

UofM Increases

Comparison of tenured profs' and support staff's increases

University of Memphis

March 26, 2019



What's ahead?

1 Sources

What's ahead

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Median
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2019-2018

2019-2009

Inflation 2019-09

2019-2018 over 150K

2019-2009 over 150K

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Total Salaries 2019-18

Total Salaries 2019-09

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UofM salary databases for the academic years 2008/09 (2009), 2017/18 (2018), and 2018/19 (2019). The last two were obtained, via public record requests, by the United Campus Worker's Union last year and this year.

Employee groups

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Total Salaries 2019-18

Total Salaries 2019-09

Tenured (T): A professor who is tenured or tenure track and is in a position which is primarily non-administrative. Chairs and directors who are tenured profs are here, so are chairs of excellence. Deans are not in this group.

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Non-Tenured (NT): Instructor, lecturer, research prof, clinical prof.

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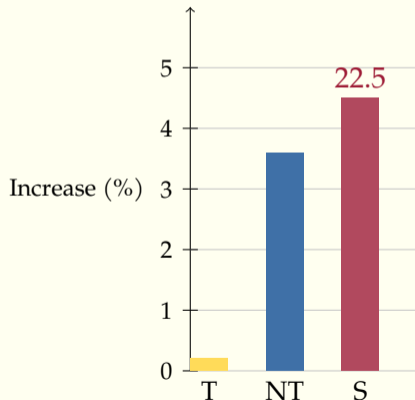
Non-Tenured (NT): Instructor, lecturer, research prof, clinical prof.

Staff and Administration(S): All employees not in the first two groups, such as deans, secretaries, maintenance workers, custodians, police, etc.

Headcounts

2019-2018

Group	T	NT	S
2019	663	314	1,606
2018	662	303	1,537
Increase	1	11	69
Increase (%)	0.2%	3.6%	4.5%

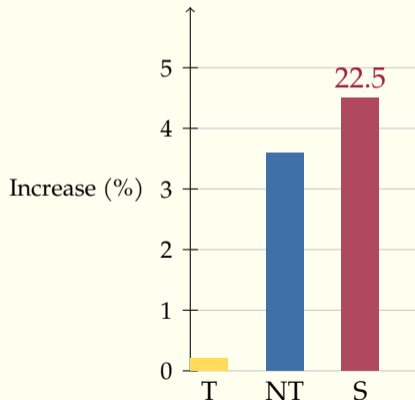


Headcounts

2019-2018

Number of Tenured in 2019

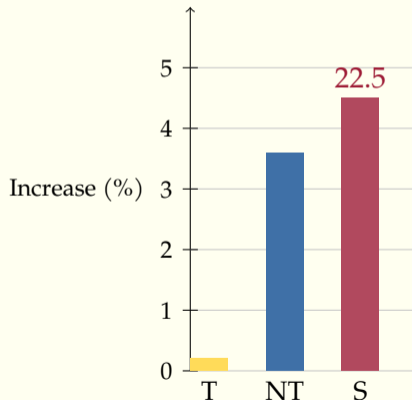
Group	T	NT	S
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Headcounts

2019-2018

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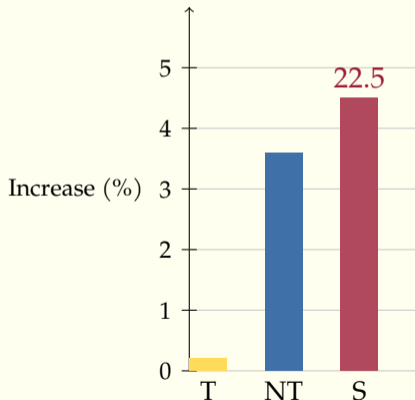


Group	Number of Tenured in 2019		
	T	NT	S
2019	663	314	1,606
2018	662	303	1,537
Increase	1	11	69
Increase (%)	0.2%	3.6%	4.5%

$663 - 662 = 1$

Headcounts

2019-2018



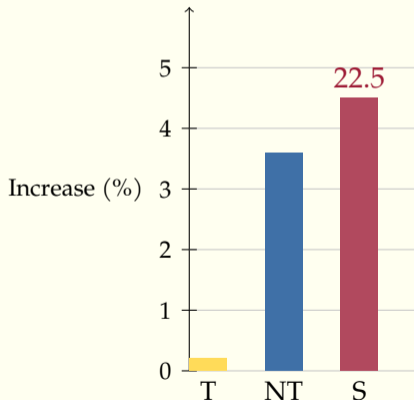
Group	Number of Tenured in 2019		
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2019	663	314	1,606
2018	662	303	1,537
Increase	1	11	69
Increase (%)	0.2%	3.6%	4.5%

$$\frac{1}{662} \times 100$$

$$663 - 662 = 1$$

Headcounts

2019-2018



Group	T	NT	S
2019	663	314	1,606
2018	662	303	1,537
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Number of Tenured in 2019

