

**LADDER & EQUIVALENT RANK FACULTY
 ABOVE, OFF AND ON-SCALE STATUS BY CAMPUS & RANK
 GENERAL CAMPUS**

Table 1

SEPTEMBER 2007 STATUS

												DECOUPLED	
		<u>ABOVE</u>	<u>OFF</u>	<u>ON</u>	<u>Grand Total</u>	<u>ABOVE</u>	<u>OFF</u>	<u>ON</u>	<u>Grand Total</u>	<u>NUMBER</u>	<u>PERCENTAGE</u>	<u>OFF</u>	<u>OFF</u>
U-WIDE	FULL	733	2,979	660	4,372	17%	68%	15%	100%	1,539	35%		
	ASSOCIATE		1,250	140	1,390	0%	90%	10%	100%	923	66%		
	ASSISTANT		1,352	120	1,472	0%	92%	8%	100%	1,187	81%		
	U-WIDE TOTAL	733	5,581	920	7,234	10%	77%	13%	100%	3,649	50%		
BK	FULL	192	419	133	744	26%	56%	18%	100%	207	28%		
	ASSOCIATE		215	16	231	0%	93%	7%	100%	166	72%		
	ASSISTANT		202	14	216	0%	94%	6%	100%	184	85%		
	BK Total	192	836	163	1,191	16%	70%	14%	100%	557	47%		
DV	FULL	70	626	66	762	9%	82%	9%	100%	198	26%		
	ASSOCIATE		182	9	191	0%	95%	5%	100%	108	57%		
	ASSISTANT		230	11	241	0%	95%	5%	100%	175	73%		
	DV Total	70	1,038	86	1,194	6%	87%	7%	100%	481	40%		
IR	FULL	51	368	13	432	12%	85%	3%	100%	211	49%		
	ASSOCIATE		183	8	191	0%	96%	4%	100%	142	74%		
	ASSISTANT		174	23	197	0%	88%	12%	100%	159	81%		
	IR Total	51	725	44	820	6%	88%	5%	100%	512	62%		
LA	FULL	168	553	77	798	21%	69%	10%	100%	455	57%		
	ASSOCIATE		195	7	202	0%	97%	3%	100%	183	91%		
	ASSISTANT		186	3	189	0%	98%	2%	100%	185	98%		
	LA Total	168	934	87	1,189	14%	79%	7%	100%	823	69%		
MC	FULL	0	18	3	21	0%	86%	14%	100%	14	67%		
	ASSOCIATE		4	0	4	0%	100%	0%	100%	4	100%		
	ASSISTANT		52	5	57	0%	91%	9%	100%	43	75%		
	MC Total	0	74	8	82	0%	90%	10%	100%	61	74%		
RV	FULL	36	190	115	341	11%	56%	34%	100%	91	27%		
	ASSOCIATE		80	37	117	0%	68%	32%	100%	52	44%		
	ASSISTANT		153	26	179	0%	85%	15%	100%	126	70%		
	RV Total	36	423	178	637	6%	66%	28%	100%	269	42%		
SB	FULL	88	309	91	488	18%	63%	19%	100%	133	27%		
	ASSOCIATE		164	20	184	0%	89%	11%	100%	109	59%		
	ASSISTANT		103	8	111	0%	93%	7%	100%	96	86%		
	SB Total	88	576	119	783	11%	74%	15%	100%	338	43%		
SC	FULL	27	187	58	272	10%	69%	21%	100%	48	18%		
	ASSOCIATE		97	11	108	0%	90%	10%	100%	54	50%		
	ASSISTANT		108	5	113	0%	96%	4%	100%	80	71%		
	SC Total	27	392	74	493	5%	80%	15%	100%	182	37%		
SD	FULL	101	309	104	514	20%	60%	20%	100%	182	35%		
	ASSOCIATE		130	32	162	0%	80%	20%	100%	105	65%		
	ASSISTANT		144	25	169	0%	85%	15%	100%	139	82%		
	SD Total	101	583	161	845	12%	69%	19%	100%	426	50%		

