



History Peer Faculty Salary Comparison

The purpose of this report is to compare the average salary of CSU History faculty (by rank) to the average salary for History faculty among several peer institutions. Overall, CSU History faculty have a lower average salary compared to faculty members at the peer institutions considered in this report. The salary as a percentage of peer for Associate and Assistant ranks are substantially higher than Full Professor. As a percentage of average peer salaries, CSU average salaries have dropped across ranks when compared to the 2013-14 fiscal year. This study doesn't account for variables which may explain salary differences between institutions such as, but not limited to, the presence of a PhD program, magnitude of faculty research impact, and number of graduate students taught.

CSU Peer Institutions

This comparison uses data received from CSU's peer institutions for the 2016-17 academic year (CU Boulder, while not part of the BOG peer group, is included in this report). Salaries in this comparison are converted to 9 month appointments and contain low headcounts in some cases which may produce data volatility (see appendix for detail). Some peer data were unavailable. The institutions for which data were available for this report are:

Iowa State U	North Carolina State	U of Colorado	Virginia Tech
Kansas State U	Purdue	U of Illinois	Washington State
Michigan State U	Texas A & M	U of Tennessee	

Below are some salient findings when average salaries are compared to the 2013-14 Salary Discipline Study. This is the most recent data for comparison in a similar format. The average salary for each institution can be found in the appendix.

Table 1: Full Professor - Average Salaries

	2013-14	2016-17
Colorado State University	\$90,250	\$85,013
Peers	\$105,290	\$114,276
Difference	-\$15,040	-\$29,263
CSU as a Percentage of Peers	86%	74%

Table 2: Associate Professor - Average Salaries

	2013-14	2016-17
Colorado State University	\$65,657	\$71,513
Peers	\$72,755	\$80,500
Difference	-\$7,098	-\$8,987
CSU as a Percentage of Peers	90%	89%

Table 3: Assistant Professor - Average Salaries

	2013-14	2016-17
Colorado State University	\$56,263	\$59,048
Peers	\$61,010	\$66,902
Difference	-\$4,747	-\$7,854
CSU as a Percentage of Peers	92%	88%



