

COMMITTEE Z REPORT
January 17, 2006

Dear Faculty Colleagues,

Once again it is time for the publication of the Committee Z Report, examining the salaries and compensation for Syracuse University faculty. This Committee Z Report, for the 2005 – 2006 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 Can Isik, Gianfranco Vidali and Joanna Masingila. The salary and fringe benefit data were provided by the Syracuse University administration through the University Senate Budget Committee.

This year's report indicates that the trends of the past few years have continued: 1) while recent raises have slightly exceeded the cost of living increases, over the past three years approximately 40% of continuing faculty received raises below the increase in the consumer price index for the same period; 2) the relative position of Syracuse University faculty compensation, when compared to the various groups of comparable institutions, continues to lag; and 3) there is a continuing disparity between salaries of male and female faculty of similar rank, particularly at the Professor and Assistant Professor levels.

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 513 Whitman School of Management, 721 University Avenue; I can also be reached via Email (pcihon@syr.edu) or telephone (443-3647).

Respectfully submitted,

Patrick J. Cihon
President
Syracuse University Chapter

Summary of "Committee Z Report" For Academic Year 2005-2006

The attached report examines the salaries and compensation of the regular full-time Syracuse University faculty.

The raise in salary and compensation paid to these faculty members is compared with inflation over the past year and over the past three years. Several comparisons with other groups of comparable institutions are also made.

The purchasing power of the total faculty compensation dipped sharply at the beginning of the previous decade, but has shown some increase over the past 6 years.

The raise distribution for this past year shows that the average percentage raise in salary for continuing faculty members was slightly greater than the percentage increase in the Consumer Price Index.

However, looking at the raise distribution over the past 3 years, 2002 through 2005, it shows that while the CPI increased about 9.9%, about 40% of the faculty members did not receive a raise that kept up with the CPI.

There are several of institutions that we compare our compensation with over the years, and these comparisons show little or no change. We have been stuck in the middle of a group of 30 public and private institutions, and dead last in comparison with the private institutions in that list. In another group of 67 institutions selected by the University Senate, we essentially stay right in the middle. With a third group of 13 institutions selected by the Vice Chancellor of Academic Affairs, of the 12 that report their compensation, we rank in the 11th position.

Looking internally we find that a disparity continues to exist between the salaries for men and women. In the overall University, this disparity is shown by the difference in the median and mean salaries, especially at the Professor and Assistant Professor levels. In particular this is shown in the three professorial levels in the Maxwell School.

Syracuse University Chapter-AAUP "Committee Z Report" For Academic Year 2005-06

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 Joanna Masingila, Gianfranco Vidali, Can Isik and Pat Cihon. 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 2005 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
2005-06 Salary, Benefits, Total Compensation
For Regular Full-Time Faculty Members, by Rank

Faculty Rank	Number	Average Salary	Average Benefit	Average Compensation
Professor	315	97,879	29,821	127,700
Assoc. Professor	287	72,172	24,528	96,700
Asst. Professor	240	62,245	20,655	82,900
Instructor	16	51,483	20,917	72,400
All Ranks	858	78,447	25,253	103,700

