



Report of Impact of Main Campus Faculty Base Salary Compensation Adjustments Effective AY2016/2017

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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 faculty who received increases, 137 (50%) were women, and 89 (33%) were minorities. Further breakdowns are provided below.

Allocation Statistics	
Total Number of Faculty Allocations	272
Maximum Compensation Adjustment	\$13,139.96
Minimum Compensation Adjustment	\$100.00
Median Compensation Adjustment	\$1,440.00
Average Compensation Adjustment	\$2,230.63

Allocation Statistics		
Total Number of Allocations	<u>272</u>	-
Total Number of Allocations for Female Faculty	137	50.37%
Total Number of Allocations for Minority Faculty	89	32.72%

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.

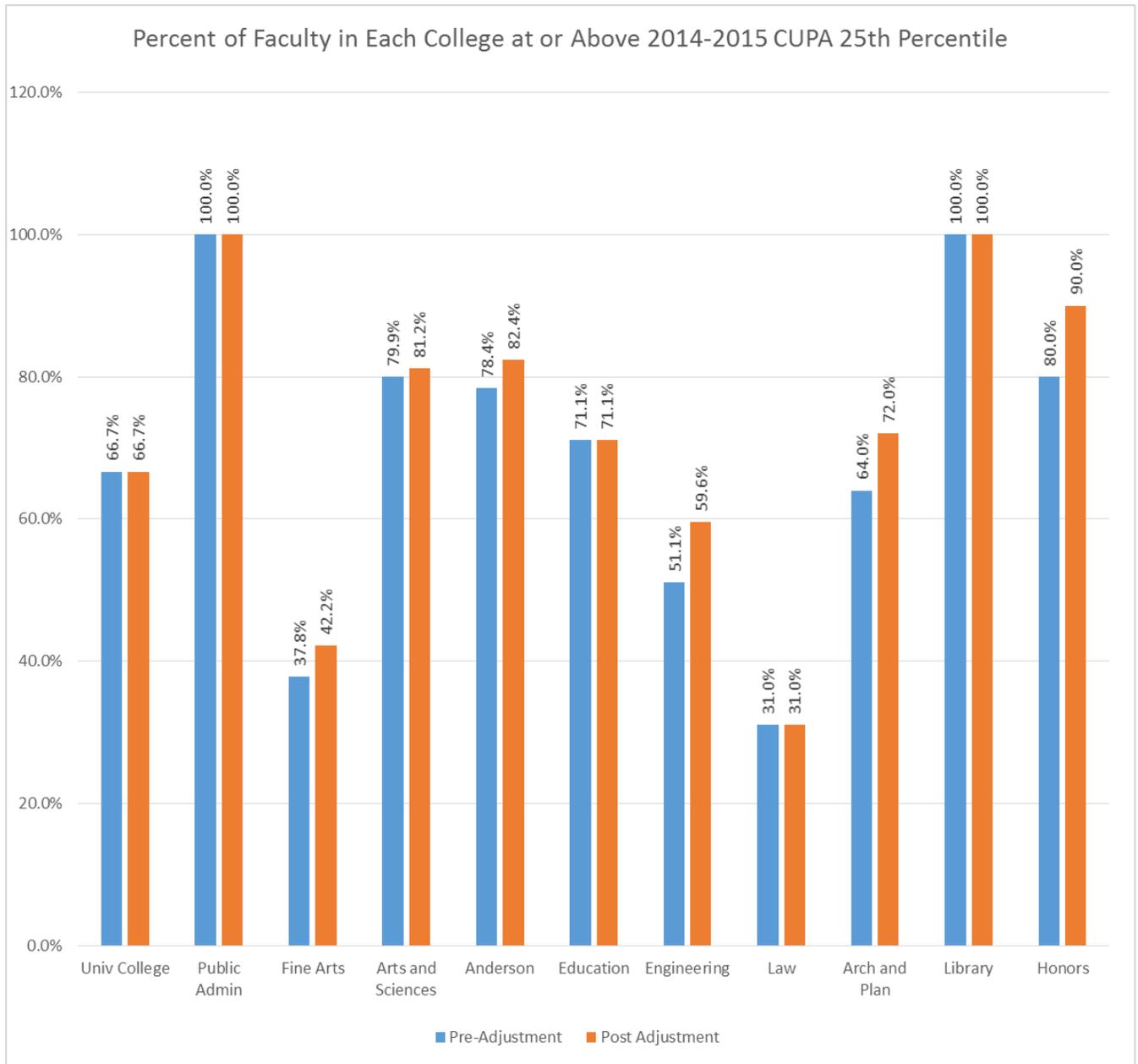
Percent of Faculty Receiving Compensation Adjustment by Rank			
Rank	Total Faculty	Women	Minorities
Professor (Including Distinguished)	34.3%	51.81%	51.6%
Associate Professor	33.8%	37.86%	31.7%
Assistant Professor	27.3%	27.19%	28.4%
Lecturer (All Titles)	11.8%	12.05%	27.0%

Revenue Needed to Bring Salaries to CUPA Benchmarks

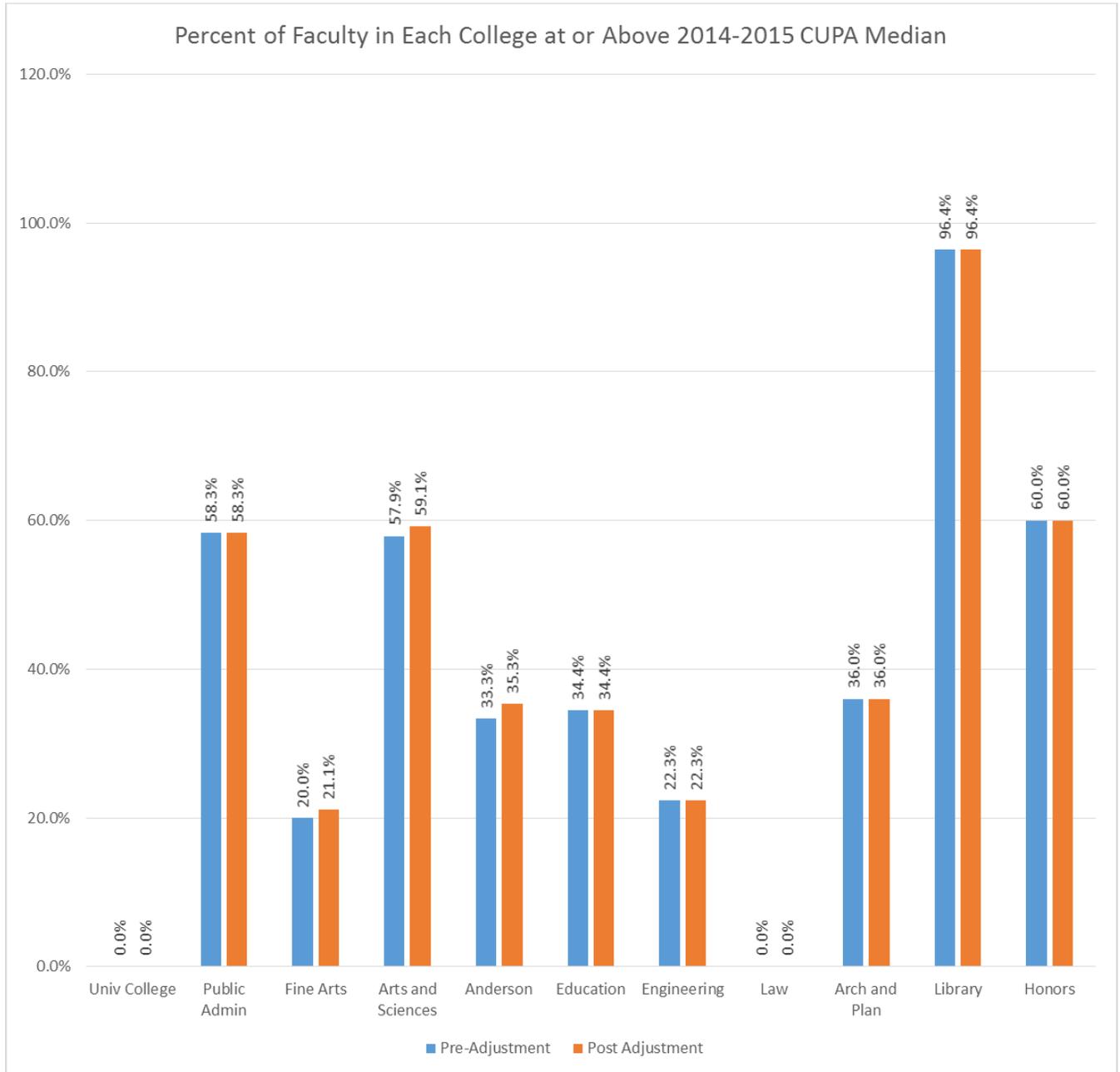
- 27.5% of UNM tenure and tenure/track faculty are below the **FY2014/15** CUPA 25th percentile
- 54.3% of UNM tenure and tenure/track faculty are below the **FY2014/15** CUPA 50th percentile (median).
- **\$1,598,366** is needed to bring the salaries of all UNM faculty up to the **FY2014/15** CUPA 25th 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

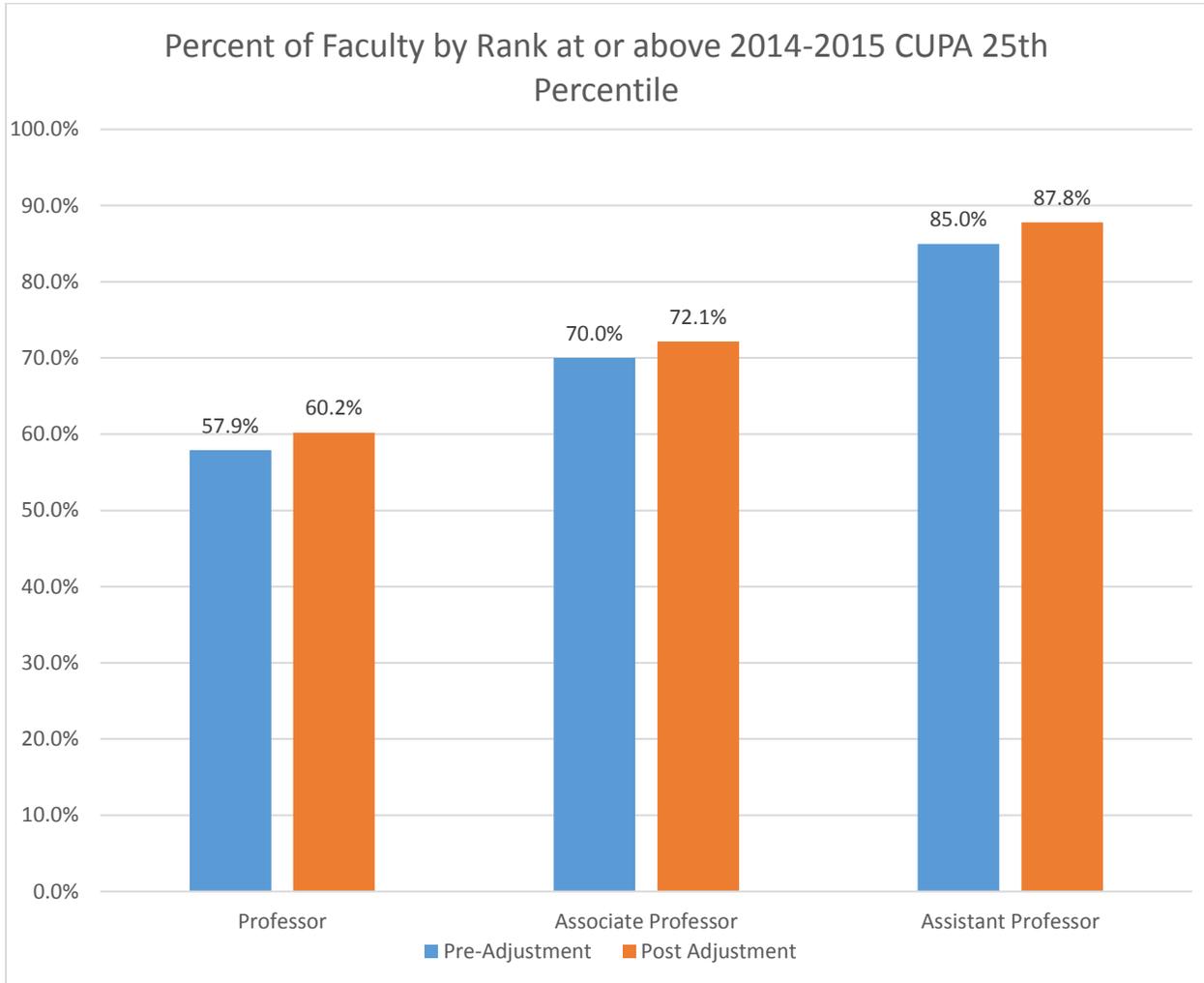
FY2016/17 Base Salary Comparisons to CUPA 25th Percentile–Professorial Appointments (n=832)



