



U N I V E R S I T Y O F
SOUTH CAROLINA®
A I K E N

Faculty Salary Study, 2008-2009

Conducted in July 2009

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 2008-09 academic year. This study is historical in nature by comparing actual salaries against the average salaries of faculty in a broad peer comparison group. 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 declined from \$56,273 in 2007-08 to \$55,445 in 2008-09, for an overall decrease of 1.5%. The mean salary of full professors rose 0.9% to \$75,948; the mean salary of associate professors rose 0.4% to \$60,413; the mean salary of assistant professors fell 1.5% to \$49,135; and the mean salary for instructors decreased 3.3% to \$42,464.
- Among institutions in South Carolina, USC Aiken’s 2008-09 faculty salaries ranked #9 for instructors, #12 for assistant professors, #11 for associate professors, and #8 for full professors.
- The mean inequity percentage, with appropriate adjustments for full professors with less than the average time in rank, was -7.0%, indicating that faculty members at USC Aiken are paid seven percent less than expected. Mean inequity percentages varied significantly by faculty rank, but in all cases were below expected values. The mean salaries of instructors and assistant professors were 1.4% and 5.6% lower than expected, respectively. The inequity percentage for associate professors continued its downward trend to -12.8% from -10.6% in 2007-08. For full professors, the inequity percentage dropped to -9.3% from -7.7% in 2007-08. Positive adjustments of faculty salaries to make them in-line with time adjusted disciplinary expectations would have required \$1,182,829 in additional salary (\$972,002) and benefit (\$210,827) expenditures in 2008-09.
- Although males had an average salary slightly higher than females (\$59,610 compared to \$51,110), there was no significant effect of gender on the adjusted Botsch Folsom inequity statistics. Overall, females were only 6.7% under the expected salary for their professional rank, time in rank, and discipline, while males were 7.2% below their expected salaries.
- Similar to findings from previous faculty salary studies, this study found a statistically significant effect of race based upon the adjusted Botsch Folsom inequity statistic and the average salary. A significant interaction was also found between race and faculty rank for average salaries. Overall and relative to their expected salaries based upon the Botsch Folsom formula, nonwhite faculty members had salaries that were 3.2% above that which was expected while white faculty had salaries that were 2.2% below expectation. This effect of race varied across professorial ranks with the largest effect observed for full professors.
- The mean compression adjustment inequity percentage for all tenured and tenure-track faculty in 2008-09 was -7.1%, down from -6.9% in 2007-08. Findings appear to indicate that salary inequities related to compression have become more widespread and are no longer confined to disciplines such as business and some sciences. An additional \$833,331 in salaries (\$684,798) and benefits (\$148,533) would have been required in 2008-09 to fully address salary compression among the faculty, excluding deans and librarians.

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 2009 study of 2008-09 faculty salaries replicates the methodology of last year's study. 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 and 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 2008-09, 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)
McNeese State University (Lake Charles, LA)
Mississippi University for Women (Columbus, MS)
Mississippi Valley State University (Itta Bena, MS)
Morehead State University (Morehead, KY)
Murray State University (Murray, KY)

University of West Georgia (Carrollton, GA)
Valdosta State University (Valdosta, GA)
Virginia Military Institute (Lexington, VA)
Western Kentucky University (Bowling Green, KY)
Winston-Salem State University (Winston-Salem, NC)
Winthrop University (Rock Hill, SC)

Average 2008-09 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 May of 2009. 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 members 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 had 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 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 South Carolina as reported in the American Library Association Survey Report (Grady, 2008); 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. Although the deans of the Schools of Nursing, Business, and Education are not included in the overall calculations presented in this study, their salaries, like those of the librarians, appear in the appendices.

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.¹

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

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

$$\text{TAPGA} = \text{PGA} + \text{YRINC} (\text{TIMRNC} - \text{AVTIMRNC}), \text{ where}$$

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.²

YRINC is the yearly increment for each rank. This was calculated as what the average percentage raises were for the last ten years (2.40%) multiplied by the average salary at each rank and then rounded to the nearest \$100. For the 2008-09 study, these increments appear in Table 1.³

Table 1. Yearly Increment by Rank for 2008-09

Rank	Yearly Increment
Instructors	\$1,000
Assistant Professors	\$1,200
Associate Professors	\$1,400
Full Professors	\$1,800

¹ TAPGA is 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.

² Botsch & Folsom (1989) indicates that this comparison group should be a “national peer group.” For reasons noted above, this peer group was 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.

³ 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).

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

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 2008-09 these figures appear in Table 2.

Table 2. Average Time in Rank for USC Aiken Faculty

Faculty Rank	2007-08	2008-09	Average Years in Rank Used in 2008-09 Study
Instructor	7	6	6
Assistant Prof.	5	3	3
Associate Prof.	10	8	3
Full Professor	12	11	11

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 2008-09 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.

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.

⁴ 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.

Post-hoc analyses of significant findings for rank were conducted using Tukey's HSD methodology.

Salary Equity Comparisons for Full Professors with Fewer than 11 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 (11 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_{FP} is the special predicted salary for full professors with fewer than the mean number of years in rank at full professor.

BFSal_{Assoc} represents the Botsch Folsom expected salary for a faculty member at the associate professor level with 6 years in rank as an associate professor.

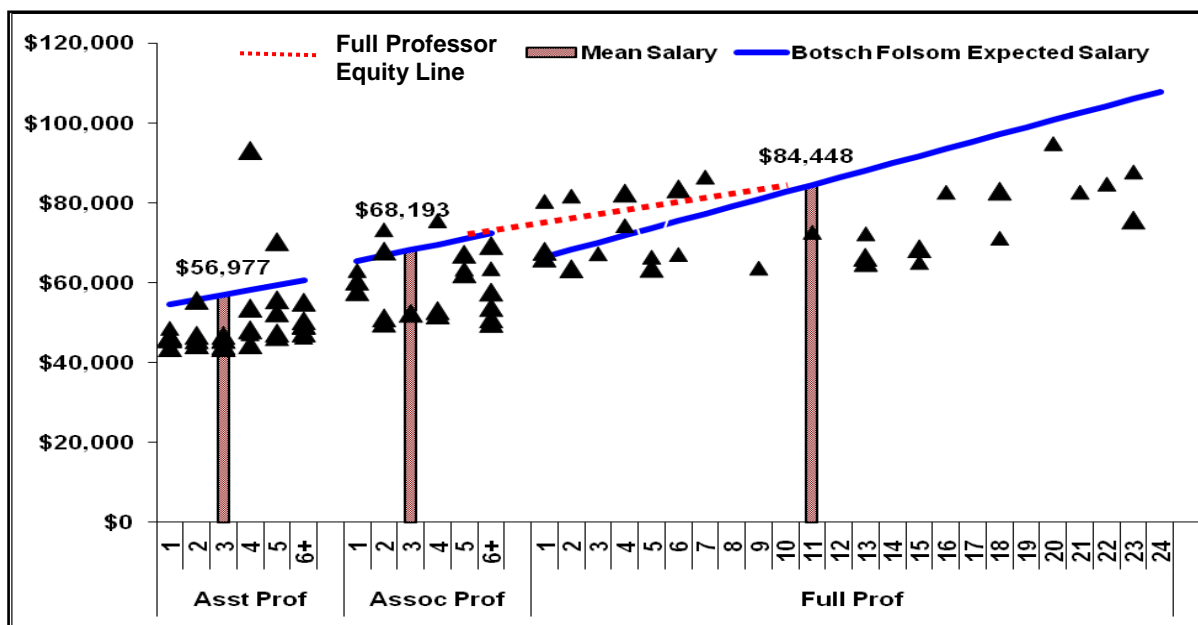
Yrs_{FP} indicates the faculty member's years in rank as a full professor

YrsMean_{FP} is the mean years in rank of all USC Aiken full professors

MeanSal_{FP} is the mean salary in the peer group in the faculty member's discipline at the rank of full professor

The “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 2008 compared to institutional average salaries.

Chart 1a. Representation of Actual Faculty Salaries in Fall 2008 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. Although instances of salary compression have declined as awareness has increased over the years, there are occasions when it still occurs. For instance, among the institutions in the 2008-09 peer comparison group, the average starting nine-month salary for a new assistant professor of Political Science & Government was \$52,710, which is about 7% higher than the mean salary of \$51,483 for all assistant professors in the discipline (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 – 2008-09 CUPA Peer Group Mean Salaries

45.10 Political Science & Government	Comparison Group Statistics from CUPA (Based on Reported Average Salaries)		
	N	Average	% of New Asst Prof
Professor	126	\$79,293	150%
Associate Professor	108	\$62,569	118%
Assistant Professor	143	\$51,483	97%
New Assistant Professor	31	\$52,710	100%

Data Source: CUPA-HR – see Appendix C.

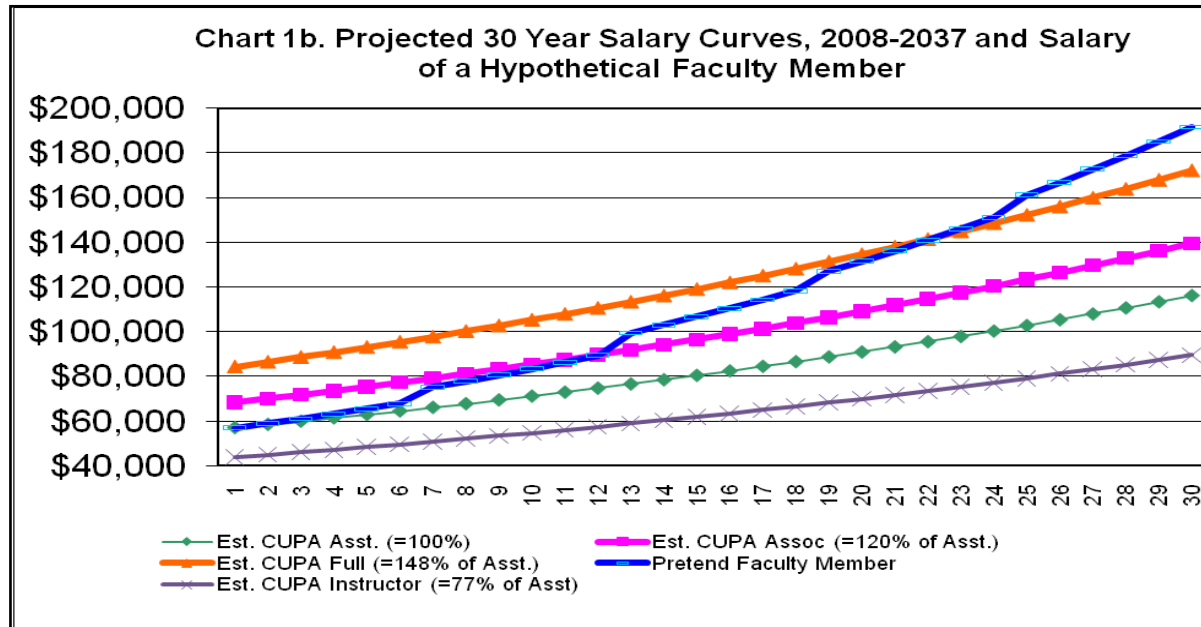
Typical methods for determining inequities resulting from salary compression at an institution include: cross-sectional comparisons across departments, time series comparisons of junior to senior faculty members, and linear regression of salaries or the logarithm of salaries to mean salaries of assistant 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 2008-09 were obtained from AAUP (2009) (see Table 4). The resulting ratios indicate that mean salaries of associate professors are 120% of the mean for assistant professors and the mean salaries of full professors are 148% of the mean for assistant professors. The annual ratios have remained within 2 percentage points over the past 6 years, suggesting that this is a relatively stable indicator. These data suggest that on average, an associate professor should be paid about 20% more than an assistant professor, and a full professor should be paid 48% more than an assistant professor.

