Howe, Richard D.  

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*Classification of Instructional Programs; Consumer Price Index  

This report is part of an annual national survey that examines salaries of full-time teaching faculty in 54 selected academic disciplines. Data for the study were collected from a total of 296 public and 390 private four-year institutions from the baseline year of 1996-97 to the trend year of 1999-2000. A data table lists average salaries for both public and private participating institutions by faculty rank, faculty mix percent, and salary factors. Salary trend information is compared for public and private institutions for each of the two study periods with trend information for all fields and with the Consumer Price Index. This portion of the study covers salary data for social work faculty at 149 public institutions and 123 private institutions. The study found that for the 1999-2000 period the average salary of $52,818 for 1,150 social work faculty in public institutions and $48,075 for 496 social work faculty in private institutions were, respectively, 8.7 percent and 13.8 percent lower than the average salary for all faculty in all major fields. The average salary increase for the study period was, respectively, 1.5 percent per year and 1.7 percent per year above the cost of living as measured by the Consumer Price Index. Appended are lists of the 54 selected academic disciplines and the participating public and private colleges. (SM)
Salaries-Trend Study of Faculty in Social Work for the Years 1996-97 and 1999-00

Foreword

by

Richard D. Howe
Appalachian State University
Boone, NC 28608

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, have conducted annual national faculty salary surveys by discipline and rank each year through 1999-00. Two separate surveys are conducted each year, one for public senior colleges and universities and the other for private senior colleges and universities.

Salary data from the 1996-97 and 1999-00 surveys were collected and tabulated for full-time teaching faculty in 54 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs, 1990.

Each of the 54 academic disciplines/major fields presents a summary of the overall average salary increase in that academic discipline/major field from the “baseline year” of 1996-97 to and including the “trend year” of 1999-00 for both public and private participating institutions. Of the 357 public institutions which participated in CUPA’s public survey of 1996-97, 296 also participated in the 1999-00 survey. Data from those same 296 institutions were used in both the baseline year and the trend year studies. Of the 544 institutions which participated in CUPA’s private survey of 1996-97, 390 also participated in the 1999-00 survey. Data from those same 390 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in Social Work for both public and private participating institutions by rank, including “new assistant professor,” and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made between the two public surveys and the two private surveys for each of the two study years (1996-97 and 1999-00) and with the CPI (Consumer Price index) of changes in cost-of-living.

The list of all 54 selected academic disciplines/major fields surveyed, including Social Work, is found in appendix A, and the lists of all participating senior colleges and universities are found in appendices B (public) and C (private) of this article.
Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1999-00: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 54 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Social Work. The CIP defines the discipline/major field of Social Work as,

A group of instructional programs that prepares individuals for the professional practice of social welfare administration and counseling and that describes the study of organized means of providing basic support services for vulnerable individuals and groups. Includes instruction in social welfare policy; case work planning; social counseling and intervention strategies; administrative procedures and regulations; and specific applications in areas such as child welfare and family services, probation, employment services, and disability counseling.*


This article summarizes the overall average salary increases in the discipline/major field of Social Work for both public and private institutions from the “baseline year” of 1996-97 to and including the “trend year” of 1999-00. Of the 357 institutions which participated in CUPA’s PUBLIC study of 1996-97, 296 also participated in 1999-00. Data from those same 296 institutions
were used in both the baseline year and the trend year. Of the 544 institutions which participated in CUPA's PRIVATE study of 1996-97, 390 also participated in 1999-00. Data from those same 390 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Social Work for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI’s (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1996-97 and 1999-00).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what “real” salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

“NUM” refers to the number of faculty members whose salaries were included to compute the average salary.

“N/IN” refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.
The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.6 for associate professors of Social Work in the 1996-97 public study means that 29.6 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1996-97, PUBLIC 1999-00, PRIVATE 1996-97 and PRIVATE 1999-00. For example, a SALARY FACTOR of 0.96 for associate professors in the discipline/major field of Social Work in the 1996-97 public study means that their average salary is four percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1996-97 or 1999-00). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 54 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Social Work with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the “baseline year” of 1996-97 and the “trend year” of 1999-00 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.


