

NATIONAL FACULTY SALARY SURVEY

| For the 2005–06 |
Academic Year |

by Discipline and Rank in
Four-Year Colleges and Universities

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ACKNOWLEDGMENTS

Publication of the *2005–06 National Faculty Salary Survey by Discipline and Rank in Four-Year Colleges and Universities* marks the survey's twenty-fifth year (See Appendix B for a brief history of the survey). This year's survey reflects salary data for 225,805 faculty members at 844 institutions nationwide in more than 250 disciplines. Salaries within each discipline are reported separately for the ranks of Professor, Associate Professor, Assistant Professor, New Assistant Professor, and Instructor.

We wish to thank our members for their support relative to survey design and content. CUPA-HR would not be able to offer a tool so central to the needs of higher education administrators without their continuing insight and advice.

In the CUPA-HR National Office, our research department staff coordinated and reviewed all aspects of survey analysis and report production. To ensure the accuracy of data, the research staff worked closely with the many human resource and institutional research professionals responsible for completing the survey. The efforts of these individuals are greatly appreciated. We also want to thank Peerfocus, Inc., our partner and collaborator in Surveys Online.

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2005–06 NATIONAL FACULTY SALARY SURVEY BY DISCIPLINE AND RANK IN FOUR-YEAR COLLEGES AND UNIVERSITIES

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* Available in the 2005-06 National Faculty Salary Survey's Report

TABLES

| 2-Digit CIP Code Disciplines * | Page |
|---|-------------|
| [01.] Agriculture, Agriculture Operations, And Related Sciences | 2 |
| [03.] Natural Resources And Conservation | 3 |
| [04.] Architecture And Related Services | 4 |
| [05.] Area, Ethnic, Cultural, And Gender Studies | 5 |
| [09.] Communication, Journalism And Related Programs | 6 |
| [10.] Communications Technologies/Technicians And Support Services | 7 |
| [11.] Computer And Information Sciences And Support Services | 8 |
| [13.] Education | 9 |
| [14.] Engineering | 10 |
| [15.] Engineering Technologies/Technicians | 11 |
| [16.] Foreign Languages, Literatures, And Linguistics | 12 |
| [19.] Family And Consumer Sciences/Human Sciences | 13 |
| [22.] Legal Professions And Studies | 14 |
| [23.] English Language And Literature/Letters | 15 |
| [24.] Liberal Arts And Sciences, General Studies And Humanities | 16 |
| [25.] Library Science | 17 |
| [26.] Biological And Biomedical Sciences | 18 |
| [27.] Mathematics And Statistics | 19 |
| [30.] Multi/Interdisciplinary Studies | 20 |
| [31.] Parks, Recreation, Leisure And Fitness Studies | 21 |
| [38.] Philosophy And Religious Studies | 22 |
| [39.] Theology And Religious Vocations | 23 |
| [40.] Physical Sciences | 24 |
| [41.] Science Technologies/Technicians (no salary data reported) | 25 |
| [42.] Psychology | 26 |
| [43.] Security And Protective Services | 27 |
| [44.] Public Administration And Social Service Professions | 28 |
| [45.] Social Sciences | 29 |
| [50.] Visual And Performing Arts | 30 |
| [52.] Business, Management, Marketing, And Related Support Services | 31 |
| [54.] History General | 32 |
| All Disciplines Combined (Excluding CIP 51.) | 33 |

4-Digit CIP Code Disciplines **

| | |
|----------------------|-----|
| All Institutions | 35 |
| Public Institutions | 81 |
| Private Institutions | 127 |

* Salaries are not reported at the 2-digit level for 51. Health Professions and Related Clinical Sciences, due to the diversity of the disciplines included within this group.

** Available in the 2005-06 National Faculty Salary Survey's Report

INTRODUCTION

CUPA-HR's *National Faculty Salary Survey By Discipline and Rank in Four-Year Colleges and Universities* (NFS Survey) provides comprehensive and up-to-date salary data for college and university administrators. The survey has been conducted on an annual basis since 1982 (1981–82 academic year).

Human resource costs range from 65 to 85 percent of an institution's overall operating expenses. Data collected by the NFS Survey are designed to help administrators effectively manage these costs by providing a broad range of salary data with which to evaluate current pay levels and plan compensation budgets.

This year's survey reflects salary data for 225,805 faculty members in public and private four-year colleges and universities nationwide.

IMPORTANT

The 2005–06 survey gave institutions the option of reporting salaries in any of 332 4-digit CIP codes. Results are available for all 4-digit code disciplines for which four or more institutions responded. Salaries reported for 2-digit codes are a roll-up of all data reported for the associated 4-digit codes, including those with fewer than four respondents. Salaries are not reported at the 2-digit level for *51. Health Professions And Related Clinical Sciences*, due to the diversity of the disciplines included within this group.

If you believe we should cover additional disciplines, collect additional data, or make other improvements in our survey process, we welcome your suggestions. Our only objective is to meet the informational needs of CUPA-HR members in particular and of higher education institutions in general. Please send your suggestions to rsizemore@cupahr.org, and specify "NFS Survey Suggestions" in the subject line.

SURVEY CONTENT

The NFS Survey collects salary data for full-time faculty by discipline and rank. **Appendix C** describes the disciplines covered in the 2005–06 survey.

The survey collects both institution-specific and discipline-specific data. Institutional data are used primarily to create appropriate comparison groups, and include whether a collective bargaining unit represents the faculty. Data collected as part of the survey process are summarized below. **Appendix B** describes the survey in greater detail.

Institution-specific data pre-loaded

- Institution name
- 2000 Carnegie classification
- Affiliation
 - Public
 - Private-independent
 - Private-religious
 - Private-for-profit
- Level of instruction
 - Undergraduate only
 - Graduate only
 - Both undergraduate and graduate
- NCAA Division (new this year)

Institution-specific data collected by survey

- Structure type
 - Single unit institution, with one or multiple sites
 - Institution within a College or University System
 - System Office
- 2005–06 total operating budget
- Student enrollment for Fall 2005–06
 - Number of full-time students
 - Number of part-time students
 - Fall credit hours taken by part-time students
 - Full-time equivalent (FTE) student total
- Faculty size for Fall 2005–06
 - Number of full-time faculty
 - Number of part-time faculty
 - Fall course hours taught by part-time faculty
 - Full-time equivalent (FTE) faculty total
- Faculty represented by a union for the purpose of collective bargaining

Position-specific data collected by survey

The following information is collected separately within each discipline for the ranks of professor, associate professor, assistant professor, new assistant professor and instructor.

