

NATIONAL FACULTY SALARY SURVEY

| For the 2009–10 |
Academic Year |

by Discipline and Rank in
Four-Year Colleges and Universities

The logo for cuppa.hr is centered on the page. It features the text "cuppa.hr" in a lowercase, rounded, sans-serif font. A large, light gray, curved swoosh arches over the text, starting from the left and ending on the right. To the right of the "hr" is a small "TM" trademark symbol.

cuppa.hrTM

The Definitive Source for
Higher Education Salaries Since 1967

2010

ACKNOWLEDGMENTS

Publication of the *2009–10 National Faculty Salary Survey by Discipline and Rank in Four-Year Colleges and Universities* marks the survey's twenty-eighth year. This year's report reflects salary data by discipline and rank for 215,309 faculty members and 4,031 researchers at 822 institutions nationwide, making it a key resource for salary-related decision making in the higher education community.

Salaries within each discipline are reported separately for the ranks of Professor, Associate Professor, Assistant Professor, New Assistant Professor, and Instructor. Salaries are also reported for entry-level and senior-level researchers in ten selected disciplines.

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.

Andy Brantley
President and Chief Executive Officer

CUPA-HR RESEARCH STAFF

Ray "Chip" Sizemore, Ph.D.
Director of Research

Maria Rodriguez-Calcagno, Ph.D.
Senior Research Associate

Suzi Bowen, M.A.
Research Associate



2009–10 NATIONAL FACULTY SALARY SURVEY BY DISCIPLINE AND RANK IN FOUR-YEAR COLLEGES AND UNIVERSITIES

©2010 by the College and University Professional
Association for Human Resources (CUPA-HR)

All rights reserved. No information in this book may be reproduced in any form for any purpose without written consent of the College and University Professional Association for Human Resources. Inquiries may be directed to CUPA-HR Research. The CUPA-HR logo is a registered trademark of the College and University Professional Association for Human Resources.

Centerpoint Commons, 1811 Commons Point Drive, Knoxville, TN 37932

Data Reflect Salaries as of: October 15, 2009
Publication Date: March 2010

CONTENTS

| | |
|---|-----|
| Acknowledgments | 2 |
| List of Tables | 4 |
| Introduction | 5 |
| Survey Content | 5 |
| Survey Methodology | 7 |
| Accessing Survey Results | 8 |
| Profile of 2009–10 Participating Institutions | 10 |
| Salary Increases by Affiliation | 11 |
| Salary Increases by Classification | 12 |
| Salary Increases by Rank | 13 |
| Disciplines with Highest and Lowest Average Salaries | 14 |
| Distribution of Full Professors | 16 |
| Distribution and Salaries of New Assistant Professors | 16 |
| Data Specifications | 18 |
| Description of Report Tables | 21 |
| Salary Tables | 22 |
| Appendices | |
| Appendix A: Pay Practices | A-1 |
| Appendix B: Survey Discipline Descriptions | B-1 |
| Appendix C: Responding Institutions | C-1 |

**** Note:** In this summary only data for 2-digit disciplines and selected 4-digit disciplines is provided.
 The full report can be purchased at
http://portal.cupahr.org/iMI_Spublic/surveys/surveyrules.aspx

TABLES

| 2-Digit CIP Code Disciplines | Page |
|---|-------------|
| [01.] Agriculture, Agriculture Operations, And Related Sciences | 23 |
| [03.] Natural Resources And Conservation | 24 |
| [04.] Architecture And Related Services | 25 |
| [05.] Area, Ethnic, Cultural, And Gender Studies | 26 |
| [09.] Communication, Journalism And Related Programs | 27 |
| [10.] Communications Technologies/Technicians And Support Services | 28 |
| [11.] Computer And Information Sciences And Support Services | 29 |
| [13.] Education | 30 |
| [14.] Engineering | 31 |
| [15.] Engineering Technologies/Technicians | 32 |
| [16.] Foreign Languages, Literatures, And Linguistics | 33 |
| [19.] Family And Consumer Sciences/Human Sciences | 34 |
| [22.] Legal Professions And Studies | 35 |
| [23.] English Language And Literature/Letters | 36 |
| [24.] Liberal Arts And Sciences, General Studies And Humanities | 37 |
| [25.] Library Science | 38 |
| [26.] Biological And Biomedical Sciences | 39 |
| [27.] Mathematics And Statistics | 40 |
| [30.] Multi/Interdisciplinary Studies | 41 |
| [31.] Parks, Recreation, Leisure And Fitness Studies | 42 |
| [38.] Philosophy And Religious Studies | 43 |
| [39.] Theology And Religious Vocations | 44 |
| [40.] Physical Sciences | 45 |
| [41.] Science Technologies/Technicians (no salary data reported) | 46 |
| [42.] Psychology | 47 |
| [43.] Security And Protective Services | 48 |
| [44.] Public Administration And Social Service Professions | 49 |
| [45.] Social Sciences | 50 |
| [50.] Visual And Performing Arts | 51 |
| [51.] Health Professions and Related Clinical Sciences | 52 |
| [52.] Business, Management, Marketing, And Related Support Services | 53 |
| [54.] History General | 54 |
| All Disciplines Combined (Excluding CIP 51.) | 55 |
| All Disciplines Combined (Including CIP 51.) | 56 |
| Researchers Salaries for Selected 2-digit Disciplines | 57 |
| 4-Digit CIP Code Disciplines | |
| All Institutions | 69 |
| Public Institutions | 115 |
| Private Institutions | 161 |

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. The survey has been conducted on an annual basis since 1982 (1981–82 academic year) and is designed to help college and university administrators effectively manage their human resource costs by providing a broad range of salary data with which to evaluate current faculty pay levels and plan compensation budgets.

This year's survey reflects salary data for 215,309 faculty members in public and private four-year colleges and universities nationwide. Salaries are also reported for 4,031 entry-level and senior-level researchers in ten selected disciplines.

Important Changes in Reporting of Data Starting in 2006–07

In 2006–07 CUPA-HR changed to reporting “**un-weighted**” rather than “**weighted**” salary data in all survey reports. Un-weighted data more precisely reflects what institutions are paying as the average or median salary for a position is included only once for each participant school. Weighted data, in contrast, is more an indicator of what incumbents are earning since the average or median salary for a position is included once for each incumbent, thereby giving more weight to salaries paid by institutions with large numbers of incumbents.

