

## SCESF Report on the Economic Status of the Faculty

*Fiscal Year 2020: July 1, 2019 through June 30, 2020*

The Senate Committee on the Economic Status of the Faculty (SCESF) is charged by the “Rules of the Faculty Senate” to:

- Gather and organize data on faculty salaries and benefits;
- Issue an annual report on the economic status of the faculty; and
- Represent the faculty in the determination of University policy on salary issues.

Because of extenuating circumstances related to the COVID-19 pandemic, SCESF did not submit a report this year. In keeping with practices of previous years, SCESF offers below the publicly viewable tables provided to the committee by the Provost’s Office and prepared by the Office of Institutional Research & Analysis.

**Table 1**  
**Average academic base salary percentage increases of continuing Penn standing faculty members by rank in comparison with the Consumer Price Index (CPI) and Penn Budget Guidelines**

Group/Condition/Metric		FY 2019-2020
Professor	Mean	4.3%
	Median	3.0%
Associate Professor	Mean	4.8%
	Median	3.0%
Assistant Professor	Mean	3.6%
	Median	3.0%
All Three Ranks	Mean	4.3%
	Median	3.0%
U.S. City Average CPI Growth	Mean	0.7%
Phil. CPI Growth	Mean	0.1%
Budget Guidelines	Mean	3.0%

NOTES: All salaries are converted to a nine-month base. Academic base salary increases pertain to all Penn standing faculty members with an appointment at the time of the fall census for both years. Faculty members on paid leave or unpaid leave are reported at their full salaries.

Excluded are all members of the Faculty of PSOM (except basic scientists); all clinician-educators in Dental Medicine, Veterinary Medicine, Nursing, and Social Policy & Practice; faculty members on phased retirement plans; and the 12 Deans.

FY 2019-2020 CPI growth for the U.S. and for Philadelphia are based on a change in CPI from June 2019 to June 2020.

**Table 2**  
**Percentage of continuing standing faculty awarded salary increase percentages that exceeded the percentage growth in the consumer price index (CPI) for Philadelphia**

<b>Schools and Disciplinary Areas</b>	<b>Percentage FY 2019 to 2020</b>
Annenberg	100.0%
Dental Medicine	100.0%
Engineering & Applied Science	97.4%
Graduate Education	100.0%
Humanities (A&S)	100.0%
Law	100.0%
Natural Science (A&S)	99.4%
Nursing	100.0%
Perelman-Basic Science	89.8%
Social Policy & Practice	100.0%
Social Science (A&S)	97.4%
Veterinary Medicine	100.0%
Weitzman	100.0%
Wharton	99.5%
All Schools/Areas	97.9%
U.S. City Average CPI Growth	0.7%
Phil. CPI Growth	0.1%
Budget Guidelines	3.0%

NOTES: All salaries are converted to a nine-month base. Academic base salary increases pertain to all Penn standing faculty members with an appointment at the time of the fall census for both years. Faculty members on paid leave or unpaid leave are reported at their full salaries.

Excluded are all members of the Faculty of PSOM (except basic scientists); all clinician-educators in Dental Medicine, Veterinary Medicine, Nursing, and Social Policy & Practice; faculty members on phased retirement plans; and the 12 Deans.

CPI reported for FY 2019-20 for the US and Philadelphia are based on growth for the period between June 2019 to June 2020.

**Table 3**  
**Percentage of continuing FULL PROFESSORS awarded salary increase percentages that exceeded the percentage growth in the consumer price index (CPI) for Philadelphia**

<b>Schools and Disciplinary Areas</b>	<b>Percentage FY 2019 to 2020</b>
Annenberg	100.0%
Dental Medicine	100.0%
Engineering & Applied Science	96.1%
Graduate Education	100.0%
Humanities (A&S)	100.0%
Law	100.0%
Natural Science (A&S)	100.0%
Nursing	100.0%
Perelman-Basic Science	85.7%
Social Policy & Practice	100.0%
Social Science (A&S)	97.0%
Veterinary Medicine	100.0%
Weitzman	100.0%
Wharton	99.2%
All Schools/Areas	97.3%
U.S. City Average CPI Growth	0.7%
Phil. CPI Growth	0.1%
Budget Guidelines	3.0%

NOTES: All salaries are converted to a nine-month base. Academic base salary increases pertain to all Penn standing faculty members with an appointment at the time of the fall census for both years. Faculty members on paid leave or unpaid leave are reported at their full salaries.

Excluded are all members of the Faculty of PSOM (except basic scientists); all clinician-educators in Dental Medicine, Veterinary Medicine, Nursing, and Social Policy & Practice; faculty members on phased retirement plans; and the 12 Deans.

CPI reported for FY 2019-20 for the US and Philadelphia are based on growth for the period between June 2019 to June 2020.

