



THE UNIVERSITY *of*  
ALABAMA SYSTEM

# **FY 2016-2017 SUG/UAS Salary Analysis For Full-Time Instructional Faculty**

**May 2017**



# ACKNOWLEDGEMENTS

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# INTRODUCTION

The University of Alabama (UA) conducts an annual faculty salary survey which collects data from a select group of southern doctoral/research institutions known as the Southern Universities Group (SUG). Based on the data collected from SUG, the University of Alabama System (UAS) in coordination with UA conducts an annual salary comparison between the SUG group and the three UAS campuses: UA, the University of Alabama at Birmingham (UAB), and the University of Alabama in Huntsville (UAH). It is important to note that the UAB faculty salaries exclude data for the health disciplines.

These comparisons are used to establish a reasonable basis for the development of faculty salary ranges and to obtain a better understanding of the relative competitiveness of the UAS faculty salaries. The analysis of SUG/UAS Faculty Salary data measures the relative position of the UAS average full-time instructional faculty salaries by campus and faculty rank for designated Classification of Instructional Program (CIP) codes. Some further clarification and notation are necessary.

1. The analysis utilizes the CIP code structure. The codes were developed by the National Center of Education Statistics for use as a reference tool to assist in the collection, reporting, and interpretation of data about instructional programs. In the past, the study was based on the analysis of summary information associated with all instructional programs historically offered within the UA System. Years ago the committee charged with reviewing the SUG/UAS analysis adopted a revised group of relevant CIP codes reflecting the programs currently offered on the UAS campuses.
2. All 31 SUG institutions participated in this year's survey. UA and UAB are members of SUG and regular participants in the faculty salary survey, but the data for these two institutions have been excluded when calculating the SUG figures provided in this report. Comparable average salary data for full-time instructional faculty at UAH which is not a SUG member institution are collected and provided in the comparisons. In addition, a system-wide faculty salary average is calculated by rank and provided.
3. SUG salary data in the tables of the report are based on academic year (9 month) appointments excluding benefits. The tables in the report show the weighted average salaries (weighted by number of faculty) and the 50<sup>th</sup> percentile, defined as follows:
  - The 50<sup>th</sup> percentile indicates the middle salary when the salaries from all SUG institutions are ordered from lowest to highest. For example, in this year's study, excluding UA and UAB, there were 29 SUG institutions. When ordered from lowest to highest, the 15<sup>th</sup> salary is chosen because there are 14 salaries below it and 14 salaries above it. It is the median.

- In this study, if a percentile falls between two institutional observations, the highest observation of the two determines the percentile location.
4. The method of calculating the “Cost to Catch Up” is calculating the difference between average salaries for each campus and the SUG 50<sup>th</sup> percentile, the SUG weighted average, or the SUG 75<sup>th</sup> percentile salaries by rank and multiplying that difference by the total number of UAS campus faculty in each rank. If the UAS average salary for a particular rank exceeds the corresponding SUG benchmark, a zero difference is noted. In summary, this approach totals the cost of bringing each rank on each UAS campus to the particular SUG benchmark. This methodology differs from the one used prior to 2006-07 when differences were calculated by discipline (rather than at an institutional rank level) and summed.
- The 75<sup>th</sup> percentile indicates the salary at the three quarter position (from the lowest) when the salaries from all SUG institutions are ordered from lowest to highest. There are 29 SUG institutions excluding UA and UAB. When ordered from lowest to highest, the 22<sup>nd</sup> salary is chosen because there are 21 salaries below it and 7 salaries above it. It is in the three-quarter position.

**5. Data definitions – Median, Mean, and Weighted Average Calculations:**

**Median or 50<sup>th</sup> Percentile Calculation:**

The median is a popular measure of central tendency; it is the 50<sup>th</sup> percentile of a distribution. To find the median of a set of values, order the numbers and then find the observation in the middle. The median of 7, 2, 4, 5, and 9 is 5 (2-4-**5**-7-9). In the UAS analysis the median of an even number set is determined to be the higher of the middle two figures (or 6 in this example). The median (50<sup>th</sup> percentile) is often more appropriate than the mean in skewed distributions or in situations with outliers.

**Mean or Average:**

Also known as the arithmetic mean, the mean is typically what is meant by the word average. The mean is the most common measure of central tendency. The mean of a set of values is given by the sum of all its values divided by the number of values. For example, the mean of 4, 8, and 9 is 7. Despite its popularity, the mean or average may not be an appropriate measure of central tendency for skewed distributions or sets with outlier values.

### **Weighted Average:**

The SUG weighted average is the average salary weighted by the number of faculty. For example, if an institution pays its full professors \$100,000, \$200,000 and \$300,000 then the simple average salary is \$200,000 ( $\$100,000 + \$200,000 + \$300,000 = (\$600,000/3) = \$200,000$ ).

The weighted average for the same group when number of faculty is considered is as follows: (10 professors at \$100,000, 20 professors at \$200,000, and 50 professors at \$300,000 yields  $(10 * \$100,000 = \$1,000,000) + (20 * \$200,000 = \$4,000,000) + (50 * \$300,000 = \$15,000,000)$  or  $(\$20,000,000/80 \text{ (total number of faculty)}) = \$250,000$ .

## **SUMMARY REPORT OF 2016-2017 SUG/UAS FACULTY SALARY ANALYSIS**

This year the average salary for UA professors is higher than the 50<sup>th</sup> percentile and the weighted average SUG salaries. All other average salaries at UAS institutions are below their SUG comparisons.

This year the new assistant professor average salary for UA was above the SUG average for entering faculty.

The “Cost-to-Catch-Up” analyses this year:

### **SUG 50<sup>th</sup> Percentile Catch-Up Compared**

The UAS institutions would require \$9,320,755 to bring the average faculty salaries up to the SUG 50<sup>th</sup> percentile target. This figure is 26% higher than the catch-up amount for last year, \$7,397,414.

### **SUG Weighted Average Catch-Up Compared**

Compared to this peer measure, the UAS institutions would need \$9,260,998 to reach faculty salary parity. This figure is 3% lower than last year’s catch-up amount of \$9,524,773.

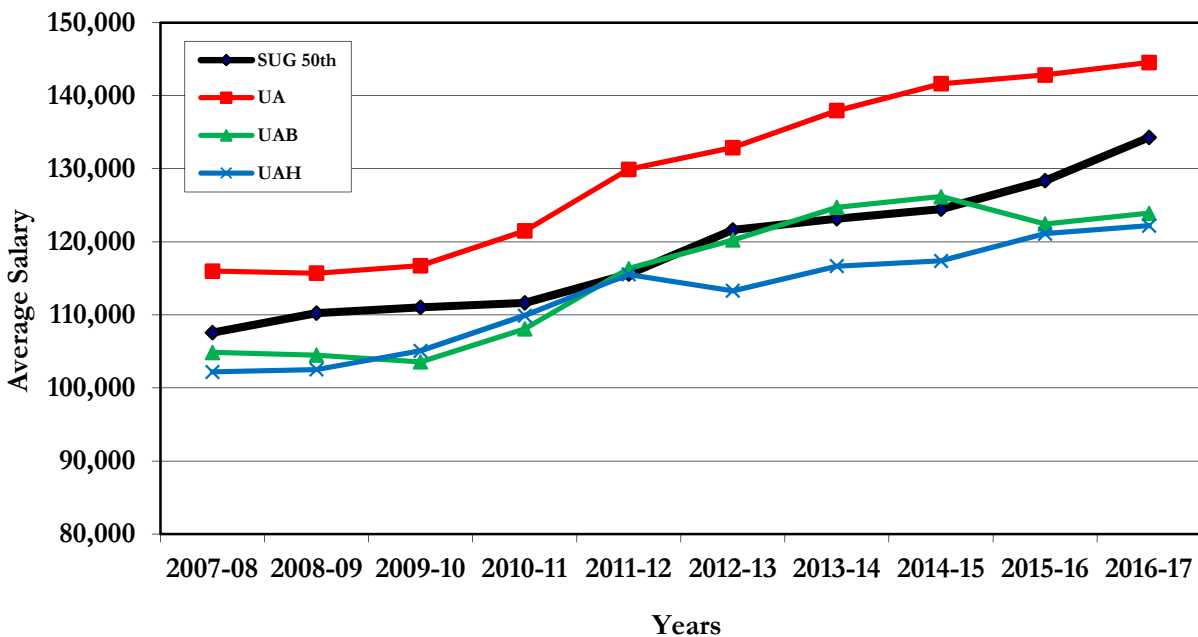
### **SUG 75<sup>th</sup> Percentile Catch-Up Compared**

The institutions would need an additional \$6,864,699 to bring the average salaries to this goal. This figure is 11% higher than the \$15,234,479 catch-up amount last year.

