Comparative Faculty Salary Options for UC Merced

This report is designed to support consideration of a variety of possible faculty salary comparisons. Among the factors considered are public data availability, discipline and disciplinary mix, peer group construction, and mix of faculty ranks. In addition the report will offer the University of California historic peer set and a method by which a virtual peer institution, a doppelganger university, can be constructed that reflects disciplinary mix and mix by faculty rank.

Faculty Salaries and Benefits Sources

There are four widely available data sources for faculty salaries and benefits at four-year institutions. The CUPA National Faculty Salary Survey (CUPA) and Oklahoma State Faculty Salary Survey (OSU) by Discipline include disciplinary detail. The federal compliance report, *IPEDS Faculty Salary Survey (IPEDS)*, and the voluntary *AAUP Faculty Compensation Survey (AAUP)* have broader participation and public institutional level identification, but do not make disciplinary distinctions. In addition to these four national surveys, there are also exchanges among consortia, for example the Association of American Universities Data Exchange (AAUDE). The fundamental difference among these four or five sources is whether they (1) recognize disciplinary differences and do not report salaries by institution, or (2) ignore disciplinary salary differences and publish institutional average salaries by name. Other similarities and differences include the following:

- The IPEDS SA and AAUP present faculty data by length of contract while OSU and CUPA report nine-month equated salary (0.818 of 11/12 month contracts).
- Faculty included are those whose instructional assignments are 50% or more (AAUP), who are 50% or more instruction and research (OSU and CUPA), or are classified as primarily instruction or instruction with research and service (IPEDS).
- All major surveys include department chairpersons if their administrative appointment is less than 50% and IPEDS and AAUP include paid visiting faculty.
- And unfortunately for equity studies, only IPEDS and AAUP collect information by gender – unfortunate because there is not a public source with both gender and disciplinary differences.

Salaries in Comparison – Institutional Level

Table 1 illustrates use of publicly available data from the OSU study describing salaries by rank and discipline for broad institutional types, not by institution (results by institution are not available in the standard report or for an additional fee). As shown in the table, public RU/Very High research activity institutions pay higher salaries on average than do RU/High research activity institutions, and the

differences are substantial (over $25,000 at the professorial level). Therefore the choice of group to compare to has obvious and important financial implications. In this case, UC Merced is either 10% higher than the peer figure or 11% under the figure depending on the research level selected. When examined by faculty rank, the differences reflect Simpson's Paradox in that the comparisons by rank present a very different picture than the averages overall. For example, compared to RU/VH institutions, UC Merced's faculty salaries by rank are very close, 3% or less, but the mean salary is over 10% different at the institutional level. This obviously reflects an atypical pattern of number of faculty by rank at UC Merced.

<Insert Table 1 about here>

In contrast with national averages, Table 2 uses the same data source but a fixed set of institutions. The institutions identified in Table 2 are those that are currently proposed as an initial set of institutional peers to help begin campus-wide discussions. For an explanation of the process that produced the proposed peers, please see *In Search of Peer Institutions for UC Merced* (IPA, 13010). Mean salary comparisons by rank demonstrate Simpson's Paradox as noted before. The averages by rank are very similar to UCM averages but the overall average suggests a substantial difference (>10%). Table 2 also illustrates the impact of using averages weighted by faculty counts by institution. As shown in Table 2, the difference in a faculty salary mean that is weighted by number of faculty and one that is unweighted was over $3,000 at the professorial level. To decide which to use, the analyst must answer the question whether the institution should compare to the group of all faculty who are employed by the universities (weighted) or to the average of the institutions (unweighted.)

<Insert Table 2 about here>

The University of California administration and faculty agreed to a comparison set of eight universities about 40 years ago. The eight include four private universities and four public universities. The four private universities are Harvard, Yale, Stanford and MIT. The public universities are Virginia, Illinois, Michigan and SUNY Buffalo. Table 3 describes mean salaries by rank for the eight institutions. The salaries range from a high of $207,300 for professors at Stanford to a low of $78,500 for assistant professors at SUNY Buffalo. At the professorial level, the range from high to low is nearly $75,000 and it is nearly $35,000 at the assistant professor level. The variance is very large and in all sorted arrays, the four private institutions are ranked at the top and the four public universities are ranked at the bottom. By using this peer group, the University of California is asserting that its faculty should be paid an amount between that paid at highly ranked private and public universities. If UC Merced is included in the ranked lists by faculty title, it is always at the bottom. Whether or not the set of eight is an appropriate comparator set of the University of California is beyond this paper but, the eight do not appear to be a good set for UC Merced. That is, unless the institution is committed to salary increases of about 25% by ladder rank and about 50% overall. It should be noted that the UC version is described as the result after health sciences and law faculty are removed. That was not possible from the sources available for this report and it is unclear why those salaries would differentially affect the UC mean other than yielding a lower dollar amount for both the peer and UC averages. No other effort is made to compensate for disciplinary differences by the UC process.

<Insert Table 3 about here>

Table 4 relies on AAUP data that should be very close to IPEDS data because the survey directions are very similar. Unfortunately, the reported results are more different than expected. The differences

illustrate two fundamental problems with Federal reporting. First, the IPEDS data are out of date for current annual processes (2011-12 final data) because recent annual raises or other adjustments can lead to different conclusions. Second, even for the same timeframe, differences in reporting requirements yielded at least slightly different values. For example, Rutgers University reported mean salaries for professors that were nearly $2,000 different ($143,278 v. $145,000). The differences between IPEDS and AAUP averages likely reflect the inclusion of sabbatical faculty at their regular salary and the exclusion of replacement faculty for those on sabbatical in the AAUP survey. Overall, the differences tend to be very small for the same reporting period; the public reporting delay of a year or more for IPEDS is a larger problem.

<Insert Table 4 about here>

Table 5 is an example of using both a predetermined reference group and a data exchange. The predetermined group is the University of California and the data exchange item is faculty data as shared by the AAUDE (Association of American Universities Data Exchange). UC Merced is neither an AAU institution nor a member of the AAUDE group, but the UC Office of the President prepares and shares AAUDE-type faculty salary data files for all campuses. The AAUDE file shares faculty data aggregated by discipline, roughly the department level, rank and appointment period (9 month or 11/12 moth). For this table, Table 5, the disciplinary detail is ignored. The AAUDE exchange includes faculty on paid leave and replacement faculty for faculty on leave without pay. Assistant deans or higher are excluded.

<Insert Table 5 about here>

Table 6 reports the result of an effort to increase the accuracy of comparative information by examining salaries by discipline. More specifically, UC Merced's composition of ladder rank faculty by rank and discipline are compared to the UC averages for those ranks and disciplines. For example, UC Merced reported five full professors teaching psychology who averaged $126,500. The average for full professors in psychology at other UC institutions was $139,027. UC Merced faculty at this rank and in this discipline earned 91% of the UC average for the same. In a similar manner, salaries by rank and discipline can be examined across the institution.

<Insert Table 6 about here>

In Table 6, a new comparator mean is introduced, the mean salary for a doppelganger university (DU). The DU averages are constructed by applying the number of UC Merced faculty by rank and discipline to the mean values for faculty by that rank and in that discipline at other institutions across the University of California. In other words, it constructs a hypothetical university with exactly the same composition of faculty by rank and discipline where the faculty are all paid according to the non-UCM means. In this example, the DU average salary for the entire institution would be $102,658, or 9.2% higher than UCM. That is quite different from the $127, 487 reported in Table 5 for other UCs that ignored composition by discipline and rank. The DU averages by rank overall show UC Merced to be about 9% below DU. That is very close to the difference between UCM and DU overall (9.2%). Because the overall and by rank differences are based on UCM distributions, the Simpson's Paradox problem is eliminated. Tables 7 and 8 apply this technique to the data available from OSU that is by rank and discipline without identifying institutions except by broad categories such as RU/H (Table 7) and RU/VH (Table 8).

The most obvious difference between Tables 7 and 8 is that faculty at RU/VH institutions are paid substantially more. For the UCM doppelganger university RU/VH was about 15% to 25% higher

depending on rank. It is also very clear that UCM faculty were paid salaries closer to, and in fact slightly higher than, the RU/VH DU peers.

