Faculty Salaries in Sociology and Other Disciplines, 2016 Update

John W. Curtis and Michael Kisielewski

Since 2003 the ASA Research Department has been tabulating and publishing available information on full-time faculty salaries in sociology, as well as comparisons with other social sciences and other disciplines. Our 2015 report *The Need to Know* (Curtis and Kisielewski 2015) was an expanded look at several aspects of these salary trends, including both recent salaries in the social sciences and a long-term comparison across a range of disciplines. The 2015 report also introduced data on salary compression, both within and across disciplines, and a brief discussion of the continuing trend toward contingent employment in sociology and other academic disciplines. This year's report is limited to an update of the data on full-time faculty salaries in four-year colleges and universities, followed by an invitation to suggest data sources for the analysis of employment and compensation of faculty members teaching in community colleges, those employed contingently, and other topics.

For several years, reports on faculty salaries have focused on assessing the short-term and lasting effects of the Great Recession of 2008-2009. The 2015-16 edition of the *Annual Report on the Economic Status of the Profession* published by the American Association of University Professors (2016) concluded that "last year full-time continuing faculty experienced an inflation-adjusted increase in salary exceeding 2 percent for the first time since the Great Recession began more than seven years ago." The annual report of the College and University Professional Association for Human Resources (CUPA-HR) for 2015-16, which aggregates data collected by discipline, found that "overall median salary increases for faculty since last year are 2.0% for both public and private institutions" (Bichsel 2016). The CUPA-HR report is explored in detail in the next section.

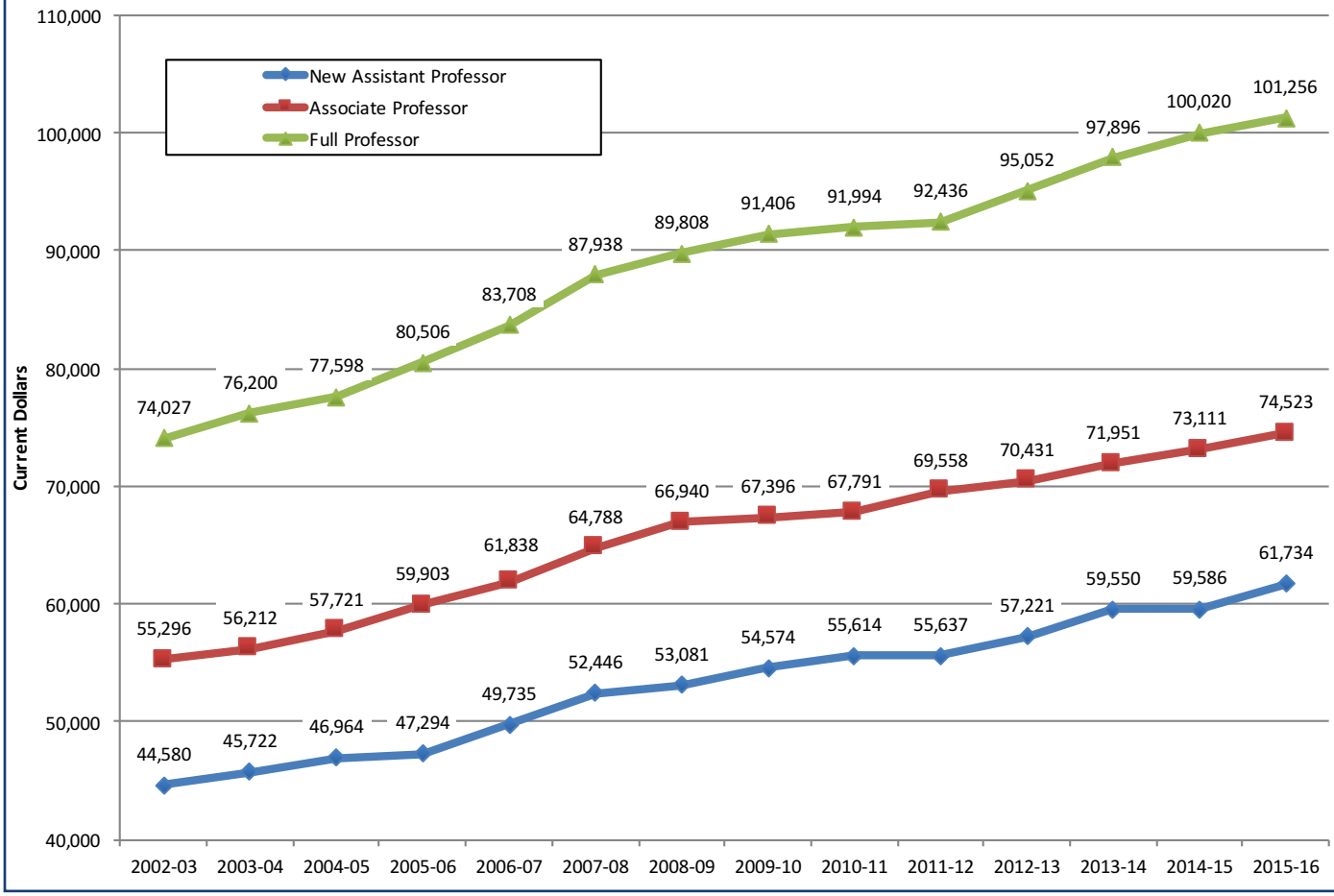
John W. Curtis is Director, and Michael Kisielewski is Senior Research Associate, in the Department of Research on the Discipline and Profession of the American Sociological Association.

Recent Full-Time Salaries in Sociology and Other Social Sciences

This section uses data from CUPA-HR and its annual survey of full-time faculty salaries in four-year colleges and universities.[1] This has been the primary source used in ASA reports since 2003 and therefore provides us with 14 years of annual data on average salaries in sociology and three other social sciences. Like other published salary surveys, the current CUPA-HR report reflects a declining number of institutions providing data over the years, and the profile of institutions reporting varies from year to year. Nonetheless, this represents the most comprehensive source available, with social science data for the 2015-16 academic year from some 743 colleges and universities representing more than 13,000 full-time faculty members. We present the basic trends in figures embedded within the body of this report, with full details and complete source citations in the appendix tables that follow. The salary figures we use are weighted means (averages) over each respective category.

1 The CUPA-HR survey has been conducted annually since 1982 and collects salary data by discipline, faculty rank, and (since 2012-13) tenure status; the available aggregated data are reported by broad institutional sector (public or private). For more details about the survey, see www.cupahr.org/surveys/fhe4.aspx. We especially wish to thank Jacqueline Bichsel, PhD, Director of Research at CUPA-HR, for providing us with the data discussed in this section from CUPA's data reporting system.

Figure 1. Average Salary for Full-Time Sociology Faculty Members in Four-Year Colleges and Universities, by Rank, 2002-03 to 2015-16



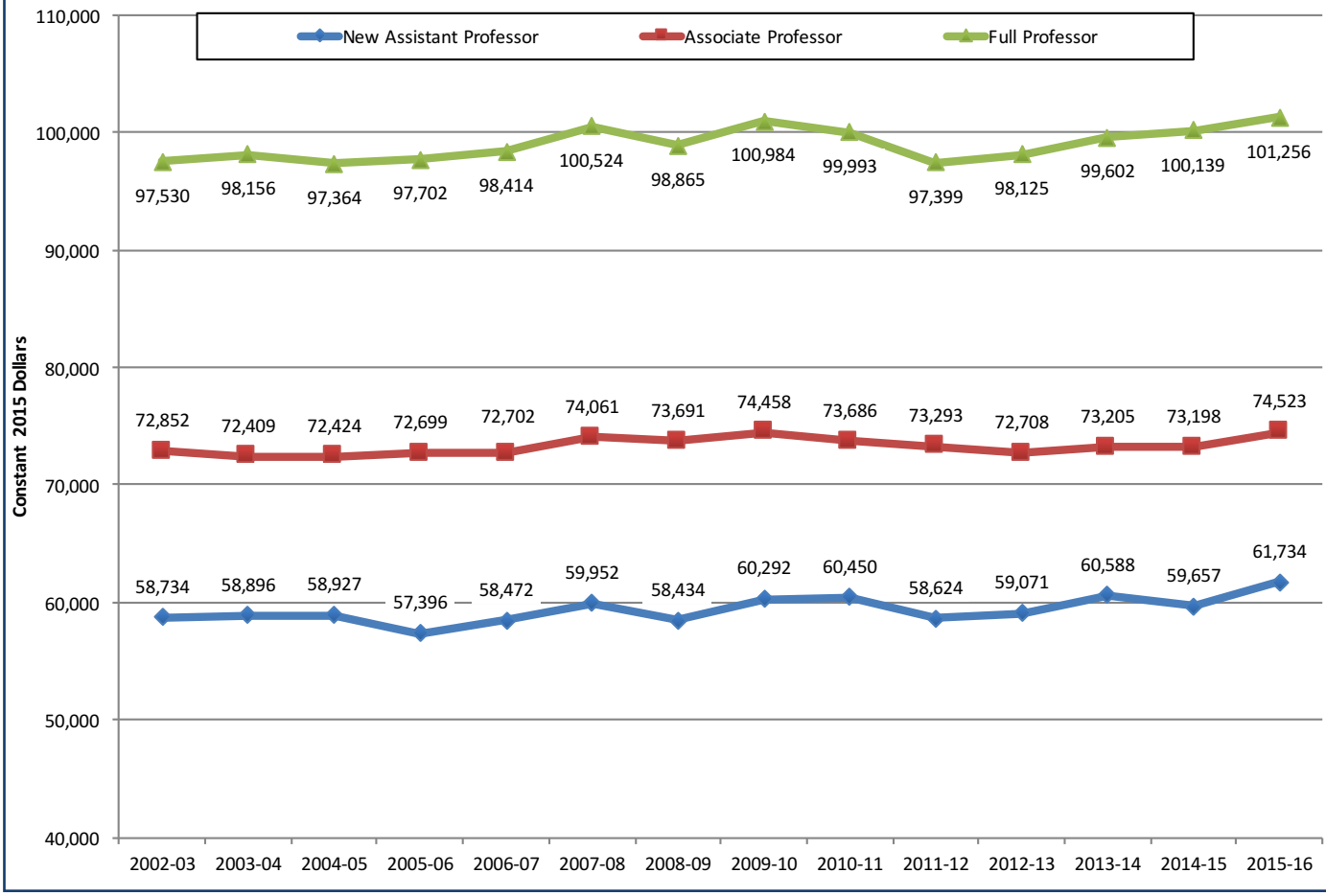
Source: College and University Professional Association for Human Resources (CUPA-HR). See appendix table A1 for complete details.

SOCIOLOGY

Figures 1 and 2 depict the trend in salaries for full-time sociology faculty members at four-year colleges and universities over 14 years. Each graph includes data for three ranks: new assistant professor, associate professor, and professor (labeled "full professor" for clarity).[2] While Figure 1 presents a picture of steady increases in average salaries by rank, readers of this report who hold those positions are not imagining it if their incomes don't quite feel like they're increasing. Figure 1 shows the trend in actual (or current) dollars at the time, without adjusting for inflation; that adjustment is displayed in Figure 2, with averages in constant 2015 dollars. When inflation is accounted for, salaries have been mostly flat throughout this period that included both the Great Recession of 2008-2009 and the aftermath of an earlier recession in 2001 (NBER 2016). A quick glance might give the impression that inflation-adjusted salaries for full professors have been on the upswing in recent years, but when we compare the actual dollar levels it's apparent they were only slightly higher in the past year than in either 2009-10 or 2007-08. Salaries for associate professors have fluctuated only slightly during the period, while the higher average for new assistant professors

2 The category of new assistant professors is the subset of assistant professors appointed within the current academic year, representing an entry point to the ranked professoriate. The average salary for all assistant professors is included in Appendix Table A1. For academic year 2012-13, the CUPA-HR data exclude non-tenure-track faculty members at all ranks. The figures for new assistant professors also exclude non-tenure-track faculty members from 2013-14 onward.

Figure 2. Average Salary for Full-Time Sociology Faculty Members in Four-Year Colleges and Universities, by Rank, 2002-03 to 2015-16 (Constant Dollars)



Source: College and University Professional Association for Human Resources (CUPA-HR). See appendix table A1 for complete details.

nudged above the rate of inflation for the past year. Whether the increase for newly-appointed full-time faculty members is sustained for more than one year remains to be seen, however.

SOCIOLOGY COMPARED TO OTHER SOCIAL SCIENCES

Figures 3 through 5 provide trend comparisons for the four social science disciplines available in detail from CUPA-HR: sociology, anthropology, economics, and political science. Each graph presents 14-year trend lines for a single rank, in constant dollars to adjust for inflation and provide a more realistic comparison. (Full details of the averages by rank and discipline, in both current and constant dollars, are provided in the appendix tables for readers who wish to investigate these patterns in greater detail.)

