

## Assistant Professor Starting Salaries and Start Up Packages in Political Science, Fall 2012

Source: APSA Departmental Survey, 2012-13

### AMERICAN POLITICAL SCIENCE ASSOCIATION

Summary: We asked department heads for mean starting salaries for tenure-track and non-tenure-track assistant professors starting in Fall 2012, and information about start up packages and course release/leave policies for these faculty during their probationary period. There is variation in salary and these benefits among faculty tracks, department and institution type, and region of the country. Table 1 presents a summary of the starting salary by department and institution type, and region. Subsequent tables provide the raw data on these and other variables.

Tenure-Track Assistant Professor Starting Salaries: Doctoral programs reported higher salaries for starting tenure-track assistant professors than master's and bachelor's programs. The median starting salary in PhD departments was \$70,000-\$74,999; in both MA and BA (with stand-alone political science programs) departments, the median starting salary for tenure-track assistant professors was \$50,000-\$54,999. The median starting salary for starting assistant professors was the same for departments at public and private institutions (\$55,000-\$59,999). Departments in the Northeast and the West reported higher median starting salaries than departments in the South and Midwest. (Tables 1-3)

Non-Tenure-Track Assistant Professor Starting Salaries: The median starting salary for all programs was lower for non-tenure-track than tenure track assistant professors, particularly for PhD programs. Still, doctoral departments reported the highest starting salaries for starting non-tenure-track professors (\$50,000-\$54,999). BA departments (with stand-alone political science programs) offered a higher median starting salary (\$45,900-\$49,999) than MA departments (\$40,000-\$44,999). Departments at private institutions reported higher starting salaries (\$45,000-\$49,999) than departments at public institutions (\$40,000-\$44,999). Departments in the Northeast reported higher median salaries for starting non-tenure-track faculty than those in the other three regions. (Tables 1, 4, 5)

Start Up Packages and Probationary Policies: More doctoral departments and departments at public institutions report offering diverse hiring packages than other programs and private institutions. As Table 6 presents, at least half of departments of all types provide starting faculty with a course release and some research funds; not surprisingly, PhD and MA programs (that have graduate students) report providing assistant professors with RAs and TAs more than BA programs do. Departments at private institutions provide research funds more often than departments at public institutions, which provide RAs/TAs and course releases more often than programs at private institutions. Some chairs described other benefits included in their start up packages, among them moving expenses, travel funds, computer equipment, and a reduced course load.

For those programs providing research funds, we asked how much. Of those responding, departments at public institutions offered greater funding (median \$5,000-\$7,500) than private institutions (median \$2,500-\$4,999), and PhD programs offered at least twice as much funding as other programs (median \$7,500-\$10,000) (Table 7).

We also asked whether assistant professors received a course reduction or semester leave during their probationary period. Overall this occurs at about half of all departments. As Table 8 indicates, PhD programs and departments at public institutions reported providing one of these options to their junior faculty more than other departments.

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Expected changes in starting salary and start up packages: We asked department chairs whether they expected the starting salary and start up packages for assistant professors hired for Fall 2013 to increase (grow), decrease (shrink), or stay the same for 2013 hires. Among those responding, the vast majority of all programs reported expecting no change (Tables 9 and 10).

For the 2008 APSA Salary Report, click [here](#).

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About the Data: The data are from the 2012-13 APSA Departmental Survey. Three hundred thirty one departments responded (26.5%). Response rates by program and institution type are: PhD 55.1% (n=75); MA 33.1% (n=55); BA (stand-alone, political science only) 28.8% (n=141); BA (combined, political science with other social science or humanities program) 17.7% (n=47); Social Science (political science major in a general social science program) 6.9% (n=13); departments at public institutions 31.7% (n=165); departments at private institutions 22.8% (n=166). Region defined by the 2010 Census at [http://www.census.gov/geo/www/us\\_regdiv.pdf](http://www.census.gov/geo/www/us_regdiv.pdf).