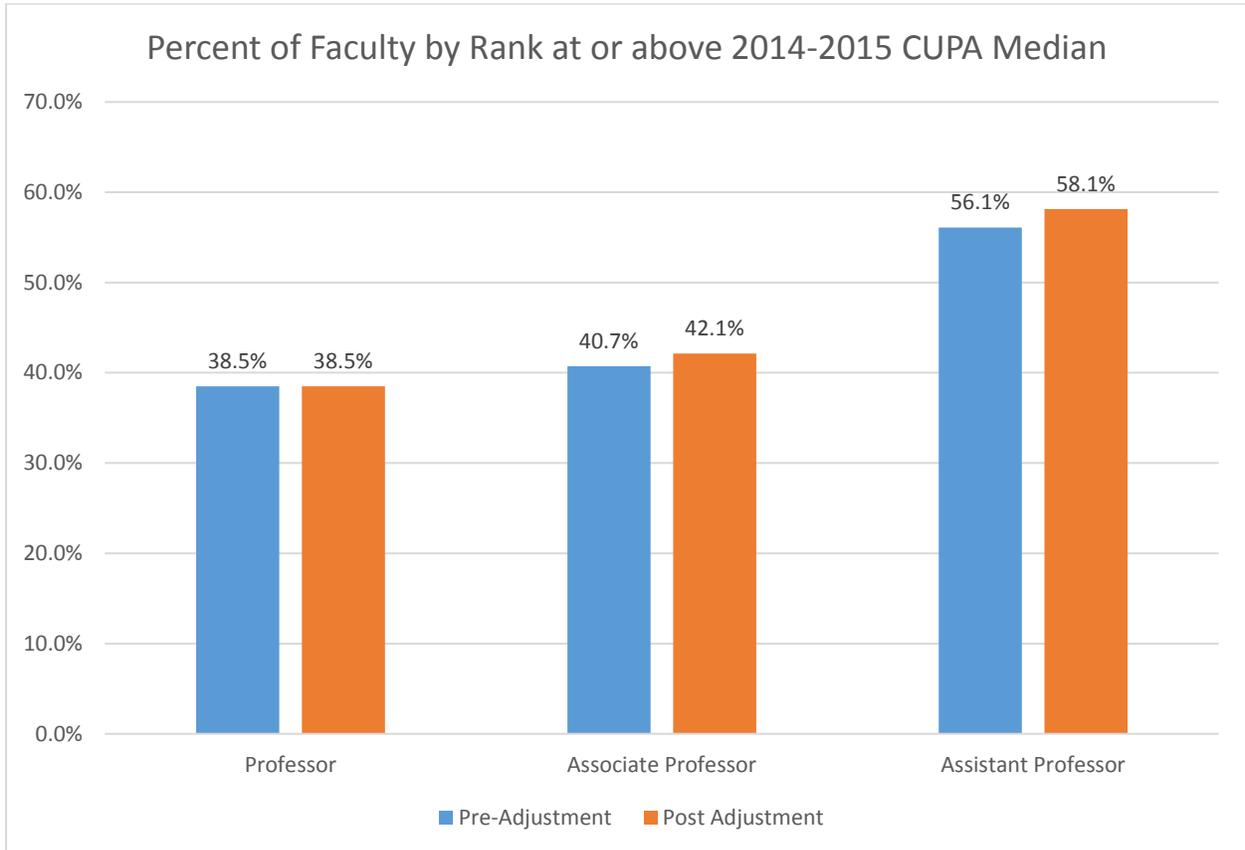
FY2016/17 Base Salary Comparisons to CUPA Median–Professorial Appointments (n=832)



