

COMMITTEE Z REPORT

Dear Faculty Colleagues,

This Committee Z Report for the Academic Year 2002 – 2003 is provided to the university community by the Syracuse University Chapter of the American Association of University Professors. The report was prepared by John Brule, with editorial assistance from John Diehl, Can Isik and Gerald Greenberg. The salary and fringe benefit data were provided by the Syracuse University administration through the University Senate Budget Committee.

The American Association of University Professors is an advocacy organization dedicated to promoting the interests of 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 622 School of Management; I can also be reached via Email (pcihon@som.syr.edu) or telephone (443-3647).

Respectfully submitted,

Patrick J. Cihon
President
Syracuse Chapter AAUP
January 6, 2003

Syracuse University Chapter-AAUP Committee Z Report For Academic Year 2002-03

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 John Diehl, Gerry Greenberg, and Can Isik. 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 2002 report for the AAUP National office.

The tables and charts in this report present various kinds of 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. 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, and compensation is salary plus benefits.

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 regular ranks, and in all the regular ranks combined.

Table 1
2002-03 Salary, Benefits, Total Compensation
For Regular Full-Time Faculty Members, by Rank

Faculty Rank	Number	Average Salary	Average Benefit	Average Compensation
Professor	312	86,700	25,500	112,200
Assoc. Professor	257	66,500	22,700	89,200
Asst. Professor	265	55,200	19,200	74,400
Instructor	19	48,400	18,000	66,400
All Ranks	853	70,000	22,500	92,500

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 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

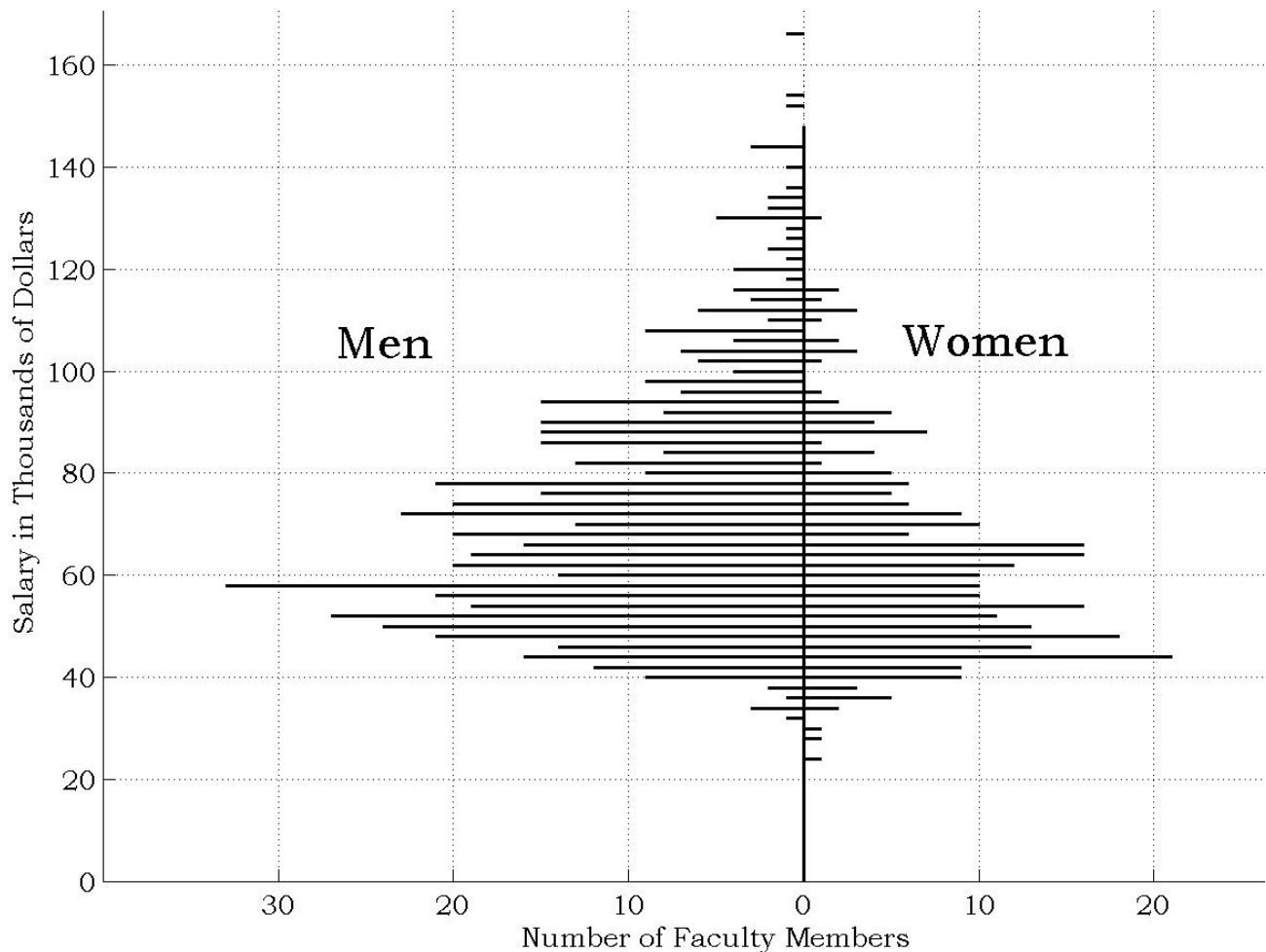


Table 2 (Cont'd)
Salary Distribution by Adjoining Ranks

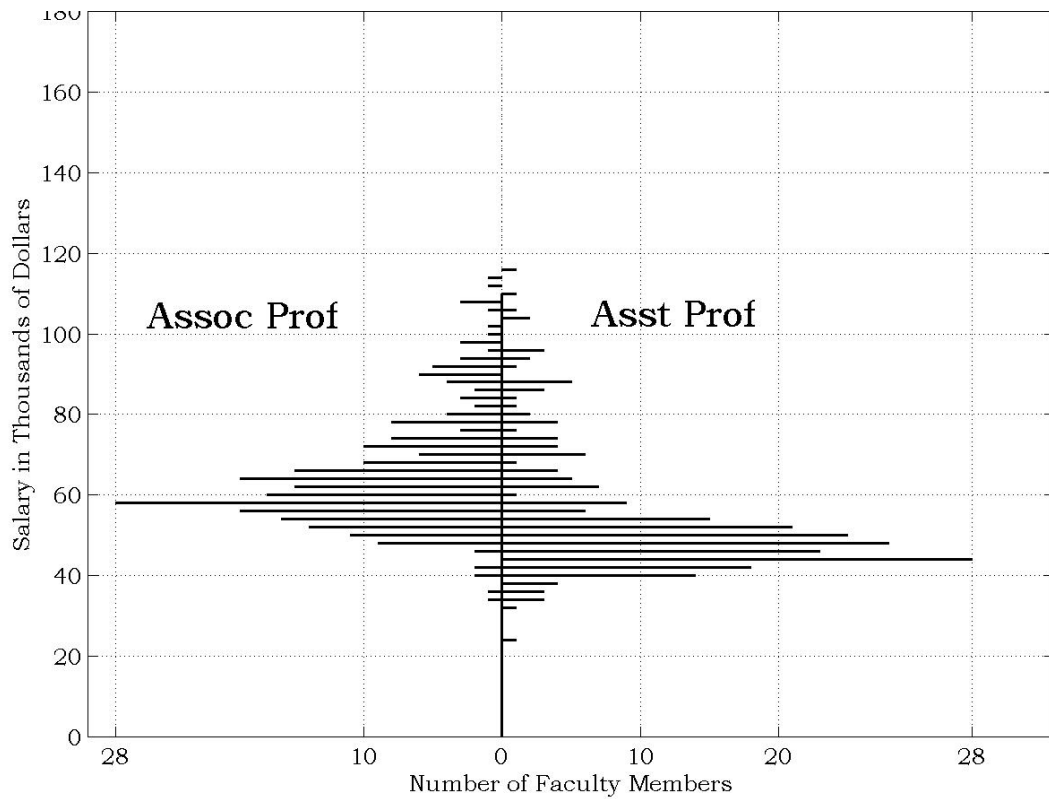
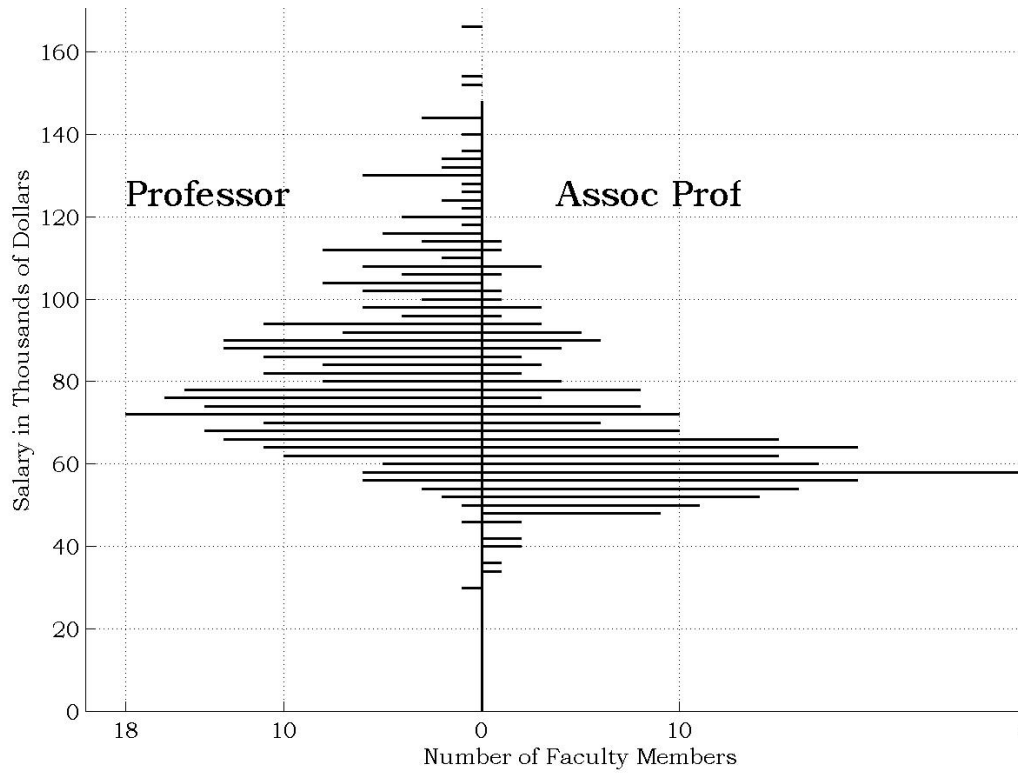


