

The effect of various pay raises on a starting FY 95 Pitt assistant professor salary of \$44,000

The Table below takes a hypothetical new Pitt assistant professor in FY 1995 with a starting salary of \$44,000 (the average salary for a Pitt assistant professor 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 \$44,000	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% - \$44,000	0% - \$44,000	0% - \$44,000	0% - \$44,000	0% - \$44,000
FY 97	3.5% - \$45,540	7.0% - \$47,080	3.5% - \$45,540	3.5% - \$45,540	7.0% - \$47,080
FY 98	3.0% - \$46,906	6.0% - \$49,905	9.0% - \$49,639	6.0% - \$48,272	9.0% - \$51,317
FY 99	2.7% - \$48,173	5.4% - \$52,600	2.7% - \$50,979	2.7% - \$49,576	2.7% - \$52,703
FY 00	3.5% - \$49,859	7.0% - \$56,282	3.5% - \$52,763	3.5% - \$51,311	7.0% - \$56,392
FY 01	4.0% - \$51,853	p15.0% - \$64,724	p15.0% - \$60,678	p15.0% - \$59,008	p15.0%-\$64,851
FY 02	3.5% - \$53,668	7.0% - \$69,255	3.5% - \$62,801	3.5% - \$61,073	3.5% - \$67,121
FY 03	2.5% - \$55,010	5.0% - \$72,717	2.5% - \$64,371	2.5% - \$62,600	5.0% - \$70,477
FY 04	2.5% - \$56,385	5.0% - \$76,353	7.5% - \$69,199	5.0% - \$65,730	7.5% - \$75,762
FY 05	2.5% - \$57,794	5.0% - \$80,171	2.5% - \$70,929	2.5% - \$67,373	2.5% - \$77,656
FY 06	2.5% - \$59,239	5.0% - \$84,179	2.5% - \$72,702	2.5% - \$69,057	5.0% - \$81,539
FY 07	2.75% - \$60,868	5.5% - \$88,809	8.25% - \$78,700	5.5% - \$72,855	8.25% - \$88,266
FY 08	3.0% - \$62,694	6.0% - \$94,138	3.0% - \$81,061	3.0% - \$75,041	3.0% - \$90,914
FY 09	3.5% - \$64,889	7.0% - \$100,727	3.5% - \$83,898	3.5% - \$77,667	7.0% - \$97,278
FY 10	0% - \$64,889	0% - \$100,727	0% - \$83,898	0% - \$77,667	0% - \$97,278

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 **\$63,558** 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 **\$64,889**. That is:

\$1,331 (2.1%) **above** the FY 10 salary (\$63,558) needed to prevent loss of buying power due to inflation; \$5,211 (-7.4%) **below** Pitt's average salary for an assistant professor in FY 10 (\$70,100); and, \$19,711 (-23.3%) **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 **\$100,727**. That is:

\$37,169 (58.5%) **above** the FY 10 salary (\$63,558) needed to prevent loss of buying power due to inflation; \$30,627 (43.7%) **above** Pitt's average salary for an assistant professor in FY 10 (\$70,100); and, \$16,127 (19.1%) **above** 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 **\$83,898**. That is:

\$20,340 (32.0%) **above** the FY 10 salary (\$63,558) needed to prevent loss of buying power due to inflation; \$13,798 (19.7%) **above** Pitt's average salary for an assistant professor in FY 10 (\$70,100); and, \$702 (-0.8%) **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 **\$77,667**. That is:

\$14,109 (22.2%) **above** the FY 10 salary (\$63,558) needed to prevent loss of buying power due to inflation; \$7,567 (10.8%) **above** Pitt's average salary for an assistant professor in FY 10 (\$70,100); and, \$6,933 (-8.2%) **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 **\$97,278**. That is:

\$33,720 (53.1%) **above** the FY 10 salary (\$63,558) needed to prevent loss of buying power due to inflation; \$27,178 (38.8%) **above** Pitt's average salary for an assistant professor in FY 10 (\$70,100); and, \$12,678 (15.0%) **above** 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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