

AAUP NEWS

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS - INDIANA UNIVERSITY, BLOOMINGTON CHAPTER
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SALARY INCREASES: A STATISTICAL PROFILE

AAUP-IUB's Committee on Economic Status has obtained from the administration several tabulations of salary data for the Bloomington campus. Among them is the table given on pages two and three of this newsletter, which shows the distribution of percent salary increases between academic years 1979/80 and 1980/81, by school and department, for all continuing faculty members with 10-month appointments. In commenting on the significance of these data, the Committee is not conducting an exposé, but seeking to provide a basis for informed discussion of policies that vitally concern the whole university community.

The figures themselves must be read with some caution. In certain cases, adjustments have been made since the data were analyzed at the beginning of the semester. One or two classifications are obsolete--there is no longer a Department of Speech (SPCH), nor are there general business departments (BUS or BUSA)--and differences among departments may reflect past inequities, relative market demands in various disciplines, attempts to meet offers from other institutions, and variations in rank compositions, as well as disparities in bargaining ability. Similarly, variation in the rate of resignations, promotions, and new hirings will affect average figures for continuing faculty over longer periods of time.

Nonetheless, the data are revealing. Among major schools (data for more than 10 faculty members), the average increase this year ranged from 10.97% for HPER to 12.94% for Business. In the College of Arts and Sciences, the average increase was 11.96%, and in major departments ranged from 9.76% (Home Economics) to 15.21% (Computer Science).

To focus only on average raises for schools and departments is to overlook the variety of methods used to distribute the increases within these units. Departmental salary increases (and school increases outside the College) are usually allocated in one of three ways: 1) by elected committees, as in Mathematics; 2) by elected committees together with chairpersons, as in English; or 3) by chairpersons or deans acting primarily alone, as in Music. What is most interesting about the reported outcome of these different approaches is that collegial decision-making may lead to a wider spread of percent increases than the judgment of one person. The large variance in Mathematics, for example, contrasts noticeably with the situation in Music, where 87% of the faculty had increases bunched between 10% and 14%.

A critical aspect of the tabulations is the proof they afford that university salary increases have not matched inflation. Among 1013 continuing 10-month faculty members, the average salary rose 12.04% between 1979/80 and 1980/81. Between August 1979 and August 1980, the consumer price index (CPI) rose by 12.8%. During the last five academic years--1975/76 to 1980/81--continuing full-time faculty members on 10-month and 12-month appointments received an average raise of 47.64%, while the CPI gained approximately 53.2%. The only school to "beat" the CPI over this longer period was Law, whose increase averaged 69.0%. Optometry and Music came close, with 52.8% and 52.6% respectively. Near the center as usual, the College averaged 47.5%. When all is said and done, the most striking feature of the survey is not the height of the peaks or the depth of the valleys, but the erosion of almost everything in sight.

DISTRIBUTION OF PERCENT SALARY¹ INCREASES FOR CONTINUING² FULL-TIME (10 MONTH ONLY) FACULTY³ BETWEEN 1979/80 AND 1980/81

BLOOMINGTON

School	Dept.	Percent Increase										Total	Average Percent Increase		
		0.00-3.99	4.00-5.99	6.00-7.99	8.00-9.99	10.00-11.99	12.00-13.99	14.00-15.99	16.00-17.99	18.00-19.99	20.00-Above				
COLLEGE OF ARTS AND SCIENCES	AFRO-AM				1	3							4	10.30	
	ANATOM				1								1	8.50	
	ANTH				1	7	2						10	10.95	
	AST				1	2					2		5	13.66	
	BIOL				20	7	5	2	5			1	40	11.70	
	CHEM		1	3	5	5	5	4	1				3	13.38	
	CLAS					5	2						7	11.67	
	CMLT				1	6	3						1	11	12.09
	CSCI	1			1				3	5			2	12	15.21
	EALC				2	5	2							9	10.81
	ECON			1	7	5	5	3					2	23	12.17
	ENGL	1			4	26	9	9	5	2	1		1	57	12.67
	FINA					7	12	4	1		1	1		26	13.33
	FOLK				5	1	2							9	11.42
	FORS			1	4	2	1					1		8	9.85
	FREN	1		1	8	2	4	1						17	10.14
	GEOG				2	2		2				1		7	12.83
	GEOG				3	5	1	3	1			1		14	14.37
	GER				5	5	4							14	11.03
	HIST			2	8	14	9	4						37	11.13
	HPSC				3	1	2							6	10.88
	IMEC	2			1	7	2							12	9.76
	LING				3	3				1				7	11.12
	MATH	2	2	4	4	8	5	2	4	5	3			39	12.71
	NELL				1	3								4	10.39
	PHIL			1	3	3		1	2					10	11.59
	PHYS			3	10	6	7	2	2	1	2			33	12.47
	POLS	1		1	5	10	2	3				1		23	11.42
PSY				9	10	6	4				2		31	11.96	
REL					4	2			1				7	12.23	
SLAV				3	1	5							9	11.29	
SOC			1	4	13	6	2						26	11.40	
SPAN		1		3	7	2	2	1			1		17	11.97	
School	Dept.	0.00-3.99	4.00-5.99	6.00-7.99	8.00-9.99	10.00-11.99	12.00-13.99	14.00-15.99	16.00-17.99	18.00-19.99	20.00-Above	Total	Average Percent Increase		

