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# FACULTY SALARY & BUDGET COMMITTEE

## ANNUAL REPORT

2009-2010 EDITION

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### MEMBERS

Aaron Baxter  
Wally Boeve  
Pat Bravender  
Larry Burns  
Doug Busman  
Marinus DeBruine  
Gregg Dimkoff  
Kurt Fanning  
Milt Ford  
Joe Godwin (ex officio)  
Linda Grinstead  
Heather Gulgin  
Robert Hollister  
Fran Kelleher  
Zack Kurmas  
Donijo Robbins (Chair)  
Patrick Thorpe  
Xandra Xu

### MAJOR RESPONSIBILITIES

- ✓ Analyze faculty salaries
- ✓ Review health benefits
- ✓ Evaluate budgetary impacts of proposed programs

### MEETING TIMES

Fridays, Noon to 1:30pm

### ACKNOWLEDGMENTS

Many thanks to the administration, especially Gayle Davis, Jim Bachmeier, Scott Richardson, Joe Godwin, Jeff Musser, Brian Copeland & Dave Smith for meeting with us throughout the year. Our sincerest gratitude to Lisa Surman Haight who assists us throughout the year.

### INTRODUCTION

The Faculty Salary and Budget Committee (FSBC) works to provide an informed understanding of the financial health of the university. The work of the committee, as charged by the University Academic Senate, attempts to gain an informed and realistic view of the University's overall financial situation, while focusing attention on particular areas—salaries, health benefits, and prospectuses and final plans. Even in these times of fiscal austerity, the FSBC continues to advocate for the faculty to assure that the Administration and Board of Trustees continue their commitment to attain appropriate competitive salaries at GVSU. Such a commitment is important to retain, recruit, and hire excellent faculty, thus preserving the quality of the university and achieving our goals as an institution.

This 2009-2010 annual report is our second edition of combining the traditional annual report with the salary newsletter. This report presents FSBC's 2009-2010 charge, our accomplishments, and salary comparison summary data.

### RESPONSIBILITIES

In August 2009, ECS/UAS charged the FSBC with the following responsibilities:

1. Please conduct a thorough review of the following:
  - A. pay equity at GVSU in the past decade using comparisons such as rank, gender, race, including any other variables deemed pertinent by the FSBC,
  - B. faculty compensation for summer teaching, faculty overload compensation, retirement contributions at GVSU to that provided at comparable MI institutions,
  - C. faculty handbook language regarding reduction in force, and
  - D. current salary distribution parameters.
2. Given the increasingly dramatic downward shift in Michigan's economy, the FSBC is fully encouraged to provide the UAS with proactive suggestions and/or concerns related to issues that may, in the judgment of the FSBC, warrant timely consideration on behalf of faculty, staff, and students.
3. Faculty Salaries. FSBC should seek, in concert with the administration, to provide the necessary support to continue the improvements in GVSU faculty salaries — with a goal of moving median faculty salaries (at all ranks) and promotional increments to, or above, the mean value of each of these values among the 14 Michigan public universities.

## PAY EQUITY

FSBC conducted a thorough evaluation of faculty salaries at GVSU. Using 2009-2010 data, we analyzed monthly earnings, gender, race, degree, rank, tenure status, discipline, and years of service at GVSU. The analysis reveals that there is no pay difference between men and women, minorities and non-minorities, type of degree, and tenure status; however, significant differences do exist among ranks and disciplines. We find that each rank earns significantly more than the next, where the full professor rank earns \$3,717 per month and the associate and assistant ranks earn \$2,042 and \$1,140, respectively. In addition, faculty in the Seidman College of Business and the Padnos College of Engineering and Computing earn significantly more per month than those in the other colleges. There are no significant differences among the remaining colleges. The regression results from this study are presented in Table 1.

