

COMMITTEE Z REPORT
January 2, 2008

Dear Faculty Colleagues,

It is the new year, which once again means a new edition of the Committee Z Report on the salaries and compensation of faculty here at Syracuse University. The Committee Z Report is annually provided as a service to the university community by the Syracuse University Chapter of the American Association of University Professors. This year's report was prepared by John Brule, with editorial assistance from Can Isik 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 situation is generally similar to last year. Recent raises have slightly exceeded the cost of living increases, but this year nearly 400 faculty members received raises below the increase in the consumer price index, and five faculty members had their salary reduced. Over the past three years, approximately 30% of the faculty did not keep pace with inflation. During that same time period, 45 faculty members received raises greater than 30% (with one person getting an 85% raise!). Comparing Syracuse University faculty compensation with other institutions, there has been slight improvement in the relative position of Syracuse University: of the "Group of 67", we are 32nd (up from 34th last year); of the "Group of 30", we are 20th (up from 21st last year) and still the lowest ranked private university. Apart from the School of Education, the disparity between salaries of male and female faculty members of similar rank continues. The number of full-time, non-tenure track positions reported in the data this year is 89, or 9.9% of the full-time faculty; this is an increase from last year's figure of 84 (9.5% 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 expected to increase in the coming years.

The Committee Z Report does not contain data regarding the adjunct or part-time faculty. As noted last year, the part-time faculty at Syracuse University voted to form a union, Adjuncts United. The union has been engaged in negotiations with the university over the past year to establish a collective bargaining agreement governing the compensation and working conditions of the part-time faculty. As this is being written, there is, as yet, no agreement in place.

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.

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
A.A.U.P.

Syracuse University Chapter-AAUP "Committee Z Report" For Academic Year 2007-08

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, 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 2007 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 ranks, and in all the regular ranks combined. This shows the Professors of Practice separately.

Table 1
2007-08 Salary, Benefits, Total Compensation
For Full-Time Faculty Members, by Rank

Faculty Rank	Number	Average Salary	Average Benefit	Average Compensation
Professor	328	107,019	33,537	140,556
Assoc. Professor	288	78,235	27,484	105,719
Asst. Professor	261	68,590	23,511	92,101
Instructor	13	63,602	25,134	88,736
Prof. of Practice	6	87,314	13,817	101,131
All Ranks	896	85,811	28,417	114,228

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

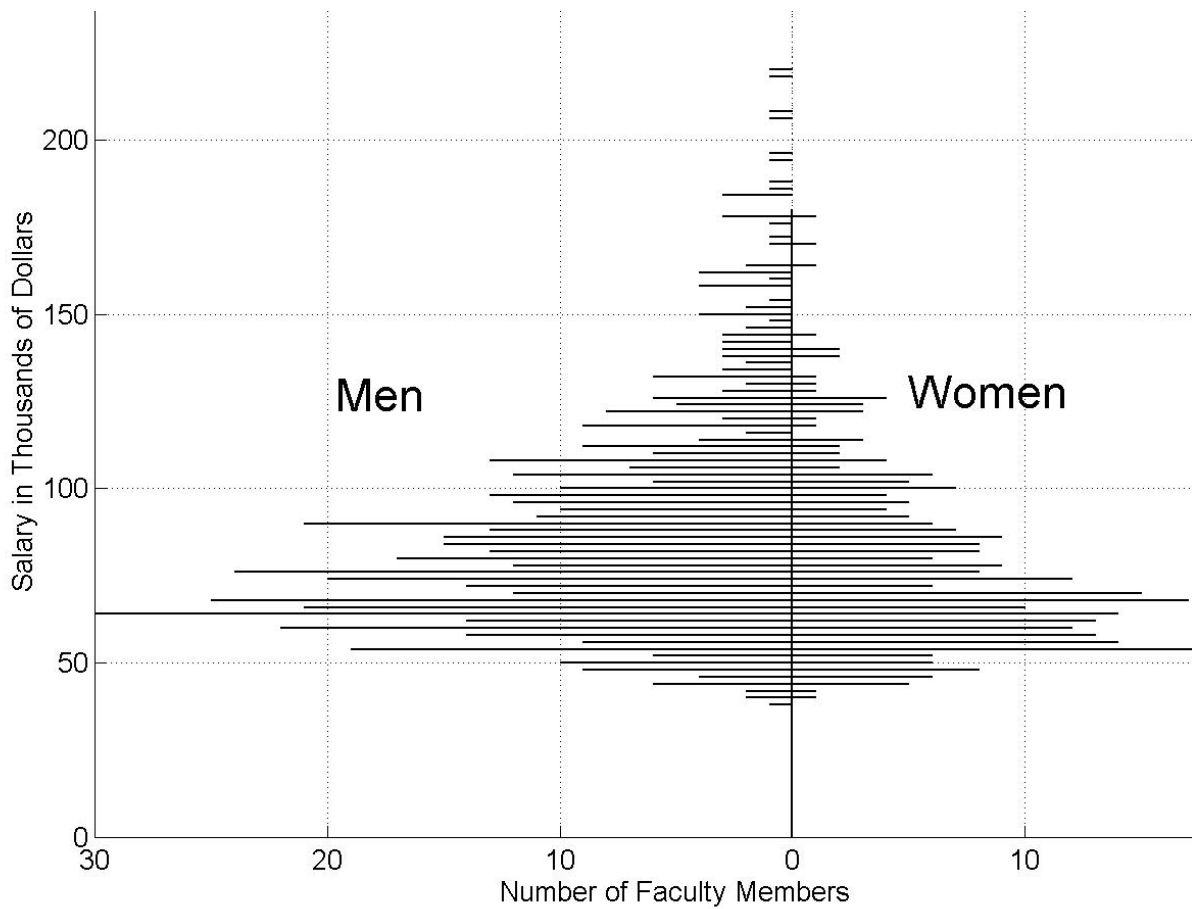


Table 2 (Cont'd)
Salary Distribution by Adjoining Ranks

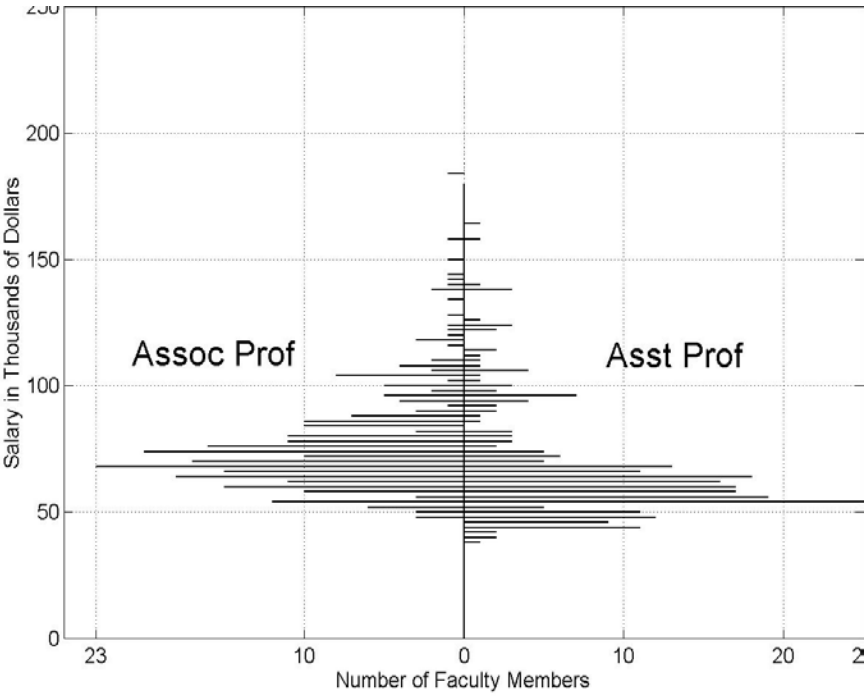
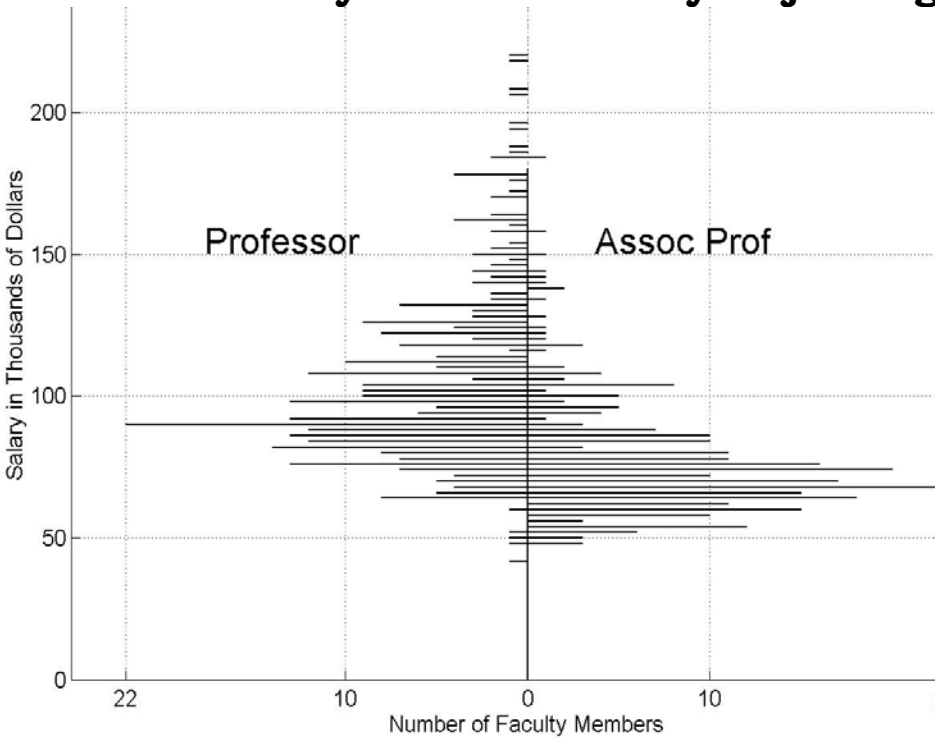


