

COMMITTEE Z REPORT

February 5, 2010

Dear Faculty Colleagues,

I want to apologize for the delay in releasing this year's Committee Z Report on the Economic Status of the Profession at Syracuse University; the report was delayed until the University's "Report on Sustainable Benefits" was released. In past years, the Committee Z Report generally indicated that average compensation for faculty at Syracuse University was lower than that at most of the universities used as comparators. While the Syracuse administrators acknowledged that the university lagged behind its comparators in average compensation, they would also point out that the employee benefits offered by Syracuse were as generous, or more generous, than most of the comparator schools. Given the proposed changes to make our employee benefits "sustainable," that may not be true much longer.

The proposed changes to employee benefits have generated much discussion across campus, and it is not necessary to address or recount that discussion here. Suffice it to say that the changes will mean that most faculty will experience reductions in the university contributions to TIAA-CREF, increases in the costs of medical insurance, and a co-pay for the use of dependent tuition and remitted tuition benefits. The combined effects of those changes will have a significant impact on faculty -- and on staff and other university employees as well.

In the cover letter to last year's Committee Z Report (written before the university announced a salary freeze for employees earning \$50,000 or more) I cautioned that the deteriorating economic conditions would have negative consequences for faculty. While the university did not cut any faculty positions, it did freeze the salary for most faculty. The effects of the salary freeze, combined with the negative impact of the proposed changes to employee benefits, make it clear that the economic status of the faculty has suffered and is likely to continue to do so. As the conclusions section of this Committee Z Report notes, the salary freeze represented a sizeable contribution by faculty to help maintain the solvency of the university; the changes to employee benefits will be a similarly significant, and continuing, contribution to the university's "sustainability." The Chancellor has indicated that there will be some funds made available for merit raises this year (rumored to be about 2%) -- but those funds will be generated from the savings to be achieved by the proposed changes to employee benefits; it seems to be a classic example of "giving with the one hand while taking away with the other."

The relative position of Syracuse University with regard to average faculty compensation has not changed from last year: Syracuse ranks 20th in the "Group of 30" (see Table 8), and is the lowest ranked private university; as for the "Group of 67," (see Table 9) Syracuse ranks 31st and Tulane University and Howard University are the only private schools ranked lower. Over the last three years, the Consumer Price Index has risen about 7.3%; over those same three years, 71.9% of Syracuse faculty have received raises equal to or greater than the CPI increases. But that also means that the raises for 28.1% of the faculty -- approximately 200 people -- did not keep pace with the CPI. Other continuing trends show that the number of non-tenure track faculty is increasing, and that the salary for women faculty generally lags behind salary for men -- by as much as 7% in some cases.

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 is included with 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.

SU-AAUP Membership Application, 2010

(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: _____

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.

2010 Dues Schedule	Paying Options
___ Full Time \$204 ___ Entrant*, Joint**, Retired \$102 ___ Part-Time \$51 ___ Graduate Student \$53 ___ Associate of Public \$153***	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)

.....
 * **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

Syracuse University Chapter-AAUP "Committee Z Report" For Academic Year 2009-10

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, Gianfranco Vidali 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 2009 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
2009-10 Salary, Benefits, Total Compensation
For Full-Time Faculty Members, by Rank

Rank	Number	Average Salary	Average Benefit	Average Comp.
Professor	326	112,452	36,348	148,800
Assoc. Professor	309	81,991	28,909	110,900
Asst. Professor	282	69,081	24,119	93,200
Instructor	25	52,069	23,431	75,500
All Ranks	942	78,898	28,202	107,100
No Rank	20	86,952	29,048	116,000

