

Syracuse University Chapter-AAUP Committee Z Report For Academic Year 2001-02

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, John Diehl, Can Isik and Gerry Greenberg. 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 2001 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 (rounded value of salary plus benefits) of full-time faculty members in each of the ranks (except lecturer), and in all the ranks combined.

Table 1
2001-02 Salary, Benefits, Total Compensation
For Full-Time Faculty Members, by Rank

Faculty Rank	Number	Average Salary + Benefit	Average Benefit	Average Compensation
Professor	320	82,220	24,380	106,600
Assoc. Professor	258	63,039	22,361	85,400
Asst. Professor	236	52,330	17,270	69,600
Instructor	13	45,631	13,169	58,800
All Ranks	827	67,132	21,668	88,800

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 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 enough full-time instructors to display a similar chart involving them.

Table 2

Salary Distribution by Gender

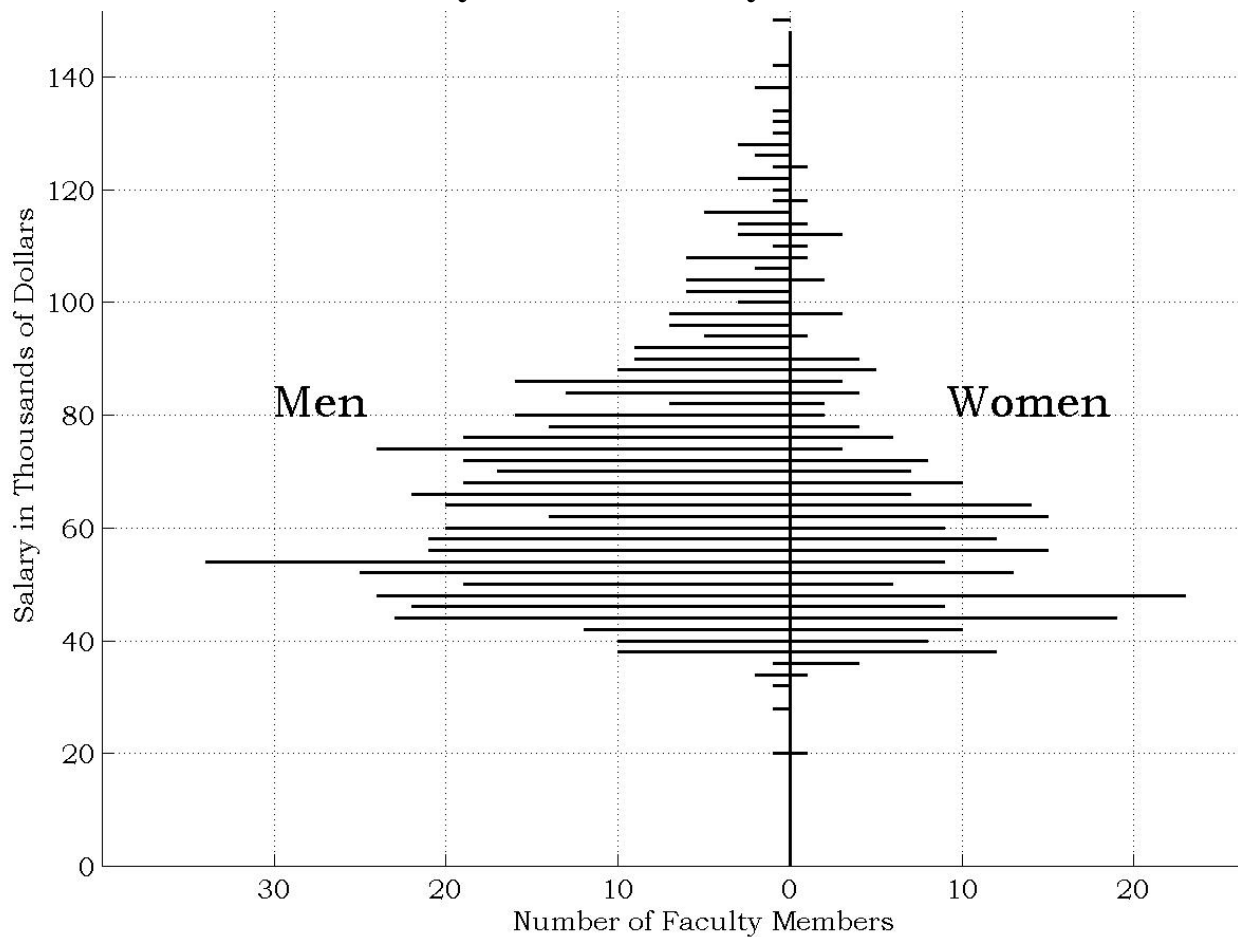


Table 2 (Cont'd)
Salary Distribution by Adjoining Ranks

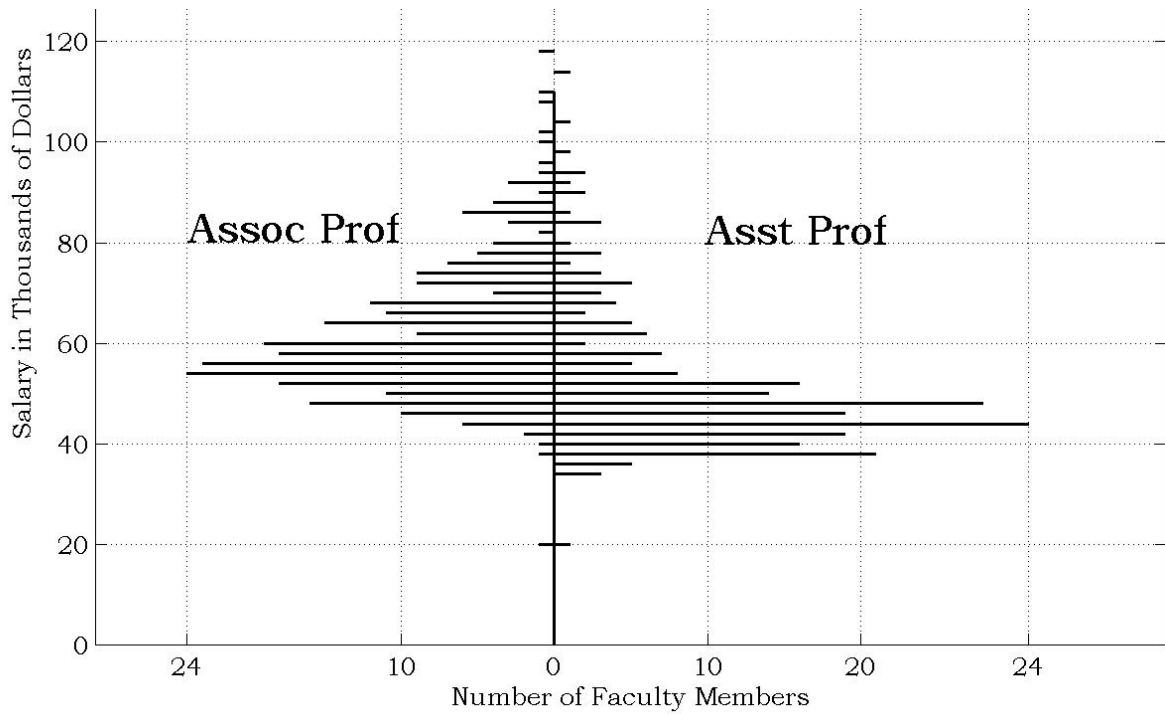
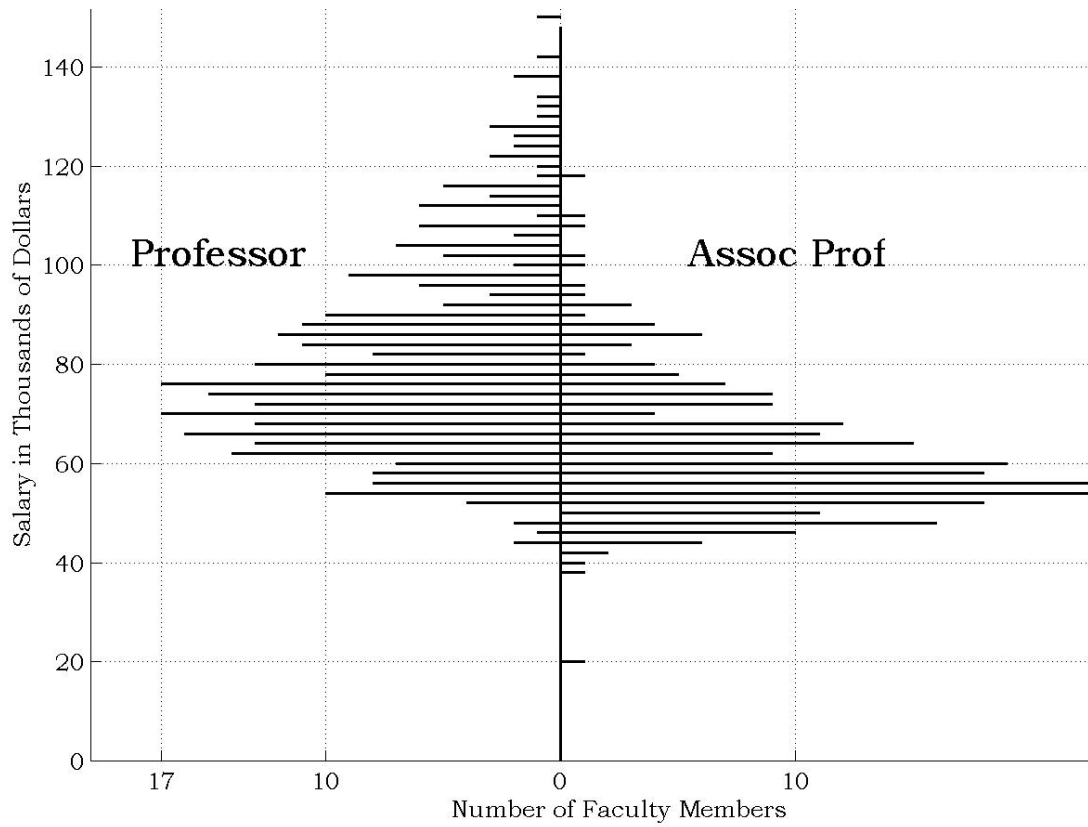


