

2014-2015 APSA Departmental Survey

Faculty Salaries

May 17, 2016

Foreword

Here we report our findings on faculty salaries at departments of political science and government in the 2014-2015 academic year. These include data on starting salaries for tenure-track and non-tenure-track faculty, and average salaries by faculty rank. We report these data by institution type (public or private), and by the highest degree offered by the department. Salary data from the 2013-2014 APSA Departmental Survey are included for comparison.

Salaries for faculty of political science and government increased in 2014-2015 from 2013-14. Median starting salary reported for newly hired full-time tenure track assistant professors was \$64,000 in 2014-2015, up from \$60,000 in 2013-2014. The figures in this report are not adjusted for inflation, however they are consistent with gains in salary [reported by the AAUP](#) for full time tenure ladder faculty.

The range of salaries reported remains broad, both within faculty rank and between department types. Reported average salaries for assistant professors hired during the 2014-15 academic year range from \$42,000 to \$115,000, while those reported for associate professors ranged from \$48,000 to \$190,000, and salaries for full professors ranged from \$48,000 to \$250,000.

Though we note gains in median salaries across multiple categories, these gains were not distributed evenly. Reported increases in faculty salaries were substantially more at private colleges and universities compared to data reported by public colleges and universities. Without accounting for inflation, median salaries reported for newly hired non-tenure track faculty at public institutions remained flat from the previous year.

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 science¹ 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](#). If you have any questions or suggestions please contact us at surveys@apsanet.org, or call the main APSA office number at 202-483-2512.

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Key Findings

Starting Salary

- Departments were asked to indicate the starting salary for new hires in their department in the 2014-15 academic year. 109 departments reported salaries for newly hired tenure track assistant professors in 2014-15, and 49 departments reported salaries for newly hired non-tenure track assistant professors.
- **Full-time tenure track starting salary:** The average annual starting salary for newly hired tenure-track assistant professors was \$65,384 and the median was \$64,000, with a range from \$42,000 to \$115,000 (Table 1).
- **College and university full time tenure track starting salary by department type:** A newly hired tenure track assistant professor at a public PhD-granting department had an average salary of \$72,862; \$61,772 at public MA-granting departments; and \$57,542 for BA-granting departments (Table 2). At a private PhD granting college or university a newly hired tenure track professor has an average salary of \$89,389; \$70,667 at a MA-granting departments; and \$60,131 at a BA-granting department (Table 2).

Average Salary

- Average salaries were higher at private institutions for all positions except for full professors.
- **Private institutions:** The average salary for Political Science and Government faculty at private, non-profit colleges and universities was \$64,719 for assistant professors²; \$78,472 for associate professors, and \$98,640 for full professors (Table 4, 5 and 6).
- **Public institutions:** The average salary for Political Science and Government faculty at public institutions was \$63,759 for assistant professors; \$76,150 for associate professors, and \$100,077 for full professors (Table 4, 5 and 6).
- **Full time non-tenure track:** The average annual salary for full time non-tenure track faculty in Political Science and Government at all public institutions was \$50,246, and \$53,760 at private institutions (Table 7).

Annual Comparison

- All political science positions except newly hired non-tenure track professors at public institutions saw increases in annual salaries from 2013-14 to 2014-15 (Table 8). Figures are not adjusted for inflation.
- **Private institutions:** Private institutions saw proportionally greater increases in salaries for each faculty rank than their public institution equivalents (Table 8).

¹ **Social Science:** A department whose highest degree offered is a BA in Social Science with specific courses in Political Science and Government. **BA (Combined w/ 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.

² For assistant professors hired prior to 2014-2015.

Table 1. 2014-15 Average Salaries by Faculty Rank

	Starting Salary: Newly Hired Full Time Tenure Track Assistant Professor	Starting Salary: Newly Hired Full Time Non- Tenure Track Assistant Professor	Assistant Professor	Associate Professor	Full Professor	Full Time Non- Tenure- Track
N	109	49	201	206	222	110
Mean	\$65,384	\$48,555	\$64,136	\$77,085	\$99,478	\$51,396
Median	\$64,000	\$48,000	\$64,000	\$75,000	\$93,000	\$50,000
Minimum	\$42,000	\$32,000	\$40,000	\$48,000	\$48,000	\$12,000
Maximum	\$115,000	\$67,000	\$110,000	\$190,000	\$250,000	\$120,400

Table 2. 2014-15 Average Starting Salary for Newly Hired Tenure-Track Assistant Professors