The No Rank row includes Professors of Practice & Practitioners in Residence

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

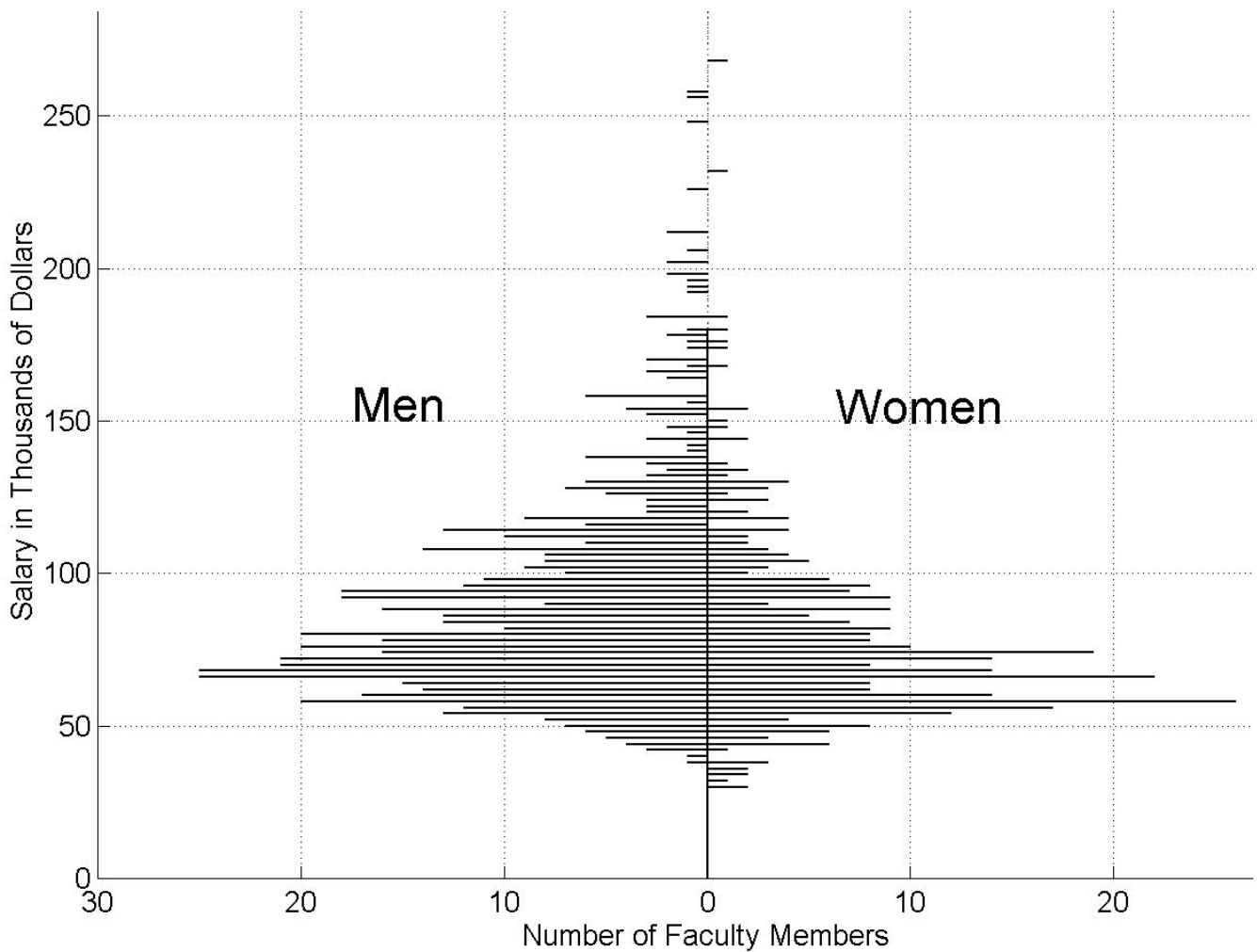


Table 2 (Cont'd)
Salary Distribution by Adjoining Ranks

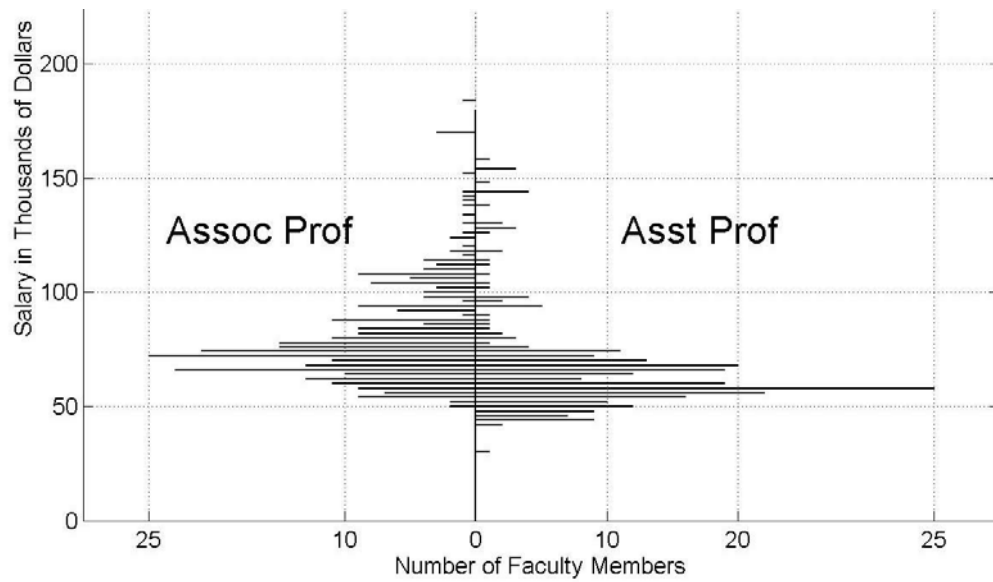
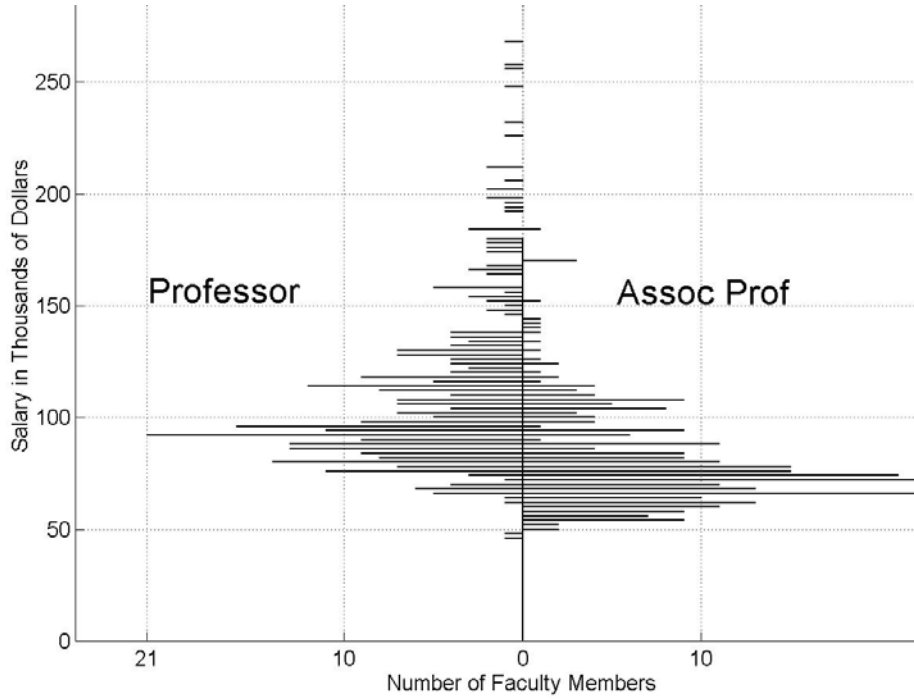


Table 3 compares women's average salaries in 2009-10 with men's average salaries, the former being shown as a percentage of the latter. Other comparisons between men and women, in terms of recent salaries and raises, appear later in this report, in Tables 10 and 11.

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
2009-10	96	93	95	106	98	94	100	90	93	107	104	99
2008-09	94	95	94	100	100	91	98	88	95	108	111	99
2007-08	93	94	91	98	98	96	92	84	94	107	102	103
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 were no men at the Assistant Professor level 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 2008-09 are not the same faculty members as those involved in the 2009-10 computation.

Table 4

Comparative Salaries of New Hires & All Faculty Members

Rank	NumNew	Avg New	Univ Avg	Number
Professor	2	-	112,159	324
Assoc Prof	14	88,714	81,673	295
Asst Prof	47	66,801	69,537	235
Instructor	3	56,066	51,525	22

Table 4 compares the 2009-10 salaries paid to faculty members who were hired in 2009 with those who were already on the faculty. There are 16 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.

Table 5
Raise Distribution 2006-07 to 2009-010

PRaise	No.Fac	PFac	CumFac	CumP
>30	25	3.6	25	3.6
30	5	0.7	30	4.3
29	2	0.3	32	4.6
28	2	0.3	34	4.9
27	2	0.3	36	5.2
26	4	0.6	40	5.8
25	3	0.4	43	6.2
24	3	0.4	46	6.7
23	2	0.3	48	7.0
22	4	0.6	52	7.5
21	6	0.9	58	8.4
20	9	1.3	67	9.7
19	7	1.0	74	10.7
18	6	0.9	80	11.6
17	6	0.9	86	12.5
16	11	1.6	97	14.1
15	21	3.0	118	17.1
14	21	3.0	139	20.1
13	29	4.2	168	24.3
12	26	3.8	194	28.1
11	23	3.3	217	31.4
10	41	5.9	258	37.4
9	66	9.6	324	47.0
8	79	11.4	403	58.4
CPI increase 7	*****93	*****13.5	*****496	*****71.9
6	96	13.9	592	85.8
5	44	6.4	636	92.2
4	31	4.5	667	96.7
3	7	1.0	674	97.7
2	9	1.3	683	99.0
1	1	0.1	684	99.1
0	1	0.1	685	99.3
<0	5	0.7	690	100.0

Table 5 shows the percentage raise over the past three years for continuing faculty members. This is the cumulative raise from 2006-07 to 2009-10. For example, in the row where the %Raise is 10%, this means that 41 faculty members received a raise greater than 9% but equal to or less than 10%. The Consumer Price Index increased 7.3%, so about 200 faculty members continuing over those years, or, about 1/3 did not receive a raise that kept up with the cost of living. [October CPI is used.]

Table 6

Table 6 shows the one-year distribution of raises across the faculty. Most faculty members received essentially no raise. The CPI dropped by 1.3% so there was no apparent loss this year. Some raises did occur due to promotion or receiving tenure and others due to change in status.

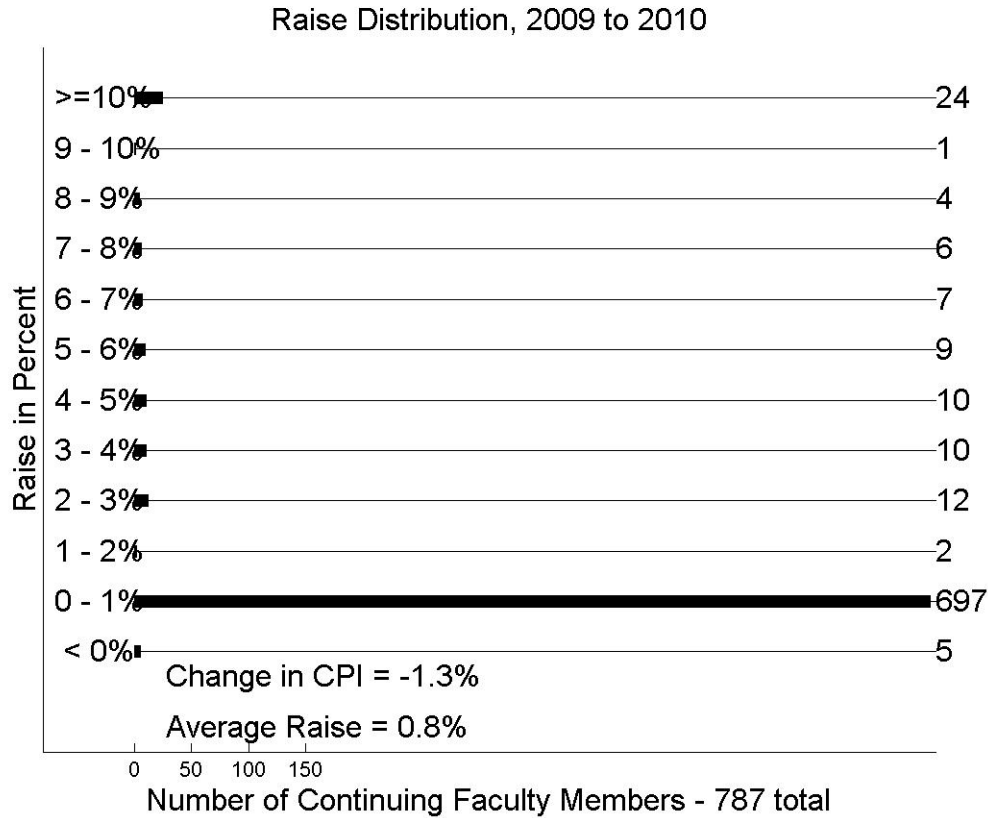


Table 7 on the next page tabulates 2009-10 average salaries and raises from 2008-09 for a number of academic units. The chart is ordered from the top in the order of decreasing percent raises. It shows the number in the academic unit, the mean salary there, the mean dollar raise, and the mean percent raise. The only faculty members included in these figures are those who were in the unit both last year and this year. It should be noted that some departments had zero raise, which includes all of the College of Engineering. Other departments had significantly low raises.

