



THE UNIVERSITY *of*
ALABAMA SYSTEM

FY 2017-2018 SUG/UAS Salary Analysis For Full-Time Instructional Faculty

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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 50th percentile, defined as follows:
 - The 50th 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 15th 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 50th percentile, the SUG weighted average, or the SUG 75th 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 75th 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 22nd 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 50th Percentile Calculation:

The median is a popular measure of central tendency; it is the 50th 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 (50th 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 2017-2018 SUG/UAS FACULTY SALARY ANALYSIS

This year the average salary for UA professors and associate professors is higher than the 50th 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 50th Percentile Catch-Up Compared

The UAS institutions would require \$8,741,671 to bring the average faculty salaries up to the SUG 50th percentile target. This figure is 6% lower than the catch-up amount for last year, \$9,320,755.

SUG Weighted Average Catch-Up Compared

Compared to this peer measure, the UAS institutions would need \$9,962,489 to reach faculty salary parity. This figure is 8% higher than last year’s catch-up amount of \$9,260,998.

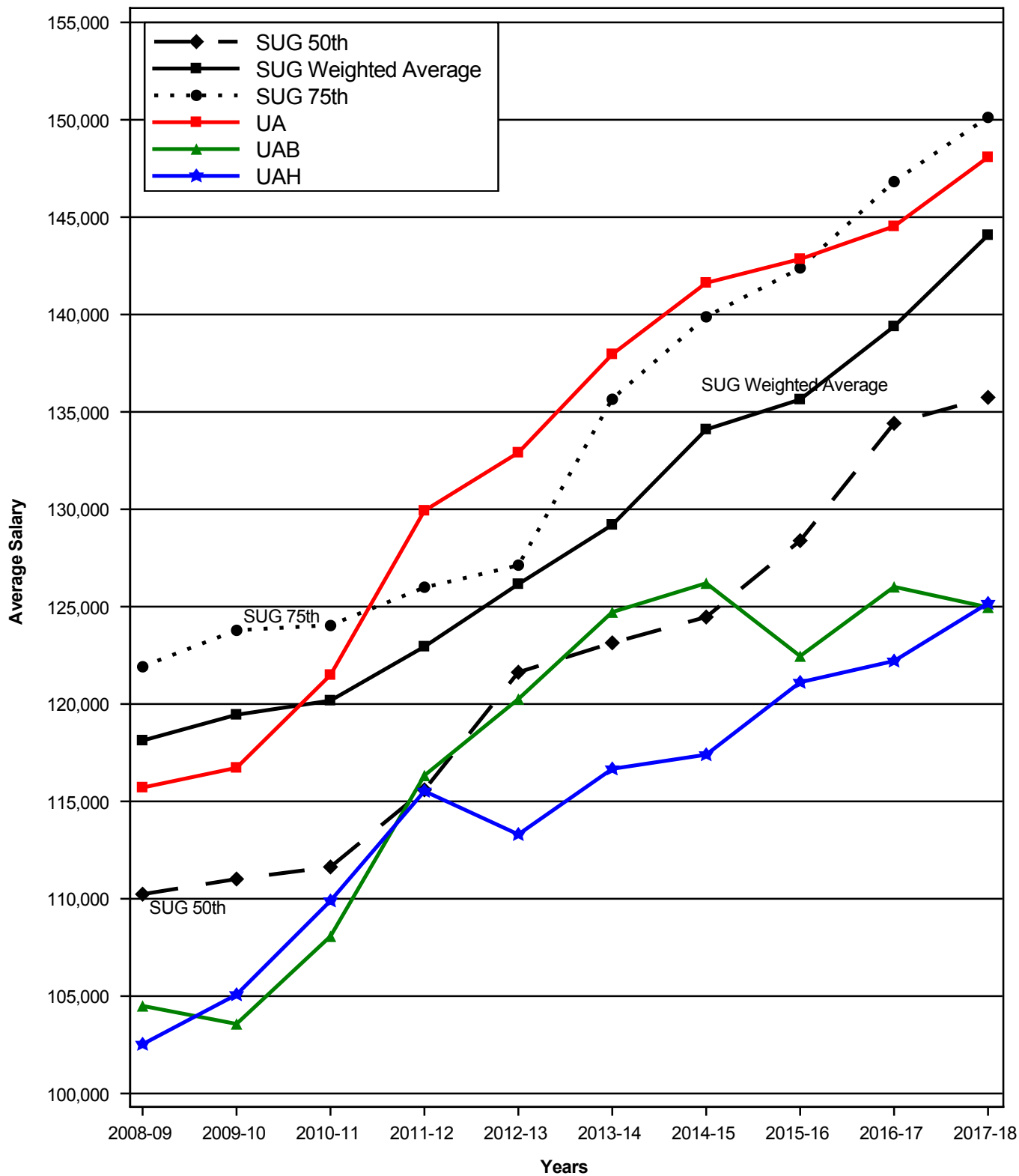
SUG 75th Percentile Catch-Up Compared

The institutions would need an additional \$17,087,386 to bring the average salaries to this goal. This figure is 1% higher than the \$16,864,699 catch-up amount last year.

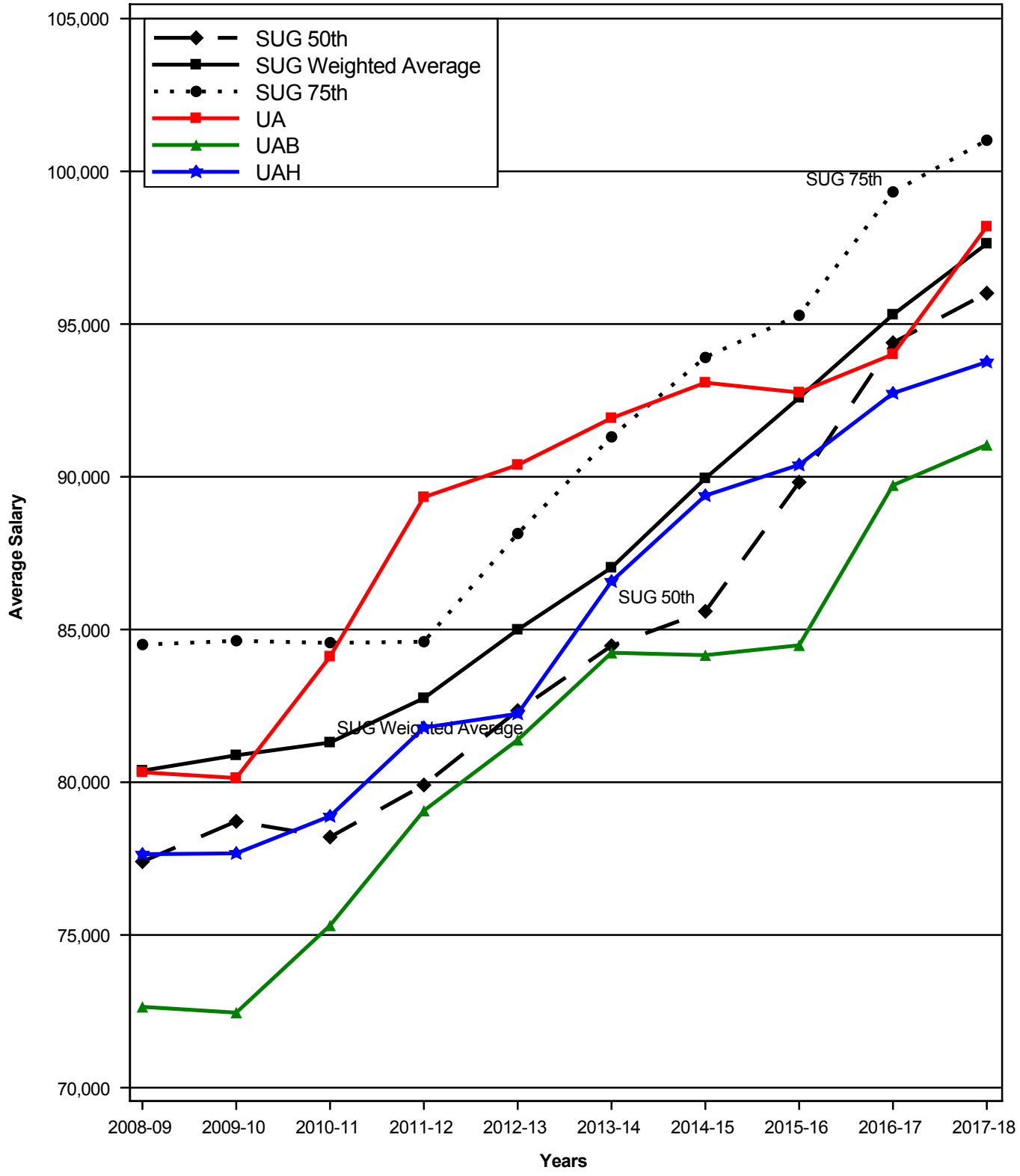
**Full-Time Instructional Faculty Salaries by Rank
 UA, UAB, and UAH Averages compared to SUG 50th Percentile,
 SUG Weighted Average, and SUG 75th Percentile**