Another change made in 2006-07, to comply with Department of Justice (DOJ) Safe Harbor Guidelines, was to increase the minimum number of responding institutions required for reporting salary data **from four to five**. Reporting un-weighted data also ensures our ability to provide results for the greatest number of positions, given Safe Harbor's 25% rule for weighted data (see below).

In DataOnDemand both un-weighted and weighted salary data are available. Un-weighted data is the default for reports and weighted data is a user selected option. To comply with DOJ Safe Harbor Guidelines the weighted data option provides salary data only for positions with 5 or more responding institutions **and** in which no responding institution accounts for more than 25% of the incumbents. If a position has at least 5 responding institutions but one institution represents more than 25% of the incumbents, salary data is not reported. To read a summary of the Safe Harbor Guidelines go to <http://www.ftc.gov/reports/hlth3s.htm#6> and select Statement 6.

If you believe we should 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 research@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 B** describes the disciplines covered in the 2009–10 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.

Institution-specific data pre-loaded

- Institution name
- 2000 Carnegie classification
- 2005 Carnegie classification
- Affiliation
 - Public
 - Private-independent
 - Private-religious
 - Private-for-profit
- Level of instruction
 - Undergraduate only
 - Graduate only
 - Both undergraduate and graduate
- NCAA Division

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
- 2009–10 total operating budget
- Student enrollment for Fall 2009–10
 - 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 2009–10
 - 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.

Data for Assistant professors also includes new assistant professors.

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

Delineation Of Disciplines

The NFS Survey defines disciplines based on the *Classification of Instructional Programs: 2000 Edition* published by the U.S. Department of Education's National Center for Education Statistics (NCES). Appendix C describes these disciplines and also includes a cross-walk of CIP–1990 codes.

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.

The NFS Survey Report includes data for both 2-digit and 4-digit code disciplines. **Starting this year, institutions were also given the option of uploading 6-digit program data.** These 6-digit data are available through DataOnDemand only, but are also rolled into the 4- and 2-digit data.

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 15, 2009 and closed in January, 2010. An **Upload Option** was available that allowed respondents to upload a file of 4- or 6-digit salary data to SurveysOnline (SOL), saving the effort of manually keying each item.

Institutional identification information, including name, Carnegie classification 2000 and 2005, affiliation, level of instruction and NCAA division are preloaded. 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 *2009–10 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 or aspiration institutions and to higher education as a whole, thus providing the basis for informed decisions. Results from the *2009–10 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 at the 2- and 4-digit level 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 Comparisons: 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 the end of January 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 five restrictions in place to protect confidentiality and comply with Department of Justice Safe Harbor Guidelines:

- 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 five responding institutions.
- Weighted salary data option provides salary data for positions with 5 or more responding institutions **and** in which all responding institutions comprise 25.0% or less of the incumbents.
- A comparison group must include a minimum of eight institutions that participated in the survey.
- Each comparison group created and used by an institution must differ by at least three 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 the average, median, lowest and highest of reported low and high salaries for one discipline, N of incumbents, N of institutions and your institution's salaries as a percentage of the comparison group's salaries. Report can be produced using un-weighted or weighted data. Output format: HTML or PDF.
- **Multi-Discipline Report:** Provides the 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 un-weighted or weighted data. Output format: HTML, Excel or PDF.

- **Ordinal Rank Report:** Provides an anonymous listing of the average salary reported for each discipline rank by each responding institution, and the un-weighted or weighted average salary by position. Output format: HTML, PDF or Excel.
- **NFSS Aggregate Report:** Provides a rollup of 4-digit CIP Code data to the 2-digit level. The report shows the average, median, minimum and maximum salary 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. The aggregate report includes all 4-digit CIPS (which include all 6-digit CIPS), even those with fewer than five responding institutions. Report can be produced using un-weighted or weighted data. Output format: HTML, Excel or PDF.
- **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. The report shows the average and median salary and N of incumbents by rank for all disciplines combined and for each discipline rank, and also your institution's salaries as a percentage of the comparison group's. Report can be produced using un-weighted or weighted data. Output format: HTML or PDF.
- **NFSS 4-Digit CIP Index Report:** Same as above but for 4-digit CIP code disciplines. Output format: HTML or PDF.
- **6-Digit Multi-Discipline Report:** Provides the average, median, minimum and maximum salary by rank for each 6-digit CIP code discipline, N of incumbents and N of institutions. Report can be produced using un-weighted or weighted data. Output format: HTML or PDF.
- **Researchers Report:** Provides average, median, minimum and maximum salary data for faculty researchers by 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 un-weighted or weighted data. Output format: HTML, Excel or PDF.

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. We conduct special studies upon request, but DOD provides a far greater value for the money. CUPA-HR's research staff can also produce a *Geographical Statistical Area (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 special studies and the GSA report is the same as DOD standard reports.

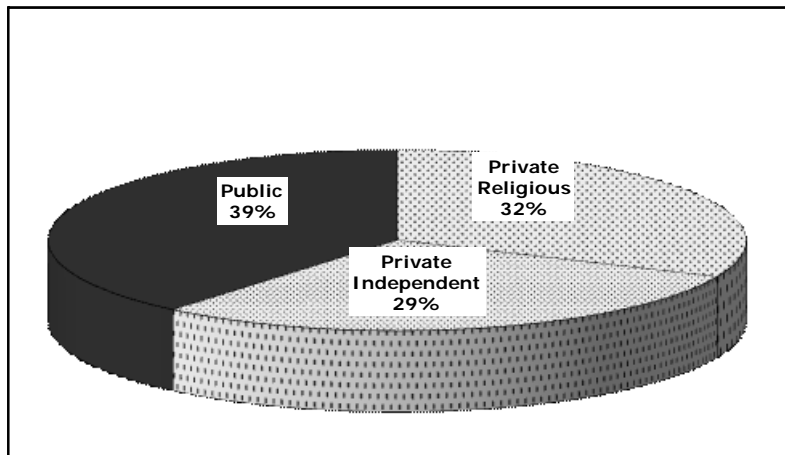
Go to www.cupahr.org to order DataOnDemand and Special Studies.