Table 7
2009-2010 Average Salaries and Raises for All Academic Units
with 10 or more Faculty Members

Academic Unit	No	Salary	Raise	%Raise
College of Law	44	133,252	3,636	2.8%
Psychology	20	94,640	1,642	1.8%
School of Music	19	66,414	1,038	1.6%
Architecture	29	76,161	1,011	1.3%
Public Admin.	21	111,524	1,479	1.3%
Sch of Info Stud.	24	94,481	1,139	1.2%
History	19	73,753	842	1.2%
Political Science	27	86,100	945	1.1%
Biology	23	83,106	771	0.9%
LangLit&Ling.	26	62,368	550	0.9%
Fine Arts	12	72,851	573	0.8%
Comm&Rhet Study	10	69,438	542	0.8%
Chemistry	17	98,147	701	0.7%
English	28	82,680	538	0.7%
Economics	19	129,811	763	0.6%
School of Art	42	61,852	288	0.5%
Management	65	121,317	530	0.4%
COHE Social Work	14	82,143	357	0.4%
Geography	15	76,833	333	0.4%
Afr-Amer Studies	11	81,625	337	0.4%
Mathematics	30	83,451	284	0.3%
Public Comm	56	83,365	233	0.3%
Teaching & Leader	14	77,259	179	0.2%
Religion	14	92,214	97	0.1%
Drama	17	64,028	18	0.0%
Electr Eng Comp Sci	27	98,887	0-	0.0%
Mechan & Aerospace	13	102,847	0-	0.0%
Bio & Chem Engin	11	96,914	0-	0.0%
Philosophy	16	97,295	0-	0.0%
Physics	26	88,962	0-	0.0%
Anthropology	13	79,174	0-	0.0%
Sociology	14	76,702	0-	0.0%

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

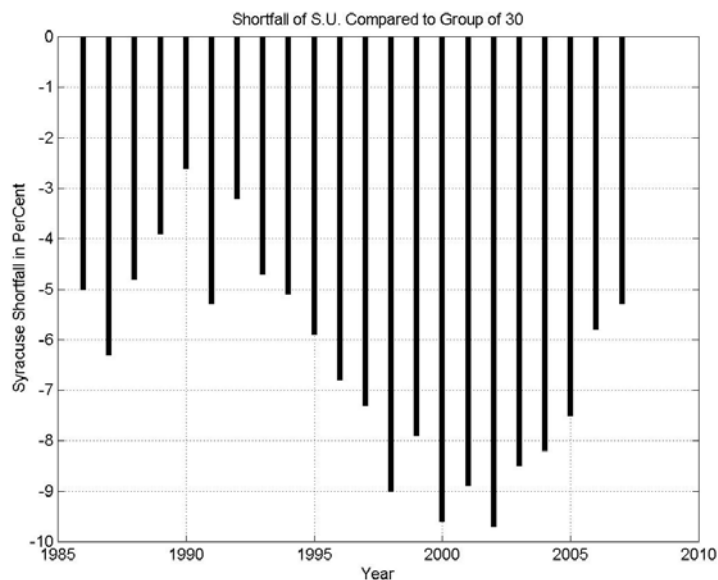
Faculty in Non Tenure-track Positions							
Acad Year	Num Non-T	Prof	AssocP	AsstP	Ins	AllFac	%
2009-2010	108	7	9	67	25	942	11.5
2008-2009	107	8	10	72	17	934	11.5
2007-2008	83	7	8	55	13	896	9.3
2006-2007	78	8	4	51	15	887	8.8
2005-2006	77	11	6	46	14	858	9
2004-2005	87	6	8	58	15	873	10

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 2009-10. (2009-10 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 having fallen this year by 1 place. In 1987 the Administration declared the intention of bringing Syracuse University up to the middle of the "group of 30" in 5-10 years.



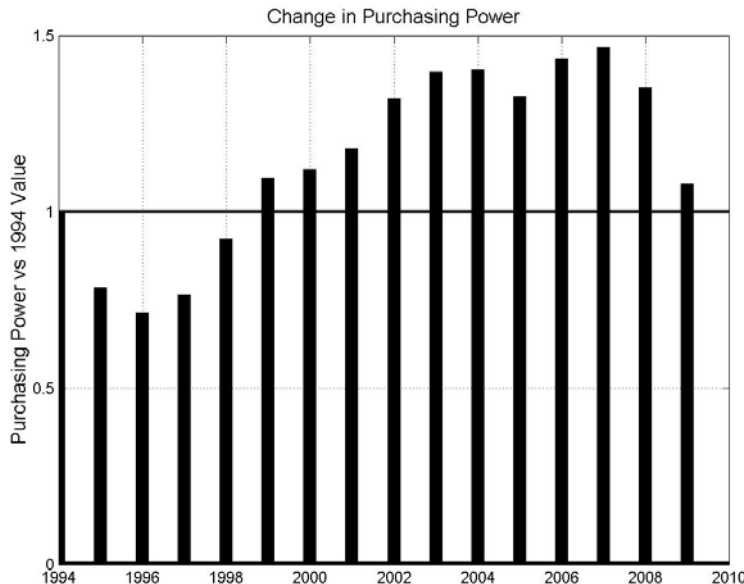
The chart to the left shows how the Syracuse University average compensation has compared with the mean of these schools over the past 15 years. For example, in 1996-97 our average compensation was almost 7% below the mean of the 30 schools. It is obvious that the 1987 goal was not reached.

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 31st in this list of 67 and this year we stayed right there.

3. Purchasing Power

The chart below 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 two other categories of faculty to be mentioned. One is the Professor of Practice and the other is Practitioners in Residence. The data for these two unusual categories are given below. Note that there is a rank of Assistant Professor of Practice.

Prof of Practice & Practitioners in Residence

Rank	Number	Average Salary
Professor of P	15	95,641
AssocProf of P	0	-
AsstProf of P	2	-
Prac. in Res.	3	55,748

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 2009-10 and 2008-09 All-University salary figures by rank, for men, for women, and for both sexes. It gives maximum, minimum, and mean salary figures for 2009-10, and the mean for 2008-09. It also provides information about the percent change in some of these data from 2008-09 to 2009-10.

