

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 = 1 6) b y R a n k a n d D i s c i p l i n e 2 0 0 9 - 1 0

*HED Peers include: University of Arizona, University of Arkansas, University of Colorado, University of Iowa, University of Kansas, University of Kentucky, University of Missouri, University of Nebraska, University of Oklahoma, University of Oregon, University of South Carolina, University of Tennessee, University of Texas, University of Utah, University of Virginia, University of Washington.

		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
		09-10	09-10	Salary	Salaries	Average	Deviations	Below Avg
				09-10	09-10	09-10		to the Avg
A&S	Prof	99,202	163	109,554	-10,352	-9.45	1,687,386	1,845,968
	Asso	69,100	115	74,105	-5,005	-6.75	575,622	642,558
	Asst	60,014	78	63,478	-3,464	-5.46	270,197	302,488
	Total	80,892	356	88,007	-7,116	-8.09	2,533,205	2,791,014
ASM	Prof	122,811	15	171,633	-48,822	-28.45	732,330	732,330
	Asso	108,698	13	132,500	-23,802	-17.96	309,426	309,426
	Asst	105,500	14	123,273	-17,773	-14.42	248,822	248,822
	Total	112,672	42	143,400	-30,728	-21.43	1,290,578	1,290,578
Arch & Plan	Prof	91,374	9	103,489	-12,115	-11.71	109,035	109,035
	Asso	70,138	9	76,812	-6,674	-8.69	60,066	60,066
	Asst	55,790	6	63,201	-7,411	-11.73	44,463	45,395
	Total	74,515	24	83,413	-8,899	-10.67	213,564	214,496
Education	Prof	83,320	16	104,637	-21,317	-20.37	341,068	341,068
	Asso	64,378	45	73,008	-8,630	-11.82	388,363	388,363
	Asst	58,613	28	60,501	-1,888	-3.12	52,870	52,870
	Total	65,970	89	74,759	-8,790	-11.76	782,301	782,301
Engineering	Prof	123,983	40	130,822	-6,839	-5.23	273,545	300,654
	Asso	90,942	28	94,351	-3,409	-3.61	95,443	124,353
	Asst	78,209	28	84,183	-5,974	-7.10	167,280	167,280
	Total	100,995	96	106,582	-5,586	-5.24	536,268	592,287

Comparison of UNM Average Faculty Salaries to NASULGC
UNM HED Peer* Averages (N = 16) by Rank and Discipline 2009 - 10

		UNM Average Salary 09-10	Number in Rank at UNM 09-10	UNM Peers Weighted Average Salary 09-10	Diff in Wtd Average Salaries 09-10	Per cent Diff in Weighted Average Salaries 09-10	Sum of Deviations	Cost to Bring Those Below Avg to the Avg
Fine Arts	Prof	78,768	25	86,533	-7,765	-8.97	194,122	194,122
	Asso	58,973	26	65,284	-6,311	-9.67	164,075	164,075
	Asst	49,827	25	53,864	-4,037	-7.49	100,918	122,512
	Total	62,476	76	68,517	-6,041	-8.82	459,115	480,709
Basic Med Sci	Prof	116,613	9	129,090	-12,477	-9.67	112,293	120,968
	Asso	87,140	8	83,538	3,601	4.31	-28,809	30,741
	Asst	71,386	4	68,040	3,346	4.92	-13,382	8,758
	Total	96,770	21	100,109	-3,338	-3.33	70,102	160,467
Law	Prof	121,206	24	171,628	-50,422	-29.38	1,210,128	1,210,128
	Asso	104,897	3	118,254	-13,357	-11.30	40,071	40,071
	Asst	90,548	2	96,749	-6,201	-6.41	12,402	12,402
	Total	117,405	29	160,942	-43,538	-27.05	1,262,601	1,262,601
Nursing	Prof	113,901	2	106,610	7,291	6.84	-14,582	0
	Asso	88,884	9	79,563	9,321	11.72	-83,889	0
	Asst	71,870	10	68,348	3,522	5.15	-35,220	0
	Total	83,165	21	76,798	6,366	8.29	-133,691	0
Pharmacy	Prof	113,398	6	124,825	-11,427	-9.15	68,562	68,562
	Asso	92,157	10	90,307	1,850	2.05	-18,500	0
	Asst	73,678	14	75,319	-1,641	-2.18	22,974	22,974
	Total	87,782	30	90,216	-2,435	-2.70	73,036	91,536
Public Admin	Prof	100,815	2	132,362	-31,547	-23.83	63,094	63,094
	Asst	62,000	4	71,547	-9,547	-13.34	38,188	38,188
	Total	74,938	6	91,819	-16,880	-18.38	101,282	101,282
Ethnic Studies	Asst	55,700	2	63,054	-7,354	-11.66	14,708	14,708

