

# Syracuse University Chapter-AAUP Committee Z Report For Academic Year 2000-2001

Each year Committee Z (Economic Status of the Profession) of the Syracuse University Chapter of the American Association of University Professors 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 Joanna Masingila, Pat Cihon, Can Isik and John Diehl. 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 2000 report for the AAUP National office.

The tables and charts in this report, which exclude lecturers, adjuncts and part timers, are intended to present various kinds of statistical information about full-time faculty members in each of the regular ranks and in all the regular ranks combined. Some of the tables pertain to the entire University; some to colleges, schools, groupings within schools, or departments. Some deal with salary; some with compensation; some with raises; some with the effects of inflation. Some relate to financial comparisons between the sexes. Some apply only to the present academic year; some to a range of years. Two tables enable comparisons with other institutions. In all cases, "salary" refers to academic base salary.

On Page 11 there are a few conclusions drawn from all the tables and charts. Definitions of the categories used in Tables 10 and 11 precede Table 10.

Table 1 presents the average salaries, benefits, and total compensation (salary plus benefits) of full-time faculty members in each of the ranks (except lecturer), and in all the ranks combined.

**Table 1**  
**2000-2001 Salary, Benefits, Total Compensation**  
**For Full-Time Faculty Members, by Rank**

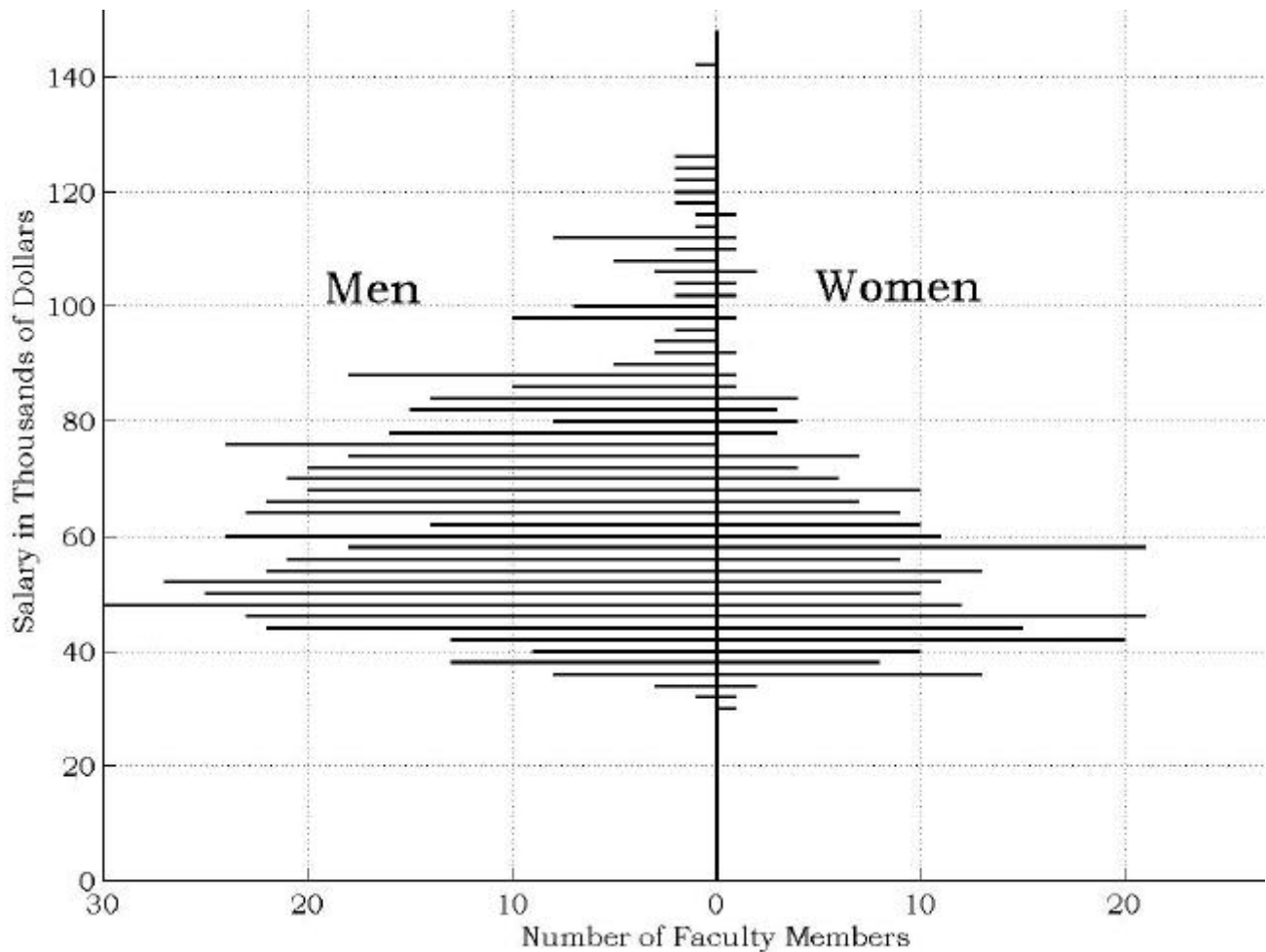
Faculty Rank	Number	Average Salary	Average Benefit	Average = Compensation
Professor	323	78,615	23,816	102,431
Assoc. Professor	265	60,964	21,736	82,700
Asst. Professor	225	48,952	16,473	65,425
Instructor	12	45,085	14,267	59,352
All Ranks	825	64,368	21,007	85,375

The major fringe benefits include TIAA/CREF payments by the University, medical, FICA, and tuition, in that order. (This listing is ordered by cost to the University.)

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 clearly apparent. Other parts on Page 3 show Full Professors vis-à-vis Associate Professors, and Associate Professors vis-à-vis Assistant Professors. There are not a sufficient number of 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**

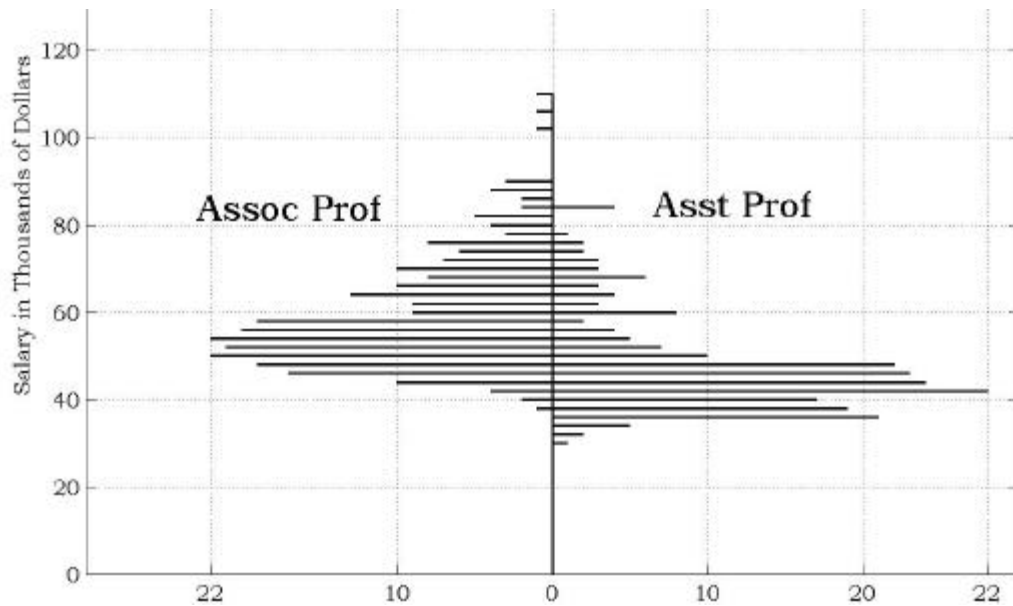
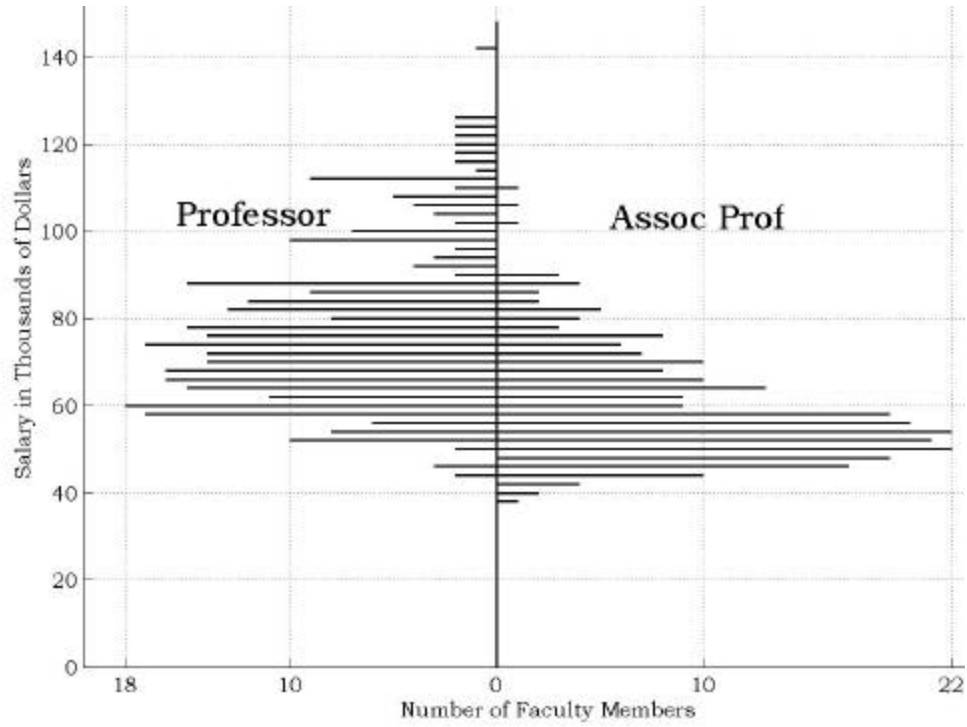