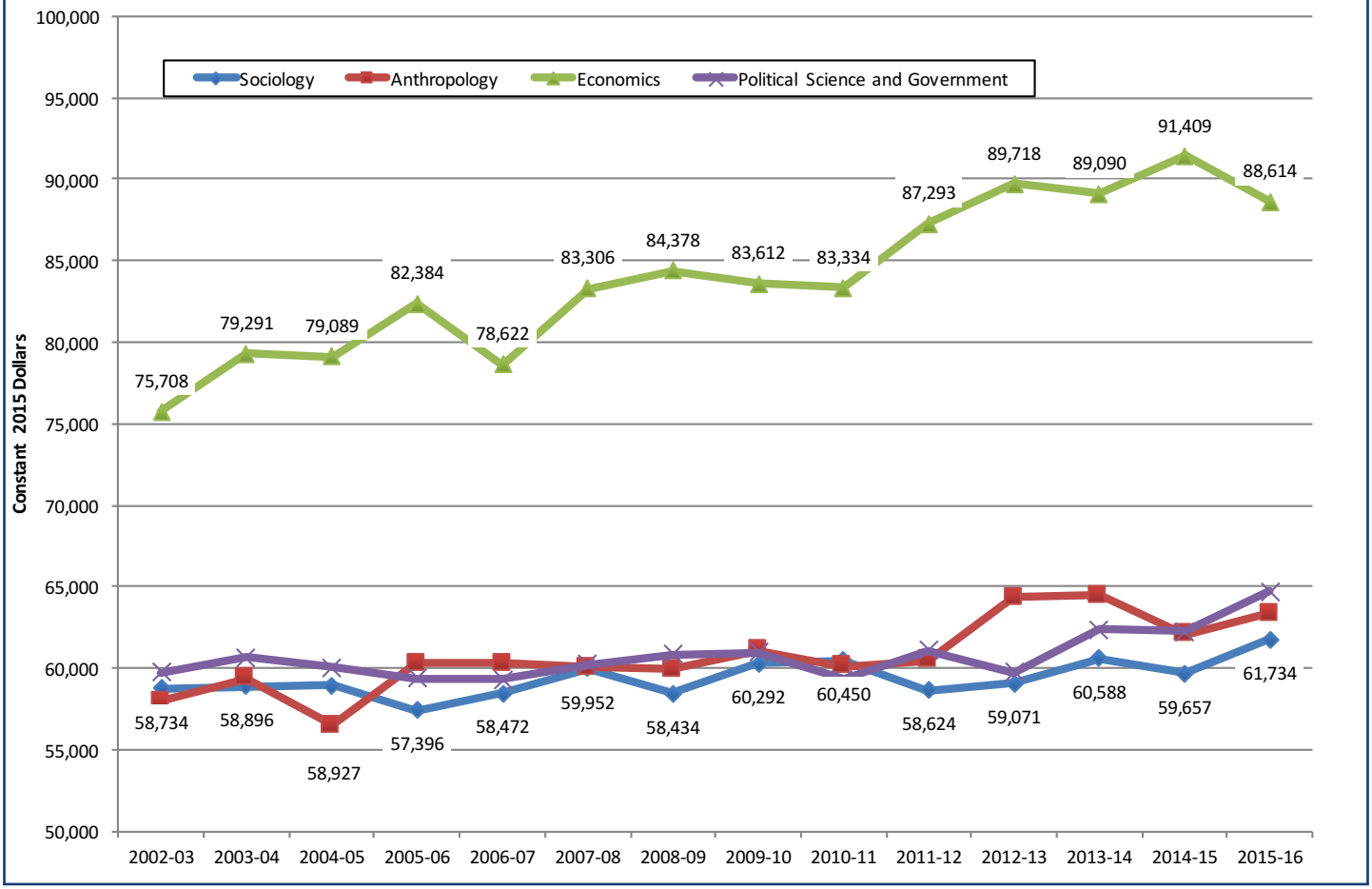
Figure 3 tracks average salaries for newly-appointed assistant professors and displays the striking differentiation between the four disciplines that was evident in last year's report, albeit with some variation for the current year. Salaries for new assistant professors in economics are much higher than those in the other three social science disciplines, and the gap has grown over the period depicted in the graph. For 2015-16, average salaries in economics dipped slightly when adjusted for inflation, while those in the other three social science disciplines rebounded after a down year. When we step back and view the full trend, however, there are some interesting shifts indicated in the data. With the downturn in 2015-16, average salaries in

economics have remained essentially flat over the past four years; there was a similar plateau for new assistant professors in economics between 2007-08 and 2010-11. As noted in the previous section, new assistant professor averages in sociology have been flat throughout the period, with only a slight uptick in 2015-16. The trend in political science seems more upward over the past three years after a decade of stagnation. Average salaries in anthropology have moved to a higher level in the past four years. We should be careful about reading too much into these year-to-year fluctuations, however. The larger takeaway from Figure 2 is certainly the widened gap between salaries for new assistant professors in economics, which rose 17 percent between 2002-03 and 2015-16 after accounting for inflation, while average salaries at that rank increased 9 percent in anthropology, 8 percent in political science, and 5 percent in sociology.

> "We should be careful about reading too much into these year-to-year fluctuations."

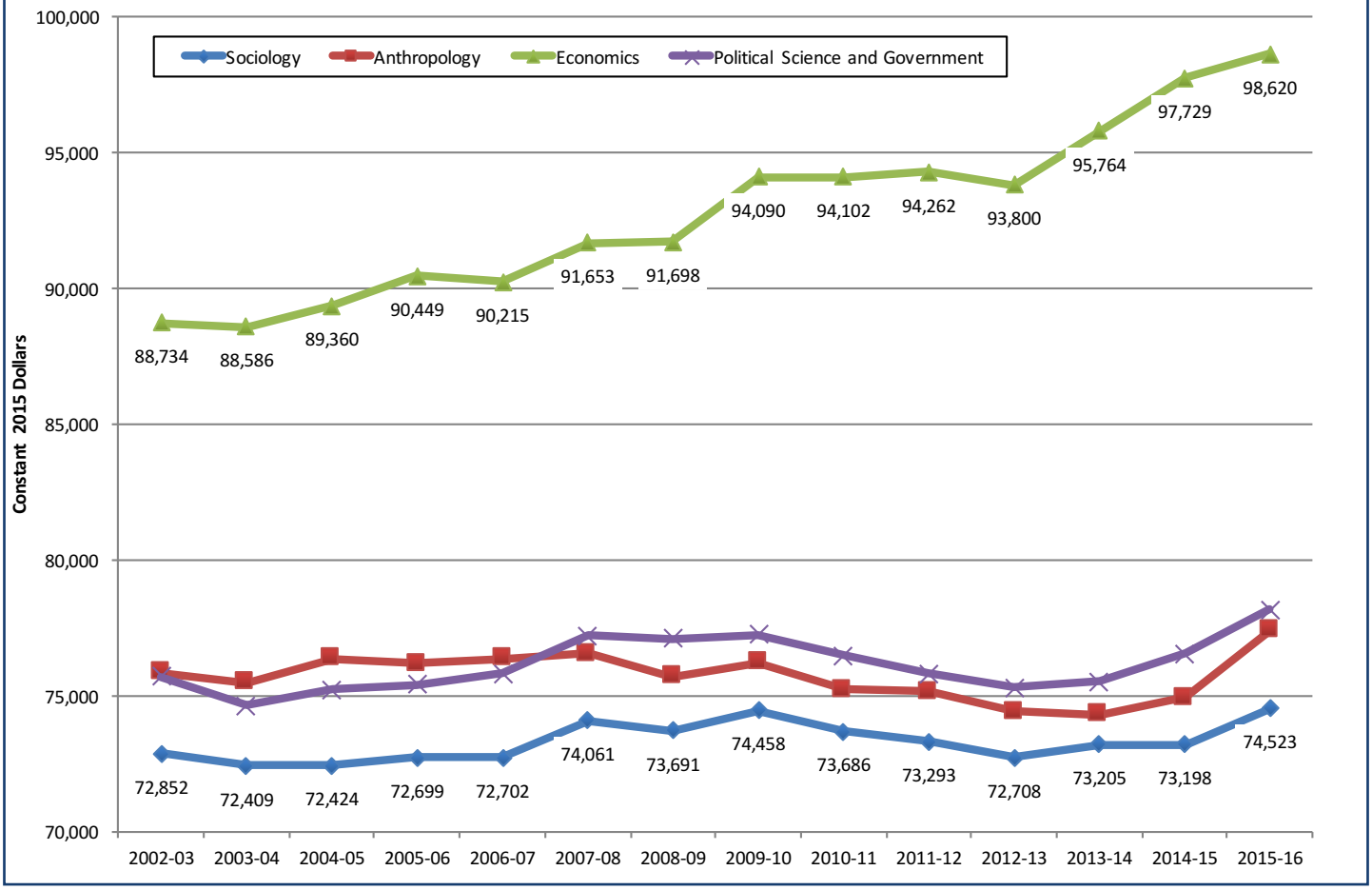
The trends in average salary for associate professors displayed in Figure 4 are somewhat clearer, if fundamentally similar to those for new assistant professors. After accounting for inflation, average salaries for associate professors in economics have risen over the period, and particularly in the past three years. Salaries in political science, anthropology, and sociology have each remained generally level over 14 years, with a slight uptick in

Figure 3. Average Salary for New Assistant Professors in Four-Year Colleges and Universities, by Discipline, 2002-03 to 2015-16 (Constant Dollars)



Source: College and University Professional Association for Human Resources (CUPA-HR). See appendix table A2 for complete details.

Figure 4. Average Salary for Associate Professors in Four-Year Colleges and Universities, by Discipline, 2002-03 to 2015-16 (Constant Dollars)



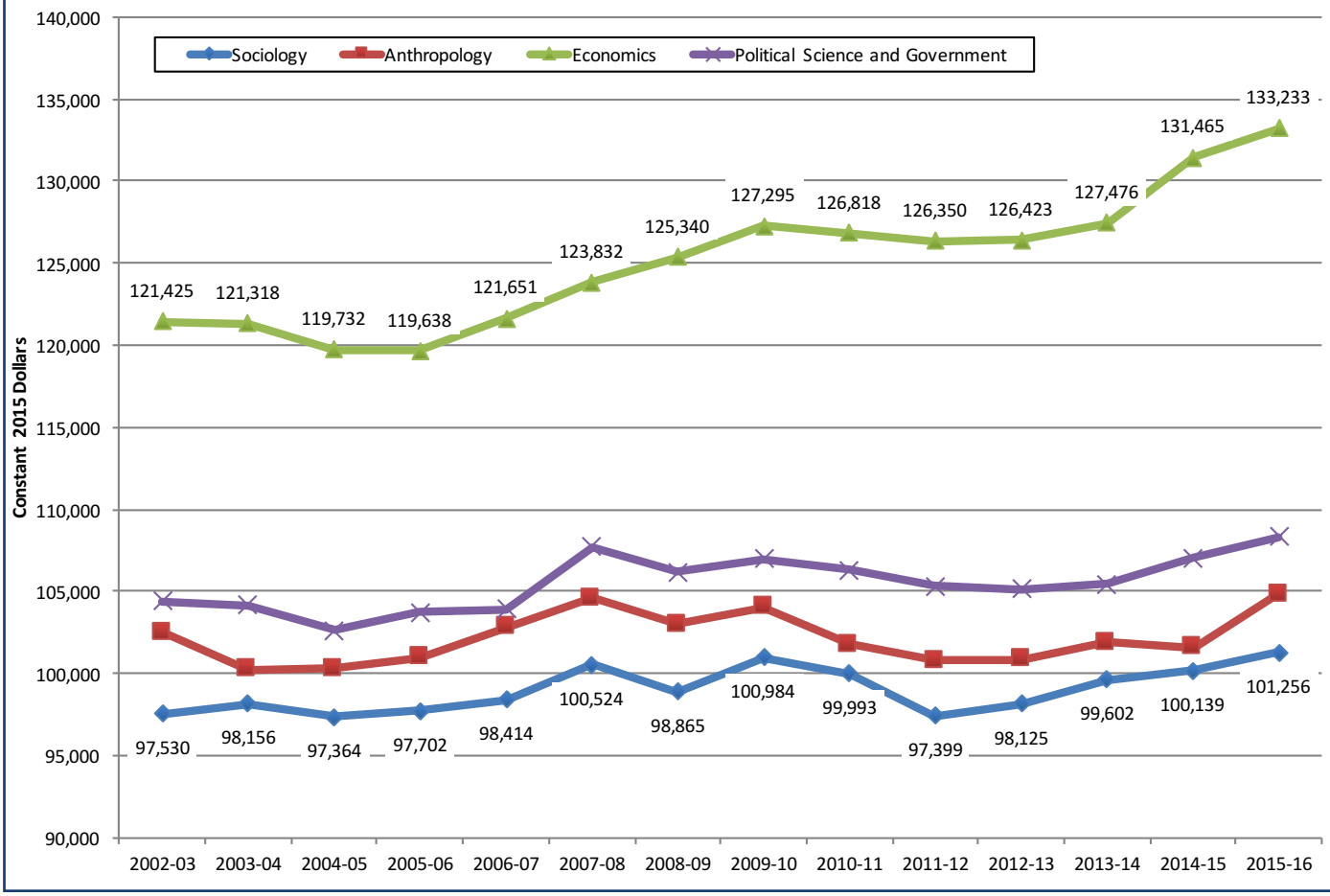
Source: College and University Professional Association for Human Resources (CUPA-HR). See appendix table A4 for complete details.

2015-16 even while sociology averages remain the lowest of the three. In these three disciplines, however, the 2015-16 averages are only marginally higher than they were several years previously, so that the net fluctuations have produced salaries that are doing little more than keeping pace with inflation. The cumulative result is growing divergence in average salaries between economics and the other social science disciplines, as we explore in greater detail later in this report.

> "The cumulative result is growing divergence in average salaries between economics and the other social science disciplines."

Figure 5 depicts trends at the full professor rank that are quite similar to those in Figure 4, although at a higher average salary level and with somewhat clearer differentiation among all four disciplines. Salaries for full professors in economics were already 20 to 25 percent higher, on average, than those in the other three social sciences in 2012-13, and then rose at a slightly faster pace over the next four years, even after accounting for inflation. Meanwhile, the fluctuating trend lines for political science, anthropology, and sociology ran nearly in parallel and remained in that order throughout. Each of these three disciplines experienced an increase in average salaries in 2015-16, although the net result was limited to a 2 to 4 percent real (inflation-adjusted) increase after 14 years. (By contrast, average salaries for full

Figure 5. Average Salary for Full Professors in Four-Year Colleges and Universities, by Discipline, 2002-03 to 2015-16 (Constant Dollars)



Source: College and University Professional Association for Human Resources (CUPA-HR). See appendix table A5 for complete details.

professors in economics were 10 percent higher in 2015-16 than in 2002-03, even in constant dollars.)