PROFILE OF 2009–10 PARTICIPATING INSTITUTIONS

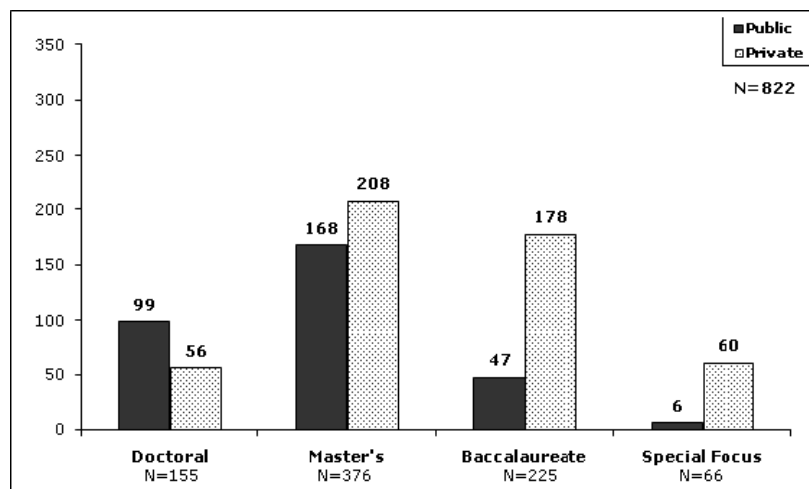
This year's NFS Survey was completed by 822 higher education institutions. Approximately 93% (765) of the responding institutions also completed the 2008–09 survey. **Appendix C** lists survey participants in alphabetical order, along with each institution's Unit ID, 2005 Carnegie classification, state, 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 38.9% (320) of the 2009–10 respondents, and private institutions 61.1% (502). The responding private institutions include slightly more religiously affiliated (260) than independent institutions (242). In terms of classification, master's colleges and universities are the largest group of participants at 45.7% (376) and includes more private than public institutions. Baccalaureate colleges comprise 27.4% (225) of the respondents. Doctorate-Granting (Doctoral) institutions comprise 18.9% (155) of the respondents and two-thirds are public. Special Focus institutions are the smallest segment of respondents at 8.0% (66), and almost all are private institutions. About 32% (102) of the responding public institutions report that their faculties are unionized.

% Distribution of Survey Respondents by Affiliation
CUPA-HR 2009–10 NFS Survey



Distribution of 2009–10 Survey Respondents by Affiliation
CUPA-HR 2009–10 NFS Survey



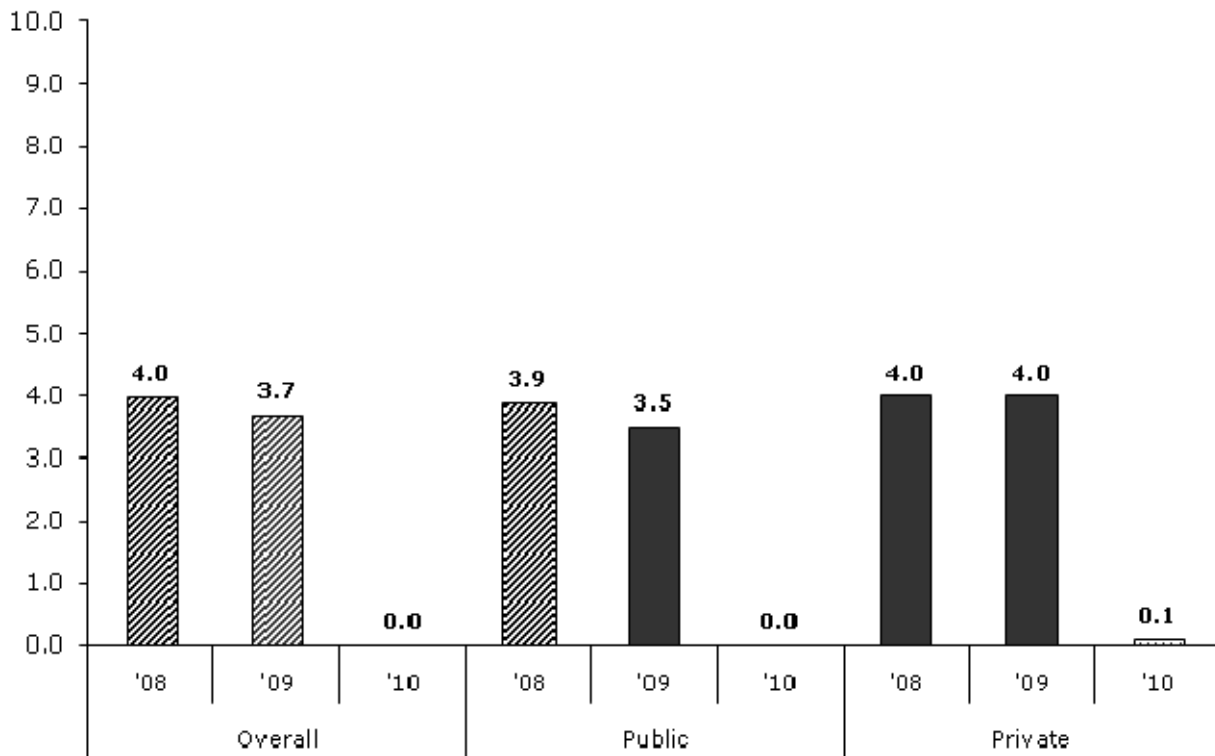
SALARY INCREASES BY AFFILIATION

This year's survey reflects salary data for 215,309 faculty members at four-year colleges and universities nationwide. Of this number, 140,886 are at public institutions and 74,423 are at private institutions.

As expected, the overall median increase in average salary this year for all institutions participating in the survey both this year and last was 0.0%. This was true for both public and private institutions, although the latter technically showed an insignificant increase of 0.1%.

While the median salary increase was 0% this year, this was still better than inflation which was negative. According to the Bureau of Labor Statistics, the **annual** Consumer Price Index for all urban consumers [CPI-U] in 2009 was -0.4% lower than in 2008.