<Insert Tables 7 and 8 about here>

The last table illustrating the use of comparative salaries by rank and discipline to create a doppelganger university (DU) relied on the *2012-13 Faculty in Higher Education Salary Survey by Discipline, Rank and Tenure Status in Four-Year Colleges and Universities* conducted by the College and University Professional Association for Human Resources (CUPA). The DU averages by rank were less than UCM by 5% to 13% and were 8% lower overall.

<Insert Table 9 about here>

Conclusion

The analyses reported here have offered several comparative salary options and the comparisons have come from more or less publicly available references and have more or less reflected UCM faculty staffing patterns by rank and discipline. It would be reasonable to ask which of the many options should be used. This report was not intended to answer that question. The purpose of the report was to support discussion by explaining and illustrating options, opportunities, and limitations that are available to UCM, especially options that go beyond institutional averages.

One reason to go beyond institutional averages is illustrated by *Academe*'s *Annual Report on the Economic Status of the Profession*, 2012-13 figures for UC Merced. As reported in the appendix detail, UCM's faculty salary averages, in thousands, for professors, associate professors, assistant professors and for all ranks were $133.2, $87.6, $75.3 and $74.6 respectively. UCM's all ranks average was reported to be less than the average for the lowest reported salary group. It seems that there must be a problem with these data. When examined more closely, it is clear that the problem was due to AAUP's decision to report instructors and to not report lecturers. Lecturers were included in the all ranks computation but their number and average remuneration was not reported. Because UCM's number of lecturers was relatively large, it was one of very few institutions that exhibited the peculiar mean salary pattern as reported for the AAUP survey. While the search was not exhaustive, only one other institution was found with this odd salary pattern, UT San Antonio. This suggests that at a minimum, UCM comparisons should be made at the level of faculty rank because UCM's faculty staffing is atypical.

UCM's faculty composition is atypical in at least two important ways. First, UCM's disciplinary composition is unusual and faculty salaries do vary by discipline. Second, the distribution of instructional staff at UC Merced is atypical. Using the OSU study for example, the mix of faculty by rank for ladder rank faculty was 38% professors, 36% associate professors, and 25% assistant professors. In contrast, UCM's distribution was 22% professors, 29% associate professors and 49% assistant professors. The large proportion of assistant professors at UC Merced produced simple institutional averages that were misleadingly low. As was the case here, mean salaries by rank at UCM can equal or exceed the comparable faculty salaries AND the overall rate can be over 10% lower than the overall comparison. This surprising result, Simpson's Paradox or the Yule-Simpson effect where conclusions are contrary depending on level of analysis, applies because the overall average would suggest needed action that is not supported by examination at the faculty rank level. It should be noted that this paradox can be avoided by ignoring the all ranks average or by using the doppelganger university (DU) technique.
The second way that UCM's distribution of instructional staff differs is in reliance on lecturers.

It was previously noted that AAUP all ranks averages included UCM lecturers but did not display their number or mean salary and that the exclusion would mislead readers. Using IPEDS SA instead and focusing on the proposed peer set of 15 institutions found that nine relied on lecturers, four relied on instructors, and two used both instructors and lecturers in similar number. A brief review of institutional policies found that there is apparently no standard definition of these ranks. In addition, UCM relied more heavily on full-time lecturers/instructors (41% non-ladder rank) than any of the proposed peers. Only UT San Antonio was close at 37%. All others were 25% or less and three were 10% or less non-ladder rank. Using the predetermined reference group that is the University of California campuses with undergraduate programs for comparison, UC Merced relied far more heavily on full-time lecturers and on lecturers overall. For the other undergraduate UCs, lecturers were 10% of the core instructional staff (ladder rank plus lecturers) and 24% of the core instructional staff headcount. At UCM, they were 42% of full-time and 49% of all core instructional staff. UCM relied much more heavily on lecturers generally and especially on full-time instructors. Unfortunately, salaries for instructors might only be available in the OSU survey and IPEDS survey, not CUPA and not AAUDE. It is not clear that the "other instructional staff" members listed by OSU were necessarily lecturers and the distinction between lecturers and instructors was not clear. UC Merced's atypical instructional staffing composition and unusual disciplinary composition suggest that the doppelganger university methodology should be considered.

Each doppelganger university table presented here relied on comparative information from one source and level of aggregation but that is not the only option. It is possible to use a mix of sources for comparison. For example, the Materials Engineering comparison could be made to faculty at UCSC and UCSB while the Psychology comparison could be made to faculty at research universities nationwide. The process can be extended to further detail by using the salaries of individual faculty members from publicly available sources. For example, the following table was constructed using the UC Berkeley Nuclear Engineering website and the Sacramento Bee state worker salary database, http://www.sacbee.com/statepay.

Joonhong Ahn	Professor	$142,799
Daniel M. Kammen	Professor of Energy and Society	$186,861
Edward C. Morse	Professor	$150,944
Eric B. Norman	Professor	$136,548
Per F. Peterson	William and Jean McCallum Floyd Endowed Chair	$194,976
Karl van Bibber	Professor and Chair	$174,696
Jasmina Vujic	Professor	$140,333
		$161,023

If the comparison were made to that department with the high and low salaries removed, the average salary figure would be $159,127.

It should also be recognized that quality of life and the impact of cost of living are factors that have not been considered in this report. The cost of living factor is rectified in Table 10 where the mean salaries of professors at the proposed peer set institutions were adjusted to compensate for cost of living differences. The table column, Equivalent Salary at $133,200, displays the equivalent of the UC Merced professor rank average at the location of the peer institution or a reasonably good available fit. Not surprising, there was not a Merced, CA option so Fresno was selected as a proxy. In a similar manner, proxies were used for one half the proposed peers. The case of Clemson University will be used to describe the table. Clemson University is in Clemson, South Carolina. A nearby city that is supported by

CNN/Money calculator is Greenville, South Carolina. A professor at Clemson making the UCM average of $133,200 would live like a Merced (Fresno) resident earning $158,402. In other words, it takes less income to live comparably in Greenville, SC. The housing costs would be about 30% less for example. Conversely, a professor at Rutgers earning $133,200, could live like a UCM faculty member earning $105,414 for a variety of reasons including housing costs of about 67% more.

Cost of living adjustments are a reasonable response to very real differences in costs and tax rates but they do add complications and data sources are imperfect. The good news for UC Merced is that cost of living adjustments for the set of proposed peers make very little difference overall. Using the column Equivalent Salary at $133,200, the unweighted mean for the proposed peers was $132,019 and the weighted mean was $131,334. These values are within 1.5% of the equivalent UC Merced figure. In other words, the cost of living at the proposed peer set mean community is very similar to Merced (Fresno). That similarity is confirmed by the summary figures for the last two columns in Table 10. They show that there is very little difference in relative salary amount using actual salaries or cost of living adjusted salaries (103% versus 104% unweighted or 99% versus 101% weighted). It does not appear that community cost of living differences need to be considered.

<Insert Table 10 about here>

References

Howard, R.D., McLaughlin, G.W., & Knight, W.E. (2012). *The Handbook of Institutional Research*. Jossey-Bass.

IRDS (2013). *In Search of Peer Institutions for UC Merced* (Institutional Research and Decision Support, 13010). UC Merced.

Appendix: Some Advantages and Disadvantages of Faculty Salary Sources

Oklahoma State University National Averages for RU/H and/or RU/VH ($100)

The figures for public research universities are available for $100 and institutional participation is high. However, participation by universities is optional and only about half of the proposed peers participated. Proposed peers not participating in 2012-13 were Rutgers, U of Alabama, SUNY Binghamton, Clemson, UT San Antonio, Texas Tech, and San Diego State. That said, over 100 public research universities did participate in 2012-13.

Information from the OSU survey was used to produce Table 1 national averages by institutional type, Table 6 averages by rank and discipline at RU/H institutions, and Table 7 averages by rank and discipline for RU/VH institutions. UC Merced's unusual distribution of degrees awarded by discipline, and intention to soon be classified as RU/VH, argues in favor of using the OSU database and the Table 7 approach. If the OSU RU/VH doppelganger university approach were used, then UCM ladder rank mean salaries would be very close to the constructed means. In addition, OSU collects non-ladder rank faculty information that could help provide context for lecturers' salaries.