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 2000-01 through 2008-09

PUBLIC	74-75	00-01	01-02	02-03	03-04	04-05	05-06	06-07	07-08	08-09
Colorado	20.1	.78	84.0	90.4	91.6	95.0	96.8	98.3	104.4	111.3
Florida	18.3	83.8	86.8	90.2	93.3	96.8	102.6	104.0	104.4	109.2
Iowa	20.0	<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>	<u>115.6</u>	<u>119.8</u>
Iowa State	42.4	<u>86.3</u>	<u>89.0</u>	87.4	90.1	92.6	96.2	99.2	105.8	109.9
Kansas	19.0	<u>79.8</u>	<u>84.4</u>	85.4	86.8	92.2	97.0	101.9	107.2	112.5
Maryland	19.5	<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>	<u>122.6</u>	<u>127.1</u>
Mich State	<u>22.0</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>	<u>117.2</u>	<u>121.6</u>
Ohio State	20.3	<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>	<u>119.8</u>	<u>124.9</u>
Oregon	19.3	74.1	75.2	79.6	82.3	83.8	91.8	93.4	98.3	103.2
Penn State	19.3	80.4	83.5	86.6	89.7	93.6	97.8	100.6	104.1	108.1
Pittsburgh	20.5	83.5	86.7	91.7	<u>96.7</u>	98.1	100.6	107.3	106.2	110.9
Rutgers	<u>23.0</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>	<u>130.7</u>	<u>134.9</u>
SUNY:										
Albany	<u>24.2</u>	<u>87.8</u>	<u>87.3</u>	<u>93.2</u>	95.3	98.1	98.1	106.4	108.7	116.7
Binghamton	<u>24.4</u>	83.3	83.6	90.0	91.7	95.8	97.9	103.6	106.3	110.7
Buffalo	<u>25.2</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>	<u>115.2</u>	<u>122.1</u>
Stony Brk	<u>25.6</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>	<u>115.5</u>	<u>121.0</u>
PRIVATE										
Boston U	NA	NA	NA	NA	NA	NA	<u>107.6</u>	<u>113.1</u>	<u>118.0</u>	<u>124.3</u>
Brandeis	<u>22.3</u>	<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>	<u>117.2</u>	<u>121.3</u>
Brown	<u>22.8</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>	<u>135.8</u>	<u>139.8</u>
Case	19.1	<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>	<u>114.8</u>	<u>119.2</u>
Cornell	<u>23.5</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>	<u>141.6</u>	<u>148.1</u>
Duke	<u>23.5</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>	<u>155.4</u>	<u>163.7</u>
N.Y.U.	NA	<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>	<u>140.9</u>	<u>146.3</u>
Notre Dame	19.1	<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>	<u>128.2</u>	<u>133.1</u>
Rice	<u>21.6</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>	<u>129.1</u>	<u>137.6</u>
Rochester	<u>22.2</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>	<u>120.7</u>	<u>126.2</u>
Syracuse	20.6	85.2	88.6	92.3	96.2	99.5	103.4	108.7	113.8	117.0
U.S.C.	20.3	<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>	<u>141.4</u>	<u>141.0</u>
Vanderbilt	<u>21.6</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>	<u>124.5</u>	<u>129.6</u>
Washington	<u>21.1</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>	<u>131.2</u>	<u>140.1</u>
Mean, Pub	<u>21.2</u>	<u>86.9</u>	<u>89.3</u>	<u>93.8</u>	<u>96.5</u>	<u>99.3</u>	<u>103.3</u>	<u>107.6</u>	<u>111.4</u>	<u>116.5</u>
Mean, Pri	<u>21.5</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>	<u>130.7</u>	<u>134.8</u>
Mean, All	<u>21.3</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>	<u>120.1</u>	<u>125.0</u>
Num Rep.	29	29	29	29	29	29	30	30	30	30
Syr Rank	20	22	21	20	20	19	21	20	21	21

Compensations that are higher than that at SU are underlined

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

UNIV OF PENN	179.4	184.5	2.8%	UNIV OF TEXAS	110.8	115.5	4.2%
NORTHWESTERN UNIV	160.0	168.2	5.1%	VIRG POLY INST	111.4	112.7	1.2%
DUKE UNIVERSITY	155.4	163.7	5.3%	UNIV OF KANSAS	107.2	112.5	4.9%
EMORY UNIVERSITY	145.4	153.2	5.4%	UNIV OF RHODE ISL	105.1	111.6	6.2%
CORNELL UNIV	141.6	148.1	4.6%	UNIV OF COLORADO	104.9	111.3	6.1%
NEW YORK UNIV	140.9	146.3	3.8%	UNIV OF ILLINOIS	109.4	111.2	1.6%
UNIV OF S. CALIF	141.4	141.0	-0.3%	UNIV OF PITTSBURG	105.2	110.9	4.45
WASHINGTON UNIV	131.2	140.1	6.8%	COLORA STATE UNIV	104.4	110.8	6.1%
CARNE MELLON UNIV	129.7	136.5	5.2%	UNIV OF ARIZONA	116.0	110.8	-4.5%
UNIV OF CALIF-IRV	132.1	136.3	3.2%	SUNY AT BING	106.3	110.7	4.1%
RUTGERS UNIV	130.7	134.9	3.2%	TEMPLE UNIVERSITY	109.4	110.0	0.5%
UNIV OF NOTR DAME	128.0	133.1	4.0%	IOWA STATE UNIV	105.8	109.9	3.9%
GEORGETOWN UNIV	126.9	132.4	4.3%	UNIV OF FLORIDA	104.4	109.2	4.6%
UNIV OF N. CAROLI	125.2	130.1	3.9%	UNIV OF NEBRASKA	102.3	109.2	6.7%
VANDERBILT UNIV,	124.6	129.6	4.0%	TULANE UNIVERSITY	103.5	108.8	5.1%
UNIV OF VIRG.	129.0	128.8	-0.2%	N CAROLINA STATE	105.2	108.5	3.1
UNIV OF MINNESOTA	118.7	127.3	7.2%	UNIV OF UTAH	104.8	107.4	2.5%
UNIV OF MARYLAND	122.6	127.1	3.7%	ARIZO STATE UNIV	111.8	105.6	-5.5%
UNIV OF MICHIGAN	122.8	127.1	3.5%	UNIV OF OKLAHOMA	101.3	105.0	3.7%
RENSSEL POLY INST	122.0	127.0	4.1%	UNIV OF CINCI	101.4	103.8	2.4%
UNIV OF CONN	121.4	126.6	4.3%	AUBURN UNIV	104.0	102.2	-1.7%
UNIV. OF ROCHEST	120.7	126.2	4.6%	UNIV OF TENNESSEE	101.4	101.8	0.4%
OHIO STATE UNIV	119.8	124.9	4.3%	WAYNE STATE UNIV	98.2	101.4	3.3%
SUNY AT BUFFALO	115.2	122.1	6.0%	UNIV OF KENTUCKY	n/a	100.6	n/a
MICH STATE UNIV	117.2	121.6	3.8%	UNIV OF WYOMING	93.3	99.8	7.0%
SUNY AT STONY BR	115.5	121.0	4.8%	FLORID STATE UNIV	96.2	99.3	3.2%
UNIV OF HAWAII	109.5	120.9	10.4%	UNIV OF S. CAROL	96.3	99.3	3.1%
UNIV OF IOWA	115.6	119.8	3.6%	UNIV OF NEW MEX	93.5	98.7	5.6%
PURDUE UNIVER	114.2	118.9	4.1%	OKLAHO STATE UNIV	94.1	97.1	3.2%
UNIV OF MIAMI	112.7	117.5	4.3%	WASH. STATE UNIV	92.5	94.4	2.1%
SYRACUSE UNIV	113.8	117.0	2.8%	HOWARD UNIV, D.C	87.0	93.5	7.5%
SUNY AT ALBANY	108.7	116.7	7.4%	WEST VIRGIN. UNIV	87.7	91.6	4.4%
UNIV OF WASH	112.0	116.1	3.7%	KANSAS STA UNIV	84.7	87.1	2.8%

Conclusions

This year's salary report shows how the policy to restrict raises functioned. Indeed all the units followed the policy and thus saved the University a significant amount of money that would normally have been added to the salary portion of the budget. The effect of the Administration's policy on essentially no raises for the faculty can be seen in the various tables. So the contribution made by the faculty to help maintain the solvency of the University is quite apparent. Of course this contribution is not a deduction available for income tax purposes, we just basically have less money available.

It is interesting to view Table 7 and see the many academic units that had raises less than 2% - only the College of Law exceeded this amount.

Again there is a new (hidden) group included in this report - these are the people known as "Practitioners in Residence." They join the group known as "Professors of Practice." These 20 people join the 108 faculty members who are on a "Non-tenure-Track" line. While the percentage of such faculty members increases just a little it certainly raises a flag to watch how much these special categories continue to grow.

While there is consideration underway to change the benefits being made available to faculty members we must draw attention to Table 7 to see how much the faculty members have already donated to the University Budget process.

One fact to note is that the salary for women faculty members is in some cases as much as 7% below that of men.

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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, 2009-10" is the number of regular faculty members in this unit in the academic year 2009-10. It excludes those on leave and visiting appointments.

