

COMMITTEE Z REPORT ON THE ECONOMIC STATUS OF THE PROFESSION AT SYRACUSE UNIVERSITY, ACADEMIC YEAR 2004-2005

Dear Faculty Colleagues,

Each year the Syracuse University Chapter of the American Association of University Professors prepares its Committee Z Report and provides it to the university community. The information used to prepare the report is provided to the local AAUP chapter by the University Senate Budget Committee, which receives the information from the university's Office of Budget and Planning. The report was prepared by John Brule, with assistance from Joanna Masingila, Can Isik, Gianfranco Vidali and John Diehl. In recent years, the report has been posted on the local AAUP chapter's website (<http://su-aaup.org>) but this year we have decided to distribute it in print form as well.

The economic situation for the Syracuse University professoriate is much the same as last year – most faculty have been receiving raises equal to or greater than the change in the cost of living, but the university has not moved relative to the other universities used as comparators for compensation matters. Syracuse University continues to be in the middle of the various comparator groups of universities selected by the administration and the University Senate Budget Committee. Perhaps more telling is the fact that, compared to the list of “aspirational peers” identified by the Vice Chancellor for Academic Affairs, Syracuse University ranks 10th out of the 11 schools reporting faculty compensation data. The university administrators seeking to raise the academic standing and reputation of the university to the level of those “aspirational peers” must be willing to commit the resources necessary to improve faculty compensation, because it is the faculty who actually constitute the core of the university – as goes the faculty, so goes the university.

While faculty compensation is important, the conditions under which faculty labor are equally important. Perhaps the most important element of the university environment is the principle of academic freedom – the right of faculty to be able to research, publish and comment on matters of interest without fear of reprisal or sanction. Over the past few years there have been a number of incidents that have demonstrated just how fragile the right of academic freedom and free speech is in the current climate of heightened concern over national security. The AAUP strongly believes that the institution of tenure is the best possible protection for academic freedom – tenure allows faculty to pursue and comment on controversial or sensitive issues without fear of reprisal. Attempts to change or dilute the tenure process, and the increasing reliance on adjunct or contingent faculty who are not protected by the tenure system, pose as great a threat to academic freedom as do the actions of overzealous government officials.

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

I am interested in hearing your comments and reactions to this report, and on other matters of interest to the university community. Please feel free to contact me – my campus address is: LPP Dept., Whitman School of Management; I can also be reached via Email (pcihon@som.syr.edu) and telephone (443-3647). I look forward to hearing from you.

Respectfully submitted,

Patrick J. Cihon
President
Syracuse University Chapter
A.A.U.P.

Syracuse University Chapter-AAUP "Committee Z Report" For Academic Year 2004-05

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 Can Isik, John Diehl, Joanna Masingila and Gianfranco Vidali. 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 2004 report for the AAUP National office.

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

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

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

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

Table 1
2004-05 Salary, Benefits, Total Compensation
For Regular Full-Time Faculty Members, by Rank

Faculty Rank	Number	Average Salary	Average Benefit	Average Compensation
Professor	328	94,532	28,068	122,600
Assoc. Professor	279	70,678	22,722	93,400
Asst. Professor	250	59,643	19,557	79,200
Instructor	16	47,628	17,772	65,400
All Ranks	873	76,930	22,870	99,800