		All Depts.	PhD 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

Table 3. 2014-15 Average Starting Salary for Newly Hired Non-Tenure-Track Assistant Professors

		All Depts.	PhD 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

Table 4. Average Salary for Assistant Professor							
		All Depts.	PhD Granting Depts.	MA-Granting Depts.	BA Depts. (Political Science Only)	BA Depts. (Combined w/ other field)	Social Science Depts.
Public	n	122	41	31	35	13	2
	Mean	\$63,759	\$74,360	\$61,491	\$57,881	\$53,337	\$52,202
	Median	\$62,500	\$72,000	\$60,000	\$55,000	\$52,500	\$52,202
Private	n	79	14	9	40	15	1
	Mean	\$64,719	\$83,461	\$68,778	\$60,048	\$57,896	\$55,000
	Median	\$65,000	\$84,909	\$67,000	\$60,500	\$55,000	\$55,000

Table 5. Average Salary for Associate Professors							
		All Depts.	PhD Granting Depts.	MA-Granting Depts.	BA Depts. (Political Science Only)	BA Depts. (Combined w/ other field)	Social Science Depts.
Public	n	123	41	33	34	13	2
	Mean	\$76,150	\$90,470	\$71,728	\$68,463	\$64,238	\$63,662
	Median	\$74,014	\$85,000	\$70,000	\$64,500	\$64,000	\$63,662
Private	n	83	13	11	44	12	3
	Mean	\$78,472	\$112,136	\$80,727	\$70,885	\$71,404	\$63,833
	Median	\$77,000	\$106,112	\$80,000	\$71,500	\$74,134	\$70,000

Table 6. Average Salary for Full Professors							
		All Depts.	PhD Granting Depts.	MA-Granting Depts.	BA Depts. (Political Science Only)	BA Depts. (Combined w/ other field)	Social Science Depts.
Public	n	129	41	33	40	13	2
	Mean	\$100,077	\$122,880	\$95,069	\$88,522	\$78,508	\$86,512
	Median	\$93,000	\$115,150	\$90,000	\$77,500	\$72,000	\$86,512
Private	n	92	14	11	47	16	4
	Mean	\$98,640	\$153,631	\$103,545	\$88,495	\$84,242	\$69,500
	Median	\$94,000	\$144,703	\$100,000	\$90,000	\$88,000	\$72,500

		All Depts.	PhD Granting Depts.	MA-Granting Depts.	BA Depts. (Political Science Only)	BA Depts. (Combined w/ other field)	Social Science Depts.
Public	n	74	28	22	15	7	2
	Mean	\$50,246	\$52,567	\$47,108	\$54,163	\$42,286	\$50,750
	Median	\$48,000	\$50,563	\$45,000	\$49,000	\$38,000	\$50,750
Private	n	36	8	6	18	4	0
	Mean	\$53,760	\$54,537	\$54,333	\$54,661	\$47,294	\$0
	Median	\$51,500	\$51,223	\$53,500	\$52,000	\$48,588	\$0

Year	Institution Type		Starting Salary: Newly Hired Full Time Tenure Track	% Change from 2013-14 to 2014-15	Starting Salary: Newly Hired Full Time Non-Tenure Track	% Change from 2013-14 to 2014-15	Assistant Professor	% Change from 2013-14 to 2014-15	Associate Professor	% Change from 2013-14 to 2014-15	Full Professor	% Change from 2013-14 to 2014-15
2014-15	Public	Mean	\$64,480	5.48%	\$45,984	-1.29%	\$63,759	4.32%	\$76,150	3.34%	\$100,077	2.33%
		Median	\$62,000	1.63%	\$45,000	0.00%	\$62,500	4.17%	\$74,014	1.82%	\$93,000	0.19%
	Private	Mean	\$66,884	17.7%	\$52,981	17.01%	\$64,719	6.97%	\$78,472	6.80%	\$98,640	8.02%
		Median	\$65,000	12.07%***	\$52,000	18.18%***	\$65,000	8.33%*	\$77,000	13.24%*	\$94,000	10.60%*
Total	Mean	\$65,384	9.47%	\$48,554	5.06%	\$64,136	5.37%	\$77,085	4.74%	\$99,479	4.61%	
	Median	\$64,000	6.67%***	\$48,000	6.67%	\$64,000	6.67%	\$75,000	5.85%	\$93,000	3.33%	

P-value= <*** .01, <** .05, <*.1