COMPARISON OF PUBLIC AND PRIVATE SECTORS

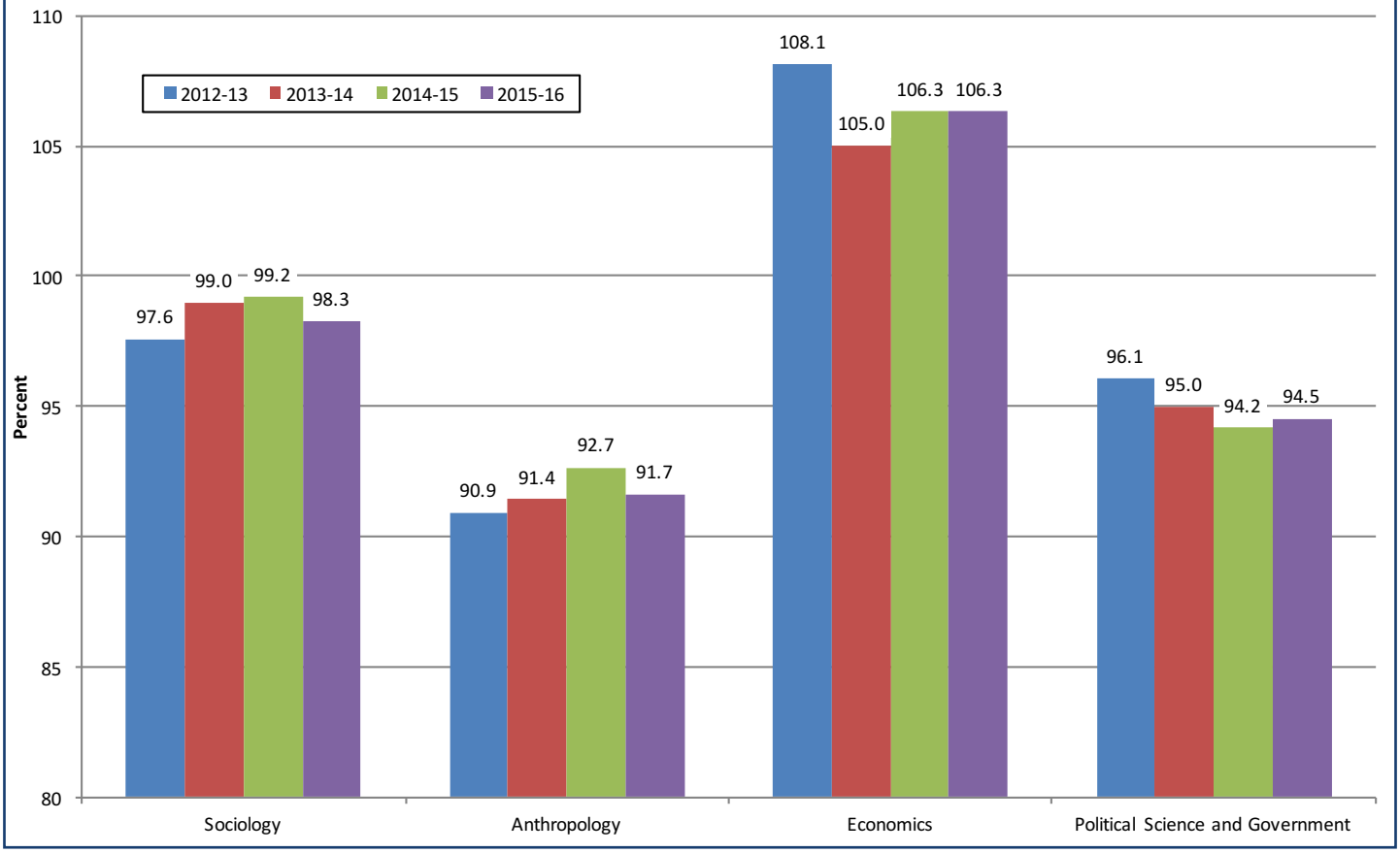
Although the growing differentiation in salaries between faculty members employed at private nonprofit colleges and universities and those working in the public sector has been a concern for many years (Ehrenberg 2003), recent developments in the public sector have brought the issue to the fore once again (Benderly 2015; Schuman 2016).

The data depicted in Figure 6 (and Tables A6 and A7) indicate that evidence in support of this concern varies among the four social science disciplines for which we have average salaries by institutional sector over the four most recent years. Figure 6 shows weighted averages across all ranks for each discipline (with full detail in Table A7), while the comparison by rank for sociologists is in Table A6. In Figure 6 we see that anthropologists in the public sector face the largest disadvantage, with average salaries between 91 and 93 percent of those in private colleges and universities—or otherwise stated, 7 to 9 percent lower than their private college colleagues. Political science faculty members have experienced a public-sector salary disadvantage of between 4 and 6 percent during the past four academic years. Sociology faculty members in the public sector, by contrast, have been near parity with their private-sector colleagues, with average salaries that are 98 or 99 percent as high. As we noted last year, average

salaries for public college and university economists have been 5 to 8 percent higher than those of their private faculty colleagues, although we do not have data at a sufficient level of detail to dig further into why that might be.

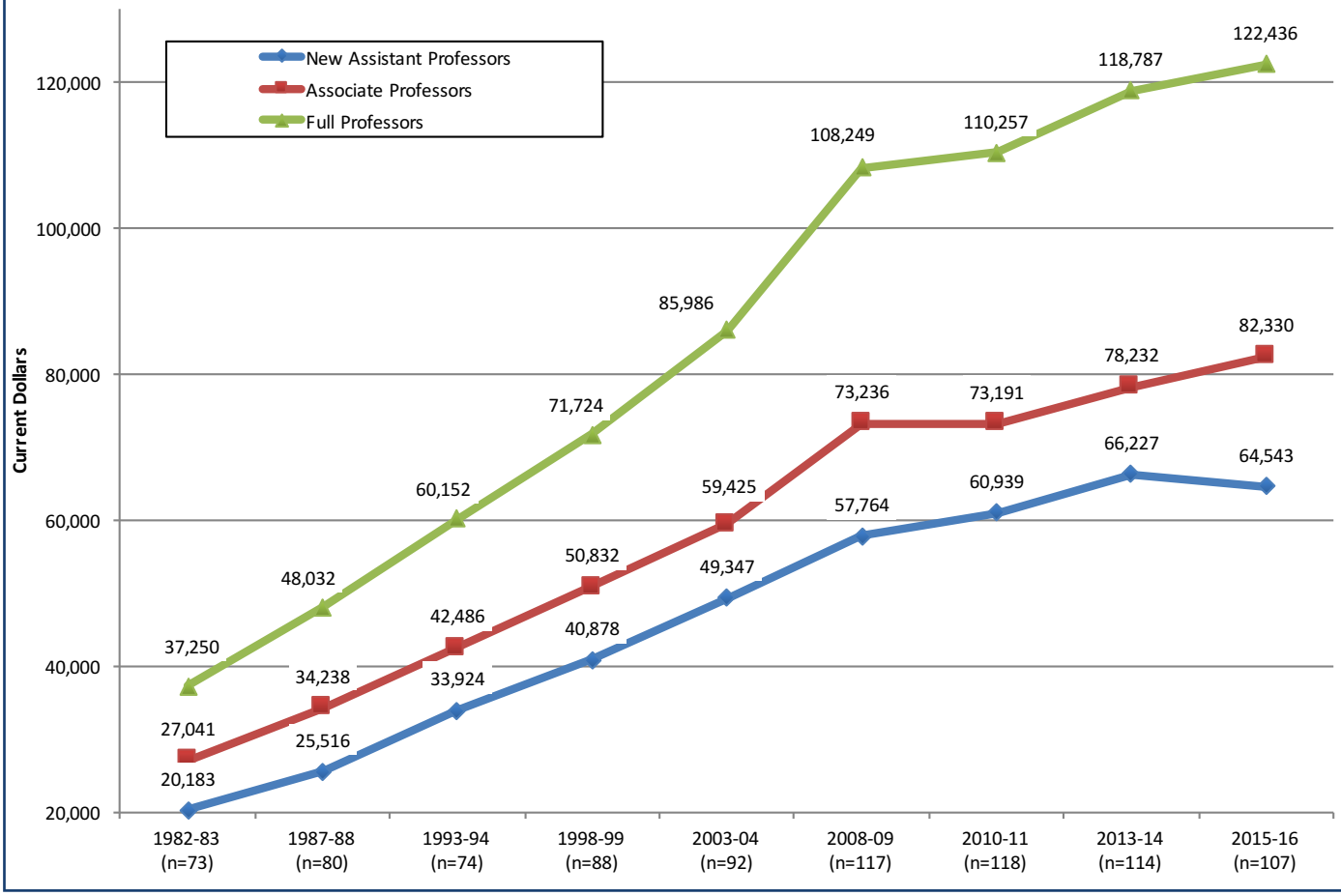
The analysis by ranks for sociology in Table A6 indicates that an issue might be developing for public colleges and universities seeking to attract the highest quality faculty members. Key indices would be the salary for new assistant professors, who potentially represent the future for a department and for whom there would be competition among universities, and that for full professors, who might represent the established "stars" of the discipline with significant research programs and the ability to attract graduate students and junior faculty members. Senior professors are also likely highly sought-after, and public universities wishing to retain them would need to pay salaries that are competitive. The figures in Table A6 show that average salaries for public-sector full professors in sociology have been competitive, although they dipped slightly by comparison in 2015-16. Public salaries for new assistant professors, however, have declined about 3 percent over four years against those at private colleges and universities. The decline is small and we have only four years of data, but the direction of the trend might certainly be a cause for concern among administrators and senior faculty members in public colleges looking to hire the "best and the brightest" new colleagues.

Figure 6. Average Salary of Four-Year College and University Faculty Members, Public Sector as a Percent of Private Sector, by Discipline, 2012-13 to 2015-16



Source: College and University Professional Association for Human Resources (CUPA-HR). See appendix table A7 for complete details.

Figure 7. Average Salary for Full-Time Sociology Faculty Members in Large Public Universities, by Rank, 1982-83 to 2015-16



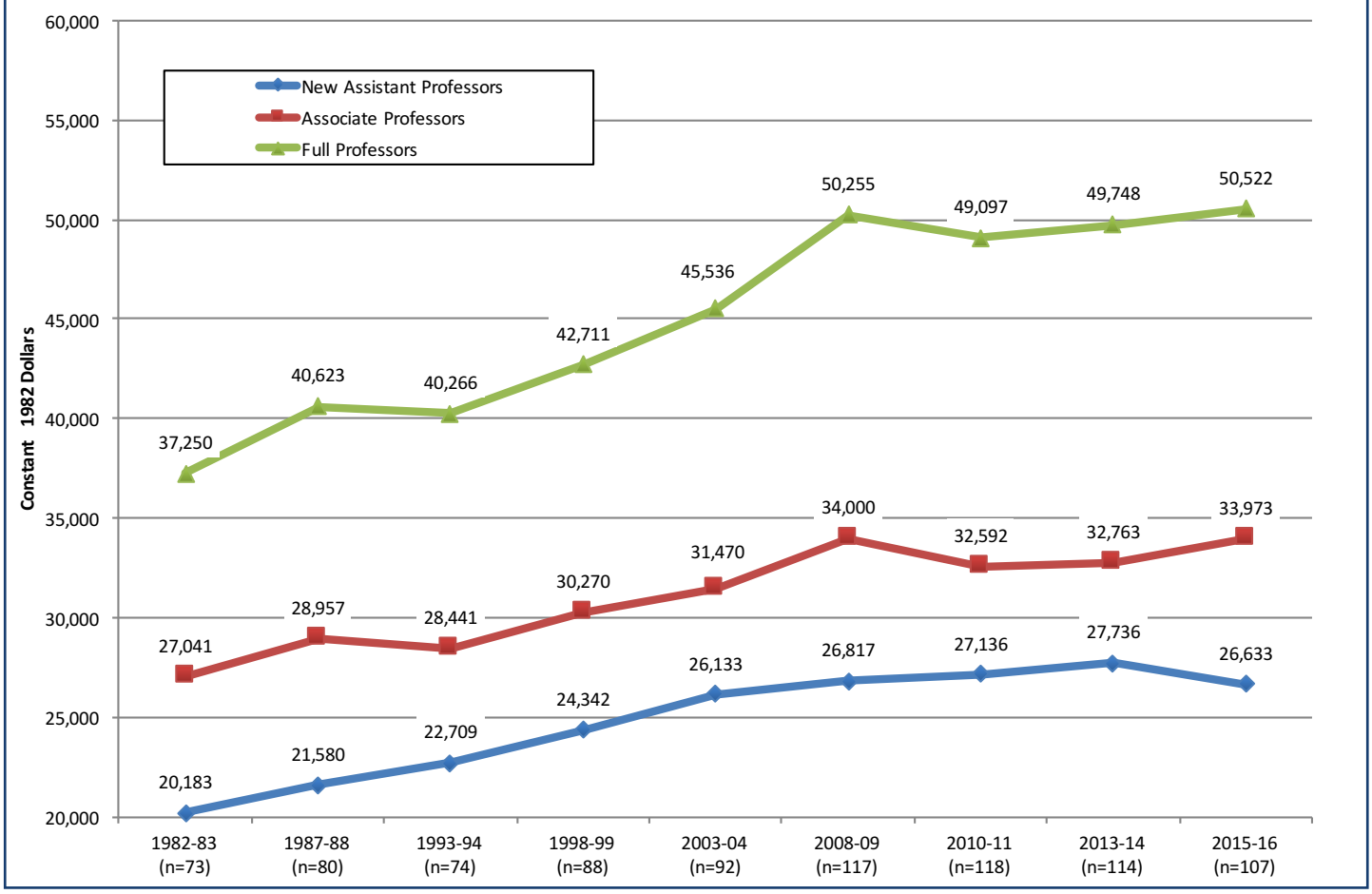
Source: Oklahoma State University, *Faculty Salary Survey by Discipline*, various years. See appendix table A8 for complete details.

The Long-Term Trend by Discipline

In this section we use data from a different source, the *Faculty Salary Survey by Discipline* carried out by Oklahoma State University's Office of Institutional Research and Information Management (OSU). The OSU survey is and has been focused on large public doctoral universities, beginning from those belonging to the Association of Public and Land-Grant Universities.[3] Although OSU has extended its survey to an increasing number of universities over the decades, it has remained focused on one segment of higher education. The OSU data therefore provide a good basis for comparing salary patterns by discipline over a longer time period. Given the limited sample of institutions, the focus in this section is not on the salary amounts themselves, but on the comparative trends by discipline. Similar to the CUPA-HR data used in the previous section, the OSU report provides average salaries by rank and discipline, including a "new assistant professor" category for comparison of recent hires. In this section we look first at the long-term effect of inflation on salaries in sociology alone, and then

3 The association was formerly the National Association of State Universities and Land-Grant Colleges (NASULGC). The first OSU survey report was published in 1974. For more about the OSU survey, see https://irim.okstate.edu/FSS.