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

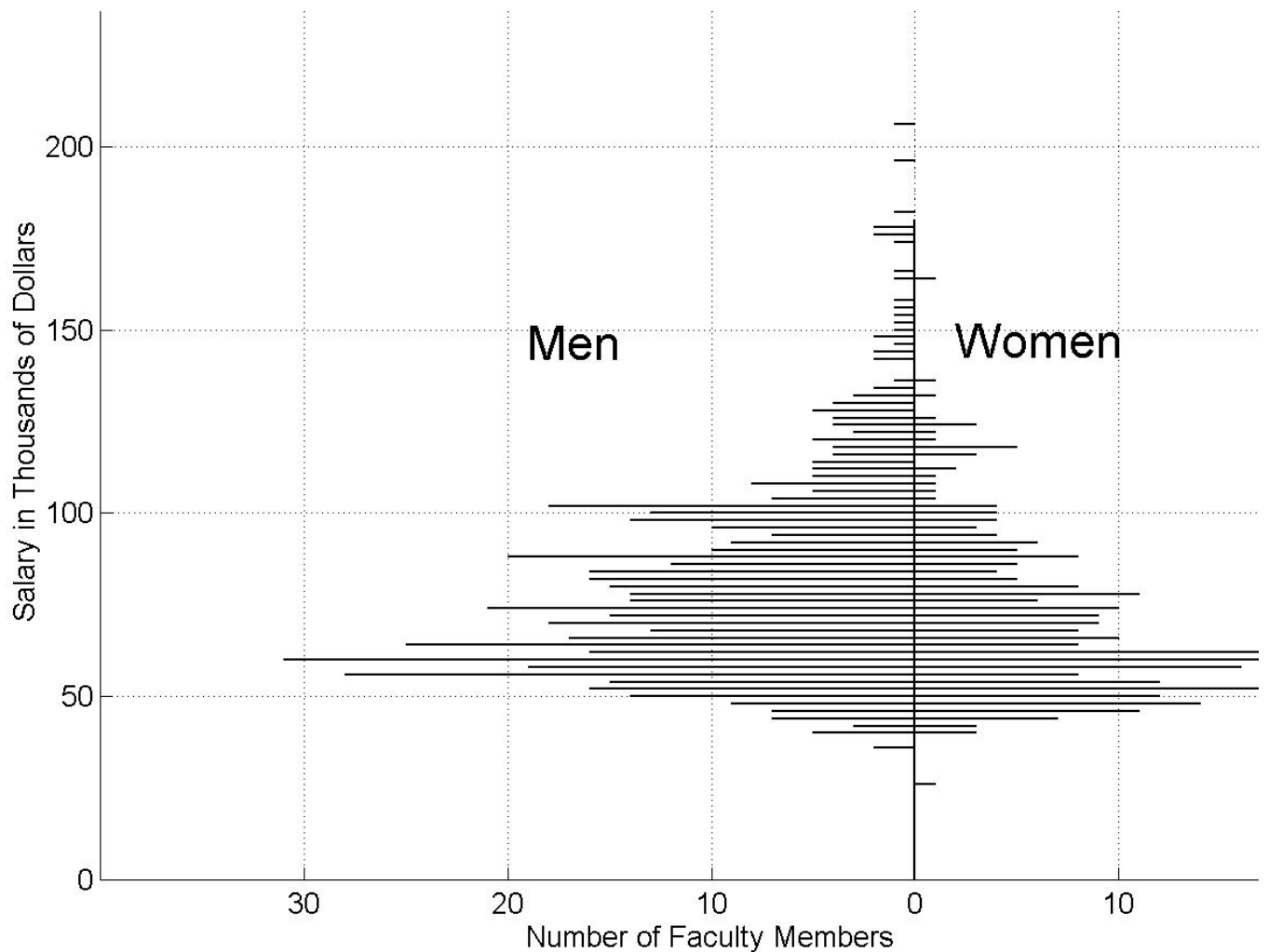


Table 2 (Cont'd)
Salary Distribution by Adjoining Ranks

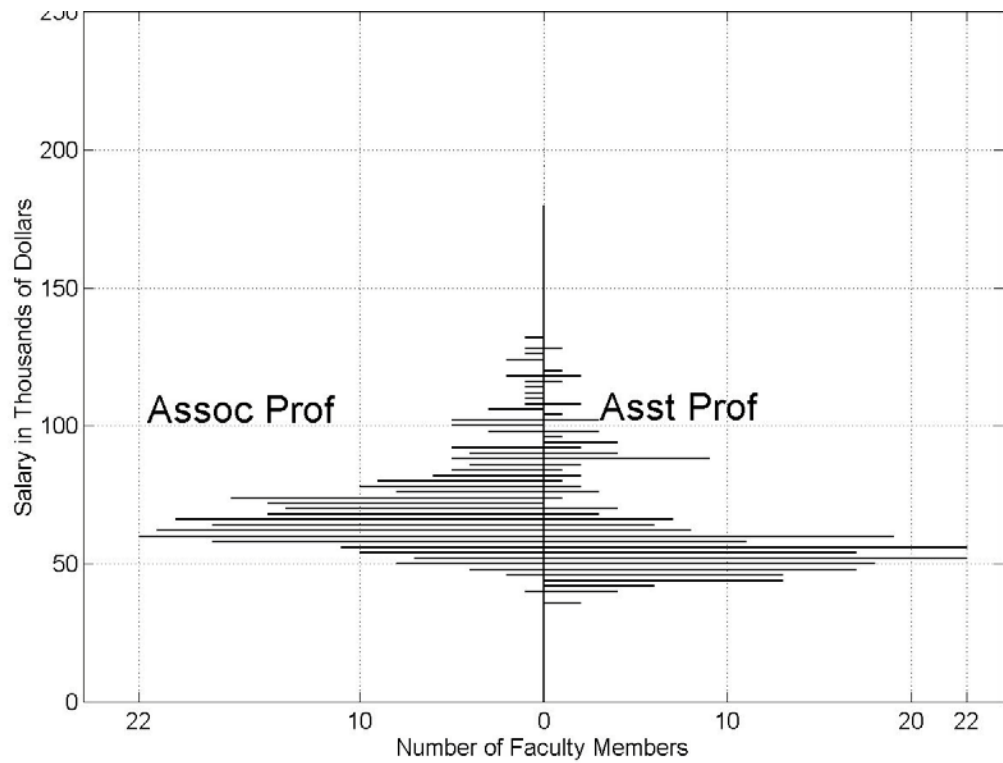
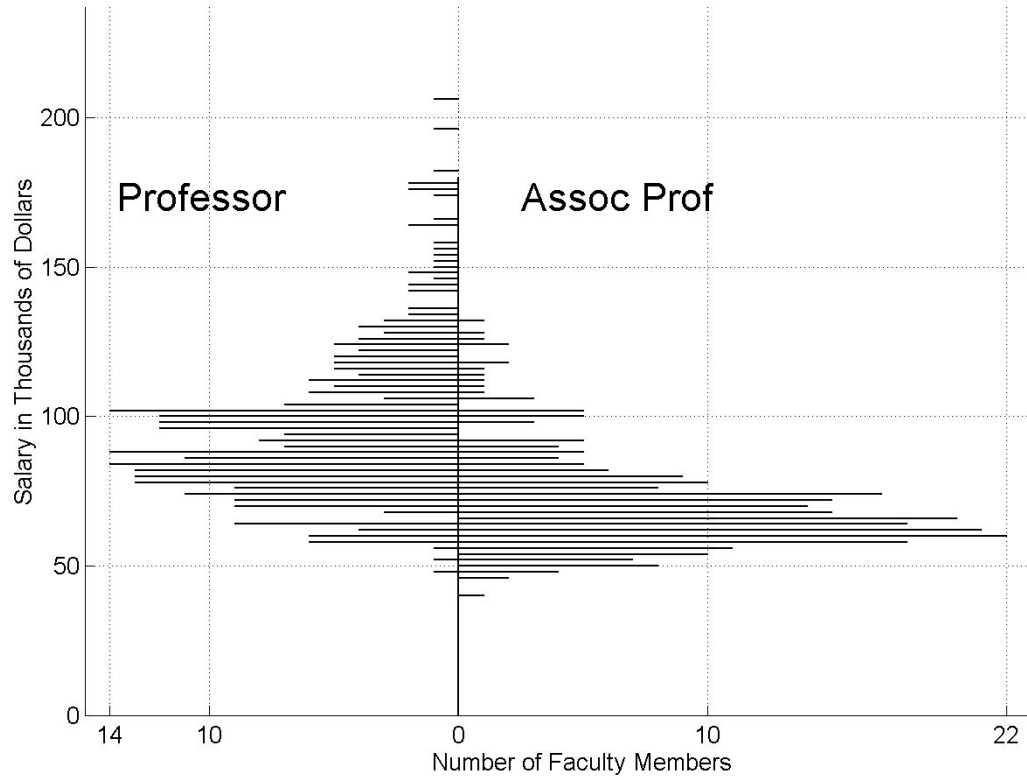


Table 3 compares women's average salaries in 2005-06 with men's average salaries, the former being shown as a percentage of the latter. Other comparisons between men and women, in terms of recent salaries and raises, appear later in this report, in Tables 10 and 11.

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
2005-06	94	97	89	95	98	96	95	93	85	100	100	110
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 this year

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 2004-5 are not the same faculty members as those involved in the 2005-06 computation.

Table 4
Comparative Salaries of New Hires & All Faculty Members

RANK	NUMB NEW	AVG FOR NEW	UNIV AVG
Professor	11	102,676	97,706
Assoc Prof	14	71,423	72,210
Asst Prof	54	62,528	62,163
Instructor	6	49,555	52,640

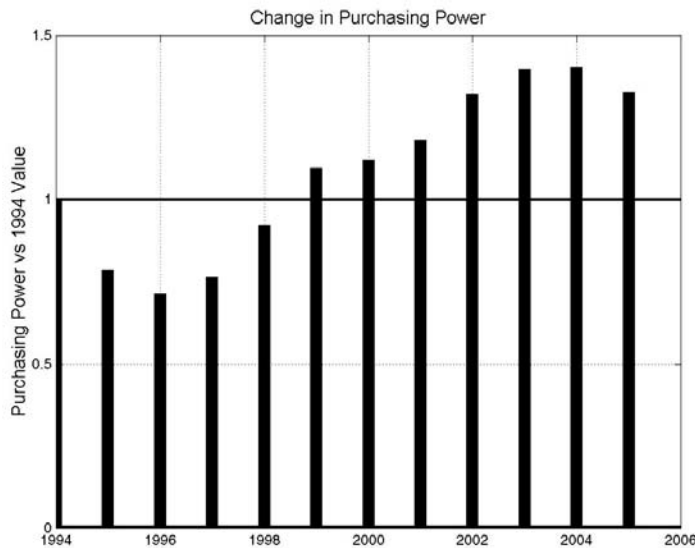
Table 4 compares the 2005-06 salaries paid to faculty members who were not on the academic budget last year to the 2005-06 salaries of those who were. There are 15 fewer faculty members this year than last year, and there were 85 new hires, 5 fewer than last year. Various departments have gained or lost 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 2002-03 to 2005-06

	PRaise	No.Fac	PFac	CumFac	CumP
	>30	34	5.3	34	5.3
	30	0	0.0	34	5.3
	29	3	0.5	37	5.8
	28	7	1.1	44	6.9
	27	4	0.6	48	7.5
	26	5	0.8	53	8.3
	25	11	1.7	64	10.0
	24	6	0.9	70	11.0
	23	10	1.6	80	12.5
	22	8	1.3	88	13.8
	21	15	2.4	103	16.1
	20	13	2.0	116	18.2
	19	11	1.7	127	19.9
	18	22	3.4	149	23.4
	17	18	2.8	167	26.2
	16	21	3.3	188	29.5
	15	36	5.6	224	35.1
	14	29	4.5	253	39.7
Avg = 13.7%	13	35	5.5	288	45.1
Median = 11%	12	36	5.6	324	50.8
	11	57	8.9	381	59.7
CPI Increase***	10*****	78*****	12.2*****	459*****	71.9***9.9%
	9	49	7.7	508	79.6
	8	38	6.0	546	85.6
	7	43	6.7	589	92.3
	6	20	3.1	609	95.5
	5	14	2.2	623	97.6
	4	4	0.6	627	98.3
	3	4	0.6	631	98.9
	2	4	0.6	635	99.5
	1	0	0.0	635	99.5
	0	2	0.3	637	99.8
	<0	1	0.2	638	100.0

Table 5 shows the percentage raise over the past three years for continuing faculty members. This is the cumulative raise from 2002-03 to 2005-06. For example, in the row where the %Raise is 10, this means that 78 faculty members received a raise greater than 9% but equal to or less than 10%. The Consumer Price Index increased 9.9%, so about 257 faculty members continuing over those years, or more than 40%, did not receive a raise that kept up with the cost of living. [October CPI is used.] Note that the median increase over this period is 11%.

The maximum raise is 79%. If the top 34 entries are discarded, then the average raise of the remainder drops from 13.7% to 12.2%. Those 34 entries severely distort the data.



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. However, note that this past year it slumped again. Since 1994 the CPI has risen about 33%, and faculty compensation has risen about 44%.

