

ANNUAL REPORT ON FACULTY SALARIES

TO: GVSU Faculty

FROM: Faculty Salary and Budget Committee (Nancy Shontz, Chair; Marshall Battani, Larry Burns, Maria Cimtile, Marinus DeBruine, Gregg Dimkoff, Scott Grissom, Jann-Huei Jinn, Rita Kohrman, Lynn Mapes, 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 (2003-2004) is given on page 1, and the information for the last academic year (2002-2003) is given on page 2. Comparisons with other universities on pages 3 and 4 are based on information from the last academic year (2002-2003), because the comparison information for the current year will not become available until April, 2004.

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, 2003, 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 fifth 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 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, & KSON

²salaries are for 12 months

GVSU FACULTY SALARIES 2003-2004

Grouped for anonymity

Group	Highest	Median	Lowest	#
Arts and Humanities				
Professor	\$89,382	\$69,313	\$52,991	34
Associate Prof.	81,892	52,569	48,455	63
Assistant Prof.	54,657	45,663	41,718	70
Instructor	45,000	41,500	38,646	4
Business				
Professor	\$108,642	\$97,644	\$79,214	24
Associate Prof.	95,956	86,678	63,703	23
Assistant Prof.	91,000	76,500	60,000	16
Instructor	53,821	48,768	45,000	3
Science/Math				
Professor	\$101,060	\$77,250	\$61,000	29
Associate Prof.	85,000	55,750	48,000	66
Assistant Prof.	70,000	48,516	42,000	96
Instructor	45,550	44,000	41,850	9
Social Sciences				
Professor	\$90,553	\$75,563	\$60,000	20
Associate Prof.	67,467	55,647	50,011	29
Assistant Prof.	55,589	48,000	44,170	43
Instructor	49,000	45,000	43,000	9
Independent Schools ¹				
Professor	\$90,136	\$71,449	\$61,598	18
Associate Prof.	88,450	58,143	51,622	27
Assistant Prof.	58,714	50,108	46,000	37
Instructor				
Library ²				
Sr. Librarian	\$71,250	\$58,530	\$48,120	8
Assoc. Librarian	61,705	47,375	43,900	7
Assist. Librarian	35,250	35,160	35,000	3
GVSU				
Professor	\$108,642	\$75,563	\$48,120	133
Associate Prof.	95,956	56,105	43,900	215
Assistant Prof.	91,100	47,803	35,000	265
Instructor.	53,821	44,000	38,646	26

¹SOE, SSW, & KSON²salaries are for 12 months

Comparisons with other schools.

Average Salaries:

These figures are based on 2002-2003 salaries. Source of comparisons: *Academe*, Vol. 89, No. 2, March-April, 2003.

Rank	GVSU	All IIA	Public IIA	All East North Central ¹	Saginaw Valley ²
Professor	\$77,300	\$75,334	\$74,545	\$71,232	did not
Assoc. Prof.	60,500	59,326	59,145	57,080	report
Asst. Prof.	49,300	48,965	49,086	47,710	
Instructor	44,800	36,929	42,968	35,370	

Rank	Central Michigan ²	Ferris State ²	Oakland ²	Miami University ³	Western Michigan ³
Professor	\$72,700	\$63,700	\$81,800	\$85,100	\$84,600
Assoc. Prof.	57,700	56,100	64,000	62,600	64,400
Asst. Prof.	47,000	48,700	54,600	49,100	50,900
Instructor.	32,700	47,800	42,800	34,200	41,300

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 – 2002-2003

Public IIA, All ranks combined: 2.9 %. However, 48.6% of reporting institutions had percentage increases above 3.99.

GVSU: 3.5%

These numbers are primarily from the College and University Personnel Association (CUPA) Faculty Salary Study (2002 – 2003). 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	\$94,000	\$91,000	Geology & Related Studies	\$63,280	\$47,097
Anthropology	59,466	43,234	History	53,641	43,133
Biology, General	61,252	46,784	Marketing	91,900	85,900
Bus.Admin. & Mgt.	85,100	77,900	Mathematics	59,879	48,040
Chemistry	63,955	46,179	Movement Science	51,687	44,531
Classics	62,766	44,631	Music	53,495	41,016
Communications	54,078	44,408	Nursing -- RN Training	53,785	47,073
Computer/ Info Systems	72,227	65,867	Occupational Health	55,419	47,580
Crim,Justice and Corrections	54,879	44,598	Philosophy	59,047	41,939
Economics	74,264	59,060	Physical Therapy	60,887	55,031
Education	59,369	48,410	Physics	67,881	48,031
Engineering, Gen.	82,016	64,074	Pol.Sci & Government	60,528	45,636
English Lang & Literature	52,894	41,854	Psychology, Gen.	61,046	45,636
Finance	101,900	98,600	Public Administration	64,730	51,539
Fine Arts & Art Studies	54,108	41,643	Social Work	55,337	46,008
Foreign Lang & Lit.	52,372	42,126	Sociology	58,700	44,935
Geography	58,095	45,227	Writing	48,506	43,642

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

Group	Highest	Median	Lowest	Number
Arts and Humanities	\$37,0080	\$28,840	\$28,840	32
Seidman School of Business	48,000	44,000	40,000	2
Science & Mathematics	51,000	30,700	30,500	20
Social Sciences	34,500	33,750	33,000	2
Autonomous Schools and Honors	55,682	36,210	0,840	29
GVSU	55,682	30,700	28,840	85

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

Group	Highest	Median	Lowest	Number
Arts & Humanities	\$41,200	\$33,400	\$30,900	60
Seidman School of Business	62,500	31,700	29,000	4
Science & Mathematics	55,000	37,500	30,000	27
Social Sciences	38,000	36,500	35,500	7
Autonomous Schools & Honors	62,500	42,000	31,900	9
GVSU	62,500	34,453	29,000	107

Average Faculty Salaries for Men and Women by Rank – 2002-2003

(Source: *The Chronicle of Higher Education*, April 18, 2003)

Public Institutions (does not include medical school instructional staff)

	<u>Male</u>	<u>Female</u>
Professor	\$86,124	\$78,738
Associate Professor	63,067	58,871
Assistant Professor	53,199	49,502
Instructor	38,047	36,376

Also from *Academe*: THE ANNUAL REPORT ON THE ECONOMIC STATUS OF THE PROFESSION, 2002-2003

Average faculty salaries increased 3.0 percent from 2001-2002 to 2002-2003, an increase of only 0.6 percent adjusted for inflation.

- Despite a negative economic climate, average faculty salaries grew slightly faster than inflation for the sixth consecutive year.
- Faculty continuing at the same institution received an average salary 4.3 percent higher than the previous year, but that increase was significantly lower than the previous year's increase in real terms.
- Faculty at public institutions received lower salary increases than did their counterparts at private institutions. The continuing disparity in the salaries offered between the two sectors means that public institutions find it increasingly difficult to attract and retain qualified faculty. One indicator of this difficulty is the continuation rate for associate professors, which has been lower at public institutions during the last several years.
- The cost of providing medical insurance accounted for a higher proportion of faculty salary expenditures in 2002-2003, reflecting a broader economic trend. Meeting the increasing costs of medical care is a continuing challenge for both institutions and faculty members.

