

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
N a t i o n a l * A v e r a g e s (N = 117) 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	Number	National	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	Salaries	Deviations	Below Avg
				08-09	08-09	08-09		to the Avg
A&S	Prof	99,280	157	110,954	-11,674	-10.52	1,832,807	2,010,866
	Asso	70,144	112	73,921	-3,777	-5.11	422,998	603,376
	Asst	60,165	82	62,465	-2,300	-3.68	188,570	269,597
	Total	80,845	351	87,809	-6,964	-7.93	2,444,375	2,883,838
ASM	Prof	125,848	15	165,410	-39,562	-23.92	593,431	593,431
	Asso	107,262	13	125,035	-17,773	-14.21	231,048	231,048
	Asst	106,073	13	121,327	-15,254	-12.57	198,299	198,299
	Total	113,685	41	138,631	-24,946	-17.99	1,022,778	1,022,778
Arch & Plan	Prof	88,037	6	100,474	-12,437	-12.38	74,623	74,623
	Asso	70,113	10	75,945	-5,832	-7.68	58,318	58,318
	Asst	54,348	5	60,055	-5,707	-9.50	28,534	28,534
	Total	71,481	21	79,170	-7,689	-9.71	161,475	161,475
Education	Prof	92,356	15	100,110	-7,754	-7.75	116,306	116,306
	Asso	64,842	45	71,623	-6,781	-9.47	305,154	305,154
	Asst	57,469	32	58,573	-1,104	-1.88	35,328	35,328
	Total	66,763	92	71,729	-4,965	-6.92	456,788	456,788
Engineering	Prof	119,963	42	129,876	-9,914	-7.63	416,380	416,380
	Asso	90,067	25	94,565	-4,497	-4.76	112,434	125,550
	Asst	78,643	28	82,992	-4,348	-5.24	121,755	121,755
	Total	99,917	95	106,765	-6,848	-6.41	650,569	663,685
Fine Arts	Prof	79,044	25	92,741	-13,697	-14.77	342,431	342,431
	Asso	56,982	23	67,401	-10,419	-15.46	239,642	239,642
	Asst	49,250	20	54,093	-4,844	-8.95	96,877	96,877
	Total	62,819	68	72,803	-9,985	-13.71	678,951	678,951

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N a t i o n a l * A v e r a g e s (N = 117) 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	National 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
Basic Med Sci	Prof	114,011	20	125,746	-11,735	-9.33	234,699	251,503
	Asso	81,773	16	84,015	-2,243	-2.67	35,884	103,781
	Asst	74,899	6	67,473	7,426	11.01	-44,555	0
	Total	96,142	42	101,524	-5,382	-5.30	226,028	355,283
Law	Prof	120,811	23	165,359	-44,548	-26.94	1,024,615	1,024,615
	Asso	107,494	4	113,436	-5,942	-5.24	23,770	23,770
	Asst	90,537	2	97,597	-7,060	-7.23	14,120	14,120
	Total	116,886	29	153,524	-36,638	-23.86	1,062,505	1,062,505
Nursing	Prof	113,901	2	102,010	11,891	11.66	-23,782	0
	Asso	84,485	7	76,902	7,583	9.86	-53,082	0
	Asst	71,945	11	64,635	7,310	11.31	-80,409	0
	Total	80,530	20	72,666	7,864	10.82	-157,273	0
Pharmacy	Prof	113,173	5	123,916	-10,743	-8.67	53,716	53,716
	Asso	92,858	10	86,155	6,703	7.78	-67,029	0
	Asst	72,637	14	73,585	-948	-1.29	13,268	13,268
	Total	86,599	29	86,597	2	0.00	-45	66,984
Public Admin	Prof	99,725	3	130,746	-31,021	-23.73	93,062	93,062
	Asso	71,205	1	86,578	-15,373	-17.76	15,373	15,373
	Asst	63,000	1	72,689	-9,689	-13.33	9,689	9,689
	Total	86,676	5	110,301	-23,625	-21.42	118,124	118,124
Ethnic Studies	Asst	54,200	2	57,315	-3,115	-5.43	6,229	6,229
Gen Honors/UC	Asso	64,516	5	69,402	-4,886	-7.04	24,430	24,430

