

The effect of various pay raises on a starting FY 95 Pitt assistant professor salary of \$36,000

The Table below takes a hypothetical new Pitt assistant professor in FY 1995 with a starting salary of \$36,000 (81.8% of the average salary (\$44,000) for an assistant professor salary in FY 1995) and shows what his/her salary would be in FY 2010 after receiving the pay raises indicated in the Table for 15 years (FY1996-FY2010). The applied pay increases were:

Column A: the full (1x) maintenance and merit/market/equity components of Pitt’s annual salary pool increase every year. **The abbreviation M&M = maintenance and merit/market/equity;**

Column B: two times (2x) the annual M&M components each year;

Column C: a repeating 3 year cycle with the annual 1x M&M increase in years one and two, and a 3x M&M increase the third year;

Column D: a repeating 3 year cycle with the annual 1x M&M increase in years one and two, and a 2x M&M increase the third year;

Column E: a repeating 3 year cycle with the annual 1x M&M increase the first year, a 2x M&M increase the second year and a 3x M&M increase the third year.

In FY 01 a 15% promotion increase (p) was given in place of the 2x or 3x M&M in columns B, C, D and E.

FY 95 \$36,000	A) 1x M&M pay raises every year for 15 straight years	B) 2x M&M each year except for a 15% promotion increase FY 01	C) 3 year cycle w/ a 1x M&M in years 1 and 2, and 3x M&M in year 3 except for a 15% promotion increase in FY 01	D) 3 year cycle w/ a 1x M&M in years 1 and 2, and 2x M&M in year 3 except for a 15% promotion increase in FY 01	E) 3 year cycle w/ a 1x M&M year 1, 2x year 2 and 3x year 3 except for a 15% promotion increase FY 01
FY 96	0% - \$36,000	0% - \$36,000	0% - \$36,000	0% - \$36,000	0% - \$36,000
FY 97	3.5% - \$37,260	7.0% - \$38,520	3.5% - \$37,260	3.5% - \$37,260	7.0% - \$38,520
FY 98	3.0% - \$38,378	6.0% - \$40,831	9.0% - \$40,613	6.0% - \$39,496	9.0% - \$41,987
FY 99	2.7% - \$39,414	5.4% - \$43,036	2.7% - \$41,710	2.7% - \$40,562	2.7% - \$43,120
FY 00	3.5% - \$40,793	7.0% - \$46,049	3.5% - \$43,170	3.5% - \$41,982	7.0% - \$46,139
FY 01	4.0% - \$42,425	p15.0% - \$52,956	p15.0% - \$49,645	p15.0% - \$48,279	p15.0%-\$53,060
FY 02	3.5% - \$43,910	7.0% - \$56,663	3.5% - \$51,383	3.5% - \$49,969	3.5% - \$54,917
FY 03	2.5% - \$45,008	5.0% - \$59,496	2.5% - \$52,667	2.5% - \$51,218	5.0% - \$57,663
FY 04	2.5% - \$46,133	5.0% - \$62,471	7.5% - \$56,617	5.0% - \$53,779	7.5% - \$61,987
FY 05	2.5% - \$47,286	5.0% - \$65,595	2.5% - \$58,032	2.5% - \$55,123	2.5% - \$63,537
FY 06	2.5% - \$48,468	5.0% - \$68,874	2.5% - \$59,483	2.5% - \$56,502	5.0% - \$66,714
FY 07	2.75% - \$49,801	5.5% - \$72,662	8.25% - \$64,391	5.5% - \$59,609	8.25% - \$72,217
FY 08	3.0% - \$51,295	6.0% - \$77,022	3.0% - \$66,322	3.0% - \$61,397	3.0% - \$74,384
FY 09	3.5% - \$53,091	7.0% - \$82,414	3.5% - \$68,644	3.5% - \$63,546	7.0% - \$79,591
FY 10	0% - \$53,091	0% - \$82,414	0% - \$68,644	0% - \$63,546	0% - \$79,591

Note 1: Pitt assistant and associate professor average salaries in FY 10 were \$70,100 and \$84,600, respectively.

