

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

*Peer institutions include University of Arizona, University of Colorado at Boulder, University of Iowa, University of Kansas, University of Kentucky, University of Missouri at Columbia, University of Nebraska at Lincoln, University of South Carolina, University of Tennessee at Knoxville, University of Texas at Austin, University of Utah, University of Virginia, University of Washington.

		UNM Average Salary 10-11	Number in Rank at UNM 10-11	UNM Peers Weighted Average Salary 10-11	Diff in Wtd Average Salaries 10-11	Per cent Diff in Weighted Average Salaries 10-11	Sum of Deviations	Cost to Bring Those Below Avg to the Avg
A&S	Prof	99,727	164	111,755	-12,027	-10.76	1,972,505	2,096,066
	Asso	68,912	116	75,346	-6,435	-8.54	746,446	767,326
	Asst	61,692	73	65,694	-4,002	-6.09	292,126	323,593
	Total	81,735	353	90,265	-8,530	-9.45	3,011,077	3,186,985
ASM	Prof	121,751	14	188,039	-66,288	-35.25	928,032	928,032
	Asso	112,003	17	140,237	-28,234	-20.13	479,978	479,978
	Asst	108,963	14	132,250	-23,287	-17.61	326,018	326,018
	Total	114,090	45	152,624	-38,534	-25.25	1,734,028	1,734,028
Arch & Plan	Prof	96,172	8	108,282	-12,110	-11.18	96,880	96,880
	Asso	73,180	8	79,235	-6,055	-7.64	48,440	48,440
	Asst	54,790	6	64,500	-9,710	-15.05	58,259	59,275
	Total	76,525	22	85,779	-9,254	-10.79	203,579	204,595
Education	Prof	82,732	17	107,324	-24,592	-22.91	418,063	418,063
	Asso	64,220	40	74,100	-9,880	-13.33	395,206	395,206
	Asst	59,613	28	61,209	-1,596	-2.61	44,676	44,676
	Total	66,405	85	76,498	-10,093	-13.19	857,945	857,945
Engineering	Prof	123,327	39	132,998	-9,671	-7.27	377,154	397,848
	Asso	87,368	26	94,371	-7,002	-7.42	182,063	182,063
	Asst	78,345	24	83,992	-5,646	-6.72	135,513	135,513
	Total	100,692	89	108,498	-7,806	-7.19	694,730	715,424

Comparison of UNM Average Faculty Salaries to NASULGC
UNM HED Peer* Averages (N = 13) by Rank and Discipline 2010 - 11

		UNM Average Salary 10-11	Number in Rank at UNM 10-11	UNM Peers Weighted Average Salary 10-11	Diff in Wtd Average Salaries 10-11	Per cent Diff in Weighted Average Salaries 10-11	Sum of Deviations	Cost to Bring Those Below Avg to the Avg
Fine Arts	Prof	75,200	23	88,240	-13,040	-14.78	299,920	299,920
	Asso	59,101	27	64,849	-5,748	-8.86	155,198	155,198
	Asst	49,781	22	54,243	-4,461	-8.23	98,152	119,792
	Total	61,396	72	69,080	-7,684	-11.12	553,270	574,910
Basic Med Sci	Prof	110,002	9	147,441	-37,439	-25.39	336,951	336,951
	Asso	88,086	9	84,992	3,094	3.64	-27,843	38,649
	Asst	71,968	4	70,760	1,209	1.71	-4,834	10,170
	Total	94,121	22	107,952	-13,831	-12.81	304,274	385,770
Law	Prof	115,763	22	179,349	-63,586	-35.45	1,398,892	1,398,892
	Asso	117,310	2	118,045	-735	-0.62	1,470	1,470
	Asst	92,650	2	107,270	-14,620	-13.63	29,240	29,240
	Total	114,104	26	169,089	-54,985	-32.52	1,429,602	1,429,602
Nursing	Prof	110,629	2	108,467	2,162	1.99	-4,324	0
	Asso	91,089	13	79,171	11,918	15.05	-154,934	0
	Asst	70,742	11	67,702	3,040	4.49	-33,440	0
	Total	83,984	26	76,572	7,411	9.68	-192,698	0
Pharmacy	Prof	115,189	4	131,483	-16,294	-12.39	65,176	65,176
	Asso	91,761	11	91,381	380	0.42	-4,180	0
	Asst	75,492	11	80,348	-4,856	-6.04	53,416	53,416
	Total	88,482	26	92,883	-4,400	-4.74	114,412	118,592
Public Admin	Prof	101,867	3	131,055	-29,188	-22.27	87,564	87,564

