

C o m p a r i s o n o f U N M A v e r a g e F a c u l t y S a l a r i e s t o N A S U L G C
 U N M H E D P e e r * A v e r a g e s (N = 11) b y R a n k a n d D i s c i p l i n e 2 0 0 8 - 0 9

*HED Peers include: University of Arizona, University of Arkansas, University of Iowa, University of Kansas, University of Kentucky, University of Nebraska at Lincoln, University of Oklahoma, University of Oregon, University of South Carolina, University of Tennessee at Knoxville, University of Virginia.

		UNM	Number	UNM Peers	Diff	Per cent		
		Average	in Rank	Weighted	in Wtd	Diff in		Cost to
		Salary	at UNM	Average	Average	Weighted	Sum of	Bring Those
		08-09	08-09	Salary	Salaries	Average	Deviations	Below Avg
				08-09	08-09	08-09		to the Avg
A&S	Prof	99,280	157	104,253	-4,973	-4.77	780,721	1,066,375
	Asso	70,144	112	71,969	-1,825	-2.54	204,438	481,047
	Asst	60,165	82	62,578	-2,412	-3.85	197,813	286,273
	Total	80,845	351	84,215	-3,370	-4.00	1,182,972	1,833,695
ASM	Prof	125,848	15	176,395	-50,547	-28.66	758,205	758,205
	Asso	107,262	13	149,068	-41,806	-28.04	543,478	543,478
	Asst	106,073	13	121,476	-15,403	-12.68	200,239	200,239
	Total	113,685	41	150,317	-36,632	-24.37	1,501,922	1,501,922
Arch & Plan	Prof	88,037	6	96,954	-8,917	-9.20	53,502	53,502
	Asso	70,113	10	72,851	-2,738	-3.76	27,380	27,380
	Asst	54,348	5	58,085	-3,737	-6.43	18,685	18,685
	Total	71,481	21	76,222	-4,741	-6.22	99,567	99,567
Education	Prof	92,356	15	101,237	-8,881	-8.77	133,210	133,210
	Asso	64,842	45	71,205	-6,363	-8.94	286,353	286,353
	Asst	57,469	32	58,669	-1,200	-2.05	38,409	38,409
	Total	66,763	92	71,741	-4,978	-6.94	457,971	457,971
Engineering	Prof	119,963	42	127,016	-7,054	-5.55	296,248	382,729
	Asso	90,067	25	91,532	-1,465	-1.60	36,616	74,544
	Asst	78,643	28	81,835	-3,192	-3.90	89,372	99,308
	Total	99,917	95	104,362	-4,445	-4.26	422,236	556,581

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 U N M H E D P e e r * A v e r a g e s (N = 11) b y R a n k a n d D i s c i p l i n e 2 0 0 8 - 0 9

		UNM Average Salary 08-09	Number in Rank at UNM 08-09	UNM Peers Weighted Average Salary 08-09	Diff in Wtd Average Salaries 08-09	Per cent Diff in Weighted Salaries 08-09	Sum of Deviations	Cost to Bring Those Below Avg to the Avg
Fine Arts	Prof	79,044	25	84,807	-5,763	-6.80	144,081	144,081
	Asso	56,311	21	64,352	-8,041	-12.50	168,864	168,864
	Asst	49,421	19	51,287	-1,866	-3.64	35,456	35,456
	Total	63,040	65	68,400	-5,360	-7.84	348,401	348,401
Basic Med Sci	Prof	114,174	9	118,949	-4,775	-4.01	42,977	65,944
	Asso	86,983	7	78,631	8,352	10.62	-58,466	16,664
	Asst	75,577	3	65,976	9,601	14.55	-28,804	0
	Total	98,062	19	95,731	2,331	2.44	-44,293	82,608
Law	Prof	120,811	23	164,293	-43,482	-26.47	1,000,086	1,000,086
	Asso	107,494	4	113,567	-6,073	-5.35	24,292	24,292
	Asst	90,537	2	87,594	2,943	3.36	-5,886	0
	Total	116,886	29	152,007	-35,120	-23.10	1,018,492	1,024,378
Nursing	Prof	113,901	2	100,960	12,941	12.82	-25,882	0
	Asso	84,485	7	75,853	8,632	11.38	-60,424	0
	Asst	71,945	11	65,539	6,406	9.77	-70,466	0
	Total	80,530	20	72,691	7,839	10.78	-156,772	0
Pharmacy	Prof	113,173	5	121,984	-8,811	-7.22	44,055	44,055
	Asso	92,858	10	91,649	1,209	1.32	-12,090	0
	Asst	72,637	14	76,759	-4,122	-5.37	57,708	57,708
	Total	86,599	29	89,691	-3,092	-3.45	89,673	101,763
Public Admin	Prof	99,725	3	138,180	-38,455	-27.83	115,365	115,365
	Asso	71,205	1	90,284	-19,079	-21.13	19,079	19,079
	Asst	63,000	1	69,041	-6,041	-8.75	6,041	6,041
	Total	86,676	5	114,773	-28,097	-24.48	140,485	140,485
Ethnic Studies	Asst	54,200	2	57,451	-3,251	-5.66	6,502	6,502

