

# SALARY

## FACULTY SALARY DATA

### Average Academic Year Salaries of CSU Full Time Faculty, Fall 2009 – Fall 2013

Rank	Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2013 <sup>^</sup>	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary
Professor	4,574	\$96,473	4,474	\$95,779	4,523	\$94,885	4,628	\$93,870	4,651	\$93,312
Associate Professor	2,739	\$76,342	2,688	\$76,148	2,699	\$75,948	2,697	\$75,499	2,714	\$75,599
Assistant Professor	2,738	\$67,207	2,350	\$67,033	2,234	\$67,328	1,990	\$68,106	1,873	\$69,232
All Tenure Track*	10,057	\$82,999	9,518	\$83,114	9,462	\$82,953	9,322	\$83,028	9,245	\$83,204
Lecturer	1,655	\$60,341	1,710	\$59,253	1,868	\$58,052	1,991	\$56,888	2,203	\$56,434

Notes: Salaries are for academic year appointments, where an academic year is two semesters or three quarters. Additional income from teaching summer school is not included. A small number of faculty members have appointments requiring them to work 12 months. For these individuals, salaries have been adjusted by a factor of 9/11 before inclusion in the averages.

\*A small number of tenured/tenure track faculty with the rank of 'Instructor' are included in the All Tenure Track Faculty total.

<sup>^</sup>Fall 2013 salaries are prior to implementation of salary increases for 2013/14 (\$960 per year for continuing faculty)

### Average Salaries of CSU Part Time Lecturers, Fall 2013

Rank	Number	Average Salary
Part Time Lecturer	11,018	\$47,903

Note: Salaries are full-time equivalent based on service over an academic year.

Salaries for faculty with 12-month contracts are adjusted by a factor of 9/11.

### Average Salaries Paid to New Tenure Track Faculty, by Rank, Fall 2008 – Fall 2012

	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary
Professor	28	\$107,427	9	\$113,527	8	\$119,659	18	\$115,881	11	\$119,553
Associate Professor	63	\$82,728	27	\$91,138	7	\$77,295	30	\$87,088	17	\$88,006
Assistant Professor	581	\$66,158	323	\$66,794	93	\$69,453	405	\$68,709	354	\$70,240
Total	672	\$69,431	359	\$69,797	108	\$73,649	453	\$71,801	382	\$72,451

Data are from the annual CSU Faculty Recruitment Survey.

# New Assistant Professor Salaries

## Average Salaries of New CSU Assistant Professors, by Year

Discipline	2007	2008	2009	2010	2011	2012	2013
Agriculture	\$61,322	\$62,287	\$66,420	\$67,216	\$67,411	\$66,087	\$64,003
Architecture	\$63,248	\$65,575	\$58,008		\$67,128	\$69,504	\$73,008
Business/Mgmt	\$84,056	\$92,379	\$85,865	\$92,046	\$97,392	\$95,722	\$97,311
Communications	\$58,031	\$60,449	\$61,730	\$63,006	\$61,843	\$63,175	\$61,408
Education	\$62,087	\$63,517	\$65,146	\$62,088	\$62,751	\$67,252	\$66,861
Engineering	\$74,476	\$72,905	\$74,037	\$76,944	\$75,027	\$76,764	\$78,153
Family/Consumer Sci	\$58,830	\$64,820	\$61,192	\$65,004	\$64,579	\$66,912	\$69,120
Fine Arts	\$58,244	\$60,335	\$59,161	\$64,601	\$62,031	\$61,708	\$65,186
Health Sciences	\$64,144	\$67,110	\$65,474	\$65,155	\$67,877	\$71,345	\$71,911
Humanities/Letters	\$58,592	\$58,055	\$60,337	\$57,048	\$61,228	\$61,957	\$63,605
Math/Computer Sci	\$62,009	\$61,417	\$65,401	\$66,251	\$70,794	\$70,073	\$71,407
Natural Sciences	\$60,900	\$63,836	\$64,531	\$64,432	\$67,035	\$68,029	\$68,103
Public Affairs	\$61,631	\$62,235	\$66,678	\$64,817	\$65,639	\$64,168	\$70,404
Social Sciences	\$60,291	\$61,174	\$61,563	\$58,222	\$62,924	\$64,024	\$64,931
<b>All fields</b>	<b>\$63,668</b>	<b>\$66,158</b>	<b>\$66,794</b>	<b>\$69,535</b>	<b>\$68,709</b>	<b>\$70,240</b>	<b>\$71,948</b>

All data as reported by the campuses in the annual CSU Faculty Recruitment and Retention Survey.

## Average Salaries of New Assistant Professors in Selected Sub-Disciplines, Fall 2007 and Fall 2012

Sub-Discipline	Avg. Salary, 2007	Avg. Salary, 2012	Increase
Accounting	\$85,309	\$105,440	23.6%
Management	\$84,368	\$94,708	12.3%
Mechanical Engineering	\$74,162	\$76,225	2.8%
Nursing	\$68,657	\$77,090	12.3%
English	\$56,890	\$61,978	8.9%
Mathematics	\$60,381	\$68,560	13.5%
Biological Sciences	\$61,735	\$69,449	12.5%
Psychology	\$58,980	\$62,433	5.9%

All data as reported by the campuses in the annual CSU Faculty Recruitment and Retention Survey.

# Fall 2012 CSU Instructional Faculty Average Salary by Department and Academic Rank

Department	Professor		Associate Professor		Assistant Professor		Total All Ranks	
	Count	Salary	Count	Salary	Count	Salary	Count	Salary
Agricultural Business	8	90,528	6	72,778	6	64,146	20	77,288
Agriculture	11	96,365	4	72,051	8	67,811	23	82,205
Animal Science	16	104,745	6	83,724	6	73,758	28	93,600
Plant Science	15	94,126	6	73,156	4	67,266	25	84,796
<b>Agriculture Total</b>	<b>50</b>	<b>97,441</b>	<b>22</b>	<b>75,734</b>	<b>24</b>	<b>68,291</b>	<b>96</b>	<b>85,179</b>

Architectural Engineering	5	89,038	5	80,897	4	82,248	14	84,190
Architecture	25	91,889	14	77,625	7	65,421	46	83,520
Landscape Architecture	6	97,892	3	75,536	9	59,919	18	75,179
<b>Architecture Total</b>	<b>36</b>	<b>92,493</b>	<b>22</b>	<b>78,084</b>	<b>20</b>	<b>66,310</b>	<b>78</b>	<b>81,716</b>

Accounting	120	106,772	42	102,820	41	99,369	203	104,459
Business	70	106,871	33	97,847	26	90,890	129	101,342
Finance	63	107,543	26	102,530	26	96,893	115	104,002
Information Systems	63	106,413	28	92,727	13	83,498	104	99,864
Management	155	105,137	86	96,177	75	91,885	316	99,554
Marketing	57	105,625	25	97,488	31	94,347	113	100,731
<b>Business/Management Total</b>	<b>528</b>	<b>106,231</b>	<b>240</b>	<b>97,992</b>	<b>212</b>	<b>93,670</b>	<b>980</b>	<b>101,496</b>

Communication Studies	121	91,689	67	69,939	63	61,627	251	78,338
Graphic Communication	8	89,168	6	70,852	3	59,596	17	77,485
Journalism	20	94,324	26	72,618	25	61,765	71	74,911
<b>Communications Total</b>	<b>149</b>	<b>91,908</b>	<b>99</b>	<b>70,698</b>	<b>91</b>	<b>61,598</b>	<b>339</b>	<b>77,577</b>



