



2007-08 Annual Report

The Faculty Salary and Budget Committee has developed this e-report on faculty salaries. The GVSU salary data is presented, along with the 2007-08 CUPA comparisons. However, some additional comparison information for the current year will not become available until late in April, 2008.

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 seven 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, 2007, issue of *Academe*.

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

This is the eighth annual salary newsletter from the Faculty Salary and Budget Committee. Feel free to send comments/questions to burnsl@gvsu.edu. Current committee members are: Ed Aboufadel, Theresa Bacon-Baguely, Larry Burns (Chair), Douglas Busman, Marinus DeBruine, Gregg Dimkoff, Milt Ford, Joe Godwin (ex officio), Robert Hollister, Paul Johnson, Fran Kelleher, Kim Ranger, Donijo Robbins, Alfred Sheffield, Paul Stephenson, Elaine Van Doren, and Xandra Xu.

Table 1 : 2000-2008 Faculty Salary Increases

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.

Annual Average Percentage Increases in GVSU Salaries						
From	To	Salary Increment Funds	N	Regular Continuing Faculty	N	
1998-99	1999-00	3.7%	486			
1999-00	2000-01	5.0%	539			
2000-01	2001-02	3.8%	574			
2001-02	2002-03	2.9%	599			
2002-03	2003-04	2.3%	653	2.5%	565	
2003-04	2004-05	1.8%	693	2.4%	621	
2004-05	2005-06	3.0%	692	3.6%	653	
2005-06	2006-07	3.0%	732	5.0%	643	
2006-07	2007-08	4.0%	750	5.2%	688	
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 : 2005-2008 Faculty Benefit Increases

As this table illustrates, in addition to salary, benefits represent well over 37% of faculty compensation in dollar amounts this year.

	01-02	02-03	03-04	04-05	05-06	06-07	07-08
Salary Increment Funds	3.8%	2.9%	2.3%	1.8%	3.0%	3.0%	4.0%
Regular Continuing Faculty			2.5%	2.4%	3.6%	4.7%	5.2%
Dollar Values for each of the following							
Retirement	6,768	6,854	6,764	6,658	6,679	6,963	7,240
Medical Insurance	5,358	5,860	6,516	7,302	7,909	7,700	8,305
Disability	164	154	152	150	139	154	109
Tuition	423	503	496	577	623	729	797
Dental Insurance	564	600	671	688	746	697	714
Social Security	4,315	4,369	4,312	4,244	4,258	4,439	4,616
Unemployment	56	57	56	55	111	89	85

Group Life	113	91	90	100	89	84	87
Worker's Compensation	73	74	73	72	100	103	85
Post Retirement Health		137	192	239	278	333	364
Parking	45	46	45	44	45	46	48
Accrued Payroll Accrual						102	103
Total:	31.7%	32.8%	34.4%	36.3%	37.7%	36.9%	37.4%
Avg Faculty Salary \$	56,400	57,117	56,370	55,483	55,656	58,029	60,334
Avg Benefits Package \$	17,879	18,746	19,369	20,129	20,977	21,438	22,553
% Change in average benefits package	6.5%	4.8%	3.3%	3.9%	4.2%	2.2%	5.2%
Check	17,879	18,746	19,369	20,129	20,977	21,438	22,553
Retirement	12.00%	12.00%	12.00%	12.00%	12.00%	12.00%	12.00%
Medical	9.50%	10.26%	11.56%	13.16%	14.21%	13.27%	13.77%
Disability	0.29%	0.27%	0.27%	0.27%	0.25%	0.27%	0.18%
Tuition	0.75%	0.88%	0.88%	1.04%	1.12%	1.26%	1.32%
Dental	1.00%	1.05%	1.19%	1.24%	1.34%	1.20%	1.18%
Social Security	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%
Unemployment	0.10%	0.10%	0.10%	0.10%	0.20%	0.15%	0.14%
Group Life	0.20%	0.16%	0.16%	0.18%	0.16%	0.14%	0.14%
Workers Comp	0.13%	0.13%	0.13%	0.13%	0.18%	0.18%	0.14%
Post Retirement Health	NA	0.24%	0.34%	0.43%	0.50%	0.57%	0.60%
Parking	0.08%	0.08%	0.08%	0.08%	0.08%	0.08%	0.08%
Accrued Payroll Accrual						0.18%	0.17%
Total:	31.70%	32.82%	34.36%	36.28%	37.69%	36.94%	37.38%

