



**2017-2018 APSA
DEPARTMENTAL SURVEY:
DEPARTMENT CHAIR COMPENSATION**

December 10, 2018

Executive Summary

The 2017-2018 APSA Departmental Survey surveyed chairs of political science departments in the United States. For the first time, chairs were asked to report the additional compensation or support they receive, if any, for serving in their role as chair. This report presents the key findings relating to department chair compensation and support in the 2017-2018 academic year.

Department chairs are offered a variety of different forms of additional compensation and support for their role as chair. The most common forms of compensation and support come in the form of course reduction, supplemental salary support, and additional administrative or secretarial support.

Chair compensation, as well as the concentration and variety of this support, varies considerably from department to department. Public institutions offer a greater number and range of chair support and compensation than do private ones. Regarding department types, the general pattern is that the higher the degree level offered by a department, the higher the volume and variety of chair compensation types offered. Private PhD-granting departments offer the highest volume of compensation types across all department and institution types.

59.5% of responding departments provide chairs with supplemental salary support. The amount of salary support departments offer varies considerably, with almost a third of departments offering supplemental salary support of \$5,000 or less, 23.7% offering \$5,001-\$10,000, 27.4% \$10,001-\$25,000, and 16.3% \$25,001 or more. As with chair compensation overall, public institutions tend to offer greater amounts of supplemental salary support than private ones, and the higher the degree offered by the department, the more likely they are to provide greater amounts of salary support. As with the number of compensation types offered, private PhD-granting departments offer chairs the most generous salary support.

83.7% of responding departments offer course reduction as a form of chair compensation or support. Nearly half of departments offer a two course reduction, 28.9% offer a one course reduction, 13.0% three courses, and 8.5% a reduction of four or more courses. Course reduction also tends to be more generous at publicly-controlled institutions than at private ones – with this holding across all department types. No clear pattern exists between a department's highest degree offering and the course reduction chairs receive, with public and private MA-granting departments offering the most generous course reductions.

To review other reports on the APSA Departmental Survey, as well as view reports from previous years and other surveys, please visit <http://www.apsanet.org/Resources/Data-on-the-Profession>. Please contact us with any specific questions you may have at surveys@apsanet.org. We welcome your questions, thoughts, and ideas and aim to fold in broader questions that members bring to our attention in subsequent reports and data collection efforts.

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About the Data

The 2017-2018 APSA Departmental Survey was administered to 1,263 departments at four-year colleges and universities offering degrees in Political Science and Government in the United States. The survey was administered online from June 6 to October 15, 2018. 383 departments responded to the survey for an overall response rate of 30.3%.

Departments of social science had a response rate of 17.5% (N = 34); BA departments combining political science with at least one other field had a response rate of 20.5% (N = 54); BA-granting departments of political science had a response rate of 28.9% (n = 134); MA-granting departments had a response rate of 38.9% (N = 72); and PhD-granting departments had a response rate of 56.3% (N = 89). 24.4% (178) of privately-controlled institutions and 38.4% (205) of publicly-controlled institutions responded to the survey.

Types and Volume of Chair Compensation Offered

Department chairs are offered a variety of different forms of additional compensation and support for their role as chair. Table 1 highlights that all but 7.1% of departments offer some form of additional compensation or support for department chairs. The most common form of compensation and support offered to chairs is course reduction (offered by 83.7% of departments), followed by supplemental salary support (59.5%), and additional administrative or secretarial support (24.5%).

Table 1. Proportions of Departments Offering Different Forms of Chair Compensation

	Number of Departments	% of Departments
Supplemental salary support	194	59.5%
A permanent addition to base salary	51	15.6%
Additional funds for travel or other professional use	54	16.6%
One-semester paid leave or sabbatical	24	7.4%
Full-year's paid leave or sabbatical	10	3.1%
Additional administrative or secretarial support	80	24.5%
Course reduction	273	83.7%
Other additional compensation	48	14.7%
No additional compensation or support	23	7.1%

Department chair compensation, as well as the volume and variety of this support, varies considerably from department to department. 70.2% of departments offer two or more types of chair compensation or support, 22.7% offer just one type, and 7.1% offer no additional compensation (see Table 2).

