

FACULTY SENATE NEWSLETTER

VOLUME IX, NUMBER 2
September 24, 1985



SENATE MEETING

The highlight of the September 12 meeting was a discussion of administrative evaluation. Senator Paul Campbell and Professor Thomas Coohill urged that the Senate promptly resume its evaluation of administrators, asserting that the process as implemented by the Administration was seriously flawed. Campbell reported that members of the physics faculty had been denied access to the five-year evaluation of their department until a few days before the Senate meeting. (The rules stipulate that the evaluation committee report "will be maintained in the office of the administrative supervisor and will be available to faculty members of the unit for reading but not for copying.") According to Coohill, the Senate suspended its own evaluation of administrators for two reasons: (1) the Administration's review was to be the official one, and (2) the Senate review process was said to be too time-consuming. It is his opinion that, if the appraisal process is left to administrators, information adverse to them will not likely be passed along. Dr. Paul Cook assured the Senate that the policies and rules adopted by the Regents would be enforced and asked the Senate to allow him time to deal with the evaluation problem before acting on its own.

COMING UP

The October 10 Senate meeting will take up the CHE Strategic Plan for Higher Education, and Dr. Cook has promised to be on hand to convey his impressions regarding it. We have tried to see that all senators have a copy of at least the Overview. It should be noted that there could be another iteration by the time of our next meeting.

SALARY DATA

The salary information appearing at the end of the newsletter comes to us courtesy of the Office of Institutional Research.

"WE THOUGHT YOU"D LIKE TO KNOW."

The following tables and graph are reprinted from Office of Planning & Policy, Southwest Missouri State University, Information Exchange: Salaries and Tenure 1984-1985 (May 1985).

TABLE 1

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY BY ACADEMIC RANK, 1984-85
(9-MONTH CONTRACT)

INSTITUTION	ASSOCIATE ASSISTANT					NO ACADEMIC RANK
	PROFESSOR	PROFESSOR	PROFESSOR	INSTRUCTOR	LECTURER	
APPALACHIAN STATE UNIVERSITY	32985	27653	25643	19113	22848	21700
MIDDLE TENNESSEE STATE UNIVERSITY	37054	31032	25052	20047	---	---
SOUTHWEST MISSOURI STATE UNIVERSITY	33408	28145	24550	19420	18544	27500
SOUTHWEST TEXAS STATE UNIVERSITY	35722	29968	24431	19527	20121	---
UNIVERSITY OF NEBRASKA AT OMAHA	33977	27761	22358	21283	12080	---
UNIVERSITY OF NORTHERN IOWA	34848	28772	24129	19608	---	---
UNIVERSITY OF WISCONSIN-LACROSSE	33490	28351	26564	23660	20408	---
WESTERN ILLINOIS UNIVERSITY	31867	27208	23955	16250	14883	---
WESTERN KENTUCKY UNIVERSITY	32241	26658	22931	18722	---	---

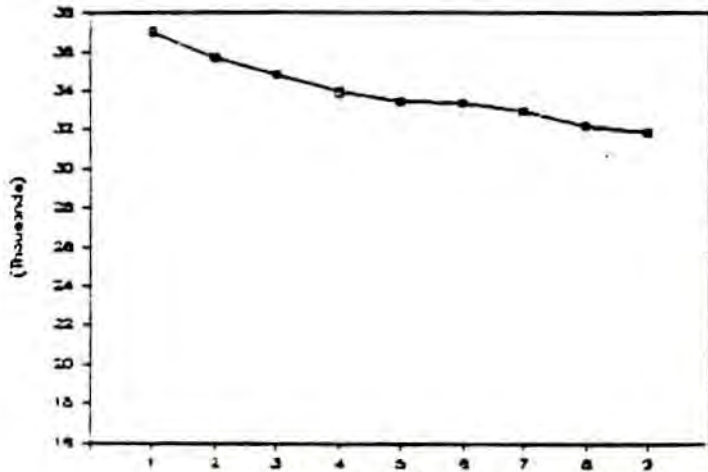
TABLE 2

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY BY ACADEMIC RANK, 1984-85
(12-MONTH CONTRACT)

