

2015-2016 APSA DEPARTMENTAL SURVEY

Faculty Salaries

August 17, 2017
Updated September 13, 2017



Executive Summary

Chairs of departments in the United States were asked to report the average salaries for their faculty by rank in the department, including those for newly-hired faculty in 2015-2016. The data indicate that reported salaries for faculty in political science decreased in all measured categories between academic year 2014-2015 and 2015-2016.

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. Larger departments offering graduate degrees in the field offered higher salaries for all faculty except full-time non-tenure-track faculty, while smaller departments granting only undergraduate degrees tended to offer lower salaries overall. The overall trend in salaries upward since aggregate salary data collection began for the 2013-14 academic year. Although salaries for many department types appear to have spiked in 2014-15 before falling again in 2015-16, these observed changes appear most often in departments from which we observed higher response rates in 2015-16, suggesting that the perceived salary change is reflection of the current year survey capturing an improved view of the market.

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. To review past reports on the APSA Departmental Survey, including salary reports from previous years, please visit [the American Political Science Association website](http://the.American.Political.Science.Association.website). Please contact us at surveys@apsanet.org, or by calling the main APSA office at 202-483-2512.

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About the Data

The 2015-2016 APSA Departmental Survey was administered to 1,243 departments at 4-year colleges and universities offering degrees in courses in Political Science and Government in the United States. 349 departments responded to the survey for an overall response rate of 28.1%. Departments of social science had a response rate of 11% (n = 23); BA departments combining political science with at least one other field had a response rate of 17.5% (n = 47); BA departments of political science or government had a response rate of 30.1% (n = 146); MA-granting departments had a response rate of 35.7% (n = 56); and PhD-granting departments had a response rate of 58% (n = 76).

Starting Salary

- **Assistant professors (Tables 1 and 2):**
 - The average salary for a newly-hired assistant professor in 2015-2016 was \$62,856, down from \$65,384 in 2014-2015, although that salary varied largely by the type of department in which they were placed. PhD-granting departments offered higher salaries than those offering an MA, who offered higher salaries than BA-granting departments.
 - When comparing like departments, salaries at private institutions were consistently higher than public institutions. The average salary for new tenure-track assistant professors at private PhD-granting departments was \$91,875, compared to \$75,415 at public PhD-granting departments. At smaller departments, however, the gap between public and private began to close: new assistant professors at private BA-granting departments of political science made an average of \$59,623, while their counterparts at public institutions made \$56,807. Faculty at private combined, BA-granting departments made an average of \$54,751, while their counterparts at public institutions made \$51,292.
- **Full-time non-tenure-track faculty (Tables 1 and 3):**
 - The average starting salary for newly-hired full-time non-tenure-track faculty in 2015-2016 was \$47,021, down from \$48,554 in 2014-2015. As with tenure-track assistant professors, this salary varied by the type of department in which they were placed, although with less spread than salaries for new tenure-track assistant professors. The average salary for these faculty at private PhD-granting departments was \$57,938, and \$44,170 for those placed in private BA-granting departments combining political science with one or more fields.

Average Salary

- Average and mean salaries have risen in most department types, between 2013-14 and 2015-16. As with starting salaries, variation in average salaries depended heavily on the highest degree offered by the department.
- **Tenure-track and tenured faculty (Tables 4 and 5):** Mean and median salaries for tenured and tenure-track faculty followed the same general overall salary trends in 2015-16. The data also indicate a broader trend in the gap between salaries for faculty at larger departments granting higher degrees and smaller, BA-granting departments that begins at the assistant professor rank. This observed salary gap between faculty at different types of departments also widens as faculty progress through the ranks.
- **Full-time non-tenure-track faculty (Table 1):** Among all full-time non-tenure-track faculty, the average salary was \$53,338. Although the salary trends seen in tenure-track and tenured positions were also seen among full-time non-tenure-track faculty, the range of salaries between these faculty varied much less than their tenured and tenure-track peers.

