**Survey finds increases in faculty pay and significant gaps by discipline**

Submitted by Scott Jaschik on March 16, 2015 - 3:00am

Median base salaries of full-time faculty members at four-year colleges and universities increased by 2 percent in 2014, down from 2.1 percent the year before, according to a report being released today by the College and University Professional Association for Human Resources. The survey found slightly larger gains for those at public institutions (2.1 percent) than at private institutions (2.0 percent).

With the Consumer Price Index at 1.6 percent for the year, that means real spending power increases (but small ones) for full-time faculty members at four-year colleges.

The median average salary for non-tenure-track teaching faculty is 87.8 percent of that received by tenured/tenure-track faculty. And the ratio is better for non-tenure-track faculty members at public institutions (90.5 percent) than at private institutions (86 percent). An important caveat is that only those non-tenure track faculty members who work full-time at an institution are counted, and many part-timers are likely paid much less (even if adding up their various commitments at various colleges).

The CUPA-HR study is one of two annual reviews on the state of faculty salaries. A larger study by the American Association of University Professors, which also includes data from community colleges, will be released in April. While that study is not yet available in full, the AAUP provided some summary data for comparison to the CUPA-HR figures. The AAUP expects its study will show an overall salary increase of 2.2 percent for full-time professors, with larger gains at private institutions (2.4 percent) than at publics (2.25 percent).

**Disciplinary Gaps**

The AAUP study features data on individual institutions, by rank. The CUPA-HR study focuses on disciplines and does not have institution-by-institution breakdowns.

As has been the case in recent years, the gaps are large. The highest-paid disciplines, for public and private institutions alike, are law, business and engineering. The lowest-paid disciplines vary by sector and rank, but tend to come in the arts and humanities. For example, across sectors, a full professor of business would have an average salary of $126,659, while a full professor of history would have an average of $88,596. The average for a new assistant professor of computer science was $83,430 while the average for a new assistant professor of English was $58,118.

The large salary gaps for new professors may understate the financial impact of these differences. Generally, those in the higher-paying disciplines are also in fields where time to degree for Ph.D.s is considerably shorter than those in the low-paying fields. So those being paid the least have taken the longest to be able to apply for full-time jobs, and on average have more debt.