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		UNM	Number	UNM Peers	Diff	Per cent		
		Average	in Rank	Weighted	in Wtd	Diff in		Cost to
		Salary	at UNM	Average	Average	Weighted	Sum of	Bring Those
		08-09	08-09	Salary	Salaries	Average	Deviations	Below Avg
				08-09	08-09	08-09		to the Avg
University Summaries	Prof	103,648	302	114,717	-11,068	-9.65	3,342,568	3,763,552
	Asso	74,250	255	78,876	-4,626	-5.86	1,179,520	1,641,701
	Asst	65,810	212	68,381	-2,571	-3.76	545,069	748,621
	Total	83,469	769	90,058	-6,589	-7.32	5,067,156	6,153,873

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		UNM Average Salary 08-09	Number in Rank at UNM 08-09	UNM Peers Weighted Average Salary 08-09	Diff in Wtd Average Salaries 08-09	Per cent Diff in Weighted Average Salaries 08-09	Sum of Deviations	Cost to Bring Those Below Avg to the Avg
American Studies	Prof	123,177	2	96,342	26,835	27.85	-53,670	0
	Asso	72,621	1	82,927	-10,306	-12.43	10,306	10,306
	Asst	57,535	4	57,352	183	0.32	-732	0
	Total	78,445	7	72,146	6,299	8.73	-44,096	10,306
Anthropology	Prof	96,808	11	97,134	-326	-0.34	3,586	3,586
	Asso	62,430	9	68,025	-5,595	-8.22	50,355	50,355
	Asst	58,404	4	56,721	1,683	2.97	-6,732	0
	Total	77,516	24	79,483	-1,967	-2.47	47,209	53,941
Biology	Prof	101,190	20	102,321	-1,131	-1.11	22,620	22,620
	Asso	71,638	8	73,897	-2,259	-3.06	18,072	18,072
	Asst	61,550	7	67,842	-6,292	-9.27	44,044	44,044
	Total	86,507	35	88,928	-2,421	-2.72	84,736	84,736
Chemistry	Prof	111,204	8	114,118	-2,914	-2.55	23,312	23,312
	Asso	73,923	4	77,871	-3,948	-5.07	15,792	15,792
	Asst	60,770	1	68,054	-7,284	-10.70	7,284	7,284
	Total	95,853	13	99,422	-3,568	-3.59	46,388	46,388
Comm & Journalism	Prof	95,082	6	97,395	-2,313	-2.37	13,878	13,878
	Asso	68,174	5	73,999	-5,825	-7.87	29,125	29,125
	Asst	55,200	8	60,433	-5,233	-8.66	41,864	41,864
	Total	71,209	19	75,675	-4,467	-5.90	84,867	84,867
Earth & Planet Sci	Prof	90,755	12	105,708	-14,953	-14.15	179,436	179,436
	Asso	66,612	7	76,313	-9,701	-12.71	67,907	67,907
	Asst	59,923	1	63,052	-3,129	-4.96	3,129	3,129
	Total	80,763	20	93,287	-12,524	-13.42	250,472	250,472

Comparison of UNM Average Faculty Salaries to NASULGC
UNM HED Peer* Averages (N = 11) by Rank and Discipline 2008 - 09