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 = 1 6) b y R a n k a n d D i s c i p l i n e 2 0 0 9 - 1 0

		UNM Average Salary 09-10	Number in Rank at UNM 09-10	UNM Peers Weighted Average Salary 09-10	Diff in Wtd Average Salaries 09-10	Per cent Diff in Weighted Average Salaries 09-10	Sum of Deviations	Cost to Bring Those Below Avg to the Avg
University Summaries	Prof	103,422	311	118,782	-15,360	-12.93	4,776,981	4,985,929
	Asso	74,063	266	79,709	-5,646	-7.08	1,501,868	1,759,653
	Asst	65,794	215	70,093	-4,299	-6.13	924,220	1,036,397
	Total	83,347	792	92,442	-9,095	-9.84	7,203,069	7,781,979

Comparison of UNM Average Faculty Salaries to NASULGC
UNM HED Peer* Averages (N = 16) by Rank and Discipline 2009 - 10

		UNM Average Salary 09-10	Number in Rank at UNM 09-10	UNM Peers Weighted Average Salary 09-10	Diff in Wtd Average Salaries 09-10	Per cent Diff in Weighted Average Salaries 09-10	Sum of Deviations	Cost to Bring Those Below Avg to the Avg
American Studies	Prof	133,000	2	95,900	37,100	38.69	-74,200	0
	Asso	68,290	2	79,904	-11,614	-14.53	23,228	23,228
	Asst	57,090	3	59,340	-2,250	-3.79	6,750	6,750
	Total	81,979	7	75,661	6,317	8.35	-44,222	29,978
Anthropology	Prof	97,673	11	96,578	1,095	1.13	-12,045	0
	Asso	63,541	9	68,967	-5,426	-7.87	48,834	48,834
	Asst	53,299	6	58,456	-5,157	-8.82	30,942	30,942
	Total	75,618	26	78,223	-2,605	-3.33	67,731	79,776
Biology	Prof	102,358	22	114,063	-11,705	-10.26	257,510	257,510
	Asso	67,568	7	77,986	-10,418	-13.36	72,926	72,926
	Asst	61,750	6	70,577	-8,827	-12.51	52,962	52,962
	Total	88,439	35	99,393	-10,954	-11.02	383,398	383,398
Chemistry	Prof	111,981	8	123,293	-11,312	-9.17	90,496	90,496
	Asso	74,595	3	79,900	-5,305	-6.64	15,915	15,915
	Asst	61,570	1	70,310	-8,740	-12.43	8,740	8,740
	Total	98,434	12	108,030	-9,596	-8.88	115,151	115,151
Comm & Journalism	Prof	95,715	6	102,414	-6,699	-6.54	40,194	40,194
	Asso	70,352	7	72,345	-1,993	-2.75	13,951	13,951
	Asst	54,707	6	58,825	-4,118	-7.00	24,708	24,708
	Total	73,421	19	77,571	-4,150	-5.35	78,853	78,853
Earth & Planet Sci	Prof	93,083	13	116,011	-22,928	-19.76	298,064	298,064
	Asso	66,787	6	79,875	-13,088	-16.39	78,528	78,528
	Asst	59,923	1	68,123	-8,200	-12.04	8,200	8,200
	Total	83,536	20	102,776	-19,240	-18.72	384,792	384,792

Comparison of UNM Average Faculty Salaries to NASULGC
UNM HED Peer* Averages (N = 16) by Rank and Discipline 2009 - 10

