

# 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](#)

**Table 1. Annual Average Percentage Increases in GVSU Salaries**

		Salary Increment		AAUP		Regular Continuing	
From	To	Funds	N	Definition	N	Faculty	N
1998-99	1999-00	3.7%	486	5.2%	475		
1999-00	2000-01	5.0%	539	5.7%	522		
2000-01	2001-02	3.8%	574	4.5%	555		
2001-02	2002-03	2.9%	599	3.5%	574		
2002-03	2003-04	2.3%	653	2.8%	822	2.5%	565
2003-04	2004-05	1.8%	693	2.1%	862	2.4%	621
2004-05	2005-06	3.0%	692	3.5%	885	3.6%	653

Notes:

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

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.

Table 2

**Grand Valley State University**  
*Faculty salaries: 2005 - 2006*

**college COLLEGE COMMUNITY/PUBLIC SER**

<b>2005-2006</b>		<b>Highest</b>	<b>Median</b>	<b>Lowest</b>	<b>#</b>
<b>HOSPITALITY/TOURISM MGT</b>	<b>Assistant Prof.</b>	\$55,496	\$54,973	\$51,000	4
	<b>Visitor</b>	\$47,517	\$44,000	\$44,000	3
<b>PHILANTHROPY CTR</b>	<b>Dist. Professor</b>	\$175,452	\$175,452	\$175,452	1
<b>SCHOOL OF CRIMINAL JUSTICE</b>	<b>Professor</b>	\$97,597	\$78,665	\$72,060	3
	<b>Associate Prof.</b>	\$63,820	\$59,634	\$57,619	6
	<b>Assistant Prof.</b>	\$53,653	\$52,131	\$51,377	5
	<b>Instructor</b>	\$48,773	\$47,515	\$46,257	2
	<b>Affiliate</b>	\$34,000	\$34,000	\$34,000	1
	<b>Visitor</b>	\$42,500	\$42,500	\$42,500	1
<b>SCHOOL OF PUBLIC ADMIN</b>	<b>Professor</b>	\$75,886	\$74,491	\$73,095	2
	<b>Associate Prof.</b>	\$60,024	\$58,028	\$52,585	3
	<b>Assistant Prof.</b>	\$52,121	\$50,013	\$47,917	3
	<b>Instructor</b>	\$51,203	\$51,203	\$51,203	1
	<b>Visitor</b>	\$40,000	\$40,000	\$40,000	1
<b>SCHOOL OF SOCIAL WORK</b>	<b>Professor</b>	\$93,730	\$75,174	\$71,678	5
	<b>Associate Prof.</b>	\$72,275	\$62,539	\$58,643	4
	<b>Assistant Prof.</b>	\$63,528	\$51,435	\$49,000	7
	<b>Affiliate</b>	\$49,000	\$48,828	\$46,500	3
	<b>Visitor</b>	\$45,000	\$40,859	\$40,000	4
<b>College Total</b>	<b>Dist. Professor</b>	\$175,452	\$175,452	\$175,452	1
	<b>Professor</b>	\$97,597	\$75,530	\$71,678	10
	<b>Associate Prof.</b>	\$72,275	\$60,024	\$52,585	13
	<b>Assistant Prof.</b>	\$63,528	\$51,703	\$47,917	19
	<b>Instructor</b>	\$51,203	\$48,773	\$46,257	3
	<b>Affiliate</b>	\$49,000	\$47,664	\$34,000	4
	<b>Visitor</b>	\$47,517	\$42,500	\$40,000	9

Table 2

**college COLLEGE ENGINEERING/COMPUTING**

<b>2005-2006</b>		<b>Highest</b>	<b>Median</b>	<b>Lowest</b>	<b>#</b>
<b>COMP SCI/INFO SYSTEMS</b>	<b>Professor</b>	\$91,940	\$88,400	\$83,620	3
	<b>Associate Prof.</b>	\$83,820	\$77,140	\$73,270	11
	<b>Assistant Prof.</b>	\$73,170	\$69,470	\$53,070	6
	<b>Instructor</b>	\$47,250	\$46,070	\$43,800	4
	<b>Affiliate</b>	\$41,600	\$41,600	\$41,600	1
<b>SCHOOL OF ENGINEERING</b>	<b>Professor</b>	\$90,040	\$82,795	\$75,820	6
	<b>Associate Prof.</b>	\$75,800	\$72,420	\$67,921	5
	<b>Assistant Prof.</b>	\$67,921	\$65,766	\$58,640	10
	<b>Visitor</b>	\$52,275	\$49,138	\$46,000	2
<b>College Total</b>	<b>Professor</b>	\$91,940	\$85,060	\$75,820	9
	<b>Associate Prof.</b>	\$83,820	\$76,035	\$67,921	16
	<b>Assistant Prof.</b>	\$73,170	\$67,921	\$53,070	16
	<b>Instructor</b>	\$47,250	\$46,070	\$43,800	4
	<b>Affiliate</b>	\$41,600	\$41,600	\$41,600	1
	<b>Visitor</b>	\$52,275	\$49,138	\$46,000	2

**college COLLEGE HEALTH PROFESSIONS**

<b>2005-2006</b>		<b>Highest</b>	<b>Median</b>	<b>Lowest</b>	<b>#</b>
<b>SCHOOL OF HEALTH PROFESSIONS</b>	<b>Professor</b>	\$95,131	\$82,803	\$70,474	2
	<b>Associate Prof.</b>	\$81,621	\$69,368	\$59,400	8
	<b>Assistant Prof.</b>	\$82,200	\$57,759	\$48,540	16
	<b>Instructor</b>	\$57,000	\$54,635	\$52,270	2
	<b>Affiliate</b>	\$53,456	\$53,456	\$53,456	1
<b>College Total</b>	<b>Professor</b>	\$95,131	\$82,803	\$70,474	2
	<b>Associate Prof.</b>	\$81,621	\$69,368	\$59,400	8
	<b>Assistant Prof.</b>	\$82,200	\$57,759	\$48,540	16
	<b>Instructor</b>	\$57,000	\$54,635	\$52,270	2
	<b>Affiliate</b>	\$53,456	\$53,456	\$53,456	1

Table 2

## college COLLEGE INTERDISCIPLINARY INITIATIVES

2005-2006		Highest	Median	Lowest	#
LIBERAL STUDIES	Professor	\$81,781	\$81,781	\$81,781	1
	Associate Prof.	\$54,899	\$54,899	\$54,899	1
	Assistant Prof.	\$46,000	\$46,000	\$46,000	1
	Affiliate	\$34,627	\$33,518	\$32,463	5
	Visitor	\$45,000	\$36,810	\$33,000	4
UNIV-WIDE INITIATIVES DEANS OFFICE	Visitor	\$37,000	\$37,000	\$37,000	1
UNIV-WIDE INTERDIS INITIATIVES	Assistant Prof.	\$51,000	\$51,000	\$51,000	1
College Total	Professor	\$81,781	\$81,781	\$81,781	1
	Associate Prof.	\$54,899	\$54,899	\$54,899	1
	Assistant Prof.	\$51,000	\$48,500	\$46,000	2
	Affiliate	\$34,627	\$33,518	\$32,463	5
	Visitor	\$45,000	\$37,000	\$33,000	5