% Increase in Overall Average Salary and by Affiliation
*CUPA-HR 2009-10 NFS Survey**



* Survey years reported in table: '07-'08, '08-'09, '09-'10

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 is calculated.

Pervasiveness of 0% Salary Increases 2009 to 2010

While 21.2% of faculty incumbents received no salary increase this year, a third (32.6%) had their salaries reduced. The latter is significantly higher than the 8.3% reported for staff in this year's Administrative Compensation Survey. However, the median decrease was (3%), which is smaller than the (6%) median reported in the AdComp Survey. For the 46.2% of faculty incumbents that received a raise, the median increase was also 3%, the same as the median staff increase in the AdComp Survey.

% of Paired Salaries with Decreases, No Change and Increases 2009 to 2010

CUPA-HR 2009–10 NFS Survey

| | Changes in Faculty Salaries 2009 to 2010 for Paired Salaries | N of Paired Salaries | Median Change: All Responding Institutions | Median Change: Public Institutions | Median Change: Private Institutions |
|-----------|--|----------------------|--|------------------------------------|-------------------------------------|
| Decreased | 32.6% | 11,046 | (3.0%) | (3.0%) | (4.0%) |
| No Change | 21.2% | 17,026 | | | |
| Increased | 46.2% | 24,108 | 3.0% | 3.0% | 3.0% |
| Total | 100.0% | 52,180 | | | |

SALARY INCREASES BY CLASSIFICATION

In terms of the 2005 Carnegie Classification, the only category to show a real increase in average salary were private doctorate-granting institutions at 1.7%.

% Increase in Salary by 2005 Carnegie Classification*

CUPA-HR 2009–10 NFS Survey

| Classification | 2006-07* | 2007-08* | 2008-09 | 2009-10 |
|--|----------|----------|---------|---------|
| Doctorate-Granting Institutions | | | | |
| All | 3.9 | 4.0 | 3.5 | 0.4 |
| Private | 3.8 | 4.0 | 4.1 | 1.7 |
| Public | 3.9 | 4.0 | 3.3 | 0.1 |
| Master's Institutions | | | | |
| All | 3.8 | 3.8 | 3.8 | 0.1 |
| Private | 3.6 | 3.9 | 3.9 | 0.2 |
| Public | 3.9 | 3.7 | 3.6 | 0.1 |
| Bachelor's Institutions | | | | |
| All | 4.0 | 4.0 | 4.0 | 0.0 |
| Private | 3.9 | 4.0 | 4.0 | 0.0 |
| Public | 4.2 | 4.5 | 3.7 | 0.0 |
| Special Focus Institutions | | | | |
| All | 3.4 | 3.4 | 4.0 | 0.2 |
| Private | 3.1 | 3.0 | 3.9 | 0.4 |
| Public | 3.8 | 4.0 | 4.0 | 0.0 |

* The 2006-07 and 2007-08 categories are based on the 2000 Carnegie Classifications.

SALARY INCREASES BY RANK

Only "new" assistant professors showed an increase in average salary compared to last year. The increases, however, were modest at 1.0% for public institutions and 1.4% for private schools.

% Increase in Salary by Rank

CUPA-HR 2009–10 NFS Survey

| Rank | 2006-07 | 2007-08 | 2008-09 | 2009-10 |
|--------------------------------|---------|---------|---------|---------|
| Professor | | | | |
| All | 4.0 | 4.0 | 3.9 | 0.0 |
| Private | 3.7 | 4.0 | 4.0 | 0.0 |
| Public | 4.1 | 4.0 | 3.7 | 0.0 |
| Associate Professor | | | | |
| All | 3.9 | 4.0 | 3.8 | 0.0 |
| Private | 3.8 | 4.0 | 4.0 | 0.0 |
| Public | 3.9 | 4.0 | 3.6 | 0.0 |
| Assistant Professor | | | | |
| All | 3.8 | 3.9 | 3.6 | 0.2 |
| Private | 3.7 | 4.0 | 3.9 | 0.4 |
| Public | 3.8 | 3.8 | 3.3 | 0.1 |
| New Assistant Professor | | | | |
| All | 3.6 | 3.3 | 3.2 | 1.1 |
| Private | 4.2 | 3.4 | 3.4 | 1.4 |
| Public | 3.4 | 3.3 | 3.2 | 1.0 |
| Instructor | | | | |
| All | 3.7 | 3.8 | 3.4 | 0.0 |
| Private | 3.6 | 3.9 | 3.7 | 0.7 |
| Public | 3.8 | 3.8 | 3.0 | 0.0 |

DISCIPLINES WITH HIGHEST AND LOWEST AVERAGE SALARIES

The 2-digit disciplines with the highest average salaries are the same for all institutions across all ranks, for both private and public institutions, and also the same as the last two years – [22.] Legal Profession and Studies, [14.] Engineering and [52] Business, Management, Marketing and Related Support Services.

2-Digit Disciplines with Highest Average Salaries Un-Weighted by Rank CUPA-HR 2009–10 NFS Survey

| All | Private | Public | All Ranks Combined |
|-----------|-----------|-----------|---|
| \$102,101 | \$105,711 | \$97,129 | [22.] Legal Professions And Studies |
| \$91,886 | \$88,661 | \$94,511 | [52.] Business, Management, Marketing, & Related Support Services |
| \$90,208 | \$90,190 | \$90,215 | [14.] Engineering |
| | | | Professor |
| \$134,146 | \$136,366 | \$130,752 | [22.] Legal Professions And Studies |
| \$112,679 | \$109,887 | \$113,896 | [14.] Engineering |
| \$109,919 | \$106,171 | \$112,970 | [52.] Business, Management, Marketing, & Related Support Services |
| | | | Associate Professor |
| \$101,045 | \$104,786 | \$95,756 | [22.] Legal Professions And Studies |
| \$92,573 | \$88,528 | \$96,139 | [52.] Business, Management, Marketing, & Related Support Services |
| \$86,038 | \$85,586 | \$86,235 | [14.] Engineering |
| | | \$85,957 | [11.] Computer and Information Sciences and Support Services |
| | | | Assistant Professor |
| \$85,996 | \$86,754 | \$91,760 | [52.] Business, Management, Marketing, & Related Support Services |
| \$83,991 | \$79,596 | \$80,536 | [22.] Legal Professions And Studies |
| \$75,226 | \$75,570 | \$75,087 | [14.] Engineering |
| | | | Instructor |
| \$64,292 | \$66,294 | \$61,790 | [22.] Legal Professions And Studies |
| \$57,192 | \$59,832 | \$55,935 | [52.] Business, Management, Marketing, & Related Support Services |
| \$56,974 | \$58,719 | \$56,653 | [14.] Engineering |

For all ranks combined, and at each rank, the disciplines with the lowest average salaries are mostly different for private and public institutions. One exception is English Language and Literature/Letters, which is one of the lowest paid disciplines at the Assistant Professor and Instructor levels for both private and public institutions.