**LADDER & EQUIVALENT RANK FACULTY
 ABOVE, OFF AND ON-SCALE STATUS BY CAMPUS & RANK
 GENERAL CAMPUS**

Table 2

FEBRUARY 2008 STATUS

										DECOUPLED	
		<u>ABOVE</u>	<u>OFF</u>	<u>ON</u>	<u>Grand Total</u>	<u>ABOVE</u>	<u>OFF</u>	<u>ON</u>	<u>Grand Total</u>	<u>NUMBER</u>	<u>PERCENTAGE</u>
										<u>OFF</u>	<u>OFF</u>
U-WIDE	FULL	733	2,243	1,396	4,372	17%	51%	32%	100%	1,093	25%
	ASSOCIATE		838	552	1,390	0%	60%	40%	100%	556	40%
	ASSISTANT		1,081	391	1,472	0%	73%	27%	100%	870	59%
	U-WIDE TOTAL	733	4,162	2,339	7,234	10%	58%	32%	100%	2,519	35%
BK	FULL	192	416	136	744	26%	56%	18%	100%	161	22%
	ASSOCIATE		200	31	231	0%	87%	13%	100%	109	47%
	ASSISTANT		187	29	216	0%	87%	13%	100%	139	64%
	BK Total	192	803	196	1,191	16%	67%	16%	100%	409	34%
DV	FULL	70	324	368	762	9%	43%	48%	100%	115	15%
	ASSOCIATE		66	125	191	0%	35%	65%	100%	44	23%
	ASSISTANT		134	107	241	0%	56%	44%	100%	96	40%
	DV Total	70	524	600	1,194	6%	44%	50%	100%	255	21%
IR	FULL	51	265	116	432	12%	61%	27%	100%	127	29%
	ASSOCIATE		125	66	191	0%	65%	35%	100%	70	37%
	ASSISTANT		142	55	197	0%	72%	28%	100%	107	54%
	IR Total	51	532	237	820	6%	65%	29%	100%	304	37%
LA	FULL	168	507	123	798	21%	64%	15%		383	48%
	ASSOCIATE		172	30	202	0%	85%	15%	100%	159	79%
	ASSISTANT		178	11	189	0%	94%	6%	100%	166	88%
	LA Total	168	857	164	1,189	14%	72%	14%	100%	708	60%
MC	FULL	0	17	4	21	0%	81%	19%	100%	9	43%
	ASSOCIATE		3	1	4	0%	75%	25%	100%	2	50%
	ASSISTANT		42	15	57	0%	74%	26%	100%	40	70%
	MC Total	0	62	20	82	0%	76%	24%	100%	51	62%
RV	FULL	36	122	183	341	11%	36%	54%	100%	63	18%
	ASSOCIATE		44	73	117	0%	38%	62%	100%	32	27%
	ASSISTANT		114	65	179	0%	64%	36%	100%	85	47%
	RV Total	36	280	321	637	6%	44%	50%	100%	180	28%
SB	FULL	88	216	184	488	18%	44%	38%	100%	75	15%
	ASSOCIATE		99	85	184	0%	54%	46%	100%	67	36%
	ASSISTANT		88	23	111	0%	79%	21%	100%	79	71%
	SB Total	88	403	292	783	11%	51%	37%	100%	221	28%
SC	FULL	27	89	156	272	10%	33%	57%	100%	19	7%
	ASSOCIATE		40	68	108	0%	37%	63%	100%	14	13%
	ASSISTANT		63	50	113	0%	56%	44%	100%	37	33%
	SC Total	27	192	274	493	5%	39%	56%	100%	70	14%
SD	FULL	101	287	126	514	20%	56%	25%	100%	141	27%
	ASSOCIATE		89	73	162	0%	55%	45%	100%	59	36%
	ASSISTANT		133	36	169	0%	79%	21%	100%	121	72%
	SD Total	101	509	235	845	12%	60%	28%	100%	321	38%

**LADDER & EQUIVALENT RANK FACULTY
ABOVE, OFF AND ON-SCALE STATUS BY DISCIPLINE
GENERAL CAMPUS**

SEPTEMBER 2007

Table 3

COUNT OF ABOVE, OFF & ON-SCALE by DISCIPLINE (ALL RANKS)

