

February 23, 2012

What we earn: Staff/administration 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 staff

Highest average (by job category)

Executives, administrators and managers
Senior Vice Chancellor, Health Sciences, \$194,430

Highest average (net total by area)

Office of General Counsel, \$94,913

Highest median (by job category)

Executives, administrators and managers
Senior Vice Chancellor, Health Sciences, \$156,630

Highest median (net total by area)

Office of General Counsel, \$90,980

Lowest-paid staff**Lowest average (by job category)**

Technical, skilled and service
Office of Student Affairs, \$19,167

Lowest average (net total by area)

University Library System, \$31,144

Lowest median (by job category)

Technical, skilled and service
Office of Student Affairs, \$18,131

Lowest median (net total by area)

University Library System, \$24,565

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The annual mean and median salary report categorizes salaries for all regular (not temporary) full-time staff as of Oct. 31, 2010. Staff are divided by responsibility center into four categories: executive, administrative and managerial employees (including executive staff who also may have a faculty appointment); other professionals; secretarial and clerical, and technical, skilled and service. Research associates are excluded.

Employees are associated with the responsibility center that processes their employee record.

Average (mean) 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.

• **Associate Vice Chancellor for Human Resources: net total of 81 staff who made \$39,120 average, \$28,431 median.**

That included 13 executive, administrative and managers: \$94,014 average, \$81,885 median; 39 other professionals: \$34,434 average, \$33,394 median; seven secretarial and clerical: \$25,396 average, \$25,410 median; 22 technical, skilled and service: \$19,357 average, \$19,000 median.

• **Athletics: 132 net total, \$81,905 average, \$43,584 median.**

13 executive, administrative and managerial employees: \$127,741 average, \$100,000 median; 106 other professionals: \$82,722 average, \$43,584 median; 13 secretarial and clerical: \$29,408 average, \$28,343 median.

• **Bradford campus: 133 net total, \$42,242 average, \$35,493 median.**

15 executive, administrative and managerial employees: \$87,249 average, \$82,100 median; 75 other professionals: \$39,392 average, \$36,950 median; 25 secretarial and clerical: \$28,001 average, \$26,508 median; 18 technical, skilled and service: \$36,385 average, \$33,634 median.

• **Business Operations: 397 net total, \$36,488 average, \$32,282 median.**

Eight executive, administrative and managerial employees: \$70,443 average, \$64,026 median; 98 other professionals: \$41,800 average, \$40,856 median; 60 secretarial and clerical: \$21,261 average, \$20,902 median; 231 technical, skilled and service: \$37,014 average, \$34,194 median.

• **Chancellor: 239 net total, \$66,010 average, \$50,728 median.**

70 executive, administrative and managerial employees: \$114,188 average, \$85,059 median; 148 other professionals: \$47,793 average, \$44,343 median; eight secretarial and clerical: \$30,954 average, \$27,653 median; 13 technical, skilled and service: \$35,550 average, \$36,251 median.

• **College of General Studies: 22 net total, \$36,867 average, \$34,242 median.**

22 other professionals: \$36,867 average, \$34,242 median.

• **Computing Services and Systems Development: 198 net total, \$66,085 average, \$58,757 median.**

Eight executive, administrative and managerial employees: \$128,136 average, \$131,959 median; 173 other professionals: \$65,624 average, \$60,508 median; 17 technical, skilled and service: \$41,576 average, \$44,029 median.

• **Dietrich School of Arts and Sciences (A&S) dean's office: 31 net total, \$52,970 average, \$44,676 median.**

Five executives, administrators and managerial employees: \$105,801 average, \$90,101 median; 26 other professionals: \$42,810 average, \$37,326 median.

• **Dietrich School of A&S humanities division: 57 net total, \$31,994 average, \$29,870 median.**

40 other professionals: \$35,573 average, \$34,324 median; 17 secretarial and clerical: \$23,572 average, \$22,683 median.

• **Dietrich School of A&S natural sciences division: 205 net total, \$35,529 average, \$31,164 median.**

Seven executive, administrative and managerial employees: \$76,505 average, \$78,625 median; 135 other professionals: \$36,517 average, \$33,808 median; 28 secretarial and clerical: \$28,078 average, \$25,665 median; 35 technical, skilled and service: \$29,483 average, \$24,174 median.

• **Dietrich School of A&S social sciences division: 25 net total, \$31,402 average, \$29,102 median.**

18 other professionals: \$33,797 average, \$31,916 median; seven secretarial and clerical: \$25,244 average, \$25,353 median.

- **Dietrich School of A&S undergraduate studies: 60 net total, \$38,523 average, \$35,930 median.**

Four executive, administrative and managerial employees: \$68,872 average, \$67,050 median; 48 other professionals: \$38,579 average, \$37,127 median; eight secretarial and clerical: \$23,015 average, \$22,017 median.

