



**2017-2018 APSA
DEPARTMENTAL SURVEY:
NEW HIRE SALARIES, BENEFITS,
AND PROFESSIONAL
DEVELOPMENT RESOURCES**

Executive Summary

The 2017-2018 APSA Departmental Survey asked chairs of departments offering degrees and courses in Political Science and Government to report average salaries for their newly hired faculty by rank in the department.

We report salaries from previous academic years in constant 2017 dollars using the U.S. Department of Labor Bureau of Labor Statistics Historical Consumer Price Index for All Urban Consumers (CPI-U) to allow for comparison over time that controls for inflation and changes in purchasing power. In this year's survey faculty rank categories were updated to provide a more comprehensive picture of the salary and payment structures at institutions across the United States. It removed the part-time, non-tenure-track faculty category and added three new categories of faculty: associate professors, who are tenure-track but without tenure; adjunct faculty, who teach more than 1 course per semester; and adjunct faculty who teach 1 or fewer courses per semester.

Salaries for newly hired faculty varied by type of position offered with the highest salaries offered to tenured faculty, followed by tenure track, then non-tenure-track faculty. As expected, adjunct faculty had the lowest salaries. As in previous years, departments offering higher degrees and unitary degrees also offered higher salaries for new hires. PhD-granting departments offered significantly higher salaries to new hires for most faculty ranks. MA and BA-granting political science departments offered lower salaries. Departments granting combined bachelor's degrees or social science degrees tended to offer lower salaries to new hires, independent of their positions' status, overall, than those offering unitary degrees in political science.

Compounding the disparity in salaries, tenure-line faculty hires were offered more resources for professional development and better benefits, if any benefits at all, than were offered in compensation packages for non-tenure track positions. Tenured or tenure-track new hires were also offered moving expenses by 79.5% of departments, but full-time, non-tenure-track new hires were offered the same by just 28.7%. Benefits and/or professional development resources were rarely offered to contingent faculty. Just 3 of 10 adjunct faculty teaching multiple courses per semester, and 2 of 10 adjuncts teaching 1 course or fewer were offered benefits and/or professional development resources.

To review past reports on the APSA Departmental Survey, including salary reports from previous years, please visit the [American Political Science Association website](#). Last year's *2016-2017 APSA Departmental Survey: Salaries Report* can be accessed [here](#).

We welcome your questions, thoughts, and ideas. Please contact us with any specific questions about these findings, as we try to address broader questions that members bring to our attention in subsequent reports and data collection efforts. Please contact us at surveys@apsanet.org, or by calling the main APSA office at 202-483-2512.

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Washington, DC
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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 and courses 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 healthy response rate of 30.3%.

Response Rates by Department Type, Institution Type

	N	Response Rate
Departments		
BA Combined Departments	54	20.5%
BA-granting Departments	134	28.9%
MA-granting Departments	72	38.9%
PhD-granting Departments	89	56.3%
Social Science Departments	34	17.5%
Institutions		
Publicly-controlled Institutions	178	24.4%
Privately-controlled Institutions	205	38.4%

Glossary of Terms

Department Types	Social Science Departments	Social Science departments offering degrees and/or courses in political science
	BA Combined Departments	BA departments combining political science with at least one other field, e.g. History
	BA-granting Departments	Departments of political science or government granting a 4-year degree as their highest degree
	MA-granting Departments	Departments of political science or government granting a MA as their highest degree
	PhD-granting Departments	Departments of political science or government granting a PhD as their highest degree
Faculty Positions	Tenured Positions	Full Professors, Associate Professors
	Tenure-track Positions	Associate Professors, Assistant Professors
	Full-time, non-tenure-track	Individuals on full-time, permanent contracts that are not in tenure-track positions
	Adjunct faculty (more than 1 course per semester)	Individuals who teach multiple courses, but are not classified as full-time employees
	Adjunct faculty (1 course or fewer per semester)	Individuals who teach one or fewer courses, and are not classified as full-time employees
Payment Terms	Per Year	Salary is calculated on an annual basis
	Per Course	Salary is calculated per course taught
	Per Credit Hour	Salary is calculated per credit hour taught

Professional Development and Benefits	Professional Development	Resources such as but not limited to: Research assistant(s), research funds, technology (e.g. a laptop), reduced course load.
	Benefits	Resources such as but not limited to: Moving expenses, child care expenses, medical insurance, paid family leave, employer retirement contributions.