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		UNM	Number	National	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	104,008	313	119,210	-15,202	-12.75	4,758,288	4,976,933
	Asso	74,110	271	79,088	-4,978	-6.29	1,348,941	1,730,441
	Asst	65,835	216	68,556	-2,721	-3.97	587,707	793,696
	Total	83,574	800	91,942	-8,369	-9.10	6,694,935	7,501,070

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		UNM Average Salary 08-09	Number in Rank at UNM 08-09	National 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
American Studies	Prof	123,177	2	108,261	14,916	13.78	-29,831	0
	Asso	72,621	1	78,135	-5,514	-7.06	5,514	5,514
	Asst	57,535	4	61,790	-4,255	-6.89	17,020	17,020
	Total	78,445	7	77,403	1,042	1.35	-7,297	22,534
Anthropology	Prof	96,808	11	100,865	-4,057	-4.02	44,629	44,629
	Asso	62,430	9	70,409	-7,979	-11.33	71,812	71,812
	Asst	58,404	4	58,717	-313	-0.53	1,252	1,252
	Total	77,516	24	82,419	-4,904	-5.95	117,693	117,693
Biology	Prof	101,190	20	114,346	-13,156	-11.51	263,124	263,124
	Asso	71,638	8	75,514	-3,876	-5.13	31,005	31,005
	Asst	61,550	7	66,216	-4,666	-7.05	32,662	32,662
	Total	86,507	35	95,844	-9,337	-9.74	326,790	326,790
Chemistry	Prof	111,204	8	121,014	-9,810	-8.11	78,478	78,478
	Asso	73,923	4	79,333	-5,410	-6.82	21,639	21,639
	Asst	60,770	1	66,034	-5,264	-7.97	5,264	5,264
	Total	95,853	13	103,960	-8,106	-7.80	105,381	105,381
Comm & Journalism	Prof	95,082	6	103,064	-7,982	-7.74	47,891	47,891
	Asso	68,174	5	74,999	-6,825	-9.10	34,127	34,127
	Asst	55,200	8	59,892	-4,692	-7.83	37,536	37,536
	Total	71,209	19	77,501	-6,292	-8.12	119,554	119,554
Earth & Planet Sci	Prof	90,755	12	108,504	-17,749	-16.36	212,992	212,992
	Asso	66,612	7	77,013	-10,401	-13.51	72,804	72,804
	Asst	59,923	1	64,323	-4,400	-6.84	4,400	4,400
	Total	80,763	20	95,273	-14,510	-15.23	290,196	290,196

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		UNM Average Salary 08-09	Number in Rank at UNM 08-09	National 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	143,667	-26,407	-18.38	184,846	184,846
	Asso	88,701	2	98,065	-9,364	-9.55	18,727	18,727
	Asst	75,488	4	89,564	-14,076	-15.72	56,305	56,305
	Total	100,013	13	120,004	-19,991	-16.66	259,878	259,878
English	Prof	81,887	14	105,508	-23,621	-22.39	330,694	330,694
	Asso	62,772	11	70,613	-7,841	-11.10	86,250	86,250
	Asst	52,737	6	57,390	-4,653	-8.11	27,916	27,916
	Total	69,462	31	83,813	-14,350	-17.12	444,860	444,860
Foreign L & L	Prof	79,338	4	99,444	-20,106	-20.22	80,424	80,424
	Asso	58,988	5	65,784	-6,796	-10.33	33,980	33,980
	Asst	51,269	3	54,830	-3,561	-6.49	10,683	10,683
	Total	63,842	12	74,266	-10,424	-14.04	125,087	125,087
Geography	Prof	91,661	2	104,374	-12,713	-12.18	25,427	25,427
	Asso	67,175	1	72,813	-5,638	-7.74	5,638	5,638
	Asst	58,627	4	60,662	-2,035	-3.35	8,141	8,141
	Total	69,286	7	74,887	-5,601	-7.48	39,205	39,205
History	Prof	89,188	10	104,500	-15,312	-14.65	153,115	153,115
	Asso	66,294	11	71,098	-4,804	-6.76	52,848	52,848
	Asst	53,255	6	56,911	-3,656	-6.42	21,933	21,933
	Total	71,876	27	80,316	-8,441	-10.51	227,897	227,897
Linguistics	Prof	74,967	3	105,963	-30,996	-29.25	92,987	92,987
	Asso	60,338	4	74,985	-14,647	-19.53	58,590	58,590
	Asst	60,770	1	59,191	1,579	2.67	-1,579	0
	Total	65,878	8	84,628	-18,750	-22.16	149,999	151,577