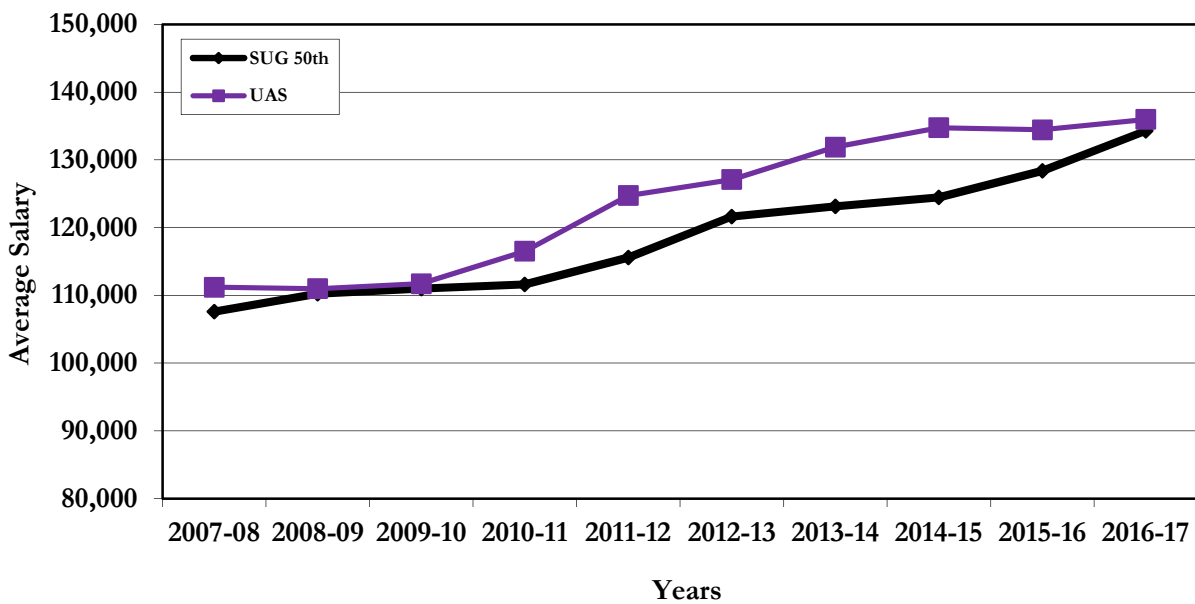
FULL-TIME INSTRUCTIONAL FACULTY SALARIES BY RANK  
 UA, UAB, UAH AND UAS AVERAGES COMPARED TO SUG 50th PERCENTILE

Year	Faculty Rank	SUG 50th Percentile	UA Average	UAB Average	UAH Average	UAS Average
2016-17	Professor	134,277	144,541	123,914	122,210	135,973
2015-16	Professor	128,388	142,846	122,460	121,118	134,444
2014-15	Professor	124,467	141,625	126,204	117,397	134,741
2013-14	Professor	123,141	137,958	124,720	116,671	131,893
2012-13	Professor	121,630	132,906	120,255	113,304	127,097
2011-12	Professor	115,593	129,926	116,331	115,527	124,737
2010-11	Professor	111,633	121,490	108,073	109,895	116,513
2009-10	Professor	111,014	116,724	103,573	105,076	111,716
2008-09	Professor	110,234	115,709	104,499	102,532	110,986
2007-08	Professor	107,582	115,995	104,875	102,190	111,195
2016-17	Associate	94,389	94,010	88,732	92,736	92,413
2015-16	Associate	89,822	92,760	84,484	90,391	90,175
2014-15	Associate	85,594	93,081	84,160	89,385	89,879
2013-14	Associate	84,468	91,921	84,239	86,576	88,795
2012-13	Associate	82,346	90,387	81,387	82,242	86,539
2011-12	Associate	79,910	89,333	79,070	81,788	85,136
2010-11	Associate	78,206	84,114	75,311	78,889	80,714
2009-10	Associate	78,720	80,139	72,456	77,672	77,482
2008-09	Associate	77,401	80,325	72,647	77,644	77,452
2007-08	Associate	75,431	79,108	74,309	76,822	77,115
2016-17	Assistant	83,889	74,581	72,334	74,960	74,079
2015-16	Assistant	81,643	72,143	72,267	75,434	72,669
2014-15	Assistant	79,809	71,026	71,174	73,529	71,497
2013-14	Assistant	77,972	69,943	72,099	71,959	70,892
2012-13	Assistant	76,591	68,212	71,050	70,388	69,336
2011-12	Assistant	71,693	67,473	68,262	68,094	67,773
2010-11	Assistant	70,307	64,029	61,545	64,633	63,513
2009-10	Assistant	69,597	61,328	58,421	62,166	60,751
2008-09	Assistant	68,603	63,332	58,979	62,334	61,984
2007-08	Assistant	66,301	65,108	59,490	62,259	63,042

