

Meeting with President Rawlings

Consensus

1. Future reports on progress in raising faculty salaries would follow the format detailed in the attached document.
2. In both the endowed and statutory units, the average salary of the peer comparison group will be the goal for Cornell faculty salaries.
3. In the endowed units, five years will be the nominal planning period for reaching this goal; in the statutory units, it will take somewhat longer.
4. The administration invites the Financial Policy Committee to make suggestions for strategies to meet this goal.

Comparison Institutions and Adjusted Salaries '99 – '00

	<u>Endowed</u>	<u>Statutory</u>	
1. Stanford	100.8	Pennsylvania	96.7
2. CalTech	100.1	U.C. Berkeley	89.0
3. Chicago	98.6	North Carolina	79.6
4. Pennsylvania	97.3	U.C. Davis	77.1
5. Princeton	96.1	Minnesota	76.0
6. Yale	94.2	Penn State	74.3
7. Columbia	92.6	Ohio State	74.3
8. UCLA	87.6	Wisconsin	73.9
9. Michigan	85.6	Michigan State	69.9
10. Cornell	84.7	Texas A&M	68.8
11. U.C. San Diego	82.9	Cornell	68.7
<i>Average (excluding Cornell)</i>	93.6		78.0

Format for Faculty Salary Comparisons

- I. Nine Month Equivalent Salaries by:
 - A. Endowed and Statutory Separately
 - B. Full, Associate and Assistant Professor
 - C. Weighted Average for all Ranks by Cornell Faculty Distribution
 - D. Tabular form for Current Year with Peer Comparisons
 - E. Graphically for Last 25 Years with Peer Comparisons

- II. Percentage Differences for Items 1A – 1C
 - A. Tabular & Graphical as in 1D – 1E
 - B. Percentage Change Over Past Year