

Faculty Salaries

Recruiting and retaining outstanding faculty is essential to enhancing Florida State's quality of instruction and research. Fair and competitive salaries represent a primary tool used to attract and keep excellent faculty.

In an ideal economic setting faculty salaries would be a function of supply and demand, but in reality we find several factors influencing faculty salaries. These factors may be external or internal and include circumstances at the time of hire as well as conditions following the hire. Examples of external factors influencing salaries are legislative budget restrictions and general market factors. Examples of internal salary factors are institutional/departmental budget constraints, time in rank, tenure status, time at institution, and teaching or research/publications productivity.

Unfortunately, there is no national or regional salary comparison that accounts for all or even most of the factors listed above. Faculty salary surveys typically request the lowest, highest, and average salary per rank and discipline for a defined group of disciplines.

Faculty Salary Data

This study presents comparative information relating to instructional faculty salaries. The report compares FSU average salaries to nationwide faculty average salaries, Carnegie Research I class universities, and to southern university faculty average salaries by Classification of Instructional Programs (CIP) disciplines for the ranks of Professor, Associate Professor, Assistant Professor, and Instructor.

Sources for the study are the 2003-2004 Faculty Salary Survey of Institutions Belonging to <the> National Association of State Universities and Land-Grant Colleges (NASULGC) **and** data provided by the Southern University Group (SUG). The NASULGC survey is conducted annually by Oklahoma State University and is the most complete and usable salary study available for comparative data that is discipline specific. All NASULGC members which offer at least 5 different Ph.D. programs were invited to participate. This year OSU invited 105 institutions and university systems that belong to NASULGC to participate. Ninety-two institutions replied. Participating institutions included prestigious state universities from across the United States. OSU also provided Carnegie Classification Research I average salaries. (OSU retained the 1994 Carnegie classification system in its publication.) Forty-nine of the survey respondents are public Research I schools. Refer to Appendix A for a list of the 2003-04 Research I survey respondents.

The Southern University Group consists of 31 mostly southern public institutions and a representative from the Southern Regional Educational Board (see Appendix B). SUG members participate in a data exchange with the understanding that the information will be used internally and comparisons between the universities will be treated as confidential. The criteria for reporting instructional faculty for purposes of the SUG salary study are the same as the reporting criteria used for the OSU study.

The OSU survey requests information on faculty whose instructional assignment is greater than 50% who are employed full-time on a specified date in the fall. Salaries reported are based on a nine-month academic year salary. Summer compensation is not included in the salary data. For response purposes, FSU has defined instructional faculty by the following classifications: all Professors, Associate Professors, Assistant Professors, Instructors, and Lecturers; Department Chairpersons, Associate, or Assistant Chairpersons; Eminent Scholars; and Program Directors with academic rank. The FSU population reported for Fall 2003 numbered 1,084 (1,069 excluding Medicine).

Some salary comparisons are not entirely valid due to circumstances of reporting. For example, changes in organizational structure within the College of Education in recent years and subsequent CIP changes make some historical comparisons difficult. In addition, tracking a given discipline/rank year after year may not be possible as reorganization, promotions, resignations, improved error tracking, etc., deplete that category and result in no report.

Discussion of Data

Findings from Table I (refer to Tables section of this report)

Table I lists academic departments at FSU by name and associated CIP code, listing the average salary by rank for that department and comparing it with national (all OSU reporting institutions), Research I, and regional (SUG) average salaries for the same CIP discipline. "NOT PRINTED" indicates FSU reported only one faculty member for that discipline/rank. In order to protect the privacy of the individual, the salary is not printed in comparisons although it is included in the all-disciplines averages. "NOT REPORTED" means FSU was the only reporting unit* in the OSU survey or that there were fewer than four institutions providing data for a given unit to SUG.

Excluding medicine, FSU reported 58 Professor units, 59 Associate Professor units, and 58 Assistant Professor units for 2003-04. Table A illustrates the percentage of FSU professor, associate and assistant professor units with average salaries greater than comparable units.