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**Table 4**  
**Rank of mean salaries of Penn faculty by academic fields as compared to universities participating in the American Association of Universities Data Exchange (AAUDE) survey.**

Academic Field	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
<b>Full Professor</b>								
Annenberg	1/41	1/39	1/43	1/43	1/43	1/42	1/41	1/44
Dental Medicine	10/45	9/43	9/44	11/44	10/46	11/45	15/46	17/49
Engineering & Applied Science	13/55	14/54	13/58	14/59	17/59	16/56	11/56	16/62
Graduate Education	6/47	7/45	4/45	6/45	6/47	6/45	6/47	11/48
Humanities (A&S)	7/56	11/55	11/58	10/59	11/60	10/57	9/57	9/62
Law	7/39	8/38	7/39	8/38	6/41	6/40	4/38	6/43
Natural Science (A&S)	12/56	11/55	14/58	15/59	18/60	14/57	13/57	17/62
Nursing	1/19	1/19	1/21	3/23	1/24	2/24	2/30	2/31
Perelman - Basic Science	6/56	8/55	7/58	8/59	9/60	6/57	6/57	10/62
Social Policy & Practice	6/25	6/23	6/26	4/27	3/27	3/26	1/25	1/27
Social Science (A&S)	8/56	9/55	9/57	9/58	7/59	9/57	8/57	7/61
Veterinary Medicine	3/14	4/13	2/13	3/13	4/13	5/14	4/16	3/16
Weitzman	10/53	11/52	10/55	11/56	11/57	10/54	10/52	11/57
Wharton-Business & Management	5/53	2/52	3/55	2/56	1/56	1/53	1/53	2/58
Wharton-Public Policy	13/54	12/53	5/55	9/56	10/57	9/55	9/55	-
Wharton-Statistics	1/34	2/34	2/36	2/34	1/34	1/32	1/31	2/36
<b>Associate Professor</b>								
Annenberg	-	-	-	-	-	-	-	-
Dental Medicine	13/43	9/41	-	6/44	-	-	-	-
Engineering & Applied Science	11/54	11/53	10/56	11/57	10/57	7/54	7/55	11/61
Graduate Education	8/45	9/44	9/44	6/45	6/47	6/44	6/46	14/48
Humanities (A&S)	11/55	13/54	12/57	10/58	9/59	10/56	8/56	8/61
Law	-	-	-	-	-	-	-	-
Natural Science (A&S)	15/56	17/55	17/58	15/58	17/59	18/56	15/56	20/61
Nursing	5/19	3/19	2/21	7/24	7/25	4/25	5/31	6/31
Perelman - Basic Science	4/55	4/54	3/57	4/58	5/59	5/56	6/56	11/61
Social Policy & Practice	-	-	-	-	-	6/26	4/25	6/28
Social Science (A&S)	8/56	14/55	10/56	7/57	8/58	10/56	8/56	12/60
Veterinary Medicine	6/14	6/13	7/13	7/13	4/13	4/14	6/15	6/15
Weitzman	1/51	3/51	3/52	3/54	4/56	6/53	6/53	9/57
Wharton-Business & Management	2/51	2/51	3/54	3/56	3/56	1/53	1/53	2/58
Wharton-Public Policy	-	-	-	-	-	-	-	2/56
Wharton-Statistics	2/27	2/30	-	-	-	-	1/27	-
<b>Assistant Professor</b>								
Annenberg	-	-	3/41	3/42	-	2/40	-	-
Dental Medicine	-	-	-	-	-	-	-	-
Engineering & Applied Science	7/54	8/54	8/58	10/59	6/59	7/56	8/56	8/61
Graduate Education	-	15/43	12/44	13/44	11/46	13/44	10/45	12/47
Humanities (A&S)	14/56	17/55	14/58	13/59	9/59	9/56	8/56	12/61
Law	6/27	-	-	-	-	-	-	-
Natural Science (A&S)	15/56	22/55	16/58	18/59	20/60	18/57	12/57	17/62
Nursing	3/19	2/19	3/21	5/24	5/25	4/25	8/31	8/31
Perelman - Basic Science	6/56	9/55	9/58	10/59	15/60	5/57	6/57	9/61
Social Policy & Practice	-	5/24	5/26	5/27	6/27	8/26	3/25	-
Social Science (A&S)	7/56	8/55	7/57	8/58	11/59	14/57	13/57	17/61
Veterinary Medicine	5/14	5/12	5/13	5/13	5/13	4/14	8/16	8/15
Weitzman	6/51	4/50	5/54	7/55	7/56	5/52	5/52	6/56
Wharton-Business & Management	4/52	4/51	5/54	7/55	4/56	4/53	5/53	4/58
Wharton-Public Policy	1/54	1/53	1/52	1/55	1/56	1/55	1/55	1/59
Wharton-Statistics	-	-	-	-	-	-	-	-

Using the federal CIP (Classification of Instructional Programs) codes for 2010, departments at comparable universities were mapped to Penn Schools.

Calculations of rank only include those universities that have relevant departments. Therefore, the number of universities among which Penn is ranked varies by field.

Rank is suppressed for all cells which contain fewer than five Penn faculty members.