New Hires

Of the responding departments, 179 reported hiring new faculty in the 2017-18 academic year. 41.9% were private higher education institutions, and 58.1% were public higher education institutions. Most departments reported hiring new assistant professors (tenure-track) (69.3%) in the 2017-2018 academic year. Political science departments were second most likely to have hired adjunct faculty teaching 1 course or fewer per semester (48.6%), followed closely by adjunct faculty teaching more than 1 course per semester (44.1%).

The number of departments reporting average salaries for any given faculty type with any given payment terms vary greatly. Only seven departments reported average salaries for adjunct faculty teaching one or fewer courses per semester on a per credit hour basis, but 124 departments reported average salaries for newly hired assistant professors (tenure track). For this reason, the number of reporting departments is listed for each position and payment terms in order to aid evaluation of the reported data.

Salaries for New Hires

Full Professors (tenured) (Tables 1-3): The average salary for newly hired full professors was \$150,650, the highest rate of all faculty ranks included in this study. Private institutions offered higher salaries on average for new hires than did their public counterparts by \$57,602.

Associate Professors (tenured) (Tables 1-3)*: The average salary for newly hired associate professors was \$118,279. This is the second highest rate among the different faculty ranks captured by the survey, with a gap of \$32,371 between these faculty and the greater compensation offered to newly hired full professors. New hire salaries for associate professors at public institutions were higher than those at private institutions. At hiring public institutions, the differential was miniscule between average salaries offered to newly hired, tenured full professors and associate professors.

Associate Professors (tenure-track/without tenure) (Tables 1-4)*: The average salary for newly hired associate professors on the tenure-track and/or without tenure was \$72,000. Like newly hired tenured associate professors, untenured associate professors received higher pay at public schools than at private, but by a smaller margin.

Assistant Professors (tenure-track) (Tables 1-5): The average salary for a newly hired assistant professor in 2017-2018 was \$67,750, a decrease from \$70,574 in 2016-2017 (in constant 2017 dollars). This decrease in average salaries was evident in PhD granting departments at private institutions, MA granting departments at

both private and public institutions, as well as BA Combined programs and Social Science departments at private institutions. Public institutions offered slightly higher average salaries to new hires than did private. PhD-granting departments offered the highest salaries on average to newly hired assistant professors. Departments offering an MA offered average salaries slightly lower than those offering a BA. Of all department types, social science departments, and then BA combined departments offered the lowest average assistant professor salaries.

Full-time, Non-tenure-track faculty (Tables 1-5): The average salary for newly hired full-time, non-tenure-track faculty in 2017-2018 was \$55,129, nearly the same as in 2016-2017 (\$55,122 on average in constant 2017 dollars). The average salary for these faculty was similar in both private and public departments. Average salaries offered by social science departments were the highest, followed by PhD granting departments, BA granting departments, MA granting departments, and then BA Combined Departments. However, fewer departments reported new full-time, non-tenure track faculty in 2017-2018 than in previous years. Given this decrease in new hires, the stability in average salaries is not robust.

Adjunct Faculty (more than 1 course per semester) (Tables 1-4): The majority of newly hired adjunct faculty members teaching more than 1 course per semester were paid on a per course basis. At \$4,305 per course, newly hired adjuncts teaching *more than 1 course per semester* were paid slightly less than those teaching *1 course or fewer*. New adjunct faculty paid per course were compensated at a slightly higher rate at public institutions than at private ones. The average public per course payment rate was \$4,351, compared to \$4,186 at private institutions. Per course average new hire salaries were greatest at PhD granting departments, with an average \$5,686 per course. This outpaces MA granting departments, who had the second highest average per course salary by \$2,386.

The average per year payment for newly hired adjunct faculty teaching more than one course per semester was \$38,244. As with faculty of the same rank being paid per course, new hires paid per year were compensated more on average at public institutions than at private. Newly hired adjunct faculty being paid per year had higher average salaries at MA granting departments than other department types. New hire pay for adjunct faculty teaching more than 1 course per semester being paid per credit hour averaged \$1,286 per credit hour. The average per credit hour rate for new hires at private institutions, \$1,557, was slightly higher than that at public institutions, \$1,151. The average per credit hour rate was highest in social science departments.

