



Regionalized Comparative Faculty Salary Data from the CUPA-HR National Faculty Salary Survey, 2023-24

April 19, 2024

This report provides comparative data about full-time faculty salaries at Central Connecticut State University (CCSU) for the 2023-24 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 2023, 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 2024, CUPA-HR released the results of the National Faculty Salary Survey at the 4-digit CIP code level for the 2023-24 Academic Year. This data provide 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 regional peer group (Table 1) 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 53 institutions in nine states, of which 22 participated in the survey by providing faculty salary data for 2023-24.

Table 1 Institutions Included in the Regional Peer Group

Institution	State	Institution	State
Central Connecticut State University	CT	CUNY John Jay College of Criminal Justice	NY
Western Connecticut State University	CT	CUNY Queens College	NY
Southern Connecticut State University	CT	CUNY Staten Island	NY
Delaware State University	DE	SUNY College at Brockport	NY
Bridgewater State University	MA	SUNY College at Buffalo State College	NY
Fitchburg State University	MA	SUNY College at Cortland	NY
Framingham State University	MA	SUNY at New Paltz	NY
Salem State University	MA	SUNY College at Oneonta	NY
Westfield State University	MA	SUNY College at Oswego	NY
Worcester State University	MA	SUNY College at Plattsburgh	NY
Bowie State University	MD	SUNY College at Potsdam	NY
Frostburg State University	MD	SUNY at Old Westbury	NY
Salisbury University	MD	SUNY Empire State University	NY
Towson University	MD	SUNY Polytechnic Institute	NY
University of Baltimore	MD	Union Graduate College	NY
Univ. of Maryland University College	MD	Lincoln University	PA
University of Southern Maine	ME	Commonwealth University	PA
Plymouth State University	NH	Pennsylvania Western University	PA
New Jersey City University	NJ	East Stroudsburg University of Pennsylvania	PA
William Paterson Univ. of New Jersey	NJ	Kutztown University of Pennsylvania	PA
The College of New Jersey	NJ	Millersville University of Pennsylvania	PA
Ramapo College of New Jersey	NJ	Shippensburg University of Pennsylvania	PA
Thomas Edison State University	NJ	Slippery Rock University of Pennsylvania	PA
		Penn State Great Valley of Graduate	
CUNY Baruch College	NY	Professional Studies	PA
CUNY Brooklyn College	NY	Penn State of Harrisburg	PA
CUNY Hunter College	NY	Rhode Island College	RI
CUNY Herbert H. Lehman College	NY		

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 200 participating institutions from across the country in 2023-24.

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 (Table 2) 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, therefore 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.

Table 2 Estimated Regional Adjustments by Rank

Rank	Estimated Regional Adjustment
<i>Professor</i>	<i>National median x 1.117</i>
<i>Associate Professor</i>	<i>National median x 1.091</i>
<i>Assistant Professor, including new</i>	<i>National median x 1.093</i>
<i>Assistant Professor, excluding new</i>	<i>National median x 1.085</i>
<i>New Assistant Professor</i>	<i>National median x 1.016</i>
<i>Instructor</i>	<i>National median x 1.051</i>

Table 3 presents data on how CCSU compares to the Regional comparison group, across all disciplines, by rank.

Table 3 CCSU Faculty Salaries Compared to Regional Master's Institutions, Across All Disciplines

Discipline & Rank	CCSU			Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions						CCSU as % of Comparison Group: Median
	NP	Median	Average	Median	Average	Std. Dev.	Median NP	NP	NI	
Professor	170	126,650	126,527	111,119	115,822	17,501	74	1,947	22	114%
Associate Professor	129	97,590	101,403	90,502	93,863	12,771	80	1,948	22	108%
Asst. Professor (excl New)	64	79,990	82,076	81,225	82,585	13,078	45	1,094	22	98%
Asst. Professor (incl New)	82	79,485	80,682	80,676	82,241	13,149	46	1,240	22	99%
New Assistant Professor	18	72,000	75,725	75,725	78,679	16,735	10	146	13	95%
Instructor				68,621	71,767	7,758	4	76	11	
Across All Ranks	381	109,663	108,154	97,231	98,959	15,082	233	5,211	22	113%

NP = Faculty count; NI = Count of participating institutions

Notes regarding these data:

- 1) 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). Statistics will also not be displayed when one institution's data comprise more than 25% of the total (unbalanced data; only applicable if incumbent—rather than institutional average—salaries are selected). If fewer than 10 institutions have provided data for a position, any percentiles provided are poor estimates at best, and extreme caution should be taken in their interpretation and use.

