Introduction

This report updates a more comprehensive September 21, 2016 report on UNM’s efforts to improve faculty compensation rates for its Main Campus faculty. It details the impact of the $600,000 worth of faculty salary adjustments relative to market competitiveness as measured by comparisons to data obtained from the College and University Professional
Association for Human Resources (CUPA-HR) Annual Salary Survey “Faculty in Higher Education Salary Survey: By Discipline, Rank and Tenure Status in Four-Year Colleges and Universities.” In undertaking the salary study, the FY2015/16 compensation rates of Main campus faculty were compared with the FY2014/15 average salaries of 76 other public research universities to ascertain whether UNM’s salaries are competitive—an important consideration in UNM’s ability to recruit and retain faculty.¹ Please see the full report of September 21, 2016 for more information.

Overview of Impact of the $600,000 Allocation

The salary adjustments predominantly went to women and minorities among the tenured ranks of the faculty, which partially addressed shortfalls related to the salaries of women and minorities becoming less competitive over time, as they move through the ranks. The analysis of the impact of the $600,000 allocation shows that an appropriate portion of the adjustments targeted these concerns.

The salary adjustments also somewhat improved the lack of salary competitiveness as measured by the market comparison to the peer CUPA data. Inroads were made in moving more faculty salaries to or above the CUPA 25th percentile; however, little progress was made in moving more faculty salaries closer to the CUPA median.

A total of 272 faculty received base salary adjustments, effective AY2016/2017. Of the 272 faulty who received increases, 137 (50%) were women, and 89 (33%) were minorities. Further breakdowns are provided below.

<table>
<thead>
<tr>
<th>Allocation Statistics</th>
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<tbody>
<tr>
<td>Total Number of Faculty Allocations</td>
</tr>
<tr>
<td>Maximum Compensation Adjustment</td>
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<tr>
<td>Minimum Compensation Adjustment</td>
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<tr>
<td>Median Compensation Adjustment</td>
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<tr>
<td>Average Compensation Adjustment</td>
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<table>
<thead>
<tr>
<th>Allocation Statistics</th>
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</thead>
<tbody>
<tr>
<td>Total Number of Allocations</td>
</tr>
<tr>
<td>Total Number of Allocations for Female Faculty</td>
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<tr>
<td>Total Number of Allocations for Minority Faculty</td>
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</tbody>
</table>

¹ The College of University Libraries and Learning Science is the exception. CUPA data for librarian salaries was not available; data from the Association of Research Libraries were used instead. However, CUPA data for OILS faculty was available and they are included in the comparison charts below.
### Percent of Faculty Receiving Compensation Adjustment by Rank

<table>
<thead>
<tr>
<th>Rank</th>
<th>Total Faculty</th>
<th>Women</th>
<th>Minorities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor (Including Distinguished)</td>
<td>34.3%</td>
<td>51.81%</td>
<td>51.6%</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>33.8%</td>
<td>37.86%</td>
<td>31.7%</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>27.3%</td>
<td>27.19%</td>
<td>28.4%</td>
</tr>
<tr>
<td>Lecturer (All Titles)</td>
<td>11.8%</td>
<td>12.05%</td>
<td>27.0%</td>
</tr>
</tbody>
</table>

### Revenue Needed to Bring Salaries to CUPA Benchmarks

- 27.5% of UNM tenure and tenure/track faculty are below the **FY2014/15 CUPA 25th percentile**

- 54.3% of UNM tenure and tenure/track faculty are below the **FY2014/15 CUPA 50th percentile (median)**.

- **$1,598,366** is needed to bring the salaries of all UNM faculty up to the **FY2014/15 CUPA 25th percentile**

- **$4,517,501** is needed to bring the salaries of all UNM faculty up to the **FY2014/15 CUPA 50th percentile (median)**
Overview of Allocation Impact on the Professoriate – by College

FY2016/17 Base Salary Comparisons to CUPA 25th Percentile–Professorial Appointments (n=832)
FY2016/17 Base Salary Comparisons to CUPA Median–Professorial Appointments (n=832)
FY2016/17 Base Salary Comparisons to CUPA 25th Percentile–Professorial Appointments (n=832) By Rank

Percent of Faculty by Rank at or above 2014-2015 CUPA 25th Percentile

- Professor: Pre-Adjustment 57.9%, Post-Adjustment 60.2%
- Associate Professor: Pre-Adjustment 70.0%, Post-Adjustment 72.1%
- Assistant Professor: Pre-Adjustment 85.0%, Post-Adjustment 87.8%
FY2016/17 Base Salary Comparisons to CUPA Median–Professorial Appointments (n=832) By Rank

![Bar chart showing percent of faculty by rank at or above 2014-2015 CUPA Median](chart.png)
Overview of Allocation Impact on the Professoriate – by Department

Anderson School of Management

Anderson School of Management

FY2016/17 Base Salary Comparisons to 25th Percentile of CUPA FY2014/15 Data
Professorial Appointments Only

Anderson School of Management: Percent of Faculty in Each Department at or Above 2014-2015 CUPA 25th Percentile