Assistant professor data also include new assistant professors.

- Number of faculty
- Average salary
- Lowest salary
- Highest salary

Delineation Of Disciplines

The NFS Survey defines disciplines from the *Classification of Instructional Programs: 2000 Edition* published by the U.S. Department of Education's National Center for Education Statistics (NCES). This publication replaces the previously used CIP–1990. The description of disciplines in Appendix C includes the 1990 CIP Program and Code.

The CIP taxonomy is a hierarchy organized on three levels:

- 2-digit codes define the most general groupings of related programs (XX)
- 4-digit codes define intermediate groupings of programs that have comparable content and objectives (XX.XX)
- 6-digit codes define specific instructional programs (XX.XXXX)

For example:

01. AGRICULTURE, AGRICULTURE OPERATIONS, AND RELATED SCIENCES.

Instructional programs that focus on agriculture and related sciences and that prepare individuals to apply specific knowledge, methods, and techniques to the management and performance of agricultural operations.

01.01 Agricultural Business and Management. Instructional content for this group of programs is defined in codes 01.0101 - 01.0199

01.0102 Agribusiness/Agricultural Business Operations. A program that prepares individuals to manage agricultural businesses and agriculturally related operations within diversified corporations. Includes instruction in agriculture, agricultural specialization, business management, accounting,

finance, marketing, planning, human resources management, and other managerial responsibilities.

The NFS Survey reports data for both 2-digit and 4-digit code disciplines. Go to <http://nces.ed.gov/pubs2002/2002165.pdf> for more information on CIP–2000.

SURVEY METHODOLOGY

The *National Faculty Salary Survey By Discipline and Rank in Four-Year Colleges and Universities* is conducted entirely on the Web using Surveys Online, CUPA-HR's Web-based data collection and reporting system. This year's survey opened for data collection on September 7, 2005 and closed in January, 2006. A new **Upload Option** was available this year that allowed respondents to upload a file of salary data to SurveysOnLine (SOL), saving the effort of manually keying each item.

Institutional identification information, including name, Carnegie classification, affiliation, level of instruction and NCAA division are preloaded and need to be updated only if they have changed. The other institutional information shown above is collected once for use with all salary surveys.

Thousands of real-time and server-side validation checks are built into the questionnaire. These checks flag data that are significantly different from data reported last year by an institution, or that are extremely low or high. A final validation check flags computational and other potential errors. In order to submit its survey, an institution has to correct all "fatal" errors and correct or annotate all "serious" errors. The validation checks streamline the data cleaning process and allow significantly faster turnaround time for results.

All data submitted by institutions for the *2005–06 NFS Survey* will be available online for the next five years. After that, the data will be archived, but still accessible upon request.

ACCESSING SURVEY RESULTS

CUPA-HR's salary surveys are excellent support tools for your benchmarking and planning processes. Each of our surveys affords you the ability to compare your institution's salaries for specific positions to those of your peer institutions and to higher education as a whole, thus providing the basis for informed decisions. Results from the *2005–06 NFS Survey* can be accessed in three ways.

- **Survey Report**

This document provides an easy-to-read, national-level summary of salaries by discipline and rank for all institutions and for public and private institutions separately. For public institutions, data also are reported separately for faculty represented and not represented by a collective bargaining unit.

Salary Comparison Worksheet: Appendix D contains a worksheet for calculating percentage ratios that you can use to compare salaries for specific disciplines and ranks at your institution to those reported by survey participants, overall and by groups of institutions most closely resembling yours in type and size. Dividing your institution's salaries by those reported in the survey will give you a good indication of how much more or less you are paying for the same discipline and rank than other institutions.

- **DataOnDemand (DOD)**

DOD is a hands-on application that gives institutions and specified users direct access to survey data—from the date of purchase until January 31 of the following year. Users also have access to results for that survey from the prior four years. DOD is a great value as you can conduct your own analyses any time you want and as often as you

want, using peer comparison groups that you create. Use of DOD is limited only by the four restrictions in place to protect confidentiality:

- No salary data are linked to a given institution (other than where a user has permission to see his or her institution's data).
- No salary data are reported for positions with fewer than four responding institutions.
- A comparison group must include a minimum of eight institutions that participated in the survey.
- Each comparison group created must differ by at least three institutions from all other existing and deleted comparison groups.

Using DOD is easy. In most instances, all you have to do is create your comparison group and run one of the *Faculty Survey* standard reports we have created to meet your informational needs.

- **Single Discipline Report:** Provides average, median, minimum and maximum salary for one discipline, N of incumbents, N of institutions, your institution's salaries as a percentage of the comparison group's and salary percentile ranks 20, 25, 40, 60, 75, 80. Report can be produced using weighted or un-weighted data. Output format: HTML.
- **Multi-Discipline Report:** Provides average, median, minimum and maximum salary by rank for each 4-digit CIP code discipline, N of incumbents, N of institutions, your institution's salaries as a percentage of the comparison group's and salary percentile ranks 20, 25, 33, 40, 60, 67, 75, 80 **or** 10, 20, 30, 40, 60, 70, 80, 90. Report can be produced using weighted or un-weighted data. Output format: HTML.
- **Ordinal Rank Report:** Provides an anonymous listing of the average salary reported for each discipline rank by each responding institution, and the weighted or un-weighted average salary by position. Output format: HTML or Excel.
- **NFSS Aggregate Report:** Provides a rollup of 4-digit CIP Code data to the 2-digit level. Average, median, minimum and maximum salary reported by rank for each 2-digit CIP code discipline, your institution's salaries as a percentage of the comparison group's and salary percentile ranks 20, 25, 33, 40, 60, 67, 75, 80 **or** 10, 20, 30, 40, 60, 70, 80, 90. Report can be produced using weighted or un-weighted data. Output format: HTML or Excel.
- **NFSS 2-Digit CIP Index Report:** Calculates overall and 2-digit CIP discipline-specific salary statistics for your comparison group based on a distribution of faculty that is the same as your own institution. Average and median salary and N of incumbents by rank reported for all disciplines combined and for each discipline rank, also your institution's salaries as a percentage of comparison group's. Report can be produced using weighted or un-weighted data. Output format: HTML.
- **NFSS 4-Digit CIP Index Report:** Same as above but for 4-digit CIP code disciplines.

