



University of Alabama System

THE UNIVERSITY OF ALABAMA
THE UNIVERSITY OF ALABAMA AT BIRMINGHAM
THE UNIVERSITY OF ALABAMA IN HUNTSVILLE
THE UAB HEALTH SYSTEM

FY 2018-2019 SUG/UAS Salary Analysis For Full-Time Instructional Faculty

May 2019

ACKNOWLEDGEMENTS

The work of the following individuals is acknowledged with appreciation:

Data collection, survey results, and processing:

Dr. Anup KC
Senior Institutional Research
Analyst
Office of Institutional Research and
Assessment
The University of Alabama
Box 870166
Tuscaloosa, AL 35487

Dr. Christine Kraft
Institutional Research Analyst
Office of Institutional Research and
Assessment
The University of Alabama
Box 870166
Tuscaloosa, AL 35487

Analysis and publication:

Mr. Lorne Kuffel
Executive Director
Office of Institutional Research and
Assessment
The University of Alabama
Box 870166
Tuscaloosa, AL 35487
Telephone: (205) 348-7204

Dr. Charles Nash
Sr. Vice Chancellor for Academic
and Student Affairs
The University of Alabama System
500 University Blvd. East
Tuscaloosa, AL 35401
Telephone: (205) 348-8347

Dr. Yardley Bailey
Assistant Vice Chancellor for Academic and
Student Affairs and Director of Institutional Research
The University of Alabama System
500 University Blvd. East
Tuscaloosa, AL 35401
Telephone: (205) 348-8347

Questions regarding the report should be directed to these individuals as appropriate.

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), the 50th percentile, and the 75th percentile. The latter two measures are 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.

- 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.
 - In this study, if a percentile falls between two institutional observations, the highest observation of the two determines the percentile location.
5. 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.

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:

Using the weighted average salary for SUG institutions accounts for the different sizes of institutions. For example there are three institutions that pay the faculty an average salary of \$100,000, \$110,000, and \$120,000 respectively; the 'straight' average salary for these institutions is \$110,000 $((\$100,000 + \$110,000 + \$120,000) / 3)$. Weighting an average factors in the number of faculty at each institution, for example 25, 15, and 12 respectively. The 'weighted' average salary for these faculty is \$107,500 $((\$100,000 * 25) + (\$110,000 * 15) + (\$120,000 * 12)) / 52$. Institutions with larger numbers of faculty have more weight in the average calculation.

SUMMARY REPORT OF 2018-2019 SUG/UAS FACULTY SALARY ANALYSIS

The average salary for UA professors continues to be higher than the 50th percentile and the weighted average SUG salaries. As well, the UA associate professor average salary continues above the SUG 50th percentile value. All other SUG average salary comparisons are higher than the values for UAS institutions by rank.

This year the new assistant professor average salary for all UAS institutions are below 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 \$6,235,286 to bring the average faculty salaries up to the SUG 50th percentile target. This figure is 29% lower than the catch-up amount for last year, \$8,741,671.

SUG Weighted Average Catch-Up Compared

Compared to this peer measure, the UAS institutions would need \$9,111,377 to reach faculty salary parity. This figure is 9% lower than last year’s catch-up amount of \$9,962,489.

