

SOCIOLOGY FACULTY SALARIES APPEAR TO BE BETTER OFF

2013 - 2014 FACULTY SALARY BRIEF FOR SOCIOLOGY AND OTHER SOCIAL SCIENCE DISCIPLINES



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MAIN FINDINGS

- For the first time since the aftermath of the Great Recession, sociology faculty members' salaries increased more than the inflation rate in current dollars.
- When converted to constant dollars, however, AY 2013-AY 2014 faculty salaries were flat.
- Salaries for full professors and new assistant professors saw the greatest increases, but salary differences among ranks of sociology faculty were smaller than in the previous year.
- The salary differences between sociology faculty members at public and private institutions declined somewhat.
- Sociology saw larger percent increases in salaries in current dollars when compared to other social science disciplines, yet their salaries were still lower.

INTRODUCTION

For the first time since the end of the Great Recession, sociology faculty salaries (across ranks) in current dollars increased faster than the rate of inflation, according to annual surveys by the American Association of University Professors (AAUP) and surveys by the College and University Professional Association for Human Resources (CUPA-HR). In fact, the average sociology faculty salary in AY 2013-2104 increased by 2.7% from the previous year (AY 2012-2013) in current dollars. This average increase was 1.2 percentage points above the rate of inflation, the highest since the AY 2009-2010 recession years, and was higher than the 2.2% increase in current dollars for all full-time faculty members across disciplines, according to the annual AAUP survey (Curtis and Thornton 2014; Flaherty 2014) and the 2.1% raise as measured by CUPA-HR (CUPA-HR 2014). Although the percent increase in salaries was higher than average, when compared to other social science disciplines, sociology faculty had the lowest salaries, on average.

Thus, in current dollars sociology faculty members appear to be better off than for the past several years, but this was not the case when current dollars were converted into constant dollars—the market basket of goods and services that can be purchased by a

monthly salary. The U.S. Bureau of Labor Statistics (BLS) determines purchasing power through changes in the Consumer Price Index—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 (U.S. Department of Labor 2014). By comparing annual salaries with the annual inflation rate of a market basket of goods, we measured salary in constant dollars. We find that the size of the market basket of goods shrunk slightly for sociology faculty during the current academic year and continued to be flat for all disciplines, continuing a long period of salary stagnation.

THE CONTEXT

Although the salary increase was better in AY 2013-2014 than in previous years, overall full-time faculty salaries in constant dollars have been relatively flat since the late 1970s and the period of stagflation (Curtis and Thornton 2014). During this period, decreases were larger than during the current Great Recession. The stagnation in full-time faculty salaries in constant dollars took place during a period of rising tuition increases that are expected to continue at a rate higher than inflation as institutions of higher education compete by providing more student amenities (Supiano 2008). Other studies suggest a variety of other reasons for stagnating faculty salaries, including the growth of non-tenured faculty, declining state aid, and increases in administrative and professional positions such as business analysts, human resources staff, student services, admissions staff, and mid-level administrators (Curtis and Thornton 2014; Des-

rochers and Kirshstein 2014). Further, increases in student tuition are not due primarily to faculty salary increases, according to the 2002 report of the U.S. Department of Education, National Center for Education Statistics (Desrochers and Kirshstein 2014). Thus, the flat growth in faculty salaries may reflect not only the decline in state support but the increase in other institutional priorities beyond teaching and research. In fact, between the past two fiscal years there was a 5.5% (or 4.0% over inflation) increase in state support in current dollars, although the dollar value of this support was still less than in FY 2009 (Palmer 2014). Only one-quarter of job growth at institutions of higher education was due to the growth of full-time faculty, with a majority of growth due to workers who do not teach (Desrochers and Kirshstein 2014).

THE BRIEF

The Department of Research on the Discipline and Profession 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 CUPA-generated survey results,¹ 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 but not by discipline. The CUPA AY 2013-2014 survey is based on 178,717 tenured and tenure track faculty, 51,149 non-tenured faculty, and 4,209 research faculty at 792 institutions, of which 39% are public and 61% are private. These numbers are almost identical to the previous years. This current ASA brief examines salary trends from AY 2005/06 through AY

¹We 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.

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2013-14 in current dollars (actual wages) as well as 2013 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. In this brief, “full-time” faculty includes those who are tenured or are tenure-track faculty members.

SOCIOLOGY FACULTY SALARIES²

In Current Dollars

Ranked Faculty

Since AY 2005/2006—the first years for which we began reporting these data—the average salary for all ranked sociology faculty increased by 21.5%, from \$63,846 to \$77,597 in current dollars. In the current academic year, aggregated

salaries among ranked sociology faculty increased between AY 2012/13 and AY 2013/14 by 2.7%, from \$75,580 to \$77,597 in current dollars (see Table 1). That increase is almost identical to the 2.8% increase occurring for these faculty members in the prior academic year. As Table 1 illustrates, average salaries for all ranked sociology faculty have increased in current dollars since bottoming out in the aftermath of the Great Recession years, when the increase was only 0.7% from AY 2009/10 to AY 2010/11. This was the smallest percent increase in current dollars between any two academic years in the period shown in the table.

