



Sociology Faculty See Smaller Raises but Still Outpace Inflation in AY 2009-2010

Other Social Science Disciplines Not Able to Recoup Losses

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FACULTY SALARIES

As the recession hit in 2008, colleges and universities responded to strained budgets with furloughs, hiring and pay freezes, lay offs, pay cuts, reductions or eliminations of benefits, and greater reliance on adjunct faculty (Shieh 2008, 2009a, 2009b). Further, entire departments, described by administrators as “low-performing” are on the chopping block in spite of their centrality to the arts and sciences curriculum (Glenn et al. 2010). According to the Chronicle of Higher Education, “Tough economic times are leading administrators to propose swift changes that short-circuit faculty governance, long a prized principle that gives professors wide-ranging authority over educational matters” (Wilson 2009).

While overall growth in faculty purchasing power occurred in Academic Year (AY) 2009-2010, this was due to the negative 2009 inflation rate (-0.4%) rather than to the size of the raises.² Purchasing power, as calculated by the U.S. Bureau of Labor Statistics (BLS), is based on changes in the Consumer Price Index or the changes in a market basket of goods including food, clothing, shelter, transportation, medical expenses, and other goods and services that people buy for day-

to-day living. Negative inflation rates mean that consumer purchasing power increases while the opposite is true if the rate of inflation increases. Throughout this Research Brief we will examine salaries in both current (real) dollars and in constant (inflation controlled) dollars or purchasing power.

ACADEMIC YEAR 2009-2010

Between Academic Years (AY) 2008-2009 and (AY) 2009-2010, the salaries of more than half of all faculty either remained unchanged (21.2%) or declined (32.6%), according to the annual National Faculty Salary Survey (NFSS) conducted by the College and University Professional Association for Human Resources (CUPA-HR).³ The NFSS is useful for measuring differences among disciplines as well as differences among faculty ranks. This brief uses NFSS data to examine annual salary trends among sociologists of different ranks and compares changes across social science disciplines since AY 2000-2001. For additional analyses from the previous year, see *Sociology Faculty Salaries AY 2008-2009: Better than Other Social Sciences, but Not Above Inflation* (Spalter-Roth and Scelza 2009).

¹ Thank you to Olga Mayorova for additional editing.

² Unlike the well-known salary survey conducted and analyzed by the American Association of University Professors (AAUP) which uses the net change in the CPI between December 2008 and December 2009 (2.7%) to measure changes in the purchasing power of faculty salaries, this ASA brief uses the rate of inflation based on the change in the average annual CPI between 2008 and 2009 (-0.4%). According to a BLS economist, both can be referred to as the rate of inflation. Which measure is used does result in critical differences for the amount of purchasing power reported. According to the AAUP Survey, cited in the Chronicle of Higher Education salaries did not keep up with inflation and so purchasing power decreased (June 2010). We chose to use the change in the average annual CPI because this is the measure used by CUPA-HR, the source of the data for this brief. In doing so, we find that the amount of purchasing power has increased by a small amount.

³ The CUPA-HR data are provided in unweighted form. We would like to thank Dr. Ray Sizemore, Research Director at CUPA-HR, who provided us with the weighted data that accounts for the size of each department included in the survey.

SOCIOLOGY FACULTY SALARIES

In the last decade, the average annual salary for sociology faculty increased by nearly 30.0%, from \$55,163 in AY 2000-2001 to \$71,577 in AY 2009-2010 (see Table 1). Salary growth, however, slowed in the last two years as raises have become continuously smaller. Sociology faculty in AY 2007-2008 earned an average of \$68,857, in real dollars, a 4.9% increase from the previous academic year. In contrast, the average salary increased by 2.7% in AY 2008-2009, and 1.2% in the following academic year (AY 2009-2010). Full professors saw the largest increase (1.8%) in AY 2009-2010, followed by assistant professors (1.1%). Associate professors, the rank with the highest salary increase in the previous year (3.3%), now received a raise of less than 1.0%. Figure 1 shows that new assistant professors fared better than other ranked faculty, earning an average annual salary of \$54,574 (in real dollars) in AY 2009-2010, a 2.7% increase from the previous year. This increase was larger than in AY 2008-2009.

