

Syracuse University Committee Z Report for 2010-2011 Chapter of the American Association of University Professors

March 3, 2011

Dear Faculty Colleagues,

Once again the Syracuse University Chapter of the American Association of University Professors is presenting its Committee Z Report on the Economic Status of the Profession at Syracuse University. The report is prepared using financial information provided by the university administration to the University Senate Budget Committee, and ultimately given to the local chapter of the AAUP. I do want to apologize for the delay in posting the report this year – the fault for the delay is largely my own.

As I noted in the cover letter to last year's report, the university announced changes to employee benefits to make such benefits "sustainable", while "sustainable" has become one of the current buzzwords, in this context it was used as a euphemism for reduced benefits. The university reduced its contribution to our TIAA-CRREF retirement accounts by one percent, and it also increased the employee contribution for health insurance. Those reductions offset the minimal raises faculty received last year. The Office of Budget and Planning, in a report "Average Faculty Compensation and Salary Comparison: Syracuse University vs. Comparison Groups, 2009 – 2010," stated that the average salary increase for SU continuing faculty for 2009 – 2010 was 0.9%. That same report identified Syracuse University's relative ranking among the various comparator groups in terms of both salary and compensation. Based on salary Syracuse's ranking in the various groups was as follows: in the "Group of 12" comparators, SU was 11th in 2009-2010; in the "Group of 30" SU was 25th, and in the "Group of 65" SU was 41st. When the comparison was based on compensation, rather than salary, SU was ranked 11th in the "Group of 12," was 21st in the "Group of 30," and was 33rd in the "Group of 65."

The Committee Z Report uses the "Group of 67" for comparisons – that includes the "Group of 65" used by the university and adds both Cornell University and the University of Rochester because they are often linked with SU, and are located in the same region. In 2010-2011, SU was ranked 35th on the basis of compensation. This year's report does not contain a ranking in comparison to the "Group of 30;" as the report notes, the "Group of 65 (or 67)" reflects a more recent selection of comparable institutions than did the older "Group of 30." Regardless of which comparator group is used, it is clear that Syracuse University faculty are losing ground in comparison to their colleagues at other institutions.

The "Average Faculty Compensation and Salary Comparison: Syracuse University vs. Comparison Groups, 2009 – 2010" report mentioned above also provided a comparison ranking of Syracuse versus the other comparators when adjusted for the differences in the local cost of living; the effect of such adjustment is to slightly improve SU's relative rankings. Based on salary comparisons, when adjusted, SU ranked 8th in the "Group of 12," 18th in the "Group of 30," and 29th in the "Group of 65." Based on compensation, the adjusted rankings were 8th in the "Group of 12," 15th in the "Group of 30," and 24th in the "Group of 65." The report notes that the cost of living adjustment does not consider state and local taxes, real estate taxes, but only accounts for the differences in the costs of goods and services. If the impact of state and local taxes were considered, it is likely that SU's relative position would be

lowered relative to the comparators. It is also worth noting, as reflected in this year's Committee Z Report, that the cumulative rise in the local cost of living for the past three years was 4.69%; over those same three years, 163 continuing faculty (out of 713), or 23%, did not receive raises that kept pace with the cost of living. So, even though the Syracuse area may have a lower cost of living than some, or even most, of the locations of comparator institutions, it is clear that the economic status of Syracuse University faculty is declining. It may be true that conditions for Syracuse University faculty are not as difficult as those facing our colleagues at various public institutions, but that is faint consolation in light of the continuing relative decline of our economic status.

The American Association of University Professors is an advocacy organization dedicated to promoting the interests of all university faculty and of higher education in general. We require your support to be able to continue our efforts – we are, after all, an organization that is of, by, and for the faculty. I urge you to become more involved in the activities of the local A.A.U.P. chapter; if you are not a member of the AAUP, I urge you to join. A membership form can be found at the end of the Committee Z Report.

I am interested to hear your comments and reactions to this report; please feel free to contact me as well regarding campus matters of interest to faculty. I look forward to hearing from you. My campus address is 513 Whitman School of Management, 721 University Avenue; I can also be reached via Email (pcihon@syr.edu) or telephone (443-3647).

Respectfully submitted
Patrick J. Cihon
Prtesident
Syracuse University Chapter A.A.U.P

Syracuse University Chapter-AAUP "Committee Z Report" For Academic Year 2010-11

Each year the Committee on the Economic Status of the Profession of the Syracuse University Chapter of the American Association of University Professors, (formerly Committee Z), reports on the economic status of the regular full-time Syracuse University faculty. This year's report was prepared by John Brulé, and edited by Pat Cihon. The raw data on salary and fringe benefits were provided by the SU administration, through the Senate Budget Committee. The database is the same as that used by the administration in preparing its December 2010 report for the AAUP National office.

The tables and charts in this report give statistical information about full-time faculty members in each of the regular ranks and in all the regular ranks combined. "Regular ranks" means that lecturers, adjuncts, and part-timers are excluded. The tables and graphs present data about: salary, benefits, inflation and raises. Comparisons are made among ranks, between genders, among peer institutions and across selected time periods. In all cases, "salary" refers to academic base salary, and "compensation" is salary plus fringe benefits. The committee's conclusions are at page 12. There is a membership form at the end of the report.

Definitions of the categories used in Tables 10 and 11 precede Table 10.

Table 1 presents the average salaries, benefits, and total compensation (rounded value of salary plus benefits) of full-time faculty members in each of the ranks, and in all the regular ranks combined. This shows the Professors of Practice separately.

Table 1
2010-11 Salary, Benefits, Total Compensation
For Full-Time Faculty Members, by Rank

Rank	Number	Average Salary	Average Benefit	Average Comp
Professor	329	115,321	36,114	151,435
Assoc. Professor	310	83,760	30,478	114,238
Asst. Professor	279	70,765	26,272	97,037
Instructor	21	62,902	27,594	90,496
Special	37	85,255	30,245	115,500
All Ranks	976	90,292	31,105	121,397

The Special row includes Professors of Practice & Practitioners in Residence

The major fringe benefits, ordered by cost to the University, are: TIAA/CREF payments by the University, medical, FICA, and tuition.

The three parts of Table 2 depict graphically the salary distributions amongst selected groupings of faculty members. For example in Table 2 - Salary Distribution by Gender, the larger number of men and their higher salaries are apparent. Other parts of Table 2 on Page 3 show Full Professors vis-à-vis Associate Professors, and Associate Professors vis-à-vis Assistant Professors. There are not enough full-time instructors to display a similar chart involving them.