Aggregated data conceal differences in rank, however. In contrast to the timeframe of AY 2011/12 to AY 2012/13—when the only rank for which the percent average salary increase to exceed inflation was full professor—average percent increases in current dollars between AY 2012/13 and AY 2013/14 for the full, associate, and assistant professor ranks (individually) in

TABLE 1. AVERAGE ANNUAL SALARIES OF SOCIOLOGY FACULTY BY RANK IN CURRENT DOLLARS: AY 2005/2006 - AY 2013/2014.

Academic Year	Full Professor	% Chg	Associate Professor	% Chg	Assistant Professor	% Chg	All Faculty Ranks	% Chg	% Inflation
2005/2006	\$80,506	--	\$59,903	--	\$49,519	--	\$63,846	--	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
2013/2014	\$97,837	2.9%	\$72,232	2.6%	\$60,174	2.4%	\$77,597	2.7%	1.5
Overall %Chg		21.5%		20.6%		21.5%		21.5%	

Source: ASA calculations adapted from College and University Professional Association for Human Resources. (CUPA-HR). 2014.

²We note that “% Chg” in our data tables refers to the percent change in salaries between two sets of academic years.

sociology exceeded the inflation rate of 1.5% for 2013. Nevertheless, this year’s data demonstrate that those in the rank of full professor again saw higher salary increases than associate or assistant professors. The largest gains were made by “new” assistant professors—a group that we treat separately—with a 4.1% increase (see Table 2). In comparison, the associate and assistant professor ranks experienced salary increases of 2.6% and 2.4%, respectively, between those same academic years. Despite these unequal gains, the percent increases in average salaries (in current dollars) for the most recent year of data were more similar across ranks than they were between AY 2011/12 to AY 2012/13.

New Assistant Professors

For the second consecutive set of academic years, the percent salary growth (in current dollars) for new assistant professors exceeded the percent change for assistant professors established in their positions (4.1% for new assis-

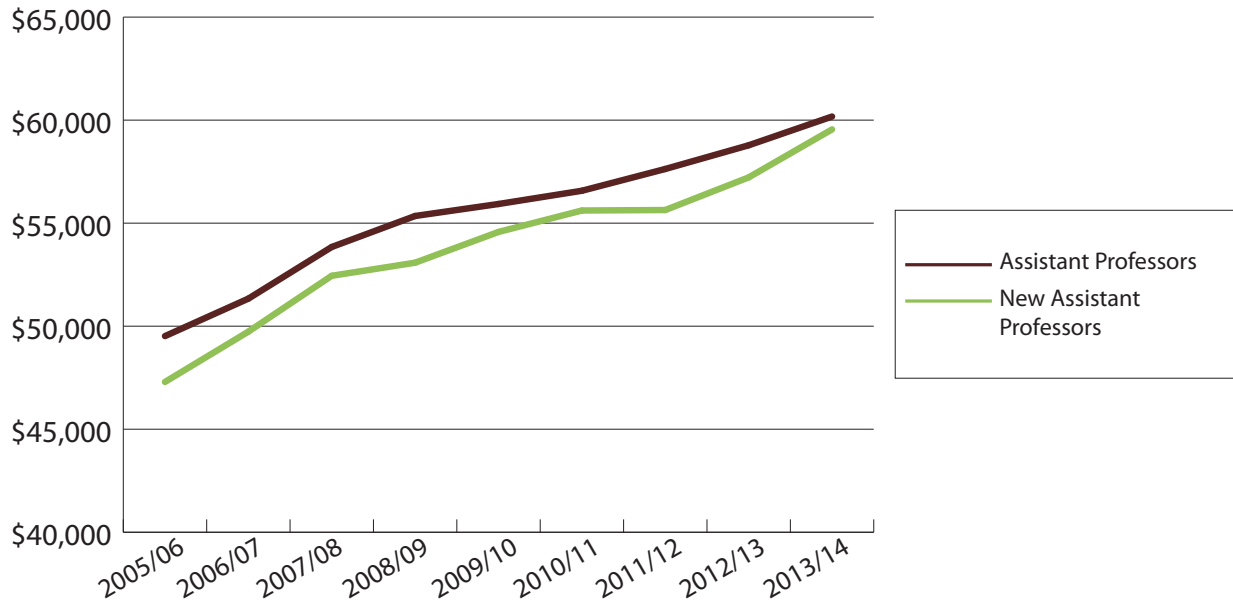
tant professors and 2.4% for established assistant professors), with new assistant professors earning an average of \$59,550 in AY 2013/14 compared to \$57,221 in AY 2012/13. This is encouraging information for new assistant professors, as the percent change in average salary in current dollars for this group was essentially nil between AY 2010/11 and AY 2011/12. The salary difference between new and established assistant professors narrowed, so that the average salary for established assistant professors of sociology was only about 1.0% higher than that of new assistant professors (\$60,174 compared to \$59,550, respectively). This small difference stands in contrast to AY 2012/13, when the average salary in current dollars for established assistant professors was 2.7% higher than that of new assistant professors. However, salaries (in current dollars) for both groups of assistant professors have followed a generally linear pattern since AY 2005/06, though the gap has narrowed (see Figure 1).