Table 3 compares women's average salaries in 2002-03 with men's average salaries, the former being shown as a percentage of the latter. Other comparisons between men and women, in terms of recent salaries and raises, appear later in this report, in Tables 10 and 11.

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
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
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 bases 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 2002-03 are not the same faculty members as those involved in the 2001-02 computation.

Table 4

Comparative Salaries of New Hires & All Faculty Members

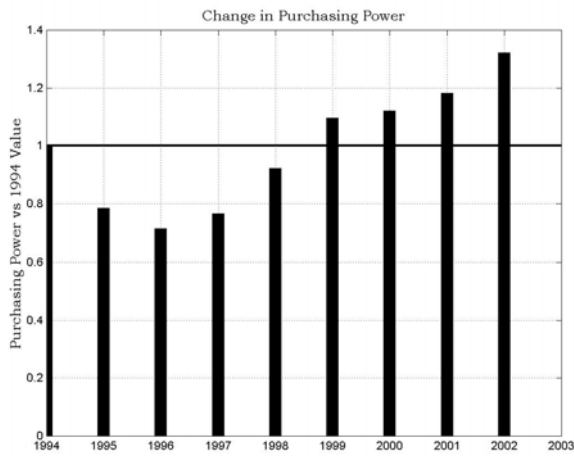
RANK	NUMBER NEW	AVG FOR NEW	UNIVERSITY AVG
Professor	13	87,564	86,651
Assoc Prof	18	76,652	65,713
Asst Prof	65	52,321	56,134
Instructor	9	45,656	50,812

Table 4 compares the 2002-03 salaries paid to faculty members who were not on the academic budget last year to the salaries of those who were. There are 26 more faculty members this year compared with 2001-02, and there were 105 new hires, 6 more than last year. Thus, various departments will gain or lose numbers 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.

Table5

Raise Distribution 1999-2000 to 2002-03					
%Raise	No.Fac	%Fac	CumFac	Cum%	
>30	55	8.9	55	8.9	
30	4	0.6	59	9.6	
29	7	1.1	66	10.7	
28	6	1.0	72	11.7	
27	7	1.1	79	12.8	
26	6	1.0	85	13.8	
25	6	1.0	91	14.8	
24	17	2.8	108	17.5	
23	17	2.8	125	20.3	
22	20	3.2	145	23.5	
21	19	3.1	164	26.6	
20	25	4.1	189	30.7	
19	17	2.8	206	33.4	
18	21	3.4	227	36.9	
17	28	4.5	255	41.4	
16	34	5.5	289	46.9	
15	39	6.3	328	53.2	
14	37	6.0	365	59.3	
13	38	6.2	403	65.4	
12	32	5.2	435	70.6	
11	40	6.5	475	77.1	
10	45	7.3	520	84.4	
9	33	5.4	553	89.8	
8*****	20	*****3.2	*****573	*****93.0	*****8%
7	15	2.4	588	95.5	
6	8	1.3	596	96.8	
5	5	0.8	601	97.6	
4	2	0.3	603	97.9	
3	2	0.3	605	98.2	
2	2	0.3	607	98.5	
1	0	0.0	607	98.5	
0	1	0.2	608	98.7	
<0	8	1.3	616	100.0	

Table 5 shows the percentage raise over the past three years for continuing faculty members. This is the cumulative raise from 1999-2000 to 2002-03. For example, in the row where the %Raise is 8, this means that 20 faculty members received a raise greater than 7% but equal to or less than 8%. The Consumer Price Index increased 7.8%, so about 60 faculty members continuing over those years, or about 10%, did not receive a raise that kept up with the cost of living. (616-553 = 63 faculty members received a raise of 8% or less over that period.)



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 21%, and faculty compensation has risen about 28%.

Table 6

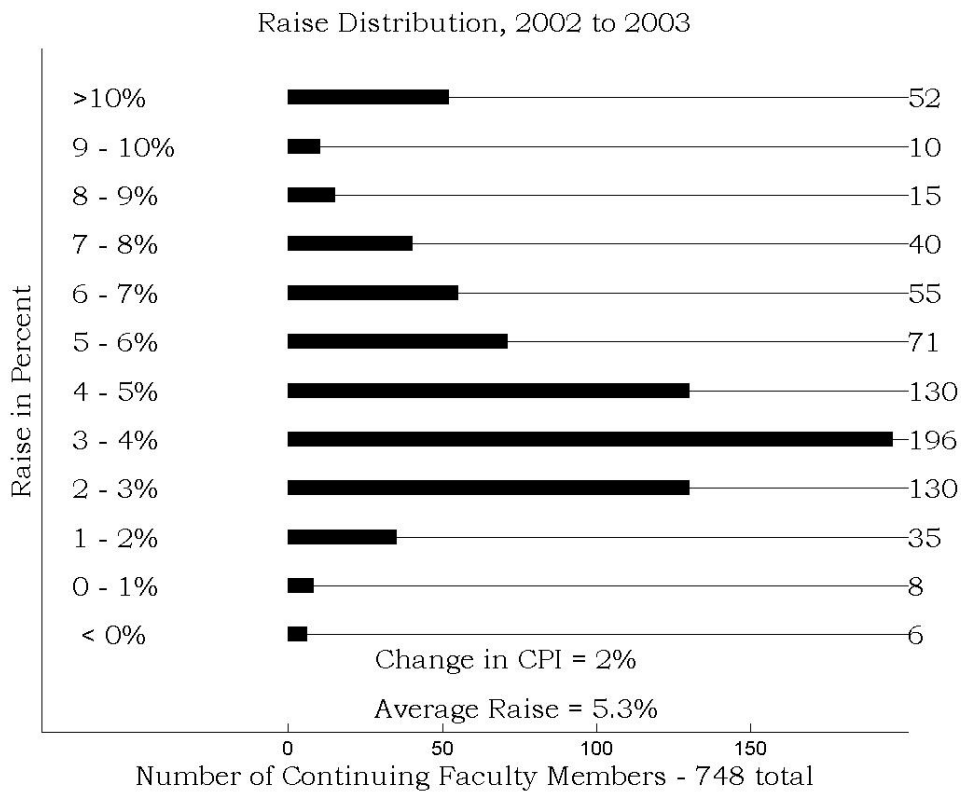


Table 6 shows the one-year distribution of raises across the faculty. Six faculty members had a salary reduction. About 49 faculty members, or about 6% of the total, did not receive a raise that kept up with the cost of living.

