



2016-2017 APSA DEPARTMENTAL SURVEY: SALARIES REPORT

March 1, 2018

Executive Summary

The 2016-2017 APSA Departmental Survey asked chairs of departments offering degrees and courses in Political Science and Government to report the average salaries for their faculty by rank in the department, including those for newly hired faculty. The data indicate that reported salaries for faculty in political science increased in all measured categories between academic year 2015-2016 and 2016-2017 (Figure 1).

For the first time, we report salaries from previous academic years in constant 2016 dollars using the U.S. Department of Labor Bureau of Labor Statistics Historical Consumer Price Index for All Urban Consumers (CPI-U) (see Tables 2 and 9). This allows for comparison across time that controls for inflation and changes in purchasing power. This year's survey also included additional faculty rank categories so as to provide a more comprehensive picture of the salary and payment structures at institutions across the United States. These additional categories are: part-time, non-tenure-track faculty; adjunct faculty; visiting professors; and post docs.

As in previous years, both salary amounts and the degree of change varied by the highest degree offered by the department, as well as by the type of institution in which the department is located. PhD-granting departments offered significantly higher salaries for most faculty ranks, with lower rates offered by MA-granting and BA-granting political science departments. Departments granting only undergraduate combined or social science degrees tended to offer lower salaries overall. Average salaries at most private departments have increased at a faster pace overall than at public departments between 2013-2014 and 2016-2017. The overall trend in salaries is upward since aggregate salary data collection began for the 2013-2014 academic year. After a fall for many department types in 2015-2016, salaries for most categories rebounded in 2016-2017 and reached their highest reported levels to date.

To review past reports on the APSA Departmental Survey, including salary reports from previous years, please visit the [American Political Science Association website](#). The *2015-2016 APSA Departmental Survey: Faculty Salaries* report can be accessed [here](#).

We encourage you to read the report carefully, and we welcome your questions, thoughts, and ideas. Please contact us with any specific questions about these findings. We aim to fold in broader questions that members bring to our attention in subsequent reports and data collection efforts. Please contact us at surveys@apsanet.org, or by calling the main APSA office at 202-483-2512.

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Washington, DC
March 1, 2018



About the Data

The 2016-2017 APSA Departmental Survey was administered to 1,233 departments at 4-year colleges and universities offering degrees in courses in Political Science and Government in the United States. The survey was administered online from May 30th to November 9th, 2017. 367 departments responded to the survey for an overall response rate of 29.8%. Departments of social science had a response rate of 12.1% (n = 24); BA departments combining political science with at least one other field had a response rate of 24.0% (n = 64); BA departments of political science or government had a response rate of 34.5% (n = 167); MA-granting departments had a response rate of 27.5% (n = 41); and PhD-granting departments had a response rate of 53.8% (n = 71).

Salaries for New Hires

- **Full Professors, Tenured (Table 1):**
 - The average salary for newly hired full professors was \$127,141, the highest rate of all faculty ranks included in this study. Private institutions offered higher salaries for new hires than did their public counterparts, however it is not possible to draw firm conclusions given the small number of reported salaries by private institutions.
- **Associate Professors, Tenured (Table 1):**
 - The average salary for newly hired associate professors was \$106,945. This is the second highest rate among the different faculty ranks captured by the survey, with a gap of \$20,196 between these faculty and the greater compensation offered to newly hired full professors. New hire salaries for associate professors at private institutions were significantly higher than at public ones.
- **Assistant Professors, Tenure-track (Tables 1 and 2):**
 - The average salary for a newly hired assistant professor in 2016-2017 was \$69,102, a noticeable increase from \$63,652 in 2015-2016 (in constant 2016 dollars). As with newly hired full-time, non-tenure-track faculty, private departments offered slightly higher salaries for new hires than did public institutions. PhD-granting departments also offered higher salaries than those offering an MA, who offered higher salaries than BA-granting departments.
- **Full-time, Non-tenure-track faculty (Tables 1 and 2) ***
 - The average salary for newly hired full-time, non-tenure-track faculty in 2016-2017 was \$53,973, up from \$47,616 in 2015-2016 (in constant dollars). The average salary for these faculty was \$4,088 higher at private departments compared public ones. This slightly higher new hire salary rate was evident at private PhD-granting departments versus public ones, as well as at private versus public BA-granting political science departments.
- **Part-time, Non-tenure-track faculty (Table 3):**
 - The majority of newly hired part-time, non-tenure-track faculty in 2016-2017 were paid per course they taught, with \$4,986 the average rate of pay per course. The rate of pay for these faculty at public and private institutions were nearly identical.

