

**From:** Wall, John

**Sent:** Wednesday, August 11, 2010 2:56 PM

**To:** College of Medicine Council Secretary; Porter, Marlene; Willey, James; Joe, Bina; Milz, Sheryl; Weldy, David; Reynolds, Jennifer Mary; Hanna, Wafaa; Tietz, Liz (Elizabeth)

**Cc:** Gardner, April; Kimmel, Sanford; Lecka-Czernik, Beata; Margiotta, Joseph; Skeel, Roland; Trempe, James

**Subject:** UT COM Council Salary Review

To COM Council Executive Committee:

The Bylaws of the COM Council specify that the Faculty Affairs Committee (FAC) has the responsibility to prepare an annual report that compares COM faculty salaries and national salary trends.

A report has been prepared by FAC members Shery Milz and April Gardner, and has been reviewed and unanimously approved to be forwarded to the COM Council Executive Committee by the FAC (April Gardner, Sanford Kimmel, Beata Lecka-Czernik, Joseph Margiotta, Sheryl Milz, Roland Skeel, and James Trempe). This report is attached.

Please note the following.

- This report reviews salaries of UT COM non-physician faculty in Basic Science and Clinical departments, but does not review salaries of UT COM physician faculty. The FAC was not able to review all UT COM salaries. Salaries of COM non-physician faculty are public information, whereas COM physician faculty salaries have one component that is public and a UT Physicians component that is not public information. Working on behalf of the FAC, Sanford Kimmel attempted to work out an arrangement with UT Physicians leadership to obtain UT Physician salary components, but this was not possible (even though salary information was sought in a format that would not identify salaries of individual faculty members). When this problem was subsequently discussed at the COM Council Executive Committee meeting (February 26, 2010) and the COM Council meeting with Dr. Gold (March 4, 2010), questions were raised about whether COM physician faculty had a need to be included in a faculty salary review. Given this history, the FAC focus shifted to producing a salary review of COM non-physician faculty only.
- The review compares publically available 2009 salaries of COM non-physician faculty in basic science and clinical departments to the most recent (2008/2009) and comparable AAMC data for respective National and Midwest salary levels. All data were obtained from Wafaa Hanna.
- There are two parts to the review.

In one part, 25<sup>th</sup> and 75<sup>th</sup> percentile, median, and mean salaries are compared on a department by department basis for different ranks, genders, and ranks + genders. In comparisons of COM salaries to National and Midwest scales, shading indicates COM salaries that are below the indicated scale for that rank and department. In comparisons of COM salaries of female and male faculty, shading indicates gender with lower salary for same rank in that department.

In a second part, the above department by department comparisons are summarized in a summary table, with "X" indicating COM salaries that are below the indicated National or Midwest scales, and the number of COM faculty at each rank that are below these scales.

The FAC suggests the data indicate that UT COM non-physician faculty salaries are commonly substantially below National and Midwest benchmarks. There also appear to be variable differences in salaries of male and female faculty at the same rank in a department, which may suggest a need for departmental review of these differences.

Respectfully submitted,  
John Wall, Chair FAC

**Summary of UT COM Non-Physician Salary Comparisons to AAMC Levels  
July 13, 2010**

*Basic Science Departments*

Salaries Below AAMC 2008-2009 National Levels

Rank	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean	Number Below Median
<i>Biochemistry and Cancer Biology</i>					
Assistant Professor			X		1 of 3
Associate Professor	X	X	X	X	4 of 4
Professor	X	X	X	X	3 of 5
<i>Medical Microbiology</i>					
Assistant Professor	X	X	X	X	4 of 5
Associate Professor					0 of 1
Professor		X	X	X	5 of 5
<i>Neurosciences</i>					
Assistant Professor	X	X	X	X	2 of 3
Associate Professor	X	X	X		3 of 5
Professor	X	X	X	X	6 of 6
<i>Physiology and Pharmacology</i>					
Assistant Professor			X		3 of 9
Associate Professor					1 of 4
Professor		X	X	X	6 of 10
<i>Public Health and Preventive Medicine</i>					
Professor (Biostatistics)	X	X	X	X	1 of 1
Assistant Professor (MD)	X	X	X	X	1 of 1
Assistant Professor	X	X	X	X	1 of 1
Associate Professor		X	X	X	1 of 1
Professor					1 of 2

