



THE UNIVERSITY OF ALABAMA SYSTEM

UA

UAB

UAH

**FY 2007-2008 SUG/UAS SALARY ANALYSIS
FOR FULL-TIME INSTRUCTIONAL FACULTY**

THE UNIVERSITY OF ALABAMA SYSTEM

May 2008

☀ REPORT

INTRODUCTION

The University of Alabama (UA) conducts an annual faculty salary survey which collects data from a select group of southern doctoral/research institutions known as the Southern Universities Group (SUG). Based on the data collected from SUG institutions by the UA, the University of Alabama System (UAS) in coordination with UA conducts an annual salary comparison between the SUG group and the three UAS campuses: UA, the University of Alabama at Birmingham (UAB), and the University of Alabama in Huntsville (UAH).

These comparisons are used to establish a reasonable basis for the development of faculty salary ranges and to obtain a better understanding of the relative competitiveness of the UAS faculty salaries. The analysis of 2007-2008 SUG/UAS Faculty Salary data measures the relative position of the UAS average full-time instructional faculty salaries by campus, Classification of Instructional Program (CIP) codes, and faculty rank. Some further clarification and notation are necessary.

1. The analysis utilizes the CIP code structure. The codes were developed by the National Center of Education Statistics for use as a reference tool to assist in the collection, reporting, and interpretation of data about instructional programs. In the past, the study was based on the analysis of summary information associated with all instructional programs historically offered within the UA System. Two years ago the committee charged with reviewing the SUG/UAS analysis adopted a revised group of relevant CIP codes reflecting the programs currently offered on the UAS campuses.
2. All 31 SUG institutions participated in this year's survey. UA and UAB are regular participants in the SUG survey but the data for these two institutions have been excluded when calculating the SUG figures provided in this report. Comparable average salary data for full-time instructional faculty at UAH which is not a SUG member institution are collected and provided in the comparisons. In addition, a system-wide faculty average is calculated by rank and provided.
3. SUG salary data in the tables of the report show the weighted average salaries (weighted by number of faculty) and the 50th and 75th percentiles. Additionally, the following are important points related to the study:
 - The 50th percentile (median) indicates the salary level at which one half of the institutionally reported mean salaries are below this level and one half are above.
 - The 75th percentile indicates the salary level at which 75 percent of the reported institutional mean salaries are either equal to or below that figure.

- In the case where a percentile falls between two institutional observations, the highest observation of the two determines the percentile location. All reported salaries are based on academic year (9 month) appointments and exclude benefits as well as administrative stipends.
4. The method of calculating the “Cost to Catch Up” is a summation of the difference between average salaries for each campus and the SUG 50th percentile, the SUG weighted average, or the SUG 75th percentile salaries by rank and multiplying that difference by the total number of UAS campus faculty in each rank. If the UAS average salary for a particular rank exceeds the corresponding SUG benchmark, a zero difference is noted. In summary, this approach totals the cost of bringing each rank on each UAS campus to the particular SUG benchmark. This methodology differs from the one used prior to 2006-07 when differences were calculated by discipline (rather than at an institutional rank level) and summed.

5. Data definitions - Median and Mean Calculations:

Median or 50th Percentile Calculation:

The median is a popular measure of central tendency; it is the 50th percentile of a distribution. To find the median of a set of values, first order the numbers and then find the observation in the middle. The median of 7, 2, 4, 5, and 9 is 5 (2-4-**5**-7-9). To determine the median for an even number set of values, normally the average of the middle two figures is taken. That is, for the set 2, 4, 6, and 7, the median would be 5 (4 plus 6 then divided by 2). However, in the UAS analysis the median of an even number set is determined to be the higher of the middle two figures (or 6 in this example). The median (50th percentile) is often more appropriate than the mean in skewed distributions or in situations with outliers.

Mean or Average:

Also known as the arithmetic mean, the mean is typically what is meant by the word average. The mean is the most common measure of central tendency. The mean of a set of values is given by the sum of all its values divided by the number of values. For example, the mean of 4, 8, and 9 is 7. Despite its popularity, the mean or average may not be an appropriate measure of central tendency for skewed distributions or sets with outlier values.

ACKNOWLEDGEMENTS

The work of the following individuals is acknowledged with appreciation:

Data collection, survey results, and processing

Mr. Sam Strother
Senior Programmer Analyst
Office of Institutional Research and Assessment
The University of Alabama
Box 870166
Tuscaloosa, AL 35487
Telephone: (205) 348-7214

Analysis and publication

Mr. Lorne Kuffel
Executive Director
Office of Institutional Research and Assessment
The University of Alabama
Box 870166
Tuscaloosa, AL 35487
Telephone: (205) 348-7204

Analysis and publication

Dr. Charles Nash
Vice Chancellor for Academic Affairs
The University of Alabama System
401 Queen City Avenue
Tuscaloosa, AL 35401-1551
Telephone: (205) 348-8347

Analysis and publication

Dr. Yardley Bailey
Director of Institutional Research
The University of Alabama System
401 Queen City Avenue
Tuscaloosa, AL 35401-1551
Telephone: (205) 348-8347

Questions regarding the report should be directed to these individuals as appropriate.

SUMMARY REPORT OF 2007-2008 SUG/UAS FACULTY SALARY ANALYSIS

A specific group of the Classification of Instructional Programs (CIP) codes was identified and adopted as relevant to the disciplines offered on the University of Alabama System campuses. This relevant group, used by the University of Alabama in the past, was accepted by the University of Alabama at Birmingham and the University of Alabama in Huntsville for the purpose of this study and is subject to annual evaluation and updating to reflect changes in the campus environment and program mixture. Only full-time instructional faculty salaries were used in this report.

The 2007-2008 comparison of UAS institution average faculty salaries by rank showed improvement over last year's report relative to all three SUG comparisons (50th percentile, weighted average, and 75th percentile). The single exception to this observation is the average salary for assistant professors at UAH which dropped slightly relative to the SUG comparators.

SUG 50th Percentile Compared

Even with the observed improvement in UAS faculty salaries, it is apparent that we remain behind the SUG 50th percentile target in the majority of cases. UAS institutions would require \$2,325,401 to bring the average faculty salaries up to the SUG 50th percentile target.

SUG Weighted Average Compared

Our position relative to the SUG weighted average shows a greater disparity. Compared to this peer measure, the UAS institutions would need \$5,107,103 to reach faculty salary parity.

