

2013 Faculty Salary Study
Massachusetts State Universities

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Introduction

This report presents findings of an analysis of faculty salaries at institutions in the Massachusetts public university segment. There are nine schools in the segment, including six comprehensive universities (Bridgewater, Fitchburg, Framingham, Salem, Westfield and Worcester), the Massachusetts College of Art and Design, the Massachusetts College of Liberal Arts, and the Massachusetts Maritime Academy.

The purpose of the analysis is to examine faculty salaries in the segment: how they have changed, whether trends are similar across academic ranks, and how faculty salaries compare to faculty salaries at comparable institutions.

There are several sources of data on faculty salaries and compensation, each with their own strengths and weaknesses. Most notably, the American Association of University Professors conducts an annual faculty salary survey and produces an *Annual Report on the Economic Status of the Profession*, which it publishes in the March-April issue of their *Academe* magazine. This source has the benefit of including only instructional faculty, that is, schools are asked to exclude faculty who are primarily engaged in research or other non-instructional activity. The drawback to this survey is that not all schools participate, thus making it difficult to portray in a comprehensive manner the salaries of faculty in our segment. The College and University Professional Association for Human Resources (CUPA-HR) also conducts a survey of faculty salaries. This effort has the benefit of capturing data by academic discipline, as well as faculty salary data for new hires. Again, however, the drawback is that not all schools participate.

This report uses data from the Integrated Postsecondary Education Data System (IPEDS). The strength here is that data is available by academic rank, and for virtually all schools (IPEDS is required for all schools that receive funds from federal financial aid programs). Data is not available by academic discipline. In addition, the federal government changed reporting procedures on their compensation survey beginning in Fall 2012 such that comparisons to prior years are not possible. Thus, this report utilizes IPEDS faculty salary survey data for the six years from AY2006-07 to AY2011-12.

There are three sections to the report. The next section provides a summary of key findings from the analysis. Following that, two data sections contain presentations of the data. The first of the two examines trends and patterns in faculty salaries within the Massachusetts state university segment. The second compares salaries in the segment to salaries in three comparison groups.

The three comparison groups begin with institutions in the nine states in the Northeast (New England plus NJ/NY/PA) and three Masters University Carnegie classification groups (Masters-Small, Masters-Medium and Masters-Large). These restrictions yield 188 schools. From that, three for-profit schools and UMass-Dartmouth (which is Masters-Large) are excluded, but Massachusetts College of Art and Design, the Massachusetts College of Liberal Arts, and the Massachusetts Maritime Academy are included (these are not Carnegie Masters universities). Those subtractions and additions yield 187 institutions. In order to achieve consistency for trend analysis, schools that were missing IPEDS data for any faculty rank in any year between AY '06-'07 and AY '11-'12 were excluded. This final restriction yielded 178 schools in the analysis, including the nine in the Massachusetts public university segment.

In order to view salaries from a number of perspectives, three comparison groups were chosen. First, all schools in the Northeast (n=169). Second, other public schools in the Northeast (n=55). Finally, private

Masters institutions in Massachusetts (n=14). A list of schools in the comparison groups is provided in an Appendix.

Key Findings

- Over the six year period from AY '06-'07 to AY '11-'12, salaries grew fastest at the rank of Full Professor, increasing by approximately \$8,100 or 11 percent over the period (figures 1 and 2). Salaries at the Associate rank grew by almost 8 percent while for Assistant Professors the growth rate was a little over 4 percent.
- As a result of these differential growth rates, the spread between the academic ranks has grown. In other words, “compression” has eased somewhat. For instance, in AY '06-'07 Associate Professors earned about 84 percent of the earnings of Full Professors (figure 3). By AY '11-'12, the percent had fallen to 82 percent. Similarly, Assistant Professors earned 88 percent of Associate Professors at the beginning of the period but 86 percent at the end of the period.
- Among the nine schools in the segment, the amount of dispersion across schools is clearly largest at the Assistant rank level (figure 4). Salaries across institutions begin to converge at the ranks of Associate and Full professors. Particularly at the six comprehensive state Universities, there is very little difference in faculty salaries for full professors across institutions (figure 5).
- In terms of faculty salaries relative to comparison groups, with one exception there is one pattern that is consistent across all academic ranks and against each comparison group (figures 6-11). Faculty salaries in the Massachusetts state segment fell relative to comparators over the period (the exception is salaries for Full Professors, which became slightly more competitive against private Masters schools in Massachusetts). Slow or no growth in faculty salaries in the state in AY '09-'10 and AY '10-'11 caused a rapid deterioration in relative salaries in those two years. Much of that decline was recovered in AY '11-'12, though not fully to the level seen in AY '06-'07.
- Comparing the three comparison groups, salaries in the Massachusetts public segment are most competitive against private Masters schools in the state. In AY '11-'12, Full Professors earned almost 95% of the earnings at private schools. The corresponding percentages for Associate and Assistant professors were 93 percent and 96 percent, respectively.
- Salaries are least competitive against other public Masters schools in the Northeast. Full Professors at public institutions in Massachusetts earned about 80 percent as much as their counterparts in other states in the Northeast in AY '11-'12. For Associate Professors, salaries in the state were 83 percent of those in the Northeast. Assistant Professors had the highest salaries relative to their peers in the Northeast, earning 87 percent as much as those in other states.

Data Section I:

Trends & Patterns, Massachusetts State Universities

Figure 1. Trend in Median Average Salary, Massachusetts Public University Segment (n=9)

