

CUPA 2006–2007 Faculty Salary Comparisons for KSU by Program Categories

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About CUPA. KSU participates annually in the National Faculty Salary Survey conducted by the College and University Professional Association for Human Resources (CUPA). The CUPA survey produces average salary comparisons by program area categories (using CIP codes) and permits the customized formulation of comparison groups. Results for that salary survey are presented below for the 2006-2007 academic year. Average (mean) nine-month salaries are reported. Key results from the CUPA survey were extracted, summarized, and interpreted by the staff of Enterprise Information Management. Questions about the analysis should be directed to Ed Rugg at 3609.

Comparison Groups. Until KSU awards at least 20 doctoral degrees per year, it will have the Carnegie Classification of “Master’s/Large.” The “Master’s” comparison group referenced below is a selection of 27 public Master’s/Large institutions in Southern states, most of which have doctoral programs and many of which are metropolitan universities. The “Doctoral” comparison group referenced below is a selection of 21 public “Doctoral/Research Universities” (DRU) and “Research Universities (High Research Activity)” (RU/H) in the South. Many of these are also metropolitan universities. The doctoral comparison group excludes the very high research activity universities (RU/VH). Listings of the universities in both comparison groups are provided below.

A/B Codes for KSU Comparisons. KSU’s average salaries were coded as “Above” (A) or “Below” (B) the comparison groups’ at a specific faculty rank if KSU’s average was about 10% (plus or minus 5 percentage points) above or below the comparison group’s. Double A’s or B’s were assigned when KSU’s average was about 20% (plus or minus 5 percentage points) above or below. Similarly, triple A’s or B’s were assigned when KSU’s average was about 30% (plus or minus 5 percentage points) above or below the comparison group’s average.

Small N Caution. The asterisk assigned to several of KSU’s specific average salary figures is a warning that the mean salary is calculated for fewer than five faculty members and could therefore, be highly susceptible to distortion by a single high or low salary when averaging that small number (N) of salaries. In general, caution is advised not to put too much stock in the precision of most of the KSU average salaries since these are often based on fewer than ten cases and rarely exceed 20. The sample sizes in the comparison groups are often in the hundreds and therefore, will be more stable averages that are less susceptible to distortion. When average salaries for comparison groups are missing in the table, they were generally not reported by CUPA because of small N’s. The comparisons in this report are useful for making general interpretations and conclusions, but should not be used to define precise and absolute salary differences.

Regional Differences. Faculty salaries, like the cost of living, are generally lower in the South than in the Northeast or West Coast. Although competition for faculty is often national, average salaries at KSU and in these Southern comparison groups are lower than other regions of the country.

Salary Compression. The range of salary differences can become restricted or compressed when many new assistant professors are hired at an average salary that is very close to or higher than the average of existing or more experienced assistant professors. In addition, when market conditions for the salaries of new hires at the junior ranks repeatedly grow faster than the salary increases of existing faculty at all ranks over a period of many years, differences among the average salaries by rank shrink and can disappear in extreme cases. Over time, such compression not only reduces the absolute differences between junior and senior faculty ranks, but can cause the averages of the full and associate professors to be less competitive with peers. In a number of the program categories below, there is evidence that KSU's senior ranks are less competitive with peers as reflected in the predominance of the single and multiple B codes for both comparison groups.

| Program Category and Faculty Rank | Average Salaries \$1000's | | | KSU Comparisons | |
|---|---------------------------|----------|----------|-----------------|----------|
| | KSU | Master's | Doctoral | Master's | Doctoral |
| College of the Arts | | | | | |
| Visual and Performing Arts (50) | | | | | |
| Professor | * 64.2 | 69.5 | 74.8 | B | B |
| Associate | 51.3 | 55.8 | 58.1 | B | B |
| Assistant | 45.2 | 46.0 | 48.0 | | |
| New Assistant Professor | 45.2 | 45.3 | 45.8 | | |
| Instructor | * 48.9 | 37.5 | 38.7 | AAA | AAA |
| College of Business | | | | | |
| Business, Management, Marketing, and Related Support Services (52) | | | | | |
| Professor | 98.8 | 98.4 | 113.7 | | B |
| Associate | 87.6 | 86.0 | 94.0 | | B |
| Assistant | 85.5 | 82.7 | 93.7 | | B |
| New Assistant Professor | 87.3 | 84.3 | 93.9 | | B |
| Instructor | 53.7 | 49.4 | 51.4 | A | |
| College of Education and PTEU | | | | | |
| Education (13) | | | | | |
| Professor | 70.3 | 74.9 | 83.0 | B | BB |
| Associate | 57.8 | 59.9 | 63.6 | | B |
| Assistant | 51.8 | 50.5 | 53.8 | | |
| New Assistant Professor | 50.2 | 49.1 | 54.7 | | B |
| Instructor | 41.6 | 40.0 | 45.6 | | B |

