

Stanford Faculty Salary Information 2008-2009

This is the text of notes on the annual publication of faculty salaries prepared by the Office of the Provost

Stanford has disclosed for many years summary measures of faculty salaries to give faculty and administrators a reasonable idea of how each individual's salary compares with others, either graphically or in tables. This year, the Office of the Provost is publishing summary mea-

asures of faculty salaries for academic year 2008/2009 in tables. Starting in 2005, the format of the salary tables has been changed from quartiles to thirds.

For all schools except the Law School and the School of Medicine, the table shows information separately by years

in rank for each school with further disaggregation to reflect the divisional structures in the School of Humanities and Sciences. The Law School shows information by years since degree. The School of Medicine table has been redesigned to accommodate the School's new salary structure. The 33rd percentile and the 66th percentile and the number of faculty in the category are shown in each row. The 33rd percentile is the level below which 33 percent of the sala-

ries of the faculty in the category fall. (Conversely, 66 percent of the faculty members in the category have salaries above this level.) The 66th percentile is similarly defined for the category. The salary figures for cases of small populations, defined as fewer than eight faculty members, are not shown to assure that individual salaries remain private. The years in rank categories vary from school to school to ensure privacy and meaningful group size.

The following notes explain the derivation of the population of salaries.

(1) The overall population consists of the salaries of full, associate and assistant professors who were members of the tenure line faculty as of September 1, 2008. The table for the School of Medicine faculty includes the tenure line faculty, the non-tenure line (Research) faculty, the non-tenure line (Clinical) faculty, and the Medical Center Line faculty. For all other schools, non-tenure line (Applied Research, Performance, Teaching, or Research) faculty, Associate Deans in the Graduate School of Business, and full-time administrators are not included in the calculations.

(2) Salaries in the School of Medicine are on a twelve month basis. Salaries for all other schools are on a nine month basis.

(3) Salaries of those faculty in the School of Medicine who are researchers and who have appointments in Clinical departments are included in the Basic Science salary ranges.

(4) Salaries for faculty members (both M.D. and Ph.D. holders) in the School of Medicine include the base and variable components only.

(5) Faculty who hold joint appointments across schools are reported in their primary school.

(6) Faculty in some schools had significant professional experience outside the University setting before coming to Stanford. This experience was taken into account when assigning years in rank for these individuals.

School of Humanities and Sciences: Humanities

Years in Rank	33rd percentile	66th percentile	Number
Professor			
1-10	117,802	140,600	33
11-20	150,257	175,212	47
21+	149,530	178,189	42
Associate Professor			
All years	93,698	100,162	44
Assistant Professor			
All years	71,957	77,574	40

School of Humanities and Sciences: Natural Sciences

Years in Rank	33rd percentile	66th percentile	Number
Professor			
1-10	138,405	151,666	31
11-20	152,200	181,395	32
21+	157,369	197,452	47
Associate Professor			
All years	103,536	121,813	18
Assistant Professor			
All years	75,520	87,425	20

School of Humanities and Sciences: Social Sciences

Years in Rank	33rd percentile	66th percentile	Number
Professor			
1-10	162,864	195,736	25
11-20	188,226	221,854	22
21+	180,773	221,100	35
Associate Professor			
All years	97,309	126,177	20
Assistant Professor			
All years	85,105	104,053	42

Graduate School of Business

Years in Rank	33th percentile	66th percentile	Number
Professor			
0-10	224,978	259,552	23
11-20	252,375	259,660	16
21+	252,776	275,078	17
Associate Professor			
All years	171,890	211,528	23
Assistant Professor			
All years	147,790	184,110	22

School of Earth Sciences

Years in Rank	33rd percentile	66th percentile	Number
Professor			
1-10	140,221	154,775	11
11+	155,047	173,914	16
Associate Professor			
All years	Withheld for privacy reasons		5
Assistant Professor			
All years	90,350	96,522	9

School of Medicine Faculty Salary Table 2008-2009
Clinical and Basic Science Faculty [UTL, MCL, NTL(C), NTL(R)]

Salary Range	33rd percentile	66th percentile	Number
Professor			
Range A	290,825	366,213	35
Range B	246,718	298,541	67
Range C	201,039	227,748	135
Range F	190,323	225,103	133
Associate Professor			
Range B	252,963	299,008	16
Range C	213,832	233,086	62
Range D	173,453	187,748	101
Range G	134,008	151,431	57
Assistant Professor			
Range C	215,566	250,000	26
Range D	203,340	232,875	50
Range E	153,556	167,310	86
Range H	112,274	119,340	61

\$170,000 - 575,000 Range A includes:
Professors in CT Surgery/CV Surgery, Neurosurgery, Orthopaedic Surgery/Ortho Surgery, Surgery/Pediatric, Surgery/Plastic Surgery, Surgery/Surgical Oncology, Surgery/Transplant Surgery, Surgery/Vascular.

