

## MEMORANDUM

TO: William C. Powers, Jr.

FROM: Kristi D. Fisher

SUBJECT: Faculty Salary Analysis

DATE: August 29, 2011

The attached series of tables (Tables 1-24) compares UT Austin's average faculty salaries for fiscal year 2011 with average salaries at twenty institutions, referred to as our "expanded" comparison group. The institutions in our expanded group were selected by President Faulkner in 1998 and include our traditional group of 11 public universities and additional public and private institutions with whom we most often compete for professors, associate professors, and assistant professors (see Appendix A for a list of institutions making up the expanded comparison group and our most serious competitor group). The attached tables provide information on average salary trends, percent changes over time, ranked averages, five- and ten-year growth percentages, and salary gaps for each rank for both the expanded comparison group and the most serious competitors group. The last two tables show the estimated payroll costs to achieve the average for each comparison group, by rank. For this analysis, any reference to a specific year should be interpreted as meaning the fiscal year.

### *Executive Summary:*

Despite these difficult economic times, UT Austin's faculty salaries increased or held steady over the past year with a 2.4% increase for professors, 3.9% for associate professors, and 0.2% for assistant professors. The majority of our comparison group institutions experienced similar economic influences that affected faculty salaries in ways comparable to ours. The expanded comparison group's average salary increase over the past year for professors was 1.7% below that of UT Austin's, and the increase for professors in our group of most serious competitors was 2.3%, slightly less than ours. For associate professors, UT Austin's average increase was above both our expanded group (2.0%) and our most serious competitors (2.5%). UT Austin's average increase for assistant professors, however, was below both our expanded group (2.2%) and our most serious competitors (2.4%).

About \$13.3 million would be required to bring UT Austin's salaries for professors, associate professors, and assistant professors up to the average salary figure for the expanded comparison group, and \$31.1 million would be required to bring us up to the current average salary of our most serious competitors.

*Overall Analysis:*

**Professor Salaries**

***Expanded Comparison Group***

***Current Year:***

The 2011 salaries for professors at UT Austin averaged \$136,500, a 2.4% improvement over last year's average of \$133,300. This percentage increase is above the expanded group's average increase of 1.7% (Table 1). UT Austin's average salary rank for professors held its relative position in the middle of the expanded group (12<sup>th</sup> this year and last) (Table 2).

***Growth Rate:***

The average five-year salary growth rates for UT Austin are 23% for 2001-2006 and 18% for 2006-2011 (Table 1). The expanded group's salary growth rate for 2006-2011 was similar at 18.2%, showing that UT Austin's salary improvements are keeping pace with others in this group. However, UT Austin's five-year growth rate ranking slipped from 10<sup>th</sup> place in 2010 to 11<sup>th</sup> place this year (Table 1). UT Austin's ten-year (2001-2011) average salary improvements of 45.1% out-performed the expanded group's ten-year average of 41.9% by 3.2% (Table 1).

Sixteen of 21 institutions in the expanded group experienced slight to moderate declines in salary growth rate between the first and second half of the decade, with Texas A&M University experiencing the largest decline at -8.3% (Table 1). Out of the five institutions experiencing positive growth rates, North Carolina was the top performing institution, sustaining a growth rate of 10%.

***Salary Gap:***

Over the past five years, UT Austin has neither gained nor lost significant ground against the average salary gap for professors as compared to the expanded group's average. In 2011, the average salary for professors was \$136,500 and the average of the comparison group was \$144,700, a gap of \$8,200. The University would need to increase its average salary by 6% to close the gap. This is an improvement over the 6.8% that would have been needed to close last year's gap (Table 4).

***Most Serious Competitors***

***Current Year:***

For 2010 to 2011, UT Austin's 2.4% average salary increase was slightly ahead of our most serious competitor group, which had an average increase of 2.3% for this same period (Table 5). However, UT Austin's average salary rank position among the most serious competitor group has remained at 11<sup>th</sup> place since 2006 (Table 6).

***Growth Rate:***

The long-term 2001 to 2011 rate of improvement in average salary for professors was 45.1%, ranking UT Austin 5<sup>th</sup> among the group of 12 institutions considered to be our most serious competitors (Table 7). However, UT Austin's 2006-11 percent change of 18% in

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professors' salary places us 9<sup>th</sup> among our most serious competitors and slightly below the 19.3% average growth rate for this group (Table 5).

*Salary Gap:*

UT Austin's 2011 average salary of \$136,500 is \$20,400 below the most serious competitor group's average of \$156,900. The University would need to increase its average salary by 14.9% to close the gap. This is a slight decrease from the 15.1% that would have been needed to close last year's gap (Table 8).

**Associate Professor Salaries**

*Expanded Comparison Group*

*Current Year:*

UT Austin's 2011 salaries for associate professors averaged \$88,600, a 3.9% increase over last year's average. This places UT Austin above the expanded group average of 2.0% (Table 9). As a consequence, for 2011, UT Austin's average salary rank for associate professors rose five places to 12<sup>th</sup> from 17<sup>th</sup> last year among our expanded comparison group institutions (Table 10).

*Growth Rate:*

The 2001-2006 average salary growth rate for UT Austin's associate professors was 19.9%, a slight decrease from the prior year's five-year growth rate (2000-2005) of 20.8%. However, the 2006-2011 average growth rate for UT Austin was 21.5%, slightly above the prior year's five-year growth rate (2005-2010) of 21.3% (Table 9). The expanded group's average salary growth rate for 2006-2011 was 16.3%, compared to 21.5% for UT Austin. This growth rate positioned UT Austin in 4<sup>th</sup> place (from 6<sup>th</sup> place last year) among this group (Table 9).

Eight (out of 21) institutions showed increases in growth rate between the first and second half of the decade. Furthermore, two institutions (North Carolina and California – Berkeley) showed a growth rate increase of at least 10% between the first and second half of the decade. One institution, Columbia, experienced a growth rate decrease of over 18% (Table 9).

UT Austin's ten-year (2001-2011) associate professor average salary percent increase of 45.7% is comfortably ahead of the 37.8% average improvement for the expanded group and places us 3<sup>rd</sup> (out of 21) among this group (Tables 9 and 11).

*Salary Gap:*

UT Austin's 2011 average salary for associate professors is \$8,400 below the expanded group's average of \$97,000, and the University would need to increase its average salary by 9.5% to close the gap, a good decrease from last year's 11.5% (Table 12).

Since 2006, average salary differences between UT Austin and its expanded comparison group have been variable but generally improving, from a low of \$10,500 below the group average in 2006 to \$8,400 below the group average in 2011 (Table 12).

### ***Most Serious Competitors***

#### ***Current Year:***

For 2011, UT Austin's average associate professor salary showed improvement compared to the group of institutions we consider our most serious competitors. This year our 3.9% average salary increase over 2010 placed us above the most serious competitor group average of 2.5% for this same period (Table 13) and moves us up a place into 11<sup>th</sup> position (out of 13) among this group (Table 14).

#### ***Growth Rate:***

UT Austin's 2006-2011 salary growth rate for associate professors is 21.5%, which places us 4<sup>th</sup> among our most serious competitor group, and ahead of the 17.2% average salary growth rate for this group for 2006-2011 (Table 13).

#### ***Salary Gap:***

UT Austin's 2011 associate professor average salary of \$88,600 is well below the group average of \$103,800, a difference of \$15,200. The University would need to increase its average salary by 17.2% to close the gap (Table 16).

### **Assistant Professor Salaries**

#### ***Expanded Comparison Group***

##### ***Current Year:***

UT Austin's assistant professor salaries for 2011 averaged \$82,400, a 0.2% increase over last year's average of \$82,200 (Table 17). This percent increase is 2% percent lower than the expanded group average of 2.2%. For 2011, UT Austin's average salary rank position for assistant professors slipped, moving to 11<sup>th</sup> place this year from 10<sup>th</sup> last year (Table 18).

##### ***Growth Rate:***

The average five-year salary growth rates for UT Austin declined from 23.4% for the 2001-2006 period to 16.5% for the 2006-2011 period (Table 17). The 2006-2011 salary growth rate for the expanded group was 17.8%, showing that UT Austin's salary increase is somewhat behind its peers (Table 17).

Six institutions (out of 21) showed increases in salary growth rate between the first and second half of the decade. Two of these institutions (California - Los Angeles and North Carolina) had a salary growth rate of at least 10-percentage points or higher in the second half of the decade when compared to their growth rate in the first half. Also, three institutions had decreases greater than 10% (Columbia, Duke, and Washington) (Table 17).

UT Austin's ten-year 2001-2011 average salary improvement of 43.8% is ahead of the expanded comparison group's average increase of 40.9% (Table 17 and 19).

*Salary Gap:*

UT Austin's 2011 average salary for assistant professors at \$82,400 is \$1,700 below the expanded group's average of \$84,100. While the University would only need to increase its average salary by 2.1% to close the gap, this is the highest it has been in the last five years (Table 20).

*Most Serious Competitors*

*Current Year:*

For 2011, UT Austin's 0.2% average salary increase over 2010 was 2.2% below the most serious competitor group average increase of 2.4% for this same period (Table 21). UT Austin's average salary rank position for assistant professors among the most serious competitor group fell to 10<sup>th</sup> out of 13 for 2011, down from 9<sup>th</sup> in 2010 (Table 22).

*Growth Rate:*

UT Austin's 16.5% growth in assistant professor average salary for the 2006-11 period places us 8<sup>th</sup> among the most serious competitor group and below the group's 18.6% average salary growth during this period (Table 21).

*Salary Gap:*

UT Austin's average salary for assistant professors was \$82,400, \$6,900 below the most serious competitor group average of \$89,300. The University would need to increase its average salary by 8.4% to close the gap (Table 24).

**Closing the Salary Gap:**

What would it take to bring UT Austin up to the average for the comparison groups?

*Expanded Comparison Group*

Overall, it would take a 6.1% or \$13,280,000 increase in payroll for UT Austin professors, associate professors, and assistant professors (combined) to reach the average salary of the expanded group (Tables 4, 12, and 20). Last year's figure showed an 8.0% or \$13,986,000 gap between UT Austin and the expanded group.

The greatest percentage salary gap, compared to the expanded group, is for associate professors. It would take a 9.5% or \$4,461,000 increase in payroll for UT Austin associate professors to reach the group average. For professors, a 6.0% increase or \$8,059,000 is needed to meet the group average, and for assistant professors 2.1% or \$760,000 is needed to meet the group average (Tables 4, 12, and 20).

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*Most Serious Competitors Comparison Group*

It would take an overall average of 14.3% or a \$31,129,000 increase in payroll for UT Austin professors, associate professors, and assistant professors to equal the average salaries of our most serious competitors (Tables 8, 16, and 24). Last year UT Austin would have needed a 14.2% or \$30,459,000 increase in salary expenditures to equal our competitors. Thus, the percent increase needed is virtually unchanged from last year to this year.

Comparing each rank to our most serious competitors, it would take an average of 14.9% or \$20,013,000 for professors to reach their group average, a 17.2% or \$8,077,000 increase in payroll for associate professors, and an 8.4% or \$3,039,000 for assistant professors (Tables 8, 16, and 24).

KDF/ad  
Attachment

cc: Steven W. Leslie  
John Dollard  
Dan Slesnick

## Appendix A

### **Institutions in UT Austin's Expanded Comparison Group:**

#### *Public Institutions:*

University of California – Berkeley\*  
University of California – Los Angeles\*  
University of Florida - Gainesville  
University of Illinois – Urbana/Champagne\*  
Indiana University – Bloomington\*  
University of Michigan – Ann Arbor\*  
Michigan State University – East Lansing\*  
University of Minnesota – Twin Cities\*  
University of North Carolina – Chapel Hill\*  
Ohio State University – Main\*  
Texas A&M University – College Station  
University of Washington – Seattle\*  
University of Wisconsin – Madison\*

#### *Private Institutions:*

Columbia University  
Duke University  
Northwestern University  
University of Pennsylvania  
Rice University  
University of Southern California  
Stanford University

### **Institutions in UT Austin's Most Serious Competitor Group:**

#### *Public Institutions:*

University of California – Berkeley\*  
University of California – Los Angeles\*  
University of Illinois – Urbana/Champagne\*  
University of Michigan – Ann Arbor\*  
University of North Carolina – Chapel Hill\*  
University of Wisconsin – Madison\*

#### *Private Institutions:*

Columbia University  
Duke University  
Northwestern University  
University of Pennsylvania  
Rice University  
Stanford University

\* Note: These institutions represent UT Austin's traditional National Comparison Group.