"MAXIMUM," "MINIMUM," "MEDIAN," and "MEAN, 2009-10" all refer to the salary figures for the faculty members counted in "NUMBER, 2009-10."

"NUMBER, 2008-09" 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, 2008-09" is the mean salary in 2008-09 for the faculty members who comprise "NUMBER, 2008-09." Thus, it may be a different figure than the mean salary for 2008-09 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, 2008-09." It compares the 2009-10 salaries of all that are presently in the unit to the 2008-09 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 2009-10" 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

	<u>All University Salaries Men & Women</u>			
	Prof	AssocP	AsstP	Ins
Number, 2010	326	309	282	25
Maximum	300,000	185,000	160,000	102,250
Minimum	46,350	50,500	30,104	30,427
Median, 2010	100,000	76,000	62,000	43,385
Mean, 2010	112,452	81,992	69,081	52,070
Number, 2009	319	299	219	16
Mean, 2009	111,168	80,837	69,521	47,493
Pct-Raise_mean	1.16	1.43	-0.63	9.64
Num Not Pro	302	276	217	13
Pct.Raise-NotPr	0.53	0.23	0.7	2.22
Total 2009-2010	319	299	219	16
Pct Raise of Rank	0.76	0.74	0.72	17.63

	<u>All University Salaries Men</u>			
	Prof	AssocP	AsstP	Ins
Number, 2010	246	188	149	11
Maximum	300,000	185,000	160,000	102,250
Minimum	46,350	50,500	42,405	39,152
Median, 2010	102,352	77,000	65,000	59,550
Mean, 2010	113,563	84,417	70,698	66,143
Number, 2009	240	181	117	8
Mean, 2009	112,614	83,052	70,104	61,169
Pct-Raise_mean	0.84	1.64	0.85	8.13
Num Not Pro	229	166	115	7
Pct.Raise-NotPr	0.59	0.22	0.86	1
Total 2009-2010	240	181	117	8
Pct Raise of Rank	0.8	0.77	0.89	11.57

	<u>All University Salaries Women</u>			
	Prof	AssocP	AsstP	Ins
Number, 2010	80	121	133	14
Maximum	270,000	135,500	155,000	61,850
Minimum	67,440	51,872	30,104	30,427
Median, 2010	97,000	74,950	61,000	38,987
Mean, 2010	109,039	78,223	67,270	41,012
Number, 2009	79	118	102	8
Mean, 2009	106,776	77,438	68,853	33,817
Pct-Raise_mean	2.12	1.01	-2.3	21.28
Num Not Pro	73	110	102	6
Pct.Raise-NotPr	0.34	0.26	0.52	4.2
Total 2009-2010	79	118	102	8
Pct Raise of Rank	0.64	0.71	0.52	28.58

Table 11
Salaries in Colleges and Selected Departments

Arts and Sciences Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2010	124	71	78	14
Maximum	233,435	152,959	76,100	96,280
Minimum	46,350	50,500	30,104	30,427
Median, 2010	95,235	70,300	60,000	38,932
Mean, 2010	103,172	72,966	60,649	42,450
Number, 2009	121	70	58	8
Mean, 2009	101,877	72,248	62,545	36,233
Pct-Raise_mean	1.27	0.99	-3.03	17.16
Num Not Pro	113	62	58	6
Pct.Raise-NotPr	0.35	0.19	0.13	4.2
Total 2009-2010	121	70	58	8
Pct Raise of Rank	0.57	0.8	0.13	26.95

Maxwell Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2010	57	52	32	0
Maximum	270,000	143,500	97,500	-
Minimum	50,000	63,000	57,600	-
Median, 2010	109,000	78,600	67,500	-
Mean, 2010	117,372	83,946	71,230	-
Number, 2009	57	51	28	0
Mean, 2009	116,730	82,724	69,757	-
Pct-Raise_mean	0.55	1.48	2.11	-
Num Not Pro	55	47	28	0
Pct.Raise-NotPr	0.17	0.51	0.21	-
Total 2009-2010	57	51	28	0
Pct Raise of Rank	0.55	1.21	0.21	-

Arts and Sciences Salaries Men

	Prof	AssocP	AsstP	Ins
Number, 2010	98	40	41	3
Maximum	202,750	152,959	76,100	96,280
Minimum	46,350	50,500	42,405	-
Median, 2010	95,410	70,250	63,500	-
Mean, 2010	101,955	73,735	62,533	-
Number, 2009	96	40	32	3
Mean, 2009	101,898	72,820	64,285	57,126
Pct-Raise_mean	0.06	1.26	-2.73	2.55
Num Not Pro	91	33	32	3
Pct.Raise-NotPr	0.28	0.36	0.45	2.55
Total 2009-2010	96	40	32	3
Pct Raise of Rank	0.48	1.26	0.45	2.55

Maxwell Salaries Men

	Prof	AssocP	AsstP	Ins
Number, 2010	46	31	16	0
Maximum	228,000	143,500	97,500	-
Minimum	50,000	63,000	57,600	-
Median, 2010	111,500	80,450	67,000	-
Mean, 2010	117,300	87,302	73,881	-
Number, 2009	46	31	14	0
Mean, 2009	116,504	86,518	72,293	-
Pct-Raise_mean	0.68	0.91	2.2	-
Num Not Pro	44	29	14	0
Pct.Raise-NotPr	0.22	0.23	0	-
Total 2009-2010	46	31	14	0
Pct Raise of Rank	0.68	0.91	0	-

Arts and Sciences Salaries Women

	Prof	AssocP	AsstP	Ins
Number, 2010	26	31	37	11
Maximum	233,435	109,571	75,665	49,999
Minimum	69,600	54,819	30,104	30,427
Median, 2010	94,514	72,141	58,825	37,944
Mean, 2010	107,758	71,973	58,561	38,050
Number, 2009	25	30	26	5
Mean, 2009	101,797	71,486	60,403	23,696
Pct-Raise_mean	5.86	0.68	-3.05	60.58
Num Not Pro	22	29	26	3
Pct.Raise-NotPr	0.59	0	-0.3	6.58
Total 2009-2010	25	30	26	5
Pct Raise of Rank	0.92	0.17	-0.3	62.25

Maxwell Salaries Women

	Prof	AssocP	AsstP	Ins
Number, 2010	11	21	16	0
Maximum	270,000	105,000	92,000	-
Minimum	77,000	63,150	58,550	-
Median, 2010	92,350	74,500	68,250	-
Mean, 2010	117,675	78,993	68,578	-
Number, 2009	11	20	14	0
Mean, 2009	117,675	76,843	67,220	-
Pct-Raise_mean	0	2.8	2.02	-
Num Not Pro	11	18	14	0
Pct.Raise-NotPr	0	1	0.44	-
Total 2009-2010	11	20	14	0
Pct Raise of Rank	0	1.76	0.44	-

Table 11
Salaries in Colleges and Selected Departments

A & S Humanities Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2010	47	45	42	14
Maximum	233,435	152,959	72,660	96,280
Minimum	46,350	50,500	30,104	30,427
Median, 2010	101,500	67,470	58,175	38,932
Mean, 2010	109,373	71,670	57,873	42,450
Number, 2009	45	44	34	8
Mean, 2009	106,115	71,245	58,470	36,233
Pct-Raise_mean	3.07	0.6	-1.02	17.16
Num Not Pro	42	42	34	6
Pct.Raise-NotPr	0.51	0	0.16	4.2
Total 2009-2010	45	44	34	8
Pct Raise of Rank	0.7	0.24	0.16	26.95

A & S Sciences Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2010	77	26	36	0
Maximum	202,750	110,000	76,100	-
Minimum	64,000	52,112	45,000	-
Median, 2010	93,370	73,085	67,260	-
Mean, 2010	99,386	75,209	63,887	-
Number, 2009	76	26	24	0
Mean, 2009	99,368	73,946	68,318	-
Pct-Raise_mean	0.02	1.71	-6.49	-
Num Not Pro	71	20	24	0
Pct.Raise-NotPr	0.24	0.59	0.08	-
Total 2009-2010	76	26	24	0
Pct Raise of Rank	0.49	1.71	0.08	-

