

COMMITTEE Z REPORT
January 8, 2004

Dear Faculty Colleagues,

Once again it is time to provide the Committee Z Report to the university community. This year's report has both good and bad news: the good news is that the average faculty salary increase was about 4.2%, while the change in the Consumer Price Index was about 2%. Now for the bad news: we continue to lose ground relative to comparable institutions, and the salaries of female faculty are slipping relative to the salaries of male faculty. Another disturbing revelation is that the number of faculty outside the protections of the tenure system is growing (approximately 10% of the full-time faculty is identified as being in "non tenure-track" positions); and the university administration's proposal for the formal recognition of such status, by creating the position of "Professor of Practice" is pending before the University Senate Academic Affairs Committee.

This Committee Z Report, for the 2003 – 2004 academic year is a service of 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 Joanna Masingila. 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 University Chapter
A.A.U.P.

Syracuse University Chapter-AAUP "Committee Z Report" For Academic Year 2003-04

Each year the Committee on the Economic Status of the Profession of the Syracuse University Chapter of the American Association of University Professors, (formerly Committee Z), reports on the economic status of the regular full-time Syracuse University faculty. This year's report was prepared by John Brulé, and edited by Johanna Masingila, 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 2003 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 within the University, 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.

There is a membership blank at the end of the report.

Table 1
2003-04 Salary, Benefits, Total Compensation
For Regular Full-Time Faculty Members, by Rank

Faculty Rank	Number	Average Salary	Average Benefit	Average Compensation
Professor	323	90,914	26,686	117,600
Assoc. Professor	265	68,745	22,755	91,500
Asst. Professor	248	57,643	19,157	76,800
Instructor	20	50,737	11,563	62,300
All Ranks	856	73,473	23,027	96,500

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

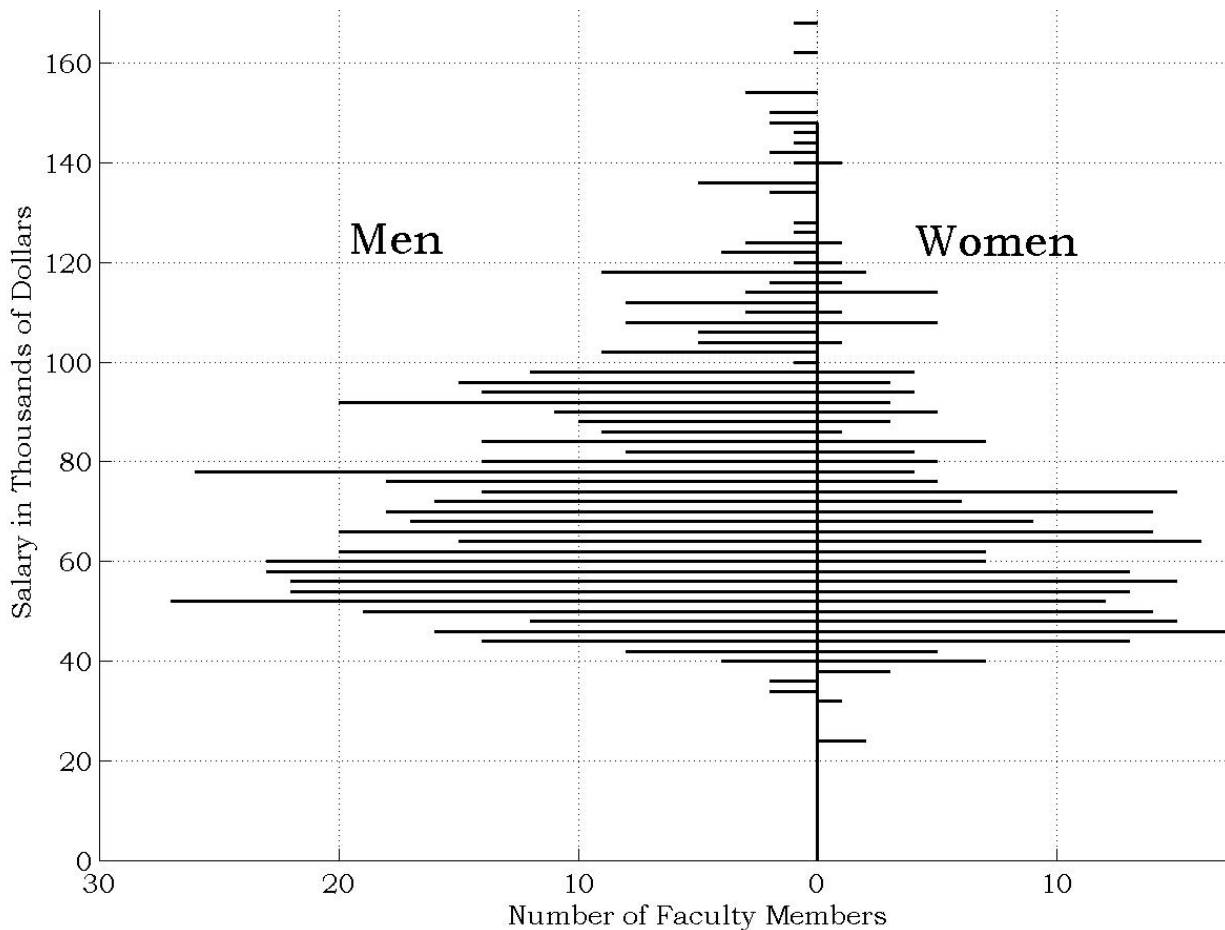


Table 2 (Cont'd)
Salary Distribution by Adjoining Ranks

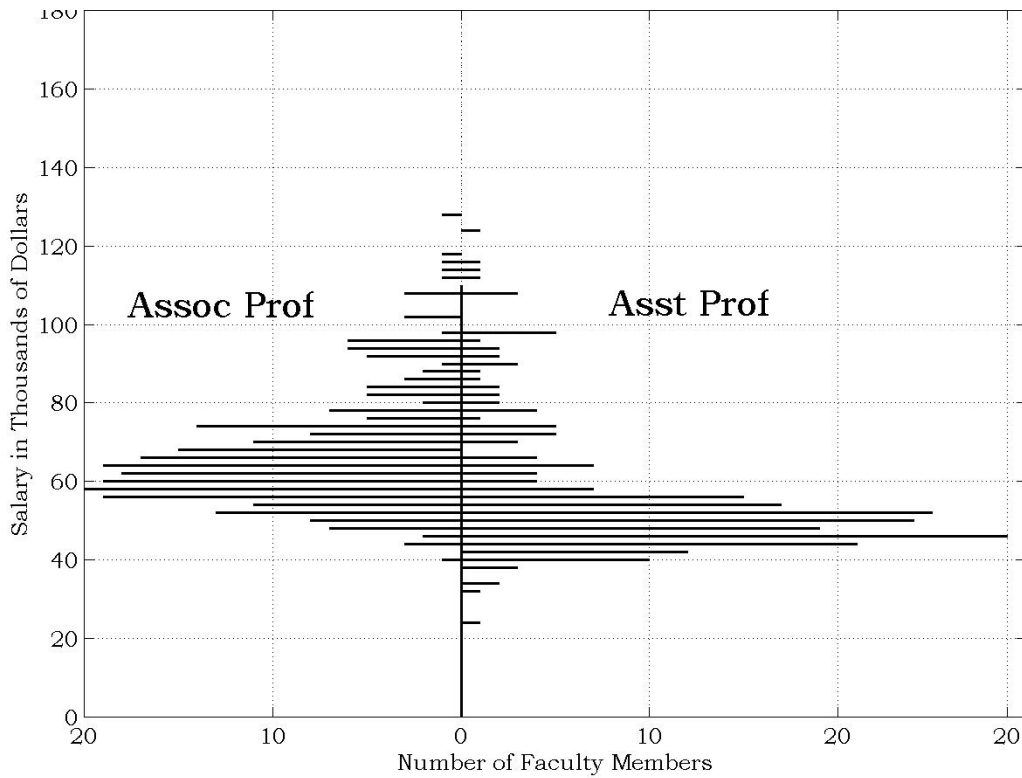
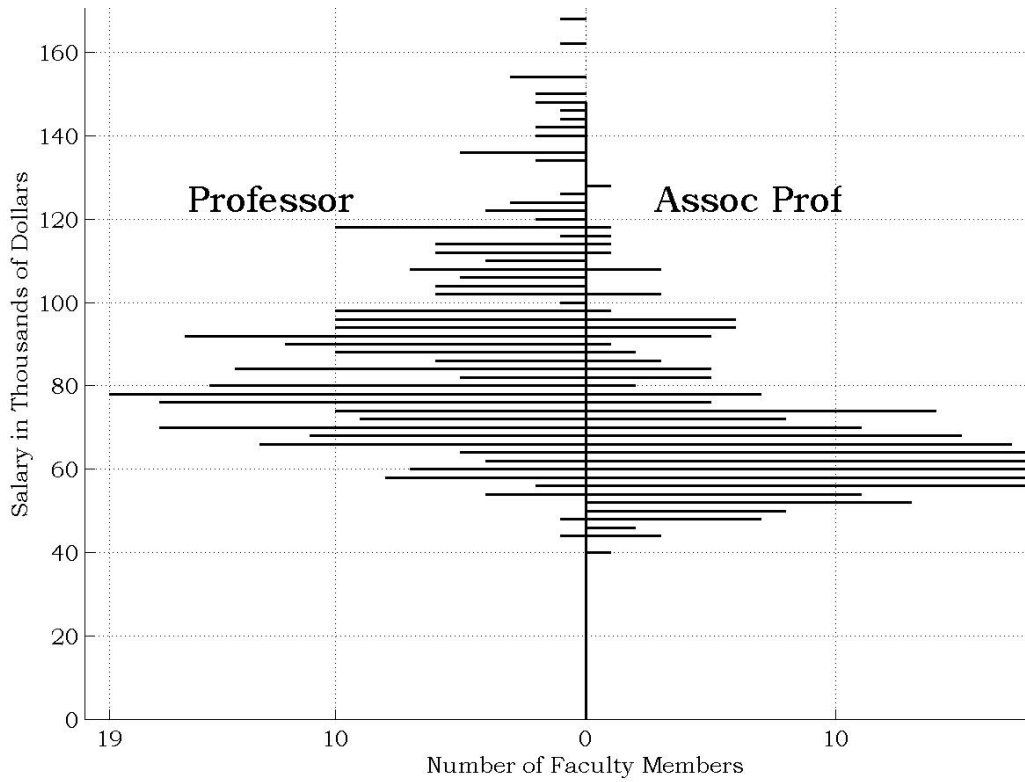