**The University of Texas at Austin  
Office of Information Management and Analysis**

**AAUP Faculty Salary Analysis - Executive Summary  
Average Salary, Percent Growth in Average Salary, and Rank**  
(All years are fiscal years)

	<b>Prior 10-Year Period</b>		<b>Prior 5-Year Period</b>		<b>Prior Year</b>			<b>Current Year</b>		
	<b>2001 to 2011</b>		<b>2006 to 2011</b>		<b>2009 to 2010</b>			<b>2010 to 2011</b>		
	% Growth in Salary	UT's Rank in Group	% Growth in Salary	UT's Rank in Group	2010 Average Salary	% Growth in Salary	UT's Rank in Group	2011 Average Salary	% Growth in Salary	UT's Rank in Group
<b>UT Austin</b>										
Professor	45.1%		18.0%		\$133,300	0.8%		\$136,500	2.4%	
Associate Professor	45.7%		21.5%		\$85,300	0.0%		\$88,600	3.9%	
Assistant Professor	43.8%		16.5%		\$82,200	0.5%		\$82,400	0.2%	
<b>Expanded Comparison Group</b>										
Professor	41.9%	7th	18.2%	11th	\$142,300	1.6%	13th	\$144,700	1.7%	7th
Associate Professor	37.8%	3rd	16.3%	4th	\$95,100	0.5%	15th	\$97,000	2.0%	5th
Assistant Professor	40.9%	9th	17.8%	11th	\$82,300	1.5%	15th	\$84,100	2.2%	19th
<b>Most Serious Competition</b>										
Professor	42.1%	5th	19.3%	9th	\$153,400	1.8%	8th	\$156,900	2.3%	5th
Associate Professor	39.0%	3rd	17.2%	4th	\$101,300	0.1%	8th	\$103,800	2.5%	3rd
Assistant Professor	41.7%	5th	18.6%	8th	\$87,200	1.2%	9th	\$89,300	2.4%	12th

Note: "Rank" should be understood in terms of percent change in salary increases, not dollar amount of average salaries. For example, for professors for FY 2010 to FY 2011, UT Austin ranked 5th among its expanded comparison group for its 2.4% percent change in salary increases, but it ranked 12th in terms of its 2011 average salary of \$136,500.

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**Table 1**  
**Professor Average Salaries for UT Austin's Expanded Comparison Group Institutions**  
**Fiscal Years**  
\$ in thousands

University		Professor Average Salaries							% Change	% Change	% Change	% Change	% Change
		2001	2006	2007	2008	2009	2010	2011	2001-2006	2006-2011	2001-2011	2009-2010	2010-2011
North Carolina	Chapel Hill	100.9	115.3	126.8	138.5	142.7	143.0	143.3	14.3%	<b>24.3%</b>	42.0%	0.2%	0.2%
Columbia *		120.2	155.4	162.0	166.2	175.2	188.6	191.4	29.3%	<b>23.2%</b>	59.2%	7.6%	1.5%
Rice		108.9	127.0	130.4	137.1	146.6	151.8	155.2	16.6%	<b>22.2%</b>	42.5%	3.5%	2.2%
Stanford		126.7	156.2	164.3	173.7	181.9	181.4	188.4	23.3%	<b>20.6%</b>	48.7%	-0.3%	3.9%
Northwestern		116.2	140.8	147.2	153.6	161.8	166.3	169.5	21.2%	<b>20.4%</b>	45.9%	2.8%	1.9%
Florida		82.0	101.4	107.7	109.3	115.2	117.0	122.1	23.7%	<b>20.4%</b>	48.9%	1.6%	4.4%
Duke		113.6	136.4	142.0	152.6	161.2	160.8	163.4	20.1%	<b>19.8%</b>	43.8%	-0.2%	1.6%
California	Los Angeles	112.7	128.4	133.2	142.0	144.5	148.0	153.7	13.9%	<b>19.7%</b>	36.4%	2.4%	3.9%
Michigan State	East Lansing	85.2	105.9	110.2	116.0	121.9	125.0	125.2	24.3%	<b>18.2%</b>	46.9%	2.5%	0.2%
California	Berkeley	113.6	126.2	131.3	141.0	143.5	145.8	149.1	11.1%	<b>18.1%</b>	31.3%	1.6%	2.3%
<b>Texas</b>	<b>Austin</b>	<b>94.1</b>	<b>115.7</b>	<b>121.2</b>	<b>126.0</b>	<b>132.3</b>	<b>133.3</b>	<b>136.5</b>	<b>23.0%</b>	<b>18.0%</b>	<b>45.1%</b>	<b>0.8%</b>	<b>2.4%</b>
Southern California		104.2	129.0	134.5	140.1	145.0	145.8	151.0	23.8%	<b>17.1%</b>	44.9%	0.6%	3.6%
Michigan	Ann Arbor	105.2	125.6	130.4	137.0	142.1	144.0	146.9	19.4%	<b>17.0%</b>	39.6%	1.3%	2.0%
Ohio State	Columbus	92.2	112.6	117.2	121.6	126.4	129.5	131.5	22.1%	<b>16.8%</b>	42.6%	2.5%	1.5%
Pennsylvania		120.3	149.9	156.5	163.3	169.4	170.1	175.1	24.6%	<b>16.8%</b>	45.6%	0.4%	2.9%
Washington	Seattle	85.5	102.1	108.9	116.4	121.7	121.9	118.3	19.4%	<b>15.9%</b>	38.4%	0.2%	-3.0%
Indiana	Bloomington	88.2	104.9	109.0	114.0	118.4	120.7	120.9	18.9%	<b>15.3%</b>	37.1%	1.9%	0.2%
Illinois	Urbana	95.6	116.6	120.9	125.7	129.6	130.0	133.5	22.0%	<b>14.5%</b>	39.6%	0.3%	2.7%
Texas A&M		85.0	104.1	107.4	112.3	116.3	120.3	118.9	22.5%	<b>14.2%</b>	39.9%	3.4%	-1.2%
Wisconsin	Madison	90.4	100.5	103.5	104.7	109.5	111.1	113.8	11.2%	<b>13.2%</b>	25.9%	1.5%	2.4%
Minnesota	Twin Cities	93.6	110.3	116.6	121.3	127.4	124.8	123.2	17.8%	<b>11.7%</b>	31.6%	-2.0%	-1.3%
<b>Average of all competitors**</b>		<b>102.0</b>	<b>122.4</b>	<b>128.0</b>	<b>134.3</b>	<b>140.0</b>	<b>142.3</b>	<b>144.7</b>					

\* Average 2006-07 and 2007-08 salary was computed using data supplied by the Columbia University Office of Planning and Institutional Research.

\*\* Average excludes UT Austin.

	Average Changes				
	2001-2006	2006-2011	2001-2011	2009-2010	2010-2011
<b>All competitors**</b>	20.0%	<b>18.2%</b>	41.9%	1.6%	1.7%

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**Table 2**  
**Ranked Salaries Among the Expanded Comparison Group for UT Austin**  
**Average Salaries for Professors**  
**Fiscal Years**  
\$ in thousands

2001		2006		2007		2008		2009		2010		2011	
Stanford	126.7	Stanford	156.2	Stanford	164.3	Stanford	173.7	Stanford	181.9	Columbia	188.6	Columbia	191.4
Pennsylvania	120.3	Columbia	155.4	Columbia	162.0	Columbia **	166.2	Columbia	175.2	Stanford	181.4	Stanford	188.4
Columbia	120.2	Pennsylvania	149.9	Pennsylvania	156.5	Pennsylvania	163.3	Pennsylvania	169.4	Pennsylvania	170.1	Pennsylvania	175.1
Northwestern	116.2	Northwestern	140.8	Northwestern	147.2	Northwestern	153.6	Northwestern	161.8	Northwestern	166.3	Northwestern	169.5
California, Berkeley	113.6	Duke	136.4	Duke	142.0	Duke	152.6	Duke	161.2	Duke	160.8	Duke	163.4
Duke	113.6	Southern California	129.0	Southern California	134.5	California, Los Angeles	142.0	Rice	146.6	Rice	151.8	Rice	155.2
California, Los Angeles	112.7	California, Los Angeles	128.4	California, Los Angeles	133.2	California, Berkeley	141.0	Southern California	145.0	California, Los Angeles	148.0	California, Los Angeles	153.7
Rice	108.9	Rice	127.0	Rice	130.4	Southern California	140.1	California, Los Angeles	144.5	Southern California	145.8	Southern California	151.0
Michigan, Ann Arbor	105.2	California, Berkeley	126.2	California, Berkeley	131.3	North Carolina, Chapel Hill	138.5	California, Berkeley	143.5	California, Berkeley	145.8	California, Berkeley	149.1
Southern California	104.2	Michigan, Ann Arbor	125.6	Michigan, Ann Arbor	130.4	Rice	137.1	North Carolina, Chapel Hill	142.7	Michigan, Ann Arbor	144.0	Michigan, Ann Arbor	146.9
North Carolina, Chapel Hill	100.9	Illinois, Urbana	116.6	Illinois, Urbana	120.9	Michigan, Ann Arbor	137.0	Michigan, Ann Arbor	142.1	North Carolina, Chapel Hill	143.0	North Carolina, Chapel Hill	143.3
Illinois, Urbana	95.6	<b>Texas, Austin</b>	<b>115.7</b>	<b>Texas, Austin</b>	<b>121.2</b>	<b>Texas, Austin</b>	<b>126.0</b>	<b>Texas, Austin</b>	<b>132.3</b>	<b>Texas, Austin</b>	<b>133.3</b>	<b>Texas, Austin</b>	<b>136.5</b>
<b>Texas, Austin</b>	<b>94.1</b>	North Carolina, Chapel Hill	115.3	North Carolina, Chapel Hill	126.8	Illinois, Urbana	125.7	Illinois, Urbana	129.6	Illinois, Urbana	130.0	Illinois, Urbana	133.5
Minnesota, Twin Cities	93.6	Ohio State, Columbus	112.6	Ohio State, Columbus	117.2	Ohio State, Columbus	121.6	Minnesota, Twin Cities	127.4	Ohio State, Columbus	129.5	Ohio State, Columbus	131.5
Ohio State, Columbus	92.2	Minnesota, Twin Cities	110.3	Minnesota, Twin Cities	116.6	Minnesota, Twin Cities	121.3	Ohio State, Columbus	126.4	Michigan State, E.Lansing	125.0	Michigan State, E.Lansing	125.2
Wisconsin, Madison	90.4	Michigan State, E.Lansing	105.9	Michigan State, E.Lansing	110.2	Washington, Seattle	116.4	Michigan State, E.Lansing	121.9	Minnesota, Twin Cities	124.8	Minnesota, Twin Cities	123.2
Indiana, Bloomington	88.2	Indiana, Bloomington	104.9	Indiana, Bloomington	109.0	Michigan State, E.Lansing	116.0	Washington, Seattle	121.7	Washington, Seattle	121.9	Florida	122.1
Washington, Seattle	85.5	Texas A&M	104.1	Texas A&M	107.4	Indiana, Bloomington	114.0	Indiana, Bloomington	118.4	Indiana, Bloomington	120.7	Indiana, Bloomington	120.9
Michigan State, E.Lansing	85.2	Washington, Seattle	102.1	Washington, Seattle	108.9	Texas A&M	112.3	Texas A&M	116.3	Texas A&M	120.3	Texas A&M	118.9
Texas A&M	85.0	Florida	101.4	Florida	107.7	Florida	109.3	Florida	115.2	Florida	117.0	Washington, Seattle	118.3
Florida	82.0	Wisconsin, Madison	100.5	Wisconsin, Madison	103.5	Wisconsin, Madison	104.7	Wisconsin, Madison	109.5	Wisconsin, Madison	111.1	Wisconsin, Madison	113.8

\* Average 2006-07 and 2007-08 salary was computed using data supplied by the Columbia University Office of Planning and Institutional Research.

