

UNIVERSITY OF HOUSTON FACULTY SENATE

BUDGET AND FACILITIES COMMITTEE

SALARY ANALYSIS REPORT

OCTOBER, 2007

Conclusions:

1. The quality of the personnel data available for decision-making at UH is not as good as it should be, partly because of the large number of contributors of varying experience levels. Improvements have been made in the course of this study, but the problem has not been permanently remedied.
2. There is significant salary compression across the campus, with inversion in a few departments as illustrated by the data in the Appendices. It is not possible to identify the cause of this compression, which may vary by unit, based on the available data. Notably, campus-wide average salaries for Assistant and Associate Professors are essentially identical.
3. UH salaries are broadly comparable to those of Carnegie I and II institutions, particularly in view of the relatively low cost of living in Houston. Salaries of Associate Professors skew low. Notable exceptions exist in some units.
4. Increased length of time at UH does not reliably correlate with increased salary; in many cases, the correlation is an inverse one. The relative contributions of individual performance, changes in departmental expectations, and the external market can only be assessed at a local level.

Recommendations:

1. For the efficient operation of the entire University, reliable data on faculty salaries should be continuously maintained by the central administration.
2. The salary increases associated with promotion to Associate Professor and to Full Professor should be increased. Setting the amounts of these increases, and whether they should be specified as percentages, dollar amounts, or a combination of both, requires further study by the Faculty Senate and the administration in partnership.
3. There are local inequities which need to be addressed; these cannot all be resolved in a single year. There should be annual reviews of compression/inversion at the departmental and college level, and a separate pool of funds for compression/inversion adjustments should be maintained at the university level.

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1. Background

Salaries are a topic of interest, discussion and complaint among the faculty of every university, but the topic is of special and long-lasting interest at the University of Houston. The UH Faculty Climate Survey released October, 2007 cited “Increasing salary and benefits for existing faculty” as the single most highly-rated administrative initiative for the future.

The work of compiling this survey spanned several years, with leading contributions by Al Warner, Steven Craig, Karl Titz, Sukran Kadipasaoglu, Randy Lee and Peter Copeland. The salary data we have was generously provided by Provost Foss and by Dr. Libby Barlow, Executive Director, Institutional Research and Institutional Effectiveness, who originally provided UH salary data from Fall, 2005 including rank, salary, duration at UH, and year of terminal degree. The data set also included the average of Carnegie I & II institutions for the corresponding rank and discipline.

Initially, it was concluded by the committee that there were a variety of errors in the data set, particularly in updating rank classifications after promotions. With extensive cooperation and effort by Dr. Barlow’s office, the data were scrubbed and a new data set for Spring, 2006 returned at the beginning of this year. Our overall analysis is provided in this report. Appendices 1, 2 and 3 provide extensive detail.

2. UH vs. Carnegie I and II Institutions by Ranks

a. Comparison of UH Salaries to CARNEGIE I & II Institutions for Assistant Professors

Within the limitations of small sample sizes, UH Assistant Professor salaries are comparable to those at CAR I institutions. We note that, of all ranks, Assistant Professor’s salaries are subject to the most competitive and transparent market, with each individual pursuing multiple possible employers. Table 1 below shows the differences between UH Assistant Professor salaries and those of Carnegie I and Carnegie II institutions, in descending order of difference.