Comparison of UNM Average Faculty Salaries to NASULGC
National* Averages (N = 117) by Rank and Discipline 2008 - 09

		UNM Average Salary 08-09	Number in Rank at UNM 08-09	National 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
Math	Prof	96,600	13	111,215	-14,615	-13.14	189,995	189,995
	Asso	76,818	7	76,386	432	0.57	-3,024	0
	Asst	60,702	7	64,508	-3,806	-5.90	26,645	26,645
	Total	82,164	27	90,076	-7,912	-8.78	213,616	216,640
Philosophy	Prof	85,454	4	106,975	-21,521	-20.12	86,085	86,085
	Asso	65,492	4	69,580	-4,088	-5.88	16,352	16,352
	Asst	55,510	4	55,212	298	0.54	-1,191	0
	Total	68,819	12	77,256	-8,437	-10.92	101,247	102,437
Physics	Prof	106,013	15	113,023	-7,010	-6.20	105,146	105,146
	Asso	75,147	6	79,614	-4,467	-5.61	26,800	26,800
	Asst	66,986	5	69,947	-2,961	-4.23	14,803	14,803
	Total	91,385	26	97,029	-5,644	-5.82	146,749	146,749
Political Science	Prof	99,826	8	114,205	-14,379	-12.59	115,033	115,033
	Asso	71,654	2	76,648	-4,994	-6.51	9,987	9,987
	Asst	71,510	3	62,780	8,730	13.91	-26,190	0
	Total	88,957	13	96,560	-7,602	-7.87	98,830	125,020
Psychology	Prof	125,406	7	116,728	8,678	7.43	-60,747	0
	Asso	89,395	10	74,366	15,029	20.21	-150,294	0
	Asst	69,516	7	64,331	5,185	8.06	-36,296	0
	Total	94,100	24	83,794	10,306	12.30	-247,336	0
Sociology	Prof	118,806	7	109,646	9,160	8.35	-64,122	0
	Asso	77,925	7	74,059	3,866	5.22	-27,060	0
	Asst	56,058	1	61,096	-5,038	-8.25	5,038	5,038
	Total	95,545	15	89,802	5,743	6.40	-86,144	5,038

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		UNM	Number	National	Diff	Per cent		Cost to
		Average	in Rank	Weighted	in Wtd	Diff in		Bring Those
		Salary	at UNM	Average	Average	Weighted	Sum of	Below Avg
		08-09	08-09	Salary	Salaries	Average	Deviations	to the Avg
				08-09	08-09	08-09		
Spanish & Port	Prof	105,469	3	98,771	6,698	6.78	-20,094	0
	Asso	61,226	5	70,243	-9,017	-12.84	45,085	45,085
	Asst	57,527	5	55,291	2,236	4.04	-11,180	0
	Total	70,013	13	71,076	-1,062	-1.49	13,811	45,085
Speech & Hearing Sci	Prof	105,740	1	102,475	3,265	3.19	-3,265	0
	Asso	68,552	3	72,624	-4,072	-5.61	12,216	12,216
	Asst	62,945	1	58,354	4,591	7.87	-4,591	0
	Total	74,868	5	75,740	-872	-1.15	4,361	12,216
A&S	Prof	99,280	157	110,954	-11,674	-10.52	1,832,807	2,010,866
	Asso	70,144	112	73,921	-3,777	-5.11	422,998	603,376
	Asst	60,165	82	62,465	-2,300	-3.68	188,570	269,597
	Total	80,845	351	87,809	-6,964	-7.93	2,444,375	2,883,838

Comparison of UNM Average Faculty Salaries to NASULGC
National* Averages (N = 117) by Rank and Discipline 2008 - 09