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Source: APSA Departmental Survey, 2012-13

Table 1. Summary: Starting Salary for Assistant Professors by Program and Institution Type, and Region*			
	Mean	Median	Range
<b>PhD Program</b>			
Tenure Track	\$70,000 - \$74,999	\$70,000 - \$74,999	\$50,000 - >\$90,000
Non-Tenure Track	\$50,000 - \$54,999	\$50,000 - \$54,999	< \$39,999 - \$69,999
<b>MA Program</b>			
Tenure Track	\$55,000-\$59,999	\$50,000 - \$54,999	\$40,000 - \$74,999
Non-Tenure Track	\$40,000 - \$44,999	\$40,000 - \$44,999	\$40,000 - \$54,999
<b>BA (stand-alone) Program</b>			
Tenure Track	\$50,000 - \$54,999	\$50,000 - \$54,999	\$40,000 - \$84,999
Non-Tenure Track	\$45,000 - \$49,999	\$45,000 - \$49,999	< \$39,999 - \$69,999
<b>Private School</b>			
Tenure Track	\$55,000 - \$59,999	\$55,000 - \$59,999	< \$39,999 - > \$90,000
Non-Tenure Track	\$45,000 - \$49,999	\$45,000 - \$49,999	< \$39,999 - \$69,999
<b>Public School</b>			
Tenure Track	\$60,000 - \$64,999	\$55,000 - \$59,999	\$40,000 - > \$90,000
Non-Tenure Track	\$45,000 - \$49,999	\$40,000 - \$44,999	< \$39,999 - \$69,999
<b>Northeast Region</b>			
Tenure Track	\$60,000 - \$64,999	\$60,000 - \$64,999	\$40,000 - >\$90,000
Non-Tenure Track	\$50,000 - \$54,999	\$50,000 - \$54,999	<\$39,999 - \$69,999
<b>Midwest Region</b>			
Tenure Track	\$55,000 - \$59,999	\$50,000 - \$54,999	<\$39,999 - \$84,999
Non-Tenure Track	\$40,000 - \$44,999	\$40,000 - \$44,999	<\$39,999 - \$64,999
<b>South Region</b>			
Tenure Track	\$55,000 - \$59,999	\$50,000 - \$54,999	\$40,000 - >\$90,000
Non-Tenure Track	\$45,000 - \$49,999	\$45,000 - \$49,999	<\$39,999 - \$64,999
<b>West Region</b>			
Tenure Track	\$60,000 - \$64,999	\$60,000 - \$64,999	\$40,000 - \$84,999
Non-Tenure Track	\$45,000 - \$49,999	\$45,000 - \$49,999	<\$39,999 - \$69,999
<b>All Departments*</b>			
Tenure Track	\$55,000 - \$59,999	\$55,000 - \$59,999	<\$39,999 - >\$90,000
Non-Tenure Track	\$45,000 - \$49,999	\$45,000 - \$49,999	<\$39,999 - \$69,999

Survey Question: What was the mean starting salary for assistant professors (right out of graduate school) for Fall 2012 starts for each of the following positions (tenure track and non-tenure track)?

\*Data from all departments reporting salary data; excludes "Don't Know", "Not Hiring for Fall 2012" and non-responses.

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Source: APSA Departmental Survey, 2012-13

**Table 2. Starting Salary for Tenure-Track Assistant Professors by Program Type**

	PhD	MA	BA (stand-alone)	BA (combined)	Social Science	Total*
< \$39,999	0	0	0	1	0	1
\$40,000-\$44,999	0	1	8	7	0	16
\$45,000-\$49,999	0	7	15	7	1	30
\$50,000-\$54,999	1	10	23	5	3	42
\$55,000-\$59,999	5	4	17	0	0	26
\$60,000-\$64,999	7	7	9	3	0	26
\$65,000-\$69,999	5	4	6	0	0	15
\$70,000-\$74,999	13	1	0	1	0	15
\$75,000-\$79,999	8	0	0	0	0	8
\$80,000-\$84,999	6	0	2	1	0	9
\$85,000-\$89,999	2	0	0	0	0	2
> \$90,000	3	0	0	0	0	3
<b>Mean</b>	\$70,000-\$74,999	\$55,000-\$59,999	\$50,000-\$54,999	\$50,000-\$54,999	\$50,000-\$54,999	\$55,000 - \$59,999
<b>Median</b>	\$70,000-\$74,999	\$50,000-\$54,999	\$50,000-\$54,999	\$45,000-\$49,999	\$50,000-\$54,999	\$55,000 - \$59,999

Survey Question: What was the mean starting salary for assistant professors (right out of graduate school) for Fall 2012 starts for each of the following positions (tenure track and non-tenure track)?