Adjunct Faculty (1 course or fewer per semester) (Tables 1-4): A majority of newly hired adjunct faculty teaching 1 course or fewer per semester were paid per course. Newly hired adjunct faculty *teaching 1 course or fewer* per semester were compensated more, on average, than those teaching *more than 1*. New adjunct faculty paid per course and teaching 1 course or fewer were compensated an average of \$4,540 per course. Those at private institutions averaged slightly higher starting pay per course than those at public ones. The gap in average per course pay between adjunct faculty teaching *1 course or fewer* per semester and those teaching *more than 1 course* was largest at private universities, where adjunct faculty teaching *1 course or fewer* per semester averaged \$4,706 per course, while adjunct faculty teaching *more than 1 course* averaged \$4,186 per course. As with adjunct faculty teaching 1 course or more, newly hired adjunct faculty teaching 1 course or fewer had higher average pay rates per course at PhD granting departments than other department types, followed by BA granting departments, and then MA granting departments.

Visiting Professors (any rank)(Tables 1-3): The average rate of pay for newly hired visiting professors was \$53,113, with these faculty almost always paid on an annual basis rather than per course. This rate of pay is slightly less than the average for other newly hired full-time, non-tenure-track faculty. Visiting professors at private institutions were compensated greater than those at public institutions. Those at public departments received an average of \$54,223 per year and those at private ones received less, at \$51,713 per annum.

Post Docs (Tables 1-3): All post docs captured by the survey were paid on an annual basis. Newly hired post docs received an average annual rate of pay of \$52,050. Private institutions on average compensated post docs at a slightly higher salary rate than public ones. The average annual rate of pay for newly hired public post docs was reported as \$51,615, compared to \$52,813 at private institutions.

Benefits and Professional Development Resources for New Hires

Benefits and professional development resources offered to new hires in political science departments is largely contingent on the type of position offered. Tenured or tenure-track faculty were offered both benefits (92.4%) and professional development (90.1%) in some form by their hiring departments nearly universally. Full time non-tenure-track new hires are less likely to receive benefits and professional development, with 69.8% of departments offering benefits and 59.3% offering professional development. Adjunct faculty teaching 1 or more course per semester and adjunct faculty teaching 1 or fewer courses per semester are offered professional development and benefits far less often than other faculty types. Adjunct faculty teaching 1 or more course per semester received benefits from 22.7% of hiring departments and received professional development from 23.8%. Adjunct faculty teaching 1 or fewer courses per semester were more likely to receive professional development resources (16.8%) from a hiring department than benefits (7.6%) (Table 6).

Of the professional development resources offered to new political science faculty, hiring departments were most likely to provide research funds, technology, and/or a reduced course load. These resources are far more available to newly hired tenure or tenure-track faculty than other types of faculty positions. Technology (e.g. a laptop), the most common resource offered to any new hire, was offered to newly hired tenure or tenure-track faculty by 86.1% of reporting departments, to full-time, non-tenure-track faculty by 53.3%, to adjunct faculty teaching more than 1 course per semester by 18.2%, and to adjunct faculty teaching 1 course or fewer per semester by 13.9%. These differences are even more stark when examining research funds and reduced course loads offered to new hires. While 67.3% of hiring departments offer reduced course loads to newly hired tenured or tenure-track faculty, only 5.5% offer the same professional development resources to full-time, non-tenure-track faculty.

Over three-quarters of hiring departments (77.6%) offer research funds to newly hired tenured or tenure track faculty, while 27.3% offer the same to full-time, non-tenure-track faculty. Research funds are even less available to newly hired adjunct faculty, with 4.2% of departments offering them to adjunct faculty teach more than 1 course per semester, and 2.4% offering them to adjunct faculty teaching 1 course or fewer per semester (Table 7). Differences between faculty position types persist when looking at benefits offered by hiring departments. While most departments offer moving expenses, medical care, paid family leave, and employer retirement contributions to newly hired tenured or tenure track faculty, full-time, non-tenure track receive

these benefits far less often. The largest gap between tenured and tenure-track new hires and full-time, non-tenure-track new hires exists in moving expenses, with a difference of 50.8% of hiring departments offering this benefit.