TABLE A: % FSU Units with Average Salary > National / RES I / SUG Average Salary

| | OSU | | | RES I | | | SUG | | |
|---------|------|-------|------|-------|-------|------|------|-------|------|
| YEAR | Prof | Assoc | Asst | Prof | Assoc | Asst | Prof | Assoc | Asst |
| 2001-02 | 24% | 18% | 54% | 18% | 10% | 32% | 21% | 30% | 63% |
| 2002-03 | 23% | 17% | 63% | 19% | 11% | 38% | 25% | 26% | 68% |
| 2003-04 | 33% | 20% | 72% | 17% | 14% | 47% | 34% | 31% | 72% |

Table B represents a summary of Table I average salaries. FSU average salaries compare more favorably with national (OSU) and regional (SUG) averages, and less favorably with Research I average salaries. The all-disciplines & all-ranks average salary for FSU for 2003-04 is \$69,735. This figure represents 91.4% of the relevant national average salary, 86.2% of the comparable Research I average salary, and 92.9% of the corresponding SUG average salary.

TABLE B: All-Disciplines Average Salaries for 2003-2004

| Rank | FSU | OSU | Research I | SUG |
|----------------------------|----------|----------|------------|----------|
| Professor | \$86,691 | \$95,594 | \$99,866 | \$95,164 |
| Associate Professor | \$60,883 | \$66,449 | \$68,315 | \$65,650 |
| Assistant Professor | \$56,041 | \$57,320 | \$59,915 | \$56,993 |
| Instructor | \$27,436 | \$33,173 | \$32,388 | \$32,336 |
| All Ranks | \$69,735 | \$76,297 | \$80,875 | \$75,052 |

* One unit = Average salary for a given discipline (CIP) and rank

Table C also shows several FSU units that have average salaries greater than comparable national, Research I, and SUG average salaries for 2003-04. These 38 units representing 29 CIPs are summarized in Table C.

TABLE C: 2003-2004, FSU Units w/ Avg Salaries > National and Research I and SUG Avg Salaries

| CIP | Discipline | Rank(s) |
|--------|----------------------------------|---------------------------------|
| 040301 | Urban & Regional Planning | Assistant Professor |
| 110101 | Computer & Information Science | Associate Professor |
| 130406 | Higher Education Administration | Assistant Professor |
| 160101 | Modern Languages | Assistant Professor |
| 161201 | Classics | Associate Professor |
| 190501 | Food & Nutrition Studies | Assistant Professor |
| 220101 | Law | Associate & Assistant Professor |
| 230101 | English | Assistant Professor |
| 250101 | Information Studies | Associate & Assistant Professor |
| 270101 | Mathematics | Assistant Professor |
| 270501 | Statistics | Associate Professor |
| 380101 | Philosophy | Professor & Assistant Professor |
| 380201 | Religion | Professor & Assistant Professor |
| 400401 | Meteorology | Professor & Assistant Professor |
| 400501 | Chemistry | Assistant Professor |
| 400601 | Geology | Assistant Professor |
| 400702 | Oceanography | Assistant Professor |
| 420101 | Psychology | Assistant Professor |
| 430104 | Criminology | Associate & Assistant Professor |
| 440501 | Policy Sciences | Professor |
| 440701 | Social Work | Assistant Professor |
| 450201 | Anthropology | Assistant Professor |
| 451001 | Political Science | Professor & Assistant Professor |
| 451101 | Sociology | Professor & Assistant Professor |
| 459999 | Social Sciences & History, Other | Professor |
| 500301 | Dance | Assistant Professor |
| 500408 | Interior Design | Assistant Professor |
| 500501 | Theatre | Professor & Assistant Professor |
| 510204 | Communication Disorders | Assistant Professor |

However, not all FSU units fared as well. Units for which FSU average salaries are less than the national average salaries of lower rank are listed below.