<u>Uas Discipline Name</u>	<u>ABOVE</u>	<u>OFF</u>	<u>ON</u>	<u>Grand Total</u>
AGRICULTURE AND NATURAL RESOUR	23	300	85	408
ARCHITECTURE & ENVIRONMENTAL D	0	37	13	50
AREA STUDIES	1	104	6	111
BIOLOGICAL SCIENCES	65	492	52	609
BUSINESS AND MANAGEMENT	18	231	3	252
COMMUNICATIONS	1	26	9	36
COMPUTER AND INFORMATION SCIEN	8	201	15	224
EDUCATION	6	151	23	180
ENGINEERING	93	649	105	847
FINE AND APPLIED ARTS	19	382	114	515
FOREIGN LANGUAGES	16	229	41	286
HOME ECONOMICS	4	25	2	31
INTERDISCIPLINARY STUDIES	8	133	6	147
LAW	25	75	30	130
LETTERS	61	486	108	655
LIBRARY SCIENCE	0	18	2	20
MATHEMATICS	68	228	50	346
PHYSICAL EDUCATION	0	8	0	8
PHYSICAL SCIENCES	172	583	96	851
PSYCHOLOGY	29	173	26	228
SOCIAL SCIENCES	110	1,003	126	1,239
SOCIAL WORK AND HELPING SERVIC	6	39	6	51
THEOLOGY	0	8	2	10
Grand Total	733	5,581	920	7,234

PERCENTAGE OF ABOVE, OFF & ON-SCALE by DISCIPLINE (ALL RANKS)

<u>Uas Discipline Name</u>	<u>ABOVE</u>	<u>OFF</u>	<u>ON</u>	<u>Grand Total</u>
AGRICULTURE AND NATURAL RESOUR	6%	74%	21%	100%
ARCHITECTURE & ENVIRONMENTAL D	0%	74%	26%	100%
AREA STUDIES	1%	94%	5%	100%
BIOLOGICAL SCIENCES	11%	81%	9%	100%
BUSINESS AND MANAGEMENT	7%	92%	1%	100%
COMMUNICATIONS	3%	72%	25%	100%
COMPUTER AND INFORMATION SCIEN	4%	90%	7%	100%
EDUCATION	3%	84%	13%	100%
ENGINEERING	11%	77%	12%	100%
FINE AND APPLIED ARTS	4%	74%	22%	100%
FOREIGN LANGUAGES	6%	80%	14%	100%
HOME ECONOMICS	13%	81%	6%	100%
INTERDISCIPLINARY STUDIES	5%	90%	4%	100%
LAW	19%	58%	23%	100%
LETTERS	9%	74%	16%	100%
LIBRARY SCIENCE	0%	90%	10%	100%
MATHEMATICS	20%	66%	14%	100%
PHYSICAL EDUCATION	0%	100%	0%	100%
PHYSICAL SCIENCES	20%	69%	11%	100%
PSYCHOLOGY	13%	76%	11%	100%
SOCIAL SCIENCES	9%	81%	10%	100%
SOCIAL WORK AND HELPING SERVIC	12%	76%	12%	100%
THEOLOGY	0%	80%	20%	100%
Grand Total	10%	77%	13%	100%

**LADDER & EQUIVALENT RANK FACULTY
ABOVE, OFF AND ON-SCALE STATUS BY DISCIPLINE
GENERAL CAMPUS**

FEBRUARY 2008

Table 4

COUNT OF ABOVE, OFF & ON-SCALE by DISCIPLINE (ALL RANKS)

<u>Discipline Name</u>	<u>ABOVE</u>	<u>OFF</u>	<u>ON</u>	<u>Grand Total</u>
AGRICULTURE AND NATURAL RESOUR	23	185	200	408
ARCHITECTURE & ENVIRONMENTAL D	0	38	12	50
AREA STUDIES	1	68	42	111
BIOLOGICAL SCIENCES	65	381	163	609
BUSINESS AND MANAGEMENT	18	228	6	252
COMMUNICATIONS	1	23	12	36
COMPUTER AND INFORMATION SCIEN	8	159	57	224
EDUCATION	6	118	56	180
ENGINEERING	93	422	332	847
FINE AND APPLIED ARTS	19	222	274	515
FOREIGN LANGUAGES	16	161	109	286
HOME ECONOMICS	4	10	17	31
INTERDISCIPLINARY STUDIES	8	96	43	147
LAW	25	54	51	130
LETTERS	61	343	251	655
LIBRARY SCIENCE	0	18	2	20
MATHEMATICS	68	187	91	346
PHYSICAL EDUCATION	0	8	0	8
PHYSICAL SCIENCES	172	477	202	851
PSYCHOLOGY	29	134	65	228
SOCIAL SCIENCES	110	786	343	1,239
SOCIAL WORK AND HELPING SERVIC	6	38	7	51
THEOLOGY	0	6	4	10
Grand Total	733	4,162	2,339	7,234

