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ANNUAL REPORT TO THE FACULTY SENATE

REPORT ON FACULTY SALARY

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REPORT ON FACULTY SALARY

This report of the Committee on the Economic Status of the Faculty (Committee) focuses on market equity. The Committee utilized the *National Faculty Salary Survey: Multi-Discipline Report 2007--2008* produced by the College and University Professional Association for Human Resources (CUPA) to determine whether faculty salaries at UM-Dearborn are comparable to faculty salaries at UM-Dearborn's Peer Institutions (See Appendix A for the list of UM-D Peer Institutions). The Committee's main conclusion is that faculty salaries are comparable. One hundred percent of the Assistant Professors, ninety-six percent of Associate Professors, and ninety-seven percent of Full Professors are being paid with 90% of the average salaries in their respective disciplines at UM-D Peer Institutions. Further, fifty-seven percent of Assistant Professors, fifty percent of Associate Professors, and fifty-six percent of Full Professors are being paid above the average salaries.

Comparisons between UM-D faculty salaries and UM-D Peer Institutions are summarized in six graphs. The first three graphs (See Appendix B - Salary Comparisons Between UM-D Faculty and UM-D Peer Institutions - Averages) illustrate the differences between average salaries of UM-D faculty and UM-D Peer Institutions. More specifically, each point on the graph represents the mean salary of faculty of a given rank in a given CUPA discipline category. CUPA discipline categories roughly correspond to UM-Dearborn disciplines, or in some cases departments. For more detail about the data used in the graphs, refer to the "CUPA Data" section below.

Each point on the graph corresponds on the vertical axis to the dollar difference between UM-Dearborn and UM-D Peer Institutions average salaries for a discipline category and faculty rank. Discipline categories are arranged in ascending order. The horizontal axis represents the percentile ranking of discipline categories. Thus the "50" on the horizontal axis is the fiftieth percentile or median of the ranked discipline categories.

To illustrate: the first (lowest) point on the "Full Professor Salaries Graph - Average" is the CUPA discipline category Education Administration & Supervision. The graph shows that the average salary for Full Professors of Education Administration & Supervision at UM-Dearborn is more than \$20,000 below the average salary for Professors of Education Administration & Supervision in schools of Education at UM-D Peer Institutions. The fiftieth percentile or median discipline categories for Full Professors are Fine & Studio Art and Mechanical Engineering. The average salaries of Full Professors in these two faculties are about equal to the average salaries of the faculties in the same CUPA discipline categories and rank at UM-D Peer Institutions. To find a particular discipline, go to the "Graph Data Ranked" section in Appendix D.

The last three graphs (See Appendix C - Salary Comparisons Between UM-D Faculty and UM-D Peer Institutions - Median) illustrate the median salary differences between UM-D faculty and UM-D Peer Institutions by discipline category and rank. Consistent with the data utilizing averages, UM-Dearborn salaries are comparable to their UM-D Peer Institution equivalents.

Recommendations

The Committee understands that the campus is operating under a condition of constrained economic resources and these recommendations are given in that light. Without referring to salaries of individual faculty and acknowledging significant variation between disciplines, the Committee recommends increasing the salaries of those discipline category/rank areas that are outliers. Specifically, the Committee recommends that the salaries of those faculty members in those disciplines category/rank areas that are not being paid at least within 90% of their UM-D Peer Institution equivalents be increased so that their salaries are at the UM-D Peer Institution average. The cost of making this adjustment is approximately \$44,500.

The Committee acknowledges that the administration has made great strides in bringing all UM-D faculty salaries in line with the salaries at UM-D Peer Institutions. The Committee believes that it is important that at a minimum, that in real terms faculty salaries do not decrease in these constrained economic times. As such, the Committee recommends that a merit program for the 2009-2010 academic year be established in an amount equal to at least the rate of inflation. This is especially important given the proposed shift in health care costs from the institution to the faculty.

Finally in the longer term, given the quality of UM-D faculty and UM-Dearborn compared against UM-D Peer Institutions it should be the goal of this campus to bring average faculty salaries of all discipline category/rank areas above the CUPA averages of the UM-D Peer Institutions.

Acknowledgements

The committee thanks Robert Gassel, Associate Vice Chancellor, Jeff Evans, Director of Human Resources, Noel Hornbacher, Assistant Controller, and Judy Kennard, Financial Analyst, for providing the CUPA data.

CUPA Data

Data used in the graphs come from the *National Faculty Salary Survey: Multi-Discipline Report 2007-2008* produced by the College and University Professional Association for Human Resources (CUPA).

The CUPA survey has the important advantage of providing salary information by rank and by discipline category. CUPA discipline categories are usually, but not always the same as the disciplines or departments within colleges here at UM-Dearborn. For example, CUPA discipline categories are unrelated to School of Engineering administrative disciplines and CUPA discipline categories are similar but not identical to School of Management administrative departments.

Some faculty are not represented in the graphs because insufficient CUPA comparison data are available for their discipline category. While CUPA does report comparison data for librarians and curators, this data is not reported for UM-D Peer Institutions.¹

It should be noted that not all universities in Michigan (or in the region) participate in the CUPA survey, so the choice of comparable institutions is constrained. In addition, not all Michigan universities (or other potential comparable universities) who participate in the CUPA survey have schools of Engineering, Management, and Education.

¹ The American Library Association (ALA) and the Association for Research Libraries (ARL) both publish annual salary surveys on academic librarians. In 2008, median salaries of librarians in the ARL libraries, of which University of Michigan - Ann Arbor is one, improved 3.7%. The 2008 ALA survey showed a mean salary increase for both academic and public librarians of 2%. More detail is available by subscription at ala.org.

APPENDIX A
UM-D Peer Institutions

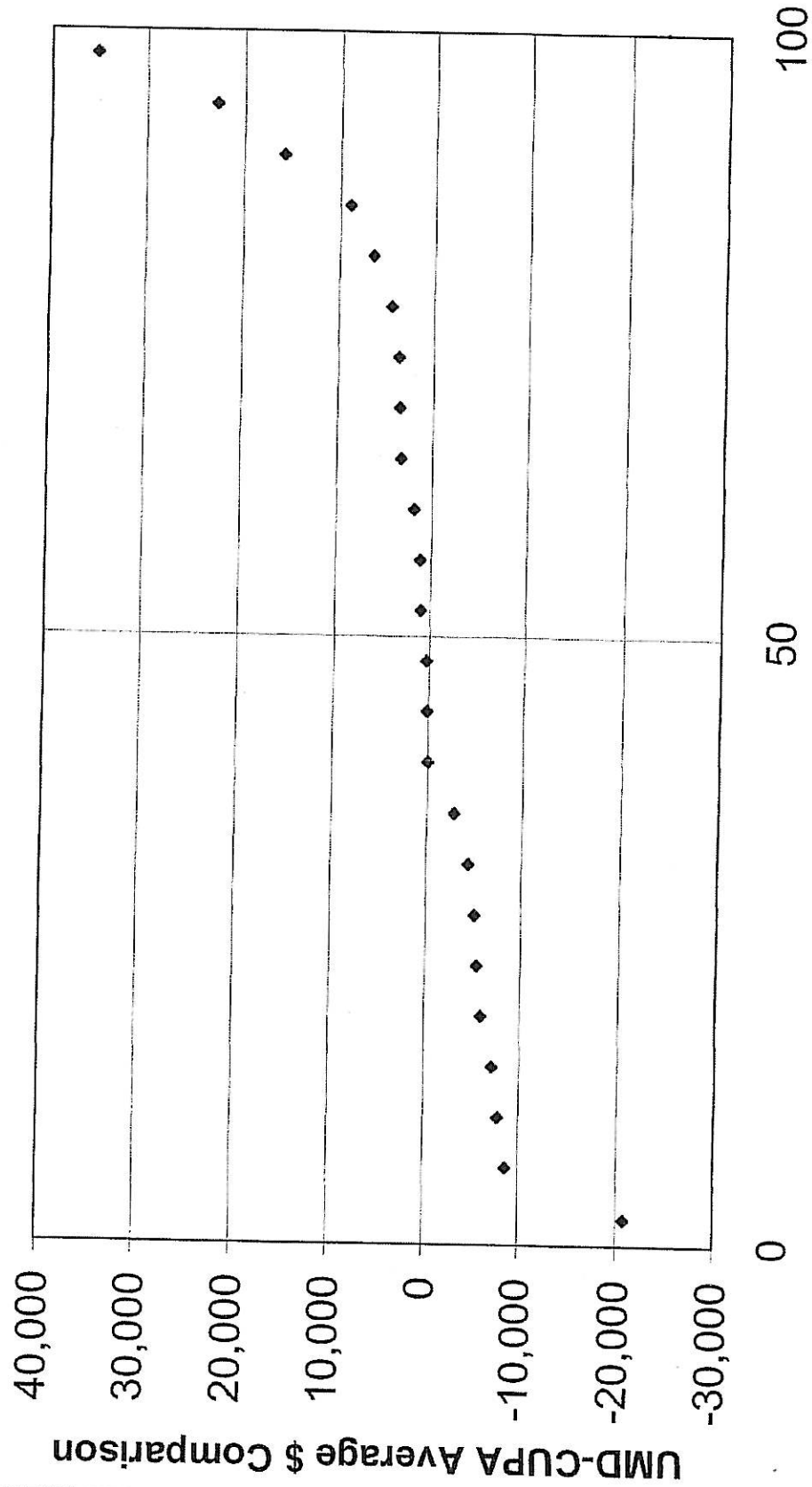
Central Michigan University
Eastern Michigan University
Ferris State University
Grand Valley State University
Michigan Tech. University
Northern Michigan University
Oakland University
Saginaw Valley State University
Southern Illinois University Edwardsville
University of Michigan Flint
University Missouri Rolla
University of Northern Iowa
University of Toledo
University of Wisconsin Eau Claire
University of Wisconsin Milwaukee
Wayne State University
Western Michigan University
Wright State University Main Campus
Youngstown State University

UM-D Peer Institutions include all Michigan public universities (excluding University of Michigan Ann Arbor) that have reported data to CUPA, as well as universities in the upper Mid West that are similar to UM-D.

APPENDIX B
Salary Comparisons Between UM-D Faculty and UM-D Peer Institutions –
Averages

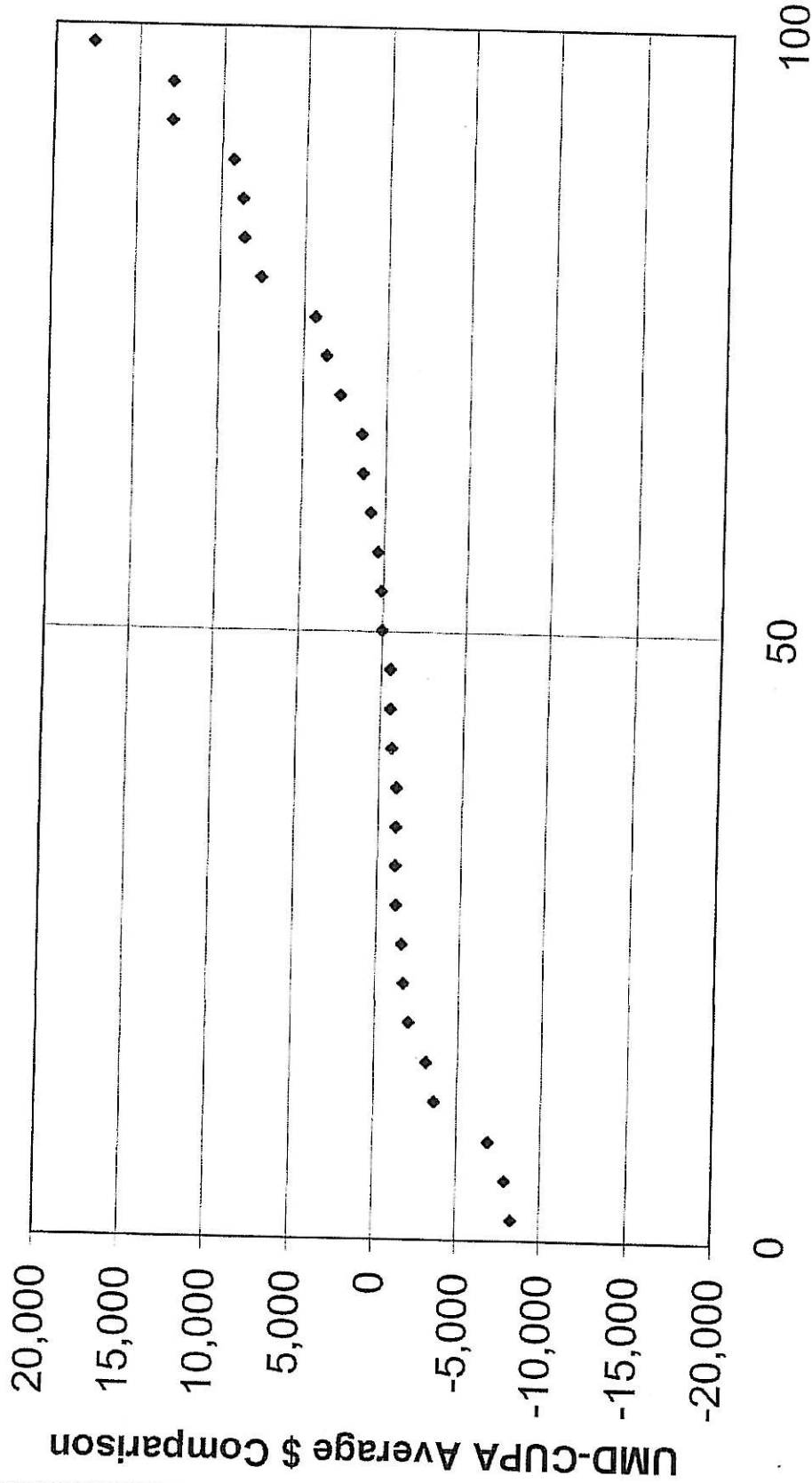
Full Professor Salaries Graph - Average
Associate Professor Salaries Graph - Average
Assistant Professor Salaries Graph - Average

