



## **Regionalized Comparative Faculty Salary Data from the CUPA-HR National Faculty Salary Survey, 2018-19**

*March 28 2019*

This report provides comparative data about full-time faculty salaries at Central Connecticut State University (CCSU) for the 2018-19 Academic Year. Data provided represent median and average salaries of faculty members by discipline and by rank at public universities in New England and the Mid-Atlantic with the Carnegie Classification (2005) of Master's Colleges and Universities-larger programs and -medium programs. Where regional comparative data were unavailable, an adjusted median salary based on national data for all public Master's institutions (larger and medium programs) is provided. These regional adjustments are the only approximations available at this time and may overstate or understate the true regional salary. As these data are used to make comparisons between individual salaries and regional salaries, median salary in the comparison group in the individual's teaching discipline is often the most useful comparative metric.

In fall 2018, CCSU participated in the annual National Faculty Salary Survey conducted by the College and University Professional Association for Human Resources (CUPA-HR). Base salaries and benefits were reported for all faculty members by rank and by discipline, using the U.S. Department of Education [Classification of Instructional Program](#) (CIP) code. Additional information about the institution, including enrollment, size, region, and finances were also reported; these data were collected to assist in the construction of peer groups. Data in this report represent only base salaries; benefits and additional compensation are not included.

In spring 2019, CUPA-HR released its annual report, *Faculty Survey Report by 4-Digit Multi-Discipline* for the 2018-19 Academic Year. This report provides a comprehensive breakdown of faculty salaries by rank and by discipline at four-year institutions, but it does not allow for segmentation beyond public or private institutional control.

To account for salary variation that may be attributed to institutional, type, size, control and location, a peer group was constructed using the CUPA-HR Data on Demand (DOD) service, a proprietary web-based benchmarking tool. This peer group included institutions from New England (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont) and the Mid-Atlantic Region (Delaware, Maryland, New Jersey, New York, and Pennsylvania). Only institutions designated as Carnegie (2005) Master's Colleges and Universities-larger programs (awarding 200+ master's degrees per year) and Master's Colleges and Universities-medium programs (awarding 100-199 master's degrees per year) were included in the peer group. This regional peer group consisted of 60 institutions in nine states, of which 20 participated in the survey by providing faculty salary data for 2018-19

### Institutions Included in the Regional Peer Group

Institution	State	Institution	State
Central Connecticut State University	CT	CUNY Herbert H. Lehman College	NY
Eastern Connecticut State University	CT	CUNY Hunter College	NY
Southern Connecticut State University	CT	CUNY John Jay College of Criminal Justice	NY
Western Connecticut State University	CT	CUNY Queens College	NY
Bridgewater State University	MA	CUNY The City College	NY
Fitchburg State University	MA	SUNY at Fredonia	NY
Framingham State University	MA	SUNY at New Paltz	NY
Salem State University	MA	SUNY College at Brockport	NY
University of Massachusetts Dartmouth	MA	SUNY College at Buffalo	NY
Westfield State University	MA	SUNY College at Cortland	NY
Worcester State University	MA	SUNY College at Geneseo	NY
Bowie State University	MD	SUNY College at Oswego	NY
Coppin State University	MD	SUNY College at Plattsburgh	NY
Frostburg State University	MD	SUNY College at Potsdam	NY
Salisbury University	MD	SUNY Polytechnic Institute	NY
Towson University	MD	Bloomsburg University of Pennsylvania	PA
University of Baltimore	MD	California University of Pennsylvania	PA
Univ. of Maryland University College	MD	Cheyney University of Pennsylvania	PA
University of Southern Maine	ME	Clarion University of Pennsylvania	PA
Plymouth State University	NH	East Stroudsburg University of Pennsylvania	PA
Kean University	NJ	Edinboro University	PA
Montclair State University	NJ	Kutztown University of Pennsylvania	PA
New Jersey City University	NJ	Lincoln University	PA
Rowan University	NJ	Millersville University of Pennsylvania	PA
Rutgers - Camden Campus	NJ	Penn State Great Valley Sch. of Grad. Prof. Studies	PA
The College of New Jersey	NJ	Penn State Harrisburg	PA
William Paterson Univ. of New Jersey	NJ	Shippensburg University of Pennsylvania	PA
CUNY Bernard M. Baruch College	NY	Slippery Rock University of Pennsylvania	PA
CUNY Brooklyn College	NY	West Chester University of Pennsylvania	PA
CUNY College of Staten Island	NY	Rhode Island College	RI

The DOD service provides comparison data only when five or more institutions in the peer group have reported salary data for professors in a specific rank or discipline. Because CCSU has a number of programs that are not widely available at this group of institutions, a wide range of comparative data was unavailable. To address this issue, a second benchmark report was prepared using a group of public master's institutions nationwide. This significantly larger group consisted of 232 institutions from across the country of which 121 participated in the survey by providing faculty salary data for 2018-19.

Salaries in this national peer group, however, were observed to be lower than those in the regional peer group for the majority of disciplines. To adjust for this regional difference, the ratio of known faculty salaries for salaries in the regional peer group compared to the national peer group was calculated by rank and discipline, and weighted by the number of faculty in the regional peer group report in each rank and discipline. These ratios resulted in the following adjustment multipliers to convert national salaries into a comparable regional estimate of what these faculty salaries might be were the programs offered in the New England or Mid-Atlantic regions.

### Estimated Regional Adjustments by Rank

Rank	Estimated Regional Adjustment
<i>Professor</i>	<i>National median x 1.107</i>
<i>Associate Professor</i>	<i>National median x 1.102</i>
<i>Assistant Professor, including new</i>	<i>National median x 1.062</i>
<i>Assistant Professor, excluding new</i>	<i>National median x 1.061</i>
<i>New Assistant Professor</i>	<i>National median x 1.041</i>
<i>Instructor</i>	<i>National median x 1.000</i>

Estimated regional adjustments of national salary data for public Master's institutions are provided in this report (in italicized font) only when regional data were not available, and in these cases, only an estimate of the median salary for the discipline and rank is provided. Information on Instructor salaries in the Regional Peer Group was unavailable and no regional adjustment could be calculated. Data about salaries of faculty at CCSU are not provided in this report in order to protect personally identifiable information.

### How to Read This Report

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions					CCSU as % of Comparison Group	
	Median	Average	Std. Dev.	NP	NI	Median	Average
<b>[09.] COMMUNICATION, JOURNALISM AND RELATED PROGRAMS</b>							
<b>09.01 Communication &amp; Media Studies</b>							
Professor	\$90,749	<b>\$93,701</b>	<b>\$13,371</b>	38	14	109%	109%
Associate Professor	\$75,406	<b>\$76,101</b>	<b>\$8,820</b>	53	14	107%	106%
Assistant Professor (excl New)	\$62,993	<b>\$64,567</b>	<b>\$6,731</b>	51	14	n/a	n/a
Assistant Professor (incl New)	\$62,953	<b>\$64,361</b>	<b>\$6,855</b>	59	14	n/a	n/a
New Assistant Professor	\$58,000	<b>\$58,028</b>	<b>\$1,987</b>	8	6	n/a	n/a
Instructor	n/a			1	1		
<b>09.04 Journalism</b>							
Professor	\$91,357			1	1		
Associate Professor	\$71,909			4	2		
Assistant Professor (excl New)	\$61,181			2	1		
Assistant Professor (incl New)	<i>\$61,649</i>			3	2		
New Assistant Professor	<i>\$62,459</i>			1	1		
Instructor	n/a						

Faculty rank

Discipline and CIP Code

Italicized number indicates data is adjusted from the national data

Figures in bold represent regional peer group data

Absence of salary data indicates fewer than five institutions in the national group provided data

Number of People In Group

Number of Institutions In Group

CCSU salaries as a percentage of the comparison group median

CCSU salaries as a percentage of the comparison group average

Notes:

- Department Chairs and other administrative staff who hold full-time faculty rank and have teaching (or research) responsibilities that represent fifty percent or more of their duties are included.
- Disciplines where no data are available are not displayed
- Explanation of CIP codes and their definitions can be found on the [CIP Code website](#). The table below is an overview of what disciplines are covered by CIP Codes.

