

# The Need to Know: Faculty Salaries in Sociology and Other Disciplines, 2015

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**A**ny analysis of faculty compensation faces a paradox: although accurate information on salary levels is vital to both individuals and academic departments negotiating pay and benefits, personal income is generally considered a private matter in American society—so much so that discussion of it is considered taboo in many workplaces. As researchers from the Institute for Women’s Policy Research concluded from the results of a 2010 survey,

about half of all workers (51 percent of women and 47 percent of men) report that the discussion of wage and salary information is either discouraged or prohibited and/or could lead to punishment. (Institute for Women’s Policy Research 2014)

The American Sociological Association (ASA) “is a non-profit membership association dedicated to advancing sociology as a scientific discipline and profession serving the public good.” The ASA Research Department contributes to this mission with research and analysis on the state of sociology as a profession and the structure of academic departments of sociology. This report combines both of those aspects, in that it provides comparative compensation information of use both to sociologists seeking to advance their professional careers and to departments desiring to attract and retain the most qualified

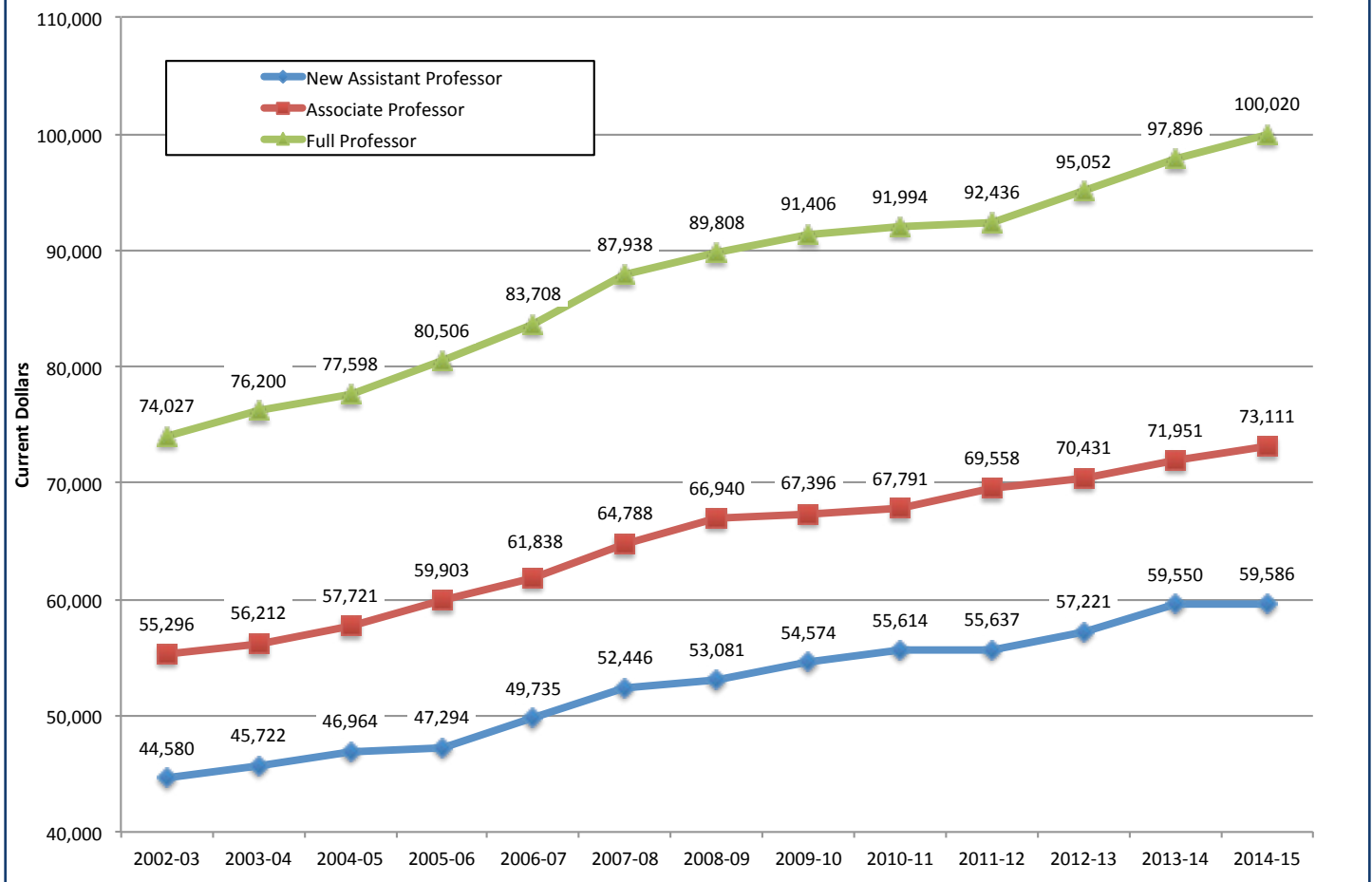
faculty members. We hope with this publication to contribute to the more open, informed, and constructive discussion of faculty compensation within academic sociology, in furtherance of its contributions to the public good.

This 2015 edition of the ASA faculty salary report continues a series that dates back to 2002. At the same time, it represents a fresh attempt to explore additional sources of data on the topic, and to provide information on the entire sociology faculty, including the situation of our colleagues employed in contingent positions, both full and part time. In addition to the standard analysis of salaries for full-time faculty members in sociology and other social sciences in four-year colleges and universities, this report includes a special topic of interest to many experienced faculty members: salary compression. We anticipate including additional special topics in future reports, as data permit.

Even so, we must acknowledge that the present analysis provides only a partial description of faculty pay in sociology. The discipline-specific data that are presently available for full-time faculty salaries pertain to four-year institutions only, and obtaining comprehensive data for faculty members who teach sociology in community colleges will likely be difficult. Many community colleges are not organized into departments that coincide with specific disciplines; further, some community colleges do not assign faculty ranks, whereas others determine salary primarily by the faculty member’s level of education. More significantly, although the academic workforce in the United States has been dominated by contingent employment arrangements for decades (Curtis 2014; Schuster and Finkelstein 2006)

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**Figure 1. Average Salary for Full-Time Sociology Faculty Members in Four-Year Colleges and Universities, by Rank, 2002-03 to 2014-15**



Source: College and University Professional Association for Human Resources (CUPA-HR). See Appendix Table A1 for complete details.

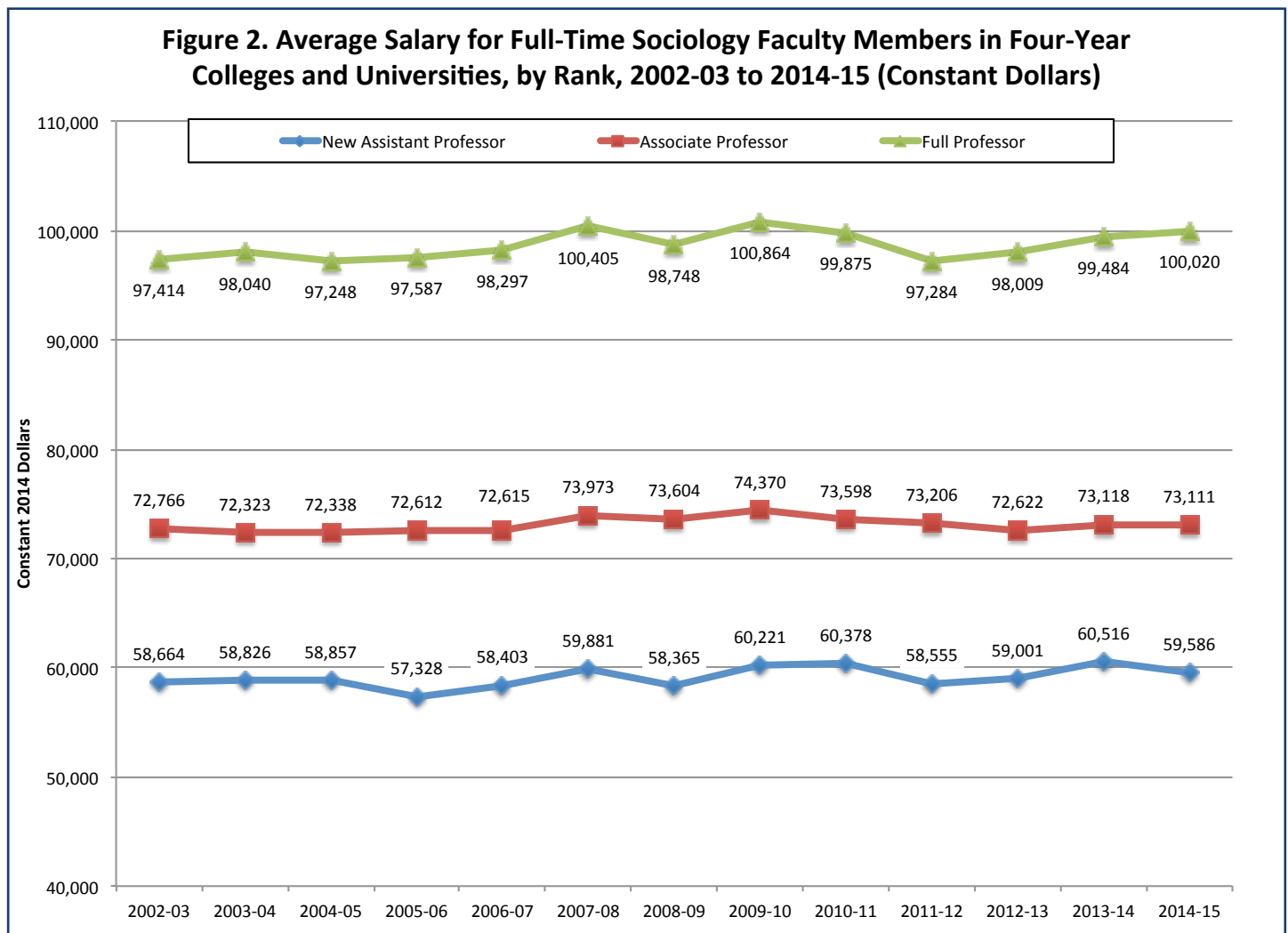
the information we have on pay for our faculty colleagues employed in contingent positions is insufficient. This report provides an indication of the salary disparities between full-time faculty members holding tenure-stream appointments and those in non-tenure-track positions. It also references earlier work on part-time faculty pay. We will investigate the potential for analysis of additional data on community college and contingent faculty compensation in future reports.

## Recent Full-Time Salaries in the Social Sciences

In this section, we discuss recent trends in full-time faculty salaries in sociology and selected other

social science disciplines using data provided by the College and University Professional Association for Human Resources (CUPA-HR).<sup>1</sup> The CUPA-HR data we report are drawn from a relatively large group of institutions. Although the list of specific institutions providing data varies somewhat from year to year, the total number of institutions has been consistent,

<sup>1</sup> The CUPA-HR survey has been conducted annually since 1982 and collects salary data by discipline, faculty rank, and (since 2012-13) tenure status; the available aggregated data are reported by broad institutional sector (i.e., public or private). For more details about the survey, see [www.cupahr.org/surveys/fhe4.aspx](http://www.cupahr.org/surveys/fhe4.aspx). We especially wish to thank Ray “Chip” Sizemore, PhD, Director of Research at CUPA-HR, for providing us with the data discussed in this section from CUPA’s database reporting system.



Source: College and University Professional Association for Human Resources (CUPA-HR). See Appendix Table A1 for complete details.

if declining over time.<sup>2</sup> We use weighted mean (“average”) salaries throughout.

## SOCIOLOGY

We begin with the recent trend in salaries for full-time faculty members in sociology at four-year colleges and universities. Figure 1 illustrates a steady increase in average salaries for full-time sociology faculty members measured in current (or actual) dollars over 13 academic years, with increases of more than 30 percent each over the whole period

“The growth in full-time faculty salaries in recent years is more apparent than real.”

for the three ranks depicted.<sup>3</sup> The average salary at the full professor rank reached \$100,000 for the first time in 2014-15. The full details of average salary by rank are available in Appendix Table A1, as noted below the figure.

The growth in average full-time faculty salaries in recent years is more apparent than real, however.

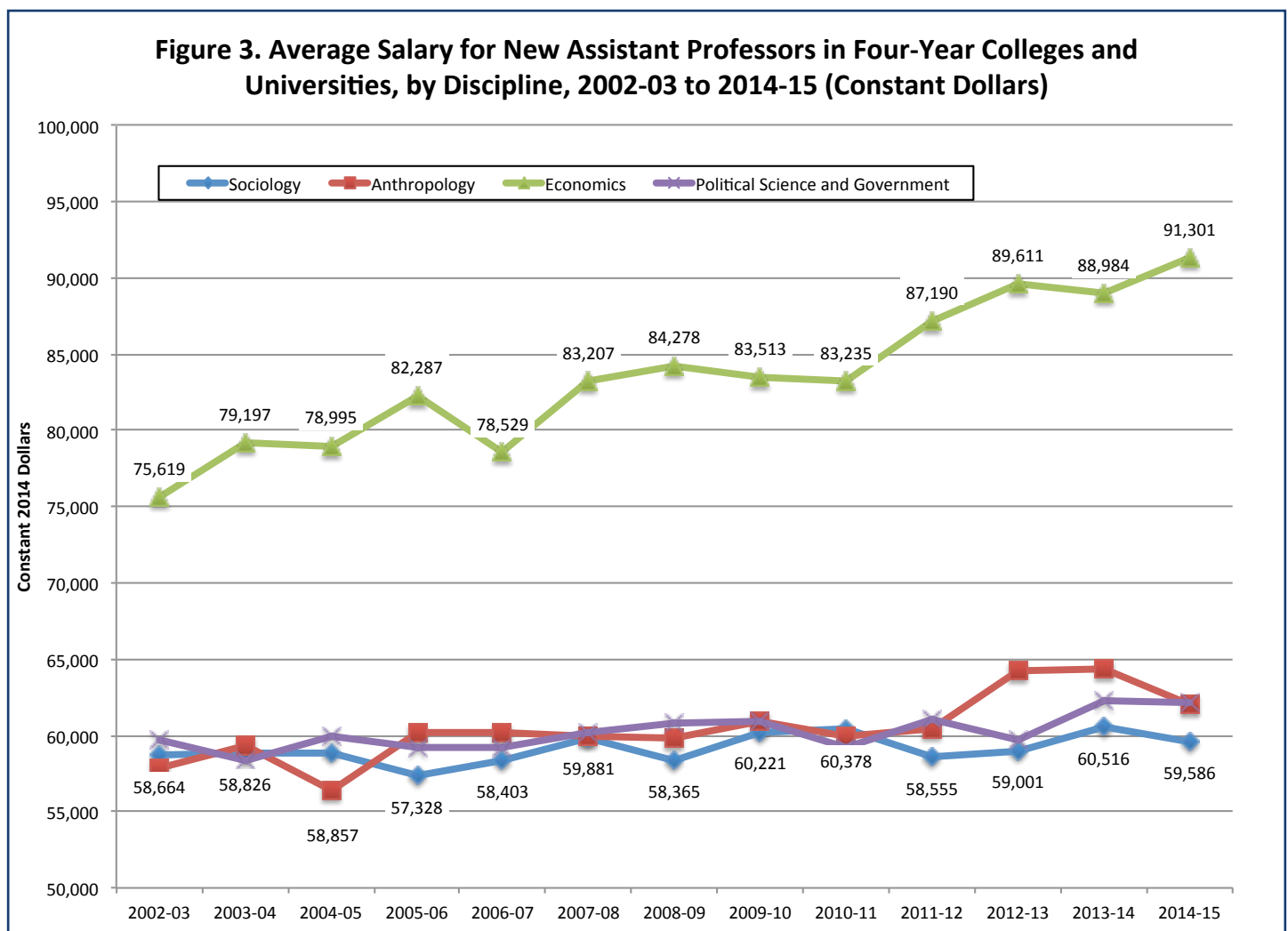
<sup>2</sup> The number of institutions responding for each academic year and the corresponding numbers of faculty members are reported in the Appendix tables.

