



U N I V E R S I T Y O F  
**SOUTH CAROLINA**<sup>®</sup>  
A I K E N

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Faculty Salary Study, 2007-2008  
Conducted in July 2008

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## **University of South Carolina Aiken**

Dr. Thomas L. Hallman  
*Chancellor*

### **University Mission**

Founded in 1961, the University of South Carolina Aiken (USCA) is a comprehensive liberal arts institution committed to active learning through excellence in teaching, faculty and student scholarship, research, creative activities and service. In this stimulating academic community, USCA challenges students to acquire and develop the skills, knowledge, and values necessary for success in a dynamic global environment.

The university offers degrees in the arts and sciences and in the professional disciplines of business, education, and nursing. All courses of study are grounded in a liberal arts and sciences core curriculum. USCA also encourages interdisciplinary studies and collaborative endeavors.

Emphasizing small classes and individual attention, USCA provides students with opportunities to maximize individual achievement in both academic and co-curricular settings. The institution challenges students to think critically and creatively, to communicate effectively, to learn independently, and to acquire depth of knowledge in chosen fields. The university values honesty, integrity, initiative, hard work, accomplishments, responsible citizenship, respect for diversity, and cross-cultural understanding.

USC Aiken attracts students of varying ages and diverse cultural backgrounds who have demonstrated the potential to succeed in a challenging academic environment. In addition to serving the Savannah River area, USCA actively seeks student enrollment from all parts of South Carolina as well as from other states and countries.

As a senior public institution of the University of South Carolina, USCA combines the advantages of a smaller institution with the resources of a major university system. Located in beautiful, historic Aiken, South Carolina, USCA is an institution of moderate size (2,500-5,000 students) that offers baccalaureate degrees in a number of disciplines, completion baccalaureate degrees at University of South Carolina regional campuses, and master's degrees in selected programs.

The USCA World Wide Web Home Page is: <http://www.usca.edu>

The USCA Office of Institutional Effectiveness World Wide Web Home Page is: <http://ie.usca.edu>

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## Executive Summary

In order to examine the distribution and change in faculty salaries and to assist in making fair and equitable adjustments to the compensation structure, the Office of Institutional Effectiveness conducts an annual study of faculty salaries. This document reports the findings of that study for faculty salaries during the 2007-08 academic year. This study is historical in nature by comparing actual salaries against the average salaries of faculty in a broad peer comparison group; it does not take into account projected salary increases mandated by the legislature for 2008-09. In addition to providing the usual comparison of “inequity percentages,” this study also includes an examination of the effects of salary compression as well as potential salary inequities related to race and gender. Major findings include:

- The mean salary of all full-time faculty, excluding librarians, at USC Aiken rose from \$55,272 in 2006-07 to \$56,273 in 2007-08, for an overall increase of 1.8%. The mean salary of Full Professors rose 6.1% to \$75,276; the mean salary of Associate Professors rose 0.3% to \$60,166; the mean salary of Assistant Professors rose 1.2% to \$49,905; and the mean salary for Instructors decreased 0.4% to \$43,915.
- Among all institutions in South Carolina, USC Aiken’s 2007-08 faculty salaries ranked #5 for Instructors, #12 for Assistant Professors, #11 for Associate Professors, and #9 for Full Professors.
- The mean inequity percentage, with appropriate adjustments for Full Professors with less than the average time in rank, was -5.2%, indicating that faculty members at USC Aiken are paid less than they would be expected to be paid. Mean inequity percentages varied significantly by faculty rank. The mean salary of Instructors was 2.9% higher than expected. For Assistant Professors the mean inequity percentage was -5.8%, down from -4.1% in 2006-07. The inequity percentage for Associate Professors dropped significantly to -10.6% from -7.2% in 2006-07. For Full Professors, the inequity percentage dropped to -7.7% (after special adjustments were made for faculty with less than 12 years of service) from -3.6% in 2006-07.
- Although males had an average salary slightly higher than females (\$59,743 compared to \$52,356), they also had a larger negative salary inequity. Overall, females were only 5.0% under the expected salary for their professional rank, time in rank, and discipline, while males were 5.3% below their expected salaries. The observed differences approached statistical significance.
- Similar to findings from previous Faculty Salary studies, this study found a statistically significant effect of race based upon the unadjusted Botsch Folsom inequity statistic. The finding was less robust when special adjustments were made for Full Professors with less than the average number of years in rank, but the pattern was the same. While both groups of faculty had lower than expected salaries, on average and relative to their expected salaries based upon the Botsch Folsom formula, nonwhite faculty members had salaries that were closer to that which was expected (1.4% below) than white faculty (5.7% below).
- The mean compression adjustment inequity percentage for all tenured and tenure-track faculty in 2007-08 was -6.9%, down from -6.1% in 2006-07. Findings again appear to indicate that salary inequities related to compression are not widespread but rather observed among disciplines such as business and some sciences.

## Methodology

The methodology of the annual study of faculty salaries at USC Aiken was realigned in 2005 under guidance from the Faculty Welfare Committee (Hosch, 2005). The 2008 study of 2007-08 faculty salaries largely replicates the methodology of previous studies, with some minor modifications. The study examines salaries of full-time faculty at USCA using two separate formulas to address three issues. These issues are: 1) salary competitiveness with similar institutions, 2) salary equity along lines of gender or race/ethnicity, and 3) salary compression due to market forces (McLaughlin & Howard, 2003). The first formula, used in this study to measure competitiveness as well as gender/race inequity, was based upon one approved by the USCA faculty in the late 1980s and published in the *CUPA Journal* (Botsch & Folsom, 1989). The majority of this study uses this first formula. The second formula was developed as a collaborative endeavor between the Office of Institutional Effectiveness and the Faculty Welfare Committee in 2004-05 to account for salary compression. Based on a recommendation from the Faculty Welfare Committee in 2006-07, an additional calculation for Full Professors with less than the institutional mean years in rank is provided in this study.

### **Comparison Group Institutions**

Both formulae rely upon comparing a faculty member's salary in some way to the salaries of faculty members in their discipline at all public Carnegie Bachelor's and Master's institutions in nine states in the Southeastern United States. These states are Alabama, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, and Virginia. This regional limitation controls for cost of living differences in the Northeast and the West that could serve as a confounding factor in this study. For 2007-08, a total of 60 institutions comprised the comparison group:

|   |  |
|---|--|
| Albany State University (Albany, GA)                      | Nicholls State University (Thibodaux, LA)                            |
| Appalachian State University (Boone, NC)                  | Norfolk State University (Norfolk, VA)                               |
| Auburn University at Montgomery (Montgomery, AL)          | North Carolina Central University (Durham, NC)                       |
| Augusta State University (Augusta, GA)                    | Northern Kentucky University (Highland Heights, KY)                  |
| Austin Peay State University (Clarksville, TN)            | North Georgia College & State University (Dahlonega, GA)             |
| Christopher Newport University (Newport News, VA)         | Northwestern State University (Natchitoches, LA)                     |
| Clayton State University (Morrow, GA)                     | Radford University (Radford, VA)                                     |
| Coastal Carolina University (Conway, SC)                  | Southeastern Louisiana University (Hammond, LA)                      |
| College of Charleston (Charleston, SC)                    | Southern University A&M Coll. at Baton Rouge (Baton Rouge, LA)       |
| Columbus State University (Columbus, GA)                  | Tennessee Technological University (Cookeville, TN)                  |
| Eastern Kentucky University (Richmond, KY)                | The Citadel, The Military College of South Carolina (Charleston, SC) |
| Elizabeth City State University (Elizabeth City, NC)      | The University of Virginia's College at Wise (Wise, VA)              |
| Fayetteville State University (Fayetteville, NC)          | The University of West Alabama (Livingston, AL)                      |
| Francis Marion University (Florence, SC)                  | Troy University (Troy, AL)   |
| Georgia College & State University (Milledgeville, GA)    | University of Louisiana at Monroe (Monroe, LA)                       |
| Georgia Gwinnett College (Lawrenceville, GA)              | University of Montevallo (Montevallo, AL)                            |
| Georgia Southwestern State University (Americus, GA)      | University of North Alabama (Florence, AL)                           |
| Grambling State University (Grambling, LA)                | University of North Carolina at Asheville (Asheville, NC)            |
| Jacksonville State University (Jacksonville, AL)          | University of North Carolina at Charlotte (Charlotte, NC)            |
| James Madison University (Harrisonburg, VA)               | University of North Carolina at Pembroke (Pembroke, NC)              |
| Kennesaw State University (Kennesaw, GA)                  | University of North Carolina at Wilmington (Wilmington, NC)          |
| Kentucky State University (Frankfort, KY)                 | University of South Carolina - Aiken (Aiken, SC)                     |
| Lander University (Greenwood, SC)                         | University of Tennessee at Chattanooga (Chattanooga, TN)             |
| Longwood University (Farmville, VA)                       | University of Tennessee at Martin (Martin, TN)                       |
| Louisiana State University in Shreveport (Shreveport, LA) | University of West Georgia (Carrollton, GA)                          |
| McNeese State University (Lake Charles, LA)               | Valdosta State University (Valdosta, GA)                             |

Mississippi University for Women (Columbus, MS)  
Mississippi Valley State University (Itta Bena, MS)  
Morehead State University (Morehead, KY)  
Murray State University (Murray, KY)

Virginia Military Institute (Lexington, VA)  
Western Kentucky University (Bowling Green, KY)  
Winston-Salem State University (Winston-Salem, NC)  
Winthrop University (Rock Hill, SC)

Average 2007-08 salaries of faculty by rank and discipline from this cohort group of similar institutions were obtained from the College and University Professional Association for Human Resources (CUPA-HR) Online Surveys Application in late June of 2008. CUPA-HR reports salary data by discipline (2-digit code) and sub-discipline (4-digit code). In almost all instances, USC Aiken faculty members were compared to their regional peers in their specific sub-discipline. When regional data were not available from CUPA-HR for a specific sub-discipline, a wider “net” was cast and faculty were compared to their sub-discipline peers on a National basis.

### **Study Population and Salary Data**

Individual salaries of USCA full-time faculty members were collected from the Human Resources file on the USC mainframe and confirmed with the USC Aiken Human Resources Office. Administrative supplements were removed from all salaries to determine base salaries. For faculty whose pay basis is other than nine months, base salaries were converted to nine-month salaries using a methodology promoted by the American Association of University Professors (AAUP). Importantly, AAUP methodology treats 12-month faculty salaries as though they were 11-month salaries by multiplying them by 0.8181 rather than by 0.75. Faculty members included in the analysis held academic rank as described in the USCA Faculty Manual (5.2.8) and primarily have responsibilities for teaching or research. For instance, Department Chairs were included in the analysis (minus their administrative supplements), but Deans and senior administrators who hold faculty rank and whose primary duties are not instruction or research, such as the Executive Vice Chancellor for Academic Affairs, were not.

Librarians were also included in this study, but they were treated separately from faculty whose duties primarily involve classroom teaching. The salaries of librarians were compared to those of other librarians at four-year colleges in the South Carolina as reported in the American Library Association Survey Report (Grady, 2007); comparison salaries from South Carolina were used in place of the regional mean salaries in the Southeast because the regional salaries appeared lower than those in the state. Because this data source reports 12-month salaries for librarians by region and institution type, the salaries of USC Aiken librarians were not adjusted to 9-month equivalent salaries for formula comparisons.

In 2006-07, in the schools of Business, Education, and Nursing, the title of the unit leaders were changed from School “Head” to “Dean.” This change excluded them from reporting of salaries for instructional faculty to AAUP and to IPEDS. Their salaries appear in Appendix D but are not included in the overall calculations presented in this study.

Last year’s Faculty Salary Study was the first year in which the full compensation of Instructors who were teaching 15 credit hours was adjusted to 12 hour contracts. Because this adjustment is not made in reports to AAUP, CUPA-HR, or the U.S. Department of Education from which comparison data are drawn, this year’s study returned to the previous practice of including full compensation for instructors.

## **Botsch Folsom Formula and Competitiveness Comparisons**

The Botsch Folsom Formula compares each USCA faculty member's salary to the mean salary of faculty in the same sub-discipline at that rank at institutions in the comparison group after adjusting this mean salary to account for the USCA faculty member's time in rank. The formula generates for each faculty member an "inequity percentage" that represents how far above or below an individual's salary varies from the formula-generated expected salary. The intended application of this formula is to address discrepancies between salaries at USCA and faculty salaries at similar institutions with which USCA may compete for faculty. This formula was developed from eleven principles of fairness as discussed in Botsch and Folsom (1989).

The formula to generate the inequity percentage is published in Botsch & Folsom (1989, 46). Any modifications to the published formula are noted.<sup>1</sup>

$$\% \text{ Inequity} = \frac{(\text{Faculty Member's Pay}) - \text{TAPGA}}{\text{TAPGA}} \times 100\%$$

**TAPGA** stands for time adjusted peer group average, and is the peer group average adjusted for time in rank, expressed mathematically as follows:

$$\text{TAPGA} = \text{PGA} + \text{YRINC} (\text{TIMRNK} - \text{AVTIMRNK}), \text{ where}$$

**PGA** is the peer group average, using the peer comparison group of baccalaureate and master's institutions listed above; these data were obtained from CUPA.<sup>2</sup>

**YRINC** is the yearly increment for each rank. This was calculated as what the average percentage raises were for the last ten years (2.75%) multiplied by the average salary at each rank and then rounded to the nearest \$100. For the 2007-08 study, these increments appear in Table 1<sup>3</sup>.

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<sup>1</sup> The most notable change in the formula from that used in previous Faculty Salary Studies is that TAPGA is being subtracted from the faculty member's pay, rather than having the faculty member's pay subtracted from TAPGA as is done in Botsch & Folsom (1989). This minor modification to the formula simply changes the sign associated with the difference and thus the sign of the inequity statistic. In the past, a negative inequity percentage indicated a faculty member's salary was above that of peers, while a positive statistic meant the salary was below. This counter-intuitive result could lead to interpretive problems. The minor modification to the formulae addresses this concern resulting in positive values indicating a salary above that which would be expected, and negative values indicating salaries below expectation.

<sup>2</sup> Botsch & Folsom (1989) indicates that this comparison group should be a "national peer group." For reasons noted above, this peer group was expanded by number of institutions but limited to nine states in the Southeastern U.S. Further, average salaries for each rank were always used rather than making special adjustments for fields where starting salaries exceeded the average salary. The compression adjustment formula makes an attempt to control for this phenomenon.

<sup>3</sup> The published Botsch Folsom formula does not consider instructors. Additionally, it also indicates that a five-year average for raises should be used to calculate the average increment. However, this study continues to use a 10-year average of annual raises to maintain some consistency with previous years as well as to stabilize variation across periods of fiscal restraint and expansion (see Appendix A).

**Table 1. Yearly Increment by Rank for 2007-08**

| <b>Rank</b>          | <b>Yearly Increment</b> |
|----------------------|-------------------------|
| Instructors          | \$1,200                 |
| Assistant Professors | \$1,400                 |
| Associate Professors | \$1,700                 |
| Full Professors      | \$2,100                 |

**TIMRNK** is the time in current academic rank including the current year, with a maximum of six for assistant and associate professors.<sup>4</sup>

**AVTIMRNK** is the average time in rank. For Assistant and Associate Professors, this average is automatically set at 3 years. For Instructors and Full Professors, the average time in rank is calculated from date of hire as a full-time instructor or date of promotion to Full Professor. For 2006-07 these figures appear in Table 2.

**Table 2. Average Time in Rank for USC Aiken Faculty**

| <b>Faculty Rank</b> | <b>2006-07</b> | <b>2007-08</b> | <b>Average Years in Rank Used in 2007-08 Study</b> |
|---------------------|----------------|----------------|--|
| Instructor          | 7              | 7              | 7  |
| Assistant Prof.     | 5              | 5              | 3  |
| Associate Prof.     | 11             | 10             | 3  |
| Full Professor      | 12             | 12             | 12   |

Botsch Folsom inequity calculations for individual faculty members are listed in Appendices B and D through F. Appendix B lists faculty members in each rank by an anonymous ID number (this number is altered each year); this Appendix is included in the broad release of this study. Appendices D through F contain sensitive information about salaries in a format that personally identifies individuals, and so these Appendices are released only to senior administrators. Since identities of faculty who received promotions or post-tenure review adjustments may be easily identified, supplementary calculations for these faculty in their new ranks or at their new salaries appear in Appendices D through F only.

**Salary Equity Comparisons By Gender and Race/Ethnicity**

Potential salary inequities related to gender and race or ethnicity have been examined since the 2004-05 salary study, and these factors are again examined in the 2007-08 study of faculty salaries. The Botsch Folsom formula described above provides a means to conduct this analysis because it generates an expected salary for each faculty member based on a disciplinary average and time in rank. The resulting inequity percentage represents the difference between the actual salary and expected salary as a proportion of the expected salary, and this percentage thus represents a normalized residual that can provide reasonable comparisons among faculty members across various characteristics.

