

METHODOLOGY – PGH CAMPUS

Salary Data Source

- AAUP's "The Annual Report On The Economic Status of the Profession, 2017-2018"

Pittsburgh Campus Peers

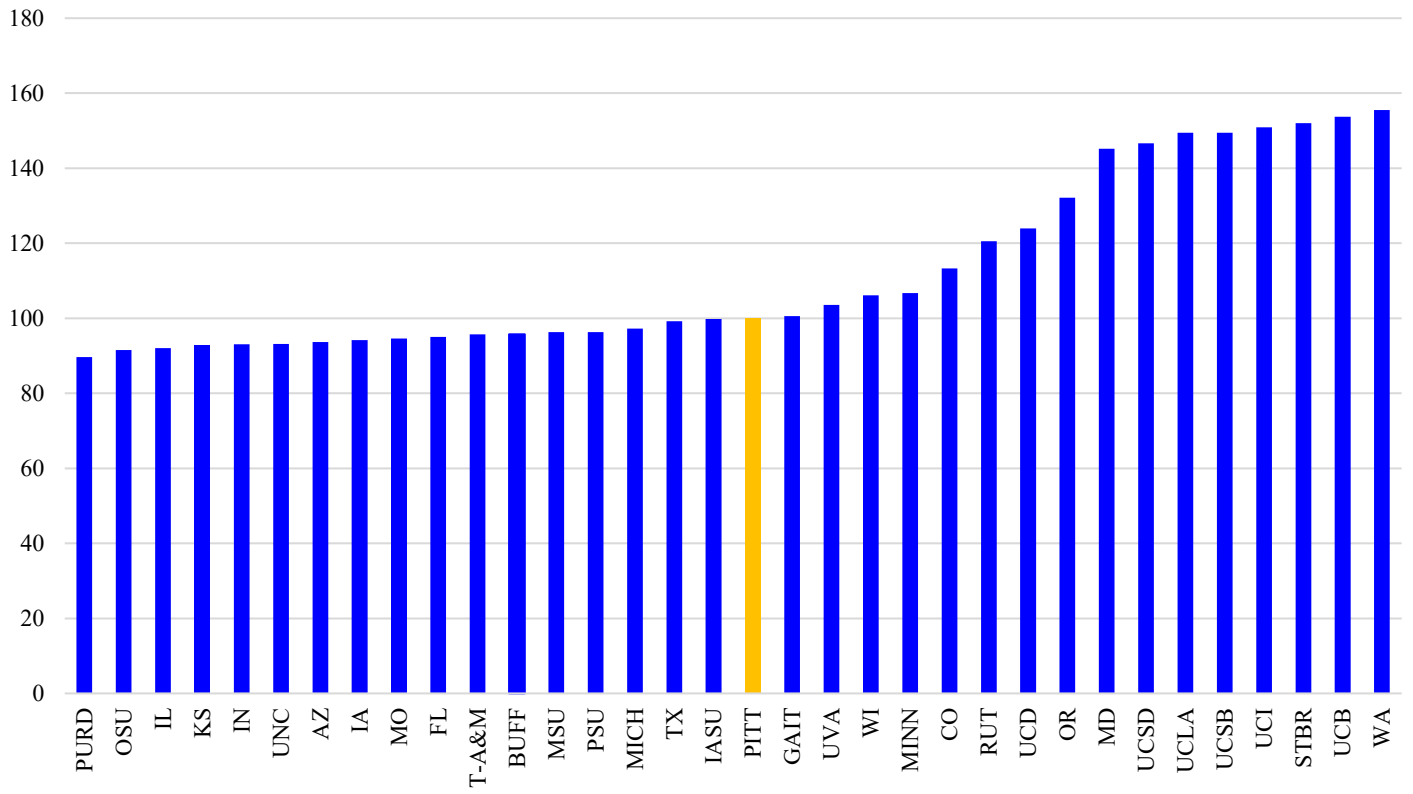
- 33 AAU Public Institutions

METHODOLOGY – PGH CAMPUS

Cost of Living Index for AAU Public Institutions: ACCRA Cost of Living Index (Q1-2018)

- Compiled by the Council for Community and Economic Research to examine differences in the cost of living among 300 plus urban areas
- Used as inputs in reports compiled by the US Census Bureau, the Bureau of Labor Statistics, the President's Council of Economic Advisors, etc.
- Composite index comprised of: grocery items, housing, utilities, transportation, health care, misc.
- If the AAU public institution's city was not listed, used the closest city to the institution
- Cost of living in Pittsburgh was normalized to 100; other cities' salaries were represented as relative to Pittsburgh

ACCRA Cost of Living Index (Q1 2018)
Pittsburgh COL normalized to 100

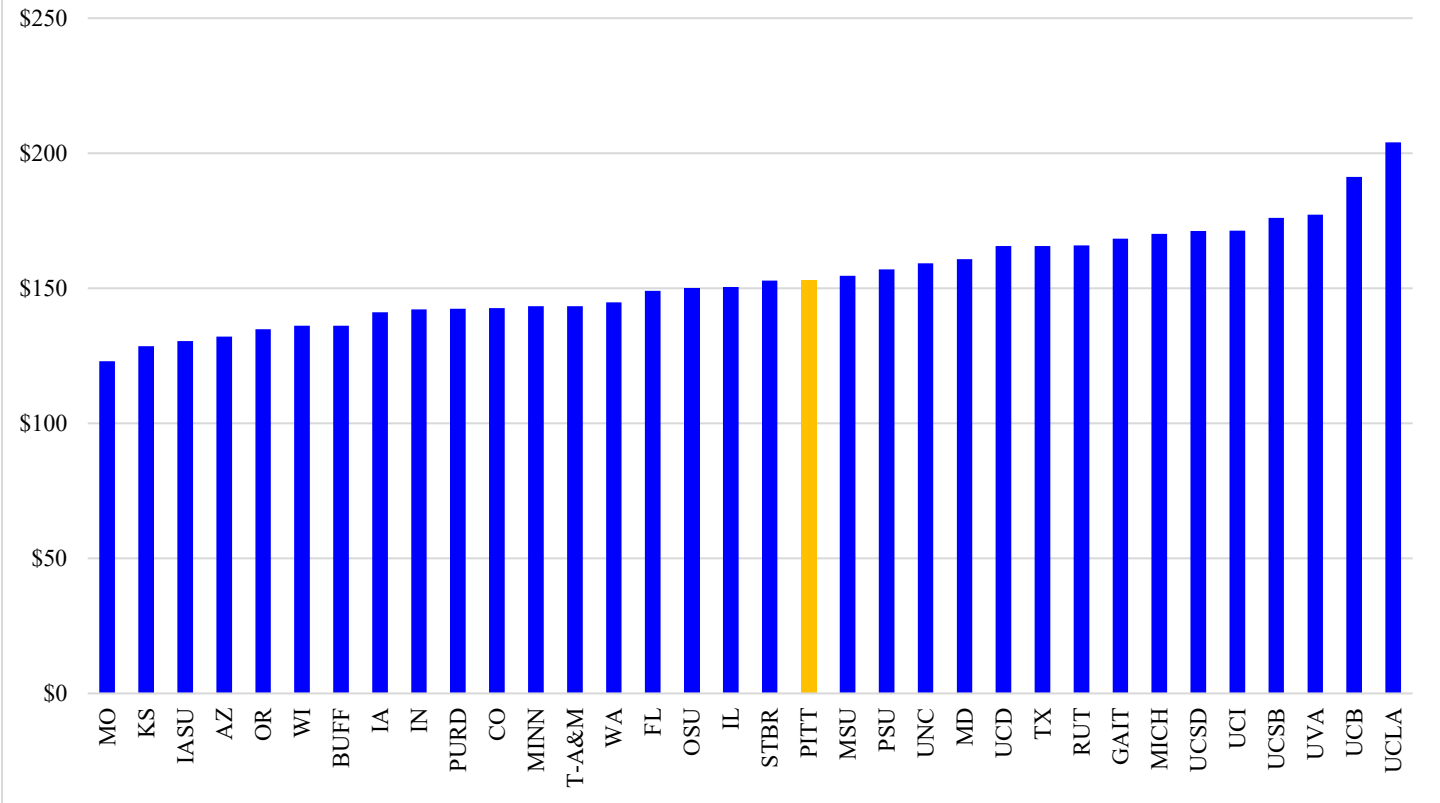


Summary of Rank, Range, Spread and Comparison to Median

	Rank		Range		Spread		Comparison to Median	
	Unadjusted	Adjusted	Unadjusted	Adjusted	Unadjusted	Adjusted	Unadjusted	Adjusted
PITTSBURGH CAMPUS PEERS								
Professor	16/34	12/34	\$123 – 204	\$93.1 – 175	\$81	\$81.9	+\$1.3 (100.9%)	+\$13.2 (109.4%)
Associate Professor	23/34	15/34	\$80 – 133.7	\$68.6 – 116.4	\$53.7	\$47.8	-\$2.5 (97.6%)	+\$3.5 (103.6%)
Assistant Professor	27/34	15/34	\$71.4 – 111	\$58.3 – 107.3	\$39.6	\$49	-\$4.5 (95.1%)	+\$0.9 (101%)
Lecturers & Instructors	30/32	26/32	\$49.1 – 124	\$42.5 – 135.4	\$74.9	\$92.9	-\$10.5 (83.8%)	-\$6.6 (89.1%)

