









Journalism Peer Faculty Salary Comparison

The purpose of this report is to compare the average salary of CSU Journalism faculty (by rank) to the average salary for Journalism faculty among several peer institutions. Overall, CSU Journalism 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 is inversely related to rank. As a percentage of average peer salaries, CSU average salaries have dropped for Full and Associate Professors when compared to the 2013-14 fiscal year, while Assistant Professor salaries have increased. 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 University
-  Kansas State University
-  Michigan State University
-  University of Colorado
-  University of Illinois
-  University 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 | \$95,448 | \$97,232 |
| Peers | \$115,812 | \$121,118 |
| Difference | -\$20,364 | -\$23,886 |
| CSU as a Percentage of Peers | 82% | 80% |

Table 2: Associate Professor - Average Salaries

| | 2013-14 | 2016-17 |
|------------------------------|----------|-----------|
| Colorado State University | \$70,421 | \$75,626 |
| Peers | \$80,040 | \$87,042 |
| Difference | -\$9,619 | -\$11,416 |
| CSU as a Percentage of Peers | 88% | 87% |

Table 3: Assistant Professor - Average Salaries

| | 2013-14 | 2016-17 |
|------------------------------|----------|----------|
| Colorado State University | \$60,000 | \$64,176 |
| Peers | \$69,960 | \$70,623 |
| Difference | -\$9,960 | -\$6,447 |
| CSU as a Percentage of Peers | 86% | 91% |