*The number of departments reporting salaries for new full-time, non-tenure-track faculty in 2016-2017 (34 departments) was significantly lower than in 2015-2016 (122). As a consequence, some salary data are unavailable.

- **Adjunct Faculty (Table 3):**
 - As with part-time, non-tenure-track faculty, newly hired adjunct faculty members were almost exclusively paid on a per course basis. At \$4,005 per course, newly hired adjuncts were paid slightly less than part-time, non-tenure-track faculty. New adjunct faculty paid per course were compensated at an almost identical rate regardless of whether they taught at a public or private institution. The average public per course payment rate was \$3,994, compared to \$4,026 at private institutions.
- **Visiting Professors (Table 3):**
 - The average rate of pay for newly hired visiting professors was \$53,989, with these faculty exclusively paid on an annual basis. This rate of pay is in line with the average for other newly hired full-time, non-tenure-track faculty. With regard to institution type and rates of payment, new visiting professors were similarly compensated regardless of institution type. Those at public departments received an average of \$55,295 per year and those at private ones received slightly less, at \$52,438 per annum.
- **Post Docs (Table 3):**
 - Almost all post docs captured by the survey were paid on an annual basis. Newly hired post docs received an average annual rate of pay of \$48,403. Public institutions on average compensated post docs at a higher salary rate than private ones. The average annual rate of pay for newly hired public post docs was reported as \$51,242, compared to \$44,500 at private institutions.

Average Salaries

- As was the case last year, salaries rose in most department types and have seen another year-on-year increase from 2015-2016 to 2016-2017 (Figure 1 and Table 9). Variation in average and median salaries depended heavily on the highest degree offered by the department. Average salaries at private departments, with the exception of combined and social science BA-granting ones, have increased at a faster pace overall than at public departments between 2013-2014 and 2016-2017 (Table 9).
- **Full Professors, Tenured (Figure 1, Tables 4-6):**
 - Average and median salaries for tenured and tenure-track faculty followed the same general overall salary trends in 2016-2017. The average salary for full professors was \$103,267 and the median was \$92,570. The data also indicate a broader trend in the larger gap between salaries for private and public faculty at PhD- and MA-granting departments and lesser differences between salaries at BA-granting departments. This observed salary gap between faculty at different types of departments also tends to widen as faculty progress through the ranks.
- **Associate Professors, Tenured (Figure 1, Tables 4-6):**
 - Average and median associate professor salaries followed the same general overall salary trends in 2016-2017. The average salary for associate professors was \$78,637 – \$13,087 higher than the average for assistant professors, and \$24,630 lower than the average for full professors.
- **Assistant Professors, Tenure-track (Figure 1, Tables 4-6):**
 - Among all assistant professors, the average salary was \$65,550. Little difference exists between public and private institutions, and, as with other tenured and tenure-track roles,

PhD-granting departments offered higher salaries than those offering an MA, who offered higher salaries than BA-granting departments.

- **Full-time, non-tenure-track faculty (Figure 1, Tables 4-6):**
 - Among all full-time, non-tenure-track faculty, the average salary was \$56,852. While the salary trends seen in tenure-track and tenured positions were also seen among full-time, non-tenure-track faculty, the range of average salaries at different department types for these faculty varied to a lesser degree than their tenured and tenure-track peers.
- **Part-time, non-tenure-track faculty (Tables 7 and 8):**
 - As with new hire salaries, the majority of part-time, non-tenure-track faculty in 2016-2017 were paid per course. The average rate of pay per course was \$4,302, with these payment rates similar at both public and private institutions. Payment rates varied by department type, with PhD-granting departments offering the highest rates at \$5,491 per course. The second highest rates were offered at MA-granting departments, the third highest at BA political science departments, and the lowest average rate of \$2,608 at BA combined and social science departments.
- **Adjunct faculty (Tables 7 and 8):**
 - As with part-time, non-tenure-track faculty, the vast majority of adjuncts were paid per course, with the average rate \$4,026. Little difference in payment rates existed between public and private institutions, although private ones tended to offer slightly higher rates. The higher the degree offered by the department, the higher the payment rate for adjunct faculty.
- **Visiting Professors (Tables 7 and 8):**
 - Most visiting professors were paid on an annual basis, with the average salary \$56,355. Public institutions offered slightly higher average rates of pay, although the median rate of \$50,000 was the same at both public and private institutions. Salaries were also similar across all departments, regardless of the highest degree offered.
- **Post Docs (Tables 7 and 8):**
 - In line with the findings for new hire salaries, post docs were almost exclusively paid on an annual basis. The average annual rate of pay for post docs was \$45,561. In contrast to payment rates for newly hired post docs, the overall average payment rate for post docs was marginally higher at private institutions than public ones.