Table 3 compares women's average salaries in 2000-2001 with men's average salaries, the former being shown as a percentage of the latter. Other comparisons between men and women, in terms of recent salaries and raises, appear later in this report, in Tables 10 and 11.

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

	<u>All-Univ</u>			<u>Arts &amp; Sci</u>			<u>Maxwell</u>			<u>Education</u>		
	<u>P</u>	<u>AP</u>	<u>aP</u>	<u>P</u>	<u>AP</u>	<u>aP</u>	<u>P</u>	<u>AP</u>	<u>aP</u>	<u>P</u>	<u>AP</u>	<u>aP</u>
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
1996-97	87	97	91	79	102	98	91	96	101			
1995-96	89	96	90	85	104	98	91	99	105			
1994-95	90	95	93	94	99	105	98	98	106			
1993-94	88	95	92	90	100	108	88	96	106			

It should be noted that the data on which the averages 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 2000-2001 are not the same faculty members involved in the 1999-2000 computation.

**Table 4**

**Comparative Salaries of New Hires & All Faculty Members**

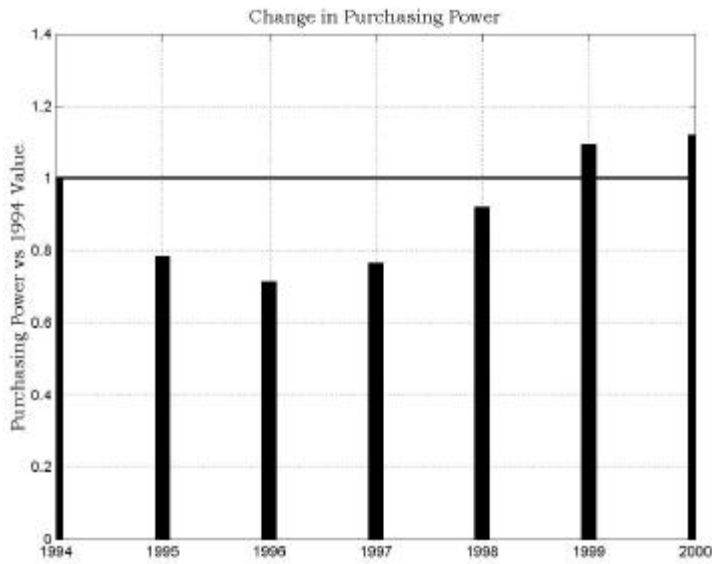
<b>RANK</b>	<b>NUMBER NEW</b>	<b>AVG FOR NEW</b>	<b>UNIVERSITY AVG</b>
Professor	7	71,176	78,812
Assoc Prof	15	67,287	60,326
Asst Prof	54	47,090	49,370
Instructor	3	46,333	59,954

Table 4 compares the 2000-2001 salaries paid to faculty members who were not on the academic budget last year to the salary of those who were. There are 8 more faculty members this year compared with 1999-2000, and there were 79 new hires, the same as last year. This does not mean that all the academic units are about the same size they were. The actual numbers for the academic units with 10 or more faculty members can be obtained from the data of Table 11.

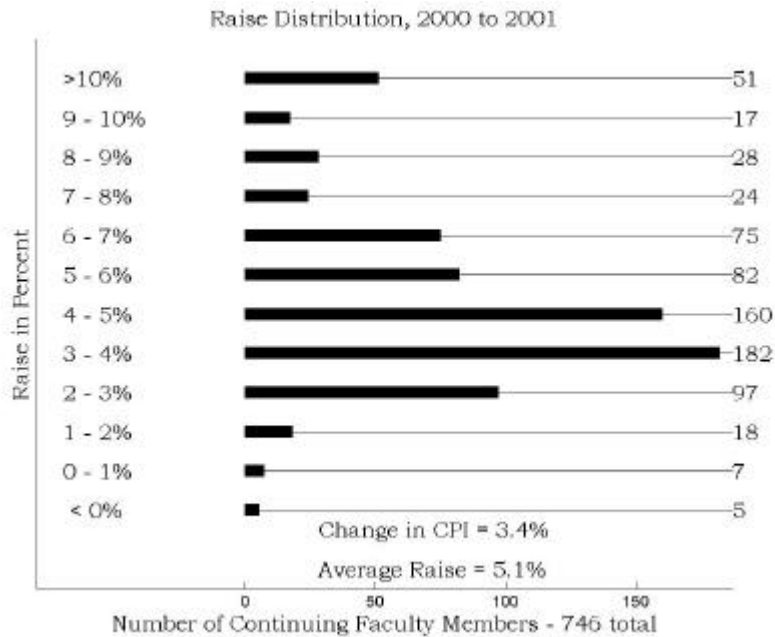
**Table5**  
**Raise Distribution 1997-98 to 2000-2001**

<b>%Raise</b>	<b>No.Fac</b>	<b>%Fac</b>	<b>CumFac</b>	<b>Cum%</b>	
>30	16	2.6	16	2.6	
30	5	0.8	21	3.5	
29	4	0.7	25	4.1	
28	4	0.7	29	4.8	
27	5	0.8	34	5.6	
26	8	1.3	42	7.0	
25	7	1.2	49	8.1	
24	11	1.8	60	9.9	
23	5	0.8	65	10.8	
22	14	2.3	79	13.1	
21	18	3.0	97	16.1	
20	22	3.6	119	19.7	
19	22	3.6	141	23.3	
18	31	5.1	172	28.5	
17	29	4.8	201	33.3	
16	37	6.1	238	39.4	
15	36	6.0	274	45.4	
14	44	7.3	318	52.6	
13	47	7.8	365	60.4	
12	51	8.4	416	68.9	
11	38	6.3	454	75.2	
10	51	8.4	505	83.6	
9	26	4.3	531	87.9	
8*****	32*****	5.3*****	563*****	93.2	7.6%
7	18	3.0	581	96.2	
6	9	1.5	590	97.7	
5	5	0.8	595	98.5	
4	0	0.0	595	98.5	
3	5	0.8	600	99.3	
2	0	0.0	600	99.3	
1	1	0.2	601	99.5	
0	0	0.0	601	99.5	
<0	3	0.5	604	100.0	

Table 5 shows the percentage raise over the past three years for continuing faculty members. This is the cumulative raise from 1997-98 to 2000-2001. The consumer Price Index, CPI, increased 7.6%, so about 49 faculty members continuing over those years, or about 8%, did not receive a raise that kept up with the cost of living.