**Table 1**  
**Regression Results For Monthly Salaries at GVSU, 2009 – 2010**

Variable	Coefficient	Std. Error	t	p
Constant	4,874.46	178.65	27.28	0.000
Gender	-10.29	63.91	-0.16	0.872
Non-minority	-16.11	82.52	-0.20	0.845
PhD or Equivalent	-2.21	120.26	-0.02	0.985
Full rank	3,717.28	233.71	15.91	0.000
Associate rank	2,042.47	216.00	9.46	0.000
Assistant rank	1,139.54	179.90	6.33	0.000
Tenure	-87.41	140.60	-0.62	0.534
Business	3,544.30	107.26	33.04	0.000
Computer/Engineering	1,972.06	128.38	15.36	0.000
Years	32.03	5.21	6.15	0.000

Notes: R<sup>2</sup> is 0.799; F is 315.721 with a p-value of 0.000

## FACULTY COMPENSATION

As part of FSBC's charge, we are required to evaluate faculty compensation benefits and compare them to Michigan public universities. At our October 23, 2009 meeting, we reviewed the following: promotional increments, retirement contributions, summer compensation, and overload compensation. Given the comparison data provided in Table 2, FSBC believes that the first three are comparable to the averages of our Michigan peers and argues that changes are not warranted at this time. However, overload pay at GVSU is more than \$700 below the average; in fact it ranks third from the bottom. As such, FSBC's recommendation remains the same as years past: overload compensation should be increased to a minimum of \$1000 per credit hour.

**Table 2**  
**Compensation Benefits for Michigan Public Universities, 2009 – 2010**

University	Promotional Increments			Retirement Contribution (%)	Summer Compensation <sup>a</sup>	Overload Compensation <sup>b</sup>
	Assistant	Associate	Full			
Central Michigan University	2,500	6,250	7,250	12	4,170	4,400
Eastern Michigan University	3,000	4,500	6,000	11	10,000	4,500
Ferris State University	2,000	3,000	4,500	12	5,833	225
<b>Grand Valley State University</b>	<b>1,000</b>	<b>3,500</b>	<b>5,000</b>	<b>12</b>	<b>6,250</b>	<b>1,800</b>
Lake Superior State University	1,300	1,600	2,000	12	3,375	2,484
Michigan State University		2,000	2,500	10	11,100	
Michigan Tech University				11	6,251	
Northern Michigan University	5,399	7,346	9,295	16	4,170	3,150
Oakland University	2,800	4,000	5,000	14	8,187	1,200
Saginaw Valley State University <sup>#</sup>	1,500	2,000	2,500	12	5,000	2,100
University of Michigan - Ann Arbor <sup>#</sup>				10	5,556	
University of Michigan - Dearborn <sup>#</sup>				10	6,250	
University of Michigan - Flint <sup>#</sup>				10	5,556	
Wayne State University	1,500	3,000	6,000	10	4,500	2,484
Western Michigan University <sup>#</sup>	2,750	4,250	6,000	11	5,500	3,090
Average	2,375	3,768	5,095	12	6,113	2,543

Notes: <sup>a</sup>Compensation based on an employee with base salary of \$50,000 teaching one three-credit course. <sup>b</sup>Compensation for a 3-credit course. <sup>#</sup>Employees at these universities are paid based on a fraction of their salary for full-time summer teaching load; compensation represents one course.

In addition to comparing these benefits to other universities, we wanted to understand overload pay at GVSU. The analysis of the fall 2009 semester overload pay at GVSU reveals two interesting findings. First, if the compensation for overload increased to \$1000 per credit hour for faculty and AP staff, the additional cost to the university would be approximately \$125,000. Second, the analysis shows differences for faculty and AP staff. For example, FSBC finds that of those earning at least \$600 per credit hour, 60 percent of the faculty members and 34 percent of the AP staff receive more than the \$600 per credit hour. While FSBC acknowledges logical explanations where compensation falls below \$600 (i.e., co-teaching) and above \$600 (i.e., new prep, type, size); we believe the current compensation structure violates University policy, which states:

Faculty who teach courses outside of and in addition to their normal full-time responsibilities shall be paid extra compensation at the rate of \$600.00 per credit hour per semester. This amount shall be appropriately prorated for teaching more than or less than three credits or where responsibility is shared with other faculty.

Therefore, FSBC recommended to the ECS/UAS that the Administration advise deans of the overload compensation policy and encourage them to achieve and maintain equity by enforcing this policy.

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## REDUCTION IN FORCE & BUDGET PRINCIPLES

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This year FSBC was charged with evaluating the reduction in force language in the Faculty Handbook. On three different occasions, FSBC offered changes to the language in the Faculty and Administrative Handbooks; however, no changes have been made. In our review of the language, FSBC recommended to ECS/UAS that the following immediate steps be taken by the Administration given the imminent cuts in state appropriations.

