

Table 1
2005-06 UNCW Salary Information
For Continuing Faculty

| <u>Academic Rank</u> | <u>Lowest</u> | <u>1st Quartile</u> | <u>Median</u> | <u>3rd Quartile</u> | <u>Highest</u> | <u>Mean</u> | <u>No.</u> |
|----------------------|---------------|-------------------------|---------------|-------------------------|----------------|-------------|------------|
| Professor | \$58,325 | \$66,863 | \$74,004 | \$84,698 | \$124,295 | \$76,376 | 99 |
| Associate Professor | \$48,379 | \$52,658 | \$56,160 | \$64,029 | \$101,908 | \$60,928 | 93 |
| Assistant Professor | \$42,550 | \$46,250 | \$48,581 | \$52,500 | \$96,200 | \$52,021 | 107 |
| Instructor | - | - | - | - | - | - | 0 |
| Lecturer | \$30,050 | \$32,650 | \$37,000 | \$44,000 | \$54,300 | \$38,815 | 47 |

Note:

1. Excludes Academic Advising Stipends and faculty with 12 month administrative responsibilities (For example: Dept. chairs, Assistant/Associate Deans, and Athletic Department staff)
2. All salaries equated to 9 month basis
3. Excludes faculty changing academic rank

* Insufficient number of cases for calculation of this statistic

Statistics are displayed using the following guidelines:

- 1 or 2 in rank - no statistics
- 3 or 4 in rank - medians and means only
- 5 or 6 in rank - medians, means, highest and lowest statistics
- 7 or more - all statistics

Table II*
2005-06 UNCW Salary Information
For New and Continuing Faculty

| <u>Academic Rank</u> | <u>Lowest</u> | <u>1st Quartile</u> | <u>Median</u> | <u>3rd Quartile</u> | <u>Highest</u> | <u>Mean</u> | <u>No.</u> |
|----------------------|---------------|-------------------------|---------------|-------------------------|----------------|-------------|------------|
| Professor | \$58,325 | \$66,863 | \$74,004 | \$84,698 | \$124,295 | \$76,376 | 99 |
| Associate Professor | \$48,379 | \$52,658 | \$56,250 | \$64,350 | \$101,908 | \$60,951 | 95 |
| Assistant Professor | \$42,000 | \$46,250 | \$49,212 | \$54,050 | \$96,200 | \$54,437 | 138 |
| Instructor | - | - | - | - | - | - | 0 |
| Lecturer | \$30,000 | \$32,300 | \$36,468 | \$42,825 | \$55,000 | \$38,418 | 65 |

**See note on Table I*

Table III*
2005-06 UNCW Salary Information
For Continuing Faculty - Within College or School

| <u>College/School</u> | <u>Lowest</u> | <u>1st Quartile</u> | <u>Median</u> | <u>3rd Quartile</u> | <u>Highest</u> | <u>Mean</u> | <u>No.</u> |
|----------------------------|---------------|-------------------------|---------------|-------------------------|----------------|-------------|------------|
| Professor | | | | | | | |
| Arts & Sciences | \$58,325 | \$65,259 | \$71,400 | \$80,874 | \$102,133 | \$73,605 | 83 |
| Cameron Sch. of Business | \$78,418 | \$91,000 | \$93,769 | \$100,103 | \$124,295 | \$96,399 | 11 |
| Watson Sch. of Education | * | * | \$79,702 | * | * | \$80,443 | 4 |
| School of Nursing | * | * | * | * | * | * | 1 |
| Associate Professor | | | | | | | |
| Arts & Sciences | \$48,379 | \$51,978 | \$54,476 | \$57,518 | \$84,134 | \$55,781 | 64 |
| Cameron Sch. of Business | \$56,065 | \$70,907 | \$85,290 | \$88,424 | \$101,908 | \$81,383 | 16 |
| Watson Sch. of Education | \$52,658 | \$54,587 | \$59,249 | \$63,466 | \$74,078 | \$60,322 | 12 |
| School of Nursing | * | * | * | * | * | * | 1 |
| Assistant Professor | | | | | | | |
| Arts & Sciences | \$42,550 | \$45,937 | \$47,950 | \$50,922 | \$77,370 | \$49,479 | 85 |
| Cameron Sch. of Business | \$56,023 | \$60,002 | \$82,900 | \$88,965 | \$96,200 | \$76,740 | 7 |
| Watson Sch. of Education | \$45,880 | \$47,940 | \$51,000 | \$52,020 | \$57,380 | \$50,344 | 9 |
| School of Nursing | \$54,350 | * | \$62,975 | * | \$66,525 | \$61,721 | 6 |
| Lecturer | | | | | | | |
| Arts & Sciences | \$30,050 | \$31,900 | \$34,180 | \$40,560 | \$50,918 | \$36,744 | 38 |
| Cameron Sch. of Business | * | * | * | * | * | * | 1 |
| Watson Sch. of Education | \$41,061 | * | \$52,020 | * | \$54,300 | \$48,850 | 5 |
| School of Nursing | * | * | \$48,500 | * | * | \$49,667 | 3 |