The number of chair compensation types offered varies considerably by institution type (Table 2). Indeed, public institutions offer a greater volume of chair support and compensation than do private ones. A majority (51.3%) of private institutions offer one type of compensation or less, compared to 10.9% of public ones. In contrast, a majority (51.7%) of public institutions offer three or more forms of compensation, compared to 23.0% of private institutions.

Differences between the availability of varying forms of compensation at public vs. private institutions are also stark. Public institutions are more likely to offer faculty *all* forms of chair compensation than their private counterparts (Figure 1). For instance: 75.9% of public institutions offer supplemental salary support to chairs, compared to just 40.8% of private institutions; 92.0% of public institutions offer course reduction, but only 74.3% of private institutions do the same; private institutions are 8.9% more likely to offer no additional chair support or compensation than publicly-controlled ones.

The volume and availability of different forms of chair compensation also differ by the highest degree offered by departments. Table 2 shows that the higher the degree level offered by a department, the greater the number of chair compensation types offered. Over two-thirds (77.2%) of PhD-granting departments offer three or more compensation types, compared to 45.0% of MA-granting ones, 22.9% of BA-granting ones, and just 14.5% of BA (Combined) and Social Science departments.

When comparing the availability of different forms of compensation, departments offering higher level degrees tend to provide a greater breadth of chair compensation and support than those offering lower level degrees (Figure 2). Except for 'other additional compensation,' PhD-granting departments are more likely to offer all other forms of chair compensation than lower-level degree-granting department types. Indeed, PhD-granting departments are significantly more likely to offer funds for travel or professional use (43.0% are offered this support), one-semester or a full-year's paid leave or sabbatical (24.1% and 11.4%, respectively), and additional administrative or secretarial support (48.1%) than other department types. With a few exceptions – 'other,' a permanent addition to base salary, and a full-year's paid leave or sabbatical – the higher the degree level offered by a department, the greater the likelihood of a chair compensation type being offered.

Table 2 also shows that the differences in the volume of chair compensation types offered generally hold across department and institution types. Regardless of public or private control, departments offering higher level degrees tend to offer more compensation types. For example, at both private and public institutions PhD-granting departments are more likely to offer greater volumes of chair compensation than those offering lower level degrees. Public institutions tend to offer more forms of chair compensation than private institutions granting the same highest degree level. The notable exception to this trend is PhD-granting departments, with private PhD-granting departments offering more compensation types than their public counterparts.

Table 2. Number of Chair Compensation Types Offered by Institution and Department Type

		None Offered	1 Type Offered	2 Types Offered	3 Types Offered	4 Types Offered	5 Types Offered	6 Types Offered
All Departments (N = 326)		7.1%	22.7%	31.9%	21.8%	10.7%	4.6%	1.2%
Public Institutions (N = 174)		2.9%	8.0%	37.4%	29.9%	12.6%	7.5%	1.7%
Private Institutions (N = 152)		11.8%	39.5%	25.7%	12.5%	8.6%	1.3%	0.7%
PhD-granting Departments (N = 79)		1.3%	2.5%	19.0%	31.6%	24.1%	16.5%	5.1%
MA-granting Departments (N = 60)		1.7%	10.0%	43.3%	33.3%	10.0%	1.7%	0.0%
BA-granting Departments (N = 118)		10.2%	33.1%	33.9%	15.3%	6.8%	0.8%	0.0%
BA (Combined) and Soc Sci Departments (N = 69)		13.0%	39.1%	33.3%	11.6%	2.9%	0.0%	0.0%
Public	PhD-granting Departments (N = 60)	1.7%	1.7%	15.0%	36.7%	20.0%	20.0%	5.0%
	MA-granting Departments (N = 51)	0.0%	5.9%	47.1%	33.3%	11.8%	2.0%	0.0%
	BA-granting Departments (N = 36)	5.6%	11.1%	52.8%	19.4%	11.1%	0.0%	0.0%
	BA (Combined) and Soc Sci Departments (N = 27)	7.4%	22.2%	48.1%	22.2%	0.0%	0.0%	0.0%
Private	PhD-granting Departments (N = 19)	0.0%	5.3%	31.6%	15.8%	36.8%	5.3%	5.3%
	MA-granting Departments (N = 9)	11.1%	33.3%	22.2%	33.3%	0.0%	0.0%	0.0%
	BA-granting Departments (N = 82)	12.2%	42.7%	25.6%	13.4%	4.9%	1.2%	0.0%
	BA (Combined) and Soc Sci Departments (N = 42)	16.7%	50.0%	23.8%	4.8%	4.8%	0.0%	0.0%

