

UNIVERSITY OF MINNESOTA (JC)

DEPARTMENT AVERAGE SALARIES

(including New Hire Faculty Salary Date)

1997-98

**UNIVERSITY OF MINNESOTA
DEPARTMENT AVERAGE SALARIES
1997-98**

A. GENERAL

The calculation of Department Average Salaries at the University of Minnesota for 1997-98 was based on the following criteria:

1. Only full-time faculty are included in the data. The full-time equivalent for each department indicates the number of staff charged to that department. The definition of "Department" does not include contract or grant funds.
2. Data used were those of a payroll snapshot, prior to 1992-93 was budgeted.
3. Visiting Faculty were included in the data if they met other criterion such as rank, full-time, etc.
4. Faculty on leave (sabbaticals) were included in the data at their 1997-98 salary base.
5. Department Heads, Chairpersons, Directors, etc. were included at the rank held in the Department.

B. FRINGE BENEFITS

The fringe benefits for any salary and rank can be computed as follows:

1. ANNUNITIES - 13.6% of gross salary.
2. PREMIUM WAIVER - Annual Employer Contribution = \$48.
3. F.I.C.A. - Assumes maximum employer contribution at the January 1, 1998 rate.
4. GROUP LIFE INSURANCE - Annual Employer Contribution = \$157.
5. INCOME DISABILITY INSURANCE - Annual Employer Contribution = \$189.
6. HEALTH/DENTAL INSURANCE - Annual Employer Contribution = \$5,183.

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	AGRICULTURAL ENGINEERING	1 of 7	140301		LANGUAGES & LITERATURES, INST	4 of 7	160101	
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AGRIC, FOOD, & ENVIR SCI, COLL	AGR & APPLIED ECONOMICS	010103		010103	09 Mo	ASSOCIATE PROFESSOR	60,000	60,000	60,000	0.69			
AGRIC, FOOD, & ENVIR SCI, COLL	AGR & APPLIED ECONOMICS	010103		010103	12 Mo	PROFESSOR	120,052	62,300	90,126	6.15	57.8		
AGRIC, FOOD, & ENVIR SCI, COLL	AGR & APPLIED ECONOMICS	010103		010103	12 Mo	ASSOCIATE PROFESSOR	64,400	61,600	62,926	1.90	47.7		
AGRIC, FOOD, & ENVIR SCI, COLL	AGR & APPLIED ECONOMICS	010103		010103	12 Mo	ASSISTANT PROFESSOR	58,000	55,900	56,950	1.00	39.5		
AGRIC, FOOD, & ENVIR SCI, COLL	AGRICULTURAL ENGINEERING	140301		140301	12 Mo	PROFESSOR	101,542	69,715	81,182	1.10	47.0		
AGRIC, FOOD, & ENVIR SCI, COLL	AGRICULTURAL ENGINEERING	140301		140301	12 Mo	ASSOCIATE PROFESSOR	73,833	61,680	67,786	1.45	47.3		
AGRIC, FOOD, & ENVIR SCI, COLL	AGRICULTURAL ENGINEERING	140301		140301	12 Mo	ASSISTANT PROFESSOR	63,904	58,350	61,127	0.70	35.0		
AGRIC, FOOD, & ENVIR SCI, COLL	AGRONOMY & PLANT GENETICS	020402	260307	020402	12 Mo	PROFESSOR	133,032	70,000	86,061	3.74	55.1		
AGRIC, FOOD, & ENVIR SCI, COLL	AGRONOMY & PLANT GENETICS	020402	260307	020402	12 Mo	ASSOCIATE PROFESSOR	69,500	68,000	68,751	0.40	41.0		
AGRIC, FOOD, & ENVIR SCI, COLL	ANIMAL SCIENCE	020201		020201	12 Mo	PROFESSOR	107,500	66,345	73,469	5.31	51.6	107,501	0.20
AGRIC, FOOD, & ENVIR SCI, COLL	ANIMAL SCIENCE	020201		020201	12 Mo	ASSOCIATE PROFESSOR	81,993	60,207	71,887	1.35	40.7		
AGRIC, FOOD, & ENVIR SCI, COLL	ENTOMOLOGY	260702		260702	09 Mo	ASSOCIATE PROFESSOR	46,160	46,160	46,160	0.48			
AGRIC, FOOD, & ENVIR SCI, COLL	ENTOMOLOGY	260702		260702	12 Mo	PROFESSOR	102,643	60,860	76,117	2.41	50.9		
AGRIC, FOOD, & ENVIR SCI, COLL	ENTOMOLOGY	260702		260702	12 Mo	ASSOCIATE PROFESSOR	64,743	64,743	64,743	0.32			
AGRIC, FOOD, & ENVIR SCI, COLL	ENTOMOLOGY	260702		260702	12 Mo	ASSISTANT PROFESSOR	55,866	46,000	49,622	0.79	39.3	46,000	0.50
AGRIC, FOOD, & ENVIR SCI, COLL	FOOD SCI & NUTRITION (AGR)	020301	260609	190501	12 Mo	PROFESSOR	129,070	64,867	88,863	2.98	56.9		
AGRIC, FOOD, & ENVIR SCI, COLL	FOOD SCI & NUTRITION (AGR)	020301	260609	190501	12 Mo	ASSISTANT PROFESSOR	61,621	58,333	60,574	0.58	37.0		
AGRIC, FOOD, & ENVIR SCI, COLL	HORTICULTURAL SCIENCE	020403		020403	09 Mo	PROFESSOR	66,484	66,484	66,484	0.40			
AGRIC, FOOD, & ENVIR SCI, COLL	HORTICULTURAL SCIENCE	020403		020403	12 Mo	PROFESSOR	104,155	66,170	80,435	3.28	53.6		
AGRIC, FOOD, & ENVIR SCI, COLL	HORTICULTURAL SCIENCE	020403		020403	12 Mo	ASSOCIATE PROFESSOR	102,630	51,365	71,227	2.05	47.3		
AGRIC, FOOD, & ENVIR SCI, COLL	HORTICULTURAL SCIENCE	020403		020403	12 Mo	ASSISTANT PROFESSOR	54,032	53,000	53,312	0.43	38.0	53,000	0.30
AGRIC, FOOD, & ENVIR SCI, COLL	PLANT PATHOLOGY	260305		260301	12 Mo	PROFESSOR	87,000	69,317	73,096	2.16	56.7		
AGRIC, FOOD, & ENVIR SCI, COLL	PLANT PATHOLOGY	260305		260301	12 Mo	ASSOCIATE PROFESSOR	67,862	62,308	65,085	0.60	40.5		
AGRIC, FOOD, & ENVIR SCI, COLL	PLANT PATHOLOGY	260305		260301	12 Mo	ASSISTANT PROFESSOR	54,790	54,790	54,790	0.30			
AGRIC, FOOD, & ENVIR SCI, COLL	RHETORIC	090101	099999	090101	09 Mo	PROFESSOR	70,550	55,975	64,835	3.36	58.8		
AGRIC, FOOD, & ENVIR SCI, COLL	RHETORIC	090101	099999	090101	09 Mo	ASSOCIATE PROFESSOR	63,430	43,190	54,262	3.00	58.7		
AGRIC, FOOD, & ENVIR SCI, COLL	RHETORIC	090101	099999	090101	09 Mo	ASSISTANT PROFESSOR	48,100	46,880	47,458	1.90	52.5		
AGRIC, FOOD, & ENVIR SCI, COLL	RHETORIC	090101	099999	090101	12 Mo	PROFESSOR	97,914	53,735	79,252	3.47	55.0		
AGRIC, FOOD, & ENVIR SCI, COLL	SOIL, WATER & CLIMATE	020501		020501	12 Mo	PROFESSOR	110,918	64,900	80,646	3.83	54.7		
AGRIC, FOOD, & ENVIR SCI, COLL	SOIL, WATER & CLIMATE	020501		020501	12 Mo	ASSOCIATE PROFESSOR	60,200	57,700	59,421	0.77	43.0		
AGRIC, FOOD, & ENVIR SCI, COLL	SOIL, WATER & CLIMATE	020501		020501	12 Mo	ASSISTANT PROFESSOR	51,850	50,400	51,025	0.58	35.0		
ARCH & LANDSCAPE ARCH, COLL	ARCHITECTURE	040201		040201	09 Mo	PROFESSOR	66,895	56,654	61,877	1.12	51.0		
ARCH & LANDSCAPE ARCH, COLL	ARCHITECTURE	040201		040201	09 Mo	ASSOCIATE PROFESSOR	57,478	46,000	49,841	2.38	53.2		
ARCH & LANDSCAPE ARCH, COLL	ARCHITECTURE	040201		040201	09 Mo	ASSISTANT PROFESSOR	45,710	35,350	40,146	2.00	41.3		
ARCH & LANDSCAPE ARCH, COLL	LANDSCAPE ARCHITECTURE	040601		040601	09 Mo	PROFESSOR	67,545	53,986	62,557	1.00	54.3		
ARCH & LANDSCAPE ARCH, COLL	LANDSCAPE ARCHITECTURE	040601		040601	09 Mo	ASSOCIATE PROFESSOR	50,000	47,274	48,642	0.67	44.5		
ARCH & LANDSCAPE ARCH, COLL	LANDSCAPE ARCHITECTURE	040601		040601	09 Mo	ASSISTANT PROFESSOR	39,139	39,139	39,139	0.54			
ARCH & LANDSCAPE ARCH, COLL	LANDSCAPE ARCHITECTURE	040601		040601	12 Mo	ASSISTANT PROFESSOR	54,032	54,032	54,032	0.13			
BIOLOGICAL SCIENCES, COLL OF	BIOCHEMISTRY-CBS	260202		260202	09 Mo	PROFESSOR	107,443	59,130	84,273	9.84	54.8		
BIOLOGICAL SCIENCES, COLL OF	BIOCHEMISTRY-CBS	260202		260202	09 Mo	ASSOCIATE PROFESSOR	61,913	55,917	59,248	1.80	42.3		
BIOLOGICAL SCIENCES, COLL OF	BIOCHEMISTRY-CBS	260202		260202	09 Mo	ASSISTANT PROFESSOR	48,642	48,642	48,642	1.00			
BIOLOGICAL SCIENCES, COLL OF	BIOCHEMISTRY-CBS	260202		260202	12 Mo	PROFESSOR	111,233	67,961	89,597	2.00	51.3		
BIOLOGICAL SCIENCES, COLL OF	ECOLOGY, EVOLUTION & BEHAVIOR	260603	260701	260701	09 Mo	PROFESSOR	131,463	47,433	78,942	11.99	59.6		
BIOLOGICAL SCIENCES, COLL OF	ECOLOGY, EVOLUTION & BEHAVIOR	260603	260701	260701	09 Mo	ASSOCIATE PROFESSOR	59,000	52,003	56,234	2.55	44.7	59,000	1.00
BIOLOGICAL SCIENCES, COLL OF	ECOLOGY, EVOLUTION & BEHAVIOR	260603	260701	260701	09 Mo	ASSISTANT PROFESSOR	55,909	55,909	55,909	1.00			
BIOLOGICAL SCIENCES, COLL OF	ECOLOGY, EVOLUTION & BEHAVIOR	260603	260701	260701	12 Mo	PROFESSOR	98,621	91,544	95,083	2.00	58.0		
BIOLOGICAL SCIENCES, COLL OF	ECOLOGY, EVOLUTION & BEHAVIOR	260603	260701	260701	12 Mo	ASSOCIATE PROFESSOR	92,026	92,026	92,026	0.77			
BIOLOGICAL SCIENCES, COLL OF	GENERAL BIOLOGY PROG	260101		260101	12 Mo	ASSOCIATE PROFESSOR	92,026	92,026	92,026	0.07			