*(my docs file: 2009-2010 COM Council Review of UT COM Non-Physician Salaries)*

*Basic Science Departments*

Salaries Below AAMC 2008-2009 Midwest Levels

Rank	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean	Number Below Median
<i>Biochemistry and Cancer Biology</i>					
Assistant Professor			X		1 of 3
Associate Professor		X	X	X	3 of 4
Professor	X	X	X	X	3 of 5
<i>Medical Microbiology</i>					
Assistant Professor	X	X	X	X	4 of 5
Associate Professor					0 of 1
Professor		X	X	X	4 of 5
<i>Neurosciences</i>					
Assistant Professor			X	X	1 of 3
Associate Professor			X		2 of 5
Professor		X	X	X	5 of 6
<i>Physiology and Pharmacology</i>					
Assistant Professor			X		3 of 9
Associate Professor					1 of 4
Professor		X	X	X	6 of 10
<i>Public Health and Preventive Medicine</i>					
Professor (Biostatistics)	X	X	X	X	1 of 1
Assistant Professor (MD)	X	X	X	X	1 of 1
Assistant Professor	X	X	X	X	1 of 1
Associate Professor		X	X	X	0 of 1
Professor					1 of 2

*Clinical Science Departments*

Salaries Below AAMC 2008-2009 National Levels

Rank	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean	Number Below Median
<i>Medicine</i>					
Assistant Professor	X	X	X	X	6 of 6
Associate Professor	X	X	X	X	2 of 2
Professor		X	X	X	1 of 2
<i>Orthopaedic Surgery</i>					
Assistant Professor	X	X	X	X	1 of 1
Associate Professor	X	X	X	X	1 of 1
Professor		X	X	X	1 of 1
<i>Pediatrics</i>					
Associate Professor		X	X	X	1 of 1
Professor	X	X	X	X	1 of 1
<i>Psychiatry</i>					
Assistant Professor	X	X	X	X	1 of 1
Associate Professor	X	X	X	X	3 of 3
Professor	X	X	X	X	2 of 2
<i>Radiation Oncology</i>					
Assistant Professor	X	X	X	X	2 of 2
Professor		X	X	X	1 of 1
<i>Radiology</i>					
Associate Professor			X		0 of 1
<i>Surgery</i>					
Assistant Professor	X	X	X	X	1 of 1
Associate Professor		X	X	X	1 of 1
Professor	X	X	X	X	1 of 1
<i>Urology</i>					
Associate Professor	X	X	X	X	1 of 1
Professor	X	X	X	X	1 of 1

*Clinical Science Departments*

Salaries Below AAMC 2008-2009 Midwest Levels

Rank	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean	Number Below Median
<i>Medicine</i>					
Assistant Professor	X	X	X	X	6 of 6
Associate Professor	X	X	X	X	2 of 2
Professor		X	X	X	1 of 2
<i>Orthopaedic Surgery</i>					
Assistant Professor	X	X	X	X	1 of 1
Associate Professor	X	X	X	X	1 of 1
Professor		X	X	X	1 of 1
<i>Pediatrics</i>					
Associate Professor	X	X	X	X	1 of 1
Professor	X	X	X	X	1 of 1
<i>Psychiatry</i>					
Assistant Professor	X	X	X	X	1 of 1
Associate Professor	X	X	X	X	3 of 3
Professor	X	X	X	X	2 of 2
<i>Radiation Oncology</i>					
Assistant Professor	X	X	X	X	2 of 2
Professor			X	X	0 of 1
<i>Radiology</i>					
Associate Professor					0 of 1
<i>Surgery</i>					
Assistant Professor	X	X	X	X	1 of 1
Associate Professor		X	X	X	1 of 1
Professor	X	X	X	X	1 of 1
<i>Urology</i>					
Associate Professor	X	X	X	X	1 of 1
Professor	X	X	X	X	1 of 1

Physician Assistant Studies  
Salaries Below PAEA Numbers

Rank	PAEA National	PAEA Regional	Number Below Median
Program Director		NA	0 of 1
Faculty	X	X	2 of 2
Academic Coordinator	X	NA	1 of 1
Clinical Coordinator	X	NA	1 of 1

Notes:

- Above tables compare statistics for UT COM non-physician faculty salaries with equivalent statistics provided by AAMC (e.g., 25<sup>th</sup> percentile of UT compared with 25<sup>th</sup> percentile as reported by AAMC)
  - UT COM salaries that are below AAMC salaries are indicated by an X in that cell
- Department from AAMC used for comparison
  - Biochemistry and Cancer Biology (UT) with Biochemistry (AAMC)
  - Medical Microbiology and Immunology (UT) with Microbiology (AAMC)
  - Neurosciences (UT) with Neurosciences (AAMC)
  - Physiology and Pharmacology (UT) with both Physiology and Pharmacology (AAMC)
  - Public Health and Preventive Medicine (UT) with Biostatistics, Community Health, MD and Preventive Medicine, MD, and Community Health, PhD and Preventive Medicine, PhD
  - Medicine (UT) with Total Medicine (AAMC)
  - Orthopaedic Surgery (UT) with Orthopaedic Surgery (AAMC)
  - Pediatrics (UT) with Total Pediatrics (AAMC)
  - Psychiatry (UT) with Psychiatry (AAMC)
  - Radiation Oncology (UT) with Radiation Oncology (AAMC)
  - Surgery (UT) with Total Surgery (AAMC)
  - Urology (UT) with Urology (AAMC)

### Biochemistry and Cancer Biology

	Count	25th	Median	75th	Mean
<i>AAMC 2008-2009 National Numbers (Biochemistry)</i>					
Assistant Professor	340	64	81	92	79.6
Associate Professor	272	90	104	117	103.8
Professor	436	122	148	179	158.4
<i>COM Numbers</i>					
Assistant Professor	3	80	84	86	83.1
Associate Professor	4	88	92	97	91.6
Professor	5	98	107	157	130.4

### Biochemistry and Cancer Biology

	Count	25th	Median	75th	Mean
<i>AAMC 2008-2009 Midwest Numbers (Biochemistry)</i>					
Assistant Professor	120	74	83	94	83.0
Associate Professor	110	88	100	116	100.6
Professor	179	125	144	170	150.6
<i>COM Numbers</i>					
Assistant Professor	3	80	84	86	83.1
Associate Professor	4	88	92	97	91.6
Professor	5	98	107	157	130.4

**Biochemistry and Cancer Biology  
Salary by Gender**

	<b>Count</b>	<b>25th</b>	<b>Median</b>	<b>75th</b>	<b>Mean</b>
Total Male	8	96	100	166	131.5
Total Female	5	79	84	90	87.5
<i>Rank and Gender</i>					
Assistant Professor – Male	1	89	89	89	88.5
Assistant Professor – Female	2	79	80	82	80.4
Associate Professor – Male	2	97	99	100	98.5
Associate Professor – Female	2	82	85	88	84.8
Professor – Male	4	97	127	166	136.2
Professor – Female	1	107	107	107	107.2



### Medical Microbiology and Immunology

	Count	25th	Median	75th	Mean
<i>AAMC 2008-2009 National Numbers (Microbiology)</i>					
Assistant Professor	318	71	83	93	81.8
Associate Professor	252	92	103	117	106.3
Professor	413	128	148	181	158.5
<i>COM Numbers</i>					
Assistant Professor	5	53	65	78	68.0
Associate Professor	1	129	129	129	128.8
Professor	5	138	138	144	138.9

### Medical Microbiology and Immunology

	Count	25th	Median	75th	Mean
<i>AAMC 2008-2009 Midwest Numbers (Microbiology)</i>					
Assistant Professor	101	77	86	92	82.0
Associate Professor	95	91	101	122	107.7
Professor	132	122	144	171	152.4
<i>COM Numbers</i>					
Assistant Professor	5	53	65	78	68.0
Associate Professor	1	129	129	129	128.8
Professor	5	138	138	144	138.9

**Medical Microbiology and Immunology  
Salary by Gender**

	<b>Count</b>	<b>25th</b>	<b>Median</b>	<b>75th</b>	<b>Mean</b>
Total Male	9	65	129	138	116.8
Total Female	3	103	129	137	117.5
<i>Rank and Gender</i>					
Assistant Professor – Male	4	53	59	72	65.6
Assistant Professor – Female	1	78	78	78	78.0
Associate Professor – Male	1	129	129	129	128.8
Associate Professor – Female	0	-	-	-	-
Professor – Male	3	138	138	141	140.0
Professor - Female	2	133	137	142	137.3

