Non-union staff salary comparison

- Last fall a salary comparison for tenured and tenure-track faculty was presented.
- Demand for a similar comparison for non-union staff.
- HR agreed to help using the CUPA-HR survey (College and University Professional Association for HR) to carry out such comparison.
- As a starting point the FIPC selected five staff positions to be compared (variety of units, variety of level).
- HR ran CUPA-HR comparison reports for these positions.
**Department Coordinator**

Report Position Name: Office/Admin Support/Clerical Manager (>13)
Comparison Group: Doctoral Granting/Research/Public/Midwest Region
- Summary: The average Michigan Tech salary is $53,090 and the average for the comparison group is $56,741.

**Librarian – Metadata**

Report Position Name: Librarian-Cataloger/Metadata (Level II)
Comparison Group: Doctoral Granting/Research/Public
- Summary: The average Michigan Tech salary is $30,090 and the average for the comparison group is $62,142.

**(Senior) System Administrator**

Report Position Name: IT Systems Administrator
Comparison Group: Doctoral Granting/Research/Public/Midwest Region
- Summary: The average Michigan Tech salary is $53,722 and the average for the comparison group is $64,681.

**(Assistant) Grant Analyst**

Report Position Name: Contract and Grants Specialist
Comparison Group: Doctoral Granting/Research/Public/Midwest Region
- Summary: The average Michigan Tech salary is $45,477 and the average for the comparison group is $51,872.

**IT Director**

Report Position Name: Chief Info/IT Officer
Comparison Group: Doctoral Granting/Research/Public
- Summary: The average Michigan Tech salary is $150,000 and the average for the comparison group is $200,650.
Comments

• Very few people in most of these positions.
• The same job title does not imply the same responsibilities.
• The same job title does not imply the same educational requirements.
• The data does not take “number of years on the job” into account.
• Nevertheless: for all five positions Tech is below average. This definitely warrants further study.
• HR has agreed to provide a list of all non-union staff positions, number of employees in each of these positions, and a CUPA-HR report for these positions.
• This is not the end of the story: more next year.