

# 2014-2015 APSA Departmental Survey

Starting Packages

July 1, 2016

## Foreword

In this report, we outline responses on starting packages for newly hired assistant professors reported by departments of political science and government in the 2014-2015 academic year. These include data on starting salaries as well as benefits offered in starting packages. We report these data by institution type (public or private), and by the highest degree offered by the department.

Median starting salaries for newly hired full-time tenure track assistant professors of political science and government was \$62,000 at public institutions and \$65,000 at private institutions. For newly hired full-time non-tenure track assistant professors the median starting salary at public institutions was \$45,984, and \$52,981 at private institutions.

In addition, between a third and a half of departments of all kinds offer professional benefits packages to new hires, including research support, a reduced teaching load or teaching assistants, and/or new technology (computers, laptops, etc.). Even though public college and university department offer lower salaries on average than their private counterparts, they also offer new hires proportionally more of all starting package benefits. At the BA level, public institutions offer more of each starting package benefit compared to private institutions, except for research and teaching assistance.

When controlling for highest degree offered there are some expected trends. For most starting package aspects, PhD granting departments offer the most starting package benefits, followed by MA- and BA-granting departments. BA-granting combined with one other subject offer proportionally higher amounts of research funds, technology, summer courses off, and teaching assistance than standalone BA-granting departments.

The 2014-15 APSA Departmental Survey was administered to 1,302 departments at 4-year colleges and universities offering degrees and courses in Political Science and Government in the United States. 334 departments responded to the survey for an overall response rate of 25.7%. Departments of social science had a response rate of 5.5% response rate (n = 12); BA departments combining political science with at least one other field had a response rate of 15.2% (n = 42); BA departments of political science or government had a response rate of 30.0% (n = 150); MA-granting departments had a response rate of 33.5% (n = 56); and PhD granting departments had a response rate of 52.9% (n = 74).

To review past reports on these and a number of other subjects, please visit [the American Political Science Association website](http://the.American.Political.Science.Association.website). If you have any questions or suggestions please contact us at [surveys@apsanet.org](mailto:surveys@apsanet.org), or call the main APSA office number at 202-483-2512.

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July 1, 2016



## Key Findings

### Starting Salary

- Departments were asked to indicate the starting salary offered to assistant professors hired in their department in the 2014-15 academic year. 109 departments reported salaries for newly hired tenure track assistant professors, and 49 departments reported salaries for newly hired non-tenure track assistant professors in 2014-15.
- **Newly hired full-time tenure track assistant professors:** The average annual starting salary for a newly hired tenure-track assistant professors was \$65,384, median salary was \$64,000, with a range from \$42,000 to \$115,000 (Table 1).
- **Newly hired full-time non- tenure track assistant professors:** The average annual salary for a newly hired non-tenure track assistant professor was \$48,555, median salary was \$48,000, and a range of \$32,000 to \$67,000 (Table 2).

### Starting Packages

- **Summer courses off:** Overall summer courses off was proportionally offered less than any other starting package benefit. PhD departments<sup>1</sup> offered this benefit more frequently than other departments (Table 1). When controlling for institution type we see that Public PhD-granting universities are offering summer courses off more on average, than Private PhD-granting. (Table 4).
- **Most frequently offered:** Proportionally the most frequently distributed benefits across most departments were research funding followed by technology, such as a desktop or laptop computer. For BA- granting departments, technology is proportionally the most frequently reported starting package benefit.
- **'Other' types of benefits:** Outside of the prescribed choices departments reported that the most frequently distributed starting package benefit was 'Reduced course load' followed by 'Moving expenses' and 'Summer Funding' (Table 7).
- **Public universities:** Public institutions less in salary than Private institutions on average (Table 1 and 2), but they more frequently offer benefits in their starting packages (Table 6).

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<sup>1</sup> Social Science: A department whose highest degree offered is a BA in Social Science with specific courses in Political Science and Government. BA (Combined with one other field): A department whose highest degree offered is a BA combining Political Science with another field of study, e.g. BA in Political Science and History. BA Departments (Political Science Only): Departments of Political Science or Government whose highest degree offered in is a BA in Political Science and Government. MA Departments: Departments of Political Science or Government whose highest degree offered in is a MA in Political Science and Government. PhD Departments: Departments of Political Science or Government whose highest degree offered in is a PhD in Political Science and Government.

		All Depts.	Ph-D Granting Depts.	MA-Granting Depts.	BA Depts. (Political Science Only)	BA Depts. (Combined w/ other field)	Social Science Depts.
Public	n	68	29	16	15	7	1
	Mean	\$64,480	\$72,862	\$61,772	\$57,452	\$51,857	\$58,500
	Median	\$62,000	\$74,000	\$57,425	\$53,000	\$51,000	\$58,500
Private	n	41	9	6	21	5	0
	Mean	\$66,884	\$89,389	\$70,667	\$60,131	\$50,200	\$0
	Median	\$65,000	\$90,000	\$70,000	\$62,300	\$45,000	\$0

		All Depts.	Ph-D Granting Depts.	MA-Granting Depts.	BA Depts. (Political Science Only)	BA Depts. (Combined w/ other field)	Social Science Depts.
Public	n	31	16	6	7	2	0
	Mean	\$45,984	\$46,731	\$40,710	\$49,366	\$44,000	\$0
	Median	\$45,000	\$46,000	\$41,000	\$49,000	\$44,000	\$0
Private	n	18	3	2	10	3	0
	Mean	\$52,981	\$57,283	\$58,500	\$51,880	\$48,667	\$0
	Median	\$52,000	\$60,000	\$58,500	\$52,000	\$43,000	\$0

Program Type	n	Offer Any Benefits	Research Funds	Technology	Research Assistants	Summer Courses Off	Teaching Assistants	Other
PhD	75	56.0%	52.0%	49.3%	25.3%	16.0%	22.7%	29.3%
MA	55	43.6%	34.5%	36.4%	21.8%	10.9%	16.4%	12.7%
BA	151	28.5%	20.5%	23.2%	9.3%	5.3%	2.0%	9.9%
BA-Combined	42	35.7%	26.2%	33.3%	7.1%	9.5%	9.5%	9.5%
Social Science	12	8.3%	8.3%	8.3%	0.0%	8.3%	0.0%	8.3%

Program Type	n	Offer Any Benefits	Research Funds	Technology	Research Assistants	Summer Courses Off	Teaching Assistants	Other
PhD Public	53	62.3%	56.6%	52.8%	26.4%	18.9%	24.5%	30.2%
PhD Private	22	40.9%	40.9%	40.9%	22.7%	9.1%	18.2%	27.3%

Program Type	n	Offer Any Benefits	Research Funds	Technology	Research Assistants	Summer Courses Off	Teaching Assistants	Other
BA Public	52	34.6%	23.1%	28.8%	3.8%	5.8%	0.0%	17.3%
BA Private	99	25.3%	19.2%	20.2%	12.1%	5.1%	3.0%	6.1%

Institution Type	n	Offer Any Benefits	Research Funds	Technology	Research Assistants	Summer Courses Off	Teaching Assistants	Other
Public	165	46.7%	37.0%	40.0%	17.0%	12.7%	13.9%	20.6%
Private	170	28.2%	23.5%	24.1%	11.8%	5.9%	5.9%	8.8%

Variable	Proportion
Travel Funding	8.1%
Research Funding	8.1%
Reduced Course Load	50.0%
Salary Increase	3.2%
Moving Expenses	16.1%
Summer Funding	11.3%
Graduate Assistants	1.6%
None	1.6%
<b>Total all 'Other Benefits</b>	<b>100%</b>