Despite increases in faculty salaries in real dollars, buying power has remained relatively stagnant over the last decade (see Figure 2). When accounting for inflation, average sociology faculty salaries increased by only 4.1% between AY 2000-2001 and AY 2009-2010 as compared to 30.0% in real dollars (see Table 2). Thus, the market basket of goods that professors could purchase was virtually the same throughout this period. When computed in 2009 constant dollars, average annual sociology faculty salaries increased across ranks by 1.6% over inflation in AY 2009-2010, keeping purchasing power at the same level.

Table 1. Average Sociology Salaries by Rank in Current Dollars, AY 2000/01 - AY 2009/10								
Year	Full Professor	Annual Change	Associate Professor	Annual Change	Assistant Professor	Annual Change	All Faculty Ranks	Annual Change
2000/01	\$70,071	-	\$52,336	-	\$43,081	-	\$55,163	-
2001/02	\$72,472	3.4%	\$54,233	3.6%	\$44,285	2.8%	\$56,997	3.3%
2002/03	\$74,027	2.1%	\$55,296	2.0%	\$45,565	2.9%	\$58,296	2.3%
2003/04	\$76,200	2.9%	\$56,212	1.7%	\$46,409	1.9%	\$59,607	2.2%
2004/05	\$77,598	1.8%	\$57,721	2.7%	\$47,971	3.4%	\$61,097	2.5%
2005/06	\$80,506	3.7%	\$59,903	3.8%	\$49,519	3.2%	\$63,309	3.6%
2006/07	\$83,708	4.0%	\$61,838	3.2%	\$51,337	3.7%	\$65,628	3.7%
2007/08	\$87,938	5.1%	\$64,788	4.8%	\$53,844	4.9%	\$68,857	4.9%
2008/09	\$89,808	2.1%	\$66,940	3.3%	\$55,348	2.8%	\$70,699	2.7%
2009/10	\$91,406	1.8%	\$67,396	0.7%	\$55,930	1.1%	\$71,577	1.2%
Overall Change	30.4%		28.8%		29.8%		29.8%	

Figure 1. Average New Sociology Assistant Professor Salaries in Current and 2009 Constant Dollars, AY 2002/03 to AY 2009/10

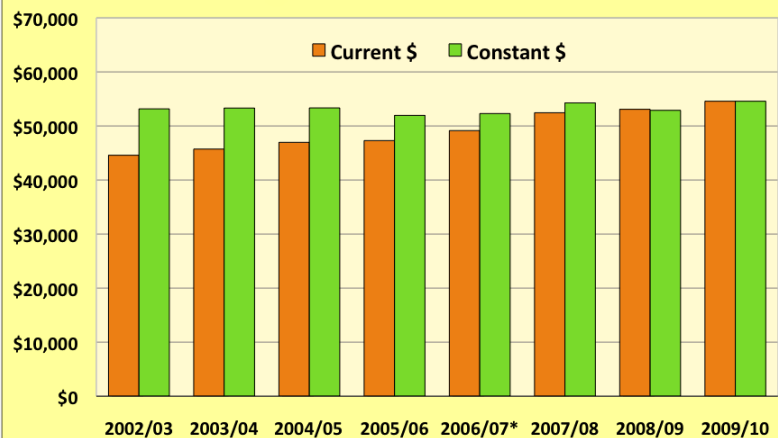
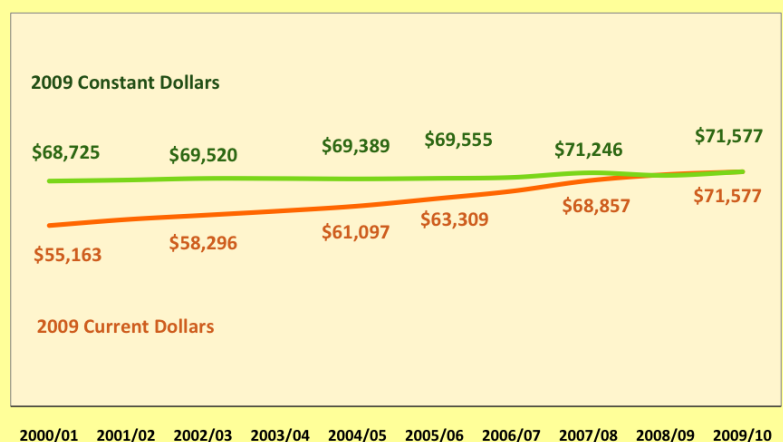


Figure 2. Growth in Sociology Faculty Salaries in Current and 2009 Constant Dollars, AY 2000/01 to AY 2009/10 (All Ranked Faculty)



