

**February 23, 2012**

## **What we earn: Faculty salaries**



An annual report by Pitt's Management Information and Analysis office on average (mean) and median staff and faculty salaries at Pitt for fiscal year 2010 showed a wide range between the highest- and lowest-paying job areas in the University.

The report covered full-time faculty and staff as of Oct. 31, 2010, said Bob Goga, assistant director of the Office of Institutional Research, who presented the report at the Feb. 20 University Senate budget policies committee meeting.

The report divides staff into four categories: executive, administrative and managerial; other professionals; secretarial and clerical, and technical, skilled and service.

### **Staff averages by category**

The analysis showed that, based on job category, the 11 executive, administrative and managerial staff members in the Office of the Senior Vice Chancellor for Health Sciences earned the highest average salary, \$194,430, and also the highest median salary, \$156,630 University-wide.

Averaging less than one-tenth of the top staff average were the lowest-paid full-timers at Pitt — the four technical, skilled and service staff members in the Office of Student Affairs. They averaged \$19,167 and their median pay also was lowest University-wide, at \$18,131.

### **High and low staff pay by area**

When it came to highest average pay across the University's 45 responsibility centers, the Office of General Counsel staff (made up of 10 executive, administrative and managerial employees; four other professionals, and six secretarial and clerical staff) came out on top with an average salary of \$94,913. The office's median staff salary was \$90,980.

At the low end of the staff salary averages were the staffers in the University Library System. The ULS net total included 84 other professionals and 28 secretarial and clerical staffers. The average salary for the 116 employees was \$31,144 and their median was \$24,565.

### **Average vs. median**

In most areas, average salaries surpassed staff medians, but the variation was most pronounced in Athletics.

The Athletics staff, made up of 13 executive, administrative and managerial employees; 106 other professionals, and 13 secretarial and clerical employees, had an average salary of \$81,905 and a median salary of \$43,584.

The variation was slightly broader in the Athletics department's "other professionals" classification, which includes coaches. High salaries for some coaches raised the average salary to \$82,722 while the median for the department's "other professionals" classification was \$43,584.

### **Faculty pay comparisons**

Among 26 responsibility centers with faculty (the University Center for International Studies and Office of the Senior Vice Chancellor and Provost had insufficient numbers of faculty to be included in the report), the (now Dietrich) School of Arts and Sciences Dean's Office, with a net total of 26 full professors, had the top average salary, \$167,801, and the highest median salary, \$172,033, both for the rank and as a responsibility center.

At the low end of the faculty pay scale by rank were the four lecturers/other in the School of Pharmacy, who averaged \$21,923. The lowest median was earned by the four lecturers/other faculty in pharmacy with \$20,687.

Comparing among responsibility centers, Education-University Service Programs, with seven instructor-level faculty, had the lowest mean, \$47,107, and median, \$40,966.

—*Kimberly K. Barlow*

*Editor's note: Staff member Barbara DelRaso provided editorial support for this story.*



## **AT A GLANCE**

### **Highest-paid faculty**

#### **Highest average (by rank)**

Professors

Dietrich School of A&S dean's office, \$167,801

#### **Highest average (net total by area)**

Dietrich School of A&S dean's office, \$167,801

**Highest median (by rank)**

Professors

Dietrich School of A&amp;S dean's office, \$172,033

**Highest median (net total by area)**

Dietrich School of A&amp;S dean's office, \$172,033

**Lowest-paid faculty****Lowest average (by rank)**

Lecturers/other

School of Pharmacy, \$21,923

**Lowest average (net total by area)**

Education-University Service Programs, \$47,107

**Lowest median (by rank)**

Lecturers/other

School of Pharmacy, \$20,687

**Lowest median (net total by area)**

Education-University Service Programs, \$40,966

**\$**

The annual mean and median salary report categorizes salaries by academic rank for all regular (not temporary) full-time faculty as of Oct. 31, 2010. Research associates are excluded.