Figure 8. Average Salary for Full-Time Sociology Faculty Members in Large Public Universities, by Rank, 1982-83 to 2015-16 (Constant Dollars)



Source: Oklahoma State University, *Faculty Salary Survey by Discipline*, various years. See appendix table A8 for complete details.

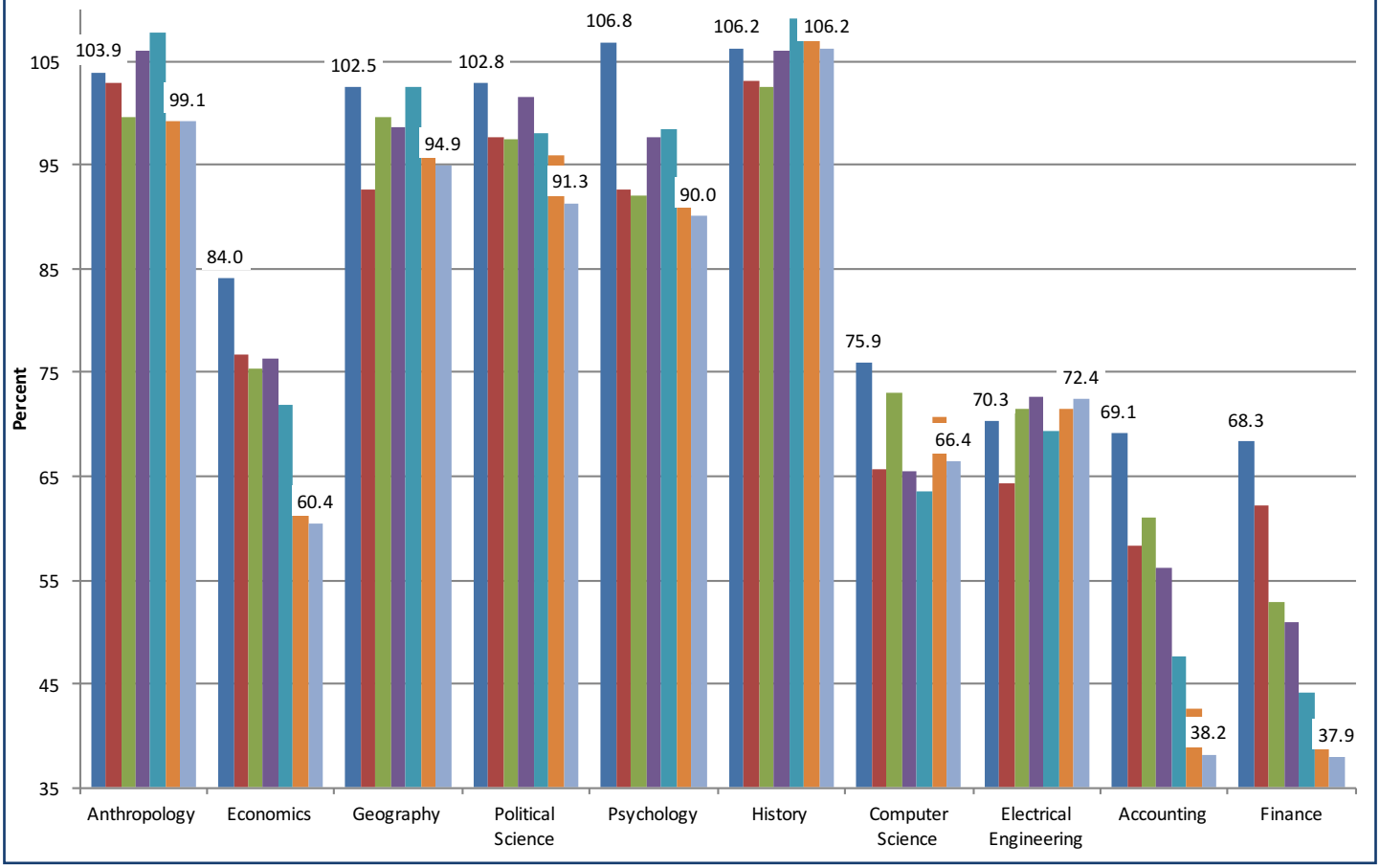
turn to a comparison between disciplines.[4]

Figure 7 graphs a trend of more than 30 years in average salary for full-time faculty members in sociology at large public universities, by rank. These figures are the actual (or current) dollar amounts, and the timepoints reflected in the graph are selected to provide some emphasis on the recent post-recessionary period in particular. This current-dollar graphic depicts salaries that have generally risen throughout the period, with two exceptions: average salaries at the associate and full professor ranks plateaued between 2008-09 and 2010-11 in the immediate aftermath of the Great Recession, and the average for new assistant professors actually declined between 2013-14 and this past year. As we saw earlier in the report, however, it's important to review these trends after adjusting for the effects of inflation, and that is what is presented in Figure 8 using constant 1982 dollars.

After accounting for inflation, we see in Figure 8 that there have actually been two plateaus in average

4 Several other disciplinary societies have recently released faculty salary data for their own disciplines. The American Psychological Association (Christidis et al. 2015) used CUPA-HR data to produce a 2014-15 salaries report late last year that includes comparisons with broad disciplinary categories. The American Economic Association (2015) and American Political Science Association (2016) have released 2014-15 faculty salary figures based on their own department surveys. The most recent report from the American Historical Association appeared in a 2013 newsletter article (Townsend 2013) reporting CUPA-HR data on 2012-13 salaries. Other sources are available, but we have not attempted a comprehensive review.

Figure 9. Average Salary for New Assistant Professors in Large Public Universities, Sociology as a Percentage of Selected Disciplines, 1982-83 to 2015-16



Source: Oklahoma State University, *Faculty Salary Survey by Discipline*, various years. See appendix table A9 for complete details.

salaries for associate and full professors during the past thirty-plus years: between 1987-88 and 1993-94—a period of very high inflation in the broader economy—and from 2008-09 to the present, as salaries at these two ranks are just now recovering from the Great Recession. The trend for new assistant professors, on the other hand, seemed remarkably recession-proof up until the past year. In fact, the 2015-16 inflation-adjusted average for new assistant professors is below the 2008-09 level and only slightly higher than 2003-04. Although we do not have comparable data for large private doctoral universities specifically, this certainly reinforces the concern described in the previous section for public university departments in search of strong new colleagues.

Figures 9 through 11 present a different graphical depiction of the comparison over more than three decades between average salaries in sociology and several other disciplines. The three charts are for new assistant, associate, and full professors, respectively. Each chart presents the average salary in sociology as a percent of the average salary in the comparison discipline; the disciplines are grouped so that the comparative trend for each is immediately visible. The specific years of data depicted are given in the appendix tables and begin with the earliest year to the left within each discipline cluster. Because each percentage represents a comparison within an academic year, it is not necessary to convert the amounts to constant dollars. The first four clusters to the left in each chart compare sociology with other social sciences, adding geography to the analysis. Psychology is the other discipline from the social

and behavioral sciences category, and history shares much of its subject matter with social science, even if many historians consider it more appropriately part of the humanities. Computer science and electrical engineering represent two disciplines with direct connections to employment outside academia, and accounting and finance provide a comparison with two business disciplines that have commanded especially large salaries in recent decades. (Full details are in appendix tables A9 through A11.)

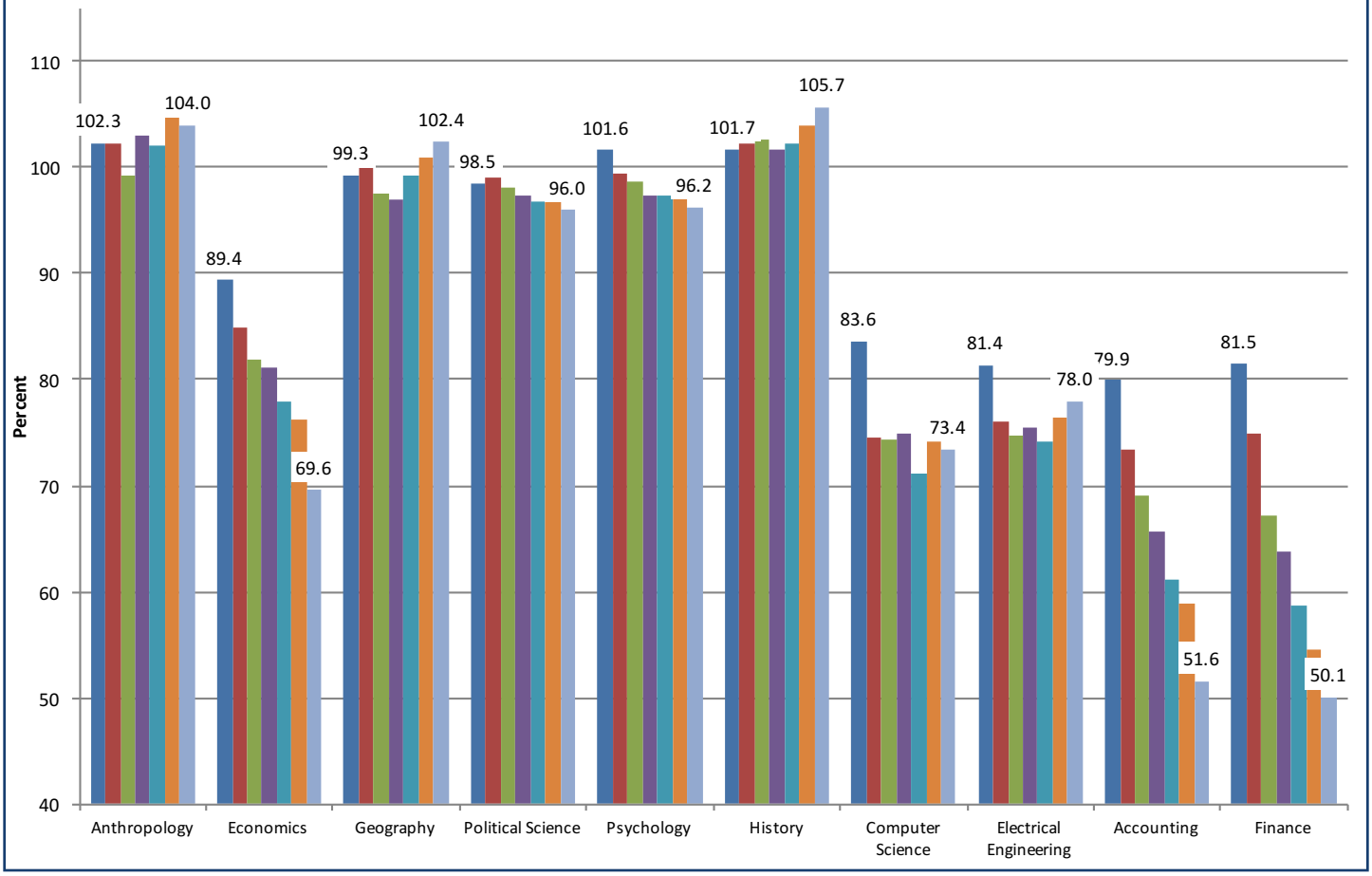
Figure 9 shows that average salaries for new assistant professors in sociology have lost ground over more than three decades when compared with those of all but one of the other disciplines displayed, although in varying degrees. In this depiction, a percentage of 100 would indicate parity, with figures greater than 100 meaning sociology salaries are higher than the given discipline and lower than 100 indicating a deficit for sociology. By comparison with averages in anthropology, geography, political science, and psychology, salaries for new assistant sociology professors began the period higher on average and ended it lower, declining especially in the past 12 years. The greatest deficits at present are by comparison with psychology and political science, while sociology is now only slightly below parity with anthropology. Sociology salaries have consistently exceeded those in history, with the difference ranging from 3 to 9 percent. The comparison with economics, however, mirrors our finding in the first section, as average salaries in sociology have dropped from about 84 percent of those in economics 33 years ago to 60 percent as of 2015-16. Compared with computer science, average salaries for new sociology assistant professors have been lower throughout the period, but have fluctuated somewhat and are currently at 66 percent. Sociology salaries have held mostly steady compared with those in electrical engineering, albeit at some 30 percent lower. The trend lines for both accounting and finance show sociology averages plummeting by comparison, from nearly 70 percent as high in 1982-83 to about 38 percent last year.

The trends depicted in Figure 10 for associate professors are similar to those in the preceding figure for new assistant professors, but there are a couple of noticeable differences.[5] Salaries in sociology have remained equal to or above those in anthropology, geography, and history at the associate professor rank. And while they have declined against political science and psychology, the decline has been less dramatic than that at the new assistant professor rank. The comparison with economics among associate professors produces much the same result as that for new assistant professor hires, a steep decline from 89 to 70 percent. Sociology salaries dropped rather precipitously by comparison with those in computer science and electrical engineering between the first two years presented, 1982-83 and 1987-88, but then held mostly steady around 75 percent (and even ticked up a bit in the past year compared with electrical engineering). The sharp drop by comparison with accounting and finance is of a similar magnitude as that shown in Figure 9, about 30 percentage points, although the 2015-16 comparative level for sociology is not quite so low at more than 50 percent.

At the full professor rank, we find in Figure 11 a mix of the trends displayed in the preceding two charts. Average salaries for sociology professors exceeded those of their colleagues in anthropology, geography, and history almost throughout the period, with the advantage reaching about 10 percent in anthropology and history. Sociology full professors remained close in average salary to those in political science, while dropping from 99 to 92 percent of the salary of the average full professor in psychology. The comparison with economics shows much the same negative results at full professor as at the other two ranks discussed previously. The trends for the other four disciplinary comparisons in Figure 11 show the same sharp drop between 1982-83 and 1987-88 noted in Figure 10. Sociology averages then hold steady against those in computer science and rebound somewhat against the electrical engineering averages. The dramatic declines in comparison with averages for full professors of accounting and finance continue through the end of this period, however.

5 The scale on the vertical axis of Figure 9 differs from figures 10 and 11 to accommodate the very low values for accounting and finance.

