Some Sociology Faculty Salaries Edge Up

2012-2013 Faculty Salary Brief for Sociology and Other Social Science Disciplines

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With state legislatures squeezing higher education budgets, sequestration beginning to have an impact, and faculty roles in shared governance and unionization appearing to be decreasing, there is no silver lining for the "market basket" of goods that sociology faculty members can purchase. There was an 8.4% decline in the share of state tax revenues that were allocated to higher education (State Higher Education Executive Officers 2013). This decline occurred after the dollars devoted to higher education supplemented by the American Recovery and Reinvestment Act (Kelderman 2012) ended. The effects of the sequestration, begun on March 1, 2013, have already had adverse effects, especially in terms of slowing down funds for research grants (Nelson 2013; Troop 2013). This slowdown or decline in research funding can affect the amount of grants and the number of publications produced by faculty and can adversely affect tenure and promotion. In addition, there have been documented outcries about violations of the spirit of shared governance between administrators and faculty members. One such incident occurred at a state university where administrators entered into an agreement with a private company to deliver online courses without consulting faculty (Stripling 2011). We would expect all of these factors to have a negative impact on faculty salaries.

The lack of a silver lining for these conditions is reflected in the results of the annual salary surveys conducted by the American Association of University Professors and by the College and University Professional Association for Human Resources' annual *Faculty in Higher Education Salary Survey by Discipline, Rank and Tenure Status in Four-Year Colleges and Universities* (CUPA-HR 2013a; previously known as the *National Faculty Salary Survey*). The 2012/2013 AAUP survey found that, on average, there was a 1.7% increase that was lower than the rate of inflation of 2.1%.

CUPA's news was only slightly brighter. They found that the overall median base salary increase from Academic Year (AY) 2011/12 to AY 2012/13 for tenured/tenure-track faculty members (in all disciplines surveyed) was 2.1%, which equaled the change in inflation rate of 2.1% from 2011 to 2012. Essentially, these findings show that faculty members, on average, were not able to purchase a larger market basket of goods and services in 2012-2013, because

their salaries did not increase above the inflation rate. This "breaking even" in terms of purchasing power for the most recent academic year appears encouraging when compared to the prior two years, during which salaries for all faculty members were less than the rate of inflation. The U.S. Bureau of Labor Statistics (BLS) determines purchasing power through changes in the Consumer Price Index (U.S. Department of Labor 2013)—the difference in the price of a market basket of goods and services such as food, clothing, shelter, transportation, medical expenses, and other goods and services that people purchase for daily living. By comparing annual salaries with the annual inflation rate of a market basket of goods, we measure salary in constant dollars.

The Research Department of the American Sociological Association (ASA) began to publish an annual research brief on changes in social science faculty salaries in AY 2005/2006. We use data from the CUPA-generated survey results, since these data are available by discipline, rank, and type of institution of higher education, unlike the AAUP data which are available by individual institutions. The CUPA AY 2012/13 survey is based on 184,924 tenured/tenure-track faculty members at 794 academic institutions nationally, of which 40% of respondents represented public institutions and the remaining 60% were from private institutions (316 and 478 institutions, respectively). This current brief examines salary trends from AY 2005/06 through AY 2012/13 in current dollars (actual wages) as well as 2012 constant (inflation-controlled) dollars for all faculty in sociology, economics, political science, and anthropology. For sociology faculty, we also compare annual changes in salaries by rank, including new assistant professors. Additionally, this brief presents salary differences between public and private institutions.

We first describe annual changes in sociology salaries and then turn to the differences among the additional social science disciplines mentioned above. This brief confines its data and analysis to the salaries of full-time ranked faculty. It should be noted that the data have been weighted to control for academic department size.[1] As with our 2012 salary survey brief (see Spalter-Roth et al. 2012), this brief reports average and not median figures, in order to calculate salary data across academic ranks. However, the Appendix Table compares median and average salary figures across the ranks of full, associate, and assistant professors. Average salary is higher across all ranks than is median salary, but the salary trends are essentially similar. The research brief concludes with some discussion of possibilities to expand the silver lining.