1. The Administration should not make budget reductions or institute program fees without first consulting with the faculty.
2. By mid-January 2010, the Administration, in conjunction with the faculty and staff, should create and communicate a tiered plan of action regarding what, how, and why specific budget priorities should be preserved and/or reduced as a result of extensive appropriation cuts, a significant decrease in enrollment, or other circumstances resulting in a state of financial exigency. Below is a list of broad budget categories that should be considered, protected, and prioritized by ECS/UAS:
  - a. Academic programs
  - b. Financial aid (need-based)
  - c. Selected student services
  - d. Libraries
  - e. Classroom conditions and services
  - f. Essential campus infrastructure
  - g. Campus safety and security
  - h. Campus aesthetics

The Administration, faculty, and staff should continue to preserve and maintain the defining characteristics of our university, liberal education, and our commitment to serving the professional development needs of West Michigan. In doing so, we should look to innovative cost-saving measures to improve efficiencies and alleviate budget reductions; for example:

1. Encouraging unit heads to review their enrollments and schedule to find efficiencies such as reducing the number of courses with 15 or fewer students or offering flexible teaching schedules such that faculty teaching loads are spread over three semesters rather than two semesters.
2. Changing GVSU's course schedule to two-day per week class schedule, such as MW, TR, WF, would save students an estimated \$3.3 million. [John Reifel, Professor of Economics and Associate Dean conducted the analysis.]

## NEW HEALTH CARE PLAN DESIGN FOR 2011 & BEYOND

FSBC met four times this year with Dave Smith, Director of Benefit Services. We met with him in the fall regarding the new plan design for this year (2010) and the health and wellness initiative. In the winter semester, we met with Mr. Smith and to discuss health care plan designs in the coming years. Given the current trends in health care costs and the pressures from the state, we reviewed alternative scenarios for future health care design plans that withstand large health care cost increases over time. Based on these options, FSBC made recommendations but agreed that any cost shift in health care costs should be coupled with \$1000 adjustment to base salaries to offset most if not all of the costs incurred with the new shift. In the end, our new design that begins January 2011 moves from a 90-10 to an 80-20 cost sharing split and introduces a high-deductible, HSA plan. Our support for these changes is contingent on the commitment of the Administration to redistribute the accumulated cost savings among all GVSU employees. To learn more about the health care design plan, please visit <http://www.gvsu.edu/healthwellness/2011-medical-plan-design-changes-effective-january-1-2011-161.htm>.

## ANNUAL SALARY ADJUSTMENT

Each year FSBC recommends to ECS/UAS a salary adjustment model, based on changes in inflation and national average salary increments, for the coming fiscal year. ECS/UAS, in turn, discusses the proposal and, if approved, forwards the adjustment rationale to the Provost. Last year, FSBC recommended a 2009-10 salary adjustment based on the December-to-December change in the Midwest CPI plus 1.5 percent. In 2008, the December-to-December inflation in the Midwest decreased by 0.3 percent whereas the 2009 December-to-December CPI increased 3.0 percent.

This year, salary increases at GVSU for all faculty members (including affiliates, tenure-track, tenure, and library faculty) averaged 2.8 percent. This rate includes merit but does not include promotional increments, compression, or special compensation. Regular continuing faculty earned an average salary adjustment of 3.6 percent, which includes promotional increments, compression, and special compensation.

Table 3 presents national and GVSU average salary increases for the past five years. GVSU salary increases for continuing faculty over the past four years have been equal to or greater than the national average and for the first time in years, a five-year average comparison suggests that inflation adjusted salary increases at GVSU are slightly better [six-tenths of one percent] than the national average [see the numbers in blue]. We recognize and appreciate the efforts taken by the Administration to rectify the differences between GVSU and national averages.