<sup>3</sup> The category of new assistant professors is the subset of assistant professors appointed within the current academic year, representing an entry point to the ranked professoriate. The average salary for all assistant professors is included in Appendix Table A1. For academic year 2012-13, the CUPA-HR data exclude non-tenure-track faculty members entirely. For 2013-14 and 2014-15, the figures for new assistant professors exclude non-tenure-track faculty members.

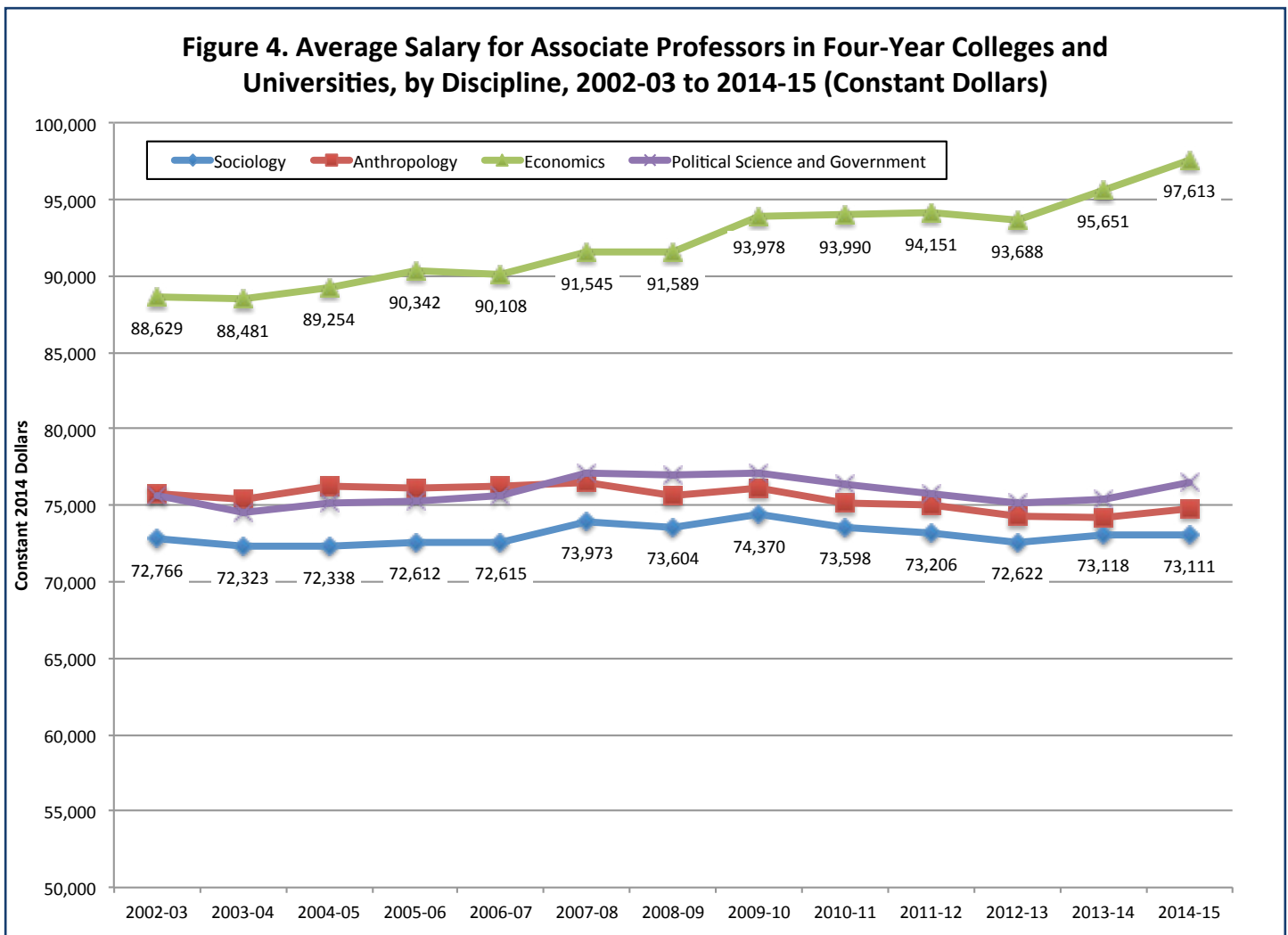
Figure 2 presents average salaries converted to constant 2014 dollars, that is, adjusted for the rate of inflation (also referred to as “real”). Although the conversion to constant 2014 dollars raises the levels of average salaries for all three ranks shown, the important conclusion from the figure is that real salaries have remained relatively flat throughout the period. Between 2002-03 and 2014-15, the average salary in constant dollars rose by 2.7 percent for full professors, 0.5 percent for associate professors, and 1.6 percent for new assistant professors. That increase was not linear, however, and constitutes more an irregular fluctuation than a steady progression. Throughout the period, the gap in average salaries remained wider between the full and associate professor ranks than between associate and new assistant professor ranks.

## SOCIOLOGY IN RELATION TO OTHER SOCIAL SCIENCES

This section compares recent CUPA-HR average sociology faculty salaries with those for anthropology, economics, and political science and government. Because we can expect that the patterns evident when viewing current and constant dollars for these other disciplines will be similar to those noted in the previous section, Figures 3 through 5 present constant dollars only; each graph depicts one rank in order to clarify the comparison between disciplines. (Full details of the averages by rank and discipline, in both current and constant dollars, are provided in the appendix tables for readers who wish to investigate these patterns in greater detail.) Figure 3 presents average annual salaries for new assistant professors,



Source: College and University Professional Association for Human Resources (CUPA-HR). See Appendix Table A2 for complete details.



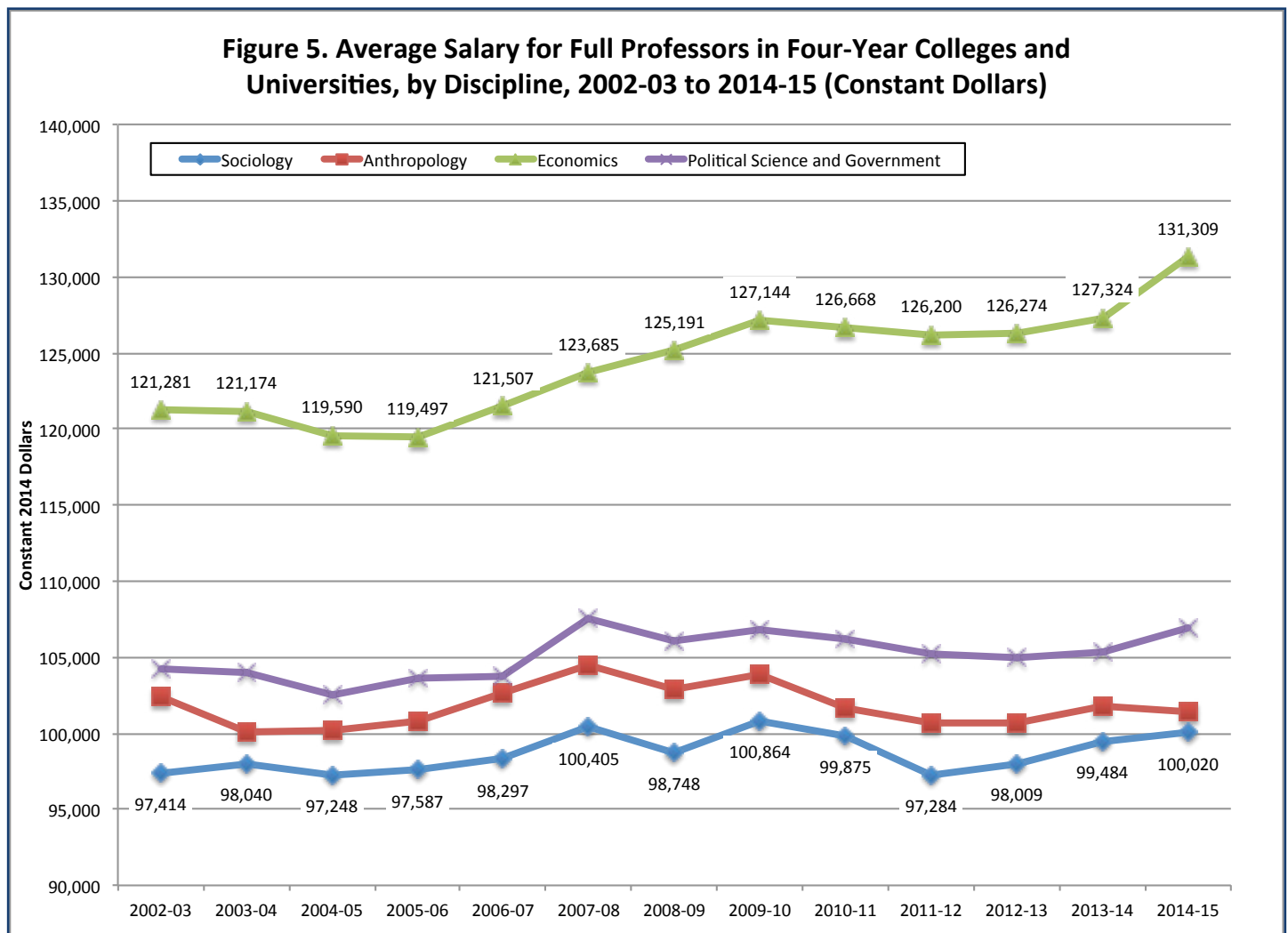
Source: College and University Professional Association for Human Resources (CUPA-HR). See Appendix Table A4 for complete details.

with values for the highest discipline (economics) and sociology labeled. Whereas salaries for new assistant professors in sociology, anthropology, and political science have remained mostly flat through this period, average salaries in economics clearly outpaced all three of the other disciplines at this rank: in constant 2014 dollars, the average salary for new assistant professors in economics increased by 20.7 percent while that in sociology rose only 1.6 percent.

Figure 4 displays a similar pattern, and is presented on the same scale as Figure 3 to give an idea of the difference in salary levels between new assistant professors and their associate professor colleagues. As with new assistant professor salaries, associate professor salaries in economics have risen, especially

beginning in 2009-10 and again in 2013-14, whereas those for sociology, anthropology, and political science have remained flat. The cumulative increase in sociology was minimal (0.5 percent), while average salaries in anthropology declined slightly over the period—by contrast, the average in economics at this rank rose 10.1 percent. Average salaries for sociology associate professors were the lowest among the four disciplines throughout the period.

Finally, we compare annual average salaries in constant dollars for full professors in Figure 5. Average full professor salaries in economics increased again in the last year after dropping for 2004-05 and 2005-06 and then remaining stagnant between 2009-10 and 2013-14. Again



Source: College and University Professional Association for Human Resources (CUPA-HR). See Appendix Table A5 for complete details.

at this rank sociology faculty earned the lowest salaries of the four disciplines on average. By using constant 2014 dollars we can see that the average for sociology full professors returned in 2014-15 to nearly the level recorded in 2009-10, after several years of stagnation. Cumulatively over the period, the sociology average rose by 2.7 percent, similar to the gain recorded in political science salaries, while anthropology salaries declined and those in economics increased by 8.3 percent.

To summarize the comparison among these four social science disciplines, average salaries in sociology, anthropology, and political science remained stagnant over the past 13 years when adjusted for inflation, while those in economics began the period significantly higher and rose at a much faster rate.