- FSU Professor Average Salary Less Than National Associate Professor Average Salary
 - Educational Administration/Leadership (CIP 130401)
 - Accounting (CIP 520301)
 - Risk Management/Insurance (CIP 520805)
 - Marketing (CIP 521401)
- FSU Associate Professor Average Salary Less Than National Assistant Professor Average Salary
 - Chemical Engineering (CIP 140701)
 - Management (CIP 520201)
 - Accounting (CIP 520301)
 - Finance (CIP 520801)
 - Marketing (CIP 521401)

Seven of the nine units
are College of Business
units.

Findings from Table II (refer to Tables section of this report)

Table II represents an historical comparison of FSU average salaries as percentages of national average salaries by CIP. Nineteen FSU units have performed well historically (i.e., units exceeded comparable national averages for each year 1999-00 through 2003-04 [we eliminate those units with blanks and “not printed” from consideration]).

The FSU units with average salaries exceeding comparable national average salaries for 1999-00 through 2003-04 are:

Professor- Meteorology, Instructional Systems, Music, and Social Science (Other);

Associate Professor- Law, Economics, and Social Work;

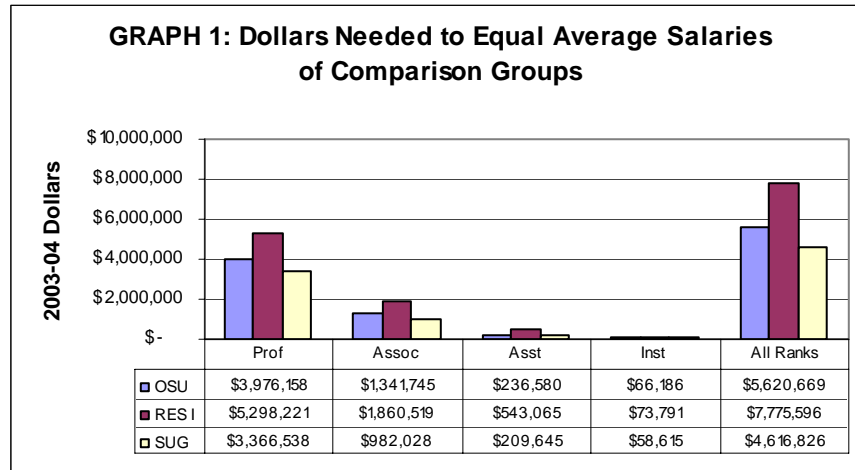
Assistant Professor- Modern Languages, Classics, English, Mathematics, Religion, History, Management Information Systems, Information Studies, Law, Music, Theatre, and Dance.

Analysis of Data

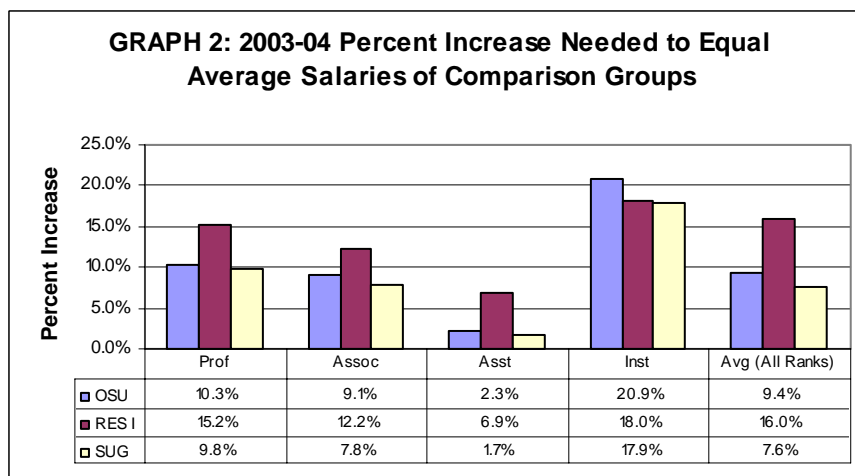
The Cost of Parity

Table B in the previous section shows the fact the all-disciplines FSU faculty average salaries are consistently less than comparison group average salaries. Realizing that recruitment and retention of top faculty is vital, an appropriate managerial question is how much additional money would FSU have to spend to bring its faculty average salaries in line with those of a comparison group? What would be the effect per faculty member? What percent increase does this imply?