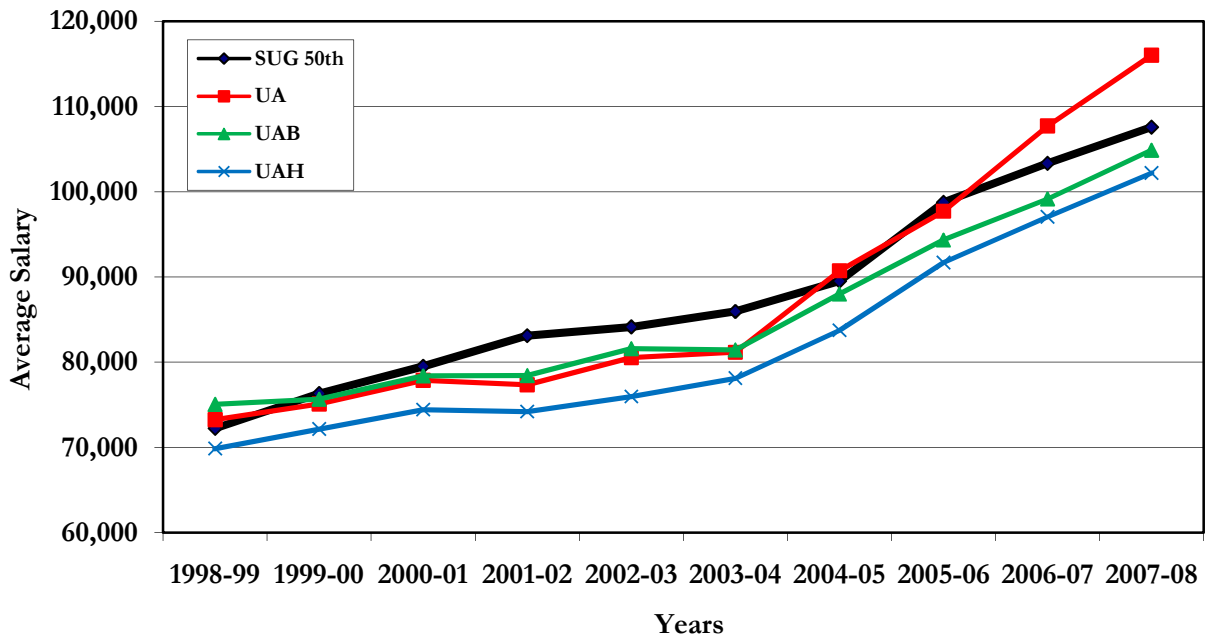
SUG 75th Percentile Compared

We are even farther behind when comparing ourselves to the SUG 75th percentile ranks. All ranks at all three institutions were below this comparison target. The UAS institutions would need an additional \$9,462,398 to bring our average salaries to this goal.

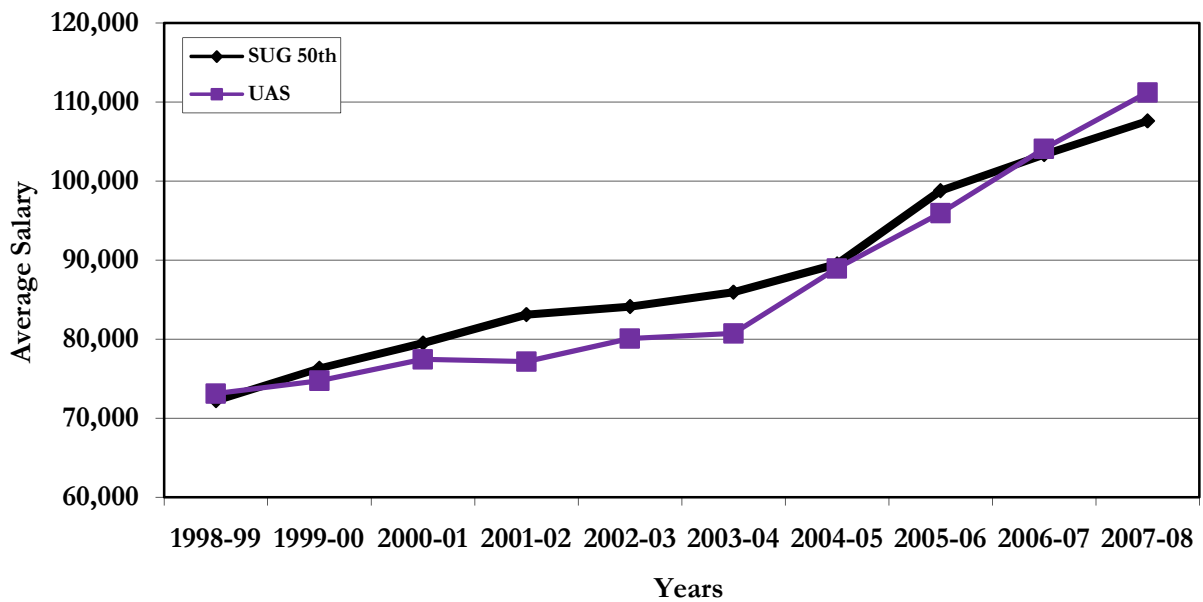
FULL-TIME INSTRUCTIONAL FACULTY SALARIES BY RANK
 UA, UAB, UAH AND UAS AVERAGES COMPARED TO SUG 50th PERCENTILE

Year	Faculty Rank	SUG 50th Percentile	UA Average	UAB Average	UAH Average	UAS Average
2007-08	Professor	107,582	115,995	104,875	102,190	111,195
2006-07	Professor	103,325	107,694	99,133	97,049	104,086
2005-06	Professor	98,748	97,693	94,321	91,667	95,947
2004-05	Professor	89,491	90,711	87,987	83,722	88,929
2003-04	Professor	85,939	81,150	81,417	78,107	80,723
2002-03	Professor	84,113	80,531	81,576	75,951	80,079
2001-02	Professor	83,085	77,343	78,410	74,184	77,152
2000-01	Professor	79,484	77,860	78,356	74,413	77,433
1999-00	Professor	76,308	75,081	75,634	72,135	74,750
1998-99	Professor	72,199	73,240	75,024	69,839	73,111
2007-08	Associate	75,431	79,108	74,309	76,822	77,115
2006-07	Associate	72,126	74,607	70,300	70,629	72,405
2005-06	Associate	68,627	71,082	67,302	66,855	68,989
2004-05	Associate	62,943	65,610	63,971	62,452	64,453
2003-04	Associate	60,616	61,222	59,429	57,192	59,836
2002-03	Associate	59,682	60,365	58,936	56,170	59,162
2001-02	Associate	58,335	57,857	54,953	52,547	55,925
2000-01	Associate	56,724	57,170	55,184	53,031	55,764
1999-00	Associate	54,195	54,661	52,064	50,558	53,029
1998-99	Associate	51,947	52,986	51,935	49,132	51,951
2007-08	Assistant	66,301	65,108	59,490	62,259	63,042
2006-07	Assistant	64,659	60,603	55,038	60,986	59,084
2005-06	Assistant	60,765	56,075	54,582	58,750	56,165
2004-05	Assistant	52,052	52,129	52,340	54,499	52,712
2003-04	Assistant	50,165	49,050	49,683	51,095	49,663
2002-03	Assistant	49,547	49,372	50,347	51,131	50,027
2001-02	Assistant	47,724	46,887	49,582	50,040	48,311
2000-01	Assistant	46,822	47,322	47,856	49,017	47,812
1999-00	Assistant	44,577	45,286	45,074	46,500	45,490
1998-99	Assistant	43,508	43,406	43,653	43,833	43,563

