

university of minnesota memo

To Archives

From Marilee Ward, Clerk of the Senate

- For your information The attached were handed
 For your approval out at the Univ. Senate
 Per your request meeting on November 17.
 For your attention
 Note and file
 Note and return
 Note and forward
 Please advise
 Please reply
 Send copy
 Please see me

Date 11/22/83

FIG 1

SEMI-LOGARITHMIC 46 4653
 1 CYCLE X 7 1/2 DIVISIONS
 KEUFFEL & ESSER CO.

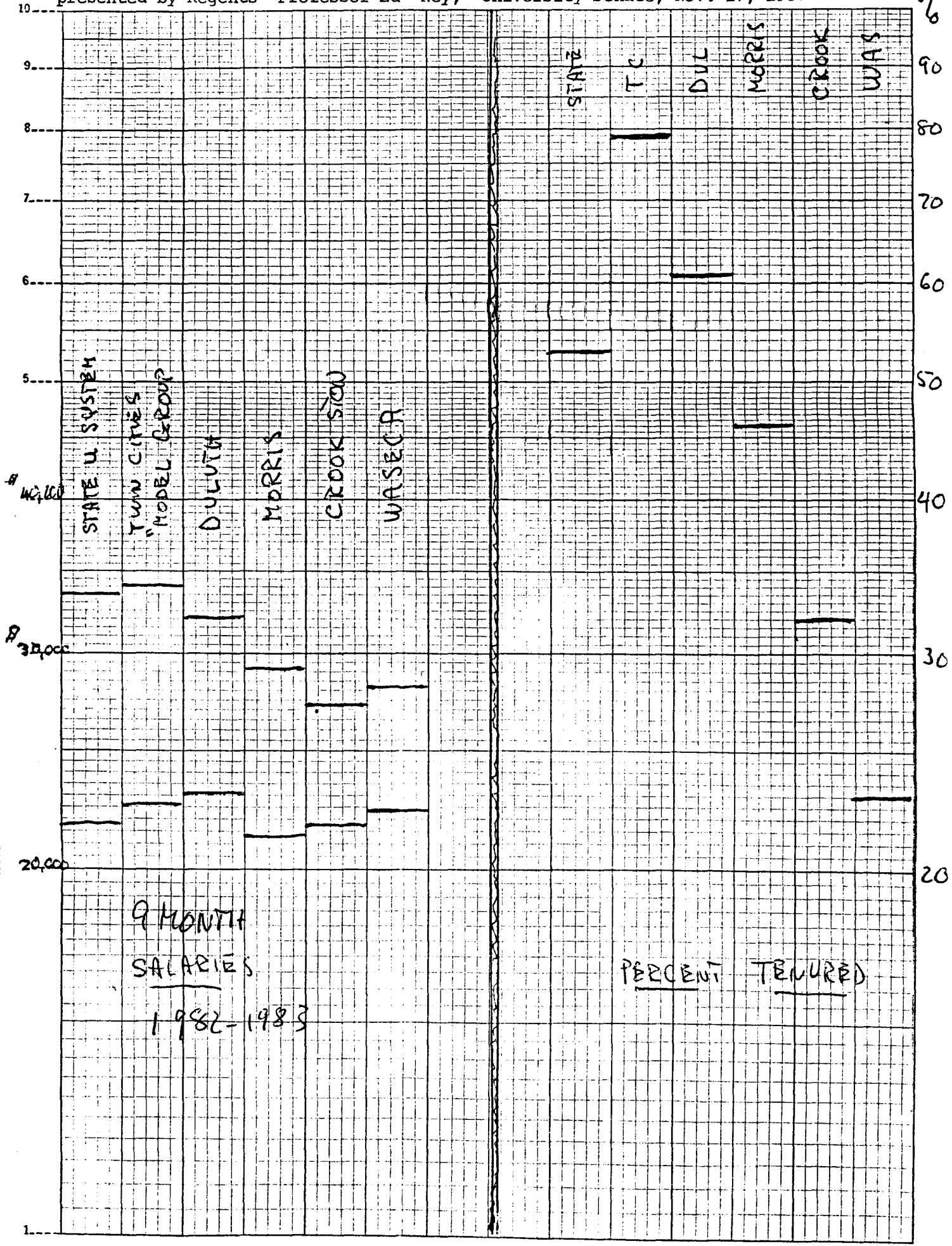
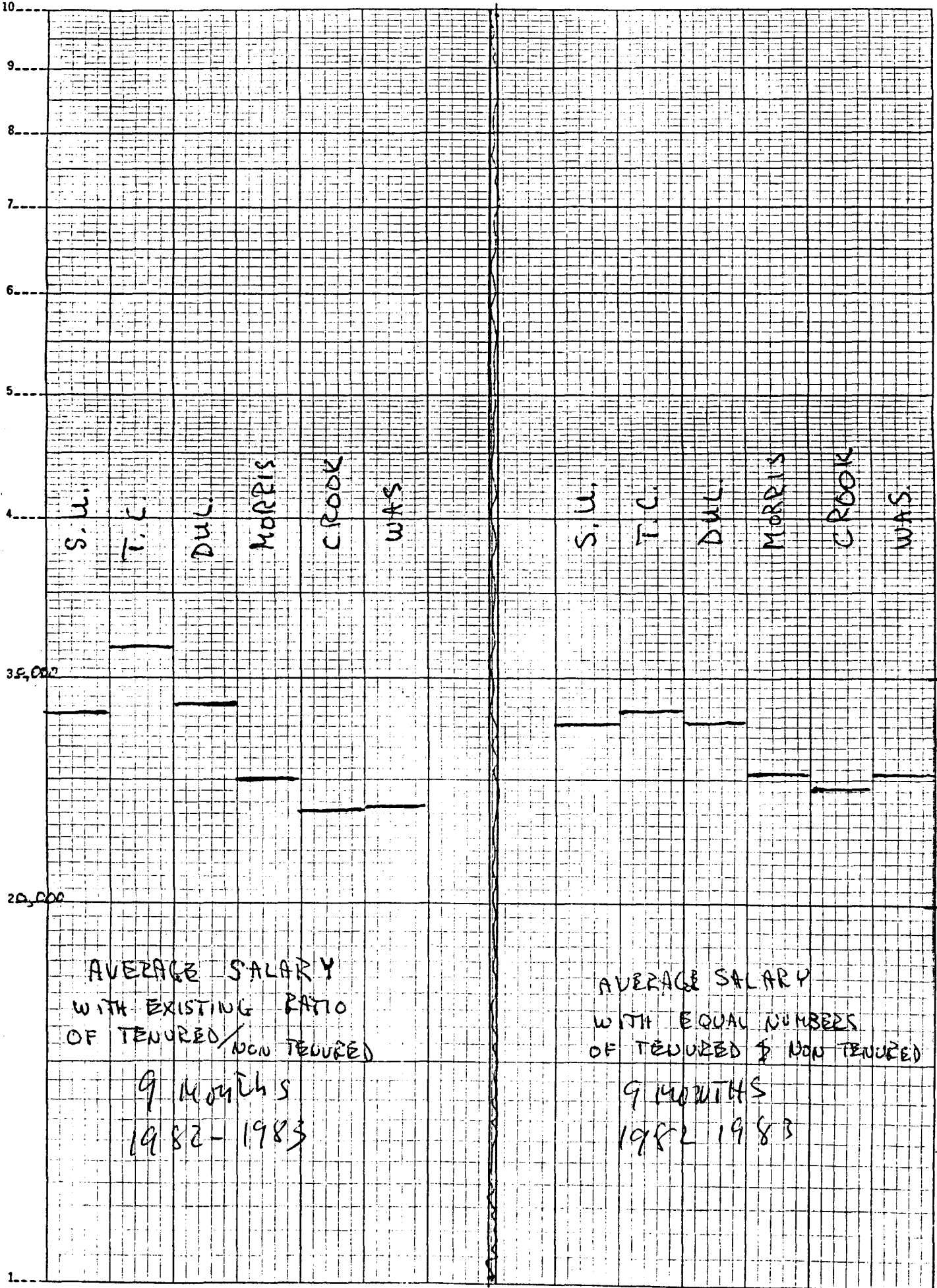