**Table 3**  
**Average Annual Increases in Salaries**

Fiscal Year	Merit Increase (%)	Regular Continuing Faculty <sup>a</sup>					
		GVSU Nominal Salary Increase (%)	Midwest Inflation Dec-Dec Change <sup>c</sup> (%)	GVSU Real Salary Increase (Nominal - Inflation) (%)	National Average Salary Increases <sup>b,d</sup> (%)	National Inflation Dec-Dec Change <sup>c</sup> (%)	National Real Salary Increase (Nominal - Inflation) (%)
2005-06	3.0	3.6	3.2	0.4	4.4	3.4	1.0
2006-07	3.0	5.0	1.7	3.3	5.0	2.5	2.5
2007-08	4.0	5.2	3.8	1.4	5.1	4.1	1.0
2008-09	4.0	5.4	-0.3	5.7	4.9	0.1	4.8
2009-10	2.8	3.6	3.0	0.6	1.8	2.7	-0.9
5-year average	3.4	4.6	2.3	2.3	4.2	2.6	1.7

Notes:

<sup>a</sup>Regular Faculty includes all tenured/tenure track faculty, including library faculty present Sept. 30th to Sept. 30th of successive years.

<sup>b</sup>AAUP **excludes** library faculty from its calculations. Beginning with the 2002-03 to 2003-04 report, full-time non-tenure-track faculty (Affiliate and Visiting faculty) are included.

<sup>c</sup>United States Bureau of Labor Statistics, [www.bls.gov](http://www.bls.gov)

<sup>d</sup>AAUP, The Annual Report on the Economic status of the profession, 2009-2010. Report is available at: <http://www.aaup.org/NR/rdonlyres/AFB34202-2D42-48B6-9C3B-52EC3D86F605/0/zreport.pdf>

Finally, FSBC assembles average salary data by rank and department [or discipline] and compares GVSU to other universities. Table 4 presents GVSU average salaries [by department and rank] as well as the average salaries from four different groups of schools. The first group is comprised of the 391 master's institutions that report salary data to CUPA; this group is labeled CUPA Master's in the table. The other three groups are created by GVSU's Administration as benchmark institutions. These groups include 162 national comprehensive institutions [labeled National], 20 Midwest comprehensive universities [labeled Midwest] and 11 peer institutions [labeled Peer Group]. Not all disciplines and/or departments are included in the salary tables and where too few observations exist within the comparison data, no numbers are reported.

**Table 4**  
**Average Salaries for GVSU & Benchmarks by Rank & Department, 2009-2010**

DEPARTMENT & RANK	GVSU Average Salaries	CUPA Master's	Benchmarks		
			National	Midwest	Peer Group
ACCOUNTING					
Professor	129,672	101,970	104,514	105,933	117,466
Associate Professor	98,578	91,081	94,137	98,661	109,309
Assistant Professor	97,030	85,745	90,758	101,317	105,513
New Assistant Professor	102,132	101,630	100,853	103,534	
Instructor	60,638	59,054	57,078	56,967	67,044
ANTHROPOLOGY					
Professor	88,525	81,519	81,399		
Associate Professor	61,654	63,349	62,890		
Assistant Professor	54,015	53,149	52,525	52,285	
New Assistant Professor	51,923	50,964	50,923	50,680	
BIOLOGY					
Professor	77,640	79,552	79,149	77,310	81,974
Associate Professor	62,385	62,344	62,504	61,564	64,807
Assistant Professor	54,340	52,448	52,769	53,038	54,855
New Assistant Professor	52,000	52,534	53,059	52,731	
Instructor	49,000	41,808	40,209	38,797	45,223
CHEMISTRY					
Professor	85,180	81,740	80,814	78,525	87,837
Associate Professor	62,947	62,837	62,795	61,115	66,090
Assistant Professor	52,666	52,762	53,079	54,147	55,986
New Assistant Professor	50,500	52,185	53,122	54,550	
CLASSICS					
Professor	75,609	84,099	80,162		
Associate Professor	59,642	66,759			
Assistant Professor	55,915	55,531			
New Assistant Professor					
Instructor	48,896	44,891			
COMMUNICATON					
Professor	84,353	78,468	76,772	71,008	76,997
Associate Professor	62,128	62,365	61,864	59,123	62,426
Assistant Professor	52,790	51,804	51,012	50,068	51,771
New Assistant Professor		52,750	51,509	49,155	
Instructor	50,375	44,516	41,966	43,595	
COMPUTING					
Professor	95,211	106,441			
Associate Professor	82,364	82,847	83,850		
Assistant Professor	75,189	71,317	74,701		
New Assistant Professor	76,000				
COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES					
Professor	100,902	95,414	97,135	94,736	106,217
Associate Professor	87,133	78,960	83,571	84,695	92,530
Assistant Professor	80,350	68,054	72,147	77,146	78,627
New Assistant Professor		69,433	71,904		
Instructor	52,719	48,394	49,263		63,346