- Accounting: 50.0% Pre-Adjustment, 60.0% Post Adjustment
- Organizational Studies: 100.0% Pre-Adjustment, 100.0% Post Adjustment
- Finance, Intl Tech and Entrep (FITE): 76.9% Pre-Adjustment, 84.6% Post Adjustment
- Marketing (MIDS): 78.6% Pre-Adjustment, 78.6% Post Adjustment
Anderson School of Management

FY2016/17 Base Salary Comparisons to Median of CUPA FY2014/15 Data
Professorial Appointments Only
Anderson School of Management

Departmental Base Salary Benchmark Comparisons Post FY2016/17 Salary Adjustments
Professorial Appointments Only

Anderson School of Management: Percent of Faculty in Each Department at or Above 2014-2015 CUPA Benchmark (Post Adjustment)
College of Arts and Sciences (Humanities)

FY2016/17 Base Salary Comparisons to 25th Percentile of CUPA FY2014/15 Data
Professorial Appointments Only

College of Arts and Sciences (Humanities): Percent of Faculty in Each Department at or Above 2014-2015 CUPA 25th Percentile

- African American Studies: Pre-Adjustment 100.0%, Post Adjustment 100.0%
- American Studies: Pre-Adjustment 72.7%, Post Adjustment 72.7%
- Chicano Studies: Pre-Adjustment 100.0%, Post Adjustment 100.0%
- English: Pre-Adjustment 76.5%, Post Adjustment 76.5%
- Foreign Languages Literatures: Pre-Adjustment 64.3%, Post Adjustment 64.3%
- History: Pre-Adjustment 72.4%, Post Adjustment 72.4%
- Philosophy: Pre-Adjustment 76.9%, Post Adjustment 76.9%
- Spanish Portuguese: Pre-Adjustment 71.4%, Post Adjustment 71.4%

Legend:
- Blue: Pre-Adjustment
- Orange: Post Adjustment
College of Arts and Sciences (Humanities)

FY2016/17 Base Salary Comparisons to Median of CUPA FY2014/15 Data
Professorial Appointments Only

![Bar chart showing percent of faculty in each department at or above 2014-2015 CUPA median before and after adjustments.](chart.png)
College of Arts and Sciences (Humanities)

Departmental Base Salary Benchmark Comparisons Post FY2016/17 Salary Adjustments
Professorial Appointments Only

College of Arts and Sciences (Humanities): Percent of Faculty in Each Department at or Above 2014-2015 CUPA Benchmark (Post Adjustment)
College of Arts and Sciences (Natural Sciences)

FY2016/17 Base Salary Comparisons to 25th Percentile of CUPA FY2014/15 Data
Professorial Appointments Only
College of Arts and Sciences (Natural Sciences)

FY2016/17 Base Salary Comparisons to Median of CUPA FY2014/15 Data
Professorial Appointments Only

College of Arts and Sciences (Natural Sciences): Percent of Faculty in Each Department at or Above 2014-2015 CUPA Median
College of Arts and Sciences (Natural Sciences)

Departmental Base Salary Benchmark Comparisons Post FY2016/17 Salary Adjustments
Professorial Appointments Only

College of Arts and Sciences (Natural Sciences): Percent of Faculty in Each Department at or Above 2014-2015 CUPA Benchmark (Post Adjustment)
College of Arts and Sciences (Social Sciences)

FY2016/17 Base Salary Comparisons to 25th Percentile of CUPA FY2014/15 Data

Professorial Appointments Only
May 21, 2017 – Report of Impact of AY2016/2017 Faculty Compensation Adjustments of Main Campus Base Salaries

College of Arts and Sciences (Social Sciences)

FY2016/17 Base Salary Comparisons to Median of CUPA FY2014/15 Data
Professorial Appointments Only

College of Arts and Sciences (Social Sciences): Percent of Faculty in Each Department at or Above 2014-2015 CUPA Median

- Anthropology
  - Pre-Adjustment: 85.2%
  - Post Adjustment: 88.9%

- Communication & Journalism
  - Pre-Adjustment: 13.3%
  - Post Adjustment: 13.3%

- Economics
  - Pre-Adjustment: 18.8%
  - Post Adjustment: 18.8%

- Linguistics
  - Pre-Adjustment: 72.7%
  - Post Adjustment: 72.7%

- Museum Studies
  - Pre-Adjustment: 100.0%
  - Post Adjustment: 100.0%

- Political Science
  - Pre-Adjustment: 92.9%
  - Post Adjustment: 92.9%

- Psychology
  - Pre-Adjustment: 82.1%
  - Post Adjustment: 85.7%

- Sociology
  - Pre-Adjustment: 100.0%
  - Post Adjustment: 100.0%

- Speech & Hearing Sciences
  - Pre-Adjustment: 71.4%
  - Post Adjustment: 71.4%
College of Arts and Sciences (Social Sciences)

Departmental Base Salary Benchmark Comparisons Post FY2016/17 Salary Adjustments
Professorial Appointments Only
College of Education