FIG 2.

SEMI-LOGARITHMIC 46 4653
 1 CYCLE X 70 DIVISIONS
 KEUFFEL & ESSER CO.



AVERAGE SALARY
 WITH EXISTING RATIO
 OF TENURED / NON TENURED

9 MONTHS
 1982-1983

AVERAGE SALARY
 WITH EQUAL NUMBERS
 OF TENURED & NON TENURED

9 MONTHS
 1982-1983

QUESTIONS FOR PRESIDENT MAGRATH

In view of the fact that you consented to have an administrative review of your performance as President after you had been at the University for five years, do you think that it would be appropriate to have another administrative review now that you are in your tenth year as President?

Rutherford Aris, Chemical Engineering

Robert H. Beck, Education

John R. Borchert, Geography

Marcia M. Eaton, Philosophy

Stephen G. Gasiorowicz, Physics

Robert M. Hexter, Chemistry

Norman S. Kerr, Genetics/Biology

Douglas C. Pratt, Botany

Richard L. Purple, Physiology/Ophthalmology

Geneva H. Southall, Afro-American Studies

Patricia B. Swan, Food Science and Nutrition

John E. Turner, Political Science

George T. Wright, English

In the Senate meeting November 18, 1982, you provided information on the 1980-81 9-month average cash salaries for comparable faculty groups at each campus.