Appendix: Graphs and Data Tables

Figure A.1- Comparison of Average Full Professor Salary

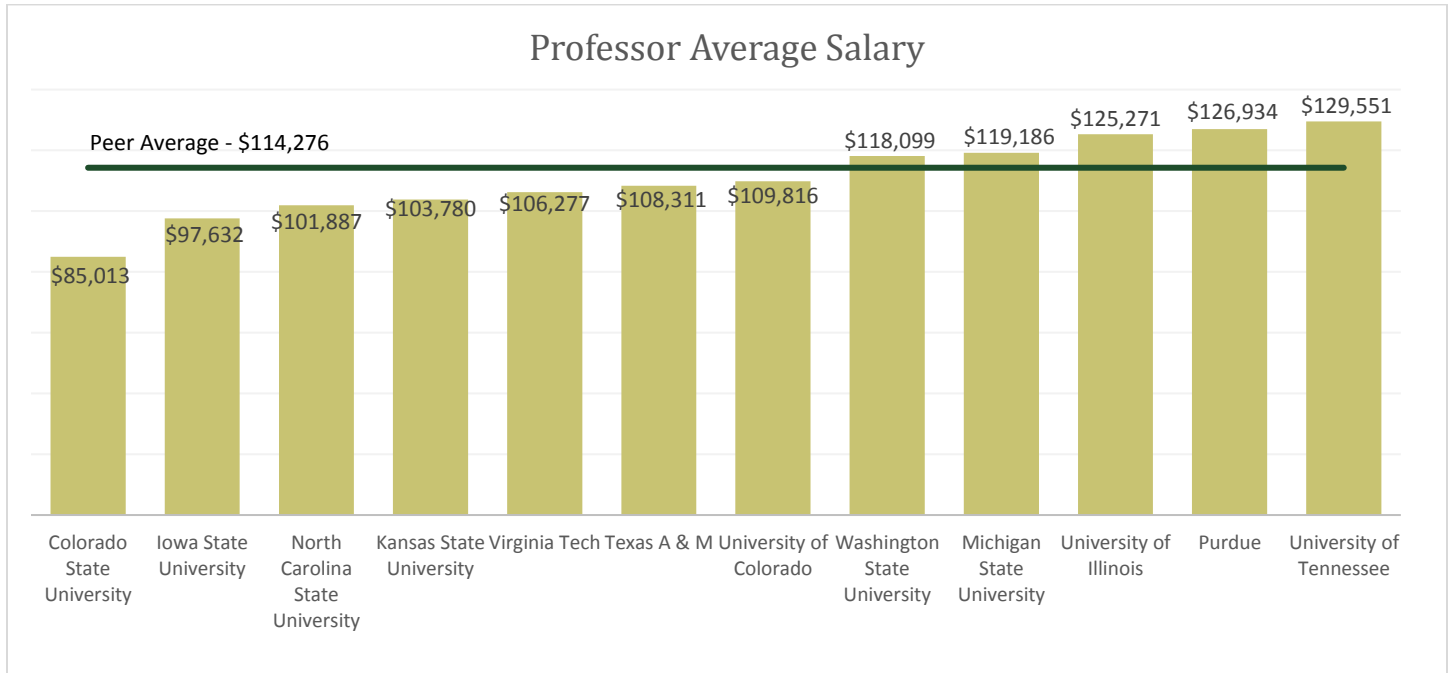


Table A.1 - Full Professor Salaries

Institution	Low Salary	High Salary	Average Salary	Headcount
Colorado State University	\$77,522	\$97,713	\$85,013	6
Iowa State University	\$67,566	\$154,000	\$97,632	7
North Carolina State University	\$82,236	\$150,321	\$101,887	8
Kansas State University	\$84,706	\$125,281	\$103,780	6
Virginia Tech	\$81,143	\$132,440	\$106,277	6
Texas A & M	\$75,222	\$153,603	\$108,311	19
University of Colorado	\$74,116	\$138,601	\$109,816	14
Average	\$80,851	\$165,470	\$114,276	113
Washington State University	\$75,644	\$264,100	\$118,099	8
Michigan State University	\$64,118	\$161,240	\$119,186	11
University of Illinois	\$93,000	\$206,000	\$125,271	17
Purdue	\$85,501	\$173,244	\$126,934	11
University of Tennessee	\$106,111	\$161,344	\$129,551	6