The chart to the left shows the change in purchasing power of total faculty compensation. Academic year 1994-95 was taken as the base for comparison. Each bar represents the ratio of that year's compensation to its CPI, normalized to the ratio for 1994-95. For years our purchasing power slumped, and it wasn't until recently that some recovery was achieved. Since 1994 the CPI has risen about 16.3%, and faculty compensation has risen about 18.2%.



**Table 6**

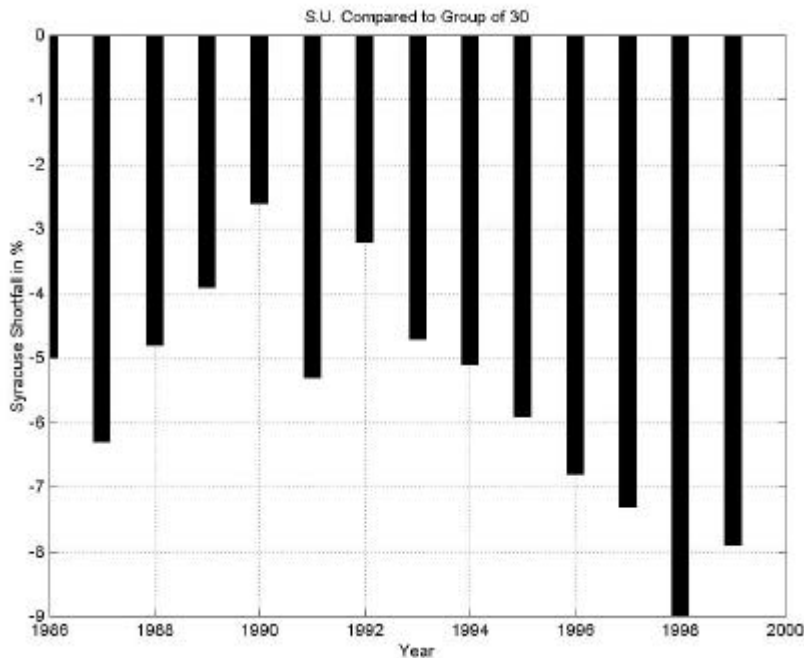
Table 6 shows the one-year distribution of raises across the faculty. Five faculty members had a salary reduction. About 217 faculty members, or about 29% of the faculty, did not receive a raise that kept up with the cost of living.

Table 7 tabulates 2000-2001 average salaries and raises from 1999-00 for a number of academic units. The chart is ordered in the order of decreasing 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 that were in the unit both last year and this year.

**Table 7**  
**2000-2001 Average Salaries and Raises for All Academic Units**  
**with 10 or more Faculty Members**

<b>Academic Unit</b>	<b>N</b>	<b>Salary</b>	<b>Raise</b>	<b>%Raise</b>
Philosophy	13	68,228	5197	8.2
Chemistry	16	73,506	5101	7.5
Economics	13	81,192	5246	6.9
Religion	12	62,961	4004	6.8
College of Law	34	97,973	6079	6.6
Information Studies	19	68,401	4184	6.5
Political Science	18	61,124	3635	6.3
English	29	55,805	3208	6.1
Human Development	10	51,991	2974	6.1
Geography	12	65,117	3575	5.8
Public Comm.	44	61,029	3235	5.6
Education - Teach. & Ldr.	11	54,062	2861	5.6
Management	49	82,954	4378	5.6
Architecture	27	57,979	2942	5.3
Drama	13	48,042	2425	5.3
School of Social Work	17	61,572	3074	5.3
School of Music	12	46,919	2338	5.2
Writing Program	10	54,704	2434	4.7
Electrical & Comp Syst	27	79,478	3529	4.6
Psychology	25	56,839	2503	4.6
Biology	20	67,035	2780	4.3
Mathematics	29	66,518	2725	4.3
Physics	23	69,296	2830	4.3
College of Nursing	12	65,221	2580	4.1
Anthropology	13	56,335	2169	4.0
Foreign Lang./Literature	19	53,766	2063	4.0
Sociology	15	58,672	2230	4.0
Mech., Chem & Civil Eng	26	76,146	2812	3.8
School of Art	50	50,478	1637	3.4
History	20	61,245	1092	1.8

Table 8 presents figures for faculty compensation (salary plus benefits) at Syracuse University and for faculty compensation at (up to) 29 other institutions, public and private, over the period 1974-75 to 1999-00. (1999-00 is the last year for which full data are available.) We can see that we remain below the median, this time at 19th position in this table.



The chart to the left shows how the Syracuse University average compensation has compared with the mean of these schools over the past 10 years. For example, in 1996-97 our average compensation was almost 7% below the mean of the 29 schools. In 1987 the Administration declared the intention to bring Syracuse University up to the middle of the group of 30 in 5-10 years. It now is apparent that that goal was not reached.

Table 9 is composed of Syracuse University and 66 other institutions that might be comparable to Syracuse University. This table compares the average compensation, and the compensation increases, at the 67 institutions. Last year we were 36th in this list of 67; this year we are 35th. The background on this table is that 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 original 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.

Table 10 presents 1999-00 and 2000-2001 All-University salary figures by rank, for men, for women, and for both sexes. It gives maximum, minimum, and mean salary figures for 2000-2001; mean only for 1999-00. It also provides information about the percent change in some of these data between these years.

Table 11 is a sequence of tables providing the same types of information as Table 10 for many of the colleges, schools, or 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 8**  
**Average Compensation in Thousands of Dollars for**  
**All Full-Time Faculty Members in 30 Comparable Institutions**  
**for 1974-75 and for 1990-91 through 1999-00**