Table 2

Salary Distribution by Gender

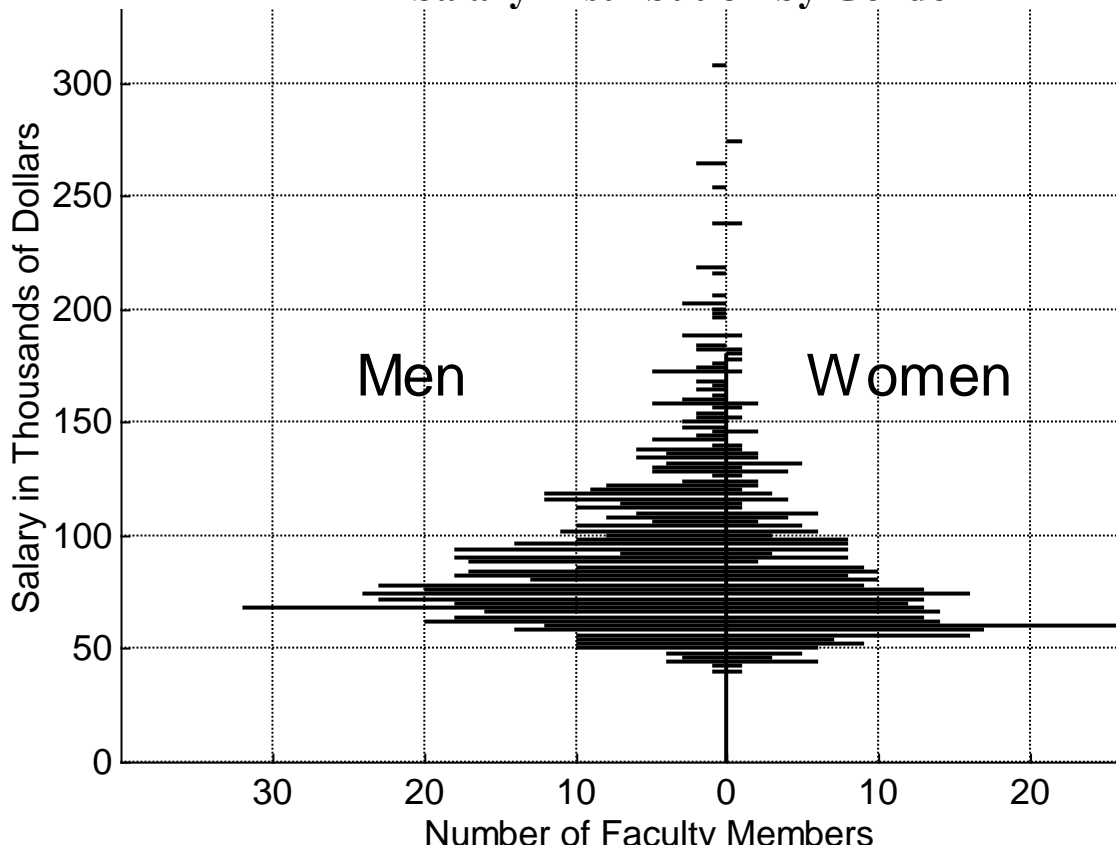


Table 2 (Cont'd)
Salary Distribution by Adjoining Ranks

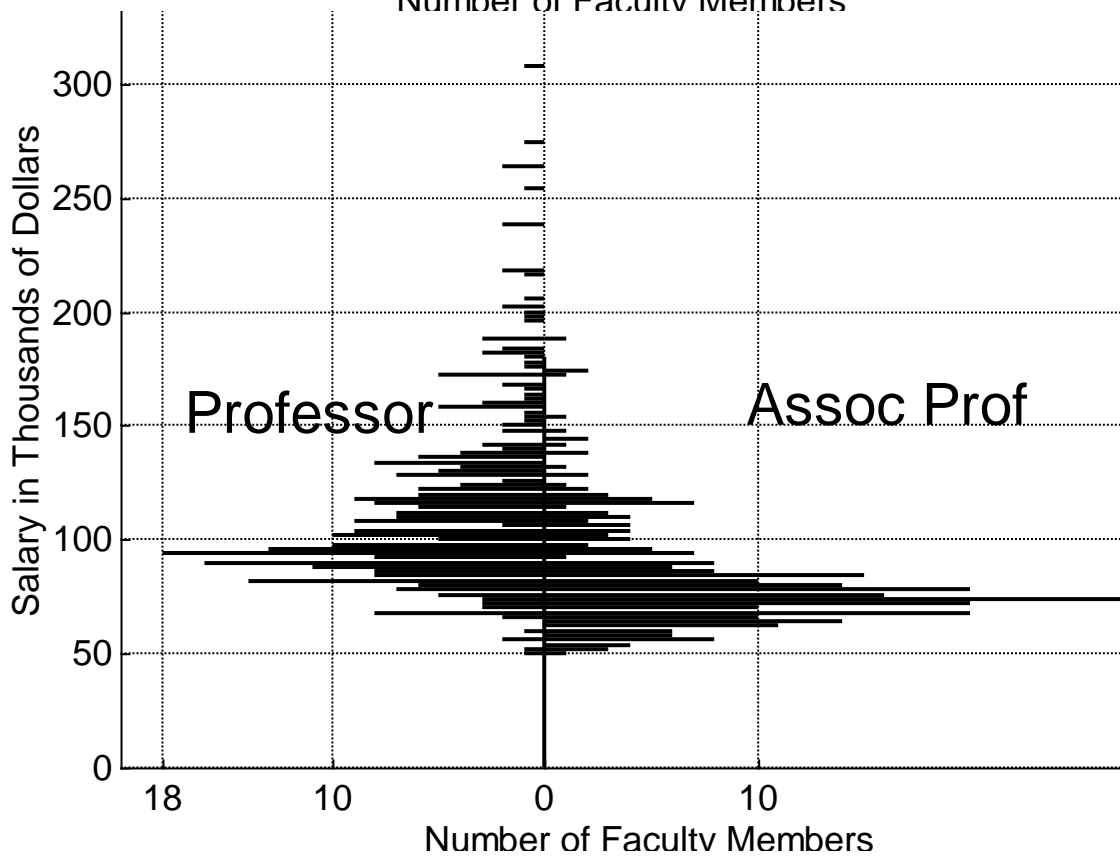
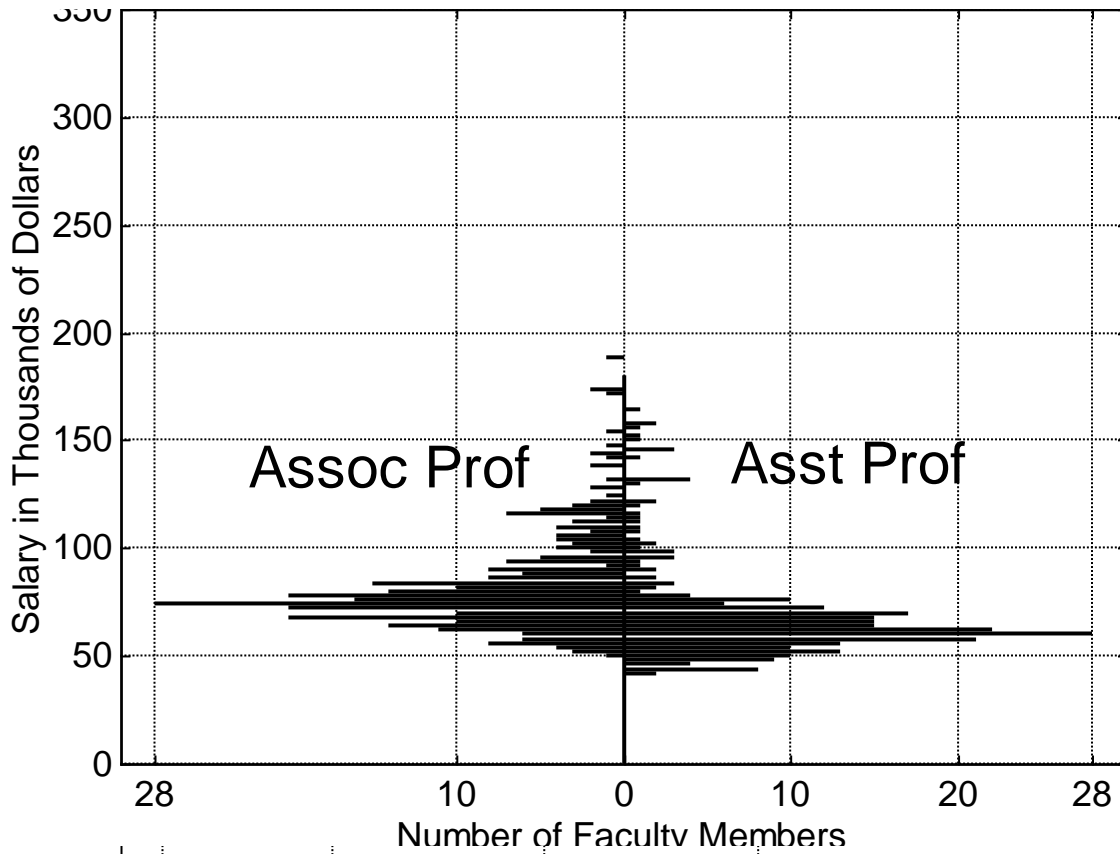


Table 3 compares women's average salaries in 2010-11 with men's average salaries, the former being shown as a percentage of the latter. Other comparisons between men and women, in terms of recent salaries and raises, appear later in this report, in Tables 10 and 11.

Table 3
Women's Salaries as a Percentage of Men's

	All-Univ			Arts & Sci			Maxwell			Education		
	P	AP	aP	P	AP	aP	P	AP	aP	P	AP	aP
2010-11	96	92	94	107	98	95	100	85	98	112	96	94
2009-10	96	93	95	106	98	94	100	90	93	107	104	99
2008-09	94	95	94	100	100	91	98	88	95	108	111	99
2007-08	93	94	91	98	98	96	92	84	94	107	102	103
2006-07	93	95	91	97	94	94	93	93	90	105	107	104
2005-06	94	97	89	95	98	96	95	93	85	100	100	110
2004-05	92	96	85	97	101	95	90	89	85	94	103	*
2003-04	94	97	89	100	103	98	93	94	84	90	95	91
2002-03	92	96	92	93	102	100	93	98	88	85	99	103
2001-02	94	102	94	100	109	97	99	105	93	86	96	110
2000-01	92	98	96	89	106	96	96	104	101	84	95	114
1999-00	91	97	96	88	105	94	97	101	100	84	95	114
1998-99	92	98	96	87	104	94	94	104	97	86	89	109
1997-98	88	97	94	84	101	95	88	102	95	89	87	106

*There were no men at the Assistant Professor level this year

It should be noted that the bases on which the average salaries are computed vary from year to year. For example, the faculty members used in computing the ratio of women's and men's average salaries for 2010-11 are not the same faculty members as those involved in the 2009-10 computation.

Table 4
Comparative Salaries of New Hires & All Faculty Members

RANK	NUM NEW	AVG NEW	UNIV AVG	Num
Professor	11	109,579	115,321	329
Assoc Prof	6	72,333	83,760	310
Asst Prof	36	64,386	70,765	279
Instructor	3	48,667	62,902	21

Table 4 compares the 2010-11 salaries paid to faculty members who were hired in 2010 with those who were already on the faculty. The number of faculty members of rank Instructor through Professor has diminished by 3. But there are 17 more faculty in the 'Special' (no Rank) category. Various departments have gained or lost in number of faculty members, as new hires don't necessarily replace those who left. The actual numbers for the academic units with 10 or more faculty members can be obtained from the data of Table 11.