SOCIOLOGY FACULTY SALARIES

In Current Dollars

Between AY 2011/12 and AY 2012/13, sociology faculty salaries in current dollars increased (as they did for all disciplines studied in this brief). The average salary of $75,580 (in current dollars) earned by all ranked sociology faculty in AY 2012/13 was 2.8% higher than the average salary for AY 2011/12 (see Table 1). In contrast, average salaries for all sociology faculty increased only by 1.7% in the previous year. Thus, there was a small improvement in wages between 2011/2012 and 2012/2013 than between the previous two years. Overall, there was an 18.4% increase since 2005/2006, when the average salary was $63,846 (see Table 1). Average salaries for the full, associate, and assistant ranks in sociology increased between 1.3% and 2.8% from AY 2011/12 to AY 2012/13, with full professors (at a 2.8% increase: $92,436 in AY 2011/12 and $95,052 in AY 2012/13) being the only rank that exceeded inflation. In contrast, salaries for associate professors increased by the smallest percentage (1.3%), and assistant professor salaries increased by 2.0%. This contrasts with salary changes between AY 2010/11 and AY 2011/12, in which the full professor rank saw the smallest percentage change in base salary (0.5%), and associate professors' sala-

[1]We wish to thank Ray Sizemore, PhD, Research Director at CUPA-HR, for providing us with the weighted data that account for the size of each department included in the survey.

TABLE 1. AVERAGE ANNUAL SALARIES OF SOCIOLOGY FACULTY BY RANK IN CURRENT DOLLARS: AY 2005/2006 - AY 2012/2013.

Academic Year	Full Professor	% Chg	Associate Professor	% Chg	Assistant Professor	% Chg	All Faculty Ranks	% Chg	% Inflation
2005/2006	$80,506	N/A	$59,903	N/A	$49,519	N/A	$63,846	N/A	3.4
2006/2007	$83,708	4.0%	$61,838	3.2%	$51,337	3.7%	$66,207	3.7%	3.2
2007/2008	$87,938	5.1%	$64,788	4.8%	$53,844	4.9%	$69,056	4.3%	2.9
2008/2009	$89,808	2.1%	$66,940	3.3%	$55,348	2.8%	$70,647	2.3%	3.8
2009/2010	$91,406	1.8%	$67,396	0.7%	$55,930	1.1%	$71,756	1.6%	-0.4
2010/2011	$91,994	0.6%	$67,791	0.6%	$56,572	1.1%	$72,244	0.7%	1.6
2011/2012	$92,436	0.5%	$69,558	2.6%	$57,629	1.9%	$73,503	1.7%	3.2
2012/2013	$95,052	2.8%	$70,431	1.3%	$58,779	2.0%	$75,580	2.8%	2.1
Overall % Chg		**18.1%**		**17.6%**		**18.7%**		**18.4%**	

Source: Adapted from CUPA-HR 2013a.

ries increased the most, by 2.6%. The base salaries in AY 2012/13 for full and associate sociology professors were $95,052 and $70,431, respectively, with the base salary for assistant professors at $58,779 (in current dollars).

We also examined salary changes for new assistant professors separately and compared them to assistant professors already employed in the sociology discipline (see Table 2). For AY 2012/13, the percent salary change (in current dollars) for new assistant professors outpaced that of "established" assistant professors (2.8% compared to 2.0%, respectively). That is a notable change from the previous academic year, in which the salary change for new assistant professors stagnated and essentially saw no change (from $55,614 in AY 2010/11 to $55,637 in AY 2011/12).

In the first year that we examined salary data (AY 2005/06), new assistant professors earned average salaries of $47,294, compared to established assistant professors, who earned $49,519 (a difference of 4.7%). However, by AY 2012/13, that disparity shrunk, with new assistant professors earning an average of $57,221 and established

TABLE 2. AVERAGE ANNUAL SALARIES OF NEW SOCIOLOGY ASSISTANT PROFESSORS IN CURRENT AND IN 2012 CONSTANT DOLLARS: AY 2005/2006 - AY 2012/2013.

Academic Year	Current $	% Chg	2012 Constant $	% Chg	% Inflation
2005/2006	$47,294	N/A	$55,599	N/A	3.4
2006/2007	$49,735	5.2%	$56,641	1.9%	3.2
2007/2008	$52,446	5.5%	$58,075	2.5%	2.9
2008/2009	$53,081	1.2%	$56,604	-2.5%	3.8
2009/2010	$54,574	2.8%	$58,404	3.2%	-0.4
2010/2011	$55,614	1.9%	$58,557	0.3%	1.6
2011/2012	$55,637	0.0%	$56,788	-3.0%	3.2
2012/2013	$57,221	2.8%	$57,221	0.8%	2.1
Overall % Chg		**21.0%**		**2.9%**	

Source: Adapted from CUPA-HR 2013a.

assistant professors earning $58,779 (a difference of 2.7%). These changes could reflect a now-tighter academic job market and underfunded departments that no longer pay recruitment bonuses.