**2-Digit Disciplines with Lowest Average Salaries
Un-Weighted by Rank
CUPA-HR 2009–10 NFS Survey**

| All | Private | Public | All Ranks Combined |
|----------|----------|----------|---|
| \$60,850 | | \$59,590 | [23.] English Language And Literature/Letters |
| \$61,709 | \$59,227 | | [31.] Parks, Recreation, Leisure And Fitness Studies |
| \$61,898 | | \$60,691 | [50.] Visual And Performing Arts |
| | \$60,297 | | [10.] Communications Technologies/Technicians, Support Services |
| | | \$61,625 | [16.] Foreign Languages, Literatures, and Linguistics |
| | \$60,263 | | [25.] Library Science |
| | \$59,704 | | [39.] Theology and Religious Vocations |
| | \$60,263 | | [41.] Science Technologies/Technicians |
| | \$60,390 | | [43] Security and Protective Services |
| All | Private | Public | Professor |
| \$79,098 | | \$78,428 | [50.] Visual And Performing Arts |
| \$79,372 | | \$78,781 | [23.] English Language And Literature/Letters |
| \$80,513 | \$75,598 | | [31.] Parks, Recreation, Leisure And Fitness Studies |
| | \$72,561 | | [01.] Agriculture, Agriculture Operations, and Related Sciences |
| | | \$82,596 | [16.] Foreign Languages, Literatures, and Linguistics |
| | \$71,473 | | [39.] Theology and Religious Vocations |
| | | \$82,944 | [54.] History |
| All | Private | Public | Associate Professor |
| \$61,684 | | \$60,999 | [23.] English Language and Literature/Letters |
| \$62,197 | | \$61,232 | [50.] Visual And Performing Arts |
| \$62,630 | | \$61,914 | [54.] History |
| | \$60,959 | | [10.] Communications Technologies/Technicians, Support Services |
| | \$59,936 | | [25.] Library Science |
| | \$59,979 | | [39.] Theology and Religious Vocations |
| All | Private | Public | Assistant Professor |
| \$51,480 | | \$50,567 | [50.] Visual And Performing Arts |
| \$51,502 | \$51,725 | \$51,252 | [23.] English Language and Literature/Letters |
| \$52,047 | | \$51,403 | [54.] History |
| | \$51,023 | | [24.] Liberal Arts and Sciences, General Studies and Humanities |
| | \$51,724 | | [31.] Parks, Recreation, Leisure And Fitness Studies |
| | \$51,477 | | [39.] Theology and Religious Vocations |
| All | Private | Public | Instructor |
| \$40,519 | \$43,025 | \$36,918 | [23.] English Language and Literature/Letters |
| \$42,429 | \$42,011 | | [24.] Liberal Arts and Sciences, General Studies and Humanities |
| \$42,297 | | | [54.] History |
| | | \$40,075 | [16.] Foreign Languages, Literatures, and Linguistics |
| | | \$40,098 | [38.] Philosophy and Religious Studies |
| | \$42,752 | | [39.] Theology and Religious Vocations |

DISTRIBUTION OF FULL PROFESSORS

There are significant differences among disciplines in the distribution of faculty by rank. The table below shows those with the highest and lowest percentage of full professors. As in salary, the legal profession tops the highest percentage list for both private and public institutions, and engineering is also among the top three. At the other end of the spectrum, two of the three disciplines with the lowest percentage of full professors is the same for private and public institutions – [25] Library Science and [51.] Health Professions and Related Clinical Sciences.

2-Digit Disciplines with Highest and Lowest Percentage of Full Professors

CUPA-HR 2009–10 NFS Survey

| All | Private | Public | Highest |
|-------|---------|--------|---|
| 57.6% | 58.9% | 55.3% | [22.] Legal Professions And Studies |
| 46.2% | | 46.5% | [01.] Agriculture, Agriculture Operations, and Related Sciences |
| 43.6% | 42.0% | 44.1% | [14.] Engineering |
| | 38.9% | | [24] Liberal Arts and Sciences, General Studies and Humanities |
| | 38.0% | | [38.] Philosophy and Religious Studies |

| All | Private | Public | Lowest |
|-------|---------|--------|--|
| 16.2% | 16.2% | 16.2% | [25.] Library Science |
| 19.0% | 13.9% | 21.3% | [51.] Health Professions and Related Clinical Sciences |
| 22.8% | | 22.7% | [44.] Public Administration and Social Service Professions |
| 22.9% | | | [31.] Parks, Recreation, Leisure and Fitness Studies |
| | 19.7% | | [43.] Security and Protective Services |

DISTRIBUTION AND SALARIES OF NEW ASSISTANT PROFESSORS

The disciplines with the highest and lowest percentage of new assistant professors are listed below. Physical Sciences at public institutions have the overall highest percentage of new assistant professors at 9.1%; this group of disciplines has had the highest percentage for the last two years. For private institutions, Security and Protective Services has the highest percentage at 7.2%; it also had the highest percentage last year.