---

Table 2

## college COLLEGE LIBERAL ARTS/SCIENCES

2005-2006		Highest	Median	Lowest	#
ANTHROPOLOGY	Professor	\$80,482	\$75,190	\$69,898	2
	Associate Prof.	\$56,967	\$56,967	\$56,967	1
	Assistant Prof.	\$47,668	\$46,283	\$46,238	3
	Visitor	\$37,648	\$37,000	\$37,000	3
ART AND DESIGN	Professor	\$75,618	\$70,882	\$66,145	2
	Associate Prof.	\$85,280	\$57,036	\$52,659	8
	Assistant Prof.	\$48,876	\$47,964	\$44,050	7
	Instructor	\$42,613	\$42,576	\$42,538	2
	Affiliate	\$33,598	\$33,598	\$33,598	1
	Visitor	\$36,834	\$35,002	\$34,000	8
BIOLOGY	Professor	\$84,973	\$72,938	\$56,621	6
	Associate Prof.	\$64,107	\$54,040	\$51,250	12
	Assistant Prof.	\$49,354	\$45,633	\$43,050	13
	Affiliate	\$42,333	\$31,878	\$31,775	4
	Visitor	\$40,700	\$37,139	\$33,578	2
BIOMEDICAL/HEALTH SCIENCES	Professor	\$72,750	\$64,900	\$63,920	3
	Associate Prof.	\$57,300	\$55,600	\$52,824	5
	Assistant Prof.	\$51,400	\$46,855	\$45,011	6
	Visitor	\$33,578	\$33,578	\$33,578	1
CHEMISTRY	Professor	\$92,400	\$81,500	\$63,160	7
	Associate Prof.	\$63,750	\$56,320	\$51,590	9
	Assistant Prof.	\$50,036	\$45,600	\$44,400	10
	Affiliate	\$31,980	\$31,980	\$31,980	2
	Visitor	\$41,311	\$36,000	\$33,500	7
CLASSICS	Professor	\$64,079	\$64,079	\$64,079	1
	Associate Prof.	\$63,082	\$51,690	\$49,191	3
	Assistant Prof.	\$46,260	\$46,021	\$45,782	2
	Visitor	\$36,000	\$36,000	\$36,000	2
ENGLISH	Professor	\$84,656	\$66,487	\$57,905	10
	Associate Prof.	\$78,453	\$52,994	\$50,023	17
	Assistant Prof.	\$49,419	\$47,810	\$44,675	10
	Instructor	\$46,771	\$45,136	\$43,500	2
	Affiliate	\$36,505	\$36,505	\$36,505	1
	Visitor	\$34,716	\$34,133	\$33,550	2
GEOGRAPHY/PLANNING	Associate Prof.	\$55,639	\$55,639	\$55,639	1
	Assistant Prof.	\$52,000	\$50,801	\$47,539	4
	Instructor	\$48,804	\$47,262	\$45,720	2
	Visitor	\$36,500	\$36,500	\$36,500	1
GEOLOGY	Professor	\$69,425	\$69,425	\$69,425	1
	Associate Prof.	\$56,667	\$53,405	\$47,951	6
	Assistant Prof.	\$49,193	\$45,188	\$44,161	3
	Affiliate	\$35,106	\$35,106	\$35,106	1
	Visitor	\$34,086	\$34,086	\$34,086	1
HISTORY	Professor	\$88,421	\$73,323	\$56,645	10
	Associate Prof.	\$80,000	\$54,017	\$51,794	6
	Assistant Prof.	\$57,059	\$45,164	\$44,500	12
	Visitor	\$37,778	\$35,450	\$34,000	12
LIB ARTS/SCI DEANS OFC	Professor	\$88,664	\$88,664	\$88,664	1

Table 2

## college COLLEGE LIBERAL ARTS/SCIENCES (continued)

2005-2006		Highest	Median	Lowest	#
MATHEMATICS	Professor	\$108,577	\$73,800	\$60,710	9
	Associate Prof.	\$66,075	\$54,752	\$50,038	11
	Assistant Prof.	\$58,072	\$47,966	\$46,260	13
	Instructor	\$47,825	\$46,361	\$45,633	3
	Affiliate	\$31,980	\$31,775	\$30,000	11
	Visitor	\$39,784	\$38,000	\$36,000	3
MODERN LANGS AND LITS	Professor	\$82,373	\$72,778	\$63,183	2
	Associate Prof.	\$65,402	\$52,687	\$48,934	7
	Assistant Prof.	\$51,250	\$45,547	\$43,195	11
	Affiliate	\$30,152	\$30,152	\$30,152	4
	Visitor	\$40,000	\$31,924	\$30,000	14
MOVEMENT SCIENCE	Professor	\$61,182	\$61,182	\$61,182	1
	Associate Prof.	\$77,900	\$55,940	\$52,521	5
	Assistant Prof.	\$48,326	\$46,935	\$45,613	4
	Visitor	\$37,648	\$36,000	\$36,000	3
MUSIC	Professor	\$84,966	\$80,963	\$76,960	2
	Associate Prof.	\$61,999	\$55,515	\$50,664	12
	Assistant Prof.	\$48,100	\$47,250	\$42,500	6
	Affiliate	\$57,600	\$43,876	\$30,152	2
	Visitor	\$41,718	\$35,000	\$30,525	3
PHILOSOPHY	Professor	\$91,117	\$79,612	\$68,106	2
	Associate Prof.	\$58,527	\$55,547	\$53,566	4
	Assistant Prof.	\$51,246	\$48,629	\$46,797	8
	Visitor	\$35,500	\$34,716	\$34,145	6
PHYSICS	Professor	\$66,801	\$63,523	\$60,244	2
	Associate Prof.	\$57,661	\$51,743	\$49,910	3
	Assistant Prof.	\$48,340	\$47,034	\$44,226	4
	Instructor	\$45,250	\$45,250	\$45,250	1
	Visitor	\$40,000	\$37,000	\$33,578	3
POLITICAL SCIENCE	Professor	\$95,819	\$86,246	\$76,673	2
	Associate Prof.	\$58,083	\$56,468	\$53,117	3
	Assistant Prof.	\$50,308	\$47,626	\$46,000	6
	Instructor	\$46,571	\$46,393	\$46,215	2
	Visitor	\$38,000	\$38,000	\$38,000	2
PSYCHOLOGY	Professor	\$95,411	\$79,960	\$72,017	7
	Associate Prof.	\$62,178	\$56,195	\$52,820	15
	Assistant Prof.	\$58,088	\$51,205	\$47,616	13
	Affiliate	\$36,388	\$36,388	\$36,388	1
	Visitor	\$38,000	\$37,315	\$36,630	2
SCHOOL OF COMMUNICATIONS	Professor	\$93,994	\$75,816	\$61,943	6
	Associate Prof.	\$80,904	\$52,559	\$48,445	10
	Assistant Prof.	\$50,504	\$47,272	\$45,167	8
	Affiliate	\$30,152	\$30,152	\$30,152	1
	Visitor	\$36,000	\$35,613	\$4,000	10
SOCIOLOGY	Professor	\$89,305	\$81,290	\$73,215	4
	Associate Prof.	\$72,370	\$53,183	\$52,602	5
	Assistant Prof.	\$52,545	\$49,808	\$49,073	7
	Visitor	\$40,000	\$39,174	\$36,000	3