Table 3 compares women's average salaries in 2007-08 with men's average salaries, the former being shown as a percentage of the latter. Other comparisons between men and women, in terms of recent salaries and raises, appear later in this report, in Tables 10 and 11.

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
2007-08	93	94	91	98	98	96	92	84	94	107	102	103
2007-08	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 were no men at the Assistant Professor level in that 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 2006-7 are not the same faculty members as those involved in the 2007-08 computation.

Table 4
Comparative Salaries of New Hires & All Faculty Members

RANK	NUMB NEW	AVG FOR NEW	UNIV AVG	NUM
Professor	16	97,930	107,105	318
Assoc Prof	12	85,304	77,928	276
Asst Prof	63	65,913	69,443	198
Instructor	2	48,100	66,421	11

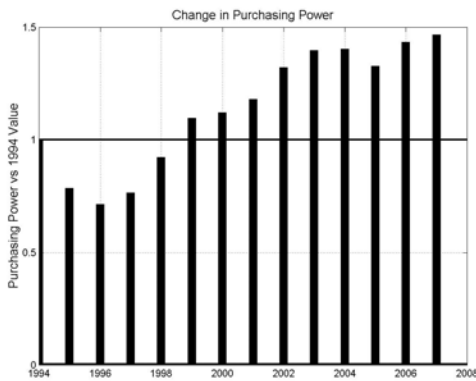
(This table lumps the 6 Professors of Practice in with the 312 Full Professors. This will be corrected in the report prepared for next year)

Table 4 compares the 2007-08 salaries paid to faculty members who were not on the academic budget last year to the 2007-08 salaries of those who were. There are 93 more faculty members this year than last year. Various departments have gained or lost in number of faculty members, as new hires don't necessarily replace those who left. The actual numbers for the academic units with 10 or more faculty members can be obtained from the data of Table 11.

Table5
Raise Distribution 2004-05 to 2007-08

PRaise	No.Fac	PFac	CumFac	CumP
>30	45	6.8	45	6.8
30	1	0.2	46	7.0
29	6	0.9	52	7.9
28	5	0.8	57	8.6
27	2	0.3	59	9.0
26	9	1.4	68	10.3
25	13	2.0	81	12.3
24	9	1.4	90	13.7
23	8	1.2	98	14.9
22	13	2.0	111	16.8
21	12	1.8	123	18.7
20	12	1.8	135	20.5
19	16	2.4	151	22.9
18	17	2.6	168	25.5
17	29	4.4	197	29.9
16	22	3.3	219	33.2
15	29	4.4	248	37.6
14	36	5.5	284	43.1
13	23	3.5	307	46.6
12	32	4.9	339	51.4
11	50	7.6	389	59.0
10	57	8.6	446	67.7
CPI Increase 9	*****66	*****10.0	*****512	*****77.7
8	46	7.0	558	84.7
7	44	6.7	602	91.4
6	25	3.8	627	95.1
5	11	1.7	638	96.8
4	11	1.7	649	98.5
3	5	0.8	654	99.2
2	0	0.0	654	99.2
1	3	0.5	657	99.7
0	1	0.2	658	99.8
<0	1	0.2	659	100.0

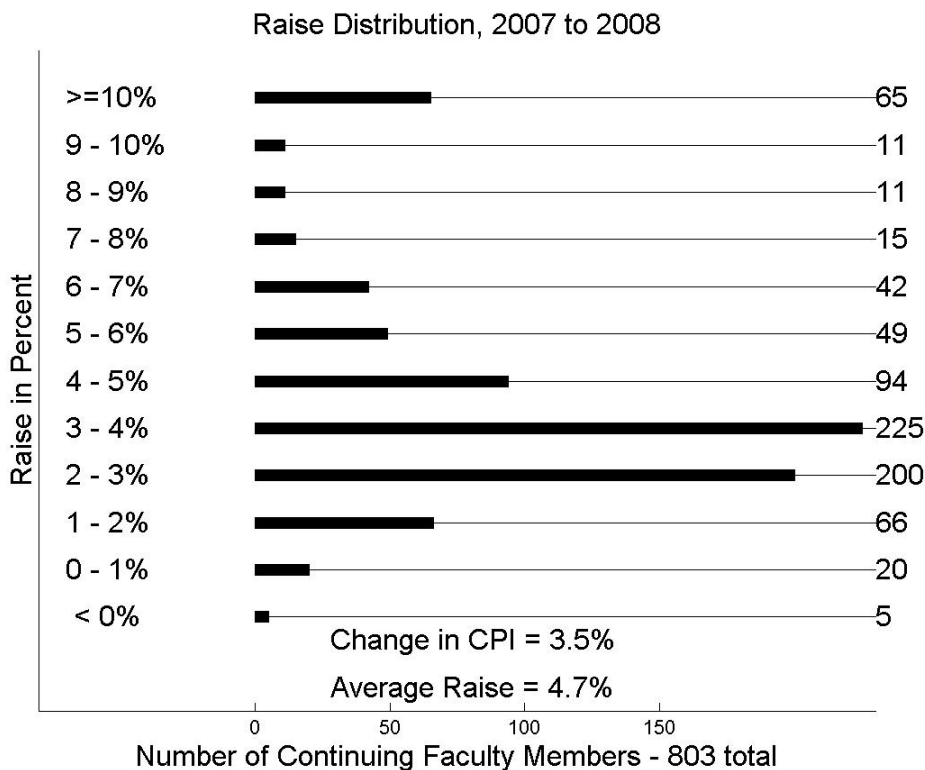
Table 5 shows the percentage raise over the past three years for continuing faculty members. This is the cumulative raise from 2004-05 to 2007-08. For example, in the row where the %Raise is 10%, this means that 57 faculty members received a raise greater than 9% but equal to or less than 10%. The Consumer Price Index increased 9.4%, so about 213 faculty members continuing over those years, or, almost 1/3 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 11.3% and the average is 14.5%. The maximum raise is 85%. If the top 45 entries are discarded, then the average raise of the remainder drops from 14.5% to 12.3%. 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 there was a raise and this year again. Since 1994 the CPI has risen about 40%, and faculty compensation has risen about 58%.

Table 6

Table 6 shows the one-year distribution of raises across the faculty.



Five faculty members had a salary reduction. About 400 faculty members did not receive a raise that kept up with the cost of living. If the top 65 of raises are dropped, then the average raise for the remaining 736 becomes 3.5%, which is just the CPI increase.