PERCENTAGE OF ABOVE, OFF & ON-SCALE by DISCIPLINE (ALL RANKS)

<u>Discipline Name</u>	<u>ABOVE</u>	<u>OFF</u>	<u>ON</u>	<u>Grand Total</u>
AGRICULTURE AND NATURAL RESOUR	6%	45%	49%	100%
ARCHITECTURE & ENVIRONMENTAL D	0%	76%	24%	100%
AREA STUDIES	1%	61%	38%	100%
BIOLOGICAL SCIENCES	11%	63%	27%	100%
BUSINESS AND MANAGEMENT	7%	90%	2%	100%
COMMUNICATIONS	3%	64%	33%	100%
COMPUTER AND INFORMATION SCIEN	4%	71%	25%	100%
EDUCATION	3%	66%	31%	100%
ENGINEERING	11%	50%	39%	100%
FINE AND APPLIED ARTS	4%	43%	53%	100%
FOREIGN LANGUAGES	6%	56%	38%	100%
HOME ECONOMICS	13%	32%	55%	100%
INTERDISCIPLINARY STUDIES	5%	65%	29%	100%
LAW	19%	42%	39%	100%
LETTERS	9%	52%	38%	100%
LIBRARY SCIENCE	0%	90%	10%	100%
MATHEMATICS	20%	54%	26%	100%
PHYSICAL EDUCATION	0%	100%	0%	100%
PHYSICAL SCIENCES	20%	56%	24%	100%
PSYCHOLOGY	13%	59%	29%	100%
SOCIAL SCIENCES	9%	63%	28%	100%
SOCIAL WORK AND HELPING SERVIC	12%	75%	14%	100%
THEOLOGY	0%	60%	40%	100%
Grand Total	10%	58%	32%	100%

**LADDER & EQUIVALENT RANK FACULTY
OFF-SCALES BY DISCIPLINE
GENERAL CAMPUS**

SEPTEMBER 2007

Table 5

AVERAGE OFF-SCALE DOLLAR AMOUNT by RANK and DISCIPLINE (OFF-SCALES ONLY)

<u>Uas Discipline Name</u>	<u>FULL</u>	<u>ASSOCIATE</u>	<u>ASSISTANT</u>	<u>Grand Total</u>
AGRICULTURE AND NATURAL RESOUR	\$10,374	\$12,513	\$13,107	\$11,160
ARCHITECTURE & ENVIRONMENTAL D	\$13,663	\$8,430	\$6,567	\$11,673
AREA STUDIES	\$9,256	\$9,616	\$7,955	\$9,012
BIOLOGICAL SCIENCES	\$14,045	\$11,510	\$12,206	\$13,103
BUSINESS AND MANAGEMENT	\$64,018	\$69,305	\$67,444	\$66,030
COMMUNICATIONS	\$16,167	\$9,513	\$11,278	\$12,427
COMPUTER AND INFORMATION SCIEN	\$12,946	\$12,112	\$13,027	\$12,818
EDUCATION	\$14,864	\$9,592	\$8,401	\$11,339
ENGINEERING	\$12,039	\$10,413	\$8,809	\$10,981
FINE AND APPLIED ARTS	\$9,819	\$6,943	\$4,677	\$7,982
FOREIGN LANGUAGES	\$12,710	\$7,438	\$8,479	\$10,166
HOME ECONOMICS	\$6,183	\$4,372	\$8,354	\$5,908
INTERDISCIPLINARY STUDIES	\$14,170	\$10,811	\$11,264	\$12,750
LAW	\$22,723	-	\$11,886	\$20,700
LETTERS	\$15,841	\$10,907	\$8,717	\$12,535
LIBRARY SCIENCE	\$17,400	\$13,083	\$15,260	\$15,367
MATHEMATICS	\$15,609	\$12,610	\$15,460	\$15,014
PHYSICAL EDUCATION	\$19,985	\$2,900	-	\$17,850
PHYSICAL SCIENCES	\$13,782	\$16,370	\$14,152	\$14,306
PSYCHOLOGY	\$13,826	\$10,234	\$10,577	\$12,181
SOCIAL SCIENCES	\$24,410	\$18,141	\$20,490	\$21,728
SOCIAL WORK AND HELPING SERVIC	\$35,200	\$16,318	\$16,286	\$26,479
THEOLOGY	\$10,900	\$6,700	\$4,580	\$6,425
Grand Total	\$17,194	\$14,094	\$15,792	\$16,160