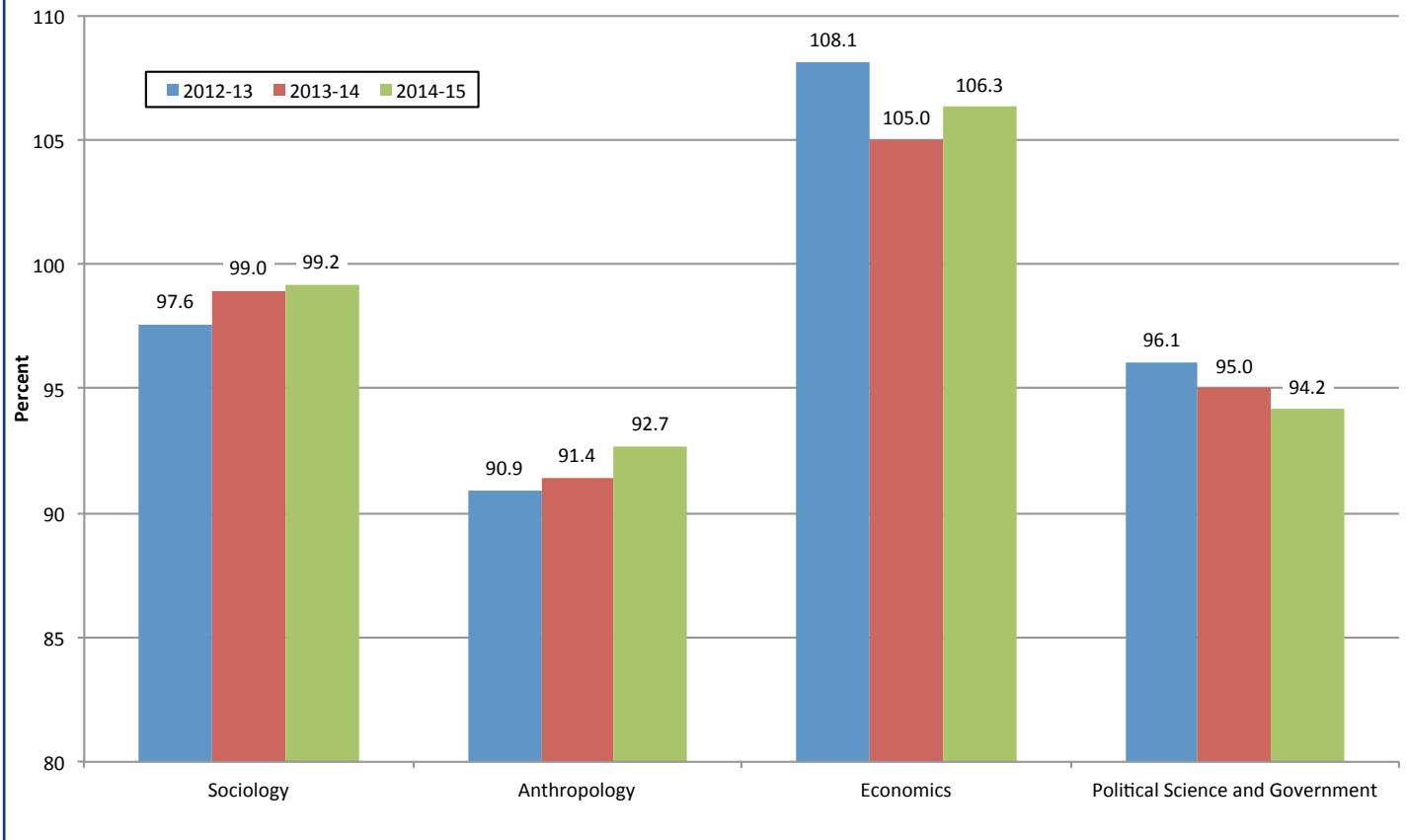
## PUBLIC AND PRIVATE INSTITUTIONS

The available CUPA-HR data also allow for a comparison of annual average faculty salaries in sociology and related social science disciplines at public and private colleges and universities.<sup>4</sup> Full details of the public/private comparison for sociology faculty salaries over the past three years are presented in Appendix Table A6; we leave the details to the appendix because we did not find substantial differences between the two sectors. Public-sector salaries in sociology were lowest as

4 The available CUPA-HR data for private institutions include private religious, independent, and for-profit institutions and we do not have access to data disaggregated between these sub-sectors.



**Figure 6. Average Salary of Four-Year College and University Faculty Members, Public Sector as a Percent of Private Sector, by Discipline, 2012-13 to 2014-15**



Source: College and University Professional Association for Human Resources (CUPA-HR). See Appendix Table A7 for complete details.

a percentage of those at private institutions at the associate professor rank, but no lower than 95 percent. Public salaries at other ranks varied even less from those at private institutions.

Differences between public- and private-sector salaries across the social science disciplines do merit further consideration, however, and are depicted in Figure 6. Economics again stands out, in this case for the relatively high faculty salaries found in the public sector, exceeding those in private institutions by 5 to 8 percent during the past three years. The next highest relative public-sector salaries are to be found in sociology, where the weighted average of the full, associate, and assistant professor ranks reached 99 percent of the private-sector average in each of the past two years. Salaries in public-sector

political science departments declined from 96.1 percent of the private-sector average in 2012-13 to 94.2 percent this past year. Anthropology had the lowest public-sector salaries relative to those at private institutions, with a deficit of no less than 7 percent. The complete data on salaries by discipline and sector are in Appendix Table A7.

The apparent lack of a public-sector disadvantage among sociology faculty members, together with the high relative salaries for economics professors in public colleges and universities, were somewhat unexpected, given consistent findings to the contrary from the largest annual survey of full-time faculty salaries, carried out by the American Association of University Professors (AAUP). The 2013 AAUP report found that

[t]he public-sector disadvantage [in full-time faculty salaries] is greatest at the full professor rank, ranging from 17 percent at master’s universities to 35 percent at doctoral universities. The range of disparity for associate professors is 10 to 23 percent, and that among assistant professors is 7 to 24 percent. (Curtis and Thornton 2013:18)

“The apparent lack of a public-sector disadvantage among sociology faculty members, together with the high relative salaries for economics professors in public colleges and universities, were somewhat unexpected...”

The most recent AAUP report calculated the overall increase in average full-time faculty salaries from 2013-14 to 2014-15 at 2.2 percent: 2.2 percent at all public institutions, 2.4 percent at private independent institutions, and 1.8 percent at religiously-affiliated private colleges and universities (Barnshaw and Dunietz 2015:20). The report pointed out further that salaries at each institutional level (doctoral, master’s, and baccalaureate) increased at a higher rate in private than in public institutions between 2008-09 and 2012-13 (8). Earlier AAUP reports have consistently reported more rapid full-time faculty salary increases in the private sector.

By contrast, the executive summary of CUPA-HR’s 2014-15 report found that “the overall median salary increase [over 2013-14] was 2.0%. Public institutions had a median increase of 2.1%, compared to 2.0% for private institutions.” (CUPA-HR 2015:8) That report produced a similar overall result for the previous year, reversing the pattern found in earlier years.

What explains these differences in findings? There are differences in methodology and coverage between the two surveys; unfortunately, we do not have data at a sufficient level of detail for a proper comparison between them. The AAUP survey is not discipline specific, and the available CUPA-HR data are not disaggregated by institutional level (i.e., doctoral, master’s, and baccalaureate), which is a significant source of salary differences. Although

the numbers of institutions providing data for the CUPA-HR report did not decline dramatically in the last three years, the broad sectoral averages likely obscure a great deal of within-sector variation and the presence or absence of specific large or high-paying institutions could have a major impact on those averages.

## The Long-Term Trend by Discipline

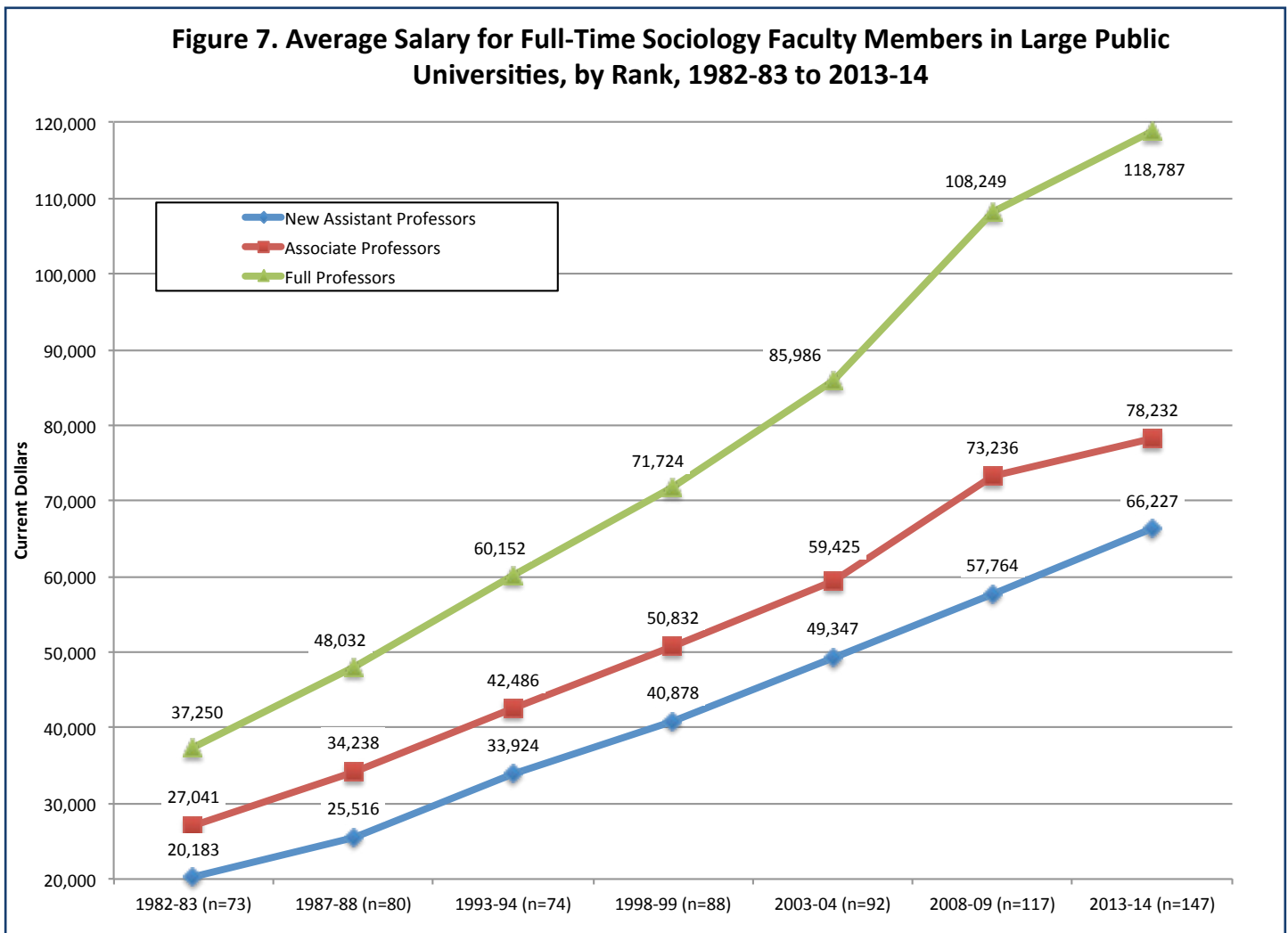
Where the previous section focused on salaries in the last decade, we turn in the present and following section to longer-term salary trends in sociology, the social sciences, and other disciplines. The data for this longer-term analysis come from the *Faculty Salary Survey by Discipline* carried out by Oklahoma State University’s Office of Institutional Research and Information Management (OSU).<sup>5</sup> OSU surveys a specific group of large public universities, primarily those belonging to the Association of Public and Land-Grant Universities.<sup>6</sup> Although the number of universities included in the OSU survey has increased significantly over the decades, the focus on one particular segment of higher education—large public doctoral universities—has not. Thus, the OSU data provide a good basis for comparing salary patterns by discipline over a longer time period. Similar to the CUPA-HR data used in the previous section, the OSU report provides average salaries by rank and discipline, including a “new assistant professor” category for comparison of recent hires. We will look first at the long-term effect of inflation on salaries in sociology alone, and then turn to a comparison between disciplines.

Figure 7 shows the trend in average full-time faculty salaries in sociology using OSU data covering three decades, from 1982-83 to 2013-14; this first figure is in current (or actual) dollars without adjustment for inflation. It shows an apparent strong increase in average salaries throughout the period: salaries in

5 The first OSU survey report was published in 1974. For more about the OSU survey, see <https://irim.okstate.edu/FSS>.

6 The association was formerly the National Association of State Universities and Land-Grant Colleges (NASULGC).





Source: Oklahoma State University, *Faculty Salary Survey by Discipline*, various years. See Appendix Table A8 for complete details.

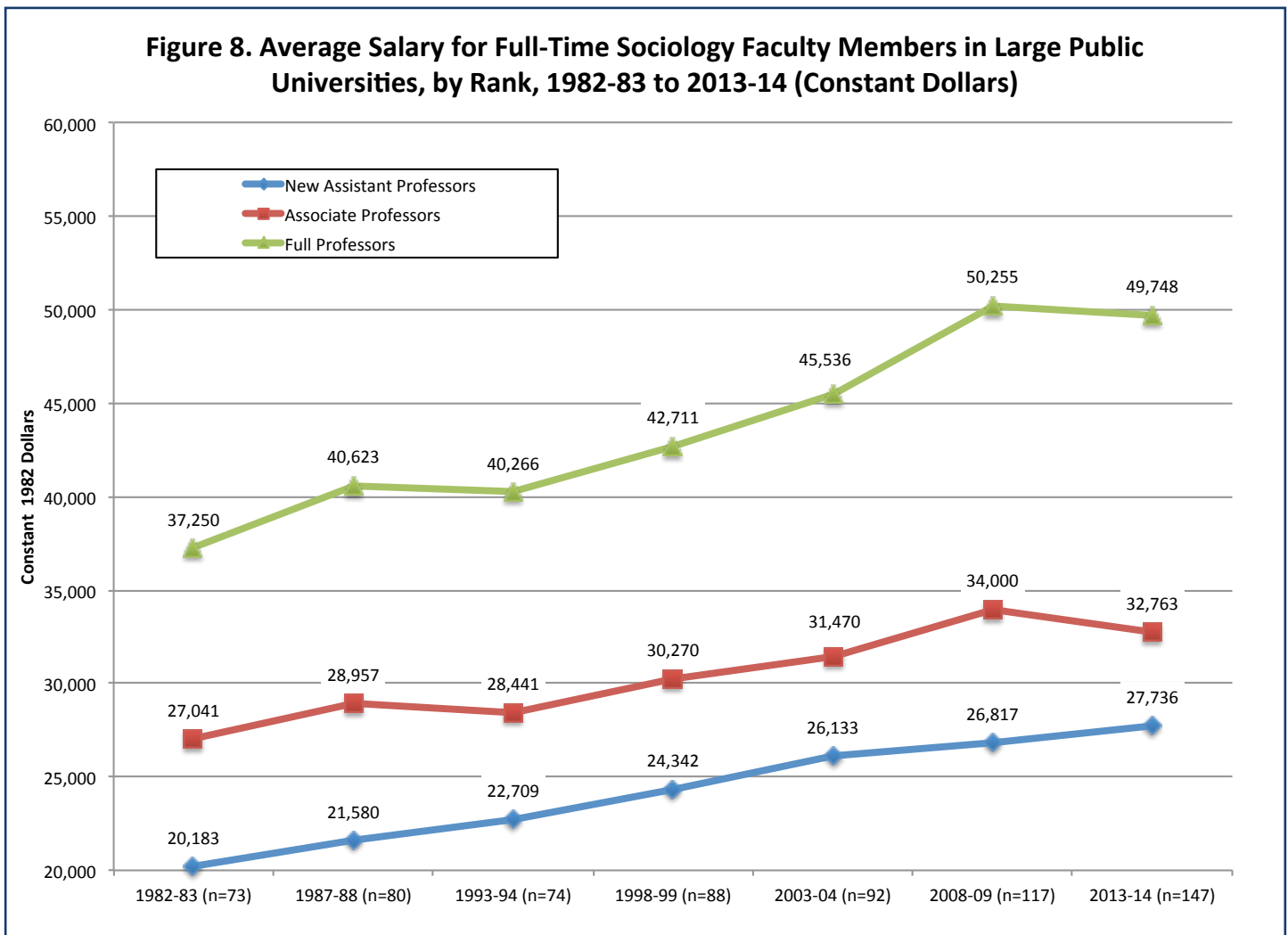
2013-14 were roughly three times the 1982-83 levels, and even in the post recessionary period since 2008-09 had increased from 7 to 15 percent. The size of that increase is more apparent than real, however, as we see in Figure 8 after accounting for inflation. When constant (real) dollars are used, the increase in full-time faculty salaries over the whole period is much smaller—21 to 37 percent—and there was even a decline after 2008-09 in inflation-adjusted average salaries for associate and full professors. That average salaries for new assistant professors, by contrast, increased by 3.4 percent above the rate of inflation between 2008-09 and 2013-14 suggests

“In constant dollars, the increase in sociology salaries over three decades is much smaller and there was even a decline after 2008-09 for associate and full professors.”

that even in the post-recessionary period there was still some competition between institutions to attract the most qualified new colleagues.