Part time faculty are offered benefits by few departments. Medical insurance is offered by 17.5% of departments to adjunct faculty teaching more than 1 course per semester, and just 2.3% offer it to adjunct faculty teaching 1 course or fewer per semester. Other benefits, such as child care expenses, moving expenses, and paid family leave are offered to adjunct faculty even less often (Table 8).

Table 1. Departmental Average New Hire Salaries by Faculty Rank, 2017-2018

	Position	Minimum	Maximum	Mean	Median	n	Payment terms
All N = 179	Full Professor (tenured)	\$75,000	\$285,000	\$150,650	\$150,000	15	Per Year
	Associate Professor (tenured)	\$65,000	\$224,350	\$118,279	\$115,000	15	Per Year
	Associate Professor (tenure-track/without tenure)	\$50,000	\$85,000	\$70,000	\$72,000	10	Per Year
	Assistant Professor (tenure-track)	\$44,000	\$130,950	\$70,773	\$67,750	124	Per Year
	Full-time, Non-tenure-track Faculty	\$35,000	\$86,750	\$55,129	\$55,000	54	Per Year
	Adjunct Faculty (more than 1 course per semester)	\$4,200	\$54,000	\$38,244	\$45,000	11	Per Year
	Adjunct Faculty (more than 1 course per semester)	\$2,000	\$10,000	\$4,306	\$4,000	59	Per Course
	Adjunct Faculty (more than 1 course per semester)	\$570	\$2,500	\$1,286	\$1,200	9	Per Credit Hour
	Adjunct Faculty (1 course or fewer per semester)	\$2,000	\$12,000	\$4,540	\$4,000	78	Per Course
	Adjunct Faculty (1 course or fewer per semester)	\$570	\$2,500	\$1,284	\$1,200	7	Per Credit Hour
	Visiting Professor (any rank)	\$3,150	\$3,150	\$3,150	\$3,150	1	Per Course
	Visiting Professor (any rank)	\$35,000	\$68,000	\$53,113	\$52,500	29	Per Year
	Post Doc	\$26,000	\$68,000	\$52,050	\$53,000	24	Per Year

Note: n refers to the number of responding departments.

Table 2. Departmental Average New Hire Salaries at Public Institutions by Faculty Rank, 2017-2018

	Position	Minimum	Maximum	Mean	Median	n	Payment terms
Public N = 104	Full Professor (tenured)	\$75,000	\$178,056	\$124,065	\$108,000.00	7	Per Year
	Associate Professor (tenured)	\$70,000	\$224,350	\$124,058	\$115,000.00	9	Per Year
	Associate Professor (tenure-track/without tenure)	\$50,000	\$82,000	\$70,714	\$74,000.00	7	Per Year
	Assistant Professor (tenure-track)	\$44,000	\$130,950	\$70,852	\$67,500.00	80	Per Year
	Full-time, Non-tenure-track Faculty	\$40,000	\$86,750	\$55,224	\$55,000.00	29	Per Year
	Adjunct Faculty (more than 1 course per semester)	\$34,000	\$50,000	\$43,400	\$48,000.00	6	Per Year
	Adjunct Faculty (more than 1 course per semester)	\$2,000	\$10,000	\$4,351	\$4,000.00	40	Per Course
	Adjunct Faculty (more than 1 course per semester)	\$925	\$1,615	\$1,151	\$1,100.00	6	Per Credit Hour
	Adjunct Faculty (1 course or fewer per semester)	\$2,000	\$9,600	\$4,449	\$4,000.00	47	Per Course
	Adjunct Faculty (1 course or fewer per semester)	\$936	\$1,615	\$1,184	\$1,200.00	5	Per Credit Hour
	Visiting Professor (any rank)	\$3,150	\$3,150	\$3,150	\$3,150.00	1	Per Course
	Visiting Professor (any rank)	\$40,200	\$68,000	\$51,713	\$54,000.00	13	Per Year
	Post Doc	\$40,000	\$60,000	\$51,615	\$50,000.00	15	Per Year

Note: n refers to the number of responding departments.