Table 2

## college COLLEGE LIBERAL ARTS/SCIENCES (continued)

2005-2006		Highest	Median	Lowest	#
STATISTICS	Professor	\$68,881	\$67,638	\$66,395	2
	Associate Prof.	\$68,650	\$58,727	\$56,430	6
	Assistant Prof.	\$52,080	\$51,176	\$48,000	4
	Affiliate	\$31,980	\$31,980	\$31,980	1
	Visitor	\$36,147	\$35,824	\$35,500	2
WRITING	Professor	\$70,416	\$70,416	\$70,416	1
	Associate Prof.	\$82,560	\$66,543	\$50,581	6
	Assistant Prof.	\$51,631	\$46,834	\$46,215	4
	Affiliate	\$30,152	\$30,152	\$30,151	15
	Visitor	\$34,595	\$34,595	\$33,500	9
College Total	Professor	\$108,577	\$73,073	\$56,621	83
	Associate Prof.	\$85,280	\$54,904	\$47,951	155
	Assistant Prof.	\$58,088	\$47,374	\$42,500	158
	Instructor	\$48,804	\$45,968	\$42,538	12
	Affiliate	\$57,600	\$30,451	\$30,000	44
	Visitor	\$41,718	\$35,287	\$4,000	99

## college EDUCATION

2005-2006		Highest	Median	Lowest	#
COLLEGE OF EDUCATION	Professor	\$93,959	\$81,577	\$73,819	8
	Associate Prof.	\$92,201	\$59,014	\$52,241	23
	Assistant Prof.	\$55,268	\$49,351	\$47,000	14
	Affiliate	\$54,942	\$38,338	\$34,000	22
	Visitor	\$43,738	\$43,092	\$43,000	3
College Total	Professor	\$93,959	\$81,577	\$73,819	8
	Associate Prof.	\$92,201	\$59,014	\$52,241	23
	Assistant Prof.	\$55,268	\$49,351	\$47,000	14
	Affiliate	\$54,942	\$38,338	\$34,000	22
	Visitor	\$43,738	\$43,092	\$43,000	3

Table 2

**college LIBRARY**

<b>2005-2006</b>		<b>Highest</b>	<b>Median</b>	<b>Lowest</b>	<b>#</b>
<b>LIBRARY</b>	<b>Professor</b>	\$77,625	\$62,838	\$56,987	9
	<b>Associate Prof.</b>	\$65,484	\$48,113	\$45,240	7
	<b>Assistant Prof.</b>	\$38,947	\$38,855	\$38,688	3
	<b>Visitor</b>	\$43,000	\$40,625	\$38,250	2
<b>College Total</b>	<b>Professor</b>	\$77,625	\$62,838	\$56,987	9
	<b>Associate Prof.</b>	\$65,484	\$48,113	\$45,240	7
	<b>Assistant Prof.</b>	\$38,947	\$38,855	\$38,688	3
	<b>Visitor</b>	\$43,000	\$40,625	\$38,250	2

**college NURSING**

<b>2005-2006</b>		<b>Highest</b>	<b>Median</b>	<b>Lowest</b>	<b>#</b>
<b>KIRKHOF COLLEGE OF NURSING</b>	<b>Professor</b>	\$73,005	\$68,545	\$64,085	2
	<b>Associate Prof.</b>	\$72,879	\$65,549	\$54,500	12
	<b>Assistant Prof.</b>	\$60,000	\$54,435	\$50,000	14
	<b>Affiliate</b>	\$33,157	\$30,736	\$30,000	8
<b>College Total</b>	<b>Professor</b>	\$73,005	\$68,545	\$64,085	2
	<b>Associate Prof.</b>	\$72,879	\$65,549	\$54,500	12
	<b>Assistant Prof.</b>	\$60,000	\$54,435	\$50,000	14
	<b>Affiliate</b>	\$33,157	\$30,736	\$30,000	8

Table 2

## college SEIDMAN COLLEGE BUSINESS

2005-2006		Highest	Median	Lowest	#
ACCOUNTING & TAXATION	Professor	\$115,255	\$106,389	\$100,626	6
	Associate Prof.	\$98,000	\$92,482	\$70,873	6
	Assistant Prof.	\$90,183	\$90,183	\$90,183	1
	Instructor	\$52,363	\$51,182	\$50,000	2
ECONOMICS	Professor	\$102,246	\$102,246	\$102,246	1
	Associate Prof.	\$71,411	\$68,283	\$67,508	4
	Assistant Prof.	\$65,638	\$65,319	\$62,000	4
	Instructor	\$49,094	\$49,094	\$49,094	1
	Affiliate	\$33,500	\$33,500	\$33,500	1
	Visitor	\$40,000	\$40,000	\$40,000	1
FINANCE	Professor	\$102,549	\$102,549	\$102,549	1
	Associate Prof.	\$99,104	\$98,144	\$95,177	7
	Assistant Prof.	\$93,129	\$93,129	\$93,129	1
MANAGEMENT	Professor	\$114,554	\$95,594	\$82,332	11
	Associate Prof.	\$91,615	\$81,905	\$75,850	4
	Assistant Prof.	\$85,686	\$79,846	\$72,379	8
	Instructor	\$56,273	\$56,273	\$56,273	1
	Visitor	\$84,000	\$59,500	\$35,000	2
MARKETING	Professor	\$113,360	\$107,188	\$98,352	5
	Associate Prof.	\$96,634	\$90,398	\$88,492	4
	Assistant Prof.	\$78,257	\$78,257	\$78,257	1
	Affiliate	\$38,500	\$38,500	\$38,500	1
	Visitor	\$70,000	\$61,000	\$52,000	2
SEIDMAN DEANS OFC	Professor	\$115,000	\$115,000	\$115,000	1
College Total	Professor	\$115,255	\$102,549	\$82,332	25
	Associate Prof.	\$99,104	\$91,615	\$67,508	25
	Assistant Prof.	\$93,129	\$79,331	\$62,000	15
	Instructor	\$56,273	\$51,182	\$49,094	4
	Affiliate	\$38,500	\$36,000	\$33,500	2
	Visitor	\$84,000	\$52,000	\$35,000	5

