## Survey of Starting Salaries for New Social Work **Assistant Professor Hires** Terry L. Singer

## Method:

- I surveyed social work programs listed on the NADD distribution list to ask about starting salaries of new Assistant Professor hires
- Once I received the information requested, I added the following information:
  - From the school's website city or town, state, auspices (public/private), total enrollment of the university, Carnegie Classification, and the Regional accrediting body
  - o From http://www.infoplease.com/business/economy/cost-living-index-uscities.html I identified a Cost of Living Index for about 2/3 of the programs who submitted information.
  - From http://www.bestplaces.net/col/ I calculated the remaining Cost of Living markers for locations not included in the first list, using one site as the standard for comparison purposes. I tested this second site out with some comparisons between locations of the data from the first site and found it to be fairly accurate in using the second comparison index.
  - If someone listed a range of starting salaries such as \$68,000 to \$70,000, I used the higher number, assuming that such an offer was likely made. I also assumed that salaries listed were for an academic year (could be 9 or 10 month).
  - The Regional Accrediting Body was used as a proxy for geographic location, although clearly there are disparities among some states listed in the same geographic region.

Note: cost of living ranged

mean of 113.59 (SD=28.02)

Between 86.7 and 216.7 with a

## Findings:

## Sample Demographics (N=97)

7 – Doctoral Research

30- Master (Low or Medium) 4 - Balanced arts and sciences

University

Sample Demographics (N=97)	
Auspices	Accrediting Body
23 - Private	13 – Middle States
74 - Public	31 – North central
	9 – New England
Institutional Enrollment	4 – North West
20 - <10,000	26 – Southern
26 – 10,000 – 19,999	13 – Western
20 – 20,000 – 29,999	1 – Non-US
31 – 30,000+	
Note: Institutional enrollments	Cost of Living Index
range between	8 – 86.7 – 89.9
1,162 and 80,899 with a	34 – 90 – 99.9
mean of 23,417 (SD=15.432)	15 – 100 – 109.9
0	14 - 110 - 119.9
Carnegie Classification	7 – 120 – 129.9
35 – Research University/Very	8 – 130 – 139.9
High	11 – 140+
21 – Research University/High	Note: cost of living ranged

Salaries 23 - \$50,000 - \$59,999 45 - \$60,000 - \$69,999 24 - \$70,000 - \$79,999 5 - \$80,000+ Note: Salaries range between \$50,000 and \$95,000 with a mean of \$65,249 (SD=\$8,969)

Looking at the relationships among these variables, there were some interesting effects to consider:

- Private schools are paying significantly higher salaries than Public Schools (\$69,431 (SD=11,597) vs \$64,006 (SD=\$7,691) showing a medium effect size (F1,94)=6.569, p=0.012, partial eta square=0.065).
- Schools that form part of the Middle States Association of Colleges and Schools are showing a trend toward paying higher salaries as compared to all other regions (\$70,916 (SD=9,226) showing a medium effect size (F(5,89)=2.141 p=0.068; partial eta square=0.107). The lowest paying salaries are from schools in the North Central Association of Colleges and Schools (\$63,242 (SD=9,383) as well as the Southern Association of Colleges and Schools (\$63,228 (SD=6,421).
- Research Universities (very high research activity) are paying the most (\$71,500 (SD=\$8,265) and are significantly different from all other school categories based on the Carnegie Classification (Balanced arts and sciences, Master's Colleges and Universities, Doctoral research universities and research universities with high research activity (ranging between \$59,200 (SD-5,630) and \$62,540 (SD=7,874), showing a large effect size (F(5,90)=7.706, p=0.001, partial eta square=0.30).
- Beginning salaries show a strong correlation with University size (r=0.494, p=0.001).
- Beginning salaries show a strong correlation with cost of living (r=0.443, p=0.001).
- A multiple regression analysis shows that 60% of the variance in salaries ( $R^2$ =0.60) can be explained by being a private school ( $\beta$ =0.31, p=0.001), having a higher cost of living ( $\beta$ =0.345, p=0.001), being a larger university ( $\beta$ =0.412, p=0.001) and being a research university (very high research activity) ( $\beta$ =0.30, p=0.001).