Year	Faculty Rank	SUG 50th Percentile	SUG Weighted Average	SUG 75th Percentile	UA Average	UAB Average	UAH Average
2017-18	Professor	135,745	144,076	150,142	148,075	124,967	125,173
2016-17		134,413	139,390	146,833	144,528	126,017	122,210
2015-16		128,388	135,636	142,374	142,846	122,460	121,118
2014-15		124,467	134,097	139,887	141,625	126,204	117,397
2013-14		123,141	129,200	135,670	137,958	124,720	116,671
2012-13		121,630	126,156	127,121	132,906	120,255	113,304
2011-12		115,593	122,946	125,984	129,926	116,331	115,527
2010-11		111,633	120,175	124,052	121,490	108,073	109,895
2009-10		111,014	119,448	123,787	116,724	103,573	105,076
2008-09		110,234	118,124	121,927	115,709	104,499	102,532
2017-18	Associate	96,011	97,632	101,021	98,191	91,044	93,759
2016-17		94,389	95,308	99,319	94,010	89,724	92,736
2015-16		89,822	92,588	95,294	92,760	84,484	90,391
2014-15		85,594	89,950	93,918	93,081	84,160	89,385
2013-14		84,468	87,025	91,313	91,921	84,239	86,576
2012-13		82,346	84,993	88,138	90,387	81,387	82,242
2011-12		79,910	82,752	84,600	89,333	79,070	81,788
2010-11		78,206	81,300	84,562	84,114	75,311	78,889
2009-10		78,720	80,882	84,629	80,139	72,456	77,672
2008-09		77,401	80,379	84,505	80,325	72,647	77,644
2017-18	Assistant	85,863	84,619	90,260	77,956	75,143	75,306
2016-17		83,889	82,744	88,262	74,581	73,248	74,960
2015-16		81,643	81,789	86,726	72,143	72,267	75,434
2014-15		79,809	79,885	87,562	71,026	71,174	73,529
2013-14		77,972	78,009	83,956	69,943	72,099	71,959
2012-13		76,591	75,988	79,380	68,212	71,050	70,388
2011-12		71,693	73,185	77,242	67,473	68,262	68,094
2010-11		70,307	71,087	76,746	64,029	61,545	64,633
2009-10		69,597	70,506	76,259	61,328	58,421	62,166
2008-09		68,603	69,717	73,702	63,332	58,979	62,334