TABLE 2. AVERAGE ANNUAL SALARIES OF NEW SOCIOLOGY ASSISTANT PROFESSORS IN CURRENT AND IN 2013 CONSTANT DOLLARS:
AY 2005/2006 - AY 2013/2014.

Academic Year			2013		% Inflation
	Current \$	% Chg	Constant \$	% Chg	
2005/2006	\$47,294	--	\$56,413	--	3.4
2006/2007	\$49,735	5.2%	\$57,471	1.9%	3.2
2007/2008	\$52,446	5.5%	\$58,925	2.5%	2.9
2008/2009	\$53,081	1.2%	\$57,433	-2.5%	3.8
2009/2010	\$54,574	2.8%	\$59,260	3.2%	-0.4
2010/2011	\$55,614	1.9%	\$59,414	0.3%	1.6
2011/2012	\$55,637	0.0%	\$57,620	-3.0%	3.2
2012/2013	\$57,221	2.8%	\$58,059	0.8%	2.1
2013/2014	\$59,550	4.1%	\$59,550	2.6%	1.5
Overall % Chg		25.9%		5.6%	

Source: ASA calculations adapted from College and University Professional Association for Human Resources. (CUPA-HR). 2014.

FIGURE 1. AVERAGE ANNUAL SALARIES OF NEW AND “ESTABLISHED” SOCIOLOGY ASSISTANT PROFESSORS IN CURRENT DOLLARS: AY 2005/2006 - AY 2013/2014.



Source: ASA calculations adapted from College and University Professional Association for Human Resources. (CUPA-HR). 2014.

In Constant Dollars

Aggregated Salary Changes

Compared to changes in current dollars, the average salary change for all academic ranks (aggregated) in sociology in inflation-controlled (constant) dollars looks quite different. From AY 2012/13 to AY 2013/14, purchasing power increased by 1.2%, controlling for the inflation rate of 1.5% (see Table 3). This 1.2% increase is lower than the 2.7% increase in current dollars (not controlled for inflation). Nonetheless, even in constant dollars, aggregated sociology faculty salaries increased compared to previous years. However, salaries did not increase above the rate of inflation, but were -0.3 percentage points below. The 1.2% change is also greater than the percentage changes for AY 2010/11

and AY 2011/12—both of which were negative. Nevertheless, the percent change in average salaries for all academic ranks in sociology (with the exception of new assistant professors) still has not exceeded the change in inflation since AY 2009/10.

Salary Changes by Rank

Unlike the change in average salaries in constant dollars from AY 2011/12 to AY 2012/13, in which professors of the associate and assistant ranks experienced negative growth (at -0.8% and -0.1%, respectively), faculty at those ranks experienced positive changes of 1.1% and 0.9% (respectively) between AY 2012/13 and AY 2013/14—still less than the rate of inflation (1.5%). Established assistant professors experienced the least amount of growth in constant