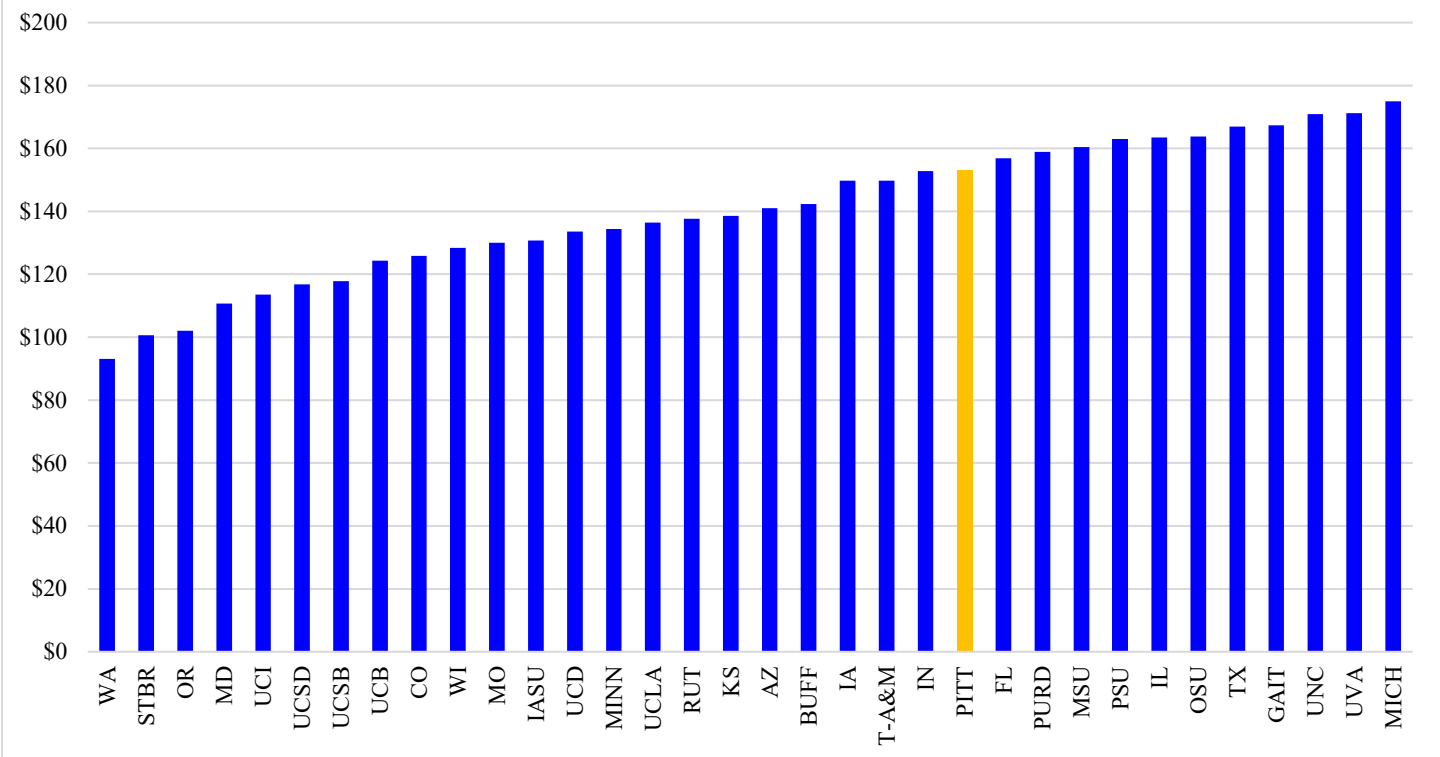
Note: \$ values in thousands

Professor: Unadjusted Salary (in thousands) 2017-18



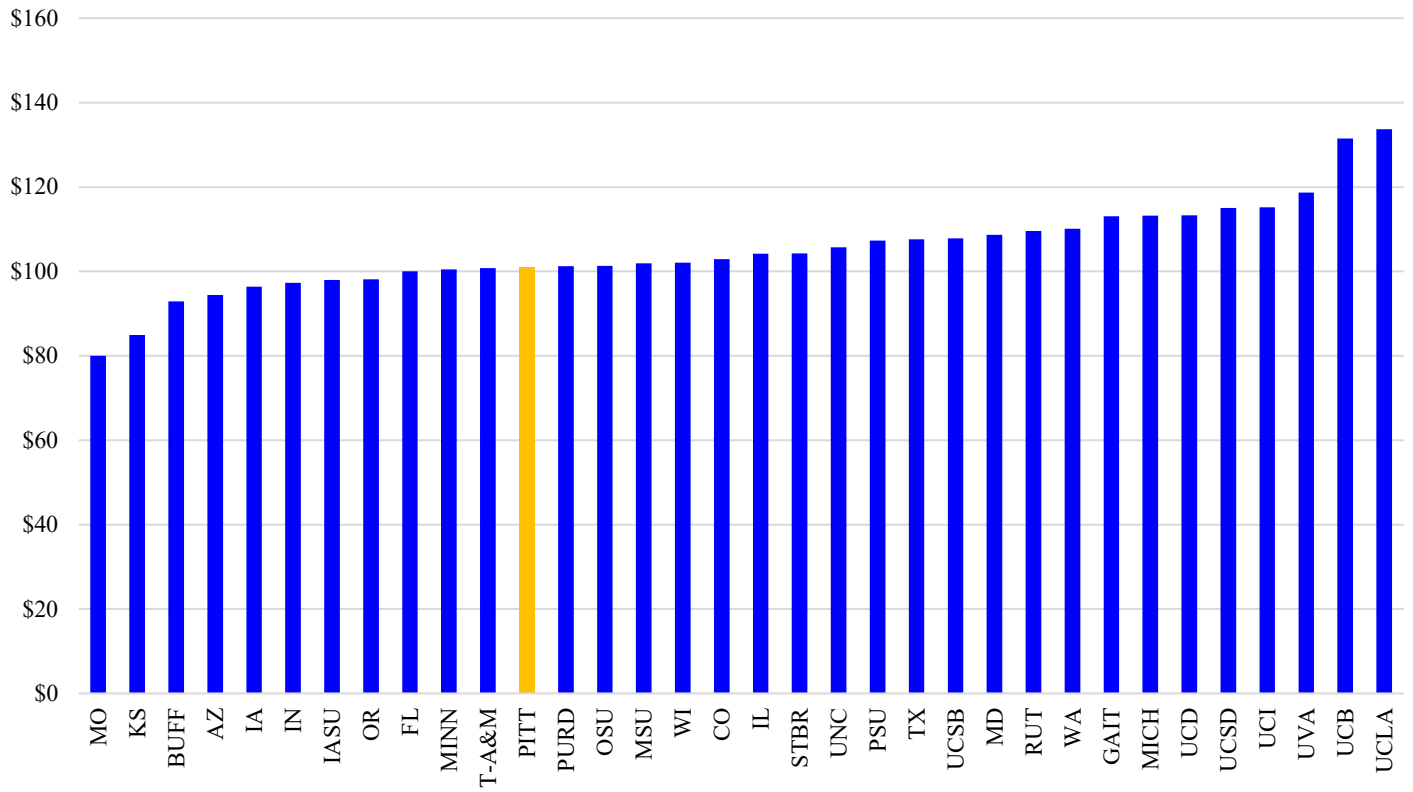
Pitt Avg = \$153.0 Rank: 16/34 Range: \$123 – 204 Spread: \$81 Comparison to median: +\$1.3(100.9%)