Table 3 compares women's average salaries in 2003-04 with men's average salaries, the former being shown as a percentage of the latter. Other comparisons between men and women, in terms of recent salaries and raises, appear later in this report, in Tables 10 and 11.

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
2003-04	94	97	89	100	103	98	93	94	84	90	95	91
2002-03	92	96	92	93	102	100	93	98	88	85	99	103
2001-02	94	102	94	100	109	97	99	105	93	86	96	110
2000-01	92	98	96	89	106	96	96	104	101	84	95	114
1999-00	91	97	96	88	105	94	97	101	100	84	95	114
1998-99	92	98	96	87	104	94	94	104	97	86	89	109
1997-98	88	97	94	84	101	95	88	102	95	89	87	106
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 average salaries are computed vary from year to year. For example, the faculty members used in computing the ratio of women's and men's average salaries for 2003-04 are not the same faculty members as those involved in the 2002-03 computation.

Table 4
Comparative Salaries of New Hires & All Faculty Members

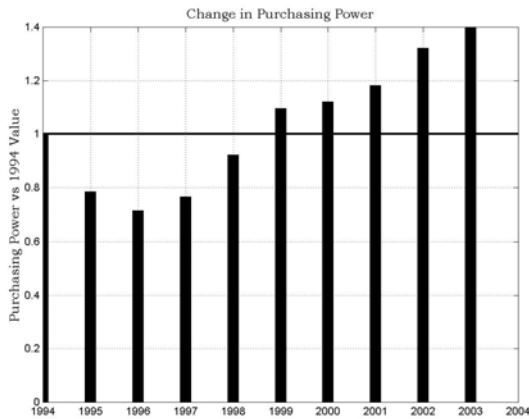
RANK	NUMB NEW	AVG FOR NEW	UNIV AVG
Professor	18	102,362	90,318
Assoc Prof	12	74,055	68,494
Asst Prof	38	56,919	57,789
Instructor	9	44,670	55,701

Table 4 compares the 2003-04 salaries paid to faculty members who were not on the academic budget last year to the salaries of those who were. There are the same number of faculty members this year as last year, and there were 77 new hires, 28 less than last year. Various departments have gained or lost in number of faculty members, as new hires don't necessarily replace those who left. The actual numbers for the academic units with 10 or more faculty members can be obtained from the data of Table 11.

Table5
Raise Distribution 2000-01 to 2003-04

%Raise	No.Fac	%Fac	CumFac	Cum%
>30	45	7.3	45	7.3
30	9	1.5	54	8.7
29	6	1.0	60	9.7
28	7	1.1	67	10.8
27	2	0.3	69	11.2
26	8	1.3	77	12.5
25	11	1.8	88	14.2
24	14	2.3	102	16.5
23	14	2.3	116	18.8
22	11	1.8	127	20.6
21	20	3.2	147	23.8
20	19	3.1	166	26.9
19	21	3.4	187	30.3
18	26	4.2	213	34.5
17	23	3.7	236	38.2
16	26	4.2	262	42.4
15	36	5.8	298	48.2
14	47	7.6	345	55.8
13	35	5.7	380	61.5
12	50	8.1	430	69.6
11	45	7.3	475	76.9
10	37	6.0	512	82.8
9	33	5.3	545	88.2
8	36	5.8	581	94.0
7	13	2.1	594	96.1
6	*****12	*****1.9	*****606	*****8.1 *6%
5	7	1.1	613	99.2
4	1	0.2	614	99.4
3	1	0.2	615	99.5
2	1	0.2	616	99.7
1	0	0.0	616	99.7
0	1	0.2	617	99.8
<0	1	0.2	618	100.0

Table 5 shows the percentage raise over the past three years for continuing faculty members. This is the cumulative raise from 2000-2001 to 2003-04. For example, in the row where the %Raise is 6, this means that 12 faculty members received a raise greater than 5% but equal to or less than 6%. The Consumer Price Index increased 6%, so about 24 faculty members continuing over those years, or about 3%, 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 24%, and faculty compensation has risen about 34%.

Table 6

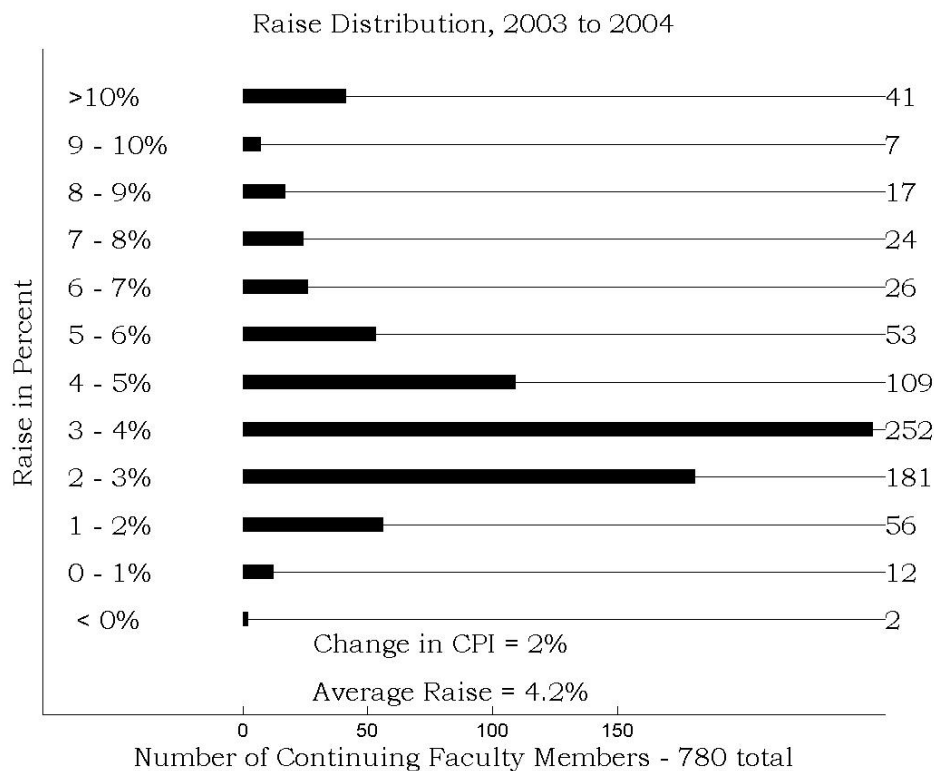


Table 6 shows the one-year distribution of raises across the faculty. Two faculty members had a salary reduction. About 70 faculty members, or about 9.3% of the total, did not receive a raise that kept up with the cost of living.