Table 7 tabulates 2002-03 average salaries and raises from 2001-02 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 that were in the unit both last year and this year.

Table 7
2002-03 Average Salaries and Raises for All Academic Units
with 10 or more Faculty Members

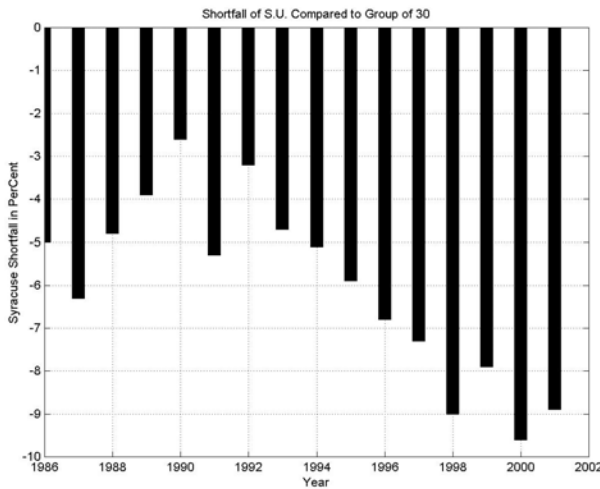
<u>Academic Unit</u>	<u>N</u>	<u>Salary</u>	<u>Raise</u>	<u>%Raise</u>
Religion	10	65,808	7,359	12.6%
Fine Arts	10	61,473	5,853	10.5%
Architecture	25	60,729	4,423	7.9%
Public Administration	12	88,833	6,142	7.4%
Psychology	20	68,693	4,502	7.0%
Anthropology	13	62,879	4,098	7.0%
Economics	19	89,682	5,313	6.3%
Physics	21	73,159	3,778	5.4%
School of Social Work	16	64,482	3,320	5.4%
Biology	18	75,603	3,834	5.3%
Political Science	16	68,772	3,397	5.2%
Education - Teach. & Ldr.	10	71,571	3,498	5.1%
College of Nursing	12	67,115	3,272	5.1%
School of Art	57	52,523	2,558	5.1%
School of Music	15	49,565	2,342	5.0%
Mech., Chem & Civil Engr	29	86,208	4,008	4.9%
Geography	13	64,323	2,954	4.8%
Management	50	92,053	4,195	4.8%
Philosophy	10	69,915	3,147	4.7%
History	18	64,186	2,701	4.4%
Sociology	11	63,448	2,631	4.3%
Drama	14	49,865	2,037	4.3%
Mathematics	29	70,651	2,829	4.2%
Chemistry	17	78,644	3,092	4.1%
Lang, Lit & Linguistics	20	57,017	2,226	4.1%
Public Comm.	50	65,166	2,424	3.9%
Elect & Comp Systems	29	84,431	3,100	3.8%
English	19	63,291	2,299	3.8%
College of Law	36	105,359	3,617	3.6%
Information Studies	25	70,555	2,088	3.0%

"Aspirational Peers" - A Historical Perspective

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. BU does not publish faculty compensation data, but in 2000-01 we were 10th place in total compensation among the remaining 11 schools. The faculty compensation at Tulane was the only one lower. This year the data for 2001-02 shows that Syracuse University now has the lowest compensation of the 11 reporting "aspirational peers."

Other comparisons with universities similar to SU have been made over the years. Here is some information about them.

Table 8 presents figures for faculty compensation at Syracuse University and for faculty compensation at (up to) 29 other institutions, public and private, over the period 1974-75 to 2001-02. (2001-02 is the last year for which full data are available.) These institutions were selected by the Senate Budget Committee and the AAUP in 1974 as schools with similar aspirations and objectives. We can see that we remain below the median, this time at 21st position in this table. We gained a place this year because SUNY Albany suffered a decline in compensation. In 1987 the Administration declared the intention of bringing Syracuse University up to the middle of the "group of 30" in 5-10 years.



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. It is obviously apparent that that goal was not reached.

Table 9 is about 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 34th in this list of 67; this year we are 36th. The background on this table is that 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 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.

Following a page of conclusions is a page defining the categories in Tables 10 and 11.

Table 10 presents 2001-02 and 2002-03 All-University salary figures by rank, for men, for women, and for both sexes. It gives maximum, minimum, and mean salary figures for 2002-03 and the mean for 2001-02. 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 1994-95 through 2001-02

	74-75	94-95	95-96	96-97	97-98	98-99	99-00	00-01	01-02
PUBLIC									
Colorado (Bldr)	20.1	69.7	71.2	71.7	74.7	77.0	78.2	81.78	84.0
Florida	18.3	64.0	66.4	74.1	76.5	<u>80.7</u>	79.2	83.8	86.8
Iowa	20.0	<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>	<u>96.6</u>
Iowa State	42.4	68.5	73.3	74.5	78.0	78.4	<u>83.4</u>	<u>86.3</u>	<u>89.0</u>
Kansas	19.0	63.2	64.9	66.6	68.9	71.4	75.0	79.8	84.4
Maryland(Co Pk)	19.5	70.2	73.2	<u>75.1</u>	<u>77.5</u>	<u>79.9</u>	<u>82.9</u>	<u>93.3</u>	<u>97.5</u>
Michigan State	<u>22.0</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>	<u>97.0</u>
Ohio State	20.3	69.8	<u>73.6</u>	<u>76.5</u>	<u>78.3</u>	<u>81.1</u>	<u>85.5</u>	<u>90.3</u>	<u>92.5</u>
Oregon	19.3	59.5	60.4	59.7	62.3	65.3	69.8	74.1	75.2
Penn State	19.3	66.8	68.9	70.2	72.1	74.4	77.6	80.4	83.5
Pittsburgh	20.5	71.4	70.9	73.2	74.9	78.0	80.3	83.5	86.7
Rutgers(New Br)	<u>23.0</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>	<u>98.3</u>
SUNY:									
Albany	<u>24.2</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>	<u>87.3</u>
Binghamton	<u>24.4</u>	<u>72.8</u>	<u>75.6</u>	74.9	73.2	75.7	76.2	83.3	83.6
Buffalo	<u>25.2</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>	<u>94.6</u>
Stony Brook	<u>25.6</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>	<u>92.0</u>
PRIVATE									
Boston U	NA	NA	NA	NA	NA	NA	NA	NA	NA
Brandeis	<u>22.3</u>	71.1	71.5	74.0	76.5	<u>78.8</u>	80.5	<u>85.2</u>	<u>89.1</u>
Brown	22.8	81.3	83.6	86.2	88.7	91.1	93.0	99.3	102.6
Case	19.1	<u>76.3</u>	<u>78.5</u>	81.6	83.8	85.8	89.2	92.4	<u>96.7</u>
Cornell	<u>23.5</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>	<u>115.5</u>
Duke	<u>23.5</u>	89.3	93.1	95.4	100.2	104.1	108.1	113.5	118.8
N.Y.U.	NA	94.2	98.0	102.2	105.3	109.1	114.8	117.6	121.5
Notre Dame	19.1	81.0	84.2	87.5	91.2	95.9	99.7	104.8	109.1
Rice	21.6	85.9	91.0	89.5	94.0	100.1	105.5	109.1	110.0
Rochester	22.2	75.0	77.4	NA	84.4	88.2	92.7	95.4	98.6
Syracuse	20.6	72.2	73.6	75.1	76.7	78.6	82.3	85.2	88.6
U.S.C.	20.3	86.5	89.2	92.4	95.0	98.6	99.5	104.3	107.6
Vanderbilt	21.6	<u>77.1</u>	<u>79.7</u>	84.4	88.1	90.2	94.8	95.3	99.0
Washingt (St L)	21.1	79.2	81.8	84.8	88.6	93.8	100.6	106.2	110.4
Mean, Public	<u>21.2</u>	71.7	73.5	<u>75.3</u>	76.2	<u>79.5</u>	81.8	<u>86.9</u>	<u>89.3</u>
Mean, Private	<u>21.5</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>	<u>105.2</u>
Mean, All	<u>21.3</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>	<u>96.4</u>
Number Report	29	29	29	28	29	29	29	29	29
Syracuse Rank	15	19	20	19	19	22	20	22	21

