Mean SLU Faculty Salary* Comparison 1999-2010

The mean salary of SLU faculty compared to the mean salary of faculty at other Div. I universities, universities with medical schools (except top 20), other division I Catholic and Jesuit schools and Midwestern universities with medical schools.

The relative rank of average SLU salaries is compared to each of these groups.

*These data do not include salaries of the faculty at the Schools of Medicine

These data were obtained from the AAUP annual faculty salary survey.

Compiled by Mark Knuepfer with statistical analysis assistance from Terry Tomazic (8/31/10)
Annual Difference in Mean Salary
Associate Professors

Dollars (x 1000)
Cumulative Annual Difference in Mean Salary
Assistant Professors

Dollars (x 1000)

2000 01 02 03 04 05 06 07 08 09 10

-100 -80 -60 -40 -20 0
Cumulative Annual Difference in Mean Salary

Associate Professors

Dollars (x 1000)

-120
-100
-80
-60
-40
-20
0

2000 01 02 03 04 05 06 07 08 09 10

Div I  Med Sch  Catholic  Jesuit  MW Med

[Graph showing cumulative annual difference in mean salary for Associate Professors across different disciplines.]
Cumulative Annual Difference in Mean Salary
Full Professors

Dollars (X 1000)

-160 -140 -120 -100 -80 -60 -40 -20 0

2000 01 02 03 04 05 06 07 08 09 10

Div I Med Sch Catholic Jesuit MW Med
**Percentile Rank Comparison of Specific Groups and SLU with All Div I Schools**

**Assistant Professor Level**

**Analysis**

Reference point – Div1 Univ.
Calc. salary X and SD for ea. grp.
Standardized with formula below

\[
z = \frac{\bar{x} - \mu}{\sigma}
\]

z-scores converted to percentiles
Expressed as rank compared to grp.
Percentile Rank Comparison of Specific Groups and SLU with All Div I Schools

Associate Professor Level

Analysis
Reference point – Div1 Univ.
Calc. salary X and SD for ea. grp.
Standardized with formula below

\[ z = \frac{X - \mu}{\sigma} \]

z-scores converted to percentiles
Expressed as rank compared to grp.
Percentile Rank Comparison of Specific Groups and SLU with All Div I Schools

Full Professor Level

Analysis
Reference point – Div1 Univ. Calc. salary X and SD for ea. grp. Standardized with formula below

\[ z = \frac{X - \mu}{\sigma} \]

z-scores converted to percentiles Expressed as rank compared to grp.
## Rank comparison of average SLU salary with average salary from other institutions

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Primary Observations

• St. Louis University salaries are significantly depressed compared to comparable universities
• Salary compression still causes significant disparities within departments and schools
• Low salaries encourage turnover leading to higher costs for recruitment
• Both productivity and recruiting suffer from reduced compensation

The long term corrosive effect of reduced salaries on faculty morale and productivity negatively impacts our mission to become the finest Catholic university in the U.S.
Faculty Senate Proposal

The Faculty Senate asserts that there is a crisis in under-market salary compensation for faculty at Saint Louis University. We insist on a commitment from the university administration to address this disparity by endorsing, above and beyond annual merit increases:

1. An increase in all faculty compensation that recognizes teaching as well as research and service and addresses this concern in future years,

2. A plan to address salary compression without delay, for both tenure- and non-tenure track faculty, including;
   a. A realistic salary floor at each academic rank using market data,
   b. A dedicated pool of funds (at least $2 million in FY2011-12) to be used solely for individual Department chairs or comparable administrators to remedy salary compression within their departments or divisions.
Comparison Groups

- **Div 1 Universities**
  202-221 schools/year (schools with predominant grad programs).

- **Div 1 Universities with medical schools**
  61-70 schools/year (all reporting except top 20 NIH funded schools).

- **Div 1 Catholic and Jesuit universities**
  8-13 schools/year (Boston C, Fordham U, Georgetown, Loyola, Marquette, Catholic U, DePaul, St. John’s, Notre Dame, U San Diego, U San Francisco and Univ. of St. Thomas).

- **Div 1 Jesuit Universities**
  5-6 schools/year (BC, Fordham, Georgetown, Loyola & Marquette).

- **Midwestern universities with medical schools**
  21-26 schools/year (Universities with medical schools in Arkansas, Illinois, Indiana, Iowa, Kansas, Kentucky, Michigan, Minnesota, Missouri, Nebraska, Ohio, and Wisconsin)