AAUP Faculty Salary Survey

The AAUP survey has a very long history and has been instrumental in moving forward discussions about gender equity, tenure, and collective representation. The AAUP survey also collects information on compensation and age. Historically, the March-April *Report on the Economic Status of the Profession* has been the most widely available information about faculty salaries and compensation by institution and rank. The results became even more widely available and more usable in 2012 with the advent of the *Chronicle of Higher Education's* online almanac application. Arguments in favor of the AAUP resource include institution-level results, wide availability, and both salary and compensation information. If UCM's disciplinary composition and faculty composition by rank were very typical then it would be a better resource for UCM. That aside, when considered by faculty rank, UCM's average was very close to the average for the proposed peer set of institutions even though the all ranks average was again very misleading – see Simpson's Paradox described earlier.

IPEDS Faculty Salary Survey

Because it is part of the National Center for Education Statistics higher education survey series, virtually all universities complete this survey. The Federal Government also makes the information publicly available even if it is made available a year or more after it would be most useful. That timing issue aside, it is possible to accelerate the process and acquire completed IPEDS SA survey information directly from institutions if a reasonably small set of institutions can be identified and the other institutions will share. There are minor differences between the AAUP and IPEDS surveys but they are in most respects very similar. The principal limitations of both the AAUP and IPEDS surveys are the lack of information about salaries by discipline.

OSU Faculty Salary Survey

The OSU Faculty Salary Survey collects salary information by common disciplinary areas. The report presents results by a variety of classifications: Carnegie Classification, tenure track or not, and region of the country. The OSU results are available for payment of a $100 fee and a digital database is provided

with the publication. The disciplinary detail supports construction of the doppelganger university comparative salary and thereby more accurately reflects UCM's unusual composition of programs and faculty by rank. It avoids the Simpson's Paradox problem. On the other hand, many institutions do not participate, including about half of the proposed peer set, and results are not available with institutional name identified.

AAUDE

The AAU Data Exchange is a very good source of information about UC institutions and would be a very helpful resource for faculty salaries at AAU institutions if UC Merced were an AAU member. Because UCM is not a member, comparison is limited to our principal predetermined reference group, UC institutions. The data detail in this exchange support construction of a UCM doppelganger university and examination of salaries by school, department or many bylaw 55 units. It is also possible to restrict comparison to a subset of UC campuses.

CUPA

At about $350 for survey results if the buyer is with a nonparticipating institution, CUPA is a more expensive option. However, if *HigherEdJobs* continue to provide disciplinary data by rank for research universities or the *Chronicle of Higher Education* continues to publish the salaries for tenured and tenure-track faculty at 4-year colleges, then the cost would not necessarily be a concern and the information can be considered to be publicly available. Otherwise, CUPA is very similar to OSU and both support the DU approach to comparable salaries. In addition, CUPA has several other human resource related surveys that could be of interest (e.g., administrators, department chairs, nonexempt, per course faculty). Because it is an optional survey, participation is limited. Six of the 15 proposed peers participated in 2012-13. Many flagship schools did not participate in the CUPA survey, including the University of California.

Table 1: Comparison to OSU National Average Salaries for Similar Institutions

				OSU RU/H Comparison**		OSU RU/VH Comparison**	
	UC Merced (AAUDE)	OSU RU/H* (Medical Excluded)	OSU RU/VH** (Medical Excluded)	UCM/ OSU RU/VH	Increase Required to Reach Mean	UCM/ OSU RU/VH	Increase Required to Reach Mean
Professor	134,561	105,986	130,565	127%	-21%	103%	-3.0%
Assoc. Prof.	87,798	77,787	87,550	113%	-11%	100%	-0.3%
Asst. Prof.	77,593	66,026	77,756	118%	-15%	100%	0.2%
Weighted Mean	**94,050**	**84,239**	**104,809**	**112%**	**-10%**	**90%**	**11%**

* OSU RU/H refers to the 2012-13 Faculty Salary Survey by Discipline published by Oklahoma State University and RU/H is the Carnegie Classification Research Universities with High Research Activity.

** OSU RU/VH refers to the 2012-13 Faculty Salary Survey by Discipline published by Oklahoma State University and RU/VH is the Carnegie Classification Research Universities with Very High Research Activity.

Table 2: IPEDS Nine-Month Adjusted Salaries (2011-12)

	Professor	Associate Professor	Assistant Professor	Ladder Rank Weighted
Rutgers U	143,278	96,432	77,190	115,395
University of Texas Austin	140,583	89,901	83,899	114,714
UC Santa Barbara	138,534	85,420	78,454	119,165
U of Delaware	138,500	94,491	81,495	107,596
UC Riverside	129,333	82,668	75,737	104,642
U of Alabama	129,073	87,466	65,984	94,131
Pennsylvania State	128,384	86,251	70,146	99,867
UC Santa Cruz	126,356	85,000	75,544	107,235
SUNY Binghamton	125,634	91,863	71,960	97,721
U of Colorado	123,152	90,054	77,104	100,458
U of Massachusetts - Amherst	122,645	90,879	72,706	100,408
U of Texas San Antonio	114,711	80,878	70,847	90,035
Clemson	107,977	79,077	70,249	88,310
Texas Tech	105,654	73,634	65,923	81,633
San Diego State	100,020	78,970	72,883	88,118
Peer Institutions Unweighted	124,922	86,199	74,008	100,629
Peer Institutions Weighted	128,434	86,994	73,941	103,055
UC Merced (IPEDS)	**126,711**	**85,679**	**76,476**	**90,752**
UCM/Peers Unweighted	101%	99%	103%	90%
Increase Required to Reach Mean Unweighted	-1.4%	0.6%	-3.2%	10.9%
UCM/Peers Weighted	99%	98%	103%	88%
Increase Required to Reach Mean Weighted	1.4%	1.5%	-3.3%	13.6%

Sorted Arrays				
	UC Santa Barbara	Rutgers U	Rutgers U	University of Texas Austin
	Rutgers U	University of Texas Austin	U of Delaware	U of Delaware
This is the ranked order in which the campuses	University of Texas Austin	UC Santa Barbara	SUNY Binghamton	UC Santa Barbara
would appear if they had been sorted by faculty	U of Delaware	U of Delaware	U of Massachusetts - Amherst	Rutgers U
salary from high to low for professors (column 1),	UC Santa Cruz	UC Riverside	U of Colorado	U of Colorado
associate professors (column2), assistant	UC Riverside	U of Alabama	University of Texas Austin	**UC Merced**
professors (column 3), and the average of the three	U of Colorado	Pennsylvania State	U of Alabama	UC Riverside
ranks (column 4).	U of Massachusetts - Amherst	**UC Merced**	Pennsylvania State	UC Santa Cruz
	Pennsylvania State	UC Santa Cruz	**UC Merced**	San Diego State
	SUNY Binghamton	SUNY Binghamton	UC Santa Barbara	U of Massachusetts - Amherst
	U of Alabama	U of Colorado	UC Santa Cruz	SUNY Binghamton
	UC Merced	U of Massachusetts - Amherst	UC Riverside	U of Texas San Antonio
	U of Texas San Antonio	U of Texas San Antonio	U of Texas San Antonio	Clemson
	Clemson	Clemson	Clemson	Pennsylvania State
	San Diego State	Texas Tech	San Diego State	U of Alabama
	Texas Tech	San Diego State	Texas Tech	Texas Tech

Table 3: Unweighted by Campus Size Using 2013 AAUP Faculty Salary Survey as Reported by Chronicle of Higher Education

	Professor	Assoc. Prof.	Asst. Prof.	Weighted Average All Ranks*
Stanford University	207,300	135,100	111,300	174,700
Harvard University	203,000	118,900	113,400	177,360
Yale University	186,300	113,100	94,200	154,469
MIT	178,700	122,600	106,300	156,361
University of Michigan	148,700	101,100	88,800	121,313
University of Virginia	143,200	93,800	82,900	115,738
University of Illinois	141,700	91,100	87,400	113,115
SUNY Buffalo	133,700	91,800	78,500	103,475
Peer Institutions Unweighted	167,825	108,438	95,350	139,566
Peer Institutions Weighted	169,442	102,597	92,821	136,494
UC Merced (AAUP)	**133,200**	**87,600**	**75,300**	**91,604**
UCM/Peers Unweighted	79%	81%	79%	66%
Increase Required to Reach Mean Unweighted	26%	24%	27%	52%
UCM/Peers Weighted	79%	85%	81%	67%
* **Increase Required to Reach Mean Weighted**	27%	17%	23%	49%

Sorted Arrays

This is the ranked order in which the campuses would appear if they had been sorted by faculty salary from high to low for professors (column 1), associate professors (column2), assistant professors (column 3), and the average of the three ranks (column 4).