**Table 5**  
**Percentage differences in mean academic base salary of professors at selected research universities for Academic Years 2011-2012 through 2019-2020**

	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
<b>Full Professors - Mean Academic Base Salaries: Percentage Differences*</b>									
Columbia	8.9%	13.5%	12.1%	13.4%	16.6%	16.8%	15.6%	16.1%	13.1%
Stanford	7.6%	10.9%	11.9%	13.6%	13.3%	13.1%	13.3%	14.5%	10.4%
Princeton	6.7%	7.0%	7.2%	9.3%	9.9%	9.7%	9.5%	10.9%	7.5%
Harvard	9.3%	8.6%	7.7%	8.1%	8.7%	8.8%	13.1%	9.3%	7.0%
Chicago	8.9%	8.9%	9.6%	10.0%	14.7%	9.0%	7.8%	8.2%	3.7%
Yale	-0.7%	-0.4%	-0.1%	0.5%	0.4%	0.1%	-1.4%	3.3%	2.1%
MIT	-5.4%	-4.4%	-3.3%	-1.8%	0.0%	1.4%	2.5%	3.8%	1.3%
<b>Penn</b>	<b>\$181.6</b>	<b>\$187.0</b>	<b>\$192.3</b>	<b>\$197.5</b>	<b>\$202.6</b>	<b>\$209.2</b>	<b>\$217.3</b>	<b>\$223.60</b>	<b>\$237.30</b>
Duke	-3.5%	-3.6%	-3.1%	-2.1%	-2.4%	-2.4%	-3.5%	-4.2%	-6.7%
Dartmouth	-10.7%	-10.5%	-9.5%	-9.6%	-9.0%	-9.6%	-9.5%	-7.1%	-8.9%
Brown	-13.7%	-14.0%	-14.4%	-14.6%	-14.3%	-14.5%	-15.4%	-16.1%	-18.9%
Cornell	-10.9%	-14.5%	-14.2%	-14.2%	-13.6%	-16.7%	-17.8%	-17.9%	-20.7%

NOTES: Excluded are all members of the faculty of PSOM (except basic scientists) and all clinician-educators. Data source: AAUP Salary Surveys.

\*Universities are listed from highest to lowest percentage difference for full professors as of 2019-2020. For each year reported, the difference between the Penn mean salary and the mean salary for a comparison university was computed as a percentage of the Penn salary.

	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
<b>Associate Professors - Mean Academic Base Salaries: Percentage Differences*</b>									
Columbia	6.1%	12.9%	21.6%	21.2%	20.0%	20.4%	15.1%	19.3%	20.6%
Stanford	11.4%	15.2%	17.3%	13.0%	9.2%	11.3%	12.6%	13.7%	15.2%
MIT	2.1%	4.5%	6.4%	7.0%	3.2%	6.2%	6.4%	9.0%	11.7%
Princeton	5.0%	10.1%	8.5%	6.2%	4.5%	4.6%	2.6%	2.8%	5.8%
Harvard	2.6%	1.4%	3.6%	2.3%	-2.3%	-5.6%	8.3%	0.5%	3.6%
Yale	-7.8%	-3.6%	-1.0%	-6.3%	-7.7%	-3.0%	-3.6%	-6.6%	0.1%
<b>Penn</b>	<b>\$117.8</b>	<b>\$117.3</b>	<b>\$119.5</b>	<b>\$125.2</b>	<b>\$132.3</b>	<b>\$135.0</b>	<b>\$140.1</b>	<b>\$143.9</b>	<b>\$145.6</b>
Duke	-2.8%	2.3%	1.1%	1.3%	-2.9%	-0.3%	-0.9%	-1.7%	-0.5%
Dartmouth	-7.9%	-4.9%	-4.9%	-9.6%	-11.9%	-9.6%	-8.4%	-5.6%	-5.9%
Chicago	-3.1%	0.3%	-0.5%	-0.7%	-0.1%	-5.9%	-10.1%	-8.1%	-6.4%
Cornell	-4.1%	-5.6%	-3.5%	-5.5%	-6.5%	-9.1%	-10.1%	-9.8%	-8.5%
Brown	-15.7%	-11.9%	-10.0%	-10.3%	-13.3%	-14.1%	-14.3%	-13.6%	-13.0%

