














# Sociology Peer Faculty Salary Comparison

The purpose of this report is to compare the average salary of CSU Sociology faculty (by rank) to the average salary for Sociology faculty among several peer institutions. Overall, CSU Sociology 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 across all 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 University
-  Kansas State University
-  Michigan State University
-  North Carolina State U
-  Purdue
-  Texas A & M
-  University of Colorado
-  University of Illinois
-  University of Tennessee
-  Virginia Tech
-  Washington State U

Below are salient findings regarding salary comparisons with 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	\$102,057	\$105,174
Peers	\$113,923	\$125,578
Difference	-\$11,866	-\$20,404
CSU as a Percentage of Peers	90%	84%

**Table 2: Associate Professor - Average Salaries**

	2013-14	2016-17
Colorado State University	\$69,766	\$78,423
Peers	\$77,569	\$89,123
Difference	-\$7,803	-\$10,700
CSU as a Percentage of Peers	90%	88%

**Table 3: Assistant Professor - Average Salaries**

	2013-14	2016-17
Colorado State University	\$64,445	\$66,914
Peers	\$65,885	\$72,859
Difference	-\$1,440	-\$5,945
CSU as a Percentage of Peers	98%	92%



## Appendix: Graphs and Data Tables

Figure A.1- Comparison of Average Full Professor Salary

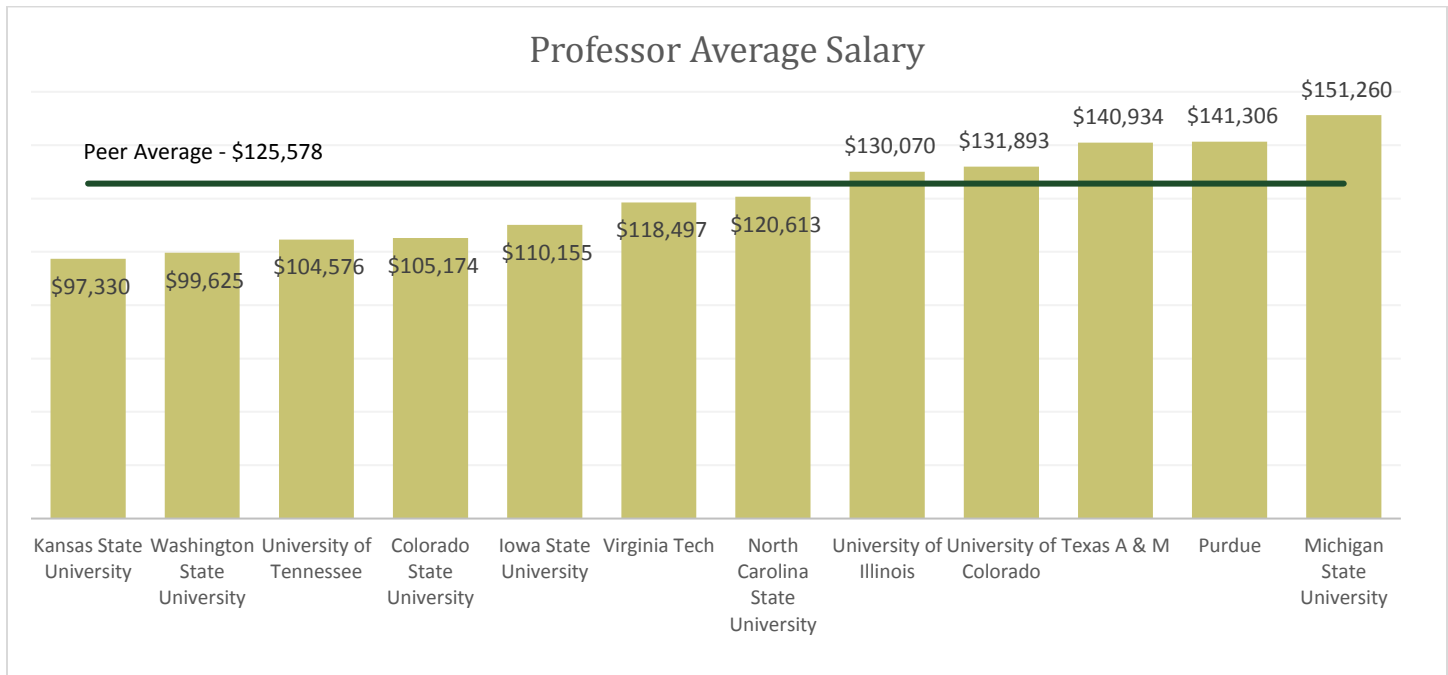


Table A.1 - Full Professor Salaries

Institution	Low Salary	High Salary	Average Salary	Headcount
<b>Kansas State University</b>	\$86,877	\$104,500	\$97,330	3
<b>Washington State University</b>	\$87,667	\$110,728	\$99,625	6
<b>University of Tennessee</b>	\$90,147	\$129,375	\$104,576	7
<b>Colorado State University</b>	\$95,097	\$123,270	\$105,174	6
<b>Iowa State University</b>	\$79,120	\$188,562	\$110,155	11
<b>Virginia Tech</b>	\$87,879	\$165,056	\$118,497	12
<b>North Carolina State University</b>	\$103,792	\$153,928	\$120,613	5
<b>Average</b>	\$95,930	\$165,387	\$125,578	90
<b>University of Illinois</b>	\$105,850	\$155,500	\$130,070	4
<b>University of Colorado</b>	\$93,518	\$163,808	\$131,893	8
<b>Texas A &amp; M</b>	\$100,305	\$230,904	\$140,934	16
<b>Purdue</b>	\$105,350	\$204,886	\$141,306	11
<b>Michigan State University</b>	\$114,728	\$212,007	\$151,260	7



Figure A.2 – Comparison of Average Associate Professor Salary

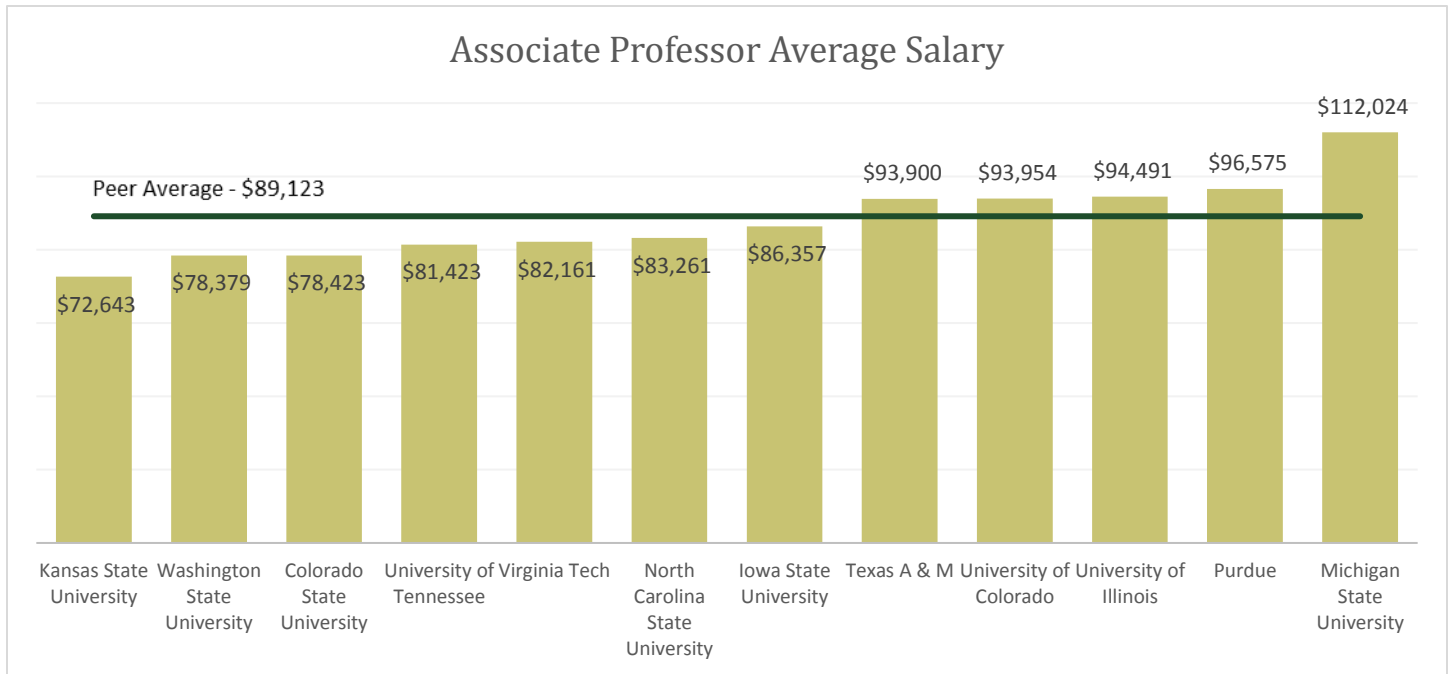
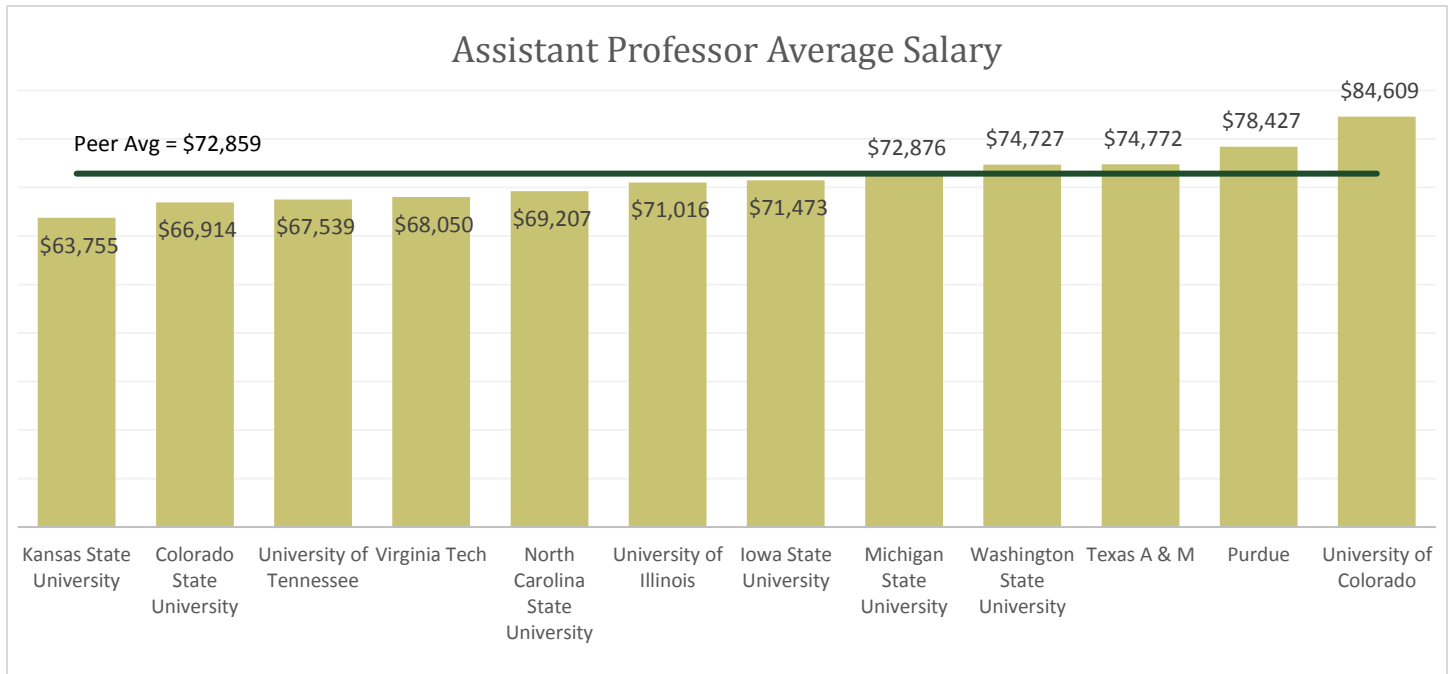