Full Professor Salaries



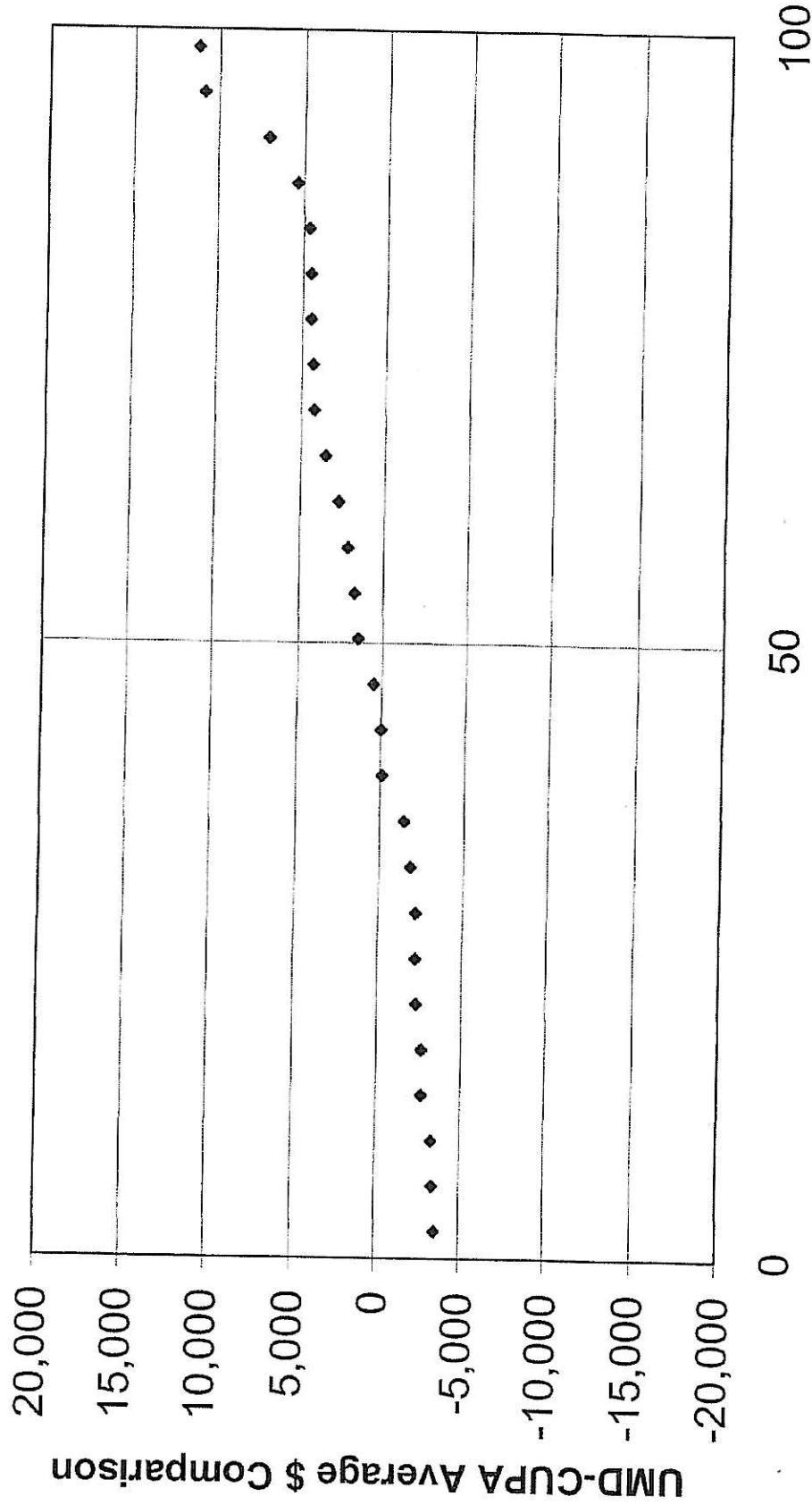
Discipline Ranked Percentiles

Associate Professor Salaries



Discipline Ranked Percentiles

Assistant Professor Salaries



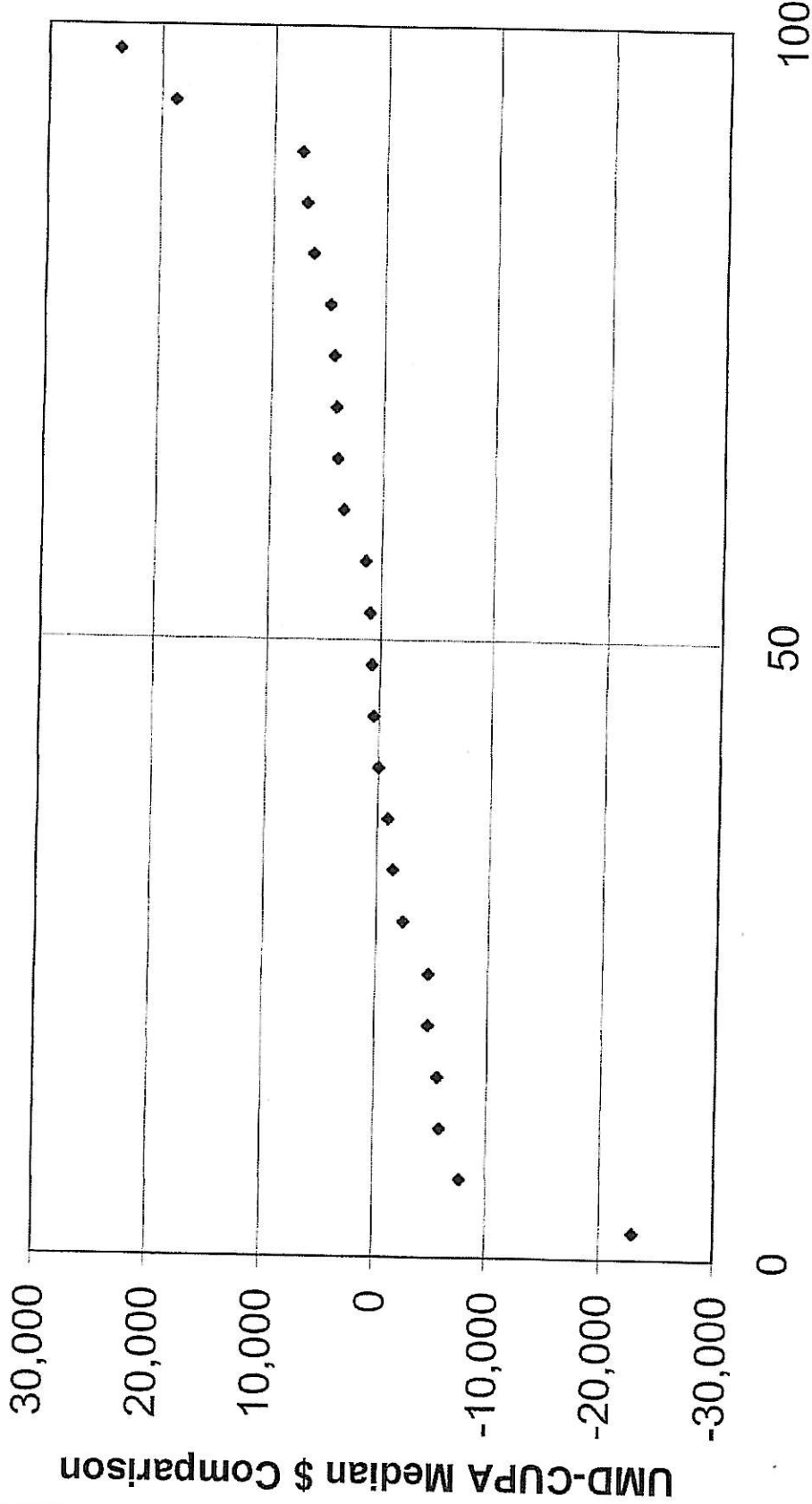
Discipline Ranked Percentiles

APPENDIX C

Salary Comparisons Between UM-D Faculty and UM-D Peer Institutions – Medians

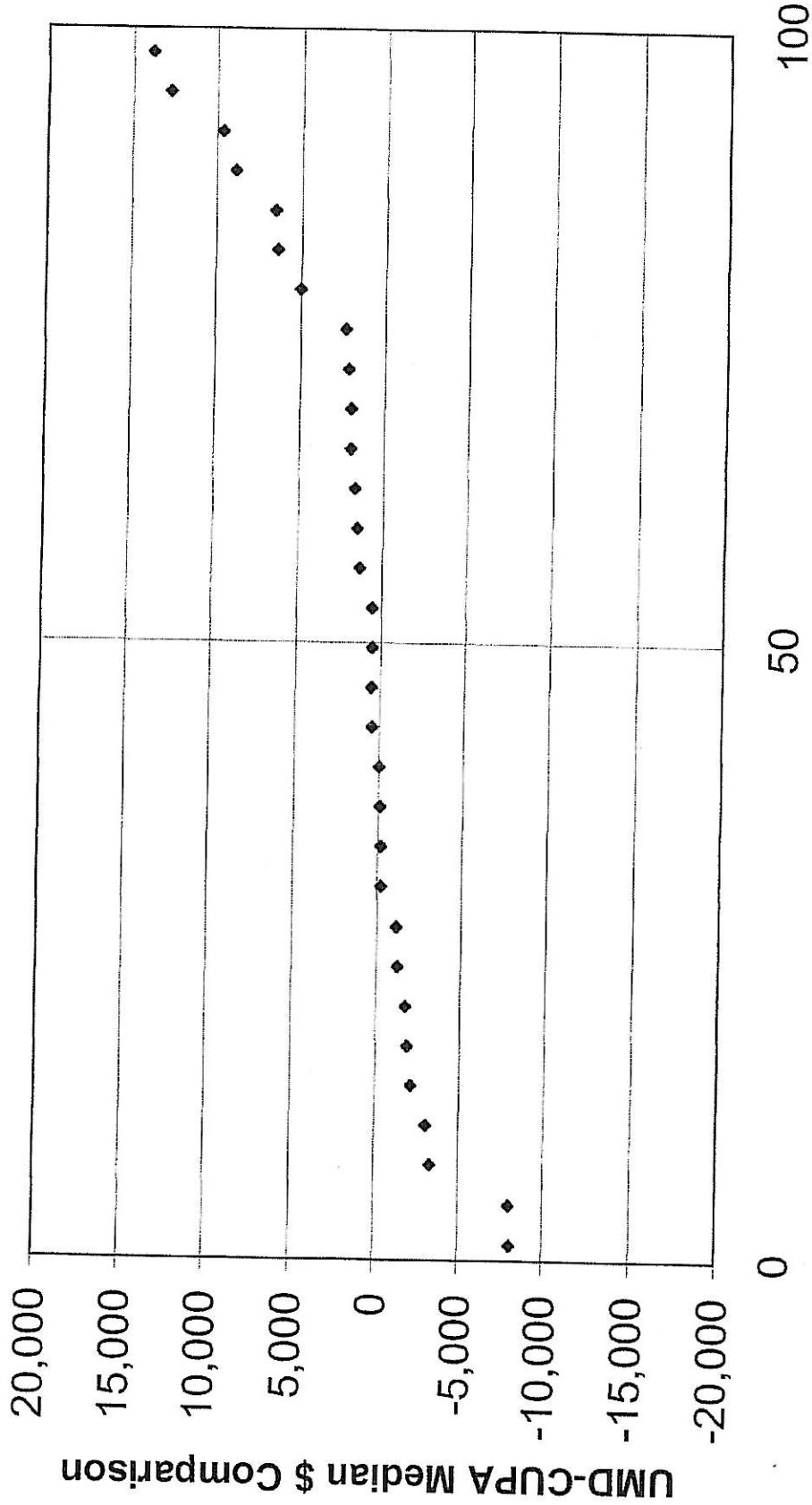
- Full Professor Salaries Graph – Median
- Associate Professor Salaries Graph – Median
- Assistant Professor Salaries Graph – Median

Full Professor Salaries



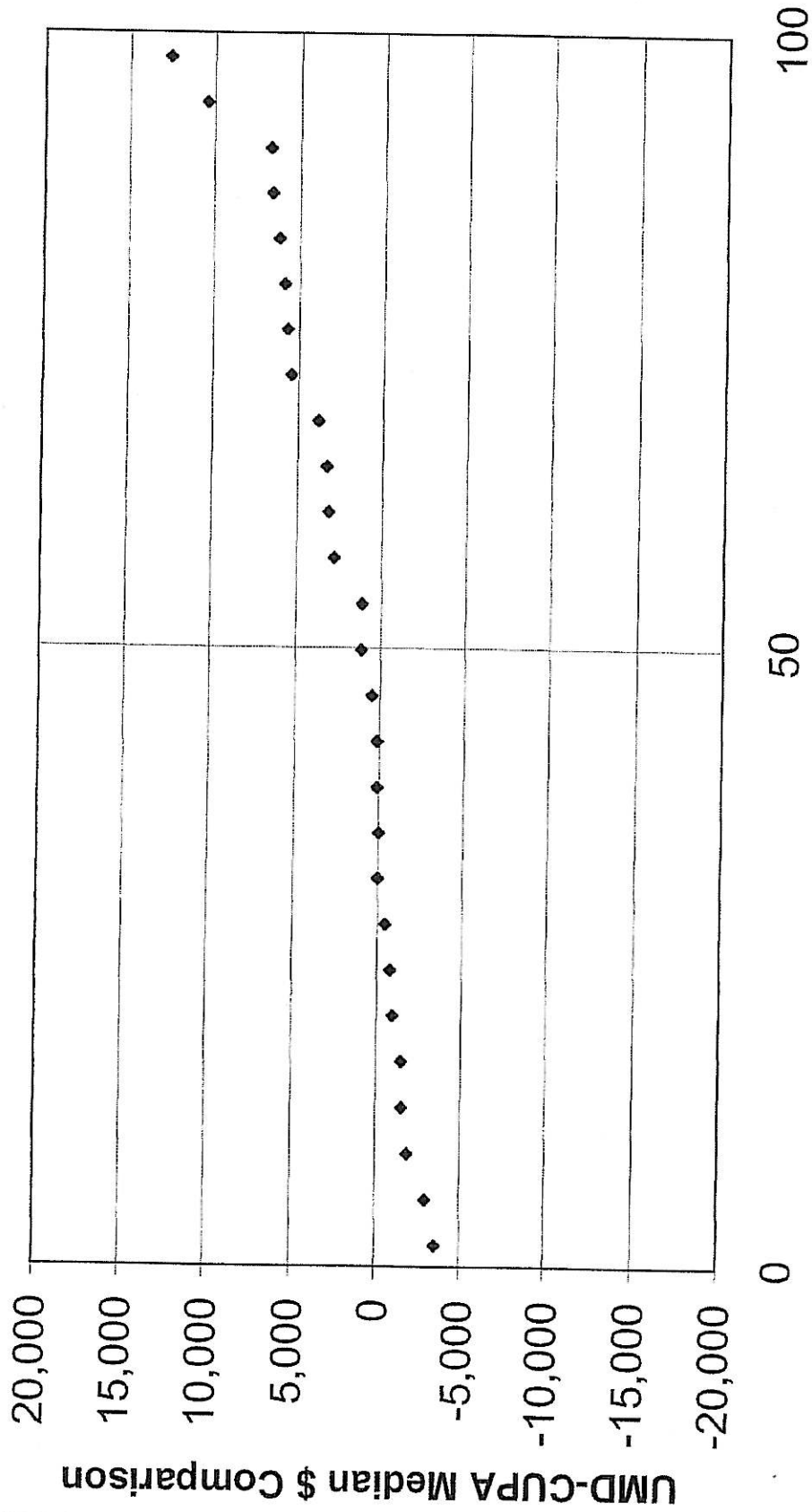
Discipline Ranked Percentiles

Associate Professor Salaries



Discipline Ranked Percentiles

Assistant Professor Salaries



Discipline Ranked Percentiles

APPENDIX D
CUPA Data

Graph Data - Average Salary Data
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CUPA Data - Ranked and Sorted
CUPA Data - Sorted by Rank
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Raw CUPA Data