CIP Code Discipline

1	AGRICULTURE, AGRICULTURE OPERATIONS, AND RELATED SCIENCES.
3	NATURAL RESOURCES AND CONSERVATION.
4	ARCHITECTURE AND RELATED SERVICES.
5	AREA, ETHNIC, CULTURAL, GENDER, AND GROUP STUDIES.
9	COMMUNICATION, JOURNALISM, AND RELATED PROGRAMS.
10	COMMUNICATIONS TECHNOLOGIES/TECHNICIANS AND SUPPORT SERVICES.
11	COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES.
12	PERSONAL AND CULINARY SERVICES.
13	EDUCATION.
14	ENGINEERING.
15	ENGINEERING TECHNOLOGIES AND ENGINEERING-RELATED FIELDS.
16	FOREIGN LANGUAGES, LITERATURES, AND LINGUISTICS.
19	FAMILY AND CONSUMER SCIENCES/HUMAN SCIENCES.
22	LEGAL PROFESSIONS AND STUDIES.
23	ENGLISH LANGUAGE AND LITERATURE/LETTERS.
24	LIBERAL ARTS AND SCIENCES, GENERAL STUDIES AND HUMANITIES.
25	LIBRARY SCIENCE.
26	BIOLOGICAL AND BIOMEDICAL SCIENCES.
27	MATHEMATICS AND STATISTICS.
28	MILITARY SCIENCE, LEADERSHIP AND OPERATIONAL ART.
29	MILITARY TECHNOLOGIES AND APPLIED SCIENCES.
30	MULTI/INTERDISCIPLINARY STUDIES.
31	PARKS, RECREATION, LEISURE, AND FITNESS STUDIES.
32	BASIC SKILLS AND DEVELOPMENTAL/REMEDIAL EDUCATION.
33	CITIZENSHIP ACTIVITIES.
34	HEALTH-RELATED KNOWLEDGE AND SKILLS.
35	INTERPERSONAL AND SOCIAL SKILLS.
36	LEISURE AND RECREATIONAL ACTIVITIES.
37	PERSONAL AWARENESS AND SELF-IMPROVEMENT.
38	PHILOSOPHY AND RELIGIOUS STUDIES.
39	THEOLOGY AND RELIGIOUS VOCATIONS.
40	PHYSICAL SCIENCES.
41	SCIENCE TECHNOLOGIES/TECHNICIANS.
42	PSYCHOLOGY.
43	HOMELAND SECURITY, LAW ENFORCEMENT, FIREFIGHTING & RELATED PROTECTIVE SERVICES.
44	PUBLIC ADMINISTRATION AND SOCIAL SERVICE PROFESSIONS.
45	SOCIAL SCIENCES.
46	CONSTRUCTION TRADES.
47	MECHANIC AND REPAIR TECHNOLOGIES/TECHNICIANS.
48	PRECISION PRODUCTION.
49	TRANSPORTATION AND MATERIALS MOVING.
50	VISUAL AND PERFORMING ARTS.
51	HEALTH PROFESSIONS AND RELATED PROGRAMS.
52	BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES.
53	HIGH SCHOOL/SECONDARY DIPLOMAS AND CERTIFICATES.
54	HISTORY.

## 2018-19 National Faculty Salary Survey: Multi-Discipline Report - Tenured/Tenure Track Faculty

Focus Institution: **CCSU**

Data highlighted in blue and italicized were extrapolated to adjust for regional differences in salaries when comparative regional benchmark salary data were unavailable. Calculations were based on weighted median salaries from public master's institutions, by discipline, and by rank. Bold font represents regional peer group data.

Comparison Group:	Professor =	National median x	1.107
<b>New England &amp; Mid-Atlantic Public Master's-L, M</b>	Associate Professor =	National median x	1.102
Effective Date of Data: Nov 1, 2018	Assistant Professor (excl New)	National median x	1.061
Key	Assistant Professor (incl New)	National median x	1.062
- NP - Number of persons (incumbents)	New Asst Professor	National median x	1.041
- NI - Number of institutions	Instructor	National median x	n/a

Per Department of Justice Safe Harbor Guidelines, statistics will not display when the number of Institutions contributing data is less than 5 (too few data) or, if weighted statistics (pre 2016-17) or incumbent salaries (post 2015-16) are selected, when one institution's data comprise more than 25% of the total (unbalanced data). If this report offers additional percentile options, the minimum number of institutions is 10 for percentiles other than 5th, 50th/median, 95th to display.

Data Use Agreement

<https://www.cupahr.org/surveys/data-use-agreement/>

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions					CCSU as % of Comparison Group	
	Median	Average	Std. Dev.	NP	NI	Median	Average

### Across All Disciplines Selected

Professor	\$98,764	<b>\$103,501</b>	<b>\$15,980</b>	<b>1,950</b>	<b>20</b>	110%	102%
Associate Professor	\$79,193	<b>\$83,261</b>	<b>\$10,607</b>	<b>1,875</b>	<b>20</b>	105%	102%
Assistant Professor (excl New)	\$70,391	<b>\$71,441</b>	<b>\$7,839</b>	<b>1,347</b>	<b>20</b>	99%	99%
Assistant Professor (incl New)	\$70,353	<b>\$71,424</b>	<b>\$7,925</b>	<b>1,488</b>	<b>20</b>	99%	99%
New Assistant Professor	\$67,978	<b>\$69,451</b>	<b>\$9,480</b>	<b>141</b>	<b>12</b>	103%	101%
Instructor	\$63,637	<b>\$64,497</b>	<b>\$8,437</b>	<b>33</b>	<b>9</b>	n/a	n/a
Across All Ranks	\$83,927	<b>\$87,208</b>	<b>\$12,176</b>	<b>5,346</b>	<b>20</b>	111%	106%

### [01.] AGRICULTURE, AGRICULTURE OPERATIONS, AND RELATED SCIENCES

#### 01.00 General

Professor	\$97,626						
Associate Professor	\$78,382						
Assistant Professor (excl New)	\$66,947						
Assistant Professor (incl New)	\$67,010						
New Assistant Professor	n/a						
Instructor	n/a						

#### 01.01 Business & Mgt

Professor	\$90,148						
Associate Professor	n/a						
Assistant Professor (excl New)	n/a						
Assistant Professor (incl New)	n/a						
New Assistant Professor	n/a						
Instructor	n/a						

### [03.] NATURAL RESOURCES AND CONSERVATION

#### 03.01 Conservation & Research

Professor	\$101,003			14	3		
Associate Professor	\$77,376			7	3		
Assistant Professor (excl New)	\$67,886			8	3		
Assistant Professor (incl New)	\$66,936			8	3		
New Assistant Professor	n/a						
Instructor	n/a						

### [04.] ARCHITECTURE AND RELATED SERVICES

### [05.] AREA, ETHNIC, CULTURAL, GENDER AND GROUP STUDIES

#### 05.01 Area Studies

Professor	n/a						
Associate Professor	n/a						
Assistant Professor (excl New)	\$68,727			1	1		
Assistant Professor (incl New)	\$68,792			1	1		
New Assistant Professor	n/a						
Instructor	n/a						

#### 05.02 Ethnic, Cultural Minority, Gender, and Group Studies

Professor	\$99,471	<b>\$100,984</b>	<b>\$16,178</b>	<b>12</b>	<b>6</b>	n/a	n/a
Associate Professor	\$77,308			6	3		
Assistant Professor (excl New)	\$65,698			4	4		
Assistant Professor (incl New)	\$66,408			4	4		

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions					CCSU as % of Comparison Group	
	Median	Average	Std. Dev.	NP	NI	Median	Average
New Assistant Professor	n/a						
Instructor	n/a						

#### [09.] COMMUNICATION, JOURNALISM AND RELATED PROGRAMS

##### 09.01 Communication & Media Studies

Professor	\$90,749	\$93,701	\$13,371	38	14	109%	109%
Associate Professor	\$75,406	\$76,101	\$8,820	53	14	107%	106%
Assistant Professor (excl New)	\$62,993	\$64,567	\$6,731	51	14	n/a	n/a
Assistant Professor (incl New)	\$62,953	\$64,361	\$6,855	59	14	n/a	n/a
New Assistant Professor	\$58,000	\$58,028	\$1,987	8	6	n/a	n/a
Instructor	n/a			1	1		