DEPARTMENT & RANK	GVSU Average Salaries	CUPA Master's	Benchmarks		
			National	Midwest	Peer Group
CREATIVE WRITING					
Professor	82,179	78,514	77,977		
Associate Professor	69,000	66,362	62,410		
Assistant Professor	50,771	53,271	53,605		
New Assistant Professor	49,500	50,946			
Instructor	50,000	46,493			
CRIMINAL JUSTICE					
Professor	80,423	80,493	80,183	94,516	
Associate Professor	64,304	63,968	64,354	67,231	
Assistant Professor	54,991	53,701	53,542	54,235	
ECONOMICS					
Professor	99,327	90,967	92,505	85,851	98,289
Associate Professor	79,941	75,378	75,760	73,072	77,112
Assistant Professor	72,912	66,850	68,720	66,507	
EDUCATION					
Professor	99,389	79,222	79,712		
Associate Professor	69,667	61,734	62,502		
Assistant Professor	55,041	52,932	52,842	51,888	
New Assistant Professor	53,000	52,194	52,674		
ENGINEERING, GENERAL					
Professor	93,778	95,151	94,833		
Associate Professor		76,907	76,667		
Assistant Professor		69,706	68,272		
New Assistant Professor		68,418			
Instructor					
ENGINEERING, MECHANICAL					
Professor	102,530	99,419	98,528	95,087	
Associate Professor	76,800	80,141	80,203		
Assistant Professor	70,574	71,309	72,061	70,429	
New Assistant Professor	72,000	72,628	72,608		
ENGINEERING, ELECTRICAL					
Professor		81,987	81,235		
Associate Professor	81,236	71,654	72,448		
Assistant Professor	76,544	62,835	62,418		
ENGLISH					
Professor	77,272	77,065	75,410	73,513	79,496
Associate Professor	63,096	59,930	59,257	57,854	61,201
Assistant Professor	51,046	50,592	49,834	50,769	50,728
New Assistant Professor		49,237	49,088	49,512	51,754
Instructor	48,000	40,983	39,060	40,882	
FINANCE					
Professor	118,459	107,528	107,454	108,812	111,893
Associate Professor	111,075	94,924	96,638	103,718	105,633
Assistant Professor	112,337	92,881	94,852	102,015	97,823
FINE & STUDIO ART					
Professor	80,937	77,344	76,139	75,335	75,870
Associate Professor	59,183	59,794	58,464	56,946	59,856
Assistant Professor	50,749	50,277	49,509	50,653	50,299
New Assistant Professor	51,000	49,546	48,752	48,964	
Instructor	45,580	40,462	39,403		