Table 4. Mean Salaries at Baccalaureate Institutions, Nationwide, Fall 2008

Academic Rank	Mean Salary	Percentage of Asst. Professor Salary
Full Professor	\$84,448	148%
Assoc. Professor	\$68,193	120%
Asst. Professor	\$56,977	100%
Instructor	\$43,970	77%

Data Source: 2008-09 Report on the Economic Status of the Profession

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 equal to inflation; the 10 year average inflation rate of 2.82 (see Appendix A) was employed. 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 \$5000 for promotion to associate professor, \$7,000 at promotion to full professor, and \$4667 for post-tenure reviews every 6 years past tenure were included. The best-fit curve, where the hypothetical faculty member's salary intersects an associate professor rank's mean salary at 4 years and a full professor's mean salary at 11 years, reflects a required annual increase of 3.52%.



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 163.2% 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 2008-09 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 2008-09 salary study were calculated using the mean starting salary of \$56,977 for assistant professors in USC Aiken's CUPA peer institutions. The calculation altered compression adjustment percentages by less than 2.7% at the ranks of associate and full professor from last year's study (see Table 5). 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 2008-09 Salary Study

Years in Rank	Percent Adjustment of Actual Salary to Mean Assistant Professor Salary		
	Assistant Professor	Associate Professor	Full Professor
1	100.00%	113.17%	129.93%
2	101.00%	114.90%	131.24%
3	102.02%	116.05%	132.56%
4	103.05%	117.22%	133.89%
5	104.08%	118.40%	135.24%
6	105.13%	119.59%	136.60%
7	105.13%	119.59%	143.23%
8	105.13%	119.59%	144.67%
9	105.13%	119.59%	146.12%
10	105.13%	119.59%	147.59%
11	105.13%	119.59%	149.08%
12	105.13%	119.59%	150.57%
13	105.13%	119.59%	156.63%
14	105.13%	119.59%	158.20%
15	105.13%	119.59%	159.79%
16	105.13%	119.59%	161.40%
17	105.13%	119.59%	163.02%
18	105.13%	119.59%	163.02%
19	105.13%	119.59%	163.02%
20	105.13%	119.59%	163.02%
21	105.13%	119.59%	163.02%
>=22	105.13%	119.59%	163.02%

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.⁵

⁵ In early 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.

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.

Overview of USCA Faculty Salaries

The mean salary of all full-time faculty, excluding librarians, at USC Aiken declined from \$56,273 in 2007-08 to \$55,445 in 2008-09, for an overall decrease of 1.5%. The mean salary of full professors rose 0.9% to \$75,948, up from \$75,276 last year; the mean salary of associate professors rose 0.4% to \$60,413, up from \$60,166; the mean salary of assistant professors fell 1.5% to \$49,135 from \$49,905; and the mean salary for instructors decreased 3.3% to \$42,464 from \$43,915. The average salary changes in various ranks in part reflect a legislated increase of 1% applied to base salaries, effective July 1, 2008.

The difference between the actual increase or decrease 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.

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

	Professor	Associate	Assistant	Instructor	All
1999-00	58.5	46.9	42.5	34.6	46.4
2000-01	61.4	48.5	44.0	35.5	48.2
2001-02	63.2	49.3	44.6	37.5	49.6
2002-03	64.5	51.3	45.1	38.5	49.9
2003-04	63.9	51.8	43.6	39.6	49.6
2004-05	66.0	54.8	45.5	44.0	53.0
2005-06	68.8	59.2	47.9	43.0	55.1
2006-07	70.9	60.0	49.3	44.1	55.3
2007-08	75.8	60.6	50.4	45.1	56.3
2008-09	75.5	59.0	49.3	42.5	55.4

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: 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.*

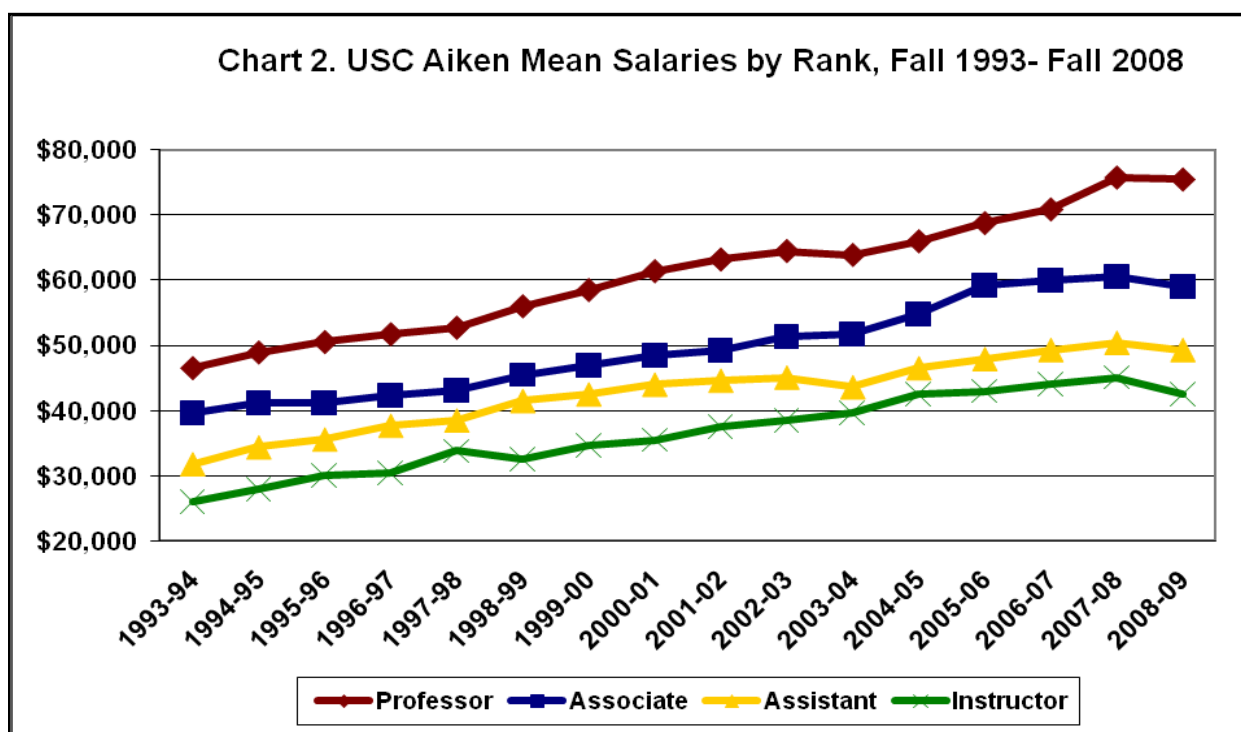


Table 7. 2008-09 Faculty Salaries (\$000) by Rank in South Carolina Institutions

Institution	Class	Full Professor	Associate Prof.	Assistant Prof.	Instructor
Clemson U	I	\$106,000	\$75,600	\$67,700	\$52,600
USC Columbia	I	\$110,200	\$77,100	\$68,700	\$43,800
Furman U	IIB	\$97,600	\$70,300	\$57,300	\$50,800
Wofford C	IIB	\$80,700	\$62,900	\$58,600	\$51,000
Coll. of Charleston	IIA	\$80,500	\$65,400	\$59,000	\$47,800
Citadel, The	IIA	\$79,900	\$67,700	\$54,000	-----
Francis Marion U	IIA	\$77,200	\$60,500	\$51,900	\$46,700
USC Beaufort	IIB	\$71,900	\$63,600	\$51,800	\$46,700
USC Upstate	IIB	\$74,800	\$60,600	\$52,200	\$46,000
USC Aiken	IIB	\$75,500	\$59,000	\$49,300	\$42,500
Presbyterian C	IIB	\$68,000	\$58,700	\$49,500	\$41,800
Clafin U	IIB	\$63,300	\$60,500	\$50,300	\$40,900
Lander U	IIB	\$67,900	\$54,000	\$48,600	\$42,300
Charleston Southern	IIB	\$65,000	\$54,000	\$47,700	\$42,300
Erskine C	IIB	\$63,700	\$49,800	\$45,000	\$39,800
Limestone C	IIB	\$55,800	\$46,500	\$46,000	\$39,700
Columbia C	IIB	\$55,700	\$50,000	\$44,500	-----

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 2008-09 faculty salaries ranked #9 for instructors, #12 for assistant professors, #11 for associate professors, and #8 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 past year they dropped to be the 9th highest.

Disciplinary distributions may account, in part, 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.

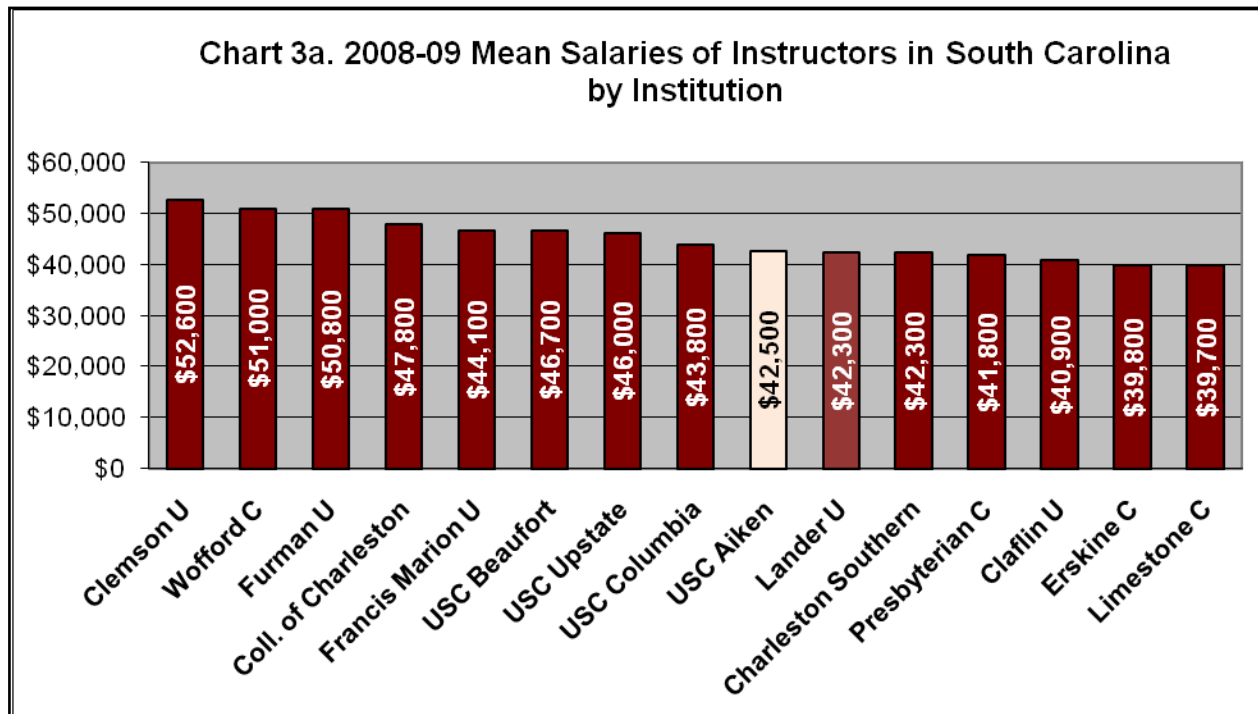


Chart 3b. 2008-09 Mean Salaries of Assistant Professors in South Carolina by Institution