Professor: Adjusted Salary (in thousands) 2017-18



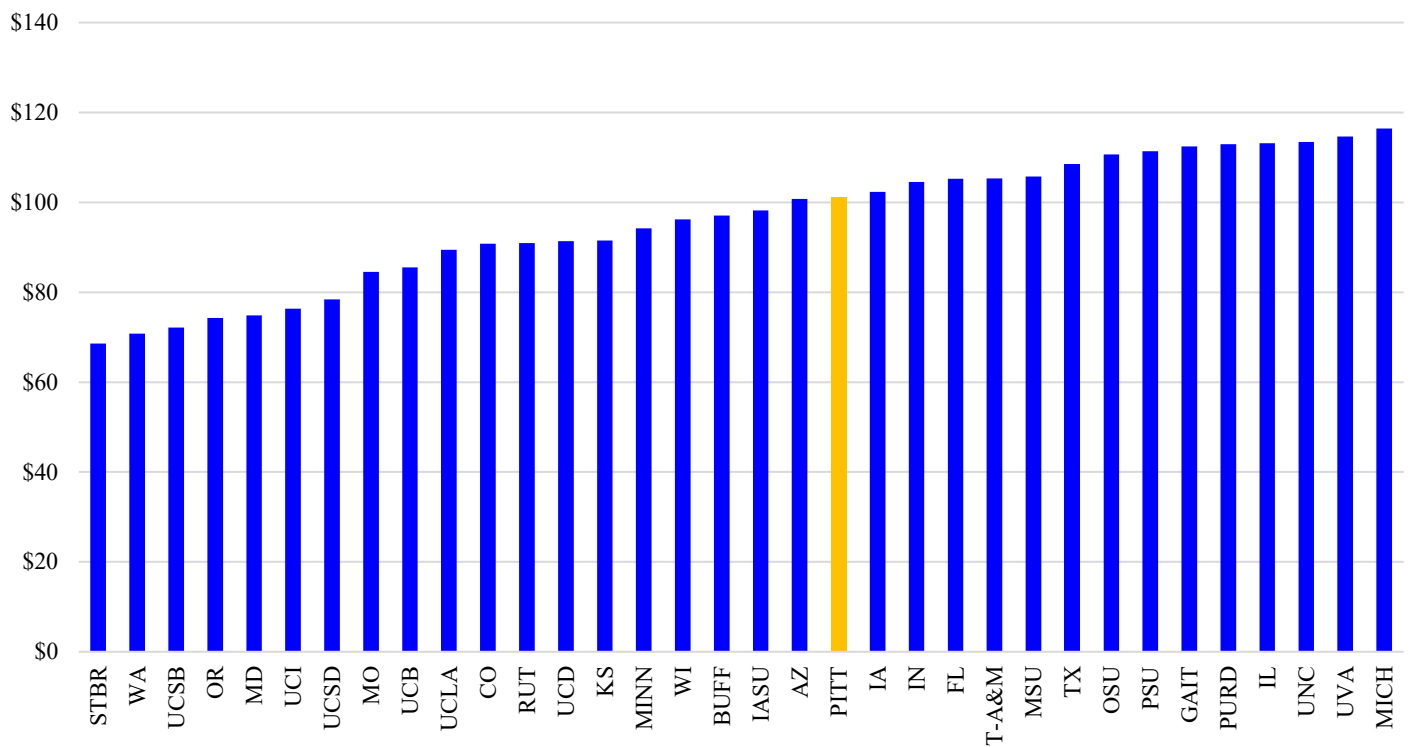
Pitt Avg = \$153.0 Rank: 12/34 Range: \$93.1 – 175 Spread: \$81.9 Comparison to median: +\$13.2(109.4%)

Associate Professor: Unadjusted Salary (in thousands) 2017-18



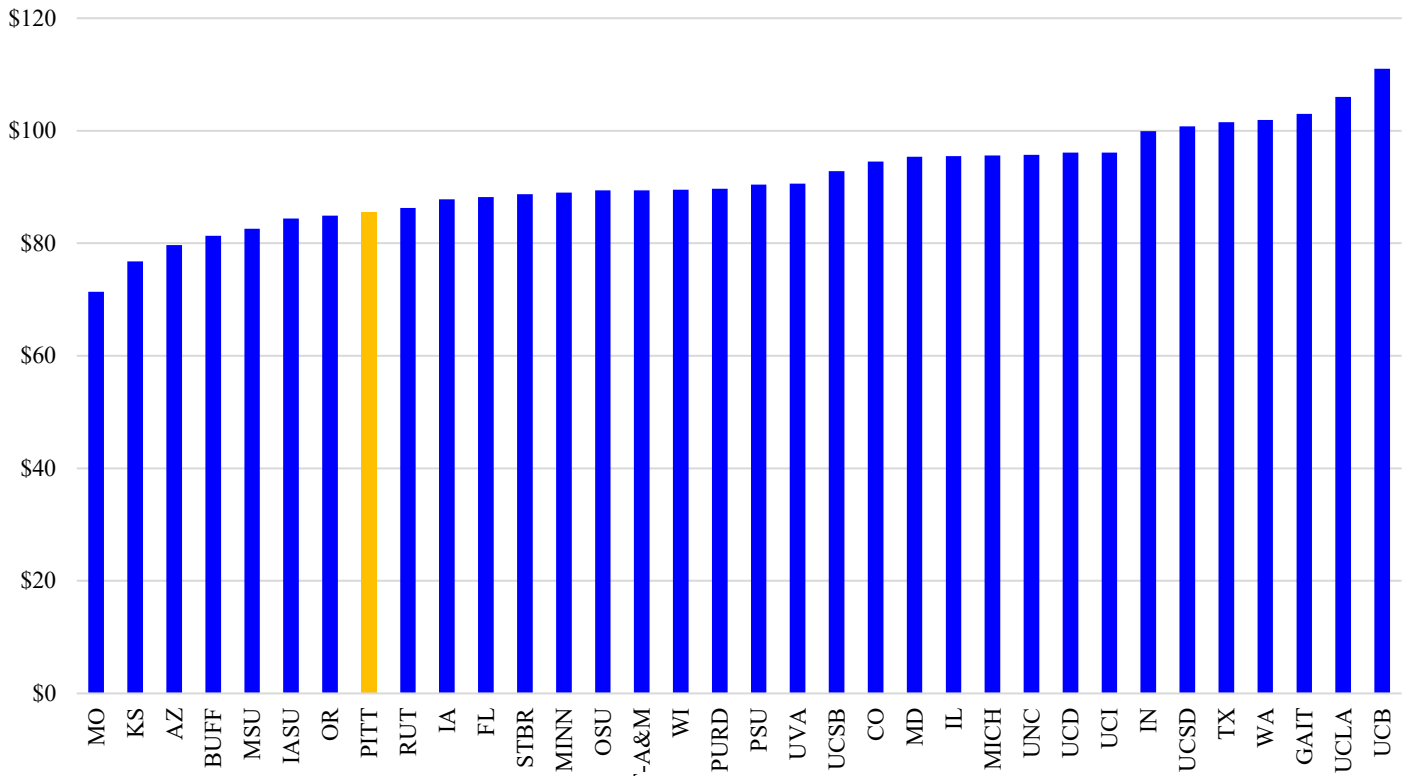
Pitt Avg = \$101.1 Rank: 23/34 Range: \$80 – 133.7 Spread: \$53.7 Comparison to median: -\$2.5(97.6%)

Associate Professor: Adjusted Salary (in thousands) 2017-18



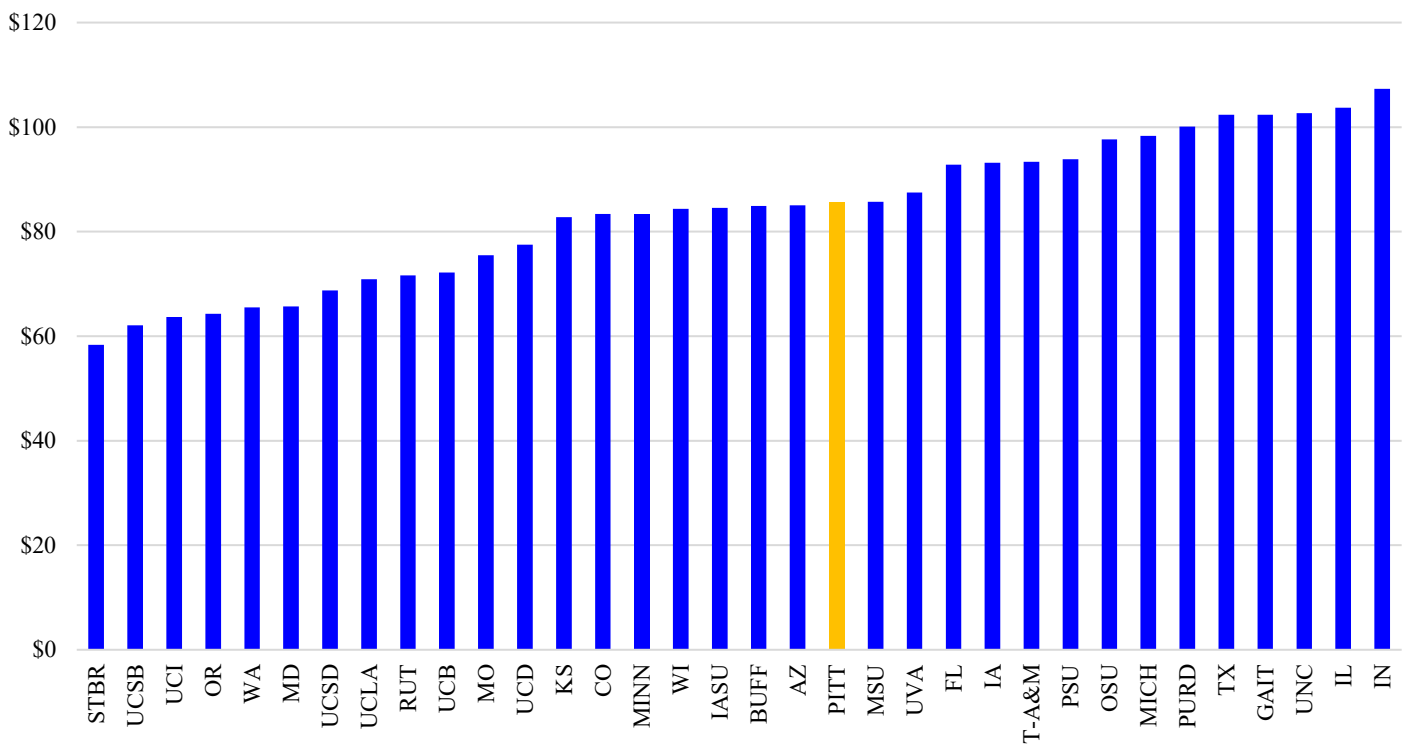
Pitt Avg = \$101.1 Rank: 15/34 Range: \$68.6 – 116.4 Spread: \$47.8 Comparison to median: +\$3.5(103.6%)