Table 1. Departmental Average New Hire Salaries by Faculty Rank and Institution Type, 2016-2017

		Full Professor, Tenured	Associate Professor, Tenured	Assistant Professor, Tenure-track	Full-time, Non-tenure-track
All	n	13	22	119	34
	Mean	\$127,141	\$106,945	\$69,102	\$53,974
	Median	\$120,000	\$102,500	\$68,000	\$54,500
	Minimum	\$80,000	\$50,000	\$45,000	\$6,000
	Maximum	\$224,275	\$205,000	\$114,803	\$93,000
Public	n	10	15	80	26
	Mean	\$106,356	\$97,228	\$68,008	\$53,012
	Median	\$96,782	\$90,000	\$67,500	\$52,500
	Minimum	\$80,000	\$57,000	\$45,000	\$6,000
	Maximum	\$165,000	\$205,000	\$100,000	\$93,000
Private	n	3	7	39	8
	Mean	\$196,425	\$127,767	\$71,346	\$57,100
	Median	\$200,000	\$150,000	\$72,500	\$55,000
	Minimum	\$165,000	\$50,000	\$45,000	\$42,000
	Maximum	\$224,275	\$190,000	\$114,803	\$78,000

Note: n refers to the number of responding departments.

Table 2. Departmental Average New Hire Salaries in Constant 2016 Dollars by Highest Degree Offered and Institution Type

			CPI-U	Full-time, Non-tenure-track		Assistant Professor, Tenure-track	
				Mean	Median	Mean	Median
PhD	Public	2013-14	1.5	\$50,865	\$50,633	\$71,985	\$70,886
		2014-15	1.6	\$47,383	\$46,641	\$73,878	\$75,032
		2015-16	0.1	\$53,165	\$50,633	\$76,370	\$75,949
		2016-17	1.3	\$60,235	\$57,500	\$75,287	\$73,500
	Private	2013-14	1.5	\$77,772	\$76,962	\$77,772	\$76,962
		2014-15	1.6	\$58,082	\$60,837	\$90,635	\$91,255
		2015-16	0.1	\$58,671	\$54,684	\$93,038	\$91,646
		2016-17	1.3	\$64,000	\$64,000	\$95,091	\$95,000
MA	Public	2013-14	1.5	\$43,564	\$45,570	\$59,530	\$58,734
		2014-15	1.6	\$41,278	\$41,572	\$62,633	\$58,226
		2015-16	0.1	\$45,460	\$45,570	\$61,784	\$60,759
		2016-17	1.3	\$48,852	\$48,627	\$65,064	\$65,000
	Private	2013-14	1.5	\$48,608	\$48,608	\$60,759	\$60,759
		2014-15	1.6	\$59,316	\$59,316	\$71,652	\$70,976
		2015-16	0.1	\$49,620	\$50,633	\$69,620	\$71,899
		2016-17	1.3	--	--	\$75,000	\$75,000
BA	Public	2013-14	1.5	\$45,949	\$41,013	\$56,113	\$55,696
		2014-15	1.6	\$50,054	\$49,683	\$58,253	\$53,739
		2015-16	0.1	\$43,780	\$43,842	\$57,526	\$55,696
		2016-17	1.3	\$52,000	\$52,500	\$64,692	\$65,000
	Private	2013-14	1.5	\$45,453	\$43,544	\$56,679	\$58,734
		2014-15	1.6	\$52,603	\$52,725	\$60,969	\$63,169
		2015-16	0.1	\$48,630	\$50,633	\$60,378	\$60,759
		2016-17	1.3	\$54,800	\$55,000	\$63,738	\$63,000
BA Combined & Social Science	Public	2013-14	1.5	\$45,570	\$40,506	\$50,633	\$49,620
		2014-15	1.6	\$44,613	\$44,613	\$53,423	\$53,739
		2015-16	0.1	\$44,304	\$43,038	\$51,941	\$50,633
		2016-17	1.3	\$40,667	\$41,000	\$53,444	\$54,000
	Private	2013-14	1.5	\$32,911	\$32,911	\$43,882	\$45,063
		2014-15	1.6	\$49,346	\$43,599	\$50,900	\$45,627
		2015-16	0.1	\$44,729	\$41,519	\$55,444	\$50,633
		2016-17	1.3	--	--	\$53,833	\$54,000

