



College and University Professional
Association for Human Resources

PRESS RELEASE

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Public Institutions Lagged Behind Private Institutions in Awarding Salary Increases Last Year to Tenured/Tenure-Track Faculty Members

The College and University Professional Association for Human Resources (CUPA-HR) recently released the findings of its 2012-13 Faculty in Higher Education Salary Survey by Discipline, Rank and Tenure Status in Four-Year Colleges and Universities (formerly the National Faculty Salary Survey).

The overall median base salary increase in 2012 for tenured/tenure-track faculty members was 2.1% (up slightly from 1.9% last year). However, data show that increases occurred more frequently at private institutions than public institutions (this has been the case for several years now, but the gap this year is less than it has been in recent years). For public institutions, the median salary increase was 1.9%; for private institutions, the median increase was 2.4%.

This finding reflects the salaries of 184,924 tenured/tenure-track faculty members at 794 institutions nationwide. Data are collected by discipline for the ranks of professor, associate professor, assistant professor, new assistant professor and instructor. Data for assistant professors also includes the salaries of new assistant professors. **This year, for the first time, salaries were reported separately for tenured/tenure-track faculty and non tenure-track faculty. The results shared in this press release are for tenured/tenure-track faculty only.**

According to the Bureau of Labor Statistics, the annual Consumer Price Index for all urban consumers [CPI-U] in 2012 was 2.1% higher than in 2011. As such, the median salary increase this year was the same as inflation for all institutions combined, slightly less than inflation for the publics and better than inflation for the privates.

Data Breakdown

Salary Increases by Carnegie Class: Median increases in faculty salary continue to be higher at private than at public institutions across all Carnegie classes, but the differences are less than they have been in past years, with the largest being 0.8% for doctoral institutions.

Salary Increases by Rank: Median increases in salary by rank were higher at private than at public institutions for all ranks but instructors. The largest difference in favor of private institutions is 0.8% (for the ranks of professor and associate professor); in contrast, the increase for instructors at public institutions is 0.5% higher than for instructors at private schools.

Highest-Paid Faculty Disciplines: The 2-digit disciplines with the highest average salaries are the same for private and public institutions for all ranks combined and for each rank but instructor, and also the same as the last five years — Legal Professions and Studies; Engineering; and Business, Management, Marketing and Related Support Services. For instructors, Social Sciences appears for the first time in the top three highest paying disciplines at private institutions while Computer and Information Sciences appears for the first time as a top-paying discipline for instructors at public. Engineering has the fourth highest average salary for instructors at both public and private institutions.

Lowest-Paid Faculty Disciplines: For all ranks combined, and at each rank, the disciplines with the lowest average salaries are mostly different for private and public institutions. This has always been the case. The disciplines in this category also tend to be similar from year-to-year.

Distribution of Full Professors: Legal Professions and Studies has the highest percentage of full professors at both private and public institutions; Engineering is also in this group for both. Also with a high percentage of full professors is Theology and Religious Vocations for private institutions and Agriculture, Agriculture Operations and Related Sciences for public institutions. At the other end of the spectrum, the two disciplines with the lowest percentage of full professors, at both private and public institutions, are Library Science and Homeland Security, Law Enforcement, Firefighting and Related Protective Services.

[Visit the CUPA-HR website to read the full Executive Summary, view select data tables, or order survey results.](#) (Please note, this page will not be updated with the 2013 information until 12:01 a.m. March 11)

Survey Participants

Public institutions comprise 40% (316) of the 2012-13 respondents and private institutions comprise 60% (478) of respondents. The responding private institutions include slightly more religiously affiliated (249) than private independent and for-profit (non-religious) institutions (229). In terms of classification, Master's colleges and universities are the largest group of participants at 46.0% (365) and include more private than public institutions. Baccalaureate colleges comprise 26.6% (211) of respondents. Doctorate-Granting (Doctoral) institutions comprise 19.9% (158) of respondents, and two-thirds are public. Special Focus institutions are the smallest segment of respondents at 7.6% (60), and almost all are private institutions. About 36% (113) of the responding public institutions report that their faculties are unionized.

About CUPA-HR

CUPA-HR is higher ed HR. We serve higher education by providing the knowledge, resources, advocacy and connections to achieve organizational and workforce excellence. Headquartered in Knoxville, Tennessee, and serving more than 15,600 HR professionals and other campus leaders at more than 1,900 member organizations around the country and abroad, the association offers learning and professional development programs, higher education salary and benefits data, extensive online resources and just-in-time regulatory and legislative information. Our membership includes 92 percent of all U.S. doctoral institutions, 75 percent of all master's institutions, 60 percent of all bachelor's institutions and 600 community colleges and specialized institutions.

CUPA-HR is the recognized authority on compensation surveys for higher education, with its five salary surveys designed *by* higher ed HR professionals *for* higher ed HR professionals and other campus leaders.