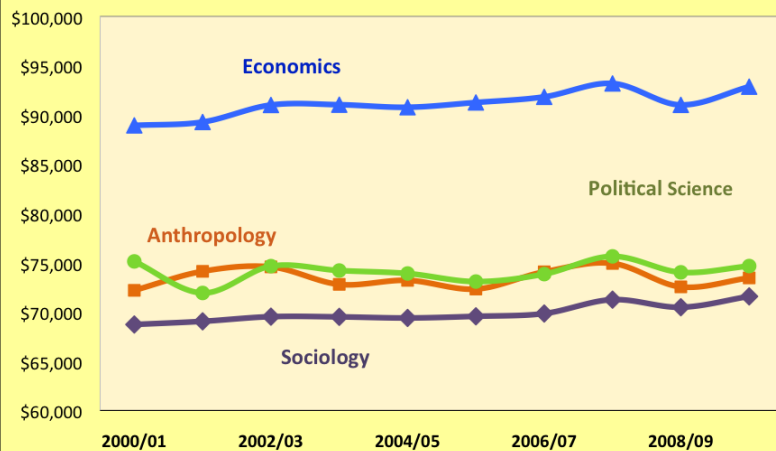
* Calculations are based on weighted data. Salary data for AY 2006/07 in Figure 1 is unweighted.
 • Excludes instructor salaries. AY 2000/01 - AY 2001/02 new assistant professor salaries are unavailable.
 • Source: CUPA-HR. 2010. "2009-10 National Faculty Salary Survey by Discipline and Rank in Four-Year College and Universities." Knoxville, TN: College and University Professional Association for Human Resources.
 • Source: US Department of Labor. Bureau of Labor Statistics. 2010. Consumer Price Index. Retrieved March 14, 2010 (<http://www.bls.gov/CPI>).

SOCIAL SCIENCE FACULTY SALARIES

**Table 2. Average Sociology Faculty Salaries in 2009 Constant Dollars,
AY 2000/01 - AY 2009/10**

Year	Full Professor	Annual Change	Associate Professor	Annual Change	Assistant Professor	Annual Change	All Faculty Ranks	Annual Change
2000/01	\$87,299	-	\$65,203	-	\$53,673	-	\$68,725	-
2001/02	\$87,792	0.6%	\$65,697	0.8%	\$53,646	0.0%	\$69,046	0.5%
2002/03	\$88,280	0.6%	\$65,942	0.4%	\$54,338	1.3%	\$69,520	0.7%
2003/04	\$88,846	0.6%	\$65,541	-0.6%	\$54,111	-0.4%	\$69,499	0.0%
2004/05	\$88,129	-0.8%	\$65,555	0.0%	\$54,482	0.7%	\$69,389	-0.2%
2005/06	\$88,436	0.3%	\$65,803	0.4%	\$54,397	-0.2%	\$69,555	0.2%
2006/07	\$89,080	0.7%	\$65,806	0.0%	\$54,631	0.4%	\$69,839	0.4%
2007/08	\$90,990	2.1%	\$67,036	1.9%	\$55,712	2.0%	\$71,246	2.0%
2008/09	\$89,488	-1.6%	\$66,702	-0.5%	\$55,151	-1.0%	\$70,447	-1.1%
2009/10	\$91,406	2.1%	\$67,396	1.0%	\$55,930	1.4%	\$71,577	1.6%
Overall Change	4.7%		3.4%		4.2%		4.1%	

**Figure 3. Average Salary Growth in Selected Social Science
Disciplines in 2009 Constant Dollars, AY 2000/01 to AY 2009/10
(All Ranked Faculty)**



Economics faculty members typically earn substantially more than faculty in the other social science disciplines. There are relatively small differences among the remaining social sciences, with sociology reporting the lowest average salaries. Social science salaries increased between AY 2009-2010, outpacing the negative inflation. In AY 2009-2010, faculty earned an average of \$71,576 in sociology, \$73,944 in anthropology, \$75,433 in political science, and \$95,793 in economics (see Table 3). Nonetheless, salary growth slowed in all these four social science disciplines.