	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
<b>Assistant Professors - Mean Academic Base Salaries: Percentage Differences*</b>									
MIT	-8.5%	-8.5%	-5.8%	-4.4%	-5.6%	-5.4%	-4.5%	-0.4%	1.7%
Stanford	-2.2%	-4.2%	-0.4%	2.4%	2.1%	0.5%	1.0%	3.3%	1.7%
Harvard	-2.2%	-2.4%	-3.0%	-5.3%	-2.5%	-3.0%	8.0%	1.5%	1.5%
<b>Penn</b>	<b>\$112.3</b>	<b>\$116.2</b>	<b>\$118.0</b>	<b>\$119.6</b>	<b>\$123.3</b>	<b>\$127.5</b>	<b>\$130.3</b>	<b>\$132.6</b>	<b>\$136.5</b>
Columbia	-11.8%	-9.0%	-6.0%	-4.6%	-1.5%	-3.7%	-3.1%	-1.8%	-0.6%
Chicago	-8.6%	-11.6%	-10.5%	-6.1%	-6.1%	-7.3%	-6.8%	-3.1%	-0.9%
Duke	-14.5%	-16.3%	-12.3%	-11.9%	-10.9%	-10.6%	-12.4%	-8.1%	-9.5%
Princeton	-16.1%	-16.7%	-13.8%	-12.5%	-13.0%	-13.8%	-11.6%	-10.7%	-10.3%
Cornell	-13.6%	-15.8%	-16.6%	-13.6%	-8.4%	-11.8%	-10.5%	-10.3%	-10.7%
Yale	-20.1%	-18.9%	-18.7%	-16.7%	-16.2%	-14.7%	-15.9%	-11.1%	-11.9%
Dartmouth	-20.1%	-23.1%	-20.3%	-16.3%	-17.6%	-19.7%	-20.3%	-21.0%	-17.0%
Brown	-26.7%	-26.0%	-24.7%	-22.8%	-23.5%	-25.2%	-25.2%	-24.8%	-25.2%

# FACULTY SENATE 2020-2021

**Table 5 - Adjusted**  
**Percentage differences in mean ADJUSTED academic base salary of professors at selected research universities for Academic Years 2011-2012 through 2019-2020**

	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
<b>Full Professors - Mean ADJUSTED Academic Base Salaries: Percentage Differences*</b>									
Duke	12.7%	12.6%	11.7%	12.7%	12.5%	12.4%	9.8%	9.0%	6.2%
Princeton	1.7%	2.0%	2.2%	4.2%	4.8%	4.5%	6.4%	7.7%	4.4%
Columbia	-5.0%	-1.0%	-1.1%	0.1%	3.0%	3.2%	0.7%	3.3%	2.1%
<b>Penn</b>	<b>\$158.5</b>	<b>\$163.2</b>	<b>\$169.1</b>	<b>\$173.7</b>	<b>\$178.2</b>	<b>\$184.0</b>	<b>\$192.5</b>	<b>\$198.1</b>	<b>\$210.2</b>
Yale	0.0%	0.3%	-2.0%	-1.6%	-1.6%	-1.8%	-1.3%	1.1%	-1.6%
Harvard	-5.9%	-6.5%	-8.1%	-7.8%	-7.3%	-7.2%	-3.9%	-7.2%	-9.1%
Chicago	8.3%	8.3%	5.7%	6.1%	10.6%	5.2%	-9.7%	-9.3%	-13.1%
Brown	-7.3%	-7.7%	-9.6%	-10.0%	-9.7%	-9.8%	-11.4%	-11.8%	-13.9%
MIT	-18.5%	-17.6%	-17.5%	-16.2%	-14.7%	-13.5%	-12.9%	-12.1%	-15.1%
Cornell	-1.2%	-5.2%	-7.2%	-7.1%	-6.5%	-9.9%	-13.5%	-13.7%	-16.6%
Stanford	-21.1%	-18.8%	-19.1%	-17.9%	-18.1%	-18.3%	-21.4%	-20.5%	-23.4%

NOTES: Excluded are all members of the faculty of PSOM (except basic scientists) and all clinician-educators. Data source: AAUP Salary Surveys.

\*Universities are listed from highest to lowest percentage difference for full professors as of 2019-2020. For each year reported, the difference between the Penn mean salary and the mean salary for a comparison university was computed as a percentage of the Penn salary.

Salary figures adjusted using 2007, 2010, 2013, and 2017 Runzheimer Living Cost Indices. Indices for Hanover, NH (Dartmouth) are not available

	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
<b>Associate Professors - Mean ADJUSTED Academic Base Salaries: Percentage Differences*</b>									
Duke	13.5%	19.4%	16.5%	16.7%	11.8%	14.9%	12.7%	11.8%	13.2%
Columbia	-7.5%	-1.6%	7.3%	7.0%	5.9%	6.3%	0.2%	3.8%	5.0%
Princeton	0.1%	4.9%	3.3%	1.3%	-0.5%	-0.3%	-0.2%	-0.1%	2.8%
Yale	-7.2%	-2.9%	-3.0%	-8.2%	-9.5%	-4.9%	-3.5%	-6.6%	0.2%
<b>Penn</b>	<b>\$102.8</b>	<b>\$102.4</b>	<b>\$105.1</b>	<b>\$110.1</b>	<b>\$116.4</b>	<b>\$118.7</b>	<b>\$124.1</b>	<b>\$127.5</b>	<b>\$129.0</b>
Cornell	6.4%	4.7%	4.4%	2.3%	1.1%	-1.7%	-5.5%	-5.1%	-3.8%
MIT	-12.0%	-10.0%	-9.2%	-8.7%	-12.0%	-9.4%	-9.6%	-7.4%	-5.1%
Brown	-9.4%	-5.4%	-5.0%	-5.4%	-8.6%	-9.4%	-10.2%	-9.5%	-9.0%
Harvard	-11.6%	-12.7%	-11.6%	-12.7%	-16.8%	-19.5%	-8.1%	-14.7%	-12.0%
Stanford	-18.4%	-15.6%	-15.2%	-18.3%	-21.0%	-19.5%	-21.8%	-21.1%	-20.1%
Chicago	-3.7%	-0.3%	-4.1%	-4.3%	-3.7%	-9.2%	-24.7%	-23.0%	-21.6%