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

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

Table 2

Salary Distribution by Gender

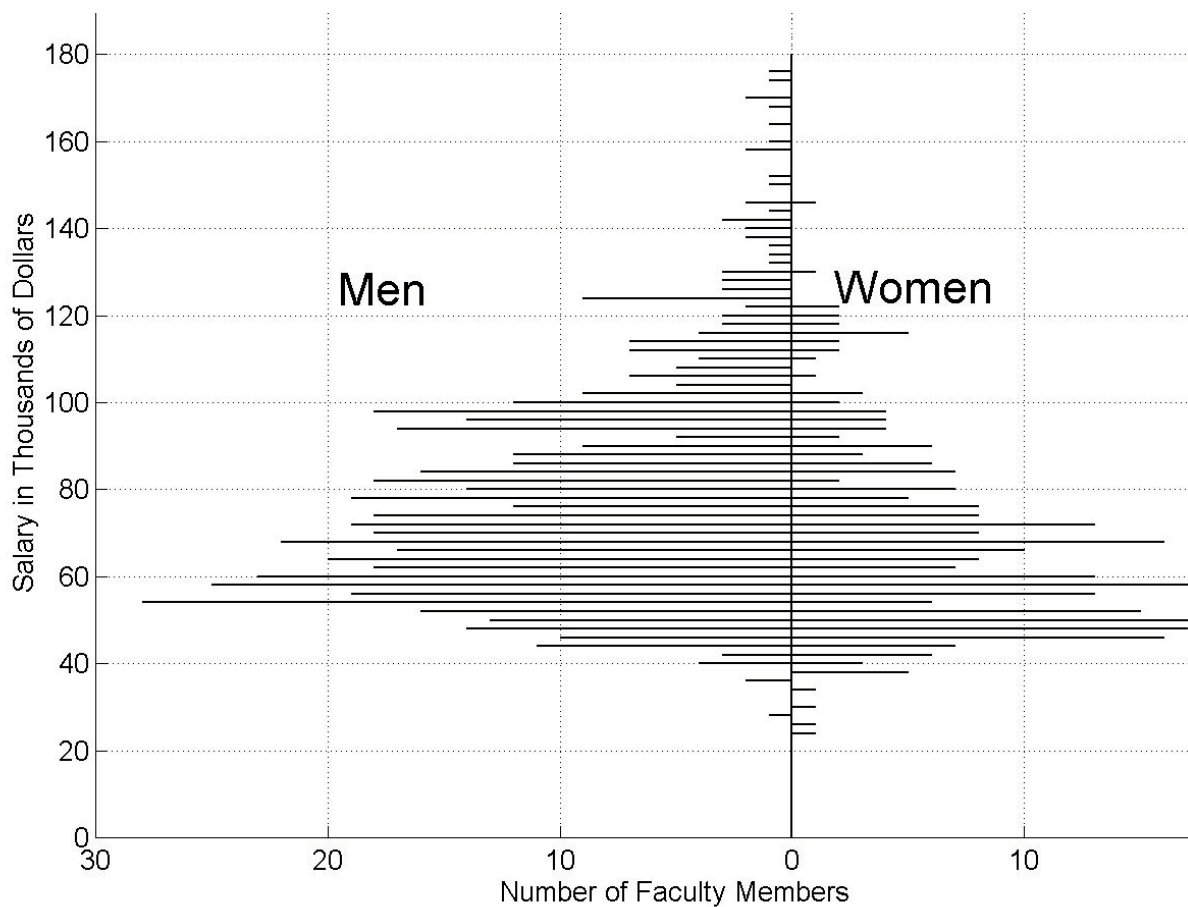


Table 2 (Cont'd)
Salary Distribution by Adjoining Ranks

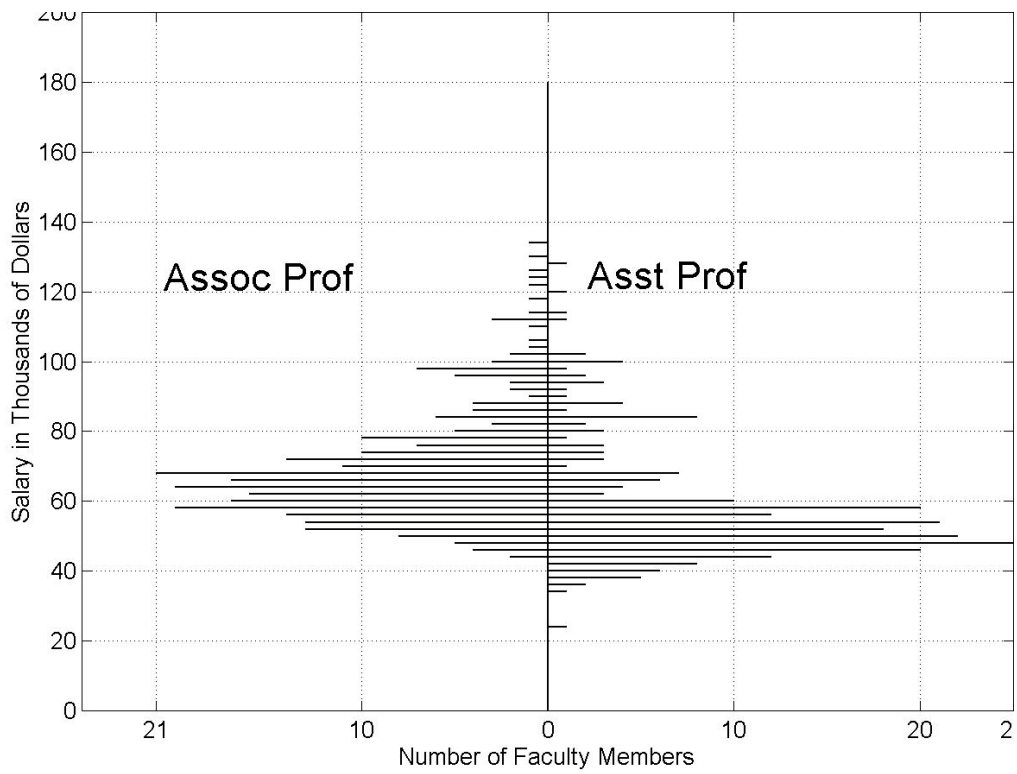
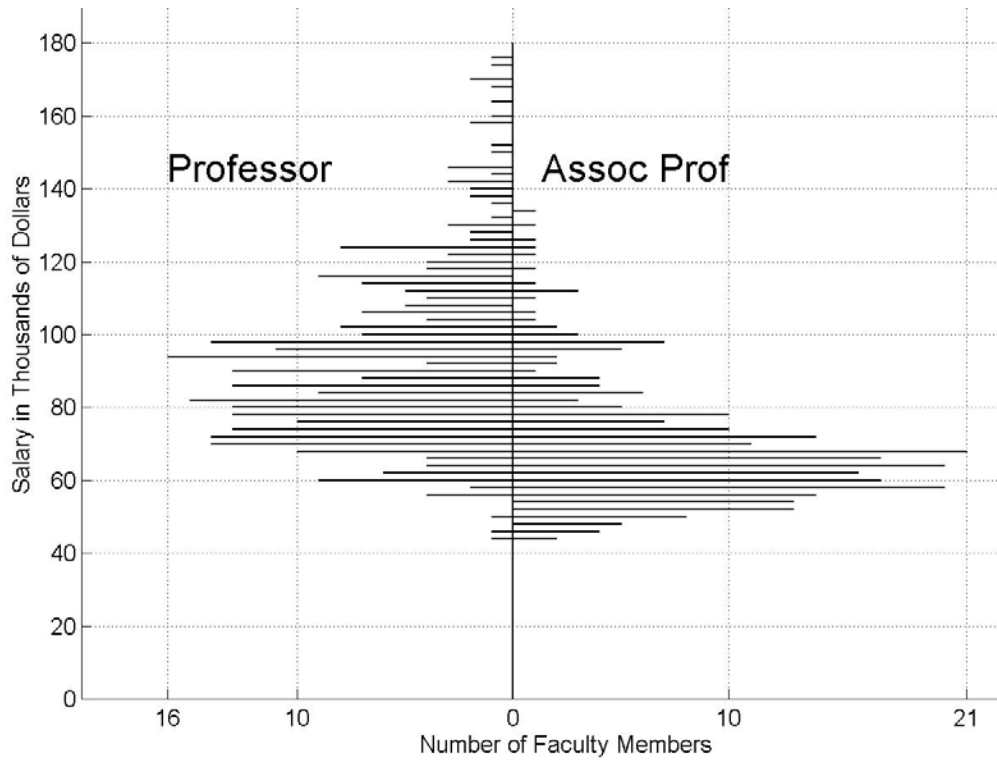


Table 3 compares women's average salaries in 2004-05 with men's average salaries, the former being shown as a percentage of the latter. Other comparisons between men and women, in terms of recent salaries and raises, appear later in this report, in Tables 10 and 11.

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
2004-05	92	96	85	97	101	95	90	89	85	94	103	*
2003-04	94	97	89	100	103	98	93	94	84	90	95	91
2002-03	92	96	92	93	102	100	93	98	88	85	99	103
2001-02	94	102	94	100	109	97	99	105	93	86	96	110
2000-01	92	98	96	89	106	96	96	104	101	84	95	114
1999-00	91	97	96	88	105	94	97	101	100	84	95	114
1998-99	92	98	96	87	104	94	94	104	97	86	89	109
1997-98	88	97	94	84	101	95	88	102	95	89	87	106
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			

* There are no men at the Assistant Professor level in the School of Education

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 2004-05 computation.

Table 4

**Comparison of the Average Salaries of New Hires
with the Average Salaries of Continuing Faculty Members**

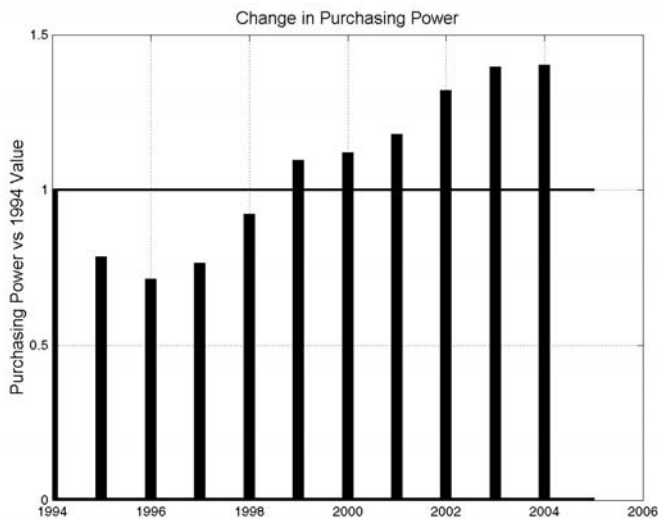
RANK	NO. NEW	AVG FOR NEW	AVG FOR CONT.
Professor	15	102,289	94,160
Assoc Prof	12	74,904	70,488
Asst Prof	57	57,879	60,164
Instructor	6	39,604	52,443

Table 4 compares the 2004-05 salaries paid to faculty members who were not on the academic budget last year to the 2004-05 salaries of those who were. There are 16 more faculty members this year than last year, and there were 90 new hires, 13 more 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.

Table 5
Raise Distribution 2001-02 to 2004-05

%Raise	No.Fac	%Fac	CumFac	Cum%
>30	41	6.3	41	6.3
30	7	1.1	48	7.4
29	6	0.9	54	8.3
28	4	0.6	58	9.0
27	5	0.8	63	9.7
26	5	0.8	68	10.5
25	8	1.2	76	11.7
24	5	0.8	81	12.5
23	9	1.4	90	13.9
22	11	1.7	101	15.6
21	15	2.3	116	17.9
20	13	2.0	129	19.9
19	11	1.7	140	21.6
18	24	3.7	164	25.3
17	24	3.7	188	29.1
16	28	4.3	216	33.4
15	31	4.8	247	38.2
14	36	5.6	283	43.7
13	47	7.3	330	51.0
12	65	10.0	395	61.1
11	45	7.0	440	68.0
10	62	9.6	502	77.6
9	34	5.3	536	82.8
8	47	7.3	583	90.1
7*****	25*****	3.9*****	608*****	94.0 ***** 7.4%
6	20	3.1	628	97.1
5	7	1.1	635	98.1
4	2	0.3	637	98.5
3	4	0.6	641	99.1
2	1	0.2	642	99.2
1	0	0.0	642	99.2
0	2	0.3	644	99.5
<0	3	0.5	647	100.0

Table 5 shows the percentage raise over the past three years for continuing faculty members. This is the cumulative raise from 2001-2002 to 2004-05. For example, in the row where the %Raise is 7, this means that 25 faculty members received a raise greater than 6% but equal to or less than 7%. The Consumer Price Index increased 7.4%, so more than 64 faculty members continuing over those years, or more than 10%, did not receive a raise that kept up with the cost of living. [October CPI is used.]



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 27%, and faculty compensation has risen about 38%.

Table 6

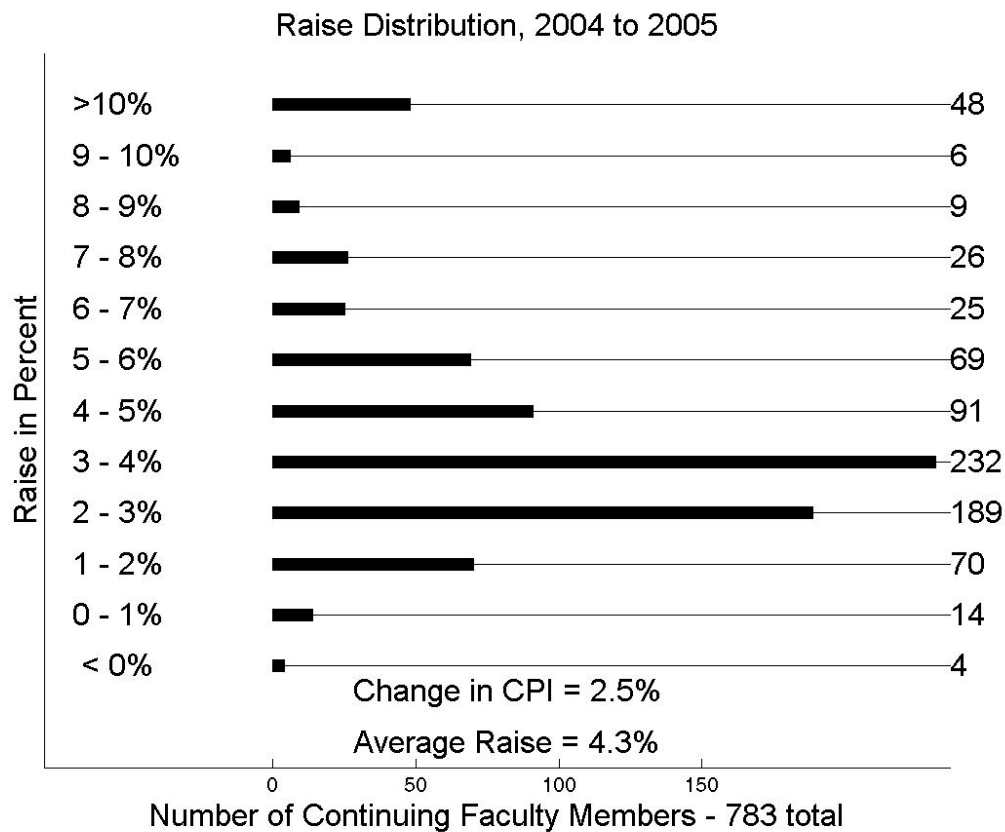


Table 6 shows the one-year distribution of raises across the faculty. Four faculty members had a salary reduction. About 90 faculty members, or about 12% of the total, did not receive a raise that kept up with the cost of living.