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



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

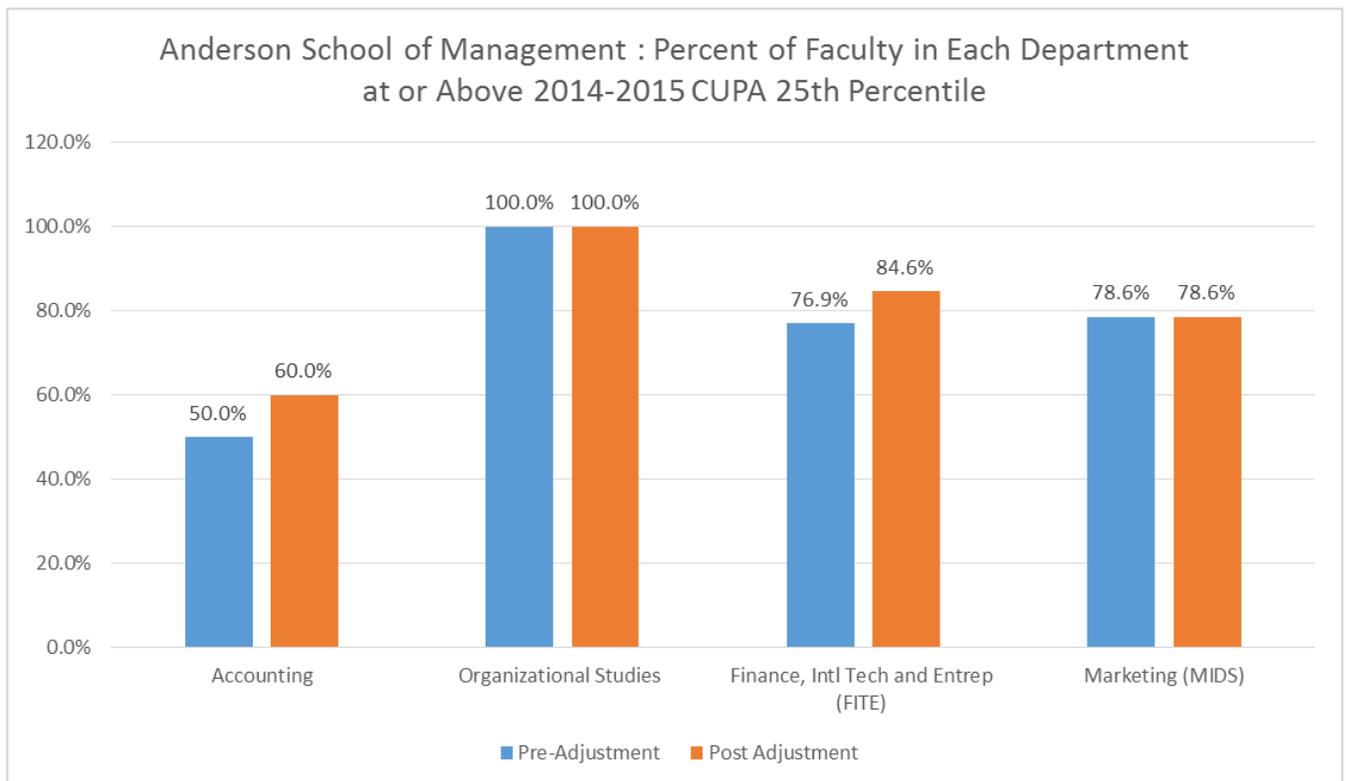


Overview of Allocation Impact on the Professoriate – by Department

Anderson School of Management

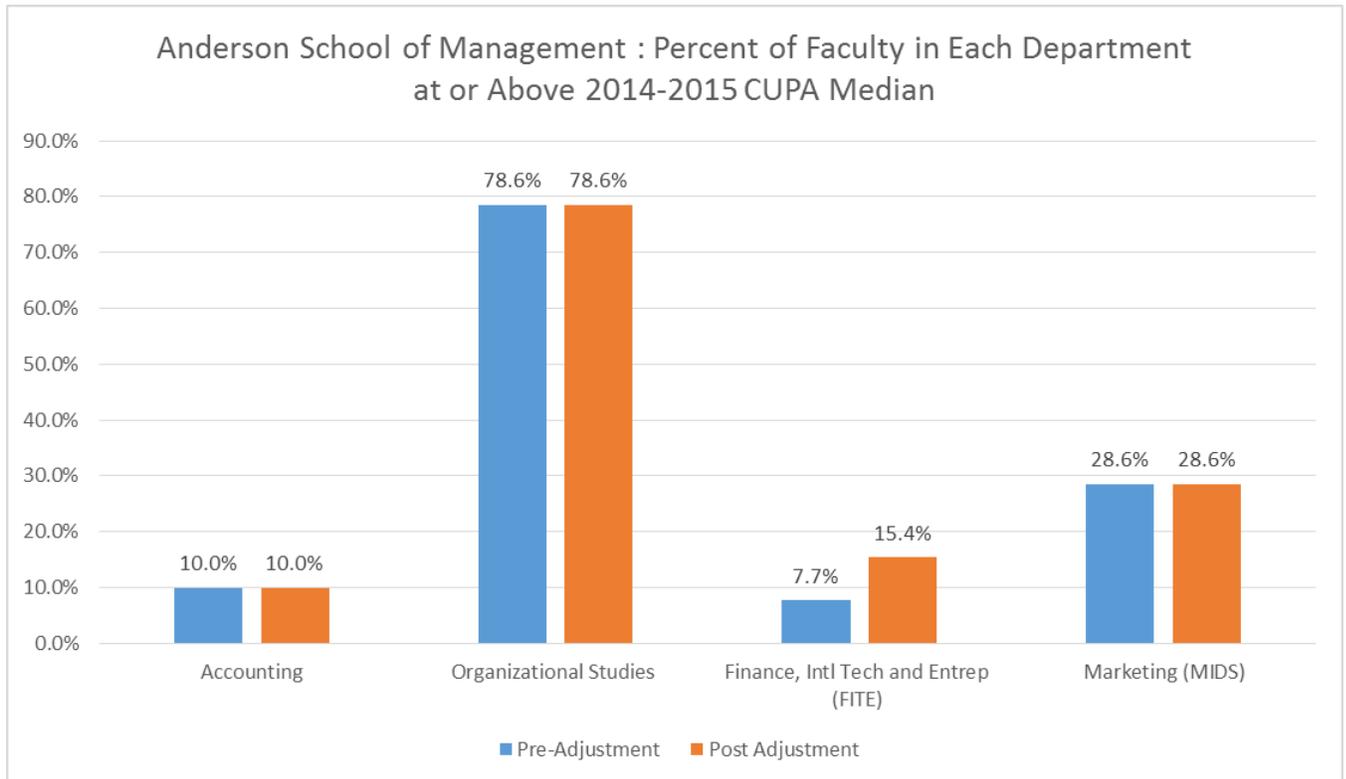
Anderson School of Management

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



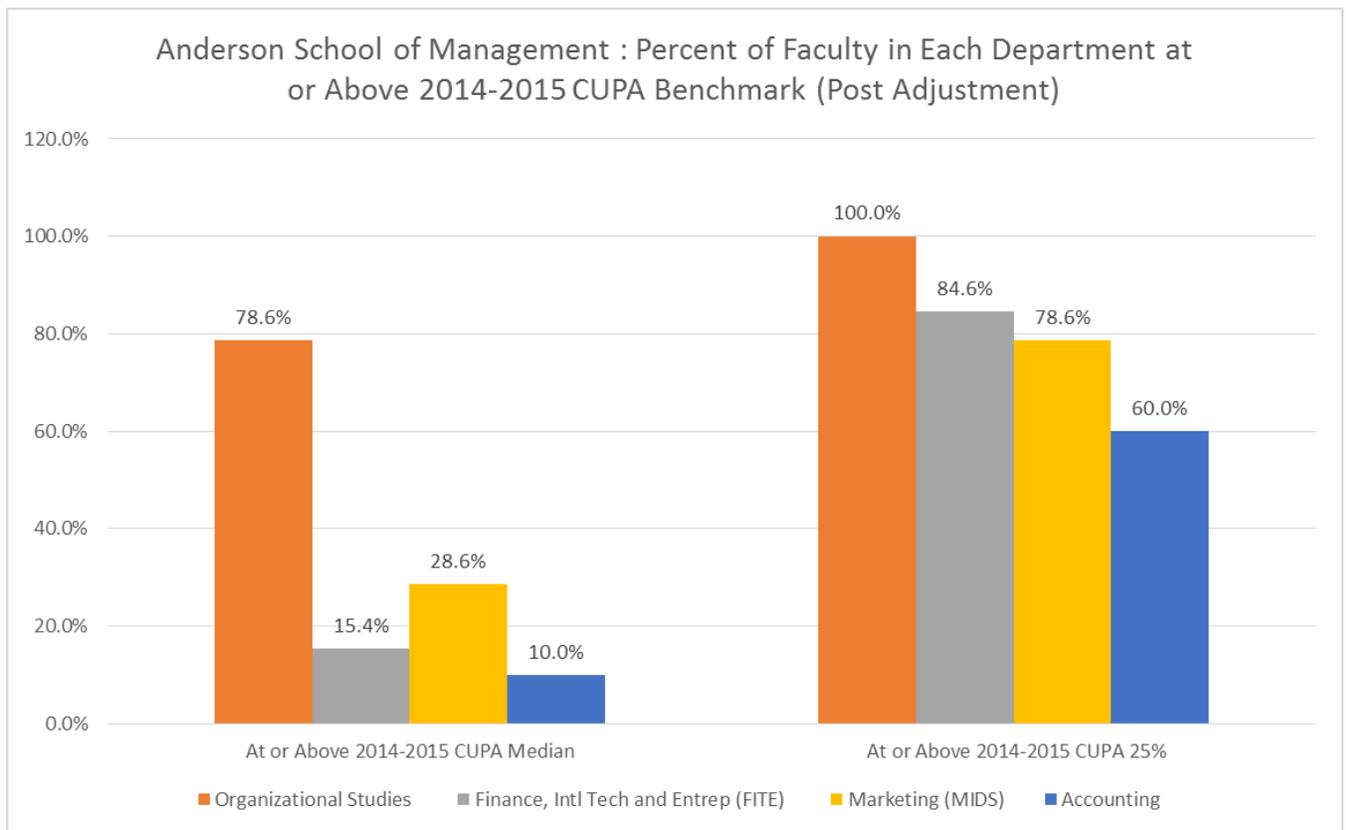
Anderson School of Management

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



Anderson School of Management