**See note on Table I*

Table IV*
2005-06 UNCW Salary Information
Dollar Raise Information
For Continuing Faculty - Within College or School

| <u>College/School</u> | <u>Lowest</u> | <u>1st Quartile</u> | <u>Median</u> | <u>3rd Quartile</u> | <u>Highest</u> | <u>Mean</u> | <u>No.</u> |
|----------------------------|---------------|-------------------------|---------------|-------------------------|----------------|-------------|------------|
| Professor | | | | | | | |
| Arts & Sciences | \$850 | \$1,850 | \$2,180 | \$2,400 | \$4,950 | \$2,247 | 83 |
| Cameron Sch. of Business | \$1,538 | \$3,440 | \$5,349 | \$5,719 | \$5,926 | \$4,672 | 11 |
| Watson Sch. of Education | * | * | \$2,478 | * | * | \$3,513 | 4 |
| School of Nursing | * | * | * | * | * | * | 1 |
| Associate Professor | | | | | | | |
| Arts & Sciences | \$850 | \$1,516 | \$1,771 | \$1,950 | \$2,809 | \$1,768 | 64 |
| Cameron Sch. of Business | \$850 | \$2,503 | \$3,231 | \$4,046 | \$4,713 | \$3,234 | 16 |
| Watson Sch. of Education | \$1,033 | \$1,135 | \$1,421 | \$2,214 | \$2,480 | \$1,649 | 12 |
| School of Nursing | * | * | * | * | * | * | 1 |
| Assistant Professor | | | | | | | |
| Arts & Sciences | \$900 | \$1,441 | \$1,650 | \$2,000 | \$4,480 | \$1,806 | 85 |
| Cameron Sch. of Business | \$1,366 | \$2,000 | \$3,088 | \$3,700 | \$5,126 | \$3,019 | 7 |
| Watson Sch. of Education | \$940 | \$1,020 | \$1,880 | \$1,970 | \$5,995 | \$2,206 | 9 |
| School of Nursing | \$850 | * | \$3,475 | * | \$7,900 | \$3,617 | 6 |
| Lecturer | | | | | | | |
| Arts & Sciences | \$850 | \$1,222 | \$1,524 | \$1,830 | \$7,000 | \$1,745 | 38 |
| Cameron Sch. of Business | * | * | * | * | * | \$8 | 1 |
| Watson Sch. of Education | \$1,020 | * | \$1,850 | * | \$3,050 | \$2,021 | 5 |
| School of Nursing | * | * | \$2,000 | * | * | \$2,000 | 3 |

*See note on Table I

Table V*
2005-06 UNCW Salary Information
Percentage Increase in Salary
For Continuing Faculty - Within College or School

| <u>College/School</u> | <u>Lowest</u> | <u>1st Quartile</u> | <u>Median</u> | <u>3rd Quartile</u> | <u>Highest</u> | <u>Mean</u> | <u>No.</u> |
|----------------------------|---------------|-------------------------|---------------|-------------------------|----------------|-------------|------------|
| Professor | | | | | | | |
| Arts & Sciences | 1.42% | 2.60% | 3.00% | 3.44% | 8.35% | 3.23% | 83 |
| Cameron Sch. of Business | 2.00% | 4.00% | 5.89% | 6.13% | 6.97% | 5.07% | 11 |
| Watson Sch. of Education | * | * | 3.04% | * | * | 4.97% | 4 |
| School of Nursing | * | * | * | * | * | * | 1 |
| Associate Professor | | | | | | | |
| Arts & Sciences | 1.57% | 2.90% | 3.32% | 3.54% | 5.20% | 3.28% | 64 |
| Cameron Sch. of Business | 1.54% | 3.04% | 4.51% | 5.13% | 6.31% | 4.14% | 16 |
| Watson Sch. of Education | 2.00% | 2.00% | 2.00% | 4.00% | 4.10% | 2.84% | 12 |
| School of Nursing | * | * | * | * | * | * | 1 |
| Assistant Professor | | | | | | | |
| Arts & Sciences | 1.98% | 3.06% | 3.46% | 4.02% | 9.14% | 3.82% | 85 |
| Cameron Sch. of Business | 2.50% | 3.00% | 3.83% | 5.00% | 6.59% | 4.05% | 7 |
| Watson Sch. of Education | 2.00% | 2.00% | 4.00% | 4.27% | 14.99% | 4.78% | 9 |
| School of Nursing | 1.59% | * | 5.83% | * | 13.48% | 6.11% | 6 |
| Lecturer | | | | | | | |
| Arts & Sciences | 2.33% | 3.72% | 4.21% | 4.83% | 23.33% | 5.11% | 38 |
| Cameron Sch. of Business | * | * | * | * | * | * | 1 |
| Watson Sch. of Education | 2.00% | * | 4.72% | * | 6.47% | 4.43% | 5 |
| School of Nursing | * | * | 4.30% | * | * | 4.15% | 3 |