Table 3 compares women's average salaries in 2001-02 with men's average salaries, the former being shown as a percentage of the latter. Other comparisons between men and women, in terms of recent salaries and raises, appear later in this report, in Tables 10 and 11.

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
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
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 2001-02 are not the same faculty members involved in the 2000-2001 computation.

Table 4
Comparative Salaries of New Hires & All Faculty Members

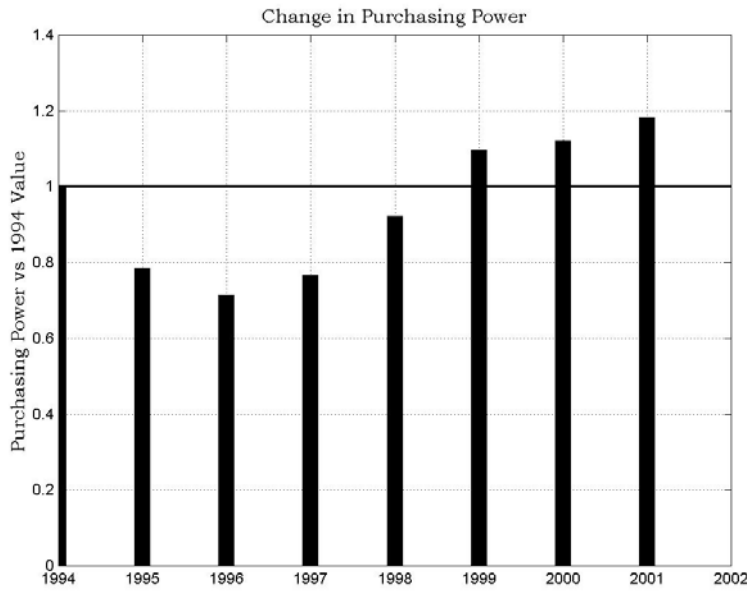
RANK	NUMBER NEW	AVG FOR NEW	UNIVERSITY AVG
Professor	10	89,888	82,145
Assoc Prof	13	56,605	63,543
Asst Prof	72	53,582	51,870
Instructor	4	41,308	49,496

Table 4 compares the 2001-02 salaries paid to faculty members who were not on the academic budget last year to the salaries of those who were. There are 2 more faculty members this year compared with 2000-2001, and there were 99 new hires, 20 more than 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.

Table 5
Raise Distribution 1998-99 to 2001-02

%Raise	No.Fac	%Fac	CumFac	Cum%	
>30	43	7.0	43	7.0	
30	4	0.7	47	7.7	
29	6	1.0	53	8.7	
28	6	1.0	59	9.6	
27	8	1.3	67	10.9	
26	13	2.1	80	13.1	
25	9	1.5	89	14.5	
24	10	1.6	99	16.2	
23	8	1.3	107	17.5	
22	13	2.1	120	19.6	
21	20	3.3	140	22.9	
20	21	3.4	161	26.3	
19	26	4.2	187	30.6	
18	29	4.7	216	35.3	
17	28	4.6	244	39.9	
16	37	6.0	281	45.9	
15	46	7.5	327	53.4	
14	42	6.9	369	60.3	
13	44	7.2	413	67.5	
12	37	6.0	450	73.5	
11	30	4.9	480	78.4	
10	41	6.7	521	85.1	
9*****	36	*****5.9	*****557	*****91.0	*****9%
8	20	3.3	577	94.3	
7	13	2.1	590	96.4	
6	7	1.1	597	97.5	
5	3	0.5	600	98.0	
4	0	0.0	600	98.0	
3	5	0.8	605	98.9	
2	2	0.3	607	99.2	
1	1	0.2	608	99.3	
0	0	0.0	608	99.3	
<0	4	0.7	612	100.0	

Table 5 shows the percentage raise over the past three years for continuing faculty members. This is the cumulative raise from 1998-99 to 2001-02. The consumer Price Index, CPI, increased 9%, so about 55 faculty members continuing over those years, or about 9%, 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 19.3%, and faculty compensation has risen about 23%.

Table 6

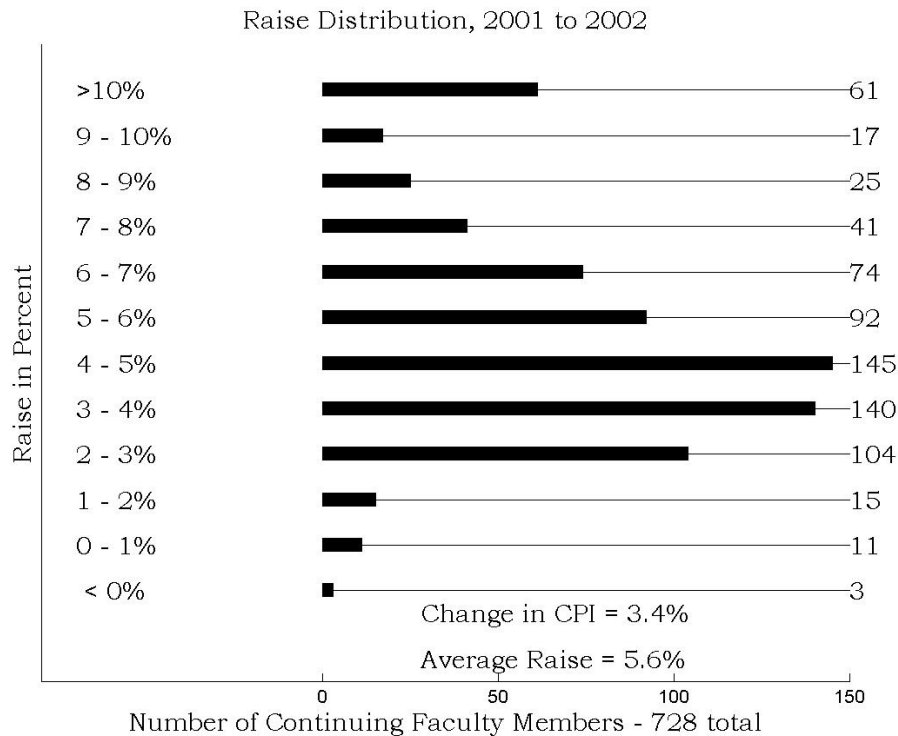


Table 6 shows the one-year distribution of raises across the faculty. Three faculty members had a salary reduction. About 190 faculty members, or about 24% of the faculty, did not receive a raise that kept up with the cost of living.