2) CUPA/DOD Data Use Agreement:
<https://www.cupahr.org/surveys/data-use-agreement/>

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
[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	<i>\$91,357</i>			1	1		
Associate Professor	<i>\$71,909</i>			4	2		
Assistant Professor (excl New)	<i>\$61,181</i>			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

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.

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.

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions						CCSU as % of Comparison Group: Median
	Median	Average	Std. Dev.	Median NP	NP	NI	
[09.] COMMUNICATION, JOURNALISM AND RELATED PROGRAMS							
09.01 Communication And Media Studies.							
Professor	\$102,562	\$106,571	\$20,899	3	47	15	
Associate Professor	\$83,035	\$83,900	\$10,955	3	56	16	
Assistant Professor (excl New)	\$68,373	\$68,434	\$6,965	2	26	10	
Assistant Professor (incl New)	\$68,373	\$68,324	\$7,087	2	29	10	
New Assistant Professor	\$63,006			2	3	2	
Instructor	n/a					0	
09.04 Journalism.							
Professor	\$105,523			1	2	2	116%
Associate Professor	\$83,854			1	5	3	115%
Assistant Professor (excl New)	\$74,260			1	4	3	108%
Assistant Professor (incl New)	\$73,093			1	4	3	110%
New Assistant Professor	n/a					0	
Instructor	n/a					0	
09.09 Public Relations, Advertising, And Applied Communication.							
Professor	\$106,144			5	11	3	122%
Associate Professor	\$81,531			1	5	3	113%
Assistant Professor (excl New)	\$66,003			4	8	2	111%
Assistant Professor (incl New)	\$67,149			5	10	2	107%
New Assistant Professor	n/a			2	2	1	
Instructor	n/a					0	
[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES							
11.01 Computer And Information Sciences, General.							
Professor	\$140,974	\$133,709	\$17,483	3	37	11	98%
Associate Professor	\$100,851	\$104,903	\$19,603	2	29	11	98%
Assistant Professor (excl New)	\$88,034	\$90,095	\$16,060	3	38	13	101%
Assistant Professor (incl New)	\$85,316	\$90,405	\$15,247	3	45	13	98%
New Assistant Professor	\$85,000	\$84,147	\$8,437	1	7	6	96%
Instructor	\$94,622			2	3	2	
11.04 Information Science/Studies.							
Professor	\$153,099			2	7	3	90%
Associate Professor	\$116,302			2	6	3	92%
Assistant Professor (excl New)	\$112,063			2	3	2	83%
Assistant Professor (incl New)	\$109,281			2	6	3	85%
New Assistant Professor	n/a			3	3	1	
Instructor	n/a					0	
11.07 Computer Science.							
Professor	\$138,577			2	13	4	
Associate Professor	\$105,143	\$109,752	\$11,955	3	13	5	
Assistant Professor (excl New)	\$100,214			3	10	4	
Assistant Professor (incl New)	\$100,500			3	13	4	
New Assistant Professor	\$88,615			3	3	1	
Instructor	n/a					0	