Assistant Professor Salaries in ascending order of UH Average - CAR I Average												
COLLEGE	DEPARTMENT	No. of Obs.	UH Median	UH Minimum	UH Maximum	UH Mean	CAR I Mean	N CAR I Mean	CAR II Mean	N CAR II Mean	UH - CAR I	UH - CAR II
HOTEL & REST. MGT.	HOTEL & REST. MGT.	4	63,385.00	59,308.00	75,000.00	65,269.50	95,113.00		66,632.00		-29,843.50	-3,362.50
CLASS	PHILOSOPHY	1	43,848.00	43,848.00	43,848.00	43,848.00	51,468.00	51,282.00	46,549.00	47,581.00	-7,620.00	-2,701.00
CLASS	SOCIOLOGY	2	49,776.00	47,856.00	51,696.00	49,776.00	56,470.00	55,011.00	49,996.00	50,213.00	-6,694.00	-220.00
EDUCATION	EDUC. LEADERSHIP & CULT. STUDIES	2	50,102.00	49,204.00	51,000.00	50,102.00	56,275.00	55,233.00	50,948.00	49,545.00	-6,173.00	-846.00
CLASS	MUSIC	4	42,285.00	37,404.00	58,000.00	44,993.50	50,330.00	49,516.00	45,388.00	44,822.00	-5,336.50	-594.50
CLASS	THEATRE	2	43,083.00	42,166.00	44,000.00	43,083.00	48,119.00	47,301.00	46,372.00	46,000.00	-5,036.00	-3,289.00
ENGINEERING	INDUSTRIAL ENGINEERING	4	70,517.00	67,456.00	72,822.00	70,328.00	74,832.00	72,856.00	67,424.00	67,583.00	-4,504.00	2,904.00
EDUCATION	EDUCATIONAL PSYCHOLOGY	5	52,000.00	48,994.00	55,000.00	51,602.80	56,083.00	60,653.00	52,004.00	53,500.00	-4,480.20	-401.20
CLASS	MODERN AND CLASSICAL LANGUAGES	6	45,388.00	42,768.00	50,000.00	45,746.00	49,882.00	45,758.00	46,548.00	45,193.00	-4,136.00	-802.00
SOCIAL WORK	SOCIAL WORK	3	51,952.00	51,650.00	54,750.00	52,784.00	56,488.00	54,509.00	49,196.00	50,520.00	-3,704.00	3,588.00
CLASS	COMMUNICATION DISORDERS	1	56,826.00	56,826.00	56,826.00	56,826.00	59,985.00	63,725.00	54,496.00	54,000.00	-3,159.00	2,330.00
EDUCATION	CURRICULUM AND INSTRUCTION	8	47,940.00	45,314.00	70,384.00	51,306.50	54,449.00	54,332.00	50,063.00	50,528.00	-3,142.50	1,243.50
BUSINESS	DECISION & INFORMATION SCIENCES	5	103,285.00	97,000.00	111,770.00	104,320.00	107,435.00	110,001.00	96,912.00	95,400.00	-3,115.00	7,408.00
CLASS	CLASS (INTERDEPT)	1	51,994.00	51,994.00	51,994.00	51,994.00	54,866.00	55,001.00	48,723.00		-2,872.00	3,271.00
CLASS	ART	5	45,660.00	44,470.00	50,870.00	46,654.00	49,249.00	47,621.00	46,913.00	45,844.00	-2,555.00	-219.00
EDUCATION	HEALTH AND HUMAN PERFORMANCE	3	53,442.00	52,700.00	54,970.00	53,704.00	55,637.00	56,250.00	53,535.00	54,833.00	-1,933.00	169.00
CLASS	HISTORY	3	50,502.00	48,336.00	53,398.00	50,745.33	52,344.00	51,471.00	47,122.00	45,359.00	-1,596.67	3,623.33
LAW	LAW	6	87,421.00	83,500.00	88,569.00	86,918.67	88,347.00	83,236.00	82,531.00	89,450.00	-1,428.33	4,387.67
ARCHITECTURE	ARCHITECTURE	3	54,702.00	49,958.00	55,306.00	53,322.00	54,263.00	52,685.00	50,804.00	46,390.00	-941.00	2,518.00
CLASS	PSYCHOLOGY	7	59,248.00	56,798.00	60,856.00	58,514.57	58,513.00	57,995.00	54,643.00	55,017.00	1.57	3,871.57
OPT	BASIC SCIENCE	2	65,250.00	61,500.00	69,000.00	65,250.00	64,683.00	62,000.00	70,627.00		567.00	-5,377.00
PHARMACY	PHARMACY	5	65,494.00	64,218.00	67,200.00	65,891.20	65,257.00	64,335.00	63,542.00	64,883.00	634.20	2,349.20
NSM	MATHEMATICS	5	65,000.00	40,182.00	68,478.00	60,796.40	59,676.00	59,767.00	55,436.00	55,681.00	1,120.40	5,360.40
TECHNOLOGY	INFORMATION & LOGISTICS TECH.	2	62,172.00	62,070.00	62,274.00	62,172.00	61,033.00	59,734.00	55,270.00	53,400.00	1,139.00	6,902.00
ENGINEERING	CIVIL AND ENVIRONMENTAL ENG.	2	73,941.00	73,722.00	74,160.00	73,941.00	72,371.00	70,373.00	66,001.00	63,368.00	1,570.00	7,940.00
ENGINEERING	ELECTRICAL AND COMPUTER ENG.	7	82,000.00	79,310.00	82,584.00	81,427.71	78,856.00	76,663.00	75,018.00	73,968.00	2,571.71	6,409.71
CLASS	POLITICAL SCIENCE	8	62,376.00	52,812.00	65,766.00	61,600.25	68,779.00	68,745.00	52,668.00	51,176.00	2,821.25	8,932.25
NSM	GEOSCIENCES	6	59,601.00	57,102.00	75,202.00	63,251.00	60,297.00	61,523.00	55,345.00	54,843.00	2,954.00	7,906.00
BUSINESS	MARKETING AND ENTREPRENEURSHIP	4	110,342.00	103,394.00	115,000.00	109,769.50	105,946.00	105,835.00	94,560.00	101,336.00	3,823.50	15,209.50
NSM	COMPUTER SCIENCE	5	86,118.00	79,860.00	92,956.00	86,450.80	82,539.00	80,282.00	79,027.00	81,000.00	3,911.80	7,423.80
TECHNOLOGY	ENGINEERING TECHNOLOGY	5	65,000.00	62,600.00	69,000.00	65,620.80	61,033.00	59,734.00	55,270.00	53,400.00	4,587.80	10,350.80
CLASS	ENGLISH	3	46,586.00	46,566.00	78,474.00	57,208.67	52,293.00	52,251.00	49,858.00	47,376.00	4,915.67	7,350.67
ENGINEERING	CHEMICAL ENGINEERING	2	80,086.00	75,672.00	84,500.00	80,086.00	75,004.00	71,049.00	70,923.00	69,470.00	5,082.00	9,163.00
NSM	BIOLOGY AND BIOCHEMISTRY	7	65,000.00	62,854.00	70,000.00	66,145.71	60,770.00	59,086.00	56,748.00	57,960.00	5,375.71	9,397.71
ARCHITECTURE	ARCHITECTURE (INTERDEPT)	1	60,000.00	60,000.00	60,000.00	60,000.00	54,263.00	52,685.00	50,804.00	46,390.00	5,737.00	9,196.00
OPT	CLINICAL SCIENCE	2	70,827.00	63,428.00	77,826.00	70,827.00	64,583.00	62,000.00	70,627.00		5,944.00	0.00
BUSINESS	FINANCE	5	136,678.00	136,432.00	137,500.00	136,744.40	130,418.00	131,396.00	111,271.00	112,297.00	6,329.40	25,473.40
ENGINEERING	MECHANICAL ENGINEERING	3	77,682.00	77,548.00	82,794.00	79,341.33	72,521.00	71,117.00	69,255.00	68,510.00	6,820.33	10,086.33
NSM	PHYSICS	3	71,000.00	69,876.00	71,922.00	70,933.33	63,898.00	63,476.00	55,651.00	55,134.00	7,035.33	15,282.33
NSM	CHEMISTRY	5	67,446.00	63,964.00	70,064.00	67,002.40	59,849.00	60,187.00	56,753.00	55,611.00	7,153.40	10,249.40
CLASS	ECONOMICS	3	90,000.00	78,422.00	94,230.00	87,550.67	79,906.00	82,206.00	71,822.00	77,372.00	7,644.67	15,728.67
TECHNOLOGY	HUMAN DEV. & CONSUMER SCIENCE	2	65,797.00	64,594.00	67,000.00	65,797.00	54,827.00	51,282.00	53,338.00	52,571.00	10,970.00	12,289.00
BUSINESS	ACCOUNTANCY AND TAXATION	6	136,680.00	135,000.00	141,838.00	138,077.67	117,603.00	125,839.00	104,369.00	103,003.00	20,474.67	33,718.67
BUSINESS	MANAGEMENT	1	99,828.00	99,828.00	99,828.00	99,828.00	65,000.00	65,000.00	99,828.00		34,828.00	0.00