*See note on Table I

Table VI*
2005-06 UNCW Salary Information
For Continuing Faculty By Time In Rank

| <u>Years in Rank</u> | <u>Lowest</u> | <u>1st Quartile</u> | <u>Median</u> | <u>3rd Quartile</u> | <u>Highest</u> | <u>Mean</u> | <u>No.</u> |
|----------------------------|---------------|-------------------------|---------------|-------------------------|----------------|-------------|------------|
| Professor | | | | | | | |
| 1-3 Years | \$58,325 | \$63,596 | \$65,259 | \$75,769 | \$100,103 | \$71,541 | 25 |
| 4-6 Years | \$60,860 | \$68,580 | \$76,338 | \$92,647 | \$102,133 | \$79,633 | 13 |
| 7+ Years | \$59,951 | \$69,100 | \$75,695 | \$82,411 | \$124,295 | \$77,664 | 61 |
| Associate Professor | | | | | | | |
| 1-3 Years | \$51,800 | \$52,658 | \$57,735 | \$82,759 | \$101,908 | \$66,433 | 23 |
| 4-6 Years | \$51,450 | \$51,975 | \$53,733 | \$58,293 | \$95,000 | \$58,268 | 22 |
| 7+ Years | \$48,379 | \$53,771 | \$56,292 | \$62,877 | \$88,602 | \$59,510 | 48 |
| Assistant Professor | | | | | | | |
| 1-3 Years | \$42,550 | \$45,937 | \$48,426 | \$52,116 | \$96,200 | \$52,243 | 72 |
| 4-6 Years | \$44,000 | \$47,700 | \$48,574 | \$50,975 | \$82,900 | \$50,756 | 29 |
| 7+ Years | \$44,090 | * | \$56,475 | * | \$64,838 | \$55,480 | 6 |
| Lecturer | | | | | | | |
| 1-3 Years | \$30,050 | \$34,100 | \$41,850 | \$48,500 | \$54,300 | \$41,741 | 14 |
| 4-6 Years | \$31,100 | \$38,107 | \$41,565 | \$46,000 | \$52,020 | \$41,950 | 9 |
| 7+ Years | \$30,157 | \$32,100 | \$33,571 | \$40,513 | \$50,918 | \$35,933 | 24 |

**See note on Table I*

Table VII
DEPARTMENT COMPARISONS OF MEDIAN SALARY
WITH LOWEST DEPARTMENT MEDIAN
FOR ALL CONTINUING NON-PROMOTED FACULTY
(Excludes Stipends and Faculty with Administrative Responsibilities)

| PROFESSOR | | |
|--|----------------|-----------------------|
| <u>College/School</u> | No. of Faculty | % Above Lowest Median |
| <u>College of Arts & Sciences</u> | | |
| Anthropology | 1 | 11.5% |
| Art & Theatre | 1 | 11.4% |
| Biological Sciences | 12 | 26.4% |
| Chemistry & Biochemistry | 8 | 35.0% |
| Communication Studies | 4 | 7.9% |
| Computer Science | 2 | 43.6% |
| Creative Writing | 2 | 35.1% |
| Earth Sciences | 7 | 24.1% |
| English | 6 | 11.2% |
| Environmental Studies | - | N/A |
| Film Studies | - | N/A |
| Foreign Languages & Literatures | 2 | 13.9% |
| Health & Applied Human Sciences | 2 | 15.7% |
| History | 6 | 7.3% |
| Mathematics & Statistics | 6 | 25.4% |
| Music | 2 | 7.2% |
| Philosophy & Religion | 2 | 13.6% |
| Physics & Physical Oceanography | 3 | 34.6% |
| Political Science | 4 | 16.5% |
| Psychology | 8 | 11.9% |
| Sociology & Criminal Justice | 4 | 13.3% |
| Social Work | - | N/A |
| Theatre | 1 | 0.0% |
| <u>Cameron School of Business</u> | | |
| Accountancy & Business Law | 3 | 67.0% |
| Economics & Finance | 3 | 49.2% |
| Information Systems & Operations Management | 2 | 56.1% |
| Management & Marketing | 3 | 54.5% |
| <u>Watson School of Education</u> | | |
| Curricular Studies | 2 | 27.2% |
| Specialty Studies | 2 | 41.2% |
| <u>School of Nursing</u> | | |
| | 1 | 16.5% |
| TOTAL | 99 | 23.4% |

