

ANNUAL REPORT ON FACULTY SALARIES

TO: GVSU Faculty

FROM: Faculty Salary and Budget Committee (Nancy Shontz, Chair; Marshall Battani, Maria Cimtile, Marinus DeBruine, Gregg Dimkoff, Jann-Huei Jinn, Jean Martin, Linda Rynbrandt, Elaine Schott, Rita Vandermeer, Keith Watts)

DATE: April 8, 2002

The Faculty Salary and Budget Committee has developed the attached report on faculty salaries. Please note that salary information for the current academic year (2001-2002) is given on page 1, and the information for the last academic year (2000-2001) is given on page 2. Comparisons with other universities on pages 3 and 4 are based on information from the last academic year (2000-2001), because the comparison information for the current year will not become available until April, 2002.

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. Universities selected for comparison are those with whom we compete for students. Some are acknowledged to be “sister” institutions.

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, 2001, issue of *Academe*.

Our thanks are extended to John Gracki, Sue Martin, Bruce Tweddale and Linda Yuhas for their assistance in assembling these numbers.

This is the third annual salary newsletter from the Faculty Salary and Budget Committee. We would appreciate your feedback on this effort. The names of current committee members are listed above for your convenience.

GVSU FACULTY SALARIES 2000-2001

Grouped for anonymity

Group	Highest	Median	Lowest	#
Arts and Humanities				
Professor	\$81,640	\$66,065	\$56,000	22
Associate Prof.	79,245	51,320	46,000	55
Assistant Prof.	47,300	43,700	40,000	54
Business				
Professor	\$99,111	\$89,364	\$60,000	22
Associate Prof.	97,168	80,615	60,627	21
Assistant Prof.	78,000	68,633	55,889	15
Science/Math				
Professor	\$92,800	\$71,800	\$57,000	31
Associate Prof.	78,000	54,870	47,250	47
Assistant Prof.	59,000	44,000	40,000	76
Social Sciences				
Professor	\$83,996	\$69,843	\$59,473	20
Associate Prof.	69,234	53,183	42,000	20
Assistant Prof.	53,410	44,323	41,438	38
Other Indpdnt Schls*				
Professor	\$81,680	\$67,729	\$61,096	18
Associate Prof.	80,738	56,758	50,827	17
Assistant Prof.	52,795	48,045	43,909	30
Library**				
Sr. Librarian	\$65,700	\$53,910	\$44,410	7
Assoc. Librarian.	56,465	44,570	42,990	5
Assist. Librarian.	40,000	36,500	32,000	4
GVSU				
Professor	\$99,111	\$70,154	\$44,410	120
Associate Prof.	97,168	54,711	42,000	165
Assistant Prof.	78,000	44,600	32,000	219

*SOE, SSW, KSON

**Salaries are for 12 months

GVSU FACULTY SALARIES 2001-2002

Grouped for anonymity

Group	Highest	Median	Lowest	#
Arts and Humanities				
Professor	\$82,970	\$68,363	\$59,000	22
Associate Prof.	82,610	52,948	47,200	64
Assistant Prof.	50,000	44,615	42,000	62
Instructor	51,000	41,750	41,000	4
Business				
Professor	\$102,860	\$93,535	\$60,000	23
Associate Prof.	96,338	83,830	62,497	23
Assistant Prof.	81,574	72,261	58,818	11
Instructor	51,570	48,285	45,000	2
Science/Math				
Professor	\$96,520	\$73,700	\$57,500	32
Associate Prof.	75,500	55,200	49,000	52
Assistant Prof.	63,000	46,700	40,000	77
Instructor	43,500	41,520	40,000	9
Social Sciences				
Professor	\$85,857	\$72,458	\$60,000	18
Associate Prof.	72,003	54,241	44,100	24
Assistant Prof.	63,000	45,688	39,394	38
Instructor	44,634	42,558	41,000	3
Independent Schools¹				
Professor	\$85,839	\$70,992	\$65,150	16
Associate Prof.	84,850	57,140	53,126	21
Assistant Prof.	54,033	49,984	44,500	36
Instructor	50,000	46,229	41,500	7
Library²				
Sr. Librarian	\$68,000	\$55,960	\$45,920	7
Assoc. Librarian	58,705	46,700	45,125	5
Assist. Librarian	47,520	37,848	33,090	4
GVSU				
Professor	\$102,860	\$72,535	\$45,920	118
Associate Prof.	96,338	56,000	44,100	189
Assistant Prof.	81,574	46,313	33,090	228
Instructor.	51,570	42,500	40,000	25

¹SOE, SSW, & KSON²salaries are for 12 months

Comparisons with other schools.

Average Salaries:

These figures are based on 2000-2001 salaries. Source of comparisons: *Academe*, Vol. 87, No. 2, March-April, 2001.

