

REPORT FROM THE FACULTY WELFARE COMMITTEE

Salary comparisons for Ten Southeastern State Universities 1979-1990

In Table 1 you will find a comparison of USC-Columbia with nine other Southeastern State Universities on the basis of average salary for an academic year. The Committee considers these "comparable peer institutions" although they are not the leading universities in the country. If some of the leading universities, along with such private universities as Emory, Duke or Vanderbilt, were included in the comparison USC-Columbia would do quite poorly. We mention this fact to put our true standing in the proper perspective.

Examining the professorial categories in Table 1 shows that Full Professors have remained in the middle ranks (i.e., 4 to 6) throughout the last ten years. There is greater variation for the Associate Professors and Assistant Professors (i.e., 4 to 9). This latter category has remained at the same rank (4) for the last three years while the Associate Professors have improved. In the Committee's judgment last year's improvement (from 8th to 4th rank) was mainly due to the "equity" adjustments instituted by the Administration as encouraged by the Faculty Senate. Thus, we encourage a continuation of this practice in the future.

Table 2 presents several additional statistics for the same universities which offer other comparisons. The salary (SAL) and rank (RNK) for each professorial category are the same as those in Table 1. This table adds: national percentile of salary (PRCL), average total compensation (COMP), average salary for the university (T-SAL) and percent of compensation for benefits (BEN). An analysis of these statistics indicates to the Committee that USC-Columbia suffers from the comparison.

In all ranks USC-Columbia is nationally below the 50th percentile for PhD granting universities. Since we will need quite a number of new faculty in the next few years our disadvantage compared with North Carolina, Virginia, and especially Florida is quite glaring. Our ability to retain those at the higher ranks is also inhibited by the low percentile rank of our salaries and poor benefits. The Committee strongly recommends that action be taken to improve this situation before the possibility of national recognition is lost by the inability to retain and obtain faculty in the near future.

Arlene B. Andrews (Social Work)
Donald J. Colquhoun (Geology)
Donald L. Curlovic (USC-Sumter)
Wolfgang Elfe (Germanic Languages and Others)
Caroline D. Strobel (Accounting)
Charles W. Tucker (Sociology), Chair
Jon P. Wardrip (Journalism)

TABLE 1. Salary Comparisons of Ten Southeastern State Universities: Alabama (AL), Clemson (CL), Florida (FL), Georgia (GA), Kentucky (KY), Mississippi (MS), North Carolina (NC), South Carolina (SC), Tennessee (TN), and Virginia (VA) for Academe (in thousands) 1979-1990

Full Professors

	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89	1989-90
1.	VA 40.1	VA 38.0	VA 41.8	VA 44.8	VA 45.6	VA 49.0	VA 53.8	VA 59.0	VA 62.6	VA 65.9	VA 70.1
2.	NC 37.7	NC 37.8	NC 41.5	GA 41.1	GA 43.6	NC 46.2	NC 50.7	NC 53.2	NC 55.8	NC 58.6	NC 62.7
3.	GA 34.5	GA 35.5	GA 39.0	NC 40.6	NC 42.5	FL 45.2	GA 48.2	FL 50.9	FL 53.9	FL 57.4	FL 61.4
4.	AL 33.4	<u>SC 33.8</u>	CL 37.2	FL 37.7	FL 39.9	GA 44.9	FL 47.7	GA 50.7	GA 51.9	GA 53.7	GA 55.8
5.	<u>SC 33.2</u>	<u>AL 33.0</u>	<u>SC 36.6</u>	<u>SC 37.5</u>	<u>SC 39.3</u>	<u>SC 41.6</u>	AL 45.4	CL 46.3	<u>SC 48.3</u>	AL 51.8	<u>SC 55.2</u>
6.	KY 32.8	CL 32.2	AL 35.8	KY 37.4	KY 39.3	CL 41.1	<u>SC 44.5</u>	<u>SC 46.1</u>	TN 48.0	<u>SC 51.2</u>	CL 53.4
7.	TN 31.9	KY 31.6	KY 35.2	CL 36.4	CL 39.1	KY 40.0	CL 44.4	<u>TN 45.6</u>	AL 47.9	<u>TN 50.7</u>	TN 53.3
8.	CL 30.8	FL 30.9	FL 35.0	AL 35.1	AL 36.5	AL 39.4	KY 42.4	KY 45.4	CL 46.9	CL 50.4	AL 51.8
9.	FL 30.1	TN 30.2	MS 32.7	TN 34.5	MS 35.9	TN 38.9	TN 42.4	AL 45.3	KY 46.9	KY 48.0	KY 50.8
10.	MS 29.3	MS 29.8	TN 30.6	MS 32.7	TN 33.8	MS 37.2	MS 38.6	MS 38.6	MS 41.3	MS 46.1	MS 47.4