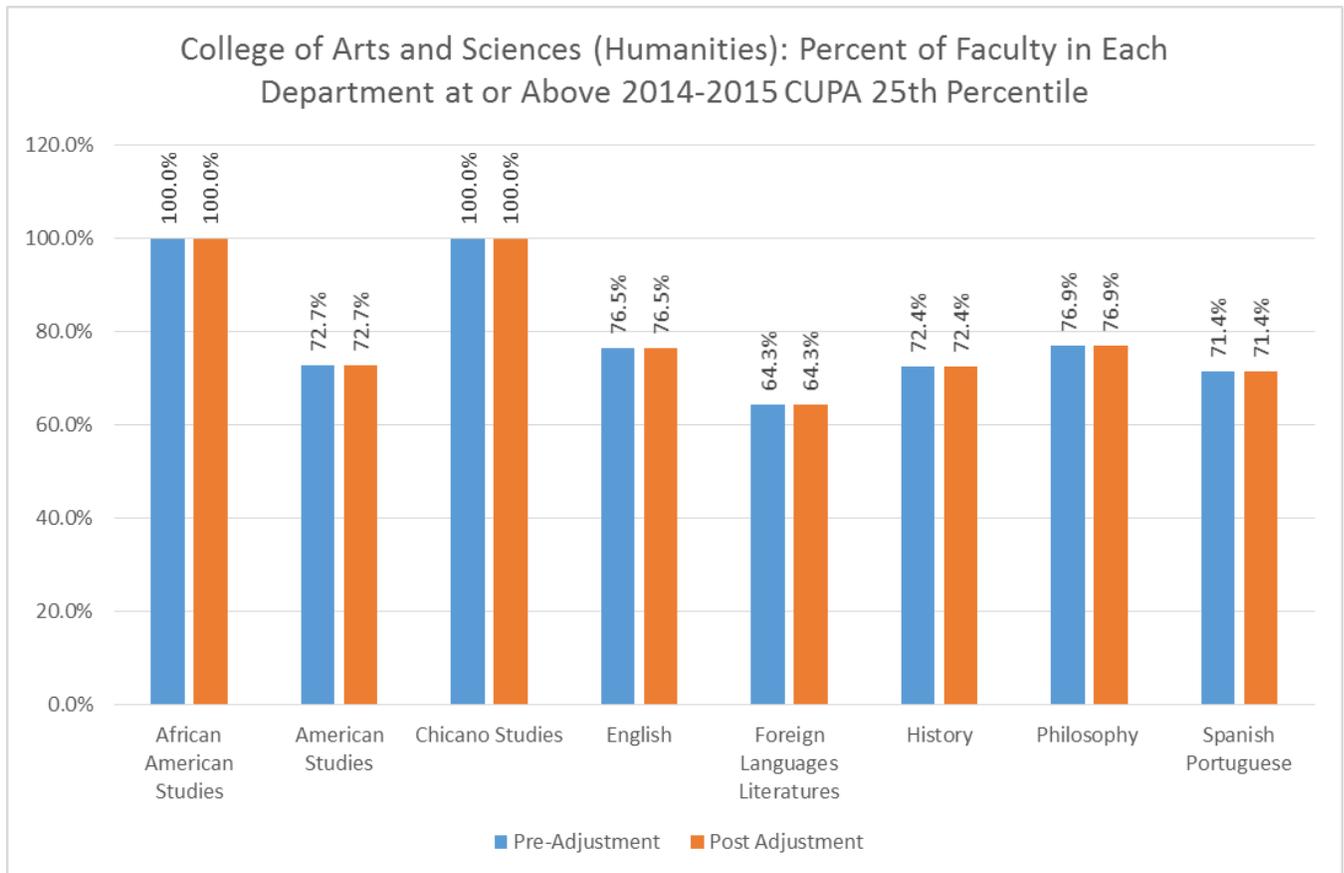
Departmental Base Salary Benchmark Comparisons Post FY2016/17 Salary Adjustments Professorial Appointments Only



College of Arts and Sciences (Humanities)

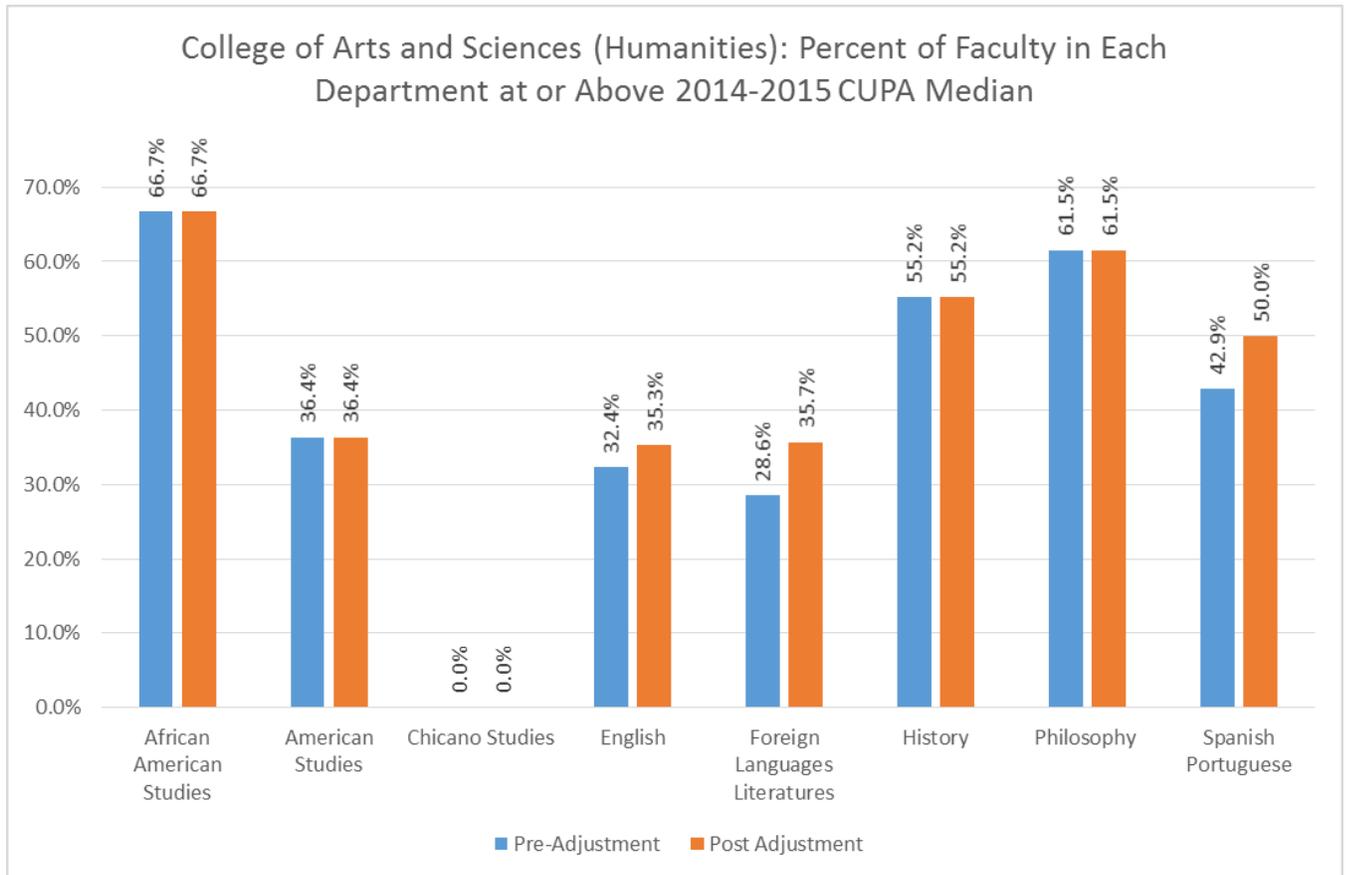
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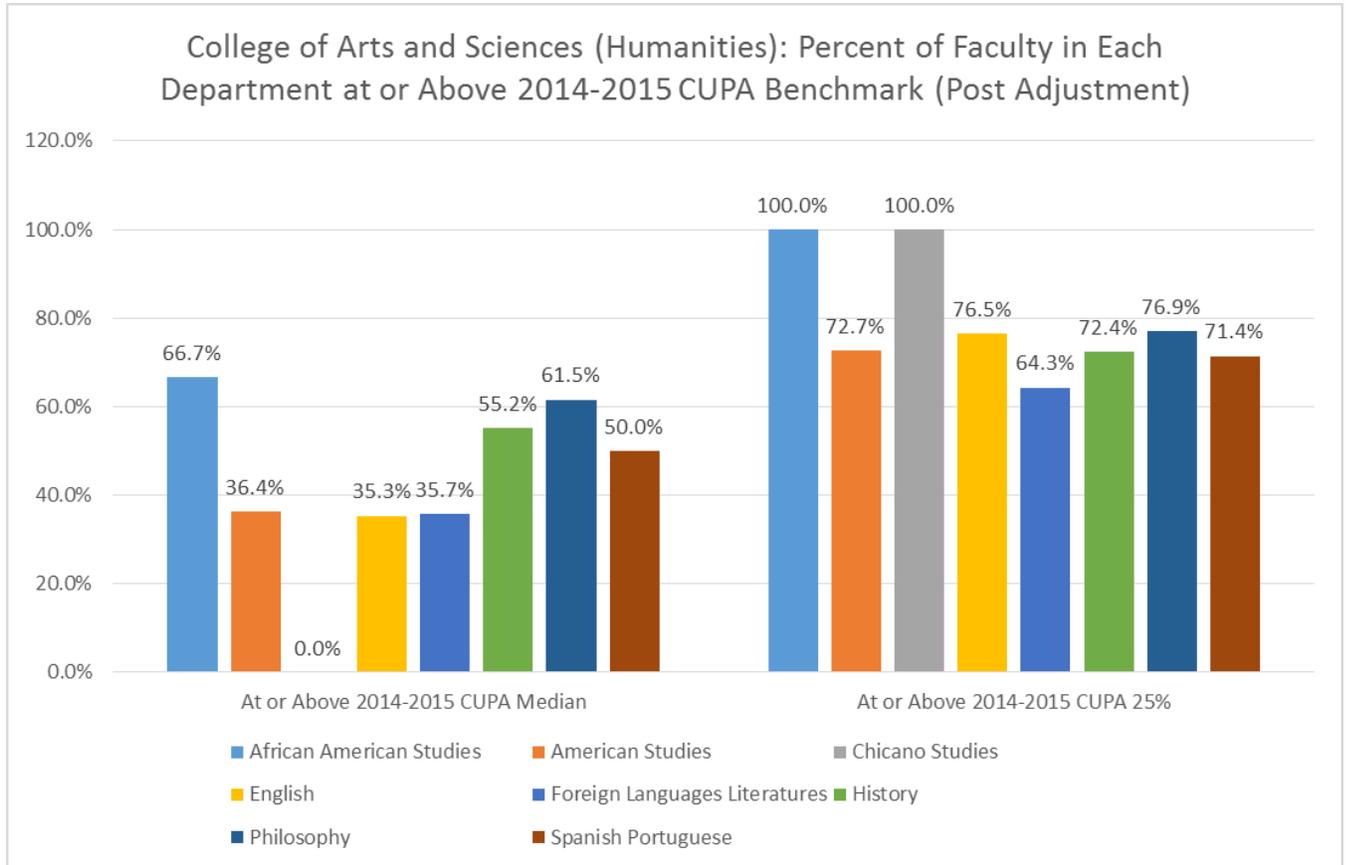
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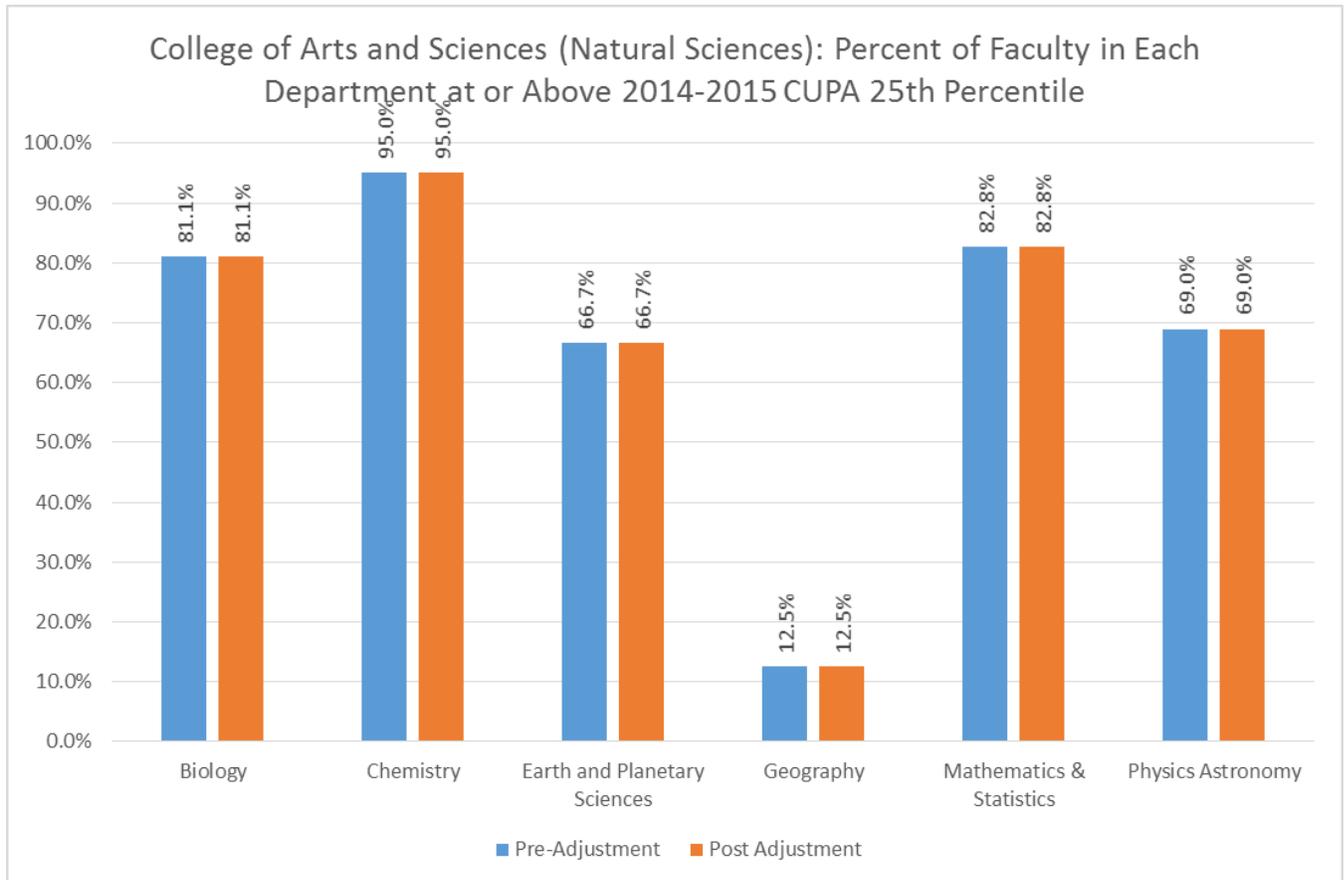
**Departmental Base Salary Benchmark Comparisons Post FY2016/17 Salary Adjustments
Professorial Appointments Only**