In Constant Dollars

Although the average salary increase in current dollars for all academic ranks in sociology was 2.8% between AY 2011/2012 and AY 2012/2013—and although the percent change in average salaries from AY 2005/06 to AY 2012/13 was 18.4%, the picture is much different when examined through the lenses of 2012 constant dollars. Purchasing power increased only by 0.70% (see Table 3), or $523 in constant dollars. In AY 2012/13, average salaries in 2012 constant dollars increased from AY 2011/12 by 0.74% (from $75,024 to $75,580), when controlling for the inflation rate of 2.1%. This small positive change was greater than the percentage changes in 2011/12 and 2010/11 (-1.4% and -0.9%, respectively). The percent change in (average) salaries for all academic ranks in sociology has not exceeded the change in inflation rate since AY 2009/10, when salaries increased to 1.9% and the percent change in inflation was -0.4%. In other words, faculty members in sociology have not been able to purchase a bigger market basket of goods over the past seven years.

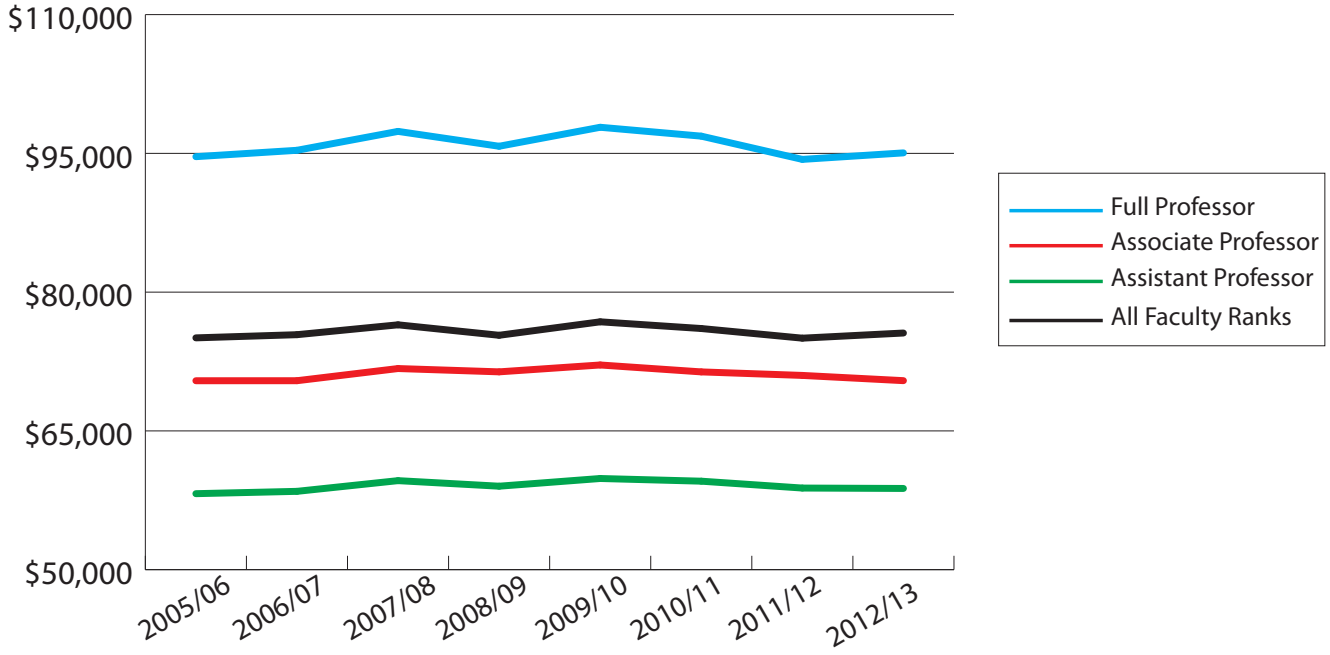
Along with new assistant professors, only full professors experienced an increase in average salary in constant dollars between AY 2011/12 and AY 2012/13, from $94,349 to $95,502, or 0.75%. In contrast, associate and assistant professors experienced decreased average salaries between the previous two years, at -0.8% and -0.1%, respectively, which represents the third consecutive year in which their salaries did not increase (in constant dollars). Those rates are well below the current inflation rate of 2.1%. Figure 1 displays changes in average annual salaries for sociology faculty by rank, in 2012 constant dollars. For new assistant professors, the percent salary change in 2012 constant dollars from AY 2011/12 to AY 2012/13 was positive, at 0.8%, controlling for inflation. This contrasts with the situation for established assistant professors, who experienced the opposite (a -0.1% change, as discussed above), although we note that salary in constant 2012 dollars for established assistant professors and new assistant professors was $58,779 and $57,221, respectively—a narrowing of the gap with a difference of 2.7%.