Table 7 tabulates 2001-02 average salaries and raises from 2000-01 for a number of academic units. The chart is ordered from the top 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.

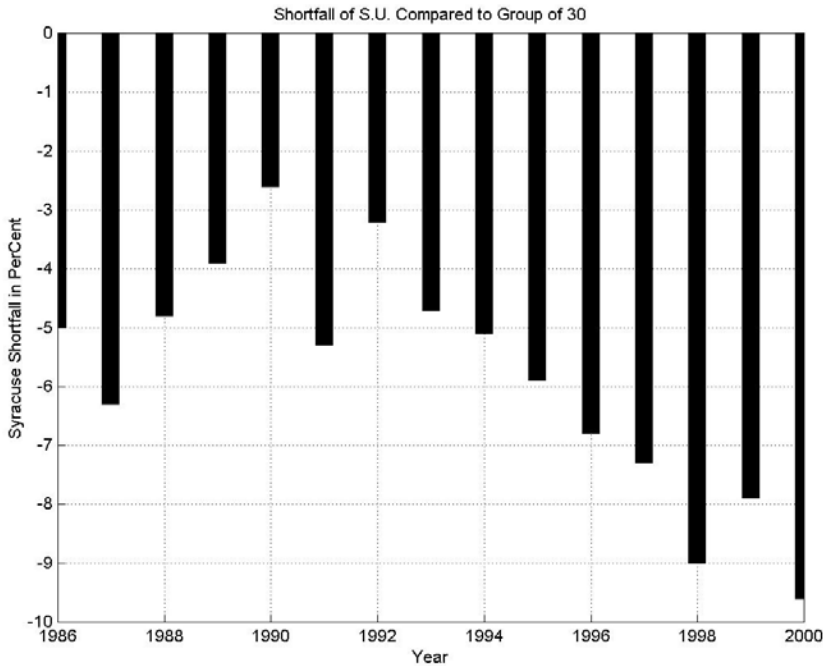
Table 7
2001-02 Average Salaries and Raises for All Academic Units
with 10 or more Faculty Members

Academic Unit	N	Salary	Raise	%Raise
Psychology	23	62,542	4,691	8.1
Philosophy	10	69,268	4,610	7.1
Lang. Lit. & Linguistics	20	54,791	3,490	6.8
Economics	19	84,368	5,158	6.5
Information Studies	20	71,725	4,244	6.3
Political Science	14	68,186	4,029	6.3
Education - Teach. & Ldr.	12	64,058	3,732	6.2
Geology	10	60,590	3,460	6.1
Architecture	25	61,520	3,420	5.9
Drama	13	48,430	2,669	5.8
Management	47	87,634	4,619	5.6
Geography	14	65,643	3,443	5.5
Writing Program	10	57,240	2,982	5.5
Mech., Chem & Civil Engr	28	79,421	4,107	5.5
School of Music	11	46,896	2,397	5.4
English	26	59,261	2,945	5.2
College of Law	35	102,808	5,079	5.2
Physics	21	68,714	3,386	5.2
School of Art	53	52,379	2,445	4.9
Chemistry	15	78,159	3,626	4.9
School of Social Work	18	63,921	2,948	4.8
Elect & Comp Systems	26	81,788	3,673	4.7
History	16	61,795	2,755	4.7
Religion	11	60,972	2,700	4.6
Mathematics	29	67,821	2,941	4.5
Public Comm.	44	63,820	2,716	4.4
Anthropology	13	58,700	2,365	4.2
Biology	17	72,097	2,785	4.0
College of Nursing	12	63,778	2,452	4.0
Sociology	14	61,806	2,354	4.0

Aspirational Peers

The academic plan presented by Vice Chancellor Freund in April, 2001, listed 12 Universities classified as "aspirational peers". These are NYU, Emery, Duke, Northwestern, Washington Univ. (St.L), Univ. So. Cal., Georgetown, Rochester, Vanderbilt, Case, Tulane and Boston University. According to the Vice Chancellor, we are tied for ninth place among these schools for first-year retention and we are 11th for six-year graduation rates. BU does not publish faculty compensation data, but we are 10th place in total compensation among the remaining 11 schools. The faculty compensation at Tulane is the only one lower.

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 2000-01. (2000-01 is the last year for which full data are available.) We can see that we remain below the median, this time at 22nd 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 15 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 is obviously 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 35th in this list of 67; this year we are 34th. 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 2000-01 and 2001-02 All-University salary figures by rank, for men, for women, and for both sexes. It gives maximum, minimum, and mean salary figures for 2001-02; mean only for 2000-01. 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 1993-94 through 2000-01

	74-75	93-94	94-95	95-96	96-97	97-98	98-99	99-00	00-01
PUBLIC									
Colorado (Bldr)	20.1	64.9	69.7	71.2	71.7	74.7	77.0	78.2	81.7
Florida	18.3	60.9	64.0	66.4	74.1	76.5	<u>80.7</u>	79.2	83.8
Iowa	20.0	<u>72.3</u>	<u>73.8</u>	<u>76.5</u>	<u>79.6</u>	<u>82.0</u>	<u>85.7</u>	<u>89.4</u>	<u>92.4</u>
Iowa State	42.4	66.6	68.5	73.3	74.5	78.0	78.4	<u>83.4</u>	<u>86.3</u>
Kansas	19.0	60.3	63.2	64.9	66.6	68.9	71.4	75.0	79.8
Maryland(Co Pk)	19.5	66.9	70.2	73.2	<u>75.1</u>	<u>77.5</u>	<u>79.9</u>	<u>82.9</u>	<u>93.3</u>
Michigan State	<u>22.0</u>	<u>73.2</u>	<u>75.1</u>	<u>76.8</u>	<u>79.3</u>	<u>80.5</u>	<u>83.1</u>	<u>86.9</u>	<u>92.0</u>
Ohio State	20.3	67.6	69.8	73.6	76.5	78.3	81.1	85.5	<u>90.3</u>
Oregon	19.3	59.4	59.5	60.4	59.7	62.3	65.3	69.8	74.1
Penn State	19.3	65.2	66.8	68.9	70.2	72.1	74.4	77.6	80.4
Pittsburgh	20.5	68.8	71.4	70.9	73.2	74.9	78.0	80.3	83.5
Rutgers(New Br)	<u>23.0</u>	<u>83.8</u>	<u>91.9</u>	<u>89.4</u>	<u>92.9</u>	<u>87.3</u>	<u>91.4</u>	<u>93.3</u>	<u>95.8</u>
SUNY:									
Albany	<u>24.2</u>	<u>73.9</u>	<u>76.0</u>	<u>78.5</u>	<u>78.2</u>	<u>77.3</u>	<u>81.0</u>	<u>81.2</u>	<u>87.8</u>
Binghamton	<u>24.4</u>	<u>71.6</u>	<u>72.8</u>	<u>75.6</u>	<u>74.9</u>	<u>73.2</u>	<u>75.7</u>	<u>76.2</u>	<u>83.3</u>
Buffalo	<u>25.2</u>	<u>76.7</u>	<u>77.4</u>	<u>78.0</u>	<u>79.4</u>	<u>76.3</u>	<u>84.6</u>	<u>86.1</u>	<u>94.1</u>
Stony Brook	<u>25.6</u>	<u>75.1</u>	<u>76.3</u>	<u>78.5</u>	<u>78.37</u>	<u>78.7</u>	<u>84.5</u>	<u>84.3</u>	<u>92.1</u>
PRIVATE									
Boston U	NA	NA	NA	NA	NA	NA	NA	NA	NA
Brandeis	<u>22.3</u>	68.6	71.1	71.5	74.0	76.5	<u>78.8</u>	80.5	<u>85.2</u>
Brown	<u>22.8</u>	<u>79.7</u>	<u>81.3</u>	<u>83.6</u>	<u>86.2</u>	<u>88.7</u>	<u>91.1</u>	<u>93.0</u>	<u>99.3</u>
Case	19.1	<u>74.4</u>	<u>76.3</u>	<u>78.5</u>	<u>81.6</u>	<u>83.8</u>	<u>85.8</u>	<u>89.2</u>	<u>92.4</u>
Cornell	<u>23.5</u>	<u>83.4</u>	<u>80.9</u>	<u>82.6</u>	<u>86.7</u>	<u>92.7</u>	<u>96.9</u>	<u>102.4</u>	<u>107.4</u>
Duke	<u>23.5</u>	<u>86.2</u>	<u>89.3</u>	<u>93.1</u>	<u>95.4</u>	<u>100.2</u>	<u>104.1*</u>	<u>108.1</u>	<u>113.5</u>
N.Y.U.	NA	<u>90.5</u>	<u>94.2</u>	<u>98.0</u>	<u>102.2</u>	<u>105.3</u>	<u>109.1</u>	<u>114.8</u>	<u>117.6</u>
Notre Dame	19.1	<u>78.7</u>	<u>81.0</u>	<u>84.2</u>	<u>87.5</u>	<u>91.2</u>	<u>95.9</u>	<u>99.7</u>	<u>104.8</u>
Rice	<u>21.6</u>	<u>81.6</u>	<u>85.9</u>	<u>91.0</u>	<u>89.5</u>	<u>94.0</u>	<u>100.1</u>	<u>105.5</u>	<u>109.1</u>
Rochester	<u>22.2</u>	<u>73.3</u>	<u>75.0</u>	<u>77.4</u>	NA	<u>84.4</u>	<u>88.2</u>	<u>92.7</u>	<u>95.4</u>
Syracuse	20.6	70.1	72.2	73.6	75.1	76.7	78.6	82.3	85.2
U.S.C.	20.3	<u>82</u>	<u>86.5</u>	<u>89.2</u>	<u>92.4</u>	<u>95.0</u>	<u>98.6</u>	<u>99.5</u>	<u>104.3</u>
Vanderbilt	<u>21.6</u>	<u>75.6</u>	<u>77.1</u>	<u>79.7</u>	<u>84.4</u>	<u>88.1</u>	<u>90.2</u>	<u>94.8</u>	<u>95.3</u>
Washingt (St L)	<u>21.1</u>	<u>73.0</u>	<u>79.2</u>	<u>81.8</u>	<u>84.8</u>	<u>88.6</u>	<u>93.8</u>	<u>100.6</u>	<u>106.2</u>
Mean, Public	<u>21.2</u>	69.2	71.7	73.5	<u>75.3</u>	76.2	<u>79.5</u>	81.8	<u>86.9</u>
Mean, Private	<u>21.5</u>	<u>78.3</u>	<u>79.2</u>	<u>83.4</u>	<u>86.7</u>	<u>89.6</u>	<u>93.2</u>	<u>93.2</u>	<u>101.2</u>
Mean, All	<u>21.3</u>	<u>73.3</u>	<u>75.8</u>	<u>77.9</u>	<u>80.1</u>	<u>82.2</u>	<u>85.6</u>	<u>88.7</u>	<u>93.3</u>
Number Report	29	29	29	29	28	29	29	29	29
Syracuse Rank	15	19	19	20	19	19	22	20	22

