

Massachusetts State Colleges  
**2007 FACULTY SALARY STUDY**

**Presentation to the Board of Higher  
Education**

February 22, 2008

## Survey Purpose

- Conduct the third in a series of regular market assessments (prior studies done in 2004 and 2006)
- Understand the market forces within which the Massachusetts State Colleges must compete for qualified faculty
- Compare State College faculty salaries to salaries at comparable institutions
- Inform decisions related to the establishment of competitive faculty salaries

## Key Findings

- Faculty at the State Colleges are significantly under-compensated in comparison to the market
- Progress towards competitiveness achieved in by 2006 has been eroded
- Pay compression exists across and between ranks

Study shows that State Colleges are at considerable disadvantage in their ability to offer salaries comparable to institutions in competitive states

# National Trends in Faculty Pay and Recruitment

- National market for faculty is changing rapidly
  - Traditional salary management are increasingly irrelevant and ineffective
  - Candidate expectations are changing
    - Negotiating more rigorously for starting salaries
    - Becoming more selective in the offers they accept
    - Broadening their views of desirable institutions to join
  - Tenured faculty are increasingly being recruited by other institutions
  - More financially rewarding opportunities outside academia exist for some faculty, especially in Business, Computer Science, Nursing and Health Sciences
- Institutions are responding by aggressively updating their faculty pay systems
  - Revising traditional systems that inadvertently cause negative impact on most experienced faculty
  - Addressing compression that occurs as junior faculty salaries become more competitive
- Most other states invest more per capita in higher education than Massachusetts does—the Commonwealth was 46th in per capita spending in fiscal year 2007

# Survey Methodology

- This 2007 study follows the methodology employed in the 2004 and 2006 studies
- Comparison market was generated by CUPA-HR's Data on Demand software, using these criteria:
  - High cost of living, industrialized states
  - Public Institutions with unionized faculty
  - Small, medium and large Master's institutions (per Carnegie Classifications)
- Market data for 2006/2007 academic year were collected for the 16 most populated disciplines at the State Colleges
  - Average and 75<sup>th</sup> percentile data collected
  - Variance analysis was conducted between State College salaries and market by rank and discipline
- Colleges included in the study:
  - Bridgewater State College
  - Fitchburg State College
  - Framingham State College
  - Massachusetts College of Liberal Arts
  - Salem State College
  - Westfield State College
  - Worcester State College

(Massachusetts Maritime Academy and the Massachusetts College of Art and Design were excluded due to unique nature and difficulty collecting data from relevant comparison groups)