**Average Salary for Professor  
UA, UAB, UAH vs SUG 50th Percentile**

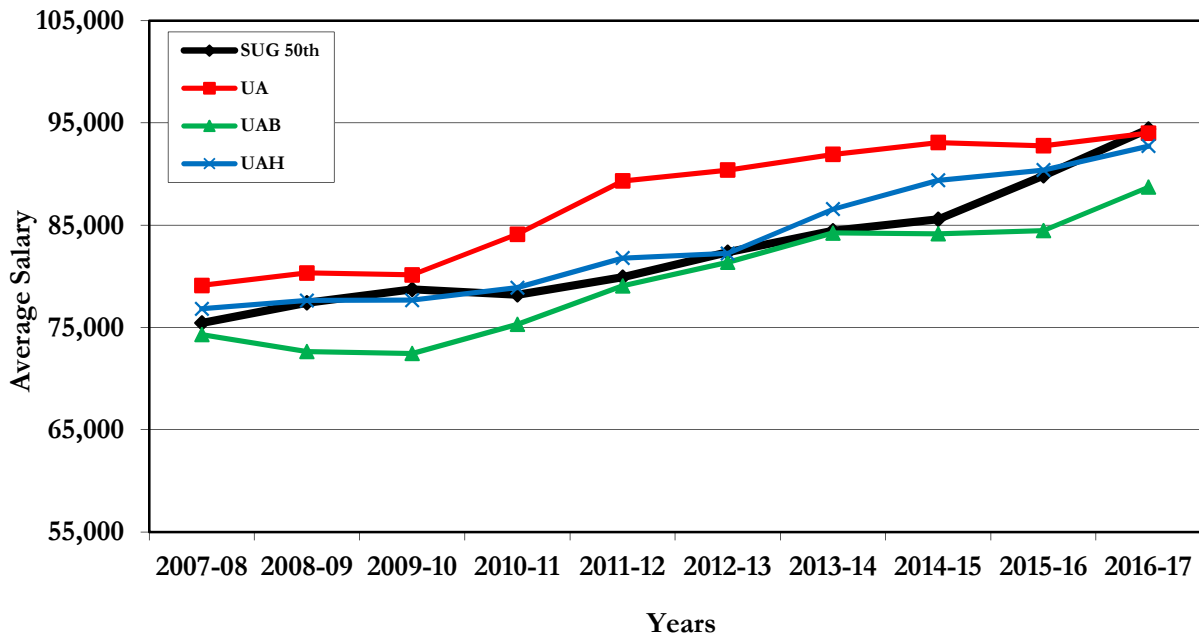


**Average Salary for Professor  
UAS vs SUG 50th Percentile**

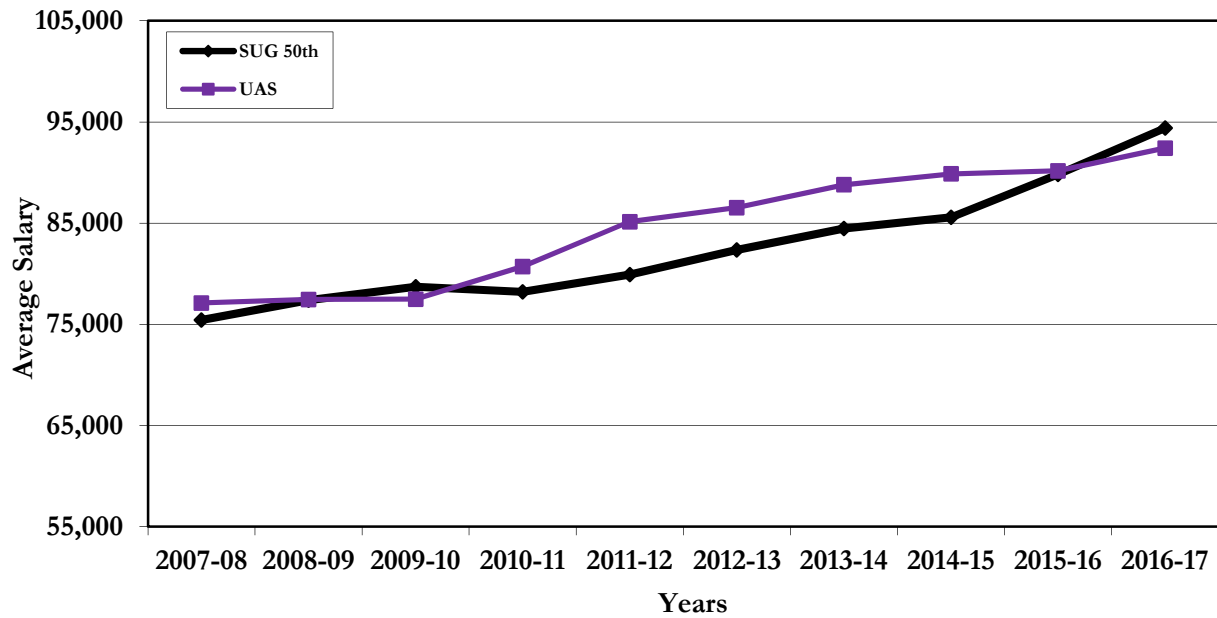




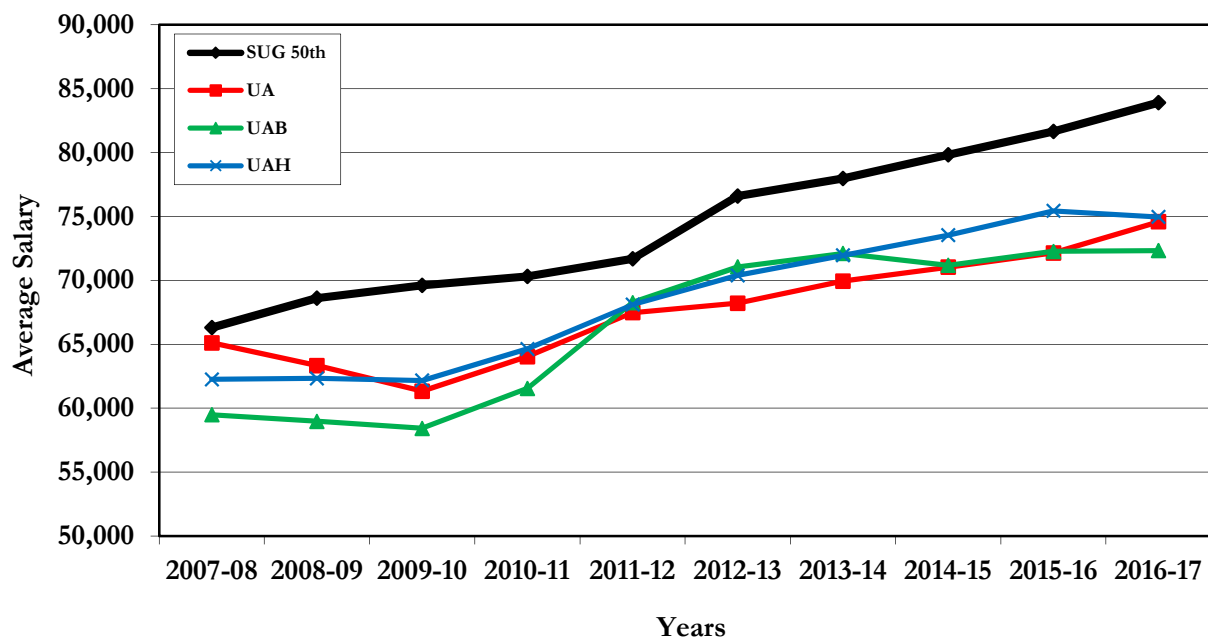
**Average Salary for Associate Professor  
UA, UAB, UAH vs SUG 50th Percentile**



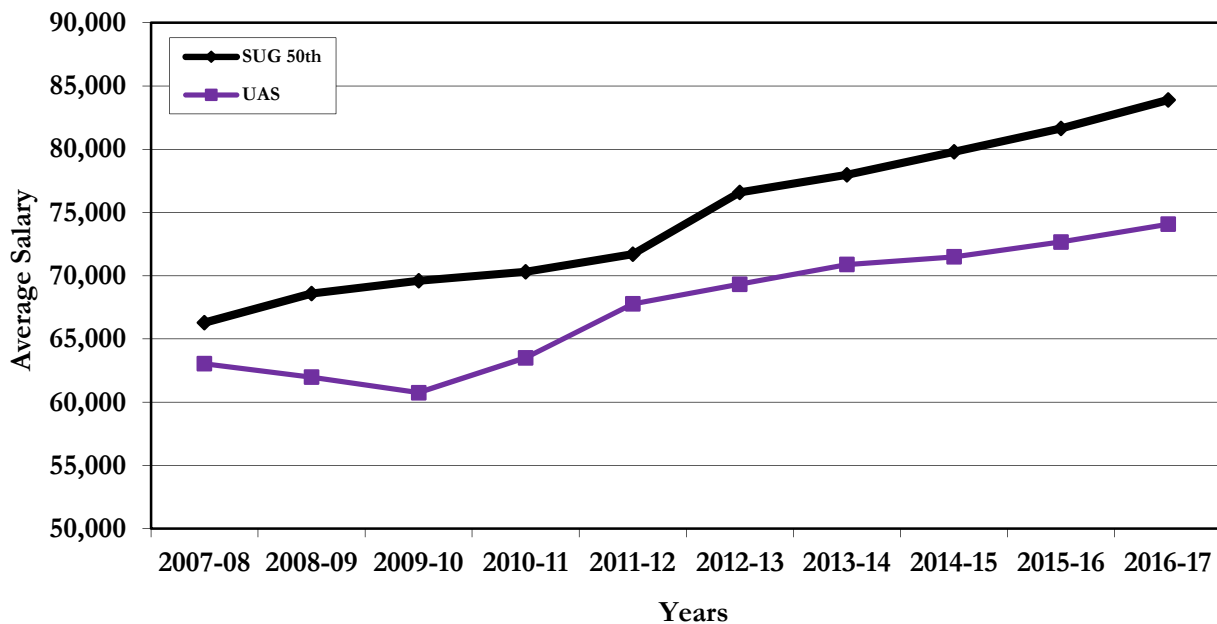
**Average Salary for Associate Professor  
UAS vs SUG 50th Percentile**



**Average Salary for Assistant Professor  
UA, UAB, UAH vs SUG 50th Percentile**



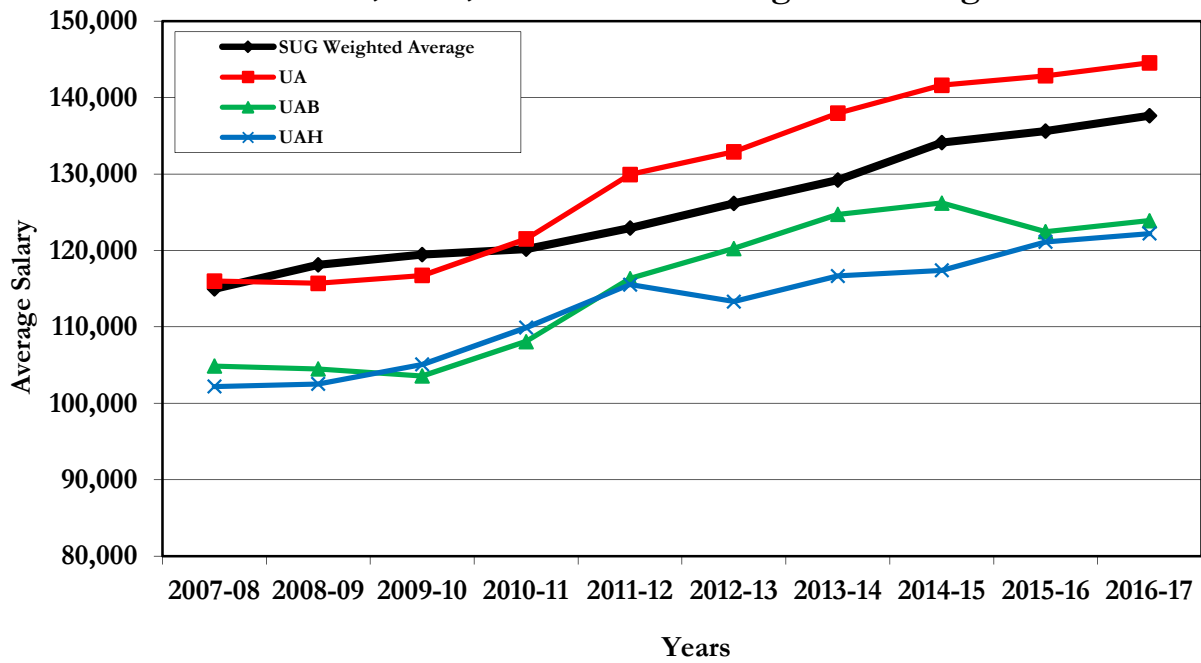
**Average Salary for Assistant Professor  
UAS vs SUG 50th Percentile**



