



# The Physiologist

## Association of Chairs of Departments of Physiology 2012 Survey Results

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The Association of Chairs of Departments of Physiology annual survey was sent electronically to 191 physiology departments throughout the US, Canada, Mexico, and Puerto Rico. A total of 42 surveys were returned, for a response rate of 22%. This rate is similar to previous years. Of the 42 surveys returned, there were 11 private and 31 public medical schools.

The data provide the reader with general trends of faculty demographics and distribution, overall departmental budgets, and space available for research. As a reminder, beginning in 2004, ACDP decided not to include faculty salary information in this report. AAMC salary data is more generally used, so the ACDP Council decided to no longer collect or report this data. Data are still collected on tenure status, gender, and ethnicity of faculty members (Table 1). Table 1 also includes information on the average number of teaching contact hours for faculty and on the type of medical physiology course being taught.

Table 2 provides student/trainee information, including ethnicity for predoctoral and postdoctoral categories, as well as predoctoral trainee completions, stipends provided, and type of support.

Institutional information is provided in Table 3. Departmental budget information (Table 4) shows type of support, faculty salaries derived from grants along with negotiated indirect costs to the departments. New for this year is the mean number of faculty in those departments. Table 5 ranks responding Institutions according to their total dollars, research grant dollars, and departmental space. Space averages are presented as research, administration, teaching and other.

For an update of AAMC salary data, please see the accompanying article.

❖

average number of teaching contact hours

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### Table 1. Faculty Information

#### Faculty Summary (n=808)

|                        | Male       | Female     | Total      |
|------------------------|------------|------------|------------|
| Asian/Pacific Islander | 95         | 39         | 134        |
| Black (not Hispanic)   | 11         | 10         | 21         |
| Hispanic               | 37         | 11         | 48         |
| White (not Hispanic)   | 411        | 144        | 555        |
| Foreign National       | 34         | 16         | 50         |
| <b>Total</b>           | <b>588</b> | <b>220</b> | <b>808</b> |

#### Medical Physiology Course Type

|                        | Yes | No | Total<br>Responded |
|------------------------|-----|----|--------------------|
| Integrated Disciplines | 31  | 11 | 42                 |
| Traditional            | 31  | 12 | 43                 |
| Within Traditional     | 21  | 20 | 41                 |

#### Tenure Status in each department by degree

|              | Tenured    | Not Tenured | Not Eligible | Total      |
|--------------|------------|-------------|--------------|------------|
| MD           | 15         | 0           | 9            | 24         |
| PhD          | 451        | 1           | 283          | 735        |
| 2 Doctorates | 36         | 1           | 11           | 48         |
| Other        | 5          | 0           | 0            | 5          |
| <b>Total</b> | <b>507</b> | <b>2</b>    | <b>303</b>   | <b>812</b> |

#### For your faculty, what is the average number of hours of student contact (per year) for:

|                    | Student Type | Average (hours) | Number (inst.) |
|--------------------|--------------|-----------------|----------------|
| <b>Lab Hours</b>   | Graduate     | 359             | 23             |
|                    | Medical      | 30              | 26             |
|                    | Other        | 71              | 10             |
| <b>Lectures</b>    | Graduate     | 89              | 41             |
|                    | Medical      | 55              | 42             |
|                    | Other        | 96              | 24             |
| <b>Small Group</b> | Graduate     | 34              | 22             |
|                    | Medical      | 35              | 37             |
|                    | Other        | 31              | 11             |

#### Teaching Interactions

|                  |    |
|------------------|----|
| MD/DO            | 42 |
| DDS              | 17 |
| DVM              | 4  |
| Allied Health    | 23 |
| Pharmacy         | 11 |
| Other Biomedical | 30 |
| Life Science     | 22 |
| Bioengineering   | 19 |
| Other            | 15 |