Table 7 tabulates 2003-04 average salaries and raises from 2002-03 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
2003-2004 Average Salaries and Raises for All Academic Units
with 10 or more Faculty Members

Academic Unit	No	Salary	Raise	%Raise
College of Law	33	114,289	6,907	6.4%
Public Administration	14	95,475	5,189	5.7%
Economics	21	98,233	5,212	5.6%
School of Social Work	14	68,637	3,391	5.2%
Information Studies	30	77,873	3,724	5.0%
Physics	19	76,532	3,580	4.9%
Chemistry	17	82,835	3,688	4.7%
English	23	65,668	2,916	4.6%
African-American Studies	10	66,543	2,951	4.6%
Psychology	21	71,470	3,074	4.5%
Anthropology	13	66,038	2,815	4.5%
Drama	16	50,982	2,137	4.4%
Mech., Chem & Civil Engr	30	89,732	3,759	4.4%
School of Architecture	26	63,620	2,606	4.3%
Mathematics	28	73,866	2,950	4.2%
Political Science	22	67,248	2,680	4.1%
School of Music	17	51,100	2,013	4.1%
School of Management	51	95,299	3,637	4.0%
School of Art	65	53,520	2,010	3.9%
Religion	12	64,098	2,391	3.9%
Lang, Lit & Linguistics	17	60,988	2,266	3.9%
College of Nursing	10	74,701	2,586	3.6%
History	19	65,673	2,234	3.5%
Geography	12	65,310	2,198	3.5%
Philosophy	11	72,976	2,425	3.4%
School of Public Comm.	46	67,188	2,177	3.3%
Elect & Comp Systems	28	87,850	2,836	3.3%
Sociology	12	64,863	2,035	3.2%
Biology	18	75,452	2,349	3.2%
Fine Arts	12	59,679	1,804	3.1%
Teaching & Leadership	11	72,366	2,119	3.0%

Below is a new item of concern. It indicates the number of Non-tenure track positions filled in each year for the past few years.

Faculty in Non Tenure-track Positions

Academic Year	Num Non-Ten	Prof	AssocP	AsstP	Ins	AllFac	%
2003-2004	76	4	5	51	16	857	8.9
2002-2003	83	6	8	53	16	853	9.7
2001-2002	89	9	13	59	8	827	10.8
2000-2001	77	10	5	56	6	825	9.3
1999-2000	58	7	4	36	11	817	7.1
1998-1999	62	6	5	46	5	805	7.7
1997-1998	56	5	6	40	5	807	6.9

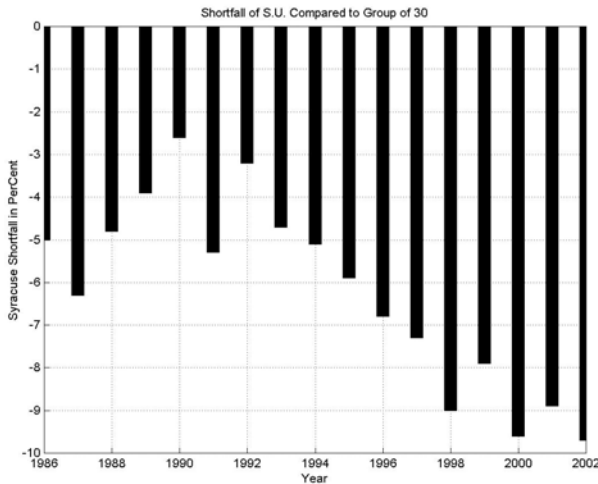
Comparisons with other Institutions

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

1. Comparisons involving up to 30 comparable institutions since 1974.

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 2002-03. (2002-03 is the latest 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 20th position in this table. We stayed in this position because while Albany went above us, Iowa State fell. 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.

2. Comparisons involving 67 comparable institutions since 1993

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 36th in this list of 67; this year we fell to 34th. 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.

3. Comparisons involving 12 schools since 2001 - "Aspirational Peers"

The comprehensive academic plan presented by Vice Chancellor Freund in April, 2001, listed 12 Universities classified as "aspirational peers" of SU. These are NYU, Emory, 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 2002-03 shows that Syracuse University is in the same position - that is, only Tulane has a lower compensation.

Other material in this report:

A page of conclusions follows the data, and then there is a page defining the categories in Tables 10 and 11.

Table 10 presents 2002-03 and 2003-04 All-University salary figures by rank, for men, for women, and for both sexes. It gives maximum, minimum, and mean salary figures for 2003-04 and the mean for 2002-03. 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 1995-96 through 2002-03

	74-75	95-96	96-97	97-98	98-99	99-00	00-01	01-02	02-03
PUBLIC									
Colorado (Bldr)	20.1	71.2	71.7	74.7	77.0	78.2	81.78	84.0	90.4
Florida	18.3	66.4	74.1	76.5	<u>80.7</u>	79.2	83.8	86.8	90.2
Iowa	20.0	<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>	<u>100.4</u>
Iowa State	42.4	73.3	74.5	78.0	78.4	<u>83.4</u>	<u>86.3</u>	<u>89.0</u>	87.4
Kansas	19.0	64.9	66.6	68.9	71.4	75.0	79.8	84.4	85.4
Maryland(Co Pk)	19.5	73.2	<u>75.1</u>	77.5	79.9	82.9	93.3	97.5	<u>101.1</u>
Michigan State	22.0	76.8	79.3	80.5	83.1	86.9	92.0	97.0	<u>103.4</u>
Ohio State	20.3	<u>73.6</u>	<u>76.5</u>	<u>78.3</u>	81.1	85.5	90.3	92.5	<u>97.5</u>
Oregon	19.3	60.4	59.7	62.3	65.3	69.8	74.1	75.2	79.6
Penn State	19.3	68.9	70.2	72.1	74.4	77.6	80.4	83.5	86.6
Pittsburgh	20.5	70.9	73.2	74.9	78.0	80.3	83.5	86.7	91.7
Rutgers(New Br)	23.0	89.4	92.9	87.3	91.4	93.3	95.8	98.3	<u>105.7</u>
SUNY:									
Albany	<u>24.2</u>	78.5	78.2	77.3	81.0	81.2	<u>87.8</u>	87.3	<u>93.2</u>
Binghamton	<u>24.4</u>	<u>75.6</u>	74.9	73.2	75.7	76.2	83.3	83.6	90.0
Buffalo	<u>25.2</u>	<u>78.0</u>	<u>79.4</u>	76.3	<u>84.6</u>	<u>86.1</u>	<u>94.1</u>	<u>94.6</u>	<u>98.4</u>
Stony Brook	<u>25.6</u>	<u>78.5</u>	<u>78.37</u>	78.7	84.5	84.3	92.1	92.0	<u>100.3</u>
PRIVATE									
Boston U	NA	NA	NA	NA	NA	NA	NA	NA	NA
Brandeis	<u>22.3</u>	71.5	74.0	76.5	<u>78.8</u>	80.5	<u>85.2</u>	<u>89.1</u>	<u>94.7</u>
Brown	<u>22.8</u>	83.6	86.2	88.7	91.1	93.0	99.3	102.6	<u>110.8</u>
Case	19.1	78.5	81.6	83.8	85.8	89.2	92.4	96.7	<u>101.2</u>
Cornell	<u>23.5</u>	82.6	86.7	92.7	96.9	102.4	107.4	115.5	<u>122.9</u>
Duke	<u>23.5</u>	93.1	95.4	100.2	104.1	108.1	113.5	118.8	<u>126.6</u>
N.Y.U.	NA	98.0	102.2	105.3	109.1	114.8	117.6	121.5	<u>122.9</u>
Notre Dame	19.1	84.2	87.5	91.2	95.9	99.7	104.8	109.1	<u>112.5</u>
Rice	<u>21.6</u>	91.0	89.5	94.0	100.1	105.5	109.1	110.0	<u>112.9</u>
Rochester	<u>22.2</u>	77.4	NA	84.4	88.2	92.7	95.4	98.6	<u>103.1</u>
Syracuse	20.6	73.6	75.1	76.7	78.6	82.3	85.2	88.6	92.3
U.S.C.	20.3	89.2	92.4	95.0	98.6	99.5	104.3	107.6	<u>114.2</u>
Vanderbilt	<u>21.6</u>	79.7	84.4	88.1	90.2	94.8	95.3	99.0	<u>105.8</u>
Washingt (St L)	<u>21.1</u>	81.8	84.8	88.6	93.8	100.6	106.2	110.4	<u>114.6</u>
Mean, Public	<u>21.2</u>	73.5	<u>75.3</u>	76.2	<u>79.5</u>	81.8	<u>86.9</u>	<u>89.3</u>	<u>93.8</u>
Mean, Private	<u>21.5</u>	83.4	86.7	89.6	<u>93.2</u>	93.2	101.2	105.2	<u>110.3</u>
Mean, All	<u>21.3</u>	77.9	80.1	82.2	85.6	88.7	93.3	96.4	<u>101.2</u>
Number Report	29	29	28	29	29	29	29	29	29
Syracuse Rank	15	20	19	19	22	20	22	21	20

