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Models of Market Equity Based Salaries

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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 assistant professor salaries over time with markers for minimum salary and percentage increase.]

University of Massachusetts Boston
Department of Human Resources

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Models of Market Equity Based Salaries

Assistant Professor Salaries: Effect of the Market

![Graph showing Assistant Professor Salaries over years with different markers for minimum salary, percentage increase, and starting salaries. The graph shows an increase in salaries from 2002 to 2007.]
Models of Market Equity Based Salaries

Assistant Professor Salaries, 2002-2007
Biology Department

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

Assistant Professor Salaries, 2002-2007
Biology Department

45,000 50,000 55,000 60,000 65,000 70,000
2002 2003 2004 2005 2006 2007

2002 2004

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Models of Market Equity Based Salaries

Assistant Professor Salaries, 2002-2007
Biology Department

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

Assistant Professor Salaries, 2002-2007
Accounting & Finance Department

University of Massachusetts Boston
Department of Human Resources

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

Assistant Professor Salaries, 2002-2007
All Departments

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Department of Human Resources

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Models of Market Equity Based Salaries

Assistant Professor Salaries, 2007 Comp Ratios
English Department
Models of Market Equity Based Salaries

Assistant Professor Salaries, 2007 Comp Ratios
Accounting & Finance Department
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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Models of Market Equity Based Salaries

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

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Models of Market Equity Based Salaries

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

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<th>2nd</th>
<th>3rd</th>
<th>4th</th>
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</tr>
<tr>
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<td>0%</td>
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</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>
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<tbody>
<tr>
<td>Accounting &amp; Finance</td>
<td>100</td>
<td>84</td>
<td>73</td>
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<tr>
<td>Management Science &amp; Info Sys</td>
<td>100</td>
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<td>70</td>
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<tr>
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<td>100</td>
<td>93</td>
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<tr>
<td>Contract Minimums</td>
<td>100</td>
<td>80</td>
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</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