*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 2000-01 Increase at 67 Selected Institutions

School	99-00	00-01	Change	School	99-00	00-01	Change
UNIV. OF PENNSYLVANIA	128.5	138.2	7.5%	SYRACUSE UNIV	82.1	85.2	3.8%
NEW YORK UNIV	114.8	117.6	2.4%	UNIV OF TEXAS	81.3	85.2	4.8%
NORTHWESTERN UNIV	110.8	115.6	4.3%	VIRGINIA POLY	81.3	85.2	4.8%
EMORY UNIV	112.2	114.8	2.3%	UNIV OF WASH	79.2	85.1	7.4%
DUKE UNIV	108.1	113.5	5.0%	UNIV OF MIAMI	83	84.8	2.2%
CARNEGIE MELLON UNIV	105.2	111.5	6.0%	UNIV OF CINCINN	82.4	84.6	2.7%
CORNELL UNIVERSITY	102.4	107.4	4.9%	UNIV OF ILLINOIS	79	84.3	6.7%
WASHINGTON UNIV	100.6	106.2	5.6%	UNIV OF ARIZONA	81	84.1	3.8%
UNIV OF NOTRE DAME	99.7	104.8	5.1%	UNIV OF FLORIDA	79.2	83.8	5.8%
UNIV OF S. CALIF	99.5	104.3	4.8%	UNIV OF PITTSB	80.3	83.5	4.0%
UNIV OF CALIFORNIA	99.3	102.2	2.9%	SUNY AT BINGHAMTON	76.2	83.3	9.3%
UNIV OF VIRGINIA	96.1	100.5	4.6%	UNIV OF UTAH	79.2	82.9	4.7%
UNIV OF MINN.	96.4	100.4	4.1%	NORTH CARO. STATE	76.6	82.4	7.6%
GEORGETOWN UNIV	94.8	99.4	4.9%	UNIV OF COLORADO	79.2	81.7	3.2%
UNIV OF CONN	93.5	98.5	5.3%	WAYNE STATE UNIV	78	81.7	4.7%
UNIV OF MICH	93.3	96.8	3.8%	TULANE UNIV	77	79.9	3.8%
RUTGERS UNIV	93.3	95.8	2.7%	UNIV OF TENNESSEE	77.3	79.9	3.4%
UNIV. OF ROCHESTER	92.7	95.4	2.9%	UNIV OF KANSAS	75	79.8	6.4%
VANDERBILT	94.8	95.3	0.5%	COLORADO STATE UNIV	76.3	79.3	3.9%
UNIV OF DELAWARE	91.5	94.2	3.0%	UNIV OF NEBRASKA	75.7	79	4.4%
SUNY AT BUFFALO	86.1	94.1	9.3%	UNIV OF S. CAROL.	75.9	79	4.1%
UNIV OF N. CAROL	88.3	93.9	6.3%	ARIZONA STATE UNIV	76.7	78.8	2.7%
RENSSELAER POLY	91.5	93.3	2.0%	UNIV OF KENTUCKY	75.6	78.8	4.2%
UNIV OF MARYLAND	82.9	93.3	12.5%	FLORIDA STATE UNIV	75.2	77.2	2.7%
UNIV OF IOWA	89.4	92.4	3.4%	UNIV OF OKLAHOMA	73	76.4	4.7%
SUNY AT STONY BROOK	84.3	92.1	9.3%	OKLAHOMA STATE	74	75.1	1.5%
MICHIGAN STATE	86.9	92	5.9%	UNIV OF HAWAII	76.4	74.2	-2.9%
OHIO STATE UNIV	85.5	90.3	5.6%	WASHINGTON STATE	70	72.9	4.1%
TEMPLE UNIV	91.1	90.3	-0.9%	HOWARD UNIV	73.4	72.8	-0.8%
PURDUE UNIV	86.6	88	1.6%	AUBURN UNIV	68.1	72.5	6.5%
SUNY AT ALBANY	81.2	87.8	8.1%	UNIV OF NEW MEXICO	62.8	70.4	12.1%
UNIV OF RHODE ISLAND	84.5	87.1	3.1%	WEST VIRGINIA UNIV	66.9	69.4	3.7%
IOWA STATE UNIV	83.4	86.3	3.5%	KANSAS STATE UNIV	66.7	69.3	3.9%
				UNIV OF WYOMING	62.7	67.9	8.3%

Conclusions

While there are many positive indicators in this report, a serious negative should continue to cause grave concern among SU faculty members (and the Administration), i.e., average compensation for the faculty has actually dropped in comparison to the compensation at traditional 30 comparables (see Table 8). What is of even greater concern is that when considering the list of 12 comparables originally named by the VCAA shortly after arriving at SU (and repeated in the current Academic Plan), we find that only one school ranks lower than SU in terms of average faculty compensation. In fact, the average salary at SU is \$17,900 lower than the average of that of the 11 schools in this group that report to the AAUP. Furthermore, we appear to be losing ground, as our average last year was just over \$17,000 (\$17,300) below this group's average!

On the positive side, first and foremost, is the fact that purchasing power for SU faculty rose in 2001. Not only is this the third year in a row that purchasing power has increased, but it rose more this year than last. While these increases have not yet compensated totally for the four years following 1994, where faculty purchasing power decreased significantly, it is a move in the right direction that hopefully can be maintained and even improved on.