A & S Humanities Salaries Men

	Prof	AssocP	AsstP	Ins
Number, 2010	30	20	18	3
Maximum	198,000	152,959	72,660	96,280
Minimum	46,350	50,500	42,405	-
Median, 2010	102,448	66,235	57,725	-
Mean, 2010	108,050	72,154	58,326	-
Number, 2009	29	20	16	3
Mean, 2009	107,934	71,966	58,446	57,126
Pct-Raise_mean	0.11	0.26	-0.21	2.55
Num Not Pro	28	19	16	3
Pct.Raise-NotPr	0.31	0	0.99	2.55
Total 2009-2010	29	20	16	3
Pct Raise of Rank	0.42	0.26	0.99	2.55

A & S Sciences Salaries Men

	Prof	AssocP	AsstP	Ins
Number, 2010	68	20	23	0
Maximum	202,750	110,000	76,100	-
Minimum	64,000	52,112	45,000	-
Median, 2010	93,700	73,013	68,200	-
Mean, 2010	99,266	75,317	65,826	-
Number, 2009	67	20	16	0
Mean, 2009	99,285	73,675	70,124	-
Pct-Raise_mean	-0.02	2.23	-6.13	-
Num Not Pro	63	14	16	0
Pct.Raise-NotPr	0.27	0.85	0	-
Total 2009-2010	67	20	16	0
Pct Raise of Rank	0.51	2.23	0	-

A & S Humanities Salaries Women

	Prof	AssocP	AsstP	Ins
Number, 2010	17	25	24	11
Maximum	233,435	109,571	67,500	49,999
Minimum	69,600	54,819	30,104	30,427
Median, 2010	95,740	68,435	58,530	37,944
Mean, 2010	111,707	71,282	57,534	38,050
Number, 2009	16	24	18	5
Mean, 2009	102,818	70,644	58,491	23,696
Pct-Raise_mean	8.65	0.9	-1.64	60.58
Num Not Pro	14	23	18	3
Pct.Raise-NotPr	0.93	0	-0.57	6.58
Total 2009-2010	16	24	18	5
Pct Raise of Rank	1.25	0.22	-0.57	62.25

A & S Sciences Salaries Women

	Prof	AssocP	AsstP	Ins
Number, 2010	9	6	13	0
Maximum	169,950	81,400	75,665	-
Minimum	73,625	68,600	45,000	-
Median, 2010	88,700	74,235	60,000	-
Mean, 2010	100,298	74,852	60,458	-
Number, 2009	9	6	8	0
Mean, 2009	99,983	74,852	64,704	-
Pct-Raise_mean	0.32	0	-6.56	-
Num Not Pro	8	6	8	0
Pct.Raise-NotPr	0	0	0.27	-
Total 2009-2010	9	6	8	0
Pct Raise of Rank	0.32	0	0.27	-

Table 11
Salaries in Colleges and Selected Departments

Architecture Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2010	6	12	17	0
Maximum	164,358	100,149	75,000	-
Minimum	80,309	63,085	52,000	-
Median, 2010	103,292	73,970	58,500	-
Mean, 2010	112,114	76,619	59,341	-
Number, 2009	6	10	13	0
Mean, 2009	110,474	74,518	59,331	-
Pct-Raise_mean	1.48	2.82	0.02	-
Num Not Pro	4	10	13	0
Pct.Raise-NotPr	0	0	2.53	-
Total 2009-2010	6	10	13	0
Pct Raise of Rank	1.48	0	2.53	-

Information Studies Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2010	5	15	5	1
Maximum	115,912	114,821	90,000	-
Minimum	97,850	76,660	60,377	-
Median, 2010	114,518	98,368	82,400	-
Mean, 2010	110,408	97,161	79,893	-
Number, 2009	5	14	4	1
Mean, 2009	109,318	96,494	73,874	-
Pct-Raise_mean	1	0.69	8.15	-
Num Not Pro	4	13	3	1
Pct.Raise-NotPr	0	0	4.66	-
Total 2009-2010	5	14	4	1
Pct Raise of Rank	1	0.48	4.73	-

Education Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2010	12	14	21	2
Maximum	180,654	118,100	81,510	-
Minimum	88,211	60,173	52,000	-
Median, 2010	100,600	70,993	60,000	-
Mean, 2010	112,341	75,170	62,900	-
Number, 2009	12	13	19	2
Mean, 2009	111,574	74,111	62,315	-
Pct-Raise_mean	0.69	1.43	0.94	-
Num Not Pro	12	12	19	2
Pct.Raise-NotPr	0.69	0	1.64	-
Total 2009-2010	12	13	19	2
Pct Raise of Rank	0.69	0.41	1.64	-

College of Law Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2010	26	13	7	0
Maximum	300,000	119,500	160,000	-
Minimum	93,930	104,481	47,444	-
Median, 2010	137,250	107,663	96,000	-
Mean, 2010	156,547	108,881	91,059	-
Number, 2009	26	13	5	0
Mean, 2009	151,624	106,419	75,483	-
Pct-Raise_mean	3.25	2.31	20.64	-
Num Not Pro	25	9	4	0
Pct.Raise-NotPr	3.15	0	0	-
Total 2009-2010	26	13	5	0
Pct Raise of Rank	3.25	2.31	0	-

Engr+Comp Science Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2010	34	17	10	1
Maximum	208,000	112,000	96,100	-
Minimum	75,500	71,750	55,000	-
Median, 2010	105,100	91,200	75,500	-
Mean, 2010	114,730	93,259	75,932	-
Number, 2009	33	17	9	1
Mean, 2009	113,223	93,259	76,035	-
Pct-Raise_mean	1.33	0	-0.14	-
Num Not Pro	33	17	9	1
Pct.Raise-NotPr	0	0	0	-
Total 2009-2010	33	17	9	1
Pct Raise of Rank	0	0	0	-

Management Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2010	15	19	36	2
Maximum	260,000	185,000	155,000	-
Minimum	98,000	86,000	61,000	-
Median, 2010	153,000	126,700	114,200	-
Mean, 2010	154,307	130,125	109,413	-
Number, 2009	14	18	31	2
Mean, 2009	150,900	126,628	106,918	-
Pct-Raise_mean	2.26	2.76	2.33	-
Num Not Pro	13	18	31	2
Pct.Raise-NotPr	0	0.35	0.74	-
Total 2009-2010	14	18	31	2
Pct Raise of Rank	0.09	0.35	0.74	-

Table 11

Salaries in Colleges and Selected Departments

College of Human Serv & Health Prof Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2010	11	13	16	0
Maximum	131,264	110,000	73,620	-
Minimum	80,080	67,406	55,000	-
Median, 2010	93,600	74,166	58,193	-
Mean, 2010	97,327	80,257	61,215	-
Number, 2009	9	12	11	0
Mean, 2009	100,437	77,361	60,993	-
Pct-Raise_mean	-3.1	3.74	0.36	-
Num Not Pro	9	11	11	0
Pct.Raise-NotPr	0	0	0	-
Total 2009-2010	9	12	11	0
Pct Raise of Rank	0	0.54	0	-

School of Art Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2010	7	24	13	1
Maximum	86,165	79,924	66,000	-
Minimum	65,562	51,872	45,000	-
Median, 2010	67,967	62,304	51,496	-
Mean, 2010	72,358	63,746	52,992	-
Number, 2009	7	23	11	1
Mean, 2009	72,858	62,995	52,255	-
Pct-Raise_mean	-0.69	1.19	1.41	-
Num Not Pro	6	22	11	1
Pct.Raise-NotPr	-1.78	0.57	0.54	-
Total 2009-2010	7	23	11	1
Pct Raise of Rank	-0.69	0.86	0.54	-

School of Pub. Comm. Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2010	16	32	12	1
Maximum	178,658	114,432	71,500	-
Minimum	78,250	62,000	60,000	-
Median, 2010	86,275	77,375	67,125	-
Mean, 2010	103,091	78,437	66,563	-
Number, 2009	16	31	9	0
Mean, 2009	102,276	78,233	65,972	-
Pct-Raise_mean	0.8	0.26	0.9	-
Num Not Pro	16	31	9	0
Pct.Raise-NotPr	0.8	0	0	-
Total 2009-2010	16	31	9	0
Pct Raise of Rank	0.8	0	0	-