### Table 2. Student/Trainee Information

#### Student/Trainee Summary

| <i>US citizen/resident aliens</i> |     |                     |     |
|-----------------------------------|-----|---------------------|-----|
| Predoctoral male                  | 207 | Postdoctoral male   | 110 |
| Predoctoral female                | 196 | Postdoctoral female | 86  |
| <i>Foreign</i>                    |     |                     |     |
| Predoctoral male                  | 80  | Postdoctoral male   | 149 |
| Predoctoral female                | 90  | Postdoctoral female | 110 |

#### Ethnicity of each pre- and postdoctoral student/trainee

|                        | Pre-doctoral |        | Postdoctoral |        |
|------------------------|--------------|--------|--------------|--------|
|                        | Male         | Female | Male         | Female |
| Native American        | 1            | 0      | 0            | 0      |
| Asian/Pacific Islander | 15           | 29     | 12           | 19     |
| Black (not Hispanic)   | 8            | 19     | 4            | 9      |
| Hispanic               | 13           | 19     | 7            | 4      |
| White (not Hispanic)   | 170          | 129    | 87           | 54     |

#### US Citizen/Resident alien postdoctoral trainee completions:

|                        | Male      | Female    |
|------------------------|-----------|-----------|
| Native American        | 1         | 0         |
| Asian/Pacific Islander | 6         | 7         |
| Black (not Hispanic)   | 1         | 7         |
| Hispanic               | 0         | 3         |
| White (not Hispanic)   | 25        | 27        |
| <b>Total</b>           | <b>33</b> | <b>44</b> |

#### Average Annual Stipend (US \$)

|              | Average  | Number |
|--------------|----------|--------|
| Postdoctoral | \$40,824 | 39     |
| Pre-doctoral | \$24,261 | 40     |

#### Predoctoral Trainee Completions Trainees completing doctoral work during year ending 6/30/2012.

|              | Total      |
|--------------|------------|
| Female       | 65         |
| Male         | 62         |
| <b>Total</b> | <b>127</b> |

#### Foreign National predoctoral trainee completions:

|                         | Male      | Female    |
|-------------------------|-----------|-----------|
| African                 | 2         | 1         |
| Asian/Pacific Islander  | 16        | 13        |
| Central/South American  | 2         | 4         |
| European/Canadian, etc. | 2         | 1         |
| Middle Eastern          | 7         | 1         |
| <b>Total</b>            | <b>29</b> | <b>20</b> |

**Table 2. Student/Trainee Information (continued)**

|                         | <b>Number of Foreign Pre- &amp; Postdoctoral Students/Trainees</b> |               |                     |               | <b>Number of Foreign Pre- &amp; Postdoctoral trainees whose primary source of support is:</b> |            |                     |  |
|-------------------------|--|---------------|---------------------|---------------|---|------------|---------------------|--|
|                         | <b>Predoctoral</b>   |               | <b>Postdoctoral</b> |               | <b>Pre-doctoral</b>   |            | <b>Postdoctoral</b> |  |
|                         | <b>Male</b>  | <b>Female</b> | <b>Male</b>         | <b>Female</b> |   |            |                     |  |
| African                 | 3  | 2             | 1                   | 2             | Institutional   | 65         | 13                  |  |
| Asian/Pacific Islander  | 52   | 59            | 99                  | 57            | Research Grants   | 117        | 217                 |  |
| Central/South American  | 3  | 7             | 11                  | 10            | Private Foundations   | 6          | 6                   |  |
| European/Canadian, etc. | 6  | 13            | 18                  | 25            | Home (foreign) Gov.   | 2          | 10                  |  |
| Middle Eastern          | 15   | 9             | 16                  | 6             | Other   | 7          | 8                   |  |
| Other                   | 1  | 4             | 0                   | 10            | <b>Total</b>  | <b>197</b> | <b>254</b>          |  |
| <b>Total</b>            | <b>80</b>  | <b>94</b>     | <b>145</b>          | <b>110</b>    |   |            |                     |  |