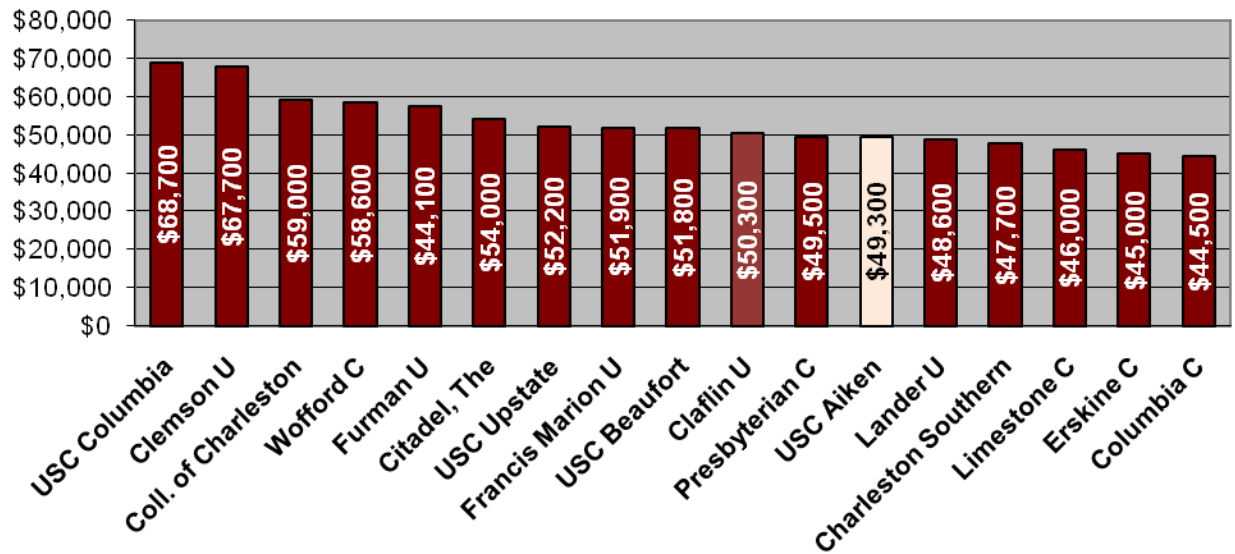
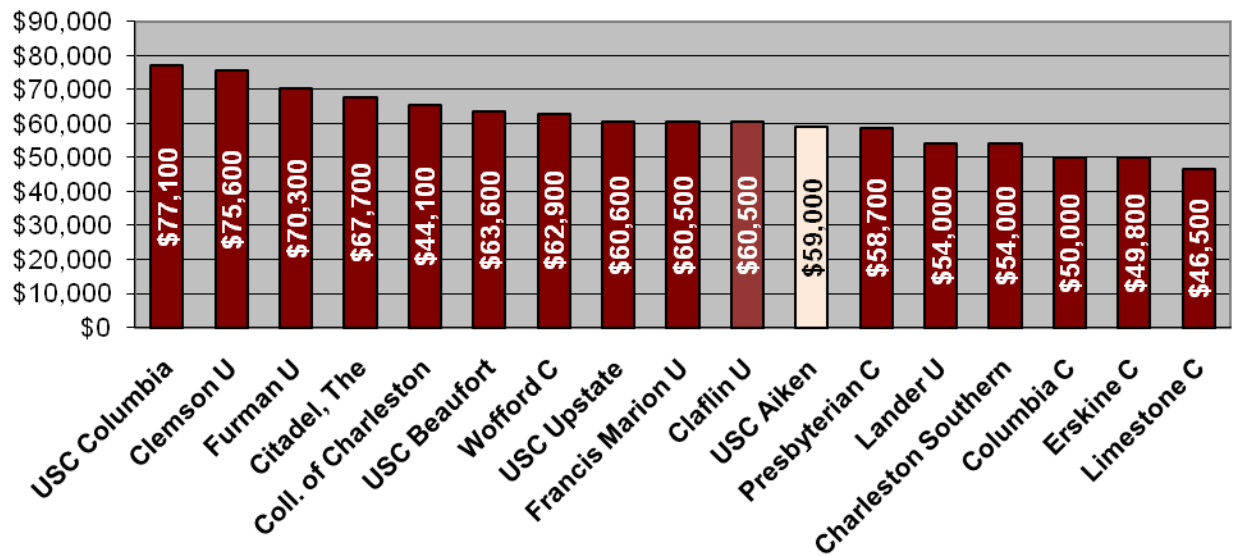
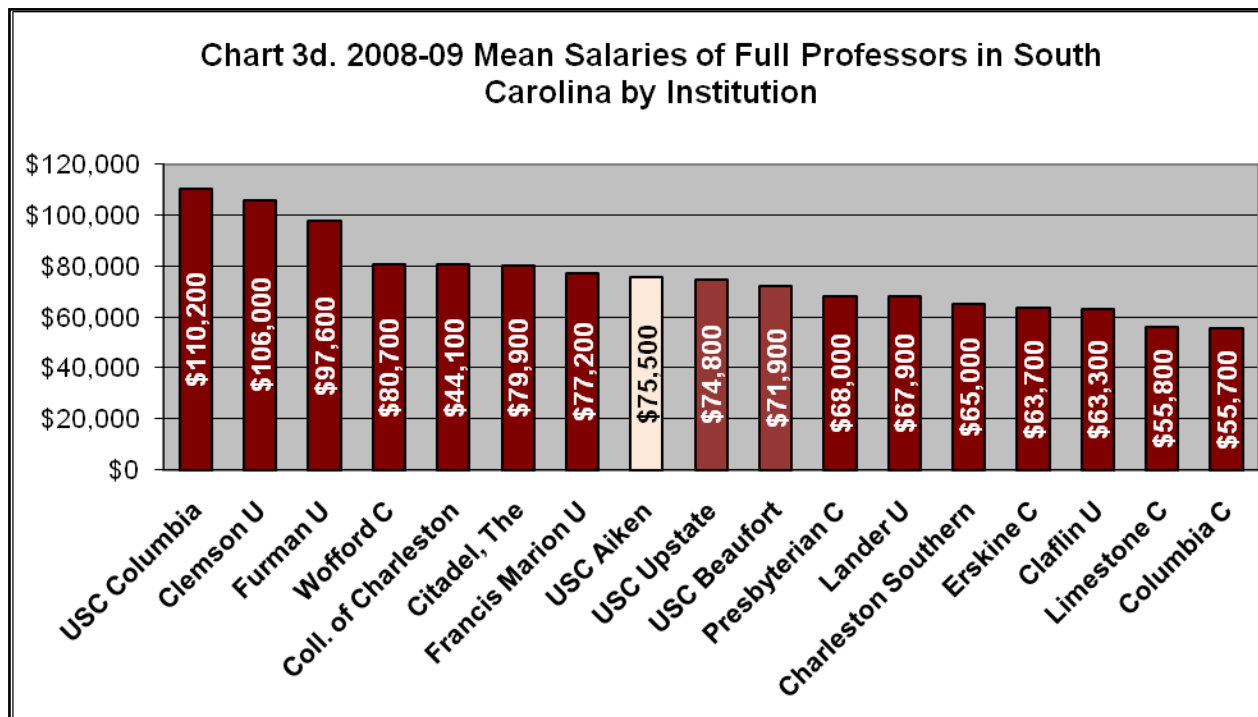


Chart 3c. 2008-09 Mean Salaries of Associate Professors in South Carolina by Institution





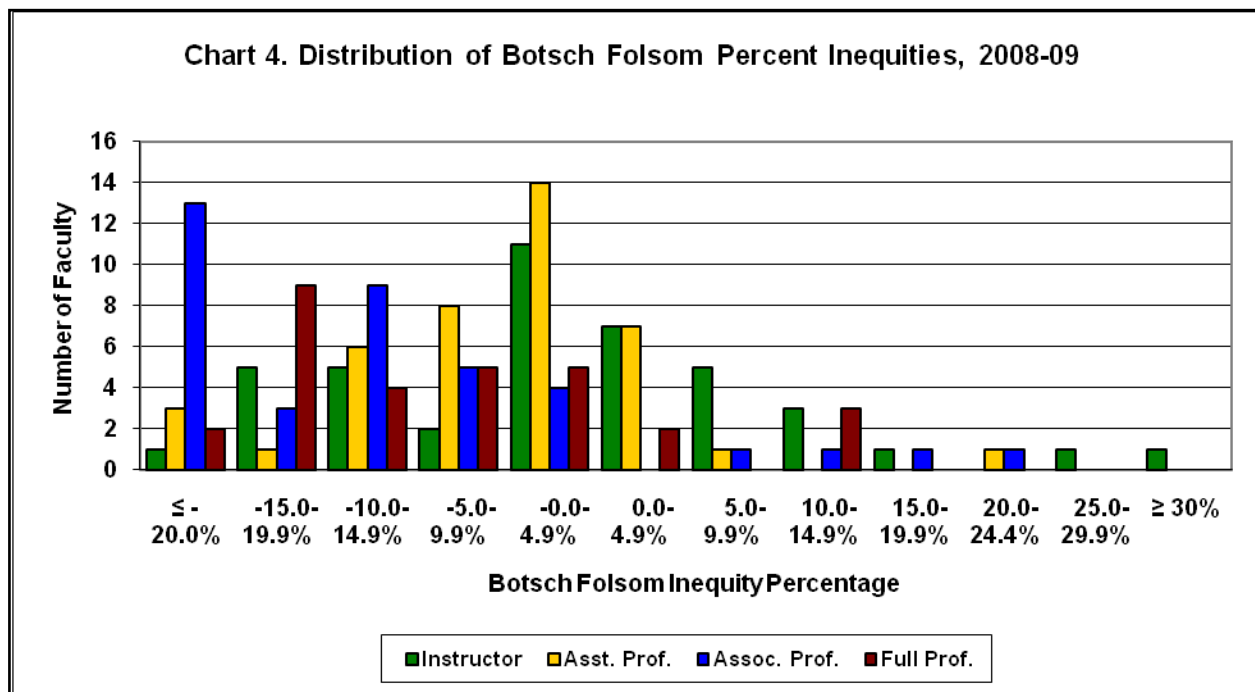
Botsch Folsom Competitiveness Comparisons

The mean inequity percentage for all 2008-09 faculty salaries using the Botsch Folsom formula, with appropriate adjustments for full professors with less than the average time in rank, was -7.0%, indicating that faculty members at USC Aiken are paid seven percent less than they would be expected to be paid based on the formula. The Botsch Folsom inequity percentage has decreased in recent years. In 2007-08, the value was -5.2% and in 2006-07 it was -3.2%.