Table VII
DEPARTMENT COMPARISONS OF MEDIAN SALARY
WITH LOWEST DEPARTMENT MEDIAN
FOR ALL CONTINUING NON-PROMOTED FACULTY
(Excludes Stipends and Faculty with Administrative Responsibilities)

| ASSOCIATE PROFESSOR | | |
|--|-----------------------|------------------------------|
| <u>College/School</u> | No. of Faculty | % Above Lowest Median |
| <u>College of Arts & Sciences</u> | | |
| Anthropology | 1 | 7.6% |
| Art & Theatre | - | N/A |
| Biological Sciences | 5 | 20.1% |
| Chemistry & Biochemistry | 4 | 20.8% |
| Communication Studies | 2 | 7.7% |
| Computer Science | 1 | 73.7% |
| Creative Writing | 2 | 14.9% |
| Earth Sciences | 5 | 11.5% |
| English | 9 | 7.2% |
| Environmental Studies | - | N/A |
| Film Studies | - | N/A |
| Foreign Languages & Literatures | 4 | 13.5% |
| Health & Applied Human Sciences | 4 | 18.5% |
| History | 3 | 6.4% |
| Mathematics & Statistics | 3 | 27.8% |
| Music | 3 | 7.3% |
| Philosophy & Religion | 5 | 24.7% |
| Physics & Physical Oceanography | 1 | 18.3% |
| Political Science | 2 | 13.7% |
| Psychology | 3 | 0.0% |
| Sociology & Criminal Justice | 5 | 7.0% |
| Social Work | 1 | 19.2% |
| Theatre | 1 | 9.4% |
| <u>Cameron School of Business</u> | | |
| Accountancy & Business Law | 1 | 82.9% |
| Economics & Finance | 8 | 46.4% |
| Information Systems & Operations Management | 2 | 77.0% |
| Management & Marketing | 5 | 81.3% |
| <u>Watson School of Education</u> | | |
| Curricular Studies | 6 | 29.1% |
| Specialty Studies | 6 | 18.8% |
| <u>School of Nursing</u> | | |
| | 1 | 45.2% |
| Total | 93 | 15.9% |

**Table VII
DEPARTMENT COMPARISONS OF MEDIAN SALARY
WITH LOWEST DEPARTMENT MEDIAN
FOR ALL CONTINUING NON-PROMOTED FACULTY
(Excludes Stipends and Faculty with Administrative Responsibilities)**

| ASSISTANT PROFESSOR | | |
|--|-----------------------|------------------------------|
| <u>College/School</u> | No. of Faculty | % Above Lowest Median |
| <u>College of Arts & Sciences</u> | | |
| Anthropology | 2 | 0.0% |
| Art & Theatre | 3 | 8.9% |
| Biological Sciences | 8 | 8.6% |
| Chemistry & Biochemistry | 3 | 12.7% |
| Communication Studies | 2 | 5.0% |
| Computer Science | 4 | 68.1% |
| Creative Writing | 2 | 5.6% |
| Earth Sciences | 3 | 6.8% |
| English | 6 | 4.1% |
| Environmental Studies | 1 | 22.2% |
| Film Studies | 2 | 14.7% |
| Foreign Languages & Literatures | 7 | 2.9% |
| Health & Applied Human Sciences | 4 | 12.7% |
| History | 6 | 10.4% |
| Mathematics & Statistics | 10 | 17.4% |
| Music | 5 | 3.6% |
| Philosophy & Religion | 3 | 3.5% |
| Physics & Physical Oceanography | 1 | 15.6% |
| Political Science | 1 | 21.4% |
| Psychology | 6 | 14.6% |
| Sociology & Criminal Justice | 2 | 9.8% |
| Social Work | 1 | 28.0% |
| Theatre | 3 | 0.5% |
| <u>Cameron School of Business</u> | | |
| Accountancy & Business Law | 3 | 36.2% |
| Economics & Finance | 1 | 118.4% |
| Information Systems & Operations Management | 0 | N/A |
| Management & Marketing | 3 | 100.3% |
| <u>Watson School of Education</u> | | |
| Curricular Studies | 4 | 6.6% |
| Specialty Studies | 5 | 18.1% |
| <u>School of Nursing</u> | | |
| Total | 107 | 10.3% |