	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
<b>Assistant Professors - Mean ADJUSTED Academic Base Salaries: Percentage Differences*</b>									
Duke	-0.1%	-2.2%	1.1%	1.5%	2.7%	3.0%	-0.3%	4.7%	3.0%
<b>Penn</b>	<b>\$98.0</b>	<b>\$101.4</b>	<b>\$103.8</b>	<b>\$105.2</b>	<b>\$108.4</b>	<b>\$112.1</b>	<b>\$115.4</b>	<b>\$117.4</b>	<b>\$120.9</b>
Cornell	-4.2%	-6.6%	-9.8%	-6.6%	-0.8%	-4.6%	-5.8%	-5.6%	-6.0%
Yale	-19.6%	-18.3%	-20.3%	-18.3%	-17.8%	-16.4%	-15.8%	-11.0%	-11.8%
Princeton	-20.0%	-20.6%	-17.9%	-16.6%	-17.1%	-17.8%	-14.1%	-13.2%	-12.9%
Columbia	-23.2%	-20.6%	-17.1%	-15.8%	-13.0%	-15.0%	-15.7%	-14.5%	-13.5%
MIT	-21.1%	-21.2%	-19.8%	-18.5%	-19.5%	-19.3%	-18.8%	-15.3%	-13.6%
Harvard	-15.7%	-15.9%	-17.2%	-19.2%	-16.8%	-17.2%	-8.2%	-13.7%	-13.7%
Chicago	-9.1%	-12.1%	-13.7%	-9.4%	-9.4%	-10.5%	-21.9%	-18.7%	-17.0%
Brown	-21.3%	-20.5%	-20.5%	-18.6%	-19.3%	-21.1%	-21.7%	-21.2%	-21.7%
Stanford	-28.4%	-29.8%	-28.0%	-26.0%	-26.2%	-27.3%	-29.9%	-28.2%	-29.4%

Table 6

**FULL PROFESSORS: Median academic base salary percentage increases of faculty continuing in rank who were Penn FULL PROFESSORS for FY2020, along with the first and third quartile salary increases**

School/Area	First Quartile (Q1), Median (Md.), and Third Quartile (Q3) Percentage Salary Increases, FY 2019-2020		
	(Q1)	(Md.)	(Q3)
<b>All Schools</b>	<b>2.8%</b>	<b>3.0%</b>	<b>3.5%</b>
Annenberg	3.0%	3.0%	3.0%
Dental Medicine	2.8%	3.1%	3.2%
Engineering & Applied Science	2.9%	3.1%	4.0%
Graduate Education	3.0%	3.5%	4.0%
Humanities (A&S)	2.8%	2.9%	3.4%
Law	3.0%	3.3%	3.5%
Natural Science (A&S)	2.8%	2.9%	3.3%
Nursing	3.0%	3.0%	3.0%
Perelman-Basic Science	3.0%	3.0%	3.0%
Social Policy & Practice	3.0%	3.0%	3.0%
Social Science (A&S)	2.8%	2.9%	3.8%
Veterinary Medicine	2.5%	3.0%	3.0%
Weitzman	3.0%	3.0%	3.0%
Wharton	2.9%	3.5%	4.0%
Budget Guidelines		3.0%	

NOTES: The Budget Guideline is provided for comparison purposes. As per Penn policy, it is a guideline for the salary increment pool for all standing faculty members in each school, but not specifically for each rank.

NOTES: All salaries are converted to a nine-month base. Academic base salary increases pertain to all Penn standing faculty members with an appointment at the time of the fall census for both years. Faculty members on paid leave or unpaid leave are reported at their full salaries.

Excluded are all members of the Faculty of PSOM (except basic scientists); all clinician-educators in Dental Medicine, Veterinary Medicine, Nursing, and Social Policy & Practice; faculty members on phased retirement plans; and the 12 Deans.

Salary increases include increases from all sources (e.g. merit, market, retention).

The median (Md.) percentage salary increase is the mid-point of all increases within each school and rank.

The difference between the third (Q3) and first quartile (Q1) provides a measure of variability in the percentage increases for each school and rank.

Median percentage increases are reported only if the number of faculty members in a given school and rank is five or more, quartile percentage increases are reported only if the number of faculty members is nine or more.