Compensations that are higher than that at SU are underlined

Table 9

SCHOOL	01-02	02-03	CHANGE	SCHOOL	01-02	02-03	CHANGE
UNIV OF PENNSYLVANIA	141.0	147.8	4.8%	SYRACUSE UNIV	88.6	92.3	4.2%
NORTHWESTERN UNIV	121.7	126.8	4.2%	UNIV OF ILLINOIS	89.8	92.3	2.8%
DUKE UNIV	118.8	126.6	6.6%	UNIV OF PITTSBURGH	86.7	91.7	5.8%
NEW YORK UNIV	121.5	122.9	1.2%	UNIV OF ARIZONA	87.2	91.3	4.7%
CORNELL UNIV	115.1	122.9	6.8%	TULANE UNIV	88.8	91.1	2.6%
EMORY UNIV	122.2	119.2	-2.5%	UNIV OF MIAMI	86.1	90.9	5.6%
WASHINGTON UNIV	110.4	114.6	3.8%	UNIV OF NEBRASKA	84.0	90.5	7.7%
UNIV OF SOUTHERN CALIF	107.6	114.2	6.1%	UNIV OF COLORADO	84.0	90.4	7.6%
NOTRE DAME	109.1	112.5	3.1%	UNIV OF FLORIDA	86.8	90.2	3.9%
UNIV OF CALIFORNIA	104.4	110.4	5.7%	SUNY AT BINGHAMTON	83.6	90.0	7.7%
GEORGETOWN UNIV	103.5	110.1	6.4%	UNIV OF WASH	88.7	89.8	1.2%
UNIV OF MINNESOTA	105.7	109.9	4.0%	COLORADO STATE UNIV	84.8	89.2	5.2%
UNIV OF CONNECTICUT	103.5	108.1	4.4%	UNIV OF CINCINNATI	86.5	88.8	2.7%
VANDERBILT UNIV	99.0	105.8	6.9%	VIRGINIA POLY INS	86.9	88.4	1.7%
RUTGERS UNIV	98.3	105.7	7.5%	WAYNE STATE UNIV	85.2	87.9	3.2%
CARNEGIE MELLON UNIV	115.9	104.0	-10.3%	IOWA STATE UNIV	89.0	87.4	-1.8%
MICHIGAN STATE UNIV	97.0	103.4	6.6%	UNIV OF UTAH	87.9	87.2	-0.8%
UNIV. OF ROCHESTER	98.6	103.1	4.6%	UNIV OF HAWAII	76.8	86.9	13.2%
UNIV OF MICHIGAN	101.3	102.9	1.6%	NORTH CAROLINA STATE	84.2	86.5	2.7%
UNIV OF VIRGINIA	100.9	101.5	0.6%	UNIV OF KANSAS	84.4	85.4	1.2%
UNIV OF MARYLAND	97.5	101.1	3.7%	ARIZONA STATE UNIV	82.1	85.3	3.9%
UNIV OF DELAWARE	97.7	100.4	2.8%	UNIV OF TENNESSEE	82.6	84.3	2.1%
UNIV OF IOWA	96.6	100.4	3.9%	FLORIDA STATE UNIV	80.5	84.1	4.5%
SUNY AT STONY BROOK	92.0	100.3	9.0%	UNIV OF SOUTH CAROLINA	82.0	83.3	1.6%
SUNY AT BUFFALO	94.6	98.4	4.0%	UNIV OF KENTUCKY	81.2	82.4	1.5%
OHIO STATE UNIV	92.5	97.5	5.4%	UNIV OF OKLAHOMA	79.7	80.7	1.3%
UNIV OF NORTH CAROLINA	96.3	97.2	0.9%	AUBURN UNIV	73.2	79.6	8.7%
TEMPLE UNIV	93.1	95.7	2.8%	OKLAHOMA STATE UNIV	74.1	78.8	6.3%
RENSSELAER POLY	97.1	95.2	-2.0%	UNIV OF WYOMING	68.2	78.1	14.5%
PURDUE UNIV	91.7	94.9	3.5%	HOWARD UNIV	76.7	77.4	0.9%
UNIV OF RHODE ISLAND	88.4	93.7	6.0%	WASHINGTON STATE UNIV	74.9	76.4	2.0%
SUNY AT ALBANY	87.3	93.2	6.8%	UNIV OF NEW MEXICO	74.6	76.0	1.9%
UNIV OF TEXAS	89.3	93.0	4.1%	KANSAS STATE UNIV	72.0	73.4	1.9%
				WEST VIRGINIA UNIV	70.1	71.1	1.4%

Conclusions

It is somewhat interesting to see how the faculty salaries at Syracuse University seem to stagnate either at the bottom of a list of comparable institutions, or in the bottom half of such a list. There never seems to be enough push in the institution to rise from such lowly positions. Ever since the creation of the first list of such institutions - the group of 30 - we have lingered in the bottom half of the group. Then the Senate Budget Committee decided there was a better grouping and came up with another list - this time 65 schools. Left off of this list were two schools, the University of Rochester and Cornell University, which are our close sister institutions. We added them to the listing, and now we are stuck right in the middle of this group of 67. The most embarrassing listing is the "Aspirational Peers" created by the Vice Chancellor for Academic Affairs. Here we are completely out of the running, except for number 12, Tulane. When are we going to start to move up in any of these lists?

In a little more detail, we see in Table 3 that the women's salaries at Syracuse University are again slipping with respect to the men's. This is happening at all ranks in the University, and in particular at the Professor and Associate Professor ranks in Maxwell and Arts & Sciences. The School of Education continues to have disparity between men's and women's salaries. It is time again to readdress this issue before it becomes a more severe problem.

Table 4 shows a new trend in the hiring pattern. We now see that the average salaries of the new hires at the Professor and Associate Professor ranks exceed, by a significant amount, the average salaries across the University. Why is this so - are we reverting to a "hire the stars" attitude?

For the first time, this report has examined the average salaries in a different tenure category - something the Administration refers to as "non tenure-track." The University ascribes to the AAUP 1940 Statement of Principles, and there is no room for such a track in this statement. It seems that about 10% of the faculty members are in this situation, and it seems appropriate to get a clear understanding of why such a track exists, what such faculty members are expected to do - and not do - and a host of other such questions.

As another point, beyond the scope of this report, it should be noted that the number of courses taught by part-time instructors, adjuncts, etc., is not insignificant. Perhaps it is appropriate to examine this topic also, both in terms of salary and in terms of their impact on the academic quality of Syracuse University.

While the faculty salary increase this past year was about 4.2% and the change in the CPI was only about 2%, we still did not improve our position with regard to our comparable institutions. It is time some serious effort was made on this problem.

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, 2003-04" is the number of regular faculty members in this unit in the academic year 2003-04. It excludes those on leave and visiting appointments.