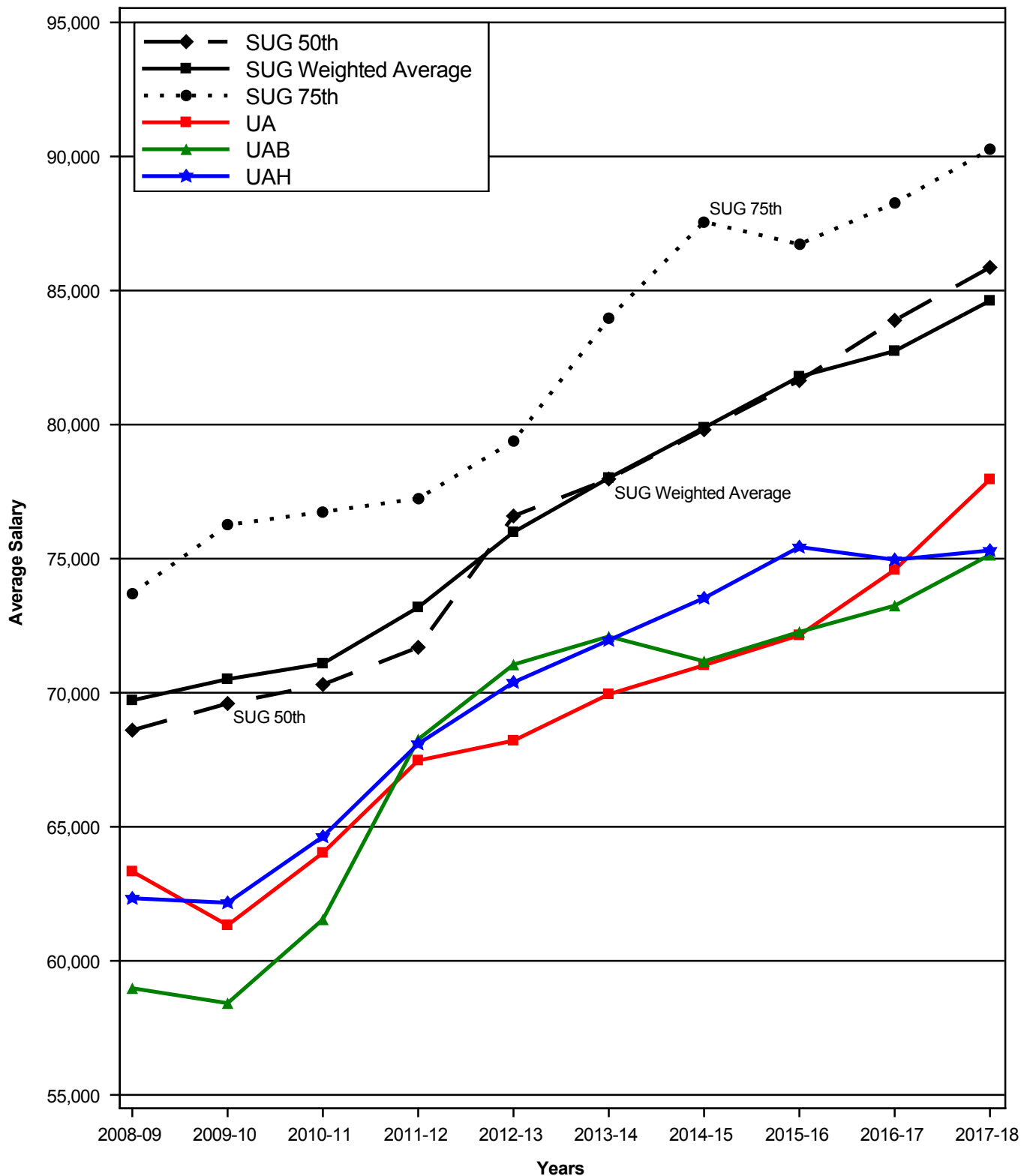
Average Professor Salary UA, UAB, and UAH vs SUG 50th Percentile, SUG Weighted Average, and SUG 75th Percentile



**Average Associate Professor Salary
 UA, UAB, and UAH vs SUG 50th Percentile,
 SUG Weighted Average, and SUG 75th Percentile**