Table 7 tabulates 2004-05 average salaries and raises from 2003-04 for a number of academic units. The chart is ordered from the top in the order of decreasing percent raises. It shows the number in the academic unit, the mean salary there, the mean dollar raise, and the mean percent raise. The only faculty members included in these figures are those who were in the unit both last year and this year.

Table 7
2004-2005 Average Salaries and Raises for All Academic Units
with 10 or more Faculty Members

Academic Unit	No	Salary	Raise	%Raise
Psychology	23	73,526	4,289	6.2%
College of Law	36	121,132	7,021	6.2%
Religion	12	67,811	3,714	5.8%
School of Music	17	54,421	2,973	5.8%
School of Management	51	104,302	5,642	5.7%
English	25	70,210	3,650	5.5%
Drama	14	54,085	2,696	5.2%
School of Social Work	15	69,940	3,421	5.1%
Physics	19	79,064	3,659	4.9%
Biology	20	77,300	3,239	4.4%
Economics	21	102,514	4,281	4.4%
Teaching & Leadership	11	71,381	2,980	4.4%
Geography	14	66,652	2,743	4.3%
Bio Engineering & Neuroscience	11	94,509	3,855	4.3%
School of Art	61	56,326	2,292	4.2%
Fine Arts	12	62,205	2,527	4.2%
Philosophy	15	81,655	3,271	4.2%
Lang, Lit & Linguistics	15	61,186	2,441	4.2%
Chemistry	18	84,626	3,282	4.0%
Mathematics	30	77,004	2,779	3.7%
Public Administration	17	95,618	3,359	3.6%
History	19	66,185	2,302	3.6%
School of Architecture	24	68,633	2,379	3.6%
Information Studies	28	80,871	2,727	3.5%
Mech., Chem & Civil Engr	22	92,066	2,986	3.4%
Political Science	22	73,068	2,348	3.3%
African-American Studies	10	68,751	2,207	3.3%
Sociology	12	72,344	2,253	3.2%
Anthropology	14	67,559	2,094	3.2%
Elect & Comp Systems	27	90,731	2,713	3.1%
School of Public Comm.	47	69,833	1,597	2.3%

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

Faculty in Non -Tenure-track Positions

Acad Year	No. Non-Ten	Prof	AssocP	AsstP	Ins	AllFac	%NonT
2004-2005	87	6	8	58	15	873	10.0
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

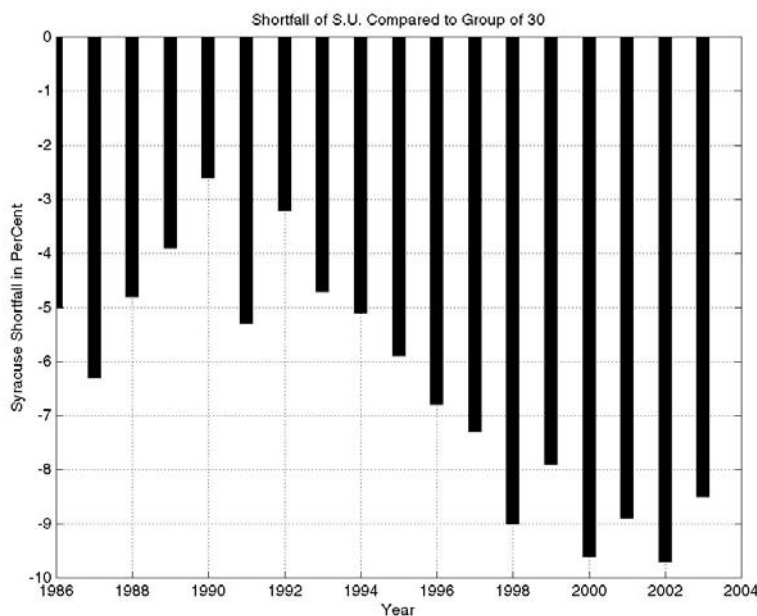
Comparisons With Other Institutions

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 on page 10 presents figures for faculty compensation at Syracuse University at (up to) 29 other institutions, public and private, over the period 1974-75 to 2003-04. (2003-04 is the latest year for which full data are available.) These institutions were selected by the Senate Budget Committee and the Syracuse Chapter of 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 obvious 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 may be comparable to Syracuse University. In 1993 the University Senate Budget Committee and the Administration came up with a list of 65 institutions deemed to be comparable to Syracuse. Two universities that are on the older list of 30 were omitted from this list. Committee Z has added them-- Cornell University and the University of Rochester-- since they are in this region and Syracuse University is often compared with them. This table compares the average compensation, and the compensation increases, at the 67 institutions. Last year we were 34th in this list of 67; this year we rose to 33rd.

3. Comparisons with 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 2003-04 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 overall conclusions follows the data and the material of Tables 10 and 11. There is a page defining the categories in Tables 10 and 11.

Table 10 presents 2004-05 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 2004-05, and the mean for 2003-04. It also provides information about the percent change in some of these data from 2003-04 to 2004-05.

Table 11 is a sequence of tables providing the same types of information as Table 10 for many of the colleges, schools, other subgroups, and departments within the University. When the number of persons in the academic unit is so small that the publication of salary figures would reveal individual salaries, the space is left blank. Some units had to be omitted entirely.

Table 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 2003-04

	74-75	95-96	96-97	97-98	98-99	99-00	00-01	01-02	02-03	03-04
PUBLIC										
Colorado (Bldr)	20.1	71.2	71.7	74.7	77.0	78.2	81.78	84.0	90.4	91.6
Florida	18.3	66.4	74.1	76.5	<u>80.7</u>	79.2	83.8	86.8	90.2	93.3
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>	<u>102.4</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	90.1
Kansas	19.0	64.9	66.6	68.9	71.4	75.0	79.8	84.4	85.4	86.8
Maryland(Co Pk)	19.5	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>	<u>101.1</u>	<u>103.3</u>
Mich State	<u>22.0</u>	76.8	79.3	80.5	83.1	86.9	92.0	97.0	<u>103.4</u>	<u>105.6</u>
Ohio State	20.3	<u>73.6</u>	76.5	<u>78.3</u>	81.1	85.5	90.3	92.5	<u>97.5</u>	<u>103.3</u>
Oregon	19.3	60.4	59.7	62.3	65.3	69.8	74.1	75.2	79.6	82.3
Penn State	19.3	68.9	70.2	72.1	74.4	77.6	80.4	83.5	86.6	89.7
Pittsburgh	20.5	70.9	73.2	74.9	78.0	80.3	83.5	86.7	91.7	<u>96.7</u>
Rutgers(New Br)	23.0	89.4	92.9	87.3	91.4	93.3	95.8	98.3	105.7	<u>109.8</u>
SUNY:										
Albany	<u>24.2</u>	78.5	78.2	77.3	81.0	81.2	87.8	87.3	93.2	95.3
Binghamton	<u>24.4</u>	<u>75.6</u>	74.9	73.2	75.7	76.2	83.3	83.6	90.0	91.7
Buffalo	<u>25.2</u>	78.0	79.4	76.3	84.6	86.1	94.1	94.6	98.4	100.7
Stony Brook	<u>25.6</u>	78.5	<u>78.37</u>	78.7	84.5	84.3	92.1	92.0	100.3	101.9
PRIVATE										
Boston U	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Brandeis	<u>22.3</u>	71.5	74.0	76.5	78.8	80.5	85.2	89.1	94.7	99.1
Brown	<u>22.8</u>	83.6	86.2	88.7	91.1	93.0	99.3	<u>102.6</u>	<u>110.8</u>	<u>115.4</u>
Case	19.1	78.5	81.6	83.8	85.8	89.2	92.4	96.7	101.2	107.1
Cornell	23.5	82.6	86.7	92.7	96.9	102.4	107.4	115.5	122.9	132.2
Duke	<u>23.5</u>	<u>93.1</u>	<u>95.4</u>	<u>100.2</u>	<u>104.1</u>	<u>108.1</u>	<u>113.5</u>	<u>118.8</u>	<u>126.6</u>	<u>129.2</u>
N.Y.U.	NA	98.0	102.2	105.3	109.1	114.8	117.6	121.5	122.9	121.9
Notre Dame	19.1	84.2	87.5	91.2	95.9	99.7	104.8	109.1	112.5	116.4
Rice	<u>21.6</u>	91.0	89.5	94.0	100.1	105.5	109.1	110.0	112.9	113.9
Rochester	<u>22.2</u>	77.4	NA	84.4	88.2	92.7	95.4	98.6	103.1	104.9
Syracuse	20.6	73.6	75.1	76.7	78.6	82.3	85.2	88.6	92.3	96.2
U.S.C.	20.3	89.2	92.4	95.0	98.6	99.5	104.3	107.6	114.2	119.1
Vanderbilt	<u>21.6</u>	79.7	84.4	88.1	90.2	94.8	95.3	99.0	105.8	107.8
Washingt (St L)	<u>21.1</u>	81.8	84.8	88.6	93.8	100.6	106.2	110.4	114.6	120.1
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>	93.8	96.5
Mean, Private	<u>21.5</u>	83.4	86.7	89.6	93.2	93.2	101.2	105.2	110.3	114.1
Mean, All	<u>21.3</u>	77.9	80.1	82.2	85.6	88.7	93.3	96.4	101.2	104.4
Number Report	29	29	28	29	29	29	29	29	29	29
Syracuse Rank	15	20	19	19	22	20	22	21	20	20