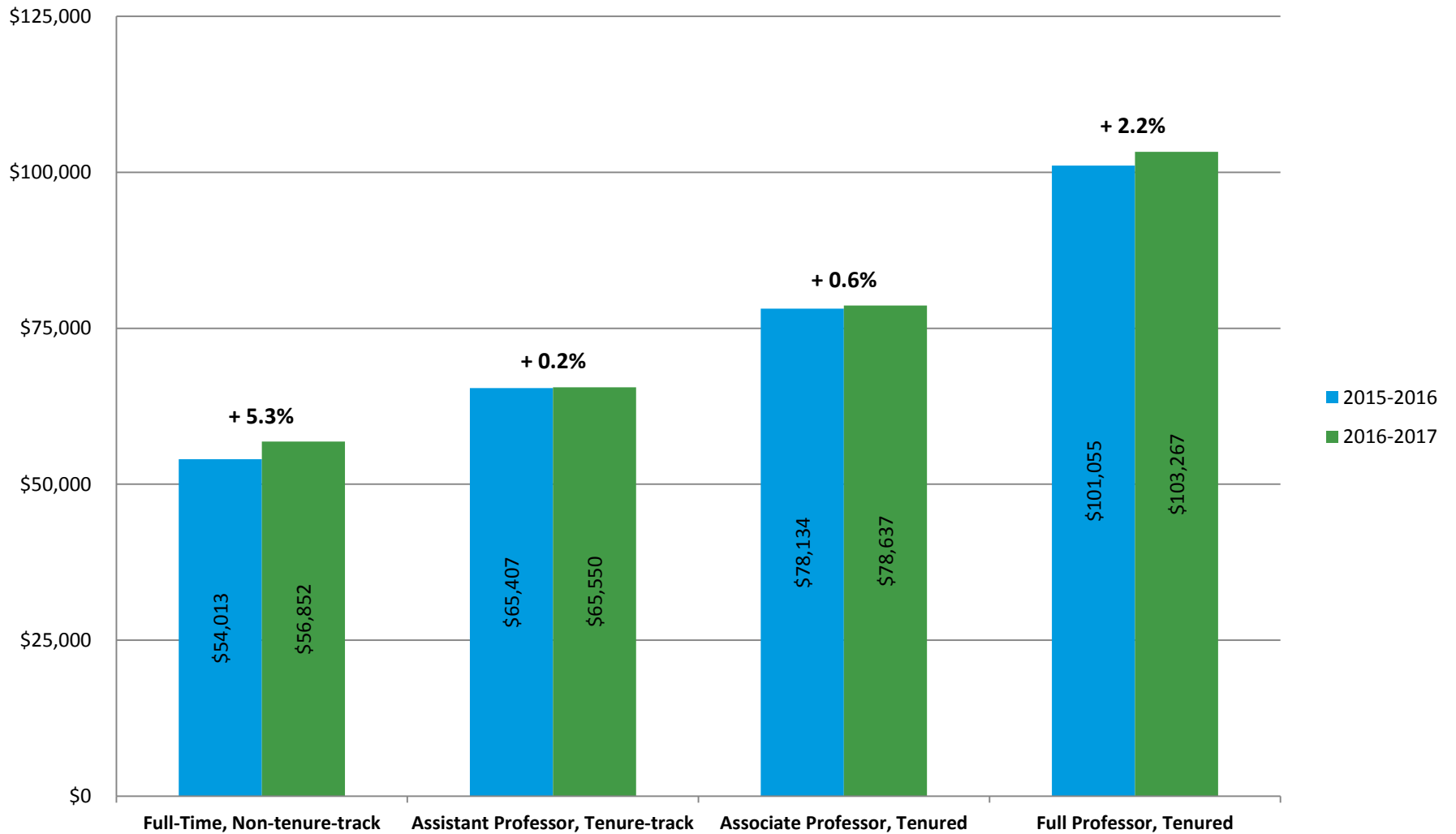
Note: Constant dollars calculated using U.S. Department of Labor Bureau of Labor Statistics CPI-U, <https://www.bls.gov/cpi/tables/historical-cpi-u-201711.pdf>. Percent change in the annual average is for the base year of each academic year.