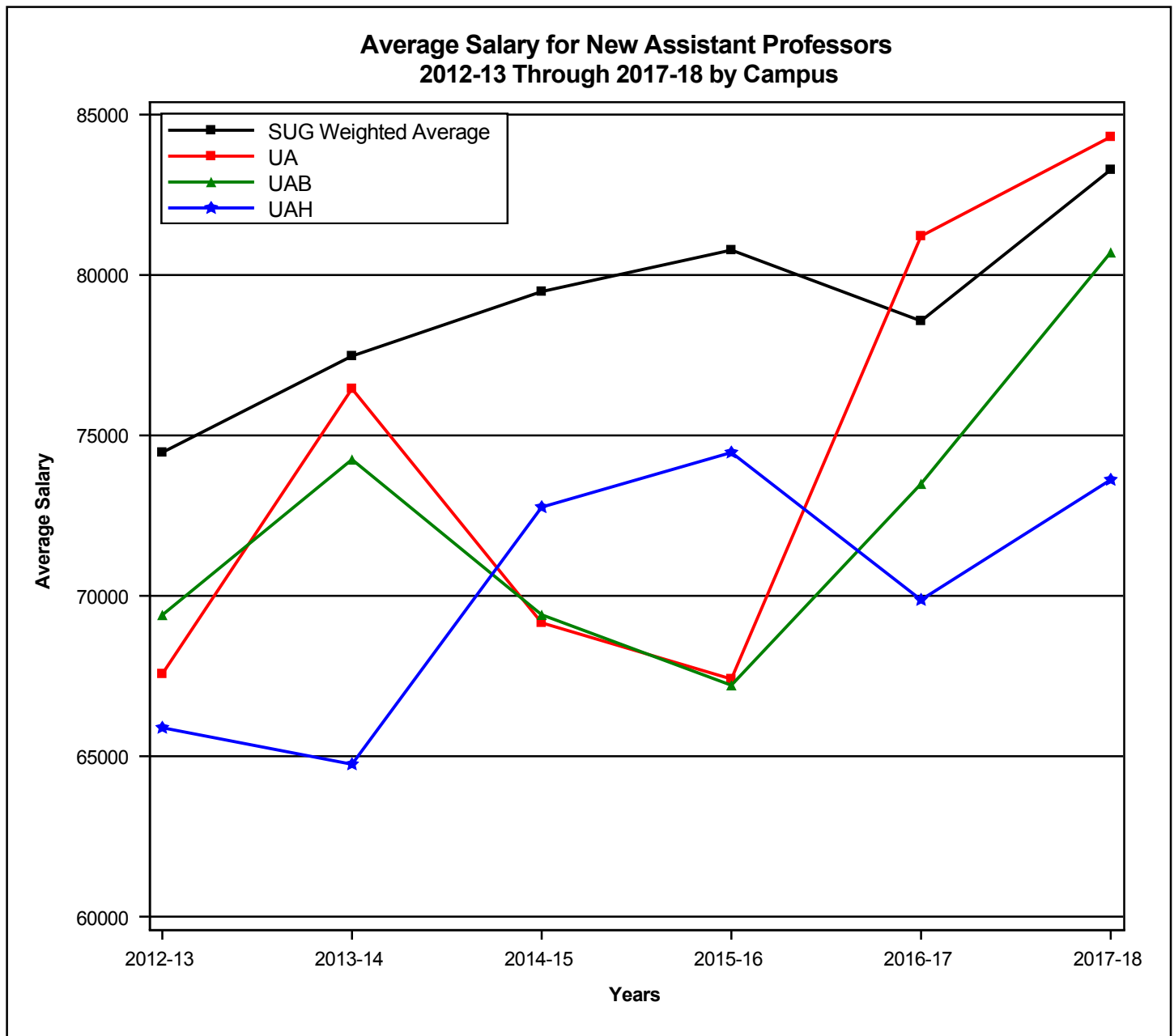
Average Assistant Professor Salary UA, UAB, and UAH vs SUG 50th Percentile, SUG Weighted Average, and SUG 75th Percentile



New Full-Time Instructional Assistant Professor Average Salaries

New Assistant Professor average salaries are market driven and vary by discipline.

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



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 50th percentile and the average salaries of full-time instructional faculty on the three University of Alabama campuses. The “Cost to Reach the SUG 50th Percentile” is calculated by finding the difference between average salaries for each campus and the SUG 50th percentile salary by rank and multiplying that difference by the total number of faculty in each rank.

This year’s system-wide “cost-to-catch-up” to the SUG 50th percentile salary would be \$8,741,671. This number excludes instructor level faculty, benefits, administrative stipends, promotions, and inflation.

School	2017-2018 Faculty # and Rank		\$ and % Difference Between Average Campus Salaries and SUG 50th Percentile		Cost to Reach SUG 50th Percentile (Summed)
UA	300	Professor	\$12,330	9.1%	\$0
	308	Associate	\$2,180	2.3%	\$0
	405	Assistant	(\$7,907)	(9.2%)	\$3,202,335
	UA TOTAL				\$3,202,335
UAB	132	Professor	(\$10,778)	(7.9%)	\$1,422,696
	143	Associate	(\$4,967)	(5.2%)	\$710,281
	141	Assistant	(\$10,720)	(12.5%)	\$1,511,520
	UAB TOTAL				\$3,644,497
UAH	62	Professor	(\$10,572)	(7.8%)	\$655,464
	105	Associate	(\$2,252)	(2.3%)	\$236,460
	95	Assistant	(\$10,557)	(12.3%)	\$1,002,915
	UAH TOTAL				\$1,894,839
<i>TOTAL UAS</i>					<i>\$8,741,671</i>

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 University of Alabama 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 year’s system-wide “cost-to-catch-up” to the SUG weighted average would be \$9,962,489. This number excludes instructor level faculty, benefits, administrative stipends, promotions, and inflation.