		UNM Average Salary 09-10	Number in Rank at UNM 09-10	UNM Peers Weighted Average Salary 09-10	Diff in Wtd Average Salaries 09-10	Per cent Diff in Weighted Average Salaries 09-10	Sum of Deviations	Cost to Bring Those Below Avg to the Avg
Economics	Prof	119,219	7	142,754	-23,535	-16.49	164,745	164,745
	Asso	86,758	3	101,438	-14,680	-14.47	44,040	44,040
	Asst	76,915	2	90,379	-13,464	-14.90	26,928	26,928
	Total	104,053	12	123,696	-19,643	-15.88	235,713	235,713
English	Prof	80,253	15	97,734	-17,481	-17.89	262,215	262,215
	Asso	61,125	12	69,547	-8,422	-12.11	101,064	101,064
	Asst	53,464	6	57,474	-4,010	-6.98	24,060	24,060
	Total	68,427	33	80,164	-11,738	-14.64	387,339	387,339
Foreign L & L	Prof	83,099	3	76,580	6,519	8.51	-19,557	0
	Asso	59,388	5	60,638	-1,250	-2.06	6,250	6,250
	Asst	47,952	4	51,444	-3,492	-6.79	13,968	13,968
	Total	61,504	12	61,559	-55	-0.09	661	20,218
Geography	Prof	73,339	1	101,326	-27,987	-27.62	27,987	27,987
	Asso	67,175	1	75,648	-8,473	-11.20	8,473	8,473
	Asst	57,702	5	63,354	-5,652	-8.92	28,260	28,260
	Total	61,289	7	70,535	-9,246	-13.11	64,720	64,720
History	Prof	90,108	10	106,949	-16,841	-15.75	168,410	168,410
	Asso	66,446	11	71,397	-4,951	-6.93	54,461	54,461
	Asst	53,332	5	58,432	-5,100	-8.73	25,500	25,500
	Total	73,025	26	82,578	-9,553	-11.57	248,371	248,371
Linguistics	Prof	80,315	4	100,538	-20,223	-20.11	80,892	80,892
	Asso	61,214	4	74,553	-13,339	-17.89	53,356	53,356
	Asst	60,770	1	63,377	-2,607	-4.11	2,607	2,607
	Total	69,654	9	84,860	-15,206	-17.92	136,855	136,855

Comparison of UNM Average Faculty Salaries to NASULGC
UNM HED Peer* Averages (N = 16) by Rank and Discipline 2009 - 10

		UNM Average Salary 09-10	Number in Rank at UNM 09-10	UNM Peers Weighted Average Salary 09-10	Diff in Wtd Average Salaries 09-10	Per cent Diff in Weighted Average Salaries 09-10	Sum of Deviations	Cost to Bring Those Below Avg to the Avg
Math	Prof	99,996	13	105,887	-5,891	-5.56	76,583	76,583
	Asso	76,982	6	77,547	-565	-0.73	3,390	3,390
	Asst	69,759	8	70,605	-846	-1.20	6,768	6,768
	Total	85,923	27	89,135	-3,213	-3.60	86,741	86,741
Philosophy	Prof	82,006	5	103,945	-21,939	-21.11	109,695	109,695
	Asso	65,440	4	71,594	-6,154	-8.60	24,616	24,616
	Asst	55,861	4	57,701	-1,840	-3.19	7,360	7,360
	Total	68,864	13	79,762	-10,898	-13.66	141,671	141,671
Physics	Prof	106,174	17	111,752	-5,578	-4.99	94,826	94,826
	Asso	76,814	6	79,623	-2,809	-3.53	16,854	16,854
	Asst	66,986	5	70,874	-3,888	-5.49	19,440	19,440
	Total	92,885	28	97,568	-4,683	-4.80	131,120	131,120
Political Science	Prof	101,387	7	112,175	-10,788	-9.62	75,516	75,516
	Asso	72,154	2	79,827	-7,673	-9.61	15,346	15,346
	Asst	70,295	4	63,431	6,864	10.82	-27,456	0
	Total	87,323	13	92,200	-4,877	-5.29	63,406	90,862
Psychology	Prof	118,595	7	111,055	7,540	6.79	-52,780	0
	Asso	78,772	10	74,296	4,476	6.02	-44,760	0
	Asst	67,971	5	67,004	967	1.44	-4,835	0
	Total	88,988	22	84,335	4,653	5.52	-102,375	0
Sociology	Prof	104,151	8	116,005	-11,854	-10.22	94,832	94,832
	Asso	77,464	8	74,692	2,772	3.71	-22,176	0
	Asst	56,058	1	63,607	-7,549	-11.87	7,549	7,549
	Total	88,763	17	93,481	-4,718	-5.05	80,205	102,381