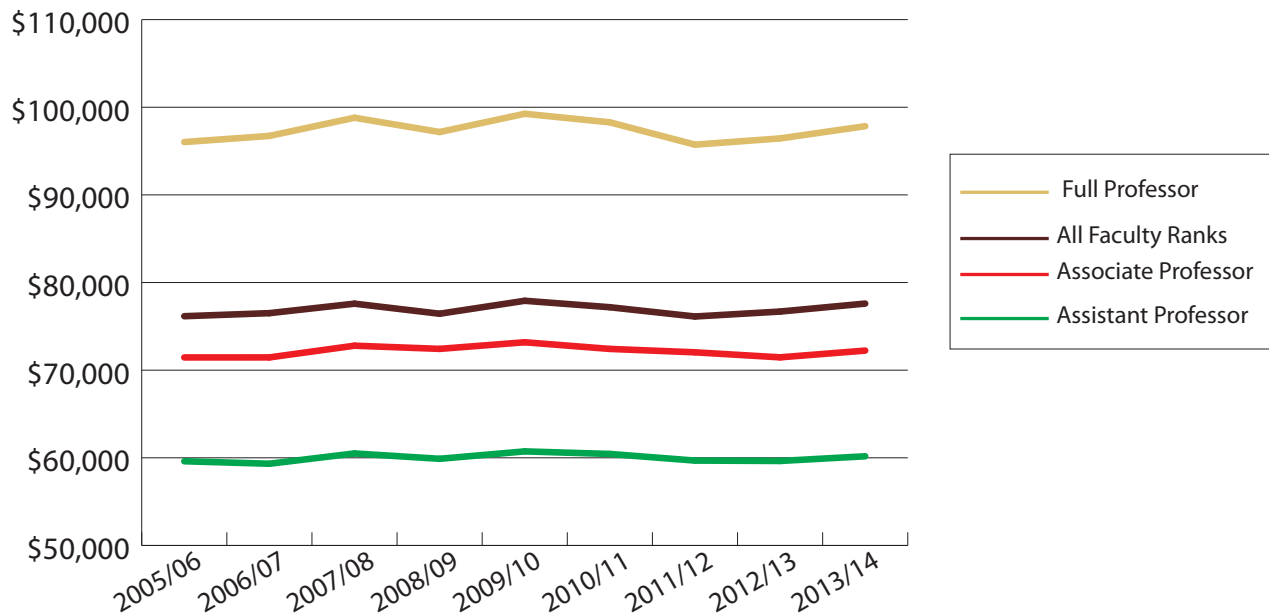
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TABLE 3. AVERAGE ANNUAL SALARIES OF SOCIOLOGY FACULTY BY RANK IN 2013 CONSTANT DOLLARS:
AY 2005/2006 - AY 2013/2014.

Academic Year	Full Professor	% Chg	Associate Professor	% Chg	Assistant Professor	% Chg	All Faculty Ranks	% Chg	% Inflation
2005/2006	\$96,029	--	\$71,453	--	\$59,067	--	\$76,157	--	3.4
2006/2007	\$96,728	0.7%	\$71,456	0.0%	\$59,322	0.4%	\$76,505	0.5%	3.2
2007/2008	\$98,802	2.1%	\$72,792	1.9%	\$60,496	2.0%	\$77,587	1.4%	2.9
2008/2009	\$97,712	-1.6%	\$72,429	-0.5%	\$59,886	-1.0%	\$76,440	-1.5%	3.8
2009/2010	\$99,254	2.1%	\$73,183	1.0%	\$60,732	1.4%	\$77,917	1.9%	-0.4
2010/2011	\$98,280	-1.0%	\$72,424	-1.0%	\$60,438	-0.5%	\$77,181	-0.9%	1.6
2011/2012	\$95,731	-2.6%	\$72,037	-0.5%	\$59,683	-1.2%	\$76,123	-1.4%	3.2
2012/2013	\$96,444	0.7%	\$71,463	-0.8%	\$59,640	-0.1%	\$76,687	0.7%	2.1
2013/2014	\$97,837	1.4%	\$72,232	1.1%	\$60,174	0.9%	\$77,597	1.2%	1.5
Overall %Chg		1.9%		1.1%		1.9%		1.9%	

Source: ASA calculations adapted from College and University Professional Association for Human Resources. (CUPA-HR). 2014

FIGURE 2. AVERAGE ANNUAL SALARIES OF SOCIOLOGY FACULTY BY RANK IN
2013 CONSTANT DOLLARS: AY 2005/2006 - AY 2013/2014.



Source: ASA calculations adapted from College and University Professional Association for Human Resources. (CUPA-HR). 2014.

dollars. In contrast, full professors saw a change of 1.4% during that period, and new assistant professor salaries changed by 2.6%. In other words, purchasing power for the full and new assistant professors increased the most in the previous academic year. Yet, only new assistant professors received salary increases above the rate of inflation. Figure 2 illustrates changes in average annual salaries from AY 2005/06 to AY 2013/14 for sociology faculty by rank, in 2013 constant dollars. The patterns of change are similar among the three ranks.

SOCIOLOGY SALARIES AT PRIVATE AND PUBLIC ACADEMIC INSTITUTIONS

In Current Dollars

From AY 2011/12 to AY 2012/13, we saw that average salaries (aggregated and in current dollars) for ranked sociology faculty at private institutions outpaced those at public institutions

(4.6% compared to 1.9%, respectively; see Kisielewski and Spalter-Roth 2013). Between AY 2012/13 and AY 2013/14, however, that disparity shrunk (Williams June 2014), as the change in average salaries in current dollars for ranked faculty at private institutions was 2.9%, compared to 2.6% at their public counterparts (see Table 4). Whereas sociology faculty at public institutions averaged \$76,885 in current dollars in AY 2013/14, those at private institutions averaged \$79,014—2.8% greater than the average salary of faculty at public institutions. At private institutions, faculty at the ranks of assistant and full professor experienced the largest percent change in salaries from AY 2012/13 to AY 2013/14: 3.6% and 3.4%, respectively. In contrast, associate professors saw a 2.0% increase in average salary (from \$72,830 to \$74,304). At public institutions, faculty at the full and associate professor ranks experienced average salary increases (in current dollars) of 2.7% from AY 2012/13 to AY 2013/2014, while average salaries at the assistant professor rank increased by 1.8% during

TABLE 4. AVERAGE ANNUAL SALARIES OF SOCIOLOGY FACULTY AT PRIVATE AND PUBLIC INSTITUTIONS BY RANK IN CURRENT AND IN 2013 CONSTANT DOLLARS: AY 2012/2013 - AY 2013/2014.