PUBLIC	74-75	90-91	91-92	92-93	93-94	94-95	95-96	96-97	97-98	98-99	99-00
Colorado (Bldr)	20.1	59.5	64.0	65.5	64.9	69.7	71.2	71.7	74.7	77.0	78.2
Florida	18.3	59.0	60.9	57.7	60.9	64.0	66.4	74.1	76.5	80.7	79.2
Iowa	20.0	66.9	67.1	70.9	72.3	73.8	76.5	79.6	82.0	85.7	89.4
Iowa State	42.4	61.4	63.2	66.0	66.6	68.5	73.3	74.5	78.0	78.4	83.4
Kansas	19.0	54.7	56.0	58.2	60.3	63.2	64.9	66.6	68.9	71.4	75.0
Maryland(Co Pk)	19.5	65.1	65.8	66.2	66.9	70.2	73.2	75.1	77.5	79.9	82.9
Michigan State	22.0	65.0	66.5	69.1	73.2	75.1	76.8	79.3	80.5	83.1	86.9
Ohio State	20.3	63.5	65.2	65.5	67.6	69.8	73.6	76.5	78.3	81.1	85.5
Oregon	19.3	50.5	53.4	56.5	59.4	59.5	60.4	59.7	62.3	65.3	69.8
Penn State	19.3	58.7	60.9	61.9	65.2	66.8	68.9	70.2	72.1	74.4	77.6
Pittsburgh	20.5	61.6	65.9	67.1	68.8	71.4	70.9	73.2	74.9	78.0	80.3
Rutgers(New Br)	23.0	71.7	78.2	78.1	83.8	91.9	89.4	92.9	87.3	91.4	93.3
SUNY:											
Albany	24.2	69.9	70.2	70.2	73.9	76.0	78.5	78.2	77.3	81.0	81.2
Binghamton	24.4	67.5	68.0	68.7	71.6	72.8	75.6	74.9	73.2	75.7	76.2
Buffalo	25.2	71.7	72.8	72.6	76.7	77.4	78.0	79.4	76.3	84.6	86.1
Stony Brook	25.6	72.7	72.5	71.9	75.1	76.3	78.5	78.37	78.7	84.5	84.3
PRIVATE											
Boston U	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Brandeis	22.3	63.0	63.0	67.5	68.6	71.1	71.5	74.0	76.5	78.8	80.5
Brown	22.8	69.9	74.4	76.1	79.7	81.3	83.6	86.2	88.7	91.1	93.0
Case	19.1	63.2	66.2	70.6	74.4	76.3	78.5	81.6	83.8	85.8	89.2
Cornell	23.5	71.2	74.0	77.5	83.4	80.9	82.6	86.7	92.7	96.9	102.4
Duke	23.5	76.0	80.3	83.8	86.2	89.3	93.1	95.4	100.2	104.1*	108.1
N.Y.U.	NA	76.2	81.6	86.8	90.5	94.2	98.0	102.2	105.3	109.1	114.8
Notre Dame	19.1	70.5	73.7	76.1	78.7	81.0	84.2	87.5	91.2	95.9	99.7
Rice	21.6	70.0	74.2	77.7	81.6	85.9	91.0	89.5	94.0	100.1	105.5
Rochester	22.2	66.9	70.0	72.6	73.3	75.0	77.4	NA	84.4	88.2	92.7
Syracuse	20.6	64.5	65.2	68.4	70.1	72.2	73.6	75.1	76.7	78.6	82.3
U.S.C.	20.3	73.5	78.2	79.2	82.	86.5	89.2	92.4	95.0	98.6	99.5
Vanderbilt	21.6	67.7	70.4	73.3	75.6	77.1	79.7	84.4	88.1	90.2	94.8
Washingt (St L)	21.1	65.4	68.0	70.5	73.0	79.2	81.8	84.8	88.6	93.8	100.6
Mean, Public	21.2	63.7	65.7	66.6	69.2	71.7	73.5	75.3	76.2	79.5	81.8
Mean, Private	21.5	69.1	72.2	75.4	78.3	79.2	83.4	86.7	89.6	93.2	93.2
Mean, All	21.3	66.1	68.6	70.5	73.3	75.8	77.9	80.1	82.2	85.6	88.7
Number Report	28	29	29	29	29	29	29	28	29	29	29
Syracuse Rank	15	19	21	19	19	19	20	19	18	21	19

\*Data for Duke for 98-99 is based on a three year average of compensation increases.  
Underlined figures are higher than the corresponding Syracuse figures.

**Table 9****Average Compensation and 1999-2000 Increase at 67 Selected Institutions**

School	Comp 1999	2000	Increase	School	Comp 1999	2000	Increase
UNIV OF PENNSYLVANIA	115.90	128.50	10.9%	UNIV OF CINCINNATI	78.70	82.40	4.7%
NEW YORK UNIV	109.10	114.80	5.2%	<b>SYRACUSE UNIV</b>	<b>78.60</b>	<b>82.10</b>	<b>4.5%</b>
EMORY UNIV	98.20	112.20	14.3%	UNIV OF TEXAS	77.40	81.30	5.0%
NORTHWESTERN UNIV	105.70	110.80	4.8%	VIRGINIA POLY	75.20	81.30	8.1%
DUKE UNIV	104.10	108.10	3.8%	SUNY AT ALBANY	81.00	81.20	0.2%
CARNEGIE MELLON UNIV	97.80	105.20	7.6%	UNIV OF ARIZONA	76.90	81.00	5.3%
CORNELL UNIVERSITY	96.90	102.4	5.7%	UNIV OF PITTSBURGH	78.00	80.30	2.9%
WASHINGTON UNIV	93.80	100.60	7.2%	UNIV OF COLORADO	77.00	79.20	2.9%
UNIV OF NOTRE DAME	95.90	99.70	4.0%	UNIV OF FLORIDA	80.70	79.20	-1.9%
UNIV OF S.CALIF.	96.60	99.50	3.0%	UNIV OF UTAH	75.50	79.20	4.9%
UNIV OF CALIFORNIA	95.40	99.30	4.1%	UNIV OF WASH	74.60	79.20	6.2%
UNIV OF MINNESOTA	92.50	96.40	4.2%	UNIV OF ILLINOIS	76.10	79.00	3.8%
UNIV OF VIRGINIA	91.90	96.10	4.6%	WAYNE STATE UNIV	75.20	78.00	3.7%
GEORGETOWN UNIV	91.10	94.80	4.1%	UNIV OF TENNESSEE	73.20	77.30	5.6%
VANDERBILT	90.20	94.80	5.1%	TULANE UNIV	79.40	77.00	-3.0%
UNIV OF CONNECTICUT	89.70	93.50	4.2%	ARIZONA STATE UNIV	73.30	76.70	4.6%
RUTGERS UNIV	91.40	93.30	2.1%	NORTH CAROLINA STATE	75.50	76.60	1.5%
UNIV OF MICHIGAN	89.70	93.30	4.0%	UNIV OF HAWAII	76.90	76.40	-0.7%
UNIV OF ROCHESTER	88.20	92.7	5.1%	COLO. STATE UNIV	74.10	76.30	3.0%
RENSSELAER POLY	91.60	91.50	-0.1%	SUNY AT BINGHAMTON	75.70	76.20	0.7%
UNIV OF DELAWARE	89.00	91.50	2.8%	UNIV OF S. CAROLINA	71.30	75.90	6.5%
TEMPLE UNIV	88.30	91.10	3.2%	UNIV OF NEBRASK	71.40	75.70	6.0%
UNIV OF IOWA	85.70	89.40	4.3%	UNIV OF KENTUCKY	73.70	75.60	2.6%
UNIV OF N. CAROLINA	85.60	88.30	3.2%	FLORIDA STATE UNIV	74.80	75.20	0.5%
MICHIGAN STATE UNIV	83.10	86.90	4.6%	UNIV OF KANSAS	71.40	75.00	5.0%
PURDUE UNIV	83.00	86.60	4.3%	OKLAHOMA STATE UNIV	71.30	74.00	3.8%
SUNY AT BUFFALO	84.60	86.10	1.8%	HOWARD UNIV	64.70	73.40	13.4%
OHIO STATE UNIV	81.10	85.50	5.4%	UNIV OF OKLAHOMA	70.50	73.00	3.5%
UNIV OF RHODE ISLAND	80.80	84.50	4.6%	WASH. STATE UNIV	65.90	70.00	6.2%
SUNY AT STONY BROOK	84.50	84.30	-0.2%	AUBURN UNIV	64.00	68.10	6.4%
IOWA STATE UNIV	80.70	83.40	3.3%	WEST VIRGINIA UNIV	62.40	66.90	7.2%
UNIV OF MIAMI	81.40	83.00	2.0%	KANSAS STATE UNIV	63.70	66.70	4.7%
UNIV OF MARYLAND	79.90	82.90	3.8%	UNIV OF NEW MEXICO	65.70	62.80	-4.4%
				UNIV OF WYOMING	59.70	62.70	5.0%

## Conclusions

Syracuse University faculty members should be pleased by the fact that in 2000, for the second year in a row, the purchasing power of their compensation rose, improving relative to what it had been in 1994. On the other hand, in each of the four years immediately after 1994, the purchasing power of their compensation was less than it had been at that earlier time, leaving cumulative shortfalls to be made up for.

If we take a larger and longer look, the picture is not as rosy. Improvement in faculty compensation at SU, compared to what is happening at other institutions, is somewhat lacking. Table 8 shows that Syracuse's compensation moved from 21st to 19th in the group of 29 reporting institutions. But in the period from 1990-91 onward, Syracuse has been six times out of ten in the 19th position. And this occurred roughly during a period (1987-97) when the Syracuse administration was on record as endorsing Syracuse's regaining the middle position (15th) which it had had in 1974-75. However hard Syracuse tried to improve its relative standing in the group, other institutions seem to have tried harder.