# Fall 2012 CSU Instructional Faculty Average Salary by Department and Academic Rank

Department	Professor		Associate Professor		Assistant Professor		Total All Ranks	
	Count	Salary	Count	Salary	Count	Salary	Count	Salary
Child Development	20	89,484	20	73,363	19	62,794	59	75,424
Counseling	31	94,723	23	73,854	12	62,943	66	81,672
Education	100	92,533	54	77,589	36	64,149	190	82,908
Educational Administration	34	98,556	12	77,745	17	69,227	63	86,678
Educational Psychology	52	90,781	17	76,011	11	65,702	80	84,194
Elementary Education	56	91,752	45	73,136	20	66,085	121	80,586
Liberal Studies	41	88,069	37	71,472	21	63,349	99	76,623
Secondary Education	30	93,230	21	74,986	11	67,337	62	82,457
Special Education	45	92,929	38	74,087	19	63,907	102	80,503
Teacher Education	95	91,600	47	73,671	18	64,817	160	83,320
<b>Education Total</b>	<b>504</b>	<b>92,223</b>	<b>314</b>	<b>74,423</b>	<b>184</b>	<b>64,842</b>	<b>1,002</b>	<b>81,617</b>

Chemical Engineering	9	101,408	2	78,624	6	76,494	17	89,934
Civil Engineering	53	101,399	25	81,735	41	74,990	119	88,169
Construction Management	9	96,453	11	79,197	3	74,092	23	85,283
Electrical Engineering	98	102,271	27	85,116	24	75,490	149	94,848
Engineering	19	102,573	6	81,084	5	75,103	30	93,697
Engineering Technology	16	95,790	2	73,176	1	69,396	19	92,020
Industrial Engineering	23	101,060	7	90,643	6	73,986	36	94,522
Manufacturing Engineering	13	100,979	1	85,800	3	75,012	17	95,504
Mechanical Engineering	98	102,107	31	83,060	20	75,885	149	94,625
<b>Engineering Total</b>	<b>338</b>	<b>101,487</b>	<b>112</b>	<b>83,017</b>	<b>109</b>	<b>75,222</b>	<b>559</b>	<b>92,665</b>

Food & Nutrition	17	96,140	9	75,159	10	64,448	36	82,092
Home Economics	24	90,129	26	71,983	25	63,906	75	75,097
<b>Family/Consumer Sciences Total</b>	<b>41</b>	<b>92,622</b>	<b>35</b>	<b>72,800</b>	<b>35</b>	<b>64,061</b>	<b>111</b>	<b>77,366</b>

# Fall 2012 CSU Instructional Faculty Average Salary by Department and Academic Rank

Department	Professor		Associate Professor		Assistant Professor		Total All Ranks	
	Count	Salary	Count	Salary	Count	Salary	Count	Salary
Art	173	89,844	95	70,190	43	61,915	311	79,979
Cinema & Television Arts	20	90,856	21	71,728	15	63,901	56	76,463
Dance & Performing Arts	11	90,893	7	68,813	5	62,974	23	78,104
Design	11	87,905	7	67,663	11	63,592	29	73,797
Music	123	89,651	60	70,051	36	60,421	219	79,476
Theatre	103	91,457	40	69,885	32	60,765	175	80,914
Visual Arts	10	96,924	7	73,983	5	61,644	22	81,607
<b>Fine Arts Total</b>	<b>451</b>	<b>90,340</b>	<b>237</b>	<b>70,236</b>	<b>147</b>	<b>61,654</b>	<b>835</b>	<b>79,584</b>

Communication Disorders	19	95,303	13	77,432	16	63,321	48	79,802
Health Science	56	92,984	34	76,372	37	65,881	127	80,640
Kinesiology	105	90,871	61	72,668	64	63,101	230	78,316
Nursing	64	94,771	49	79,919	74	74,437	187	82,833
Physical Therapy	20	93,331	10	87,473	15	73,747	45	85,501
<b>Health Sciences Total</b>	<b>264</b>	<b>92,770</b>	<b>167</b>	<b>76,807</b>	<b>206</b>	<b>68,465</b>	<b>637</b>	<b>80,725</b>

English	221	90,722	126	70,432	73	60,835	420	79,441
Foreign Languages	111	90,066	72	70,448	39	62,690	222	78,894
Linguistics	18	88,903	12	75,003	7	61,339	37	79,180
Philosophy	70	90,076	46	71,735	32	62,518	148	78,417
Religious Studies	19	89,584	11	70,934	7	61,034	37	78,638
<b>Letters Total</b>	<b>439</b>	<b>90,329</b>	<b>267</b>	<b>70,887</b>	<b>158</b>	<b>61,665</b>	<b>864</b>	<b>79,079</b>

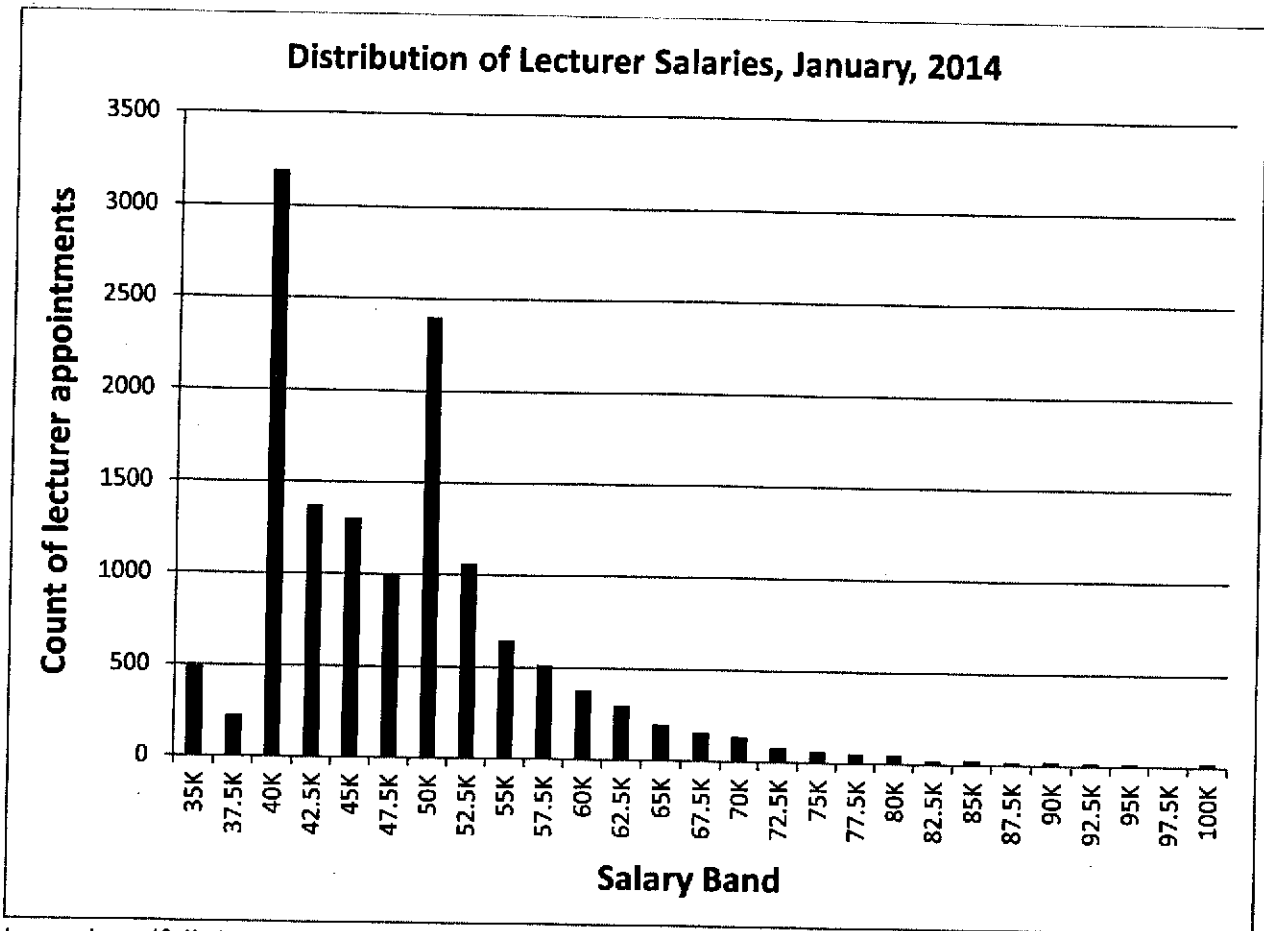
Computer Science	122	102,416	49	87,519	30	76,440	201	94,908
Mathematics	262	92,788	128	73,607	71	65,690	461	83,289
<b>Math/Computer Science Total</b>	<b>384</b>	<b>95,847</b>	<b>177</b>	<b>77,459</b>	<b>101</b>	<b>68,883</b>	<b>662</b>	<b>86,817</b>