Table 6

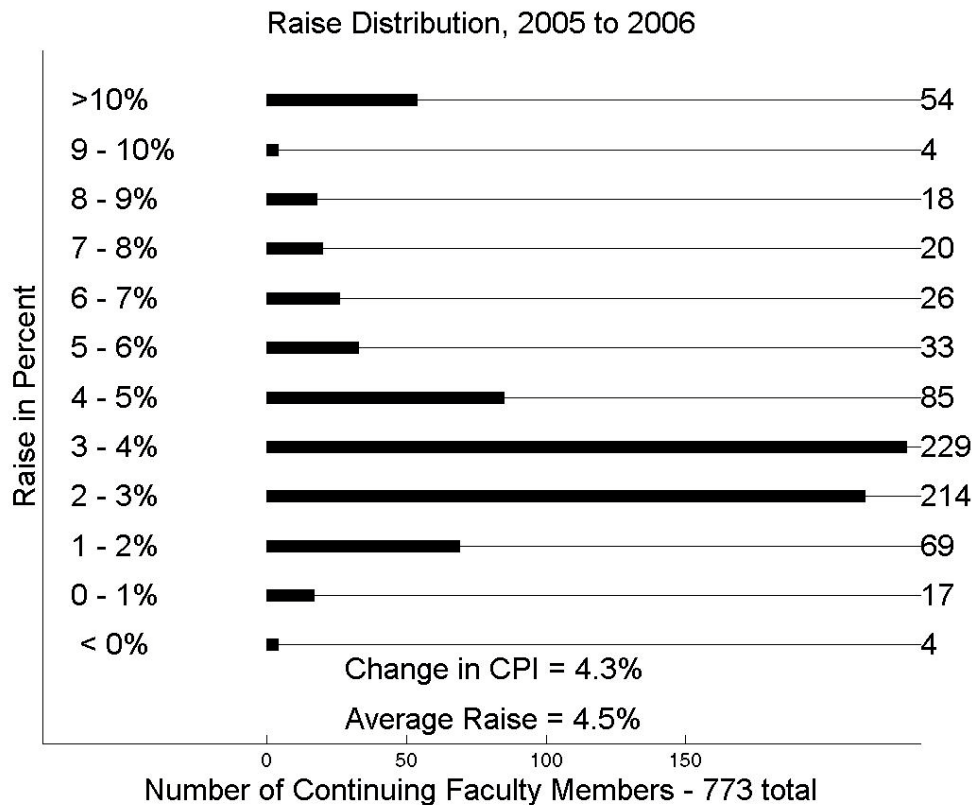


Table 6 shows the one-year distribution of raises across the faculty. Four faculty members had a salary reduction. Over 530 faculty members, or about 70% of the total, did not receive a raise that kept up with the cost of living.

Table 7 tabulates 2005-06 average salaries and raises from

2004-05 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
2005-2006 Average Salaries and Raises for All Academic Units
with 10 or more Faculty Members

Academic Unit	No	Salary	Raise	%Raise
School of Music	16	58,263	4,660	8.7%
Political Science	24	77,044	4,872	6.8%
Teaching & Leadership	11	73,261	4,532	6.6%
College of Law	37	127,082	6,702	5.6%
Anthropology	13	71,027	3,617	5.4%
Transmedia Studies	10	63,027	3,029	5.0%
School of Management	52	101,057	4,681	4.9%
Physics	21	81,257	3,675	4.7%
Psychology	24	76,263	3,375	4.6%
Philosophy	17	84,994	3,681	4.5%
School of Architecture	25	70,492	3,046	4.5%
History	19	67,977	2,871	4.4%
Writing Program	11	72,292	3,000	4.3%
Information Studies	26	85,331	3,433	4.2%
Biology	18	77,932	3,046	4.1%
Economics	16	106,469	4,138	4.0%
Fine Arts	11	65,486	2,515	4.0%
Public Administration	19	94,661	3,603	4.0%
School of Public Comm.	46	70,955	2,636	3.9%
Geography	12	68,312	2,510	3.8%
English	27	72,767	2,660	3.8%
Mathematics	29	79,354	2,842	3.7%
Drama	15	57,993	2,020	3.6%
Chemistry	19	82,028	2,858	3.6%
Speech Communications	10	56,604	1,963	3.6%
School of Art	43	57,946	1,831	3.3%
Social Work	14	71,188	2,246	3.3%
Bio & Chemical Engr.	10	98,340	3,080	3.2%
Religion	13	78,081	2,410	3.2%
Lang, Lit & Linguistics	19	60,160	1,829	3.1%
Sociology	14	71,996	2,171	3.1%
Elect Engr & Com Sci	26	93,823	2,756	3.0%
Mech. & Aerospace Engr	14	97,661	2,829	3.0%

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
2005-2006	77	11	6	46	14	858	9.0
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

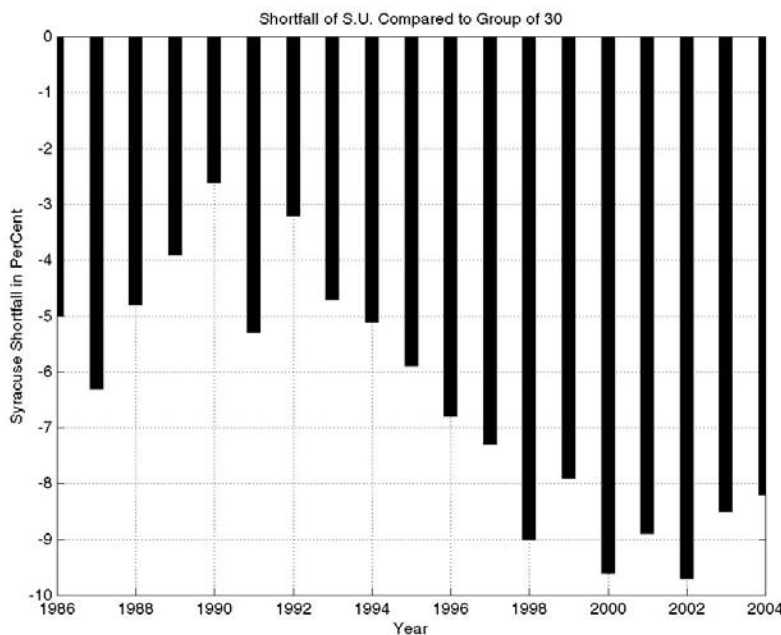
Comparisons With Other Institutions

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 presents figures for faculty compensation at Syracuse University at (up to) 29 other institutions, public and private, over the period 1974-75 to 2004-05. (2004-05 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 near the median, this time at 19th position in this table. We rose one place to this position because the University of Pittsburgh 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 the 1987 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 33rd in this list of 67; this year we rose to 32nd.

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, Emery, Duke, Northwestern, Washington Univ. (St.L), Univ. So. Cal., Georgetown, Rochester, Vanderbilt, Case, Tulane and Boston University. BU does not publish faculty compensation data, but in 2000-01 we were 10th place in total compensation among the remaining 11 schools. The faculty compensation at Tulane was the only one lower. This year the data for 2004-05 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 2005-06 and 2004-05 All-University salary figures by rank, for men, for women, and for both sexes. It gives maximum, minimum, and mean salary figures for 2005-06, and the mean for 2004-05. It also provides information about the percent change in some of these data from 2004-05 to 2005-06.