Figure 1. Forms of Chair Compensation Offered by Institution Type

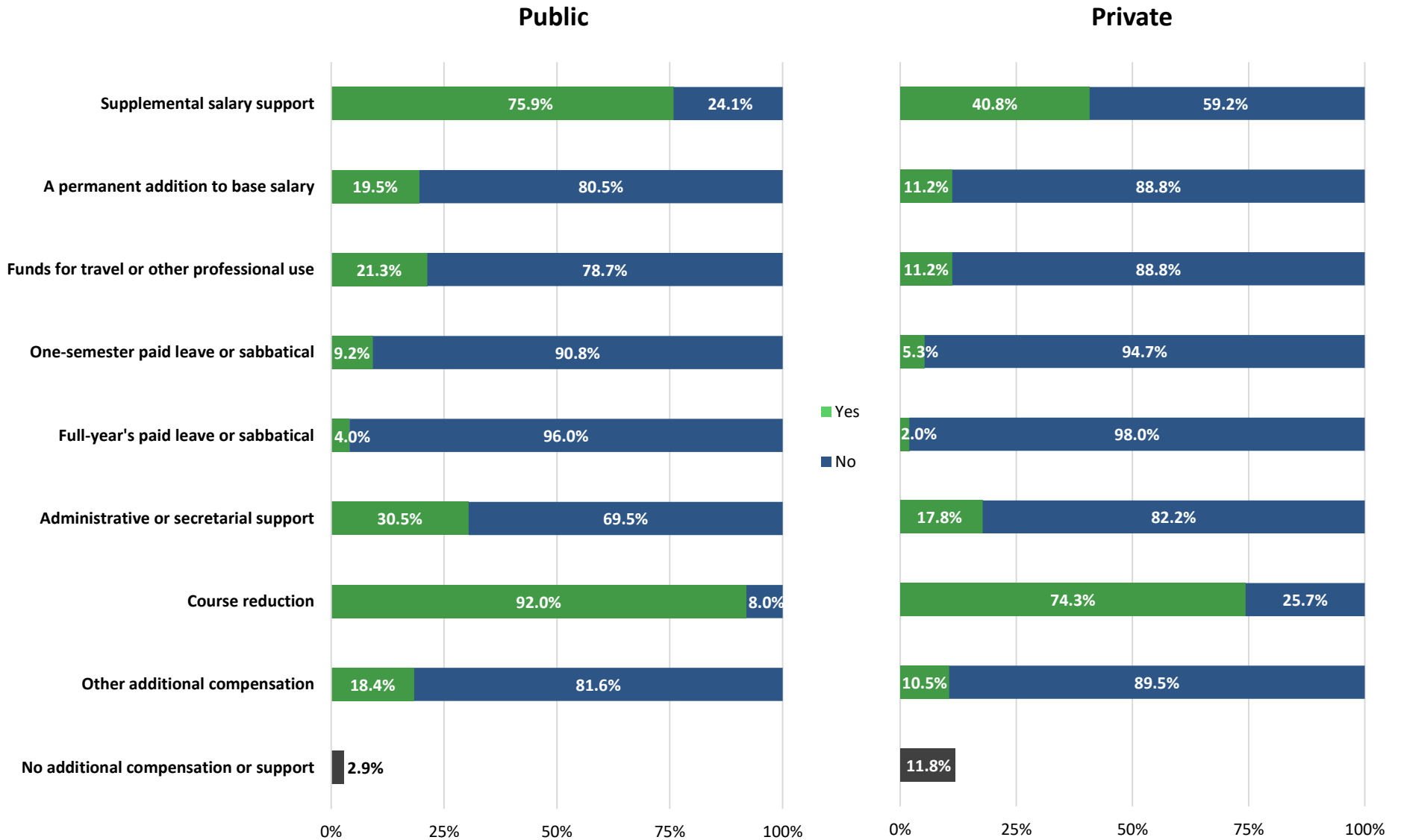
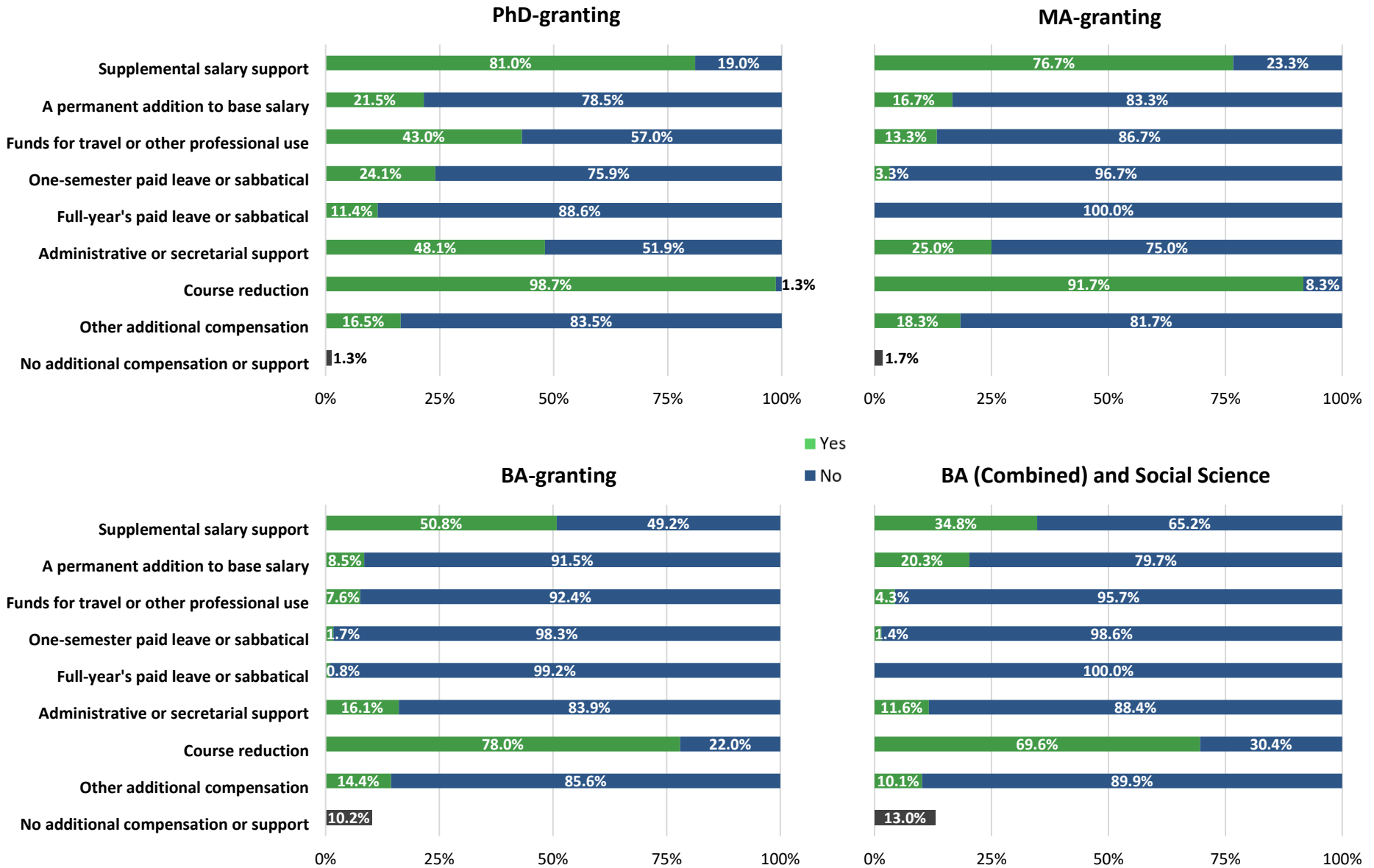


