

# Massachusetts State Colleges Faculty Salary Analysis

November 2006

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## Overview

This study represents a review of the faculty salary levels of six (6) of the nine (9) Massachusetts State Colleges (MSC). The purpose of the study is to produce a follow-up comparison of the aggregate faculty salaries of those campuses against a representative group of colleges and universities from across the U.S two years after the initial study was completed in September 2004. 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.

As a result of the initial study in 2004, a concerted effort was undertaken by the colleges, the Board of Higher Education, and the Massachusetts State College Association to address the issues of inequity found in the 2004 comparative analysis. This was done through the collective bargaining process over the course of the last two years.

## 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 2005-2006 annual CUPA-HR National Faculty Salary Survey. CUPA-HR agreed to allow the survey to be reopened to allow the non-member, Massachusetts institutions to submit faculty salary information. All six of the MSC institutions participated in the survey. They are: Bridgewater State College, Fitchburg State College, Framingham State College, Salem State College, Westfield State College and Worcester State College.

The same comparison group was utilized for purposes of the 2006 study as was used for the 2004 study. This was an important consideration for the trend analysis so as to yield a consistent set of comparators. 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 Master's L, M and S (large, medium and small) colleges and universities. Carnegie classifications have changed in the past year. The new so-called Basic Classification is an update of the traditional framework developed by the Carnegie Commission on Higher Education to support its research program. Master's colleges and universities are now split into three categories based on the volume of master's degree production. The Master's L/M/S designations include institutions that award at least 50 master's degrees per year. The classification excludes special focus institutions and tribal colleges. Because of the change in Carnegie classification, the present study does not include Massachusetts College of Art (MCA), the Massachusetts Maritime Academy (MMA) or the Massachusetts College of Liberal Arts (MCLA) although the 2004 study did include MCLA .

Although a slightly modified result might occur if the data from the specialty colleges was considered, it was determined that the broader discipline/rank data reflects different recruitment markets than those for faculty in the specialized areas. Similarly, the comparator/peer group does not include faculty from such similarly specialized campuses.

The states represented in both studies 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 in 2004 on behalf of Massachusetts' community colleges.

The analyses were performed using both the 50<sup>th</sup> and the 75<sup>th</sup> 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 1*). The 2006 follow-up study was designed with the same goal of yielding comparative salary data between the MSC institutional group and the peer group by both rank and discipline.

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. The set of disciplines used in 2006 are identical to the set used in 2004.

In some cases the disciplines very closely match the titles of disciplines within 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. The data is reported and the comparison made is in "weighted" format. That is, the average salaries reported have weight equal to the number of incumbents upon which the average was based. For example if there are 200 professors in a particular discipline, each individual salary has equal weight when determining the average for that group.

To illustrate the progress made by MSC institutions, the data is presented by comparing the percentage increase in salary by rank within discipline from 2004 to 2006 for both the MSC institutions and the peer group.

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: 2006 Massachusetts State College Faculty Salary Review**

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

The assumption that a broad differential between union and non-union wage rates sometimes exists is consistent with assumptions made in 2004. Therefore it is still true in 2006 to postulate that with Massachusetts State College faculty in exclusively unionized positions, it would be imprudent to rely on comparative data with non-union or mixed groups, as it would be, for example, to rely on any comparison with faculty from low cost-of-living states.

*Exhibit B: Massachusetts Faculty Salary Review % Increases 2004 to 2006*

Exhibit B reflects a comparison of MSC institutions with the peer comparison group when the percentage of increase in salary from 2004 to 2006 is described by rank within discipline. The results are also illustrated in *Table 3*.

The results shown in Table 3 disclose that from 2004 -2006, MSC faculty salaries increased at higher percentage rates overall and within rank than their peer group. As shown in Exhibit B, MSC full professors’ salaries rose 10% to the peers 6% increase; associate professors’ 9% to peers 5%; and assistant professors’ 11% to peers 5%. Overall, during the two year period, MSC salaries increased at twice the rate of the 38 institution peer group (10% and 5% respectively during the two year period).