The following table shows the figures for disciplines and ranks.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Discipline and Rank | All Inst. | Research Univs\* | Other Doct.\* | Master's | Bach. |
| ALL DISCIPLINES COMBINED |  |  |  |  |  |
| Professor | 100,087 | 122,030 | 102,255 | 90,694 | 85,377 |
| Associate Professor | 77,729 | 89,442 | 79,762 | 73,491 | 68,383 |
| Assistant Professor | 67,881 | 77,956 | 70,052 | 64,156 | 58,873 |
| New Assistant Prof | 69,096 | 78,280 | 68,189 | 64,212 | 58,205 |
| AGRICULTURE, AGRICULTURE OPERATIONS, & RELATED SCIENCES |  |  |  |  |  |
| Professor | 99,778 | |  | | --- | | 109,452 | | |  | | --- | | 89,011 | | |  | | --- | | 87,638 | | |  | | --- | | 72,733 | |
| Associate Professor | 77,534 | |  | | --- | | 82,633 | | |  | | --- | | 76,954 | | |  | | --- | | 63,162 | | |  | | --- | | 62,074 | |
| Assistant Professor | 68,290 | |  | | --- | | 74,035 | | |  | | --- | | 63,513 | | |  | | --- | | 57,278 | | |  | | --- | | 55,078 | |
| New Assistant Prof | 73,763 | |  | | --- | | 78,588 | | |  | | --- | |  | | |  | | --- | |  | | |  | | --- | |  | |
| NATURAL RESOURCES & CONSERVATION |  | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | |
| Professor | 97,758 | |  | | --- | | 105,567 | | |  | | --- | | 102,221 | | |  | | --- | |  | | |  | | --- | | 83,873 | |
| Associate Professor | 74,327 | |  | | --- | | 78,755 | | |  | | --- | | 76,352 | | |  | | --- | |  | | |  | | --- | | 65,429 | |
| Assistant Professor | 65,302 | |  | | --- | | 70,174 | | |  | | --- | | 64,065 | | |  | | --- | |  | | |  | | --- | | 61,965 | |
| New Assistant Prof | 64,125 | |  | | --- | | 67,840 | | |  | | --- | |  | | |  | | --- | |  | | |  | | --- | | 61,997 | |
| ARCHITECTURE & RELATED |  | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | |
| Professor | 108,094 | |  | | --- | | 109,795 | | |  | | --- | |  | | |  | | --- | |  | | |  | | --- | |  | |
| Associate Professor | 81,618 | |  | | --- | | 82,532 | | |  | | --- | | 84,239 | | |  | | --- | |  | | |  | | --- | |  | |
| Assistant Professor | 66,953 | |  | | --- | | 67,774 | | |  | | --- | | 65,785 | | |  | | --- | |  | | |  | | --- | |  | |
| New Assistant Prof | 65,022 | |  | | --- | | 64,600 | | |  | | --- | |  | | |  | | --- | |  | | |  | | --- | |  | |
| AREA, ETHNIC, CULTURAL, GENDER  & GROUP STUDIES |  | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | |
| Professor | 105,304 | 113,379 | 95,510 |  | 109,613 |
| Associate Professor | 78,433 | 82,393 | 74,732 |  | 82,016 |
| Assistant Professor | 65,227 | 67,059 | 59,934 |  | 67,946 |
| New Assistant Prof | 62,730 | 64,111 |  |  | 64,967 |
| COMMUNICATION, JOURNALISM & RELATED |  | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | |
| Professor | 91,846 | 109,782 | 94,803 | 84,495 | 76,033 |
| Associate Professor | 70,343 | 78,464 | 73,756 | 66,540 | 62,694 |
| Assistant Professor | 59,262 | 64,276 | 62,153 | 55,826 | 54,044 |
| New Assistant Prof | 59,687 | 63,688 | 61,626 | 54,140 | 52,693 |
| COMMUNICATIONS TECHNOLOGIES/ TECHNICIANS & SUPPORT SERVICES | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | |
| Professor | 89,799 |  |  |  |  |
| Associate Professor | 73,470 |  |  |  |  |
| Assistant Professor | 59,012 |  |  |  |  |
| New Assistant Prof |  |  |  |  |  |
| COMPUTER & INFORMATION SCIENCES & SUPPORT SERVICES |  | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | |
| Professor | 111,783 | 136,788 | 113,746 | 100,133 | 92,750 |
| Associate Professor | 91,146 | 107,105 | 93,489 | 87,630 | 77,778 |
| Assistant Professor | 79,515 | 94,099 | 81,504 | 75,812 | 64,601 |
| New Assistant Prof | 83,430 | 95,640 | 82,871 | 77,056 | 65,135 |
| EDUCATION |  | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | |
| Professor | 90,759 | 106,565 | 91,856 | 82,545 | 76,112 |
| Associate Professor | 70,103 | 77,049 | 70,970 | 66,797 | 62,909 |
| Assistant Professor | 60,114 | 64,782 | 62,035 | 56,545 | 53,873 |
| New Assistant Prof | 59,118 | 62,983 | 60,258 | 55,852 | 51,882 |
| ENGINEERING |  |  |  |  |  |
| Professor | 126,653 | 139,072 | 119,875 | 110,224 | 100,526 |