| College of Health and Human Services | | | | | |
|--|--------|------|------|----|----|
| Health Professions and Related Clinical Studies (51) | | | | | |
| Professor | 70.4 | 76.9 | 87.5 | B | BB |
| Associate | 60.0 | 65.0 | 67.6 | B | B |
| Assistant | 53.4 | 53.1 | 56.9 | | B |
| New Assistant Professor | * 53.9 | 52.7 | 55.7 | | |
| Instructor | 49.3 | 46.7 | 47.6 | A | |
| Parks, Recreation, Leisure, and Fitness Studies (31) | | | | | |
| Professor | * 71.5 | 75.3 | 81.7 | B | B |
| Associate | 60.6 | 58.7 | 62.8 | | |
| Assistant | 45.1 | 49.9 | 52.6 | B | B |
| New Assistant Professor | * 45.0 | 48.7 | 49.7 | B | B |
| Instructor | 40.2 | 43.4 | 45.0 | B | B |
| Social Work (44.07) | | | | | |
| Professor | * 75.4 | 75.8 | 85.6 | | B |
| Associate | * 54.7 | 60.1 | 64.1 | B | B |
| Assistant | * 50.7 | 48.9 | 53.5 | | B |
| New Assistant Professor | * 50.0 | 48.2 | 53.5 | | B |
| Instructor | * 36.8 | 44.2 | 45.0 | BB | BB |
| College of Humanities and Social Sciences | | | | | |
| Communications, Journalism, and Related Programs (09) | | | | | |
| Professor | * 70.9 | 77.1 | 81.1 | B | B |
| Associate | * 58.6 | 57.6 | 61.3 | | |
| Assistant | 51.5 | 47.7 | 50.3 | A | |
| New Assistant Professor | * 50.3 | 47.4 | 49.4 | A | |
| Instructor | 36.3 | 41.0 | 41.6 | B | B |
| English Language and Literature/Letters (23) | | | | | |
| Professor | 72.5 | 70.2 | 75.6 | | |
| Associate | 53.9 | 55.4 | 57.0 | | B |
| Assistant | 47.5 | 45.0 | 48.4 | | |
| New Assistant Professor | * 49.8 | 45.1 | 46.2 | A | A |
| Instructor | 37.5 | 33.0 | 36.2 | A | |
| Foreign Languages, Literature and Linguistics (16) | | | | | |
| Professor | * 62.3 | 71.6 | 77.8 | B | BB |
| Associate | * 51.5 | 56.5 | 58.5 | B | B |
| Assistant | 47.6 | 45.9 | 47.1 | | |
| New Assistant Professor | 47.9 | 44.0 | 43.8 | A | A |
| Instructor | * 40.0 | 34.3 | 35.6 | AA | A |

| History (54) | | | | | |
|--|--------|------|-------|-----|-----|
| Professor | 64.3 | 74.4 | 78.5 | B | BB |
| Associate | * 51.5 | 55.2 | 58.8 | B | B |
| Assistant | 46.8 | 46.4 | 48.1 | | |
| New Assistant Professor | * 47.3 | 45.1 | 46.3 | | |
| Instructor | * 40.0 | 37.8 | 40.0 | | |
| Philosophy and Religious Studies (38) | | | | | |
| Professor | * 56.0 | 76.9 | 82.8 | BBB | BBB |
| Associate | | 55.8 | 57.3 | | |
| Assistant | * 47.2 | 46.7 | 48.4 | | |
| New Assistant Professor | * 47.5 | 47.3 | 45.3 | | |
| Instructor | * 38.0 | 35.3 | 33.4 | A | A |
| Psychology (42) | | | | | |
| Professor | * 61.4 | 74.5 | 86.1 | BB | BBB |
| Associate | * 52.5 | 58.7 | 61.9 | B | BB |
| Assistant | 47.1 | 48.8 | 54.1 | | B |
| New Assistant Professor | * 46.6 | 49.3 | 54.8 | B | B |
| Instructor | | 37.0 | 44.5 | | |
| Security and Protective Services (43) [CJ] | | | | | |
| Professor | * 55.7 | 78.1 | 79.5 | BBB | BBB |
| Associate | | 61.0 | 65.0 | | |
| Assistant | * 48.6 | 48.3 | 52.1 | | B |
| New Assistant Professor | * 47.5 | 46.5 | 53.1 | | B |
| Instructor | * 41.0 | 42.2 | 42.0 | | |
| Public Administration (44.04) | | | | | |
| Professor | | 89.9 | 87.0 | | |
| Associate | * 65.4 | 64.3 | 73.2 | | B |
| Assistant | * 49.3 | | 59.8 | | BB |
| New Assistant Professor | * 48.5 | | | | |
| Instructor | | | | | |
| Social Sciences (45) | | | | | |
| Professor | * 60.1 | 78.8 | 87.1 | BB | BBB |
| Associate | 52.4 | 60.1 | 64.9 | B | BB |
| Assistant | 47.2 | 50.2 | 53.5 | B | B |
| New Assistant Professor | 46.3 | 50.7 | 51.8 | B | B |
| Instructor | 41.5 | 41.5 | 42.4 | | |
| College of Science and Mathematics | | | | | |
| Computer and Information Sciences and Support Services (11) | | | | | |
| Professor | 95.2 | 95.3 | 107.2 | | B |
| Associate | 92.3 | 83.0 | 86.0 | A | A |
| Assistant | 82.9 | 75.0 | 77.9 | A | A |
| New Assistant Professor | 79.2 | 72.5 | 78.4 | A | |
| Instructor | 56.4 | 44.5 | 49.1 | AAA | A |

