

2016 Faculty Salary Study Massachusetts State Universities

Study Updated by:

Chunju Chen, Ph.D.
Executive Director for Strategic Planning & Decision Support
Salem State University
December, 2016

Original Study Prepared by:

W. Neal Fogg, Ph.D.
October, 2015

Introduction

In February 2014, a report was prepared for the Council of University Presidents that presented findings of an analysis of faculty salaries at institutions in the Massachusetts public university segment. In October 2015, an updated report was prepared.

This report (December 2016) updates those two earlier analysis to include the most recent year for which data are available. The current report follows the same format and methodology and is ‘stand-alone’, that is, there is nothing in the prior report that is not included here.

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 institutions (IPEDS is required for all institutions that receive funds from federal financial aid programs). Data is not available by academic discipline. While the federal government changed reporting procedures on some of their surveys beginning in fall 2012, the changes do not materially affect the results presented here. This report utilizes IPEDS faculty salary survey data for the nine years from AY2006-07 to AY2014-15.

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 '14 -'15 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.

This study presents information regarding salaries only. It does not include a comprehensive review of full compensation including benefits such as sick time, subsidized health care, life insurance, and disability insurance. Nor does it consider the benefit of a defined pension.

Key Findings

- Over the nine year period from AY '06-'07 to AY '14-'15, salaries grew fastest at the rank of Full Professor, increasing by approximately \$16,577 or above 22 percent over the period (figures 1 and 2). Salaries at the Associate rank grew by approximately \$9,000 or above 14 percent. Salaries at the Assistant rank grew by approximately \$9,000 or above 16 percent.
- As a result of these differential growth rates, the spread between the Full Professor rank and the Associate/Assistant academic ranks has grown. For instance, in AY '06-'07 Associate Professors earned about 84 percent of the earnings of Full Professors (figure 3). By AY '14-'15, the percent had fallen to under 80 percent. Comparing the average salaries of Assistant Professors to those of Full Professors, in AY '06-'07 the newer faculty earned 74 percent of their senior Full Professor counterparts and by AY '14-'15 that fraction had fallen to 70 percent (not shown in figure 3).
- Assistant Professors had been losing ground to the Associate Professors in the years following the Great Recession that began in early 2008, but have since regained salaries to the point where they earn about 90 percent of their Associate Professor colleagues (figure 3). This is the same ratio that prevailed before the recession.
- Among the nine schools in the segment, the amount of dispersion across schools is largest at the Assistant rank level. Salaries across institutions begin to converge at the ranks of Associate and Full professors, although the gap at the Associate Professor rank between the highest- and lowest-paid schools in the segment has increased since 2006-07. Particularly at the six comprehensive state universities, there is very little difference in faculty salaries for full professors across institutions. (Averages but not raw data are presented in figures 4-5.)
- In terms of faculty salaries relative to comparison groups, conclusions of the analysis depend on academic rank. In short, Full Professors in the segment have been gaining ground relative to their counterparts at other schools in the region. While they still earn less than Full Professors in all three comparison groups, the gap has narrowed in two of the three groups (figures 6-7).
- At the Associate and Assistant Professor ranks, faculty salaries in the Massachusetts state segment have fallen relative to comparators over the period. As with Full Professors, 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. However, unlike Full Professors, while much of that decline has been recovered in the years since the relative salaries for these academic ranks have not rebounded fully to the level seen in AY '06-'07.
- Across the three comparison groups, salaries in the Massachusetts public segment are most competitive against private Masters schools in the state and against the largest "all schools in the Northeast" group. In AY '14-'15, Full Professors earned almost 93 percent of the earnings of Full Professors at other schools in the Northeast and 97 percent of Full Professors at private schools in Massachusetts. Assistant professors earned almost 97 percent of their

counterparts in these two groups. Associate Professors fared the worst, earning approximately 91 percent of the average salaries in the Northeast and private Massachusetts segments.

- Salaries are least competitive against other public Masters schools in the Northeast. Full Professors at public institutions in Massachusetts earned 84 percent as much as their counterparts in other states in the Northeast in AY '14-'15. For Associate Professors, salaries in the state were 82 percent of those in the Northeast. Assistant Professors had the highest salaries relative to their peers in the Northeast, earning about 91 percent as much as those in other states.

Data Section I:

Trends & Patterns,
Massachusetts Public State
Universities

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

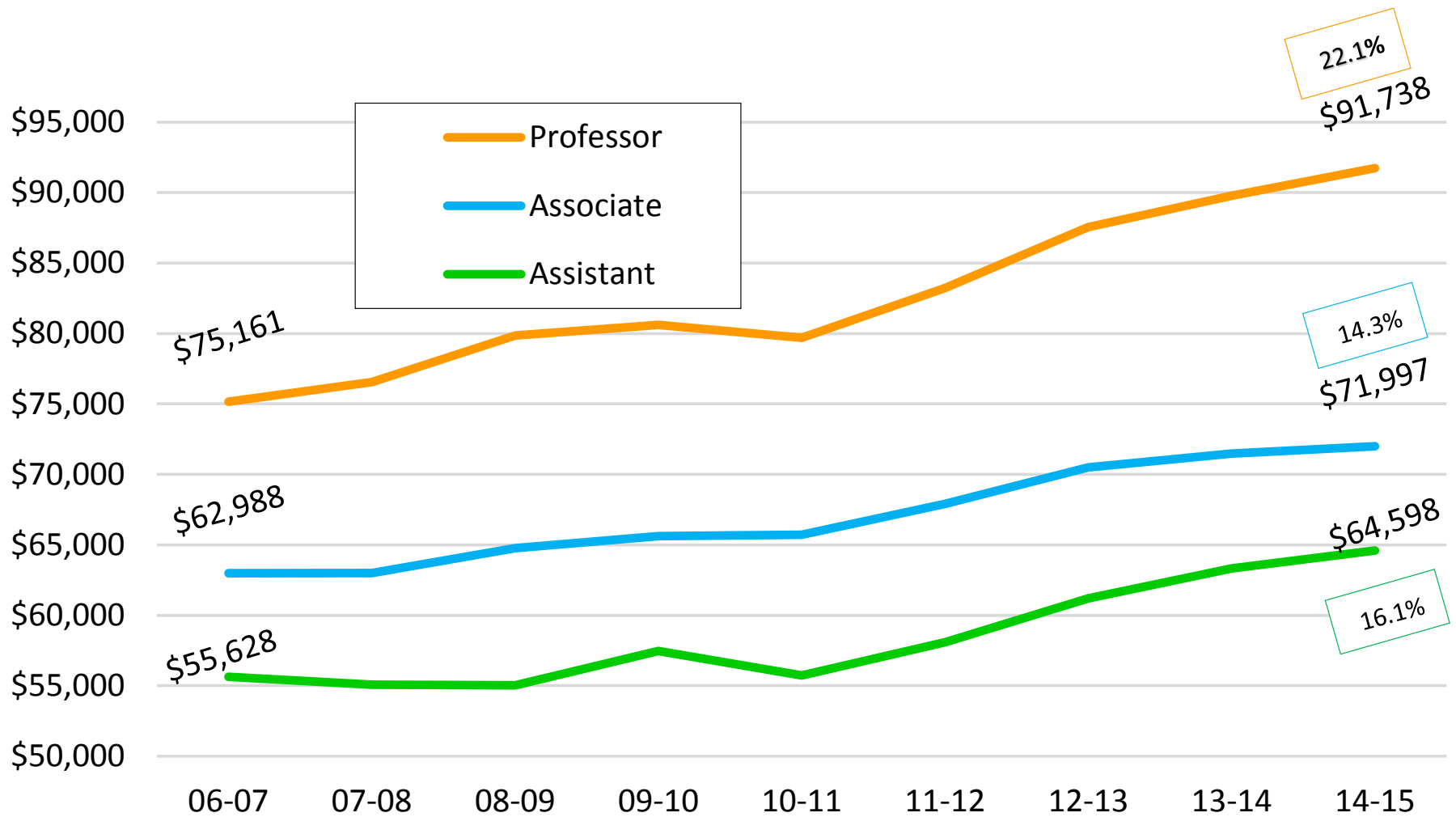


Figure 2. Median Average Faculty Salaries, Mass State Universities (N=9)

	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%
12-13	\$87,560	\$70,496	\$61,193	5.2%	3.8%	5.3%
13-14	\$89,766	\$71,469	\$63,341	2.5%	1.4%	3.5%
14-15	\$91,738	\$71,997	\$64,598	2.2%	0.7%	2.0%

Change	Absolute			Percent		
06/07 to 14/15	\$16,577	\$9,009	\$8,970	22.1%	14.3%	16.1%

Figure 3. Relative Salary Ratios, by Faculty Rank, Mass Public State Universities (N=9)