Faculty Rank	Private Institutions					
	Current Dollars			2013 Constant Dollars		
	AY 2012-13	AY 2013-14	% Chg	AY 2012-13	AY 2013-14	% Chg
Full Professor	\$95,258	\$98,460	3.4%	\$96,653	\$98,460	1.9%
Associate Professor	\$72,830	\$74,304	2.0%	\$73,897	\$74,304	0.6%
Assistant Professor	\$59,261	\$61,381	3.6%	\$60,129	\$61,381	2.1%
All Ranks	\$76,791	\$79,014	2.9%	\$77,916	\$79,014	1.4%

Faculty Rank	Public Institutions					
	Current Dollars			2013 Constant Dollars		
	AY 2012-13	AY 2013-14	% Chg	AY 2012-13	AY 2013-14	% Chg
Full Professor	\$94,944	\$97,521	2.7%	\$96,335	\$97,521	1.2%
Associate Professor	\$69,337	\$71,193	2.7%	\$70,353	\$71,193	1.2%
Assistant Professor	\$58,524	\$59,573	1.8%	\$59,381	\$59,573	0.3%
All Ranks	\$74,946	\$76,885	2.6%	\$76,044	\$76,885	1.1%

Source: ASA calculations Adapted from College and University Professional Association for Human Resources. (CUPA-HR). 2014.

that timeframe. Thus, associate professors—who usually experience the smallest raises—did better at public than at private institutions. In sum, the percent change in current dollars in annual salaries for faculty at all ranks in AY 2013-2014 at both private and public institutions exceeded the 2013 inflation rate of 1.5%.

In Constant Dollars

The percent salary changes from AY 2012/13 to AY 2013/2014 for sociology faculty at both private and public institutions look more modest, when examined through the lenses of constant 2013 dollars. However, there were no negative percent changes—unlike those between the previous set of academic years, when some ranks of faculty lost purchasing power. For faculty at private institutions, that change represented a 1.4% increase, and for those at public institutions, the increase was one of 1.1%, controlling for inflation (see Table 4). Yet, the market basket of goods that faculty salaries could purchase shrunk slightly compared to the rate of inflation. In other words, percent salary increases for all ranks of sociology professors at private as well as public institutions did not exceed the 2013 inflation rate of 1.5%. Yet, there has been some progress. We noted that from AY 2011/12 to AY 2012/13, the percent change in average salaries for all faculty ranks at public institutions was -0.2% (see Kisielewski and Spalter-Roth 2013), which contrasts noticeably with this year's increase of 1.1%.

Within individual ranks, assistant professors at private institutions saw the highest percent change in average salary (in constant dollars) from AY 2012/13 to AY 2013/14, at 2.1%, followed by full professors at 1.9%, and associ-

ate professors at 0.6%. In contrast, the percent changes in average salaries (in constant dollars) for the previous pair of academic years (AY 2011/12 to AY 2012/13) for associate and assistant professors at private institutions were negative (-0.1% and -0.6%, respectively; see Kisielewski and Spalter-Roth 2013). Whereas assistant professors at private institutions experienced the greatest percent increase in average salary (in constant dollars) from AY 2012/13 to AY 2013/2014, those at public institutions experienced the lowest increase across individual ranks, at 0.3%.

COMPARISON OF SOCIAL SCIENCE FACULTY SALARIES

In Current Dollars

This section compares average annual salaries for ranked sociology faculty to three other social science disciplines: economics, anthropology, and political science. Typically, salaries for academics in the discipline of economics are the highest, whereas salaries for the three other disciplines generally tend to be lower but more similar to one another. Although the percent change in annual salaries (in current dollars) from AY 2011/12 to AY 2012/13 for sociology and economics was almost identical—2.83% for sociology and 2.77% for economics (see Kisielewski and Spalter-Roth 2013)—from AY 2012/13 to AY 2013/14, economics saw a 3.4% increase compared to a 2.7% increase for sociology (see Table 5). The percent increase for sociology was similar to that of political science and anthropology (see Table 5). Although the percentage increases in salaries may have been relatively similar, there are large-scale differences in actual salary dol-

2013 - 2014 FACULTY SALARY BRIEF FOR SOCIOLOGY AND OTHER SOCIAL SCIENCE DISCIPLINES

TABLE 5. AVERAGE ANNUAL SALARIES OF SOCIAL SCIENCE FACULTY BY DISCIPLINE IN CURRENT DOLLARS: AY 2005/2006 - AY 2013/2014.

