

**Message From the Syracuse University Chapter of the A.A.U.P.  
January, 2007**

Dear Faculty Colleagues,

Once again it is January, which means it is time for the publication of the Committee Z Report, examining the salaries and compensation for Syracuse University faculty. The Committee Z Report is a service of the Syracuse University Chapter of the American Association of University Professors. The report was prepared by John Brulé, 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 shows that the situation is pretty much the same as the last few years – recent raises have been slightly above the increases in the cost of living, but the relative position of Syracuse University continues to lag in comparison to other universities, regardless of which comparator group is used. As well, apart from the School of Education, the disparity between salaries for male and female faculty continues.

In addition to the Committee Z Report, there are several developments here at Syracuse University that should be of interest to faculty:

- 1) The number of full-time, non-tenure track positions reported in the data this year is 84, or 9.5% of the full-time faculty; this is an increase from last year's figure of 77 (9% of the faculty) – but it is slightly down from the 2004-05 academic year, when the figure was 87 (10% of the faculty). With the University Senate's formal approval of the Professors of Practice rank, the number of full-time, non-tenure track faculty is likely to increase in the coming years.
- 2) The Committee Z Report does not contain data regarding the adjunct or part-time faculty, but in December, 2005, the part-time faculty at Syracuse University voted to form a union. As the new year begins, their union, Adjuncts United, is engaged in negotiations with the university to establish a collective bargaining agreement governing the compensation and working conditions of the part-time faculty. [For full-time faculty, the U.S. Supreme Court's decision in *NLRB v. Yeshiva University*, 444 U.S. 672 (1980), holding that faculty are managerial employees because of their role in university governance, continues to be an obstacle to the unionization of full-time faculty at private universities.]
- 3) The university is just beginning to implement the new Responsibility Center Management [RCM] budgeting system,

which is supposed to give the various schools and colleges more flexibility and discretion in their financial affairs. The impact of RCM on faculty salaries remains to be seen – will it accentuate the existing disparities among the schools and colleges?

- 4) The University Senate Committee on Academic Affairs is considering proposals to extend the probationary period [the “tenure clock”] before the tenure decision. One proposal would extend the current six-year period to eight years; an alternative would keep the regular six-year period but would set out various personal and professional grounds for allowing an extension of the probationary period.

The American Association of University Professors is an advocacy organization dedicated to promoting the interests of all 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 [or at the SU-AAUP website, <http://su-aaup.org/>].

I am interested to hear your comments and reactions to the Committee Z Report and on other 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](mailto:pcihon@syr.edu)] or telephone [443-3647].

Respectfully submitted,

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

# Syracuse University Chapter-AAUP "Committee Z Report" For Academic Year 2006-07

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 2006 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.

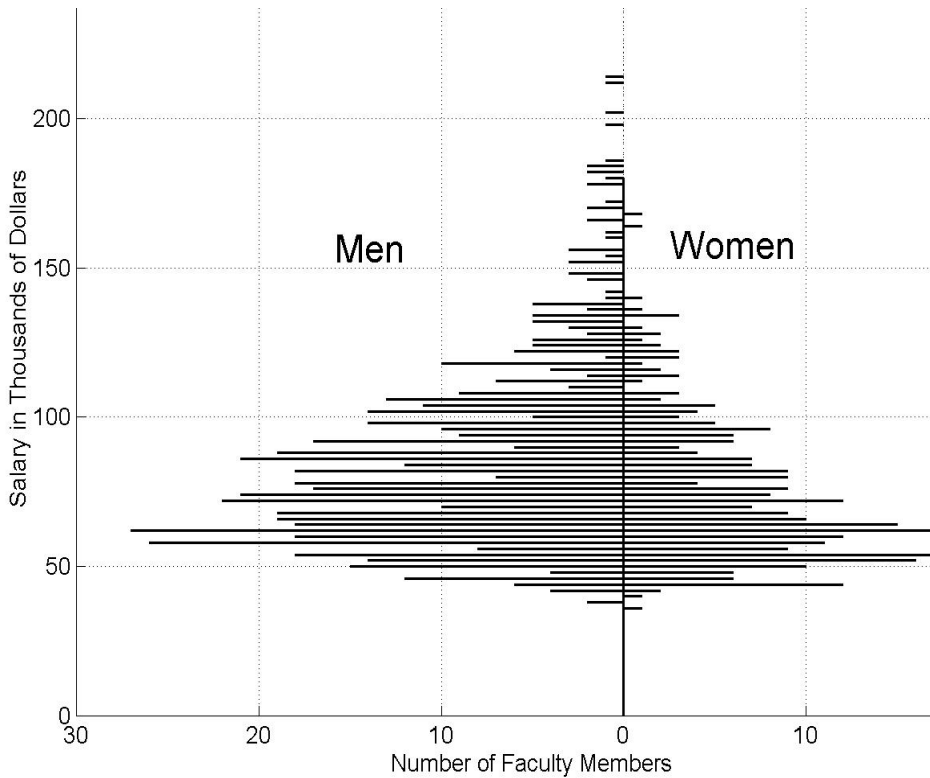
**Table 1**  
**2006-07 Salary, Benefits, Total Compensation**  
**For Regular Full-Time Faculty Members, by Rank**

| <b>Faculty Rank</b>     | <b>Number</b> | <b>Average Salary</b> | <b>Average Benefit</b> | <b>Average Compensation</b> |
|-------------------------|---------------|-----------------------|------------------------|-----------------------------|
| <b>Professor</b>        | <b>329</b>    | <b>103,013</b>        | <b>32,587</b>          | <b>135,600</b>              |
| <b>Assoc. Professor</b> | <b>281</b>    | <b>75,216</b>         | <b>25,584</b>          | <b>100,800</b>              |
| <b>Asst. Professor</b>  | <b>255</b>    | <b>58,307</b>         | <b>28,193</b>          | <b>86,500</b>               |
| <b>Instructor</b>       | <b>16</b>     | <b>55,023</b>         | <b>25,177</b>          | <b>80,200</b>               |
| <b>All Ranks</b>        | <b>881</b>    | <b>82,733</b>         | <b>26,667</b>          | <b>109,400</b>              |

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**

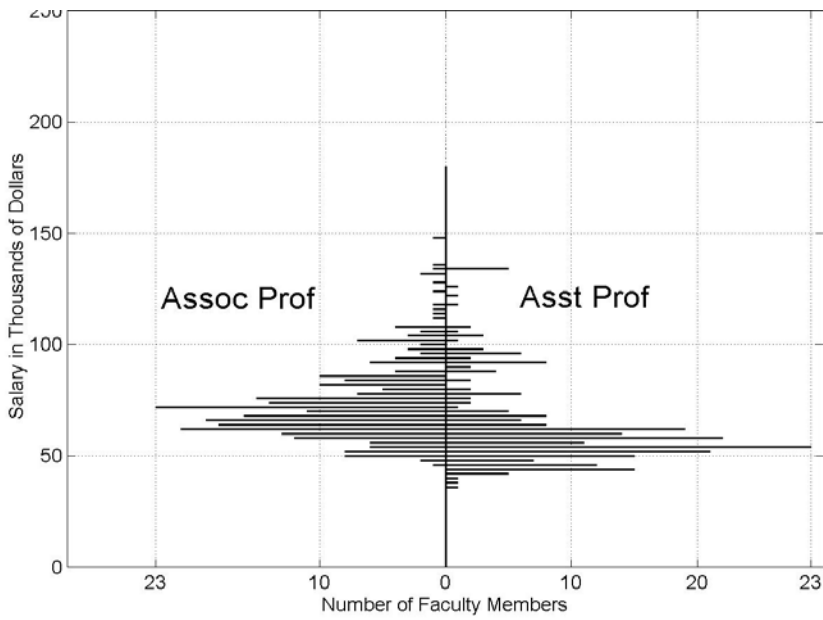
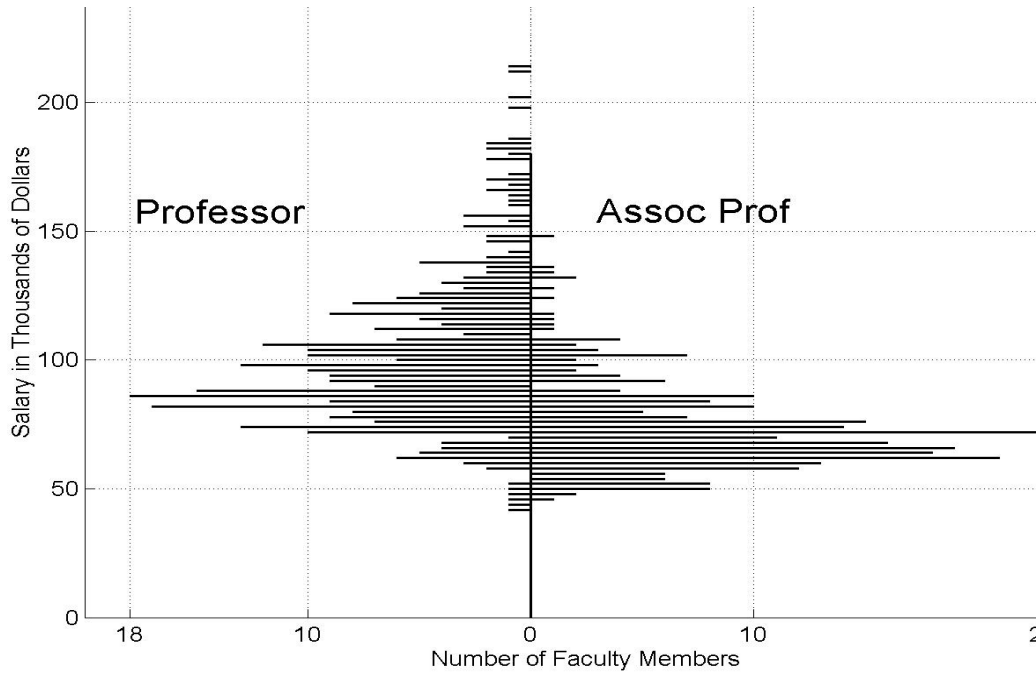


Table 3 compares women's average salaries in 2006-07 with men's average salaries, the former being shown as a percentage of the latter. Other comparisons between men and women, in terms of recent salaries and raises, appear later in this report, in Tables 10 and 11.

**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  |
| 2006-07 | 93       | 95  | 91 | 97         | 94  | 94  | 93      | 93  | 90  | 105       | 107 | 104 |
| 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 |

\* 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 2005-6 are not the same faculty members as those involved in the 2006-07 computation.

**Table 4**

**Comparative Salaries of New Hires & All Faculty Members**

| RANK       | NUMB NEW | AVG FOR NEW | UNIV AVG |
|------------|----------|-------------|----------|
| Professor  | 6        | 107,262     | 103,233  |
| Assoc Prof | 13       | 78,745      | 75,063   |
| Asst Prof  | 65       | 65,098      | 64,847   |
| Instructor | 2        | 38,500      | 57,372   |

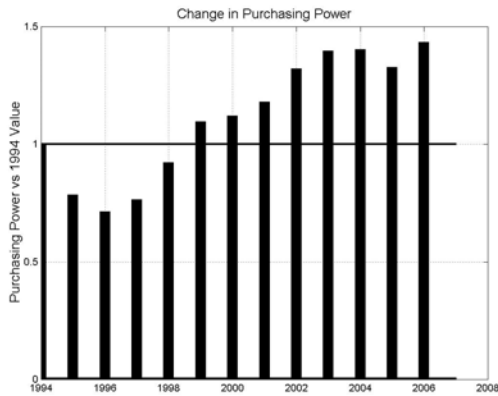
Table 4 compares the 2006-07 salaries paid to faculty members who were not on the academic budget last year to the 2005-06 salaries of those who were. There are 23 more faculty members this year than last year, and there were 86 new additions to the academic budget. Various departments have gained or lost in number of faculty members, as new hires don't necessarily replace those who left. The actual numbers for the academic units with 10 or more faculty members can be obtained from the data of Table 11.