In addition to the above, you also can create slide shows and presentations, and even conduct your own informal *Geographical Statistical Area (GSA)* analyses by using the New Group Wizard to create comparison groups based on Metropolitan Statistical Areas.

DOD is available to all higher education institutions, regardless of survey participation. Institutions may have multiple users for each DOD subscription. For maximum value, we recommend purchasing a survey report *and* access to DataOnDemand. We offer discount pricing for purchases of multiple reports and multiple subscriptions to DataOnDemand. Whether you are part of an institution, system, or consortium, you can use these discounts to reduce your overall costs.

- **Special Studies**

Special studies are custom reports produced by the CUPA-HR research staff, based upon selection criteria specified by you, but subject to the same restrictions noted above. Prior to DOD, custom analyses could only be done through special studies. We still conduct special studies upon request, but DOD provides a far greater value for the money. The format for special studies is the same as DOD standard reports. We do not offer discounts for special studies.

Geographical Statistical Area (GSA) Report: CUPA-HR's research staff also can produce a GSA Report upon request. This report presents higher education-specific, geographically-based salary data as weighted averages within Metropolitan Statistical Areas (MSA) as defined by the U.S. Government. GSA reports are used by compensation administrators to review salary data pertinent to the local labor market and by international educators to determine prevailing wages for specific job codes as part of the H-1B Visa process. The format for the GSA report is the same as DOD standard reports.

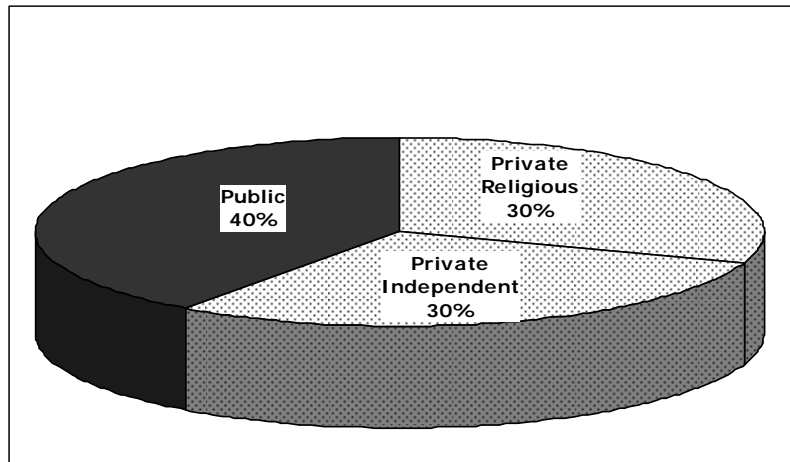
Go to www.cupahr.org to order DataOnDemand and Special Studies.

PROFILE OF 2005–06 PARTICIPATING INSTITUTIONS

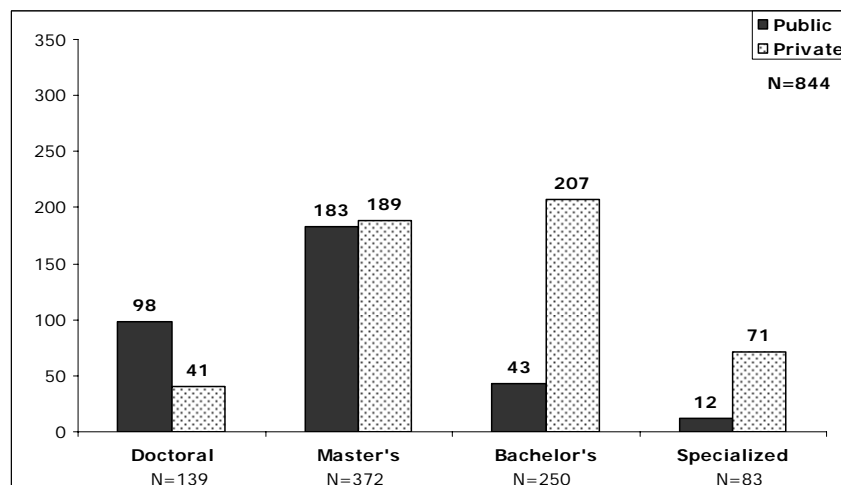
This year's NFS Survey was completed by 844 higher education institutions. Approximately 86% (732) of the responding institutions also completed the 2004-05 survey. Appendix E lists survey participants in alphabetical order, along with each institution's FICE Code, Carnegie classification, state, and whether the institution's faculty is unionized. Public and private institutions are listed separately.

The charts below describe this year's respondents. Public institutions comprise 40.0% (336) of the 2005–06 respondents, and private institutions 60.0% (508). Thirty percent of the responding private institutions are religiously affiliated (257). In terms of classification, master's colleges and universities are the largest group of participants at 44.1% (372), and are about equally split between public and private institutions. Baccalaureate colleges comprise 29.6% (250) of the respondents. Doctoral institutions comprise 16.5% (139) of the respondents and about two-thirds are public. Specialized institutions are the smallest segment of respondents at 9.8% (83), and almost all are private institutions. About 33% (112) of the responding public institutions report that their faculties are unionized.