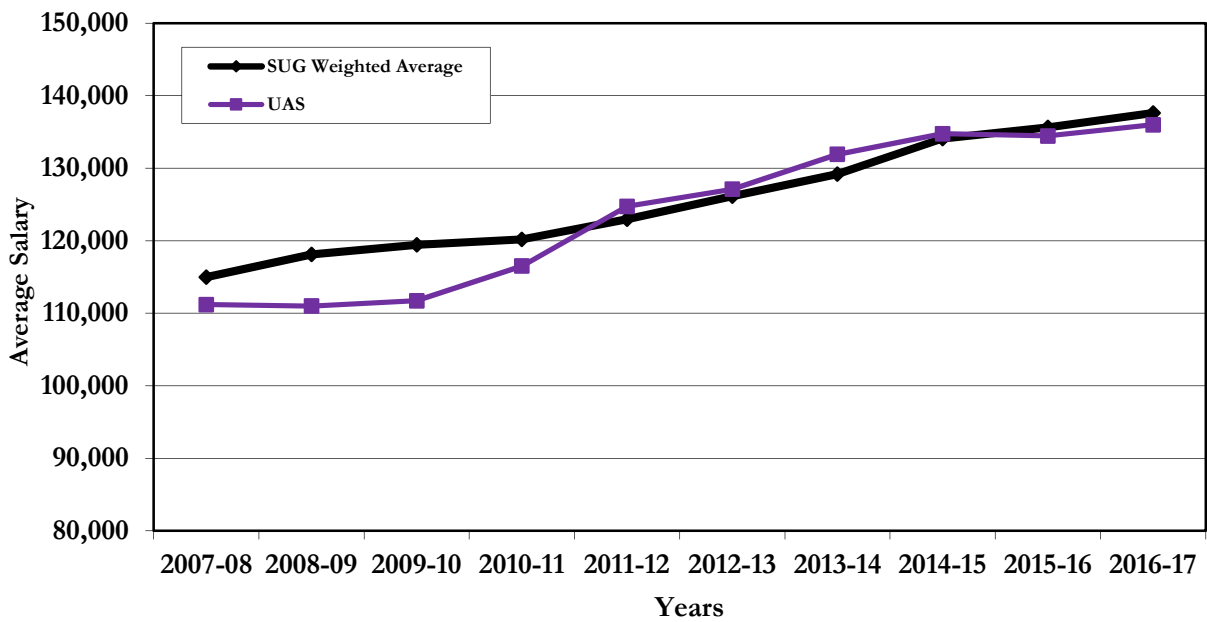
FULL-TIME INSTRUCTIONAL FACULTY SALARIES BY RANK  
 UA, UAB, UAH AND UAS AVERAGES COMPARED TO SUG WEIGHTED AVERAGE

Year	Faculty Rank	SUG Weighted Average	UA Average	UAB Average	UAH Average	UAS Average
2016-17	Professor	137,610	144,541	123,914	122,210	135,973
2015-16	Professor	135,636	142,846	122,460	121,118	134,444
2014-15	Professor	134,097	141,625	126,204	117,397	134,741
2013-14	Professor	129,200	137,958	124,720	116,671	131,893
2012-13	Professor	126,156	132,906	120,255	113,304	127,097
2011-12	Professor	122,946	129,926	116,331	115,527	124,737
2010-11	Professor	120,175	121,490	108,073	109,895	116,513
2009-10	Professor	119,448	116,724	103,573	105,076	111,716
2008-09	Professor	118,124	115,709	104,499	102,532	110,986
2007-08	Professor	114,984	115,995	104,875	102,190	111,195
2016-17	Associate	94,796	94,010	88,732	92,736	92,413
2015-16	Associate	92,588	92,760	84,484	90,391	90,175
2014-15	Associate	89,950	93,081	84,160	89,385	89,879
2013-14	Associate	87,025	91,921	84,239	86,576	88,795
2012-13	Associate	84,993	90,387	81,387	82,242	86,539
2011-12	Associate	82,752	89,333	79,070	81,788	85,136
2010-11	Associate	81,300	84,114	75,311	78,889	80,714
2009-10	Associate	80,882	80,139	72,456	77,672	77,482
2008-09	Associate	80,379	80,325	72,647	77,644	77,452
2007-08	Associate	78,462	79,108	74,309	76,822	77,115
2016-17	Assistant	82,381	74,581	72,334	74,960	74,079
2015-16	Assistant	81,789	72,143	72,267	75,434	72,669
2014-15	Assistant	79,885	71,026	71,174	73,529	71,497
2013-14	Assistant	78,009	69,943	72,099	71,959	70,892
2012-13	Assistant	75,988	68,212	71,050	70,388	69,336
2011-12	Assistant	73,185	67,473	68,262	68,094	67,773
2010-11	Assistant	71,087	64,029	61,545	64,633	63,513
2009-10	Assistant	70,506	61,328	58,421	62,166	60,751
2008-09	Assistant	69,717	63,332	58,979	62,334	61,984
2007-08	Assistant	67,906	65,108	59,490	62,259	63,042

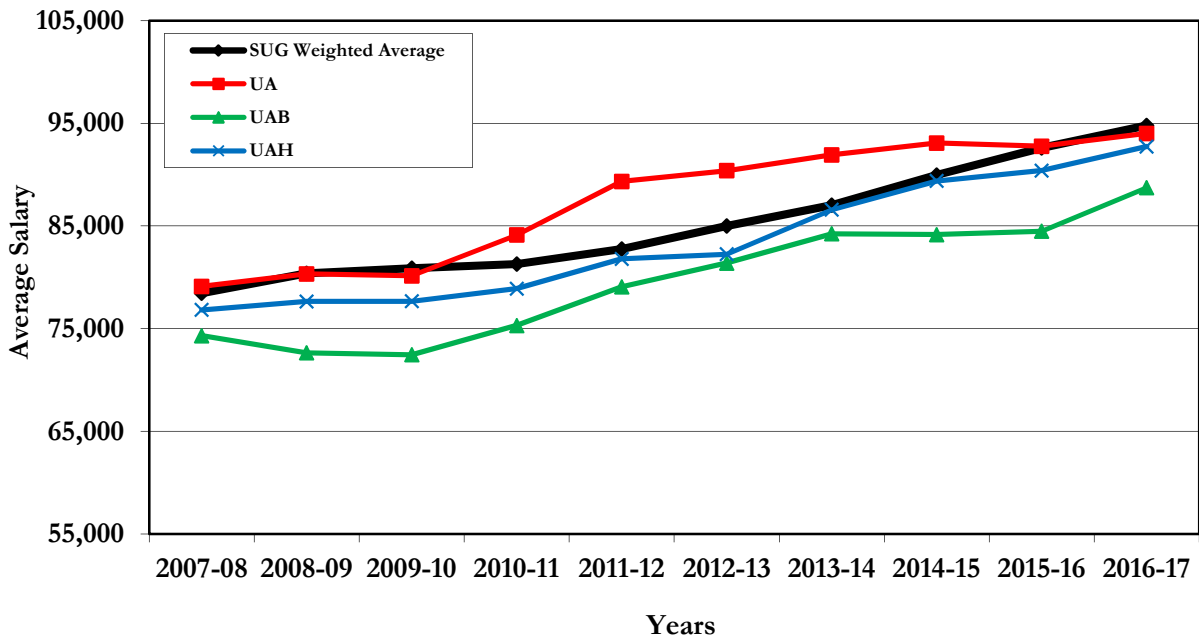
**Average Salary for Professor  
UA, UAB, UAH vs SUG Weighted Average**



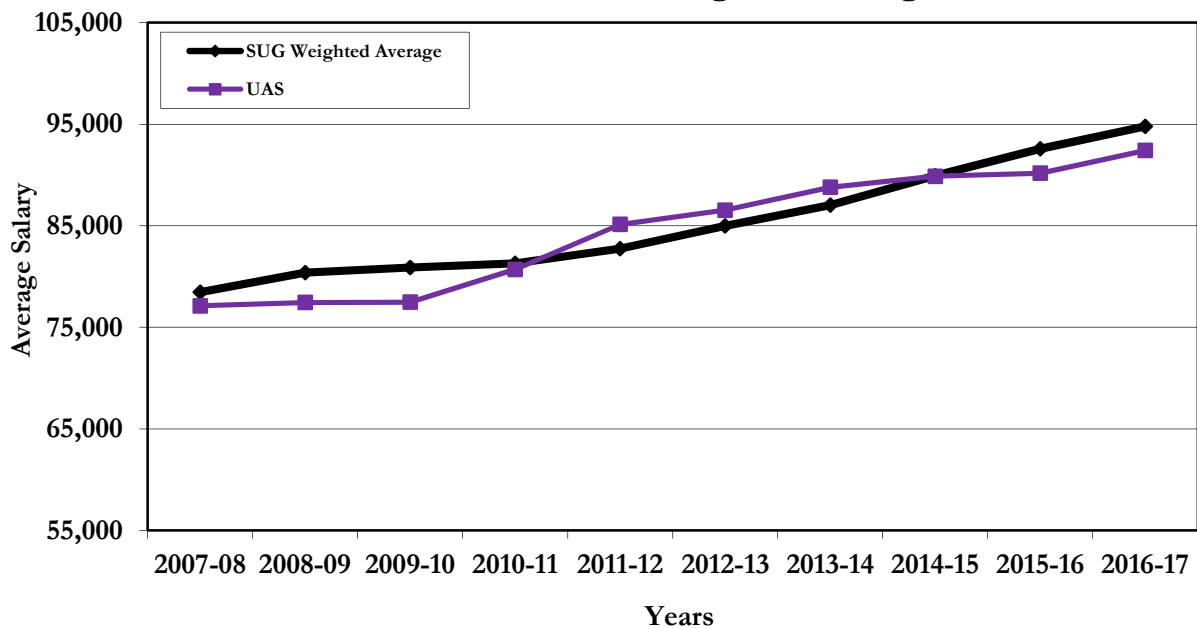
**Average Salary for Professor  
UAS vs SUG Weighted Average**