Assistant Professor: Unadjusted Salary (in thousands) 2017-18



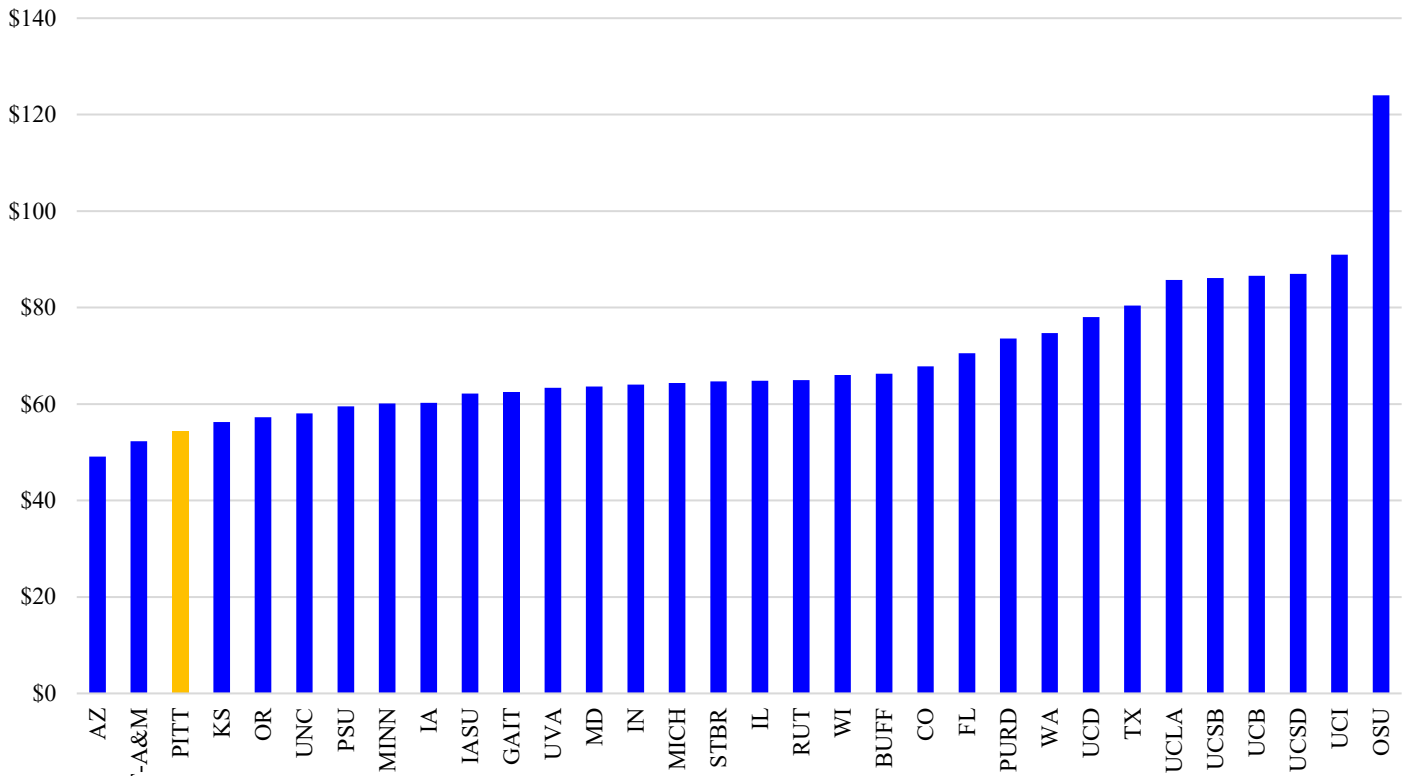
Pitt Avg = \$85.6 Rank: 27/34 Range: \$71.4 – 111 Spread: \$39.6 Comparison to median: +\$4.5(95.1%)

Assistant Professor: Adjusted Salary (in thousands) 2017-18



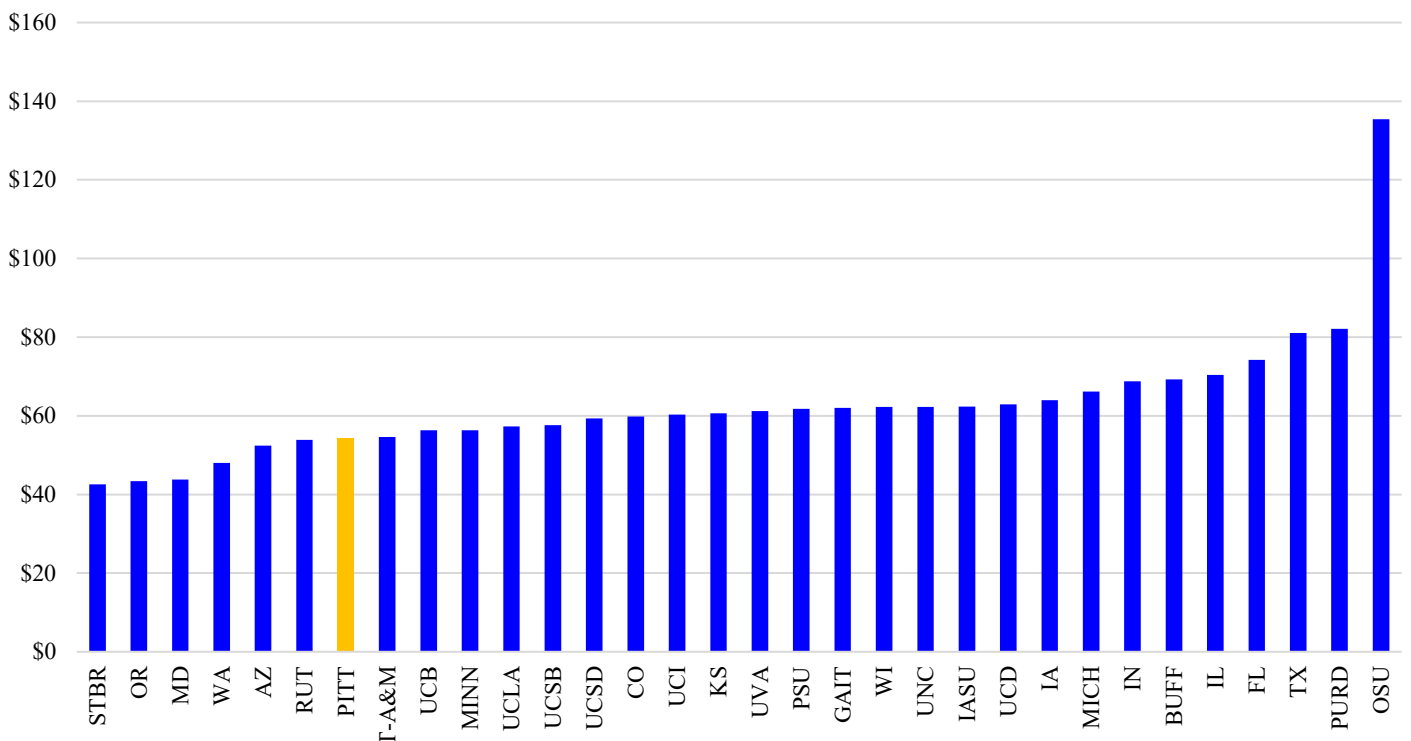
Pitt Avg = \$85.6 Rank: 15/34 Range: \$58.3 – 107.3 Spread: \$49 Comparison to median: +\$0.9(101.0%)

