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Models of Market Equity Based Salaries

Mark Preble

University of Massachusetts

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Models of Market Equity Based Salaries

Mark Preble
Assistant Vice Chancellor for Human Resources
University of Massachusetts Boston
Models of Market Equity Based Salaries

Assistant Professor Salaries: Effect of Collective Bargaining

![Graph showing the trend of assistant professor salaries from 2002 to 2007, with minimum salary and percent increase lines.

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Assistant Professor Salaries: Effect of the Market

![Graph showing the trend of minimum salary, percentage increase, and starting salaries from 2002 to 2007.](image-url)
Models of Market Equity Based Salaries

Assistant Professor Salaries, 2002-2007
Biology Department
Models of Market Equity Based Salaries

Assistant Professor Salaries, 2002-2007
Biology Department
Models of Market Equity Based Salaries

Assistant Professor Salaries, 2002-2007
Biology Department

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Assistant Professor Salaries, 2002-2007
Accounting & Finance Department

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Department of Human Resources

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Assistant Professor Salaries, 2002-2007
English Department

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Assistant Professor Salaries, 2002-2007
All Departments

Assistant Professor Salaries, 2002-2007
All Departments

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Assistant Professor Salaries, 2007 Comp Ratios
English Department

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Assistant Professor Salaries, 2007 Comp Ratios
Accounting & Finance Department

Models of Market Equity Based Salaries
Models of Market Equity Based Salaries

Within-Rank Salary Analysis
College of Liberal Arts
Assistant Professor Salaries: 2002

<table>
<thead>
<tr>
<th>Yrs</th>
<th>No.</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
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<td>57%</td>
<td>14%</td>
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<tr>
<td>2&gt;4</td>
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<td>11%</td>
<td>56%</td>
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<tr>
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<td>0%</td>
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</table>

University of Massachusetts Boston
Department of Human Resources
## Models of Market Equity Based Salaries

Within-Rank Salary Analysis
College of Liberal Arts
Assistant Professor Salaries: 2007

<table>
<thead>
<tr>
<th>Yrs</th>
<th>No.</th>
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<th>4th</th>
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<tr>
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<td>8</td>
<td>38%</td>
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<td>13%</td>
<td>25%</td>
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</table>

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Models of Market Equity Based Salaries

Within-Rank Salary Analysis
College of Management
Assistant Professor Salaries: 2007

<table>
<thead>
<tr>
<th>Yrs</th>
<th>No.</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
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<td>33%</td>
<td>44%</td>
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<tr>
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<td>22%</td>
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<td>0%</td>
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<tr>
<td>4&gt;6</td>
<td>4</td>
<td>25%</td>
<td>50%</td>
<td>25%</td>
<td>0%</td>
</tr>
<tr>
<td>6+</td>
<td>0</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>
# Models of Market Equity Based Salaries

## Rank-to-Rank Ratio Analysis
College of Management: 2007

<table>
<thead>
<tr>
<th>Field</th>
<th>Professor</th>
<th>Associate Professor</th>
<th>Assistant Professor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting &amp; Finance</td>
<td>100</td>
<td>84</td>
<td>73</td>
</tr>
<tr>
<td>Management Science &amp; Info Sys</td>
<td>100</td>
<td>83</td>
<td>70</td>
</tr>
<tr>
<td>Management &amp; Marketing</td>
<td>100</td>
<td>93</td>
<td>77</td>
</tr>
<tr>
<td>Contract Minimums</td>
<td>100</td>
<td>80</td>
<td>68</td>
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</tbody>
</table>
Models of Market Equity Based Salaries

2007-2008 Anomaly Process

• No Application Process
• Automatic Periodic Salary Review
  • 4th year
  • TDY
  • Promotion
  • PMYR
• Joint Committee—No Appeal
• Ability to Budget in Subsequent Year
• Minimum Funding Commitment—no Maximum
• Shortfalls Carried Over
• Excess Funds used to Cover Prior Shortfalls