School	2017-2018 Faculty # and Rank		\$ and % Difference Between Average Campus Salaries and SUG Weighted Average		Cost to Reach SUG Weighted Average (Summed)
UA	300	Professor	\$3,999	2.8%	\$0
	308	Associate	\$559	0.6%	\$0
	405	Assistant	(\$6,663)	(7.9%)	\$2,698,515
	UA TOTAL				\$2,698,515
UAB	132	Professor	(\$19,109)	(13.3%)	\$2,522,388
	143	Associate	(\$6,588)	(6.7%)	\$942,084
	141	Assistant	(\$9,476)	(11.2%)	\$1,336,116
	UAB TOTAL				\$4,800,588
UAH	62	Professor	(\$18,903)	(13.1%)	\$1,171,986
	105	Associate	(\$3,873)	(4.0%)	\$406,665
	95	Assistant	(\$9,313)	(11.0%)	\$884,735
	UAH TOTAL				\$2,463,386
<i>TOTAL UAS</i>					\$9,962,489

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 75th percentile and the average salaries of full-time instructional faculty on the three University of Alabama campuses. The “Cost to Reach the SUG 75th Percentile” is calculated by finding the difference between average salaries for each campus and the SUG 75th percentile salary by rank and multiplying that difference by the total number of faculty in each rank.

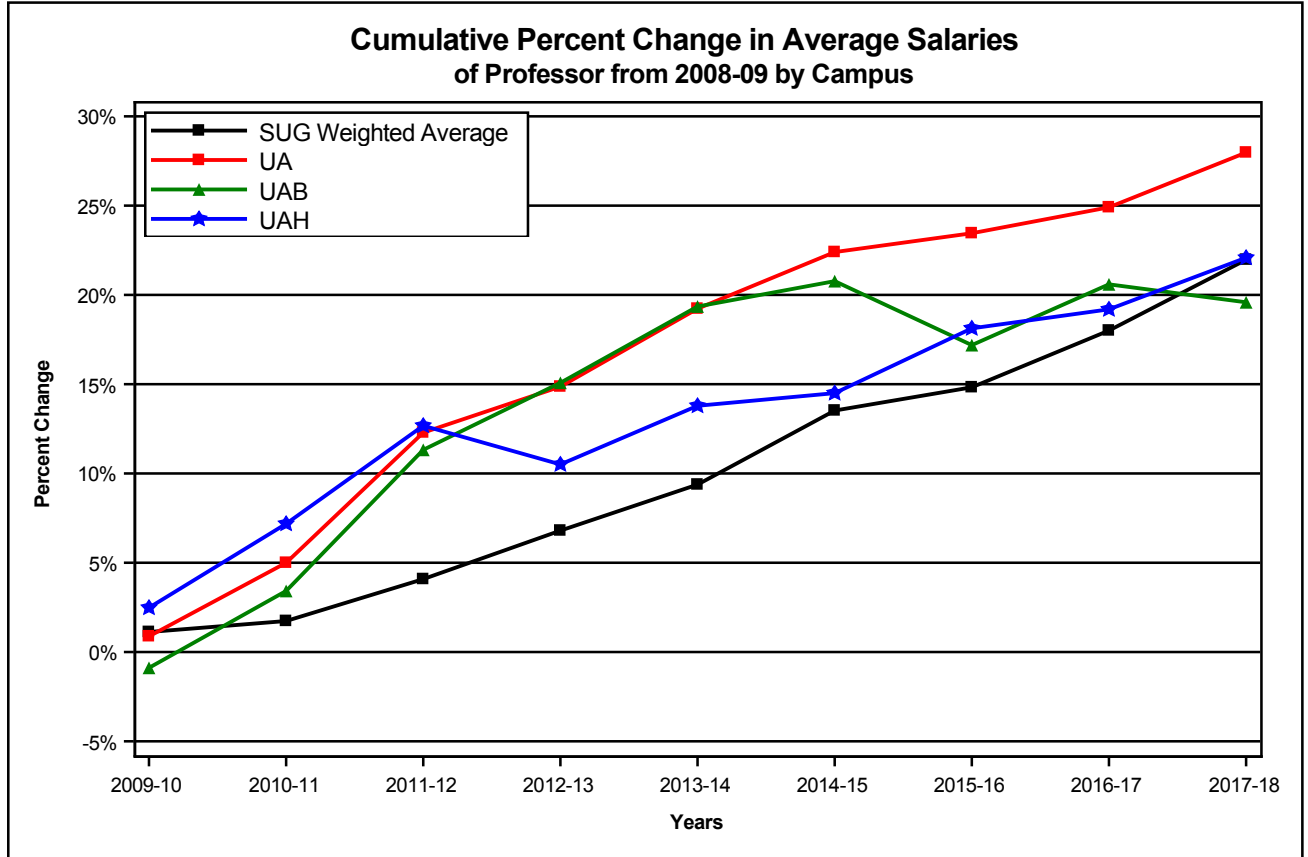
This year’s system-wide “cost-to-catch-up” to the SUG 75th would be \$17,087,386. This number excludes instructor level faculty, benefits, administrative stipends, promotions, and inflation.