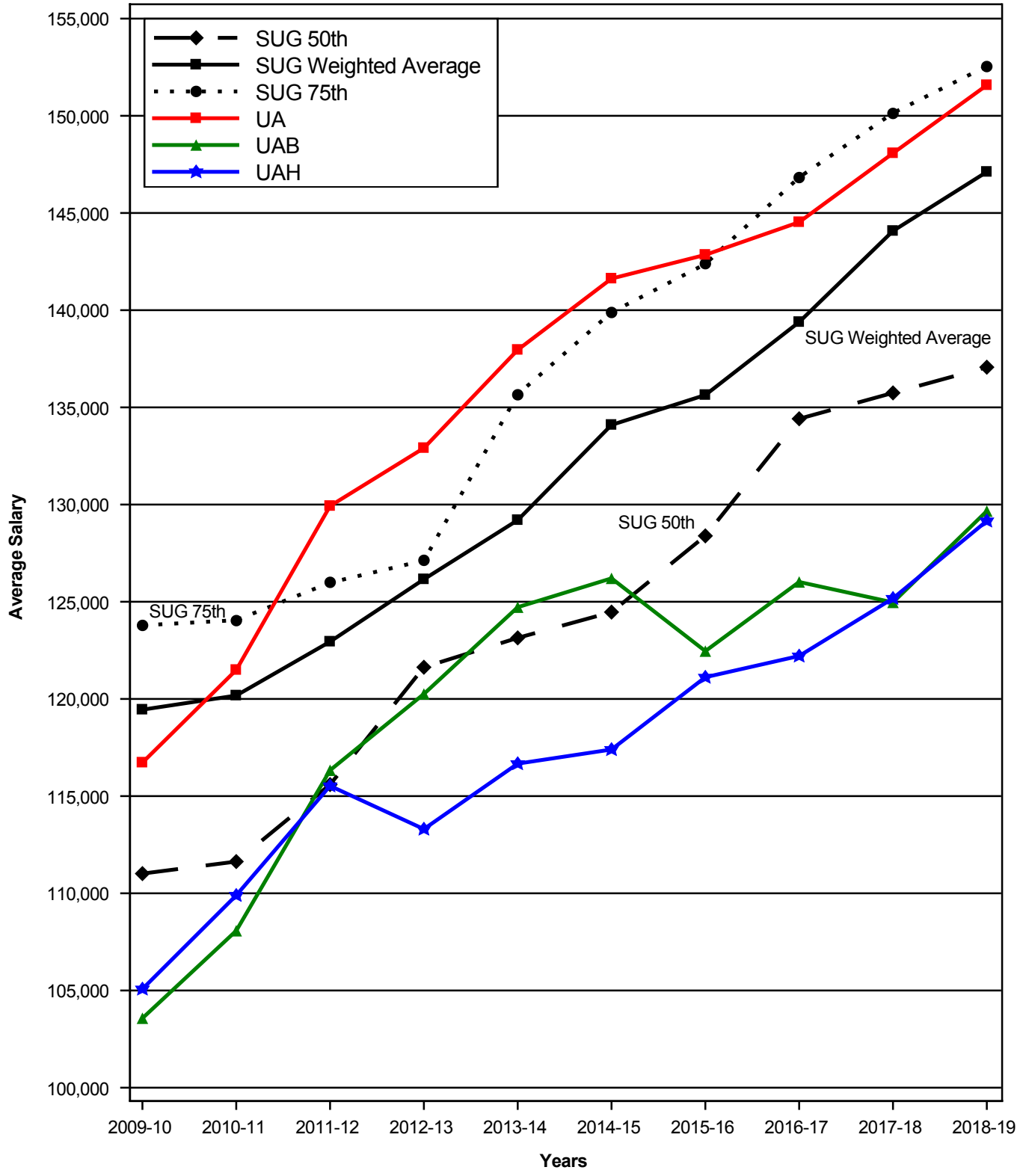
SUG 75th Percentile Catch-Up Compared

The institutions would need an additional \$15,953,177 to bring the average salaries to this goal. This figure is 7% lower than the \$17,087,386 catch-up amount last year.