"MAXIMUM," "MINIMUM," "MEDIAN," and "MEAN, 2003-04" all refer to the salary figures for the faculty members counted in "NUMBER, 2003-04."

"NUMBER, 2002-03" 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, 2002-03" is the mean salary in 2002-03 for the faculty members who comprise "NUMBER, 2002-03." 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, 2002-03." It compares the 2003-04 salaries of all that are presently in the unit to the 2002-03 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 2003-04" 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

	<u>All University Salaries Men & Women</u>			
	<u>Prof</u>	<u>AssocP</u>	<u>AsstP</u>	<u>Ins</u>
Number, 2004	322	264	251	20
Maximum	181,509	130,000	125,000	97,400
Minimum	44,480	41,612	24,720	20,000
Median, 2004	85,663	65,532	52,500	49,215
Mean, 2004	90,991	68,747	57,657	50,737
Number, 2003	304	252	213	11
Mean, 2003	86,350	65,621	55,679	54,165
Pct-Raise_mean	5.37	4.76	3.55	-6.33
Num Not Pro	297	232	211	11
Pct.Raise-NotPr	4.5	4.22	3.79	2.84
Total 2003-2004	304	252	213	11
Pct Raise of Rank	4.6	4.38	3.79	2.84

All University Salaries Men

	<u>Prof</u>	<u>AssocP</u>	<u>AsstP</u>	<u>Ins</u>
Number, 2004	252	172	133	14
Maximum	181,509	130,000	125,000	97,400
Minimum	44,480	41,612	35,020	38,000
Median, 2004	87,392	64,492	53,700	50,500
Mean, 2004	92,257	69,500	60,779	54,024
Number, 2003	240	163	115	10
Mean, 2003	87,625	66,185	57,912	54,686
Pct-Raise_mean	5.29	5.01	4.95	-1.21
Num Not Pro	236	152	114	10
Pct.Raise-NotPr	4.48	4.24	3.8	2.82
Total 2003-2004	240	163	115	10
Pct Raise of Rank	4.53	4.43	3.79	2.82

All University Salaries Women

	<u>Prof</u>	<u>AssocP</u>	<u>AsstP</u>	<u>Ins</u>
Number, 2004	70	92	118	6
Maximum	140,808	99,000	115,000	59,730
Minimum	49,000	44,495	24,720	20,000
Median, 2004	81,965	66,000	50,427	48,715
Mean, 2004	86,437	67,339	54,139	43,068
Number, 2003	64	89	98	1
Mean, 2003	81,568	64,588	53,059	-
Pct-Raise_mean	5.97	4.26	2.04	-
Num Not Pro	61	80	97	1
Pct.Raise-NotPr	4.62	4.16	3.79	-
Total 2003-2004	64	89	98	1
Pct Raise of Rank	4.85	4.28	3.78	-

Table 11
Salaries in Colleges and Selected Departments

<u>Arts and Sciences Salaries Men & Women</u>					<u>Maxwell Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2004	112	67	54	2	Number, 2004	59	43	36	3
Maximum	155,000	92,700	66,950	-	Maximum	150,000	117,500	92,500	-
Minimum	44,480	44,495	35,510	-	Minimum	49,000	51,400	41,000	-
Median, 2004	80,373	63,000	50,594	-	Median, 2004	92,700	66,100	55,000	-
Mean, 2004	83,133	63,520	50,933	-	Mean, 2004	91,560	72,156	59,222	48,667
Number, 2003	106	63	44	0	Number, 2003	56	39	30	1
Mean, 2003	79,611	60,064	48,751	-	Mean, 2003	88,748	68,206	56,932	-
Pct-Raise_mean	4.42	5.75	4.48	-	Pct-Raise_mean	3.17	5.79	4.02	-
Num Not Pro	105	59	44	0	Num Not Pro	54	37	30	1
Pct.Raise-NotPr	4.11	5	4.16	-	Pct.Raise-NotPr	4.42	4.32	4.63	-
Total 2003-2004	106	63	44	0	Total 2003-2004	56	39	30	1
Pct Raise of Rank	4.17	5.1	4.16	-	Pct Raise of Rank	4.55	4.48	4.63	-
<u>Arts and Sciences Salaries Men</u>					<u>Maxwell Salaries Men</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2004	94	40	31	1	Number, 2004	49	27	19	3
Maximum	155,000	92,700	66,950	-	Maximum	150,000	117,500	92,500	-
Minimum	44,480	44,495	35,510	-	Minimum	57,300	51,400	52,000	-
Median, 2004	80,258	61,875	51,000	-	Median, 2004	93,500	65,500	60,500	-
Mean, 2004	83,196	62,765	51,347	-	Mean, 2004	92,705	73,844	64,011	48,667
Number, 2003	90	37	24	0	Number, 2003	47	25	18	1
Mean, 2003	80,107	59,149	49,130	-	Mean, 2003	89,187	68,753	60,486	-
Pct-Raise_mean	3.86	6.11	4.51	-	Pct-Raise_mean	3.94	7.4	5.83	-
Num Not Pro	90	33	24	0	Num Not Pro	45	24	18	1
Pct.Raise-NotPr	3.87	4.8	3.52	-	Pct.Raise-NotPr	4.47	4.79	5.64	-
Total 2003-2004	90	37	24	0	Total 2003-2004	47	25	18	1
Pct Raise of Rank	3.87	5	3.52	-	Pct Raise of Rank	4.62	5	5.64	-
<u>Arts and Sciences Salaries Women</u>					<u>Maxwell Salaries Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2004	18	27	23	1	Number, 2004	10	16	17	0
Maximum	109,310	85,585	60,000	-	Maximum	119,500	95,500	78,500	-
Minimum	62,730	44,495	42,125	-	Minimum	49,000	56,200	41,000	-
Median, 2004	81,148	65,012	48,500	-	Median, 2004	83,050	68,300	52,000	-
Mean, 2004	82,803	64,639	50,375	-	Mean, 2004	85,950	69,306	53,871	-
Number, 2003	16	26	20	0	Number, 2003	9	14	12	0
Mean, 2003	76,821	61,367	48,297	-	Mean, 2003	86,456	67,229	51,600	-
Pct-Raise_mean	7.79	5.33	4.3	-	Pct-Raise_mean	-0.59	3.09	4.4	-
Num Not Pro	15	26	20	0	Num Not Pro	9	13	12	0
Pct.Raise-NotPr	5.58	5.25	4.94	-	Pct.Raise-NotPr	4.16	3.44	2.84	-
Total 2003-2004	16	26	20	0	Total 2003-2004	9	14	12	0
Pct Raise of Rank	5.93	5.25	4.94	-	Pct Raise of Rank	4.16	3.53	2.84	-

Table 11
Salaries in Colleges and Selected Departments

A & S Humanities Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2004	39	32	33	2
Maximum	113,025	92,700	66,950	-
Minimum	55,070	44,495	35,510	-
Median, 2004	81,005	62,850	47,642	-
Mean, 2004	81,854	62,990	48,982	-
Number, 2003	35	30	29	0
Mean, 2003	77,039	59,727	47,016	-
Pct-Raise_mean	6.25	5.46	4.18	-
Num Not Pro	34	29	29	0
Pct.Raise-NotPr	3.97	4.77	3.52	-
Total 2003-2004	35	30	29	0
Pct Raise of Rank	4.17	4.81	3.52	-

A & S Humanities Salaries Men

	Prof	AssocP	AsstP	Ins
Number, 2004	26	18	19	1
Maximum	113,025	92,700	66,950	-
Minimum	55,070	44,495	35,510	-
Median, 2004	80,503	59,000	48,086	-
Mean, 2004	80,858	62,517	49,517	-
Number, 2003	24	16	15	0
Mean, 2003	76,747	59,167	47,387	-
Pct-Raise_mean	5.36	5.66	4.49	-
Num Not Pro	24	15	15	0
Pct.Raise-NotPr	3.55	4.23	3.52	-
Total 2003-2004	24	16	15	0
Pct Raise of Rank	3.55	4.32	3.52	-

