## Comparison of tenured profs' and support staff's increases

University of Memphis

March 26, 2019



## What's ahead



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## What's ahead

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2019-2009

Inflation 201

2019-2018 over

2019-2009 over 150

Questions

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## Appondicos

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Total Salaries 2019-1

## What's ahead

1 Sources

2 Employee groups

3 Headcounts

## What's ahead

1 Sources

2 Employee groups

3 Headcounts

4 Median Salaries

## What's ahead

1 Sources

2 Employee groups

3 Headcounts

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**6** Ouestions

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**5** Questions

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## Farewell

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Total Salaries 2019



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7 Appendices

## Sources

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Employe groups

Headcounts 2019-2018

Mediar Salaries

2019-2018

Inflation 2019-09 2019-2018 over 1

2019-2018 over 150 2019-2009 over 150

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Total Salaries 2019-1
Total Salaries 2019-0

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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Employee groups

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Median

2019-2018

2019-2009

Inflation 2019

2019-2018 over 15

2019-2009 over 15

Questions

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distribution

Total Salaries 2019-0

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.

# Employee groups

What's ahead

Sources

Employee groups

2019-2018

Median

2019-2018

2019-2009

2019-2018 over 15

2019-2018 over 15 2019-2009 over 15

Question

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Total Salaries 2019-

Total Salaries 2019-

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.

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

# Employee groups

**Employee** groups

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.

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.

NT S Group T 2019 1,606 663 314 2018 662 303 1,537 Increase 11 69

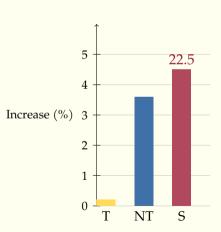
0.2%

3.6%

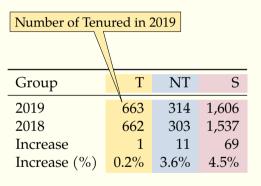
Increase (%)

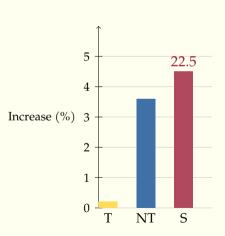
4.5%

# Headcounts 2019-2018

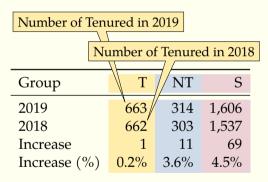


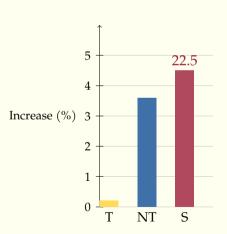
# Headcounts 2019-2018



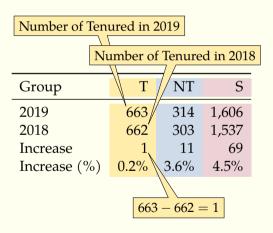


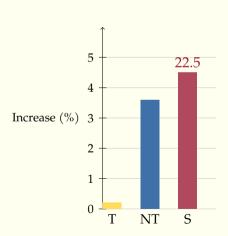
# Headcounts 2019-2018



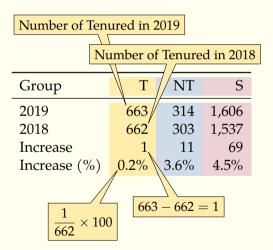


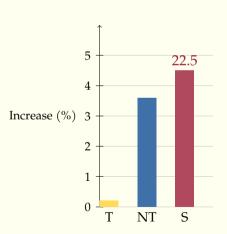
# Headcounts 2019-2018





# Headcounts 2019-2018





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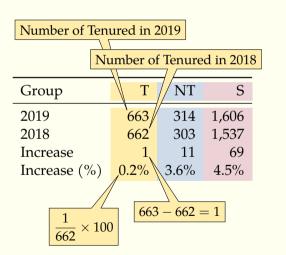
## Appendice

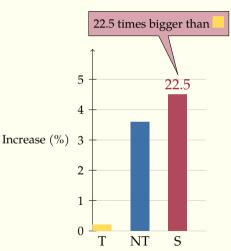
2019-18 raise distribution

distribution

Total Salaries 2019-09

# Headcounts





What's ahead

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Employe groups

2019-2018

Mediar Salaries

2019-2018

2019-2009

2019-2018 over 150

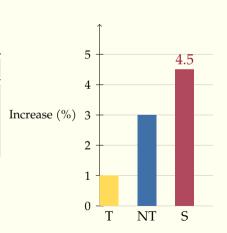
Question

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### Appendice

2019-18 raise distribution

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



What's ahead

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Median Salaries

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2019-2009

2019-2018 over 15

2019-2009 over 150

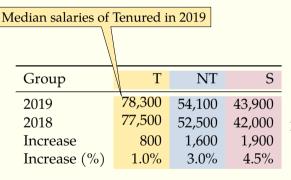
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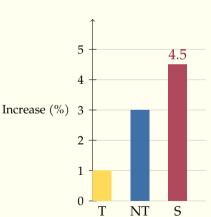
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### Appendices

2019-18 raise distribution

distribution





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Employee groups

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Median Salaries

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Inflation 2019-09

2019-2018 over 15 2019-2009 over 15

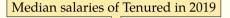
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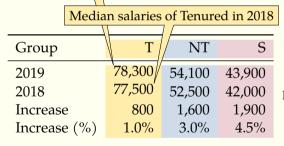
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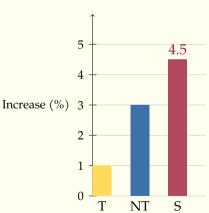
## Appendices