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Table 3

Salaries and Growth Percentages Among the Expanded Comparison Group for UT Austin, 2001-2011

**Professors**

Fiscal Years

\$ in thousands

2001 Average Salary			2011 Average Salary			2001-2011 Growth		
Stanford		126.7	Columbia *		191.4	Columbia *		59.2%
Pennsylvania		120.3	Stanford		188.4	Florida		48.9%
Columbia *		120.2	Pennsylvania		175.1	Stanford		48.7%
Northwestern		116.2	Northwestern		169.5	Michigan State	East Lansing	46.9%
Duke		113.6	Duke		163.4	Northwestern		45.9%
California	Berkeley	113.6	Rice		155.2	Pennsylvania		45.6%
California	Los Angeles	112.7	California	Los Angeles	153.7	<b>Texas</b>	<b>Austin</b>	<b>45.1%</b>
Rice		108.9	Southern California		151.0	Southern California		44.9%
Michigan	Ann Arbor	105.2	California	Berkeley	149.1	Duke		43.8%
Southern California		104.2	Michigan	Ann Arbor	146.9	Ohio State	Columbus	42.6%
North Carolina	Chapel Hill	100.9	North Carolina	Chapel Hill	143.3	Rice		42.5%
Illinois	Urbana	95.6	<b>Texas</b>	<b>Austin</b>	<b>136.5</b>	North Carolina	Chapel Hill	42.0%
<b>Texas</b>	<b>Austin</b>	<b>94.1</b>	Illinois	Urbana	133.5	Texas A&M		39.9%
Minnesota	Twin Cities	93.6	Ohio State	Columbus	131.5	Michigan	Ann Arbor	39.6%
Ohio State	Columbus	92.2	Michigan State	East Lansing	125.2	Illinois	Urbana	39.6%
Wisconsin	Madison	90.4	Minnesota	Twin Cities	123.2	Washington	Seattle	38.4%
Indiana	Bloomington	88.2	Florida		122.1	Indiana	Bloomington	37.1%
Washington	Seattle	85.5	Indiana	Bloomington	120.9	California	Los Angeles	36.4%
Michigan State	East Lansing	85.2	Texas A&M		118.9	Minnesota	Twin Cities	31.6%
Texas A&M		85.0	Washington	Seattle	118.3	California	Berkeley	31.3%
Florida		82.0	Wisconsin	Madison	113.8	Wisconsin	Madison	25.9%

The University of Texas at Austin  
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Table 4

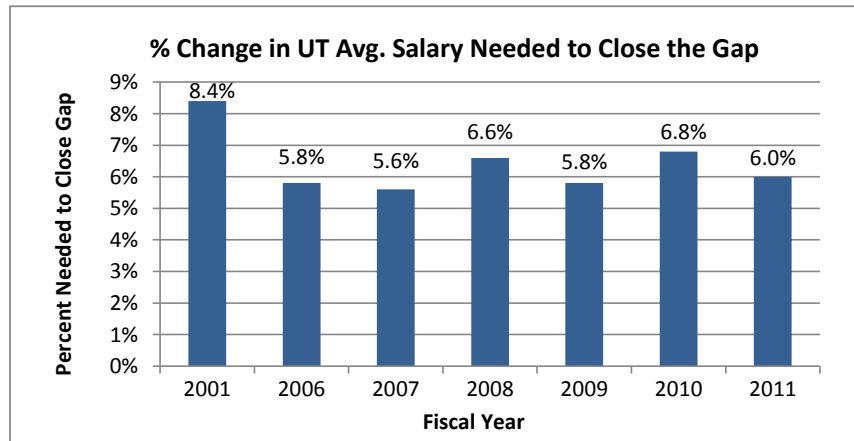
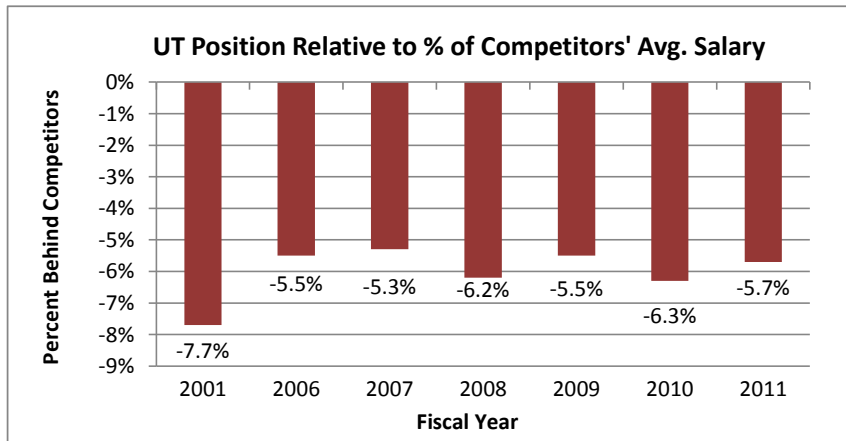
Salary Gap - UT Austin and Expanded Comparison Group

**Professors**

**Fiscal Years**

\$ in thousands (except TOTAL)

<i>Average Salaries</i>	2001	2006	2007	2008	2009	2010	2011
UT Austin	\$ 94.1	\$ 115.7	\$ 121.2	\$ 126.0	\$ 132.3	\$ 133.3	\$ 136.5
Comparison Group	\$ 102.0	\$ 122.4	\$ 128.0	\$ 134.3	\$ 140.0	\$ 142.3	\$ 144.7
<i>Where UT stands compared to its competitors</i>							
UT's relative position in \$	\$ (7.9)	\$ (6.7)	\$ (6.8)	\$ (8.3)	\$ (7.7)	\$ (9.0)	\$ (8.2)
UT's relative position in %	-7.7%	-5.5%	-5.3%	-6.2%	-5.5%	-6.3%	-5.7%
<i>What it would take for UT to equal its competitors</i>							
Change in average UT salary	\$ 7.9	\$ 6.7	\$ 6.8	\$ 8.3	\$ 7.7	\$ 9.0	\$ 8.2
Change in average UT salary	8.4%	5.8%	5.6%	6.6%	5.8%	6.8%	6.0%
TOTAL additional salary outlay	\$ 7,414,327	\$ 6,515,993	\$ 6,570,010	\$ 8,116,416	\$ 7,427,851	\$ 8,855,919	\$ 8,058,960



The University of Texas at Austin  
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Table 5

Professor Average Salaries Among Most Serious Competitors with UT Austin  
Fiscal Years  
\$ in thousands

University		Professor Average Salaries							% Change	% Change	% Change	% Change	% Change
		2001	2006	2007	2008	2009	2010	2011	2001-2006	2006-2011	2001-2011	2009-2010	2010-2011
North Carolina	Chapel Hill	100.9	115.3	126.8	138.5	142.7	143.0	143.3	14.3%	<b>24.3%</b>	42.0%	0.2%	0.2%
Columbia *		120.2	155.4	162.0	166.2	175.2	188.6	191.4	29.3%	<b>23.2%</b>	59.2%	7.6%	1.5%
Rice		108.9	127.0	130.4	137.1	146.6	151.8	155.2	16.6%	<b>22.2%</b>	42.5%	3.5%	2.2%
Stanford		126.7	156.2	164.3	173.7	181.9	181.4	188.4	23.3%	<b>20.6%</b>	48.7%	-0.3%	3.9%
Northwestern		116.2	140.8	147.2	153.6	161.8	166.3	169.5	21.2%	<b>20.4%</b>	45.9%	2.8%	1.9%
Duke		113.6	136.4	142.0	152.6	161.2	160.8	163.4	20.1%	<b>19.8%</b>	43.8%	-0.2%	1.6%
California	Los Angeles	112.7	128.4	133.2	142.0	144.5	148.0	153.7	13.9%	<b>19.7%</b>	36.4%	2.4%	3.9%
California	Berkeley	113.6	126.2	131.3	141.0	143.5	145.8	149.1	11.1%	<b>18.1%</b>	31.3%	1.6%	2.3%
<b>Texas</b>	<b>Austin</b>	94.1	115.7	121.2	126.0	132.3	133.3	136.5	23.0%	<b>18.0%</b>	45.1%	0.8%	2.4%
Michigan	Ann Arbor	105.2	125.6	130.4	137.0	142.1	144.0	146.9	19.4%	<b>17.0%</b>	39.6%	1.3%	2.0%
Pennsylvania		120.3	149.9	156.5	163.3	169.4	170.1	175.1	24.6%	<b>16.8%</b>	45.6%	0.4%	2.9%
Illinois	Urbana	95.6	116.6	120.9	125.7	129.6	130.0	133.5	22.0%	<b>14.5%</b>	39.6%	0.3%	2.7%
Wisconsin	Madison	90.4	100.5	103.5	104.7	109.5	111.1	113.8	11.2%	<b>13.2%</b>	25.9%	1.5%	2.4%
<b>Average of all competitors**</b>		<b>110.4</b>	<b>131.5</b>	<b>137.4</b>	<b>144.6</b>	<b>150.7</b>	<b>153.4</b>	<b>156.9</b>					

\* Average 2006-07 and 2007-08 salary was computed using data supplied by the Columbia University Office of Planning and Institutional Research.

\*\* Average excludes UT Austin.

	Average Changes				
	2001-2006	2006-2011	2001-2011	2009-2010	2010-2011
<b>All competitors**</b>	19.1%	<b>19.3%</b>	42.1%	1.8%	2.3%

The University of Texas at Austin  
Office of Information Management and Analysis

Table 6

Ranked Salaries Among Most Serious Competitors with UT Austin

Average Salaries for Professors

Fiscal Years

\$ in thousands

2001		2006		2007		2008		2009		2010		2011	
Stanford	126.7	Stanford	156.2	Stanford	164.3	Stanford	173.7	Stanford	181.9	Columbia	188.6	Columbia	191.4
Pennsylvania	120.3	Columbia	155.4	Columbia *	162.0	Columbia *	166.2	Columbia	175.2	Stanford	181.4	Stanford	188.4
Columbia	120.2	Pennsylvania	149.9	Pennsylvania	156.5	Pennsylvania	163.3	Pennsylvania	169.4	Pennsylvania	170.1	Pennsylvania	175.1
Northwestern	116.2	Northwestern	140.8	Northwestern	147.2	Northwestern	153.6	Northwestern	161.8	Northwestern	166.3	Northwestern	169.5
California, Berkeley	113.6	Duke	136.4	Duke	142.0	Duke	152.6	Duke	161.2	Duke	160.8	Duke	163.4
Duke	113.6	California, Los Angeles	128.4	California, Los Angeles	133.2	California, Los Angeles	142.0	Rice	146.6	Rice	151.8	Rice	155.2
California, Los Angeles	112.7	Rice	127.0	California, Berkeley	131.3	California, Berkeley	141.0	California, Los Angeles	144.5	California, Los Angeles	148.0	California, Los Angeles	153.7
Rice	108.9	California, Berkeley	126.2	Rice	130.4	North Carolina, Chapel Hill	138.5	California, Berkeley	143.5	California, Berkeley	145.8	California, Berkeley	149.1
Michigan, Ann Arbor	105.2	Michigan, Ann Arbor	125.6	Michigan, Ann Arbor	130.4	Rice	137.1	North Carolina, Chapel Hill	142.7	Michigan, Ann Arbor	144.0	Michigan, Ann Arbor	146.9
North Carolina, Chapel Hill	100.9	Illinois, Urbana	116.6	North Carolina, Chapel Hill	126.8	Michigan, Ann Arbor	137.0	Michigan, Ann Arbor	142.1	North Carolina, Chapel Hill	143.0	North Carolina, Chapel Hill	143.3
Illinois, Urbana	95.6	<b>Texas, Austin</b>	<b>115.7</b>	<b>Texas, Austin</b>	<b>121.2</b>	<b>Texas, Austin</b>	<b>126.0</b>	<b>Texas, Austin</b>	<b>132.3</b>	<b>Texas, Austin</b>	<b>133.3</b>	<b>Texas, Austin</b>	<b>136.5</b>
<b>Texas, Austin</b>	<b>94.1</b>	North Carolina, Chapel Hill	115.3	Illinois, Urbana	120.9	Illinois, Urbana	125.7	Illinois, Urbana	129.6	Illinois, Urbana	130.0	Illinois, Urbana	133.5
Wisconsin, Madison	90.4	Wisconsin, Madison	100.5	Wisconsin, Madison	103.5	Wisconsin, Madison	104.7	Wisconsin, Madison	109.5	Wisconsin, Madison	111.1	Wisconsin, Madison	113.8

\* Average 2006-07 and 2007-08 salary was computed using data supplied by the Columbia University Office of Planning and Institutional Research.