School of Music Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2010	3	9	8	0
Maximum	85,872	94,283	72,742	-
Minimum	-	54,499	47,703	-
Median, 2010	-	61,932	56,280	-
Mean, 2010	-	67,958	58,768	-
Number, 2009	3	9	7	0
Mean, 2009	79,701	67,315	56,744	-
Pct-Raise_mean	0	0.96	3.57	-
Num Not Pro	3	8	7	0
Pct.Raise-NotPr	0	0	3.51	-
Total 2009-2010	3	9	7	0
Pct Raise of Rank	0	0.96	3.51	-

Visual Perf Arts Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2010	20	51	46	2
Maximum	101,935	94,283	78,520	-
Minimum	65,562	51,872	44,000	-
Median, 2010	80,734	62,855	51,498	-
Mean, 2010	79,874	65,371	54,303	-
Number, 2009	20	50	32	2
Mean, 2009	80,100	64,653	54,773	-
Pct-Raise_mean	-0.28	1.11	-0.86	-
Num Not Pro	18	46	32	1
Pct.Raise-NotPr	-0.93	0.53	1.32	-
Total 2009-2010	20	50	32	2
Pct Raise of Rank	-0.28	1.01	1.32	-

Speech Communication Salaries Men & Women

	Prof	AssocP	AsstP	Ins
Number, 2010	4	2	6	0
Maximum	97,348	-	72,152	-
Minimum	68,387	-	44,000	-
Median, 2010	-	-	58,500	-
Mean, 2010	-	-	58,166	-
Number, 2009	4	2	4	0
Mean, 2009	82,241	-	61,020	-
Pct-Raise_mean	1.37	-	-4.68	-
Num Not Pro	3	2	4	0
Pct.Raise-NotPr	0	-	0.38	-
Total 2009-2010	4	2	4	0
Pct Raise of Rank	1.37	-	0.38	-

Table 11
Salaries in Colleges and Selected Departments

<u>Drama Salaries Men & Women</u>					<u>African-Amer Stu Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2010	3	7	7	0	Number, 2010	4	3	4	0
Maximum	85,490	73,265	78,520	-	Maximum	112,600	103,304	67,700	-
Minimum	-	57,271	44,522	-	Minimum	72,000	-	62,000	-
Median, 2010	-	66,874	51,500	-	Median, 2010	-	-	-	-
Mean, 2010	-	65,201	56,080	-	Mean, 2010	-	-	-	-
Number, 2009	3	7	7	0	Number, 2009	4	3	4	0
Mean, 2009	81,677	64,916	55,533	-	Mean, 2009	94,848	84,860	65,050	-
Pct-Raise_mean	-2.25	0.44	0.98	-	Pct-Raise_mean	0.98	0	0	-
Num Not Pro	3	6	7	0	Num Not Pro	3	3	4	0
Pct.Raise-NotPr	-2.25	0	0.98	-	Pct.Raise-NotPr	0	0	0	-
Total 2009-2010	3	7	7	0	Total 2009-2010	4	3	4	0
Pct Raise of Rank	-2.25	0.44	0.98	-	Pct Raise of Rank	0.98	0	0	-
<u>Transmedia Studies Salaries Men & Women</u>					<u>Biology Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2010	3	4	6	0	Number, 2010	11	6	6	0
Maximum	101,935	76,402	57,000	-	Maximum	138,020	92,200	71,825	-
Minimum	-	55,397	47,000	-	Minimum	68,850	66,300	67,020	-
Median, 2010	-	-	50,004	-	Median, 2010	86,600	76,350	68,800	-
Mean, 2010	-	-	50,195	-	Mean, 2010	93,694	77,561	69,241	-
Number, 2009	3	4	2	0	Number, 2009	11	6	6	0
Mean, 2009	92,964	63,360	-	-	Mean, 2009	93,306	75,317	69,241	-
Pct-Raise_mean	0	1.78	-	-	Pct-Raise_mean	0.42	2.98	0	-
Num Not Pro	3	3	2	0	Num Not Pro	10	3	6	0
Pct.Raise-NotPr	0	0	-	-	Pct.Raise-NotPr	0	0	0	-
Total 2009-2010	3	4	2	0	Total 2009-2010	11	6	6	0
Pct Raise of Rank	0	1.78	-	-	Pct Raise of Rank	0.42	2.98	0	-
<u>Anthropology Salaries Men & Women</u>					<u>Chemistry Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2010	8	4	1	0	Number, 2010	12	4	3	0
Maximum	95,500	85,600	-	-	Maximum	202,750	110,000	67,850	-
Minimum	67,460	73,000	-	-	Minimum	64,000	67,000	-	-
Median, 2010	79,250	-	-	-	Median, 2010	91,500	-	-	-
Mean, 2010	80,308	-	-	-	Mean, 2010	106,684	-	-	-
Number, 2009	8	4	1	0	Number, 2009	11	4	2	0
Mean, 2009	80,308	79,950	-	-	Mean, 2009	110,300	77,610	-	-
Pct-Raise_mean	0	0	-	-	Pct-Raise_mean	-3.28	2.9	-	-
Num Not Pro	8	4	1	0	Num Not Pro	9	2	2	0
Pct.Raise-NotPr	0	0	-	-	Pct.Raise-NotPr	0	-	-	-
Total 2009-2010	8	4	1	0	Total 2009-2010	11	4	2	0
Pct Raise of Rank	0	0	-	-	Pct Raise of Rank	0.24	2.9	-	-

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, 2010	11	4	5	0	Number, 2010	3	3	5	1
Maximum	228,000	143,500	97,500	-	Maximum	116,000	64,935	58,350	-
Minimum	108,500	84,000	95,000	-	Minimum	-	-	42,405	-
Median, 2010	137,000	-	95,000	-	Median, 2010	-	-	53,686	-
Mean, 2010	147,673	-	95,700	-	Mean, 2010	-	-	52,006	-
Number, 2009	11	4	4	0	Number, 2009	3	3	5	1
Mean, 2009	146,355	114,625	95,875	-	Mean, 2009	105,670	64,299	51,759	-
Pct-Raise_mean	0.9	0	-0.18	-	Pct-Raise_mean	2.52	0	0.48	-
Num Not Pro	10	4	4	0	Num Not Pro	3	3	5	1
Pct.Raise-NotPr	0	0	0	-	Pct.Raise-NotPr	2.52	0	0.48	-
Total 2009-2010	11	4	4	0	Total 2009-2010	3	3	5	1
Pct Raise of Rank	0.9	0	0	-	Pct Raise of Rank	2.52	0	0.48	-
<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, 2010	11	12	9	0	Number, 2010	5	6	4	0
Maximum	177,800	84,325	72,660	-	Maximum	118,500	80,000	70,000	-
Minimum	46,350	54,819	51,510	-	Minimum	78,000	64,900	57,600	-
Median, 2010	105,000	67,418	56,000	-	Median, 2010	88,000	67,500	-	-
Mean, 2010	108,980	68,105	57,613	-	Mean, 2010	96,400	69,983	-	-
Number, 2009	11	12	5	0	Number, 2009	5	6	4	0
Mean, 2009	107,612	68,105	59,801	-	Mean, 2009	96,400	69,150	62,650	-
Pct-Raise_mean	1.27	0	-3.66	-	Pct-Raise_mean	0	1.2	0	-
Num Not Pro	11	12	5	0	Num Not Pro	5	5	4	0
Pct.Raise-NotPr	1.27	0	0	-	Pct.Raise-NotPr	0	0	0	-
Total 2009-2010	11	12	5	0	Total 2009-2010	5	6	4	0
Pct Raise of Rank	1.27	0	0	-	Pct Raise of Rank	0	1.2	0	-
<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, 2010	5	9	10	7	Number, 2010	4	10	6	0
Maximum	121,771	64,425	60,000	49,999	Maximum	102,650	78,000	63,500	-
Minimum	85,700	50,500	30,104	30,427	Minimum	83,000	63,150	59,500	-
Median, 2010	92,935	58,500	57,615	39,152	Median, 2010	-	71,000	60,750	-
Mean, 2010	98,701	58,862	53,787	38,241	Mean, 2010	-	71,565	60,917	-
Number, 2009	5	9	8	5	Number, 2009	4	10	5	0
Mean, 2009	98,701	58,862	54,033	30,350	Mean, 2009	95,038	69,965	61,100	-
Pct-Raise_mean	0	0	-0.46	26	Pct-Raise_mean	0	2.29	-0.3	-
Num Not Pro	5	9	8	4	Num Not Pro	4	9	5	0
Pct.Raise-NotPr	0	0	0.14	9.02	Pct.Raise-NotPr	0	1.26	0	-
Total 2009-2010	5	9	8	5	Total 2009-2010	4	10	5	0
Pct Raise of Rank	0	0	0.14	29.07	Pct Raise of Rank	0	2.29	0	-