\*Departments reporting salary data; excludes "Don't Know", "Not Hiring for Fall 2012" and non-responses.

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Table 3. Starting Salary for Tenure-Track Assistant Professors by Institution Type			
	Private	Public	Total*
< \$39,999	1	0	1
\$40,000-\$44,999	10	6	16
\$45,000-\$49,999	14	16	30
\$50,000-\$54,999	16	26	42
\$55,000-\$59,999	12	14	26
\$60,000-\$64,999	9	17	26
\$65,000-\$69,999	10	5	15
\$70,000-\$74,999	2	13	15
\$75,000-\$79,999	2	6	8
\$80,000-\$84,999	4	5	9
\$85,000-\$89,999	1	1	2
> \$90,000	1	2	3
Mean	\$55,000-\$59,999	\$60,000-\$64,999	\$55,000 - \$59,999
Median	\$55,000-\$59,999	\$55,000-\$59,999	\$55,000 - \$59,999

Survey Question: What was the mean starting salary for assistant professors (right out of graduate school) for Fall 2012 starts for each of the following positions (tenure track and non-tenure track)?

\*Departments reporting salary data; excludes "Don't Know", "Not Hiring for Fall 2012" and non-responses.

## Assistant Professor Starting Salaries and Start Up Packages in Political Science, Fall 2012

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**Table 4. Starting Salary for Non-Tenure-Track Assistant Professors by Program Type**

	PhD	MA	BA (stand-alone)	BA (combined)	Social Science	Total*
< \$39,999	3	6	13	4	0	26
\$40,000-\$44,999	3	7	17	6	1	34
\$45,000-\$49,999	6	8	11	1	1	27
\$50,000-\$54,999	7	2	9	3	0	21
\$55,000-\$59,999	2	0	6	1	0	9
\$60,000-\$64,999	3	0	5	0	0	8
\$65,000-\$69,999	1	0	1	0	0	2
<b>Mean</b>	\$50,000-\$54,999	\$40,000-\$44,999	\$45,000-\$49,999	\$40,000-\$44,999	\$45,000-\$49,999	\$45,000 - \$49,999
<b>Median</b>	\$50,000-\$54,999	\$40,000-\$44,999	\$45,000-\$49,999	\$40,000-\$44,999	\$45,000-\$49,999	\$45,000 - \$49,999

Survey Question: What was the mean starting salary for assistant professors (right out of graduate school) for Fall 2012 starts for each of the following positions (tenure track and non-tenure track)?

\*Departments reporting salary data; excludes “Don’t Know”, “Not Hiring for Fall 2012” and non-responses.

**Table 5. Starting Salary for Non-Tenure Track Assistant Professors by Institution Type**

	Private	Public	Total*
< \$39,999	7	19	26
\$40,000-\$44,999	14	20	34
\$45,000-\$49,999	12	15	27
\$50,000-\$54,999	11	10	21
\$55,000-\$59,999	6	3	9
\$60,000-\$64,999	5	3	8
\$65,000-\$69,999	1	1	2
<b>Mean</b>	\$45,000-\$49,999	\$45,000-\$49,999	\$45,000 - \$49,999
<b>Median</b>	\$45,000-\$49,999	\$40,000-\$44,999	\$45,000 - \$49,999

Survey Question: What was the mean starting salary for assistant professors (right out of graduate school) for Fall 2012 starts for each of the following positions (tenure track and non-tenure track)?

\*Departments reporting salary data; excludes “Don’t Know”, “Not Hiring for Fall 2012” and non-responses.

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**Table 6. Start Up Packages by Program and Institution Type**

	Research/Teaching Assistant		Course Release		Research Funds		Other		Total
	n	%	n	%	n	%	n	%	n
PhD	24	50.0	38	79.2	45	93.8	17	35.4	48
MA	15	50.0	20	66.7	17	56.7	10	33.3	30
BA (stand-alone)	11	22.9	26	54.2	32	66.7	15	31.2	48
BA (combined)	5	35.7	8	57.1	7	50.0	4	28.6	14
Social Science	0	0.0	2	100.0	1	50.0	0	0.0	2
Private	19	35.2	29	53.7	42	77.8	12	22.2	54
Public	36	40.9	65	73.9	60	68.2	34	38.6	88
<b>Total</b>	<b>55</b>	<b>38.7</b>	<b>94</b>	<b>66.2</b>	<b>102</b>	<b>71.8</b>	<b>46</b>	<b>32.4</b>	<b>142</b>

Survey Question: What type of start-up package did assistant professors typically receive when they were hired to start in the Fall 2012? Mark all that apply.