Compensations that are higher than that at SU are underlined

Table 9

SCHOOL	02-03	03-04	CHANGE
UNIV. OF PENNSYLVANIA	147.8	154.1	4.3%
CORNELL UNIV.	122.9	132.2	7.6%
NORTHWESTERN UNIV	126.8	131.5	3.7%
DUKE UNIV., DURHAM	126.6	129.2	2.1%
EMORY UNIV., ATLANTA	119.2	124.3	4.3%
NEW YORK UNIV.	122.9	121.9	-0.8%
WASHINGTON UNIV	114.6	120.1	4.8%
UNIV. OF SOUTHERN CAL	114.2	119.1	4.3%
UNIV. OF NOTRE DAME	112.5	116.4	3.5%
CARNEGIE MELLON UNIV	104.0	112.5	8.2%
GEORGETOWN UNIV	110.1	110.6	0.5%
RUTGERS UNIV.	105.7	109.8	3.9%
UNIV. OF MINN	109.9	109.8	-0.1%
UNIV. OF VIRGINIA	101.5	108.2	6.6%
UNIV. OF CAL-IRVINE	110.4	108.1	-2.1%
VANDERBILT UNIV.	105.8	107.8	1.9%
UNIV. OF MICHIGAN	102.9	106.7	3.7%
UNIV. OF CONNECTICUT	108.1	106.2	-1.8%
MICHIGAN STATE UNIV.	103.4	105.6	2.1%
UNIV. of ROCHESTER	103.1	104.9	1.7%
UNIV. OF DELAWARE	100.4	104.1	3.7%
OHIO STATE UNIV.	97.5	103.3	5.9%
UNIV. OF MARYLAND	101.1	103.3	2.2%
UNIV. OF IOWA	100.4	102.4	2.0%
SUNY AT STONY BROOK	100.3	101.9	1.6%
PURDUE UNIV.	94.9	101.1	6.5%
SUNY AT BUFFALO	98.4	100.7	2.3%
RENSSELAER POLY INST	95.2	99.4	4.4%
UNIV. OF N. CAROLINA	97.2	98.6	1.4%
TEMPLE UNIV.	95.7	98.4	2.8%
UNIV. OF ILLINOIS	92.3	97.9	6.1%
UNIV. OF PITT	91.7	96.7	5.5%
SYRACUSE UNIV.	92.3	96.2	4.2%

SCHOOL	02-03	03-04	CHANGE
UNIV. OF MIAMI	90.9	96.1	5.7%
UNIV. OF RHODE ISLAND	93.7	95.6	2.0%
SUNY AT ALBANY	93.2	95.3	2.3%
UNIV. OF ARIZONA	91.3	93.7	2.6%
UNIV. OF FLORIDA	90.2	93.3	3.4%
UNIV. OF TEXAS	93.0	93.0	0.0%
UNIV. OF WASHINGTON	89.8	92.0	2.4%
SUNY AT BINGHAMTON	90.0	91.7	1.9%
UNIV. OF COLORADO	90.4	91.6	1.3%
UNIV. OF UTAH	87.2	91.3	4.7%
UNIV. OF NEBRASKA	90.5	90.9	0.4%
TULANE UNIV. OF LOU	91.1	90.5	-0.7%
UNIV. OF CINCINNATI	88.8	90.5	1.9%
IOWA STATE UNIV.	87.4	90.1	3.1%
COLORADO STATE UNIV	89.2	89.5	0.3%
VIRGINIA POLYTECHNIC	88.4	88.7	0.3%
ARIZONA STATE UNIV.	85.3	88.5	3.8%
UNIV. OF TENNESSEE	84.3	88.2	4.6%
WAYNE STATE UNIV	87.9	88.2	0.3%
UNIV. OF HAWAII	86.9	87.6	0.8%
N CAROLINA STATE UNIV	86.5	87.0	0.6%
UNIV. OF KANSAS	85.4	86.8	1.6%
UNIV. OF KENTUCKY	82.4	86.4	4.9%
FLORIDA STATE UNIV.	84.1	86.2	2.5%
UNIV. OF S. CAROLINA	83.3	84.1	1.0%
AUBURN UNIV	79.6	81.5	2.4%
UNIV. OF OKLAHOMA	80.7	81.5	1.0%
OKLAHOMA STATE UNIV	78.8	81.0	2.8%
UNIV. OF NEW MEXICO	76.0	79.4	4.5%
HOWARD UNIV., D.C.	77.4	78.8	1.8%
UNIV. OF WYOMING	78.1	78.3	0.3%
WASHSTATE UNIV.	76.4	78.3	2.5%
KANSAS STATE UNIV.	73.4	75.8	3.3%
WEST VIRGINIA UNIV	71.1	72.0	1.3%

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. 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. This year is no exception: we rank 20th overall, and dead-last among the 13 private institutions in 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 still 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 again completely out of the running, except for number 12, Tulane. When are we going to start to move up in any of these lists? Or will yet another list be created?

The disparity between women's salaries compared to men's salaries continues to be a serious issue at the university level, as well as at the college/school level. We can see from the data in Table 3 and Table 10 that, especially at the professor and assistant professor levels, there are large gaps between the median and mean salaries for the women and for men at the University level. These differences are also seen at the professor level in the School of Education, professor and assistant professor levels in the College of Arts and Sciences (although Arts and Sciences has been relatively equitable over the last four years at all levels), and professor, associate professor and assistant professor levels in Maxwell College. How long will this pattern continue before this serious issue is addressed in a systematic way?

The data and comparisons in this report pertain, as was said earlier, to the regular faculty at Syracuse University. It does not present, and we do not have, similar material pertaining to adjunct faculty members, research professors, part-time faculty members, teaching assistants, and other irregulars, who nevertheless do a significant part of the teaching and research at the University. How many such employees exist, how much they do, how much they are compensated for doing it, and what differences exist in terms of gender, are matters beyond the scope of this report, but not, therefore, unimportant.

Finally, we welcome the new Chancellor, Nancy Cantor, to the campus, and look forward with hope that she too will see the need to address the issues we raise here.

The mission of the American Association of University Professors (AAUP) is to advance academic freedom and shared governance, to define fundamental professional values and standards for higher education, and to ensure higher education's contribution to the common good. The organization has 45,000 members, with over 500 local campus chapters and 39 state organizations.

Support AAUP's work and become a member. An application form is at page 24. For more information about the local chapter of AAUP and its activities, see the Webpage www.su-aaup.org

or contact: Dr. Pat Cihon at 3-3647

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, 2004-05" is the number of regular faculty members in this unit in the academic year 2004-05. It excludes those on leave and visiting appointments.

"MAXIMUM," "MINIMUM," "MEDIAN," and "MEAN, 2004-05" all refer to the salary figures for the faculty members counted in "NUMBER, 2004-05."

"NUMBER, 2003-04" 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, 2003-04" is the mean salary in 2003-04 for the faculty members who comprise "NUMBER, 2003-04." Thus, it may be a different figure than the mean salary for 2003-04 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, 2003-04." It compares the 2004-05 salaries of all that are presently in the unit to the 2003-04 salaries of those who were in the unit then and are still in it. That is, it suggests, in connection with "PCT RAISE NOT PRO," how continuing, unpromoted members of this unit fared relative to those hired or promoted into this unit.

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

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

"TOTAL 2004-05" counts the number of persons who were in the particular academic unit both last year and this year. If a faculty member received a promotion at the end of the year, that faculty member is listed in the column appropriate to his or her rank before promotion.