Comparison of UNM Average Faculty Salaries to NASULGC
UNM HED Peer* Averages (N = 16) by Rank and Discipline 2009 - 10

		UNM Average Salary 09-10	Number in Rank at UNM 09-10	UNM Peers Weighted Average Salary 09-10	Diff in Wtd Average Salaries 09-10	Per cent Diff in Weighted Salaries 09-10	Sum of Deviations	Cost to Bring Those Below Avg to the Avg
Spanish & Port	Prof	106,778	3	107,863	-1,085	-1.01	3,255	3,255
	Asso	61,913	6	70,803	-8,890	-12.56	53,340	53,340
	Asst	57,730	4	59,235	-1,505	-2.54	6,020	6,020
	Total	70,979	13	75,796	-4,817	-6.35	62,615	62,615
Speech & Hearing Sci	Prof	105,740	1	106,488	-748	-0.70	748	748
	Asso	68,885	3	71,547	-2,662	-3.72	7,986	7,986
	Asst	62,945	1	64,671	-1,726	-2.67	1,726	1,726
	Total	75,068	5	77,160	-2,092	-2.71	10,460	10,460
A&S	Prof	99,202	163	109,554	-10,352	-9.45	1,687,386	1,845,968
	Asso	69,100	115	74,105	-5,005	-6.75	575,622	642,558
	Asst	60,014	78	63,478	-3,464	-5.46	270,197	302,488
	Total	80,892	356	88,007	-7,116	-8.09	2,533,205	2,791,014

Comparison of UNM Average Faculty Salaries to NASULGC
UNM HED Peer* Averages (N = 16) by Rank and Discipline 2009 - 10

		UNM Average Salary 09-10	Number in Rank at UNM 09-10	UNM Peers Weighted Average Salary 09-10	Diff in Wtd Average Salaries 09-10	Per cent Diff in Weighted Average Salaries 09-10	Sum of Deviations	Cost to Bring Those Below Avg to the Avg
Chem & Nuclear Engr	Prof	136,349	8	132,960	3,389	2.55	-27,109	0
	Asso	88,756	4	93,040	-4,284	-4.60	17,137	17,137
	Asst	71,782	5	82,029	-10,247	-12.49	51,236	51,236
	Total	106,160	17	108,588	-2,427	-2.24	41,264	68,373
Civil Engr	Prof	104,029	8	126,945	-22,916	-18.05	183,328	183,328
	Asso	83,307	4	89,783	-6,476	-7.21	25,904	25,904
	Asst	73,809	5	78,426	-4,617	-5.89	23,085	23,085
	Total	90,265	17	103,931	-13,666	-13.15	232,317	232,317
Comp Sci	Prof	131,465	4	134,948	-3,483	-2.58	13,932	13,932
	Asso	89,799	6	98,539	-8,740	-8.87	52,440	52,440
	Asst	82,357	7	91,057	-8,700	-9.55	60,900	60,900
	Total	96,538	17	104,025	-7,487	-7.20	127,272	127,272
Elec & Comp Engr	Prof	126,472	11	135,410	-8,938	-6.60	98,318	98,318
	Asso	98,447	10	95,556	2,891	3.03	-28,910	0
	Asst	81,936	8	84,350	-2,414	-2.86	19,312	19,312
	Total	104,522	29	107,582	-3,059	-2.84	88,720	117,630
Mech Engr	Prof	124,362	9	124,926	-564	-0.45	5,076	5,076
	Asso	83,715	4	90,933	-7,218	-7.94	28,872	28,872
	Asst	76,636	3	80,885	-4,249	-5.25	12,747	12,747
	Total	105,252	16	108,170	-2,918	-2.70	46,695	46,695
Engineering	Prof	123,983	40	130,822	-6,839	-5.23	273,545	300,654
	Asso	90,942	28	94,351	-3,409	-3.61	95,443	124,353
	Asst	78,209	28	84,183	-5,974	-7.10	167,280	167,280
	Total	100,995	96	106,582	-5,586	-5.24	536,268	592,287

