

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, Rita Kohrman, Lynn Mapes, Linda Rynbrandt, Nancy Schoofs, Elaine Schott, Jolanda Westerhof-Shultz)

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The Faculty Salary and Budget Committee has developed the attached report on faculty salaries. Please note that salary information for the current academic year (2002-2003) is given on page 1, and the information for the last academic year (2001-2002) is given on page 2. Comparisons with other universities on pages 3 and 4 are based on information from the last academic year (2001-2002), because the comparison information for the current year will not become available until April, 2003.

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, 2002, issue of *Academe*.

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

This is the fourth annual salary newsletter from the Faculty Salary and Budget Committee, and the first to include data for visiting and affiliate faculty. We would appreciate your feedback on this effort. The names of current committee members are listed above for your convenience.

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 Schools ¹ | | | | |
| 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 |
| Library ² | | | | |
| 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, & KSON

²salaries are for 12 months

GVSU FACULTY SALARIES 2002-2003

Grouped for anonymity

| Group | Highest | Median | Lowest | # |
|----------------------------------|----------------|---------------|---------------|----------|
| Arts and Humanities | | | | |
| Professor | \$85,252 | \$69,979 | \$57,973 | 23 |
| Associate Prof. | 85,501 | 53,595 | 47,861 | 67 |
| Assistant Prof. | 52,075 | 45,093 | 41,000 | 62 |
| Instructor | 52,403 | 43,563 | 38,000 | 3 |
| Business | | | | |
| Professor | \$106,470 | \$95,855 | \$76,283 | 23 |
| Associate Prof. | 94,352 | 85,671 | 64,103 | 22 |
| Assistant Prof. | 84,595 | 75,000 | 56,392 | 11 |
| Instructor | 52,864 | 50,315 | 47,765 | 2 |
| Science/Math | | | | |
| Professor | \$99,270 | \$74,835 | \$60,000 | 32 |
| Associate Prof. | 82,000 | 55,000 | 49,000 | 55 |
| Assistant Prof. | 67,000 | 48,455 | 41,500 | 86 |
| Instructor | 44,740 | 42,900 | 41,140 | 10 |
| Social Sciences | | | | |
| Professor | \$88,604 | \$73,330 | \$60,000 | 18 |
| Associate Prof. | 67,190 | 55,111 | 48,351 | 26 |
| Assistant Prof. | 54,606 | 46,906 | 42,107 | 39 |
| Instructor | 46,857 | 45,353 | 42,000 | 4 |
| Independent Schools ¹ | | | | |
| Professor | \$88,629 | \$71,879 | \$60,569 | 18 |
| Associate Prof. | 86,971 | 58,982 | 54,000 | 21 |
| Assistant Prof. | 57,563 | 51,044 | 45,588 | 39 |
| Instructor | 51,250 | 47,789 | 42,538 | 4 |
| Library ² | | | | |
| Sr. Librarian | \$77,000 | \$57,660 | \$47,220 | 9 |
| Assoc. Librarian | 60,505 | 48,300 | 43,200 | 5 |
| Assist. Librarian | 49,020 | 35,405 | 34,105 | 5 |
| GVSU | | | | |
| Professor | \$106,470 | \$74,430 | \$47,220 | 123 |
| Associate Prof. | 94,352 | 56,569 | 43,200 | 196 |
| Assistant Prof. | 84,595 | 47,380 | 34,150 | 242 |
| Instructor. | 52,864 | 43,563 | 38,000 | 23 |

¹SOE, SSW, & KSON²salaries are for 12 months

Comparisons with other schools.

Average Salaries:

These figures are based on 2001-2002 salaries. Source of comparisons: *Academe*, Vol. 88, No. 2, March-April, 2002.

| Rank | GVSU | All IIA | Public IIA | All East North Central ¹ | Saginaw Valley ² |
|-------------|----------|----------|------------|-------------------------------------|-----------------------------|
| Professor | \$75,600 | \$73,504 | \$72,770 | \$70,944 | did not |
| Assoc. Prof | \$59,700 | \$57,908 | \$57,780 | \$56,458 | report |
| Asst, Prof | \$48,000 | \$47,447 | \$47,476 | \$46,665 | |
| Instructor | \$43,600 | \$36,637 | \$36,275 | \$34,608 | |

| Rank | Central Michigan ² | Ferris State ² | Oakland ² | Miami University ³ | Western Michigan ³ |
|-------------|-------------------------------|---------------------------|----------------------|-------------------------------|-------------------------------|
| Professor | \$73,400 | \$62,900 | \$79,900 | \$82,400 | \$81,800 |
| Assoc. Prof | \$58,000 | \$55,400 | \$62,000 | \$60,000 | \$62,200 |
| Asst, Prof. | \$46,000 | \$46,900 | \$53,700 | \$45,900 | \$51,000 |
| Instructor. | \$34,000 | \$37,700 | \$41,700 | \$32,200 | \$40,100 |