Table 3. Departmental Average New Hire Rates of Pay by Faculty Rank, Payment Terms, and Institution Type, 2016-2017

		Part-Time, Non-tenure-track Faculty	Adjunct Faculty	Visiting Professor	Post Doc: Research and Teaching
		Per Course	Per Course	Per Year	Per Year
All	n	22	56	35	19
	Mean	\$4,986	\$4,005	\$53,989	\$48,403
	Median	\$5,000	\$4,000	\$50,000	\$47,659
	Minimum	\$3,000	\$1,575	\$25,000	\$30,000
	Maximum	\$8,259	\$7,000	\$118,032	\$65,505
Public	n	14	36	19	11
	Mean	\$4,869	\$3,994	\$55,295	\$51,242
	Median	\$5,000	\$4,100	\$50,000	\$48,000
	Minimum	\$3,000	\$1,575	\$41,000	\$30,000
	Maximum	\$8,259	\$5,700	\$118,032	\$65,505
Private	n	8	20	16	8
	Mean	\$5,191	\$4,026	\$52,438	\$44,500
	Median	\$4,850	\$3,800	\$52,500	\$45,000
	Minimum	\$3,000	\$2,000	\$25,000	\$32,000
	Maximum	\$7,925	\$7,000	\$70,000	\$56,000

Note: n refers to the number of responding departments. Only the predominant payment term category for each faculty rank is displayed.

Figure 1. Departmental Average Faculty Salaries by Rank in Constant 2016 Dollars, 2015-2017



Note: Constant dollars calculated using U.S. Department of Labor Bureau of Labor Statistics CPI-U, <https://www.bls.gov/cpi/tables/historical-cpi-u-201711.pdf>. Percent change in the annual average is for the base year of each academic year.

Table 4. Departmental Average Salaries by Faculty Rank and Institution Type, 2016-2017

		Full Professor, Tenured	Associate Professor, Tenured	Assistant Professor, Tenure-track	Full-time, Non-tenure-track
All	n	238	238	224	127
	Mean	\$103,267	\$78,637	\$65,550	\$56,852
	Median	\$92,570	\$75,000	\$64,000	\$55,000
	Minimum	\$50,000	\$35,000	\$40,000	\$30,000
	Maximum	\$275,000	\$195,000	\$120,000	\$162,590
Public	n	133	132	130	79
	Mean	\$102,686	\$77,984	\$65,499	\$55,630
	Median	\$92,837	\$75,000	\$64,054	\$54,000
	Minimum	\$57,000	\$45,000	\$43,000	\$30,000
	Maximum	\$217,838	\$133,000	\$106,800	\$150,833
Private	n	105	106	94	48
	Mean	\$104,003	\$79,449	\$65,622	\$58,863
	Median	\$90,548	\$72,000	\$61,500	\$55,000
	Minimum	\$50,000	\$35,000	\$40,000	\$30,000
	Maximum	\$275,000	\$195,000	\$120,000	\$162,590

Note: n refers to the number of responding departments.