INSTITUTION	ASSOCIATE ASSISTANT					NO ACADEMIC RANK
	PROFESSOR	PROFESSOR	PROFESSOR	INSTRUCTOR	LECTURER	
APPALACHIAN STATE UNIVERSITY	42854	33857	34738	28525	24760	27851
MIDDLE TENNESSEE STATE UNIVERSITY	45982	37806	32905	---	---	---
SOUTHWEST MISSOURI STATE UNIVERSITY	44408	41404	34781	---	---	---
SOUTHWEST TEXAS STATE UNIVERSITY	---	---	---	---	---	---
UNIVERSITY OF NEBRASKA AT OMAHA	44121	31848	26780	26622	---	---
UNIVERSITY OF NORTHERN IOWA	41480	32877	---	24000	---	---
UNIVERSITY OF WISCONSIN-LACROSSE	38138	34587	---	---	23284	---
WESTERN ILLINOIS UNIVERSITY	44323	39481	29424	21900	---	---
WESTERN KENTUCKY UNIVERSITY	41428	35118	28260	25218	---	---

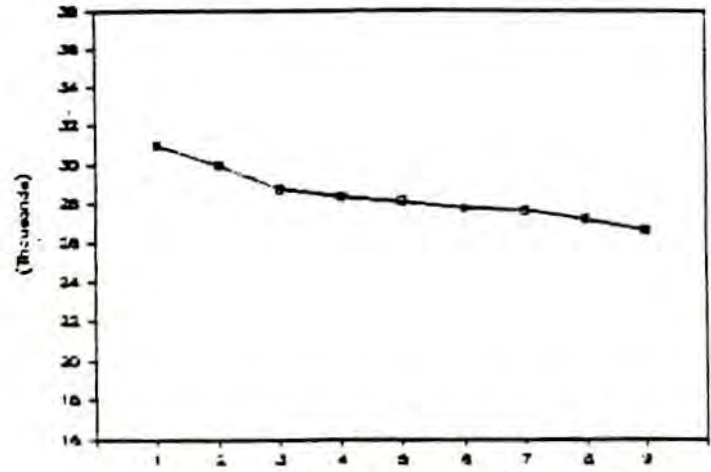
AVERAGE SALARY BY RANK NINE MONTH CONTRACTS, 1984-85

PROFESSORS



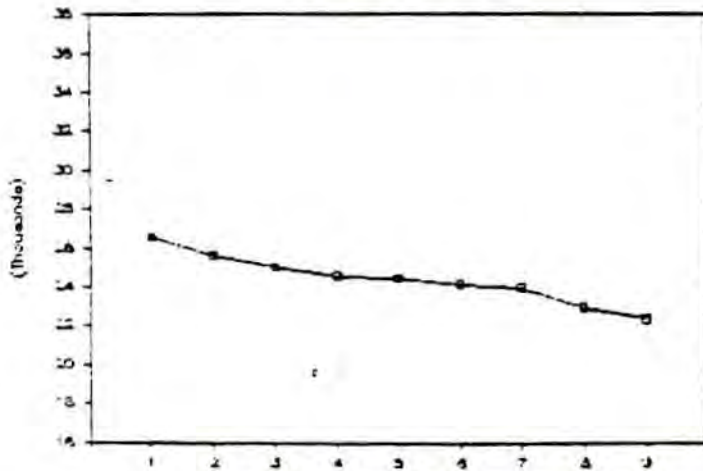
1. MIDDLE TENNESSEE STATE UNIVERSITY
2. SOUTHWEST TEXAS STATE UNIVERSITY
3. UNIVERSITY OF NORTHERN IOWA
4. UNIVERSITY OF NEBRASKA AT OMAHA
5. UNIVERSITY OF WISCONSIN-LA CROSSE
6. SOUTHWEST MISSOURI STATE UNIVERSITY
7. APPALACHIAN STATE UNIVERSITY
8. WESTERN KENTUCKY UNIVERSITY
9. WESTERN ILLINOIS UNIVERSITY

ASSOCIATES



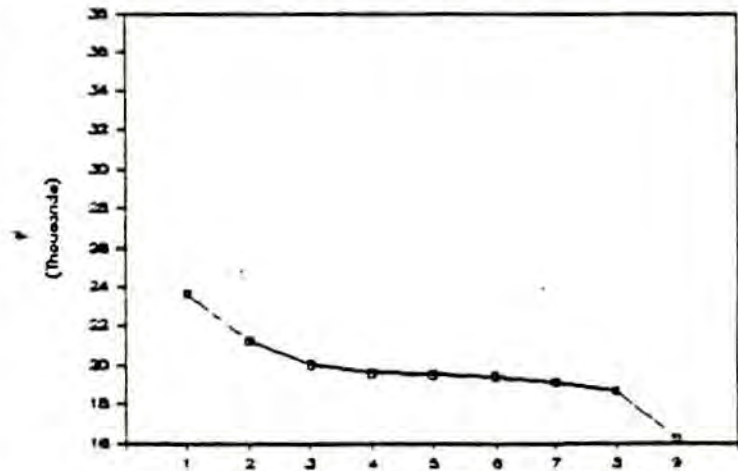
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6. UNIVERSITY OF NEBRASKA AT OMAHA
7. APPALACHIAN STATE UNIVERSITY
8. WESTERN ILLINOIS UNIVERSITY
9. WESTERN KENTUCKY UNIVERSITY

