

Page Title

Faculty "Merit/Equity" Raises in 1998

compiled by Dave Parker with additional calculations by senate webmaster

Henson School -- 68 tenure track lines

56 (82% [U](#)) members of the Henson faculty (including chairs) received raises **with mean of \$1 126**
(14@\$500 3 17 0 4 250 7 500 2 750 1 800 8 0

mean over all TT faculty \$927

Of these 6 Henson chairs received raises with mean of \$1 583 (4@\$1 500 2 750

The 50 non-chair Henson faculty had a mean raise of \$1 106

Fulton School -- 79 tenure track lines

68 (86%) members of the Fulton faculty (including chairs) received raises with mean of \$1 348
(15@\$500 21 0 1 197 2 500 28 0 1 0

mean over all TT faculty \$1160

Of these 9 Fulton chairs received raises with mean of \$2 0 (9@2 0

The 59 non-chair Fulton faculty had a mean raise of \$1 249

Seidel School -- 34 tenure track lines

21(61%) members of the Seidel faculty (including chairs) received raises with mean of \$1 536
(7@\$750 3 500 10 0 1 500

mean over all TT faculty \$948

Of these 3 Seidel chairs received raises with mean \$1 833 (2@\$1 500 1 500

The 18 non-chair Seidel faculty had a mean raise of \$1 486

Perdue School -- 27 tenure track lines

21 (77%) members of the Perdue faculty (including chairs) received raises with mean of \$1 810
(4@\$500 3 4 250 2 500 1 750 2 0 3 500 1 0 1 500

mean over all TT faculty \$1408

Of these 3 Perdue chairs received raises with mean of \$2 667 (2@\$2 500 1 0

The 18 non-chair Perdue faculty had a mean raise of \$1 667

The University -- 208 tenure track lines

166 (80%) members of the University faculty (including chairs) received raises with mean of \$1 355
(A total of \$225 0 over all TT faculty \$1081

Of these 21 department chairs received raises with mean \$1 952 (A total of \$40 0

The 145 non-chair University faculty had a mean raise of \$1 269

Obvious Conclusions:

The Henson School's faculty had the lowest mean raises 62 of the mean faculty raises in the
Perdue School (which had the highest mean raises).

The Henson School's chairs had the lowest mean raises approximately 59% of the mean chairs'
raises in the Perdue School (which again had the highest mean raises).

Although many faculty assumed that the maximum merit raises would be \$2 0 there were 9
members of the faculty who received more than this: 1 faculty member in the Fulton School
nobody in the Henson School 3 chairs and 2 faculty members in the Perdue School and 1 chair in

the Seidel School. Again the Henson School was lowest and the Perdue School was highest. Given that these raises were incremental and based upon objective criteria against which all faculty and chairs were evaluated the Henson School faculty members and chairs were the University's least meritorious and the Perdue School faculty members and chairs were the University's most meritorious. *Had this not been the case one would infer that the process was unfair divisive and in need of immediate reform.*

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Breakout of Chairs' Raises by School and Amount

HEN 1500
HEN 1500
HEN 1500
HEN 1500
SEI 1500
SEI 1500
HEN 1750
HEN 1750
FUL 2000
FUL 2000
FUL 2000
FUL 2000
FUL 2000
FUL 2000
FUL 2000
FUL 2000
FUL 2000
SEI 2500
PER 2500
PER 2500
PER 3000

1. These percentages may not be very meaningful . We don't have the data on how many were first year how many were retiring etc.

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