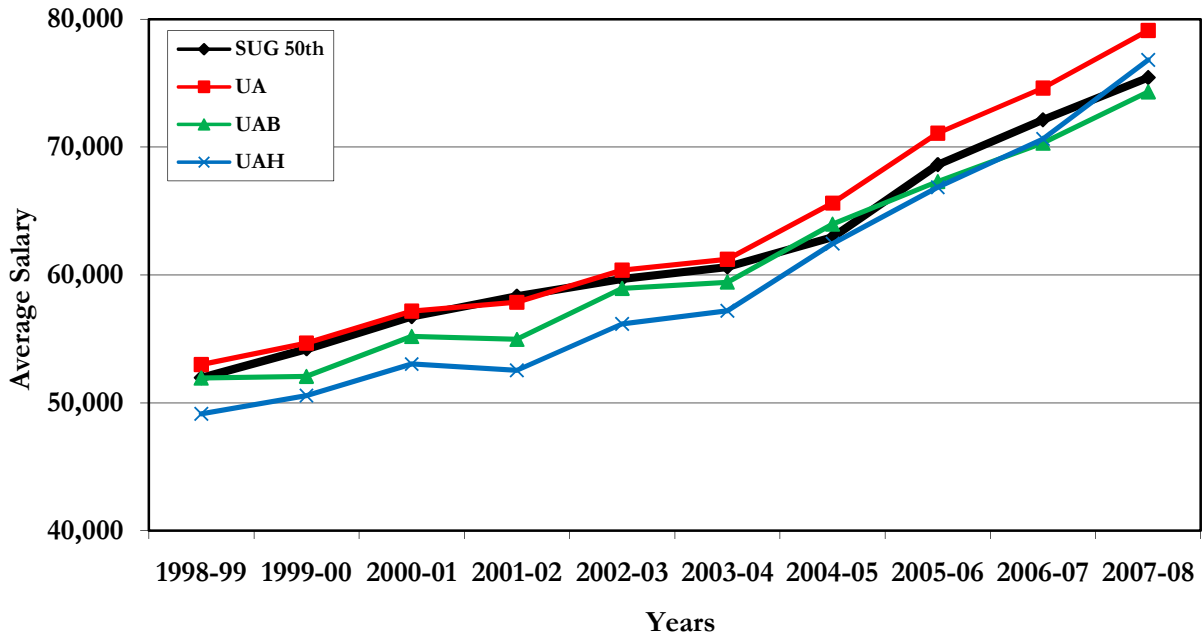
**Average Salary for Professor
UA, UAB, UAH vs SUG 50th Percentile**



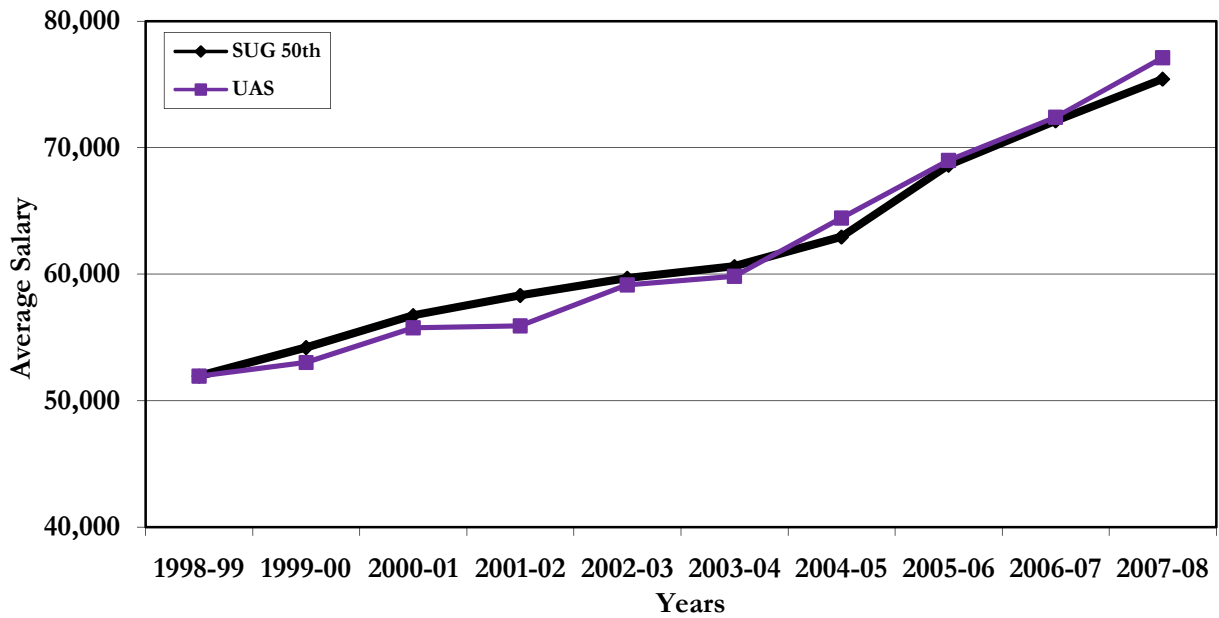
**Average Salary for Professor
UAS vs SUG 50th Percentile**



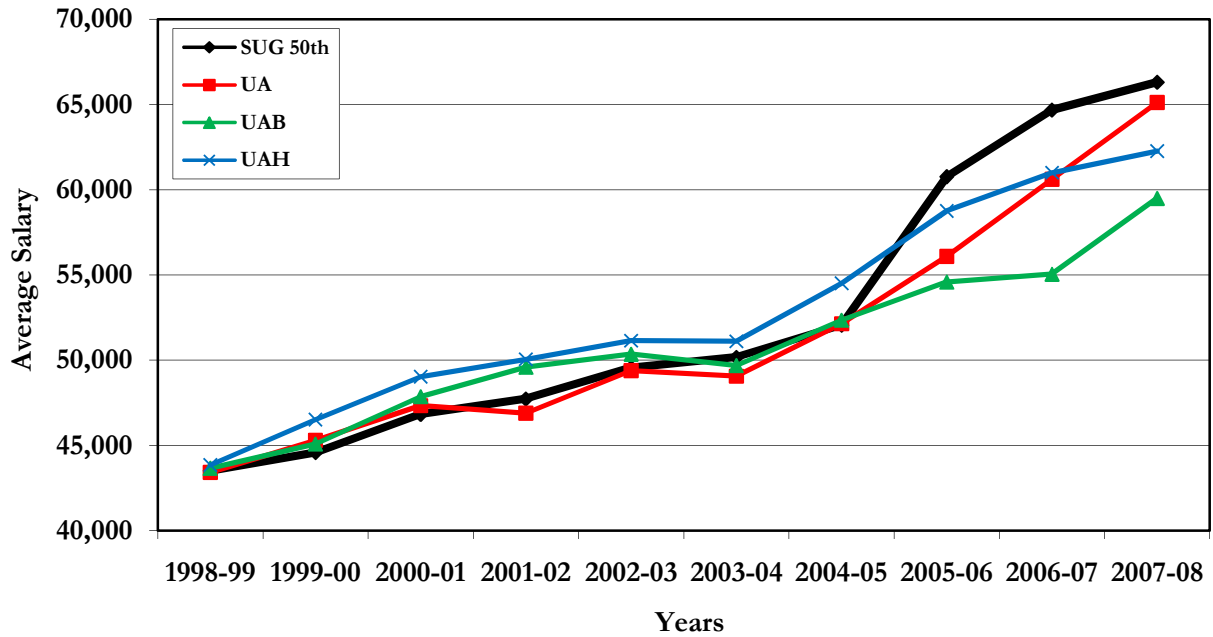
**Average Salary for Associate Professor
UA, UAB, UAH vs SUG 50th Percentile**