**Medicine (nonphysician)**

	<b>Count</b>	<b>25th</b>	<b>Median</b>	<b>75th</b>	<b>Mean</b>
<i>AAMC 2008-2009 National Numbers (Total Medicine)</i>					
Assistant Professor	671	66	80	91	81.7
Associate Professor	311	89	104	125	109.7
Professor	319	121	155	191	161.9
<i>COM Numbers</i>					
Assistant Professor	6	47	53	57	51.9
Associate Professor	2	67	72	77	72.1
Professor	2	137	145	153	145.0

**Medicine (nonphysician)**

	<b>Count</b>	<b>25th</b>	<b>Median</b>	<b>75th</b>	<b>Mean</b>
<i>AAMC 2008-2009 Midwest Numbers (Total Medicine)</i>					
Assistant Professor	251	67	83	101	87.6
Associate Professor	121	93	107	139	116.2
Professor	94	126	154	183	155.5
<i>COM Numbers</i>					
Assistant Professor	6	47	53	57	51.9
Associate Professor	2	67	72	77	72.1
Professor	2	137	145	153	145.0

### Neurosciences

	Count	25th	Median	75th	Mean
<i>AAMC 2008-2009 National Numbers (Neurosciences)</i>					
Assistant Professor	119	67	81	90	79.7
Associate Professor	114	91	101	115	104.4
Professor	153	127	152	183	164.7
<i>COM Numbers</i>					
Assistant Professor	3	66	80	81	71.3
Associate Professor	5	90	99	103	106.0
Professor	6	119	126	131	125.7

### Neurosciences

	Count	25th	Median	75th	Mean
<i>AAMC 2008-2009 Midwest Numbers (Neurosciences)</i>					
Assistant Professor	47	65	80	88	79.1
Associate Professor	38	88	94	112	101.1
Professor	47	115	138	173	151.2
<i>COM Numbers</i>					
Assistant Professor	3	66	80	81	71.3
Associate Professor	5	90	99	103	106.0
Professor	6	119	126	131	125.7

**Neurosciences  
Salary by Gender**

	<b>Count</b>	<b>25th</b>	<b>Median</b>	<b>75th</b>	<b>Mean</b>
Total Male	12	89	106	124	113.2
Total Female	3	97	142	147	115.1
<i>Rank and Gender</i>					
Assistant Professor – Male	2	81	81	82	81.2
Assistant Professor – Female	1	52	52	52	51.5
Associate Professor – Male	4	89	94	100	94.6
Associate Professor – Female	1	152	152	152	151.5
Professor – Male	5	118	123	129	122.3
Professor - Female	1	142	142	142	142.3

### Orthopaedic Surgery (nonphysician)

	Count	25th	Median	75th	Mean
<i>AAMC 2008-2009 National Numbers (Orthopaedic Surgery)</i>					
Assistant Professor	48	77	91	113	102.8
Associate Professor	32	86	98	127	106.6
Professor	40	125	158	209	178.4
<i>COM Numbers</i>					
Assistant Professor	1	60	60	60	60.0
Associate Professor	1	79	79	79	79.1
Professor	1	129	129	129	128.6

### Orthopaedic Surgery (nonphysician)

	Count	25th	Median	75th	Mean
<i>AAMC 2008-2009 Midwest Numbers (Orthopaedic Surgery)</i>					
Assistant Professor	18	77	91	94	89.4
Associate Professor	12	92	104	124	110.7
Professor	12	129	159	218	179.3
<i>COM Numbers</i>					
Assistant Professor	1	60	60	60	60.0
Associate Professor	1	79	79	79	79.1
Professor	1	129	129	129	128.6

**Pediatrics (nonphysician)**

	<b>Count</b>	<b>25th</b>	<b>Median</b>	<b>75th</b>	<b>Mean</b>
<i>AAMC 2008-2009 National Numbers (Total Pediatrics)</i>					
Associate Professor	226	92	107	123	110.7
Professor	205	128	157	190	162.2
<i>COM Numbers</i>					
Associate Professor	1	95	95	95	95.0
Professor	1	110	110	110	110.2

**Pediatrics (nonphysician)**

	<b>Count</b>	<b>25th</b>	<b>Median</b>	<b>75th</b>	<b>Mean</b>
<i>AAMC 2008-2009 Midwest Numbers (Total Pediatrics)</i>					
Associate Professor	115	103	115	127	116.7
Professor	90	135	170	190	171.0
<i>COM Numbers</i>					
Associate Professor	1	95	95	95	95
Professor	1	110	110	110	110.2