The trend of improving faculty salaries of females in comparison to those of males continues. At the all-university level, female associate professors have finally achieved (actually, exceeded) parity with their male counterparts, with an average of 102% of male salaries. While female full professors have still not yet achieved such parity, their average salary increased to 94% of that of males, the highest percentage over the past nine years. The average salary of female assistant professors dropped to 94% of that of males. The College of Arts & Sciences appears to have done the best job in this area, improving the average in each rank, while finally achieving parity for full professors and increasing superiority for associate professors. Thus, while these numbers represent a positive trend and show that parity is achievable, the issue of gender equity must continue to receive serious attention.

Thus, while faculty salaries have increased somewhat this year in relation to the overall economy, they have actually lost ground in comparison to those at both the traditional and the new set of comparable institutions. While there is no shortage of rhetoric about recruiting and retaining the best and the brightest, there is still a deficit in the funds that will allow SU to compete for them.

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, 2001-02" is the number of faculty members in this unit in the academic year 2001-02. It excludes those on leave and visiting appointments.

"MAXIMUM," "MINIMUM," "MEDIAN," and "MEAN, 2001-02" all refer to the salary figures for the faculty members counted in "NUMBER, 2001-02."

"NUMBER, 2000-01" 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, 2000-01" is the mean salary in 2000-2001 for the faculty members who comprise "NUMBER, 2000-01."

"PCT RAISE, MEAN" is the percent change from "MEAN, 2000-01." It compares the 2001-02 salaries of all that are presently in the unit to the 2000-2001 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, 2001-02" 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, 2001-02	315	260	240	12
Maximum	161,284	119,000	115,000	66,000
Minimum	45,000	20,455	21,000	28,900
Median, 2001-02	78,000	60,000	48,625	45,667
Mean, 2001-02	82,391	63,196	52,384	46,767
Number, 2000-01	305	247	168	8
Mean, 2000-01	78,045	60,220	48,960	46,797
Pct-Raise_mean	5.57	4.94	6.99	-0.06
Num Not Pro	293	230	166	8
Pct.Raise-NotPr	5.2	5.41	5.86	5.77
Total 2001-02	305	247	168	8
Pct Raise of Rank	5.25	5.52	5.94	5.77

All University Salaries Men

	Prof	AssocP	AsstP	Ins
Number, 2001-02	256	177	127	8
Maximum	161,284	110,300	115,000	66,000
Minimum	45,000	20,455	35,000	28,900
Median, 2001-02	79,433	59,400	49,500	45,667
Mean, 2001-02	83,272	62,870	53,966	47,367
Number, 2000-01	250	168	83	5
Mean, 2000-01	79,361	60,383	50,029	48,352
Pct-Raise_mean	4.93	4.12	7.87	-2.04
Num Not Pro	241	157	81	5
Pct.Raise-NotPr	4.72	4.86	5.76	7.01
Total 2001-02	250	168	83	5
Pct Raise of Rank	4.77	4.94	5.93	7.01

All University Salaries Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	59	83	113	4
Maximum	124,762	119,000	90,500	48,645
Minimum	46,000	41,420	21,000	41,400
Median, 2001-02	72,800	62,000	48,003	46,111
Mean, 2001-02	78,570	63,891	50,605	45,567
Number, 2000-01	55	79	85	3
Mean, 2000-01	72,066	59,871	47,916	44,207
Pct-Raise_mean	9.03	6.71	5.61	3.08
Num Not Pro	52	73	85	3
Pct.Raise-NotPr	7.59	6.57	5.96	3.5
Total 2001-02	55	79	85	3
Pct Raise of Rank	7.7	6.77	5.96	3.5

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

	Prof	AssocP	AsstP	Ins
Number, 2001-02	111	69	49	0
Maximum	130,000	78,000	69,500	-
Minimum	48,100	20,455	38,000	-
Median, 2001-02	73,400	57,200	45,320	-
Mean, 2001-02	76,031	56,372	46,405	-
Number, 2000-01	107	65	37	0
Mean, 2000-01	72,291	53,116	44,454	-
Pct-Raise_mean	5.17	6.13	4.39	-
Num Not Pro	106	54	36	0
Pct.Raise-NotPr	5.17	5.72	4.68	-
Total 2001-02	107	65	37	0
Pct Raise of Rank	5.27	6.13	5.21	-

Arts and Sciences Salaries Men

	Prof	AssocP	AsstP	Ins
Number, 2001-02	98	43	30	0
Maximum	130,000	76,000	69,500	-
Minimum	48,100	20,455	39,000	-
Median, 2001-02	74,750	54,050	45,250	-
Mean, 2001-02	76,056	54,578	46,891	-
Number, 2000-01	95	41	21	0
Mean, 2000-01	72,984	51,944	45,642	-
Pct-Raise_mean	4.21	5.07	2.74	-
Num Not Pro	95	35	20	0
Pct.Raise-NotPr	4.43	5.73	3.96	-
Total 2001-02	95	41	21	0
Pct Raise of Rank	4.43	5.91	4.89	-

Arts and Sciences Salaries Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	13	26	19	0
Maximum	100,000	78,000	54,000	-
Minimum	60,000	41,420	38,000	-
Median, 2001-02	72,750	59,630	45,320	-
Mean, 2001-02	75,836	59,339	45,638	-
Number, 2000-01	12	24	16	0
Mean, 2000-01	66,800	55,118	42,894	-
Pct-Raise_mean	13.53	7.66	6.4	-
Num Not Pro	11	19	16	0
Pct.Raise-NotPr	12.01	5.71	5.66	-
Total 2001-02	12	24	16	0
Pct Raise of Rank	12.51	6.5	5.66	-

Maxwell Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	53	37	34	1
Maximum	135,000	90,000	67,000	-
Minimum	53,600	49,700	35,700	-
Median, 2001-02	85,000	60,500	49,625	-
Mean, 2001-02	85,998	62,697	51,672	-
Number, 2000-01	52	35	25	0
Mean, 2000-01	81,927	59,489	50,174	-
Pct-Raise_mean	4.97	5.39	2.99	-
Num Not Pro	52	35	25	0
Pct.Raise-NotPr	5.13	5.27	5.72	-
Total 2001-02	52	35	25	0
Pct Raise of Rank	5.13	5.27	5.72	-

Maxwell Salaries Men

	Prof	AssocP	AsstP	Ins
Number, 2001-02	46	26	20	1
Maximum	135,000	90,000	66,500	-
Minimum	53,600	49,700	35,700	-
Median, 2001-02	85,000	59,250	50,500	-
Mean, 2001-02	86,155	61,846	53,323	-
Number, 2000-01	45	24	15	0
Mean, 2000-01	82,170	58,691	50,847	-
Pct-Raise_mean	4.85	5.38	4.87	-
Num Not Pro	45	24	15	0
Pct.Raise-NotPr	5.04	5.07	5.67	-
Total 2001-02	45	24	15	0
Pct Raise of Rank	5.04	5.07	5.67	-

Maxwell Salaries Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	7	11	14	0
Maximum	113,000	78,500	67,000	-
Minimum	60,000	53,000	36,750	-
Median, 2001-02	81,000	65,000	49,075	-
Mean, 2001-02	84,964	64,709	49,314	-
Number, 2000-01	7	11	10	0
Mean, 2000-01	80,364	61,232	49,165	-
Pct-Raise_mean	5.72	5.68	0.3	-
Num Not Pro	7	11	10	0
Pct.Raise-NotPr	5.72	5.68	5.8	-
Total 2001-02	7	11	10	0
Pct Raise of Rank	5.72	5.68	5.8	-

Table 11 Departments and Colleges

A & S Humanities Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	35	36	31	0
Maximum	108,625	78,000	69,500	-
Minimum	53,600	41,420	38,000	-
Median, 2001-02	72,750	57,720	44,590	-
Mean, 2001-02	74,928	57,163	45,122	-
Number, 2000-01	33	36	23	0
Mean, 2000-01	70,521	53,931	43,055	-
Pct-Raise_mean	6.25	5.99	4.8	-
Num Not Pro	33	31	22	0
Pct.Raise-NotPr	5.43	5.56	4.74	-
Total 2001-02	33	36	23	0
Pct Raise of Rank	5.43	5.99	5.62	-