# Variance Analysis—Summary

## Variance Analysis—State Colleges to Market, 2004–2007

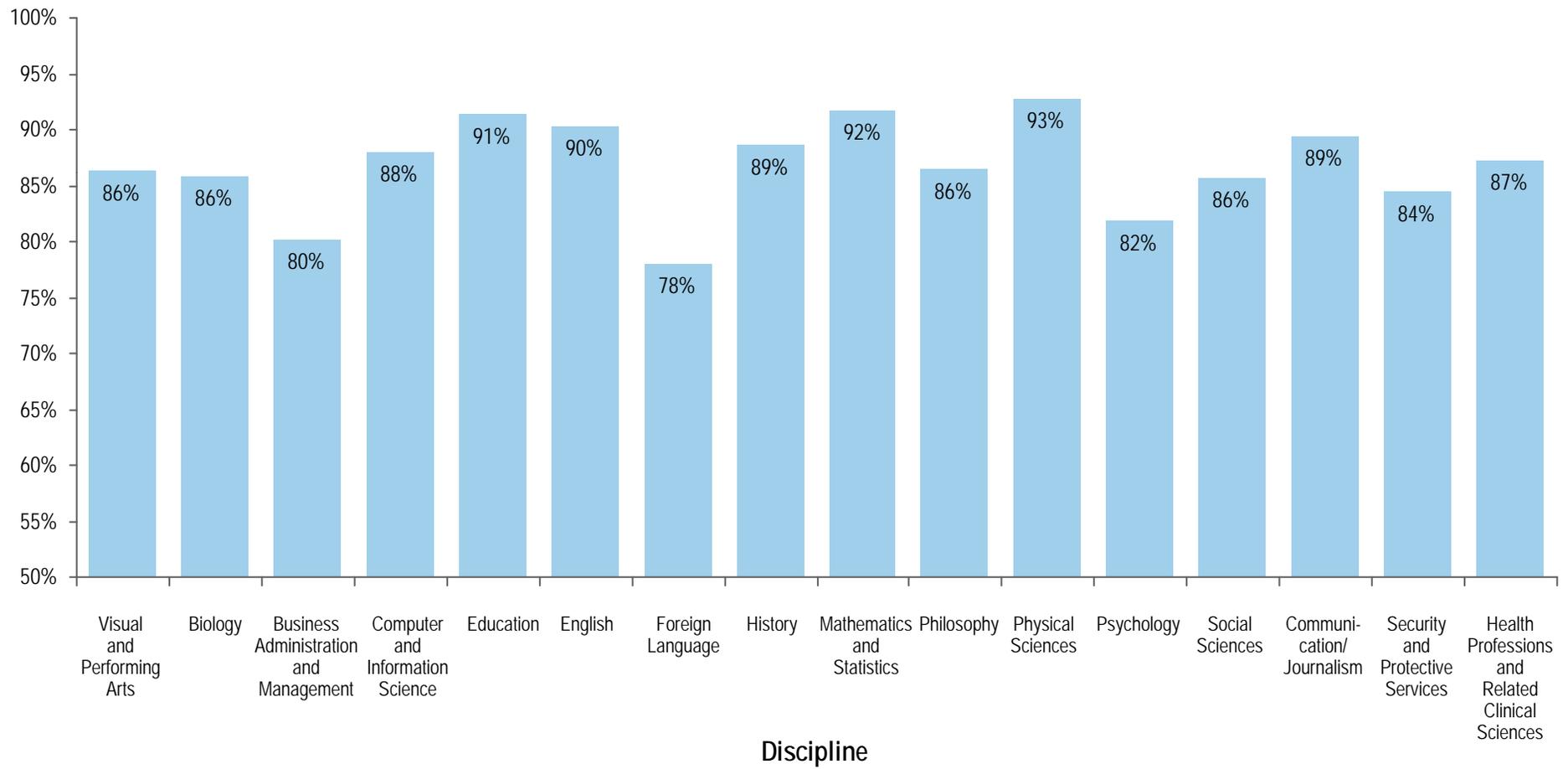
- After a period of relative improvement following the 2004 Report, this year's study shows a worsening of the trend towards increasingly non-competitive salaries:

	State College Salaries as a % of Market					
	2004		2006		2007	
	Average	75 <sup>th</sup> Percentile	Average	75 <sup>th</sup> Percentile	Average	75 <sup>th</sup> Percentile
<b>Professor</b>	86 %	78%	89%	81%	87%	79%
<b>Associate Professor</b>	91%	82%	95%	86%	91%	81%
<b>Assistant Professor</b>	93%	85%	98%	90%	92%	83%