Table 7 tabulates 2007-08 average salaries and raises from 2007-08 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
2007-2008 Average Salaries and Raises for All Academic Units
with 10 or more Faculty Members

Academic Unit	No	Salary	Raise	%Raise
Psychology	25	87,189	6,937	8.6%
Public Administration	19	111,079	7,805	7.6%
Economics	20	120,120	7,990	7.1%
Political Science	18	83,422	5,086	6.5%
School of Management	60	113,190	6,202	5.8%
English	29	80,641	4,311	5.6%
Fine Arts	12	71,096	3,605	5.3%
School of Architecture	25	76,034	3,848	5.3%
Philosophy	17	95,227	4,623	5.1%
Geography	15	76,220	3,377	4.6%
Physics	22	88,641	3,837	4.5%
Anthropology	15	78,329	3,278	4.4%
School of Music	17	66,300	2,728	4.3%
Writing Program	11	78,237	3,182	4.2%
Lang, Lit & Linguistics	19	65,844	2,667	4.2%
School of Public Comm.	45	78,291	3,099	4.1%
School of Art	38	60,885	2,314	4.0%
Drama	13	65,060	2,348	3.7%
Teaching & Leadership	13	71,863	2,556	3.7%
Sociology	14	73,493	2,607	3.7%
Elect Engr & Com Sci	26	97,658	3,423	3.6%
Transmedia Studies	11	65,627	2,286	3.6%
Information Studies	22	90,599	3,116	3.6%
History	19	73,234	2,492	3.5%
Social Work	15	77,504	2,422	3.2%
Mathematics	29	83,539	2,582	3.2%
Religion	13	92,168	2,815	3.2%
Mech. & Aerospace Engr	13	103,731	3,154	3.1%
Biology	23	79,031	2,281	3.0%
Chemistry	20	93,142	2,471	2.7%
College of Law	46	129,003	3,304	2.6%

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

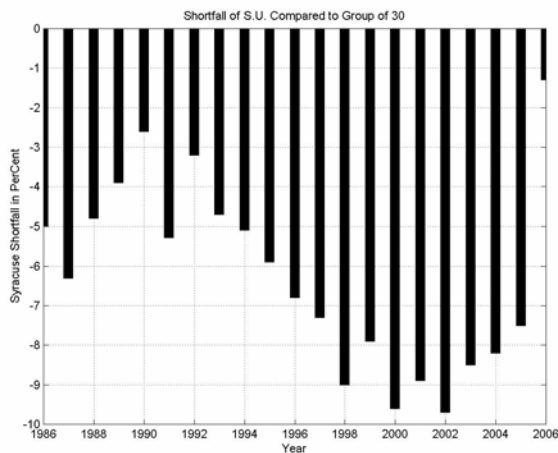
Acad Year	Num Non-Ten	Prof	AssocP	AsstPIns	AllFac	%	
2007-2008	89	13	8	55	13	895	9.9
2006-2007	84	14	4	51	15	887	9.5
2005-2006	77	11	6	46	14	858	9
2004-2005	87	6	8	58	15	873	10
2003-2004	76	4	5	51	16	857	8.9
2002-2003	83	6	8	53	16	853	9.7
2001-2002	89	9	13	59	8	827	10.8
2000-2001	77	10	5	56	6	825	9.3
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
1995-1996	70	4	11	50	5	813	8.6

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 2007-08. (2007-08 is the latest year for which full data are available.) These institutions were selected by the Senate Budget Committee and the Syracuse Chapter of the AAUP in 1974 as schools with similar aspirations and objectives. We can see that we remain below the median, this time at 20th position in this table having risen this year by 1 places. In 1987 the Administration declared the intention of bringing Syracuse University up to the middle of the "group of 30" in 5-10 years.



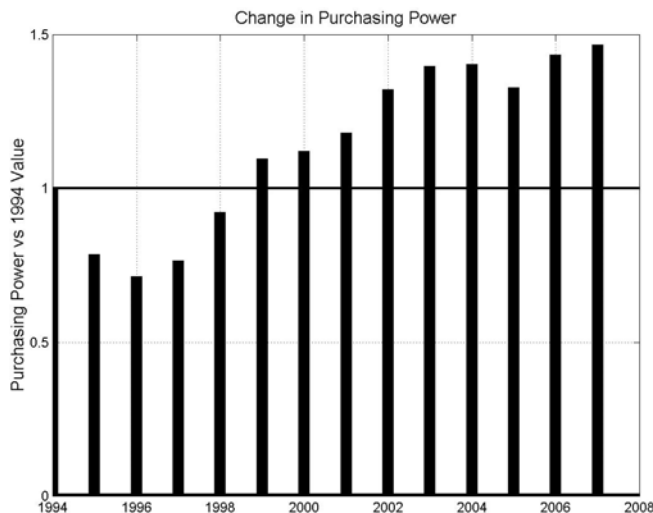
The chart to the left shows how the Syracuse University average compensation has compared with the mean of these schools over the past 15 years. For example, in 1996-97 our average compensation was almost 7% below the mean of the 30 schools. It is obvious that the 1987 goal was not reached.

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 34th in this list of 67 and this year we climbed back to 32nd, just where we were two years ago.

3. Purchasing Power

The chart to the left shows how the purchasing power of the total compensation has changed, relative to the Consumer Price Index. We arbitrarily normalize this to the situation in 1994.



4. Some Other Data

There are other categories of faculty which haven't been mentioned to any extent in this report in previous years. These include Professor of Practice, Trustee Professor and University Professor. The data for the 6 Professors of Practice was made part of Table 1.

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 2007-08 and 2007-08 All-University salary figures by rank, for men, for women, and for both sexes. It gives maximum, minimum, and mean salary figures for 2007-08, and the mean for 2007-08. It also provides information about the percent change in some of these data from 2007-08 to 2007-08.

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 1998-99 through 2007-08

PUBLIC	74-75	98-99	99-00	00-01	01-02	02-03	03-04	04-05	05-06	06-07
Colorado	20.1	77.0	78.2	81.78	84.0	90.4	91.6	95.0	96.8	98.3
Florida	18.3	<u>80.7</u>	79.2	83.8	86.8	90.2	93.3	96.8	102.6	104.0
Iowa	20.0	<u>85.7</u>	<u>89.4</u>	<u>92.4</u>	<u>96.6</u>	<u>100.4</u>	<u>102.4</u>	<u>104.7</u>	<u>107.7</u>	<u>108.4</u>
Iowa State	42.4	78.4	<u>83.4</u>	<u>86.3</u>	<u>89.0</u>	87.4	90.1	92.6	96.2	99.2
Kansas	19.0	71.4	75.0	79.8	84.4	85.4	86.8	92.2	97.0	101.9
Maryland	19.5	<u>79.9</u>	<u>82.9</u>	<u>93.3</u>	<u>97.5</u>	<u>101.1</u>	<u>103.3</u>	<u>107.7</u>	<u>112.0</u>	<u>117.6</u>
Mich State	<u>22.0</u>	<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>	<u>113.4</u>
Ohio State	20.3	<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>	<u>116.6</u>
Oregon	19.3	65.3	69.8	74.1	75.2	79.6	82.3	83.8	91.8	93.4
Penn State	19.3	74.4	77.6	80.4	83.5	86.6	89.7	93.6	97.8	100.6
Pittsburgh	20.5	78.0	80.3	83.5	86.7	91.7	<u>96.7</u>	98.1	100.6	107.3
Rutgers	<u>23.0</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>	<u>124.1</u>
SUNY:										
Albany	<u>24.2</u>	81.0	81.2	<u>87.8</u>	87.3	<u>93.2</u>	95.3	98.1	98.1	106.4
Binghamton	<u>24.4</u>	75.7	76.2	83.3	83.6	90.0	91.7	95.8	97.9	103.6
Buffalo	<u>25.2</u>	<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>	<u>112.3</u>
Stony Brook	<u>25.6</u>	<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>	<u>114.8</u>
PRIVATE										
Boston U	NA	NA	NA	NA	NA	NA	NA	NA	<u>107.6</u>	<u>113.1</u>
Brandeis	<u>22.3</u>	<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>	<u>111.7</u>
Brown	<u>22.8</u>	<u>91.1</u>	<u>93.0</u>	<u>99.3</u>	<u>102.6</u>	<u>110.8</u>	<u>115.4</u>	<u>127.4</u>	<u>131.3</u>	<u>133.0</u>
Case	19.1	<u>85.8</u>	<u>89.2</u>	<u>92.4</u>	<u>96.7</u>	<u>101.2</u>	<u>107.1</u>	<u>104.3</u>	<u>111.0</u>	<u>110.5</u>
Cornell	23.5	<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>	<u>136.0</u>
Duke	<u>23.5</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>	<u>146.4</u>
N.Y.U.	NA	<u>109.1</u>	<u>114.8</u>	<u>117.6</u>	<u>121.5</u>	<u>122.9</u>	<u>121.9</u>	<u>124.6</u>	<u>130.4</u>	<u>135.1</u>
Notre Dame	19.1	<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>	<u>124.0</u>
Rice	<u>21.6</u>	<u>100.1</u>	<u>105.5</u>	<u>109.1</u>	<u>110.0</u>	<u>112.9</u>	<u>113.9</u>	<u>118.1</u>	<u>119.3</u>	<u>123.8</u>
Rochester	<u>22.2</u>	<u>88.2</u>	<u>92.7</u>	<u>95.4</u>	<u>98.6</u>	<u>103.1</u>	<u>104.9</u>	NA	<u>110.6</u>	<u>115.5</u>
Syracuse	20.6	78.6	82.3	85.2	88.6	92.3	96.2	99.5	103.4	108.7
U.S.C.	20.3	<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>	<u>131.1</u>	<u>133.0</u>
Vanderbilt	<u>21.6</u>	<u>90.2</u>	<u>94.8</u>	<u>95.3</u>	<u>99.0</u>	<u>105.8</u>	<u>107.8</u>	<u>113.7</u>	<u>113.7</u>	<u>122.0</u>
Washington	<u>21.1</u>	<u>93.8</u>	<u>100.6</u>	<u>106.2</u>	<u>110.4</u>	<u>114.6</u>	<u>120.1</u>	<u>125.4</u>	<u>123.7</u>	<u>127.8</u>
Mean, Public	<u>21.2</u>	<u>79.5</u>	81.8	<u>86.9</u>	<u>89.3</u>	<u>93.8</u>	<u>96.5</u>	99.3	103.3	107.6
Mean, Private	<u>21.5</u>	<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>	<u>124.7</u>
Mean, All	<u>21.3</u>	<u>85.6</u>	<u>88.7</u>	<u>93.3</u>	<u>96.4</u>	<u>101.2</u>	<u>104.4</u>	<u>107.6</u>	<u>111.1</u>	<u>115.6</u>
Number Report	29	29	29	29	29	29	29	29	30	30
Syracuse Rank	15	22	20	22	21	20	20	19	21	20

