

Order of Faculty member taking survey	First Name	Last Name	Rank	Discipline	TOTAL Pts.	Point Rank	Current Salary	PVAMU Mean Salary	National Salary by Discipline & rank	Adjustment to PV mean salary via pts. above median	PV Equity Deficit from mean	Net Equity Deficit from discipline rank median	Pts. above mean salary deficit	Average deficit from previous 3 columns
1	Nathan	Mitchell	Asst Prof	Social Work	51,800	9590	54000	54000	64200	-7,200	-2,200	-12,400	-7,433	
2				Architecture	46,9	Asst Prof	\$68,500	87200	90651	0	-18,700	-22,151	68,500	9,216
3	Terril	Pantunio	Asst Prof	Communications	15	Asst Prof	\$46,000	59500	55036	59500	13,500	-9,036	-13,500	-12,012
4	Hessan	Albass		Computer Science	0		0	0	0	0	0	0	0	
5	Forest	Smith		Nursing	48.5	Asst Prof	69,212							
6	John	Cornelius	Assoc Prof	Art-Music-G	51.3	Asst Prof	573,000	69700	62141	70960	3,300	10,859	2,040	5,400
7	MICHAEL	NOJIM	Assoc Prof	Social Work	46	Asst Prof	614,422	69700	67805	69900	-8,248	-6,353	8,448	-7,683
8	Reynold	Beil	Assoc Prof	Business Ad	86	Prof	581,070	69700	88221	79800	11,270	-7,153	3,170	2,462
9	Ananda	Amarasekera	Assoc Prof	Chemistry	128.7	Prof	54,991	69700	65415	86440	14,709	10,424	31,449	-18,861
10	Maurine	Ogbaa		Communications	4.1		40,000		Communications	0	0	0	0	
11	Zuby	Quintero T.		Communications	29.5	Asst Prof	39,000		Communications	0	0	0	0	
12	Ross	Wiener		Architecture	4.7		49,350		Architecture	0	0	0	0	
13				Architecture	2.2		49,350		Architecture	0	0	0	0	
14			Asst Prof	Business Ad	24	Asst Prof	90000	59500	80642	61300	30,500	9,358	28,700	22,853
15	LAXLEY	ROONEY		Education	45.5	Asst Prof	\$68,000/9 M		Education	0	0	0	0	
16	Judith	Hansen	Assoc Prof	Education	30	Asst Prof	\$53,000/12	69700	67623	66700	10,688	-8,611	-7,888	-8,996
17	Marguerite	Joyce		Business Ad	30,001	Asst Prof	\$4,000/court		Business Ad	0	0	0	0	
18	Hardy	Bates		Art-Music-G	1		30,000		Art-Music	0	0	0	0	
19	Sharon	Daniels		Computer Science	7		13,000/year		Computer Science	0	0	0	0	
20	Charles	Gear	Assoc Prof	History	56.3	Asst Prof	549,000	69700	64122	71960	20,700	-15,122	-22,960	-19,594
21	Jennifer	Erdely	Asst Prof	Communications	22.7	Asst Prof	44,500	59500	55036	61040	15,000	-10,536	-16,540	-14,025
22			Assoc Prof	Eng Tech	49.5	Asst Prof	\$103,000/12	69700	70660					
23	Louis	Bylden		Communications	30	Asst Prof	\$350,000/col							
24	Victoria	Godwin	Asst Prof	Communications	18.2	Asst Prof	\$43,000/year	59500	55036	60140				
25	Wilarena	Alford	Asst Prof	Nursing	44	Asst Prof	59500	59500	56564	63300				
26	Innocent	Aluka	Prof	Chemistry	99	Prof	61,093.00	72000	88380	90000	26,107	-27,287	-28,907	-27,434
27	Robert	Heller	Prof	Psychology	30	Asst Prof	TAMU-CS sal	87200	86797	76200				
28	Elizabeth	Stoerckel		Mathematics	25	Asst Prof	43,000		Mathematics	0	0	0	0	
29	Bakana	Bakana	Assoc Prof	Social Work	52.6	Asst Prof	\$52,000/year	69700	67805	71220				
