

**Report to Welfare on Faculty Salary**

For your information, below is an overview of salary initiatives undertaken since 2007.

In FY08-

- Removed 2-yr waiting period for promotion increases (this caused our salaries to lag behind)
- Increased starting salaries for new Assistant Professors- the thinking behind this is start higher, compounded by annual increases will over the long term result in higher salaries at the Assoc and Prof level. Our new Asst Prof salaries are very competitive and have been above the 50<sup>th</sup> percentile (see prior salary report given to Welfare).
- Increased promotion increases from \$5000/6500 to \$6500/8,000
- Increased rank minimums to

	FY08 and prior Min. rank	FY09 Min. rank	FY12 Proposed Min. rank
Asst. Professor	\$52,000.00	<b>\$54,000.00</b>	will
Assoc. Professor	\$60,500.00	<b>\$62,900.00</b>	increase
Professor	\$72,500.00	<b>\$75,400.00</b>	again

- Continue to increase minimum rank
- Next steps? Looking at discipline salaries. Discuss with Faculty Welfare (provided data by discipline, rank, longevity).

PSU is closing gap by giving greater than average salary increases since 2007 (see table below). In FY10, one third of all faculty members in higher education saw salary reductions ([http://www.cupahr.org/newsroom/news\\_template.aspx?id=5862](http://www.cupahr.org/newsroom/news_template.aspx?id=5862) - included next page) while PSU had 2% salary increases in FY10.

Salary Increases	CUPA- HR Salary Survey % Increase in Salary				Total increase FY06 through FY10
	FY07	FY08	FY09	FY10	
<b>PSU</b>	4.37%	4.95%	5.5%	2.00%	<b>16.82%</b>
<b>ALL Carnegie Master's</b>	3.8%	3.8%	3.8%	0.10%	<b>11.5%</b>
<b>Carnegie Master's Private</b>	3.6%	3.9%	3.9%	0.20%	<b>11.6%</b>
<b>Carnegie Master's Public</b>	3.9%	3.7%	3.6%	0.10%	<b>11.3%</b>
	+	+	+	+	+
<b>PSU comparison to other Public Master's Univ.</b>	0.57%	1.15%	1.7%	1.9%	5.32%

Data from pg.12, 2010 CUPA HR salary report