| Mathematics and Statistics (27) | | | | | |
|--|--------|------|------|----|-----|
| Professor | 66.5 | 76.7 | 85.4 | B | BB |
| Associate | 59.6 | 59.8 | 65.0 | | B |
| Assistant | 48.8 | 50.6 | 55.5 | | B |
| New Assistant Professor | * 50.0 | 50.7 | 56.2 | | B |
| Instructor | 37.1 | 36.9 | 39.1 | | B |
| Biological and Biomedical Sciences (26) | | | | | |
| Professor | 71.0 | 80.2 | 92.7 | B | BB |
| Associate | 55.0 | 59.8 | 67.8 | | BB |
| Assistant | 50.1 | 50.6 | 56.5 | | B |
| New Assistant Professor | * 50.3 | 50.7 | 53.0 | | B |
| Instructor | 38.4 | 36.9 | 44.4 | | B |
| Physical Sciences (40) | | | | | |
| Professor | * 63.1 | 80.3 | 91.0 | BB | BBB |
| Associate | 58.6 | 61.8 | 66.6 | B | B |
| Assistant | 49.7 | 50.5 | 57.7 | | B |
| New Assistant Professor | * 51.5 | 47.2 | 57.7 | A | B |
| Instructor | * 38.1 | 39.3 | 40.4 | | |
| University College | | | | | |
| Liberal Arts and Sciences, General Studies, and Humanities (24) | | | | | |
| Professor | | | | | |
| Associate | * 59.2 | | | | |
| Assistant | 47.5 | | | | |
| New Assistant Professor | * 45.0 | | | | |
| Instructor | 40.6 | | | | |
| Kennesaw State University Overall | | | | | |
| All Program Categories Combined | | | | | |
| Professor | 77.7 | 82.9 | 93.0 | B | BB |
| Associate | 62.9 | 64.5 | 69.1 | | B |
| Assistant | 54.7 | 54.0 | 58.5 | | B |
| New Assistant Professor | 56.0 | 54.6 | 58.8 | | |
| Instructor | 43.2 | 40.6 | 43.5 | A | |

CUPA 2006 Master's/ Large Universities in KSU's Master's Comparison Group

Appalachian State University (Boone, NC)
Arkansas State University (State University, AR)
Eastern Kentucky University (Richmond, KY)
Florida Gulf Coast University (Fort Myers, FL)
James Madison University (Harrisonburg, VA)
Lamar University (Beaumont, TX)
Marshall University (Huntington, WV)
Middle Tennessee State University (Murfreesboro, TN)
Northern Kentucky University (Highland Heights, KY)
Northwestern State University (Natchitoches, LA)
Sam Houston State University (Huntsville, TX)
Southeastern Louisiana University (Hammond, LA)
Texas State University-San Marcos (San Marcos, TX)
Towson University (Baltimore, MD)
University of Central Arkansas (Conway, AR)
University of Houston - Clear Lake (Houston, TX)
University of Louisiana at Monroe (Monroe, LA)
University of Maryland Baltimore County (Baltimore, MD)
University of Maryland University College (College Park, MD)
University of North Carolina at Wilmington (Wilmington, NC)
University of North Florida (Jacksonville, FL)
University of South Alabama (Mobile, AL)
University of Tennessee at Chattanooga (Chattanooga, TN)
University of Texas at San Antonio (San Antonio, TX)
University of Texas - Pan American (Edinburg, TX)
University of West Georgia (Carrollton, GA)
Valdosta State University (Valdosta, GA)

CUPA 2006 Aspirational Research Universities in KSU's Doctoral Comparison Group

East Carolina University (Greenville, NC)
East Tennessee State University (Johnson City, TN)
Florida Atlantic University (Boca Raton, FL)
Florida International University (Miami, FL)
Georgia Southern University (Statesboro, GA)
Old Dominion University (Norfolk, VA)
The University of Memphis (Memphis, TN)
University of Alabama in Huntsville (Huntsville, AL)
University of Arkansas at Little Rock (Little Rock, AR)
University of Central Florida (Orlando, FL)
University of Louisiana at Lafayette (Lafayette, LA)
University of Louisville (Louisville, KY)
University of New Orleans (New Orleans, LA)
University of North Carolina at Charlotte (Charlotte, NC)
University of North Carolina at Greensboro (Greensboro, NC)
University of North Texas (Denton, TX)
University of Southern Mississippi (Hattiesburg, MS)
University of Texas at Arlington (Arlington, TX)
University of Texas at Dallas (Richardson, TX)
University of Texas at El Paso (El Paso, TX)
University of West Florida (Pensacola, FL)