If the peer group continued to receive increases at the same annual rate (2.5%) and MSC continued to receive increases at the same annual rate (5%) on the average salary, MSC professors would outpace the peer group in five years, associate professors would be nearly equivalent to their peers in two years, outpacing them in three years and assistant professors would outpace their peers in one year. In all ranks the average salary of MSC faculty would outpace their peers in three years if the annual percentage increases remained at 5 and 2.5 percent.

**Key Results: 2004 compared with 2006**

<b>2004</b>	<b>2006</b>
<ul style="list-style-type: none"> <li>• Of 78 categories of rank and discipline (13 disciplines, 3 ranks, 2 percentile distributions), in <i>only one</i> instance do Massachusetts faculty match or exceed the salary of their peers, and that category (Asst. Professors, History, 50<sup>th</sup> percentile) is at exactly a ratio of \$1/\$1 with the peer group.</li> <li>• Of the remaining results, the average across all ranks in all disciplines reveals a shortfall in</li> </ul>	<ul style="list-style-type: none"> <li>• Of the 78 categories of rank and discipline, 5 disciplines- Philosophy, Visual &amp; Performing Arts, Education, History, and Psychology exceed the salary of their peers in the Associate and Assistant rank at the 50<sup>th</sup>ile and one discipline-History, matches the peer group at the 75<sup>th</sup>ile.</li> <li>• The MSC colleges show gains across all disciplines at the 50<sup>th</sup>ile moving from \$.89/dollar to</li> </ul>

<p>Massachusetts salaries of \$.81/Dollar at the 75<sup>th</sup> percentile and \$.89/Dollar at the 50<sup>th</sup> percentile.</p> <ul style="list-style-type: none"> <li>• The range of disparities within this comparison illustrates several extreme cases of lagging salaries by rank and by discipline within rank. For example, MSC Full Professors in Business Administration earn only \$.71/Dollar at the 75<sup>th</sup>ile compared to their peers in the same discipline at that rank.</li> <li>• Among the results at the 75<sup>th</sup> percentile, the ‘best’ case outcome is that of Assistant Professors in English, earning \$.95/Dollar.</li> <li>• In no case, at even the 50<sup>th</sup> percentile, do Massachusetts state college faculty earn more than their peers within any discipline or at any rank using this comparison group.</li> </ul>	<p>\$.94/dollar but still lag significantly behind their peers at the 75<sup>th</sup>ile where the salaries of MSC faculty are at \$.86/dollar.</p> <ul style="list-style-type: none"> <li>• In 2004 there were 12 cases where salaries lagged behind peers by discipline within rank at less than\$.80/dollar. In 2006, that number was 5 cases, exclusively at the full professor rank.</li> <li>• At the 75<sup>th</sup>ile, the “best” case outcome was that of assistant professors in History earning \$1/\$1 as compared to their peers.</li> <li>• In cases at both the associate professor rank and the assistant professor rank, MSC salaries are equal to or higher than their peers by discipline. For example, in both History and Education, MSC average salaries peak at \$1.06/dollar.</li> <li>• Despite some apparent gains within discipline, overall salaries still lag behind at the 50<sup>th</sup>ile by approximately \$4500 and at the 75<sup>th</sup>ile by approximately \$11,000.</li> </ul>
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**Summary**

The data indicates that some progress has been attained since the faculty salary study was completed in 2004. Gains in MSC salaries as compared to the 38 institution peer group can be largely attributed to the increases built in to the latest collective bargaining agreement. If salaries continue to increase at the same rate, all ranks will be at par with peers within one to five years at the 50<sup>th</sup>ile.