The long-term trend in sociology salaries is best

understood in the context of a comparison with average full-time faculty salaries in other disciplines. To that end, Figures 9 through 11 display the average salary for sociology faculty members at each rank as a percentage of the average at the same rank for 10 other disciplines: four social sciences, psychology, and history, along with four additional disciplines garnering generally higher salaries. (Appendix Tables A9 through A11 list the actual average salary values by rank and discipline.)



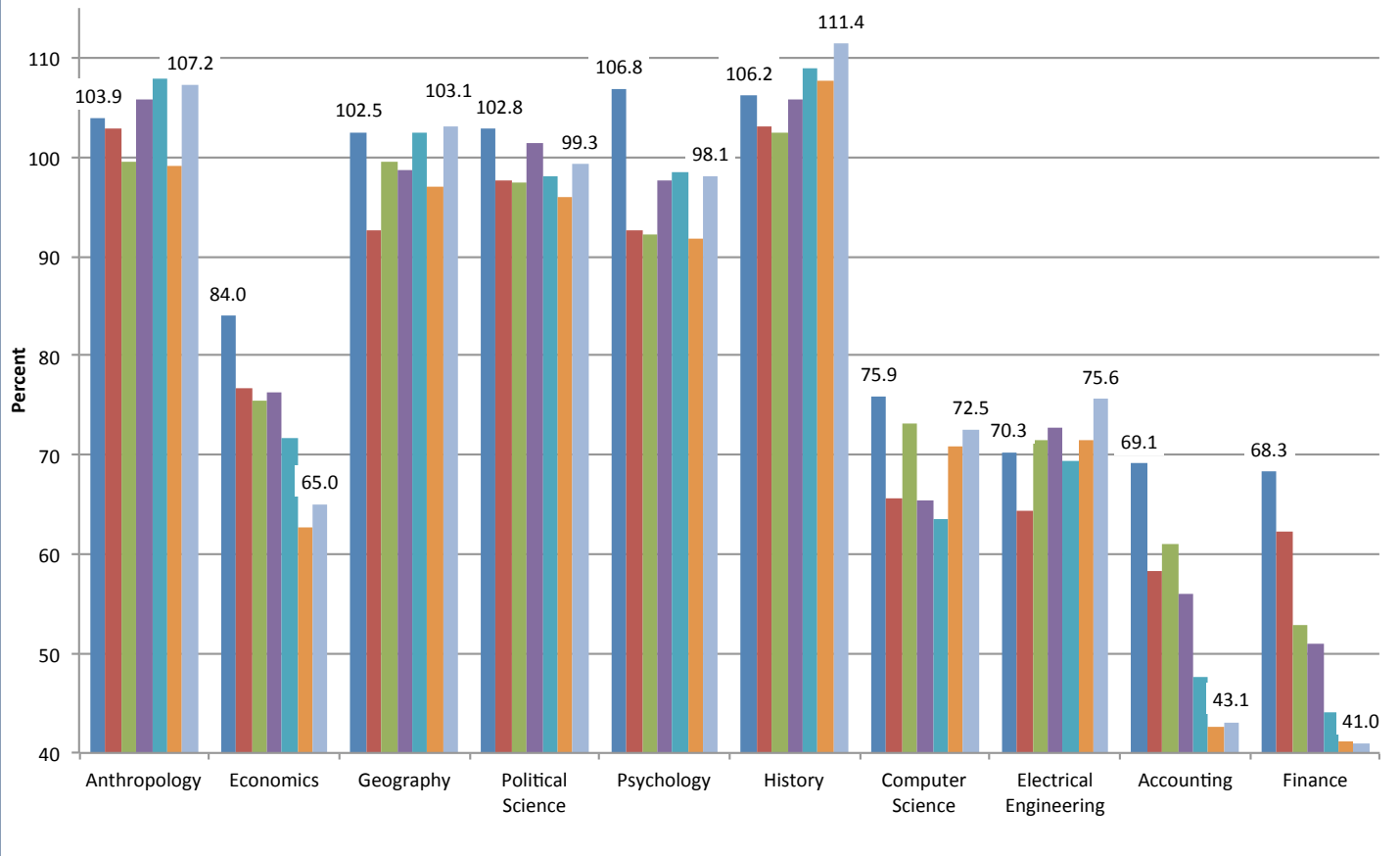
Source: Oklahoma State University, *Faculty Salary Survey by Discipline*, various years. See Appendix Table A8 for complete details.

For faculty members entering at the assistant professor rank (Figure 9), salaries in sociology have fared well over these three decades compared with those in psychology, history, and the other social sciences—with the very notable exception of economics. Albeit with some degree of volatility, sociology starting salaries have remained generally slightly higher on average than those in anthropology, geography, and history, and comparable to those in political science and psychology. By contrast, sociology salaries have declined rapidly relative to those in economics, plunging from 84 percent on average in 1982-83 to only 65 percent in 2013-14. The comparison with computer science and electrical engineering shows some limited fluctuation, but sociology salaries have remained at about 70 to 75 percent of those

in these two disciplines, on average, throughout the period. The most dramatic relative declines for new sociology assistant professors have been by comparison with the business disciplines of accounting and finance. Sociology salaries averaged just under 70 percent of those two fields in 1982-83, but dropped to slightly above 40 percent by 2013-14.

The trend in salaries for sociology associate professors has been similar, if slightly less volatile, as shown in Figure 10. Average sociology salaries have held steady against three of the four social sciences, psychology, and history; economics is the exception among the social sciences, and salaries in that discipline have far outpaced those in sociology. By 2013-14 the average sociology associate professor at a large public university earned only 70 percent

**Figure 9. Average Salary for New Assistant Professors in Large Public Universities, Sociology as a Percentage of Selected Disciplines, 1982-83 to 2013-14**



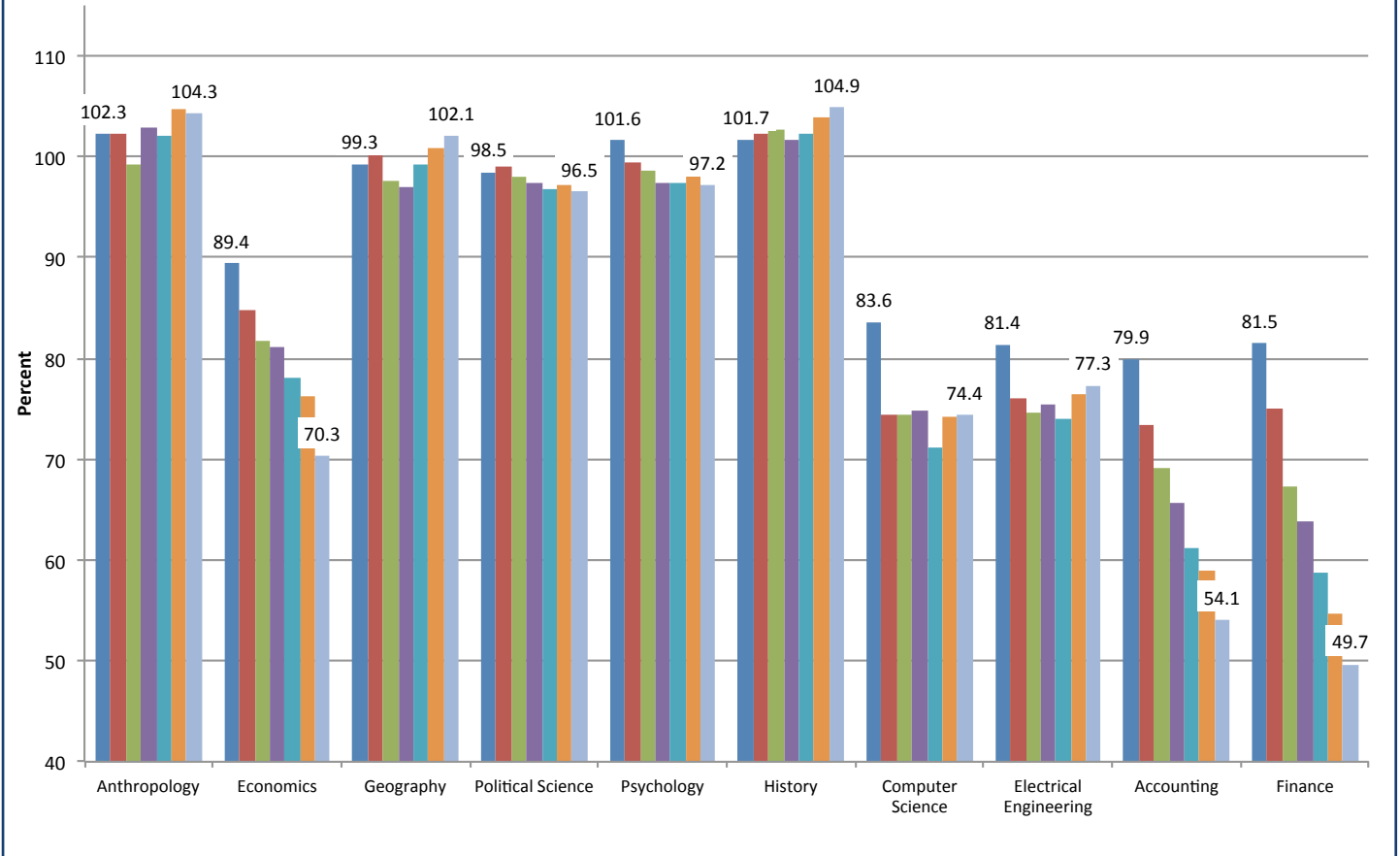
Source: Oklahoma State University, *Faculty Salary Survey by Discipline*, various years. See Appendix Table A9 for complete details.

of his or her colleagues' salary at the same rank in economics. Sociologists' salaries lost ground to those in computer science and electrical engineering between 1982-83 and 1987-88, but then remained essentially flat at about 75 percent of the averages in those disciplines. The most dramatic declines for sociology salaries were against the two business disciplines, accounting and finance, where the average sociology associate professor salary dropped from around 80 percent of the other disciplines in 1982-83 to only 54 percent in accounting and 50 percent in finance.

The relative strength of average sociology salaries showed a similar progression at the full professor rank, as depicted in Figure 11, but there are differences worth noting. The strongest gains for

sociology full professors were by comparison with averages in anthropology, rising from 102 to 112 percent. Sociology fared well against geography (from 102 to 108 percent) and history (104 to 109), remained essentially even with political science, and declined slightly by comparison with psychology. The familiar pattern of decline was repeated when comparing sociology full professors to their colleagues at that rank in economics, although the drop was not as sharp: from 89 percent to 75 percent. The trend by comparison with computer science and electrical engineering was much the same as at the associate professor rank, with the proportion holding at slightly above 80 percent following the initial drop. As at the other two ranks, the greatest proportionate decline at the full professor rank was by comparison with accounting and finance, but the

**Figure 10. Average Salary for Associate Professors in Large Public Universities, Sociology as a Percentage of Selected Disciplines, 1982-83 to 2013-14**



Source: Oklahoma State University, *Faculty Salary Survey by Discipline*, various years. See Appendix Table A10 for complete details.

relative reduction was not as steep.

When considered over a longer term, then, full-time faculty salaries in sociology have held up well against those in the other social sciences—with the very prominent exception of economics. Sociology salaries are much lower than those in computer science and electrical engineering, but the relative proportions have remained steady for about 25 years. There has been a rapid divergence, however, between salaries in sociology and those in the highly-compensated business disciplines of accounting and finance. And it is to that divergence we turn in greater detail in the next section.