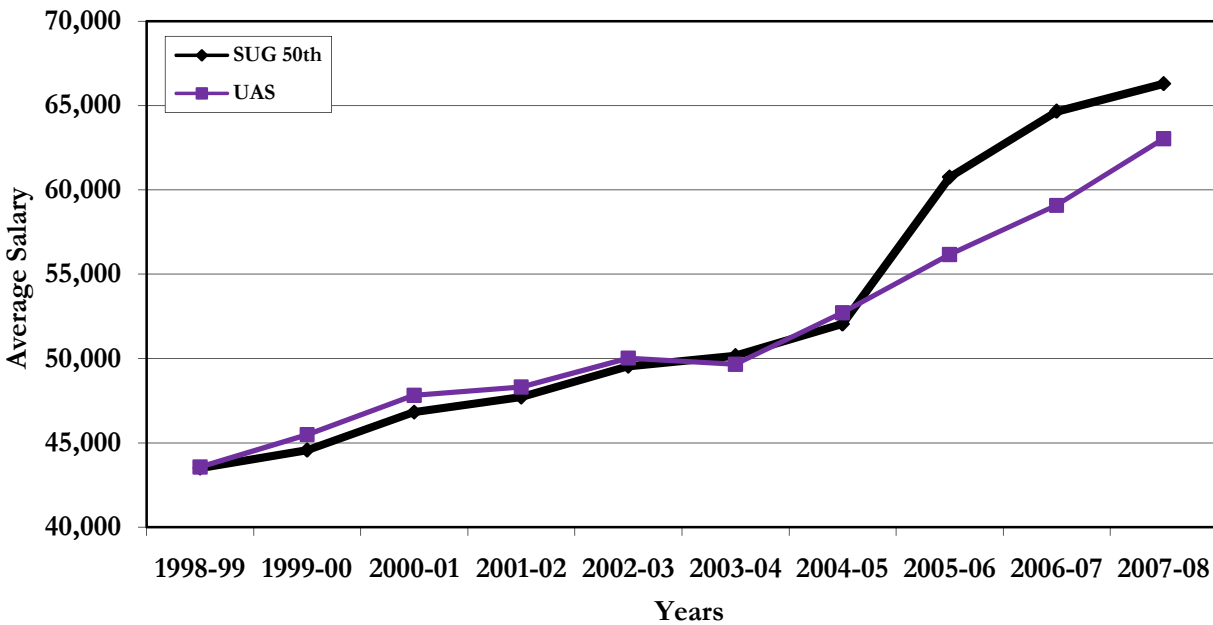
**Average Salary for Associate Professor
UAS vs SUG 50th Percentile**



**Average Salary for Assistant Professor
UA, UAB, UAH vs SUG 50th Percentile**

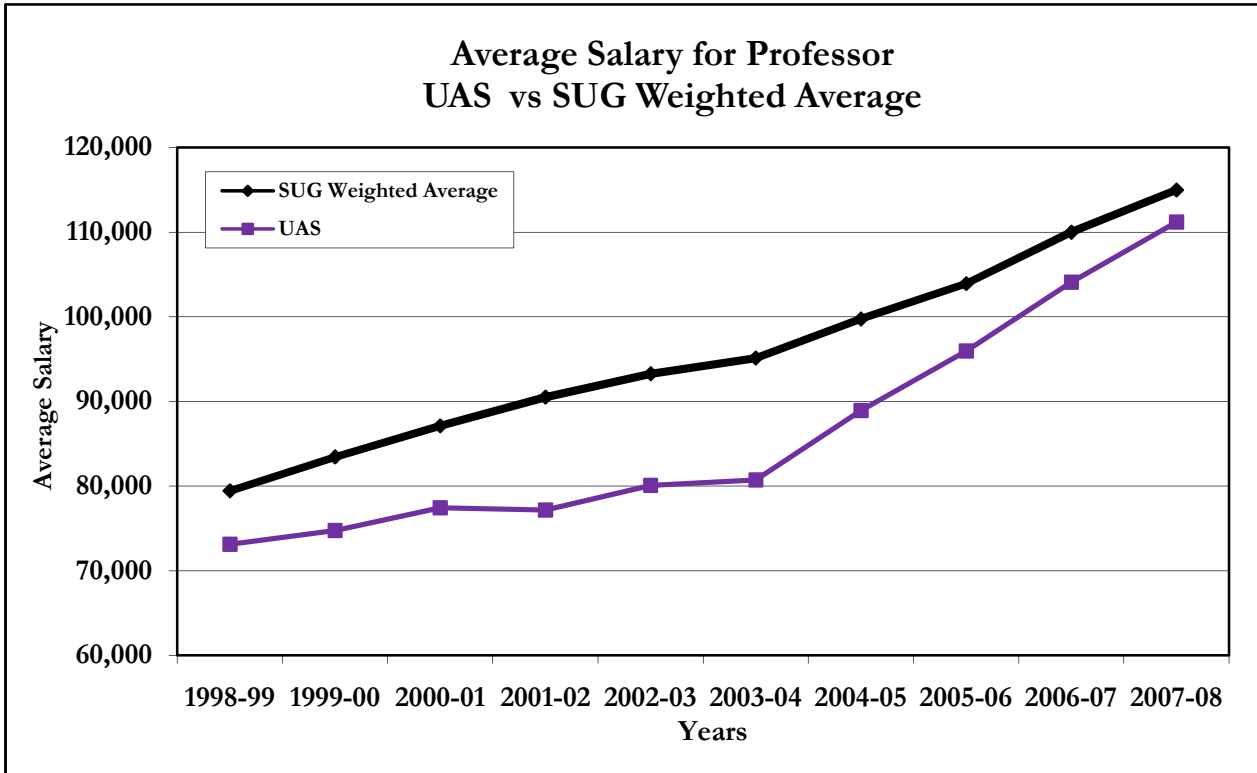
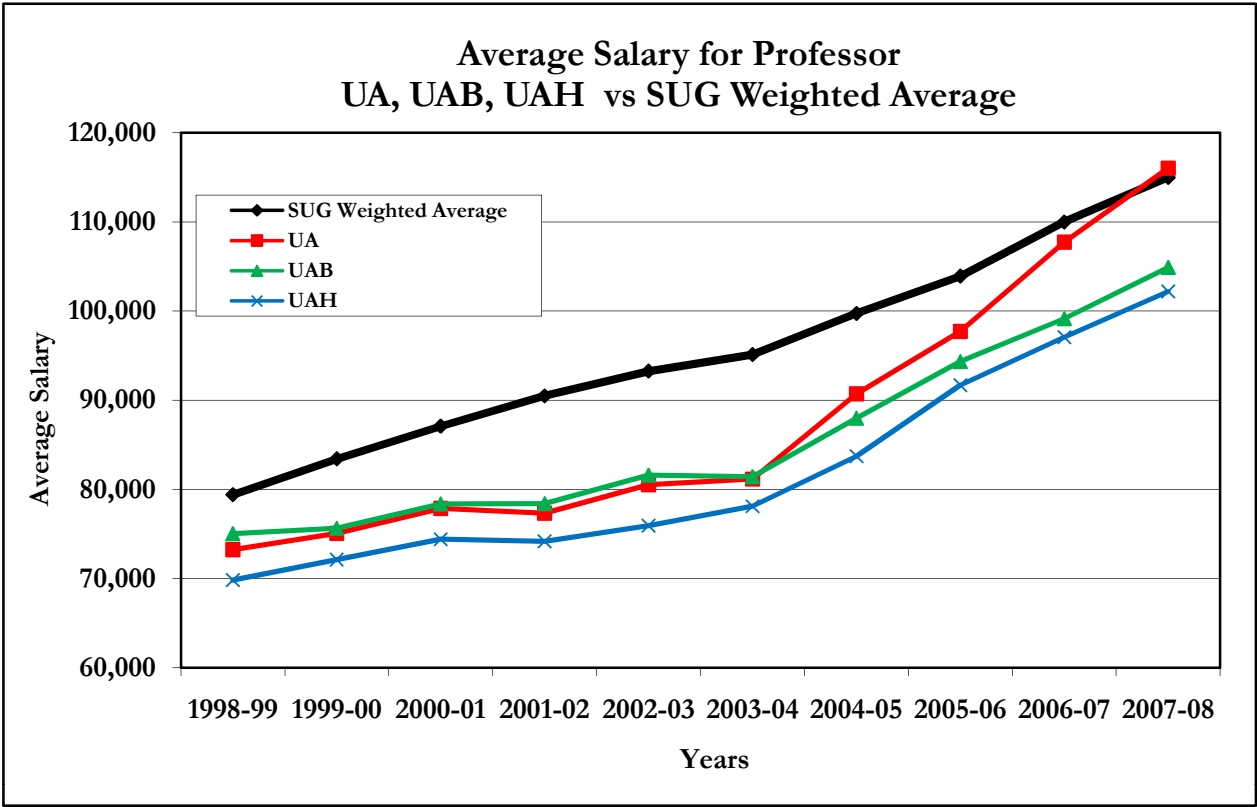