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions						CCSU as % of Comparison Group: Median
	Median	Average	Std. Dev.	Median NP	NP	NI	
11.10 Computer/Information Technology Administration And Management.							
Professor	\$132,428			2	2	1	
Associate Professor	n/a			1	1	1	
Assistant Professor (excl New)	n/a			1	1	1	
Assistant Professor (incl New)	\$102,046			1	1	1	
New Assistant Professor	n/a					0	
Instructor	n/a					0	
[13.] EDUCATION							
13.01 Education, General.							
Professor	\$100,783	\$103,129	\$12,309	3	33	9	
Associate Professor	\$87,774	\$90,850	\$9,747	4	42	9	
Assistant Professor (excl New)	\$76,504	\$77,476	\$6,525	3	28	8	
Assistant Professor (incl New)	\$76,504	\$77,476	\$6,525	3	28	8	
New Assistant Professor	\$64,700					0	
Instructor	n/a					0	
13.04 Educational Administration And Supervision.							
Professor	\$110,850	\$116,436	\$12,260	1	8	5	124%
Associate Professor	\$95,504	\$94,343	\$10,257	3	25	8	104%
Assistant Professor (excl New)	\$80,523	\$80,960	\$6,566	2	10	6	107%
Assistant Professor (incl New)	\$78,132	\$79,389	\$5,501	2	12	6	100%
New Assistant Professor	\$73,676			1	2	2	98%
Instructor	n/a					0	
13.05 Educational/Instructional Media Design.							
Professor	\$98,976			6	6	1	
Associate Professor	\$79,014			3	3	1	
Assistant Professor (excl New)	n/a			2	3	2	
Assistant Professor (incl New)	\$74,624			2	3	2	
New Assistant Professor	n/a					0	
Instructor	n/a					0	
13.10 Special Education And Teaching.							
Professor	\$107,024	\$106,945	\$18,787	2	13	8	118%
Associate Professor	\$99,555	\$90,589	\$12,660	5	25	7	100%
Assistant Professor (excl New)	\$74,139	\$74,868	\$9,402	3	18	6	116%
Assistant Professor (incl New)	\$68,250	\$72,555	\$9,127	2	22	8	126%
New Assistant Professor	\$69,103			1	4	3	
Instructor	n/a					0	
13.11 Student Counseling And Personnel Services.							
Professor	\$112,273	\$107,796	\$13,263	2	11	5	100%
Associate Professor	\$83,541	\$86,829	\$11,578	3	13	5	115%
Assistant Professor (excl New)	\$76,323	\$73,390	\$7,343	1	9	5	105%
Assistant Professor (incl New)	\$76,323	\$73,390	\$7,343	1	9	5	105%
New Assistant Professor	\$66,339					0	
Instructor	n/a					0	

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions						CCSU as % of Comparison Group: Median
	Median	Average	Std. Dev.	Median NP	NP	NI	
13.12 Teacher Education And Professional Development, Specific Levels And Methods.							
Professor	\$107,406	\$104,936	\$12,601	3	55	11	110%
Associate Professor	\$87,915	\$85,780	\$9,646	6	68	12	110%
Assistant Professor (excl New)	\$77,515	\$75,726	\$8,179	4	45	10	107%
Assistant Professor (incl New)	\$77,515	\$74,977	\$9,139	4	52	10	107%
New Assistant Professor	\$66,563			2	7	3	
Instructor	n/a			1	1	1	
13.13 Teacher Education And Professional Development, Specific Subject Areas.							
Professor	\$103,566	\$106,966	\$14,951	3	36	8	127%
Associate Professor	\$90,682	\$86,975	\$10,268	4	36	8	
Assistant Professor (excl New)	\$68,346	\$72,285	\$11,315	4	23	6	
Assistant Professor (incl New)	\$68,250	\$71,860	\$11,710	5	31	6	
New Assistant Professor	\$66,768			2	8	3	
Instructor	n/a			2	2	1	
13.14 Teaching English Or French As Second Or Foreign Language.							
Professor	n/a					0	
Associate Professor	n/a					0	
Assistant Professor (excl New)	n/a					0	
Assistant Professor (incl New)	n/a					0	
New Assistant Professor	n/a					0	
Instructor	n/a			1	1	1	
[14.] ENGINEERING							
14.01 Engineering, General.							
Professor	\$131,531			10	10	1	101%
Associate Professor	\$111,189			6	6	1	95%
Assistant Professor (excl New)	\$92,678					0	
Assistant Professor (incl New)	\$93,356			2	2	1	92%
New Assistant Professor	n/a			2	2	1	
Instructor	n/a					0	
14.08 Civil Engineering.							
Professor	\$144,429					0	
Associate Professor	\$104,006					0	
Assistant Professor (excl New)	\$99,564					0	
Assistant Professor (incl New)	\$100,292					0	
New Assistant Professor	n/a					0	
Instructor	n/a					0	
14.09 Computer Engineering, General.							
Professor	n/a			1	1	1	
Associate Professor	n/a			1	1	1	
Assistant Professor (excl New)	n/a					0	
Assistant Professor (incl New)	n/a					0	
New Assistant Professor	n/a					0	
Instructor	n/a					0	