TABLE 3. AVERAGE ANNUAL SALARIES OF SOCIOLOGY FACULTY BY RANK IN 2012 CONSTANT DOLLARS: AY 2005/2006 - AY 2012/2013.

Academic Year	Full Professor	% Chg	Associate Professor	% Chg	Assistant Professor	% Chg	All Faculty Ranks	% Chg	% Inflation
2005/2006	$94,643	N/A	$70,422	N/A	$58,214	N/A	$75,057	N/A	3.4
2006/2007	$95,332	0.7%	$70,425	0.0%	$58,466	0.4%	$75,400	0.5%	3.2
2007/2008	$97,376	2.1%	$71,741	1.9%	$59,623	2.0%	$76,467	1.4%	2.9
2008/2009	$95,769	-1.6%	$71,383	-0.5%	$59,022	-1.0%	$75,336	-1.5%	3.8
2009/2010	$97,821	2.1%	$72,126	1.0%	$59,855	1.4%	$76,792	1.9%	-0.4
2010/2011	$96,862	-1.0%	$71,378	-1.0%	$59,565	-0.5%	$76,067	-0.9%	1.6
2011/2012	$94,349	-2.6%	$70,997	-0.5%	$58,822	-1.2%	$75,024	-1.4%	3.2
2012/2013	$95,052	0.7%	$70,431	-0.8%	$58,779	-0.1%	$75,580	0.7%	2.1
Overall % Chg		**0.4%**		**0.01%**		**1.0%**		**0.7%**	

Source: Adapted from CUPA-HR 2013a.

FIGURE 1. AVERAGE ANNUAL SALARIES OF SOCIOLOGY FACULTY BY RANK IN 2012 CONSTANT DOLLARS: AY 2005/2006 - AY 2012/2013.



Source: Adapted from CUPA-HR 2013a.

SOCIOLOGY SALARIES AT PRIVATE AND PUBLIC ACADEMIC INSTITUTIONS

Median sociology faculty salaries generally are higher at private institutions than at public institutions, as noted in both the AAUP survey for individual institutions and in the CUPA-HR survey for all disciplines (CUPA-HR 2013a,b). This disparity has been reflected in previous ASA research briefs.[2] With the exception of the assistant professor rank in sociology at public institutions, average salary increases in current dollars from AY 2011/12 to AY 2012/13 were markedly greater for private institutions (see Table 4). At a time when there are concerns over the capacity of public institutions to recruit and retain suitable candidates for academic positions at all ranks (Dunn 2013), the difference between salary levels at private and public institutions may be especially worrisome. Although average salary differences in current and constant dollars demonstrate that faculty in sociology and other social science disciplines fared better than their private sector counterparts between AY 2010/11 and AY 2011/12 (Spalter-Roth et al. 2012), the situation is different for the present academic year. Between AY 2011/12 and AY 2012/13, average salary differences among all ranks in sociology increased at a higher rate for private institutions than for public institutions, and the increases at private institutions outpaced inflation for 2012. In current dollars, average salaries increased for all ranks at private institutions by 4.6%, compared to 1.9% for public institutions (see Table 4). In constant dollars, the disparity was not quite as great, with a 2.5% increase for all ranks at private institutions versus -0.2% for those at public institutions, or $76,791 and $74,946, respectively. For private institutions, the greatest salary increase in current dollars between AY 2011/12 and AY 2012/13 occurred for full professors, at 5.6%; in 2012 constant dollars, that increase was 3.5%—well above inflation. The greatest increase at public institutions was among assistant professors, who

[2]See Scelza and Spalter-Roth 2011 and Spalter-Roth et al. 2012.

saw a 2.4% increase in current dollars and a 0.3% increase in constant dollars. The smallest changes occurred among associate professors at public institutions, who experienced a 1.0% increase in current dollars but a -1.1% decrease in 2012 constant dollars.

Thus, it appears as if the AY 2011/2012's (last year's) trend whereby changes in average sociology faculty salaries at public institutions exceeded those at private institutions has reversed. Overall, the percent change in average faculty salary (from AY 2011/12 to AY 2012/13) at all ranks for public institutions failed to meet or surpass inflation. The continued decrease in funding for higher education by state legislatures may explain this change, or it may be that the 2012 findings reflect survey data that contained some degree of bias or over-/under-representation of certain types of colleges or universities.