Instructors & Lecturers: Unadjusted Salary (in thousands) 2017-18



Pitt Avg = \$54.3 Rank: 30/32 Range: \$49.1 – 124 Spread: \$74.9 Comparison to median: -\$10.5(83.8%)

Instructors & Lecturers: Unadjusted Salary (in thousands) 2017-18



Pitt Avg = \$54.3 Rank: 26/32 Range: \$42.5 – 135.4 Spread: \$92.9 Comparison to median: -\$6.6(89.1%)

METHODOLOGY – REGIONAL CAMPUSES

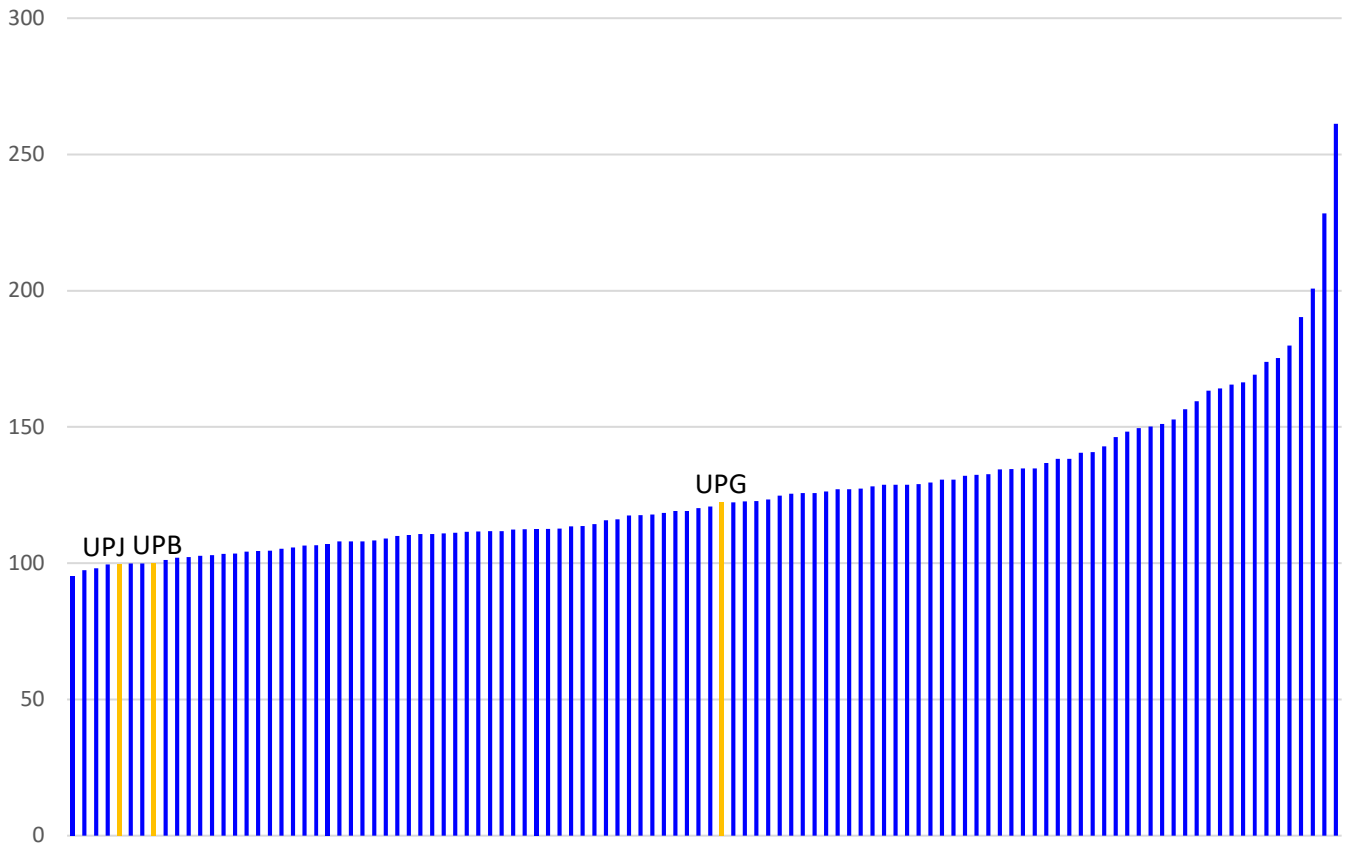
Salary Data Source: The Integrated Postsecondary Education Data System (IPEDS) Human Resources Survey, 2016-2017

Regional Campus Peers: 107 Regional Campus Benchmark Group institutions were included in IR's Peer Salary Report

Cost of Living Index for Regional Campuses and Peers: Sperling's BestPlaces

- <http://www.bestplaces.net/cost-of-living/>
- One of the few sources that provides cost of living estimates in suburban and rural areas
- Composite index comprised of: food, housing, utilities, transportation, health, misc.
- Cost of living in Bradford was normalized to 100; other cities' salaries were represented as relative to Bradford

Cost-of-Living Index Bradford COL normalized to 100

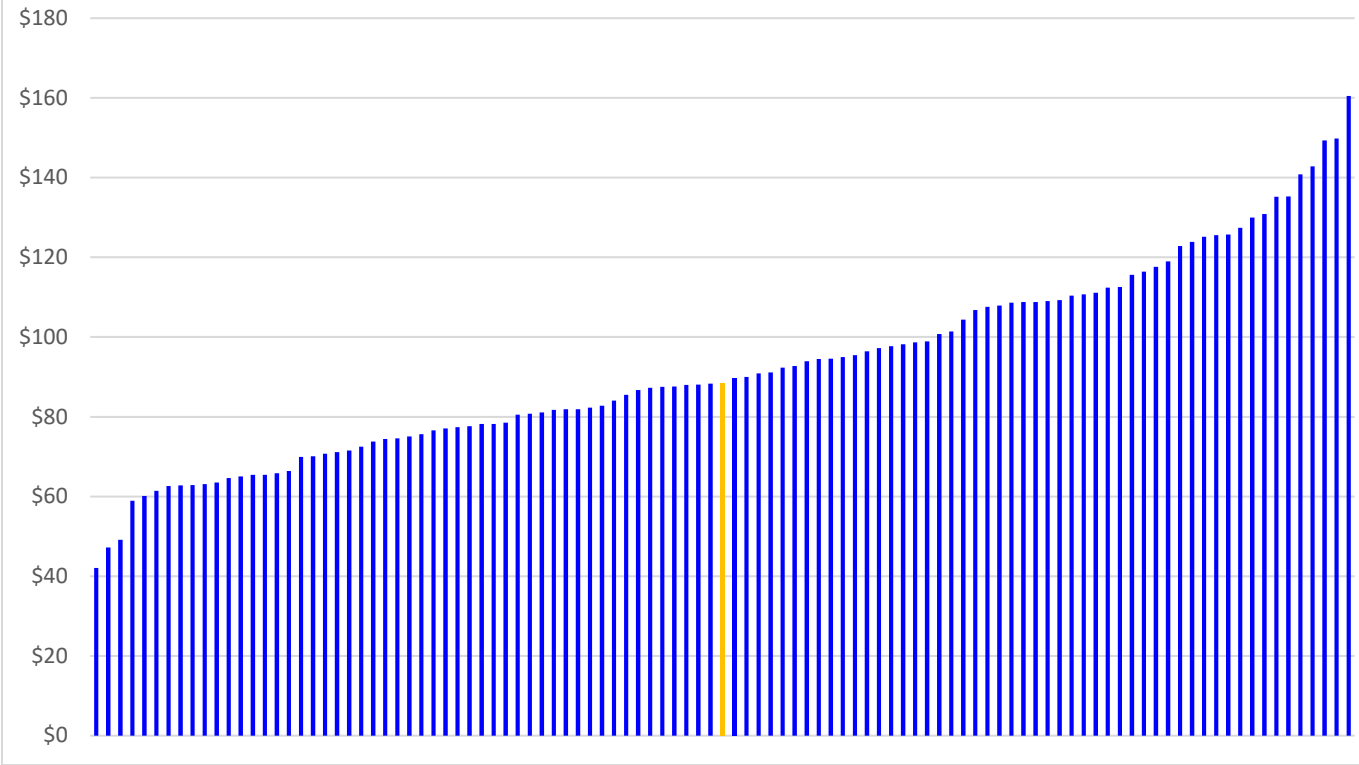


Summary of Rank, Range, Spread and Comparison to Median

	Rank		Range		Spread		Comparison to Median	
	Unadjusted	Adjusted	Unadjusted	Adjusted	Unadjusted	Adjusted	Unadjusted	Adjusted
REGIONAL CAMPUS PEERS								
Professor	53/105	26/105	\$42.1 – 160.5	\$35.5 – 119.1	\$118.4	\$83.6	+\$0.1 (100.1%)	+\$15.6 (122.1%)
Associate Professor	53/107	26/107	\$37.9 – 105.6	\$27.4 – 87	\$67.7	\$59.6	+\$0.1 (100.2%)	+\$11.2 (119.7%)
Assistant Professor	63/107	27/107	\$37.5 – 88.1	\$26.9 – 77.7	\$50.6	\$50.8	-\$2.7 (95.5%)	+\$7.8 (116.3%)
Lecturers & Instructors	59/93	32/93	\$31.7 – 79.1	\$23.1 – 61.3	\$47.4	\$38.2	-\$1.8 (96.4%)	+\$5.8 (114.7%)