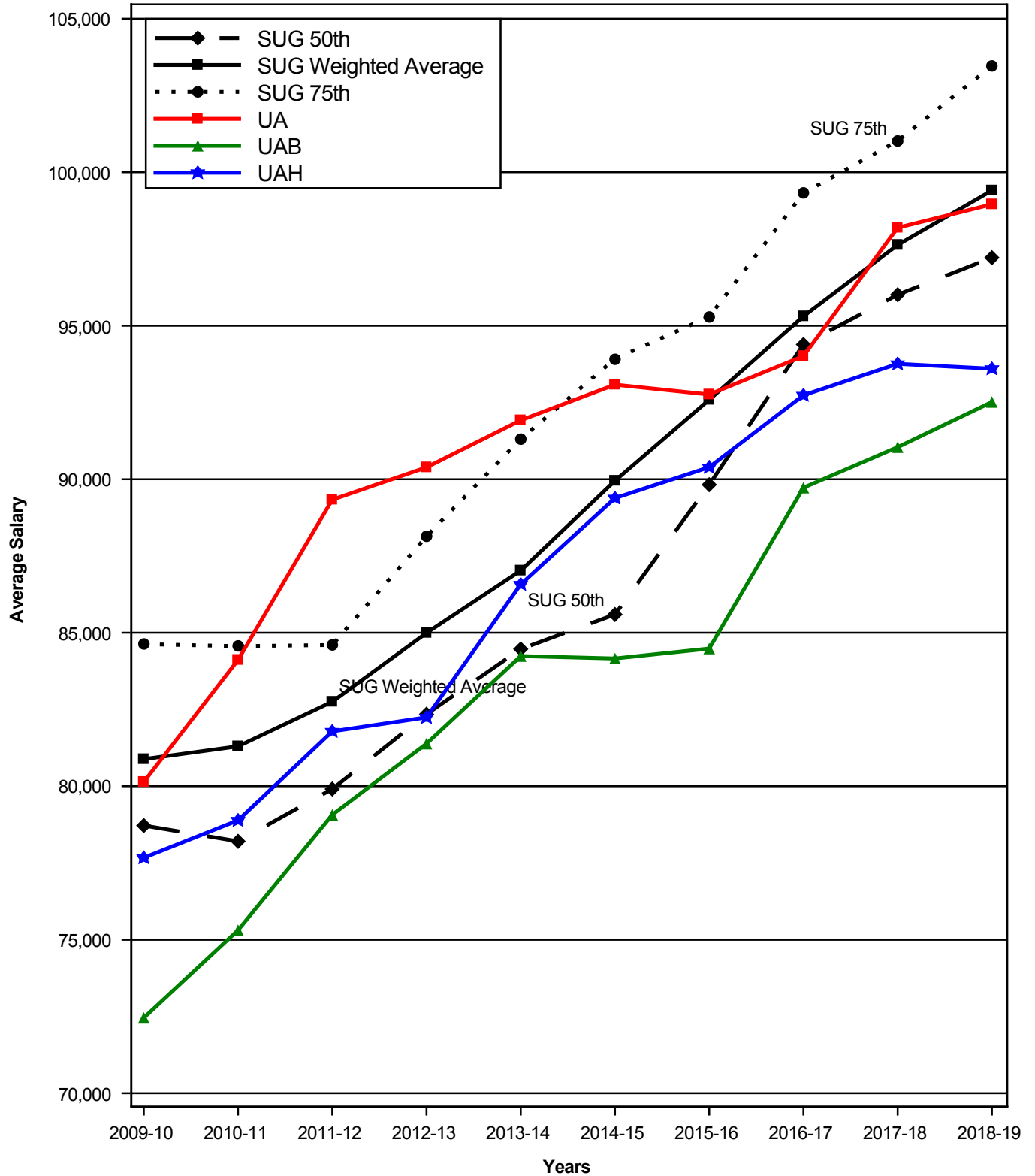
**Full-Time Instructional Faculty Salaries by Rank
 UA, UAB, and UAH Averages compared to SUG 50th Percentile,
 SUG Weighted Average, and SUG 75th Percentile**

Year	Faculty Rank	SUG 50th Percentile	SUG Weighted Average	SUG 75th Percentile	UA Average	UAB Average	UAH Average
2018-19	Professor	137,067	147,115	152,554	151,576	129,664	129,157
2017-18		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
2018-19	Associate	97,217	99,406	103,462	98,954	92,516	93,599
2017-18		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
2018-19	Assistant	84,928	85,201	89,869	81,083	76,571	76,456
2017-18		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

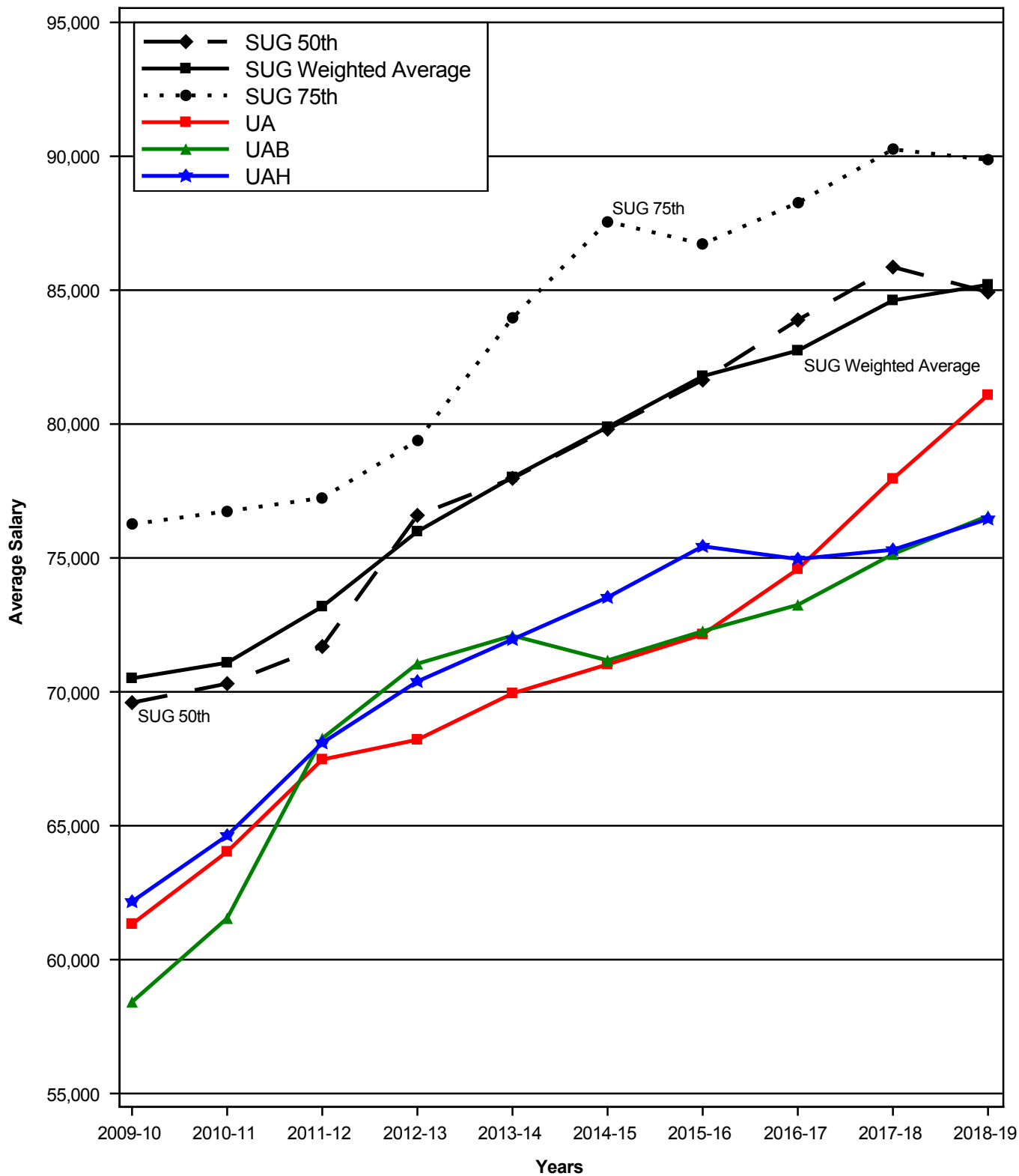
Average Professor Salary
UA, UAB, and UAH vs SUG 50th Percentile,
SUG Weighted Average, and SUG 75th Percentile