**Table5**  
**Raise Distribution 2003-04 to 2006-07**

|                     | <b>PRaise</b> | <b>No.Fac</b> | <b>PFac</b> | <b>CumFac</b> | <b>CumP</b> |
|---------------------|---------------|---------------|-------------|---------------|-------------|
|                     | >30           | 45            | 6.8         | 45            | 6.8         |
|                     | 30            | 4             | 0.6         | 49            | 7.4         |
|                     | 29            | 4             | 0.6         | 53            | 8.0         |
|                     | 28            | 6             | 0.9         | 59            | 9.0         |
|                     | 27            | 1             | 0.2         | 60            | 9.1         |
|                     | 26            | 9             | 1.4         | 69            | 10.5        |
|                     | 25            | 5             | 0.8         | 74            | 11.2        |
|                     | 24            | 9             | 1.4         | 83            | 12.6        |
|                     | 23            | 10            | 1.5         | 93            | 14.1        |
|                     | 22            | 12            | 1.8         | 105           | 15.9        |
|                     | 21            | 15            | 2.3         | 120           | 18.2        |
|                     | 20            | 16            | 2.4         | 136           | 20.6        |
|                     | 19            | 16            | 2.4         | 152           | 23.1        |
|                     | 18            | 23            | 3.5         | 175           | 26.6        |
|                     | 17            | 20            | 3.0         | 195           | 29.6        |
|                     | 16            | 30            | 4.6         | 225           | 34.1        |
|                     | 15            | 34            | 5.2         | 259           | 39.3        |
|                     | 14            | 30            | 4.6         | 289           | 43.9        |
|                     | 13            | 31            | 4.7         | 320           | 48.6        |
|                     | 12            | 34            | 5.2         | 354           | 53.7        |
|                     | 11            | 54            | 8.2         | 408           | 61.9        |
|                     | 10            | 52            | 7.9         | 460           | 69.8        |
| <b>CPI increase</b> | **** 9        | *****51       | *****7.7    | *****511      | *****77.5   |
|                     | 8             | 46            | 7.0         | 557           | 84.5        |
|                     | 7             | 37            | 5.6         | 594           | 90.1        |
|                     | 6             | 23            | 3.5         | 617           | 93.6        |
|                     | 5             | 20            | 3.0         | 637           | 96.7        |
|                     | 4             | 7             | 1.1         | 644           | 97.7        |
|                     | 3             | 3             | 0.5         | 647           | 98.2        |
|                     | 2             | 2             | 0.3         | 649           | 98.5        |
|                     | 1             | 3             | 0.5         | 652           | 98.9        |
|                     | 0             | 2             | 0.3         | 654           | 99.2        |
|                     | <0            | 5             | 0.8         | 659           | 100.0       |

Table 5 shows the percentage raise over the past three years for continuing faculty members. This is the cumulative raise from 2003-04 to 2006-07. For example, in the row where the %Raise is 10%, this means that 52 faculty members received a raise greater than 9% but equal to or less than 10%. The Consumer Price Index increased 9%, so about 199 faculty members continuing over those years, or more than 30%, 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 about 12% and the average is 14%.

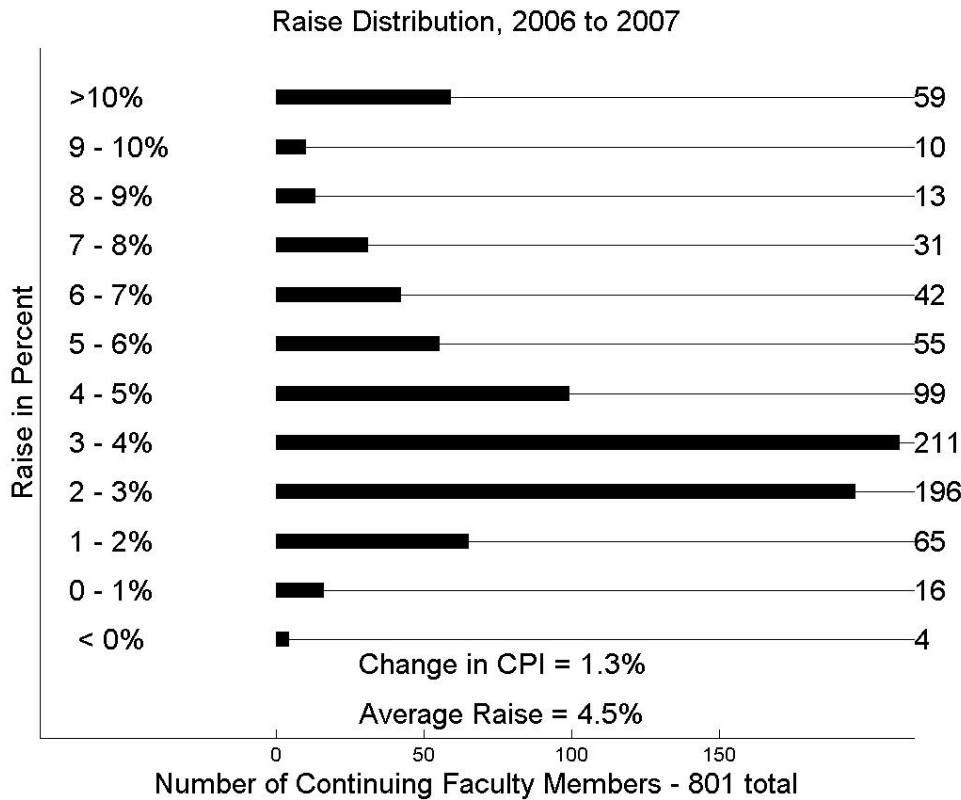
The maximum raise is 91%. If the top 45 entries are discarded, then the average raise of the remainder drops from 14% to 12.2%. Those 45 entries severely distort the data.



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. Last year it slumped again, but this year gained int back. Since 1994 the CPI has risen about 36%, and faculty compensation has risen about 51%.

**Table 6**

Table 6 shows the one-year distribution of raises across the faculty. Four faculty members had a salary reduction. Less than 41 faculty members did not receive a



raise that kept up with the cost of living.

Table 7 tabulates 2006-07 average salaries and raises from 2005-06 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**

**2006-2007 Average Salaries and Raises for All Academic Units  
with 10 or more Faculty Members**

| <b>Academic Unit</b>               | <b>No</b> | <b>Salary</b>  | <b>Raise</b> | <b>%Raise</b> |
|------------------------------------|-----------|----------------|--------------|---------------|
| <b>Social Work</b>                 | <b>14</b> | <b>76,660</b>  | <b>5,472</b> | <b>7.7%</b>   |
| <b>Public Administration</b>       | <b>21</b> | <b>102,524</b> | <b>7,126</b> | <b>7.5%</b>   |
| <b>Religion</b>                    | <b>13</b> | <b>83,673</b>  | <b>5,592</b> | <b>7.2%</b>   |
| <b>School of Music</b>             | <b>16</b> | <b>62,629</b>  | <b>3,405</b> | <b>5.7%</b>   |
| <b>School of Management</b>        | <b>51</b> | <b>108,967</b> | <b>5,848</b> | <b>5.7%</b>   |
| <b>Political Science</b>           | <b>23</b> | <b>79,626</b>  | <b>4,076</b> | <b>5.4%</b>   |
| <b>Geography</b>                   | <b>14</b> | <b>69,613</b>  | <b>3,559</b> | <b>5.4%</b>   |
| <b>African-American Studies</b>    | <b>10</b> | <b>76,939</b>  | <b>3,825</b> | <b>5.2%</b>   |
| <b>Fine Arts</b>                   | <b>12</b> | <b>67,545</b>  | <b>3,350</b> | <b>5.2%</b>   |
| <b>School of Design</b>            | <b>10</b> | <b>55,181</b>  | <b>2,682</b> | <b>5.1%</b>   |
| <b>Transmedia Studies</b>          | <b>10</b> | <b>66,234</b>  | <b>3,206</b> | <b>5.1%</b>   |
| <b>Drama</b>                       | <b>16</b> | <b>60,725</b>  | <b>2,895</b> | <b>5.0%</b>   |
| <b>Writing Program</b>             | <b>10</b> | <b>76,561</b>  | <b>3,640</b> | <b>5.0%</b>   |
| <b>Teaching &amp; Leadership</b>   | <b>13</b> | <b>71,507</b>  | <b>3,360</b> | <b>4.9%</b>   |
| <b>School of Public Comm.</b>      | <b>49</b> | <b>73,545</b>  | <b>3,334</b> | <b>4.7%</b>   |
| <b>Psychology</b>                  | <b>25</b> | <b>79,575</b>  | <b>3,535</b> | <b>4.6%</b>   |
| <b>Anthropology</b>                | <b>14</b> | <b>75,877</b>  | <b>3,309</b> | <b>4.6%</b>   |
| <b>History</b>                     | <b>19</b> | <b>70,774</b>  | <b>2,928</b> | <b>4.3%</b>   |
| <b>Elect Engr &amp; Com Sci</b>    | <b>26</b> | <b>95,788</b>  | <b>3,923</b> | <b>4.3%</b>   |
| <b>School of Art</b>               | <b>38</b> | <b>60,375</b>  | <b>2,385</b> | <b>4.1%</b>   |
| <b>Philosophy</b>                  | <b>18</b> | <b>90,582</b>  | <b>3,536</b> | <b>4.1%</b>   |
| <b>Economics</b>                   | <b>18</b> | <b>118,200</b> | <b>4,478</b> | <b>3.9%</b>   |
| <b>Physics</b>                     | <b>21</b> | <b>85,509</b>  | <b>3,178</b> | <b>3.9%</b>   |
| <b>School of Architecture</b>      | <b>26</b> | <b>73,059</b>  | <b>2,672</b> | <b>3.8%</b>   |
| <b>Information Studies</b>         | <b>25</b> | <b>92,086</b>  | <b>3,342</b> | <b>3.8%</b>   |
| <b>College of Law</b>              | <b>46</b> | <b>127,490</b> | <b>4,485</b> | <b>3.6%</b>   |
| <b>Biology</b>                     | <b>19</b> | <b>77,776</b>  | <b>2,698</b> | <b>3.6%</b>   |
| <b>Sociology</b>                   | <b>13</b> | <b>71,954</b>  | <b>2,481</b> | <b>3.6%</b>   |
| <b>Lang, Lit &amp; Linguistics</b> | <b>19</b> | <b>63,058</b>  | <b>2,120</b> | <b>3.5%</b>   |
| <b>Mech. &amp; Aerospace Engr</b>  | <b>15</b> | <b>105,605</b> | <b>3,176</b> | <b>3.1%</b>   |
| <b>Mathematics</b>                 | <b>29</b> | <b>80,957</b>  | <b>2,418</b> | <b>3.1%</b>   |
| <b>Chemistry</b>                   | <b>20</b> | <b>90,723</b>  | <b>2,575</b> | <b>2.9%</b>   |
| <b>English</b>                     | <b>29</b> | <b>76,767</b>  | <b>2,052</b> | <b>2.7%</b>   |

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 | Num Non-Ten | Prof | AssocP | AsstP | Ins | AllFac | %    |
|-----------|-------------|------|--------|-------|-----|--------|------|
| 2006-2007 | 84          | 14   | 4      | 51    | 15  | 887    | 9.5  |
| 2005-2006 | 77          | 11   | 6      | 46    | 14  | 858    | 9    |
| 2004-2005 | 87          | 6    | 8      | 58    | 15  | 873    | 10   |
| 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  |
| 1996-1997 | 64          | 5    | 9      | 44    | 6   | 805    | 8    |

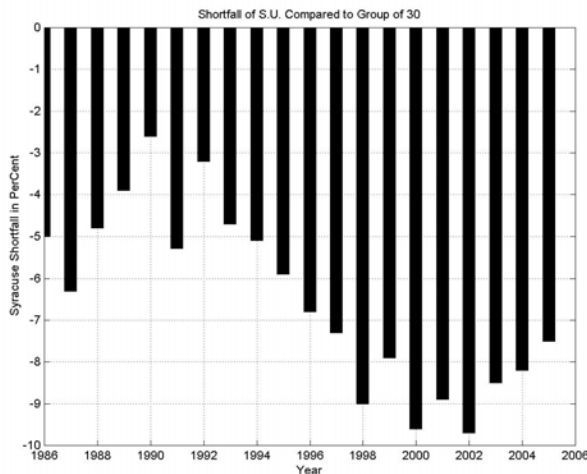
## Comparisons With Other Institutions

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) 30 other institutions, public and private, over the period 1974-75 to 2005-06. (2005-06 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 21st position in this table. We fell back to this position because the Boston University and the University of Rochester both returned to the data. 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 32nd in this list of 67; this year we fell to 34th. Both Miami and Rhode Island passed us on their way to improvement.