# Fall 2012 CSU Instructional Faculty Average Salary by Department and Academic Rank

Department	Professor		Associate Professor		Assistant Professor		Total All Ranks	
	Count	Salary	Count	Salary	Count	Salary	Count	Salary
Biology	221	91,439	130	72,901	97	65,759	448	80,500
Chemistry	130	90,906	75	72,253	53	64,973	258	80,156
Environmental Studies	28	92,471	17	68,776	20	63,724	65	77,429
Geology	66	91,955	36	70,869	25	65,859	127	80,841
Physics	100	91,837	52	73,140	41	67,552	193	81,640
<b>Natural Sciences Total</b>	<b>545</b>	<b>91,500</b>	<b>310</b>	<b>72,322</b>	<b>236</b>	<b>65,732</b>	<b>1,091</b>	<b>80,477</b>
Criminal Justice	35	91,196	28	71,665	22	61,571	85	77,095
Hospitality Management	11	103,112	7	84,099	4	85,737	22	93,903
Human Services	15	91,582	11	75,002	7	64,752	33	80,364
Public Administration	22	96,362	15	78,371	14	69,427	51	83,677
Recreation	24	91,896	13	76,999	14	63,639	51	80,342
Social Work	68	91,697	45	73,461	34	63,067	147	79,492
<b>Public Affairs Total</b>	<b>175</b>	<b>92,918</b>	<b>119</b>	<b>74,812</b>	<b>95</b>	<b>64,821</b>	<b>389</b>	<b>80,517</b>
Anthropology	64	88,040	44	71,812	34	62,109	142	76,803
Economics	101	93,871	37	78,400	36	74,159	174	86,503
Ethnic Studies	91	92,563	81	73,382	56	62,919	228	78,468
Geography	56	91,316	31	70,776	31	62,295	118	78,296
History	111	90,618	101	69,869	51	60,536	263	76,816
Human Development	15	88,778	11	69,900	11	62,131	37	75,243
Political Science	111	90,103	71	70,382	55	61,332	237	77,518
Psychology	197	92,034	100	72,213	72	62,688	369	80,936
Sociology	101	88,595	68	72,119	56	61,392	225	76,845
Women's Studies	14	87,041	19	71,243	11	61,661	44	73,874
<b>Social Sciences Total</b>	<b>861</b>	<b>90,989</b>	<b>563</b>	<b>71,937</b>	<b>413</b>	<b>62,978</b>	<b>1,837</b>	<b>78,852</b>

Note: Data come from CIRS AC Table 10/26/2012. Only tenured and tenure-track faculty data are taken. The department codes in AC Table are neither complete nor as accurate as they should be. Therefore, corrections are made based on campus faculty directory when possible. Departments such as "All College", "All School", or "Academic Support" are excluded. A department is not selected if it only exists at one campus. Department chair positions are excluded. Both active and inactive employee records are selected. All records are assumed to be full-time regardless of the actual FTE.

## ADDITIONAL SALARY INFORMATION FOR UNIT 3



All salaries are base (full-time equivalent). Only lecturers in class codes 2358 and 2458 are included. Lower end of salary band is shown (i.e., 35K represents salaries from 35,000 to 37,499). Lecturers with multiple appointments are reported with each appointment.

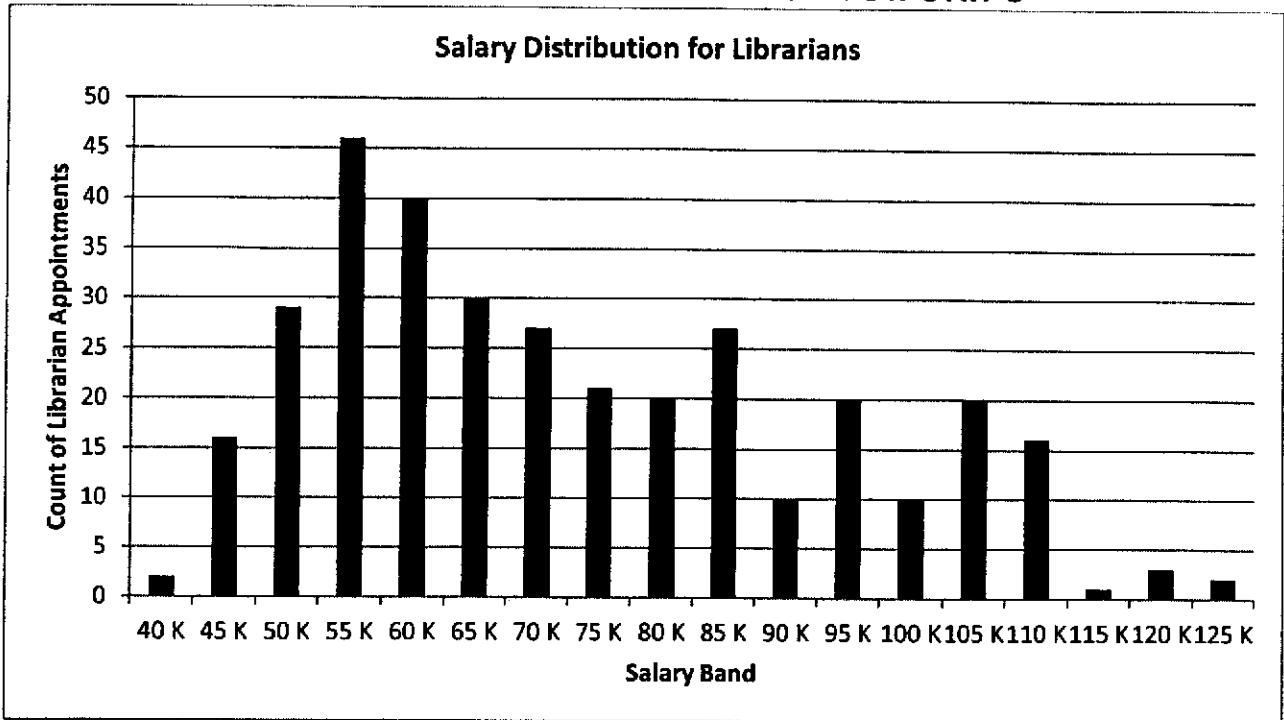
**Distribution of Lecturer Salaries by Range**

Salary Band	Range 1	Range 2	Range 3	Range 4	Range 5
35 K	714	1			
40 K	96	4,462			
45 K		2,295	1		
50 K		857	2,603		
55 K		60	1,045	55	
60 K			586	87	
65 K			128	224	
70 K			36	171	4
75 K			21	82	9
80 K			10	41	17
85 K			3	4	37
90 K			2	7	27
95 K			1	2	16
100 K +			1	2	17
<b>Total</b>	<b>810</b>	<b>7,675</b>	<b>4,437</b>	<b>675</b>	<b>127</b>