Figure 2. Forms of Chair Compensation Offered by Department Type



Supplemental Salary Support

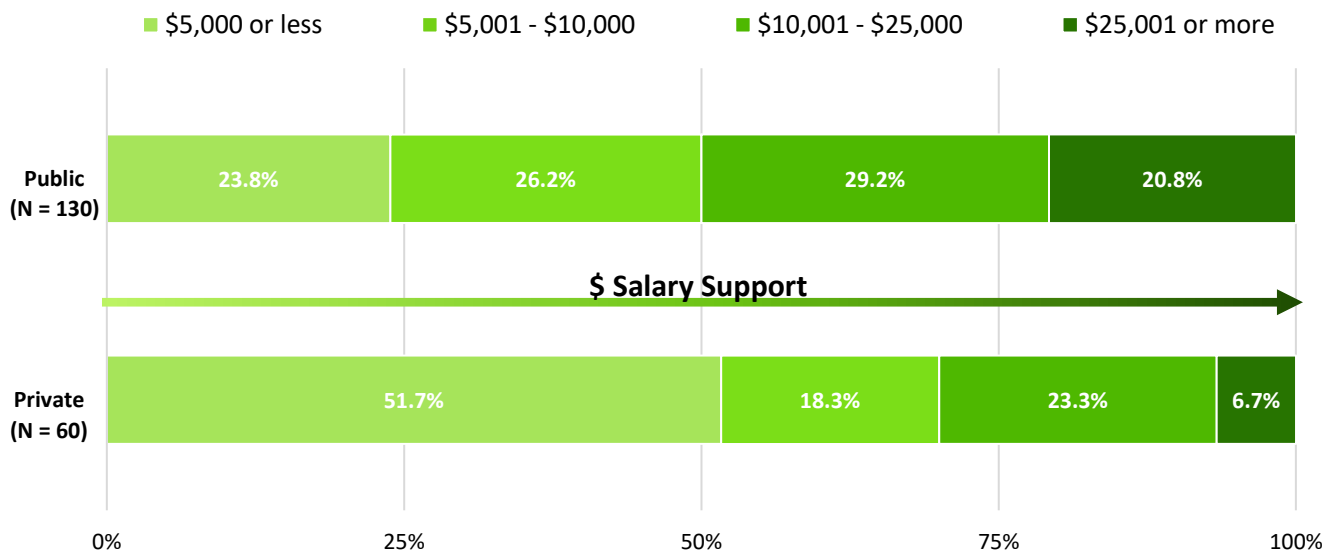
59.5% of responding departments provide chairs with supplemental salary support. The amount of salary support departments offer varies considerably (See Table 3). Almost a third of departments offering supplemental salary support provide \$5,000 or less, 23.7% offer \$5,001-\$10,000, 27.4% \$10,001-\$25,000, and 16.3% provide \$25,001 or more.

Table 3. Amount of Supplemental Salary Support Offered by Departments

	Number of Departments	% of Departments
\$5,000 or less	62	32.6%
\$5,001 - \$10,000	45	23.7%
\$10,001 - \$25,000	52	27.4%
\$25,001 or more	31	16.3%

Supplemental salary support also varies by institution type. Public institutions tend to offer greater amounts of supplemental salary support than do privately-controlled institutions (Figure 3). The majority of private institutions (51.7%) only offer \$5,000 or less, compared to fewer than a quarter (23.8%) of public institutions. In contrast, 20.8% of public institutions offer \$25,001 or more in supplemental salary support, a significantly greater proportion than the 6.7% of private institutions that do the same. A plurality (29.2%) of public institutions offer \$10,001-\$25,000 vs. 23.3% of private ones.