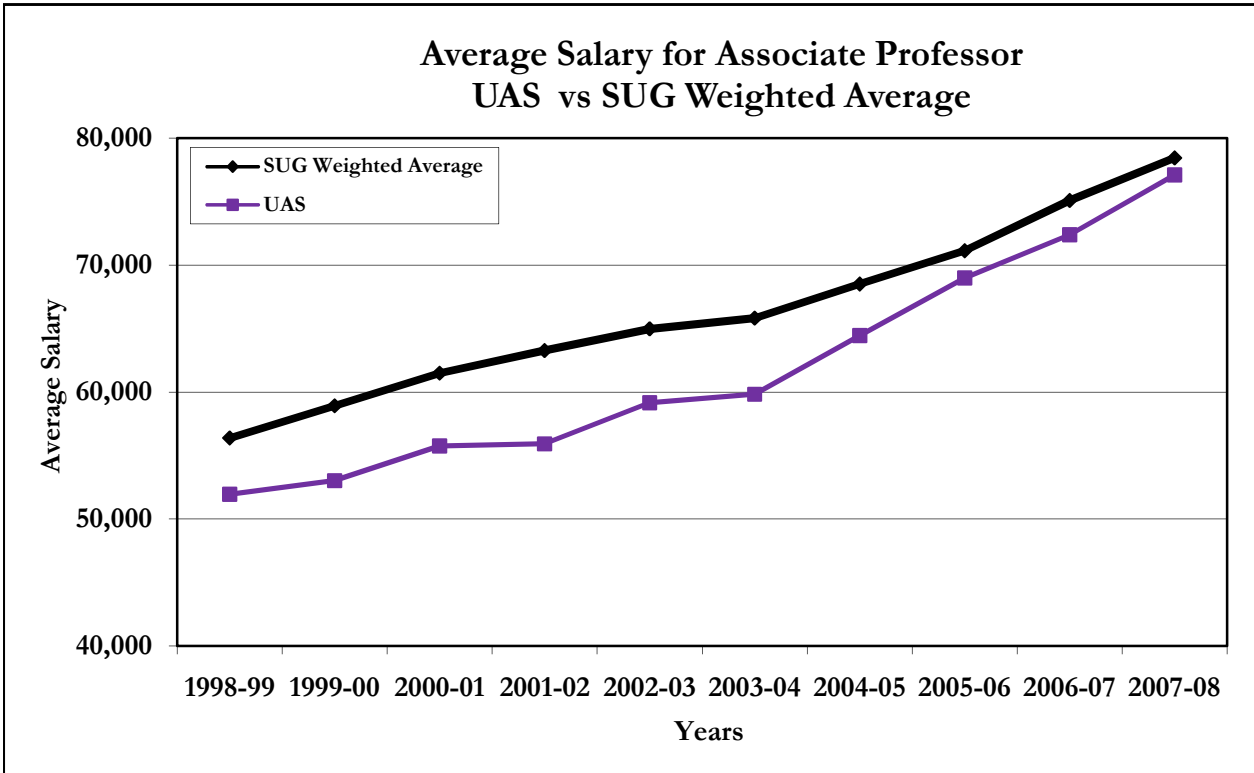
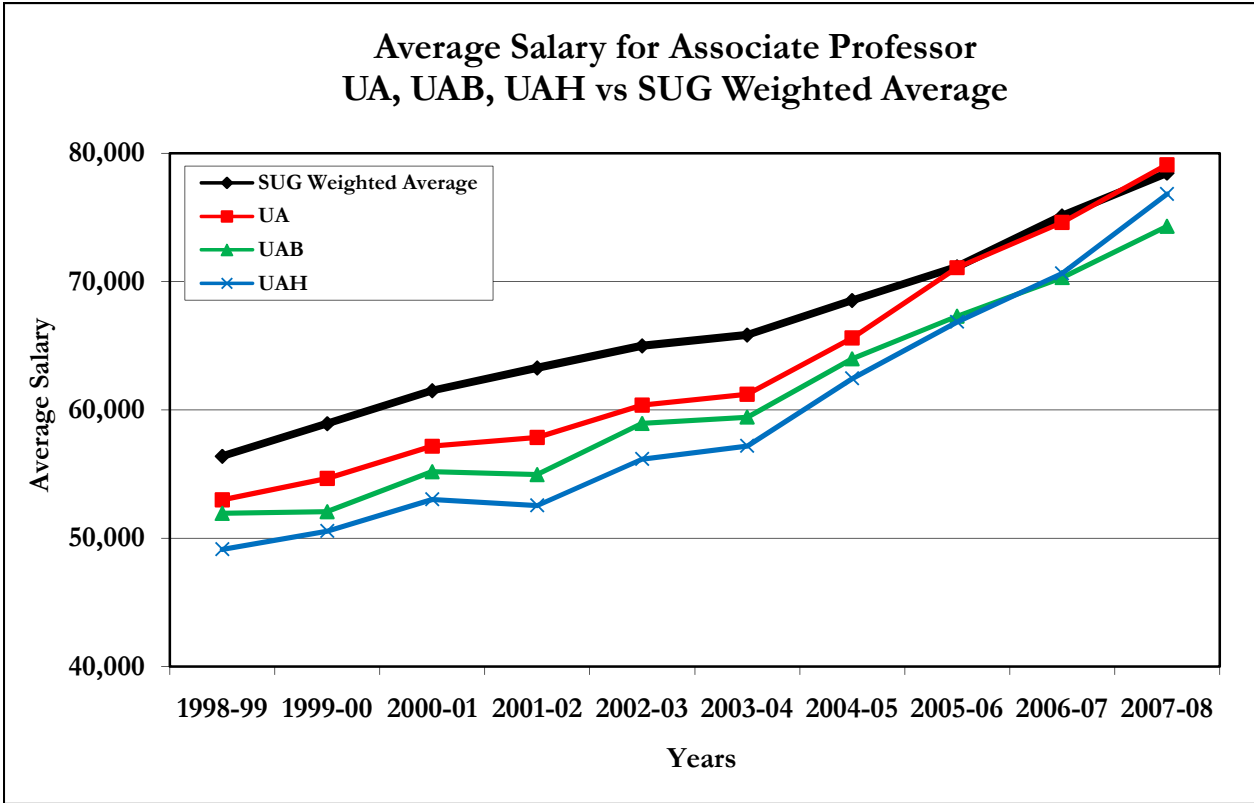
**Average Salary for Assistant Professor
UAS vs SUG 50th Percentile**