Table 5
Raise Distribution 2007-8 to 2010-11

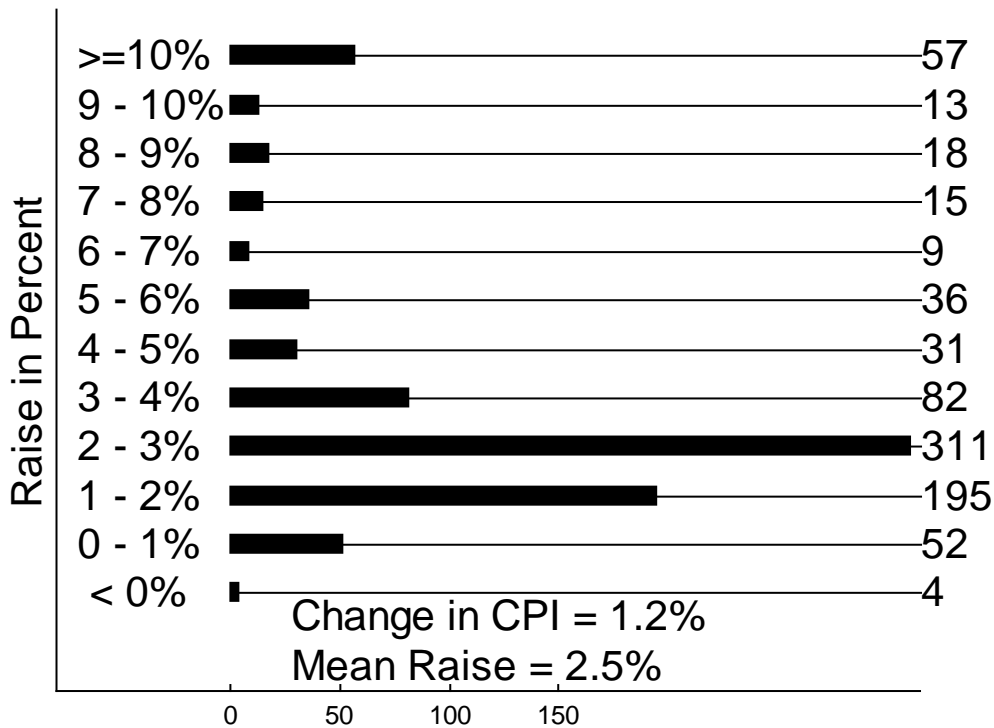
PRaise	No.Fac	PFac	CumFac	CumP
>30	26	3.6	26	3.6
30	1	0.1	27	3.8
29	0	0.0	27	3.8
28	0	0.0	27	3.8
27	1	0.1	28	3.9
26	1	0.1	29	4.1
25	8	1.1	37	5.2
24	6	0.8	43	6.0
23	5	0.7	48	6.7
22	9	1.3	57	8.0
21	9	1.3	66	9.3
20	7	1.0	73	10.2
19	11	1.5	84	11.8
18	9	1.3	93	13.0
17	9	1.3	102	14.3
16	11	1.5	113	15.8
15	9	1.3	122	17.1
14	14	2.0	136	19.1
13	17	2.4	153	21.5
12	19	2.7	172	24.1
11	13	1.8	185	25.9
10	30	4.2	215	30.2
9	36	5.0	251	35.2
8	41	5.8	292	41.0
7	78	10.9	370	51.9
6	150	21.0	520	72.9
CPI Increases	5*****	98*****	13.7*****	618*****
5	50	7.0	668	93.7
4	29	4.1	697	97.8
3	4	0.6	701	98.3
2	4	0.6	705	98.9
1	2	0.3	707	99.2
0	6	0.8	713	100
<0				

Table 5 shows the percentage raise over the past three years for continuing faculty members. This is the cumulative raise from 2007-08 to 2010-11. For example, in the row where the %Raise is 10%, this means that 30 faculty members received a raise greater than 9% but equal to or less than 10%. The Consumer Price Index increased 4.69%, so about 163 faculty members continuing over those years, or, almost 1/4 of the faculty members did not receive a raise that kept up with the cost of living. [October CPI is used.]

Table 6

Table 6 shows the one-year distribution of raises across the faculty. Four faculty members had a salary reduction. About 140 faculty members did not receive a raise that kept up with the cost of living. If the top 57 of raises are dropped, then the average raise for the remaining 776 becomes 2.3%, which is just above the CPI increase.

Raise Distribution, 2010 to 2011



Number of Continuing Faculty Members - 823 total

Table 7 on the next page tabulates 2010-11 average salaries and raises from 2009-10 for a number of academic units. The chart is ordered from the top in the order of decreasing percent raises. It shows the number in the academic unit, the mean salary there, the mean dollar raise, and the mean percent raise. The only faculty members included in these figures are those who were in the unit both last year and this year.

Table 7
2010-2011 Average Salaries and Raises for All Academic Units
with 10 or more Faculty Members

Academic Unit	N	Salary	Raise	%Raise
IST Dean	30	94,742	5,231	5.8%
Political Science	25	92,638	5,050	5.8%
Economics	20	134,825	6,755	5.3%
History	20	76,800	3,735	5.1%
COHE Social Work	15	83,050	3,981	5.0%
Teaching & Leadership	15	79,593	3,485	4.6%
Public Administration	24	118,453	5,132	4.5%
Lang, Lit & Linguistics	23	63,854	2,491	4.1%
Law General Administration	45	134,499	5,234	4.0%
Geography	15	79,813	2,980	3.9%
Sociology	13	80,704	2,948	3.8%
Anthropology	13	82,150	2,976	3.8%
Psychology	26	86,638	2,684	3.2%
School of Music	20	67,641	2,006	3.1%
School of Architecture	33	77,632	2,271	3.0%
Biology	20	84,491	2,468	3.0%
Religion	12	97,761	2,843	3.0%
Philosophy	16	100,054	2,759	2.8%
Transmedia	13	66,668	1,793	2.8%
Drama	16	66,659	1,793	2.8%
Chemistry	17	87,769	2,356	2.8%
Public Communications	53	85,052	2,226	2.7%
Elect & Comp Systems	28	103,111	2,635	2.6%
Comm & Rhetorical Studies	10	67,327	1,624	2.5%
African-American Studies	10	81,577	1,939	2.4%
School of Art	43	62,824	1,481	2.4%
School of Management	68	125,639	2,918	2.4%
Mechanical & Aerospace	13	105,187	2,339	2.3%
Mathematics	29	83,955	1,759	2.1%
Bio & Chemical Engineering	11	98,969	2,055	2.1%
Physics	26	90,426	1,803	2.0%
Art and Music Histories	12	74,010	1,158	1.6%
English	28	80,504	196	0.2%

Faculty members hired in 2010 are not part of this raise information.

Over the years some faculty members have been hired into what the University calls a "non-tenure-track" position. Such a position is not defined within AAUP guidelines, so it is hard to assess what it means. The following table shows the number of faculty members having such an appointment, at the various ranks.

Faculty in Non Tenure-track Positions								
Acad Year	Num Non-T	Prof	AssocP	AsstP	Ins	AllFac	%	
2010-2011	103	10	5	67	21	939	11	
2009-2010	108	7	9	67	25	942	11.5	
2008-2009	107	8	10	72	17	934	11.5	
2007-2008	83	7	8	55	13	896	9.3	
2006-2007	78	8	4	51	15	887	8.8	
2005-2006	77	11	6	46	14	858	9	
2004-2005	87	6	8	58	15	873	10	

Comparisons With Other Institutions

Comparisons of compensation with universities similar to SU have been made over the years. Here is some information about three noteworthy comparisons.