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



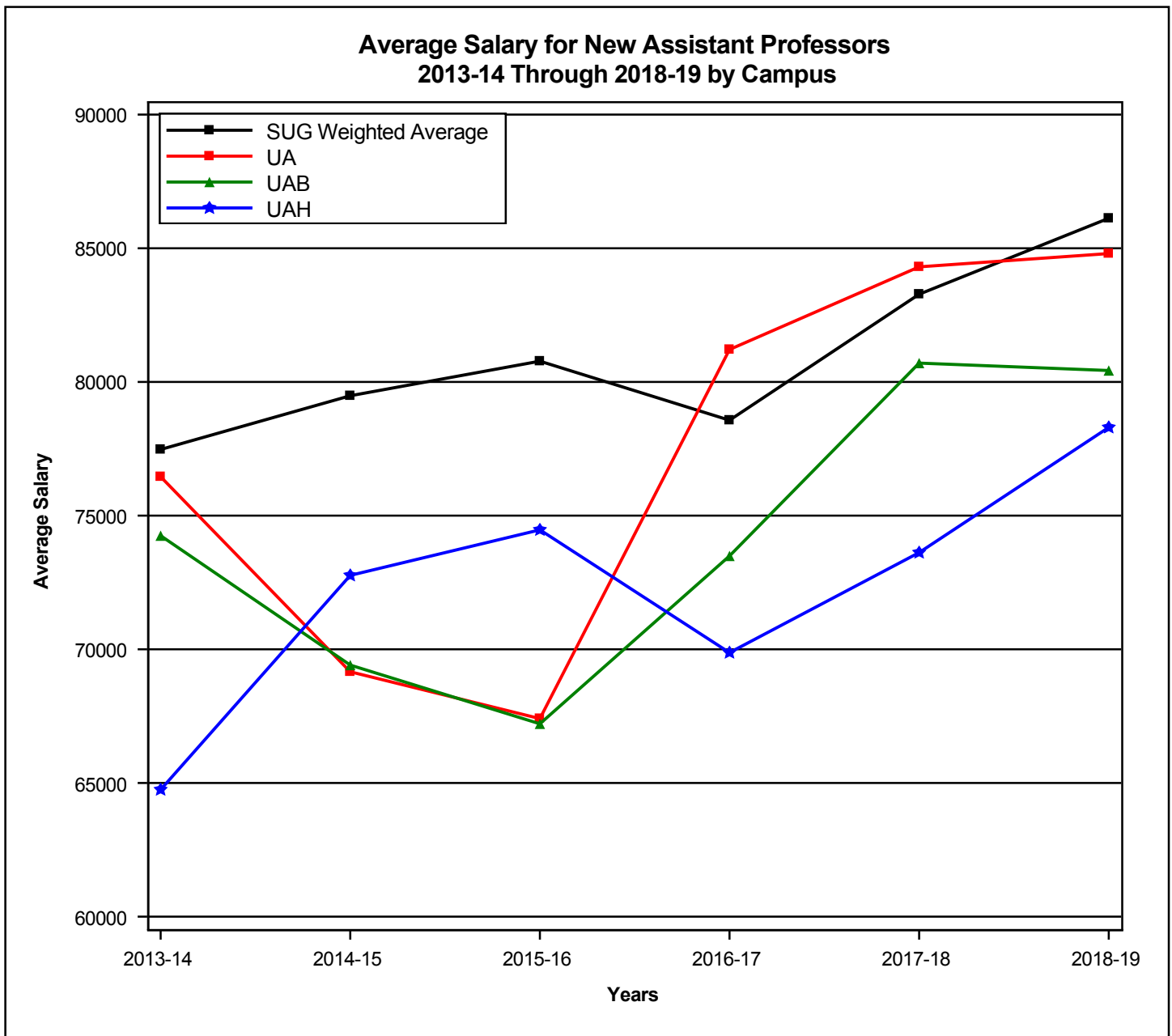
Average Assistant Professor Salary UA, UAB, and UAH vs SUG 50th Percentile, SUG Weighted Average, and SUG 75th Percentile