Table 5. Departmental Average Salaries by Faculty Rank and Department Type, 2016-2017

		Full Professor, Tenured	Associate Professor, Tenured	Assistant Professor, Tenure- track	Full-time, Non- tenure-track
All	n	238	238	224	127
	Mean	\$103,267	\$78,637	\$65,550	\$56,852
	Median	\$92,570	\$75,000	\$64,000	\$55,000
	Minimum	\$50,000	\$35,000	\$40,000	\$30,000
	Maximum	\$275,000	\$195,000	\$120,000	\$162,590
PhD-granting department	n	57	55	56	39
	Mean	\$142,924	\$102,520	\$82,275	\$69,126
	Median	\$137,300	\$97,000	\$82,250	\$63,600
	Minimum	\$60,000	\$71,214	\$54,000	\$40,000
	Maximum	\$275,000	\$195,000	\$120,000	\$162,590
MA-granting department	n	35	35	34	23
	Mean	\$100,847	\$76,913	\$64,536	\$51,702
	Median	\$91,000	\$77,505	\$64,715	\$51,000
	Minimum	\$70,000	\$61,500	\$52,500	\$36,978
	Maximum	\$175,000	\$125,000	\$86,500	\$65,000
BA-granting, Political Science	n	95	102	95	47
	Mean	\$95,137	\$73,404	\$61,138	\$52,252
	Median	\$90,000	\$70,000	\$60,000	\$50,000
	Minimum	\$58,000	\$35,000	\$40,000	\$30,000
	Maximum	\$200,000	\$168,000	\$98,300	\$94,532
BA-granting, Combined & Social Science	n	51	46	39	18
	Mean	\$75,751	\$62,998	\$53,168	\$48,850
	Median	\$74,000	\$60,500	\$53,000	\$45,500
	Minimum	\$50,000	\$45,000	\$40,000	\$30,000
	Maximum	\$115,000	\$90,000	\$72,000	\$74,000

Note: n refers to the number of responding departments.

Table 6. Departmental Average Salaries by Faculty Rank, Department Type, and Institution Type, 2016-2017

		PhD-granting department	MA-granting department	BA-granting, Political Science	BA-granting, Combined & Social Science
Full Professor, Tenured					
All	n	57	35	95	51
	Mean	\$142,924	\$100,847	\$95,137	\$75,751
	Median	\$137,300	\$91,000	\$90,000	\$74,000
Public	n	42	30	42	19
	Mean	\$131,321	\$97,992	\$89,004	\$77,045
	Median	\$128,383	\$90,000	\$86,201	\$75,000
Private	n	15	5	53	32
	Mean	\$175,411	\$117,978	\$99,996	\$74,982
	Median	\$159,995	\$114,000	\$95,000	\$73,500
Associate Professor, Tenured					
All	n	55	35	102	46
	Mean	\$102,520	\$76,913	\$73,404	\$62,998
	Median	\$97,000	\$77,505	\$70,000	\$60,500
Public	n	41	30	43	18
	Mean	\$94,742	\$75,095	\$71,212	\$60,809
	Median	\$92,000	\$76,253	\$69,000	\$59,000
Private	n	14	5	59	28
	Mean	\$125,298	\$87,818	\$75,001	\$64,404
	Median	\$120,058	\$83,000	\$72,000	\$61,500
Assistant Professor, Tenure-track					
All	n	56	34	95	39
	Mean	\$82,275	\$64,536	\$61,138	\$53,168
	Median	\$82,250	\$64,715	\$60,000	\$53,000
Public	n	42	30	40	18
	Mean	\$78,423	\$63,176	\$59,244	\$53,113
	Median	\$78,737	\$64,221	\$56,500	\$53,000
Private	n	14	4	55	21
	Mean	\$93,829	\$74,736	\$62,516	\$53,216
	Median	\$91,520	\$73,223	\$60,000	\$53,000
Full-time, Non-tenure-track					
All	n	39	23	47	18
	Mean	\$69,126	\$51,702	\$52,252	\$48,850
	Median	\$63,600	\$51,000	\$50,000	\$45,500
Public	n	29	20	21	9
	Mean	\$63,507	\$50,458	\$52,239	\$49,654
	Median	\$62,000	\$50,000	\$50,000	\$49,000
Private	n	10	3	26	9
	Mean	\$85,420	\$60,000	\$52,262	\$48,046
	Median	\$66,141	\$58,000	\$50,000	\$45,000

Note: n refers to the number of responding departments.