1. Comparisons involving up to 30 comparable institutions since 1974

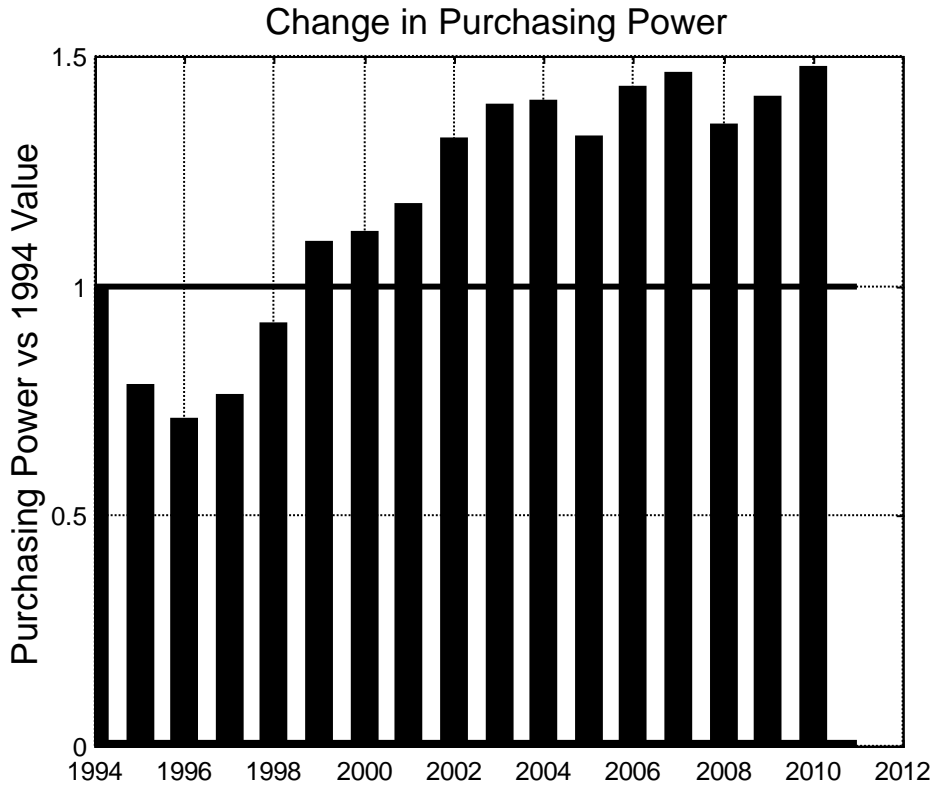
THIS COMPARISON HAS NOW BEEN DROPPED FROM THE REPORT. ALL IT SHOWED WAS THAT WE NEVER MOVED MUCH WITHIN THAT MIX. THE NEXT COMPARISON INVOLVES A MORE RECENT SELECTION OF COMPARABLE INSTITUTIONS. LET'S SEE WHAT HAPPENED AFTER OUR "ZERO RAISE YEAR"..

2. Comparisons involving 67 comparable institutions since 1993

Table 9 is about Syracuse University and 66 other institutions that may be comparable to Syracuse University. In 1993 the University Senate Budget Committee and the Administration came up with a list of 65 institutions deemed to be comparable to Syracuse. Two universities that are on the older list of 30 were omitted from this list. Committee Z has added them-- Cornell University and the University of Rochester-- since they are in this region and Syracuse University is often compared with them. This table compares the average compensation, and the compensation increases, at the 67 institutions. Last year we were 31st in this list of 67 and this year we slipped to 35. For good or evil, now we are near the top of the bottom half.

3. Purchasing Power

The chart below shows how the purchasing power of the total compensation has changed, relative to the Consumer Price Index. We arbitrarily normalize this to the situation in 1994.



4. Some Other Data

There are two other categories of faculty to be mentioned. One is the Professor of Practice and the other is Practitioners in Residence. The data for for these two unusual categories are given below.

Profs of Practice & Practitioners in Residence

<u>Rank</u>	<u>Number</u>	<u>Average Salary</u>
Professor of P	26	90,265
AssocProf of P	1	-
AsstProf of P	6	67,304
Prac. in Res.	4	76,824

Other material in this report:

A page of overall conclusions follows the data and the material of Tables 10 and 11. There is a page defining the categories in Tables 10 and 11.

Table 10 presents 2009-10 and 2010-11 All-University salary figures by rank, for men, for women, and for both sexes. It gives maximum, minimum, and mean salary figures for 2010-11, and the mean for 2009-10. It also provides information about the percent change in some of these data from 2009-10 to 2010-11.

Table 11 is a sequence of tables providing the same types of information as Table 10 for many of the colleges, schools, other subgroups, and departments within

the University. When the number of persons in the academic unit is so small that the publication of salary figures would reveal individual salaries, the space is left blank. Some units had to be omitted entirely.

Table 9

Average Compensation at 67 Comparable Schools

UNIV OF PENN	184.5	181.1	-1.8%	SYRACUSE UNIV	117.0	117.8	0.7%
NORTHWESTER UNIV	168.2	172.5	2.6%	UNIV OF TEXAS	115.5	116.5	0.9%
DUKE UNIV,	163.7	163.6	-0.1%	SUNY AT BINGHA	110.7	115.0	3.9%
EMORY UNIV ,	153.2	155.1	1.2%	TEMPLE UNIV,	110.0	114.9	4.5%
CORNELL UNIV	148.1	149.9	1.2%	UNIV OF ILLINOIS	111.2	114.4	2.9%
NEW YORK UNIV	146.3	147.8	1.0%	UNIV OF ARIZONZ	110.8	113.6	2.5%
UNIV OF S CA L.	141.0	144.5	2.5%	UNIV OF PITTS	110.9	112.6	1.5%
WASHINGTON UNIV	140.1	143.1	2.1%	VIRG POLY TECHNI	112.7	112.5	-0.2%
UNIV OF CAL-IRV	136.3	139.9	2.6%	COLORADO STATE	110.8	111.4	0.5%
CARNEGIE MELLON	136.5	138.2	1.2%	UNIV OF COLORADO	111.3	111.4	0.1%
UNIV NOTRE DAME	133.1	137.6	3.4%	TULANE	108.8	111.2	2.2%
RUTGERS UNIV	134.9	137.3	1.8%	UNIV OF FLORIDA	109.2	110.8	1.5%
GEORGETOWN UNIV	132.4	133.9	1.1%	UNIV OF NEBRASKA	109.2	110.6	1.3%
UNIV OF VIRGINIA	128.8	130.8	1.6%	N. CAROL STATE	108.5	109.7	1.1%
UNIV OF DELAWARE	126.6	130.7	3.2%	UNIV OF KANSAS	112.5	109.6	-2.6%
UNIV OF N.CAROLINA	130.1	129.8	-0.2%	IOWA STATE	109.9	108.4	-1.4%
UNIV OF MARYLAND	127.1	129.2	1.7%	ARIZONA STATE UNIV	105.6	108.2	2.5%
UNIV OF MICHIGAN	127.1	129.0	1.5%	UNIV OF CINCINN	103.8	105.7	1.8%
UNIV OF CONNEC	128.6	128.6	0.0%	UNIV OF TENNESSE	101.8	105.1	3.2%
RENSSELAER POLY	127.0	128.1	0.9%	UNIV OF OKLAHOMA ,	105.0	104.5	-0.5%
OHIO STATE	124.9	128.0	2.5%	UNIV OF WYOMING	99.8	103.8	4.0%
VANDERBILT UNIV	129.6	127.9	-1.3%	WAYNE STATE UNIV	101.4	103.8	2.4%
UNIV OF MINNESOTA	127.3	127.6	0.2%	AUBURN UNIV	102.2	103.4	1.2%
UNIV OF ROCHEST	126.2	127.1	0.7%	UNIV OF KENTUCKY	100.6	102.7	2.1%
SUNY STONY BROOK	121.0	125.3	3.6%	FLORIDA STATE	99.3	101.8	2.5%
MICHIGAN STATE	121.6	125.1	2.9%	UNIV OF UTAH	107.4	101.6	-5.4%
SUNY AT BUFFALO	122.1	125.1	2.5%	UNIV OF S CAROLIN	99.3	101.2	1.9%
SUNY AT ALBANY	116.7	122.1	4.6%	UNIV OF NEW MEXIC	98.7	99.7	1.0%
UNIV OF HAWAII	120.9	122.0	0.9%	WASHINGTON STATE	94.4	98.1	3.9%
UNIV OF WASHINGTO	116.1	121.6	4.7%	OKLAHOMA STATE	97.1	98.0	0.9%
UNIV OF IOWA	119.8	120.5	0.6%	WEST VIRGINI UNIV	91.6	91.9	0.3%
PURDUE	118.9	119.6	0.6%	KANSAS STATE	87.1	87.7	0.7%
UNIV OF MIAMI	117.5	119.1	1.4%	HOWARD UNIV	93.5	76.2	-18.5%
UNIV OF RHODE ISL,	111.6	117.9	5.6%				

Conclusions

It should be noted that another new title is present for teachers at this University. This is “no rank” Practitioner in Residence. Prior to this a “no rank” title of Professor of Practice was created – however there are ranks within this “no rank” title for there are also some people with the title “Associate Professor of Practice.” Also there are 103 people with faculty rank but have the distinction of not being on a tenure track – thus in total there are 140 people teaching here that are not regular faculty members. The number of regular full time faculty members is 939 so the cohort of non-regular faculty members remains at 15% of the size of the regular full-time faculty members. Is this significant?

Comparisons of the faculty salaries here with those of comparable institutions show that we continue to hold the middle ground.

As far as raises and the cost of living is concerned we of course fell behind this year.

Also, in considering the salary increases over the past three years we see some improvement. Last year we reported that about 1/3 of the faculty members did not receive a salary increment over the past three years that kept up with the consumer price index. This year about 1/4 of the faculty members fall into that category.