A & S Humanities Salaries Men

	Prof	AssocP	AsstP	Ins
Number, 2001-02	25	19	16	0
Maximum	108,625	76,000	69,500	-
Minimum	53,600	42,650	39,000	-
Median, 2001-02	72,000	53,070	44,790	-
Mean, 2001-02	74,705	56,359	46,048	-
Number, 2000-01	24	19	10	0
Mean, 2000-01	71,004	53,183	44,546	-
Pct-Raise_mean	5.21	5.97	3.37	-
Num Not Pro	24	18	9	0
Pct.Raise-NotPr	4.61	6.12	3.93	-
Total 2001-02	24	19	10	0
Pct Raise of Rank	4.61	5.97	5.93	-

A & S Humanities Salaries Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	10	17	15	0
Maximum	100,000	78,000	51,000	-
Minimum	63,100	41,420	38,000	-
Median, 2001-02	72,801	59,300	43,350	-
Mean, 2001-02	75,486	58,060	44,135	-
Number, 2000-01	9	17	13	0
Mean, 2000-01	69,233	54,768	41,908	-
Pct-Raise_mean	9.03	6.01	5.31	-
Num Not Pro	9	13	13	0
Pct.Raise-NotPr	7.67	4.84	5.36	-
Total 2001-02	9	17	13	0
Pct Raise of Rank	7.67	6.01	5.36	-

A & S Sciences Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	76	33	18	0
Maximum	130,000	76,000	55,500	-
Minimum	48,100	20,455	39,000	-
Median, 2001-02	75,350	56,325	49,850	-
Mean, 2001-02	76,538	55,510	48,614	-
Number, 2000-01	74	29	14	0
Mean, 2000-01	73,080	52,104	46,751	-
Pct-Raise_mean	4.73	6.54	3.98	-
Num Not Pro	73	23	14	0
Pct.Raise-NotPr	5.06	5.97	4.59	-
Total 2001-02	74	29	14	0
Pct Raise of Rank	5.2	6.32	4.59	-

A & S Sciences Salaries Men

	Prof	AssocP	AsstP	Ins
Number, 2001-02	73	24	14	0
Maximum	130,000	66,000	55,500	-
Minimum	48,100	20,455	39,000	-
Median, 2001-02	75,600	54,400	49,800	-
Mean, 2001-02	76,519	53,168	47,854	-
Number, 2000-01	71	22	11	0
Mean, 2000-01	73,654	50,875	46,638	-
Pct-Raise_mean	3.89	4.51	2.61	-
Num Not Pro	71	17	11	0
Pct.Raise-NotPr	4.37	5.29	3.98	-
Total 2001-02	71	22	11	0
Pct Raise of Rank	4.37	5.84	3.98	-

A & S Sciences Salaries Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	3	9	4	0
Maximum	-	76,000	54,000	-
Minimum	-	54,600	49,500	-
Median, 2001-02	-	60,000	50,800	-
Mean, 2001-02	77,000	61,756	51,275	-
Number, 2000-01	3	7	3	0
Mean, 2000-01	59,500	55,966	47,167	-
Pct-Raise_mean	29.41	10.35	8.71	-
Num Not Pro	2	6	3	0
Pct.Raise-NotPr	-	7.71	6.78	-
Total 2001-02	3	7	3	0
Pct Raise of Rank	29.41	7.67	6.78	-

Table 11 Departments and Colleges

Architecture Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	10	13	9	0
Maximum	84,254	80,500	51,000	-
Minimum	45,000	43,000	21,000	-
Median, 2001-02	72,800	57,400	47,000	-
Mean, 2001-02	67,924	58,105	44,600	-
Number, 2000-01	10	11	4	0
Mean, 2000-01	64,024	57,341	45,375	-
Pct-Raise_mean	6.09	1.33	-1.71	-
Num Not Pro	6	11	4	0
Pct.Raise-NotPr	5.37	5.65	6.01	-
Total 2001-02	10	11	4	0
Pct Raise of Rank	6.09	5.65	6.01	-

Information Studies Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	3	8	15	2
Maximum	-	81,120	85,500	-
Minimum	-	53,665	50,000	-
Median, 2001-02	-	66,869	63,750	-
Mean, 2001-02	100,840	66,239	67,088	-
Number, 2000-01	3	8	9	0
Mean, 2000-01	96,367	61,544	63,131	-
Pct-Raise_mean	4.64	7.63	6.27	-
Num Not Pro	2	8	9	0
Pct.Raise-NotPr	-	7.63	5.96	-
Total 2001-02	3	8	9	0
Pct Raise of Rank	4.64	7.63	5.96	-

Education Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	21	12	13	0
Maximum	142,272	71,585	56,000	-
Minimum	55,000	47,250	41,200	-
Median, 2001-02	69,041	55,956	45,000	-
Mean, 2001-02	73,726	55,354	47,169	-
Number, 2000-01	21	12	10	0
Mean, 2000-01	68,084	52,122	43,065	-
Pct-Raise_mean	8.29	6.2	9.53	-
Num Not Pro	20	11	10	0
Pct.Raise-NotPr	8.44	6	8.07	-
Total 2001-02	21	12	10	0
Pct Raise of Rank	8.29	6.2	8.07	-

College of Law Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	25	8	4	0
Maximum	161,284	90,673	73,462	-
Minimum	78,761	77,301	48,783	-
Median, 2001-02	113,160	86,562	62,455	-
Mean, 2001-02	112,888	86,322	61,789	-
Number, 2000-01	24	8	3	0
Mean, 2000-01	107,062	82,896	62,619	-
Pct-Raise_mean	5.44	4.13	-1.33	-
Num Not Pro	24	8	3	0
Pct.Raise-NotPr	5.44	4.13	5.6	-
Total 2001-02	24	8	3	0
Pct Raise of Rank	5.44	4.13	5.6	-

Engr+Comp Science Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	36	20	10	2
Maximum	140,000	85,500	80,000	-
Minimum	68,500	64,200	36,365	-
Median, 2001-02	88,849	73,551	69,549	-
Mean, 2001-02	91,919	73,310	65,626	-
Number, 2000-01	32	20	8	2
Mean, 2000-01	86,519	70,115	63,688	-
Pct-Raise_mean	6.24	4.56	3.04	-
Num Not Pro	31	20	8	2
Pct.Raise-NotPr	4.64	4.56	7.44	-
Total 2001-02	32	20	8	2
Pct Raise of Rank	4.71	4.56	7.44	-

Management Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	15	22	20	1
Maximum	129,000	119,000	115,000	-
Minimum	65,050	71,499	35,000	-
Median, 2001-02	96,300	89,000	83,350	-
Mean, 2001-02	94,257	90,261	79,875	-
Number, 2000-01	15	22	9	1
Mean, 2000-01	88,829	85,732	71,222	-
Pct-Raise_mean	6.11	5.28	12.15	-
Num Not Pro	13	20	8	1
Pct.Raise-NotPr	6.23	5.42	5.62	-
Total 2001-02	15	22	9	1
Pct Raise of Rank	6.11	5.28	5.41	-

Table 11 Departments and Colleges**College of Human Serv & Health Prof Sal. Men & Women**

	Prof	AssocP	AsstP	Ins
Number, 2001-02	10	13	20	3
Maximum	114,333	76,777	64,000	-
Minimum	64,025	49,540	36,246	-
Median, 2001-02	73,691	66,675	49,512	-
Mean, 2001-02	82,979	66,741	50,674	45,756
Number, 2000-01	10	13	17	3
Mean, 2000-01	80,695	62,073	46,793	44,207
Pct-Raise_mean	2.83	7.52	8.29	3.5
Num Not Pro	10	13	17	3
Pct.Raise-NotPr	2.83	7.52	5.78	3.5
Total 2001-02	10	13	17	3
Pct Raise of Rank	2.83	7.52	5.78	3.5

College of Nursing Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	1	6	3	3
Maximum	-	76,777	-	-
Minimum	-	60,678	-	-
Median, 2001-02	-	65,428	-	-
Mean, 2001-02	-	67,234	52,775	45,756
Number, 2000-01	1	6	2	3
Mean, 2000-01	-	64,185	-	44,207
Pct-Raise_mean	-	4.75	-	3.5
Num Not Pro	1	6	2	3
Pct.Raise-NotPr	-	4.75	-	3.5
Total 2001-02	1	6	2	3
Pct Raise of Rank	-	4.75	-	3.5