2-Digit Disciplines with Highest and Lowest Percentage of "New" Assistant Professors

CUPA-HR 2009–10 NFS Survey

| All | Private | Public | Highest |
|------|---------|--------|--|
| 5.9% | 7.2% | 5.5% | [43.] Security and Protective Services |
| 5.1% | | 5.7% | [44.] Public Administration and Social Service Professions |
| 5.0% | 5.1% | | [31.] Parks, Recreation, Leisure and Fitness Studies |
| | 6.1% | | [03] Natural Resources and Conservation |
| | 5.3% | | [04] Architecture and Related Services |
| | 5.2% | | [19] Family and Consumer Sciences/Human Sciences |
| | | 5.9% | [24] Liberal Arts and Sciences, General Studies and Humanities |
| | | 9.1% | [40.] Physical Sciences |

Communications Technologies/Technicians and Support Services had the lowest percentage of new assistant professors at both private and public institutions.

| All | Private | Public | Lowest |
|------|---------|--------|--|
| 1.8% | 2.2% | 1.3% | [10.] Communications Technologies/Technicians and Support Services |
| 2.7% | 2.3% | | [22.] Legal Professions and Studies |
| 2.8% | 2.6% | 2.9% | [11.] Computer and Information Sciences and Support Services |
| | 2.4% | | [01.] Agriculture, Agriculture Operations, and Related Sciences |
| | 2.9% | | [24.] Liberal Arts and Sciences, General Studies and Humanities |
| | | 2.9% | [25.] Library Science |
| | | 2.7% | [30.] Multi/Interdisciplinary Studies |
| | 2.6% | 2.9% | [39.] Theology and Religious Vocations |

The new assistant professors with the highest average salaries are in the same disciplines that have the highest average salaries at the other ranks. In contrast, and as was the case with the other ranks, the lowest paid disciplines are mostly different in private and public institutions; the one exception is English Language and Literature/Letters.

**2-Digit Disciplines with Highest and Lowest Average Salaries for
"New" Assistant Professors - Un-Weighted by Rank**

CUPA-HR 2009–10 NFS Survey

| All | Private | Public | Highest Average Salary |
|----------|----------|----------|---|
| \$95,822 | \$91,922 | \$98,551 | [52.] Business, Management, Marketing, And Related Support Services |
| \$92,033 | \$95,530 | \$87,423 | [22.] Legal Professions And Studies |
| \$75,450 | \$77,142 | \$74,694 | [14.] Engineering |
| \$72,199 | \$66,908 | \$74,845 | [11.] Computer and Information Sciences and Support Services |

| All | Private | Public | Lowest Average Salary |
|----------|----------|----------|--|
| \$50,427 | \$47,092 | | [24.] Liberal Arts and Sciences, General Studies and Humanities |
| | | | [10.] Communications Technologies/Technicians and Support Services |
| \$50,762 | | \$49,663 | [50.] Visual and Performing Arts |
| \$51,204 | \$51,963 | \$50,689 | [23.] English Language and Literature/Letters |
| | \$50,535 | | [39.] Theology and Religious Vocations |
| | \$49,904 | | [25.] Library Science |
| \$51,811 | | \$51,327 | [54.] History |
| \$51,811 | \$51,161 | | [30.] Multi/Interdisciplinary Studies |
| \$51,811 | \$51,388 | | [31.] Parks, Recreation, Leisure And Fitness Studies |
| | | \$51,515 | [16.] Foreign Languages, Literatures, and Linguistics |

DATA SPECIFICATIONS

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

- Salaries are those in effect as of October 15, 2009.
- 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. 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 2005 Carnegie Classification is used in this report to classify institutions based on their degree-granting activities into the following five groups. In DataOnDemand, institutions are classified by both group and sub-group.
 - **Doctorate-granting Universities.** Includes institutions that award at least 20 doctoral degrees per year (excluding doctoral-level degrees that qualify recipients for entry into professional practice, such as the JD, MD, PharmD, DPT, etc.). Excludes Special Focus Institutions and Tribal Colleges.
 - > RU/VH: Research Universities (very high research activity)
 - > RU/H: Research Universities (high research activity)
 - > DRU: Doctoral/Research Universities
 - **Master's Colleges and Universities.** Generally includes institutions that award at least 50 master's degrees and fewer than 20 doctoral degrees per year. (Some institutions above the master's degree threshold are included among Baccalaureate Colleges, and some below the threshold are included among Master's Colleges and Universities. Excludes Special Focus Institutions and Tribal Colleges).
 - > Master's/L: Master's Colleges and Universities (larger programs)
 - > Master's/M: Master's Colleges and Universities (medium programs)
 - > Master's/S: Master's Colleges and Universities (smaller programs)
 - **Baccalaureate Colleges.** Includes institutions where baccalaureate degrees represent at least 10 percent of all undergraduate degrees and that award fewer than 50 master's degrees or 20 doctoral degrees per year. (Some institutions above the master's degree threshold are also included. Excludes Special Focus Institutions and Tribal Colleges).
 - > Bac/A&S: Baccalaureate Colleges—Arts & Sciences
 - > Bac/Diverse: Baccalaureate Colleges—Diverse Fields
 - > Bac/Assoc: Baccalaureate/Associate's Colleges

- **Associate's Colleges.** Includes institutions where all degrees are at the associate's level, or where bachelor's degrees account for less than 10 percent of all undergraduate degrees. Excludes institutions eligible for classification as Tribal Colleges or Special Focus Institutions.
 - > Assoc/Pub-R-S: Associate's—Public Rural-serving Small
 - > Assoc/Pub-R-M: Associate's—Public Rural-serving Medium
 - > Assoc/Pub-R-L: Associate's—Public Rural-serving Large
 - > Assoc/Pub-S-SC: Associate's—Public Suburban-serving Single Campus
 - > Assoc/Pub-S-MC: Associate's—Public Suburban-serving Multicampus
 - > Assoc/Pub-U-SC: Associate's—Public Urban-serving Single Campus
 - > Assoc/Pub-U-MC: Associate's—Public Urban-serving Multicampus
 - > Assoc/Pub-Spec: Associate's—Public Special Use
 - > Assoc/PrivNFP: Associate's—Private Not-for-profit
 - > Assoc/PrivFP: Associate's—Private For-profit
 - > Assoc/Pub2in4: Associate's—Public 2-year Colleges under Universities
 - > Assoc/Pub4: Associate's—Public 4-year, Primarily Associate's
 - > Assoc/PrivNFP4: Associate's—Private Not-for-profit 4-year, Primarily Associate's
 - > Assoc/PrivFP4: Associate's—Private For-profit 4-year, Primarily Associate's

- **Special Focus Institutions.** Institutions awarding baccalaureate or higher-level degrees where a high concentration of degrees is in a single field or set of related fields. Excludes Tribal Colleges.
 - > Spec/Faith: Theological seminaries, Bible colleges; other faith-related institutions
 - > Spec/Medical: Medical schools and medical centers
 - > Spec/Health: Other health profession schools
 - > Spec/Eng: Schools of engineering
 - > Spec/Tech: Other technology-related schools>
 - > Spec/Bus: Schools of business and management
 - > Spec/Arts: Schools of art, music, and design
 - > Spec/Law: Schools of law
 - > Spec/Other: Other special-focus institutions

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 **fifty percent or more 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 2009 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.
- Researchers in ten selected disciplines are also reported separately.