# State College Salaries as a Percent of Market Average

## FULL PROFESSOR

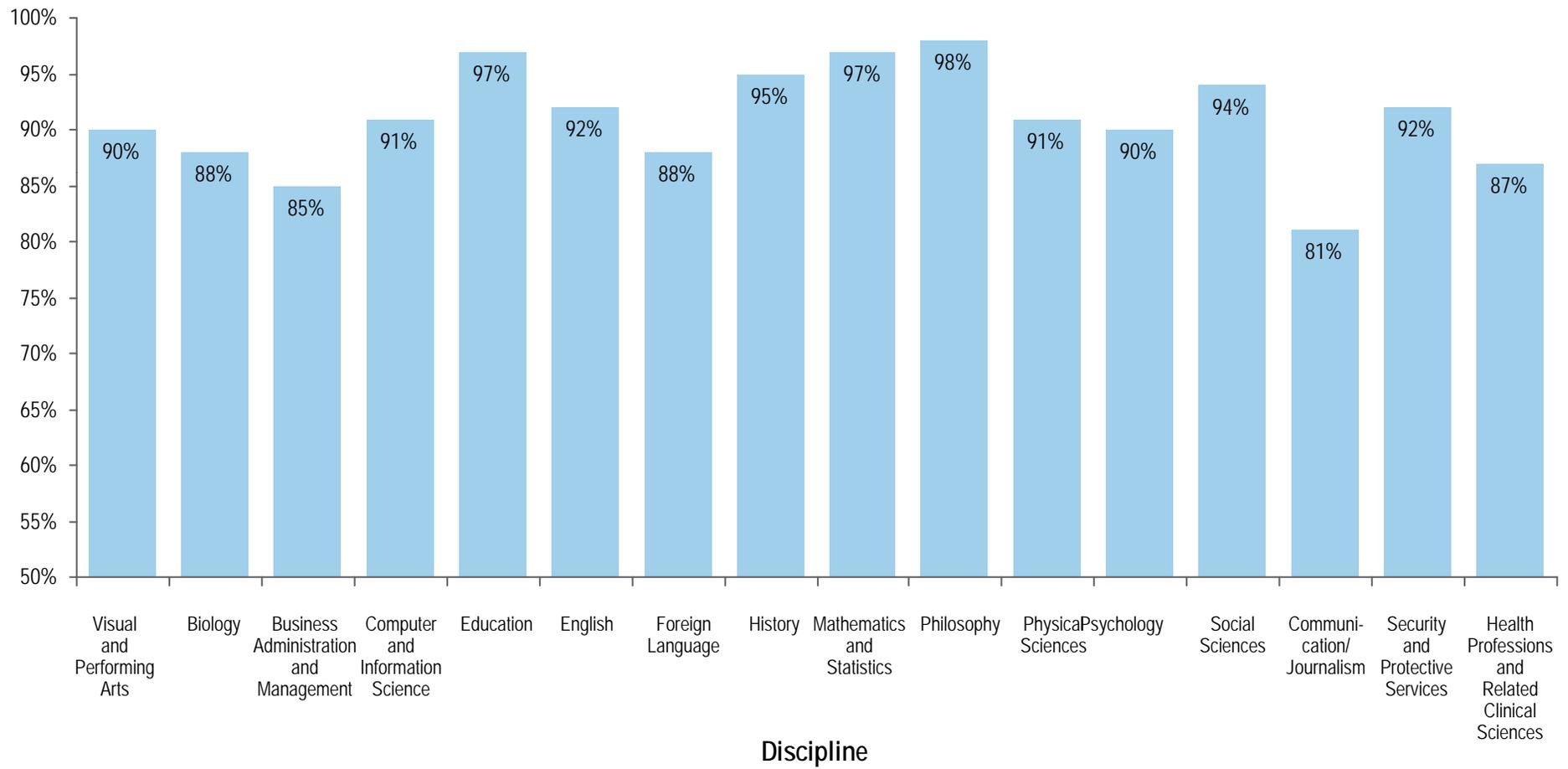
100% = Market Average



# State College Salaries as a Percent of Market Average *continued*

100% = Market Average

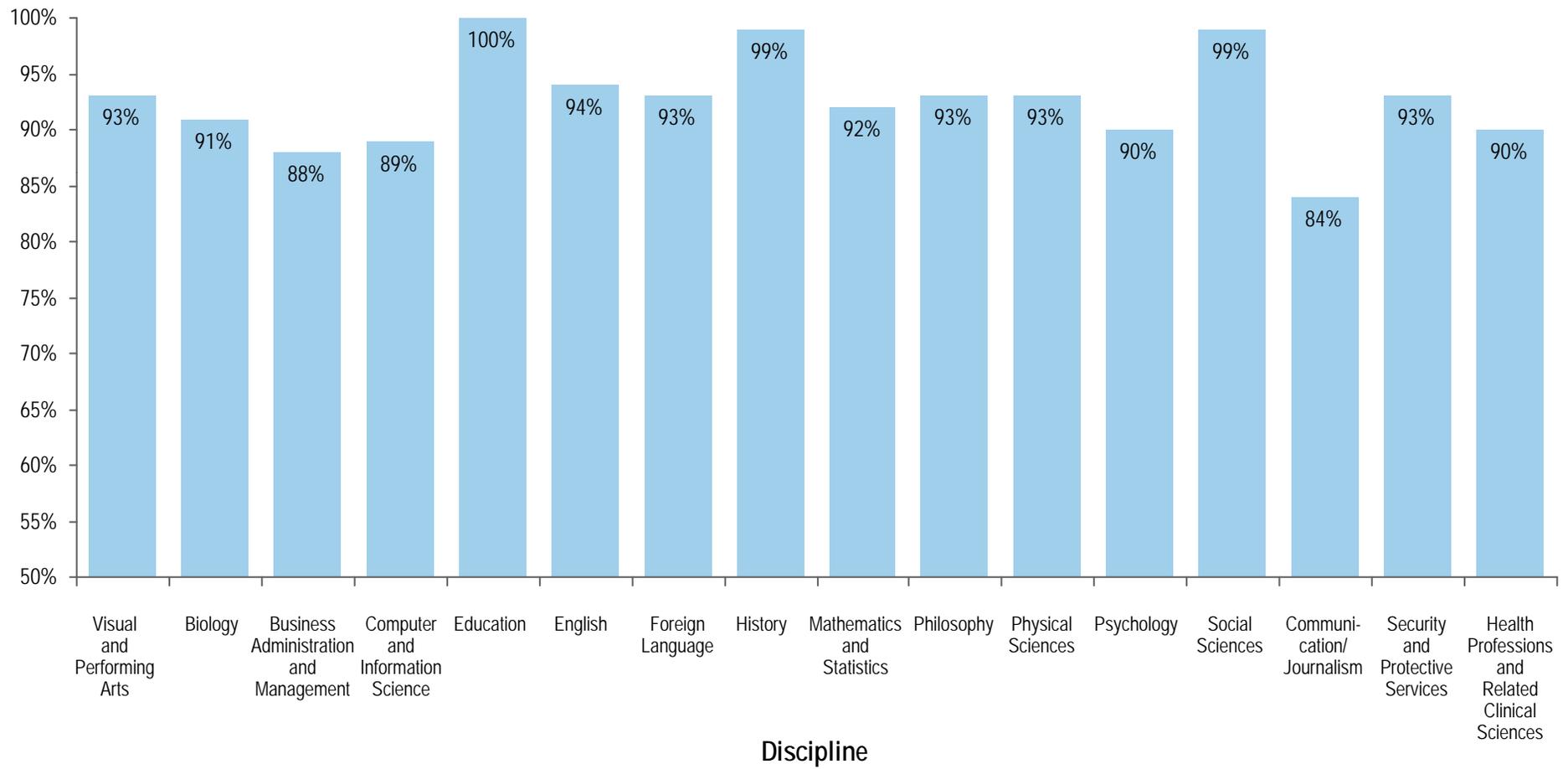
## ASSOCIATE PROFESSOR



# State College Salaries as a Percent of Market Average *continued*

100% = Market Average

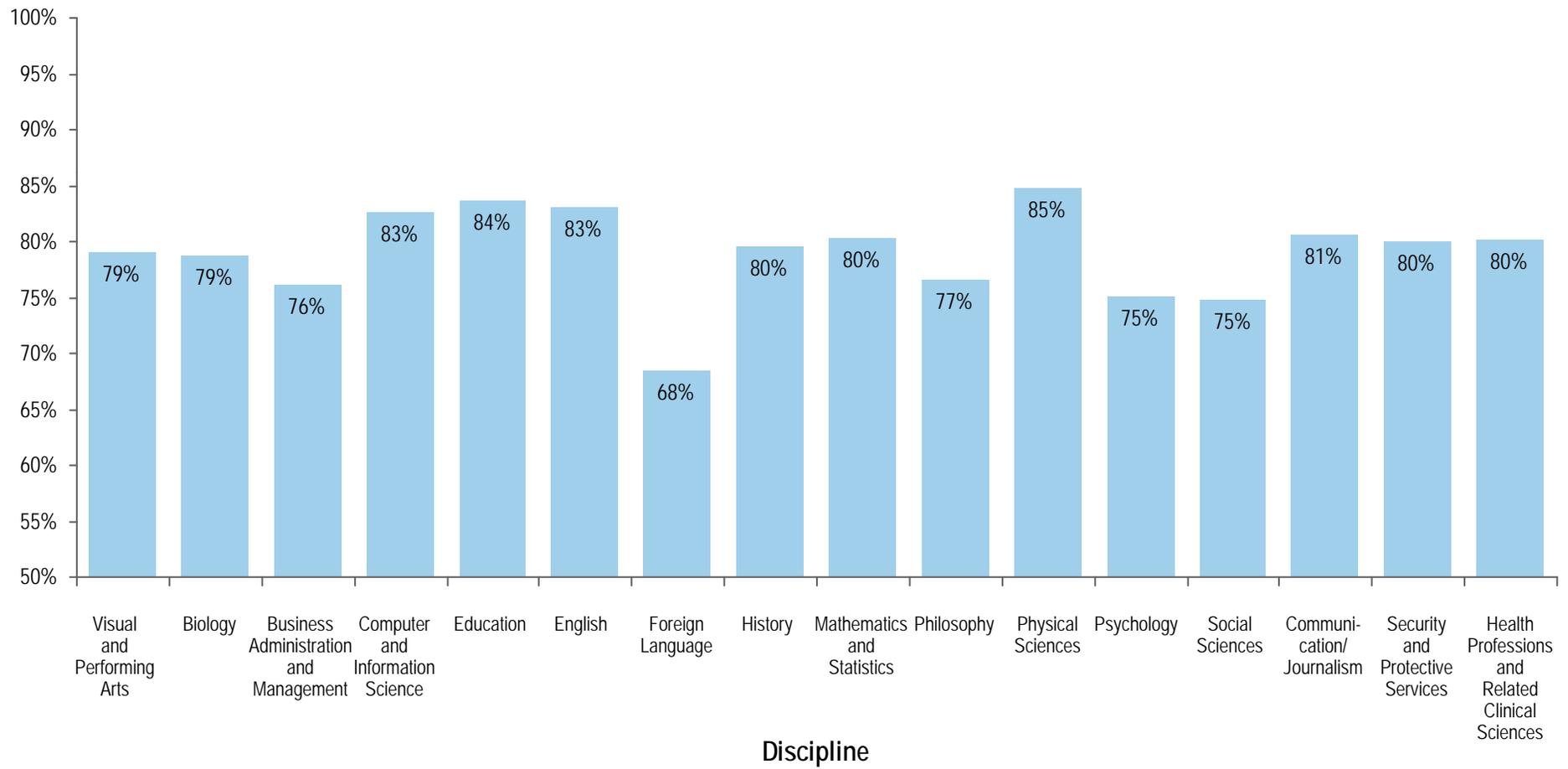