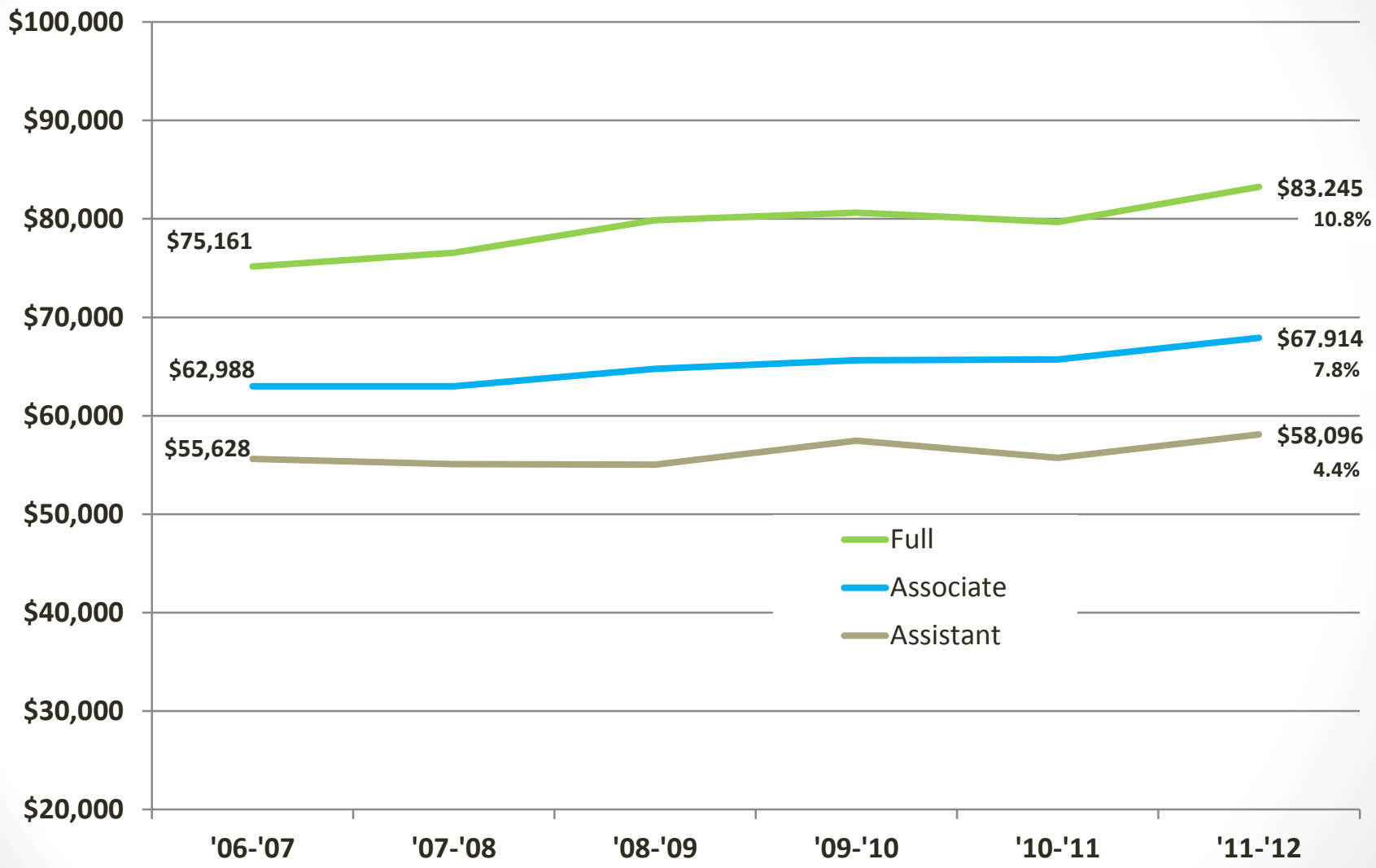


Figure 2. Median Average Faculty Salaries, Mass State Universities

	Median			Annual Percent Change		
	Professor	Associate	Assistant	Professor	Associate	Assistant
06-07	\$75,161	\$62,988	\$55,628			
07-08	\$76,564	\$62,993	\$55,074	1.9%	0.0%	-1.0%
08-09	\$79,873	\$64,767	\$55,031	4.3%	2.8%	-0.1%
09-10	\$80,629	\$65,631	\$57,466	0.9%	1.3%	4.4%
10-11	\$79,686	\$65,709	\$55,719	-1.2%	0.1%	-3.0%
11-12	\$83,245	\$67,914	\$58,096	4.5%	3.4%	4.3%
	Absolute			Percent		
Five-year change	\$8,084	\$4,926	\$2,468	10.8%	7.8%	4.4%

Figure 3. Relative Salary Ratios, by Faculty Rank, Mass Public Universities

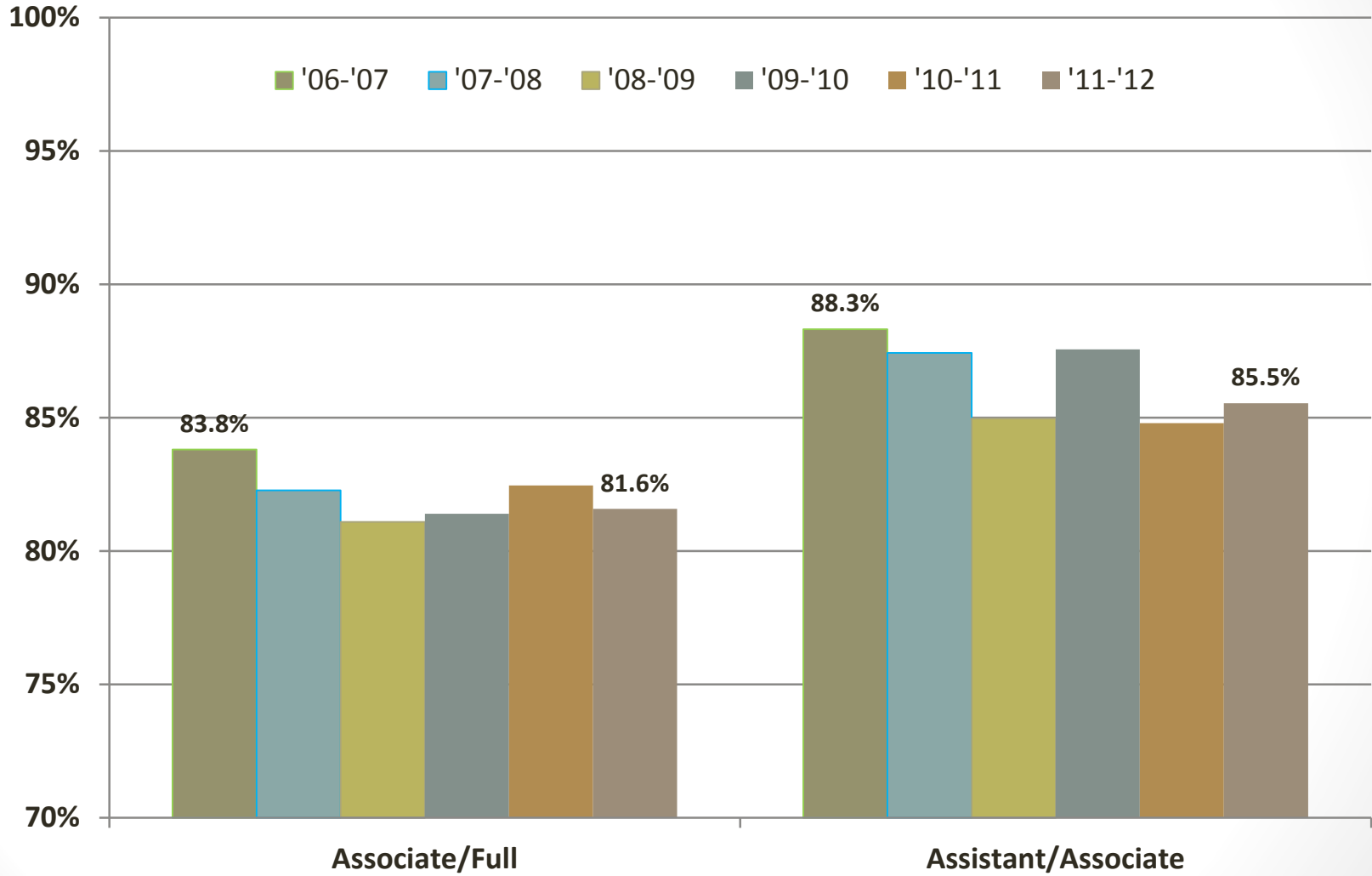


Figure 4. Average Faculty Salaries, by Institution, 2011-12 (all 9 schools)