Salaries for faculty with 12-month contracts are converted to a nine-month equivalent using a multiplier of 0.818181.

Mean (average) and median salary amounts are suppressed when the number of employees in a particular rank or category is three or fewer. The net total reflects the exclusions.

Executive staff, including those who also may have a faculty appointment, are listed among staff as part of the "executive, administrative and managerial" category.

• **Bradford campus: 74 net total, \$60,397 average, \$60,606 median.**

Eight professors: \$80,318 average, \$82,468 median; 26 associate professors: \$65,253 average, \$65,986 median; 30 assistant professors: \$55,562 average, \$53,682 median; 10 instructors: \$46,339 average, \$46,000 median.

• **Dietrich School of Arts and Sciences (A&S) dean's office: 26 net total, \$167,801 average, \$172,033 median.**

26 professors: \$167,801 average, \$172,033 median.

• **Dietrich School of A&S humanities division: 279 net total, \$64,933 average, \$61,283 median.**

64 professors: \$112,340 average, \$98,683 median; 62 associate professors: \$69,917 average, \$68,991 median; 47 assistant professors: \$59,112 average, \$60,000 median; 25 instructors: \$29,705 average, \$31,084 median; 81 lecturers/other: \$37,912 average, \$35,992 median.

• **Dietrich School of A&S natural sciences division: 269 net total, \$80,590 average, \$76,000 median.**

93 professors: \$114,718 average, \$110,581 median; 55 associate professors: \$74,358 average, \$76,083 median; 71 assistant professors: \$66,276 average, \$70,254 median; 13 instructors: \$35,677 average, \$37,053 median; 37 lecturers/other: \$47,323 average, \$45,623 median.

• **Dietrich School of A&S social sciences division: 119 net total, \$87,043 average, \$78,301 median.**

39 professors: \$122,284 average, \$112,365 median; 30 associate professors: \$86,593 average, \$75,258 median; 27 assistant professors: \$70,929 average, \$66,560 median; 23 lecturers/other: \$46,793 average, \$44,172 median.

• **Education-University Service Programs: Seven net total, \$47,107 average, \$40,966 median.**

Seven instructors: \$47,107 average, \$40,966 median.

• **Graduate School of Public and International Affairs: 31 net total, \$95,504 average, \$90,762 median.**

Nine professors: \$132,220 average, \$133,068 median; eight associate professors: \$101,327 average, \$99,903 median; 14 assistant professors: \$68,575 average, \$75,898 median.

• **Graduate School of Public Health: 164 net total, \$91,835 average, \$76,041 median.**

40 professors: \$147,396 average, \$142,051 median; 40 associate professors: \$91,151 average, \$84,965 median; 84 assistant professors: \$65,703 average, \$66,212 median.

• **Greensburg campus: 74 net total, \$56,285 average, \$54,778 median.**

Seven professors: \$80,059 average, \$76,775 median; 27 associate professors: \$62,155 average, \$60,635 median; 27 assistant professors: \$51,299 average, \$51,619 median; 13 instructors: \$41,649 average, \$47,751 median.

• **Johnstown campus: 135 net total, \$57,089 average, \$55,215 median.**

14 professors: \$74,391 average, \$71,000 median; 54 associate professors: \$63,845 average, \$61,820 median; 42 assistant professors: \$49,137 average, \$49,042 median; 25 instructors: \$46,170 average, \$44,250 median.

• **Katz Graduate School of Business: 81 net total, \$128,177 average, \$119,776 median.**

29 professors: \$155,084 average, \$150,380 median; 25 associate professors: \$120,393 average, \$108,511 median; 20 assistant professors: \$120,583 average, \$108,829 median; seven lecturers/other: \$66,202 average, \$71,517 median.

• **School of Dental Medicine: 85 net total, \$85,123 average, \$80,041 median.**

11 professors: \$123,432 average, \$120,924 median; 19 associate professors: \$93,687 average, \$85,458 median; 46 assistant professors: \$82,040 average, \$75,842 median; nine instructors: \$35,979 average, \$33,587 median.

