

	School	2019 Avg Full Professor*	2018 Avg Full Professor	18-19 Annual Growth Rate (%)	Comp Annual Growth Rate	2011 Avg Full Professor Salary	Comp 2011 Avg. Full Professor Salary
1	Columbia	259.7	251.3	3.3	8	191.4	2
2	Stanford	256.1	246.2	4.0	6	188.4	4
4	Princeton	248.0	238.0	4.2	4	186.0	5
3	Harvard	244.3	245.8	-0.6	20	193.8	1
5	U of C	241.9	234.3	3.2	9	190.0	3
6	MIT	232.2	222.8	4.2	4	165.8	11
9	Yale	230.9	214.3	7.8	1	177.1	6
7	Penn	223.6	217.3	2.9	10	175.1	8
8	NYU	218.3	214.5	1.8	18	175.9	7
10	Northwestern	215.2	211.2	1.9	16	169.5	10
11	Duke	214.2	209.7	2.2	14	163.4	13
13	UCLA	214.0	204.0	4.9	3	153.7	17
12	CalTech	209.8	204.2	2.7	11	171.5	9
14	Georgetown	206.1	203.4	1.3	19	158.9	14
15	Vanderbilt	205.9	198.8	3.6	7	151.3	18
18	Cal-Berkeley	201.7	191.2	5.5	2	149.1	20
16	Wash U	201.7	196.6	2.6	13	164.9	12
17	Rice	196.6	193.0	1.9	16	155.2	16
19	Brown	187.7	183.9	2.1	15	150.7	19
20	Cornell	183.5	178.7	2.7	11	157.8	15
Average		219.6	213.0	3.1		168.4	

*1000s

	School	2019 Avg Assistant Professor Salary*	2018 Avg Assistant Professor Salary	18-19 Annual Growth Rate (%)	Comp Annual Growth Rate	2011 Avg Assistant Professor Salary	Comp 2011 Avg. Assistant Professor Salary
1	Stanford	137.0	131.6	4.1	6	103.4	4
2	Harvard	134.6	140.7	-4.3	20	104.0	3
3	Penn	132.6	130.3	1.8	17	106.8	2
4	Cal Tech	132.5	128.3	3.3	10	108.1	1
5	MIT	132.1	124.5	6.1	3	100.0	6
6	Columbia	130.2	126.2	3.2	11	97.2	7
7	U of C	128.5	121.4	5.6	5	100.5	5
8	Duke	121.9	114.1	6.8	2	87.2	16
9	Georgetown	120.3	115.6	4.1	6	88.9	13
10	Cornell	118.9	116.6	2.0	16	96.5	9
11	Princeton	118.4	115.2	2.8	12	90.8	11
12	Yale	117.9	109.6	7.6	1	87.5	15
13	Northwestern	117.2	116.7	0.4	18	96.8	8
14	Cal-Berkeley	115.4	111.0	4.0	8	88.4	14
15	Wash U	114.4	110.4	3.6	9	89.9	12
16	Rice	113.9	107.6	5.9	4	86.4	17
17	NYU	113.4	115.2	-1.6	19	95.6	10
18	UCLA	108.6	106.0	2.5	13	84.0	18
19	Vanderbilt	105.1	102.5	2.5	13	74.6	20
20	Brown	99.7	97.4	2.4	15	80.9	19
Average		119.8	118.0	3.1		98.0	