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<sup>4</sup> The published formula indicates that any time in current rank at another university should also be credited toward each faculty member, but these data are not consistently tracked for all faculty members and so are not included in this study.

This study provides an overall analysis of salaries using the Botsch Folsom inequity percentage by gender and by race or ethnicity. Given the relatively small numbers of faculty members who are members of a minority racial or ethnic group, the analysis by race or ethnicity is conducted only along the cleavage of white/nonwhite, where international faculty of European/Caucasian descent are categorized as white. The relatively small number of nonwhite faculty limits meaningful analysis of salaries across some of these demographic characteristics. In this year's study, the inequity rates were submitted to a 2 (gender: male, female) x 2 (race/ethnicity: minority, white) x 4 (rank: instructor, assistant, associate, full professor) analysis of variance. Post-hoc analyses of significant findings for Rank were conducted using Tukey's HSD methodology.

### **Salary Equity Comparisons for Full Professors with Fewer than 12 Years in Rank**

The Faculty Welfare Committee in 2006-07 approved the use of an additional calculation for Full Professors with fewer than the mean number of years in rank (12 years in this study). This additional calculation is intended to account for a sharp drop in the Botsch Folsom formula expected salary when a faculty member is promoted from Associate Professor to Full Professor, as seen in Chart 1a. The special calculation formula is:

$$\text{SpecSal}_{\text{FP}} = \text{BFSal}_{\text{Assoc}} + [ (\text{YrsRank}_{\text{FP}} / \text{YrsMean}_{\text{FP}}) \times (\text{MeanSal}_{\text{FP}} - \text{BFSal}_{\text{Assoc}}) ], \text{ where}$$

**SpecSal<sub>FP</sub>** is the special predicted salary for Full Professors with fewer than the mean number of years in rank at Full Professor.

**BFSal<sub>Assoc</sub>** represents the Botsch Folsom expected salary for a faculty member at the Associate Professor level with 6 years in rank as an Assoc. Professor.

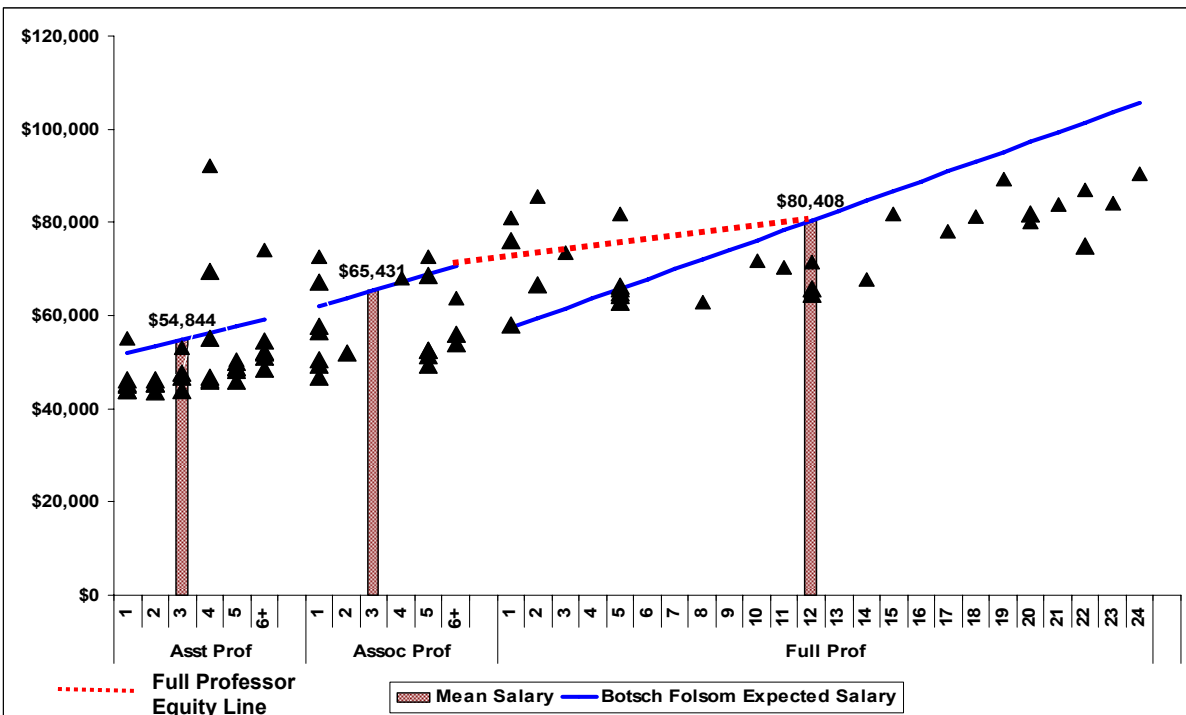
**Yrs<sub>FP</sub>** indicates the faculty member's years in rank as a Full Professor

**YrsMean<sub>FP</sub>** is the mean years in rank of all USC Aiken Full Professors

**MeanSal<sub>FP</sub>** is the mean salary in the peer group in the faculty member's discipline at the rank of Full Professor

This "under-mean adjusted" equity line generated by this formula is represented as the dotted red line in Chart 1a, which depicts an adjusted distribution of Botsch Folsom expected salaries for Fall 2007 compared to institutional average salaries.

**Chart 1a. Representation of Actual Faculty Salaries in Fall 2007 By Time in Rank\* Compared to Botsch Folsom Predicted Salaries**



\* Assistant and Associate Professors with more than 8 years of time in rank are excluded from this chart.

### Salary Equity Comparisons Using a Compression Adjustment Formula

At the recommendation of the Faculty Welfare Committee, this study examines USC Aiken faculty salaries using a formula to identify salary compression in certain disciplines. Salary compression is a broad term that refers to situations in any industry in which the starting salaries of newer employees approach, meet, or exceed employees with greater lengths of service. Salary compression typically occurs in areas where there is a shortage in the labor supply (Knight & Sabot, 1987).

In higher education, this phenomenon is most observable where the starting salaries of new Assistant Professors exceed the mean salaries for Assistant Professors, or when the mean for all Assistant Professors nears or exceeds the mean for Associate Professors in the same discipline. For instance, among the institutions in the 2007-08 peer comparison group, the average starting nine-month salary for a new Assistant Professor of Finance was \$98,538, which is about 7% higher than the mean salary of \$91,612 for all Assistant Professors in the discipline and 4% higher than the mean salary of \$94,621 for all Associate Professors in this discipline. Indeed, the mean salary of Full Professors is just 8% higher than the mean for new Assistant Professors (see Table 3). Such compression among salaries can have detrimental effects on faculty morale, can provide incentives for faculty members to move to another institution, and can pose difficulties in devising equitable ways to compensate faculty members.

**Table 3. Salary Compression – 2007-08 CUPA Peer Group Mean Salaries (Finance)**

| <b>52.08 Finance</b>    | <b>Comparison Group Statistics from CUPA<br/>(Based on Reported Average Salaries)</b> |                |                           |
|-------------------------|---|----------------|---------------------------|
|                         | <b>N</b>  | <b>Average</b> | <b>% of New Asst Prof</b> |
| Professor               | 68  | \$106,282      | 108%                      |
| Associate Professor     | 52  | \$94,621       | 96%                       |
| Assistant Professor     | 54  | \$91,612       | 93%                       |
| New Assistant Professor | 13  | \$98,538       | 100%                      |

Data Source: CUPA-HR – see Appendix C.

Typical methods for determining inequities resulting from salary compression at an institution include: cross-sectional comparisons across departments, time series comparisons of junior to senior faculty members, and linear regression of salaries or the logarithm of salaries to mean salaries of assistant professors in a comparison group to determine an expected salary and a residual (Toutkoushian, 1998; Haignere, 2002). The present study relies primarily on a time series comparison of faculty salaries across ranks to a normative ratio of salaries among faculty ranks. Each faculty rank's average salary was compared to that of an Assistant Professor, resulting in an appropriate ratio. While the mean salary for Assistant Professors within a discipline is sensitive to market conditions, averaging across disciplines maintains some stability because of the large size of the group. These data for 2007-08 were obtained from AAUP (2008) (see Table 4). The resulting ratios indicate that mean salaries of Associate Professors are 119% of the mean for Assistant Professors and the mean salaries of Full Professors are 147% of the mean for Assistant Professors. The annual ratios have remained within 2 percentage points over the past 5 years, suggesting that this is a relatively stable indicator. These data suggest that on average, an Associate Professor should be paid about 19% more than an Assistant Professor, and a Full Professor should be paid 47% more than an Assistant Professor.

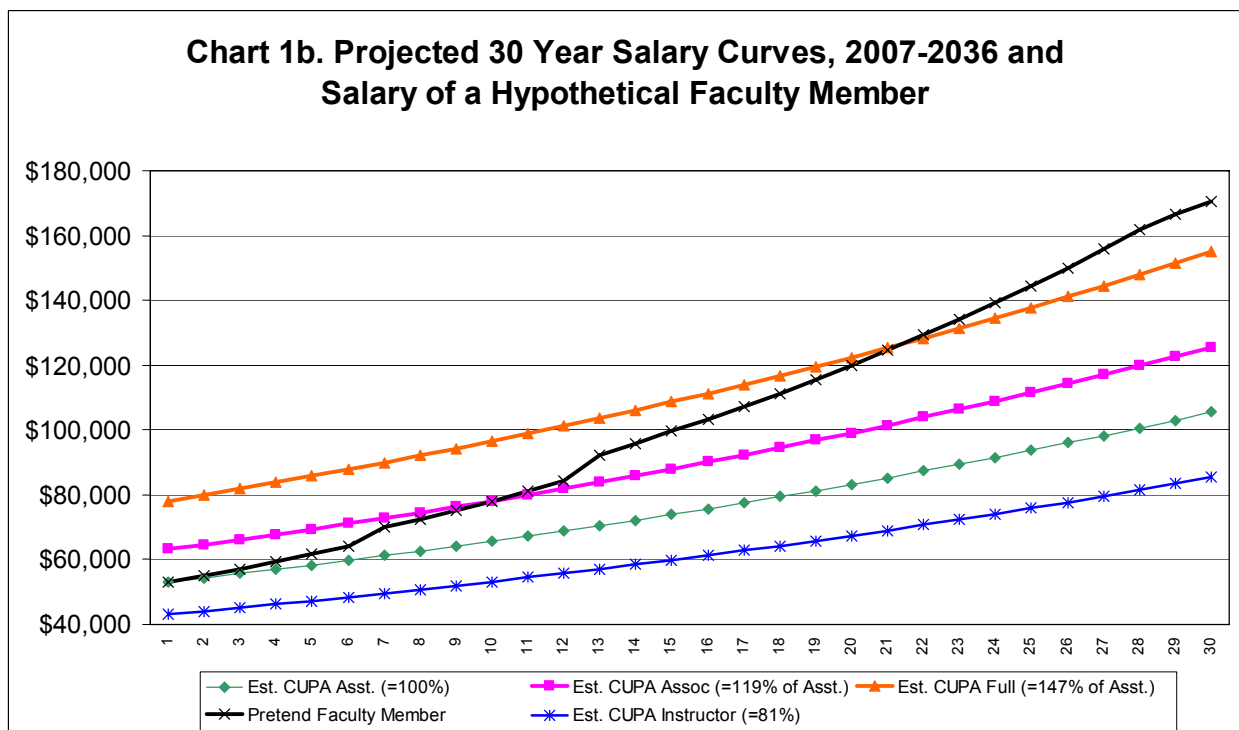
**Table 4. Mean Salaries Across Disciplines in at Baccalaureate Institutions, Nationwide, Fall 2007**

| <b>Academic Rank</b> | <b>Mean Salary</b> | <b>Percentage of Asst. Professor Salary</b> |
|----------------------|--------------------|---|
| Full Professor       | \$80,408           | 147%  |
| Assoc. Professor     | \$65,431           | 119%  |
| Asst. Professor      | \$54,844           | 100%  |
| Instructor           | \$44,349           | 81%   |

Data Source: AAUP Salary Survey results posted on *The Chronicle of Higher Education* website (2008)

Increases in these salaries were projected over 30 years, assuming that these ratios should remain more or less constant over time and that the average annual cost of living salary increase would be 2.4%. The salary of a hypothetical faculty member was then drawn onto these projected salary curves so that salary over his or her career would intersect the curves at the mean salary for rank at appropriate times. This hypothetical faculty member was assumed to have been hired at the CUPA average for Assistant Professors. This is in keeping with recent practice at USCA to hire starting Assistant Professors at or near this value. It was also assumed that the hypothetical faculty member would adhere to a regular promotion schedule, earning the rank of Associate Professor after six years and the rank of Full Professor after another six years. Normative salary increases of \$3500 for promotion to Associate Professor and \$5,000 at promotion to Full

Professor were included<sup>5</sup>. The best-fit curve, where the hypothetical faculty member's salary intersects an Associate Professor rank's mean salary at 3 years and a Full Professor's mean salary at 9 years in rank, reflects an annual increase of 3.8%.



Given that salary increases are awarded as percent increases, salaries graphed over time represent logarithmic functions (see Chart 1b). As more senior faculty members spend more time at the rank of professor, their expected compensation will rise significantly above the mean. Since life expectancies and retirement ages will likely increase over time, some artificial caps may be appropriate for long-term planning, as an increasing number of faculty members may spend more than 25 years as Full Professors. To account for this eventuality, the 2008 salary inequity study limits the compression adjustment formula to 161.7% of the Assistant Professor Salary (or 10% more than the normatively calculated Full Professor's average salary).

This normative approach produces an expected ratio between a faculty member's salary at a given point in his or her career and the salary of a starting Assistant Professor in the discipline. In this approach, the ratio accounts for rank as well as years in rank. In the 2007-08 salary study, this ratio was calculated for each year in a faculty member's career, although credit for time in rank at the Assistant and Associate Professor levels is not awarded beyond six years in rank, a limitation that parallels the Botsch Folsom formula (Hosch, 2005). Ratios for the 2007-08 salary study were calculated using the mean starting salary of \$50,964 for Assistant Professors in USC Aiken's CUPA peer institutions. The calculation altered compression adjustment percentages by less than 1% at the ranks of Associate and Full Professor from last year's study (see Table 5).

<sup>5</sup> Effective Fall 2009, salary increases will be \$5000 and \$7000 for promotion to Associate and Full Professor, respectively. Because this study is historical in nature, the salary increase values in effect for the 2007-08 academic year were used. Next year's Faculty Salary study will employ the new values.

Because compression appears not to affect faculty in the Instructor rank, this compression adjustment formula was not applied to faculty at the rank of Instructor.

**Table 5. Compression Adjustment Percentages By Rank and Years in Rank Used in the 2007-08 Salary Study**

| Years in Rank | Percent Adjustment of Actual Salary to Mean Assistant Professor Salary |                     |                |
|---------------|--|---------------------|----------------|
|               | Assistant Professor  | Associate Professor | Full Professor |
| 1             | 100.00%  | 114.21%             | 130.99%        |
| 2             | 101.37%  | 115.77%             | 132.79%        |
| 3             | 102.75%  | 117.35%             | 134.79%        |
| 4             | 104.16%  | 118.96%             | 134.60%        |
| 5             | 105.58%  | 120.59%             | 136.44%        |
| 6             | 107.03%  | 122.23%             | 138.31%        |
| 7             | 107.03%  | 122.23%             | 140.20%        |
| 8             | 107.03%  | 122.23%             | 142.11%        |
| 9             | 107.03%  | 122.23%             | 144.06%        |
| 10            | 107.03%  | 122.23%             | 146.03%        |
| 11            | 107.03%  | 122.23%             | 148.02%        |
| 12            | 107.03%  | 122.23%             | 150.05%        |
| 13            | 107.03%  | 122.23%             | 152.10%        |
| 14            | 107.03%  | 122.23%             | 154.18%        |
| 15            | 107.03%  | 122.23%             | 156.29%        |
| 16            | 107.03%  | 122.23%             | 158.42%        |
| 17            | 107.03%  | 122.23%             | 160.59%        |
| 18            | 107.03%  | 122.23%             | 161.70%        |
| 19            | 107.03%  | 122.23%             | 161.70%        |
| 20            | 107.03%  | 122.23%             | 161.70%        |
| 21            | 107.03%  | 122.23%             | 161.70%        |
| 22            | 107.03%  | 122.23%             | 161.70%        |
| 23            | 107.03%  | 122.23%             | 161.70%        |
| 24            | 107.03%  | 122.23%             | 161.70%        |

To generate an expected salary for each faculty member, the CUPA average for Assistant Professors in their sub-discipline was multiplied by the appropriate percentage for their rank and years in rank (see Table 5). This expected salary was then subtracted from a faculty member's adjusted 9-month salary and the resulting difference was divided by the expected salary to produce a compression-adjusted inequity percentage parallel to the Botsch Folsom inequity percentage.<sup>6</sup>

Appendix B presents compression adjustment calculations and percentages for each faculty member by ID# only, and Appendix F provides compression adjustment percent inequities by ID# only. Appendix D and Appendix G (not available in the web version of this study) present the same tables showing Botsch Folsom inequity percentages and compression adjustment inequity percentages for each faculty member with personally identifiable information included.