**Table 3. Institution Summary**

| <b>Type of Institution</b> | <b>(n=42)</b> |
|----------------------------|---------------|
| Private                    | 11            |
| Public                     | 31            |
| <b>Total</b>               | <b>42</b>     |

**Space Controlled by Department**

|                      | <b>Average</b> |
|----------------------|----------------|
| Research Space       | 18,575         |
| Administrative Space | 3,300          |
| Teaching Space       | 2,108          |
| Other Space:         | 3,269          |
| <b>Total Space</b>   | <b>27,253</b>  |

**Table 4. Institutional Financial Information**

**Budget by Institution**

|   | <b>All Institutions</b> | <b>No. Institutions</b> | <b>Private Medical</b> | <b>No. Institutions</b> | <b>Public Medical</b> | <b>No. Institutions</b> | <b>Non-medical</b> | <b>No. Institutions</b> |
|---|-------------------------|-------------------------|------------------------|-------------------------|-----------------------|-------------------------|--------------------|-------------------------|
| Institutional (Hard money, e.g, operating costs, state allocations) | \$2,221,151             | 42                      | \$1,881,063            | 11                      | \$2,177,530           | 25                      | \$2,604,859        | 6                       |
| Outside Research Grants and Contracts (direct costs only)           | 4,058,738               | 42                      | 3,758,631              | 11                      | 4,333,324             | 25                      | 4,084,259          | 6                       |
| Training Grants (direct costs only)                                 | 346,015                 | 20                      | 406,174                | 4                       | 307,932               | 15                      | 323,938            | 1                       |
| Endowments  | 308,946                 | 26                      | 221,215                | 4                       | 611,457               | 17                      | 94,168             | 5                       |
| Indirect Cost Recovery (amount returned to your department)         | 167,171                 | 27                      | 14,000                 | 1                       | 275,253               | 21                      | 212,259            | 5                       |
| Other Budget Support (identify)                                     | 1,499,016               | 35                      | 2,841,360              | 8                       | 1,098,854             | 21                      | 556,833            | 6                       |
| <b>Average Departmental Budget</b>                                  | <b>7,119,134</b>        |                         | <b>6,518,589</b>       |                         | <b>7,300,238</b>      |                         | <b>7,644,076</b>   |                         |

**Financial Information**

|  |       |        |
|--|-------|--------|
| Current fringe benefit rate most frequently used for Primary faculty                                       | 30.45 | (n=44) |
| Federally negotiated indirect cost rate for FY 12-13 off campus  | 26.82 | (n=38) |
| Federally negotiated indirect cost rate for FY 12-13 on campus   | 50.84 | (n=44) |
| Percentage of allocated salary dollars directly returned to your department                                | 72.93 | (n=30) |
| Percentage of indirect costs returned to your department   | 22.50 | (n=32) |
| Percentage of total faculty salaries derived from research grants (does not include fringe benefits costs) | 34.45 | (n=42) |