ASSISTANTS



1. UNIVERSITY OF WISCONSIN-LA CROSSE
2. APPALACHIAN STATE UNIVERSITY
3. MIDDLE TENNESSEE STATE UNIVERSITY
4. SOUTHWEST MISSOURI STATE UNIVERSITY
5. SOUTHWEST TEXAS STATE UNIVERSITY
6. UNIVERSITY OF NORTHERN IOWA
7. WESTERN ILLINOIS UNIVERSITY
8. WESTERN KENTUCKY UNIVERSITY
9. UNIVERSITY OF NEBRASKA AT OMAHA

INSTRUCTORS



1. UNIVERSITY OF WISCONSIN-LA CROSSE
2. UNIVERSITY OF NEBRASKA AT OMAHA
3. MIDDLE TENNESSEE STATE UNIVERSITY
4. UNIVERSITY OF NORTHERN IOWA
5. SOUTHWEST TEXAS STATE UNIVERSITY
6. SOUTHWEST MISSOURI STATE UNIVERSITY
7. APPALACHIAN STATE UNIVERSITY
8. WESTERN KENTUCKY UNIVERSITY
9. WESTERN ILLINOIS UNIVERSITY

TABLE 7

PERCENTAGE INCREASE IN SALARIES FOR CONTINUING FACULTY, 1984-85
(9-MONTH CONTRACT)

INSTITUTION *	ASSOCIATE		ASSISTANT		COMBINED*
	PROFESSOR	PROFESSOR	PROFESSOR	INSTRUCTOR	
APPALACHIAN STATE UNIVERSITY	9.3%	11.0%	11.1%	9.1%	10.3%
MIDDLE TENNESSEE STATE UNIV.	22.0	22.4	23.1	23.9	22.5
SOUTHWEST MISSOURI STATE UNIV.	10.1	8.6	8.7	8.7	9.3
SOUTHWEST TEXAS STATE UNIV.	---	---	---	---	---
UNIV. OF NEBRASKA AT OMAHA	8.1	8.9	9.2	9.0	8.6
UNIV. OF NORTHERN IOWA	9.0	9.7	10.2	10.8	9.7
UNIV. OF WISCONSIN-LACROSSE	3.8	4.0	4.4	3.9	4.0
WESTERN ILLINOIS UNIVERSITY	6.9	7.7	7.8	5.8	7.2
WESTERN KENTUCKY UNIVERSITY	1.9	2.1	3.1	2.1	2.2

*INCLUDES ONLY THE FOUR RANKS SHOWN IN THE TABLE.

TABLE 8

PERCENTAGE INCREASE IN SALARIES FOR CONTINUING FACULTY, 1984-85
(12-MONTH CONTRACT)

INSTITUTION	ASSOCIATE		ASSISTANT		COMBINED*
	PROFESSOR	PROFESSOR	PROFESSOR	INSTRUCTOR	
APPALACHIAN STATE UNIVERSITY	11.2%	9.8%	10.4%	14.1%	11.2%
MIDDLE TENNESSEE STATE UNIV.	22.2	19.7	21.2	---	21.1
SOUTHWEST MISSOURI STATE UNIV.	9.8	7.3	10.0	---	9.4
SOUTHWEST TEXAS STATE UNIV.	---	---	---	---	---
UNIV. OF NEBRASKA AT OMAHA	7.9	9.7	7.5	7.9	8.7
UNIV. OF NORTHERN IOWA	7.7	9.4	---	---	8.9
UNIV. OF WISCONSIN-LACROSSE	3.3	3.4	---	---	3.4
WESTERN ILLINOIS UNIVERSITY	7.8	9.7	---	---	8.3
WESTERN KENTUCKY UNIVERSITY	---	---	---	---	---

*INCLUDES ONLY THE FOUR RANKS SHOWN IN THE TABLE.