**Table 3. Faculty Benefits 2000-2006**

	<b>00-01</b>	<b>01-02</b>	<b>02-03</b>	<b>03-04</b>	<b>04-05</b>	<b>05-06</b>
Avg Faculty Salary \$	54,388	56,400	57,117	56,370	55,483	55,656
Avg Benefits Package \$	16,784	17,879	18,746	19,369	20,129	20,977
Dollar Values for each of the following						
Retirement	6,527	6,768	6,854	6,764	6,658	6,679
Medical Insurance	5,167	5,358	5,860	6,516	7,302	7,909
Disability	158	164	154	152	150	139
Tuition	-	423	503	496	577	623
Dental Insurance	495	564	600	671	688	746
Social Security	4,161	4,315	4,369	4,312	4,244	4,258
Unemployment	54	56	57	56	55	111
Group Life	109	113	91	90	100	89
Worker's Compensation	71	73	74	73	72	100
Post Retirement Health	NA	NA	137	192	239	278
Parking	44	45	46	45	44	45
Total:	30.9%	31.7%	32.8%	34.4%	36.3%	37.7%
Check	16,784	17,879	18,746	19,369	20,129	20,977
Retirement	12.00%	12.00%	12.00%	12.00%	12.00%	12.00%
Medical	9.50%	9.50%	10.26%	11.56%	13.16%	14.21%
Disability	0.29%	0.29%	0.27%	0.27%	0.27%	0.25%
Tuition	0.00%	0.75%	0.88%	0.88%	1.04%	1.12%
Dental	0.91%	1.00%	1.05%	1.19%	1.24%	1.34%
Social Security	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%
Unemployment	0.10%	0.10%	0.10%	0.10%	0.10%	0.20%
Group Life	0.20%	0.20%	0.16%	0.16%	0.18%	0.16%
Workers Comp	0.13%	0.13%	0.13%	0.13%	0.13%	0.18%
Post Retirement Health	NA	NA	0.24%	0.34%	0.43%	0.50%
Parking	0.08%	0.08%	0.08%	0.08%	0.08%	0.08%
	30.86%	31.70%	32.82%	34.36%	36.28%	37.69%

Table 4. Annual Salary Adjustment (ASA) 96-97 to 06-07

	96-97	97-98	98-99	99-00	00-01	01-02	02-03	03-04	04-05	05-06	Avg	Avg Real ASA
N	391	411	447	486	539	574	599	653	693	692		
ASA	4	3.5	4	3.7	5	3.8	2.9	2.3	1.75	3		
CPI Midwest	3.1	2.4	1.7	2.1	3.4	2.7	1.2	1.9	2.4	3.2*	2.3	
ASA - CPI	0.9	1.1	2.3	1.6	1.6	1.1	1.7	0.4	-0.65	-0.2		
Cost shift (net)										-0.52*		
GVSU Real ASA	0.9	1.1	2.3	1.6	1.6	1.1	1.7	0.4	-0.65	-0.72		0.933
GF† %	12	11	13	14	12.3	9.7	6.2	7.9	6.9	9.42		
<b>AAUP Real ASAs</b>	1.5	0.2	2.6	3.2	2.1	1.9	3.4	1.9	1.2	1.2		1.92

\*estimated;

\* [http://data.bls.gov/PDQ/servlet/SurveyOutputServlet?data\\_tool=latest\\_numbers&series\\_id=CUUR0200SA0&output\\_view=pct\\_12mt](http://data.bls.gov/PDQ/servlet/SurveyOutputServlet?data_tool=latest_numbers&series_id=CUUR0200SA0&output_view=pct_12mt)

Notes:

ASA= Annual Salary Adjustment

CPI= Consumer Price Index

Real ASA= Salary Increase minus inflation

GF= GVSU General Fund

AAUP Real ASAs = national comparison of compensation for continuing faculty--annual data

Table 5

Grand Valley State University  
Faculty salaries: 2004 - 2005

CUPA Midwest Comprehensive Universities Faculty Salary Survey  
Faculty salaries: 2004 - 2005