## ASSISTANT PROFESSOR



# State College Salaries as a Percent of Market 75<sup>th</sup> Percentile

100% = 75<sup>th</sup>  
Percentile

## FULL PROFESSOR

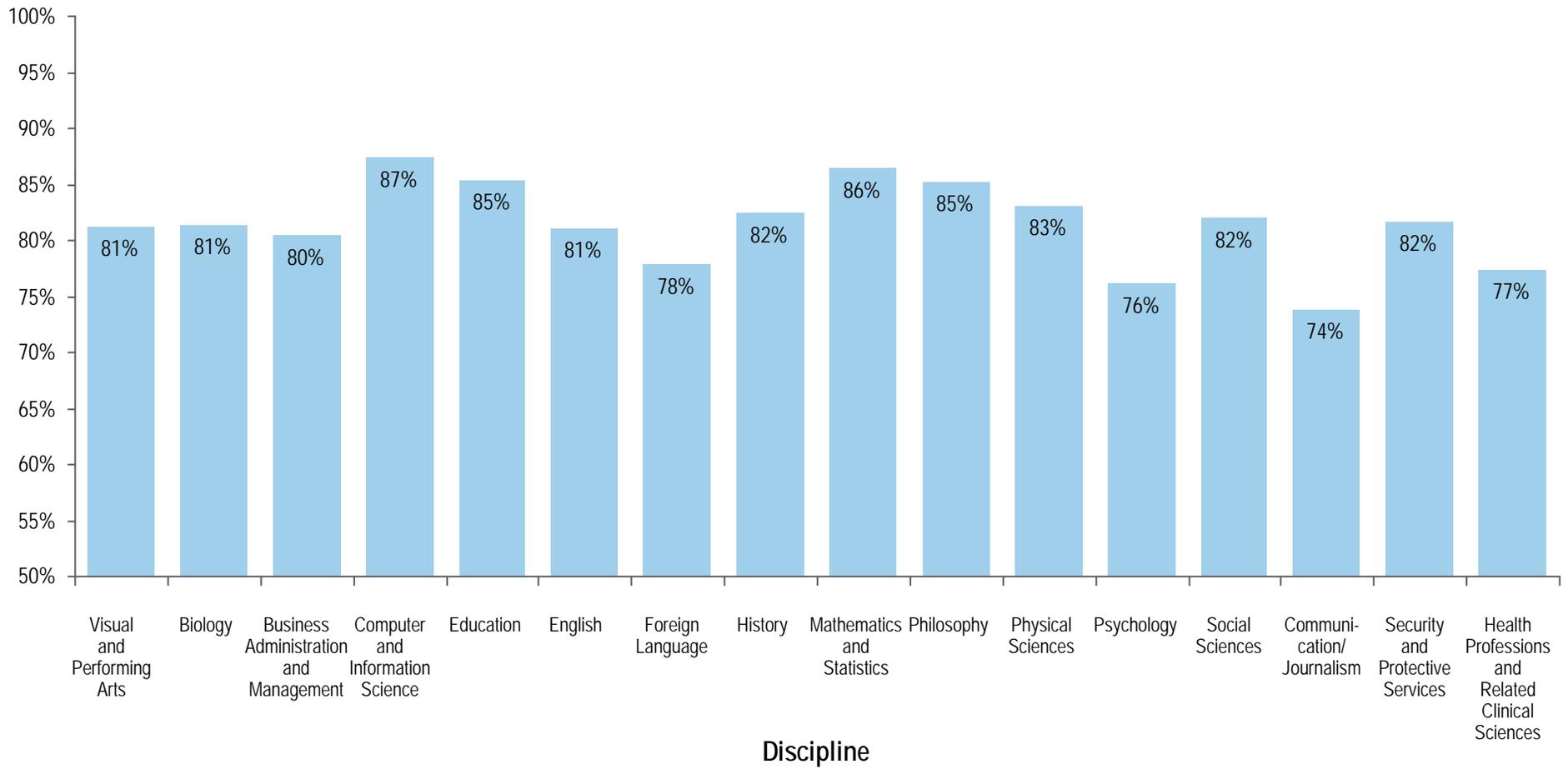


# State College Salaries as a Percent of Market 75<sup>th</sup> Percentile

*continued*

100% = 75<sup>th</sup>  
Percentile

## ASSOCIATE PROFESSOR

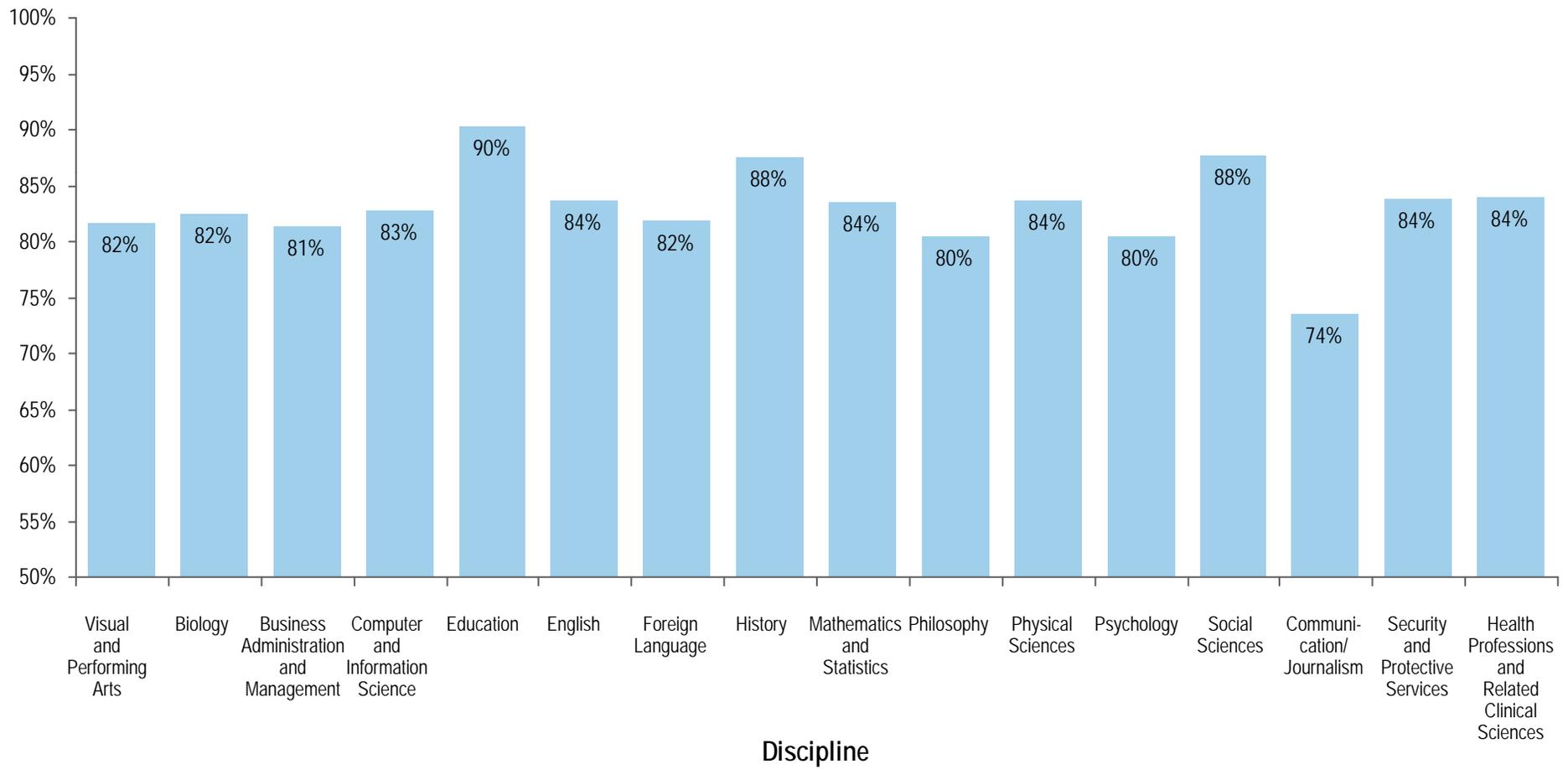


# State College Salaries as a Percent of Market 75<sup>th</sup> Percentile

*continued*

100% = 75<sup>th</sup>  
Percentile

## ASSISTANT PROFESSOR



# List of Comparison Institutions

## Comparison Group: High Cost of Living States, Public, Unionized, Master's S,M,L

- Bloomsburg University of Pennsylvania
- California State University-Stanislaus
- California Polytechnic State University-San Luis Obispo
- Central Connecticut State University
- Chicago State University
- CUNY John Jay College of Criminal Justice
- Eastern Connecticut State University
- Eastern Illinois University
- Eastern Michigan University
- Edinboro University of Pennsylvania
- Ferris State University
- Florida Gulf Coast
- Governors State University
- Kean University
- Lincoln University
- Montclair State University
- New Jersey City University
- Northeastern Illinois University
- Northern Michigan University
- Ramapo College of New Jersey
- Rowan University
- Sonoma State University
- SUNY Brockport
- SUNY Cortland
- SUNY Geneseo
- SUNY Institute of Technology at Utica-Rome
- SUNY Oswego
- SUNY Plattsburgh
- SUNY Potsdam
- The College of New Jersey
- The Richard Stockton College of New Jersey
- University of North Florida
- West Chester University of Pennsylvania
- Western Connecticut State University
- Western Illinois University
- William Paterson University of New Jersey
- Youngstown State University