Note: Proportions are a function of the total departments offering at least one benefit. Proportions do not add to 100 because response choices were not mutually exclusive.

\*Departments responding with at least one benefit.

**Table 7. Research Funds for Assistant Professors by Program and Institution Type**

	< \$1,000	\$1,000 - \$2,499	\$2,500 - \$4,999	\$5,000 - \$7,499	\$7,500 - \$10,000	> \$10,000	Total
PhD	0	1	4	10	6*	19	40
MA	1	1	5*	4	1	1	13
BA (stand-alone)	2	10	10*	3	1	2	28
BA (combined)	1	3*	1	0	0	1	6
Social Science	0	0	0	1	0	0	1
Private	4	8	11*	7	2	6	38
Public	0	7	9	11*	6	17	50
<b>Total</b>	<b>4</b>	<b>15</b>	<b>20</b>	<b>18</b>	<b>8</b>	<b>23</b>	<b>88</b>

Survey Question: What type of start-up package did assistant professors typically receive when they were hired to start in the Fall 2012? Mark all that apply. Provide value of research funds.

\*Median Research Funding

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Table 8. Probationary Course Reduction/Leave by Program and Institution Type						
	Yes		No		Total	
	n	%	n	%	n	%
Private	64	46.4	74	53.6	138	100.0
Public	80	58.8	56	41.2	136	100.0
PhD	47	81.0	11	19.0	58	100.0
MA	26	61.9	16	38.1	42	100.0
BA (stand-alone)	54	44.3	68	55.7	122	100.0
BA (combined)	30	28.6	30	71.4	42	100.0
Social Science	5	50.0	5	50.0	10	100.0
<b>Total</b>	<b>144</b>	<b>52.6</b>	<b>130</b>	<b>47.4</b>	<b>274</b>	<b>100.0</b>

Survey Question: Do assistant professors in your department or program receive a course reduction or semester leave during their probationary period?

Table 9. Change in Starting Salary for Assistant Professors by Program and Institution Type								
	Increase		Same		Decrease		Total*	
	n	%	n	%	n	%	n	%
PhD	9	19.2	37	78.7	1	2.1	47	100.0
MA	2	8.3	21	87.5	1	4.2	24	100.0
BA (stand-alone)	9	19.2	37	78.7	1	2.1	47	100.0
BA (combined)	1	5.9	16	94.1	0	0.0	17	100.0
Social Science	0	0.0	4	100.0	0	0.0	4	100.0
Private	11	19.6	45	80.4	0	0.0	56	100.0
Public	10	12.1	70	84.3	3	3.6	83	100.0
<b>Total</b>	<b>21</b>	<b>15.1</b>	<b>115</b>	<b>82.7</b>	<b>3</b>	<b>2.2</b>	<b>139</b>	<b>100.0</b>

Survey Question: Do you expect the starting salary to increase, decrease, or stay the same for assistant professors hired this year for Fall 2013 starts?

\*Excludes "Not Hiring for Fall 2013" and non-responses.



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Source: APSA Departmental Survey, 2012-13

Table 10. Change in Start Up Packages by Program and Institution Type								
	Grow		Same		Shrink		Total*	
	n	%	n	%	n	%	n	%
PhD	9	19.2	37	78.7	1	2.1	47	100.0
MA	2	8.3	21	87.5	1	4.2	24	100.0
BA (stand-alone)	9	19.2	37	78.7	1	2.1	47	100.0
BA (combined)	1	5.9	16	94.1	0	0.0	17	100.0
Social Science	0	0.0	4	100.0	0	0.0	4	100.0
Private	11	19.6	45	80.4	0	0.0	56	100.0
Public	10	12.1	70	84.3	3	3.6	83	100.0
<b>Total</b>	<b>21</b>	<b>15.1</b>	<b>115</b>	<b>82.7</b>	<b>3</b>	<b>2.2</b>	<b>139</b>	<b>100.0</b>

Survey Question: Do you expect that the start-up package will grow, shrink, or stay the same for assistant professors hired this year for Fall 2013 starts?

\*Excludes "Not Hiring for Fall 2013" and non-responses.