

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.