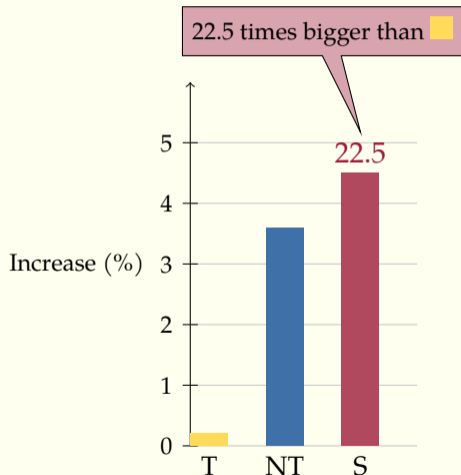
Number of Tenured in 2018

$\frac{1}{662} \times 100$

$663 - 662 = 1$

Headcounts

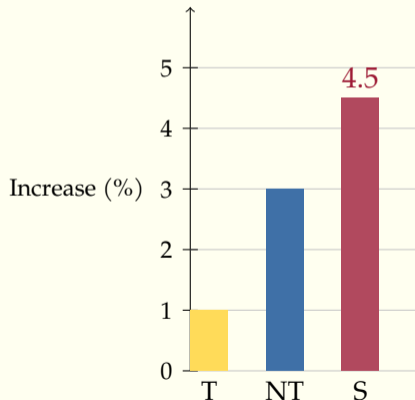
2019-2018



Median Salaries

2019-2018

Group	T	NT	S
2019	78,300	54,100	43,900
2018	77,500	52,500	42,000
Increase	800	1,600	1,900
Increase (%)	1.0%	3.0%	4.5%

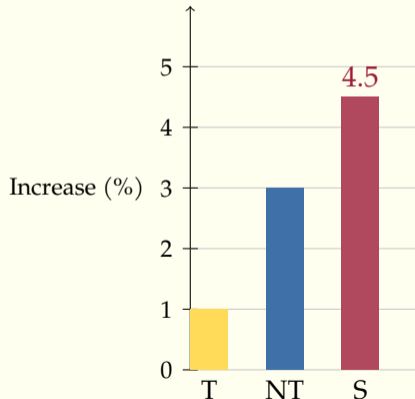


Median Salaries

2019-2018

Median salaries of Tenured in 2019

Group	T	NT	S
2019	78,300	54,100	43,900
2018	77,500	52,500	42,000
Increase	800	1,600	1,900
Increase (%)	1.0%	3.0%	4.5%



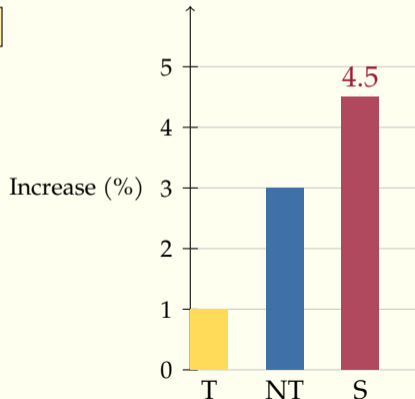
Median Salaries

2019-2018

Median salaries of Tenured in 2019

Median salaries of Tenured in 2018

Group	T	NT	S
2019	78,300	54,100	43,900
2018	77,500	52,500	42,000
Increase	800	1,600	1,900
Increase (%)	1.0%	3.0%	4.5%



Median Salaries

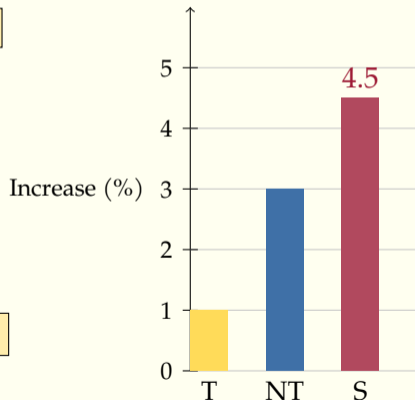
2019-2018

Median salaries of Tenured in 2019

Median salaries of Tenured in 2018

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2019	78,300	54,100	43,900
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Increase	800	1,600	1,900
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$$78,300 - 77,500 = 800$$