		UNM Average Salary 08-09	Number in Rank at UNM 08-09	National 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
Chem & Nuclear Engr	Prof	131,153	6	134,951	-3,798	-2.81	22,787	22,787
	Asso	89,835	4	93,670	-3,835	-4.09	15,341	15,341
	Asst	73,071	6	81,161	-8,090	-9.97	48,537	48,537
	Total	99,043	16	104,459	-5,417	-5.19	86,665	86,665
Civil Engr	Prof	104,932	9	123,876	-18,944	-15.29	170,494	170,494
	Asso	81,881	4	89,639	-7,758	-8.65	31,031	31,031
	Asst	73,526	4	77,600	-4,074	-5.25	16,296	16,296
	Total	92,119	17	104,932	-12,813	-12.21	217,820	217,820
Comp Sci	Prof	132,172	5	134,177	-2,005	-1.49	10,026	10,026
	Asso	89,979	5	99,121	-9,142	-9.22	45,709	45,709
	Asst	82,628	7	87,777	-5,149	-5.87	36,045	36,045
	Total	99,362	17	104,761	-5,399	-5.15	91,781	91,781
Elec & Comp Engr	Prof	117,462	13	132,504	-15,042	-11.35	195,548	195,548
	Asso	97,508	8	95,869	1,639	1.71	-13,116	0
	Asst	82,647	8	84,009	-1,362	-1.62	10,899	10,899
	Total	102,353	29	109,020	-6,667	-6.12	193,331	206,447
Mech Engr	Prof	124,362	9	126,309	-1,947	-1.54	17,526	17,526
	Asso	83,715	4	92,082	-8,367	-9.09	33,469	33,469
	Asst	76,636	3	79,962	-3,326	-4.16	9,978	9,978
	Total	105,252	16	109,062	-3,811	-3.49	60,972	60,972
Engineering	Prof	119,963	42	129,876	-9,914	-7.63	416,380	416,380
	Asso	90,067	25	94,565	-4,497	-4.76	112,434	125,550
	Asst	78,643	28	82,992	-4,348	-5.24	121,755	121,755
	Total	99,917	95	106,765	-6,848	-6.41	650,569	663,685

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Art	Prof	82,820	10	98,270	-15,450	-15.72	154,501	154,501
	Asso	56,542	9	69,117	-12,575	-18.19	113,171	113,171
	Asst	50,538	8	55,532	-4,994	-8.99	39,956	39,956
	Total	64,496	27	75,889	-11,394	-15.01	307,628	307,628
Media Arts	Asso	64,029	2	73,265	-9,236	-12.61	18,473	18,473
	Asst	46,000	1	56,479	-10,479	-18.55	10,479	10,479
	Total	58,019	3	67,670	-9,651	-14.26	28,952	28,952
Music	Prof	78,322	11	88,567	-10,245	-11.57	112,694	112,694
	Asso	55,223	9	65,052	-9,829	-15.11	88,457	88,457
	Asst	49,458	6	52,960	-3,502	-6.61	21,009	21,009
	Total	63,665	26	72,210	-8,545	-11.83	222,160	222,160
Theatre Arts	Prof	71,591	4	90,400	-18,809	-20.81	75,236	75,236
	Asso	58,879	3	65,393	-6,514	-9.96	19,542	19,542
	Asst	47,588	5	52,675	-5,087	-9.66	25,433	25,433
	Total	58,412	12	68,429	-10,018	-14.64	120,211	120,211
Fine Arts	Prof	79,044	25	92,741	-13,697	-14.77	342,431	342,431
	Asso	56,982	23	67,401	-10,419	-15.46	239,642	239,642
	Asst	49,250	20	54,093	-4,844	-8.95	96,877	96,877
	Total	62,819	68	72,803	-9,985	-13.71	678,951	678,951