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions						CCSU as % of Comparison Group: Median
	Median	Average	Std. Dev.	Median NP	NP	NI	
14.10 Electrical, Electronics And Communications Engineering.							
Professor	\$139,337			1	1	1	
Associate Professor	\$114,901			4	4	1	
Assistant Professor (excl New)	\$89,978			1	1	1	
Assistant Professor (incl New)	\$90,077			1	1	1	
New Assistant Professor	\$82,924					0	
Instructor	n/a					0	
14.19 Mechanical Engineering.							
Professor	\$140,685					0	
Associate Professor	\$106,292					0	
Assistant Professor (excl New)	\$94,599					0	
Assistant Professor (incl New)	\$94,999					0	
New Assistant Professor	n/a					0	
Instructor	n/a					0	
[15.] ENGINEERING TECHNOLOGIES AND ENGINEERING RELATED FIELDS							
15.00 Engineering Technologies/Technicians, General.							
Professor	\$118,648			2	2	1	
Associate Professor	\$99,321			3	3	1	
Assistant Professor (excl New)	\$85,007			4	4	1	
Assistant Professor (incl New)	\$86,286			4	4	1	
New Assistant Professor	n/a					0	
Instructor	n/a					0	
15.03 Electrical/Electronic Engineering Technologies/Technicians.							
Professor	n/a					0	
Associate Professor	n/a					0	
Assistant Professor (excl New)	n/a					0	
Assistant Professor (incl New)	n/a					0	
New Assistant Professor	n/a					0	
Instructor	n/a					0	
15.04 Electromechanical Technologies/Technicians.							
Professor	n/a					0	
Associate Professor	n/a					0	
Assistant Professor (excl New)	n/a					0	
Assistant Professor (incl New)	n/a					0	
New Assistant Professor	n/a					0	
Instructor	n/a					0	
15.06 Industrial Production Technologies/Technicians.							
Professor	\$117,534					0	
Associate Professor	\$93,473					0	
Assistant Professor (excl New)	\$82,198					0	
Assistant Professor (incl New)	\$84,682					0	
New Assistant Professor	n/a					0	
Instructor	n/a					0	

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions						CCSU as % of Comparison Group: Median
	Median	Average	Std. Dev.	Median NP	NP	NI	
15.07 Quality Control And Safety Technologies/Technicians.							
Professor	\$109,603					0	
Associate Professor	n/a					0	
Assistant Professor (excl New)	n/a					0	
Assistant Professor (incl New)	n/a					0	
New Assistant Professor	n/a					0	
Instructor	n/a					0	
15.08 Mechanical Engineering Related Technologies/Technician.							
Professor	n/a					0	
Associate Professor	n/a					0	
Assistant Professor (excl New)	n/a					0	
Assistant Professor (incl New)	n/a					0	
New Assistant Professor	n/a					0	
Instructor	n/a					0	
15.12 Computer Engineering Technologies/Technicians.							
Professor	n/a			3	3	1	
Associate Professor	n/a			3	3	1	
Assistant Professor (excl New)	n/a			1	1	1	
Assistant Professor (incl New)	n/a			1	1	1	
New Assistant Professor	n/a					0	
Instructor	n/a					0	
15.15 Engineering-Related Fields.							
Professor	n/a					0	
Associate Professor	n/a					0	
Assistant Professor (excl New)	n/a					0	
Assistant Professor (incl New)	n/a					0	
New Assistant Professor	n/a					0	
Instructor	n/a					0	
[16.] FOREIGN LANGUAGES, LITERATURES, AND LINGUISTICS							
16.01 Linguistic, Comparative, And Related Language Studies And Services.							
Professor	\$106,922	\$107,947	\$15,027	1	26	12	110%
Associate Professor	\$84,381	\$83,101	\$7,024	2	25	10	111%
Assistant Professor (excl New)	\$76,404	\$74,147	\$6,505	1	9	6	106%
Assistant Professor (incl New)	\$74,974	\$73,675	\$5,508	2	11	6	102%
New Assistant Professor	\$69,103			1	2	2	104%
Instructor	n/a					0	
16.05 Germanic Languages, Literatures, And Linguistics.							
Professor	\$98,043					0	
Associate Professor	\$87,596					0	
Assistant Professor (excl New)	n/a					0	
Assistant Professor (incl New)	n/a					0	
New Assistant Professor	n/a					0	
Instructor	n/a					0	