Median Salaries

2019-2018

Median salaries of Tenured in 2019

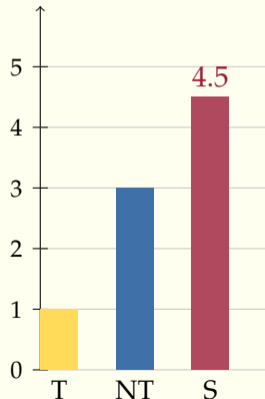
Median salaries of Tenured in 2018

Group	T	NT	S
2019	78,300	54,100	43,900
2018	77,500	52,500	42,000
Increase	800	1,600	1,900
Increase (%)	1.0%	3.0%	4.5%

Increase (%)

$$\frac{800}{77,500} \times 100$$

$$78,300 - 77,500 = 800$$



Median salaries of Tenured in 2019

Median salaries of Tenured in 2018


Group	T	NT	S
2019	78,300	54,100	43,900
2018	77,500	52,500	42,000
Increase	800	1,600	1,900
Increase (%)	1.0%	3.0%	4.5%

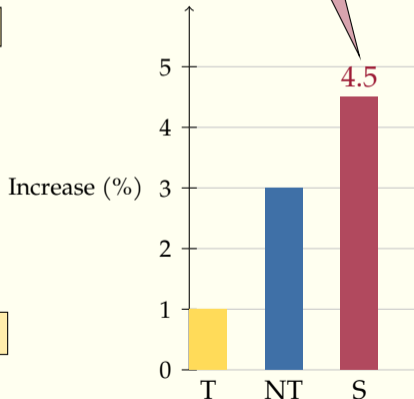
$$\frac{800}{77,500} \times 100$$

$$78,300 - 77,500 = 800$$

Median Salaries

2019-2018

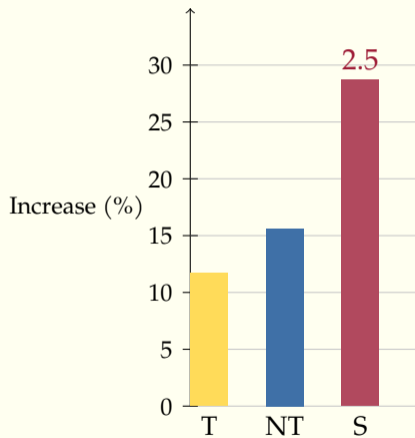
4.5 times bigger than 



Median Salaries

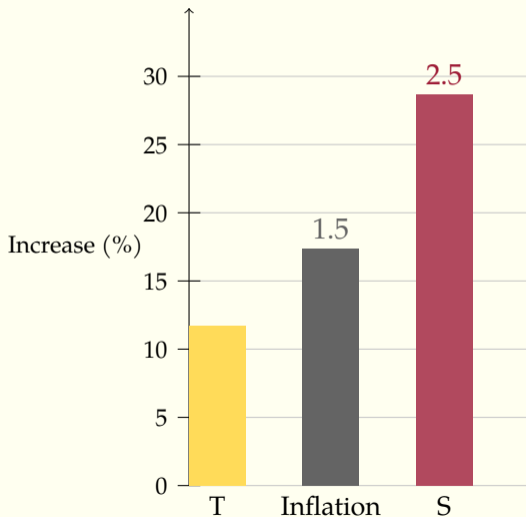
2019-2009

Group	T	NT	S
2019	78,300	54,100	43,900
2009	70,100	46,800	34,100
Increase	8,200	7,300	9,800
Increase (%)	11.7%	15.6%	28.7%



Median Salaries

Inflation 2019-09

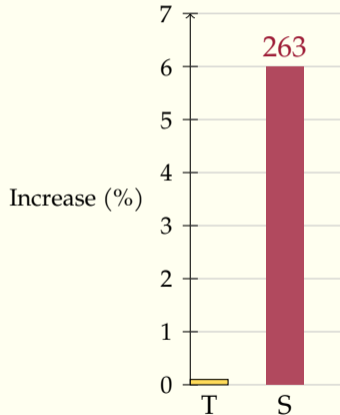


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Median Salaries

2019-18 for over 150K

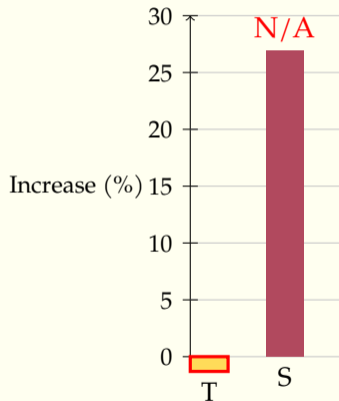
Group	T	S
2019	172,800	217,900
2018	172,700	205,500
Increase	100	12,400
Increase (%)	0.0%	6.0%



Median Salaries

2019-09 for over 150K

Group	T	S
2019	172,800	217,900
2009	175,000	171,900
Increase	-2,200	46,300
Increase (%)	-1.3%	26.9%



- 1 If we want to become a Research 1 institution, why are Tenured profs treated worse than administrators (and why are non-tenured positions favored)?