Compensations that are higher than that at SU are underlined

Table 9

Average Compensation at 67 Comparable Schools

University of Penn	166.7	173.8	4.3%	University of Miami	103.5	107.3	3.7%
Northwestern Univ	142.1	153.7	8.2%	University of Pitts	100.6	107.3	6.7%
Duke Univ	140.8	146.4	4.0%	Suny at albany	101.7	106.4	4.6%
Emory Univers	134.4	141.4	5.2%	Temple University	103.9	106.2	2.2%
Cornell	132.8	136	2.1%	University of Wash	100.7	106.2	5.5%
New York Univ	130.4	135.1	3.6%	Arizona State Univ	99.4	106.1	6.7%
Univ of South.Cal	131.1	133.0	1.4%	Virginia Polyt Inst	101.4	106.0	4.5%
Washington Univ	123.7	127.8	3.3%	Univ of Florida	102.6	104.0	1.4%
University of Minn	119.3	127.4	6.8%	Suny at Binghamton	97.9	103.6	5.8%
Rutgers University	115.5	124.1	7.4%	University of Kansas	97.0	101.9	5.1%
Univ of Virginia	119.5	124.1	3.8%	University of Hawaii	97.3	101.1	3.9%
Notre Dame	117.0	124.0	6.0%	Tulane University	97.8	100.0	2.2%
Carnegie Mellon	120.4	122.4	1.7%	North Carolina State	93.3	99.6	6.8%
Vanderbilt Univ	113.7	122.0	7.3%	Iowa State Univ	96.2	99.2	3.1%
University of Cal	115.7	121.6	5.1%	University of Neb	96.0	99.0	3.1%
Georgetown Univ	116.5	121.6	4.4%	University of Okla	90.9	99.0	8.9%
University of Conn	114.6	120.0	4.7%	University of Utah	94.6	99.0	4.7%
Univ of Maryland	112.0	117.6	5.0%	Auburn Univ	92.4	98.7	6.8%
Rensselaer Polytec	113.1	117.2	3.6%	University of Col	96.8	98.3	1.5%
University of Mich	112.9	117.2	3.8%	Colorado State	96.1	97.9	1.9%
Ohio State Univ	111.7	116.6	4.4%	University of Cin	96.8	97.9	1.1%
University of Del	112.0	116.6	4.1%	University of Tenn	93.8	95.8	2.1%
Rochester	110.6	115.5	4.4%	Wayne State Univ	92.9	95.3	2.6%
Univ of N. Carolina	106.0	114.9	8.4%	Florida State	88.3	94.4	6.9%
Suny at Stony Brook	109.4	114.8	4.9%	Univ of S. Carolina	91.1	93.6	2.7%
Michigan State	110.9	113.4	2.3%	Univ of Kentucky	91.0	93.5	2.7%
Suny At Buffalo	107.2	112.3	4.8%	Oklahoma State Univ	80.7	90.3	11.9%
Univ of Arizona	105.1	110.8	5.4%	Wash State Univ	86.5	89.6	3.6%
Purdue University	108.0	110.1	1.9%	Univ of New Mexico	85.0	88.9	4.6%
Univ of Rhode Island	103.5	110.0	6.3%	Univ of Wyoming	85.0	88.9	4.6%
Syracuse Univ	103.4	108.7	5.1%	Howard University	84.6	84.5	-0.1%
University of Iowa	107.7	108.4	0.6%	West Virginia Univ	78.5	82.5	5.1%
Univ of Ill at Chicago	104.5	107.5	2.9%	Kansas State	81.0	81.8	1.0%
University of Texas	103.3	107.4	4.0%				

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 this has to include even the few faculty members who received extraordinary raises.

Over the past three years, the salaries of approximately 30% of the faculty did not keep pace with inflation. During that same time period, 45 faculty members received raises greater than 30% (with one person getting an 85% raise!). Comparing Syracuse University faculty compensation with other institutions, there has been slight improvement in the relative position of Syracuse University: of the "Group of 67", we are 32nd (up from 34th last year); of the "Group of 30", we are 20th (up from 21st last year) and still the lowest ranked private university. Apart from the School of Education, the disparity between salaries of male and female faculty members of similar rank continues. The number of full-time, non-tenure track positions reported in the data this year is 89, or 9.9% of the full-time faculty; this is an increase from last year's figure of 84 (9.5% of the faculty).

(There is a slight anomaly in the data this year. After the report was prepared it was found out that the coding of the data supplied by the Administration was changed slightly. In this report the data for the six faculty members having the title Professor of Practice are encoded along with the Full Professors. Thus these six errors will have some effect on a little of the data, but can well be considered negligible. This will be corrected in the report submitted for next year. The data for Table 1 was supplied by the Administration, and thus in this one table the Professor of Practice group is treated as a separate Academic rank.)

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 25. 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 For more information on the report, contact Prof. John Brule at jbrule3@twcny.rr.com

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, 2007-08" is the number of regular faculty members in this unit in the academic year 2007-08. It excludes those on leave and visiting appointments.

"MAXIMUM," "MINIMUM," "MEDIAN," and "MEAN, 2007-08" all refer to the salary figures for the faculty members counted in "NUMBER, 2007-08."

