State-Capital <sup>(5)</sup>	55	4.6	63.2
Penn State-Abington	10	4.5	70.0	Penn State-Abington	23	4.3	56.2
Penn State-Comm. Coll. <sup>(7)</sup>	45	4.9	68.2	Penn State-Berks/Lehigh <sup>(6)</sup>	17	5.3	55.3
Penn State-Altoona	9	3.7	68.0	Penn State-Comm. Coll. <sup>(7)</sup>	111	5.1	55.1
Penn State-Great Valley	2	(8)	(8)	Penn State-Altoona	25	5.7	53.9

Source: Annual Report on the Economic Status of the Profession, *ACADEME: BULLETIN OF THE AAUP*.

- (1) Any 12-month salaries were converted to 9-month equivalents using the standard conversion factor of 0.818 (9/11).
- (2) Includes Bloomsburg, California, Cheyney, Clarion, Edinboro, Indiana, Kutztown, Lock Haven, Mansfield, Millersville, Shippensburg, and West Chester. No data were available for East Stroudsburg or Slippery Rock.
- (3) Only eight of the SSHE institutions reported increase amounts: Bloomsburg, California, Cheyney, Edinboro, Kutztown, Lock Haven, Shippensburg, and West Chester.
- (4) Only six of the SSHE institutions reported increase amounts: California, Cheyney, Edinboro, Kutztown, Lock Haven, and West Chester.
- (5) Includes Harrisburg and Schuylkill campuses.
- (6) Includes Berks and Lehigh Valley campuses.
- (7) Includes Beaver, Delaware County, DuBois, Fayette, Hazleton, McKeesport, Mont Alto, New Kensington, Shenango, Wilkes-Barre, Worthington-Scranton and York
- (8) Data for any institution/rank which had fewer than 6 faculty were not available.

**Table 9**  
**Average 9-Month Equivalent Instructional Faculty Salaries (1)**  
**Penn State Locations by Institutional Classification**  
**and Other Pennsylvania Universities**  
**2000-2001**

ASSISTANT PROFESSOR				INSTRUCTOR			
Institution	N	1-yr. % Inc.	Avg. Sal. (000)	Institution	N	1-yr. % Inc.	Avg. Sal. (000)
Pennsylvania	182	6.2	73.1	Penn State-Behrend	10	4.5	52.9
Carnegie Mellon	127	8.4	68.1	Temple	54	6.0	43.7
Penn State-Great Valley	18	7.1	58.8	Penn State-Comm. Coll. (7)	187	4.9	40.6
Lehigh	47	4.3	56.3	Penn State-Capital (5)	37	6.5	40.4
Pittsburgh-Main	344	5.7	53.1	Penn State-Altoona	27	4.0	39.7
Penn State-UP	432	6.1	52.7	Pittsburgh-Main	72	4.9	39.4
Penn State-Behrend	42	5.9	52.3	Penn State-Berks/Lehigh (6)	17	7.1	38.0
Penn State-Capital (5)	74	7.2	51.0	SSHE Average (2)(4)	19	7.3	37.4
Temple	305	6.2	50.0	Penn State-Abington	16	5.0	36.6
SSHE Average (2)(3)	84	4.2	49.6	Penn State-UP	195	4.6	35.9
Penn State-Berks/Lehigh (6)	52	5.1	48.6	Carnegie Mellon	2	(8)	(8)
Penn State-Comm. Coll. (7)	170	5.2	48.0	Lehigh	2	(8)	(8)
Penn State-Abington	27	4.2	46.5	Penn State-Great Valley	1	(8)	(8)
Penn State-Altoona	58	4.4	43.9	Pennsylvania	-	-	-

Source: Annual Report on the Economic Status of the Profession, *ACADEME: BULLETIN OF THE AAUP*.

- (1) Any 12-month salaries were converted to 9-month equivalents using the standard conversion factor of 0.818 (9/11).
- (2) Includes Bloomsburg, California, Cheyney, Clarion, Edinboro, Indiana, Kutztown, Lock Haven, Mansfield, Millersville, Shippensburg, and West Chester. No data were available for East Stroudsburg or Slippery Rock.
- (3) Only eight of the SSHE institutions reported increase amounts: Bloomsburg, California, Cheyney, Edinboro, Kutztown, Lock Haven, Shippensburg, and West Chester.
- (4) Only six of the SSHE institutions reported increase amounts: California, Cheyney, Edinboro, Kutztown, Lock Haven, and West Chester.
- (5) Includes Harrisburg and Schuylkill campuses.
- (6) Includes Berks and Lehigh Valley campuses.
- (7) Includes Beaver, Delaware County, DuBois, Fayette, Hazleton, McKeesport, Mont Alto, New Kensington, Shenango, Wilkes-Barre, Worthington-Scranton and York
- (8) Data for any institution/rank which had fewer than 6 faculty were not available.

**Table 10**  
**Association of Research Libraries**  
**Salary Analysis of Big Ten Universities**  
**2000-2001**

University Name	Criteria	Librarians	Associate Librarians	Assistant Librarians	Affiliate Librarians
Univ. of Illinois @ Urbana-Champaign	Number	14	29	42	21
	Total Salaries	\$959,330	\$1,685,743	\$1,791,660	\$943,586
	Avg. Salary	\$68,524	\$58,129	\$42,659	\$44,933
Michigan State University	Number	13	27	20	
	Total Salaries	\$749,529	\$1,355,575	\$805,822	
	Avg. Salary	\$57,656	\$50,206	\$40,291	
Indiana University	Number	21	46	14	
	Total Salaries	\$1,459,049	\$2,330,114	\$516,157	
	Avg. Salary	\$69,479	\$50,655	\$36,868	
University of Iowa	Number	14	17	11	4
	Total Salaries	\$972,097	\$971,504	\$493,832	\$125,272
	Avg. Salary	\$69,436	\$57,147	\$44,894	\$31,318
University of Minnesota	Number	16	23	34	
	Total Salaries	\$990,740	\$1,180,178	\$1,411,057	
	Avg. Salary	\$61,921	\$51,312	\$41,502	
TOTAL all Institutions (Except Penn State)	Number	78	142	121	25
	Total Salaries	\$5,130,745	\$7,523,114	\$5,018,528	\$1,068,858
	Avg. Salary	\$65,779	\$52,980	\$41,475	\$42,754
Penn State Univ. (Univ. Park only)	Number	7	21	16	
	Total Salaries	\$498,612	\$1,170,582	\$786,360	
	Avg. Salary	\$71,230	\$55,742	\$49,148	

NOTES:

1. Law and Medical Libraries not included
2. Librarian titles at universities may differ. Data are for equivalent ranks.

Universities not providing data:

Ohio State                      Univ. of Wisconsin-  
Madison                      Northwestern Univ.                      Purdue Univ.                      Univ. of Michigan