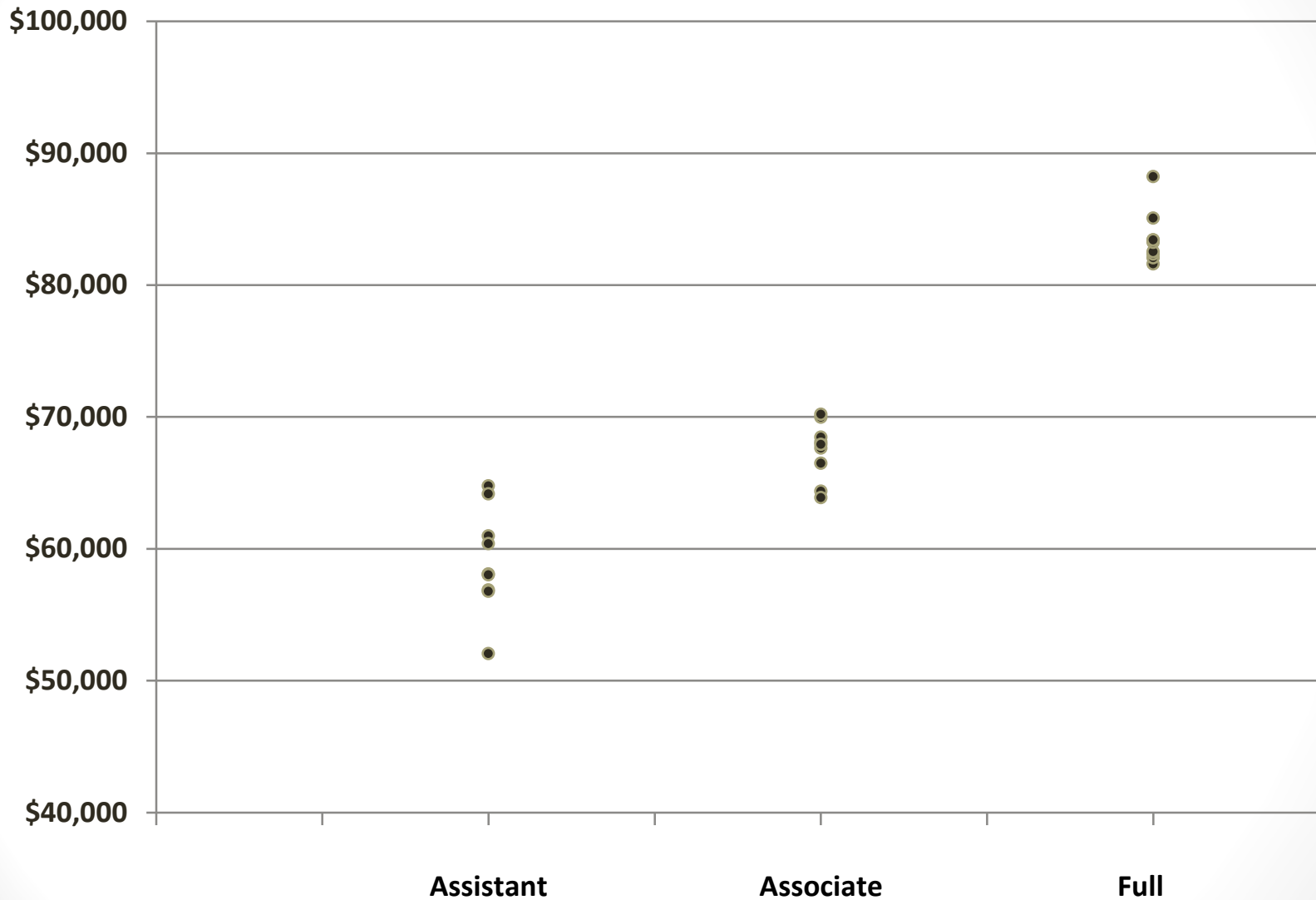
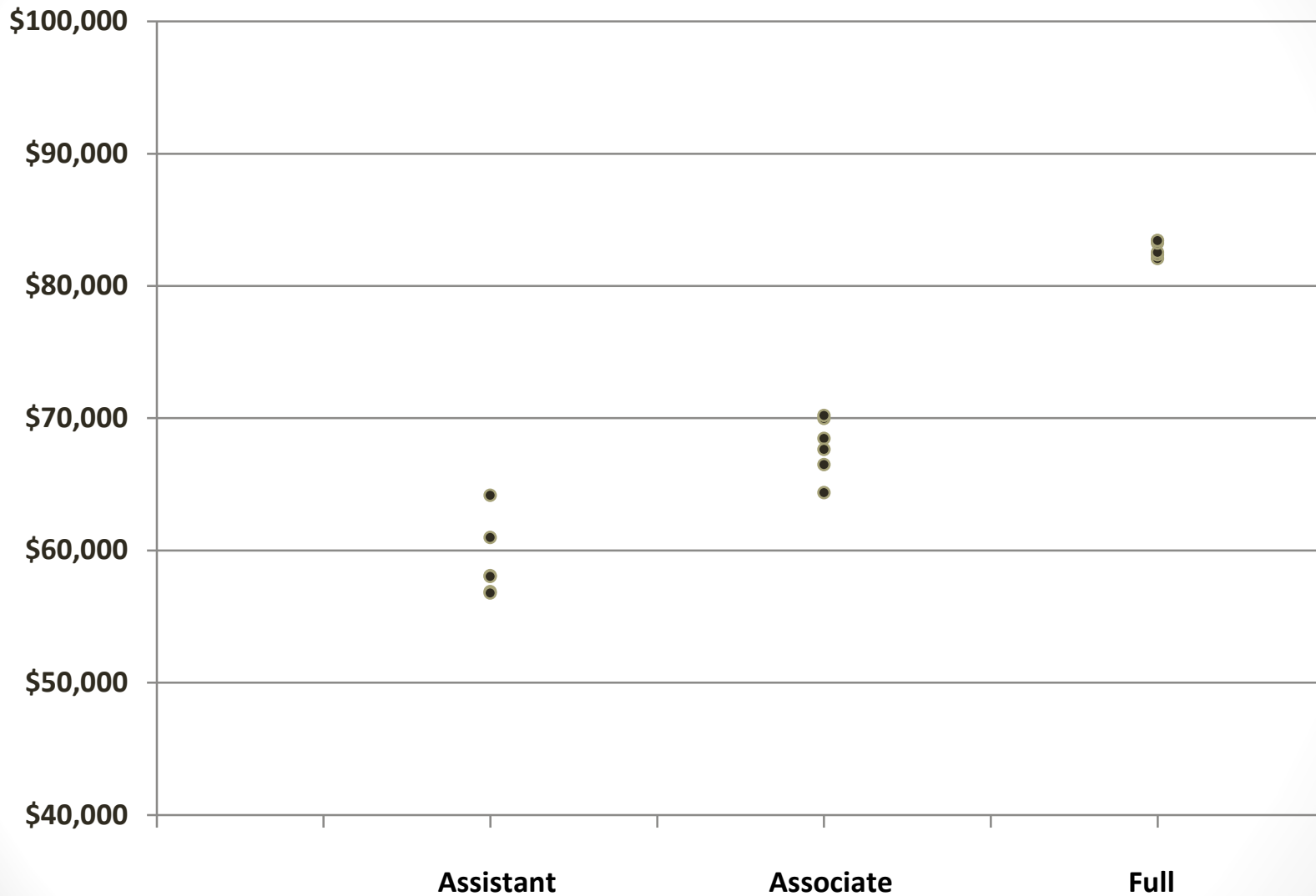