Rank	GVSU	All IIA	Public IIA	All East North Central ¹	Saginaw Valley ²
Professor	\$73,500	\$69,917	\$68,828	\$66,688	did not
Assoc. Prof	\$58,900	\$55,347	\$54,886	\$54,000	report
Asst, Prof	\$47 000	\$45,334	\$45,147	\$44,740	
Instructor	\$41,800	\$34,855	\$34,404	\$33,781	

Rank	Central Michigan ²	Ferris State ²	Oakland ²	Miami University ³	Western Michigan ³
Professor	\$71,500	\$61,900	\$76,800	\$82,400	\$77,500
Assoc. Prof	\$55,900	\$54,000	\$60,900	\$60,000	\$60,300
Asst, Prof.	\$46,200	\$46,600	\$52,200	\$45,900	\$49,300
Instructor.	\$35,700	\$41,800	\$43,500	\$32,200	\$36,600

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.)

Average Percentage Increases in Salaries of Continuing Faculty Members – 2000-2001

All Reporting Schools, Category I-IV: 5.3 %
 GVSU: 5.7 %

These numbers are primarily from the College and University Personnel Association (CUPA) Faculty Salary Study (2000 – 2001). Seidman department numbers are from the AACSB for the same year.

These data are national averages and may help with understanding market factor differences between disciplines. The figures for “New Assistant Professor” are probably the most telling.

Discipline	All Ranks	New Asst Professor	Discipline	All Ranks	New Asst Professor
Accounting	\$84,633	\$86,500	History	\$56,410	\$39,422
Anthro- pology	\$58,354	\$41,817	Marketing	\$80,900	\$72,700
Biology, General	\$57,287	\$42,550	Mathema- tics	\$58,497	\$43,321
Bus.Admin. & Mgt.	\$76,800	\$73,400	Movement Science	\$49,400	\$41,257
Chemistry	\$61,907	\$43,846	Music	\$51,182	\$38,865
Classics	\$59,785	\$39,340	Nursing – RN Training	\$51,091	\$43,169
Communica- tions	\$51,823	\$42,756	Occupation. Health	\$54,314	46,189
Computer/ Info System	\$67,988	\$60,937	Philosophy	\$57,014	\$40,410
Crim,Justice and Corr.	\$53,962	\$41,728	Physical Therapy	\$58,015	50,614
Economics	\$69,067	\$50,000	Physics	\$65,799	\$45,535
Education	\$56,155	\$43,389	Pol Sci & Government	\$58,650	\$42,092
Engineering General	\$72,101	\$53,369	Psychology, General	\$59,164	\$42,959
English Lang & Lit	\$51,075	\$39,094	Pub. Admin.	\$59,715	\$48,093
Fine Arts & Art Studies	\$52,511	\$39,115	Social Work	\$54,154	\$43,148
Foreign Lang & Lit.	\$49,713	\$39,262	Sociology	\$56,020	\$42,499
Geography	55,879	\$41,618	Library (12 mo. median	\$54,871	\$39,615
Geology & Relat. Std.	\$61,018	\$43,078			

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Average Faculty Salaries for Men and Women by Rank – 2000-2001

(Source: *The Chronicle of Higher Education*, April 20, 2001)

Public Institutions (does not include medical school instructional staff)

	<u>Male</u>	<u>Female</u>
Professor	\$77,971	\$69,145
Associate Professor	58,583	54,362
Assistant Professor	48,726	45,401
Instructor	35,577	34,528

Also from *Academe*: THE ANNUAL REPORT ON THE ECONOMIC STATUS OF THE PROFESSION, 2000-2001

Average faculty salaries increased 3.5 percent from 1999-2000 to 2000-2001, an increase of 0.1 percent adjusted for inflation.

- For the fourth consecutive year, faculty salaries have increased after adjusting for inflation, but the increase fell to 0.1 percent.
- Salaries of continuing faculty rose by 5.3 percent, a real increase of 1.9 percent the lowest increase in four years.
- Increases tapered off despite strong economic performance in the preceding years. In light of recent signs of an economic slowdown, that may signal the end of a four-year pattern of salary gains. .
- The average faculty member earns 26% (\$15,299) less than the average highly educated professional.
- The gap between salaries at private and public universities continues to widen and may increase further if the public-sector downturn is not reversed quickly. Salary disparities are also rising within institutional types.
- That is especially true at the top of the distribution, where a group of "elite" universities have salaries with which few other institutions can compete. The comparative standing of institutions is quite stable, and the continuing advantage of major research universities is least susceptible to change.
- Salary disparities among disciplines are also accelerating and reflect the importance of external markets relative to internal institutional constraints and purely academic markets.
- The disparity between male and female salaries persists and, in some respects, continues to widen. Men earn 6.5% more than women in public institutions, 5.9 % more in independent institutions, and 10% more in research institutions.
- As the disparity between the salaries of the best-paid and the least well paid faculty increases, so must concern about the ability of less well funded institutions to compete for well-qualified faculty, especially in high-demand fields where there are the most student employment opportunities and social need.