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 1996-97 through 2004-05

	74-75	96-97	97-98	98-99	99-00	00-01	01-02	02-03	03-04	04-05
PUBLIC										
Colorado	20.1	71.7	74.7	77.0	78.2	81.78	84.0	90.4	91.6	95.0
Florida	18.3	74.1	76.5	<u>80.7</u>	79.2	83.8	86.8	90.2	93.3	96.8
Iowa	20.0	79.6	82.0	85.7	89.4	92.4	96.6	<u>100.4</u>	<u>102.4</u>	<u>104.7</u>
Iowa State	42.4	74.5	78.0	78.4	<u>83.4</u>	<u>86.3</u>	<u>89.0</u>	87.4	90.1	92.6
Kansas	19.0	66.6	68.9	71.4	75.0	79.8	84.4	85.4	86.8	92.2
Maryland	19.5	<u>75.1</u>	<u>77.5</u>	79.9	82.9	93.3	97.5	<u>101.1</u>	<u>103.3</u>	<u>107.7</u>
Mich State	22.0	<u>79.3</u>	<u>80.5</u>	<u>83.1</u>	86.9	92.0	<u>97.0</u>	<u>103.4</u>	<u>105.6</u>	<u>108.6</u>
Ohio State	20.3	<u>76.5</u>	<u>78.3</u>	<u>81.1</u>	<u>85.5</u>	<u>90.3</u>	<u>92.5</u>	<u>97.5</u>	<u>103.3</u>	<u>108.5</u>
Oregon	19.3	59.7	62.3	65.3	69.8	74.1	75.2	79.6	82.3	83.8
Penn State	19.3	70.2	72.1	74.4	77.6	80.4	83.5	86.6	89.7	93.6
Pittsburgh	20.5	73.2	74.9	78.0	80.3	83.5	86.7	91.7	<u>96.7</u>	98.1
Rutgers	23.0	92.9	87.3	91.4	93.3	95.8	98.3	<u>105.7</u>	<u>109.8</u>	<u>112.4</u>
SUNY:										
Albany	<u>24.2</u>	<u>78.2</u>	<u>77.3</u>	<u>81.0</u>	81.2	<u>87.8</u>	87.3	<u>93.2</u>	95.3	98.1
Binghamton	<u>24.4</u>	74.9	73.2	75.7	76.2	83.3	83.6	90.0	91.7	95.8
Buffalo	<u>25.2</u>	<u>79.4</u>	76.3	<u>84.6</u>	86.1	<u>94.1</u>	<u>94.6</u>	<u>98.4</u>	<u>100.7</u>	<u>103.6</u>
Stony Brook	<u>25.6</u>	<u>78.37</u>	<u>78.7</u>	<u>84.5</u>	84.3	92.1	92.0	<u>100.3</u>	<u>101.9</u>	<u>106.1</u>
PRIVATE										
Boston U	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Brandeis	<u>22.3</u>	74.0	76.5	<u>78.8</u>	80.5	<u>85.2</u>	<u>89.1</u>	<u>94.7</u>	<u>99.1</u>	<u>103.6</u>
Brown	<u>22.8</u>	86.2	88.7	91.1	93.0	99.3	102.6	<u>110.8</u>	<u>115.4</u>	<u>127.4</u>
Case	19.1	<u>81.6</u>	<u>83.8</u>	<u>85.8</u>	89.2	92.4	96.7	<u>101.2</u>	<u>107.1</u>	<u>104.3</u>
Cornell	<u>23.5</u>	<u>86.7</u>	<u>92.7</u>	<u>96.9</u>	<u>102.4</u>	<u>107.4</u>	<u>115.5</u>	<u>122.9</u>	<u>132.2</u>	<u>134.8</u>
Duke	23.5	95.4	100.2	104.1	108.1	113.5	118.8	<u>126.6</u>	<u>129.2</u>	<u>133.4</u>
N.Y.U.	NA	102.2	105.3	109.1	114.8	117.6	121.5	<u>122.9</u>	<u>121.9</u>	<u>124.6</u>
Notre Dame	19.1		91.2	95.9	99.7	104.8	<u>109.1</u>	<u>112.5</u>	<u>116.4</u>	<u>120.1</u>
Rice	<u>21.6</u>	89.5	94.0	100.1	105.5	109.1	110.0	<u>112.9</u>	<u>113.9</u>	<u>118.1</u>
Rochester	22.2	NA	84.4	88.2	92.7	95.4	98.6	<u>103.1</u>	<u>104.9</u>	NA
Syracuse	20.6	75.1	76.7	78.6	82.3	85.2	88.6	92.3	96.2	99.5
U.S.C.	20.3	<u>92.4</u>	<u>95.0</u>	<u>98.6</u>	<u>99.5</u>	<u>104.3</u>	<u>107.6</u>	<u>114.2</u>	<u>119.1</u>	<u>125.8</u>
Vanderbilt	<u>21.6</u>	84.4	88.1	90.2	94.8	95.3	99.0	<u>105.8</u>	<u>107.8</u>	<u>113.7</u>
Washington	<u>21.1</u>	84.8	88.6	93.8	100.6	106.2	110.4	<u>114.6</u>	<u>120.1</u>	<u>125.4</u>
Mean, Public	<u>21.2</u>	<u>75.3</u>	76.2	<u>79.5</u>	81.8	<u>86.9</u>	<u>89.3</u>	<u>93.8</u>	<u>96.5</u>	99.3
Mean, Private	<u>21.5</u>	<u>86.7</u>	<u>89.6</u>	<u>93.2</u>	93.2	101.2	<u>105.2</u>	<u>110.3</u>	<u>114.1</u>	<u>117.8</u>
Mean, All	<u>21.3</u>	80.1	82.2	85.6	88.7	93.3	96.4	<u>101.2</u>	<u>104.4</u>	<u>107.6</u>
Number Report	29	28	29	29	29	29	29	29	29	29
Syracuse Rank	15	19	19	22	20	22	21	20	20	19

Compensations that are higher than that at SU are underlined

Table 9
Average Compensation at 67 Comparable Schools

SCHOOL	03-04	04-05	CHANGE	SCHOOL	03-04	04-05	CHANGE
UNIV. OF PENNSYLVANIA	154.1	159.5	3.5%	UNIV. OF TEXAS	93.0	98.5	5.9%
NORTHWESTERN UNIV	131.5	136.2	3.6%	SUNY AT ALBANY	95.3	98.1	2.9%
CORNELL UNIV.	132.2	134.8	2.0%	UNIV. OF PITTS.	96.7	98.1	1.4%
DUKE UNIV., DURHAM	129.2	133.4	3.3%	UNIV. OF FLORIDA	93.3	96.8	3.8%
EMORY UNIV., ATLANTA	124.3	129.9	4.5%	UNIV. OF WASH.	92.0	96.8	5.2%
UNIV. OF SOUTHERN Cal	119.1	125.8	5.6%	UNIV. OF RHODE ISLAND	95.6	96.0	0.4%
WASHINGTON UNIV.	120.1	125.4	4.4%	SUNY AT BINGHAMTON	91.7	95.8	4.5%
NEW YORK UNIV	121.9	124.6	2.2%	UNIV. OF MIAMI	96.1	96.8	0.7%
UNIV. OF NOTRE DAME	116.4	120.1	3.2%	UNIV. OF CINCINNATI	90.5	95.7	5.7%
GEORGETOWN UNIV	110.6	117.1	5.9%	UNIV. OF NEBRASKA	90.9	95.6	5.2%
CARNEGIE MELLON UNIV.	112.5	116.6	3.6%	UNIV. OF COLORADO	91.6	95.0	3.7%
UNIV. OF VIRGINIA	108.2	113.8	5.2%	ARIZONA STATE UNIV.	88.5	94.6	6.9%
VANDERBILT UNIV.	107.8	113.7	5.5%	IOWA STATE UNIV.	90.1	92.6	2.8%
UNIV. OF MINNESOTA	109.8	113.5	3.4%	COLORADO STATE UNIV	89.5	92.3	3.1%
RUTGERS UNIV.	109.8	112.4	2.4%	UNIV. OF KANSAS	86.8	92.2	6.2%
UNIV. OF CAL-IRVINE	108.1	110.3	2.0%	WAYNE STATE UNIV	88.2	91.9	4.2%
RENSSELAER POLY INST	99.4	110.2	10.9%	UNIV. OF HAWAII	87.6	91.5	4.5%
UNIV. OF CONN	106.2	110.0	3.6%	VIRGINIA POLY INST	88.7	90.8	2.4%
MICHIGAN STATE UNIV	105.6	108.6	2.8%	UNIV. OF TENNESSEE	88.2	90.6	2.7%
UNIV. OF ROCHESTER	104.9	NA	NA	N. CAROLINA STATE	87.0	90.5	4.0%
OHIO STATE UNIV	103.3	108.5	5.0%	UNIV. OF UTAH	91.3	90.5	-0.9%
UNIV. OF DELAWARE	104.1	108.2	3.9%	TULANE UNIV.	90.5	90.1	-0.4%
UNIV. OF MARYLAND	103.3	107.7	4.3%	UNIV. OF S. CAROLINA	84.1	89.2	6.1%
SUNY AT STONY BROOK	101.9	106.1	4.1%	UNIV. OF KENTUCKY	86.4	88.2	2.1%
PURDUE UNIV	101.1	104.7	3.6%	AUBURN UNIV	81.5	88.0	8.0%
UNIV. OF IOWA	102.4	104.7	2.2%	FLORIDA STATE UNIV.	86.2	87.9	2.0%
SUNY AT BUFFALO	100.7	103.6	2.9%	UNIV. OF OKLAHOMA	81.5	85.6	5.0%
UNIV. OF MICHIGAN	106.7	103.2	-3.3%	HOWARD UNIV., D.C.	78.8	85.3	8.2%
UNIV. OF N. CAROLINA	98.6	102.8	4.3%	UNIV. OF WYOMING!	78.3	84.6	8.0%
TEMPLE UNIV.	98.4	101.3	2.9%	OKLAHOMA STATE UNIV.	81.0	83.9	3.6%
UNIV. OF ILLINOIS AT CH	97.9	100.7	2.9%	UNIV. OF NEW MEXICO	79.4	83.1	4.7%
SYRACUSE UNIV.	96.2	99.5	3.4%	WASH. STATE UNIV.	78.3	81.6	4.2%
UNIV. OF ARIZONA	93.7	98.6	5.2%	KANSAS STATE UNIV.	75.8	77.4	2.1%
				WEST VIRGINIA UNIV.	72.0	74.2	3.1%

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 seem to be stuck at 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, Last year we were at number 33. The University of Pittsburg received a very small increase and thus we rose to number 32. 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.