## 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 did not publish faculty compensation data until this year, 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. Boston University published their data this year and the data for 2005-06 shows that Syracuse University is now in 11<sup>th</sup> position out of 12 - that is, only Tulane has a lower compensation.

## 4. Some Other Data

There are other categories of faculty which haven't been mentioned in this report in previous years. These include Professor of Practice, Trustee Professor and University Professor. However, the individual faculty members have traditional faculty rank, so it seems appropriate to summarize their salary data also but since there are so few in each category only summary data will be given.

Trustee Professors. 6 in: Reading & Language Arts, Economics, Public Communication, English, IST and Public Administration.

Max Salary \$164,370, Min \$118,680, Average \$124,500

University Professors. 5 in: Law, Civil Engineering, Maxwell, Mechanical & Aerospace and Chemistry.

Max Salary \$239,200, Min. Salary \$170,867, Average \$200,800

Professors of Practice. 5 in: Public Administration, Public Communication and IST.

Max Salary \$98,200, Min. Salary \$43,800, Average \$58,700

**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 1997-98 through 2005-06**

|                | 74-75       | 97-98        | 98-99        | 99-00        | 00-01        | 01-02        | 02-03        | 03-04        | 04-05        | 05-06        |
|----------------|-------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| <b>PUBLIC</b>  |             |              |              |              |              |              |              |              |              |              |
| Colorado       | 20.1        | 74.7         | 77.0         | 78.2         | 81.78        | 84.0         | 90.4         | 91.6         | 95.0         | 96.8         |
| Florida        | 18.3        | 76.5         | <u>80.7</u>  | 79.2         | 83.8         | 86.8         | 90.2         | 93.3         | 96.8         | 102.6        |
| Iowa           | 20.0        | 82.0         | 85.7         | 89.4         | 92.4         | <u>96.6</u>  | <u>100.4</u> | <u>102.4</u> | <u>104.7</u> | <u>107.7</u> |
| Iowa State     | 42.4        | 78.0         | 78.4         | <u>83.4</u>  | <u>86.3</u>  | <u>89.0</u>  | 87.4         | 90.1         | 92.6         | 96.2         |
| Kansas         | 19.0        | 68.9         | 71.4         | 75.0         | 79.8         | 84.4         | 85.4         | 86.8         | 92.2         | 97.0         |
| Maryland       | 19.5        | 77.5         | 79.9         | 82.9         | 93.3         | <u>97.5</u>  | <u>101.1</u> | <u>103.3</u> | <u>107.7</u> | <u>112.0</u> |
| Mich State     | 22.0        | 80.5         | <u>83.1</u>  | <u>86.9</u>  | <u>92.0</u>  | <u>97.0</u>  | <u>103.4</u> | <u>105.6</u> | <u>108.6</u> | <u>110.9</u> |
| Ohio State     | 20.3        | <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> | <u>111.7</u> |
| Oregon         | 19.3        | 62.3         | 65.3         | 69.8         | 74.1         | 75.2         | 79.6         | 82.3         | 83.8         | 91.8         |
| Penn State     | 19.3        | 72.1         | 74.4         | 77.6         | 80.4         | 83.5         | 86.6         | 89.7         | 93.6         | 97.8         |
| Pittsburgh     | 20.5        | 74.9         | 78.0         | 80.3         | 83.5         | 86.7         | 91.7         | <u>96.7</u>  | 98.1         | 100.6        |
| Rutgers        | <u>23.0</u> | <u>87.3</u>  | <u>91.4</u>  | <u>93.3</u>  | <u>95.8</u>  | <u>98.3</u>  | <u>105.7</u> | <u>109.8</u> | <u>112.4</u> | <u>115.5</u> |
| <b>SUNY:</b>   |             |              |              |              |              |              |              |              |              |              |
| Albany         | <u>24.2</u> | <u>77.3</u>  | <u>81.0</u>  | <u>81.2</u>  | <u>87.8</u>  | <u>87.3</u>  | <u>93.2</u>  | <u>95.3</u>  | <u>98.1</u>  | <u>98.1</u>  |
| Binghamton     | <u>24.4</u> | 73.2         | 75.7         | 76.2         | 83.3         | 83.6         | 90.0         | 91.7         | 95.8         | 97.9         |
| Buffalo        | <u>25.2</u> | 76.3         | <u>84.6</u>  | <u>86.1</u>  | <u>94.1</u>  | <u>94.6</u>  | <u>98.4</u>  | <u>100.7</u> | <u>103.6</u> | <u>107.2</u> |
| Stony Brook    | <u>25.6</u> | 78.7         | <u>84.5</u>  | <u>84.3</u>  | <u>92.1</u>  | <u>92.0</u>  | <u>100.3</u> | <u>101.9</u> | <u>106.1</u> | <u>109.4</u> |
| <b>PRIVATE</b> |             |              |              |              |              |              |              |              |              |              |
| Boston U       | NA          | NA           | NA           | NA           | NA           | NA           | NA           | NA           | NA           | <u>107.6</u> |
| Brandeis       | <u>22.3</u> | 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> | <u>107.6</u> |
| Brown          | <u>22.8</u> | 88.7         | 91.1         | 93.0         | 99.3         | <u>102.6</u> | <u>110.8</u> | <u>115.4</u> | <u>127.4</u> | <u>131.3</u> |
| Case           | 19.1        | 83.8         | 85.8         | 89.2         | 92.4         | 96.7         | <u>101.2</u> | <u>107.1</u> | <u>104.3</u> | <u>111.0</u> |
| Cornell        | <u>23.5</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> | <u>132.8</u> |
| Duke           | <u>23.5</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> | <u>133.4</u> | <u>140.8</u> |
| N.Y.U.         | NA          | 105.3        | 109.1        | 114.8        | 117.6        | 121.5        | <u>122.9</u> | <u>121.9</u> | <u>124.6</u> | <u>130.4</u> |
| Notre Dame     | 19.1        | <u>91.2</u>  | <u>95.9</u>  | <u>99.7</u>  | <u>104.8</u> | <u>109.1</u> | <u>112.5</u> | <u>116.4</u> | <u>120.1</u> | <u>117.0</u> |
| Rice           | <u>21.6</u> | 94.0         | 100.1        | 105.5        | 109.1        | <u>110.0</u> | <u>112.9</u> | <u>113.9</u> | <u>118.1</u> | <u>119.3</u> |
| Rochester      | <u>22.2</u> | 84.4         | 88.2         | 92.7         | 95.4         | 98.6         | <u>103.1</u> | <u>104.9</u> | NA           | <u>110.6</u> |
| Syracuse       | 20.6        | 76.7         | 78.6         | 82.3         | 85.2         | 88.6         | 92.3         | 96.2         | 99.5         | 103.4        |
| U.S.C.         | 20.3        | 95.0         | 98.6         | 99.5         | 104.3        | <u>107.6</u> | <u>114.2</u> | <u>119.1</u> | <u>125.8</u> | <u>131.1</u> |
| Vanderbilt     | <u>21.6</u> | 88.1         | 90.2         | 94.8         | 95.3         | <u>99.0</u>  | <u>105.8</u> | <u>107.8</u> | <u>113.7</u> | <u>113.7</u> |
| Washington     | <u>21.1</u> | 88.6         | 93.8         | 100.6        | 106.2        | <u>110.4</u> | <u>114.6</u> | <u>120.1</u> | <u>125.4</u> | <u>123.7</u> |
| Mean, Public   | <u>21.2</u> | 76.2         | <u>79.5</u>  | 81.8         | 86.9         | <u>89.3</u>  | <u>93.8</u>  | <u>96.5</u>  | 99.3         | 103.3        |
| Mean, Private  | <u>21.5</u> | 89.6         | <u>93.2</u>  | <u>93.2</u>  | <u>101.2</u> | <u>105.2</u> | <u>110.3</u> | <u>114.1</u> | <u>117.8</u> | <u>120.0</u> |
| Mean, All      | <u>21.3</u> | 82.2         | 85.6         | 88.7         | 93.3         | <u>96.4</u>  | <u>101.2</u> | <u>104.4</u> | <u>107.6</u> | <u>111.1</u> |
| Number Report  | 29          | 29           | 29           | 29           | 29           | 29           | 29           | 29           | 29           | 30           |
| Syracuse Rank  | 15          | 19           | 22           | 20           | 22           | 21           | 20           | 20           | 19           | 21           |

Compensations that are higher than that at SU are underlined

**Table 9**  
**Average Compensation at 67 Comparable Schools**

|                        |       |       |       |                            |             |              |             |
|------------------------|-------|-------|-------|----------------------------|-------------|--------------|-------------|
| UNIV OF PENNSYLVANIA   | 159.5 | 166.7 | 4.5%  | UNIV OF RHODE ISLAND       | 96.0        | 103.5        | 7.8%        |
| NORTHWESTERN UNIV      | 136.2 | 142.1 | 4.3%  | <b>SYRACUSE UNIVERSITY</b> | <b>99.5</b> | <b>103.4</b> | <b>3.9%</b> |
| DUKE UNIVERSITY        | 133.4 | 140.8 | 5.5%  | UNIVERSITY OF TEXAS        | 98.5        | 103.3        | 4.9%        |
| EMORY UNIVERSITY       | 129.9 | 134.4 | 3.5%  | UNIV OF FLORIDA            | 96.8        | 102.6        | 6.0%        |
| CORNELL UNIVERSITY     | 134.8 | 132.8 | -1.5% | SUNY AT ALBANY             | 98.1        | 101.7        | 3.7%        |
| UNIV OF SOUTHERN CAL   | 125.8 | 131.1 | 4.2%  | VIRGINIA POLY. INST        | 90.8        | 101.4        | 11.7%       |
| NEW YORK UNIV          | 124.6 | 130.4 | 4.7%  | UNIV OF WASHINGTON         | 96.8        | 100.7        | 4.0%        |
| WASHINGTON UNIV        | 125.4 | 123.7 | -1.4% | UNIV OF PITTSBURGH         | 98.1        | 100.6        | 2.5%        |
| CARNEGIE MELLON UNIV   | 116.6 | 120.4 | 3.3%  | ARIZONA STATE UNIV         | 94.6        | 99.4         | 5.1%        |
| UNIV OF VIRGINIA       | 113.8 | 119.5 | 5.0%  | SUNY AT BINGHAMTON         | 95.8        | 97.9         | 2.2%        |
| UNIV OF MINNESOTA      | 113.5 | 119.3 | 5.1%  | TULANE UNIVERSITY          | 90.1        | 97.8         | 8.5%        |
| UNIV OF NOTRE DAME     | 120.1 | 117.0 | -2.6% | UNIVERSITY OF HAWAII       | 91.5        | 97.3         | 6.3%        |
| GEORGETOWN UNIV        | 117.1 | 116.5 | -0.5% | UNIVERSITY OF KANSAS       | 92.2        | 97.0         | 5.2%        |
| UNIVERSITY OF CAL      | 110.3 | 115.7 | 4.9%  | UNIV OF CINCINNATI         | 95.7        | 96.8         | 1.1%        |
| RUTGERS                | 112.4 | 115.5 | 2.8%  | UNIV OF COLORADO           | 95.0        | 96.8         | 1.9%        |
| UNIV OF CONN           | 110.0 | 114.6 | 4.2%  | IOWA STATE UNIV            | 92.6        | 96.2         | 3.9%        |
| VANDERBILT UNIV        | 113.7 | 113.7 | 0.0%  | COLO STATE UNIV            | 92.3        | 96.1         | 4.1%        |
| RENSSELAER POLY INST   | 110.2 | 113.1 | 2.6%  | UNIV OF NEBRASKA           | 95.6        | 96.0         | 0.4%        |
| UNIV OF MICHIGAN       | 103.2 | 112.9 | 9.4%  | UNIV OF UTAH, SALT         | 90.5        | 94.6         | 4.5%        |
| UNIV OF DELAWARE       | 108.2 | 112.0 | 3.5%  | UNIV OF TENNESSEE          | 90.6        | 93.8         | 3.5%        |
| UNIV OF MARYLAND       | 107.7 | 112.0 | 4.0%  | N CAROLINA STATE UNIV      | 90.5        | 93.3         | 3.1%        |
| OHIO STATE UNIV        | 108.5 | 111.7 | 2.9%  | WAYNE STATE UNIV           | 91.9        | 92.9         | 1.1%        |
| MICHIGAN STATE UNIV    | 108.6 | 110.9 | 2.1%  | AUBURN UNIVERSITY          | 88.0        | 92.4         | 5.0%        |
| ROCHESTER              | NA    | 110.6 | ----  | UNIV OF S CAROLINA         | 89.2        | 91.1         | 2.1%        |
| SUNY AT STONY BROOK    | 106.1 | 109.4 | 3.1%  | UNIV OF KENTUCKY           | 88.2        | 91.0         | 3.2%        |
| PURDUE UNIVERSITY      | 104.7 | 108.0 | 3.2%  | UNIV OF OKLAHOMA           | 85.6        | 90.9         | 6.2%        |
| UNIVERSITY OF IOWA     | 104.7 | 107.7 | 2.9%  | FLORIDA STATE UNIV         | 87.9        | 88.3         | 0.5%        |
| SUNY AT BUFFALO        | 103.6 | 107.2 | 3.5%  | WASHINGTON STATE UNIV      | 81.6        | 86.5         | 6.0%        |
| UNIV OF N. CAROLINA    | 102.8 | 106.0 | 3.1%  | UNIV OF NEW MEXICO         | 83.1        | 85.0         | 2.3%        |
| UNIV OF ARIZONA        | 98.6  | 105.1 | 6.6%  | UNIV OF WYOMING            | 84.6        | 85.0         | 0.5%        |
| UNIVERSITY OF ILLINOIS | 100.7 | 104.5 | 3.8%  | HOWARD UNIV, D.C.          | 85.3        | 84.6         | -0.8%       |
| TEMPLE UNIVERSITY,     | 101.3 | 103.9 | 2.6%  | KANSAS STATE UNIV          | 77.4        | 81.0         | 4.7%        |
| UNIVERSITY OF MIAMI    | 96.8  | 103.5 | 6.9%  | OKLAHOMA STATE UNIV        | 83.9        | 80.7         | -3.8%       |
|                        |       |       |       | WEST VIRGINIA UNIV         | 74.2        | 78.5         | 5.8%        |