| Associate Professor | 95,361 | 100,515 | 92,425 | 88,275 | 80,332 |
| Assistant Professor | 83,196 | 86,996 | 82,148 | 75,168 | 72,677 |
| New Assistant Prof | 83,014 | 87,017 | 80,646 | 76,045 | 67,501 |
| ENGINEERING TECHNOLOGIES & ENGINEERING RELATED |  |  |  |  |  |
| Professor | 96,282 | 121,811 | 105,223 | 90,155 | 73,051 |
| Associate Professor | 77,818 | 86,650 | 78,792 | 73,367 | 65,391 |
| Assistant Professor | 68,240 | 75,953 | 69,610 | 61,978 | 60,519 |
| New Assistant Prof | 66,289 | 72,584 |  |  |  |
| FOREIGN LANGUAGES, LITERATURES, & LINGUISTICS |  |  |  |  |  |
| Professor | 92,407 | 104,163 | 91,114 | 80,661 | 94,300 |
| Associate Professor | 70,375 | 73,780 | 69,072 | 66,900 | 72,761 |
| Assistant Professor | 59,124 | 62,726 | 58,524 | 56,183 | 59,557 |
| New Assistant Prof | 58,427 | 62,540 | 59,286 | 52,142 | 56,054 |
| FAMILY & CONSUMER SCIENCES/ HUMAN SCIENCES |  | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | |
| Professor | 96,162 | 111,482 | 88,275 | 76,658 | 76,974 |
| Associate Professor | 74,793 | 80,123 | 72,406 | 64,849 | 65,255 |
| Assistant Professor | 63,174 | 68,238 | 60,111 | 58,592 |  |
| New Assistant Prof | 64,790 | 69,965 | 58,845 |  |  |
| LEGAL PROFESSIONS & STUDIES |  | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | |
| Professor | 143,509 | 167,211 | 152,496 | 120,542 | 107,668 |
| Associate Professor | 109,354 | 123,437 | 115,376 | 90,540 | 88,785 |
| Assistant Professor | 96,780 | 108,031 | 99,456 | 87,342 | 86,400 |
| New Assistant Prof | 87,215 | 101,436 |  |  |  |
| ENGLISH LANGUAGE & LITERATURE/ LETTERS |  |  |  |  |  |
| Professor | 86,508 | 101,298 | 88,635 | 81,456 | 79,934 |
| Associate Professor | 66,910 | 73,827 | 67,661 | 63,032 | 63,849 |
| Assistant Professor | 57,227 | 62,105 | 60,071 | 54,477 | 54,943 |
| New Assistant Prof | 58,118 | 63,082 | 59,269 | 53,637 | 56,980 |
| LIBERAL ARTS & SCIENCES, GENERAL STUDIES & HUMANITIES |  |  |  |  |  |
| Professor | 89,888 | 111,618 | 97,005 | 73,859 | 80,386 |
| Associate Professor | 69,471 | 77,903 | 71,538 | 62,051 | 66,280 |
| Assistant Professor | 58,394 | 63,014 | 61,898 |  | 52,639 |
| New Assistant Prof | 58,367 | 62,051 |  |  |  |
| LIBRARY SCIENCE |  | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | |
| Professor | 86,294 | 101,963 | 77,752 |  |  |
| Associate Professor | 68,926 | 78,588 | 67,847 |  | 50,941 |
| Assistant Professor | 59,658 | 67,729 | 56,113 |  |  |
| New Assistant Prof | 60,395 | 67,672 |  |  |  |
| BIOLOGICAL & BIOMEDICAL SCIENCES |  | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | |
| Professor | 101,974 | 125,595 | 105,228 | 85,135 | 81,657 |
| Associate Professor | 75,558 | 87,408 | 80,458 | 66,970 | 65,043 |
| Assistant Professor | 65,093 | 75,722 | 69,762 | 57,832 | 55,997 |
| New Assistant Prof | 63,193 | 73,193 | 67,704 | 54,444 | 55,561 |
| MATHEMATICS & STATISTICS |  | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | |
| Professor | 92,388 | 111,340 | 93,469 | 84,298 | 82,641 |
| Associate Professor | 71,333 | 82,434 | 73,481 | 65,696 | 66,063 |
| Assistant Professor | 62,442 | 74,740 | 63,553 | 58,114 | 55,798 |
| New Assistant Prof | 65,138 | 76,821 | 65,265 | 57,917 | 57,763 |
| MULTI/ INTERDISCIPLINARY STUDIES |  | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | |
| Professor | 102,196 | 122,812 | 100,989 | 81,693 | 88,365 |
| Associate Professor | 76,543 | 83,660 | 76,922 | 64,353 | 69,566 |
| Assistant Professor | 64,763 | 68,729 | 68,479 |  | 58,830 |
| New Assistant Prof | 64,337 | 70,084 |  |  | 59,322 |
| PARKS, RECREATION, LEISURE & FITNESS STUDIES |  | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | |
| Professor | 86,902 | 109,992 | 89,973 | 82,387 | 72,073 |
| Associate Professor | 70,069 | 80,256 | 71,902 | 66,769 | 61,244 |
| Assistant Professor | 59,166 | 68,256 | 62,693 | 55,018 | 51,760 |
| New Assistant Prof | 59,091 | 68,496 | 59,505 | 57,888 | 47,337 |
| PHILOSOPHY & RELIGIOUS STUDIES |  |  |  |  |  |
| Professor | 92,062 | 107,593 | 100,437 | 85,348 | 86,923 |
| Associate Professor | 69,160 | 76,175 | 71,968 | 65,449 | 66,780 |