# FACULTY SENATE 2020-2021

Table 7

**ASSOCIATE PROFESSORS: Median academic base salary percentage increases of faculty continuing in rank who were Penn ASSOCIATE PROFESSORS for FY2020, along with the first and third quartile salary increases**

School/Area	First Quartile (Q1), Median (Md.), and Third Quartile (Q3) Percentage Salary Increases, FY 2019-2020		
	Q1	Md.	Q3
<b>All Schools</b>	<b>2.8%</b>	<b>3.0%</b>	<b>3.5%</b>
Annenberg			
Dental Medicine			
Engineering & Applied Science	3.8%	4.9%	6.0%
Graduate Education	2.0%	3.0%	3.8%
Humanities (A&S)	2.8%	2.8%	3.2%
Law			
Natural Science (A&S)	2.5%	2.8%	3.0%
Nursing	3.0%	3.0%	3.0%
Perelman-Basic Science	2.0%	3.0%	3.3%
Social Policy & Practice		3.5%	
Social Science (A&S)	2.8%	3.0%	4.5%
Veterinary Medicine	3.0%	3.0%	3.5%
Weitzman	3.0%	3.0%	3.3%
Wharton	3.0%	3.2%	4.0%
Budget Guidelines		3.0%	

NOTES: The Budget Guideline is provided for comparison purposes. As per Penn policy, it is a guideline for the salary increment pool for all standing faculty members in each school, but not specifically for each rank.

NOTES: All salaries are converted to a nine-month base. Academic base salary increases pertain to all Penn standing faculty members with an appointment at the time of the fall census for both years. Faculty members on paid leave or unpaid leave are reported at their full salaries.

Excluded are all members of the Faculty of PSOM (except basic scientists); all clinician-educators in Dental Medicine, Veterinary Medicine, Nursing, and Social Policy & Practice; faculty members on phased retirement plans; and the 12 Deans.

Salary increases include increases from all sources (e.g. merit, market, retention).

The median (Md.) percentage salary increase is the mid-point of all increases within each school and rank.

The difference between the third (Q3) and first quartile (Q1) provides a measure of variability in the percentage increases for each school and rank.

Median percentage increases are reported only if the number of faculty members in a given school and rank is five or more, quartile percentage increases are reported only if the number of faculty members is nine or more.

Table 8

**ASSISTANT PROFESSORS: Median academic base salary percentage increases of faculty continuing in rank who were Penn ASSISTANT PROFESSORS for FY2020, along with the first and third quartile salary increases**

School/Area	First Quartile (Q1), Median (Md.), and Third Quartile (Q3) Percentage Salary Increases, FY 2019-2020		
	Q1	Md.	Q3
<b>All Schools</b>	<b>3.0%</b>	<b>3.0%</b>	<b>3.5%</b>
Annenberg			
Dental Medicine			
Engineering & Applied Science	3.2%	4.0%	4.5%
Graduate Education		3.5%	
Humanities (A&S)	2.8%	3.0%	4.5%
Law			
Natural Science (A&S)	2.8%	3.0%	3.2%
Nursing	3.0%	3.0%	3.0%
Perelman-Basic Science	3.0%	3.0%	3.5%
Social Policy & Practice			
Social Science (A&S)	2.8%	3.0%	3.2%
Veterinary Medicine	3.0%	3.0%	3.0%
Weitzman		3.0%	
Wharton	2.9%	3.0%	3.4%
Budget Guidelines		3.0%	

NOTES: The Budget Guideline is provided for comparison purposes. As per Penn policy, it is a guideline for the salary increment pool for all standing faculty members in each School, but not specifically for each rank.

NOTES: All salaries are converted to a nine-month base. Academic base salary increases pertain to all Penn standing faculty members with an appointment at the time of the fall census for both years. Faculty members on paid leave or unpaid leave are reported at their full salaries.

Excluded are all members of the Faculty of PSOM (except basic scientists); all clinician-educators in Dental Medicine, Veterinary Medicine, Nursing, and Social Policy & Practice; faculty members on phased retirement plans; and the 12 Deans.

Salary increases include increases from all sources (e.g. merit, market, retention).

The median (Md.) percentage salary increase is the mid-point of all increases within each school and rank.

The difference between the third (Q3) and first quartile (Q1) provides a measure of variability in the percentage increases for each school and rank.

Median percentage increases are reported only if the number of faculty members in a given school and rank is five or more, quartile percentage increases are reported only if the number of faculty members is nine or more.