## ADDITIONAL SALARY INFORMATION FOR UNIT 3

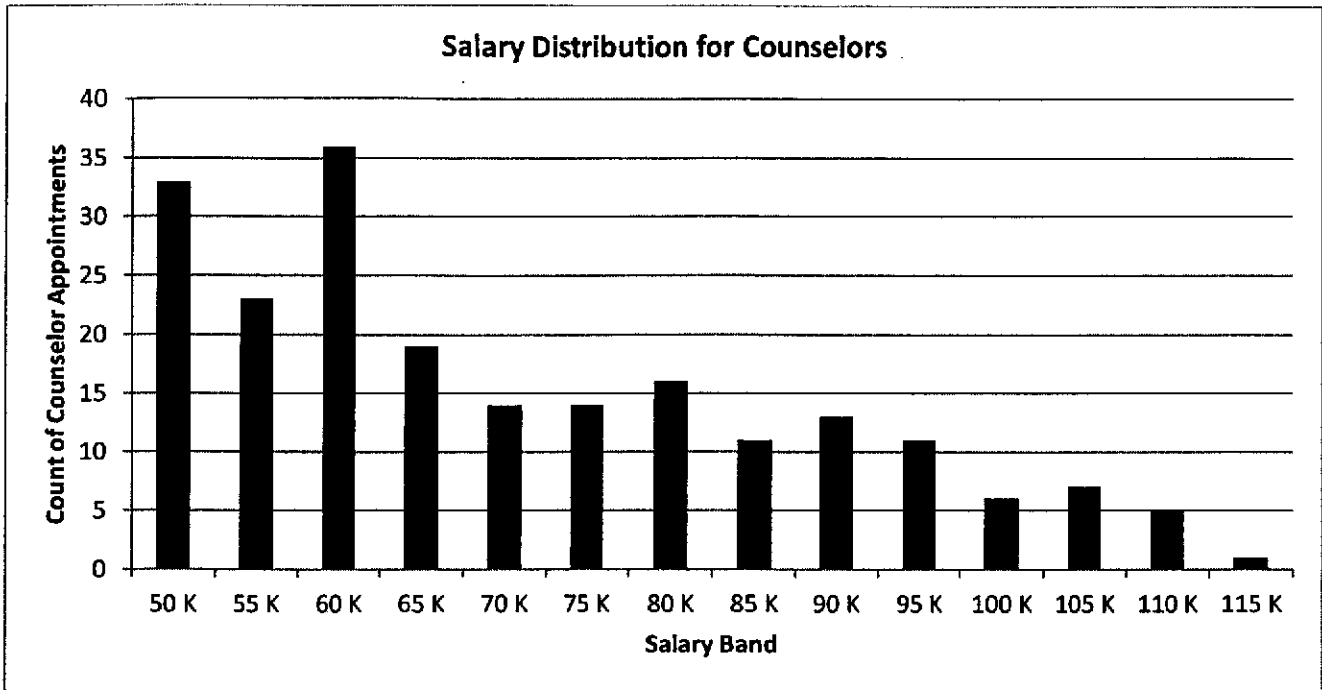


All salaries are base (full-time equivalent). All pay plans are included. Lower end of salary band is shown (i.e., 55K represents salaries from 55,000 to 59,999). Salaries range from \$42,456 to \$127,956. The average salary is \$75,653 and the median salary is \$71,724.

### Distribution of Librarian Salaries

Salary Band	Librarian	Supervising Librarian
40 K	2	
45 K	16	
50 K	29	
55 K	46	
60 K	40	
65 K	30	
70 K	27	
75 K	21	
80 K	20	
85 K	27	
90 K	10	
95 K	20	
100 K	10	
105 K	20	
110 K	15	1
115 K	1	
120 K	3	
125 K	2	
<b>Total</b>	<b>339</b>	<b>1</b>

## ADDITIONAL SALARY INFORMATION FOR UNIT 3



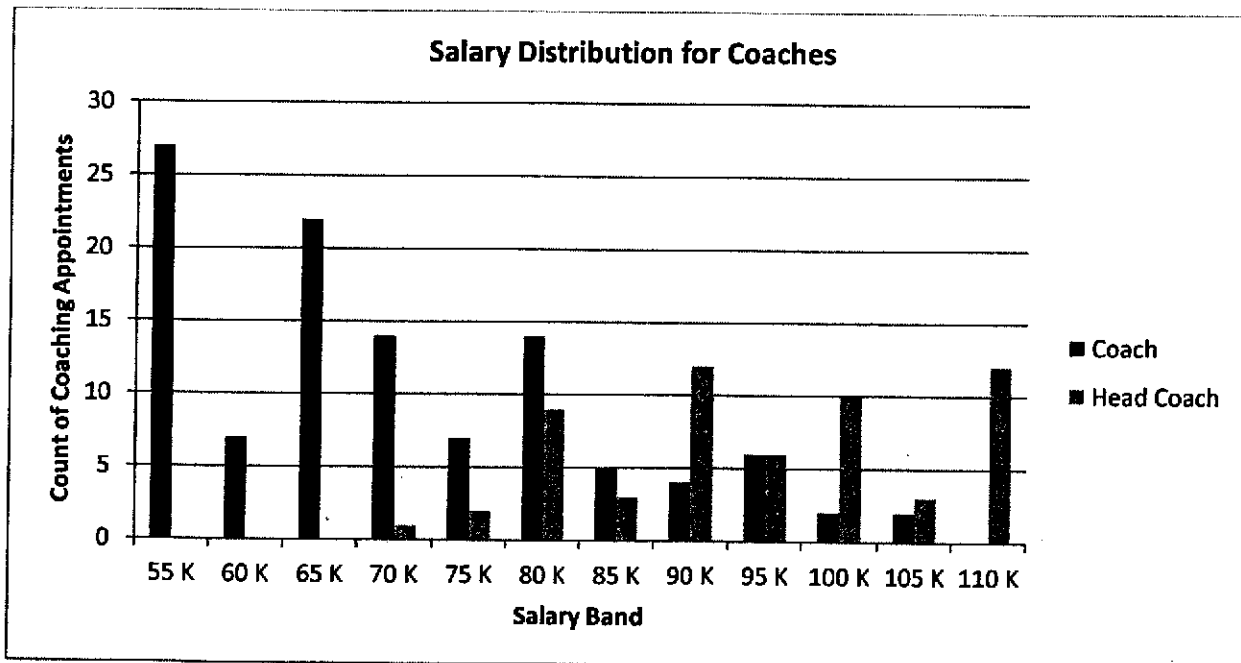
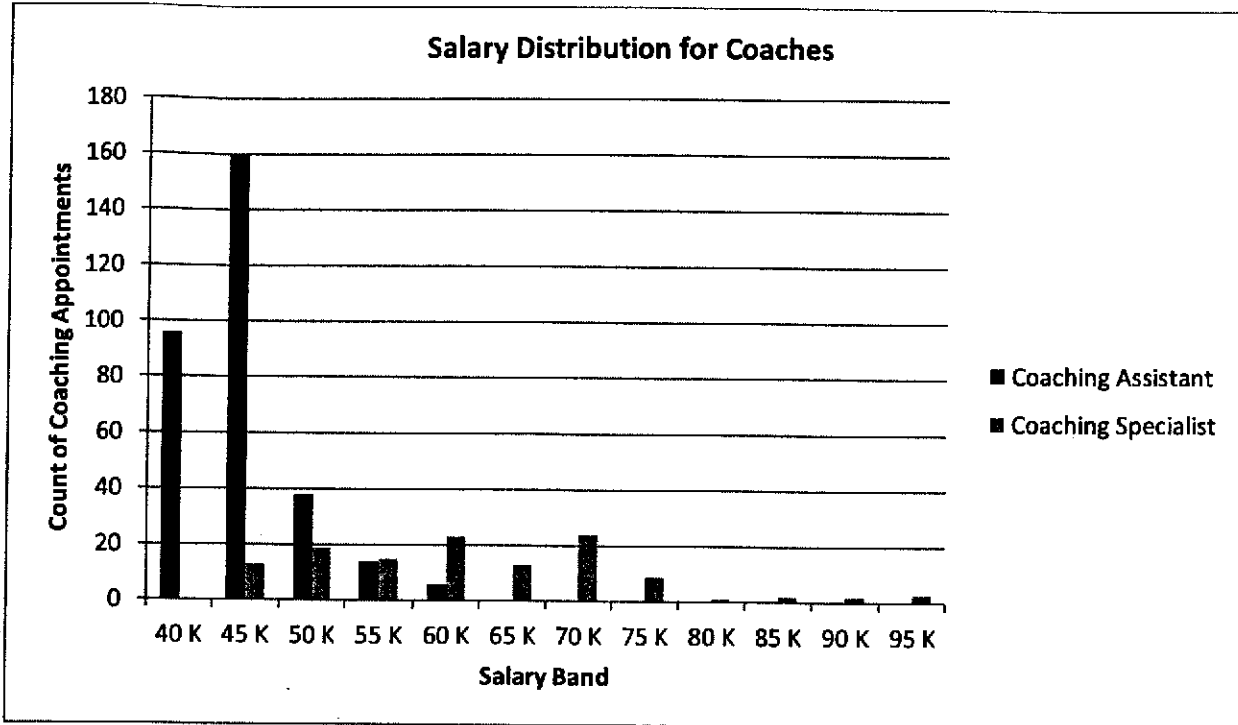
All salaries are base (full-time equivalent). All pay plans are included. Lower end of salary band is shown (i.e., 55K represents salaries from 55,000 to 59,999). Salary range is \$50,676 to \$116,076. Average salary is \$72,880; median salary is \$67,632.