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 26. For more information about the local chapter of AAUP and its activities, see the Webpage www.su-aaup.org or contact: Prof. 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, 2005-06" is the number of regular faculty members in this unit in the academic year 2005-06. It excludes those on leave and visiting appointments.

"MAXIMUM," "MINIMUM," "MEDIAN," and "MEAN, 2005-06" all refer to the salary figures for the faculty members counted in "NUMBER, 2005-06."

"NUMBER, 2004-05" 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, 2004-05" is the mean salary in 2004-05 for the faculty members who comprise "NUMBER, 2004-05." Thus, it may be a different figure than the mean salary for 2004-05 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, 2004-05." It compares the 2005-06 salaries of all that are presently in the unit to the 2004-05 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 2005-06" 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, 2006	315	287	240	16
Maximum	208,000	134,000	130,000	75,000
Minimum	48,069	42,000	37,152	27,330
Median, 2006	93,600	68,550	56,963	47,710
Mean, 2006	97,879	72,172	62,245	51,483
Number, 2005	304	273	186	10
Mean, 2005	94,000	68,691	59,767	49,773
Pct-Raise_mean	4.13	5.07	4.15	3.44
Num Not Pro	295	249	186	10
Pct.Raise-NotPr	3.79	4.8	4.01	5.76
Total 2005-2006	304	273	186	10
Pct Raise of Rank	3.94	5.12	4.01	5.76

All University Salaries Men

	Prof	AssocP	AsstP	Ins
Number, 2006	242	179	131	13
Maximum	208,000	134,000	130,000	75,000
Minimum	52,500	42,000	37,152	42,000
Median, 2006	95,000	69,250	59,311	49,070
Mean, 2006	99,268	72,952	65,622	53,569
Number, 2005	234	170	99	9
Mean, 2005	95,574	69,835	64,610	51,901
Pct-Raise_mean	3.87	4.46	1.57	3.21
Num Not Pro	229	160	99	9
Pct.Raise-NotPr	3.55	4.81	3.74	3.7
Total 2005-2006	234	170	99	9
Pct Raise of Rank	3.63	4.95	3.74	3.7

All University Salaries Women

	Prof	AssocP	AsstP	Ins
Number, 2006	73	108	109	3
Maximum	164,500	120,000	120,000	-
Minimum	48,069	47,385	41,523	-
Median, 2006	90,950	67,562	53,796	-
Mean, 2006	93,275	70,878	58,188	42,443
Number, 2005	70	103	87	1
Mean, 2005	88,741	66,802	54,255	-
Pct-Raise_mean	5.11	6.1	7.25	-
Num Not Pro	66	89	87	1
Pct.Raise-NotPr	4.72	4.79	4.38	-
Total 2005-2006	70	103	87	1
Pct Raise of Rank	5.07	5.43	4.38	-

Table 11
Salaries in Colleges and Selected Departments

Arts and Sciences Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2006	113	76	66	0
Maximum	182,435	103,876	69,368	-
Minimum	48,069	46,201	37,675	-
Median, 2006	87,863	66,753	57,085	-
Mean, 2006	90,867	67,621	56,435	-
Number, 2005	110	73	52	0
Mean, 2005	87,067	64,565	53,863	-
Pct-Raise_mean	4.36	4.73	4.78	-
Num Not Pro	108	69	52	0
Pct.Raise-NotPr	3.88	4.73	3.81	-
Total 2005-2006	110	73	52	0
Pct Raise of Rank	3.92	4.84	3.81	-

Arts and Sciences Salaries Men

	Prof	AssocP	AsstP	Ins
Number, 2006	92	44	37	0
Maximum	182,435	103,876	69,368	-
Minimum	57,407	46,201	37,675	-
Median, 2006	88,250	66,793	60,000	-
Mean, 2006	91,693	68,188	57,354	-
Number, 2005	89	43	29	0
Mean, 2005	88,027	64,843	55,330	-
Pct-Raise_mean	4.16	5.16	3.66	-
Num Not Pro	88	42	29	0
Pct.Raise-NotPr	3.63	5.5	4.29	-
Total 2005-2006	89	43	29	0
Pct Raise of Rank	3.65	5.52	4.29	-

Arts and Sciences Salaries Women

	Prof	AssocP	AsstP	Ins
Number, 2006	21	32	29	0
Maximum	125,000	93,904	68,000	-
Minimum	48,069	47,385	44,152	-
Median, 2006	87,740	66,653	54,080	-
Mean, 2006	87,249	66,840	55,261	-
Number, 2005	21	30	23	0
Mean, 2005	83,000	64,166	52,014	-
Pct-Raise_mean	5.12	4.17	6.24	-
Num Not Pro	20	27	23	0
Pct.Raise-NotPr	5.04	3.55	3.16	-
Total 2005-2006	21	30	23	0
Pct Raise of Rank	5.12	3.85	3.16	-

Maxwell Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2006	55	51	33	2
Maximum	208,000	130,000	95,400	-
Minimum	52,500	55,000	52,100	-
Median, 2006	98,000	68,550	57,300	-
Mean, 2006	99,428	75,458	62,450	-
Number, 2005	52	47	28	1
Mean, 2005	94,555	70,778	61,517	-
Pct-Raise_mean	5.15	6.61	1.52	-
Num Not Pro	50	41	28	1
Pct.Raise-NotPr	3.65	5.57	3.23	-
Total 2005-2006	52	47	28	1
Pct Raise of Rank	3.97	6.01	3.23	-

Maxwell Salaries Men

	Prof	AssocP	AsstP	Ins
Number, 2006	46	33	17	2
Maximum	208,000	130,000	95,400	-
Minimum	52,500	55,000	52,500	-
Median, 2006	99,125	70,000	61,300	-
Mean, 2006	100,183	77,302	67,344	-
Number, 2005	44	29	14	1
Mean, 2005	95,305	73,207	68,039	-
Pct-Raise_mean	5.12	5.59	-1.02	-
Num Not Pro	43	26	14	1
Pct.Raise-NotPr	3.4	4.74	3.11	-
Total 2005-2006	44	29	14	1
Pct Raise of Rank	3.68	4.99	3.11	-

Maxwell Salaries Women

	Prof	AssocP	AsstP	Ins
Number, 2006	9	18	16	0
Maximum	128,000	118,000	72,000	-
Minimum	71,000	59,000	52,100	-
Median, 2006	94,700	64,075	54,750	-
Mean, 2006	95,572	72,078	57,250	-
Number, 2005	8	18	14	0
Mean, 2005	90,428	66,864	54,994	-
Pct-Raise_mean	5.69	7.8	4.1	-
Num Not Pro	7	15	14	0
Pct.Raise-NotPr	5.24	7.14	3.39	-
Total 2005-2006	8	18	14	0
Pct Raise of Rank	5.63	7.8	3.39	-