##### 09.04 Journalism

Professor	\$91,357			1	1		
Associate Professor	\$71,909			4	2		
Assistant Professor (excl New)	\$61,181			2	1		
Assistant Professor (incl New)	\$61,649			3	2		
New Assistant Professor	\$62,459			1	1		
Instructor	n/a						

##### 09.07 Radio, Television & Digital Communication

Professor	\$102,166			2	2		
Associate Professor	\$73,274			5	1		
Assistant Professor (excl New)	\$63,111			5	2		
Assistant Professor (incl New)	\$63,170			5	2		
New Assistant Professor	n/a						
Instructor	n/a						

##### 09.09 Public Relations, Advertising & Applied Comm

Professor	\$95,817			3	1		
Associate Professor	\$73,450						
Assistant Professor (excl New)	\$62,715			2	1		
Assistant Professor (incl New)	\$62,686			2	1		
New Assistant Professor	n/a						
Instructor	n/a						

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions					CCSU as % of Comparison Group	
	Median	Average	Std. Dev.	NP	NI	Median	Average

**[10.] COMMUNICATIONS TECHNOLOGIES/TECHNICIANS AND SUPPORT SERVICES**

**[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES**

**11.01 General**

Professor	\$113,203	\$115,173	\$13,511	52	15	104%	99%
Associate Professor	\$92,274	\$93,408	\$9,907	50	14	n/a	n/a
Assistant Professor (excl New)	\$73,922	\$78,192	\$8,644	37	12	103%	98%
Assistant Professor (incl New)	\$73,885	\$78,106	\$8,584	40	12	103%	98%
New Assistant Professor	\$92,647			3	3		
Instructor	n/a						

**11.02 Programming**

Professor	n/a			1	1		
Associate Professor	\$96,854			2	1		
Assistant Professor (excl New)	\$80,000			3	1		
Assistant Professor (incl New)	\$80,075			3	1		
New Assistant Professor	n/a						
Instructor	n/a						

**11.04 Information Science/Studies**

Professor	\$146,073						
Associate Professor	\$113,374						
Assistant Professor (excl New)	\$109,936						
Assistant Professor (incl New)	\$109,789						
New Assistant Professor	n/a						
Instructor	n/a						

**11.07 Computer Science**

Professor	\$127,911			1	1		
Associate Professor	\$102,726			2	1		
Assistant Professor (excl New)	\$88,433			4	1		
Assistant Professor (incl New)	\$88,802			4	1		
New Assistant Professor	\$85,360						
Instructor	n/a						

**11.08 Software & Media Applications**

Professor	n/a						
Associate Professor	n/a			3	2		
Assistant Professor (excl New)	n/a			1	1		
Assistant Professor (incl New)	n/a			1	1		
New Assistant Professor	n/a						
Instructor	n/a						

**11.10 Information Technology Admin & Mgt**

Professor	\$114,427						
Associate Professor	\$95,958			1	1		
Assistant Professor (excl New)	n/a						
Assistant Professor (incl New)	n/a						
New Assistant Professor	n/a						
Instructor	n/a						

**[12.] PERSONAL AND CULINARY SERVICES**

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions					CCSU as % of Comparison Group	
	Median	Average	Std. Dev.	NP	NI	Median	Average

### [13.] EDUCATION

#### 13.01 General

Professor	\$99,334	\$106,066	\$13,771	44	9	n/a	n/a
Associate Professor	\$82,893	\$89,094	\$16,432	66	10	n/a	n/a
Assistant Professor (excl New)	\$68,391	\$70,091	\$9,228	40	9	n/a	n/a
Assistant Professor (incl New)	\$68,391	\$70,524	\$8,745	41	9	n/a	n/a
New Assistant Professor	\$63,502			1	1		
Instructor	n/a						

#### 13.02 Bilingual, Multilingual & Multicultural

Professor	\$100,436						
Associate Professor	\$72,985						
Assistant Professor (excl New)	\$63,689						
Assistant Professor (incl New)	\$63,748						
New Assistant Professor	n/a						
Instructor	n/a						

#### 13.03 Curriculum & Instruction

Professor	\$92,565			11	1		
Associate Professor	\$78,150			9	2		
Assistant Professor (excl New)	\$63,209			9	2		
Assistant Professor (incl New)	\$63,063			10	2		
New Assistant Professor	\$65,582			1	1		
Instructor	n/a						

#### 13.04 Ed Administration & Supervision

Professor	\$99,554			6	4		
Associate Professor	\$84,690	\$86,659	\$9,811	9	5	95%	94%
Assistant Professor (excl New)	\$72,457	\$73,779	\$9,656	13	6	109%	104%
Assistant Professor (incl New)	\$72,626	\$73,835	\$9,674	14	6	108%	104%
New Assistant Professor	\$62,459			1	1		
Instructor	n/a						

#### 13.05 Ed/Instructional Media Design

Professor	\$97,314			11	3		
Associate Professor	\$70,819			4	2		
Assistant Professor (excl New)	\$59,691			2	1		
Assistant Professor (incl New)	\$60,704			2	1		
New Assistant Professor	n/a						
Instructor	n/a						

#### 13.06 Assessment, Evaluation & Research

Professor	\$95,138						
Associate Professor	n/a						
Assistant Professor (excl New)	n/a						
Assistant Professor (incl New)	n/a						
New Assistant Professor	n/a						
Instructor	n/a						



Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions					CCSU as % of Comparison Group	
	Median	Average	Std. Dev.	NP	NI	Median	Average

### 13.09 Social & Philosophical Foundations

Professor	\$96,704			1	1		
Associate Professor	\$74,063			3	1		
Assistant Professor (excl New)	\$64,839						
Assistant Professor (incl New)	\$64,285						
New Assistant Professor	n/a						
Instructor	n/a						

### 13.10 Special Ed & Teaching

Professor	\$91,647	\$93,415	\$12,456	11	6	104%	102%
Associate Professor	\$79,867	\$81,360	\$12,287	21	7	107%	105%
Assistant Professor (excl New)	\$65,252	\$67,940	\$7,598	14	6	120%	115%
Assistant Professor (incl New)	\$65,069	\$67,879	\$7,609	15	6	120%	115%
New Assistant Professor	\$63,500			1	1		
Instructor	n/a						

### 13.11 Student Counseling & Personnel Svcs

Professor	\$93,053			14	4		
Associate Professor	\$78,980	\$81,137	\$13,042	20	7	107%	104%
Assistant Professor (excl New)	\$66,425	\$68,962	\$9,318	25	7	112%	108%
Assistant Professor (incl New)	\$66,425	\$68,741	\$9,165	29	7	111%	106%
New Assistant Professor	\$62,459			4	3		
Instructor	n/a						

### 13.12 Teacher Ed & Prof Dev, Levels & Methods

Professor	\$90,375	\$92,867	\$8,306	49	7	97%	94%
Associate Professor	\$75,760	\$78,473	\$8,830	36	7	102%	98%
Assistant Professor (excl New)	\$65,106	\$64,717	\$3,619	34	8	104%	104%
Assistant Professor (incl New)	\$65,106	\$65,248	\$4,079	37	8	109%	109%
New Assistant Professor	\$58,420			3	3		
Instructor	n/a						

### 13.13 Teacher Ed & Prof Dev, Subjects

Professor	\$98,295	\$102,486	\$16,696	31	8	107%	100%
Associate Professor	\$77,962	\$80,347	\$12,411	33	7	105%	103%
Assistant Professor (excl New)	\$64,963	\$68,036	\$7,307	16	8	117%	112%
Assistant Professor (incl New)	\$62,799	\$67,526	\$7,506	20	8	121%	113%
New Assistant Professor	\$58,295			4	2		
Instructor	n/a			2	1		