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions						CCSU as % of Comparison Group: Median
	Median	Average	Std. Dev.	Median NP	NP	NI	
16.09 Romance Languages, Literatures, And Linguistics.							
Professor	\$99,720			1	5	4	
Associate Professor	\$85,436	\$90,754	\$16,322	2	16	7	
Assistant Professor (excl New)	\$76,521	\$75,918	\$10,756	1	7	5	
Assistant Professor (incl New)	\$76,521	\$75,894	\$10,791	2	8	5	
New Assistant Professor	n/a			1	1	1	
Instructor	n/a					0	
[19.] FAMILY AND CONSUMER SCIENCES/HUMAN SCIENCES							
19.07 Human Development, Family Studies, And Related Studies.							
Professor	\$98,873			3	5	2	
Associate Professor	\$85,255			4	8	2	
Assistant Professor (excl New)	\$72,046			2	3	2	
Assistant Professor (incl New)	\$73,218			1	5	3	
New Assistant Professor	n/a			1	2	2	
Instructor	n/a					0	
[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS							
23.01 English Language And Literature, General.							
Professor	\$106,572	\$104,798	\$14,312	7	129	20	118%
Associate Professor	\$85,871	\$85,651	\$10,288	5	99	19	122%
Assistant Professor (excl New)	\$72,576	\$71,558	\$7,772	3	38	13	107%
Assistant Professor (incl New)	\$71,788	\$71,380	\$7,448	3	41	14	102%
New Assistant Professor	\$65,801			1	3	3	109%
Instructor	n/a			5	5	1	
[24.] LIBERAL ARTS AND SCIENCES, GENERAL STUDIES AND HUMANITIES							
24.01 Liberal Arts And Sciences, General Studies And Humanities.							
Professor	\$109,962			3	6	2	
Associate Professor	\$85,387			1	4	3	
Assistant Professor (excl New)	\$76,498			1	2	2	
Assistant Professor (incl New)	\$77,401			1	2	2	
New Assistant Professor	n/a					0	
Instructor	n/a			3	3	1	
[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES							
26.01 Biology, General.							
Professor	\$108,450	\$110,765	\$13,192	5	99	21	102%
Associate Professor	\$83,845	\$87,142	\$12,105	5	89	19	133%
Assistant Professor (excl New)	\$74,162	\$75,424	\$8,930	3	53	19	103%
Assistant Professor (incl New)	\$74,162	\$75,514	\$8,929	3	55	19	103%
New Assistant Professor	\$68,087			1	2	2	
Instructor	\$63,508			2	3	2	