# Variance Analysis—Details by Discipline and Rank

Discipline	State College Average Salary	Market Average	State Colleges as % of Market Average	Market 75th%ile	State Colleges as % of Market 75th%ile
<b>Visual and Performing Arts</b>					
Professor	\$73,614	\$85,247	86%	\$93,112	79%
Associate Professor	\$60,313	\$67,050	90%	\$74,266	81%
Assistant Professor	\$50,992	\$54,894	93%	\$62,425	82%
<b>Biology</b>					
Professor	\$75,291	\$87,629	86%	\$95,596	79%
Associate Professor	\$58,212	\$66,063	88%	\$71,498	81%
Assistant Professor	\$50,602	\$55,554	91%	\$61,420	82%
<b>Business Administration and Management</b>					
Professor	\$76,979	\$96,052	80%	\$101,024	76%
Associate Professor	\$70,123	\$82,280	85%	\$87,176	80%
Assistant Professor	\$64,726	\$73,723	88%	\$79,532	81%
<b>Computer and Information Sciences</b>					
Professor	\$81,426	\$92,598	88%	\$98,600	83%
Associate Professor	\$72,114	\$79,156	91%	\$82,501	87%
Assistant Professor	\$60,608	\$68,468	89%	\$73,245	83%
<b>Education</b>					
Professor	\$78,304	\$85,629	91%	\$93,556	84%
Associate Professor	\$64,912	\$67,223	97%	\$76,087	85%
Assistant Professor	\$56,324	\$56,531	100%	\$62,399	90%
<b>English</b>					
Professor	\$75,527	\$83,681	90%	\$90,842	83%
Associate Professor	\$60,182	\$65,584	92%	\$74,249	81%
Assistant Professor	\$50,388	\$53,799	94%	\$60,174	84%

# Variance Analysis—Details by Discipline and Rank *continued*

Discipline	State College Average Salary	Market Average	State Colleges as % of Market Average	Market 75th%ile	State Colleges as % of Market 75th%ile
<b>Foreign Language</b>					
Professor	\$68,851	\$88,201	78%	\$100,593	68%
Associate Professor	\$59,939	\$68,019	88%	\$76,999	78%
Assistant Professor	\$53,554	\$57,776	93%	\$65,458	82%
<b>History</b>					
Professor	\$78,484	\$88,496	89%	\$98,645	80%
Associate Professor	\$61,573	\$65,153	95%	\$74,707	82%
Assistant Professor	\$51,491	\$52,115	99%	\$58,816	88%
<b>Mathematics and Statistics</b>					
Professor	\$78,543	\$85,663	92%	\$97,885	80%
Associate Professor	\$64,981	\$67,334	97%	\$75,166	86%
Assistant Professor	\$52,084	\$56,578	92%	\$62,316	84%
<b>Philosophy</b>					
Professor	\$75,128	\$86,965	86%	\$98,147	77%
Associate Professor	\$66,358	\$67,777	98%	\$77,897	85%
Assistant Professor	\$51,590	\$55,688	93%	\$64,096	80%
<b>Physical Sciences</b>					
Professor	\$79,280	\$85,448	93%	\$93,540	85%
Associate Professor	\$61,129	\$66,930	91%	\$73,519	83%
Assistant Professor	\$51,314	\$55,137	93%	\$61,301	84%
<b>Psychology</b>					
Professor	\$72,707	\$88,769	82%	\$96,930	75%
Associate Professor	\$59,744	\$66,733	90%	\$78,471	76%
Assistant Professor	\$50,926	\$56,447	90%	\$63,341	80%

## Variance Analysis—Details by Discipline and Rank *continued*

Discipline	State College Average Salary	Market Average	State Colleges as % of Market Average	Market 75th%ile	State Colleges as % of Market 75th%ile
<b>Social Sciences</b>					
Professor	\$75,883	\$88,531	86%	\$101,435	75%
Associate Professor	\$62,690	\$66,625	94%	\$76,511	82%
Assistant Professor	\$53,722	\$54,510	99%	\$61,307	88%
<b>Communication/Journalism</b>					
Professor	\$75,656	\$84,703	89%	\$93,775	81%
Associate Professor	\$54,302	\$67,148	81%	\$73,508	74%
Assistant Professor	\$47,669	\$56,489	84%	\$64,778	74%
<b>Security and Protective Services</b>					
Professor	\$75,022	\$88,847	84%	\$93,775	80%
Associate Professor	\$63,721	\$69,006	92%	\$78,058	82%
Assistant Professor	\$53,593	\$57,355	93%	\$63,896	84%
<b>Health Professions and Related Clinical Sciences</b>					
Professor	\$76,431	\$87,595	87%	\$95,383	80%
Associate Professor	\$63,316	\$72,405	87%	\$81,780	77%
Assistant Professor	\$54,955	\$60,740	90%	\$65,420	84%