Table 7. Departmental Average Rates of Pay by Faculty Rank, Payment Terms, and Institution Type, 2016-2017

		Part-Time, Non-tenure-track Faculty	Adjunct Faculty	Visiting Professor	Post Doc: Research and Teaching
		Per Course	Per Course	Per Year	Per Year
All	n	65	151	56	25
	Mean	\$4,302	\$4,026	\$56,355	\$45,561
	Median	\$4,200	\$3,600	\$50,000	\$47,500
	Minimum	\$1,500	\$1,500	\$30,000	\$19,200
	Maximum	\$8,300	\$11,500	\$148,000	\$62,000
Public	n	41	79	32	15
	Mean	\$4,289	\$3,934	\$57,965	\$43,691
	Median	\$4,200	\$4,000	\$50,000	\$47,000
	Minimum	\$2,000	\$1,575	\$30,000	\$19,200
	Maximum	\$8,300	\$10,190	\$148,000	\$60,000
Private	n	24	72	24	10
	Mean	\$4,325	\$4,126	\$54,210	\$48,366
	Median	\$4,000	\$3,516	\$50,000	\$49,000
	Minimum	\$1,500	\$1,500	\$40,000	\$35,000
	Maximum	\$7,925	\$11,500	\$102,500	\$62,000

Note: n refers to the number of responding departments. Only the predominant payment term category for each faculty rank is displayed.

Table 8. Departmental Average Payment Terms by Faculty Rank and Department Type, 2016-2017

		Part-Time, Non-tenure-track Faculty	Adjunct Faculty	Visiting Professor	Post Doc: Research and Teaching
		Per Course	Per Course	Per Year	Per Year
All	n	65	151	56	25
	Mean	\$4,302	\$4,026	\$56,355	\$45,561
	Median	\$4,200	\$3,600	\$50,000	\$47,500
	Minimum	\$1,500	\$1,500	\$30,000	\$19,200
	Maximum	\$8,300	\$11,500	\$148,000	\$62,000
PhD-granting department	n	15	33	20	16
	Mean	\$5,491	\$5,544	\$60,095	\$44,216
	Median	\$5,000	\$5,000	\$50,000	\$47,250
	Minimum	\$4,000	\$3,000	\$36,500	\$19,200
	Maximum	\$8,300	\$11,000	\$148,000	\$60,000
MA-granting department	n	11	23	5	--
	Mean	\$4,698	\$4,066	\$47,710	--
	Median	\$5,000	\$4,100	\$48,720	--
	Minimum	\$2,100	\$2,100	\$41,000	--
	Maximum	\$6,500	\$6,000	\$57,579	--
BA-granting, Political Science	n	28	67	27	7
	Mean	\$4,176	\$3,796	\$56,313	\$49,509
	Median	\$4,000	\$3,500	\$52,000	\$50,000
	Minimum	\$2,100	\$1,575	\$30,000	\$35,000
	Maximum	\$7,925	\$11,500	\$118,032	\$62,000
BA-granting, Combined & Social Science	n	11	28	4	--
	Mean	\$2,608	\$2,753	\$48,750	--
	Median	\$2,500	\$2,625	\$49,000	--
	Minimum	\$1,500	\$1,500	\$42,000	--
	Maximum	\$3,700	\$5,000	\$55,000	--

Note: n refers to the number of responding departments. Due to a small n, some department type data is omitted for Post Doc faculty. Only the predominant payment term category for each faculty rank is displayed.

Table 9. Departmental Average Salaries in Constant 2016 Dollars by Highest Degree Offered and Institution Type