## Conclusions

The Salary report for this year bears great similarity to that of previous years. The recent raises have slightly exceeded the cost of living increases, but approximately 30% of continuing faculty received raises below the increase in the consumer price index for the past three years. As well, regardless of which comparator group is used, the relative position of Syracuse University faculty compensation continues to lag: of the “Group of 67”, we are 34<sup>th</sup> (down from 32<sup>nd</sup> last year); of the “Group of 30”, we are 21<sup>st</sup> (down from 19<sup>th</sup> last year) and are the lowest ranked private university; of the “12 Aspirational Peers”, we remain 11<sup>th</sup> (above only Tulane University). Apart from the School of Education, the disparity between salaries of male and female faculty of similar rank continues. The number of full-time, non-tenure track positions reported in the data this year is 84, or 9.5% of the full-time faculty; this is an increase from last year’s figure of 77 (9% of the faculty) – but it is slightly down from the 2004-04 academic year, when the figure was 87 (10% of the faculty). With the University Senate’s formal approval of the Professors of Practice rank, the number of full-time, non-tenure track faculty is likely to increase in the coming years.

One might also notice that there are more collections of faculty members in non-traditional categories. Professors of Practice have been here a few years, and University Professors even longer. However a new grouping, Trustee Professors, appears in the report this year. Also the Non-Tenure-Track position seems that it will be around somewhat longer. We should watch carefully to be sure that this form of diversification enhances the academic quality of the University.

\*\*\*\*\*

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](http://www.su-aaup.org) or contact: Prof. Pat Cihon at 3-3647

**Table 10**  
**All University Faculty Salaries**  
**And One Year Raises by Rank and Sex**  
**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, 2006-07" is the number of regular faculty members in this unit in the academic year 2006-07. It excludes those on leave and visiting appointments.

"MAXIMUM," "MINIMUM," "MEDIAN," and "MEAN, 2006-07" all refer to the salary figures for the faculty members counted in "NUMBER, 2006-07."

"NUMBER, 2005-06" 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, 2005-06" is the mean salary in 2005-06 for the faculty members who comprise "NUMBER, 2005-06." Thus, it may be a different figure than the mean salary for 2005-06 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, 2005-06." It compares the 2006-07 salaries of all that are presently in the unit to the 2005-06 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 2006-07" 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**

|                   | <u>Prof</u> | <u>AssocP</u> | <u>AsstP</u> | <u>Ins</u> |
|-------------------|-------------|---------------|--------------|------------|
| Number, 2007      | 335         | 281           | 255          | 16         |
| Maximum           | 239,200     | 149,000       | 136,000      | 81,476     |
| Minimum           | 43,875      | 47,156        | 38,000       | 32,000     |
| Median, 2007      | 96,758      | 72,000        | 59,250       | 48,856     |
| Mean, 2007        | 103,305     | 75,234        | 64,911       | 55,013     |
| Number, 2006      | 329         | 268           | 190          | 14         |
| Mean, 2006        | 99,211      | 71,355        | 62,243       | 54,821     |
| Pct-Raise_mean    | 4.13        | 5.44          | 4.29         | 0.35       |
| Num Not Pro       | 313         | 249           | 188          | 13         |
| Pct.Raise-NotPr   | 3.86        | 4.85          | 4.2          | 4.8        |
| Total 2006-2007   | 329         | 268           | 190          | 14         |
| Pct Raise of Rank | 4.05        | 5.2           | 4.18         | 4.65       |

**All University Salaries Men**

|                   | <u>Prof</u> | <u>AssocP</u> | <u>AsstP</u> | <u>Ins</u> |
|-------------------|-------------|---------------|--------------|------------|
| Number, 2007      | 255         | 174           | 140          | 13         |
| Maximum           | 239,200     | 149,000       | 136,000      | 81,476     |
| Minimum           | 43,875      | 47,156        | 38,805       | 38,267     |
| Median, 2007      | 98,930      | 72,900        | 61,376       | 50,200     |
| Mean, 2007        | 105,047     | 76,606        | 67,695       | 57,223     |
| Number, 2006      | 249         | 165           | 108          | 13         |
| Mean, 2006        | 101,039     | 72,314        | 65,243       | 54,577     |
| Pct-Raise_mean    | 3.97        | 5.94          | 3.76         | 4.85       |
| Num Not Pro       | 239         | 155           | 107          | 12         |
| Pct.Raise-NotPr   | 3.71        | 4.93          | 4.29         | 5.02       |
| Total 2006-2007   | 249         | 165           | 108          | 13         |
| Pct Raise of Rank | 3.91        | 5.19          | 4.28         | 4.85       |

**All University Salaries Women**

|                   | <u>Prof</u> | <u>AssocP</u> | <u>AsstP</u> | <u>Ins</u> |
|-------------------|-------------|---------------|--------------|------------|
| Number, 2007      | 80          | 107           | 115          | 3          |
| Maximum           | 169,135     | 125,000       | 135,000      | -          |
| Minimum           | 59,319      | 48,865        | 38,000       | -          |
| Median, 2007      | 94,720      | 68,810        | 56,000       | -          |
| Mean, 2007        | 97,755      | 73,001        | 61,522       | 45,435     |
| Number, 2006      | 80          | 103           | 82           | 1          |
| Mean, 2006        | 93,523      | 69,818        | 58,290       | -          |
| Pct-Raise_mean    | 4.53        | 4.56          | 5.54         | -          |
| Num Not Pro       | 74          | 94            | 81           | 1          |
| Pct.Raise-NotPr   | 4.4         | 4.73          | 4.05         | -          |
| Total 2006-2007   | 80          | 103           | 82           | 1          |
| Pct Raise of Rank | 4.53        | 5.2           | 4.04         | -          |

**Table 11**  
**Salaries in Colleges and Selected Departments**

**Arts and Sciences Salaries Men & Women**

|                   | Prof    | AssocP  | AsstP  | Ins |
|-------------------|---------|---------|--------|-----|
| Number, 2007      | 118     | 75      | 73     | 0   |
| Maximum           | 212,206 | 149,000 | 71,250 | -   |
| Minimum           | 50,000  | 47,156  | 38,000 | -   |
| Median, 2007      | 90,300  | 68,356  | 60,720 | -   |
| Mean, 2007        | 95,435  | 71,147  | 58,675 | -   |
| Number, 2006      | 117     | 69      | 58     | 0   |
| Mean, 2006        | 91,931  | 66,524  | 56,830 | -   |
| Pct-Raise_mean    | 3.81    | 6.95    | 3.25   | -   |
| Num Not Pro       | 112     | 67      | 58     | 0   |
| Pct.Raise-NotPr   | 3.44    | 5.03    | 3.46   | -   |
| Total 2006-2007   | 117     | 69      | 58     | 0   |
| Pct Raise of Rank | 3.55    | 5.08    | 3.46   | -   |

**Arts and Sciences Salaries Men**

|                   | Prof    | AssocP  | AsstP  | Ins |
|-------------------|---------|---------|--------|-----|
| Number, 2007      | 93      | 47      | 40     | 0   |
| Maximum           | 212,206 | 149,000 | 71,250 | -   |
| Minimum           | 50,000  | 47,156  | 38,805 | -   |
| Median, 2007      | 90,300  | 72,016  | 61,816 | -   |
| Mean, 2007        | 96,002  | 72,847  | 60,234 | -   |
| Number, 2006      | 92      | 42      | 33     | 0   |
| Mean, 2006        | 92,816  | 67,114  | 57,276 | -   |
| Pct-Raise_mean    | 3.43    | 8.54    | 5.16   | -   |
| Num Not Pro       | 90      | 40      | 33     | 0   |
| Pct.Raise-NotPr   | 3.05    | 5.39    | 3.62   | -   |
| Total 2006-2007   | 92      | 42      | 33     | 0   |
| Pct Raise of Rank | 3.1     | 5.46    | 3.62   | -   |

**Arts and Sciences Salaries Women**

|                   | Prof    | AssocP  | AsstP  | Ins |
|-------------------|---------|---------|--------|-----|
| Number, 2007      | 25      | 28      | 33     | 0   |
| Maximum           | 164,370 | 100,101 | 70,070 | -   |
| Minimum           | 59,319  | 48,865  | 38,000 | -   |
| Median, 2007      | 88,075  | 67,305  | 55,990 | -   |
| Mean, 2007        | 93,325  | 68,295  | 56,785 | -   |
| Number, 2006      | 25      | 27      | 25     | 0   |
| Mean, 2006        | 88,675  | 65,607  | 56,241 | -   |
| Pct-Raise_mean    | 5.24    | 4.1     | 0.97   | -   |
| Num Not Pro       | 22      | 27      | 25     | 0   |
| Pct.Raise-NotPr   | 5.05    | 4.49    | 3.26   | -   |
| Total 2006-2007   | 25      | 27      | 25     | 0   |
| Pct Raise of Rank | 5.24    | 4.49    | 3.26   | -   |

**Maxwell Salaries Men & Women**

|                   | Prof    | AssocP  | AsstP  | Ins |
|-------------------|---------|---------|--------|-----|
| Number, 2007      | 61      | 46      | 33     | 2   |
| Maximum           | 215,000 | 130,000 | 96,800 | -   |
| Minimum           | 45,000  | 57,000  | 54,000 | -   |
| Median, 2007      | 100,000 | 71,750  | 60,000 | -   |
| Mean, 2007        | 105,652 | 76,579  | 64,971 | -   |
| Number, 2006      | 59      | 44      | 27     | 1   |
| Mean, 2006        | 101,725 | 72,571  | 61,428 | -   |
| Pct-Raise_mean    | 3.86    | 5.52    | 5.77   | -   |
| Num Not Pro       | 54      | 41      | 27     | 1   |
| Pct.Raise-NotPr   | 4.33    | 4.82    | 4.4    | -   |
| Total 2006-2007   | 59      | 44      | 27     | 1   |
| Pct Raise of Rank | 4.66    | 5.72    | 4.4    | -   |