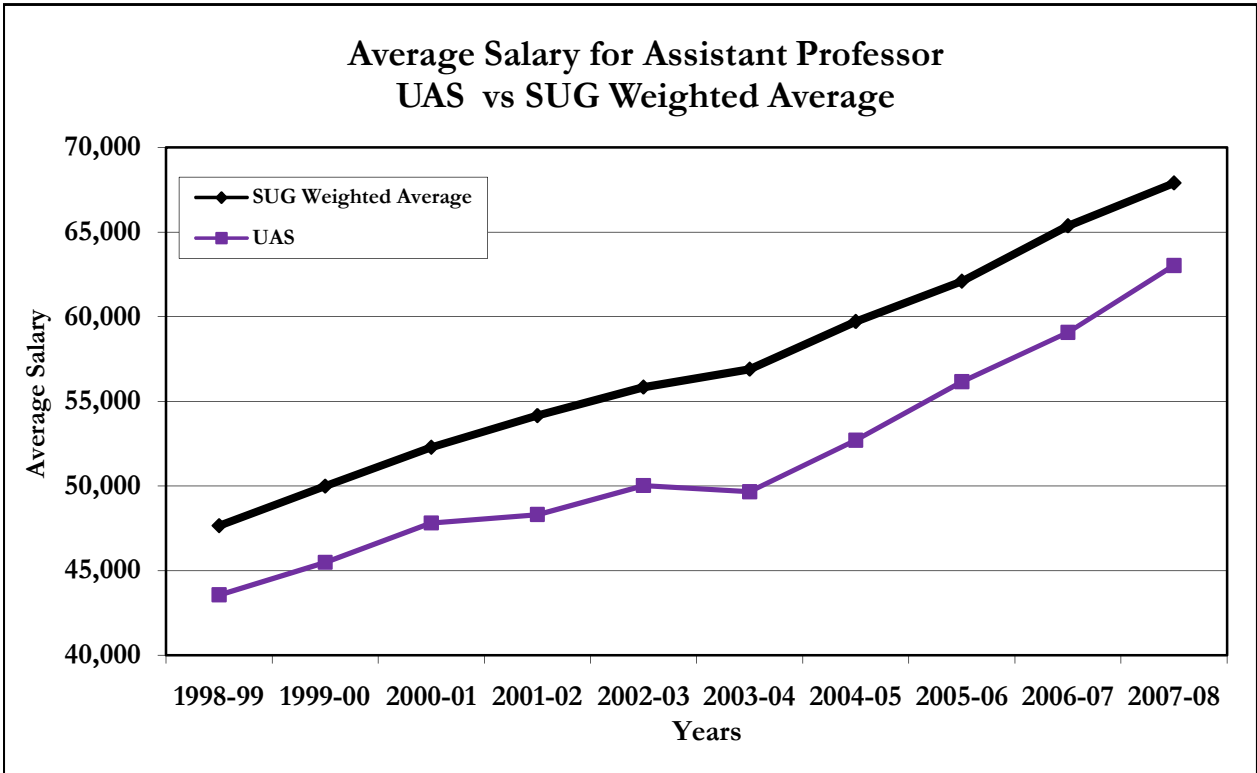
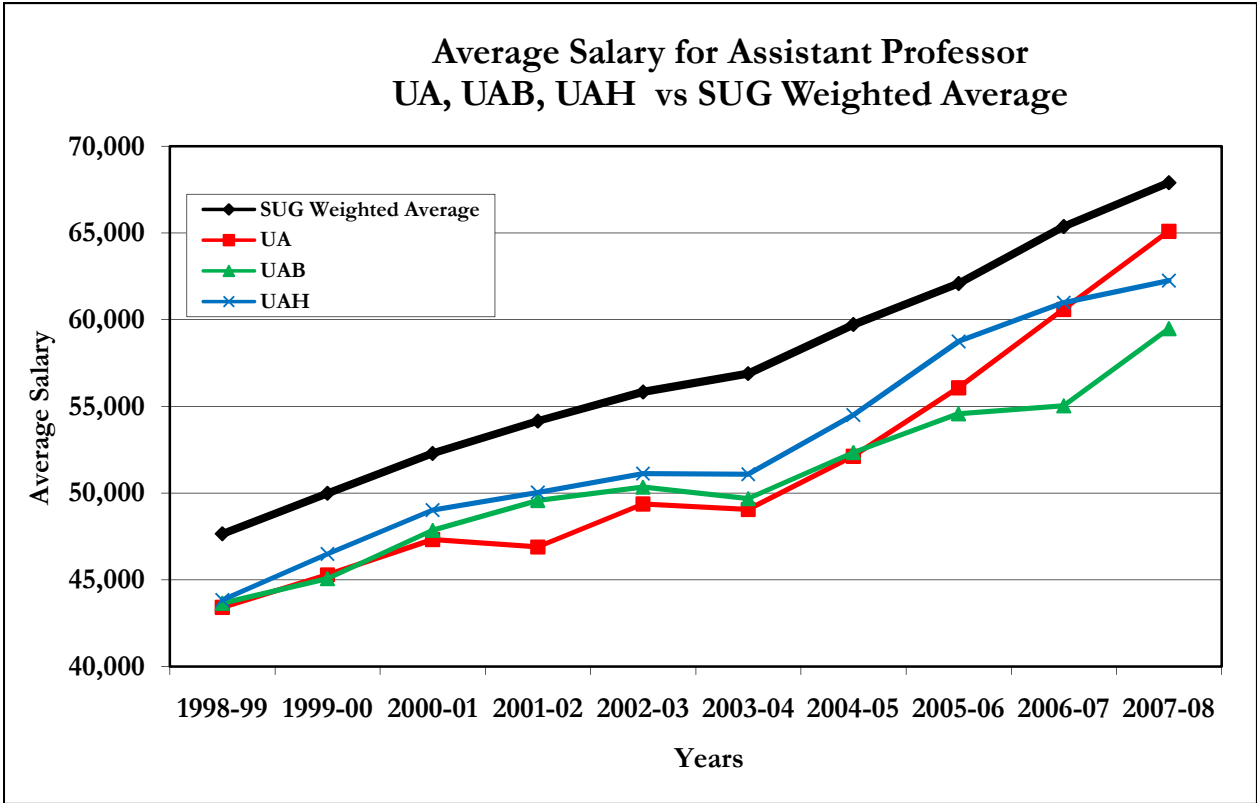