"NUMBER, 2006-07" 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, 2006-07" is the mean salary in 2006-07 for the faculty members who comprise "NUMBER, 2006-07." Thus, it may be a different figure than the mean salary for 2006-07 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, 2006-07." It compares the 2007-08 salaries of all that are presently in the unit to the 2006-07 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 2007-08" 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, 2008	333	288	261	13
Maximum	249,995	185,000	165,000	85,000
Minimum	43,260	48,193	39,970	41,200
Median, 2008	98,845	73,875	62,000	60,639
Mean, 2008	106,506	78,236	68,591	63,602
Number, 2007	317	276	198	11
Mean, 2007	102,687	74,340	66,184	59,474
Pct-Raise_mean	3.72	5.24	3.64	6.94
Num Not Pro	305	255	195	11
Pct.Raise-NotPr	3.87	4.33	4.78	11.68
Total 2007-2008	317	276	198	11
Pct Raise of Rank	4.14	4.83	4.92	11.68

All University Salaries Men

	<u>Prof</u>	<u>AssocP</u>	<u>AsstP</u>	<u>Ins</u>
Number, 2008	252	177	146	9
Maximum	249,995	185,000	165,000	85,000
Minimum	43,260	48,193	39,970	46,260
Median, 2008	100,000	75,000	64,385	69,530
Mean, 2008	108,482	79,953	71,344	68,665
Number, 2007	242	168	111	9
Mean, 2007	104,569	75,562	68,103	62,546
Pct-Raise_mean	3.74	5.81	4.76	9.78
Num Not Pro	231	152	108	9
Pct.Raise-NotPr	3.69	4.34	4.71	9.78
Total 2007-2008	242	168	111	9
Pct Raise of Rank	4.03	5.09	4.96	9.78

All University Salaries Women

	<u>Prof</u>	<u>AssocP</u>	<u>AsstP</u>	<u>Ins</u>
Number, 2008	81	111	115	4
Maximum	179,105	128,800	139,150	60,639
Minimum	65,635	49,079	43,000	41,200
Median, 2008	92,936	71,660	60,000	53,500
Mean, 2008	100,359	75,497	65,095	52,210
Number, 2007	75	108	87	2
Mean, 2007	96,612	72,438	63,737	-
Pct-Raise_mean	3.88	4.22	2.13	-
Num Not Pro	74	103	87	2
Pct.Raise-NotPr	4.49	4.32	4.87	-
Total 2007-2008	75	108	87	2
Pct Raise of Rank	4.54	4.41	4.87	-

Table 11
Salaries in Colleges and Selected Departments

Arts and Sciences Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2008	121	76	73	0
Maximum	220,000	150,973	76,000	-
Minimum	43,260	48,193	39,970	-
Median, 2008	92,809	69,638	63,023	-
Mean, 2008	99,802	71,768	60,755	-
Number, 2007	119	74	58	0
Mean, 2007	95,770	68,889	59,349	-
Pct-Raise_mean	4.21	4.18	2.37	-
Num Not Pro	114	68	58	0
Pct.Raise-NotPr	4.26	3.97	4.01	-
Total 2007-2008	119	74	58	0
Pct Raise of Rank	4.8	4.11	4.01	-

Arts and Sciences Salaries Men

	Prof	AssocP	AsstP	Ins
Number, 2008	95	45	39	0
Maximum	220,000	150,973	73,850	-
Minimum	43,260	48,193	39,970	-
Median, 2008	92,809	69,266	63,875	-
Mean, 2008	100,160	72,428	61,790	-
Number, 2007	94	45	31	0
Mean, 2007	96,421	69,725	59,906	-
Pct-Raise_mean	3.88	3.88	3.14	-
Num Not Pro	89	40	31	0
Pct.Raise-NotPr	3.8	3.59	3.27	-
Total 2007-2008	94	45	31	0
Pct Raise of Rank	4.51	3.88	3.27	-

Arts and Sciences Salaries Women

	Prof	AssocP	AsstP	Ins
Number, 2008	26	31	34	0
Maximum	170,155	104,606	76,000	-
Minimum	68,241	49,079	43,000	-
Median, 2008	91,930	70,300	58,920	-
Mean, 2008	98,495	70,810	59,569	-
Number, 2007	25	29	27	0
Mean, 2007	93,325	67,592	58,710	-
Pct-Raise_mean	5.54	4.76	1.46	-
Num Not Pro	25	28	27	0
Pct.Raise-NotPr	5.95	4.54	4.87	-
Total 2007-2008	25	29	27	0
Pct Raise of Rank	5.95	4.49	4.87	-

Maxwell Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2008	61	48	31	0
Maximum	221,400	185,000	95,000	-
Minimum	50,000	58,700	56,000	-
Median, 2008	103,000	76,225	62,000	-
Mean, 2008	107,254	84,385	66,408	-
Number, 2007	57	47	25	0
Mean, 2007	104,677	77,529	62,993	-
Pct-Raise_mean	2.46	8.84	5.42	-
Num Not Pro	55	42	24	0
Pct.Raise-NotPr	4.44	5.25	4.99	-
Total 2007-2008	57	47	25	0
Pct Raise of Rank	4.57	7.32	5	-

Maxwell Salaries Men

	Prof	AssocP	AsstP	Ins
Number, 2008	49	29	16	0
Maximum	221,400	185,000	95,000	-
Minimum	50,000	62,000	56,000	-
Median, 2008	105,000	79,000	63,625	-
Mean, 2008	109,018	90,069	68,459	-
Number, 2007	47	28	13	0
Mean, 2007	106,304	80,891	64,512	-
Pct-Raise_mean	2.55	11.35	6.12	-
Num Not Pro	45	24	12	0
Pct.Raise-NotPr	4.46	6.06	5.07	-
Total 2007-2008	47	28	13	0
Pct Raise of Rank	4.62	9.14	5.09	-

Maxwell Salaries Women

	Prof	AssocP	AsstP	Ins
Number, 2008	12	19	15	0
Maximum	141,000	105,000	94,500	-
Minimum	77,800	58,700	57,400	-
Median, 2008	96,000	70,000	61,000	-
Mean, 2008	100,049	75,711	64,220	-
Number, 2007	10	19	12	0
Mean, 2007	97,032	72,575	61,349	-
Pct-Raise_mean	3.11	4.32	4.68	-
Num Not Pro	10	18	12	0
Pct.Raise-NotPr	4.36	4.06	4.91	-
Total 2007-2008	10	19	12	0
Pct Raise of Rank	4.36	4.32	4.91	-

Table 11

Salaries in Colleges and Selected Departments

A & S Humanities Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2008	49	46	38	0
Maximum	189,228	150,973	73,850	-
Minimum	43,260	48,193	39,970	-
Median, 2008	93,280	67,211	56,805	-
Mean, 2008	100,767	70,791	57,387	-
Number, 2007	47	44	30	0
Mean, 2007	97,244	67,753	55,679	-
Pct-Raise_mean	3.62	4.48	3.07	-
Num Not Pro	44	41	30	0
Pct.Raise-NotPr	4.08	4.24	3.79	-
Total 2007-2008	47	44	30	0
Pct Raise of Rank	5.14	4.3	3.79	-

A & S Humanities Salaries Men

	Prof	AssocP	AsstP	Ins
Number, 2008	31	21	17	0
Maximum	189,228	150,973	73,850	-
Minimum	43,260	48,193	39,970	-
Median, 2008	97,609	66,855	60,138	-
Mean, 2008	103,076	70,898	58,308	-
Number, 2007	30	21	14	0
Mean, 2007	99,482	68,368	54,922	-
Pct-Raise_mean	3.61	3.7	6.17	-
Num Not Pro	27	19	14	0
Pct.Raise-NotPr	3.98	3.44	3.29	-
Total 2007-2008	30	21	14	0
Pct Raise of Rank	5.62	3.7	3.29	-

A & S Humanities Salaries Women

	Prof	AssocP	AsstP	Ins
Number, 2008	18	25	21	0
Maximum	170,155	104,606	66,300	-
Minimum	68,241	49,079	43,000	-
Median, 2008	91,930	70,300	56,500	-
Mean, 2008	96,791	70,700	56,642	-
Number, 2007	17	23	16	0
Mean, 2007	93,296	67,191	56,342	-
Pct-Raise_mean	3.75	5.22	0.53	-
Num Not Pro	17	22	16	0
Pct.Raise-NotPr	4.24	4.94	4.22	-
Total 2007-2008	17	23	16	0
Pct Raise of Rank	4.24	4.86	4.22	-

A & S Sciences Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2008	72	30	35	0
Maximum	220,000	100,000	76,000	-
Minimum	61,806	51,588	45,000	-
Median, 2008	91,395	70,161	65,685	-
Mean, 2008	99,145	73,267	64,412	-
Number, 2007	72	30	28	0
Mean, 2007	94,808	70,556	63,282	-
Pct-Raise_mean	4.57	3.84	1.79	-
Num Not Pro	70	27	28	0
Pct.Raise-NotPr	4.38	3.59	4.21	-
Total 2007-2008	72	30	28	0
Pct Raise of Rank	4.57	3.84	4.21	-