% Distribution of Survey Respondents by Affiliation
CUPA-HR 2005–06 NFS Survey



N Distribution of 2005–06 Survey Respondents by Affiliation
CUPA-HR 2005–06 NFS Survey

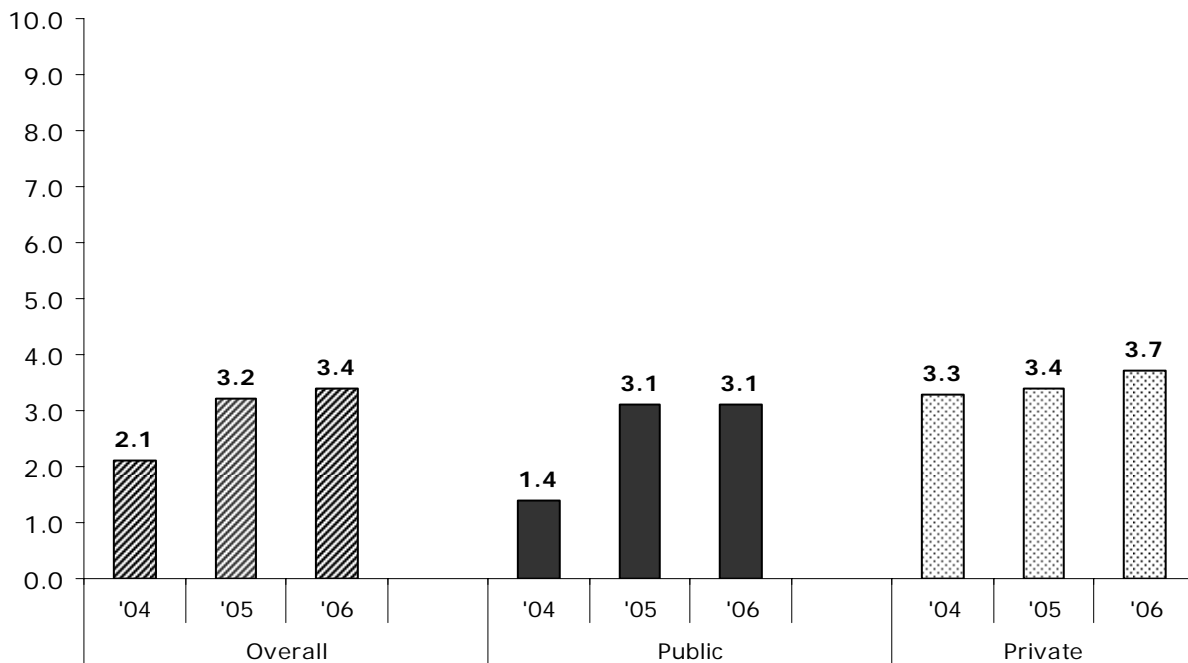


SALARY INCREASES BY AFFILIATION

This year's survey reflects salary data for 225,805 faculty members at four-year colleges and universities nationwide. Of this number, 150,143 are at public institutions and 75,662 are at private institutions.

The overall increase in the average salary this year for all institutions participating in the survey both this year and last is 3.4%¹. Salary increases at public institutions are the same as last year's at 3.1%. In contrast, the overall increase at private institutions is higher than last year at 3.7%.

% Increase in Overall Average Salary and by Affiliation
CUPA-HR 2005-06 NFS Survey



* Survey years reported in table: '02-'03, '03-'04, '04-'05, '05-'06

¹ **Method of Calculating Median Salary Increase:** Percent change is determined for each pair of salaries reported by institutions for the current and prior year, and the median of the percent change calculated.

SALARY INCREASES BY CLASSIFICATION

In terms of Carnegie Classification, the increase in average salary is highest at private doctoral institutions (4.0%), followed by private master's institutions (3.7%), and private bachelor's institutions (3.5%). The lowest increases in average salary were at public master's and bachelor's institutions (3.0%), followed by specialized public institutions (3.1%), and specialized private institutions (3.2%).

% Increase in Salary by Carnegie Classification

CUPA-HR 2005-06 NFS Survey

| Doctoral Institutions | 2003-04 | 2004-05 | 2005-06 |
|------------------------------|----------------|----------------|----------------|
| All | 2.0 | 3.3 | 3.4 |
| Private | 2.3 | 3.1 | 4.0 |
| Public | 1.5 | 3.4 | 3.3 |

| Master's Institutions | 2003-04 | 2004-05 | 2005-06 |
|------------------------------|----------------|----------------|----------------|
| All | 1.8 | 3.1 | 3.3 |
| Private | 3.0 | 3.5 | 3.7 |
| Public | 1.1 | 3.0 | 3.0 |

| Bachelor's Institutions | 2003-04 | 2004-05 | 2005-06 |
|--------------------------------|----------------|----------------|----------------|
| All | 3.0 | 3.2 | 3.4 |
| Private | 3.1 | 3.2 | 3.5 |
| Public | 2.6 | 3.0 | 3.0 |

| Specialized Institutions | 2003-04 | 2004-05 | 2005-06 |
|---------------------------------|----------------|----------------|----------------|
| All | 3.5 | 3.7 | 3.2 |
| Private | 2.7 | 3.7 | 3.2 |
| Public | 5.5 | 3.7 | 3.1 |

SALARY INCREASES BY RANK

Increases in average salary by rank for all institutions ranged from a low of 3.0% for new assistant professors to a high of 3.4% for professors, associate professors and assistant professors.

Increases were slightly greater at private than at public institutions across all ranks. The largest increase was for new assistant professors at private institutions (3.8%) and the smallest increase was for new assistant professors at public institutions (2.9%), followed closely by instructors at public institutions (3.0%).

% Increase in Salary by Rank

CUPA-HR 2005-06 NFS Survey

| Professor | 2003-04 | 2004-05 | 2005-06 |
|------------------|----------------|----------------|----------------|
| All | 1.9 | 3.3 | 3.4 |
| Private | 2.8 | 3.5 | 3.7 |
| Public | 1.3 | 3.1 | 3.1 |

| Associate Professor | 2003-04 | 2004-05 | 2005-06 |
|----------------------------|----------------|----------------|----------------|
| All | 2.1 | 3.2 | 3.4 |
| Private | 3.6 | 3.4 | 3.7 |
| Public | 1.2 | 3.1 | 3.1 |

| Assistant Professor | 2003-04 | 2004-05 | 2005-06 |
|----------------------------|----------------|----------------|----------------|
| All | 2.7 | 3.2 | 3.4 |
| Private | 3.9 | 3.4 | 3.7 |
| Public | 2.0 | 3.1 | 3.1 |

| New Assistant Professor | 2003-04 | 2004-05 | 2005-06 |
|--------------------------------|----------------|----------------|----------------|
| All | 2.4 | 2.9 | 3.0 |
| Private | 3.6 | 3.2 | 3.8 |
| Public | 1.8 | 2.8 | 2.9 |

| Instructor | 2003-04 | 2004-05 | 2005-06 |
|-------------------|----------------|----------------|----------------|
| All | 3.1 | 3.0 | 3.2 |
| Private | 4.5 | 3.1 | 3.4 |
| Public | 2.6 | 3.0 | 3.0 |

DISCIPLINES WITH HIGHEST AND LOWEST AVERAGE SALARIES

The 2-digit disciplines with the highest average salary are the same for private and public institutions. The legal profession continues to be the highest paid discipline, with almost no difference in compensation between private and public institutions. The average salary for both engineering and business related disciplines are somewhat higher at public institutions. Only one of the three disciplines with the lowest average salary is the same for both private and public institutions - Parks, Recreation, Leisure and Fitness Studies.