Table 1. Average Salaries by Faculty Rank 2015-16

	New hire: Assistant Professor, tenure-track	New hire: Full-time, Non-tenure-track	Assistant Professor	Associate Professor	Full Professor	Full Time Non-Tenure-Track
N	207	122	220	230	225	68
Mean	\$62,856	\$47,021	\$64,589	\$77,157	\$99,792	\$53,338
Median	\$61,000	\$45,000	\$63,000	\$74,066	\$90,000	\$50,000
Minimum	\$35,000	\$4,500	\$40,000	\$47,000	\$53,000	\$30,000
Maximum	\$110,000	\$83,000	\$140,000	\$180,000	\$225,000	\$150,000

Table 2. Average starting salary by institution type, newly-hired tenure-track assistant professors, 2015-16

		All	PhD-granting department	MA-granting department	BA-granting department, Political Science	BA-granting department, Combined & Social Science
Public	n	116	37	33	34	12
	Mean	\$63,368	\$75,415	\$61,012	\$56,807	\$51,292
	Median	\$61,952	\$75,000	\$60,000	\$55,000	\$50,000
Private	n	90	8	8	48	26
	Mean	\$61,894	\$91,875	\$68,750	\$59,623	\$54,751
	Median	\$60,000	\$90,500	\$71,000	\$60,000	\$50,000

Table 3. Average starting salary by institution type, newly hired full-time, non-tenure-track faculty, 2015-16

		All	PhD-granting department	MA-granting department	BA-granting department, Political Science	BA-granting department, Combined & Social Science
Public	n	79	22	26	23	8
	Mean	\$46,412	\$52,500	\$44,892	\$43,233	\$43,750
	Median	\$45,000	\$50,000	\$45,000	\$43,294	\$42,500
Private	n	43	4	4	25	10
	Mean	\$48,139	\$57,938	\$49,000	\$48,022	\$44,170
	Median	\$50,000	\$54,000	\$50,000	\$50,000	\$41,000

Table 4. Average salaries for tenure-track assistant professors by institution type, 2015-2016

		All	PhD-granting department	MA-granting department	BA-granting department, Political Science	BA-granting department, Combined & Social Science
Public	n	133	43	38	36	16
	Mean	\$65,304	\$77,093	\$61,274	\$59,503	\$56,243
	Median	\$64,000	\$75,000	\$60,809	\$55,000	\$54,445
Private	n	86	12	6	46	22
	Mean	\$63,201	\$91,217	\$71,583	\$59,838	\$52,664
	Median	\$59,350	\$93,163	\$74,000	\$58,500	\$50,000

Table 5. Average salaries for associate professors by institution type, 2015-2016

		All	PhD-granting department	MA-granting department	BA-granting department, Political Science	BA-granting department, Combined & Social Science
Public	n	132	43	38	36	15
	Mean	\$78,006	\$92,984	\$70,872	\$71,673	\$68,338
	Median	\$75,000	\$89,682	\$70,500	\$68,173	\$65,000
Private	n	97	11	7	58	21
	Mean	\$75,636	\$118,912	\$82,071	\$71,612	\$61,937
	Median	\$70,000	\$119,459	\$82,000	\$70,000	\$60,000

Table 6. Average salaries for full professors by institution type, 2015-2016

		All	PhD-granting department	MA-granting department	BA-granting department, Political Science	BA-granting department, Combined & Social Science
Public	n	130	42	35	39	14
	Mean	\$99,010	\$126,725	\$87,055	\$86,827	\$79,693
	Median	\$92,000	\$127,105	\$86,688	\$83,907	\$77,000
Private	n	94	13	7	52	22
	Mean	\$100,116	\$167,637	\$109,857	\$91,715	\$76,976
	Median	\$90,000	\$163,995	\$95,000	\$90,000	\$73,218

Table 7. Average salaries for full-time, non-tenure-track faculty by institution type, 2015-2016

		All	PhD-granting department	MA-granting department	BA-granting department, Political Science	BA-granting department, Combined & Social Science
Public	n	46	19	14	10	3
	Mean	\$51,702	\$53,884	\$46,620	\$55,975	\$47,364
	Median	\$50,000	\$50,000	\$45,550	\$53,500	\$51,000
Private	n	22	5	3	10	4
	Mean	\$56,758	\$85,853	\$52,667	\$48,440	\$44,250
	Median	\$50,000	\$67,000	\$51,000	\$48,000	\$46,000