FY2016/17 Base Salary Comparisons to 25th Percentile of CUPA FY2014/15 Data
Professorial Appointments Only

![Bar chart showing percent of faculty in each department at or above 2014-2015 CUPA 25th Percentile.](chart.png)
College of Education

FY2016/17 Base Salary Comparisons to Median of CUPA FY2014/15 Data
Professorial Appointments Only

College of Education: Percent of Faculty in Each Department at or Above 2014-2015 CUPA Median

- Health Exercise & Sports Science: 31.6% Pre-Adjustment, 31.6% Post Adjustment
- Individual Family Comm Educ: 27.8% Pre-Adjustment, 27.8% Post Adjustment
- Teacher Ed, Ed Lead & Policy: 50.0% Pre-Adjustment, 50.0% Post Adjustment
- Language Literacy: 17.6% Pre-Adjustment, 17.6% Post Adjustment
- Sociocultural LL: 41.7% Pre-Adjustment, 41.7% Post Adjustment
- Educational Specialties: 41.7% Pre-Adjustment, 41.7% Post Adjustment

Legend: Pre-Adjustment, Post Adjustment
College of Education

Departmental Base Salary Benchmark Comparisons Post FY2016/17 Salary Adjustments
Professorial Appointments Only

College of Education: Percent of Faculty in Each Department at or Above 2014-2015 CUPA Benchmark (Post Adjustment)
College of Fine Arts

FY2016/17 Base Salary Comparisons to 25th Percentile of CUPA FY2014/15 Data
Professorial Appointments Only

College of Fine Arts: Percent of Faculty in Each Department at or Above 2014-2015
CUPA 25th Percentile

<table>
<thead>
<tr>
<th>Department</th>
<th>Pre-Adjustment</th>
<th>Post Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Music</td>
<td>38.2%</td>
<td>48.6%</td>
</tr>
<tr>
<td>Cinematic Arts</td>
<td>20.0%</td>
<td>51.4%</td>
</tr>
<tr>
<td>Art/Art History</td>
<td>23.1%</td>
<td>30.8%</td>
</tr>
</tbody>
</table>

Pre-Adjustment
Post Adjustment
College of Fine Arts

FY2016/17 Base Salary Comparisons to Median of CUPA FY2014/15 Data
Professorial Appointments Only

![Bar chart showing percent of faculty in each department at or above 2014-2015 CUPA median.](image-url)
College of Fine Arts

Departmental Base Salary Benchmark Comparisons Post FY2016/17 Salary Adjustments
Professorial Appointments Only

College of Fine Arts: Percent of Faculty in Each Department at or Above 2014-2015 CUPA Benchmark (Post Adjustment)
School of Architecture and Planning

FY2016/17 Base Salary Comparisons to 25th Percentile of CUPA FY2014/15 Data
Professorial Appointments Only

School of Architecture and Planning: Percent of Faculty in Each Department at or Above 2014-2015 CUPA 25th Percentile

- Architecture: Pre-Adjustment 69.2%, Post Adjustment 69.2%
- Community and Regional Planning: Pre-Adjustment 62.5%
- Landscape Architecture: Pre-Adjustment 66.7%, Post Adjustment 66.7%
School of Architecture and Planning

FY2016/17 Base Salary Comparisons to Median of CUPA FY2014/15 Data
Professorial Appointments Only

School of Architecture and Planning: Percent of Faculty in Each Department at or Above 2014-2015 CUPA Median

- Architecture: 30.8% Pre-Adjustment, 30.8% Post Adjustment
- Community and Regional Planning: 25.0% Pre-Adjustment, 25.0% Post Adjustment
- Landscape Architecture: 66.7% Pre-Adjustment, 66.7% Post Adjustment
School of Architecture and Planning

Departmental Base Salary Benchmark Comparisons Post FY2016/17 Salary Adjustments
Professorial Appointments Only

School of Architecture and Planning: Percent of Faculty in Each Department at or Above 2014-2015 CUPA Benchmark (Post Adjustment)

- At or Above 2014-2015 CUPA Median:
  - Architecture: 30.8%
  - Community and Regional Planning: 25.0%
  - Landscape Architecture: 66.7%

- At or Above 2014-2015 CUPA 25%:
  - Architecture: 69.2%
  - Community and Regional Planning: 75.0%
  - Landscape Architecture: 66.7%
School of Engineering

FY2016/17 Base Salary Comparisons to 25th Percentile of CUPA FY2014/15 Data
Professorial Appointments Only

School of Engineering: Percent of Faculty in Each Department at or Above
2014-2015 CUPA 25th Percentile
School of Engineering

FY2016/17 Base Salary Comparisons to Median of CUPA FY2014/15 Data  
Professorial Appointments Only

![Graph showing percent of faculty in each department at or above 2014-2015 CUPA median]
School of Engineering

Departmental Base Salary Benchmark Comparisons Post FY2016/17 Salary Adjustments
Professorial Appointments Only

School of Engineering: Percent of Faculty in Each Department at or Above 2014-2015 CUPA Benchmark (Post Adjustment)