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 – 2001-2002

Public IIA, All ranks combined: 4.9 %

GVSU 4.5 %

These numbers are primarily from the College and University Personnel Association (CUPA) Faculty Salary Study (2001 – 2002). 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 | \$91,200 | \$92,000 | History | \$58,106 | \$41,731 |
| Anthropology | \$58,710 | \$44,480 | Marketing | \$88,800 | \$80,000 |
| Biology, General | \$58,459 | \$44,292 | Mathematics | \$59,565 | \$46,262 |
| Bus.Admin. & Mgt. | \$83,100 | \$78,400 | Movement Science | \$51,450 | \$43,654 |
| Chemistry | \$63,457 | \$44,688 | Music | \$52,523 | \$40,220 |
| Classics | \$56,310 | \$41,590 | Nursing – RN Training | \$52,855 | \$45,577 |
| Communications | \$53,439 | \$43,753 | Occupation. Health | \$54,754 | \$48,941 |
| Computer/ Info Systems | \$70,810 | \$62,321 | Philosophy | \$57,211 | \$42,338 |
| Crim,Justice and Corrections | \$55,600 | \$43,407 | Physical Therapy | \$60,276 | \$54,942 |
| Economics | \$72,764 | \$58,151 | Physics | \$68,118 | \$47,787 |
| Education | \$57,974 | \$46,164 | Pol Sci & Government | \$59,914 | \$44,672 |
| Engineering, Gen. | \$75,883 | \$59,930 | Psychology, Gen. | \$60,695 | \$45,640 |
| English Lang & Literature | \$51,892 | \$41,610 | Public Administration | \$63,912 | \$47,687 |
| Finance | \$98,100 | \$100,700 | | | |
| Fine Arts & Art Studies | \$53,822 | \$41,278 | Social Work | \$55,456 | \$44,580 |
| Foreign Lang & Lit. | \$51,176 | \$43,143 | Sociology | \$57,835 | \$43,171 |
| Geography | \$57,340 | \$43,111 | Library (12 mo. median) | \$56,992 | 44,423 |
| Geology & Relat. Std. | \$62,332 | \$47,600 | | | |

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**GVSU Affiliate Faculty Salaries 2002-2003
Grouped by Division**

| Group | Highest | Median | Lowest | Number |
|---|----------------|---------------|---------------|---------------|
| Arts and Humanities | \$29,886 | \$29,221 | \$28,286 | 30 |
| Seidman School of Business | 63,000 | 49,000 | 35,000 | 3 |
| Science & Mathematics | 41,857 | 37,476 | 34,524 | 22 |
| Social Sciences | 33,000 | 33,000 | 33,000 | 2 |
| Autonomous Schools/ Academic Resources & Special Programs | 40,898 | 35,208 | 33,873 | 28 |

**GVSU Visiting Faculty Salaries 2002-03
Grouped by Division**

| Group | Highest | Median | Lowest | Number |
|---------------------------------|----------------|---------------|---------------|---------------|
| Arts & Humanities | \$37,716 | \$33,363 | \$27,825 | 56 |
| Seidman School of Business | 59,156 | 49,450 | 49,450 | 11 |
| Science & Mathematics | 39,500 | 37,556 | 35,722 | 18 |
| Social Sciences | 37,667 | 36,667 | 35,667 | 11 |
| Autonomous Schools & Library | 39,500 | 39,500 | 39,000 | 8 |

Average Faculty Salaries for Men and Women by Rank – 2001-2002
(Source: *The Chronicle of Higher Education*, April --, 2002)

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, 2001-2002

Average faculty salaries increased 3.8 percent from 2000-2001 to 2000-2002, an increase of 2.2 percent adjusted for inflation.

- For the fifth consecutive year, faculty salaries have increased after adjusting for inflation. The inflation-adjusted increase this year was the largest since the mid-1980s..
- Salaries of continuing faculty rose 5 percent, an inflation-adjusted increase of 3.4 percent, also the largest since the mid-1980s..
- Average academic salaries, adjusted for inflation using the Consumer Price Index, exceeded their 1971-72 level for the first time.
- Over the past four years, the salaries of college and university teachers have fallen compared with those of health professionals, scientists, engineers and attorneys.
- Salary differences by rank began to widen in the mid-1990s, after rising from the mid-1970s through the mid-1990s..
- The relative pay advantage of private institutions compared with public colleges and universities has remained unchanged since the mid-1990s, after rising from the mid-1970s through the mid-1990s.
- Regional differences in salaries fluctuate from year to year, but over the long term, the changes have been few, with salaries in the East South Central region remaining lowest, and salaries in the New England and Pacific regions remaining highest.
- In academe, as in most other professions except engineering, women's salaries have not risen relative to men's over the past twenty years.
- Fringe-benefit costs per faculty member remained around 25 percent of salaries, as they have for the past decade.