Table 8. Starting salaries by highest degree offered and institution type

			Starting Salary: Assistant Professor		Starting Salary: Full time, non-tenure-track	
			Mean	Median	Mean	Median
PhD	Public	2013-14	\$71,085	\$70,000	\$50,229	\$50,000
		2014-15	\$72,862	\$74,000	\$46,731	\$46,000
		2015-16	\$75,415	\$75,000	\$52,500	\$50,000
	Private	2013-14	\$76,800	\$76,000	\$76,800	\$76,000
		2014-15	\$89,389	\$90,000	\$57,283	\$60,000
		2015-16	\$91,875	\$90,500	\$57,938	\$54,000
MA	Public	2013-14	\$58,786	\$58,000	\$43,019	\$45,000
		2014-15	\$61,772	\$57,425	\$40,710	\$41,000
		2015-16	\$61,012	\$60,000	\$44,892	\$45,000
	Private	2013-14	\$60,000	\$60,000	\$48,000	\$48,000
		2014-15	\$70,667	\$70,000	\$58,500	\$58,500
		2015-16	\$68,750	\$71,000	\$49,000	\$50,000
BA	Public	2013-14	\$55,412	\$55,000	\$45,375	\$40,500
		2014-15	\$57,452	\$53,000	\$49,366	\$49,000
		2015-16	\$56,807	\$55,000	\$43,233	\$43,294
	Private	2013-14	\$55,971	\$58,000	\$44,885	\$43,000
		2014-15	\$60,131	\$62,300	\$51,880	\$52,000
		2015-16	\$59,623	\$60,000	\$48,022	\$50,000
BA Combined/Social Science	Public	2013-14	\$50,000	\$49,000	\$45,000	\$40,000
		2014-15	\$52,688	\$53,000	\$44,000	\$44,000
		2015-16	\$51,292	\$50,000	\$43,750	\$42,500
	Private	2013-14	\$43,333	\$44,500	\$32,500	\$32,500
		2014-15	\$50,200	\$45,000	\$48,667	\$43,000
		2015-16	\$54,751	\$50,000	\$44,170	\$41,000

Table 9. Faculty salaries by highest degree offered and institution type

			Assistant Professor		Associate Professor		Full Professor	
			Mean	Median	Mean	Median	Mean	Median
PhD	Public	2013-14	\$73,676	\$73,742	\$89,928	\$86,287	\$124,895	\$121,212
		2014-15	\$74,360	\$72,000	\$90,470	\$85,000	\$122,880	\$115,150
		2015-16	\$77,093	\$75,000	\$92,984	\$89,682	\$126,725	\$127,105
	Private	2013-14	\$83,078	\$85,000	\$110,391	\$101,404	\$140,606	\$128,607
		2014-15	\$83,461	\$84,909	\$112,137	\$106,112	\$153,631	\$144,703
		2015-16	\$91,217	\$93,163	\$118,912	\$119,459	\$167,637	\$163,995
MA	Public	2013-14	\$60,679	\$60,000	\$72,459	\$70,711	\$92,547	\$92,814
		2014-15	\$61,491	\$60,000	\$71,728	\$70,000	\$95,069	\$90,000
		2015-16	\$61,274	\$60,809	\$70,872	\$70,500	\$87,055	\$86,688
	Private	2013-14	\$59,250	\$59,500	\$75,000	\$75,000	\$98,750	\$95,000
		2014-15	\$68,778	\$67,000	\$80,727	\$80,000	\$103,545	\$100,000
		2015-16	\$71,583	\$74,000	\$82,071	\$82,000	\$109,857	\$95,000
BA	Public	2013-14	\$55,012	\$53,000	\$66,462	\$65,000	\$84,946	\$80,000
		2014-15	\$57,881	\$55,000	\$68,463	\$64,500	\$88,522	\$77,500
		2015-16	\$59,503	\$55,000	\$71,673	\$68,173	\$86,827	\$83,907
	Private	2013-14	\$58,148	\$59,000	\$69,270	\$65,000	\$85,261	\$82,488
		2014-15	\$60,048	\$60,500	\$70,885	\$71,500	\$88,494	\$90,000
		2015-16	\$59,838	\$58,500	\$71,612	\$70,000	\$91,715	\$90,000
BA Combined/Social Science	Public	2013-14	\$49,438	\$47,000	\$58,133	\$55,000	\$78,067	\$75,000
		2014-15	\$53,186	\$52,500	\$64,161	\$64,000	\$79,575	\$75,000
		2015-16	\$56,243	\$54,445	\$68,338	\$65,000	\$79,693	\$77,000
	Private	2013-14	\$52,200	\$48,000	\$61,045	\$57,000	\$78,167	\$72,500
		2014-15	\$57,715	\$55,000	\$69,890	\$72,000	\$81,293	\$81,000
		2015-16	\$52,664	\$50,000	\$61,937	\$60,000	\$76,976	\$73,218