Mean inequity percentages varied significantly by faculty rank [$F(3,137)=6.569$, $p<.001$]. The mean salary of instructors was only 1.4% below the expected salary. For assistant professors the mean inequity percentage was -5.6%. The inequity percentage for associate professors continued its downward trend to -12.8% from -10.6% in 2007-08 and from -7.2% in 2006-07. For full professors, the inequity percentage dropped to -9.3% (after special adjustments were made for faculty with less than 11 years of service) from -7.7% in 2007-08 and -3.6% in 2006-07. Post-hoc analyses indicated that the associate professors had inequity rates significantly lower than other ranks (Tukey HSD test, $p < .05$).

Table 8. Number of Faculty by Botsch Folsom Inequity Percentage Ranges⁶

	Number of Faculty														
	Instructor			Asst. Prof.			Assoc. Prof.			Full Prof.			Grand Total		
	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09
≤ -20.0%	1	1		1	1	3		2	13		2	2	1	6	19
-15.0-19.9%	5	5	5	1		1	3	8	3	2	2	9	11	15	18
-10.0-14.9%	4	3	5	8	11	6	12	10	9	12	13	4	36	37	24
-5.0-9.9%	3	1	2	14	13	8	13	12	5	4	8	5	34	34	20
-0.0-4.9%	2	2	11	10	10	14	4	4	4	2	2	5	18	18	34
0.0-4.9%	4	11	7	9	4	7	1	1		1	0	2	15	16	16
5.0-9.9%	5	4	5	2	3	1	1		1	6	1		14	8	7
10.0-14.9%	4	2	3	1				1	1	1	1	3	6	4	7
15.0-19.9%	3	4	1				1		1	1	1		5	5	2
20.0-24.4%	2	3				1			1	1			3	3	2
25.0-29.9%	1	2	1	1									2	2	1
≥ 30%	1		1				1			1	1		3	1	1
Grand Total	34	38	42	47	42	41	36	38	38	31	31	30	149	149	151

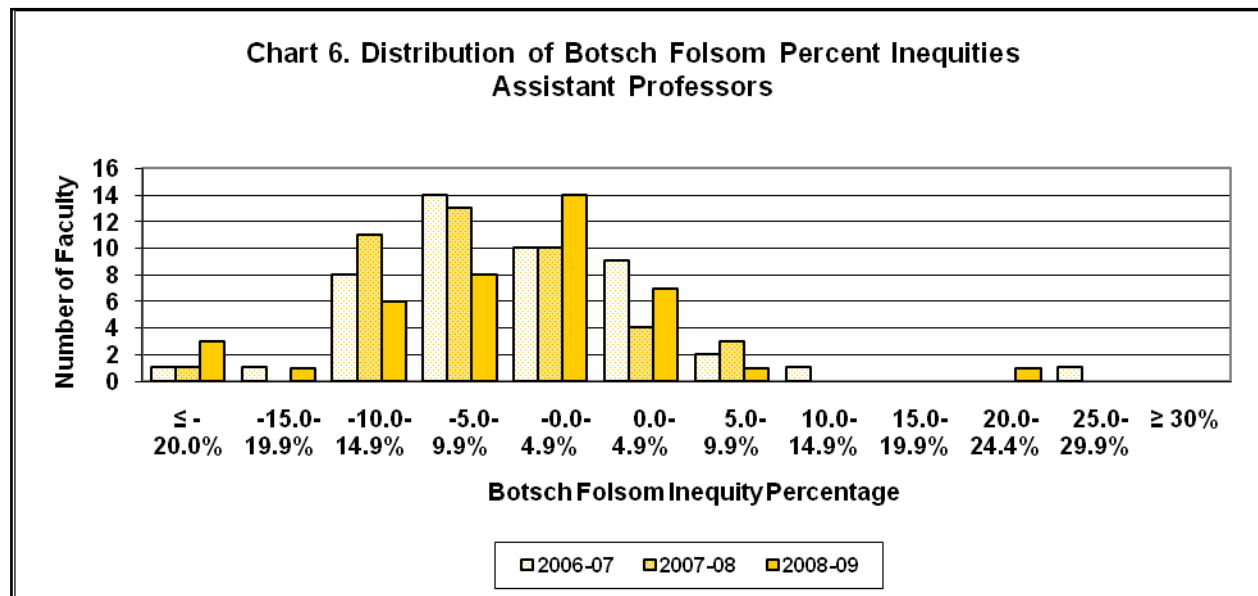
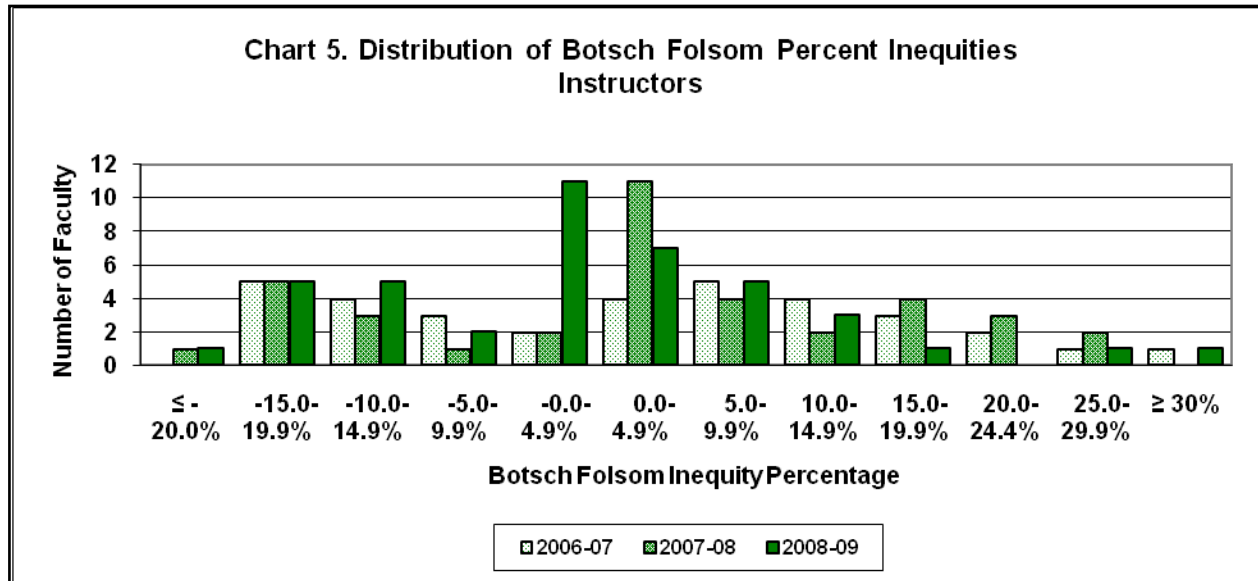


**Paid less
than
expected**

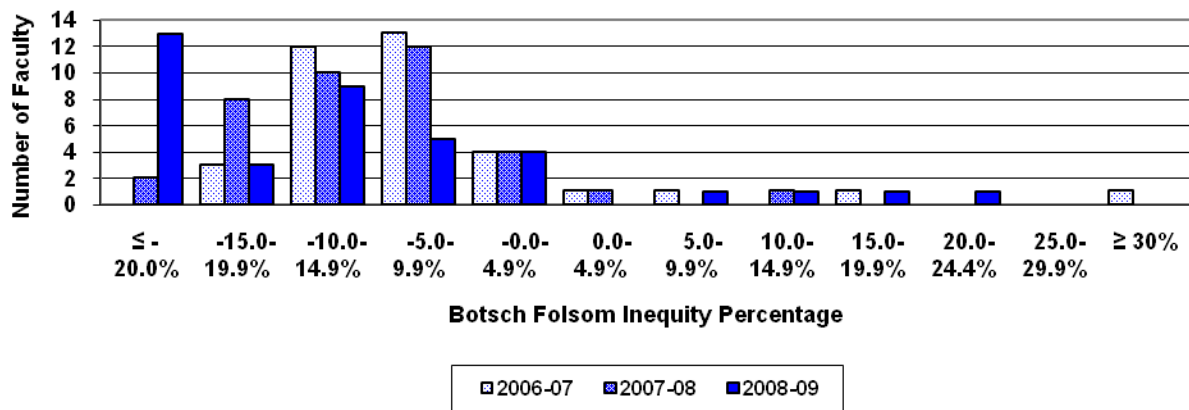
**Paid more
than
expected**

⁶ Due to the modification in the Botsch Folsom equation in last year's Faculty Salary study, inequity statistics from 2006-07 were "sign" reversed (i.e., multiplied by -1) to facilitate comparisons across years.

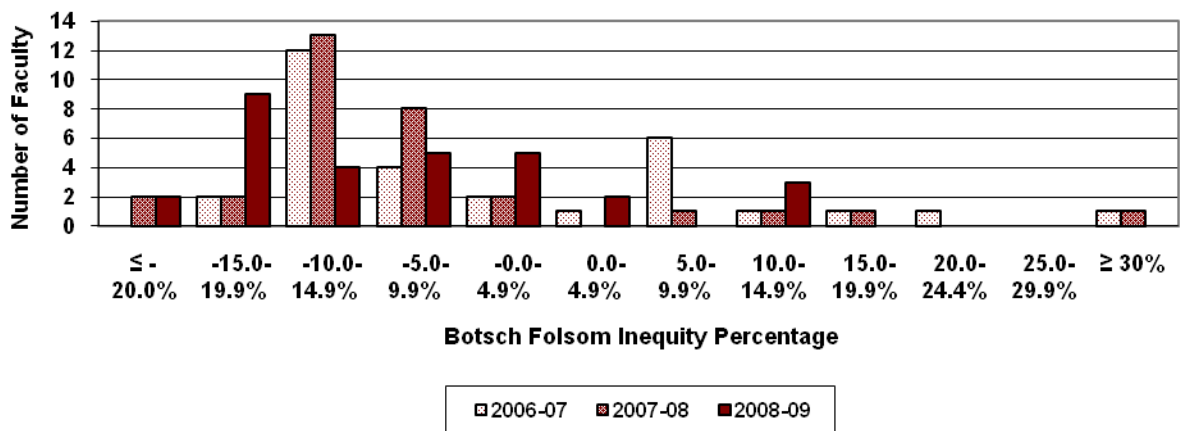
Visual examination of the distribution of inequity percentages by rank (see Chart 4) indicates that the inequities generated by the Botsch Folsom formula have clustered below the +10% inequity range to create a skewed distribution. Distributions of inequity statistics for each academic rank over the past three years follow in Charts 5-8.