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, 2010	20	7	3	0	Number, 2010	8	13	7	0
Maximum	119,840	90,000	68,500	-	Maximum	132,000	105,200	69,000	-
Minimum	68,105	52,112	-	-	Minimum	50,000	65,000	61,500	-
Median, 2010	88,850	72,325	-	-	Median, 2010	113,250	89,500	67,000	-
Mean, 2010	90,775	72,361	-	-	Mean, 2010	106,500	85,015	66,071	-
Number, 2009	20	7	3	0	Number, 2009	8	12	7	0
Mean, 2009	90,434	72,120	60,500	-	Mean, 2009	105,125	82,974	66,071	-
Pct-Raise_mean	0.38	0.33	0	-	Pct-Raise_mean	1.31	2.46	0	-
Num Not Pro	19	6	3	0	Num Not Pro	7	11	7	0
Pct.Raise-NotPr	0.23	0	0	-	Pct.Raise-NotPr	0	0.65	0	-
Total 2009-2010	20	7	3	0	Total 2009-2010	8	12	7	0
Pct Raise of Rank	0.38	0.33	0	-	Pct Raise of Rank	1.31	1.46	0	-
 <u>Philosophy Salaries Men & Women</u>					 <u>Psychology Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2010	11	2	4	0	Number, 2010	11	6	10	0
Maximum	180,500	-	65,800	-	Maximum	185,400	83,025	70,000	-
Minimum	77,727	-	52,336	-	Minimum	78,685	56,925	45,000	-
Median, 2010	114,735	-	-	-	Median, 2010	109,780	73,550	53,690	-
Mean, 2010	116,268	-	-	-	Mean, 2010	115,573	72,430	54,693	-
Number, 2009	10	2	4	0	Number, 2009	11	6	3	0
Mean, 2009	118,059	-	59,034	-	Mean, 2009	113,501	70,983	61,849	-
Pct-Raise_mean	-1.52	-	0	-	Pct-Raise_mean	1.83	2.04	-11.57	-
Num Not Pro	10	2	4	0	Num Not Pro	10	6	3	0
Pct.Raise-NotPr	0	-	0	-	Pct.Raise-NotPr	1.14	2.04	0.74	-
Total 2009-2010	10	2	4	0	Total 2009-2010	11	6	3	0
Pct Raise of Rank	0	-	0	-	Pct Raise of Rank	1.83	2.04	0.74	-
 <u>Physics Salaries Men & Women</u>					 <u>Public Admin Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2010	16	1	10	0	Number, 2010	8	9	5	0
Maximum	123,000	-	76,100	-	Maximum	200,000	126,000	92,000	-
Minimum	75,332	-	65,000	-	Minimum	93,000	90,000	73,000	-
Median, 2010	96,450	-	71,900	-	Median, 2010	128,250	99,000	75,000	-
Mean, 2010	98,965	-	72,228	-	Mean, 2010	140,000	102,500	78,300	-
Number, 2009	16	1	9	0	Number, 2009	8	9	4	0
Mean, 2009	98,965	-	73,031	-	Mean, 2009	138,611	100,747	73,833	-
Pct-Raise_mean	0	-	-1.1	-	Pct-Raise_mean	1	1.74	6.05	-
Num Not Pro	16	1	9	0	Num Not Pro	8	8	4	0
Pct.Raise-NotPr	0	-	0	-	Pct.Raise-NotPr	1	0.72	1.41	-
Total 2009-2010	16	1	9	0	Total 2009-2010	8	9	4	0
Pct Raise of Rank	0	-	0	-	Pct Raise of Rank	1	1.74	1.41	-

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, 2010	7	5	2	0	Number, 2010	1	7	2	6
Maximum	198,000	152,959	-	-	Maximum	-	86,804	-	40,320
Minimum	79,116	58,060	-	-	Minimum	-	66,100	-	35,520
Median, 2010	93,917	67,470	-	-	Median, 2010	-	82,850	-	38,328
Mean, 2010	105,179	89,230	-	-	Mean, 2010	-	78,816	-	38,390
Number, 2009	7	5	2	0	Number, 2009	1	6	1	2
Mean, 2009	105,179	89,230	-	-	Mean, 2009	-	76,891	-	-
Pct-Raise_mean	0	0	-	-	Pct-Raise_mean	-	2.5	-	-
Num Not Pro	7	5	2	0	Num Not Pro	0	4	1	1
Pct.Raise-NotPr	0	0	-	-	Pct.Raise-NotPr	-	0	-	-
Total 2009-2010	7	5	2	0	Total 2009-2010	1	6	1	2
Pct Raise of Rank	0	0	-	-	Pct Raise of Rank	-	1.63	-	-
<u>Sociology Salaries Men & Women</u>					<u>Elect&Computer Sys Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2010	6	5	3	0	Number, 2010	15	8	6	0
Maximum	97,000	80,450	70,000	-	Maximum	164,455	112,000	96,100	-
Minimum	82,775	63,000	-	-	Minimum	75,500	80,400	55,000	-
Median, 2010	89,100	68,000	-	-	Median, 2010	96,000	100,550	75,000	-
Mean, 2010	88,971	70,250	-	-	Mean, 2010	111,248	98,175	75,883	-
Number, 2009	6	5	3	0	Number, 2009	14	8	5	0
Mean, 2009	88,971	70,250	62,917	-	Mean, 2009	107,447	98,175	76,060	-
Pct-Raise_mean	0	0	0	-	Pct-Raise_mean	3.54	0	-0.23	-
Num Not Pro	6	5	3	0	Num Not Pro	14	8	5	0
Pct.Raise-NotPr	0	0	0	-	Pct.Raise-NotPr	0	0	0	-
Total 2009-2010	6	5	3	0	Total 2009-2010	14	8	5	0
Pct Raise of Rank	0	0	0	-	Pct Raise of Rank	0	0	0	-
<u>Teaching & Leader Salaries Men & Women</u>					<u>Mech,& Aerospac Salaries Men & Women</u>				
	Prof	AssocP	AsstP	Ins		Prof	AssocP	AsstP	Ins
Number, 2010	3	4	7	1	Number, 2010	8	4	0	1
Maximum	130,565	88,400	71,939	-	Maximum	167,750	92,250	-	-
Minimum	-	67,817	57,049	-	Minimum	85,260	71,750	-	-
Median, 2010	-	-	60,000	-	Median, 2010	115,900	-	-	-
Mean, 2010	-	-	63,510	-	Mean, 2010	115,680	-	-	-
Number, 2009	3	4	6	1	Number, 2009	8	4	0	1
Mean, 2009	107,088	78,485	63,678	-	Mean, 2009	115,680	85,100	-	-
Pct-Raise_mean	0	0	-0.26	-	Pct-Raise_mean	0	0	-	-
Num Not Pro	3	4	6	1	Num Not Pro	8	4	0	1
Pct.Raise-NotPr	0	0	0.65	-	Pct.Raise-NotPr	0	0	-	-
Total 2009-2010	3	4	6	1	Total 2009-2010	8	4	0	1
Pct Raise of Rank	0	0	0.65	-	Pct Raise of Rank	0	0	-	-

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

	Prof	AssocP	AsstP	Ins
Number, 2010	5	2	4	0
Maximum	134,600	-	82,019	-
Minimum	93,470	-	70,000	-
Median, 2010	131,840	-	-	-
Mean, 2010	118,153	-	-	-
Number, 2009	5	2	4	0
Mean, 2009	118,153	-	76,005	-
Pct-Raise_mean	0	-	0	-
Num Not Pro	5	2	4	0
Pct.Raise-NotPr	0	-	0	-
Total 2009-2010	5	2	4	0
Pct Raise of Rank	0	-	0	-