The failure of Syracuse University to improve faculty compensation relative to other, comparable, institutions is significant in light of two announcements made by the university earlier this year. The first announcement, made in the February 7<sup>th</sup> Syracuse Record, noted the allocation of \$250,000 as the first of four or five annual installments for the development of a "Strategic Faculty Development Fund." The purpose of the fund was to "make salary adjustments for faculty where market disparities, salary compression or other factors justify salary increases ...." The second announcement, made in the May 15<sup>th</sup> Syracuse Record, was the university's plan to spend between \$150 million to \$180 million over the next five years to improve the physical facilities on campus. That spending program was aimed at improving Syracuse's standing in national rankings, improving research productivity and improving recruitment and retention of faculty and students. It should be obvious that the real strength of any university is its faculty -- the quality of the faculty is the key to research productivity, student recruitment and retention, and national recognition of the university. The best way to recruit and retain quality faculty is to improve faculty compensation. Yet while the university is committed to spending at least \$30 million per year to make its physical facilities more competitive, it has committed only \$250,000 per year to make faculty compensation more competitive.

There may be some significance in the modification in the "star system." In earlier years full professors were hired at salaries appreciably higher than those paid to the average full professors at the University. The star system was advocated as a way of trying to raise the academic level (and reputation) of the University. Although it did carry with it the discouraging corollary that once at the University, one's chances of improving one's salary would be impaired by the diversion of funds to even later hires. In 2000-01 the star system seems more future- than present-oriented: new

associate professors were hired for appreciably higher salaries than those paid to the average associate professor, while full professors coming in from the outside earned less than the University average for full professors. But will this year's new hires also suffer raise impairment in the future? Is the University putting enough money into the salary and benefits pool?

One group at the University, female associate professors--women are now about 30% of the full-time faculty--do seem to be improving their position relative to their male counterparts, especially in Arts and Sciences, most especially in the Maxwell School. But gender parity for full professors has not been attained. In fact, for the all-university numbers, the highest level female full professors have reached in the last eight years is 92% of male full professors' salaries. The situation is even worse in Arts and Sciences and Education, where female full professors' salaries are currently 89% and 84%, respectively, of male full professors' salaries. Steps need to be taken to rectify this ongoing disparity! If the compensation for faculty members university-wide were to be improved at the rate that it is for Maxwell female faculty members, Syracuse University might have an easier time raising its position relative to other comparable institutions.

## **DEFINITIONS OF CATEGORIES IN TABLES 10 & 11**

(Note: Academic years are referred to by the calendar year in which they terminate, not those in which they begin, although the data pertain to the fall semester. Thus, "Number 2001" refers to academic year 2000-2001. Also, any department with fewer than 10 faculty members is not reported, in order to maintain confidentiality.)

"NUMBER, 2001" is the number of faculty members in this unit in the academic year 2000-2001. It excludes those on leave and visiting appointments.

"MAXIMUM," "MINIMUM," "MEDIAN," and "MEAN, 2001" all refer to the salary figures for the faculty members counted in "NUMBER, 2001."

"NUMBER, 2000" 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, 2000" is the mean salary in 1998-99 for the faculty members who comprise "NUMBER, 2000."

"PCT RAISE, MEAN" is the percent change from "MEAN, 2000." It compares the 2000-2001 salaries of all that are presently in the unit to the 1998-99 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 % raise for the faculty members in this academic unit who had the same rank last year and this year.

"TOTAL, 2000-2001" counts the number of persons who were in the particular academic unit both years. If a faculty member received a promotion at the end of the last 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 Sex**

All University	Salaries Men & Women			
	Prof	AssocP	AsstP	Ins
Number, 2001	323	263	230	9
Maximum	152,150	111,500	86,000	98,900
Minimum	44,850	39,760	30,000	40,000
Median, 2001	75,000	57,500	45,940	50,000
Mean, 2001	78,646	60,723	48,834	55,414
Number, 2000	316	248	176	6
Mean, 2000	75,104	57,302	46,808	59,492
Pct-Raise_mean	4.72	5.97	4.33	-6.85
Num Not Pro	308	234	169	5
Pct.Raise-NotPr	4.84	5.07	5.5	-0.43
Total 2000-2001	316	248	176	6
Pct Raise of Rank	4.94	5.28	5.47	0.78

All University	Salaries Men			
	Prof	AssocP	AsstP	Ins
Number, 2001	269	178	115	6
Maximum	152150	106100	86000	98900
Minimum	44850	39760	33300	42153
Median, 2001	77250	57000	46380	55800
Mean, 2001	79775	61182	49745	61017
Number, 2000	264	168	86	5
Mean, 2000	76370	57613	47558	62862
Pct-Raise_mean	4.46	6.19	4.6	-2.94
Num Not Pro	259	159	81	4
Pct.Raise-NotPr	4.65	4.96	5.78	-1.87
Total 2000-2001	264	168	86	5
Pct Raise of Rank	4.73	5.14	5.39	-0.07

All University Salaries	Women			
	Prof	AssocP	AsstP	Ins
Number, 2001	54	85	115	3
Maximum	116600	111500	85500	-
Minimum	51500	42550	30000	-
Median, 2001	69015	58000	45700	-
Mean, 2001	73022	59763	47924	44207
Number, 2000	52	80	90	1
Mean, 2000	68677	56649	46091	-
Pct-Raise_mean	6.33	5.5	3.98	-
Num Not Pro	49	75	88	1
Pct.Raise-NotPr	5.93	5.32	5.23	-
Total 2000-2001	52	80	90	1
Pct Raise of Rank	6.08	5.57	5.55	-

**Table 11 Departments and Colleges****Arts and Sciences Salaries Men & Women**

	Prof	AssocP	AsstP	Ins
Number, 2001	118	63	57	0
Maximum	125000	78000	85000	-
Minimum	44850	39760	35500	-
Median, 2001	70550	54000	45000	-
Mean, 2001	73075	54250	46661	-
Number, 2000	118	56	46	0
Mean, 2000	69722	50243	44345	-
Pct-Raise_mean	4.81	7.98	5.22	-
Num Not Pro	115	54	44	0
Pct.Raise-NotPr	4.72	5.73	5.42	-
Total 2000-2001	118	56	46	0
Pct Raise of Rank	4.81	5.89	5.97	-

**Arts and Sciences Salaries Men**

	Prof	AssocP	AsstP	Ins
Number, 2001	107	40	32	0
Maximum	125000	78000	66000	-
Minimum	44850	39760	35500	-
Median, 2001	72000	51000	46500	-
Mean, 2001	73809	53011	47442	-
Number, 2000	107	37	26	0
Mean, 2000	70510	49161	44787	-
Pct-Raise_mean	4.68	7.83	5.93	-
Num Not Pro	106	36	25	0
Pct.Raise-NotPr	4.67	6.22	6.19	-
Total 2000-2001	107	37	26	0
Pct Raise of Rank	4.68	6.29	6.16	-

**Arts and Sciences Salaries Women**

	Prof	AssocP	AsstP	Ins
Number, 2001	11	23	25	0
Maximum	81000	75000	85000	-
Minimum	58700	44000	36500	-
Median, 2001	65000	55500	44000	-
Mean, 2001	65936	56404	45661	-
Number, 2000	11	19	20	0
Mean, 2000	62055	52351	43770	-
Pct-Raise_mean	6.25	7.74	4.32	-
Num Not Pro	9	18	19	0
Pct.Raise-NotPr	5.42	4.82	4.36	-
Total 2000-2001	11	19	20	0
Pct Raise of Rank	6.26	5.14	5.73	-

**Maxwell Salaries Men & Women**

	Prof	AssocP	AsstP	Ins
Number, 2001	59	35	36	0
Maximum	127500	87000	63000	-
Minimum	52600	49000	33300	-
Median, 2001	80000	58000	47125	-
Mean, 2001	81949	59489	48015	-
Number, 2000	59	33	27	0
Mean, 2000	78548	56322	46456	-
Pct-Raise_mean	4.33	5.62	3.36	-
Num Not Pro	57	31	26	0
Pct.Raise-NotPr	4.09	5.19	5.33	-
Total 2000-2001	59	33	27	0
Pct Raise of Rank	4.33	5.41	5.54	-