Stanford University	Stanford University	Harvard University	Harvard University
Harvard University	MIT	Stanford University	Stanford University
Yale University	Harvard University	MIT	MIT
MIT	Yale University	Yale University	Yale University
University of Michigan	University of Michigan	University of Michigan	University of Michigan
University of Virginia	University of Virginia	University of Illinois	University of Virginia
University of Illinois	SUNY Buffalo	University of Virginia	University of Illinois
SUNY Buffalo	University of Illinois	SUNY Buffalo	SUNY Buffalo
UC Merced (AAUP)	**UC Merced (AAUP)**	**UC Merced (AAUP)**	**UC Merced (AAUP)**

Table 4: Unweighted by Campus Size Using 2013 AAUP Faculty Salary Survey as Reported by Chronicle of Higher Education

	Professor	Assoc. Prof.	Asst. Prof.	Weighted Average All Ranks*
Rutgers University-New Brunswick	151,000	101,200	81,700	122,018
University of Delaware	146,300	99,200	84,000	113,584
The University of Texas at Austin	144,000	92,800	86,000	117,733
University of California-Santa Barbara	140,600	86,800	77,200	120,968
Pennsylvania State University-Main Campus	138,700	94,300	82,500	113,518
The University of Alabama	132,900	90,400	68,200	98,576
University of California-Riverside	131,300	83,400	77,900	106,034
University of Massachusetts Amherst	131,100	95,200	77,900	106,792
University of California-Santa Cruz	128,700	87,100	76,500	110,057
University of Colorado Boulder	127,800	92,200	79,400	103,697
SUNY at Binghamton	127,300	91,400	73,500	97,085
Clemson University	123,600	88,500	78,300	99,959
The University of Texas at San Antonio	115,800	80,600	72,700	91,098
Texas Tech University	110,800	75,800	68,800	84,933
San Diego State University	98,800	79,100	72,600	87,931
Peer Institutions Unweighted	129,913	89,200	77,147	104,932
Peer Institutions Weighted	134,185	90,487	78,212	107,547
UC Merced (AAUP)	**133,200**	**87,600**	**75,300**	**91,604**
UCM/Peers Unweighted	103%	98%	98%	87%
Increase Required to Reach Mean Unweighted	-2.5%	1.8%	2.5%	15%
UCM/Peers Weighted	99%	97%	96%	85%
* **Increase Required to Reach Mean Weighted**	0.7%	3.3%	3.9%	17%

Sorted Arrays				
	Rutgers University-New Brunswick	Rutgers University-New Brunswick	The University of Texas at Austin	Rutgers University-New Brunswick
	University of Delaware	University of Delaware	University of Delaware	University of Delaware
This is the ranked order in which the campuses would	The University of Texas at Austin	University of Massachusetts Amherst	Pennsylvania State University-Main Campus	The University of Texas at Austin
appear if they had been sorted by faculty salary from	University of California-Santa Barbara	Pennsylvania State University-Main Campus	Rutgers University-New Brunswick	Pennsylvania State University-Main Campus
high to low for professors (column 1), associate	Pennsylvania State University-Main Campus	The University of Texas at Austin	University of Colorado Boulder	University of California-Santa Barbara
professors (column2), assistant professors (column 3),	**UC Merced**	University of Colorado Boulder	Clemson University	University of Massachusetts Amherst
and the average of the three ranks (column 4).	The University of Alabama	SUNY at Binghamton	University of Massachusetts Amherst	University of Colorado Boulder
	University of California-Riverside	The University of Alabama	University of California-Riverside	**UC Merced**
	University of Massachusetts Amherst	Clemson University	University of California-Santa Barbara	University of California-Riverside
	University of California-Santa Cruz	**UC Merced**	University of California-Santa Cruz	University of California-Santa Cruz
	University of Colorado Boulder	University of California-Santa Cruz	**UC Merced**	SUNY at Binghamton
	SUNY at Binghamton	University of California-Santa Barbara	SUNY at Binghamton	The University of Alabama
	Clemson University	University of California-Riverside	The University of Texas at San Antonio	Clemson University
	The University of Texas at San Antonio	The University of Texas at San Antonio	San Diego State University	The University of Texas at San Antonio
	Texas Tech University	San Diego State University	Texas Tech University	Texas Tech University
	San Diego State University	Texas Tech University	The University of Alabama	San Diego State University

Table 5: Comparison to Predetermined Group, the University of California (AAUDE 2012-13)

	Professor	Assoc. Prof.	Asst. Prof.	Weighted All Ranks	Unweighted All Ranks	Head Count Professor	Head Count Assoc. Prof.	Head Count Asst. Prof.
Berkeley	161,039	107,276	101,577	140,418	123,297	823	288	193
Davis	131,778	88,177	78,714	115,645	103,578	732	236	158
Los Angeles	171,232	111,967	105,121	151,278	134,899	844	236	167
Irvine	140,715	92,400	86,733	118,751	109,650	489	213	155
Riverside	131,028	83,015	80,468	107,695	100,552	321	157	141
San Diego	143,212	93,182	89,063	123,699	112,289	529	193	138
Santa Barbara	142,587	86,915	80,909	124,906	108,829	499	168	75
Santa Cruz	128,309	86,740	78,255	110,769	101,018	301	120	76
Other UC Unweighted	143,737	93,709	87,605		111,764			
Other UC Weighted	148,574	95,510	89,655	127,487				
UC Merced (AAUDE)	**134,561**	**87,798**	**77,593**	**93,916**	**99,984**	35	47	70
UCM/Other UC Unweighted	94%	94%	89%		89%			
UCM/Other UC Weighted	91%	92%	87%	74%				
Increase Required to Reach Mean Unweighted	7%	7%	13%		12%			
Increase Required to Reach Mean Weighted	10%	9%	16%	36%				

Sorted Arrays					
This is the ranked order in which the campuses would appear if they had been sorted by faculty salary from high to low for professors (column 1), associate professors (column2), assistant professors (column 3), and the average of the three ranks (column 4).	Los Angeles	Los Angeles	Los Angeles	Los Angeles	Los Angeles
	Berkeley	Berkeley	Berkeley	Berkeley	Berkeley
	San Diego	San Diego	San Diego	Santa Barbara	San Diego
	Santa Barbara	Irvine	Irvine	San Diego	Irvine
	Irvine	Davis	Santa Barbara	Irvine	Santa Barbara
	UC Merced	**UC Merced**	Riverside	Davis	Davis
	Davis	Santa Barbara	Davis	Santa Cruz	Santa Cruz
	Riverside	Santa Cruz	Santa Cruz	Riverside	Riverside
	Santa Cruz	Riverside	**UC Merced**	**UC Merced**	**UC Merced**

FY appoints converted using 9/11ths. UC Merced averages taken from AAUDE format datafiles prepared by UCOP.