COUNT by RANK and DISCIPLINE (OFF-SCALES ONLY)

<u>Uas Discipline Name</u>	<u>FULL</u>	<u>ASSOCIATE</u>	<u>ASSISTANT</u>	<u>Grand Total</u>
AGRICULTURE AND NATURAL RESOUR	207	31	62	300
ARCHITECTURE & ENVIRONMENTAL D	24	10	3	37
AREA STUDIES	36	38	30	104
BIOLOGICAL SCIENCES	274	90	128	492
BUSINESS AND MANAGEMENT	116	38	77	231
COMMUNICATIONS	9	8	9	26
COMPUTER AND INFORMATION SCIEN	111	36	54	201
EDUCATION	62	36	53	151
ENGINEERING	374	126	149	649
FINE AND APPLIED ARTS	197	110	75	382
FOREIGN LANGUAGES	111	80	38	229
HOME ECONOMICS	19	5	1	25
INTERDISCIPLINARY STUDIES	73	32	28	133
LAW	61	0	14	75
LETTERS	214	151	121	486
LIBRARY SCIENCE	7	6	5	18
MATHEMATICS	140	43	45	228
PHYSICAL EDUCATION	7	1	0	8
PHYSICAL SCIENCES	350	99	134	583
PSYCHOLOGY	89	34	50	173
SOCIAL SCIENCES	475	264	264	1,003
SOCIAL WORK AND HELPING SERVIC	21	11	7	39
THEOLOGY	2	1	5	8
Grand Total	2,979	1,250	1,352	5,581

**LADDER & EQUIVALENT RANK FACULTY
OFF-SCALES BY DISCIPLINE
GENERAL CAMPUS**

FEBRUARY 2008

Table 6

AVERAGE OFF-SCALE DOLLAR AMOUNT by RANK and DISCIPLINE (OFF-SCALES ONLY)

<u>Uas Discipline Name</u>	<u>FULL</u>	<u>ASSOCIATE</u>	<u>ASSISTANT</u>	<u>Grand Total</u>
AGRICULTURE AND NATURAL RESOUR	\$8,487	\$15,025	\$9,238	\$9,185
ARCHITECTURE & ENVIRONMENTAL D	\$10,883	\$4,373	\$3,633	\$8,426
AREA STUDIES	\$6,138	\$9,596	\$6,356	\$7,321
BIOLOGICAL SCIENCES	\$12,824	\$12,081	\$8,443	\$11,326
BUSINESS AND MANAGEMENT	\$61,120	\$67,089	\$63,591	\$62,923
COMMUNICATIONS	\$10,760	\$8,467	\$10,071	\$9,952
COMPUTER AND INFORMATION SCIEN	\$11,711	\$7,862	\$7,761	\$9,741
EDUCATION	\$13,660	\$7,742	\$5,739	\$9,621
ENGINEERING	\$11,948	\$8,476	\$5,321	\$9,634
FINE AND APPLIED ARTS	\$7,864	\$5,734	\$4,343	\$6,873
FOREIGN LANGUAGES	\$11,160	\$5,623	\$7,732	\$8,839
HOME ECONOMICS	\$1,920	-	\$3,008	\$2,029
INTERDISCIPLINARY STUDIES	\$13,048	\$10,567	\$10,282	\$11,900
LAW	\$16,899	-	\$4,357	\$15,274
LETTERS	\$15,566	\$11,319	\$6,483	\$12,268
LIBRARY SCIENCE	\$11,875	\$9,900	\$11,360	\$11,183
MATHEMATICS	\$14,847	\$10,463	\$11,588	\$13,330
PHYSICAL EDUCATION	\$22,605	\$3,000	-	\$20,155
PHYSICAL SCIENCES	\$12,405	\$15,637	\$10,836	\$12,505
PSYCHOLOGY	\$12,995	\$8,274	\$8,126	\$10,660
SOCIAL SCIENCES	\$22,659	\$17,698	\$14,801	\$19,336
SOCIAL WORK AND HELPING SERVIC	\$30,809	\$13,900	\$12,214	\$23,379
THEOLOGY	\$6,650	\$1,000	\$1,733	\$3,250
Grand Total	\$16,654	\$14,182	\$13,336	\$15,295