Table 1.

b. Comparison of UH Salaries to CARNEGIE I & II Institutions for Associate Professors

In most departments, UH pays less to Associate Professors than CAR I institutions. Table 2 below shows the differences between UH Associate Professor salaries and those of Carnegie I and Carnegie II institutions, in descending order of difference.

Associate Professor Salaries in ascending order of UH Average - CAR I Average											
COLLEGE	DEPARTMENT	No. of CLS.	UH Median	UH Minimum	UH Maximum	UH Mean	CAR I Mean	CAR II Mean	UH - CAR I	UH - CAR II	
BUSINESS	DECISION & INFORMATION SCIENCES	6	87,834.00	71,710.00	126,042.00	91,456.33	110,333.00	96,103.00	(19,476.67)	(4,646.67)	
ENGINEERING	ELECTRICAL AND COMPUTER ENGINEERING	8	72,835.00	54,830.00	88,000.00	72,735.75	89,583.00	81,021.00	(16,847.25)	(8,285.25)	
CLASS	SOIOLOGY	2	54,024.00	51,332.00	56,716.00	54,024.00	67,336.00	53,541.00	(13,912.00)	(5,517.00)	
CLASS	COMMUNICATION	5	50,134.00	47,114.00	57,738.00	55,165.20	68,814.00	65,583.00	(13,444.80)	(10,413.80)	
CLASS	POLITICAL SCIENCE	2	57,025.00	42,552.00	71,458.00	57,025.00	70,228.00	61,501.00	(13,203.00)	(4,876.00)	
HOTEL & REST. MGT.	HOTEL AND RESTAURANT MANAGEMENT	4	80,850.00	72,620.00	116,586.00	87,626.50	98,898.00	77,425.00	(11,071.50)	10,201.50	
EDUCATION	EDUCATIONAL PSYCHOLOGY	8	56,877.00	49,718.00	90,900.00	63,537.25	74,316.00	58,471.00	(10,778.75)	5,066.25	
CLASS	PHILOSOPHY	1	54,162.00	54,162.00	54,162.00	54,162.00	63,961.00	58,031.00	(3,799.00)	(3,869.00)	
ENGINEERING	MECHANICAL ENGINEERING	5	77,765.00	56,280.00	96,852.00	75,684.40	85,340.00	79,003.00	(3,655.60)	(3,318.60)	
CLASS	ART	11	52,570.00	48,856.00	57,066.00	52,945.27	61,733.00	54,316.00	(8,787.73)	(1,370.73)	
NSM	MATHEMATICS	10	64,840.00	37,512.00	73,064.00	61,193.00	69,592.00	63,024.00	(6,489.00)	(1,831.00)	
EDUCATION	CURRICULUM AND INSTRUCTION	5	55,378.00	48,000.00	64,385.00	57,051.56	65,519.00	58,483.00	(6,467.44)	(1,431.44)	
ENGINEERING	CIVIL AND ENVIRONMENTAL ENGINEERING	7	83,298.00	50,856.00	96,142.00	74,397.14	82,355.00	75,108.00	(7,857.86)	(110.86)	
CLASS	THEATRE	5	54,832.00	50,858.00	55,348.00	53,458.00	60,703.00	56,509.00	(7,207.00)	(3,013.00)	
CLASS	MODERN AND CLASSICAL LANGUAGES	16	54,795.00	46,380.00	69,672.00	55,518.25	62,129.00	54,785.00	(6,510.75)	753.25	
TECHNOLOGY	INFORMATION & LOGISTICS TECHNOLOGY	3	67,838.00	61,700.00	68,914.00	66,084.00	71,232.00	67,043.00	(5,148.00)	(559.00)	
CLASS	MUSIC	16	55,804.00	42,048.00	75,952.00	56,970.25	61,890.00	54,368.00	(4,719.75)	2,602.25	
ARCHITECTURE	ARCHITECTURE	11	64,892.00	52,188.00	89,589.36	66,058.31	70,475.00	60,354.00	(4,420.69)	5,654.31	
EDUCATION	HEALTH AND HUMAN PERFORMANCE	7	56,390.00	49,438.00	76,532.00	60,362.57	64,645.00	65,044.00	(4,286.43)	(4,681.43)	
PHARMACY	PHARMACY	10	71,215.00	65,572.00	96,070.00	73,321.00	77,400.00	72,199.00	(4,079.00)	1,122.00	
CLASS	ENGLISH	26	55,285.00	39,852.00	102,476.00	60,737.08	64,604.00	59,008.00	(3,866.92)	1,729.08	
LAW	LAW	3	95,246.00	92,682.00	103,146.00	98,358.00	102,046.00	89,855.00	(3,689.00)	8,503.00	
EDUCATION	EDUCATIONAL LEADERSHIP & CULTURAL STUDIES	3	64,384.00	63,510.00	66,296.00	64,930.00	68,385.00	62,548.00	(3,455.00)	2,382.00	