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## Salary Compression

A common topic in any conversation among faculty members regarding salaries is the phenomenon known

as *compression*. Although according to labor economist Saranna Thornton “salary compression is a matter of perceived fairness that cannot be exactly quantified” (2011:16), she provides a useful guideline: “*Compression* refers to the situation where a more senior faculty member is paid only slightly more than the newly appointed colleague; the extreme case of this is *inversion*, where the more experienced

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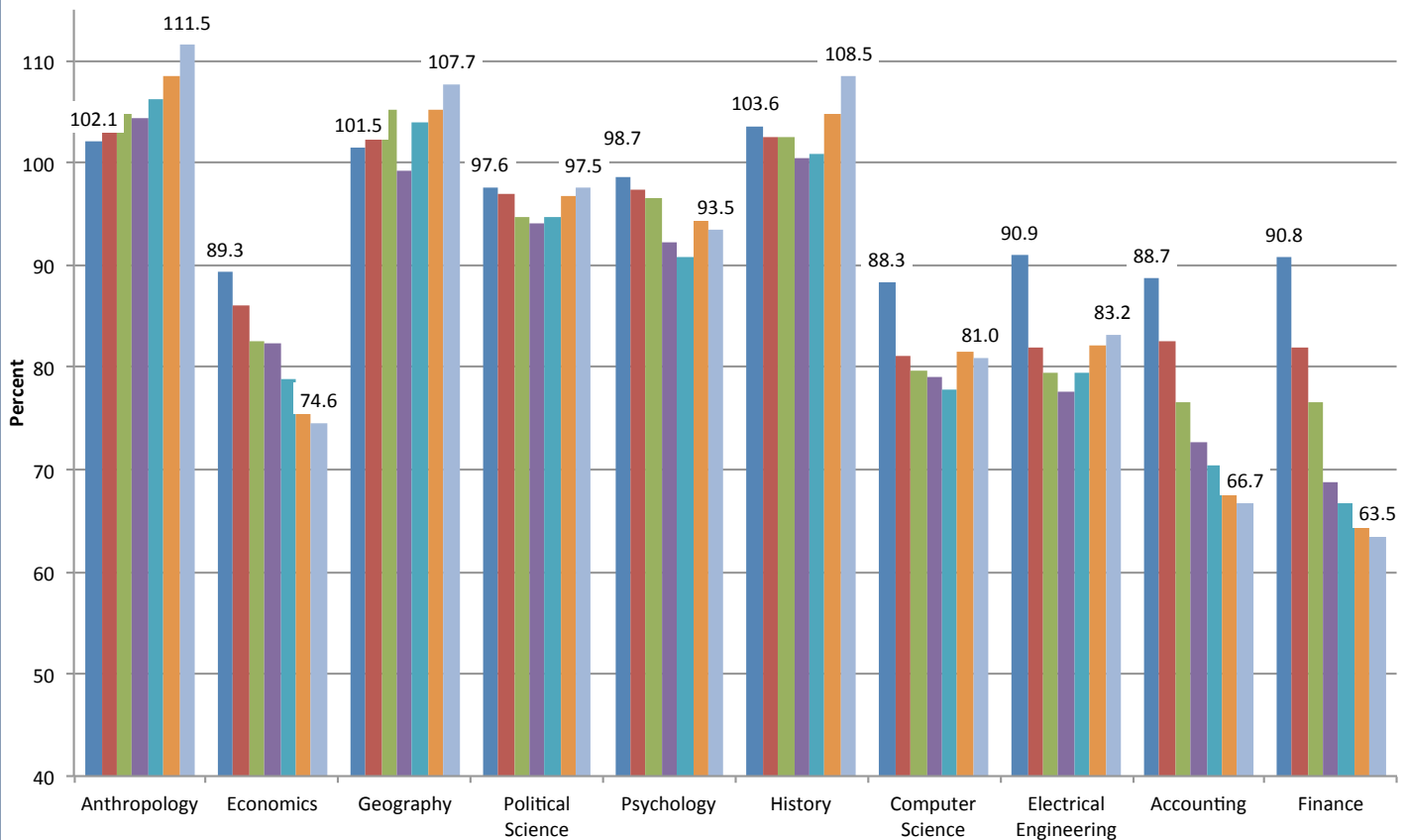
individual is actually paid less than the newcomer.” (2011:15, emphasis in original) Salary compression or inversion is generally experienced as an individual phenomenon, either within a department or by comparison with a colleague in another department or college. For the present analysis, however, we must rely on aggregate averages by rank and discipline.

COMPRESSION WITHIN DISCIPLINES

As noted above, perhaps the most common example of compression comes at the point of initial hire. The OSU data enable us to look at the emergence of compression over the last three decades by comparing new assistant professors to their established colleagues at the associate professor rank in the same discipline.<sup>7</sup> Figure 12 presents that comparison for the set of 11 disciplines used in the previous section. Each bar on the chart is the new assistant professor average salary as a percentage of the average associate professor salary; figures below 100 percent mean

7 The data are not sufficiently disaggregated to allow a comparison of new assistant professors with more experienced individuals at that same rank.

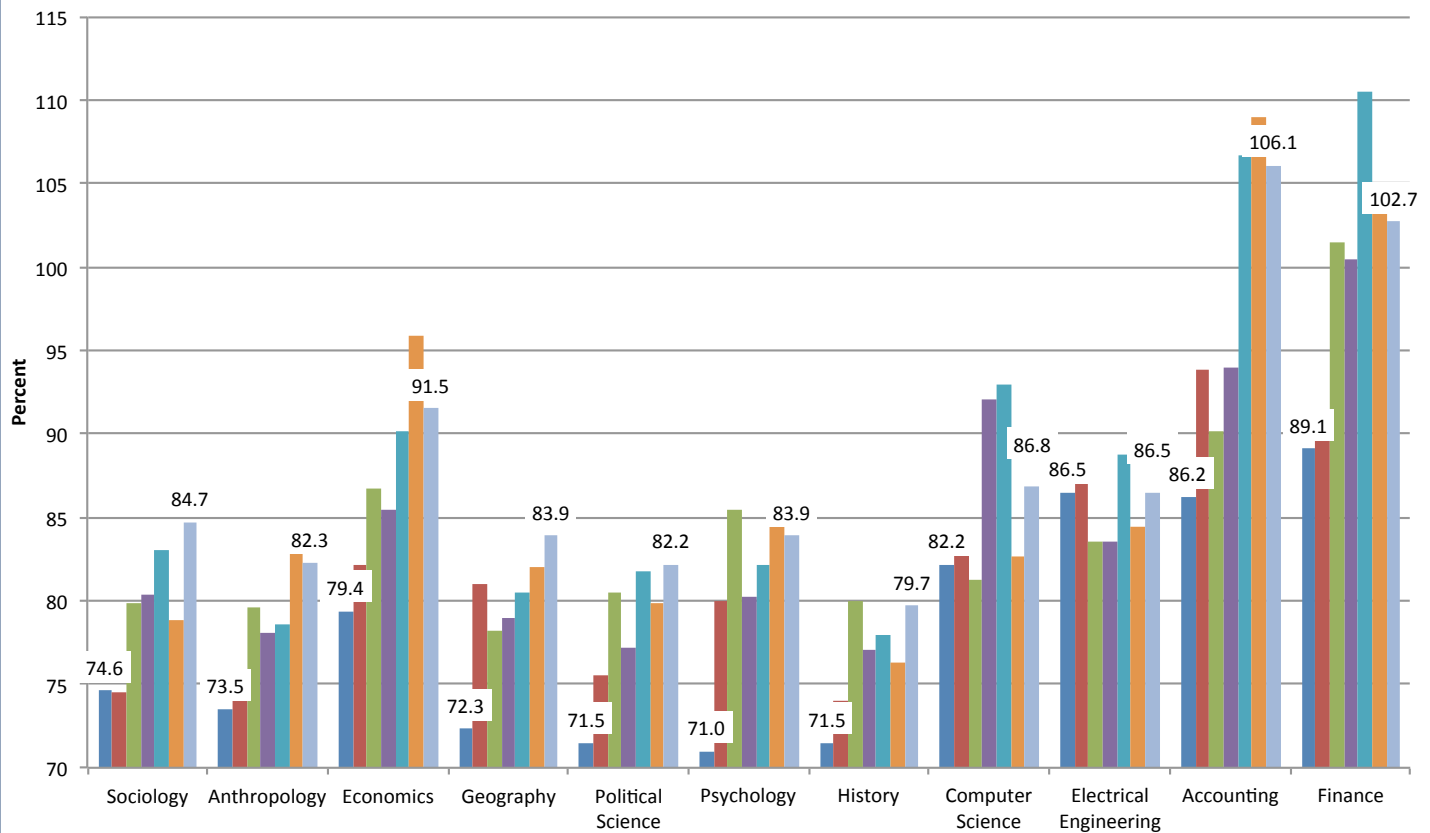
Figure 11. Average Salary for Full Professors in Large Public Universities, Sociology as a Percentage of Selected Disciplines, 1982-83 to 2013-14



Source: Oklahoma State University, *Faculty Salary Survey by Discipline*, various years. See Appendix Table A11 for complete details.



**Figure 12. Average New Assistant Professor Salary as a Percentage of Average Associate Professor Salary at Large Public Universities, Selected Disciplines, 1982-83 to 2013-14**



Source: Oklahoma State University, *Faculty Salary Survey by Discipline*, various years. See Appendix Table A12 for complete details.

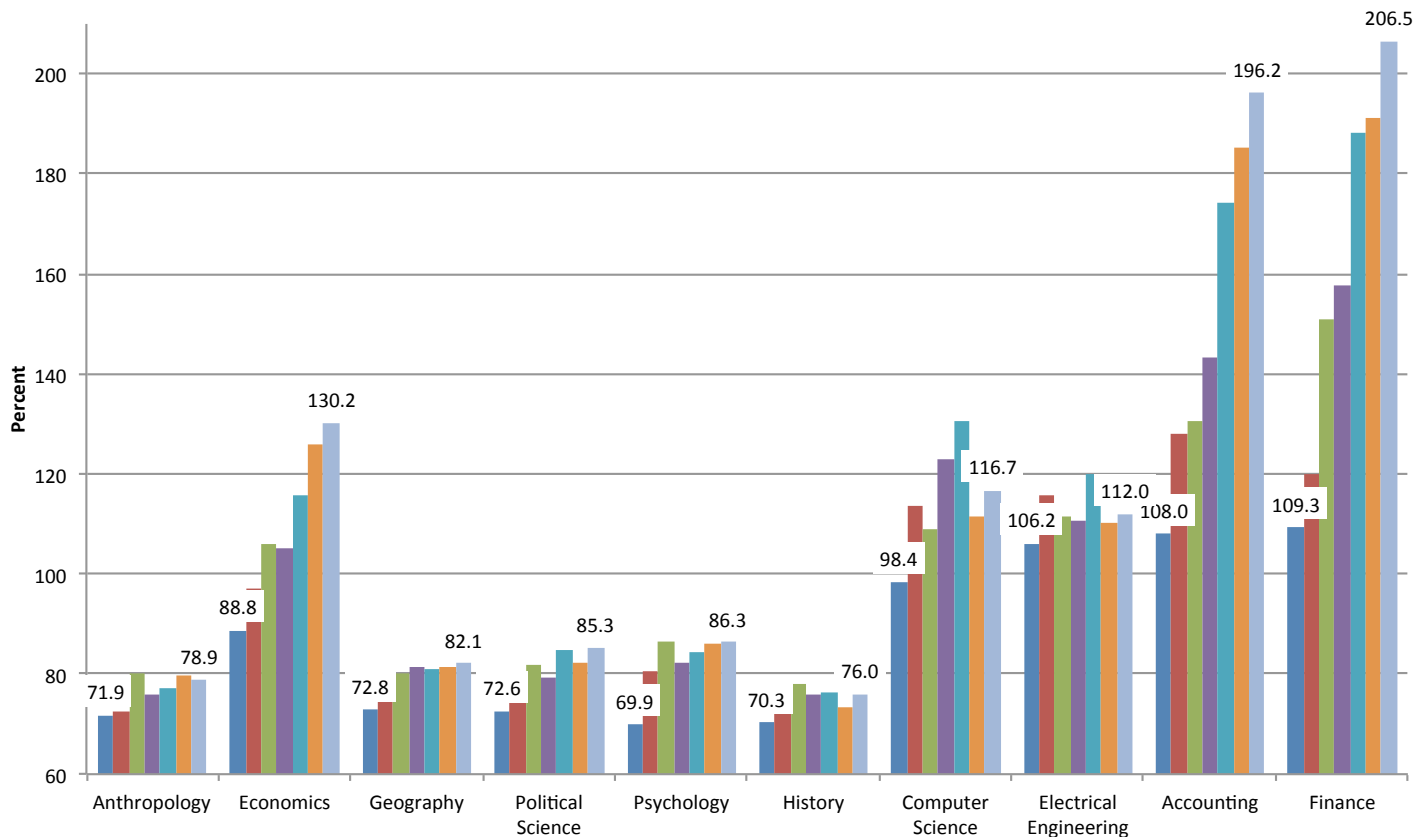
that the newly-appointed colleagues earn less than their seniors, while a figure above 100 percent would be an indication of salary inversion. Although there is no specific threshold at which salary compression emerges, the chart shows a clear trend in that direction for all disciplines: salaries for new faculty members in 2013-14 are much closer to, or greater than, those of their associate professor colleagues.

In most of the social science disciplines, new assistant professors have moved during this 30-year period from earning slightly more than 70 percent of the salaries of associate professors in their disciplines, on average, to slightly more than 80 percent. The exception is economics, where the new hire ratio rose from 79 percent to 92 percent, having peaked at 96 percent in 2008-09. The relative

starting salaries for new assistant professors are clearly moving closer to senior salaries across the social sciences, and it seems likely that compression has arrived in economics.

Relative salaries in two other disciplines, computer science and electrical engineering, were both higher and somewhat more volatile during the study period, ranging as high as 93 percent in computer science for 2003-04, although the overall shift in these two disciplines has been more modest. New assistant professors ended the period at 87 percent of average associate professor salaries for both disciplines in 2013-14, after falling off somewhat from 10 years previously (and experiencing a proportionately larger drop in the recession year of 2008-09).

**Figure 13. Average New Assistant Professor Salary in Selected Disciplines as a Percentage of Average Sociology Associate Professor Salary, Large Public Universities, 1982-83 to 2013-14**



Source: Oklahoma State University, *Faculty Salary Survey by Discipline*, various years. See Appendix Table A12 for complete details.

The most dramatic shifts depicted in the chart are in the two business fields, accounting and finance, where the new assistant professor proportions rose from over 85 percent in 1982-83 to about 110 percent before falling slightly at the end of the period. Both of these highly-paid fields reflect a clear inversion of within-discipline salaries emerging during the last three decades.

## COMPRESSION ACROSS DISCIPLINES

The concept of salary compression across disciplines is based on a further fundamental notion—be it implicit or explicit—building on the expectation of a reward for experience and dedication to an institution discussed in the

previous section. The additional dimension is the argument that faculty members in different fields perform essentially the same work: teaching, advising, participation in institutional and disciplinary service, and scholarship. If that is so then faculty members with similar workloads, academic credentials, and experience should earn comparable salaries. Figure 13 provides strong evidence that is not the case in American universities today.

The comparison in Figure 13 is similar to that presented in the previous chart, between average salaries for newly-hired assistant professors and those for associate professors. The difference is that Figure 13 compares those averages *across* disciplines—specifically between new assistant professors in 10 disciplines and associate professors of sociology. The

results are striking. Over the three decades displayed in the chart, salaries for new assistant professors in anthropology, geography, political science, history, and psychology rose from about 70 percent of those of sociology associate professors to roughly 80 to 86 percent. Even if the threshold for salary compression is not precise, these increases certainly provide evidence of movement in that direction. The comparison with the remaining social science discipline of economics is much more dramatic, and represents a shift from compression to a clear inversion, at least on the aggregate level. By the end of the period, newly-hired assistant professors of economics were earning some 30 percent more than their associate professor colleagues in sociology.

