

**Salary Report for Political Science Departments  
Update – 2008**

Michael Brintnall & Michael Marriott  
American Political Science Association  
November 2008

Every few years, the American Political Science Association surveys political science departments throughout the United States. For the 2008 report, 147 colleges and universities provided information.

In general, the salary ranges are normally distributed; however, the spread for full professor is greater than assistant professors, which is greater than associate professors.

Below are overall cross tabulations of the survey data: level of degree programs, gender, and private and public. The cross tabulation combinations are endless; at the end of this report, there are more detailed tables of starting salaries and salary ranges based upon geographical location, gender, etc.

---

*For PhD-granting departments*, which 67 participated, the average starting salary this year for junior faculty hired with a PhD with teaching experience is \$65,547; with a PhD without teaching experience is \$65,371; with ABD with teaching experience is \$62,615; and with ABD without teaching experience is \$63,525. All but 4% of department increased faculty salaries, and the average increase was 3.7%. On average, the total benefits package contributed by the institution valued 28% of the salary. Also, most of the assistant professors' salaries ranged between \$60 to 79,000; most of the associate professors' salaries range between \$60 to 89,000; and most of the full professors' salaries ranged between \$80 to 139,000. According to this survey, 8% of professors had salaries at or greater then \$200,000.

*For MA-granting departments*, which 57 participated, the average starting salary this year for junior faculty hired with a PhD with teaching experience is \$54,034; with a PhD without teaching experience is \$49,400; with ABD with teaching experience is \$46,253; and with ABD without teaching experience is \$45,286. All but 9% of departments increased faculty salaries, and the average increase was 3.9%. On average, the total benefits package contributed by the institution valued 28% of the salary. Also, most of assistant professors' salaries ranged between \$41 to 59,000; most of the associate professors' salaries ranged between \$55 to 79,000; and most of the full professors' salaries ranged between \$60 to 89,000. According to this survey, no professor had salaries at or greater then \$200,000.

*For BA-granting departments*, which 23 participated, the average starting salary this year for junior faculty hired with a PhD with teaching experience is \$47,083; with a PhD without teaching experience is \$47,800; with ABD with teaching experience is \$46,500; and with ABD without teaching experience is \$43,550. All surveyed departments increased faculty salaries by an average of 3.5%. On average, the total benefits package contributed by the institution valued 27% of the salary. Also, most of assistant professors' salaries range between \$50 to 59,000; most of associate professors' salaries range between \$50 to 79,000; and most of full professors' salaries range between \$60 to 89,000. According to this survey, no professor had salaries at or greater then \$200,000.

*Concerning gender*, 62% of male assistant professors' salaries range between \$55 to 79,000; most of the male associate professors' salaries range between \$55 to 79,000; and most of the male full professors' salaries range between \$70 to 119,000. Most of the female assistant professors' salaries range between \$50 to 79,000; Most of the female associate professors' salaries range between \$55 to 89,000; and most of the female full professors' salaries range between \$70 to 119. Because the modal ranges are similar for both, there is no reason to believe there is a bias; however, female professors on average are more likely to have salaries greater than \$200,000 than male professors.

*For privately-funded institutions*, the average starting salary this year for junior faculty hired with a PhD with teaching experience is \$63,683; with PhD without teaching experience is \$60,970; with ABD

with teaching experience is \$69,500; and with ABC without teaching experience is \$68,400. All surveyed departments increased faculty salaries by an average of 3.43%. On average, the total benefits package contributed by the institution valued 29% of the salary. Also, most of the assistant professors' salaries range between \$55 to 89,000; most of the associate professors' salaries range between \$60 to 99,000; and most of the full professors' salaries range between \$80 to 129,000. According to this survey, 12% of professors had salaries at or greater than \$200,000.

*For publicly-funded institutions*, the average starting salary this year for junior faculty hired with a PhD with teaching experience is \$57,966; with PhD without teaching experience is \$55,508; with an ABD with teaching experience is \$52,104; and with an ABC without teaching experience is \$52,005. 93% of departments increased faculty salaries by an average of 4%. On average, 27% of salary is the value of the total benefits package contributed by the institution to full-time faculty. Also, 63% of assistant professors' salaries range between \$55 to 79,000; 60% of associate professors' salaries range between \$60 to 79,000; and 68% of full professors' salaries range between \$60 to 119,000. According to this survey, 2% of professors had salaries at or greater than \$200,000.

