PRESS RELEASE

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Median Base Pay for Tenured/Tenure-Track Faculty Increased 2 Percent in 2014
Faculty at Public Baccalaureate Institutions Fared Best, With a Median Increase of 2.7 Percent

The College and University Professional Association for Human Resources (CUPA-HR) recently released the findings of its 2014-15 Faculty in Higher Education Salary Survey by Discipline, Rank and Tenure Status in Four-Year Colleges and Universities. Data show that the overall median base salaries of tenured/tenure-track faculty members in U.S. higher education institutions increased by 2 percent in 2014 (down a tenth of a percent from the year prior). For the second year in a row, increases were slightly greater at public institutions (2.1%) than at private institutions (2.0%).

This finding reflects the salaries of 177,125 tenured/tenure-track faculty members at 756 institutions nationwide. Data are collected by discipline for the ranks of professor, associate professor, assistant professor, new assistant professor and instructor. 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 2014 was 1.6% higher than in 2013. As such, the median salary increase this year was better than inflation for both public and private institutions.

Data Breakdown
Salary Increases by Carnegie Class: In terms of Carnegie Classification, median increases were highest for public baccalaureate institutions (2.7%), followed by public doctoral institutions (2.3%). Increases for private institutions were 2 percent for all four Carnegie categories.

Salary Increases by Rank: Continuing the trend from the year prior, median increases by rank were greater at public than at private institutions for all ranks but assistant professor, which were the same. This is quite a turnaround, as in the four years prior to 2013,
median increases for publics exceeded that of privates only once, and that was for instructors.

*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 also the same as the last seven years — Legal Professions and Studies; Engineering; and Business, Management, Marketing and Related Support Services.

*Lowest-Paid Faculty Disciplines:* The 2-digit disciplines with the lowest average salaries are different for private and public institutions for all ranks combined. For privates, the lowest average salaries are in the disciplines of Communications Technologies/Technicians and Support Services; Theology and Religious Vocations; and Parks, Recreation, Leisure and Fitness Studies. For publics, the lowest average salaries are in the disciplines of Visual and Performing Arts; English Language and Literature/Letters; and Library Science.

**Comparison of Non-Tenure-Track Teaching Faculty Salaries to Tenured/Tenure-Track Faculty Salaries**
By affiliation, for all disciplines combined, the median average salary for non-tenure-track teaching faculty is 87.8% of that received by tenured/tenure-track faculty. The ratio is higher at private than at public institutions – 90.5% versus 86%. By rank, for all ranks, the relative average salary for non-tenure-track teaching faculty compared to tenured/tenure-track faculty is also higher at private than at public institutions, particularly for associate and full professors.

**Survey Participants**
Public institutions comprise 40% (303) of the 2014-15 respondents and private institutions comprise 60% (453) of respondents. The responding private institutions include slightly more religiously affiliated (242) than private independent and for-profit (non-religious) institutions (211).

In terms of classification, master’s colleges and universities are the largest group of participants at 46.2% (349) and include more private than public institutions. Baccalaureate colleges comprise 25.4% (192) of respondents. Doctoral institutions comprise 21.3% (161) of respondents, and two-thirds are public. Special Focus institutions are the smallest segment of respondents at 7.1% (54), and almost all are private institutions. More than a third (35%) of the responding public institutions report that their faculties are unionized.

Visit the CUPA-HR website to order survey results and to view select data tables and an executive summary.

**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 18,000 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 91 percent of all U.S. doctoral institutions, 77 percent of all master’s institutions, 57 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 seven salary surveys designed by higher ed HR professionals for higher ed HR professionals and other campus leaders.