The following graphs provide some answers to these questions. If FSU were in a position to match the unit-by-unit average salaries of the comparison groups (realize some FSU units already exceed the comparison group averages), it would require an additional \$5.6 million to equal OSU, or \$7.8 million to match Research I, or \$4.6 million to equal SUG [these dollars applied to FSU’s comparably “under-funded” units]. Graph 2 expresses the funds needed for parity as a percent of current FSU average salaries.



The graphs reveal that in terms of absolute dollars and on a percentage basis (excluding instructors) the FSU rank of professor would require the greatest amount to reach parity with any of their peers. For example, FSU survey population professors would require an average 15.2% increase to achieve salary equivalence with their Research I peers.



What are the trends?

FSU all-disciplines faculty average salaries continue to lag behind comparable salaries from the OSU survey. Using nine-year historical data (1995-96 – 2003-04) and applying simple linear regression techniques, the projected outlook is not encouraging for FSU. The overall trend is for the difference between national and FSU all-disciplines faculty average salaries to increase, in addition to the existing deficits.

The following table summarizes the findings. Please refer to Appendix D for graphics and additional details.

TABLE D: Estimated Annual Increase between National and FSU Average Salaries

| Rank | 2003-04: Estimated Annual Change in Average Salary Difference (Nat'l minus FSU) |
|----------------------------------|--|
| Professor | \$307 |
| Associate Professor | \$294 |
| Assistant Professor | \$148 |
| All Ranks (includes Instructors) | \$441 |

Table D shows FSU is losing ground to the national all-ranks average at approximately \$440 annually.

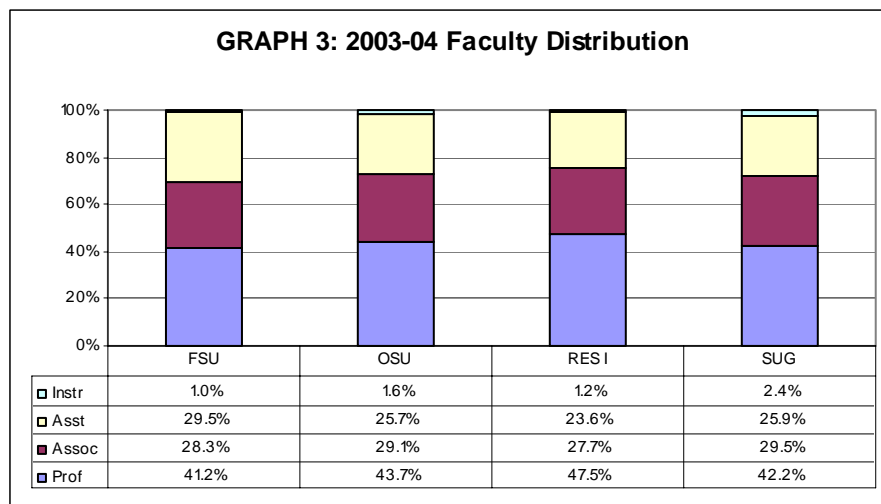
What other data are available?