College of Arts and Sciences (Natural Sciences)

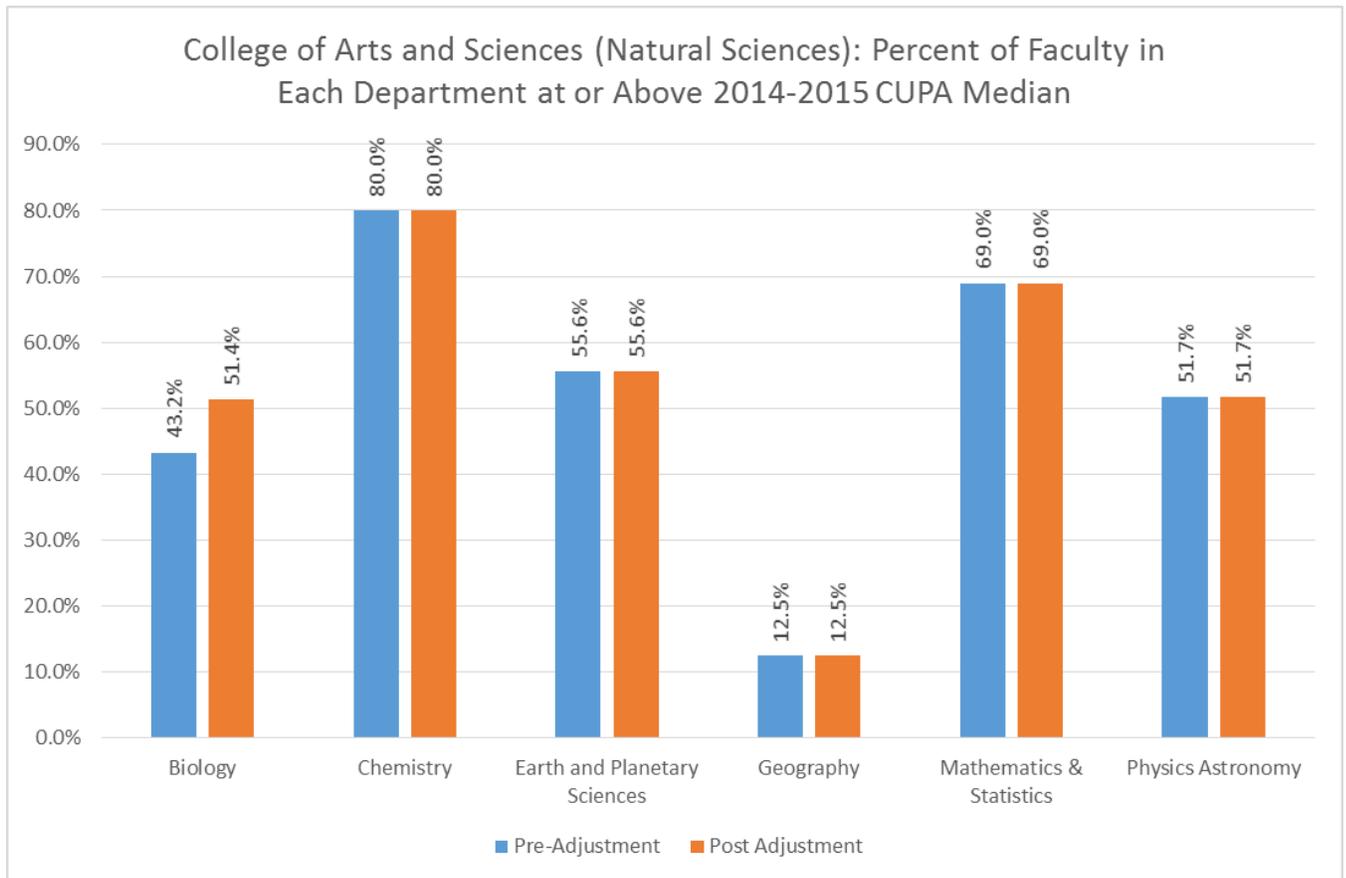
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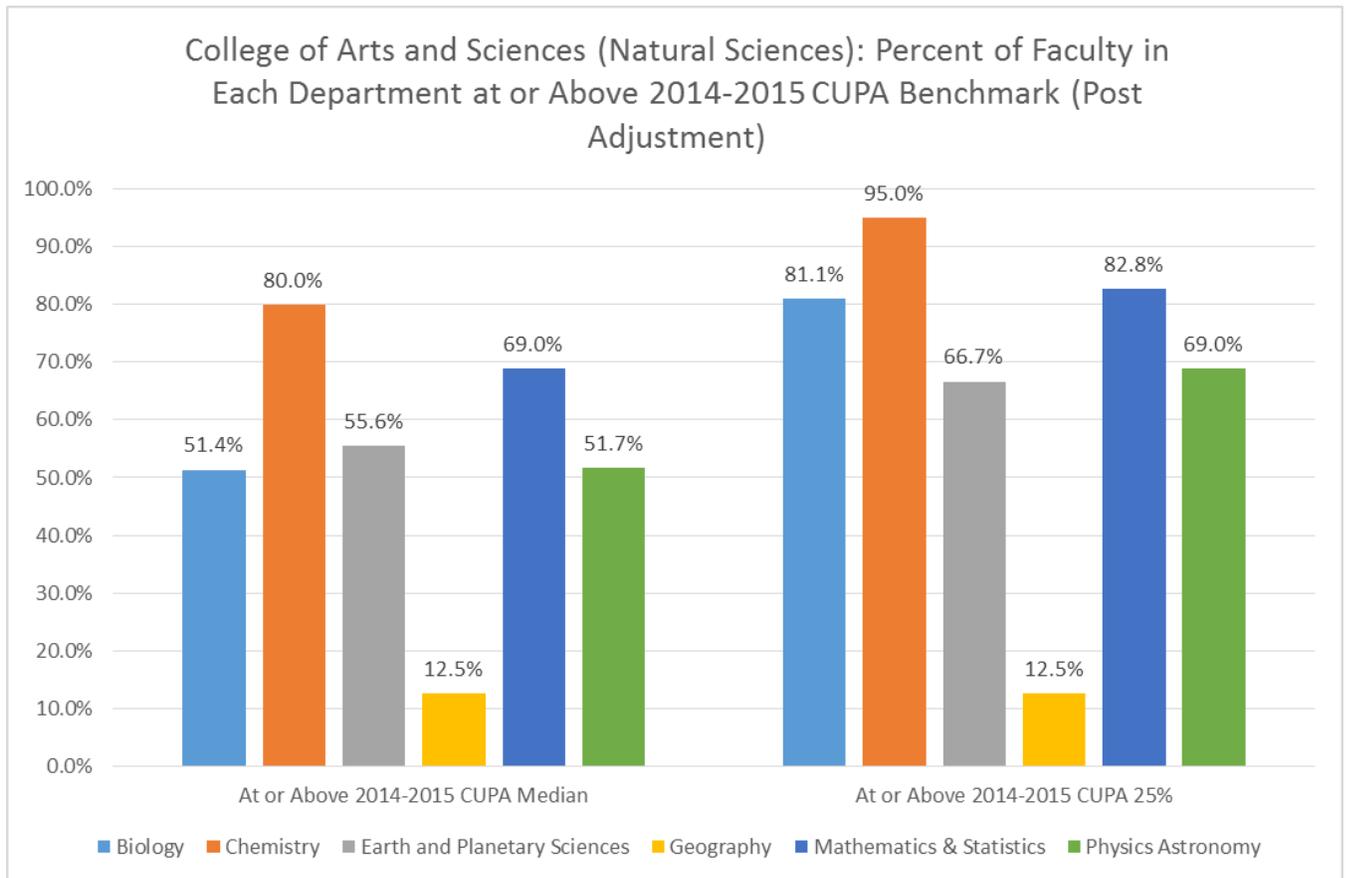
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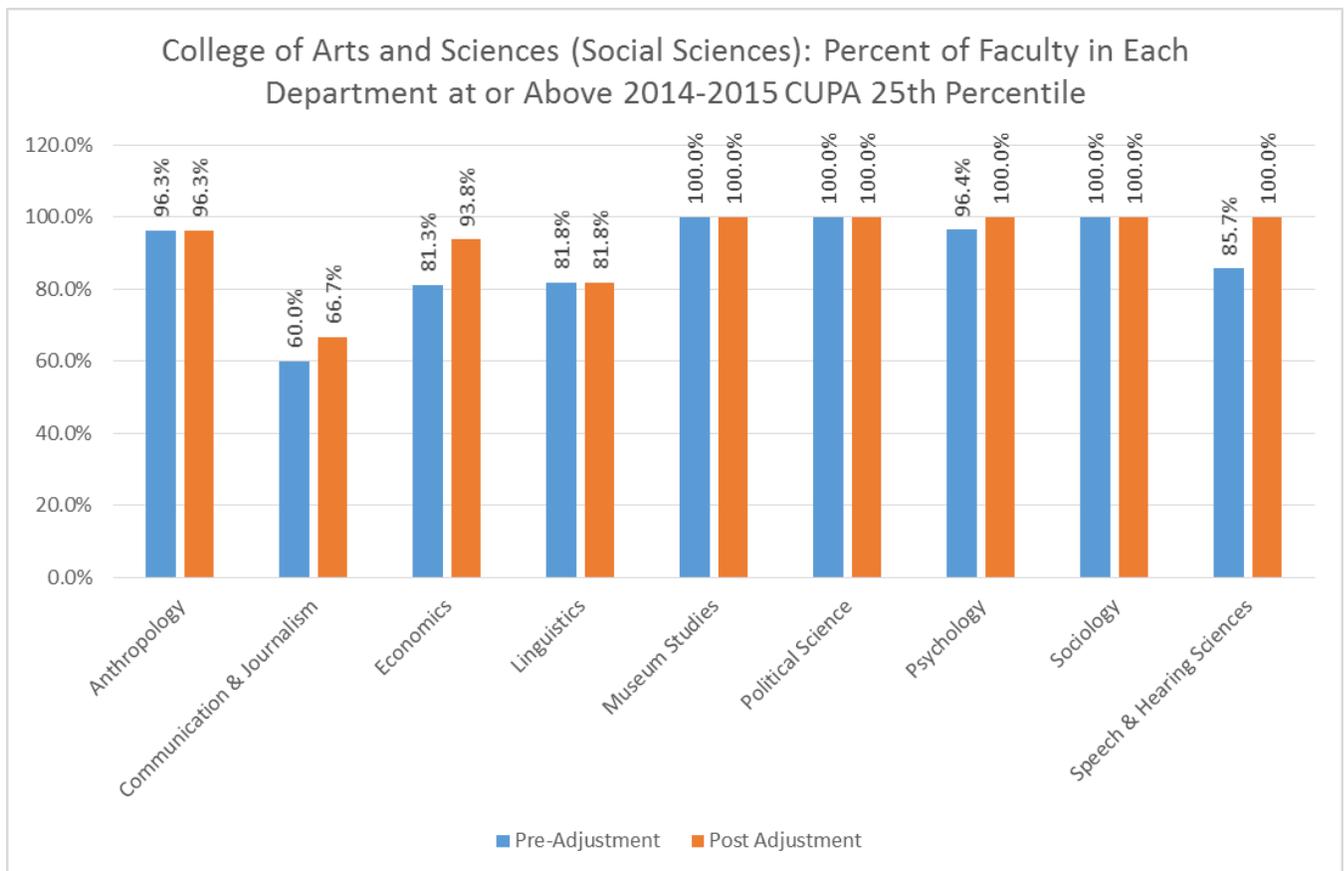
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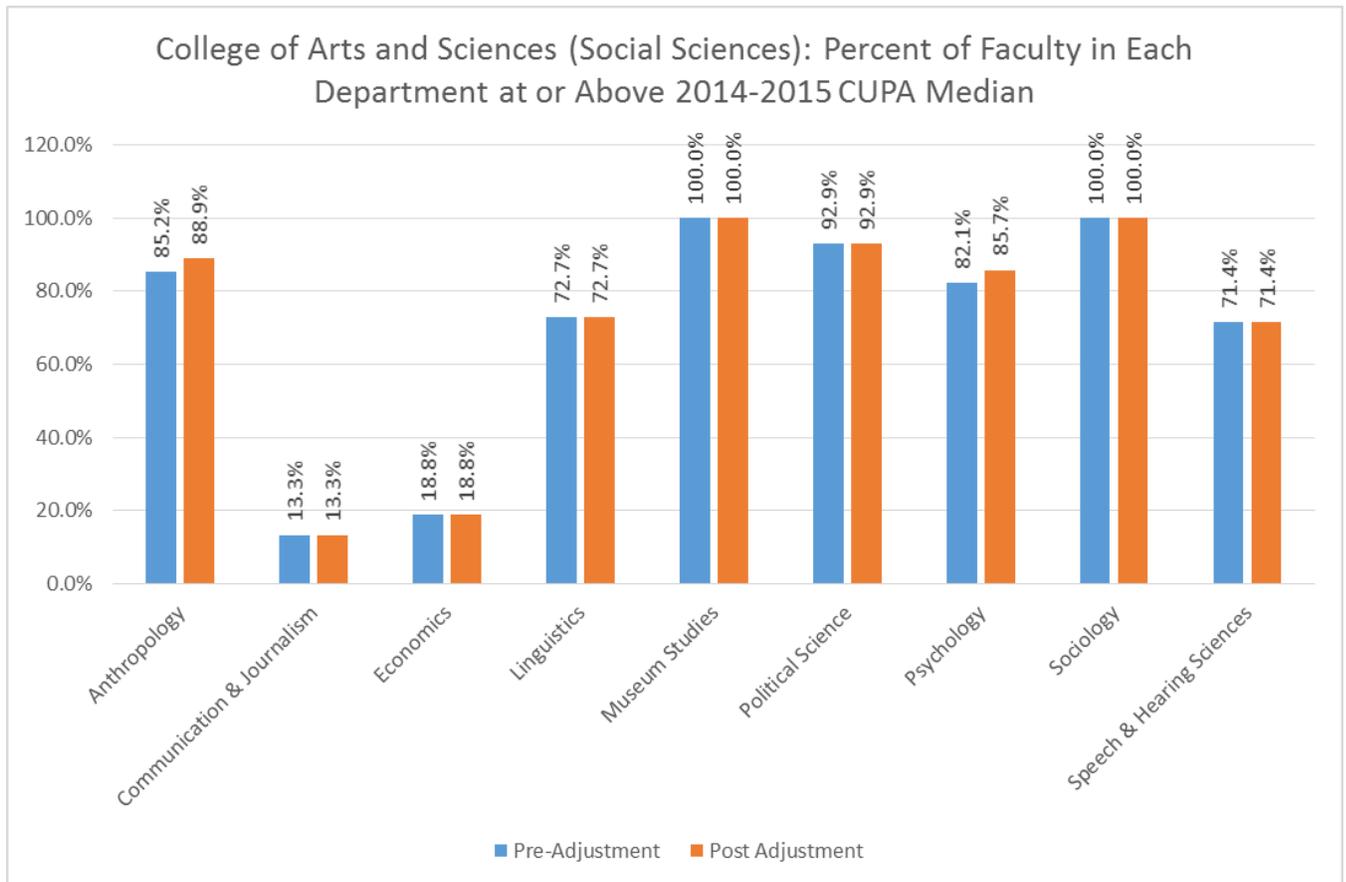
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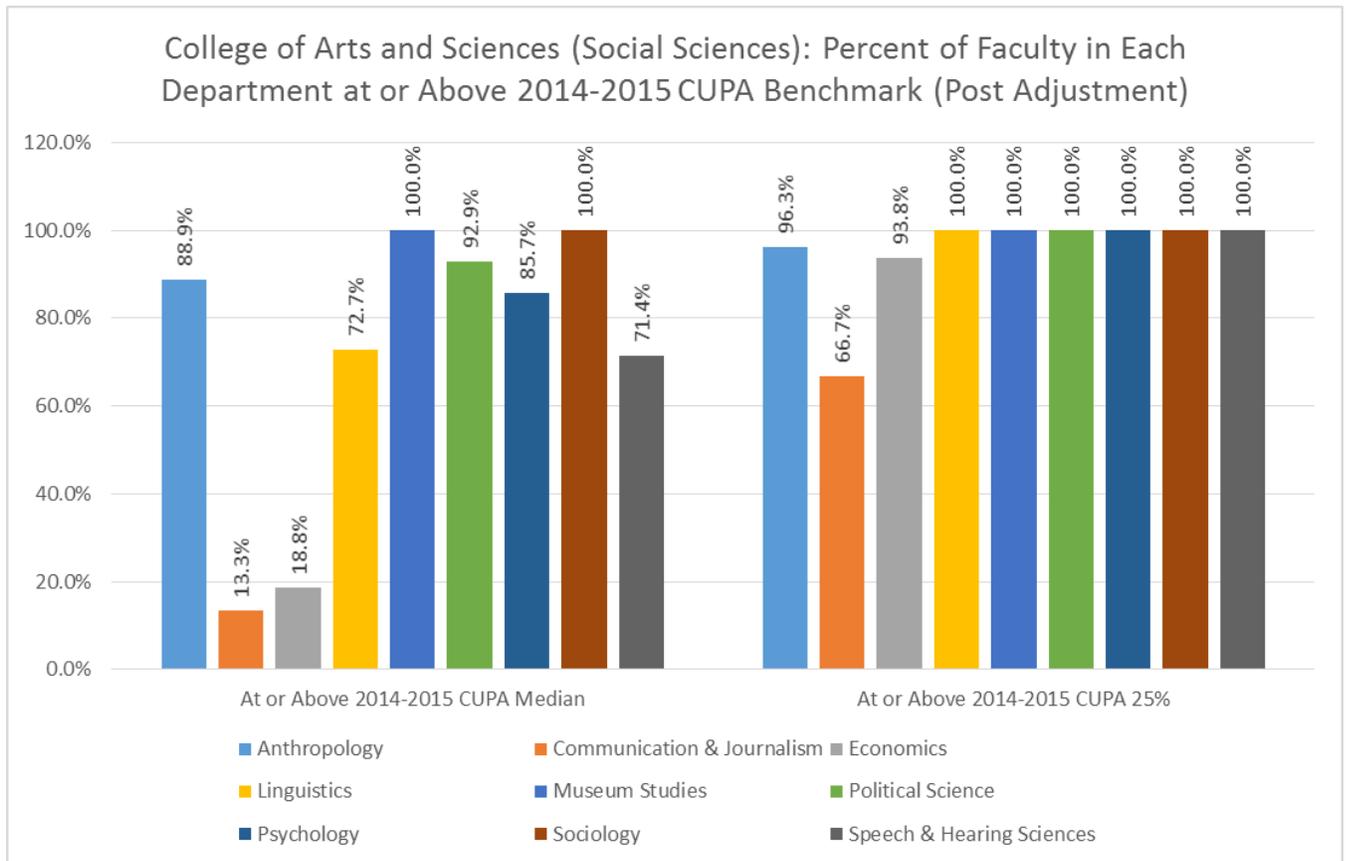
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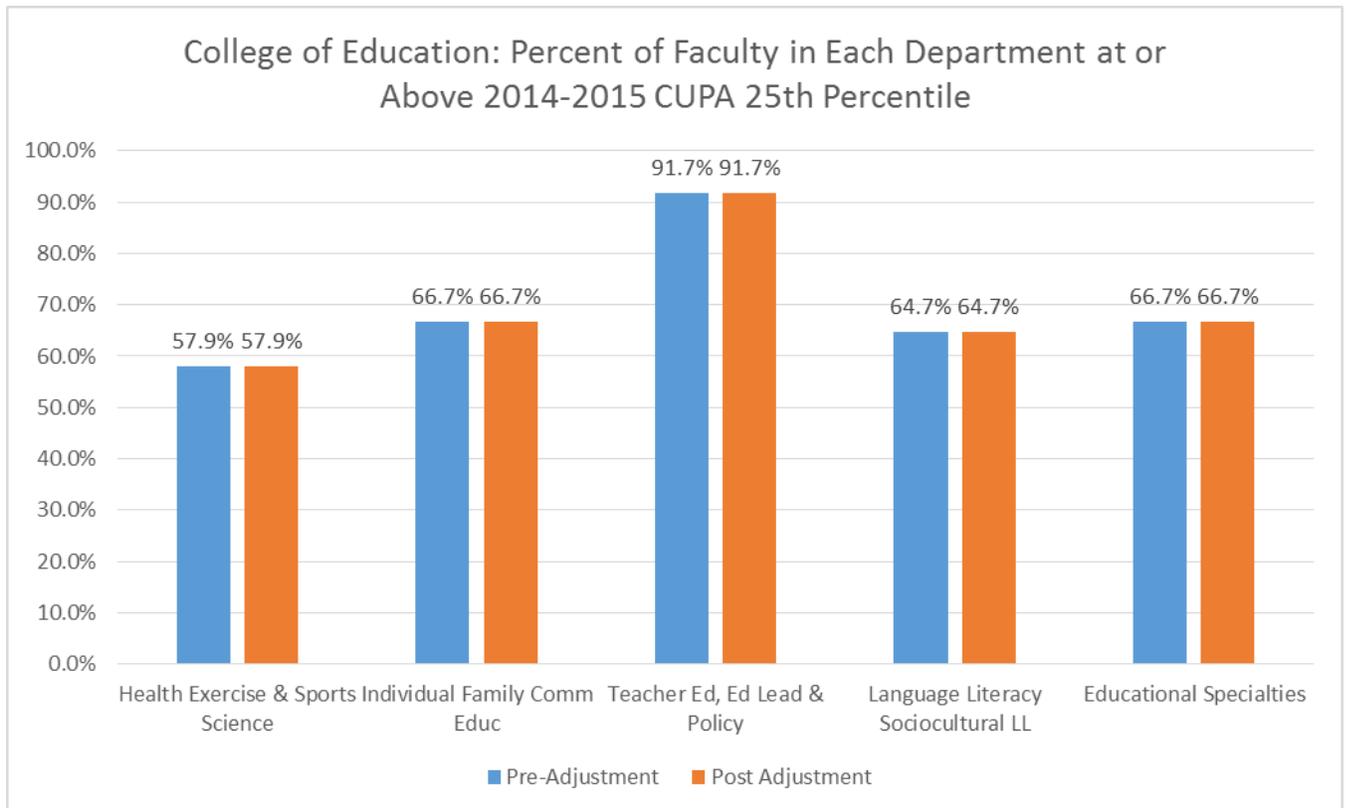
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College of Education