### 13.14 Teach English, French as Second/Foreign Lang

Professor	\$99,950			2	2		
Associate Professor	\$83,042			3	2		
Assistant Professor (excl New)	\$63,126			2	2		
Assistant Professor (incl New)	\$66,404			2	2		
New Assistant Professor	n/a						
Instructor	n/a						

### 13.99 Other

Professor	n/a						
Associate Professor	\$70,104						
Assistant Professor (excl New)	n/a						
Assistant Professor (incl New)	\$65,853			1	1		
New Assistant Professor	n/a			1	1		
Instructor	n/a						

## [14.] ENGINEERING

### 14.01 General

Professor	\$127,193						
Associate Professor	\$98,166						
Assistant Professor (excl New)	\$88,278						
Assistant Professor (incl New)	\$88,323						
New Assistant Professor	\$88,483						
Instructor	n/a						

### 14.07 Chemical

Professor	\$124,980						
Associate Professor	n/a						
Assistant Professor (excl New)	n/a						
Assistant Professor (incl New)	n/a						
New Assistant Professor	n/a						

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions					CCSU as % of Comparison Group	
	Median	Average	Std. Dev.	NP	NI	Median	Average
Instructor	n/a						
<b>14.08 Civil</b>							
Professor	\$119,565			5	2		
Associate Professor	\$101,282			5	2		
Assistant Professor (excl New)	\$82,923			5	2		
Assistant Professor (incl New)	\$83,382			5	2		
New Assistant Professor	n/a						
Instructor	n/a						
<b>14.09 Computer, General</b>							
Professor	\$123,047						
Associate Professor	\$103,966						
Assistant Professor (excl New)	\$86,300						
Assistant Professor (incl New)	\$88,345						
New Assistant Professor	n/a						
Instructor	n/a						
<b>14.10 Electrical, Electronics &amp; Communications</b>							
Professor	\$125,933			11	2		
Associate Professor	\$104,447			6	2		
Assistant Professor (excl New)	\$87,041			3	2		
Assistant Professor (incl New)	\$86,752			5	2		
New Assistant Professor	\$86,269			2	2		
Instructor	n/a						
<b>14.19 Mechanical</b>							
Professor	\$126,325			11	2		
Associate Professor	\$102,014			7	2		
Assistant Professor (excl New)	\$87,937			2	2		
Assistant Professor (incl New)	\$87,080			3	2		
New Assistant Professor	\$83,279			1	1		
Instructor	n/a						

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions					CCSU as % of Comparison Group	
	Median	Average	Std. Dev.	NP	NI	Median	Average

#### [15.] ENGINEERING TECHNOLOGIES AND ENGINEERING RELATED FIELDS

##### 15.00 General

Professor	\$110,033						
Associate Professor	\$88,891						
Assistant Professor (excl New)	\$74,706						
Assistant Professor (incl New)	\$74,776						
New Assistant Professor	\$70,787						
Instructor	n/a						

##### 15.03 Electrical

Professor	\$111,132			1	1		
Associate Professor	\$95,682			1	1		
Assistant Professor (excl New)	\$77,850						
Assistant Professor (incl New)	\$77,565						
New Assistant Professor	n/a						
Instructor	n/a						

##### 15.04 Electromechanical Instrumentation & Maint

Professor	n/a			2	1		
Associate Professor	n/a						
Assistant Professor (excl New)	n/a						
Assistant Professor (incl New)	n/a						
New Assistant Professor	n/a						
Instructor	n/a						

##### 15.06 Industrial Production

Professor	\$103,051			1	1		
Associate Professor	\$86,274						
Assistant Professor (excl New)	\$72,446						
Assistant Professor (incl New)	\$72,514						
New Assistant Professor	n/a						
Instructor	n/a						

##### 15.07 Quality Control & Safety

Professor	n/a						
Associate Professor	\$84,125						
Assistant Professor (excl New)	n/a						
Assistant Professor (incl New)	n/a						
New Assistant Professor	n/a						
Instructor	n/a						

##### 15.08 Mechanical Engineering Related

Professor	\$106,177						
Associate Professor	\$90,430						
Assistant Professor (excl New)	\$77,669						
Assistant Professor (incl New)	\$77,742						
New Assistant Professor	n/a						
Instructor	n/a						

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions					CCSU as % of Comparison Group	
	Median	Average	Std. Dev.	NP	NI	Median	Average

#### 15.10 Construction Engineering

Professor	n/a						
Associate Professor	\$97,254						
Assistant Professor (excl New)	\$79,200						
Assistant Professor (incl New)	\$78,181						
New Assistant Professor	n/a						
Instructor	n/a						

#### 15.12 Computer

Professor	n/a			1	1		
Associate Professor	n/a						
Assistant Professor (excl New)	n/a			2	1		
Assistant Professor (incl New)	n/a			2	1		
New Assistant Professor	n/a						
Instructor	n/a						

### [16.] FOREIGN LANGUAGES, LITERATURES, AND LINGUISTICS

#### 16.01 Linguistic, Comp & Rel Studies & Svcs

Professor	\$98,228	\$103,342	\$17,490	23	10	118%	112%
Associate Professor	\$75,551	\$80,976	\$11,720	26	8	98%	91%
Assistant Professor (excl New)	\$64,593	\$67,811	\$9,700	22	8	n/a	n/a
Assistant Professor (incl New)	\$64,593	\$67,811	\$9,700	22	8	n/a	n/a
New Assistant Professor	n/a						
Instructor	n/a						

#### 16.05 Germanic

Professor	\$83,062						
Associate Professor	\$70,157						
Assistant Professor (excl New)	n/a						
Assistant Professor (incl New)	n/a						
New Assistant Professor	n/a						
Instructor	n/a						

#### 16.09 Romance

Professor	\$109,139	\$104,497	\$16,447	18	5	102%	104%
Associate Professor	\$88,314	\$87,569	\$16,462	15	5	100%	101%
Assistant Professor (excl New)	\$60,288			5	3		
Assistant Professor (incl New)	\$60,727			5	3		
New Assistant Professor	\$60,377						
Instructor	n/a						

#### 16.12 Classics & Classical

Professor	\$106,184						
Associate Professor	n/a						
Assistant Professor (excl New)	n/a						
Assistant Professor (incl New)	n/a						
New Assistant Professor	n/a						
Instructor	n/a						

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions					CCSU as % of Comparison Group	
	Median	Average	Std. Dev.	NP	NI	Median	Average

#### 16.99 Other

Professor	\$99,305			7	3		
Associate Professor	\$78,437			11	4		
Assistant Professor (excl New)	\$62,731			7	3		
Assistant Professor (incl New)	\$62,790			7	3		
New Assistant Professor	n/a						
Instructor	n/a						

#### [19.] FAMILY AND CONSUMER SCIENCES/HUMAN SCIENCES

##### 19.01 General

Professor	\$100,204			9	1		
Associate Professor	\$81,571			19	1		
Assistant Professor (excl New)	\$63,923			5	1		
Assistant Professor (incl New)	\$63,951			5	1		
New Assistant Professor	n/a						
Instructor	n/a						

##### 19.05 Foods, Nutrition & Related Svcs

Professor	\$112,045			9	1		
Associate Professor	\$83,574			4	1		
Assistant Professor (excl New)	\$70,079			2	1		
Assistant Professor (incl New)	\$65,872			2	1		
New Assistant Professor	n/a						
Instructor	n/a						

##### 19.07 Human Dev, Family Studies & Rel Svcs

Professor	\$85,302			3	2		
Associate Professor	\$77,620			9	2		
Assistant Professor (excl New)	\$61,876			6	2		
Assistant Professor (incl New)	\$61,934			6	2		
New Assistant Professor	n/a						
Instructor	n/a						

#### [22.] LEGAL PROFESSIONS AND STUDIES

##### 22.00 Non-Prof Gen Legal Studies (Undergrad)

Professor	\$110,576			2	1		
Associate Professor	n/a			3	1		
Assistant Professor (excl New)	\$76,533			4	1		
Assistant Professor (incl New)	\$76,604			4	1		
New Assistant Professor	n/a						
Instructor	n/a						