School	2017-2018 Faculty # and Rank		\$ and % Difference Between Average Campus Salaries and SUG 75th Percentile		Cost to Reach SUG 75th Percentile (Summed)
UA	300	Professor	(\$2,067)	(1.4%)	\$620,100
	308	Associate	(\$2,830)	(2.8%)	\$871,640
	405	Assistant	(\$12,304)	(13.6%)	\$4,983,120
		UA TOTAL			\$6,474,860
UAB	132	Professor	(\$25,175)	(16.8%)	\$3,323,100
	143	Associate	(\$9,977)	(9.9%)	\$1,426,711
	141	Assistant	(\$15,117)	(16.7%)	\$2,131,497
		UAB TOTAL			\$6,881,308
UAH	62	Professor	(\$24,969)	(16.6%)	\$1,548,078
	105	Associate	(\$7,262)	(7.2%)	\$762,510
	95	Assistant	(\$14,954)	(16.6%)	\$1,420,630
		UAH TOTAL			\$3,731,218
TOTAL UAS					\$17,087,386

Cumulative Growth Analysis of Professor Salaries

The following table shows the cumulative growth rate of SUG Weighted Average salaries compared to the UA, UAB, and UAH average salaries for full professors. The cumulative growth rate is calculated by dividing the current year's average salary by the base year's salary (2008-2009) and subtracting one.

