

Faculty Qualifications and Salaries for New Hires

Determining pay rates for new hires can be difficult. Changes in cost of living, the economy, in-demand disciplines, and even type of qualification make each hiring decision unique. In this data visualization, we examine the new hire information collected through the *2010–11 AACSB Salary Survey*. Due to limitations on the provided data, for these charts, the numbers have been restricted to include data from U.S.-based institutions only. But, as AACSB continues to expand its data collection processes worldwide, similar regional reports will become available in later issues.

Let's take a walk through the data and see what we find. The chart **Average and Max Salaries for New Hires**, as shown in Tab A, illustrates the maximum salaries reported by Faculty Rank, Qualification Type, and New Hire Status. The black line represents the average salary for each respective category, and a quick view of the minimum, maximum, and average salary ranges can be accessed by hovering over the appropriate bar. Looking across the hire categories, newly hired professors with academic qualifications maintain the highest salaries at both the maximum and average levels. (Note: categories for which there was not enough new hire data are excluded.)

Unsurprisingly, the patterns of faculty rank show the most obvious trends—as a general rule, professors at any qualification type are hired at higher salaries than instructors. There are a few areas of differing interest, however. On the *2010–11 Salary Survey*, assistant professors who were new doctorates received an average and maximum salary that was higher than that of associate professors with the same hire status and qualifications. While not a troubling trend in itself, this change could indicate that competition for newly minted doctorates for assistant professor positions is high, which overall could raise salaries as a way to continue attracting solid candidates.

[Please see attachment at the end of the document for tabs]

The charts for **Average Salary by Faculty Rank and Qualification** (Tab B) and **Average Salary Colored Chart** (Tab C) show two different views of the same data. (The Average Salary Colored Chart is a representation of the data mapped by color, ranging from the lowest to the highest average salaries for each category.) For comparison purposes, both charts also contain data for faculty members that were not new hires. As discussed above for Tab A, the highest average salary went to academically qualified new hires at the professor rank, with the second highest salary average being their colleagues at the professor level in continuing positions. Alternatively, the lowest average salaries were for newly hired instructors who were not listed as either academically or professionally qualified, as well as instructors listed with unknown qualification types.

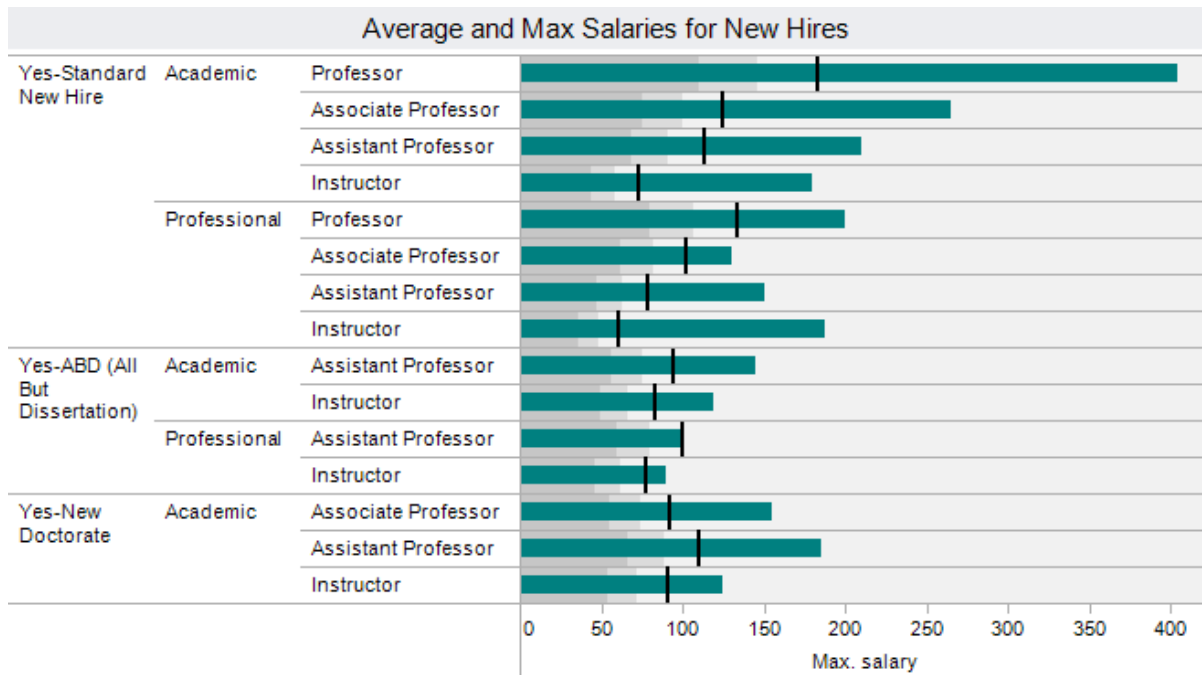
For a visual representation, the **Average Salary Bar Chart Dashboard** (Tab D.) demonstrates each category as a separate bar chart. When reviewing the data in this format, the differences among salaries for current faculty (in continuing positions), as compared to that of new hires (at the same rank and qualification), is more clearly visible. When reviewing the data in this format, in many cases, the average salaries for academically qualified new hires tend to be as high or higher than the salaries for current faculty, suggesting that the demand for faculty may be quite competitive at specific levels.