**Distribution of Counselor Salaries**

Salary Band	Count
50 K	33
55 K	23
60 K	36
65 K	19
70 K	14
75 K	14
80 K	16
85 K	11
90 K	13
95 K	11
100 K	6
105 K	7
110 K	5
115 K	1
<b>Total</b>	<b>209</b>



## ADDITIONAL SALARY INFORMATION FOR UNIT 3



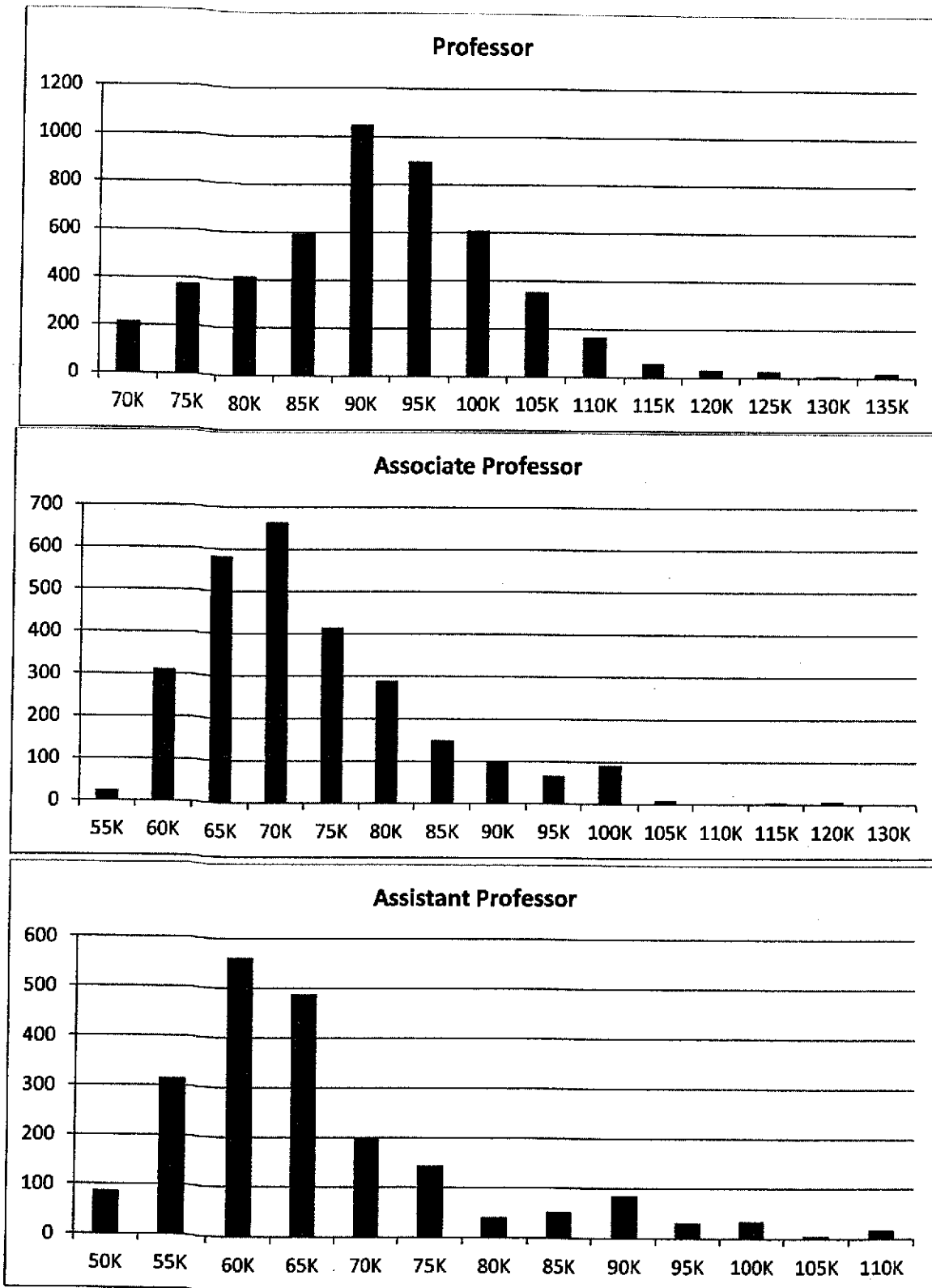
All salaries are base (full-time equivalent). For each coach group (coaching assistant, coaching specialist, etc.) all pay plans are included. Lower end of salary band is shown (i.e., 55K represents salaries from 55,000 to 59,999).

## ADDITIONAL SALARY INFORMATION FOR UNIT 3

Distribution of Coach Salaries by Range

Salary Band	Coaching Assistant	Coaching Specialist	Coach	Head Coach
40 K	96			
45 K	160	13		
50 K	38	19		
55 K	14	15	27	
60 K	6	23	7	
65 K		13	22	
70 K		24	14	1
75 K		9	7	2
80 K		1	14	9
85 K		2	5	3
90 K		2	4	12
95 K		3	6	6
100 K			2	10
105 K			2	3
110 K				12
<b>Total</b>	<b>314</b>	<b>124</b>	<b>110</b>	<b>58</b>