			CPI-U	Full-time, Non-tenure-track		Assistant Professor, Tenure-track		Associate Professor, Tenured		Full Professor, Tenured	
				Mean	Median	Mean	Median	Mean	Median	Mean	Median
PhD	Public	2013-14	1.5	--	--	\$74,609	\$74,675	\$91,066	\$87,379	\$126,476	\$122,746
		2014-15	1.6	\$53,300	\$51,268	\$75,397	\$73,004	\$91,731	\$86,185	\$124,593	\$116,755
		2015-16	0.1	\$54,566	\$50,633	\$78,069	\$75,949	\$94,161	\$90,817	\$128,329	\$128,714
		2016-17	1.3	\$63,507	\$62,000	\$78,423	\$78,737	\$94,742	\$92,000	\$131,321	\$128,383
	Private	2013-14	1.5	--	--	\$84,130	\$86,076	\$111,788	\$102,688	\$142,386	\$130,235
		2014-15	1.6	\$55,297	\$51,937	\$84,625	\$86,093	\$113,700	\$107,591	\$155,773	\$146,720
		2015-16	0.1	\$86,940	\$67,848	\$92,372	\$94,342	\$120,417	\$120,971	\$169,759	\$166,071
		2016-17	1.3	\$85,420	\$66,141	\$93,829	\$91,520	\$125,298	\$120,058	\$175,411	\$159,995
MA	Public	2013-14	1.5	--	--	\$61,447	\$60,759	\$73,376	\$71,606	\$93,718	\$93,989
		2014-15	1.6	\$47,765	\$45,627	\$62,348	\$60,837	\$72,728	\$70,976	\$96,394	\$91,255
		2015-16	0.1	\$47,210	\$46,127	\$62,050	\$61,579	\$71,769	\$71,392	\$88,157	\$87,785
		2016-17	1.3	\$50,458	\$50,000	\$63,176	\$64,221	\$75,095	\$76,253	\$97,992	\$90,000
	Private	2013-14	1.5	--	--	\$60,000	\$60,253	\$75,949	\$75,949	\$100,000	\$96,203
		2014-15	1.6	\$55,090	\$54,246	\$69,737	\$67,934	\$81,852	\$81,115	\$104,989	\$101,394
		2015-16	0.1	\$53,334	\$51,646	\$72,489	\$74,937	\$83,110	\$83,038	\$111,248	\$96,203
		2016-17	1.3	\$60,000	\$58,000	\$74,736	\$73,223	\$87,818	\$83,000	\$117,978	\$114,000
BA	Public	2013-14	1.5	--	--	\$55,708	\$53,671	\$67,303	\$65,823	\$86,021	\$81,013
		2014-15	1.6	\$54,918	\$49,683	\$58,688	\$55,767	\$69,417	\$65,399	\$89,756	\$78,580
		2015-16	0.1	\$56,684	\$54,177	\$60,256	\$55,696	\$72,580	\$69,036	\$87,926	\$84,969
		2016-17	1.3	\$52,239	\$50,000	\$59,244	\$56,500	\$71,212	\$69,000	\$89,004	\$86,201
	Private	2013-14	1.5	--	--	\$58,884	\$59,747	\$70,147	\$65,823	\$86,340	\$83,532
		2014-15	1.6	\$55,423	\$52,725	\$60,885	\$61,343	\$71,873	\$72,497	\$89,728	\$91,255
		2015-16	0.1	\$49,053	\$48,608	\$60,595	\$59,241	\$72,518	\$70,886	\$92,876	\$91,139
		2016-17	1.3	\$52,262	\$50,000	\$62,516	\$60,000	\$75,001	\$72,000	\$99,996	\$95,000
BA Combined & Social Science	Public	2013-14	1.5	--	--	\$50,064	\$47,595	\$58,869	\$55,696	\$79,055	\$75,949
		2014-15	1.6	\$44,782	\$41,402	\$53,928	\$53,232	\$65,056	\$64,892	\$80,684	\$76,046
		2015-16	0.1	\$47,964	\$51,646	\$56,955	\$55,134	\$69,203	\$65,823	\$80,702	\$77,975
		2016-17	1.3	\$49,654	\$49,000	\$53,113	\$53,000	\$60,809	\$59,000	\$77,045	\$75,000
	Private	2013-14	1.5	--	--	\$52,861	\$48,608	\$61,818	\$57,722	\$79,156	\$73,418
		2014-15	1.6	\$47,953	\$49,265	\$58,520	\$55,767	\$70,864	\$73,004	\$82,426	\$82,129
		2015-16	0.1	\$44,810	\$46,582	\$53,331	\$50,633	\$62,721	\$60,759	\$77,950	\$74,145
		2016-17	1.3	\$48,046	\$45,000	\$53,216	\$53,000	\$64,404	\$61,500	\$74,982	\$73,500

Note: Constant dollars calculated using U.S. Department of Labor Bureau of Labor Statistics CPI-U, <https://www.bls.gov/cpi/tables/historical-cpi-u-201711.pdf>. Percent change in the annual average is for the base year of each academic year.