

CONSIDER THE FACTS

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CCCU Faculty Salary Survey: 2004-05 Update

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For 21 years, the CCCU has disseminated research on faculty salaries at member institutions. This information has been vitally important for developing salary scales and projections, yet very hard to obtain. Although improved IPEDS data reporting makes this task easier, the CCCU research series gives comparative information that campuses still find valuable.

Participating colleges vary greatly in their compensation policies, but the report makes possible regional comparisons and comparisons over time. For instance, while the high and low median full professor salary this year differed by \$37,000, cost of living differentials contributed to much of the range. Compensation planning must take this into account. The report also reveals the spread of salaries within institutions: more than a dozen member schools show a \$20,000+ difference between assistant professors and full professors. Finally, compensation at CCCU institutions is generally competitive for entry-level faculty, but less so at the senior level. The average CCCU professor salary is 88 percent of what a peer makes elsewhere. This may alert institutions to the problem of retaining productive faculty as they advance in service.

The report provides a context in which colleges may consider their compensation policies. When coupled with data on institutional resources, the report can suggest areas to consider for change. In the competitive world of faculty employment, appropriate levels of compensation are essential to institutional stability, especially as a generation of faculty moves to retirement.¹⁶

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