UNIVERSITY of

SOUTH FLORIDA M3 CENTER

Muma College of Business

U.S. FACULTY SALARY & SATISFACTION REPORT

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01 Introduction

This survey was conducted to analyze the general job satisfaction and compensation trend and create a national benchmarking report for salary and other benefits that faculty members receive in the U.S. Some may say job satisfaction is an elusive, even mythical concept, and an abundance of research has been dedicated towards it. The current report mainly focused on job satisfaction amongst academic staff in the U.S. We were particularly interested in understanding both the general level of satisfaction and different factors that seemed to account for satisfaction and dissatisfaction. In addition, we were interested to see if there was any difference between male and female faculty members' salaries.

Interesting patterns emerged from the survey participants that are not only very interesting but also very instructive. Several researchers have found that job satisfaction is an important predictor of intention to leave. Other studies pointed out that salary or economic resources did not seem to impact the intention to stay or go. However, 'climate' or 'culture', or as we call it, the workplace atmosphere has a bigger impact on the feeling of satisfaction.

The present study used a national database of U.S. based professors aiming to create an overall benchmark for their salaries as well as the following important aspects:

- **Opportunities and promotion**
- **Compatibility with the workplace and decision making freedom**
- **Loyalty towards the workplace**
- **Workplace atmosphere**
- **Department policy**
- **Work load and stress**
- **Publication requirements**

Methodology

A total of 1012 responses were collected from a national database of academicians. The survey invitation was sent by email and data was collected through an anonymous online survey and reported in aggregate.

Participants' Characteristics

02

Respondents' primary college (faculty) are as followed: College of Business (52.31%), College of Education (30.14%), College of Economics (2.47%), College of Humanities (1.12%), College of Human Services (1.12%), College of Art (0.88%), College of Engineering (0.56%), College of Graduate Studies (0.48%), College of Information

Technology (0.16%), College of Natural Sciences (0.56%), College of Medicine (0.16%), College of Nursing (0.08%), College of Public Health (0.4%), and other colleges (9.57%) such as Hospitality Management, Applied Sciences, Arts and Sciences, Agriculture and Life Sciences, Social Sciences, etc.

03

Average
Annual Salary

University type	Average Annual Salary			
	Job Title	Gender		
		Female	Male	
Private	Instructor	\$ 48,929.00	\$ 78,875.00	
	Assistant Professor	\$ 97,654.00	\$ 129,798.00	
	Associate professor	\$ 111,979.00	\$ 122,091.00	
	Full-time Professor	\$ 127,999.00	\$ 173,969.00	
	Chair/Director	\$ 121,140.00	\$ 181,167.00	
	Dean	\$ 250,000.00	\$ 275,167.00	
Public	Instructor	\$ 63,314.00	\$ 76,250.00	
	Assistant Professor	\$ 98,162.00	\$ 123,385.00	
	Associate professor	\$ 104,640.00	\$ 122,422.00	
	Full-time Professor	\$ 122,465.00	\$ 152,913.00	
	Chair/Director	\$ 112,948.00	\$ 157,882.00	
	Dean	\$ 167,500.00	\$ 216,890.00	
Total	Instructor	\$ 60,065.00	\$ 76,578.00	
	Assistant Professor	\$ 98,014.00	\$ 125,462.00	
	Associate professor	\$ 107,180.00	\$ 122,298.00	
	Full-time Professor	\$ 123,890.00	\$ 159,969.00	
	Chair/Director	\$ 115,797.00	\$ 165,333.00	
	Dean	\$ 195,000.00	\$ 251,856.00	

In each category, the average salary between male and female faculty members are statistically significant (p=0.05)

04

Average Annual Salary

(across colleges and occupations)

Other than the US Faculty Members, data for other professions is taken from American Association of University Women (2018) report.

05 Main Findings

- Nearly half (48.17%) of participants are dissatisfied with their annual salary.
- However, 70.26% of participants are satisfied with their current position.
- Moreover, 67.93% of participants are satisfied with their immediate supervisor.
- A smaller percentage (19.62%) are dissatisfied with their professional career, predominately in academia.

A VAST MAJORITY OF RESPONDENTS (85.71%) TEACH ONLINE COURSES.

A vast majority of respondents (85.71%) teach online courses, and 59.14% of them are satisfied with teaching online courses. In terms of student learning outcomes, 62.43% believe that the quality of online teaching is worse than face to face teaching, while 33.87% believe that it is equal to face to face teaching and only a small part of the respondents (3.7%) believe that it is better than face to face teaching.

06 Results

OPPORTUNITIES AND PROMOTION

A total of 56.07% of respondents state that their present job provides good opportunities for promotion. In their workplace, only 41.91% of them have been rewarded for their good performance and 67.1% of them agree that they have been recognized for their accomplishments. Moreover, 75.27% agree that their opportunity for promotion is unlimited, and 61.94% agree that the job promotions are based on job performance and achievement. However, 59.47% agree that the university they work for helps them to pursue their professional growth, but only 39.8% agree that their job encourages competitive spirit.

COMPATIBILITY AND FREEDOM

A majority of the respondents (83.55%) agree that their job is compatible with their experience, and 88.05% have freedom to decide how to accomplish their assigned tasks. Similarly, 84.74% have freedom of choice when performing their duties and 85.93% have flexible work procedures. 70.31% have clear job position, scope and responsibilities, and 83% have sufficient professional authority and autonomy at work. Additionally, 73.8% of respondents are aware of quality concepts while performing their duties and 67.92% have clear achievable goals and standards for their position.