Academic Year	Sociology	% Chg	Anthropology	% Chg	Economics	% Chg	Political Science	% Chg	% Inflation
2005/2006	\$63,846	--	\$66,656	--	\$83,078	--	\$67,456	--	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
2013/2014	\$77,597	2.7%	\$80,611	2.8%	\$106,398	3.4%	\$81,929	2.7%	1.5
Overall % Chg		21.5%		20.9%		28.1%		21.5%	

Source: ASA calculations adapted from College and University Professional Association for Human Resources. (CUPA-HR). 2014.

lars. Economics faculty in AY 2013/14 earned an average salary of \$106,398 compared to \$77,597 for those in sociology (the lowest average salary among the disciplines). Next to economics faculty, those in political science earned the second-highest salaries, with an annual average of \$81,929. As Table 5 illustrates also, from AY 2005/06 to AY 2013/14, the overall percent change in salaries for sociology, anthropology, and political science faculty averaged about 21%-22%, whereas for faculty in economics that change was higher, at 28.1%.

In Constant Dollars

Similar to the picture for salaries in current dollars, the picture in constant dollars also shows that faculty in economics experienced the highest percent annual salary increase from AY 2012/13 to AY 2013/14, albeit lower than the percent increase in current dollars. During that period, economics faculty saw an increase in 2013 constant dollars from \$104,414 to \$106,398, or 1.9% when controlling for in-

flation (see Table 6). In contrast, anthropology faculty saw a constant dollar increase of 1.3%, and sociology and political science faculty both experienced increases of 1.2%. Those findings contrast with the constant-dollar percent changes between AY 2011/12 and AY 2012/13, which ranged from 0.1% for anthropology to 0.7% for economics and sociology (with an increase of 0.3% for political science). Thus, we saw percent increases (controlling for inflation) in salaries from AY 2012/13 to AY 2013/14 that exceeded 1% for each of the disciplines studied—unlike AY 2011/12 to AY 2012/13—when none of the disciplines reached at least a 1% increase in constant-dollar salaries. In sum, from AY 2005/06 to AY 2013/14, salaries for economics faculty increased in constant dollars by 7.4%, from \$99,097 to \$106,398—by far the highest percent increase among the four disciplines studied. In contrast, anthropology salaries continued to experience the smallest percent change in constant dollars since AY 2005/06, from \$79,509 during that academic year to \$80,611 in AY 2013/14, for a 1.4% change (the percent change for sociology

2013 - 2014 FACULTY SALARY BRIEF FOR SOCIOLOGY AND OTHER SOCIAL SCIENCE DISCIPLINES

TABLE 6. AVERAGE ANNUAL SALARIES OF SOCIAL SCIENCE FACULTY BY DISCIPLINE IN 2013 CONSTANT DOLLARS: AY 2005/2006 - AY 2013/2014.

Academic Year	Sociology	% Chg	Anthropology	% Chg	Economics	% Chg	Political Science	% Chg	% Inflation
2005/2006	\$76,156	--	\$79,509	--	\$99,097	--	\$80,463	--	3.4
2006/2007	\$76,505	0.5%	\$81,421	2.4%	\$99,716	0.6%	\$80,598	0.2%	3.2
2007/2008	\$77,587	1.4%	\$81,355	-0.1%	\$101,191	1.5%	\$82,123	1.9%	2.9
2008/2009	\$76,440	-1.5%	\$79,754	-2.0%	\$101,958	0.8%	\$81,382	-0.9%	3.8
2009/2010	\$77,917	1.9%	\$80,293	0.7%	\$104,018	2.0%	\$81,909	0.6%	-0.4
2010/2011	\$77,181	-0.9%	\$79,677	-0.8%	\$103,240	-0.7%	\$81,335	-0.7%	1.6
2011/2012	\$76,123	-1.4%	\$79,533	-0.2%	\$103,698	0.4%	\$80,717	-0.8%	3.2
2012/2013	\$76,688	0.7%	\$79,585	0.1%	\$104,414	0.7%	\$80,961	0.3%	2.1
2013/2014	\$77,597	1.2%	\$80,611	1.3%	\$106,398	1.9%	\$81,929	1.2%	1.5
Overall % Chg		1.9%		1.4%		7.4%		1.8%	

Source: ASA calculations adapted from College and University Professional Association for Human Resources. (CUPA-HR). 2014.

salaries during that period was 1.9%).