Figure 10. Average Salary for Associate Professors in Large Public Universities, Sociology as a Percentage of Selected Disciplines, 1982-83 to 2015-16



Source: Oklahoma State University, *Faculty Salary Survey by Discipline*, various years. See appendix table A10 for complete details.

These comparison across disciplines of average salaries among faculty members at the same rank have already provided a hint of the analysis in the next section, which focuses on salary compression both within and between disciplines.

Salary Compression

As we discussed in our 2015 report, a precise formal metric for salary compression does not exist, even if it is a common topic of conversation especially among senior faculty members. Our working definition is a relative one: "*Compression* refers to the situation where a more senior faculty member is paid only slightly more than the newly appointed colleague; the extreme case of this is *inversion*, where the more experienced individual is actually paid less than the newcomer" (Thornton 2011:15, emphasis in original). The aggregate long-term data we have from the Oklahoma State survey allow us to provide some sense of the extent of salary compression both within and between disciplines.

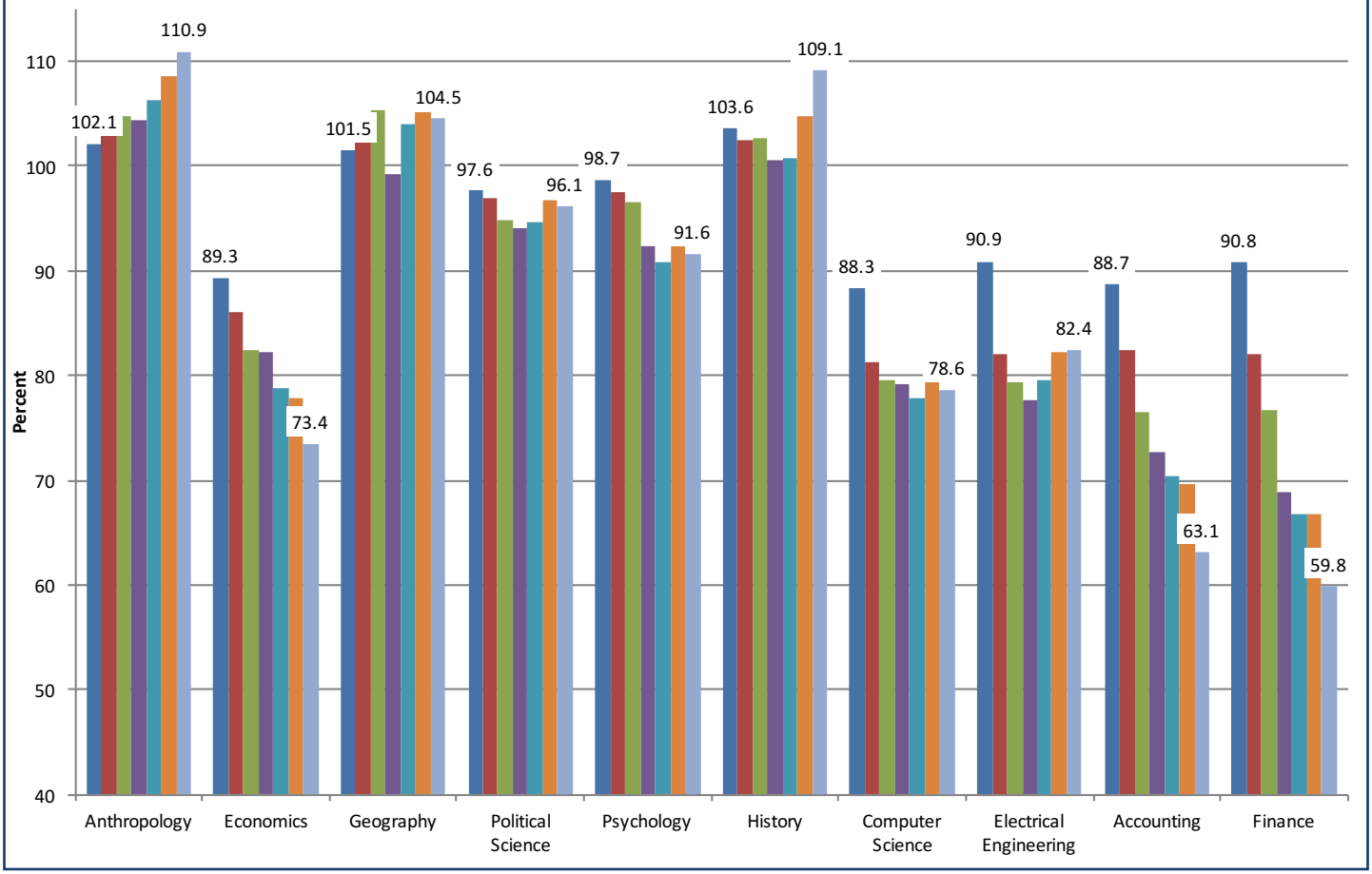
COMPRESSION WITHIN DISCIPLINES

The data available, which do not include individual-level length of time in rank, nonetheless allow us to examine what is likely the most prevalent—and certainly most visible—aspect of salary compression: the comparison of salaries for newly-hired assistant professors with those of their senior colleagues. We limit the senior comparison here to the

associate professor rank. Using a similar graphical presentation as in the preceding section, Figure 12 depicts the long-term trend in new assistant professor salaries as a percentage of associate professor salaries for sociology and the same set of other disciplines. Although we cannot state precisely at what percentage threshold salary compression is present, we can certainly look at the directions of the trends and compare the experiences in these disciplines. The data for this analysis from the OSU survey are limited to public universities of roughly similar size and degree offerings, so the focus here is on what is happening in each discipline.

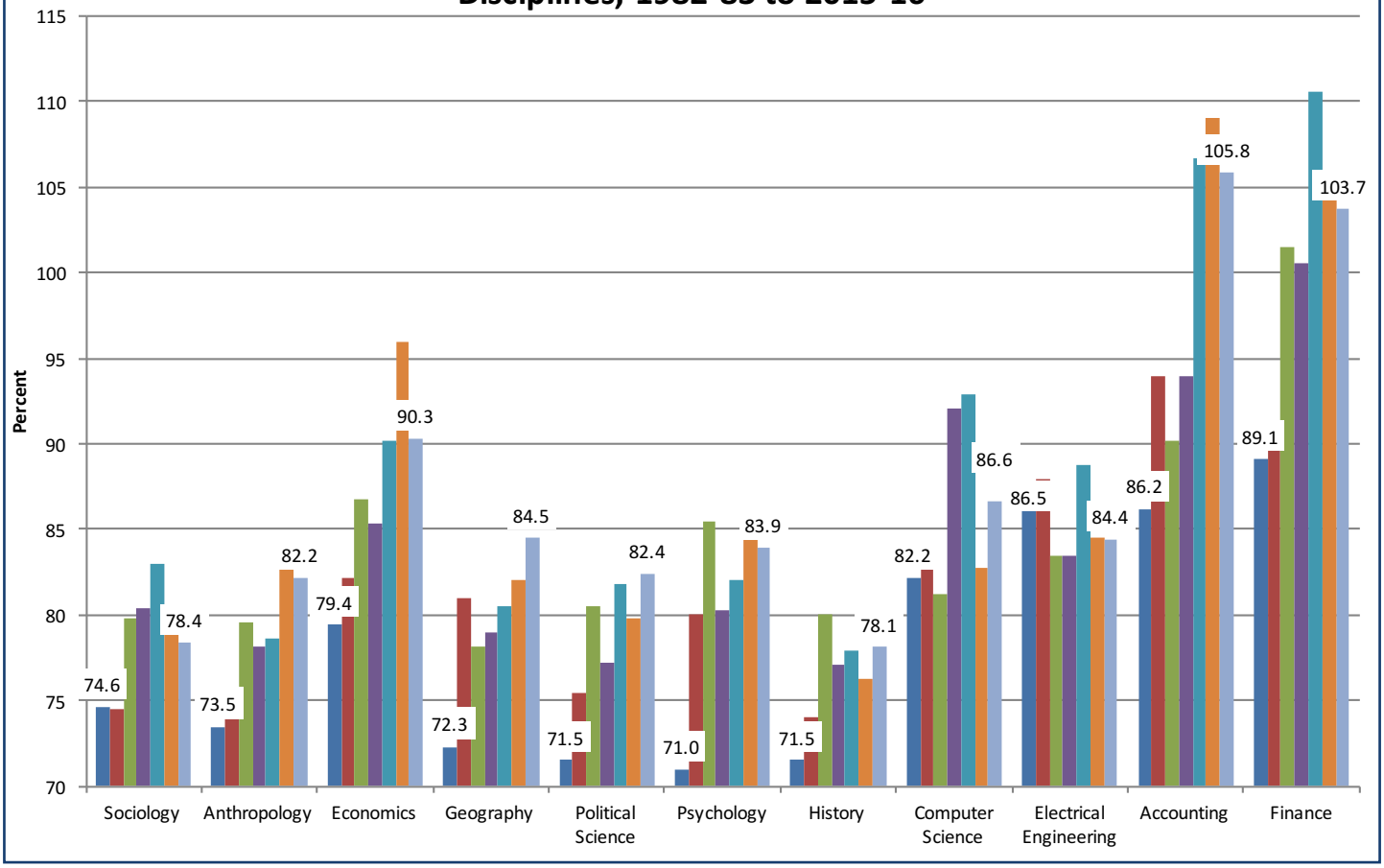
In sociology, average salaries of newly-appointed assistant professors have increased as a percentage of associate professor averages, but the increase is modest—from 75 to 78 percent. Again, while we cannot say definitively whether this level constitutes salary compression, we can say that the new professor percentage is higher in most other disciplines and has risen more rapidly. (The exception is history, with a similar increase from 72 to 78 percent.) The proportions for new assistant professors in anthropology, geography, political science, and psychology are similar, moving upward from 71-74 percent at the beginning of the period to about 82-85 percent in the past year. The comparison within economics shows both a higher level for new assistants and a sharper increase, although the figure fell back somewhat in 2015-16 from the level in 2008-09. In computer science, the new assistant/associate comparison has been both somewhat higher than in the social sciences other than economics, and also more volatile. For two timepoints, 1998-

Figure 11. Average Salary for Full Professors in Large Public Universities, Sociology as a Percentage of Selected Disciplines, 1982-83 to 2015-16



Source: Oklahoma State University, *Faculty Salary Survey by Discipline*, various years. See appendix table A11 for complete details.

Figure 12. Average New Assistant Professor Salary as a Percentage of Average Associate Professor Salary at Large Public Universities, Selected Disciplines, 1982-83 to 2015-16



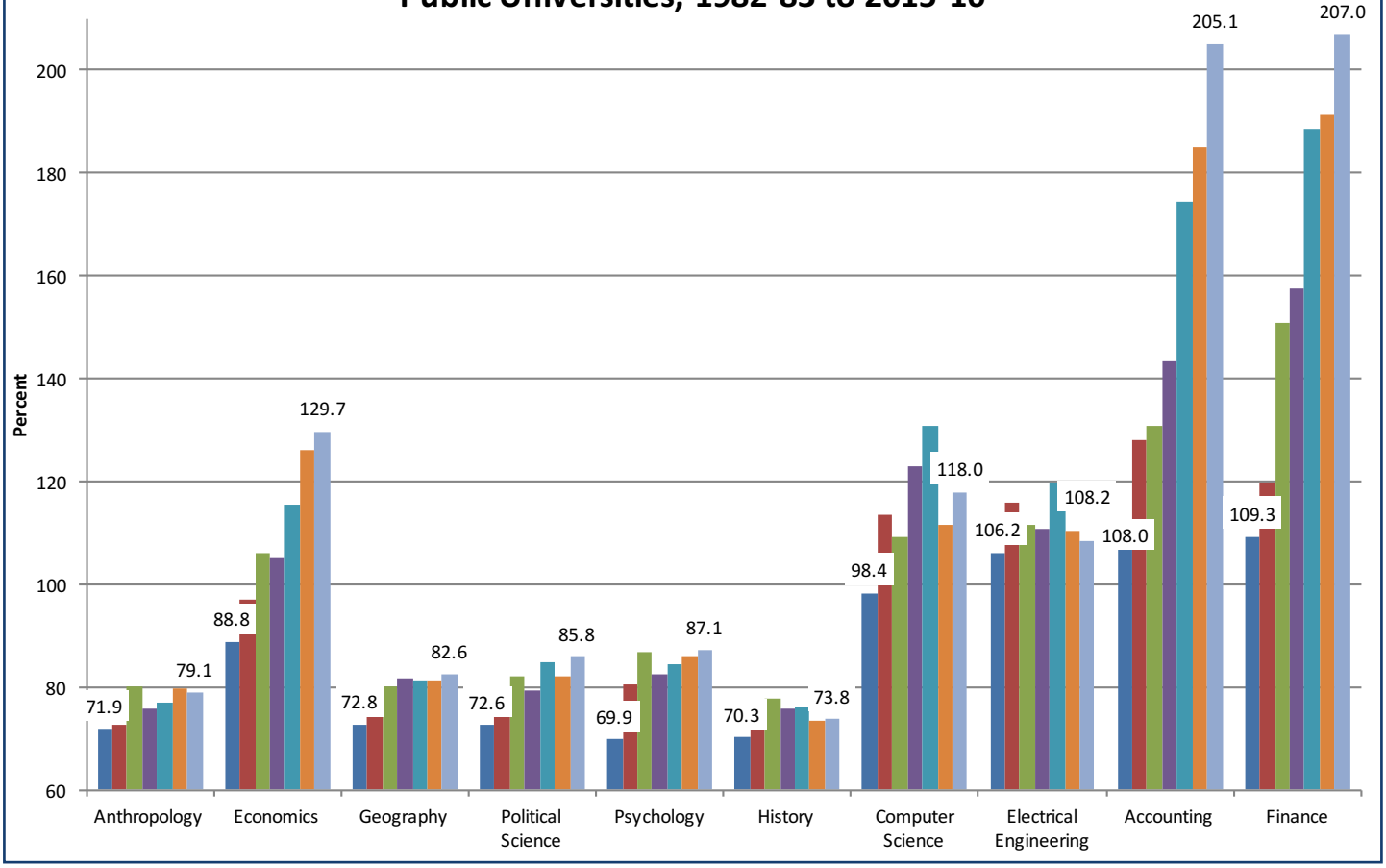
Source: Oklahoma State University, *Faculty Salary Survey by Discipline*, various years. See appendix table A12 for complete details.