NSM	COMPUTER SCIENCE	11	88,154.00	64,062.00	113,724.00	88,180.55	90,970.00	85,301.00	(2,789.45)	2,879.55	
CLASS	PSYCHOLOGY	8	65,722.00	60,348.00	78,024.00	67,228.75	68,862.00	62,853.00	(1,630.25)	4,376.75	
ENGINEERING	INDUSTRIAL ENGINEERING	3	78,142.00	76,596.00	92,254.00	82,330.67	83,961.00	77,681.00	(1,630.33)	4,649.67	
NSM	BIOLOGY AND BIOCHEMISTRY	12	68,178.00	34,462.00	95,000.00	67,557.67	68,750.00	65,764.00	(1,192.33)	1,793.67	
BUSINESS	ACCOUNTANCY AND TAXATION	6	114,077.00	96,110.00	140,682.00	116,839.33	117,720.00	98,848.00	(890.67)	17,991.33	
NSM	NATURAL SCIENCES & MATHEMATICS (INTERDEPT)	2	75,330.00	70,546.00	79,714.00	75,330.00	76,015.00	68,150.00	(685.00)	7,180.00	
TECHNOLOGY	ENGINEERING TECHNOLOGY	6	67,501.00	54,316.00	104,037.14	70,877.19	71,232.00	67,043.00	(354.81)	3,834.19	
NSM	PHYSICS	4	72,555.00	66,618.00	81,092.00	73,210.00	73,172.00	65,542.00	35.00	8,668.00	
NSM	GEO SCIENCES	7	70,140.00	52,258.00	93,842.00	70,769.71	69,289.00	63,901.00	1,500.71	8,868.71	
CLASS	ANTHROPOLOGY	5	58,474.00	57,708.00	66,584.00	65,278.00	64,289.00	59,973.00	1,989.00	6,305.00	
CLASS	HISTORY	9	64,398.00	55,768.00	89,064.00	66,921.33	64,580.00	58,707.00	2,381.33	8,214.33	
OPT	BASIC SCIENCE	5	76,368.00	62,190.00	97,500.00	79,020.00	79,981.00	81,300.00	3,039.00	(2,280.00)	
TECHNOLOGY	HUMAN DEVELOPMENT & CONSUMER SCIENCE	5	65,164.00	46,104.00	90,070.00	66,802.00	63,870.00	61,299.00	3,132.00	5,543.00	
SOCIAL WORK	SOCIAL WORK	7	73,432.00	66,358.00	92,610.00	72,999.43	69,875.00	62,197.00	3,324.43	10,802.43	
CLASS	COMMUNICATION DISORDERS	1	69,858.00	69,858.00	69,858.00	69,858.00	66,306.00	63,825.00	3,552.00	6,033.00	
OPT	CLINICAL SCIENCE	10	78,018.00	60,062.00	125,184.00	81,525.60	79,981.00	81,300.00	5,544.60	225.60	
BUSINESS	BUSINESS (INTERDEPT)	2	119,762.00	109,524.00	130,000.00	119,762.00	113,777.00	104,204.00	5,985.00	15,558.00	
CLASS	ECONOMICS	6	108,610.00	84,692.00	126,000.00	94,503.00	88,124.00	80,323.00	5,379.00	14,180.00	
NSM	CHEMISTRY	7	82,364.00	50,032.00	100,245.00	79,213.43	72,102.00	67,564.00	7,111.43	11,649.43	
PHARMACY	PHARMACY (INTERDEPT)	1	86,178.00	86,178.00	86,178.00	86,178.00	77,400.00	72,199.00	8,778.00	13,979.00	
BUSINESS	FINANCE	6	138,300.00	89,776.00	165,000.00	131,191.33	120,362.00	110,344.00	10,829.33	20,847.33	
ENGINEERING	CHEMICAL ENGINEERING	2	99,234.00	99,000.00	99,468.00	99,234.00	85,590.00	80,700.00	13,654.00	18,534.00	
CLASS	LIBERAL ARTS AND SOCIAL SCIENCES (INTERDEPT)	3	71,428.00	63,992.00	95,006.00	76,808.67	61,795.00	74,642.00	15,023.67	2,166.67	
BUSINESS	MARKETING AND ENTREPRENEURSHIP	3	126,518.00	111,466.00	152,832.00	130,272.00	109,901.00	93,580.00	20,371.00	36,692.00	
BUSINESS	MANAGEMENT	6	93,383.00	84,406.00	104,740.00	93,319.67		93,320.00	93,319.67	(0.33)	

Table 2.

c. Comparison of UH Salaries to CARNEGIE I & II Institutions for Full Professors

In most departments, UH pays less to Full Professors than CAR I institutions. Table 3 below shows the differences between UH Full Professor salaries and those at Carnegie I and Carnegie II institutions, in descending order of difference.