**Physician Assistant Studies**

	<b>Professor</b>	<b>Associate Professor</b>	<b>Assistant Professor</b>	<b>Instructor</b>
<i>PAEA National Numbers</i>				
	7%	17%	46%	22%
<i>COM Numbers</i>				
	0	20%	80%	0
	<b>Program Director</b>	<b>Faculty</b>	<b>Academic Coordinator</b>	<b>Clinical Coordinator</b>
<i>PAEA National Numbers</i>	109,630	75,869	81,556	80,506
<i>COM Numbers</i>	125,167	71,606	72,763	74,535
<i>PAEA Numbers by Region</i>		85,426		



### Physiology and Pharmacology

	Count	25th	Median	75th	Mean
<i>AAMC 2008-2009 National Numbers (Pharmacology/Physiology)</i>					
Assistant Professor	307/243	64/67	81/82	91/95	79.4/81.8
Associate Professor	256/222	96/94	106/105	118/118	107.3/106.3
Professor	361/419	125/126	149/147	185/175	161.7/156.0
<i>COM Numbers</i>					
Assistant Professor	9	78	82	88	87.6
Associate Professor	4	103	110	134	126.5
Professor	10	135	143	173	150.6

### Physiology and Pharmacology

	Count	25th	Median	75th	Mean
<i>AAMC 2008-2009 Midwest Numbers (Pharmacology/Physiology)</i>					
Assistant Professor	131/111	60/65	81/78	91/89	79.2/78.7
Associate Professor	101/93	93/91	102/98	116/112	105.2/101.2
Professor	123/166	122/127	146/152	179/182	152.2/157.4
<i>COM Numbers</i>					
Assistant Professor	9	78	82	88	87.6
Associate Professor	4	103	110	134	126.5
Professor	10	135	143	173	150.6

**Physiology and Pharmacology  
Salary by Gender**

	<b>Count</b>	<b>25th</b>	<b>Median</b>	<b>75th</b>	<b>Mean</b>
Total Male	13	91	128	144	127.8
Total Female	11	84	113	167	124.9
<i>Rank and Gender</i>					
Assistant Professor – Male	4	76	87	108	96.9
Assistant Professor – Female	5	78	82	85	80.2
Associate Professor – Male	2	95	99	103	98.8
Associate Professor – Female	2	134	154	175	154.1
Professor – Male	6	130	138	143	140.2
Professor - Female	4	150	167	183	166.0

**Psychiatry (nonphysician)**

	<b>Count</b>	<b>25th</b>	<b>Median</b>	<b>75th</b>	<b>Mean</b>
<i>AAMC 2008-2009 National Numbers (Psychiatry)</i>					
Assistant Professor	413	72	83	95	85.8
Associate Professor	232	95	106	127	111.4
Professor	303	131	157	191	165.4
<i>COM Numbers</i>					
Assistant Professor	1	10	10	10	10.0
Associate Professor	3	72	75	83	78.4
Professor	2	102	107	113	106.9

## Public Health and Preventive Medicine

	Count	25th	Median	75th	Mean
<i>AAMC 2008-2009 National Numbers (Biostatistics)</i>					
Professor	52	150	167	193	183.4
<i>COM Numbers (Biostatistics)</i>					
Professor	1	130	130	130	129.5
<i>AAMC 2008-2009 National Numbers (Community Health/Preventive Medicine, MD)</i>					
Assistant Professor	8/17	105/106	124/120	147/138	124.6/123.6
<i>COM Numbers (Public Health, MD)</i>					
Assistant Professor	1	102	102	102	101.7
<i>AAMC 2008-2009 National Numbers (Community Health/Preventive Medicine, PhD)</i>					
Assistant Professor	64/59	79/79	88/86	102/95	92.0/87.1
Associate Professor	32/42	91/95	106/110	124/136	109.8/115.5
Professor	44/40	116/125	147/143	175/167	153.8/159.5
<i>COM Numbers (Public Health, PhD)</i>					
Assistant Professor	1	67	67	67	67.0
Associate Professor (Interim Chair)	1	107	107	107	107.1
Professor	2	143	159	175	158.7

