

The effect of various pay raises on a starting FY 95 Pitt associate professor salary of \$53,400

The Table below takes a hypothetical Pitt associate professor in FY 1995 with a starting salary of \$53,400 (the average salary for a Pitt associate 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 02 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 \$53,400	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 02	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 02	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 02
FY 96	0% - \$53,400	0% - \$53,400	0% - \$53,400	0% - \$53,400	0% - \$53,400
FY 97	3.5% - \$55,269	7.0% - \$57,138	3.5% - \$55,269	3.5% - \$55,269	7.0% - \$57,138
FY 98	3.0% - \$56,927	6.0% - \$60,566	9.0% - \$60,243	6.0% - \$58,585	9.0% - \$62,280
FY 99	2.7% - \$58,464	5.4% - \$63,837	2.7% - \$61,870	2.7% - \$60,167	2.7% - \$63,962
FY 00	3.5% - \$60,510	7.0% - \$68,305	3.5% - \$64,035	3.5% - \$62,273	7.0% - \$68,439
FY 01	4.0% - \$62,931	8.0% - \$73,770	12.0% - \$71,719	8.0% - \$67,255	12.0% - \$76,652
FY 02	3.5% - \$65,133	p15.0% - \$84,835	p15.0% - \$82,477	p15.0% - \$77,343	p15.0%-\$88,150
FY 03	2.5% - \$66,762	5.0% - \$89,077	2.5% - \$84,539	2.5% - \$79,277	5.0% - \$92,557
FY 04	2.5% - \$68,431	5.0% - \$93,531	7.5% - \$90,880	5.0% - \$83,241	7.5% - \$99,499
FY 05	2.5% - \$70,141	5.0% - \$98,208	2.5% - \$93,152	2.5% - \$85,322	2.5% - \$101,987
FY 06	2.5% - \$71,895	5.0% - \$103,118	2.5% - \$95,481	2.5% - \$87,455	5.0% - \$107,086
FY 07	2.75% - \$73,872	5.5% - \$108,789	8.25% - \$103,358	5.5% - \$92,265	8.25%-\$115,921
FY 08	3.0% - \$76,088	6.0% - \$115,316	3.0% - \$106,458	3.0% - \$95,033	3.0% - \$119,398
FY 09	3.5% - \$78,751	7.0% - \$123,389	3.5% - \$110,184	3.5% - \$98,359	7.0% - \$127,756
FY 10	0% - \$78,751	0% - \$123,389	0% - \$110,184	0% - \$98,359	0% - \$127,756

Note 1: Pitt associate and full professor average salaries in FY 10 were \$84,600 and \$128,300, 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 associate professor would need a FY 10 salary of **\$77,136** 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 associate professor’s projected FY 10 salary would be **\$78,751**. That is:

\$1,615 (2.1%) **above** the FY 10 salary (\$77,136) needed to prevent loss of buying power due to inflation;
\$5,849 (-6.9%) **below** Pitt's average salary for an associate professor in FY 10 (\$84,600); and,
\$49,549 (-38.6%) **below** Pitt's average salary for a full professor in FY 10 (\$128,300).

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 2002 when the increase was 15% after promotion to full professor), the associate professor's projected FY 10 salary would be **\$123,389**. That is:

\$46,253 (60.0%) **above** the FY 10 salary (\$77,136) needed to prevent loss of buying power due to inflation;
\$38,789 (45.8%) **above** Pitt's average salary for an associate professor in FY 10 (\$84,600); and,
\$4,911 (-3.8%) **below** Pitt's average salary for a full professor in FY 10 (\$128,300).

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 2002 it was a 15% increase after promotion to full professor), the associate professor's projected FY 10 salary would be **\$110,184**. That is:

\$33,048 (42.8%) **above** the FY 10 salary (\$77,136) needed to prevent loss of buying power due to inflation;
\$25,584 (30.2%) **above** Pitt's average salary for an associate professor in FY 10 (\$84,600); and,
\$18,116 (-14.1%) **below** Pitt's average salary for a full professor in FY 10 (\$128,300).

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 2002 it was a 15% increase after promotion to full professor), the associate professor's projected FY 10 salary would be **\$98,359**. That is:

\$21,223 (27.5%) **above** the FY 10 salary (\$77,136) needed to prevent loss of buying power due to inflation;
\$13,759 (16.3%) **above** Pitt's average salary for an associate professor in FY 10 (\$84,600); and,
\$29,941 (-23.3%) **below** Pitt's average salary for a full professor in FY 10 (\$128,300).

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 2002 it was a 15% increase after promotion to full professor), the associate professor's projected FY 10 salary would be **\$127,756**. That is:

\$50,620 (65.6%) **above** the FY 10 salary (\$77,136) needed to prevent loss of buying power due to inflation;
\$43,156 (51.0%) **above** Pitt's average salary for an associate professor in FY 10 (\$84,600); and,
\$544 (-0.4%) **below** Pitt's average salary for a full professor in FY 10 (\$128,300).

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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