MEMO TO: Faculty Senate  
FROM: Jerry H. Rust, Jr., Chairman  
Faculty Status and Welfare Committee  
SUBJECT: Report on Faculty Salaries  
DATE: April 9, 1984

With the help and cooperation of several people the Faculty Status and Welfare Committee has prepared the annual review of faculty salaries. President Donald Zacharias and Dr. Paul Cook were especially helpful in reviewing those salary changes which appeared to be either high or low and gave us reasons for those increases or decreases, i.e., an individual could have had an increase in rank or a change in job status. Where possible the reasons for high or low increases are identified in that part of the study labeled "all ranked personnel by high to low salary within rank - Spring 1984."

Mr. Curtis Logsdon, Director of Computing Services, and Mr. John Foe, Director of Institutional Research, were helpful in reviewing the data format and giving us the data in the format we requested. Furthermore, we then received a very fast turn-around time from the computer center. Mr. James Tomes was most helpful in our obtaining the Faculty Salary Survey by Discipline, by rank. (You will recall that this study includes 21 institutions which we identified). The Faculty Salary Survey would have been expensive and perhaps not obtainable (in this format) should we have tried to get the data on our own.

The first part of the report is the Faculty Salary Survey. You have a copy of the letter from Oklahoma State University; a list of those
institutions participating (not all participated in reporting in every
discipline); a copy of the response from Western Kentucky University; and
a copy of the total response from all institutions, including WKU. Some
data interpretation is given in the OSU letter; however, an additional comment
may be helpful. The disciplines are grouped by H.E.G.I.S. categories and
should be comparable (if an institution made an error in reporting then
comparability is weakened or even eliminated). If you believe that not
enough institutions reported within a specific discipline then you may
believe that the report is not helpful. On the other hand, if all 21
institutions have responded (see Major Field: Life Sciences) then some
comparability could be assumed.

The second part of the study is all Ranked Personnel by High to Low
Salary within Rank. No major changes were made from 1982-83 as to those
people who were included or excluded.

The third part of the study is Full Time Ranked Personnel by Salary
within Rank within Department. This part of the report reports rank
average salaries and departmental average salaries.

Part four of the study is a comparison of salary data by Institution,
by Rank, by Sex. The institutions involved include those 21 institutions
reporting in part one of the report plus 15 other institutions which at
one time were used as "benchmark" institutions or are a part of the Sun
Belt Conference.

Part four includes 1982-83 data, not 1983-84 data. The information was
taken from the February 8, 1984 Chronicle of Higher Education. Please do
not compare part one with part four as there is one year's difference in the
information.

Should you have any questions about the report or the data therein,
please call me at 3895.