As a whole, there are many other factors that come into play when looking at salaries: location, school type, field/discipline, and more. While this sub-set of responding schools cannot definitively show everything that could be influencing salary levels, the data can serve as a good starting point to help in your hiring decisions or job search.

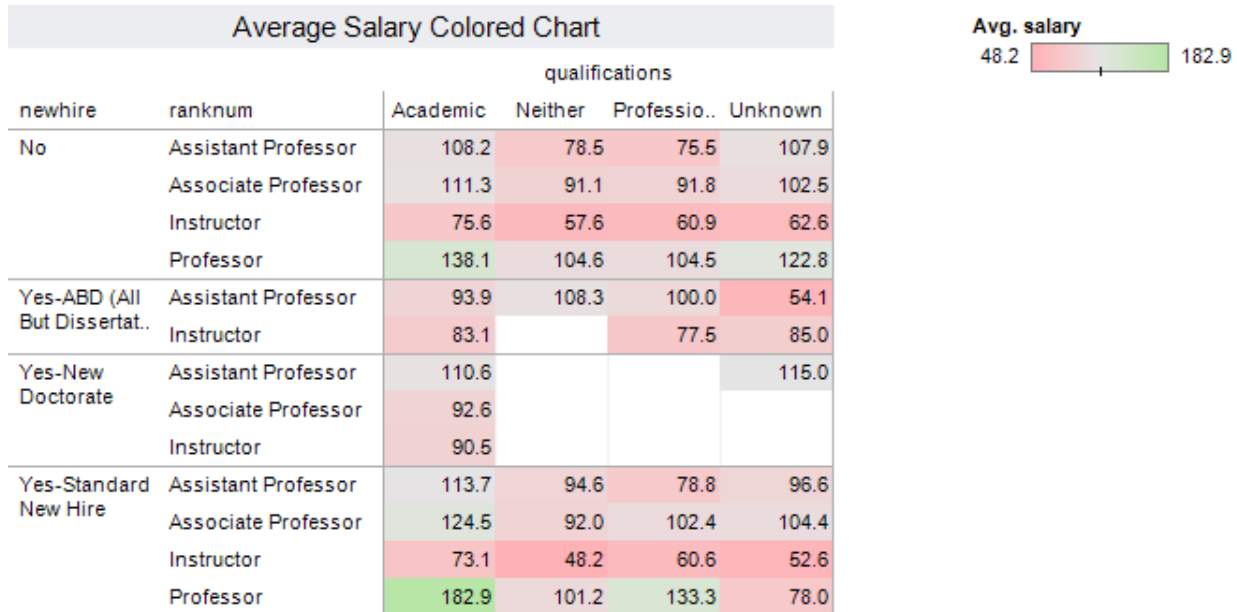
To review the detailed data, select the '*View Data*' (magnify glass) or '*Export*' (side arrow) image at the bottom of the chart display. A new window or dialog box will appear, and you can select to download the data in a appropriate format. Please note, all confidential and indentifying information has been removed from the data set, but the salaries and dimensions reported here are available for view.

Additional Salary Survey data is available to member schools through their survey participation or enhanced benchmarking subscription in DataDirect. For non-members, the executive summary for the Salary Survey is available at <http://www.aacsb.edu/publications/datareports/>.

[TAB A]



[TAB B]



[TAB C]

Average Salary by Faculty Rank and Qualification

newhire	ranknum	qualifications			
		Academic	Neither	Professi..	Unknown
No	Assistant Professor	108.2	78.5	75.5	107.9
	Associate Professor	111.3	91.1	91.8	102.5
	Instructor	75.6	57.6	60.9	62.6
	Professor	138.1	104.6	104.5	122.8
Yes-ABD (All But Dissertat..	Assistant Professor	93.9	108.3	100.0	54.1
	Instructor	83.1		77.5	85.0
Yes-New Doctorate	Assistant Professor	110.6			115.0
	Associate Professor	92.6			
	Instructor	90.5			
Yes-Standard New Hire	Assistant Professor	113.7	94.6	78.8	96.6
	Associate Professor	124.5	92.0	102.4	104.4
	Instructor	73.1	48.2	60.6	52.6
	Professor	182.9	101.2	133.3	78.0



[TAB D]

Average Salary Bar Chart