## Public Health and Preventive Medicine

	Count	25th	Median	75th	Mean
<i>AAMC 2008-2009 Midwest Numbers (Biostatistics)</i>					
Professor	25	154	167	182	174.5
<i>COM Numbers (Biostatistics)</i>					
Professor	1	130	130	130	129.5
<i>AAMC 2008-2009 Midwest Numbers (Community Health/Preventive Medicine, MD)</i>					
Assistant Professor	14/18	211/122	211/224	223/224	213.9/189.5
<i>COM Numbers (Public Health, MD)</i>					
Assistant Professor	1	102	102	102	101.7
<i>AAMC 2008-2009 Midwest Numbers (Community Health/Preventive Medicine, PhD)</i>					
Assistant Professor	25/36	66/82	78/90	103/96	88.5/93.0
Associate Professor	8/15	86/101	89/113	112/148	99.3/122.5
Professor	11/16	113/138	133/167	150/183	144.3/166.6
<i>COM Numbers (Public Health, PhD)</i>					
Assistant Professor	1	67	67	67	67.0
Associate Professor (Interim Chair)	1	107	107	107	107.1
Professor	2	143	159	175	158.7

**Radiation Oncology (nonphysician)**

	<b>Count</b>	<b>25th</b>	<b>Median</b>	<b>75th</b>	<b>Mean</b>
<i>AAMC 2008-2009 National Numbers (Radiation Oncology)</i>					
Assistant Professor	105	95	129	148	122.4
Professor	59	177	204	261	215.5
<i>COM Numbers</i>					
Assistant Professor	2	66	72	78	72.2
Professor	1	197	197	197	196.7

**Radiation Oncology (nonphysician)**

	<b>Count</b>	<b>25th</b>	<b>Median</b>	<b>75th</b>	<b>Mean</b>
<i>AAMC 2008-2009 Midwest Numbers (Radiation Oncology)</i>					
Assistant Professor	40	102	135	170	134.1
Professor	33	165	194	231	210.4
<i>COM Numbers</i>					
Assistant Professor	2	66	72	78	72.2
Professor	1	197	197	197	196.7

**Radiology (nonphysician)**

	<b>Count</b>	<b>25th</b>	<b>Median</b>	<b>75th</b>	<b>Mean</b>
<i>AAMC 2008-2009 National Numbers (Total Radiology)</i>					
Associate Professor	169	112	135	171	146.6
<i>COM Numbers</i>					
Associate Professor	1	153	153	153	153.4

**Radiology (nonphysician)**

	<b>Count</b>	<b>25th</b>	<b>Median</b>	<b>75th</b>	<b>Mean</b>
<i>AAMC 2008-2009 Midwest Numbers (Total Radiology)</i>					
Associate Professor	93	112	137	188	158.2
<i>COM Numbers</i>					
Associate Professor	1	153	153	153	153.4

### Surgery (nonphysician)

	Count	25th	Median	75th	Mean
<i>AAMC 2008-2009 National Numbers (Total Surgery)</i>					
Assistant Professor	235	70	84	100	90.6
Associate Professor	123	92	110	132	117.4
Professor	177	127	159	205	176.5
<i>COM Numbers</i>					
Assistant Professor	1	53	53	53	53.0
Associate Professor	1	102	102	102	102.1
Professor	1	112	112	112	112.2

### Surgery (nonphysician)

	Count	25th	Median	75th	Mean
<i>AAMC 2008-2009 Midwest Numbers (Total Surgery)</i>					
Assistant Professor	105	74	89	99	88.9
Associate Professor	51	96	109	131	117.5
Professor	63	124	151	186	165.1
<i>COM Numbers</i>					
Assistant Professor	1	53	53	53	53.0
Associate Professor	1	102	102	102	102.1
Professor	1	112	112	112	112.2



**Urology (nonphysician)**

	<b>Count</b>	<b>25th</b>	<b>Median</b>	<b>75th</b>	<b>Mean</b>
<i>AAMC 2008-2009 National Numbers (Urology)</i>					
Associate Professor	12	91	106	125	121.3
Professor	17	114	149	195	153.9
<i>COM Numbers</i>					
Associate Professor	1	71	71	71	71.2
Professor	1	88	88	88	88.1

**Urology (nonphysician)**

	<b>Count</b>	<b>25th</b>	<b>Median</b>	<b>75th</b>	<b>Mean</b>
<i>AAMC 2008-2009 Midwest Numbers (Urology)</i>					
Associate Professor	8	98	121	128	113.1
Professor	8	110	147	176	143.9
<i>COM Numbers</i>					
Associate Professor	1	71	71	71	71.2
Professor	1	88	88	88	88.1