**Maxwell Salaries Men**

	Prof	AssocP	AsstP	Ins
Number, 2001	51	24	21	0
Maximum	127500	87000	63000	-
Minimum	52600	49000	33300	-
Median, 2001	80000	54635	45000	-
Mean, 2001	82469	58691	47871	-
Number, 2000	51	22	13	0
Mean, 2000	79345	55872	46623	-
Pct-Raise_mean	3.94	5.05	2.68	-
Num Not Pro	49	21	12	0
Pct.Raise-NotPr	3.65	4.44	4.55	-
Total 2000-2001	51	22	13	0
Pct Raise of Rank	3.94	4.59	5.02	-

**Maxwell Salaries Women**

	Prof	AssocP	AsstP	Ins
Number, 2001	8	11	15	0
Maximum	105000	75000	63000	-
Minimum	59000	50000	36000	-
Median, 2001	76750	60000	47750	-
Mean, 2001	78631	61232	48216	-
Number, 2000	8	11	14	0
Mean, 2000	73463	57223	46300	-
Pct-Raise_mean	7.03	7.01	4.14	-
Num Not Pro	8	10	14	0
Pct.Raise-NotPr	7.04	6.73	6.02	-
Total 2000-2001	8	11	14	0
Pct Raise of Rank	7.04	7.01	6.02	-

**Table 11 Departments and Colleges****A & S Humanities Salaries Men & Women**

	Prof	AssocP	AsstP	Ins
Number, 2001	39	36	32	0
Maximum	121000	78000	85000	-
Minimum	44850	41400	35500	-
Median, 2001	68580	54000	43750	-
Mean, 2001	71468	55665	45245	-
Number, 2000	39	32	27	0
Mean, 2000	68487	50964	42973	-
Pct-Raise_mean	4.35	9.22	5.29	-
Num Not Pro	38	32	25	0
Pct.Raise-NotPr	4.18	6.87	6.19	-
Total 2000-2001	39	32	27	0
Pct Raise of Rank	4.35	6.87	7.07	-

**A & S Humanities Salaries Men**

	Prof	AssocP	AsstP	Ins
Number, 2001	30	21	13	0
Maximum	121000	78000	66000	-
Minimum	44850	41400	35500	-
Median, 2001	70290	50170	44650	-
Mean, 2001	73016	54634	46204	-
Number, 2000	30	20	11	0
Mean, 2000	70263	49553	43489	-
Pct-Raise_mean	3.92	10.25	6.24	-
Num Not Pro	30	20	10	0
Pct.Raise-NotPr	3.92	8.5	9.16	-
Total 2000-2001	30	20	11	0
Pct Raise of Rank	3.92	8.5	8.73	-

**A & S Humanities Salaries Women**

	Prof	AssocP	AsstP	Ins
Number, 2001	9	15	19	0
Maximum	81000	75000	85000	-
Minimum	58700	44000	36500	-
Median, 2001	65000	56200	43000	-
Mean, 2001	66311	57109	44588	-
Number, 2000	9	12	16	0
Mean, 2000	62567	53317	42619	-
Pct-Raise_mean	5.98	7.11	4.62	-
Num Not Pro	8	12	15	0
Pct.Raise-NotPr	5.29	4.35	4.13	-
Total 2000-2001	9	12	16	0
Pct Raise of Rank	5.98	4.35	5.91	-

**A & S Sciences Salaries Men & Women**

	Prof	AssocP	AsstP	Ins
Number, 2001	79	27	25	0
Maximum	125000	62500	62000	-
Minimum	46700	39760	37500	-
Median, 2001	72100	53762	49000	-
Mean, 2001	73868	52363	48474	-
Number, 2000	79	24	19	0
Mean, 2000	70332	49283	46293	-
Pct-Raise_mean	5.03	6.25	4.71	-
Num Not Pro	77	22	19	0
Pct.Raise-NotPr	4.98	4.01	4.52	-
Total 2000-2001	79	24	19	0
Pct Raise of Rank	5.03	4.52	4.52	-

**A & S Sciences Salaries Men**

	Prof	AssocP	AsstP	Ins
Number, 2001	77	19	19	0
Maximum	125000	60000	62000	-
Minimum	46700	39760	37500	-
Median, 2001	72350	51000	49000	-
Mean, 2001	74118	51217	48289	-
Number, 2000	77	17	15	0
Mean, 2000	70607	48701	45738	-
Pct-Raise_mean	4.97	5.17	5.58	-
Num Not Pro	76	16	15	0
Pct.Raise-NotPr	4.96	3.29	4.36	-
Total 2000-2001	77	17	15	0
Pct Raise of Rank	4.97	3.65	4.36	-

**A & S Sciences Salaries Women**

	Prof	AssocP	AsstP	Ins
Number, 2001	2	8	6	0
Maximum	-	62500	60500	-
Minimum	-	50000	45000	-
Median, 2001	-	54250	46425	-
Mean, 2001	-	55083	49058	-
Number, 2000	2	7	4	0
Mean, 2000	-	50696	48375	-
Pct-Raise_mean	-	8.65	1.41	-
Num Not Pro	1	6	4	0
Pct.Raise-NotPr	-	5.82	5.09	-
Total 2000-2001	2	7	4	0
Pct Raise of Rank	-	6.56	5.09	-

**Table 11 Departments and Colleges**Architecture Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001	6	13	10	0
Maximum	79346	77300	52000	-
Minimum	65000	49500	42000	-
Median, 2001	75000	57500	44500	-
Mean, 2001	73907	57869	45670	-
Number, 2000	6	13	8	0
Mean, 2000	70875	55104	43050	-
Pct-Raise_mean	4.28	5.02	6.09	-
Num Not Pro	6	9	8	0
Pct.Raise-NotPr	4.28	4.1	7.35	-
Total 2000-2001	6	13	8	0
Pct Raise of Rank	4.28	5.02	7.35	-

Education Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001	20	13	11	0
Maximum	100859	69500	50000	-
Minimum	51180	44200	37500	-
Median, 2001	65875	51610	42500	-
Mean, 2001	67430	52524	43332	-
Number, 2000	16	13	8	0
Mean, 2000	63858	49792	41740	-
Pct-Raise_mean	5.59	5.49	3.81	-
Num Not Pro	16	12	8	0
Pct.Raise-NotPr	4.67	5.38	6.81	-
Total 2000-2001	16	13	8	0
Pct Raise of Rank	4.67	5.49	6.81	-

Engr+Comp Science Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001	36	21	8	2
Maximum	119200	79000	70000	-
Minimum	66500	62300	50500	-
Median, 2001	83100	71000	64950	-
Mean, 2001	85925	70000	63688	-
Number, 2000	36	20	4	1
Mean, 2000	82533	66918	57375	-
Pct-Raise_mean	4.11	4.61	11	-
Num Not Pro	34	20	4	1
Pct.Raise-NotPr	3.89	4.08	5.71	-
Total 2000-2001	36	20	4	1
Pct Raise of Rank	4.11	4.08	5.71	-

Human Development Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001	3	5	11	0
Maximum	-	63700	52470	-
Minimum	-	42550	33120	-
Median, 2001	-	55680	46380	-
Mean, 2001	71737	53942	43433	-
Number, 2000	3	5	9	0
Mean, 2000	67415	51427	42521	-
Pct-Raise_mean	6.41	4.89	2.14	-
Num Not Pro	3	5	9	0
Pct.Raise-NotPr	6.41	4.89	5.19	-
Total 2000-2001	3	5	9	0
Pct Raise of Rank	6.41	4.89	5.19	-

Information Studies Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001	2	10	9	0
Maximum	-	78000	72800	-
Minimum	-	51600	48670	-
Median, 2001	-	63015	70000	-
Mean, 2001	-	64525	65352	-
Number, 2000	2	9	8	0
Mean, 2000	-	59717	61475	-
Pct-Raise_mean	-	8.05	6.31	-
Num Not Pro	2	9	8	0
Pct.Raise-NotPr	-	5.77	5.36	-
Total 2000-2001	2	9	8	0
Pct Raise of Rank	-	5.77	5.36	-