		Professor Salaries in ascending order of UH Average - CAR I Average									
COLLEGE	DEPARTMENT	No. of Obs.	UH				CAR I	CAR II	UH - CAR I	UH - CAR II	
			Median	UH Minimum	UH Maximum	UH Mean	CAR I Mean	CAR II Mean			
HOTEL AND REST. MGT	HOTEL AND RESTAURANT MANAGEMENT	4	100,133.00	98,212.00	114,402.00	103,220.00	142,315.00	100,363.00	-39,055.00	2,857.00	
CLASS	SOCIOLOGY	5	74,532.00	55,734.00	88,138.00	73,440.00	101,181.00	84,214.00	-27,741.00	-10,774.00	
BUSINESS	MANAGEMENT	6	120,032.00	93,742.00	185,952.00	125,270.67	148,181.00	128,238.00	-22,910.33	-2,967.33	
LAW	LAW	36	122,895.00	84,012.00	182,206.00	127,896.71	150,872.00	123,018.00	-22,775.29	4,878.71	
CLASS	PHILOSOPHY	7	72,792.00	66,948.00	92,040.00	76,374.57	97,725.00	75,113.00	-21,350.43	-2,738.43	
EDUCATION	EDUCATIONAL PSYCHOLOGY	4	79,478.00	66,850.00	101,626.00	81,818.00	101,022.00	80,791.00	-19,204.00	1,027.00	
BUSINESS	MARKETING AND ENTREPRENEURSHIP	5	130,200.00	114,056.00	135,660.00	128,021.20	146,343.00	116,112.00	-18,321.80	11,509.20	
CLASS	ANTHROPOLOGY	2	75,236.00	65,496.00	84,976.00	75,236.00	93,457.00	78,490.00	-18,221.00	-3,254.00	
PHARMACY	PHARMACY	10	91,766.00	59,828.00	133,598.00	92,341.59	110,528.00	91,560.00	-18,186.41	791.59	
BUSINESS	FINANCE	8	145,282.00	77,736.00	180,000.00	136,290.25	152,832.00	136,453.00	-16,541.75	-202.75	
CLASS	POLITICAL SCIENCE	13	92,038.00	60,030.00	120,834.00	91,070.77	107,004.00	87,717.00	-15,933.23	3,353.77	
EDUCATION	HEALTH AND HUMAN PERFORMANCE	4	79,617.00	71,398.00	82,460.00	78,273.00	93,168.00	86,396.00	-14,895.00	-8,123.00	
ARCHITECTURE	ARCHITECTURE	5	67,886.00	57,610.00	115,855.00	75,548.33	92,454.00	77,812.00	-12,905.67	1,736.33	
NSM	MATHEMATICS	24	87,394.00	50,938.00	197,232.00	90,374.04	103,407.00	86,895.00	-12,432.96	4,079.04	
TECHNOLOGY	HUMAN DEVELOPMENT & CONSUMER SCIENCE	2	82,227.25	80,352.50	84,102.00	82,227.25	93,272.00	75,663.00	-11,044.75	6,564.25	
CLASS	ECONOMICS	11	112,784.00	78,780.00	160,000.00	121,648.91	130,315.00	104,594.00	-8,666.09	17,054.91	
ENGINEERING	CIVIL AND ENVIRONMENTAL ENGINEERING	6	107,956.00	84,648.00	121,448.00	103,516.33	112,145.00	103,247.00	-8,628.67	269.33	
CLASS	COMMUNICATION	5	77,046.00	70,878.00	107,322.00	86,453.60	94,272.00	84,385.00	-7,816.40	2,068.60	
CLASS	COMMUNICATION DISORDERS	1	95,370.00	95,370.00	95,370.00	95,370.00	103,053.00	80,328.00	-7,683.00	14,442.00	
ENGINEERING	ELECTRICAL AND COMPUTER ENGINEERING	16	115,043.00	74,602.00	146,204.00	114,700.63	121,379.00	111,014.00	-6,675.37	3,686.63	
BUSINESS	ACCOUNTANCY AND TAXATION	9	152,774.00	99,040.00	182,730.00	144,005.33	150,952.00	126,563.00	-6,046.67	17,442.33	
NSM	COMPUTER SCIENCE	7	98,762.00	85,184.00	195,488.00	115,525.14	121,365.00	108,026.00	-5,839.86	7,499.14	
CLASS	ART	6	75,566.00	55,230.00	85,000.00	73,782.00	78,396.00	74,784.00	-4,614.00	-1,002.00	
NSM	BIOLOGY AND BIOCHEMISTRY	12	103,748.00	59,450.00	153,234.00	102,727.83	106,436.00	90,073.00	-3,708.17	12,654.83	