Asst	62,000	4	72,987	-10,987	-15.05	43,948	43,948
Total	79,086	7	97,873	-18,787	-19.20	131,512	131,512

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		UNM Average Salary 10-11	Number in Rank at UNM 10-11	UNM Peers Weighted Average Salary 10-11	Diff in Wtd Average Salaries 10-11	Per cent Diff in Weighted Average Salaries 10-11	Sum of Deviations	Cost to Bring Those Below Avg to the Avg
Ethnic Studies	Asst	57,200	2	63,559	-6,359	-10.00	12,718	12,718
University Summaries	Prof	102,621	305	122,217	-19,596	-16.03	5,976,813	6,125,392
	Asso	74,871	269	81,644	-6,773	-8.30	1,821,844	2,068,330
	Asst	66,898	201	72,151	-5,253	-7.28	1,055,792	1,158,359
	Total	83,724	775	95,149	-11,425	-12.01	8,854,449	9,352,081

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American Studies	Prof	111,000	1	98,088	12,912	13.16	-12,912	0
	Asso	69,577	3	82,253	-12,676	-15.41	38,028	38,028
	Asst	55,693	4	61,488	-5,795	-9.42	23,180	23,180
	Total	67,813	8	73,850	-6,037	-8.17	48,296	61,208
Anthropology	Prof	96,316	11	95,281	1,035	1.09	-11,385	0
	Asso	60,930	8	70,492	-9,562	-13.56	76,496	76,496
	Asst	58,724	6	59,756	-1,032	-1.73	6,192	6,192
	Total	75,970	25	78,823	-2,852	-3.62	71,303	82,688
Biology	Prof	102,532	22	116,706	-14,174	-12.15	311,828	311,828
	Asso	67,872	8	79,279	-11,407	-14.39	91,256	91,256
	Asst	63,704	6	72,583	-8,879	-12.23	53,274	53,274
	Total	88,358	36	101,035	-12,677	-12.55	456,358	456,358
Chemistry	Prof	115,235	8	127,709	-12,474	-9.77	99,792	99,792
	Asso	77,928	3	83,100	-5,172	-6.22	15,516	15,516
	Asst	65,893	4	72,805	-6,912	-9.49	27,648	27,648
	Total	94,616	15	104,146	-9,530	-9.15	142,956	142,956
Comm & Journalism	Prof	99,415	6	106,268	-6,853	-6.45	41,118	41,118
	Asso	62,859	7	72,318	-9,459	-13.08	66,213	66,213
	Asst	55,405	2	58,769	-3,364	-5.72	6,728	6,728
	Total	76,488	15	84,091	-7,604	-9.04	114,059	114,059
Earth & Planet Sci	Prof	91,944	13	115,874	-23,930	-20.65	311,090	311,090
	Asso	68,331	6	78,710	-10,379	-13.19	62,274	62,274
	Total	84,487	19	104,138	-19,651	-18.87	373,364	373,364

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		UNM Average Salary 10-11	Number in Rank at UNM 10-11	UNM Peers Weighted Average Salary 10-11	Diff in Wtd Average Salaries 10-11	Per cent Diff in Weighted Average Salaries 10-11	Sum of Deviations	Cost to Bring Those Below Avg to the Avg
Economics	Prof	117,104	7	149,103	-31,999	-21.46	223,993	223,993
	Asso	84,336	3	100,390	-16,054	-15.99	48,162	48,162
	Asst	73,737	3	91,613	-17,876	-19.51	53,628	53,628
	Total	99,534	13	124,595	-25,060	-20.11	325,783	325,783
English	Prof	81,791	14	101,108	-19,317	-19.11	270,438	270,438
	Asso	68,496	10	71,129	-2,633	-3.70	26,330	26,330
	Asst	53,397	7	58,102	-4,705	-8.10	32,935	32,935
	Total	71,091	31	81,726	-10,636	-13.01	329,703	329,703
Foreign L & L	Prof	83,574	3	80,859	2,715	3.36	-8,145	0
	Asso	59,481	6	59,981	-500	-0.83	3,000	3,000
	Asst	50,000	2	50,871	-871	-1.71	1,742	1,742
	Total	64,328	11	64,019	309	0.48	-3,403	4,742
Geography	Prof	83,170	2	104,043	-20,873	-20.06	41,746	41,746
	Asso	67,175	1	75,868	-8,693	-11.46	8,693	8,693
	Asst	58,779	5	64,949	-6,170	-9.50	30,850	30,850
	Total	65,926	8	76,087	-10,161	-13.35	81,289	81,289
History	Prof	91,108	9	108,634	-17,526	-16.13	157,734	157,734
	Asso	66,706	12	73,970	-7,264	-9.82	87,168	87,168
	Asst	53,310	4	58,936	-5,626	-9.55	22,504	22,504
	Total	73,347	25	84,044	-10,696	-12.73	267,406	267,406
Linguistics	Prof	78,660	5	102,931	-24,271	-23.58	121,355	121,355
	Asso	62,138	4	74,734	-12,596	-16.85	50,384	50,384
	Asst	60,770	1	63,901	-3,131	-4.90	3,131	3,131
	Total	70,262	10	87,749	-17,487	-19.93	174,870	174,870