AVERAGE SALARY DATA

Code/Title	NP	UMD % CUFA	\$UMD- \$CUFA	UMD Average	CUFA Average	NP	NI	Average Salary Sort	Average Salary Percentiles
14.19 Mechanical									
13.04 Ed Administration & Supervision	3	95.1	-3,531	68,730	72,261	39	10	1	2
13.12 Teacher Ed & Prof Dev, Levels & Methods	1	94.0	-3,389	53,472	56,861	44	11	2	6
45.06 Economics	1	94.2	-3,307	53,570	56,877	31	6	3	10
40.08 Physics	1	96.1	-2,668	65,000	67,668	45	14	4	13
13.10 Special Ed & Teaching	1	95.3	-2,658	53,695	56,353	43	15	5	17
[27.] MATHEMATICS AND STATISTICS	2	95.6	-2,325	51,000	53,325	18	7	6	21
Assistant Professor	1	96.0	-2,246	53,901	56,147	92	16	7	24
Assistant Professor	1	95.9	-2,198	51,810	54,008	40	8	8	28
[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES	4	98.1	-1,859	98,414	100,273	23	9	9	32
[42.] PSYCHOLOGY	5	97.4	-1,433	54,587	56,020	101	16	10	36
Assistant Professor	4	99.8	-108	54,767	54,875	76	15	11	39
Assistant Professor	5	100.0	-15	54,472	54,487	39	8	12	43
16.09 Romance	2	100.9	482	51,646	51,164	22	7	13	47
45.02 Anthropology	1	102.8	1,434	52,060	50,626	23	8	14	50
45.10 Political Science & Government	2	103.2	1,679	53,729	52,050	47	12	15	54
[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS	3	104.2	2,106	52,328	50,220	112	16	16	58
45.11 Sociology	2	105.3	2,725	53,848	51,123	46	14	17	61
16.01 Linguistic, Comp & Rel Studies & Svcs	1	107.2	3,533	52,564	49,031	39	9	18	65
54.01 History	2	108.4	4,223	54,254	50,031	64	13	19	69
52.03 Accounting & Related Svcs	1	104.4	4,336	102,853	98,517	22	12	20	73
50.07 Fine & Studio Art	2	109.2	4,493	53,200	48,707	67	12	21	76
14.10 Electrical, Electronics & Communications	3	106.2	4,564	77,800	73,236	43	9	22	80
52.12 Mgt Information Sys & Svcs	2	105.0	4,681	98,941	94,260	15	5	23	84
09.01 Communication & Media Studies	1	110.7	5,364	55,485	50,121	41	11	24	87
[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES	6	109.2	7,052	84,006	76,954	45	11	25	91
52.14 Marketing	2	111.7	10,827	103,295	92,468	21	10	26	95
52.02 Admin, Mgt & Operations	3	112.6	11,199	99,754	88,555	63	14	27	99
40.06 Geological & Earth Sci/Geosciences	1	87.5	-8,283	58,090	66,373	38	10	1	2
45.06 Economics	2	89.1	-7,872	64,535	72,407	38	12	2	5
13.04 Ed Administration & Supervision	1	90.4	-6,841	64,052	70,893	29	9	3	8
[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES	5	95.7	-3,614	81,282	84,896	52	11	4	11
13.13 Teacher Ed & Prof Dev, Subjects	4	95.5	-3,101	65,588	68,689	32	7	5	15
45.10 Political Science & Government	2	96.7	-2,008	58,384	60,392	63	15	6	18
13.10 Special Ed & Teaching	1	97.4	-1,681	62,578	64,199	18	9	7	21
40.05 Chemistry	4	97.6	-1,538	63,498	65,036	81	16	8	24
14.19 Mechanical	7	98.6	-1,145	81,210	82,355	52	9	9	28
[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES	4	98.3	-1,071	63,362	64,433	126	16	10	31
45.02 Anthropology	1	98.4	-1,064	63,459	64,523	16	8	11	34
54.01 History	6	98.2	-1,063	59,064	60,127	86	14	12	37
[42.] PSYCHOLOGY	6	98.8	-743	62,605	63,348	116	16	13	40
14.35 Industrial	4	99.3	-592	83,573	84,165	17	5	14	44
40.08 Physics	1	99.2	-540	65,314	65,854	59	17	15	47
09.01 Communication & Media Studies	3	100.0	19	59,635	59,616	50	10	16	50
13.12 Teacher Ed & Prof Dev, Levels & Methods	1	100.2	116	62,247	62,131	29	5	17	53
[13.] EDUCATION	1	100.6	363	61,930	61,567	50	9	18	57
16.01 Linguistic, Comp & Rel Studies & Svcs	1	101.4	855	60,177	59,322	45	11	19	60
14.10 Electrical, Electronics & Communications	8	101.6	1,351	85,747	84,396	47	9	20	63
[27.] MATHEMATICS AND STATISTICS	6	102.3	1,459	64,953	63,494	133	17	21	66
38.01 Philosophy	2	104.6	2,763	62,420	59,657	27	11	22	69
[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS	4	106.1	3,632	63,341	59,709	146	16	23	73

AVERAGE SALARY DATA

Code/Title	NP	UMD % CUA	\$UMD- \$CUA	UMD Average	CUA Average	NP	N	Average Salary	Spnt	Average Salary Percentiles
50.07 Fine & Studio Art	1	107.4	4,326	63,180	58,854	62	13	24		76
45.11 Sociology	2	111.5	7,546	73,350	65,804	57	14	25		79
52.08 Finance & Financial Mgt Svcs	2	108.3	8,578	111,943	103,365	25	9	26		82
16.09 Romance	2	114.5	8,712	68,601	59,889	24	6	27		86
52.03 Accounting & Related Svcs	1	109.1	9,288	110,825	101,537	26	10	28		89
52.14 Marketing	3	112.4	12,937	117,047	104,110	15	5	29		92
52.02 Admin, Mgt & Operations	2	113.9	12,948	106,058	93,110	28	10	30		95
13.04 Ed Administration & Supervision	3	118.9	17,712	111,480	93,768	56	13	31		99
45.06 Economics	1	77.0	-20,749	69,560	90,329	20	8	1		2
09.01 Communication & Media Studies	4	90.6	-8,671	83,813	92,484	53	14	2		6
38.01 Philosophy	1	90.0	-7,788	70,268	78,056	40	10	3		3
[42.] PSYCHOLOGY	2	91.0	-7,113	72,212	79,325	33	11	4		4
14.35 Industrial	4	93.0	-5,916	78,050	83,966	104	16	5		5
13.10 Special Ed & Teaching	5	94.8	-5,380	98,990	104,370	15	5	6		6
[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS	1	93.5	-5,081	72,836	77,917	17	7	7		7
40.05 Chemistry	2	94.3	-4,409	72,950	77,359	143	16	8		8
40.06 Geological & Earth Sci/Geosciences	2	96.7	-2,869	84,211	87,080	95	17	9		9
14.10 Electrical, Electronics & Communications	1	99.9	-53	81,846	81,899	32	11	10		10
50.07 Fine & Studio Art	4	100.1	134	106,193	106,059	57	9	11		11
14.19 Mechanical	1	100.4	292	76,453	76,161	70	15	12		12
[27.] MATHEMATICS AND STATISTICS	8	100.9	964	106,939	105,975	74	10	13		13
[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES	9	101.4	1,119	81,386	80,267	181	17	14		14
54.01 History	3	101.8	1,877	105,401	103,524	44	11	15		15
45.11 Sociology	3	103.9	3,304	87,150	83,846	68	15	16		16
45.10 Political Science & Government	3	104.4	3,519	84,140	80,621	36	13	17		17
40.08 Physics	3	104.6	3,681	84,071	80,390	54	14	18		18
45.02 Anthropology	4	105.4	4,470	88,018	83,548	103	17	19		19
52.02 Admin, Mgt & Operations	1	107.8	6,429	88,858	82,429	15	6	20		20
13.13 Teacher Ed & Prof Dev, Subjects	2	108.3	8,930	116,620	107,690	67	13	21		21
52.03 Accounting & Related Svcs	2	118.7	15,771	100,151	84,380	28	8	22		22
[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES	4	119.3	22,793	140,812	118,019	52	12	23		23
	3	141.4	35,194	120,273	85,079	88	16	24		24

MEDIAN SALARY DATA										
Code/Title	AP	SUMD- \$CUPA	Dbn Med	CUPA Median	NP	NI	Median Salary Sort	Median Salary Percentiles		
13.04 Ed Administration & Supervision	1	-3299	53,472	57,001	44	11	1	2		
13.10 Special Ed & Teaching	2	-2977	51,000	53,977	18	7	2	5		
45.06 Economics	1	-1873	65,000	66,873	45	14	3	9		
[27.] MATHEMATICS AND STATISTICS	1	-1543	53,901	55,444	92	16	4	13		
[42.] PSYCHOLOGY	4	-1471	53,236	54,707	76	15	5	17		
52.08 Finance & Financial Mgt Svcs	4	-921	99,609	100,530	23	9	6	20		
[13.] EDUCATION	1	-789	51,810	52,599	40	8	7	24		
13.12 Teacher Ed & Prof Dev, Levels & Methods	1	-449	53,570	54,019	31	6	8	28		
40.08 Physics	1	0	53,695	53,695	43	15	9	31		
16.09 Romance	2	0	51,646	51,646	22	7	10	35		
14.19 Mechanical	3	102	73,703	73,601	39	10	11	39		
[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES	5	151	55,125	54,974	101	16	12	42		
13.13 Teacher Ed & Prof Dev, Subjects	5	477	54,354	53,877	39	8	13	46		
14.10 Electrical, Electronics & Communications	3	1125	77,860	76,735	43	9	14	50		
45.02 Anthropology	1	1136	52,060	50,924	23	8	15	54		
45.11 Sociology	2	2805	53,729	50,924	47	12	16	57		
16.01 Linguistic, Comp & Rel Studies & Svcs	2	3170	53,848	50,678	46	14	17	61		
[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS	1	3278	52,564	49,286	39	9	18	65		
54.01 History	3	3808	53,186	49,378	112	16	19	68		
50.07 Fine & Studio Art	2	5444	54,254	48,810	64	13	20	72		
[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES	2	5659	53,200	47,541	67	12	21	76		
09.01 Communication & Media Studies	6	5878	83,558	77,680	45	11	22	79		
52.12 Mgt Information Sys & Svcs	1	6193	55,485	49,292	41	11	23	83		
52.03 Accounting & Related Svcs	2	6627	98,941	92,314	15	5	24	87		
52.02 Admin, Mgt & Operations	3	10400	100,000	89,600	63	14	25	91		
52.14 Marketing	2	12589	103,295	90,706	21	10	26	94		
45.06 Economics	2	-8063	64,535	72,598	38	12	27	98		
40.06 Geological & Earth Sci/Geosciences	1	-7993	58,090	56,083	38	10	2	1		
[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES	5	-3335	79,191	82,526	52	11	3	4		
52.02 Admin, Mgt & Operations	3	-3048	90,563	93,611	55	13	4	8		
13.10 Special Ed & Teaching	1	-2108	62,518	64,626	18	9	5	11		
13.04 Ed Administration & Supervision	1	-1877	64,052	65,929	29	9	6	14		
14.19 Mechanical	7	-1765	79,355	81,120	52	9	7	17		
[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES	4	-1226	63,339	64,565	126	16	8	21		
40.05 Chemistry	4	-1134	62,759	63,893	81	16	9	24		
[27.] MATHEMATICS AND STATISTICS	6	-226	63,075	63,301	133	17	10	27		
45.10 Political Science & Government	2	-189	58,384	58,573	63	15	11	30		
13.13 Teacher Ed & Prof Dev, Subjects	4	-87	65,501	65,588	32	7	12	33		
13.12 Teacher Ed & Prof Dev, Levels & Methods	1	0	62,247	62,247	29	5	13	37		
[42.] PSYCHOLOGY	6	455	62,893	62,438	115	16	14	40		
16.01 Linguistic, Comp & Rel Studies & Svcs	1	522	60,177	59,655	45	11	15	43		
54.01 History	6	527	60,309	59,782	86	14	16	46		
09.01 Communication & Media Studies	3	541	60,102	59,561	50	10	17	50		
40.08 Physics	1	1310	65,314	64,004	59	17	18	53		
[13.] EDUCATION	1	1531	61,930	60,399	50	9	19	56		
38.01 Philosophy	2	1712	62,420	60,708	27	11	20	59		
14.10 Electrical, Electronics & Communications	8	1964	86,562	84,598	47	9	21	63		
14.35 Industrial	4	1988	85,561	83,573	17	5	22	66		
[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS	4	2172	61,819	59,647	148	16	23	69		
45.02 Anthropology	1	2353	63,459	61,106	16	6	24	72		