Compensations that are higher than that at SU are underlined

School	00-01	01-02	Change
UNIV OF PENNSYLVANIA	138.2	141.0	2.0%
EMORY UNIV	114.8	122.2	6.4%
NORTHWESTERN UNIV	115.6	121.7	5.3%
NEW YORK UNIV	117.6	121.5	3.3%
DUKE UNIV	113.5	118.8	4.7%
CARNEGIE MELLON UNIV	111.5	115.9	3.9%
CORNELL UNIV.	107.4	115.1	7.5%
WASH UNIV ST LOUIS	106.2	110.4	4.0%
UNIV OF NOTRE DAME	104.8	109.1	4.1%
UNIV OF SOUTHERN CALIF	104.3	107.6	3.2%
UNIV OF MINNESOTA	100.4	105.7	5.3%
UNIV OF CALIF-IRVINE	102.2	104.4	2.2%
GEORGETOWN UNIV	99.4	103.5	4.1%
UNIV OF CONNECTICUT	98.5	103.5	5.1%
UNIV OF MICHIGAN	96.8	101.3	4.6%
UNIV OF VIRGINIA	100.5	100.9	0.4%
VANDERBILT UNIV	95.3	99.0	3.9%
UNIV. ROCHESTER	95.4	98.6	3.4%
RUTGERS UNIV	95.8	98.3	2.6%
UNIV OF DELAWARE	94.2	97.7	3.7%
UNIV OF MARYLAND	93.3	97.5	4.5%
RENSSELAER POL INST	93.3	97.1	4.1%
MICHIGAN STATE UNIV	92.0	97.0	5.4%
UNIV OF IOWA IOWA	92.4	96.6	4.5%
UNIV OF NORTH CAROLINA	93.9	96.3	2.6%
SUNY AT BUFFALO	94.1	94.6	0.5%
TEMPLE UNIV	90.3	93.1	3.1%
OHIO STATE UNIV	90.3	92.5	2.4%
SUNY AT STONY BROOK	92.1	92.0	-0.1%
PURDUE UNIV	88.0	91.7	4.2%
UNIV OF ILLINOIS	84.3	89.8	6.5%
UNIV OF TEXAS	85.2	89.3	4.8%
IOWA STATE UNIV	86.3	89.0	3.1%

School	00-01	01-02	Change
TULANE UNIV	79.9	88.8	11.1%
UNIV OF WASHINGTON	85.1	88.7	4.2%
SYRACUSE UNIV	85.2	88.6	4.0%
UNIV OF RHODE ISLAND	87.1	88.4	1.5%
UNIV OF UTAH	82.9	87.9	6.0%
SUNY AT ALBANY	87.8	87.3	-0.6%
UNIV OF ARIZONA	84.1	87.2	3.7%
VIRGINIA POLY INST	85.2	86.9	2.0%
UNIV OF FLORIDA	83.8	86.8	3.6%
UNIV OF PITTSBURGH	83.5	86.7	3.8%
UNIV OF CINCINNATI	84.6	86.5	2.2%
UNIV OF MIAMI	84.8	86.1	1.5%
WAYNE STATE UNIV	81.7	85.2	4.3%
COLORADO STATE UNIV	79.3	84.8	6.9%
UNIV OF KANSAS	79.8	84.4	5.8%
NORTH CAROLINA STATE UNIV	82.4	84.2	2.2%
UNIV OF COLORADO	81.7	84.0	2.8%
UNIV OF NEBRASKA	79.0	84.0	6.3%
SUNY AT BINGHAMTON	83.3	83.6	0.4%
UNIV OF TENNESSEE	79.9	82.6	3.4%
ARIZONA STATE UNIV	78.8	82.1	4.2%
UNIV OF SOUTH CAROLINA	79.0	82.0	3.8%
UNIV OF KENTUCKY	78.8	81.2	3.0%
FLORIDA STATE UNIV	77.2	80.5	4.3%
UNIV OF OKLAHOMA	76.4	79.7	4.3%
UNIV OF HAWAII	74.2	76.8	3.5%
HOWARD UNIV	72.8	76.7	5.4%
WASH STATE UNIV	72.9	74.9	2.7%
UNIV OF NEW MEXICO	70.4	74.6	6.0%
OKLAHOMA STATE UNIV	75.1	74.1	-1.3%
AUBURN UNIV	72.5	73.2	1.0%
KANSAS STATE UNIV	69.3	72.0	3.9%
WEST VIRGINIA UNIV	69.4	70.1	1.0%
UNIV OF WYOMING	67.9	68.2	0.4%

Conclusions

This year's Committee Z Report could be characterized by various well-known sayings, from “the song remains the same,” to “it was the best of times, it was the worst of times.” As has been the case for the past few years, individual feelings about the report's contents will likely depend on whether you see the glass as being half-full or half-empty.

From the half-full perspective, we see in the chart “Change in Purchasing Power” (found on page 6) that compensation continues to rise in comparison to the Consumer Price Index, as it has since 1996; this year’s annual Increase has been larger than those of the previous two years. This is positive news that benefits us all. However, the half-empty perspective finds support in the section “Aspirational Peers’ – A Historical Perspective” (on pp. 7 – 10): we continue to place at, or near, the bottom of any list of comparable schools that has been used by SU in recent history. For the sake of brevity and relevance, our comments here are limited to the most recent list, which was proposed by the VCAA/Provost in April, 2001. In this group of 12 schools (of which only 11 report faculty compensation information to the AAUP) we were ranked above only one school last year, and we are at the very bottom of the list this year. Last year the average salary at SU was \$17,900 lower than the average of the group; this year it is close to \$19,500 below that number. This year the average compensation at some schools increased at a rate close to 4%, just as it did at SU, e.g., Vanderbilt (3.9%), Georgetown (4.1%), and Washington (4%). At other schools the rate of increase was lower, e.g., NYU (3.3%), Rochester (3.4%), and USC (3.2%). At the remaining schools, the rate of increase was greater, e.g., Case (4.7%), Duke (4.7%), Northwester (5.3%), Emory (6.4%), and Tulane (11.1%). The half-full/half-empty reference fits well in this context, too; while we are better off than we have been, we have not been catching up to our colleagues at peer institutions.

There was a slight downturn in the trend of improving salaries for female faculty in comparison to those of male faculty this year. We see in Table 3 that female faculty were paid as much or more than their male counterparts in only 3 out of the 12 categories, as compared to 5 out of the 12 categories last year. The College of Arts and Sciences remains strong in this regard, as 2 out of these 3 areas fall within it. Finally, only 2 of the 12 areas show an increase in the status of the female faculty salaries in comparison to last year: assistant professors in A&S (from 97% to 100%) and associate professors in Education (from 96% to 99%). The only area where there was an increase was in the assistant professor rank in the College of Arts. As the paragraph below Table 3 indicates, it is difficult to pinpoint the precise causes for these changes. For example, they may be due any combination of the following: raises, new hires, and the departure of high paid scholars. The administration's proposal to create the rank of Professor of Practice, a non-tenure track, renewable position, also has potential implications for faculty salaries. As a result, this area remains one that deserves continued close scrutiny.

In summary, faculty salaries have improved so that faculty members should feel a bit better off than in the past. At the same time, however, our salaries continue to lose ground in comparison to those of our colleagues at many institutions. If this trend continues, the administration's campaign to recruit and retain "the best and the brightest" will be difficult to maintain.

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, 2002-03" is the number of regular faculty members in this unit in the academic year 2002-03. It excludes those on leave and visiting appointments.

"MAXIMUM," "MINIMUM," "MEDIAN," and "MEAN, 2002-03" all refer to the salary figures for the faculty members counted in "NUMBER, 2002-03."