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COLLEGE	DEPARTMENT	PRIMARY SECONDARY COMMON			TERM	RANK	HIGH SALARY	LOW SALARY	WEIGHTED AVERAGE	AVERAGE NEW HIRE NEW HIRE			
		CIP CODE	CIP CODE	CIP CODE						FTE	AGE	AVERAGE	FTE
BIOLOGICAL SCIENCES, COLL OF	GENETICS & CELL BIOLOGY	260401		260401	09 Mo	PROFESSOR	105,958	61,910	74,540	10.92	58.2		
BIOLOGICAL SCIENCES, COLL OF	GENETICS & CELL BIOLOGY	260401		260401	09 Mo	ASSOCIATE PROFESSOR	70,670	49,199	54,739	4.57	50.5		
BIOLOGICAL SCIENCES, COLL OF	GENETICS & CELL BIOLOGY	260401		260401	09 Mo	ASSISTANT PROFESSOR	48,642	48,642	48,642	1.00			
BIOLOGICAL SCIENCES, COLL OF	GENETICS & CELL BIOLOGY	260401		260401	12 Mo	PROFESSOR	110,956	110,956	110,956	1.00			
BIOLOGICAL SCIENCES, COLL OF	GENETICS & CELL BIOLOGY	260401		260401	12 Mo	ASSOCIATE PROFESSOR	64,558	64,558	64,558	0.09			
BIOLOGICAL SCIENCES, COLL OF	PLANT BIOLOGY	260399		260301	09 Mo	PROFESSOR	72,584	55,870	62,884	7.94	54.8		
BIOLOGICAL SCIENCES, COLL OF	PLANT BIOLOGY	260399		260301	09 Mo	ASSOCIATE PROFESSOR	58,709	49,143	55,504	4.79	50.2		
BIOLOGICAL SCIENCES, COLL OF	PLANT BIOLOGY	260399		260301	12 Mo	ASSOCIATE PROFESSOR	74,078	74,078	74,078	1.00			
DENTISTRY, SCHOOL OF	DENTISTRY, SCHOOL OF	510401	510602	510401	12 Mo	PROFESSOR	126,354	27,610	93,058	18.86	56.9		
DENTISTRY, SCHOOL OF	DENTISTRY, SCHOOL OF	510401	510602	510401	12 Mo	ASSOCIATE PROFESSOR	96,238	49,863	72,032	27.09	49.3		
DENTISTRY, SCHOOL OF	DENTISTRY, SCHOOL OF	510401	510602	510401	12 Mo	ASSISTANT PROFESSOR	65,689	45,000	56,648	11.20	39.6	58,000	1.00
EDUCATION & HUMAN DEVEL.,CO	CHILD DEVELOPMENT, INST OF	420701		420701	09 Mo	PROFESSOR	102,000	67,500	84,670	10.75	54.8		
EDUCATION & HUMAN DEVEL.,CO	CHILD DEVELOPMENT, INST OF	420701		420701	09 Mo	ASSOCIATE PROFESSOR	60,000	54,700	56,500	2.80	40.3		
EDUCATION & HUMAN DEVEL.,CO	CURRICULUM & INSTRUCTION	130301	131302	130301	09 Mo	PROFESSOR	78,000	61,500	67,760	7.03	55.6		
EDUCATION & HUMAN DEVEL.,CO	CURRICULUM & INSTRUCTION	130301	131302	130301	09 Mo	ASSOCIATE PROFESSOR	59,200	46,000	49,386	9.32	47.2		
EDUCATION & HUMAN DEVEL.,CO	CURRICULUM & INSTRUCTION	130301	131302	130301	09 Mo	ASSISTANT PROFESSOR	46,000	41,500	44,333	3.00	47.7		
EDUCATION & HUMAN DEVEL.,CO	CURRICULUM & INSTRUCTION	130301	131302	130301	12 Mo	ASSOCIATE PROFESSOR	73,850	59,200	66,525	2.00	54.7		
EDUCATION & HUMAN DEVEL.,CO	EDUCATIONAL POLICY & ADM	130401	130901	130401	09 Mo	PROFESSOR	83,000	54,100	65,644	3.93	59.5	83,000	1.00
EDUCATION & HUMAN DEVEL.,CO	EDUCATIONAL POLICY & ADM	130401	130901	130401	09 Mo	ASSOCIATE PROFESSOR	60,000	43,650	53,873	6.10	51.1		
EDUCATION & HUMAN DEVEL.,CO	EDUCATIONAL POLICY & ADM	130401	130901	130401	12 Mo	PROFESSOR	118,445	70,400	94,423	2.00	65.7		
EDUCATION & HUMAN DEVEL.,CO	EDUCATIONAL POLICY & ADM	130401	130901	130401	12 Mo	ASSOCIATE PROFESSOR	77,250	77,250	77,250	0.15			
EDUCATION & HUMAN DEVEL.,CO	EDUCATIONAL PSYCHOLOGY	130802	131001	130802	09 Mo	PROFESSOR	92,667	58,650	71,715	14.77	54.3		
EDUCATION & HUMAN DEVEL.,CO	EDUCATIONAL PSYCHOLOGY	130802	131001	130802	09 Mo	ASSOCIATE PROFESSOR	67,250	46,700	55,164	8.42	52.9		
EDUCATION & HUMAN DEVEL.,CO	EDUCATIONAL PSYCHOLOGY	130802	131001	130802	09 Mo	ASSISTANT PROFESSOR	47,500	47,500	47,500	0.70			
EDUCATION & HUMAN DEVEL.,CO	EDUCATIONAL PSYCHOLOGY	130802	131001	130802	12 Mo	PROFESSOR	81,600	81,600	81,600	1.00			
EDUCATION & HUMAN DEVEL.,CO	KINESIOLOGY/LEISURE STDS, SCH	131314	310101	131314	09 Mo	PROFESSOR	81,727	64,000	72,864	2.00	55.5		
EDUCATION & HUMAN DEVEL.,CO	KINESIOLOGY/LEISURE STDS, SCH	131314	310101	131314	09 Mo	ASSOCIATE PROFESSOR	58,800	46,000	52,729	7.00	51.9		
EDUCATION & HUMAN DEVEL.,CO	KINESIOLOGY/LEISURE STDS, SCH	131314	310101	131314	12 Mo	PROFESSOR	106,990	106,990	106,990	0.80			
EDUCATION & HUMAN DEVEL.,CO	KINESIOLOGY/LEISURE STDS, SCH	131314	310101	131314	12 Mo	ASSISTANT PROFESSOR	56,580	56,580	56,580	1.00			
EDUCATION & HUMAN DEVEL.,CO	WORK, COMMUNITY & FAMILY EDUC	131320	131301	131301	09 Mo	PROFESSOR	78,250	61,700	70,883	3.67	57.2		
EDUCATION & HUMAN DEVEL.,CO	WORK, COMMUNITY & FAMILY EDUC	131320	131301	131301	09 Mo	ASSOCIATE PROFESSOR	57,000	50,000	52,439	4.90	54.6		
EDUCATION & HUMAN DEVEL.,CO	WORK, COMMUNITY & FAMILY EDUC	131320	131301	131301	09 Mo	ASSISTANT PROFESSOR	44,750	44,750	44,750	1.00			
EDUCATION & HUMAN DEVEL.,CO	WORK, COMMUNITY & FAMILY EDUC	131320	131301	131301	12 Mo	PROFESSOR	94,750	64,138	84,054	3.15	59.6		
EDUCATION & HUMAN DEVEL.,CO	WORK, COMMUNITY & FAMILY EDUC	131320	131301	131301	12 Mo	ASSOCIATE PROFESSOR	73,712	64,300	69,006	2.00	56.3		
GENERAL COLLEGE	GC-INSTRUCTIONAL UNITS	240102		240102	09 Mo	PROFESSOR	71,646	68,004	69,141	4.00	52.0		
GENERAL COLLEGE	GC-INSTRUCTIONAL UNITS	240102		240102	09 Mo	ASSOCIATE PROFESSOR	69,488	38,957	50,619	12.98	55.1		
GENERAL COLLEGE	GC-INSTRUCTIONAL UNITS	240102		240102	09 Mo	ASSISTANT PROFESSOR	46,772	34,587	40,908	6.00	47.0		
HUMAN ECOLOGY, COLLEGE OF	DESIGN, HOUSING & APPAREL	199999	190601	190901	09 Mo	PROFESSOR	96,472	62,185	72,748	1.02	59.0		
HUMAN ECOLOGY, COLLEGE OF	DESIGN, HOUSING & APPAREL	199999	190601	190901	09 Mo	ASSOCIATE PROFESSOR	58,046	45,577	51,111	5.11	56.8		
HUMAN ECOLOGY, COLLEGE OF	DESIGN, HOUSING & APPAREL	199999	190601	190901	09 Mo	ASSISTANT PROFESSOR	48,500	41,000	44,506	3.55	45.0		
HUMAN ECOLOGY, COLLEGE OF	DESIGN, HOUSING & APPAREL	199999	190601	190901	12 Mo	PROFESSOR	108,615	108,615	108,615	0.27			
HUMAN ECOLOGY, COLLEGE OF	DESIGN, HOUSING & APPAREL	199999	190601	190901	12 Mo	ASSOCIATE PROFESSOR	79,500	79,500	79,500	0.39			
HUMAN ECOLOGY, COLLEGE OF	FAMILY SOCIAL SCIENCE	190301		190701	09 Mo	PROFESSOR	76,005	37,754	63,698	4.30	57.0		
HUMAN ECOLOGY, COLLEGE OF	FAMILY SOCIAL SCIENCE	190301		190701	09 Mo	ASSISTANT PROFESSOR	47,610	47,565	47,587	1.83	38.0		
HUMAN ECOLOGY, COLLEGE OF	FAMILY SOCIAL SCIENCE	190301		190701	12 Mo	PROFESSOR	105,000	105,000	105,000	0.64			
HUMAN ECOLOGY, COLLEGE OF	FOOD SCIENCE & NUTRITION (CHE)	020301	020301	190501	12 Mo	PROFESSOR	124,272	71,462	94,610	2.04	51.8		
HUMAN ECOLOGY, COLLEGE OF	FOOD SCIENCE & NUTRITION (CHE)	020301	020301	190501	12 Mo	ASSOCIATE PROFESSOR	62,958	58,354	60,879	1.90	45.5		
HUMAN ECOLOGY, COLLEGE OF	FOOD SCIENCE & NUTRITION (CHE)	020301	020301	190501	12 Mo	ASSISTANT PROFESSOR	60,244	60,244	60,244	0.90			

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COLLEGE	DEPARTMENT	PRIMARY CIP CODE	SECONDARY CIP CODE	COMMON CIP CODE	TERM	RANK	HIGH SALARY	LOW SALARY	WEIGHTED AVERAGE	FTE	AGE	AVERAGE	NEW HIRE FTE
HUMAN ECOLOGY, COLLEGE OF	SOCIAL WORK, SCH OF	440701		440701	09 Mo	PROFESSOR	70,279	58,238	65,098	3.00	54.8		
HUMAN ECOLOGY, COLLEGE OF	SOCIAL WORK, SCH OF	440701		440701	09 Mo	ASSOCIATE PROFESSOR	61,405	43,659	53,031	5.40	51.5		
HUMAN ECOLOGY, COLLEGE OF	SOCIAL WORK, SCH OF	440701		440701	09 Mo	ASSISTANT PROFESSOR	44,000	44,000	44,000	2.20	45.3		
HUMAN ECOLOGY, COLLEGE OF	SOCIAL WORK, SCH OF	440701		440701	12 Mo	PROFESSOR	91,600	68,410	76,801	2.35	59.0		
HUMPHREY INST OF PUBL AFF	HHH INST PUBL AFF-INST	440401	449999	440401	09 Mo	PROFESSOR	118,500	77,100	87,440	5.30	57.0		
HUMPHREY INST OF PUBL AFF	HHH INST PUBL AFF-INST	440401	449999	440401	09 Mo	ASSOCIATE PROFESSOR	74,000	56,500	62,813	4.00	45.5		
HUMPHREY INST OF PUBL AFF	HHH INST PUBL AFF-INST	440401	449999	440401	09 Mo	ASSISTANT PROFESSOR	56,200	52,150	54,175	2.00	42.0		
HUMPHREY INST OF PUBL AFF	HHH INST PUBL AFF-INST	440401	449999	440401	12 Mo	PROFESSOR	106,358	106,358	106,358	0.33			
LAW SCHOOL	LAW SCHOOL-INSTRUCTION	220101		220101	09 Mo	PROFESSOR	142,000	94,400	127,834	20.78	56.1		
LAW SCHOOL	LAW SCHOOL-INSTRUCTION	220101		220101	09 Mo	ASSOCIATE PROFESSOR	100,300	77,000	86,985	6.41	40.1		
LAW SCHOOL	LAW SCHOOL-INSTRUCTION	220101		220101	12 Mo	PROFESSOR	190,000	131,000	170,642	1.49	47.7		
LIBERAL ARTS, COLLEGE OF	AFRO-AMERICAN/AFRICAN STUDIES	050201		050201	09 Mo	PROFESSOR	76,441	60,341	73,221	1.25	57.0		
LIBERAL ARTS, COLLEGE OF	AFRO-AMERICAN/AFRICAN STUDIES	050201		050201	09 Mo	ASSOCIATE PROFESSOR	74,889	49,000	64,680	4.30	52.8		
LIBERAL ARTS, COLLEGE OF	AFRO-AMERICAN/AFRICAN STUDIES	050201		050201	09 Mo	ASSISTANT PROFESSOR	45,457	41,529	43,364	4.00	51.3		
LIBERAL ARTS, COLLEGE OF	AMERICAN STUDIES	050102		050102	09 Mo	PROFESSOR	84,502	48,806	67,332	3.18	57.0		
LIBERAL ARTS, COLLEGE OF	AMERICAN STUDIES	050102		050102	09 Mo	ASSOCIATE PROFESSOR	62,004	52,600	57,554	3.00	53.0		
LIBERAL ARTS, COLLEGE OF	AMERICAN STUDIES	050102		050102	09 Mo	ASSISTANT PROFESSOR	50,519	46,919	48,719	2.00	44.0		
LIBERAL ARTS, COLLEGE OF	ANTHROPOLOGY	450201		450201	09 Mo	PROFESSOR	94,353	53,390	67,189	6.00	60.0		
LIBERAL ARTS, COLLEGE OF	ANTHROPOLOGY	450201		450201	09 Mo	ASSOCIATE PROFESSOR	50,712	37,416	44,846	3.00	58.0		
LIBERAL ARTS, COLLEGE OF	ANTHROPOLOGY	450201		450201	09 Mo	ASSISTANT PROFESSOR	46,935	42,000	43,960	3.50	40.0	42,000	1.00
LIBERAL ARTS, COLLEGE OF	ANTHROPOLOGY	450201		450201	12 Mo	ASSOCIATE PROFESSOR	99,000	99,000	99,000	1.00			
LIBERAL ARTS, COLLEGE OF	ART HISTORY	500703		500703	09 Mo	PROFESSOR	83,391	46,895	65,818	2.50	59.3		
LIBERAL ARTS, COLLEGE OF	ART HISTORY	500703		500703	09 Mo	ASSOCIATE PROFESSOR	43,767	38,695	41,848	4.00	52.8		
LIBERAL ARTS, COLLEGE OF	CHICANO STUDIES	050203		050203	09 Mo	ASSOCIATE PROFESSOR	63,000	50,000	58,667	1.50	50.5		
LIBERAL ARTS, COLLEGE OF	CHICANO STUDIES	050203		050203	12 Mo	ASSOCIATE PROFESSOR	64,680	64,680	64,680	0.86			
LIBERAL ARTS, COLLEGE OF	CLASS & NEAR EASTERN STUDIES	161201	161202	161201	09 Mo	PROFESSOR	63,190	52,195	58,982	5.00	62.4		
LIBERAL ARTS, COLLEGE OF	CLASS & NEAR EASTERN STUDIES	161201	161202	161201	09 Mo	ASSOCIATE PROFESSOR	65,000	28,800	45,888	7.45	49.3	47,000	1.00
LIBERAL ARTS, COLLEGE OF	CLASS & NEAR EASTERN STUDIES	161201	161202	161201	09 Mo	ASSISTANT PROFESSOR	39,000	39,000	39,000	2.00	40.0	39,000	1.00
LIBERAL ARTS, COLLEGE OF	CLASS & NEAR EASTERN STUDIES	161201	161202	161201	12 Mo	ASSOCIATE PROFESSOR	59,783	59,783	59,783	1.00			
LIBERAL ARTS, COLLEGE OF	COMMUNICATION DISORDERS	510201		510201	09 Mo	PROFESSOR	125,428	53,558	78,120	4.99	54.0		
LIBERAL ARTS, COLLEGE OF	COMMUNICATION DISORDERS	510201		510201	09 Mo	ASSOCIATE PROFESSOR	54,495	49,289	51,892	2.00	42.5		
LIBERAL ARTS, COLLEGE OF	COMMUNICATION DISORDERS	510201		510201	09 Mo	ASSISTANT PROFESSOR	50,500	47,000	48,750	2.00	39.0	47,000	1.00
LIBERAL ARTS, COLLEGE OF	COMPOSITION & COMMUNICATION	230401		230401	09 Mo	PROFESSOR	73,586	55,232	62,975	2.90	49.0		
LIBERAL ARTS, COLLEGE OF	CULTURAL STDS/COMPARATIVE LIT	230301		230301	09 Mo	PROFESSOR	51,188	51,188	51,188	1.00			
LIBERAL ARTS, COLLEGE OF	CULTURAL STDS/COMPARATIVE LIT	230301		230301	09 Mo	ASSOCIATE PROFESSOR	60,157	46,616	51,105	4.00	51.3		
LIBERAL ARTS, COLLEGE OF	CULTURAL STDS/COMPARATIVE LIT	230301		230301	09 Mo	ASSISTANT PROFESSOR	44,000	44,000	44,000	1.00		44,000	1.00
LIBERAL ARTS, COLLEGE OF	CULTURAL STDS/COMPARATIVE LIT	230301		230301	12 Mo	PROFESSOR	126,318	126,318	126,318	1.00			
LIBERAL ARTS, COLLEGE OF	ECONOMICS	450601		450601	09 Mo	PROFESSOR	169,650	95,250	129,803	10.86	51.6	130,000	1.00
LIBERAL ARTS, COLLEGE OF	ECONOMICS	450601		450601	09 Mo	ASSOCIATE PROFESSOR	94,000	69,000	81,125	4.00	31.5	90,000	1.00
LIBERAL ARTS, COLLEGE OF	ECONOMICS	450601		450601	09 Mo	ASSISTANT PROFESSOR	61,000	59,300	60,150	2.00	35.0		
LIBERAL ARTS, COLLEGE OF	ECONOMICS	450601		450601	09 Mo	INSTRUCTOR	58,000	58,000	58,000	1.00		58,000	1.00
LIBERAL ARTS, COLLEGE OF	ENGLISH LANGUAGE & LIT	230101		230101	09 Mo	PROFESSOR	99,464	50,182	67,778	15.40	58.8		
LIBERAL ARTS, COLLEGE OF	ENGLISH LANGUAGE & LIT	230101		230101	09 Mo	ASSOCIATE PROFESSOR	56,086	41,631	47,916	10.90	47.7		
LIBERAL ARTS, COLLEGE OF	ENGLISH LANGUAGE & LIT	230101		230101	09 Mo	ASSISTANT PROFESSOR	29,740	29,740	29,740	1.00			
LIBERAL ARTS, COLLEGE OF	ENGLISH LANGUAGE & LIT	230101		230101	09 Mo	INSTRUCTOR	40,000	40,000	40,000	1.00		40,000	1.00
LIBERAL ARTS, COLLEGE OF	ENGLISH LANGUAGE & LIT	230101		230101	12 Mo	PROFESSOR	80,492	79,304	79,473	1.16	60.0		
LIBERAL ARTS, COLLEGE OF	FRENCH & ITALIAN	160901	160101	160901	09 Mo	PROFESSOR	66,687	53,953	61,882	3.00	59.8		
LIBERAL ARTS, COLLEGE OF	FRENCH & ITALIAN	160901	160101	160901	09 Mo	ASSOCIATE PROFESSOR	56,256	45,640	50,104	7.00	52.6		
LIBERAL ARTS, COLLEGE OF	FRENCH & ITALIAN	160901	160101	160901	09 Mo	ASSISTANT PROFESSOR	40,265	37,550	38,908	2.00	35.0		
LIBERAL ARTS, COLLEGE OF	FRENCH & ITALIAN	160901	160101	160901	09 Mo	INSTRUCTOR	39,000	39,000	39,000	1.00		39,000	1.00