*1000s

Comparison of Salary Increases

		NU Continuing Faculty				All NU Faculty	Average Peers	All NU Faculty	Average Peers		All NU Faculty	Average Peers	
		Previous Average Salary	New Average Salary	Annual Percent Increase		Average Salary	Average Salary	Annual Percent Increase	Annual Percent Increase	Ratio NU to Peer Average		Average % Increase Since 2011	Average % Increase Since 2011
2018-19	Full Professors	210.5	215.0	2.1		215.2	219.6	1.9	3.1	98.0		3.0	3.3
	Asst. Professors	117.3	123.4	5.3		117.2	120.6	0.4	3.1	97.2		2.4	2.6
2017-18	Full Professors	201.2	209.3	3.9		211.2	213.0	5.2	3.6	99.1		3.1	3.2
	Asst. Professors	114.5	120.9	5.5		116.7	117.0	-0.4	2.7	99.7		2.6	2.5
2016-17	Full Professors	192.9	202.1	4.7		200.7	205.4	3.5	2.6	97.7		2.8	3.2
	Asst. Professors	110.4	117.0	5.8		117.2	113.9	4.9	2.7	103.5		3.2	3.3
2015-2016	Full Professors	187.8	195.5	4.0		193.7	200.2	3.3	3.5	96.8			
	Asst. Professors	106.3	112.0	5.2		111.4	110.9	4.1	3.9	100.5			
2014-2015	Full Professors	182.6	189.3	3.6		187.4	193.3	2.9	3.1	96.9			
	Asst. Professors	102.1	107.5	5.1		106.9	106.7	4.0	3.0	100.2			
2013-2014	Full Professors	176.8	184.0	4.0		182.0	187.4	3.0	3.1	97.1			
	Asst. Professors	96.7	102.0	5.3		102.7	103.5	4.3	3.4	99.2			
2012-2013	Full Professors					176.7	181.6	2.6	3.3	97.3			
	Asst. Professors					98.4	100.0	-0.5	4.8	98.4			
2011-2012	Full Professors					172.1	175.7	1.5	3.6	98.0			
	Asst. Professors					98.9	95.3	2.1	-2.8	103.8			
2010-2011	Full Professors					169.5	169.5			100.0			
	Asst. Professors					96.8	98.0			98.8			

Northwestern University
Summary of Full-time Tenure-line Faculty Median Salaries (1)
2017-18

	Kellogg School of Management	School of Education & Social Policy	Medill School	Pritzker School of Law	WCAS Natural Sciences	WCAS Social Sciences	WCAS Humanities	Feinberg School of Medicine (2)	Bienen School of Music	School of Communication	McCormick School of Engr & AS
Professor											
75th Percentile	\$392,398	\$227,825	\$170,709	\$291,192	\$212,000	\$234,945	\$201,500	\$247,631	\$177,837	\$210,576	\$212,489
50th Percentile	\$353,945	\$160,680	\$163,229	\$249,729	\$180,000	\$199,500	\$166,375	\$207,705	\$155,394	\$162,566	\$181,746
25th Percentile	\$318,123	\$150,365	\$136,593	\$223,078	\$135,300	\$150,000	\$143,500	\$172,160	\$130,711	\$130,925	\$155,317
N	66	17	11	38	99	107	50	38	16	47	122
Associate Professor											
75th Percentile	\$277,003				\$132,000	\$133,500	\$116,375	\$162,292	\$113,550	\$116,792	\$141,265
50th Percentile	\$247,806	\$123,804	\$165,875		\$117,678	\$118,707	\$103,900	\$155,541	\$103,337	\$98,758	\$127,923
25th Percentile	\$226,508				\$108,098	\$104,625	\$93,750	\$128,125	\$98,714	\$94,269	\$120,093
N	31	6	7	4	19	60	52	19	17	25	38
Assistant Professor											
75th Percentile	\$223,450				\$108,000	\$108,150	\$81,500	\$126,030		\$100,000	\$116,114
50th Percentile	\$190,008	\$91,660			\$103,250	\$97,000	\$80,000	\$120,000		\$80,966	\$113,159
25th Percentile	\$180,708				\$101,475	\$88,500	\$79,000	\$114,179		\$79,835	\$111,002
N	34	8	2	3	30	43	26	17	3	22	25

Footnotes:

(1) Full-time tenure-line faculty members are included at the rank of Assistant Professor and above who were active on 11/1/17. Faculty members are reported in the school of their primary department. Faculty spending over 50% of their time in an administrative position and research faculty are excluded. Salaries are on a nine-month basis, except for Feinberg School of Medicine. College Fellows and Jacobs Scholars are included with Assistant Professors.

(2) Includes basic science departments and not clinical departments. Salaries on a twelve-month basis with chairs are excluded.

No salary figures are shown for categories with less than 5 people. Median only is shown for categories with between 5 and 8 people.

Northwestern University
Summary of Full-time Non-Tenure-line Instructional Faculty Median Salaries (1)
2017-18