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 \$6,235,286. This number excludes instructor level faculty, benefits, administrative stipends, promotions, and inflation.

School	2018-2019 Faculty # and Rank		\$ and % Difference Between Average Campus Salaries and SUG 50th Percentile		Cost to Reach SUG 50th Percentile (Summed)
UA	300	Professor	\$14,509	10.6%	\$0
	321	Associate	\$1,737	1.8%	\$0
	441	Assistant	(\$3,845)	(4.5%)	\$1,695,645
	UA TOTAL				\$1,695,645
UAB	136	Professor	(\$7,403)	(5.4%)	\$1,006,808
	138	Associate	(\$4,701)	(4.8%)	\$648,738
	149	Assistant	(\$8,357)	(9.8%)	\$1,245,193
	UAB TOTAL				\$2,900,739
UAH	64	Professor	(\$7,910)	(5.8%)	\$506,240
	107	Associate	(\$3,618)	(3.7%)	\$387,126
	88	Assistant	(\$8,472)	(10.0%)	\$745,536
	UAH TOTAL				\$1,638,902
<i>TOTAL UAS</i>					\$6,235,286

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 \$9,111,377. This number excludes instructor level faculty, benefits, administrative stipends, promotions, and inflation.

School	2018-2019 Faculty # and Rank		\$ and % Difference Between Average Campus Salaries and SUG Weighted Average		Cost to Reach SUG Weighted Average (Summed)
UA	300	Professor	\$4,461	3.0%	\$0
	321	Associate	(\$452)	(0.5%)	\$145,092
	441	Assistant	(\$4,118)	(4.8%)	\$1,816,038
		UA TOTAL			\$1,961,130
UAB	136	Professor	(\$17,451)	(11.9%)	\$2,373,336
	138	Associate	(\$6,890)	(6.9%)	\$950,820
	149	Assistant	(\$8,630)	(10.1%)	\$1,285,870
		UAB TOTAL			\$4,610,026
UAH	64	Professor	(\$17,958)	(12.2%)	\$1,149,312
	107	Associate	(\$5,807)	(5.8%)	\$621,349
	88	Assistant	(\$8,745)	(10.3%)	\$769,560
		UAH TOTAL			\$2,540,221
<i>TOTAL UAS</i>					<i>\$9,111,377</i>

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.