"NUMBER, 2001-02" 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, 2001-02" is the mean salary in 2001-02 for the faculty members who comprise "NUMBER, 2001-02." Thus, it may be a different figure than it was 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, 2001-02." It compares the 2002-03 salaries of all that are presently in the unit to the 2001-02 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 2002, 2003" 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 & Sex

All-University Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	312	257	265	19
Maximum	167,735	114,500	116,500	95,000
Minimum	30,600	34,570	25,000	30,000
Median, 2002-03	82,500	63,000	50,500	45,000
Mean, 2002-03	86,689	66,479	55,199	48,369
Number, 2001-02	299	239	200	10
Mean, 2001-02	82,785	62,658	53,098	49,425
Pct-Raise_mean	4.72	6.1	3.96	-2.14
Num Not Pro	286	221	194	8
Pct.Raise-NotPr	4.43	4.65	5.79	2.57
Total 2002, 2003	299	239	200	10
Pct Raise of Rank	4.67	4.88	5.72	2.81

All-University Salaries Men

	Prof	AssocP	AsstP	Ins
Number, 2002-03	247	169	142	12
Maximum	167,735	114,500	116,500	95,000
Minimum	47,000	34,570	34,000	36,400
Median, 2002-03	83,400	62,500	51,430	45,000
Mean, 2002-03	88,084	67,287	57,274	52,322
Number, 2001-02	238	159	111	6
Mean, 2001-02	83,995	62,953	54,945	51,867
Pct-Raise_mean	4.87	6.88	4.24	0.88
Num Not Pro	233	151	108	4
Pct.Raise-NotPr	4.28	4.78	5.43	2.83
Total 2002, 2003	238	159	111	6
Pct Raise of Rank	4.52	4.88	5.37	3.14

All-University Salaries Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	65	88	123	7
Maximum	130,377	93,847	112,000	49,618
Minimum	30,600	36,340	25,000	30,000
Median, 2002-03	76,163	63,350	49,849	42,228
Mean, 2002-03	81,386	64,929	52,802	41,594
Number, 2001-02	61	80	89	4
Mean, 2001-02	78,066	62,073	50,794	45,761
Pct-Raise_mean	4.25	4.6	3.95	-9.11
Num Not Pro	53	70	86	4
Pct.Raise-NotPr	5.09	4.36	6.27	2.25
Total 2002, 2003	61	80	89	4
Pct Raise of Rank	5.3	4.86	6.18	2.25

Arts and Sciences Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	110	65	54	1
Maximum	135,850	90,000	89,191	-
Minimum	30,600	41,520	34,766	-
Median, 2002-03	77,375	59,695	48,750	-
Mean, 2002-03	79,439	60,237	49,656	-
Number, 2001-02	105	63	36	0
Mean, 2001-02	76,161	56,696	46,394	-
Pct-Raise_mean	4.3	6.25	7.03	-
Num Not Pro	103	57	36	0
Pct.Raise-NotPr	4.56	6.63	7.1	-
Total 2002, 2003	105	63	36	0
Pct Raise of Rank	4.61	6.56	7.1	-

Arts and Sciences Salaries Men

	Prof	AssocP	AsstP	Ins
Number, 2002-03	94	35	30	0
Maximum	135,850	90,000	65,000	-
Minimum	53,820	41,520	34,766	-
Median, 2002-03	78,168	58,500	49,063	-
Mean, 2002-03	80,261	59,673	49,713	-
Number, 2001-02	91	35	21	0
Mean, 2001-02	76,627	55,236	47,159	-
Pct-Raise_mean	4.74	8.03	5.42	-
Num Not Pro	90	33	21	0
Pct.Raise-NotPr	4.41	8.19	5.08	-
Total 2002, 2003	91	35	21	0
Pct Raise of Rank	4.44	8.03	5.08	-

Arts and Sciences Salaries Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	16	30	24	1
Maximum	105,000	81,900	89,191	-
Minimum	30,600	42,445	41,000	-
Median, 2002-03	75,250	61,610	46,423	-
Mean, 2002-03	74,609	60,894	49,586	-
Number, 2001-02	14	28	15	0
Mean, 2001-02	73,133	58,522	45,323	-
Pct-Raise_mean	2.02	4.05	9.41	-
Num Not Pro	13	24	15	0
Pct.Raise-NotPr	5.67	4.64	10.06	-
Total 2002, 2003	14	28	15	0
Pct Raise of Rank	5.79	4.82	10.06	-

Maxwell Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	56	40	38	3
Maximum	140,500	110,000	90,000	-
Minimum	50,626	50,600	36,000	-
Median, 2002-03	90,000	63,100	52,100	-
Mean, 2002-03	89,299	68,356	56,013	37,000
Number, 2001-02	55	33	28	0
Mean, 2001-02	84,867	61,340	52,261	-
Pct-Raise_mean	5.22	11.44	7.18	-
Num Not Pro	52	31	28	0
Pct.Raise-NotPr	4.9	4.85	7.23	-
Total 2002, 2003	55	33	28	0
Pct Raise of Rank	5.21	4.99	7.23	-

Maxwell Salaries Men

	Prof	AssocP	AsstP	Ins
Number, 2002-03	46	27	24	1
Maximum	140,500	110,000	90,000	-
Minimum	50,626	50,600	36,000	-
Median, 2002-03	90,000	63,000	55,550	-
Mean, 2002-03	90,427	68,742	58,588	-
Number, 2001-02	45	22	19	0
Mean, 2001-02	86,154	60,874	54,197	-
Pct-Raise_mean	4.96	12.93	8.1	-
Num Not Pro	44	22	19	0
Pct.Raise-NotPr	4.66	4.76	6.73	-
Total 2002, 2003	45	22	19	0
Pct Raise of Rank	4.97	4.76	6.73	-

Maxwell Salaries Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	10	13	14	2
Maximum	116,000	93,000	75,000	-
Minimum	63,000	54,000	41,000	-
Median, 2002-03	79,500	68,000	50,150	-
Mean, 2002-03	84,110	67,554	51,600	-
Number, 2001-02	10	11	9	0
Mean, 2001-02	79,075	62,273	48,172	-
Pct-Raise_mean	6.37	8.48	7.12	-
Num Not Pro	8	9	9	0
Pct.Raise-NotPr	6.24	5.04	8.42	-
Total 2002, 2003	10	11	9	0
Pct Raise of Rank	6.37	5.43	8.42	-

A & S Humanities Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	36	33	34	1
Maximum	111,025	90,000	89,191	-
Minimum	30,600	42,445	34,766	-
Median, 2002-03	76,000	59,700	46,000	-
Mean, 2002-03	76,456	60,090	48,119	-
Number, 2001-02	32	31	22	0
Mean, 2001-02	74,026	57,024	44,079	-
Pct-Raise_mean	3.28	5.38	9.17	-
Num Not Pro	31	28	22	0
Pct.Raise-NotPr	4.25	5.9	8.12	-
Total 2002, 2003	32	31	22	0
Pct Raise of Rank	4.35	6	8.12	-

A & S Humanities Salaries Men

	Prof	AssocP	AsstP	Ins
Number, 2002-03	25	15	17	0
Maximum	111,025	90,000	65,000	-
Minimum	53,820	43,695	34,766	-
Median, 2002-03	77,500	58,500	45,480	-
Mean, 2002-03	77,335	60,437	47,370	-
Number, 2001-02	23	15	10	0
Mean, 2001-02	73,825	55,985	44,539	-
Pct-Raise_mean	4.75	7.95	6.36	-
Num Not Pro	22	13	10	0
Pct.Raise-NotPr	3.7	8.33	3.62	-
Total 2002, 2003	23	15	10	0
Pct Raise of Rank	3.85	7.95	3.62	-

A & S Humanities Salaries Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	11	18	17	1
Maximum	103,800	81,900	89,191	-
Minimum	30,600	42,445	41,000	-
Median, 2002-03	75,500	60,850	46,000	-
Mean, 2002-03	74,458	59,801	48,868	-
Number, 2001-02	9	16	12	0
Mean, 2001-02	74,540	57,997	43,696	-
Pct-Raise_mean	-0.11	3.11	11.84	-
Num Not Pro	9	15	12	0
Pct.Raise-NotPr	5.6	3.9	11.93	-
Total 2002, 2003	9	16	12	0
Pct Raise of Rank	5.6	4.23	11.93	-

A & S Sciences Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	72	29	19	0
Maximum	135,850	85,000	62,500	-
Minimum	54,775	41,520	42,500	-
Median, 2002-03	78,168	58,875	52,000	-
Mean, 2002-03	81,005	60,723	52,652	-
Number, 2001-02	72	29	14	0
Mean, 2001-02	77,335	56,444	50,032	-
Pct-Raise_mean	4.75	7.58	5.24	-
Num Not Pro	71	28	14	0
Pct.Raise-NotPr	4.71	7.51	5.7	-
Total 2002, 2003	72	29	14	0
Pct Raise of Rank	4.75	7.58	5.7	-