	Kellogg School of Management	School of Education & Social Policy	Medill School	Pritzker School of Law	WCAS Natural Sciences	WCAS Social Sciences	WCAS Humanities	Bienen School of Music	School of Communication	McCormick School of Engr & AS
Professor of Instruction, Clinical Professor, and Professor of Practice										
75th Percentile	\$275,599			\$192,265			\$91,000			
50th Percentile	\$237,061		\$162,533	\$149,841	\$112,815	\$131,500	\$88,300			
25th Percentile	\$186,043			\$129,001			\$83,000			
N	27		7	22	7	5	9			1
Associate Professor of Instruction, Associate Clinical Professor										
75th Percentile	\$183,824		\$150,891	\$111,843		\$96,250	\$73,250			
50th Percentile	\$170,933		\$120,201	\$94,166	\$82,000	\$89,175	\$68,500			\$126,116
25th Percentile	\$168,227		\$116,389	\$82,929		\$80,000	\$66,000			
N	8		9	19	7	9	36	1	1	8
Assistant Professor of Instruction, Assistant Clinical Professor										
75th Percentile	\$166,464		\$99,355	\$102,753			\$65,250			
50th Percentile	\$163,238		\$88,780	\$95,425	\$77,000	\$81,700	\$59,600			92,025.00
25th Percentile	\$160,000		\$84,950	\$92,676			\$56,750			
N	9	3	10	13	7	8	28		1	6
Distinguished Senior Lecturer										
75th Percentile										
50th Percentile										
25th Percentile										
N					1	1			1	
Senior Lecturer										
75th Percentile								\$73,730	\$81,097	
50th Percentile								\$71,876	\$68,778	
25th Percentile								\$66,757	\$57,641	
N	1		3	3	1	3	3	10	16	3

Footnotes:

(1) Full-time non tenure-line instructional faculty members are included at the rank of Senior Lecturer and above who were active on 11/1/17. Faculty members are reported in the school of their primary department. Faculty spending over 50% of their time in an administrative position and research faculty are excluded. Salaries are on a nine-month basis.

No salary figures are shown for categories with less than 5 people. Median only is shown for categories with between 5 and 8 people. Feinberg School of Medicine is excluded.

Northwestern University
Summary of Full-time Tenure-line Faculty Median Salaries (1)
2018-19

	Kellogg School of Management	School of Education & Social Policy	Medill School	Pritzker School of Law	WCAS Natural Sciences	WCAS Social Sciences	WCAS Humanities	Feinberg School of Medicine (2)	Bienen School of Music	School of Communication	McCormick School of Engr & AS
Professor											
75th Percentile	\$401,424	\$233,293	\$174,806	\$303,367	\$214,700	\$245,952	\$205,530	\$252,584	\$180,402	\$213,524	\$216,951
50th Percentile	\$357,082	\$199,299	\$170,175	\$255,286	\$182,700	\$201,748	\$173,305	\$214,664	\$154,444	\$166,173	\$186,441
25th Percentile	\$325,087	\$158,105	\$139,325	\$226,427	\$137,871	\$152,200	\$145,656	\$174,525	\$133,425	\$130,534	\$155,432
N	68	19	9	42	97	112	51	34	15	46	123
Associate Professor											
75th Percentile	\$270,996	\$200,000	\$137,795		\$132,425	\$129,920	\$116,600	\$164,747	\$114,044	\$123,430	\$145,079
50th Percentile	\$255,599	\$123,534	\$126,775		\$121,981	\$119,571	\$104,255	\$154,910	\$102,949	\$100,504	\$129,668
25th Percentile	\$213,019	\$116,659	\$116,275		\$112,473	\$104,236	\$95,700	\$128,942	\$96,520	\$95,554	\$122,280
N	38	7	9	3	28	61	49	20	18	26	42
Assistant Professor											
75th Percentile	\$226,240	\$101,000			\$106,100	\$125,000	\$82,215	\$127,968		\$88,187	\$117,459
50th Percentile	\$193,118	\$95,000			\$104,391	\$96,646	\$80,895	\$123,700		\$82,100	\$114,889
25th Percentile	\$191,034	\$92,000			\$103,525	\$89,250	\$80,000	\$117,661		\$76,000	\$112,795
N	28	11	1	2	26	39	22	18	4	28	33

Footnotes:

(1) Full-time tenure-line faculty members are included at the rank of Assistant Professor and above who were active on 11/1/18. Faculty members are reported in the school of their primary department. Faculty spending over 50% of their time in an administrative position and research faculty are excluded. Salaries are on a nine-month basis, except for Feinberg School of Medicine. College Fellows and Jacobs Scholars are included with Assistant Professors.

(2) Includes basic science departments and not clinical departments. Salaries on a twelve-month basis with chairs are excluded

No salary figures are shown for categories with less than 5 people. Median only is shown for categories with between 5 and 8 people.