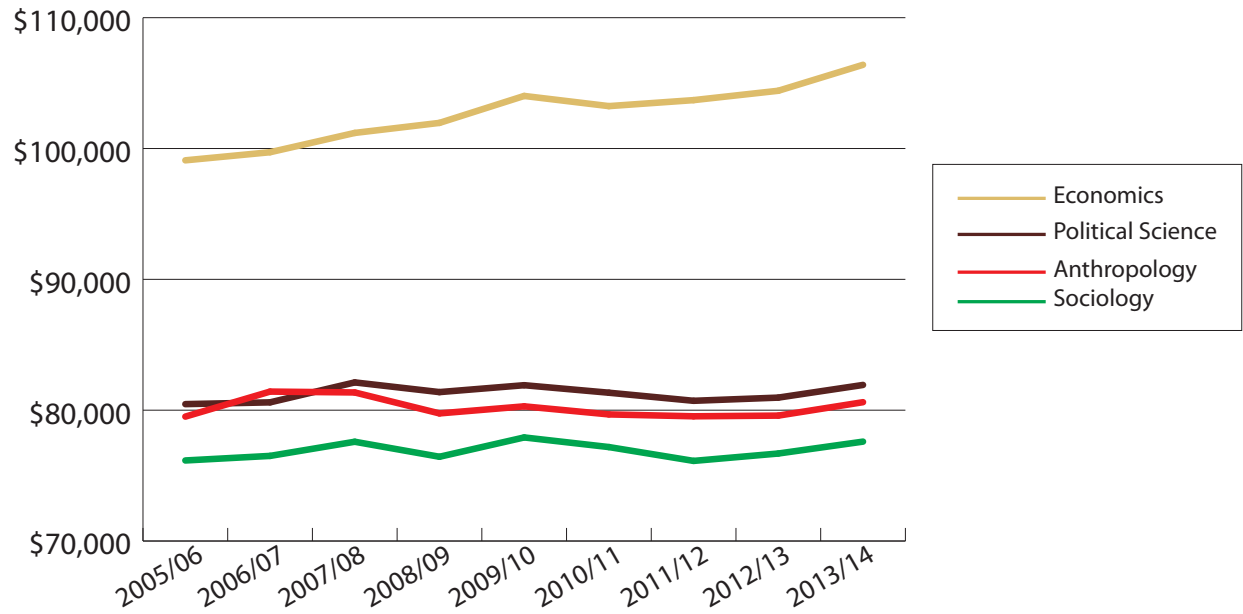
Figure 3 displays the gap in average annual salaries in constant dollars for each of the four disciplines, from AY 2005/06 to AY 2013/14. As shown in this figure, economics faculty continue to receive the highest salaries, which have risen gradually since we first began reporting these data—and which surpassed \$100,000 in AY 2008/09. Political science and anthropology faculty have followed each other rather closely, with sociology faculty earning the least in inflation-controlled dollars.

Private Versus Public Institutions for the Four Disciplines

A major change over the past two sets of academic years (AY 2012-2013 compared to AY 2013-2014) were the salary increases at public institutions for three out of four social science disciplines (with the highest percent change in current and in constant dollars occurring among anthropology faculty, at 3.2% and 1.7%, respectively). There were no negative percent changes in salaries in current or constant dollars for any

of the disciplines at either private or public institutions from AY 2012/13 to AY 2013/14, compared to the changes in salary growth. In the previous academic years (AY 2012-2013), salary changes at these institutions reflected no growth or slow growth, with economics experiencing the highest salary growth—2.7% in current dollars (Kisielewski and Spalter-Roth 2013). In contrast, at private institutions, during this same period (from AY 2011/12 to AY 2012/13), we saw that the highest percent increase at private institutions in current and in constant (2012) dollars occurred in sociology, at 4.6% and 2.5%, respectively. Sociology was no longer the leader in salary growth between AY 2012/13 to AY 2013/14, however, with economics experiencing the greatest growth in current and in constant (2013) dollars, at 6.6% and 5.0%, respectively (see Table 7). Despite salary increases, sociology still had the lowest average salaries at both public and private institutions, with an average of \$76,885 in current (2013) dollars at public institutions and \$79,015 at private institutions. At private institutions, sociologists' average salaries increased by slightly more than \$2,300. At public institutions, sociology faculty salaries increased by about

FIGURE 3. AVERAGE ANNUAL SALARIES OF RANKED SOCIAL SCIENCE FACULTY BY DISCIPLINE IN 2013 CONSTANT DOLLARS: AY 2005/2006 - AY 2013/2014.



Source: ASA calculations adapted from College and University Professional Association for Human Resources. (CUPA-HR). 2014.

TABLE 7. AVERAGE ANNUAL SALARIES OF SOCIAL SCIENCES FACULTY AT PRIVATE AND PUBLIC INSTITUTIONS BY DISCIPLINE IN CURRENT AND IN 2013 CONSTANT DOLLARS: AY 2012/2013 AND AY 2013/2014.