Figure 5. Average Faculty Salaries, by Institution, 2011-12 (Six Comprehensives)



Data Section II:

Massachusetts State Universities Relative to Comparison Groups

Figure 6. Full Professor – Trend in Median Average Salary

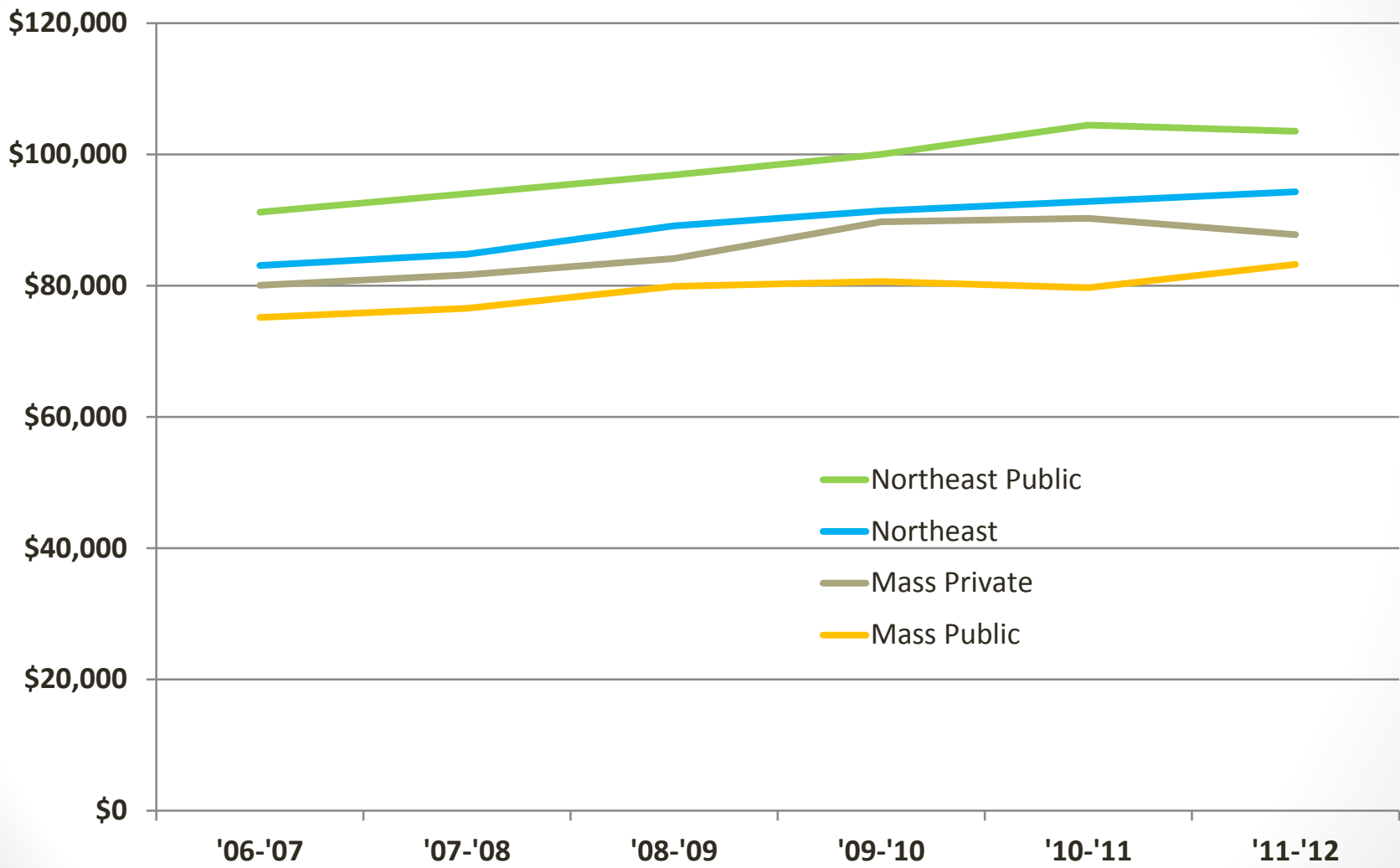


Figure 7. Full Professor – Trend in Mass. Public Median as a Percent of Comparator Median