Appendix: Graphs and Data Tables

Figure A.1- Comparison of Average Full Professor Salary

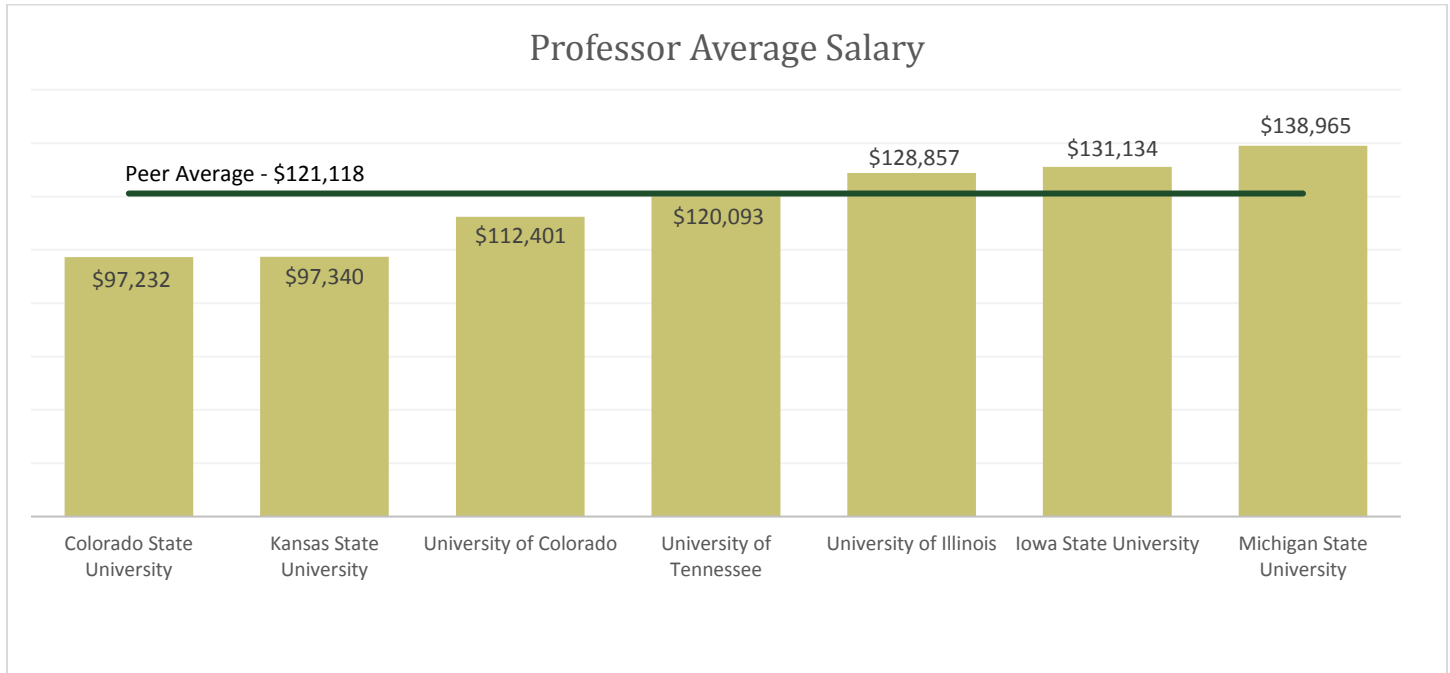


Table A.1 - Full Professor Salaries

| Institution | Low Salary | High Salary | Average Salary | Headcount |
|---------------------------|------------|-------------|----------------|-----------|
| Colorado State University | \$84,275 | \$116,661 | \$97,232 | 6 |
| Kansas State University | \$69,021 | \$120,416 | \$97,340 | 4 |
| University of Colorado | \$95,000 | \$144,115 | \$112,401 | 4 |
| University of Tennessee | \$89,480 | \$180,000 | \$120,093 | 10 |
| Average | \$96,957 | \$151,832 | \$121,118 | 29 |
| University of Illinois | \$116,542 | \$147,579 | \$128,857 | 4 |
| Iowa State University | \$96,557 | \$165,711 | \$131,134 | 2 |
| Michigan State University | \$115,140 | \$153,172 | \$138,965 | 5 |



Figure A.2 – Comparison of Average Associate Professor Salary

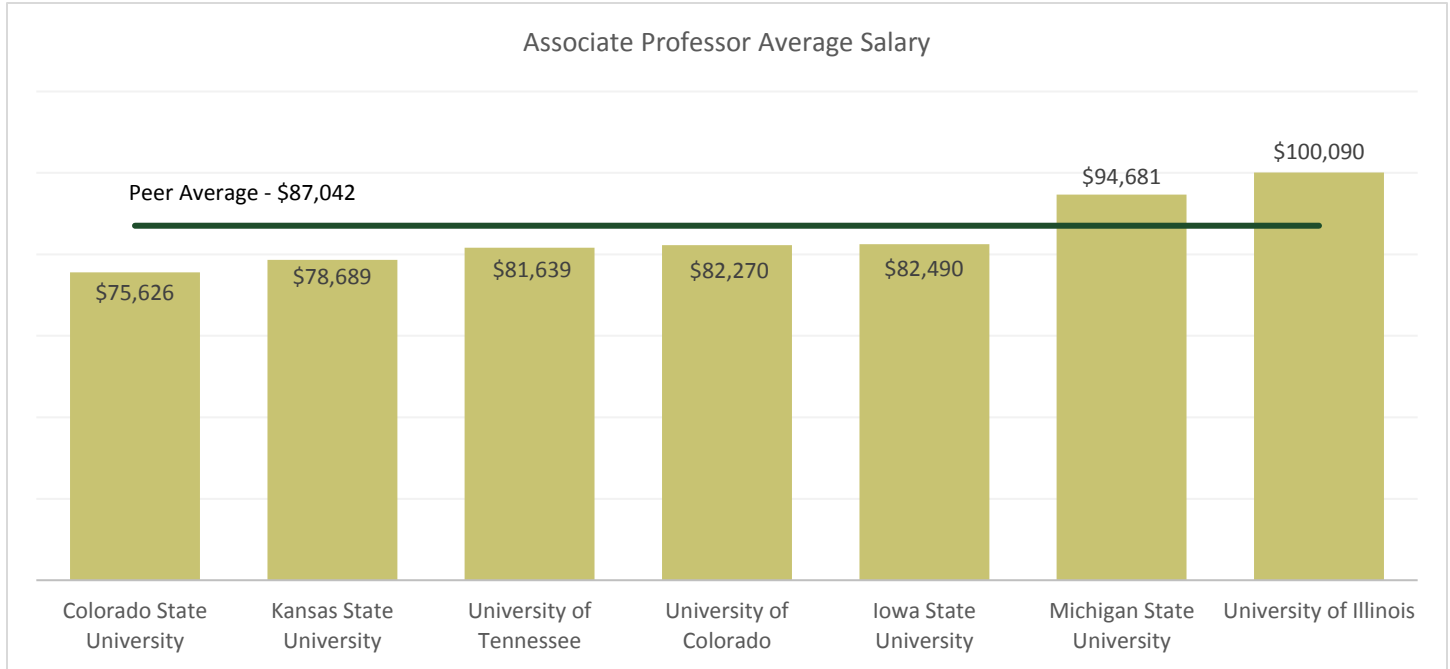


Table A.2 - Associate Professor Salaries

| Institution | Low Salary | High Salary | Average Salary | Headcount |
|---------------------------|------------|-------------|----------------|-----------|
| Colorado State University | \$70,488 | \$80,923 | \$75,626 | 5 |
| Kansas State University | \$74,686 | \$84,239 | \$78,689 | 4 |
| University of Tennessee | \$79,578 | \$82,872 | \$81,639 | 3 |
| University of Colorado | \$77,177 | \$87,633 | \$82,270 | 3 |
| Iowa State University | \$73,587 | \$92,217 | \$82,490 | 7 |
| Average | \$81,143 | \$93,595 | \$87,042 | 26 |
| Michigan State University | \$90,539 | \$103,628 | \$94,681 | 4 |
| University of Illinois | \$91,292 | \$110,982 | \$100,090 | 5 |