		UNM Average Salary 08-09	Number in Rank at UNM 08-09	UNM Peers Weighted Average Salary 08-09	Diff in Wtd Average Salaries 08-09	Per cent Diff in Weighted Salaries 08-09	Sum of Deviations	Cost to Bring Those Below Avg to the Avg
Economics	Prof	117,260	7	142,795	-25,535	-17.88	178,745	178,745
	Asso	88,701	2	100,110	-11,409	-11.40	22,818	22,818
	Asst	75,488	4	90,436	-14,948	-16.53	59,792	59,792
	Total	100,013	13	120,118	-20,104	-16.74	261,355	261,355
English	Prof	81,887	14	98,167	-16,280	-16.58	227,920	227,920
	Asso	62,772	11	68,936	-6,164	-8.94	67,804	67,804
	Asst	52,737	6	56,948	-4,211	-7.39	25,266	25,266
	Total	69,462	31	79,817	-10,355	-12.97	320,990	320,990
Foreign L & L	Prof	79,338	4	79,364	-26	-0.03	104	104
	Asso	58,988	5	60,489	-1,501	-2.48	7,505	7,505
	Asst	51,269	3	52,045	-776	-1.49	2,328	2,328
	Total	63,842	12	64,670	-828	-1.28	9,937	9,937
Geography	Prof	91,661	2	103,399	-11,738	-11.35	23,476	23,476
	Asso	67,175	1	74,210	-7,035	-9.48	7,035	7,035
	Asst	58,627	4	60,855	-2,228	-3.66	8,912	8,912
	Total	69,286	7	74,918	-5,632	-7.52	39,423	39,423
History	Prof	89,188	10	103,085	-13,897	-13.48	138,970	138,970
	Asso	66,294	11	69,741	-3,447	-4.94	37,917	37,917
	Asst	53,255	6	57,017	-3,762	-6.60	22,572	22,572
	Total	71,876	27	79,263	-7,387	-9.32	199,459	199,459
Linguistics	Prof	74,967	3	103,113	-28,146	-27.30	84,438	84,438
	Asso	60,338	4	72,277	-11,939	-16.52	47,756	47,756
	Asst	60,770	1	57,609	3,161	5.49	-3,161	0
	Total	65,878	8	82,007	-16,129	-19.67	129,033	132,194

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Math	Prof	96,600	13	99,550	-2,950	-2.96	38,350	38,350
	Asso	76,818	7	72,647	4,171	5.74	-29,197	0
	Asst	60,702	7	68,644	-7,942	-11.57	55,594	55,594
	Total	82,164	27	84,562	-2,398	-2.84	64,747	93,944
Philosophy	Prof	85,454	4	100,784	-15,330	-15.21	61,320	61,320
	Asso	65,492	4	68,308	-2,816	-4.12	11,264	11,264
	Asst	55,510	4	53,840	1,670	3.10	-6,680	0
	Total	68,819	12	74,311	-5,492	-7.39	65,904	72,584
Physics	Prof	106,013	15	104,910	1,103	1.05	-16,545	0
	Asso	75,147	6	77,525	-2,378	-3.07	14,268	14,268
	Asst	66,986	5	69,396	-2,410	-3.47	12,050	12,050
	Total	91,385	26	91,761	-376	-0.41	9,773	26,318
Political Science	Prof	99,826	8	105,430	-5,604	-5.32	44,832	44,832
	Asso	71,654	2	77,203	-5,549	-7.19	11,098	11,098
	Asst	71,510	3	62,464	9,046	14.48	-27,138	0
	Total	88,957	13	91,172	-2,215	-2.43	28,792	55,930
Psychology	Prof	125,406	7	107,635	17,771	16.51	-124,397	0
	Asso	89,395	10	71,105	18,290	25.72	-182,900	0
	Asst	69,516	7	64,081	5,435	8.48	-38,045	0
	Total	94,100	24	79,711	14,389	18.05	-345,342	0
Sociology	Prof	118,806	7	105,800	13,006	12.29	-91,042	0
	Asso	77,925	7	68,709	9,216	13.41	-64,512	0
	Asst	56,058	1	59,496	-3,438	-5.78	3,438	3,438
	Total	95,545	15	85,404	10,141	11.87	-152,116	3,438

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		Average	in Rank	Weighted	in Wtd	Diff in		Cost to
		Salary	at UNM	Average	Average	Weighted	Sum of	Bring Those
		08-09	08-09	Salary	Salaries	Average	Deviations	Below Avg
				08-09	08-09	08-09		to the Avg
Spanish & Port	Prof	105,469	3	113,630	-8,161	-7.18	24,483	24,483
	Asso	61,226	5	68,174	-6,948	-10.19	34,740	34,740
	Asst	57,527	5	56,418	1,109	1.97	-5,545	0
	Total	70,013	13	74,142	-4,129	-5.57	53,678	59,223
Speech & Hearing Sci	Prof	105,740	1	106,645	-905	-0.85	905	905
	Asso	68,552	3	77,647	-9,095	-11.71	27,285	27,285
	Asst	62,945	1	62,518	427	0.68	-427	0
	Total	74,868	5	80,421	-5,553	-6.90	27,763	28,190
A&S	Prof	99,280	157	104,253	-4,973	-4.77	780,721	1,066,375
	Asso	70,144	112	71,969	-1,825	-2.54	204,438	481,047
	Asst	60,165	82	62,578	-2,412	-3.85	197,813	286,273
	Total	80,845	351	84,215	-3,370	-4.00	1,182,972	1,833,695