| Assistant Professor | 58,508 | 63,301 | 59,861 | 54,336 | 56,835 |
| New Assistant Prof | 58,084 | 63,051 | 59,166 | 52,811 | 54,692 |
| THEOLOGY & RELIGIOUS VOCATIONS |  | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | |
| Professor | 80,682 | 111,868 | 81,562 | 79,951 | 70,456 |
| Associate Professor | 65,710 | 81,026 | 63,521 | 64,685 | 61,276 |
| Assistant Professor | 56,947 | 71,921 | 58,593 | 56,971 | 53,489 |
| New Assistant Prof | 54,675 |  |  |  |  |
| PHYSICAL SCIENCES |  | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | |
| Professor | 96,427 | 118,254 | 96,090 | 85,769 | 86,453 |
| Associate Professor | 73,191 | 85,117 | 74,161 | 66,657 | 67,568 |
| Assistant Professor | 63,349 | 74,144 | 64,502 | 57,832 | 56,925 |
| New Assistant Prof | 64,518 | |  | | --- | | 73,934 | | |  | | --- | | 63,505 | | |  | | --- | | 59,476 | | |  | | --- | | 58,022 | |
| |  | | --- | | PSYCHOLOGY | |  | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | |
| Professor | 92,568 | 115,379 | 94,930 | 85,832 | 83,160 |
| Associate Professor | 70,336 | 79,636 | 72,562 | 66,234 | 65,298 |
| Assistant Professor | 60,195 | 68,968 | 63,212 | 57,122 | 55,627 |
| New Assistant Prof | 59,920 | |  | | --- | | 68,388 | | |  | | --- | | 59,521 | | |  | | --- | | 57,464 | | |  | | --- | | 52,649 | |
| HOMELAND SECURITY, LAW ENFORCEMENT, FIREFIGHTING & RELATED SERVICES | |  |  |  |  |
| Professor | 91,643 | 114,351 | 97,099 | 85,605 | 71,140 |
| Associate Professor | 70,793 | 79,850 | 68,945 | 70,171 | 59,097 |
| Assistant Professor | 59,527 | 64,758 | 60,668 | 60,700 | 54,033 |
| New Assistant Prof | 59,933 | |  | | --- | | 64,778 | | |  | | --- | | 61,717 | | |  | | --- | | 60,194 | | |  | | --- | | 53,950 | |
| PUBLIC ADMINISTRATION & SOCIAL SERVICE PROFESSIONS |  |  |  |  |  |
| Professor | 98,604 | 119,956 | 99,491 | 78,324 | 73,152 |
| Associate Professor | 75,031 | 85,322 | 76,061 | 64,563 | 60,288 |
| Assistant Professor | 63,089 | 71,233 | 61,309 | 59,103 | 52,367 |
| New Assistant Prof | 64,332 | 75,031 | 61,754 | 59,341 | 49,816 |
| SOCIAL SCIENCES |  | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | |
| Professor | 97,729 | |  | | --- | | 115,904 | | |  | | --- | | 99,368 | | |  | | --- | | 87,859 | | |  | | --- | | 91,082 | |
| Associate Professor | 75,089 | |  | | --- | | 83,933 | | |  | | --- | | 77,137 | | |  | | --- | | 69,404 | | |  | | --- | | 71,606 | |
| Assistant Professor | 64,177 | |  | | --- | | 71,672 | | |  | | --- | | 64,480 | | |  | | --- | | 59,032 | | |  | | --- | | 61,204 | |
| New Assistant Prof | 65,361 | |  | | --- | | 72,848 | | |  | | --- | | 62,953 | | |  | | --- | | 56,559 | | |  | | --- | | 61,446 | |
| VISUAL & PERFORMING ARTS |  | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | | |  | | --- | |  | |  |  |  | |  |  |  | |
| Professor | 85,634 | 95,640 | 89,848 | 80,100 | 82,567 |
| Associate Professor | 66,975 | 71,616 | 69,662 | 63,438 | 65,235 |
| Assistant Professor | 56,692 | 59,646 | 58,288 | 54,934 | 55,272 |
| New Assistant Prof | 55,663 | 58,631 | 54,561 | 55,250 | 54,847 |
| HEALTH PROFESSIONS & RELATED |  |  |  |  |  |
| Professor | 105,614 | 125,309 | 97,844 | 84,106 | 80,569 |
| Associate Professor | 81,915 | 91,652 | 76,888 | 73,599 | 67,897 |
| Assistant Professor | 69,155 | 76,148 | 67,742 | 62,966 | 58,668 |
| New Assistant Prof | 68,243 | 75,024 | 67,823 | 62,638 | 55,528 |
| BUSINESS, MANAGEMENT, MARKETING & RELATED SERVICES | |  |  |  |  |
| Professor | 126,659 | 165,684 | 132,422 | 111,044 | 93,973 |
| Associate Professor | 107,183 | 133,199 | 111,386 | 100,692 | 82,349 |
| Assistant Professor | 103,438 | 130,023 | 107,994 | 94,749 | 76,243 |
| New Assistant Prof | 110,865 | 134,016 | 107,132 | 95,749 | 78,144 |
| HISTORY GENERAL |  |  |  |  |  |
| Professor | 88,596 | 104,995 | 89,083 | 82,297 | 84,659 |
| Associate Professor | 67,342 | 74,841 | 69,768 | 64,089 | 64,120 |
| Assistant Professor | 57,773 | 61,857 | 59,822 | 54,167 | 56,998 |
| New Assistant Prof | 57,514 | 62,308 | 56,475 | 53,220 | 54,675 |

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