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Math	Prof	102,232	14	107,862	-5,630	-5.22	78,820	78,820
	Asso	77,585	5	79,694	-2,109	-2.65	10,545	10,545
	Asst	69,165	6	72,409	-3,244	-4.48	19,464	19,464
	Total	89,367	25	93,720	-4,353	-4.64	108,829	108,829
Philosophy	Prof	81,098	5	104,707	-23,609	-22.55	118,045	118,045
	Asso	66,427	4	72,645	-6,218	-8.56	24,872	24,872
	Asst	56,524	2	59,507	-2,983	-5.01	5,966	5,966
	Total	71,295	11	84,830	-13,535	-15.96	148,883	148,883
Physics	Prof	104,962	18	114,227	-9,265	-8.11	166,770	166,770
	Asso	76,408	5	81,759	-5,351	-6.54	26,755	26,755
	Asst	67,349	5	72,382	-5,033	-6.95	25,165	25,165
	Total	93,146	28	100,957	-7,810	-7.74	218,690	218,690
Political Science	Prof	106,125	7	113,270	-7,145	-6.31	50,015	50,015
	Asso	78,769	3	80,391	-1,622	-2.02	4,866	4,866
	Asst	69,566	5	66,182	3,384	5.11	-16,920	0
	Total	88,467	15	90,998	-2,531	-2.78	37,961	54,881
Psychology	Prof	124,601	8	113,858	10,743	9.44	-85,944	0
	Asso	71,644	12	75,826	-4,182	-5.52	50,184	50,184
	Asst	71,454	3	67,492	3,962	5.87	-11,886	0
	Total	90,039	23	87,967	2,072	2.35	-47,646	50,184
Religious Studies	Asso	74,000	1	68,522	5,478	7.99	-5,478	0

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Sociology	Prof	104,470	7	119,067	-14,597	-12.26	102,179	102,179
	Asso	79,569	6	77,002	2,567	3.33	-15,402	0
	Asst	64,029	2	65,162	-1,133	-1.74	2,266	2,266
	Total	89,117	15	95,054	-5,936	-6.25	89,043	104,445
Spanish & Port	Prof	104,858	3	105,239	-381	-0.36	1,143	1,143
	Asso	61,664	6	72,674	-11,010	-15.15	66,060	66,060
	Asst	58,184	5	59,968	-1,784	-2.97	8,920	8,920
	Total	69,677	14	75,114	-5,437	-7.24	76,123	76,123
Speech & Hearing Sci	Prof	108,740	1	103,565	5,175	5.00	-5,175	0
	Asso	68,885	3	72,393	-3,508	-4.85	10,524	10,524
	Asst	62,945	1	60,284	2,661	4.41	-2,661	0
	Total	75,668	5	76,206	-538	-0.71	2,688	10,524
A&S	Prof	99,727	164	111,755	-12,027	-10.76	1,972,505	2,096,066
	Asso	68,912	116	75,346	-6,435	-8.54	746,446	767,326
	Asst	61,692	73	65,694	-4,002	-6.09	292,126	323,593
	Total	81,735	353	90,265	-8,530	-9.45	3,011,077	3,186,985