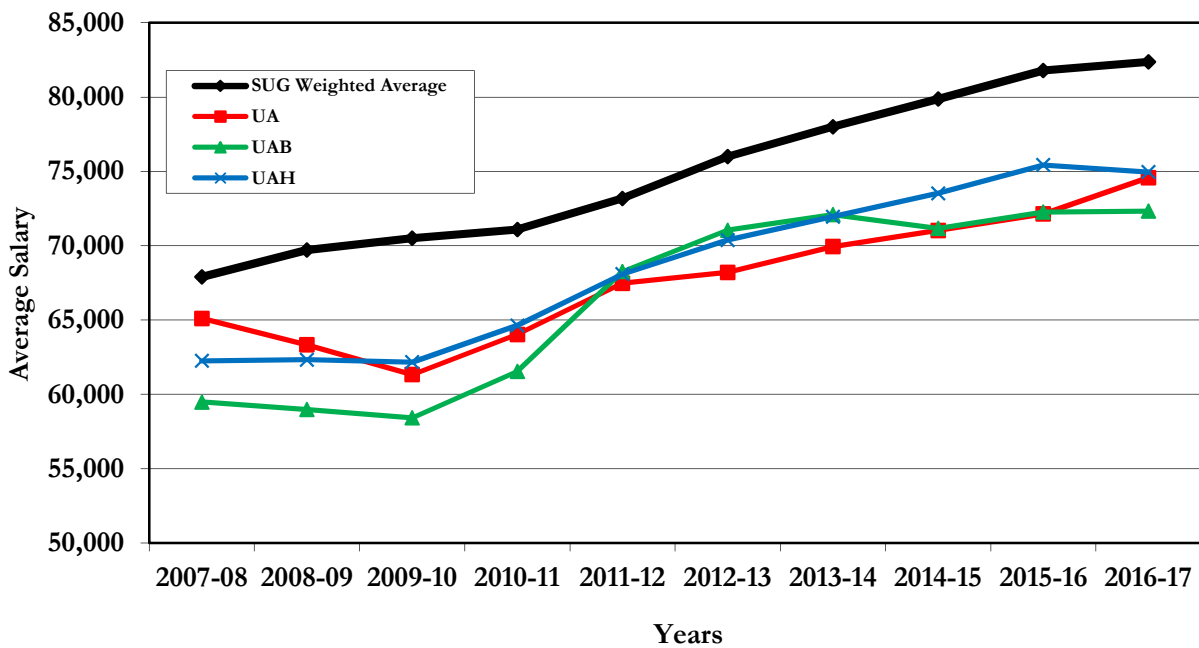
**Average Salary for Associate Professor  
UA, UAB, UAH vs SUG Weighted Average**



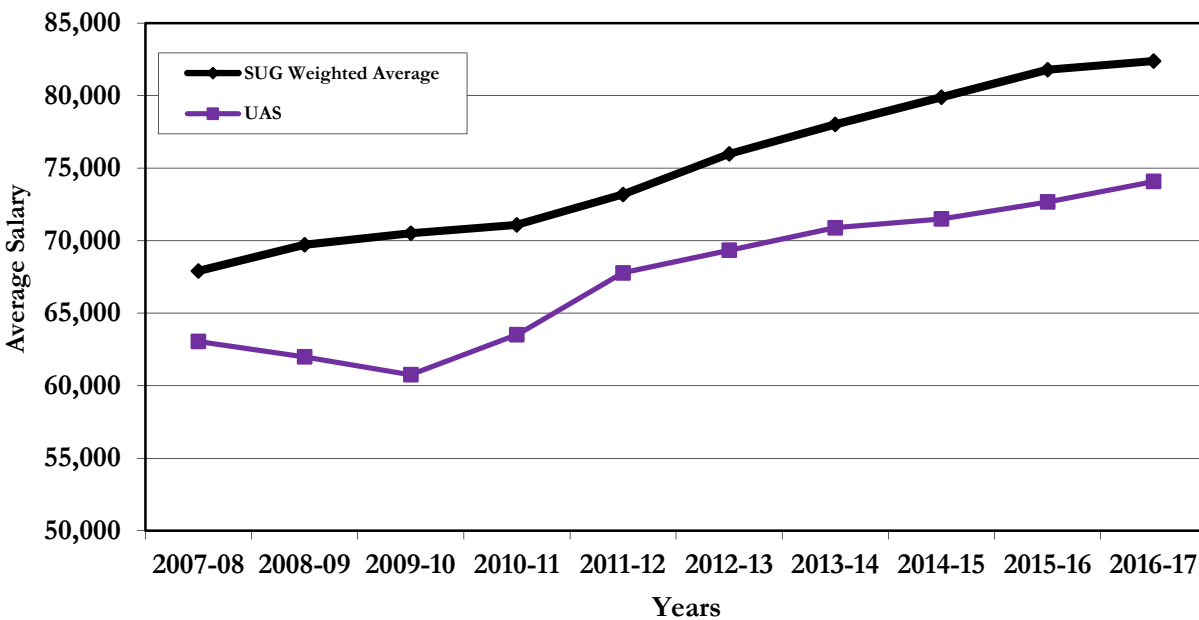
**Average Salary for Associate Professor  
UAS vs SUG Weighted Average**



**Average Salary for Assistant Professor  
UA, UAB, UAH vs SUG Weighted Average**



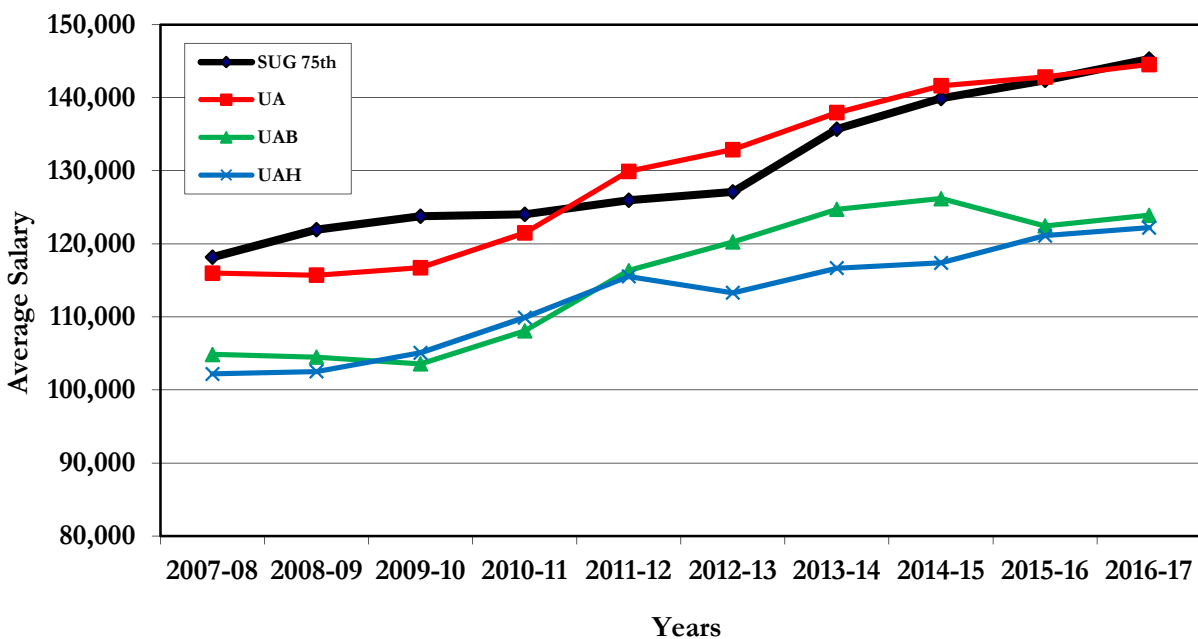
**Average Salary for Assistant Professor  
UAS vs SUG Weighted Average**