Private Institutions: 2-Digit Disciplines with Highest and Lowest Average Salaries

CUPA-HR 2005–06 NFS Survey

Highest

| | |
|-----------|---|
| \$115,955 | [22.] Legal Professions And Studies |
| \$85,941 | [14.] Engineering |
| \$82,482 | [52.] Business, Management, Marketing, And Related Support Services |

Lowest

| | |
|----------|---|
| \$55,570 | [31.] Parks, Recreation, Leisure And Fitness Studies |
| \$53,165 | [01.] Agriculture, Agriculture Operations, And Related Sciences |
| \$50,906 | [25.] Library Science |

Public Institutions: 2-Digit Disciplines with Highest and Lowest Average Salaries

CUPA-HR 2005–06 NFS Survey

Highest

| | |
|-----------|---|
| \$115,105 | [22.] Legal Professions And Studies |
| \$90,361 | [14.] Engineering |
| \$87,898 | [52.] Business, Management, Marketing, And Related Support Services |

Lowest

| | |
|----------|--|
| \$57,568 | [50.] Visual And Performing Arts |
| \$57,077 | [31.] Parks, Recreation, Leisure And Fitness Studies |
| \$56,177 | [23.] English Language And Literature/Letters |

DISTRIBUTION OF PROFESSORS

There are significant differences among disciplines in the distribution of faculty by rank. The tables below show those with the highest and lowest percentage of full professors at private and public institutions. In the case of Family and Consumer Sciences/Human Sciences (discipline [19]), it is in the high category for private institutions and in the low category for public schools. As in salary, the legal profession tops the list for both private and public institutions.

Private Institutions: 2-Digit Disciplines with Highest and Lowest Percentage of Professors *CUPA-HR 2005–06 NFS Survey*

Highest

| | |
|-------|---|
| 58.2% | [22.] Legal Professions And Studies |
| 41.9% | [01.] Agriculture, Agriculture Operations, and Related Sciences |
| 41.4% | [19.] Family and Consumer Sciences/Human Sciences |

Lowest

| | |
|-------|--|
| 21.9% | [09.] Communication, Journalism and Related Programs |
| 19.4% | [43.] Security and Protective Services |
| 17.3% | [25.] Library Science |

Public Institutions: 2-Digit Disciplines with Highest and Lowest Percentage of Professors *CUPA-HR 2005–06 NFS Survey*

Highest

| | |
|-------|---|
| 59.4% | [22.] Legal Professions and Studies |
| 48.1% | [01.] Agriculture, Agriculture Operations, and Related Sciences |
| 45.0% | [14.] Engineering |

Lowest

| | |
|-------|--|
| 23.7% | [19.] Family and Consumer Sciences/Human Sciences |
| 22.7% | [31.] Parks, Recreation, Leisure and Fitness Studies |
| 18.9% | [25.] Library Science |

DISTRIBUTION OF NEW ASSISTANT PROFESSORS

The disciplines with the highest and lowest percentage of new assistant professors are listed below. At private institutions, percentages range from a high of 9.1% for Security and Protective Services to a low of 1.8% for Legal Professions and Studies. At public institutions, the percentage is highest for Philosophy and Religious Studies at 6.9% and lowest for Agriculture, Agriculture Operations, and Related Sciences at 2.4%

Private Institutions: 2-Digit Disciplines with Highest and Lowest Percentage of New Assistant Professors

CUPA-HR 2005–06 NFS Survey

Highest

| | |
|------|--|
| 9.1% | [43.] Security and Protective Services |
| 6.6% | [13.] Education |
| 5.9% | [42.] Psychology |

Lowest

| | |
|------|---|
| 3.2% | [19.] Family and Consumer Sciences/Human Sciences |
| 2.9% | [14.] Engineering |
| 1.8% | [22.] Legal Professions and Studies |

Public Institutions: 2-Digit Disciplines with Highest and Lowest Percentage of New Assistant Professors

CUPA-HR 2005–06 NFS Survey

Highest *

| | |
|------|--|
| 6.9% | [38.] Philosophy and Religious Studies |
| 6.5% | [13.] Education |
| 6.4% | [45.] Social Sciences |

Lowest

| | |
|------|---|
| 3.8% | [30.] Multi/Interdisciplinary Studies |
| 2.9% | [22.] Legal Professions and Studies |
| 2.4% | [01.] Agriculture, Agriculture Operations, and Related Sciences |

* [10] Communications Technologies/Technicians and Services had 8.8% new assistant professors, but the number of responding institutions was small.