The mission of the American Association of University Professors (AAUP) is to advance academic freedom and shared governance, to define fundamental professional values and standards for higher education, and to ensure higher education's contribution to the common good. The organization has 45,000 members, with over 500 local campus chapters and 39 state organizations. Support AAUP's work and become a member. An application form is at page 25. For more information about the local chapter of AAUP and its activities, see the Webpage www.su-aaup.org or contact: Prof. Pat Cihon at 3-3647 For more information on the report, contact Prof. John Brule at jbrule3@twcny.rr.com

DEFINITIONS OF CATEGORIES IN TABLES 10 & 11

(Note: Any department with fewer than 10 faculty members is not reported, in order to maintain confidentiality.)

"NUMBER, 2010-11" is the number of regular faculty members in this unit in the academic year 2010-11. It excludes those on leave and visiting appointments.

"MAXIMUM," "MINIMUM," "MEDIAN," and "MEAN, 2010-11" all refer to the salary figures for the faculty members counted in "NUMBER, 2010-11."

"NUMBER, 2009-10" is the number of faculty members currently in this academic unit who were in this unit last year, and also were not on leave last year. It is not a count of the total faculty members in this unit last year.

"MEAN, 2009-10" is the mean salary in 2009-10 for the faculty members who comprise "NUMBER, 2009-10." Thus, it may be a different figure than the mean salary for 2009-10 in last year's report, since it is the mean for last year for those faculty members still in the unit.

"PCT RAISE, MEAN" is the percent change from "MEAN, 2009-10." It compares the 2010-11 salaries of all that are presently in the unit to the 2009-10 salaries of those who were in the unit then and are still in it. That is, it suggests, in connection with "PCT RAISE NOT PRO," how continuing, unpromoted members of this unit fared relative to those hired or promoted into this unit.

"NUMBER NOT PROMOTED" counts the faculty members in this academic unit who had the same rank last year and this year.

"PCT RAISE, NOT PRO" is the percent raise for the faculty members in this academic unit who had the same rank last year and this year.

"TOTAL 2010-11" counts the number of persons who were in the particular academic unit both last year and this year. If a faculty member received a promotion at the end of the year, that faculty member is listed in the column appropriate to his or her rank before promotion.

"PCT RAISE OF RANK" measures how all members who were in the unit last year and are still at SU fared, whether promoted or unpromoted. In connection with "PCT RAISE, NOT PRO," it suggests how the unpromoted fared vis-à-vis the promoted.

Table 10

All University Faculty Salaries And One Year Raises by Rank and Gender

	Prof	AssocP	AsstP	Ins
Number, 2011	329	310	279	21
Maximum	310,000	189,000	165,200	104,040
Minimum	51,000	50,955	43,147	40,332
Median, 2011	104,825	78,000	64,000	57,985
Mean, 2011	115,321	83,760	70,765	62,902
Number, 2010	322	307	275	16
Mean, 2010	108,262	79,244	60,188	49,222
Pct-Raise_mean	6.52	5.7	17.57	27.79
Num Not Pro	303	282	238	13
Pct.Raise-NotPr	2.8	3.37	3.14	6.79
Total 2010-2011	322	307	275	16
Pct Raise of Rank	6.35	5.54	17.69	25.33

All University Salaries Men

	Prof	AssocP	AsstP	Ins
Number, 2011	246	190	144	11
Maximum	310,000	189,000	165,200	104,040
Minimum	51,000	50,955	43,147	40,332
Median, 2011	105,424	78,950	66,625	69,628
Mean, 2011	116,492	86,496	72,968	71,192
Number, 2010	242	187	143	8
Mean, 2010	109,039	81,558	62,760	63,207
Pct-Raise_mean	6.84	6.05	16.27	12.63
Num Not Pro	229	172	125	7
Pct.Raise-NotPr	2.75	3.59	3.4	3.76
Total 2010-2011	242	187	143	8
Pct Raise of Rank	6.72	5.85	16.52	12.85

All University Salaries Women

	Prof	AssocP	AsstP	Ins
Number, 2011	83	120	135	10
Maximum	275,400	138,300	158,500	63,088
Minimum	57,741	52,743	43,350	40,332
Median, 2011	100,980	76,000	62,400	55,775
Mean, 2011	111,851	79,429	68,414	53,784
Number, 2010	80	120	132	8
Mean, 2010	105,913	75,638	57,401	35,238
Pct-Raise_mean	5.61	5.01	19.19	52.63
Num Not Pro	74	110	113	6
Pct.Raise-NotPr	2.97	3	2.82	12.23
Total 2010-2011	80	120	132	8
Pct Raise of Rank	5.19	5.01	19.09	47.71

Table 11
Salaries in Colleges and Select Departments

Arts and Sciences	Salaries Men & Women				Maxwell	Salaries Men & Women			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number 2011	119	73	80	5	Number, 2011	59	52	33	0
Maximum	238,104	154,489	77,890	88,474	Maximum	275,400	146,000	100,000	-
Minimum	53,000	50,955	43,147	40,322	Minimum	51,000	65,000	50,000	-
Median 2011	96,477	73,100	62,000	47,561	Median, 2011	120,000	79,500	66,000	-
Mean, 2011	104,097	75,059	61,967	53,515	Mean, 2011	122,229	85,933	72,773	-
Number, 2010	116	73	77	5	Number, 2010	58	52	33	0
Mean, 2010	99,443	70,637	51,365	52,343	Mean, 2010	116,792	81,683	54,511	-
Pct-Raise_mean	4.68	6.26	20.64	2.24	Pct-Raise_mean	4.66	5.2	33.5	-
Num Not Pro	111	64	66	5	Num Not Pro	56	47	25	0
Pct.Raise-NotPr	1.84	2.81	2.92	2.24	Pct.Raise-NotPr	4.51	4.74	3.45	-
Total 2010-2011	116	73	77	5	Total 2010-2011	58	52	33	0
Pct Raise of Rank	4.68	6.26	20.52	2.24	Pct Raise of Rank	4.68	5.2	33.5	-
Arts and Sciences	Salaries Men				Maxwell	Salaries Men			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2011	92	42	43	2	Number, 2011	46	29	18	0
Maximum	199,980	154,489	77,890	-	Maximum	240,000	146,000	99,500	-
Minimum	53,000	50,955	43,147	-	Minimum	51,000	67,000	50,000	-
Median, 2011	96,471	72,625	65,080	-	Median, 2011	120,000	81,450	65,500	-
Mean, 2011	102,551	75,848	63,512	-	Mean, 2011	122,275	91,850	73,517	-
Number, 2010	89	42	42	2	Number, 2010	46	29	18	0
Mean, 2010	99,238	71,398	48,637	-	Mean, 2010	116,837	86,626	58,117	-
Pct-Raise_mean	3.34	6.23	30.58	-	Pct-Raise_mean	4.65	6.03	26.5	-
Num Not Pro	87	35	33	2	Num Not Pro	45	28	14	0
Pct.Raise-NotPr	1.5	2.92	2.8	-	Pct.Raise-NotPr	4.63	5.91	3.36	-
Total 2010-2011	89	42	42	2	Total 2010-2011	46	29	18	0
Pct Raise of Rank	3.29	6.23	31.24	-	Pct Raise of Rank	4.65	6.03	26.5	-
Arts and Sciences	Salaries Women				Maxwell	Salaries Women			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2011	27	31	37	3	Number, 2011	13	23	15	0
Maximum	238,104	110,667	76,165	50,874	Maximum	275,400	97,500	100,000	-
Minimum	57,741	56,519	43,350	-	Minimum	80,000	65,000	60,000	-
Median, 2011	97,010	73,391	60,500	-	Median, 2011	99,400	75,600	70,000	-
Mean, 2011	109,363	73,989	60,171	-	Mean, 2011	122,068	78,473	71,880	-
Number, 2010	27	31	35	3	Number, 2010	12	23	15	0
Mean, 2010	100,117	69,605	54,638	42,095	Mean, 2010	116,619	75,450	50,183	-
Pct-Raise_mean	9.24	6.3	10.13	9.88	Pct-Raise_mean	4.67	4.01	43.24	-
Num Not Pro	24	29	33	3	Num Not Pro	11	19	11	0
Pct.Raise-NotPr	2.97	2.67	3.05	9.88	Pct.Raise-NotPr	4.01	2.77	3.58	-
Total 2010-2011	27	31	35	3	Total 2010-2011	12	23	15	0
Pct Raise of Rank	9.24	6.3	9.06	9.88	Pct Raise of Rank	4.78	4.01	43.24	-