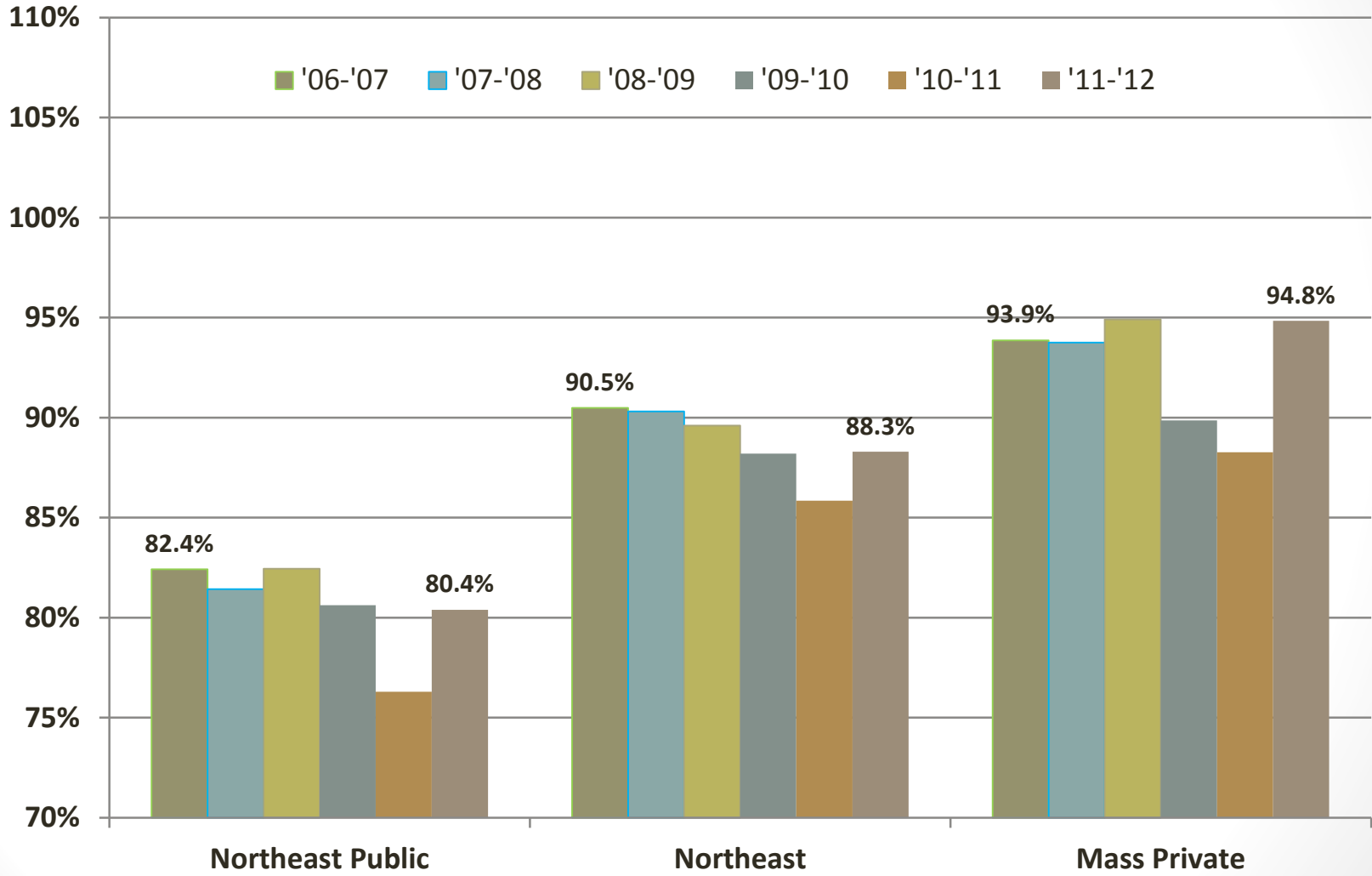


Figure 8. Associate Professor – Trend in Median Average Salary

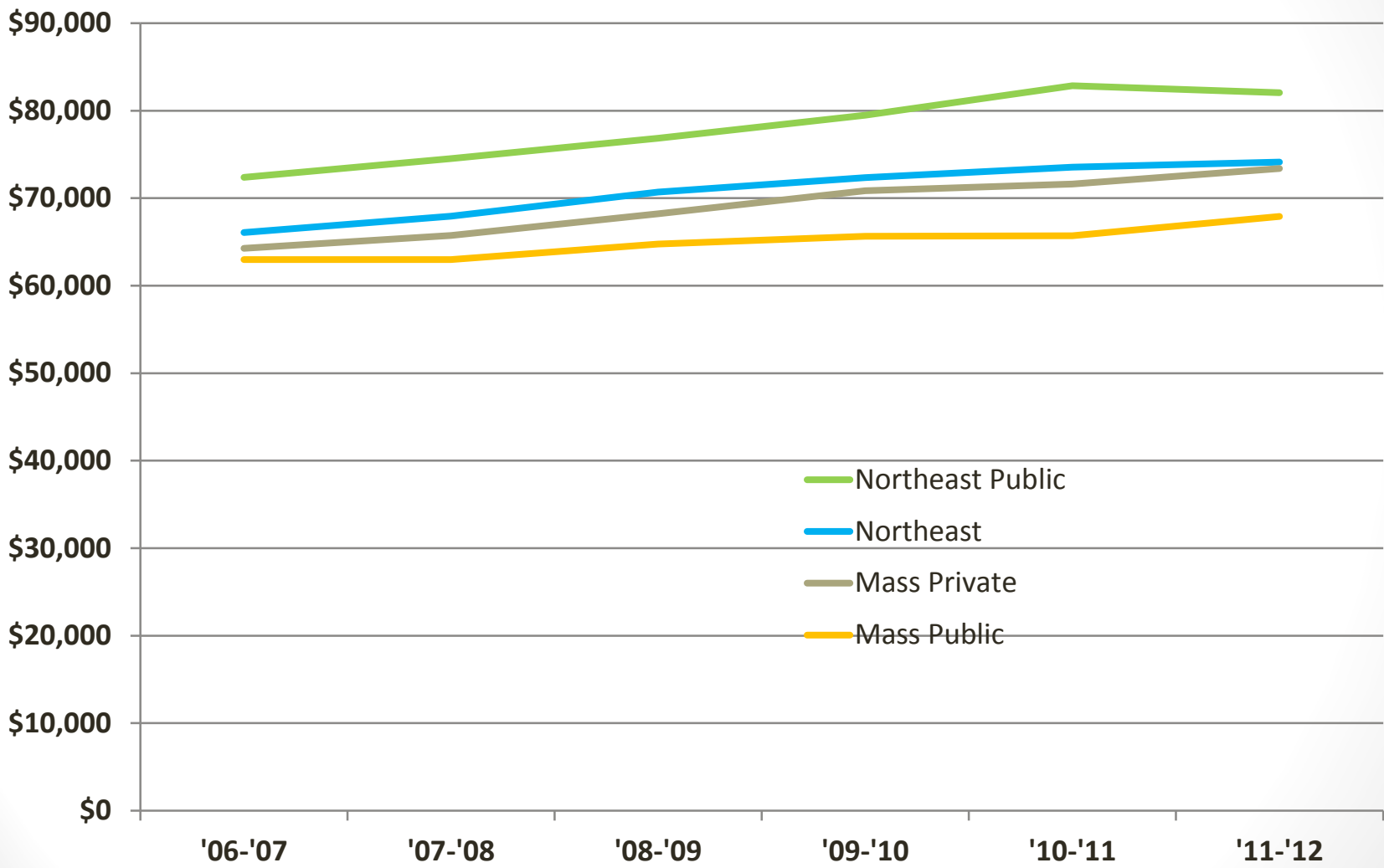


Figure 9. Associate Professor – Trend in Mass. Public Median as a Percent of Comparator Median