Table 11
Salaries in Colleges and Selected Departments

A & S Humanities Salaries Men & Women					A & S Sciences Salaries Men & Women				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2006	46	45	34	0	Number, 2006	67	31	32	0
Maximum	175,000	103,876	69,368	-	Maximum	182,435	91,000	69,250	-
Minimum	48,069	46,201	37,675	-	Minimum	61,175	50,400	45,000	-
Median, 2006	89,149	64,495	51,871	-	Median, 2006	85,950	67,775	61,000	-
Mean, 2006	91,807	66,216	53,369	-	Mean, 2006	90,221	69,659	59,692	-
Number, 2005	43	42	29	0	Number, 2005	67	31	23	0
Mean, 2005	87,505	63,763	51,397	-	Mean, 2005	86,786	65,651	56,974	-
Pct-Raise_mean	4.92	3.85	3.84	-	Pct-Raise_mean	3.96	6.11	4.77	-
Num Not Pro	43	39	29	0	Num Not Pro	65	30	23	0
Pct.Raise-NotPr	3.87	3.79	3.89	-	Pct.Raise-NotPr	3.89	5.93	3.71	-
Total 2005-2006	43	42	29	0	Total 2005-2006	67	31	23	0
Pct Raise of Rank	3.87	3.88	3.89	-	Pct Raise of Rank	3.96	6.11	3.71	-
A & S Humanities Salaries Men					A & S Sciences Salaries Men				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2006	31	21	19	0	Number, 2006	61	23	18	0
Maximum	175,000	103,876	69,368	-	Maximum	182,435	91,000	69,250	-
Minimum	57,407	46,201	37,675	-	Minimum	61,175	50,400	45,000	-
Median, 2006	91,691	60,138	51,500	-	Median, 2006	85,950	69,160	61,310	-
Mean, 2006	94,909	66,640	53,727	-	Mean, 2006	90,058	69,602	61,183	-
Number, 2005	28	20	16	0	Number, 2005	61	23	13	0
Mean, 2005	90,578	64,238	52,043	-	Mean, 2005	86,856	65,369	59,376	-
Pct-Raise_mean	4.78	3.74	3.24	-	Pct-Raise_mean	3.69	6.48	3.04	-
Num Not Pro	28	19	16	0	Num Not Pro	60	23	13	0
Pct.Raise-NotPr	3.59	4.3	4.46	-	Pct.Raise-NotPr	3.65	6.48	4.11	-
Total 2005-2006	28	20	16	0	Total 2005-2006	61	23	13	0
Pct Raise of Rank	3.59	4.41	4.46	-	Pct Raise of Rank	3.69	6.48	4.11	-
A & S Humanities Salaries Women					A & S Sciences Salaries Women				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2006	15	24	15	0	Number, 2006	6	8	14	0
Maximum	102,159	93,904	61,200	-	Maximum	125,000	81,940	68,000	-
Minimum	48,069	47,385	44,152	-	Minimum	76,632	62,350	46,680	-
Median, 2006	87,740	64,748	53,560	-	Median, 2006	85,600	67,575	59,690	-
Mean, 2006	85,397	65,846	52,916	-	Mean, 2006	91,880	69,824	57,774	-
Number, 2005	15	22	13	0	Number, 2005	6	8	10	0
Mean, 2005	81,768	63,331	50,601	-	Mean, 2005	86,078	66,462	53,851	-
Pct-Raise_mean	4.44	3.97	4.58	-	Pct-Raise_mean	6.74	5.06	7.28	-
Num Not Pro	15	20	13	0	Num Not Pro	5	7	10	0
Pct.Raise-NotPr	4.44	3.3	3.18	-	Pct.Raise-NotPr	6.7	4.22	3.13	-
Total 2005-2006	15	22	13	0	Total 2005-2006	6	8	10	0
Pct Raise of Rank	4.44	3.38	3.18	-	Pct Raise of Rank	6.74	5.06	3.13	-

Table 11
Salaries in Colleges and Selected Departments

Architecture Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2006	5	14	12	0
Maximum	151,886	92,700	57,368	-
Minimum	84,358	51,232	44,000	-
Median, 2006	96,940	67,612	51,199	-
Mean, 2006	108,758	68,937	50,368	-
Number, 2005	4	13	8	0
Mean, 2005	108,459	66,895	47,838	-
Pct-Raise_mean	0.28	3.05	5.29	-
Num Not Pro	4	12	8	0
Pct.Raise-NotPr	3	4.53	5.13	-
Total 2005-2006	4	13	8	0
Pct Raise of Rank	3	5	5.13	-

Education Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2006	13	14	9	6
Maximum	128,174	78,037	54,900	58,000
Minimum	68,643	57,240	45,000	27,330
Median, 2006	81,798	63,682	51,972	44,063
Mean, 2006	87,025	64,940	51,600	43,597
Number, 2005	13	14	3	3
Mean, 2005	81,662	61,871	50,338	40,208
Pct-Raise_mean	6.57	4.96	2.51	8.43
Num Not Pro	13	13	3	3
Pct.Raise-NotPr	6.57	3.75	3.7	11.3
Total 2005-2006	13	14	3	3
Pct Raise of Rank	6.57	4.96	3.7	11.3

Engr+Comp Science Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2006	38	14	7	1
Maximum	157,100	101,000	89,500	-
Minimum	71,700	75,200	57,700	-
Median, 2006	99,900	80,800	83,100	-
Mean, 2006	101,855	84,011	80,300	-
Number, 2005	38	13	6	1
Mean, 2005	99,053	81,362	77,350	-
Pct-Raise_mean	2.83	3.26	3.81	-
Num Not Pro	36	12	6	1
Pct.Raise-NotPr	2.67	3.24	4.29	-
Total 2005-2006	38	13	6	1
Pct Raise of Rank	2.83	3.45	4.29	-

Information Studies Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2006	4	13	9	0
Maximum	105,563	107,688	99,613	-
Minimum	74,313	60,985	57,313	-
Median, 2006	97,855	83,741	87,125	-
Mean, 2006	93,896	84,636	82,529	-
Number, 2005	4	13	9	0
Mean, 2005	91,299	81,307	78,574	-
Pct-Raise_mean	2.84	4.09	5.03	-
Num Not Pro	4	10	9	0
Pct.Raise-NotPr	2.85	2.7	5.03	-
Total 2005-2006	4	13	9	0
Pct Raise of Rank	2.85	4.09	5.03	-

College of Law Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2006	30	3	13	0
Maximum	196,584	-	99,000	-
Minimum	91,532	-	90,000	-
Median, 2006	130,563	-	90,000	-
Mean, 2006	134,993	103,742	91,692	-
Number, 2005	28	3	6	0
Mean, 2005	129,571	98,682	88,333	-
Pct-Raise_mean	4.18	5.13	3.8	-
Num Not Pro	27	3	6	0
Pct.Raise-NotPr	5.07	5.13	6.04	-
Total 2005-2006	28	3	6	0
Pct Raise of Rank	5.54	5.13	6.04	-

Management Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2006	16	19	21	3
Maximum	178,400	134,000	130,000	-
Minimum	60,000	55,000	37,152	-
Median, 2006	114,100	101,000	102,200	-
Mean, 2006	119,486	98,653	92,500	60,429
Number, 2005	15	17	18	2
Mean, 2005	118,685	93,838	85,227	-
Pct-Raise_mean	0.67	5.13	8.53	-
Num Not Pro	13	16	18	2
Pct.Raise-NotPr	4.01	6.73	4.13	-
Total 2005-2006	15	17	18	2
Pct Raise of Rank	4.02	6.53	4.13	-

Table 11

Salaries in Colleges and Selected Departments

College of Human Serv & Health Prof Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2006	11	15	9	0
Maximum	122,492	103,041	71,264	-
Minimum	75,772	55,213	51,905	-
Median, 2006	80,006	65,000	56,468	-
Mean, 2006	89,305	67,246	57,300	-
Number, 2005	10	14	9	0
Mean, 2005	87,495	64,451	55,604	-
Pct-Raise_mean	2.07	4.34	3.05	-
Num Not Pro	10	12	9	0
Pct.Raise-NotPr	3.13	3.38	3.05	-
Total 2005-2006	10	14	9	0
Pct Raise of Rank	3.13	4.03	3.05	-

School of Art Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2006	8	19	16	1
Maximum	79,571	79,911	62,307	-
Minimum	59,052	48,870	45,977	-
Median, 2006	64,017	61,304	49,256	-
Mean, 2006	66,710	60,359	51,552	-
Number, 2005	8	19	15	1
Mean, 2005	65,450	58,362	49,030	-
Pct-Raise_mean	1.93	3.42	5.14	-
Num Not Pro	8	18	15	1
Pct.Raise-NotPr	1.92	3.37	3.99	-
Total 2005-2006	8	19	15	1
Pct Raise of Rank	1.92	3.42	3.99	-

School of Pub. Comm. Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2006	12	27	12	0
Maximum	118,000	83,000	63,000	-
Minimum	65,000	58,100	51,500	-
Median, 2006	73,000	69,250	56,838	-
Mean, 2006	81,673	69,477	57,081	-
Number, 2005	12	26	8	0
Mean, 2005	79,357	67,113	55,686	-
Pct-Raise_mean	2.92	3.52	2.51	-
Num Not Pro	12	23	8	0
Pct.Raise-NotPr	2.92	3.98	4.82	-
Total 2005-2006	12	26	8	0
Pct Raise of Rank	2.92	4.12	4.82	-

School of Music Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2006	2	8	8	1
Maximum	-	85,003	67,500	-
Minimum	-	42,000	44,074	-
Median, 2006	-	60,002	49,226	-
Mean, 2006	-	62,276	51,599	-
Number, 2005	2	7	6	1
Mean, 2005	-	57,332	48,235	-
Pct-Raise_mean	-	8.62	6.97	-
Num Not Pro	2	7	6	1
Pct.Raise-NotPr	-	13.67	3.76	-
Total 2005-2006	2	7	6	1
Pct Raise of Rank	-	13.67	3.76	-

Visual Perf Arts Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2006	18	41	49	3
Maximum	89,146	85,003	69,334	-
Minimum	59,052	42,000	41,523	-
Median, 2006	64,998	61,304	49,074	-
Mean, 2006	69,458	61,093	49,888	45,807
Number, 2005	18	40	39	2
Mean, 2005	67,873	58,093	48,161	-
Pct-Raise_mean	2.34	5.16	3.59	-
Num Not Pro	18	38	39	2
Pct.Raise-NotPr	2.33	5.58	3.76	-
Total 2005-2006	18	40	39	2
Pct Raise of Rank	2.33	5.98	3.76	-