Table 11
Salaries in Colleges and Select Departments

A & S Humanities Salaries Men & Women					A & S Sciences Salaries Men & Women				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2011	46	44	40	5	Number, 2011	73	29	40	0
Maximum	238,104	154,489	69,088	88,474	Maximum	189,700	116,276	77,890	-
Minimum	53,000	50,955	43,147	40,332	Minimum	60,678	52,697	45,900	-
Median, 2011	103,061	70,397	58,427	47,561	Median, 2011	94,750	75,000	69,071	-
Mean, 2011	110,154	73,977	58,230	53,515	Mean, 2011	100,280	76,700	65,704	-
Number, 2010	45	44	39	5	Number, 2010	71	29	38	0
Mean, 2010	104,239	71,336	49,606	52,343	Mean, 2010	96,403	69,576	53,170	-
Pct-Raise_mean	5.67	3.7	17.38	2.24	Pct-Raise_mean	4.02	10.24	23.57	-
Num Not Pro	41	39	34	5	Num Not Pro	70	25	32	0
Pct.Raise-NotPr	0.9	2.97	3.08	2.24	Pct.Raise-NotPr	2.46	2.57	2.77	-
Total 2010-2011	45	44	39	5	Total 2010-2011	71	29	38	0
Pct Raise of Rank	5.68	3.7	17.81	2.24	Pct Raise of Rank	4	10.24	23.11	-
A & S Humanities Salaries Men					A & S Sciences Salaries Men				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2011	28	20	16	2	Number, 2011	64	22	27	0
Maximum	199,980	154,489	69,088	-	Maximum	189,700	116,276	77,890	-
Minimum	53,000	50,955	43,147	-	Minimum	60,678	52,697	45,900	-
Median, 2011	103,061	69,386	55,837	-	Median, 2011	95,010	74,463	70,000	-
Mean, 2011	108,955	74,703	57,305	-	Mean, 2011	99,750	76,889	67,190	-
Number, 2010	27	20	15	2	Number, 2010	62	22	27	0
Mean, 2010	107,048	71,507	45,421	-	Mean, 2010	95,837	71,300	50,424	-
Pct-Raise_mean	1.78	4.47	26.16	-	Pct-Raise_mean	4.08	7.84	33.25	-
Num Not Pro	26	16	12	2	Num Not Pro	61	19	21	0
Pct.Raise-NotPr	-0.09	3.01	2.28	-	Pct.Raise-NotPr	2.27	2.85	3.06	-
Total 2010-2011	27	20	15	2	Total 2010-2011	62	22	27	0
Pct Raise of Rank	1.75	4.47	27.24	-	Pct Raise of Rank	4.04	7.84	33.25	-
A & S Humanities Salaries Women					A & S Sciences Salaries Women				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2011	18	24	24	3	Number, 2011	9	7	13	0
Maximum	238,104	110,667	68,723	50,874	Maximum	173,650	83,165	76,165	-
Minimum	57,741	56,519	43,350	-	Minimum	75,385	69,100	45,900	-
Median, 2011	102,788	71,196	59,728	-	Median, 2011	93,135	76,000	67,754	-
Mean, 2011	112,019	73,372	58,846	-	Mean, 2011	104,049	76,106	62,617	-
Number, 2010	18	24	24	3	Number, 2010	9	7	11	0
Mean, 2010	100,027	71,194	52,221	42,095	Mean, 2010	100,298	64,159	59,910	-
Pct-Raise_mean	11.99	3.06	12.69	9.88	Pct-Raise_mean	3.74	18.62	4.52	-
Num Not Pro	15	23	22	3	Num Not Pro	9	6	11	0
Pct.Raise-NotPr	2.57	2.93	3.51	9.88	Pct.Raise-NotPr	3.74	1.7	2.17	-
Total 2010-2011	18	24	24	3	Total 2010-2011	9	7	11	0
Pct Raise of Rank	11.99	3.06	12.69	9.88	Pct Raise of Rank	3.74	18.62	2.17	-

Table 11
Salaries in Colleges and Select Departments

Architecture	Salaries Men & Women				Information Studies	Salaries Men & Women			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2011	7	13	17	0	Number, 2011	6	14	6	1
Maximum	166,002	98,679	77,625	-	Maximum	184,090	117,420	91,800	-
Minimum	84,325	56,000	53,040	-	Minimum	105,189	82,867	65,207	-
Median, 2011	105,156	75,000	59,870	-	Median, 2011	117,498	101,660	85,374	-
Mean, 2011	113,015	75,565	60,788	-	Mean, 2011	125,426	100,452	83,813	-
Number, 2010	7	13	17	0	Number, 2010	5	14	6	1
Mean, 2010	110,405	63,021	52,635	-	Mean, 2010	110,408	97,415	66,578	-
Pct-Raise_mean	2.36	19.9	15.49	-	Pct-Raise_mean	13.6	3.12	25.89	-
Num Not Pro	6	11	15	0	Num Not Pro	5	14	5	1
Pct.Raise-NotPr	1.97	3.91	2.75	-	Pct.Raise-NotPr	2.97	3.12	2.91	-
Total 2010-2011	7	13	17	0	Total 2010-2011	5	14	6	1
Pct Raise of Rank	2.36	19.9	15.49	-	Pct Raise of Rank	2.98	3.12	25.89	-
Education	Salaries Men & Women				College of Law	Salaries Men & Women			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2011	14	15	20	2	Number, 2011	23	12	6	0
Maximum	183,364	119,990	81,510	-	Maximum	310,000	124,017	165,200	-
Minimum	70,000	61,978	53,560	-	Minimum	93,930	107,000	60,000	-
Median, 2011	102,862	75,582	62,200	-	Median, 2011	138,635	118,481	102,000	-
Mean, 2011	109,047	78,160	64,598	-	Mean, 2011	162,854	117,880	101,319	-
Number, 2010	14	15	20	2	Number, 2010	23	11	6	0
Mean, 2010	106,121	74,693	55,764	-	Mean, 2010	159,096	109,210	80,316	-
Pct-Raise_mean	2.76	4.64	15.84	-	Pct-Raise_mean	2.36	7.94	26.15	-
Num Not Pro	12	12	18	2	Num Not Pro	23	11	5	0
Pct.Raise-NotPr	2.12	3.56	4.9	-	Pct.Raise-NotPr	2.36	8.84	5.4	-
Total 2010-2011	14	15	20	2	Total 2010-2011	23	11	6	0
Pct Raise of Rank	2.76	4.64	15.84	-	Pct Raise of Rank	2.36	8.84	26.15	-
Engr+Comp Science	Salaries Men & Women				Management	Salaries Men & Women			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2011	39	15	11	1	Number, 2011	16	18	35	2
Maximum	218,400	116,480	86,275	-	Maximum	265,200	189,000	158,500	-
Minimum	76,255	81,606	56,650	-	Minimum	85,000	87,300	62,500	-
Median, 2011	113,934	94,095	77,520	-	Median, 2011	146,900	126,850	117,300	-
Mean, 2011	120,551	97,021	76,825	-	Mean, 2011	149,034	132,261	112,083	-
Number, 2010	39	15	11	1	Number, 2010	15	18	35	2
Mean, 2010	102,283	95,030	59,997	-	Mean, 2010	143,107	129,544	106,338	-
Pct-Raise_mean	17.86	2.1	28.05	-	Pct-Raise_mean	4.14	2.1	5.4	-
Num Not Pro	34	15	9	1	Num Not Pro	14	18	34	2
Pct.Raise-NotPr	2.89	2.09	2.09	-	Pct.Raise-NotPr	2	2.1	2.43	-
Total 2010-2011	39	15	11	1	Total 2010-2011	15	18	35	2
Pct Raise of Rank	17.86	2.1	28.05	-	Pct Raise of Rank	5.96	2.1	5.4	-