**Maxwell Salaries Men**

|                   | Prof    | AssocP  | AsstP  | Ins |
|-------------------|---------|---------|--------|-----|
| Number, 2007      | 50      | 28      | 18     | 1   |
| Maximum           | 215,000 | 130,000 | 96,800 | -   |
| Minimum           | 45,000  | 60,800  | 54,075 | -   |
| Median, 2007      | 102,600 | 73,150  | 60,900 | -   |
| Mean, 2007        | 107,050 | 78,841  | 68,194 | -   |
| Number, 2006      | 48      | 27      | 15     | 1   |
| Mean, 2006        | 103,169 | 74,455  | 64,903 | -   |
| Pct-Raise_mean    | 3.76    | 5.89    | 5.07   | -   |
| Num Not Pro       | 44      | 25      | 15     | 1   |
| Pct.Raise-NotPr   | 4.37    | 4.36    | 5.13   | -   |
| Total 2006-2007   | 48      | 27      | 15     | 1   |
| Pct Raise of Rank | 4.79    | 5.34    | 5.13   | -   |

**Maxwell Salaries Women**

|                   | Prof    | AssocP  | AsstP  | Ins |
|-------------------|---------|---------|--------|-----|
| Number, 2007      | 11      | 18      | 15     | 1   |
| Maximum           | 136,000 | 103,000 | 90,000 | -   |
| Minimum           | 72,600  | 57,000  | 54,000 | -   |
| Median, 2007      | 97,600  | 66,750  | 59,000 | -   |
| Mean, 2007        | 99,301  | 73,060  | 61,102 | -   |
| Number, 2006      | 11      | 17      | 12     | 0   |
| Mean, 2006        | 95,422  | 69,579  | 57,083 | -   |
| Pct-Raise_mean    | 4.07    | 5       | 7.04   | -   |
| Num Not Pro       | 10      | 16      | 12     | 0   |
| Pct.Raise-NotPr   | 4.15    | 5.6     | 3.36   | -   |
| Total 2006-2007   | 11      | 17      | 12     | 0   |
| Pct Raise of Rank | 4.07    | 6.36    | 3.36   | -   |

**Table 11**  
**Salaries in Colleges and Selected Departments**

**A & S Humanities Salaries Men & Women**

|                   | Prof    | AssocP  | AsstP  | Ins |
|-------------------|---------|---------|--------|-----|
| Number, 2007      | 48      | 45      | 38     | 0   |
| Maximum           | 185,000 | 149,000 | 70,211 | -   |
| Minimum           | 50,000  | 47,156  | 38,000 | -   |
| Median, 2007      | 94,355  | 66,150  | 55,000 | -   |
| Mean, 2007        | 96,179  | 70,166  | 54,993 | -   |
| Number, 2006      | 48      | 42      | 30     | 0   |
| Mean, 2006        | 92,691  | 64,990  | 53,417 | -   |
| Pct-Raise_mean    | 3.76    | 7.96    | 2.95   | -   |
| Num Not Pro       | 47      | 41      | 30     | 0   |
| Pct.Raise-NotPr   | 3.71    | 5.57    | 3.29   | -   |
| Total 2006-2007   | 48      | 42      | 30     | 0   |
| Pct Raise of Rank | 3.76    | 5.58    | 3.29   | -   |

**A & S Humanities Salaries Men**

|                   | Prof    | AssocP  | AsstP  | Ins |
|-------------------|---------|---------|--------|-----|
| Number, 2007      | 31      | 23      | 19     | 0   |
| Maximum           | 185,000 | 149,000 | 70,211 | -   |
| Minimum           | 50,000  | 47,156  | 38,805 | -   |
| Median, 2007      | 95,000  | 66,270  | 55,000 | -   |
| Mean, 2007        | 97,761  | 72,175  | 55,604 | -   |
| Number, 2006      | 31      | 21      | 17     | 0   |
| Mean, 2006        | 94,909  | 64,676  | 53,352 | -   |
| Pct-Raise_mean    | 3       | 11.59   | 4.22   | -   |
| Num Not Pro       | 31      | 20      | 17     | 0   |
| Pct.Raise-NotPr   | 3       | 6.45    | 3.42   | -   |
| Total 2006-2007   | 31      | 21      | 17     | 0   |
| Pct Raise of Rank | 3       | 6.45    | 3.42   | -   |

**A & S Humanities Salaries Women**

|                   | Prof    | AssocP  | AsstP  | Ins |
|-------------------|---------|---------|--------|-----|
| Number, 2007      | 17      | 22      | 19     | 0   |
| Maximum           | 164,370 | 100,101 | 65,000 | -   |
| Minimum           | 59,319  | 48,865  | 38,000 | -   |
| Median, 2007      | 90,850  | 65,709  | 55,000 | -   |
| Mean, 2007        | 93,296  | 68,067  | 54,383 | -   |
| Number, 2006      | 17      | 21      | 13     | 0   |
| Mean, 2006        | 88,647  | 65,305  | 53,501 | -   |
| Pct-Raise_mean    | 5.24    | 4.23    | 1.65   | -   |
| Num Not Pro       | 16      | 21      | 13     | 0   |
| Pct.Raise-NotPr   | 5.15    | 4.72    | 3.12   | -   |
| Total 2006-2007   | 17      | 21      | 13     | 0   |
| Pct Raise of Rank | 5.24    | 4.72    | 3.12   | -   |

**A & S Sciences Salaries Men & Women**

|                   | Prof    | AssocP | AsstP  | Ins |
|-------------------|---------|--------|--------|-----|
| Number, 2007      | 70      | 30     | 35     | 0   |
| Maximum           | 212,206 | 95,045 | 71,250 | -   |
| Minimum           | 61,806  | 51,141 | 46,000 | -   |
| Median, 2007      | 88,201  | 71,783 | 63,400 | -   |
| Mean, 2007        | 94,924  | 72,619 | 62,672 | -   |
| Number, 2006      | 69      | 27     | 28     | 0   |
| Mean, 2006        | 91,402  | 68,911 | 60,487 | -   |
| Pct-Raise_mean    | 3.85    | 5.38   | 3.61   | -   |
| Num Not Pro       | 65      | 26     | 28     | 0   |
| Pct.Raise-NotPr   | 3.24    | 4.23   | 3.63   | -   |
| Total 2006-2007   | 69      | 27     | 28     | 0   |
| Pct Raise of Rank | 3.39    | 4.35   | 3.63   | -   |

**A & S Sciences Salaries Men**

|                   | Prof    | AssocP | AsstP  | Ins |
|-------------------|---------|--------|--------|-----|
| Number, 2007      | 62      | 24     | 21     | 0   |
| Maximum           | 212,206 | 95,045 | 71,250 | -   |
| Minimum           | 61,806  | 51,141 | 46,350 | -   |
| Median, 2007      | 88,783  | 72,728 | 64,560 | -   |
| Mean, 2007        | 95,122  | 73,491 | 64,423 | -   |
| Number, 2006      | 61      | 21     | 16     | 0   |
| Mean, 2006        | 91,752  | 69,552 | 61,446 | -   |
| Pct-Raise_mean    | 3.67    | 5.66   | 4.84   | -   |
| Num Not Pro       | 59      | 20     | 16     | 0   |
| Pct.Raise-NotPr   | 3.08    | 4.39   | 3.8    | -   |
| Total 2006-2007   | 61      | 21     | 16     | 0   |
| Pct Raise of Rank | 3.16    | 4.53   | 3.8    | -   |

**A & S Sciences Salaries Women**

|                   | Prof    | AssocP | AsstP  | Ins |
|-------------------|---------|--------|--------|-----|
| Number, 2007      | 8       | 6      | 14     | 0   |
| Maximum           | 131,000 | 74,970 | 70,070 | -   |
| Minimum           | 80,464  | 64,220 | 46,000 | -   |
| Median, 2007      | 85,838  | 68,583 | 61,457 | -   |
| Mean, 2007        | 93,389  | 69,131 | 60,045 | -   |
| Number, 2006      | 8       | 6      | 12     | 0   |
| Mean, 2006        | 88,734  | 66,667 | 59,210 | -   |
| Pct-Raise_mean    | 5.25    | 3.7    | 1.41   | -   |
| Num Not Pro       | 6       | 6      | 12     | 0   |
| Pct.Raise-NotPr   | 4.81    | 3.7    | 3.39   | -   |
| Total 2006-2007   | 8       | 6      | 12     | 0   |
| Pct Raise of Rank | 5.25    | 3.7    | 3.39   | -   |

**Table 11**  
**Salaries in Colleges and Selected Departments**

**Architecture Salaries Men & Women**

|                   | Prof    | AssocP | AsstP  | Ins |
|-------------------|---------|--------|--------|-----|
| Number, 2007      | 4       | 14     | 16     | 0   |
| Maximum           | 153,405 | 97,483 | 59,590 | -   |
| Minimum           | 86,889  | 51,232 | 46,000 | -   |
| Median, 2007      | 110,986 | 72,640 | 52,288 | -   |
| Mean, 2007        | 115,566 | 72,548 | 52,557 | -   |
| Number, 2006      | 4       | 13     | 9      | 0   |
| Mean, 2006        | 113,466 | 70,240 | 51,454 | -   |
| Pct-Raise_mean    | 1.85    | 3.29   | 2.14   | -   |
| Num Not Pro       | 4       | 13     | 9      | 0   |
| Pct.Raise-NotPr   | 1.85    | 4.39   | 4.54   | -   |
| Total 2006-2007   | 4       | 13     | 9      | 0   |
| Pct Raise of Rank | 1.85    | 4.39   | 4.54   | -   |

**Education Salaries Men & Women**

|                   | Prof    | AssocP | AsstP  | Ins    |
|-------------------|---------|--------|--------|--------|
| Number, 2007      | 14      | 12     | 16     | 4      |
| Maximum           | 132,340 | 74,836 | 75,000 | 59,305 |
| Minimum           | 72,959  | 59,386 | 42,945 | 32,000 |
| Median, 2007      | 86,460  | 65,003 | 55,060 | 47,337 |
| Mean, 2007        | 92,833  | 65,069 | 55,506 | 46,495 |
| Number, 2006      | 14      | 11     | 9      | 3      |
| Mean, 2006        | 88,794  | 62,752 | 49,819 | 50,083 |
| Pct-Raise_mean    | 4.55    | 3.69   | 11.42  | -7.16  |
| Num Not Pro       | 12      | 11     | 7      | 3      |
| Pct.Raise-NotPr   | 3.68    | 3.7    | 6.32   | 2.48   |
| Total 2006-2007   | 14      | 11     | 9      | 3      |
| Pct Raise of Rank | 4.55    | 3.7    | 5.63   | 2.48   |

**Engr+Comp Science Salaries Men & Women**

|                   | Prof    | AssocP | AsstP  | Ins |
|-------------------|---------|--------|--------|-----|
| Number, 2007      | 38      | 15     | 7      | 1   |
| Maximum           | 184,000 | 99,000 | 91,700 | -   |
| Minimum           | 72,700  | 76,300 | 45,946 | -   |
| Median, 2007      | 102,550 | 84,000 | 79,500 | -   |
| Mean, 2007        | 108,314 | 86,630 | 77,878 | -   |
| Number, 2006      | 38      | 15     | 5      | 1   |
| Mean, 2006        | 105,005 | 83,183 | 77,900 | -   |
| Pct-Raise_mean    | 3.15    | 4.14   | -0.03  | -   |
| Num Not Pro       | 38      | 13     | 5      | 1   |
| Pct.Raise-NotPr   | 3.15    | 3.28   | 8.32   | -   |
| Total 2006-2007   | 38      | 15     | 5      | 1   |
| Pct Raise of Rank | 3.15    | 4.14   | 8.32   | -   |