Note 2: The annual consumer price index (CPI-W) increases from FY 96 to FY 10 were: 2.7%, 2.5%, 3.3%, 1.7%, 1.6%, 2.7%, 3.4%, 1.6%, 2.4%, 1.9%, 3.3%, 3.5%, 2.5%, 4.1% and 0.1% respectively. The assistant professor would need a FY 10 salary of **\$52,002** just to keep pace with inflation for the 15 year period from FY 96 to FY 10.

As the table shows, after receiving the indicated pay raises in Column A (the full (1x) M&M salary increase

components each year for 15 years), the assistant professor's projected FY 10 salary would be **\$53,091**. That is:

\$1,089 (2.1%) **above** the FY 10 salary (\$52,002) needed to prevent loss of buying power due to inflation;
\$17,009 (-24.3%) **below** Pitt's average salary for an assistant professor in FY 10 (\$70,100); and,
\$31,509 (-37.2%) **below** Pitt's average salary for an associate professor in FY 10 (\$84,600).

After receiving the indicated pay raises in Column B (two times (2x) the full M&M salary increase components each year for 15 years except for FY 2001 when the increase was 15% after promotion to associate professor), the assistant professor's projected FY 10 salary would be **\$82,414**. That is:

\$30,412 (58.5%) **above** the FY 10 salary (\$52,002) needed to prevent loss of buying power due to inflation;
\$12,314 (17.6%) **above** Pitt's average salary for an assistant professor in FY 10 (\$70,100); and,
\$2,186 (-2.6%) **below** Pitt's average salary for an associate professor in FY 10 (\$84,600).

After receiving the indicated pay raises in Column C (a repeating 3 year cycle for 15 years with the annual 1x M&M increase in years one and two, and a 3x M&M increase the third year, except in FY 2001 it was a 15% increase after promotion to associate professor), the assistant professor's projected FY 10 salary would be **\$68,644**. That is:

\$16,642 (32.0%) **above** the FY 10 salary (\$52,002) needed to prevent loss of buying power due to inflation;
\$1,456 (-2.1%) **below** Pitt's average salary for an assistant professor in FY 10 (\$70,100); and,
\$15,956 (-18.9%) **below** Pitt's average salary for an associate professor in FY 10 (\$84,600).

After receiving the indicated pay raises in Column D (a repeating 3 year cycle for 15 years with the annual 1x M&M increase in years one and two, and a 2x M&M increase the third year, except in FY 2001 it was a 15% increase after promotion to associate professor), the assistant professor's projected FY 10 salary would be **\$63,546**. That is:

\$11,544 (22.2%) **above** the FY 10 salary (\$52,002) needed to prevent loss of buying power due to inflation;
\$6,554 (-9.3%) **below** Pitt's average salary for an assistant professor in FY 10 (\$70,100); and,
\$21,054 (-24.9%) **below** Pitt's average salary for an associate professor in FY 10 (\$84,600).

After receiving the indicated pay raises in Column E (a repeating 3 year cycle for 15 years with the full 1x M&M salary increase components the first year, a 2x M&M increase the second year and a 3x M&M increase the third year except in FY 2001 it was a 15% increase after promotion to associate professor), the assistant professor's projected FY 10 salary would be **\$79,591**. That is:

\$27,589 (53.1%) **above** the FY 10 salary (\$52,002) needed to prevent loss of buying power due to inflation;
\$9,491 (13.5%) **above** Pitt's average salary for an assistant professor in FY 10 (\$70,100); and,
\$5,009 (-5.9%) **below** Pitt's average salary for an associate professor in FY 10 (\$84,600).

How do your starting salary and pay raises compare to the hypothetical ones in this report?

- If you are receiving 1x M&M or lower pay raises most years, your salary does not advance much beyond the rate of inflation.
- To move up the academic pay scale at Pitt beyond the average salary for a Pitt associate professor and towards the average salary for a Pitt full professor, two factors are important:
 - 1) It helps immensely to begin with a **high starting salary** (*i.e.*, one that is near or higher than the average Pitt salary for the academic rank into which you are hired). See for yourself by comparing the \$36,000, \$40,000 and \$44,000 starting salary tables to each other;

and,

- 2) You need to be receiving **2x M&M and/or 3x M&M raises regularly** (every 3 years or less).

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