Geographic Region	Sub Type	Funding	% of Salary Change	Starting Salary				% of total benefits package to salary
				PhD w/ Teaching Exp	PhD w/o Teaching Exp	ABD w/ Teaching Exp	ABD w/o Teaching Exp	
Mid Atlantic	PhD	PRIVATE	3	\$74,000	\$71,333	\$69,000		28
		PUBLIC	3	\$65,667	\$66,667	\$57,500	\$55,000	18
	PhD Average		3	\$69,000	\$69,000	\$61,333	\$55,000	24
	MA	PRIVATE			\$59,000			33
		PUBLIC	2	\$51,000	\$50,000	\$45,867	\$43,300	24
	MA Average		2	\$51,000	\$54,500	\$45,867	\$43,300	27
	BA	PRIVATE	3	\$42,000				22
BA Average		3	\$42,000				22	
Mid Atlantic Average			3	\$60,000	\$65,375	\$53,600	\$49,150	25
Midwest	PhD	PRIVATE	3	\$54,000	\$54,000			29
		PUBLIC	4	\$65,000	\$63,500	\$57,333	\$61,275	30
	PhD Average		4	\$63,429	\$61,125	\$57,333	\$61,275	30
	MA	PRIVATE	3	\$53,500	\$45,000		\$46,000	30
		PUBLIC	4	\$50,000	\$47,667	\$43,571	\$44,600	31
	MA Average		3	\$50,636	\$47,400	\$43,571	\$44,833	31
	BA	PRIVATE	3	\$35,000	\$32,000	\$30,000	\$31,000	20
PUBLIC		3		\$52,000			40	
Midwest Average			3	\$35,000	\$42,000	\$30,000	\$31,000	30
Midwest Average			4	\$54,526	\$50,156	\$46,091	\$46,950	30
Northeast	PhD	PRIVATE	2	\$75,169	\$75,125	\$90,000	\$90,000	39
		PUBLIC	4	\$69,400	\$67,000	\$63,500	\$63,000	35
	PhD Average		3	\$71,964	\$71,063	\$68,800	\$69,750	37
	MA	PRIVATE	4	\$63,667	\$62,500			32
			4	\$63,667	\$62,500			32
	MA Average		3	\$44,000	\$42,000			
	BA	PRIVATE	4	\$59,500	\$58,000	\$56,500	\$56,100	18
PUBLIC		4	\$51,750	\$50,000	\$56,500	\$56,100	18	
Northeast Average			3	\$67,298	\$66,125	\$66,750	\$67,020	34
South	PhD	PRIVATE	12	\$62,500	\$55,000	\$50,000	\$50,000	18
		PUBLIC	4	\$61,708	\$63,500	\$59,250	\$62,000	21
	PhD Average		5	\$61,821	\$62,556	\$58,222	\$60,500	21
	MA	PUBLIC	5	\$49,970	\$47,769	\$42,909	\$41,900	22
			5	\$49,970	\$47,769	\$42,909	\$41,900	22
	MA Average		4		\$55,000	\$53,000		26
	BA	PRIVATE	4	\$51,000				32
PUBLIC		4	\$51,000	\$55,000	\$53,000		30	
South Average			4	\$55,060	\$53,870	\$49,952	\$50,167	23
West	PhD	PRIVATE	2	\$75,667		\$125,000	\$125,000	29
		PUBLIC	4	\$60,750	\$62,250	\$55,800	\$55,400	29
	PhD Average		3	\$64,818	\$62,250	\$67,333	\$67,000	29
	MA	PRIVATE	3		\$55,000			25
		PUBLIC	5	\$63,667	\$49,286	\$57,600	\$53,400	37
MA Average		5	\$63,667	\$50,000	\$57,600	\$53,400	35	
West Average			4	\$64,300	\$56,125	\$62,909	\$60,818	31
Grand Average			4	\$59,170	\$56,747	\$54,002	\$53,750	28