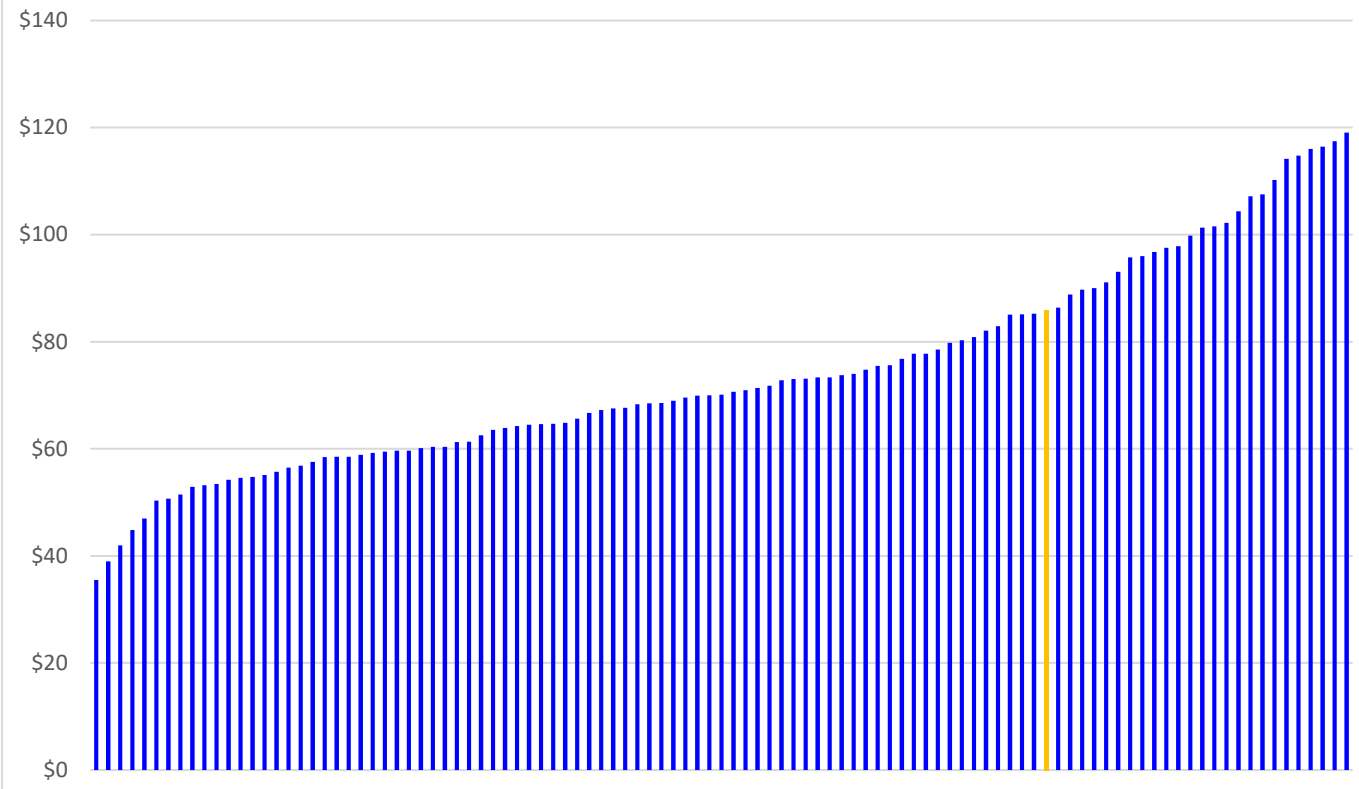
Note: \$ values in thousands

Professor: Unadjusted Salary (in thousands) 2016-17



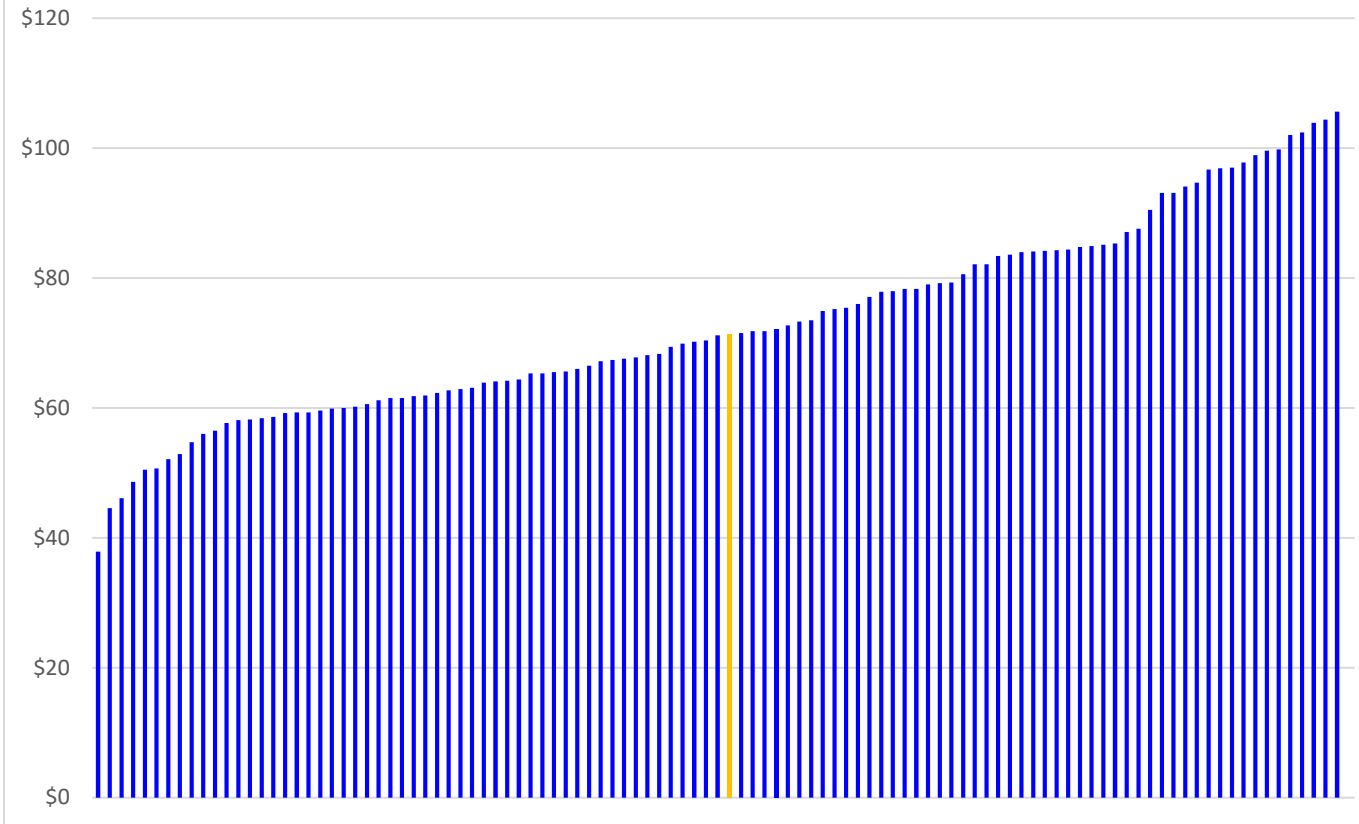
Pitt Avg = \$88.4 Rank: 53/105 Range: \$42.1 – 160.5 Spread: \$118.4 Comparison to median: +\$0.1(100.1%)