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COLLEGE	DEPARTMENT	PRIMARY CIP CODE	SECONDARY CIP CODE	COMMON CIP CODE	TERM	RANK	HIGH SALARY	LOW SALARY	WEIGHTED AVERAGE	FTE	AVERAGE AGE	NEW HIRE AVERAGE	NEW HIRE FTE
LIBERAL ARTS, COLLEGE OF	GEOGRAPHY	450701		450701	09 Mo	PROFESSOR	89,625	54,049	73,363	9.00	59.9		
LIBERAL ARTS, COLLEGE OF	GEOGRAPHY	450701		450701	09 Mo	ASSOCIATE PROFESSOR	64,294	42,986	56,744	5.98	48.2		
LIBERAL ARTS, COLLEGE OF	GEOGRAPHY	450701		450701	09 Mo	ASSISTANT PROFESSOR	47,131	45,515	46,323	2.00	38.0		
LIBERAL ARTS, COLLEGE OF	GEOGRAPHY	450701		450701	12 Mo	PROFESSOR	93,140	93,140	93,140	1.00			
LIBERAL ARTS, COLLEGE OF	GERMAN	160501	160599	160501	09 Mo	PROFESSOR	85,503	52,748	73,126	6.50	57.6		
LIBERAL ARTS, COLLEGE OF	GERMAN	160501	160599	160501	09 Mo	ASSOCIATE PROFESSOR	65,269	39,544	47,774	6.50	54.7		
LIBERAL ARTS, COLLEGE OF	GERMAN	160501	160599	160501	09 Mo	ASSISTANT PROFESSOR	45,000	39,431	42,216	2.00	47.5		
LIBERAL ARTS, COLLEGE OF	GERMAN	160501	160599	160501	12 Mo	PROFESSOR	118,413	118,413	118,413	1.00			
LIBERAL ARTS, COLLEGE OF	HISTORY	450801		450801	09 Mo	PROFESSOR	106,246	41,982	69,796	26.32	59.6		
LIBERAL ARTS, COLLEGE OF	HISTORY	450801		450801	09 Mo	ASSOCIATE PROFESSOR	48,800	39,646	43,461	4.00	50.5		
LIBERAL ARTS, COLLEGE OF	HISTORY	450801		450801	09 Mo	ASSISTANT PROFESSOR	40,850	35,000	37,925	2.00	41.0	35,000	1.00
LIBERAL ARTS, COLLEGE OF	HISTORY	450801		450801	09 Mo	INSTRUCTOR	40,000	40,000	40,000	2.00	35.5	40,000	2.00
LIBERAL ARTS, COLLEGE OF	HISTORY	450801		450801	12 Mo	PROFESSOR	106,460	86,045	92,850	1.50	58.5		
LIBERAL ARTS, COLLEGE OF	HISTORY	450801		450801	12 Mo	ASSOCIATE PROFESSOR	72,609	72,609	72,609	0.35			
LIBERAL ARTS, COLLEGE OF	INTNL STUDIES, INST OF	450901		450901	09 Mo	PROFESSOR	96,238	84,159	89,758	0.19	57.0		
LIBERAL ARTS, COLLEGE OF	INTNL STUDIES, INST OF	450901		450901	09 Mo	ASSOCIATE PROFESSOR	58,333	58,333	58,333	0.10			
LIBERAL ARTS, COLLEGE OF	INTNL STUDIES, INST OF	450901		450901	09 Mo	ASSISTANT PROFESSOR	35,000	35,000	35,000	1.00			
LIBERAL ARTS, COLLEGE OF	INTNL STUDIES, INST OF	450901		450901	12 Mo	PROFESSOR	75,830	75,830	75,830	0.20			
LIBERAL ARTS, COLLEGE OF	JOURNALISM & MASS COMM, SCH O	090401		090401	09 Mo	PROFESSOR	93,233	60,922	71,743	5.00	55.6		
LIBERAL ARTS, COLLEGE OF	JOURNALISM & MASS COMM, SCH O	090401		090401	09 Mo	ASSOCIATE PROFESSOR	62,585	47,000	51,438	7.00	48.4	47,000	1.00
LIBERAL ARTS, COLLEGE OF	JOURNALISM & MASS COMM, SCH O	090401		090401	09 Mo	ASSISTANT PROFESSOR	42,579	42,579	42,579	1.00			
LIBERAL ARTS, COLLEGE OF	LANGUAGES & LITERATURES, INST	160101	160102	160101	09 Mo	PROFESSOR	72,042	42,339	60,173	5.50	58.3		
LIBERAL ARTS, COLLEGE OF	LANGUAGES & LITERATURES, INST	160101	160102	160101	09 Mo	ASSOCIATE PROFESSOR	62,206	43,644	52,014	4.50	57.8		
LIBERAL ARTS, COLLEGE OF	LANGUAGES & LITERATURES, INST	160101	160102	160101	09 Mo	ASSISTANT PROFESSOR	42,000	39,850	40,602	5.00	37.2	41,000	2.00
LIBERAL ARTS, COLLEGE OF	MUSIC, SCH OF	500901	131312	500901	09 Mo	PROFESSOR	99,377	40,407	63,077	14.25	52.3	60,000	1.00
LIBERAL ARTS, COLLEGE OF	MUSIC, SCH OF	500901	131312	500901	09 Mo	ASSOCIATE PROFESSOR	65,000	30,968	47,355	17.00	50.6	65,000	1.00
LIBERAL ARTS, COLLEGE OF	MUSIC, SCH OF	500901	131312	500901	09 Mo	ASSISTANT PROFESSOR	49,000	32,500	41,050	5.00	38.2	38,750	2.00
LIBERAL ARTS, COLLEGE OF	MUSIC, SCH OF	500901	131312	500901	12 Mo	PROFESSOR	92,644	92,644	92,644	1.00			
LIBERAL ARTS, COLLEGE OF	MUSIC, SCH OF	500901	131312	500901	12 Mo	ASSOCIATE PROFESSOR	50,875	50,875	50,875	1.00			
LIBERAL ARTS, COLLEGE OF	MUSIC, SCH OF	500901	131312	500901	12 Mo	ASSISTANT PROFESSOR	60,000	60,000	60,000	1.00			
LIBERAL ARTS, COLLEGE OF	PHILOSOPHY	380101		380101	09 Mo	PROFESSOR	105,000	51,564	66,556	11.15	60.8	105,000	1.00
LIBERAL ARTS, COLLEGE OF	PHILOSOPHY	380101		380101	09 Mo	ASSOCIATE PROFESSOR	55,393	52,882	54,294	4.00	54.8		
LIBERAL ARTS, COLLEGE OF	PHILOSOPHY	380101		380101	09 Mo	ASSISTANT PROFESSOR	48,577	48,577	48,577	1.00			
LIBERAL ARTS, COLLEGE OF	PHILOSOPHY	380101		380101	12 Mo	PROFESSOR	116,616	116,616	116,616	1.00			
LIBERAL ARTS, COLLEGE OF	POLITICAL SCIENCE	451001		451001	09 Mo	PROFESSOR	104,722	72,000	90,771	12.15	56.1		
LIBERAL ARTS, COLLEGE OF	POLITICAL SCIENCE	451001		451001	09 Mo	ASSOCIATE PROFESSOR	68,000	52,500	59,375	6.68	43.6		
LIBERAL ARTS, COLLEGE OF	POLITICAL SCIENCE	451001		451001	09 Mo	ASSISTANT PROFESSOR	50,000	45,100	48,100	3.00	37.7	50,000	1.00
LIBERAL ARTS, COLLEGE OF	POLITICAL SCIENCE	451001		451001	12 Mo	INSTRUCTOR	24,000	24,000	24,000	0.67			
LIBERAL ARTS, COLLEGE OF	PSYCHOLOGY	420101		420101	09 Mo	PROFESSOR	126,439	60,194	86,716	18.35	54.8		
LIBERAL ARTS, COLLEGE OF	PSYCHOLOGY	420101		420101	09 Mo	ASSOCIATE PROFESSOR	58,911	52,307	54,925	5.00	45.4		
LIBERAL ARTS, COLLEGE OF	PSYCHOLOGY	420101		420101	09 Mo	ASSISTANT PROFESSOR	59,000	46,000	49,136	6.00	32.8	46,500	2.00
LIBERAL ARTS, COLLEGE OF	PSYCHOLOGY	420101		420101	12 Mo	PROFESSOR	64,521	64,521	64,521	0.15			
LIBERAL ARTS, COLLEGE OF	SOCIOLOGY	451101		451101	09 Mo	PROFESSOR	115,000	58,492	79,117	10.82	56.9	65,100	1.00
LIBERAL ARTS, COLLEGE OF	SOCIOLOGY	451101		451101	09 Mo	ASSOCIATE PROFESSOR	60,000	32,885	50,789	6.00	51.0		
LIBERAL ARTS, COLLEGE OF	SOCIOLOGY	451101		451101	09 Mo	ASSISTANT PROFESSOR	46,640	44,000	45,598	3.00	33.7	44,000	1.00
LIBERAL ARTS, COLLEGE OF	SPANISH & PORTUGUESE	160905	160905	160905	09 Mo	PROFESSOR	97,310	60,000	79,144	4.00	60.0	60,000	1.00
LIBERAL ARTS, COLLEGE OF	SPANISH & PORTUGUESE	160905	160905	160905	09 Mo	ASSOCIATE PROFESSOR	58,591	44,494	47,560	2.50	50.7		
LIBERAL ARTS, COLLEGE OF	SPANISH & PORTUGUESE	160905	160905	160905	09 Mo	ASSISTANT PROFESSOR	42,463	40,000	41,028	5.00	41.8	40,405	3.00
LIBERAL ARTS, COLLEGE OF	SPANISH & PORTUGUESE	160905	160905	160905	12 Mo	ASSOCIATE PROFESSOR	70,316	70,316	70,316	1.00			