The University of Texas at Austin  
Office of Information Management and Analysis

Table 7

Salaries and Growth Percentages  
Among the Most Serious Competitors with UT Austin, 2001-2011

**Professors**

Fiscal Years

\$ in thousands

2001 Average Salary			2011 Average Salary			2001-2011 Growth		
Stanford		126.7	Columbia		191.4	Columbia		59.2%
Pennsylvania		120.3	Stanford		188.4	Stanford		48.7%
Columbia		120.2	Pennsylvania		175.1	Northwestern		45.9%
Northwestern		116.2	Northwestern		169.5	Pennsylvania		45.6%
California	Berkeley	113.6	Duke		163.4	<b>Texas</b>	<b>Austin</b>	<b>45.1%</b>
Duke		113.6	Rice		155.2	Duke		43.8%
California	Los Angeles	112.7	California	Los Angeles	153.7	Rice		42.5%
Rice		108.9	California	Berkeley	149.1	North Carolina	Chapel Hill	42.0%
Michigan	Ann Arbor	105.2	Michigan	Ann Arbor	146.9	Michigan	Ann Arbor	39.6%
North Carolina	Chapel Hill	100.9	North Carolina	Chapel Hill	143.3	Illinois	Urbana	39.6%
Illinois	Urbana	95.6	<b>Texas</b>	<b>Austin</b>	<b>136.5</b>	California	Los Angeles	36.4%
<b>Texas</b>	<b>Austin</b>	<b>94.1</b>	Illinois	Urbana	133.5	California	Berkeley	31.3%
Wisconsin	Madison	90.4	Wisconsin	Madison	113.8	Wisconsin	Madison	25.9%

The University of Texas at Austin  
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Table 8

Salary Gap - UT Austin and Most Serious Competitors

**Professors**

**Fiscal Years**

\$ in thousands (except TOTAL)

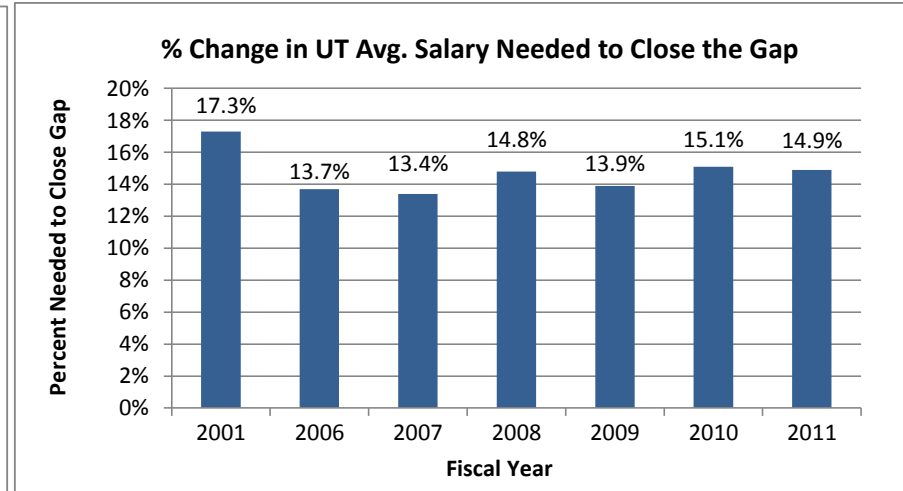
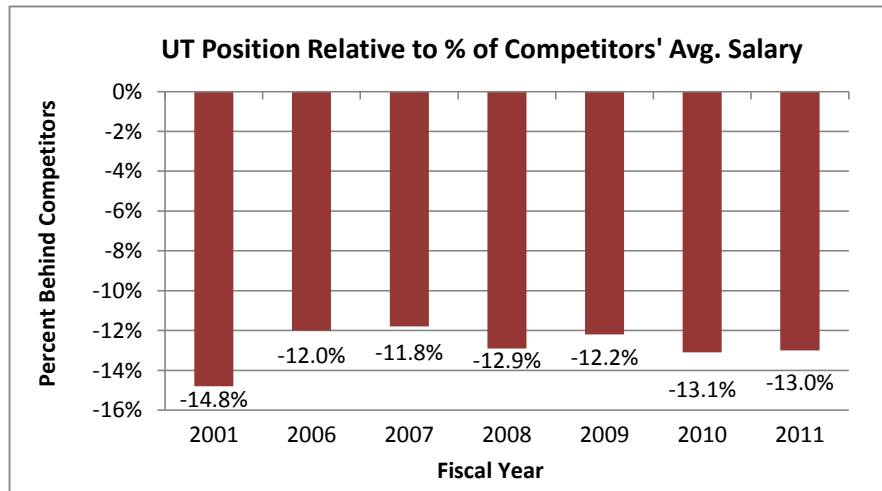
Average Salaries	2001	2006	2007	2008	2009	2010	2011
UT Austin	\$ 94.1	\$ 115.7	\$ 121.2	\$ 126.0	\$ 132.3	\$ 133.3	\$ 136.5
Most Serious Competitors	\$ 110.4	\$ 131.5	\$ 137.4	\$ 144.6	\$ 150.7	\$ 153.4	\$ 156.9

*Where UT stands compared to its most serious competitors*

UT's relative position in \$	\$ (16.3)	\$ (15.8)	\$ (16.2)	\$ (18.6)	\$ (18.4)	\$ (20.1)	\$ (20.4)
UT's relative position in %	-14.8%	-12.0%	-11.8%	-12.9%	-12.2%	-13.1%	-13.0%

*What it would take for UT to equal its most serious competitors*

Change in average UT salary	\$ 16.3	\$ 15.8	\$ 16.2	\$ 18.6	\$ 18.4	\$ 20.1	\$ 20.4
Change in average UT salary	17.3%	13.7%	13.4%	14.8%	13.9%	15.1%	14.9%
TOTAL additional salary outlay	\$ 15,269,983	\$ 15,391,224	\$ 15,721,094	\$ 18,200,448	\$ 17,801,230	\$ 19,665,349	\$ 20,013,084



The University of Texas at Austin  
Office of Information Management and Analysis

Table 9

Associate Professor Average Salaries Among Expanded Comparison Group Institutions for UT Austin  
Fiscal Years

\$ in thousands

University	Associate Professor Average Salaries							% Change	% Change	% Change	% Change	% Change
	2001	2006	2007	2008	2009	2010	2011	2001-2006	2006-2011	2001-2011	2009-2010	2010-2011
Rice	69.4	87.3	91.0	94.5	104.3	105.7	108.7	25.8%	24.5%	56.6%	1.3%	2.8%
California Berkeley	73.2	81.9	86.8	94.4	96.1	98.2	101.5	11.9%	23.9%	38.7%	2.2%	3.4%
California Los Angeles	72.4	82.0	84.2	90.7	92.1	95.2	100.6	13.3%	22.7%	39.0%	3.4%	5.7%
Texas Austin	60.8	72.9	78.3	81.3	85.3	85.3	88.6	19.9%	21.5%	45.7%	0.0%	3.9%
North Carolina Chapel Hill	71.4	77.9	85.5	90.9	94.1	92.6	93.1	9.1%	19.5%	30.4%	-1.6%	0.5%
Stanford	88.1	106.1	114.7	122.2	128.0	124.4	126.8	20.4%	19.5%	43.9%	-2.8%	1.9%
Washington Seattle	62.6	72.9	77.2	83.4	87.1	88.1	86.8	16.5%	19.1%	38.7%	1.1%	-1.5%
Ohio State Columbus	63.8	74.2	76.9	80.5	84.2	85.8	87.7	16.3%	18.2%	37.5%	1.9%	2.2%
Columbia *	76.0	103.9	104.6	106.6	112.2	117.0	122.5	36.7%	17.9%	61.2%	4.3%	4.7%
Southern California	71.7	88.5	92.0	93.6	95.8	98.6	103.3	23.4%	16.7%	44.1%	2.9%	4.8%
Northwestern	78.5	93.7	97.5	100.5	105.3	106.9	108.3	19.4%	15.6%	38.0%	1.5%	1.3%
Michigan Ann Arbor	73.3	83.7	86.6	89.1	93.1	94.3	96.1	14.2%	14.8%	31.1%	1.3%	1.9%
Wisconsin Madison	68.0	76.5	78.1	80.3	84.5	85.8	87.3	12.5%	14.1%	28.4%	1.5%	1.7%
Michigan State East Lansing	63.9	76.4	79.2	82.8	85.9	87.3	87.0	19.6%	13.9%	36.2%	1.6%	-0.3%
Duke	75.7	91.3	96.8	102.5	107.3	102.6	103.9	20.6%	13.8%	37.3%	-4.4%	1.3%
Indiana Bloomington	61.1	72.8	75.1	77.8	81.6	82.0	82.2	19.1%	12.9%	34.5%	0.5%	0.2%
Minnesota Twin Cities	66.1	75.6	80.6	84.3	86.2	85.4	85.1	14.4%	12.6%	28.7%	-0.9%	-0.4%
Texas A&M	61.1	73.0	76.0	79.8	81.8	82.5	81.9	19.5%	12.2%	34.0%	0.9%	-0.7%
Pennsylvania	83.5	100.7	106.4	107.5	114.1	110.2	112.5	20.6%	11.7%	34.7%	-3.4%	2.1%
Florida	61.4	71.7	73.3	73.0	75.4	75.5	80.0	16.8%	11.6%	30.3%	0.1%	6.0%
Illinois Urbana	66.3	77.6	79.5	82.2	83.5	83.2	84.8	17.0%	9.3%	27.9%	-0.4%	1.9%
<b>Average of all competitors**</b>	<b>70.4</b>	<b>83.4</b>	<b>87.1</b>	<b>90.8</b>	<b>94.6</b>	<b>95.1</b>	<b>97.0</b>					

\* Average 2006-07 and 2007-08 salary was computed using data supplied by the Columbia University Office of Planning and Institutional Research.

\*\* Average excludes UT Austin.