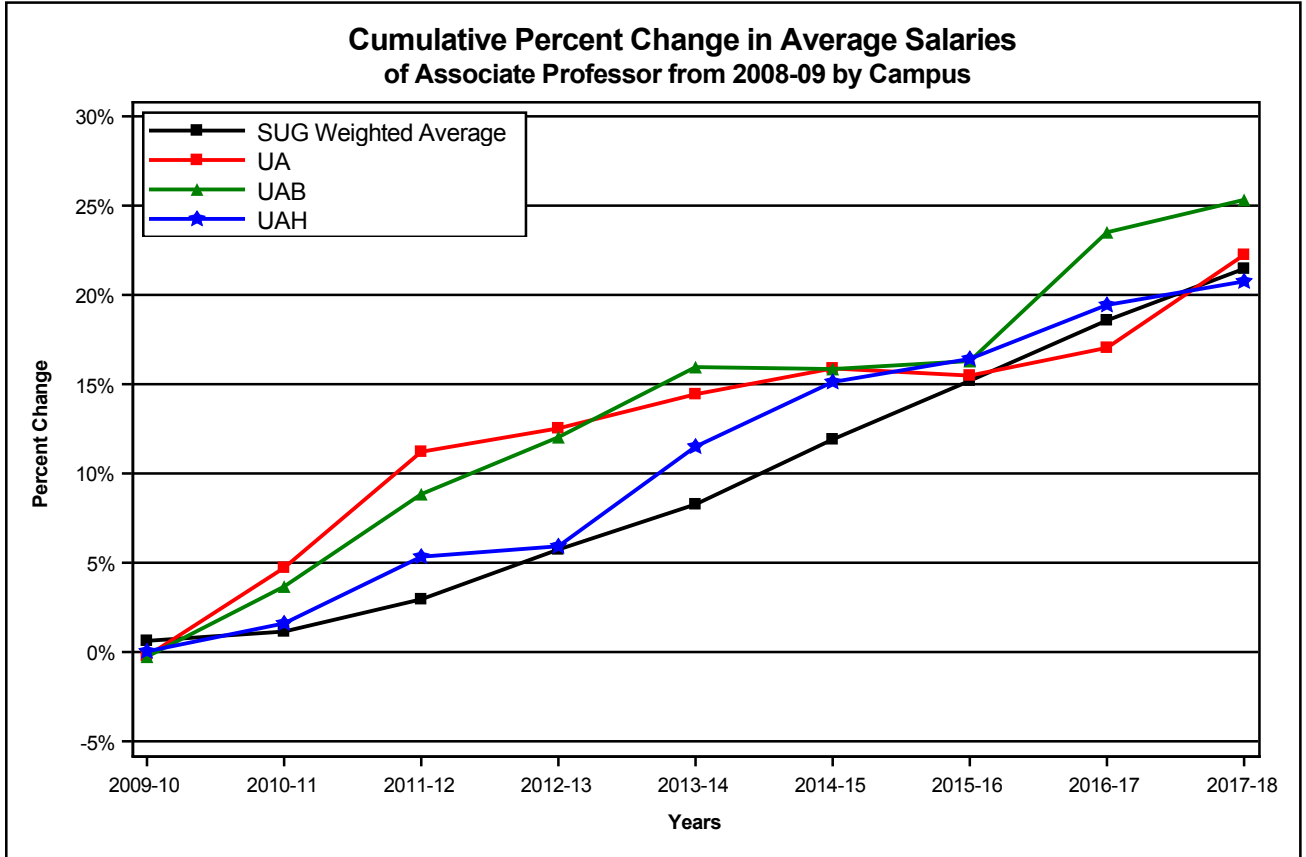
Cumulative Percent Change from 2008-09 in Average Salaries of Professor				
Year	SUG Weighted Average	UA	UAB	UAH
2017-18	21.97%	27.97%	19.59%	22.08%
2016-17	18.00%	24.91%	20.59%	19.19%
2015-16	14.83%	23.45%	17.19%	18.13%
2014-15	13.52%	22.40%	20.77%	14.50%
2013-14	9.38%	19.23%	19.35%	13.79%
2012-13	6.80%	14.86%	15.08%	10.51%
2011-12	4.08%	12.29%	11.32%	12.67%
2010-11	1.74%	5.00%	3.42%	7.18%
2009-10	1.12%	0.88%	(0.89%)	2.48%



Cumulative Growth Analysis of Associate Professor Salaries

The following table shows the cumulative growth rate of SUG Weighted Average salaries compared to the UA, UAB, and UAH average salaries for associate professors. The cumulative growth rate is calculated by dividing the current year's average salary by the base year's salary (2008-2009) and subtracting one.

Cumulative Percent Change from 2008-09 in Average Salaries of Associate Professor				
Year	SUG Weighted Average	UA	UAB	UAH
2017-18	21.46%	22.24%	25.32%	20.75%
2016-17	18.57%	17.04%	23.51%	19.44%
2015-16	15.19%	15.48%	16.29%	16.42%
2014-15	11.91%	15.88%	15.85%	15.12%
2013-14	8.27%	14.44%	15.96%	11.50%
2012-13	5.74%	12.53%	12.03%	5.92%
2011-12	2.95%	11.21%	8.84%	5.34%
2010-11	1.15%	4.72%	3.67%	1.60%
2009-10	0.63%	(0.23%)	(0.26%)	0.04%



Cumulative Growth Analysis of Assistant Professor Salaries

The following table shows the cumulative growth rate of SUG Weighted Average salaries compared to the UA, UAB, and UAH average salaries for assistant professors. The cumulative growth rate is calculated by dividing the current year's average salary by the base year's salary (2008-2009) and subtracting one.

Cumulative Percent Change from 2008-09 in Average Salaries of Assistant Professor				
Year	SUG Weighted Average	UA	UAB	UAH
2017-18	21.37%	23.09%	27.41%	20.81%
2016-17	18.69%	17.76%	24.19%	20.26%
2015-16	17.32%	13.91%	22.53%	21.02%
2014-15	14.58%	12.15%	20.68%	17.96%
2013-14	11.89%	10.44%	22.25%	15.44%
2012-13	8.99%	7.71%	20.47%	12.92%
2011-12	4.97%	6.54%	15.74%	9.24%
2010-11	1.97%	1.10%	4.35%	3.69%
2009-10	1.13%	(3.16%)	(0.95%)	(0.27%)