## college COLLEGE LIBERAL ARTS/SCIENCES

## COLLEGE LIBERAL ARTS/SCIENCES

2004-2005		Highest	Median	Lowest	#	2004-2005	Maximum	Median	Minimum	Average	N
ANTHROPOLOGY	Professor	\$77,911	\$72,969	\$68,027	2	Professor	\$87,801	\$73,477	\$59,167	\$74,066	8
	Associate Prof.	\$55,194	\$55,194	\$55,194	1	Associate Prof.	\$63,977	\$53,596	\$47,375	\$55,503	8
	Assistant Prof.	\$46,347	\$45,500	\$45,000	4	Assistant Prof.	\$62,010	\$42,687	\$42,000	\$46,925	11
	Visitor	\$37,000	\$37,000	\$37,000	2						
ART AND DESIGN	Professor	\$73,416	\$68,817	\$64,218	2	Professor	\$84,146	\$66,513	\$55,652	\$67,233	69
	Associate Prof.	\$83,038	\$55,624	\$51,275	8	Associate Prof.	\$58,814	\$51,469	\$47,225	\$51,556	49
	Assistant Prof.	\$47,526	\$46,663	\$42,000	6	Assistant Prof.	\$50,315	\$44,003	\$40,448	\$43,906	75
	Instructor	\$41,574	\$41,537	\$41,500	2	New Assistant	\$43,750	\$43,128	\$38,891	\$42,229	18
	Affiliate	\$32,779	\$31,098	\$29,417	2	Instructor					
	Visitor	\$36,500	\$34,680	\$33,660	8						
BIOLOGY	Professor	\$82,900	\$71,630	\$55,240	7	Professor	\$95,188	\$69,139	\$60,950	\$70,121	64
	Associate Prof.	\$73,300	\$53,015	\$50,000	12	Associate Prof.	\$58,631	\$54,668	\$49,540	\$54,695	79
	Assistant Prof.	\$50,000	\$44,520	\$42,000	15	Assistant Prof.	\$51,384	\$46,466	\$41,986	\$46,080	74
	Affiliate	\$41,300	\$31,100	\$31,000	4	New Assistant	\$48,800	\$46,000	\$43,167	\$46,335	11
	Visitor	\$40,000	\$34,000	\$33,000	3	Instructor	\$35,000	\$34,578	\$29,565	\$33,920	13
BIOMEDICAL/HEALTH SCIENCES	Professor	\$70,350	\$66,875	\$63,400	2	Professor					
	Associate Prof.	\$60,000	\$53,975	\$50,800	6	Associate Prof.					
	Assistant Prof.	\$53,100	\$46,790	\$43,700	8	Assistant Prof.					
	Visitor	\$33,000	\$33,000	\$33,000	1	New Assistant					
CHEMISTRY	Professor	\$81,100	\$79,550	\$60,000	5	Professor	\$113,847	\$74,753	\$54,358	\$72,477	60
	Associate Prof.	\$62,100	\$54,870	\$50,290	9	Associate Prof.	\$60,441	\$54,697	\$47,969	\$54,594	61
	Assistant Prof.	\$49,920	\$43,720	\$43,200	11	Assistant Prof.	\$51,518	\$46,167	\$42,518	\$46,558	42
	Affiliate	\$31,200	\$31,200	\$31,200	2	New Assistant	\$47,500	\$45,000	\$42,000	\$45,270	8
	Visitor	\$40,600	\$33,500	\$33,500	4	Instructor	\$42,781	\$34,413	\$31,379	\$34,770	8
CLASSICS	Professor	\$61,942	\$61,942	\$61,942	1	Professor					
	Associate Prof.	\$61,543	\$55,864	\$50,184	2	Associate Prof.					
	Assistant Prof.	\$46,012	\$45,000	\$44,665	3	Assistant Prof.					
	Visitor	\$34,680	\$34,680	\$34,680	1	New Assistant					
ENGLISH	Professor	\$82,591	\$64,803	\$55,475	11	Professor	\$76,739	\$67,567	\$58,643	\$67,144	138
	Associate Prof.	\$76,465	\$52,491	\$49,511	15	Associate Prof.	\$56,957	\$50,492	\$47,975	\$51,519	101
	Assistant Prof.	\$50,067	\$46,644	\$43,000	13	Assistant Prof.	\$48,314	\$43,333	\$39,567	\$43,750	117
	Instructor	\$45,630	\$45,630	\$45,630	1	New Assistant	\$48,000	\$42,743	\$40,500	\$42,600	11
	Affiliate	\$37,822	\$36,719	\$35,615	2	Instructor	\$43,000	\$35,279	\$27,406	\$33,681	63
	Visitor	\$34,119	\$34,119	\$34,119	1						
GEOGRAPHY/PLANNING	Professor					Professor	\$81,396	\$69,049	\$62,046	\$71,152	26
	Associate Prof.	\$54,018	\$54,018	\$54,018	1	Associate Prof.	\$61,700	\$52,691	\$48,555	\$53,983	27
	Assistant Prof.	\$50,000	\$48,127	\$46,222	4	Assistant Prof.	\$53,500	\$45,983	\$43,749	\$46,026	25
	Instructor	\$48,321	\$46,518	\$44,714	2	Instructor	\$41,581	\$35,163	\$34,443	\$36,882	6
	Visitor	\$36,500	\$36,500	\$36,500	1						
GEOLOGY	Professor	\$89,430	\$78,515	\$67,600	2	Professor	\$77,067	\$70,455	\$46,275	\$67,680	17
	Associate Prof.	\$55,070	\$52,500	\$48,300	5	Associate Prof.	\$59,307	\$53,928	\$48,185	\$53,657	18
	Assistant Prof.	\$47,900	\$44,615	\$43,000	4	Assistant Prof.	\$52,840	\$48,345	\$43,050	\$48,089	15
	Affiliate	\$34,250	\$34,250	\$34,250	1	New Assistant					
	Visitor	\$33,500	\$33,500	\$33,500	1	Instructor					
HISTORY	Professor	\$84,921	\$71,289	\$55,156	10	Professor	\$89,504	\$73,148	\$62,219	\$72,081	62
	Associate Prof.	\$55,705	\$52,505	\$50,188	6	Associate Prof.	\$56,457	\$52,592	\$47,599	\$52,941	53
	Assistant Prof.	\$55,532	\$43,955	\$43,000	11	Assistant Prof.	\$48,158	\$43,325	\$40,694	\$43,800	67
	Instructor	\$43,500	\$43,500	\$43,500	1	New Assistant	\$44,200	\$43,303	\$39,000	\$42,352	10
	Visitor	\$37,128	\$35,710	\$34,680	12	Instructor	\$49,000	\$41,634	\$36,343	\$41,270	10
LIB ARTS/SCI DEANS OFC	Professor	\$86,500	\$86,500	\$86,500	1						
MATHEMATICS	Professor	\$105,929	\$76,100	\$64,050	7	Professor	\$76,908	\$73,097	\$59,202	\$71,814	109
	Associate Prof.	\$64,150	\$55,600	\$48,770	12	Associate Prof.	\$62,089	\$55,063	\$47,304	\$55,601	90
	Assistant Prof.	\$56,600	\$46,900	\$45,000	15	Assistant Prof.	\$52,577	\$45,919	\$40,117	\$46,811	90
	Instructor	\$46,500	\$45,230	\$44,520	3	New Assistant	\$54,210	\$45,000	\$40,000	\$46,080	17
	Affiliate	\$31,200	\$31,000	\$30,000	11	Instructor	\$37,415	\$36,532	\$33,120	\$35,633	42
	Visitor	\$39,100	\$34,550	\$30,000	2						
MODERN LANGS AND LITS	Professor	\$80,364	\$70,812	\$61,582	3	Professor	\$76,726	\$64,680	\$55,784	\$64,818	15
	Associate Prof.	\$62,402	\$53,371	\$49,805	5	Associate Prof.	\$58,550	\$52,513	\$47,216	\$53,299	34
	Assistant Prof.	\$50,000	\$44,511	\$42,100	12	Assistant Prof.	\$46,801	\$43,033	\$39,807	\$43,603	22
	Instructor	\$41,500	\$41,500	\$41,500	1	New Assistant					
	Affiliate	\$29,417	\$29,417	\$29,417	4	Instructor	\$35,723	\$34,214	\$29,786	\$33,000	6
MOVEMENT SCIENCE	Visitor	\$33,660	\$31,810	\$31,300	10						
	Professor	\$73,000	\$66,200	\$59,400	2	Professor	\$76,631	\$62,977	\$54,718	\$66,580	17
	Associate Prof.	\$76,000	\$54,390	\$51,240	5	Associate Prof.	\$70,348	\$55,325	\$51,294	\$55,899	17
	Assistant Prof.	\$44,500	\$44,110	\$42,670	4	Assistant Prof.	\$54,760	\$48,221	\$42,780	\$48,006	44
	Instructor	\$43,000	\$43,000	\$43,000	1	New Assistant	\$45,716	\$45,500	\$39,600	\$43,563	5
	Visitor	\$37,000	\$35,500	\$34,000	2	Instructor					