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

Table 10
All University Faculty Salaries
And One Year Raises by Rank and Sex

All University Salaries Men & Women				
	Prof	AssocP	AsstP	Ins
Number, 2005	328	279	250	16
Maximum	190,584	134,550	128,125	72,470
Minimum	44,480	45,074	25,350	26,663
Median, 2005	90,082	67,161	54,975	46,349
Mean, 2005	94,532	70,678	59,643	47,628
Number, 2004	313	267	193	10
Mean, 2004	90,196	67,289	58,169	50,701
Pct-Raise_mean	4.81	5.04	2.53	-6.06
Num Not Pro	302	243	192	10
Pct.Raise-NotPr	4.31	4.47	3.42	3.43
Total 2004-2005	313	267	193	10
Pct Raise of Rank	4.4	4.75	3.43	3.43

All University Salaries Men				
	Prof	AssocP	AsstP	Ins
Number, 2005	253	182	131	12
Maximum	190,584	134,550	128,125	72,470
Minimum	44,480	45,384	36,070	30,000
Median, 2005	91,768	67,075	57,715	46,349
Mean, 2005	96,207	71,572	64,205	49,655
Number, 2004	242	175	100	7
Mean, 2004	91,504	68,321	62,019	53,619
Pct-Raise_mean	5.14	4.76	3.52	-7.39
Num Not Pro	235	161	99	7
Pct.Raise-NotPr	4.1	4.55	3.74	3.6
Total 2004-2005	242	175	100	7
Pct Raise of Rank	4.18	4.76	3.75	3.6

All University Salaries Women				
	Prof	AssocP	AsstP	Ins
Number, 2005	75	97	119	4
Maximum	148,000	111,500	103,543	56,963
Minimum	46,219	45,074	25,350	26,663
Median, 2005	85,000	67,212	52,000	41,283
Mean, 2005	88,879	69,000	54,620	41,548
Number, 2004	71	92	93	3
Mean, 2004	85,736	65,326	54,028	43,893
Pct-Raise_mean	3.67	5.62	1.1	-5.34
Num Not Pro	67	82	93	3
Pct.Raise-NotPr	5.1	4.3	3.04	2.95
Total 2004-2005	71	92	93	3
Pct Raise of Rank	5.18	4.74	3.04	2.95

Table 11

Salaries in Colleges, Schools, Groupings and Selected Departments

<u>Arts and Sciences</u>	<u>Salaries Men & Women</u>				<u>Maxwell</u>	<u>Salaries Men & Women</u>			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2005	119	71	64	0	Number, 2005	60	45	39	3
Maximum	170,500	100,000	67,950	-	Maximum	146,300	124,500	93,980	-
Minimum	44,480	45,074	36,575	-	Minimum	51,000	52,600	38,250	-
Median, 2005	84,950	65,000	52,098	-	Median, 2005	95,000	68,000	57,500	-
Mean, 2005	87,534	65,435	53,320	-	Mean, 2005	93,965	74,249	61,467	40,667
Number, 2004	113	68	43	0	Number, 2004	57	45	29	1
Mean, 2004	83,074	61,677	51,143	-	Mean, 2004	91,448	71,104	60,109	-
Pct-Raise_mean	5.37	6.09	4.26	-	Pct-Raise_mean	2.75	4.42	2.26	-
Num Not Pro	109	62	43	0	Num Not Pro	55	40	29	1
Pct.Raise-NotPr	4.12	5.57	3.79	-	Pct.Raise-NotPr	3.3	3.59	3.5	-
Total 2004-2005	113	68	43	0	Total 2004-2005	57	45	29	1
Pct Raise of Rank	4.2	5.74	3.79	-	Pct Raise of Rank	3.37	4.42	3.5	-

<u>Arts and Sciences</u>	<u>Salaries Men</u>				<u>Maxwell</u>	<u>Salaries Men</u>			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2005	97	43	32	0	Number, 2005	48	28	21	3
Maximum	170,500	100,000	67,950	-	Maximum	146,300	124,500	93,980	-
Minimum	44,480	45,384	36,575	-	Minimum	58,300	52,600	54,400	-
Median, 2005	84,950	64,625	56,150	-	Median, 2005	95,750	69,250	64,500	-
Mean, 2005	88,089	65,302	54,819	-	Mean, 2005	95,792	77,470	66,067	40,667
Number, 2004	93	42	23	0	Number, 2004	46	28	16	1
Mean, 2004	83,308	61,232	51,318	-	Mean, 2004	92,631	74,171	64,100	-
Pct-Raise_mean	5.74	6.65	6.82	-	Pct-Raise_mean	3.41	4.45	3.07	-
Num Not Pro	91	38	23	0	Num Not Pro	46	26	16	1
Pct.Raise-NotPr	3.88	5.91	3.85	-	Pct.Raise-NotPr	3.24	4.03	3.3	-
Total 2004-2005	93	42	23	0	Total 2004-2005	46	28	16	1
Pct Raise of Rank	3.9	6.11	3.85	-	Pct Raise of Rank	3.24	4.45	3.3	-

<u>Arts and Sciences</u>	<u>Salaries Women</u>				<u>Maxwell</u>	<u>Salaries Women</u>			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2005	22	28	32	0	Number, 2005	12	17	18	0
Maximum	116,350	90,292	65,000	-	Maximum	121,400	97,100	86,000	-
Minimum	46,219	45,074	40,000	-	Minimum	51,000	58,200	38,250	-
Median, 2005	84,504	65,748	50,500	-	Median, 2005	81,250	67,000	53,500	-
Mean, 2005	85,086	65,639	51,821	-	Mean, 2005	86,658	68,944	56,101	-
Number, 2004	20	26	20	0	Number, 2004	11	17	13	0
Mean, 2004	81,988	62,396	50,943	-	Mean, 2004	86,500	66,053	55,196	-
Pct-Raise_mean	3.78	5.2	1.72	-	Pct-Raise_mean	0.18	4.38	1.64	-
Num Not Pro	18	24	20	0	Num Not Pro	9	14	13	0
Pct.Raise-NotPr	5.35	5.05	3.72	-	Pct.Raise-NotPr	3.63	2.7	3.78	-
Total 2004-2005	20	26	20	0	Total 2004-2005	11	17	13	0
Pct Raise of Rank	5.6	5.15	3.72	-	Pct Raise of Rank	3.93	4.38	3.78	-

Table 11

Salaries in Colleges, Schools, Groupings and Selected Departments

<u>A & S Humanities</u>	<u>Salaries Men & Women</u>				<u>A & S Sciences</u>	<u>Salaries Men & Women</u>			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2005	45	39	39	0	Number, 2005	74	32	25	0
Maximum	170,000	100,000	67,950	-	Maximum	170,500	92,115	67,000	-
Minimum	46,219	45,074	36,575	-	Minimum	44,480	49,775	45,088	-
Median, 2005	85,900	63,450	50,000	-	Median, 2005	83,500	65,500	57,715	-
Mean, 2005	88,118	64,607	51,279	-	Mean, 2005	87,178	66,443	56,504	-
Number, 2004	40	36	28	0	Number, 2004	73	32	15	0
Mean, 2004	82,172	60,549	49,912	-	Mean, 2004	83,568	62,947	53,442	-
Pct-Raise_mean	7.24	6.7	2.74	-	Pct-Raise_mean	4.32	5.55	5.73	-
Num Not Pro	39	33	28	0	Num Not Pro	70	29	15	0
Pct.Raise-NotPr	3.82	5.84	3.99	-	Pct.Raise-NotPr	4.28	5.26	3.43	-
Total 2004-2005	40	36	28	0	Total 2004-2005	73	32	15	0
Pct Raise of Rank	3.84	5.92	3.99	-	Pct Raise of Rank	4.39	5.55	3.43	-
<u>A & S Humanities</u>	<u>Salaries Men</u>				<u>A & S Sciences</u>	<u>Salaries Men</u>			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2005	29	19	18	0	Number, 2005	68	24	14	0
Maximum	170,000	100,000	67,950	-	Maximum	170,500	92,115	67,000	-
Minimum	56,171	45,384	36,575	-	Minimum	44,480	49,775	45,088	-
Median, 2005	86,260	63,226	50,625	-	Median, 2005	82,958	65,000	59,075	-
Mean, 2005	90,429	64,810	52,068	-	Mean, 2005	87,091	65,691	58,356	-
Number, 2004	26	18	15	0	Number, 2004	67	24	8	0
Mean, 2004	82,082	60,312	49,887	-	Mean, 2004	83,783	61,922	54,002	-
Pct-Raise_mean	10.17	7.46	4.37	-	Pct-Raise_mean	3.95	6.09	8.06	-
Num Not Pro	25	17	15	0	Num Not Pro	66	21	8	0
Pct.Raise-NotPr	3.53	6.11	4.2	-	Pct.Raise-NotPr	4	5.75	3.23	-
Total 2004-2005	26	18	15	0	Total 2004-2005	67	24	8	0
Pct Raise of Rank	3.58	6.15	4.2	-	Pct Raise of Rank	4.02	6.09	3.23	-
<u>A & S Humanities</u>	<u>Salaries Women</u>				<u>A & S Sciences</u>	<u>Salaries Women</u>			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2005	16	20	21	0	Number, 2005	6	8	11	0
Maximum	116,350	90,292	61,200	-	Maximum	115,000	78,862	65,000	-
Minimum	46,219	45,074	40,000	-	Minimum	73,870	61,400	45,320	-
Median, 2005	83,479	64,473	49,377	-	Median, 2005	86,275	67,250	53,610	-
Mean, 2005	83,929	64,415	50,603	-	Mean, 2005	88,170	68,697	54,148	-
Number, 2004	14	18	13	0	Number, 2004	6	8	7	0
Mean, 2004	82,339	60,785	49,942	-	Mean, 2004	81,169	66,021	52,801	-
Pct-Raise_mean	1.93	5.97	1.32	-	Pct-Raise_mean	8.63	4.05	2.55	-
Num Not Pro	14	16	13	0	Num Not Pro	4	8	7	0
Pct.Raise-NotPr	4.33	5.57	3.75	-	Pct.Raise-NotPr	8.85	4.05	3.66	-
Total 2004-2005	14	18	13	0	Total 2004-2005	6	8	7	0
Pct Raise of Rank	4.33	5.68	3.75	-	Pct Raise of Rank	8.63	4.05	3.66	-