A & S Sciences Salaries Men

	Prof	AssocP	AsstP	Ins
Number, 2002-03	68	20	13	0
Maximum	135,850	85,000	62,500	-
Minimum	54,775	41,520	42,500	-
Median, 2002-03	78,380	58,425	52,000	-
Mean, 2002-03	81,164	59,100	52,776	-
Number, 2001-02	68	20	11	0
Mean, 2001-02	77,575	54,674	49,541	-
Pct-Raise_mean	4.63	8.1	6.53	-
Num Not Pro	68	20	11	0
Pct.Raise-NotPr	4.63	8.1	6.26	-
Total 2002, 2003	68	20	11	0
Pct Raise of Rank	4.63	8.1	6.26	-

A & S Sciences Salaries Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	4	9	6	0
Maximum	105,000	79,150	55,900	-
Minimum	65,000	54,460	46,000	-
Median, 2002-03	71,600	62,000	52,850	-
Mean, 2002-03	78,300	64,329	52,383	-
Number, 2001-02	4	9	3	0
Mean, 2001-02	73,250	60,378	51,833	-
Pct-Raise_mean	6.89	6.54	1.06	-
Num Not Pro	3	8	3	0
Pct.Raise-NotPr	6.71	6.22	3.73	-
Total 2002, 2003	4	9	3	0
Pct Raise of Rank	6.89	6.54	3.73	-

Architecture Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	6	10	13	0
Maximum	90,471	79,100	60,000	-
Minimum	47,000	48,600	44,500	-
Median, 2002-03	79,450	59,400	49,000	-
Mean, 2002-03	76,012	61,432	50,159	-
Number, 2001-02	6	10	9	0
Mean, 2001-02	71,467	57,746	44,600	-
Pct-Raise_mean	6.36	6.38	12.46	-
Num Not Pro	6	9	8	0
Pct.Raise-NotPr	6.36	6.1	12.51	-
Total 2002, 2003	6	10	9	0
Pct Raise of Rank	6.36	6.38	11.57	-

Education Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	18	12	12	0
Maximum	144,133	73,081	55,896	-
Minimum	61,600	51,000	42,062	-
Median, 2002-03	72,977	57,480	46,971	-
Mean, 2002-03	79,405	58,111	48,122	-
Number, 2001-02	18	10	8	0
Mean, 2001-02	76,094	55,044	46,599	-
Pct-Raise_mean	4.35	5.57	3.27	-
Num Not Pro	17	9	8	0
Pct.Raise-NotPr	4.25	7.47	3.76	-
Total 2002, 2003	18	10	8	0
Pct Raise of Rank	4.35	7.07	3.76	-

Engr+Comp Science Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	37	18	11	2
Maximum	146,000	91,499	83,600	-
Minimum	69,600	66,000	53,300	-
Median, 2002-03	91,500	75,250	75,800	-
Mean, 2002-03	95,733	76,315	73,291	-
Number, 2001-02	37	17	10	2
Mean, 2001-02	91,538	73,247	69,790	-
Pct-Raise_mean	4.58	4.19	5.02	-
Num Not Pro	35	17	9	2
Pct.Raise-NotPr	3.63	3.96	4.31	-
Total 2002, 2003	37	17	10	2
Pct Raise of Rank	4.58	3.96	4.34	-

Information Studies Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	2	12	15	1
Maximum	-	100,000	90,000	-
Minimum	-	34,570	52,500	-
Median, 2002-03	-	71,386	72,765	-
Mean, 2002-03	-	70,504	71,604	-
Number, 2001-02	2	11	11	1
Mean, 2001-02	-	69,630	66,244	-
Pct-Raise_mean	-	1.26	8.09	-
Num Not Pro	1	8	11	1
Pct.Raise-NotPr	-	-7.95	7.8	-
Total 2002, 2003	2	11	11	1
Pct Raise of Rank	-	-2.6	7.8	-

College of Law Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	29	6	5	0
Maximum	167,735	106,080	81,000	-
Minimum	76,163	80,007	38,017	-
Median, 2002-03	113,250	90,898	53,934	-
Mean, 2002-03	114,756	92,011	58,986	-
Number, 2001-02	27	6	3	0
Mean, 2001-02	110,098	85,957	58,118	-
Pct-Raise_mean	4.23	7.04	1.49	-
Num Not Pro	25	6	3	0
Pct.Raise-NotPr	4.05	7.04	-18.02	-
Total 2002, 2003	27	6	3	0
Pct Raise of Rank	4.22	7.04	-18.02	-

Management Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	14	21	19	5
Maximum	133,600	114,500	116,500	95,000
Minimum	79,300	67,300	50,000	36,400
Median, 2002-03	103,250	93,300	95,000	44,750
Mean, 2002-03	105,670	91,490	90,116	54,110
Number, 2001-02	11	19	17	3
Mean, 2001-02	101,764	87,663	86,935	43,333
Pct-Raise_mean	3.84	4.37	3.66	24.87
Num Not Pro	11	18	16	1
Pct.Raise-NotPr	4.48	3.96	6.24	-
Total 2002, 2003	11	19	17	3
Pct Raise of Rank	4.48	3.94	6.04	3.58

College of Human Serv & Health Prof Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	10	13	19	3
Maximum	117,191	92,050	65,280	-
Minimum	66,633	51,026	36,971	-
Median, 2002-03	76,112	66,700	52,488	-
Mean, 2002-03	83,067	68,313	52,886	46,935
Number, 2001-02	9	13	17	3
Mean, 2001-02	80,981	64,489	50,571	46,015
Pct-Raise_mean	2.58	5.93	4.58	2
Num Not Pro	8	12	17	3
Pct.Raise-NotPr	4.86	4.48	3.93	2
Total 2002, 2003	9	13	17	3
Pct Raise of Rank	4.78	5.93	3.93	2

College of Nursing Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	1	6	3	3
Maximum	-	92,050	-	-
Minimum	-	61,770	-	-
Median, 2002-03	-	67,738	-	-
Mean, 2002-03	-	72,338	59,070	46,935
Number, 2001-02	1	6	2	3
Mean, 2001-02	-	67,234	-	46,015
Pct-Raise_mean	-	7.59	-	2
Num Not Pro	1	6	2	3
Pct.Raise-NotPr	-	7.59	-	2
Total 2002, 2003	1	6	2	3
Pct Raise of Rank	-	7.59	-	2

School of Pub. Comm. Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	14	25	14	0
Maximum	110,250	79,500	62,750	-
Minimum	63,500	54,500	46,500	-
Median, 2002-03	66,500	63,750	55,875	-
Mean, 2002-03	75,560	63,256	56,089	-
Number, 2001-02	14	23	13	0
Mean, 2001-02	72,851	61,091	54,777	-
Pct-Raise_mean	3.72	3.54	2.4	-
Num Not Pro	14	20	10	0
Pct.Raise-NotPr	3.72	3.87	3.76	-
Total 2002, 2003	14	23	13	0
Pct Raise of Rank	3.72	4.03	3.74	-

School of Social Work Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	5	4	7	0
Maximum	112,535	77,250	53,724	-
Minimum	66,633	51,026	46,454	-
Median, 2002-03	85,212	64,459	49,347	-
Mean, 2002-03	84,982	64,299	49,944	-
Number, 2001-02	5	4	7	0
Mean, 2001-02	80,089	60,974	47,750	-
Pct-Raise_mean	6.11	5.45	4.59	-
Num Not Pro	5	3	7	0
Pct.Raise-NotPr	6.11	-0.47	4.59	-
Total 2002, 2003	5	4	7	0
Pct Raise of Rank	6.11	5.45	4.59	-

Visual Perf Arts Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	15	35	65	3
Maximum	75,202	78,875	65,000	-
Minimum	52,422	40,491	25,000	-
Median, 2002-03	58,536	56,120	44,600	-
Mean, 2002-03	61,909	56,041	44,780	42,000
Number, 2001-02	14	34	48	0
Mean, 2001-02	58,839	53,396	42,941	-
Pct-Raise_mean	5.22	4.95	4.28	-
Num Not Pro	13	34	48	0
Pct.Raise-NotPr	4.17	4.48	5.67	-
Total 2002, 2003	14	34	48	0
Pct Raise of Rank	4.38	4.48	5.67	-