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)

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 your institution has an "interdisciplinary" division/department, report the salaries for its faculty in this division/department, even though its members may teach/research in several related, but different discipline groups. For example, if your institution has a Department of Social Sciences, General (CIP 45.01) with faculty that teach/research in Anthropology (CIP 45.02), Economics (CIP 45.06), Political Science and Government (45.10), and Sociology (45.11), you should report their salary data in CIP 45.01 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:

- **Un-Weighted Average Salary:** Sum of the full-time 9–10 month salaries divided by the number of responding institutions.
- **High of the Highs:** Highest full-time 9–10 month salary.
- **Low of the Lows:** 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.

SALARY TABLES

2-Digit CIP Code Discipline

Important Changes in Reporting of Data Starting in 2006-07

To ensure compliance with Department of Justice Guidelines for "Safe Harbor" all salary tables included in this document report **un-weighted rather than weighted** salary data and data is reported only for positions having at least five responding institutions. The same is true for DatOnDemand reports. Weighted data reports are still available as a user selected option. However, the weighted data option provides salary data only for positions with 5 or more responding institutions **and** in which all responding institutions comprise 25.0% or less of position incumbents. If a position has at least 5 responding institutions but one institution represents more than 25% of the incumbents, salary data is not reported. To read a summary of the guidelines go to <http://www.ftc.gov/reports/hlth3s.htm#6> and select Statement 6.

**CUPA-HR 2009-10 National Faculty Salary Survey
All Institutions**

| Discipline and Rank | UN-WEIGHTED AVERAGE |
|---|---------------------|
| [01.] AGRICULTURE, AGRICULTURE OPERATIONS, AND RELATED SCIENCES | |
| Professor | 90,053 |
| Associate Professor | 71,583 |
| Assistant Professor | 61,645 |
| New Assistant Professor | 62,589 |
| Instructor | 45,123 |
| [03.] NATURAL RESOURCES AND CONSERVATION | |
| Professor | 91,420 |
| Associate Professor | 68,653 |
| Assistant Professor | 58,170 |
| New Assistant Professor | 59,361 |
| Instructor | 47,029 |
| [04.] ARCHITECTURE AND RELATED SERVICES | |
| Professor | 95,723 |
| Associate Professor | 73,319 |
| Assistant Professor | 60,181 |
| New Assistant Professor | 58,935 |
| Instructor | 50,040 |
| [05.] AREA, ETHNIC, CULTURAL, AND GENDER STUDIES | |
| Professor | 98,375 |
| Associate Professor | 73,570 |
| Assistant Professor | 58,198 |
| New Assistant Professor | 57,246 |
| Instructor | 46,048 |
| [09.] COMMUNICATION, JOURNALISM AND RELATED PROGRAMS | |
| Professor | 83,656 |
| Associate Professor | 65,006 |
| Assistant Professor | 53,599 |
| New Assistant Professor | 54,424 |
| Instructor | 44,616 |
| [10.] COMMUNICATIONS TECHNOLOGIES/TECHNICIANS AND SUPPORT SERVICES | |
| Professor | 81,269 |
| Associate Professor | 63,907 |
| Assistant Professor | 56,041 |
| New Assistant Professor | - |
| Instructor | 52,089 |
| [11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES | |
| Professor | 101,219 |
| Associate Professor | 82,230 |
| Assistant Professor | 70,791 |
| New Assistant Professor | 72,199 |
| Instructor | 51,854 |
| [13.] EDUCATION | |
| Professor | 82,919 |
| Associate Professor | 65,182 |
| Assistant Professor | 54,953 |
| New Assistant Professor | 54,009 |
| Instructor | 45,553 |
| [14.] ENGINEERING | |
| Professor | 112,679 |
| Associate Professor | 86,031 |
| Assistant Professor | 75,226 |
| New Assistant Professor | 75,450 |
| Instructor | 56,974 |

**CUPA-HR 2009-10 National Faculty Salary Survey
All Institutions**

| Discipline and Rank | UN-WEIGHTED AVERAGE |
|--|---------------------|
| [15.] ENGINEERING TECHNOLOGIES/TECHNICIANS | |
| Professor | 87,592 |
| Associate Professor | 71,688 |
| Assistant Professor | 62,439 |
| New Assistant Professor | 60,452 |
| Instructor | 48,995 |
| [16.] FOREIGN LANGUAGES, LITERATURES, AND LINGUISTICS | |
| Professor | 85,620 |
| Associate Professor | 65,129 |
| Assistant Professor | 53,529 |
| New Assistant Professor | 52,271 |
| Instructor | 42,577 |
| [19.] FAMILY AND CONSUMER SCIENCES/HUMAN SCIENCES | |
| Professor | 87,638 |
| Associate Professor | 66,526 |
| Assistant Professor | 56,724 |
| New Assistant Professor | 55,506 |
| Instructor | 44,869 |
| [22.] LEGAL PROFESSIONS AND STUDIES | |
| Professor | 134,146 |
| Associate Professor | 101,045 |
| Assistant Professor | 83,991 |
| New Assistant Professor | 92,033 |
| Instructor | 64,292 |
| [23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS | |
| Professor | 79,372 |
| Associate Professor | 61,684 |
| Assistant Professor | 51,502 |
| New Assistant Professor | 51,204 |
| Instructor | 40,519 |
| [24.] LIBERAL ARTS AND SCIENCES, GENERAL STUDIES AND HUMANITIES | |
| Professor | 82,541 |
| Associate Professor | 62,700 |
| Assistant Professor | 52,279 |
| New Assistant Professor | 50,427 |
| Instructor | 42,429 |
| [25.] LIBRARY SCIENCE | |
| Professor | 87,336 |
| Associate Professor | 67,716 |
| Assistant Professor | 54,741 |
| New Assistant Professor | 55,175 |
| Instructor | 46,191 |
| [26.] BIOLOGICAL AND BIOMEDICAL SCIENCES | |
| Professor | 91,184 |
| Associate Professor | 68,294 |
| Assistant Professor | 57,545 |
| New Assistant Professor | 57,021 |
| Instructor | 44,193 |
| [27.] MATHEMATICS AND STATISTICS | |
| Professor | 84,324 |
| Associate Professor | 66,012 |
| Assistant Professor | 55,765 |
| New Assistant Professor | 55,186 |
| Instructor | 42,782 |