School of Pub. Comm. Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	15	23	13	1
Maximum	105,000	76,500	63,500	-
Minimum	56,250	53,000	50,000	-
Median, 2001-02	64,000	61,500	56,200	-
Mean, 2001-02	71,744	60,698	56,412	-
Number, 2000-01	15	20	9	0
Mean, 2000-01	68,847	58,313	54,400	-
Pct-Raise_mean	4.21	4.09	3.7	-
Num Not Pro	14	19	9	0
Pct.Raise-NotPr	4.21	4.24	5.46	-
Total 2001-02	15	20	9	0
Pct Raise of Rank	4.21	4.23	5.46	-

School of Social Work Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	6	4	8	0
Maximum	109,257	75,000	52,160	-
Minimum	64,070	49,540	45,101	-
Median, 2001-02	78,842	70,975	47,645	-
Mean, 2001-02	84,010	66,623	47,502	-
Number, 2000-01	6	4	8	0
Mean, 2000-01	81,714	60,261	45,772	-
Pct-Raise_mean	2.81	10.56	3.78	-
Num Not Pro	6	4	8	0
Pct.Raise-NotPr	2.81	10.56	3.78	-
Total 2001-02	6	4	8	0
Pct Raise of Rank	2.81	10.56	3.78	-

Visual Perf Arts Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	16	35	53	0
Maximum	80,900	75,300	59,824	-
Minimum	52,750	39,064	34,445	-
Median, 2001-02	58,995	51,500	41,800	-
Mean, 2001-02	60,930	53,308	42,881	-
Number, 2000-01	16	33	37	0
Mean, 2000-01	58,699	50,493	41,144	-
Pct-Raise_mean	3.8	5.58	4.22	-
Num Not Pro	15	31	37	0
Pct.Raise-NotPr	3.62	5.03	6.31	-
Total 2001-02	16	33	37	0
Pct Raise of Rank	3.8	5.19	6.31	-

School of Art Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	13	20	30	0
Maximum	80,900	75,300	49,912	-
Minimum	52,750	47,500	38,000	-
Median, 2001-02	60,000	54,250	41,500	-
Mean, 2001-02	61,766	55,501	42,203	-
Number, 2000-01	13	20	20	0
Mean, 2000-01	59,827	52,661	40,775	-
Pct-Raise_mean	3.24	5.39	3.5	-
Num Not Pro	12	20	20	0
Pct.Raise-NotPr	2.98	5.39	5.84	-
Total 2001-02	13	20	20	0
Pct Raise of Rank	3.24	5.39	5.84	-

Table 11 Departments and Colleges

School of Music Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	1	7	7	0
Maximum	-	59,424	44,200	-
Minimum	-	39,064	39,000	-
Median, 2001-02	-	48,876	42,500	-
Mean, 2001-02	-	49,695	41,623	-
Number, 2000-01	1	6	4	0
Mean, 2000-01	-	46,570	39,005	-
Pct-Raise_mean	-	6.71	6.71	-
Num Not Pro	1	5	4	0
Pct.Raise-NotPr	-	3.69	8.87	-
Total 2001-02	1	6	4	0
Pct Raise of Rank	-	4.1	8.87	-

Drama Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	1	4	9	0
Maximum	-	53,000	52,450	-
Minimum	-	48,350	40,000	-
Median, 2001-02	-	49,925	44,699	-
Mean, 2001-02	-	50,300	45,111	-
Number, 2000-01	1	4	8	0
Mean, 2000-01	-	47,750	43,062	-
Pct-Raise_mean	-	5.34	4.76	-
Num Not Pro	1	4	8	0
Pct.Raise-NotPr	-	5.34	6.24	-
Total 2001-02	1	4	8	0
Pct Raise of Rank	-	5.34	6.24	-

Anthropology Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	5	6	3	0
Maximum	81,000	70,000	-	-
Minimum	53,600	50,000	-	-
Median, 2001-02	60,000	58,800	-	-
Mean, 2001-02	63,920	59,850	40,383	-
Number, 2000-01	5	6	2	0
Mean, 2000-01	62,060	56,775	-	-
Pct-Raise_mean	3	5.42	-	-
Num Not Pro	5	6	2	0
Pct.Raise-NotPr	3	5.42	-	-
Total 2001-02	5	6	2	0
Pct Raise of Rank	3	5.42	-	-

Biology Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	13	3	3	0
Maximum	101,320	-	-	-
Minimum	59,125	-	-	-
Median, 2001-02	80,750	-	-	-
Mean, 2001-02	80,303	61,083	50,817	-
Number, 2000-01	12	2	3	0
Mean, 2000-01	77,483	-	49,167	-
Pct-Raise_mean	3.64	-	3.36	-
Num Not Pro	12	1	3	0
Pct.Raise-NotPr	3.89	-	3.36	-
Total 2001-02	12	2	3	0
Pct Raise of Rank	3.89	-	3.36	-

Chemistry Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	12	3	2	0
Maximum	130,000	-	-	-
Minimum	55,870	-	-	-
Median, 2001-02	77,388	-	-	-
Mean, 2001-02	84,387	57,450	-	-
Number, 2000-01	12	2	1	0
Mean, 2000-01	81,113	-	-	-
Pct-Raise_mean	4.04	-	-	-
Num Not Pro	12	2	1	0
Pct.Raise-NotPr	4.04	-	-	-
Total 2001-02	12	2	1	0
Pct Raise of Rank	4.04	-	-	-

Economics Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	9	5	5	1
Maximum	123,000	90,000	67,000	-
Minimum	73,000	68,500	65,500	-
Median, 2001-02	105,000	70,000	65,500	-
Mean, 2001-02	99,556	75,400	66,000	-
Number, 2000-01	9	5	5	0
Mean, 2000-01	93,111	71,400	62,000	-
Pct-Raise_mean	6.92	5.6	6.45	-
Num Not Pro	9	5	5	0
Pct.Raise-NotPr	6.92	5.6	6.45	-
Total 2001-02	9	5	5	0
Pct Raise of Rank	6.92	5.6	6.45	-

Table 11 Departments and Colleges

<u>English</u> Salaries Men & Women					<u>Geology</u> Salaries Men & Women				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2001-02	9	11	7	0	Number, 2001-02	3	6	1	0
Maximum	100,000	65,500	69,500	-	Maximum	-	65,000	-	-
Minimum	53,600	44,720	42,500	-	Minimum	-	45,500	-	-
Median, 2001-02	70,000	53,070	44,700	-	Median, 2001-02	-	56,600	-	-
Mean, 2001-02	71,650	54,475	48,671	-	Mean, 2001-02	71,553	56,957	-	-
Number, 2000-01	9	11	6	0	Number, 2000-01	3	6	1	0
Mean, 2000-01	67,239	52,286	47,317	-	Mean, 2000-01	68,700	53,367	-	-
Pct-Raise_mean	6.56	4.19	2.86	-	Pct-Raise_mean	4.15	6.73	-	-
Num Not Pro	9	8	6	0	Num Not Pro	3	5	1	0
Pct.Raise-NotPr	6.56	4.15	4.51	-	Pct.Raise-NotPr	4.15	6.95	-	-
Total 2001-02	9	11	6	0	Total 2001-02	3	6	1	0
Pct Raise of Rank	6.56	4.19	4.51	-	Pct Raise of Rank	4.15	6.73	-	-
<u>Lang. Lit. Ling.</u> Salaries Men & Women					<u>History</u> Salaries Men & Women				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2001-02	6	7	8	0	Number, 2001-02	7	5	5	0
Maximum	108,625	61,800	44,590	-	Maximum	92,300	58,000	55,000	-
Minimum	55,925	41,420	38,000	-	Minimum	61,600	49,700	47,000	-
Median, 2001-02	69,655	51,250	40,250	-	Median, 2001-02	67,076	54,700	50,000	-
Mean, 2001-02	74,485	51,297	40,979	-	Mean, 2001-02	73,675	54,200	50,400	-
Number, 2000-01	6	7	7	0	Number, 2000-01	7	5	4	0
Mean, 2000-01	70,393	48,257	37,980	-	Mean, 2000-01	70,277	52,140	48,000	-
Pct-Raise_mean	5.81	6.3	7.9	-	Pct-Raise_mean	4.84	3.95	5	-
Num Not Pro	6	6	6	0	Num Not Pro	7	5	4	0
Pct.Raise-NotPr	5.81	5.96	5.88	-	Pct.Raise-NotPr	4.83	3.95	5.21	-
Total 2001-02	6	7	7	0	Total 2001-02	7	5	4	0
Pct Raise of Rank	5.81	6.3	9.01	-	Pct Raise of Rank	4.83	3.95	5.21	-
<u>Geography</u> Salaries Men & Women					<u>Mathematics</u> Salaries Men & Women				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2001-02	7	4	5	0	Number, 2001-02	20	10	2	0
Maximum	91,300	60,000	50,500	-	Maximum	110,000	65,000	-	-
Minimum	65,700	53,000	47,000	-	Minimum	56,575	45,000	-	-
Median, 2001-02	78,000	53,500	47,500	-	Median, 2001-02	69,538	54,925	-	-
Mean, 2001-02	80,107	55,000	48,450	-	Mean, 2001-02	73,087	54,094	-	-
Number, 2000-01	7	3	4	0	Number, 2000-01	20	8	1	0
Mean, 2000-01	76,457	51,400	45,350	-	Mean, 2000-01	70,174	53,070	-	-
Pct-Raise_mean	4.77	7	6.84	-	Pct-Raise_mean	4.15	1.93	-	-
Num Not Pro	7	3	4	0	Num Not Pro	20	6	1	0
Pct.Raise-NotPr	4.77	7.65	5.98	-	Pct.Raise-NotPr	4.15	5.45	-	-
Total 2001-02	7	3	4	0	Total 2001-02	20	8	1	0
Pct Raise of Rank	4.77	7.65	5.98	-	Pct Raise of Rank	4.15	5.89	-	-