MEDIAN SALARY DATA

Code/Title	NP	SUMD- SCUPA	Dbn Med	GUPA Median	MF	N	Median Salary Sort	Median Salary Percentile
50.07 Fine & Studio Art	1	5006	63,180	58,174	62	13	25	79
52.08 Finance & Financial Mgt Svcs	2	6406	111,943	105,537	23	9	26	82
16.09 Accounting & Related Svcs	1	6546	110,825	104,279	26	10	27	85
45.11 Romance	2	8865	68,601	59,736	24	6	28	88
52.14 Marketing	2	9654	73,350	63,696	57	14	29	92
52.12 Mgt Information Sys & Svcs	2	12758	106,056	93,298	28	10	30	95
13.04 Ed Administration & Supervision	3	13775	116,404	102,629	15	5	31	98
38.01 Philosophy	1	-22889	69,580	92,469	20	8	1	2
13.10 Special Ed & Teaching	2	-7677	72,212	79,889	33	11	2	6
[42.] PSYCHOLOGY	1	-5879	72,836	78,745	17	7	3	11
45.06 Economics	4	-5614	78,168	83,782	104	16	4	15
09.01 Communication & Media Studies	4	-4762	84,808	89,570	53	14	5	19
[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS	1	-4738	70,268	75,006	40	10	6	23
14.35 Industrial	2	-2360	72,950	75,310	143	16	7	27
40.05 Chemistry	6	-1424	97,566	98,990	15	5	8	31
50.07 Fine & Studio Art	2	-896	84,211	85,107	95	17	9	36
14.10 Electrical, Electronics & Communications	1	0	76,453	76,453	70	15	10	40
14.19 Mechanical	4	459	106,652	106,193	57	9	11	44
[27.] MATHEMATICS AND STATISTICS	8	717	106,555	105,838	74	10	12	48
[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES	9	931	80,069	79,138	181	17	13	52
45.11 Sociology	3	1396	104,938	103,542	44	11	14	56
54.01 History	3	3481	85,466	81,985	36	13	15	61
40.08 Physics	3	4057	86,957	82,900	68	15	16	65
45.10 Political Science & Government	4	4239	85,730	81,491	103	17	17	69
40.06 Geological & Earth Sci/Geosciences	3	4513	83,414	78,901	54	14	18	73
45.02 Anthropology	1	4896	81,846	76,950	32	11	19	77
52.02 Admin, Mgt & Operations	1	6482	88,858	82,376	15	6	20	81
52.03 Accounting & Related Svcs	2	7108	115,620	109,512	67	13	21	86
13.13 Teacher Ed & Prof Dev, Subjects	4	7519	128,052	120,533	52	12	22	90
[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES	2	18710	100,151	81,441	29	8	23	94
	3	23614	103,832	80,218	88	16	24	98

CUPA DATA
RANKED AND SORTED

A. Focus Salary

B. Comparison Group Statistics (Based on Reported Average Salaries)

A's Avg. as % of B's

Code/Title	NP	Average	Med	Dbn	Average	Median	Minimum	Maximum	NP	N/Average	Median	25	40	75	80
13.04 Ed Administration & Supervision	1	53,472	53,472		56,861	57,001	51,324	66,844	44	11	94.0	63,884	54,931	56,639	56,851
13.12 Teacher Ed & Prof Dev, Levels & Method	1	53,570	53,570		56,877	54,019	48,086	77,386	31	6	94.2	52,382	53,570	55,441	55,765
14.19 Mechanical	3	68,730	73,703		72,261	73,601	61,485	85,814	39	10	95.1	69,092	71,967	75,273	75,403
40.08 Physics	1	53,695	53,695		56,353	53,695	47,577	71,973	43	15	95.3	51,702	53,344	60,235	63,804
13.10 Special Ed & Teaching	2	51,000	51,000		53,325	53,977	46,661	58,918	18	7	94.5	51,751	53,092	55,110	55,114
[13.] EDUCATION	1	51,810	51,810		54,008	52,599	48,235	64,146	40	8	95.9	49,416	51,346	56,534	58,446
[27.] MATHEMATICS AND STATISTICS	1	53,901	53,901		56,147	55,444	48,344	67,978	92	16	96.0	53,834	54,294	59,017	61,037
45.06 Economics	1	65,000	65,000		67,668	66,873	51,483	86,120	45	14	97.2	62,645	64,494	73,903	74,786
[26.] BIOLOGICAL AND BIOMEDICAL SCIENC	5	54,587	55,125		56,020	54,974	49,392	71,319	10	16	97.4	52,153	54,587	59,213	59,333
52.08 Finance & Financial Mgt Svcs	4	98,414	99,609		100,273	100,530	88,485	111,258	23	9	98.1	98,414	100,113	103,813	105,355
[42.] PSYCHOLOGY	4	54,767	53,236		54,875	54,707	48,287	65,482	76	15	99.8	52,381	53,778	55,265	56,308
13.13 Teacher Ed & Prof Dev, Subjects	5	54,472	54,354		54,487	53,877	46,188	63,767	38	8	100.0	50,476	52,823	57,004	59,983
16.09 Romance	2	51,646	51,646		51,164	51,646	47,513	54,006	22	7	100.9	50,502	51,558	51,988	52,094
45.02 Anthropology	1	52,060	52,060		50,924	50,924	46,755	55,424	23	8	102.8	47,979	49,982	52,295	52,624
45.10 Political Science & Government	2	53,729	53,729		52,050	50,924	45,872	62,223	47	12	103.2	49,468	50,247	54,310	54,626
[23.] ENGLISH LANGUAGE AND LITERATURE	3	52,328	53,186		50,220	49,378	43,794	59,915	12	16	104.2	48,326	48,804	52,442	52,784
52.03 Accounting & Related Svcs	1	102,853	102,853		98,517	96,145	85,000	114,797	22	12	104.4	95,252	95,882	102,528	102,766
52.12 Mgt Information Sys & Svcs	2	98,941	98,941		94,260	92,314	87,356	100,680	15	5	105.0	92,007	92,191	98,941	99,289
45.11 Sociology	2	53,848	53,848		51,123	50,678	43,767	58,874	46	14	105.3	48,043	50,234	54,375	54,571
14.10 Electrical, Electronics & Communications	3	77,800	77,800		73,236	76,735	61,511	78,242	43	9	106.2	69,255	74,610	77,800	77,931
34.01 History	1	52,564	52,564		49,031	49,286	41,814	52,564	39	9	107.2	47,908	48,926	50,979	51,387
[11.] COMPUTER AND INFORMATION SCIENC	2	54,254	54,254		50,031	48,810	45,629	55,960	64	13	108.4	48,190	48,392	51,446	53,131
50.07 Fine & Studio Art	6	84,006	83,558		76,954	69,519	65,000	86,000	45	11	109.2	72,437	73,440	81,690	82,482
50.01 Communication & Media Studies	2	53,200	53,200		48,707	47,541	45,677	53,200	67	12	109.2	47,197	47,397	49,925	51,041
52.14 Marketing	1	55,485	55,485		50,121	49,292	47,196	55,485	41	11	110.7	48,163	49,016	51,323	51,479
52.02 Admin, Mgt & Operations	2	103,295	103,295		92,468	82,748	103,295	21	10	111.7	86,661	88,665	99,069	99,752	
40.06 Geological & Earth Sci/Geosciences	3	99,754	100,000		88,555	89,600	66,121	111,460	63	14	112.6	82,361	88,157	95,074	95,750
45.06 Economics	1	58,090	58,090		66,373	66,083	58,090	76,760	38	10	87.5	62,383	64,718	69,687	70,427
13.04 Ed Administration & Supervision	2	64,535	64,535		72,407	72,598	61,680	80,672	38	12	89.1	69,696	71,886	76,755	77,202
13.13 Teacher Ed & Prof Dev, Subjects	1	64,052	64,052		70,893	65,929	61,787	92,153	29	9	90.4	64,052	65,232	74,718	76,416
[11.] COMPUTER AND INFORMATION SCIENC	4	65,588	65,501		68,689	65,588	58,108	82,178	32	7	95.5	63,584	65,246	73,891	74,783
45.10 Political Science & Government	5	81,282	79,191		84,896	82,526	80,462	95,725	52	11	95.7	81,427	81,935	86,604	89,675
13.10 Special Ed & Teaching	2	58,384	58,384		60,392	58,573	53,987	70,129	63	15	96.7	58,015	58,494	63,316	64,113
40.05 Chemistry	1	62,518	62,518		64,199	64,626	56,076	69,328	18	9	97.4	62,518	63,190	67,719	67,927
40.05 Chemistry	4	63,498	62,759		65,036	63,893	53,230	80,865	81	16	97.6	61,688	63,428	68,666	68,967
45.01 History	6	59,064	60,309		60,127	59,782	55,462	66,243	66	14	98.2	60,930	63,362	67,001	67,472
[26.] BIOLOGICAL AND BIOMEDICAL SCIENC	1	63,302	63,309		64,433	64,565	54,155	78,935	126	16	98.3	60,930	63,362	67,001	67,472
45.02 Anthropology	1	63,459	63,459		64,523	61,106	51,773	84,402	16	8	98.4	59,936	60,973	66,551	70,880
14.19 Mechanical	7	81,210	79,355		82,355	81,120	74,106	96,530	52	9	98.6	77,779	79,448	84,576	87,153
[42.] PSYCHOLOGY	6	62,605	62,893		63,348	62,438	51,707	78,813	115	16	98.8	60,295	61,844	64,943	67,816
40.08 Physics	1	65,314	65,314		65,854	64,004	54,828	81,024	59	17	99.2	61,262	63,538	68,959	70,383
14.35 Industrial	4	83,573	85,561		84,165	83,573	77,823	94,649	17	5	100.0	79,974	82,133	84,806	86,775
09.01 Communication & Media Studies	3	59,635	60,102		59,616	59,561	55,030	62,545	50	10	99.3	59,229	59,421	61,136	61,487
13.12 Teacher Ed & Prof Dev, Levels & Method	1	62,247	62,247		62,131	62,247	58,972	64,801	29	5	100.2	61,831	62,081	62,805	63,204
[13.] EDUCATION	1	61,930	61,930		61,567	60,399	54,868	74,778	50	9	100.6	58,343	59,787	61,930	63,612
16.01 Linguistic, Comp & Rel Studies & Svcs	1	60,177	60,177		59,322	59,655	55,825	62,159	45	11	101.4	58,137	59,102	60,573	60,968
14.10 Electrical, Electronics & Communications	8	85,747	86,562		84,396	84,588	73,383	92,312	47	9	101.6	82,869	83,572	85,747	87,951
[27.] MATHEMATICS AND STATISTICS	6	64,953	63,075		63,301	55,344	51,538	71,538	133	17	102.3	60,717	61,310	67,260	67,980
38.01 Philosophy	2	62,420	62,420		59,657	60,708	50,351	65,593	27	11	104.6	56,238	60,649	63,361	63,628
[23.] ENGLISH LANGUAGE AND LITERATURE	4	63,341	61,819		59,709	59,647	50,398	65,265	148	16	106.1	58,568	59,158	62,926	63,196
50.07 Fine & Studio Art	1	63,180	63,180		58,854	58,174	52,390	66,279	62	13	107.4	56,815	57,459	59,902	61,457

CUPA DATA RANKED AND SORTED	A. Focus Salary				B. Comparison Group Statistics (Based on Reported Average Salaries)				A's Avg. as % of B's							
	NP	Average	Med	Dbrh	Average	Median	Minimum	Maximum	NP	M	Average	Median	25	50	75	80
Grade/Title																
52.08 Finance & Financial Mgt Svcs	2	111,943	111,943		103,365	105,537	74,993	116,090	25	9	108.3	106.1	97,213	105,443	111,943	112,947
52.03 Accounting & Related Svcs	1	110,825	110,825		101,537	104,279	90,106	111,948	25	10	109.1	106.3	93,700	99,764	106,549	107,499
45.11 Sociology	2	73,350	73,350		65,804	63,696	52,095	93,979	57	14	111.5	115.2	60,965	62,130	70,789	72,091
52.12 Mgt Information Sys & Svcs	3	117,047	116,404		104,110	102,629	97,136	117,047	15	5	112.4	114.0	100,785	101,891	102,951	105,770
52.14 Marketing	2	106,058	106,058		93,110	93,288	73,024	106,058	28	10	113.9	113.7	89,837	92,616	97,878	98,778
16.09 Romance	2	68,601	68,601		59,889	59,738	51,183	68,601	24	6	114.5	114.8	54,366	58,464	65,560	67,078
52.02 Admin, Mgt & Operations	3	111,480	90,563		93,768	93,611	82,000	111,480	56	13	118.9	119.1	87,213	90,094	96,490	97,504
13.04 Ed Administration & Supervision	1	69,580	69,580		60,329	62,469	69,580	110,705	20	8	77.0	75.2	85,142	90,798	97,439	98,563
09.01 Communication & Media Studies	1	70,268	70,268		78,056	75,006	66,010	91,915	40	10	90.0	93.7	73,864	74,312	82,024	83,825
45.06 Economics	4	83,813	84,808		92,484	89,570	71,234	111,161	53	14	100.6	93.6	84,405	88,089	102,342	104,737
38.01 Philosophy	2	72,212	72,212		79,325	79,889	67,520	90,394	33	11	91.0	90.4	72,561	75,781	87,133	88,570
12.1 PSYCHOLOGY	4	78,050	78,168		83,966	83,782	67,144	102,476	104	16	93.0	93.2	77,796	80,545	91,201	92,126
13.10 Special Ed & Teaching	1	72,836	72,836		77,917	78,715	72,836	86,773	17	7	93.5	92.5	73,281	75,666	80,268	81,064
[23.1] ENGLISH LANGUAGE AND LITERATURE	2	72,950	72,950		77,359	75,310	63,393	97,872	143	16	94.3	96.9	70,837	74,847	83,465	84,310
14.35 Industrial	6	98,990	97,566		104,370	98,990	92,338	126,239	15	5	94.8	100.0	97,635	98,448	106,647	110,565
40.05 Chemistry	2	84,211	84,211		87,080	85,107	71,828	118,744	95	17	96.7	98.9	80,970	83,270	90,781	93,091
40.06 Geological & Earth Sci/Geosciences	1	81,846	81,846		81,999	76,950	70,938	103,445	32	11	99.9	106.4	74,755	76,750	87,056	92,265
14.10 Electrical, Electronics & Communications	4	106,193	106,652		106,059	106,193	92,536	118,865	57	9	100.1	100.0	99,835	103,060	114,059	115,477
50.07 Fine & Studio Art	1	76,453	76,453		76,161	76,453	63,170	92,398	70	15	100.4	100.0	71,412	73,380	81,337	81,632
14.19 Mechanical	8	106,939	106,555		105,975	105,838	90,322	120,228	74	10	100.9	101.0	99,863	103,732	114,850	116,943
[17.1] MATHEMATICS AND STATISTICS	9	81,386	80,069		80,267	79,138	68,043	98,134	181	17	101.4	102.8	74,868	78,053	83,122	86,724
[11.1] COMPUTER AND INFORMATION SCIENC	3	105,401	104,938		103,524	103,542	90,853	125,078	44	11	101.8	101.8	95,695	98,444	107,846	110,291
54.01 History	3	87,150	86,957		83,846	82,900	67,604	110,498	66	15	103.9	105.1	75,993	79,852	89,974	91,256
45.11 Sociology	3	84,140	85,466		80,621	81,985	59,210	107,795	36	13	104.4	102.6	71,668	74,269	85,717	87,714
45.10 Political Science & Government	3	84,071	83,414		80,390	78,901	67,570	102,762	54	14	104.6	106.6	73,624	75,317	85,054	85,246
40.08 Physics	4	88,018	85,730		83,548	81,491	65,408	99,879	103	17	105.4	108.0	76,410	80,807	89,373	93,967
45.02 Anthropology	1	88,858	88,858		82,429	82,376	69,760	98,882	15	6	107.8	107.9	74,773	82,134	87,298	88,858
52.02 Admin, Mgt & Operations	2	116,620	116,620		107,690	109,512	79,500	144,146	67	13	108.3	106.5	98,451	107,838	113,916	114,287
13.13 Teacher Ed & Prof Dev, Subjects	2	100,151	100,151		84,380	81,441	72,243	100,151	28	8	118.7	123.0	78,325	80,480	89,136	93,786
52.03 Accounting & Related Svcs	4	140,812	128,052		118,019	120,533	85,200	140,812	52	12	119.3	116.8	108,920	115,336	125,883	126,049
[26.1] BIOLOGICAL AND BIOMEDICAL SCIENC	3	120,273	103,832		85,079	80,218	64,695	120,273	88	16	141.4	149.9	76,582	78,754	84,895	95,747