A & S Sciences Salaries Men

	Prof	AssocP	AsstP	Ins
Number, 2008	64	24	22	0
Maximum	220,000	100,000	73,800	-
Minimum	61,806	51,588	45,000	-
Median, 2008	91,395	71,165	65,348	-
Mean, 2008	98,747	73,766	64,481	-
Number, 2007	64	24	17	0
Mean, 2007	94,986	70,913	64,011	-
Pct-Raise_mean	3.96	4.02	0.73	-
Num Not Pro	62	21	17	0
Pct.Raise-NotPr	3.72	3.72	3.26	-
Total 2007-2008	64	24	17	0
Pct Raise of Rank	3.96	4.02	3.26	-

A & S Sciences Salaries Women

	Prof	AssocP	AsstP	Ins
Number, 2008	8	6	13	0
Maximum	165,000	77,470	76,000	-
Minimum	83,260	65,635	45,000	-
Median, 2008	89,938	70,036	66,075	-
Mean, 2008	102,329	71,270	64,297	-
Number, 2007	8	6	11	0
Mean, 2007	93,389	69,131	62,155	-
Pct-Raise_mean	9.57	3.09	3.45	-
Num Not Pro	8	6	11	0
Pct.Raise-NotPr	9.57	3.09	5.73	-
Total 2007-2008	8	6	11	0
Pct Raise of Rank	9.57	3.09	5.73	-

Table 11

Salaries in Colleges and Selected Departments

Architecture Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2008	3	16	14	0
Maximum	-	100,405	70,000	-
Minimum	-	60,260	48,000	-
Median, 2008	-	73,974	55,000	-
Mean, 2008	124,994	75,035	55,094	-
Number, 2007	3	15	7	0
Mean, 2007	121,129	71,585	52,502	-
Pct-Raise_mean	3.19	4.82	4.94	-
Num Not Pro	3	13	7	0
Pct.Raise-NotPr	3.19	6.15	7.02	-
Total 2007-2008	3	15	7	0
Pct Raise of Rank	3.19	5.47	7.02	-

Education Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2008	12	13	17	4
Maximum	136,310	85,000	78,000	60,639
Minimum	78,738	61,061	52,000	48,580
Median, 2008	94,870	69,359	59,665	53,500
Mean, 2008	101,596	69,688	60,922	54,055
Number, 2007	11	12	14	3
Mean, 2007	96,277	65,069	56,417	46,272
Pct-Raise_mean	5.52	7.1	7.99	16.82
Num Not Pro	11	12	14	3
Pct.Raise-NotPr	3.51	5.14	5.49	16.14
Total 2007-2008	11	12	14	3
Pct Raise of Rank	3.51	5.14	5.49	16.14

Engr+Comp Science Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2008	35	17	8	1
Maximum	198,000	106,000	93,700	-
Minimum	74,100	70,000	51,250	-
Median, 2008	101,500	87,600	80,500	-
Mean, 2008	109,021	90,445	78,868	-
Number, 2007	34	15	7	1
Mean, 2007	104,649	87,197	77,021	-
Pct-Raise_mean	4.18	3.72	2.4	-
Num Not Pro	33	14	7	1
Pct.Raise-NotPr	3.4	3.71	3.12	-
Total 2007-2008	34	15	7	1
Pct Raise of Rank	3.59	4.15	3.12	-

Information Studies Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2008	5	12	6	1
Maximum	112,536	111,489	105,167	-
Minimum	53,045	74,427	71,752	-
Median, 2008	103,742	87,695	85,991	-
Mean, 2008	92,591	90,415	87,541	-
Number, 2007	5	12	5	0
Mean, 2007	88,958	87,153	86,802	-
Pct-Raise_mean	4.08	3.74	0.85	-
Num Not Pro	5	11	5	0
Pct.Raise-NotPr	4.08	2.81	2.59	-
Total 2007-2008	5	12	5	0
Pct Raise of Rank	4.08	3.74	2.59	-

College of Law Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2008	31	3	14	0
Maximum	248,500	-	107,400	-
Minimum	76,500	-	93,000	-
Median, 2008	132,840	-	97,481	-
Mean, 2008	141,648	111,915	98,342	-
Number, 2007	30	3	13	0
Mean, 2007	140,748	109,619	94,680	-
Pct-Raise_mean	0.64	2.09	3.87	-
Num Not Pro	30	3	13	0
Pct.Raise-NotPr	2.18	2.09	4.3	-
Total 2007-2008	30	3	13	0
Pct Raise of Rank	2.18	2.09	4.3	-

Management Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2008	18	19	34	3
Maximum	249,995	160,000	165,000	-
Minimum	94,000	83,600	59,248	-
Median, 2008	136,400	111,100	108,700	-
Mean, 2008	142,304	116,345	104,272	74,753
Number, 2007	15	18	24	3
Mean, 2007	131,967	108,997	95,334	63,255
Pct-Raise_mean	7.83	6.74	9.38	18.18
Num Not Pro	14	17	23	3
Pct.Raise-NotPr	4.21	4.41	6.24	18.18
Total 2007-2008	15	18	24	3
Pct Raise of Rank	4.39	4.52	7.09	18.18

Table 11

Salaries in Colleges and Selected Departments

College of Hu Serv & Health Prof Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2008	9	13	11	0
Maximum	127,441	105,125	69,405	-
Minimum	85,696	66,225	54,855	-
Median, 2008	90,500	70,138	56,684	-
Mean, 2008	96,595	74,434	59,879	-
Number, 2007	9	13	8	0
Mean, 2007	92,470	71,305	58,568	-
Pct-Raise_mean	4.46	4.39	2.24	-
Num Not Pro	9	13	8	0
Pct.Raise-NotPr	4.46	4.39	3.87	-
Total 2007-2008	9	13	8	0
Pct Raise of Rank	4.46	4.39	3.87	-

School of Pub. Comm. Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2008	18	23	9	0
Maximum	170,500	90,000	67,250	-
Minimum	71,750	60,000	55,000	-
Median, 2008	79,250	74,750	60,250	-
Mean, 2008	89,721	74,700	60,236	-
Number, 2007	15	22	8	0
Mean, 2007	88,130	72,611	58,031	-
Pct-Raise_mean	1.81	2.88	3.8	-
Num Not Pro	14	21	8	0
Pct.Raise-NotPr	3.97	3.7	4.93	-
Total 2007-2008	15	22	8	0
Pct Raise of Rank	4.23	3.8	4.93	-

Visual Perf Arts Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2008	20	48	44	3
Maximum	98,870	91,537	77,528	-
Minimum	65,308	48,250	42,000	-
Median, 2008	76,163	60,964	50,000	-
Mean, 2008	76,918	63,873	52,782	66,488
Number, 2007	19	45	29	3
Mean, 2007	74,057	61,167	51,905	60,918
Pct-Raise_mean	3.86	4.42	1.69	9.14
Num Not Pro	17	41	28	3
Pct.Raise-NotPr	4.29	4.35	5.06	9.14
Total 2007-2008	19	45	29	3
Pct Raise of Rank	4.36	4.55	4.98	9.14

School of Art Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2008	7	22	15	0
Maximum	83,656	75,000	61,442	-
Minimum	65,308	50,400	45,000	-
Median, 2008	67,757	59,689	50,035	-
Mean, 2008	72,211	61,575	50,899	-
Number, 2007	7	21	10	0
Mean, 2007	69,856	58,604	50,599	-
Pct-Raise_mean	3.37	5.07	0.59	-
Num Not Pro	7	19	10	0
Pct.Raise-NotPr	3.37	3.62	4.45	-
Total 2007-2008	7	21	10	0
Pct Raise of Rank	3.37	3.98	4.45	-

School of Music Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2008	3	9	7	0
Maximum	-	91,537	70,623	-
Minimum	-	55,070	45,000	-
Median, 2008	-	69,663	52,000	-
Mean, 2008	77,459	68,422	53,703	-
Number, 2007	3	9	5	0
Mean, 2007	74,052	65,214	54,326	-
Pct-Raise_mean	4.6	4.92	-1.15	-
Num Not Pro	2	7	4	0
Pct.Raise-NotPr	-	4.69	2.67	-
Total 2007-2008	3	9	5	0
Pct Raise of Rank	4.6	4.92	2.68	-