CLASS	MODERN AND CLASSICAL LANGUAGES	3	93,584.00	82,638.00	97,652.00	91,291.33	94,892.00	74,627.00	-3,600.67	16,664.33	
TECHNOLOGY	INFORMATION & LOGISTICS TECHNOLOGY	2	85,612.00	85,028.00	90,196.00	85,612.00	93,034.00	85,854.00	-3,422.00	3,748.00	
TECHNOLOGY	ENGINEERING TECHNOLOGY	3	88,750.00	81,786.00	100,276.00	90,270.67	93,034.00	85,864.00	-2,763.33	4,406.67	
SOCIAL WORK	SOCIAL WORK	9	93,108.00	68,971.43	140,966.00	99,241.48	101,276.00	86,900.00	-2,034.52	12,341.48	
CLASS	ENGLISH	14	94,596.00	85,126.00	135,086.00	96,008.10	96,823.00	88,620.00	-814.90	7,388.10	
CLASS	HISTORY	13	97,820.00	63,216.00	136,504.00	95,831.69	96,576.00	84,963.00	-744.31	10,868.69	
EDUCATION	CURRICULUM AND INSTRUCTION	13	92,800.00	60,002.00	115,368.00	90,023.92	88,556.00	78,487.00	-1,467.92	11,536.92	
CLASS	MUSIC	11	82,308.00	61,264.00	115,818.00	83,463.45	81,857.00	73,186.00	-1,606.45	10,277.45	
EDUCATION	EDUCATIONAL LEADERSHIP & CULTURAL STUDIES	6	95,064.00	82,646.00	153,682.00	103,751.33	100,763.00	83,128.00	-2,988.33	20,623.33	
CLASS	PSYCHOLOGY	11	92,890.00	62,534.00	185,000.00	112,424.44	107,870.00	92,828.00	-4,554.44	19,596.44	
OPT	CLINICAL SCIENCE	3	95,438.00	83,110.00	106,722.00	95,423.33	90,859.00	113,050.00	4,764.33	-17,626.67	
NSM	CHEMISTRY	13	103,690.00	67,766.00	174,536.00	115,741.38	110,856.00	96,073.00	-4,885.38	19,688.38	
NSM	NATURAL SCIENCES & MATHEMATICS (INTERDEPT.)	1	129,874.00	129,874.00	129,874.00	129,874.00	123,744.00	112,468.00	-6,130.00	17,406.00	
ENGINEERING	MECHANICAL ENGINEERING	12	109,929.00	88,212.00	172,000.00	123,568.67	116,779.00	103,973.00	-6,789.67	19,595.67	
NSM	GEOSCIENCES	11	102,484.00	67,308.00	135,000.00	105,138.55	97,177.00	86,422.00	-7,961.55	18,716.55	
NSM	PHYSICS	19	88,548.00	77,058.00	275,904.00	113,151.63	104,360.00	91,891.00	-8,791.63	21,270.63	
BUSINESS	DECISION & INFORMATION SCIENCES	6	140,298.00	111,356.00	251,878.00	153,596.67	144,328.00	124,128.00	-9,270.67	29,468.67	
CLASS	THEATRE	3	103,902.00	85,132.00	125,778.00	95,137.33	82,578.00	82,578.00	12,559.33	12,559.33	
ENGINEERING	CHEMICAL ENGINEERING	10	139,648.00	113,074.00	181,008.00	136,778.20	122,765.00	114,571.00	-14,013.20	22,207.20	
ENGINEERING	INDUSTRIAL ENGINEERING	1	138,026.00	138,026.00	138,026.00	138,026.00	119,344.00	106,614.00	-18,082.00	31,412.00	
CLASS	LIBERAL ARTS AND SOCIAL SCIENCES (INTERDEPT.)	6	98,453.00	69,012.00	143,798.00	104,897.67	82,923.00	78,780.00	-21,974.67	16,117.67	
EDUCATION	EDUCATION (INTERDEPT.)	2	121,367.00	120,302.00	122,432.00	121,367.00	99,188.00	93,326.00	-22,179.00	28,041.00	
OPT	BASIC SCIENCE	8	112,917.00	82,986.00	172,628.00	117,583.25	90,859.00	113,050.00	26,924.25	4,533.25	
TECHNOLOGY	TECHNOLOGY (INTERDEPT.)	1	122,026.00	122,026.00	122,026.00	122,026.00	93,034.00	85,864.00	-28,992.00	36,162.00	
ENGINEERING	ENGINEERING (INTERDEPT.)	2	162,607.00	166,352.00	168,862.00	162,607.00	123,946.00	119,356.00	-38,661.00	43,252.00	