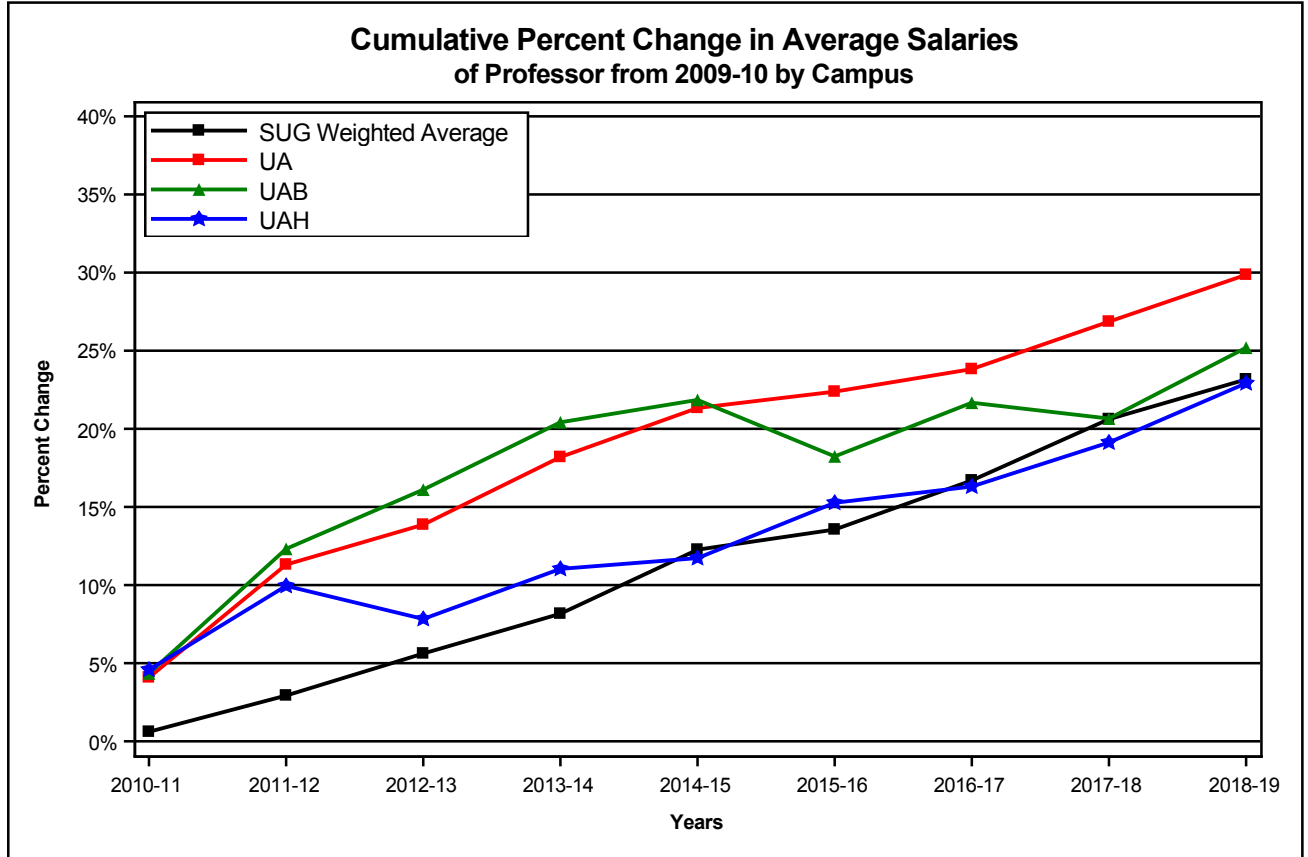
This year’s system-wide “cost-to-catch-up” to the SUG 75th would be \$15,953,177. This number excludes instructor level faculty, benefits, administrative stipends, promotions, and inflation.

School	2018-2019 Faculty # and Rank		\$ and % Difference Between Average Campus Salaries and SUG 75th Percentile		Cost to Reach SUG 75th Percentile (Summed)
UA	300	Professor	(\$978)	(0.6%)	\$293,400
	321	Associate	(\$4,508)	(4.4%)	\$1,447,068
	441	Assistant	(\$8,786)	(9.8%)	\$3,874,626
		UA TOTAL			\$5,615,094
UAB	136	Professor	(\$22,890)	(15.0%)	\$3,113,040
	138	Associate	(\$10,946)	(10.6%)	\$1,510,548
	149	Assistant	(\$13,298)	(14.8%)	\$1,981,402
		UAB TOTAL			\$6,604,990
UAH	64	Professor	(\$23,397)	(15.3%)	\$1,497,408
	107	Associate	(\$9,863)	(9.5%)	\$1,055,341
	88	Assistant	(\$13,413)	(14.9%)	\$1,180,344
		UAH TOTAL			\$3,733,093
<i>TOTAL UAS</i>					<i>\$15,953,177</i>

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 (2009-2010) and subtracting one.