Professor: Adjusted Salary (in thousands) 2016-17



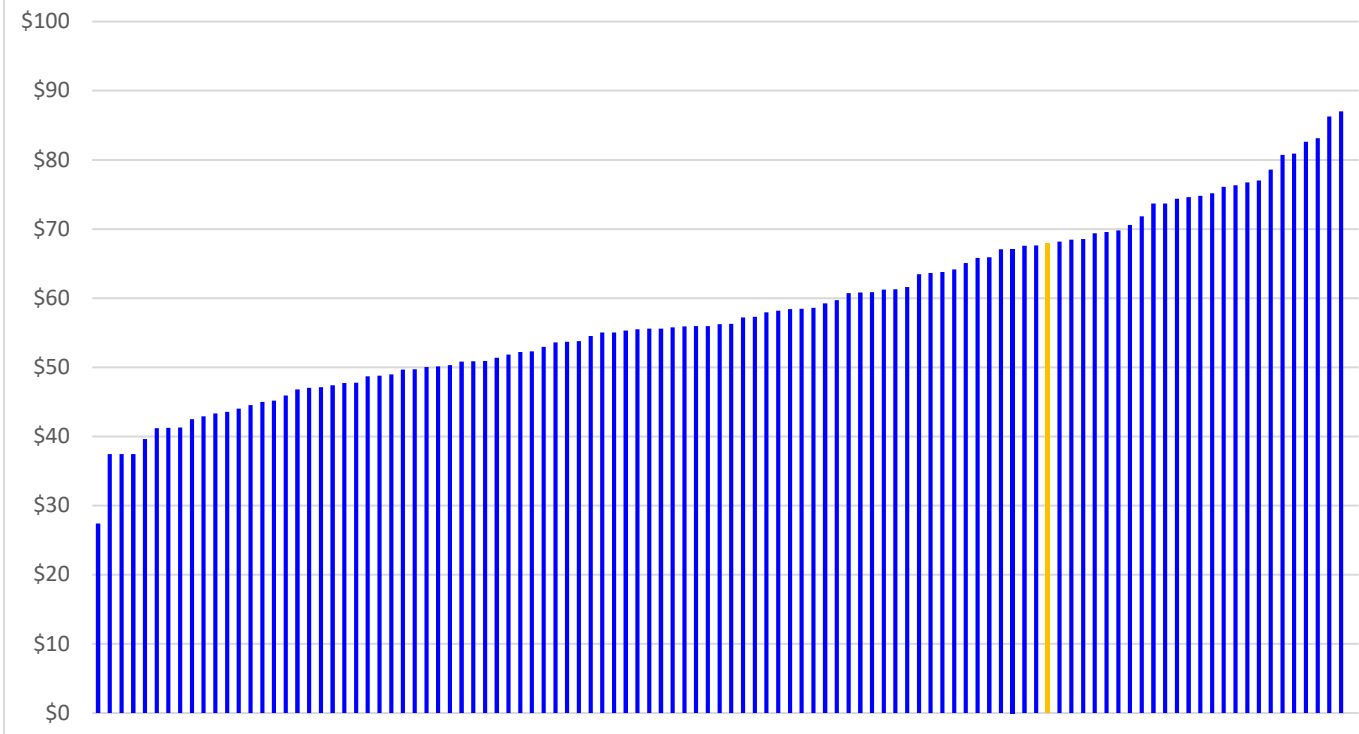
Pitt Avg = \$85.9 Rank: 26/105 Range: \$35.5 – 119.1 Spread: \$83.6 Comparison to median: +\$15.6(122.1%)

Associate Professor: Unadjusted Salary (in thousands) 2016-17



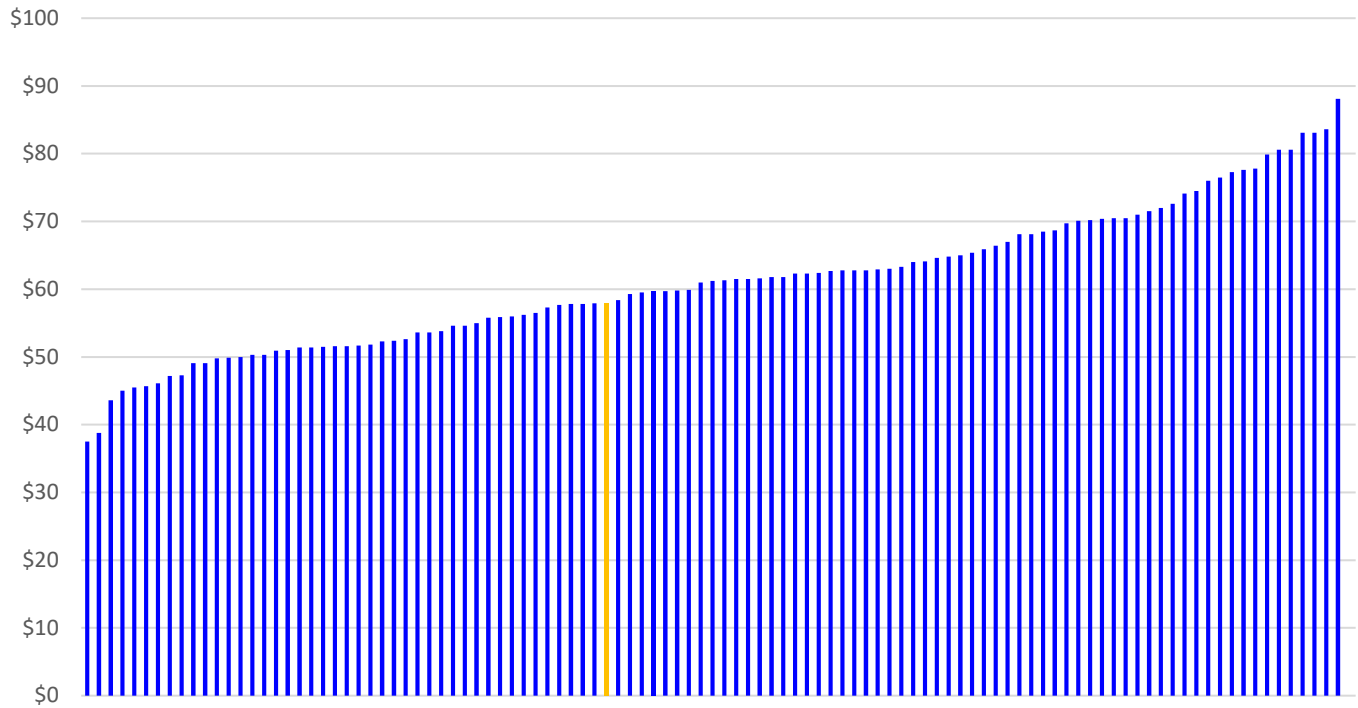
Pitt Avg = \$71.3 Rank: 53/107 Range: \$37.9 – 105.6 Spread: \$67.7 Comparison to median: +\$0.1(100.2%)

Associate Professor: Adjusted Salary (in thousands) 2016-17



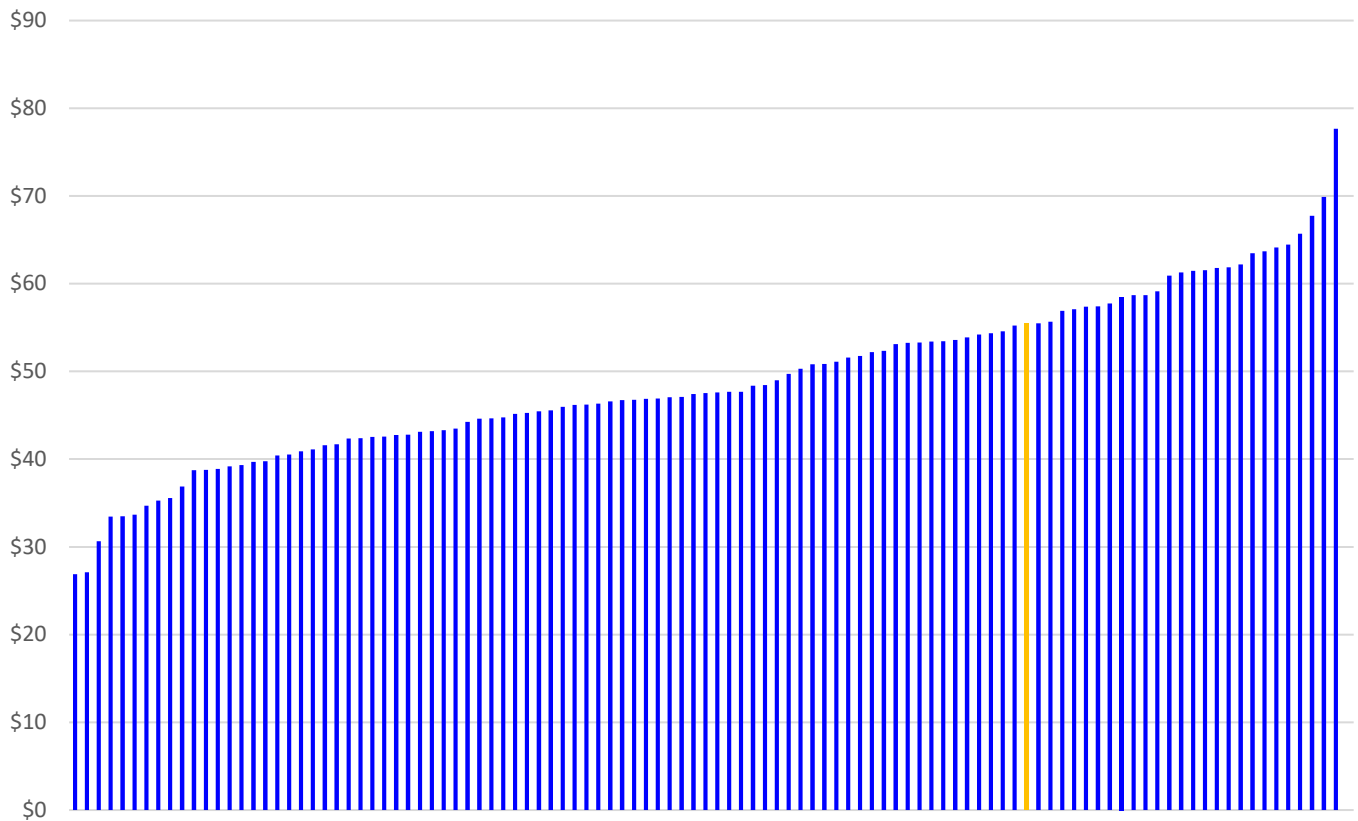
Pitt Avg = \$67.9 Rank: 26/107 Range: \$27.4 – 87 Spread: \$59.6 Comparison to median: +\$11.2(119.7%)