30	Jeffrey	Freeman		Art-Music-G	0.5		41000-42000		Art-Music	0	0	0	0	
31	Samuel	Sampson		Education	25	Asst Prof	3000		Education	0	0	0	0	
32	Huaco	Taylor	Assoc Prof	Chemistry	14.4	Asst Prof	44,000	59500	55036	59460	14,700	-10,415	-11,640	-12,252
33	Loren	Bryant		Education	2.6		\$12,000/sem		Education	0	0	0	0	
34	Donald	Collins	Assoc Prof	Education	60.8	Asst Prof	\$52,602.00	69700	67623	72860	-17,098	-15,023	-20,258	-17,459
35	Teresa	Taylor	Asst Prof	Communications	14.4	Asst Prof	44,000	59500	55036	59460	15,500	-11,036	-15,480	-14,005
36	Alice	Pendleton		ME	26.3	Asst Prof	69660		ME	0	0	0	0	
37	Manouchehr	Misaghian	Asst Prof	Mathematics	21.3	Asst Prof	54000	59500	57431	60760	-5,900	-3,431	-6,760	-5,230
38	Reynold	Beil	Assoc Prof	Communications	11.6	Asst Prof	\$41,000	59500	55036	59820	16,500	-12,036	-15,820	-14,785
39	Anas	Alsayed Suliman		Communications	1		40000		Communications	0	0	0	0	
40				Education	19.2		70,000.00		Education	0	0	0	0	
41	Gloria	Ragford	Assoc Prof	Biology	24	Asst Prof	48,000	69700	67049	65500	11,700	-9,049	-7,500	-9,416
42			Assoc Prof	Criminal Jur	66.5	Prof	\$92,014.00	69700	74000	74000	22,314		18,014	20,164
43	Yingchun	Li		Chemistry	20.2		48,800		Chemistry	0	0	0	0	
44	Kathy	Waranane	Asst Prof	Chemistry	3.1	Asst Prof	\$52,000.00	59500	57120	-7,500	-4,040	-5,120	-5,553	
45	Max	Wishoff	Asst Prof	Chemistry	13	Asst Prof	59500	54988	59100					
46			Asst Prof	Nursing	20.2	Asst Prof	59500	58564	60540	2,500	1,564	-3,440	-2,835	
47	Joe	Dickson	Asst Prof	Psychology	5.1	Asst Prof	52,000	59500	54939	59520	-7,500	-2,939	-5,520	-5,320
48	Mohammed	Shayb	Assoc Prof	Mathematics	56.9	Asst Prof	52000	69700	67469	72080	-17,700	-15,469	-20,080	-17,790
49	Yung W.	Kapuku		Mathematics	0		0		Mathematics	0	0	0	0	
50	Joi	Braswell		Nursing	2		65,000		Nursing	0	0	0	0	
51	Kelly	Thibbets		Education	9.4		40,800		Education	0	0	0	0	
52	Choo	Bentley	Prof	Physics	246.3	Prof	72900	87200	91362	119460	14,200	-18,262	-46,460	-26,907
53	Gina	Chiarella Mastella		Chemistry	6		45000	59500	54000	57620				
54	Mark	Tschape	Asst Prof	Social Work	5.6	Asst Prof		59500	54000	57620				
55	Gaurav	Nelgand		Chemistry	24		\$46,000		Chemistry	0	0	0	0	
56	Annmarie	Zmolek		Art-Music-G	13		10,000		Art-Music	0	0	0	0	
57	D. Oka	Elachi	Assoc Prof	Criminal Jur	8	Asst Prof	\$67,916	69700	61900	-1,784		6,016	2,116	
58	Aruna	Daves	Assoc Prof	Mathematics	27.7	Asst Prof	\$60,942.40	69700	67469	66240	-8,758	-6,527	-5,298	-6,861
59	Milton	Daley		Agril/Biology	14.9		56000		Biology	0	0	0	0	
60	Nathaniel	Soboyejo	Asst Prof	Chemistry	48.23	Asst Prof	51,000	59500	54988	61140	-8,500	-3,988	-15,148	-9,211
61	Seab	Smith	Assoc Prof	Sociology	135	Prof	\$63,000	69700	67049	87700	6,700	-4,049	24,700	11,616
62	Aisha	Asby	Asst Prof	Psychology	35	Asst Prof	52,000	59500	54939	63500	-7,500	-2,939	-11,500	-7,313