The inter-disciplinary salary inversion for sociology associate professors also was advanced by comparison to their new colleagues in computer science and electrical engineering. Starting salaries in computer science already were nearly equal to sociology associate professor averages in 1982-83, and rose to nearly 17 percent more by 2013-14. Salaries in electrical engineering began the period higher, at 106 percent, and rose more modestly to 112 percent. The most dramatic inversions were between the established sociologists and entry-level faculty members in the two business disciplines, accounting and finance. Average salaries for new assistant professors in both of those fields began the period slightly above those of sociology associate professors, and vaulted to nearly double that level 30 years later.

A common explanation for this substantial disciplinary divergence in full-time faculty salaries relies on the postulated existence of a discipline-specific market for faculty salaries. According to this framework, academics with a specialization in demand in the for-profit sector command higher salaries than those whose employment prospects are essentially limited to academia. There is reason to doubt the operation of such a market. Although not empirically demonstrable, initial salaries are widely

known to be the outcome of an individual negotiation between the prospective faculty member and a hiring authority, and in that negotiating process the operation of “the market” is invoked unevenly and mostly without reference to actual compensation or employment data. Sociologists are familiar with the operation of self-fulfilling prophecies; there is good reason to think that the wide disciplinary gap in full-time faculty salaries relies to a significant extent on such self-fulfillment on the part of all parties in the process. The postulated “market effect” appears because it is presumed to operate.

“In fall 2003, 50.5 percent of sociology faculty members held tenured or tenure-track appointments, 8.2 percent were in full-time positions off the tenure track, and 41.3 percent were employed on a part-time basis.”

## Contingent Employment

We do not have a current comprehensive count of the American sociology faculty by employment

status because national surveys are either not current, not comprehensive, or are not discipline-specific. Appendix Table A13 indicates that as of the time of the most recent comprehensive national sample survey by the US Department of Education in fall 2003, 50.5 percent of sociology faculty members held tenured or tenure-track appointments, 8.2 percent were in full-time positions off the tenure track, and 41.3 percent were employed on a part-time basis. About half of all faculty members in sociology were thus in contingent positions—those not leading to consideration for tenure—and there is little reason to think that proportion has shrunk in the intervening years. As the table indicates, the proportion of contingent appointments in sociology is less than that across all disciplines combined. Even so, a review of faculty compensation that does not include information on the pay of our colleagues holding these contingent appointments—both full-time and part-time—is incomplete. The final section of this report pieces together the partial information available at present.

## FULL-TIME NON-TENURE-TRACK FACULTY MEMBERS, 2014-15

In recent years both the CUPA-HR and OSU

disciplinary salary survey reports have included results broken out by tenure status, in recognition of the large and semi-permanent segment of the full-time faculty employed off the tenure track. We do not have access to CUPA-HR data on non-tenure-track faculty salaries by discipline, so this section makes use of a single year of data (2014-15) from the most recent OSU report, presented in full in Appendix Table A14.

Table A14 compares average salaries for full-time non-tenure-track faculty members in large public universities with those of new assistant professors on the tenure track. This is a very conservative comparison, given that many individuals employed in non-tenure-track positions are well beyond entry level:

The ... data do provide a strong indication, however, that for these respondents a contingent academic position is not simply a “temporary” way station on the road to a tenure-track faculty career. Seventy-nine percent of the respondents who provided their ages were thirty-six or older, and a majority were at least forty-six. Eighty-seven percent had been teaching in a contingent position for at least three years, and 39 percent had been teaching off the tenure track for ten years or more. (Curtis and Thornton 2013:13)

The table indicates that overall average salaries for non-tenure-track faculty members in all non-medical disciplines combined were 66 percent of those received by their newly-appointed tenure-track colleagues. The proportion in sociology was slightly higher at 69 percent, and there was wide variation among the disciplines. Although this comparison does not take into account the full range of individual qualifications and experiences that might differentiate faculty members in different tenure categories, it does provide strong evidence of the much lower salaries on offer in

non-tenure-track appointments.

## PART-TIME FACULTY MEMBERS

Despite the substantial presence of part-time employment within the sociology faculty, we lack even basic data on the pay and working conditions of those individuals teaching sociology part time. The most complete information available is provided in a report by the Coalition on the Academic Workforce (CAW) based on 2010 survey data. The CAW survey, which collected responses from more than 10,000 part-time faculty members but did not constitute a representative national sample, found that the median per-course pay for a part-time faculty member in 2010 was \$2,700 (CAW 2012:37). The median pay for a sociology course taught by a part-time faculty member was slightly lower at \$2,500. These figures should only be taken as approximate, however, and the small sample in sociology (407 respondents) makes further disaggregation by institutional or individual characteristics inadvisable. In future reports we will be working to develop additional sources of data on the pay for our colleagues teaching sociology on a part-time basis.

## WE NEED TO KNOW MORE

It's a truism in empirical social science to conclude by stating that “further research is needed.” And with regard to the compensation of academics employed in contingent positions, it's also an understatement. Quite frankly, this glimpse at the relative pay of sociology faculty colleagues in contingent appointments serves primarily as a reminder of their existence and the need for renewed attention to their working conditions and their ability to contribute to the sociological enterprise. Without adequate compensation, support, and a modicum of recognition and respect, those contributions might go unnoticed. And until we can account more fully for contingent employment, no report on this topic can be considered complete. We need to know more.

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## Appendix Table A1. Average Salary for Full-Time Sociology Faculty Members in Four-Year Colleges and Universities, by Rank, 2002-03 to 2014-15

20

Academic Year	Full Professor		Associate Professor		Assistant Professor		New Assistant Professor		CPI-U	N of Faculty	N of Institutions
	Current Dollars	Constant 2014 Dollars	Current Dollars	Constant 2014 Dollars	Current Dollars	Constant 2014 Dollars	Current Dollars	Constant 2014 Dollars			
2002-03	74,027	97,414	55,296	72,766	45,565	59,960	44,580	58,664	1.6	3,330	827
2003-04	76,200	98,040	56,212	72,323	46,409	59,710	45,722	58,826	2.3	3,306	793
2004-05	77,598	97,248	57,721	72,338	47,070	58,990	46,964	58,857	2.7	3,294	813
2005-06	80,506	97,587	59,903	72,612	49,519	60,025	47,294	57,328	3.4	3,428	844
2006-07	83,708	98,297	61,838	72,615	51,337	60,284	49,735	58,403	3.2	3,343	824
2007-08	87,938	100,405	64,788	73,973	53,844	61,477	52,446	59,881	2.9	3,543	838
2008-09	89,808	98,748	66,940	73,604	55,348	60,858	53,081	58,365	3.8	3,250	837
2009-10	91,406	100,864	67,396	74,370	55,930	61,717	54,574	60,221	-0.4	3,537	822
2010-11	91,994	99,875	67,791	73,598	56,572	61,418	55,614	60,378	1.6	3,490	812
2011-12	92,436	97,284	69,558	73,206	57,629	60,651	55,637	58,555	3.2	3,481	813
2012-13	95,052	98,009	70,431	72,622	58,779	60,607	57,221	59,001	2.1	3,231	794
2013-14	97,896	99,484	71,951	73,118	59,672	60,640	59,550	60,516	1.5	3,421	792
2014-15	100,020	100,020	73,111	73,111	61,048	61,048	59,586	59,586	1.6	3,285	756

**Notes:**

Constant dollars calculated using U.S. Department of Labor Bureau of Labor Statistics CPI Inflation Calculator. (<http://data.bls.gov/cgi-bin/cpicalc.pl>).

CPI-U is the Consumer Price Index for All Urban Consumers, annual percentage change for the base year of each academic year (e.g., 2002 for AY 2002-03).

N of faculty is the sum for full, associate, and assistant professors. New assistant professor is a subset of all assistant professors. Figures for 2012-13 do not include full-time non-tenure-track faculty members; figures for new assistant professors for 2013-14 and 2014-15 also do not include full-time non-tenure-track faculty members.

N of institutions is the total number of institutions responding; not all institutions report data for all ranks and disciplines.

**Source:**

College and University Professional Association for Human Resources. *Faculty in Higher Education Salary Survey for Four-Year Colleges and Universities* (formerly the *National Faculty Salary Survey*), 2003-2015. Analysis by ASA Research.

## Appendix Table A2. Average Salary for New Assistant Professors in Four-Year Colleges and Universities, by Discipline, 2002-03 to 2014-15

21

Academic Year	Sociology		Anthropology		Economics		Political Science and Government		CPI-U	N of Faculty	N of Institutions
	Current Dollars	Constant 2014 Dollars	Current Dollars	Constant 2014 Dollars	Current Dollars	Constant 2014 Dollars	Current Dollars	Constant 2014 Dollars			
2002-03	44,580	58,664	43,970	57,861	57,464	75,619	45,351	59,679	1.6	575	827
2003-04	45,722	58,826	46,105	59,319	61,555	79,197	47,089	58,349	2.3	621	793
2004-05	46,964	58,857	44,997	56,392	63,033	78,995	47,859	59,979	2.7	549	813
2005-06	47,294	57,328	49,690	60,233	67,884	82,287	48,898	59,272	3.4	593	844
2006-07	49,735	58,403	51,292	60,231	66,874	78,529	50,433	59,223	3.2	613	824
2007-08	52,446	59,881	52,533	59,980	72,876	83,207	52,684	60,153	2.9	713	838
2008-09	53,081	58,365	54,443	59,863	76,648	84,278	55,274	60,776	3.8	695	837
2009-10	54,574	60,221	55,264	60,982	75,682	83,513	55,162	60,870	-0.4	535	822
2010-11	55,614	60,378	55,267	60,002	76,667	83,235	54,574	59,249	1.6	460	812
2011-12	55,637	58,555	57,370	60,379	82,845	87,190	57,995	61,037	3.2	553	813
2012-13	57,221	59,001	62,309	64,247	86,908	89,611	57,875	59,675	2.1	469	794
2013-14	59,550	60,516	63,323	64,350	87,564	88,984	61,305	62,299	1.5	493	792
2014-15	59,586	59,586	61,976	61,976	91,301	91,301	62,191	62,191	1.6	425	756

**Notes:**

Constant dollars calculated using U.S. Department of Labor Bureau of Labor Statistics CPI Inflation Calculator. (<http://data.bls.gov/cgi-bin/cpicalc.pl>).

CPI-U is the Consumer Price Index for All Urban Consumers, annual percentage change for the base year of each academic year (e.g., 2002 for AY 2002-03).

N of faculty is the sum of new assistant professors across the four disciplines. New assistant professor is a subset of all assistant professors. Figures for 2012-13 through 2014-15 do not include full-time non tenure-track faculty members.

N of institutions is the total number of institutions responding; not all institutions report data for all ranks and disciplines.

**Source:**

College and University Professional Association for Human Resources. *Faculty in Higher Education Salary Survey for Four-Year Colleges and Universities* (formerly the *National Faculty Salary Survey*), 2003-2015. Analysis by ASA Research.

## Appendix Table A3. Average Salary for Assistant Professors in Four-Year Colleges and Universities, by Discipline, 2002-03 to 2014-15

22

Academic Year	Sociology		Anthropology		Economics		Political Science and Government		CPI-U	N of Faculty	N of Institutions
	Current Dollars	Constant 2014 Dollars	Current Dollars	Constant 2014 Dollars	Current Dollars	Constant 2014 Dollars	Current Dollars	Constant 2014 Dollars			
2002-03	45,565	59,960	46,777	61,555	59,285	78,015	46,379	61,032	1.6	3,136	827
2003-04	46,409	59,710	47,160	60,676	61,012	78,499	47,471	61,077	2.3	3,246	793
2004-05	47,070	58,990	48,035	60,199	63,161	79,156	48,681	61,009	2.7	3,187	813
2005-06	49,519	60,025	50,673	61,424	66,205	80,251	50,489	61,201	3.4	3,426	844
2006-07	51,337	60,284	53,194	62,465	68,881	80,886	52,226	61,328	3.2	3,350	824
2007-08	53,844	61,477	54,821	62,593	72,911	83,247	54,589	62,328	2.9	3,751	838
2008-09	55,348	60,858	56,080	61,663	76,866	84,518	56,382	61,995	3.8	3,526	837
2009-10	55,930	61,717	57,225	63,146	78,200	86,292	57,225	63,146	-0.4	3,730	822
2010-11	56,572	61,418	57,633	62,570	78,323	85,033	57,655	62,594	1.6	3,618	812
2011-12	57,629	60,651	59,002	62,096	81,116	85,370	58,580	61,652	3.2	3,519	813
2012-13	58,779	60,607	61,344	63,252	84,444	87,071	60,297	62,173	2.1	2,974	794
2013-14	59,672	60,640	61,359	62,354	84,828	86,204	60,998	61,988	1.5	3,356	792
2014-15	61,048	61,048	61,942	61,942	88,285	88,285	62,145	62,145	1.6	3,176	756

**Notes:**

Constant dollars calculated using U.S. Department of Labor Bureau of Labor Statistics CPI Inflation Calculator. (<http://data.bls.gov/cgi-bin/cpicalc.pl>).

CPI-U is the Consumer Price Index for All Urban Consumers, annual percentage change for the base year of each academic year (e.g., 2002 for AY 2002-03).

N of faculty is the sum of assistant professors across the four disciplines. Figures for 2012-13 do not include full-time non tenure-track faculty members.

N of institutions is the total number of institutions responding; not all institutions report data for all ranks and disciplines.

**Source:**

College and University Professional Association for Human Resources. *Faculty in Higher Education Salary Survey for Four-Year Colleges and Universities* (formerly the *National Faculty Salary Survey*), 2003-2015. Analysis by ASA Research.