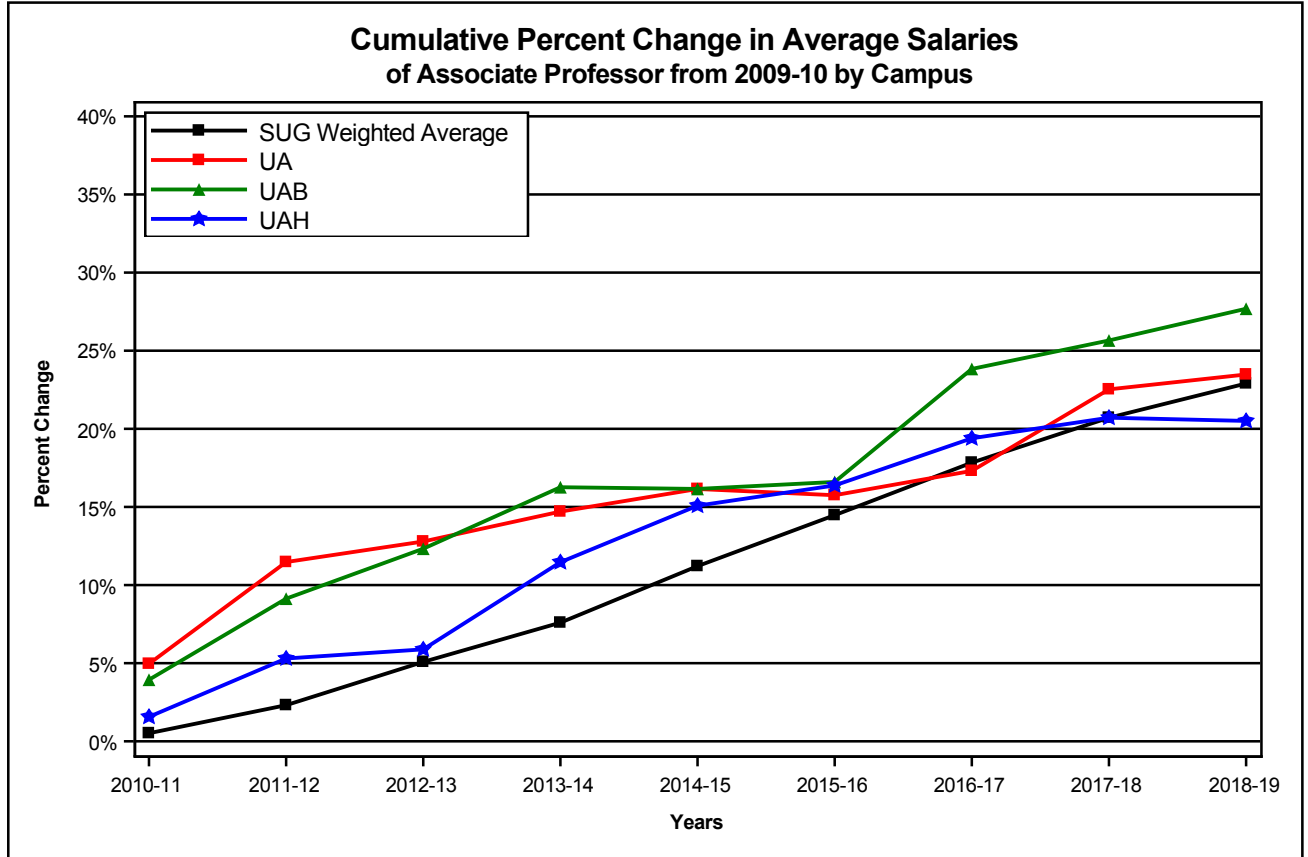
Cumulative Percent Change from 2009-10 in Average Salaries of Professor				
Year	SUG Weighted Average	UA	UAB	UAH
2018-19	23.16%	29.86%	25.19%	22.92%
2017-18	20.62%	26.86%	20.66%	19.13%
2016-17	16.70%	23.82%	21.67%	16.31%
2015-16	13.55%	22.38%	18.24%	15.27%
2014-15	12.26%	21.33%	21.85%	11.73%
2013-14	8.16%	18.19%	20.42%	11.03%
2012-13	5.62%	13.86%	16.11%	7.83%
2011-12	2.93%	11.31%	12.32%	9.95%
2010-11	0.61%	4.08%	4.34%	4.59%



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 (2009-2010) and subtracting one.