Salary Range (\$1,000)	Mid-Atlantic			Mid-West			Northeast			South			West		
	ASSC%	ASST%	FULL%	ASSC%	ASST%	FULL%	ASSC%	ASST%	FULL%	ASSC%	ASST%	FULL%	ASSC%	ASST%	FULL%
\$49&BELOW	0%	0%	0%	1%	2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
\$41-49	2%	10%	0%	2%	15%	0%	0%	0%	0%	1%	16%	0%	0%	5%	0%
\$50-54	0%	16%	0%	7%	25%	1%	0%	1%	0%	6%	19%	0%	5%	9%	0%
\$55-59	5%	9%	0%	23%	18%	3%	3%	21%	0%	13%	16%	2%	5%	11%	0%
\$60-69	10%	32%	1%	35%	25%	10%	11%	43%	1%	32%	31%	9%	23%	37%	6%
\$70-79	34%	31%	4%	23%	11%	17%	32%	11%	2%	22%	12%	12%	26%	14%	8%
\$80-89	36%	2%	12%	6%	4%	24%	15%	10%	6%	12%	1%	15%	18%	4%	17%
\$90-99	7%	1%	9%	0%	1%	9%	7%	0%	14%	3%	0%	9%	0%	1%	10%
\$100-109	3%	0%	10%	2%	0%	11%	9%	0%	16%	2%	0%	12%	4%	2%	13%
\$110-119	1%	0%	19%	1%	0%	3%	4%	0%	9%	2%	0%	10%	2%	5%	9%
\$120-129	2%	0%	8%	0%	0%	6%	3%	0%	13%	1%	0%	11%	0%	3%	10%
\$130-139	0%	0%	10%	0%	0%	4%	1%	0%	7%	1%	0%	7%	2%	0%	4%
\$140-149	0%	0%	6%	1%	0%	4%	0%	0%	2%	0%	0%	2%	2%	0%	6%
\$150-169	0%	0%	7%	0%	0%	5%	1%	0%	11%	0%	0%	3%	2%	0%	7%
170-199	0%	0%	8%	0%	0%	3%	0%	0%	6%	0%	0%	5%	0%	0%	4%
\$200&ABOVE	0%	0%	7%	0%	0%	0%	15%	13%	12%	4%	5%	4%	11%	9%	7%

Salary Range (\$1,000)	Public			Private		
	ASSC%	ASST%	FULL%	ASSC%	ASST%	FULL%
\$49 & BELOW	0%	1%	0%	0%	0%	0%
\$41-49	1%	12%	0%	1%	7%	0%
\$50-54	6%	17%	0%	2%	12%	0%
\$55-59	14%	16%	2%	7%	12%	0%
\$60-69	32%	34%	7%	8%	27%	5%
\$70-79	27%	13%	12%	20%	20%	3%
\$80-89	12%	3%	17%	25%	6%	14%
\$90-99	1%	0%	11%	7%	1%	9%
\$100-109	2%	1%	12%	7%	0%	12%
\$110-119	1%	1%	8%	5%	1%	11%
\$120-129	0%	0%	9%	3%	1%	11%
\$130-139	0%	0%	6%	2%	0%	5%
\$140-149	1%	0%	4%	1%	0%	4%
\$150-169	1%	0%	5%	1%	0%	8%
170-199	0%	0%	4%	0%	0%	7%
\$200 & ABOVE	3%	3%	3%	12%	12%	12%

Salary Range (\$1,000)	ASSC%		ASST%		FULL%	
	Male	Female	Male	Female	Male	Female
\$49 & BELOW	0%	0%	1%	0%	0%	0%
\$41-49	1%	0%	12%	9%	0%	0%
\$50-54	5%	5%	14%	18%	0%	0%
\$55-59	11%	13%	15%	15%	1%	1%
\$60-69	26%	26%	33%	31%	6%	9%
\$70-79	26%	24%	14%	16%	9%	11%
\$80-89	15%	16%	4%	3%	16%	18%
\$90-99	3%	2%	1%	0%	11%	6%
\$100-109	4%	2%	1%	0%	13%	10%
\$110-119	2%	1%	1%	1%	9%	10%
\$120-129	1%	1%	1%	0%	10%	6%
\$130-139	1%	0%	0%	0%	6%	6%
\$140-149	1%	0%	0%	0%	4%	5%
\$150-169	1%	0%	0%	0%	7%	3%
170-199	0%	0%	0%	0%	5%	4%
\$200 & ABOVE	4%	7%	4%	6%	4%	11%