Table 5. Complete Ranking According to Total Dollars

| Rank<br>Total<br>Dollars | Total<br>Dollars | Rank<br>Research<br>Grant<br>Dollars | Research<br>Grant<br>Dollars | Rank<br>Research<br>Dollars/<br>Faculty | Research<br>Dollars/<br>Faculty | Rank<br>Total<br>Research<br>Space | Total<br>Research<br>Space | Rank<br>Research<br>Dollars/<br>sq ft | Research<br>Dollars/<br>sq ft | No. of<br>faculty |
|--------------------------|------------------|--------------------------------------|------------------------------|---|---------------------------------|------------------------------------|----------------------------|---------------------------------------|-------------------------------|-------------------|
| 1                        | \$23,659,053     | 1                                    | \$14,964,488                 | 2                                       | \$ 680,204                      | 5                                  | 36,041                     | 3                                     | \$415                         | 22                |
| 2                        | 17,761,566       | 2                                    | 11,103,846                   | 7                                       | 370,128                         | 4                                  | 36,732                     | 9                                     | 302                           | 30                |
| 3                        | 11,905,886       | 4                                    | 7,255,178                    | 5                                       | 381,851                         | 2                                  | 39,104                     | 27                                    | 186                           | 19                |
| 4                        | 11,516,495       | 5                                    | 7,190,094                    | 10                                      | 287,604                         | 14                                 | 20,530                     | 5                                     | 350                           | 25                |
| 5                        | 10,305,243       | 12                                   | 5,265,482                    | 27                                      | 181,568                         | 11                                 | 24,166                     | 20                                    | 218                           | 29                |
| 6                        | 10,238,535       | 6                                    | 6,360,768                    | 3                                       | 489,290                         | 6                                  | 34,468                     | 29                                    | 185                           | 13                |
| 7                        | 9,473,065        | 3                                    | 8,065,455                    | 8                                       | 336,061                         | 1                                  | 40,900                     | 23                                    | 197                           | 24                |
| 8                        | 8,686,532        | 9                                    | 5,535,372                    | 21                                      | 205,014                         | 15                                 | 20,058                     | 11                                    | 276                           | 27                |
| 9                        | 8,640,509        | 17                                   | 4,347,698                    | 18                                      | 228,826                         | 9                                  | 26,926                     | 34                                    | 161                           | 19                |
| 10                       | 8,604,157        | 13                                   | 5,121,090                    | 22                                      | 204,844                         | 27                                 | 13,932                     | 4                                     | 368                           | 25                |
| 11                       | 8,573,209        | 29                                   | 3,179,086                    | 29                                      | 167,320                         | 39                                 | 10,486                     | 8                                     | 303                           | 19                |
| 12                       | 8,489,672        | 10                                   | 5,323,913                    | 28                                      | 177,464                         | 33                                 | 12,729                     | 2                                     | 418                           | 30                |
| 13                       | 8,426,846        | 11                                   | 5,319,383                    | 17                                      | 231,278                         | 17                                 | 19,147                     | 10                                    | 278                           | 23                |
| 14                       | 8,359,049        | 8                                    | 5,695,669                    | 4                                       | 406,834                         | 23                                 | 16,401                     | 6                                     | 347                           | 14                |
| 15                       | 8,293,212        | 7                                    | 6,305,292                    | 12                                      | 274,143                         | 8                                  | 27,510                     | 18                                    | 229                           | 23                |
| 16                       | 8,098,620        | 23                                   | 3,423,059                    | 31                                      | 163,003                         | 3                                  | 37,289                     | 39                                    | 92                            | 21                |
| 17                       | 7,944,542        | 26                                   | 3,366,952                    | 24                                      | 198,056                         | 20                                 | 16,975                     | 22                                    | 198                           | 17                |
| 18                       | 7,848,063        | 18                                   | 4,221,112                    | 33                                      | 150,754                         | 13                                 | 21,422                     | 24                                    | 197                           | 28                |
| 19                       | 7,439,600        | 16                                   | 4,397,194                    | 25                                      | 191,182                         | 19                                 | 18,799                     | 16                                    | 234                           | 23                |
| 20                       | 7,415,767        | 15                                   | 4,578,294                    | 16                                      | 240,963                         | 18                                 | 19,040                     | 14                                    | 240                           | 19                |
| 21                       | 7,013,376        | 24                                   | 3,413,106                    | 20                                      | 227,540                         | 22                                 | 16,569                     | 21                                    | 206                           | 15                |