COUNT by RANK and DISCIPLINE (OFF-SCALES ONLY)

<u>Uas Discipline Name</u>	<u>FULL</u>	<u>ASSOCIATE</u>	<u>ASSISTANT</u>	<u>Grand Total</u>
AGRICULTURE AND NATURAL RESOUR	121	14	50	185
ARCHITECTURE & ENVIRONMENTAL D	24	11	3	38
AREA STUDIES	26	22	20	68
BIOLOGICAL SCIENCES	200	61	120	381
BUSINESS AND MANAGEMENT	114	37	77	228
COMMUNICATIONS	10	6	7	23
COMPUTER AND INFORMATION SCIEN	79	28	52	159
EDUCATION	51	27	40	118
ENGINEERING	238	77	107	422
FINE AND APPLIED ARTS	137	57	28	222
FOREIGN LANGUAGES	84	52	25	161
HOME ECONOMICS	9	0	1	10
INTERDISCIPLINARY STUDIES	54	21	21	96
LAW	47	0	7	54
LETTERS	170	91	82	343
LIBRARY SCIENCE	8	5	5	18
MATHEMATICS	111	32	44	187
PHYSICAL EDUCATION	7	1	0	8
PHYSICAL SCIENCES	275	76	126	477
PSYCHOLOGY	69	24	41	134
SOCIAL SCIENCES	385	186	215	786
SOCIAL WORK AND HELPING SERVIC	22	9	7	38
THEOLOGY	2	1	3	6
Grand Total	2,243	838	1,081	4,162

**LADDER & EQUIVALENT RANK FACULTY
OFF-SCALES BY CAMPUS & RANK
GENERAL CAMPUS**

Table 7

		FEB 2008 STATUS		SEPT 2007 STATUS		REDUCTION IN NUMBER OF OFF-SCALES
		<u>AVG OFF-SCALE</u>	<u>COUNT</u>	<u>AVG OFF-SCALE</u>	<u>COUNT</u>	
U-WIDE	FULL	\$16,654	2,243	\$17,194	2,979	25%
	ASSOCIATE	\$14,182	838	\$14,094	1,250	33%
	ASSISTANT	\$13,336	1,081	\$15,792	1,352	20%
	U-WIDE TOTAL	\$15,295	4,162	\$16,160	5,581	25%
BK	FULL	\$16,828	416	\$19,793	419	1%
	ASSOCIATE	\$15,752	200	\$19,303	215	7%
	ASSISTANT	\$15,688	187	\$19,533	202	7%
	BK Total	\$16,294	803	\$19,604	836	4%
DV	FULL	\$10,841	324	\$11,014	627	48%
	ASSOCIATE	\$13,155	66	\$10,304	182	64%
	ASSISTANT	\$9,867	134	\$10,528	230	42%
	DV Total	\$10,883	524	\$10,782	1,039	50%
IR	FULL	\$16,118	265	\$16,479	368	28%
	ASSOCIATE	\$8,190	125	\$10,345	183	32%
	ASSISTANT	\$12,032	142	\$15,497	174	18%
	IR Total	\$13,164	532	\$14,695	725	27%
LA	FULL	\$27,448	507	\$29,869	553	8%
	ASSOCIATE	\$22,236	172	\$24,515	195	12%
	ASSISTANT	\$20,013	178	\$24,608	186	4%
	LA Total	\$24,858	857	\$27,704	934	8%
MC	FULL	\$10,182	17	\$15,317	18	6%
	ASSOCIATE	\$5,667	3	\$9,550	4	25%
	ASSISTANT	\$8,183	42	\$12,214	52	19%
	MC Total	\$8,610	62	\$12,825	74	16%
RV	FULL	\$14,884	122	\$14,680	190	36%
	ASSOCIATE	\$15,256	44	\$11,333	80	45%
	ASSISTANT	\$10,300	114	\$12,142	153	25%
	RV Total	\$13,076	280	\$13,129	423	34%
SB	FULL	\$9,734	216	\$11,479	309	30%
	ASSOCIATE	\$9,552	99	\$10,354	164	40%
	ASSISTANT	\$9,740	88	\$12,953	103	15%
	SB Total	\$9,691	403	\$11,422	576	30%
SC	FULL	\$5,607	89	\$7,759	187	52%
	ASSOCIATE	\$4,593	40	\$6,263	97	59%
	ASSISTANT	\$5,395	63	\$8,686	108	42%
	SC Total	\$5,326	192	\$7,644	392	51%
SD	FULL	\$14,160	287	\$17,434	309	7%
	ASSOCIATE	\$13,485	89	\$12,831	130	32%
	ASSISTANT	\$16,355	133	\$20,450	144	8%
	SD Total	\$14,616	509	\$17,153	583	13%