Table 11
Salaries in Colleges and Select Departments

Human Ecology	Salaries Men & Women				School of Art	Salaries Men & Women			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2011	11	13	15	6	Number, 2011	8	22	13	2
Maximum	135,202	111,527	75,829	89,339	Maximum	87,845	77,910	67,386	-
Minimum	83,283	72,003	56,500	53,500	Minimum	66,939	52,743	45,000	-
Median, 2011	96,408	80,099	60,004	60,724	Median, 2011	70,358	62,882	52,170	-
Mean, 2011	102,750	84,302	62,431	64,819	Mean, 2011	73,858	63,608	53,773	-
Number, 2010	11	12	15	1	Number, 2010	8	22	13	2
Mean, 2010	99,145	71,782	52,605	-	Mean, 2010	71,859	62,437	49,021	-
Pct-Raise_mean	3.64	17.44	18.68	-	Pct-Raise_mean	2.78	1.88	9.69	-
Num Not Pro	11	11	13	0	Num Not Pro	7	22	12	1
Pct.Raise-NotPr	3.64	7.29	4.3	-	Pct.Raise-NotPr	2.04	1.88	2.63	-
Total 2010-2011	11	12	15	1	Total 2010-2011	8	22	13	2
Pct Raise of Rank	3.64	16.57	18.68	-	Pct Raise of Rank	2.78	1.88	9.69	-
School of Pub. Comm.	Salaries Men & Women				School of Music	Salaries Men & Women			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2011	13	34	12	0	Number, 2011	3	10	7	0
Maximum	184,080	116,721	75,000	-	Maximum	83,328	95,980	74,197	-
Minimum	80,835	62,620	45,631	-	Minimum	-	55,534	48,570	-
Median, 2011	95,000	78,643	68,850	-	Median, 2011	-	68,260	59,500	-
Mean, 2011	109,196	79,427	66,071	-	Mean, 2011	-	70,256	59,298	-
Number, 2010	13	34	11	0	Number, 2010	3	10	7	0
Mean, 2010	99,561	75,360	48,477	-	Mean, 2010	76,974	67,913	57,520	-
Pct-Raise_mean	9.68	5.4	36.29	-	Pct-Raise_mean	1.84	3.45	3.09	-
Num Not Pro	12	31	8	0	Num Not Pro	3	9	7	0
Pct.Raise-NotPr	2.34	1.54	4.59	-	Pct.Raise-NotPr	1.84	2.87	3.09	-
Total 2010-2011	13	34	11	0	Total 2010-2011	3	10	7	0
Pct Raise of Rank	9.68	5.4	35.18	-	Pct Raise of Rank	1.84	3.45	3.09	-
Visual Perf Arts	Salaries Men & Women				Comm & Rhetor	Salaries Men & Women			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2011	21	50	42	4	Number, 2011	3	3	4	1
Maximum	140,696	95,980	79,518	104,040	Maximum	88,426	74,853	73,596	-
Minimum	66,939	52,743	45,000	45,000	Minimum	-	-	47,341	-
Median, 2011	78,469	63,762	52,282	-	Median, 2011	-	-	-	-
Mean, 2011	82,803	66,360	55,170	-	Mean, 2011	-	-	-	-
Number, 2010	20	50	42	4	Number, 2010	3	3	4	1
Mean, 2010	72,791	64,765	49,339	38,563	Mean, 2010	78,705	61,630	59,006	-
Pct-Raise_mean	13.75	2.46	11.82	63.49	Pct-Raise_mean	1.89	3.97	1.88	-
Num Not Pro	18	48	38	2	Num Not Pro	3	2	4	0
Pct.Raise-NotPr	2.48	2.19	2.79	-	Pct.Raise-NotPr	1.89	-	1.88	-
Total 2010-2011	20	50	42	4	Total 2010-2011	3	3	4	1
Pct Raise of Rank	9.78	2.46	11.82	63.49	Pct Raise of Rank	1.89	3.97	1.88	-

Table 11
Salaries in Colleges and Select Departments

Drama					Salaries Men & Women					Elec Engr&CmpSci				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins					
Number, 2011	4	7	7	0	Number, 2011	15	8	6	0					
Maximum	102,250	74,408	79,518	-	Maximum	168,566	116,480	86,275	-					
Minimum	70,687	58,273	45,000	-	Minimum	76,255	81,606	56,650	-					
Median, 2011	-	68,212	52,999	-	Median, 2011	105,676	102,717	79,526	-					
Mean, 2011	-	66,319	57,200	-	Mean, 2011	114,617	100,228	76,761	-					
Number, 2010	4	7	7	0	Number, 2010	15	8	6	0					
Mean, 2010	57,879	65,201	42,705	-	Mean, 2010	111,248	98,175	47,367	-					
Pct-Raise_mean	49.8	1.71	33.94	-	Pct-Raise_mean	3.03	2.09	62.06	-					
Num Not Pro	3	7	5	0	Num Not Pro	15	8	4	0					
Pct.Raise-NotPr	5.64	1.71	2.16	-	Pct.Raise-NotPr	3.03	2.09	1.79	-					
Total 2010-2011	4	7	7	0	Total 2010-2011	15	8	6	0					
Pct Raise of Rank	49.8	1.71	33.94	-	Pct Raise of Rank	3.03	2.09	62.06	-					
Transmedia Studies					Salaries Men & Women					Mech& Aero Engt				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins					
Number, 2011	2	4	7	0	Number, 2011	10	2	1	1					
Maximum	-	79,770	57,912	-	Maximum	172,783	-	-	-					
Minimum	-	57,613	47,000	-	Minimum	85,686	-	-	-					
Median, 2011	-	-	50,665	-	Median, 2011	119,289	-	-	-					
Mean, 2011	-	-	51,558	-	Mean, 2011	119,761	-	-	-					
Number, 2010	2	4	7	0	Number, 2010	10	2	1	1					
Mean, 2010	-	64,485	43,025	-	Mean, 2010	101,364	-	-	-					
Pct-Raise_mean	-	2.9	19.83	-	Pct-Raise_mean	18.15	-	-	-					
Num Not Pro	2	4	6	0	Num Not Pro	8	2	1	1					
Pct.Raise-NotPr	-	2.9	4.23	-	Pct.Raise-NotPr	2.3	-	-	-					
Total 2010-2011	2	4	7	0	Total 2010-2011	10	2	1	1					
Pct Raise of Rank	-	2.9	19.83	-	Pct Raise of Rank	18.15	-	-	-					
Teach & Lead					Bio&Chem Engr									
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins					
Number, 2011	3	6	5	1	Number, 2011	6	2	4	0					
Maximum	133,829	90,256	80,000	-	Maximum	150,960	-	84,480	-					
Minimum	-	69,173	59,800	-	Minimum	95,339	-	71,400	-					
Median, 2011	-	80,245	60,402	-	Median, 2011	135,885	-	-	-					
Mean, 2011	-	80,029	64,284	-	Mean, 2011	125,540	-	-	-					
Number, 2010	3	6	5	1	Number, 2010	6	2	4	0					
Mean, 2010	107,088	76,301	60,140	-	Mean, 2010	98,461	-	76,005	-					
Pct-Raise_mean	2.48	4.89	6.89	-	Pct-Raise_mean	27.5	-	2.52	-					
Num Not Pro	3	4	5	1	Num Not Pro	5	2	4	0					
Pct.Raise-NotPr	2.48	1.9	6.89	-	Pct.Raise-NotPr	1.95	-	2.52	-					
Total 2010-2011	3	6	5	1	Total 2010-2011	6	2	4	0					
Pct Raise of Rank	2.48	4.89	6.89	-	Pct Raise of Rank	27.5	-	2.52	-					

Table 11
Salaries in Colleges and Select Departments

African American Studies

	Prof	AssocP	AsstP	Ins
Number, 2011	4	3	4	0
Maximum	113,987	104,691	69,088	-
Minimum	57,741	-	65,080	-
Median, 2011	-	-	-	-
Mean, 2011	-	-	-	-
Number, 2010	4	3	4	0
Mean, 2010	70,400	84,860	65,050	-
Pct-Raise_mean	23.03	1.63	3.12	-
Num Not Pro	3	3	4	0
Pct.Raise-NotPr	2.53	1.63	3.12	-
Total 2010-2011	4	3	4	0
Pct Raise of Rank	23.03	1.63	3.12	-

Lang.Lit&Ling

	Prof	AssocP	AsstP	Ins
Number, 2011	5	8	9	4
Maximum	122,745	65,295	61,020	50,874
Minimum	86,857	50,955	43,350	40,332
Median, 2011	108,160	62,070	58,000	-
Mean, 2011	104,558	60,946	55,465	-
Number, 2010	5	8	9	4
Mean, 2010	81,206	59,320	40,591	41,359
Pct-Raise_mean	28.76	2.74	36.64	8.26
Num Not Pro	4	8	7	4
Pct.Raise-NotPr	1.66	2.74	6.53	8.26
Total 2010-2011	5	8	9	4
Pct Raise of Rank	28.76	2.74	36.64	8.26

English

	Prof	AssocP	AsstP	Ins
Number, 2011	10	13	7	0
Maximum	180,076	85,975	60,500	-
Minimum	57,661	56,519	52,010	-
Median, 2011	105,475	68,720	54,500	-
Mean, 2011	112,399	69,908	55,901	-
Number, 2010	9	13	7	0
Mean, 2010	116,382	67,145	46,901	-
Pct-Raise_mean	-3.42	4.11	19.19	-
Num Not Pro	9	10	6	0
Pct.Raise-NotPr	-3.19	2.57	0.91	-
Total 2010-2011	9	13	7	0
Pct Raise of Rank	-3.19	4.11	19.19	-

Art & Music Hist

	Prof	AssocP	AsstP	Ins
Number, 2011	4	3	6	1
Maximum	118,290	70,741	59,748	-
Minimum	53,000	-	43,147	-
Median, 2011	-	-	54,218	-
Mean, 2011	-	-	53,310	-
Number, 2010	4	3	6	1
Mean, 2010	81,253	64,299	43,338	-
Pct-Raise_mean	18.14	4.62	23.01	-
Num Not Pro	3	3	5	1
Pct.Raise-NotPr	1.84	4.62	2.63	-
Total 2010-2011	4	3	6	1
Pct Raise of Rank	18.14	4.62	23.01	-

Philosophy

	Prof	AssocP	AsstP	Ins
Number, 2011	10	3	3	0
Maximum	183,200	77,250	63,500	-
Minimum	78,810	-	-	-
Median, 2011	117,262	-	-	-
Mean, 2011	119,978	-	-	-
Number, 2010	10	3	3	0
Mean, 2010	118,059	68,600	56,779	-
Pct-Raise_mean	1.63	7.79	5.24	-
Num Not Pro	10	2	3	0
Pct.Raise-NotPr	1.63	-	5.24	-
Total 2010-2011	10	3	3	0
Pct Raise of Rank	1.63	7.79	5.24	-