**Information Studies Salaries Men & Women**

|                   | Prof    | AssocP  | AsstP   | Ins |
|-------------------|---------|---------|---------|-----|
| Number, 2007      | 7       | 13      | 8       | 0   |
| Maximum           | 129,938 | 109,303 | 102,601 | -   |
| Minimum           | 51,500  | 71,564  | 68,671  | -   |
| Median, 2007      | 105,575 | 87,689  | 87,104  | -   |
| Mean, 2007        | 97,186  | 89,677  | 85,568  | -   |
| Number, 2006      | 6       | 12      | 7       | 0   |
| Mean, 2006        | 100,478 | 86,106  | 83,209  | -   |
| Pct-Raise_mean    | -3.28   | 4.15    | 2.84    | -   |
| Num Not Pro       | 5       | 11      | 7       | 0   |
| Pct.Raise-NotPr   | 3.56    | 2.66    | 4.31    | -   |
| Total 2006-2007   | 6       | 12      | 7       | 0   |
| Pct Raise of Rank | 4.3     | 3.15    | 4.31    | -   |

**College of Law Salaries Men & Women**

|                   | Prof    | AssocP  | AsstP   | Ins |
|-------------------|---------|---------|---------|-----|
| Number, 2007      | 31      | 3       | 13      | 0   |
| Maximum           | 239,200 | -       | 100,000 | -   |
| Minimum           | 92,447  | -       | 92,700  | -   |
| Median, 2007      | 136,690 | -       | 92,700  | -   |
| Mean, 2007        | 142,092 | 109,619 | 94,680  | -   |
| Number, 2006      | 31      | 3       | 12      | 0   |
| Mean, 2006        | 137,022 | 105,847 | 91,083  | -   |
| Pct-Raise_mean    | 3.7     | 3.56    | 3.95    | -   |
| Num Not Pro       | 30      | 2       | 12      | 0   |
| Pct.Raise-NotPr   | 3.56    | -       | 3.46    | -   |
| Total 2006-2007   | 31      | 3       | 12      | 0   |
| Pct Raise of Rank | 3.7     | 3.56    | 3.46    | -   |

**Management Salaries Men & Women**

|                   | Prof    | AssocP  | AsstP   | Ins    |
|-------------------|---------|---------|---------|--------|
| Number, 2007      | 17      | 18      | 25      | 3      |
| Maximum           | 180,000 | 138,000 | 136,000 | -      |
| Minimum           | 90,200  | 80,000  | 56,250  | -      |
| Median, 2007      | 126,000 | 106,850 | 105,300 | -      |
| Mean, 2007        | 132,824 | 109,358 | 100,470 | 63,255 |
| Number, 2006      | 15      | 18      | 15      | 3      |
| Mean, 2006        | 122,788 | 102,678 | 92,517  | 60,429 |
| Pct-Raise_mean    | 8.17    | 6.51    | 8.6     | 4.68   |
| Num Not Pro       | 14      | 16      | 15      | 3      |
| Pct.Raise-NotPr   | 5.67    | 6.54    | 4.2     | 4.68   |
| Total 2006-2007   | 15      | 18      | 15      | 3      |
| Pct Raise of Rank | 6.04    | 6.51    | 4.2     | 4.68   |

**Table 11****Salaries in Colleges and Selected Departments****Hum Serv & Health Prof Salaries Men & Women**

|                   | Prof    | AssocP  | AsstP  | Ins |
|-------------------|---------|---------|--------|-----|
| Number, 2007      | 11      | 14      | 9      | 0   |
| Maximum           | 124,942 | 103,064 | 73,402 | -   |
| Minimum           | 82,400  | 64,610  | 53,000 | -   |
| Median, 2007      | 87,982  | 68,333  | 58,258 | -   |
| Mean, 2007        | 94,205  | 71,465  | 60,217 | -   |
| Number, 2006      | 11      | 14      | 6      | 0   |
| Mean, 2006        | 89,305  | 65,817  | 58,084 | -   |
| Pct-Raise_mean    | 5.49    | 8.58    | 3.67   | -   |
| Num Not Pro       | 11      | 14      | 6      | 0   |
| Pct.Raise-NotPr   | 5.49    | 8.58    | 3.28   | -   |
| Total 2006-2007   | 11      | 14      | 6      | 0   |
| Pct Raise of Rank | 5.49    | 8.58    | 3.28   | -   |

**School of Pub. Comm. Salaries Men & Women**

|                   | Prof    | AssocP | AsstP  | Ins |
|-------------------|---------|--------|--------|-----|
| Number, 2007      | 17      | 23     | 11     | 0   |
| Maximum           | 163,500 | 87,000 | 67,500 | -   |
| Minimum           | 43,875  | 59,300 | 53,250 | -   |
| Median, 2007      | 74,500  | 72,750 | 59,000 | -   |
| Mean, 2007        | 81,663  | 73,606 | 59,045 | -   |
| Number, 2006      | 17      | 22     | 10     | 0   |
| Mean, 2006        | 78,490  | 69,909 | 56,803 | -   |
| Pct-Raise_mean    | 4.04    | 5.29   | 3.95   | -   |
| Num Not Pro       | 16      | 21     | 10     | 0   |
| Pct.Raise-NotPr   | 3.91    | 4.78   | 3.96   | -   |
| Total 2006-2007   | 17      | 22     | 10     | 0   |
| Pct Raise of Rank | 4.04    | 5.65   | 3.96   | -   |

**Visual Perf Arts Salaries Men & Women**

|                   | Prof   | AssocP | AsstP  | Ins    |
|-------------------|--------|--------|--------|--------|
| Number, 2007      | 17     | 48     | 44     | 5      |
| Maximum           | 96,206 | 89,044 | 75,860 | 81,476 |
| Minimum           | 60,979 | 49,901 | 42,000 | 38,267 |
| Median, 2007      | 72,849 | 59,812 | 48,347 | 46,035 |
| Mean, 2007        | 73,866 | 63,113 | 50,734 | 52,196 |
| Number, 2006      | 17     | 47     | 32     | 5      |
| Mean, 2006        | 69,803 | 60,216 | 49,709 | 49,304 |
| Pct-Raise_mean    | 5.82   | 4.81   | 2.06   | 5.87   |
| Num Not Pro       | 17     | 40     | 32     | 4      |
| Pct.Raise-NotPr   | 5.82   | 4.28   | 4.64   | 6.66   |
| Total 2006-2007   | 17     | 47     | 32     | 5      |
| Pct Raise of Rank | 5.82   | 4.62   | 4.64   | 5.87   |

**School of Art Salaries Men & Women**

|                   | Prof   | AssocP | AsstP  | Ins |
|-------------------|--------|--------|--------|-----|
| Number, 2007      | 7      | 23     | 15     | 0   |
| Maximum           | 81,401 | 72,800 | 59,786 | -   |
| Minimum           | 60,979 | 49,901 | 42,000 | -   |
| Median, 2007      | 65,930 | 58,501 | 50,290 | -   |
| Mean, 2007        | 69,856 | 60,377 | 49,688 | -   |
| Number, 2006      | 7      | 23     | 8      | 0   |
| Mean, 2006        | 67,156 | 57,968 | 50,031 | -   |
| Pct-Raise_mean    | 4.02   | 4.16   | -0.69  | -   |
| Num Not Pro       | 7      | 18     | 8      | 0   |
| Pct.Raise-NotPr   | 4.02   | 4.01   | 4.08   | -   |
| Total 2006-2007   | 7      | 23     | 8      | 0   |
| Pct Raise of Rank | 4.02   | 4.16   | 4.08   | -   |

**School of Music Salaries Men & Women**

|                   | Prof | AssocP | AsstP  | Ins |
|-------------------|------|--------|--------|-----|
| Number, 2007      | 2    | 8      | 8      | 1   |
| Maximum           | -    | 89,044 | 69,040 | -   |
| Minimum           | -    | 53,674 | 45,000 | -   |
| Median, 2007      | -    | 68,275 | 51,878 | -   |
| Mean, 2007        | -    | 68,463 | 53,809 | -   |
| Number, 2006      | 2    | 7      | 6      | 1   |
| Mean, 2006        | -    | 65,172 | 52,609 | -   |
| Pct-Raise_mean    | -    | 5.05   | 2.28   | -   |
| Num Not Pro       | 2    | 7      | 6      | 1   |
| Pct.Raise-NotPr   | -    | 5.01   | 4.7    | -   |
| Total 2006-2007   | 2    | 7      | 6      | 1   |
| Pct Raise of Rank | -    | 5.01   | 4.7    | -   |

**Speech Communication Salaries Men & Women**

|                   | Prof | AssocP | AsstP  | Ins |
|-------------------|------|--------|--------|-----|
| Number, 2007      | 2    | 3      | 4      | 0   |
| Maximum           | -    | -      | 53,407 | -   |
| Minimum           | -    | -      | 44,365 | -   |
| Median, 2007      | -    | -      | 46,947 | -   |
| Mean, 2007        | -    | 66,841 | 47,917 | -   |
| Number, 2006      | 2    | 3      | 4      | 0   |
| Mean, 2006        | -    | 62,177 | 45,805 | -   |
| Pct-Raise_mean    | -    | 7.5    | 4.61   | -   |
| Num Not Pro       | 2    | 3      | 4      | 0   |
| Pct.Raise-NotPr   | -    | 7.5    | 4.61   | -   |
| Total 2006-2007   | 2    | 3      | 4      | 0   |
| Pct Raise of Rank | -    | 7.5    | 4.61   | -   |

**Table 11**  
**Salaries in Colleges and Selected Departments**

**Drama Salaries Men & Women**

|                   | Prof | AssocP | AsstP  | Ins |
|-------------------|------|--------|--------|-----|
| Number, 2007      | 2    | 6      | 9      | 0   |
| Maximum           | -    | 86,769 | 75,860 | -   |
| Minimum           | -    | 53,567 | 45,000 | -   |
| Median, 2007      | -    | 61,081 | 55,623 | -   |
| Mean, 2007        | -    | 63,439 | 54,902 | -   |
| Number, 2006      | 2    | 6      | 8      | 0   |
| Mean, 2006        | -    | 61,726 | 53,042 | -   |
| Pct-Raise_mean    | -    | 2.78   | 3.51   | -   |
| Num Not Pro       | 2    | 6      | 8      | 0   |
| Pct.Raise-NotPr   | -    | 2.78   | 5.84   | -   |
| Total 2006-2007   | 2    | 6      | 8      | 0   |
| Pct Raise of Rank | -    | 2.78   | 5.84   | -   |

**Transmedia Studies Salaries Men & Women**

|                   | Prof   | AssocP | AsstP  | Ins |
|-------------------|--------|--------|--------|-----|
| Number, 2007      | 4      | 4      | 4      | 0   |
| Maximum           | 96,206 | 59,585 | 47,074 | -   |
| Minimum           | 68,466 | 56,075 | 46,636 | -   |
| Median, 2007      | 84,921 | 59,226 | 47,000 | -   |
| Mean, 2007        | 83,629 | 58,528 | 46,928 | -   |
| Number, 2006      | 4      | 4      | 2      | 0   |
| Mean, 2006        | 79,307 | 55,338 | -      | -   |
| Pct-Raise_mean    | 5.45   | 5.76   | -      | -   |
| Num Not Pro       | 4      | 3      | 2      | 0   |
| Pct.Raise-NotPr   | 5.45   | 3.95   | -      | -   |
| Total 2006-2007   | 4      | 4      | 2      | 0   |
| Pct Raise of Rank | 5.45   | 5.77   | -      | -   |

**AnthropologySalaries Men & Women**

|                   | Prof    | AssocP | AsstP | Ins |
|-------------------|---------|--------|-------|-----|
| Number, 2007      | 8       | 5      | 2     | 0   |
| Maximum           | 108,765 | 81,500 | -     | -   |
| Minimum           | 62,000  | 64,500 | -     | -   |
| Median, 2007      | 74,250  | 75,500 | -     | -   |
| Mean, 2007        | 78,546  | 74,012 | -     | -   |
| Number, 2006      | 8       | 5      | 1     | 0   |
| Mean, 2006        | 74,206  | 72,060 | -     | -   |
| Pct-Raise_mean    | 5.85    | 2.71   | -     | -   |
| Num Not Pro       | 6       | 5      | 1     | 0   |
| Pct.Raise-NotPr   | 4.52    | 2.71   | -     | -   |
| Total 2006-2007   | 8       | 5      | 1     | 0   |
| Pct Raise of Rank | 5.85    | 2.71   | -     | -   |