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**FAC MIX PCT:**
- **DISCIPLINE: PUBLIC ADMINISTRATION AND SERVICES**
- **MAJOR FIELD: Social Work**

**SALARY FACTOR:**
- **ALL RANKS**
- **MAJOR FIELD: Social Work**

**ALL MAJOR FIELDS**

**FAC MIX PCT:**
- **DISCIPLINE: PUBLIC ADMINISTRATION AND SERVICES**
- **MAJOR FIELD: Social Work**

**SALARY FACTOR:**
- **ALL RANKS**
- **MAJOR FIELD: Social Work**

**ALL MAJOR FIELDS**

**FAC MIX PCT:**
- **DISCIPLINE: PUBLIC ADMINISTRATION AND SERVICES**
- **MAJOR FIELD: Social Work**

**SALARY FACTOR:**
- **ALL RANKS**
- **MAJOR FIELD: Social Work**

**ALL MAJOR FIELDS**

**FAC MIX PCT:**
- **DISCIPLINE: PUBLIC ADMINISTRATION AND SERVICES**
- **MAJOR FIELD: Social Work**

**SALARY FACTOR:**
- **ALL RANKS**
- **MAJOR FIELD: Social Work**

**ALL MAJOR FIELDS**

**FAC MIX PCT:**
- **DISCIPLINE: PUBLIC ADMINISTRATION AND SERVICES**
- **MAJOR FIELD: Social Work**

**SALARY FACTOR:**
- **ALL RANKS**
- **MAJOR FIELD: Social Work**

**ALL MAJOR FIELDS**

In the PUBLIC 1996-97 study in the above table, the discipline/major field of Social Work was reported in 147 of the 296 public institutions. The average salary of the 1,078 faculty was $47,652. This average salary was approximately 9.0 percent lower than the average salary of $51,932 for all 99,218 faculty in ALL MAJOR FIELDS in the same 1996-97 public study.

For the PUBLIC 1999-00 salary study in the above table, Social Work was reported in 149 of the same 296 public institutions. The average salary of the 1,150 faculty was $52,818. This average salary was approximately 8.7 percent lower than the average salary of $57,389 for all 92,638 faculty in ALL MAJOR FIELDS in the 1999-00 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Social Work in the public institutions studied was 10.8 percent ($52,818 minus $47,652 equals $5,166). The CPI of increase cost-of-living between October 1996 and October 1999 was 6.3 percent. In comparison, with the CPI, there was a relative increase in Social Work average faculty salaries over the three-year period by 4.5 percent or an average of 1.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 10.5 percent ($57,389 minus $51,932 equals $5,457). In comparison to the discipline/major field of Social Work (10.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 0.3 percent more than the faculty in the discipline/major field of Social Work.

In the 1996-97 study the faculty mix percentage in Social Work is lower at the professor rank than at the assistant professor rank: 26.7 percent vs. 37.5 percent; in the 1999-00 study it is 26.6 percent vs. 35.8 percent. The differences in faculty mix percentage at the ranks of professor and as-
sistant professors in ALL MAJOR FIELDS for both public studies are 37.1 percent vs. 27.0 percent (1996-97) and 36.7 percent vs. 27.6 percent (1999-00).

Finally, the hiring rate of new assistant professors in Social Work in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1996-97, 5.6 percent (60/1,078) vs 4.3 percent (4,221/99,218) and higher in 1999-00, 6.4 percent (73/1,150) vs. 5.1 percent (4,748/92,638).


The PRIVATE 1996-97 salary study in the above table indicates that the discipline/major field of Social Work was reported in 120 of the 390 private institutions. The average salary of the 467 faculty was $43,138, an average salary 5.4 percent lower than the average salary of $50,167 for all 45,475 faculty in ALL MAJOR FIELDS in the 1996-97 private study.

In the PRIVATE 1999-00 salary study in the above table, 123 of the same 390 private institutions reported Social Work. The average salary of the 496 faculty was $48,075, an average salary 13.8 percent lower than the average salary of $54,710 for all 42,049 faculty in ALL MAJOR FIELDS in the 1999-00 private study.

The three-year increase in average salaries for all faculty in Social Work in the private institutions studied was 11.4 percent ($48,075 minus $43,138 equals $4,937). The CPI increased cost-of-living between October 1996 and October 1999 was 6.3 percent. A more realistic increase, therefore, in the average faculty salaries of Social Work over the three-year time period, is 5.1 percent or 1.7 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.1 percent ($54,710 minus $50,167 equals $4,543). In comparison to Social Work (11.4%), the faculty in ALL MAJOR FIELDS increased their salaries 2.3 percent
less than faculty in Social Work.

For both studies in the discipline/major field of Social Work, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 18.8 percent vs. 40.7 percent (1996-97); and 19.0 percent vs 36.7 percent, (1999-00). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 34.0 percent vs. 29.8 percent (1996-97) and 32.4 percent vs. 30.8 percent (1999-00).