Although sociology salaries tend to be the lowest among the social sciences, sociology faculty earned the second largest average raise in AY 2009-2010 (1.6%), with the third largest overall change over the past ten years in current dollars (26.7%). Economics faculty saw the largest raises, while anthropology and political science faculty had the lowest salary increases (less than 1%) in AY 2009-2010. The purchasing power of faculty in all four social science disciplines remained relatively flat over the last decade (see Figure 3). Salaries in 2009 constant dollar declined across the four disciplines in AY 2008-2009 but, while purchasing power recovered in AY 2009-2010, only sociology faculty fully recouped these losses (see Table 4). Table 4 also shows that sociology and economics share similar patterns. Between AY 2000-2001 and AY 2009-2010, faculty in both disciplines had slight increases in purchasing power (4.1% and 4.4%, respectively), followed by anthropology (1.7%). In other words, their market basket of goods contained more items in AY 2009-2010 than in AY 2000-2001. In contrast, political science faculty actually lost purchasing power during this time (-0.6% overall change). Their market basket of goods held fewer items in AY 2009-2010 than in AY 2000-2001.

**Table 3. Average Social Science Faculty Salaries by Discipline (in Current Dollars),
AY 2000/01 - 2009/10**

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%
2009/10	\$71,756	1.6%	\$73,944	0.3%	\$95,793	1.7%	\$75,433	0.3%
Overall Change	26.7%		27.6%		34.2%		25.1%	

- Excludes Instructor salaries.
- Calculations based on weighted data.
- Source: CUPA-HR. 2010. "2009-10 National Faculty Salary Survey by Discipline and Rank in Four-Year College and Universities." Knoxville, TN: College and University Professional Association for Human Resources.
- Source: US Department of Labor. Bureau of Labor Statistics. 2010. Consumer Price Index. Retrieved March 14, 2010 (<http://www.bls.gov/CPI>).

Table 4. Average Social Science Faculty Salaries by Discipline in 2009 Constant Dollars, AY 2000/01 - 2009/10

Year	Sociology		Anthropology		Economics		Political Science	
	Salary	% Change	Salary	% Change	Salary	% Change	Salary	% Change
2000/01	\$68,725	-	\$72,191	-	\$88,932	-	\$75,129	-
2001/02	\$69,046	0.5%	\$74,121	2.7%	\$89,278	0.4%	\$71,925	-4.3%
2002/03	\$69,520	0.7%	\$74,574	0.6%	\$91,005	1.9%	\$74,649	3.8%
2003/04	\$69,499	0.0%	\$72,797	-2.4%	\$91,032	0.0%	\$74,202	-0.6%
2004/05	\$69,389	-0.2%	\$73,204	0.6%	\$90,776	-0.3%	\$73,901	-0.4%
2005/06	\$69,555	0.2%	\$72,325	-1.2%	\$91,261	0.5%	\$73,083	-1.1%
2006/07	\$69,839	0.4%	\$74,072	2.4%	\$91,832	0.6%	\$73,839	1.0%
2007/08	\$71,246	2.0%	\$74,923	1.1%	\$93,189	1.5%	\$75,639	2.4%
2008/09	\$70,477	-1.1%	\$72,545	-3.2%	\$91,015	-2.3%	\$74,021	-2.1%
2009/10	\$71,577	1.6%	\$73,454	1.3%	\$92,863	2.0%	\$74,657	0.9%
Overall Change	4.1%		1.7%		4.4%		-0.6%	

- Excludes Instructor salaries.
- Calculations based on weighted data.
- Source: CUPA-HR. 2010. "2009-10 National Faculty Salary Survey by Discipline and Rank in Four-Year College and Universities." Knoxville, TN: College and University Professional Association for Human Resources.
- Source: US Department of Labor. Bureau of Labor Statistics. 2010. Consumer Price Index. Retrieved March 14, 2010 (<http://www.bls.gov/CPI>).

CONCLUSION

Average annual sociology faculty salaries increased in AY 2009-2010, slightly outpacing inflation. Although sociology is the lowest paid discipline among the social sciences, it saw the second highest increases in average annual salary, and it was the only discipline to recoup buying power lost in the previous academic year. Overall, faculty salary growth, across the social sciences, has slowed in the last two years. Some of this declining rate of growth may reflect the retirement of the highest paid senior faculty. However, these data do not reflect the impact of other cost cutting measures such as furloughs, hiring freezes, flat salaries, increases in hiring of part-time faculty, elimination of benefits, and the potential elimination of departments and tenure-track positions. Faculty members do not have a voice in these decisions at many schools (Wilson 2009).

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