Professor

Table 3.

In most departments, UH pays less than CAR II institutions, with the following caveats:

- The differences between UH average salaries and those at Car. I & II institutions should be evaluated in light of differing costs of living among different locations in the US.
- Faculty and departments vary in quality, both in comparison with other UH departments and in national rankings. These variations should appropriately be reflected in salaries.

Data summaries including averages by college, by department and comparative salaries of Car I & II institutions are provided in the Table in Appendix 1. Charts by college, by department are provided in Appendix 2.

3. Internal Analysis of UH Salary Data

a. Comparison among ranks:

Table 4 below shows the average salaries of all rank across UH. It is notable that the average Associate salary is almost equal to the average Assistant salary.

RANK	No. of Faculty	Average Salary
Assistant	169	70,342.12
Associate	315	71,978.67
Full	396	107,116.84

Table 4.

Table 5 shows salaries broken down by college, by department. Table 5 also shows that in some departments, the average Assistant Professor salary is greater than the average Associate Professor salary (in bold). Also the average Associate salary is greater than the average Full professor salary (in bold) in some cases.

College	Department	ASST	ASSOC	FULL	ASST - ASSOC	ASST - PROF	ASSOC -FULL
ARCHITECTURE	ARCHITECTURE	53,322.00	66,058.31	79,548.33	-12,736.31	-26,226.33	-13,490.02
ARCHITECTURE	ARCHITECTURE (INTERDEPT)	60,000.00					
BUSINESS	ACCOUNTANCY AND TAXATION	135,077.67	116,839.33	144,005.33	21,236.34	-5,927.66	-27,166.00
BUSINESS	DECISION & INFORMATION SCIENCES	104,320.00	91,466.33	153,566.67	12,863.67	-49,276.67	-62,140.34
BUSINESS	FINANCE	136,744.40	131,191.33	136,290.25	5,553.07	454.15	-5,098.92
BUSINESS	MANAGEMENT	99,828.00	93,319.67	125,270.67	6,508.33	-25,442.67	-31,951.00
BUSINESS	MARKETING AND ENTREPRENEURSHIP	109,769.50	130,272.00	128,021.20	-20,502.50	-16,251.70	2,250.80
CLASS	ANTHROPOLOGY	66,278.00	66,278.00	75,236.00			-8,958.00
CLASS	ART	46,694.00	52,945.27	73,782.00	-6,251.27	-27,088.00	-20,836.73
CLASS	CLASS (INTERDEPT)	51,994.00	76,808.67	104,897.67	-24,814.67	-52,903.67	-28,089.00
CLASS	COMMUNICATION	55,189.20	55,189.20	86,453.60			-31,264.40
CLASS	COMMUNICATION DISORDERS	56,826.00	69,858.00	95,370.00	-13,032.00	-38,544.00	-25,512.00
CLASS	ECONOMICS	87,550.67	94,503.00	121,848.91	-8,952.33	-34,098.24	-27,145.91
CLASS	ENGLISH	57,208.67	60,737.08	96,008.10	-3,528.41	-38,799.43	-35,271.02
CLASS	HISTORY	50,745.33	66,921.33	95,831.69	-16,176.00	-45,086.36	-28,910.36
CLASS	MODERN AND CLASSICAL LANGUAGES	45,746.00	55,318.25	91,291.33	-9,772.25	-45,545.33	-35,773.08
CLASS	MUSIC	44,993.50	56,970.25	83,463.45	-11,976.75	-38,469.95	-26,493.20
CLASS	PHILOSOPHY	43,848.00	54,162.00	76,374.57	-10,314.00	-32,526.57	-22,212.57
CLASS	POLITICAL SCIENCE	61,600.25	57,025.00	91,070.77	4,575.25	-29,470.52	-34,045.77
CLASS	PSYCHOLOGY	58,514.57	67,229.75	112,424.44	-8,715.18	-53,909.87	-45,194.69
CLASS	SOCIOLOGY	49,778.00	54,024.00	73,440.00	-4,246.00	-23,664.00	-19,416.00
CLASS	THEATRE	43,083.00	53,496.00	95,137.33	-10,413.00	-52,054.33	-41,641.33
EDUCATION	CURRICULUM AND INSTRUCTION	51,306.50	57,051.56	90,023.92	-5,745.06	-38,717.42	-32,972.36
EDUCATION	EDUC. LEADERSHIP & CULTURAL STUDIES	50,102.00	64,930.00	103,751.33	-14,828.00	-53,649.33	-38,821.33
EDUCATION	EDUCATION (INTERDEPT)			121,367.00			
EDUCATION	EDUCATIONAL PSYCHOLOGY	51,602.80	63,537.25	81,818.00	-11,934.45	-30,215.20	-18,280.75
EDUCATION	HEALTH AND HUMAN PERFORMANCE	53,704.00	60,362.57	78,273.00	-6,658.57	-24,569.00	-17,910.43
ENGINEERING	CHEMICAL ENGINEERING	80,086.00	99,234.00	136,778.20	-19,148.00	-56,692.20	-37,544.20
ENGINEERING	CIVIL AND ENVIRONMENTAL ENGINEERING	73,941.00	74,997.14	103,516.33	-1,056.14	-29,575.33	-28,519.19
ENGINEERING	ELECTRICAL AND COMPUTER ENGINEERING	81,427.71	72,735.75	114,700.63	8,691.96	-33,272.92	-41,064.88
ENGINEERING	ENGINEERING (INTERDEPT)			162,607.00			
ENGINEERING	INDUSTRIAL ENGINEERING	70,328.00	82,330.67	138,026.00	-12,002.67	-67,698.00	-55,695.33
ENGINEERING	MECHANICAL ENGINEERING	79,341.33	75,684.40	123,568.67	3,656.93	-44,227.34	-47,884.27
HRM	HOTEL AND RESTAURANT MANAGEMENT	65,269.50	87,626.50	103,220.00	-22,357.00	-37,950.50	-15,693.50
LAW	LAW	86,918.67	96,358.00	127,896.71	-11,439.33	-40,978.04	-29,538.71
NSM	BIOLOGY AND BIOCHEMISTRY	66,145.71	67,557.67	102,727.83	-1,411.96	-36,582.12	-35,170.16
NSM	CHEMISTRY	67,002.40	79,213.43	115,741.38	-12,211.03	-48,738.98	-36,527.95
NSM	COMPUTER SCIENCE	86,450.80	88,180.55	115,525.14	-1,729.75	-29,074.34	-27,344.59
NSM	GEOSCIENCES	83,251.00	70,769.71	105,138.55	-7,518.71	-41,887.55	-34,368.84
NSM	MATHEMATICS	60,796.40	61,193.00	90,974.04	-396.60	-30,177.64	-29,781.04
NSM	NSM (INTERDEPT)		75,330.00	129,874.00			-54,544.00
NSM	PHYSICS	70,933.33	73,210.00	113,151.63	-2,276.67	-42,218.30	-39,941.63
OPT	Basic Science	65,250.00	79,020.00	117,583.25	-13,770.00	-52,333.25	-38,563.25
OPT	Clinical Science	70,627.00	81,525.80	95,423.33	-10,898.80	-24,796.33	-13,897.73
PHARMACY	PHARMACY	65,891.20	73,321.00	92,341.59	-7,429.80	-26,450.39	-19,020.59
PHARMACY	PHARMACY (INTERDEPT)		86,178.00				
SOCIAL WORK	SOCIAL WORK	52,784.00	72,999.43	99,241.48	-20,215.43	-46,457.48	-26,242.05
TECHNOLOGY	ENGINEERING TECHNOLOGY	65,620.80	70,877.19	90,270.67	-5,256.39	-24,649.87	-19,393.48
TECHNOLOGY	HUMAN DEV. & CONSUMER SCIENCE	65,797.00	66,802.00	82,227.25	-1,005.00	-16,430.25	-15,425.25
TECHNOLOGY	INFORMATION & LOGISTICS TECH.	62,172.00	66,084.00	89,612.00	-3,912.00	-27,440.00	-23,528.00
TECHNOLOGY	TECHNOLOGY (INTERDEPT)			122,026.00			