A & S Humanities Salaries Women

	Prof	AssocP	AsstP	Ins
Number, 2004	13	14	14	1
Maximum	109,000	85,585	56,650	-
Minimum	74,000	44,495	42,125	-
Median, 2004	82,000	65,039	47,519	-
Mean, 2004	83,848	63,598	48,257	-
Number, 2003	11	14	14	0
Mean, 2003	77,676	60,367	46,618	-
Pct-Raise_mean	7.95	5.35	3.52	-
Num Not Pro	10	14	14	0
Pct.Raise-NotPr	4.96	5.35	3.52	-
Total 2003-2004	11	14	14	0
Pct Raise of Rank	5.52	5.35	3.52	-

A & S Sciences Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2004	71	32	20	0
Maximum	155,000	89,000	65,100	-
Minimum	44,480	48,950	43,775	-
Median, 2004	80,065	63,257	54,455	-
Mean, 2004	83,959	64,462	53,699	-
Number, 2003	69	30	14	0
Mean, 2003	80,998	60,693	52,614	-
Pct-Raise_mean	3.66	6.21	2.06	-
Num Not Pro	69	27	14	0
Pct.Raise-NotPr	4.21	5.4	3.55	-
Total 2003-2004	69	30	14	0
Pct Raise of Rank	4.21	5.55	3.55	-

A & S Sciences Salaries Men

	Prof	AssocP	AsstP	Ins
Number, 2004	67	22	12	0
Maximum	155,000	89,000	65,100	-
Minimum	44,480	48,950	43,775	-
Median, 2004	80,065	62,150	54,755	-
Mean, 2004	83,931	62,968	54,245	-
Number, 2003	65	21	9	0
Mean, 2003	81,165	59,135	52,033	-
Pct-Raise_mean	3.41	6.48	4.25	-
Num Not Pro	65	18	9	0
Pct.Raise-NotPr	3.99	5.28	3.51	-
Total 2003-2004	65	21	9	0
Pct Raise of Rank	3.99	5.51	3.51	-

A & S Sciences Salaries Women

	Prof	AssocP	AsstP	Ins
Number, 2004	4	10	8	0
Maximum	109,310	82,150	58,100	-
Minimum	71,400	58,400	44,000	-
Median, 2004	78,500	66,577	53,915	-
Mean, 2004	84,428	67,747	52,880	-
Number, 2003	4	9	5	0
Mean, 2003	78,300	64,329	53,660	-
Pct-Raise_mean	7.83	5.31	-1.45	-
Num Not Pro	4	9	5	0
Pct.Raise-NotPr	7.83	5.61	3.63	-
Total 2003-2004	4	9	5	0
Pct Raise of Rank	7.83	5.61	3.63	-

Table 11
Salaries in Colleges and Selected Departments

Architecture Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2004	5	12	14	0
Maximum	143,167	87,433	55,414	-
Minimum	79,516	51,232	45,000	-
Median, 2004	89,095	65,886	49,749	-
Mean, 2004	97,950	66,616	49,918	-
Number, 2003	4	11	11	0
Mean, 2003	79,851	65,819	49,359	-
Pct-Raise_mean	22.67	1.21	1.13	-
Num Not Pro	4	10	10	0
Pct.Raise-NotPr	8.51	3.18	3.29	-
Total 2003-2004	4	11	11	0
Pct Raise of Rank	8.51	3.16	3.26	-

Education Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2004	19	12	11	1
Maximum	147,016	75,420	57,617	-
Minimum	63,392	53,336	24,720	-
Median, 2004	77,150	59,476	47,961	-
Mean, 2004	84,356	60,401	46,875	-
Number, 2003	18	12	9	0
Mean, 2003	79,405	57,981	48,941	-
Pct-Raise_mean	6.24	4.17	-4.22	-
Num Not Pro	18	11	9	0
Pct.Raise-NotPr	4.1	3.89	3.73	-
Total 2003-2004	18	12	9	0
Pct Raise of Rank	4.1	4.17	3.73	-

Engr+Comp Science Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2004	38	17	10	2
Maximum	150,500	95,000	86,000	-
Minimum	70,300	68,000	54,900	-
Median, 2004	95,050	77,000	78,700	-
Mean, 2004	99,014	78,968	76,260	-
Number, 2003	37	17	10	2
Mean, 2003	95,733	76,187	73,860	-
Pct-Raise_mean	3.43	3.65	3.25	-
Num Not Pro	37	17	10	2
Pct.Raise-NotPr	3.94	3.65	3.25	-
Total 2003-2004	37	17	10	2
Pct Raise of Rank	3.94	3.65	3.25	-

Information Studies Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2004	4	10	17	0
Maximum	118,913	102,500	94,813	-
Minimum	70,048	57,765	54,023	-
Median, 2004	86,533	74,923	73,600	-
Mean, 2004	90,507	80,414	74,402	-
Number, 2003	4	10	16	0
Mean, 2003	83,438	76,919	70,096	-
Pct-Raise_mean	8.47	4.54	6.14	-
Num Not Pro	2	10	16	0
Pct.Raise-NotPr	-	4.54	4.32	-
Total 2003-2004	4	10	16	0
Pct Raise of Rank	8.47	4.54	4.32	-

College of Law Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2004	29	6	3	3
Maximum	181,509	114,080	-	-
Minimum	80,000	80,000	-	-
Median, 2004	117,648	94,636	-	-
Mean, 2004	120,923	94,408	67,743	56,676
Number, 2003	26	5	2	0
Mean, 2003	113,844	92,336	-	-
Pct-Raise_mean	6.22	2.24	-	-
Num Not Pro	26	5	1	0
Pct.Raise-NotPr	6.65	5.36	-	-
Total 2003-2004	26	5	2	0
Pct Raise of Rank	6.65	5.36	-	-

Management Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2004	14	19	19	5
Maximum	174,805	130,000	125,000	97,400
Minimum	91,600	69,000	51,500	38,000
Median, 2004	111,300	95,300	99,300	46,000
Mean, 2004	120,696	93,803	97,368	55,905
Number, 2003	12	18	16	5
Mean, 2003	109,173	90,022	92,106	54,110
Pct-Raise_mean	10.55	4.2	5.71	3.32
Num Not Pro	12	18	16	5
Pct.Raise-NotPr	4.77	4.67	2.6	3.32
Total 2003-2004	12	18	16	5
Pct Raise of Rank	4.77	4.67	2.6	3.32

Salaries in Colleges and Selected Departments

College of Human Serv & Health Prof Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2004	10	16	16	1
Maximum	120,707	96,192	67,304	-
Minimum	70,015	52,010	38,080	-
Median, 2004	78,305	65,328	53,616	-
Mean, 2004	86,295	66,821	54,476	-
Number, 2003	10	16	13	1
Mean, 2003	83,067	64,001	53,414	-
Pct-Raise_mean	3.89	4.41	1.99	-
Num Not Pro	10	12	13	1
Pct.Raise-NotPr	3.89	3.24	3.49	-
Total 2003-2004	10	16	13	1
Pct Raise of Rank	3.89	4.41	3.49	-

College of Nursing Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2004	1	7	1	1
Maximum	-	96,192	-	-
Minimum	-	60,669	-	-
Median, 2004	-	68,701	-	-
Mean, 2004	-	72,871	-	-
Number, 2003	1	7	1	1
Mean, 2003	-	70,162	-	-
Pct-Raise_mean	-	3.86	-	-
Num Not Pro	1	6	1	1
Pct.Raise-NotPr	-	3.55	-	-
Total 2003-2004	1	7	1	1
Pct Raise of Rank	-	3.86	-	-

School of Pub. Comm. Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2004	15	23	14	0
Maximum	114,500	75,250	65,250	-
Minimum	65,000	56,000	48,500	-
Median, 2004	69,000	66,000	58,000	-
Mean, 2004	80,130	65,247	56,875	-
Number, 2003	14	22	10	0
Mean, 2003	75,560	63,052	54,550	-
Pct-Raise_mean	6.05	3.48	4.26	-
Num Not Pro	14	21	10	0
Pct.Raise-NotPr	3.22	3.08	3.71	-
Total 2003-2004	14	22	10	0
Pct Raise of Rank	3.22	3.3	3.71	-

School of Social Work Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2004	5	6	4	0
Maximum	115,911	79,181	58,385	-
Minimum	73,963	52,010	51,025	-
Median, 2004	88,620	55,575	52,013	-
Mean, 2004	88,840	59,381	53,359	-
Number, 2003	5	6	3	0
Mean, 2003	84,982	56,006	50,833	-
Pct-Raise_mean	4.54	6.03	4.97	-
Num Not Pro	5	3	3	0
Pct.Raise-NotPr	4.54	2.78	5.2	-
Total 2003-2004	5	6	3	0
Pct Raise of Rank	4.54	6.03	5.2	-