Table 3. Departmental Average New Hire Salaries at Private Institutions by Faculty Rank, 2017-2018

	Position	Minimum	Maximum	Mean	Median	N	Payment terms
Private N = 75	Full Professor (tenured)	\$105,000	\$285,000	\$181,667	\$175,000	8	Per Year
	Associate Professor (tenured)	\$65,000	\$155,000	\$112,500	\$107,500	6	Per Year
	Associate Professor (tenure-track/without tenure)	\$50,000	\$85,000	\$68,333	\$70,000	3	Per Year
	Assistant Professor (tenure-track)	\$45,000	\$120,000	\$70,609	\$68,000	44	Per Year
	Full-time, Non-tenure-track Faculty	\$35,000	\$80,000	\$55,000	\$55,000	25	Per Year
	Adjunct Faculty (more than 1 course per semester)	\$4,200	\$54,000	\$31,800	\$34,500	6	Per Year
	Adjunct Faculty (more than 1 course per semester)	\$2,000	\$8,000	\$4,187	\$3,000	18	Per Course
	Adjunct Faculty (more than 1 course per semester)	\$570	\$2,500	\$1,557	\$1,600	3	Per Credit Hour
	Adjunct Faculty (1 course or fewer per semester)	\$2,000	\$12,000	\$4,706	\$4,000	31	Per Course
	Adjunct Faculty (1 course or fewer per semester)	\$570	\$2,500	\$1,535	\$1,535	2	Per Credit Hour
	Visiting Professor (any rank)	--	--	--	--	0	Per Course
	Visiting Professor (any rank)	\$35,000	\$68,000	\$54,233	\$54,000	16	Per Year
	Post Doc	\$26,000	\$68,000	\$52,813	\$54,500	9	Per Year

Note: n refers to the number of responding departments.

Table 4. Departmental Average New Hire Salaries by Department Type, Faculty Rank, 2017-2018

Department Type	Position	Minimum	Maximum	Mean	Median	n	Payment terms
PhD Granting	Assistant Professor (tenure-track)	\$50,000	\$130,950	\$82,931	\$82,000	57	Per Year
	Full-time, Non-tenure-track Faculty	\$45,000	\$80,000	\$59,306	\$61,000	18	Per Year
	Adjunct Faculty (more than 1 course per semester)	\$35,000	\$50,000	\$42,500	\$42,500	2	Per Year
	Adjunct Faculty (more than 1 course per semester)	\$2,300	\$9,600	\$5,686	\$5,643	21	Per Course
	Adjunct Faculty (more than 1 course per semester)	\$925	\$1,220	\$1,073	\$1,073	2	Per Credit Hour
	Adjunct Faculty (1 course or fewer per semester)	\$2,300	\$12,000	\$5,985	\$6,000	32	Per Course
	Adjunct Faculty (1 course or fewer per semester)	\$950	\$1,220	\$1,085	\$1,085	2	Per Credit Hour
MA Granting	Assistant Professor (tenure-track)	\$50,000	\$80,000	\$61,188	\$61,500	26	Per Year
	Full-time, Non-tenure-track Faculty	\$40,000	\$65,000	\$50,077	\$50,000	13	Per Year
	Adjunct Faculty (more than 1 course per semester)	\$34,000	\$50,000	\$44,250	\$46,500	4	Per Year
	Adjunct Faculty (more than 1 course per semester)	\$2,000	\$10,000	\$3,300	\$3,300	12	Per Course
	Adjunct Faculty (more than 1 course per semester)	\$947	\$1,615	\$1,387	\$1,600	3	Per Credit Hour
	Adjunct Faculty (1 course or fewer per semester)	\$2,000	\$5,500	\$3,418	\$3,267	18	Per Course
	Adjunct Faculty (1 course or fewer per semester)	\$936	\$1,615	\$1,276	\$1,276	2	Per Credit Hour
BA Granting	Assistant Professor (tenure-track)	\$50,000	\$75,000	\$61,875	\$59,000	9	Per Year
	Full-time, Non-tenure-track Faculty	\$51,000	\$63,000	\$58,667	\$60,500	7	Per Year
	Adjunct Faculty (more than 1 course per semester)	\$24,000	\$24,000	\$24,000	\$24,000	2	Per Year
	Adjunct Faculty (more than 1 course per semester)	\$2,043	\$3,000	\$2,522	\$2,522	3	Per Course