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COLLEGE	DEPARTMENT	PRIMARY CIP CODE	SECONDARY CIP CODE	COMMON CIP CODE	TERM	RANK	HIGH SALARY	LOW SALARY	WEIGHTED AVERAGE	FTE	AGE	AVERAGE	NEW HIRE FTE
LIBERAL ARTS, COLLEGE OF	SPEECH-COMMUNICATION	231001		231001	09 Mo	PROFESSOR	93,413	57,275	76,998	4.00	59.5		
LIBERAL ARTS, COLLEGE OF	SPEECH-COMMUNICATION	231001		231001	09 Mo	ASSOCIATE PROFESSOR	61,570	45,541	53,060	3.00	52.0		
LIBERAL ARTS, COLLEGE OF	SPEECH-COMMUNICATION	231001		231001	09 Mo	ASSISTANT PROFESSOR	45,580	41,500	43,170	4.00	35.5	41,500	1.00
LIBERAL ARTS, COLLEGE OF	SPEECH-COMMUNICATION	231001		231001	12 Mo	PROFESSOR	101,653	101,653	101,653	1.00			
LIBERAL ARTS, COLLEGE OF	STATISTICS, SCH OF-ADM	270501		270501	09 Mo	PROFESSOR	105,979	55,124	86,768	8.38	54.9		
LIBERAL ARTS, COLLEGE OF	STATISTICS, SCH OF-ADM	270501		270501	09 Mo	ASSOCIATE PROFESSOR	63,000	52,580	56,155	3.00	44.0		
LIBERAL ARTS, COLLEGE OF	STATISTICS, SCH OF-ADM	270501		270501	09 Mo	ASSISTANT PROFESSOR	50,575	50,575	50,575	1.00			
LIBERAL ARTS, COLLEGE OF	STATISTICS, SCH OF-ADM	270501		270501	12 Mo	PROFESSOR	151,541	74,036	108,881	4.12	57.6		
LIBERAL ARTS, COLLEGE OF	STATISTICS, SCH OF-ADM	270501		270501	12 Mo	ASSOCIATE PROFESSOR	63,150	63,150	63,150	0.59			
LIBERAL ARTS, COLLEGE OF	STUDIO ARTS	500702		500701	09 Mo	PROFESSOR	76,893	47,588	63,417	6.55	55.3		
LIBERAL ARTS, COLLEGE OF	STUDIO ARTS	500702		500701	09 Mo	ASSOCIATE PROFESSOR	51,475	38,034	43,220	10.00	54.2		
LIBERAL ARTS, COLLEGE OF	STUDIO ARTS	500702		500701	09 Mo	ASSISTANT PROFESSOR	40,000	40,000	40,000	1.00		40,000	1.00
LIBERAL ARTS, COLLEGE OF	THEATRE ARTS & DANCE	500501	500301	500501	09 Mo	PROFESSOR	70,986	70,986	70,986	1.00			
LIBERAL ARTS, COLLEGE OF	THEATRE ARTS & DANCE	500501	500301	500501	09 Mo	ASSOCIATE PROFESSOR	54,834	41,565	46,987	8.00	50.3		
LIBERAL ARTS, COLLEGE OF	THEATRE ARTS & DANCE	500501	500301	500501	09 Mo	ASSISTANT PROFESSOR	40,988	32,000	35,663	3.00	42.7	32,000	1.00
LIBERAL ARTS, COLLEGE OF	THEATRE ARTS & DANCE	500501	500301	500501	12 Mo	PROFESSOR	79,805	79,805	79,805	0.16			
LIBERAL ARTS, COLLEGE OF	WOMEN'S STUDIES	050207		050207	09 Mo	PROFESSOR	72,010	59,087	63,395	1.50	52.5		
LIBERAL ARTS, COLLEGE OF	WOMEN'S STUDIES	050207		050207	09 Mo	ASSOCIATE PROFESSOR	56,824	50,000	52,729	0.83	54.0		
LIBERAL ARTS, COLLEGE OF	WOMEN'S STUDIES	050207		050207	09 Mo	ASSISTANT PROFESSOR	43,000	38,000	40,500	2.00	44.5	38,000	1.00
LIBERAL ARTS, COLLEGE OF	WOMEN'S STUDIES	050207		050207	09 Mo	INSTRUCTOR	37,000	37,000	37,000	1.00			
LIBERAL ARTS, COLLEGE OF	WOMEN'S STUDIES	050207		050207	12 Mo	PROFESSOR	56,714	56,714	56,714	0.74			
LIBERAL ARTS, COLLEGE OF	WOMEN'S STUDIES	050207		050207	12 Mo	ASSOCIATE PROFESSOR	73,878	73,878	73,878	0.98			
MEDICAL SCHOOL	BIOCHEMISTRY-MED SCH	511302		260202	12 Mo	PROFESSOR	134,375	69,864	94,730	7.97	55.7		
MEDICAL SCHOOL	BIOCHEMISTRY-MED SCH	511302		260202	12 Mo	ASSOCIATE PROFESSOR	107,910	43,515	66,375	3.34	48.3		
MEDICAL SCHOOL	BIOCHEMISTRY-MED SCH	511302		260202	12 Mo	ASSISTANT PROFESSOR	58,466	46,200	52,071	3.20	40.0		
MEDICAL SCHOOL	CELL BIOLOGY & NEUROANATOMY	511301	120301	260601	09 Mo	ASSISTANT PROFESSOR	43,447	43,447	43,447	1.00			
MEDICAL SCHOOL	CELL BIOLOGY & NEUROANATOMY	511301	120301	260601	12 Mo	PROFESSOR	163,048	70,524	97,030	11.22	51.3		
MEDICAL SCHOOL	CELL BIOLOGY & NEUROANATOMY	511301	120301	260601	12 Mo	ASSOCIATE PROFESSOR	72,928	57,500	63,151	3.27	50.4		
MEDICAL SCHOOL	CELL BIOLOGY & NEUROANATOMY	511301	120301	260601	12 Mo	ASSISTANT PROFESSOR	44,764	44,764	44,764	1.00			
MEDICAL SCHOOL	HUMAN GENETICS, INST OF	511306		511306	12 Mo	ASSOCIATE PROFESSOR	65,390	65,390	65,390	0.12			
MEDICAL SCHOOL	MICROBIOLOGY	511308		260501	09 Mo	PROFESSOR	90,000	90,000	90,000	1.00			
MEDICAL SCHOOL	MICROBIOLOGY	511308		260501	12 Mo	PROFESSOR	178,562	83,000	96,676	6.02	59.4		
MEDICAL SCHOOL	MICROBIOLOGY	511308		260501	12 Mo	ASSOCIATE PROFESSOR	82,000	54,000	60,699	3.27	43.3		
MEDICAL SCHOOL	PHARMACOLOGY	260705	511314	260705	09 Mo	ASSISTANT PROFESSOR	48,420	48,420	48,420	1.00			
MEDICAL SCHOOL	PHARMACOLOGY	260705	511314	260705	12 Mo	PROFESSOR	172,757	65,839	102,303	3.94	58.8		
MEDICAL SCHOOL	PHARMACOLOGY	260705	511314	260705	12 Mo	ASSOCIATE PROFESSOR	60,781	51,360	55,122	1.27	43.3		
MEDICAL SCHOOL	PHARMACOLOGY	260705	511314	260705	12 Mo	ASSISTANT PROFESSOR	54,153	46,653	49,582	4.89	40.7		
MEDICAL SCHOOL	PHYSIOLOGY	511313		260706	09 Mo	PROFESSOR	77,429	77,429	77,429	0.40			
MEDICAL SCHOOL	PHYSIOLOGY	511313		260706	12 Mo	PROFESSOR	169,283	81,294	107,298	5.43	55.9		
MEDICAL SCHOOL	PHYSIOLOGY	511313		260706	12 Mo	ASSOCIATE PROFESSOR	70,214	49,760	60,518	3.79	50.8		
MEDICAL SCHOOL	PHYSIOLOGY	511313		260706	12 Mo	ASSISTANT PROFESSOR	56,500	54,651	55,634	1.60	40.3		
MEDICAL SCHOOL	PHYSIOLOGY	511313		260706	12 Mo	INSTRUCTOR	35,597	35,597	35,597	1.00			
MEDICAL SCHOOL-UMD	UMD-MEDICINE, BASIC SCIENCES	511399			09 Mo	PROFESSOR	94,418	56,316	76,580	8.10	52.6		
MEDICAL SCHOOL-UMD	UMD-MEDICINE, BASIC SCIENCES	511399			09 Mo	ASSOCIATE PROFESSOR	89,206	44,590	59,979	15.64	54.2		
MEDICAL SCHOOL-UMD	UMD-MEDICINE, BASIC SCIENCES	511399			09 Mo	ASSISTANT PROFESSOR	46,300	46,300	46,300	1.00			
MEDICAL SCHOOL-UMD	UMD-MEDICINE, BASIC SCIENCES	511399			12 Mo	PROFESSOR	141,795	84,860	111,204	4.00	66.3		
MEDICAL SCHOOL-UMD	UMD-MEDICINE, BASIC SCIENCES	511399			12 Mo	ASSOCIATE PROFESSOR	138,317	138,317	138,317	1.00			
MEDICAL SCHOOL-UMD	UMD-MEDICINE, BASIC SCIENCES	511399			12 Mo	ASSISTANT PROFESSOR	90,000	51,000	60,048	4.55	43.1	70,500	2.00

UNIVERSITY OF MINNESOTA, 97-98 DEPARTMENT AVERAGE SALARIES

COLLEGE	DEPARTMENT	PRIMARY CIP CODE	SECONDARY CIP CODE	COMMON CIP CODE	TERM	RANK	HIGH SALARY	LOW SALARY	WEIGHTED AVERAGE	FTE	AVERAGE AGE	NEW HIRE AVERAGE	NEW HIRE FTE
MGMT, CURTIS L CARLSON, SCH	ACCOUNTING	520301	520299	520301	09 Mo	PROFESSOR	140,000	108,400	124,371	2.86	53.3		
MGMT, CURTIS L CARLSON, SCH	ACCOUNTING	520301	520299	520301	09 Mo	ASSOCIATE PROFESSOR	99,200	72,000	87,575	4.00	43.8		
MGMT, CURTIS L CARLSON, SCH	ACCOUNTING	520301	520299	520301	09 Mo	ASSISTANT PROFESSOR	89,000	74,700	81,917	3.00	42.7	89,000	1.00
MGMT, CURTIS L CARLSON, SCH	FINANCE	520801	520805	520801	09 Mo	PROFESSOR	143,000	101,000	126,026	3.90	51.2		
MGMT, CURTIS L CARLSON, SCH	FINANCE	520801	520805	520801	09 Mo	ASSOCIATE PROFESSOR	110,000	53,000	83,583	3.00	52.3	110,000	1.00
MGMT, CURTIS L CARLSON, SCH	FINANCE	520801	520805	520801	09 Mo	ASSISTANT PROFESSOR	95,000	79,700	87,350	2.00	33.0	79,700	1.00
MGMT, CURTIS L CARLSON, SCH	HEALTHCARE MANAGEMENT	510702		510702	09 Mo	PROFESSOR	97,500	86,700	93,079	3.80	64.3	97,500	0.80
MGMT, CURTIS L CARLSON, SCH	HEALTHCARE MANAGEMENT	510702		510702	09 Mo	ASSOCIATE PROFESSOR	99,500	71,850	85,675	2.00	54.7		
MGMT, CURTIS L CARLSON, SCH	HEALTHCARE MANAGEMENT	510702		510702	09 Mo	ASSISTANT PROFESSOR	74,300	72,000	73,592	1.30	42.5		
MGMT, CURTIS L CARLSON, SCH	HEALTHCARE MANAGEMENT	510702		510702	12 Mo	ASSISTANT PROFESSOR	34,784	34,784	34,784	0.29			
MGMT, CURTIS L CARLSON, SCH	INDUSTRIAL RELATIONS CTR	521002		521002	09 Mo	PROFESSOR	118,500	56,500	103,473	10.81	54.3		
MGMT, CURTIS L CARLSON, SCH	INDUSTRIAL RELATIONS CTR	521002		521002	09 Mo	ASSOCIATE PROFESSOR	76,200	40,600	62,948	3.14	43.3		
MGMT, CURTIS L CARLSON, SCH	INDUSTRIAL RELATIONS CTR	521002		521002	09 Mo	ASSISTANT PROFESSOR	60,000	60,000	60,000	1.00			
MGMT, CURTIS L CARLSON, SCH	INDUSTRIAL RELATIONS CTR	521002		521002	12 Mo	PROFESSOR	80,000	80,000	80,000	0.08			
MGMT, CURTIS L CARLSON, SCH	INFO & DECISION SCIENCES	521201		520201	09 Mo	PROFESSOR	129,800	92,400	110,572	4.90	58.5		
MGMT, CURTIS L CARLSON, SCH	INFO & DECISION SCIENCES	521201		520201	09 Mo	ASSOCIATE PROFESSOR	89,500	42,100	65,500	4.00	51.3		
MGMT, CURTIS L CARLSON, SCH	INFO & DECISION SCIENCES	521201		520201	09 Mo	ASSISTANT PROFESSOR	78,000	78,000	78,000	1.00			1.00
MGMT, CURTIS L CARLSON, SCH	MARKETING & LOGISTICS MGMT	521401	520203	521401	09 Mo	PROFESSOR	140,000	77,300	103,421	10.90	54.1		
MGMT, CURTIS L CARLSON, SCH	MARKETING & LOGISTICS MGMT	521401	520203	521401	09 Mo	ASSOCIATE PROFESSOR	91,500	55,000	77,375	4.00	43.8		
MGMT, CURTIS L CARLSON, SCH	MARKETING & LOGISTICS MGMT	521401	520203	521401	09 Mo	ASSISTANT PROFESSOR	69,000	69,000	69,000	1.00			
MGMT, CURTIS L CARLSON, SCH	OPERATIONS & MGMT SCIENCE	520205			09 Mo	PROFESSOR	120,223	94,000	108,290	2.80	54.8		
MGMT, CURTIS L CARLSON, SCH	OPERATIONS & MGMT SCIENCE	520205			09 Mo	ASSOCIATE PROFESSOR	69,500	69,500	69,500	1.00			
MGMT, CURTIS L CARLSON, SCH	OPERATIONS & MGMT SCIENCE	520205			09 Mo	ASSISTANT PROFESSOR	77,000	73,000	74,333	3.00	33.7		
MGMT, CURTIS L CARLSON, SCH	STRATEGIC MANAGEMENT	521301	520299	520201	09 Mo	PROFESSOR	138,000	76,750	99,839	6.64	51.6		
MGMT, CURTIS L CARLSON, SCH	STRATEGIC MANAGEMENT	521301	520299	520201	09 Mo	ASSOCIATE PROFESSOR	87,000	58,000	69,648	5.41	54.2		
MGMT, CURTIS L CARLSON, SCH	STRATEGIC MANAGEMENT	521301	520299	520201	09 Mo	ASSISTANT PROFESSOR	78,000	68,000	73,125	4.00	39.5		
NATURAL RESOURCES, COLLEGE	FISHERIES & WILDLIFE	030301		030601	09 Mo	PROFESSOR	69,220	69,220	69,220	0.40			
NATURAL RESOURCES, COLLEGE	FISHERIES & WILDLIFE	030301		030601	09 Mo	ASSOCIATE PROFESSOR	62,729	42,145	50,363	1.70	48.3		
NATURAL RESOURCES, COLLEGE	FISHERIES & WILDLIFE	030301		030601	12 Mo	PROFESSOR	100,700	75,830	89,110	0.99	52.0		
NATURAL RESOURCES, COLLEGE	FISHERIES & WILDLIFE	030301		030601	12 Mo	ASSOCIATE PROFESSOR	57,129	55,639	56,606	0.52	63.5		
NATURAL RESOURCES, COLLEGE	FOREST RESOURCES	030599		030501	09 Mo	PROFESSOR	76,983	73,407	74,712	0.63	57.5		
NATURAL RESOURCES, COLLEGE	FOREST RESOURCES	030599		030501	09 Mo	ASSOCIATE PROFESSOR	56,044	56,044	56,044	0.45			
NATURAL RESOURCES, COLLEGE	FOREST RESOURCES	030599		030501	09 Mo	ASSISTANT PROFESSOR	45,424	45,424	45,424	0.38			
NATURAL RESOURCES, COLLEGE	FOREST RESOURCES	030599		030501	12 Mo	PROFESSOR	103,700	72,150	80,492	1.81	52.3		
NATURAL RESOURCES, COLLEGE	FOREST RESOURCES	030599		030501	12 Mo	ASSOCIATE PROFESSOR	61,059	56,486	59,113	0.94	45.5		
NATURAL RESOURCES, COLLEGE	WOOD & PAPER SCIENCE	030499		030501	09 Mo	ASSOCIATE PROFESSOR	59,809	59,809	59,809	0.96			
NATURAL RESOURCES, COLLEGE	WOOD & PAPER SCIENCE	030499		030501	09 Mo	ASSISTANT PROFESSOR	39,406	39,406	39,406	0.19			
NATURAL RESOURCES, COLLEGE	WOOD & PAPER SCIENCE	030499		030501	12 Mo	PROFESSOR	107,500	64,782	90,697	0.74	54.4		
NATURAL RESOURCES, COLLEGE	WOOD & PAPER SCIENCE	030499		030501	12 Mo	ASSOCIATE PROFESSOR	67,581	65,000	65,483	1.23	56.0		
NURSING, SCHOOL OF	NURSING, SCHOOL OF	511601		511601	09 Mo	PROFESSOR	97,500	73,179	75,501	2.20	57.7	97,500	0.20
NURSING, SCHOOL OF	NURSING, SCHOOL OF	511601		511601	09 Mo	ASSOCIATE PROFESSOR	72,390	48,498	54,652	6.00	52.7		
NURSING, SCHOOL OF	NURSING, SCHOOL OF	511601		511601	09 Mo	ASSISTANT PROFESSOR	48,959	39,743	45,151	11.25	48.9		
NURSING, SCHOOL OF	NURSING, SCHOOL OF	511601		511601	09 Mo	INSTRUCTOR	42,456	42,456	42,456	1.00			
NURSING, SCHOOL OF	NURSING, SCHOOL OF	511601		511601	12 Mo	PROFESSOR	102,000	71,891	87,447	2.85	57.0		
NURSING, SCHOOL OF	NURSING, SCHOOL OF	511601		511601	12 Mo	ASSOCIATE PROFESSOR	74,508	61,709	67,462	3.73	54.4		
NURSING, SCHOOL OF	NURSING, SCHOOL OF	511601		511601	12 Mo	ASSISTANT PROFESSOR	76,646	34,666	53,018	5.83	54.0		
PHARMACY, COLLEGE OF	PHARMACY, COLLEGE OF	512001		512001	12 Mo	PROFESSOR	139,468	71,314	92,588	15.25	53.6		
PHARMACY, COLLEGE OF	PHARMACY, COLLEGE OF	512001		512001	12 Mo	ASSOCIATE PROFESSOR	82,523	55,824	67,135	17.54	44.5		
PHARMACY, COLLEGE OF	PHARMACY, COLLEGE OF	512001		512001	12 Mo	ASSISTANT PROFESSOR	77,921	50,753	60,118	3.34	39.8		