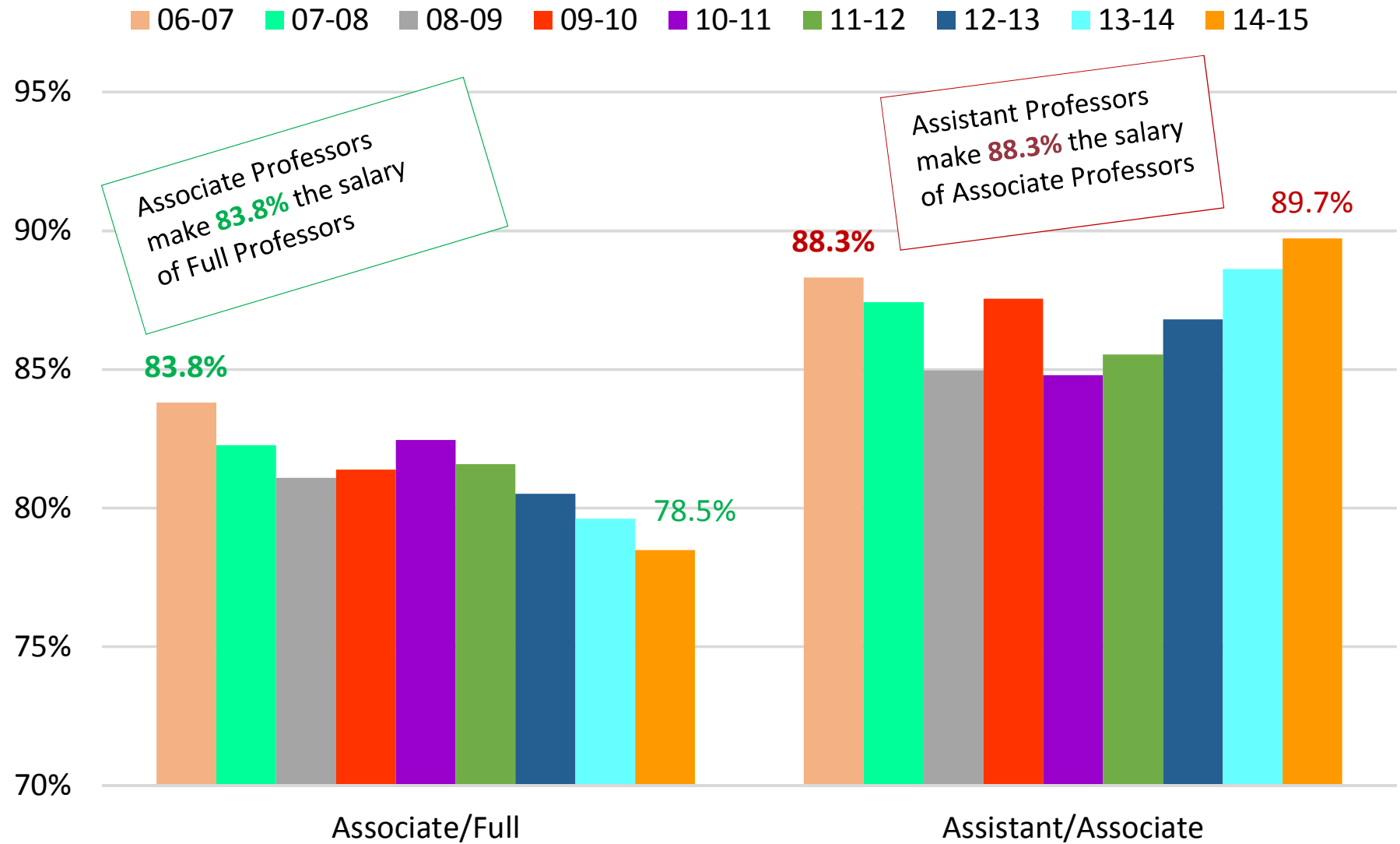


Figure 4. Average Faculty Salaries, by Institution, 2006-07 and 2014-15