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions						CCSU as % of Comparison Group: Median
	Median	Average	Std. Dev.	Median NP	NP	NI	
26.02 Biochemistry, Biophysics, And Molecular Biology.							
Professor	\$106,138			3	10	4	127%
Associate Professor	\$81,798			3	12	4	124%
Assistant Professor (excl New)	\$73,385			2	4	2	
Assistant Professor (incl New)	\$73,922			2	4	2	
New Assistant Professor	n/a					0	
Instructor	n/a					0	
[27.] MATHEMATICS AND STATISTICS							
27.01 Mathematics.							
Professor	\$107,094	\$112,589	\$13,824	5	102	20	118%
Associate Professor	\$87,541	\$90,954	\$11,211	4	80	19	116%
Assistant Professor (excl New)	\$75,194	\$80,574	\$15,895	2	35	15	108%
Assistant Professor (incl New)	\$75,194	\$78,663	\$12,676	3	41	15	108%
New Assistant Professor	\$69,895	\$68,679	\$5,129	1	6	5	
Instructor	\$65,994			1	2	2	
[30.] MULTI/INTERDISCIPLINARY STUDIES							
30.20 International/Globalization Studies.							
Professor	n/a					0	
Associate Professor	n/a					0	
Assistant Professor (excl New)	n/a					0	
Assistant Professor (incl New)	n/a					0	
New Assistant Professor	n/a					0	
Instructor	n/a					0	
30.30 Computational Science .							
Professor	n/a					0	
Associate Professor	n/a					0	
Assistant Professor (excl New)	n/a					0	
Assistant Professor (incl New)	n/a					0	
New Assistant Professor	n/a					0	
Instructor	n/a					0	
30.71 Data Analytics.							
Professor	n/a					0	
Associate Professor	n/a					0	
Assistant Professor (excl New)	n/a					0	
Assistant Professor (incl New)	n/a					0	
New Assistant Professor	n/a					0	
Instructor	n/a					0	
30.99 Multi/Interdisciplinary Studies, Other.							
Professor	\$116,244			1	1	1	
Associate Professor	\$78,078			1	2	2	
Assistant Professor (excl New)	n/a			1	1	1	
Assistant Professor (incl New)	n/a			1	1	1	
New Assistant Professor	n/a					0	
Instructor	n/a					0	

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions						CCSU as % of Comparison Group: Median
	Median	Average	Std. Dev.	Median NP	NP	NI	
[31.] PARKS, RECREATION, LEISURE AND FITNESS STUDIES							
31.05 Sports, Kinesiology, and Physical Education/Fitness.							
Professor	\$111,486	\$109,391	\$12,122	3	44	9	105%
Associate Professor	\$83,660	\$87,487	\$8,518	7	55	9	116%
Assistant Professor (excl New)	\$72,213	\$74,546	\$11,495	2	31	11	111%
Assistant Professor (incl New)	\$74,050	\$75,128	\$11,282	2	35	11	108%
New Assistant Professor	\$64,228			1	4	4	
Instructor	\$64,794			3	3	1	
[38.] PHILOSOPHY AND RELIGIOUS STUDIES							
38.01 Philosophy .							
Professor	\$104,293	\$108,456	\$13,097	2	35	15	133%
Associate Professor	\$85,241	\$88,900	\$14,057	2	26	12	112%
Assistant Professor (excl New)	\$71,127	\$75,812	\$18,035	1	8	6	
Assistant Professor (incl New)	\$72,000	\$76,149	\$15,644	1	12	8	100%
New Assistant Professor	\$65,526			1	4	4	110%
Instructor	n/a					0	
[40.] PHYSICAL SCIENCES							
40.05 Chemistry.							
Professor	\$111,434	\$113,162	\$17,392	4	50	14	124%
Associate Professor	\$87,346	\$89,342	\$11,331	3	60	16	106%
Assistant Professor (excl New)	\$73,691	\$76,269	\$10,764	1	20	12	100%
Assistant Professor (incl New)	\$73,691	\$76,473	\$10,337	2	24	12	100%
New Assistant Professor	\$66,563			1	4	3	
Instructor	n/a					0	
40.06 Geological And Earth Sciences/Geosciences.							
Professor	\$107,825	\$106,268	\$12,740	2	24	9	105%
Associate Professor	\$86,755	\$84,594	\$7,351	1	17	9	
Assistant Professor (excl New)	\$75,498			2	8	4	
Assistant Professor (incl New)	\$75,133			2	10	4	
New Assistant Professor	\$68,087			2	2	1	
Instructor	n/a					0	
40.08 Physics.							
Professor	\$107,757	\$110,277	\$17,347	2	28	12	128%
Associate Professor	\$88,792	\$91,778	\$16,734	2	26	13	101%
Assistant Professor (excl New)	\$69,500	\$70,346	\$6,837	1	14	7	
Assistant Professor (incl New)	\$69,500	\$70,346	\$6,837	1	14	7	
New Assistant Professor	\$71,179					0	
Instructor	n/a					0	

