

UNC-Asheville Faculty Salary Report January 21, 2010

Items of note in the various tables:

Peer institution salary comparison highlights (Table 1):

- We are in the 56th percentile of salaries across the board of peer institutions and in the 75th percentile of public peer institutions. This essentially means that UNCA's average faculty salary is higher than (approximately) 56% of all peer institutions. Comparing ourselves to public institutions, 75% of all public peer institutions have lower average salaries.
- Many of our peer institutions start their assistant professors at roughly the same salary as UNC-Asheville, meaning that the salary discrepancies come about over the entire course of a faculty member's career. At Union College, for example, the average assistant professor's salary is only 1.3 k higher than at UNC-Asheville's, but at the associate level, it is 10.1 k higher and at the full level, it is 21.6 k higher.
- Assistant professor salaries at UNC-Asheville exceed the peer institution average by approximately 1.5k, salaries at the associate level fall approximately 5k below the average and salaries at the full level fall nearly 7.5k below the average.
- Compared to the Peer Institution Average, at UNC-Asheville, full professors make 7.6 k less, associates make almost 5k less, and assistants make approximately 1.2 k more.

UNC-Asheville Salary comparison (Table 2):

- Note a discrepancy between median salaries of male vs. female full professors. Male and female assistants and associates, going by both the mean and median figures, make roughly the same. There is either approximately an 11k difference (going by the median) or a 8k difference (going by the mean). There may be various reasons for this, perhaps not least the maximum full professor salary discrepancy (99.7k vs. 160.1 k).
- Salary compression is notably evident at the associate level. The median salary of all associates is approximately 7k greater than the median assistant's salary and is 21.4k less than the median salary for a full professor.

Full Time Continuing Salary Increase (Table 3):

- The average salary increase over the course of the previous ten years is 4.7%. The average rate of inflation over the same ten years as reported by the Bureau of Labor Statistics is 2.57 %.

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Table 1

UNC Asheville Peer Faculty Salary Comparisons: 2008-09							
			Associate	Assistant	All Ranks		Public
		Professor	Professor	Professor	Mean	Percentile	Percentile
1	Lafayette College (PA)	120,100	87,700	69,400	92,400	99.7	
2	Bucknell University (PA)	113,000	83,500	71,100	89,200	93.4	
3	Richard Stockton College (NJ)	112,200	85,900	65,100	87,733	87.2	99.6
4	Ramapo College of New Jersey	109,800	84,900	64,400	86,367	80.9	91.3
5	Union College (NY)	109,300	77,900	62,300	83,167	74.7	
6	Furman University (SC)	97,600	70,300	57,300	75,067	68.4	
7	Eastern Connecticut State Univ	92,500	69,000	55,900	72,467	62.2	82.9
8	UNC Asheville	87,700	67,800	61,000	72,167	55.9	74.6
9	New College of Florida	83,100	66,700	63,900	71,233	49.7	66.3
10	St. Mary's College (MD)	88,400	67,000	52,100	69,167	43.4	57.9
11	SUNY College at Geneseo (NY)	83,900	67,100	55,600	68,867	37.2	49.6
12	Univ of Mary Washington (VA)	82,900	65,700	53,400	67,333	30.9	41.3
13	Massachusetts C. of Liberal Arts	78,400	62,400	52,900	64,567	24.7	32.9
14	Univ of Minnesota at Morris	76,000	63,100	52,400	63,833	18.4	24.6
15	Evergreen State College (WA)	n/a	n/a	n/a	62,299	12.2	16.3
16	Truman State University (MO)	74,000	57,400	47,600	59,667	5.9	7.9
17	Peer Institution Average	95,350	72,786	59,771	74,096		
27	Source: <i>The Chronicle of Higher Education</i> , April 17, 2009						
28	Note: Evergreen State does not have faculty ranks and mean salary is for all full-time faculty						

UNC Asheville Full-time Faculty Salary by Gender and Rank
Fall 2009

(Table 2)

Rank	Female						Male						Total					
	N	Mean Yrs in Rank	Total Salary				N	Mean Yrs in Rank	Total Salary				N	Mean Yrs in Rank	Total Salary			
			Min	Mean	Median	Max			Min	Mean	Median	Max			Min	Mean	Median	Max
Full	14	8	68,883	81,461	77,942	99,702	44	12	68,411	89,960	88,939	160,080	58	11	68,411	87,909	86,845	160,080
Associate	31	6	60,801	67,996	65,742	92,564	32	7	60,453	68,561	65,019	90,722	63	7	60,453	68,283	65,392	92,564
Assistant	23	3	51,250	58,045	57,500	91,000	22	4	52,100	61,592	60,877	100,000	45	4	51,250	59,779	58,857	100,000
Lecturer	21	9	29,150	50,068	47,279	83,779	17	8	40,000	50,835	46,358	79,668	38	9	29,150	50,411	46,819	83,779
Other*	2	3	55,647	55,824	55,824	56,000	2	2	51,000	51,125	51,125	51,250	4	2	51,000	53,474	53,449	56,000
All	91	6	29,150	63,148	62,421	99,702	117	9	40,000	72,424	68,484	160,080	208	8	29,150	68,366	64,911	160,080

*Other includes Instructors, Visiting Faculty and Research Faculty

Full-time continuing faculty salary increase

(Table 3)

Fall	N	Total Salary Outlay		%increase
		Current YR	Previous YR	
2000	138	7,283,637	6,901,306	5.2%
2001	156	8,267,317	7,974,943	3.5%
2002	161	8,505,818	8,418,338	1.0%
2003	159	8,559,897	8,424,694	1.6%
2004	169	9,772,853	8,911,464	8.8%
2005	172	10,148,710	9,823,216	3.2%
2006	188	11,525,743	10,684,457	7.3%
2007	187	12,541,219	11,191,272	10.8%
2008	186	12,889,732	12,236,781	5.1%
2009	193	13,313,320	13,249,957	0.5%