

Sociology Faculty Salaries AY 2008-2009: Better than Other Social Sciences, but Not Above Inflation



American Sociological Association

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Overall faculty salaries increased by 3.8 percent between Academic Year (AY) 2008-2009 compared to AY 2007-2008, according to the National Faculty Salary Survey conducted by the College and University Professional Association for Human Resources (CUPA-HR). This increase was the same as the rate of inflation in 2008 (3.8 percent). According to the American Association of University Professors (AAUP) survey, overall salaries increased by 3.4 percent, lower than the rate of inflation. In contrast to the overall salary increase across disciplines, the annual increase for the social sciences was below the rate of inflation. Sociology saw the largest percentage increase among all the social sciences.

Unlike the AAUP data, the CUPA-HR data gathers information by discipline as well as rank, making it useful for disciplinary comparisons.¹ This brief

focuses on comparisons over the last academic year for sociologists of different ranks and it compares changes in sociology faculty salary with other social science disciplines. For additional analysis of changes since AY 2000/2001 see Sociology Faculty Salaries AY 2007-08 at <http://www.asanet.org/galleries/default-file/Salaries%200708%20Brief%20Revised%200608.pdf>.

SOCIOLOGY FACULTY SALARIES

On average, sociology faculty salaries increased by 2.7 percent in current dollars since AY 2007-2008. This was the lowest percentage increase since AY 2004-2005 (see Table 1). The average salary for all ranked faculty in AY 2008-2009 was \$70,699. Associate professors saw the highest percentage increase (3.3 percent) and full professors saw the lowest increase (2.1 percent).

TABLE 1. Sociology Faculty Salaries by Rank (in Current Dollars)

Academic Year	Full Professor		Associate Professor		Assistant Professor		All Ranked Faculty ^a	
	Salary	% Change	Salary	% Change	Salary	% Change	Salary	% Change
2000/01	\$70,071	-	\$52,336	-	\$43,081	-	\$56,650	-
2001/02	\$72,472	3.4%	\$54,233	3.6%	\$44,285	2.8%	\$58,255	2.8%
2002/03	\$74,027	2.1%	\$55,296	2.0%	\$45,565	2.9%	\$59,510	2.2%
2003/04	\$76,200	2.9%	\$56,212	1.7%	\$46,409	4.1%	\$60,489	1.6%
2004/05	\$77,598	1.8%	\$57,721	2.7%	\$47,971	3.4%	\$61,687	2.0%
2005/06	\$80,506	3.7%	\$59,903	3.8%	\$49,519	3.2%	\$63,844	3.5%
2006/07	\$83,708	4.0%	\$61,838	3.2%	\$51,337	3.7%	\$66,207	3.7%
2007/08	\$87,938	5.1%	\$64,788	4.8%	\$53,844	4.9%	\$68,857	4.0%
2008/09	\$89,808	2.1%	\$66,940	3.3%	\$55,348	2.8%	\$70,699	2.7%

^a Excludes Instructor salaries.

Source: ASA tabulation from CUPA-HR 2009 National Faculty Salary Survey, AY 2000/01 - AY 2008/09.

¹ The CUPA-HR data are provided in unweighted form. Dr. Ray Sizemore of CUPA-HR has once again provided us with weighted data that accounts for the size of each department included in the survey.

TABLE 2. Sociology Faculty Salaries by Rank (in 2008 Constant Dollars)