Finally, the hiring rate for new assistant professors in Social Work was higher than the hiring rate in ALL MAJOR FIELDS in the 1996-97 private study: 4.7 percent (22/467) vs. 4.8 percent (2,158/45,475) and higher in the 1999-00 private study: 5.9 percent 29/496) vs. 5.4 percent (2,288/42,049).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Social Work and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the “baseline year” of 1996-97 through the “trend year” of 1999-00. Two studies—one for public institutions, and the other for private institutions—were conducted for the baseline year and for the trend year—a total of four studies. A total of 3,191 (1.1%) faculty in the discipline/major field of Social Work participated and were included in the 54 disciplines/major fields in each of the four studies and in the overall total of 279,380 participating faculty. The same 296 public institutions and the same 390 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, the average faculty salary factors in the discipline/major field
of Social Work for the 1996-97 public study was eight percent less than that of all ranks in ALL MAJOR FIELDS (1.00); and for the 1996-97 private study it was 14.0 percent lower than the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). In both the public and private studies the average faculty salary factors for all ranks in Social Work in 1999-00 were eight percent lower and 12.0 percent lower than the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1999 CPI reflects an 6.3 percent increase over the October 1996 CPI and indicates that the faculty in Social Work in the public institutions received an average annual salary increase of 1.5 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.7 percent above the cost-of-living.

Third, in both the 1996-97 and 1999-00 public studies and in the 1996-97 and 1999-00 private studies in Social Work, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank.

Finally, the hiring rate of new assistant professors in Social Work in the 1996-97 and 1999-00 public studies and in the 1999-00 private study were higher than the hiring rate of ALL MAJOR FIELDS. However, the hiring rate for new assistant professors in the 1996-97 private study was lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Social Work has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.
Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14
APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT AND SECRETARIAL SERVICES
AGRICULTURE BUSINESS AND PRODUCTION
ANTHROPOLOGY
ARCHITECTURE AND RELATED PROGRAMS
AREA, ETHNIC, AND CULTURAL STUDIES
BIOLOGY, GENERAL
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
CHEMISTRY
COMMUNICATIONS
COMMUNICATIONS TECHNOLOGIES
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CRIMINAL JUSTICE AND CORRECTIONS
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS AND STAGECRAFT
ECONOMICS
EDUCATION
EDUCATION ADMINISTRATION AND SUPERVISION
ENGINEERING, GENERAL
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE, GENERAL
ENTERPRISE MANAGEMENT AND OPERATION
FINE ARTS AND ART STUDIES
FOREIGN LANGUAGES AND LITERATURES
GENERAL TEACHER EDUCATION
GEOGRAPHY
GEOLOGICAL AND RELATED SCIENCES
HISTORY
HOME ECONOMICS, GENERAL
LIBRARY SCIENCE
MARKETING MANAGEMENT AND RESEARCH
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC
NURSING (R.N. TRAINING)
OCUPATIONAL THERAPY

TOTAL 54

PARKS, RECREATION AND LEISURE STUDIES
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES, GENERAL
PHYSICAL THERAPY
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PSYCHOLOGY, GENERAL
PUBLIC HEALTH
READING TEACHER EDUCATION
SOCIAL SCIENCES, GENERAL
SOCIAL WORK
SOCIOLOGY
SPECIAL EDUCATION
SPEECH PATHOLOGY AND AUDILOLOGY
VISUAL AND PERFORMING ARTS

BEST COPY AVAILABLE
APPENDIX B
CUPA Public Faculty Salary-Trend Studies: 1996-9 and 1999-00

Institutions Participating in Both Studies:

Angelo State University (TX)  Eastern Michigan University (MI)
Appalachian State University (NC)  Eastern New Mexico University Main Campus (NM)
Arizona State University-West (AZ)  Eastern Washington University (WA)
Arkansas State University (AR)  Edinboro University of Pennsylvania (PA)
Arkansas Tech University (AR)  Emporia State University (KS)
Armstrong Atlantic State University (GA)  Fairmont State College (WV)
Auburn University-Montgomery (AL)  Fayetteville State University (NC)
Augusta State University (GA)  Ferris State University (MI)
Austin Peay State University (TN)  Fitchburg State College (MA)
Ball State University (IN)  Florida International University (FL)
Bemidji State University (MN)  Fort Hays State University (KS)
Black Hills State University (SD)  Francis Marion University (SC)
Bloomington University of Pennsylvania (PA)  Frostburg State University (MD)
Bluefield State College (WV)  George Mason University (VA)
Boise State University (ID)  Georgia Institute of Technology (GA)
Bowie State University (MD)  Georgia Southern University (GA)
Bowling Green State University (OH)  Georgia Southwestern State University (GA)
Bridgewater State College (MA)  Georgia State University (GA)
California Polytechnic State University-San Luis Obispo (CA)  Glennville State College (WV)
California State University-Fresno (CA)  Grambling State University (LA)
California State University-Fullerton (CA)  Grand Valley State University (MI)
California State University-Northridge (CA)  Idaho State University (ID)
California University of Pennsylvania (PA)  Illinois State University (IL)
Central Michigan University (MI)  Indiana State University (IN)
Central Missouri State University (MO)  Indiana University-Northwest (IN)
Chadron State College (NE)  Indiana University-Purdue University Fort Wayne (IN)
Christopher Newport University (VA)  Indiana University-South Bend (IN)
Citadel, the Military College of South Carolina, The (SC)  Indiana University of Pennsylvania (PA)
Clarion University of Pennsylvania (PA)  Jacksonville State University (AL)
Clemson University (SC)  James Madison University (VA)
Cleveland State University (OH)  Kean University (NJ)
Coastal Carolina University (SC)  Keene State College (NH)
College of Charleston (SC)  Kennesaw State University (GA)
College of New Jersey, The (NJ)  Kent State University Main Campus (OH)
College of William and Mary (VA)  Kutztown University of Pennsylvania (PA)
Colorado School of Mines (CO)  Lake Superior State University (MI)
Columbus State University (GA)  Lander University (SC)
Dakota State University (SD)  Langston University (OK)
Delta State University (MS)  Lewis-Clark State College (ID)
East Carolina University (NC)  Lincoln University (PA)
East Central University (OK)  Longwood College (VA)
East Stroudsburg University of Pennsylvania (PA)  Louisiana State University and Agriculture and
East Tennessee State University (TN)  Mechanical College (LA)
Eastern Connecticut State University (CT)  Louisiana State University-Shreveport (LA)
Eastern Illinois University (IL)  Louisiana Tech University (LA)
Eastern Kentucky University (KY)  Maine Maritime Academy (ME)
Mankato State University (MN)
Mansfield University of Pennsylvania (PA)
Marshall University (WV)
Massachusetts College of Liberal Arts (MA)
Mayville State University (ND)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Miami University (OH)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millsaps College of Pennsylvania (PA)
Minot State University (ND)
Mississippi State University (MS)
Mississippi University for Women (MS)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Montana State University-Billings (MT)
Montana State University-Bozeman (MT)
Montana State University-Northern (MT)
Montana Tech of the University of Montana (MT)
Montclair State College (NJ)
Morehead State University (KY)
Murray State University (KY)
New Jersey City University (NJ)
New Mexico Highlands University (NM)
New Mexico State University Main Campus (NM)
Nicholls State University (LA)
North Carolina Central University (NC)
North Carolina State University (NC)
North Dakota State University Main Campus (ND)
North Georgia College and State University (GA)
Northeastern State University (OK)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University (LA)
Oakland University (MI)
Ohio State University Main Campus, The (OH)
Ohio University Main Campus (OH)
Old Dominion University (VA)
Penn State College (NE)
Pittsburgh State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University-Calumet (IN)
Purdue University North Central Campus (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Richard Stockton College of New Jersey, The (NJ)
Rowan University (NJ)
Rutgers, The State University of New Jersey (NJ)
Saginaw Valley State University (MI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Shawnee State University (OH)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
South Dakota State University (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon University (OR)
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Southern Utah University (UT)
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State University of New York at Albany (NY)
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Texas A & M University-Commerce (TX)
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| University of Maine-Fort Kent (ME) | University of Wisconsin-Whitewater (WI) |
| University of Maine-Fresque Isle (ME) | Valdosta State University (GA) |
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| University of Memphis, The (TN) | Wayne State College (NE) |
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| University of North Alabama (AL) | William Paterson University of New Jersey (NJ) |
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| University of North Carolina-Charlotte (NC) | Worcester State College (MA) |
| University of North Carolina-Greensboro (NC) | Wright State University Main Campus (OH) |
| University of North Carolina-Pembroke (NC) | Youngstown State University (OH) |
| University of North Carolina-Wilmington (NC) | |
APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1996-97 and 1999-00

Institutions Participating in Both Studies:

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