##### 22.01 Law (LL.B., J.D.)

Professor	\$135,481			38	2		
Associate Professor	\$111,835			16	2		
Assistant Professor (excl New)	n/a			3	2		
Assistant Professor (incl New)	\$108,372			4	2		
New Assistant Professor	n/a			1	1		
Instructor	n/a						

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions					CCSU as % of Comparison Group	
	Median	Average	Std. Dev.	NP	NI	Median	Average

#### [23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS

##### 23.01 General

Professor	\$94,767	\$100,286	\$17,187	167	18	110%	103%
Associate Professor	\$73,497	\$76,731	\$11,190	133	18	114%	115%
Assistant Professor (excl New)	\$62,666	\$64,012	\$7,181	78	18	104%	103%
Assistant Professor (incl New)	\$62,666	\$64,114	\$7,147	83	18	105%	103%
New Assistant Professor	\$57,113			5	4		
Instructor	n/a			3	1		

##### 23.13 Rhetoric and Composition/Writing Studies

Professor	\$93,111			2	1		
Associate Professor	\$75,813			6	3		
Assistant Professor (excl New)	\$63,408			1	1		
Assistant Professor (incl New)	\$61,998			1	1		
New Assistant Professor	\$56,213						
Instructor	n/a						

##### 23.14 Literature

Professor	\$96,982			1	1		
Associate Professor	\$72,543						
Assistant Professor (excl New)	\$57,882						
Assistant Professor (incl New)	\$57,011						
New Assistant Professor	n/a						
Instructor	n/a						

##### 23.99 Other

Professor	\$88,079			4	1		
Associate Professor	n/a			1	1		
Assistant Professor (excl New)	n/a			1	1		
Assistant Professor (incl New)	\$58,985			1	1		
New Assistant Professor	n/a						
Instructor	n/a						

#### [24.] LIBERAL ARTS AND SCIENCES, GENERAL STUDIES AND HUMANITIES

##### 24.01 Liberal Arts & Sci, Gen Studies & Humanities

Professor	\$101,131			5	4		
Associate Professor	\$74,641			14	4		
Assistant Professor (excl New)	\$63,589			7	3		
Assistant Professor (incl New)	\$64,684			8	3		
New Assistant Professor	n/a			1	1		
Instructor	n/a						

#### [25.] LIBRARY SCIENCE

##### 25.01 Library Science and Administration

Professor	\$89,557			3	1		
Associate Professor	\$74,348			4	1		
Assistant Professor (excl New)	\$61,566			1	1		
Assistant Professor (incl New)	\$62,155			1	1		
New Assistant Professor	\$60,226						
Instructor	n/a						

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions					CCSU as % of Comparison Group	
	Median	Average	Std. Dev.	NP	NI	Median	Average

#### [26.] BIOLOGICAL AND BIOMEDICAL SCIENCES

##### 26.01 General

Professor	\$96,074	\$100,803	\$15,042	93	18	117%	107%
Associate Professor	\$76,558	\$79,820	\$11,267	101	18	97%	100%
Assistant Professor (excl New)	\$64,121	\$66,373	\$7,405	53	15	n/a	n/a
Assistant Professor (incl New)	\$64,401	\$66,325	\$7,020	62	16	106%	103%
New Assistant Professor	\$64,000	\$65,033	\$7,780	9	6	106%	105%
Instructor	n/a						

##### 26.02 Biochemistry, Biophysics & Molecular

Professor	\$97,039			5	1		
Associate Professor	\$83,778			4	1		
Assistant Professor (excl New)	\$69,762			2	2		
Assistant Professor (incl New)	\$69,828			2	2		
New Assistant Professor	n/a						
Instructor	n/a						

##### 26.03 Botany/Plant

Professor	\$90,612						
Associate Professor	n/a						
Assistant Professor (excl New)	\$63,838			1	1		
Assistant Professor (incl New)	\$63,898			1	1		
New Assistant Professor	n/a						
Instructor	n/a						

##### 26.04 Cell/Cellular & Anatomical Sciences

Professor	\$97,155						
Associate Professor	\$80,930			1	1		
Assistant Professor (excl New)	n/a						
Assistant Professor (incl New)	n/a						
New Assistant Professor	n/a						
Instructor	n/a						

##### 26.05 Micro Sci & Immunology

Professor	\$91,772						
Associate Professor	\$78,187			1	1		
Assistant Professor (excl New)	\$64,771						
Assistant Professor (incl New)	\$64,014						
New Assistant Professor	n/a						
Instructor	n/a						

##### 26.07 Zoology/Animal

Professor	\$88,793						
Associate Professor	n/a						
Assistant Professor (excl New)	n/a						
Assistant Professor (incl New)	\$64,520						
New Assistant Professor	n/a						
Instructor	n/a						

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions					CCSU as % of Comparison Group	
	Median	Average	Std. Dev.	NP	NI	Median	Average

#### 26.08 Genetics

Professor	n/a						
Associate Professor	\$74,129						
Assistant Professor (excl New)	n/a						
Assistant Professor (incl New)	n/a						
New Assistant Professor	n/a						
Instructor	n/a						

#### 26.09 Physiology, Pathology & Related

Professor	\$98,170			1	1		
Associate Professor	\$82,560			6	2		
Assistant Professor (excl New)	\$64,277			6	2		
Assistant Professor (incl New)	\$64,239			7	2		
New Assistant Professor	n/a			1	1		
Instructor	n/a						

#### 26.13 Ecology, Evolution & Population

Professor	\$91,377						
Associate Professor	\$76,494			1	1		
Assistant Professor (excl New)	\$65,058			1	1		
Assistant Professor (incl New)	\$65,119			1	1		
New Assistant Professor	n/a						
Instructor	n/a						

#### [27.] MATHEMATICS AND STATISTICS

##### 27.01 Mathematics

Professor	\$97,165	\$99,276	\$13,509	97	18	107%	103%
Associate Professor	\$77,420	\$78,291	\$9,176	69	16	104%	102%
Assistant Professor (excl New)	\$63,504	\$65,841	\$6,720	62	16	113%	108%
Assistant Professor (incl New)	\$64,358	\$65,678	\$6,286	72	16	110%	106%
New Assistant Professor	\$68,000	\$68,087	\$6,444	10	7	99%	99%
Instructor	n/a						

##### 27.03 Applied Mathematics

Professor	\$90,926			1	1		
Associate Professor	\$76,715						
Assistant Professor (excl New)	\$63,542						
Assistant Professor (incl New)	\$63,748						
New Assistant Professor	n/a						
Instructor	n/a						

##### 27.05 Statistics

Professor	\$100,464			11	2		
Associate Professor	\$81,400			11	1		
Assistant Professor (excl New)	\$72,711			9	2		
Assistant Professor (incl New)	\$72,779			9	2		
New Assistant Professor	\$66,623						
Instructor	n/a						



Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions					CCSU as % of Comparison Group	
	Median	Average	Std. Dev.	NP	NI	Median	Average

### [30.] MULTI/INTERDISCIPLINARY STUDIES

#### 30.99 Other

Professor	\$110,538			7	2		
Associate Professor	\$79,313			5	2		
Assistant Professor (excl New)	\$65,614			7	2		
Assistant Professor (incl New)	\$65,973			7	2		
New Assistant Professor	n/a						
Instructor	n/a						

### [31.] PARKS, RECREATION, LEISURE AND FITNESS STUDIES

#### 31.01 Parks, Recreation & Leisure Studies

Professor	\$95,817			4	1		
Associate Professor	\$73,831			5	2		
Assistant Professor (excl New)	\$60,927			2	1		
Assistant Professor (incl New)	\$60,984			2	1		
New Assistant Professor	n/a						
Instructor	n/a						

#### 31.03 Facilities Mgt

Professor	\$93,397						
Associate Professor	\$80,421						
Assistant Professor (excl New)	\$62,469						
Assistant Professor (incl New)	\$62,527						
New Assistant Professor	n/a						
Instructor	n/a						