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions						CCSU as % of Comparison Group: Median
	Median	Average	Std. Dev.	Median NP	NP	NI	
[42.] PSYCHOLOGY							
42.01 Psychology, General.							
Professor	\$109,856	\$109,289	\$14,453	5	108	21	105%
Associate Professor	\$86,775	\$88,719	\$11,588	5	96	19	106%
Assistant Professor (excl New)	\$74,913	\$74,561	\$9,005	3	44	17	103%
Assistant Professor (incl New)	\$74,913	\$74,242	\$8,923	3	49	17	100%
New Assistant Professor	\$68,595			2	5	3	105%
Instructor	\$67,422			1	4	3	
42.28 Clinical, Counseling, And Applied Psychology .							
Professor	\$109,912	\$110,555	\$12,240	1	9	5	
Associate Professor	\$92,209	\$89,974	\$5,214	2	13	5	
Assistant Professor (excl New)	\$71,680			1	5	4	
Assistant Professor (incl New)	\$72,205			1	6	4	
New Assistant Professor	\$66,974			1	1	1	
Instructor	n/a					0	
[43.] HOMELAND SECURITY, LAW ENFORCEMENT, FIREFIGHTING AND RELATED PROTECTIVE SERVICE							
43.01 Criminal Justice And Corrections.							
Professor	\$105,198	\$105,420	\$15,017	3	32	10	
Associate Professor	\$84,495	\$89,051	\$14,724	3	34	10	
Assistant Professor (excl New)	\$73,574	\$74,233	\$10,433	1	16	10	
Assistant Professor (incl New)	\$73,574	\$74,147	\$10,416	2	17	10	
New Assistant Professor	\$72,586			1	1	1	
Instructor	n/a					0	
[44.] PUBLIC ADMINISTRATION AND SOCIAL SERVICE PROFESSIONS							
44.07 Social Work.							
Professor	\$109,696	\$109,740	\$12,520	3	21	6	
Associate Professor	\$92,455	\$90,767	\$9,765	3	40	11	111%
Assistant Professor (excl New)	\$77,692	\$77,982	\$8,760	4	37	10	119%
Assistant Professor (incl New)	\$77,692	\$78,131	\$8,580	4	39	10	119%
New Assistant Professor	\$72,078			1	2	2	
Instructor	n/a					0	
[45.] SOCIAL SCIENCES							
45.02 Anthropology.							
Professor	\$95,484	\$98,255	\$17,255	2	12	6	
Associate Professor	\$84,384	\$82,792	\$9,971	2	17	8	
Assistant Professor (excl New)	\$76,606			1	5	4	
Assistant Professor (incl New)	\$76,400	\$73,745	\$5,246	1	6	5	
New Assistant Professor	\$67,894			1	1	1	
Instructor	n/a					0	

