

SALARY COMPARISON FIGURES FOR WESTERN KENTUCKY UNIVERSITY COMPARED WITH EIGHT OTHER UNIVERSITIES: APPALACHIAN STATE UNIVERSITY, MIDDLE TENNESSEE STATE UNIVERSITY, SOUTHWEST MISSOURI STATE UNIVERSITY, SOUTHWEST TEXAS STATE UNIVERSITY, UNIVERSITY OF NEBRASKA-OMAHA, UNIVERSITY OF NORTHERN IOWA, UNIVERSITY OF WISCONSIN-LACROSSE, AND WESTERN ILLINOIS UNIVERSITY, 1984-85.

ADMINISTRATIVE SALARIES	WESTERN	WESTERN RANK IN THE GROUP	NUMBER REPORTING	AMOUNT WESTERN ABOVE THE LOWEST (ROUNDED)
Chief Executive Officer	76,056	2		14,000
Chief Academic Officer	62,508	4		6,000
Chief Business Officer	57,132	5		12,000
Chief Student Affairs Off.	57,132	2	8	8,000
Chief Development Officer	46,920	3	5	13,600
General Counsel	47,436	1	2	2,000
Registrar	37,368	4		2,000
Director, Library Services	43,656	5	8	6,000
Dir. Computer Center-Acad.	35,592	3	6	7,000
Dir. Computer Center-Admin.	42,540	2	5	14,500
Dir. Educ. Media Services	40,534	3	7	9,000
Dir. Institutional Research	30,852	8	8	-----
Admin. Grants & Contracts	39,000	1	7	19,500
Comptroller	40,260	2	8	10,700
Director, Accounting	31,428	1	6	4,700
Director, Internal Audit	28,404	4	6	3,500
Director, Food Services	28,572	4	5	236
Chief, Physical Plant	46,320	3		11,800
Director, Student Activities	46,776	1	8	13,900
Director, Purchasing	37,968	1		10,500
Director, Bookstore	33,072	2	7	12,000
Director, Campus Security	33,672	2		5,500
Director, Info. Systems	37,884	2	3	11,300
Director, News Bureau	21,288	4	4	-----
Director, Admissions	33,084	6	8	5,500
Director, Student Finan. Aid	31,944	8		1,300
Director, Student Placement	38,124	3		15,500
Director, Student Counseling	37,872	5	8	5,600

SALARY COMPARISONS, FACULTY OF ALL RANKS, WESTERN KENTUCKY UNIVERSITY COMPARED TO SAME EIGHT UNIVERSITIES AS IN COMPARISON OF ADMINISTRATIVE SALARIES. (The universities are Appalachian State University, Middle Tennessee State University, Southwest Missouri State University, Southwest Texas State University, University of Nebraska-Omaha, University of Northern Iowa, University of Wisconsin-La Crosse, and Western Illinois University.) SOURCE: Chronicle of Higher Education, April 23, 1986. Listing of current year (1985-86) average salaries for faculty ranks at some 2,000 institutions nationwide.

UNIVERSITY	PROFESSOR (RANK)	ASSOC.PROF. (RANK)	ASST.PROF. (RANK)	INSTR. (RANK)
Southwest Texas State U.	37,200 (3)	31,200 (3)	27,500 (3)	20,000 (7)
Univ. of Nebraska-Omaha	33,500 (9)	27,100 (9)	23,100 (9)	21,600 (2)
Univ. of Northern Iowa	35,400 (6)	29,100 (7)	24,600 (7)	20,300 (6)
Western Illinois Univ.	34,600 (7)	30,000 (6)	26,200 (6)	17,400 (9)
Univ. of Wisconsin-La Crosse	36,400 (5)	31,700 (2)	27,800 (1)	25,100 (1)
Appalachian State Univ.	37,000 (4)	30,600 (5)	27,700 (2)	21,100 (3)
Middle Tenn. State Univ.	39,600 (1)	33,200 (1)	26,300 (5)	20,700 (4)
Southwest Missouri State U.	37,300 (2)	31,100 (4)	26,400 (4)	20,400 (5)
Western Kentucky Univ.	33,600 (8)	27,700 (8)	23,900 (8)	19,300 (8)

A quick glance shows Western ranks generally among the top four in administrative salaries for job titles at the universities, while it is a consistent next-to-last-place 8th in all faculty ranks when compared with the same institutions.

Assigning a point value to each placement (9 for a 1st place, 8 for second place, 7 for 3rd, etc., and disregarding the number of institutions reporting in each category, Western compiles 180 points out of a possible 252 points. This represents 71.14% of the perfect score, translating to an average 6.4 points per administrative salary title. Thus, Western's average placement (with the above caveat) is almost halfway between 3rd and 4th.

Comparing the third place average faculty salaries against Western's average gives the following:

Faculty Rank	3rd Place Average Salary	Western Average Salary	Western Deficiency
Professor	37,200	33,600	3,600
Assoc. Professor	31,200	27,700	3,500
Asst. Professor	27,500	23,900	3,600
Instructor	21,100	19,300	1,800

Comparing the fourth place average faculty salaries against Western's average gives the following:

Faculty Rank	4th Place Average Salary	Western Average Salary	Western Deficiency
Professor	37,000	33,600	3,400
Assoc. Professor	31,100	27,700	3,400
Asst. Professor	26,400	23,900	2,500
Instructor	20,700	19,300	1,400

Conclusions drawn from the material: (1) There appears to be justification for a sizeable across-the-board one-time salary adjustment for all faculty; (2) The disparity is less the lower in rank possibly because instructors and assistant professors are hired more frequently than associate professors and professors, so the salaries of these more reflect the "market" price (however, top administrative personnel are not hired that frequently, so one wonders how those salaries reflect so well the "market" price); (3) The axiom that "The longer one stays at Western, the more one's salary goes down in relation to the outside world" apparently is proved true for faculty; (4) The upper two levels of faculty are in the greatest need of adjustment in salary.