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Chem & Nuclear Engr	Prof	131,153	6	124,363	6,790	5.46	-40,740	0
	Asso	89,835	4	90,700	-865	-0.95	3,460	3,460
	Asst	73,071	6	79,967	-6,896	-8.62	41,376	41,376
	Total	99,043	16	99,299	-256	-0.26	4,096	44,836
Civil Engr	Prof	104,932	9	124,472	-19,540	-15.70	175,860	175,860
	Asso	81,881	4	86,209	-4,328	-5.02	17,312	17,312
	Asst	73,526	4	75,476	-1,950	-2.58	7,800	7,800
	Total	92,119	17	103,940	-11,822	-11.37	200,972	200,972
Comp Sci	Prof	132,172	5	130,645	1,527	1.17	-7,635	0
	Asso	89,979	5	97,711	-7,732	-7.91	38,660	38,660
	Asst	82,628	7	89,506	-6,878	-7.68	48,146	48,146
	Total	99,362	17	104,019	-4,657	-4.48	79,171	86,806
Elec & Comp Engr	Prof	117,462	13	133,375	-15,913	-11.93	206,869	206,869
	Asso	97,508	8	92,767	4,741	5.11	-37,928	0
	Asst	82,647	8	81,405	1,242	1.53	-9,936	0
	Total	102,353	29	107,836	-5,483	-5.08	159,005	206,869
Mech Engr	Prof	124,362	9	120,128	4,234	3.52	-38,106	0
	Asso	83,715	4	87,493	-3,778	-4.32	15,112	15,112
	Asst	76,636	3	77,298	-662	-0.86	1,986	1,986
	Total	105,252	16	103,939	1,313	1.26	-21,008	17,098
Engineering	Prof	119,963	42	127,016	-7,054	-5.55	296,248	382,729
	Asso	90,067	25	91,532	-1,465	-1.60	36,616	74,544
	Asst	78,643	28	81,835	-3,192	-3.90	89,372	99,308
	Total	99,917	95	104,362	-4,445	-4.26	422,236	556,581

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Art	Prof	82,820	10	84,955	-2,135	-2.51	21,350	21,350
	Asso	56,542	9	64,585	-8,043	-12.45	72,387	72,387
	Asst	50,538	8	51,305	-767	-1.49	6,136	6,136
	Total	64,496	27	68,195	-3,699	-5.42	99,873	99,873
Music	Prof	78,322	11	83,803	-5,481	-6.54	60,291	60,291
	Asso	55,223	9	63,700	-8,477	-13.31	76,293	76,293
	Asst	49,458	6	51,978	-2,520	-4.85	15,120	15,120
	Total	63,665	26	69,500	-5,835	-8.40	151,704	151,704
Theatre Arts	Prof	71,591	4	87,201	-15,610	-17.90	62,440	62,440
	Asso	58,879	3	65,607	-6,728	-10.26	20,184	20,184
	Asst	47,588	5	50,428	-2,840	-5.63	14,200	14,200
	Total	58,412	12	66,480	-8,069	-12.14	96,824	96,824
Fine Arts	Prof	79,044	25	84,807	-5,763	-6.80	144,081	144,081
	Asso	56,311	21	64,352	-8,041	-12.50	168,864	168,864
	Asst	49,421	19	51,287	-1,866	-3.64	35,456	35,456
	Total	63,040	65	68,400	-5,360	-7.84	348,401	348,401

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Biochemistry	Prof	142,650	1	119,683	22,967	19.19	-22,967	0
	Asso	94,047	5	79,021	15,026	19.02	-75,130	0
	Asst	77,946	1	70,526	7,420	10.52	-7,420	0
	Total	98,690	7	83,616	15,074	18.03	-105,517	0
Microbiology	Prof	110,614	8	118,857	-8,243	-6.94	65,944	65,944
	Asso	69,324	2	77,656	-8,332	-10.73	16,664	16,664
	Asst	74,393	2	63,701	10,692	16.78	-21,384	0
	Total	97,696	12	102,798	-5,102	-4.96	61,224	82,608
Basic Med Sci	Prof	114,174	9	118,949	-4,775	-4.01	42,977	65,944
	Asso	86,983	7	78,631	8,352	10.62	-58,466	16,664
	Asst	75,577	3	65,976	9,601	14.55	-28,804	0
	Total	98,062	19	95,731	2,331	2.44	-44,293	82,608