The Chronicle of Higher Education  
Almanac of Higher Education 2012

Median 2012 College Professor Salaries	Asst Prof	Assoc Prof	Prof
Law teachers	92050	110805	150003
ME	71178	82868	111423
Biology	56430	67049	84310
Business Adm	80642	88223	104798
Physics	57882	67020	91262
Computer Sci	71160	80094	98985
Architecture	61753	74888	90651
Chemistry	54880	65415	88380
Psychology	54939	66471	86797
Mathematics	57431	67469	87335
Sociology	53602	63888	84579
History	53139	64122	86363
Art-Music-Dra	52589	62141	79640
Philos/Religion	53095	64313	86032
Social Work	54000	67805	84096
Nursing	58564	69431	83597
Eng-Literatur	53039	62425	81003
Communicat	55036	62335	83985
Foreign Langs	55729	68861	88161
Education	56040	67623	84192

\* <http://www1.salary.com/College-Professor-Salary.html>  
 (Post University Online) OR  
<http://www.salary.com/SalaryWizard/Assoc-Professor-Sociology-Salary-Details-Enter-a-city-or-postal-code.aspx>

1 Section	Please answer	First Name	Last Name	Highest Degree	Academic Field of Highest Degree
2	0	John	Doe	Ph.D.	Social Science

Where did you receive your highest degree	Rank	Department	College	PVAMU?	How long have you been employed by current industry?	How long have you been employed by university?
Arizona	Assistant Professor	Division of Arts and Sciences		5 years	3 years	8 years

#1	Current Salary?	PVAMU?	#2	#3 PV Students you taught	#4 Students you taught in Higher Ed. career
0	51,800	30	30	1 pt. = #1/2011 pt. = #7/1000	

#5 papers graded in career	#6 Referred Publications at PV?	#7 Publications in Name	#8 When	#9 Journal	#10 What administrative position have you had?
1 pt. = #7/2006	0	1 pt. / publication			

Admin. #7	How Long in Admin.	Grant #1	Grant #2	Grant #3	Grant #4	Grant #5	Grant #6	Grant #7	Grant #8	Grant #9	Grant #10
2	2 pts./year										

Grant agency	Date?	Grant #	Agency?	Pages?	Grant #pt	Grant Co.	Grant Co. #10	Grant Co. #11
					1 pt. each			1 pt. /year

How long at	Signif. service	Service (Dept/Col. 5)	When	Significant	Service (University)
					Faculty Adm. Committee

1st at #14	When?	Champ at #15	When?	How Long	Coach of what?
0	1 pt. each		1 pt. or 4 each		

Coach #17	When?	through	Author of #18	Title 100+	Publication	Author of 100+ page book?
0	1 pt./year					

What major award at PVAMU?	Award Name (Major award)	When-PV award	When-PV award	Major performance of what?	Perform 20
					0.1 pt. each

When?	Perfor?	Where?	Perfor?	Other	Other what?	Other 21	When?	Other?	Where?	Other?
							1 pt. each			

TOTAL PTS.
38.5 (38.5)

Faculty Senate Faculty Equity Study 2013

When it comes to an equity study on salaries, while considering the globally well publicized issues of salary inversion, compression, college-to-college imbalances, gender differences, discipline differences, university differences, and the like, it would seem that the only thorough resolution, without the proverbial shot in the dark, would be to look at individual merit. Thus, this faculty equity study incorporates twenty-one (21) areas of possible merit including the last area being "other" to look at the individual faculty member's accomplishments through a point system overlaid on a point spectrum for rank of assistant professor, associate professor and full professor, and that for median salary at PVAMU, for median base salary, and for median PVAMU salary for faculty points above or below the PVAMU median points of 15, 45 and 85 for Assistant, Associate, and Full professors. How those median points were concluded is based on surveying the rank and points of the equity study volunteer participants in which an assistant professor would have 0 – 24 points (median of about 15), an assistant professor would have 25 – 64 points (median of 45), and a professor would have 65 or more points (median of about 85).