Speech Communication Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2006	2	4	6	0
Maximum	-	66,296	50,000	-
Minimum	-	51,528	42,230	-
Median, 2006	-	60,118	48,614	-
Mean, 2006	-	59,515	47,195	-
Number, 2005	2	4	4	0
Mean, 2005	-	57,855	45,176	-
Pct-Raise_mean	-	2.87	4.47	-
Num Not Pro	2	4	4	0
Pct.Raise-NotPr	-	2.87	2.87	-
Total 2005-2006	2	4	4	0
Pct Raise of Rank	-	2.87	2.87	-

Table 11
Salaries in Colleges and Selected Departments

<u>Drama Salaries Men & Women</u>					<u>African-Amer Stu Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2006	2	6	9	0	Number, 2006	3	4	3	0
Maximum	-	84,818	69,334	-	Maximum	-	93,904	-	-
Minimum	-	50,886	41,523	-	Minimum	-	57,113	-	-
Median, 2006	-	59,763	53,198	-	Median, 2006	-	69,041	-	-
Mean, 2006	-	61,726	51,762	-	Mean, 2006	93,688	72,275	53,657	-
Number, 2005	2	6	7	0	Number, 2005	2	4	2	0
Mean, 2005	-	58,980	51,252	-	Mean, 2005	-	69,799	-	-
Pct-Raise_mean	-	4.66	1	-	Pct-Raise_mean	-	3.55	-	-
Num Not Pro	2	6	7	0	Num Not Pro	2	3	2	0
Pct.Raise-NotPr	-	4.66	2.83	-	Pct.Raise-NotPr	-	2.73	-	-
Total 2005-2006	2	6	7	0	Total 2005-2006	2	4	2	0
Pct Raise of Rank	-	4.66	2.83	-	Pct Raise of Rank	-	3.55	-	-
<u>Transmedia Studies Salaries Men & Women</u>					<u>Biology Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2006	4	2	5	0	Number, 2006	9	4	7	0
Maximum	89,146	-	54,765	-	Maximum	121,873	82,300	69,250	-
Minimum	65,162	-	42,000	-	Minimum	64,344	60,100	59,311	-
Median, 2006	81,460	-	46,061	-	Median, 2006	92,275	65,782	61,500	-
Mean, 2006	79,307	-	47,707	-	Mean, 2006	90,642	68,491	62,792	-
Number, 2005	4	2	4	0	Number, 2005	9	4	5	0
Mean, 2005	79,419	-	46,348	-	Mean, 2005	87,229	65,094	60,504	-
Pct-Raise_mean	-0.14	-	2.93	-	Pct-Raise_mean	3.91	5.22	3.78	-
Num Not Pro	4	1	4	0	Num Not Pro	9	4	5	0
Pct.Raise-NotPr	-0.14	-	6.01	-	Pct.Raise-NotPr	3.91	5.22	3.48	-
Total 2005-2006	4	2	4	0	Total 2005-2006	9	4	5	0
Pct Raise of Rank	-0.14	-	6.01	-	Pct Raise of Rank	3.91	5.22	3.48	-
<u>Anthropology Salaries Men & Women</u>					<u>Chemistry Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2006	5	7	2	0	Number, 2006	12	2	6	0
Maximum	100,245	80,000	-	-	Maximum	182,435	-	62,400	-
Minimum	59,200	60,000	-	-	Minimum	61,605	-	60,000	-
Median, 2006	82,000	70,000	-	-	Median, 2006	84,650	-	61,025	-
Mean, 2006	77,989	70,357	-	-	Mean, 2006	93,166	-	61,217	-
Number, 2005	5	6	2	0	Number, 2005	12	2	5	0
Mean, 2005	74,644	65,000	-	-	Mean, 2005	89,881	-	59,334	-
Pct-Raise_mean	4.48	8.24	-	-	Pct-Raise_mean	3.65	-	3.17	-
Num Not Pro	5	6	2	0	Num Not Pro	12	2	5	0
Pct.Raise-NotPr	4.48	7.05	-	-	Pct.Raise-NotPr	3.65	-	3.58	-
Total 2005-2006	5	6	2	0	Total 2005-2006	12	2	5	0
Pct Raise of Rank	4.48	7.05	-	-	Pct Raise of Rank	3.65	-	3.58	-

Table 11
Salaries in Colleges and Selected Departments

<u>Economics Salaries Men & Women</u>					<u>Fine Arts Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2006	10	7	2	0	Number, 2006	5	2	5	0
Maximum	208,000	130,000	-	-	Maximum	101,716	-	55,000	-
Minimum	79,000	77,000	-	-	Minimum	48,069	-	37,675	-
Median, 2006	118,500	104,000	-	-	Median, 2006	85,509	-	53,000	-
Mean, 2006	122,100	106,571	-	-	Mean, 2006	80,546	-	49,894	-
Number, 2005	9	6	1	0	Number, 2005	5	2	4	0
Mean, 2005	107,922	98,833	-	-	Mean, 2005	77,527	-	47,443	-
Pct-Raise_mean	13.14	7.83	-	-	Pct-Raise_mean	3.89	-	5.17	-
Num Not Pro	8	6	1	0	Num Not Pro	5	2	4	0
Pct.Raise-NotPr	3.03	3.88	-	-	Pct.Raise-NotPr	3.89	-	5.11	-
Total 2005-2006	9	6	1	0	Total 2005-2006	5	2	4	0
Pct Raise of Rank	4.29	3.88	-	-	Pct Raise of Rank	3.89	-	5.11	-
<u>English Salaries Men & Women</u>					<u>Geography Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2006	10	14	6	0	Number, 2006	5	5	4	0
Maximum	135,300	103,876	69,368	-	Maximum	105,570	64,000	57,000	-
Minimum	60,000	52,209	47,317	-	Minimum	52,500	60,350	52,500	-
Median, 2006	89,149	63,765	51,862	-	Median, 2006	81,400	60,850	53,500	-
Mean, 2006	87,299	67,490	55,291	-	Mean, 2006	80,004	61,645	54,125	-
Number, 2005	9	13	5	0	Number, 2005	4	5	3	0
Mean, 2005	87,416	63,916	55,050	-	Mean, 2005	84,531	58,700	52,667	-
Pct-Raise_mean	-0.13	5.59	0.44	-	Pct-Raise_mean	-5.36	5.02	2.77	-
Num Not Pro	9	12	5	0	Num Not Pro	4	4	3	0
Pct.Raise-NotPr	3.34	4.72	2.36	-	Pct.Raise-NotPr	2.78	2.4	3.8	-
Total 2005-2006	9	13	5	0	Total 2005-2006	4	5	3	0
Pct Raise of Rank	3.34	4.7	2.36	-	Pct Raise of Rank	2.78	5.02	3.8	-
<u>Lang. Lit. Ling. Salaries Men & Women</u>					<u>History Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2006	6	7	8	0	Number, 2006	7	8	5	2
Maximum	116,441	70,978	55,000	-	Maximum	100,000	70,500	59,600	-
Minimum	57,407	46,201	42,472	-	Minimum	65,900	55,000	53,000	-
Median, 2006	80,100	50,000	49,556	-	Median, 2006	82,500	61,125	53,500	-
Mean, 2006	80,737	54,201	49,026	-	Mean, 2006	83,338	61,013	54,820	-
Number, 2005	6	6	7	0	Number, 2005	7	7	4	1
Mean, 2005	78,264	51,705	46,925	-	Mean, 2005	80,731	58,229	53,575	-
Pct-Raise_mean	3.16	4.83	4.48	-	Pct-Raise_mean	3.23	4.78	2.32	-
Num Not Pro	6	6	7	0	Num Not Pro	7	5	4	1
Pct.Raise-NotPr	3.16	3.6	2.66	-	Pct.Raise-NotPr	3.23	6.14	3.17	-
Total 2005-2006	6	6	7	0	Total 2005-2006	7	7	4	1
Pct Raise of Rank	3.16	3.6	2.66	-	Pct Raise of Rank	3.23	6.26	3.17	-