# FACULTY SENATE 2020-2021

**Table 9**  
**Mean academic base salary of Penn standing faculty members who continued in rank by rank**

Rank/Academic Year/Metric			Amount	Not Weighted	Weighted
Professor	2015-2016	Mean	\$207,384	1.71	1.84
		Median	\$187,571	1.88	1.84
	2016-2017	Mean	\$213,373	1.72	1.84
		Median	\$193,812	1.93	1.85
	2017-2018	Mean	\$221,028	1.74	1.85
		Median	\$200,460	1.92	1.85
	2018-2019	Mean	\$227,354	1.72	1.87
		Median	\$205,320	1.86	1.87
	2019-2020	Mean	\$234,677	1.76	1.89
		Median	\$211,391	1.93	1.88
Associate Professor	2015-2016	Mean	\$130,872	1.08	1.25
		Median	\$113,300	1.14	1.26
	2016-2017	Mean	\$135,314	1.09	1.24
		Median	\$115,816	1.16	1.27
	2017-2018	Mean	\$137,758	1.09	1.24
		Median	\$119,710	1.15	1.25
	2018-2019	Mean	\$141,883	1.07	1.25
		Median	\$124,309	1.13	1.25
	2019-2020	Mean	\$143,868	1.08	1.25
		Median	\$126,834	1.16	1.23
Assistant Professor	2015-2016	Mean	\$121,532	1.00	1.00
		Median	\$99,535	1.00	1.00
	2016-2017	Mean	\$123,929	1.00	1.00
		Median	\$100,255	1.00	1.00
	2017-2018	Mean	\$126,802	1.00	1.00
		Median	\$104,498	1.00	1.00
	2018-2019	Mean	\$132,272	1.00	1.00
		Median	\$110,123	1.00	1.00
	2019-2020	Mean	\$133,263	1.00	1.00
		Median	\$109,366	1.00	1.00

NOTES: All salaries are converted to a nine-month base. Academic base salary increases pertain to all Penn standing faculty members with an appointment at the time of the fall census for both years. Faculty members on paid leave or unpaid leave are reported at their full salaries.

Excluded are all members of the Faculty of PSOM (except basic scientists); all clinician-educators in Dental Medicine, Veterinary Medicine, Nursing, and Social Policy & Practice; faculty members on phased retirement plans; and the 12 Deans.

The data are weighted by the number of continuing faculty members at each rank in each school.

**Table 10**  
**Variability of academic base salary for faculty who continued in rank:**  
**first, second and third quartile median salary by rank and year**

<b>Rank/Academic Year</b>	<b>Q1</b>	<b>Median</b>	<b>Q3</b>	<b>IQR</b>	<b>IQR-to-Median Ratio</b>	<b># of Areas</b>
<b>Professor</b>						
2015-2016	\$152,200	\$187,571	\$249,474	\$97,274	0.52	14
2016-2017	\$154,752	\$193,812	\$257,845	\$102,094	0.53	14
2017-2018	\$160,557	\$200,460	\$268,324	\$107,767	0.54	14
2018-2019	\$165,139	\$205,320	\$273,202	\$108,063	0.53	14
2019-2020	\$170,095	\$211,391	\$282,628	\$112,533	0.53	14
<b>Associate Professor</b>						
2015-2016	\$101,414	\$113,300	\$134,386	\$32,972	0.29	14
2016-2017	\$105,210	\$115,816	\$138,339	\$33,129	0.29	13
2017-2018	\$108,932	\$119,710	\$140,858	\$31,926	0.27	13
2018-2019	\$111,554	\$124,309	\$145,655	\$34,101	0.27	13
2019-2020	\$114,350	\$126,834	\$149,867	\$35,517	0.28	13
<b>Assistant Professor</b>						
2015-2016	\$86,801	\$99,535	\$165,000	\$78,199	0.78	13
2016-2017	\$89,746	\$100,255	\$164,250	\$74,504	0.74	13
2017-2018	\$92,739	\$104,498	\$162,500	\$69,761	0.67	13
2018-2019	\$95,383	\$110,123	\$170,500	\$75,118	0.68	13
2019-2020	\$97,695	\$109,366	\$170,000	\$72,305	0.66	14

NOTES: All salaries are converted to a nine-month base. Academic base salary increases pertain to all Penn standing faculty members with an appointment at the time of the fall census for both years. Faculty members on paid leave or unpaid leave are reported at their full salaries.

Excluded are all members of the Faculty of PSOM (except basic scientists); all clinician-educators in Dental Medicine, Veterinary Medicine, Nursing, and Social Policy & Practice; faculty members on phased retirement plans; and the 12 Deans.

**Table 11**  
**Percentage Salary Increase Distribution of Faculty Who Continued in Rank by Sex and Rank**

<b>Rank/Sex</b>		<b>First Quartile (Q1), Median (Md.), and Third Quartile (Q3) Percentage Salary Increases, FY 2019-2020</b>		
		<b>Q1</b>	<b>Md.</b>	<b>Q3</b>
<b>Professor</b>	Men	2.8%	3.0%	3.5%
	Women	3.0%	3.0%	3.8%
<b>Associate Professor</b>	Men	2.8%	3.0%	3.5%
	Women	2.8%	3.0%	3.8%
<b>Assistant Professor</b>	Men	2.9%	3.0%	3.4%
	Women	3.0%	3.0%	4.0%

NOTES: All salaries are converted to a nine-month base. Academic base salary increases pertain to all Penn standing faculty members with an appointment at the time of the fall census for both years. Faculty members on paid leave or unpaid leave are reported at their full salaries.