Religion

	Prof	AssocP	AsstP	Ins
Number, 2011	6	4	3	0
Maximum	199,980	154,489	55,146	-
Minimum	82,501	64,105	-	-
Median, 2011	95,124	-	-	-
Mean, 2011	110,304	-	-	-
Number, 2010	6	4	2	0
Mean, 2010	107,056	97,022	-	-
Pct-Raise_mean	3.03	3.35	-	-
Num Not Pro	6	4	2	0
Pct.Raise-NotPr	3.03	3.35	-	-
Total 2010-2011	6	4	2	0
Pct Raise of Rank	3.03	3.35	-	-

Table 11
Salaries in Colleges and Select Departments

Biology					Chemistry				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2011	9	6	8	0	Number, 2011	11	5	4	0
Maximum	142,161	94,075	75,707	-	Maximum	168,230	116,276	68,163	-
Minimum	69,796	67,613	67,754	-	Minimum	60,678	68,250	63,699	-
Median, 2011	91,075	76,610	71,822	-	Median, 2011	94,750	73,391	-	-
Mean, 2011	96,477	78,004	71,281	-	Mean, 2011	96,100	80,706	-	-
Number, 2010	9	6	6	0	Number, 2010	10	5	4	0
Mean, 2010	93,348	64,150	69,241	-	Mean, 2010	87,373	77,458	47,750	-
Pct-Raise_mean	3.35	21.6	2.95	-	Pct-Raise_mean	9.99	4.19	37.23	-
Num Not Pro	9	5	6	0	Num Not Pro	9	4	3	0
Pct.Raise-NotPr	3.35	1.85	3.39	-	Pct.Raise-NotPr	2.02	3.3	3.2	-
Total 2010-2011	9	6	6	0	Total 2010-2011	10	5	4	0
Pct Raise of Rank	3.35	21.6	3.39	-	Pct Raise of Rank	14.04	4.19	37.23	-
Physics					Math				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2011	16	2	11	0	Number, 2011	20	7	5	0
Maximum	124,079	-	77,890	-	Maximum	141,525	91,800	70,810	-
Minimum	75,632	-	67,000	-	Minimum	69,265	52,697	53,928	-
Median, 2011	98,175	-	72,005	-	Median, 2011	91,993	73,925	70,000	-
Mean, 2011	100,799	-	71,993	-	Mean, 2011	93,639	73,949	65,158	-
Number, 2010	16	2	11	0	Number, 2010	19	7	5	0
Mean, 2010	98,965	-	52,143	-	Mean, 2010	89,246	72,361	36,300	-
Pct-Raise_mean	1.85	-	38.07	-	Pct-Raise_mean	4.92	2.19	79.5	-
Num Not Pro	16	1	8	0	Num Not Pro	19	7	3	0
Pct.Raise-NotPr	1.85	-	2.15	-	Pct.Raise-NotPr	2.1	2.19	2.36	-
Total 2010-2011	16	2	11	0	Total 2010-2011	19	7	5	0
Pct Raise of Rank	1.85	-	38.07	-	Pct Raise of Rank	2.1	2.19	79.5	-

Table 11
Salaries in Colleges and Select Departments

Psychology					Economics				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2011	11	7	9	0	Number, 2011	12	3	6	0
Maximum	189,700	84,632	70,546	-	Maximum	240,000	146,000	100,000	-
Minimum	79,185	57,851	45,900	-	Minimum	120,000	-	96,000	-
Median, 2011	116,700	75,000	48,328	-	Median, 2011	137,250	-	98,000	-
Mean, 2011	119,624	74,744	53,947	-	Mean, 2011	153,083	-	98,083	-
Number, 2010	11	7	9	0	Number, 2010	12	3	6	0
Mean, 2010	115,573	62,083	52,992	-	Mean, 2010	144,117	117,833	79,750	-
Pct-Raise_mean	3.51	20.39	1.8	-	Pct-Raise_mean	6.22	4.95	22.99	-
Num Not Pro	11	6	9	0	Num Not Pro	11	3	5	0
Pct.Raise-NotPr	3.51	3.83	1.8	-	Pct.Raise-NotPr	5.7	4.95	2.09	-
Total 2010-2011	11	7	9	0	Total 2010-2011	12	3	6	0
Pct Raise of Rank	3.51	20.39	1.8	-	Pct Raise of Rank	6.22	4.95	22.99	-
Anthropology					Geography				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2011	9	5	1	0	Number, 2011	5	7	4	0
Maximum	120,500	87,600	-	-	Maximum	121,200	82,000	72,000	-
Minimum	70,000	74,000	-	-	Minimum	85,000	66,000	61,000	-
Median, 2011	83,000	80,850	-	-	Median, 2011	89,500	72,000	-	-
Mean, 2011	87,500	80,190	-	-	Mean, 2011	99,480	71,971	-	-
Number, 2010	8	5	1	0	Number, 2010	5	7	4	0
Mean, 2010	80,308	77,360	-	-	Mean, 2010	96,400	68,986	46,900	-
Pct-Raise_mean	8.96	3.66	-	-	Pct-Raise_mean	3.2	4.33	39.66	-
Num Not Pro	8	4	0	0	Num Not Pro	5	6	3	0
Pct.Raise-NotPr	3.82	2.24	-	-	Pct.Raise-NotPr	3.2	2.83	4.48	-
Total 2010-2011	8	5	1	0	Total 2010-2011	5	7	4	0
Pct Raise of Rank	3.82	3.66	-	-	Pct Raise of Rank	3.2	4.33	39.66	-

Table 11
Salaries in Colleges and Select Departments

History

	Prof	AssocP	AsstP	Ins
Number, 2011	4	10	10	0
Maximum	109,000	80,000	70,000	-
Minimum	85,000	65,000	50,000	-
Median, 2011	-	75,000	63,500	-
Mean, 2011	-	75,100	63,300	-
Number, 2010	4	10	10	0
Mean, 2010	95,038	71,565	36,550	-
Pct-Raise_mean	4.69	4.94	73.19	-
Num Not Pro	4	10	6	0
Pct.Raise-NotPr	4.7	4.94	5.88	-
Total 2010-2011	4	10	10	0
Pct Raise of Rank	4.69	4.94	73.19	-

Political Science

	Prof	AssocP	AsstP	Ins
Number, 2011	9	12	4	0
Maximum	136,000	97,500	72,500	-
Minimum	51,000	67,000	62,100	-
Median, 2011	121,380	87,500	-	-
Mean, 2011	113,805	85,533	-	-
Number, 2010	9	12	4	0
Mean, 2010	106,356	81,167	64,625	-
Pct-Raise_mean	7	5.38	2.63	-
Num Not Pro	8	11	4	0
Pct.Raise-NotPr	7.15	5.02	2.63	-
Total 2010-2011	9	12	4	0
Pct Raise of Rank	7	5.38	2.63	-

Sociology

	Prof	AssocP	AsstP	Ins
Number, 2011	6	5	3	0
Maximum	99,400	81,450	66,000	-
Minimum	86,000	67,500	-	-
Median, 2011	91,100	75,600	-	-
Mean, 2011	92,183	74,010	-	-
Number, 2010	6	5	3	0
Mean, 2010	88,971	71,650	39,583	-
Pct-Raise_mean	3.61	3.29	61.69	-
Num Not Pro	6	4	2	0
Pct.Raise-NotPr	3.61	2.15	-	-
Total 2010-2011	6	5	3	0
Pct Raise of Rank	3.61	3.29	61.69	-

Public Administration

	Prof	AssocP	AsstP	Ins
Number, 2011	7	9	4	0
Maximum	203,200	145,000	93,500	-
Minimum	95,000	84,000	75,000	-
Median, 2011	140,000	101,500	-	-
Mean, 2011	147,689	107,906	-	-
Number, 2010	7	9	4	0
Mean, 2010	141,929	100,444	78,750	-
Pct-Raise_mean	4.06	7.43	1.97	-
Num Not Pro	7	8	4	0
Pct.Raise-NotPr	4.06	7.21	1.97	-
Total 2010-2011	7	9	4	0
Pct Raise of Rank	4.06	7.43	1.97	-

Table 11
Salaries in Colleges and Select Departments

Social Work	Prof	AssocP	AsstP	Ins
Number, 2011	5	5	5	0
Maximum	135,202	81,052	75,829	-
Minimum	95,723	72,003	57,000	-
Median, 2011	105,737	78,900	60,004	-
Mean, 2011	109,022	77,871	62,657	-
Number, 2010	5	5	5	0
Mean, 2010	105,847	71,951	49,411	-
Pct-Raise_mean	3	8.23	26.81	-
Num Not Pro	5	5	4	0
Pct.Raise-NotPr	3	8.23	3.74	-
Total 2010-2011	5	5	5	0
Pct Raise of Rank	3	8.23	26.81	-