Figure 3. Supplemental Salary Support by Institution Type



Supplemental salary support also varies by department type, with the general pattern that the higher the degree offered by the department, the more likely they are to offer greater amounts of salary support (See Figure 4). PhD-granting departments are by far the most likely department type to offer higher levels of supplemental salary support than compared to other department types. 38.3% of PhD-granting departments offer \$25,001 or more and a plurality (46.7%) offer \$10,001-\$25,000. In contrast, BA (Combined) and Social Science departments offer the lowest dollar amounts in support (54.2% \$5,000 or less and 37.5% \$5,001-\$10,000), followed by BA-granting departments (60.0% \$5,000 or less and 26.7% \$5,001-\$10,000), and MA-granting ones (23.9% \$5,000 or less and 28.3% \$5,001-\$10,000).

Figure 4. Supplemental Salary Support by Department Type



The differences in the supplemental salary support offered to chairs generally hold across department and institution types (Table 4). Irrespective of institution type, departments offering higher level degrees tend to offer higher salary support. For example, at both private and public institutions PhD-granting departments tend to offer considerably more supplemental salary support than those offering lower level degrees. Except for PhD-granting departments, public institutions tend to offer higher supplemental salary support than private institutions granting the same highest degree level. In contrast, private PhD-granting departments offer higher levels of salary support: 100% of private PhD-granting departments offer \$10,001 or more, compared to 80.8% of public PhD-granting departments.

Table 4. Amount of Supplemental Salary Support Offered by Departments by Institution and Department Type

		\$5,000 or less	\$5,001 - \$10,000	\$10,001 - \$25,000	\$25,001 or more
All Departments (N = 190)		32.6%	23.7%	27.4%	16.3%
Public	PhD-granting Departments (N = 47)	4.3%	14.9%	40.4%	40.4%
	MA-granting Departments (N = 43)	18.6%	30.2%	37.2%	14.0%
	BA-granting Departments (N = 28)	53.6%	35.7%	3.6%	7.1%
	BA (Combined) and Soc Sci Departments (N = 12)	50.0%	33.3%	16.7%	0.0%
Private	PhD-granting Departments (N = 13)	0.0%	0.0%	69.2%	30.8%
	MA-granting Departments (N = 3)	--	--	--	--
	BA-granting Departments (N = 32)	65.6%	18.8%	15.6%	0.0%
	BA (Combined) and Soc Sci Departments (N = 12)	58.3%	41.7%	0.0%	0.0%