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Total Salaries 2019-18

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- ① If we want to become a Research 1 institution, why are Tenured profs treated worse than administrators (and why are non-tenured positions favored)?
- ② Why did we have merit pay when the senate didn't have any discussion on it and never agreed to it?

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- ① If we want to become a Research 1 institution, why are Tenured profs treated worse than administrators (and why are non-tenured positions favored)?
- ② Why did we have merit pay when the senate didn't have any discussion on it and never agreed to it?
- ③ Why does it take months for the university to provide salary data for its own Faculty Senate?

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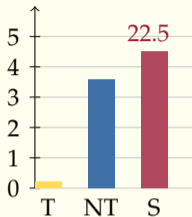
Total Salaries 2019-18

Total Salaries 2019-09

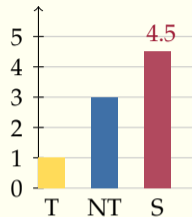
- ① If we want to become a Research 1 institution, why are Tenured profs treated worse than administrators (and why are non-tenured positions favored)?
- ② Why did we have merit pay when the senate didn't have any discussion on it and never agreed to it?
- ③ Why does it take months for the university to provide salary data for its own Faculty Senate?
- ④ Why has the Senate kept postponing salary increase research and discussions for second year in a row?

Farewell

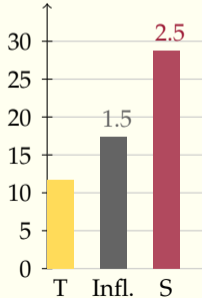
Headcount Increase
2019-18 (%)



Median Salary Increase
2019-18 (%)



Median Salary Increase
2019-09 (%)



Median Salary Increase
over 150K, 2019-18 (%)



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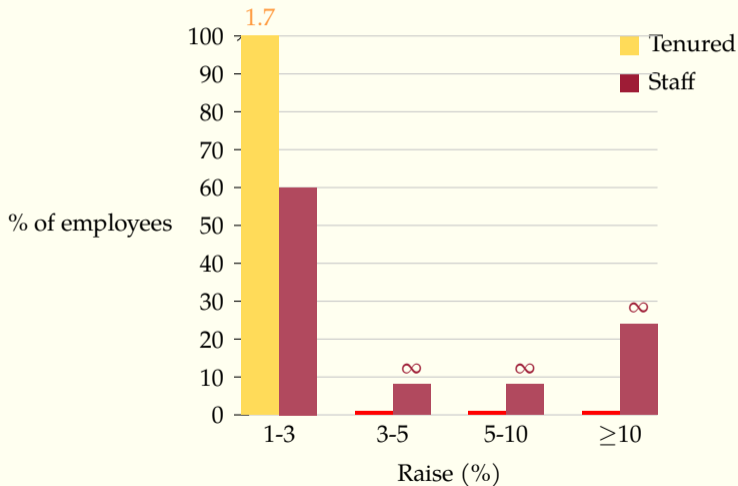
2019-18 raise
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Total Salaries 2019-18

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2019-18 raise distribution for making over \$200K



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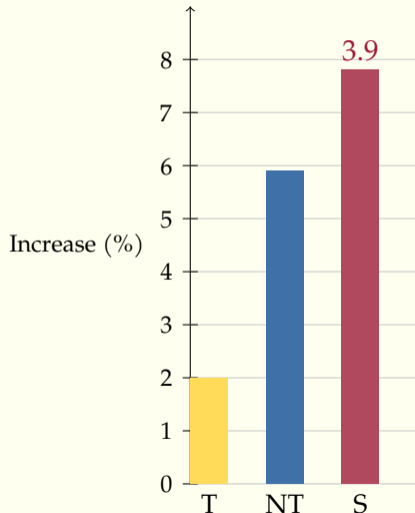
Total Salaries 2019-18

Total Salaries 2019-09

Group	T	NT	S
2019 (mil)	61.2	18.0	85.0
2018 (mil)	60.0	17.0	79.0
Increase (mil)	1.2	1.0	6.0
Increase (%)	2.0%	5.9%	7.8%

Appendix

Total Salaries 2019-18



Group	T	NT	S
2019 (mil)	61.2	18.0	85.0
2009 (mil)	55.3	11.0	68.0
Increase (mil)	5.9	7.0	17.0
Increase (%)	10.8%	62.4%	25.3%

Increase (%)

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Total Salaries 2019-09