| 22                       | 6,917,695        | 30                                   | 3,107,925                    | 14                                      | 258,994                         | 24                                 | 15,924                     | 25                                    | 195                           | 12                |
| 23                       | 6,873,688        | 14                                   | 4,807,520                    | 1                                       | 1,602,507                       | 7                                  | 30,000                     | 35                                    | 160                           | 3                 |
| 24                       | 6,832,587        | 31                                   | 2,984,897                    | 23                                      | 198,993                         | 10                                 | 25,288                     | 38                                    | 118                           | 15                |
| 25                       | 6,775,598        | 19                                   | 3,912,066                    | 9                                       | 326,006                         | 12                                 | 21,463                     | 30                                    | 182                           | 12                |
| 26                       | 6,129,917        | 22                                   | 3,785,814                    | 13                                      | 270,415                         | 16                                 | 19,848                     | 26                                    | 191                           | 14                |
| 27                       | 5,947,797        | 33                                   | 2,256,448                    | 36                                      | 118,760                         | 28                                 | 13,922                     | 33                                    | 162                           | 19                |
| 28                       | 5,947,468        | 27                                   | 3,274,665                    | 34                                      | 130,987                         | 26                                 | 14,492                     | 19                                    | 226                           | 25                |
| 29                       | 5,864,508        | 34                                   | 2,198,607                    | 38                                      | 81,430                          | 35                                 | 11,903                     | 28                                    | 185                           | 27                |
| 30                       | 5,803,687        | 25                                   | 3,398,818                    | 11                                      | 283,235                         | 32                                 | 12,994                     | 13                                    | 262                           | 12                |
| 31                       | 5,666,020        | 20                                   | 3,890,984                    | 15                                      | 243,187                         | 21                                 | 16,905                     | 17                                    | 230                           | 16                |
| 32                       | 5,179,841        | 21                                   | 3,811,252                    | 6                                       | 381,125                         | 37                                 | 11,236                     | 7                                     | 339                           | 10                |
| 33                       | 4,961,131        | 32                                   | 2,816,638                    | 26                                      | 187,776                         | 44                                 | 3,395                      | 1                                     | 830                           | 15                |
| 34                       | 4,794,061        | 28                                   | 3,199,040                    | 19                                      | 228,503                         | 31                                 | 13,391                     | 15                                    | 239                           | 14                |
| 35                       | 4,445,683        | 35                                   | 2,075,996                    | 35                                      | 129,750                         | 34                                 | 12,484                     | 32                                    | 166                           | 16                |
| 36                       | 4,417,195        | 36                                   | 2,031,901                    | 32                                      | 156,300                         | 25                                 | 14,774                     | 37                                    | 138                           | 13                |
| 37                       | 4,305,630        | 42                                   | 150,000                      | 42                                      | 7,500                           | 38                                 | 10,526                     | 42                                    | 14                            | 20                |
| 38                       | 4,036,077        | 38                                   | 1,664,729                    | 39                                      | 72,380                          | 40                                 | 6,165                      | 12                                    | 270                           | 23                |
| 39                       | 3,779,450        | 39                                   | 1,124,982                    | 40                                      | 70,311                          | 30                                 | 13,500                     | 40                                    | 83                            | 16                |
| 40                       | 3,772,065        | 37                                   | 1,971,977                    | 30                                      | 164,331                         | 36                                 | 11,329                     | 31                                    | 174                           | 12                |
| 41                       | 3,382,954        | 41                                   | 692,889                      | 41                                      | 40,758                          | 29                                 | 13,583                     | 41                                    | 51                            | 17                |
| 42                       | 2,124,839        | 40                                   | 741,345                      | 37                                      | 82,372                          | 41                                 | 5,283                      | 36                                    | 140                           | 9                 |
| 43                       | 909,627          | 43                                   | 58,000                       | 43                                      | 7,250                           | 42                                 | 5,064                      | 43                                    | 11                            | 8                 |
| 44                       | 844,649          | 44                                   | 23,000                       | 44                                      | 5,750                           | 43                                 | 4,613                      | 44                                    | 5                             | 4                 |