(All Nine Massachusetts State Universities)

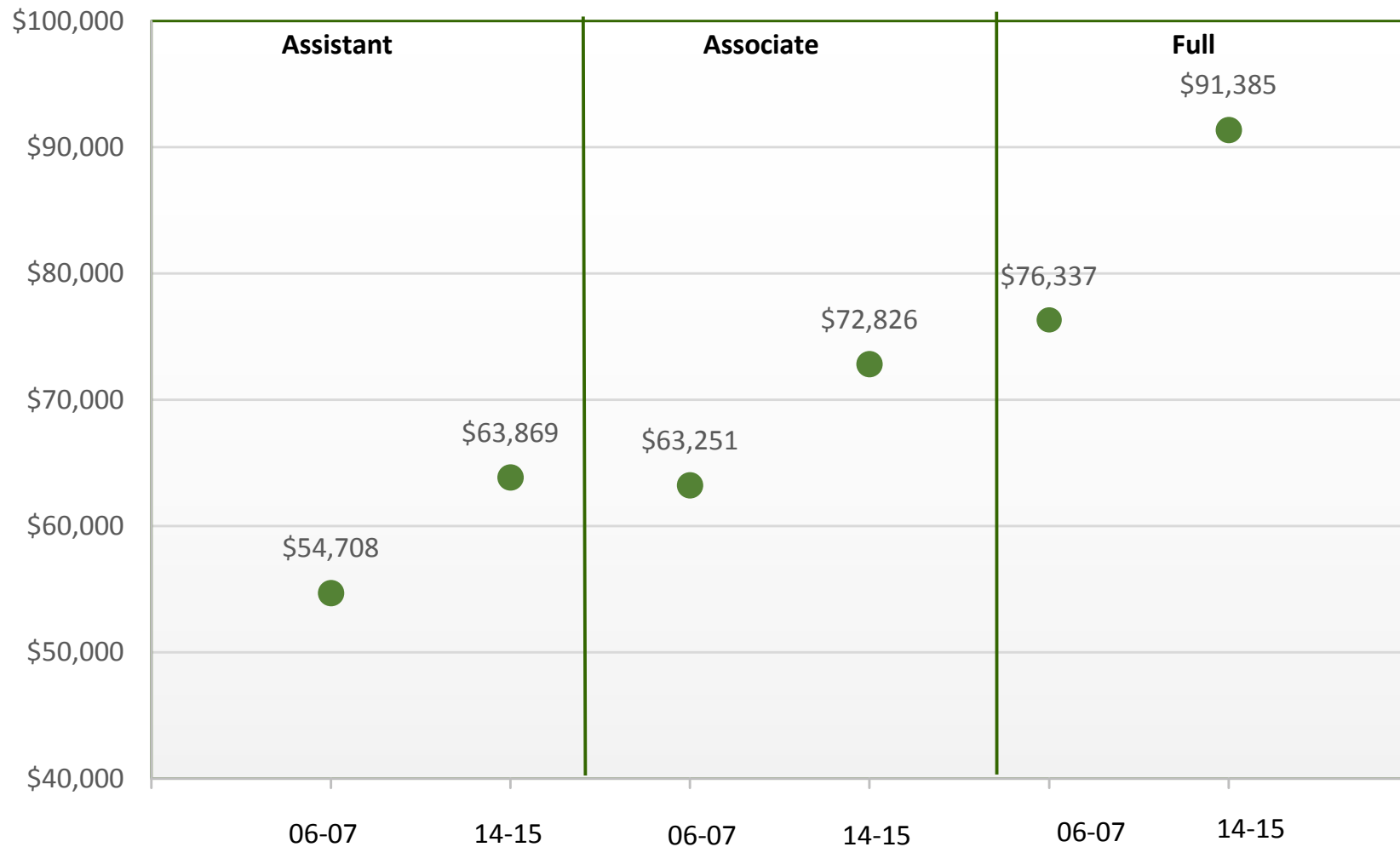
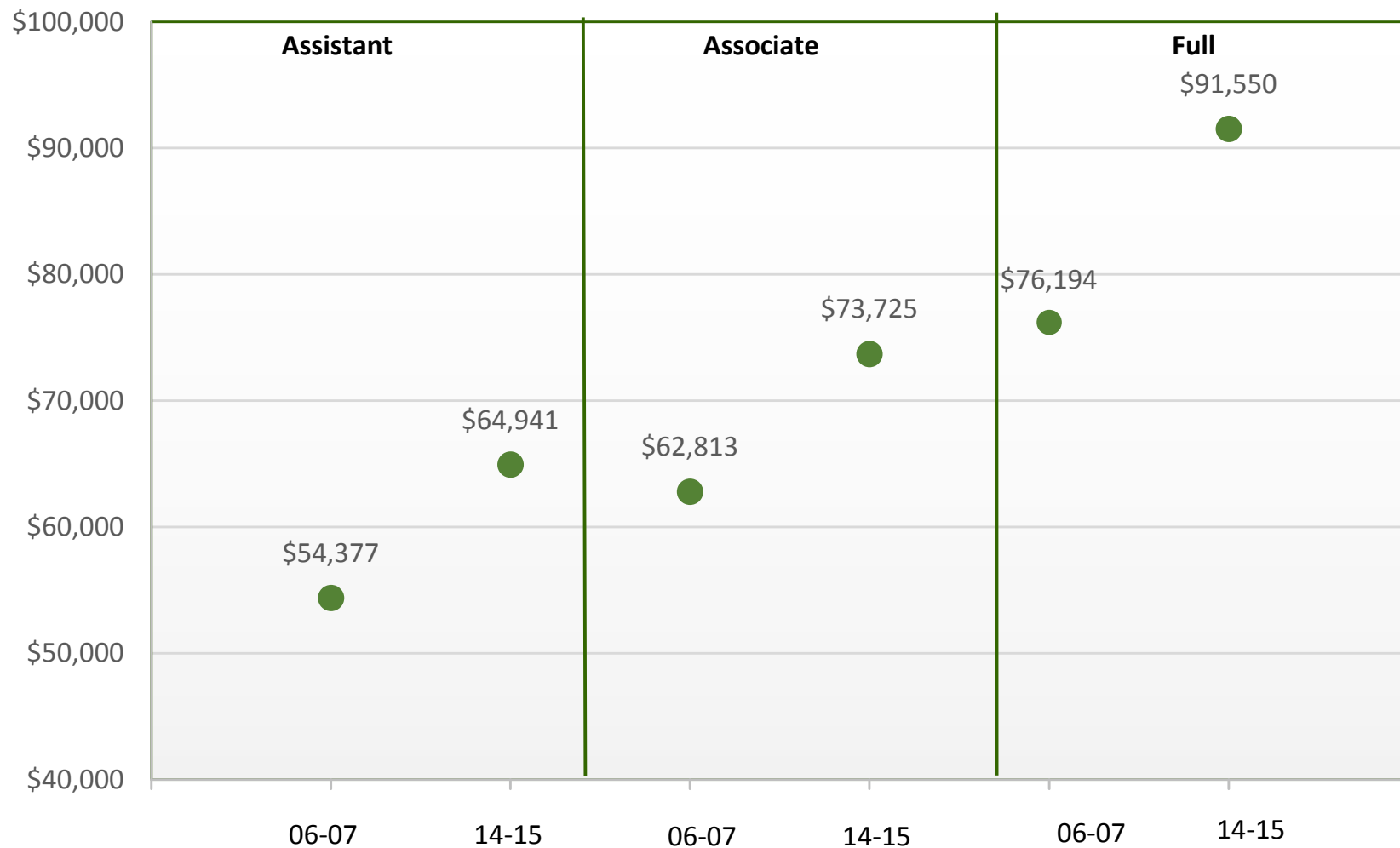