Table 3 : 2005-2008 Annual Salary Adjustment--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 2005-06 indicates that university salaries, or real ASAs, have increased an average of 1.4% over CPI across all ranks based on more than 30 years of data.

Midwest Region

The Annual Average Consumer Price Index for the Midwest increased 3.8% in 2007.

GVSU 2007-2008 Salary Adjustment

In the fall of 2007, ECS/UAS voted unanimously, for the fourth year in a row, 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%]

Annual Salary Adjustment (ASA) 03-04 to 07-08							
Regular Continuing Faculty							
	03-04	04-05	05-06	06-07	07-08	Avg Real ASA	Cumulative
N	565	621	653	643	688		
ASA	2.5	2.4	3.6	5.2	5.2		
CPI Midwest	1.9	2.4	3.2	2.7	3.8		
GVSU Nominal ASA	0.6	0.0%	0.4	2.5	1.4	0.98	4.9
AAUP National Nominal ASAs ‡	1.2	1.2	1.0	2.5	1.0	1.38	6.9

* http://data.bls.gov/PDQ/servlet/SurveyOutputServlet?data_tool=latest_numbers&series_id=CUUR0200SA0&output_view=pct_12mths

‡ <http://www.aaup.org/NR/rdonlyres/B25BFE69-BCE7-4AC9-A644-7E84FF14B883/0/zreport.pdf>

Notes: ASA= Annual Salary Adjustment; CPI= Consumer Price Index, Midwest Region;
Nominal ASA= Salary Increase minus inflation;

AAUP National ASAs = national comparison of salaries for continuing faculty--annual data.

Table 4 : CUPA Midwest Salary Survey Data FY05-06 to FY06-07

(Including GVSU median increases in GVSU Salaries by Unit/Department)

This table provides comparative salary information between and within unit/departments and a comparison of Midwest regional salaries to GVSU specific salaries.

These values were obtained from the College and University Personnel Association (CUPA) Faculty Salary Study.

[VIEW TABLE 4](#) – **[view online \(due to its size\)](#)**

Table 5 : 2007-2008 Comparison of Promotional Increments

Faculty Promotional Increases				
State of Michigan Public Universities				
2006-2007				
University		Instructor to Assistant	Assistant to Associate	Associate to Full
Lake Superior State		1125	1350	1700
Michigan State			2000	2500
Saginaw Valley**		1500	2000	2500
Ferris State		2000	3000	4500
Western Michigan	Acad Year	2500	3500	5000
Wayne State		1500	3000	6000
GVSU		1000	3500	5000
Oakland		2800	4000	5000
Michigan Tech			4000	6000
Eastern Michigan		3000	4200	5400
Central Michigan	2007-2008	2500	6000	7000
U of M-Dearborn**		10% of Salary	6580	7220
Northern Michigan	2006-2007*	Estimate....	7303	9596
U of M-Flint			8000	10000
*average		1992	4174	5530
Average of Masters Inst.		2000	3778	5112
Avg. of Masters not UM-D,F		2043	3244	4656
** estimated from published average 2006-07 salary values http://chronicle.com/stats/aaup/aaupresults.php http://www.hr.msu.edu/HRsite/HiringPostings/Faculty/Hiring/Procedures/SSmemo.htm † tech and applied sciences; aviation, cosmetology, etc. ‡ http://www.pcsun.org/reports.html				
<i>Prepared from Larry Burns Document All confirmed 9-19-07 except UMF (JG) UMF confirmed 10-10-07 (LRB)</i>				