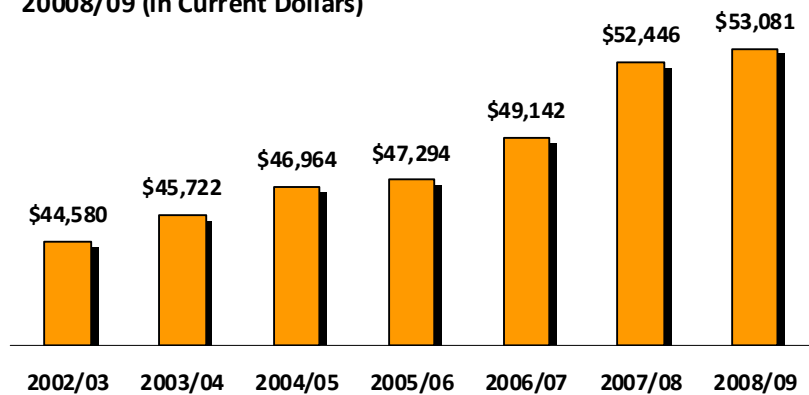
Academic Year	Full Professor		Associate Professor		Assistant Professor		All Ranked Faculty ^a	
	Salary	% Change	Salary	% Change	Salary	% Change	Salary	% Change
2000/01	\$87,610	-	\$65,436	-	\$53,865	-	\$70,830	-
2001/02	\$88,105	0.6%	\$65,932	0.8%	\$53,838	0.0%	\$70,821	0.0%
2002/03	\$88,595	0.6%	\$66,178	0.4%	\$54,531	1.3%	\$71,221	0.6%
2003/04	\$89,164	0.6%	\$65,775	-0.6%	\$54,304	1.8%	\$70,780	-0.6%
2004/05	\$88,444	-0.8%	\$65,789	0.0%	\$54,676	0.7%	\$70,309	-0.7%
2005/06	\$88,731	0.3%	\$66,038	0.4%	\$54,591	-0.2%	\$70,383	0.1%
2006/07	\$89,398	0.8%	\$66,041	0.0%	\$54,826	0.4%	\$70,707	0.5%
2007/08	\$91,314	2.1%	\$67,276	1.9%	\$55,911	2.0%	\$71,501	1.1%
2008/09	\$89,808	-1.6%	\$66,940	-0.5%	\$55,348	-1.0%	\$70,699	-1.1%

^a Excludes Instructor salaries.

Constant dollar calculations are based on the 2008 inflation rate reported from the U.S. Department of Labor, Bureau of Labor Statistics. Consumer Price Index (Washington, DC 2009). Retrieved April 1, 2009 (www.bls.gov/CPI).

Source: ASA tabulation from CUPA-HR 2009 National Faculty Salary Survey, AY 2000/01 - AY 2008/09.

FIGURE 1. New Assistant Professor Salaries, AY 2002/03 - 2008/09 (in Current Dollars)^a



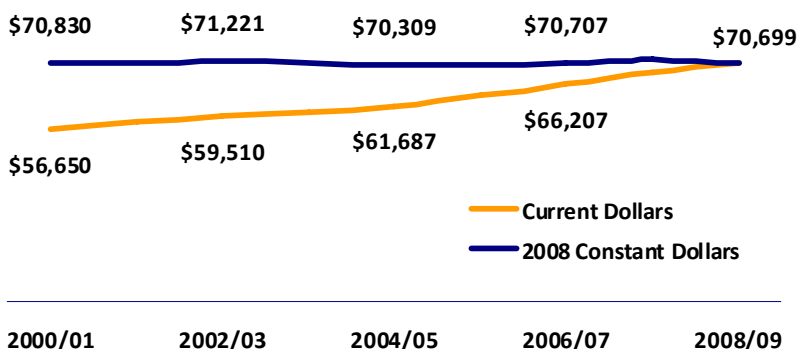
^a The 2006/07 salary for new assistant professors is unweighted.

Source: ASA Tabulations from CUPA-HR National Faculty Salary Survey, 2000/01 - 2008/09.

This was a shift in the patterns of previous years when associate professors received the lowest salary increases and full professors or assistant professors tended to receive the greatest increases.

The salaries of new assistant professors are of particular interest, since these figures are often used in hiring negotiations. Figure 1 shows a 19.1 percent increase in current dollars, from \$44,580 to \$53,081 for this group of sociologists between AY 2002-2003 to AY 2008-2009. The increase between AY 2007-2008 and AY 2008-2009 was 1.2 percent, substantially below the rate of inflation. The increases for all assistant professors during this time period were 21 percent, and the increase from AY 2007-2008 and AY 2008-2009 was 3.3 percent. This increase was lower than the rate of inflation but closer to this rate than for new assistant professors.