<sup>6</sup> In previous Faculty salary studies, the faculty member's salary was subtracted from the expected salary resulting in a compression adjusted inequity that differs only in sign compared to the formula used this year. In the past, a negative inequity statistic, counter-intuitively, was representative of a faculty member's salary being above expectation.

## Overview of USCA Faculty Salaries

The mean salary of all full-time faculty, excluding librarians, at USC Aiken rose from \$55,272 in 2006-07 to \$56,273 in 2007-08, for an overall increase of 1.8%. The mean salary of Full Professors rose 6.1% to \$75,276; the mean salary of Associate Professors rose 0.3% to \$60,166; the mean salary of Assistant Professors rose 1.2% to \$49,905; and the mean salary for Instructors decreased 0.4% to \$43,915. Increases in various ranks in part reflect a legislated increase of 3% applied to base salaries, effective July 1, 2007.

The difference between the actual increase and the legislated increase results from change in personnel as higher paid faculty at the rank of Professor retire and lower paid faculty at the rank of Assistant Professor are hired. Changes in the distribution of faculty across disciplines and among ranks also contribute to this difference. It is important to observe that comparisons of mean salaries over time may be confounded by the distribution of faculty among high- and low-paying disciplines as well as by faculty with extended time in rank. The low overall change (1.8%) in the mean salary of all faculty from Fall 2006 to Fall 2007 reflects just such a change in faculty distribution across ranks.

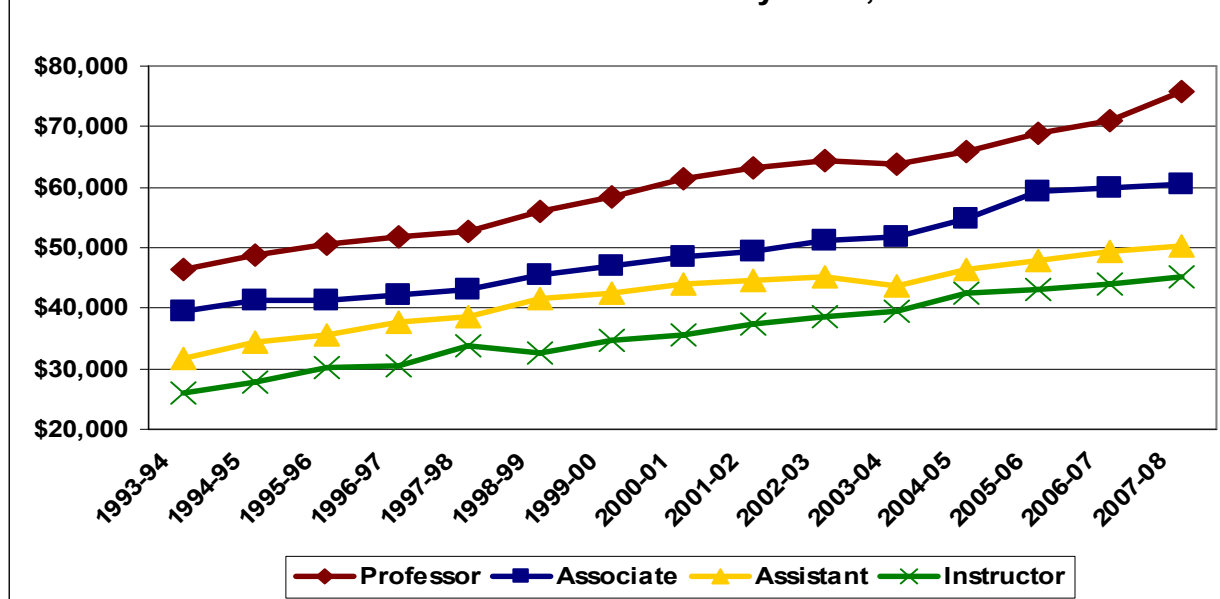
**Table 6. Mean Faculty Salaries (\$000) by Rank Fulltime Teaching Faculty, 9-Month Contract Basis**

|                | Professor | Associate | Assistant | Instructor | All  |
|----------------|-----------|-----------|-----------|------------|------|
| <b>1993-94</b> | 46.5      | 39.6      | 31.8      | 26.0       | 37.3 |
| <b>1994-95</b> | 48.9      | 41.2      | 34.4      | 27.9       | 39.3 |
| <b>1995-96</b> | 50.5      | 41.2      | 35.6      | 30.1       | 41.1 |
| <b>1996-97</b> | 51.7      | 42.3      | 37.7      | 30.4       | 42.3 |
| <b>1997-98</b> | 52.7      | 43.1      | 38.5      | 33.8       | 43.8 |
| <b>1998-99</b> | 56.0      | 45.5      | 41.5      | 32.5       | 46.0 |
| <b>1999-00</b> | 58.5      | 46.9      | 42.5      | 34.6       | 46.4 |
| <b>2000-01</b> | 61.4      | 48.5      | 44.0      | 35.5       | 48.2 |
| <b>2001-02</b> | 63.2      | 49.3      | 44.6      | 37.5       | 49.6 |
| <b>2002-03</b> | 64.5      | 51.3      | 45.1      | 38.5       | 49.9 |
| <b>2003-04</b> | 63.9      | 51.8      | 43.6      | 39.6       | 49.6 |
| <b>2004-05</b> | 66.0      | 54.8      | 45.5      | 44.0       | 53.0 |
| <b>2005-06</b> | 68.8      | 59.2      | 47.9      | 43.0       | 55.1 |
| <b>2006-07</b> | 70.9      | 60.0      | 49.3      | 44.1       | 55.3 |
| <b>2007-08</b> | 75.8      | 60.6      | 50.4      | 45.1       | 56.3 |

Faculty salaries are reported according to CUPA definitions. Figures include 11/12 month contracts converted to 9-month basis (.818 conversion factor) as suggested by AAUP.

Source: AAUP Salary Survey results posted on *The Chronicle of Higher Education* website. Due to data collection anomalies, salaries reported by AAUP may differ slightly from those available from the South Carolina Commission on Higher Education and from those reported to IPEDS.

**Chart 2. USC Aiken Mean Salaries by Rank, 1993-2007**



**Table 7. 2007-08 Faculty Salaries (\$000) by Rank in South Carolina Institutions**

| Institution                       | Classification | Full Professor | Associate Prof. | Assistant Prof. | Instructor  |
|-----------------------------------|----------------|----------------|-----------------|-----------------|-------------|
| College of Charleston             | IIA            | 77.3           | 63.4            | 55.5            | 47.1        |
| Charleston Southern U             | IIB            | 64.6           | 61.3            | 49.4            | 42.5        |
| Citadel, The                      | IIA            | 77.5           | 68.9            | 55.7            | ----        |
| Clafin U                          | IIB            | 61.9           | 58.1            | 50.0            | 40.2        |
| Clemson U                         | I              | 103.9          | 75.3            | 67.4            | 49.2        |
| Coastal Carolina U                | IIB            | 78.7           | 63.9            | 57.8            | 41.3        |
| Columbia C                        | IIB            | 54.6           | 50.6            | 41.9            | ----        |
| Converse C                        | IIB            | 55.2           | 43.3            | 38.3            | 30.4        |
| Erskine C                         | IIB            | 61.4           | 48.2            | 43.6            | ----        |
| Francis Marion U                  | IIA            | 75.0           | 59.6            | 50.8            | 44.5        |
| Furman U                          | IIB            | 91.4           | 68.7            | 53.7            | 48.5        |
| Lander U                          | IIB            | 64.7           | 54.0            | 48.7            | 40.9        |
| Limestone C                       | IIB            | 52.7           | 45.9            | 44.6            | 37.8        |
| Presbyterian C                    | IIB            | 68.1           | 57.7            | 48.9            | 39.5        |
| South Carolina State              | IIB            | 72.6           | 64.2            | 55.0            | 42.3        |
| <b>U of South Carolina, Aiken</b> | <b>IIB</b>     | <b>75.8</b>    | <b>60.6</b>     | <b>50.4</b>     | <b>45.1</b> |
| U of South Carolina, Beaufort     | III            | 70.8           | 61.0            | 49.2            | 43.7        |
| U of South Carolina, Columbia     | I              | 107.2          | 74.9            | 67.1            | 44.1        |
| U of South Carolina, Lancaster    | III            | 64.9           | 58.3            | 47.0            | 41.9        |
| U of South Carolina, Sumter       | III            | 65.7           | 58.0            | 47.4            | 33.4        |
| U of South Carolina, Union        | III            | ----           | ----            | 45.5            | 42.1        |
| U of South Carolina, Upstate      | IIB            | 70.7           | 59.2            | 52.0            | 45.0        |
| U of South Carolina, Salkehatchie | III            | ----           | 46.9            | 43.1            | 40.9        |
| Winthrop U                        | IIA            | 78.2           | 66.4            | 53.0            | 44.0        |
| Wofford C                         | IIB            | 76.3           | 60.0            | 56.5            | 45.5        |

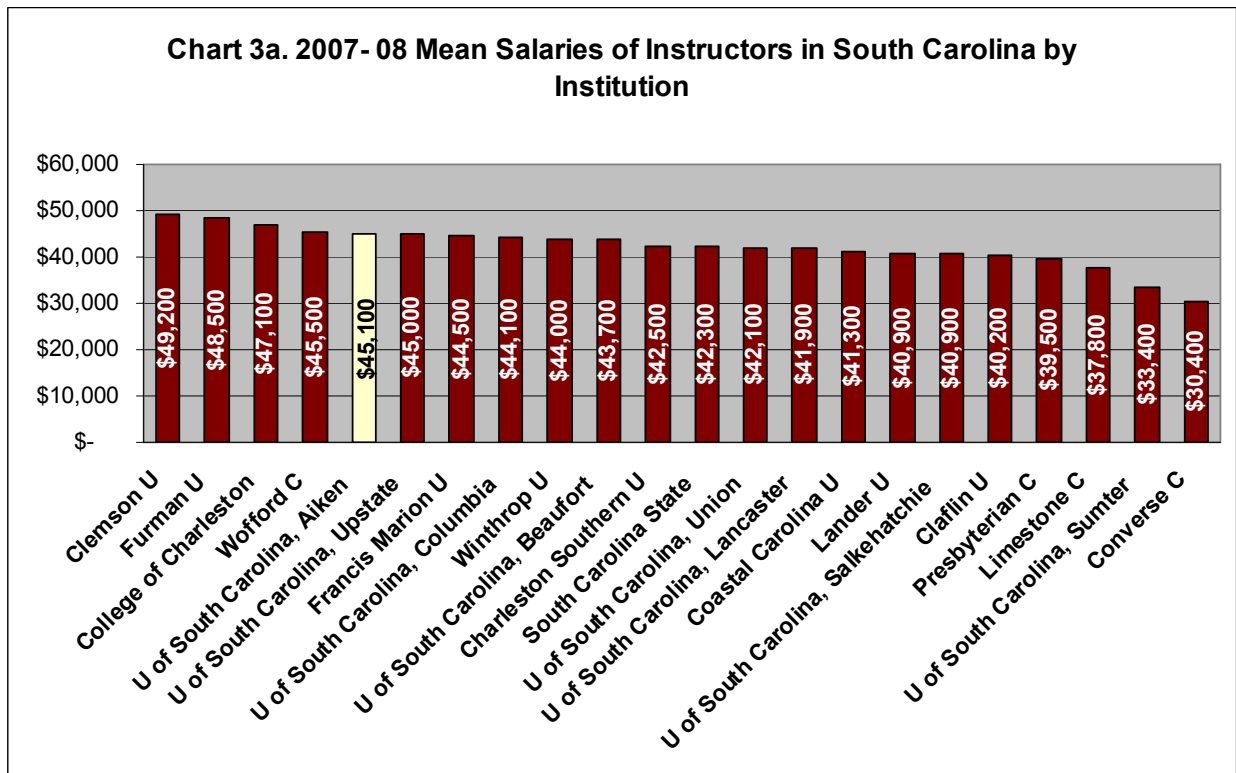
Source: *The Chronicle of Higher Education* reports online mean faculty salaries by institution collected by the American Association of University Professors (<http://chronicle.com/stats/aaup/>). Because of data collection anomalies, salaries reported by AAUP differ slightly from those available from the South Carolina Commission on Higher Education and may differ from salaries reported in IPEDS.

Mean faculty salaries at each rank indicate that USC Aiken offers comparable salaries to the leading 4-year teaching institutions in the state. As would be expected, tenured and tenure-track faculty at USC Columbia and Clemson University earn the highest salaries in South Carolina. Faculty at the most selective private universities in the state – Furman University and Wofford College also earned higher mean salaries than faculty at USC Aiken.

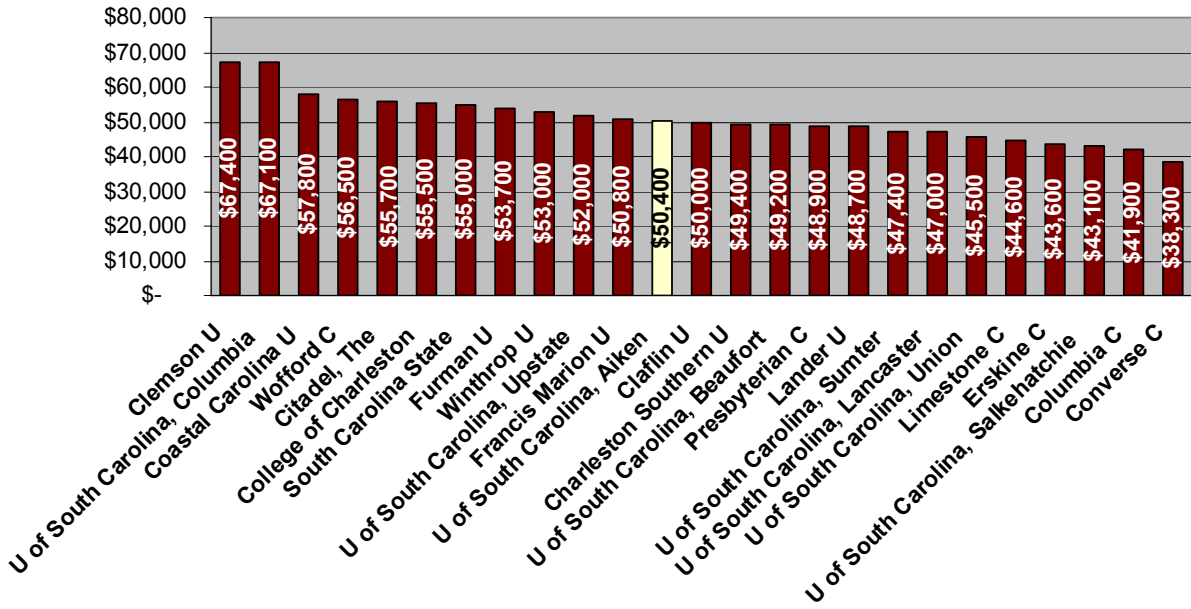
Among all institutions in South Carolina, USC Aiken’s 2007-08 faculty salaries ranked #5 for Instructors, #12 for Assistant Professors, #11 for Associate Professors, and #9 for Full Professors.

Mean salaries of Instructors at USC Aiken in 2007-08 were the fifth highest in the state behind Clemson, Furman, College of Charleston, and Wofford College. This is identical to the ranking from 2006-07.

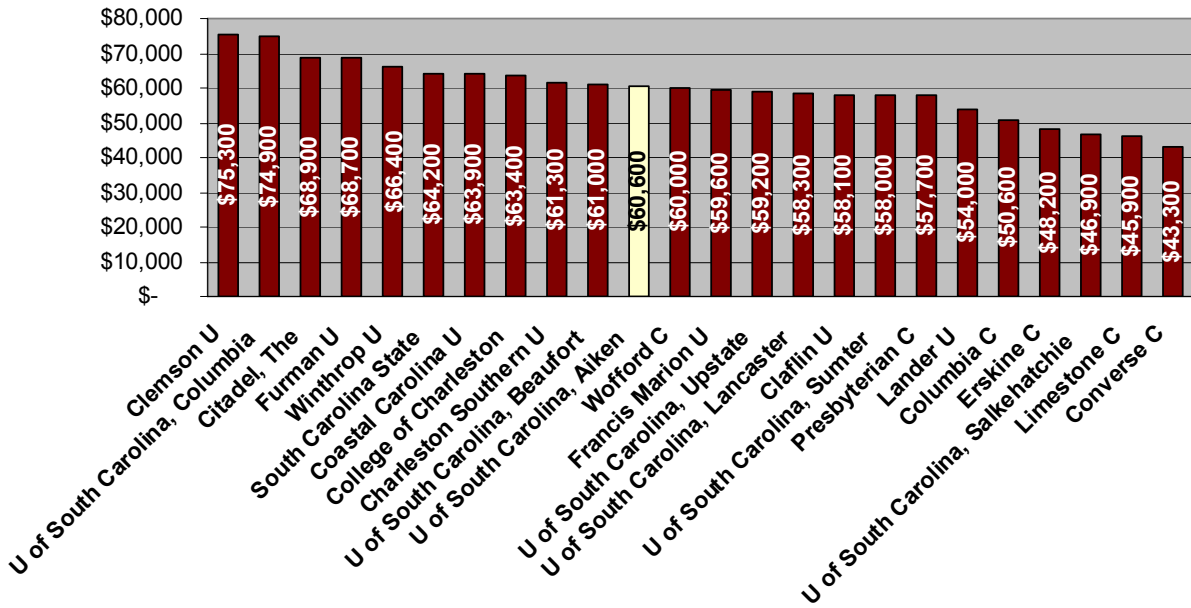
Disciplinary distribution may also account for variation in mean salaries among institutions in the state. Universities with more faculty in high-paying disciplines such as computer science or business may appear to pay higher salaries, when in fact they do not. Institution-by-institution comparisons within the state at a disciplinary level or comparisons that control for years of service are not currently possible due to limitations on the availability of data.