Table 5

MUSIC	Dist. Professor	\$55,918	\$55,918	\$55,918	1	Professor	\$76,090	\$64,755	\$57,287	\$65,274	90
	Professor	\$81,541	\$78,166	\$74,791	2	Associate Prof.	\$59,308	\$51,959	\$48,074	\$53,401	77
	Associate Prof.	\$60,487	\$53,471	\$49,332	13	Assistant Prof.	\$48,660	\$44,967	\$39,459	\$44,325	72
	Assistant Prof.	\$46,228	\$44,309	\$43,688	4	New Assistant	\$50,000	\$43,272	\$41,994	\$44,317	8
	Affiliate	\$29,417	\$29,417	\$29,417	1	Instructor					
PHILOSOPHY	Visitor	\$41,000	\$30,000	\$26,000	3						
	Professor	\$88,592	\$74,445	\$60,297	2	Professor	\$81,344	\$69,552	\$56,841	\$71,358	24
	Associate Prof.	\$53,955	\$52,853	\$50,665	5	Associate Prof.	\$63,289	\$51,513	\$46,096	\$52,745	22
	Assistant Prof.	\$49,874	\$45,653	\$43,839	8	Assistant Prof.	\$50,128	\$43,111	\$39,500	\$43,194	25
	Visitor	\$42,024	\$34,119	\$31,620	6	New Assistant	\$45,000	\$39,500	\$37,575	\$40,021	7
PHYSICS	Professor	\$64,950	\$64,950	\$64,950	1	Professor	\$81,163	\$74,339	\$61,198	\$71,860	38
	Associate Prof.	\$56,630	\$56,265	\$55,900	2	Associate Prof.	\$61,065	\$51,090	\$47,783	\$53,174	36
	Assistant Prof.	\$48,780	\$46,370	\$43,000	6	Assistant Prof.	\$50,000	\$46,233	\$36,113	\$45,200	24
	Instructor	\$44,060	\$44,060	\$44,060	1	New Assistant					
	Visitor	\$40,600	\$36,800	\$33,000	2	Instructor					
POLITICAL SCIENCE	Professor	\$93,300	\$76,673	\$60,000	3	Professor	\$82,327	\$68,346	\$65,022	\$71,325	38
	Associate Prof.	\$55,743	\$55,217	\$54,691	2	Associate Prof.	\$63,475	\$53,251	\$47,600	\$55,541	37
	Assistant Prof.	\$50,114	\$46,950	\$46,012	6	Assistant Prof.	\$50,600	\$44,463	\$37,541	\$44,975	39
	Instructor	\$45,435	\$44,961	\$44,500	4	New Assistant	\$50,508	\$47,000	\$41,256	\$46,153	5
	Visitor	\$38,000	\$38,000	\$38,000	1	Instructor					
PSYCHOLOGY	Professor	\$92,274	\$77,116	\$66,810	7	Professor	\$90,141	\$70,219	\$61,284	\$70,550	82
	Associate Prof.	\$60,769	\$55,601	\$51,247	14	Associate Prof.	\$58,230	\$55,123	\$50,170	\$54,128	66
	Assistant Prof.	\$56,478	\$49,268	\$46,500	15	Assistant Prof.	\$49,545	\$44,682	\$38,607	\$44,798	58
	Affiliate	\$35,500	\$35,500	\$35,500	1	New Assistant	\$49,500	\$43,200	\$27,999	\$43,299	10
	Visitor	\$37,500	\$36,750	\$36,000	2	Instructor					
SCHOOL OF COMMUNICATIONS	Professor	\$90,991	\$76,830	\$69,728	5	Professor	\$73,626	\$66,735	\$48,684	\$65,272	45
	Associate Prof.	\$78,662	\$51,806	\$49,779	10	Associate Prof.	\$60,047	\$53,369	\$43,997	\$52,950	48
	Assistant Prof.	\$48,176	\$45,253	\$43,915	9	Assistant Prof.	\$46,343	\$45,261	\$40,225	\$44,505	42
	Affiliate	\$29,417	\$29,417	\$29,417	1	New Assistant					
	Visitor	\$36,210	\$34,840	\$4,000	8	Instructor	\$40,809	\$35,901	\$34,278	\$37,600	19
SOCIOLOGY	Professor	\$85,983	\$78,108	\$70,112	4	Professor	\$90,214	\$66,533	\$60,360	\$70,263	59
	Associate Prof.	\$69,494	\$54,881	\$50,761	6	Associate Prof.	\$75,759	\$55,550	\$45,215	\$56,482	33
	Assistant Prof.	\$50,000	\$47,856	\$46,616	8	Assistant Prof.	\$51,833	\$43,634	\$41,403	\$45,124	39
	Visitor	\$38,500	\$37,250	\$36,000	2	New Assistant	\$45,700	\$44,132	\$42,500	\$44,074	5
						Instructor	\$42,000	\$35,973	\$28,284	\$34,355	10
STATISTICS	Professor	\$63,500	\$62,750	\$62,000	2	Professor					
	Associate Prof.	\$63,000	\$58,000	\$52,000	4	Associate Prof.					
	Assistant Prof.	\$52,500	\$48,000	\$47,000	5	Assistant Prof.					
	Affiliate	\$31,200	\$31,200	\$31,200	1	New Assistant					
	Visitor	\$41,000	\$41,000	\$35,525	3	Instructor					
WRITING	Professor	\$68,365	\$68,365	\$68,365	1	Professor					
	Associate Prof.	\$80,000	\$64,794	\$49,251	6	Associate Prof.					
	Assistant Prof.	\$49,885	\$45,250	\$45,000	4	Assistant Prof.					
	Affiliate	\$29,417	\$29,417	\$29,417	14	New Assistant					
	Visitor	\$34,000	\$34,000	\$33,660	9	Instructor					
College Total	Dist. Professor	\$55,918	\$55,918	\$55,918	1						
	Professor	\$105,929	\$71,815	\$55,156	82						
	Associate Prof.	\$83,038	\$54,000	\$48,300	149						
	Assistant Prof.	\$56,600	\$46,012	\$42,000	175						
	Instructor	\$48,321	\$44,617	\$41,500	16						
	Affiliate	\$41,300	\$30,500	\$29,417	44						
	Visitor	\$42,024	\$34,119	\$4,000	84						

college EDUCATION						COLLEGE EDUCATION					
2004-2005		Highest	Median	Lowest	#	2004-2005	Maximum	Median	Minimum	Average	N
COLLEGE OF EDUCATION	Professor	\$91,578	\$79,301	\$71,948	8	Professor	\$78,803	\$66,097	\$65,622	\$67,959	18
	Associate Prof.	\$89,865	\$57,525	\$53,248	19	Associate Prof.	\$53,227	\$52,045	\$51,147	\$51,840	19
	Assistant Prof.	\$53,867	\$48,661	\$46,736	16	Assistant Prof.	\$47,847	\$46,464	\$44,420	\$45,911	27
	Affiliate	\$53,550	\$36,753	\$33,698	19	New Assistant					
	Visitor	\$45,330	\$43,057	\$42,000	6	Instructor					
College Total	Professor	\$91,578	\$79,301	\$71,948	8						
	Associate Prof.	\$89,865	\$57,525	\$53,248	19						
	Assistant Prof.	\$53,867	\$48,661	\$46,736	16						
	Affiliate	\$53,550	\$36,753	\$33,698	19						
	Visitor	\$45,330	\$43,057	\$42,000	6						