School of Art Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	11	20	37	0
Maximum	75,202	78,875	55,000	-
Minimum	52,422	49,210	38,000	-
Median, 2002-03	58,536	57,117	43,938	-
Mean, 2002-03	61,709	58,750	44,305	-
Number, 2001-02	11	19	27	0
Mean, 2001-02	59,256	55,860	42,029	-
Pct-Raise_mean	4.14	5.17	5.42	-
Num Not Pro	10	19	27	0
Pct.Raise-NotPr	3.85	4.62	6.16	-
Total 2002, 2003	11	19	27	0
Pct Raise of Rank	4.14	4.62	6.16	-

School of Music Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	1	8	8	1
Maximum	-	61,000	47,000	-
Minimum	-	40,491	25,000	-
Median, 2002-03	-	51,998	44,750	-
Mean, 2002-03	-	52,121	42,438	-
Number, 2001-02	1	8	6	0
Mean, 2001-02	-	50,233	41,894	-
Pct-Raise_mean	-	3.76	1.3	-
Num Not Pro	1	8	6	0
Pct.Raise-NotPr	-	3.76	6.82	-
Total 2002, 2003	1	8	6	0
Pct Raise of Rank	-	3.76	6.82	-

Drama Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	1	4	12	0
Maximum	-	56,120	55,881	-
Minimum	-	49,897	38,000	-
Median, 2002-03	-	52,009	45,320	-
Mean, 2002-03	-	52,509	45,926	-
Number, 2001-02	1	4	9	0
Mean, 2001-02	-	50,300	45,111	-
Pct-Raise_mean	-	4.39	1.81	-
Num Not Pro	1	4	9	0
Pct.Raise-NotPr	-	4.39	4.22	-
Total 2002, 2003	1	4	9	0
Pct Raise of Rank	-	4.39	4.22	-

Anthropology Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	5	7	2	0
Maximum	85,000	73,700	-	-
Minimum	50,626	53,000	-	-
Median, 2002-03	64,000	60,100	-	-
Mean, 2002-03	66,325	62,257	-	-
Number, 2001-02	5	7	1	0
Mean, 2001-02	63,920	58,257	-	-
Pct-Raise_mean	3.76	6.87	-	-
Num Not Pro	5	6	1	0
Pct.Raise-NotPr	3.76	6.32	-	-
Total 2002, 2003	5	7	1	0
Pct Raise of Rank	3.76	6.87	-	-

Biology Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	12	3	4	0
Maximum	105,880	-	55,000	-
Minimum	60,370	-	51,000	-
Median, 2002-03	84,000	-	52,530	-
Mean, 2002-03	84,422	63,908	52,765	-
Number, 2001-02	12	3	3	0
Mean, 2001-02	79,679	61,083	50,817	-
Pct-Raise_mean	5.95	4.62	3.83	-
Num Not Pro	12	3	3	0
Pct.Raise-NotPr	5.95	4.62	2.37	-
Total 2002, 2003	12	3	3	0
Pct Raise of Rank	5.95	4.62	2.37	-

Chemistry Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	13	2	3	0
Maximum	135,850	-	-	-
Minimum	57,120	-	-	-
Median, 2002-03	78,875	-	-	-
Mean, 2002-03	85,895	-	52,447	-
Number, 2001-02	13	2	2	0
Mean, 2001-02	82,665	-	-	-
Pct-Raise_mean	3.91	-	-	-
Num Not Pro	12	2	2	0
Pct.Raise-NotPr	3.68	-	-	-
Total 2002, 2003	13	2	2	0
Pct Raise of Rank	3.91	-	-	-

Economics Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	9	8	5	0
Maximum	132,000	110,000	75,000	-
Minimum	74,100	71,500	66,500	-
Median, 2002-03	113,000	86,625	70,500	-
Mean, 2002-03	106,433	89,344	70,860	-
Number, 2001-02	9	5	5	0
Mean, 2001-02	99,556	75,400	66,000	-
Pct-Raise_mean	6.91	18.49	7.36	-
Num Not Pro	9	5	5	0
Pct.Raise-NotPr	6.91	3.91	7.36	-
Total 2002, 2003	9	5	5	0
Pct Raise of Rank	6.91	3.91	7.36	-

<u>English</u>	<u>Salaries Men & Women</u>			
	Prof	AssocP	AsstP	Ins
Number, 2002-03	8	9	5	0
Maximum	103,800	73,050	65,000	-
Minimum	54,500	47,500	43,000	-
Median, 2002-03	74,650	59,700	45,150	-
Mean, 2002-03	76,689	59,115	49,598	-
Number, 2001-02	7	9	3	0
Mean, 2001-02	73,129	56,789	45,283	-
Pct-Raise_mean	4.87	4.1	9.53	-
Num Not Pro	7	7	3	0
Pct.Raise-NotPr	3.64	3.65	3.05	-
Total 2002, 2003	7	9	3	0
Pct Raise of Rank	3.64	4.1	3.05	-

<u>Lang. Lit. Ling.</u>	<u>Salaries Men & Women</u>			
	Prof	AssocP	AsstP	Ins
Number, 2002-03	7	6	7	0
Maximum	111,025	66,000	45,925	-
Minimum	53,820	42,445	39,890	-
Median, 2002-03	72,820	53,953	42,120	-
Mean, 2002-03	74,089	53,841	42,666	-
Number, 2001-02	7	6	7	0
Mean, 2001-02	70,916	51,597	41,404	-
Pct-Raise_mean	4.47	4.35	3.05	-
Num Not Pro	6	6	7	0
Pct.Raise-NotPr	4	4.35	3.05	-
Total 2002, 2003	7	6	7	0
Pct Raise of Rank	4.48	4.35	3.05	-

<u>Fine Arts</u>	<u>Salaries Men & Women</u>			
	Prof	AssocP	AsstP	Ins
Number, 2002-03	3	2	7	0
Maximum	-	-	50,500	-
Minimum	-	-	34,766	-
Median, 2002-03	-	-	46,255	-
Mean, 2002-03	75,917	-	45,821	-
Number, 2001-02	3	2	5	0
Mean, 2001-02	71,231	-	46,290	-
Pct-Raise_mean	6.58	-	-1.01	-
Num Not Pro	3	2	5	0
Pct.Raise-NotPr	6.58	-	4.12	-
Total 2002, 2003	3	2	5	0
Pct Raise of Rank	6.58	-	4.12	-

<u>Geography</u>	<u>Salaries Men & Women</u>			
	Prof	AssocP	AsstP	Ins
Number, 2002-03	5	3	5	0
Maximum	94,500	-	53,500	-
Minimum	68,000	-	50,000	-
Median, 2002-03	78,550	-	50,350	-
Mean, 2002-03	82,010	56,333	51,430	-
Number, 2001-02	5	3	5	0
Mean, 2001-02	79,110	53,333	48,450	-
Pct-Raise_mean	3.67	5.63	6.15	-
Num Not Pro	5	3	5	0
Pct.Raise-NotPr	3.67	5.63	6.15	-
Total 2002, 2003	5	3	5	0
Pct Raise of Rank	3.67	5.63	6.15	-

<u>History</u>	<u>Salaries Men & Women</u>			
	Prof	AssocP	AsstP	Ins
Number, 2002-03	9	5	6	1
Maximum	94,500	58,500	56,100	-
Minimum	63,000	50,600	36,000	-
Median, 2002-03	69,244	56,000	50,500	-
Mean, 2002-03	74,183	55,720	49,183	-
Number, 2001-02	9	5	4	0
Mean, 2001-02	71,303	53,100	49,875	-
Pct-Raise_mean	4.04	4.93	-1.39	-
Num Not Pro	8	4	4	0
Pct.Raise-NotPr	3.58	4.98	4.81	-
Total 2002, 2003	9	5	4	0
Pct Raise of Rank	4.04	4.93	4.81	-

<u>Mathematics</u>	<u>Salaries Men & Women</u>			
	Prof	AssocP	AsstP	Ins
Number, 2002-03	20	8	1	0
Maximum	115,000	70,000	-	-
Minimum	57,575	48,300	-	-
Median, 2002-03	73,688	58,400	-	-
Mean, 2002-03	75,911	59,019	-	-
Number, 2001-02	20	8	1	0
Mean, 2001-02	73,087	56,197	-	-
Pct-Raise_mean	3.86	5.02	-	-
Num Not Pro	20	8	1	0
Pct.Raise-NotPr	3.86	5.02	-	-
Total 2002, 2003	20	8	1	0
Pct Raise of Rank	3.86	5.02	-	-