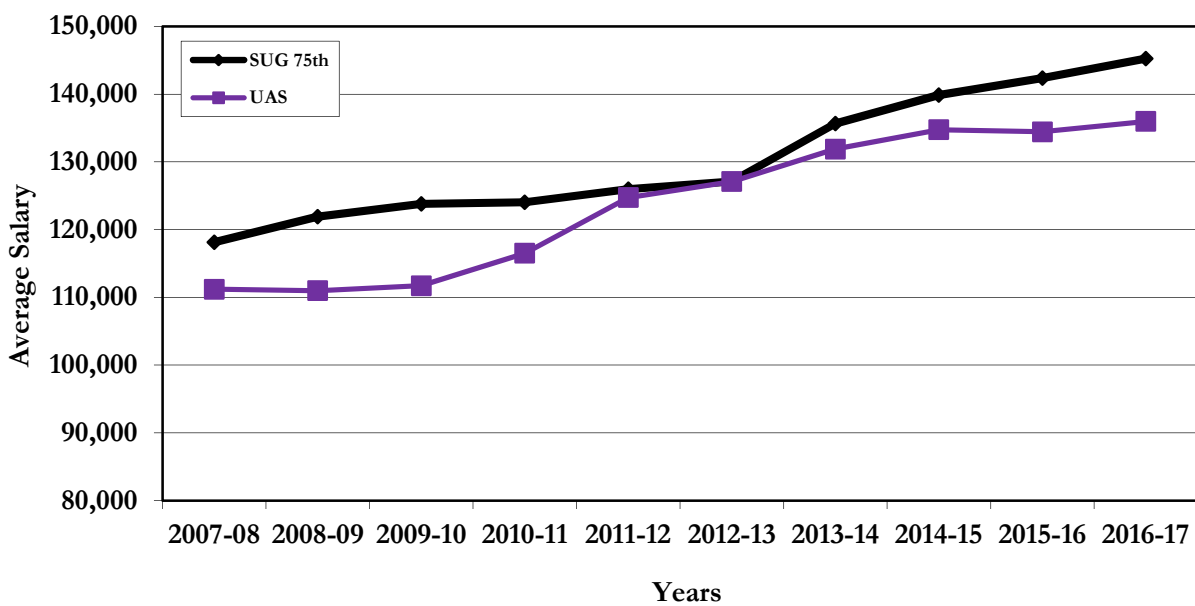
FULL-TIME INSTRUCTIONAL FACULTY SALARIES BY RANK  
 UA, UAB, UAH AND UAS AVERAGES COMPARED TO SUG 75th PERCENTILE

Year	Faculty Rank	SUG 75th Percentile	UA Average	UAB Average	UAH Average	UAS Average
2016-17	Professor	145,271	144,541	123,914	122,210	135,973
2015-16	Professor	142,374	142,846	122,460	121,118	134,444
2014-15	Professor	139,887	141,625	126,204	117,397	134,741
2013-14	Professor	135,670	137,958	124,720	116,671	131,893
2012-13	Professor	127,121	132,906	120,255	113,304	127,097
2011-12	Professor	125,984	129,926	116,331	115,527	124,737
2010-11	Professor	124,052	121,490	108,073	109,895	116,513
2009-10	Professor	123,787	116,724	103,573	105,076	111,716
2008-09	Professor	121,927	115,709	104,499	102,532	110,986
2007-08	Professor	118,155	115,995	104,875	102,190	111,195
2016-17	Associate	99,319	94,010	88,732	92,736	92,413
2015-16	Associate	95,294	92,760	84,484	90,391	90,175
2014-15	Associate	93,918	93,081	84,160	89,385	89,879
2013-14	Associate	91,313	91,921	84,239	86,576	88,795
2012-13	Associate	88,138	90,387	81,387	82,242	86,539
2011-12	Associate	84,600	89,333	79,070	81,788	85,136
2010-11	Associate	84,562	84,114	75,311	78,889	80,714
2009-10	Associate	84,629	80,139	72,456	77,672	77,482
2008-09	Associate	84,505	80,325	72,647	77,644	77,452
2007-08	Associate	81,100	79,108	74,309	76,822	77,115
2016-17	Assistant	87,869	74,581	72,334	74,960	74,079
2015-16	Assistant	86,726	72,143	72,267	75,434	72,669
2014-15	Assistant	87,562	71,026	71,174	73,529	71,497
2013-14	Assistant	83,956	69,943	72,099	71,959	70,892
2012-13	Assistant	79,380	68,212	71,050	70,388	69,336
2011-12	Assistant	77,242	67,473	68,262	68,094	67,773
2010-11	Assistant	76,746	64,029	61,545	64,633	63,513
2009-10	Assistant	76,259	61,328	58,421	62,166	60,751
2008-09	Assistant	73,702	63,332	58,979	62,334	61,984
2007-08	Assistant	72,481	65,108	59,490	62,259	63,042