DEPARTMENT & RANK	GVSU Average Salaries	CUPA Master's	Benchmarks		
			National	Midwest	Peer Group
FOREIGN LANGUAGES, LITERATURES, AND LINGUISTICS					
Professor	77,150	75,713	73,463	76,282	79,595
Associate Professor	62,044	60,640	60,066	59,909	60,304
Assistant Professor	51,611	50,947	50,150	49,484	52,000
New Assistant Professor	51,000	48,312	48,161		
Instructor	48,500	39,047	38,040		43,955
GEOGRAPHY					
Professor	71,997	77,617	78,099	80,404	
Associate Professor	62,295	62,349	63,009	61,775	68,804
Assistant Professor	56,600	53,056	52,790	50,391	52,022
GEOLOGICAL & EARTH SCIENCES					
Professor	81,476	81,350	79,318	79,120	83,435
Associate Professor	64,688	65,074	64,036	61,863	69,138
Assistant Professor	56,292	54,467	54,709	54,809	54,441
Instructor	51,000	40,217	40,187		
HEALTH & PHYSICAL EDUCATION					
Professor	71,910	76,589	78,085	71,779	83,373
Associate Professor	64,484	63,292	63,592	59,768	67,285
Assistant Professor	53,671	52,837	52,642	52,664	55,063
New Assistant Professor	58,500	51,859	51,487		
HISTORY					
Professor	79,049	78,837	77,282	76,836	81,724
Associate Professor	59,356	60,953	59,874	61,331	62,797
Assistant Professor	51,714	50,739	49,735	49,987	49,837
New Assistant Professor	49,400	48,431	47,822	49,070	
Instructor	52,400	40,994	41,833		
HOSPITALITY ADMINISTRATION/MANAGEMENT					
Associate Professor	74,297	77,513	75,578		
Assistant Professor	58,816	66,168	65,345		
New Assistant Professor	55,000	61,025			
MANAGEMENT					
Professor	109,893	96,950	99,074	103,421	108,487
Associate Professor	94,131	83,411	87,090	91,571	97,844
Assistant Professor	86,157	77,125	82,971	88,009	90,650
MARKETING					
Professor	120,558	103,644	101,991	107,917	110,739
Associate Professor	102,912	90,663	90,026	96,715	99,241
Assistant Professor	103,000	84,656	87,024	92,355	92,610
New Assistant Professor	98,000	93,755	96,436	97,282	
Instructor	62,785	57,015	53,244		48,828
MATHEMATICS					
Professor	82,700	79,583	79,037	82,529	83,864
Associate Professor	64,702	63,431	63,191	62,766	66,253
Assistant Professor	55,325	53,254	53,441	54,616	56,821
New Assistant Professor	51,667	52,360	51,927	51,825	55,000
Instructor	52,425	42,820	41,520	41,671	49,594
MUSIC					
Professor	78,220	74,999	74,419	74,340	79,646
Associate Professor	60,469	60,338	59,253	59,768	61,926
Assistant Professor	52,103	50,405	50,060	49,830	50,845
New Assistant Professor	50,000	49,163	48,010	49,895	49,150
Instructor	49,000	42,800	41,348	39,487	44,928

DEPARTMENT & RANK	GVSU Average Salaries	CUPA Master's	Benchmarks		
			National	Midwest	Peer Group
NURSING					
Professor	95,504	83,793	84,651	80,775	
Associate Professor	76,589	68,693	70,632	67,568	
Assistant Professor	61,995	58,453	58,695	58,990	
PHILOSOPHY					
Professor	79,766	81,673	78,775	76,382	
Associate Professor	60,630	61,465	59,871	57,486	
Assistant Professor	53,863	51,501	50,309	49,610	
Instructor	47,799	43,823	39,775		
PHYSICS					
Professor	81,002	82,383	81,711	79,385	85,406
Associate Professor	64,597	64,398	63,717	61,394	68,174
Assistant Professor	54,611	54,086	54,339	52,890	57,557
New Assistant Professor	52,750	54,246	55,114	52,960	
POLITICAL SCIENCE					
Professor	84,942	81,687	80,554	82,914	79,848
Associate Professor	61,232	63,884	61,873	62,401	64,273
Assistant Professor	53,192	52,694	51,815	51,720	52,405
PSYCHOLOGY					
Professor	85,886	79,201	78,789	79,627	81,020
Associate Professor	64,847	62,544	61,376	60,006	64,002
Assistant Professor	55,424	52,759	52,330	53,053	55,543
New Assistant Professor	55,118	51,974	51,368	51,723	54,214
Instructor	52,444	42,074	40,548	38,950	
PUBLIC ADMINISTRATION					
Professor	83,564	84,613	83,280	84,457	
Associate Professor	75,143	72,012	70,951	79,310	
Assistant Professor	57,203	58,404	58,248		
New Assistant Professor	55,000	57,089	55,449		
REHABILITATION & THERAPEUTIC PROFESSIONS					
Professor	79,599	85,509	82,826		
Assistant Professor	55,772	60,980	62,584	63,592	
SOCIAL WORK					
Professor	92,393	78,596	79,985	85,458	85,807
Associate Professor	68,959	64,521	64,045	62,807	63,891
Assistant Professor	57,360	53,904	53,809	54,682	54,546
New Assistant Professor	56,000	54,256	55,098		
SOCIOLOGY					
Professor	92,936	81,901	79,768	75,135	82,548
Associate Professor	65,112	62,645	60,695	60,020	63,024
Assistant Professor	55,472	52,502	51,660	50,332	52,585
Instructor	52,375	44,266	42,313		
STATISTICS					
Professor	84,543	84,609	79,818		
Associate Professor	69,774	70,768	65,462		
Assistant Professor	56,520	58,552	58,184		