- **Education-University Service Programs: Five net total, \$37,900 average, \$37,312 median.**

Five other professionals: \$37,900 average, \$37,312 median.

- **Executive Vice Chancellor: 26 net total, \$91,796 average, \$75,713 median.**

15 executive, administrative and managerial employees: \$122,085 average, \$96,408 median; 11 other professionals: \$50,492 average, \$47,433 median.

- **Facilities Management: 427 net total, \$42,938 average, \$32,751 median.**

Six executive, administrative and managerial employees: \$99,883 average, \$97,589 median; 71 other professionals: \$52,649 average, \$52,424 median; 10 secretarial and clerical: \$25,884 average, \$25,206 median; 340 technical, skilled and service: \$40,407 average, \$31,179 median.

- **General Counsel: 20 net total, \$94,913 average, \$90,980 median.**

10 executive, administrative and managerial employees: \$150,853 average, \$146,440 median; four other professionals: \$47,416 average, \$44,142 median; six secretarial and clerical: \$33,346 average, \$33,415 median.

- **Graduate School of Public and International Affairs: 19 net total, \$39,750 average, \$36,400 median.**

19 other professionals: \$39,750 average, \$36,400 median.

- **Graduate School of Public Health: 427 net total, \$44,372 average, \$42,180 median.**

21 executive, administrative and managerial employees: \$75,235 average, \$72,445 median; 343 other professionals: \$45,025 average, \$43,572 median; 46 secretarial and clerical: \$31,632 average, \$32,114 median; 17 technical, skilled and service: \$27,550 average, \$26,910 median.

- **Greensburg campus: 96 net total, \$35,614 average, \$31,269 median.**

14 executive, administrative and managerial employees: \$63,054 average, \$56,770 median; 46 other professionals: \$32,870 average, \$31,269 median; 16 secretarial and clerical: \$24,580 average, \$22,884 median; 20 technical, skilled and service: \$31,541 average, \$30,760 median.

- **Honors College: seven net total, \$46,826 average, \$48,543 median.**

Seven other professionals: \$46,826 average, \$48,543 median.

- **Johnstown campus: 206 net total, \$36,536 average, \$32,392 median.**

11 executive, administrative and managerial employees: \$78,442 average, \$76,167 median; 92 other professionals: \$39,172 average, \$34,860 median; 35 secretarial and clerical: \$25,470 average, \$25,000 median; 68 technical, skilled and service: \$31,887 average, \$29,661 median.

• **Katz Graduate School of Business: 99 net total, \$47,371 average, \$40,871 median.**

17 executive, administrative and managerial employees: \$83,856 average, \$80,080 median; 66 other professionals: \$43,041 average, \$40,860 median; 16 secretarial and clerical: \$26,462 average, \$25,122 median.

• **Learning Research and Development Center: 41 net total, \$41,318 average, \$40,748 median.**

37 other professionals: \$42,449 average, \$41,689 median; four secretarial and clerical: \$30,852 average, \$32,268 median.

• **Office of the Chief Financial Officer: 227 net total, \$59,562 average, \$50,513 median.**

57 executive, administrative and managerial employees: \$107,364 average, \$88,425 median; 144 other professionals: \$46,956 average, \$46,318 median; 26 secretarial and clerical: \$24,589 average, \$24,404 median.

• **School of Dental Medicine: 170 net total, \$31,882 average, \$30,000 median.**

88 other professionals: \$37,261 average, \$33,568 median; 31 secretarial and clerical: \$26,702 average, \$26,033 median; 51 technical, skilled and service: \$25,750 average, \$25,255 median.

• **School of Education: 113 net total, \$45,141 average, \$41,333 median.**

12 executive, administrative and managerial employees: \$71,625 average, \$70,892 median; 88 other professionals: \$44,233 average, \$41,403 median; eight secretarial and clerical: \$28,586 average, \$27,019 median; five technical, skilled and service: \$24,034 average, \$25,869 median.

• **School of Health and Rehabilitation Sciences: 48 net total, \$39,751 average, \$38,567 median.**

44 other professionals: \$40,423 average, \$38,755 median; four secretarial and clerical: \$32,366 average, \$30,750 median.

• **School of Information Sciences: 20 net total, \$45,032 average, \$43,829 median.**

15 other professionals: \$48,054 average, \$44,922 median; five secretarial and clerical: \$35,964 average, \$33,390 median.

• **School of Law: 41 net total, \$40,709 average, \$36,855 median.**

Five executive, administrative and managerial employees: \$69,699 average, \$67,000 median; 23 other professionals: \$41,106 average, \$43,572 median; 13 secretarial and clerical: \$28,856 average, \$26,467 median.

