

REPORT FROM THE FACULTY WELFARE COMMITTEE

Salary Comparisons of Ten Southeastern State Universities, 1978-1989

This 1988-89 report on salaries, even though the figures have changed, is disappointingly similar to last year's report.

The averages are those of all professors at the indicated rank with the exception of the Medical School. This is a comparison of salaries at the ten state universities in the Southeast, among them the University of South Carolina and Clemson University, which the Welfare Committee regards as comparable peer institutions. It is not a comparison of the University of South Carolina with the leading universities of the country. If it were, the picture would look bleaker. It would look still bleaker, if private universities such as Emory, Duke, or Vanderbilt were included. The Committee mentions this fact in order to put our true standing in the proper perspective.

Looking at the professorial categories, the survey shows that full professors traditionally have occupied the middle range. In 1988-89 we slipped from the fifth to the sixth place. Our associate professors moved from ninth place to eighth place. This change the Welfare Committee assumes to owe to the partial repair of inequities, recommended by the Faculty Welfare Committee and implemented by the Provost. The committee hopes that this development bodes well for the salaries of 1989-90, when continued attention to inequities may result in the further upgrading of associate professorial salaries. The same market forces mentioned last year were again active in the hiring of assistant professors, leaving us in the same fourth place.

A year ago the Welfare Committee calculated how much money it would require to bring this university in line with the national average or with the leading university of the southeast, the University of Virginia. To repeat these calculations would be an exercise in futility. The simple fact remains that if we wish to be competitive at the national level, make amends to the low pay of associate professors, and adequately reward the full professors, continued infusions of substantial amounts of money will be necessary. As Provost Smith pointed out, adjusting salaries is akin to trying to hit a moving target: as we improve, so do the other universities. President Holderman has recognized the gravity of the problem and for the past two years has made faculty salaries his first priority. The Faculty Welfare Committee hopes that this year's effort will result in a visible improvement, knowing full well, of course, that similar efforts must be made in the coming years if this university does not wish to decline in the comparative ratings.

Full Professors

	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89	
1.	VA 37.5	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	1.
2.	NC 35.7	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	2.
3.	KY 31.4	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	3.
4.	AL 31.3	AL 33.4	SC 33.8	CL 37.2	FL 37.7	FL 39.9	GA 44.9	FL 47.7	GA 50.7	GA 51.9	GA 53.7	4.
5.	SC 30.6	SC 33.2	AL 33.0	SC 36.6	SC 37.5	SC 39.3	SC 41.6	AL 45.4	CL 46.3	SC 48.3	AL 51.8	5.
6.	GA 30.3	KY 32.8	CL 32.2	AL 35.8	KY 37.4	KY 39.3	CL 41.1	SC 44.5	SC 46.1	TN 48.0	SC 51.2	6.
7.	TN 29.7	TN 31.9	KY 31.6	KY 35.2	CL 36.4	CL 39.1	KY 40.0	CL 44.4	TN 45.6	AL 47.9	TN 50.7	7.
8.	CL 28.0	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	8.
9.	FL 27.8	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	9.
10.	MS 27.3	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	10.

Associate Professors

	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89	
1.	VA 26.4	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	1.
2.	NC 25.8	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	2.
3.	KY 24.4	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	3.
4.	AL 24.0	AL 25.6	SC 25.2	CL 28.0	KY 28.3	CL 30.0	GA 32.0	GA 34.0	GA 35.3	GA 36.4	AL 38.8	4.
5.	SC 23.2	KY 25.5	CL 25.2	SC 27.4	CL 28.0	FL 29.6	CL 31.2	AL 33.9	CL 34.4	AL 36.0	CL 37.7	5.
6.	TN 23.2	TN 25.1	AL 25.1	KY 26.8	SC 27.7	KY 29.6	SC 30.5	CL 33.4	AL 33.9	CL 35.3	GA 37.6	6.
7.	GA 22.9	SC 24.9	KY 24.3	AL 26.5	FL 27.6	SC 28.8	AL 30.1	SC 31.9	KY 33.7	TN 35.2	TN 37.3	7.
8.	CL 22.5	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	SC 36.8	8.
9.	MS 22.4	MS 23.4	TN 23.5	MS 25.5	TN 26.4	AL 27.6	TN 29.7	TN 31.4	SC 33.2	SC 34.7	MS 36.8	9.
10.	FL 21.4	FL 22.7	FL 22.9	TN 23.7	MS 25.9	TN 26.3	MS 29.0	MS 30.4	MS 30.6	MS 32.5	KY 35.2	10.

Assistant Professors

	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89	
1.	NC 21.8	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	1.
2.	KY 19.8	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	2.
3.	VA 19.3	KY 20.6	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	3.
4.	AL 19.2	AL 20.5	KY 20.1	KY 22.3	NC 23.1	SC 24.5	CL 25.9	CL 28.2	CL 29.6	SC 31.0	SC 32.8	4.
5.	FL 19.0	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	5.
6.	GA 18.9	TN 20.5	SC 19.8	SC 21.7	CL 22.4	KY 24.1	SC 25.3	TN 27.2	SC 28.9	TN 30.2	TN 32.0	6.
7.	TN 18.9	VA 20.4	VA 19.4	VA 21.1	TN 21.9	MS 23.6	GA 25.1	SC 27.1	GA 28.8	KY 30.1	GA 31.9	7.
8.	SC 18.7	CL 20.0	AL 19.3	MS 20.4	SC 21.8	VA 23.4	KY 24.7	GA 27.1	KY 28.7	AL 29.4	AL 31.5	8.
9.	CL 18.2	SC 19.9	TN 18.9	AL 20.3	AL 20.9	AL 22.2	AL 24.1	KY 26.7	AL 28.0	CL 29.0	MS 31.4	9.
10.	MS 17.6	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	10.

The above information is taken from Academe, the journal of the American Association of University Professors (AAUP). The universities used for the 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), Virginia (VA).

August 22, 1989. The Faculty Welfare Committee: Peter Becker (History), Chair
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