DATA SPECIFICATIONS

Respondents were asked to observe the following specifications in reporting data:

- Salaries are those in effect as of October 1, 2005.
- Salaries are for full-time faculty only (see **Full-Time Faculty** below).
- Salaries are base salary only, and do not include non-salary compensation such as housing allowances or stipends.
- Salaries are reported in terms of full-time, 9–10 month contracts only (see **Contract Length** below).
- Faculty members are reported in one discipline only (see **Assignment of Faculty to Disciplines** below).
- Enrollment is stated in terms of full-time equivalent students. Most institutions reported enrollment information. For those few that did not, last year's enrollment information was used (if available) or the most recent IPEDs data.
- Budget figures represent total operating budget for educational and general operations and auxiliary enterprises, including research funds and **funded** student aid. It does not include unfunded student aid (discounts) or capital funds. Previously unfunded aid was included. Most institutions reported budget information. For those few that did not, last year's budget information was used (if available) or the most recent IPEDs data.
- The 2000 Carnegie Classification is used in this report to classify institutions based on their degree-granting activities into the following four groups. A fifth group, Specialized Institutions, are not broken out separately in the Carnegie-related tables, but are included in the final "All Institutions" column. In DataOnDemand, institutions (including specialized) are classified by both group and sub-group.
 - **Doctorate-granting institutions**
 - > Doctoral/Research Universities–Extensive [DR EXT]: These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the doctorate. During the period studied, they awarded 50 or more doctoral degrees per year across at least 15 disciplines.
 - > Doctoral/Research Universities–Intensive [DR INT]: These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the doctorate. During the period studied, they awarded at least ten doctoral degrees per year across three or more disciplines, or at least 20 doctoral degrees per year overall.
 - **Master's Colleges and Universities**
 - > Master's Colleges and Universities I [MA I]: These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the master's degree. During the period studied, they awarded 40 or more master's degrees per year across three or more disciplines.
 - > Master's Colleges and Universities II [MA II]: These institutions typically offer a wide range of baccalaureate programs, and they are committed to graduate education through the master's degree. During the period studied, they awarded 20 or more master's degrees per year.

- **Baccalaureate Colleges**

- > Baccalaureate Colleges–Liberal Arts [BA LA]: These institutions are primarily undergraduate colleges with major emphasis on baccalaureate programs. During the period studied, they awarded at least half of their baccalaureate degrees in liberal arts fields.
- > Baccalaureate Colleges–General [BA GEN]: These institutions are primarily undergraduate colleges with major emphasis on baccalaureate programs. During the period studied, they awarded less than half of their baccalaureate degrees in liberal arts fields.
- > Baccalaureate/Associate’s Colleges [BA AA]: These institutions are undergraduate colleges where the majority of conferrals are at the sub-baccalaureate level (associate’s degrees and certificates). During the period studied, bachelor’s degrees accounted for at least ten percent but less than half of all undergraduate awards.

- **Associate's Colleges [AA]**

These institutions offer associate’s degree and certificate programs but, with few exceptions, award no baccalaureate degrees. This group includes institutions where, during the period studied, bachelor’s degrees represented less than 10 percent of all undergraduate awards. This group includes community, junior and technical colleges.

Full-Time Faculty

Salary data are reported for full-time faculty only. Full-time faculty is defined as faculty on annual contracts of at least nine months, and whose teaching/research represents **more than half of their duties**.

Survey includes:

- Professors, associate professors, assistant professors, new assistant professors, and instructors.
 - Include positions regardless of whether they are tenured, tenure-track, or nontenure-track appointments.
 - Equate clinical duties with teaching/research duties when determining whether teaching/research represents more than half of a faculty member’s duties.
 - Report salaries for new assistant professors twice: once with all assistant professors and once separately. New assistant professors are all Fall 2005 external or internal hires to this position.
 - Report salaries for the position immediately below the rank of assistant professor as instructors. Do not include data for adjunct faculty ranks such as lecturer.
- Department chairs and other administrative staff who hold full-time faculty rank and whose teaching/research represents more than half of their duties.
 - Report the contracted faculty salaries for these positions. Compensation, such as stipends, for administrative, managerial, or other responsibilities should not be reported.
 - Do not adjust the contracted faculty salaries to reflect a reduced teaching load.
- Faculty on sabbatical (report their regular salaries, even though they may receive reduced pay while on leave).
- Coaches with faculty status who teach/research more than half time, independent of their coaching duties.

Survey excludes:

- Adjunct faculty or others who teach/research full-time, but on a **temporary** basis (such as a semester);
- Adjunct faculty or others who teach/research **half time or less** on a limited, ad hoc basis;
- Visiting faculty, regardless of whether they have full-time contracts of at least nine months;
- Replacements for faculty on sabbatical;
- Retirees on staff who are paid below or above the market rate for their rank and discipline;
- Individuals on leave without pay;
- Faculty whose services are valued by bookkeeping entries rather than by full cash transactions, such as members of religious orders;
- Teaching/research faculty who, as members of the military, are paid on a salary scale different from that for civilian employees; and
- Administrative officers with titles such as dean of instruction, academic dean, dean of faculty, dean of students, librarian, or registrar.

Assignment of Faculty to Disciplines

Disciplines are defined from the *Classification of Instructional Programs: 2000 Edition* published by the U.S. Department of Education's National Center for Education Statistics (NCES). This publication replaces the previously used CIP-1990. Crosswalk information is provided where needed.

The CIP taxonomy is a hierarchy organized on three levels:

- 2-digit codes define the most general groupings of related programs (XX)
- 4-digit codes define intermediate groupings of programs that have comparable content and objectives (XX.XX)
- 6-digit codes define specific instructional programs (XX.XXXX)

For example:

01. AGRICULTURE, AGRICULTURE OPERATIONS, AND RELATED SCIENCES.

Instructional programs that focus on agriculture and related sciences and that prepare individuals to apply specific knowledge, methods, and techniques to the management and performance of agricultural operations.

01.02 Agricultural Business and Management. Instructional content for this group of programs is defined in codes 01.0101 - 01.0199

01.0102 Agribusiness/Agricultural Business Operations. A program that prepares individuals to manage agricultural businesses and agriculturally related operations within diversified corporations. Includes instruction in agriculture, agricultural specialization, business management, accounting, finance, marketing, planning, human resources management, and other managerial responsibilities.

Go to <http://nces.ed.gov/pubs2002/2002165.pdf> for more information on CIP-2000.

Each faculty member is reported in only one discipline (i.e. CIP code). In most instances, the disciplines reported represent divisions or departments within an institution, such as the History Department or the Chemistry Department.

- If a faculty member has a joint appointment in two or more disciplines (for example, sociology and anthropology), his or her full 9–10 month salary should be reported once in the most appropriate discipline.
- If an institution has an “interdisciplinary” division/department, the salaries for its faculty are reported in this division/department, even though its members may teach/research in several related, but different, discipline groups. For example, if an institution has a Department of Social Sciences (CIP 45.) with faculty that teach/research in Anthropology (CIP 45.02), Economics (CIP 45.06), Political Science and Government (45.10), and Sociology (45.11), their salary data should have been reported in CIP 45. and not in the other disciplines.