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, 2006	20	8	2	0	Number, 2006	7	10	9	0
Maximum	126,150	81,940	-	-	Maximum	120,000	118,000	61,300	-
Minimum	61,175	50,400	-	-	Minimum	80,000	61,300	52,100	-
Median, 2006	82,870	67,238	-	-	Median, 2006	102,500	69,150	57,200	-
Mean, 2006	85,113	67,096	-	-	Mean, 2006	101,671	73,920	57,261	-
Number, 2005	20	8	1	0	Number, 2005	7	10	7	0
Mean, 2005	81,992	64,877	-	-	Mean, 2005	97,486	66,910	54,373	-
Pct-Raise_mean	3.81	3.42	-	-	Pct-Raise_mean	4.29	10.48	5.31	-
Num Not Pro	19	8	1	0	Num Not Pro	7	9	7	0
Pct.Raise-NotPr	3.69	3.42	-	-	Pct.Raise-NotPr	4.29	10.52	4.61	-
Total 2005-2006	20	8	1	0	Total 2005-2006	7	10	7	0
Pct Raise of Rank	3.81	3.42	-	-	Pct Raise of Rank	4.29	10.48	4.61	-
<u>Philosophy Salaries Men & Women</u>					<u>Psychology Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2006	12	2	5	0	Number, 2006	10	7	10	0
Maximum	160,000	-	57,000	-	Maximum	126,500	91,000	62,000	-
Minimum	75,526	-	48,777	-	Minimum	72,223	53,315	45,000	-
Median, 2006	100,932	-	51,000	-	Median, 2006	96,105	67,500	54,163	-
Mean, 2006	103,225	-	52,578	-	Mean, 2006	95,738	71,631	54,053	-
Number, 2005	11	2	4	0	Number, 2005	10	7	7	0
Mean, 2005	94,125	-	49,417	-	Mean, 2005	91,994	67,535	50,947	-
Pct-Raise_mean	9.67	-	6.4	-	Pct-Raise_mean	4.07	6.07	6.1	-
Num Not Pro	11	2	4	0	Num Not Pro	10	7	7	0
Pct.Raise-NotPr	4.18	-	7.19	-	Pct.Raise-NotPr	4.07	6.06	4.18	-
Total 2005-2006	11	2	4	0	Total 2005-2006	10	7	7	0
Pct Raise of Rank	4.18	-	7.19	-	Pct Raise of Rank	4.07	6.06	4.18	-
<u>Physics Salaries Men & Women</u>					<u>Public Admin Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2006	13	4	6	0	Number, 2006	7	5	8	0
Maximum	112,000	82,500	68,000	-	Maximum	134,000	116,000	95,400	-
Minimum	71,880	54,930	57,170	-	Minimum	96,000	75,000	67,500	-
Median, 2006	88,500	73,080	65,825	-	Median, 2006	110,000	99,300	74,975	-
Mean, 2006	90,155	70,898	64,240	-	Mean, 2006	112,043	96,720	78,331	-
Number, 2005	13	4	4	0	Number, 2005	6	5	8	0
Mean, 2005	86,178	66,583	60,644	-	Mean, 2005	110,300	92,030	76,019	-
Pct-Raise_mean	4.61	6.48	5.93	-	Pct-Raise_mean	1.58	5.1	3.04	-
Num Not Pro	12	4	4	0	Num Not Pro	6	4	8	0
Pct.Raise-NotPr	4.44	6.48	3.39	-	Pct.Raise-NotPr	4	4.29	3.04	-
Total 2005-2006	13	4	4	0	Total 2005-2006	6	5	8	0
Pct Raise of Rank	4.61	6.48	3.39	-	Pct Raise of Rank	4	5.1	3.04	-

Table 11
Salaries in Colleges and Selected Departments

<u>Religion Salaries Men & Women</u>					<u>Writing Program Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2006	6	6	1	0	Number, 2006	1	6	4	0
Maximum	175,000	86,446	-	-	Maximum	-	81,250	66,000	-
Minimum	72,809	50,916	-	-	Minimum	-	70,000	53,560	-
Median, 2006	85,245	59,586	-	-	Median, 2006	-	75,065	63,000	-
Mean, 2006	97,589	63,319	-	-	Mean, 2006	-	75,969	61,390	-
Number, 2005	6	6	1	0	Number, 2005	1	6	4	0
Mean, 2005	94,352	61,473	-	-	Mean, 2005	-	73,123	58,201	-
Pct-Raise_mean	3.43	3	-	-	Pct-Raise_mean	-	3.89	5.48	-
Num Not Pro	6	5	1	0	Num Not Pro	1	6	4	0
Pct.Raise-NotPr	3.43	2.79	-	-	Pct.Raise-NotPr	-	3.89	5.48	-
Total 2005-2006	6	6	1	0	Total 2005-2006	1	6	4	0
Pct Raise of Rank	3.43	3	-	-	Pct Raise of Rank	-	3.89	5.48	-
<u>Sociology Salaries Men & Women</u>					<u>Elect&Computer Sys Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2006	5	8	2	0	Number, 2006	17	5	6	0
Maximum	98,250	76,750	-	-	Maximum	133,000	101,000	89,500	-
Minimum	82,000	59,000	-	-	Minimum	71,700	75,200	57,700	-
Median, 2006	83,350	66,350	-	-	Median, 2006	92,000	82,000	84,800	-
Mean, 2006	86,090	66,119	-	-	Mean, 2006	99,141	86,000	80,683	-
Number, 2005	5	7	2	0	Number, 2005	17	4	5	0
Mean, 2005	83,270	64,743	-	-	Mean, 2005	96,500	84,288	78,020	-
Pct-Raise_mean	3.39	2.13	-	-	Pct-Raise_mean	2.74	2.03	3.41	-
Num Not Pro	4	6	2	0	Num Not Pro	16	4	5	0
Pct.Raise-NotPr	2.13	2.19	-	-	Pct.Raise-NotPr	2.64	3.22	4.08	-
Total 2005-2006	5	7	2	0	Total 2005-2006	17	4	5	0
Pct Raise of Rank	3.39	3.03	-	-	Pct Raise of Rank	2.74	3.22	4.08	-
<u>Teaching & Leader Salaries Men & Women</u>					<u>Mech,& Aerospac Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2006	6	3	2	3	Number, 2006	10	3	0	1
Maximum	119,196	-	-	-	Maximum	157,100	-	-	-
Minimum	70,834	-	-	-	Minimum	79,800	-	-	-
Median, 2006	78,737	-	-	-	Median, 2006	103,200	-	-	-
Mean, 2006	85,210	67,453	-	50,083	Mean, 2006	105,810	82,450	-	-
Number, 2005	6	3	0	2	Number, 2005	10	3	0	1
Mean, 2005	78,932	64,143	-	-	Mean, 2005	102,600	80,550	-	-
Pct-Raise_mean	7.95	5.16	-	-	Pct-Raise_mean	3.13	2.36	-	-
Num Not Pro	6	3	0	2	Num Not Pro	9	3	0	1
Pct.Raise-NotPr	7.95	5.16	-	-	Pct.Raise-NotPr	2.7	2.36	-	-
Total 2005-2006	6	3	0	2	Total 2005-2006	10	3	0	1
Pct Raise of Rank	7.95	5.16	-	-	Pct Raise of Rank	3.13	2.36	-	-

Table 11
Salaries in Colleges and Selected Departments

<u>Bio Engr & Chemica Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins
Number, 2006	8	1	1	0
Maximum	124,000	-	-	-
Minimum	84,900	-	-	-
Median, 2006	103,750	-	-	-
Mean, 2006	103,675	-	-	-
Number, 2005	8	1	1	0
Mean, 2005	100,925	-	-	-
Pct-Raise_mean	2.72	-	-	-
Num Not Pro	8	1	1	0
Pct.Raise-NotPr	2.72	-	-	-
Total 2005-2006	8	1	1	0
Pct Raise of Rank	2.72	-	-	-

SU-AAUP Membership Application, 2006

(To join or rejoin the AAUP, please complete this application and send it to Martin Sage, Chemistry Dept., 1-014 Center Sci & Tech. If you have any questions, call him at 443-1483 or Pat Cihon at 443-3647)

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

Name: _____

Academic Rank and Dept.: _____

Institution: Syracuse University Tenured?: Yes No

Preferred Mailing Address: _____

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

If you wish to pay by payroll deduction, please fill out and send in the Payroll Deduction Form at the bottom of this application. If you would rather pay by check for the period lasting 12 months from the date of joining, you may do so.

2006 Dues Schedule	Paying Options
<input type="checkbox"/> Full Time \$167	The easiest way to pay, and the most helpful for the Chapter, is by payroll deduction. (Use the form below)
<input type="checkbox"/> Entrant*, Joint**, Retired \$84	
<input type="checkbox"/> Part-Time \$43	
<input type="checkbox"/> Graduate Student \$43	
<input type="checkbox"/> Associate of Public***	
	<input type="checkbox"/> I shall pay by payroll deduction
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**** If one's spouse is a Full-Time Member, the other may join at a reduced rate.**

*****An administrator or member of the general public who is ineligible for any other category of membership.**

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NAME (please print) _____

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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.

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