Private Institutions

Discipline	Current Dollars			2013 Constant Dollars		
	AY 2012-13	AY 2013-14	% Chg	AY 2012-13	AY 2013-14	% Chg
Sociology	\$76,791	\$79,014	2.9%	\$77,916	\$79,014	1.4%
Anthropology	\$84,109	\$85,789	2.0%	\$85,341	\$85,789	0.5%
Economics	\$97,535	\$103,942	6.6%	\$98,963	\$103,942	5.0%
Political Science	\$81,254	\$85,084	4.7%	\$82,444	\$85,084	3.2%

Public Institutions

Discipline	Current Dollars			2013 Constant Dollars		
	AY 2012-13	AY 2013-14	% Chg	AY 2012-13	AY 2013-14	% Chg
Sociology	\$74,946	\$76,885	2.6%	\$76,044	\$76,885	1.1%
Anthropology	\$76,471	\$78,904	3.2%	\$77,592	\$78,904	1.7%
Economics	\$105,450	\$107,952	2.4%	\$106,995	\$107,952	0.9%
Political Science	\$78,072	\$80,048	2.5%	\$72,916	\$80,048	1.1%

Source: ASA calculations adapted from College and University Professional Association for Human Resources. (CUPA-HR). 2014.

\$2,800 (in current dollars). Salaries in economics were the highest, increasing by almost double sociology salaries at private institution—about \$6,400. Although the difference in salary increases was smaller at public institutions, economists earned about \$31,000 more in 2013 current dollars than sociologists. Both anthropology and political science experienced higher salaries than sociology at public and private institutions, although closer to sociology than to economics.

CONCLUSIONS

We have seen that for the first time since the aftermath of the Great Recession, sociology faculty members' salaries increased in current dollars more than the inflation rate. However, when converted to constant dollars, AY 2013-AY 2014 faculty salaries were flat. The studies cited in this research brief suggest a variety of reasons for stagnating faculty salaries, including the growth of non-tenured faculty, declining state aid, and increases in administrative and professional positions such as business analysts, human resources staff, athletic staff, and computer staff (Curtis and Thornton 2014; Desrochers and Kirshstein 2014). During this past fiscal year the amount of state money spent for higher education increased, although not to its pre-Recession level. Thus, the flat growth in faculty salaries may not be due entirely to the amount of state support. Perhaps as a result of the customer-oriented business model at many institutions, teaching and research may no longer be a primary institutional priority. Only one-quarter of job growth at institutions of higher education was due to the growth of full-time faculty, and with a majority of workers who do not teach (Des-

rochers and Kirshstein 2014) but instead are engaged in human relations, student services, administration, business support, and admissions staff. These new priorities, more than the growth in the numbers and salaries of full-time faculty members, have resulted in the increase in student tuition (according to a survey by the U.S. Department of Higher Education, National Center for Education Statistics 2002). Changing priorities may result in the continuing loss of faculty purchasing power, as new priorities that do not include teaching and research become institutionalized.

There are no easy solutions for this change in priorities and for the stagnation of faculty salaries and challenges to what it means to be a professor in this pivotal time for the profession (Flaherty 2013). One suggested solution is organization of faculty to provide them with stronger representation, more shared governance, and greater ability to lobby state legislatures. However, faculty members at private and increasingly public institutions of higher education (such as the University of Wisconsin) are barred from unionizing. Yet, there have been some successful unionizing efforts at Portland State University and the University of Illinois, Chicago. As the new Executive Director of the American Association of University Professors noted, organizing faculty members on campus can be empowering, regardless of whether they are allowed to take part in collective bargaining or organize as a professional association (Flaherty 2013). Without collective efforts, flat salaries in sociology and in other disciplines may continue into the future even if additional revenues are available from the state.

2013 - 2014 FACULTY SALARY BRIEF FOR SOCIOLOGY AND OTHER SOCIAL SCIENCE DISCIPLINES

Appendix Table. Median and Average Annual Salaries of Sociology Faculty by Rank in Current Dollars: AY 2005/2006 - 2013/2014.

Academic Year	Full Professor				Associate Professor				Assistant Professor			
	Median \$	% Chg	Avg.	% Chg	Median \$	% Chg	Avg.	% Chg	Median \$	% Chg	Avg.	% Chg
2005/06	77,413	--	80,506	--	57,897	--	59,903	--	48,515	--	49,519	--
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%
2013/14	91,526	1.8%	97,837	2.9%	70,815	3.3%	72,232	2.6%	58,807	3.4%	60,174	2.4%
Overall % Chg		18.2%		21.5%		22.3%		20.6%		21.2%		21.5%

Source: ASA calculations adapted from College and University Professional Association for Human Resources. (CUPA-HR). 2014.

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