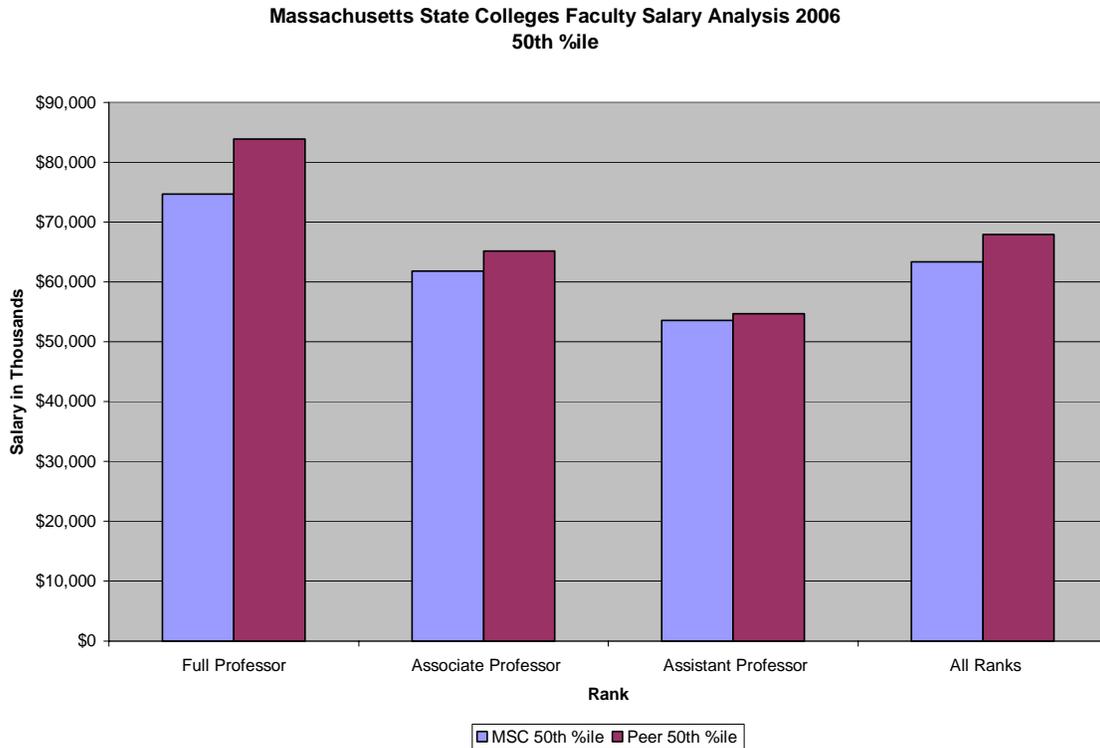
At the 75<sup>th</sup>ile the data continue to point to generally lagging compensation levels for faculty in Massachusetts’ four-year state colleges. As illustrated in Exhibit A, at the 75<sup>th</sup> percentile, full professors earn an average of \$17,209 less than their peers. Similarly, associate professors earn \$9,764 less than their peers and assistant professors earn \$6,371 less. While these discrepancies are lower than the discrepancies in 2004, further significant increases are needed to close the gap between MSC salaries and their peer’s salaries.

Converted to “cents per dollar”, in 2006 full professors in Massachusetts are paid at an average rate \$.19/dollar less than their peer counterparts at the 75<sup>th</sup>ile. Similarly,

associate and assistant professors are paid at \$.14/dollar and \$.10/dollar less than the comparison group respectively.

