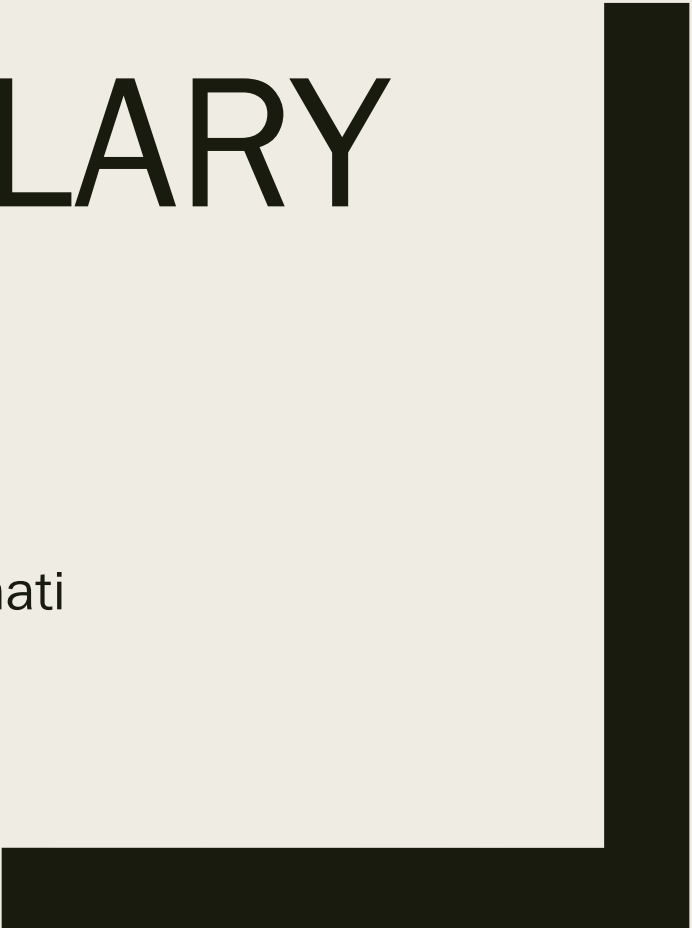




# 2024 NADD SALARY SURVEY

Philip Osteen, University of Utah  
Shauna Acquavita, University of Cincinnati  
James Petrovich, Carroll College