Figure A.2 – Comparison of Average Associate Professor Salary

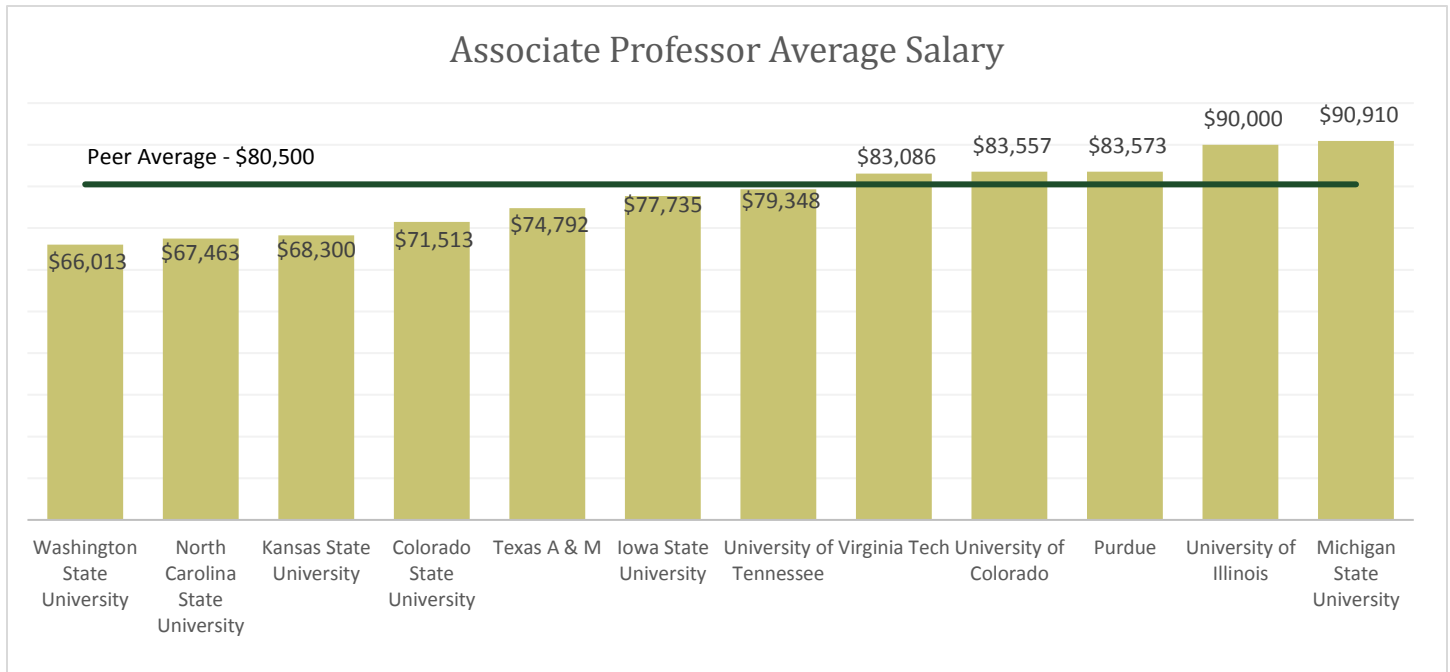


Table A.2 - Associate Professor Salaries

Institution	Low Salary	High Salary	Average Salary	Headcount
Washington State University	\$61,370	\$73,938	\$66,013	10
North Carolina State University	\$65,181	\$71,050	\$67,463	5
Kansas State University	\$61,699	\$75,781	\$68,300	8
Colorado State University	\$63,514	\$86,554	\$71,513	5
Texas A & M	\$58,113	\$84,807	\$74,792	18
Iowa State University	\$72,272	\$81,538	\$77,735	6
University of Tennessee	\$73,506	\$89,092	\$79,348	12
Average	\$67,978	\$88,526	\$80,500	132
Virginia Tech	\$73,988	\$99,139	\$83,086	11
University of Colorado	\$75,336	\$91,913	\$83,557	15
Purdue	\$46,245	\$93,230	\$83,573	15
University of Illinois	\$78,549	\$100,000	\$90,000	14
Michigan State University	\$81,499	\$113,295	\$90,910	18



Table A.3 - Comparison of Average Assistant Professor Salary

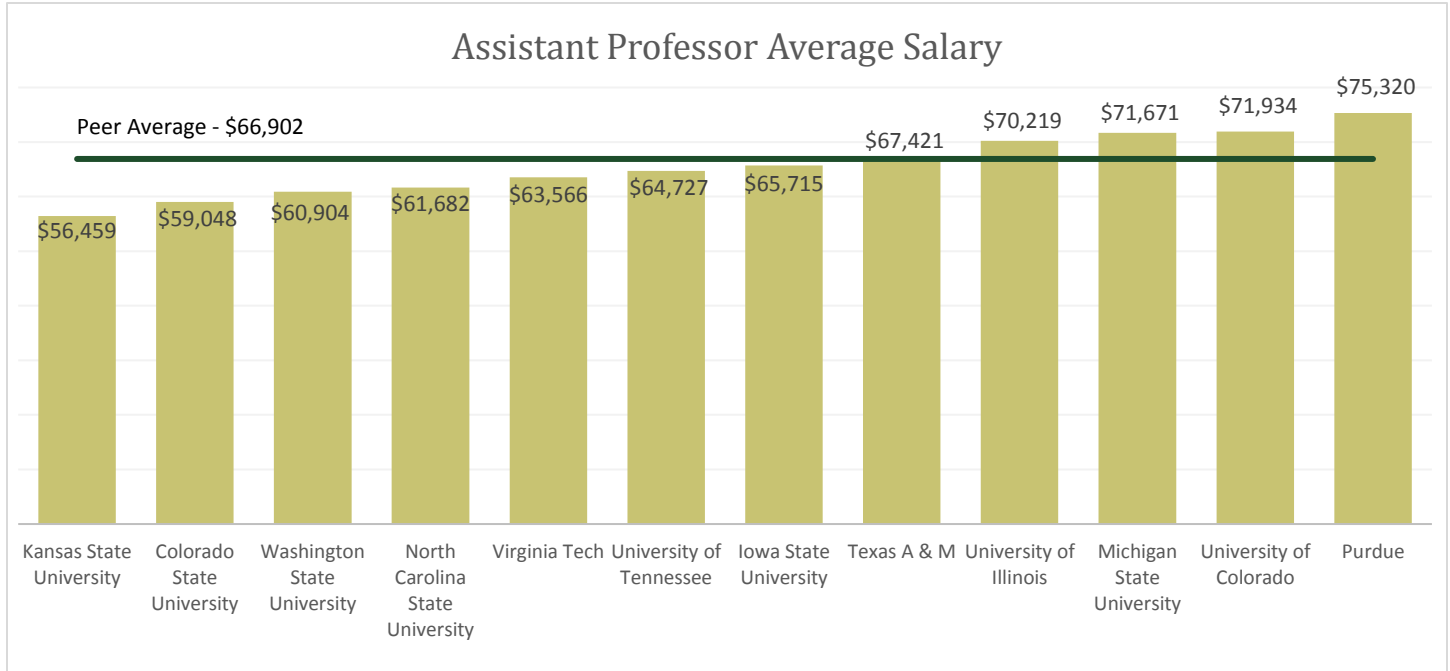


Table A.3 - Assistant Professor Salaries

Institution	Low Salary	High Salary	Average Salary	Headcount
Kansas State University	\$54,810	\$60,000	\$56,459	4
Colorado State University	\$57,852	\$60,270	\$59,048	3
Washington State University	\$60,124	\$61,684	\$60,904	2
North Carolina State University	\$58,906	\$64,178	\$61,682	5
Virginia Tech	\$50,000	\$71,314	\$63,566	7
University of Tennessee	\$62,540	\$66,965	\$64,727	7
Iowa State University	\$63,630	\$68,386	\$65,715	7
Average	\$62,694	\$70,042	\$66,902	60
Texas A & M	\$64,161	\$71,757	\$67,421	5
University of Illinois	\$69,092	\$73,000	\$70,219	6
Michigan State University	\$65,227	\$77,485	\$71,671	6
University of Colorado	\$70,000	\$77,843	\$71,934	5
Purdue	\$71,149	\$77,852	\$75,320	6