• **School of Education: 119 net total, \$70,521 average, \$70,786 median.**

16 professors: \$114,519 average, \$108,650 median; 34 associate professors: \$83,853 average, \$81,883 median; 24 assistant professors: \$69,324 average, \$71,627 median; six instructors: \$53,076 average, \$52,917 median; 39 lecturers/other: \$44,267 average, \$38,167 median.

• **School of Health and Rehabilitation Sciences: 109 net total, \$68,561 average, \$66,094 median.**

13 professors: \$112,674 average, \$116,972 median; 21 associate professors: \$73,123 average, \$70,570 median; 45 assistant professors: \$64,923 average, \$66,628 median; 30 instructors: \$51,708 average, \$52,058 median.

• **School of Information Sciences: 29 net total, \$89,498 average, \$91,132 median.**

Five professors: \$118,712 average, \$112,858 median; 15 associate professors: \$96,161 average, \$95,589 median; nine assistant professors: \$62,164 average, \$66,019 median.

• **School of Law: 51 net total, \$101,192 average, \$98,452 median.**

27 professors: \$136,080 average, \$142,097 median; seven associate professors: \$70,335 average, \$72,452 median; 11 assistant professors: \$65,173 average, \$56,655 median; six lecturers/other: \$46,227 average, \$43,716 median.

• **School of Medicine: 2,143 net total, \$74,848 average, \$57,260 median.**

466 professors: \$117,143 average, \$115,583 median; 496 associate professors: \$79,220 average, \$75,976 median; 1,058 assistant professors: \$57,755 average, \$40,900 median; 113 instructors: \$44,514 average, \$42,305 median; 10 lecturers/other: \$38,188 average, \$25,153 median.

• **School of Medicine Division Administration: Four net total, \$85,271 average, \$86,213 median.**

Four assistant professors: \$85,271 average, \$86,213 median.

• **School of Nursing: 82 net total, \$66,269 average, \$63,132 median.**

11 professors: \$99,610 average, \$102,456 median; 18 associate professors: \$77,298 average, \$75,364 median; 32 assistant professors: \$61,588 average, \$61,238 median; 21 instructors: \$46,483 average, \$42,007 median.

• **School of Pharmacy: 79 net total, \$85,981 average, \$81,190 median.**

18 professors: \$116,545 average, \$112,028 median; 18 associate professors: \$91,063 average, \$89,566 median; 35 assistant professors: \$75,247 average, \$75,444 median; four instructors: \$83,562 average, \$81,423 median; four lecturers/other: \$21,923 average, \$20,687 median.

• **School of Social Work: 28 net total, \$79,046 average, \$74,725 median.**

Four professors: \$110,698 average, \$111,749 median; nine associate professors: \$88,504 average, \$83,777 median; 15 assistant professors: \$64,930 average, \$65,402 median.

• **Senior Vice Chancellor for Health Sciences: 22 net total, \$51,268 average, \$49,266 median.**

22 lecturers/other: \$51,268 average, \$49,266 median.

• **Swanson School of Engineering: 140 net total, \$95,811 average, \$91,866 median.**

41 professors: \$138,532 average, \$132,747 median; 44 associate professors: \$95,744 average, \$95,144 median; 48 assistant professors: \$69,329 average, \$74,515 median; seven lecturers/other: \$27,592 average, \$25,276 median.

• **Titusville campus: 28 net total, \$52,669 average, \$50,467 median.**

Four professors: \$59,315 average, \$59,971 median; eight associate professors: \$58,648 average, \$58,386 median; eight assistant professors: \$50,048 average, \$46,395 median; eight instructors: \$45,987 average, \$45,828 median.

• **University Library System: 65 net total, \$49,779 average, \$45,501 median.**

41 at librarian III: \$56,967 average, \$52,005 median; 13 at librarian II: \$42,380 average, \$38,135 median; 11 at librarian I: \$31,732 average, \$30,037 median.

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