College of Law Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001	27	7	5	0
Maximum	152150	90000	79330	-
Minimum	60000	79410	49628.1	-
Median, 2001	102730	83170	68230	-
Mean, 2001	103141	83405	64318	-
Number, 2000	25	6	3	0
Mean, 2000	99374	76267	60813	-
Pct-Raise_mean	3.79	9.36	5.76	-
Num Not Pro	25	6	2	0
Pct.Raise-NotPr	6.27	7.92	-	-
Total 2000-2001	25	6	3	0
Pct Raise of Rank	6.27	7.92	8.08	-

**Table 11 Departments and Colleges**Management Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001	12	26	14	3
Maximum	124000	111500	86000	-
Minimum	69000	62100	45000	-
Median, 2001	93050	83450	73950	-
Mean, 2001	92892	83323	72364	63684
Number, 2000	12	24	10	3
Mean, 2000	87525	79183	70400	65167
Pct-Raise_mean	6.13	5.23	2.79	-2.28
Num Not Pro	12	24	10	2
Pct.Raise-NotPr	6.13	5.58	6.9	-
Total 2000-2001	12	24	10	3
Pct Raise of Rank	6.13	5.58	6.9	-2.27

College of Nursing Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001	1	8	3	3
Maximum	-	74863.4	-	-
Minimum	-	58340	-	-
Median, 2001	-	61945	-	-
Mean, 2001	-	64858	51183	44207
Number, 2000	1	8	2	1
Mean, 2000	-	61870	-	-
Pct-Raise_mean	-	4.83	-	-
Num Not Pro	1	8	2	1
Pct.Raise-NotPr	-	4.83	-	-
Total 2000-2001	1	8	2	1
Pct Raise of Rank	-	4.83	-	-

School of Pub. Comm. Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001	13	22	12	0
Maximum	100000	73500	60500	-
Minimum	57270	44000	43000	-
Median, 2001	64500	58150	54000	-
Mean, 2001	70593	57989	53533	-
Number, 2000	13	21	10	0
Mean, 2000	65791	56071	51016	-
Pct-Raise_mean	7.3	3.42	4.93	-
Num Not Pro	12	19	9	0
Pct.Raise-NotPr	7.35	4.17	5.25	-
Total 2000-2001	13	21	10	0
Pct Raise of Rank	7.3	4.61	5.03	-

School of Social Work Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001	6	4	7	0
Maximum	106070	71444.1	46650	-
Minimum	59680	46330	42510	-
Median, 2001	76210	61635	45530	-
Mean, 2001	81714	60261	45056	-
Number, 2000	6	4	7	0
Mean, 2000	77084	57289	43257	-
Pct-Raise_mean	6.01	5.19	4.16	-
Num Not Pro	6	3	7	0
Pct.Raise-NotPr	6.01	3.82	4.16	-
Total 2000-2001	6	4	7	0
Pct Raise of Rank	6.01	5.19	4.16	-

Visual Perf Arts Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001	17	36	44	0
Maximum	79000	73100	48900	-
Minimum	48000	43000	30000	-
Median, 2001	58500	49750	39500	-
Mean, 2001	60146	51787	39810	-
Number, 2000	17	36	32	0
Mean, 2000	57922	49513	39550	-
Pct-Raise_mean	3.84	4.59	0.66	-
Num Not Pro	17	34	30	0
Pct.Raise-NotPr	3.84	4.12	4.55	-
Total 2000-2001	17	36	32	0
Pct Raise of Rank	3.84	4.59	3.32	-

Anthropology Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001	5	6	2	0
Maximum	78500	66150	-	-
Minimum	52600	49000	-	-
Median, 2001	59000	55250	-	-
Mean, 2001	62060	56775	-	-
Number, 2000	5	6	2	0
Mean, 2000	59160	54608	-	-
Pct-Raise_mean	4.9	3.97	-	-
Num Not Pro	5	6	2	0
Pct.Raise-NotPr	4.9	3.97	-	-
Total 2000-2001	5	6	2	0
Pct Raise of Rank	4.9	3.97	-	-

**Table 11 Departments and Colleges**

<u>Biology</u>					<u>English</u>				
Salaries Men & Women					Salaries Men & Women				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2001	12	2	7	0	Number, 2001	10	8	12	0
Maximum	98000	-	53000	-	Maximum	97700	63000	85000	-
Minimum	56500	-	46000	-	Minimum	44850	44000	41000	-
Median, 2001	78650	-	50000	-	Median, 2001	59100	53885	45265	-
Mean, 2001	77483	-	49500	-	Mean, 2001	62370	53653	50536	-
Number, 2000	12	2	6	0	Number, 2000	10	8	11	0
Mean, 2000	74200	-	48033	-	Mean, 2000	59694	51744	46767	-
Pct-Raise_mean	4.42	-	3.05	-	Pct-Raise_mean	4.48	3.69	8.06	-
Num Not Pro	12	2	6	0	Num Not Pro	9	8	9	0
Pct.Raise-NotPr	4.42	-	4.27	-	Pct.Raise-NotPr	3.67	3.69	8.47	-
Total 2000-2001	12	2	6	0	Total 2000-2001	10	8	11	0
Pct Raise of Rank	4.42	-	4.27	-	Pct Raise of Rank	4.48	3.69	9.91	-
<u>Chemistry</u>					<u>Foreign Lang/Lit</u>				
Salaries Men & Women					Salaries Men & Women				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2001	13	2	1	0	Number, 2001	6	7	8	0
Maximum	125000	-	-	-	Maximum	105460	66500	43500	-
Minimum	52800	-	-	-	Minimum	54400	41400	35500	-
Median, 2001	75000	-	-	-	Median, 2001	64750	50000	37500	-
Mean, 2001	79342	-	-	-	Mean, 2001	70393	52329	38800	-
Number, 2000	13	2	1	0	Number, 2000	6	7	6	0
Mean, 2000	73710	-	-	-	Mean, 2000	67710	50286	37350	-
Pct-Raise_mean	7.64	-	-	-	Pct-Raise_mean	3.96	4.06	3.88	-
Num Not Pro	13	2	1	0	Num Not Pro	6	7	6	0
Pct.Raise-NotPr	7.64	-	-	-	Pct.Raise-NotPr	3.96	4.06	3.93	-
Total 2000-2001	13	2	1	0	Total 2000-2001	6	7	6	0
Pct Raise of Rank	7.64	-	-	-	Pct Raise of Rank	3.96	4.06	3.93	-
<u>Economics</u>					<u>Geography</u>				
Salaries Men & Women					Salaries Men & Women				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2001	7	4	5	0	Number, 2001	7	3	4	0
Maximum	113000	75000	63000	-	Maximum	87000	-	47500	-
Minimum	70000	65000	40000	-	Minimum	63300	-	33300	-
Median, 2001	110000	65000	61000	-	Median, 2001	74800	-	43750	-
Mean, 2001	95071	67500	57400	-	Mean, 2001	76457	51400	42075	-
Number, 2000	7	3	3	0	Number, 2000	7	3	2	0
Mean, 2000	89643	61933	58000	-	Mean, 2000	73071	47667	-	-
Pct-Raise_mean	6.06	8.99	-1.03	-	Pct-Raise_mean	4.63	7.83	-	-
Num Not Pro	5	3	3	0	Num Not Pro	7	3	2	0
Pct.Raise-NotPr	4.33	10.33	6.32	-	Pct.Raise-NotPr	4.63	7.83	-	-
Total 2000-2001	7	3	3	0	Total 2000-2001	7	3	2	0
Pct Raise of Rank	6.06	10.33	6.32	-	Pct Raise of Rank	4.63	7.83	-	-