**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, [$F(1,137)=0.035$, $p=.851$]. Although average salaries were found to differ based upon the interaction of gender and faculty rank [$F(3, 137)=4.872$, $p=.0030$; see Table 10], the interaction was not significant for Botsch Folsom adjusted inequity percentages, [$F(3, 137)=0.577$, $p=.631$]. This indicates that once time in rank and disciplines are accounted for, gender effects disappear. 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 Rank⁷

	Rank	Female		Male		Total	
		N	Mean % Inequity	N	Mean % Inequity	N	Mean % Inequity
2006-07	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%
	2006 Total	71	-2.2%	77	-4.2%	148	-3.2%
2007-08	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%
	2007 Total	70	-5.0%	79	-5.3%	149	-5.2%
2008-09	Instructor	28	-2.9%	14	1.7%	42	-1.4%
	Asst. Prof.	25	-6.1%	16	-4.8%	41	-5.6%
	Assoc. Prof.	11	-13.6%	27	-12.5%	38	-12.8%
	Professor	10	-11.1%	20	-8.4%	30	-9.3%
	2008 Total	74	-6.7%	77	-7.2%	151	-7.0%

Table 10. Average Salaries by Gender and Rank

	Rank	Female		Male		Total	
		N	Average Salary	N	Average Salary	N	Average Salary
2008-09	Instructor	28	\$43,215	14	\$40,960	42	\$42,464
	Asst. Prof.	25	\$49,308	16	\$48,864	41	\$49,135
	Assoc. Prof.	11	\$56,677	27	\$61,935	38	\$60,413
	Professor	10	\$71,599	20	\$78,122	30	\$75,948
	2007 Total	74	\$51,110	77	\$59,610	151	\$55,445

⁷ Due to the modification in the Botsch Folsom equation last year's Faculty Salary study, inequity statistics from 2006-07 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 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 adjusted Botsch Folsom inequity statistic [$F(3,135) = 4.647, p=.033$], and based upon the average salary [$F(3,135) = 8.114, p=.005$]. While both white and nonwhite minority 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 (5.5% below) than white faculty (7.2% 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 151 faculty members included in the study, only 25 (16.6%) have indicated their ethnicity is other than white. A significant interaction of race with faculty rank was also found for average salaries [$F(3,137) = 2.588, p=.05$].

Table 11 shows the mean Botsch Folsom (adjusted) inequity measures for whites and non-white minorities 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
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%
	2006 Total	125	-4.5%	23	-3.4%	148	-3.2%
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%
	2007 Total	130	-5.7%	19	-1.4%	149	-5.2%
2008-09	Instructor	36	-2.2%	6	3.2%	42	-1.4%
	Asst. Prof.	36	-5.6%	5	-5.5%	41	-5.6%
	Assoc Prof.	25	-13.7%	13	-11.0%	38	-12.8%
	Professor*	29	-10.1%	1	>12.5%	30	-9.3%
	2008 Total	126	-7.2%	25	-5.5%	151	-7.0%

* Data confuted to protect personally identifiable information

Table 12. Average Salaries by Race and Rank

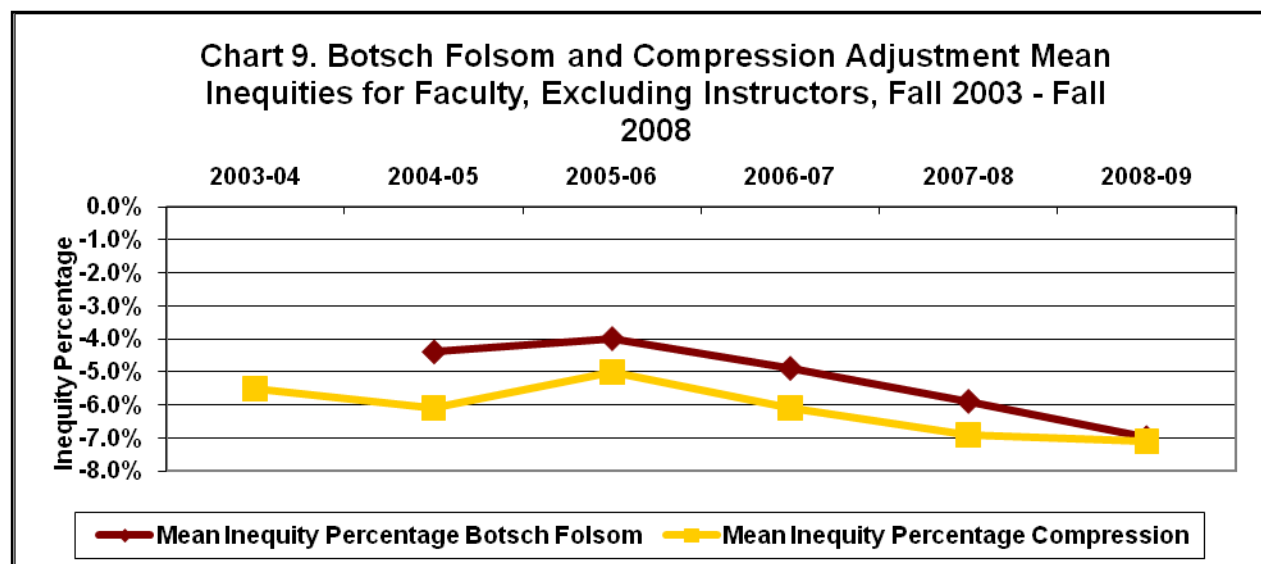
	Rank	White		Nonwhite		Total	
		N	Average Salary	N	Average Salary	N	Average Salary
2008-09	Instructor	36	\$41,843	6	\$46,189	42	\$42,464
	Asst. Prof.	36	\$47,802	5	\$58,731	41	\$49,135
	Assoc. Prof.	25	\$59,220	13	\$62,708	38	\$60,413
	Professor*	29	\$75,722	1	>\$82,000	30	\$75,948
	2008 Total	126	\$54,791	25	\$58,740	151	\$55,445

* Data confuted to protect personally identifiable information

On average, nonwhite instructors were paid 3.2% above their expected salaries while white instructors were paid 2.2% below their expected salaries; this translated into a discrepancy of slightly more than \$4,000 (see Table 12). On the whole, both white and non-white assistant professors were paid less than expected, -5.6% and -5.5%, respectively, based upon the Botsch Folsom formula. Similar findings were found for associate professors; however, the disparity was greater for white faculty (13.7% below expected salary) than non-white (11% below expected salary). The largest discrepancy between white and nonwhite faculty was found for full professors; non-white faculty were paid more than 12.5% above their expected salaries following adjustments due to time in rank and discipline, while white faculty were paid 10.1% below their expected salaries.

Compression Adjustment Salary Comparisons

The mean compression adjustment inequity percentage for all assistant professors, associate professors, and full professors in 2008-09 was -7.1% down from -6.9% in 2007-08 and -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 all ranks, it was highest for assistant professors. The 2008-09 mean compression inequity percentage for assistant professors was -8.5%, down from -8.3% in 2007-08. The 2008-09 mean compression adjustment inequity percentage for associate professors was -6.0%, up from -7.8% in 2007-08. For full professors, the 2008-09 mean compression inequity percentage was -6.4% down from -4.1% in 2007-08. As has been observed in the past, the most significant patterns of compression appeared to correspond to faculty discipline more so than rank (see Table 13).

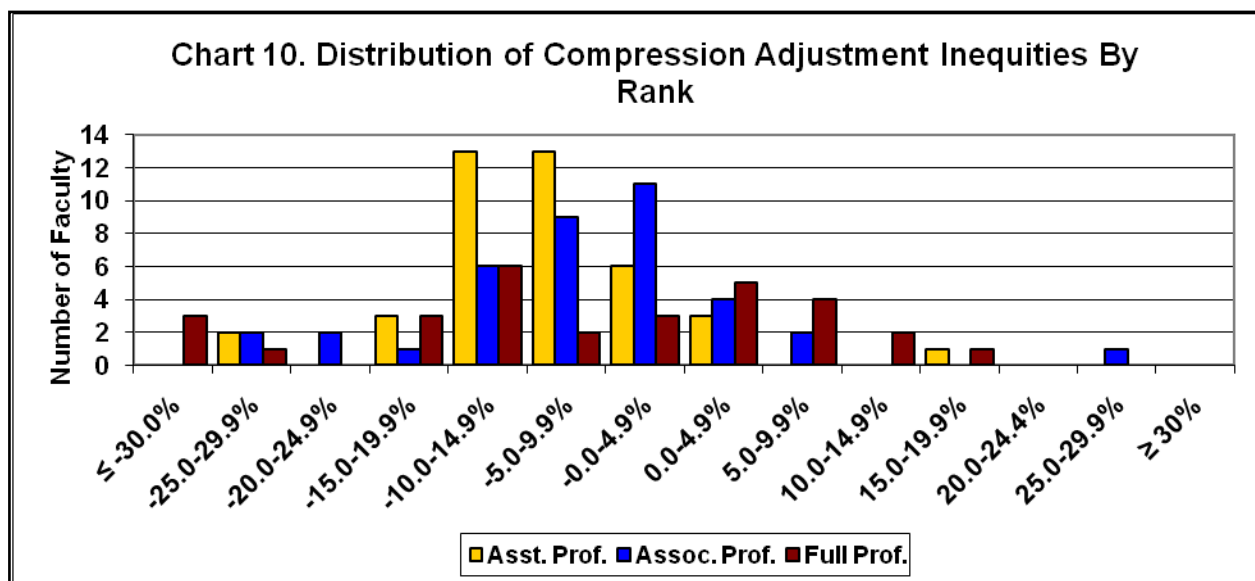
The 2008-09 salaries of ten faculty members generated compression adjustment inequity percentages that were more than 20% below the expected salary. The 2008-09 salaries of another 32 faculty members produced compression adjustment inequity percentages that were between 10% and 20% below expected values. Faculty members with the largest compression-related inequities were again largely restricted to just a few disciplines (see Table 13).

