

# Faculty Salary Depression in the Montana University System – A Brief Synopsis

Dave Shively, PhD

Professor, Department of Geography

University of Montana

# UM Salary Compression (2013-14)

	UM Average	Peer Inst	UM Percent
Overall Weighted Average	Salary	Avg Salary	of Peer Average
Professor	85,503	106,105	80.58%
Associate Professor	68,423	76,935	88.94%
Assistant Professor	62,438	66,625	93.72%
Instructor	45,469	49,002	92.79%

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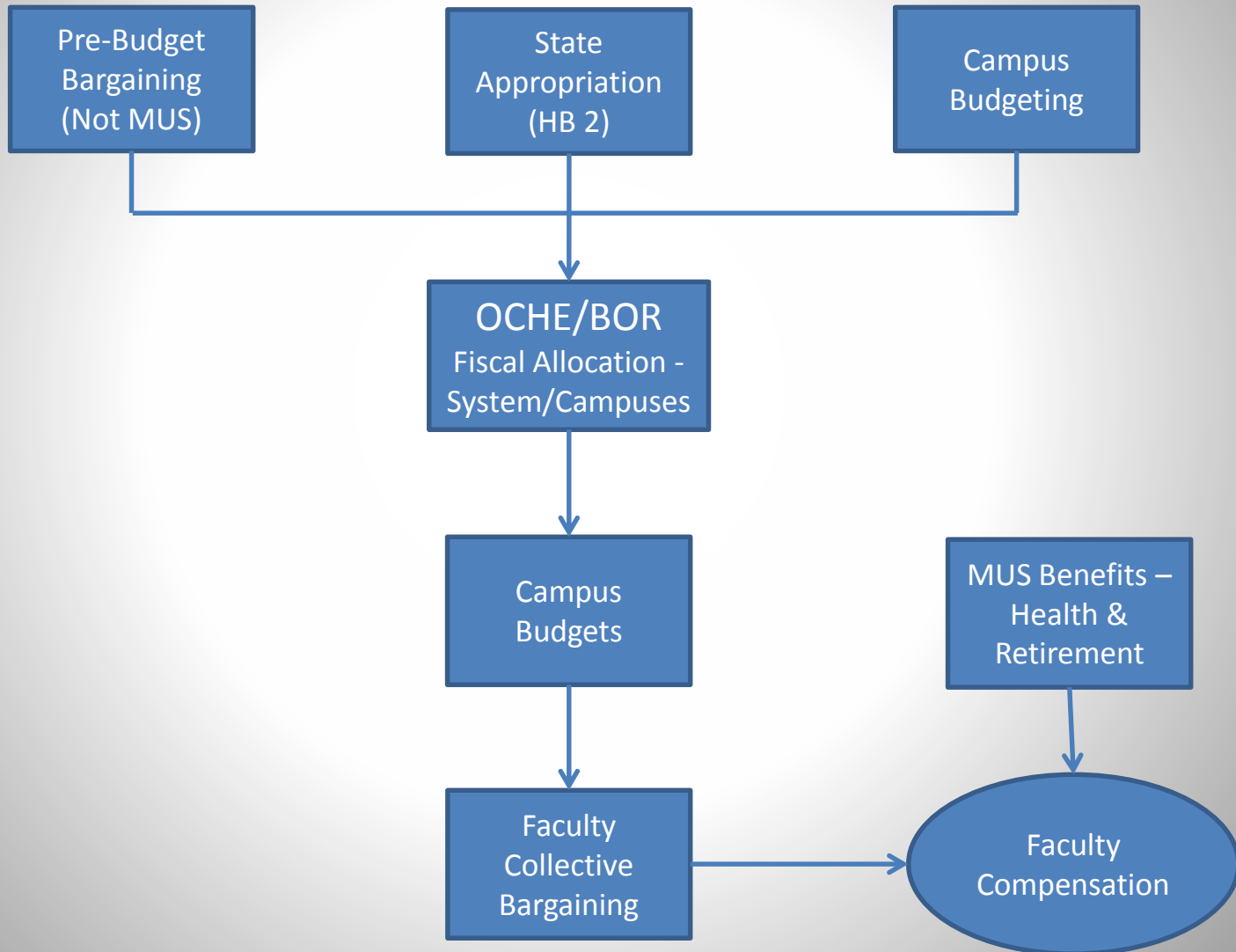
# The Role of The Market

- The Market generally determines salaries at more junior ranks (Assistant and Associate Prof.)
- Market rate generally increases more rapidly than across the board/normal salary increases.
- The Market produces salary inversions and compressions

# Inversion & Compression

- Inversion: the salary of a more junior faculty member exceeds that of a more senior faculty member.
  - By rank.
  - By years of service.
- Compression: the overall range of salary levels, from most senior to most junior, diminishes over time.

# Where Bargaining Fits



# Solutions

- Full assessment of salary depression at each Montana institution to understand levels and dynamics.
- Establish a goal of allocating funds to mitigate this problem.