Speech Communication Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2008	2	4	5	0
Maximum	-	86,358	70,000	-
Minimum	-	53,163	45,000	-
Median, 2008	-	67,039	66,900	-
Mean, 2008	-	68,400	59,409	-
Number, 2007	2	4	2	0
Mean, 2007	-	63,201	-	-
Pct-Raise_mean	-	8.23	-	-
Num Not Pro	2	4	2	0
Pct.Raise-NotPr	-	8.23	-	-
Total 2007-2008	2	4	2	0
Pct Raise of Rank	-	8.23	-	-

Table 11
Salaries in Colleges and Selected Departments

Drama Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2008	3	4	10	0
Maximum	-	64,613	77,528	-
Minimum	-	55,334	42,000	-
Median, 2008	-	59,624	53,535	-
Mean, 2008	78,809	59,799	55,017	-
Number, 2007	3	4	6	0
Mean, 2007	76,207	57,446	59,476	-
Pct-Raise_mean	3.41	4.1	-7.5	-
Num Not Pro	2	4	6	0
Pct.Raise-NotPr	-	4.1	3.73	-
Total 2007-2008	3	4	6	0
Pct Raise of Rank	3.41	4.1	3.73	-

Transmedia Studies Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2008	5	4	5	0
Maximum	98,870	61,628	49,319	-
Minimum	70,000	48,250	48,250	-
Median, 2008	77,978	60,867	48,410	-
Mean, 2008	82,739	57,903	48,618	-
Number, 2007	4	3	4	0
Mean, 2007	83,629	58,176	46,928	-
Pct-Raise_mean	-1.06	-0.47	3.6	-
Num Not Pro	4	3	4	0
Pct.Raise-NotPr	2.74	5.06	3.8	-
Total 2007-2008	4	3	4	0
Pct Raise of Rank	2.74	5.06	3.8	-

Anthropology Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2008	7	7	1	0
Maximum	113,440	83,300	-	-
Minimum	66,000	70,000	-	-
Median, 2008	77,800	77,200	-	-
Mean, 2008	82,477	76,086	-	-
Number, 2007	7	7	1	0
Mean, 2007	79,195	72,559	-	-
Pct-Raise_mean	4.14	4.86	-	-
Num Not Pro	7	5	1	0
Pct.Raise-NotPr	4.14	3.39	-	-
Total 2007-2008	7	7	1	0
Pct Raise of Rank	4.14	4.86	-	-

African-Amer Stu Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2008	3	5	3	0
Maximum	-	101,470	-	-
Minimum	-	67,221	-	-
Median, 2008	-	75,524	-	-
Mean, 2008	99,428	79,043	62,605	-
Number, 2007	3	4	2	0
Mean, 2007	96,393	78,274	-	-
Pct-Raise_mean	3.15	0.98	-	-
Num Not Pro	3	4	2	0
Pct.Raise-NotPr	3.15	2.91	-	-
Total 2007-2008	3	4	2	0
Pct Raise of Rank	3.15	2.91	-	-

Biology Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2008	8	6	9	0
Maximum	132,075	89,100	73,800	-
Minimum	67,300	63,400	63,170	-
Median, 2008	94,483	74,700	66,075	-
Mean, 2008	94,919	75,647	67,166	-
Number, 2007	8	6	9	0
Mean, 2007	92,315	73,555	65,046	-
Pct-Raise_mean	2.82	2.84	3.26	-
Num Not Pro	8	6	9	0
Pct.Raise-NotPr	2.82	2.84	3.26	-
Total 2007-2008	8	6	9	0
Pct Raise of Rank	2.82	2.84	3.26	-

Chemistry Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2008	12	2	6	0
Maximum	220,000	-	66,227	-
Minimum	77,306	-	63,023	-
Median, 2008	89,429	-	64,740	-
Mean, 2008	111,204	-	64,768	-
Number, 2007	12	2	6	0
Mean, 2007	108,284	-	62,829	-
Pct-Raise_mean	2.7	-	3.09	-
Num Not Pro	12	2	6	0
Pct.Raise-NotPr	2.7	-	3.09	-
Total 2007-2008	12	2	6	0
Pct Raise of Rank	2.7	-	3.09	-

Table 11
Salaries in Colleges and Selected Departments

<u>Economics</u> <u>Salaries Men & Women</u>					<u>Fine Arts</u> <u>Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2008	11	7	4	0	Number, 2008	5	2	6	0
Maximum	221,400	140,000	95,000	-	Maximum	110,870	-	65,000	-
Minimum	81,200	82,000	60,000	-	Minimum	70,569	-	39,970	-
Median, 2008	130,000	120,000	93,250	-	Median, 2008	89,572	-	54,315	-
Mean, 2008	136,082	113,714	85,375	-	Mean, 2008	90,808	-	53,957	-
Number, 2007	11	6	3	0	Number, 2007	5	2	5	0
Mean, 2007	126,736	101,417	80,000	-	Mean, 2007	86,067	-	51,613	-
Pct-Raise_mean	7.37	12.13	6.72	-	Pct-Raise_mean	5.51	-	4.54	-
Num Not Pro	11	6	3	0	Num Not Pro	5	2	5	0
Pct.Raise-NotPr	7.37	7.81	3.96	-	Pct.Raise-NotPr	5.51	-	6.27	-
Total 2007-2008	11	6	3	0	Total 2007-2008	5	2	5	0
Pct Raise of Rank	7.37	7.81	3.96	-	Pct Raise of Rank	5.51	-	6.27	-
 <u>English</u> <u>Salaries Men & Women</u>					 <u>Geography</u> <u>Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2008	14	13	6	0	Number, 2008	7	5	4	0
Maximum	170,155	95,000	71,474	-	Maximum	120,000	72,100	60,000	-
Minimum	43,260	49,079	51,500	-	Minimum	73,700	63,100	56,000	-
Median, 2008	93,045	63,745	55,420	-	Median, 2008	88,000	65,200	57,000	-
Mean, 2008	100,185	65,910	59,221	-	Mean, 2008	95,957	65,920	57,500	-
Number, 2007	12	12	5	0	Number, 2007	6	5	4	0
Mean, 2007	98,624	62,768	55,376	-	Mean, 2007	92,790	63,134	55,059	-
Pct-Raise_mean	1.58	5.01	6.94	-	Pct-Raise_mean	3.41	4.41	4.43	-
Num Not Pro	10	10	5	0	Num Not Pro	5	5	4	0
Pct.Raise-NotPr	3.12	3.84	3.05	-	Pct.Raise-NotPr	4.14	4.41	4.43	-
Total 2007-2008	12	12	5	0	Total 2007-2008	6	5	4	0
Pct Raise of Rank	7.35	3.93	3.05	-	Pct Raise of Rank	4.84	4.41	4.43	-
 <u>Lang. Lit. Ling.</u> <u>Salaries Men & Women</u>					 <u>History</u> <u>Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2008	6	8	8	0	Number, 2008	7	6	8	0
Maximum	119,609	62,546	57,110	-	Maximum	101,150	75,000	64,000	-
Minimum	65,423	48,193	43,756	-	Minimum	67,500	62,150	58,000	-
Median, 2008	86,789	55,568	55,350	-	Median, 2008	93,000	68,500	60,050	-
Mean, 2008	90,272	56,436	51,927	-	Mean, 2008	87,907	68,725	60,469	-
Number, 2007	6	8	5	0	Number, 2007	7	6	6	0
Mean, 2007	86,612	53,689	50,234	-	Mean, 2007	85,629	66,967	57,150	-
Pct-Raise_mean	4.23	5.12	3.37	-	Pct-Raise_mean	2.66	2.63	5.81	-
Num Not Pro	6	8	5	0	Num Not Pro	7	6	5	0
Pct.Raise-NotPr	4.23	5.12	2.69	-	Pct.Raise-NotPr	2.66	2.63	6.21	-
Total 2007-2008	6	8	5	0	Total 2007-2008	7	6	6	0
Pct Raise of Rank	4.23	5.12	2.69	-	Pct Raise of Rank	2.66	2.63	6.08	-