Visual Perf Arts Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2004	16	39	57	2
Maximum	83,242	78,658	66,950	-
Minimum	55,397	41,612	35,020	-
Median, 2004	61,395	55,400	45,212	-
Mean, 2004	64,713	56,443	46,080	-
Number, 2003	16	39	52	1
Mean, 2003	61,785	54,232	44,760	-
Pct-Raise_mean	4.74	4.08	2.95	-
Num Not Pro	14	32	52	1
Pct.Raise-NotPr	4.3	3.85	3.67	-
Total 2003-2004	16	39	52	1
Pct Raise of Rank	4.74	4.08	3.67	-

School of Art Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2004	12	21	35	0
Maximum	83,242	78,658	56,705	-
Minimum	55,442	46,542	40,000	-
Median, 2004	63,244	58,156	44,990	-
Mean, 2004	66,120	58,317	45,291	-
Number, 2003	12	21	32	0
Mean, 2003	63,139	56,194	44,076	-
Pct-Raise_mean	4.72	3.78	2.76	-
Num Not Pro	11	18	32	0
Pct.Raise-NotPr	4.63	3.73	3.56	-
Total 2003-2004	12	21	32	0
Pct Raise of Rank	4.72	3.78	3.56	-

Table 11
Salaries in Colleges and Selected Departments

<u>School of Music Salaries Men & Women</u>					<u>African-Amer Studies Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2004	1	9	7	1	Number, 2004	3	3	5	0
Maximum	-	63,564	48,865	-	Maximum	-	-	51,329	-
Minimum	-	41,612	42,000	-	Minimum	-	-	45,000	-
Median, 2004	-	51,300	46,600	-	Median, 2004	-	-	48,086	-
Mean, 2004	-	53,324	46,345	-	Mean, 2004	83,196	72,841	48,464	-
Number, 2003	1	9	6	1	Number, 2003	3	3	4	0
Mean, 2003	-	51,330	44,917	-	Mean, 2003	77,657	70,367	47,962	-
Pct-Raise_mean	-	3.88	3.18	-	Pct-Raise_mean	7.13	3.52	1.05	-
Num Not Pro	1	8	6	1	Num Not Pro	3	3	4	0
Pct.Raise-NotPr	-	3.7	4.79	-	Pct.Raise-NotPr	7.13	3.52	2.85	-
Total 2003-2004	1	9	6	1	Total 2003-2004	3	3	4	0
Pct Raise of Rank	-	3.89	4.79	-	Pct Raise of Rank	7.13	3.52	2.85	-
<u>Drama Salaries Men & Women</u>					<u>Biology Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2004	2	4	10	0	Number, 2004	12	4	5	0
Maximum	-	57,800	60,903	-	Maximum	109,500	82,150	56,800	-
Minimum	-	45,960	39,140	-	Minimum	44,480	55,950	51,400	-
Median, 2004	-	54,069	48,942	-	Median, 2004	85,563	69,257	55,000	-
Mean, 2004	-	52,974	48,124	-	Mean, 2004	82,103	69,154	54,154	-
Number, 2003	2	4	10	0	Number, 2003	11	3	4	0
Mean, 2003	-	50,704	46,384	-	Mean, 2003	83,006	63,908	52,765	-
Pct-Raise_mean	-	4.48	3.75	-	Pct-Raise_mean	-1.09	8.21	2.63	-
Num Not Pro	1	3	10	0	Num Not Pro	11	3	4	0
Pct.Raise-NotPr	-	3.62	3.75	-	Pct.Raise-NotPr	3.03	5.16	2.23	-
Total 2003-2004	2	4	10	0	Total 2003-2004	11	3	4	0
Pct Raise of Rank	-	4.48	3.75	-	Pct Raise of Rank	3.03	5.16	2.23	-
<u>Anthropology Salaries Men & Women</u>					<u>Chemistry Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2004	6	6	2	0	Number, 2004	13	2	3	0
Maximum	88,400	76,000	-	-	Maximum	155,000	-	-	-
Minimum	57,300	54,000	-	-	Minimum	58,300	-	-	-
Median, 2004	72,500	61,750	-	-	Median, 2004	80,450	-	-	-
Mean, 2004	71,167	63,283	-	-	Mean, 2004	89,950	-	57,099	-
Number, 2003	6	6	1	0	Number, 2003	13	2	2	0
Mean, 2003	67,683	60,967	-	-	Mean, 2003	85,895	-	-	-
Pct-Raise_mean	5.15	3.8	-	-	Pct-Raise_mean	4.72	-	-	-
Num Not Pro	5	6	1	0	Num Not Pro	13	2	2	0
Pct.Raise-NotPr	4.14	3.8	-	-	Pct.Raise-NotPr	4.72	-	-	-
Total 2003-2004	6	6	1	0	Total 2003-2004	13	2	2	0
Pct Raise of Rank	5.15	3.8	-	-	Pct Raise of Rank	4.72	-	-	-

Table 11
Salaries in Colleges and Selected Departments

<u>Economics</u> <u>Salaries Men & Women</u>					<u>Fine Arts</u> <u>Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2004	9	8	4	0	Number, 2004	3	2	7	0
Maximum	142,000	117,500	84,000	-	Maximum	-	-	53,015	-
Minimum	76,100	73,000	71,500	-	Minimum	-	-	35,510	-
Median, 2004	119,000	91,000	76,250	-	Median, 2004	-	-	48,000	-
Mean, 2004	111,767	93,625	77,000	-	Mean, 2004	78,348	-	47,326	-
Number, 2003	9	8	4	0	Number, 2003	3	2	7	0
Mean, 2003	105,656	89,344	71,950	-	Mean, 2003	75,917	-	45,821	-
Pct-Raise_mean	5.78	4.79	7.02	-	Pct-Raise_mean	3.2	-	3.28	-
Num Not Pro	9	8	4	0	Num Not Pro	3	2	7	0
Pct.Raise-NotPr	5.78	4.79	7.02	-	Pct.Raise-NotPr	3.2	-	3.28	-
Total 2003-2004	9	8	4	0	Total 2003-2004	3	2	7	0
Pct Raise of Rank	5.78	4.79	7.02	-	Pct Raise of Rank	3.2	-	3.28	-
<u>English</u> <u>Salaries Men & Women</u>					<u>Geography</u> <u>Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2004	9	11	6	0	Number, 2004	7	3	4	0
Maximum	109,000	76,500	66,950	-	Maximum	98,000	-	55,000	-
Minimum	60,000	50,000	44,300	-	Minimum	49,000	-	52,500	-
Median, 2004	82,000	57,500	48,175	-	Median, 2004	70,000	-	53,750	-
Mean, 2004	82,166	60,507	51,048	-	Mean, 2004	72,175	58,167	53,750	-
Number, 2003	8	10	5	0	Number, 2003	5	3	4	0
Mean, 2003	76,689	58,179	49,598	-	Mean, 2003	76,310	56,333	51,700	-
Pct-Raise_mean	7.14	4	2.92	-	Pct-Raise_mean	-5.42	3.26	3.97	-
Num Not Pro	8	10	5	0	Num Not Pro	5	3	4	0
Pct.Raise-NotPr	4.72	4.95	3.75	-	Pct.Raise-NotPr	3.32	3.25	3.97	-
Total 2003-2004	8	10	5	0	Total 2003-2004	5	3	4	0
Pct Raise of Rank	4.72	4.95	3.75	-	Pct Raise of Rank	3.32	3.25	3.97	-
<u>Lang. Lit. Ling.</u> <u>Salaries Men & Women</u>					<u>History</u> <u>Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2004	8	4	5	1	Number, 2004	8	6	6	1
Maximum	113,025	65,550	47,290	-	Maximum	98,000	66,000	57,100	-
Minimum	55,070	44,495	40,690	-	Minimum	64,000	51,400	49,000	-
Median, 2004	75,098	49,128	44,220	-	Median, 2004	71,742	59,000	53,500	-
Mean, 2004	76,037	52,075	44,041	-	Mean, 2004	77,998	58,867	53,267	-
Number, 2003	8	4	5	0	Number, 2003	8	6	5	0
Mean, 2003	73,078	50,480	42,347	-	Mean, 2003	75,580	56,933	51,820	-
Pct-Raise_mean	4.05	3.16	4	-	Pct-Raise_mean	3.2	3.4	2.79	-
Num Not Pro	7	4	5	0	Num Not Pro	8	5	5	0
Pct.Raise-NotPr	3.02	3.16	4	-	Pct.Raise-NotPr	3.2	3.09	4.44	-
Total 2003-2004	8	4	5	0	Total 2003-2004	8	6	5	0
Pct Raise of Rank	4.05	3.16	4	-	Pct Raise of Rank	3.2	3.4	4.44	-