CUPA DATA RANKED AND SORTED	A. Focus Salary				B. Comparison Group Statistics (Based on Reported Average Salaries)				A's Avg. as % of B's		
	Code	NP	Average	Med	Minimum	Maximum	NP	Average	Median	25	75

Note: Per Department of Justice Safe Harbor Guidelines, statistics will not display when the Number of Institutions is less than 5 (too few data) or, if weighted statistics are selected, when one institution's data comprise more than 25% of the total (unb

Central Michigan University												
Eastern Michigan University												
Ferris State University												
Grand Valley State University												
Michigan Tech. University												
Northern Michigan University												
Oakland University												
Saginaw Valley State University												
Southern Illinois University Edwardsville												
University of Michigan Dearborn												
University of Michigan Flint												
University of Missouri-Rolla												
University of Northern Iowa												
University of Toledo												
University of Wisconsin Eau Claire												
University of Wisconsin Milwaukee												
Wayne State University												
Western Michigan University												
Wright State University Main Campus												
Youngstown State University												

Updated: 3/28/2008

CUA DATA SORTED BY RANK

A. Focus Salary

B. Comparison Group Statistics (Based on Reported Average Salaries)

Ats Avg. as % of Bs

Code/Title	NP	Average	Med	Dbn	Average	Median	Minimum	Maximum	NP	Average	Median	25	40	75	80
09.01 Communication & Media Studies	1	55,485	55,485		50,121	49,292	47,196	55,485	41	110.7	112.6	48,163	49,016	51,323	51,479
[11.] COMPUTER AND INFORMATION SCIENCES A	6	84,006	83,558		76,954	77,680	69,519	86,000	45	109.2	108.1	72,437	73,440	81,690	82,482
[13.] EDUCATION	1	51,810	51,810		54,008	52,599	48,235	64,146	40	95.9	98.5	49,416	51,346	56,534	56,446
13.04 Ed Administration & Supervision	1	53,472	53,472		56,861	57,001	51,324	66,844	11	94.0	93.8	53,884	54,931	58,639	58,851
13.10 Special Ed & Teaching	2	51,000	51,000		53,325	53,977	46,661	58,918	14	95.6	94.5	51,751	53,092	55,110	55,114
13.12 Teacher Ed & Prof Dev. Levels & Methods	1	53,570	53,570		56,877	54,019	48,086	77,386	31	94.2	99.2	52,382	53,670	55,441	55,765
13.13 Teacher Ed & Prof Dev. Subjects	5	54,472	54,354		54,487	53,877	46,188	63,767	39	100.0	101.1	50,476	52,823	57,004	59,983
14.0 Electrical, Electronics & Communications	3	77,800	77,860		73,236	76,735	61,511	78,242	43	106.2	101.4	69,255	71,610	77,800	77,931
14.19 Mechanical	3	68,730	73,703		72,261	73,601	61,485	85,814	39	95.1	93.4	69,092	71,967	75,273	75,403
16.09 Romance	1	52,564	52,564		49,031	49,286	41,814	52,564	39	107.2	106.7	47,908	48,926	50,979	51,387
16.01 Linguistic, Comp & Rel Studies & Svcs	2	51,646	51,646		51,164	51,646	47,514	54,006	22	100.9	100.0	50,502	51,558	51,988	52,054
[23.] ENGLISH LANGUAGE AND LITERATURE/LET	3	52,328	53,186		50,220	49,378	43,794	59,915	112	104.2	106.0	48,326	48,804	52,442	52,784
[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES	5	54,587	55,125		56,020	54,974	49,392	71,319	101	97.4	99.3	52,153	54,587	59,213	59,333
[27.] MATHEMATICS AND STATISTICS	1	53,901	53,901		56,147	55,444	48,344	67,978	82	96.0	97.2	53,834	54,294	59,017	61,037
40.08 Physics	1	53,695	53,695		56,353	53,695	47,577	71,973	43	95.3	100.0	51,702	53,344	60,235	63,804
[42.] PSYCHOLOGY	4	54,767	53,236		54,875	54,707	48,287	65,482	76	99.6	100.1	52,381	53,778	55,265	56,308
45.02 Anthropology	1	52,060	52,060		50,924	50,924	46,755	55,424	23	102.8	102.2	47,979	49,982	52,295	52,624
45.06 Economics	1	65,000	65,000		67,668	66,873	51,483	86,120	45	96.1	97.2	63,645	64,494	73,903	74,786
45.10 Political Science & Government	2	53,729	53,729		50,924	50,924	45,872	62,223	47	103.2	105.3	49,468	50,234	54,310	54,626
45.11 Sociology	2	53,848	53,848		51,123	50,678	43,767	58,874	46	105.3	106.3	48,043	50,247	54,375	54,571
50.07 Fine & Studio Art	2	53,200	53,200		48,707	47,541	45,677	53,200	87	112.6	111.9	47,197	47,397	49,925	51,041
52.02 Accounting & Related Svcs	3	99,754	100,000		88,555	89,600	85,100	114,977	22	104.4	107.0	95,252	95,882	102,528	102,766
52.08 Finance & Financial Mgt Svcs	1	102,853	102,853		98,517	96,145	85,000	114,977	22	98.1	97.9	98,414	100,113	103,813	105,355
52.12 Mgt Information Sys & Svcs	4	98,414	99,609		100,273	100,530	88,485	111,258	23	99.1	100.0	92,007	92,191	98,941	99,289
52.14 Marketing	2	98,941	98,941		94,260	92,314	87,356	100,680	15	105.0	107.2	92,007	92,191	98,941	99,289
54.01 History	2	103,295	103,295		90,706	87,748	82,748	103,295	21	111.7	113.9	86,661	88,665	99,069	99,752
09.01 Communication & Media Studies	2	54,254	54,254		50,031	48,810	45,629	55,950	64	108.4	111.2	48,190	48,392	51,448	53,131
Associate Professor	3	59,635	60,102		59,616	59,561	55,030	62,545	50	100.0	100.1	59,229	59,421	61,136	61,487
[11.] COMPUTER AND INFORMATION SCIENCES A	5	81,282	79,191		84,896	82,526	80,462	95,725	52	95.7	98.5	81,427	81,935	86,604	89,675
[13.] EDUCATION	1	61,930	61,930		61,567	60,399	54,868	74,778	50	100.6	102.5	58,343	59,787	61,930	63,612
13.04 Ed Administration & Supervision	1	64,052	64,052		70,893	65,929	61,787	92,153	29	97.4	97.2	64,052	65,232	74,718	76,416
13.10 Special Ed & Teaching	1	62,518	62,518		64,199	64,626	56,076	69,328	18	97.4	96.7	62,518	63,190	67,719	67,927
13.12 Teacher Ed & Prof Dev. Levels & Methods	4	62,247	62,247		62,131	62,247	58,972	64,801	29	100.2	100.0	61,831	62,081	62,805	63,204
13.13 Teacher Ed & Prof Dev. Subjects	4	65,588	65,588		68,689	65,588	58,108	82,178	32	95.5	100.0	63,584	65,246	73,891	74,783
14.10 Electrical, Electronics & Communications	8	85,747	86,562		84,396	84,598	73,393	92,312	47	101.6	101.4	82,869	83,572	85,747	87,951
14.19 Mechanical	7	81,210	79,355		82,355	81,120	74,106	96,530	52	98.6	100.1	77,779	79,448	84,576	87,153
14.35 Industrial	4	83,573	85,561		84,165	83,573	77,823	94,649	17	99.3	100.0	79,974	82,133	84,806	86,775
16.01 Linguistic, Comp & Rel Studies & Svcs	1	60,177	60,177		59,322	59,655	55,825	62,159	45	101.4	100.9	58,137	59,102	60,573	60,968
16.09 Romance	2	68,601	68,601		59,889	59,736	51,183	68,601	24	114.5	114.8	54,366	58,464	65,560	67,078
[23.] ENGLISH LANGUAGE AND LITERATURE/LET	4	63,341	61,819		59,709	59,647	50,398	65,265	48	106.1	106.2	58,588	59,158	62,926	63,196
[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES	4	63,362	63,339		64,433	64,365	54,155	76,935	126	98.3	98.1	60,930	63,362	67,001	67,472
[27.] MATHEMATICS AND STATISTICS	6	64,953	63,075		63,301	63,301	55,344	71,538	133	102.3	102.6	60,777	61,310	67,260	67,980
38.01 Philosophy	2	62,420	62,420		59,657	60,708	50,351	66,593	27	104.6	102.8	56,238	60,649	63,361	63,628
40.05 Chemistry	4	63,498	62,759		65,033	63,893	53,230	80,865	81	97.6	99.4	61,688	63,428	68,666	69,967
40.06 Geological & Earth Sci/Geosciences	1	58,090	58,090		66,373	66,083	59,090	76,760	38	101.4	100.9	62,383	64,718	69,687	70,427
40.08 Physics	1	65,314	65,314		65,854	64,004	54,828	81,024	59	99.2	102.0	61,262	63,538	68,859	70,383
[42.] PSYCHOLOGY	6	62,605	62,893		63,348	62,438	51,707	78,913	115	98.8	100.3	60,295	61,844	64,943	67,816
45.02 Anthropology	1	63,459	63,459		64,523	61,106	51,773	84,402	16	98.4	103.9	59,935	60,973	66,351	70,880
45.06 Economics	2	64,535	64,535		72,407	72,598	61,680	80,672	36	101.4	101.4	69,696	71,886	76,755	77,202
45.10 Political Science & Government	2	58,384	58,384		60,392	58,573	53,987	70,129	63	96.7	99.7	58,015	58,494	63,316	64,113
45.11 Sociology	2	73,350	73,350		65,804	63,696	52,095	93,979	57	111.5	115.2	60,965	62,130	70,789	72,091