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Chem & Nuclear Engr	Prof	138,468	7	135,512	2,956	2.18	-20,694	0
	Asso	90,837	3	93,708	-2,871	-3.06	8,612	8,612
	Asst	71,782	5	82,054	-10,272	-12.52	51,358	51,358
	Total	106,713	15	109,332	-2,618	-2.39	39,276	59,970
Civil Engr	Prof	104,029	8	126,787	-22,758	-17.95	182,064	182,064
	Asso	83,065	5	91,902	-8,837	-9.62	44,185	44,185
	Asst	74,202	3	78,198	-3,996	-5.11	11,988	11,988
	Total	91,885	16	106,775	-14,890	-13.95	238,237	238,237
Comp Sci	Prof	131,465	4	137,138	-5,673	-4.14	22,692	22,692
	Asso	89,316	6	98,403	-9,087	-9.23	54,522	54,522
	Asst	82,300	5	89,726	-7,426	-8.28	37,130	37,130
	Total	98,217	15	105,840	-7,623	-7.20	114,344	114,344
Elec & Comp Engr	Prof	125,933	12	137,938	-12,005	-8.70	144,060	144,060
	Asso	89,123	8	94,600	-5,477	-5.79	43,816	43,816
	Asst	82,421	8	85,031	-2,610	-3.07	20,880	20,880
	Total	102,984	28	110,439	-7,456	-6.75	208,756	208,756
Mech Engr	Prof	121,400	8	127,529	-6,129	-4.81	49,032	49,032
	Asso	83,715	4	91,447	-7,732	-8.46	30,928	30,928
	Asst	75,967	3	80,686	-4,719	-5.85	14,157	14,157
	Total	102,264	15	108,539	-6,274	-5.78	94,117	94,117
Engineering	Prof	123,327	39	132,998	-9,671	-7.27	377,154	397,848
	Asso	87,368	26	94,371	-7,002	-7.42	182,063	182,063
	Asst	78,345	24	83,992	-5,646	-6.72	135,513	135,513
	Total	100,692	89	108,498	-7,806	-7.19	694,730	715,424

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Art	Prof	78,161	8	87,226	-9,065	-10.39	72,520	72,520
	Asso	60,978	9	64,835	-3,857	-5.95	34,713	34,713
	Asst	48,858	12	54,425	-5,567	-10.23	66,804	66,804
	Total	60,703	29	66,704	-6,001	-9.00	174,037	174,037
Media Arts	Prof	49,193	1	110,121	-60,928	-55.33	60,928	60,928
	Asso	66,029	2	75,639	-9,610	-12.71	19,220	19,220
	Asst	46,000	1	56,313	-10,313	-18.31	10,313	10,313
	Total	56,813	4	79,428	-22,615	-28.47	90,461	90,461
Music	Prof	77,316	12	86,829	-9,513	-10.96	114,156	114,156
	Asso	55,689	11	62,434	-6,745	-10.80	74,195	74,195
	Asst	58,686	4	53,276	5,410	10.15	-21,640	0
	Total	65,745	27	71,919	-6,174	-8.59	166,711	188,351
Theatre Arts	Prof	63,667	2	89,825	-26,158	-29.12	52,316	52,316
	Asso	60,458	5	65,872	-5,414	-8.22	27,070	27,070
	Asst	45,629	5	54,164	-8,535	-15.76	42,675	42,675
	Total	54,814	12	64,986	-10,172	-15.65	122,061	122,061
Fine Arts	Prof	75,200	23	88,240	-13,040	-14.78	299,920	299,920
	Asso	59,101	27	64,849	-5,748	-8.86	155,198	155,198
	Asst	49,781	22	54,243	-4,461	-8.23	98,152	119,792
	Total	61,396	72	69,080	-7,684	-11.12	553,270	574,910

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Biochemistry	Asso	92,787	6	81,705	11,082	13.56	-66,492	0
	Asst	77,230	2	69,728	7,502	10.76	-15,004	0
	Total	88,898	8	78,711	10,187	12.94	-81,496	0
Microbiology	Prof	110,002	9	147,441	-37,439	-25.39	336,951	336,951
	Asso	78,683	3	91,566	-12,883	-14.07	38,649	38,649
	Asst	66,706	2	71,791	-5,085	-7.08	10,170	10,170
	Total	97,106	14	124,661	-27,555	-22.10	385,770	385,770
Basic Med Sci	Prof	110,002	9	147,441	-37,439	-25.39	336,951	336,951
	Asso	88,086	9	84,992	3,094	3.64	-27,843	38,649
	Asst	71,968	4	70,760	1,209	1.71	-4,834	10,170
	Total	94,121	22	107,952	-13,831	-12.81	304,274	385,770