college LIBRARY						COLLEGE LIBRARY					
2004-2005		Highest	Median	Lowest	#	2004-2005	Maximum	Median	Minimum	Average	N
LIBRARY	Professor	\$107,250	\$60,820	\$49,962	9	Professor					
	Associate Prof.	\$63,784	\$46,788	\$43,500	7	Associate Prof.					
	Assistant Prof.	\$37,867	\$37,775	\$37,613	3	Assistant Prof.					
	Visitor	\$40,000	\$38,000	\$36,000	2	New Assistant					
						Instructor					
College Total	Professor	\$107,250	\$60,820	\$49,962	9						
	Associate Prof.	\$63,784	\$46,788	\$43,500	7						
	Assistant Prof.	\$37,867	\$37,775	\$37,613	3						
	Visitor	\$40,000	\$38,000	\$36,000	2						

college NURSING						COLLEGE NURSING					
2004-2005		Highest	Median	Lowest	#	2004-2005	Maximum	Median	Minimum	Average	N
KIRKHOFF COLLEGE OF NURSING	Professor	\$71,224	\$70,810	\$62,522	3	Professor	\$81,923	\$68,680	\$61,080	\$68,926	36
	Associate Prof.	\$71,101	\$64,056	\$60,000	9	Associate Prof.	\$68,233	\$61,980	\$52,042	\$58,621	49
	Assistant Prof.	\$54,319	\$53,137	\$50,359	13	Assistant Prof.	\$65,292	\$50,093	\$42,523	\$51,323	37
	Affiliate	\$32,410	\$31,365	\$30,600	5	New Assistant	\$52,500	\$50,000	\$39,000	\$47,895	9
	Visitor	\$43,400	\$43,400	\$43,400	1	Instructor	\$47,254	\$45,528	\$37,350	\$44,455	34
College Total	Professor	\$71,224	\$70,810	\$62,522	3						
	Associate Prof.	\$71,101	\$64,056	\$60,000	9						
	Assistant Prof.	\$54,319	\$53,137	\$50,359	13						
	Affiliate	\$32,410	\$31,365	\$30,600	5						
	Visitor	\$43,400	\$43,400	\$43,400	1						

