

# 2007–08 CUPA Faculty Salary Comparisons for KSU by College

Enterprise Information Management  
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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 federal CIP (Classification of Instructional Programs) codes and permits the customized formulation of comparison groups. Results for that salary survey are presented below for the 2007-08 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 or Donna Hutcheson at 3609.

**Regional Differences.** Average faculty salaries and 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. Consequently, KSU's average salaries are compared in this report with those of comparable and aspirational universities in the large master's and doctoral/research public universities in the South.

**University Comparison Groups.** Until KSU awards at least 20 doctoral degrees per year, the federal government will continue to assign KSU to the Carnegie Classification of "Master's/Large." The "Master's" comparison group referenced in this report is a selection of 27 Master's/Large public universities in Southern states, most of which have doctoral programs and many of which are metropolitan universities like KSU. The "Doctoral" comparison group referenced in this report 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. These established doctoral/research universities constitute an aspirational comparison group for KSU. Listings of the universities in both comparison groups are provided in the appendix of this report. The doctoral comparison group excludes the very high research activity universities (RU/VH).

**College Comparison Groups.** CIP codes were originally designed to classify instructional programs and do not align well or tightly with the classification of faculty members. Inconsistencies in how participating institutions organize their faculties and assign them CIP codes preclude meaningful departmental or disciplinary comparisons in

many instances at the four-digit CIP code levels. This necessitated collapsing KSU's four-digit CIP code classifications into the general two-digit groupings to permit meaningful comparisons at the college level. In addition, KSU's sample sizes for most four-digit CIP codes are much too small to warrant meaningful comparisons at the department level. Averages calculated on less than 10 cases are typically not reported by statisticians. Averages calculated on small samples are potentially unstable and unrepresentative because of possible distortion caused by outliers or exceptional cases. Collapsing to the two-digit CIP level and within KSU's college structure strengthens the stability of the university's averages and their comparability. The "college" salary averages in the two comparator groups include only faculty with CIP codes comparable to KSU's. The College of Science & Mathematics was divided into two CIP groupings, separating Computer & Information Systems faculty from all others, because salary levels between those groups were so great at KSU and at comparator universities. The College of Education & PTEU includes education faculty members in other colleges.

**C/B/A Codes for KSU's Position Among Comparators.** To simplify interpretation of the comparisons of arithmetic means, the positions of KSU's averages relative to those of its comparators was coded as "C" for comparable to the comparator's average (less than 5 percentage points, plus or minus), "B" for below average (5 or more percentage points lower), or "A" for above average (5 or more percentage points higher).

**Salary Compression.** The range of average salary differences can become restricted or compressed when market conditions for the salaries of new hires at the junior ranks repeatedly grow faster than the salary increases of continuing faculty over a period of years. Progressive differences among the average salaries by rank can shrink or disappear under these conditions of salary compression.

### **Highlights of the 2007-08 Faculty Salary Comparisons.**

- KSU's average faculty salaries for the university as a whole and in its colleges tended to be comparable to most of the averages at other large master's universities in the South, but fell below most of the averages in college-level comparisons with established doctoral research universities.
- More of the KSU average salaries at the senior ranks, especially for full professors, were below the averages at both groups of comparator universities, reflecting notable salary compression at KSU.
- Below average salaries for full professors were especially pronounced in the College of Humanities & Social Sciences (14% below the master's average and 20% below the doctoral average) and the Science & Mathematics group (13% below the master's average and 21% below the doctoral average). In other colleges where doctoral program initiatives are underway, KSU average salaries for full professors were 16% below those in the doctoral comparator group in Health & Human Services, 14% below in Education, and 12% below in Business.