CJPA DATA SORTED BY RANK	A. Focus Salary										B. Comparison Group Statistics (Based on Reported Average Salaries)										A's Avg. as % of B's	
	Grade/Title	NF	Average	Med	Dbn	Average	Median	Minimum	Maximum	NP	N/Average	Median	25	75	80							
50.07 Fine & Studio Art	1	63,180	63,180	63,180	63,180	58,854	58,174	52,390	66,279	62	13	107.4	108.6	57,459	59,902	80						
52.02 Admin, Mgt & Operations	3	111,480	90,563	110,825	110,825	93,768	93,611	82,000	111,480	56	13	118.9	119.1	90,094	96,490	97,504						
52.03 Accounting & Related Svcs	1	110,825	110,825	110,825	110,825	101,537	104,279	90,106	111,948	26	10	109.1	106.3	93,700	106,549	107,499						
52.08 Finance & Financial Mgt Svcs	2	111,943	111,943	111,943	111,943	103,365	105,537	74,993	116,050	25	9	108.3	106.1	97,213	105,443	112,947						
52.12 Mgt Information Svcs & Svcs	3	117,047	116,404	116,404	116,404	104,110	102,829	97,136	117,047	15	5	112.4	114.0	100,785	102,951	105,770						
52.14 Marketing	2	106,058	106,058	106,058	106,058	93,110	93,298	73,024	106,058	28	10	113.9	113.7	89,837	92,616	98,778						
54.01 History	6	59,064	60,309	60,309	60,309	60,127	59,782	55,462	66,243	86	14	98.2	100.9	58,282	59,207	62,113						
09.01 Communication & Media Studies	1	70,268	70,268	70,268	70,268	78,056	75,006	66,010	91,915	40	10	90.0	93.7	73,864	74,312	83,825						
[11.] COMPUTER AND INFORMATION SCIENCES	3	105,401	104,938	104,938	104,938	103,524	103,542	90,853	125,078	44	11	101.8	101.8	95,699	98,444	110,291						
13.04 Ed Administration & Supervision	1	69,580	69,580	69,580	69,580	90,329	92,469	69,580	110,706	20	8	77.0	75.2	85,142	90,788	98,563						
13.10 Special Ed & Teaching	1	72,836	72,836	72,836	72,836	77,917	78,715	72,836	86,773	17	7	93.5	92.5	73,281	75,886	81,064						
13.13 Teacher Ed & Prof Dev, Subjects	2	100,151	100,151	100,151	100,151	84,380	81,441	72,243	100,151	28	8	118.7	123.0	78,325	80,480	93,786						
14.10 Electrical, Electronics & Communications	4	106,193	106,652	106,652	106,652	106,059	106,193	92,536	118,855	57	9	100.1	100.0	99,835	103,060	114,099						
14.19 Mechanical	8	106,939	106,555	106,555	106,555	105,975	105,838	90,322	120,228	74	10	100.9	101.0	99,863	103,732	114,850						
14.35 Industrial	6	98,990	97,566	97,566	97,566	104,370	98,990	90,322	126,239	15	5	94.8	100.0	97,835	98,448	105,647						
[23.] ENGLISH LANGUAGE AND LITERATURE/LET	2	72,950	72,950	72,950	72,950	77,359	75,310	63,393	97,872	143	16	94.3	96.9	70,837	74,847	83,465						
[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES	3	120,273	103,832	103,832	103,832	85,079	80,218	64,695	120,273	88	15	141.4	149.9	76,582	78,754	84,895						
[27.] MATHEMATICS AND STATISTICS	9	81,386	80,059	80,059	80,059	80,267	79,138	68,043	98,134	181	17	101.4	102.8	74,868	78,053	86,724						
38.01 Philosophy	2	72,212	72,212	72,212	72,212	79,325	79,889	67,520	90,394	33	11	91.0	90.4	72,561	75,781	87,133						
40.05 Chemistry	2	84,211	84,211	84,211	84,211	87,080	85,107	71,828	118,744	95	17	96.7	98.9	80,970	83,270	90,781						
40.06 Geological & Earth Sci/Geosciences	1	81,846	81,846	81,846	81,846	81,899	76,950	70,938	103,445	32	11	99.9	106.4	74,755	76,750	82,265						
40.08 Physics	4	88,018	85,730	85,730	85,730	83,548	81,491	65,408	99,879	103	17	105.4	108.0	76,410	80,807	89,373						
[42.] PSYCHOLOGY	4	78,050	78,168	78,168	78,168	83,966	83,782	67,144	102,476	104	16	93.0	93.2	77,796	80,545	91,201						
45.02 Anthropology	1	88,858	88,858	88,858	88,858	82,429	82,376	69,760	98,882	15	6	107.8	107.9	74,773	82,134	87,298						
45.06 Economics	4	83,813	84,808	84,808	84,808	92,484	89,570	71,234	111,161	53	14	90.6	93.6	84,405	88,069	102,342						
45.10 Political Science & Government	3	84,071	83,414	83,414	83,414	80,390	78,901	67,570	102,762	54	14	104.6	106.6	73,624	75,317	85,054						
45.11 Sociology	3	84,140	85,466	85,466	85,466	80,621	81,985	59,210	107,795	38	13	104.4	102.6	71,688	74,269	85,717						
50.07 Fine & Studio Art	1	76,453	76,453	76,453	76,453	76,161	76,453	63,170	92,398	70	15	100.4	100.0	71,412	73,380	81,337						
52.02 Admin, Mgt & Operations	2	116,620	116,620	116,620	116,620	107,690	109,512	79,500	144,146	67	13	108.3	106.5	98,451	107,838	114,287						
52.03 Accounting & Related Svcs	4	140,812	128,052	128,052	128,052	118,019	120,533	86,200	140,812	52	12	119.3	116.8	108,920	115,336	126,049						
54.01 History	3	87,150	86,957	86,957	86,957	83,846	82,900	67,604	110,498	68	15	103.9	105.1	75,993	79,852	88,974						

College and University Professional Association for Human Resources (CUPA)

National Faculty Salary Survey: Multi-Discipline Report (Average)

Focus Institution: University of Michigan-Dearborn
 Comparison Group: Faculty Study without UM-AA
 Year: 2007-08
 Statistics: Unweighted

Key

- NP - Number of incumbents within the comparison group.
- NI - Number of institutions in comparison group - (20).
- More than 150% of the group median
- Less than 75% of the group median

CUPA DATA - UNRANKED UNSORTED

B. Comparison Group Statistics (Based on Reported Average Salaries)

A. Focus Salary

Cupa Title	NP			Dbn			Average			Minimum			Maximum			Average			As Avg. as % of B's							
	NP	Average	Med	NP	Average	Med	Average	Median	Minimum	Maximum	NP	Average	Median	Minimum	Maximum	NP	Average	Median	Minimum	Maximum	NP	Average	Median	Minimum	Maximum	
09.01 Communication & Media Studies	1	70,268	70,268	1	70,268	70,268	70,268	70,268	68,010	91,915	40	10	90.0	93.7	73,864	74,312	82,024	83,825								
09.01 Communication & Media Studies	3	59,635	60,102	3	59,635	60,102	59,635	59,561	55,030	62,945	50	10	100.0	100.1	59,229	59,421	61,136	61,487								
09.01 Communication & Media Studies	1	55,485	55,485	1	55,485	55,485	55,485	49,292	47,196	55,485	41	11	110.7	112.6	48,016	49,016	51,323	51,470								
[11] COMPUTER AND INFORMATION SCIENCE	3	105,401	104,938	3	105,401	104,938	103,524	103,542	97,853	125,078	44	11	104.8	101.8	95,685	98,444	107,846	110,291								
[11] COMPUTER AND INFORMATION SCIENCE	5	81,282	83,558	5	84,896	82,526	80,462	82,526	80,462	85,725	32	11	95.7	98.5	81,427	81,936	86,604	89,675								
[13] EDUCATION	1	61,930	61,930	1	61,930	61,930	61,930	61,930	61,930	61,930	45	11	106.2	108.1	72,437	73,440	81,680	82,482								
[13.04 Ed Administration & Supervision	1	51,810	51,810	1	51,810	51,810	51,810	51,810	51,810	51,810	40	8	95.9	98.5	49,416	51,346	56,534	58,446								
13.04 Ed Administration & Supervision	1	64,052	64,052	1	64,052	64,052	64,052	64,052	64,052	64,052	20	6	77.0	78.2	85,142	90,788	97,439	98,563								
13.10 Special Ed & Teaching	1	53,472	53,472	1	53,472	53,472	53,472	53,472	53,472	53,472	20	9	90.4	97.2	64,052	65,232	74,718	76,416								
13.10 Special Ed & Teaching	1	72,836	72,836	1	72,836	72,836	72,836	72,836	72,836	72,836	17	7	93.5	92.5	73,281	75,668	80,268	81,084								
13.10 Special Ed & Teaching	1	62,518	62,518	1	62,518	62,518	62,518	62,518	62,518	62,518	18	9	97.4	96.7	62,518	63,190	67,719	69,927								
13.12 Teacher Ed & Prof Dev, Levels & Methods	2	51,000	51,000	2	51,000	51,000	51,000	51,000	51,000	51,000	5	5	100.2	100.0	61,831	62,081	62,805	63,204								
13.12 Teacher Ed & Prof Dev, Levels & Methods	1	62,247	62,247	1	62,247	62,247	62,247	62,247	62,247	62,247	29	5	100.2	100.0	52,382	53,570	55,441	55,765								
13.13 Teacher Ed & Prof Dev, Subjects	2	100,151	100,151	2	100,151	100,151	100,151	100,151	100,151	100,151	28	6	94.2	99.2	78,325	80,480	89,136	93,706								
13.13 Teacher Ed & Prof Dev, Subjects	4	65,588	65,588	4	65,588	65,588	65,588	65,588	65,588	65,588	32	7	95.5	100.0	63,584	65,246	73,891	74,703								
13.13 Teacher Ed & Prof Dev, Subjects	5	54,472	54,472	5	54,472	54,472	54,472	54,472	54,472	54,472	38	8	100.0	101.1	50,476	52,823	57,004	59,983								
14.10 Electrical, Electronics & Communication	4	106,193	106,552	4	106,193	106,552	106,552	106,552	106,552	106,552	57	9	101.6	101.4	82,869	83,572	85,747	87,951								
14.10 Electrical, Electronics & Communication	6	85,747	86,562	6	85,747	86,562	85,747	85,747	85,747	85,747	28	8	118.7	123.0	52,382	53,570	55,441	55,765								
14.10 Electrical, Electronics & Communication	7	81,210	79,355	7	81,210	79,355	82,355	84,396	84,396	84,396	43	10	100.9	101.0	99,863	103,732	114,850	116,943								
14.19 Mechanical	3	77,800	77,800	3	77,800	77,800	77,800	77,800	77,800	77,800	32	7	95.5	100.0	63,584	65,246	73,891	74,703								
14.19 Mechanical	6	98,990	97,566	6	98,990	97,566	98,990	98,990	98,990	98,990	15	5	94.8	100.0	97,635	98,448	106,647	110,565								
14.35 Industrial	4	83,573	85,581	4	83,573	85,581	84,165	83,573	77,823	94,649	17	5	99.3	100.0	79,974	82,133	84,806	86,775								
16.01 Linguistic, Comp & Rel Studies & Svcs	1	60,177	60,177	1	60,177	60,177	60,177	60,177	60,177	60,177	45	11	101.4	101.4	56,137	58,102	60,573	60,968								
16.01 Linguistic, Comp & Rel Studies & Svcs	1	52,564	52,564	1	52,564	52,564	52,564	52,564	52,564	52,564	39	8	107.2	106.7	47,908	48,926	50,979	51,387								
16.09 Romance	2	68,601	68,601	2	68,601	68,601	68,601	68,601	68,601	68,601	24	6	114.5	114.8	54,366	56,464	65,560	67,078								
16.09 Romance	2	51,646	51,646	2	51,646	51,646	51,646	51,646	51,646	51,646	22	7	100.9	100.0	50,502	51,558	51,988	52,054								
[23] ENGLISH LANGUAGE AND LITERATURE	2	72,950	72,950	2	72,950	72,950	72,950	72,950	72,950	72,950	16	16	104.2	106.0	48,326	48,804	52,442	52,784								
[23] ENGLISH LANGUAGE AND LITERATURE	4	83,341	81,818	4	83,341	81,818	83,341	83,341	83,341	83,341	148	16	106.1	106.2	60,930	63,362	67,001	67,472								
[23] ENGLISH LANGUAGE AND LITERATURE	3	120,273	103,832	3	120,273	103,832	103,832	103,832	103,832	103,832	126	10	98.3	98.1	60,930	63,362	67,001	67,472								
[25] BIOLOGICAL AND BIOMEDICAL SCIENCES	5	95,962	95,962	5	95,962	95,962	95,962	95,962	95,962	95,962	126	10	98.3	98.1	60,930	63,362	67,001	67,472								
[25] BIOLOGICAL AND BIOMEDICAL SCIENCES	9	81,386	80,066	9	81,386	80,066	80,066	80,066	80,066	80,066	101	10	97.4	99.3	52,153	54,587	58,213	58,333								
[25] BIOLOGICAL AND BIOMEDICAL SCIENCES	6	84,953	83,075	6	84,953	83,075	83,075	83,075	83,075	83,075	17	17	102.6	102.6	74,868	78,053	83,122	86,724								
[27] MATHEMATICS AND STATISTICS	1	53,901	53,901	1	53,901	53,901	53,901	53,901	53,901	53,901	39	11	91.0	90.4	72,961	75,781	81,037	81,037								
[27] MATHEMATICS AND STATISTICS	2	62,420	62,420	2	62,420	62,420	62,420	62,420	62,420	62,420	39	11	104.6	102.8	56,238	60,649	63,361	63,628								
[27] MATHEMATICS AND STATISTICS	2	84,211	84,211	2	84,211	84,211	84,211	84,211	84,211	84,211	95	17	96.7	98.9	80,970	83,270	90,781	93,891								

College and University Professional Association for Human Resources (CUPA)

National Faculty Salary Survey: Multi-Discipline Report (Average)

Focus Institution: University of Michigan-Dearborn
 Comparison Group: Faculty Study without UM-AA
 Year: 2007-08
 Statistics: Unweighted

Key

- NP - Number of incumbents within the comparison group
- NI - Number of institutions in comparison group - (20)
- More than 150% of the group median
- Less than 75% of the group median