COMPARISON OF SOCIAL SCIENCE FACULTY SALARIES

In Current Dollars

In this section we compare average salary in current and constant dollars for sociology compared to three other social science disciplines—economics, political science, and anthropology. Although salaries among academics in economics are generally the highest—and pay scales for the other disciplines studied tend to be similar—the percent change in average salaries between AY 2011/12 and AY 2012/13 for all faculty levels was essentially the same for economics and sociology (see Table 5). In current dollars, the change in average salaries for those two disciplines during that time period was 2.8% (more precisely, 2.77% for economics and 2.83% for sociology). This similarity may be somewhat encouraging for sociology, although it might be that economics "underachieved" in terms of salary increases for this most recent year. Although the recent year's percent changes in salaries may be equal, the salary differences between these two disciplines is more than $25,000 in 2012 dollars. Since AY 2005/06, average salaries for economics faculty (in current dollars) have increased by 23.9% compared to 18.4% for sociology.

Following sociology and economics, average salaries for all faculty ranks in political science changed by 2.4% between AY 2011/2012 and AY 2012/2013—the same percentage change for that discipline between AY 2010/11 and AY 2011/12. For all ranks of anthropology faculty, the average

TABLE 4. AVERAGE ANNUAL SALARIES OF SOCIOLOGY FACULTY AT PRIVATE AND PUBLIC INSTITUTIONS BY RANK IN CURRENT AND IN 2012 CONSTANT DOLLARS: AY 2011/2012 - AY 2012/2013.

Private Institutions

	Current Dollars			2012 Constant Dollars		
Faculty Rank	**AY 2011-12**	**AY 2012-13**	**% Chg**	**AY 2011-12**	**AY 2012-13**	**% Chg**
Full Professor	$90,165	$95,258	5.6%	$92,031	$95,258	3.5%
Associate Professor	$71,399	$72,830	2.0%	$72,877	$72,830	-0.1%
Assistant Professor	$58,395	$59,261	1.5%	$59,603	$59,261	-0.6%
All Ranks	$73,419	$76,791	4.6%	$74,938	$76,791	2.5%

Public Institutions

	Current Dollars			2012 Constant Dollars		
Faculty Rank	**AY 2011-12**	**AY 2012-13**	**% Chg**	**AY 2011-12**	**AY 2012-13**	**% Chg**
Full Professor	$93,687	$94,944	1.3%	$95,626	$94,944	-0.7%
Associate Professor	$68,658	$69,337	1.0%	$70,079	$69,337	-1.1%
Assistant Professor	$57,168	$58,524	2.4%	$58,351	$58,524	0.3%
All Ranks	$73,549	$74,946	1.9%	$75,071	$74,946	-0.2%

Source: Adapted from CUPA-HR 2013a.

TABLE 5. AVERAGE ANNUAL SALARIES OF SOCIAL SCIENCE FACULTY BY DISCIPLINE IN CURRENT DOLLARS: AY 2005/2006 - AY 2012/2013.

Academic Year	Sociology	% Chg	Anthropology	% Chg	Economics	% Chg	Political Science	% Chg	% Inflation
2005/2006	$63,846	N/A	$66,656	N/A	$83,078	N/A	$67,456	N/A	3.4
2006/2007	$66,207	3.7%	$70,462	5.7%	$86,294	3.9%	$69,749	3.4%	3.2
2007/2008	$69,056	4.3%	$72,410	2.8%	$90,064	4.4%	$73,102	4.8%	2.9
2008/2009	$70,647	2.3%	$73,710	1.8%	$94,231	4.6%	$75,215	2.9%	3.8
2009/2010	$71,756	1.6%	$73,944	0.3%	$95,793	1.7%	$75,433	0.3%	-0.4
2010/2011	$72,244	0.7%	$74,581	0.9%	$96,637	0.9%	$76,133	0.9%	1.6
2011/2012	$73,503	1.7%	$76,795	3.0%	$100,129	3.6%	$77,939	2.4%	3.2
2012/2013	$75,580	2.8%	$78,436	2.1%	$102,906	2.8%	$79,792	2.4%	2.1
Overall % Chg		**18.4%**		**17.7%**		**23.9%**		**18.3%**	

Source: Adapted from CUPA-HR 2013a.

salary in current dollars changed by 2.1%, from $76,795 in AY 2011/12 to $78,436 in AY 2012/13.

In Constant Dollars

As with current dollars, average salary changes from AY 2011/12 to AY 2012/13 in 2012 constant dollars were greatest for all faculty ranks in sociology and economics, at 0.7% (more precisely, 0.74% for sociology and 0.70% for economics), controlling for inflation (see Table 6). Economics demonstrated the greatest growth in average salary across ranks in constant dollars since AY 2005/06, at 5.4%, which far surpasses growth in the three other social science disciplines. For all faculty ranks, the percent change in average salaries was 0.6% for political science and 0.1% for anthropology, controlling for inflation. Since AY 2005/06, the smallest percent change in average salary in constant dollars was in anthropology, which experienced 0.1% growth. For political science, anthropology, and sociology the percent change in average salaries in constant dollars was positive for the first time since AY 2009/10, during which time those changes did not exceed inflation. Although sociology experienced slightly higher percent increases than political science and anthropology, sociology is still the lowest paid of the four social science disciplines (see Table 6).

