

University of Rochester 2000-2001 Salary Study

Full-Time Instructional Faculty*

TOTAL				AVERAGE			FRINGE BENEFITS	SALARY QUANTILES		
Rank	Number	Salaries**	Fringe Benefits**	Salary	Fringe Benefits	Combined	as % of Salaries	Low	Median	High
Professor	236	\$22,254,701	\$4,644,802	\$94,300	\$19,681	\$113,981	20.9	\$73,293	\$85,708	\$101,322
Associate Prof	107	7,339,682	1,591,751	68,595	14,876	83,471	21.7	55,500	62,711	72,707
Assistant Prof	116	7,450,428	1,504,237	64,228	12,968	77,195	20.2	45,990	55,500	72,000
Instructor	5	192,907	45,785	38,581	9,157	47,738	23.7	--	--	--
Lecturer	27	1,508,302	320,543	55,863	11,872	67,735	21.3	38,245	51,000	71,080
All Ranks	491	\$38,746,020	\$8,107,118	\$78,912	\$16,511	\$95,424	20.9	\$57,000	\$72,000	\$93,961

* Population: University of Rochester full-time instructional faculty except faculty in the School of Medicine & Dentistry. For faculty members with 12-month appointments, salaries and certain portions of fringe benefits based on salaries have been multiplied by 9/11.

** Due to a change in policy with respect to retirement benefits, raw salary and benefits data for 1989-90 and thereafter should not be used to compare relationships between salaries and benefits from previous years.

UNIVERSITY OF ROCHESTER

2000-2001 Salary Study

Full-time Instructional Faculty*

Major Benefits	Professor	Assoc Prof	Asst Prof	Instructor	Lecturer	Total
Medical & Dental Insurance	874,123	369,202	412,932	14,284	73,948	1,744,489
Guaranteed Disability Income	29,610	12,978	11,592	252	3,150	57,582
Tuition Benefits	163,019	31,400	1,616	2,280	3,400	201,715
Social Security	1,396,738	521,930	521,018	14,757	109,471	2,563,914
Unemployment Compensation**	67,732	30,709	33,292	1,435	7,749	140,917
Life Insurance	38,825	13,803	14,041	377	2,878	69,924
Worker's Compensation	186,943	61,653	62,580	1,621	12,669	325,466
Retirement	1,887,812	550,076	447,166	10,779	107,278	3,003,111
TOTAL	4,644,802	1,591,751	1,504,237	45,785	320,543	8,107,118

* The annual salary survey indicates that ". . . in general, the major fringe benefits include those where the institution . . . makes a definite payment of a specified amount on behalf of and for the benefit of the individual faculty member." The major benefit categories are listed above.

Population: All University of Rochester full-time instructional faculty except faculty in the School of Medicine and Dentistry. For faculty members with 12-month appointments, fringe benefits based on salaries have been multiplied by 9/11.

** These benefits are calculated according to the following instructions. "Report the taxes (not benefits) to be paid under this law. If the institution is self-insured, report the estimated amount which would otherwise be paid to the State." Since the University is self-insured, the benefits were calculated accordingly.

UNIVERSITY OF ROCHESTER

Salary Increases for Faculty Members on Staff in 1999-2000 & 2000-2001

Full-time Instructional Faculty*

1999-2000 Rank	Number	Total Salaries		Average Salary Increase	
		2000-2001	1999-2000	In Dollars	In Percent
Professor	214	20,614,030	19,472,858	5,333	5.9
Associate Professor	108	7,289,754	6,818,022	4,368	6.9
Assistant Professor	91	6,163,589	5,770,772	4,317	6.8
Instructor	0	0	0	0	0.0
Lecturer	18	954,452	910,587	2,437	4.8
All Ranks	431	35,021,825	32,972,239	4,755	6.2

* Population: All University of Rochester full-time instructional faculty on staff both years except faculty in the School of Medicine and Dentistry. Salaries of faculty members with 12-month appointments have been multiplied by 9/11.