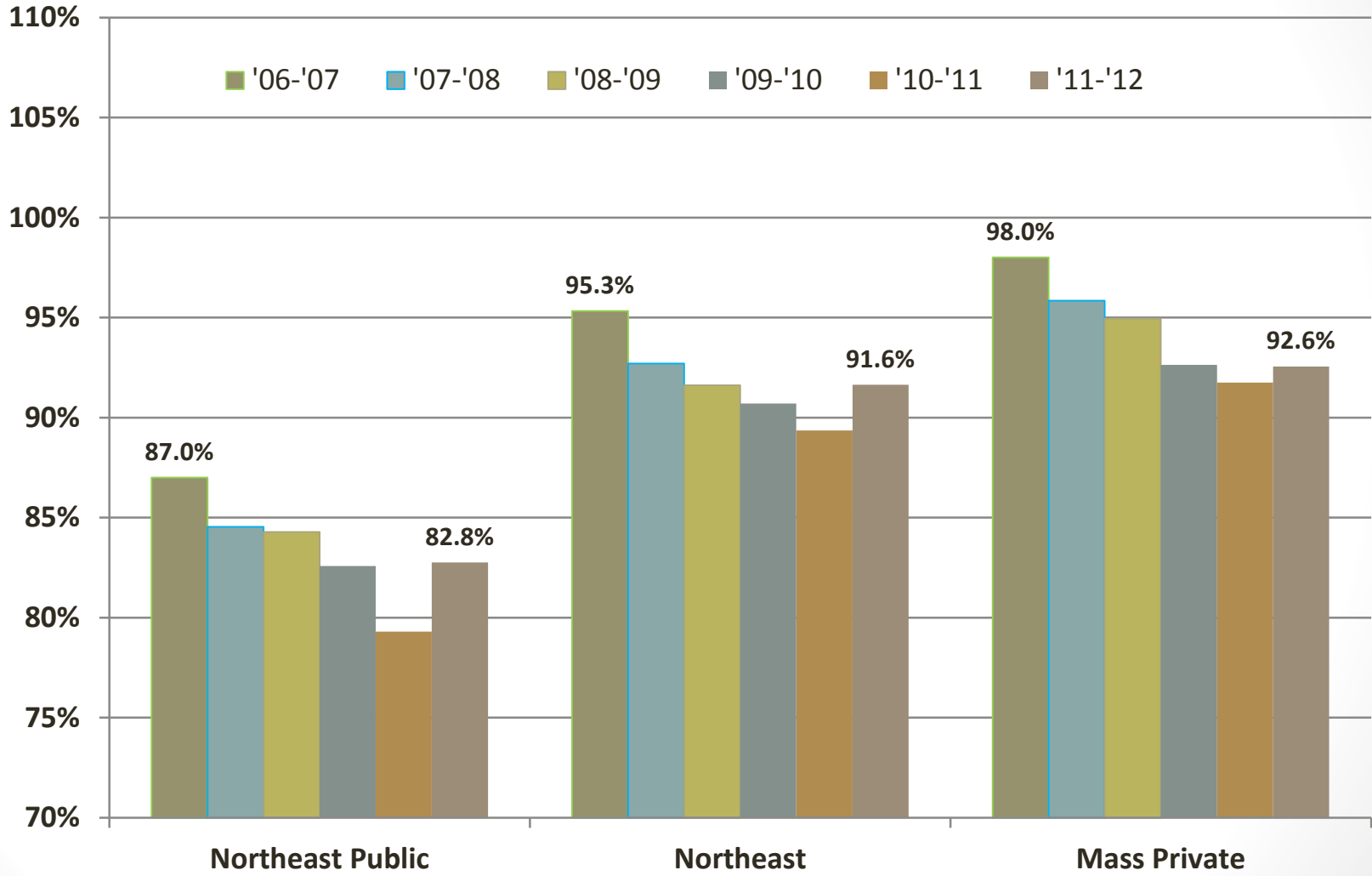


Figure 10. Assistant Professor – Trend in Median Average Salary

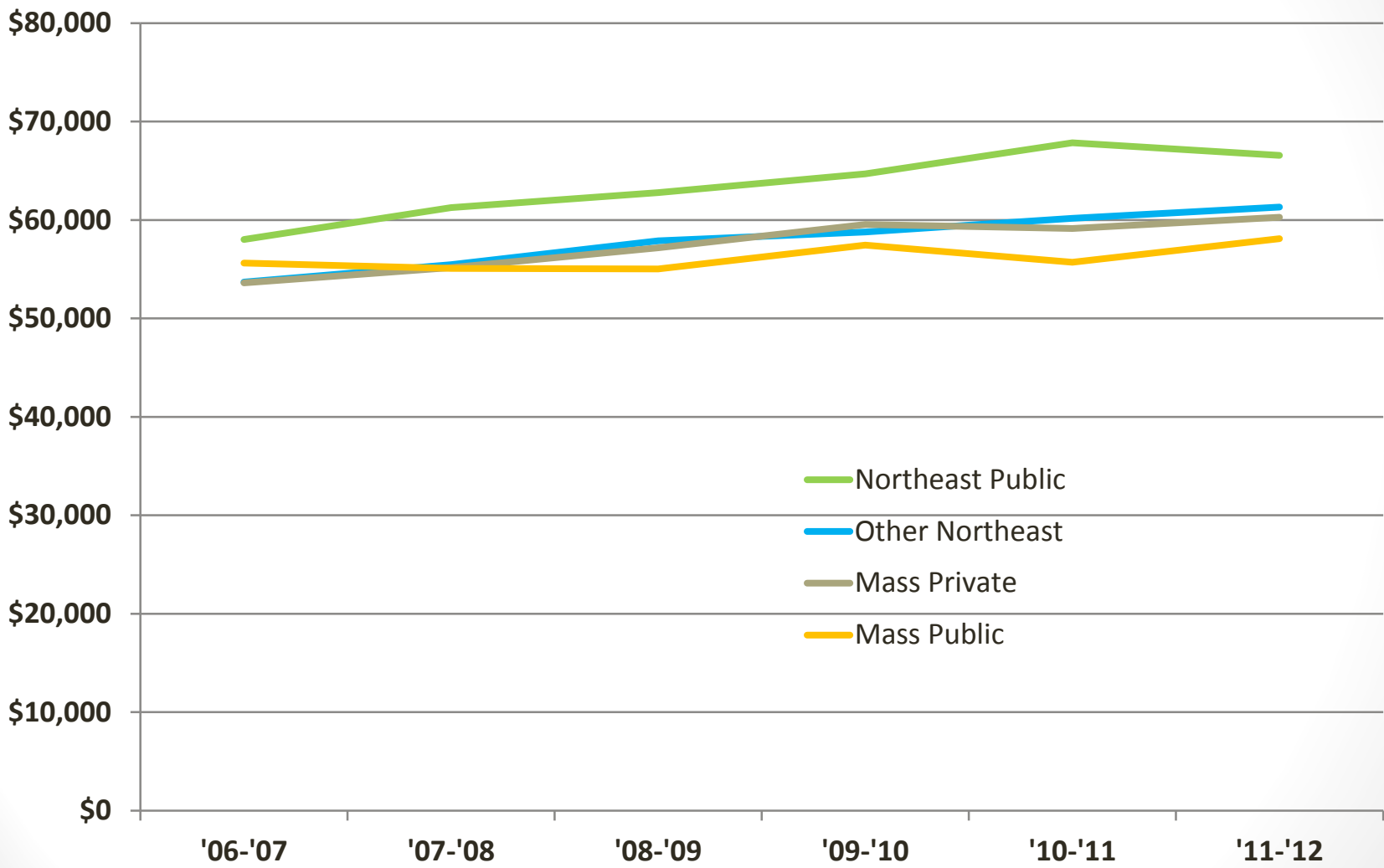
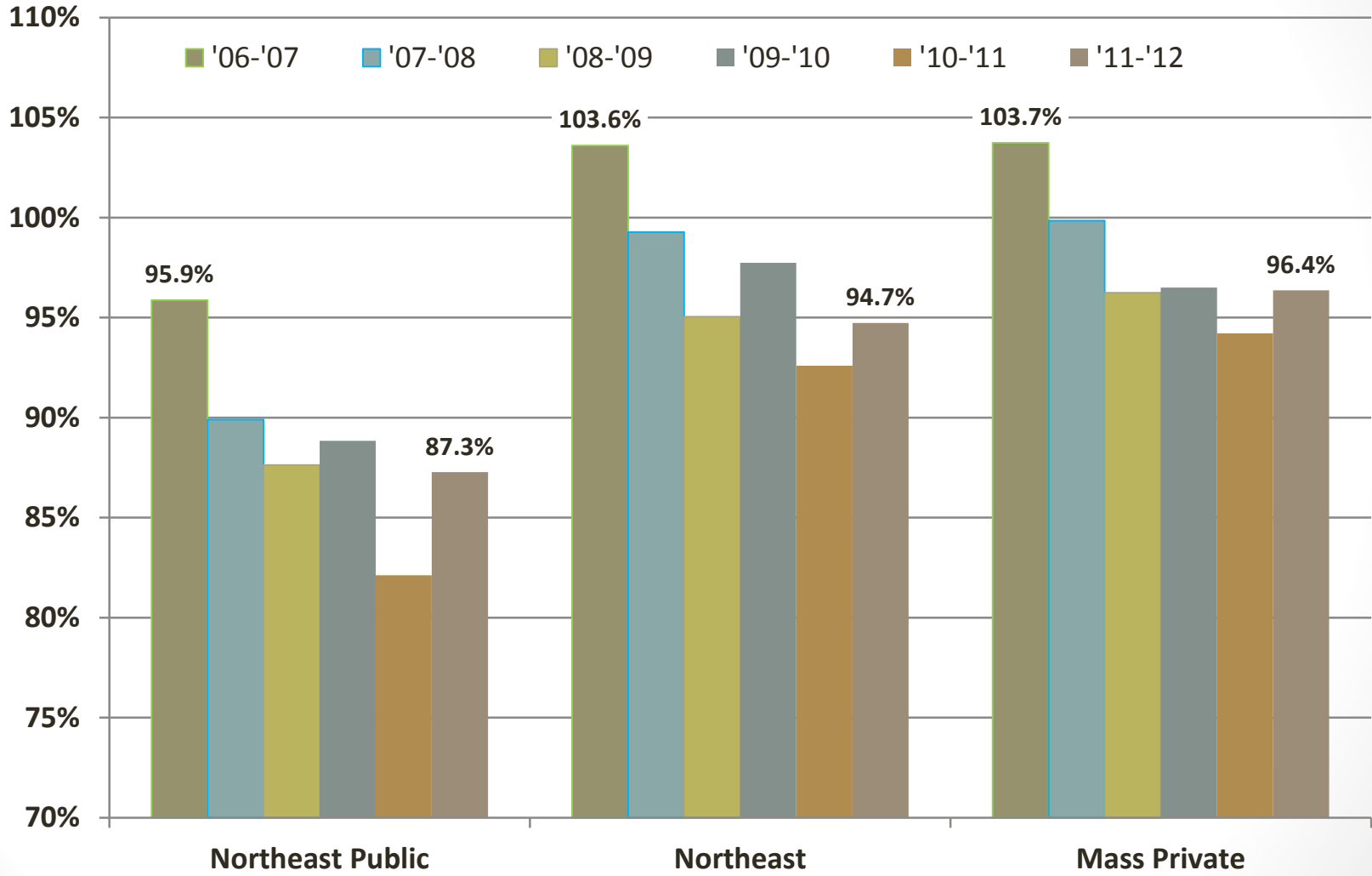


Figure 11. Assistant Professor – Trend in Mass. Public Median as a Percent of Comparator Median



Appendix

Institutions in the Study

Institutions in the Study

Institution	State	Control
<u>Massachusetts Public Universities (n=9)</u>		
Bridgewater State University	MA	Public
Fitchburg State University	MA	Public
Framingham State University	MA	Public
Massachusetts College of Art and Design	MA	Public
Massachusetts College of Liberal Arts	MA	Public
Massachusetts Maritime Academy	MA	Public
Salem State University	MA	Public
Westfield State University	MA	Public
Worcester State University	MA	Public
<u>Massachusetts Private Masters (n=14)</u>		
American International College	MA	Private
Anna Maria College	MA	Private
Assumption College	MA	Private
Bentley University	MA	Private
Curry College	MA	Private
Emerson College	MA	Private
Emmanuel College	MA	Private
Endicott College	MA	Private

(continued)

Institutions in the Study

Institution	State	Control
<u>Massachusetts Private Masters (cont.)</u>		
Lesley University	MA	Private
Simmons College	MA	Private
Springfield College	MA	Private
Suffolk University	MA	Private
Western New England University	MA	Private
Wheelock College	MA	Private
<u>Northeast Publics (n=55)</u>		
Central Connecticut State University	CT	Public
Eastern Connecticut State University	CT	Public
Southern Connecticut State University	CT	Public
Western Connecticut State University	CT	Public
University of Southern Maine	ME	Public
Keene State College	NH	Public
Plymouth State University	NH	Public
Kean University	NJ	Public
Montclair State University	NJ	Public
New Jersey City University	NJ	Public