Table 11
Salaries in Colleges and Selected Departments

<u>Mathematics Salaries Men & Women</u>					<u>Political Science Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2004	20	10	0	0	Number, 2004	7	8	10	2
Maximum	118,500	74,566	-	-	Maximum	110,000	73,500	60,500	-
Minimum	59,550	48,950	-	-	Minimum	68,600	59,100	45,000	-
Median, 2004	78,675	62,250	-	-	Median, 2004	94,000	65,550	52,850	-
Mean, 2004	80,057	62,562	-	-	Mean, 2004	92,814	66,088	53,055	-
Number, 2003	19	9	0	0	Number, 2003	6	7	8	1
Mean, 2003	76,580	58,961	-	-	Mean, 2003	88,617	62,386	50,888	-
Pct-Raise_mean	4.54	6.11	-	-	Pct-Raise_mean	4.74	5.93	4.26	-
Num Not Pro	19	8	0	0	Num Not Pro	5	6	8	1
Pct.Raise-NotPr	3.69	5.29	-	-	Pct.Raise-NotPr	3.76	3.17	4.29	-
Total 2003-2004	19	9	0	0	Total 2003-2004	6	7	8	1
Pct Raise of Rank	3.69	5.46	-	-	Pct Raise of Rank	4.33	4.24	4.29	-
<u>Philosophy Salaries Men & Women</u>					<u>Psychology Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2004	10	2	4	0	Number, 2004	11	6	7	0
Maximum	103,120	-	51,000	-	Maximum	112,013	70,200	54,510	-
Minimum	71,143	-	46,000	-	Minimum	55,393	51,765	43,775	-
Median, 2004	90,720	-	47,077	-	Median, 2004	77,775	59,200	52,500	-
Mean, 2004	88,852	-	47,788	-	Mean, 2004	84,962	60,192	50,021	-
Number, 2003	7	1	3	0	Number, 2003	11	6	4	0
Mean, 2003	83,241	-	44,957	-	Mean, 2003	81,496	57,123	49,285	-
Pct-Raise_mean	6.74	-	6.3	-	Pct-Raise_mean	4.25	5.37	1.49	-
Num Not Pro	7	1	3	0	Num Not Pro	11	4	4	0
Pct.Raise-NotPr	3.33	-	3.92	-	Pct.Raise-NotPr	4.25	4.56	4.06	-
Total 2003-2004	7	1	3	0	Total 2003-2004	11	6	4	0
Pct Raise of Rank	3.33	-	3.92	-	Pct Raise of Rank	4.25	5.37	4.06	-
<u>Physics Salaries Men & Women</u>					<u>Public Admin Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2004	12	5	3	0	Number, 2004	8	4	6	0
Maximum	102,250	71,500	-	-	Maximum	125,500	110,000	92,500	-
Minimum	71,600	54,350	-	-	Minimum	89,250	79,000	65,400	-
Median, 2004	82,950	66,700	-	-	Median, 2004	105,000	94,750	70,000	-
Mean, 2004	83,946	64,950	59,067	-	Mean, 2004	105,156	94,625	72,983	-
Number, 2003	12	5	2	0	Number, 2003	8	2	4	0
Mean, 2003	79,823	62,180	-	-	Mean, 2003	100,625	-	72,375	-
Pct-Raise_mean	5.17	4.45	-	-	Pct-Raise_mean	4.5	-	0.84	-
Num Not Pro	12	5	2	0	Num Not Pro	8	2	4	0
Pct.Raise-NotPr	5.16	4.45	-	-	Pct.Raise-NotPr	4.5	-	5.66	-
Total 2003-2004	12	5	2	0	Total 2003-2004	8	2	4	0
Pct Raise of Rank	5.16	4.45	-	-	Pct Raise of Rank	4.5	-	5.66	-

Table 11
Salaries in Colleges and Selected Departments

<u>Religion</u>	<u>Salaries Men & Women</u>				<u>Writing Program</u>	<u>Salaries Men & Women</u>			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2004	5	5	2	0	Number, 2004	1	5	3	1
Maximum	82,360	66,500	-	-	Maximum	-	72,200	-	-
Minimum	68,953	48,210	-	-	Minimum	-	60,000	-	-
Median, 2004	76,408	56,338	-	-	Median, 2004	-	70,000	-	-
Mean, 2004	76,721	58,196	-	-	Mean, 2004	-	67,842	57,979	-
Number, 2003	5	5	2	0	Number, 2003	1	5	2	0
Mean, 2003	73,967	55,811	-	-	Mean, 2003	-	62,689	-	-
Pct-Raise_mean	3.72	4.27	-	-	Pct-Raise_mean	-	8.22	-	-
Num Not Pro	5	4	2	0	Num Not Pro	1	5	2	0
Pct.Raise-NotPr	3.72	3.94	-	-	Pct.Raise-NotPr	-	8.22	-	-
Total 2003-2004	5	5	2	0	Total 2003-2004	1	5	2	0
Pct Raise of Rank	3.72	4.27	-	-	Pct Raise of Rank	-	8.22	-	-
<u>Sociology</u>	<u>Salaries Men & Women</u>				<u>Elect&Computer Sys</u>	<u>Salaries Men & Women</u>			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2004	2	8	3	0	Number, 2004	16	6	7	0
Maximum	-	75,000	-	-	Maximum	124,700	95,000	84,000	-
Minimum	-	58,000	-	-	Minimum	70,300	69,500	54,900	-
Median, 2004	-	65,900	-	-	Median, 2004	92,750	79,000	79,200	-
Mean, 2004	-	67,388	48,417	-	Mean, 2004	95,294	80,750	75,943	-
Number, 2003	2	7	3	0	Number, 2003	15	6	7	0
Mean, 2003	-	66,096	47,750	-	Mean, 2003	93,087	77,967	73,757	-
Pct-Raise_mean	-	1.95	1.4	-	Pct-Raise_mean	2.37	3.57	2.96	-
Num Not Pro	2	7	3	0	Num Not Pro	15	6	7	0
Pct.Raise-NotPr	-	3.33	1.4	-	Pct.Raise-NotPr	3.39	3.57	2.96	-
Total 2003-2004	2	7	3	0	Total 2003-2004	15	6	7	0
Pct Raise of Rank	-	3.33	1.4	-	Pct Raise of Rank	3.39	3.57	2.96	-
<u>Teaching & Leader</u>	<u>Salaries Men & Women</u>				<u>Mech,Chem,Civil</u>	<u>Salaries Men & Women</u>			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2004	8	3	1	0	Number, 2004	16	10	2	2
Maximum	147,016	-	-	-	Maximum	150,500	93,000	-	-
Minimum	63,392	-	-	-	Minimum	75,200	68,000	-	-
Median, 2004	69,186	-	-	-	Median, 2004	95,500	76,400	-	-
Mean, 2004	83,733	62,920	-	-	Mean, 2004	101,901	77,995	-	-
Number, 2003	7	3	1	0	Number, 2003	16	10	2	2
Mean, 2003	77,162	60,597	-	-	Mean, 2003	97,189	75,138	-	-
Pct-Raise_mean	8.52	3.83	-	-	Pct-Raise_mean	4.85	3.8	-	-
Num Not Pro	7	3	1	0	Num Not Pro	16	10	2	2
Pct.Raise-NotPr	2.74	3.83	-	-	Pct.Raise-NotPr	4.85	3.8	-	-
Total 2003-2004	7	3	1	0	Total 2003-2004	16	10	2	2
Pct Raise of Rank	2.74	3.83	-	-	Pct Raise of Rank	4.85	3.8	-	-