Course Reduction

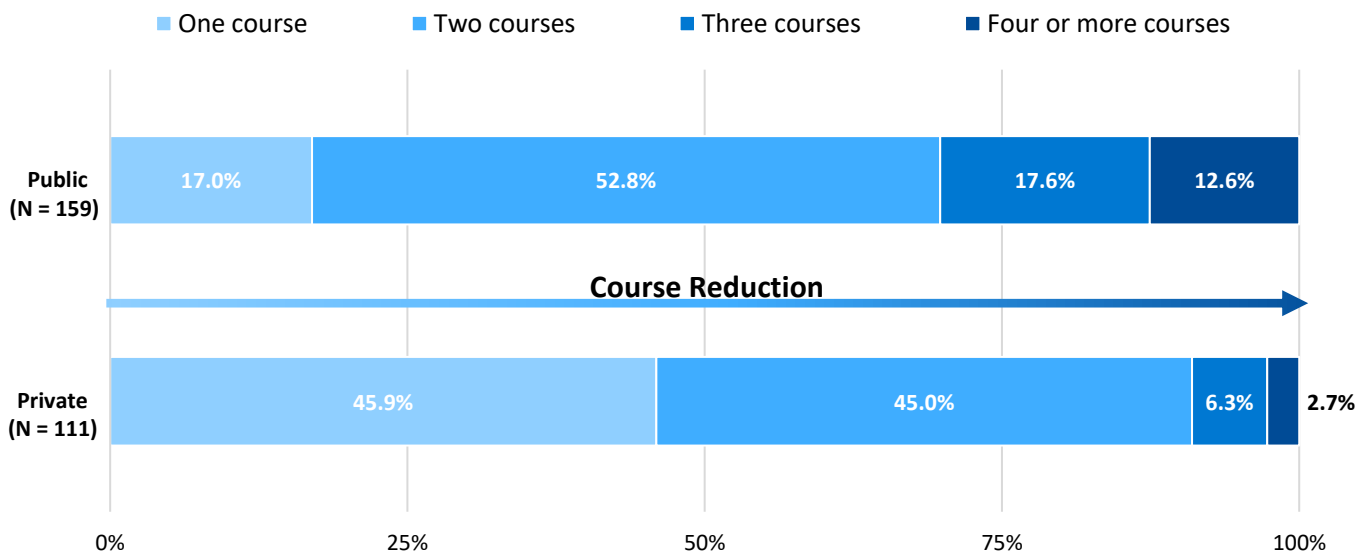
83.7% of responding departments offer chairs course reduction as a form of compensation or support for serving in their role as chair. Table 5 highlights that almost half (49.6%) of departments offer a two course reduction, 28.9% offer a one course reduction, 13.0% three courses, and 8.5% a reduction of four or more courses.

Table 5. Course Reduction Offered by Departments

	Number of Departments	% of Departments
Reduced by one course	78	28.9%
Reduced by two courses	134	49.6%
Reduced by three courses	35	13.0%
Reduced by four or more courses	23	8.5%

As with supplemental salary support, course reduction tends to be more generous at publicly-controlled institutions than at private ones. 83.0% of public institutions offer chairs a course reduction of two or more courses, compared to 54.1% of private institutions (Figure 5). The greatest disparity is seen when comparing those offering a reduction of one course: 45.9% of private institutions offer a one course reduction, compared to 17.0% of public institutions.