TABLE 9

PERCENTAGE INCREASE IN SALARIES FOR CONTINUING FACULTY, 1984-85
(TOTAL: 12-MONTH CONTRACT CONVERTED TO 9-MONTH CONTRACT)

INSTITUTION	ASSOCIATE		ASSISTANT		COMBINED*
	PROFESSOR	PROFESSOR	PROFESSOR	INSTRUCTOR	
APPALACHIAN STATE UNIVERSITY	9.9%	11.0%	11.1%	9.9%	10.4%
MIDDLE TENNESSEE STATE UNIV.	22.0	22.4	23.0	23.9	22.5
SOUTHWEST MISSOURI STATE UNIV.	10.1	8.5	8.7	8.7	9.3
SOUTHWEST TEXAS STATE UNIV.	---	---	---	---	---
UNIV. OF NEBRASKA AT OMAHA	8.1	9.0	9.2	9.0	8.6
UNIV. OF NORTHERN IOWA	9.0	9.7	10.2	10.8	9.7
UNIV. OF WISCONSIN-LACROSSE	3.8	4.0	4.4	3.9	4.0
WESTERN ILLINOIS UNIVERSITY	7.0	7.8	7.8	5.8	7.3
WESTERN KENTUCKY UNIVERSITY	1.8	2.1	3.1	2.1	2.2

*INCLUDES ONLY THE FOUR RANKS SHOWN IN THE TABLE.

TABLE 1

ADMINISTRATIVE SALARIES, 1984-85

	Appalachian State University	Middle Tennessee State Univ.	Southwest Missouri State Univ.	Southwest Texas State Univ.	Univ. of Nebraska Omaha	Univ. of Northern Iowa	Univ. of Wisconsin La Crosse	Western Illinois University	Western Kentucky University
Chief Executive Officer	\$74,250	\$62,000	\$69,550	\$77,700	\$74,750	\$80,500	\$68,800	\$70,416	\$76,056
Executive Vice President	-	-	-	65,124	-	-	61,500	-	-
Chief Academic Officer	64,750	56,107	60,500	61,416	68,150	72,700	-	56,184	62,508
Chief Business Officer	60,000	54,739	49,950	61,416	58,600	66,000	45,140	55,284	57,132
Chief Student Affairs Officer	50,000	51,000	49,101	61,416	54,800	-	52,753	54,996	57,132
Chief Development Officer	50,000	33,509	48,600	-	-	-	33,255	-	46,920
Chief Public Relations Officer	34,500	26,926	-	30,444	39,520	-	25,358	37,428	-
Chief Planning Officer	44,400	31,137	-	-	-	50,000	-	-	-
Chief Personnel/Human Res. Officer	45,924	30,060	32,787	34,776	33,250	30,000	-	-	-
Chief Budgeting Officer	48,216	35,921	55,350	43,584	53,500	32,500	22,954	43,524	-
General Counsel	-	-	-	45,432	-	-	-	-	47,436
Registrar	31,300	36,152	43,159	33,360	44,000	37,300	42,618	32,856	37,368
Director, Learning Resources Center	-	30,191	-	48,576	-	30,500	49,521	-	-
Director, Library Services	45,100	37,705	-	46,980	50,700	57,200	31,186*	42,984	43,656
Director, Computer Center	-	41,186	36,973	42,492	41,650	-	45,595	49,716	-
Dir., Computer Center, Oper./Acad.	-	28,522	-	30,708	-	38,000	36,879	-	35,592
Dir., Computer Center, Oper./Admin.	-	28,042	-	41,784	-	49,950	36,900	-	42,540
Director, Educational Media Services	-	-	34,511	31,464	39,350	47,910	42,000	44,424	40,584
Director, Institutional Research	42,300	32,872	45,000	31,464	47,000	37,000	-	40,656	30,852
Dir., Special & Deferred Gifts	33,500	-	-	40,764	-	24,500	-	-	-
Admin., Grants & Contracts	38,270	-	-	28,464	26,234	19,500	24,473	31,913	39,000
Dir. Affirm. Action/Equal Emp.	46,200	28,038	-	29,196	-	38,500	27,139	32,208	-
Comptroller	39,816	37,344	29,584	41,448	37,577	37,800	40,392	-	40,260
Director, Accounting	27,204	26,291	29,584	-	-	25,700	28,890	-	31,428
Director, Internal Audit	43,788	29,325	30,410	24,912	-	-	-	28,260	28,404
Bursar	-	26,420	38,624	17,112	-	44,044	-	24,900	-
Director, Food Services	32,916	-	-	-	-	32,032	32,746	28,236	28,572
Chief, Phys. Plant/Facil. Mgt. Off.	34,524	42,152	48,569	46,212	43,250	49,680	36,343	42,984	46,320
Director, Student Activities	32,500	28,414	22,846	26,856	40,400	-	40,307	28,932	46,776
Director, Purchasing	36,144	26,525	33,615	27,984	32,620	32,640	23,989	26,436	37,968
Director, Bookstore	37,050	32,200	21,100	31,728	-	-	21,628	30,828	33,072
Director, Campus Security	28,560	28,175	29,453	33,084	30,350	29,892	27,416	34,332	33,672
Director, Information Systems	50,800	26,500	-	-	-	-	-	-	37,884

