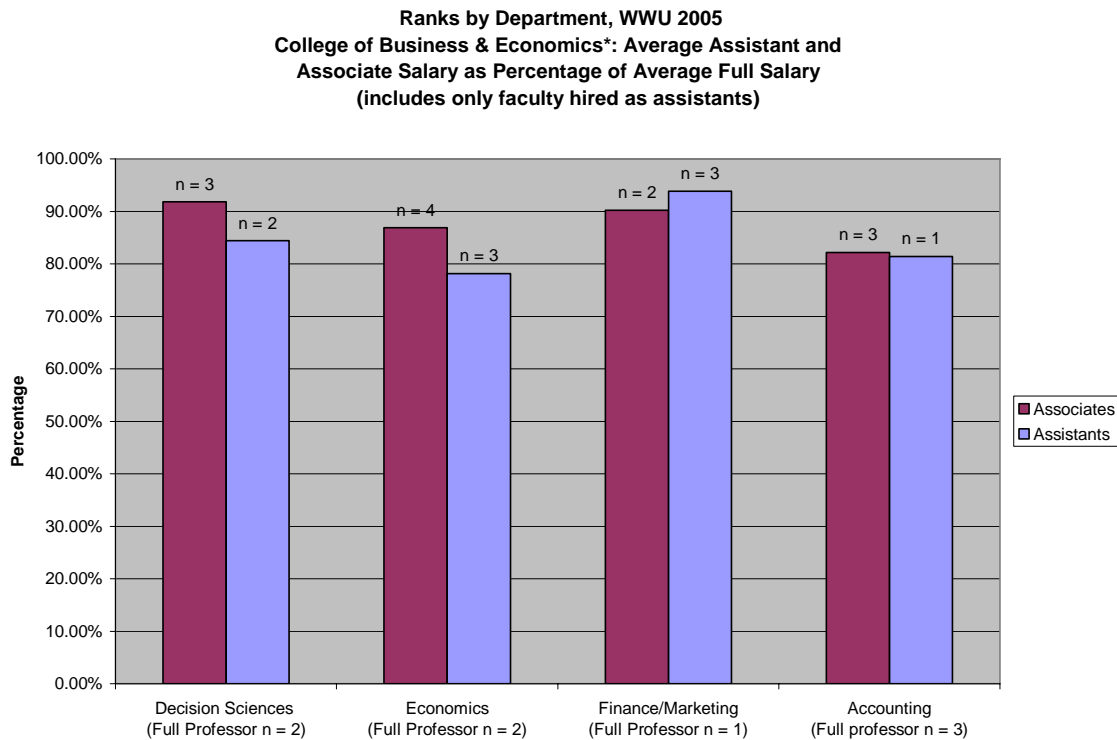


WWU 2005
Salary Ratios by Rank and Department
(among those hired as assistant professors)

Is the salary gap among ranks within a department a sign of compression? Across all Western’s departments, assistant professors earn, on average, 86% of the average associate professor’s salary, and associate professors, on average, earn 84% of the average full professor’s salary.¹ For this summary of rank differences in average salaries we arbitrarily selected the threshold of 90%. If the average salary of the lower rank is 90% or more of the average salary of the higher rank we note it in this report.

The average salaries between ranks were closest in CBE (see figure 1). In Decision Sciences, the average associate professor’s salary is 92% of the average full professor’s salary, and in Finance/Marketing, the average associate professor’s salary is 90% of the average full professor’s salary.

Figure 1 – CBE



*The Department of Management is not presented in Figure 1 because it includes no full professors who were originally hired as assistants. The average salary of an assistant professor in Management is 94% of the average associate professor’s salary.

¹ The comparable averages for IIA category higher education institutions are: assistant professors earn 84% of the average associate’s salary and associate professors, on average, earn 79% of the average full professor’s salary. (*Academe* March-April 2006 pages 37 (Public) and 39 (Western Pacific)) However, since we have removed those hired at ranks other than assistant professor the population we report on here is not directly comparable with those in the *Academe* report.

In all CBE departments, assistant professors' average salaries came to within 90% of associate professors' average salaries. In Accounting, the average assistant professor salary is 99% of the average associate salary. But the assistant professors in Finance/Marketing top that, earning more, on average, than associate professors; the average assistant professors' salary is 104% of the average associate professors' salary. The Management department is not presented in figure 1 because it has no full professors who were originally hired as assistant professors in the 2005-compression database. However, the assistant professors' salaries are, on average, 94% of the associate professors' salaries in Management. (See figure 2.)

Excluding ranks where there is but one faculty member, only two other departments have rank average salaries within 10% of the next higher rank: Computer Science and Environmental Science. In Environmental Science, assistant professors earn 96% of the average associate professor's salary. In Computer Science, the associate professors earn 94% of the average full professor's salary; there are no assistant professors in this department. (See figure 2)

Is the closeness between ranks in these departments a sign of compression? We don't know. We can say that the departments with the narrowest rank differences appear to be those where market forces may contribute to the narrow differences.

Figure 2
Average Associate and Assistant Salaries as a Percentage of Full by Department*

College	Department	Full	Associate		Assistant		
		N	N	Salary as % of Full	N	Salary as % of Associate	Salary as % of Full
CBE	Decision Sciences	2	3	<u>92%</u>	2	<u>92%</u>	84%
	Economics	2	4	87%	3	<u>90%</u>	78%
	Finance/Marketing	1	2	90%	3	104%	94%
	Accounting	3	3	82%	1	99%	81%
	Management	0	1		4	94%	
Humanities & Social Sci	Modern Classical Languages	5	6	78%	6	83%	65%
	Physical Ed, Health Ed, Rec	3	2	89%	2	79%	71%
	Psychology	6	8	74%	5	87%	64%
	Sociology	2	2	77%	4	82%	63%
	English	8	8	81%	1	82%	66%
	History	6	7	77%	1	96%	74%
	Political Sci	1	1	79%	4	90%	71%
	Comm Sci & Disorders	2	1	91%	2	83%	75%
	Anthropology	5	1	78%	0		
	Liberal Studies	2	0		1		61%
	Philosophy	2	0		1		69%
	Communication	2	0		1		71%
	Journalism	0	1		0		
Sciences & Technology	Chemistry	7	2	77%	4	84%	65%
	Computer Science	3	5	<u>94%</u>	0		
	Engineering Tech	2	5	85%	3	80%	68%
	Mathematics	5	6	81%	6	83%	67%
	Physics/Astronomy	2	2	75%	1	91%	68%
	Biology	2	8	73%	1	85%	62%
	Geology	0	8		1	77%	
Fairhaven	Fairhaven	3	4	81%	4	89%	72%
Fine Arts	Art	4	10	81%	1	82%	66%
	Music	1	3	73%	2	89%	65%
	Theater	1	1	86%	0		
Huxley	Environmental Science	2	3	88%	3	<u>96%</u>	84%
	Environmental Studies	3	1	76%	2	91%	69%
Woodring	Elementary Educ	1	3	93%	4	83%	77%
	Secondary Educ	1	3	79%	3	85%	67%
	Special Educ	1	0		3		65%
	Adult and Higher Educ				2		
Library	Library	0	7		2	85%	

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Comparable institutions average

79%

84%

66%

* Percentages ***underlined and bolded with italics*** indicate average salaries within 10% of the next higher rank when both ranks have more than one faculty member.