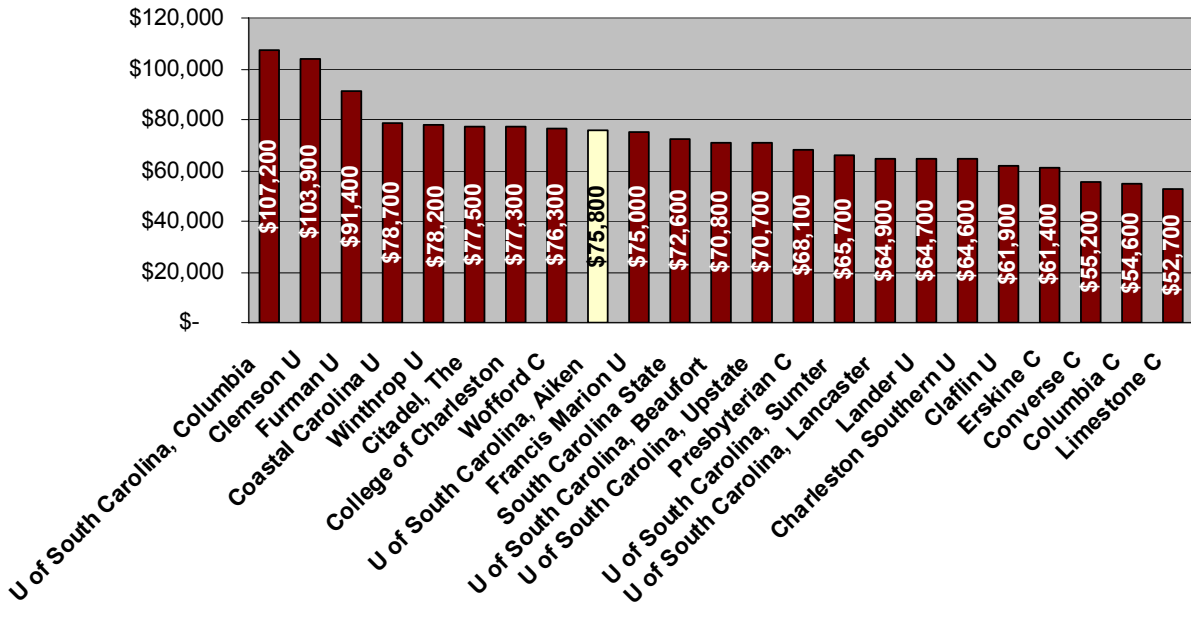
**Chart 3b. 2007- 08 Mean Salaries of Assistant Professors in South Carolina by Institution**



**Chart 3c. 2007- 08 Mean Salaries of Associate Professors in South Carolina by Institution**



**Chart 3d. 2007- 08 Mean Salaries of Full Professors in South Carolina by Institution**



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## Botsch Folsom Competitiveness Comparisons

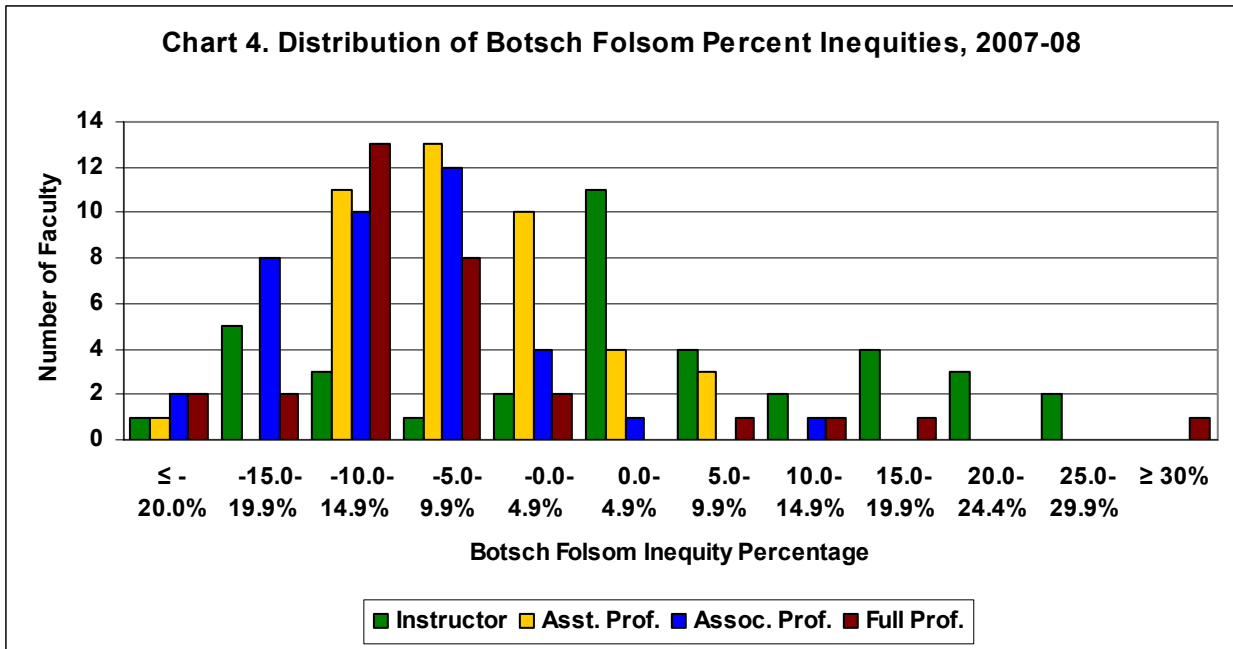
The mean inequity percentage for all 2007-08 faculty salaries using the Botsch Folsom formula, with appropriate adjustments for Full Professors with less than the average time in rank, was -5.2%, indicating that faculty members at USC Aiken are paid less than they would be expected to be paid based on the formula. The Botsch Folsom inequity percentage was greater in 2007-08 than in recent years; last year's value was -3.2%.

Mean inequity percentages varied significantly by faculty rank  $F(3,135)=9.091, p<.001$ . The mean salary of Instructors appears to be 2.9% higher than their expected salaries. For Assistant Professors the mean inequity percentage was -5.8%. This was lower than expected and down from -4.1% in 2006-07. The inequity percentage for Associate Professors dropped significantly to -10.6% from -7.2% in 2006-07. For Full Professors, the inequity percentage dropped to -7.7% (after special adjustments were made for faculty with less than 12 years of service) from -3.6% in 2006-07. Post-hoc analyses indicated that the Associate Professors had inequity rates significantly lower than Assistant Professors (Tukey HSD test,  $p < .05$ ; -10.6% compared to -5.8%).

**Table 8. Number of Faculty by Botsch Folsom Inequity Percentage Ranges<sup>7</sup>**

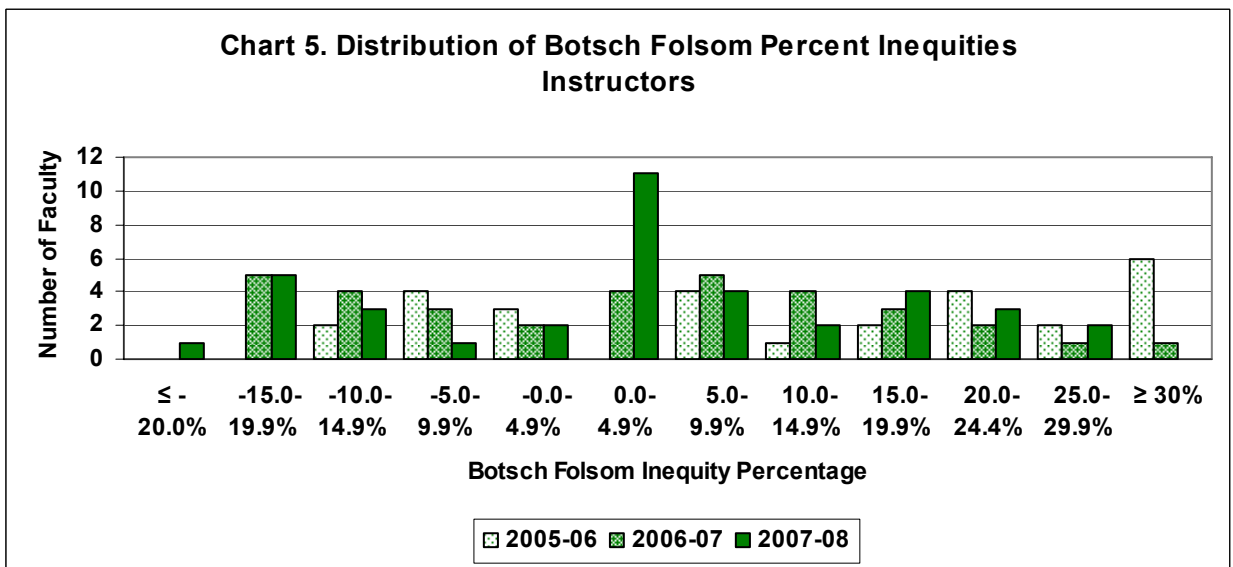
|                    | Number of Faculty |           |           |             |           |           |              |           |           |            |           |           |             |            |            |
|--------------------|-------------------|-----------|-----------|-------------|-----------|-----------|--------------|-----------|-----------|------------|-----------|-----------|-------------|------------|------------|
|                    | Instructor        |           |           | Asst. Prof. |           |           | Assoc. Prof. |           |           | Full Prof. |           |           | Grand Total |            |            |
|                    | 2005-06           | 2006-07   | 2007-08   | 2005-06     | 2006-07   | 2007-08   | 2005-06      | 2006-07   | 2007-08   | 2005-06    | 2006-07   | 2007-08   | 2005-06     | 2006-07    | 2007-08    |
| ≤ -20.0%           |                   |           | 1         | 1           | 1         | 1         |              |           | 2         | 1          |           | 2         | 2           | 1          | 6          |
| -15.0-19.9%        |                   | 5         | 5         | 2           | 1         |           | 2            | 3         | 8         | 1          | 2         | 2         | 5           | 11         | 15         |
| -10.0-14.9%        | 2                 | 4         | 3         | 9           | 8         | 11        | 16           | 12        | 10        | 12         | 12        | 13        | 39          | 36         | 37         |
| -5.0-9.9%          | 4                 | 3         | 1         | 9           | 14        | 13        | 17           | 13        | 12        | 6          | 4         | 8         | 36          | 34         | 34         |
| -0.0-4.9%          | 3                 | 2         | 2         | 10          | 10        | 10        | 2            | 4         | 4         | 1          | 2         | 2         | 16          | 18         | 18         |
| 0.0-4.9%           |                   | 4         | 11        | 6           | 9         | 4         | 1            | 1         | 1         | 3          | 1         | 0         | 10          | 15         | 16         |
| 5.0-9.9%           | 4                 | 5         | 4         | 4           | 2         | 3         |              | 1         |           | 2          | 6         | 1         | 10          | 14         | 8          |
| 10.0-14.9%         | 1                 | 4         | 2         | 1           | 1         |           |              |           | 1         | 3          | 1         | 1         | 5           | 6          | 4          |
| 15.0-19.9%         | 2                 | 3         | 4         | 1           |           |           | 2            | 1         |           | 3          | 1         | 1         | 8           | 5          | 5          |
| 20.0-24.4%         | 4                 | 2         | 3         |             |           |           |              |           |           |            | 1         |           | 4           | 3          | 3          |
| 25.0-29.9%         | 2                 | 1         | 2         |             | 1         |           | 1            |           |           |            |           |           | 3           | 2          | 2          |
| ≥ 30%              | 6                 | 1         |           |             |           |           | 1            | 1         |           | 2          | 1         | 1         | 9           | 3          | 1          |
| <b>Grand Total</b> | <b>28</b>         | <b>34</b> | <b>38</b> | <b>43</b>   | <b>47</b> | <b>42</b> | <b>42</b>    | <b>36</b> | <b>38</b> | <b>34</b>  | <b>31</b> | <b>31</b> | <b>147</b>  | <b>149</b> | <b>149</b> |

<sup>7</sup> Due to the modification in the Botsch Folsom equation in this year's Faculty Salary study, inequity statistics from previous years were "sign" reversed (i.e., multiplied by -1) to facilitate comparisons across years.

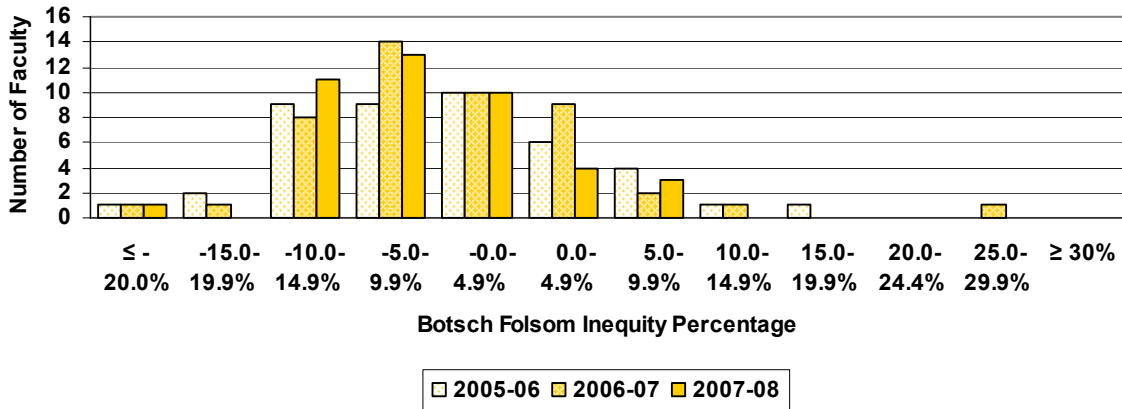


Paid less than expected ←————→ Paid more than expected

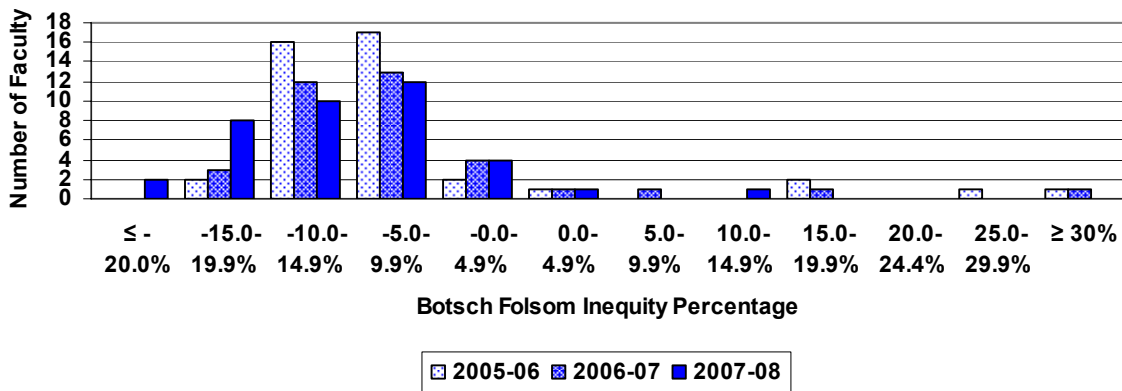
Visual examination of the distribution of inequity percentages by rank (see Chart 4) indicates that the inequities generated by the Botsch Folsom formula have clustered in the -15% to +10% inequity range. Distributions of inequity statistics for academic ranks follow in Charts 5-8.