Table 6: Faculty Salary Comparisons Using UC Merced Composition and Other UC Faculty Average Salaries (AAUDE 2012-2013 Report)

			UC Merced (Actual)								
	Ladder Rank	Content Area	CIP4	Salary	Age	HC		All Other UC Comparator	UCM Expenditure	Comparator-Based Expenditure	UCM/ Other UC
1	Professor	Biomedical/Medical Engineering	1405	149,400	50.0	1		152,343	149,400	152,343	98%
2	Assoc. Prof.	Biomedical/Medical Engineering	1405	99,300	47.0	1		101,359	99,300	101,359	98%
3	Asst. Prof.	Biomedical/Medical Engineering	1405	89,400	39.5	2		90,448	178,800	180,896	99%
1	Professor	Computer Engineering	1409	158,300	50.7	3		144,487	474,900	433,462	110%
2	Assoc. Prof.	Computer Engineering	1409	101,400	41.8	4		105,896	405,600	423,585	96%
3	Asst. Prof.	Computer Engineering	1409	96,167	39.0	3		97,160	288,501	291,479	99%
1	Professor	Environmental/Environmental Health Engineering	1414	144,925	60.8	4	a	135,888	579,700	543,551	107%
2	Assoc. Prof.	Environmental/Environmental Health Engineering	1414	96,150	45.3	4	a	99,616	384,600	398,463	97%
3	Asst. Prof.	Environmental/Environmental Health Engineering	1414	91,900	36.0	1	a	91,193	91,900	91,193	101%
1	Professor	Materials Engineering	1418	133,100	53.0	1	b	180,184	133,100	180,184	74%
2	Assoc. Prof.	Materials Engineering	1418	101,000	51.0	1	b	107,343	101,000	107,343	94%
3	Asst. Prof.	Materials Engineering	1418	88,833	42.3	3	b	100,900	266,499	302,700	88%
1	Professor	Mechanical Engineering	1419	142,500	62.0	2		150,503	285,000	301,006	95%
2	Assoc. Prof.	Mechanical Engineering	1419	95,400	42.0	1		99,709	95,400	99,709	96%
3	Asst. Prof.	Mechanical Engineering	1419	91,320	39.4	5		89,528	456,600	447,639	102%
1	Professor	Linguistic, Comparative, and Related Language Studies and Services	1601	99,833	49.3	3		135,077	299,499	405,232	74%
2	Assoc. Prof.	Linguistic, Comparative, and Related Language Studies and Services	1601	72,150	49.5	2		83,792	144,300	167,584	86%
3	Asst. Prof.	Linguistic, Comparative, and Related Language Studies and Services	1601	62,750	35.5	2		71,079	125,500	142,159	88%
1	Professor	Liberal Arts and Sciences, General Studies and Humanities	2401	146,300	62.0	1	c	145,083	146,300	145,083	101%
2	Assoc. Prof.	Liberal Arts and Sciences, General Studies and Humanities	2401	79,900	44.8	4	c	101,155	319,600	404,620	79%
3	Asst. Prof.	Liberal Arts and Sciences, General Studies and Humanities	2401	62,550	33.5	2	c	79,043	125,100	158,086	79%
1	Professor	Biology, General	2601	142,400	57.3	3		143,996	427,200	431,989	99%
2	Assoc. Prof.	Biology, General	2601	83,717	41.3	6		93,398	502,302	560,387	90%
3	Asst. Prof.	Biology, General	2601	74,040	39.8	10		84,067	740,400	840,667	88%
1	Professor	Ecology, Evolution, Systematics, and Population Biology	2613	109,350	51.5	2		137,745	218,700	275,490	79%
2	Assoc. Prof.	Ecology, Evolution, Systematics, and Population Biology	2613	82,500	44.0	1		90,526	82,500	90,526	91%
3	Asst. Prof.	Ecology, Evolution, Systematics, and Population Biology	2613	78,750	37.5	4		75,784	315,000	303,138	104%
1	Professor	Applied Mathematics					d	146,516		0	
2	Assoc. Prof.	Applied Mathematics	2703	82,000	38.3	4	d	87,861	328,000	351,446	93%
3	Asst. Prof.	Applied Mathematics	2703	77,200	34.8	4	d	80,679	308,800	322,716	96%
1	Professor	Cognitive Science	3025	119,000	45.0	2		127,986	238,000	255,973	93%
2	Assoc. Prof.	Cognitive Science	3025	85,550	44.5	2		88,390	171,100	176,780	97%
3	Asst. Prof.	Cognitive Science	3025	80,350	38.0	2		71,629	160,700	143,257	112%
1	Professor	Chemistry	4005	117,667	53.0	3		150,796	353,001	452,389	78%
2	Assoc. Prof.	Chemistry	4005	88,650	44.0	2		94,879	177,300	189,757	93%
3	Asst. Prof.	Chemistry	4005	74,667	35.2	6		80,523	448,002	483,140	93%

Table 6: Faculty Salary Comparisons Using UC Merced Composition and Other UC Faculty Average Salaries (AAUDE 2012-2013 Report)

			UC Merced (Actual)								
	Ladder Rank	Content Area	CIP4	Salary	Age	HC	All Other UC Comparator	UCM Expenditure	Comparator-Based Expenditure	UCM/ Other UC
1	Professor	Physics	4008	151,700	76.0	1	143,590	151,700	143,590	106%
2	Assoc. Prof.	Physics	4008	85,425	38.8	4	91,852	341,700	367,409	93%
3	Asst. Prof.	Physics	4008	78,960	37.0	5	87,435	394,800	437,173	90%
1	Professor	Psychology, General	4201	126,500	56.0	5	139,027	632,500	695,133	91%
2	Assoc. Prof.	Psychology, General					87,062		0	
3	Asst. Prof.	Psychology, General	4201	65,986	33.3	7	78,955	461,902	552,684	84%
1	Professor	Anthropology					140,865		0	
2	Assoc. Prof.	Anthropology	4502	73,500	52.5	2	88,209	147,000	176,418	83%
3	Asst. Prof.	Anthropology	4502	70,433	49.0	3	76,935	211,299	230,804	92%
1	Professor	Economics	4506	186,200	49.5	2	197,932	372,400	395,863	94%
2	Assoc. Prof.	Economics	4506	92,300	39.0	1	166,091	92,300	166,091	56%
3	Asst. Prof.	Economics	4506	105,150	32.0	2	115,105	210,300	230,211	91%
1	Professor	Political Science and Government					156,603		0	
2	Assoc. Prof.	Political Science and Government	4510	99,475	39.0	4	97,758	397,900	391,033	102%
3	Asst. Prof.	Political Science and Government	4510	75,725	32.5	4	82,609	302,900	330,437	92%
1	Professor	Sociology					144,492		0	
2	Assoc. Prof.	Sociology	4511	92,533	43.0	3	92,286	277,599	276,857	100%
3	Asst. Prof.	Sociology	4511	68,033	34.7	3	77,398	204,099	232,193	88%
1	Professor	Business Administration, Management and Operations	5202	178,000	50.0	1	231,462	178,000	231,462	77%
2	Assoc. Prof.	Business Administration, Management and Operations					192,860		0	
3	Asst. Prof.	Business Administration, Management and Operations					165,863		0	
1	Professor	History	5401	102,400	54.5	2	142,806	204,800	285,613	72%
2	Assoc. Prof.	History	5401	78,200	45.3	3	90,004	234,600	270,011	87%
3	Asst. Prof.	History	5401	70,200	36.0	2	71,803	140,400	143,606	98%
						155		14,577,803	15,911,916	
1	Professor	Overall						134,561	**148,010**	91%
2	Assoc. Prof.	Overall						87,798	**96,314**	91%
3	Asst. Prof.	Overall						77,593	**83,774**	93%
							Weighted Mean	**94,050**	**102,658**	
							UCM as Percent of UC		**92%**	
							Increase required to reach mean		**9.2%**	

a Used civil engineering, no 1414 comparisons
b In the other UC group there were only 42 professors, 7 associates, and only 1 assistant
c Few faculty in other UC: 6, 11 and 7.
d No other UC applied math. Used all 2701.

Table 7: Faculty Salary Comparisons Using UC Merced Composition and OSU Research High Activity University Average Salaries (2012-2013)