**Table 11 Departments and Colleges**

<u>Geology</u>					<u>Philosophy</u>				
	<u>Salaries Men &amp; Women</u>					<u>Salaries Men &amp; Women</u>			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2001	3	5	2	0	Number, 2001	7	6	3	0
Maximum	-	62500	-	-	Maximum	121000	78000	-	-
Minimum	-	51000	-	-	Minimum	64000	46880	-	-
Median, 2001	-	55000	-	-	Median, 2001	68580	59500	-	-
Mean, 2001	68700	55400	-	-	Mean, 2001	79369	61647	43167	-
Number, 2000	3	3	1	0	Number, 2000	7	4	2	0
Mean, 2000	64333	50167	-	-	Mean, 2000	75785	51728	-	-
Pct-Raise_mean	6.79	10.43	-	-	Pct-Raise_mean	4.73	19.18	-	-
Num Not Pro	3	2	1	0	Num Not Pro	7	4	2	0
Pct.Raise-NotPr	6.79	-	-	-	Pct.Raise-NotPr	4.73	17.87	-	-
Total 2000-2001	3	3	1	0	Total 2000-2001	7	4	2	0
Pct Raise of Rank	6.79	5.98	-	-	Pct Raise of Rank	4.73	17.87	-	-
<u>History</u>					<u>Physics</u>				
	<u>Salaries Men &amp; Women</u>					<u>Salaries Men &amp; Women</u>			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2001	11	5	6	0	Number, 2001	16	4	4	0
Maximum	89000	54500	53500	-	Maximum	101000	59000	62000	-
Minimum	53750	49200	36000	-	Minimum	62300	50000	37500	-
Median, 2001	66500	52500	45000	-	Median, 2001	75500	55675	52500	-
Mean, 2001	70199	52140	44000	-	Mean, 2001	76184	55088	51125	-
Number, 2000	11	5	4	0	Number, 2000	16	4	3	0
Mean, 2000	70101	49590	46000	-	Mean, 2000	73138	52375	49667	-
Pct-Raise_mean	0.14	5.14	-4.35	-	Pct-Raise_mean	4.16	5.18	2.94	-
Num Not Pro	11	4	4	0	Num Not Pro	15	3	3	0
Pct.Raise-NotPr	0.14	4.39	4.35	-	Pct.Raise-NotPr	4.07	3.33	3.69	-
Total 2000-2001	11	5	4	0	Total 2000-2001	16	4	3	0
Pct Raise of Rank	0.14	5.14	4.35	-	Pct Raise of Rank	4.17	5.18	3.69	-
<u>Mathematics</u>					<u>Political Science</u>				
	<u>Salaries Men &amp; Women</u>					<u>Salaries Men &amp; Women</u>			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2001	21	6	3	0	Number, 2001	6	6	8	0
Maximum	102000	56500	-	-	Maximum	92500	60000	51000	-
Minimum	54000	46500	-	-	Minimum	72500	53300	41500	-
Median, 2001	68300	52381	-	-	Median, 2001	81500	55400	45766.5	-
Mean, 2001	71641	52052	55250	-	Mean, 2001	81900	56267	45904	-
Number, 2000	21	6	2	0	Number, 2000	6	6	6	0
Mean, 2000	68736	50094	-	-	Mean, 2000	76750	53017	42700	-
Pct-Raise_mean	4.23	3.91	-	-	Pct-Raise_mean	6.71	6.13	7.5	-
Num Not Pro	21	6	2	0	Num Not Pro	6	5	5	0
Pct.Raise-NotPr	4.23	3.91	-	-	Pct.Raise-NotPr	6.71	5.35	4.81	-
Total 2000-2001	21	6	2	0	Total 2000-2001	6	6	6	0
Pct Raise of Rank	4.23	3.91	-	-	Pct Raise of Rank	6.71	6.13	5.87	-

**Table 11 Departments and Colleges**

<u>Psychology</u>					<u>Sociology</u>				
	Salaries Men & Women					Salaries Men & Women			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2001	13	8	7	0	Number, 2001	2	8	5	0
Maximum	94000	60000	50000	-	Maximum	-	73000	54500	-
Minimum	46700	39760	39520	-	Minimum	-	53250	46750	-
Median, 2001	63500	48500	46500	-	Median, 2001	-	62150	47750	-
Mean, 2001	66602	49173	45681	-	Mean, 2001	-	62623	48900	-
Number, 2000	13	7	5	0	Number, 2000	2	8	5	0
Mean, 2000	63458	46067	42196	-	Mean, 2000	-	60141	46800	-
Pct-Raise_mean	4.95	6.74	8.26	-	Pct-Raise_mean	-	4.13	4.49	-
Num Not Pro	12	7	5	0	Num Not Pro	2	8	5	0
Pct.Raise-NotPr	4.68	3.38	5.11	-	Pct.Raise-NotPr	-	4.13	4.49	-
Total 2000-2001	13	7	5	0	Total 2000-2001	2	8	5	0
Pct Raise of Rank	4.96	3.38	5.11	-	Pct Raise of Rank	-	4.13	4.49	-
<u>Public Administ</u>					<u>Writing Program</u>				
	Salaries Men & Women					Salaries Men & Women			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2001	5	1	4	0	Number, 2001	1	6	4	0
Maximum	110000	-	58500	-	Maximum	-	65000	48500	-
Minimum	83700	-	48500	-	Minimum	-	49460	44000	-
Median, 2001	105000	-	51000	-	Median, 2001	-	54440	44500	-
Mean, 2001	101420	-	52250	-	Mean, 2001	-	54923	45375	-
Number, 2000	5	1	3	0	Number, 2000	1	6	3	0
Mean, 2000	94820	-	47133	-	Mean, 2000	-	52568	43097	-
Pct-Raise_mean	6.96	-	10.86	-	Pct-Raise_mean	-	4.48	5.29	-
Num Not Pro	5	1	3	0	Num Not Pro	1	6	3	0
Pct.Raise-NotPr	6.96	-	6.44	-	Pct.Raise-NotPr	-	4.48	5.58	-
Total 2000-2001	5	1	3	0	Total 2000-2001	1	6	3	0
Pct Raise of Rank	6.96	-	6.44	-	Pct Raise of Rank	-	4.48	5.58	-
<u>Religion</u>					<u>Bio Engr-Neuro-ISR</u>				
	Salaries Men & Women					Salaries Men & Women			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2001	7	4	2	0	Number, 2001	6	2	1	0
Maximum	89500	60000	-	-	Maximum	108000	-	-	-
Minimum	59000	46000	-	-	Minimum	71500	-	-	-
Median, 2001	74500	54000	-	-	Median, 2001	84950	-	-	-
Mean, 2001	73933	53500	-	-	Mean, 2001	87817	-	-	-
Number, 2000	7	3	2	0	Number, 2000	6	2	0	0
Mean, 2000	70657	44194	-	-	Mean, 2000	84637	-	-	-
Pct-Raise_mean	4.64	21.06	-	-	Pct-Raise_mean	3.76	-	-	-
Num Not Pro	7	3	2	0	Num Not Pro	6	2	0	0
Pct.Raise-NotPr	4.64	16.16	-	-	Pct.Raise-NotPr	3.76	-	-	-
Total 2000-2001	7	3	2	0	Total 2000-2001	6	2	0	0
Pct Raise of Rank	4.64	16.16	-	-	Pct Raise of Rank	3.76	-	-	-

**Table 11 Departments and Colleges**Elect&Computer Sys Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001	17	8	5	0
Maximum	119200	79000	70000	-
Minimum	66500	64200	50500	-
Median, 2001	83200	69500	68000	-
Mean, 2001	86241	70887	63740	-
Number, 2000	17	8	2	0
Mean, 2000	82474	67820	-	-
Pct-Raise_mean	4.57	4.52	-	-
Num Not Pro	16	8	2	0
Pct.Raise-NotPr	4.29	4.52	-	-
Total 2000-2001	17	8	2	0
Pct Raise of Rank	4.57	4.52	-	-

Mech,Chem,Civil Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001	13	11	2	2
Maximum	114000	77000	-	-
Minimum	67700	62300	-	-
Median, 2001	82000	71000	-	-
Mean, 2001	84638	69727	-	-
Number, 2000	13	10	2	1
Mean, 2000	81638	66410	-	-
Pct-Raise_mean	3.67	4.99	-	-
Num Not Pro	12	10	2	1
Pct.Raise-NotPr	3.43	3.9	-	-
Total 2000-2001	13	10	2	1
Pct Raise of Rank	3.67	3.9	-	-