Table A.2 - Associate Professor Salaries

Institution	Low Salary	High Salary	Average Salary	Headcount
<b>Kansas State University</b>	\$68,876	\$75,353	\$72,643	7
<b>Washington State University</b>	\$74,694	\$80,579	\$78,379	4
<b>Colorado State University</b>	\$72,603	\$96,603	\$78,423	6
<b>University of Tennessee</b>	\$73,791	\$85,960	\$81,423	3
<b>Virginia Tech</b>	\$71,393	\$107,475	\$82,161	7
<b>North Carolina State University</b>	\$69,183	\$101,741	\$83,261	11
<b>Iowa State University</b>	\$60,639	\$121,707	\$86,357	7
<b>Average</b>	\$75,858	\$110,762	\$89,123	74
<b>Texas A &amp; M</b>	\$81,900	\$107,595	\$93,900	9
<b>University of Colorado</b>	\$84,836	\$111,545	\$93,954	7
<b>University of Illinois</b>	\$84,979	\$106,998	\$94,491	6
<b>Purdue</b>	\$84,286	\$137,700	\$96,575	6
<b>Michigan State University</b>	\$79,861	\$181,733	\$112,024	7



**Table A.3 - Comparison of Average Assistant Professor Salary**



**Table A.3 - Assistant Professor Salaries**

Institution	Low Salary	High Salary	Average Salary	Headcount
<b>Kansas State University</b>	\$61,000	\$66,000	\$63,755	3
<b>Colorado State University</b>	\$66,170	\$68,116	\$66,914	3
<b>University of Tennessee</b>	\$65,313	\$70,581	\$67,539	3
<b>Virginia Tech</b>	\$62,000	\$77,857	\$68,050	6
<b>North Carolina State University</b>	\$63,349	\$73,894	\$69,207	7
<b>University of Illinois</b>	\$52,062	\$86,000	\$71,016	4
<b>Iowa State University</b>	\$69,637	\$72,500	\$71,473	3
<b>Average</b>	\$67,212	\$77,100	\$72,859	49
<b>Michigan State University</b>	\$68,000	\$76,175	\$72,876	5
<b>Washington State University</b>	\$71,732	\$77,721	\$74,727	2
<b>Texas A &amp; M</b>	\$67,806	\$80,370	\$74,772	4
<b>Purdue</b>	\$76,434	\$80,000	\$78,427	7
<b>University of Colorado</b>	\$82,000	\$87,000	\$84,609	5