UNIVERSITY OF MINNESOTA, 97-98 DEPARTMENT AVERAGE SALARIES

COLLEGE	DEPARTMENT	PRIMARY CIP CODE	SECONDARY CIP CODE	COMMON CIP CODE	TERM	RANK	HIGH SALARY	LOW SALARY	WEIGHTED AVERAGE	AVERAGE FTE	NEW HIRE AGE	NEW HIRE AVERAGE	NEW HIRE FTE
PUBLIC HEALTH, SCHOOL OF	PUBLIC HEALTH, SCHOOL OF	512201	512202	512201	09 Mo	ASSISTANT PROFESSOR	72,000	44,000	51,385	0.40	45.5		
PUBLIC HEALTH, SCHOOL OF	PUBLIC HEALTH, SCHOOL OF	512201	512202	512201	09 Mo	INSTRUCTOR	45,509	45,509	45,509	0.95			
PUBLIC HEALTH, SCHOOL OF	PUBLIC HEALTH, SCHOOL OF	512201	512202	512201	12 Mo	PROFESSOR	166,440	55,922	108,070	13.53	53.6		
PUBLIC HEALTH, SCHOOL OF	PUBLIC HEALTH, SCHOOL OF	512201	512202	512201	12 Mo	ASSOCIATE PROFESSOR	127,305	60,000	76,970	13.77	47.4	60,000	1.00
PUBLIC HEALTH, SCHOOL OF	PUBLIC HEALTH, SCHOOL OF	512201	512202	512201	12 Mo	ASSISTANT PROFESSOR	62,936	48,695	57,707	10.96	41.3	58,000	1.60
TECHNOLOGY, INSTITUTE OF	AEROSPACE ENG & MECHANICS	140201		140201	09 Mo	PROFESSOR	133,852	91,000	109,481	5.56	57.8		
TECHNOLOGY, INSTITUTE OF	AEROSPACE ENG & MECHANICS	140201		140201	09 Mo	ASSOCIATE PROFESSOR	78,393	63,000	69,340	5.96	37.9		
TECHNOLOGY, INSTITUTE OF	AEROSPACE ENG & MECHANICS	140201		140201	09 Mo	ASSISTANT PROFESSOR	36,900	36,900	36,900	0.49			
TECHNOLOGY, INSTITUTE OF	ASTRONOMY	400201		400201	09 Mo	PROFESSOR	131,677	56,294	77,635	10.00	52.7		
TECHNOLOGY, INSTITUTE OF	CHEMICAL ENG & MAT SCI	140701	141801	140701	09 Mo	PROFESSOR	154,740	54,000	102,303	16.34	55.6		
TECHNOLOGY, INSTITUTE OF	CHEMICAL ENG & MAT SCI	140701	141801	140701	09 Mo	ASSOCIATE PROFESSOR	85,263	62,705	72,918	5.38	44.8		
TECHNOLOGY, INSTITUTE OF	CHEMICAL ENG & MAT SCI	140701	141801	140701	09 Mo	ASSISTANT PROFESSOR	64,350	49,239	61,106	3.56	38.0		
TECHNOLOGY, INSTITUTE OF	CHEMISTRY	400501		400501	09 Mo	PROFESSOR	127,191	56,050	82,963	22.39	53.7		
TECHNOLOGY, INSTITUTE OF	CHEMISTRY	400501		400501	09 Mo	ASSOCIATE PROFESSOR	88,500	54,000	64,308	6.00	39.5	60,000	1.00
TECHNOLOGY, INSTITUTE OF	CHEMISTRY	400501		400501	09 Mo	ASSISTANT PROFESSOR	48,500	43,000	45,729	6.61	34.6	43,000	2.00
TECHNOLOGY, INSTITUTE OF	CIVIL ENGINEERING	140801	141501	140801	09 Mo	PROFESSOR	107,945	55,842	78,146	14.96	55.2		
TECHNOLOGY, INSTITUTE OF	CIVIL ENGINEERING	140801	141501	140801	09 Mo	ASSOCIATE PROFESSOR	72,002	50,562	65,017	11.71	45.3	62,998	1.00
TECHNOLOGY, INSTITUTE OF	CIVIL ENGINEERING	140801	141501	140801	09 Mo	ASSISTANT PROFESSOR	62,998	55,000	57,665	3.00	32.0	54,999	2.00
TECHNOLOGY, INSTITUTE OF	COMPUTER SCIENCE	110701	149999	110701	09 Mo	PROFESSOR	116,554	75,500	91,140	9.02	52.6		
TECHNOLOGY, INSTITUTE OF	COMPUTER SCIENCE	110701	149999	110701	09 Mo	ASSOCIATE PROFESSOR	80,350	68,850	72,645	9.00	42.7		
TECHNOLOGY, INSTITUTE OF	COMPUTER SCIENCE	110701	149999	110701	09 Mo	ASSISTANT PROFESSOR	67,650	50,000	57,650	7.00	31.3		
TECHNOLOGY, INSTITUTE OF	ELECTRICAL ENGINEERING	141001		141001	09 Mo	PROFESSOR	120,464	45,006	90,695	19.56	52.2	45,006	0.50
TECHNOLOGY, INSTITUTE OF	ELECTRICAL ENGINEERING	141001		141001	09 Mo	ASSOCIATE PROFESSOR	77,002	42,011	67,167	12.40	43.8		
TECHNOLOGY, INSTITUTE OF	ELECTRICAL ENGINEERING	141001		141001	09 Mo	ASSISTANT PROFESSOR	60,013	57,502	58,757	2.00	32.0	60,013	1.00
TECHNOLOGY, INSTITUTE OF	ELECTRICAL ENGINEERING	141001		141001	09 Mo	INSTRUCTOR	27,004	27,004	27,004	1.00			
TECHNOLOGY, INSTITUTE OF	ELECTRICAL ENGINEERING	141001		141001	12 Mo	ASSOCIATE PROFESSOR	24,003	24,003	24,003	1.00			
TECHNOLOGY, INSTITUTE OF	ELECTRICAL ENGINEERING	141001		141001	12 Mo	ASSISTANT PROFESSOR	24,000	24,000	24,000	1.00			
TECHNOLOGY, INSTITUTE OF	GEOLOGY & GEOPHYSICS	400601		400601	09 Mo	PROFESSOR	117,150	60,365	78,028	10.50	54.5		
TECHNOLOGY, INSTITUTE OF	GEOLOGY & GEOPHYSICS	400601		400601	09 Mo	ASSOCIATE PROFESSOR	63,982	54,313	57,766	5.00	44.0		
TECHNOLOGY, INSTITUTE OF	MATHEMATICS, SCH OF	270101		270101	09 Mo	PROFESSOR	169,429	46,625	82,240	44.36	55.8	58,300	1.00
TECHNOLOGY, INSTITUTE OF	MATHEMATICS, SCH OF	270101		270101	09 Mo	ASSOCIATE PROFESSOR	72,000	39,425	54,631	11.00	50.4	72,000	1.00
TECHNOLOGY, INSTITUTE OF	MATHEMATICS, SCH OF	270101		270101	09 Mo	ASSISTANT PROFESSOR	50,000	33,545	40,249	13.59	31.4	40,218	5.57
TECHNOLOGY, INSTITUTE OF	MATHEMATICS, SCH OF	270101		270101	12 Mo	PROFESSOR	153,245	153,245	153,245	0.45			
TECHNOLOGY, INSTITUTE OF	MECHANICAL ENGINEERING	141901	141701	141901	09 Mo	PROFESSOR	146,985	52,180	96,239	22.62	56.0		
TECHNOLOGY, INSTITUTE OF	MECHANICAL ENGINEERING	141901	141701	141901	09 Mo	ASSOCIATE PROFESSOR	79,200	60,000	71,220	5.00	45.0		
TECHNOLOGY, INSTITUTE OF	MECHANICAL ENGINEERING	141901	141701	141901	09 Mo	ASSISTANT PROFESSOR	59,500	56,850	58,438	4.00	35.0		
TECHNOLOGY, INSTITUTE OF	PHYSICS & ASTRONOMY, SCH OF	400801		400801	09 Mo	PROFESSOR	148,500	60,597	79,806	28.70	56.1		
TECHNOLOGY, INSTITUTE OF	PHYSICS & ASTRONOMY, SCH OF	400801		400801	09 Mo	ASSOCIATE PROFESSOR	67,759	56,330	63,220	6.00	43.2		
TECHNOLOGY, INSTITUTE OF	PHYSICS & ASTRONOMY, SCH OF	400801		400801	09 Mo	ASSISTANT PROFESSOR	54,250	54,250	54,250	1.00			
TECHNOLOGY, INSTITUTE OF	SCIENCE & TECHNOLOGY, HIST OF	450804		450804	09 Mo	PROFESSOR	89,274	79,553	86,836	2.40	60.3		
TECHNOLOGY, INSTITUTE OF	SCIENCE & TECHNOLOGY, HIST OF	450804		450804	09 Mo	ASSOCIATE PROFESSOR	86,064	86,064	86,064	1.00			
TECHNOLOGY, INSTITUTE OF	SCIENCE & TECHNOLOGY, HIST OF	450804		450804	09 Mo	ASSISTANT PROFESSOR	33,000	33,000	33,000	1.00		33,000	1.00
TECHNOLOGY, INSTITUTE OF	SCIENCE & TECHNOLOGY, HIST OF	450804		450804	12 Mo	PROFESSOR	92,725	92,725	92,725	0.50			
VET MEDICINE, COLLEGE OF	VET MEDICINE, COLLEGE OF	512401		512401	12 Mo	PROFESSOR	126,551	69,408	91,052	34.78	54.5		
VET MEDICINE, COLLEGE OF	VET MEDICINE, COLLEGE OF	512401		512401	12 Mo	ASSOCIATE PROFESSOR	87,624	56,187	70,523	15.42	49.5		
VET MEDICINE, COLLEGE OF	VET MEDICINE, COLLEGE OF	512401		512401	12 Mo	ASSISTANT PROFESSOR	73,295	45,000	64,615	6.67	39.0		
VET MEDICINE, COLLEGE OF	VET MEDICINE, COLLEGE OF	512401		512401	12 Mo	INSTRUCTOR	50,000	50,000	50,000	0.50		50,000	0.50