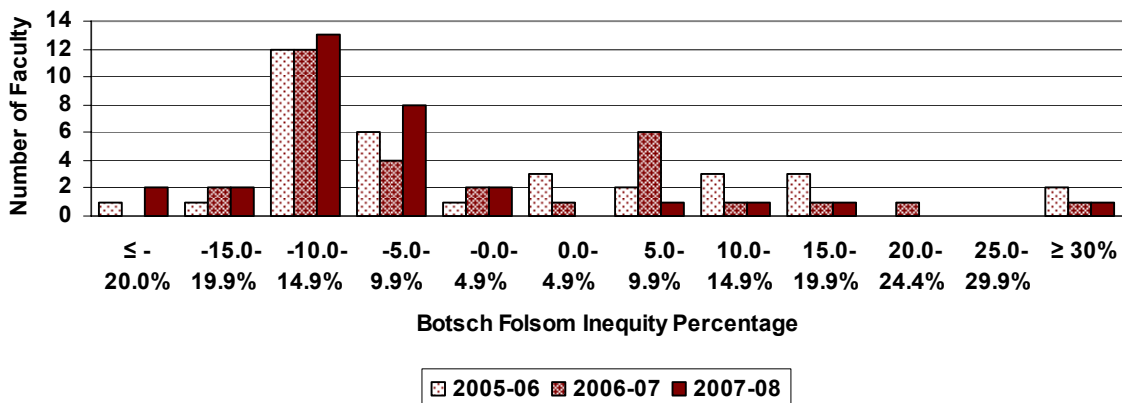
**Chart 6. Distribution of Botsch Folsom Percent Inequities  
Assistant Professors**



**Chart 7. Distribution of Botsch Folsom Percent Inequities  
Associate Professors**



**Chart 8. Distribution of Botsch Folsom Percent Inequities  
Full Professors**



## Gender and Race/Ethnicity Inequity Comparisons

### Salary Inequities Related to Gender

Consistent with previous faculty salary inequity studies, the present analysis does not indicate that there are consistent patterns of salary inequities related to gender  $F(1,135)=3.195, p=.076$ , although the main effect is approaching traditional levels of statistical significance (i.e.,  $\alpha = .05$ ). Further, no higher level interactions of gender with race or rank were found to be statistically significant. Table 9 shows the mean Botsch Folsom (adjusted) inequity measures for males and females across ranks for each of the past three years and Table 10 shows the average salaries across ranks for males and females.

**Table 9. Botsch Folsom (Adjusted) Inequity Percentages by Gender and Rank<sup>8</sup>**

|                | Rank              | Female    |              | Male      |              | Total      |              |
|----------------|-------------------|-----------|--------------|-----------|--------------|------------|--------------|
|                |                   | N         | Mean % Ineq  | N         | Mean % Ineq  | N          | Mean % Ineq  |
| <b>2005-06</b> | Instructor        | 18        | 11.8%        | 10        | 20.6%        | 28         | 15.0%        |
|                | Asst. Prof.       | 22        | -4.5%        | 21        | -4.1%        | 43         | -4.3%        |
|                | Assoc. Prof.      | 18        | -3.9%        | 24        | -8.0%        | 42         | -6.2%        |
|                | Professor         | 10        | 1.1%         | 24        | -1.5%        | 34         | -0.7%        |
|                | <b>2005 Total</b> | <b>68</b> | <b>0.8%</b>  | <b>79</b> | <b>-1.4%</b> | <b>147</b> | <b>-0.4%</b> |
| <b>2006-07</b> | Instructor        | 24        | 1.3%         | 10        | 5.2%         | 34         | 2.4%         |
|                | Asst. Prof.       | 25        | -4.4%        | 22        | -3.7%        | 47         | -4.1%        |
|                | Assoc. Prof.      | 13        | -7.4%        | 23        | -7.2%        | 36         | -7.2%        |
|                | Professor         | 9         | 2.3%         | 22        | -6.0%        | 31         | -3.6%        |
|                | <b>2006 Total</b> | <b>71</b> | <b>-2.2%</b> | <b>77</b> | <b>-4.2%</b> | <b>148</b> | <b>-3.2%</b> |
| <b>2007-08</b> | Instructor        | 25        | 1.9%         | 13        | 4.8%         | 38         | 2.9%         |
|                | Asst. Prof.       | 23        | -5.7%        | 19        | -5.9%        | 42         | -5.8%        |
|                | Assoc. Prof.      | 13        | -13.5%       | 25        | -9.1%        | 38         | -10.6%       |
|                | Professor         | 9         | -10.5%       | 22        | -6.6%        | 31         | -7.7%        |
|                | <b>2007 Total</b> | <b>70</b> | <b>-5.0%</b> | <b>79</b> | <b>-5.3%</b> | <b>149</b> | <b>-5.2%</b> |

**Table 10. Average Salaries by Gender and Rank**

|                | Rank              | Female    |                 | Male      |                 | Total      |                 |
|----------------|-------------------|-----------|-----------------|-----------|-----------------|------------|-----------------|
|                |                   | N         | Average Salary  | N         | Average Salary  | N          | Average Salary  |
| <b>2007-08</b> | Instructor        | 25        | \$45,113        | 13        | \$41,609        | 38         | \$43,915        |
|                | Asst. Prof.       | 23        | \$49,631        | 19        | \$50,237        | 42         | \$49,905        |
|                | Assoc. Prof.      | 13        | \$59,499        | 25        | \$60,513        | 38         | \$60,166        |
|                | Professor         | 9         | \$69,120        | 22        | \$77,795        | 31         | \$75,276        |
|                | <b>2007 Total</b> | <b>70</b> | <b>\$52,356</b> | <b>79</b> | <b>\$59,743</b> | <b>149</b> | <b>\$56,273</b> |

<sup>8</sup> Due to the modification in the Botsch Folsom equation in this year's Faculty Salary study, inequity statistics from previous years were "sign" reversed (i.e., multiplied by -1) to facilitate comparisons across years.

Together, Tables 9 and 10 highlight the importance of taking discipline specific factors into consideration when looking at salaries across gender. Simple comparisons of male and female salaries across professional ranks, such as that which is reported annually to the Professional Women on Campus (PWC) organization, will likely confound important variables, particularly when one considers that there are likely large discrepancies in the representation of males and females within disciplines that have widely different average salaries. In this case, although males had an average salary slightly higher than females (\$59,743 compared to \$52,356), they also had a larger negative salary inequity. Overall, females were only 5.0% under the expected salary for their professional rank, time in rank, and discipline, while males were 5.3% below their expected salaries.

### Salary Inequities Related to Race or Ethnicity

Similar to findings from previous Faculty Salary studies, this study has found a statistically significant effect of race based upon the unadjusted Botsch Folsom inequity statistic  $F(3,135) = 4.332, p < .05$ . The finding is less robust when special adjustments are made for Full Professors with less than the average number of years in rank  $F(3,135) = 3.195, p = .097$ , but the pattern is the same. While both groups of faculty had lower than expected salaries, on average and relative to their expected salaries based upon the Botsch Folsom formula, nonwhite faculty members had salaries that were closer to that which was expected (1.4% below) than white faculty (5.7% below). This pattern indicates that nonwhite faculty members appear not to be subject to discrimination in the salary structure and may have benefited from efforts directed at recruiting a diverse faculty. Analysis of faculty salaries by race or ethnicity at USCA is also complicated by the relatively low number of faculty members from racial or ethnic minorities. Indeed, out of 149 faculty members included in the study, only 19 (12.8%) have indicated their ethnicity is other than white. Further, there was no evidence of higher level interactions of race or ethnicity with gender or rank.

Table 11 shows the mean Botsch Folsom (adjusted) inequity measures for whites and non-whites across ranks for each of the past three years and Table 12 shows the average salaries across ranks for the two levels of race/ethnicity.

**Table 11. Botsch Folsom (Adjusted) Inequity Percentages by Race and Rank**

|         | Rank              | White      |              | Nonwhite  |              | Total      |              |
|---------|-------------------|------------|--------------|-----------|--------------|------------|--------------|
|         |                   | N          | Mean % Ineq  | N         | Mean % Ineq  | N          | Mean % Ineq  |
| 2005-06 | Instructor        | 23         | 13.2%        | 5         | 23.4%        | 28         | 15.0%        |
|         | Asst. Prof.       | 32         | -5.0%        | 11        | -2.3%        | 43         | -4.3%        |
|         | Assoc Prof.       | 36         | -6.5%        | 6         | -4.5%        | 42         | -6.2%        |
|         | Professor*        | 32         | 2.0%         | 2         | >25.0%       | 34         | -0.7%        |
|         | <b>2005 Total</b> | <b>123</b> | <b>-1.4%</b> | <b>24</b> | <b>5.0%</b>  | <b>147</b> | <b>-0.4%</b> |
| 2006-07 | Instructor        | 28         | 0.9%         | 6         | 9.7%         | 34         | 2.4%         |
|         | Asst. Prof.       | 37         | -5.5%        | 10        | 1.0%         | 47         | -4.1%        |
|         | Assoc Prof.       | 31         | -7.4%        | 5         | -6.0%        | 36         | -7.2%        |
|         | Professor*        | 29         | 5.0%         | 2         | >15.0%       | 31         | -3.6%        |
|         | <b>2006 Total</b> | <b>125</b> | <b>-4.5%</b> | <b>23</b> | <b>-3.4%</b> | <b>148</b> | <b>-3.2%</b> |
| 2007-08 | Instructor        | 33         | 2.4%         | 5         | 6.6%         | 38         | 2.9%         |
|         | Asst. Prof.       | 36         | -6.3%        | 6         | -2.6%        | 42         | -5.8%        |
|         | Assoc Prof.       | 32         | -11.0%       | 6         | -8.0%        | 38         | -10.6%       |
|         | Professor*        | 29         | -8.4%        | 2         | 2.3%         | 31         | -7.7%        |
|         | <b>2007 Total</b> | <b>130</b> | <b>-5.7%</b> | <b>19</b> | <b>-1.4%</b> | <b>149</b> | <b>-5.2%</b> |

\* Data confuted to protect personally identifiable information

**Table 12. Average Salaries by Race and Rank**

|                | Rank              | White<br>Average<br>Salary |                 | Nonwhite<br>Average<br>Salary |                 | Total<br>Average<br>Salary |                 |
|----------------|-------------------|----------------------------|-----------------|-------------------------------|-----------------|----------------------------|-----------------|
|                |                   | N                          | Salary          | N                             | Salary          | N                          | Salary          |
| <b>2007-08</b> | Instructor        | 33                         | \$43,123        | 5                             | \$49,141        | 38                         | \$43,915        |
|                | Asst. Prof.       | 36                         | \$48,296        | 6                             | \$59,562        | 42                         | \$49,905        |
|                | Assoc. Prof.      | 32                         | \$59,032        | 6                             | \$66,216        | 38                         | \$60,166        |
|                | Professor*        | 29                         | \$75,412        | 2                             | >\$73,000       | 31                         | \$75,276        |
|                | <b>2007 Total</b> | <b>130</b>                 | <b>\$55,674</b> | <b>19</b>                     | <b>\$60,368</b> | <b>149</b>                 | <b>\$56,273</b> |

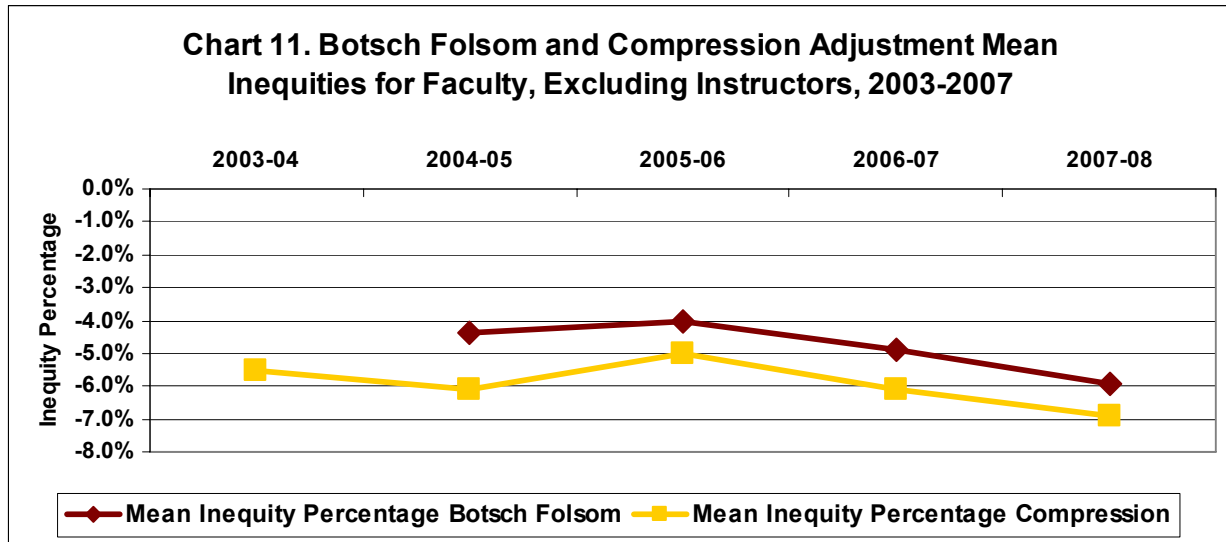
\* Data confuted to protect personally identifiable information

On average, nonwhite Instructors were paid 6.6% above their expected salaries while white Instructors were paid 2.4% above their expected salaries; this translated into a discrepancy of slightly more than \$6,000 (see Table 12). On the whole, both white and non-white Assistant and Associate Professors were paid less than expected based upon the Botsch Folsom formula; however the disparity was greater for white faculty than non-white. The largest discrepancy between white and nonwhite faculty was found for Full Professors; non-white faculty were paid 2.3% above their expected salaries following adjustments due to time in rank, while white faculty were paid 8.4% below their expected salaries. Without the adjustment for Full Professors with time in rank below the average of 12 years, the discrepancy widens to be 15% above that which is predicted by the Botsch Folsom formula for nonwhite Full Professors, and 1.6% below expectations for white Full Professors.

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## Compression Adjustment Salary Comparisons

The mean compression adjustment inequity percentage for all Assistant Professors, Associate Professors, and Full Professors in 2007-08 was -6.9%, down from -6.1% in 2006-07 (Instructors are not included in the compression adjustment calculations).

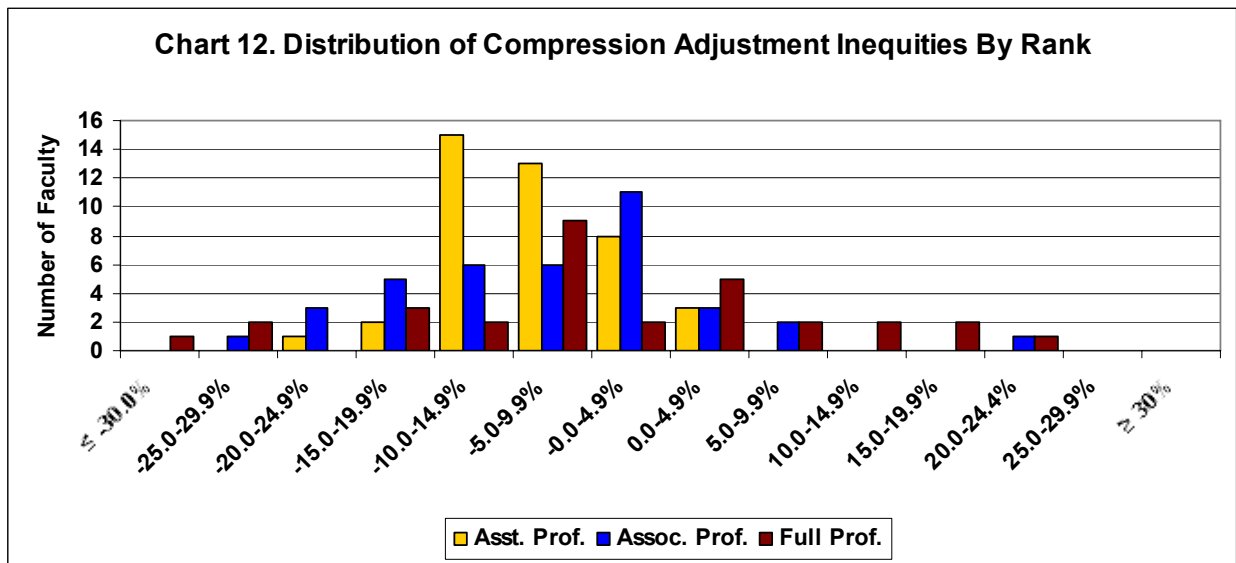


All ranks showed changes in the mean compression inequity rates over last year. While greater inequity was found for Assistant and Associate Professors over 2006-07, significant improvements were found for Full Professors. The 2007-08 mean compression inequity percentage for Assistant Professors was -8.3%, down from -6.4% in 2006-07. The 2007-08 mean compression adjustment inequity percentage for Associate Professors was -7.8%, down from -4.5% in 2006-07. For Full Professors, the 2007-08 mean compression inequity percentage was -4.1, signally a significant improvement over the -7.4% in 2006-07. As has been observed in the past, the most significant patterns of compression appeared to correspond to faculty discipline more so than rank.