			UC Merced (Actual)								
	Ladder Rank	Content Area	CIP4	Salary	Age	HC	OSU RU/H	UCM Expenditure	Comparator-Based Expenditure	UCM/ OSU RU/H
1	Professor	Biomedical/Medical Engineering	1405	149,400	50.0	1	137,103	149,400	137,103	109%
2	Assoc. Prof.	Biomedical/Medical Engineering	1405	99,300	47.0	1	100,120	99,300	100,120	99%
3	Asst. Prof.	Biomedical/Medical Engineering	1405	89,400	39.5	2	83,860	178,800	167,720	107%
1	Professor	Computer Engineering	1409	158,300	50.7	3	125,520	474,900	376,560	126%
2	Assoc. Prof.	Computer Engineering	1409	101,400	41.8	4	96,833	405,600	387,332	105%
3	Asst. Prof.	Computer Engineering	1409	96,167	39.0	3	85,110	288,501	255,330	113%
1	Professor	Environmental/Environmental Health Engineering	1414	144,925	60.8	4 a	118,320	579,700	473,280	122%
2	Assoc. Prof.	Environmental/Environmental Health Engineering	1414	96,150	45.3	4 a	89,304	384,600	357,216	108%
3	Asst. Prof.	Environmental/Environmental Health Engineering	1414	91,900	36.0	1 a	77,705	91,900	77,705	118%
1	Professor	Materials Engineering	1418	133,100	53.0	1	137,549	133,100	137,549	97%
2	Assoc. Prof.	Materials Engineering	1418	101,000	51.0	1	96,211	101,000	96,211	105%
3	Asst. Prof.	Materials Engineering	1418	88,833	42.3	3	81,029	266,499	243,087	110%
1	Professor	Mechanical Engineering	1419	142,500	62.0	2	121,591	285,000	243,182	117%
2	Assoc. Prof.	Mechanical Engineering	1419	95,400	42.0	1	91,864	95,400	91,864	104%
3	Asst. Prof.	Mechanical Engineering	1419	91,320	39.4	5	80,171	456,600	400,855	114%
1	Professor	Linguistic, Comparative, and Related Language Studies and Services	1601	99,833	49.3	3	84,936	299,499	254,808	118%
2	Assoc. Prof.	Linguistic, Comparative, and Related Language Studies and Services	1601	72,150	49.5	2	62,409	144,300	124,818	116%
3	Asst. Prof.	Linguistic, Comparative, and Related Language Studies and Services	1601	62,750	35.5	2	53,462	125,500	106,924	117%
1	Professor	Liberal Arts and Sciences, General Studies and Humanities	2401	146,300	62.0	1	81,644	146,300	81,644	179%
2	Assoc. Prof.	Liberal Arts and Sciences, General Studies and Humanities	2401	79,900	44.8	4	72,180	319,600	288,720	111%
3	Asst. Prof.	Liberal Arts and Sciences, General Studies and Humanities	2401	62,550	33.5	2	60,126	125,100	120,252	104%
1	Professor	Biology, General	2601	142,400	57.3	3	100,534	427,200	301,602	142%
2	Assoc. Prof.	Biology, General	2601	83,717	41.3	6	73,763	502,302	442,578	113%
3	Asst. Prof.	Biology, General	2601	74,040	39.8	10	61,880	740,400	618,800	120%
1	Professor	Ecology, Evolution, Systematics, and Population Biology	2613	109,350	51.5	2	101,664	218,700	203,328	108%
2	Assoc. Prof.	Ecology, Evolution, Systematics, and Population Biology	2613	82,500	44.0	1	76,043	82,500	76,043	108%
3	Asst. Prof.	Ecology, Evolution, Systematics, and Population Biology	2613	78,750	37.5	4	62,961	315,000	251,844	125%
1	Professor	Applied Mathematics					99,235		0	
2	Assoc. Prof.	Applied Mathematics	2703	82,000	38.3	4 b	73,779	328,000	295,118	111%
3	Asst. Prof.	Applied Mathematics	2703	77,200	34.8	4 b	63,959	308,800	255,836	121%
1	Professor	Cognitive Science	3025	119,000	45.0	2 c	102,533	238,000	205,066	116%
2	Assoc. Prof.	Cognitive Science	3025	85,550	44.5	2 c	71,728	171,100	143,456	119%
3	Asst. Prof.	Cognitive Science	3025	80,350	38.0	2 c	61,570	160,700	123,140	131%
1	Professor	Chemistry	4005	117,667	53.0	3	108,566	353,001	325,698	108%
2	Assoc. Prof.	Chemistry	4005	88,650	44.0	2	75,693	177,300	151,386	117%
3	Asst. Prof.	Chemistry	4005	74,667	35.2	6	62,480	448,002	374,880	120%

Table 7: Faculty Salary Comparisons Using UC Merced Composition and OSU Research High Activity University Average Salaries (2012-2013)

			UC Merced (Actual)							
	Ladder Rank	Content Area	CIP4	Salary	Age	HC	OSU RU/H	UCM Expenditure	Comparator-Based Expenditure	UCM/ OSU RU/H
1	Professor	Physics	4008	151,700	76.0	1	106,180	151,700	106,180	143%
2	Assoc. Prof.	Physics	4008	85,425	38.8	4	76,353	341,700	305,412	112%
3	Asst. Prof.	Physics	4008	78,960	37.0	5	65,141	394,800	325,705	121%
1	Professor	Psychology, General	4201	126,500	56.0	5	103,978	632,500	519,890	122%
2	Assoc. Prof.	Psychology, General					72,077		0	
3	Asst. Prof.	Psychology, General	4201	65,986	33.3	7	62,549	461,902	437,843	105%
1	Professor	Anthropology					91,998		0	
2	Assoc. Prof.	Anthropology	4502	73,500	52.5	2	68,555	147,000	137,110	107%
3	Asst. Prof.	Anthropology	4502	70,433	49.0	3	58,031	211,299	174,093	121%
1	Professor	Economics	4506	186,200	49.5	2	118,623	372,400	237,246	157%
2	Assoc. Prof.	Economics	4506	92,300	39.0	1	94,626	92,300	94,626	98%
3	Asst. Prof.	Economics	4506	105,150	32.0	2	88,066	210,300	176,132	119%
1	Professor	Political Science and Government					96,304		0	
2	Assoc. Prof.	Political Science and Government	4510	99,475	39.0	4	71,777	397,900	287,108	139%
3	Asst. Prof.	Political Science and Government	4510	75,725	32.5	4	58,847	302,900	235,388	129%
1	Professor	Sociology					95,335		0	
2	Assoc. Prof.	Sociology	4511	92,533	43.0	3	68,976	277,599	206,928	134%
3	Asst. Prof.	Sociology	4511	68,033	34.7	3	57,490	204,099	172,470	118%
1	Professor	Business Administration, Management and Operations	5202	178,000	50.0	1	140,930	178,000	140,930	126%
2	Assoc. Prof.	Business Administration, Management and Operations					117,577		0	
3	Asst. Prof.	Business Administration, Management and Operations					111,363		0	
1	Professor	History	5401	102,400	54.5	2	92,651	204,800	185,302	111%
2	Assoc. Prof.	History	5401	78,200	45.3	3	67,479	234,600	202,437	116%
3	Asst. Prof.	History	5401	70,200	36.0	2	54,847	140,400	109,694	128%
						155		14,577,803	12,345,549	
1	Professor	Overall						134,561	**109,149**	123%
2	Assoc. Prof.	Overall						87,798	**77,316**	114%
3	Asst. Prof.	Overall						77,593	**66,110**	117%
							Weighted Mean	**94,050**	**79,649**	
							UCM as Percent of RU/H		**118%**	
							Increase required to reach mean	**-15.3%**		

a Comparison group too small. Comparison was made to Civil Engineering (14.08).
b Comparison group too small. Comparison was made to all 27.00 category programs.
c Comparison group too small. Comparison was made to all 42.00 category programs.

Table 8: Faculty Salary Comparisons Using UC Merced Composition and OSU Research Very High Activity University Average Salaries (2012-2013)