07 Results

LOYALTY AND SUPERVISION

Only 38.33% of the respondents feel that their university has a high degree of loyalty to them. However, 72.24% believe that their immediate supervisor treats staff fairly. In addition, 70.22% of participants trust their immediate supervisor and 70.14% believe that their immediate supervisor does a good and efficient job. 67.1% of respondents stated that their supervisor uses positive feedback with staff and 55.06% of them receive regular and timely feedback on their performance. A majority of the respondents (72.43%) have no administrative tension with their immediate supervisor.

WORKPLACE ATMOSPHERE

A total of 71.14% of the respondents feel a sense of friendship and team spirit with colleagues. 71.69% think that their work relations are satisfactory and 65.25% of them agree that there is good interpersonal communication and cooperation in their workplace. 42.83% agree that there are coordinated and integrated activities in their unit/department/colleges, and 50.64% think that there are chances for socialization with colleagues during work. 65.16% state that they have a high degree of loyalty to their university. In general, 75.73% of the participants are satisfied with their jobs. 77.76% state that their office/area of work is comfortable and safe, similarly 71.32% say that amenities (closets, etc.) are clean. A majority of the respondents (85.95%) believe there is shortness in financial resources. Furthermore, 75.73% of the respondents state that the available equipment works properly and 43.84% state that the number of personnel is sufficient to run the work.

08 Results

DEPARTMENT POLICY

About half of the respondents (52.3%) agree that their department has a policy manual, while 52.39% state that there is capable administration in their college/university and 56.62% believe that their university has fair policies.

COMPENSATION

In terms of compensation, about half of the respondents (49.26%) think that their salary is fair and sufficient, but 77.85% do not believe that their salary is higher than in other universities. 48.35% agree that their university has clear policies regarding salaries and allowances. 54.78% state that their salary in their university is not fair compared to others. Additionally, a majority (72.87%) are concerned that they may lose their job.

WORKLOAD AND STRESS

A total of 59.28% state that their required workload has a negative impact on the quality of performance. Majority of respondents (68.75%) say that their work makes them feel stressed, however, 80.32% of them can still accomplish their assigned workload. Furthermore, a majority of the respondents (88.42%) are ready to put extra efforts to accomplish their work, and 73.53% agree that they get the necessary information to accomplish their work.

09 Results

PUBLICATION REQUIREMENTS

We asked the respondents the quality attributes of peer-review publications. According to the conjoint analysis conducted, impact factor (24.07%), citations received (23.38%), journal type (21.46%), publisher (17.02%), number of downloads (14.07%) are the most important attributes of the peer-reviewed research papers quality published in a journal. The best profile is the combination of SSCI/SCI as journal type, open-access publisher (100% free), more than 10 impact factor, more than 10000 received citations and number of downloads. The worst profile is a combination of non-indexed journal type, open access publisher (author pays a fee), 0-1 impact factor, less than 100 received citation and number of downloads. It is quite interesting that the top two quality indicator for published papers are impact factor and citations received.

For publication requirement for tenure at the offering school, 61.63% of respondents say that some outlets are weighted more heavily than others. 13.97% say that unless publication are in an “A-journal”, their university doesn’t count them toward tenure, 13.21% say that publications are required but outlet doesn’t matter, and for 5.07% no publications are required (other explanations 6.12%). The average number of academic papers review invitations respondents receive per year is 9 invitations, and the average number of academic papers invitations they complete per year is 7 invitations. They have \$9888 on average annual research budget including travel, technology, clerical services. The average number of publications (peer-reviewed, research papers) they’ve published (including accepted but not published articles) is 25 publications, while the average number of publications they’ve published (including accepted but not published articles) in the Top Tier Journals List is 28 publications. And finally, the average number of citation that the participants’ papers received so far is 2374 citations.

10 Conclusions

The results of the survey presented some interesting and instructive facts about the overall faculty situation in the US. **On average females make significantly less than males**, in all university types and job titles. While female faculty members across all colleges, private or public university are making \$103,108 on average, male faculty members are making \$134,291. The pay gap grows even bigger from the instructor position to the full - time professor one. Males make about 30% more on average for the full-time professor. These results are rather alarming and should be further investigated, and situation rectified.

In terms of compensation, half of the participants think that their salary is not fair nor sufficient. And although a large number of the participants feel like their work is making them stressed, they still manage to finish their workload. Interestingly, an overwhelming number are also willing to put in extra efforts to accomplish their work. There was an overall shortness of financial resources for their departments, but overall the office and work areas are comfortable and safe, and all the equipment was functioning properly.

Even though a little over half of the participants were confident that their job offered good opportunities for promotion, this is still a pretty low number. Furthermore, only less than half of the participants mentioned that they have been recognized for their good performance. It seems that most of the participants believe in a reward system for good performance and therefore a great takeaway from these results is that more universities should implement reward systems for good performance. Tied to this result, is also the fact that only a third of the universities encourage competitive spirit. Competition leads to innovation, and therefore should be promoted within universities.

In terms of compatibility with the job, an overwhelming response is positive. The participants felt that they are suited for their job tasks, that they have enough flexibility to work, as well as authority. Although their overall relationship and response with their immediate supervisor and colleagues is mainly positive, only a third of the participants felt that the universities have a high degree of loyalty to them. This may lead to participants feeling as if they are not important in their workplace on a higher level of management. This may explain the finding that a majority of the respondents were concerned about losing their jobs.

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