FIGURE 2. Growth in Sociology Faculty Salaries, AY 2000/01 to AY 2008/09 (All Ranked Faculty in Current and 2008 Constant Dollars)



Source: ASA Tabulations from CUPA-HR National Faculty Salary Survey, 2000/01 - 2008/09.

In Table 2 changes in salaries are calculated in constant dollars. In other words the salary paid in previous years is adjusted for inflation to equal what the salary would be in current dollars. Figure 2 compares salary increases

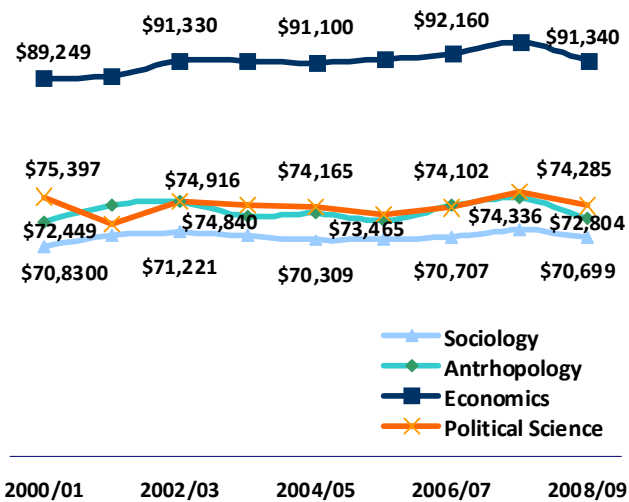
in current and constant dollars between AY 2000-2001 and AY 2008-2009. It shows a modest, but steady, increase in overall sociology salaries in current dollars but a flat line in constant dollars. This means that the market basket of goods that a sociology faculty member can purchase has remained virtually the same since the turn of the century, with a decline between AY 2007-2008 and AY 2008-2009.

SOCIOLOGY COMPARED TO OTHER SOCIAL SCIENCES

How do sociology salaries compare with those in the other social sciences? Sociology has the lowest salary of all these disciplines (\$70,647) and economics the highest (\$94,231), with anthropology and political science salaries somewhat higher than sociology (Table 3). In addition to having the lowest salaries, previous research briefs comparing sociology with economics, political science, and anthropology also indicate that sociology experienced smaller raises from than these other disciplines. This is not the case for the current year. Between AY 2007-2008 and AY 2008-2009, sociology saw a 2.3 percent increase, lower than that of economics but greater than that of anthropology. Figure 3 illustrates the salary differences among the social science disciplines, with economics clearly on the top of the salary scale. On average, faculty salaries in all of these disciplines did not keep pace with inflation (see Table 4). When viewed in 2008 constant dollars, anthropology showed the greatest losses (-3.2 percent), followed by economics and political science. For these disciplines the market basket of goods that they could purchase in AY 2008-2009 was not as full as

Table 2 shows that there was a 1.1 percent decrease in overall salaries between the last two academic years. In other words, sociology salaries did not keep up with inflation. This is true for all faculty ranks, with full professors experiencing the biggest losses (a decrease from \$91,314 to \$89,808 in constant dollars), associate professors experiencing the smallest losses (from \$67,276 to \$66,940), and assistant professors in the middle (with a decline from \$55,911 to \$55,348).

FIGURE 3. Salary Growth in Selected Social Science Disciplines, AY 2000/01 to AY 2008/09 (All Ranked Faculty in 2008 Constant Dollars)



Source : ASA Tabulations from CUPA-HR National Faculty Salary Survey, 2000/01 - 2008/09