Contract Length

Salaries are reported in terms of full-time 9–10 month contracts.

- A full-time 9–10 month contract covers teaching/researching two semesters, three quarters, two 4-month sessions, or the equivalent.
- Salaries of a full-time 11–12 month contract are converted to a full-time 9–10 month contract by multiplying the 11–12 month salary by 9/11 or .818.

DESCRIPTION OF REPORT TABLES

Results are reported by discipline and faculty rank for all institutions and for public and private institutions separately. For public institutions, data also are reported separately for faculty represented versus not represented by a union for the purposes of collective bargaining. For each faculty rank within a discipline, the following information is reported:

- **Weighted Average Salary:** Sum of the full-time 9–10 month salaries divided by the number of salaries.
- **Highest Salary:** Highest full-time 9–10 month salary.
- **Lowest Salary:** Lowest full-time 9–10 month salary.
- **Faculty Mix:** The percent of faculty members in a given discipline that hold a given rank.
- **Salary Factor:** The ratio, for a given rank and discipline, of the average salary to the average salary across all disciplines.
- **Number of Faculty:** The number of faculty members contributing to the Average Salary for a given rank.
- **Number of Institutions:** The number of institutions reporting salary data for a given rank.

How to Order the Full Report, DataOnDemand and Special Studies

Go to CUPA-HR’s home page at www.cupahr.org, highlight Surveys in the menu on the left, and then select Salary Surveys 2006. The selected page contains the following items:

- Order Forms and Pricing for 2005–06 Survey Results – Reports, DOD, Special Studies
- 2005–06 Executive Summaries
- 2005–06 Respondent List for Each Survey
- 2005–06 Worksheets & Position Descriptions

SELECTED SALARY TABLES

All 2-Digit CIP Code Disciplines

Six 4-Digit CIP Code Disciplines

**CUPA-HR 2005-06 National Faculty Salary Survey
All Institutions**

| Discipline and Rank | Weighted Average |
|---|------------------|
| [01.] AGRICULTURE, AGRICULTURE OPERATIONS, AND RELATED SCIENCES | |
| Professor | 82,974 |
| Associate Professor | 64,667 |
| Assistant Professor | 55,315 |
| New Assistant Professor | 56,288 |
| Instructor | 40,998 |
| [03.] NATURAL RESOURCES AND CONSERVATION | |
| Professor | 85,141 |
| Associate Professor | 64,326 |
| Assistant Professor | 53,200 |
| New Assistant Professor | 51,262 |
| Instructor | 41,482 |
| [04.] ARCHITECTURE AND RELATED SERVICES | |
| Professor | 85,441 |
| Associate Professor | 67,086 |
| Assistant Professor | 53,593 |
| New Assistant Professor | 54,101 |
| Instructor | 44,715 |
| [05.] AREA, ETHNIC, CULTURAL, AND GENDER STUDIES | |
| Professor | 90,973 |
| Associate Professor | 66,427 |
| Assistant Professor | 53,655 |
| New Assistant Professor | 51,099 |
| Instructor | 38,548 |
| [09.] COMMUNICATION, JOURNALISM AND RELATED PROGRAMS | |
| Professor | 77,496 |
| Associate Professor | 60,411 |
| Assistant Professor | 49,515 |
| New Assistant Professor | 47,806 |
| Instructor | 38,806 |
| [10.] COMMUNICATIONS TECHNOLOGIES/TECHNICIANS AND SUPPORT SERVICES | |
| Professor | 79,178 |
| Associate Professor | 66,244 |
| Assistant Professor | 52,973 |
| New Assistant Professor | 46,959 |
| Instructor | 45,942 |
| [11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES | |
| Professor | 98,705 |
| Associate Professor | 78,944 |
| Assistant Professor | 69,178 |
| New Assistant Professor | 68,257 |
| Instructor | 46,672 |
| [13.] EDUCATION | |
| Professor | 78,179 |
| Associate Professor | 60,615 |
| Assistant Professor | 50,296 |
| New Assistant Professor | 49,333 |
| Instructor | 40,344 |

**CUPA-HR 2005-06 National Faculty Salary Survey
All Institutions**

| Discipline and Rank | Weighted Average |
|--|---------------------|
| [14.] ENGINEERING | |
| Professor | 107,961 |
| Associate Professor | 80,206 |
| Assistant Professor | 70,019 |
| New Assistant Professor | 68,707 |
| Instructor | 49,592 |
| [15.] ENGINEERING TECHNOLOGIES/TECHNICIANS | |
| Professor | 79,446 |
| Associate Professor | 65,687 |
| Assistant Professor | 56,114 |
| New Assistant Professor | 56,113 |
| Instructor | 43,452 |
| [16.] FOREIGN LANGUAGES, LITERATURES, AND LINGUISTICS | |
| Professor | 79,964 |
| Associate Professor | 60,068 |
| Assistant Professor | 48,900 |
| New Assistant Professor | 47,016 |
| Instructor | 37,111 |
| [19.] FAMILY AND CONSUMER SCIENCES/HUMAN SCIENCES | |
| Professor | 79,665 |
| Associate Professor | 62,437 |
| Assistant Professor | 51,055 |
| New Assistant Professor | 49,988 |
| Instructor | 38,486 |
| [22.] LEGAL PROFESSIONS AND STUDIES | |
| Professor | 136,634 |
| Associate Professor | 98,530 |
| Assistant Professor | 81,005 |
| New Assistant Professor | 79,437 |
| Instructor | 56,667 |
| [23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS | |
| Professor | 76,413 |
| Associate Professor | 57,921 |
| Assistant Professor | 47,249 |
| New Assistant Professor | 45,882 |
| Instructor | 34,712 |
| [24.] LIBERAL ARTS AND SCIENCES, GENERAL STUDIES AND HUMANITIES | |
| Professor | 74,228 |
| Associate Professor | 59,982 |
| Assistant Professor | 48,635 |
| New Assistant Professor | 47,094 |
| Instructor | 38,620 |
| [25.] LIBRARY SCIENCE | |
| Professor | 77,583 |
| Associate Professor | 65,296 |
| Assistant Professor | 47,972 |
| New Assistant Professor | 49,783 |
| Instructor | 41,059 |