	Adjunct Faculty (more than 1 course per semester)	--	--	--	--	0	Per Credit Hour
	Adjunct Faculty (1 course or fewer per semester)	\$2,043	\$8,000	\$4,209	\$4,000	5	Per Course
	Adjunct Faculty (1 course or fewer per semester)	--	--	--	--	0	Per Credit Hour
BA Combined	Assistant Professor (tenure-track)	\$44,000	\$63,000	\$52,669	\$50,000	8	Per Year
	Full-time, Non-tenure-track Faculty	\$35,000	\$62,000	\$47,500	\$46,500	4	Per Year
	Adjunct Faculty (more than 1 course per semester)	--	--	--	--	0	Per Year
	Adjunct Faculty (more than 1 course per semester)	\$2,000	\$3,000	\$2,560	\$2,500	6	Per Course
	Adjunct Faculty (more than 1 course per semester)	\$1,200	\$2,500	\$1,850	\$1,850	2	Per Credit Hour
	Adjunct Faculty (1 course or fewer per semester)	\$2,500	\$3,450	\$2,813	\$2,650	6	Per Course
	Adjunct Faculty (1 course or fewer per semester)	\$1,200	\$2,500	\$1,850	\$1,850	2	Per Credit Hour
Social Science	Assistant Professor (tenure-track)	\$45,000	\$86,750	\$55,375	\$54,000	10	Per Year
	Full-time, Non-tenure-track Faculty	\$50,000	\$86,750	\$62,188	\$56,000	4	Per Year
	Adjunct Faculty (more than 1 course per semester)	--	--	--	--	0	Per Year
	Adjunct Faculty (more than 1 course per semester)	\$2,000	\$4,200	\$2,833	\$2,750	7	Per Course
	Adjunct Faculty (more than 1 course per semester)	\$570	\$570	\$570	\$570	1	Per Credit Hour
	Adjunct Faculty (1 course or fewer per semester)	\$2,000	\$3,000	\$2,500	\$2,500	4	Per Course
	Adjunct Faculty (1 course or fewer per semester)	\$570	\$570	\$570	\$570	1	Per Credit Hour

Note: Full Professor (tenured), Associate Professor (tenured), Associated Professor (tenure-track/without tenure), Visiting Professor (any rank), and Post Doc positions were omitted due to a small number of departments reporting hiring in those positions.

Table 5. Departmental Average New Hire Salaries in Constant 2017 Dollars by Highest Degree Offered and Institution Type