Table 11

Salaries in Colleges, Schools, Groupings and Selected Departments

<u>Architecture</u>	<u>Salaries Men & Women</u>				<u>Information Studies</u>	<u>Salaries Men & Women</u>			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2005	5	13	14	0	Number, 2005	4	10	15	0
Maximum	147,462	90,000	57,076	-	Maximum	122,479	105,063	97,183	-
Minimum	81,901	51,232	40,000	-	Minimum	72,149	59,498	55,644	-
Median, 2005	91,768	69,479	48,808	-	Median, 2005	96,523	80,733	75,903	-
Mean, 2005	105,120	68,975	48,898	-	Mean, 2005	96,918	83,453	75,145	-
Number, 2004	4	12	8	0	Number, 2004	4	10	14	0
Mean, 2004	99,085	66,616	49,295	-	Mean, 2004	90,507	80,200	73,143	-
Pct-Raise_mean	6.09	3.54	-0.81	-	Pct-Raise_mean	7.08	4.06	2.74	-
Num Not Pro	4	12	8	0	Num Not Pro	4	9	14	0
Pct.Raise-NotPr	3.05	4.04	3.22	-	Pct.Raise-NotPr	7.08	3.09	1.78	-
Total 2004-2005	4	12	8	0	Total 2004-2005	4	10	14	0
Pct Raise of Rank	3.05	4.04	3.22	-	Pct Raise of Rank	7.08	4.06	1.78	-
<u>Education</u>	<u>Salaries Men & Women</u>				<u>College of Law</u>	<u>Salaries Men & Women</u>			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2005	16	14	8	4	Number, 2005	28	6	7	2
Maximum	124,260	78,037	59,346	45,000	Maximum	190,584	128,000	96,000	-
Minimum	65,294	48,600	25,350	26,663	Minimum	90,626	89,005	72,000	-
Median, 2005	75,519	61,616	49,998	37,812	Median, 2005	125,007	103,520	86,000	-
Mean, 2005	84,169	61,804	46,748	36,822	Mean, 2005	130,839	105,757	86,000	-
Number, 2004	16	14	7	1	Number, 2004	27	5	2	2
Mean, 2004	80,794	58,211	44,477	-	Mean, 2004	123,898	97,290	-	-
Pct-Raise_mean	4.18	6.17	5.11	-	Pct-Raise_mean	5.6	8.7	-	-
Num Not Pro	16	12	7	1	Num Not Pro	27	5	2	2
Pct.Raise-NotPr	4.18	5.8	3.13	-	Pct.Raise-NotPr	5.39	10.09	-	-
Total 2004-2005	16	14	7	1	Total 2004-2005	27	5	2	2
Pct Raise of Rank	4.18	6.17	3.13	-	Pct Raise of Rank	5.39	10.09	-	-
<u>Engr+Comp Science</u>	<u>Salaries Men & Women</u>				<u>Management</u>	<u>Salaries Men & Women</u>			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2005	37	14	8	1	Number, 2005	16	20	21	2
Maximum	154,000	98,000	88,300	-	Maximum	174,844	134,550	128,125	-
Minimum	71,000	71,200	56,000	-	Minimum	96,000	71,500	53,341	-
Median, 2005	97,400	78,450	82,350	-	Median, 2005	121,688	98,673	100,000	-
Mean, 2005	99,554	81,207	79,300	-	Mean, 2005	125,788	98,295	92,000	-
Number, 2004	37	14	8	1	Number, 2004	15	18	16	2
Mean, 2004	96,235	78,703	76,675	-	Mean, 2004	115,240	93,925	94,644	-
Pct-Raise_mean	3.45	3.18	3.42	-	Pct-Raise_mean	9.15	4.65	-2.79	-
Num Not Pro	35	14	8	1	Num Not Pro	13	16	15	2
Pct.Raise-NotPr	3.04	3.18	3.42	-	Pct.Raise-NotPr	8.97	5.99	2.73	-
Total 2004-2005	37	14	8	1	Total 2004-2005	15	18	16	2
Pct Raise of Rank	3.45	3.18	3.42	-	Pct Raise of Rank	8.33	5.75	2.82	-

Table 11

Salaries in Colleges, Schools, Groupings and Selected Departments

<u>Hum Serv & Health Prof</u>					<u>Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2005	10	17	12	1	Number, 2005	19	44	50	2
Maximum	119,388	100,040	69,188	-	Maximum	95,980	82,400	68,691	-
Minimum	73,166	53,662	39,222	-	Minimum	56,200	47,502	36,070	-
Median, 2005	80,748	65,182	53,703	-	Median, 2005	63,338	56,461	47,299	-
Mean, 2005	87,495	67,063	54,278	-	Mean, 2005	67,812	58,871	47,856	-
Number, 2004	9	17	11	1	Number, 2004	17	42	44	1
Mean, 2004	80,679	64,612	52,858	-	Mean, 2004	63,847	55,767	46,433	-
Pct-Raise_mean	8.45	3.79	2.69	-	Pct-Raise_mean	6.21	5.57	3.06	-
Num Not Pro	9	13	11	1	Num Not Pro	16	38	44	1
Pct.Raise-NotPr	5.52	3.26	3.08	-	Pct.Raise-NotPr	4.99	4.32	4.29	-
Total 2004-2005	9	17	11	1	Total 2004-2005	17	42	44	1
Pct Raise of Rank	5.52	3.79	3.08	-	Pct Raise of Rank	5.33	4.45	4.29	-

<u>School of Social Work</u>					<u>Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2005	5	7	4	0	Number, 2005	13	23	30	1
Maximum	119,388	81,556	60,428	-	Maximum	95,980	81,674	58,236	-
Minimum	76,167	53,662	52,000	-	Minimum	57,583	47,502	40,000	-
Median, 2005	91,210	54,709	53,703	-	Median, 2005	66,700	56,134	46,772	-
Mean, 2005	91,661	60,424	54,958	-	Mean, 2005	69,845	59,330	47,108	-
Number, 2004	5	7	3	0	Number, 2004	12	23	26	0
Mean, 2004	85,614	58,187	54,137	-	Mean, 2004	66,120	57,357	45,516	-
Pct-Raise_mean	7.06	3.84	1.52	-	Pct-Raise_mean	5.63	3.44	3.5	-
Num Not Pro	5	6	3	0	Num Not Pro	12	21	26	0
Pct.Raise-NotPr	7.06	3.36	3.34	-	Pct.Raise-NotPr	5.37	3.32	4.38	-
Total 2004-2005	5	7	3	0	Total 2004-2005	12	23	26	0
Pct Raise of Rank	7.06	3.84	3.34	-	Pct Raise of Rank	5.37	3.44	4.38	-

<u>School of Pub. Comm.</u>					<u>Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2005	14	25	12	0	Number, 2005	2	10	6	1
Maximum	118,500	80,000	70,000	-	Maximum	-	69,500	59,000	-
Minimum	65,000	55,000	50,000	-	Minimum	-	48,800	43,000	-
Median, 2005	72,750	67,000	59,243	-	Median, 2005	-	54,800	47,544	-
Mean, 2005	83,502	66,715	58,561	-	Mean, 2005	-	57,325	48,235	-
Number, 2004	14	22	11	0	Number, 2004	2	9	5	1
Mean, 2004	81,015	65,297	57,851	-	Mean, 2004	-	53,198	47,895	-
Pct-Raise_mean	3.07	2.17	1.23	-	Pct-Raise_mean	-	7.76	0.71	-
Num Not Pro	14	22	11	0	Num Not Pro	1	8	5	1
Pct.Raise-NotPr	3.07	2.04	1.71	-	Pct.Raise-NotPr	-	6.88	2.9	-
Total 2004-2005	14	22	11	0	Total 2004-2005	2	9	5	1
Pct Raise of Rank	3.07	2.04	1.71	-	Pct Raise of Rank	-	6.9	2.9	-

<u>Visual Perf Arts</u>					<u>Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2005	19	44	50	2	Number, 2005	2	10	6	1
Maximum	95,980	82,400	68,691	-	Maximum	-	69,500	59,000	-
Minimum	56,200	47,502	36,070	-	Minimum	-	48,800	43,000	-
Median, 2005	63,338	56,461	47,299	-	Median, 2005	-	54,800	47,544	-
Mean, 2005	67,812	58,871	47,856	-	Mean, 2005	-	57,325	48,235	-
Number, 2004	17	42	44	1	Number, 2004	2	9	5	1
Mean, 2004	63,847	55,767	46,433	-	Mean, 2004	-	53,198	47,895	-
Pct-Raise_mean	6.21	5.57	3.06	-	Pct-Raise_mean	-	7.76	0.71	-
Num Not Pro	16	38	44	1	Num Not Pro	1	8	5	1
Pct.Raise-NotPr	4.99	4.32	4.29	-	Pct.Raise-NotPr	-	6.88	2.9	-
Total 2004-2005	17	42	44	1	Total 2004-2005	2	9	5	1
Pct Raise of Rank	5.33	4.45	4.29	-	Pct Raise of Rank	-	6.9	2.9	-