Figure 5. Average Faculty Salaries, by Institution, 2006-07 and 2014-15
(Six Comprehensives of the Nine Massachusetts State Universities)



Data Section II:

Massachusetts State Universities
Relative to Comparison Groups

Figure 6. Full Professor -- Trend in Median Average Salary

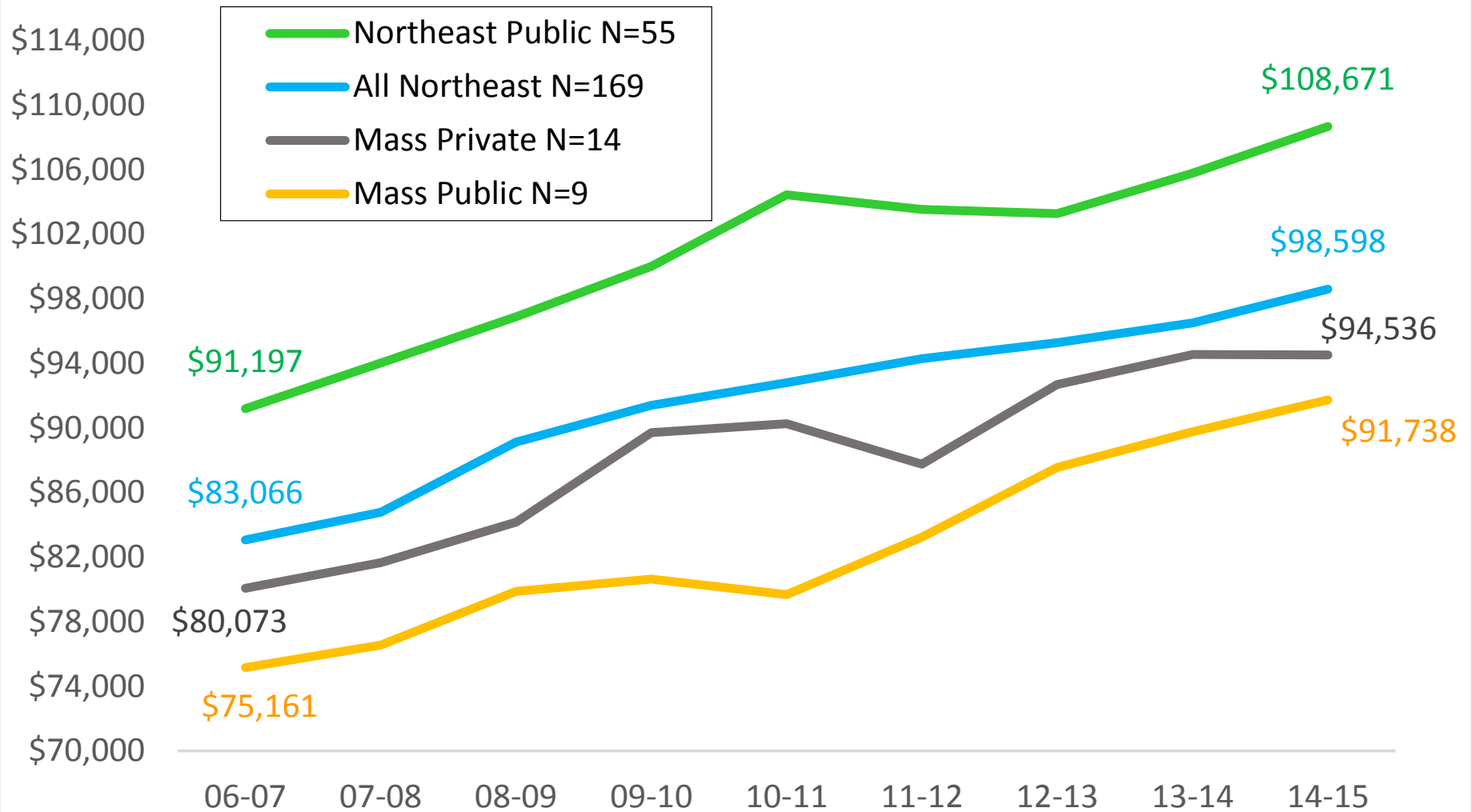


Figure 7. Full Professor -- Trend in the 9 Mass Public State University Median as a Percent of Comparator Median