(continued)

Institutions in the Study

Institution	State	Control
<u>Northeast Publics (cont.)</u>		
Ramapo College of New Jersey	NJ	Public
Rowan University	NJ	Public
Rutgers University-Camden	NJ	Public
The College of New Jersey	NJ	Public
The Richard Stockton College of New Jersey	NJ	Public
William Paterson University of New Jersey	NJ	Public
CUNY Bernard M Baruch College	NY	Public
CUNY Brooklyn College	NY	Public
CUNY City College	NY	Public
CUNY College of Staten Island	NY	Public
CUNY Hunter College	NY	Public
CUNY John Jay College of Criminal Justice	NY	Public
CUNY Lehman College	NY	Public
CUNY Queens College	NY	Public
Fashion Institute of Technology	NY	Public
State University of New York at New Paltz	NY	Public
SUNY at Fredonia	NY	Public
SUNY at Geneseo	NY	Public
SUNY College at Brockport	NY	Public

(continued)

Institutions in the Study

Institution	State	Control
<u>Northeast Publics (cont.)</u>		
SUNY College at Buffalo	NY	Public
SUNY College at Cortland	NY	Public
SUNY College at Oneonta	NY	Public
SUNY College at Oswego	NY	Public
SUNY College at Plattsburgh	NY	Public
SUNY College at Potsdam	NY	Public
SUNY Empire State College	NY	Public
SUNY Institute of Technology at Utica-Rome	NY	Public
Bloomsburg University of Pennsylvania	PA	Public
California University of Pennsylvania	PA	Public
Cheyney University of Pennsylvania	PA	Public
Clarion University of Pennsylvania	PA	Public
East Stroudsburg University of Pennsylvania	PA	Public
Edinboro University of Pennsylvania	PA	Public
Kutztown University of Pennsylvania	PA	Public
Lock Haven University	PA	Public
Mansfield University of Pennsylvania	PA	Public
Millersville University of Pennsylvania	PA	Public
Penn State Univ-Erie-Behrend College	PA	Public

(continued)

Institutions in the Study

Institution	State	Control
<u>Northeast Publics (cont.)</u>		
Penn State University-Great Valley	PA	Public
Penn State University-Harrisburg	PA	Public
Shippensburg University of Pennsylvania	PA	Public
Slippery Rock University of Pennsylvania	PA	Public
West Chester University of Pennsylvania	PA	Public
Rhode Island College	RI	Public
Johnson State College	VT	Public
<u>Northeast Privates (non-MA)</u>		
Albertus Magnus College	CT	Private
Fairfield University	CT	Private
Quinnipiac University	CT	Private
Sacred Heart University	CT	Private
Saint Joseph College	CT	Private
University of Bridgeport	CT	Private
University of Hartford	CT	Private
University of New Haven	CT	Private
Husson University	ME	Private
Saint Joseph's College of Maine	ME	Private

(continued)

Institutions in the Study

Institution	State	Control
<u>Northeast Privates (cont.)</u>		
University of New England	ME	Private
Antioch University-New England	NH	Private
Franklin Pierce University	NH	Private
New England College	NH	Private
Rivier College	NH	Private
Southern New Hampshire University	NH	Private
Caldwell College	NJ	Private
Centenary College	NJ	Private
College of Saint Elizabeth	NJ	Private
Fairleigh Dickinson University-Florham	NJ	Private
Fairleigh Dickinson University-Metro Campus	NJ	Private
Felician College	NJ	Private
Georgian Court University	NJ	Private
Monmouth University	NJ	Private
Rider University	NJ	Private
Saint Peter's College	NJ	Private
Alfred University	NY	Private
Canisius College	NY	Private
College of Mount Saint Vincent	NY	Private

(continued)

Institutions in the Study

Institution	State	Control
<u>Northeast Privates (cont.)</u>		
Daemen College	NY	Private
Dominican College of Blauvelt	NY	Private
Dowling College	NY	Private
D'Youville College	NY	Private
Iona College	NY	Private
Ithaca College	NY	Private
Keuka College	NY	Private
Le Moyne College	NY	Private
Long Island University-Brooklyn Campus	NY	Private
Long Island University-C W Post Campus	NY	Private
Manhattan College	NY	Private
Manhattanville College	NY	Private
Marist College	NY	Private
Medaille College	NY	Private
Mercy College	NY	Private
Metropolitan College of New York	NY	Private
Molloy College	NY	Private
Mount Saint Mary College	NY	Private
Nazareth College	NY	Private

(continued)

Institutions in the Study

Institution	State	Control
<u>Northeast Privates (cont.)</u>		
New York Institute of Technology	NY	Private
Niagara University	NY	Private
Nyack College	NY	Private
Pratt Institute-Main	NY	Private
Roberts Wesleyan College	NY	Private
Rochester Institute of Technology	NY	Private
Saint Bonaventure University	NY	Private
Saint Joseph's College-New York	NY	Private
Saint Thomas Aquinas College	NY	Private
The College of New Rochelle	NY	Private
The College of Saint Rose	NY	Private
Touro College	NY	Private
Union Graduate College	NY	Private
Utica College	NY	Private
Wagner College	NY	Private
Alvernia University	PA	Private
Arcadia University	PA	Private
Cabrini College	PA	Private
Carlow University	PA	Private

(continued)

Institutions in the Study

Institution	State	Control
<u>Northeast Privates (cont.)</u>		
Chatham University	PA	Private
Chestnut Hill College	PA	Private
DeSales University	PA	Private
Eastern University	PA	Private
Gannon University	PA	Private
Gwynedd Mercy College	PA	Private
Holy Family University	PA	Private
King's College	PA	Private
La Salle University	PA	Private
Marywood University	PA	Private
Mercyhurst College	PA	Private
Misericordia University	PA	Private
Neumann University	PA	Private
Philadelphia Biblical University-Langhorne	PA	Private
Philadelphia University	PA	Private
Point Park University	PA	Private
Robert Morris University	PA	Private
Rosemont College	PA	Private
Saint Francis University	PA	Private

(continued)

Institutions in the Study

Institution	State	Control
<u>Northeast Privates (cont.)</u>		
Saint Joseph's University	PA	Private
University of Scranton	PA	Private
Villanova University	PA	Private
Waynesburg University	PA	Private
Wilkes University	PA	Private
York College Pennsylvania	PA	Private
Bryant University	RI	Private
Johnson & Wales University-Providence	RI	Private
Providence College	RI	Private
Roger Williams University	RI	Private
Salve Regina University	RI	Private
College of St Joseph	VT	Private
Norwich University	VT	Private
School for International Training	VT	Private