<u>School of Art</u>					<u>Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2005	13	23	30	1	Number, 2005	2	10	6	1
Maximum	95,980	81,674	58,236	-	Maximum	-	69,500	59,000	-
Minimum	57,583	47,502	40,000	-	Minimum	-	48,800	43,000	-
Median, 2005	66,700	56,134	46,772	-	Median, 2005	-	54,800	47,544	-
Mean, 2005	69,845	59,330	47,108	-	Mean, 2005	-	57,325	48,235	-
Number, 2004	12	23	26	0	Number, 2004	2	9	5	1
Mean, 2004	66,120	57,357	45,516	-	Mean, 2004	-	53,198	47,895	-
Pct-Raise_mean	5.63	3.44	3.5	-	Pct-Raise_mean	-	7.76	0.71	-
Num Not Pro	12	21	26	0	Num Not Pro	1	8	5	1
Pct.Raise-NotPr	5.37	3.32	4.38	-	Pct.Raise-NotPr	-	6.88	2.9	-
Total 2004-2005	12	23	26	0	Total 2004-2005	2	9	5	1
Pct Raise of Rank	5.37	3.44	4.38	-	Pct Raise of Rank	-	6.9	2.9	-

<u>School of Music</u>					<u>Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2005	2	10	6	1	Number, 2005	2	10	6	1
Maximum	-	69,500	59,000	-	Maximum	-	69,500	59,000	-
Minimum	-	48,800	43,000	-	Minimum	-	48,800	43,000	-
Median, 2005	-	54,800	47,544	-	Median, 2005	-	54,800	47,544	-
Mean, 2005	-	57,325	48,235	-	Mean, 2005	-	57,325	48,235	-
Number, 2004	2	9	5	1	Number, 2004	2	9	5	1
Mean, 2004	-	53,198	47,895	-	Mean, 2004	-	53,198	47,895	-
Pct-Raise_mean	-	7.76	0.71	-	Pct-Raise_mean	-	7.76	0.71	-
Num Not Pro	1	8	5	1	Num Not Pro	1	8	5	1
Pct.Raise-NotPr	-	6.88	2.9	-	Pct.Raise-NotPr	-	6.88	2.9	-
Total 2004-2005	2	9	5	1	Total 2004-2005	2	9	5	1
Pct Raise of Rank	-	6.9	2.9	-	Pct Raise of Rank	-	6.9	2.9	-

Table 11

Salaries in Colleges, Schools, Groupings and Selected Departments

Speech Comm	Salaries Men & Women				African-Amer Stu	Salaries Men & Women			
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2005	2	4	5	0	Number, 2005	3	3	4	0
Maximum	-	64,268	48,410	-	Maximum	-	-	53,377	-
Minimum	-	50,517	41,000	-	Minimum	-	-	48,949	-
Median, 2005	-	58,318	45,898	-	Median, 2005	-	-	51,534	-
Mean, 2005	-	57,855	45,321	-	Mean, 2005	85,431	75,273	51,349	-
Number, 2004	1	4	4	0	Number, 2004	3	3	4	0
Mean, 2004	-	54,865	45,178	-	Mean, 2004	83,196	72,841	49,330	-
Pct-Raise_mean	-	5.45	0.32	-	Pct-Raise_mean	2.69	3.34	4.09	-
Num Not Pro	1	4	4	0	Num Not Pro	3	3	4	0
Pct.Raise-NotPr	-	5.45	2.71	-	Pct.Raise-NotPr	2.69	3.34	4.09	-
Total 2004-2005	1	4	4	0	Total 2004-2005	3	3	4	0
Pct Raise of Rank	-	5.45	2.71	-	Pct Raise of Rank	2.69	3.34	4.09	-
Drama					Biology				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2005	2	6	7	0	Number, 2005	13	4	5	0
Maximum	-	82,400	67,577	-	Maximum	114,975	78,100	67,000	-
Minimum	-	48,340	40,314	-	Minimum	44,480	56,660	56,500	-
Median, 2005	-	56,434	51,774	-	Median, 2005	87,550	62,807	58,810	-
Mean, 2005	-	58,980	51,252	-	Mean, 2005	85,546	65,094	60,504	-
Number, 2004	2	5	7	0	Number, 2004	13	4	3	0
Mean, 2004	-	51,882	48,209	-	Mean, 2004	82,106	61,681	55,703	-
Pct-Raise_mean	-	13.68	6.31	-	Pct-Raise_mean	4.19	5.53	8.62	-
Num Not Pro	2	4	7	0	Num Not Pro	12	3	3	0
Pct.Raise-NotPr	-	4.17	6.31	-	Pct.Raise-NotPr	3.99	4.76	3.84	-
Total 2004-2005	2	5	7	0	Total 2004-2005	13	4	3	0
Pct Raise of Rank	-	4.65	6.31	-	Pct Raise of Rank	4.19	5.53	3.84	-
Anthropology					Chemistry				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2005	6	6	2	0	Number, 2005	13	2	5	0
Maximum	92,820	77,600	-	-	Maximum	170,500	-	60,100	-
Minimum	58,300	54,800	-	-	Minimum	59,800	-	57,670	-
Median, 2005	74,500	63,150	-	-	Median, 2005	82,915	-	60,000	-
Mean, 2005	73,787	65,000	-	-	Mean, 2005	93,662	-	59,334	-
Number, 2004	6	6	2	0	Number, 2004	13	2	3	0
Mean, 2004	71,167	63,283	-	-	Mean, 2004	89,950	-	57,099	-
Pct-Raise_mean	3.68	2.71	-	-	Pct-Raise_mean	4.13	-	3.91	-
Num Not Pro	6	6	2	0	Num Not Pro	13	2	3	0
Pct.Raise-NotPr	3.68	2.71	-	-	Pct.Raise-NotPr	4.13	-	3.14	-
Total 2004-2005	6	6	2	0	Total 2004-2005	13	2	3	0
Pct Raise of Rank	3.68	2.71	-	-	Pct Raise of Rank	4.13	-	3.14	-

Table 11

Salaries in Colleges, Schools, Groupings 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, 2005	9	9	3	0	Number, 2005	5	2	6	0
Maximum	146,300	124,500	-	-	Maximum	96,872	-	52,196	-
Minimum	77,500	74,500	-	-	Minimum	46,219	-	36,575	-
Median, 2005	121,500	94,000	-	-	Median, 2005	82,950	-	50,500	-
Mean, 2005	115,478	97,556	78,500	-	Mean, 2005	77,527	-	48,296	-
Number, 2004	9	9	3	0	Number, 2004	4	2	6	0
Mean, 2004	111,767	92,556	74,667	-	Mean, 2004	81,936	-	46,378	-
Pct-Raise_mean	3.32	5.4	5.13	-	Pct-Raise_mean	-5.38	-	4.14	-
Num Not Pro	9	8	3	0	Num Not Pro	3	1	6	0
Pct.Raise-NotPr	3.32	4.67	5.13	-	Pct.Raise-NotPr	4.04	-	4.14	-
Total 2004-2005	9	9	3	0	Total 2004-2005	4	2	6	0
Pct Raise of Rank	3.32	5.4	5.13	-	Pct Raise of Rank	4.17	-	4.14	-
<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, 2005	10	12	6	0	Number, 2005	6	5	4	0
Maximum	132,000	100,000	67,950	-	Maximum	102,000	61,000	64,500	-
Minimum	60,900	51,250	46,050	-	Minimum	51,000	59,000	52,000	-
Median, 2005	87,250	62,725	53,595	-	Median, 2005	77,500	59,000	55,000	-
Mean, 2005	90,309	64,560	55,240	-	Mean, 2005	76,688	59,500	56,625	-
Number, 2004	9	11	5	0	Number, 2004	5	5	4	0
Mean, 2004	82,166	60,507	51,788	-	Mean, 2004	78,845	56,900	54,000	-
Pct-Raise_mean	9.91	6.7	6.67	-	Pct-Raise_mean	-2.74	4.57	4.86	-
Num Not Pro	9	11	5	0	Num Not Pro	5	3	4	0
Pct.Raise-NotPr	4.27	7.08	4.83	-	Pct.Raise-NotPr	3.78	2.87	4.86	-
Total 2004-2005	9	11	5	0	Total 2004-2005	5	5	4	0
Pct Raise of Rank	4.27	7.08	4.83	-	Pct Raise of Rank	3.78	4.57	4.86	-
<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, 2005	6	6	9	0	Number, 2005	8	4	7	2
Maximum	114,607	68,500	52,000	-	Maximum	100,000	68,000	60,000	-
Minimum	56,171	45,074	40,000	-	Minimum	65,000	52,600	38,250	-
Median, 2005	77,760	47,639	46,795	-	Median, 2005	74,310	58,250	55,000	-
Mean, 2005	78,264	51,705	46,241	-	Mean, 2005	79,578	59,275	53,150	-
Number, 2004	6	6	3	0	Number, 2004	8	4	6	1
Mean, 2004	75,445	49,108	44,619	-	Mean, 2004	77,561	56,425	53,267	-
Pct-Raise_mean	3.74	5.29	3.64	-	Pct-Raise_mean	2.6	5.05	-0.22	-
Num Not Pro	6	4	3	0	Num Not Pro	7	4	6	1
Pct.Raise-NotPr	3.74	4.58	3.08	-	Pct.Raise-NotPr	2.55	5.05	4.44	-
Total 2004-2005	6	6	3	0	Total 2004-2005	8	4	6	1
Pct Raise of Rank	3.74	5.29	3.08	-	Pct Raise of Rank	2.6	5.05	4.44	-