CUPA DATA - UNRANKED UNSORTED		A. Focus Salary										B. Comparison Group Statistics (Based on Reported Average Salaries)										Avg. Avg. as % of BS	
		NP	Average	Med	Dbr	Average	Median	Minimum	Maximum	NP	NI	Average	Median	75	40	75	80						
	Dept/Title																						
40.05	Chemistry	4	63,498	62,759		65,036	63,893	53,230	80,885	81	16	97.6	99.4	61,688	63,428	68,066	68,967						
40.06	Geological & Earth Sci/Geosciences	1	81,846	81,846		81,899	76,950	70,938	103,445	32	11	99.9	106.4	74,755	76,750	87,056	92,265						
40.08	Physics	1	50,090			66,373	66,083	58,090	76,760	36	10	87.5	87.0	62,383	64,718	69,687	70,427						
40.08	Physics	4	88,018	85,730		83,548	81,491	65,408	99,879	103	17	105.4	108.0	76,410	80,807	89,373	93,967						
42.0	PSYCHOLOGY	1	55,314	53,695		64,004	64,004	54,828	81,024	99	17	99.2	102.0	61,262	63,538	68,859	70,383						
42.0	PSYCHOLOGY	1	53,695	53,695		47,577	47,577	47,577	71,973	43	15	95.3	100.0	51,702	53,344	60,235	63,804						
42.0	PSYCHOLOGY	6	78,050	78,168		83,966	83,782	67,144	102,476	104	16	93.0	93.2	77,798	80,545	91,201	92,126						
45.02	Anthropology	4	54,787	53,235		63,348	62,438	51,707	79,813	119	16	98.8	100.3	60,295	61,844	64,943	67,816						
45.02	Anthropology	1	88,858	88,858		82,376	82,376	69,760	88,882	15	6	107.8	107.9	74,773	82,134	87,208	88,858						
45.02	Anthropology	1	63,459	63,459		64,523	61,108	61,773	84,402	16	6	98.4	103.9	59,938	60,973	66,551	70,880						
45.06	Economics	4	83,913	84,808		50,828	50,924	45,755	55,424	23	8	102.8	102.2	47,979	49,982	52,295	52,624						
45.06	Economics	2	64,535	64,535		72,407	72,598	61,680	80,672	38	12	89.6	88.9	69,696	71,866	76,755	77,202						
45.06	Economics	1	65,000	65,000		67,668	66,873	61,483	86,120	45	14	90.1	97.2	63,645	64,494	73,903	74,786						
45.10	Political Science & Government	3	84,071	83,414		80,390	78,901	67,570	102,762	54	14	104.6	106.6	73,024	75,317	85,054	85,246						
45.10	Political Science & Government	2	58,384	58,384		60,392	58,573	53,987	70,129	63	15	96.7	99.7	58,015	58,494	63,316	64,113						
45.10	Political Science & Government	2	53,729	53,729		52,050	50,924	45,872	62,223	47	12	103.2	105.5	49,468	50,247	54,310	54,626						
45.11	Sociology	3	84,140	85,466		80,621	81,985	59,210	107,795	38	13	104.4	102.6	71,888	74,269	85,717	87,714						
45.11	Sociology	2	73,350	73,350		65,804	63,696	52,095	83,979	57	14	111.5	115.2	60,965	62,130	70,789	72,091						
50.07	Fine & Studio Art	2	53,848	53,848		51,123	50,878	43,767	58,874	46	14	105.3	106.3	48,043	50,234	54,375	54,571						
50.07	Fine & Studio Art	1	63,180	63,180		58,854	58,174	52,380	86,279	62	13	107.4	108.6	56,815	57,459	61,632	61,457						
52.02	Admin, Mgt & Operations	2	53,200	53,200		48,707	47,541	45,877	53,200	67	12	109.2	111.9	47,197	47,397	49,925	51,041						
52.02	Admin, Mgt & Operations	3	116,620	116,620		107,690	109,512	79,500	144,146	67	13	108.3	106.9	98,451	107,838	113,916	114,287						
52.03	Accounting & Related Svcs	3	99,754	100,000		93,768	93,611	82,000	111,480	56	13	118.9	119.1	87,213	90,094	96,460	97,504						
52.03	Accounting & Related Svcs	4	140,812	128,052		118,019	120,533	86,200	140,812	32	12	119.3	116.8	108,920	115,336	125,883	126,049						
52.03	Accounting & Related Svcs	1	110,825	110,825		101,537	104,279	90,106	111,946	20	10	109.1	106.3	93,700	90,764	106,549	107,489						
52.08	Finance & Financial Mgt Svcs	1	102,853	102,853		96,145	96,145	85,000	114,767	25	12	104.4	107.0	95,252	95,882	102,528	102,766						
52.08	Finance & Financial Mgt Svcs	2	111,943	111,943		103,365	103,637	74,993	116,950	25	9	108.3	106.1	87,213	105,443	111,843	112,947						
52.12	Mgt Information Svcs & Svcs	4	99,414	99,609		100,273	100,530	88,485	111,258	23	9	98.1	97.9	98,414	100,113	103,813	105,355						
52.12	Mgt Information Svcs & Svcs	3	117,047	116,404		104,110	102,829	87,136	117,047	15	5	112.4	114.0	100,785	101,891	102,951	105,770						
52.14	Marketing	2	98,941	98,941		94,260	92,314	87,356	100,680	15	5	105.0	107.2	92,007	92,191	99,941	99,289						
54.01	History	2	106,058	106,058		93,110	93,298	73,024	103,058	28	10	113.9	113.7	86,837	92,616	97,878	98,778						
54.01	History	2	103,295	103,295		92,468	90,706	82,748	103,295	21	10	111.7	113.9	86,661	88,665	98,069	99,752						
54.01	History	3	87,150	86,957		83,846	83,900	67,604	110,498	89	15	103.9	105.1	75,903	79,852	86,974	91,256						
54.01	History	6	59,064	60,309		59,782	59,782	55,462	65,243	65	14	98.2	100.9	58,282	59,207	61,286	62,113						
54.01	History	2	54,254	54,254		50,031	48,810	43,629	55,960	64	13	108.4	111.2	48,190	48,392	51,446	53,131						

College and University Professional Association for Human Resources (CUPA)

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	Code/Title	NP	Average	Med	Dbrn	Average	Median	Minimum	Maximum	NP	NI	Average	Median	25	40	75	80
1091 COMMUNICATION, JOURNALISM AND RELATED PROGRAMS																	
09.01 Communication & Media Studies																	
Professor	1	70,268	78,056	70,268	70,268	75,006	66,010	91,915	40	10	90.0	93.7	73,864	74,312	82,024	83,825	
Associate Professor	3	59,635	59,616	60,102	59,616	59,561	55,030	62,545	50	10	100.0	100.1	59,229	59,421	61,136	61,487	
Assistant Professor	1	55,485	50,121	49,292	47,196	49,292	55,485	41	11	110.7	112.6	48,163	49,016	51,323	51,479		
New Assistant Professor			51,080	51,500	45,900	55,000	5	5					50,000	50,900	53,000	53,400	
Instructor			39,067	40,026	35,371	42,333	14	5					37,500	39,016	40,105	40,551	
1101 COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES																	
11.01 General																	
Professor	3	105,401	103,524	104,938	103,524	103,542	90,853	125,078	44	11	101.8	101.8	95,695	98,444	107,846	110,291	
Associate Professor	5	81,282	79,191	84,896	82,526	80,462	95,725	52	11	95.7	98.5	81,427	81,935	86,604	89,675		
Assistant Professor	6	84,006	83,558	76,954	77,680	69,519	86,000	45	11	109.2	108.1	72,437	73,440	81,690	82,482		
New Assistant Professor	1	81,500	81,500						5	3							
Instructor			55,321	54,196	45,315	68,333	11	5					49,756	52,420	59,005	60,871	
131 EDUCATION																	
13.01 General																	
Professor			86,493	84,833	70,951	110,438	26	6					79,683	83,770	88,653	89,572	
Associate Professor	1	61,930	61,567	60,399	54,868	74,778	50	9	100.6	102.5			58,343	59,787	61,930	63,612	
Assistant Professor	1	51,810	54,008	52,599	48,235	64,146	40	8	95.9	98.5			49,416	51,346	56,534	58,446	
New Assistant Professor									6	4							
Instructor																	
1302 Bilingual, Multilingual & Multicultural																	
Professor																	
Associate Professor	1	61,900	61,900						1	1							
Assistant Professor																	
New Assistant Professor																	
Instructor																	

College and University Professional Association for Human Resources (CUPA)

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	Code/Title	NP	Average	Med	Average	Median	Minimum	Maximum	NP	NI	Average	Median	25	40	75	80
13.03 Curriculum & Instruction																
Professor									12	3						
Associate Professor	1	60,264	60,264						25	4						
Assistant Professor									21	3						
New Assistant Professor									1	1						
Instructor									8	1						
13.04 Ed. Administration & Supervision																
Professor	1	69,580	69,580	92,469	90,329	69,580	110,706	20	8	77.0	75.2	85,142	90,788	97,439	98,563	
Associate Professor	1	64,052	64,052	65,929	70,893	61,787	92,153	29	9	90.4	97.2	64,052	65,232	74,718	76,416	
Assistant Professor	1	53,472	53,472	57,001	56,861	51,324	66,844	44	11	94.0	93.8	53,884	54,931	58,639	58,851	
New Assistant Professor									5	4						
Instructor									3	3						
13.10 Special Ed & Teaching																
Professor	1	72,836	72,836	78,715	77,917	72,836	86,773	17	7	93.5	92.5	73,281	75,686	80,268	81,064	
Associate Professor	1	62,518	62,518	64,199	64,199	56,076	69,328	18	9	97.4	96.7	62,518	63,190	67,719	67,927	
Assistant Professor	2	51,000	51,000	53,977	53,325	46,661	58,918	18	7	95.6	94.5	51,751	53,092	55,110	55,114	
New Assistant Professor	2	51,000	51,000						2	1						
Instructor									6	2						
13.12 Teacher Ed & Prof Dev, Levels & Methods																
Professor	1	66,835	66,835	62,247	62,131	62,247	58,972	64,801	17	4						
Associate Professor	1	62,247	62,247	56,877	56,877	54,019	48,086	77,386	29	5	100.2	100.0	61,831	62,081	62,805	63,204
Assistant Professor	1	53,570	53,570	45,366	45,366	50,798	24,945	52,240	31	6	94.2	99.2	52,382	53,570	55,441	55,765
New Assistant Professor									2	2						
Instructor									26	5			46,845	49,217	52,000	52,048

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	NP	Average	Med	Dbn	Average	Median	Minimum	Maximum	NP	NI	Average	Median	25	40	75	80
13.13 Teacher, Ed & Prof Dev, Subjects																
Professor	2	100,151	100,151		84,380	81,441	72,243	100,151	28	8	118.7	123.0	78,325	80,480	89,136	93,786
Associate Professor	4	65,588	65,501		68,689	65,588	58,108	82,178	32	7	95.5	100.0	63,584	65,246	73,891	74,783
Assistant Professor	5	54,472	54,354		54,487	53,877	46,188	63,767	39	8	100.0	101.1	50,476	52,823	57,004	59,983
New Assistant Professor									6	4						
Instructor					43,948	42,565	29,997	58,500	9	7			41,500	42,226	46,786	48,831
13.22 Other																
Professor																
Associate Professor																
Assistant Professor	1	53,000	53,000						1	1						
New Assistant Professor	1	53,000	53,000						1	1						
Instructor																
14.00 ENGINEERING																
14.10 Electrical, Electronics & Communications																
Professor	4	106,193	106,652		106,059	106,193	92,536	118,865	57	9	100.1	100.0	99,835	103,060	114,059	115,477
Associate Professor	8	85,747	86,562		84,396	84,598	73,383	92,312	47	9	101.6	101.4	82,869	83,572	85,747	87,951
Assistant Professor	3	77,800	77,860		73,236	76,735	61,511	78,242	43	9	106.2	101.4	69,255	74,610	77,800	77,931
New Assistant Professor	1	78,000	78,000		76,833	77,500	72,000	80,000	7	6	101.5	100.6	75,500	77,000	78,750	79,000
Instructor																
14.20 Mechanical																
Professor	8	106,939	106,555		105,975	105,838	90,322	120,228	74	10	100.9	101.0	99,863	103,732	114,850	116,943
Associate Professor	7	81,210	79,355		82,355	81,120	74,106	96,530	52	9	98.6	100.1	77,779	79,448	84,576	87,153
Assistant Professor	3	68,730	73,703		72,261	73,601	61,485	85,814	39	10	95.1	93.4	69,092	71,967	75,273	75,403
New Assistant Professor									10	4						
Instructor																

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	Code/Title	NP	Average	Dbn Med	Average	Median	Minimum	Maximum	NP	NI	Average	Median	25	40	75	80
(14.35) Industrial																
Professor	6	98,990	97,566		104,370	98,990	92,338	126,239	15	5	94.8	100.0	97,635	98,448	105,647	110,565
Associate Professor	4	83,573	85,561		84,165	83,573	77,823	94,649	17	5	99.3	100.0	79,974	82,133	84,806	86,775
Assistant Professor	4	76,420	75,684						7	3						
New Assistant Professor	1	75,000	75,000						2	2						
Instructor																
(16) FOREIGN LANGUAGES, LITERATURES, AND LINGUISTICS																
(16.0) Linguistic, Comp. & Rel Studies & Svcs																
Professor					77,846	77,350	63,584	94,438	27	9			71,363	74,208	83,897	84,076
Associate Professor	1	60,177	60,177		59,322	59,655	55,825	62,159	45	11	101.4	100.9	58,137	59,102	60,573	60,968
Assistant Professor	1	52,564	52,564		49,031	49,286	41,814	52,564	39	9	107.2	106.7	47,908	48,926	50,979	51,387
New Assistant Professor									7	4						
Instructor					36,166	37,163	30,096	39,483	16	6			34,972	36,458	38,428	38,615
(16.05) Germanic																
Professor	1	75,772	75,772						4	3						
Associate Professor									3	2						
Assistant Professor									4	2						
New Assistant Professor																
Instructor																
(16.09) Romance																
Professor									10	4						
Associate Professor	2	68,601	68,601		59,889	59,736	51,183	68,601	24	6	114.5	114.8	54,366	58,464	65,560	67,078
Assistant Professor	2	51,646	51,646		51,164	51,646	47,513	54,006	22	7	100.9	100.0	50,502	51,558	51,988	52,054
New Assistant Professor	1	51,000	51,000						4	3						
Instructor									3	2						

College and University Professional Association for Human Resources (CUPA)

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	Code/Title	NP	Average	Dbn Med	Average	Median	Minimum	Maximum	NP	N	Average	Median	25	40	75	80
16. Middle/Eastern & Semitic																
Professor																
Associate Professor																
Assistant Professor	1	51,306		51,306					1	1						
New Assistant Professor									4	2						
Instructor									2	1						
									1	1						
17. ENGLISH LANGUAGE AND LITERATURE/LETTERS																
23.01 General																
Professor	2	72,950	77,359	75,310	63,393	97,872	143	16	94.3	96.9	70,637	74,847	83,465	84,310		
Associate Professor	4	63,341	59,709	59,647	50,398	65,265	148	16	106.1	106.2	58,568	59,158	62,926	63,196		
Assistant Professor	3	52,328	53,186	50,220	43,794	59,915	112	16	104.2	106.0	48,326	48,804	52,442	52,784		
New Assistant Professor	1	50,500	49,109	48,167	42,638	55,750	19	12	102.8	104.8	45,875	46,827	52,075	54,220		
Instructor			38,799	38,496	28,841	50,339	54	8			33,369	37,585	43,112	46,065		
23.04 Composition																
Professor									1	1						
Associate Professor	2	60,958		60,958					5	2						
Assistant Professor	2	53,823		53,823					4	2						
New Assistant Professor																
Instructor									6	1						
23.05 LIBERAL ARTS AND SCIENCES, GENERAL STUDIES AND HUMANITIES																
23.05 Liberal Arts & Sci. Gen. Studies & Humanities																
Professor									8	2						
Associate Professor	1	69,384		69,384					12	2						
Assistant Professor									8	2						
New Assistant Professor									2	1						
Instructor									3	1						