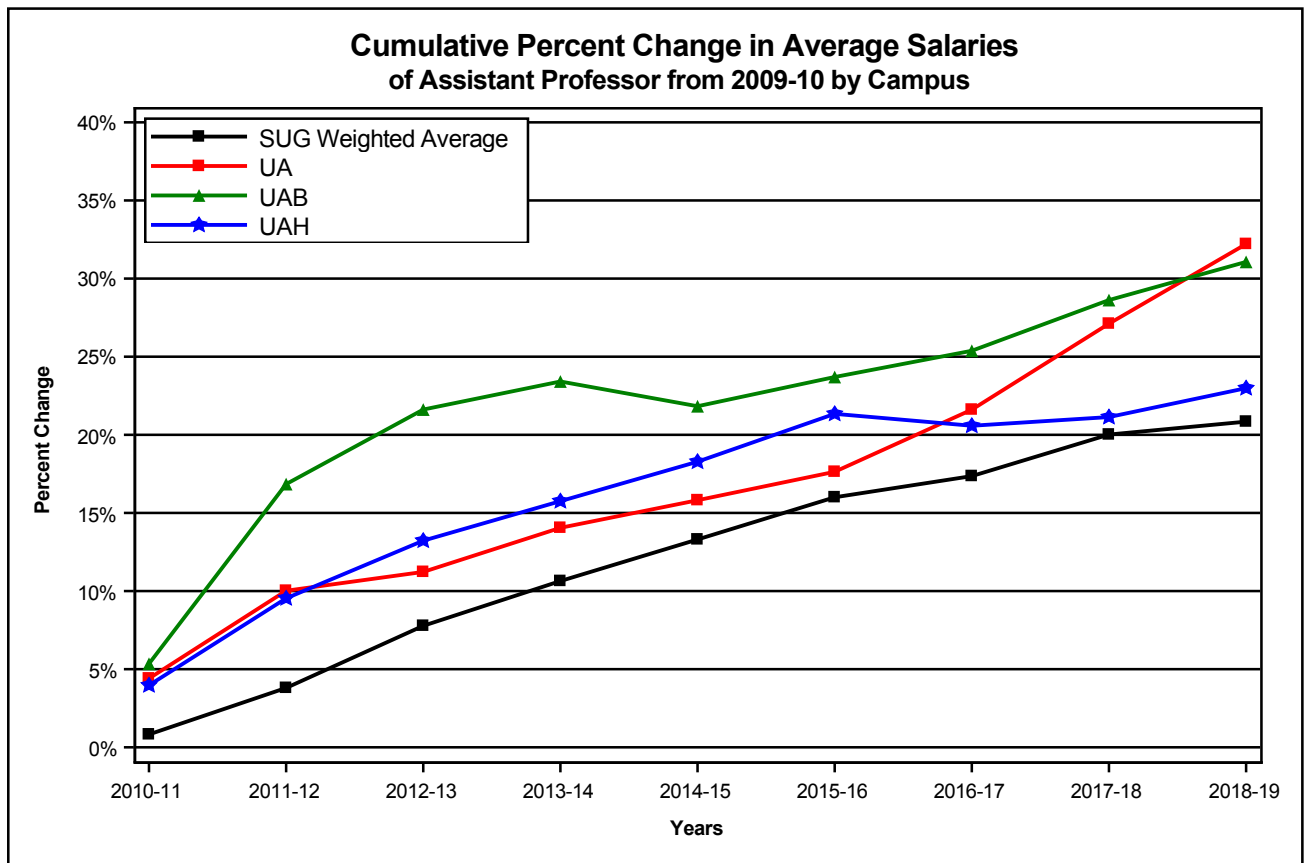
Cumulative Percent Change from 2009-10 in Average Salaries of Associate Professor				
Year	SUG Weighted Average	UA	UAB	UAH
2018-19	22.90%	23.48%	27.69%	20.51%
2017-18	20.71%	22.53%	25.65%	20.71%
2016-17	17.84%	17.31%	23.83%	19.39%
2015-16	14.47%	15.75%	16.60%	16.38%
2014-15	11.21%	16.15%	16.15%	15.08%
2013-14	7.60%	14.70%	16.26%	11.46%
2012-13	5.08%	12.79%	12.33%	5.88%
2011-12	2.31%	11.47%	9.13%	5.30%
2010-11	0.52%	4.96%	3.94%	1.57%



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 (2009-2010) and subtracting one.

Cumulative Percent Change from 2009-10 in Average Salaries of Assistant Professor				
Year	SUG Weighted Average	UA	UAB	UAH
2018-19	20.84%	32.21%	31.07%	22.99%
2017-18	20.02%	27.11%	28.62%	21.14%
2016-17	17.36%	21.61%	25.38%	20.58%
2015-16	16.00%	17.63%	23.70%	21.34%
2014-15	13.30%	15.81%	21.83%	18.28%
2013-14	10.64%	14.05%	23.41%	15.75%
2012-13	7.78%	11.22%	21.62%	13.23%
2011-12	3.80%	10.02%	16.84%	9.54%
2010-11	0.82%	4.40%	5.35%	3.97%





University of Alabama System

THE UNIVERSITY OF ALABAMA
THE UNIVERSITY OF ALABAMA AT BIRMINGHAM
THE UNIVERSITY OF ALABAMA IN HUNTSVILLE
THE UAB HEALTH SYSTEM

Office of Academic and Student Affairs

500 University Boulevard East

Tuscaloosa, Alabama 35401

(205) 348-8347

<http://uasystem.edu>