Associate Professors

	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89	1989-90
1.	VA 28.5	NC 27.0	NC 29.5	VA 30.7	NC 31.2	FL 34.7	NC 36.8	VA 39.9	VA 42.1	VA 44.5	FL 47.7
2.	NC 27.5	VA 26.9	VA 28.8	GA 29.8	GA 31.1	NC 34.1	VA 36.7	FL 38.8	FL 40.9	FL 42.5	VA 47.1
3.	GA 25.7	GA 26.0	GA 28.5	NC 29.3	VA 30.9	VA 33.6	FL 36.5	NC 38.5	NC 40.1	NC 41.6	NC 44.7
4.	AL 25.6	<u>SC 25.2</u>	CL 28.0	KY 28.3	CL 30.0	GA 32.0	GA 34.0	GA 35.3	GA 36.4	AL 38.8	<u>SC 40.1</u>
5.	KY 25.5	<u>CL 25.2</u>	<u>SC 27.4</u>	CL 28.0	FL 29.6	CL 31.2	AL 33.9	CL 34.4	AL 36.0	CL 37.7	<u>CL 39.3</u>
6.	TN 25.1	AL 25.1	<u>KY 26.8</u>	<u>SC 27.7</u>	KY 29.6	<u>SC 30.5</u>	CL 33.4	AL 33.9	CL 35.3	GA 37.6	TN 39.1
7.	<u>SC 24.9</u>	KY 24.3	AL 26.5	<u>FL 27.6</u>	<u>SC 28.8</u>	<u>AL 30.1</u>	<u>SC 31.9</u>	KY 33.7	TN 35.2	TN 37.3	GA 39.0
8.	CL 24.9	MS 23.5	FL 25.8	AL 26.9	MS 28.6	KY 29.8	KY 31.7	TN 33.3	KY 34.8	<u>SC 36.8</u>	AL 38.8
9.	MS 23.4	TN 23.5	MS 25.5	TN 26.4	AL 27.6	TN 29.7	TN 31.4	<u>SC 33.2</u>	<u>SC 34.7</u>	<u>MS 36.8</u>	KY 37.5
10.	FL 22.7	FL 22.9	TN 23.7	MS 25.9	TN 26.3	MS 29.0	MS 30.4	<u>MS 30.6</u>	<u>MS 32.5</u>	KY 35.2	MS 36.4

Assistant Professors

	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89	1989-90
1.	NC 22.9	NC 22.1	NC 24.3	FL 24.1	FL 25.9	FL 30.1	FL 31.4	FL 32.9	NC 34.5	FL 37.1	FL 43.5
2.	GA 20.9	FL 20.7	FL 22.7	KY 23.3	NC 25.1	NC 27.8	NC 30.4	VA 32.0	FL 34.5	NC 35.7	VA 38.0
3.	KY 26.6	GA 20.5	GA 22.5	GA 23.2	CL 24.6	VA 26.0	VA 28.9	NC 31.4	VA 33.7	VA 35.5	NC 36.6
4.	AL 20.5	KY 20.1	KY 22.3	NC 23.1	<u>SC 24.5</u>	CL 25.9	CL 28.2	CL 29.6	<u>SC 31.0</u>	<u>SC 32.8</u>	<u>SC 35.4</u>
5.	FL 20.5	CL 19.9	CL 21.8	VA 22.6	GA 24.3	TN 25.8	AL 28.0	TN 29.1	GA 30.3	CL 32.1	GA 33.6
6.	TN 20.5	<u>SC 19.8</u>	<u>SC 21.7</u>	CL 22.4	KY 24.1	<u>SC 25.3</u>	TN 27.2	<u>SC 28.9</u>	TN 30.2	TN 32.0	KY 33.6
7.	VA 20.4	<u>VA 19.4</u>	<u>VA 21.1</u>	TN 21.9	MS 23.6	<u>GA 25.1</u>	<u>SC 27.1</u>	<u>GA 28.8</u>	KY 30.1	GA 31.9	TN 33.4
8.	CL 20.0	AL 19.3	MS 20.4	<u>SC 21.8</u>	VA 23.4	KY 24.7	<u>GA 27.1</u>	KY 28.7	AL 29.4	AL 31.5	CL 33.3
9.	<u>SC 19.9</u>	TN 18.9	AL 20.3	<u>AL 20.9</u>	AL 22.2	AL 24.1	KY 26.7	AL 28.0	CL 29.0	MS 31.4	MS 31.7
10.	MS 18.3	MS 18.5	TN 19.6	MS 20.3	TN 22.0	MS 23.1	MS 24.5	MS 25.0	MS 28.0	KY 31.0	AL 31.5

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TABLE 2. Average Salary (SAL), Rank of Average Salary within Ten Southeastern State Universities (RNK), National Percentile of Salary (PRCL), and Average Total Compensation (COMP) by Title and Average Salary (T-SAL) [in thousands] and Percent of Total Compensation in Benefits (BEN) for each University in Academic year 1989-1990 as reported by the American Association of University Professors in Academe March-April 1990.

UNIV*	FULL PROFESSORS				ASSOCIATE PROFESSORS				ASSISTANT PROFESSORS				T-SAL	BEN
	SAL	RNK	PRCL	COMP	SAL	RNK	PRCL	COMP	SAL	RNK	PRCL	COMP		
AL	51.8	8	25	63.8	38.8	8	20	48.5	31.5	10	10	39.7	40.4	25%
CL	53.4	6	35	62.8	39.3	5	30	47.0	33.3	8	20	40.0	40.5	19%
FL	61.4	3	60	76.3	47.7	1	85	60.0	43.5	1	98	55.2	49.1	26%
GA	55.8	4	40	69.7	39.0	7	30	49.8	33.6	5	20	42.9	42.5	26%
KY	50.8	9	20	60.7	37.5	9	15	45.4	33.6	5	20	40.8	42.0	20%
MS	47.4	10	10	56.3	36.4	10	10	43.6	31.7	9	10	38.0	37.4	19%
NC	62.7	2	70	74.0	44.7	3	60	53.0	36.6	3	50	43.2	47.0	18%
SC	55.2	5	40	64.8	40.1	4	30	47.6	35.4	4	45	42.3	43.6	18%
TN	53.3	7	35	67.8	39.1	6	30	49.1	33.4	7	20	40.9	43.9	26%
VA	70.1	1	90	85.1	47.1	2	85	59.0	38.0	2	75	48.4	54.1	23%

*The universities used for this comparison and their abbreviations are: Alabama (AL), Clemson (CL), Florida (FL), Georgia (GA), Kentucky (KY), Mississippi (MS), North Carolina (NC), South Carolina (SC), Tennessee (TN) and Virginia (VA).