			UC Merced (Actual)								
	Ladder Rank	Content Area	CIP4	Salary	Age	HC		OSU RU/VH	UCM Expenditure	Comparator-Based Expenditure	UCM/ OSU RU/VH
1	Professor	Biomedical/Medical Engineering	1405	149,400	50.0	1		155,250	149,400	155,250	96%
2	Assoc. Prof.	Biomedical/Medical Engineering	1405	99,300	47.0	1		104,157	99,300	104,157	95%
3	Asst. Prof.	Biomedical/Medical Engineering	1405	89,400	39.5	2		83,843	178,800	167,686	107%
1	Professor	Computer Engineering	1409	158,300	50.7	3		150,501	474,900	451,503	105%
2	Assoc. Prof.	Computer Engineering	1409	101,400	41.8	4		102,933	405,600	411,732	99%
3	Asst. Prof.	Computer Engineering	1409	96,167	39.0	3		85,406	288,501	256,218	113%
1	Professor	Environmental/Environmental Health Engineering	1414	144,925	60.8	4	a	132,584	579,700	530,336	109%
2	Assoc. Prof.	Environmental/Environmental Health Engineering	1414	96,150	45.3	4	a	95,790	384,600	383,160	100%
3	Asst. Prof.	Environmental/Environmental Health Engineering	1414	91,900	36.0	1	a	82,115	91,900	82,115	112%
1	Professor	Materials Engineering	1418	133,100	53.0	1		150,210	133,100	150,210	89%
2	Assoc. Prof.	Materials Engineering	1418	101,000	51.0	1		100,125	101,000	100,125	101%
3	Asst. Prof.	Materials Engineering	1418	88,833	42.3	3		85,924	266,499	257,772	103%
1	Professor	Mechanical Engineering	1419	142,500	62.0	2		138,471	285,000	276,942	103%
2	Assoc. Prof.	Mechanical Engineering	1419	95,400	42.0	1		97,325	95,400	97,325	98%
3	Asst. Prof.	Mechanical Engineering	1419	91,320	39.4	5		84,784	456,600	423,920	108%
1	Professor	Linguistic, Comparative, and Related Language Studies and Services	1601	99,833	49.3	3		113,778	299,499	341,334	88%
2	Assoc. Prof.	Linguistic, Comparative, and Related Language Studies and Services	1601	72,150	49.5	2		72,083	144,300	144,166	100%
3	Asst. Prof.	Linguistic, Comparative, and Related Language Studies and Services	1601	62,750	35.5	2		61,273	125,500	122,546	102%
1	Professor	Liberal Arts and Sciences, General Studies and Humanities	2401	146,300	62.0	1		111,984	146,300	111,984	131%
2	Assoc. Prof.	Liberal Arts and Sciences, General Studies and Humanities	2401	79,900	44.8	4		73,626	319,600	294,504	109%
3	Asst. Prof.	Liberal Arts and Sciences, General Studies and Humanities	2401	62,550	33.5	2		55,199	125,100	110,398	113%
1	Professor	Biology, General	2601	142,400	57.3	3		126,463	427,200	379,389	113%
2	Assoc. Prof.	Biology, General	2601	83,717	41.3	6		84,375	502,302	506,250	99%
3	Asst. Prof.	Biology, General	2601	74,040	39.8	10		72,848	740,400	728,480	102%
1	Professor	Ecology, Evolution, Systematics, and Population Biology	2613	109,350	51.5	2		128,697	218,700	257,394	85%
2	Assoc. Prof.	Ecology, Evolution, Systematics, and Population Biology	2613	82,500	44.0	1		91,106	82,500	91,106	91%
3	Asst. Prof.	Ecology, Evolution, Systematics, and Population Biology	2613	78,750	37.5	4		77,694	315,000	310,776	101%
1	Professor	Applied Mathematics						122,866		0	
2	Assoc. Prof.	Applied Mathematics	2703	82,000	38.3	4	b	83,941	328,000	335,764	98%
3	Asst. Prof.	Applied Mathematics	2703	77,200	34.8	4	b	73,884	308,800	295,536	104%
1	Professor	Cognitive Science	3025	119,000	45.0	2	c	126,452	238,000	252,904	94%
2	Assoc. Prof.	Cognitive Science	3025	85,550	44.5	2	c	80,566	171,100	161,132	106%
3	Asst. Prof.	Cognitive Science	3025	80,350	38.0	2	c	69,696	160,700	139,392	115%
1	Professor	Chemistry	4005	117,667	53.0	3		135,046	353,001	405,138	87%
2	Assoc. Prof.	Chemistry	4005	88,650	44.0	2		84,958	177,300	169,916	104%
3	Asst. Prof.	Chemistry	4005	74,667	35.2	6		74,369	448,002	446,214	100%

Table 8: Faculty Salary Comparisons Using UC Merced Composition and OSU Research Very High Activity University Average Salaries (2012-2013)

			UC Merced (Actual)							
	Ladder Rank	Content Area	CIP4	Salary	Age	HC	OSU RU/VH	UCM Expenditure	Comparator-Based Expenditure	UCM/ OSU RU/VH
1	Professor	Physics	4008	151,700	76.0	1	122,345	151,700	122,345	124%
2	Assoc. Prof.	Physics	4008	85,425	38.8	4	84,901	341,700	339,604	101%
3	Asst. Prof.	Physics	4008	78,960	37.0	5	75,386	394,800	376,930	105%
1	Professor	Psychology, General	4201	126,500	56.0	5	129,901	632,500	649,505	97%
2	Assoc. Prof.	Psychology, General					81,749		0	
3	Asst. Prof.	Psychology, General	4201	65,986	33.3	7	70,688	461,902	494,816	93%
1	Professor	Anthropology					107,420		0	
2	Assoc. Prof.	Anthropology	4502	73,500	52.5	2	75,388	147,000	150,776	97%
3	Asst. Prof.	Anthropology	4502	70,433	49.0	3	64,106	211,299	192,318	110%
1	Professor	Economics	4506	186,200	49.5	2	167,605	372,400	335,210	111%
2	Assoc. Prof.	Economics	4506	92,300	39.0	1	116,507	92,300	116,507	79%
3	Asst. Prof.	Economics	4506	105,150	32.0	2	102,051	210,300	204,102	103%
1	Professor	Political Science and Government					129,327		0	
2	Assoc. Prof.	Political Science and Government	4510	99,475	39.0	4	84,147	397,900	336,588	118%
3	Asst. Prof.	Political Science and Government	4510	75,725	32.5	4	69,219	302,900	276,876	109%
1	Professor	Sociology					126,224		0	
2	Assoc. Prof.	Sociology	4511	92,533	43.0	3	80,309	277,599	240,927	115%
3	Asst. Prof.	Sociology	4511	68,033	34.7	3	67,807	204,099	203,421	100%
1	Professor	Business Administration, Management and Operations	5202	178,000	50.0	1	196,452	178,000	196,452	91%
2	Assoc. Prof.	Business Administration, Management and Operations					146,515		0	
3	Asst. Prof.	Business Administration, Management and Operations					137,738		0	
1	Professor	History	5401	102,400	54.5	2	113,697	204,800	227,394	90%
2	Assoc. Prof.	History	5401	78,200	45.3	3	75,439	234,600	226,317	104%
3	Asst. Prof.	History	5401	70,200	36.0	2	61,283	140,400	122,566	115%
						155		14,577,803	14,265,428	
1	Professor	Overall						134,561	**134,536**	100%
2	Assoc. Prof.	Overall						87,798	**85,920**	102%
3	Asst. Prof.	Overall						77,593	**74,458**	104%
							Weighted Mean	**94,050**	**92,035**	
							UCM as Percent of OSU RU/VH		**102%**	
							Increase required to reach mean	**-2.1%**		

a Comparison group too small. Comparison was made to Civil Engineering (14.08).
b Comparison group too small. Comparison was made to all 27.00 category programs.
c Comparison group too small. Comparison was made to all 42.00 category programs.

Table 9: Faculty Salary Comparisons Using UC Merced Composition and CUPA HR Research University Average Salaries (2012-2013)