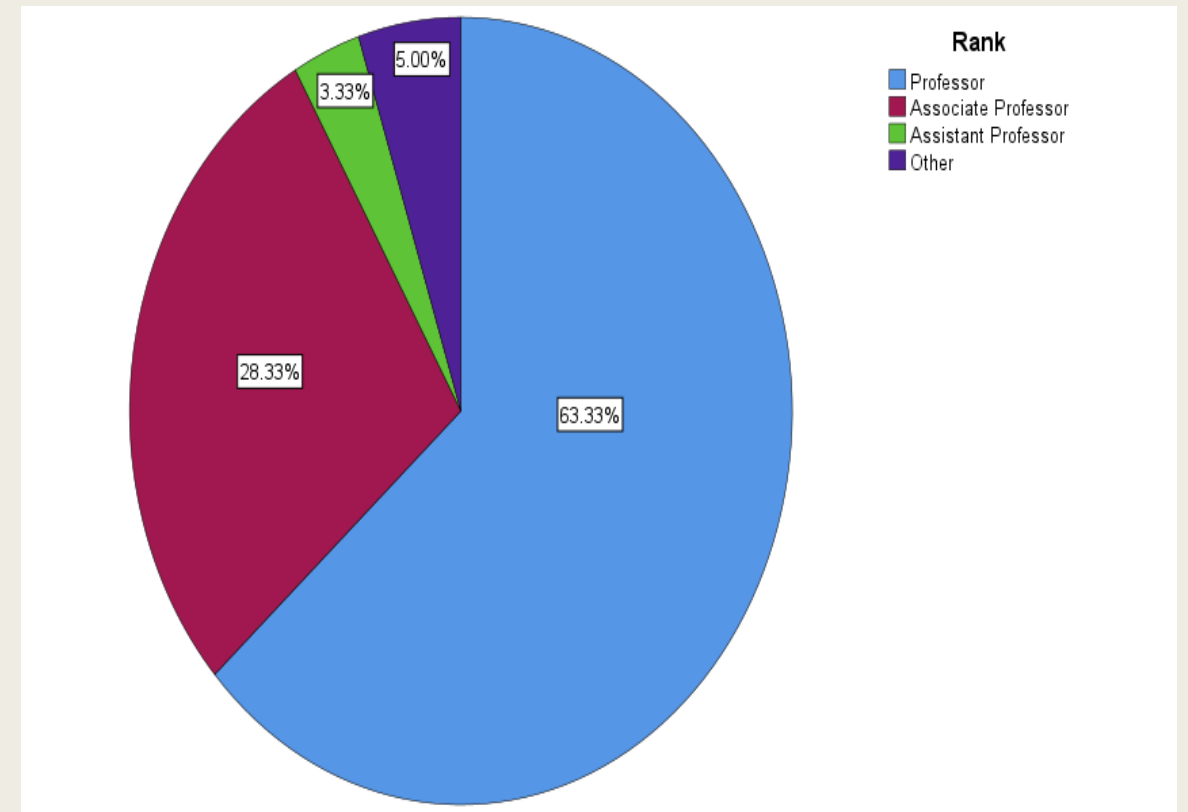
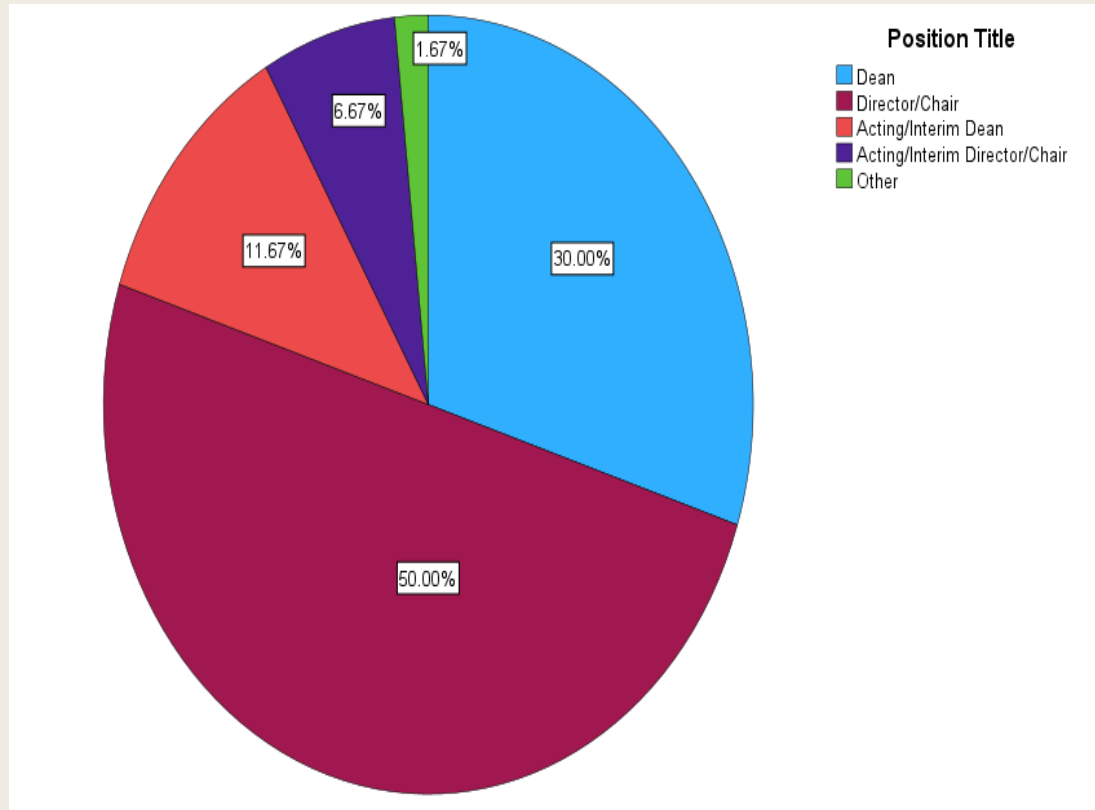
# Respondents by Position Title

Position Title	% of Responses
Dean	30.0%
Director/Chair	50.0%
Acting/Interim Dean	11.7%
Acting/Interim Director	6.7 %
Other	1.7 %

N=60



# Participant Professional Demographics



# Years in Administration

	Current Position	Total Years Academic Administration
All ( $n=55$ )	3.80 (SD=4.19)	9.75 (SD=7.54)
Dean	3.47 (SD=0.69)	10.71 (SD=1.377)
Director/Chair	5.19 (SD=1.03)	9.91 (SD=1.48)
Acting/Interim Dean	1.21 (SD=0.21)	13.71 SD=(4.13)
Acting/Interim Director/Chair	1.25 (SD=0.25)	4.00 (SD=1.58)

# Current (ABA) Salary

	N	Average	SD	Range
Dean	15	\$255,745	\$21,963	\$158k-\$415k
Director/Chair	27	\$155,815	\$11,666	\$78k-\$333k
Interim Dean	5	\$223,933	\$55,602	\$136k-\$440k
Interim Dir/Chair	4	\$116,250	\$9,698	\$89k-\$132K
Total	52	\$188,781	\$87,594	\$78k-\$440k

