

University of South Alabama Faculty Salary Study Summary

The Office of Institutional Research & Planning conducted a study to compare 2004 - 2005 academic-year faculty salaries at USA with the salaries of faculty at comparable universities. Salaries were compared by *rank* within a particular *discipline*. For example: Salaries of individual full professors of English at USA were compared with the median salaries of full professors of English in the reference group of comparable universities.

A group of 17 comparable universities was established as the reference group. Six criteria were considered in selecting institutions for the reference group: type of control (public or private), geographic location, Carnegie Classification, size of enrollment, program mix, and number of degree completions. By design, we looked for largely similar--but not identical--institutions.

The following 17 universities were included in the reference group:

1. Appalachian State University
2. East Carolina University
3. East Tennessee State University
4. Georgia State University
5. James Madison University
6. Louisiana Tech University
7. Marshall University
8. Middle Tennessee State University
9. Old Dominion University
10. University of Alabama in Huntsville
11. University of Arkansas-Little Rock
12. University of Central Florida
13. University of Louisville
14. University of New Orleans
15. University of North Carolina-Charlotte
16. University of North Carolina-Greensboro
17. University of West Florida

The study was limited to the faculty ranks of professor, associate professor, and assistant professor.

The individual salary of each USA faculty member, by rank and discipline, was compared with the median salary of all reference-group faculty at the same rank and discipline. Any variation between the individual USA salary and the median salary of the reference group was calculated. Any USA faculty salary *below* the median of the reference group was considered a candidate for an upward salary adjustment--subject to the USA faculty member being on "full-merit status."

For a USA faculty member to be on full-merit status, he or she must have been accorded

a full-merit salary increase for the most recent five years, or, if employed for less than five years, the faculty member must have been accorded a full-merit salary increase for all years employed with the university.

If the study determined that an upward adjustment was appropriate, and if the faculty member is on full-merit status, the adjustment will be made in three steps--pending available funding. One third of the adjustment will be applied in fiscal year 2005-06 (effective with the October 1, 2005 salary increase), the second third in fiscal year 2006-07, and the final third in fiscal year 2007-08.

A copy of the results of the salary study is also available in the USA University Library.

University of South Alabama 2004-05 Faculty Salary Study of 17 Peer Universities			
CIP Code	Discipline	Rank	Peer Reference Group Median Salary*
09.01	Communication & Media Studies	Professor Associate Professor Assistant Professor New Assistant Professor	74,339 55,797 47,375 46,987
11.01	Computer & Information Sciences	Professor Associate Professor Assistant Professor	105,450 80,533 70,889
13.04	Education Admin & Supervision	Professor Associate Professor Assistant Professor	81,678 59,838 51,269
13.10	Special Education & Teaching	Professor Associate Professor Assistant Professor	72,960 57,401 49,161
13.11	Student Counseling & Personnel Svcs	Professor Associate Professor Assistant Professor	76,686 56,150 51,941
13.12	Teacher Ed & Prof Dev, Levels & Methods	Professor Associate Professor Assistant Professor	72,471 56,467 44,241
13.13	Teacher Ed & Prof Dev, Subjects	Professor Associate Professor Assistant Professor	69,697 54,044 40,485

14.08	Civil Engineering	Professor Associate Professor Assistant Professor	96,022 72,034 63,457
14.10	Electrical, Electronics & Com Engineering	Professor Associate Professor Assistant Professor	107,245 80,094 65,012
14.19	Mechanical Engineering	Professor Associate Professor Assistant Professor	98,888 76,107 61,164
16.01	Foreign Languages and Literatures	Professor Associate Professor Assistant Professor	74,643 54,268 43,991
23.01	English Language & Literature	Professor Associate Professor Assistant Professor	65,127 53,626 43,884
26.01	Biological & Biomedical Sciences	Professor Associate Professor Assistant Professor New Assistant Professor	76,470 59,823 48,556 51,000
27.01	Mathematics	Professor Associate Professor Assistant Professor New Assistant Professor	73,162 59,230 48,683 46,667
38.01	Philosophy	Associate Professor Assistant Professor	56,061 44,036
40.04	Meteorology	Associate Professor Assistant Professor	57,788 50,362
40.05	Chemistry	Professor Associate Professor Assistant Professor New Assistant Professor	84,336 59,298 50,659 47,478
40.06	Geological & Earth Sci/Geosciences	Professor Associate Professor	80,608 57,272
40.08	Physics	Professor Associate Professor Assistant Professor New Assistant Professor	81,215 59,154 50,421 51,000
42.01	Psychology	Professor Associate Professor Assistant Professor New Assistant Professor	76,642 57,074 49,301 47,250
43.01	Criminal Justice & Corrections	Professor Associate Professor Assistant Professor	83,808 63,874 48,348

44.07	Social Work	Professor	79,071
45.02	Anthropology	Professor Assistant Professor	68,029 44,774
45.07	Geography & Cartography	Professor Associate Professor	69,603 54,980
45.10	Political Science & Government	Professor Associate Professor Assistant Professor	78,732 58,022 44,425
45.11	Sociology	Professor Associate Professor Assistant Professor	69,441 55,432 46,091
50.05	Dramatic/Theatre Arts & Stagecraft	Professor Associate Professor Assistant Professor	68,860 55,956 41,529
50.07	Fine & Studio Art	Professor Associate Professor Assistant Professor	65,661 54,575 43,660
50.09	Music	Professor Associate Professor Assistant Professor New Assistant Professor	69,686 53,443 44,331 41,833
51.02	Speech Pathology/Audiology	Professor Associate Professor Assistant Professor	65,519 52,117 49,080
51.0908	Cardiorespiratory Sciences	Professor Associate Professor Clinical Assistant Professor	69,612 47,596 43,468
51.0911	Radiologic Technology/Sciences	Associate Professor Clinical Assistant Professor	47,014 38,361
51.0912	Physician Assistant Studies	Associate Professor Assistant Professor	61,204 58,491
51.10	Clinical Laboratory Sciences	Associate Professor Assistant Professor Clinical Assistant Professor	52,017 48,037 46,538
51.11	Occupational Therapy	Associate Professor Assistant Professor Clinical Assistant Professor	56,318 50,321 47,040
51.23	Physical Therapy	Professor Associate Professor Clinical Associate Professor Assistant Professor	67,847 60,389 55,481 54,516

51.16	Nursing	Professor Associate Professor Assistant Professor New Assistant Professor	81,498 63,230 48,629 45,214
52.02	Admin, Mgt & Operations	Professor Associate Professor Assistant Professor	95,985 83,421 81,704
52.03	Accounting & Related Services	Professor Associate Professor Assistant Professor	98,876 86,285 89,879
52.08	Finance & Financial Management Srvcs.	Professor Associate Professor Assistant Professor	110,122 89,681 97,420
52.14	Marketing	Professor Associate Professor Assistant Professor	102,859 87,381 85,567
54.01	History	Professor Associate Professor Assistant Professor	70,427 55,532 43,415
	Reference Librarian_____		55,393
	Reference Specialist_____		36,019
	Catalog Librarian,		52,767
	Catalog Specialist_____		28,678
<p>*Salaries converted to nine-month salaries.</p> <p>Reference group median salaries reported only for actual discipline/rank instances submitted by institution. Therefore, not all ranks in all disciplines appear in this report.</p> <p>2004-05 Faculty Salary Study conducted by the Office of Institutional Research & Planning.</p>			