

# GRAND VALLEY STATE UNIVERSITY

## FACULTY GOVERNANCE

### FACULTY SALARY AND BUDGET COMMITTEE

The Faculty Salary and Budget Committee has developed this e-report on faculty salaries. Although GVSU salary data is presented, comparisons with other universities are based on information from the last academic year (2004-2005), because the comparison information for the current year will not become available until April, 2006.

The information in this letter was selected to address concerns raised by many faculty members without compromising anonymity. More detailed information is a matter of public record, and is available in the library.

This year in an effort to provide context for each of the salary or benefit values in most cases data from at least three prior years is provided. All six prior Annual Reports on Faculty Salaries are [available here](#).

As you look at the figures, remember that differences between units are driven in large part by market factors. The universities selected for comparison may or may not be comparable on a department by department basis. For example, some may have a School of Business, others may not. This report is not intended to explore all possible sources of variation between and within units, but rather to serve as a "snapshot" of salaries at GVSU. For those who wish it, information on individual salaries is available in the library, as is the complete April, 2005, issue of *Academe*.

Our thanks are extended to Gayle Davis, Sue Martin, Jim Bachmeier, Phillip Batty, Linda Yuhas, and Lisa Haight for their assistance in assembling this newsletter.

This is the seventh annual salary newsletter from the Faculty Salary and Budget Committee and the first in e-mail format. Feel free to send comments/questions to [burnsl@gvsu.edu](mailto:burnsl@gvsu.edu). Current committee members are: Larry Burns (Chair), Marinus DeBruine, Lee Copenhaver, Cynthia Coviak, Gregg Dimkoff, Milt Ford, Khedija Gadhoum, Sally Hipp, Zachary Kurmas, Sue Martin (ex officio), Kim Ranger, Paul Stephenson, Joel Stillerman, Patrick Thorpe, Frank Ward, and Donijo Robbins.

#### **2000-2006 Increases in Salaries of Faculty**

This table compares different ways of defining various groupings of faculty on campus (general, continuing, by AAUP criteria). The table shows differences in salary increases associated with these different groups.

[view table 1](#)

#### **2005-2006 Median Increases in GVSU Salaries by Unit/Department**

This table provides comparative salary information between and within unit/departments.

[view table 2](#)

### **2005-2006 Increases in Benefits**

As this table illustrates, in addition to salary, benefits represent well over 35% of faculty compensation in dollar amounts this year.

[view table 3](#)

### **2005-2006 Annual Salary Adjustment in a National and Regional Context**

This table attempts to illustrate the affects of regional inflation on our annual salary adjustments (ASAs) over an extended time period.

#### *Nationally*

Analysis at the national level through 2004-05 indicates that university salaries, or real ASAs, have increased an average of 1.47% over CPI across all ranks based on more than 30 years of data.

#### *Midwest Region*

The Consumer Price Index for the Midwest increased **3.2%** in 2005.

### **2006-2007 Salary Adjustment**

ECS/UAS on December 2, 2005 voted unanimously to recommend the use of the annual CPI-Midwest value plus 1.5% as a minimum value for the Salary Increment Funds pool. [CPIM + 1.5%]

[view table 4](#)

### **2004-2005 CUPA Midwest Salary Survey Data & GVSU Salary**

This table offers a comparison of Midwest regional salaries to GVSU specific salaries. The Midwest values were obtained from the College and University Personnel Association (CUPA) Faculty Salary Study (2004 – 2005).

[view table 5](#)

### **2004-2005 Comparisons with other Michigan Universities**

[view table 6](#)