Table 13. Compression Adjustment Inequity Percentages by Discipline 2008-09

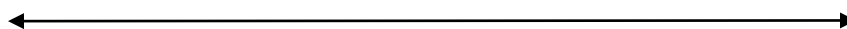
Discipline	Compression Index
Managerial Economics	-29.4%
Finance & Financial Management Services	-25.4%
Computer & Information Sciences and Support Services	-25.0%
Marketing	-24.8%
Chemistry	-24.7%
Geography & Cartography	-18.8%
Accounting & Related Services	-16.6%
Psychology	-15.1%
Music	-11.8%
Anthropology	-10.7%
Engineering	-8.5%
Philosophy & Religious Studies	-7.9%
Fine & Studio Art	-7.7%
Nursing	-7.3%
Education	-7.0%
Biological & Biomedical Sciences	-6.7%
Political Science & Government	-6.1%
Dramatic/Theatre Arts & Stagecraft	-5.5%
Sociology	-3.8%
History	-3.5%
English Language & Literature/Letters	-3.4%
Geological & Earth Science/Geosciences	-3.0%
Physics	-1.8%
Mathematics & Statistics	-1.6%
Parks, Recreation, Leisure & Fitness Studies	-0.8%
Communication, Journalism & Related Programs	2.1%
Foreign Languages, Literatures, & Linguistics	9.4%
General Business	9.8%
Grand Total	-7.1%

Table 14. Number of Faculty by Compression Adjustment Inequity Percentage Ranges 2006-07, 2007-08, and 2008-09

Compression Inequity Adjustment Percentage	Number of Faculty											
	Asst. Prof.			Assoc. Prof.			Full Prof.			Total		
	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09	2006-07	2007-08	2008-09
< -30.0%							2	1	3	2	1	3
-25.0-29.9%	1		2		1	2		2	1	1	3	5
-20.0-24.9%	1	1		2	3	2	2			5	4	2
-15.0-19.9%	1	2	3	4	5	1	2	3	3	7	10	7
-10.0-14.9%	12	15	13	5	6	6	2	2	6	19	23	25
-5.0-9.9%	15	13	13	8	6	9	9	9	2	32	28	24
-0.0-4.9%	10	8	6	11	11	11	8	2	3	29	21	20
0.0-4.9%	4	3	3	2	3	4	3	5	5	9	11	12
5.0-9.9%	1			1	2	2	2	2	4	4	4	6
10.0-14.9%	1			1			1	2	2	3	2	2
15.0-19.9%			1					2	1	0	2	2
20.0-24.9%	1			1	1			1		2	2	0
25.0-29.9%						1				0	0	1
>30.0%				1						1	0	0
Total	47	42	41	36	38	38	31	31	30	114	111	109



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).

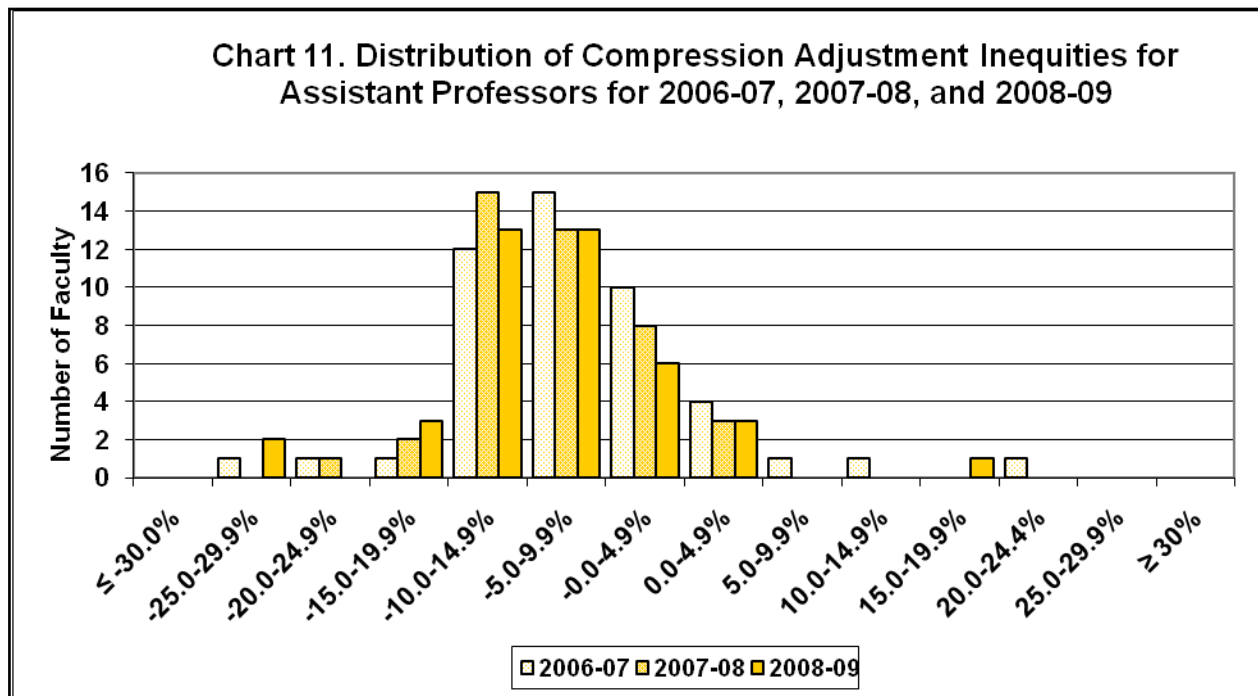


Chart 12. Distribution of Compression Adjustment Inequities for Associate Professors for 2006-07, 2007-08, and 2008-09

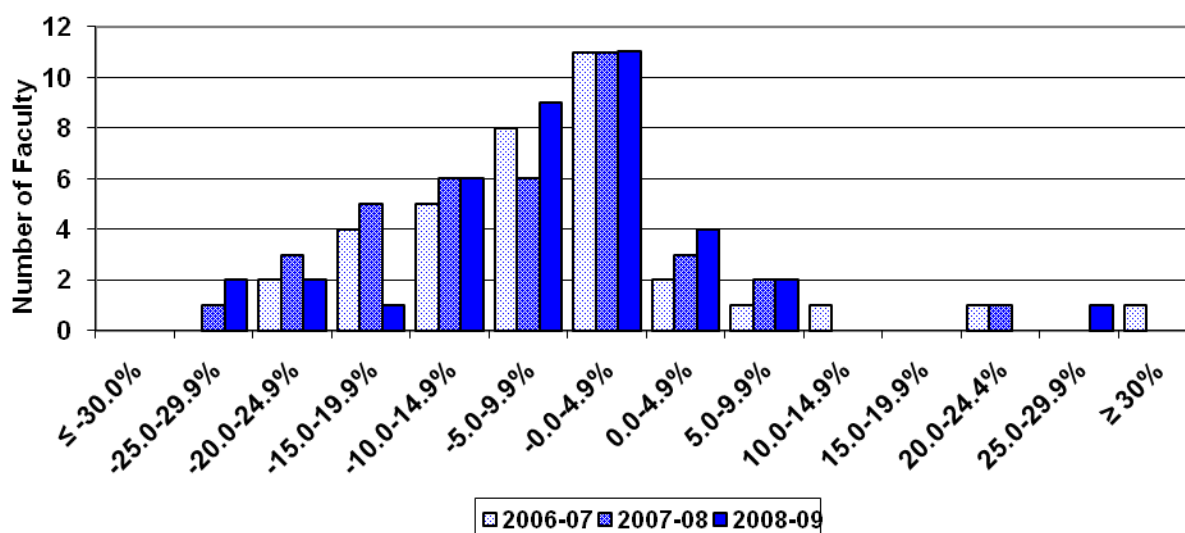
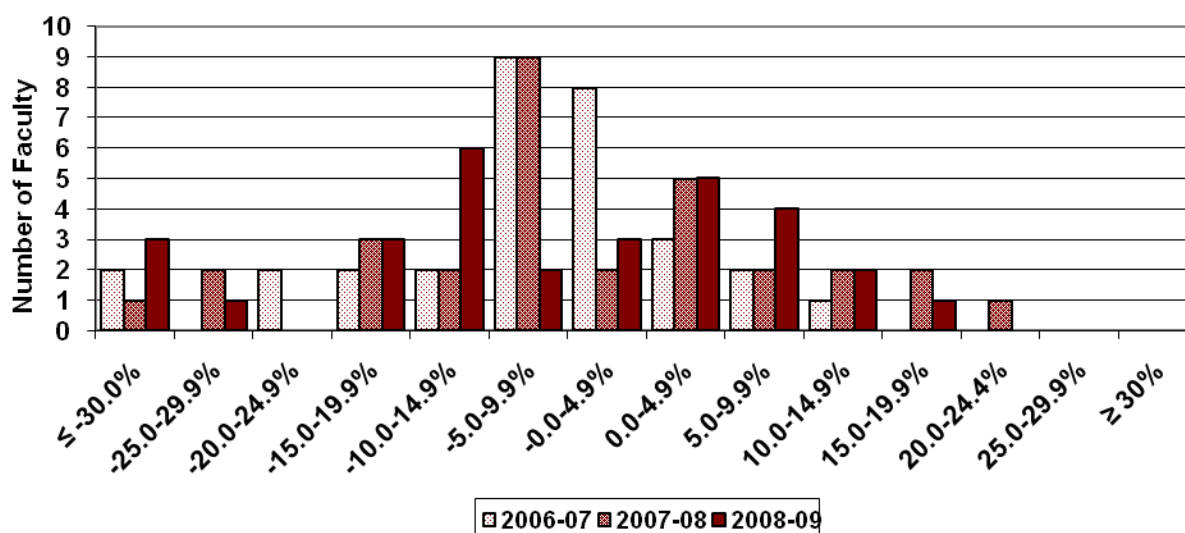


Chart 13. Distribution of Compression Adjustment Inequities for Full Professors for 2006-07, 2007-08, and 2008-09



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Appendix A: Legislated Percent Increases & Inflation 1987-2008

Table A1. Legislated Percent Increases for South Carolina State Employees 1987-2008 and Annual Inflation Rates with 5- and 10-Year Moving Averages

Year	Legislated Percent Increase	5 Year Average Increase	10 Year Average Increase	Annual Inflation Rate	5 Year Average Increase	10 Year Average Increase
1987	3.00	--	--	3.60	--	--
1988	4.00	--	--	4.10	--	--
1989	6.00	--	--	4.80	--	--
1990	4.50	--	--	5.40	--	--
1991	0.00	3.50	--	4.20	4.42	--
1992	2.00	3.30	--	3.00	4.30	--
1993	0.00	2.50	--	3.00	4.08	--
1994	4.36	2.17	--	2.60	3.64	--
1995	3.56	1.98	--	2.80	3.12	--
1996	3.40	2.66	3.08	3.00	2.88	3.65
1997	2.50	2.76	3.03	2.30	2.74	3.52
1998	4.50	3.66	3.08	1.60	2.46	3.27
1999	4.00	3.59	2.88	2.20	2.38	3.01
2000	3.00	3.48	2.73	3.40	2.50	2.81
2001	2.00	3.20	2.93	2.80	2.46	2.67
2002	1.00	2.90	2.83	1.60	2.32	2.53
2003	0.00	2.00	2.83	2.30	2.46	2.46
2004	3.00	1.80	2.70	2.70	2.56	2.47
2005	4.00	2.00	2.74	3.40	2.56	2.53
2006	3.00	2.20	2.70	3.20	2.64	2.55
2007	3.00	2.60	2.75	2.80	2.88	2.60
2008	1.00	2.80	2.40	3.80	3.18	2.82