Comparison of UNM Average Faculty Salaries to NASULGC
UNM HED Peer* Averages (N = 16) by Rank and Discipline 2009 - 10

		UNM Average Salary 09-10	Number in Rank at UNM 09-10	UNM Peers Weighted Average Salary 09-10	Diff in Wtd Average Salaries 09-10	Per cent Diff in Weighted Average Salaries 09-10	Sum of Deviations	Cost to Bring Those Below Avg to the Avg
Art	Prof	84,155	9	86,433	-2,278	-2.64	20,502	20,502
	Asso	64,256	8	64,928	-672	-1.03	5,376	5,376
	Asst	48,422	13	54,510	-6,088	-11.17	79,144	79,144
	Total	63,364	30	66,865	-3,501	-5.24	105,022	105,022
Media Arts	Asso	60,686	3	72,879	-12,193	-16.73	36,579	36,579
	Asst	48,000	1	56,678	-8,678	-15.31	8,678	8,678
	Total	57,515	4	68,829	-11,314	-16.44	45,257	45,257
Music	Prof	77,246	12	86,261	-9,015	-10.45	108,180	108,180
	Asso	53,841	10	63,696	-9,855	-15.47	98,550	98,550
	Asst	56,925	6	53,326	3,599	6.75	-21,594	0
	Total	64,533	28	71,145	-6,612	-9.29	185,136	206,730
Theatre Arts	Prof	71,216	4	87,576	-16,360	-18.68	65,440	65,440
	Asso	59,758	5	64,472	-4,714	-7.31	23,570	23,570
	Asst	45,329	5	52,267	-6,938	-13.27	34,690	34,690
	Total	57,879	14	66,714	-8,836	-13.24	123,700	123,700
Fine Arts	Prof	78,768	25	86,533	-7,765	-8.97	194,122	194,122
	Asso	58,973	26	65,284	-6,311	-9.67	164,075	164,075
	Asst	49,827	25	53,864	-4,037	-7.49	100,918	122,512
	Total	62,476	76	68,517	-6,041	-8.82	459,115	480,709

Comparison of UNM Average Faculty Salaries to NASULGC
UNM HED Peer* Averages (N = 16) by Rank and Discipline 2009 - 10

		UNM Average Salary 09-10	Number in Rank at UNM 09-10	UNM Peers Weighted Average Salary 09-10	Diff in Wtd Average Salaries 09-10	Per cent Diff in Weighted Salaries 09-10	Sum of Deviations	Cost to Bring Those Below Avg to the Avg
Biochemistry	Prof	134,920	1	126,245	8,675	6.87	-8,675	0
	Asso	92,820	5	80,910	11,910	14.72	-59,550	0
	Asst	79,956	2	68,886	11,070	16.07	-22,140	0
	Total	94,867	8	83,571	11,296	13.52	-90,365	0
Microbiology	Prof	114,325	8	129,446	-15,121	-11.68	120,968	120,968
	Asso	77,672	3	87,919	-10,247	-11.66	30,741	30,741
	Asst	62,815	2	67,194	-4,379	-6.52	8,758	8,758
	Total	97,942	13	110,286	-12,344	-11.19	160,467	160,467
Basic Med Sci	Prof	116,613	9	129,090	-12,477	-9.67	112,293	120,968
	Asso	87,140	8	83,538	3,601	4.31	-28,809	30,741
	Asst	71,386	4	68,040	3,346	4.92	-13,382	8,758
	Total	96,770	21	100,109	-3,338	-3.33	70,102	160,467