#### 31.05 Health & Physical Education/Fitness

Professor	\$90,406	\$91,965	\$5,706	40	8	97%	105%
Associate Professor	\$73,707	\$73,788	\$5,594	45	9	100%	100%
Assistant Professor (excl New)	\$62,950	\$64,200	\$4,495	33	9	117%	113%
Assistant Professor (incl New)	\$62,950	\$64,206	\$4,585	38	9	117%	113%
New Assistant Professor	\$60,377			5	2		
Instructor	n/a			4	3		

### [38.] PHILOSOPHY AND RELIGIOUS STUDIES

#### 38.00 Philosophy and Religious Studies, General

Professor	\$96,517			3	2		
Associate Professor	\$78,158			2	2		
Assistant Professor (excl New)	\$62,326			1	1		
Assistant Professor (incl New)	\$62,384			1	1		
New Assistant Professor	n/a						
Instructor	n/a						

#### 38.01 Philosophy

Professor	\$94,564	\$94,917	\$12,619	28	13	124%	119%
Associate Professor	\$74,634	\$78,864	\$14,134	30	14	100%	95%
Assistant Professor (excl New)	\$61,255	\$63,437	\$8,405	19	11	105%	102%
Assistant Professor (incl New)	\$61,255	\$63,431	\$8,406	20	11	105%	102%
New Assistant Professor	\$63,500			1	1		
Instructor	n/a						

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions					CCSU as % of Comparison Group	
	Median	Average	Std. Dev.	NP	NI	Median	Average

### 38.02 Religion/Religious Studies

Professor	\$86,422			5	1		
Associate Professor	\$68,939						
Assistant Professor (excl New)	n/a			1	1		
Assistant Professor (incl New)	n/a			1	1		
New Assistant Professor	n/a						
Instructor	n/a						

### [39.] THEOLOGY AND RELIGIOUS VOCATIONS

### [40.] PHYSICAL SCIENCES

#### 40.01 Physical Sci

Professor	n/a			5	2		
Associate Professor	\$70,950			2	2		
Assistant Professor (excl New)	n/a						
Assistant Professor (incl New)	n/a			1	1		
New Assistant Professor	n/a			1	1		
Instructor	n/a						

#### 40.02 Astronomy & Astrophysics

Professor	\$100,840						
Associate Professor	n/a						
Assistant Professor (excl New)	n/a						
Assistant Professor (incl New)	n/a						
New Assistant Professor	n/a						
Instructor	n/a						

#### 40.05 Chemistry

Professor	\$95,948	\$100,572	\$17,687	49	16	115%	110%
Associate Professor	\$76,788	\$79,126	\$10,148	48	16	105%	102%
Assistant Professor (excl New)	\$65,382	\$66,254	\$7,603	45	15	102%	100%
Assistant Professor (incl New)	\$65,382	\$66,040	\$7,604	50	15	102%	101%
New Assistant Professor	\$62,459			5	4		
Instructor	n/a						

#### 40.06 Geological & Earth Sci/Geosciences

Professor	\$94,004	\$98,053	\$10,554	17	7	97%	100%
Associate Professor	\$75,125	\$74,785	\$4,728	16	7	100%	100%
Assistant Professor (excl New)	\$67,192			9	4		
Assistant Professor (incl New)	\$67,148			10	4		
New Assistant Professor	\$67,146			1	1		
Instructor	n/a						

#### 40.08 Physics

Professor	\$100,208	\$100,536	\$13,101	31	8	117%	113%
Associate Professor	\$75,846	\$80,134	\$12,802	24	9	n/a	n/a
Assistant Professor (excl New)	\$65,038	\$65,013	\$4,239	11	8	100%	100%
Assistant Professor (incl New)	\$65,038	\$64,833	\$4,247	13	8	100%	100%
New Assistant Professor	\$62,835			2	2		
Instructor	n/a						

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions					CCSU as % of Comparison Group	
	Median	Average	Std. Dev.	NP	NI	Median	Average

#### [41.] SCIENCE TECHNOLOGIES/TECHNICIANS

#### [42.] PSYCHOLOGY

##### 42.01 General

Professor	\$92,654	\$98,260	\$14,551	111	18	101%	102%
Associate Professor	\$77,177	\$80,615	\$10,327	95	18	101%	105%
Assistant Professor (excl New)	\$65,071	\$65,796	\$6,792	69	17	100%	99%
Assistant Professor (incl New)	\$64,420	\$65,791	\$6,747	77	17	101%	98%
New Assistant Professor	\$63,125	\$65,074	\$6,772	8	6	98%	95%
Instructor	n/a						

##### 42.27 Research and Experimental Psychology

Professor	\$92,183			2	1		
Associate Professor	\$72,687						
Assistant Professor (excl New)	\$59,867						
Assistant Professor (incl New)	\$59,135						
New Assistant Professor	n/a						
Instructor	n/a						

##### 42.28 Clinical, Counseling and Applied Psychology

Professor	\$95,143			11	4		
Associate Professor	\$77,858			11	4		
Assistant Professor (excl New)	\$65,923	\$67,226	\$5,855	11	6	114%	111%
Assistant Professor (incl New)	\$65,923	\$67,226	\$5,855	11	6	114%	111%
New Assistant Professor	n/a						
Instructor	n/a						

#### [43.] HOMELAND SECURITY, LAW ENFORCEMENT, FIREFIGHTING AND RELATED PROTECTIVE SERVICE

##### 43.01 Criminal Justice & Corrections

Professor	\$92,682	\$95,815	\$15,443	24	10	n/a	n/a
Associate Professor	\$79,027	\$79,719	\$10,268	32	10	n/a	n/a
Assistant Professor (excl New)	\$65,825	\$67,477	\$9,316	27	10	n/a	n/a
Assistant Professor (incl New)	\$65,825	\$67,628	\$9,181	28	10	n/a	n/a
New Assistant Professor	\$66,102			1	1		
Instructor	n/a			1	1		

#### [44.] PUBLIC ADMINISTRATION AND SOCIAL SERVICE PROFESSIONS

##### 44.00 General

Professor	\$104,196			2	1		
Associate Professor	\$89,454			1	1		
Assistant Professor (excl New)	\$68,910			1	1		
Assistant Professor (incl New)	\$68,975			1	1		
New Assistant Professor	n/a						
Instructor	n/a						

##### 44.04 Public Administration

Professor	\$105,128			3	2		
Associate Professor	\$81,258			8	2		
Assistant Professor (excl New)	\$67,683			10	2		
Assistant Professor (incl New)	\$67,201			11	2		
New Assistant Professor	\$65,043			1	1		
Instructor	n/a						

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions					CCSU as % of Comparison Group	
	Median	Average	Std. Dev.	NP	NI	Median	Average

#### 44.07 Social Work

Professor	\$92,715	\$98,206	\$19,044	26	9	n/a	n/a
Associate Professor	\$76,322	\$80,549	\$12,963	35	11	122%	116%
Assistant Professor (excl New)	\$70,230	\$71,675	\$8,215	30	10	108%	105%
Assistant Professor (incl New)	\$70,230	\$71,581	\$8,224	33	10	106%	104%
New Assistant Professor	\$64,020			3	3		
Instructor	n/a						

#### [45.] SOCIAL SCIENCES

##### 45.01 General

Professor	\$85,201						
Associate Professor	\$71,709			4	1		
Assistant Professor (excl New)	\$53,633						
Assistant Professor (incl New)	\$55,019			1	1		
New Assistant Professor	n/a			1	1		
Instructor	n/a			1	1		

##### 45.02 Anthropology

Professor	\$97,413	\$101,951	\$18,074	14	5	110%	107%
Associate Professor	\$73,275	\$74,947	\$10,887	18	8	n/a	n/a
Assistant Professor (excl New)	\$62,999	\$63,445	\$5,277	15	8	103%	102%
Assistant Professor (incl New)	\$62,999	\$63,445	\$5,277	15	8	103%	102%
New Assistant Professor	\$67,664						
Instructor	n/a						

##### 45.04 Criminology

Professor	\$97,804			5	2		
Associate Professor	\$75,183			8	2		
Assistant Professor (excl New)	\$60,194			7	2		
Assistant Professor (incl New)	\$60,472			8	2		
New Assistant Professor	n/a			1	1		
Instructor	n/a						