UNIVERSITY OF MINNESOTA, 97-98 DEPARTMENT AVERAGE SALARIES

COLLEGE	DEPARTMENT	PRIMARY CIP CODE	TERM	RANK	HIGH SALARY	LOW SALARY	WEIGHTED AVERAGE	FTE	AVERAGE AGE	NEW HIRE AVERAGE	NEW HIRE FTE
UMD-BUSINESS & ECON, SCHOOL OF	UMD-ACCOUNTING	520301	09 Mo	PROFESSOR	77,843	72,868	75,356	2.00	54.5		
UMD-BUSINESS & ECON, SCHOOL OF	UMD-ACCOUNTING	520301	09 Mo	ASSOCIATE PROFESSOR	65,498	64,062	64,780	2.00	41.5		
UMD-BUSINESS & ECON, SCHOOL OF	UMD-ACCOUNTING	520301	09 Mo	ASSISTANT PROFESSOR	60,266	46,643	54,933	3.00	49.0		
UMD-BUSINESS & ECON, SCHOOL OF	UMD-ACCOUNTING	520301	09 Mo	INSTRUCTOR	39,021	39,021	39,021	1.00			
UMD-BUSINESS & ECON, SCHOOL OF	UMD-ECONOMICS	450601	09 Mo	PROFESSOR	75,034	58,910	68,434	5.50	53.5		
UMD-BUSINESS & ECON, SCHOOL OF	UMD-ECONOMICS	450601	09 Mo	ASSOCIATE PROFESSOR	73,373	55,362	64,368	2.00	52.3		
UMD-BUSINESS & ECON, SCHOOL OF	UMD-FINANCE & MGMT INFO SCI	520801	09 Mo	PROFESSOR	83,865	63,982	72,464	3.00	51.5		
UMD-BUSINESS & ECON, SCHOOL OF	UMD-FINANCE & MGMT INFO SCI	520801	09 Mo	ASSOCIATE PROFESSOR	59,015	57,238	58,127	2.00	55.0		
UMD-BUSINESS & ECON, SCHOOL OF	UMD-FINANCE & MGMT INFO SCI	520801	09 Mo	ASSISTANT PROFESSOR	75,612	58,000	64,725	2.87	45.0		
UMD-BUSINESS & ECON, SCHOOL OF	UMD-FINANCE & MGMT INFO SCI	520801	12 Mo	ASSOCIATE PROFESSOR	63,965	63,965	63,965	1.00			
UMD-BUSINESS & ECON, SCHOOL OF	UMD-MANAGEMENT STUDIES	520201	09 Mo	PROFESSOR	78,299	69,293	74,577	5.00	51.3		
UMD-BUSINESS & ECON, SCHOOL OF	UMD-MANAGEMENT STUDIES	520201	09 Mo	ASSOCIATE PROFESSOR	68,478	68,478	68,478	1.00			
UMD-BUSINESS & ECON, SCHOOL OF	UMD-MANAGEMENT STUDIES	520201	09 Mo	ASSISTANT PROFESSOR	63,874	63,874	63,874	1.00			
UMD-EDUC/HMN SRVC PRFSN, COLL	UMD-COMM SCIENCES & DISORDERS	510201	09 Mo	PROFESSOR	61,894	61,760	61,827	2.00	61.5		
UMD-EDUC/HMN SRVC PRFSN, COLL	UMD-COMM SCIENCES & DISORDERS	510201	09 Mo	ASSOCIATE PROFESSOR	44,741	42,570	43,327	2.95	43.0		
UMD-EDUC/HMN SRVC PRFSN, COLL	UMD-COMM SCIENCES & DISORDERS	510201	09 Mo	INSTRUCTOR	30,923	30,923	30,923	1.00			
UMD-EDUC/HMN SRVC PRFSN, COLL	UMD-EDUCATION	130101	09 Mo	PROFESSOR	57,786	57,170	57,434	1.75	62.5		
UMD-EDUC/HMN SRVC PRFSN, COLL	UMD-EDUCATION	130101	09 Mo	ASSOCIATE PROFESSOR	54,929	43,196	47,362	9.97	50.7		
UMD-EDUC/HMN SRVC PRFSN, COLL	UMD-EDUCATION	130101	09 Mo	ASSISTANT PROFESSOR	38,143	38,143	38,143	1.00			
UMD-EDUC/HMN SRVC PRFSN, COLL	UMD-EDUCATION	130101	09 Mo	INSTRUCTOR	28,000	28,000	28,000	1.00		28,000	1.00
UMD-EDUC/HMN SRVC PRFSN, COLL	UMD-EDUCATION	130101	12 Mo	PROFESSOR	60,827	60,827	60,827	1.00			
UMD-EDUC/HMN SRVC PRFSN, COLL	UMD-HEALTH, PHY EDUC & RECR	131314	09 Mo	PROFESSOR	63,273	63,273	63,273	1.00			
UMD-EDUC/HMN SRVC PRFSN, COLL	UMD-HEALTH, PHY EDUC & RECR	131314	09 Mo	ASSOCIATE PROFESSOR	57,211	45,394	48,517	4.45	55.0		
UMD-EDUC/HMN SRVC PRFSN, COLL	UMD-HEALTH, PHY EDUC & RECR	131314	09 Mo	ASSISTANT PROFESSOR	45,438	45,438	45,438	0.64			
UMD-EDUC/HMN SRVC PRFSN, COLL	UMD-HEALTH, PHY EDUC & RECR	131314	09 Mo	INSTRUCTOR	49,940	29,085	35,359	1.47	28.3		
UMD-EDUC/HMN SRVC PRFSN, COLL	UMD-HEALTH, PHY EDUC & RECR	131314	12 Mo	PROFESSOR	71,121	71,121	71,121	1.00			
UMD-EDUC/HMN SRVC PRFSN, COLL	UMD-HEALTH, PHY EDUC & RECR	131314	12 Mo	ASSISTANT PROFESSOR	59,468	59,468	59,468	0.50			
UMD-EDUC/HMN SRVC PRFSN, COLL	UMD-PSYCHOLOGY & MENTAL HEALTH	420101	09 Mo	PROFESSOR	53,681	53,555	53,639	1.50	61.0		
UMD-EDUC/HMN SRVC PRFSN, COLL	UMD-PSYCHOLOGY & MENTAL HEALTH	420101	09 Mo	ASSOCIATE PROFESSOR	53,502	39,896	45,798	7.00	51.1		
UMD-EDUC/HMN SRVC PRFSN, COLL	UMD-PSYCHOLOGY & MENTAL HEALTH	420101	09 Mo	ASSISTANT PROFESSOR	42,743	34,000	36,992	4.00	40.5		
UMD-EDUC/HMN SRVC PRFSN, COLL	UMD-PSYCHOLOGY & MENTAL HEALTH	420101	09 Mo	INSTRUCTOR	31,136	31,136	31,136	1.00			
UMD-EDUC/HMN SRVC PRFSN, COLL	UMD-SOCIAL WORK	440701	09 Mo	PROFESSOR	61,062	56,492	58,112	2.46	57.0		
UMD-EDUC/HMN SRVC PRFSN, COLL	UMD-SOCIAL WORK	440701	09 Mo	ASSOCIATE PROFESSOR	46,057	46,057	46,057	0.50			
UMD-EDUC/HMN SRVC PRFSN, COLL	UMD-SOCIAL WORK	440701	09 Mo	ASSISTANT PROFESSOR	40,000	37,653	38,827	2.00	60.0		
UMD-EDUC/HMN SRVC PRFSN, COLL	UMD-SOCIAL WORK	440701	09 Mo	INSTRUCTOR	42,000	42,000	42,000	1.00		42,000	1.00
UMD-FINE ARTS, SCHOOL OF	UMD-ART	500701	09 Mo	PROFESSOR	70,846	50,845	57,017	4.00	55.8		
UMD-FINE ARTS, SCHOOL OF	UMD-ART	500701	09 Mo	ASSOCIATE PROFESSOR	50,187	33,721	43,883	6.00	53.7		
UMD-FINE ARTS, SCHOOL OF	UMD-ART	500701	09 Mo	ASSISTANT PROFESSOR	38,410	22,397	31,368	4.58	40.4	33,000	1.00
UMD-FINE ARTS, SCHOOL OF	UMD-MUSIC	500901	09 Mo	PROFESSOR	60,773	46,054	55,447	7.00	59.6		
UMD-FINE ARTS, SCHOOL OF	UMD-MUSIC	500901	09 Mo	ASSOCIATE PROFESSOR	45,036	45,036	45,036	1.00			
UMD-FINE ARTS, SCHOOL OF	UMD-MUSIC	500901	09 Mo	ASSISTANT PROFESSOR	40,409	31,182	35,466	5.00	41.0		
UMD-FINE ARTS, SCHOOL OF	UMD-MUSIC	500901	09 Mo	INSTRUCTOR	28,772	28,772	28,772	1.00			
UMD-FINE ARTS, SCHOOL OF	UMD-THEATRE	500501	09 Mo	ASSOCIATE PROFESSOR	49,439	37,018	43,267	5.94	44.9		
UMD-FINE ARTS, SCHOOL OF	UMD-THEATRE	500501	09 Mo	ASSISTANT PROFESSOR	35,914	33,925	34,920	2.00	39.5		
UMD-LIBERAL ARTS, COLLEGE OF	UMD-AMER INDIAN STUDIES	050201	09 Mo	PROFESSOR	76,323	62,820	69,572	2.00	63.7		
UMD-LIBERAL ARTS, COLLEGE OF	UMD-AMER INDIAN STUDIES	050201	09 Mo	ASSISTANT PROFESSOR	35,000	35,000	35,000	1.00		35,000	1.00
UMD-LIBERAL ARTS, COLLEGE OF	UMD-COMMUNICATION	090101	09 Mo	PROFESSOR	57,049	57,049	57,049	1.00			
UMD-LIBERAL ARTS, COLLEGE OF	UMD-COMMUNICATION	090101	09 Mo	ASSOCIATE PROFESSOR	59,288	40,300	48,063	5.44	47.4		
UMD-LIBERAL ARTS, COLLEGE OF	UMD-COMMUNICATION	090101	09 Mo	ASSISTANT PROFESSOR	41,303	27,000	34,152	2.00	54.0		
UMD-LIBERAL ARTS, COLLEGE OF	UMD-COMMUNICATION	090101	09 Mo	INSTRUCTOR	27,000	27,000	27,000	3.00	45.3		

UNIVERSITY OF MINNESOTA, 97-98 DEPARTMENT AVERAGE SALARIES

COLLEGE	DEPARTMENT	PRIMARY CIP CODE	TERM	RANK	HIGH SALARY	LOW SALARY	WEIGHTED AVERAGE	FTE	AVERAGE AGE	NEW HIRE AVERAGE	NEW HIRE FTE
UMD-LIBERAL ARTS, COLLEGE OF	UMD-COMPOSITION	230401	09 Mo	PROFESSOR	60,449	53,840	56,914	2.75	58.3		
UMD-LIBERAL ARTS, COLLEGE OF	UMD-COMPOSITION	230401	09 Mo	ASSOCIATE PROFESSOR	50,988	44,796	48,898	3.00	55.0		
UMD-LIBERAL ARTS, COLLEGE OF	UMD-COMPOSITION	230401	09 Mo	ASSISTANT PROFESSOR	22,798	22,602	22,720	1.49	55.5	13,602	0.60
UMD-LIBERAL ARTS, COLLEGE OF	UMD-COMPOSITION	230401	09 Mo	INSTRUCTOR	27,000	21,277	24,327	4.00	48.8		
UMD-LIBERAL ARTS, COLLEGE OF	UMD-ENGLISH	230101	09 Mo	PROFESSOR	60,459	51,397	56,655	3.00	58.3		
UMD-LIBERAL ARTS, COLLEGE OF	UMD-ENGLISH	230101	09 Mo	ASSOCIATE PROFESSOR	50,369	45,532	47,070	4.75	49.8		
UMD-LIBERAL ARTS, COLLEGE OF	UMD-ENGLISH	230101	09 Mo	ASSISTANT PROFESSOR	22,602	22,602	22,602	0.40		9,000	0.40
UMD-LIBERAL ARTS, COLLEGE OF	UMD-FGN LANGUAGE & LITERATURE	160101	09 Mo	PROFESSOR	55,649	51,306	53,449	1.97	53.0		
UMD-LIBERAL ARTS, COLLEGE OF	UMD-FGN LANGUAGE & LITERATURE	160101	09 Mo	ASSOCIATE PROFESSOR	57,970	48,703	52,777	3.00	57.8		
UMD-LIBERAL ARTS, COLLEGE OF	UMD-FGN LANGUAGE & LITERATURE	160101	09 Mo	INSTRUCTOR	28,082	27,000	27,361	3.00	22.3	27,000	1.00
UMD-LIBERAL ARTS, COLLEGE OF	UMD-GEOGRAPHY	450701	09 Mo	ASSOCIATE PROFESSOR	46,255	38,857	42,554	2.00	41.0		
UMD-LIBERAL ARTS, COLLEGE OF	UMD-GEOGRAPHY	450701	09 Mo	ASSISTANT PROFESSOR	49,856	27,000	38,194	1.96	47.5		
UMD-LIBERAL ARTS, COLLEGE OF	UMD-GEOGRAPHY	450701	09 Mo	INSTRUCTOR	35,000	35,000	35,000	1.00		35,000	1.00
UMD-LIBERAL ARTS, COLLEGE OF	UMD-HISTORY	450801	09 Mo	PROFESSOR	62,845	57,151	59,238	3.03	57.8		
UMD-LIBERAL ARTS, COLLEGE OF	UMD-HISTORY	450801	09 Mo	ASSOCIATE PROFESSOR	48,169	48,169	48,169	0.96			
UMD-LIBERAL ARTS, COLLEGE OF	UMD-HISTORY	450801	09 Mo	ASSISTANT PROFESSOR	33,992	33,000	33,496	2.00	38.0		
UMD-LIBERAL ARTS, COLLEGE OF	UMD-INTERNATIONAL EDUC, OFC OF		09 Mo	PROFESSOR	62,842	62,842	62,842	0.01			
UMD-LIBERAL ARTS, COLLEGE OF	UMD-INTERNATIONAL EDUC, OFC OF		09 Mo	ASSISTANT PROFESSOR	49,856	49,856	49,856	0.04			
UMD-LIBERAL ARTS, COLLEGE OF	UMD-INTNL STDS, R ALWORTH JR	450901	09 Mo	ASSOCIATE PROFESSOR	51,043	51,043	51,043	0.04			
UMD-LIBERAL ARTS, COLLEGE OF	UMD-PHILOSOPHY	380101	09 Mo	PROFESSOR	65,247	53,572	59,410	2.00	58.0		
UMD-LIBERAL ARTS, COLLEGE OF	UMD-PHILOSOPHY	380101	09 Mo	ASSOCIATE PROFESSOR	56,575	43,411	48,417	3.00	54.0		
UMD-LIBERAL ARTS, COLLEGE OF	UMD-POLITICAL SCIENCE	451001	09 Mo	PROFESSOR	67,000	67,000	67,000	0.50			
UMD-LIBERAL ARTS, COLLEGE OF	UMD-POLITICAL SCIENCE	451001	09 Mo	ASSOCIATE PROFESSOR	52,808	44,475	48,339	3.96	48.4		
UMD-LIBERAL ARTS, COLLEGE OF	UMD-POLITICAL SCIENCE	451001	09 Mo	ASSISTANT PROFESSOR	43,421	36,122	39,772	2.00	47.5		
UMD-LIBERAL ARTS, COLLEGE OF	UMD-POLITICAL SCIENCE	451001	09 Mo	INSTRUCTOR	35,000	27,000	30,667	3.00	23.0	27,000	1.00
UMD-LIBERAL ARTS, COLLEGE OF	UMD-SOCIOLOGY/ANTHROPOLOGY	451101	09 Mo	PROFESSOR	63,364	55,814	59,927	5.99	56.8		
UMD-LIBERAL ARTS, COLLEGE OF	UMD-SOCIOLOGY/ANTHROPOLOGY	451101	09 Mo	ASSOCIATE PROFESSOR	64,765	54,786	59,392	3.00	53.8		
UMD-LIBERAL ARTS, COLLEGE OF	UMD-SOCIOLOGY/ANTHROPOLOGY	451101	09 Mo	ASSISTANT PROFESSOR	36,991	32,210	34,584	4.00	43.5		
UMD-LIBERAL ARTS, COLLEGE OF	UMD-SOCIOLOGY/ANTHROPOLOGY	451101	09 Mo	INSTRUCTOR	28,330	27,000	27,665	2.00	51.0		
UMD-LIBERAL ARTS, COLLEGE OF	UMD-WOMEN'S STUDIES	300701	09 Mo	ASSOCIATE PROFESSOR	46,742	46,742	46,742	1.00			
UMD-LIBERAL ARTS, COLLEGE OF	UMD-WOMEN'S STUDIES	300701	09 Mo	ASSISTANT PROFESSOR	35,000	35,000	35,000	1.00		35,000	1.00
UMD-SCIENCE & ENG, COLLEGE OF	UMD-BIOLOGY	260101	09 Mo	PROFESSOR	75,365	53,097	60,993	5.09	53.3		
UMD-SCIENCE & ENG, COLLEGE OF	UMD-BIOLOGY	260101	09 Mo	ASSOCIATE PROFESSOR	53,098	47,169	50,154	3.00	52.5		
UMD-SCIENCE & ENG, COLLEGE OF	UMD-BIOLOGY	260101	09 Mo	ASSISTANT PROFESSOR	40,419	40,000	40,140	3.00	42.7		
UMD-SCIENCE & ENG, COLLEGE OF	UMD-BIOLOGY	260101	09 Mo	INSTRUCTOR	35,000	28,827	31,914	2.00	42.5		
UMD-SCIENCE & ENG, COLLEGE OF	UMD-CHEMICAL ENGINEERING	140701	09 Mo	PROFESSOR	69,997	64,896	68,256	2.31	51.3		
UMD-SCIENCE & ENG, COLLEGE OF	UMD-CHEMICAL ENGINEERING	140701	09 Mo	ASSOCIATE PROFESSOR	55,490	50,591	53,041	2.00	44.5		
UMD-SCIENCE & ENG, COLLEGE OF	UMD-CHEMICAL ENGINEERING	140701	09 Mo	ASSISTANT PROFESSOR	47,584	47,584	47,584	1.00			
UMD-SCIENCE & ENG, COLLEGE OF	UMD-CHEMISTRY	400501	09 Mo	PROFESSOR	83,471	58,557	71,138	6.00	57.1		
UMD-SCIENCE & ENG, COLLEGE OF	UMD-CHEMISTRY	400501	09 Mo	ASSOCIATE PROFESSOR	52,892	46,642	49,767	2.00	43.0		
UMD-SCIENCE & ENG, COLLEGE OF	UMD-CHEMISTRY	400501	09 Mo	ASSISTANT PROFESSOR	41,000	32,000	36,500	2.00	31.0		
UMD-SCIENCE & ENG, COLLEGE OF	UMD-CHEMISTRY	400501	09 Mo	INSTRUCTOR	32,538	32,538	32,538	1.00			
UMD-SCIENCE & ENG, COLLEGE OF	UMD-CHEMISTRY	400501	12 Mo	PROFESSOR	66,469	66,469	66,469	0.67			
UMD-SCIENCE & ENG, COLLEGE OF	UMD-COMPUTER SCIENCE	110701	09 Mo	PROFESSOR	76,370	76,370	76,370	1.00			
UMD-SCIENCE & ENG, COLLEGE OF	UMD-COMPUTER SCIENCE	110701	09 Mo	ASSOCIATE PROFESSOR	62,044	51,742	57,812	3.75	53.5		
UMD-SCIENCE & ENG, COLLEGE OF	UMD-COMPUTER SCIENCE	110701	09 Mo	ASSISTANT PROFESSOR	50,890	50,890	50,890	1.00			
UMD-SCIENCE & ENG, COLLEGE OF	UMD-ELECTRICAL & COMP ENG	140901	09 Mo	PROFESSOR	75,345	75,345	75,345	1.00			
UMD-SCIENCE & ENG, COLLEGE OF	UMD-ELECTRICAL & COMP ENG	140901	09 Mo	ASSOCIATE PROFESSOR	57,551	53,857	55,339	3.00	43.3		
UMD-SCIENCE & ENG, COLLEGE OF	UMD-ELECTRICAL & COMP ENG	140901	09 Mo	ASSISTANT PROFESSOR	53,000	42,000	47,500	2.00	38.5	53,000	1.00