Table 11

Salaries in Colleges, Schools, Groupings and Selected Departments

<u>Mathematics</u>					<u>Political Science</u>				
<u>Salaries Men & Women</u>					<u>Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2005	21	9	1	0	Number, 2005	7	9	10	1
Maximum	122,250	78,862	-	-	Maximum	114,400	75,800	58,000	-
Minimum	60,450	49,775	-	-	Minimum	72,100	60,100	50,650	-
Median, 2005	79,925	64,625	-	-	Median, 2005	98,100	69,000	54,700	-
Mean, 2005	82,243	64,779	-	-	Mean, 2005	96,143	67,900	54,426	-
Number, 2004	21	9	0	0	Number, 2004	7	9	6	0
Mean, 2004	79,443	62,052	-	-	Mean, 2004	92,814	65,467	52,825	-
Pct-Raise_mean	3.52	4.39	-	-	Pct-Raise_mean	3.59	3.72	3.03	-
Num Not Pro	20	9	0	0	Num Not Pro	7	8	6	0
Pct.Raise-NotPr	3.25	4.4	-	-	Pct.Raise-NotPr	3.59	3.29	2.04	-
Total 2004-2005	21	9	0	0	Total 2004-2005	7	9	6	0
Pct Raise of Rank	3.53	4.4	-	-	Pct Raise of Rank	3.59	3.72	2.04	-
<u>Philosophy</u>					<u>Psychology</u>				
<u>Salaries Men & Women</u>					<u>Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2005	11	2	4	0	Number, 2005	12	6	8	0
Maximum	110,000	-	53,162	-	Maximum	118,000	84,942	57,715	-
Minimum	74,334	-	47,500	-	Minimum	71,193	52,515	45,088	-
Median, 2005	96,012	-	48,503	-	Median, 2005	84,000	61,944	49,978	-
Mean, 2005	94,125	-	49,417	-	Mean, 2005	89,844	64,958	50,215	-
Number, 2004	10	2	3	0	Number, 2004	11	6	6	0
Mean, 2004	88,852	-	47,997	-	Mean, 2004	84,962	60,192	49,453	-
Pct-Raise_mean	5.93	-	2.96	-	Pct-Raise_mean	5.75	7.92	1.54	-
Num Not Pro	10	2	3	0	Num Not Pro	11	6	6	0
Pct.Raise-NotPr	4.15	-	4.29	-	Pct.Raise-NotPr	6.48	7.92	3.2	-
Total 2004-2005	10	2	3	0	Total 2004-2005	11	6	6	0
Pct Raise of Rank	4.15	-	4.29	-	Pct Raise of Rank	6.48	7.92	3.2	-
<u>Physics</u>					<u>Public Admin</u>				
<u>Salaries Men & Women</u>					<u>Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2005	12	5	4	0	Number, 2005	7	4	9	0
Maximum	107,650	75,000	65,000	-	Maximum	130,000	113,300	93,980	-
Minimum	70,300	54,930	56,325	-	Minimum	95,000	81,400	66,000	-
Median, 2005	85,825	72,400	60,625	-	Median, 2005	113,800	98,550	70,000	-
Mean, 2005	87,110	68,266	60,644	-	Mean, 2005	111,886	97,950	75,167	-
Number, 2004	12	5	2	0	Number, 2004	7	4	6	0
Mean, 2004	83,121	64,630	-	-	Mean, 2004	107,429	94,625	72,983	-
Pct-Raise_mean	4.8	5.63	-	-	Pct-Raise_mean	4.15	3.51	2.99	-
Num Not Pro	11	4	2	0	Num Not Pro	7	4	6	0
Pct.Raise-NotPr	4.76	4.18	-	-	Pct.Raise-NotPr	4.15	3.51	2.88	-
Total 2004-2005	12	5	2	0	Total 2004-2005	7	4	6	0
Pct Raise of Rank	4.8	5.63	-	-	Pct Raise of Rank	4.15	3.51	2.88	-

Table 11

Salaries in Colleges, Schools, Groupings 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, 2005	6	5	2	0	Number, 2005	1	6	5	0
Maximum	170,000	85,000	-	-	Maximum	-	79,000	63,411	-
Minimum	70,470	49,174	-	-	Minimum	-	67,962	48,871	-
Median, 2005	81,929	58,901	-	-	Median, 2005	-	73,089	55,974	-
Mean, 2005	94,352	64,010	-	-	Mean, 2005	-	73,123	56,335	-
Number, 2004	5	5	2	0	Number, 2004	1	4	3	0
Mean, 2004	76,721	58,196	-	-	Mean, 2004	-	69,803	57,979	-
Pct-Raise_mean	22.98	9.99	-	-	Pct-Raise_mean	-	4.76	-2.84	-
Num Not Pro	5	5	2	0	Num Not Pro	1	4	3	0
Pct.Raise-NotPr	3.26	9.99	-	-	Pct.Raise-NotPr	-	3.77	3.95	-
Total 2004-2005	5	5	2	0	Total 2004-2005	1	4	3	0
Pct Raise of Rank	3.26	9.99	-	-	Pct Raise of Rank	-	3.77	3.95	-
<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, 2005	5	7	3	0	Number, 2005	16	5	6	0
Maximum	96,350	76,500	-	-	Maximum	128,200	98,000	86,600	-
Minimum	79,580	59,000	-	-	Minimum	71,000	71,500	56,000	-
Median, 2005	81,000	67,500	-	-	Median, 2005	94,550	77,000	82,350	-
Mean, 2005	83,886	67,957	54,000	-	Mean, 2005	98,063	81,730	78,683	-
Number, 2004	4	7	1	0	Number, 2004	16	5	6	0
Mean, 2004	81,000	66,300	-	-	Mean, 2004	95,294	78,980	76,150	-
Pct-Raise_mean	3.56	2.5	-	-	Pct-Raise_mean	2.91	3.48	3.33	-
Num Not Pro	3	7	1	0	Num Not Pro	16	5	6	0
Pct.Raise-NotPr	3.39	2.5	-	-	Pct.Raise-NotPr	2.91	3.48	3.33	-
Total 2004-2005	4	7	1	0	Total 2004-2005	16	5	6	0
Pct Raise of Rank	4.45	2.5	-	-	Pct Raise of Rank	2.91	3.48	3.33	-
<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, 2005	7	3	1	2	Number, 2005	12	8	1	1
Maximum	117,783	-	-	-	Maximum	154,000	96,000	-	-
Minimum	65,294	-	-	-	Minimum	78,000	77,700	-	-
Median, 2005	69,546	-	-	-	Median, 2005	100,500	79,000	-	-
Mean, 2005	76,984	64,143	-	-	Mean, 2005	101,675	82,131	-	-
Number, 2004	7	3	1	0	Number, 2004	12	8	1	1
Mean, 2004	74,693	59,084	-	-	Mean, 2004	98,108	79,869	-	-
Pct-Raise_mean	3.07	8.56	-	-	Pct-Raise_mean	3.64	2.83	-	-
Num Not Pro	7	3	1	0	Num Not Pro	11	8	1	1
Pct.Raise-NotPr	3.07	8.56	-	-	Pct.Raise-NotPr	3.24	2.83	-	-
Total 2004-2005	7	3	1	0	Total 2004-2005	12	8	1	1
Pct Raise of Rank	3.07	8.56	-	-	Pct Raise of Rank	3.64	2.83	-	-

Table 11
Salaries in Colleges, Schools, Groupings and Selected Departments

Bio Engr & NeuroSc	Salaries Men & Women			
	Prof	AssocP	AsstP	Ins
Number, 2005	9	1	1	0
Maximum	121,200	-	-	-
Minimum	83,000	-	-	-
Median, 2005	92,600	-	-	-
Mean, 2005	99,378	-	-	-
Number, 2004	9	1	1	0
Mean, 2004	95,411	-	-	-
Pct-Raise_mean	4.16	-	-	-
Num Not Pro	8	1	1	0
Pct.Raise-NotPr	3.04	-	-	-
Total 2004-2005	9	1	1	0
Pct Raise of Rank	4.16	-	-	-

SU-AAUP Membership Application, 2005

(To join or rejoin the AAUP, complete this application and send it to Martin Sage, Chemistry, 1-014, Center Sci & Tech. Questions? Call him at 443-1483)

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, and cover 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.

2005 Dues Schedule _____ Paying Options

Full-Time \$163
 Entrant*, Joint**, Retired 82
 Part-Time 41

The easiest way for you to pay, and the most helpful for the Chapter, is by payroll deduction. (Use Form below.)

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 Graduate Student 13
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Payroll Deduction Form

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 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.

Detach and send to Payroll Services Center, Skytop Office Building,
Syracuse, NY 13224