Table 8

**LADDER & EQUIVALENT RANK FACULTY
 AVERAGE PERCENTAGE INCREASE IN SALARIES BY CAMPUS
 10-1-06 TO 10-1-07 SCALES (SEPTEMBER 2007 TO FEBRUARY 2008)**

by Rank

	<u>Full</u>	<u>Associate</u>	<u>Assistant</u>	<u>Total</u>
BK	5.0%	4.5%	3.7%	4.6%
DV	3.9%	4.7%	4.0%	4.0%
IR	3.1%	3.8%	3.9%	3.5%
LA	3.8%	3.4%	2.7%	3.5%
MC	3.1%	3.4%	3.8%	3.6%
RV	5.1%	7.8%	4.7%	5.5%
SB	4.3%	4.7%	3.6%	4.3%
SC	4.5%	5.3%	4.3%	4.6%
SD	4.2%	6.3%	4.0%	4.6%
Grand Total	4.2%	4.8%	3.8%	4.2%

by Off-scale Status

	<u>Above</u>	<u>Off-scale</u>	<u>On-Scale</u>	<u>Total</u>
BK	4.4%	4.0%	8.2%	4.6%
DV	4.1%	3.6%	9.0%	4.0%
IR	2.9%	3.1%	9.9%	3.5%
LA	4.3%	3.0%	7.9%	3.5%
MC	-	3.0%	8.9%	3.6%
RV	3.8%	4.0%	9.3%	5.5%
SB	4.2%	3.5%	8.6%	4.3%
SC	3.9%	4.0%	8.3%	4.6%
SD	3.1%	3.8%	8.3%	4.6%
Grand Total	4.0%	3.6%	8.6%	4.2%

**LADDER & EQUIVALENT RANK FACULTY
 AVERAGE PERCENTAGE INCREASE IN SALARIES BY FIELD
 10-1-06 TO 10-1-07 SCALES (SEPTEMBER 2007 TO FEBRUARY 2008)**

Table 9

by Rank

	<u>Full</u>	<u>Associate</u>	<u>Assistant</u>	<u>Total</u>
AGRICULTURE AND NATURAL RESOUR	4.6%	6.3%	3.5%	4.6%
ARCHITECTURE & ENVIRONMENTAL D	5.1%	6.4%	7.4%	5.7%
AREA STUDIES	3.2%	4.4%	3.7%	3.8%
BIOLOGICAL SCIENCES	3.7%	5.6%	2.9%	3.8%
BUSINESS AND MANAGEMENT	3.0%	3.5%	2.8%	3.0%
COMMUNICATIONS	4.0%	5.9%	5.9%	5.2%
COMPUTER AND INFORMATION SCIEN	3.9%	3.8%	2.6%	3.5%
EDUCATION	4.5%	4.8%	3.1%	4.1%
ENGINEERING	4.5%	4.5%	4.0%	4.4%
FINE AND APPLIED ARTS	4.2%	5.3%	6.6%	5.0%
FOREIGN LANGUAGES	3.9%	5.3%	4.9%	4.5%
HOME ECONOMICS	3.7%	4.7%	2.5%	3.8%
INTERDISCIPLINARY STUDIES	3.2%	4.3%	4.0%	3.6%
LAW	5.3%	-	6.2%	5.4%
LETTERS	4.5%	5.0%	4.7%	4.7%
LIBRARY SCIENCE	4.8%	2.9%	2.7%	3.7%
MATHEMATICS	4.3%	3.4%	3.0%	4.0%
PHYSICAL EDUCATION	5.2%	3.2%	-	4.9%
PHYSICAL SCIENCES	4.1%	3.7%	2.6%	3.8%
PSYCHOLOGY	4.3%	4.0%	3.6%	4.1%
SOCIAL SCIENCES	4.2%	5.3%	3.7%	4.3%
SOCIAL WORK AND HELPING SERVIC	4.3%	2.6%	3.5%	3.8%
THEOLOGY	4.2%	6.6%	3.7%	4.4%
Grand Total	4.2%	4.8%	3.8%	4.2%