The 2007-08 salaries of eight faculty members generated compression adjustment inequity percentages that were more than 20% below the expect salary. This was the same number found in 2006-07. The 2007 salaries of another 33 faculty members produced compression adjustment inequity percentages that were between 10% and 20% below expected values. In 2006, the number of faculty in this range was 26. Faculty members with the largest compression-related inequities were again largely restricted to just a few disciplines; of the 41 faculty with compression inequities of at least 10% below expected salaries, twenty were in the College of Sciences; ten were in the School of Business; four were in the College of Humanities and Social Sciences, four were in the School of Education, and one was in the School of Nursing. This disciplinary distribution of compression adjustment inequity percentages essentially represents disciplines in which salary compression has occurred in the marketplace, such as business and technology-related fields. Among the salaries in the moderate compression group between 10% and 20% inequity, there was significantly more disciplinary variation.

**Table 13. Number of Faculty by Compression Adjustment Inequity Percentage Ranges 2005-06, 2006-07, and 2007-08**

| Compression Inequity Adjustment Percentage | Number of Faculty |           |           |              |           |           |            |           |           |            |            |            |
|--|-------------------|-----------|-----------|--------------|-----------|-----------|------------|-----------|-----------|------------|------------|------------|
|  | Asst. Prof.       |           |           | Assoc. Prof. |           |           | Full Prof. |           |           | Total      |            |            |
|  | 2005-06           | 2006-07   | 2007-08   | 2005-06      | 2006-07   | 2007-08   | 2005-06    | 2006-07   | 2007-08   | 2005-06    | 2006-07    | 2007-08    |
| < -30.0%                                   |                   |           |           |              |           |           | 1          | 2         | 1         | 1          | 2          | 1          |
| -25.0-25.9%                                |                   | 1         |           |              |           | 1         | 1          |           | 2         | 1          | 1          | 3          |
| -20.0-24.9%                                | 1                 | 1         | 1         | 1            | 2         | 3         | 1          | 2         |           | 3          | 5          | 4          |
| -15.0-19.9%                                | 3                 | 1         | 2         | 3            | 4         | 5         |            | 2         | 3         | 6          | 7          | 10         |
| -10.0-14.9%                                | 9                 | 12        | 15        | 7            | 5         | 6         | 6          | 2         | 2         | 22         | 19         | 23         |
| -5.0-9.9%                                  | 13                | 15        | 13        | 13           | 8         | 6         | 9          | 9         | 9         | 35         | 32         | 28         |
| -0.0-4.9%                                  | 8                 | 10        | 8         | 9            | 11        | 11        | 11         | 8         | 2         | 28         | 29         | 21         |
| 0.0-4.9%                                   | 6                 | 4         | 3         | 2            | 2         | 3         | 4          | 3         | 5         | 12         | 9          | 11         |
| 5.0-9.9%                                   | 2                 | 1         |           | 2            | 1         | 2         |            | 2         | 2         | 4          | 4          | 4          |
| 10.0-14.9%                                 | 1                 | 1         |           | 1            | 1         |           | 1          | 1         | 2         | 3          | 3          | 2          |
| 15.0-19.9%                                 |                   |           |           | 1            |           |           |            |           | 2         | 1          | 0          | 2          |
| 20.0-24.9%                                 |                   | 1         |           | 1            | 1         | 1         |            |           | 1         | 1          | 2          | 2          |
| 25.0-29.9%                                 |                   |           |           | 1            |           |           |            |           |           | 1          | 0          | 0          |
| >30.0%                                     |                   |           |           | 1            | 1         |           |            |           |           | 1          | 1          | 0          |
| <b>Total</b>                               | <b>43</b>         | <b>47</b> | <b>42</b> | <b>42</b>    | <b>36</b> | <b>38</b> | <b>34</b>  | <b>31</b> | <b>31</b> | <b>119</b> | <b>114</b> | <b>111</b> |



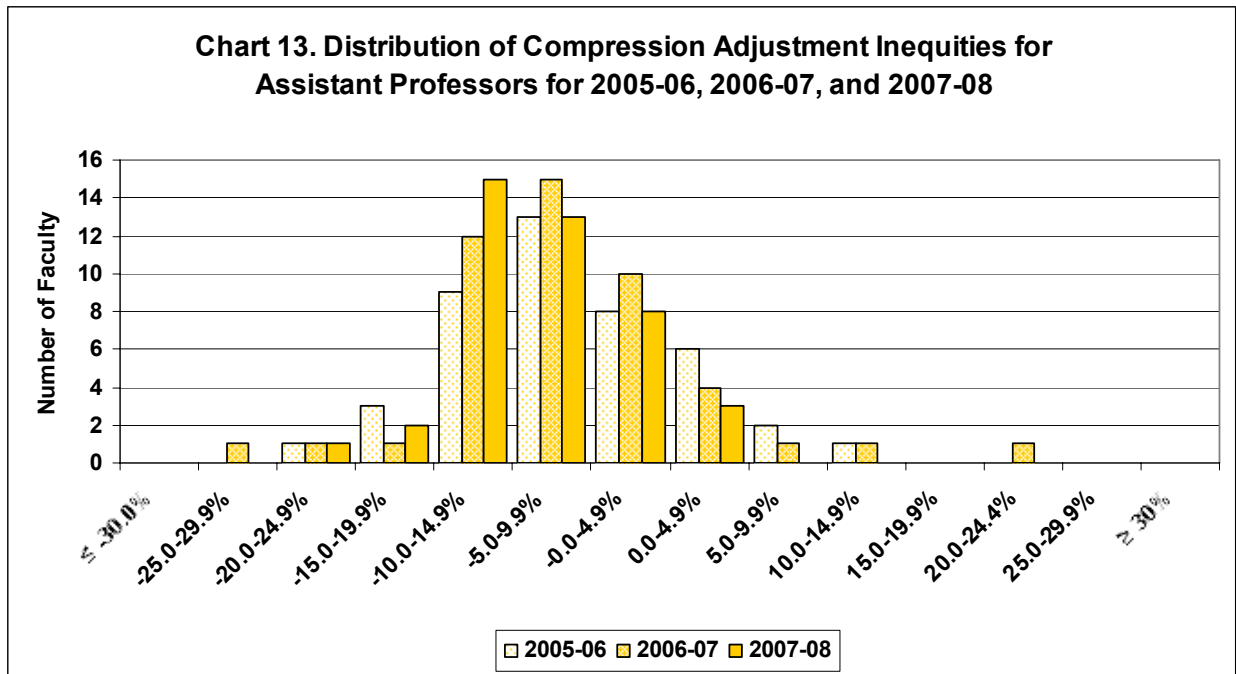
Paid less than expected ←

→ Paid more than expected

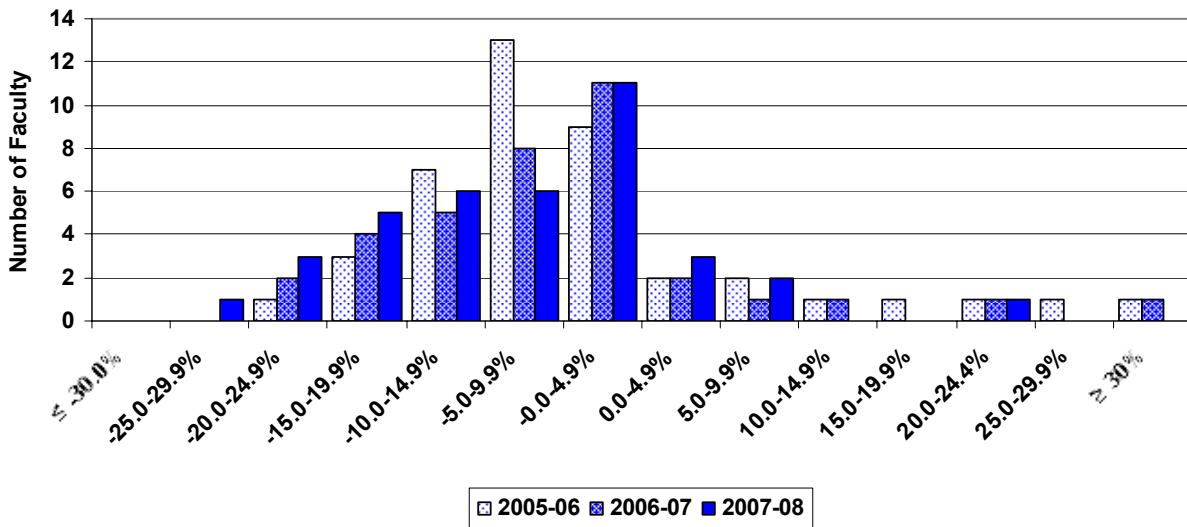
As was observed in other recent faculty salary studies, the inequity percentages generated by the compression adjustment formula appear to fall into the semblance of normal distributions by

rank. These distributions appear somewhat closer to Bell curves that the inequities generated by the Botsch Folsom formula, although the number of faculty members in all of these populations is still slightly small to draw conclusions with a reasonable degree of confidence.

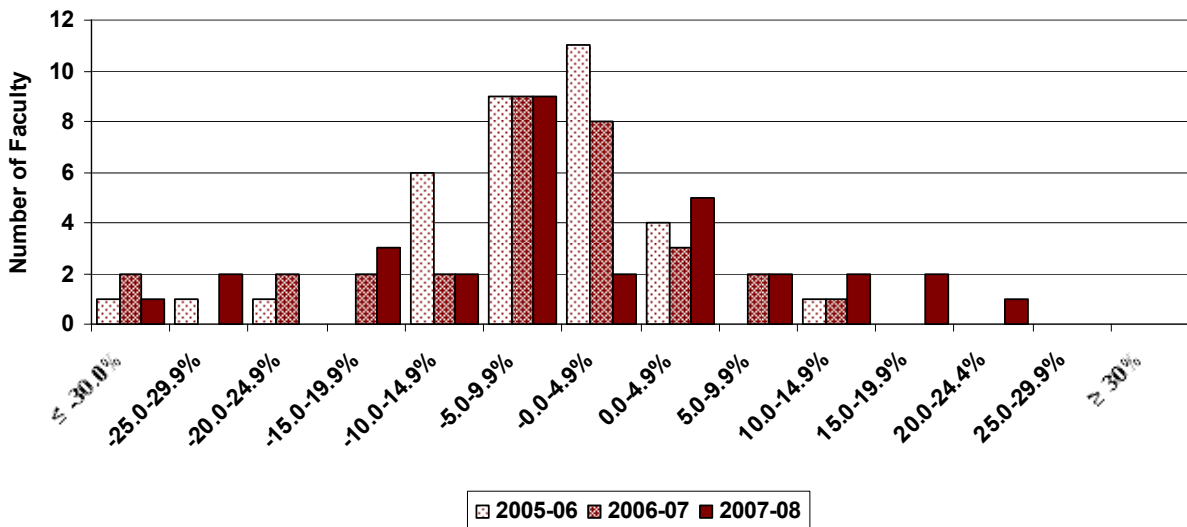
It is significant to observe that application of the compression adjustment formula would necessarily shift funds available to address salary inequities toward compressed disciplines and leave less money for adjustments in disciplines that have not experienced significant salary compression. A sustained application of the formula, without checks or limits, could dramatically increase average faculty salaries in these compressed disciplines and could increase the disparity between faculty in different disciplines at the same rank, essentially promoting salary inequities across disciplines or making them less comparable (McLaughlin & Howard, 2003).



**Chart 14. Distribution of Compression Adjustment Inequities for Associate Professors for 2005-06, 2006-07, and 2007-08**



**Chart 15. Distribution of Compression Adjustment Inequities for Full Professors for 2005-06, 2006-07, and 2007-08**



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## Appendix A: Legislated Percent Increases & Inflation 1987-2007

**Table A1. Legislated Percent Increases for South Carolina State Employees 1987-2007 with 5- and 10-Year Moving Averages**

| Year | Legislated Percent Increase | 5 Year Average Increase | 10 Year Average Increase |
|------|-----------------------------|-------------------------|--------------------------|
| 1987 | 3.00                        | --                      | --                       |
| 1988 | 4.00                        | --                      | --                       |
| 1989 | 6.00                        | --                      | --                       |
| 1990 | 4.50                        | --                      | --                       |
| 1991 | 0.00                        | 3.50                    | --                       |
| 1992 | 2.00                        | 3.30                    | --                       |
| 1993 | 0.00                        | 2.50                    | --                       |
| 1994 | 4.36                        | 2.17                    | --                       |
| 1995 | 3.56                        | 1.98                    | --                       |
| 1996 | 3.40                        | 2.66                    | 3.08                     |
| 1997 | 2.50                        | 2.76                    | 3.03                     |
| 1998 | 4.50                        | 3.66                    | 3.08                     |
| 1999 | 4.00                        | 3.59                    | 2.88                     |
| 2000 | 3.00                        | 3.48                    | 2.73                     |
| 2001 | 2.00                        | 3.20                    | 2.93                     |
| 2002 | 1.00                        | 2.90                    | 2.83                     |
| 2003 | 0.00                        | 2.00                    | 2.83                     |
| 2004 | 3.00                        | 1.80                    | 2.70                     |
| 2005 | 4.00                        | 2.00                    | 2.74                     |
| 2006 | 3.00                        | 2.20                    | 2.70                     |
| 2007 | 3.00                        | 2.60                    | 2.75                     |

## Appendix B: Inequity Percentage Comparisons By Individual (Personally Identifiable Information Removed)

**Table B1. Inequity Percentage Comparisons for Instructors  
(Personally Identifiable Information Removed)**

Note: Positive inequity indicates a salary that is more than the expected salary generated by the formula.

Note: The compression adjustment formula does not apply to Instructors.

| ID  | Rank       | Hire/<br>Prom-<br>otion<br>Date | Percent<br>Inequity | Compression<br>Adjustment<br>Percent<br>Inequity |
|-----|------------|---------------------------------|---------------------|--|
| 186 | Instructor | 2003                            | 28.2%               | --   |
| 228 | Instructor | 1998                            | 26.9%               | --   |
| 193 | Instructor | 2007                            | 23.4%               | --   |
| 180 | Instructor | 2005                            | 23.0%               | --   |
| 178 | Instructor | 2007                            | 20.3%               | --   |
| 195 | Instructor | 2007                            | 17.2%               | --   |
| 191 | Instructor | 2003                            | 17.2%               | --   |
| 224 | Instructor | 2007                            | 15.8%               | --   |
| 177 | Instructor | 2003                            | 15.7%               | --   |
| 150 | Instructor | 2007                            | 13.0%               | --   |
| 201 | Instructor | 2007                            | 12.0%               | --   |
| 173 | Instructor | 2007                            | 8.7%                | --   |
| 225 | Instructor | 2007                            | 8.0%                | --   |
| 221 | Instructor | 2003                            | 7.7%                | --   |
| 119 | Instructor | 2001                            | 6.0%                | --   |
| 211 | Instructor | 2006                            | 4.9%                | --   |
| 122 | Instructor | 2006                            | 3.9%                | --   |
| 132 | Instructor | 2006                            | 3.9%                | --   |
| 179 | Instructor | 2002                            | 3.5%                | --   |
| 244 | Instructor | 2003                            | 2.9%                | --   |
| 167 | Instructor | 2003                            | 2.1%                | --   |
| 232 | Instructor | 1991                            | 1.8%                | --   |
| 129 | Instructor | 2005                            | 1.2%                | --   |
| 247 | Instructor | 2006                            | 1.1%                | --   |
| 120 | Instructor | 2006                            | 0.8%                | --   |
| 131 | Instructor | 2006                            | 0.8%                | --   |
| 192 | Instructor | 2001                            | -2.9%               | --   |
| 170 | Instructor | 1992                            | -3.1%               | --   |
| 212 | Instructor | 1995                            | -9.4%               | --   |
| 134 | Instructor | 1998                            | -10.5%              | --   |
| 231 | Instructor | 1993                            | -13.8%              | --   |
| 202 | Instructor | 2006                            | -14.2%              | --   |
| 188 | Instructor | 1989                            | -15.4%              | --   |
| 115 | Instructor | 1991                            | -15.5%              | --   |
| 130 | Instructor | 1996                            | -15.6%              | --   |
| 133 | Instructor | 1988                            | -16.7%              | --   |
| 176 | Instructor | 2003                            | -17.0%              | --   |
| 217 | Instructor | 1982                            | -24.6%              | --   |

**Table B2. Inequity Percentage Comparisons for Assistant Professors**  
(Personally Identifiable Information Removed)

Note: Positive inequity indicates a salary that is more than the expected salary generated by the formula.