99 and 2003-04, new assistant professors in computer science were receiving salaries that were 92 percent of their associate professor colleague's earnings, on average. It seems that the "tech bubble" for those faculty positions then burst a bit later than in the broader economy, as the relative figure declined to 83 percent for 2008-09 before rebounding to 87 percent in the past year. The trend in electrical engineering was also somewhat volatile, but within a more limited range and ending on a low note at 84 percent. The graphical presentation in Figure 12 shows the dramatically different situation in the two business disciplines, where it is clear that there has been an inversion in average salaries. The figure for new assistant professors exceeded that of their more experienced associate professor colleagues beginning in 2003-04 in accounting and as early as 1993-94 in finance. The level of inversion declined somewhat in both disciplines over the past few years, but new assistant salaries remain above the associate professor level, on average.

> "There is a trend toward new assistant professors receiving proportionately higher salaries compared with those of associate professors in the same discipline."

For the several disciplines examined here, there is an evident trend toward new assistant professors

Figure 13. Average New Assistant Professor Salary in Selected Disciplines as a Percentage of Average Sociology Associate Professor Salary, Large Public Universities, 1982-83 to 2015-16



Source: Oklahoma State University, *Faculty Salary Survey by Discipline*, various years.

receiving proportionately higher salaries compared with those of associate professors in the same discipline. The process is less pronounced in sociology and history than in other disciplines, but even in these two disciplines starting assistant professors are receiving salaries that are 78 percent of those of associate professors who typically have at least six years of experience—and in many cases, much more. Again, we cannot state precisely at what point this trend becomes evidence of salary compression. It seems undeniable that a ratio of 90 or 96 percent for new hires in economics would constitute compression, and the aggregate data point to an actual inversion of salaries in accounting and finance. It is notable that the disciplines in which salaries are highest also have higher degrees of compression, although our data do not lend themselves well to precise correlation estimates. Whatever the most accurate label regarding compression should be, these data provide support for the perception on the part of senior faculty members that newly-appointed colleagues are receiving a disproportionate share of the often limited funds available to increase faculty salaries in a time of acute financial stress for many public institutions.

COMPRESSION ACROSS DISCIPLINES

In Figure 13 we combine the preceding analyses to ask whether associate professors in sociology specifically are seeing their salaries compressed by comparison with those of newly-hired assistant professors in other disciplines. Each point in this chart represents

the average salary of a new assistant professor in the respective discipline as a percentage of the average salary for sociology associate professors. The data come once more from the OSU survey, and therefore are controlled for sector (public) and institutional degree offering (multiple doctoral programs).

Given the variety of comparisons we have already reviewed, the results depicted in the chart are not surprising. New assistant professors in the social and behavioral science disciplines as well as history receive lower salaries on average than do associate professors of sociology, but their proportion has increased over time and exceeds 85 percent in both political science and psychology. The relative shift between economics and sociology described in earlier figures stands out here, as the situation has moved from one of near-compression to a dramatic inversion with new assistant professors earning 30 percent more than their experienced colleagues. In computer science and electrical engineering a salary inversion with sociology was already imminent or existing more than three decades ago, but the comparison has remained somewhat stable over time. The situation for sociology faculty members by comparison with their new colleagues in accounting and finance represents the extreme case of inversion, with salaries for the new hires in those disciplines now more than double those of associate professors in sociology, on average.

> "Salaries for new hires in accounting and finance now more than double those of associate professors in sociology."

Differences such as these in faculty salary between the disciplines are commonly attributed to the workings of "the market." We won't repeat our argument from last year's report—we encourage you to read it for yourself on page 16 there—but we remain skeptical that this level of widening differentiation is the outcome of objective market forces alone, and we are not alone in our skepticism (Hironimus-Wendt and Dedjoe 2015).

There Should Be More

Our 2015 report was titled *The Need to Know* in reference to two aspects of compensation analysis: the importance of transparency in helping to identify and eliminate sources of inequality and discrimination in compensation, and the need to collect and tabulate information on the pay of colleagues who are not employed full-time in four-year colleges and universities. In that report we presented some limited data on salaries for colleagues in full-time non-tenure-track faculty positions, and even more limited data on course-by-course pay for colleagues teaching part time or "adjunct." To our knowledge, existing data sources are neither current nor adequate to provide the information we need on contingent employment, but we will continue to work to develop such data sources. Since the 2015 report the American Sociological Association has formed a Task Force on Contingent Faculty that is just beginning its work. The compensation of community college faculty members is also not represented here, but that, too, is a situation we hope to change. The ASA Task Force on Community College Faculty in Sociology is nearing the end of its term and we look forward to its final report in the coming year. In addition to filling these sectoral gaps in our understanding of compensation for faculty members in sociology, we hope to identify data that would be sufficient to support an analysis of gender equity in faculty salaries that does not accept disciplinary differences in salary as an "explanation" for the ongoing gender gap.

We welcome the comments and suggestions of ASA members and other sociologists regarding topics—and especially data sources—for future editions of this report. What would you like to know? Write us at research@asanet.org. We look forward to hearing from you.

American Sociological Association
Department of Research on the Discipline and Profession
1430 K Street, NW, Suite 600
Washington, DC 20005
(202) 383-9005
www.asanet.org
Like Us on Facebook | Follow Us onTwitter

References

American Association of University Professors. 2016. "Higher Education at a Crossroads: The Economic Value of Tenure and the Security of the Profession." *Academe* 102(2):9-23.

American Economic Association. 2015. "Universal Academic Questionnaire Summary Statistics." *American Economic Review: Papers & Proceedings 2015* 105(5):679–81. (http://dx.doi.org/10.1257/aer.15000007)

American Political Science Association. 2016. 2014-2015 *APSA Departmental Survey: Faculty Salaries*. Retrieved August 4, 2016 (http://www.apsanet.org/RESOURCES/Data-on-the-Profession).

Benderly, Beryl Lieff. 2015. "Recruiting or Academic Poaching?" *Science*, August 3. Retrieved August 4, 2016 (http://www.sciencemag.org/careers/2015/08/recruiting-or-academic-poaching).

Bichsel, Jacqueline. 2016. *Overview: 2015-16 Faculty in Higher Education Salary Survey Report*. College and University Professional Association for Human Resources. Retrieved March 28, 2016 (http://www.cupahr.org/surveys/fhe4.aspx).

Christidis, Peggy, Luona Lin, and Karen Stamm. 2015. *Psychology Faculty Salaries for the 2014-2015 Academic Year*. October. American Psychological Association, Center for Workforce Studies.

Curtis, John W. and Michael Kisielewski. 2015. *The Need to Know: Faculty Salaries in Sociology and Other Disciplines, 2015*. American Sociological Association. (http://www.asanet.org/research-and-publications/research-sociology/research-briefs/need-know-faculty-salaries-sociology-and-other-disciplines-2015)

Ehrenberg, Ronald G. 2003. "Unequal Progress: The Annual Report on the Economic Status of the Profession, 2002-03." *Academe* 89(2):21-103.

Hironimus-Wendt, Robert J. and Doreen A. Dedjoe. 2015. "Glass Ceilings and Gated Communities in Higher Education." Pp. 37-54 in *Disrupting the Culture of Silence: Confronting Gender Inequality and Making Change in Higher Education*, edited by K. De Welde and A. Stepnick. Sterling,VA: Stylus Publishing.

National Bureau of Economic Research. 2016. "US Business Cycle Expansions and Contractions." Retrieved August 4, 2016 (http://www.nber.org/cycles.html).

Oklahoma State University. 2016. 2015-2016 *Faculty Salary Survey by Discipline*. Office of Institutional Research and Information Management.

Schuman, Rebecca. 2016. "The End of Research in Wisconsin." *Slate*, March 21. Retrieved August 4, 2016 (http://www.slate.com/articles/life/education/2016/03/university_of_wisconsin_and_the_aftermath_of_destroying_professor_tenure.html).

Thornton, Saranna. 2011. "It's Not Over Yet: The Annual Report on the Economic Status of the Profession, 2010-11." *Academe* 97(2):4-19.

Townsend, Robert B. 2013. "Feeling Compressed: Salary Study Indicates Challenges for Upper Ranks." *Perspectives on History* April. Retrieved August 4, 2016 (https://www.historians.org/publications-and-directories/perspectives-on-history/april-2013/feeling-compressed-salary-study-indicates-challenges-for-upper-ranks).

Appendix Tables

Appendix Table A1. Average Salary for Full-Time Sociology Faculty Members in Four-Year Colleges and Universities, by Rank, 2002-03 to 2015-16

	Full Professor		Associate Professor		Assistant Professor		New Assistant Professor				
Academic Year	Current Dollars	Constant 2015 Dollars	Current Dollars	Constant 2015 Dollars	Current Dollars	Constant 2015 Dollars	Current Dollars	Constant 2015 Dollars	CPI-U	N of Faculty	N of Institutions
2002-03	74,027	97,530	55,296	72,852	45,565	60,032	44,580	58,734	1.6	3,330	827
2003-04	76,200	98,156	56,212	72,409	46,409	59,781	45,722	58,896	2.3	3,306	793
2004-05	77,598	97,364	57,721	72,424	47,070	59,060	46,964	58,927	2.7	3,294	813
2005-06	80,506	97,702	59,903	72,699	49,519	60,096	47,294	57,396	3.4	3,428	844
2006-07	83,708	98,414	61,838	72,702	51,337	60,356	49,735	58,472	3.2	3,343	824
2007-08	87,938	100,524	64,788	74,061	53,844	61,550	52,446	59,952	2.9	3,543	838
2008-09	89,808	98,865	66,940	73,691	55,348	60,930	53,081	58,434	3.8	3,250	837
2009-10	91,406	100,984	67,396	74,458	55,930	61,791	54,574	60,292	-0.4	3,537	822
2010-11	91,994	99,993	67,791	73,686	56,572	61,491	55,614	60,450	1.6	3,490	812
2011-12	92,436	97,399	69,558	73,293	57,629	60,723	55,637	58,624	3.2	3,481	813
2012-13	95,052	98,125	70,431	72,708	58,779	60,679	57,221	59,071	2.1	3,231	794
2013-14	97,896	99,602	71,951	73,205	59,672	60,712	59,550	60,588	1.5	3,421	792
2014-15	100,020	100,139	73,111	73,198	61,048	61,120	59,586	59,657	1.6	3,285	756
2015-16	101,256	101,256	74,523	74,523	62,215	62,215	61,734	61,734	0.1	3,293	743

Notes:

Constant dollars calculated using U.S. Department of Labor Bureau of Labor Statistics Historical Consumer Price Index for All Urban Consumers (CPI-U). (www.bls.gov/cpi/cpid1512.pdf). Percent change in the annual average for the base year of each academic year (e.g., 2002 for AY 2002-03).

N of faculty is the sum for full, associate, and assistant professors. New assistant professor is a subset of all assistant professors. Figures for 2012-13 do not include full-time non-tenure-track faculty members; figures for new assistant professors for 2013-14 onward also do not include full-time non-tenure-track faculty members.

N of institutions is the total number of institutions responding; not all institutions report data for all ranks and disciplines.

Source:

College and University Professional Association for Human Resources. *Faculty in Higher Education Salary Survey for Four-Year Colleges and Universities* (formerly the *National Faculty Salary Survey*), 2003-2016. Analysis by ASA Research.

Appendix Table A2. Average Salary for New Assistant Professors in Four-Year Colleges and Universities, by Discipline, 2002-03 to 2015-16

	Sociology		Anthropology		Economics		Political Science and Government				
Academic Year	Current Dollars	Constant 2015 Dollars	Current Dollars	Constant 2015 Dollars	Current Dollars	Constant 2015 Dollars	Current Dollars	Constant 2015 Dollars	CPI-U	N of Faculty	N of Institutions
2002-03	44,580	58,734	43,970	57,930	57,464	75,708	45,351	59,750	1.6	575	827
2003-04	45,722	58,896	46,105	59,390	61,555	79,291	47,089	60,657	2.3	621	793
2004-05	46,964	58,927	44,997	56,459	63,033	79,089	47,859	60,050	2.7	549	813
2005-06	47,294	57,396	49,690	60,304	67,884	82,384	48,898	59,343	3.4	593	844
2006-07	49,735	58,472	51,292	60,303	66,874	78,622	50,433	59,293	3.2	613	824
2007-08	52,446	59,952	52,533	60,052	72,876	83,306	52,684	60,224	2.9	713	838
2008-09	53,081	58,434	54,443	59,934	76,648	84,378	55,274	60,849	3.8	695	837
2009-10	54,574	60,292	55,264	61,055	75,682	83,612	55,162	60,942	-0.4	535	822
2010-11	55,614	60,450	55,267	60,073	76,667	83,334	54,574	59,319	1.6	460	812
2011-12	55,637	58,624	57,370	60,450	82,845	87,293	57,995	61,109	3.2	553	813
2012-13	57,221	59,071	62,309	64,324	86,908	89,718	57,875	59,746	2.1	469	794
2013-14	59,550	60,588	63,323	64,427	87,564	89,090	61,305	62,373	1.5	493	792
2014-15	59,586	59,657	61,976	62,050	91,301	91,409	62,191	62,265	1.6	425	756
2015-16	61,734	61,734	63,379	63,379	88,614	88,614	64,714	64,714	0.1	448	743

Notes:

Constant dollars calculated using U.S. Department of Labor Bureau of Labor Statistics Historical Consumer Price Index for All Urban Consumers (CPI-U). (www.bls.gov/cpi/cpid1512.pdf). Percent change in the annual average for the base year of each academic year (e.g., 2002 for AY 2002-03).

N of faculty is the sum of new assistant professors across the four disciplines. New assistant professor is a subset of all assistant professors. Figures for 2012-13 onward do not include full-time non tenure-track faculty members.

N of institutions is the total number of institutions responding; not all institutions report data for all ranks and disciplines.

Source:

College and University Professional Association for Human Resources. *Faculty in Higher Education Salary Survey for Four-Year Colleges and Universities* (formerly the *National Faculty Salary Survey*), 2003-2016. Analysis by ASA Research.