	Average Changes				
	2001-2006	2006-2011	2001-2011	2009-2010	2010-2011
<b>All competitors**</b>	18.5%	16.3%	37.8%	0.5%	2.0%

The University of Texas at Austin  
Office of Information Management and Analysis

Table 10

Ranked Salaries Among the Expanded Comparison Group for UT Austin

Average Salaries for Associate Professors

Fiscal Years

\$ in thousands

2001	2006	2007	2008	2009	2010	2011
Stanford 88.1	Stanford 106.1	Stanford 114.7	Stanford 122.2	Stanford 128.0	Stanford 124.4	Stanford 126.8
Pennsylvania 83.5	Columbia 103.9	Pennsylvania 106.4	Pennsylvania 107.5	Pennsylvania 114.1	Columbia 117.0	Columbia 122.5
Northwestern 78.5	Pennsylvania 100.7	Columbia * 104.6	Columbia * 106.6	Columbia 112.2	Pennsylvania 110.2	Pennsylvania 112.5
Columbia 76.0	Northwestern 93.7	Northwestern 97.5	Duke 102.5	Duke 107.3	Northwestern 106.9	Rice 108.7
Duke 75.7	Duke 91.3	Duke 96.8	Northwestern 100.5	Northwestern 105.3	Rice 105.7	Northwestern 108.3
Michigan, Ann Arbor 73.3	Southern California 88.5	Southern California 92.0	Rice 94.5	Rice 104.3	Duke 102.6	Duke 103.9
California, Berkeley 73.2	Rice 87.3	Rice 91.0	California, Berkeley 94.4	California, Berkeley 96.1	Southern California 98.6	Southern California 103.3
California, Los Angeles 72.4	Michigan, Ann Arbor 83.7	California, Berkeley 86.8	Southern California 93.6	Southern California 95.8	California, Berkeley 98.2	California, Berkeley 101.5
Southern California 71.7	California, Los Angeles 82.0	Michigan, Ann Arbor 86.6	North Carolina, Chapel Hill 90.9	North Carolina, Chapel Hill 94.1	California, Los Angeles 95.2	California, Los Angeles 100.6
North Carolina, Chapel Hill 71.4	California, Berkeley 81.9	North Carolina, Chapel Hill 85.5	California, Los Angeles 90.7	Michigan, Ann Arbor 93.1	Michigan, Ann Arbor 94.3	Michigan, Ann Arbor 96.1
Rice 69.4	North Carolina, Chapel Hill 77.9	California, Los Angeles 84.2	Michigan, Ann Arbor 89.1	California, Los Angeles 92.1	North Carolina, Chapel Hill 92.6	North Carolina, Chapel Hill 93.1
Wisconsin, Madison 68.0	Illinois, Urbana 71.6	Minnesota, Twin Cities 77.6	Minnesota, Twin Cities 80.6	Washington, Seattle 84.3	Washington, Seattle 87.1	<b>Texas, Austin 88.6</b>
Illinois, Urbana 66.3	Wisconsin, Madison 76.5	Illinois, Urbana 79.5	Washington, Seattle 83.4	Minnesota, Twin Cities 86.2	Michigan State, E.Lansing 87.3	Ohio State, Columbus 87.7
Minnesota, Twin Cities 66.1	Michigan State, E.Lansing 76.4	Michigan State, E.Lansing 79.2	Michigan State, E.Lansing 82.8	Michigan State, E.Lansing 85.9	Ohio State, Columbus 85.8	Wisconsin, Madison 87.3
Michigan State, E.Lansing 63.9	Minnesota, Twin Cities 75.6	<b>Texas, Austin 78.3</b>	Illinois, Urbana 82.2	<b>Texas, Austin 85.3</b>	Wisconsin, Madison 85.8	Michigan State, E.Lansing 87.0
Ohio State, Columbus 63.8	Ohio State, Columbus 74.2	Wisconsin, Madison 78.1	<b>Texas, Austin 81.3</b>	Wisconsin, Madison 84.5	Minnesota, Twin Cities 85.4	Washington, Seattle 86.8
Washington, Seattle 62.6	Texas A&M 73.0	Washington, Seattle 77.2	Ohio State, Columbus 80.5	Ohio State, Columbus 84.2	<b>Texas, Austin 85.3</b>	Minnesota, Twin Cities 85.1
Florida 61.4	<b>Texas, Austin 72.9</b>	Ohio State, Columbus 76.9	Wisconsin, Madison 80.3	Illinois, Urbana 83.5	Illinois, Urbana 83.2	Illinois, Urbana 84.8
Indiana, Bloomington 61.1	Washington, Seattle 72.9	Texas A&M 76.0	Texas A&M 79.8	Texas A&M 81.8	Texas A&M 82.5	Indiana, Bloomington 82.2
Texas A&M 61.1	Indiana, Bloomington 72.8	Indiana, Bloomington 75.1	Indiana, Bloomington 77.8	Indiana, Bloomington 81.6	Indiana, Bloomington 82.0	Texas A&M 81.9
<b>Texas, Austin 60.8</b>	Florida 71.7	Florida 73.3	Florida 73.0	Florida 75.4	Florida 75.5	Florida 80.0

\* Average 2006-07 and 2007-08 salary was computed using data supplied by the Columbia University Office of Planning and Institutional Research.

The University of Texas at Austin  
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Table 11

Salaries and Growth Percentages Among the Expanded Comparison Group for UT Austin, 2001-2011

**Associate Professors**

Fiscal Years

\$ in thousands

2001 Average Salary		2011 Average Salary		2001-2011 Growth	
Stanford	88.1	Stanford	126.8	Columbia	61.2%
Pennsylvania	83.5	Columbia	122.5	Rice	56.6%
Northwestern	78.5	Pennsylvania	112.5	<b>Texas Austin</b>	<b>45.7%</b>
Columbia	76.0	Rice	108.7	Southern California	44.1%
Duke	75.7	Northwestern	108.3	Stanford	43.9%
Michigan, Ann Arbor	73.3	Duke	103.9	California Los Angeles	39.0%
California, Berkeley	73.2	Southern California	103.3	Washington Seattle	38.7%
California, Los Angeles	72.4	California, Berkeley	101.5	California Berkeley	38.7%
Southern California	71.7	California, Los Angeles	100.6	Northwestern	38.0%
North Carolina, Chapel Hill	71.4	Michigan, Ann Arbor	96.1	Ohio State Columbus	37.5%
Rice	69.4	North Carolina, Chapel Hill	93.1	Duke	37.3%
Wisconsin, Madison	68.0	<b>Texas, Austin</b>	<b>88.6</b>	Michigan State East Lansing	36.2%
Illinois, Urbana	66.3	Ohio State, Columbus	87.7	Pennsylvania	34.7%
Minnesota, Twin Cities	66.1	Wisconsin, Madison	87.3	Indiana Bloomington	34.5%
Michigan State, E.Lansing	63.9	Michigan State, E.Lansing	87.0	Texas A&M	34.0%
Ohio State, Columbus	63.8	Washington, Seattle	86.8	Michigan Ann Arbor	31.1%
Washington, Seattle	62.6	Minnesota, Twin Cities	85.1	North Carolina Chapel Hill	30.4%
Florida	61.4	Illinois, Urbana	84.8	Florida	30.3%
Indiana, Bloomington	61.1	Indiana, Bloomington	82.2	Minnesota Twin Cities	28.7%
Texas A&M	61.1	Texas A&M	81.9	Wisconsin Madison	28.4%
<b>Texas, Austin</b>	<b>60.8</b>	Florida	80.0	Illinois Urbana	27.9%

The University of Texas at Austin  
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Table 12

Salary Gap - UT Austin and Expanded Comparison Group

Associate Professors

Fiscal Years

\$ in thousands (except TOTAL)

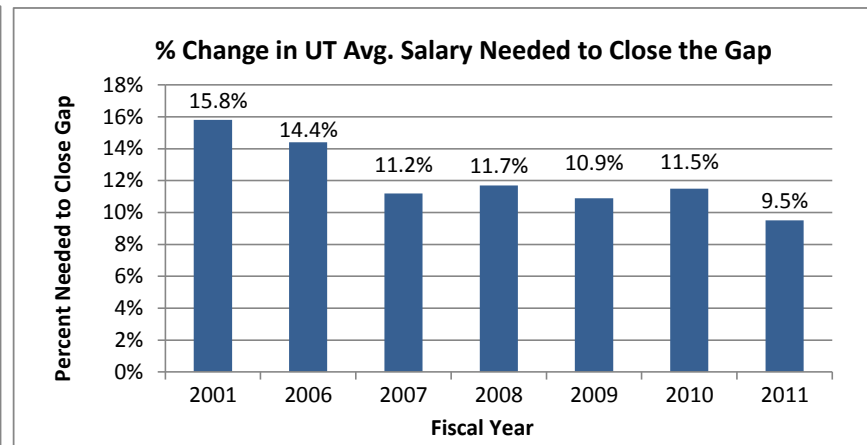
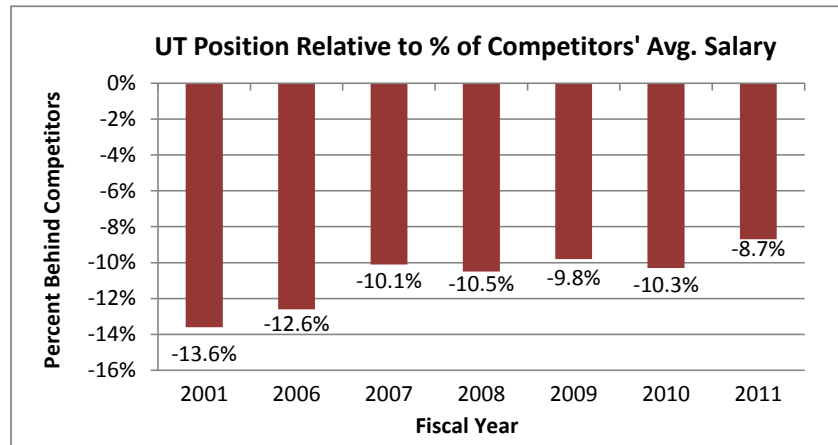
Average Salaries	2001	2006	2007	2008	2009	2010	2011
UT Austin	\$ 60.8	\$ 72.9	\$ 78.3	\$ 81.3	\$ 85.3	\$ 85.3	\$ 88.6
Comparison Group	\$ 70.4	\$ 83.4	\$ 87.1	\$ 90.8	\$ 94.6	\$ 95.1	\$ 97.0

Where UT stands compared to its competitors

UT's relative position in \$	\$ (9.6)	\$ (10.5)	\$ (8.8)	\$ (9.5)	\$ (9.3)	\$ (9.8)	\$ (8.4)
UT's relative position in %	-13.6%	-12.6%	-10.1%	-10.5%	-9.8%	-10.3%	-8.7%

What it would take for UT to equal its competitors

Change in average UT salary	\$ 9.6	\$ 10.5	\$ 8.8	\$ 9.5	\$ 9.3	\$ 9.8	\$ 8.4
Change in average UT salary	15.8%	14.4%	11.2%	11.7%	10.9%	11.5%	9.5%
TOTAL additional salary outlay	\$ 4,025,082	\$ 4,346,006	\$ 3,867,394	\$ 4,308,981	\$ 4,527,980	\$ 5,130,369	\$ 4,461,010



The University of Texas at Austin  
Office of Information Management and Analysis

Table 13

Associate Professor Average Salaries Among the Most Serious Competitors with UT Austin  
Fiscal Years

\$ in total

University	Associate Professor Average Salaries							% Change	% Change	% Change	% Change	% Change
	2001	2006	2007	2008	2009	2010	2011	2001-2006	2006-2011	2001-2011	2009-2010	2010-2011
Rice	69.4	87.3	91.0	94.5	104.3	105.7	108.7	25.8%	<b>24.5%</b>	56.6%	1.3%	2.8%
California Berkeley	73.2	81.9	86.8	94.4	96.1	98.2	101.5	11.9%	<b>23.9%</b>	38.7%	2.2%	3.4%
California Los Angeles	72.4	82.0	84.2	90.7	92.1	95.2	100.6	13.3%	<b>22.7%</b>	39.0%	3.4%	5.7%
<b>Texas Austin</b>	60.8	72.9	78.3	81.3	85.3	85.3	88.6	19.9%	<b>21.5%</b>	45.7%	0.0%	3.9%
Stanford	88.1	106.1	114.7	122.2	128.0	124.4	126.8	20.4%	<b>19.5%</b>	43.9%	-2.8%	1.9%
North Carolina Chapel Hill	71.4	77.9	85.5	90.9	94.1	92.6	93.1	9.1%	<b>19.5%</b>	30.4%	-1.6%	0.5%
Columbia *	76.0	103.9	104.6	106.6	112.2	117.0	122.5	36.7%	<b>17.9%</b>	61.2%	4.3%	4.7%
Northwestern	78.5	93.7	97.5	100.5	105.3	106.9	108.3	19.4%	<b>15.6%</b>	38.0%	1.5%	1.3%
Michigan Ann Arbor	73.3	83.7	86.6	89.1	93.1	94.3	96.1	14.2%	<b>14.8%</b>	31.1%	1.3%	1.9%
Wisconsin Madison	68.0	76.5	78.1	80.3	84.5	85.8	87.3	12.5%	<b>14.1%</b>	28.4%	1.5%	1.7%
Duke	75.7	91.3	96.8	102.5	107.3	102.6	103.9	20.6%	<b>13.8%</b>	37.3%	-4.4%	1.3%
Pennsylvania	83.5	100.7	106.4	107.5	114.1	110.2	112.5	20.6%	<b>11.7%</b>	34.7%	-3.4%	2.1%
Illinois Urbana	66.3	77.6	79.5	82.2	83.5	83.2	84.8	17.0%	<b>9.3%</b>	27.9%	-0.4%	1.9%
<b>Average of all competitors**</b>	<b>74.7</b>	<b>88.6</b>	<b>92.6</b>	<b>96.8</b>	<b>101.2</b>	<b>101.3</b>	<b>103.8</b>					

\* Average 2006-07 and 2007-08 salary was computed using data supplied by the Columbia University Office of Planning and Institutional Research.