UNIVERSITY OF MINNESOTA, 97-98 DEPARTMENT AVERAGE SALARIES

COLLEGE	DEPARTMENT	PRIMARY CIP CODE	TERM	RANK	HIGH SALARY	LOW SALARY	WEIGHTED AVERAGE	FTE	AVERAGE AGE	NEW HIRE AVERAGE	NEW HIRE FTE
UMD-SCIENCE & ENG, COLLEGE OF	UMD-GEOLOGY	400601	09 Mo	PROFESSOR	70,648	65,766	68,961	4.00	65.2		
UMD-SCIENCE & ENG, COLLEGE OF	UMD-GEOLOGY	400601	09 Mo	ASSOCIATE PROFESSOR	53,874	46,292	50,661	2.50	44.3		
UMD-SCIENCE & ENG, COLLEGE OF	UMD-GEOLOGY	400601	09 Mo	ASSISTANT PROFESSOR	46,267	46,267	46,267	0.50			
UMD-SCIENCE & ENG, COLLEGE OF	UMD-INDUSTRIAL ENGINEERING	141701	09 Mo	PROFESSOR	78,570	61,037	68,866	1.81	61.3		
UMD-SCIENCE & ENG, COLLEGE OF	UMD-INDUSTRIAL ENGINEERING	141701	09 Mo	ASSOCIATE PROFESSOR	65,524	56,442	61,158	4.50	48.8		
UMD-SCIENCE & ENG, COLLEGE OF	UMD-INDUSTRIAL ENGINEERING	141701	09 Mo	ASSISTANT PROFESSOR	52,000	44,668	48,334	2.00	48.0		
UMD-SCIENCE & ENG, COLLEGE OF	UMD-MATHEMATICS & STATISTICS	270101	09 Mo	PROFESSOR	70,968	51,832	63,518	4.00	52.8		
UMD-SCIENCE & ENG, COLLEGE OF	UMD-MATHEMATICS & STATISTICS	270101	09 Mo	ASSOCIATE PROFESSOR	59,446	47,308	52,332	9.25	50.4		
UMD-SCIENCE & ENG, COLLEGE OF	UMD-MATHEMATICS & STATISTICS	270101	09 Mo	ASSISTANT PROFESSOR	33,000	32,000	32,500	4.00	33.3	66,000	2.00
UMD-SCIENCE & ENG, COLLEGE OF	UMD-PHYSICS	400801	09 Mo	PROFESSOR	71,522	68,266	69,894	2.00	62.0		
UMD-SCIENCE & ENG, COLLEGE OF	UMD-PHYSICS	400801	09 Mo	ASSOCIATE PROFESSOR	53,247	52,820	53,034	2.00	51.0		
UMD-SCIENCE & ENG, COLLEGE OF	UMD-PHYSICS	400801	09 Mo	ASSISTANT PROFESSOR	55,608	55,608	55,608	1.00			

UNIVERSITY OF MINNESOTA, 97-98 DEPARTMENT AVERAGE SALARIES

COLLEGE	TERM	RANK	HIGH SALARY	LOW SALARY	WEIGHTED AVERAGE	FTE	AVERAGE AGE	NEW HIRE AVERAGE	NEW HIRE FTE
AGRIC, FOOD, & ENVIR SCI, COLL	09 Mo	PROFESSOR	70,550	55,975	65,010	3.76	58.5		
AGRIC, FOOD, & ENVIR SCI, COLL	09 Mo	ASSOCIATE PROFESSOR	63,430	43,190	54,279	4.17	51.6		
AGRIC, FOOD, & ENVIR SCI, COLL	09 Mo	ASSISTANT PROFESSOR	48,100	46,880	47,458	1.90	52.5		
AGRIC, FOOD, & ENVIR SCI, COLL	12 Mo	PROFESSOR	133,032	53,735	81,596	34.41	54.5	107,501	0.20
AGRIC, FOOD, & ENVIR SCI, COLL	12 Mo	ASSOCIATE PROFESSOR	102,630	51,365	67,187	8.84	44.5		
AGRIC, FOOD, & ENVIR SCI, COLL	12 Mo	ASSISTANT PROFESSOR	63,904	46,000	55,480	4.38	37.4	48,625	0.80
ARCH & LANDSCAPE ARCH, COLL OF	09 Mo	PROFESSOR	67,545	53,986	62,197	2.12	52.4		
ARCH & LANDSCAPE ARCH, COLL OF	09 Mo	ASSOCIATE PROFESSOR	57,478	46,000	49,579	3.05	51.0		
ARCH & LANDSCAPE ARCH, COLL OF	09 Mo	ASSISTANT PROFESSOR	45,710	35,350	39,934	2.54	42.4		
ARCH & LANDSCAPE ARCH, COLL OF	12 Mo	ASSISTANT PROFESSOR	54,032	54,032	54,032	0.13			
BIOLOGICAL SCIENCES, COLL OF	09 Mo	PROFESSOR	131,463	47,433	75,914	40.69	57.1		
BIOLOGICAL SCIENCES, COLL OF	09 Mo	ASSOCIATE PROFESSOR	70,670	49,143	55,876	13.72	47.9	59,000	1.00
BIOLOGICAL SCIENCES, COLL OF	09 Mo	ASSISTANT PROFESSOR	55,909	48,642	51,064	3.00	40.3		
BIOLOGICAL SCIENCES, COLL OF	12 Mo	PROFESSOR	111,233	67,961	96,063	5.00	55.3		
BIOLOGICAL SCIENCES, COLL OF	12 Mo	ASSOCIATE PROFESSOR	92,026	64,558	81,458	1.94	45.2		
DENTISTRY, SCHOOL OF	12 Mo	PROFESSOR	126,354	27,610	93,058	18.86	56.9		
DENTISTRY, SCHOOL OF	12 Mo	ASSOCIATE PROFESSOR	96,238	49,863	72,032	27.09	49.3		
DENTISTRY, SCHOOL OF	12 Mo	ASSISTANT PROFESSOR	65,689	45,000	56,648	11.20	39.6	58,000	1.00
EDUCATION & HUMAN DEVEL., COLL	09 Mo	PROFESSOR	102,000	54,100	73,776	42.15	55.4	83,000	1.00
EDUCATION & HUMAN DEVEL., COLL	09 Mo	ASSOCIATE PROFESSOR	67,250	43,650	52,871	38.54	50.3		
EDUCATION & HUMAN DEVEL., COLL	09 Mo	ASSISTANT PROFESSOR	47,500	41,500	44,894	4.70	46.2		
EDUCATION & HUMAN DEVEL., COLL	12 Mo	PROFESSOR	118,445	64,138	89,325	6.95	61.5		
EDUCATION & HUMAN DEVEL., COLL	12 Mo	ASSOCIATE PROFESSOR	77,250	59,200	68,108	4.15	56.9		
EDUCATION & HUMAN DEVEL., COLL	12 Mo	ASSISTANT PROFESSOR	56,580	56,580	56,580	1.00			
GENERAL COLLEGE	09 Mo	PROFESSOR	71,646	68,004	69,141	4.00	52.0		
GENERAL COLLEGE	09 Mo	ASSOCIATE PROFESSOR	69,488	38,957	50,619	12.98	55.1		
GENERAL COLLEGE	09 Mo	ASSISTANT PROFESSOR	46,772	34,587	40,908	6.00	47.0		
HUMAN ECOLOGY, COLLEGE OF	09 Mo	PROFESSOR	96,472	37,754	65,311	8.32	56.6		
HUMAN ECOLOGY, COLLEGE OF	09 Mo	ASSOCIATE PROFESSOR	61,405	43,659	52,098	10.51	54.2		
HUMAN ECOLOGY, COLLEGE OF	09 Mo	ASSISTANT PROFESSOR	48,500	41,000	45,103	7.58	43.6		
HUMAN ECOLOGY, COLLEGE OF	12 Mo	PROFESSOR	124,272	68,410	88,669	5.29	56.3		
HUMAN ECOLOGY, COLLEGE OF	12 Mo	ASSOCIATE PROFESSOR	79,500	58,354	64,066	2.29	46.3		
HUMAN ECOLOGY, COLLEGE OF	12 Mo	ASSISTANT PROFESSOR	60,244	60,244	60,244	0.90			
HUMPHREY INST OF PUBL AFF	09 Mo	PROFESSOR	118,500	77,100	87,440	5.30	57.0		
HUMPHREY INST OF PUBL AFF	09 Mo	ASSOCIATE PROFESSOR	74,000	56,500	62,813	4.00	45.5		
HUMPHREY INST OF PUBL AFF	09 Mo	ASSISTANT PROFESSOR	56,200	52,150	54,175	2.00	42.0		
HUMPHREY INST OF PUBL AFF	12 Mo	PROFESSOR	106,358	106,358	106,358	0.33			
LAW SCHOOL	09 Mo	PROFESSOR	142,000	94,400	127,834	20.78	56.1		
LAW SCHOOL	09 Mo	ASSOCIATE PROFESSOR	100,300	77,000	86,985	6.41	40.1		
LAW SCHOOL	12 Mo	PROFESSOR	190,000	131,000	170,642	1.49	47.7		

UNIVERSITY OF MINNESOTA, 97-98 DEPARTMENT AVERAGE SALARIES

COLLEGE	TERM	RANK	HIGH SALARY	LOW SALARY	WEIGHTED AVERAGE	FTE	AVERAGE AGE	NEW HIRE AVERAGE	NEW HIRE FTE
LIBERAL ARTS, COLLEGE OF	09 Mo	PROFESSOR	169,650	40,407	75,892	200.73	56.9	84,020	5.00
LIBERAL ARTS, COLLEGE OF	09 Mo	ASSOCIATE PROFESSOR	94,000	28,800	51,009	145.24	50.2	62,250	4.00
LIBERAL ARTS, COLLEGE OF	09 Mo	ASSISTANT PROFESSOR	61,000	29,740	43,485	66.50	39.8	41,311	20.00
LIBERAL ARTS, COLLEGE OF	09 Mo	INSTRUCTOR	58,000	37,000	42,333	6.00	36.3	43,400	5.00
LIBERAL ARTS, COLLEGE OF	12 Mo	PROFESSOR	151,541	56,714	100,383	14.04	57.8		
LIBERAL ARTS, COLLEGE OF	12 Mo	ASSOCIATE PROFESSOR	99,000	50,875	69,418	6.78	54.4		
LIBERAL ARTS, COLLEGE OF	12 Mo	ASSISTANT PROFESSOR	60,000	60,000	60,000	1.00			
LIBERAL ARTS, COLLEGE OF	12 Mo	INSTRUCTOR	24,000	24,000	24,000	0.67			
MEDICAL SCHOOL	09 Mo	PROFESSOR	90,000	77,429	86,408	1.40	59.0		
MEDICAL SCHOOL	09 Mo	ASSISTANT PROFESSOR	48,420	43,447	45,934	2.00	50.0		
MEDICAL SCHOOL	12 Mo	PROFESSOR	178,562	65,839	98,653	34.57	55.7		
MEDICAL SCHOOL	12 Mo	ASSOCIATE PROFESSOR	107,910	43,515	62,013	15.07	47.9		
MEDICAL SCHOOL	12 Mo	ASSISTANT PROFESSOR	58,466	44,764	50,782	10.69	41.3		
MEDICAL SCHOOL	12 Mo	INSTRUCTOR	35,597	35,597	35,597	1.00			
MEDICAL SCHOOL-UMD	09 Mo	PROFESSOR	94,418	56,316	76,580	8.10	52.6		
MEDICAL SCHOOL-UMD	09 Mo	ASSOCIATE PROFESSOR	89,206	44,590	59,979	15.64	54.2		
MEDICAL SCHOOL-UMD	09 Mo	ASSISTANT PROFESSOR	46,300	46,300	46,300	1.00			
MEDICAL SCHOOL-UMD	12 Mo	PROFESSOR	141,795	84,860	111,204	4.00	66.3		
MEDICAL SCHOOL-UMD	12 Mo	ASSOCIATE PROFESSOR	138,317	138,317	138,317	1.00			
MEDICAL SCHOOL-UMD	12 Mo	ASSISTANT PROFESSOR	90,000	51,000	60,048	4.55	43.1	70,500	2.00
MGMT, CURTIS L CARLSON, SCH OF	09 Mo	PROFESSOR	143,000	56,500	106,302	46.61	55.0	97,500	0.80
MGMT, CURTIS L CARLSON, SCH OF	09 Mo	ASSOCIATE PROFESSOR	110,000	40,600	74,874	26.54	49.0	110,000	1.00
MGMT, CURTIS L CARLSON, SCH OF	09 Mo	ASSISTANT PROFESSOR	95,000	60,000	75,925	16.37	37.5	82,233	3.00
MGMT, CURTIS L CARLSON, SCH OF	12 Mo	PROFESSOR	80,000	80,000	80,000	0.08			
MGMT, CURTIS L CARLSON, SCH OF	12 Mo	ASSISTANT PROFESSOR	34,784	34,784	34,784	0.29			
NATURAL RESOURCES, COLLEGE OF	09 Mo	PROFESSOR	76,983	69,220	72,580	1.03	55.7		
NATURAL RESOURCES, COLLEGE OF	09 Mo	ASSOCIATE PROFESSOR	62,729	42,145	54,105	3.11	45.6		
NATURAL RESOURCES, COLLEGE OF	09 Mo	ASSISTANT PROFESSOR	45,424	39,406	43,446	0.56	43.5		
NATURAL RESOURCES, COLLEGE OF	12 Mo	PROFESSOR	107,500	64,782	85,035	3.54	52.9		
NATURAL RESOURCES, COLLEGE OF	12 Mo	ASSOCIATE PROFESSOR	67,581	55,639	61,538	2.69	55.0		
NURSING, SCHOOL OF	09 Mo	PROFESSOR	97,500	73,179	75,501	2.20	57.7	97,500	0.20
NURSING, SCHOOL OF	09 Mo	ASSOCIATE PROFESSOR	72,390	48,498	54,652	6.00	52.7		
NURSING, SCHOOL OF	09 Mo	ASSISTANT PROFESSOR	48,959	39,743	45,151	11.25	48.9		
NURSING, SCHOOL OF	09 Mo	INSTRUCTOR	42,456	42,456	42,456	1.00			
NURSING, SCHOOL OF	12 Mo	PROFESSOR	102,000	71,891	87,447	2.85	57.0		
NURSING, SCHOOL OF	12 Mo	ASSOCIATE PROFESSOR	74,508	61,709	67,462	3.73	54.4		
NURSING, SCHOOL OF	12 Mo	ASSISTANT PROFESSOR	76,646	34,666	53,018	5.83	54.0		
PHARMACY, COLLEGE OF	12 Mo	PROFESSOR	139,468	71,314	92,588	15.25	53.6		
PHARMACY, COLLEGE OF	12 Mo	ASSOCIATE PROFESSOR	82,523	55,824	67,135	17.54	44.5		
PHARMACY, COLLEGE OF	12 Mo	ASSISTANT PROFESSOR	77,921	50,753	60,118	3.34	39.8		