*9 or 10 month position

Table 1 continued

	Appalachian State University	Middle Tennessee State Univ.	Southwest Missouri State Univ.	Southwest Texas State Univ.	Univ. of Nebraska Omaha	Univ. of Northern Iowa	Univ. of Wisconsin La Crosse	Western Illinois University	Western Kentucky University
Director, News Bureau	22,572	-	-	-	-	27,960	-	25,512	21,288
Director, Auxillary Services	32,916	33,784	36,520	-	-	-	39,602	40,944	-
Director, Admissions	34,700	27,500	-	33,360	37,550	37,000	34,873	25,416	33,084
Director, Foreign Students	-	22,800	-	-	-	22,000	-	-	-
Director, Internat'l Studies Educ.	-	-	-	-	41,000	-	32,500	-	-
Director, Student Financial Aid	36,500	35,263	33,254	32,256	32,300	36,000	30,672	35,004	31,944
Director, Student Placement	32,000	22,617	31,000	29,928	25,200	39,500	27,947	42,384	38,124
Director, Student Counseling	35,000	34,476	41,296	45,828	41,850	32,222	-	38,520	37,872
Director, Student Union	-	32,199	33,365	26,856	-	36,500	-	36,660	28,548
Director, Student Health Services	62,500	32,186	55,531	30,708	-	-	41,587	57,564	56,532
Nurse Administrator	-	22,617	-	-	-	17,976	-	-	-
Director, Student Housing	-	28,760	30,173	32,532	-	32,956	34,227	39,624	24,084
Director, Athletics	47,000	42,200	40,500	42,132	45,100	43,500	44,805	-	42,984
Director, Athletics/Men	-	-	-	-	-	36,380	-	45,384	-
Director, Athletics/Women	-	-	40,018	-	-	30,240	-	44,508	-
Director, Campus Rec./Intramurals	27,100*	23,847	19,648	26,856	-	-	27,362*	22,548	30,096
Director, Alumni Affairs	28,500	42,537	32,408	27,744	46,200	-	23,544	38,220	37,476
Director, Information Office	-	-	48,078	-	-	38,760	-	-	33,264
Director, Community Service	-	-	-	-	54,200	-	-	22,356	37,128
Director, Publications	18,036	25,154	22,219	32,532	-	29,999	-	25,824	39,396
Chief Planning & Budget Officer	-	-	-	-	-	-	52,836	-	49,980
Chief Development & Pub. Rel. Officer	-	-	-	-	-	-	-	55,200	-
Director, Personnel & Affirm. Action	-	-	-	-	-	-	-	-	38,184
Director, Housing & Food Service	-	-	-	-	-	41,000	-	-	-
Director, Develop. & Alumni Affairs	-	-	-	41,784	-	40,000	-	-	-
Director, Admissions & Registrar	-	-	-	-	-	-	-	40,008	-
Dean, Arts & Letters	-	54,215	50,978	57,936	-	57,000	55,831	-	-
Dean, Arts & Sciences	55,500	-	-	57,936	62,400	-	-	-	-
Dean, Business	60,500	55,764	53,192	57,936	61,000	60,500	52,777	50,660	50,004
Dean, Continuing Education	35,000	41,319	44,884	-	46,500	49,200	-	44,004	49,056
Dean, Education	47,420	53,945	47,120	57,936	53,700	59,300	55,496	51,408	55,248
Dean, Fine Arts	51,700	-	-	58,896	53,700	-	-	56,652	-
Dean, Graduate Programs	49,720	51,724	48,134	57,936	49,500	58,700	-	47,844	50,556
Dean, Health Related Prof.	-	-	-	57,936	-	-	55,068	-	-
Dean, Humanities	-	-	47,088	-	-	-	-	-	48,348
Dean, Library & Inform. Sciences	-	-	42,750	-	-	-	-	-	48,864
Dean, Sciences	-	55,763	50,913	57,936	-	55,500	-	-	51,012
Dean, Social Sciences	-	-	-	-	-	62,600	-	-	-
Dean, Special Programs	-	-	-	-	-	-	43,000	-	-
Dean, Undergraduate Programs	52,800	-	-	-	-	-	-	-	45,636

* 9 or 10 month position



FACULTY SENATE
communications committee
NEWSLETTER

Knight, Helen