\*\* Average excludes UT Austin.

	Average Changes				
	2001-2006	2006-2011	2001-2011	2009-2010	2010-2011
<b>All competitors**</b>	18.6%	<b>17.2%</b>	39.0%	0.1%	2.5%

The University of Texas at Austin  
Office of Information Management and Analysis

Table 14

Ranked Salaries Among the Most Serious Competitors with UT Austin

Average Salaries for Associate Professors

Fiscal Years

\$ in thousands

2001		2006		2007		2008		2009		2010		2011	
Stanford	88.1	Stanford	106.1	Stanford	114.7	Stanford	122.2	Stanford	128.0	Stanford	124.4	Stanford	126.8
Pennsylvania	83.5	Columbia	103.9	Pennsylvania	106.4	Pennsylvania	107.5	Pennsylvania	114.1	Columbia	117.0	Columbia	122.5
Northwestern	78.5	Pennsylvania	100.7	Columbia *	104.6	Columbia *	106.6	Columbia	112.2	Pennsylvania	110.2	Pennsylvania	112.5
Columbia	76.0	Northwestern	93.7	Northwestern	97.5	Duke	102.5	Duke	107.3	Northwestern	106.9	Rice	108.7
Duke	75.7	Duke	91.3	Duke	96.8	Northwestern	100.5	Northwestern	105.3	Rice	105.7	Northwestern	108.3
Michigan, Ann Arbor	73.3	Rice	87.3	Rice	91.0	Rice	94.5	Rice	104.3	Duke	102.6	Duke	103.9
California, Berkeley	73.2	Michigan, Ann Arbor	83.7	California, Berkeley	86.8	California, Berkeley	94.4	California, Berkeley	96.1	California, Berkeley	98.2	California, Berkeley	101.5
California, Los Angeles	72.4	California, Los Angeles	82.0	Michigan, Ann Arbor	86.6	North Carolina, Chapel Hill	90.9	North Carolina, Chapel Hill	94.1	California, Los Angeles	95.2	California, Los Angeles	100.6
North Carolina, Chapel Hill	71.4	California, Berkeley	81.9	North Carolina, Chapel Hill	85.5	California, Los Angeles	90.7	Michigan, Ann Arbor	93.1	Michigan, Ann Arbor	94.3	Michigan, Ann Arbor	96.1
Rice	69.4	North Carolina, Chapel Hill	77.9	California, Los Angeles	84.2	Michigan, Ann Arbor	89.1	California, Los Angeles	92.1	North Carolina, Chapel Hill	92.6	North Carolina, Chapel Hill	93.1
Wisconsin, Madison	68.0	Illinois, Urbana	77.6	Illinois, Urbana	79.5	Illinois, Urbana	82.2	<b>Texas, Austin</b>	<b>85.3</b>	Wisconsin, Madison	85.8	<b>Texas, Austin</b>	<b>88.6</b>
Illinois, Urbana	66.3	Wisconsin, Madison	76.5	<b>Texas, Austin</b>	<b>78.3</b>	<b>Texas, Austin</b>	<b>81.3</b>	Wisconsin, Madison	84.5	<b>Texas, Austin</b>	<b>85.3</b>	Wisconsin, Madison	87.3
<b>Texas, Austin</b>	<b>60.8</b>	<b>Texas, Austin</b>	<b>72.9</b>	Wisconsin, Madison	78.1	Wisconsin, Madison	80.3	Illinois, Urbana	83.5	Illinois, Urbana	83.2	Illinois, Urbana	84.8

\* Average 2006-07 and 2007-08 salary was computed using data supplied by the Columbia University Office of Planning and Institutional Research.

The University of Texas at Austin  
Office of Information Management and Analysis

Table 15

Salaries and Growth Percentages  
Among the Most Serious Competitors with UT Austin, 2001-2011

**Associate Professors**

**Fiscal Years**

\$ in thousand

2001 Average Salary			2011 Average Salary			2001-2011 Growth		
Stanford		88.1	Stanford		126.8	Columbia		61.2%
Pennsylvania		83.5	Columbia		122.5	Rice		56.6%
Northwestern		78.5	Pennsylvania		112.5	<b>Texas</b>	<b>Austin</b>	<b>45.7%</b>
Columbia		76.0	Rice		108.7	Stanford		43.9%
Duke		75.7	Northwestern		108.3	California	Los Angeles	39.0%
Michigan	Ann Arbor	73.3	Duke		103.9	California	Berkeley	38.7%
California	Berkeley	73.2	California	Berkeley	101.5	Northwestern		38.0%
California	Los Angeles	72.4	California	Los Angeles	100.6	Duke		37.3%
North Carolina	Chapel Hill	71.4	Michigan	Ann Arbor	96.1	Pennsylvania		34.7%
Rice		69.4	North Carolina	Chapel Hill	93.1	Michigan	Ann Arbor	31.1%
Wisconsin	Madison	68.0	<b>Texas</b>	<b>Austin</b>	<b>88.6</b>	North Carolina	Chapel Hill	30.4%
Illinois	Urbana	66.3	Wisconsin	Madison	87.3	Wisconsin	Madison	28.4%
<b>Texas</b>	<b>Austin</b>	<b>60.8</b>	Illinois	Urbana	84.8	Illinois	Urbana	27.9%

The University of Texas at Austin  
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Table 16

Salary Gap vs. Year - UT Austin and Most Serious Competitors

**Associate Professors**

**Fiscal Years**

\$ in thousands (except TOTAL)

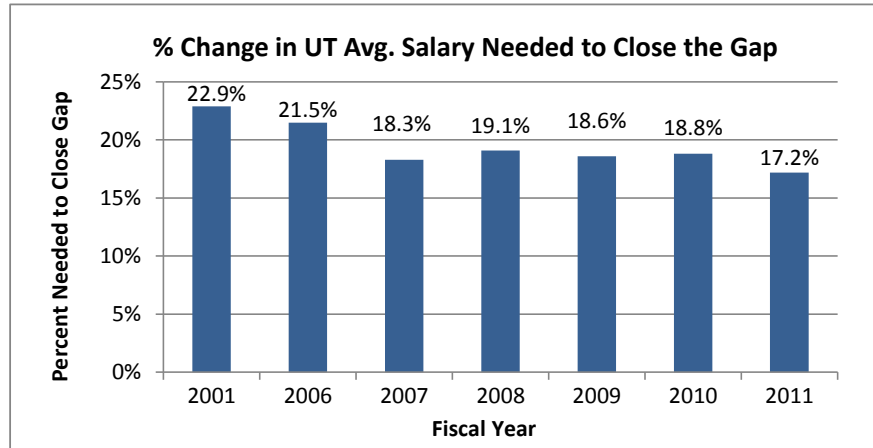
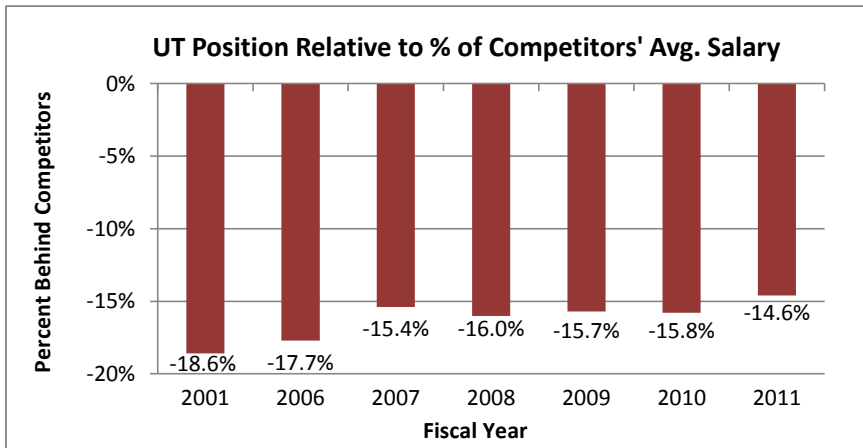
Average Salaries	2001	2006	2007	2008	2009	2010	2011
UT Austin	\$ 60.8	\$ 72.9	\$ 78.3	\$ 81.3	\$ 85.3	\$ 85.3	\$ 88.6
Most Serious Competitors	\$ 74.7	\$ 88.6	\$ 92.6	\$ 96.8	\$ 101.2	\$ 101.3	\$ 103.8

*Where UT stands compared to its most serious competitors*

UT's relative position in \$	\$ (13.9)	\$ (15.7)	\$ (14.3)	\$ (15.5)	\$ (15.9)	\$ (16.0)	\$ (15.2)
UT's relative position in %	-18.6%	-17.7%	-15.4%	-16.0%	-15.7%	-15.8%	-14.6%

*What it would take for UT to equal its most serious competitors*

Change in average UT salary	\$ 13.9	\$ 15.7	\$ 14.3	\$ 15.5	\$ 15.9	\$ 16.0	\$ 15.2
Change in average UT salary	22.9%	21.5%	18.3%	19.1%	18.6%	18.8%	17.2%
TOTAL additional salary outlay	\$ 5,833,821	\$ 6,488,829	\$ 6,319,045	\$ 7,034,320	\$ 7,726,645	\$ 8,387,037	\$ 8,076,776



The University of Texas at Austin  
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Table 17

Assistant Professor Average Salaries Among the Expanded Comparison Group for UT Austin  
Fiscal Years  
\$ in thousands