University of Rochester

Medical School Pre-Clinical Departments

2000-2001 Salary Study

Full-time Instructional Faculty*

		TOTAL		AVERAGE	AVERAGE			Fringe Benefits As % of Salaries
		12-month Basis		12-month Basis	9-month Basis**			
Rank	Number	Salaries	Fringe Benefits	Salary	Salary	Fringe Benefits	Combined	
Professor	56	\$7,818,582	\$1,365,050	\$139,618	\$114,233	\$21,639	\$135,871	18.9
Associate Professor	38	3,309,133	719,283	87,082	71,249	16,327	87,576	22.9
Assistant Professor	42	2,867,948	652,828	68,284	55,869	13,192	69,061	23.6
ALL RANKS	136	13,995,663	2,737,161	102,909	84,198	17,546	101,744	20.8
Highest Quartile:				119,529	97,797			
Median:				86,767	70,991			
Lowest Quartile:				69,996	57,270			

* Population: Full-time Professors, Associate Professors and Assistant Professors of pre-clinical medicine. In prior years pre-clinical faculty salaries were reported in a manner consistent with AAMC requirements. Due to data collection changes at AAMC beginning with 2000-01, this is no longer the case. Compensation reported above includes standard University of Rochester salaries and benefits for 2000-01.

** Salaries and certain portions of fringe benefits based on salaries have been multiplied by 9/11.

Explanatory Notes for Tables 1, 2 and 3

- The personnel included in these statistics meet the criteria defined in instructions supplied by the National Center for Educational statistics for completion of form IPEDS-SA, Salaries, Tenure and Fringe Benefits of Full-time Instructional Faculty. Briefly, the criteria are: report all full-time members of the faculty whose major regular assignment is instruction, including department chairmen and faculty on leave with pay; exclude faculty for pre-clinical and clinical medicine, administrative officers above the department chairman level, and faculty on leave without pay. These data with salaries and fringe benefits for faculty on twelve-month appointments adjusted to nine-month basis are used by the Association of American University Professors to prepare their Annual Report on the Economic Status of the Profession published in *Academe*.
- The number of faculty included from the various schools is as follows:

TABLE 1

Faculty Salaries - Fall 2000						
	Professor	Assoc Prof	Asst Prof	Instructor	Lecturer	Total
Arts & Sciences	144	55	58	4	13	274
Engineering	35	6	7	0	1	49
Simon	14	9	23	0	10	56
Warner	4	6	7	1	0	18
Eastman	37	26	17	0	3	83
Nursing	2	5	4	0	0	11
TOTAL	236	107	116	5	27	491

TABLE 3

Faculty on Staff 1999-2000 & 2000-01						
	Professor	Assoc Prof	Asst Prof	Instructor	Lecturer	Total
Arts & Sciences	127	62	42	0	9	240
Engineering	33	7	4	0	0	44
Simon	14	6	22	0	6	48
Warner	4	5	4	0	0	13
Eastman	35	22	16	0	3	76
Nursing	1	6	3	0	0	10
TOTAL	214	108	91	0	18	431

- Faculty who were employed both in 1999-2000 and 2000-01 are included in Table 3 and faculty who were promoted to a higher rank in 2001 are reported at their 1999-2000 rank.

To demonstrate this and to explain the apparent discrepancies between the number of faculty shown for the two tables, we'll look at associate professors. There are 108 faculty members employed during 2000-01 who were in the associate professor rank in 1999-2000; therefore, 108 associate professors were reported as on staff in 1999-2000 and 2000-01 (Table 3).

Salaries of faculty for Fall 2000 are reported at their current rank in Table 1. Eighteen of the 108 faculty who were employed at the associate professor rank in Fall 1999 were promoted to the rank of professor by Fall 2000, eleven people employed at the assistant professor rank in Fall 1999 were promoted to the associate professor rank by Fall 2000, and six associate professors were added to the population for this study for Fall 2000, so we have $(108 - 18 + 11 + 6)$ to account for the 107 associate professors reported in Fall 2000 (Table 1). Also note, of the 108 associate professors on staff both years, the salaries of the eighteen associate professors who were promoted to the rank of professor contribute to the salary increase for continuing faculty at the rank of associate professor (Table 3).