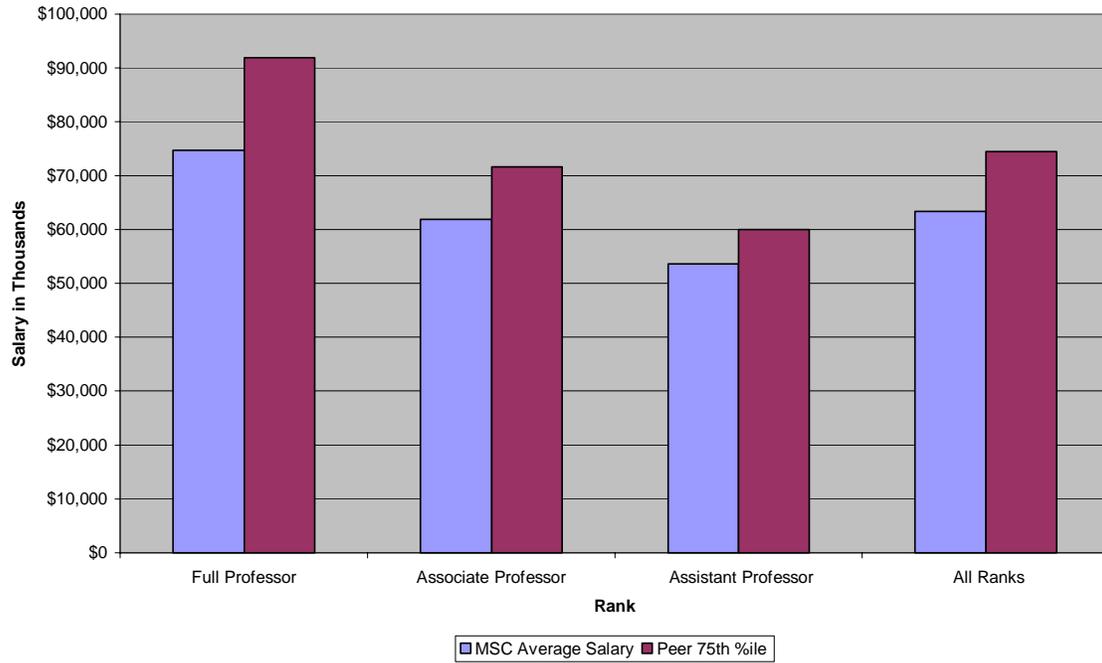
On average, in 2006 the shortfall with the comparison group and for all ranks/disciplines suggests that Massachusetts state college faculty earn \$11,115 annually less than their peers, or that they are competitively underpaid by approximately 14% at the 75<sup>th</sup>ile. Again, although this represents a gain of 5 percentage points in two years, maintaining current funding levels is critical to continued growth and closing of salary gaps between Massachusetts colleges and their peers.