| ID  | Rank        | Hire Date | Actual Salary (9-Month) | CUPA Average | Botsch Folsom %Inequity | Compression Adjustment Percent Inequity |
|-----|-------------|-----------|-------------------------|--------------|-------------------------|---|
| 190 | Asst. Prof. | 2004      |                         |              | 4.7%                    | 3.2%                                    |
| 113 | Asst. Prof. | 2004      |                         |              | 5.4%                    | 2.9%                                    |
| 127 | Asst. Prof. | 2007      |                         |              | 9.6%                    | 2.2%                                    |
| 214 | Asst. Prof. | 2003      |                         |              | -0.4%                   | -0.1%                                   |
| 245 | Asst. Prof. | 2003      |                         |              | -4.1%                   | -0.6%                                   |
| 194 | Asst. Prof. | 2002      |                         |              | -1.7%                   | -0.7%                                   |
| 106 | Asst. Prof. | 2003      |                         |              | -2.4%                   | -3.3%                                   |
| 128 | Asst. Prof. | 2005      |                         |              | -1.4%                   | -4.0%                                   |
| 219 | Asst. Prof. | 2005      |                         |              | -1.5%                   | -4.2%                                   |
| 184 | Asst. Prof. | 2002      |                         |              | -5.8%                   | -4.8%                                   |
| 123 | Asst. Prof. | 1982      |                         |              | -5.5%                   | -4.8%                                   |
| 136 | Asst. Prof. | 2007      |                         |              | 5.7%                    | -5.0%                                   |
| 196 | Asst. Prof. | 2002      |                         |              | -6.6%                   | -5.6%                                   |
| 210 | Asst. Prof. | 2006      |                         |              | -1.5%                   | -5.7%                                   |
| 216 | Asst. Prof. | 2006      |                         |              | -1.5%                   | -5.7%                                   |
| 102 | Asst. Prof. | 2007      |                         |              | 1.2%                    | -6.0%                                   |
| 185 | Asst. Prof. | 2002      |                         |              | -7.9%                   | -6.9%                                   |
| 208 | Asst. Prof. | 2007      |                         |              | 3.3%                    | -7.2%                                   |
| 215 | Asst. Prof. | 2007      |                         |              | 3.3%                    | -7.2%                                   |
| 153 | Asst. Prof. | 2003      |                         |              | -7.6%                   | -7.6%                                   |
| 141 | Asst. Prof. | 2006      |                         |              | -4.6%                   | -8.7%                                   |
| 124 | Asst. Prof. | 1985      |                         |              | -9.7%                   | -9.1%                                   |
| 199 | Asst. Prof. | 2005      |                         |              | -7.1%                   | -9.5%                                   |
| 143 | Asst. Prof. | 2002      |                         |              | -11.4%                  | -9.9%                                   |
| 205 | Asst. Prof. | 2006      |                         |              | -7.2%                   | -11.0%                                  |
| 207 | Asst. Prof. | 2006      |                         |              | -7.2%                   | -11.0%                                  |
| 116 | Asst. Prof. | 2004      |                         |              | -9.1%                   | -11.1%                                  |
| 171 | Asst. Prof. | 2007      |                         |              | -3.8%                   | -11.2%                                  |
| 233 | Asst. Prof. | 2003      |                         |              | -11.2%                  | -11.3%                                  |
| 236 | Asst. Prof. | 2006      |                         |              | -7.7%                   | -11.4%                                  |
| 174 | Asst. Prof. | 2004      |                         |              | -10.4%                  | -11.6%                                  |
| 230 | Asst. Prof. | 2002      |                         |              | -13.1%                  | -12.2%                                  |
| 137 | Asst. Prof. | 2006      |                         |              | -8.4%                   | -12.3%                                  |
| 229 | Asst. Prof. | 2006      |                         |              | -9.7%                   | -13.4%                                  |
| 161 | Asst. Prof. | 2003      |                         |              | -13.6%                  | -13.6%                                  |
| 238 | Asst. Prof. | 2004      |                         |              | -12.8%                  | -14.0%                                  |
| 160 | Asst. Prof. | 2006      |                         |              | -10.4%                  | -14.1%                                  |
| 237 | Asst. Prof. | 2004      |                         |              | -13.1%                  | -14.3%                                  |
| 163 | Asst. Prof. | 2005      |                         |              | -12.4%                  | -14.7%                                  |
| 162 | Asst. Prof. | 2006      |                         |              | -11.4%                  | -15.1%                                  |
| 165 | Asst. Prof. | 2006      |                         |              | -11.4%                  | -15.1%                                  |
| 109 | Asst. Prof. | 2000      |                         |              | -22.8%                  | -24.6%                                  |

**Table B3. Inequity Percentage Comparison for Associate Professors**  
(Personally Identifiable Information Removed)

Note: Positive inequity indicates a salary that is more than the expected salary generated by the formula.

| ID  | Rank         | Promotion Date | Actual Salary (9-Month) | CUPA Average | Botsch Folsom Percent Inequity | Compression Adjustment Percent Inequity |
|-----|--------------|----------------|-------------------------|--------------|--------------------------------|---|
| 222 | Assoc. Prof. | 2004           |                         |              | 14.7%                          | 20.2%                                   |
| 175 | Assoc. Prof. | 1987           |                         |              | 0.8%                           | 8.9%                                    |
| 223 | Assoc. Prof. | 1990           |                         |              | -2.4%                          | 5.2%                                    |
| 183 | Assoc. Prof. | 1995           |                         |              | -6.7%                          | 1.1%                                    |
| 181 | Assoc. Prof. | 2001           |                         |              | -7.1%                          | 0.7%                                    |
| 147 | Assoc. Prof. | 1998           |                         |              | -3.1%                          | 0.6%                                    |
| 248 | Assoc. Prof. | 1992           |                         |              | -9.9%                          | -0.2%                                   |
| 209 | Assoc. Prof. | 1989           |                         |              | -8.3%                          | -1.5%                                   |
| 226 | Assoc. Prof. | 1993           |                         |              | -8.9%                          | -1.7%                                   |
| 239 | Assoc. Prof. | 2007           |                         |              | -0.8%                          | -1.9%                                   |
| 142 | Assoc. Prof. | 2000           |                         |              | -9.3%                          | -2.6%                                   |
| 139 | Assoc. Prof. | 1993           |                         |              | -11.2%                         | -3.1%                                   |
| 200 | Assoc. Prof. | 2007           |                         |              | -1.8%                          | -3.7%                                   |
| 166 | Assoc. Prof. | 1992           |                         |              | -10.4%                         | -3.8%                                   |
| 204 | Assoc. Prof. | 1983           |                         |              | -8.7%                          | -3.9%                                   |
| 140 | Assoc. Prof. | 2006           |                         |              | -6.7%                          | -4.2%                                   |
| 156 | Assoc. Prof. | 1999           |                         |              | -9.6%                          | -4.4%                                   |
| 189 | Assoc. Prof. | 1992           |                         |              | -11.2%                         | -5.2%                                   |
| 234 | Assoc. Prof. | 1987           |                         |              | -11.8%                         | -6.7%                                   |
| 240 | Assoc. Prof. | 1998           |                         |              | -11.9%                         | -6.8%                                   |
| 206 | Assoc. Prof. | 1995           |                         |              | -12.6%                         | -8.1%                                   |
| 144 | Assoc. Prof. | 2007           |                         |              | -7.5%                          | -8.2%                                   |
| 235 | Assoc. Prof. | 1997           |                         |              | -14.4%                         | -9.5%                                   |
| 135 | Assoc. Prof. | 2003           |                         |              | -15.0%                         | -10.5%                                  |
| 151 | Assoc. Prof. | 2001           |                         |              | -19.5%                         | -11.8%                                  |
| 149 | Assoc. Prof. | 2007           |                         |              | -8.7%                          | -12.1%                                  |
| 197 | Assoc. Prof. | 2006           |                         |              | -12.3%                         | -12.6%                                  |
| 159 | Assoc. Prof. | 2003           |                         |              | -17.2%                         | -13.4%                                  |
| 220 | Assoc. Prof. | 2003           |                         |              | -18.6%                         | -13.8%                                  |
| 242 | Assoc. Prof. | 1985           |                         |              | -15.2%                         | -15.5%                                  |
| 243 | Assoc. Prof. | 2007           |                         |              | -13.3%                         | -16.0%                                  |
| 155 | Assoc. Prof. | 2003           |                         |              | -23.8%                         | -19.6%                                  |
| 118 | Assoc. Prof. | 2003           |                         |              | -17.6%                         | -19.8%                                  |
| 227 | Assoc. Prof. | 2003           |                         |              | -19.8%                         | -19.9%                                  |
| 111 | Assoc. Prof. | 2007           |                         |              | -8.5%                          | -20.2%                                  |
| 182 | Assoc. Prof. | 2007           |                         |              | -21.7%                         | -20.5%                                  |
| 108 | Assoc. Prof. | 1987           |                         |              | -13.0%                         | -22.5%                                  |
| 107 | Assoc. Prof. | 2003           |                         |              | -18.5%                         | -27.7%                                  |

**Table B4. Inequity Percentage Comparison for Full Professors  
(Personally Identifiable Information Removed)**

Note: Positive inequity indicates a salary that is more than the expected salary generated by the formula.

| ID  | Rank      | Promotion Date | Actual Salary (9-Month) | CUPA Average | Botsch Folsom Percent Inequity | Under mean                              |  | Compression Adjustment Percent Inequity |
|-----|-----------|----------------|-------------------------|--------------|--------------------------------|---|--|---|
|     |           |                |                         |              |                                | adjusted Botsch Folsom Percent Inequity |  |   |
| 103 | Professor | 2007           |                         |              | 51.0%                          | 18.6%                                   |  | 21.2%                                   |
| 187 | Professor | 2003           |                         |              | 29.7%                          | 14.4%                                   |  | 16.7%                                   |
| 169 | Professor | 1982           |                         |              | -6.2%                          | -6.2%                                   |  | 16.6%                                   |
| 218 | Professor | 1986           |                         |              | -6.8%                          | -6.8%                                   |  | 13.4%                                   |
| 246 | Professor | 2005           |                         |              | 25.9%                          | 7.8%                                    |  | 13.2%                                   |
| 213 | Professor | 1984           |                         |              | -13.7%                         | -13.7%                                  |  | 9.7%                                    |
| 203 | Professor | 1983           |                         |              | -13.2%                         | -13.2%                                  |  | 8.9%                                    |
| 152 | Professor | 1987           |                         |              | -14.4%                         | -14.4%                                  |  | 3.6%                                    |
| 101 | Professor | 1988           |                         |              | -11.3%                         | -11.3%                                  |  | 3.4%                                    |
| 105 | Professor | 1991           |                         |              | 35.2%                          | 35.2%                                   |  | 1.6%                                    |
| 145 | Professor | 1988           |                         |              | -12.3%                         | -12.3%                                  |  | 0.4%                                    |
| 157 | Professor | 1990           |                         |              | -7.5%                          | -7.5%                                   |  | 0.1%                                    |
| 146 | Professor | 1998           |                         |              | -0.7%                          | -3.5%                                   |  | -2.4%                                   |
| 104 | Professor | 2003           |                         |              | 7.3%                           | -6.6%                                   |  | -3.5%                                   |
| 154 | Professor | 2003           |                         |              | 0.8%                           | -9.9%                                   |  | -5.0%                                   |
| 158 | Professor | 1997           |                         |              | -3.8%                          | -5.4%                                   |  | -5.3%                                   |
| 138 | Professor | 1996           |                         |              | -6.0%                          | -6.0%                                   |  | -6.3%                                   |
| 121 | Professor | 2006           |                         |              | 13.7%                          | -9.6%                                   |  | -6.8%                                   |
| 172 | Professor | 2003           |                         |              | -1.1%                          | -11.2%                                  |  | -7.4%                                   |
| 241 | Professor | 1996           |                         |              | -4.6%                          | -4.5%                                   |  | -7.6%                                   |
| 148 | Professor | 1986           |                         |              | -23.2%                         | -23.2%                                  |  | -8.1%                                   |
| 249 | Professor | 2007           |                         |              | 6.8%                           | -12.5%                                  |  | -8.2%                                   |
| 125 | Professor | 2003           |                         |              | 2.3%                           | -12.0%                                  |  | -9.6%                                   |
| 126 | Professor | 2003           |                         |              | 1.3%                           | -12.9%                                  |  | -10.5%                                  |
| 164 | Professor | 1994           |                         |              | -14.6%                         | -14.6%                                  |  | -12.4%                                  |
| 168 | Professor | 2000           |                         |              | -7.7%                          | -14.2%                                  |  | -15.9%                                  |
| 198 | Professor | 1996           |                         |              | -16.1%                         | -16.1%                                  |  | -16.4%                                  |
| 117 | Professor | 2007           |                         |              | 14.1%                          | -10.4%                                  |  | -17.8%                                  |
| 114 | Professor | 2006           |                         |              | 2.2%                           | -12.6%                                  |  | -25.0%                                  |
| 112 | Professor | 1993           |                         |              | -18.0%                         | -18.0%                                  |  | -29.1%                                  |
| 110 | Professor | 1989           |                         |              | -26.1%                         | -26.1%                                  |  | -39.7%                                  |

**Table B5. Inequity Percentage Comparison for Librarians (Personally Identifiable Information Removed)**

Note: Positive inequity indicates a salary that is more than the expected salary generated by the formula.  
Note: The compression adjustment formula does not apply to Librarians.

| ID  | Rank | Promotion Date | Actual Salary (12-Month) | ALA Average | Botsch Folsom Percent Inequity | Compression Adjustment |    |
|-----|------|----------------|--------------------------|-------------|--------------------------------|------------------------|----|
|     |      |                |                          |             |                                | Percent Inequity       |    |
| 262 |      |                |                          |             | 15.1%                          |                        | -- |
| 264 |      |                |                          |             | 2.5%                           |                        | -- |
| 252 |      |                |                          |             | 1.9%                           |                        | -- |
| 258 |      |                |                          |             | 1.3%                           |                        | -- |
| 254 |      |                |                          |             | -1.5%                          |                        | -- |
| 259 |      |                |                          |             | -3.4%                          |                        | -- |

**Table B6. Inequity Percentage Comparisons for Faculty Receiving Promotions or Post-Tenure Review Increases**

Note: Positive inequity indicates a salary that is more than the expected salary generated by the formula.

| <b>ID*</b> | <b>Percent Inequity (Under mean adjusted) following Increase and/or Rank Change</b> |
|------------|---|
| PR1        | 18.6%   |
| PR7        | -0.8%   |
| PR2        | -1.8%   |
| PTR4       | -5.5%   |
| PTR6       | -6.8%   |
| PR9        | -7.5%   |
| PR6        | -8.5%   |
| PTR7       | -8.7%   |
| PR8        | -8.7%   |
| PTR1       | -9.3%   |
| PR4        | -10.7%  |
| PTR2       | -11.3%  |
| PTR5       | -12.3%  |
| PR10       | -12.5%  |
| PR3        | -13.3%  |
| PTR3       | -14.2%  |
| PR5        | -21.7%  |

\*Note: IDs are changed on this table to protect personally identifiable information

**Table B7. Special Inequity Percentage Calculation for Full Professors with Fewer than the Mean Years in Rank**

Note: Positive inequity indicates a salary that is more than the expected salary generated by the formula.

| <b>ID</b> | <b>Percent Inequity</b> | <b>Under mean adjusted Percent Inequity</b> |
|-----------|-------------------------|---|
| 103       | 51.0%                   | 18.6%                                       |
| 187       | 29.7%                   | 14.4%                                       |
| 246       | 25.9%                   | 7.8%  |
| 146       | -0.7%                   | -3.5%                                       |
| 158       | -3.8%                   | -5.4%                                       |
| 104       | 7.3%                    | -6.6%                                       |
| 249       | -12.5%                  | -12.5%                                      |
| 121       | 13.7%                   | -9.6%                                       |
| 154       | 0.8%                    | -9.9%                                       |
| 117       | 14.1%                   | -10.4%                                      |
| 172       | -1.1%                   | -11.2%                                      |
| 125       | 2.3%                    | -12.0%                                      |
| 114       | 2.2%                    | -12.6%                                      |
| 126       | 1.3%                    | -12.9%                                      |
| 168       | -7.7%                   | -14.2%                                      |

## Appendix C: CUPA-HR National Faculty Salary Survey: Multi-Discipline Report

Focus Institution: University of South Carolina - Aiken

Comparison Group: Southeastern Peer for Faculty Salary Study

Year: 2007-08, See pp. 5-6 above for comparison group institutions

Statistics: Weighted

N - Number of Incumbents. However, statistics will not display when the Number of Institutions is less than 5.