- Signs of salary compression in KSU's junior ranks also existed in that the average salary for new hires at the rank of assistant professor was higher than the average salary of continuing assistant professors in the university overall and in its College of Business, College of Education & PTEU, and College of Science & Mathematics; the differences between new and continuing assistant professors in KSU's other colleges were typically small, reflecting salary compression as well.
- In contrast to the averages for the professorial ranks, average salaries for Instructors at KSU and in most of its colleges were higher than the averages at other large master's universities in the South and were occasionally higher than some college averages for Instructors in the doctoral universities group. The average salary for Instructors in Science & Mathematics at KSU was an exception. Whereas average salaries at the other ranks in Science & Mathematics were higher than those in Humanities and Social Sciences, the reverse was true for Instructors in Science & Mathematics at KSU.
- KSU's above average salaries for its Assistant and Associate Professors in Computer & Information Systems probably continue to reflect the influence of Georgia's Yamacraw special funding initiative earlier in the decade when a number of CS/IS faculty were hired at levels comparable to distinguished professors at research universities.
- Average salaries were highest in the business and computing fields and lowest in the arts, humanities, and social sciences at KSU and at peer institutions. The average faculty salary for new assistant professors in the business fields was twice the size of the average for new assistant professors in the arts, not only at KSU, but at comparable master's and doctoral universities as well.
- Because the average salaries of business and computer science faculty were so much higher than those of faculty in the other disciplines at KSU, institutional averages by rank can be misleading in that they were not representative of any of KSU's colleges. Average salaries in the College of Business and in Computer and Information Systems were substantially higher than KSU's averages at every rank, and the averages in the other colleges were substantially lower than the institutional averages. That was the case in the comparator groups as well.
- At the college level, KSU's faculty salaries were typically not competitive with those at aspirational peer institutions in the doctoral research classification; they were more competitive with peers in the large master's category, except in most of KSU's senior ranks across colleges.
- Signs of notable faculty salary compression were more prominent at KSU than in its comparative peer groups.

Faculty Rank	Average 9-Month Salaries \$1000's			KSU Position	
	KSU	Master's	Doctoral	Master's	Doctoral
<b>Kennesaw State University Overall</b>					
Professor	81.1	83.5	90.2	C	B
Associate Professor	66.3	66.9	68.9	C	C
Assistant Professor	57.1	56.1	58.8	C	C
New Assistant Professor	57.6	55.3	55.8	C	C
Instructor	45.1	41.8	43.2	A	C
<b>College of the Arts</b>					
Professor	*72.4	72.5	77.9	C	B
Associate Professor	55.2	58.5	60.9	B	B
Assistant Professor	47.1	47.8	49.7	C	B
New Assistant Professor	*45.0	46.5	47.8	C	B
Instructor	*44.8	39.7	39.6	A	A
<b>College of Business</b>					
Professor	104.1	108.1	118.3	C	B
Associate Professor	92.7	93.7	97.9	C	B
Assistant Professor	87.8	88.8	94.6	C	B
New Assistant Professor	*89.8	92.7	95.0	C	B
Instructor	57.2	50.6	52.8	A	A
<b>College of Education and PTEU</b>					
Professor	74.2	80.1	85.9	B	B
Associate Professor	59.5	61.4	65.9	C	B
Assistant Professor	53.1	52.5	55.7	C	B
New Assistant Professor	*55.6	50.9	54.6	A	C
Instructor	*42.7	41.5	45.2	C	B
<b>College of Health and Human Services</b>					
Professor	75.6	82.0	90.3	B	B
Associate Professor	62.1	67.4	69.8	B	B
Assistant Professor	55.3	56.0	59.0	C	B
New Assistant Professor	*54.3	54.0	56.1	C	C
Instructor	47.4	48.6	49.8	C	B
<b>College of Humanities and Social Sciences</b>					
Professor	67.9	78.6	84.9	B	B
Associate Professor	59.1	60.3	62.7	C	B
Assistant Professor	50.1	49.2	52.0	C	C
New Assistant Professor	49.7	47.4	51.4	A	B
Instructor	40.5	37.5	38.5	A	A
<b>College of Science and Mathematics</b>					
<b>COMPUTER AND INFORMATION SYSTEMS</b>					
Professor	*101.4	101.3	113.4	C	B
Associate Professor	*97.3	87.5	90.4	A	A
Assistant Professor	*83.2	77.7	82.9	A	C
New Assistant Professor		75.4	79.5		
Instructor	*54.6	47.8	49.9	A	A
<b>SCIENCE AND MATHEMATICS</b>					
Professor	72.1	82.5	91.4	B	B
Associate Professor	60.3	63.3	67.3	B	B
Assistant Professor	52.3	53.0	57.8	C	B
New Assistant Professor	*53.3	51.3	57.0	C	B
Instructor	38.8	38.6	41.6	C	B
<b>University College</b>					
Professor	*69.0				
Associate Professor	*61.7	64.6		C	
Assistant Professor	48.5	43.8		A	
New Assistant Professor	*45.0				
Instructor	39.5				

\*Caution: sample size is less than 10.

## Appendix

### **KSU's Peer Group of Master's/Large Public Universities in the South**

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)

### **KSU's Aspirational Peer Group of Doctoral Research Public Universities in the South**

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)