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Biochemistry	Prof	142,650	1	125,846	16,804	13.35	-16,804	0
	Asso	94,047	5	80,468	13,579	16.88	-67,896	0
	Asst	77,946	1	67,301	10,645	15.82	-10,645	0
	Total	98,690	7	85,069	13,621	16.01	-95,345	0
Cell Biology	Prof	117,465	6	122,504	-5,039	-4.11	30,236	30,236
	Asso	81,043	4	85,221	-4,178	-4.90	16,711	16,711
	Asst	77,928	1	71,920	6,008	8.35	-6,008	0
	Total	100,626	11	104,348	-3,722	-3.57	40,939	46,947
Microbiology	Prof	110,614	8	121,871	-11,257	-9.24	90,055	90,055
	Asso	69,324	2	80,534	-11,210	-13.92	22,420	22,420
	Asst	74,393	2	64,860	9,533	14.70	-19,065	0
	Total	97,696	12	105,480	-7,784	-7.38	93,410	112,475
Neurosciences	Prof	109,575	5	135,817	-26,242	-19.32	131,212	131,212
	Asso	75,061	5	87,991	-12,930	-14.69	64,650	64,650
	Asst	72,367	2	67,949	4,418	6.50	-8,837	0
	Total	88,993	12	104,578	-15,585	-14.90	187,025	195,861
Basic Med Sci	Prof	114,011	20	125,746	-11,735	-9.33	234,699	251,503
	Asso	81,773	16	84,015	-2,243	-2.67	35,884	103,781
	Asst	74,899	6	67,473	7,426	11.01	-44,555	0
	Total	96,142	42	101,524	-5,382	-5.30	226,028	355,283

*National participants include:

CARNEGIE CLASS: RESEARCH UNIVERSITY/VERY HIGH RESEARCH ACTIVITY

Arizona State University	University of California at Santa Cruz
Colorado State University	University of Colorado at Boulder
Cornell University (NY)	University of Connecticut
Florida State University	University of Delaware
Georgia Institute of Technology	University of Florida
Indiana University at Bloomington	University of Georgia
Iowa State University	University of Hawaii at Manoa
Kansas State University	University of Illinois at Chicago
Louisiana State University	University of Illinois at Urbana/Champaign
Michigan State University	University of Iowa
Montana State University	University of Kansas
North Carolina State University at Raleigh	University of Kentucky
Ohio State University	University of Maryland at College Park
Oregon State University	University of Massachusetts
Pennsylvania State University	University of Michigan
Purdue University (IN)	University of Minnesota-Twin Cities
Rutgers the State University of New Jersey New Brunswick	University of Missouri at Columbia
State University of New York at Buffalo	University of Nebraska at Lincoln
State University of New York at Stony Brook	University of New Mexico
Texas A&M University	University of North Carolina at Chapel Hill
University of Alabama at Birmingham	University of South Carolina
University of Arizona	University of Tennessee at Knoxville
University of California at Berkeley	University of Texas at Austin
University of California at Davis	University of Utah
University of California at Irvin	University of Virginia
University of California at Los Angeles	University of Wisconsin at Madison
University of California at Riverside	University of Washington
University of California at San Diego	Virginia Polytechnic Institute & State University
University of California at Santa Barbara	Washington State University
	Wayne State University

CARNEGIE CLASS: RESEARCH UNIVERSITY/HIGH RESEARCH ACTIVITY

Auburn University (AL)	University of Louisville (KY)
Baylor University (TX)	University of Maine
Bowling Green State University (OH)	University of Maryland, Baltimore County
Clemson University (SC)	University of Mississippi

Florida Atlantic University	University of Montana
Georgia State University	University of Nevada at Reno
Kent State University (OH)	University of New Hampshire
Miami University (OH)	University of North Carolina at Greensboro
Mississippi State University	University of North Dakota
New Mexico State University	University of North Texas
North Dakota State University	University of Oklahoma
Ohio University	University of Oregon
Oklahoma State University	University of Rhode Island
South Dakota State University	University of Southern Mississippi
Southern Illinois University at Carbondale	University of Texas at Arlington
Texas Tech University	University of Vermont
University of Alabama	University of Wisconsin at Milwaukee
University of Alaska at Fairbanks	University of Wyoming
University of Arkansas	Utah State University
University of Houston (TX)	West Virginia University
University of Idaho	Western Michigan University

CARNEGIE CLASS: DOCTORAL/RESEARCH UNIVERSITY AND OTHER

Ball State University (IN)	Portland State University (OR)
Central Michigan University	Texas A&M - Commerce
Cleveland State University	U.S. Air Force Academy (CO)
Idaho State University	U.S. Naval Academy (MD)
Illinois State University	University of Massachusetts at Boston
Indiana State University	University of North Carolina at Charlotte
Indiana University of Pennsylvania	University of Northern Colorado
Oakland University (MI)	University of South Dakota