<u>Philosophy</u>	<u>Salaries Men & Women</u>			
	Prof	AssocP	AsstP	Ins
Number, 2002-03	7	3	4	0
Maximum	100,000	-	49,000	-
Minimum	68,890	-	44,200	-
Median, 2002-03	86,800	-	45,335	-
Mean, 2002-03	83,241	53,927	45,968	-
Number, 2001-02	6	2	2	0
Mean, 2001-02	79,210	-	-	-
Pct-Raise_mean	5.09	-	-	-
Num Not Pro	6	1	2	0
Pct.Raise-NotPr	4.3	-	-	-
Total 2002, 2003	6	2	2	0
Pct Raise of Rank	4.3	-	-	-

<u>Physics</u>	<u>Salaries Men & Women</u>			
	Prof	AssocP	AsstP	Ins
Number, 2002-03	13	6	2	0
Maximum	98,500	70,000	-	-
Minimum	67,700	53,250	-	-
Median, 2002-03	78,500	64,750	-	-
Mean, 2002-03	79,856	63,483	-	-
Number, 2001-02	13	6	2	0
Mean, 2001-02	76,354	59,733	-	-
Pct-Raise_mean	4.59	6.28	-	-
Num Not Pro	13	6	2	0
Pct.Raise-NotPr	4.59	6.28	-	-
Total 2002, 2003	13	6	2	0
Pct Raise of Rank	4.59	6.28	-	-

<u>Political Science</u>	<u>Salaries Men & Women</u>			
	Prof	AssocP	AsstP	Ins
Number, 2002-03	5	7	10	2
Maximum	105,000	68,000	58,500	-
Minimum	85,500	57,400	45,000	-
Median, 2002-03	91,000	63,000	51,725	-
Mean, 2002-03	93,700	63,057	51,880	-
Number, 2001-02	5	6	5	0
Mean, 2001-02	89,100	59,583	48,600	-
Pct-Raise_mean	5.16	5.83	6.75	-
Num Not Pro	5	6	5	0
Pct.Raise-NotPr	5.16	4.73	5.95	-
Total 2002, 2003	5	6	5	0
Pct Raise of Rank	5.16	4.73	5.95	-

<u>Psychology</u>	<u>Salaries Men & Women</u>			
	Prof	AssocP	AsstP	Ins
Number, 2002-03	11	5	7	0
Maximum	108,150	66,140	59,850	-
Minimum	54,775	41,520	42,500	-
Median, 2002-03	75,000	54,460	52,000	-
Mean, 2002-03	81,496	54,281	50,856	-
Number, 2001-02	11	5	4	0
Mean, 2001-02	77,478	47,811	48,125	-
Pct-Raise_mean	5.19	13.53	5.67	-
Num Not Pro	11	4	4	0
Pct.Raise-NotPr	5.19	14.51	7.01	-
Total 2002, 2003	11	5	4	0
Pct Raise of Rank	5.19	13.53	7.01	-

<u>Religion</u>	<u>Salaries Men & Women</u>			
	Prof	AssocP	AsstP	Ins
Number, 2002-03	6	4	3	0
Maximum	80,000	64,275	-	-
Minimum	30,600	52,500	-	-
Median, 2002-03	72,000	58,400	-	-
Mean, 2002-03	66,739	58,394	60,557	-
Number, 2001-02	4	4	2	0
Mean, 2001-02	68,295	55,875	-	-
Pct-Raise_mean	-2.28	4.51	-	-
Num Not Pro	4	4	2	0
Pct.Raise-NotPr	6.1	4.51	-	-
Total 2002, 2003	4	4	2	0
Pct Raise of Rank	6.1	4.51	-	-

<u>Sociology</u>	<u>Salaries Men & Women</u>			
	Prof	AssocP	AsstP	Ins
Number, 2002-03	3	7	3	0
Maximum	-	73,000	-	-
Minimum	-	57,175	-	-
Median, 2002-03	-	65,000	-	-
Mean, 2002-03	72,667	66,096	47,750	-
Number, 2001-02	3	5	3	0
Mean, 2001-02	69,583	64,387	46,100	-
Pct-Raise_mean	4.43	2.65	3.58	-
Num Not Pro	2	5	3	0
Pct.Raise-NotPr	-	4.58	3.58	-
Total 2002, 2003	3	5	3	0
Pct Raise of Rank	4.43	4.58	3.58	-

Teaching & Leader Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	7	3	1	0
Maximum	144,133	-	-	-
Minimum	61,600	-	-	-
Median, 2002-03	64,892	-	-	-
Mean, 2002-03	77,162	60,597	-	-
Number, 2001-02	7	2	1	0
Mean, 2001-02	73,801	-	-	-
Pct-Raise_mean	4.55	-	-	-
Num Not Pro	6	2	1	0
Pct.Raise-NotPr	4.29	-	-	-
Total 2002, 2003	7	2	1	0
Pct Raise of Rank	4.55	-	-	-

Elect&Computer Sys Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	15	7	8	0
Maximum	120,200	91,499	81,600	-
Minimum	69,600	68,000	53,300	-
Median, 2002-03	91,500	78,500	75,850	-
Mean, 2002-03	93,087	78,043	72,988	-
Number, 2001-02	15	7	7	0
Mean, 2001-02	89,953	74,871	69,314	-
Pct-Raise_mean	3.48	4.24	5.3	-
Num Not Pro	15	7	6	0
Pct.Raise-NotPr	3.48	4.24	4.2	-
Total 2002, 2003	15	7	7	0
Pct Raise of Rank	3.48	4.24	4.27	-

Mech,Chem,Civil Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2002-03	16	10	2	2
Maximum	146,000	90,000	-	-
Minimum	72,500	66,000	-	-
Median, 2002-03	90,500	75,000	-	-
Mean, 2002-03	97,189	75,138	-	-
Number, 2001-02	16	9	2	2
Mean, 2001-02	92,075	71,922	-	-
Pct-Raise_mean	5.55	4.47	-	-
Num Not Pro	14	9	2	2
Pct.Raise-NotPr	3.34	3.85	-	-
Total 2002, 2003	16	9	2	2
Pct Raise of Rank	5.55	3.85	-	-

SU-AAUP Membership Application, 2003

(To join or rejoin the AAUP, complete this application and send it to Pat Cihon, School of Management Suite 400.
Questions: call him at 3-3647

This is a ___ new application or an ___ application for reinstatement.

Name: _____

Academic Rank and Dept.: _____

Institution: Syracuse University. Tenured? Yes ___ No ___

Preferred Mailing Address _____

The amounts indicated below include National-AAUP dues, New York State Conference-AAUP dues, and Syracuse University Chapter-AAUP dues. The payment covers your subscription to Academe and New York Academe. Dues are tax-deductible as a charitable contribution, except for \$30 attributable to Academe.

If you wish to pay by payroll deduction, also send in the filled-in Payroll Deduction Form at the bottom of this Application. If you would rather pay by check for the period lasting 12 months from date of joining, you may do so.

2003 Dues Schedule _____ Paying Options

Full-Time \$163 The easiest way for you to pay, and the most helpful for the Chapter, is by payroll deduction.

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I shall pay by payroll deduction, and I have filled out the form below

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** If one spouse is a Full-Time Member, the other may join at a reduced rate.

***Any administrator or staff member may join as an Associate Member; anyone outside the University wanting to support AAUP programs may join as a Public Member.

Payroll Deduction Form. Fill out and send to Pat Cihon, School of Management Suite 400. Questions: call him at 3-3647

NAME (please print) _____

Social Security Number _____

I authorize payroll deduction for SU-AAUP dues, New York Conference-AAUP dues, and national AAUP dues, in amounts determined by the respective AAUP bodies and reported to Payroll by SU-AAUP (the Syracuse University Chapter of the American Association of University Professors):

__ _ in 5 equal installments starting January 31 each year and ending March 31.

__ _ in one lump sum on January 31 for the total dues amount each year. This authorization shall remain in effect until revoked by me in written notice to Payroll.

In the first year, dues will be prorated by the quarter of the year in which I join.