UNIVERSITY OF MINNESOTA, 97-98 DEPARTMENT AVERAGE SALARIES

COLLEGE	TERM	RANK	HIGH SALARY	LOW SALARY	WEIGHTED AVERAGE	FTE	AVERAGE AGE	NEW HIRE AVERAGE	NEW HIRE FTE
PUBLIC HEALTH, SCHOOL OF	09 Mo	ASSISTANT PROFESSOR	72,000	44,000	51,385	0.40	45.5		
PUBLIC HEALTH, SCHOOL OF	09 Mo	INSTRUCTOR	45,509	45,509	45,509	0.95			
PUBLIC HEALTH, SCHOOL OF	12 Mo	PROFESSOR	166,440	55,922	108,070	13.53	53.6		
PUBLIC HEALTH, SCHOOL OF	12 Mo	ASSOCIATE PROFESSOR	127,305	60,000	76,970	13.77	47.4	60,000	1.00
PUBLIC HEALTH, SCHOOL OF	12 Mo	ASSISTANT PROFESSOR	62,936	48,695	57,707	10.96	41.3	58,000	1.60
TECHNOLOGY, INSTITUTE OF	09 Mo	PROFESSOR	169,429	45,006	86,345	206.40	55.0	53,869	1.50
TECHNOLOGY, INSTITUTE OF	09 Mo	ASSOCIATE PROFESSOR	88,500	39,425	65,655	78.45	44.5	64,999	3.00
TECHNOLOGY, INSTITUTE OF	09 Mo	ASSISTANT PROFESSOR	67,650	33,000	49,704	42.24	33.4	44,343	11.57
TECHNOLOGY, INSTITUTE OF	09 Mo	INSTRUCTOR	27,004	27,004	27,004	1.00			
TECHNOLOGY, INSTITUTE OF	12 Mo	PROFESSOR	153,245	92,725	121,550	0.95	57.0		
TECHNOLOGY, INSTITUTE OF	12 Mo	ASSOCIATE PROFESSOR	24,003	24,003	24,003	1.00			
TECHNOLOGY, INSTITUTE OF	12 Mo	ASSISTANT PROFESSOR	24,000	24,000	24,000	1.00			
VET MEDICINE, COLLEGE OF	12 Mo	PROFESSOR	126,551	69,408	91,052	34.78	54.5		
VET MEDICINE, COLLEGE OF	12 Mo	ASSOCIATE PROFESSOR	87,624	56,187	70,523	15.42	49.5		
VET MEDICINE, COLLEGE OF	12 Mo	ASSISTANT PROFESSOR	73,295	45,000	64,615	6.67	39.0		
VET MEDICINE, COLLEGE OF	12 Mo	INSTRUCTOR	50,000	50,000	50,000	0.50		50,000	0.50

UNIVERSITY OF MINNESOTA, 97-98 DEPARTMENT AVERAGE SALARIES

COLLEGE	TERM	RANK	HIGH SALARY	LOW SALARY	WEIGHTED AVERAGE	FTE	AVERAGE AGE	NEW HIRE AVERAGE	NEW HIRE FTE
UMD-BUSINESS & ECON, SCHOOL OF	09 Mo	PROFESSOR	83,865	58,910	72,089	15.50	52.6		
UMD-BUSINESS & ECON, SCHOOL OF	09 Mo	ASSOCIATE PROFESSOR	73,373	55,362	63,290	7.00	49.0		
UMD-BUSINESS & ECON, SCHOOL OF	09 Mo	ASSISTANT PROFESSOR	75,612	46,643	60,324	6.87	45.4		
UMD-BUSINESS & ECON, SCHOOL OF	09 Mo	INSTRUCTOR	39,021	39,021	39,021	1.00			
UMD-BUSINESS & ECON, SCHOOL OF	12 Mo	ASSOCIATE PROFESSOR	63,965	63,965	63,965	1.00			
UMD-EDUC/HMN SRVC PRFSN, COLL	09 Mo	PROFESSOR	63,273	53,555	58,651	8.71	60.7		
UMD-EDUC/HMN SRVC PRFSN, COLL	09 Mo	ASSOCIATE PROFESSOR	58,332	39,896	47,076	25.86	50.4		
UMD-EDUC/HMN SRVC PRFSN, COLL	09 Mo	ASSISTANT PROFESSOR	45,438	34,000	38,334	7.64	49.5		
UMD-EDUC/HMN SRVC PRFSN, COLL	09 Mo	INSTRUCTOR	49,940	28,000	33,644	5.47	37.6	35,000	2.00
UMD-EDUC/HMN SRVC PRFSN, COLL	12 Mo	PROFESSOR	71,121	60,827	65,974	2.00	55.5		
UMD-EDUC/HMN SRVC PRFSN, COLL	12 Mo	ASSISTANT PROFESSOR	59,468	41,763	51,596	0.90	50.5		
UMD-FINE ARTS, SCHOOL OF	09 Mo	PROFESSOR	70,846	46,054	56,017	11.00	58.2		
UMD-FINE ARTS, SCHOOL OF	09 Mo	ASSOCIATE PROFESSOR	50,187	33,721	43,689	12.94	49.8		
UMD-FINE ARTS, SCHOOL OF	09 Mo	ASSISTANT PROFESSOR	40,409	22,397	33,750	11.58	40.5	33,000	1.00
UMD-FINE ARTS, SCHOOL OF	09 Mo	INSTRUCTOR	28,772	28,772	28,772	1.00			
UMD-LIBERAL ARTS, COLLEGE OF	09 Mo	PROFESSOR	76,323	51,306	59,296	22.25	57.3		
UMD-LIBERAL ARTS, COLLEGE OF	09 Mo	ASSOCIATE PROFESSOR	64,765	38,857	49,255	30.15	50.8		
UMD-LIBERAL ARTS, COLLEGE OF	09 Mo	ASSISTANT PROFESSOR	49,856	22,602	34,168	15.89	48.9	30,867	3.00
UMD-LIBERAL ARTS, COLLEGE OF	09 Mo	INSTRUCTOR	35,000	21,277	27,670	16.00	38.3	29,667	3.00
UMD-SCIENCE & ENG, COLLEGE OF	09 Mo	PROFESSOR	83,471	51,832	67,660	27.20	57.0		
UMD-SCIENCE & ENG, COLLEGE OF	09 Mo	ASSOCIATE PROFESSOR	65,524	46,292	54,090	32.00	48.9		
UMD-SCIENCE & ENG, COLLEGE OF	09 Mo	ASSISTANT PROFESSOR	55,608	32,000	41,958	16.50	38.8	39,667	3.00
UMD-SCIENCE & ENG, COLLEGE OF	09 Mo	INSTRUCTOR	35,000	28,827	32,122	3.00	47.3		
UMD-SCIENCE & ENG, COLLEGE OF	12 Mo	PROFESSOR	66,469	66,469	66,469	0.67			

UNIVERSITY OF MINNESOTA, 97-98 DEPARTMENT AVERAGE SALARIES

CAMPUS	TERM	RANK	HIGH SALARY	LOW SALARY	WEIGHTED AVERAGE	FTE	AVERAGE AGE	NEW HIRE AVERAGE	NEW HIRE FTE
TWIN CITIES CAMPUS TOTAL without Clinical Medicine	09 Mo	PROFESSOR	169,650	37,754	83,402	593.60	55.9	80,165	8.50
TWIN CITIES CAMPUS TOTAL without Clinical Medicine	09 Mo	ASSOCIATE PROFESSOR	110,000	28,800	57,487	368.35	49.1	68,111	9.00
TWIN CITIES CAMPUS TOTAL without Clinical Medicine	09 Mo	ASSISTANT PROFESSOR	95,000	29,740	48,658	168.04	39.9	45,877	34.57
TWIN CITIES CAMPUS TOTAL without Clinical Medicine	09 Mo	INSTRUCTOR	58,000	27,004	40,971	8.95	41.4	43,400	5.00
TWIN CITIES CAMPUS TOTAL without Clinical Medicine	12 Mo	PROFESSOR	190,000	27,610	93,916	195.93	55.3	107,501	0.20
TWIN CITIES CAMPUS TOTAL without Clinical Medicine	12 Mo	ASSOCIATE PROFESSOR	138,317	24,003	69,592	121.32	48.4	60,000	1.00
TWIN CITIES CAMPUS TOTAL without Clinical Medicine	12 Mo	ASSISTANT PROFESSOR	90,000	24,000	56,164	61.93	41.7	61,241	5.40
TWIN CITIES CAMPUS TOTAL without Clinical Medicine	12 Mo	INSTRUCTOR	50,000	24,000	35,352	2.17	47.7	50,000	0.50
DULUTH CAMPUS TOTAL without UMD Medicine	09 Mo	PROFESSOR	83,865	46,054	63,833	84.67	56.7		
DULUTH CAMPUS TOTAL without UMD Medicine	09 Mo	ASSOCIATE PROFESSOR	73,373	33,721	50,409	107.96	49.9		
DULUTH CAMPUS TOTAL without UMD Medicine	09 Mo	ASSISTANT PROFESSOR	75,612	22,397	39,899	58.48	44.3	34,943	7.00
DULUTH CAMPUS TOTAL without UMD Medicine	09 Mo	INSTRUCTOR	49,940	21,277	29,880	26.47	40.3	31,800	5.00
DULUTH CAMPUS TOTAL without UMD Medicine	12 Mo	PROFESSOR	71,121	60,827	66,097	2.67	56.0		
DULUTH CAMPUS TOTAL without UMD Medicine	12 Mo	ASSOCIATE PROFESSOR	63,965	63,965	63,965	1.00			
DULUTH CAMPUS TOTAL without UMD Medicine	12 Mo	ASSISTANT PROFESSOR	59,468	41,763	51,596	0.90	50.5		
MORRIS CAMPUS TOTAL	09 Mo	PROFESSOR	95,350	55,530	71,490	7.60	63.4		
MORRIS CAMPUS TOTAL	09 Mo	ASSOCIATE PROFESSOR	50,650	43,150	46,386	8.00	47.1		
MORRIS CAMPUS TOTAL	09 Mo	ASSISTANT PROFESSOR	46,460	33,000	37,963	9.00	33.7	33,800	1.00
MORRIS CAMPUS TOTAL	09 Mo	INSTRUCTOR	45,000	30,000	37,953	5.00	40.4	45,000	1.00
CROOKSTON CAMPUS TOTAL	09 Mo	PROFESSOR	54,156	42,950	50,507	4.00	50.0		
CROOKSTON CAMPUS TOTAL	09 Mo	ASSOCIATE PROFESSOR	57,236	39,000	48,452	12.00	53.5	39,000	1.00
CROOKSTON CAMPUS TOTAL	09 Mo	ASSISTANT PROFESSOR	47,408	33,664	41,047	13.56	49.1		
CROOKSTON CAMPUS TOTAL	09 Mo	INSTRUCTOR	39,000	34,000	36,170	2.50	26.7		
CROOKSTON CAMPUS TOTAL	12 Mo	PROFESSOR	65,464	65,464	65,464	0.55			
CROOKSTON CAMPUS TOTAL	12 Mo	ASSOCIATE PROFESSOR	71,979	52,257	60,527	6.00	55.4		
SYSTEMWIDE without Clinical Medicine	09 Mo	PROFESSOR	169,650	37,754	80,679	689.86	56.0	80,165	8.50
SYSTEMWIDE without Clinical Medicine	09 Mo	ASSOCIATE PROFESSOR	110,000	28,800	55,550	496.30	49.4	65,200	10.00
SYSTEMWIDE without Clinical Medicine	09 Mo	ASSISTANT PROFESSOR	95,000	22,397	45,801	249.08	41.2	43,795	42.57
SYSTEMWIDE without Clinical Medicine	09 Mo	INSTRUCTOR	58,000	21,277	33,500	42.92	39.7	38,273	11.00
SYSTEMWIDE without Clinical Medicine	12 Mo	PROFESSOR	190,000	27,610	93,465	199.15	55.3	107,501	0.20
SYSTEMWIDE without Clinical Medicine	12 Mo	ASSOCIATE PROFESSOR	138,317	24,003	69,124	128.32	48.6	60,000	1.00
SYSTEMWIDE without Clinical Medicine	12 Mo	ASSISTANT PROFESSOR	90,000	24,000	56,099	62.83	41.9	61,241	5.40
SYSTEMWIDE without Clinical Medicine	12 Mo	INSTRUCTOR	50,000	24,000	35,352	2.17	47.7	50,000	0.50