Excluded are all members of the Faculty of PSOM (except basic scientists); all clinician-educators in Dental Medicine, Veterinary Medicine, Nursing, and Social Policy & Practice; faculty members on phased retirement plans; and the 12 Deans.

# FACULTY SENATE 2020-2021

Table 12

Mean academic base salary of Penn standing faculty members who continued in rank by rank and sex.

Rank/Academic Year /Metric		Unweighted		Weighted by School/Discipline			Men - Women		
		Women	Men	% Difference	Women	Men	% Difference	Unweighted	Weighted
<b>Professor</b>									
2015-2016	Mean	\$198,543	\$210,066	5.8%	\$208,639	\$210,066	0.8%	\$11,523	\$1,700
	Median	\$181,442	\$190,000	4.7%	\$203,478	\$205,589	1.0%		
2016-2017	Mean	\$202,077	\$216,822	7.3%	\$211,327	\$216,822	3.1%	\$14,745	\$6,518
	Median	\$184,871	\$195,432	5.7%	\$208,079	\$211,620	1.7%		
2017-2018	Mean	\$209,332	\$224,612	7.3%	\$221,277	\$224,612	2.1%	\$15,280	\$4,725
	Median	\$191,455	\$202,303	5.7%	\$214,980	\$218,668	1.7%		
2018-2019	Mean	\$215,827	\$231,146	7.1%	\$229,001	\$231,146	1.5%	\$15,319	\$3,481
	Median	\$197,760	\$207,566	5.0%	\$224,511	\$226,504	0.9%		
2019-2020	Mean	\$223,123	\$238,614	6.9%	\$236,874	\$238,614	0.7%	\$15,491	\$1,740
	Median	\$205,308	\$214,505	4.5%	\$233,038	\$233,411	0.2%		
<b>Associate Professor</b>									
2015-2016	Mean	\$117,024	\$139,565	19.3%	\$127,591	\$139,565	9.4%	\$22,541	\$11,974
	Median	\$107,193	\$123,075	14.8%	\$129,967	\$136,475	5.0%		
2016-2017	Mean	\$125,640	\$141,234	12.4%	\$138,505	\$141,234	2.0%	\$15,594	\$2,729
	Median	\$112,232	\$123,247	9.8%	\$140,304	\$137,831	-1.8%		
2017-2018	Mean	\$132,170	\$141,178	6.8%	\$141,845	\$141,178	-0.5%	\$9,008	-\$667
	Median	\$117,815	\$124,877	6.0%	\$141,123	\$139,411	-1.2%		
2018-2019	Mean	\$136,518	\$145,392	6.5%	\$147,469	\$145,392	-1.3%	\$8,874	-\$1,892
	Median	\$122,250	\$127,062	3.9%	\$145,881	\$143,502	-1.5%		
2019-2020	Mean	\$134,632	\$149,245	10.9%	\$144,834	\$149,245	3.0%	\$14,613	\$4,411
	Median	\$124,795	\$130,139	4.3%	\$141,486	\$144,844	2.4%		
<b>Assistant Professor</b>									
2015-2016	Mean	\$113,120	\$127,485	12.7%	\$123,750	\$127,485	3.0%	\$14,365	\$3,735
	Median	\$95,209	\$106,003	11.3%	\$120,728	\$124,213	2.9%		
2016-2017	Mean	\$114,342	\$131,006	14.6%	\$127,957	\$131,006	2.4%	\$16,664	\$3,1049
	Median	\$96,914	\$108,265	11.7%	\$123,935	\$126,603	2.2%		
2017-2018	Mean	\$117,892	\$134,178	13.8%	\$134,366	\$134,178	-0.1%	\$16,286	-\$188
	Median	\$100,131	\$112,231	12.1%	\$129,538	\$130,074	0.4%		
2018-2019	Mean	\$122,891	\$140,914	14.7%	\$138,599	\$140,914	1.7%	\$18,023	\$2,315
	Median	\$103,186	\$115,951	12.4%	\$135,424	\$136,582	0.9%		
2019-2020	Mean	\$126,569	\$139,702	10.4%	\$138,456	\$139,702	0.9%	\$13,133	\$1,246
	Median	\$103,629	\$116,190	12.1%	\$135,634	\$135,234	-0.3%		

NOTES: All salaries are converted to a nine-month base. Academic base salary increases pertain to all Penn standing faculty members with an appointment at the time of the fall census for both years. Faculty members on paid leave or unpaid leave are reported at their full salaries.

Excluded are all members of the Faculty of PSOM (except basic scientists); all clinician-educators in Dental Medicine, Veterinary Medicine, Nursing, and Social Policy & Practice; faculty members on phased retirement plans; and the 12 Deans.

Salaries for female faculty members are weighted using male weights. Male weights are calculated as a ratio of male faculty in each school/area to the total number of male faculty at Penn. Percent difference is calculated as the difference between male and female salaries divided by the female salary. Negative percent differences indicate that salaries of female faculty exceed those of male faculty.