## Appendix Table A4. Average Salary for Associate Professors in Four-Year Colleges and Universities, by Discipline, 2002-03 to 2014-15

Academic Year	Sociology		Anthropology		Economics		Political Science and Government		CPI-U	N of Faculty	N of Institutions
	Current Dollars	Constant 2014 Dollars	Current Dollars	Constant 2014 Dollars	Current Dollars	Constant 2014 Dollars	Current Dollars	Constant 2014 Dollars			
2002-03	55,296	72,766	57,566	75,753	67,351	88,629	57,447	75,596	1.6	3,419	827
2003-04	56,212	72,323	58,585	75,376	68,771	88,481	57,936	74,541	2.3	3,448	793
2004-05	57,721	72,338	60,840	76,247	71,219	89,254	59,953	75,135	2.7	3,318	813
2005-06	59,903	72,612	62,762	76,078	74,529	90,342	62,124	75,305	3.4	3,544	844
2006-07	61,838	72,615	64,939	76,257	76,734	90,108	64,468	75,704	3.2	3,446	824
2007-08	64,788	73,973	66,968	76,462	80,178	91,545	67,522	77,094	2.9	3,751	838
2008-09	66,940	73,604	68,770	75,616	83,297	91,589	70,027	76,998	3.8	3,505	837
2009-10	67,396	74,370	68,971	76,108	85,166	93,978	69,904	77,137	-0.4	3,852	822
2010-11	67,791	73,598	69,213	75,142	86,574	93,990	70,334	76,359	1.6	3,896	812
2011-12	69,558	73,206	71,314	75,054	89,459	94,151	71,949	75,722	3.2	4,044	813
2012-13	70,431	72,622	72,077	74,319	90,862	93,688	72,946	75,215	2.1	3,813	794
2013-14	71,951	73,118	73,023	74,208	94,124	95,651	74,222	75,426	1.5	4,133	792
2014-15	73,111	73,111	74,833	74,833	97,613	97,613	76,465	76,465	1.6	4,089	756

**Notes:**

Constant dollars calculated using U.S. Department of Labor Bureau of Labor Statistics CPI Inflation Calculator. (<http://data.bls.gov/cgi-bin/cpicalc.pl>).

CPI-U is the Consumer Price Index for All Urban Consumers, annual percentage change for the base year of each academic year (e.g., 2002 for AY 2002-03).

N of faculty is the sum of associate professors across the four disciplines. Figures for 2012-13 do not include full-time non tenure-track faculty members.

N of institutions is the total number of institutions responding; not all institutions report data for all ranks and disciplines.

**Source:**

College and University Professional Association for Human Resources. *Faculty in Higher Education Salary Survey for Four-Year Colleges and Universities* (formerly the *National Faculty Salary Survey*), 2003-2015. Analysis by ASA Research.



## Appendix Table A5. Average Salary for Full Professors in Four-Year Colleges and Universities, by Discipline, 2002-03 to 2014-15

24

Academic Year	Sociology		Anthropology		Economics		Political Science and Government		CPI-U	N of Faculty	N of Institutions
	Current Dollars	Constant 2014 Dollars	Current Dollars	Constant 2014 Dollars	Current Dollars	Constant 2014 Dollars	Current Dollars	Constant 2014 Dollars			
2002-03	74,027	97,414	77,807	102,389	92,164	121,281	79,214	104,240	1.6	4,370	827
2003-04	76,200	98,040	77,794	100,090	94,181	121,174	80,868	104,045	2.3	4,350	793
2004-05	77,598	97,248	79,950	100,196	95,425	119,590	81,763	102,468	2.7	4,213	813
2005-06	80,506	97,587	83,171	100,817	98,581	119,497	85,453	103,583	3.4	4,405	844
2006-07	83,708	98,297	87,461	102,704	103,473	121,507	88,354	103,753	3.2	4,304	824
2007-08	87,938	100,405	91,488	104,458	108,328	123,685	94,227	107,585	2.9	4,460	838
2008-09	89,808	98,748	93,562	102,876	113,857	125,191	96,447	106,048	3.8	4,080	837
2009-10	91,406	100,864	94,166	103,910	115,222	127,144	96,842	106,863	-0.4	4,346	822
2010-11	91,994	99,875	93,611	101,630	116,673	126,668	97,787	106,164	1.6	4,287	812
2011-12	92,436	97,284	95,614	100,629	119,911	126,200	99,930	105,171	3.2	4,405	813
2012-13	95,052	98,009	97,666	100,704	122,464	126,274	101,813	104,980	2.1	4,032	794
2013-14	97,896	99,484	100,154	101,779	125,292	127,324	103,603	105,284	1.5	4,246	792
2014-15	100,020	100,020	101,431	101,431	131,309	131,309	106,916	106,916	1.6	4,115	756

### Notes:

Constant dollars calculated using U.S. Department of Labor Bureau of Labor Statistics CPI Inflation Calculator. (<http://data.bls.gov/cgi-bin/cpicalc.pl>).

CPI-U is the Consumer Price Index for All Urban Consumers, annual percentage change for the base year of each academic year (e.g., 2002 for AY 2002-03).

N of faculty is the sum of full professors across the four disciplines. Figures for 2012-13 do not include full-time non tenure-track faculty members.

N of institutions is the total number of institutions responding; not all institutions report data for all ranks and disciplines.

### Source:

College and University Professional Association for Human Resources. *Faculty in Higher Education Salary Survey for Four-Year Colleges and Universities* (formerly the *National Faculty Salary Survey*), 2003-2015. Analysis by ASA Research.

## Appendix Table A6. Average Salary of Four-Year College and University Faculty Members in Sociology, Public and Private Sectors by Rank, 2012-13 to 2014-15

25

Current Dollars	Public			Private			Public Percent of Private		
	2012-13	2013-14	2014-15	2012-13	2013-14	2014-15	2012-13	2013-14	2014-15
New Assistant Professor	57,332	59,344	59,407	56,941	60,374	59,967	100.7	98.3	99.1
Assistant Professor	58,524	59,460	60,668	59,261	60,060	61,715	98.8	99.0	98.3
Associate Professor	69,337	71,028	72,122	72,830	73,718	75,150	95.2	96.4	96.0
Full Professor	94,944	97,989	100,257	95,258	97,717	99,546	99.7	100.3	100.7

Constant 2014 Dollars	Public			Private			Public Percent of Private		
	2012-13	2013-14	2014-15	2012-13	2013-14	2014-15	2012-13	2013-14	2014-15
New Assistant Professor	59,115	60,307	59,407	58,712	61,353	59,967	100.7	98.3	99.1
Assistant Professor	60,345	60,425	60,668	61,104	61,034	61,715	98.8	99.0	98.3
Associate Professor	71,494	72,180	72,122	75,096	74,914	75,150	95.2	96.4	96.0
Full Professor	97,897	99,579	100,257	98,221	99,302	99,546	99.7	100.3	100.7

N of Faculty Members	Public			Private		
	2012-13	2013-14	2014-15	2012-13	2013-14	2014-15
New Assistant Professor	96	120	83	38	30	39
Assistant Professor	593	651	580	314	357	330
Associate Professor	837	850	872	382	444	423
Full Professor	725	737	721	380	382	359

N of Institutions	Public			Private		
	2012-13	2013-14	2014-15	2012-13	2013-14	2014-15
N of Institutions	316	311	303	478	481	453

**Notes:**

Constant dollars calculated using U.S. Department of Labor Bureau of Labor Statistics CPI Inflation Calculator. (<http://data.bls.gov/cgi-bin/cpicalc.pl>).

Figures for 2012-13 do not include full-time non tenure-track faculty members; figures for new assistant professors for 2012-13 through 2014-15 also do not include full-time non tenure-track faculty members.

New assistant professor is a subset of all assistant professors.

N of institutions is the total number of institutions responding; not all institutions report data for all ranks and disciplines.

**Source:**

College and University Professional Association for Human Resources. *Faculty in Higher Education Salary Survey for Four-Year Colleges and Universities* (formerly the *National Faculty Salary Survey*), 2003-2015. Analysis by ASA Research.

## Appendix Table A7. Average Salary of Four-Year College and University Faculty Members, Public and Private Sectors by Discipline, 2012-13 to 2014-15

26

Current Dollars	Public			Private			Public Percent of Private		
	2012-13	2013-14	2014-15	2012-13	2013-14	2014-15	2012-13	2013-14	2014-15
Sociology	74,946	76,542	78,400	76,791	77,346	79,039	97.6	99.0	99.2
Anthropology	76,471	77,699	79,527	84,109	84,982	85,813	90.9	91.4	92.7
Economics	105,450	106,319	111,538	97,535	101,271	104,911	108.1	105.0	106.3
Political Science	78,072	79,385	81,251	81,254	83,557	86,272	96.1	95.0	94.2

Constant 2014 Dollars	Public			Private			Public Percent of Private		
	2012-13	2013-14	2014-15	2012-13	2013-14	2014-15	2012-13	2013-14	2014-15
Sociology	77,277	77,783	78,400	79,180	78,601	79,039	97.6	99.0	99.2
Anthropology	78,850	78,960	79,527	86,725	86,360	85,813	90.9	91.4	92.7
Economics	108,730	108,044	111,538	100,569	102,913	104,911	108.1	105.0	106.3
Political Science	80,501	80,673	81,251	83,782	84,913	86,272	96.1	95.0	94.2

N of Faculty Members	Public			Private		
	2012-13	2013-14	2014-15	2012-13	2013-14	2014-15
Sociology	2,155	2,238	2,173	1,076	1,183	1,112
Anthropology	979	1,098	1,089	329	355	346
Economics	1,532	1,681	1,612	988	1,086	1,053
Political Science	2,415	2,538	2,477	1,345	1,565	1,509

N of Institutions	Public			Private		
	2012-13	2013-14	2014-15	2012-13	2013-14	2014-15
N of Institutions	316	311	303	478	481	453

### Notes:

Constant dollars calculated using U.S. Department of Labor Bureau of Labor Statistics CPI Inflation Calculator. (<http://data.bls.gov/cgi-bin/cpicalc.pl>).

N of Faculty is the sum of full, associate, and assistant professor ranks. Disciplinary average is weighted across these three ranks.

Figures for 2012-13 do not include full-time non tenure-track faculty members; figures for new assistant professors for 2013-14 through 2014-15 also do not include full-time non tenure-track faculty members.

N of institutions is the total number of institutions responding; not all institutions report data for all ranks and disciplines.

### Source:

College and University Professional Association for Human Resources. *Faculty in Higher Education Salary Survey for Four-Year Colleges and Universities* (formerly the *National Faculty Salary Survey*), 2003-2015. Analysis by ASA Research.

## Appendix Table A8. Average Salary of Full-Time Sociology Faculty Members in Large Public Universities, by Rank, 1982-83 to 2013-14

27

<b>Current Dollars</b>	<b>1982-83</b>	<b>1987-88</b>	<b>1993-94</b>	<b>1998-99</b>	<b>2003-04</b>	<b>2008-09</b>	<b>2013-14</b>
New Assistant Professor	20,183	25,516	33,924	40,878	49,347	57,764	66,227
Associate Professor	27,041	34,238	42,486	50,832	59,425	73,236	78,232
Full Professor	37,250	48,032	60,152	71,724	85,986	108,249	118,787
<b>Constant 1982 Dollars</b>	<b>1982-83</b>	<b>1987-88</b>	<b>1993-94</b>	<b>1998-99</b>	<b>2003-04</b>	<b>2008-09</b>	<b>2013-14</b>
New Assistant Professors	20,183	21,580	22,709	24,342	26,133	26,817	27,736
Associate Professors	27,041	28,957	28,441	30,270	31,470	34,000	32,763
Full Professors	37,250	40,623	40,266	42,711	45,536	50,255	49,748
	<b>1982</b>	<b>1987</b>	<b>1993</b>	<b>1998</b>	<b>2003</b>	<b>2008</b>	<b>2013</b>
CPI-U, December	97.600	115.400	145.800	163.900	184.300	210.228	233.049
	<b>1982-83</b>	<b>1987-88</b>	<b>1993-94</b>	<b>1998-99</b>	<b>2003-04</b>	<b>2008-09</b>	<b>2013-14</b>
N of Institutions	73	80	74	88	92	117	147

### Notes:

Constant dollars calculated using December CPI-U of each academic year (e.g., 1982 for AY 1982-83).

CPI-U is the Consumer Price Index for All Urban Consumers.

N of institutions is the total number of institutions responding; not all institutions report data for all ranks and disciplines.

### Source:

Oklahoma State University Office of Institutional Research and Information Management. *Faculty Salary Survey by Discipline*, 1983-2014. Analysis by ASA Research.

## Appendix Table A9. Average Salary of New Full-Time Assistant Professors in Large Public Universities, 1982-83 to 2013-14

28

Discipline	1982-83	1987-88	1993-94	1998-99	2003-04	2008-09	2013-14
Sociology	20,183	25,516	33,924	40,878	49,347	57,764	66,227
Anthropology	19,430	24,821	34,071	38,598	45,796	58,302	61,762
Economics	24,018	33,217	45,006	53,531	68,717	92,200	101,883
Geography	19,685	27,531	34,068	41,474	48,205	59,533	64,238
Political Science	19,629	26,106	34,829	40,283	50,298	60,226	66,710
Psychology	18,905	27,553	36,830	41,886	50,097	63,001	67,534
History	19,007	24,780	33,086	38,583	45,266	53,699	59,426
Computer Science	26,596	38,853	46,377	62,448	77,609	81,626	91,328
Electrical Engineering	28,718	39,610	47,450	56,247	71,191	80,844	87,603
Accounting	29,198	43,776	55,478	72,869	103,630	135,604	153,491
Finance	29,561	41,031	64,129	80,107	111,912	140,041	161,579
<b>Sociology as Percent of Comparison Discipline</b>	<b>1982-83</b>	<b>1987-88</b>	<b>1993-94</b>	<b>1998-99</b>	<b>2003-04</b>	<b>2008-09</b>	<b>2013-14</b>
Anthropology	103.9	102.8	99.6	105.9	107.8	99.1	107.2
Economics	84.0	76.8	75.4	76.4	71.8	62.7	65.0
Geography	102.5	92.7	99.6	98.6	102.4	97.0	103.1
Political Science	102.8	97.7	97.4	101.5	98.1	95.9	99.3
Psychology	106.8	92.6	92.1	97.6	98.5	91.7	98.1
History	106.2	103.0	102.5	105.9	109.0	107.6	111.4
Computer Science	75.9	65.7	73.1	65.5	63.6	70.8	72.5
Electrical Engineering	70.3	64.4	71.5	72.7	69.3	71.5	75.6
Accounting	69.1	58.3	61.1	56.1	47.6	42.6	43.1
Finance	68.3	62.2	52.9	51.0	44.1	41.2	41.0
	<b>1982-83</b>	<b>1987-88</b>	<b>1993-94</b>	<b>1998-99</b>	<b>2003-04</b>	<b>2008-09</b>	<b>2013-14</b>
N of Institutions	73	80	74	88	92	117	147

### Notes:

Disciplines reported here are generally the four-digit CIP classification. Where codes changed over time, every effort has been made to report comparable classifications. Full details available on request.