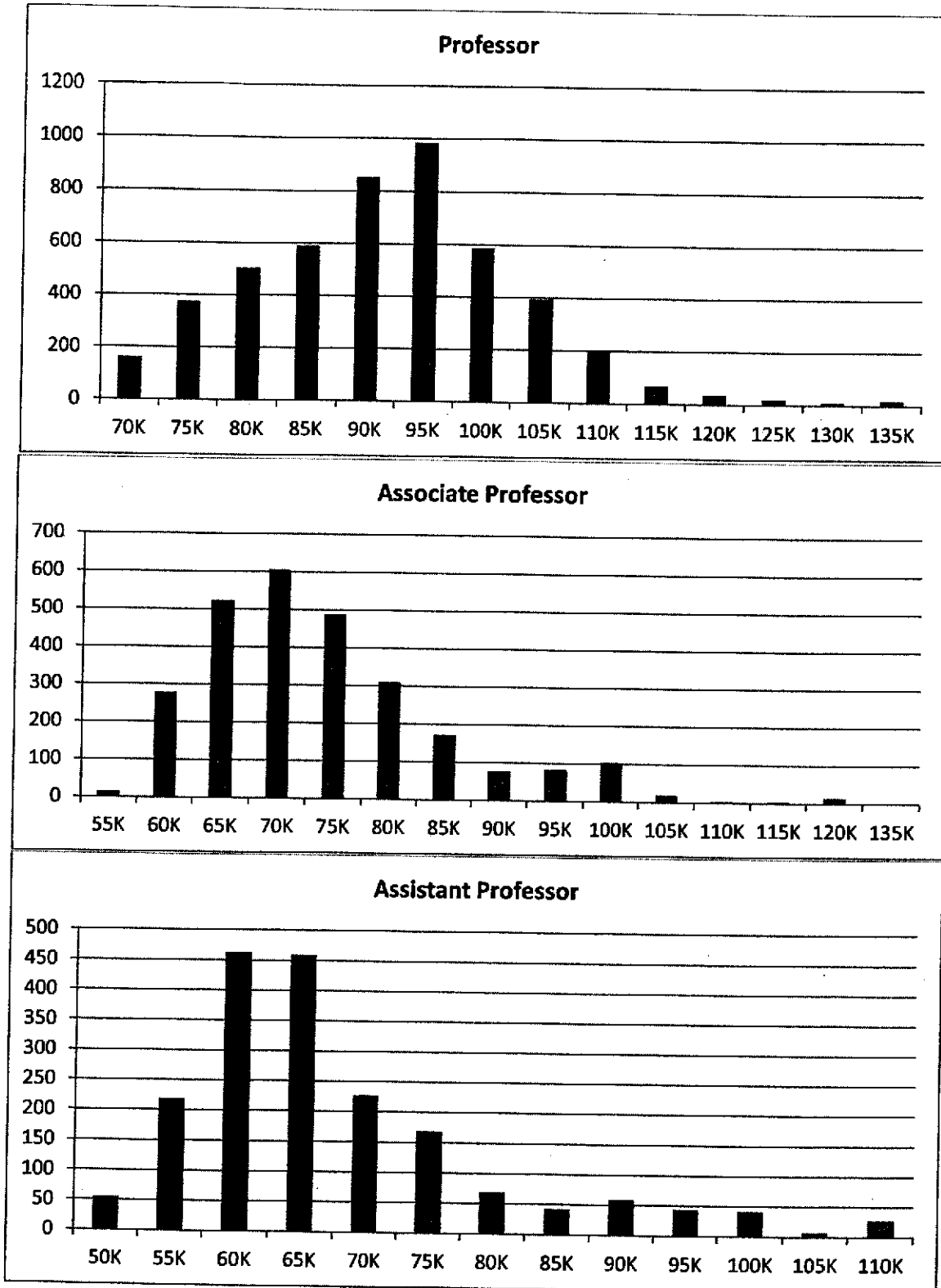
## Distribution of CSU Tenure-Track Instructional Faculty Salaries (Academic Year), March 2013



Includes instructional faculty only; department chairs and GRSFIF are excluded. Salaries for 12 month faculty have been converted to academic year equivalents.

# Distribution of CSU Tenure-Track Instructional Faculty Salaries (Academic Year), March 2013

Distribution of CSU Tenure-Track Instructional Faculty Salaries (Academic Year), January 2014

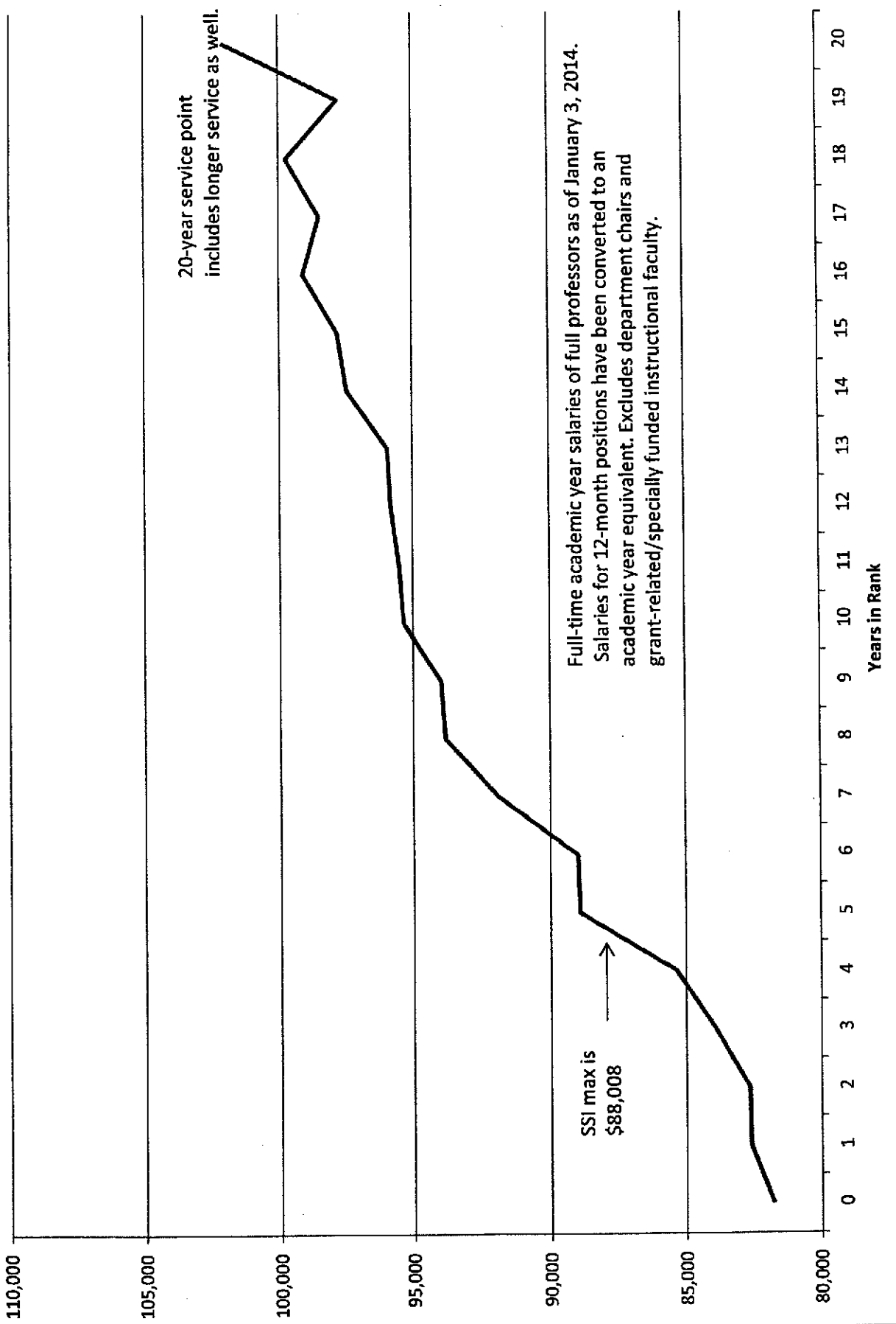


Includes instructional faculty only; department chairs and GRSFIF are excluded. Salaries for 12 month faculty have been converted to academic year equivalents. Source: CIRS AC file January 3, 2014.