**CUPA-HR 2005-06 National Faculty Salary Survey
All Institutions**

| Discipline and Rank | Weighted Average |
|---|------------------|
| [26.] BIOLOGICAL AND BIOMEDICAL SCIENCES | |
| Professor | 90,040 |
| Associate Professor | 63,929 |
| Assistant Professor | 54,101 |
| New Assistant Professor | 51,883 |
| Instructor | 39,798 |
| [27.] MATHEMATICS AND STATISTICS | |
| Professor | 84,059 |
| Associate Professor | 61,647 |
| Assistant Professor | 51,547 |
| New Assistant Professor | 50,151 |
| Instructor | 37,761 |
| [30.] MULTI/INTERDISCIPLINARY STUDIES | |
| Professor | 83,214 |
| Associate Professor | 62,098 |
| Assistant Professor | 51,710 |
| New Assistant Professor | 45,928 |
| Instructor | 38,060 |
| [31.] PARKS, RECREATION, LEISURE AND FITNESS STUDIES | |
| Professor | 73,748 |
| Associate Professor | 59,905 |
| Assistant Professor | 49,618 |
| New Assistant Professor | 49,597 |
| Instructor | 39,413 |
| [38.] PHILOSOPHY AND RELIGIOUS STUDIES | |
| Professor | 82,030 |
| Associate Professor | 59,429 |
| Assistant Professor | 48,162 |
| New Assistant Professor | 46,785 |
| Instructor | 37,906 |
| [39.] THEOLOGY AND RELIGIOUS VOCATIONS | |
| Professor | 68,214 |
| Associate Professor | 56,943 |
| Assistant Professor | 45,927 |
| New Assistant Professor | 44,731 |
| Instructor | 41,072 |
| [40.] PHYSICAL SCIENCES | |
| Professor | 89,187 |
| Associate Professor | 62,743 |
| Assistant Professor | 52,775 |
| New Assistant Professor | 51,354 |
| Instructor | 40,256 |
| [41.] SCIENCE TECHNOLOGIES/TECHNICIANS | |
| Professor | 68,888 |
| Associate Professor | 62,953 |

**CUPA-HR 2005-06 National Faculty Salary Survey
All Institutions**

| Discipline and Rank | Weighted Average |
|--|---------------------|
| [42.] PSYCHOLOGY | |
| Professor | 82,554 |
| Associate Professor | 60,840 |
| Assistant Professor | 50,315 |
| New Assistant Professor | 48,698 |
| Instructor | 39,546 |
| [43.] SECURITY AND PROTECTIVE SERVICES | |
| Professor | 77,614 |
| Associate Professor | 62,000 |
| Assistant Professor | 49,711 |
| New Assistant Professor | 47,237 |
| Instructor | 40,625 |
| [44.] PUBLIC ADMINISTRATION AND SOCIAL SERVICE PROFESSIONS | |
| Professor | 84,902 |
| Associate Professor | 63,523 |
| Assistant Professor | 52,311 |
| New Assistant Professor | 52,389 |
| Instructor | 43,747 |
| [45.] SOCIAL SCIENCES | |
| Professor | 87,079 |
| Associate Professor | 63,842 |
| Assistant Professor | 52,998 |
| New Assistant Professor | 51,720 |
| Instructor | 39,634 |
| [50.] VISUAL AND PERFORMING ARTS | |
| Professor | 73,177 |
| Associate Professor | 57,843 |
| Assistant Professor | 47,043 |
| New Assistant Professor | 45,382 |
| Instructor | 39,102 |
| 51.16 Nursing | |
| Professor | 77,583 |
| Associate Professor | 63,615 |
| Assistant Professor | 53,075 |
| New Assistant Professor | 51,716 |
| Instructor | 46,292 |
| [52.] BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES | |
| Professor | 102,702 |
| Associate Professor | 84,095 |
| Assistant Professor | 78,151 |
| New Assistant Professor | 80,252 |
| Instructor | 49,271 |
| [54.] HISTORY GENERAL | |
| Professor | 80,706 |
| Associate Professor | 59,470 |
| Assistant Professor | 47,994 |
| New Assistant Professor | 45,723 |
| Instructor | 38,030 |

**CUPA-HR 2005-06 National Faculty Salary Survey
All Institutions**

| Salaries by Rank for Selected 4-Digit CIP Code Disciplines | Weighted Average |
|--|------------------|
| [23.01] ENGLISH LANGUAGE AND LITERATURE/LETTERS: GENERAL | |
| Professor | 76,611 |
| Associate Professor | 57,877 |
| Assistant Professor | 46,996 |
| New Assistant Professor | 45,949 |
| Instructor | 34,678 |
| [40.05] PHYSICAL SCIENCES: CHEMISTRY | |
| Professor | 87,204 |
| Associate Professor | 61,144 |
| Assistant Professor | 51,236 |
| New Assistant Professor | 50,294 |
| Instructor | 40,220 |
| [42.01] PSYCHOLOGY: GENERAL | |
| Professor | 82,839 |
| Associate Professor | 60,789 |
| Assistant Professor | 50,205 |
| New Assistant Professor | 48,879 |
| Instructor | 39,206 |
| [45.10] SOCIAL SCIENCES: POLITICAL SCIENCE & GOVERNMENT | |
| Professor | 85,453 |
| Associate Professor | 62,124 |
| Assistant Professor | 50,489 |
| New Assistant Professor | 48,898 |
| Instructor | 39,803 |
| [45.11] SOCIAL SCIENCES: SOCIOLOGY | |
| Professor | 80,506 |
| Associate Professor | 59,903 |
| Assistant Professor | 49,519 |
| New Assistant Professor | 47,294 |
| Instructor | 37,920 |
| [50.09] VISUAL AND PERFORMING ARTS: MUSIC | |
| Professor | 72,682 |
| Associate Professor | 56,875 |
| Assistant Professor | 46,348 |
| New Assistant Professor | 44,846 |
| Instructor | 38,101 |