Figure 2 displays average annual salaries for each of the four disciplines, in constant dollars, from AY 2005/06 to AY 2012/13. The figure demonstrates more clearly the marked difference in mean salaries when economics is compared to the other disciplines. With an average salary of $102,906 in 2012 dollars, average salaries among all faculty ranks in economics far surpassed those in sociology, anthropology, and political science, where salaries have remained in the upper-$70,000 or very low $80,000 range, in constant dollars. We can speculate as to why there is such a disparity between economics faculty and those in the other disciplines. It is possible that academia is willing to pay higher salary levels to professors trained in economics in order to compete with higher salaries offered to economists who are employed outside of the university and make higher salaries. In addition, many economics departments are in schools of business that tend to pay higher salaries than schools of arts and sciences.

Private Versus Public Institutions for the Four Disciplines

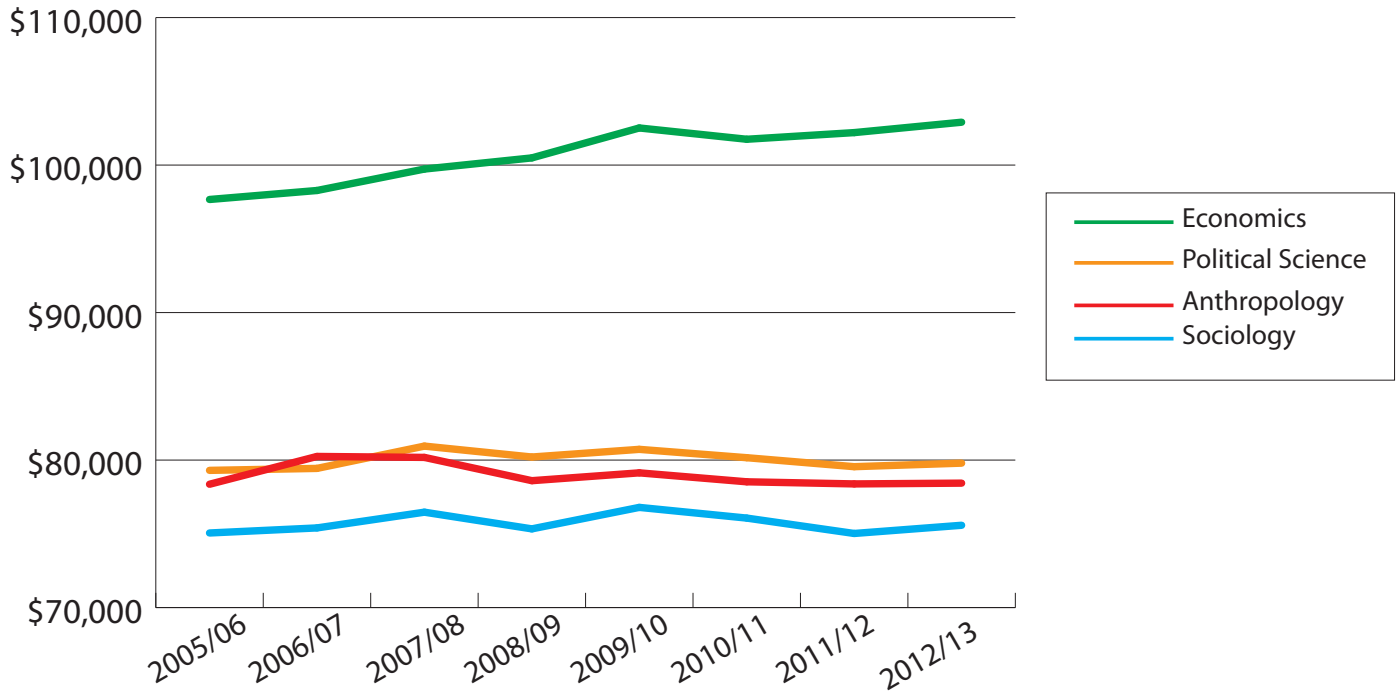
When examined in 2012 constant dollars, the landscape of average salary changes at

TABLE 6. AVERAGE ANNUAL SALARIES FOR SOCIAL SCIENCE FACULTY BY DISCIPLINE IN 2012 CONSTANT DOLLARS: AY 2005/2006 - AY 2012/2013.