FULL-TIME INSTRUCTIONAL FACULTY SALARIES BY RANK
 UA, UAB, UAH AND UAS AVERAGES COMPARED TO SUG WEIGHTED AVERAGE

Year	Faculty Rank	SUG Weighted Average	UA Average	UAB Average	UAH Average	UAS Average
2007-08	Professor	114,984	115,995	104,875	102,190	111,195
2006-07	Professor	109,991	107,694	99,133	97,049	104,086
2005-06	Professor	103,911	97,693	94,321	91,667	95,947
2004-05	Professor	99,741	90,711	87,987	83,722	88,929
2003-04	Professor	95,116	81,150	81,417	78,107	80,723
2002-03	Professor	93,262	80,531	81,576	75,951	80,079
2001-02	Professor	90,484	77,343	78,410	74,184	77,152
2000-01	Professor	87,089	77,860	78,356	74,413	77,433
1999-00	Professor	83,431	75,081	75,634	72,135	74,750
1998-99	Professor	79,407	73,240	75,024	69,839	73,111
2007-08	Associate	78,462	79,108	74,309	76,822	77,115
2006-07	Associate	75,107	74,607	70,300	70,629	72,405
2005-06	Associate	71,150	71,082	67,302	66,855	68,989
2004-05	Associate	68,527	65,610	63,971	62,452	64,453
2003-04	Associate	65,834	61,222	59,429	57,192	59,836
2002-03	Associate	64,985	60,365	58,936	56,170	59,162
2001-02	Associate	63,277	57,857	54,953	52,547	55,925
2000-01	Associate	61,494	57,170	55,184	53,031	55,764
1999-00	Associate	58,921	54,661	52,064	50,558	53,029
1998-99	Associate	56,383	52,986	51,935	49,132	51,951
2007-08	Assistant	67,906	65,108	59,490	62,259	63,042
2006-07	Assistant	65,368	60,603	55,038	60,986	59,084
2005-06	Assistant	62,093	56,075	54,582	58,750	56,165
2004-05	Assistant	59,719	52,129	52,340	54,499	52,712
2003-04	Assistant	56,893	49,050	49,683	51,095	49,663
2002-03	Assistant	55,834	49,372	50,347	51,131	50,027
2001-02	Assistant	54,154	46,887	49,582	50,040	48,311
2000-01	Assistant	52,291	47,322	47,856	49,017	47,812
1999-00	Assistant	49,989	45,286	45,074	46,500	45,490
1998-99	Assistant	47,651	43,406	43,653	43,833	43,563





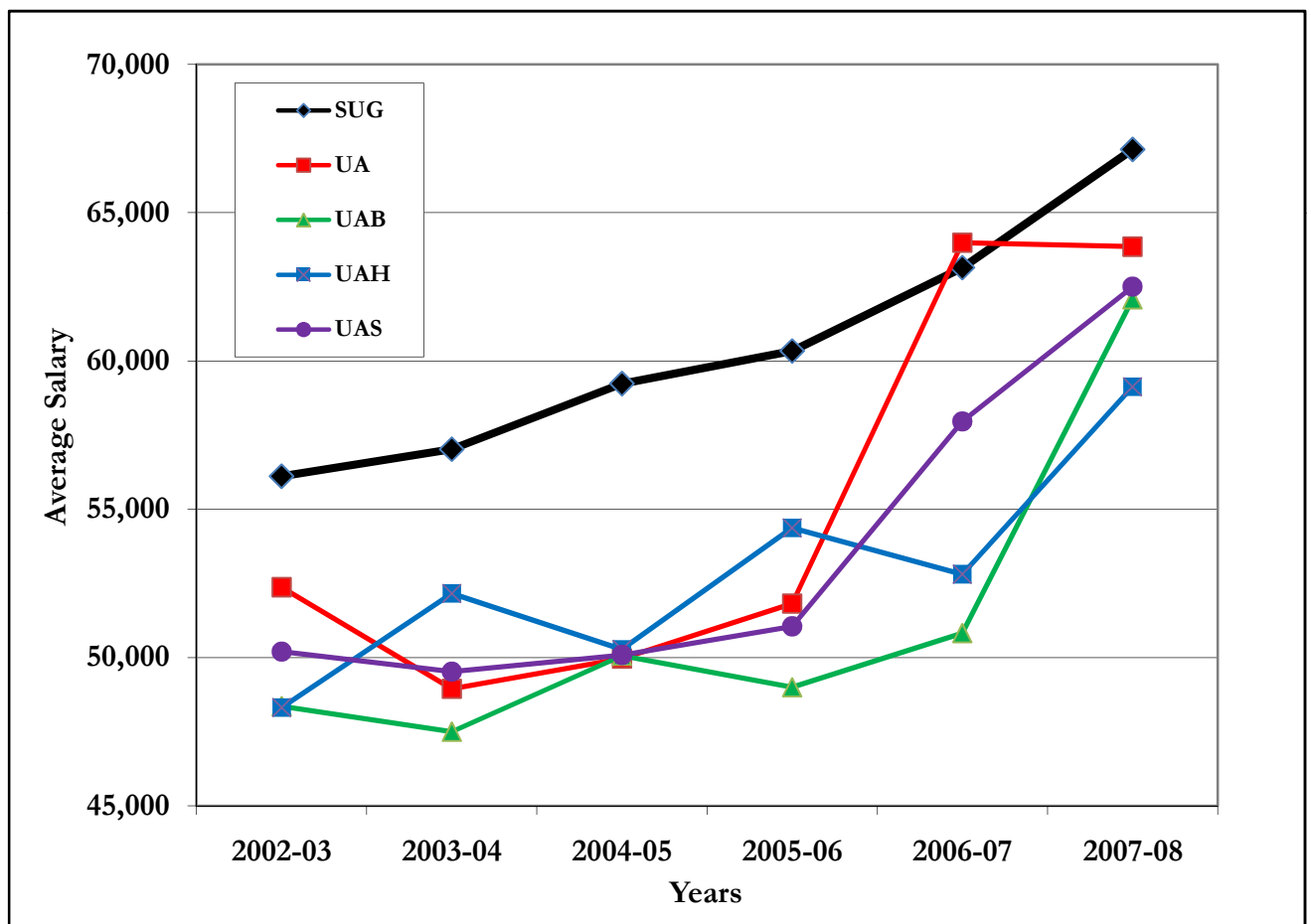


Full-Time Instructional New Assistant Professor Salary Averages

New Assistant Professor average salaries are being paid to entry level faculty. The salaries are market driven and vary greatly from discipline to discipline.

The chart below compares the level of starting salaries in all disciplines by campus and for the UAS with those at SUG institutions over the past six years.