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/ Rank Date	Percent Inequity	Compression Adjustment Percent Inequity
921	Instructor	1988	-21.1%	--
839	Instructor	1982	-19.7%	--
865	Instructor	2006	-19.6%	--
877	Instructor	2003	-19.5%	--
923	Instructor	1996	-16.2%	--
933	Instructor	1991	-15.2%	--
859	Instructor	1989	-14.3%	--
925	Instructor	1997	-13.3%	--
881	Instructor	1992	-13.3%	--
803	Instructor	2003	-12.9%	--
819	Instructor	1993	-11.6%	--
838	Instructor	1995	-7.3%	--
858	Instructor	2001	-7.2%	--
864	Instructor	2006	-4.4%	--
926	Instructor	2006	-4.4%	--
922	Instructor	2008	-4.1%	--
916	Instructor	2008	-2.8%	--
804	Instructor	2008	-2.7%	--
805	Instructor	2008	-2.7%	--
883	Instructor	2003	-1.6%	--
924	Instructor	2006	-1.5%	--
950	Instructor	2006	-1.5%	--
902	Instructor	2008	-0.6%	--
825	Instructor	2007	-0.6%	--
870	Instructor	2002	0.7%	--
837	Instructor	2006	1.0%	--
857	Instructor	2007	1.5%	--
826	Instructor	2003	2.3%	--
876	Instructor	2007	2.6%	--
891	Instructor	2008	3.8%	--
846	Instructor	2007	4.2%	--
812	Instructor	1991	5.0%	--
947	Instructor	2008	5.7%	--
824	Instructor	2007	6.5%	--
856	Instructor	2007	7.1%	--
869	Instructor	2008	8.5%	--
862	Instructor	2003	10.6%	--
861	Instructor	2003	10.9%	--
875	Instructor	2003	12.2%	--
836	Instructor	2008	18.3%	--
802	Instructor	2008	27.9%	--
930	Instructor	2001	30.6%	--

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
874	Asst. Prof.	2007			-24.2%	-27.8%
873	Asst. Prof.	2004			-25.9%	-27.4%
889	Asst. Prof.	2006			-12.7%	-16.5%
885	Asst. Prof.	2005			-13.3%	-15.8%
887	Asst. Prof.	2006			-11.7%	-15.5%
886	Asst. Prof.	2008			-8.2%	-14.7%
888	Asst. Prof.	2003			-13.8%	-14.1%
867	Asst. Prof.	2001			-16.8%	-13.5%
915	Asst. Prof.	2006			-9.4%	-13.4%
816	Asst. Prof.	2004			-11.4%	-12.9%
809	Asst. Prof.	2004			-11.1%	-12.6%
810	Asst. Prof.	2007			-6.4%	-11.6%
842	Asst. Prof.	2006			-6.9%	-10.9%
911	Asst. Prof.	2006			-6.5%	-10.7%
897	Asst. Prof.	2008			-3.9%	-10.7%
813	Asst. Prof.	2006			-6.5%	-10.5%
818	Asst. Prof.	2008			-3.5%	-10.3%
844	Asst. Prof.	2007			-4.6%	-10.0%
919	Asst. Prof.	1985			-33.4%	-9.2%
843	Asst. Prof.	2005			-6.3%	-9.1%
898	Asst. Prof.	2003			-8.4%	-8.8%
945	Asst. Prof.	2007			-2.3%	-8.0%
829	Asst. Prof.	2007			-2.1%	-7.9%
831	Asst. Prof.	2007			-2.1%	-7.9%
871	Asst. Prof.	2008			-0.8%	-7.9%
900	Asst. Prof.	2008			0.0%	-7.2%
920	Asst. Prof.	2005			-3.3%	-6.1%
832	Asst. Prof.	2006			-1.8%	-6.1%
834	Asst. Prof.	2006			-1.8%	-6.1%
944	Asst. Prof.	2008			1.5%	-6.0%
814	Asst. Prof.	2008			1.7%	-5.4%
853	Asst. Prof.	2004			-2.7%	-4.4%
830	Asst. Prof.	2005			-1.4%	-4.3%
943	Asst. Prof.	2003			-3.8%	-4.0%
833	Asst. Prof.	2008			5.2%	-2.7%
918	Asst. Prof.	2007			4.8%	-0.7%
860	Asst. Prof.	2002			-2.0%	-0.5%
931	Asst. Prof.	2005			3.0%	0.0%
906	Asst. Prof.	2003			0.6%	0.5%
854	Asst. Prof.	2004			3.5%	1.7%
937	Asst. Prof.	2004			20.9%	18.7%

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	Rank Date	Actual Salary (9-Month)	CUPA Average	Botsch Folsom Percent Inequity	Compression Adjustment Percent Inequity
936	Assoc. Prof.	2008			5.6%	-25.4%
807	Assoc. Prof.	2008			-24.2%	-25.0%
934	Assoc. Prof.	2007			-11.6%	-24.3%
941	Assoc. Prof.	1987			-31.0%	-21.8%
895	Assoc. Prof.	2004			-22.6%	-18.8%
850	Assoc. Prof.	2007			22.9%	-14.1%
827	Assoc. Prof.	2003			-17.7%	-12.9%
884	Assoc. Prof.	2004			-14.8%	-12.7%
841	Assoc. Prof.	2006			-10.8%	-12.1%
949	Assoc. Prof.	2007			-10.6%	-11.2%
914	Assoc. Prof.	2003			-12.3%	-10.3%
907	Assoc. Prof.	2007			-12.2%	-9.3%
872	Assoc. Prof.	1984			-25.6%	-8.6%
820	Assoc. Prof.	2003			-6.5%	-8.5%
863	Assoc. Prof.	2008			-3.1%	-7.3%
908	Assoc. Prof.	2008			-8.1%	-6.1%
896	Assoc. Prof.	2001			-15.2%	-6.1%
815	Assoc. Prof.	2003			-7.7%	-6.0%
910	Assoc. Prof.	2006			-7.0%	-5.9%
840	Assoc. Prof.	1995			-21.5%	-5.3%
851	Assoc. Prof.	2008			-2.7%	-4.9%
849	Assoc. Prof.	1992			-25.5%	-4.6%
917	Assoc. Prof.	2008			-5.8%	-3.7%
845	Assoc. Prof.	1999			-13.5%	-3.6%
893	Assoc. Prof.	1998			-14.6%	-3.2%
817	Assoc. Prof.	1987			-30.0%	-3.0%
852	Assoc. Prof.	2008			-0.7%	-3.0%
821	Assoc. Prof.	1993			-26.8%	-3.0%
913	Assoc. Prof.	1993			-25.0%	-2.5%
882	Assoc. Prof.	1992			-24.8%	-1.8%
909	Assoc. Prof.	2000			-14.9%	-1.1%
828	Assoc. Prof.	1990			-26.7%	0.9%
822	Assoc. Prof.	1991			-25.0%	2.9%
866	Assoc. Prof.	1995			-16.7%	3.4%
901	Assoc. Prof.	1998			-29.8%	4.5%
868	Assoc. Prof.	2001			-2.6%	7.8%
811	Assoc. Prof.	2008			14.3%	9.3%
823	Assoc. Prof.	2004			19.2%	28.3%

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	Rank Date	Actual Salary (9-Month)	CUPA Average	Botsch Folsom Percent Inequity	Under mean adjusted Botsch Folsom Percent Inequity	Compression Adjustment Percent Inequity
878	Professor	1994			-25.5%	-25.5%	-35.1%
935	Professor	1993			-18.7%	-18.7%	-34.4%
932	Professor	2002			-13.3%	-18.9%	-33.2%
942	Professor	2008			-2.8%	-19.5%	-27.7%
879	Professor	2000			-12.8%	-16.4%	-19.6%
848	Professor	1996			-18.4%	-18.4%	-19.3%
892	Professor	1994			-17.1%	-17.1%	-16.3%
890	Professor	1991			-19.3%	-19.3%	-14.9%
912	Professor	1996			-9.1%	-9.1%	-11.7%
929	Professor	2004			-8.6%	-16.8%	-11.4%
927	Professor	2003			-9.9%	-16.8%	-11.4%
894	Professor	2008			-3.3%	-4.6%	-10.7%
808	Professor	1996			-4.1%	-4.1%	-10.1%
928	Professor	2006			-2.5%	-14.0%	-8.4%
903	Professor	1986			-23.7%	-23.7%	-7.3%
806	Professor	2007			3.7%	-9.4%	-4.8%
948	Professor	2004			2.1%	-8.9%	-3.8%
905	Professor	1998			-6.5%	-7.5%	-2.8%
899	Professor	1987			-12.9%	-12.9%	0.9%
904	Professor	1988			-13.6%	-13.6%	1.2%
847	Professor	2008			16.7%	-1.1%	1.5%
940	Professor	1989			4.8%	4.8%	2.4%
946	Professor	1991			-3.2%	-3.2%	4.1%
938	Professor	2008			42.7%	10.4%	8.8%
951	Professor	1983			-11.5%	-11.5%	8.8%
801	Professor	2005			14.5%	3.2%	9.1%
939	Professor	2007			40.5%	11.8%	9.5%
835	Professor	1986			-6.4%	-6.4%	12.6%
880	Professor	1982			-4.7%	-4.7%	13.7%
855	Professor	2005			28.1%	13.0%	17.0%

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	Rank Date	Actual Salary (12-Month)	ALA Average	Botsch Folsom Percent Inequity	Compression Adjustment Percent Inequity
206					-20.5%	--
212					-18.2%	--
203					-12.5%	--
207					1.4%	--
205					8.8%	--
204					13.3%	--

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.

ID	Percent Inequity (Under mean adjusted) following Increase and/or Rank Change
942	-19.5%
896	-15.2%
908	-8.1%
917	-5.8%
894	-4.6%
946	-3.2%
863	-3.1%
851	-2.7%
868	-2.6%
847	-1.1%
852	-0.7%
940	4.8%
936	5.6%
938	10.4%
811	14.3%

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.