Table 5

college SEIDMAN COLLEGE BUSINESS						COLLEGE SEIDMAN COLLEGE BUSINESS					
2004-2005		Highest	Median	Lowest	#	2004-2005	Maximum	Median	Minimum	Average	N
ACCOUNTING & TAXATION	Professor	\$114,173	\$104,242	\$97,933	7	Professor	\$117,649	\$96,372	\$79,480	\$95,745	50
	Associate Prof.	\$92,772	\$89,320	\$69,313	5	Associate Prof.	\$108,002	\$81,843	\$68,745	\$80,886	38
	Assistant Prof.	\$87,410	\$87,410	\$87,410	1	Assistant Prof.	\$98,001	\$80,221	\$49,661	\$80,512	25
	Instructor	\$50,349	\$50,349	\$50,349	1	New Assistant					
	Affiliate	\$41,000	\$41,000	\$41,000	1	Instructor	\$68,000	\$41,745	\$30,096	\$43,909	9
ECONOMICS	Professor	\$99,413	\$99,413	\$99,413	1	Professor	\$94,874	\$74,646	\$58,724	\$76,354	49
	Associate Prof.	\$69,669	\$66,203	\$65,637	3	Associate Prof.	\$75,564	\$60,423	\$55,699	\$62,133	32
	Assistant Prof.	\$64,033	\$63,000	\$63,000	3	Assistant Prof.	\$69,525	\$53,978	\$49,702	\$54,757	23
	Instructor	\$47,734	\$47,734	\$47,734	1	New Assistant	\$64,000	\$57,625	\$51,993	\$57,811	4
	Affiliate	\$31,500	\$31,500	\$31,500	1						
FINANCE	Visitor	\$35,000	\$33,500	\$32,000	2	Instructor	\$42,255	\$42,255	\$35,775	\$40,465	9
	Professor	\$99,756	\$99,756	\$99,756	1	Professor	\$101,489	\$96,433	\$81,338	\$92,051	19
	Associate Prof.	\$96,000	\$95,209	\$92,630	6	Associate Prof.	\$91,991	\$81,067	\$69,917	\$81,149	16
	Assistant Prof.	\$93,366	\$92,068	\$90,769	2	Assistant Prof.	\$95,319	\$84,800	\$76,674	\$84,835	13
						New Assistant					
MANAGEMENT						Instructor					
	Professor	\$109,359	\$92,192	\$80,402	11	Professor	\$108,523	\$85,656	\$71,352	\$85,632	74
	Associate Prof.	\$88,091	\$81,825	\$74,000	4	Associate Prof.	\$82,995	\$77,523	\$57,944	\$75,107	67
	Assistant Prof.	\$83,361	\$78,880	\$75,708	9	Assistant Prof.	\$91,001	\$74,374	\$47,701	\$69,212	37
	Instructor	\$54,714	\$54,714	\$54,714	1	New Assistant					
MARKETING	Visitor	\$40,000	\$40,000	\$40,000	3	Instructor	\$66,551	\$49,365	\$36,720	\$49,041	13
	Professor	\$110,380	\$104,319	\$96,094	5	Professor	\$95,436	\$88,004	\$83,369	\$89,692	30
	Associate Prof.	\$93,956	\$87,624	\$85,914	4	Associate Prof.	\$89,224	\$78,436	\$70,303	\$78,330	17
	Assistant Prof.	\$76,200	\$76,200	\$76,200	1	Assistant Prof.	\$91,674	\$76,878	\$66,823	\$77,169	15
	Affiliate	\$36,600	\$36,600	\$36,600	1	New Assistant					
SEIDMAN DEANS OFC	Professor	\$105,000	\$105,000	\$105,000	1	Instructor	\$70,360	\$37,803	\$37,225	\$42,936	7
College Total	Professor	\$114,173	\$99,585	\$80,402	26						
	Associate Prof.	\$96,000	\$88,649	\$65,637	22						
	Assistant Prof.	\$93,366	\$78,247	\$63,000	16						
	Instructor	\$54,714	\$50,349	\$47,734	3						
	Affiliate	\$41,000	\$36,600	\$31,500	3						
	Visitor	\$40,000	\$40,000	\$32,000	5						
college COLLEGE COMMUNITY/PUBLIC SER						COLLEGE OF COMMUNITY AND PUBLIC SERVICE					
2004-2005		Highest	Median	Lowest	#	2004-2005	Maximum	Median	Minimum	Average	N
HOSPITALITY/TOURISM MGT	Assistant Prof.	\$53,880	\$53,880	\$52,870	3	Professor					
	Visitor	\$47,517	\$41,819	\$36,121	2	Associate Prof.					
						Assistant Prof.					
						New Assistant					
						Instructor					
PHILANTHROPY CTR	Dist. Professor	\$170,342	\$170,342	\$170,342	1						
SCHOOL OF CRIMINAL JUSTICE	Professor	\$76,772	\$73,561	\$70,350	2	Professor	\$86,064	\$71,238	\$73,184	\$63,398	9
	Associate Prof.	\$60,690	\$57,278	\$56,227	6	Associate Prof.	\$60,581	\$58,056	\$57,881	\$52,724	21
	Assistant Prof.	\$51,816	\$50,000	\$48,736	5	Assistant Prof.	\$53,228	\$49,444	\$48,435	\$44,038	20
	Instructor	\$47,318	\$47,001	\$45,000	3	New Assistant	\$53,228	\$50,272	\$50,882	\$45,414	6
	Affiliate	\$34,000	\$34,000	\$34,000	1	Instructor					
SCHOOL OF PUBLIC ADMIN	Visitor	\$42,500	\$42,500	\$42,500	1						
	Professor	\$74,216	\$72,852	\$71,487	2	Professor	\$79,330	\$74,531	\$74,124	\$68,445	8
	Associate Prof.	\$57,494	\$56,916	\$56,338	2	Associate Prof.					
	Assistant Prof.	\$51,918	\$49,669	\$46,589	5	Assistant Prof.	\$50,893	\$49,733	\$49,792	\$47,000	9
	Instructor	\$49,784	\$49,784	\$49,784	1	New Assistant					
SCHOOL OF SOCIAL WORK						Instructor					
	Professor	\$91,000	\$72,362	\$65,214	6	Professor	\$80,089	\$71,307	\$69,939	\$58,275	24
	Associate Prof.	\$63,112	\$57,880	\$56,644	3	Associate Prof.	\$61,808	\$56,641	\$57,803	\$48,584	34
	Assistant Prof.	\$69,966	\$49,845	\$49,348	6	Assistant Prof.	\$51,455	\$46,070	\$46,928	\$39,838	20
	Affiliate	\$48,828	\$47,398	\$45,967	2	New Assistant	\$50,000	\$44,250	\$43,500	\$40,000	4
College Total	Visitor	\$42,552	\$41,718	\$40,000	3	Instructor	\$41,950	\$39,662	\$39,246	\$37,000	6
	Dist. Professor	\$170,342	\$170,342	\$170,342	1						
	Professor	\$91,000	\$72,362	\$65,214	10						
	Associate Prof.	\$63,112	\$57,494	\$56,227	11						
	Assistant Prof.	\$69,966	\$50,000	\$46,589	19						
	Instructor	\$49,784	\$47,160	\$45,000	4						
	Affiliate	\$48,828	\$45,967	\$34,000	3						
	Visitor	\$47,517	\$42,109	\$36,121	6						
college COLLEGE ENGINEERING/COMPUTING						PADNOS COLLEGE OF ENGINEERING & COMPUTING					
2004-2005		Highest	Median	Lowest	#	2004-2005	Maximum	Median	Minimum	Average	N
COMP SCI/INFO SYSTEMS	Professor	\$89,000	\$85,950	\$81,300	3	Professor	\$97,628	\$82,955	\$67,421	\$80,434	29
	Associate Prof.	\$81,300	\$75,600	\$71,000	10	Associate Prof.	\$92,419	\$73,907	\$58,517	\$74,259	28
	Assistant Prof.	\$71,140	\$68,100	\$51,700	7	Assistant Prof.	\$78,782	\$69,005	\$43,015	\$69,445	26
	Instructor	\$45,000	\$44,720	\$42,520	4	New Assistant	\$80,000	\$68,520	\$62,500	\$69,885	4
	Visitor	\$41,000	\$40,850	\$40,700	2	Instructor	\$48,046	\$41,210	\$35,998	\$40,965	15
SCHOOL OF ENGINEERING	Professor	\$87,550	\$82,700	\$75,500	5	Professor					
	Associate Prof.	\$67,800	\$67,300	\$64,700	3	Associate Prof.					
	Assistant Prof.	\$67,300	\$57,200	\$53,750	12	Assistant Prof.					
	Visitor	\$50,750	\$50,750	\$50,750	1	New Assistant					
						Instructor					
College Total	Professor	\$89,000	\$83,000	\$75,500	8						
	Associate Prof.	\$81,300	\$74,300	\$64,700	13						
	Assistant Prof.	\$71,140	\$60,700	\$51,700	19						
	Instructor	\$45,000	\$44,720	\$42,520	4						
	Visitor	\$50,750	\$41,000	\$40,700	3						
college COLLEGE HEALTH PROFESSIONS						COLLEGE OF HEALTH PROFESSIONS					
2004-2005		Highest	Median	Lowest	#	2004-2005	Maximum	Median	Minimum	Average	N
SCHOOL OF HEALTH PROFESSION	Professor	\$92,300	\$80,430	\$68,560	2	Professor					
	Associate Prof.	\$86,300	\$67,500	\$54,000	9	Associate Prof.					
	Assistant Prof.	\$80,000	\$56,200	\$47,000	15	Assistant Prof.					
	Instructor	\$50,800	\$50,800	\$50,800	1	New Assistant					
	Affiliate	\$52,000	\$52,000	\$52,000	1	Instructor					
College Total	Professor	\$92,300	\$80,430	\$68,560	2						
	Associate Prof.	\$86,300	\$67,500	\$54,000	9						
	Assistant Prof.	\$80,000	\$56,200	\$47,000	15						
	Instructor	\$50,800	\$50,800	\$50,800	1						
	Affiliate	\$52,000	\$52,000	\$52,000	1						



Table 6

**Salary Comparisons within the State of Michigan, Adjoining Region, and by Type**Average Salaries

These figures are based on 2004-2005 salaries. Source of comparisons: *Academe*, Vol. 91, No. 2, March-April, 2005.

Rank	GVSU2	All IIA	Public IIA	All East North Central1	Saginaw Valley2
Professor	\$78,600	\$77,900	\$76,665	\$73,557	did not
Assoc. Prof.	60,100	61,528	60,963	59,196	report
Asst. Prof.	47,500	51,339	51,249	49,716	
Instructor	40,600	39,206	38,560	39,024	
All Ranks	54,200	60,807	60,074	58,064	

Rank	Central Michigan2	Ferris State2	Oakland2	Eastern Michigan2	Western Michigan3
Professor	\$81,600	\$73,300	\$82,800	\$77,900	\$85,300
Assoc. Prof.	63,700	60,100	64,500	62,600	64,500
Asst. Prof.	51,800	52,200	55,700	54,600	50,500
Instructor.	35,500	50,400	43,500	51,400	37,200
All	63,800	62,300	65,300	61,700	65,000

1Michigan is in the East North Central region along with Illinois, Indiana, Ohio, and Wisconsin. Figures include Public, Private, and Church-related schools.

2Category IIA school (These are comprehensive institutions with diverse postbaccalaureate programs, but they do not engage in significant doctoral-level education.)

3Category I school (These are institutions characterized by a significant level and breadth of activity in a commitment to doctoral-level education, i.e., a minimum of 30 doctoral-level degrees annually in three or more unrelated disciplines.)