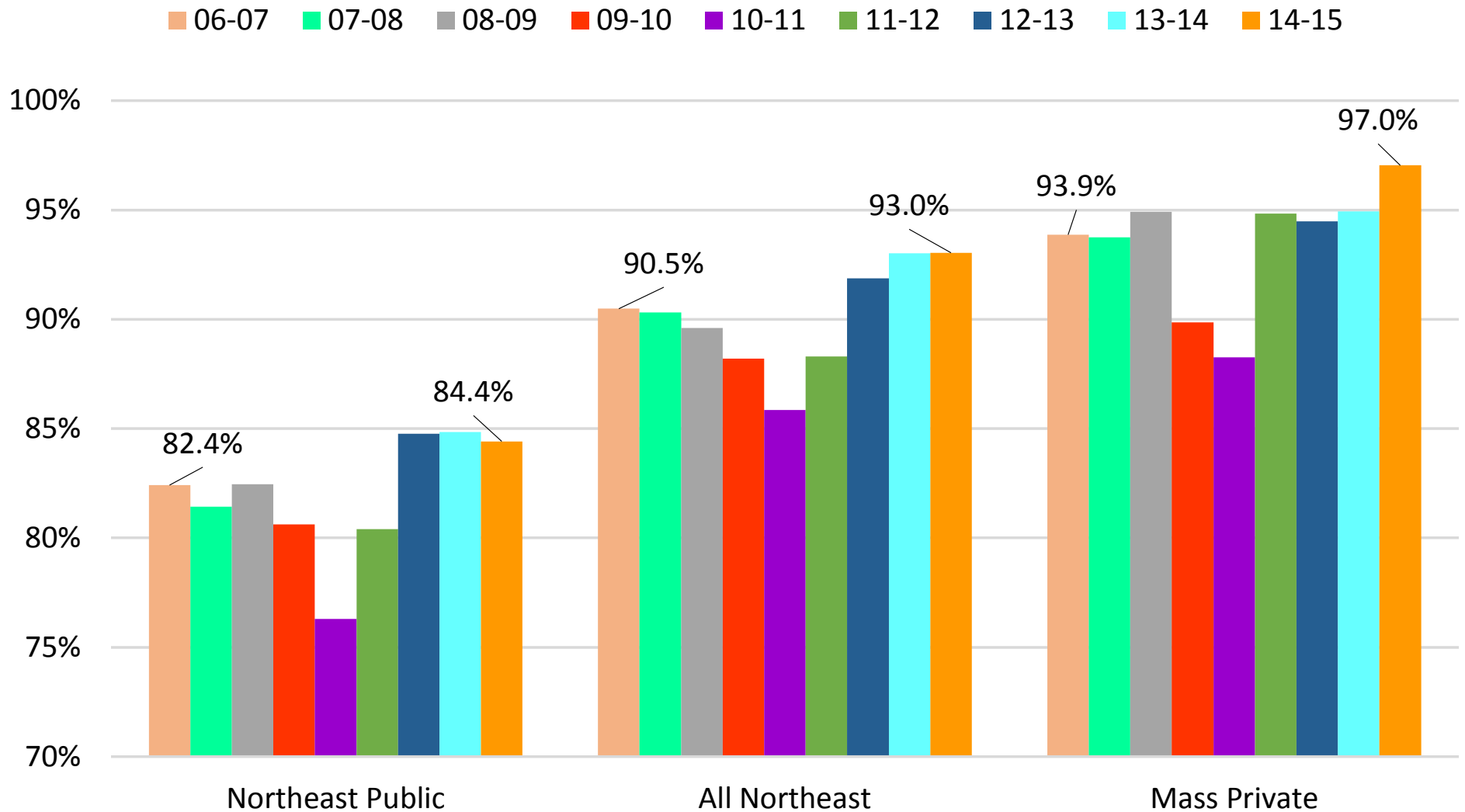


Figure 8. Associate Professor -- Trend in Median Average Salary

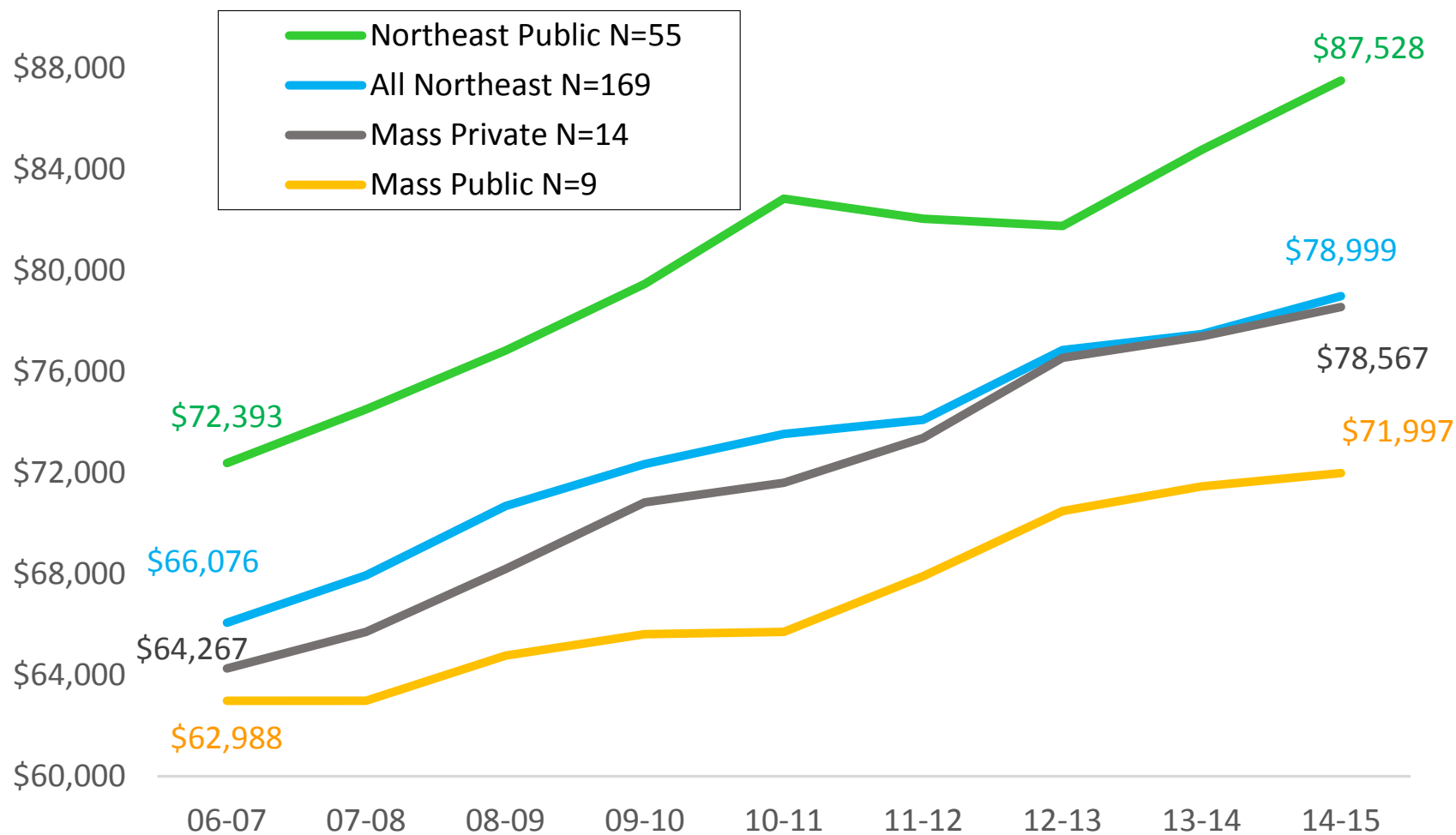


Figure 9. Associate Professor -- Trend in the 9 Mass Public State University Median as a Percent of Comparator Median