			UC Merced (Actual)							
	Ladder Rank	Content Area	CIP4	Salary	Age	HC	CUPA Research	UCM Expenditure	Comparator-Based Expenditure	UCM/ CUPA
1	Professor	Biomedical/Medical Engineering	1405	149,400	50.0	1	118,048	149,400	118,048	127%
2	Assoc. Prof.	Biomedical/Medical Engineering	1405	99,300	47.0	1	83,411	99,300	83,411	119%
3	Asst. Prof.	Biomedical/Medical Engineering	1405	89,400	39.5	2	72,138	178,800	144,276	124%
1	Professor	Computer Engineering	1409	158,300	50.7	3	131,036	474,900	393,108	121%
2	Assoc. Prof.	Computer Engineering	1409	101,400	41.8	4	104,153	405,600	416,612	97%
3	Asst. Prof.	Computer Engineering	1409	96,167	39.0	3	92,047	288,501	276,141	104%
1	Professor	Environmental/Environmental Health Engineering	1414	144,925	60.8	4	130,844	579,700	523,376	111%
2	Assoc. Prof.	Environmental/Environmental Health Engineering	1414	96,150	45.3	4	96,459	384,600	385,836	100%
3	Asst. Prof.	Environmental/Environmental Health Engineering	1414	91,900	36.0	1	83,667	91,900	83,667	110%
1	Professor	Materials Engineering	1418	133,100	53.0	1	130,844	133,100	130,844	102%
2	Assoc. Prof.	Materials Engineering	1418	101,000	51.0	1	96,459	101,000	96,459	105%
3	Asst. Prof.	Materials Engineering	1418	88,833	42.3	3	83,667	266,499	251,001	106%
1	Professor	Mechanical Engineering	1419	142,500	62.0	2	130,844	285,000	261,688	109%
2	Assoc. Prof.	Mechanical Engineering	1419	95,400	42.0	1	96,459	95,400	96,459	99%
3	Asst. Prof.	Mechanical Engineering	1419	91,320	39.4	5	83,667	456,600	418,335	109%
1	Professor	Linguistic, Comparative, and Related Language Studies and Services	1601	99,833	49.3	3	97,253	299,499	291,759	103%
2	Assoc. Prof.	Linguistic, Comparative, and Related Language Studies and Services	1601	72,150	49.5	2	69,181	144,300	138,362	104%
3	Asst. Prof.	Linguistic, Comparative, and Related Language Studies and Services	1601	62,750	35.5	2	58,403	125,500	116,806	107%
1	Professor	Liberal Arts and Sciences, General Studies and Humanities	2401	146,300	62.0	1	95,859	146,300	95,859	153%
2	Assoc. Prof.	Liberal Arts and Sciences, General Studies and Humanities	2401	79,900	44.8	4	72,958	319,600	291,832	110%
3	Asst. Prof.	Liberal Arts and Sciences, General Studies and Humanities	2401	62,550	33.5	2	60,672	125,100	121,344	103%
1	Professor	Biology, General	2601	142,400	57.3	3	118,048	427,200	354,144	121%
2	Assoc. Prof.	Biology, General	2601	83,717	41.3	6	83,411	502,302	500,466	100%
3	Asst. Prof.	Biology, General	2601	74,040	39.8	10	72,138	740,400	721,380	103%
1	Professor	Ecology, Evolution, Systematics, and Population Biology	2613	109,350	51.5	2	118,048	218,700	236,096	93%
2	Assoc. Prof.	Ecology, Evolution, Systematics, and Population Biology	2613	82,500	44.0	1	83,411	82,500	83,411	99%
3	Asst. Prof.	Ecology, Evolution, Systematics, and Population Biology	2613	78,750	37.5	4	72,138	315,000	288,552	109%
1	Professor	Applied Mathematics					106,095		0	
2	Assoc. Prof.	Applied Mathematics	2703	82,000	38.3	4	77,877	328,000	311,508	105%
3	Asst. Prof.	Applied Mathematics	2703	77,200	34.8	4	69,874	308,800	279,496	110%
1	Professor	Cognitive Science	3025	119,000	45.0	2	109,012	238,000	218,024	109%
2	Assoc. Prof.	Cognitive Science	3025	85,550	44.5	2	76,717	171,100	153,434	112%
3	Asst. Prof.	Cognitive Science	3025	80,350	38.0	2	65,900	160,700	131,800	122%
1	Professor	Chemistry	4005	117,667	53.0	3	113,188	353,001	339,564	104%
2	Assoc. Prof.	Chemistry	4005	88,650	44.0	2	80,735	177,300	161,470	110%
3	Asst. Prof.	Chemistry	4005	74,667	35.2	6	70,466	448,002	422,796	106%
1	Professor	Physics	4008	151,700	76.0	1	113,188	151,700	113,188	134%
2	Assoc. Prof.	Physics	4008	85,425	38.8	4	80,735	341,700	322,940	106%
3	Asst. Prof.	Physics	4008	78,960	37.0	5	70,466	394,800	352,330	112%

Table 9: Faculty Salary Comparisons Using UC Merced Composition and CUPA HR Research University Average Salaries (2012-2013)

			UC Merced (Actual)							
	Ladder Rank	**Content Area**	**CIP4**	**Salary**	**Age**	**HC**	**CUPA Research**	**UCM Expenditure**	**Comparator-Based Expenditure**	**UCM/ CUPA**
1	Professor	Psychology, General	4201	126,500	56.0	5	109,012	632,500	545,060	116%
2	Assoc. Prof.	Psychology, General					76,717		0	
3	Asst. Prof.	Psychology, General	4201	65,986	33.3	7	65,900	461,902	461,300	100%
1	Professor	Anthropology					110,032		0	
2	Assoc. Prof.	Anthropology	4502	73,500	52.5	2	79,514	147,000	159,028	92%
3	Asst. Prof.	Anthropology	4502	70,433	49.0	3	67,731	211,299	203,193	104%
1	Professor	Economics	4506	186,200	49.5	2	153,267	372,400	306,534	121%
2	Assoc. Prof.	Economics	4506	92,300	39.0	1	123,768	92,300	123,768	75%
3	Asst. Prof.	Economics	4506	105,150	32.0	2	122,314	210,300	244,628	86%
1	Professor	Political Science and Government					110,032		0	
2	Assoc. Prof.	Political Science and Government	4510	99,475	39.0	4	79,514	397,900	318,056	125%
3	Asst. Prof.	Political Science and Government	4510	75,725	32.5	4	67,731	302,900	270,924	112%
1	Professor	Sociology					110,032		0	
2	Assoc. Prof.	Sociology	4511	92,533	43.0	3	79,514	277,599	238,542	116%
3	Asst. Prof.	Sociology	4511	68,033	34.7	3	67,731	204,099	203,193	100%
1	Professor	Business Administration, Management and Operations	5202	178,000	50.0	1	153,267	178,000	153,267	116%
2	Assoc. Prof.	Business Administration, Management and Operations					123,768		0	
3	Asst. Prof.	Business Administration, Management and Operations					122,314		0	
1	Professor	History	5401	102,400	54.5	2	99,817	204,800	199,634	103%
2	Assoc. Prof.	History	5401	78,200	45.3	3	70,911	234,600	212,733	110%
3	Asst. Prof.	History	5401	70,200	36.0	2	59,373	140,400	118,746	118%
						155		14,577,803	13,484,428	
1	Professor	Overall						134,561	**118,894**	113%
2	Assoc. Prof.	Overall						87,798	**83,558**	105%
3	Asst. Prof.	Overall						77,593	**72,999**	106%
							Weighted Mean	**94,050**	**86,996**	
							UCM as Percent of CUPA HR Doctoral/Research		**108%**	
							Increase required to reach mean	**-7.5%**		

Table 10: Cost of Living Adjustment Using 2013 AAUP Faculty Salary Survey for Professors at Proposed Peer Set

	City for Comparison	Equivalent Salary at $133,200	Actual Professorial Salary	Adjusted Professorial Salary
Rutgers University-New Brunswick	Newark-Elizabeth, NJ	105,414	151,000	119,501
University of Delaware	Wilmington, DE	124,785	146,300	137,057
The University of Texas at Austin	Austin, TX	149,557	144,000	161,683
University of California-Santa Barbara	Orange County, CA	99,171	140,600	104,680
Pennsylvania State University-Main Campus	Harrisburg, PA	138,738	138,700	144,467
The University of Alabama	Tuscalosa, AL	139,681	132,900	139,367
University of California-Riverside	Riverside, CA	124,197	131,300	122,425
University of Massachusetts Amherst	Fitchburg-Leominster, PA	134,094	131,100	131,980
University of California-Santa Cruz	Orange County, CA	99,171	128,700	95,820
University of Colorado Boulder	Colorado Springs, CO	146,195	127,800	140,268
SUNY at Binghamton	Utica-Rome, NY	136,945	127,300	130,880
Clemson University	Greenville, SC	158,402	123,600	146,985
The University of Texas at San Antonio	San Antonio, TX	158,724	115,800	137,990
Texas Tech University	Lubbock, TX	158,294	110,800	131,674
San Diego State University	San Diego, CA	106,913	98,800	79,302
Peer Institutions Unweighted		132,019	129,913	128,272
Peer Institutions Weighted		131,334	134,185	131,904
UC Merced (AAUP)	Fresno, CA	**133,200**	**133,200**	**133,200**
UCM/Peers Unweighted		101%	103%	104%
Increase Required to Reach Mean Unweighted		-0.9%	-2.5%	-3.7%
UCM/Peers Weighted		101%	99%	101%
* **Increase Required to Reach Mean Weighted**		-1.4%	0.7%	-1.0%

Using the CNN Money Cost of Living Calculator at http://money.cnn.com/calculator/pf/cost-of-living/