Academic Year	Sociology	% Chg	Anthropology	% Chg	Economics	% Chg	Political Science	% Chg	% Inflation
2005/2006	$75,057	N/A	$78,361	N/A	$97,667	N/A	$79,302	N/A	3.4
2006/2007	$75,400	0.5%	$80,246	2.4%	$98,276	0.6%	$79,435	0.2%	3.2
2007/2008	$76,467	1.4%	$80,181	-0.1%	$99,730	1.5%	$80,947	1.9%	2.9
2008/2009	$75,336	-1.5%	$78,603	-2.0%	$100,486	0.8%	$80,207	-0.9%	3.8
2009/2010	$76,792	1.9%	$79,134	0.7%	$102,516	2.0%	$80,727	0.6%	-0.4
2010/2011	$76,067	-0.9%	$78,527	-0.8%	$101,750	-0.7%	$80,161	-0.7%	1.6
2011/2012	$75,024	-1.4%	$78,384	-0.2%	$102,201	0.4%	$79,552	-0.8%	3.2
2012/2013	$75,580	0.7%	$78,436	0.1%	$102,906	0.7%	$79,792	0.3%	2.1
Overall % Chg		**0.7%**		**0.1%**		**5.4%**		**0.6%**	

Source: Adapted from CUPA-HR 2013.a

FIGURE 2. AVERAGE ANNUAL SALARIES OF RANKED SOCIAL SCIENCE FACULTY BY DISCIPLINE IN 2012 CONSTANT DOLLARS: AY 2005/2006 - AY 2012/2013.



Source: Adapted from CUPA-HR 2013a.

private and public institutions for each of the four social science disciplines from AY 2011/12 to AY 2012/13 is not quite as consistent as it is for the analysis of sociology faculty. In current dollars, average salary for all faculty ranks in sociology increased by 4.6% at private institutions—the largest percentage increase across private and public institutions (see Table 7). Sociology was followed by anthropology, which showed a 4.1% increase at private institutions and a 1.4% increase at public institutions. In contrast, average salaries in economics and political science at private institutions increased by 1.1% and 1.5%, respectively. However, the greatest increase at public institutions in current dollars occurred in economics, where a 2.7% increase was observed. This finding is similar to our 2012 brief, in which economics salaries at public institutions experienced the largest increase, at 4.3%.

As with current dollars, sociology experienced the largest increase at private institutions in average salaries in 2012 constant dollars for AY 2012/13, at 2.5% (from $74,938 to $76,791), compared to the other social science disciplines. Anthropology experienced the next-largest increase, at 1.9%. Economics and political science experienced percentage decreases. At public institutions, however, the only discipline that experienced an increase in average salary (in constant dollars) was economics, at 0.7% (from $104,762 in AY 2011/12 to $105,450 in AY 2012/13). Thus, economics fared well at public institutions, as we observed in last year's (2012) brief. Sociology, anthropology, and political science experienced changes of -0.2%, -0.6%, and -0.3%, respectively, at public institutions.

CONCLUSIONS AND DISCUSSION

We find in this brief that average annual salary changes between AY 2011/12 and AY 2012/13 reflected slow or no growth in salaries at public institutions in comparison to private institutions, as was found in the 2013 CUPA-HR *Faculty in Higher Education Salary Survey by Discipline, Rank and Tenure Status in Four-Year Colleges and Universities.* In sociology, we find

TABLE 7. AVERAGE ANNUAL SALARIES OF SOCIAL SCIENCES FACULTY AT PRIVATE AND PUBLIC INSTITUTIONS BY DISCIPLINE IN CURRENT AND IN CONSTANT DOLLARS: AY 2011/2012 AND AY 2012/2013.

Private Institutions

	Current Dollars			2012 Constant Dollars		
Discipline	**AY 2011-12**	**AY 2012-13**	**% Chg**	**AY 2011-12**	**AY 2012-13**	**% Chg**
Sociology	$73,419	$76,791	4.6%	$74,938	$76,791	2.5%
Anthropology	$80,833	$84,109	4.1%	$82,506	$84,109	1.9%
Economics	$96,432	$97,535	1.1%	$98,428	$97,535	-0.9%
Political Science	$80,034	$81,254	1.5%	$81,690	$81,254	-0.5%

Public Institutions

	Current Dollars			2012 Constant Dollars		
Discipline	**AY 2011-12**	**AY 2012-13**	**% Chg**	**AY 2011-12**	**AY 2012-13**	**% Chg**
Sociology	$73,549	$74,946	1.9%	$75,071	$74,946	-0.2%
Anthropology	$75,383	$76,471	1.4%	$76,943	$76,471	-0.6%
Economics	$102,638	$105,450	2.7%	$104,762	$105,450	0.7%
Political Science	$76,722	$78,072	1.8%	$78,309	$78,072	-0.3%