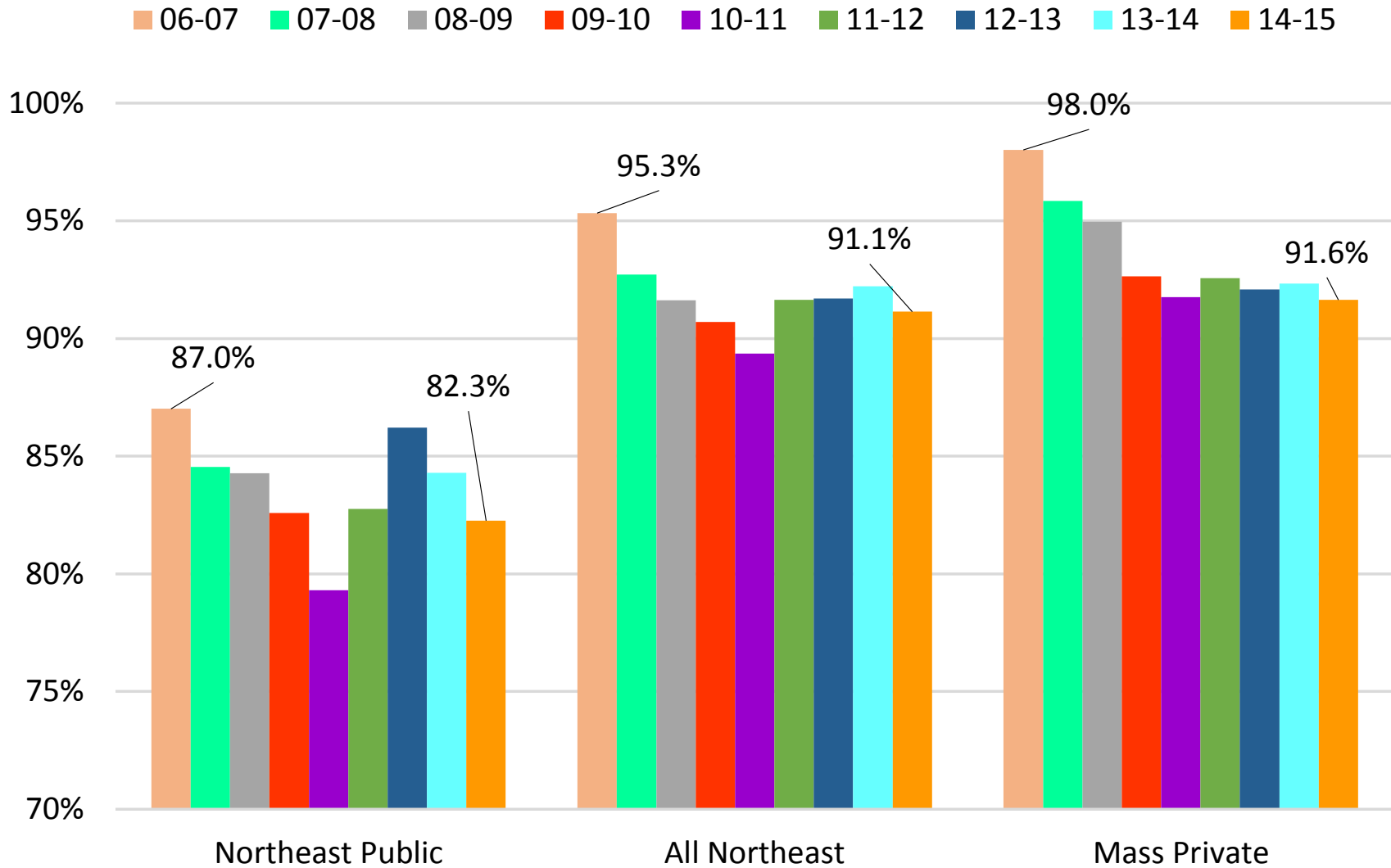


Figure 10. Assistant Professor -- Trend in Median Average Salary

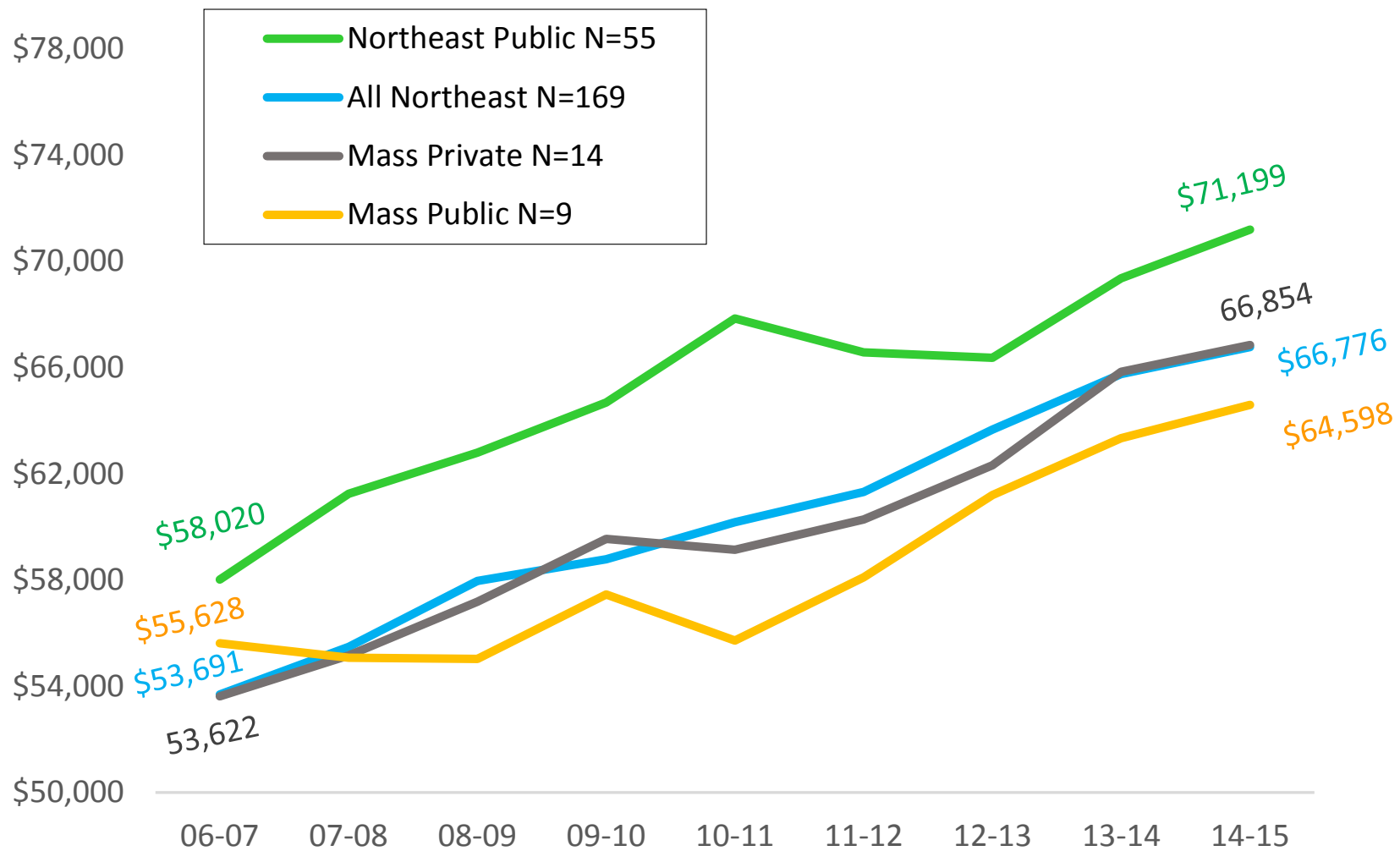
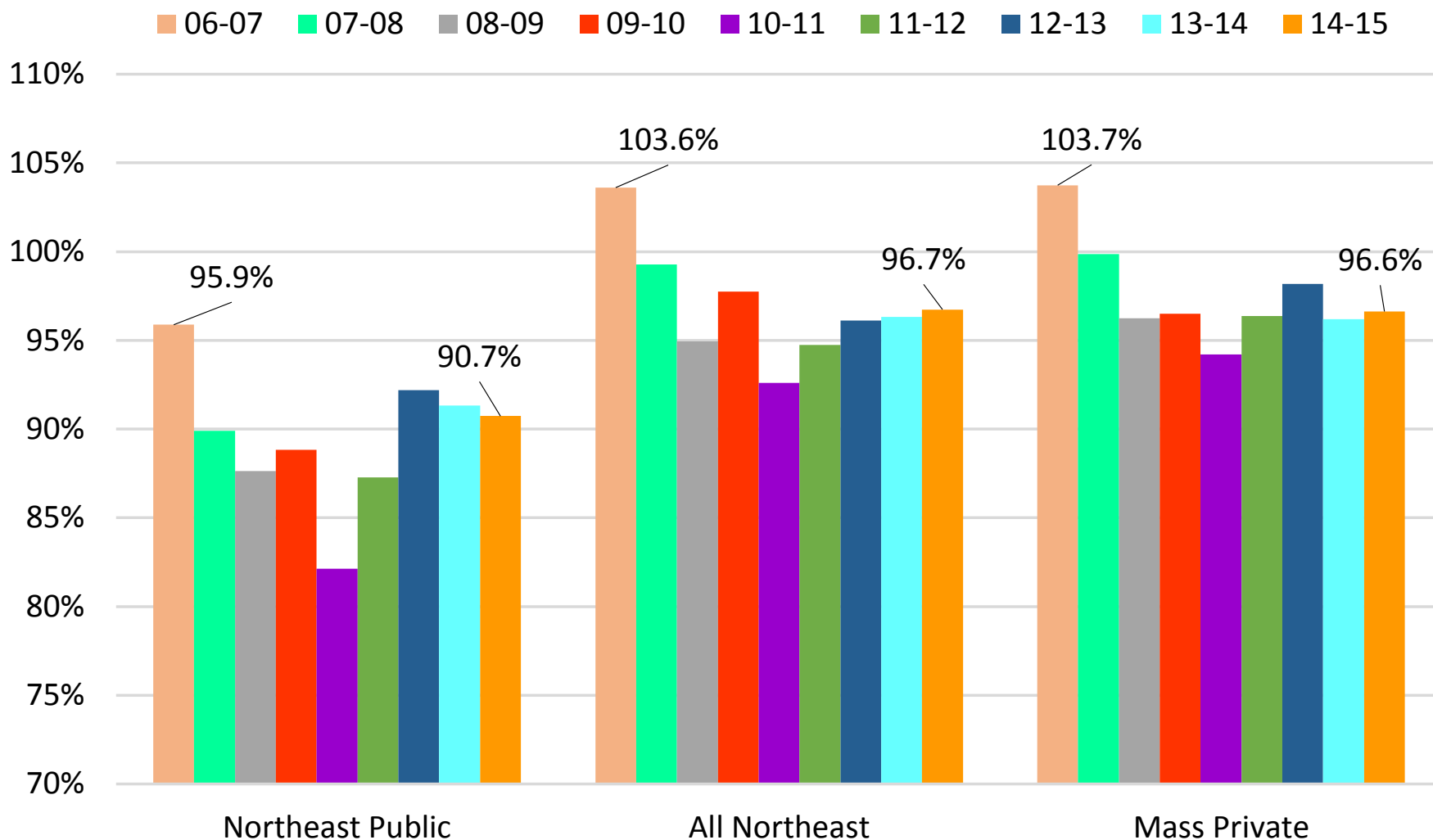


Figure 11. Assistant Professor -- Trend in the 9 Mass Public State University Median as a Percent of Comparator Median



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
Massachusetts Private Masters (cont.)		
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
Northeast Publics (cont.)		
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
Northeast Publics (cont.)		
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
Northeast Publics (cont.)		
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
Northeast Privates (cont.)		
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
Northeast Privates (cont.)		
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
Northeast Privates (cont.)		
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
Northeast Privates (cont.)		
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
Northeast Privates (cont.)		
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