**African-Amer StuSalaries Men & Women**

|                   | Prof   | AssocP | AsstP  | Ins |
|-------------------|--------|--------|--------|-----|
| Number, 2007      | 3      | 4      | 3      | 0   |
| Maximum           | -      | 97,660 | -      | -   |
| Minimum           | -      | 66,270 | -      | -   |
| Median, 2007      | -      | 74,583 | -      | -   |
| Mean, 2007        | 96,393 | 78,274 | 55,703 | -   |
| Number, 2006      | 3      | 4      | 3      | 0   |
| Mean, 2006        | 93,688 | 72,275 | 53,657 | -   |
| Pct-Raise_mean    | 2.89   | 8.3    | 3.81   | -   |
| Num Not Pro       | 3      | 4      | 3      | 0   |
| Pct.Raise-NotPr   | 2.89   | 8.3    | 3.81   | -   |
| Total 2006-2007   | 3      | 4      | 3      | 0   |
| Pct Raise of Rank | 2.89   | 8.3    | 3.81   | -   |

**BiologySalaries Men & Women**

|                   | Prof    | AssocP | AsstP  | Ins |
|-------------------|---------|--------|--------|-----|
| Number, 2007      | 8       | 6      | 9      | 0   |
| Maximum           | 126,750 | 86,500 | 71,250 | -   |
| Minimum           | 65,944  | 62,200 | 60,720 | -   |
| Median, 2007      | 92,058  | 72,576 | 64,000 | -   |
| Mean, 2007        | 92,315  | 73,555 | 65,046 | -   |
| Number, 2006      | 8       | 4      | 7      | 0   |
| Mean, 2006        | 89,122  | 68,491 | 62,792 | -   |
| Pct-Raise_mean    | 3.58    | 7.39   | 3.59   | -   |
| Num Not Pro       | 8       | 4      | 7      | 0   |
| Pct.Raise-NotPr   | 3.58    | 3.78   | 3.5    | -   |
| Total 2006-2007   | 8       | 4      | 7      | 0   |
| Pct Raise of Rank | 3.58    | 3.78   | 3.5    | -   |

**ChemistrySalaries Men & Women**

|                   | Prof    | AssocP | AsstP  | Ins |
|-------------------|---------|--------|--------|-----|
| Number, 2007      | 12      | 2      | 7      | 0   |
| Maximum           | 212,206 | -      | 64,900 | -   |
| Minimum           | 75,865  | -      | 61,800 | -   |
| Median, 2007      | 87,775  | -      | 62,836 | -   |
| Mean, 2007        | 108,284 | -      | 62,830 | -   |
| Number, 2006      | 12      | 2      | 6      | 0   |
| Mean, 2006        | 105,201 | -      | 61,217 | -   |
| Pct-Raise_mean    | 2.93    | -      | 2.63   | -   |
| Num Not Pro       | 12      | 2      | 6      | 0   |
| Pct.Raise-NotPr   | 2.93    | -      | 2.92   | -   |
| Total 2006-2007   | 12      | 2      | 6      | 0   |
| Pct Raise of Rank | 2.93    | -      | 2.92   | -   |

**Table 11**  
**Salaries in Colleges and Selected Departments**

**EconomicsSalaries Men & Women**

|                   | Prof    | AssocP  | AsstP  | Ins |
|-------------------|---------|---------|--------|-----|
| Number, 2007      | 12      | 6       | 3      | 0   |
| Maximum           | 215,000 | 130,000 | -      | -   |
| Minimum           | 80,000  | 79,000  | -      | -   |
| Median, 2007      | 128,500 | 100,250 | -      | -   |
| Mean, 2007        | 129,092 | 101,417 | 80,000 | -   |
| Number, 2006      | 12      | 5       | 1      | 0   |
| Mean, 2006        | 124,250 | 99,200  | -      | -   |
| Pct-Raise_mean    | 3.9     | 2.23    | -      | -   |
| Num Not Pro       | 11      | 5       | 1      | 0   |
| Pct.Raise-NotPr   | 3.29    | 4.54    | -      | -   |
| Total 2006-2007   | 12      | 5       | 1      | 0   |
| Pct Raise of Rank | 3.9     | 4.54    | -      | -   |

**EnglishSalaries Men & Women**

|                   | Prof    | AssocP  | AsstP  | Ins |
|-------------------|---------|---------|--------|-----|
| Number, 2007      | 11      | 12      | 7      | 0   |
| Maximum           | 164,370 | 109,070 | 70,211 | -   |
| Minimum           | 50,000  | 52,835  | 47,917 | -   |
| Median, 2007      | 91,168  | 63,579  | 52,967 | -   |
| Mean, 2007        | 95,372  | 69,941  | 55,409 | -   |
| Number, 2006      | 11      | 12      | 6      | 0   |
| Mean, 2006        | 93,460  | 67,245  | 55,291 | -   |
| Pct-Raise_mean    | 2.05    | 4.01    | 0.21   | -   |
| Num Not Pro       | 11      | 12      | 6      | 0   |
| Pct.Raise-NotPr   | 2.05    | 4.01    | 1.85   | -   |
| Total 2006-2007   | 11      | 12      | 6      | 0   |
| Pct Raise of Rank | 2.05    | 4.01    | 1.85   | -   |

**Lang. Lit. Ling.Salaries Men & Women**

|                   | Prof    | AssocP | AsstP  | Ins |
|-------------------|---------|--------|--------|-----|
| Number, 2007      | 7       | 8      | 7      | 0   |
| Maximum           | 118,191 | 61,320 | 55,990 | -   |
| Minimum           | 58,727  | 47,156 | 38,000 | -   |
| Median, 2007      | 80,000  | 51,718 | 45,900 | -   |
| Mean, 2007        | 82,628  | 53,689 | 47,867 | -   |
| Number, 2006      | 7       | 7      | 5      | 0   |
| Mean, 2006        | 79,343  | 50,894 | 49,232 | -   |
| Pct-Raise_mean    | 4.14    | 5.49   | -2.77  | -   |
| Num Not Pro       | 6       | 6      | 5      | 0   |
| Pct.Raise-NotPr   | 3.69    | 2.86   | 2.17   | -   |
| Total 2006-2007   | 7       | 7      | 5      | 0   |
| Pct Raise of Rank | 4.14    | 3.35   | 2.17   | -   |

**Fine ArtsSalaries Men & Women**

|                   | Prof    | AssocP | AsstP  | Ins |
|-------------------|---------|--------|--------|-----|
| Number, 2007      | 5       | 2      | 6      | 0   |
| Maximum           | 106,300 | -      | 57,750 | -   |
| Minimum           | 59,319  | -      | 38,805 | -   |
| Median, 2007      | 88,075  | -      | 55,205 | -   |
| Mean, 2007        | 86,067  | -      | 52,286 | -   |
| Number, 2006      | 5       | 2      | 5      | 0   |
| Mean, 2006        | 80,546  | -      | 49,894 | -   |
| Pct-Raise_mean    | 6.85    | -      | 4.79   | -   |
| Num Not Pro       | 5       | 2      | 5      | 0   |
| Pct.Raise-NotPr   | 6.85    | -      | 3.71   | -   |
| Total 2006-2007   | 5       | 2      | 5      | 0   |
| Pct Raise of Rank | 6.85    | -      | 3.71   | -   |

**GeographySalaries Men & Women**

|                   | Prof    | AssocP | AsstP  | Ins |
|-------------------|---------|--------|--------|-----|
| Number, 2007      | 5       | 6      | 4      | 0   |
| Maximum           | 118,070 | 67,000 | 57,225 | -   |
| Minimum           | 83,200  | 61,700 | 54,075 | -   |
| Median, 2007      | 95,000  | 62,961 | 54,468 | -   |
| Mean, 2007        | 97,948  | 63,779 | 55,059 | -   |
| Number, 2006      | 4       | 6      | 4      | 0   |
| Mean, 2006        | 86,880  | 60,871 | 53,000 | -   |
| Pct-Raise_mean    | 12.74   | 4.78   | 3.88   | -   |
| Num Not Pro       | 4       | 5      | 4      | 0   |
| Pct.Raise-NotPr   | 6.95    | 3.81   | 3.88   | -   |
| Total 2006-2007   | 4       | 6      | 4      | 0   |
| Pct Raise of Rank | 6.95    | 4.78   | 3.88   | -   |

**HistorySalaries Men & Women**

|                   | Prof    | AssocP | AsstP  | Ins |
|-------------------|---------|--------|--------|-----|
| Number, 2007      | 7       | 6      | 7      | 1   |
| Maximum           | 100,000 | 73,300 | 61,800 | -   |
| Minimum           | 66,700  | 60,900 | 55,000 | -   |
| Median, 2007      | 90,000  | 66,800 | 55,600 | -   |
| Mean, 2007        | 85,629  | 66,967 | 56,843 | -   |
| Number, 2006      | 7       | 6      | 5      | 1   |
| Mean, 2006        | 83,338  | 62,767 | 55,220 | -   |
| Pct-Raise_mean    | 2.75    | 6.69   | 2.94   | -   |
| Num Not Pro       | 7       | 6      | 5      | 1   |
| Pct.Raise-NotPr   | 2.75    | 6.69   | 4.27   | -   |
| Total 2006-2007   | 7       | 6      | 5      | 1   |
| Pct Raise of Rank | 2.75    | 6.69   | 4.27   | -   |

**Table 11**  
**Salaries in Colleges and Selected Departments**

**MathematicsSalaries Men & Women**

|                   | Prof    | AssocP | AsstP | Ins |
|-------------------|---------|--------|-------|-----|
| Number, 2007      | 20      | 7      | 2     | 0   |
| Maximum           | 129,425 | 74,970 | -     | -   |
| Minimum           | 61,806  | 51,141 | -     | -   |
| Median, 2007      | 85,222  | 68,224 | -     | -   |
| Mean, 2007        | 87,451  | 66,943 | -     | -   |
| Number, 2006      | 20      | 7      | 2     | 0   |
| Mean, 2006        | 84,977  | 64,975 | -     | -   |
| Pct-Raise_mean    | 2.91    | 3.03   | -     | -   |
| Num Not Pro       | 19      | 7      | 2     | 0   |
| Pct.Raise-NotPr   | 2.7     | 3.03   | -     | -   |
| Total 2006-2007   | 20      | 7      | 2     | 0   |
| Pct Raise of Rank | 2.91    | 3.03   | -     | -   |

**PhilosophySalaries Men & Women**

|                   | Prof    | AssocP | AsstP  | Ins |
|-------------------|---------|--------|--------|-----|
| Number, 2007      | 12      | 1      | 6      | 0   |
| Maximum           | 166,400 | -      | 59,850 | -   |
| Minimum           | 76,281  | -      | 50,177 | -   |
| Median, 2007      | 105,550 | -      | 56,645 | -   |
| Mean, 2007        | 107,219 | -      | 55,782 | -   |
| Number, 2006      | 12      | 1      | 5      | 0   |
| Mean, 2006        | 103,225 | -      | 52,578 | -   |
| Pct-Raise_mean    | 3.87    | -      | 6.09   | -   |
| Num Not Pro       | 12      | 1      | 5      | 0   |
| Pct.Raise-NotPr   | 3.87    | -      | 5.06   | -   |
| Total 2006-2007   | 12      | 1      | 5      | 0   |
| Pct Raise of Rank | 3.87    | -      | 5.06   | -   |