University		Assistant Professor Average Salaries							% Change	% Change	% Change	% Change	% Change
		2001	2006	2007	2008	2009	2010	2011	2001-2006	2006-2011	2001-2011	2009-2010	2010-2011
California	Los Angeles	63.0	67.0	72.1	76.8	79.6	81.7	84.0	6.3%	<b>25.4%</b>	33.3%	2.6%	2.8%
North Carolina	Chapel Hill	58.5	65.2	71.8	76.9	82.0	80.8	81.1	11.5%	<b>24.4%</b>	38.6%	-1.5%	0.4%
Columbia *		60.0	79.6	81.5	83.7	89.2	92.3	97.2	32.7%	<b>22.1%</b>	62.0%	3.5%	5.3%
Pennsylvania		73.1	88.1	91.8	95.9	98.0	102.3	106.8	20.5%	<b>21.2%</b>	46.1%	4.4%	4.4%
Ohio State	Columbus	54.4	65.8	69.4	70.9	75.0	78.0	79.4	21.0%	<b>20.7%</b>	46.0%	4.0%	1.8%
Minnesota	Twin Cities	55.4	65.4	69.4	72.3	75.0	76.5	78.5	18.1%	<b>20.0%</b>	41.7%	2.0%	2.6%
Southern California		62.8	76.4	81.6	85.0	86.7	89.6	91.5	21.7%	<b>19.8%</b>	45.7%	3.3%	2.1%
California	Berkeley	62.5	74.1	76.2	78.5	81.3	84.8	88.4	18.6%	<b>19.3%</b>	41.4%	4.3%	4.2%
Northwestern		65.8	81.2	83.5	87.9	93.5	95.3	96.8	23.4%	<b>19.2%</b>	47.1%	1.9%	1.6%
Stanford		69.1	86.9	91.0	94.3	100.8	100.5	103.4	25.8%	<b>19.0%</b>	49.6%	-0.3%	2.9%
<b>Texas</b>	<b>Austin</b>	<b>57.3</b>	<b>70.7</b>	<b>75.1</b>	<b>77.6</b>	<b>81.8</b>	<b>82.2</b>	<b>82.4</b>	<b>23.4%</b>	<b>16.5%</b>	<b>43.8%</b>	<b>0.5%</b>	<b>0.2%</b>
Wisconsin	Madison	59.8	64.3	66.0	69.1	73.0	73.6	74.9	7.5%	<b>16.5%</b>	25.3%	0.8%	1.8%
Indiana	Bloomington	49.8	62.6	66.0	68.4	71.1	72.4	72.8	25.7%	<b>16.3%</b>	46.2%	1.8%	0.6%
Michigan	Ann Arbor	59.7	72.8	75.0	79.3	81.6	83.1	84.5	21.9%	<b>16.1%</b>	41.5%	1.8%	1.7%
Illinois	Urbana	56.8	69.6	71.7	73.7	76.3	76.8	80.3	22.5%	<b>15.4%</b>	41.4%	0.7%	4.6%
Washington	Seattle	53.6	67.2	70.9	73.9	78.0	77.2	77.4	25.4%	<b>15.2%</b>	44.4%	-1.0%	0.3%
Michigan State	East Lansing	51.2	60.2	61.8	64.2	66.9	68.6	69.1	17.6%	<b>14.8%</b>	35.0%	2.5%	0.7%
Rice		65.7	76.1	78.0	81.6	87.4	85.2	86.4	15.8%	<b>13.5%</b>	31.5%	-2.5%	1.4%
Texas A&M		56.7	65.8	67.3	70.5	72.2	73.6	73.7	16.0%	<b>12.0%</b>	30.0%	1.9%	0.1%
Florida		53.7	61.6	61.9	62.5	63.6	63.9	68.4	14.7%	<b>11.0%</b>	27.4%	0.5%	7.0%
Duke		62.5	78.8	82.4	87.3	91.6	89.8	87.2	26.1%	<b>10.7%</b>	39.5%	-2.0%	-2.9%
<b>Average of all competitors**</b>		<b>59.7</b>	<b>71.4</b>	<b>74.5</b>	<b>77.6</b>	<b>81.1</b>	<b>82.3</b>	<b>84.1</b>					

\* Average 2006-07 and 2007-08 salary was computed using data supplied by the Columbia University Office of Planning and Institutional Research.

\*\* Average excludes UT Austin.

	Average Changes				
	2001-2006	2006-2011	2001-2011	2009-2010	2010-2011
<b>All competitors**</b>	19.6%	<b>17.8%</b>	40.9%	1.5%	2.2%

The University of Texas at Austin  
Office of Information Management and Analysis

Table 18

Ranked Salaries Among the Expanded Comparison Group for UT Austin

Average Salaries for Assistant Professors  
Fiscal Years

\$ in thousands

2001		2006		2007		2008		2009		2010		2011	
Pennsylvania	73.1	Pennsylvania	88.1	Pennsylvania	91.8	Pennsylvania	95.9	Stanford	100.8	Pennsylvania	####	Pennsylvania	####
Stanford	69.1	Stanford	86.9	Stanford	91.0	Stanford	94.3	Pennsylvania	98.0	Stanford	####	Stanford	####
Northwestern	65.8	Northwestern	81.2	Northwestern	83.5	Northwestern	87.9	Northwestern	93.5	Northwestern	95.3	Columbia	97.2
Rice	65.7	Columbia ***	79.6	Duke	82.4	Duke	87.3	Duke	91.6	Columbia	92.3	Northwestern	96.8
California, Los Angeles	63.0	Duke	78.8	Southern California	81.6	Southern California	85.0	Columbia	89.2	Duke	89.8	Southern California	91.5
Southern California	62.8	Southern California	76.4	Columbia *	81.5	Columbia *	83.7	Rice	87.4	Southern California	89.6	California, Berkeley	88.4
California, Berkeley	62.5	Rice	76.1	Rice	78.0	Rice	81.6	Southern California	86.7	Rice	85.2	Duke	87.2
Duke	62.5	California, Berkeley	74.1	California, Berkeley	76.2	Michigan, Ann Arbor	79.3	North Carolina, Chapel Hill	82.0	California, Berkeley	84.8	Rice	86.4
Columbia	60.0	Michigan, Ann Arbor	72.8	<b>Texas, Austin</b>	<b>75.1</b>	California, Berkeley	78.5	<b>Texas, Austin</b>	<b>81.8</b>	Michigan, Ann Arbor	83.1	Michigan, Ann Arbor	84.5
Wisconsin, Madison	59.8	<b>Texas, Austin</b>	<b>70.7</b>	Michigan, Ann Arbor	75.0	<b>Texas, Austin</b>	<b>77.6</b>	Michigan, Ann Arbor	81.6	<b>Texas, Austin</b>	<b>82.2</b>	California, Los Angeles	84.0
Michigan, Ann Arbor	59.7	Illinois, Urbana	69.6	California, Los Angeles	72.1	North Carolina, Chapel Hill	76.9	California, Berkeley	81.3	California, Los Angeles	81.7	<b>Texas, Austin</b>	<b>82.4</b>
North Carolina, Chapel Hill	58.5	Washington, Seattle	67.2	North Carolina, Chapel Hill	71.8	California, Los Angeles	76.8	California, Los Angeles	79.6	North Carolina, Chapel Hill	80.8	North Carolina, Chapel Hill	81.1
<b>Texas, Austin</b>	<b>57.3</b>	California, Los Angeles	67.0	Illinois, Urbana	71.7	Washington, Seattle	73.9	Washington, Seattle	78.0	Ohio State, Columbus	78.0	Illinois, Urbana	80.3
Illinois, Urbana	56.8	Ohio State, Columbus	65.8	Washington, Seattle	70.9	Illinois, Urbana	73.7	Illinois, Urbana	76.3	Washington, Seattle	77.2	Ohio State, Columbus	79.4
Texas A&M	56.7	Texas A&M	65.8	Ohio State, Columbus	69.4	Minnesota, Twin Cities	72.3	Minnesota, Twin Cities	75.0	Illinois, Urbana	76.8	Minnesota, Twin Cities	78.5
Minnesota, Twin Cities	55.4	Minnesota, Twin Cities	65.4	Minnesota, Twin Cities	69.4	Ohio State, Columbus	70.9	Ohio State, Columbus	75.0	Minnesota, Twin Cities	76.5	Washington, Seattle	77.4
Ohio State, Columbus	54.4	North Carolina, Chapel Hill	65.2	Texas A&M	67.3	Texas A&M	70.5	Wisconsin, Madison	73.0	Texas A&M	73.6	Wisconsin, Madison	74.9
Florida	53.7	Wisconsin, Madison	64.3	Wisconsin, Madison	66.0	Wisconsin, Madison	69.1	Texas A&M	72.2	Wisconsin, Madison	73.6	Texas A&M	73.7
Washington, Seattle	53.6	Indiana, Bloomington	62.6	Indiana, Bloomington	66.0	Indiana, Bloomington	68.4	Indiana, Bloomington	71.1	Indiana, Bloomington	72.4	Indiana, Bloomington	72.8
Michigan State, E.Lansing	51.2	Florida	61.6	Florida	61.9	Michigan State, E.Lansing	64.2	Michigan State, E.Lansing	66.9	Michigan State, E.Lansing	68.6	Michigan State, E.Lansing	69.1
Indiana, Bloomington	49.8	Michigan State, E.Lansing	60.2	Michigan State, E.Lansing	61.8	Florida	62.5	Florida	63.6	Florida	63.9	Florida	68.4

\* Average 2006-07 and 2007-08 salary was computed using data supplied by the Columbia University Office of Planning and Institutional Research.

The University of Texas at Austin  
Office of Information Management and Analysis

Table 19

Salaries and Growth Percentages Among Expanded Comparison Group for UT Austin, 2001-2011

**Assistant Professors**

**Fiscal Years**

\$ in thousands

2001 Average Salary		2011 Average Salary		2001-2011 Growth				
Pennsylvania	73.1	Pennsylvania	106.8	Columbia	62.0%			
Stanford	69.1	Stanford	103.4	Stanford	49.6%			
Northwestern	65.8	Columbia	97.2	Northwestern	47.1%			
Rice	65.7	Northwestern	96.8	Indiana	Bloomington	46.2%		
California	Los Angeles	63.0	Southern California	91.5	Pennsylvania	46.1%		
Southern California	62.8	California	Berkeley	88.4	Ohio State	Columbus	46.0%	
California	Berkeley	62.5	Duke	87.2	Southern California	45.7%		
Duke	62.5	Rice	86.4	Washington	Seattle	44.4%		
Columbia	60.0	Michigan	Ann Arbor	84.5	<b>Texas</b>	<b>Austin</b>	<b>43.8%</b>	
Wisconsin	Madison	59.8	California	Los Angeles	84.0	Minnesota	Twin Cities	41.7%
Michigan	Ann Arbor	59.7	<b>Texas</b>	<b>Austin</b>	<b>82.4</b>	Michigan	Ann Arbor	41.5%
North Carolina	Chapel Hill	58.5	North Carolina	Chapel Hill	81.1	Illinois	Urbana	41.4%
<b>Texas</b>	<b>Austin</b>	<b>57.3</b>	Illinois	Urbana	80.3	California	Berkeley	41.4%
Illinois	Urbana	56.8	Ohio State	Columbus	79.4	Duke	39.5%	
Texas A&M	56.7	Minnesota	Twin Cities	78.5	North Carolina	Chapel Hill	38.6%	
Minnesota	Twin Cities	55.4	Washington	Seattle	77.4	Michigan State	East Lansing	35.0%
Ohio State	Columbus	54.4	Wisconsin	Madison	74.9	California	Los Angeles	33.3%
Florida	53.7	Texas A&M	73.7	Rice	31.5%			
Washington	Seattle	53.6	Indiana	Bloomington	72.8	Texas A&M	30.0%	
Michigan State	East Lansing	51.2	Michigan State	East Lansing	69.1	Florida	27.4%	
Indiana	Bloomington	49.8	Florida	68.4	Wisconsin	Madison	25.3%	

The University of Texas at Austin  
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Table 20

Salary Gap - UT Austin and Expanded Comparison Group

**Assistant Professors**

**Fiscal Years**

\$ in thousands (except TOTAL)