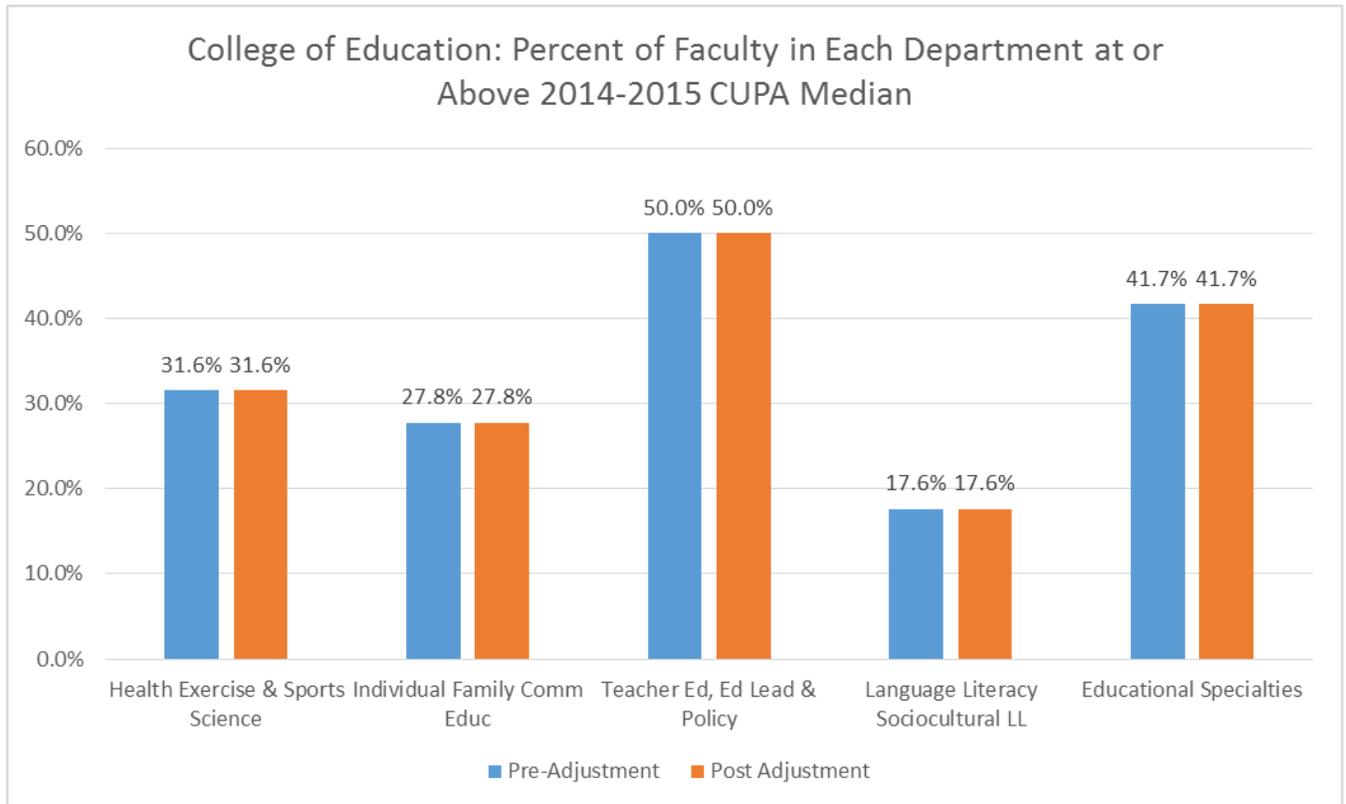
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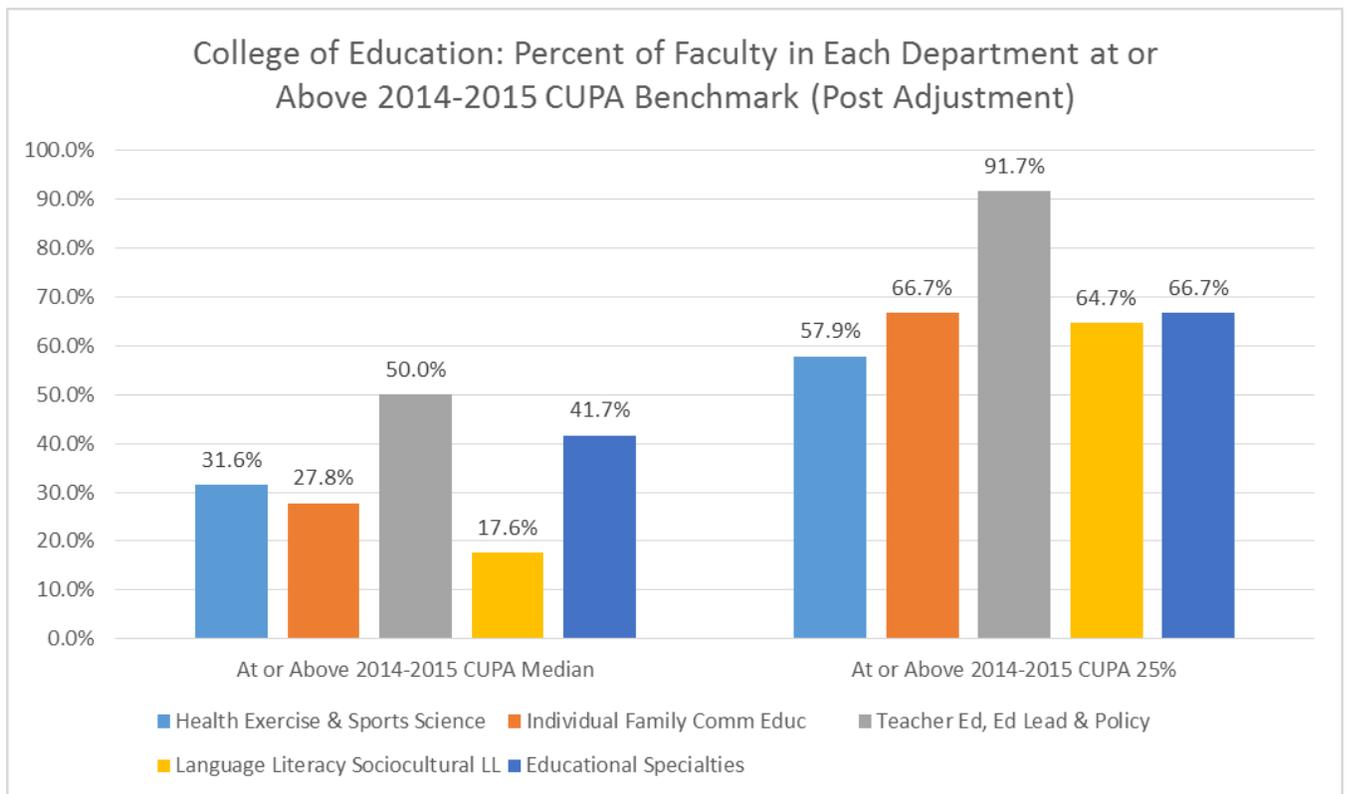
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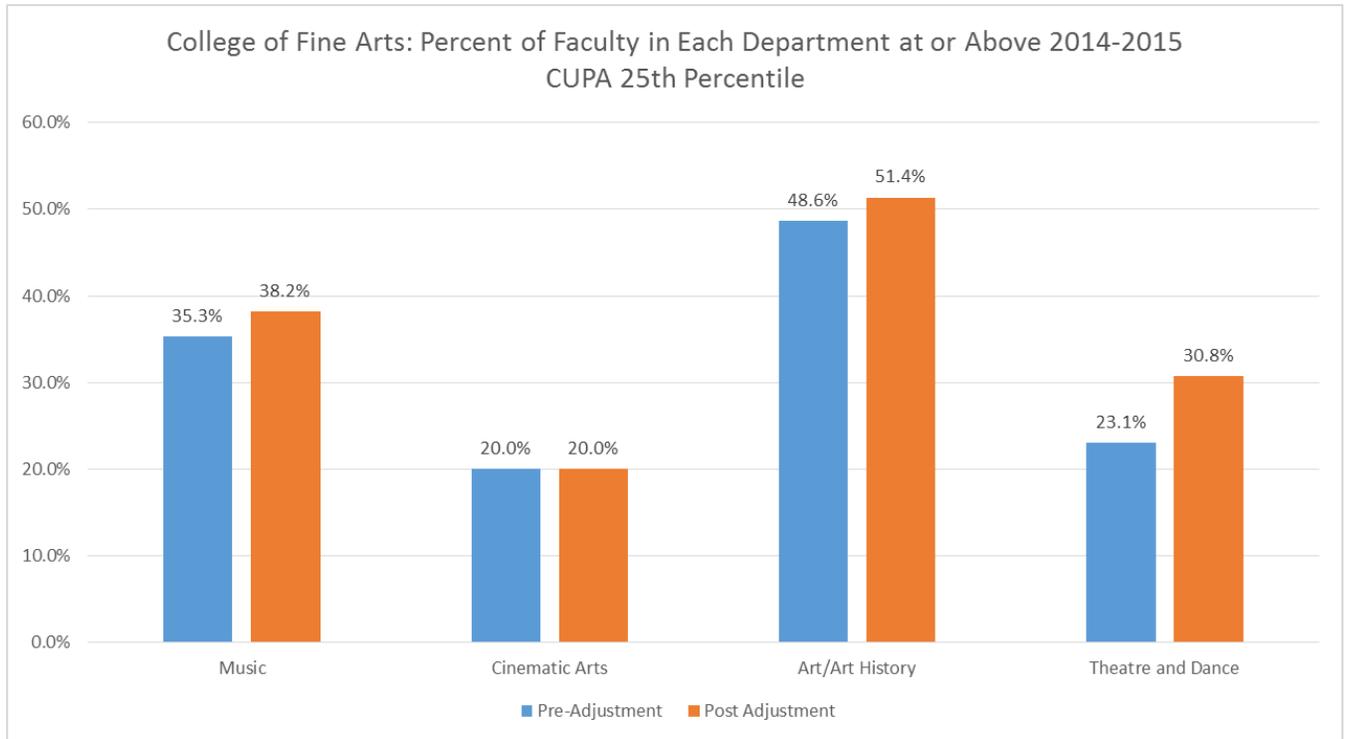
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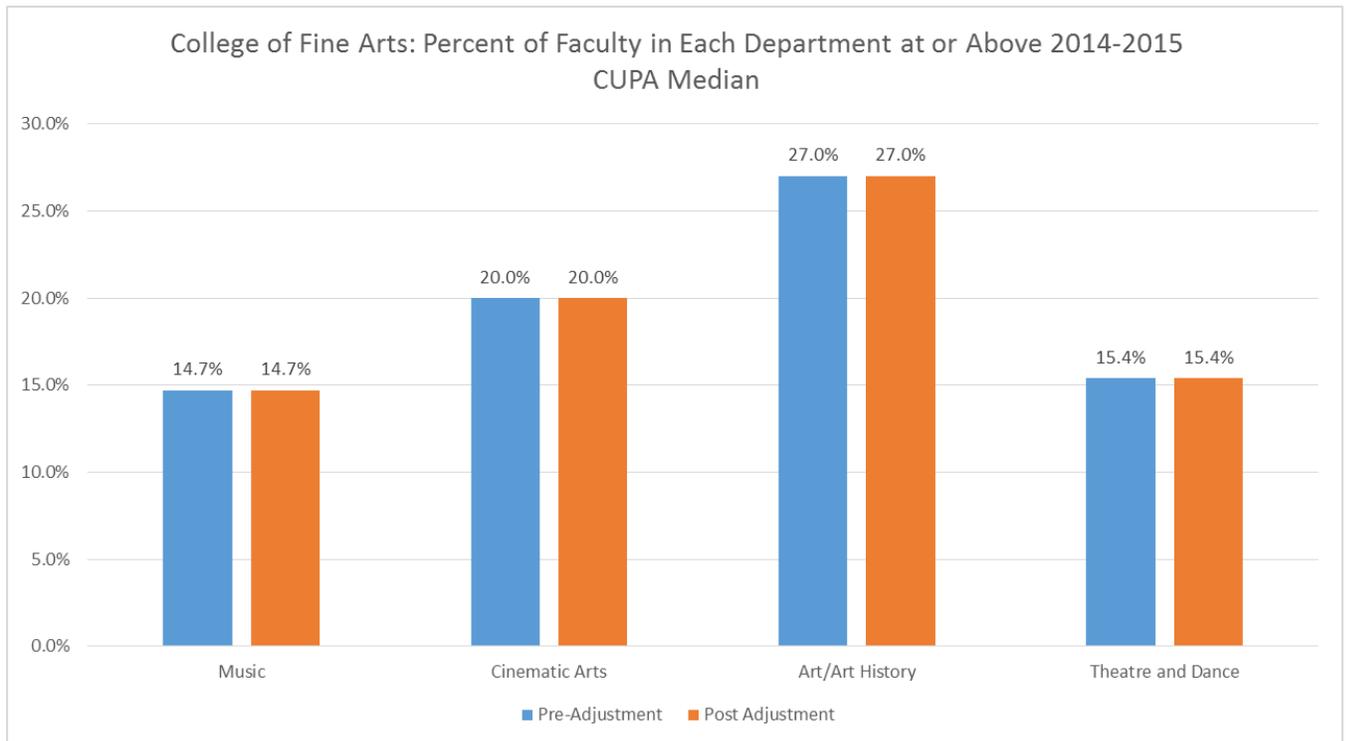
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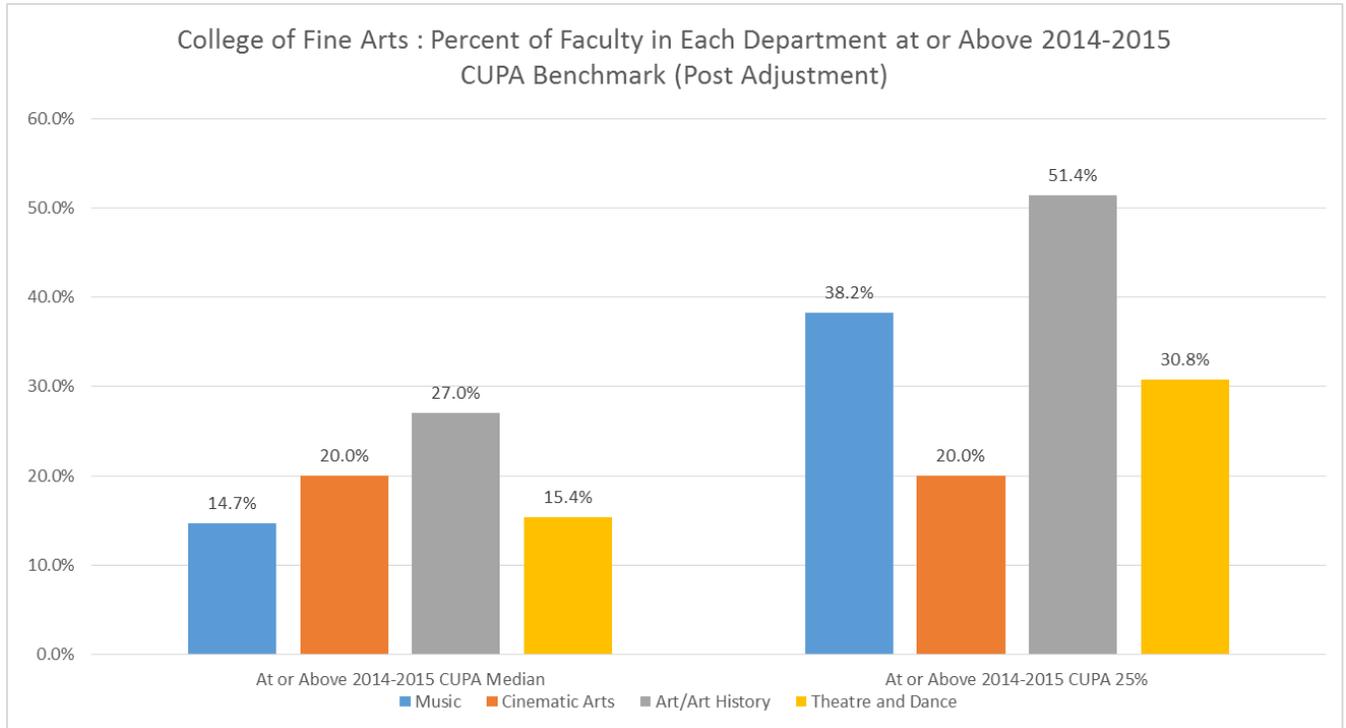
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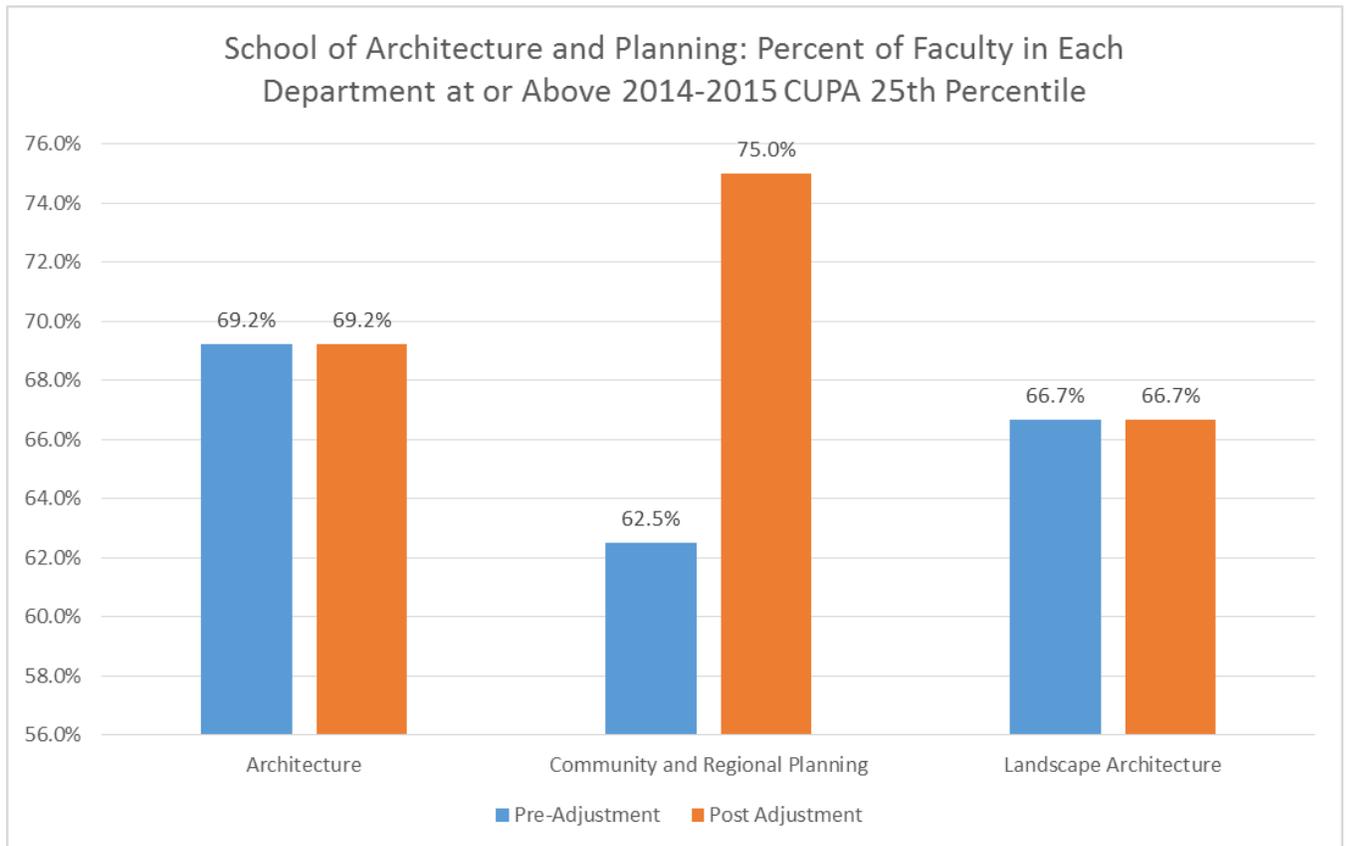
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School of Architecture and Planning