Appendix Table A3. Average Salary for Assistant Professors in Four-Year Colleges and Universities, by Discipline, 2002-03 to 2015-16

	Sociology		Anthropology		Economics		Political Science and Government				
Academic Year	Current Dollars	Constant 2015 Dollars	Current Dollars	Constant 2015 Dollars	Current Dollars	Constant 2015 Dollars	Current Dollars	Constant 2015 Dollars	CPI-U	N of Faculty	N of Institutions
2002-03	45,565	60,032	46,777	61,628	59,285	78,108	46,379	61,104	1.6	3,136	827
2003-04	46,409	59,781	47,160	60,748	61,012	78,592	47,471	61,149	2.3	3,246	793
2004-05	47,070	59,060	48,035	60,271	63,161	79,250	48,681	61,081	2.7	3,187	813
2005-06	49,519	60,096	50,673	61,497	66,205	80,347	50,489	61,274	3.4	3,426	844
2006-07	51,337	60,356	53,194	62,539	68,881	80,982	52,226	61,401	3.2	3,350	824
2007-08	53,844	61,550	54,821	62,667	72,911	83,346	54,589	62,402	2.9	3,751	838
2008-09	55,348	60,930	56,080	61,736	76,866	84,618	56,382	62,068	3.8	3,526	837
2009-10	55,930	61,791	57,225	63,221	78,200	86,394	57,225	63,221	-0.4	3,730	822
2010-11	56,572	61,491	57,633	62,644	78,323	85,134	57,655	62,668	1.6	3,618	812
2011-12	57,629	60,723	59,002	62,170	81,116	85,471	58,580	61,725	3.2	3,519	813
2012-13	58,779	60,679	61,344	63,327	84,444	87,174	60,297	62,246	2.1	2,974	794
2013-14	59,672	60,712	61,359	62,428	84,828	86,306	60,998	62,061	1.5	3,356	792
2014-15	61,048	61,120	61,942	62,016	88,285	88,390	62,145	62,219	1.6	3,176	756
2015-16	62,215	62,215	63,581	63,581	89,891	89,891	63,329	63,329	0.1	3,158	743

Notes:

Constant dollars calculated using U.S. Department of Labor Bureau of Labor Statistics Historical Consumer Price Index for All Urban Consumers (CPI-U). (www.bls.gov/cpi/cpid1512.pdf). Percent change in the annual average for the base year of each academic year (e.g., 2002 for AY 2002-03).

N of faculty is the sum of assistant professors across the four disciplines. Figures for 2012-13 do not include full-time non tenure-track faculty members.

N of institutions is the total number of institutions responding; not all institutions report data for all ranks and disciplines.

Source:

College and University Professional Association for Human Resources. *Faculty in Higher Education Salary Survey for Four-Year Colleges and Universities* (formerly the *National Faculty Salary Survey*), 2003-2016. Analysis by ASA Research.

Appendix Table A4. Average Salary for Associate Professors in Four-Year Colleges and Universities, by Discipline, 2002-03 to 2015-16

	Sociology		Anthropology		Economics		Political Science and Government				
Academic Year	Current Dollars	Constant 2015 Dollars	Current Dollars	Constant 2015 Dollars	Current Dollars	Constant 2015 Dollars	Current Dollars	Constant 2015 Dollars	CPI-U	N of Faculty	N of Institutions
2002-03	55,296	72,852	57,566	75,843	67,351	88,734	57,447	75,686	1.6	3,419	827
2003-04	56,212	72,409	58,585	75,465	68,771	88,586	57,936	74,629	2.3	3,448	793
2004-05	57,721	72,424	60,840	76,337	71,219	89,360	59,953	75,224	2.7	3,318	813
2005-06	59,903	72,699	62,762	76,168	74,529	90,449	62,124	75,394	3.4	3,544	844
2006-07	61,838	72,702	64,939	76,347	76,734	90,215	64,468	75,794	3.2	3,446	824
2007-08	64,788	74,061	66,968	76,553	80,178	91,653	67,522	77,186	2.9	3,751	838
2008-09	66,940	73,691	68,770	75,706	83,297	91,698	70,027	77,089	3.8	3,505	837
2009-10	67,396	74,458	68,971	76,198	85,166	94,090	69,904	77,229	-0.4	3,852	822
2010-11	67,791	73,686	69,213	75,231	86,574	94,102	70,334	76,450	1.6	3,896	812
2011-12	69,558	73,293	71,314	75,143	89,459	94,262	71,949	75,812	3.2	4,044	813
2012-13	70,431	72,708	72,077	74,407	90,862	93,800	72,946	75,304	2.1	3,813	794
2013-14	71,951	73,205	73,023	74,296	94,124	95,764	74,222	75,516	1.5	4,133	792
2014-15	73,111	73,198	74,833	74,922	97,613	97,729	76,465	76,556	1.6	4,089	756
2015-16	74,523	74,523	77,377	77,377	98,620	98,620	78,168	78,168	0.1	4,126	743

Notes:

Constant dollars calculated using U.S. Department of Labor Bureau of Labor Statistics Historical Consumer Price Index for All Urban Consumers (CPI-U). (www.bls.gov/cpi/cpid1512.pdf). Percent change in the annual average for the base year of each academic year (e.g., 2002 for AY 2002-03).

N of faculty is the sum of associate professors across the four disciplines. Figures for 2012-13 do not include full-time non tenure-track faculty members.

N of institutions is the total number of institutions responding; not all institutions report data for all ranks and disciplines.

Source:

College and University Professional Association for Human Resources. *Faculty in Higher Education Salary Survey for Four-Year Colleges and Universities* (formerly the *National Faculty Salary Survey*), 2003-2016. Analysis by ASA Research.

Appendix Table A5. Average Salary for Full Professors in Four-Year Colleges and Universities, by Discipline, 2002-03 to 2015-16

	Sociology		Anthropology		Economics		Political Science and Government				
Academic Year	Current Dollars	Constant 2015 Dollars	Current Dollars	Constant 2015 Dollars	Current Dollars	Constant 2015 Dollars	Current Dollars	Constant 2015 Dollars	CPI-U	N of Faculty	N of Institutions
2002-03	74,027	97,530	77,807	102,510	92,164	121,425	79,214	104,364	1.6	4,370	827
2003-04	76,200	98,156	77,794	100,209	94,181	121,318	80,868	104,169	2.3	4,350	793
2004-05	77,598	97,364	79,950	100,315	95,425	119,732	81,763	102,590	2.7	4,213	813
2005-06	80,506	97,702	83,171	100,937	98,581	119,638	85,453	103,706	3.4	4,405	844
2006-07	83,708	98,414	87,461	102,826	103,473	121,651	88,354	103,876	3.2	4,304	824
2007-08	87,938	100,524	91,488	104,582	108,328	123,832	94,227	107,713	2.9	4,460	838
2008-09	89,808	98,865	93,562	102,998	113,857	125,340	96,447	106,174	3.8	4,080	837
2009-10	91,406	100,984	94,166	104,033	115,222	127,295	96,842	106,989	-0.4	4,346	822
2010-11	91,994	99,993	93,611	101,751	116,673	126,818	97,787	106,290	1.6	4,287	812
2011-12	92,436	97,399	95,614	100,748	119,911	126,350	99,930	105,296	3.2	4,405	813
2012-13	95,052	98,125	97,666	100,824	122,464	126,423	101,813	105,105	2.1	4,032	794
2013-14	97,896	99,602	100,154	101,899	125,292	127,476	103,603	105,409	1.5	4,246	792
2014-15	100,020	100,139	101,431	101,551	131,309	131,465	106,916	107,043	1.6	4,115	756
2015-16	101,256	101,256	104,811	104,811	133,233	133,233	108,338	108,338	0.1	4,045	743

Notes:

Constant dollars calculated using U.S. Department of Labor Bureau of Labor Statistics Historical Consumer Price Index for All Urban Consumers (CPI-U). (www.bls.gov/cpi/cpid1512.pdf). Percent change in the annual average for the base year of each academic year (e.g., 2002 for AY 2002-03).

N of faculty is the sum of full professors across the four disciplines. Figures for 2012-13 do not include full-time non tenure-track faculty members.

N of institutions is the total number of institutions responding; not all institutions report data for all ranks and disciplines.

Source:

College and University Professional Association for Human Resources. *Faculty in Higher Education Salary Survey for Four-Year Colleges and Universities* (formerly the *National Faculty Salary Survey*), 2003-2016. Analysis by ASA Research.

Appendix Table A6. Average Salary of Four-Year College and University Faculty Members in Sociology, Public and Private Sectors by Rank, 2012-13 to 2015-16

	Public				Private				Public Percent of Private			
Current Dollars	**2012-13**	**2013-14**	**2014-15**	**2015-16**	**2012-13**	**2013-14**	**2014-15**	**2015-16**	**2012-13**	**2013-14**	**2014-15**	**2015-16**
New Assistant Professor	57,332	59,344	59,407	61,285	56,941	60,374	59,967	63,095	100.7	98.3	99.1	97.1
Assistant Professor	58,524	59,460	60,668	62,175	59,261	60,060	61,715	62,292	98.8	99.0	98.3	99.8
Associate Professor	69,337	71,028	72,122	73,334	72,830	73,718	75,150	77,133	95.2	96.4	96.0	95.1
Full Professor	94,944	97,989	100,257	100,738	95,258	97,717	99,546	102,395	99.7	100.3	100.7	98.4

	Public				Private				Public Percent of Private			
Constant 2015 Dollars	**2012-13**	**2013-14**	**2014-15**	**2015-16**	**2012-13**	**2013-14**	**2014-15**	**2015-16**	**2012-13**	**2013-14**	**2014-15**	**2015-16**
New Assistant Professor	59,186	60,378	59,478	61,285	58,782	61,426	60,038	63,095	100.7	98.3	99.1	97.1
Assistant Professor	60,416	60,496	60,740	62,175	61,177	61,107	61,788	62,292	98.8	99.0	98.3	99.8
Associate Professor	71,579	72,266	72,208	73,334	75,185	75,003	75,239	77,133	95.2	96.4	96.0	95.1
Full Professor	98,014	99,697	100,376	100,738	98,338	99,420	99,664	102,395	99.7	100.3	100.7	98.4

	Public				Private			
N of Faculty Members	**2012-13**	**2013-14**	**2014-15**	**2015-16**	**2012-13**	**2013-14**	**2014-15**	**2015-16**
New Assistant Professor	96	120	83	94	38	30	39	31
Assistant Professor	593	651	580	597	314	357	330	312
Associate Professor	837	850	872	911	382	444	423	415
Full Professor	725	737	721	727	380	382	359	331

	Public				Private			
	2012-13	**2013-14**	**2014-15**	**2015-16**	**2012-13**	**2013-14**	**2014-15**	**2015-16**
N of Institutions	316	311	303	298	478	481	453	445

Notes:

Constant dollars calculated using U.S. Department of Labor Bureau of Labor Statistics Historical Consumer Price Index for All Urban Consumers (CPI-U). (www.bls.gov/cpi/cpid1512.pdf). Percent change in the annual average for the base year of each academic year (e.g., 2002 for AY 2002-03).

Figures for 2012-13 do not include full-time non tenure-track faculty members; figures for new assistant professors for 2013-14 onward also do not include full-time non tenure-track faculty members.

New assistant professor is a subset of all assistant professors.

N of institutions is the total number of institutions responding; not all institutions report data for all ranks and disciplines.

Source:

College and University Professional Association for Human Resources. *Faculty in Higher Education Salary Survey for Four-Year Colleges and Universities* (formerly the *National Faculty Salary Survey*), 2003-2016. Analysis by ASA Research.

Appendix Table A7. Average Salary of Four-Year College and University Faculty Members, Public and Private Sectors by Discipline, 2012-13 to 2015-16

	Public				Private				Public Percent of Private			
Current Dollars	**2012-13**	**2013-14**	**2014-15**	**2015-16**	**2012-13**	**2013-14**	**2014-15**	**2015-16**	**2012-13**	**2013-14**	**2014-15**	**2015-16**
Sociology	74,946	76,542	78,400	79,267	76,791	77,346	79,039	80,660	97.6	99.0	99.2	98.3
Anthropology	76,471	77,699	79,527	81,857	84,109	84,982	85,813	89,314	90.9	91.4	92.7	91.7
Economics	105,450	106,319	111,538	112,967	97,535	101,271	104,911	106,264	108.1	105.0	106.3	106.3
Political Science	78,072	79,385	81,251	82,754	81,254	83,557	86,272	87,538	96.1	95.0	94.2	94.5

	Public				Private				Public Percent of Private			
Constant 2015 Dollars	**2012-13**	**2013-14**	**2014-15**	**2015-16**	**2012-13**	**2013-14**	**2014-15**	**2015-16**	**2012-13**	**2013-14**	**2014-15**	**2015-16**
Sociology	77,369	77,876	78,493	79,267	79,274	78,694	79,133	80,660	97.6	99.0	99.2	98.3
Anthropology	78,943	79,053	79,621	81,857	86,828	86,463	85,915	89,314	90.9	91.4	92.7	91.7
Economics	108,859	108,172	111,670	112,967	100,688	103,036	105,036	106,264	108.1	105.0	106.3	106.3
Political Science	80,596	80,769	81,347	82,754	83,881	85,013	86,374	87,538	96.1	95.0	94.2	94.5

	Public				Private			
N of Faculty Members	**2012-13**	**2013-14**	**2014-15**	**2015-16**	**2012-13**	**2013-14**	**2014-15**	**2015-16**
Sociology	2,155	2,238	2,173	2,235	1,076	1,183	1,112	1,058
Anthropology	979	1,098	1,089	1,115	329	355	346	335
Economics	1,532	1,681	1,612	1,604	988	1,086	1,053	1,073
Political Science	2,415	2,538	2,477	2,432	1,345	1,565	1,509	1,477

	Public				Private			
	2012-13	**2013-14**	**2014-15**	**2015-16**	**2012-13**	**2013-14**	**2014-15**	**2015-16**
N of Institutions	316	311	303	298	478	481	453	445

Notes:

Constant dollars calculated using U.S. Department of Labor Bureau of Labor Statistics Historical Consumer Price Index for All Urban Consumers (CPI-U). (www.bls.gov/cpi/cpid1512.pdf). Percent change in the annual average for the base year of each academic year (e.g., 2002 for AY 2002-03).