Source: Adapted from CUPA-HR 2013a.

a -0.2% change in salaries for all faculty ranks in constant dollars, whereas faculty at private institutions experienced a 2.5% increase. The only discipline among public institutions that did not experience a negative change in salaries over the past two years was economics, when controlling for inflation. Ultimately, the recent "years of lost purchasing power" (Spalter-Roth et al. 2012) do not seem to have disappeared, given that none of the social science disciplines that we studied experienced salary changes in 2012 of over 1% in constant dollars.

Although we do not have causal evidence, we have suggested three potential reasons for the lack of salary growth in sociology, anthropology, and political science. These are the decline in state expenditures for higher education, the decline of faculty power and shared governance, and the impact of federal budget cuts, including sequestration. There are no easy solutions to these reasons for declining purchasing power for sociology and other social science faculty at institutions of higher education. However, some possibilities may result in an expansion of a silver lining, although optimism may not be the order of the day.

State Budgets. Most state budgets are now in the black, and state governments are projected to have surpluses. It is not clear, however, that these surpluses will result in increased funds for public universities that could translate into faculty salary increases. Those state legislatures that are contemplating increased funding for higher education are providing only conditional increases, often based on improvements in the share of student completion rates and lower costs of degrees.

Unionization and Shared Governance. In the past year, there has been an increase in "right to work states." These new state laws will probably have a negative effect on union organizing and collective bargaining, which can result in decreases in salaries and shared governance. Nonetheless, there are some positive reports, with increased coverage for adjunct faculty and some state certification of bargaining units (Illinois, for example). In addition, a recent study of the effects of faculty unionization on public universities reaches the conclusion that "Unionization contributes to lower budgets, higher graduation rates, and a greater number of degrees and completions" (Schmidt 2013). Perhaps this study will have some effect on university administrators to support unionization or greater shared governance.

Impact of Sequestration. The federal budget cuts that resulted from sequestration may continue into the foreseeable future. These cuts are expected to have a major effect on the National Institutes of Health and the National Science Foundation, major sources of funding for social science faculty. The lack of grant funding for research projects can result in the decline of faculty productivity, as measured by grant dollars and publications. This raises the question of whether the same standards can be used for the granting of tenure, promotions, and other faculty rewards. As an alternative, an increasing number of universities are adopting more inclusive reward systems, including service in local communities and innovative teaching (Williams-June 2013).

Will flat faculty salaries for sociology and other social science disciplines continue into future years or will some of the changes suggested be implemented and have a positive impact? Our 2014 salary survey brief will evaluate what has transpired between now and then.

APPENDIX TABLE. MEDIAN AND AVERAGE ANNUAL SALARIES OF SOCIOLOGY FACULTY BY RANK IN CURRENT DOLLARS: AY 2005/2006 - 2012/2013.

	Full Professor				Associate Professor				Assistant Professor			
Year	Median $	% Chg	Avg.	% Chg	Median $	% Chg	Avg.	% Chg	Median $	% Chg	Avg.	% Chg
2005/06	77,413	N/A	80,506	N/A	57,897	N/A	59,903	N/A	48,515	N/A	49,519	N/A
2006/07	79,756	3.0%	83,708	4.0%	60,494	4.5%	61,838	3.2%	50,340	3.8%	51,337	3.7%
2007/08	84,427	5.9%	87,938	5.1%	63,172	4.4%	64,788	4.8%	52,104	3.5%	53,844	4.9%
2008/09	85,973	1.8%	89,808	2.1%	65,023	2.9%	66,940	3.3%	53,736	3.1%	55,348	2.8%
2009/10	86,863	1.0%	91,406	1.8%	65,351	0.5%	67,396	0.7%	54,500	1.4%	55,930	1.1%
2010/11	87,428	0.7%	91,994	0.6%	65,842	0.8%	67,791	0.6%	54,925	0.8%	56,572	1.1%
2011/12	89,594	2.5%	92,436	0.5%	67,150	2.0%	69,558	2.6%	55,920	1.8%	57,629	1.9%
2012/13	89,921	0.4%	95,052	2.8%	68,531	2.1%	70,431	1.3%	56,897	1.7%	58,779	2.0%
Overall % Chg		**16.2%**		**18.1%**		**18.4%**		**17.6%**		**17.3%**		**18.7%**

Source: Adapted from CUPA-HR 2013a.

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