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distribution







Employee groups

Headcount 2019-2018

Median Salaries

2019-2018

2019-2009

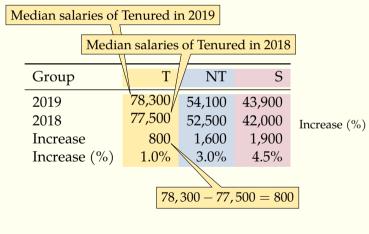
2019-2018 over 150

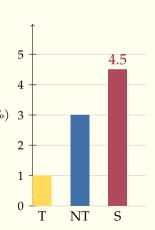
Questions

## Appendice

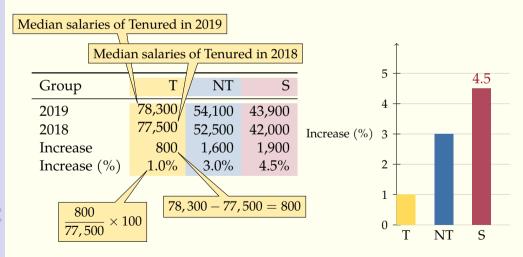
2019-18 raise

distribution

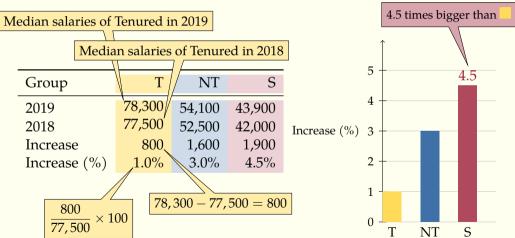


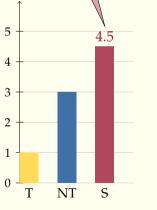


# Median Salaries 2019-2018



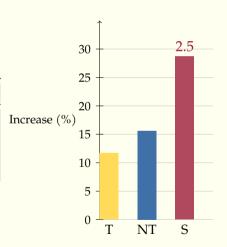
## Median Salaries 2019-2018





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

2019-2009

Inflation 2019-09

2019-2018 over 15 2019-2009 over 15

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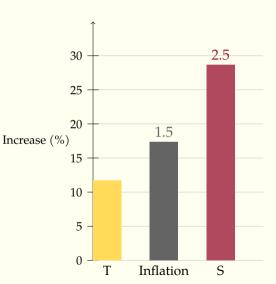
### Appendice

2019-18 raise

Total Salarios 2019

Total Salaries 2019-09

# Median Salaries Inflation 2019-09

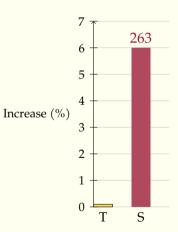


2019-2018 over 150K

# 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%



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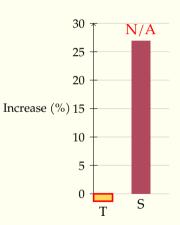
distribution Total Salaries 2019

Total Salaries 2019-

# 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%



Sources

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2019-2009

Inflation 2019-

2019-2018 over 150

2019-2009 over 150

### **Ouestions**

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2019-18 raise distribution

Total Salaries 2019-1

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

# Questions

What's ahead

Sources

Employee

Headcount 2019-2018

Salaries 2019-2018 2019-2009 Inflation 2019-09

2019-2018 over 150F 2019-2009 over 150F

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2019-18 raise distribution Total Salaries 2019• 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?

# **Ouestions**

**Ouestions** 

- 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?

# **Ouestions**

**Ouestions** 

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)?

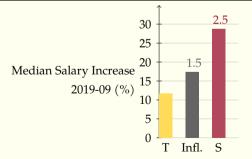
- 2 Why did we have merit pay when the senate didn't have any discussion on it and never agreed to it?
- 3 Why does it take months for the university to provide salary data for its own Faculty Senate?
- 4 Why has the Senate kept postponing salary increase research and discussions for second year in a row?

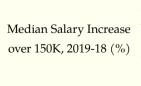
## Farewell

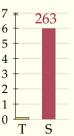


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2019-2018 over 150K

2019-2009 over 150

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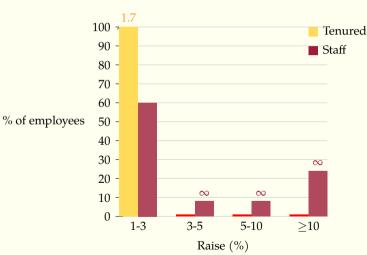
2019-18 raise distribution

Total Salaries 2019-

Total Salaries 2019-09

# Appendix

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



What's ahead

Sources

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2019-2018

Mediar Salaries

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2019-2009

2019-2018 over

2019-2009 over 150

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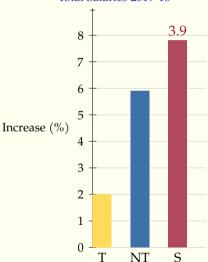
2019-18 raise distribution

Total Salaries 2019-18

Total Salaries 2019-09

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

# Appendix

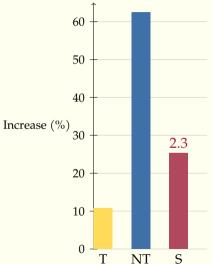


Total Salaries 2019-09

### NT S Group 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%

# **Appendix**





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