ID	Percent Inequity	Under mean adjusted Percent Inequity
942	-2.8%	-19.5%
932	-13.3%	-18.9%
929	-8.6%	-16.8%
927	-9.9%	-16.8%
879	-12.8%	-16.4%
928	-2.5%	-14.0%
806	3.7%	-9.4%
948	2.1%	-8.9%
905	-6.5%	-7.5%
894	-3.3%	-4.6%
847	16.7%	-1.1%
801	14.5%	3.2%
938	42.7%	10.4%
939	40.5%	11.8%
855	28.1%	13.0%

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: 2008-09, 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
[09.] COMMUNICATION, JOURNALISM AND RELATED PROGRAMS					
09.01 Communication & Media Studies					
Professor	74	79,257	82,162	60,977	108,411
Associate Professor	99	60,780	62,176	45,227	74,260
Assistant Professor	139	50,843	50,927	42,652	62,893
New Assistant Professor	26	49,687	50,000	42,000	55,000
Instructor	93	41,978	41,572	34,301	53,934
[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES					
11.01 General					
Professor	55	96,685	95,451	76,097	136,229
Associate Professor	83	87,364	90,214	59,232	109,064
Assistant Professor	125	74,213	73,668	49,806	92,859
New Assistant Professor	19	67,912	65,000	49,316	86,882
Instructor	37	54,806	53,490	37,718	72,329
[13.] EDUCATION					
13.01 General					
Professor	62	73,566	72,900	57,135	97,860
Associate Professor	93	59,700	58,044	47,521	75,184
Assistant Professor	134	51,284	51,160	43,497	59,315
New Assistant Professor	27	49,699	49,519	44,000	54,600
Instructor ⁸	101	44,585	44,300	28,000	60,800
[14.] ENGINEERING⁹					
14.01 General					
Professor	17	91,488	74,452	44,822	187,070
Associate Professor	19	71,349	68,152	42,545	102,037
Assistant Professor	17	63,348	63,157	41,099	89,369
New Assistant Professor	--	--	--	--	--
Instructor	--	--	--	--	--
[16.] FOREIGN LANGUAGES, LITERATURES, AND LINGUISTICS					
16.01 Linguistic, Comp & Rel Studies & Sv					
Professor	46	76,829	72,753	56,488	101,820
Associate Professor	59	61,957	62,666	50,974	75,000
Assistant Professor	70	49,695	49,377	42,563	61,170
New Assistant Professor	10	46,599	47,175	42,500	52,000
Instructor	54	40,553	41,129	34,500	47,500
[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS					

⁸ 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.

⁹ 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
23.01 General					
Professor	296	73,994	74,134	53,706	129,000
Associate Professor	282	57,666	57,624	45,685	82,299
Assistant Professor	402	47,794	47,718	40,307	61,556
New Assistant Professor	81	46,514	46,500	35,840	68,000
Instructor	284	38,123	38,698	30,830	53,895
[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES					
26.01 General					
Professor	215	77,992	75,155	51,739	106,562
Associate Professor	220	60,252	59,255	48,447	79,656
Assistant Professor	243	51,486	51,517	39,755	65,619
New Assistant Professor	37	49,045	49,500	41,200	55,814
Instructor	110	41,350	42,750	30,321	53,590
[27.] MATHEMATICS AND STATISTICS					
27.01 Mathematics					
Professor	237	78,786	77,342	58,045	104,949
Associate Professor	205	62,415	61,843	49,772	78,737
Assistant Professor	299	52,646	51,827	41,200	64,708
New Assistant Professor	44	51,743	51,371	41,000	65,000
Instructor	214	40,840	40,927	31,930	71,689
[31.] PARKS, RECREATION, LEISURE AND FITNESS STUDIES					
31.05 Health & Physical Education/Fitness					
Professor	52	78,729	77,546	59,832	100,774
Associate Professor	66	63,405	63,249	53,000	90,142
Assistant Professor	108	52,154	51,172	42,370	64,227
New Assistant Professor	24	50,309	51,669	37,992	63,500
Instructor	71	43,327	41,351	36,703	106,095
[38.] PHILOSOPHY AND RELIGIOUS STUDIES					
38.01 Philosophy					
Professor	38	80,945	76,783	53,157	133,766
Associate Professor	43	59,455	55,609	43,188	90,364
Assistant Professor	47	50,494	50,197	32,000	65,392
New Assistant Professor	11	49,360	50,000	32,000	60,954
Instructor ¹⁰	10	43,817	46,666	28,100	51,061
[40.] PHYSICAL SCIENCES					
40.05 Chemistry					
Professor	134	81,886	77,608	58,010	116,999
Associate Professor	109	62,680	62,683	49,553	84,081
Assistant Professor	180	62,680	51,194	42,362	66,725
New Assistant Professor	40	48,804	48,500	39,000	57,333
Instructor	56	41,922	41,600	30,000	54,239
40.06 Geological & Earth Sci/Geosciences					
Professor	59	78,357	75,961	61,957	92,131
Associate Professor	30	61,804	60,822	52,160	70,852
Assistant Professor	44	54,183	55,780	40,692	65,082
New Assistant Professor	9	50,821	54,000	40,692	58,000
Instructor ¹¹	5	42,566	39,900	38,000	50,902
40.08 Physics					
Professor	93	84,412	81,848	60,194	123,954
Associate Professor	75	65,862	63,018	49,721	85,207
Assistant Professor	90	53,802	51,508	45,725	74,837

¹⁰ Comparative salaries for 38.01 Philosophy Instructors did not appear in the Southeastern peer group report from CUPA-HR. Reported statistics for this rank was calculated using data from a National peer group of public institutions.

¹¹ Comparative salaries for 38.01 Geological & Earth Science Instructors did not appear in the Southeastern peer group report from CUPA-HR. Reported statistics for this rank was calculated using data from a National peer group of public institutions.

Code/Title	N	Average	Median	Minimum	Maximum
New Assistant Professor	21	52,437	50,348	46,000	72,100
Instructor	25	45,313	43,616	35,627	56,096
[42.] PSYCHOLOGY					
42.01 General					
Professor	211	77,289	76,012	51,185	103,042
Associate Professor	190	60,853	59,950	46,830	78,375
Assistant Professor	218	51,273	50,956	43,607	67,049
New Assistant Professor	52	48,931	49,220	42,000	56,000
Instructor	28	40,673	40,334	32,000	51,500
[45.] SOCIAL SCIENCES					
45.02 Anthropology					
Professor	25	88,177	84,697	65,000	89,151
Associate Professor	19	60,898	57,963	51,830	72,176
Assistant Professor ¹²	55	57,004	56,899	40,448	76,209
New Assistant Professor	10	52,777	49,807	45,000	74,000
Instructor	--	--	--	--	--
45.07 Geography & Cartography					
Professor	--	--	--	--	--
Associate Professor	42	65,679	65,679	51,951	78,997
Assistant Professor	41	54,028	51,069	44,638	62,251
New Assistant Professor	--	--	--	--	--
Instructor	--	--	--	--	--
45.10 Political Science & Government					
Professor	126	79,293	78,485	51,082	113,377
Associate Professor	108	62,569	61,484	48,620	74,609
Assistant Professor	143	51,483	49,655	37,450	68,706
New Assistant Professor	31	52,710	50,313	43,000	70,000
Instructor	26	40,809	40,655	31,000	60,420
45.11 Sociology					
Professor	88	79,471	77,193	53,300	121,500
Associate Professor	100	59,998	59,689	48,985	71,695
Assistant Professor	109	50,117	48,319	40,832	59,492
New Assistant Professor	32	49,321	48,000	41,000	61,000
Instructor	31	41,211	42,500	33,825	49,511
[50.] VISUAL AND PERFORMING ARTS					
50.05 Dramatic/Theatre Arts & Stagecraft					
Professor	40	73,572	76,080	51,733	92,350
Associate Professor	59	59,626	58,688	48,410	71,497
Assistant Professor	93	47,909	47,498	39,000	60,000
New Assistant Professor	19	45,768	45,666	36,000	60,000
Instructor	28	38,846	37,028	33,330	44,970
50.07 Fine & Studio Art					
Professor	136	71,194	72,022	57,291	106,454
Associate Professor	121	57,696	58,256	46,321	67,096
Assistant Professor	181	47,951	47,556	36,643	62,744
New Assistant Professor	44	45,547	44,387	35,000	57,500
Instructor	28	--	--	--	--
50.09 Music					
Professor	181	71,761	72,780	52,920	106,943
Associate Professor	174	57,693	57,747	45,612	86,803
Assistant Professor	234	49,434	47,880	40,475	63,362
New Assistant Professor	35	46,832	45,000	40,121	58,178
Instructor	79	43,032	41,731	29,000	74,273
[51.] HEALTH PROFESSIONS AND RELATED CLINICAL SCIENCES					
51.16 Nursing					
Professor	92	85,190	83,479	66,878	115,000
Associate Professor	149	68,268	69,122	48,782	88,275

¹² Comparative salaries for 45.01 Anthropology Assistant Professors and New Assistant Professors did not appear in the Southeastern peer group report from CUPA-HR. Reported statistics for this rank was calculated using data from a National peer group of public institutions.

Code/Title	N	Average	Median	Minimum	Maximum
Assistant Professor	458	55,385	54,207	45,056	72,178
New Assistant Professor	71	52,617	52,000	42,000	72,000
Instructor	230	52,943	52,832	38,000	66,832
[52.] BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES					
52.01 General ¹³					
Professor	83	76,115	77,839	53,835	108,347
Associate Professor	116	64,373	65,652	39,125	91,466
Assistant Professor	129	56,848	53,491	35,920	86,823
New Assistant Professor	20	58,137	57,317	30,000	87,113
Instructor	26	44,249	43,056	22,500	59,094
52.03 Accounting & Related Svcs					
Professor	105	108,681	110,385	86,465	155,957
Associate Professor	118	95,772	98,106	63,592	116,134
Assistant Professor	74	90,332	92,349	54,854	111,460
New Assistant Professor	--	--	--	--	--
Instructor	52	54,942	55,694	39,294	114,000
52.06 Managerial Economics					
Professor	37	94,482	99,901	72,658	118,038
Associate Professor	32	79,663	74,766	65,613	94,300
Assistant Professor	28	78,105	73,437	56,602	103,146
New Assistant Professor	--	--	--	--	--
Instructor	6	48,505	47,020	45,000	53,402
52.08 Finance & Financial Mgt Svcs					
Professor	69	110,226	104,137	85,304	187,157
Associate Professor	59	97,465	93,067	68,294	159,788
Assistant Professor	50	94,417	89,787	71,196	143,800
New Assistant Professor	--	--	--	--	--
Instructor	--	--	--	--	--
52.14 Marketing					
Professor	71	105,772	106,703	72,535	169,088
Associate Professor	59	95,334	92,515	63,027	136,912
Assistant Professor	69	88,999	90,750	54,509	118,848
New Assistant Professor	--	--	--	--	--
Instructor	--	--	--	--	--
[54.] HISTORY GENERAL					
54.01 History					
Professor	191	74,904	73,305	45,435	119,542
Associate Professor	175	58,521	59,444	42,955	68,679
Assistant Professor	202	48,914	48,343	36,750	61,011
New Assistant Professor	43	45,951	45,215	36,750	55,000
Instructor	60	40,060	39,710	27,500	55,814

¹³ Comparative salaries for 52.01 General Business did not appear in the Southeastern peer group report from CUPA-HR. Reported statistics for this rank was calculated using data from a National peer group of public institutions.

Appendix D: Salary Inequity Calculations (Personal Information Included)

Tables in Appendix D are not available via the web version of the Faculty Study.

Appendix E: Compression Adjustment Salary Inequities

Tables in Appendix E are not available via the web version of the Faculty Study.

Appendix F: Inequity Percentage Comparisons

Tables in Appendix F are not available via the web version of the Faculty Study.

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