\$150,000 - 383,000 Range B includes:
Professors in Anesthesia, Ob/Gyn, Ophthalmology, Orthopaedic Surgery/PM&R, Orthopaedic Surgery/Sports Medicine, Otolaryngology, Radiation Oncology, Radiology, Surgery/GI, Surgery/Other, Urology. • Associate Professors in CT Surgery/CV Surgery, Neurosurgery, Orthopaedic Surgery/Ortho Surgery, Surgery/Pediatric, Surgery/Plastic Surgery, Surgery/Surgical Oncology, Surgery/Transplant Surgery, Surgery/Vascular.

\$120,000 - 342,000 Range C includes:
Professors in Dermatology, Medicine (All), Neurology, Pathology, Pediatrics (All), Psychiatry. • Associate Professors in Anesthesia, Ob/Gyn, Ophthalmology, Orthopaedic Surgery/PM&R, Orthopaedic Surgery/Sports Medicine, Otolaryngology, Radiation Oncology, Radiology, Surgery/GI, Surgery/Other, Urology. • Assistant Professors in CT Surgery/CV Surgery, Neurosurgery, Orthopaedic Surgery/Ortho Surgery, Surgery/Pediatric, Surgery/Plastic Surgery, Surgery/Surgical Oncology, Surgery/Transplant Surgery, Surgery/Vascular.

\$100,000 - 284,000 Range D includes:
Associate Professors in Dermatology, Medicine (All), Neurology, Pathology, Pediatrics (All), Psychiatry. • Assistant Professors in Anesthesia, Ob/Gyn, Ophthalmology, Orthopaedic Surgery/PM&R, Orthopaedic Surgery/Sports Medicine, Otolaryngology, Radiation Oncology, Radiology, Surgery/GI, Surgery/Other, Urology.

\$85,000 - 244,000 Range E includes: *
Assistant Professors in Dermatology, Medicine (All), Neurology, Pathology, Pediatrics (All), Psychiatry.

\$110,000 - 255,000 Range F includes:
Professors in Biochemistry, Bioengineering, Chemical & Systems Biology, Comparative Medicine, Developmental Biology, Genetics, Health Research & Policy, Microbiology & Immunology, Molecular & Cellular Physiology, Neurobiology, Structural Biology. *Researchers in Clinical Departments.

\$84,000 - 174,000 Range G includes: *
Associate Professors in Biochemistry, Bioengineering, Chemical & Systems Biology, Comparative Medicine, Developmental Biology, Genetics, Health Research & Policy, Microbiology & Immunology, Molecular & Cellular Physiology, Neurobiology, Structural Biology. *Researchers in Clinical Departments.

\$66,000 - 149,000 Range H includes: *
Assistant Professors in Biochemistry, Bioengineering, Chemical & Systems Biology, Comparative Medicine, Developmental Biology, Genetics, Health Research & Policy, Microbiology & Immunology, Molecular & Cellular Physiology, Neurobiology, Structural Biology. *Researchers in Clinical Departments.

* Includes Ph.D.'s (UTL and MCL) and NTL(R) in Clinical Departments.

School of Law

Years in Rank	33rd percentile	66th percentile	Number
Professor			
1-15	202,543	221,120	8
16-24	253,714	265,345	8
25+	252,320	260,900	21
Associate Professor			
All years	Withheld for privacy reasons		2
Assistant Professor			
All years	Withheld for privacy reasons		3

School of Education

Years in Rank	33rd percentile	66th percentile	Number
Professor			
All years	161,297	180,310	27
Associate Professor			
All years	110,205	134,700	11
Assistant Professor			
All years	78,366	82,280	9

School of Engineering

Years in Rank	33rd percentile	66th percentile	Number
Professor			
1-10	138,000	161,500	51
11-20	149,000	186,000	42
21+	160,500	185,000	32
Associate Professor			
All years	115,000	128,000	40
Assistant Professor			
All years	Please see note		50

Note: Salaries for Assistant Professors are set by BS year, starting at \$90,00 for a BS year of 2004