**Average Salary for Professor  
UA, UAB, UAH vs SUG 75th Percentile**

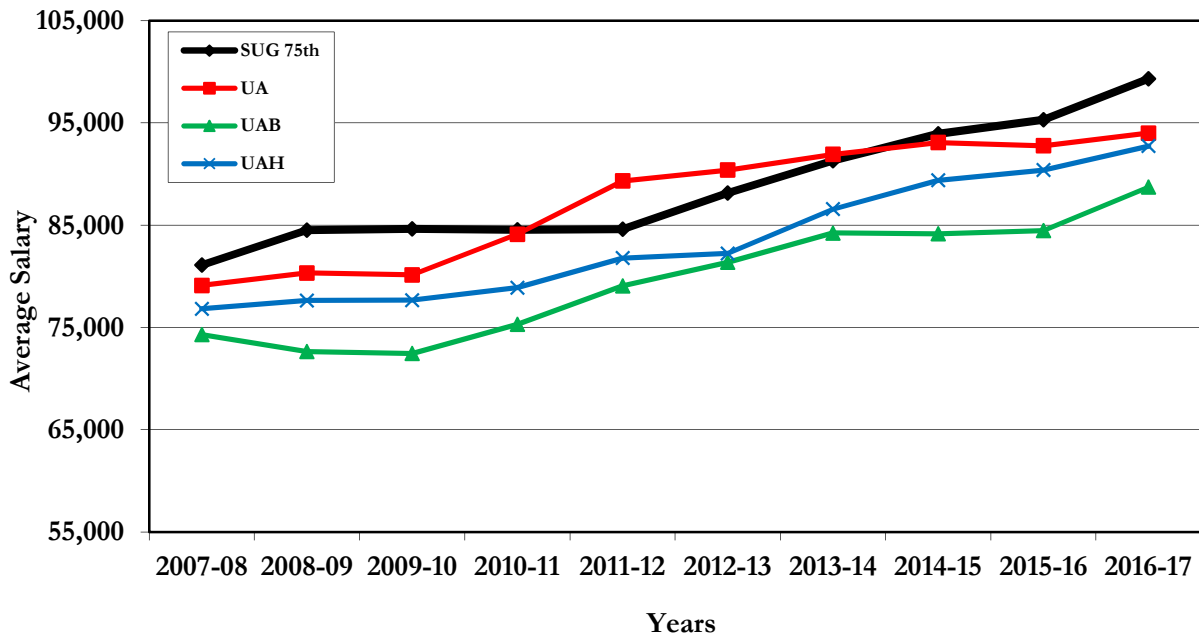


**Average Salary for Professor  
UAS vs SUG 75th Percentile**

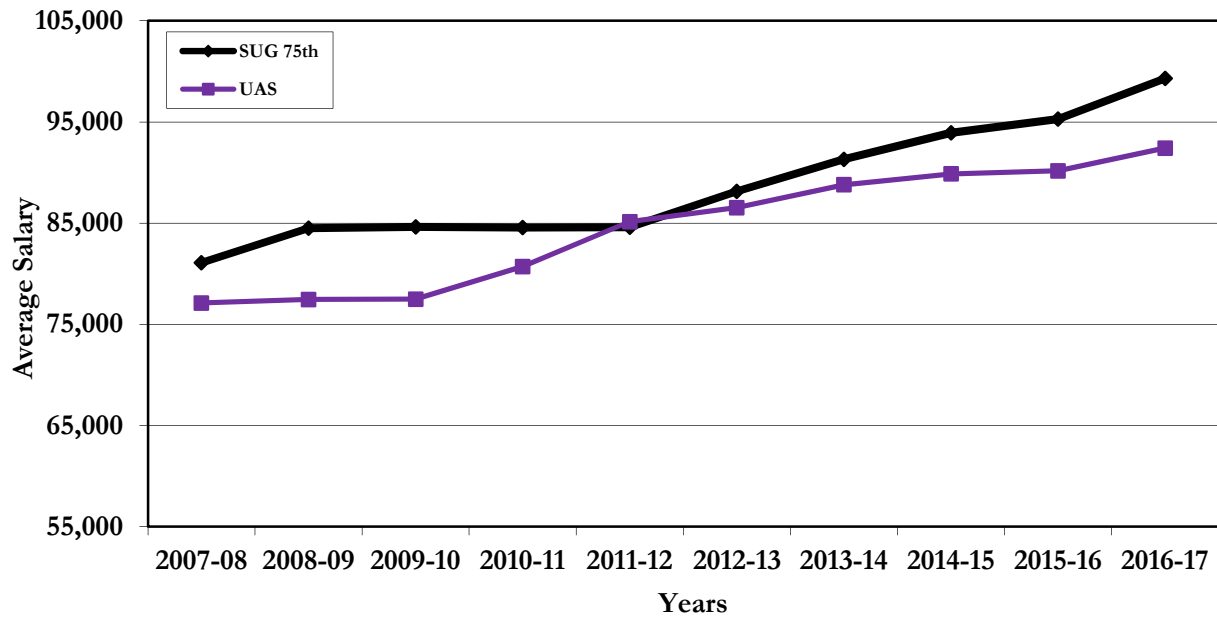




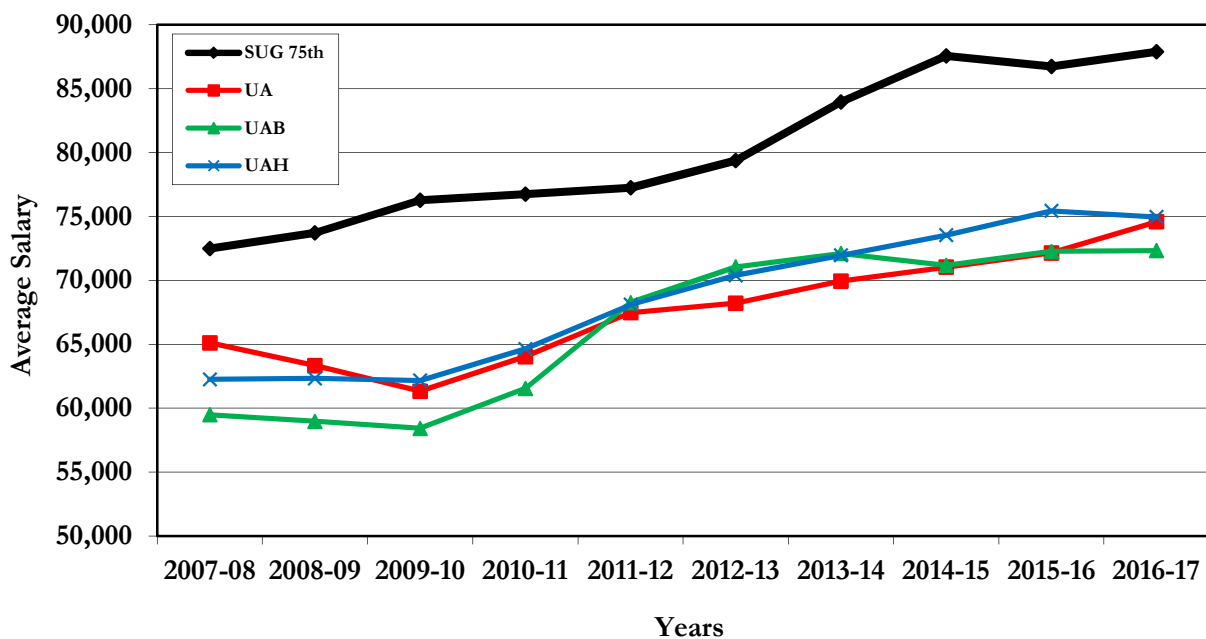
**Average Salary for Associate Professor  
UA, UAB, UAH vs SUG 75th Percentile**



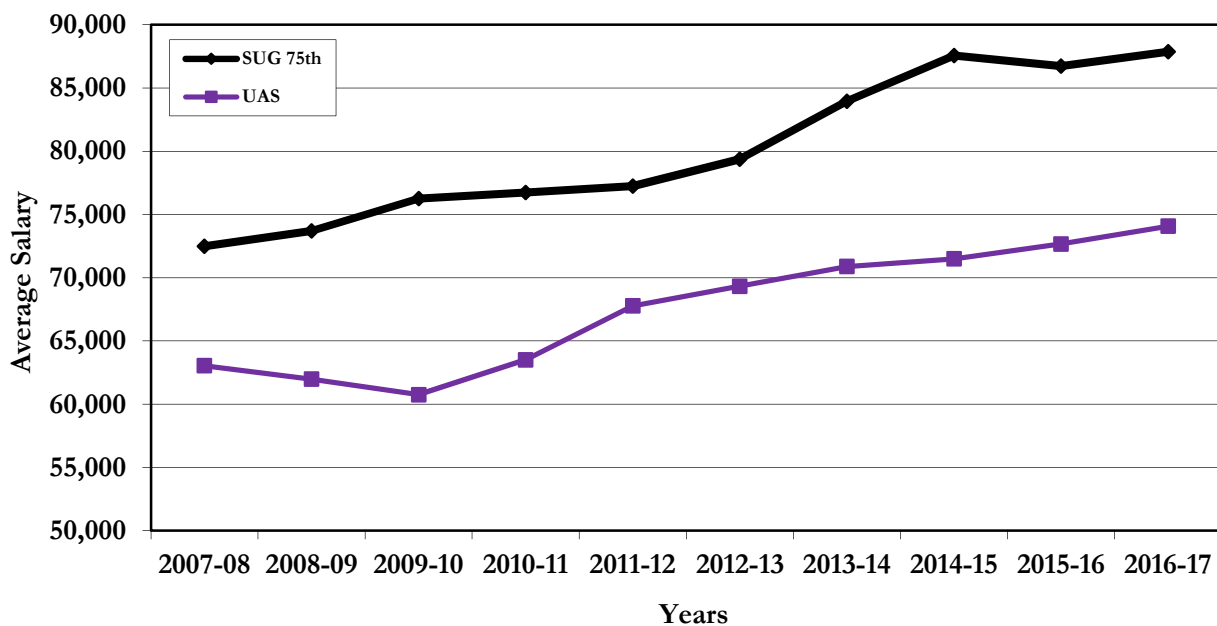
**Average Salary for Associate Professor  
UAS vs SUG 75th Percentile**