¹ Actual salary rates on 10-base (not normalized), including rates for those on sabbatical leave and leave-without-pay.

² Individuals employed as of November 1 for 1979/80 and 1980/81.

³ Full-time appointees in rank of Lecturer and Faculty; Excluding administrators and visitors; Including those on sabbatical leave and leave-without-pay.

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		0.00-3.99	4.00-5.99	6.00-7.99	8.00-9.99	10.00-11.99	12.00-13.99	14.00-15.99	16.00-17.99	18.00-19.99			20.00-Above
COLLEGE OF ARTS AND SCIENCES	SPCH					2						2	11.03
	SPCM			1	5				1			7	10.17
	SPHS				4	6						10	10.50
	TELC		1	1	2		1			1	1	7	13.37
	THTR			1	2	4	2					9	10.72
	URAL			1	4	2	2		2			11	11.31
	WEUR						1					1	12.30
SUBTOTAL COMS		8	5	22	145	199	111	51	32	13	23	609	11.96
SCHOOL OF BUSINESS	ACTG					3	5	4	1			13	13.39
	ASBS					1	1	3	1			6	14.08
	BEPP				1	1	1		1			4	12.15
	BLAW					1	3	2	1			7	13.87
	BUS				1	4	1	3				9	12.02
	BUSA				1	7	1	3	1			13	12.22
	FINAN							5	2			7	14.90
	INSR					1						1	11.52
	MGNT				1							1	8.00
	MKTG				3	1	5	1	1			11	12.00
OPSM					1	1	3				5	13.60	
QBA						2	1				3	13.52	
SUBTOTAL BUSINESS					7	20	20	25	8			80	12.94
	JOUR	1			4	4	1		1		2	13	11.60
EDUCATION		1	2	1	16	5	78	3	2	1		109	11.90
GRADUATE LIBRARY						5	1		1			7	12.02
HPER		1		2	6	22	9	1	1			42	10.97
LAW				1	2	5	7	3			2	20	12.88
MEDICINE			1		2	4	1					8	10.16
MUSIC					2	50	32	4	4	1	1	94	12.29
OPTOMETRY				1	1	3		1	2		1	9	13.42
SOCIAL WORK						1	1					2	11.70
SFEA					2	8	3	6			1	20	12.51
TOTAL BLOOMINGTON		11	8	27	187	326	264	94	51	15	30	1,013	12.04
School	Dept.	Percent Increase									Total	Average Percent Increase	
		0.00-3.99	4.00-5.99	6.00-7.99	8.00-9.99	10.00-11.99	12.00-13.99	14.00-15.99	16.00-17.99	18.00-19.99	20.00-Above		

BENJAMIN TO TAKE PART IN COLLECTIVE BARGAINING SEMINAR

Ernst Benjamin, Professor of Political Science at Wayne State University and past chairperson of the AAUP Collective Bargaining Congress, will be one of the experts invited to the seminar scheduled for the afternoon of Friday, December 5, in Whittenberger Auditorium.

To help prepare for this occasion, AAUP-IUB is making available a number of free copies of informative background materials. Please place a check opposite any items you would like to receive, and mail this page to Paul Strohm, Chairperson, AAUP Collective Bargaining Committee, Department of English, Ballantine Hall 442:

AAUP-IUB's "Proposal for a Pre-Election Agreement" (submitted to the Board of Trustees in August, 1980);

Faculty Bargaining Under Trustee Policy, by George W. Angell and Edward P. Kelley, Jr.; published in 1979 by the Academic Collective Bargaining Information Service;

Agreement Between Temple University and the American Association of University Professors, Temple Chapter (Temple's 1976-80 contract);

AAUP News, March and September, 1980, containing commentary on collective bargaining by J. Gus Liebenow, plus articles on "What's in an AAUP Contract," "The AAUP in Collective Bargaining," and "Collective Bargaining and University Government."

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