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, 2008	20	9	1	0	Number, 2008	5	7	8	0
Maximum	133,960	77,470	-	-	Maximum	128,000	98,000	66,000	-
Minimum	61,806	51,588	-	-	Minimum	100,500	63,300	60,000	-
Median, 2008	88,550	69,482	-	-	Median, 2008	113,500	79,000	63,500	-
Mean, 2008	90,131	68,889	-	-	Mean, 2008	112,360	79,757	63,063	-
Number, 2007	20	9	0	0	Number, 2007	5	7	6	0
Mean, 2007	87,451	66,526	-	-	Mean, 2007	108,920	72,393	59,783	-
Pct-Raise_mean	3.06	3.55	-	-	Pct-Raise_mean	3.16	10.17	5.49	-
Num Not Pro	20	7	0	0	Num Not Pro	5	6	6	0
Pct.Raise-NotPr	3.07	2.7	-	-	Pct.Raise-NotPr	3.16	9.07	6.36	-
Total 2007-2008	20	9	0	0	Total 2007-2008	5	7	6	0
Pct Raise of Rank	3.07	3.55	-	-	Pct Raise of Rank	3.16	10.17	6.36	-

<u>Philosophy Salaries Men & Women</u>					<u>Psychology Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2008	11	1	5	0	Number, 2008	11	7	11	0
Maximum	173,888	-	62,000	-	Maximum	180,000	100,000	76,000	-
Minimum	76,661	-	51,227	-	Minimum	75,660	55,158	45,000	-
Median, 2008	112,870	-	60,138	-	Median, 2008	105,500	75,125	62,000	-
Mean, 2008	114,472	-	57,907	-	Mean, 2008	109,485	76,561	58,497	-
Number, 2007	11	1	5	0	Number, 2007	11	7	7	0
Mean, 2007	108,447	-	55,938	-	Mean, 2007	98,993	72,744	58,309	-
Pct-Raise_mean	5.56	-	3.52	-	Pct-Raise_mean	10.6	5.25	0.32	-
Num Not Pro	11	1	5	0	Num Not Pro	10	7	7	0
Pct.Raise-NotPr	5.56	-	3.52	-	Pct.Raise-NotPr	11.23	5.25	7.67	-
Total 2007-2008	11	1	5	0	Total 2007-2008	11	7	7	0
Pct Raise of Rank	5.56	-	3.52	-	Pct Raise of Rank	10.6	5.25	7.67	-

<u>Physics Salaries Men & Women</u>					<u>Public Admin Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2008	15	2	7	0	Number, 2008	9	8	4	0
Maximum	119,170	-	72,625	-	Maximum	145,000	185,000	90,000	-
Minimum	74,000	-	69,050	-	Minimum	65,000	83,000	70,000	-
Median, 2008	95,550	-	71,650	-	Median, 2008	123,000	100,500	77,750	-
Mean, 2008	95,994	-	71,089	-	Mean, 2008	117,056	109,563	78,875	-
Number, 2007	15	2	5	0	Number, 2007	8	8	3	0
Mean, 2007	91,628	-	69,214	-	Mean, 2007	118,713	97,250	78,167	-
Pct-Raise_mean	4.76	-	2.71	-	Pct-Raise_mean	-1.4	12.66	0.91	-
Num Not Pro	14	1	5	0	Num Not Pro	8	6	3	0
Pct.Raise-NotPr	3.72	-	3.34	-	Pct.Raise-NotPr	4.09	4.4	4.69	-
Total 2007-2008	15	2	5	0	Total 2007-2008	8	8	3	0
Pct Raise of Rank	4.76	-	3.34	-	Pct Raise of Rank	4.09	12.66	4.69	-

Table 11

Salaries in Colleges and Selected Departments

<u>Religion</u>	<u>Salaries Men & Women</u>					<u>Writing Program</u>	<u>Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins		
Number, 2008	7	5	2	0		Number, 2008	1	7	3	0	
Maximum	189,228	150,973	-	-		Maximum	-	90,075	-	-	
Minimum	77,308	56,000	-	-		Minimum	-	67,200	-	-	
Median, 2008	91,006	66,000	-	-		Median, 2008	-	80,000	-	-	
Mean, 2008	101,786	86,716	-	-		Mean, 2008	-	81,419	64,097	-	
Number, 2007	7	5	1	0		Number, 2007	1	7	3	0	
Mean, 2007	98,836	83,747	-	-		Mean, 2007	-	77,842	61,432	-	
Pct-Raise_mean	2.98	3.55	-	-		Pct-Raise_mean	-	4.6	4.34	-	
Num Not Pro	6	5	1	0		Num Not Pro	1	6	3	0	
Pct.Raise-NotPr	2.79	3.54	-	-		Pct.Raise-NotPr	-	4.3	4.34	-	
Total 2007-2008	7	5	1	0		Total 2007-2008	1	7	3	0	
Pct Raise of Rank	2.99	3.54	-	-		Pct Raise of Rank	-	4.6	4.34	-	
<u>Sociology Salaries Men & Women</u>						<u>Elect & Comp Sys Salaries Men & Women</u>					
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins		
Number, 2008	5	7	2	0		Number, 2008	15	8	5	0	
Maximum	92,000	78,950	-	-		Maximum	147,000	106,000	93,700	-	
Minimum	80,300	58,700	-	-		Minimum	74,100	78,000	75,000	-	
Median, 2008	87,600	65,250	-	-		Median, 2008	91,700	96,750	80,900	-	
Mean, 2008	87,070	67,879	-	-		Mean, 2008	103,000	94,763	83,280	-	
Number, 2007	5	7	2	0		Number, 2007	15	7	4	0	
Mean, 2007	83,150	65,950	-	-		Mean, 2007	99,673	88,586	83,725	-	
Pct-Raise_mean	4.71	2.92	-	-		Pct-Raise_mean	3.34	6.97	-0.53	-	
Num Not Pro	4	7	2	0		Num Not Pro	15	6	4	0	
Pct.Raise-NotPr	3.59	2.92	-	-		Pct.Raise-NotPr	3.34	4.44	1.94	-	
Total 2007-2008	5	7	2	0		Total 2007-2008	15	7	4	0	
Pct Raise of Rank	4.71	2.92	-	-		Pct Raise of Rank	3.34	5.26	1.94	-	
<u>Teaching & Leader Salaries Men & Women</u>						<u>Mech & Aerospace Salaries Men & Women</u>					
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins		
Number, 2008	3	4	5	3		Number, 2008	9	4	0	1	
Maximum	-	85,000	64,688	-		Maximum	165,000	90,000	-	-	
Minimum	-	66,651	54,855	-		Minimum	84,000	70,000	-	-	
Median, 2008	-	76,753	57,876	-		Median, 2008	114,000	85,600	-	-	
Mean, 2008	103,930	76,289	58,610	54,740		Mean, 2008	113,167	82,800	-	-	
Number, 2007	3	3	5	2		Number, 2007	9	3	0	1	
Mean, 2007	100,497	70,470	56,254	-		Mean, 2007	109,750	84,583	-	-	
Pct-Raise_mean	3.42	8.26	4.19	-		Pct-Raise_mean	3.11	-2.11	-	-	
Num Not Pro	3	3	5	2		Num Not Pro	9	3	0	1	
Pct.Raise-NotPr	3.42	4.14	4.19	-		Pct.Raise-NotPr	3.11	2.94	-	-	
Total 2007-2008	3	3	5	2		Total 2007-2008	9	3	0	1	
Pct Raise of Rank	3.42	4.14	4.19	-		Pct Raise of Rank	3.11	2.94	-	-	

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

	Prof	AssocP	AsstP	Ins
Number, 2008	6	1	3	0
Maximum	131,200	-	-	-
Minimum	91,020	-	-	-
Median, 2008	101,300	-	-	-
Mean, 2008	108,221	-	71,514	-
Number, 2007	5	1	3	0
Mean, 2007	100,780	-	68,082	-
Pct-Raise_mean	7.38	-	5.04	-
Num Not Pro	5	1	3	0
Pct.Raise-NotPr	3.06	-	5.04	-
Total 2007-2008	5	1	3	0
Pct Raise of Rank	3.06	-	5.04	-

SU-AAUP Membership Application, 2008

(To join or rejoin the AAUP, please complete this application and send it to Joanna Masingila, Mathematics Dept., 215 Carnegie. If you have any questions, call her 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: _____

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2008 Dues Schedule _____	Paying Options
___ Full Time \$192 ___ Entrant*, Joint**, Retired \$97 ___ Part-Time \$50 ___ Graduate Student \$50 ___ Associate of Public \$145***	The easiest way to pay, and the most helpful for the Chapter, is by payroll deduction. (Use the form below) ___ I shall pay by payroll deduction ___ I would rather pay by check (included)

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

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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.

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