The point distribution is based on the approximate effort of a faculty member in one school year being 1 point or one published paper being 1 point. That may look simple enough on the surface, but by considering that a faculty member teaches 8 lectures, or 16 labs, in 9 months to more than 25 students each taking 3 or 4 major exams, plus-plus-plus-quizzes, homework, reports possibly with regularity, attendance reporting, midterm grading, and final grade reporting with 10 minute submission limits, otherwise start over (why?), syllabi and curriculum vita, 12 office hours/week, student recommendation letters, advising, August-December-May graduations, and the like, that one point seems arbitrary. Furthermore, in order to publish a paper, the faculty member would have previously developed his research "business" to the degree of knowledge and competitiveness to be accepted as unique, clever, or new by critical peers-not easy, not comforting, not relaxing. Since most successful faculty members are promoted to associate professor in seven (7) years and generally are expected to publish one paper a year, 14 points would be accumulated from those two categories. Moreover, there is a service expectation over the 7 year period, which then would bring the point accumulation to 21. But maybe one should be a principal investigator of a grant for 1 point/year. That is the reason, however stringent it may be, that 25 points is chosen as the start of an associate professor rank by the current point system for this analysis. If everyone were to accumulate points only 3 ways, 25 points to associate professor would be much too strenuous. In this study there are more than 20 ways to get other points, which better reflect the true activities of busy and diverse faculty members over an entire university.

The first row in the Excel spreadsheet gives the caption for each column describing what was evaluated followed down by a corresponding point value. For instance, for column 11 the caption is "83 PV Students you taught." The next row down has "1 pt. = #1000", which means to divide the number of students you taught at PV by 1000 for your points in that category. For column 22, the caption is "Admin. #7" and below it is "2 pts./year" which means that you get 2 points a year for having served as a vice president, dean, or department head, because those are specialized positions for one and that they afford less opportunity for one to do teaching, research and other service. For column 26, it says "Grant #8" followed below by "5 pt./year" which means the number of points you get corresponds to the number of years in total that you have been a principal investigator on your funded research grant (a considerable time consumer and work multiplier). Then for column 43, "Univ. Serv #12" followed by "0.1 = #1 each/year" translate to mean that each year serving on a university committee is 0.1 or 1 point, and a chairperson of a committee may translate to 0.5 or 1 point, and the like.

The total points of a faculty member are calculated from adding values in certain cells having the point subtotal from each subcategory. Then for a faculty member's rank in one column, the PV mean base for that rank is listed in the next column, followed by a column giving the 2012 national median salary for the faculty member's rank and discipline. Then a third column of reference salaries is given to reflect a faculty member's target salary adjusted for ones additional points reflecting ones contributions to the university above or below, the mean points of 15 for assistant professor, 45 for associate professor, and 85 for full professor. For the third reference salary category, the salary dollars per additional point is calculated in the next column to bring the difference in the mean salaries at PVAMU for full professor (\$87,200) and associate professor (\$69,700) to give 17,500, and dividing by the mean point difference for a professor (85) and an associate professor (45) to give 40 points, which then gives \$ 437.5 per point. In order to adjust for the apparent slower growth in salaries compared to points earned over time and higher rank at our university, the \$ 437.5 per point at this time is reduced arbitrarily to \$ 200 per additional point above the mean. Finally, four additional columns reveal how much lower ones current salary is compared to the PVAMU mean, national median by rank and discipline, point adjusted above mean salary, and the average of the three – PV mean, national discipline median, and point adjusted mean.

Because of this first of its kind equity survey and uncertainties about some questions, some participants may not have fully listed all their contributions at this time. In the future other categories of point evaluation may be added if appropriate. Information on adjuncts and other non-tenure-track (contingent) faculty is largely unavailable for the March 2013 Texas Council of Faculty Senates state meeting, that point was mentioned with a call for more state-wide surveying for establishing new data. There were 62 respondents to the Faculty Equity survey of the more than 400 faculty members. Only three salaries were all higher than the three referenced salaries, two mixed, and twenty-four with salaries below all three being the PV mean, national median and point adjusted PV mean salaries. The others either gave no salary or rank, or were