Table 11 Departments and Colleges

<u>Philosophy</u>	<u>Salaries Men & Women</u>			
	Prof	AssocP	AsstP	Ins
Number, 2001-02	7	3	4	0
Maximum	97,000	-	51,000	-
Minimum	66,560	-	40,000	-
Median, 2001-02	84,000	-	42,735	-
Mean, 2001-02	79,894	69,317	44,118	-
Number, 2000-01	5	3	2	0
Mean, 2000-01	73,616	63,667	-	-
Pct-Raise_mean	8.53	8.87	-	-
Num Not Pro	5	3	2	0
Pct.Raise-NotPr	6.03	8.87	-	-
Total 2001-02	5	3	2	0
Pct Raise of Rank	6.03	8.87	-	-

<u>Physics</u>	<u>Salaries Men & Women</u>			
	Prof	AssocP	AsstP	Ins
Number, 2001-02	13	6	3	0
Maximum	92,000	66,000	-	-
Minimum	66,000	52,000	-	-
Median, 2001-02	76,000	60,250	-	-
Mean, 2001-02	76,354	59,733	48,333	-
Number, 2000-01	13	6	2	0
Mean, 2000-01	72,850	56,225	-	-
Pct-Raise_mean	4.81	6.24	-	-
Num Not Pro	13	4	2	0
Pct.Raise-NotPr	4.81	5.24	-	-
Total 2001-02	13	6	2	0
Pct Raise of Rank	4.81	6.24	-	-

<u>Political Science</u>	<u>Salaries Men & Women</u>			
	Prof	AssocP	AsstP	Ins
Number, 2001-02	5	6	7	0
Maximum	100,000	64,000	54,500	-
Minimum	81,000	56,000	43,500	-
Median, 2001-02	87,500	59,250	49,100	-
Mean, 2001-02	89,100	59,583	49,014	-
Number, 2000-01	5	6	3	0
Mean, 2000-01	83,780	56,267	47,233	-
Pct-Raise_mean	6.35	5.89	3.77	-
Num Not Pro	5	6	3	0
Pct.Raise-NotPr	6.35	5.89	6.99	-
Total 2001-02	5	6	3	0
Pct Raise of Rank	6.35	5.89	6.99	-

<u>Psychology</u>	<u>Salaries Men & Women</u>			
	Prof	AssocP	AsstP	Ins
Number, 2001-02	14	5	6	0
Maximum	103,000	62,300	52,000	-
Minimum	48,100	20,455	40,000	-
Median, 2001-02	66,900	49,500	49,550	-
Mean, 2001-02	72,051	47,031	47,433	-
Number, 2000-01	13	5	5	0
Mean, 2000-01	66,856	45,510	46,780	-
Pct-Raise_mean	7.77	3.34	1.4	-
Num Not Pro	12	5	5	0
Pct.Raise-NotPr	9.72	3.34	4.57	-
Total 2001-02	13	5	5	0
Pct Raise of Rank	10.31	3.34	4.57	-

<u>Religion</u>	<u>Salaries Men & Women</u>			
	Prof	AssocP	AsstP	Ins
Number, 2001-02	5	4	2	0
Maximum	86,200	61,800	-	-
Minimum	63,100	50,000	-	-
Median, 2001-02	67,300	55,850	-	-
Mean, 2001-02	71,876	55,875	-	-
Number, 2000-01	5	4	2	0
Mean, 2000-01	68,600	53,500	-	-
Pct-Raise_mean	4.78	4.44	-	-
Num Not Pro	5	4	2	0
Pct.Raise-NotPr	4.78	4.44	-	-
Total 2001-02	5	4	2	0
Pct Raise of Rank	4.78	4.44	-	-

<u>Sociology</u>	<u>Salaries Men & Women</u>			
	Prof	AssocP	AsstP	Ins
Number, 2001-02	2	8	5	0
Maximum	-	76,000	57,500	-
Minimum	-	53,750	40,000	-
Median, 2001-02	-	66,775	49,050	-
Mean, 2001-02	-	65,211	48,970	-
Number, 2000-01	2	8	4	0
Mean, 2000-01	-	62,623	49,188	-
Pct-Raise_mean	-	4.13	-0.44	-
Num Not Pro	2	8	4	0
Pct.Raise-NotPr	-	4.13	4.12	-
Total 2001-02	2	8	4	0
Pct Raise of Rank	-	4.13	4.12	-

Table 11 Departments and Colleges

Writing Program Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	1	6	4	0
Maximum	-	67,600	48,000	-
Minimum	-	51,500	45,000	-
Median, 2001-02	-	58,595	45,320	-
Mean, 2001-02	-	58,973	45,910	-
Number, 2000-01	1	6	3	0
Mean, 2000-01	-	54,763	44,333	-
Pct-Raise_mean	-	7.69	3.56	-
Num Not Pro	1	5	3	0
Pct.Raise-NotPr	-	4.91	1.98	-
Total 2001-02	1	6	3	0
Pct Raise of Rank	-	7.69	1.98	-

Teaching & Leader Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	6	3	3	0
Maximum	142,272	-	-	-
Minimum	56,000	-	-	-
Median, 2001-02	64,942	-	-	-
Mean, 2001-02	76,476	57,587	45,693	-
Number, 2000-01	6	3	3	0
Mean, 2000-01	70,965	55,374	44,000	-
Pct-Raise_mean	7.77	4	3.85	-
Num Not Pro	6	3	3	0
Pct.Raise-NotPr	7.77	4	3.85	-
Total 2001-02	6	3	3	0
Pct Raise of Rank	7.77	4	3.85	-

Elect&Computer Sys Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	15	7	7	0
Maximum	119,700	85,500	74,700	-
Minimum	68,500	66,400	36,365	-
Median, 2001-02	89,000	75,000	71,000	-
Mean, 2001-02	89,713	74,871	63,366	-
Number, 2000-01	14	7	5	0
Mean, 2000-01	86,636	71,343	63,740	-
Pct-Raise_mean	3.55	4.95	-0.59	-
Num Not Pro	13	7	5	0
Pct.Raise-NotPr	4.33	4.95	5.02	-
Total 2001-02	14	7	5	0
Pct Raise of Rank	4.52	4.95	5.02	-

Mech,Chem,Civil Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2001-02	15	11	2	2
Maximum	140,000	80,996	-	-
Minimum	70,198	64,200	-	-
Median, 2001-02	88,002	73,499	-	-
Mean, 2001-02	93,266	72,864	-	-
Number, 2000-01	13	11	2	2
Mean, 2000-01	84,638	69,727	-	-
Pct-Raise_mean	10.19	4.5	-	-
Num Not Pro	13	11	2	2
Pct.Raise-NotPr	5.33	4.5	-	-
Total 2001-02	13	11	2	2
Pct Raise of Rank	5.33	4.5	-	-