by Off-scale Status

	<u>Above</u>	<u>Off-scale</u>	<u>On-Scale</u>	<u>Total</u>
AGRICULTURE AND NATURAL RESOUR	3.8%	3.6%	8.7%	4.6%
ARCHITECTURE & ENVIRONMENTAL D	-	4.6%	8.7%	5.7%
AREA STUDIES	3.9%	3.5%	8.8%	3.8%
BIOLOGICAL SCIENCES	4.1%	3.4%	7.6%	3.8%
BUSINESS AND MANAGEMENT	3.7%	2.9%	8.2%	3.0%
COMMUNICATIONS	2.5%	3.8%	9.4%	5.2%
COMPUTER AND INFORMATION SCIEN	2.9%	3.2%	8.8%	3.5%
EDUCATION	3.4%	3.6%	8.0%	4.1%
ENGINEERING	4.3%	3.8%	8.4%	4.4%
FINE AND APPLIED ARTS	3.5%	3.9%	8.7%	5.0%
FOREIGN LANGUAGES	4.0%	3.9%	8.4%	4.5%
HOME ECONOMICS	3.9%	3.4%	8.5%	3.8%
INTERDISCIPLINARY STUDIES	3.6%	3.4%	8.3%	3.6%
LAW	4.3%	3.7%	10.7%	5.4%
LETTERS	4.3%	3.8%	9.2%	4.7%
LIBRARY SCIENCE	-	3.1%	9.3%	3.7%
MATHEMATICS	4.0%	3.3%	7.3%	4.0%
PHYSICAL EDUCATION	-	4.9%	-	4.9%
PHYSICAL SCIENCES	3.9%	3.2%	7.6%	3.8%
PSYCHOLOGY	4.0%	3.5%	8.0%	4.1%
SOCIAL SCIENCES	4.0%	3.7%	9.6%	4.3%
SOCIAL WORK AND HELPING SERVIC	3.7%	2.7%	11.0%	3.8%
THEOLOGY	-	3.3%	8.9%	4.4%
Grand Total	4.0%	3.6%	8.6%	4.2%

Table 10

**LADDER & EQUIVALENT RANK FACULTY
DISTRIBUTION OF PERCENTAGE INCREASES IN SALARIES BY CAMPUS
10-1-06 TO 10-1-07 SCALES (SEPTEMBER 2007 TO FEBRUARY 2008)**

<u>Campus</u>	<u><2%</u>	<u>2.0<4.0%</u>	<u>4.0<6.0%</u>	<u>6.0<8.0%</u>	<u>8.0<10.0%</u>	<u>10.0+</u>	<u>Grand Total</u>
BK	7	756	73	199	54	102	1,191
DV	1	718	336	75	18	46	1,194
IR	6	649	69	36	22	38	820
LA	22	992	35	83	18	39	1,189
MC		62	11	4		5	82
RV		339	47	104	56	91	637
SB		521	72	108	36	46	783
SC	3	283	60	85	39	23	493
SD	6	505	59	157	36	82	845
Grand Total	45	4,825	762	851	279	472	7,234
BK	1%	63%	6%	17%	5%	9%	100%
DV	0%	60%	28%	6%	2%	4%	100%
IR	1%	79%	8%	4%	3%	5%	100%
LA	2%	83%	3%	7%	2%	3%	100%
MC	0%	76%	13%	5%	0%	6%	100%
RV	0%	53%	7%	16%	9%	14%	100%
SB	0%	67%	9%	14%	5%	6%	100%
SC	1%	57%	12%	17%	8%	5%	100%
SD	1%	60%	7%	19%	4%	10%	100%
Grand Total	1%	67%	11%	12%	4%	7%	100%