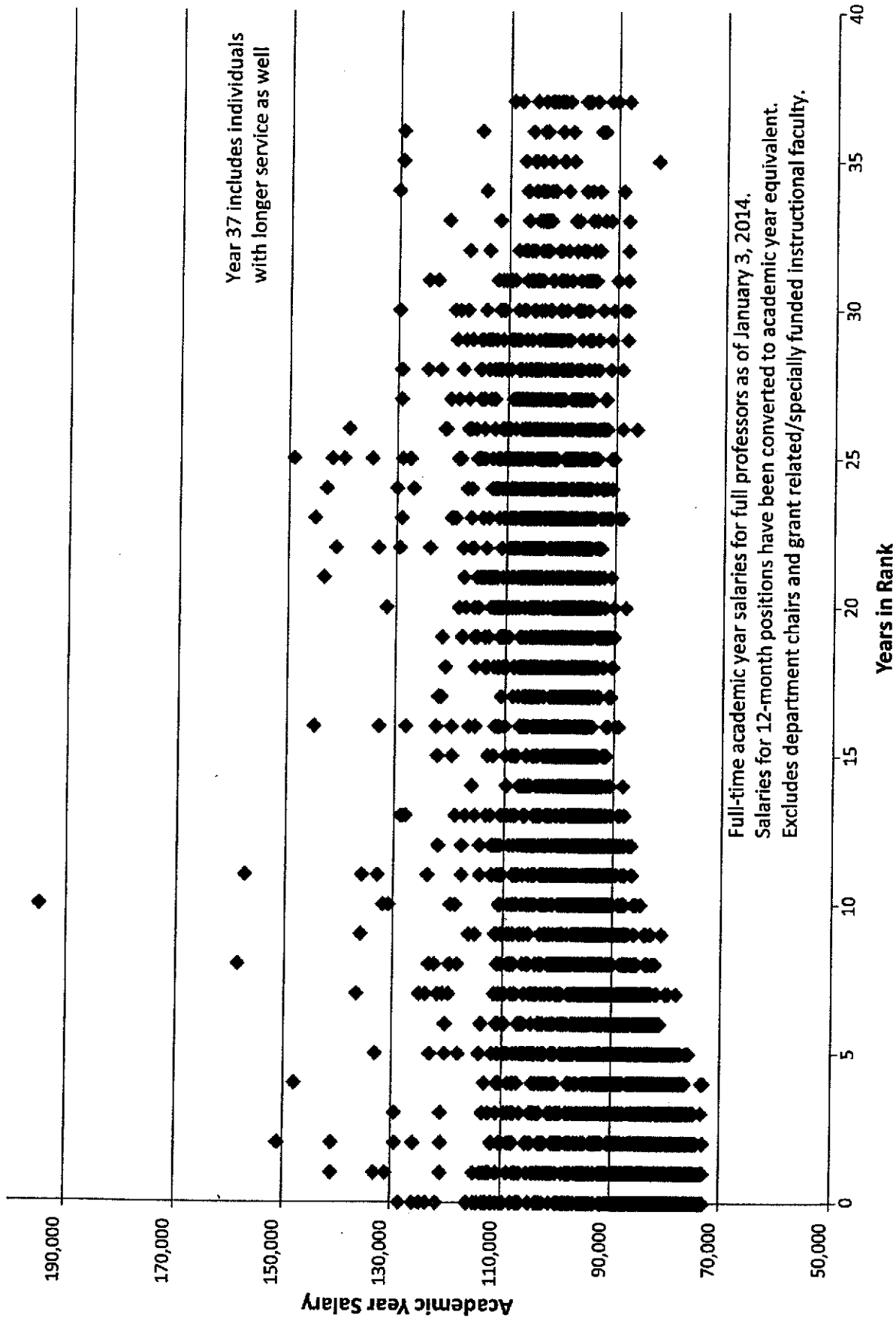
Academic Human Resources

CSU Office of the President

**Median Salary, Full Professors (Academic Year), January 2014, by Years in Rank**



# Academic Year Salaries of Full Professors by Years in Rank, January 2014



Academic Human Resources  
 CSU Office of the Chancellor  
 January 8, 2014





## Summary Information: Promotion Increases 2008/09 Through 2013/14

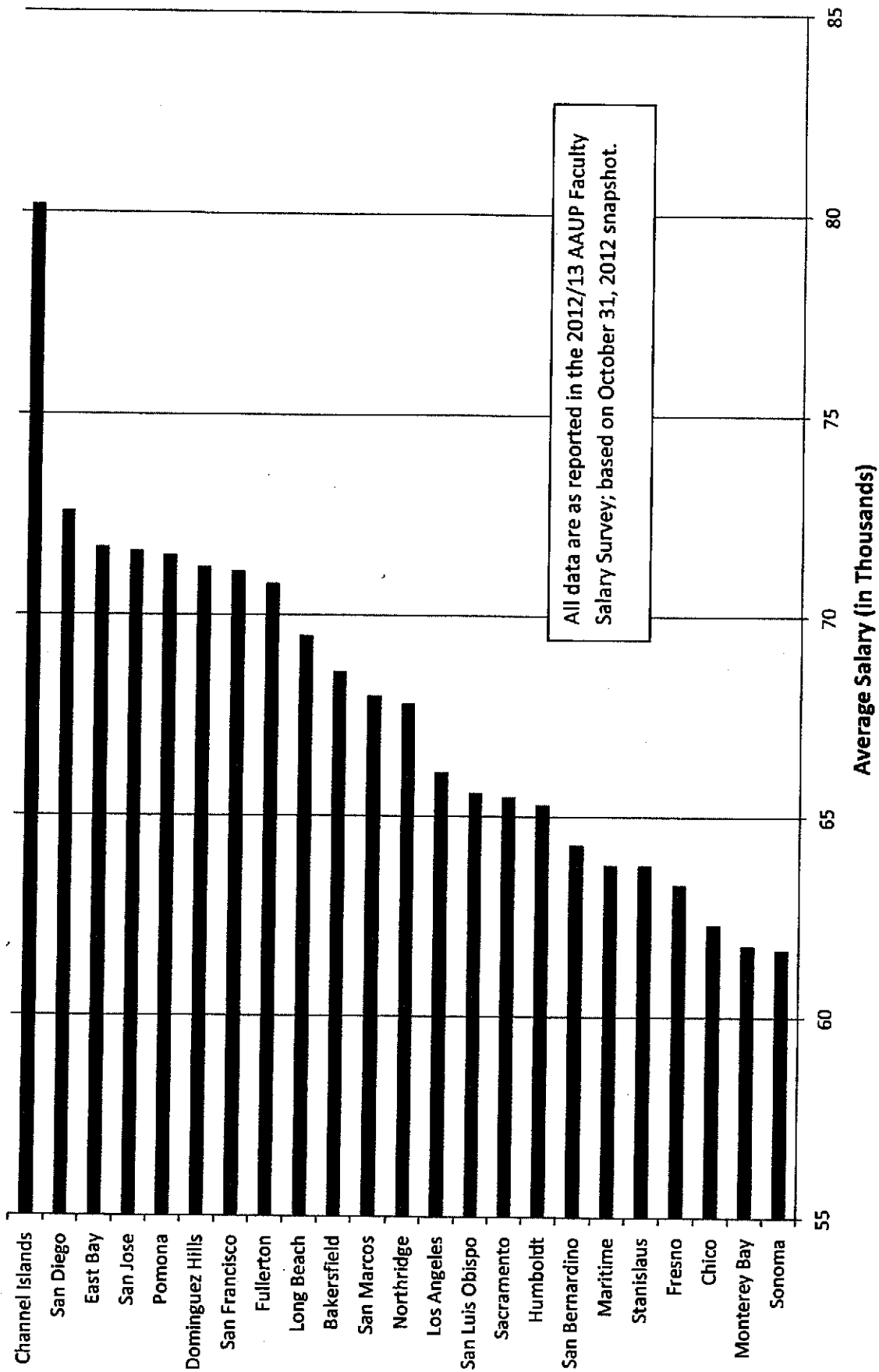
### Promotions of Tenure-track Faculty (including Librarians and Counselors), and Discretionary Salary Increases Greater than 7.5%

Year	Number of Promotions (System Total)	Number of Promotions With Discretionary Salary Increase Greater than 7.5%	Percent of Promotions With Discretionary Salary Increase Greater than 7.5%
2008/09	711	137	19.3%
2009/10	745	114	15.3%
2010/11	674	142	21.1%
2011/12	774	188	24.3%
2012/13	861	282	32.8%
2013/14	845	384	45.4%

*Note:* If an increase greater than 7.5% was necessary to bring the salary to the minimum of the new range, it was not considered "discretionary" and is not included in the totals.