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Code/Title	NP	Average	Med	Dbn	Average	Median	Minimum	Maximum	NP	NI	Average	Median	25	40	75	80			
[26] BIOLOGICAL AND BIOMEDICAL SCIENCES																			
26.01 General																			
Professor	3	120,273	103,832		85,079	80,218	64,695	120,273	88	16	141.4	149.9	76,582	78,754	84,895	95,747			
Associate Professor	4	63,362	63,339		64,433	64,565	54,155	78,935	128	16	98.3	98.1	60,930	63,362	67,001	67,472			
Assistant Professor	5	54,587	55,125		56,020	54,974	49,392	71,319	101	16	97.4	99.3	52,153	54,587	59,213	59,333			
New Assistant Professor	2	52,750	52,750		54,413	53,375	46,800	61,500	14	8	96.9	98.8	51,313	52,700	60,000	60,000			
Instructor					41,186	41,700	32,506	47,000	13	6			39,242	41,400	44,767	45,689			
[27] MATHEMATICS AND STATISTICS																			
27.01 Mathematics																			
Professor	9	81,386	80,069		80,267	79,138	68,043	98,134	181	17	101.4	102.8	74,868	78,053	83,122	86,724			
Associate Professor	6	64,953	63,075		63,494	63,301	55,344	71,538	133	17	102.3	102.6	60,717	61,310	67,260	67,980			
Assistant Professor	1	53,901	53,901		56,147	55,444	48,344	67,978	92	16	96.0	97.2	53,834	54,294	59,017	61,037			
New Assistant Professor					56,933	55,000	50,000	68,500	11	9			53,000	54,119	59,000	60,600			
Instructor					43,732	44,273	32,967	53,361	26	8			38,080	42,306	49,192	49,669			
27.99 Other																			
Professor	1	82,963	82,963						1	1									
Associate Professor	1	61,907	61,907						1	1									
Assistant Professor	2	52,722	52,722						2	1									
New Assistant Professor	1	51,500	51,500						1	1									
Instructor																			
[68] PHILOSOPHY AND RELIGIOUS STUDIES																			
38.01 Philosophy																			
Professor	2	72,212	72,212		79,325	79,889	67,520	90,394	33	11	91.0	90.4	72,561	75,781	87,133	88,570			
Associate Professor	2	62,420	62,420		59,657	60,708	50,351	66,593	27	11	104.6	102.8	56,238	60,649	63,361	63,628			
Assistant Professor					50,047	51,190	41,749	56,953	27	9			47,100	47,948	54,488	54,926			
New Assistant Professor					51,401	51,000	42,507	60,000	5	5			47,500	49,600	56,000	56,800			
Instructor					35,643	35,306	25,911	45,000	8	5			34,000	34,784	38,000	39,400			

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	NP	Average	Med	Dbn	Average	Median	Minimum	Maximum	NP	NI	Average	Median	25	40	75	80
(40) PHYSICAL SCIENCES																
40.05 Chemistry																
Professor	2	84,211	84,211	84,211	87,080	85,107	71,828	118,744	95	17	96.7	98.9	80,970	83,270	90,781	93,891
Associate Professor	4	63,498	62,759	62,759	65,036	63,893	53,230	80,865	81	16	97.6	99.4	61,668	63,428	68,666	68,967
Assistant Professor	3	55,047	55,200	55,200	55,555	54,283	50,366	70,438	73	16	99.1	101.4	52,058	53,003	55,921	56,534
New Assistant Professor	1	53,000	53,000	53,000	53,541	53,000	46,750	67,000	8	7	99.0	100.0	49,500	51,200	54,517	55,407
Instructor					39,806	40,865	31,005	47,500	8	6			36,236	39,825	43,146	43,559
40.06 Geological & Earth Sci/Geosciences																
Professor	1	81,846	81,846	81,846	81,899	76,950	70,938	103,445	32	11	99.9	106.4	74,755	76,750	87,056	92,265
Associate Professor	1	58,090	58,090	58,090	66,373	65,083	58,090	76,760	38	10	87.5	87.9	62,383	64,718	69,687	70,427
Assistant Professor					58,090	54,768	45,000	67,939	28	9			52,671	53,413	58,835	57,016
New Assistant Professor									3	3						
Instructor									2	2						
40.08 Physics																
Professor	4	88,018	85,730	85,730	83,548	81,491	65,408	99,879	103	17	105.4	108.0	76,410	80,807	89,373	93,967
Associate Professor	1	65,314	65,314	65,314	65,854	64,004	54,828	81,024	59	17	99.2	102.0	61,262	63,538	68,859	70,383
Assistant Professor	1	53,695	53,695	53,695	56,353	53,695	47,577	71,973	43	15	95.3	100.0	51,702	53,344	60,235	63,804
New Assistant Professor					57,406	53,500	45,500	77,500	11	9			50,000	52,300	63,000	64,600
Instructor									3	2						
(22) PSYCHOLOGY																
22.01 General																
Professor	4	78,050	78,168	78,168	83,966	83,782	67,144	102,476	104	16	93.0	93.2	77,796	80,545	91,201	92,126
Associate Professor	6	62,605	62,893	62,893	63,348	62,438	51,707	78,813	115	16	98.8	100.3	60,295	61,844	64,943	67,816
Assistant Professor	4	54,767	53,236	53,236	54,707	54,707	48,287	65,482	76	15	99.8	100.1	52,381	53,778	55,265	56,308
New Assistant Professor					56,575	55,400	47,700	66,950	6	6			51,450	52,800	61,750	63,000
Instructor									4	3						

College and University Professional Association for Human Resources (CUPA)

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RAW DATA	A. Focus Salary				B. Comparison Group Statistics (Based on Reported Average Salaries)							A's Avg. as % of B's				
	Code/Title	NP	Average	Med	Average	Median	Minimum	Maximum	NP	NI	Average	Median	25	40	75	80
(44) PUBLIC ADMINISTRATION AND SOCIAL SERVICE PROFESSIONS																
44.05 Public Policy Analysis																
Professor																
Associate Professor																
Assistant Professor	1	59,450	59,450						1	1						
New Assistant Professor																
Instructor																
(45) SOCIAL SCIENCES																
45.01 General																
Professor																
Associate Professor	1	71,184	71,184						5	1						
Assistant Professor									8	2						
New Assistant Professor									3	1						
Instructor																
45.02 Anthropology																
Professor	1	88,858	88,858	82,429	82,376	69,760	98,882	15	6	107.8	107.9	74,773	82,134	87,298	88,858	
Associate Professor	1	63,459	63,459	64,523	61,106	51,773	84,402	16	8	98.4	103.9	59,936	60,973	66,551	70,880	
Assistant Professor	1	52,060	52,060	50,626	50,924	46,755	55,424	23	8	102.8	102.2	47,979	49,982	52,295	52,624	
New Assistant Professor									4	4						
Instructor									2	2						
45.03 Economics																
Professor	4	83,813	84,808	92,484	89,570	71,234	111,161	53	14	90.6	93.6	84,405	88,069	102,342	104,737	
Associate Professor	2	64,535	64,535	72,407	72,598	61,680	80,672	38	12	89.1	88.9	69,696	71,886	76,755	77,202	
Assistant Professor	1	65,000	65,000	67,668	66,873	51,483	86,120	45	14	96.1	97.2	63,645	64,494	73,903	74,786	
New Assistant Professor	1	65,000	65,000	63,341	64,000	47,886	82,000	10	7	102.6	101.6	56,750	61,000	68,000	69,800	
Instructor									8	4						

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RAW DATA	A. Focus Salary				B. Comparison Group Statistics (Based on Reported Average Salaries)				C. Avg. as % of B's					
	NP	Average	Med	Dbn	Average	Median	Minimum	Maximum	NP	NI	Average	Median	75	80
4510 Political Science & Government														
Professor	3	84,071	83,414	80,390	78,901	67,570	102,762	54	14	104.6	106.6	73,624	75,317	85,054
Associate Professor	2	58,384	58,384	60,392	58,573	53,987	70,129	63	15	96.7	99.7	58,015	58,494	63,316
Assistant Professor	2	53,729	53,729	52,050	50,924	45,872	62,223	47	12	103.2	105.5	49,468	50,247	54,310
New Assistant Professor				52,154	51,250	43,425	64,000	7	6			50,125	50,500	52,750
Instructor				39,634	39,189	29,507	50,616	9	6			35,663	36,736	43,410
4511 Sociology														
Professor	3	84,140	85,466	80,621	81,985	59,210	107,795	36	13	104.4	102.6	71,688	74,269	85,717
Associate Professor	2	73,350	73,350	65,804	63,696	52,095	93,979	57	14	111.5	115.2	60,965	62,130	70,769
Assistant Professor	2	53,848	53,848	51,123	50,678	43,767	58,874	46	14	105.3	106.3	48,043	50,234	54,375
New Assistant Professor				50,201	51,000	45,000	55,000	5	5			49,005	50,202	51,000
Instructor								10	4					
5010 VISUAL AND PERFORMING ARTS														
5007 Fine & Studio Art														
Professor	1	76,453	76,453	76,161	76,453	63,170	92,398	70	15	100.4	100.0	71,412	73,380	81,337
Associate Professor	1	63,180	63,180	58,854	58,174	52,390	66,279	62	13	107.4	108.6	56,815	57,459	59,902
Assistant Professor	2	53,200	53,200	48,707	47,541	45,677	53,200	67	12	109.2	111.9	47,197	47,397	49,925
New Assistant Professor				48,534	48,641	43,000	53,000	15	8			47,249	48,126	50,249
Instructor				40,095	42,965	28,473	44,952	10	6			37,894	41,451	44,499
5210 BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES														
5202 Admin, Mgt. & Operations														
Professor	2	116,620	116,620	107,690	109,512	79,500	144,146	67	13	108.3	106.5	98,451	107,838	113,916
Associate Professor	3	111,480	90,563	93,768	93,611	82,000	111,480	56	13	118.9	119.1	87,213	90,094	96,490
Assistant Professor	3	99,754	100,000	88,555	89,600	56,121	111,460	63	14	112.6	111.3	83,641	88,157	95,074
New Assistant Professor	1	100,000	100,000	85,384	86,135	30,124	122,000	16	9	117.1	116.1	82,000	84,427	95,500
Instructor				58,223	53,333	44,775	73,000	13	7			49,148	52,113	60,079

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Code/Title	A. Focus Salary			B. Comparison Group Statistics (Based on Reported Average Salaries)						A's Avg. as % of B's					
	NP	Average	Med	Average	Median	Minimum	Maximum	NP	NI	Average	Median	25	40	75	80
52103 Accounting & Related Svcs															
Professor	4	140,812	128,052	118,019	120,533	86,200	140,812	52	12	119.3	116.8	108,920	115,336	125,883	126,049
Associate Professor	1	110,825	110,825	101,537	104,279	90,106	111,948	26	10	109.1	106.3	93,700	99,764	106,549	107,499
Assistant Professor	1	102,853	102,853	98,517	96,145	85,000	114,797	22	12	104.4	107.0	95,252	95,882	102,528	102,766
New Assistant Professor								3	2						
Instructor				60,493	53,982	40,922	115,000	17	9			52,000	53,196	57,004	61,066
52106 Managerial Economics															
Professor															
Associate Professor	1	91,454	91,454					10	2						
Assistant Professor								5	3						
New Assistant Professor								2	1						
Instructor															
52107 Entrepreneurial & Small Operations															
Professor								1	1						
Associate Professor															
Assistant Professor	1	103,000	103,000					1	1						
New Assistant Professor	1	103,000	103,000					1	1						
Instructor								1	1						
52403 Finance & Financial Mgt Svcs															
Professor				120,187	109,970	95,709	192,928	28	9			107,793	109,861	124,335	124,660
Associate Professor	2	111,943	111,943	103,365	105,537	74,993	116,090	25	9	108.3	106.1	97,213	105,443	111,943	112,947
Assistant Professor	4	98,414	99,609	100,273	100,530	88,485	111,258	23	9	98.1	97.9	98,414	100,113	103,813	105,355
New Assistant Professor								5	3						
Instructor								4	3						

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RAW DATA	A. Focus Salary				B. Comparison Group Statistics (Based on Reported Average Salaries)							A's Avg. as % of B's				
	Code/Title	NP	Average	Dbn Med	Average	Median	Minimum	Maximum	NP	NI	Average	Median	25	40	75	80
52.01 Human Resources Mgt. & Svcs																
Professor	1	119,665	119,665						4	2						
Associate Professor									4	1						
Assistant Professor	1	94,989	94,989						6	2						
New Assistant Professor																
Instructor																
52.02 Mgt. Information Sys. & Svcs																
Professor			107,698	110,850	82,789	122,140	17	5	109,755	110,412	112,954	114,791				
Associate Professor	3	117,047	116,404					112.4	114.0	100,785	101,891	102,951	105,770			
Assistant Professor	2	98,941	98,941					105.0	107.2	92,007	92,191	98,941	99,289			
New Assistant Professor																
Instructor																
52.03 Marketing																
Professor			108,696	105,105	93,659	140,862	33	10	96,611	100,331	117,407	118,875				
Associate Professor	2	106,058	106,056					113.9	113.7	89,837	92,616	97,878	98,778			
Assistant Professor	2	103,295	103,295					111.7	113.9	86,661	88,665	99,059	99,752			
New Assistant Professor																
Instructor			48,219	41,073	35,468	64,000	6	5	41,000	41,044	59,553	60,442				
52.06 Taxation																
Professor																
Associate Professor	1	126,469	126,469						1	1						
Assistant Professor																
New Assistant Professor																
Instructor																

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RAW DATA	A. Focus Salary				B. Comparison Group Statistics (Based on Reported Average Salaries*)						Als. Avg. as % of B's					
	NP	Average	Med	Dbn	Average	Median	Minimum	Maximum	NP	NI	Average	Median	25	40	75	80
[64] HISTORY GENERAL																
54.01 History																
Professor	3	87,150	86,957		83,846	82,900	67,604	110,498	68	15	103.9	105.1	75,993	79,852	88,974	91,256
Associate Professor	6	59,064	60,309		60,127	59,782	55,462	66,243	86	14	98.2	100.9	58,282	59,207	61,286	62,113
Assistant Professor	2	54,254	54,254		50,031	48,810	45,629	55,960	64	13	108.4	111.2	48,190	48,392	51,446	53,131
New Assistant Professor									6	4						
Instructor									5	3						
SUMMARY																
Professor	78	89,873	88,694		90,748	89,463	74,367	113,118	42	9	101.6	103.0	83,893	87,191	96,106	98,271
Associate Professor	99	74,339	73,683		72,055	71,380	62,409	83,437	41	9	102.2	103.3	68,542	70,429	74,916	76,228
Assistant Professor	79	65,598	65,743		63,095	62,674	54,461	73,658	34	8	101.2	102.2	60,007	61,530	65,975	66,776
Instructor	0				44,380	43,729	33,073	56,777	10	4			40,482	42,652	48,539	49,703
New Assistant Professor	15	66,558	66,558		57,636	57,105	46,445	69,157	6	4	103.3	103.7	54,233	55,836	61,114	62,109
Summary Total:	271	74,092	73,670		65,583	64,870	54,151	79,229	27	7	102.1	103.0	61,431	63,528	69,330	70,617

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* For the minimum of reported minimum salaries and the maximum of reported maximum salaries, please see the Single Discipline Report.

% Change between 2007-08: FY 2008 Totals:
 FY 2007 Totals:

% Change between 2006-07: FY 2006 Totals:

Analysis: The comparison data indicate Fiscal Years to accomplish this goal.