1. Please update that comparison with figures for 1981-82, 1982-83 and, if possible, 1983-84.
2. Please compare salaries at the various campuses with those in the State University system over, say, the last four years.

Edward P. Ney, IT

Russell K. Hobbie, IT

Fiscal 1983-84

	Twin Cities Total	Duluth Actual (ex Medicine)	Duluth + 5% (ex Medicine)	Twin Cities Model Group	University of Minnesota				System 2	State University System
					Morris	Waseca 1 Actual	Waseca + 5%	Crookston		
9 Month Professors - Mean	\$41,582	\$36,295	\$38,110	\$40,562	\$35,333				\$40,914	\$
- N	(634)	(69)		(515)	(21)				(730)	
9 Month Associate Professors - Mean	\$29,709	\$28,991	\$30,441	\$29,075	\$27,425		\$27,365	\$29,423	\$	\$
- N	(366)	(91)		(298)	(26)		(7)	(495)		
9 Month Assistant Professors - Mean	\$24,916	\$23,272	\$24,436	\$24,530	\$22,426	\$22,654	\$23,787	\$23,817	\$24,406	\$
- N	(233)	(77)		(191)	(30)	(8)		(19)	(383)	
9 Month Instructors - Mean	\$18,804	\$21,334	\$22,401	\$18,492	\$20,490	\$18,180	\$19,089	\$20,656	\$20,220	\$
- N	(8)	(23)		(4)	(10)	(1)		(10)	(55)	
Weighted Average	\$34,804	\$28,558	\$29,986	\$34,041	\$26,813	\$22,157	\$23,265	\$23,629	\$33,007	\$
12 Month Professors - Mean	\$50,535	\$45,266	\$47,529	\$49,434		\$37,807	\$39,697	\$42,300	\$49,086	
- N	(419)	(3)		(70)		(2)		(1)	(617)	
12 Month Associate Professors - Mean	\$39,025			\$36,041	\$34,300	\$33,859	\$35,552	\$33,691	\$38,497	
- N	(271)			(21)	(1)	(10)		(9)	(431)	
12 Month Assistant Professors - Mean	\$32,840	\$27,389	\$28,758	\$32,081	\$33,950	\$29,738	\$31,225	\$30,631	\$31,988	
- N	(395)	(1)		(7)	(2)	(29)		(9)	(618)	
12 Month Instructor - Mean	\$24,722					\$24,576	\$25,805	\$23,092	\$25,494	
- N	(57)					(6)		(2)	(80)	
Weighted Average	\$40,395	\$40,797	\$42,836	\$45,325	\$34,067	\$30,299	\$31,814	\$31,780	\$39,339	

- 1 Without raises - contract unsettled.
- 2 Slightly depressed by lack of UMD and UMW raises.

Average Cash Salary Bases
9 Month Appointments

		Twin Cities Model Group ②	Morris	Duluth ③	Waseca	Crookston	SUS
Full	80-81	\$33,021	\$29,512	\$30,230	\$ —	\$ —	\$26,782
	81-82	36,397	32,426	33,195	—	—	30,722
	82-83 ④	37,961	33,693	36,430	—	—	35,856
	83-84 ⑤	40,562	35,333	36,295 ①	—	—	①
Assoc.	80-81	\$23,805	\$22,265	\$23,436	\$ —	\$22,820	\$21,982
	81-82	26,156	24,624	25,416	—	25,108	26,143
	82-83 ④	27,255	25,962	28,854	—	26,028	29,982
	83-84 ⑤	29,075	27,425	28,991 ①	—	27,365	①
Asst.	80-81	\$19,417	\$18,219	\$19,072	\$18,285	\$19,593	\$19,094
	81-82	21,567	19,931	21,275	19,980	21,607	20,795
	82-83 ④	22,635	21,049	23,542	22,655	22,962	23,771
	83-84 ⑤	24,530	22,426	23,272 ①	22,654 ①	23,817	①

% increase
from 80-81 to
83-84:

Full	22.8%	19.7%	20.1%		
Assoc.	22.1%	23.2%	23.7%		19.9%
Asst.	26.3%	23.1%	22.0%	23.9%	21.6%

- ① Collective bargaining in process. University of Minnesota has offered 5%. State University and Interfaculty Association talks are stalled; no available estimate.
- ② Model group is CLA, Home Economics, IT (Science and Math only), Education, General College, Biological Sciences, Management. (Science includes Chemistry, Physics, Astronomy, Geology, Computer Science.)
- ③ Excludes Medicine.
- ④ UMD and UMW are after contract settlement. Other UM campuses are before delayed base adjustment.
- ⑤ Before distribution of \$900,000 merit and retention fund which represents about .7% of the systemwide base.
- Sources: UM Business Office, "All Funds Academic Salary Analysis", "UM Budget", "Departmental Salary Analysis" for relevant years. SUS from system office.