

# FACULTY SALARIES

---

*An Inside Higher Ed* webinar  
Thursday, August 20, 2015  
2 p.m. Eastern



# Presenters

- Scott Jaschik, editor, *Inside Higher Ed*,  
[scott.jaschik@insidehighered.com](mailto:scott.jaschik@insidehighered.com)
- Doug Lederman, editor, *Inside Higher Ed*,  
[doug.lederman@insidehighered.com](mailto:doug.lederman@insidehighered.com)

# Why Faculty Salaries Matter

- Putting food on the table.
- Competing for talent and rewarding talent.
- What they say about the values of academe, colleges and departments.

# The Overall Figures From the AAUP, 2014-15

Academic Rank	All Combined	Public	Private-Independent	Religiously Affiliated
SALARY				
<i>CATEGORY I (Doctoral)</i>				
Professor	142,141	130,039	177,600	144,215
Associate	92,770	88,716	109,658	97,406
Assistant	80,989	77,446	95,312	83,112
Instructor	53,384	50,913	66,286	64,874
Lecturer	60,371	57,303	70,426	61,833
No Rank	67,353	56,678	81,813	74,525
All Combined	101,142	93,819	127,177	103,292



# The 1 Percent (Private)



## Top Private Universities for Faculty Salaries for Full Professors, 2014-15

University	Average Salary
1. Stanford University	\$224,300
2. Columbia University	\$223,900
3. University of Chicago	\$217,300
4. Princeton University	\$215,900
5. Harvard University	\$213,500
6. Yale University	\$198,400
7. University of Pennsylvania	\$197,500
8. New York University	\$196,900
9. Massachusetts Institute of Technology	\$193,900
10. Duke University	\$193,300

# The 1 Percent (Public)

## Top Public Universities for Faculty Salaries for Full Professors, 2014-15

University	Average Salary
1. University of California at Los Angeles	\$181,000
2. New Jersey Institute of Technology	\$174,500
3. University of California at Berkeley	\$172,700
4. University of Michigan at Ann Arbor	\$160,900
5. University of Maryland at Baltimore	\$157,000
6. University of Virginia	\$156,900
7. University of Maryland at College Park	\$154,200
8. University of California at San Diego	\$153,900
9. University of California at Santa Barbara	\$152,800
10. University of California at Irvine	\$152,600



# Disciplinary Haves and Have-Nots, 2014

Across sectors, average salary for professor of business was **\$126,659**, per CUPA-HR survey, while a full professor of history on average earned **\$88,596**.

The average salary for a new assistant professor of computer science was **\$83,430** while the average for a new assistant professor of English was **\$58,118**.

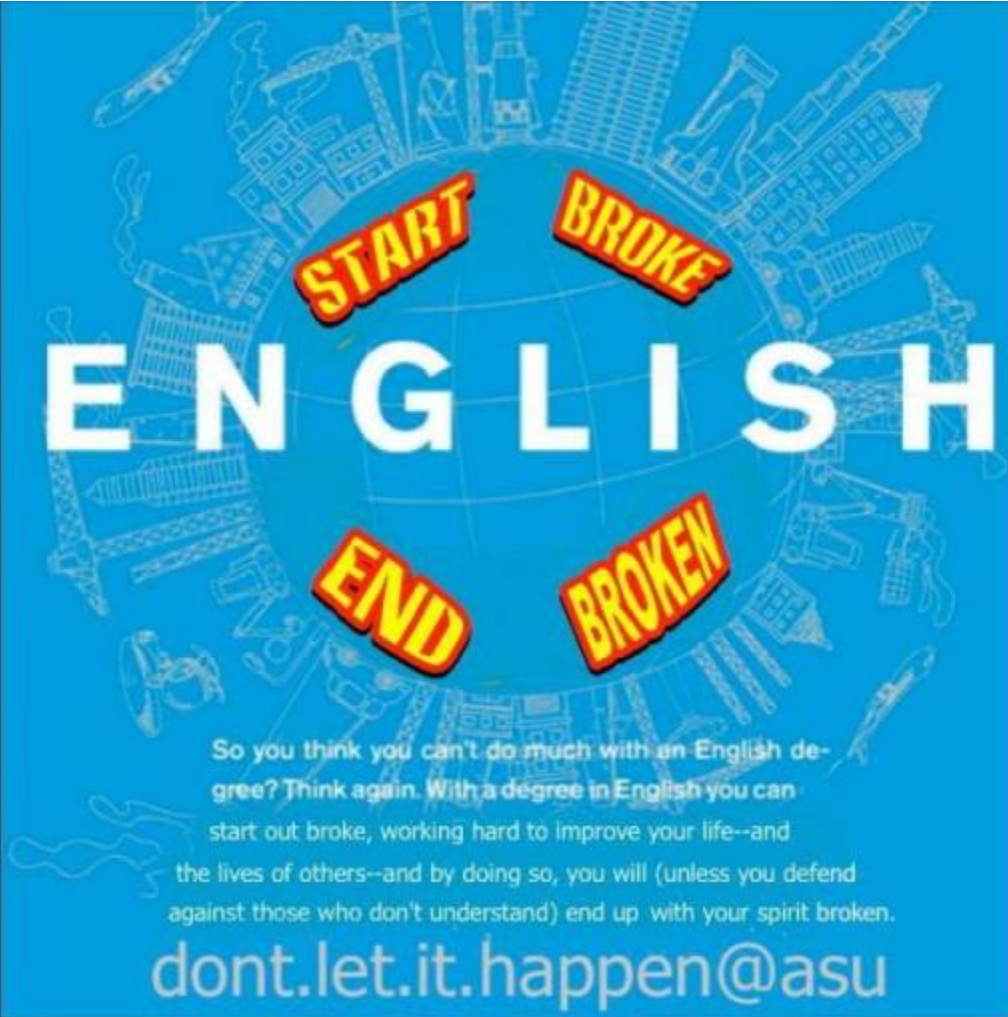


# Adjuncts

- The lack of real national data.
- The data we do have.
- The meaning of the Tufts contract gains.
- Can others replicate?
- Raises to avoid unions?
- Pay vs. benefits vs. job security.



# The Arizona State Writing Instructors



So you think you can't do much with an English degree? Think again. With a degree in English you can start out broke, working hard to improve your life--and the lives of others--and by doing so, you will (unless you defend against those who don't understand) end up with your spirit broken.

[dont.let.it.happen@asu](mailto:dont.let.it.happen@asu)

# Equity

- The national data (and limitations).
- The McMaster example.
- The Berkeley example.



# Salary Compression



# When the Grass Is Greener

Why professors care about salaries and perks for presidents, coaches, stars and others....



# Retirement Issues

- Are colleges doing their part?
- The lasting impact of the economic downturn of 2008.
- The need to plan and talk about money.
- Incentives.
- Adjuncts.

# Salaries and Ethics Decisions

- Eastern Illinois University.
- Ashland University.

# Audience Poll - I

Would you have made the choice of Eastern Illinois faculty members?

1. Yes.
2. No.
3. Not sure.

# Audience Poll – II

Was Ashland University justified in eliminating some faculty jobs and giving raises to the remaining professors?

1. Yes.
2. No.
3. Not sure.



## The AAUP Data in *Inside Higher Ed* Database

What you can find in this resource and why should check out your institution and others:

<https://www.insidehighered.com/aaup-compensation-survey/2014-2015>

Download booklet of articles on faculty salaries:

<https://www.insidehighered.com/content/faculty-salaries>

# Q&A

- Your questions.
- Your suggestions for future coverage.

With Thanks ....



ACADEMIC  
PARTNERSHIPS™