## AAMC Medical School Faculty Compensation Survey

Each year the American Association of Medical Colleges (AAMC) surveys all the US medical schools as to faculty compensation. Because of this, the ACDP (see associated article) decided to no longer collect the same data from its members.

As a supplement to the ACDP survey, the AAMC has agreed to allow the APS to publish selected results from their survey.

Table 1 shows the regional distribution of medical schools responding to the AAMC survey in terms of public medical and private medical. Also shown is the number of physiology departments in those regions that responded.

Summary statistics on faculty compensation in physiology departments for Ph.D. faculty are given in Table 2.

Table 3 shows the changes in salary that have occurred over the past 3 years. The summary statistics for separate regions of the country are given in Table 4.

Table 5 shows the salary comparison between Ph.D. faculty in all basic science departments vs. those in physiology departments. ❖

**Table 1. Distribution of Medical Schools Responding to AAMC Medical School Faculty Compensation Survey.**

|                   |                            | Northeast | Midwest | South | West | TOTAL |
|-------------------|----------------------------|-----------|---------|-------|------|-------|
| <b>All</b>        | <b>Private Medical</b>     | 26        | 11      | 13    | 3    | 53    |
|                   | <b>Public Medical</b>      | 12        | 22      | 36    | 13   | 83    |
| <b>Physiology</b> | <b>All Medical Schools</b> | 18        | 17      | 24    | 8    | 67    |

**Table 2. Summary Statistics on Physiology Department PhD Faculty Compensation.**

|                            |                 | 25th    | Median  | 75th    | Mean    | Number of Faculty |
|----------------------------|-----------------|---------|---------|---------|---------|-------------------|
| <b>Chair</b>               | All Schools     | 225,000 | 256,000 | 296,000 | 266,200 | 67                |
|                            | Medical Public  | 216,000 | 245,000 | 277,000 | 246,500 | 44                |
|                            | Medical Private | 244,000 | 293,000 | 389,000 | 304,000 | 23                |
| <b>Professor</b>           | All Schools     | 133,000 | 156,000 | 183,000 | 161,500 | 540               |
|                            | Medical Public  | 133,000 | 156,000 | 183,000 | 161,800 | 379               |
|                            | Medical Private | 132,000 | 158,000 | 184,000 | 160,700 | 161               |
| <b>Associate Professor</b> | All Schools     | 95,000  | 108,000 | 124,000 | 110,900 | 309               |
|                            | Medical Public  | 94,000  | 108,000 | 122,000 | 109,200 | 204               |
|                            | Medical Private | 98,000  | 110,000 | 129,000 | 114,000 | 105               |
| <b>Assistant Professor</b> | All Schools     | 69,000  | 85,000  | 95,000  | 84,000  | 395               |
|                            | Medical Public  | 68,000  | 83,000  | 93,000  | 81,600  | 265               |
|                            | Medical Private | 72,000  | 90,000  | 102,000 | 88,900  | 130               |
| <b>Instructor</b>          | All Schools     | 46,000  | 52,000  | 64,000  | 55,500  | 61                |
|                            | Medical Public  | 46,000  | 50,000  | 60,000  | 54,100  | 44                |
|                            | Medical Private | 51,000  | 60,000  | 69,000  | 59,200  | 17                |

**Table 3. Change in Total Compensation for Physiology Department PhD Faculty.**

| 2011-2012 |         | 2010-2011 |         | 2009-2010 |         | % Change 2009-2010 to 2010-2011 |        |
|-----------|---------|-----------|---------|-----------|---------|---------------------------------|--------|
| Mean      | Median  | Mean      | Median  | Mean      | Median  | Mean                            | Median |
| 124,300   | 115,000 | 123,200   | 114,000 | 122,100   | 112,000 | 1.0                             | 1.8    |

Mean and median values were combined for Assistant, Associate, and Professor.

