

Massachusetts State Colleges Faculty Salary Analysis

September 2004

Overview

This study represents a review of the faculty salary levels of the nine (9) Massachusetts State Colleges (MSC). The purpose of the study is to produce a comparison of the aggregate faculty salaries of those campuses against a representative group of colleges and universities from across the U.S. This exercise is consistent with customary compensation practices throughout higher education, where ex-post facto salary data is regularly analyzed to determine the levels of competitiveness of institutional salaries for purposes of recruitment, retention, and equity.

This study was also produced in similar form by the Offices of Institutional Research & Assessment and Human Resources at Bridgewater State College in 2000 and 2001.

Methodology

The study was conducted using data provided by the College & University Professional Association for Human Resources (CUPA-HR). The data reflects faculty salary levels reported by rank and discipline in the 2003-04 annual CUPA-HR National Faculty Salary Survey. CUPA-HR agreed to allow the survey to be reopened to allow those non-member, Massachusetts institutions to submit faculty salary information. All nine of the MSC institutions participated in the survey.

A comparison group was developed for purposes of this study. The group was established from states which, to a large extent, reflect many characteristic elements of the MSC campuses, primarily industrialized, high cost-of-living states. Within those states, the peer group is drawn from public, unionized, Carnegie Masters I colleges and universities. The states represented include California, Connecticut, Florida, Illinois, Michigan, New York, New Jersey, Ohio, Pennsylvania and Texas. Further, the states were selected in an effort to maintain consistency with a similar study performed on behalf of Massachusetts' community colleges.

The analyses were performed using both the average and the 75th percentile of the peer group comparison. The latter is represented in an effort to reflect the high cost of living in Massachusetts, as was also the case with the Community College study.

The analysis attempts to objectively reflect the condition of MSC faculty salaries within a competitive context. A comparison group of 38 institutions was developed which includes campuses with similar characteristics as the aggregate of the MSC group (*see Appendix I*).

The study was designed with the goal of yielding comparative salary data between the MSC institutional group and the peer group by both rank and discipline. Due to the manner in which discipline data was accessible from CUPA-HR, the salary data reflects only seven (7) of the nine (9) state colleges and does not include either Massachusetts

College of Art and the Massachusetts Maritime Academy. Although a slightly modified result may occur when adding in these faculty data, it was determined that the broader discipline/rank data reflects different recruitment markets than those for faculty in these specialized areas. Similarly, the comparator/peer group does not include faculty from such similarly specialized campuses.

It should be noted that the data is presented by discipline within rank. The manner in which the information is collected for the CUPA-HR survey aggregates salaries of faculty into key areas. Of these, thirteen (13) disciplines are presented. In some cases these very closely match the titles of disciplines with the MSC campuses. In others, as with all compensation surveys, the respondent is required to allocate individual salaries to the most closely matched discipline categories.

Finally, the data is presented using a 'cents per dollar' format in order to illustrate the value of MSC faculty salaries relative to those of the selected peer institutions.

Results

Exhibit A

Exhibit A reflects the comparative data utilizing all institutions from the peer comparison group. The group numbers 38 institutions (*see Appendix 1*). The results are also illustrated in *Tables 1 and 2*.

Widely accepted labor economic theory suggests a sometimes broad differential between union and non-union wage rates. With Massachusetts State College faculty in exclusively unionized positions, it would be imprudent to rely exclusively on comparative data with non-union or mixed groups, as it would be, for example, to any comparison with faculty from low cost-of-living states.

Key Results:

- Of 78 categories of rank and discipline (13 disciplines, 3 ranks, 2 percentile distributions), in *only one* instance do Massachusetts faculty match or exceed the salary of their peers, and that category (Asst. Professors, History, 50th percentile) is at exactly a ratio of \$1/\$1 with the peer group.
- Of the remaining results, the average across all disciplines reveals a shortfall in Massachusetts salaries of \$.81/Dollar at the 75th percentile and \$.89/Dollar at the 50th percentile.
- The range of disparities within this comparison illustrates several extreme cases of lagging salaries by rank and by disciplines within rank. For example, MSC Full Professors in Business Administration earn only \$.71/Dollar compared to their peers in the same discipline at that rank.
- Among the results at the 75th percentile, the 'best' case outcome is that of Assistant Professors in English, earning \$.95/Dollar.
- In no case, at even the 50th percentile, do Massachusetts state college faculty earn more than their peers within any discipline or at any rank using this comparison group.