**CUPA-HR 2009-10 National Faculty Salary Survey
All Institutions**

| Discipline and Rank | UN-WEIGHTED AVERAGE |
|---|---------------------|
| [30.] MULTI/INTERDISCIPLINARY STUDIES | |
| Professor | 91,380 |
| Associate Professor | 69,001 |
| Assistant Professor | 57,503 |
| New Assistant Professor | 55,284 |
| Instructor | 44,615 |
| [31.] PARKS, RECREATION, LEISURE AND FITNESS STUDIES | |
| Professor | 80,513 |
| Associate Professor | 64,126 |
| Assistant Professor | 53,246 |
| New Assistant Professor | 53,189 |
| Instructor | 43,523 |
| [38.] PHILOSOPHY AND RELIGIOUS STUDIES | |
| Professor | 84,621 |
| Associate Professor | 63,460 |
| Assistant Professor | 53,018 |
| New Assistant Professor | 53,668 |
| Instructor | 43,160 |
| [39.] THEOLOGY AND RELIGIOUS VOCATIONS | |
| Professor | 71,473 |
| Associate Professor | 59,979 |
| Assistant Professor | 51,605 |
| New Assistant Professor | 50,535 |
| Instructor | 42,752 |
| [40.] PHYSICAL SCIENCES | |
| Professor | 88,147 |
| Associate Professor | 66,898 |
| Assistant Professor | 56,720 |
| New Assistant Professor | 56,483 |
| Instructor | 43,084 |
| [41.] SCIENCE TECHNOLOGIES/TECHNICIANS | |
| Professor | - |
| Associate Professor | 75,577 |
| Assistant Professor | 63,100 |
| New Assistant Professor | - |
| Instructor | 46,622 |
| [42.] PSYCHOLOGY | |
| Professor | 83,840 |
| Associate Professor | 64,461 |
| Assistant Professor | 54,850 |
| New Assistant Professor | 54,584 |
| Instructor | 43,493 |
| [43.] SECURITY AND PROTECTIVE SERVICES | |
| Professor | 84,569 |
| Associate Professor | 66,374 |
| Assistant Professor | 54,538 |
| New Assistant Professor | 53,482 |
| Instructor | 44,230 |
| [44.] PUBLIC ADMINISTRATION AND SOCIAL SERVICE PROFESSIONS | |
| Professor | 89,342 |
| Associate Professor | 68,896 |
| Assistant Professor | 56,572 |
| New Assistant Professor | 57,873 |
| Instructor | 47,669 |

**CUPA-HR 2009-10 National Faculty Salary Survey
All Institutions**

| Discipline and Rank | UN-WEIGHTED AVERAGE |
|--|---------------------|
| [45.] SOCIAL SCIENCES | |
| Professor | 89,351 |
| Associate Professor | 68,363 |
| Assistant Professor | 57,901 |
| New Assistant Professor | 58,466 |
| Instructor | 45,854 |
| [49.] AIR TRANSPORTATION | |
| Professor | 99,803 |
| Associate Professor | 71,605 |
| Assistant Professor | 59,434 |
| New Assistant Prof | - |
| Instructor | 45,545 |
| [50.] VISUAL AND PERFORMING ARTS | |
| Professor | 79,098 |
| Associate Professor | 62,197 |
| Assistant Professor | 51,480 |
| New Assistant Professor | 50,762 |
| Instructor | 43,113 |
| [51.] HEALTH PROFESSIONS AND RELATED CLINICAL SCIENCES | |
| Professor | 94,610 |
| Associate Professor | 74,162 |
| Assistant Professor | 62,704 |
| New Assistant Professor | 64,296 |
| Instructor | 52,279 |
| [52.] BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES | |
| Professor | 109,919 |
| Associate Professor | 92,573 |
| Assistant Professor | 85,996 |
| New Assistant Professor | 95,822 |
| Instructor | 57,192 |
| [54.] HISTORY GENERAL | |
| Professor | 82,354 |
| Associate Professor | 62,630 |
| Assistant Professor | 52,047 |
| New Assistant Professor | 51,811 |
| Instructor | 42,297 |

**CUPA-HR 2009-10 National Faculty Salary Survey
All Institutions**

| Salaries by Rank for Selected 4-Digit CIP Disciplines | UN-WEIGHTED AVERAGE |
|---|---------------------|
| 01.09 Animal Sciences | |
| Professor | 91,863 |
| Associate Professor | 72,142 |
| Assistant Professor | 63,946 |
| New Assistant Professor | 65,409 |
| Instructor | 42,698 |
| 05.01 Area Studies | |
| Professor | 99,312 |
| Associate Professor | 73,771 |
| Assistant Professor | 58,481 |
| New Assistant Professor | 60,008 |
| Instructor | 45,890 |
| 14.10 Electrical, Electronics & Communications Engineering | |
| Professor | 111,512 |
| Associate Professor | 88,035 |
| Assistant Professor | 78,690 |
| New Assistant Professor | 78,652 |
| Instructor | 57,430 |
| 31.05 Health & Physical Education / Fitness | |
| Professor | 79,761 |
| Associate Professor | 63,616 |
| Assistant Professor | 53,195 |
| New Assistant Professor | 53,211 |
| Instructor | 43,272 |
| 51.02 Communication Disorders Sciences & Services | |
| Professor | 88,606 |
| Associate Professor | 70,509 |
| Assistant Professor | 59,486 |
| New Assistant Professor | 59,576 |
| Instructor | 48,344 |