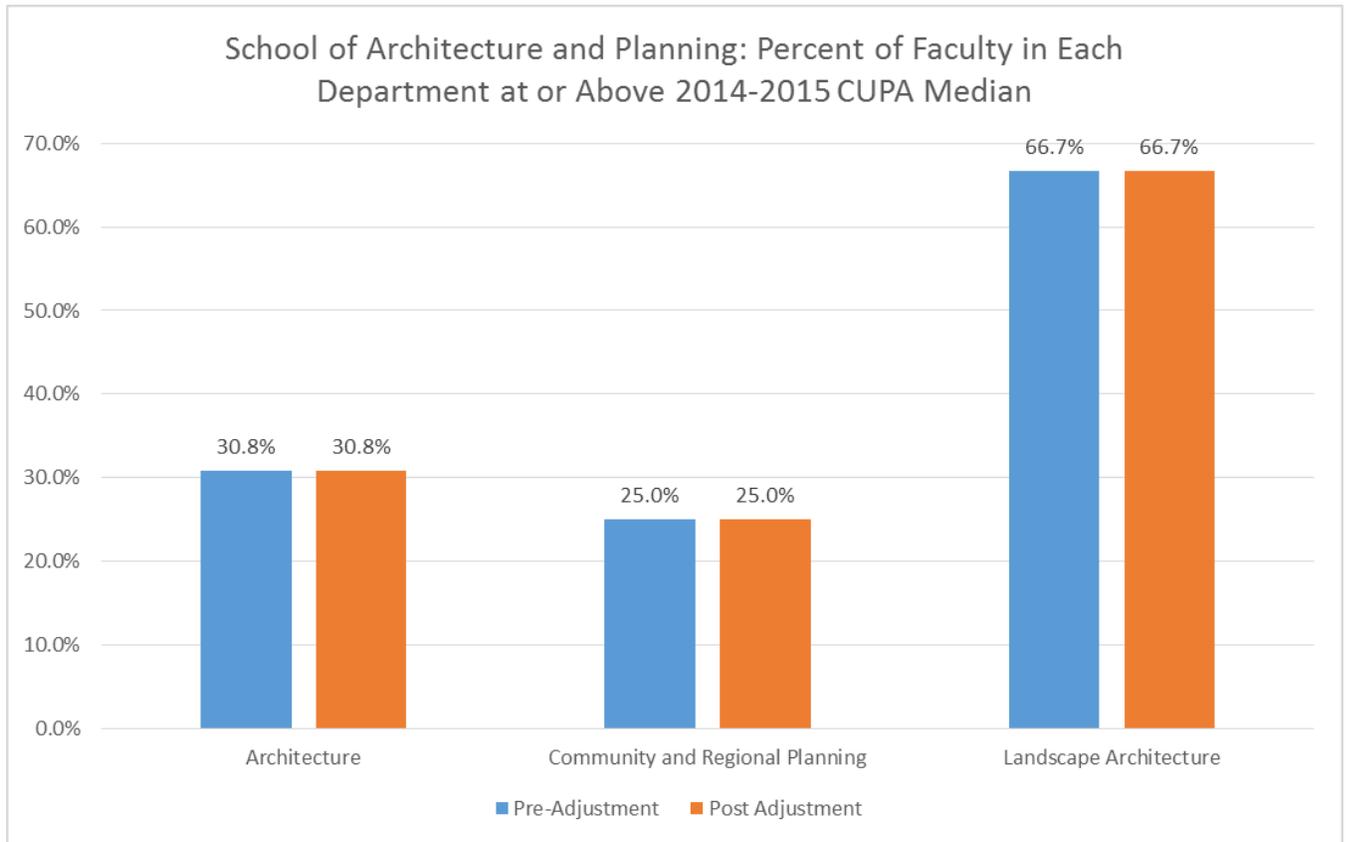
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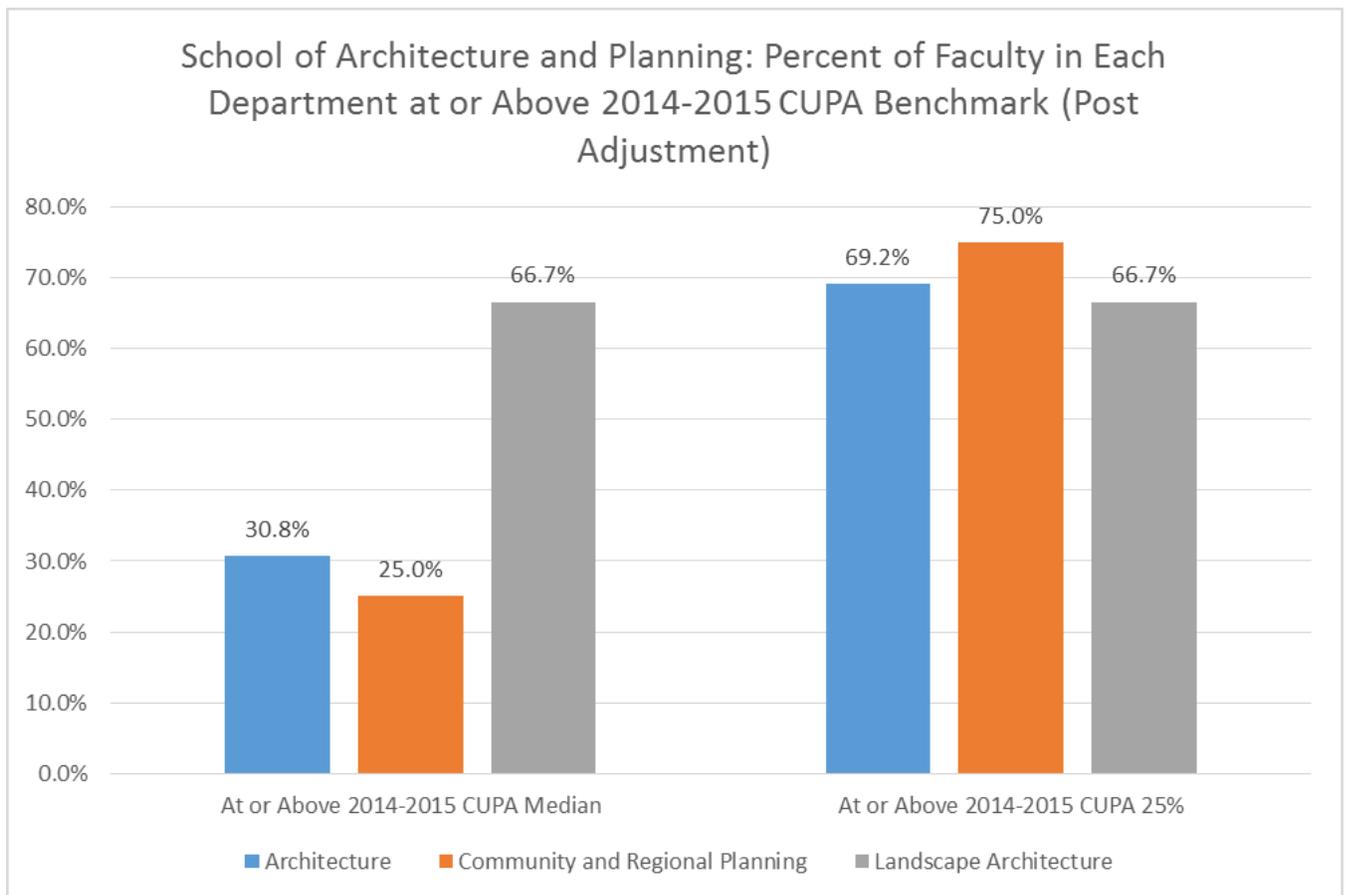
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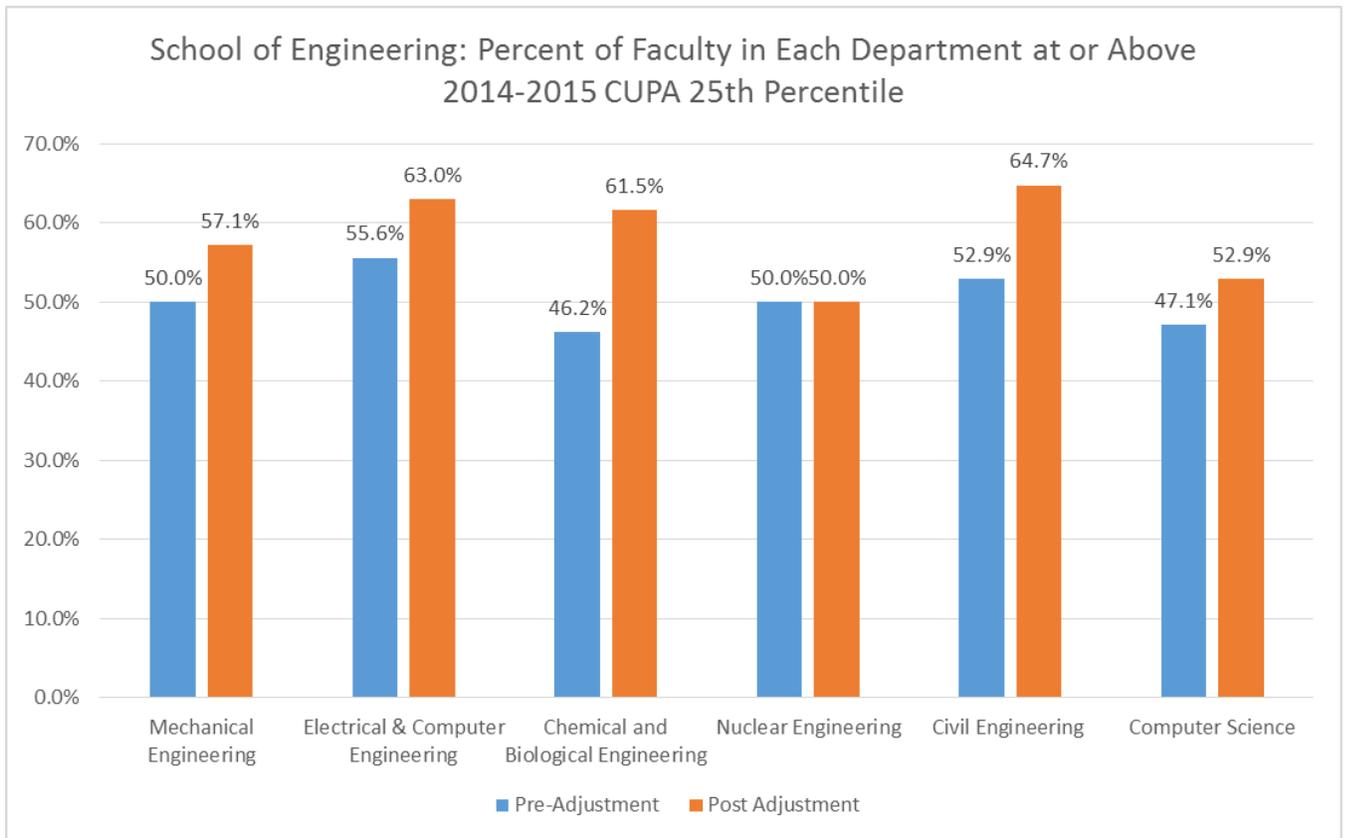
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School of Engineering