##### 45.06 Economics

Professor	\$102,995	\$106,623	\$9,502	24	11	92%	89%
Associate Professor	\$88,618	\$94,465	\$16,161	35	12	83%	82%
Assistant Professor (excl New)	\$77,651	\$79,703	\$11,955	29	10	89%	87%
Assistant Professor (incl New)	\$79,301	\$80,185	\$11,500	30	11	87%	86%
New Assistant Professor	\$88,483			1	1		
Instructor	n/a						

##### 45.07 Geography & Cartography

Professor	\$94,574	\$94,371	\$5,577	30	8	112%	110%
Associate Professor	\$73,715	\$72,979	\$5,977	17	8	100%	101%
Assistant Professor (excl New)	\$63,046	\$64,874	\$5,368	13	7	102%	99%
Assistant Professor (incl New)	\$63,046	\$64,935	\$5,327	14	7	102%	99%
New Assistant Professor	\$64,541			1	1		
Instructor	n/a						

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions					CCSU as % of Comparison Group	
	Median	Average	Std. Dev.	NP	NI	Median	Average

#### 45.10 Political Science & Government

Professor	\$102,245	\$103,098	\$13,891	47	16	98%	99%
Associate Professor	\$79,388	\$80,760	\$11,147	45	16	117%	115%
Assistant Professor (excl New)	\$62,000	\$64,072	\$7,092	20	9	n/a	n/a
Assistant Professor (incl New)	\$61,226	\$63,417	\$6,989	24	10	n/a	n/a
New Assistant Professor	\$61,418			4	3		
Instructor	n/a						

#### 45.11 Sociology

Professor	\$92,065	\$95,573	\$13,954	45	15	105%	106%
Associate Professor	\$72,893	\$75,013	\$10,416	33	13	114%	109%
Assistant Professor (excl New)	\$61,643	\$61,832	\$4,645	24	10	105%	106%
Assistant Professor (incl New)	\$62,367	\$61,804	\$4,401	27	11	104%	106%
New Assistant Professor	\$60,117			3	2		
Instructor	n/a						

#### [49.] TRANSPORTATION AND MATERIAL SERVICES

##### 49.01 Air Transportation

Professor	\$112,280						
Associate Professor	n/a						
Assistant Professor (excl New)	\$71,189						
Assistant Professor (incl New)	\$72,814						
New Assistant Professor	n/a						
Instructor	n/a						

#### [50.] VISUAL AND PERFORMING ARTS

##### 50.01 General

Professor	\$103,600	\$108,942	\$15,042	27	7	n/a	n/a
Associate Professor	\$85,374	\$84,915	\$16,121	22	6	n/a	n/a
Assistant Professor (excl New)	\$68,401	\$71,164	\$11,426	15	5	n/a	n/a
Assistant Professor (incl New)	\$68,401	\$70,857	\$11,195	16	5	n/a	n/a
New Assistant Professor	n/a			1	1		
Instructor	n/a						

##### 50.03 Dance

Professor	\$85,247	\$89,223	\$11,687	13	6	n/a	n/a
Associate Professor	\$66,707	\$67,330	\$6,331	5	5	n/a	n/a
Assistant Professor (excl New)	\$56,539			6	3		
Assistant Professor (incl New)	\$56,631			6	3		
New Assistant Professor	n/a						
Instructor	n/a						

##### 50.04 Design & Applied Arts

Professor	\$86,324			21	4		
Associate Professor	\$76,482			13	4		
Assistant Professor (excl New)	\$65,025			7	4		
Assistant Professor (incl New)	\$65,086			7	4		
New Assistant Professor	n/a						
Instructor	n/a						

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions					CCSU as % of Comparison Group	
	Median	Average	Std. Dev.	NP	NI	Median	Average

#### 50.05 Dramatic/Theatre Arts & Stagecraft

Professor	\$90,628	<b>\$94,678</b>	<b>\$16,522</b>	<b>29</b>	<b>10</b>	108%	103%
Associate Professor	\$75,703	<b>\$80,922</b>	<b>\$14,787</b>	<b>26</b>	<b>8</b>	113%	106%
Assistant Professor (excl New)	\$63,303	<b>\$69,273</b>	<b>\$19,012</b>	<b>16</b>	<b>8</b>	n/a	n/a
Assistant Professor (incl New)	\$63,480	<b>\$69,317</b>	<b>\$18,992</b>	<b>17</b>	<b>8</b>	n/a	n/a
New Assistant Professor	\$58,815			1	1		
Instructor	n/a			1	1		

#### 50.06 Film/Video & Photographic Arts

Professor	\$94,218						
Associate Professor	\$78,263						
Assistant Professor (excl New)	\$60,400			1	1		
Assistant Professor (incl New)	\$59,446			1	1		
New Assistant Professor	n/a						
Instructor	n/a						

#### 50.07 Fine & Studio Art

Professor	\$89,530	<b>\$92,329</b>	<b>\$13,315</b>	<b>47</b>	<b>11</b>	125%	121%
Associate Professor	\$74,094	<b>\$74,634</b>	<b>\$10,542</b>	<b>48</b>	<b>12</b>	99%	110%
Assistant Professor (excl New)	\$60,899	<b>\$64,545</b>	<b>\$9,888</b>	<b>19</b>	<b>10</b>	115%	108%
Assistant Professor (incl New)	\$62,000	<b>\$64,314</b>	<b>\$9,456</b>	<b>21</b>	<b>11</b>	112%	108%
New Assistant Professor	\$57,462			2	2		
Instructor	n/a						

#### 50.09 Music

Professor	\$98,915	<b>\$99,574</b>	<b>\$16,316</b>	<b>47</b>	<b>12</b>	107%	107%
Associate Professor	\$73,625	<b>\$77,464</b>	<b>\$15,127</b>	<b>30</b>	<b>11</b>	121%	115%
Assistant Professor (excl New)	\$61,000	<b>\$67,744</b>	<b>\$17,730</b>	<b>27</b>	<b>9</b>	n/a	n/a
Assistant Professor (incl New)	\$60,287	<b>\$67,579</b>	<b>\$17,811</b>	<b>31</b>	<b>9</b>	n/a	n/a
New Assistant Professor	\$57,254			4	3		
Instructor	n/a						

#### 50.10 Arts, Entertainment, and Media Management

Professor	\$89,089			4	2		
Associate Professor	\$87,139			6	2		
Assistant Professor (excl New)	n/a			1	1		
Assistant Professor (incl New)	n/a			1	1		
New Assistant Professor	n/a						
Instructor	n/a						

#### [51.] HEALTH PROFESSIONS AND RELATED PROGRAMS

##### 51.00 General

Professor	\$123,788			15	4		
Associate Professor	\$85,340			12	3		
Assistant Professor (excl New)	\$66,480	<b>\$74,098</b>	<b>\$11,214</b>	<b>20</b>	<b>5</b>	n/a	n/a
Assistant Professor (incl New)	\$66,480	<b>\$73,755</b>	<b>\$10,869</b>	<b>25</b>	<b>5</b>	n/a	n/a
New Assistant Professor	\$70,266			5	3		
Instructor	n/a			1	1		

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions					CCSU as % of Comparison Group	
	Median	Average	Std. Dev.	NP	NI	Median	Average

#### 51.02 Communication Disorders Sci & Svcs

Professor	\$104,339			21	4		
Associate Professor	\$83,739	\$90,160	\$13,372	16	5	n/a	n/a
Assistant Professor (excl New)	\$69,527	\$75,639	\$12,370	14	5	n/a	n/a
Assistant Professor (incl New)	\$69,527	\$75,645	\$12,368	15	5	n/a	n/a
New Assistant Professor	\$66,623			1	1		
Instructor	n/a			1	1		

#### 51.06 Dental Support Svcs & Allied Professions

Professor	\$97,368						
Associate Professor	\$77,941						
Assistant Professor (excl New)	\$81,766						
Assistant Professor (incl New)	\$81,842						
New Assistant Professor	n/a						
Instructor	n/a						