Table A.3 - Comparison of Average Assistant Professor Salary

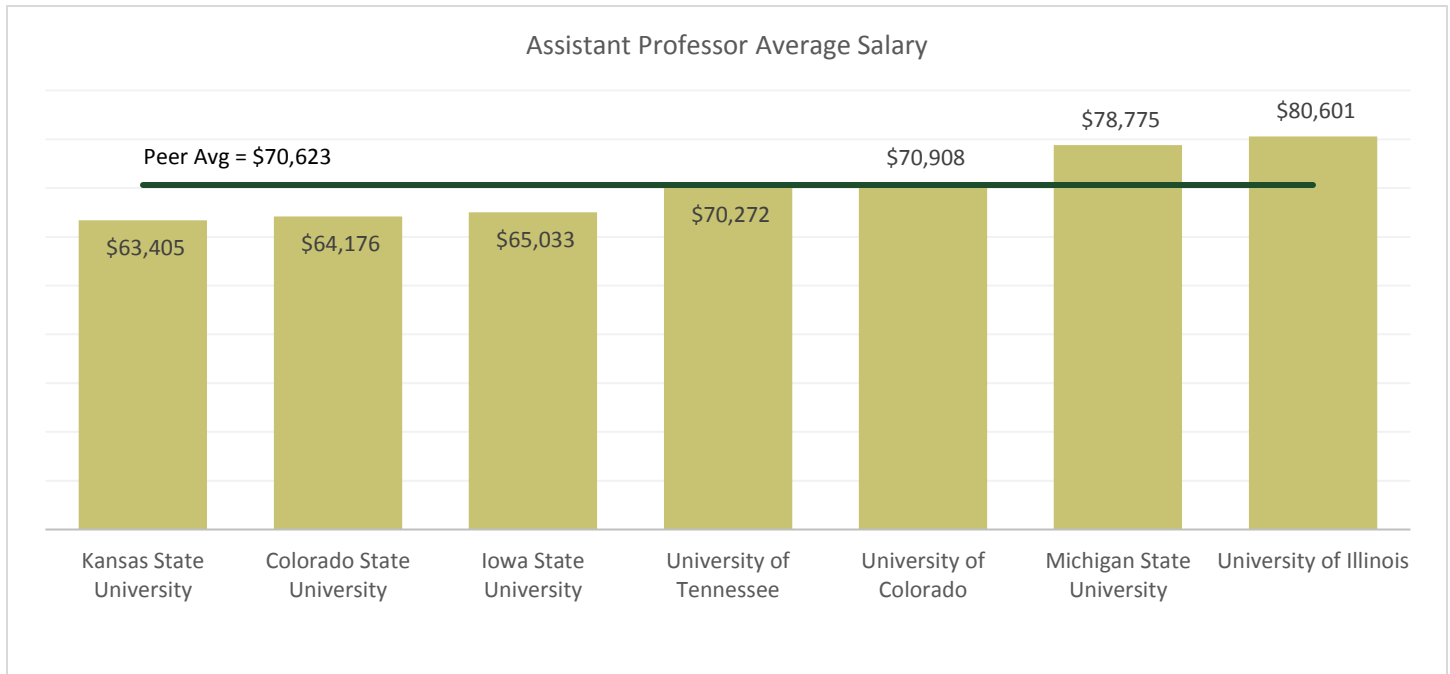


Table A.3 - Assistant Professor Salaries

| Institution | Low Salary | High Salary | Average Salary | Headcount |
|---------------------------|------------|-------------|----------------|-----------|
| Kansas State University | \$60,000 | \$65,012 | \$63,405 | 4 |
| Colorado State University | \$63,500 | \$65,140 | \$64,176 | 4 |
| Iowa State University | \$61,746 | \$72,818 | \$65,033 | 6 |
| University of Tennessee | \$68,962 | \$71,581 | \$70,272 | 2 |
| Average | \$67,785 | \$74,847 | \$70,623 | 21 |
| University of Colorado | \$70,000 | \$71,815 | \$70,908 | 2 |
| Michigan State University | \$73,000 | \$82,858 | \$78,775 | 4 |
| University of Illinois | \$73,000 | \$85,000 | \$80,601 | 3 |