Academic Year	Sociology		Anthropology		Economics		Political Science	
	Salary	% Change	Salary	% Change	Salary	% Change	Salary	% Change
2000/01	\$56,650	-	\$57,945	-	\$71,382	-	\$60,303	-
2001/02	\$58,255	2.8%	\$61,187	5.6%	\$73,699	3.2%	\$59,374	-1.5%
2002/03	\$59,510	2.2%	\$62,534	2.2%	\$76,312	3.5%	\$62,597	5.4%
2003/04	\$60,489	1.6%	\$62,435	-0.2%	\$78,075	2.3%	\$63,640	1.7%
2004/05	\$61,687	2.0%	\$64,456	3.2%	\$79,928	2.4%	\$65,070	2.2%
2005/06	\$63,846	3.3%	\$66,656	3.4%	\$83,078	3.9%	\$67,456	3.7%
2006/07	\$66,207	3.7%	\$70,462	5.7%	\$86,294	3.9%	\$69,749	3.4%
2007/08	\$69,056	4.3%	\$72,410	2.8%	\$90,064	4.4%	\$73,102	4.8%
2008/09	\$70,647	2.3%	\$73,710	1.8%	\$94,231	4.6%	\$75,215	2.9%

^a Excludes Instructor salaries.

Source: ASA tabulation from CUPA-HR 2009 National Faculty Salary Survey, AY 2000/01 - AY 2008/09.

TABLE 4. Average Social Science Faculty Salaries (in 2008 Constant Dollars)^a

Academic Year	Sociology		Anthropology		Economics		Political Science	
	Salary	% Change	Salary	% Change	Salary	% Change	Salary	% Change
2000/01	\$70,830	-	\$72,449	-	\$89,249	-	\$75,397	-
2001/02	\$70,821	0.0%	\$74,386	2.7%	\$89,597	0.4%	\$72,182	-4.3%
2002/03	\$71,221	0.6%	\$74,840	0.6%	\$91,330	1.9%	\$74,916	3.8%
2003/04	\$70,780	-0.6%	\$73,057	-2.4%	\$91,376	0.1%	\$74,467	-0.6%
2004/05	\$70,309	-0.7%	\$73,465	0.6%	\$91,100	-0.3%	\$74,165	-0.4%
2005/06	\$70,383	0.1%	\$72,583	-1.2%	\$91,587	0.5%	\$73,344	-1.1%
2006/07	\$70,707	0.5%	\$74,336	2.4%	\$92,160	0.6%	\$74,102	1.0%
2007/08	\$71,501	1.1%	\$75,190	1.1%	\$93,522	1.5%	\$75,909	2.4%
2008/09	\$70,699	-1.1%	\$72,804	-3.2%	\$91,340	-2.3%	\$74,285	-2.1%

^a Excludes Instructor salaries.

Constant dollar calculations are based on the 2008 inflation rate reported from the U.S. Department of Labor, Bureau of Labor Statistics. Consumer Price Index (Washington, DC 2009). Retrieved April 1, 2009 (www.bls.gov/CPI).

Source: ASA tabulation from CUPA-HR 2009 National Faculty Salary Survey, AY 2000/01 - AY 2008/09.

in the prior year. Sociology experienced the smallest losses in constant dollars. The salary losses in constant dollars among the social science disciplines suggest that other disciplines are experiencing greater growth since overall faculty salary increases are at the rate of inflation, not below it.

disciplines. In general, salaries have been flat since AY 2000-2001, with an increase in AY 2007-2008 and a decrease in AY 2008-2009. The most noticeable feature in the figure is the gap between economics and the other social sciences, with a \$17,999 gap between economics and the next best paid discipline and more than a \$20,000 gap between economics and sociology.

Figure 3 illustrates the changes in salaries in constant dollars for each of the social science

CONCLUSION

Salaries in the social sciences did not keep up with inflation. Sociology, although the lowest paid among the social science disciplines, experienced the smallest loss in constant dollars between AY 2007-2008 and AY 2008-2009. Yet, the salary losses in constant dollars may be the tip of the iceberg, according to a recent article from Inside

Higher Education, since these data were collected prior to the recent round of freezes, furloughs, and cutbacks. Coupled with declines in retirement accounts as a result of plunges in the stock market, AY 2008-2009 and the year to follow may result in greater losses than these data suggest (Jaschik 2009).

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