# Administrative Increment

	N	Average	SD	Range
Dean	6	\$63,521	\$9,736	\$25k-\$90k
Director/Chair	23	\$22,552	\$4,476	\$3.6k-\$105k
Interim Dean	3	\$68,667	\$21,797	\$36k-\$110k
Interim Dir/Chair	3	\$20,000	\$5,773	\$10k-\$30k
Total	35	\$33,309	\$28,930	\$3.6k-\$110k

# Social Work Program & Host Institution

Host Institution's Structure (n=70)	%
Private For Profit	2.9%
Private Not for Profit-Non-Denominational	10.0%
Private Not for Profit-Denominational	20.0%
Public	67.1%

Social Work Program Autonomy Status (n=80)	%
Freestanding	55.1%
Non-Freestanding	44.9%



# Academic Programs & Students

Academic Programs Offered (n=70)	% F2F	% Online	% Hybrid
BSW	74.3%	21.4%	18.6%
MSW	82.9%	38.6%	48.6%
PhD	42.9%	1.4%	4.3%
DSW	7.1%	1.4%	8.6%



# Academic Programs & Students

Program	Average Total Students	Range
BSW (n=48)	196.73	30-706
MSW (n=57)	344.67	22-1700
PhD/DSW (n=26)	30.92	3-115
DSW (n=7)	58.29	23-170

# Faculty ( $n=58$ )

Type	Average	Range
TT/Tenured Faculty	15	3-42
Non-TT Faculty	13	1-70
Adjunct Faculty	38	1-205

# Faculty/Student Ratios

Type	Average	Range
TT/Tenured Faculty	1:36	10-94
Non-TT Faculty	1:78	7-560
Adjunct Faculty	1:30	1-215
All Faculty	1:9	3-22

# 2024 Faculty Hires

Type	Average	Range
Tenure Track Faculty	1.27	0-5
Tenured Faculty	0.20	0-2
Teaching Faculty	1.53	1-11
Field Faculty	0,71	0-4
Research Faculty	0.22	0-3
All Faculty	3.71	0-15

# Base Salary Offered, 2024 Positions

	N	Average	S.D	Range
Assistant Professor	47	\$80,912	\$15,427	\$50k-\$129k
Associate Professor	27	\$94,151	\$24,920	\$64.5k-\$166k
Professor	21	\$106,953	\$28,158	\$68k-\$189k
Non-Tenure Assistant Professor	34	\$68,774	\$12,879	\$50k-\$100k
Non-Tenure Associate Professor	12	\$82,226	\$16,904	\$55k-\$120k
Non-Tenure Professor	10	\$86,188	\$25,071	\$55k-\$145k

# Base Salary Offered 2024, Type of Institution & Autonomy Status

	Assistant Professor Mean (SD)	Associate Professor	Professor	Non-Tenure Assistant Professor	Non-Tenure Associate Professor	Non-Tenure Professor
Public	\$81,166 (\$3,320)	\$91,667 (\$3,904)	\$111,667 (\$8,167)	\$64,667 (\$3,341)	\$73,416 (\$4,550)	\$81,833 (\$5,455)
Private	\$106,745 (\$22,254)	\$126,300 (\$39,700)	\$147,508 (\$41,491)	\$90,875 (\$3,431)	\$104,111 (\$15,888)	\$120,440 (24,560)

	Assistant Professor Mean (SD)	Associate Professor	Professor	Non-Tenure Assistant Professor	Non-Tenure Associate Professor	Non-Tenure Professor
Freestanding	\$92,698 (\$9,394)	\$107,120 (\$15,045)	\$128,603 (\$16,912)	\$76,550 (\$6,51)	\$87,744 (\$8,657)	\$98,376 (\$12,045)
Non-Freestanding	\$79,000 (\$5,567)	\$89,000 (\$6,658)	\$107,333 (\$11,566)	\$62,333 (\$7,218)	\$70,000 (\$8,660)	\$80,000 (11,547)

# Recruitment Package Components Offered to Tenure Track/Tenured Applicants

Component	%
Start-up Funds (n=51)	84%
Graduate Research Assistant (n=51)	65%
Travel Support (n=52)	100%
Reduced Teaching Load first 1-2 years (n=52)	87%
Moving Expenses Provided (n=52)	87%
Contacts to Local Realtor/Real Estate Information (n=50)	66%
Institution has Spousal/Partner Hire Policies (n=48)	48%
Summer Support (n=51)	55%



# Recruitment Package Components Offered to Career Line Applicants

Component	%
Start-up Funds (n=51)	12%
Graduate Research Assistant (n=51)	18%
Travel Support (n=52)	75%
Reduced Teaching Load first 1-2 years (n=52)	26%
Moving Expenses Provided (n=51)	45%
Contacts to Local Realtor/Real Estate Information (n=50)	40%
Institution has Spousal/Partner Hire Policies (n=48)	18%
Summer Support (n=51)	10%