**PhysicsSalaries Men & Women**

|                   | Prof    | AssocP | AsstP  | Ins |
|-------------------|---------|--------|--------|-----|
| Number, 2007      | 14      | 2      | 7      | 0   |
| Maximum           | 115,700 | -      | 70,070 | -   |
| Minimum           | 73,000  | -      | 64,500 | -   |
| Median, 2007      | 91,445  | -      | 69,500 | -   |
| Mean, 2007        | 91,997  | -      | 68,663 | -   |
| Number, 2006      | 14      | 2      | 5      | 0   |
| Mean, 2006        | 88,655  | -      | 65,654 | -   |
| Pct-Raise_mean    | 3.77    | -      | 4.58   | -   |
| Num Not Pro       | 13      | 2      | 5      | 0   |
| Pct.Raise-NotPr   | 3.66    | -      | 3.75   | -   |
| Total 2006-2007   | 14      | 2      | 5      | 0   |
| Pct Raise of Rank | 3.77    | -      | 3.75   | -   |

**Political ScienceSalaries Men & Women**

|                   | Prof    | AssocP | AsstP  | Ins |
|-------------------|---------|--------|--------|-----|
| Number, 2007      | 8       | 8      | 9      | 1   |
| Maximum           | 124,000 | 85,000 | 63,150 | -   |
| Minimum           | 45,000  | 61,800 | 54,000 | -   |
| Median, 2007      | 106,100 | 71,750 | 60,000 | -   |
| Mean, 2007        | 101,725 | 72,794 | 59,917 | -   |
| Number, 2006      | 7       | 8      | 8      | 0   |
| Mean, 2006        | 103,886 | 68,400 | 57,906 | -   |
| Pct-Raise_mean    | -2.08   | 6.42   | 3.47   | -   |
| Num Not Pro       | 6       | 8      | 8      | 0   |
| Pct.Raise-NotPr   | 6.17    | 6.42   | 3.67   | -   |
| Total 2006-2007   | 7       | 8      | 8      | 0   |
| Pct Raise of Rank | 5.72    | 6.42   | 3.67   | -   |

**PsychologySalaries Men & Women**

|                   | Prof    | AssocP | AsstP  | Ins |
|-------------------|---------|--------|--------|-----|
| Number, 2007      | 10      | 9      | 9      | 0   |
| Maximum           | 131,650 | 95,045 | 64,790 | -   |
| Minimum           | 74,030  | 54,370 | 46,000 | -   |
| Median, 2007      | 100,581 | 75,000 | 59,775 | -   |
| Mean, 2007        | 99,388  | 75,473 | 55,805 | -   |
| Number, 2006      | 10      | 8      | 7      | 0   |
| Mean, 2006        | 95,738  | 70,302 | 54,458 | -   |
| Pct-Raise_mean    | 3.81    | 7.36   | 2.47   | -   |
| Num Not Pro       | 10      | 7      | 7      | 0   |
| Pct.Raise-NotPr   | 3.81    | 6.4    | 3.94   | -   |
| Total 2006-2007   | 10      | 8      | 7      | 0   |
| Pct Raise of Rank | 3.81    | 6.55   | 3.94   | -   |

**Public AdminSalaries Men & Women**

|                   | Prof    | AssocP  | AsstP  | Ins |
|-------------------|---------|---------|--------|-----|
| Number, 2007      | 9       | 6       | 6      | 0   |
| Maximum           | 140,000 | 120,000 | 96,800 | -   |
| Minimum           | 98,200  | 78,000  | 69,500 | -   |
| Median, 2007      | 120,000 | 96,500  | 82,500 | -   |
| Mean, 2007        | 118,856 | 96,500  | 84,050 | -   |
| Number, 2006      | 9       | 6       | 6      | 0   |
| Mean, 2006        | 111,456 | 87,600  | 79,108 | -   |
| Pct-Raise_mean    | 6.64    | 10.16   | 6.25   | -   |
| Num Not Pro       | 8       | 4       | 6      | 0   |
| Pct.Raise-NotPr   | 6.34    | 5.46    | 6.25   | -   |
| Total 2006-2007   | 9       | 6       | 6      | 0   |
| Pct Raise of Rank | 6.64    | 10.16   | 6.25   | -   |

**Table 11**  
**Salaries in Colleges and Selected Departments**

**ReligionSalaries Men & Women**

|                   | Prof    | AssocP  | AsstP | Ins |
|-------------------|---------|---------|-------|-----|
| Number, 2007      | 6       | 7       | 1     | 0   |
| Maximum           | 185,000 | 149,000 | -     | -   |
| Minimum           | 74,702  | 52,535  | -     | -   |
| Median, 2007      | 89,150  | 75,165  | -     | -   |
| Mean, 2007        | 102,309 | 81,700  | -     | -   |
| Number, 2006      | 6       | 6       | 1     | 0   |
| Mean, 2006        | 97,589  | 63,319  | -     | -   |
| Pct-Raise_mean    | 4.84    | 29.03   | -     | -   |
| Num Not Pro       | 6       | 6       | 1     | 0   |
| Pct.Raise-NotPr   | 4.84    | 11.32   | -     | -   |
| Total 2006-2007   | 6       | 6       | 1     | 0   |
| Pct Raise of Rank | 4.84    | 11.32   | -     | -   |

**SociologySalaries Men & Women**

|                   | Prof   | AssocP | AsstP | Ins |
|-------------------|--------|--------|-------|-----|
| Number, 2007      | 4      | 8      | 2     | 0   |
| Maximum           | 87,000 | 77,750 | -     | -   |
| Minimum           | 84,100 | 57,000 | -     | -   |
| Median, 2007      | 85,825 | 65,500 | -     | -   |
| Mean, 2007        | 85,688 | 66,831 | -     | -   |
| Number, 2006      | 4      | 7      | 2     | 0   |
| Mean, 2006        | 83,050 | 65,771 | -     | -   |
| Pct-Raise_mean    | 3.18   | 1.61   | -     | -   |
| Num Not Pro       | 4      | 7      | 2     | 0   |
| Pct.Raise-NotPr   | 3.18   | 3.75   | -     | -   |
| Total 2006-2007   | 4      | 7      | 2     | 0   |
| Pct Raise of Rank | 3.18   | 3.75   | -     | -   |

**Teaching & Leader Salaries Men & Women**

|                   | Prof    | AssocP | AsstP  | Ins    |
|-------------------|---------|--------|--------|--------|
| Number, 2007      | 5       | 3      | 5      | 3      |
| Maximum           | 122,772 | -      | 62,500 | -      |
| Minimum           | 72,959  | -      | 53,000 | -      |
| Median, 2007      | 83,963  | -      | 55,120 | -      |
| Mean, 2007        | 90,686  | 70,470 | 56,254 | 51,326 |
| Number, 2006      | 5       | 3      | 2      | 3      |
| Mean, 2006        | 87,060  | 67,453 | -      | 50,083 |
| Pct-Raise_mean    | 4.16    | 4.47   | -      | 2.48   |
| Num Not Pro       | 5       | 3      | 2      | 3      |
| Pct.Raise-NotPr   | 4.16    | 4.47   | -      | 2.48   |
| Total 2006-2007   | 5       | 3      | 2      | 3      |
| Pct Raise of Rank | 4.16    | 4.47   | -      | 2.48   |

**Writing ProgramSalaries Men & Women**

|                   | Prof | AssocP | AsstP  | Ins |
|-------------------|------|--------|--------|-----|
| Number, 2007      | 1    | 6      | 4      | 0   |
| Maximum           | -    | 87,500 | 69,025 | -   |
| Minimum           | -    | 72,100 | 55,270 | -   |
| Median, 2007      | -    | 80,279 | 61,440 | -   |
| Mean, 2007        | -    | 80,336 | 61,794 | -   |
| Number, 2006      | 1    | 6      | 3      | 0   |
| Mean, 2006        | -    | 75,969 | 59,853 | -   |
| Pct-Raise_mean    | -    | 5.75   | 3.24   | -   |
| Num Not Pro       | 1    | 6      | 3      | 0   |
| Pct.Raise-NotPr   | -    | 5.75   | 4.24   | -   |
| Total 2006-2007   | 1    | 6      | 3      | 0   |
| Pct Raise of Rank | -    | 5.75   | 4.24   | -   |

**Elect&Computer Sys Salaries Men & Women**

|                   | Prof    | AssocP | AsstP  | Ins |
|-------------------|---------|--------|--------|-----|
| Number, 2007      | 16      | 6      | 4      | 0   |
| Maximum           | 139,800 | 99,000 | 91,700 | -   |
| Minimum           | 72,700  | 76,300 | 78,700 | -   |
| Median, 2007      | 90,950  | 87,250 | 85,250 | -   |
| Mean, 2007        | 101,281 | 88,183 | 85,225 | -   |
| Number, 2006      | 16      | 6      | 4      | 0   |
| Mean, 2006        | 98,463  | 83,600 | 77,875 | -   |
| Pct-Raise_mean    | 2.86    | 5.48   | 9.44   | -   |
| Num Not Pro       | 16      | 4      | 4      | 0   |
| Pct.Raise-NotPr   | 2.86    | 3.37   | 9.44   | -   |
| Total 2006-2007   | 16      | 6      | 4      | 0   |
| Pct Raise of Rank | 2.86    | 5.48   | 9.44   | -   |

**Mech,& Aerospace Salaries Men & Women**

|                   | Prof    | AssocP | AsstP | Ins |
|-------------------|---------|--------|-------|-----|
| Number, 2007      | 11      | 3      | 0     | 1   |
| Maximum           | 170,867 | -      | -     | -   |
| Minimum           | 81,625  | -      | -     | -   |
| Median, 2007      | 110,000 | -      | -     | -   |
| Mean, 2007        | 114,938 | 84,583 | -     | -   |
| Number, 2006      | 11      | 3      | 0     | 1   |
| Mean, 2006        | 111,570 | 82,450 | -     | -   |
| Pct-Raise_mean    | 3.02    | 2.59   | -     | -   |
| Num Not Pro       | 11      | 3      | 0     | 1   |
| Pct.Raise-NotPr   | 3.02    | 2.59   | -     | -   |
| Total 2006-2007   | 11      | 3      | 0     | 1   |
| Pct Raise of Rank | 3.02    | 2.59   | -     | -   |

**Table 11****Salaries in Colleges and Selected Departments****Bio Engr & Chemical Salaries Men & Women**

|                          | <b>Prof</b>    | <b>AssocP</b> | <b>AsstP</b>  | <b>Ins</b> |
|--------------------------|----------------|---------------|---------------|------------|
| <b>Number, 2007</b>      | <b>7</b>       | <b>1</b>      | <b>3</b>      | <b>0</b>   |
| <b>Maximum</b>           | <b>128,000</b> | -             | -             | -          |
| <b>Minimum</b>           | <b>87,100</b>  | -             | -             | -          |
| <b>Median, 2007</b>      | <b>101,000</b> | -             | -             | -          |
| <b>Mean, 2007</b>        | <b>106,043</b> | -             | <b>68,082</b> | -          |
| <b>Number, 2006</b>      | <b>7</b>       | <b>1</b>      | <b>1</b>      | <b>0</b>   |
| <b>Mean, 2006</b>        | <b>102,843</b> | -             | -             | -          |
| <b>Pct-Raise_mean</b>    | <b>3.11</b>    | -             | -             | -          |
| <b>Num Not Pro</b>       | <b>7</b>       | <b>1</b>      | <b>1</b>      | <b>0</b>   |
| <b>Pct.Raise-NotPr</b>   | <b>3.11</b>    | -             | -             | -          |
| <b>Total 2006-2007</b>   | <b>7</b>       | <b>1</b>      | <b>1</b>      | <b>0</b>   |
| <b>Pct Raise of Rank</b> | <b>3.11</b>    | -             | -             | -          |

## SU-AAUP Membership Application, 2007

(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.

| 2007 Dues Schedule  | Paying Options   |
|---|--|
| ___ Full Time \$185<br>___ Entrant*, Joint**, Retired \$90<br>___ Part-Time \$47<br>___ Graduate Student \$47<br>___ Associate of Public \$131*** | <b>The easiest way to pay, and the most helpful for the Chapter, is by payroll deduction. (Use the form below)</b><br>___ I shall pay by payroll deduction<br>___ I would rather pay by check (included) |

.....  
 \* **The Entrant rate is extended to untenured full-time faculty members new to the AAUP, for up to 4 years.**

\*\* **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.

## 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 13244