**Average Salary for Assistant Professor  
UA, UAB, UAH vs SUG 75th Percentile**



**Average Salary for Assistant Professor  
UAS vs SUG 75th Percentile**

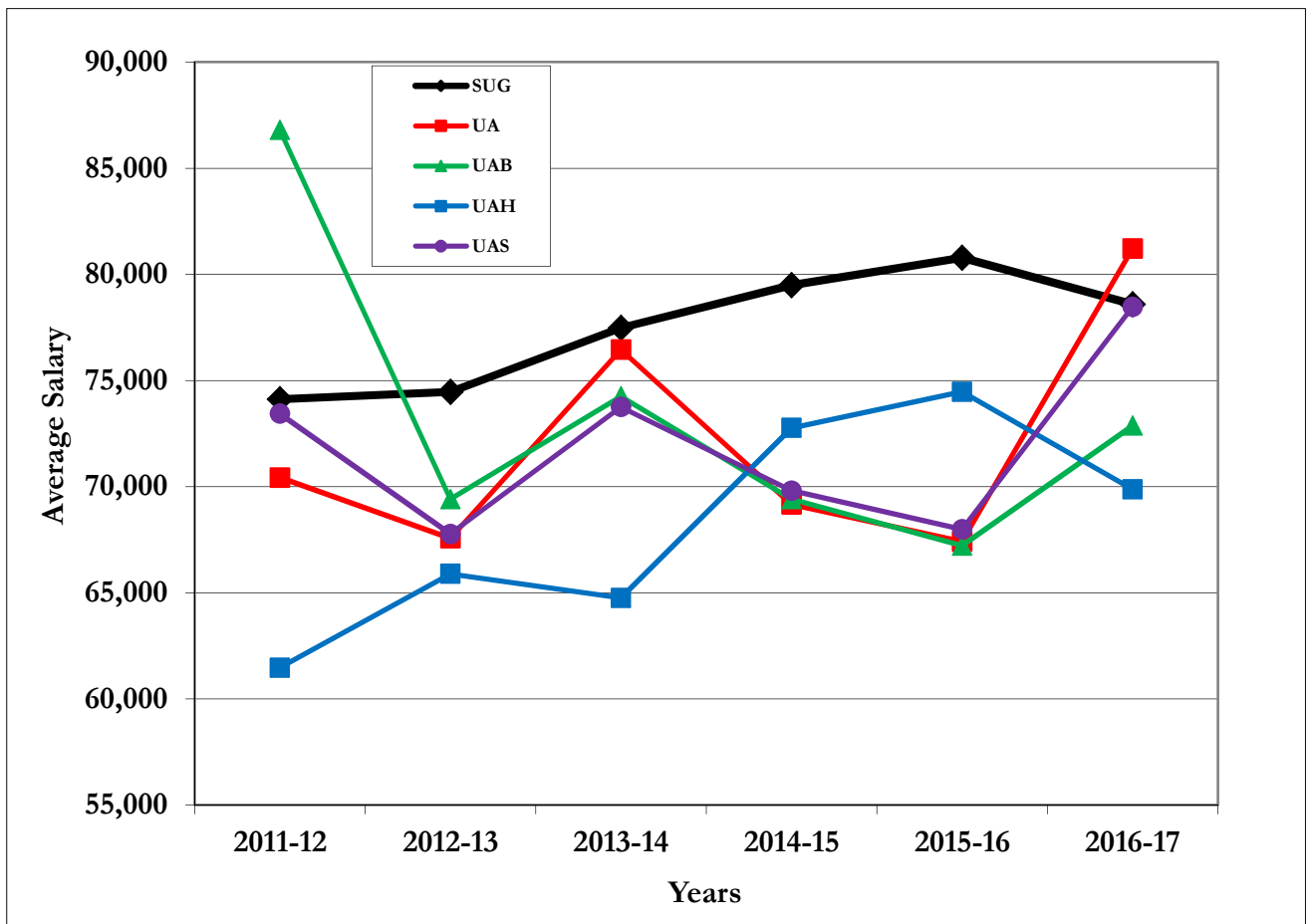


## Full-Time Instructional New Assistant Professor Salary Averages

New Assistant Professor average salaries are being paid to entry level faculty. The salaries are market driven and vary greatly from discipline to discipline.

The chart below compares the level of starting salaries in all disciplines by campus and for the UAS with those at SUG institutions over the past six years.

**AVERAGE SALARY FOR NEW ASSISTANT PROFESSORS  
2011-12 THROUGH 2016-17 (BY CAMPUS AND UA SYSTEM)**



**Comparison of SUG 50th Percentile Salaries to Campus Average Salaries  
for Full-Time Instructional Faculty by Rank**

The following table shows the dollar difference by rank between the SUG 50<sup>th</sup> percentile and the average salaries of full-time instructional faculty on the three campuses. The “Cost to Reach the SUG 50<sup>th</sup> Percentile” is calculated by finding the difference between average salaries for each campus and the SUG 50<sup>th</sup> percentile salary by rank and multiplying that difference by the total number of faculty in each rank. This methodology differs from the one used in previous years’ reports when differences were calculated by discipline (rather than at an institutional level) and summed.

This year’s system-wide “cost-to-catch-up” to the SUG 50th percentile would be \$9,320,755. This amount excludes instructor level faculty, benefits, administrative stipends, promotions, and inflation.

	2016-17 Faculty # Rank	\$ and % Difference Between Average Campus Salaries and SUG 50th Percentile		Cost to Reach SUG 50th Percentile (Summed)
<i>UA</i>	289 Professor	\$10,264	7.6%	\$0
	307 Associate	(\$379)	-0.4%	\$116,353
	377 Assistant	(\$9,308)	-11.1%	\$3,509,116
			UA TOTAL	\$3,625,469
<i>UAB</i>	130 Professor	(\$10,363)	-7.7%	\$1,347,190
	142 Associate	(\$5,657)	-6.0%	\$803,294
	154 Assistant	(\$11,555)	-13.8%	\$1,779,470
			UAB TOTAL	\$3,929,954
<i>UAH</i>	66 Professor	(\$12,067)	-9.0%	\$796,422
	100 Associate	(\$1,653)	-1.8%	\$165,300
	90 Assistant	(\$8,929)	-10.6%	\$803,610
			UAH TOTAL	\$1,765,332
			<b>TOTAL UAS</b>	<b>\$9,320,755</b>

**Comparison of SUG Weighted Average Salaries to Campus Average Salaries  
for Full-Time Instructional Faculty by Rank**

The following table shows the dollar difference by rank between the SUG weighted average and the average salaries of full-time instructional faculty on the three campuses. The “Cost to Reach the SUG Weighted Average” is calculated by finding the difference between average salaries for each campus and the SUG weighted average salary by rank and multiplying that difference by the total number of faculty in each rank. This methodology differs from the one used in previous years’ reports when differences were calculated by discipline (rather than at an institutional level) and summed.

This year’s system-wide “cost-to-catch-up” to the SUG weighted average would be \$9,260,998. This number excludes instructor level faculty, benefits, administrative stipends, promotions, and inflation.

	2016-17 Faculty # Rank	\$ and % Difference Between Average Campus Salaries and SUG Weighted Average	Cost to Reach SUG Weighted Average (Summed)	
<i>UA</i>	289 Professor	\$6,931	5.0%	\$0
	307 Associate	(\$786)	-0.8%	\$241,302
	377 Assistant	(\$7,800)	-9.5%	<u>\$2,940,600</u>
		UA TOTAL	\$3,181,902	
<i>UAB</i>	130 Professor	(\$13,696)	-10.0%	\$1,780,480
	142 Associate	(\$6,064)	-6.4%	\$861,088
	154 Assistant	(\$10,047)	-12.2%	<u>\$1,547,238</u>
		UAB TOTAL	\$4,188,806	
<i>UAH</i>	66 Professor	(\$15,400)	-11.2%	\$1,016,400
	100 Associate	(\$2,060)	-2.2%	\$206,000
	90 Assistant	(\$7,421)	-9.0%	<u>\$667,890</u>
		UAH TOTAL	\$1,890,290	
		<b><u>TOTAL UAS</u></b>	<b><u>\$9,260,998</u></b>	

**Comparison of SUG 75th Percentile Salaries to Campus Average Salaries  
for Full-Time Instructional Faculty by Rank**

The following table shows the dollar difference by rank between the SUG 75<sup>th</sup> percentile and the average salaries of full-time instructional faculty on the three campuses. The “Cost to Reach the SUG 75<sup>th</sup> Percentile” is calculated by finding the difference between average salaries for each campus and the SUG 75<sup>th</sup> percentile salary by rank and multiplying that difference by the total number of faculty in each rank. This methodology differs from the one used in previous years’ reports when differences were calculated by discipline (rather than at an institutional level) and summed.

This year’s system-wide “cost-to-catch-up” to the SUG 75th would be \$16,864,699. This number excludes instructor level faculty, benefits, administrative stipends, promotions, and inflation.

	2016-17 Faculty # Rank	\$ and % Difference Between Average Campus Salaries and SUG 75th Percentile		Cost to Reach SUG 75th Percentile (Summed)
<i>UA</i>	289 Professor	(\$730)	-0.5%	\$210,970
	307 Associate	(\$5,309)	-5.6%	\$1,629,863
	377 Assistant	(\$13,288)	-15.3%	\$5,009,576
			UA TOTAL	\$6,850,409
<i>UAB</i>	130 Professor	(\$21,357)	-15.0%	\$2,776,410
	142 Associate	(\$10,587)	-11.1%	\$1,503,354
	154 Assistant	(\$15,535)	-17.9%	\$2,392,390
			UAB TOTAL	\$6,672,154
<i>UAH</i>	66 Professor	(\$23,061)	-16.2%	\$1,522,026
	100 Associate	(\$6,583)	-6.9%	\$658,300
	90 Assistant	(\$12,909)	-14.9%	\$1,161,810
			UAH TOTAL	\$3,342,136
			<b>TOTAL UAS</b>	<b>\$16,864,699</b>

**One-Year Growth Analysis:**

Comparisons of the growth rate in SUG weighted average salaries to UA, UAB, UAH, and UAS full-time instructional faculty average salaries from the current year to the immediate previous year are shown below.

Percent Change in Weighted Average Salaries From 2015-16 to 2016-17

<u>Rank</u>	<u>SUG</u>	<u>UA</u>	<u>UAB</u>	<u>UAH</u>	<u>UAS</u>
Professor	1.5	1.2	1.2	0.9	1.1
Associate	2.4	1.3	5.0	2.6	2.5
Assistant	0.7	3.4	0.1	-0.6	1.9

**Six-Year Growth Analysis:**

Comparisons of the growth rate of SUG weighted average salaries to UA, UAB, UAH, and UAS full-time instructional faculty average salaries for the past six years are shown below.

Percent Change in Weighted Average Salaries From 2011-12 to 2016-17

<u>Rank</u>	<u>SUG</u>	<u>UA</u>	<u>UAB</u>	<u>UAH</u>	<u>UAS</u>
Professor	11.9	11.2	6.5	5.8	9.0
Associate	14.6	5.2	12.2	13.4	8.5
Assistant	12.6	10.5	6.0	10.1	9.3



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