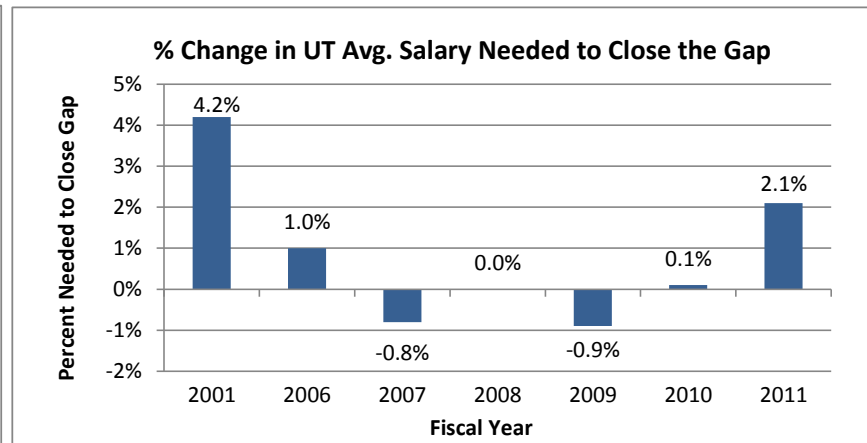
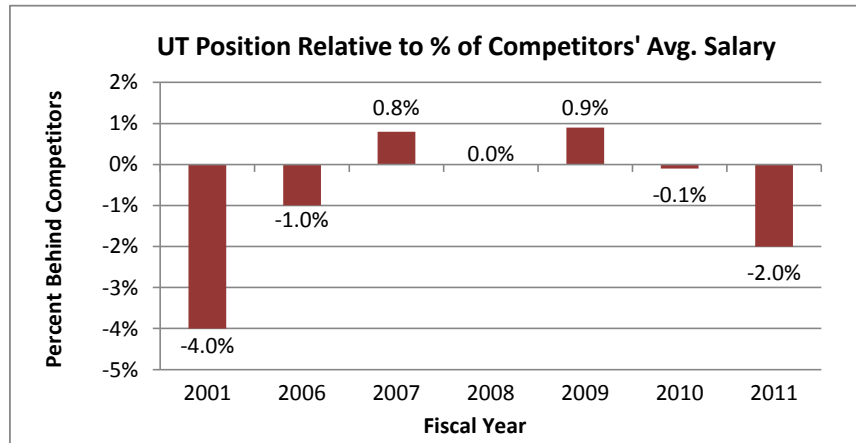
Average Salaries	2001	2006	2007	2008	2009	2010	2011
UT Austin	\$ 57.3	\$ 70.7	\$ 75.1	\$ 77.6	\$ 81.8	\$ 82.2	\$ 82.4
Comparison Group	\$ 59.7	\$ 71.4	\$ 74.5	\$ 77.6	\$ 81.1	\$ 82.3	\$ 84.1

*Where UT stands compared to its competitors*

UT's relative position in \$	\$ (2.4)	\$ (0.7)	\$ 0.6	\$ -	\$ 0.7	\$ (0.1)	\$ (1.7)
UT's relative position in %	-4.0%	-1.0%	0.8%	0.0%	0.9%	-0.1%	-2.0%

*What it would take for UT to equal its competitors*

Change in average UT salary	\$ 2.4	\$ 0.7	\$ (0.6)	\$ -	\$ (0.7)	\$ 0.1	\$ 1.7
Change in average UT salary	4.2%	1.0%	-0.8%	0.0%	-0.9%	0.1%	2.1%
TOTAL additional salary outlay	\$ 794,178	\$ 309,666	\$ (276,368)	\$ -	\$ (335,707)	\$ 39,456	\$ 759,646



The University of Texas at Austin  
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Table 21

Assistant Professor Average Salaries Among Most Serious Competitors with UT Austin  
Fiscal Years  
\$ in thousands

University		Assistant Professor Average Salaries							% Change	% Change	% Change	% Change	% Change
		2001	2006	2007	2008	2009	2010	2011	2001-2006	2006-2011	2001-2011	2009-2010	2010-2011
California	Los Angeles	63.0	67.0	72.1	76.8	79.6	81.7	84.0	6.3%	<b>25.4%</b>	33.3%	2.6%	2.8%
North Carolina	Chapel Hill	58.5	65.2	71.8	76.9	82.0	80.8	81.1	11.5%	<b>24.4%</b>	38.6%	-1.5%	0.4%
Columbia *		60.0	79.6	81.5	83.7	89.2	92.3	97.2	32.7%	<b>22.1%</b>	62.0%	3.5%	5.3%
Pennsylvania		73.1	88.1	91.8	95.9	98.0	102.3	106.8	20.5%	<b>21.2%</b>	46.1%	4.4%	4.4%
California	Berkeley	62.5	74.1	76.2	78.5	81.3	84.8	88.4	18.6%	<b>19.3%</b>	41.4%	4.3%	4.2%
Northwestern		65.8	81.2	83.5	87.9	93.5	95.3	96.8	23.4%	<b>19.2%</b>	47.1%	1.9%	1.6%
Stanford		69.1	86.9	91.0	94.3	100.8	100.5	103.4	25.8%	<b>19.0%</b>	49.6%	-0.3%	2.9%
<b>Texas</b>	<b>Austin</b>	57.3	70.7	75.1	77.6	81.8	82.2	82.4	23.4%	<b>16.5%</b>	43.8%	0.5%	0.2%
Wisconsin	Madison	59.8	64.3	66.0	69.1	73.0	73.6	74.9	7.5%	<b>16.5%</b>	25.3%	0.8%	1.8%
Michigan	Ann Arbor	59.7	72.8	75.0	79.3	81.6	83.1	84.5	21.9%	<b>16.1%</b>	41.5%	1.8%	1.7%
Illinois	Urbana	56.8	69.6	71.7	73.7	76.3	76.8	80.3	22.5%	<b>15.4%</b>	41.4%	0.7%	4.6%
Rice		65.7	76.1	78.0	81.6	87.4	85.2	86.4	15.8%	<b>13.5%</b>	31.5%	-2.5%	1.4%
Duke		62.5	78.8	82.4	87.3	91.6	89.8	87.2	26.1%	<b>10.7%</b>	39.5%	-2.0%	-2.9%
<b>Average of all competitors**</b>		<b>63.0</b>	<b>75.3</b>	<b>78.4</b>	<b>82.1</b>	<b>86.2</b>	<b>87.2</b>	<b>89.3</b>					

\* Average 2006-07 and 2007-08 salary was computed using data supplied by the Columbia University Office of Planning and Institutional Research.

\*\* Average excludes UT Austin.

	Average Changes				
	2001-2006	2006-2011	2001-2011	2009-2010	2010-2011
<b>All competitors**</b>	19.5%	<b>18.6%</b>	41.7%	1.2%	2.4%

The University of Texas at Austin  
Office of Information Management and Analysis

Table 22

Ranked Salaries Among the Most Serious Competitors with UT Austin

Average Salaries for Assistant Professors

Fiscal Years

\$ in thousands

2001		2006		2007		2008		2009		2010		2011	
Pennsylvania	73.1	Pennsylvania	88.1	Pennsylvania	91.8	Pennsylvania	95.9	Stanford	100.8	Pennsylvania	102.3	Pennsylvania	106.8
Stanford	69.1	Stanford	86.9	Stanford	91.0	Stanford	94.3	Pennsylvania	98.0	Stanford	100.5	Stanford	103.4
Northwestern	65.8	Northwestern	81.2	Northwestern	83.5	Northwestern	87.9	Northwestern	93.5	Northwestern	95.3	Columbia	97.2
Rice	65.7	Columbia	79.6	Duke	82.4	Duke	87.3	Duke	91.6	Columbia	92.3	Northwestern	96.8
California, Los Angeles	63.0	Duke	78.8	Columbia *	81.5	Columbia *	83.7	Columbia	89.2	Duke	89.8	California, Berkeley	88.4
California, Berkeley	62.5	Rice	76.1	Rice	78.0	Rice	81.6	Rice	87.4	Rice	85.2	Duke	87.2
Duke	62.5	California, Berkeley	74.1	California, Berkeley	76.2	Michigan, Ann Arbor	79.3	North Carolina, Chapel Hill	82.0	California, Berkeley	84.8	Rice	86.4
Columbia	60.0	Michigan, Ann Arbor	72.8	<b>Texas, Austin</b>	<b>75.1</b>	California, Berkeley	78.5	<b>Texas, Austin</b>	<b>81.8</b>	Michigan, Ann Arbor	83.1	Michigan, Ann Arbor	84.5
Wisconsin, Madison	59.8	<b>Texas, Austin</b>	<b>70.7</b>	Michigan, Ann Arbor	75.0	<b>Texas, Austin</b>	<b>77.6</b>	Michigan, Ann Arbor	81.6	<b>Texas, Austin</b>	<b>82.2</b>	California, Los Angeles	84.0
Michigan, Ann Arbor	59.7	Illinois, Urbana	69.6	California, Los Angeles	72.1	North Carolina, Chapel Hill	76.9	California, Berkeley	81.3	California, Los Angeles	81.7	<b>Texas, Austin</b>	<b>82.4</b>
North Carolina, Chapel Hill	58.5	California, Los Angeles	67.0	North Carolina, Chapel Hill	71.8	California, Los Angeles	76.8	California, Los Angeles	79.6	North Carolina, Chapel Hill	80.8	North Carolina, Chapel Hill	81.1
<b>Texas, Austin</b>	<b>57.3</b>	North Carolina, Chapel Hill	65.2	Illinois, Urbana	71.7	Illinois, Urbana	73.7	Illinois, Urbana	76.3	Illinois, Urbana	76.8	Illinois, Urbana	80.3
Illinois, Urbana	56.8	Wisconsin, Madison	64.3	Wisconsin, Madison	66.0	Wisconsin, Madison	69.1	Wisconsin, Madison	73.0	Wisconsin, Madison	73.6	Wisconsin, Madison	74.9

\* Average 2006-07 and 2007-08 salary was computed using data supplied by the Columbia University Office of Planning and Institutional Research.

The University of Texas at Austin  
Office of Information Management and Analysis

Table 23

Salaries and Growth Percentages  
Among the Most Serious Competitors with UT Austin, 2001-2011

*Assistant Professors*

Fiscal Years

\$ in thousands

2001 Average Salary			2011 Average Salary			2001-2011 Growth		
Pennsylvania		73.1	Pennsylvania		106.8	Columbia		62.0%
Stanford		69.1	Stanford		103.4	Stanford		49.6%
Northwestern		65.8	Columbia		97.2	Northwestern		47.1%
Rice		65.7	Northwestern		96.8	Pennsylvania		46.1%
California	Berkeley	62.5	California	Berkeley	88.4	<b>Texas</b>	<b>Austin</b>	<b>43.8%</b>
Duke		62.5	Duke		87.2	Michigan	Ann Arbor	41.5%
California	Los Angeles	63.0	Rice		86.4	Illinois	Urbana	41.4%
Michigan	Ann Arbor	59.7	Michigan	Ann Arbor	84.5	California	Berkeley	41.4%
Columbia		60.0	California	Los Angeles	84.0	Duke		39.5%
Wisconsin	Madison	59.8	<b>Texas</b>	<b>Austin</b>	<b>82.4</b>	North Carolina	Chapel Hill	38.6%
North Carolina	Chapel Hill	58.5	North Carolina	Chapel Hill	81.1	California	Los Angeles	33.3%
<b>Texas</b>	<b>Austin</b>	<b>57.3</b>	Illinois	Urbana	80.3	Rice		31.5%
Illinois	Urbana	56.8	Wisconsin	Madison	74.9	Wisconsin	Madison	25.3%

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Table 24

Salary Gap - UT Austin and Most Serious Competitors

**Assistant Professors**

**Fiscal Years**

\$ in thousands (except TOTAL)

Average Salaries	2001	2006	2007	2008	2009	2010	2011
UT Austin	\$ 57.3	\$ 70.7	\$ 75.1	\$ 77.6	\$ 81.8	\$ 82.2	\$ 82.4
Most Serious Competitors	\$ 63.0	\$ 75.3	\$ 78.4	\$ 82.1	\$ 86.2	\$ 87.2	\$ 89.3

*Where UT stands compared to its most serious competitors*

UT's relative position in \$	\$ (5.7)	\$ (4.6)	\$ (3.3)	\$ (4.5)	\$ (4.4)	\$ (5.0)	\$ (6.9)
UT's relative position in %	-9.0%	-6.1%	-4.2%	-5.5%	-5.1%	-5.7%	-7.7%

*What it would take for UT to equal its most serious competitors*

Change in average UT salary	\$ 5.7	\$ 4.6	\$ 3.3	\$ 4.5	\$ 4.4	\$ 5.0	\$ 6.9
Change in average UT salary	9.9%	6.5%	4.4%	5.8%	5.4%	6.1%	8.4%
TOTAL additional salary outlay	\$ 1,871,991	\$ 2,012,829	\$ 1,520,024	\$ 2,047,864	\$ 2,014,243	\$ 2,406,816	\$ 3,038,582