N of Faculty is the sum of full, associate, and assistant professor ranks. Disciplinary average is weighted across these three ranks.

Figures for 2012-13 do not include full-time non tenure-track faculty members.

N of institutions is the total number of institutions responding; not all institutions report data for all ranks and disciplines.

Source:

College and University Professional Association for Human Resources. *Faculty in Higher Education Salary Survey for Four-Year Colleges and Universities* (formerly the *National Faculty Salary Survey*), 2003-2016. Analysis by ASA Research.

Appendix Table A8. Average Salary of Full-Time Sociology Faculty Members in Large Public Universities, by Rank, 1982-83 to 2015-16

Current Dollars	1982-83	1987-88	1993-94	1998-99	2003-04	2008-09	2010-11	2013-14	2015-16
New Assistant Professor	20,183	25,516	33,924	40,878	49,347	57,764	60,939	66,227	64,543
Associate Professor	27,041	34,238	42,486	50,832	59,425	73,236	73,191	78,232	82,330
Full Professor	37,250	48,032	60,152	71,724	85,986	108,249	110,257	118,787	122,436
Constant 1982 Dollars	**1982-83**	**1987-88**	**1993-94**	**1998-99**	**2003-04**	**2008-09**	**2010-11**	**2013-14**	**2015-16**
New Assistant Professor	20,183	21,580	22,709	24,342	26,133	26,817	27,136	27,736	26,633
Associate Professor	27,041	28,957	28,441	30,270	31,470	34,000	32,592	32,763	33,973
Full Professor	37,250	40,623	40,266	42,711	45,536	50,255	49,097	49,748	50,522
	1982	**1987**	**1993**	**1998**	**2003**	**2008**	**2010**	**2013**	**2015**
CPI-U, December	97.600	115.400	145.800	163.900	184.300	210.228	219.179	233.049	236.525
	1982-83	**1987-88**	**1993-94**	**1998-99**	**2003-04**	**2008-09**	**2010-11**	**2013-14**	**2015-16**
N of Institutions	73	80	74	88	92	117	118	107	114

Notes:

Constant dollars calculated using December CPI-U of each academic year (e.g., 1982 for AY 1982-83).

CPI-U is the Consumer Price Index for All Urban Consumers, not seasonally adjusted.

N of institutions is the total number of institutions responding; not all institutions report data for all ranks and disciplines. The N for 2013-14 has been corrected from the 2015 report.

Source:

Oklahoma State University Office of Institutional Research and Information Management. *Faculty Salary Survey by Discipline*, 1983-2016. Analysis by ASA Research.

Appendix Table A9. Average Salary of New Assistant Professors in Large Public Universities, Selected Disciplines, 1982-83 to 2015-16

Discipline	1982-83	1987-88	1993-94	1998-99	2003-04	2008-09	2015-16
Sociology	20,183	25,516	33,924	40,878	49,347	57,764	64,543
Anthropology	19,430	24,821	34,071	38,598	45,796	58,302	65,104
Economics	24,018	33,217	45,006	53,531	68,717	92,200	106,820
Geography	19,685	27,531	34,068	41,474	48,205	59,533	67,995
Political Science	19,629	26,106	34,829	40,283	50,298	60,226	70,679
Psychology	18,905	27,553	36,830	41,886	50,097	63,001	71,750
History	19,007	24,780	33,086	38,583	45,266	53,699	60,780
Computer Science	26,596	38,853	46,377	62,448	77,609	81,626	97,157
Electrical Engineering	28,718	39,610	47,450	56,247	71,191	80,844	89,103
Accounting	29,198	43,776	55,478	72,869	103,630	135,604	168,834
Finance	29,561	41,031	64,129	80,107	111,912	140,041	170,432

Sociology as Percent of Comparison Discipline	1982-83	1987-88	1993-94	1998-99	2003-04	2008-09	2015-16
Anthropology	103.9	102.8	99.6	105.9	107.8	99.1	99.1
Economics	84.0	76.8	75.4	76.4	71.8	62.7	60.4
Geography	102.5	92.7	99.6	98.6	102.4	97.0	94.9
Political Science	102.8	97.7	97.4	101.5	98.1	95.9	91.3
Psychology	106.8	92.6	92.1	97.6	98.5	91.7	90.0
History	106.2	103.0	102.5	105.9	109.0	107.6	106.2
Computer Science	75.9	65.7	73.1	65.5	63.6	70.8	66.4
Electrical Engineering	70.3	64.4	71.5	72.7	69.3	71.5	72.4
Accounting	69.1	58.3	61.1	56.1	47.6	42.6	38.2
Finance	68.3	62.2	52.9	51.0	44.1	41.2	37.9

	1982-83	1987-88	1993-94	1998-99	2003-04	2008-09	2015-16
N of Institutions	73	80	74	88	92	117	107

Notes:

Disciplines reported here are generally the four-digit CIP classification. Where codes changed over time, every effort has been made to report comparable classifications. Full details available on request.

Figures are in current (actual) dollars.

N of institutions is the total number of institutions responding; not all institutions report data for all ranks and disciplines.

Source:

Oklahoma State University Office of Institutional Research and Information Management. *Faculty Salary Survey by Discipline,* 1983-2016. Analysis by ASA Research.

Appendix Table A10. Average Salary of Associate Professors in Large Public Universities, Selected Disciplines, 1982-83 to 2015-16

Discipline	1982-83	1987-88	1993-94	1998-99	2003-04	2008-09	2015-16
Sociology	27,041	34,238	42,486	50,832	59,425	73,236	82,330
Anthropology	26,436	33,456	42,801	49,397	58,230	69,961	79,197
Economics	30,256	40,386	51,925	62,658	76,143	96,100	118,268
Geography	27,222	33,975	43,572	52,473	59,864	72,591	80,439
Political Science	27,452	34,587	43,287	52,202	61,452	75,461	85,785
Psychology	26,626	34,461	43,071	52,175	61,047	74,569	85,553
History	26,577	33,508	41,355	50,042	58,109	70,418	77,863
Computer Science	32,352	45,976	57,088	67,828	83,535	98,687	112,231
Electrical Engineering	33,208	45,054	56,855	67,324	80,174	95,689	105,510
Accounting	33,858	46,633	61,524	77,502	97,125	124,371	159,532
Finance	33,191	45,650	63,190	79,704	101,246	134,076	164,356

Sociology as Percent of Comparison Discipline	1982-83	1987-88	1993-94	1998-99	2003-04	2008-09	2015-16
Anthropology	102.3	102.3	99.3	102.9	102.1	104.7	104.0
Economics	89.4	84.8	81.8	81.1	78.0	76.2	69.6
Geography	99.3	100.8	97.5	96.9	99.3	100.9	102.4
Political Science	98.5	99.0	98.1	97.4	96.7	97.1	96.0
Psychology	101.6	99.4	98.6	97.4	97.3	98.2	96.2
History	101.7	102.2	102.7	101.6	102.3	104.0	105.7
Computer Science	83.6	74.5	74.4	74.9	71.1	74.2	73.4
Electrical Engineering	81.4	76.0	74.7	75.5	74.1	76.5	78.0
Accounting	79.9	73.4	69.1	65.6	61.2	58.9	51.6
Finance	81.5	75.0	67.2	63.8	58.7	54.6	50.1

	1982-83	1987-88	1993-94	1998-99	2003-04	2008-09	2015-16
N of Institutions	73	80	74	88	92	117	107

Notes:

Disciplines reported here are generally the four-digit CIP classification. Where codes changed over time, every effort has been made to report comparable classifications. Full details available on request.

Figures are in current (actual) dollars.

N of institutions is the total number of institutions responding; not all institutions report data for all ranks and disciplines.

Source:

Oklahoma State University Office of Institutional Research and Information Management. *Faculty Salary Survey by Discipline*, 1983-2016. Analysis by ASA Research.

Appendix Table A11. Average Salary of Full Professors in Large Public Universities, Selected Disciplines, 1982-83 to 2015-16

Discipline	1982-83	1987-88	1993-94	1998-99	2003-04	2008-09	2015-16
Sociology	37,250	48,032	60,152	71,724	85,986	108,249	122,436
Anthropology	36,486	46,442	57,442	68,757	80,931	99,662	110,388
Economics	41,713	55,789	72,936	87,165	109,183	139,120	166,825
Geography	36,682	46,825	57,142	72,337	82,646	102,876	117,144
Political Science	38,167	49,550	63,436	76,275	90,786	111,857	127,339
Psychology	37,756	49,339	62,346	77,693	94,739	114,386	133,697
History	35,949	46,868	58,649	71,387	85,326	103,430	112,186
Computer Science	42,173	59,182	75,544	90,668	110,470	132,664	155,837
Electrical Engineering	40,969	58,562	75,740	92,408	108,099	131,666	148,566
Accounting	41,983	58,252	78,665	98,753	122,224	155,630	194,048
Finance	41,039	58,599	78,542	104,279	128,857	162,258	204,683

Sociology as Percent of Comparison Discipline	1982-83	1987-88	1993-94	1998-99	2003-04	2008-09	2015-16
Anthropology	102.1	103.4	104.7	104.3	106.2	108.6	110.9
Economics	89.3	86.1	82.5	82.3	78.8	77.8	73.4
Geography	101.5	102.6	105.3	99.2	104.0	105.2	104.5
Political Science	97.6	96.9	94.8	94.0	94.7	96.8	96.1
Psychology	98.7	97.4	96.5	92.3	90.8	94.6	91.6
History	103.6	102.5	102.6	100.5	100.8	104.7	109.1
Computer Science	88.3	81.2	79.6	79.1	77.8	81.6	78.6
Electrical Engineering	90.9	82.0	79.4	77.6	79.5	82.2	82.4
Accounting	88.7	82.5	76.5	72.6	70.4	69.6	63.1
Finance	90.8	82.0	76.6	68.8	66.7	66.7	59.8

	1982-83	1987-88	1993-94	1998-99	2003-04	2008-09	2015-16
N of Institutions	73	80	74	88	92	117	107

Notes:

Disciplines reported here are generally the four-digit CIP classification. Where codes changed over time, every effort has been made to report comparable classifications. Full details available on request.

Figures are in current (actual) dollars.

N of institutions is the total number of institutions responding; not all institutions report data for all ranks and disciplines.

Source:

Oklahoma State University Office of Institutional Research and Information Management. *Faculty Salary Survey by Discipline*, 1983-2016. Analysis by ASA Research.

Appendix Table A12. Average New Assistant Professor and Associate Professor Salary at Large Public Universities, Selected Disciplines, 1982-83 to 2015-16

Discipline	1982-83		1987-88		1993-94		1998-99		2003-04		2008-09		2015-16	
	New Asst	Assoc	New Asst	Assoc	New Asst	Assoc	New Asst	Assoc	New Asst	Assoc	New Asst	Assoc	New Asst	Assoc
Sociology	20,183	27,041	25,516	34,238	33,924	42,486	40,878	50,832	49,347	59,425	57,764	73,236	64,543	82,330
Anthropology	19,430	26,436	24,821	33,456	34,071	42,801	38,598	49,397	45,796	58,230	58,302	69,961	65,104	79,197
Economics	24,018	30,256	33,217	40,386	45,006	51,925	53,531	62,658	68,717	76,143	92,200	96,100	106,820	118,268
Geography	19,685	27,222	27,531	33,975	34,068	43,572	41,474	52,473	48,205	59,864	59,533	72,591	67,995	80,439
Political Science	19,629	27,452	26,106	34,587	34,829	43,287	40,283	52,202	50,298	61,452	60,226	75,461	70,679	85,785
Psychology	18,905	26,626	27,553	34,461	36,830	43,071	41,886	52,175	50,097	61,047	63,001	74,569	71,750	85,553
History	19,007	26,577	24,780	33,508	33,086	41,355	38,583	50,042	45,266	58,109	53,699	70,418	60,780	77,863
Computer Science	26,596	32,352	38,853	45,976	46,377	57,088	62,448	67,828	77,609	83,535	81,626	98,687	97,157	112,231
Electrical Engineering	28,718	33,208	39,610	45,054	47,450	56,855	56,247	67,324	71,191	80,174	80,844	95,689	89,103	105,510
Accounting	29,198	33,858	43,776	46,633	55,478	61,524	72,869	77,502	103,630	97,125	135,604	124,371	168,834	159,532
Finance	29,561	33,191	41,031	45,650	64,129	63,190	80,107	79,704	111,912	101,246	140,041	134,076	170,432	164,356

New Assistant as Percent of Associate	1982-83	1987-88	1993-94	1998-99	2003-04	2008-09	2015-16
Sociology	74.6	74.5	79.8	80.4	83.0	78.9	78.4
Anthropology	73.5	74.2	79.6	78.1	78.6	83.3	82.2
Economics	79.4	82.2	86.7	85.4	90.2	95.9	90.3
Geography	72.3	81.0	78.2	79.0	80.5	82.0	84.5
Political Science	71.5	75.5	80.5	77.2	81.8	79.8	82.4
Psychology	71.0	80.0	85.5	80.3	82.1	84.5	83.9
History	71.5	74.0	80.0	77.1	77.9	76.3	78.1
Computer Science	82.2	84.5	81.2	92.1	92.9	82.7	86.6
Electrical Engineering	86.5	87.9	83.5	83.5	88.8	84.5	84.4
Accounting	86.2	93.9	90.2	94.0	106.7	109.0	105.8
Finance	89.1	89.9	101.5	100.5	110.5	104.4	103.7

	1982-83	1987-88	1993-94	1998-99	2003-04	2008-09	2015-16
N of Institutions	73	80	74	88	92	117	107

Notes:

Disciplines reported here are generally the four-digit CIP classification. Where codes changed over time, every effort has been made to report comparable classifications. Full details available on request.

Figures are in current (actual) dollars.

N of institutions is the total number of institutions responding; not all institutions report data for all ranks and disciplines.

Source:

Oklahoma State University Office of Institutional Research and Information Management. *Faculty Salary Survey by Discipline*, 1983-2016. Analysis by ASA Research.