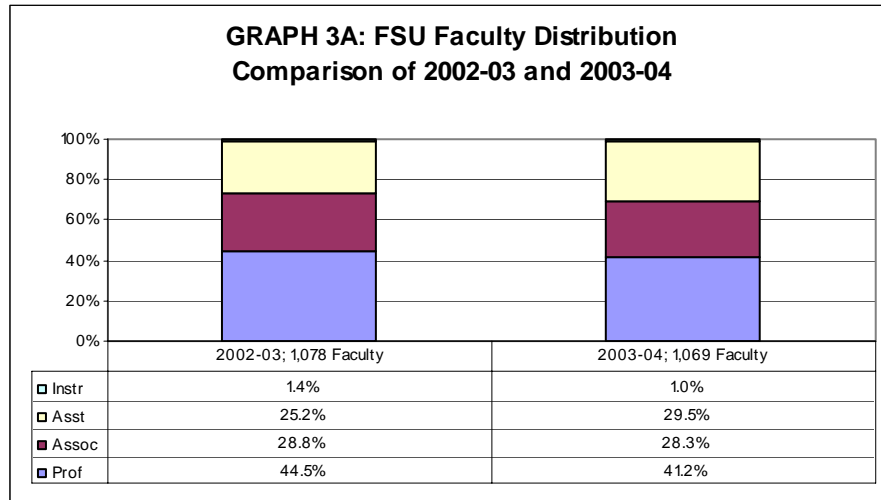
- ***Cost of Living Factors***

OSU and SUG surveys do not capture important data that might help explain salary differences between FSU and the comparison groups. Factors such as length of employment, time at rank, tenure status, and faculty productivity may be approached by individual institutions in self-examination, but there is no known national or regional comparative resource. However, two important factors we can begin to examine are cost of living differences and faculty mix. Appendix A includes the names of all responding Research I institutions. In addition this appendix includes the cost of living indices, tax loads, and median home value of most of the responding Research I institutions (relative to the urban or suburban area location of each campus). While a detailed examination using these variables is not possible (due to lack of individual institution data & incomplete cost of living information) it is safe to state that considering these factors would have a mitigating influence on average salary differences (FSU vs. Research I). The appendix shows the Research I (simple) average cost of living index is 104.4, compared with FSU/Tallahassee 100.0. Tallahassee reports a slightly higher than average property tax rate of \$15.60 per \$1,000 valuation compared with \$13.67 for Research I locales. With no state income tax, Tallahassee contrasts sharply with the Research I average of 5.13%. In addition, the median home value for Tallahassee is \$118,800, well below the national median of \$128,500.

- **Faculty Mix Differences**

Different faculty mix between FSU, OSU, Research I, and SUG can account for some of the average salary variations. Does FSU have a more senior or junior body of faculty than the comparison groups that could help explain the salary differences? Graph 3 shows a more junior faculty mix distribution at FSU compared with the distributions for OSU, Research I, and SUG. Research I institutions demonstrate a more senior faculty mix, with 48% being full professors compared with 41% at FSU. This helps explain why the gap in overall average salaries is widest between FSU and Research I schools. Moreover, Graph 3A shows the “greening” of FSU’s current faculty body relative to last year.