Figures are in current (actual) dollars.

N of institutions is the total number of institutions responding; not all institutions report data for all ranks and disciplines.

### Source:

Oklahoma State University Office of Institutional Research and Information Management. *Faculty Salary Survey by Discipline*, 1983-2014. Analysis by ASA Research.

## Appendix Table A10. Average Salary of Full-Time Associate Professors in Large Public Universities, 1982-83 to 2013-14

29

Discipline	1982-83	1987-88	1993-94	1998-99	2003-04	2008-09	2013-14
Sociology	27,041	34,238	42,486	50,832	59,425	73,236	78,232
Anthropology	26,436	33,456	42,801	49,397	58,230	69,961	75,016
Economics	30,256	40,386	51,925	62,658	76,143	96,100	111,333
Geography	27,222	33,975	43,572	52,473	59,864	72,591	76,602
Political Science	27,452	34,587	43,287	52,202	61,452	75,461	81,109
Psychology	26,626	34,461	43,071	52,175	61,047	74,569	80,446
History	26,577	33,508	41,355	50,042	58,109	70,418	74,590
Computer Science	32,352	45,976	57,088	67,828	83,535	98,687	105,179
Electrical Engineering	33,208	45,054	56,855	67,324	80,174	95,689	101,266
Accounting	33,858	46,633	61,524	77,502	97,125	124,371	144,654
Finance	33,191	45,650	63,190	79,704	101,246	134,076	157,407
<b>Sociology as Percent of Comparison Discipline</b>	<b>1982-83</b>	<b>1987-88</b>	<b>1993-94</b>	<b>1998-99</b>	<b>2003-04</b>	<b>2008-09</b>	<b>2013-14</b>
Anthropology	102.3	102.3	99.3	102.9	102.1	104.7	104.3
Economics	89.4	84.8	81.8	81.1	78.0	76.2	70.3
Geography	99.3	100.8	97.5	96.9	99.3	100.9	102.1
Political Science	98.5	99.0	98.1	97.4	96.7	97.1	96.5
Psychology	101.6	99.4	98.6	97.4	97.3	98.2	97.2
History	101.7	102.2	102.7	101.6	102.3	104.0	104.9
Computer Science	83.6	74.5	74.4	74.9	71.1	74.2	74.4
Electrical Engineering	81.4	76.0	74.7	75.5	74.1	76.5	77.3
Accounting	79.9	73.4	69.1	65.6	61.2	58.9	54.1
Finance	81.5	75.0	67.2	63.8	58.7	54.6	49.7
	<b>1982-83</b>	<b>1987-88</b>	<b>1993-94</b>	<b>1998-99</b>	<b>2003-04</b>	<b>2008-09</b>	<b>2013-14</b>
N of Institutions	73	80	74	88	92	117	147

### Notes:

Disciplines reported here are generally the four-digit CIP classification. Where codes changed over time, every effort has been made to report comparable classifications. Full details available on request.

Figures are in current (actual) dollars.

N of institutions is the total number of institutions responding; not all institutions report data for all ranks and disciplines.

### Source:

Oklahoma State University Office of Institutional Research and Information Management. *Faculty Salary Survey by Discipline*, 1983-2014. Analysis by ASA Research.



## Appendix Table A11. Average Salary of Full Professors in Large Public Universities, 1982-83 to 2013-14

30

Discipline	1982-83	1987-88	1993-94	1998-99	2003-04	2008-09	2013-14
Sociology	37,250	48,032	60,152	71,724	85,986	108,249	118,787
Anthropology	36,486	46,442	57,442	68,757	80,931	99,662	106,568
Economics	41,713	55,789	72,936	87,165	109,183	139,120	159,181
Geography	36,682	46,825	57,142	72,337	82,646	102,876	110,267
Political Science	38,167	49,550	63,436	76,275	90,786	111,857	121,877
Psychology	37,756	49,339	62,346	77,693	94,739	114,386	127,011
History	35,949	46,868	58,649	71,387	85,326	103,430	109,485
Computer Science	42,173	59,182	75,544	90,668	110,470	132,664	146,634
Electrical Engineering	40,969	58,562	75,740	92,408	108,099	131,666	142,782
Accounting	41,983	58,252	78,665	98,753	122,224	155,630	178,012
Finance	41,039	58,599	78,542	104,279	128,857	162,258	187,069
<b>Sociology as Percent of Comparison Discipline</b>	<b>1982-83</b>	<b>1987-88</b>	<b>1993-94</b>	<b>1998-99</b>	<b>2003-04</b>	<b>2008-09</b>	<b>2013-14</b>
Anthropology	102.1	103.4	104.7	104.3	106.2	108.6	111.5
Economics	89.3	86.1	82.5	82.3	78.8	77.8	74.6
Geography	101.5	102.6	105.3	99.2	104.0	105.2	107.7
Political Science	97.6	96.9	94.8	94.0	94.7	96.8	97.5
Psychology	98.7	97.4	96.5	92.3	90.8	94.6	93.5
History	103.6	102.5	102.6	100.5	100.8	104.7	108.5
Computer Science	88.3	81.2	79.6	79.1	77.8	81.6	81.0
Electrical Engineering	90.9	82.0	79.4	77.6	79.5	82.2	83.2
Accounting	88.7	82.5	76.5	72.6	70.4	69.6	66.7
Finance	90.8	82.0	76.6	68.8	66.7	66.7	63.5
	<b>1982-83</b>	<b>1987-88</b>	<b>1993-94</b>	<b>1998-99</b>	<b>2003-04</b>	<b>2008-09</b>	<b>2013-14</b>
N of Institutions	73	80	74	88	92	117	147

**Notes:**

Disciplines reported here are generally the four-digit CIP classification. Where codes changed over time, every effort has been made to report comparable classifications. Full details available on request.

Figures are in current (actual) dollars.

N of institutions is the total number of institutions responding; not all institutions report data for all ranks and disciplines.

**Source:**

Oklahoma State University Office of Institutional Research and Information Management. *Faculty Salary Survey by Discipline*, 1983-2014. Analysis by ASA Research.

## Appendix Table A12. Average New Assistant Professor and Associate Professor Salary at Large Public Universities, Selected Disciplines, 1982-83 to 2013-14

31

Discipline	1982-83		1987-88		1993-94		1998-99		2003-04		2008-09		2013-14	
	New Asst	Assoc	New Asst	Assoc	New Asst	Assoc	New Asst	Assoc	New Asst	Assoc	New Asst	Assoc	New Asst	Assoc
Sociology	20,183	27,041	25,516	34,238	33,924	42,486	40,878	50,832	49,347	59,425	57,764	73,236	66,227	78,232
Anthropology	19,430	26,436	24,821	33,456	34,071	42,801	38,598	49,397	45,796	58,230	58,302	69,961	61,762	75,016
Economics	24,018	30,256	33,217	40,386	45,006	51,925	53,531	62,658	68,717	76,143	92,200	96,100	101,883	111,333
Geography	19,685	27,222	27,531	33,975	34,068	43,572	41,474	52,473	48,205	59,864	59,533	72,591	64,238	76,602
Political Science	19,629	27,452	26,106	34,587	34,829	43,287	40,283	52,202	50,298	61,452	60,226	75,461	66,710	81,109
Psychology	18,905	26,626	27,553	34,461	36,830	43,071	41,886	52,175	50,097	61,047	63,001	74,569	67,534	80,446
History	19,007	26,577	24,780	33,508	33,086	41,355	38,583	50,042	45,266	58,109	53,699	70,418	59,426	74,590
Computer Science	26,596	32,352	38,853	45,976	46,377	57,088	62,448	67,828	77,609	83,535	81,626	98,687	91,328	105,179
Electrical Engineering	28,718	33,208	39,610	45,054	47,450	56,855	56,247	67,324	71,191	80,174	80,844	95,689	87,603	101,266
Accounting	29,198	33,858	43,776	46,633	55,478	61,524	72,869	77,502	103,630	97,125	135,604	124,371	153,491	144,654
Finance	29,561	33,191	41,031	45,650	64,129	63,190	80,107	79,704	111,912	101,246	140,041	134,076	161,579	157,407
<b>New Assistant as Percent of Associate</b>	<b>1982-83</b>		<b>1987-88</b>		<b>1993-94</b>		<b>1998-99</b>		<b>2003-04</b>		<b>2008-09</b>		<b>2013-14</b>	
Sociology	74.6		74.5		79.8		80.4		83.0		78.9		84.7	
Anthropology	73.5		74.2		79.6		78.1		78.6		83.3		82.3	
Economics	79.4		82.2		86.7		85.4		90.2		95.9		91.5	
Geography	72.3		81.0		78.2		79.0		80.5		82.0		83.9	
Political Science	71.5		75.5		80.5		77.2		81.8		79.8		82.2	
Psychology	71.0		80.0		85.5		80.3		82.1		84.5		83.9	
History	71.5		74.0		80.0		77.1		77.9		76.3		79.7	
Computer Science	82.2		84.5		81.2		92.1		92.9		82.7		86.8	
Electrical Engineering	86.5		87.9		83.5		83.5		88.8		84.5		86.5	
Accounting	86.2		93.9		90.2		94.0		106.7		109.0		106.1	
Finance	89.1		89.9		101.5		100.5		110.5		104.4		102.7	
	<b>1982-83</b>		<b>1987-88</b>		<b>1993-94</b>		<b>1998-99</b>		<b>2003-04</b>		<b>2008-09</b>		<b>2013-14</b>	
N of Institutions	73		80		74		88		92		117		147	

**Notes:**

Disciplines reported here are generally the four-digit CIP classification. Where codes changed over time, every effort has been made to report comparable classifications. Full details available on request.

Figures are in current (actual) dollars.

N of institutions is the total number of institutions responding; not all institutions report data for all ranks and disciplines.

**Source:**

Oklahoma State University Office of Institutional Research and Information Management. *Faculty Salary Survey by Discipline*, 1983-2014. Analysis by ASA Research.

## Appendix Table A13. Tenure Status of Instructional Faculty, by Principal Field of Teaching, Selected Disciplines, Fall 2003

32

Principal Teaching Field (Sorted by Percent Employed Part Time)	Full-Time				Total Number of Faculty
	Tenured %	Track %	Non-Track %	Part-Time %	
All Disciplines	28.0	12.1	16.7	43.3	1,092,627
Early childhood education	10.8	7.3	15.2	66.6	9,294
Educational administration/supervision	11.0	13.7	11.2	64.1	7,801
Music, general	17.7	9.5	14.7	58.1	23,910
Elementary education and teaching	13.6	15.7	14.2	56.5	10,800
Law	31.0	7.1	9.1	52.8	15,900
Business administration	24.3	9.2	13.7	52.7	18,200
Finance and financial management	27.9	11.9	8.6	51.6	9,306
English language and literature	23.9	9.4	15.8	51.0	73,401
Curriculum and instruction	20.3	9.7	20.1	50.0	7,996
Special education	19.9	15.6	14.5	50.0	7,003
Accounting and related services	26.6	11.0	13.0	49.4	16,801
Mathematics	30.4	8.1	13.6	47.9	52,825
Fine and studio art	27.2	10.8	14.8	47.2	14,407
Communication, journalism, and related	23.9	11.5	18.1	46.5	27,101
Religion and religious studies	29.8	14.7	11.9	43.6	9,400
Health, physical education, fitness	19.3	10.3	27.1	43.3	21,000
Philosophy	33.9	11.5	11.7	42.9	12,598
Marketing	35.1	11.5	11.2	42.2	8,996
Music history, literature, and theory	29.2	13.0	16.0	41.7	9,105
Foreign languages, literature, linguistics	28.8	11.8	17.7	41.6	33,414
Sociology	38.7	11.8	8.2	41.3	15,500
Nursing	23.3	12.6	24.9	39.2	31,600
Computer science	29.6	15.9	16.1	38.4	19,000
Clinical psychology	29.0	16.8	15.8	38.4	7,301
History	37.8	16.2	8.7	37.3	28,372
Social work	32.3	15.5	14.8	37.3	8,299
Electrical & communications engineering	42.4	10.9	9.9	36.7	9,800
Drama and theatre arts	33.9	16.5	14.0	35.6	8,702
Geological and earth sciences	39.8	12.4	13.0	34.8	9,194
Chemistry	45.8	12.0	9.4	32.8	20,693
Political science and government	42.4	16.0	8.7	32.8	14,295
Economics	42.3	16.0	13.1	28.7	15,701
Physics	51.0	14.2	11.5	23.3	13,303
Medicine, including psychiatry	20.6	16.1	45.5	17.8	33,201

**Source:**

National Center for Education Statistics, National Study of Postsecondary Faculty: 2004. Data Analysis System. <http://nces.ed.gov/datalab/>.

Tabulation by John W. Curtis, AAUP Director of Research and Public Policy, 11/30/2012

## Appendix Table A14. Average Full-Time Faculty Salary in Large Public Universities, by Tenure Status and Discipline, 2014-15

Discipline	New Assistant Professors, Tenure Track			Full-Time Non-Tenure-Track Faculty			FT NTT Salary %
	Average	N	Inst.	Average	N	Inst.	
Electrical Engineering	91,187	64	33	72,416	73	29	79.4
Music	59,226	68	36	46,923	310	47	79.2
History	61,632	69	43	46,879	134	40	76.1
Geography	68,257	27	21	51,368	29	14	75.3
Physics	75,642	34	26	56,062	114	41	74.1
Psychology	71,962	64	42	52,046	176	44	72.3
Chemistry	74,183	63	38	53,129	251	52	71.6
Sociology	68,147	64	43	47,136	125	36	69.2
Political Science	72,728	54	39	49,837	122	37	68.5
Biology	72,681	44	30	49,408	338	45	68.0
Anthropology	66,702	34	26	44,913	75	31	67.3
Computer Science	93,986	45	26	61,717	82	28	65.7
English	62,619	92	48	41,117	889	54	65.7
Economics	110,205	55	37	71,743	130	33	65.1
Finance	176,454	45	27	82,744	102	29	46.9
Accounting	171,232	49	30	76,991	203	46	45.0
All Non-Medical Disciplines	80,467	2,572	77	53,107	10,695	63	66.0

**Notes:**

Disciplines reported here are generally the four-digit CIP classification.

N is the number of faculty members; Inst. is the number of institutions reporting data by tenure status.

**Source:**

Oklahoma State University Office of Institutional Research and Information Management. *Faculty Salary Survey by Discipline, 2014-2015*. Analysis by ASA Research.