Northwestern University
Summary of Full-time Non-Tenure-line Instructional Faculty Median Salaries (1)
2018-19

	Kellogg School of Management	School of Education & Social Policy	Medill School	Pritzker School of Law	WCAS Natural Sciences	WCAS Social Sciences	WCAS Humanities	Bienen School of Music	School of Communication	McCormick School of Engr & AS
Professor of Instruction, Clinical Professor, and Professor of Practice										
75th Percentile	\$279,542			\$171,941			\$89,000			
50th Percentile	\$243,402		\$158,687	\$146,082	\$115,900	\$117,700	\$85,700			
25th Percentile	\$195,330			\$114,416			\$79,000			
N	26		6	29	8	7	9			3
Associate Professor of Instruction, Associate Clinical Professor										
75th Percentile	\$190,856		\$153,600	\$104,914	91,300.00	\$92,425	\$74,000			
50th Percentile	\$181,036		\$121,492	\$97,258	\$84,500	\$81,750	\$69,000			\$150,488
25th Percentile	\$174,787		\$119,182	\$83,928	82,500.00	\$79,818	\$66,700			
N	10	1	9	16	10	12	35	1	1	5
Assistant Professor of Instruction, Assistant Clinical Professor										
75th Percentile			\$102,477	\$97,620	\$90,400		\$63,800			\$95,000
50th Percentile	\$167,260		\$96,504	\$94,808	\$82,000	\$82,750	\$60,000			\$92,000
25th Percentile			\$87,782	\$81,000	\$72,000		\$58,000			\$90,000
N	8	2	10	11	9	6	29			9
Senior Lecturer										
75th Percentile									\$84,630	
50th Percentile									\$75,000	
25th Percentile									\$61,001	
N	1		3	3	2	1	4	4	19	

Footnotes:

(1) Full-time non tenure-line instructional faculty members are included at the rank of Senior Lecturer and above who were active on 11/1/18. Faculty members are reported in the school of their primary department. Faculty spending over 50% of their time in an administrative position and research faculty are excluded. Salaries are on a nine-month basis.

No salary figures are shown for categories with less than 5 people. Median only is shown for categories with between 5 and 8 people. Feinberg School of Medicine is excluded.

Percentage Increase in Median Tenure Track Salaries

	Kellogg School of Management	School of Ed & Social Policy	Medill School	Pritzker School of Law	WCAS Natural Sciences	WCAS Social Sciences	WCAS Humanities	Bienen School of Music	School of Comm	McCormick School of Engineering	Feinberg School of Medicine
Professor											
75th	2.3	2.4	2.4	4.2	1.3	4.7	2.0	1.4	1.4	2.1	2.0
50th	0.9	-12.5	4.3	2.2	1.5	1.1	4.2	-0.6	2.2	2.6	3.4
25th	2.2	5.2	2.0	1.5	1.9	1.5	1.5	2.1	-0.3	0.1	1.4
Associate Professor											
75th	-2.2				0.3	-2.7	0.2	0.4	5.7	2.7	1.5
50th	3.1	-0.2	-23.6		3.7	0.7	0.3	-0.4	1.8	1.4	-0.4
25th	-6.0				4.1	-0.4	2.1	-2.2	1.4	1.8	0.6
Assistant Professor											
75th	1.3				-1.8	15.6	0.9		-11.8	1.2	1.5
50th	1.6	3.6			1.1	-0.4	1.1		1.4	1.5	1.5
25th	5.7				2.0	0.9	1.3		-4.8	1.6	1.6
Average	1.	-0.3	-3.7	2.6	1.6	2.3	1.5	0.4	-0.3	1.7	1.5

Percentage Increase in Median NTE Salaries

	Kellogg School of Management	School of Ed & Social Policy	Medill School	Pritzker School of Law	WCAS Natural Sciences	WCAS Social Sciences	WCAS Humanities	Bienen School of Music	School of Comm	McCormick School of Engineering
Professor										
75th	1.4			-10.6			-2.2			
50th	2.7		-2.4	-2.5	2.7	-10.5	-2.9			
25th	5.0			-11.3			-4.8			
Associate Professor										
75th	3.8		1.8	-6.2		-4.0	1.0			
50th	5.9		1.1	3.3	3.1	-8.3	0.7			19.3
25th	3.9		2.4	1.2		-0.2	1.1			
Assistant Professor										
75th			3.1	-5.0			-2.2			
50th	2.5		8.7	-0.7	6.5	1.3	0.7			0.0
25th			3.3	-12.6			2.2			
Distinguished Senior Lecturer										
75th										
50th										
25th										
Senior Lecturer										
75th									4.4	
50th									9.1	
25th									5.8	
Average	3.6		2.6	-4.9	4.1	-4.4	-0.7		6.4	9.7