***Table 1***



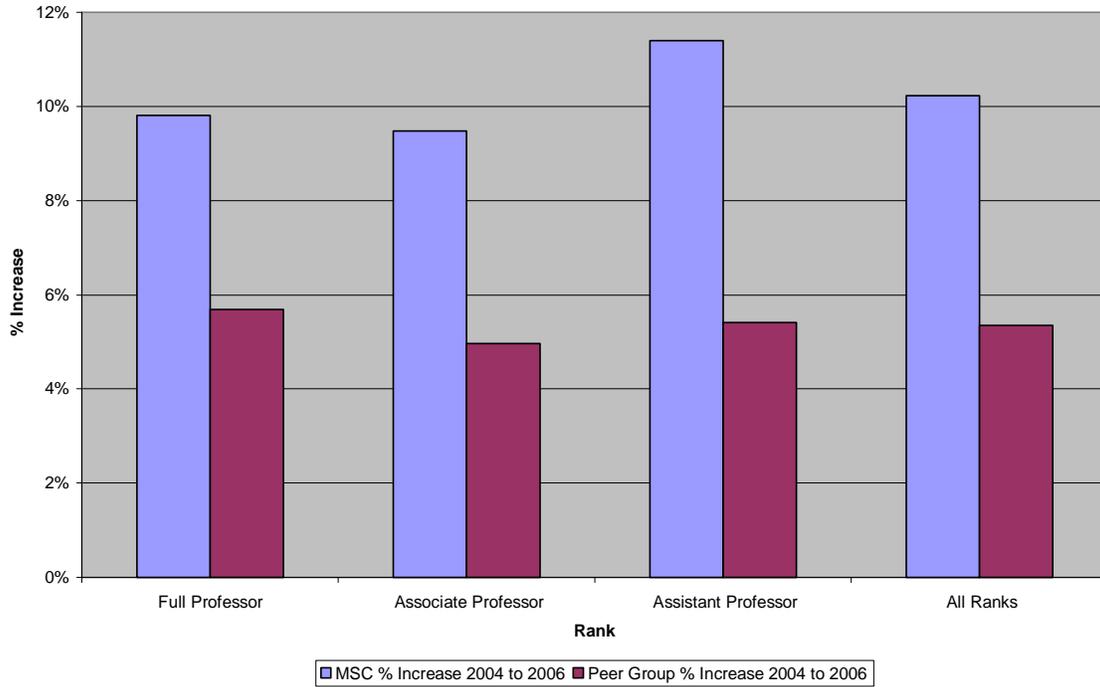
**Table 2**

**Massachusetts State Colleges Faculty Salary Analysis 2006  
75th %ile**



**Table 3**

**Comparison of MSC and Peer % Increases 2004 to 2006**



## APPENDICES

1. List of 38 peer institutions
2. Exhibit A: 2006 Massachusetts State College Faculty: Comparison Group :  
Industrial States, Public, Master's L/M/S, Unionized
3. Exhibit B: Massachusetts Faculty Salary Review % Increases 2004 to 2006

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F:/ msca correspondence/mscasalaryreviewdataanalysis11.06/*

# Appendix 1

## 38 Institutions

<b>Member Type</b>	<b>Institution Name</b>	<b>FICE Code</b>
Members	Bloomsburg University of Pennsylvania (Bloomsburg, PA)	3315
Members	California Polytechnic State University – San Luis Obispo (San Luis Obispo, CA)	1143
Non-Members	California State University – Fullerton (Fullerton, CA)	1137
Non-Members	California State University – Los Angeles (Los Angeles, CA)	1140
Members	California University of Pennsylvania (California, PA)	3316
Non-Members	Central Connecticut State University (New Britain, CT)	1378
Members	Chicago State University (Chicago, IL)	1694
Members	Eastern Connecticut State University (Willimantic, CT)	1425
Members	Eastern Illinois University (Charleston, IL)	1674
Members	Eastern Michigan University (Ypsilanti, MI)	2259
Members	Edinboro University of Pennsylvania (Edinboro, PA)	3321
Members	Florida Gulf Coast University (Fort Myers, FL)	32553
Members	Kean University (Union, NJ)	2622
Members	Kutztown University of Pennsylvania (Kutztown, PA)	3322
Members	Lincoln University (Lincoln University, PA)	3290
Members	Millersville University of Pennsylvania (Millersville, PA)	3325
Members	Montclair State University (Upper Montclair, NJ)	2617
Non-Members	New Jersey City University (Jersey City, NJ)	2613
Non-Members	Northeastern Illinois University (Chicago, IL)	1693
Members	Northern Michigan University (Marquette, MI)	2301
Members	Rowan University (Glassboro, NJ)	2609
Non-Members	San Francisco State University (San Francisco, CA)	1154
Members	Sonoma State University (Rohnert Park, CA)	1156
Members	State University of New York College at Brockport (Brockport, NY)	2841
Members	State University of New York College at Geneseo (Geneseo, NY)	2845
Non-Members	State University of New York College at Oneonta (Oneonta, NY)	2847
Non-Members	State University of New York College at Oswego (Oswego, NY)	2848
Members	State University of New York College at Potsdam (Potsdam, NY)	2850
Members	State University of New York Empire State College (Saratoga Springs, NY)	10286
Members	State University of New York Institute of Technology at Utica-Rome (Utica, NY)	11678
Members	The College of New Jersey (Ewing, NJ)	2642
Members	University of Illinois at Springfield (Springfield, IL)	9333
Members	University of North Florida (Jacksonville, FL)	9841
Members	University of West Florida (Pensacola, FL)	3955
Members	Western Connecticut State University (Danbury, CT)	1380
Members	Western Illinois University (Macomb, IL)	1780
Members	William Paterson University of New Jersey (Wayne, NJ)	2625
Members	Youngstown State University (Youngstown, OH)	3145