**Table 4. Summary Statistics on Physiology Department PhD Faculty Compensation by Region.**

|                            |               | Northeast | Midwest | South   | West    |
|----------------------------|---------------|-----------|---------|---------|---------|
| <b>Chair</b>               | 25th          | 230,000   | 224,000 | 200,000 | 261,000 |
|                            | Median        | 248,000   | 255,000 | 250,000 | 283,000 |
|                            | 75th          | 311,000   | 303,000 | 285,000 | 299,000 |
|                            | Mean          | 277,400   | 282,200 | 243,100 | 276,500 |
|                            | Total Faculty | 18        | 17      | 24      | 8       |
| <b>Professor</b>           | 25th          | 143,000   | 131,000 | 124,000 | 144,000 |
|                            | Median        | 165,000   | 152,000 | 148,000 | 164,000 |
|                            | 75th          | 186,000   | 181,000 | 176,000 | 204,000 |
|                            | Mean          | 165,200   | 158,200 | 153,200 | 181,400 |
|                            | Total Faculty | 112       | 144     | 199     | 85      |
| <b>Associate Professor</b> | 25th          | 104,000   | 94,000  | 92,000  | 104,000 |
|                            | Median        | 115,000   | 106,000 | 103,000 | 112,000 |
|                            | 75th          | 129,000   | 123,000 | 119,000 | 136,000 |
|                            | Mean          | 117,400   | 110,500 | 105,000 | 117,800 |
|                            | Total Faculty | 73        | 94      | 112     | 30      |
| <b>Assistant Professor</b> | 25th          | 74,000    | 70,000  | 65,000  | 75,000  |
|                            | Median        | 93,000    | 85,000  | 81,000  | 91,000  |
|                            | 75th          | 103,000   | 93,000  | 91,000  | 96,000  |
|                            | Mean          | 90,400    | 85,400  | 78,800  | 87,600  |
|                            | Total Faculty | 79        | 117     | 157     | 42      |
| <b>Instructor</b>          | 25th          | 52,000    | 48,000  | 46,000  | 44,000  |
|                            | Median        | 62,000    | 61,000  | 51,000  | 47,000  |
|                            | 75th          | 66,000    | 74,000  | 61,000  | 54,000  |
|                            | Mean          | 59,600    | 60,800  | 54,700  | 50,100  |
|                            | Total Faculty | 11        | 5       | 37      | 8       |

**Table 5. Salary comparison between all basic science departments and physiology departments**

|                            |               | All Basic<br>Science<br>Depts. | Physiology |
|----------------------------|---------------|--------------------------------|------------|
| <b>Chair</b>               | 25th          | 214,000                        | 225,000    |
|                            | Median        | 263,000                        | 256,000    |
|                            | 75th          | 315,000                        | 296,000    |
|                            | Mean          | 268,400                        | 266,200    |
|                            | Total Faculty | 546                            | 67         |
| <b>Professor</b>           | 25th          | 134,000                        | 133,000    |
|                            | Median        | 161,000                        | 156,000    |
|                            | 75th          | 196,000                        | 183,000    |
|                            | Mean          | 171,200                        | 161,500    |
|                            | Total Faculty | 4,291                          | 540        |
| <b>Associate Professor</b> | 25th          | 97,000                         | 95,000     |
|                            | Median        | 112,000                        | 108,000    |
|                            | 75th          | 130,000                        | 124,000    |
|                            | Mean          | 115,200                        | 110,900    |
|                            | Total Faculty | 3,141                          | 309        |
| <b>Assistant Professor</b> | 25th          | 73,000                         | 69,000     |
|                            | Median        | 88,000                         | 85,000     |
|                            | 75th          | 100,000                        | 95,000     |
|                            | Mean          | 88,200                         | 84,000     |
|                            | Total Faculty | 3,959                          | 395        |
| <b>Instructor</b>          | 25th          | 50,000                         | 46,000     |
|                            | Median        | 55,000                         | 52,000     |
|                            | 75th          | 66,000                         | 64,000     |
|                            | Mean          | 60,400                         | 55,500     |
|                            | Total Faculty | 624                            | 61         |