			CPI-U	Full-time, Non-tenure-track		Assistant Professor, Tenure-track	
				Mean	Median	Mean	Median
PhD	Public	2013-14	1.5	\$52,837	\$52,597	\$74,777	\$73,635
		2014-15	1.6	\$48,389	\$47,632	\$75,448	\$76,626
		2015-16	0.1	\$54,294	\$51,709	\$77,992	\$77,563
		2016-17	1.3	\$61,515	\$58,722	\$76,887	\$75,062
		2017-18	2.1	\$57,274	\$58,500	\$80,299	\$80,000
	Private	2013-14	1.5	\$80,788	\$79,947	\$80,788	\$79,947
		2014-15	1.6	\$59,316	\$62,129	\$92,561	\$93,194
		2015-16	0.1	\$59,918	\$55,846	\$95,015	\$93,593
		2016-17	1.3	\$65,360	\$65,360	\$97,112	\$97,019
		2017-18	2.1	\$71,500*	\$71,500*	\$91,486	\$89,500
MA	Public	2013-14	1.5	\$45,253	\$47,337	\$61,839	\$61,012
		2014-15	1.6	\$42,155	\$42,455	\$63,964	\$59,463
		2015-16	0.1	\$46,426	\$46,538	\$63,097	\$62,051
		2016-17	1.3	\$49,890	\$49,660	\$66,447	\$66,381
		2017-18	2.1	\$49,100	\$49,000	\$62,026	\$61,000
	Private	2013-14	1.5	\$50,493	\$50,493	\$63,116	\$63,116
		2014-15	1.6	\$60,576	\$60,576	\$73,175	\$72,484
		2015-16	0.1	\$50,675	\$51,709	\$71,100	\$73,427
		2016-17	1.3	--	--	\$76,594	\$76,594
		2017-18	2.1	\$53,333*	\$55,000*	\$58,000	\$62,000
BA	Public	2013-14	1.5	\$47,731	\$42,603	\$58,290	\$57,856
		2014-15	1.6	\$51,118	\$50,739	\$59,491	\$54,881
		2015-16	0.1	\$44,711	\$44,774	\$58,749	\$56,880
		2016-17	1.3	\$53,105	\$53,616	\$66,067	\$66,381
		2017-18	2.1	\$57,000*	\$57,000*	\$66,710	\$66,340
	Private	2013-14	1.5	\$47,216	\$45,233	\$58,878	\$61,012
		2014-15	1.6	\$53,721	\$53,845	\$62,265	\$64,511
		2015-16	0.1	\$49,663	\$51,709	\$61,661	\$62,051
		2016-17	1.3	\$55,965	\$56,169	\$65,092	\$64,339
		2017-18	2.1	\$55,700	\$56,000	\$65,286	\$67,000
BA Combined & Social Science**	Public	2013-14	1.5	\$47,337	\$42,077	\$52,597	\$51,545
		2014-15	1.6	\$45,561	\$45,561	\$54,558	\$54,881
		2015-16	0.1	\$45,245	\$43,953	\$53,045	\$51,709
		2016-17	1.3	\$41,531	\$41,871	\$54,580	\$55,148
		2017-18	2.1	\$66,250*	\$62,000*	\$55,614	\$55,000
	Private	2013-14	1.5	\$34,188	\$34,188	\$45,583	\$46,811
		2014-15	1.6	\$50,394	\$44,526	\$51,981	\$46,597
		2015-16	0.1	\$45,680	\$42,401	\$56,622	\$51,709
		2016-17	1.3	--	--	\$54,977	\$55,148
		2017-18	2.1	\$48,000	\$50,000	\$51,781	\$50,500

Note: Constant dollars calculated using U.S. Department of Labor Bureau of Labor Statistics CPI-U, <https://www.bls.gov/cpi/tables/historical-cpi-u-201711.pdf>. Percent change in the annual average is for the base year of each academic year.

*These categories had a low number of reporting departments

**In previous years, BA Combined and Social Science departments were reported in an aggregated category. The 2017-18 BA Combined and Social Science results are aggregated when making longitudinal comparisons.

Table 6. Departments Offering Professional Development, Benefits by Faculty Rank

	Professional Development	Benefits	Professional Development and/or Benefits
Tenured or Tenure-track Faculty	90.1%	77.6%	93.0%
Full-time, Non-tenure-track Faculty	59.3%	69.8%	73.8%
Adjunct Faculty (more than 1 course per semester)	23.8%	22.7%	33.7%
Adjunct Faculty (1 course or fewer per semester)	16.8%	7.6%	20.9%

Table 7. Departments Offering Professional Development by Faculty Rank

	Research Assistant	Research Funds	Technology (e.g. laptop)	Reduced Course Load	Other
Tenured or Tenure-track Faculty	36.4%	77.6%	86.1%	67.3%	18.8%
Full-time, Non-tenure-track Faculty	9.7%	27.3%	53.3%	5.5%	9.1%
Adjunct Faculty (more than 1 course per semester)	3.6%	4.2%	18.2%	0.6%	4.8%
Adjunct Faculty (1 course or fewer per semester)	2.4%	2.4%	13.9%	0.0%	3.0%

Table 8. Departments Offering Benefits by Faculty Rank

	Moving Expenses	Child Care Expenses	Medical Insurance	Paid Family Leave	Employer Retirement Contributions	Other
Tenured or Tenure-track Faculty	79.5%	17.0%	91.2%	63.2%	90.6%	5.3%
Full-time, Non-tenure-track Faculty	28.7%	10.5%	69.6%	35.1%	57.9%	1.8%
Adjunct Faculty (more than 1 course per semester)	1.8%	4.1%	17.5%	2.9%	11.1%	2.3%
Adjunct Faculty (1 course or fewer per semester)	0.0%	2.3%	2.3%	0.0%	2.3%	1.8%