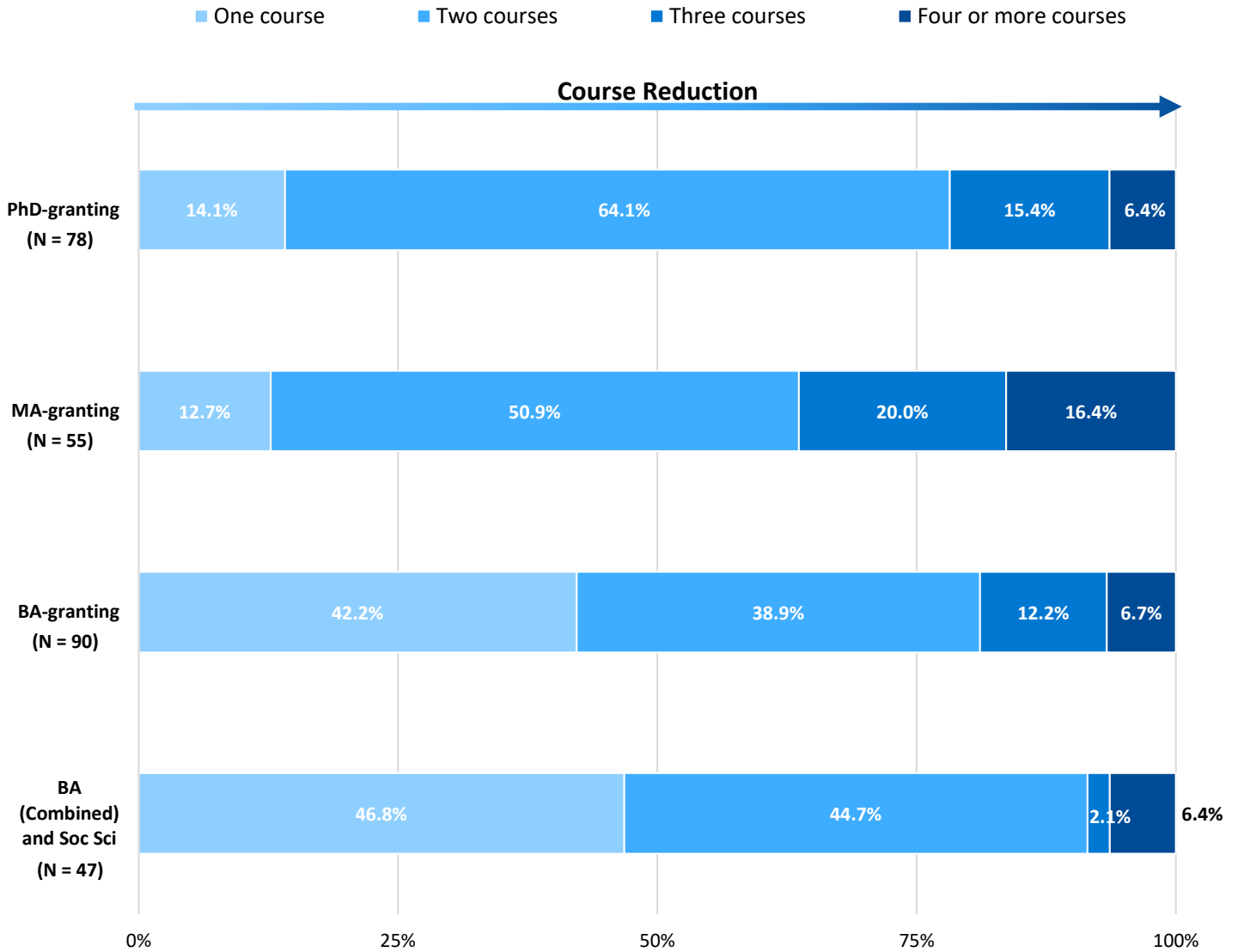
Figure 5. Course Reduction Support by Institution Type



Supplemental salary support also varies by department type, however no clear pattern exists between a department’s highest degree offering and the course reduction chairs receive. Indeed, the most generous course reductions tend to be offered by MA-granting departments. MA-granting departments are more likely to offer a four course or greater reduction (16.4%) or a three course reduction (20.0%) than any other department type, including PhD-granting ones. MA-granting departments are also the least likely to offer a reduction of just a single course (14.1%). PhD-granting departments offer the second greatest course

reductions, followed by BA-granting departments, and lastly by BA (Combined) and Social Science departments.

Figure 6. Course Reduction by Department Type



The differences in the course reduction offered to chairs hold across department and institution types (Table 6). Public institutions offer greater course reductions than private institutions granting the same highest degree level. There is no clear pattern between degree level and course reduction. At both private and public institutions, MA-granting departments tend to offer a greater course reduction than those offering other degree types.

Table 6. Course Reduction Offered by Departments by Institution and Department Type

		Reduced by one course	Reduced by two courses	Reduced by three courses	Reduced by four or more courses
All Departments (N = 270)		28.9%	49.6%	13.0%	8.5%
Public	PhD-granting Departments (N = 59)	6.8%	66.1%	18.6%	8.5%
	MA-granting Departments (N = 47)	10.6%	48.9%	21.3%	19.1%
	BA-granting Departments (N = 31)	32.3%	35.5%	19.4%	12.9%
	BA (Combined) and Soc Sci Departments (N = 22)	36.4%	50.0%	4.5%	9.1%
Private	PhD-granting Departments (N = 19)	36.8%	57.9%	5.3%	0.0%
	MA-granting Departments (N = 8)	25.0%	62.5%	12.5%	0.0%
	BA-granting Departments (N = 59)	47.5%	40.7%	8.5%	3.4%
	BA (Combined) and Soc Sci Departments (N = 25)	56.0%	40.0%	0.0%	4.0%