# Average Faculty Salaries by Campus

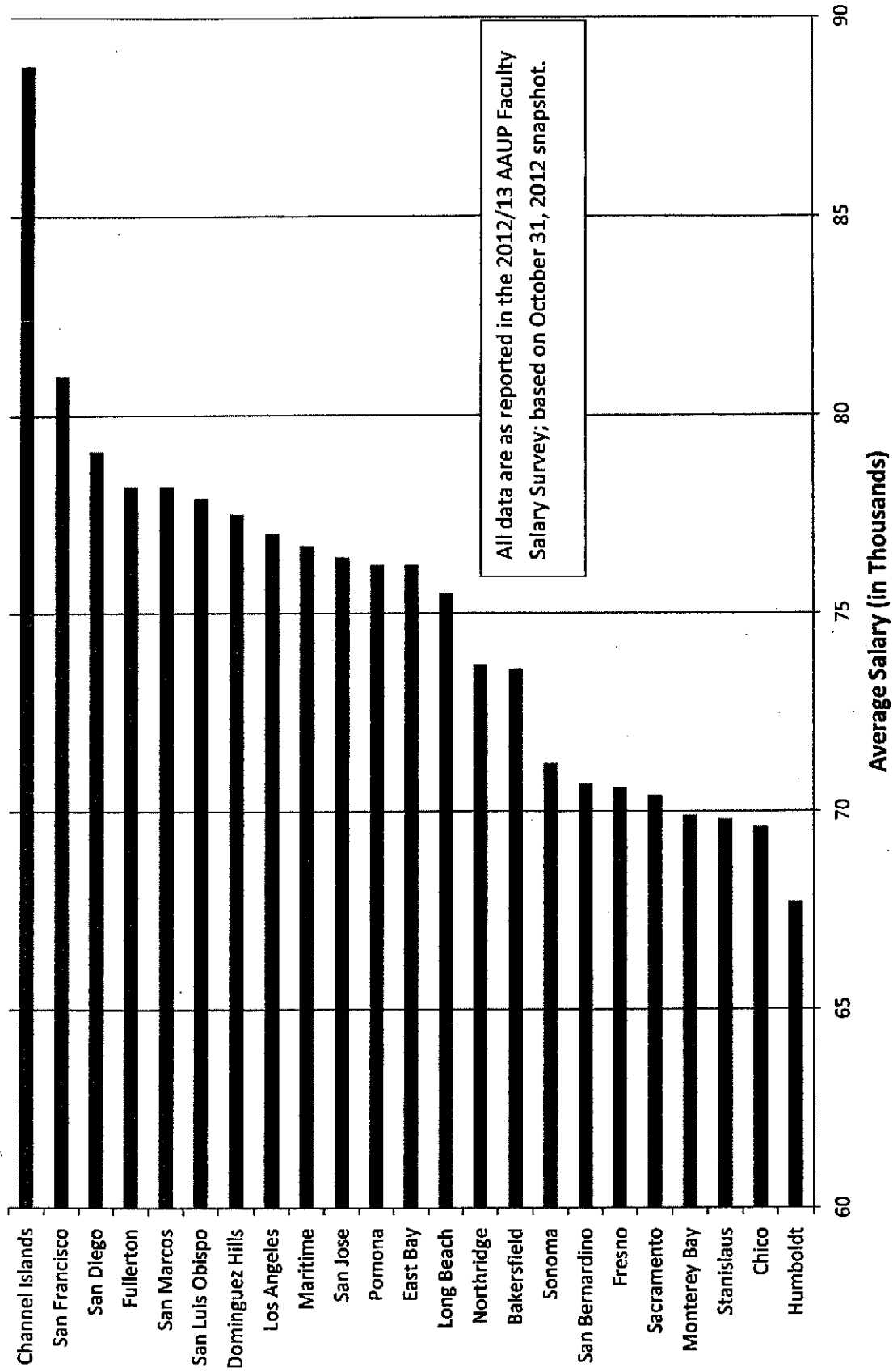
Average Full-time Academic Year Salaries of CSU Assistant Professors, Fall 2012



All data are as reported in the 2012/13 AAUP Faculty Salary Survey; based on October 31, 2012 snapshot.

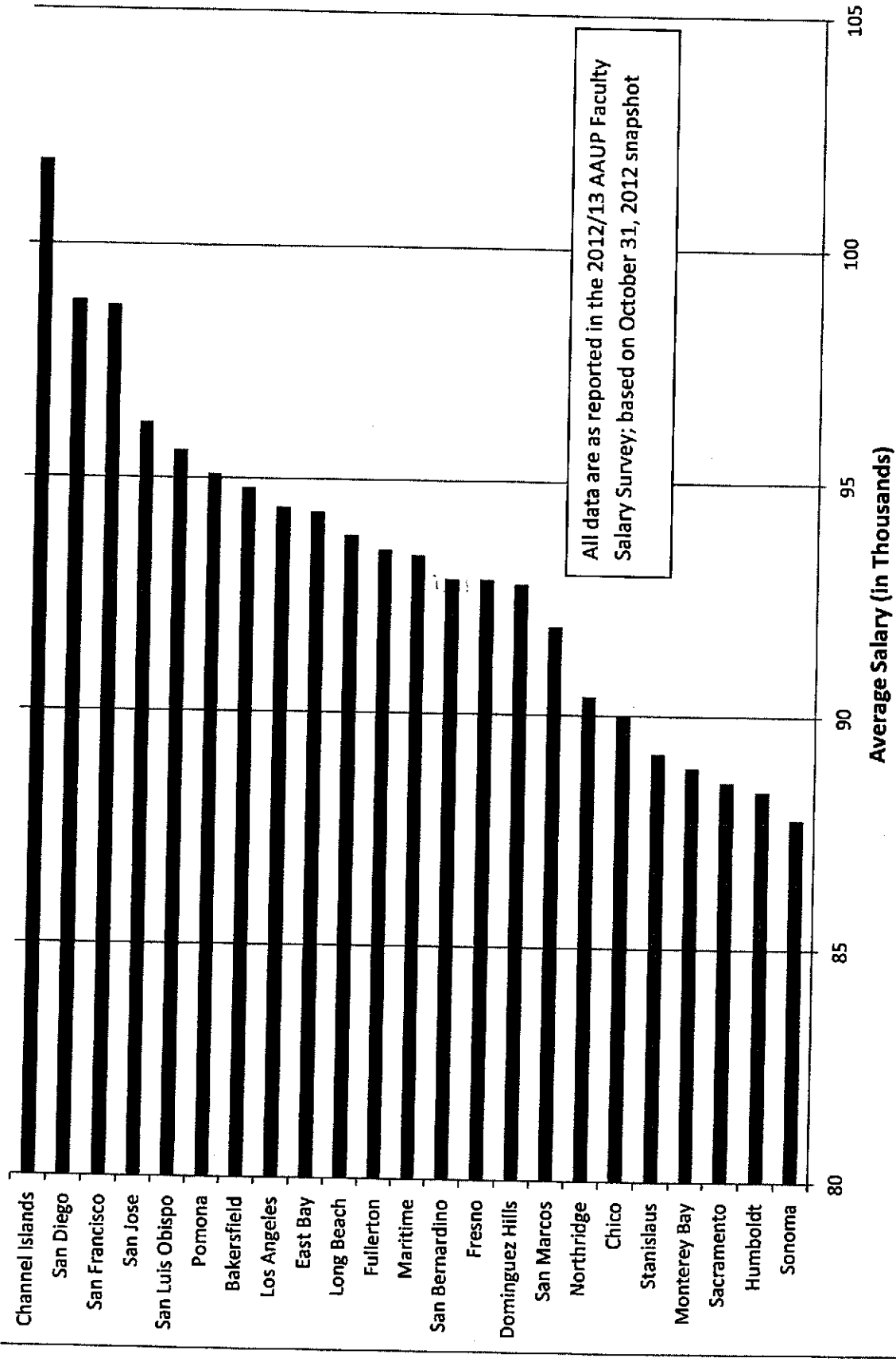
# Average Faculty Salaries by Campus

Average Full-time Academic Year Salaries of CSU Associate Professors, Fall 2012



# Average Faculty Salaries by Campus

Average Academic Year Salaries of CSU Full Professors, Fall 2012



Academic Human Resources  
 CSU Office of the Chancellor  
 January 8, 2014