Table 5. Average Salaries by College, by Department

4. UH Salary Compression

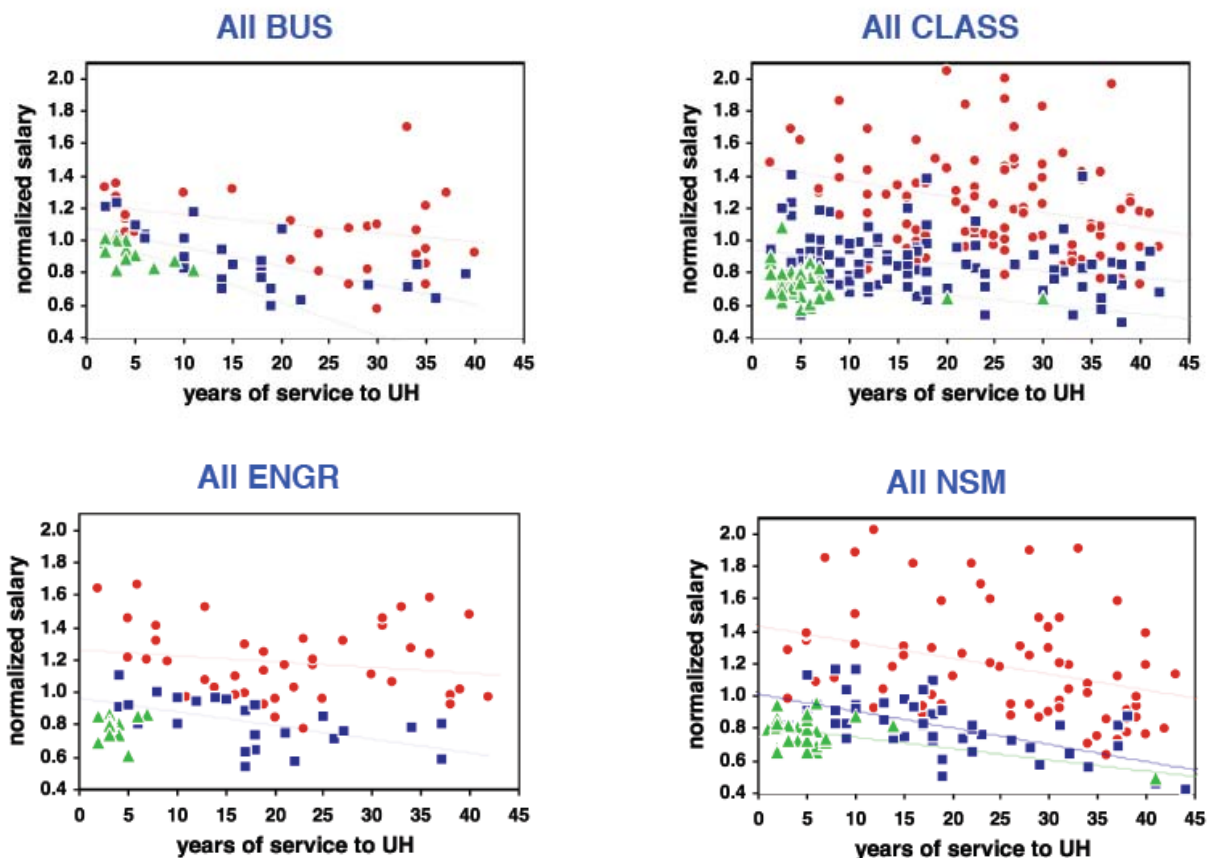
a. Duration at UH and Salary change over time for all ranks

The charts below show normalized data, where each individual’s salary is divided by the average for his/her department. Red, blue and green symbols denote full, associate and assistant professor ranks, respectively. The charts show salary vs. time-at-UH in Business, Class, Engineering and NSM. These Colleges are presented because their greater numbers of faculty better reveal trends. It is clear that there is a general “downward” trend, i.e., the longer an individual has been at UH, the lower their relative salary. Similar trends are observed for nearly all departments; charts for all colleges and departments are provided in Appendix 3. Note that in almost all departments in Business, the average Assistant salary is greater than the average Associate salary.

b. Caveats: The lack of an upward trend in the charts may be caused by the following:

- A change in the market for faculty where the demand for new hires leads to a disproportionate increase in Assistant salary in some departments.
- A possible lack of productivity of some long-term associate professors which reduces their competitiveness for salary increases.
- Changes in relative quality (measured by whatever salary-correlated criteria are locally appropriate) of faculty hired, over time.

The analysis suggests salary compression. The data should be reviewed and the lack of positive trend in salary over time should be evaluated by the Deans and Department chairs in light of local circumstances.



5. Salary Changes over Time.

The next three Figures present long-term chronological data for salaries-at-hire, average UH raises, and Houston-area inflation for three randomly-selected UH departments (here identified only by College) for which data were available. The data from both the across-campus snapshot from 2005-2006 and the historical trends for the three selected departments indicate that salary compression occurs in many units at UH.

As noted above, the average salary for assistant professors across campus is statistically indistinguishable from the average salary for associate professors. At least two hypotheses could explain this distribution of compensation:

- 1) *Associate Professors are relatively undervalued.* A supposition along these lines is that administrators are not generally evaluated based on whether or not they pay faculty what it would take to replace them but on other criteria such as whether or not programs expanded. Expanding programs by adding faculty generally leaves less money for raises for the existing faculty; there are of course many valid alternative uses for resources.
- 2) *Variations in productivity.* It is difficult to assess the effects of faculty “quality”. Faculty can contribute in a broad range of ways, including teaching, scholarship and service. That said, relative performance seems unlikely to completely explain the observed patterns. For the 17-year period over which we have data, the average raise has mostly not kept up with the starting salaries of assistant professors (it nearly matches Houston-area inflation). In these (random) examples, an assistant professor hired in the early 1990’s would have to have received raises approximately double the university-average raise year after year, to be promoted to Professor at a salary similar to the compensation given to faculty recently hired at the starting rank of Professor.