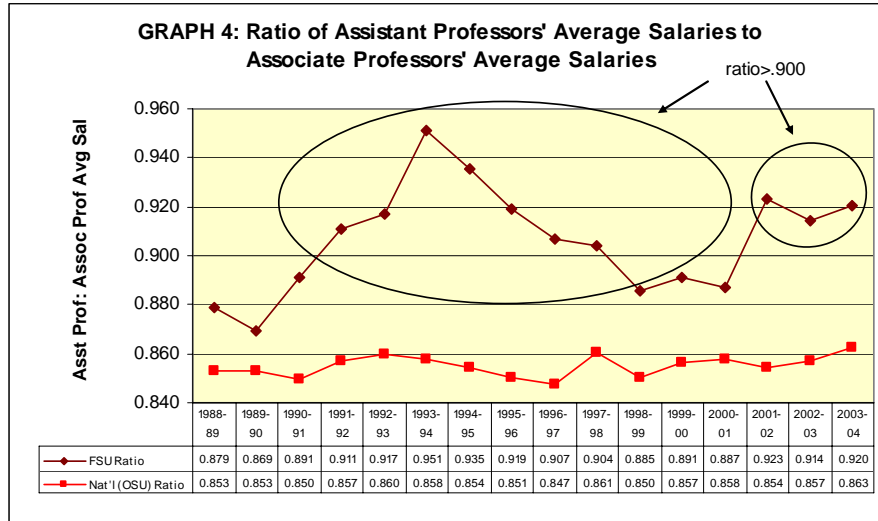


Salary Compression

“Salary compression refers to the phenomenon where junior faculty members receive salaries that approach or exceed those of faculty at more senior ranks. As you might expect, salary compression results in faculty turnover, low morale, and less willingness to support institutional initiatives.”¹ One method for analyzing salary compression is to determine the ratio of average salaries paid to junior faculty to the average salaries paid senior faculty. A ratio approaching unity (1.000) suggests salary compression. Graph 5 illustrates the fact the national ratio has remained relatively stable, between .850 and .860, while the FSU ratio has behaved more erratically. For years 1991-92 through 1997-98, the FSU ratio exceeded .900 (90.0%), and reached .951 in 1993-94. This overall ratio certainly suggests difficulties at the discipline level (historical detail data is not readily available and is beyond the intent of this report). However, from 1993-94 through 2000-01, the trend for FSU’s compression ratio has been a downward one. The likely major culprit behind this recent difficulty is the fact that during 1991-92 and 1992-93, faculty raises were not approved or were delayed by the legislature. (Refer to Appendix C for historical raise information.) Note the steep increase in FSU ratio values during this period and subsequent gradual abatement in compression values when regular increases again became a factor. During the “freeze” period assistant professors were being hired at competitive rates while incumbent associate professors were held to little or no increase.

The current FSU ratio is .920 compared with last year’s .914, and compared with the current national average of .863. This is a one-year FSU ratio increase of .006.

¹ Richard D. Howard, Julie K. Snyder, Gerald W. McLaughlin, “Faculty Salaries”, *The Primer for Institutional Research* (Tallahassee, FL, Association for Institutional Research, 1992), p.51



Conclusion

The 2003-04 FSU all-disciplines and all-ranks faculty average salary of \$69,735 is an all-time high, and exceeds last year's figure of \$68,701 by 1.5%. The following table compares 2002-03 and 2001-02.

TABLE E: FSU All-Disciplines Average Salaries Comparison, 2003-04 vs. 2002-03

| Rank | 2003-04 | 2002-03 | Percent Increase |
|---------------------|----------|----------|------------------|
| Professor | \$86,691 | \$83,905 | 3.3% |
| Associate Professor | \$60,883 | \$59,713 | 2.0% |
| Assistant Professor | \$56,041 | \$54,586 | 2.7% |
| Instructor | \$27,436 | \$24,484 | 12.1% |
| All Ranks (wtd.) | \$69,735 | \$68,701 | 1.5% |

Florida State average salaries regularly (1999-00 through 2003-04) exceeding the national (OSU) averages are:

Professor- Meteorology, Instructional Systems, Music, and Social Science (Other);

Associate Professor- Law, Economics, and Social Work;

Assistant Professor- Modern Languages, Classics, English, Mathematics, Religion, History, Management Information Systems, Information Studies, Law, Music, Theatre, and Dance.

Overall, FSU average salaries continue to lag behind comparable salaries of the OSU, Research I, and SUNG comparison groups. For example, the 2003-04 FSU all-disciplines & all-ranks average salary is 91% of OSU's, 86% of Research I's, and 93% of SUNG's average salary. It would require between \$5.6 and \$7.8 million (applied to FSU's survey population of 1,069 [excluding Medicine]), for FSU's average salary to achieve parity with a comparison group. However, current trends indicate continued divergence between FSU and national

overall average salaries.

Nevertheless, FSU/Tallahassee represents a modest overall cost of living including housing and income taxes <none> relative to the rest of the country and Research I comparison institutions. These factors, if applied, would play a moderating role in the difference between FSU and Research I average salaries.

The reader is advised caution on use of the statistics included in this report. Survey populations change each year and salary averages are affected by promotions, retirements and new hires, etc., in addition to general salary increases.