Assistant Professor: Unadjusted Salary (in thousands) 2016-17



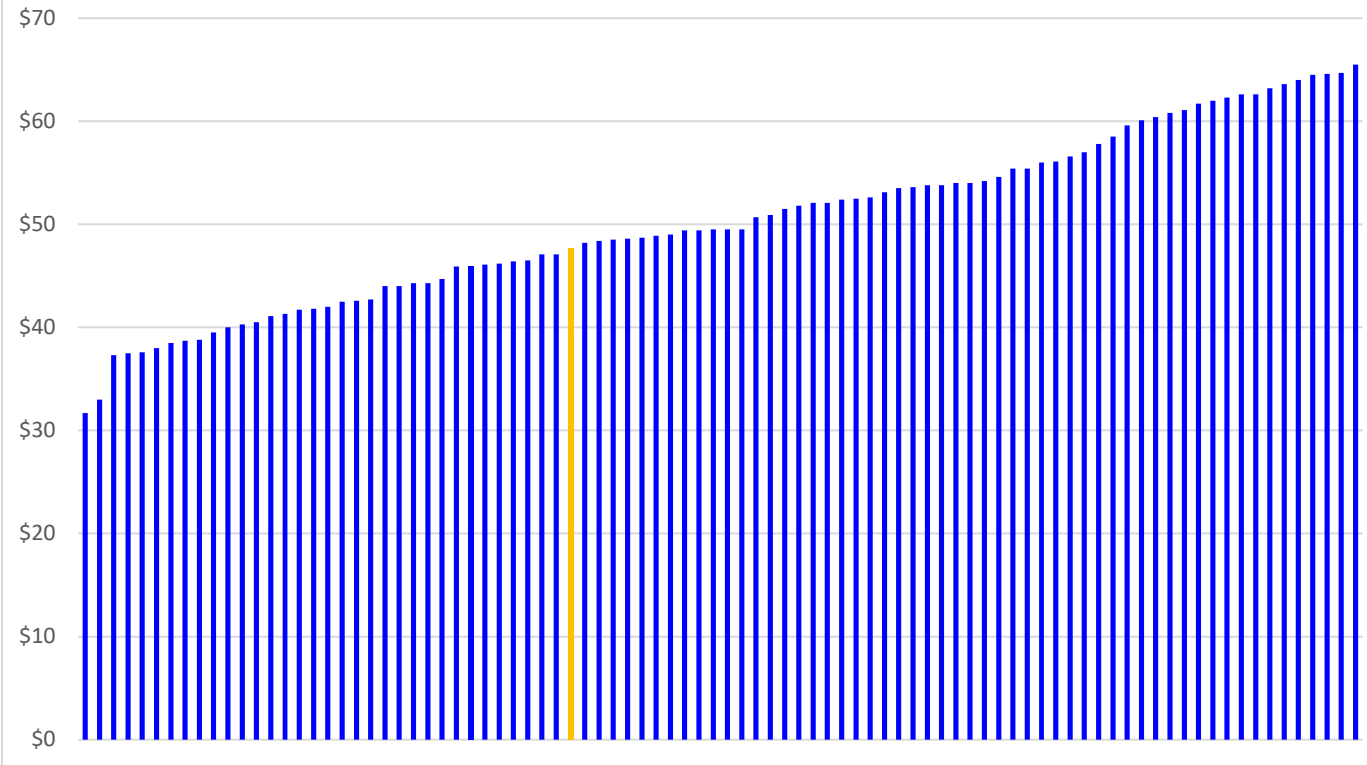
Pitt Avg = \$57.9 Rank: 63/107 Range: \$37.5 – 88.1 Spread: \$50.6 Comparison to median: -\$2.7(95.5%)

Assistant Professor: Adjusted Salary (in thousands) 2016-17



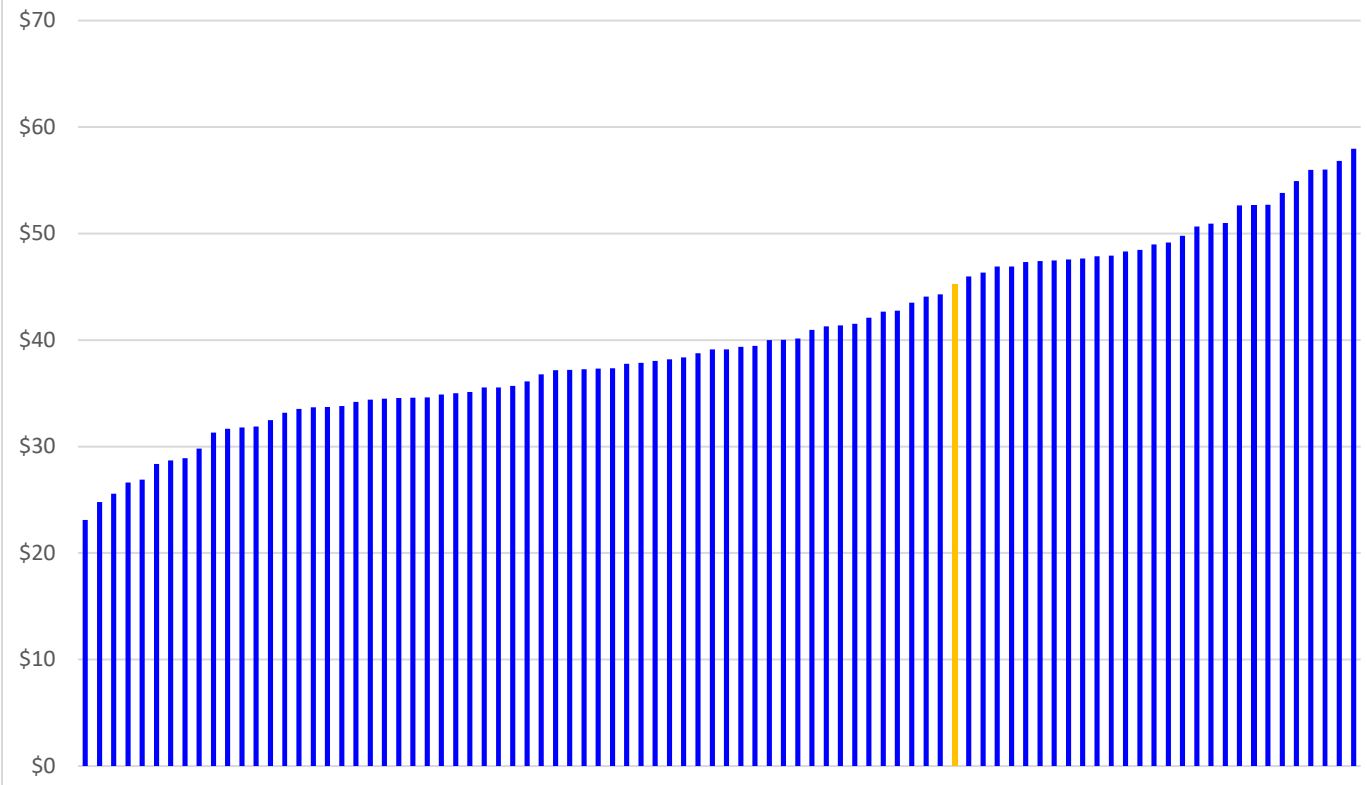
Pitt Avg = \$55.4 Rank: 27/107 Range: \$26.9 – 77.7 Spread: \$50.8 Comparison to median: +\$7.8(116.3%)

Instructor & Lecturer: Unadjusted Salary (in thousands) 2016-17



Pitt Avg = \$47.7 Rank: 59/93 Range: \$31.7 – 79.1 Spread: \$47.4 Comparison to median: -\$1.8(96.4%)

Instructor & Lecturer: Adjusted Salary (in thousands) 2016-17



Pitt Avg = \$45.2 Rank: 32/93 Range: \$23.1 – 61.3 Spread: \$38.2 Comparison to median: +\$5.8(114.7%)