Summary

The data suggests that little or no substantive progress has been achieved since the last similar study was completed in 2001. Although the methodology and comparison groups have been modified, the results continue to point to generally lagging compensation levels for faculty in Massachusetts’ four-year state colleges. As illustrated in Exhibit A, at the 75th percentile, Full Professors earn an average of \$18,913 less than their peers. Similarly, Associate Professors earn \$12,562 less than their peers and Assistant Professors earn \$8,626 less.

Converted to ‘cents per dollar’, Full Professors in Massachusetts are paid at an average rate \$.22/Dollar less than their peer counterparts. Similarly, Associate and Assistant Professors are paid at \$.18/Dollar and \$.15/Dollar less than the comparison group respectively.

On average, the shortfall with the comparison group and for all ranks/disciplines suggests that Massachusetts state college faculty earn \$13,367 annually less than their peers, or that they are competitively underpaid by approximately 19%.

Table 1

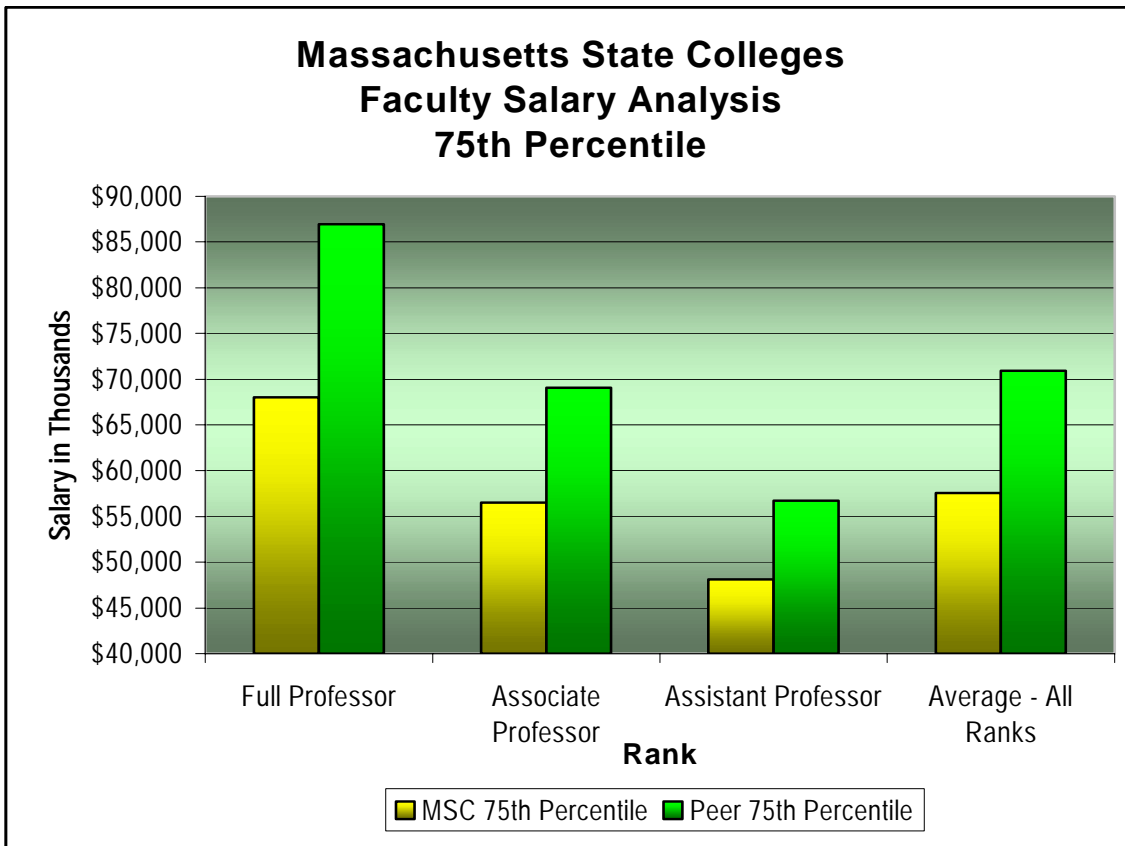


Table 2