#### 51.07 Health & Med Admin Svcs

Professor	\$116,899						
Associate Professor	\$94,902			1	1		
Assistant Professor (excl New)	\$83,705			4	2		
Assistant Professor (incl New)	\$84,174			4	2		
New Assistant Professor	n/a						
Instructor	n/a						

#### 51.09 Allied Health Diag, Interv & Treat Profs

Professor	\$100,986			4	2		
Associate Professor	\$75,861			2	1		
Assistant Professor (excl New)	\$70,741			5	2		
Assistant Professor (incl New)	\$69,963			5	2		
New Assistant Professor	\$61,938						
Instructor	n/a						

#### 51.10 Clinical/Medical Laboratory Science/Research and Allied Professions

Professor	\$97,590			1	1		
Associate Professor	\$82,838						
Assistant Professor (excl New)	\$77,185			1	1		
Assistant Professor (incl New)	\$76,720			1	1		
New Assistant Professor	n/a						
Instructor	n/a						

#### 51.15 Mental & Social Health Svcs & Allied Profs

Professor	\$95,550			1	1		
Associate Professor	\$75,672						
Assistant Professor (excl New)	\$66,653			1	1		
Assistant Professor (incl New)	\$66,716			1	1		
New Assistant Professor	n/a						
Instructor	n/a						

#### 51.22 Public Health

Professor	\$98,895			8	3		
Associate Professor	\$87,935			6	2		
Assistant Professor (excl New)	\$67,297			7	2		
Assistant Professor (incl New)	\$68,717			7	2		
New Assistant Professor	\$67,664						
Instructor	n/a						

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions					CCSU as % of Comparison Group	
	Median	Average	Std. Dev.	NP	NI	Median	Average

#### 51.23 Rehabilitation & Therapeutic Professions

Professor	\$106,088			6	3		
Associate Professor	\$88,850			3	1		
Assistant Professor (excl New)	\$76,770			7	4		
Assistant Professor (incl New)	\$75,261			8	4		
New Assistant Professor	\$67,664			1	1		
Instructor	n/a			1	1		

#### 51.31 Dietetics & Clinical Nutrition Svcs

Professor	\$90,860						
Associate Professor	\$87,036						
Assistant Professor (excl New)	\$61,035						
Assistant Professor (incl New)	\$61,092						
New Assistant Professor	n/a						
Instructor	n/a						

#### 51.38 Reg Nursing, Nursing Admin, Nursing Rsrch and Clinical Nursing

Professor	\$114,429	\$113,418	\$16,344	16	8	n/a	n/a
Associate Professor	\$89,982	\$92,828	\$11,518	54	13	101%	97%
Assistant Professor (excl New)	\$80,860	\$80,048	\$7,648	60	11	98%	99%
Assistant Professor (incl New)	\$81,065	\$80,138	\$7,679	65	11	98%	99%
New Assistant Professor	\$69,996			5	4		
Instructor	n/a			15	2		

#### 51.99 Other

Professor	n/a			1	1		
Associate Professor	\$87,624			2	1		
Assistant Professor (excl New)	\$64,057			2	1		
Assistant Professor (incl New)	\$64,117			2	1		
New Assistant Professor	n/a						
Instructor	n/a						

### [52.] BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES

#### 52.01 General

Professor	\$114,119			15	3		
Associate Professor	\$98,652			12	3		
Assistant Professor (excl New)	\$81,909			11	3		
Assistant Professor (incl New)	\$81,782			11	3		
New Assistant Professor	n/a						
Instructor	n/a						

#### 52.02 Admin, Mgt & Operations

Professor	\$117,902	\$121,682	\$17,102	56	11	99%	91%
Associate Professor	\$109,759	\$103,618	\$13,331	59	9	78%	84%
Assistant Professor (excl New)	\$95,689	\$96,684	\$12,909	36	10	82%	81%
Assistant Professor (incl New)	\$95,689	\$96,818	\$13,046	38	10	82%	81%
New Assistant Professor	\$109,959			2	1		
Instructor	n/a						

#### 52.03 Accounting & Related Svcs

Professor	\$123,579	\$126,592	\$19,967	35	13	89%	86%
Associate Professor	\$108,112	\$107,782	\$14,586	42	14	88%	89%
Assistant Professor (excl New)	\$103,661	\$105,039	\$20,274	29	12	77%	76%
Assistant Professor (incl New)	\$103,661	\$103,826	\$20,042	35	12	77%	77%
New Assistant Professor	\$132,725			6	2		
Instructor	n/a						



Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions					CCSU as % of Comparison Group	
	Median	Average	Std. Dev.	NP	NI	Median	Average

#### 52.06 Managerial Economics

Professor	\$116,567			5	3		
Associate Professor	\$99,445			16	3		
Assistant Professor (excl New)	\$89,488			5	2		
Assistant Professor (incl New)	\$89,584			8	2		
New Assistant Professor	\$91,608			3	2		
Instructor	n/a			1	1		

#### 52.07 Entrepreneurial & Small Operations

Professor	n/a						
Associate Professor	\$119,859			1	1		
Assistant Professor (excl New)	n/a			1	1		
Assistant Professor (incl New)	\$105,373			1	1		
New Assistant Professor	n/a						
Instructor	n/a						

#### 52.08 Finance & Financial Mgt Svcs

Professor	\$110,048	\$107,961	\$27,795	11	5	101%	102%
Associate Professor	\$115,098	\$108,807	\$14,533	12	5	84%	89%
Assistant Professor (excl New)	\$115,898			5	3		
Assistant Professor (incl New)	\$116,007			6	3		
New Assistant Professor	\$111,546			1	1		
Instructor	n/a						

#### 52.09 Hospitality Administration/Mgt

Professor	\$130,994						
Associate Professor	\$85,820						
Assistant Professor (excl New)	\$74,572						
Assistant Professor (incl New)	\$74,642						
New Assistant Professor	n/a						
Instructor	n/a						

#### 52.10 Human Resources Mgt & Svcs

Professor	\$126,623			1	1		
Associate Professor	\$119,799			1	1		
Assistant Professor (excl New)	\$94,896						
Assistant Professor (incl New)	\$94,360						
New Assistant Professor	n/a						
Instructor	n/a						

#### 52.12 Mgt Information Sys & Svcs

Professor	\$134,458			8	3		
Associate Professor	\$119,290			6	3		
Assistant Professor (excl New)	\$111,172						
Assistant Professor (incl New)	\$114,932						
New Assistant Professor	\$123,877						
Instructor	n/a						

#### 52.13 Mgt Sciences & Quantitative Methods

Professor	\$132,704			3	1		
Associate Professor	\$113,632			4	2		
Assistant Professor (excl New)	\$108,333			3	1		
Assistant Professor (incl New)	\$106,141			5	2		
New Assistant Professor	\$103,281			2	2		
Instructor	n/a						

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions					CCSU as % of Comparison Group	
	Median	Average	Std. Dev.	NP	NI	Median	Average

#### 52.14 Marketing

Professor	\$114,246	\$118,525	\$16,197	32	10	97%	93%
Associate Professor	\$108,255	\$106,543	\$14,329	23	9	91%	91%
Assistant Professor (excl New)	\$98,244	\$96,714	\$12,900	24	6	n/a	n/a
Assistant Professor (incl New)	\$98,916	\$98,596	\$12,782	27	7	n/a	n/a
New Assistant Professor	\$118,154			3	2		
Instructor	n/a						

#### 52.20 Construction Mgt

Professor	\$117,409			3	1		
Associate Professor	\$86,710			1	1		
Assistant Professor (excl New)	\$74,921			1	1		
Assistant Professor (incl New)	\$77,868			2	1		
New Assistant Professor	\$78,074			1	1		
Instructor	n/a						

#### [54.] HISTORY GENERAL

##### 54.01 History

Professor	\$95,567	\$96,087	\$14,150	96	19	109%	107%
Associate Professor	\$71,822	\$73,535	\$10,194	69	18	112%	109%
Assistant Professor (excl New)	\$61,316	\$64,185	\$8,036	28	13	101%	97%
Assistant Professor (incl New)	\$61,316	\$64,161	\$8,054	29	13	101%	97%
New Assistant Professor	\$57,254			1	1		
Instructor	n/a						