**AVERAGE SALARY FOR NEW ASSISTANT PROFESSORS
2002-03 THROUGH 2007-08 (BY CAMPUS AND UA SYSTEM)**



**Comparison of SUG 50th Percentile Salaries to Campus Average Salaries
for Full-Time Instructional Faculty by Rank**

The following table shows the dollar difference by rank between the SUG 50th percentile and the average salaries of full-time instructional faculty on the three campuses. The “Cost to Reach the SUG 50th Percentile” is calculated by finding the difference between average salaries for each campus and the SUG 50th percentile salary by rank and multiplying that difference by the total number of faculty in each rank. This methodology differs from the one used in previous years’ reports when differences were calculated by discipline (rather than at an institutional level) and summed.

This year’s system-wide “cost-to-catch-up” to the SUG 50th percentile would be **\$2,325,401**. This amount excludes instructor level faculty, benefits, administrative stipends, promotions, and inflation.

	2007-08 Faculty # Rank	\$ and % Difference Between Average Campus Salaries and SUG 50th Percentile		Cost to Reach SUG 50th Percentile (Summed)
<i>UA</i>	306 Professor	\$8,413	7.8%	\$0
	224 Associate	\$3,677	4.9%	\$0
	234 Assistant	(\$1,193)	-1.8%	\$279,162
			UA TOTAL	\$279,162
<i>UAB</i>	127 Professor	(\$2,707)	-2.5%	\$343,789
	150 Associate	(\$1,122)	-1.5%	\$168,300
	118 Assistant	(\$6,811)	-10.3%	\$803,698
			UAB TOTAL	\$1,315,787
<i>UAH</i>	74 Professor	(\$5,392)	-5.0%	\$399,008
	87 Associate	\$1,391	1.8%	\$0
	82 Assistant	(\$4,042)	-6.1%	\$331,444
			UAH TOTAL	\$730,452
			TOTAL UAS	\$2,325,401

**Comparison of SUG Weighted Average Salaries to Campus Average Salaries
for Full-Time Instructional Faculty by Rank**

The following table shows the dollar difference by rank between the SUG weighted average and the average salaries of full-time instructional faculty on the three campuses. The “Cost to Reach the SUG Weighted Average” is calculated by finding the difference between average salaries for each campus and the SUG weighted average salary by rank and multiplying that difference by the total number of faculty in each rank. This methodology differs from the one used in previous years’ reports when differences were calculated by discipline (rather than at an institutional level) and summed.

This year’s system-wide “cost-to-catch-up” to the SUG weighted average would be **\$5,107,103**. This number excludes instructor level faculty, benefits, administrative stipends, promotions, and inflation.

	2007-08 Faculty # Rank	\$ and % Difference Between Average Campus Salaries and SUG Weighted Average		Cost to Reach SUG Weighted Average (Summed)
<i>UA</i>	306 Professor	\$1,011	0.9%	\$0
	224 Associate	\$646	0.8%	\$0
	234 Assistant	(\$2,798)	-4.1%	\$654,732
			UA TOTAL	\$654,732
<i>UAB</i>	127 Professor	(\$10,109)	-8.8%	\$1,283,843
	150 Associate	(\$4,153)	-5.3%	\$622,950
	118 Assistant	(\$8,416)	-12.4%	\$993,088
			UAB TOTAL	\$2,899,881
<i>UAH</i>	74 Professor	(\$12,794)	-11.1%	\$946,756
	87 Associate	(\$1,640)	-2.1%	\$142,680
	82 Assistant	(\$5,647)	-8.3%	\$463,054
			UAH TOTAL	\$1,552,490
			TOTAL UAS	\$5,107,103

**Comparison of SUG 75th Percentile Salaries to Campus Average Salaries
for Full-Time Instructional Faculty by Rank**

The following table shows the dollar difference by rank between the SUG 75th percentile and the average salaries of full-time instructional faculty on the three campuses. The “Cost to Reach the SUG 75th Percentile” is calculated by finding the difference between average salaries for each campus and the SUG 75th percentile salary by rank and multiplying that difference by the total number of faculty in each rank. This methodology differs from the one used in previous years’ reports when differences were calculated by discipline (rather than at an institutional level) and summed.

This year’s system-wide “cost-to-catch-up” to the SUG 75th would be **\$9,462,398**. This number excludes instructor level faculty, benefits, administrative stipends, promotions, and inflation.

	2007-08 Faculty # Rank	\$ and % Difference Between Average Campus Salaries and SUG 75th Percentile		Cost to Reach SUG 75th Percentile (Summed)
<i>UA</i>	306 Professor	(\$2,160)	-1.8%	\$660,960
	224 Associate	(\$1,992)	-2.5%	\$446,208
	234 Assistant	(\$7,373)	-10.2%	<u>\$1,725,282</u>
			UA TOTAL	\$2,832,450
<i>UAB</i>	127 Professor	(\$13,280)	-11.2%	\$1,686,560
	150 Associate	(\$6,791)	-8.4%	\$1,018,650
	118 Assistant	(\$12,991)	-17.9%	<u>\$1,532,938</u>
			UAB TOTAL	\$4,238,148
<i>UAH</i>	74 Professor	(\$15,965)	-13.5%	\$1,181,410
	87 Associate	(\$4,278)	-5.3%	\$372,186
	82 Assistant	(\$10,222)	-14.1%	<u>\$838,204</u>
			UAH TOTAL	\$2,391,800
			<u>TOTAL UAS</u>	<u>\$9,462,398</u>

One-Year Growth Analysis:

Comparisons of the growth rate in SUG weighted average salaries to UA, UAB, UAH, and UAS full-time instructional faculty average salaries from 2006-07 to 2007-08 are shown below.

Percent Change in Weighted Average Salaries From 2006-07 to 2007-08					
<u>Rank</u>	<u>SUG</u>	<u>UA</u>	<u>UAB</u>	<u>UAH</u>	<u>UAS</u>
Professor	4.5	7.7	5.8	5.3	6.8
Associate	4.5	6.0	5.7	8.8	6.5
Assistant	3.9	7.4	8.1	2.1	6.7

Five-Year Growth Analysis:

Comparisons of the growth rate of SUG weighted average salaries to UA, UAB, UAH, and UAS full-time instructional faculty average salaries from 2002-03 to 2007-08 are shown below.

Percent Change in Weighted Average Salaries From 2002-03 to 2007-08					
<u>Rank</u>	<u>SUG</u>	<u>UA</u>	<u>UAB</u>	<u>UAH</u>	<u>UAS</u>
Professor	23.3	44.0	28.6	34.5	38.9
Associate	20.7	31.0	26.1	36.8	30.3
Assistant	21.6	31.9	18.2	21.8	26.0

Conclusion:

The above tables show that the by rank faculty salary averages have grown faster at the UAS campuses than the SUG weighted average for last year and over the 2002-03 to 2007-08 time span with two exceptions: assistant professors at UAH last year and assistant professors at UAB for the 2002-03 to 2007-08 period. Yet for the most part, average faculty salaries by rank trail the SUG weighted averages. Only the UA average salaries for professors and associate professors are higher than the SUG weighted averages and both are less than 1% higher than the SUG salaries. System-wide an additional \$5,107,103 would be needed to match the SUG weighted average salaries by rank.