| Code/Title  | N   | Average | Median | Minimum | Maximum |
|---|-----|---------|--------|---------|---------|
| <b>[09.] COMMUNICATION, JOURNALISM AND RELATED PROGRAMS</b>         |     |         |        |         |         |
| 09.01 Communication & Media Studies                                 |     |         |        |         |         |
| Professor   | 73  | 77,309  | 78,066 | 54,577  | 108,311 |
| Associate Professor   | 91  | 60,075  | 59,685 | 48,445  | 73,642  |
| Assistant Professor   | 133 | 49,954  | 50,000 | 40,500  | 66,890  |
| New Assistant Professor   | 27  | 48,172  | 48,158 | 40,500  | 61,000  |
| Instructor  | 95  | 40,623  | 39,561 | 31,800  | 53,400  |
| <b>[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES</b> |     |         |        |         |         |
| 11.01 General   |     |         |        |         |         |
| Professor   | 56  | 100,420 | 98,052 | 74,197  | 139,159 |
| Associate Professor   | 77  | 87,013  | 88,736 | 58,733  | 106,487 |
| Assistant Professor   | 124 | 75,578  | 76,853 | 46,221  | 89,228  |
| New Assistant Professor   | 19  |         |        |         |         |
| Instructor  | 42  | 53,593  | 54,450 | 39,458  | 72,329  |
| <b>[13.] EDUCATION</b>  |     |         |        |         |         |
| 13.01 General   |     |         |        |         |         |
| Professor   | 86  | 74,948  | 76,509 | 55,068  | 111,339 |
| Associate Professor   | 101 | 61,644  | 61,340 | 47,783  | 115,000 |
| Assistant Professor   | 165 | 51,600  | 51,976 | 41,715  | 67,500  |
| New Assistant Professor   | 27  | 51,091  | 52,000 | 42,945  | 61,000  |
| Instructor <sup>9</sup>   | 72  | 44,790  | 45,790 | 17,832  | 99,635  |
| <b>[14.] ENGINEERING<sup>10</sup></b>                               |     |         |        |         |         |
| 14.01 General   |     |         |        |         |         |
| Professor   | 36  |         |        |         |         |
| Associate Professor   | 127 | 82,180  | 80,905 | 48,909  | 125,376 |
| Assistant Professor   | 139 | 71,053  | 71,611 | 45,461  | 105,624 |
| New Assistant Professor   | 23  | 68,466  | 68,500 | 46,999  | 85,245  |
| Instructor  | 51  |         |        |         |         |
| <b>[16.] FOREIGN LANGUAGES, LITERATURES, AND LINGUISTICS</b>        |     |         |        |         |         |
| 16.01 Linguistic, Comp & Rel Studies & Sv                           |     |         |        |         |         |
| Professor   | 56  | 73,019  | 69,211 | 63,220  | 96,089  |
| Associate Professor   | 70  | 57,557  | 58,965 | 48,874  | 70,135  |
| Assistant Professor   | 87  | 47,531  | 46,291 | 40,435  | 58,178  |
| New Assistant Professor   | 15  | 43,291  | 42,000 | 38,370  | 53,500  |
| Instructor  | 64  | 39,596  | 37,525 | 31,827  | 51,992  |

<sup>9</sup> Comparative salaries for 13.01 Education Instructors did not appear in the Southeastern peer group report from CUPA-HR. Reported statistics were calculated using data from a National peer group of public institutions.

<sup>10</sup> Comparative salaries for 14.01 Engineering did not appear in the Southeastern peer group report from CUPA-HR. Reported statistics were calculated using data from a National peer group of public institutions.

| Code/Title  | N   | Average | Median | Minimum | Maximum |
|---|-----|---------|--------|---------|---------|
| <b>[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS</b>        |     |         |        |         |         |
| 23.01 General   |     |         |        |         |         |
| Professor   | 306 | 72,206  | 72,072 | 56,001  | 90,113  |
| Associate Professor   | 285 | 57,123  | 56,893 | 45,685  | 69,957  |
| Assistant Professor   | 405 | 47,406  | 47,030 | 38,575  | 59,631  |
| New Assistant Professor                                     | 83  | 45,381  | 45,975 | 34,000  | 56,077  |
| Instructor  | 316 | 38,521  | 37,862 | 28,621  | 61,485  |
| <b>[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES</b>             |     |         |        |         |         |
| 26.01 General   |     |         |        |         |         |
| Professor   | 225 | 76,814  | 75,242 | 51,739  | 104,522 |
| Associate Professor   | 239 | 60,958  | 58,489 | 47,766  | 83,107  |
| Assistant Professor   | 277 | 51,364  | 51,618 | 39,273  | 63,532  |
| New Assistant Professor                                     | 47  | 50,173  | 49,167 | 40,000  | 61,000  |
| Instructor  | 115 | 40,681  | 40,770 | 31,318  | 51,358  |
| <b>[27.] MATHEMATICS AND STATISTICS</b>                     |     |         |        |         |         |
| 27.01 Mathematics   |     |         |        |         |         |
| Professor   | 230 | 77,677  | 75,505 | 58,045  | 102,614 |
| Associate Professor   | 213 | 61,879  | 61,256 | 49,424  | 76,105  |
| Assistant Professor   | 295 | 51,308  | 51,716 | 41,200  | 61,917  |
| New Assistant Professor                                     | 55  | 49,595  | 47,628 | 40,880  | 62,843  |
| Instructor  | 231 | 39,619  | 39,370 | 25,000  | 63,413  |
| <b>[31.] PARKS, RECREATION, LEISURE AND FITNESS STUDIES</b> |     |         |        |         |         |
| 31.05 Health & Physical Education/Fitness                   |     |         |        |         |         |
| Professor   | 59  | 73,749  | 73,236 | 59,832  | 94,395  |
| Associate Professor   | 79  | 63,367  | 63,269 | 51,745  | 83,652  |
| Assistant Professor   | 110 | 51,687  | 50,011 | 43,846  | 61,598  |
| New Assistant Professor                                     | 30  |         |        |         |         |
| Instructor  | 84  | 42,940  | 41,829 | 31,930  | 65,000  |
| <b>[38.] PHILOSOPHY AND RELIGIOUS STUDIES<sup>11</sup></b>  |     |         |        |         |         |
| 38.01 Philosophy  |     |         |        |         |         |
| Professor   | 39  | 76,668  | 73,399 | 55,589  | 137,769 |
| Associate Professor   | 40  | 59,838  | 59,666 | 42,000  | 77,885  |
| Assistant Professor   | 45  | 47,995  | 47,941 | 35,820  | 59,322  |
| New Assistant Professor                                     | 75  | 50,116  | 49,843 | 35,000  | 68,000  |
| Instructor  | 94  | 36,301  | 36,888 | 24,003  | 60,358  |
| <b>[40.] PHYSICAL SCIENCES</b>                              |     |         |        |         |         |
| 40.05 Chemistry   |     |         |        |         |         |
| Professor   | 131 | 79,777  | 77,392 | 54,375  | 101,120 |
| Associate Professor   | 124 | 62,218  | 62,276 | 49,553  | 82,199  |
| Assistant Professor   | 175 | 50,951  | 49,454 | 42,362  | 63,102  |
| New Assistant Professor                                     | 35  | 49,844  | 49,000 | 34,000  | 66,000  |
| Instructor  | 53  | 41,697  | 39,904 | 33,818  | 52,679  |
| 40.06 Geological & Earth Sci/Geosciences                    |     |         |        |         |         |
| Professor   | 58  | 76,677  | 74,730 | 59,746  | 88,080  |
| Associate Professor   | 32  | 61,688  | 61,934 | 51,673  | 70,852  |
| Assistant Professor   | 45  | 52,737  | 52,599 | 45,515  | 59,078  |
| New Assistant Professor                                     | 7   |         |        |         |         |
| Instructor  | 12  | 39,880  | 38,000 | 33,300  | 49,085  |
| 40.08 Physics   |     |         |        |         |         |
| Professor   | 91  | 83,500  | 83,111 | 55,858  | 120,060 |
| Associate Professor   | 80  | 64,694  | 63,206 | 48,888  | 81,433  |
| Assistant Professor   | 94  | 53,214  | 51,285 | 38,000  | 69,684  |
| New Assistant Professor                                     | 14  | 50,003  | 50,000 | 41,000  | 57,500  |
| Instructor  | 32  | 44,715  | 40,982 | 35,627  | 72,781  |

<sup>11</sup> Comparative salaries for 38.01 Philosophy New Assistant Professors and Instructors did not appear in the Southeastern peer group report from CUPA-HR. Reported statistics for these two ranks were calculated using data from a National peer group of public institutions.

| Code/Title   | N   | Average | Median | Minimum | Maximum |
|--|-----|---------|--------|---------|---------|
| <b>[42.] PSYCHOLOGY</b>  |     |         |        |         |         |
| 42.01 General  |     |         |        |         |         |
| Professor  | 214 | 75,281  | 73,270 | 51,185  | 97,605  |
| Associate Professor  | 191 | 60,015  | 60,703 | 46,830  | 73,002  |
| Assistant Professor  | 224 | 50,243  | 49,791 | 43,420  | 67,144  |
| New Assistant Professor  | 56  | 47,957  | 46,000 | 42,000  | 63,500  |
| Instructor   | 33  | 41,675  | 39,461 | 31,000  | 63,966  |
| <b>[45.] SOCIAL SCIENCES</b>   |     |         |        |         |         |
| 45.02 Anthropology   |     |         |        |         |         |
| Professor  | 25  | 79,649  | 81,781 | 63,410  | 88,935  |
| Associate Professor  | 25  | 59,624  | 58,528 | 50,270  | 75,289  |
| Assistant Professor  | 26  | 50,121  | 50,260 | 44,000  | 60,000  |
| New Assistant Professor  | 11  | 49,055  | 48,450 | 43,000  | 60,000  |
| Instructor   | 5   |         |        |         |         |
| 45.07 Geography & Cartography  |     |         |        |         |         |
| Professor  | 28  | 79,450  | 75,069 | 66,443  | 113,558 |
| Associate Professor  | 45  | 64,131  | 63,431 | 51,437  | 74,176  |
| Assistant Professor  | 41  | 53,080  | 51,680 | 44,635  | 60,476  |
| New Assistant Professor  | 7   |         |        |         |         |
| Instructor   | 21  |         |        |         |         |
| 45.10 Political Science & Government                                       |     |         |        |         |         |
| Professor  | 118 | 79,113  | 77,309 | 52,965  | 117,899 |
| Associate Professor  | 117 | 61,955  | 62,728 | 47,198  | 75,310  |
| Assistant Professor  | 149 | 50,075  | 48,867 | 36,698  | 65,540  |
| New Assistant Professor  | 32  | 48,198  | 47,000 | 40,500  | 65,000  |
| Instructor   | 30  | 41,342  | 38,337 | 24,035  | 71,193  |
| 45.11 Sociology  |     |         |        |         |         |
| Professor  | 99  | 76,592  | 75,370 | 52,560  | 100,353 |
| Associate Professor  | 95  | 58,884  | 58,417 | 44,980  | 67,530  |
| Assistant Professor  | 106 | 50,428  | 49,356 | 41,272  | 67,410  |
| New Assistant Professor  | 20  | 47,023  | 48,250 | 38,620  | 60,000  |
| Instructor   | 43  | 38,162  | 37,500 | 31,039  | 49,525  |
| <b>[50.] VISUAL AND PERFORMING ARTS</b>                                    |     |         |        |         |         |
| 50.05 Dramatic/Theatre Arts & Stagecraft                                   |     |         |        |         |         |
| Professor  | 44  | 71,669  | 73,716 | 51,733  | 95,782  |
| Associate Professor  | 61  | 56,791  | 55,922 | 47,000  | 74,647  |
| Assistant Professor  | 89  | 47,123  | 46,462 | 37,376  | 61,342  |
| New Assistant Professor  | 18  | 47,154  | 48,267 | 40,000  | 60,000  |
| Instructor   | 25  | 37,912  | 36,376 | 32,450  | 49,533  |
| 50.07 Fine & Studio Art  |     |         |        |         |         |
| Professor  | 137 | 69,893  | 70,374 | 52,878  | 101,545 |
| Associate Professor  | 117 | 57,240  | 57,829 | 47,345  | 67,923  |
| Assistant Professor  | 178 | 46,735  | 46,814 | 38,141  | 56,996  |
| New Assistant Professor  | 41  | 45,968  | 46,000 | 37,500  | 56,000  |
| Instructor   | 36  | 39,034  | 40,527 | 32,864  | 54,914  |
| 50.09 Music  |     |         |        |         |         |
| Professor  | 182 | 70,046  | 68,560 | 52,920  | 101,567 |
| Associate Professor  | 176 | 58,384  | 59,261 | 46,529  | 85,906  |
| Assistant Professor  | 228 | 48,645  | 47,923 | 40,000  | 70,555  |
| New Assistant Professor  | 48  | 46,492  | 46,000 | 39,186  | 90,000  |
| Instructor   | 85  | 45,798  | 42,311 | 32,998  | 67,440  |
| <b>[51.] HEALTH PROFESSIONS AND RELATED CLINICAL SCIENCES</b>              |     |         |        |         |         |
| 51.16 Nursing  |     |         |        |         |         |
| Professor  | 91  | 79,554  | 77,313 | 66,246  | 123,360 |
| Associate Professor  | 172 | 67,402  | 67,121 | 52,172  | 88,589  |
| Assistant Professor  | 463 | 53,796  | 52,762 | 43,501  | 77,415  |
| New Assistant Professor  | 70  | 53,005  | 50,991 | 42,500  | 103,632 |
| Instructor   | 238 | 51,968  | 50,383 | 37,500  | 73,058  |
| <b>[52.] BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES</b> |     |         |        |         |         |
| 52.02 Admin, Mgt & Operations  |     |         |        |         |         |

| <b>Code/Title</b>                             | <b>N</b> | <b>Average</b> | <b>Median</b> | <b>Minimum</b> | <b>Maximum</b> |
|---|----------|----------------|---------------|----------------|----------------|
| Professor                                     | 179      | 93,980         | 95,127        | 64,758         | 131,253        |
| Associate Professor                           | 178      | 84,780         | 84,829        | 55,339         | 106,295        |
| Assistant Professor                           | 227      | 75,091         | 77,364        | 49,326         | 97,484         |
| New Assistant Professor                       | 54       | 79,513         | 81,150        | 53,000         | 95,000         |
| Instructor                                    | 87       | 55,769         | 50,410        | 39,052         | 87,892         |
| <b>52.03 Accounting &amp; Related Svcs</b>    |          |                |               |                |                |
| Professor                                     | 110      | 104,801        | 101,299       | 69,061         | 161,456        |
| Associate Professor                           | 120      | 91,516         | 91,270        | 60,082         | 113,719        |
| Assistant Professor                           | 88       | 85,985         | 88,738        | 54,277         | 107,689        |
| New Assistant Professor                       | 16       | 90,505         | 92,500        | 63,661         | 110,000        |
| Instructor                                    | 51       | 53,547         | 54,314        | 38,765         | 72,500         |
| <b>52.06 Managerial Economics</b>             |          |                |               |                |                |
| Professor                                     | 39       | 93,467         | 91,188        | 72,658         | 110,887        |
| Associate Professor                           | 38       | 76,941         | 74,971        | 66,889         | 88,500         |
| Assistant Professor                           | 26       | 73,809         | 73,255        | 62,075         | 90,054         |
| New Assistant Professor                       | 4        |                |               |                |                |
| Instructor                                    | 5        | 50,668         | 50,379        | 45,000         | 59,374         |
| <b>52.08 Finance &amp; Financial Mgt Svcs</b> |          |                |               |                |                |
| Professor                                     | 68       | 106,282        | 104,619       | 85,565         | 156,865        |
| Associate Professor                           | 52       | 94,621         | 91,318        | 78,569         | 125,859        |
| Assistant Professor                           | 54       | 91,612         | 87,275        | 67,704         | 130,561        |
| New Assistant Professor                       | 13       | 98,538         | 95,000        | 82,500         | 145,000        |
| Instructor                                    | 15       |                |               |                |                |
| <b>52.14 Marketing</b>                        |          |                |               |                |                |
| Professor                                     | 79       | 99,966         | 101,177       | 66,490         | 129,180        |
| Associate Professor                           | 60       | 89,659         | 88,782        | 60,141         | 108,010        |
| Assistant Professor                           | 71       | 86,953         | 89,252        | 54,683         | 107,696        |
| New Assistant Professor                       | 23       | 87,943         | 89,500        | 62,099         | 105,000        |
| Instructor                                    | 18       |                |               |                |                |
| <b>[54.] HISTORY GENERAL</b>                  |          |                |               |                |                |
| <b>54.01 History</b>                          |          |                |               |                |                |
| Professor                                     | 190      | 73,425         | 72,885        | 54,712         | 114,757        |
| Associate Professor                           | 170      | 58,122         | 58,055        | 46,442         | 79,063         |
| Assistant Professor                           | 195      | 47,856         | 48,624        | 32,834         | 57,597         |
| New Assistant Professor                       | 35       | 47,263         | 45,750        | 42,000         | 60,250         |
| Instructor                                    | 51       | 38,322         | 37,535        | 27,530         | 51,512         |

## Appendix D: Salary Inequity Calculations (Personal Information Included)

(Tables in Appendix D are not provided in the World Wide Web version of this study in order to protect personally identifiable information)

## Appendix E: Compression Adjustment Salary Inequities

(Tables in Appendix E are not provided in the World Wide Web version of this study in order to protect personally identifiable information)

## Appendix F: Inequity Percentage Comparisons

(Tables in Appendix F are not provided in the World Wide Web version of this study in order to protect personally identifiable information)

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