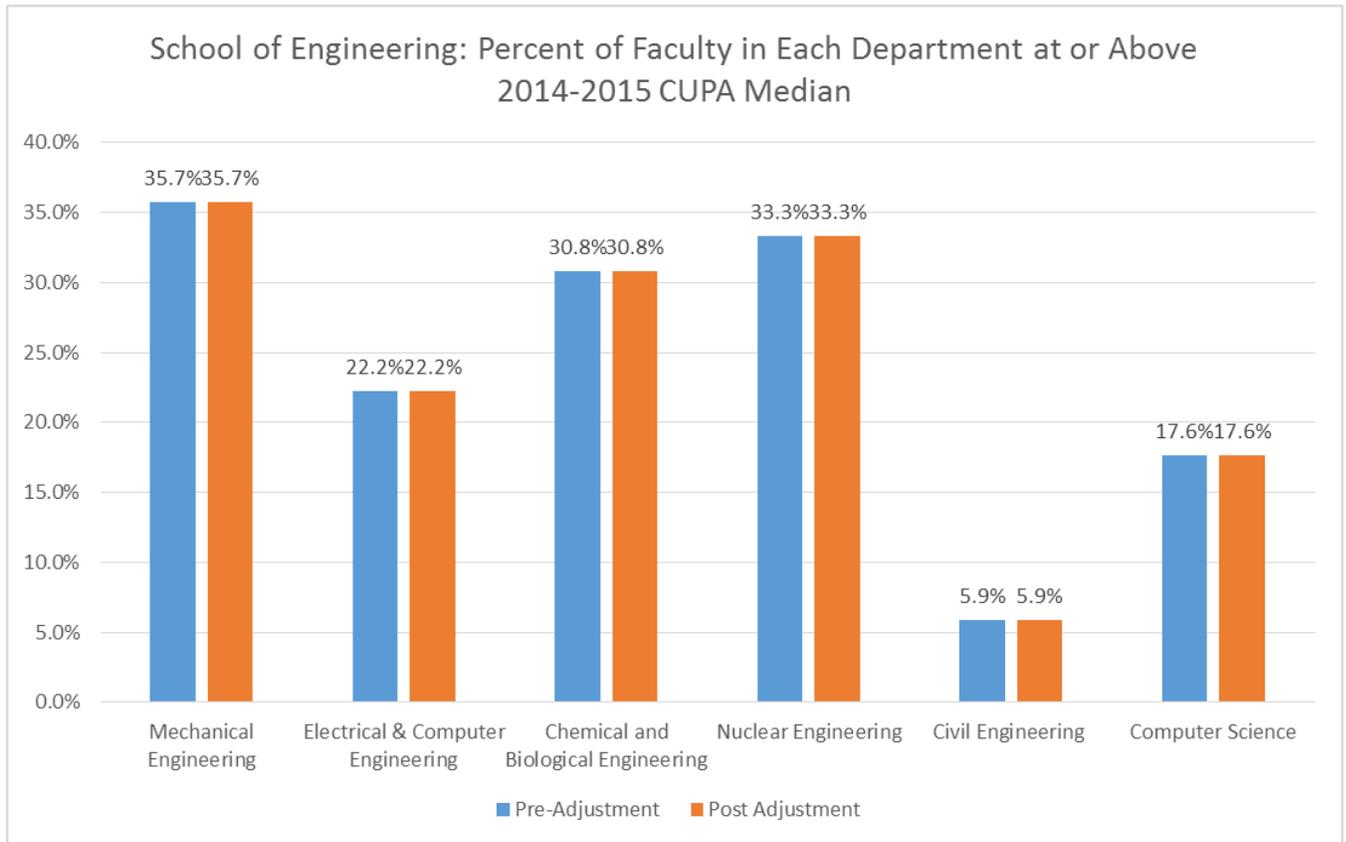
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