• **School of Medicine: 1,662 net total, \$43,005 average, \$39,140 median.**

59 executive, administrative and managerial employees: \$70,338 average, \$73,743 median; 1,380 other professionals: \$44,214 average, \$41,000 median; 74 secretarial and clerical: \$31,419 average, \$30,975 median; 149 technical, skilled and service: \$26,735 average, \$26,480 median.

• **School of Medicine Division Administration: 331 net total, \$46,927 average, \$34,125 median.**

35 executive, administrative and managerial employees: \$125,021 average, \$88,805 median; 134 other professionals: \$48,706 average, \$46,079 median; 11 secretarial and clerical: \$29,469 average, \$26,520 median; 151 technical, skilled and service: \$28,518 average, \$29,163 median.

• **School of Nursing: 90 net total, \$42,368 average, \$39,534 median.**

Seven executive, administrative and managerial employees: \$71,834 average, \$61,386 median; 71 other professionals: \$41,843 average, \$41,600 median; six secretarial and clerical: \$28,924 average, \$28,014 median; six technical, skilled and service: \$27,645 average, \$27,326 median.

• **School of Pharmacy: 53 net total, \$45,545 average, \$42,017 median.**

Four executive, administrative and managerial employees: \$86,149 average, \$78,306 median; 42 other professionals: \$44,326 average, \$43,468 median; seven technical, skilled and service: \$29,653 average, \$29,400 median.

• **School of Social Work: 93 net total, \$47,137 average, \$50,770 median.**

Six executive, administrative and managerial employees: \$68,746 average, \$69,368 median; 87 other professionals: \$45,647 average, \$49,790 median.

• **Secretary of the Board of Trustees: nine net total, \$65,351 average, \$47,928 median.**

Four executive, administrative and managerial employees: \$97,958 average, \$75,538 median; five other professionals: \$39,266 average, \$38,752 median.

• **Senior Vice Chancellor and Provost: 294 net total, \$62,709 average, \$41,050 median.**

66 executive, administrative and managerial employees: \$153,635 average, \$122,016 median; 160 other professionals: \$42,109 average, \$41,199 median; 58 secretarial and clerical: \$22,530 average, \$21,397 median; 10 technical, skilled and service: \$25,245 average, \$24,920 median.

• **Senior Vice Chancellor for Health Sciences: 47 net total, \$73,352 average, \$39,520 median.**

11 executive, administrative and managerial employees: \$194,430 average, \$156,630 median; 30 other professionals: \$36,951 average, \$33,682 median; six secretarial and clerical: \$33,382 average, \$30,091 median.

• **Student Affairs: 152 net total, \$43,270 average, \$37,222 median.**

19 executive, administrative and managerial employees: \$86,627 average, \$83,479 median; 108 other professionals: \$40,051 average, \$37,832 median; 21 secretarial and clerical: \$25,188 average, \$25,194 median; four technical, skilled and service: \$19,167 average, \$18,131 median.

• **Swanson School of Engineering: 97 net total, \$46,215 average, \$39,082 median.**

Seven executive, administrative and managerial employees: \$99,253 average, \$91,851 median; 74 other professionals: \$43,134 average, \$38,239 median; eight secretarial and clerical: \$27,698 average, \$26,222 median; eight technical, skilled and service: \$46,825 average, \$42,884 median.

• **Titusville campus: 46 net total, \$30,529 average, \$29,053 median.**

26 other professionals: \$34,173 average, \$32,546 median; 10 secretarial and clerical: \$20,832 average, \$19,454 median; 10 technical, skilled and service: \$30,751 average, \$30,907 median.

• **University Center for International Studies: 48 net total, \$40,987 average, \$40,000 median.**

Five executive, administrative and managerial employees: \$69,876 average, \$67,682 median; 38 other professionals: \$39,401 average, \$40,000 median; five secretarial and clerical: \$24,145 average, \$22,944 median.

• **University Center for Social and Urban Research: 25 net total, \$42,477 average, \$44,781 median.**

21 other professionals: \$45,794 average, \$47,014 median; four technical, skilled and service: \$25,063 average, \$24,726 median.

• **University Library System: 112 net total, \$31,144 average, \$24,565 median.**

84 other professionals: \$34,273 average, \$29,500 median; 28 secretarial and clerical: \$21,758 average, \$18,168 median.

• **University of Pittsburgh Cancer Institute: 154 net total, \$42,079 average, \$37,863 median.**

Five executive, administrative and managerial employees: \$82,263 average, \$81,020 median; 130 other professionals: \$42,179 average, \$40,416 median; six secretarial and clerical: \$35,213 average, \$35,307 median; 13 technical, skilled and service: \$28,788 average, \$28,537 median.

• **Vice Chancellor for Institutional Advancement: 114 net total, \$56,979 average, \$46,931 median.**

44 executive, administrative and managerial employees: \$85,291 average, \$67,761 median; 70 other professionals: \$39,183 average, \$35,537 median.

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