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions						CCSU as % of Comparison Group: Median
	Median	Average	Std. Dev.	Median NP	NP	NI	
45.04 Criminology.							
Professor	\$119,103			3	11	3	100%
Associate Professor	\$78,879			3	9	3	119%
Assistant Professor (excl New)	\$66,832			2	6	3	121%
Assistant Professor (incl New)	\$68,893			2	7	3	117%
New Assistant Professor	n/a			1	1	1	
Instructor	n/a					0	
45.06 Economics.							
Professor	\$122,460	\$126,148	\$17,894	3	33	12	101%
Associate Professor	\$105,595	\$106,791	\$19,928	3	33	12	89%
Assistant Professor (excl New)	\$102,960	\$106,632	\$21,450	1	12	7	
Assistant Professor (incl New)	\$102,960	\$105,491	\$21,605	3	16	7	
New Assistant Professor	n/a			2	4	2	
Instructor	n/a					0	
45.07 Geography And Cartography.							
Professor	\$107,947	\$112,593	\$12,549	5	39	9	117%
Associate Professor	\$89,091	\$90,103	\$6,169	2	25	11	103%
Assistant Professor (excl New)	\$77,510	\$77,611	\$10,796	2	10	6	99%
Assistant Professor (incl New)	\$76,341	\$76,981	\$11,198	2	12	6	100%
New Assistant Professor	\$66,628			1	2	2	
Instructor	n/a			1	1	1	
45.10 Political Science And Government.							
Professor	\$106,436	\$109,654	\$16,724	2	52	19	112%
Associate Professor	\$89,961	\$89,271	\$13,503	2	45	16	114%
Assistant Professor (excl New)	\$72,761	\$71,871	\$8,515	2	22	10	
Assistant Professor (incl New)	\$72,761	\$71,572	\$8,321	3	24	10	
New Assistant Professor	\$68,863			1	2	2	
Instructor	n/a					0	
45.11 Sociology.							
Professor	\$113,585	\$111,893	\$18,214	2	48	18	115%
Associate Professor	\$89,313	\$90,183	\$13,856	3	36	14	114%
Assistant Professor (excl New)	\$75,927	\$76,756	\$9,680	1	16	12	
Assistant Professor (incl New)	\$75,171	\$75,660	\$10,046	1	17	13	
New Assistant Professor	\$67,630			1	1	1	
Instructor	n/a			1	1	1	
[50.] VISUAL AND PERFORMING ARTS							
50.04 Design And Applied Arts.							
Professor	\$99,095	\$100,761	\$6,126	2	9	5	
Associate Professor	\$85,990	\$83,629	\$8,914	3	20	5	
Assistant Professor (excl New)	\$71,458			3	3	1	
Assistant Professor (incl New)	\$70,714			3	3	1	
New Assistant Professor	n/a					0	
Instructor	n/a					0	

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions						CCSU as % of Comparison Group: Median
	Median	Average	Std. Dev.	Median NP	NP	NI	
50.05 Drama/Theatre Arts And Stagecraft.							
Professor	\$109,179	\$113,504	\$23,320	2	27	9	
Associate Professor	\$85,656	\$85,869	\$12,123	2	23	12	105%
Assistant Professor (excl New)	\$71,758	\$71,373	\$7,374	1	10	7	117%
Assistant Professor (incl New)	\$71,758	\$69,048	\$5,854	1	15	9	100%
New Assistant Professor	\$63,641			1	5	4	113%
Instructor	n/a			1	1	1	
50.07 Fine And Studio Art.							
Professor	\$104,197	\$107,223	\$15,659	4	62	13	130%
Associate Professor	\$87,628	\$87,228	\$10,295	3	54	16	109%
Assistant Professor (excl New)	\$72,660	\$70,894	\$10,727	2	27	11	101%
Assistant Professor (incl New)	\$72,239	\$70,804	\$10,670	3	30	11	102%
New Assistant Professor	\$62,007			1	3	3	116%
Instructor	n/a					0	
50.09 Music.							
Professor	\$110,520	\$113,541	\$15,340	2	40	14	105%
Associate Professor	\$85,709	\$87,892	\$14,713	3	38	12	136%
Assistant Professor (excl New)	\$71,008	\$72,421	\$9,158	2	19	10	110%
Assistant Professor (incl New)	\$74,015	\$72,681	\$8,738	1	21	11	102%
New Assistant Professor	\$63,006			1	2	2	114%
Instructor	n/a					0	
[51.] HEALTH PROFESSIONS AND RELATED PROGRAMS							
51.09 Allied Health Diagnostic, Intervention, And Treatment Professions.							
Professor	\$106,372			1	2	2	
Associate Professor	\$93,339			1	2	2	
Assistant Professor (excl New)	\$77,458			1	1	1	
Assistant Professor (incl New)	\$79,477			1	2	2	
New Assistant Professor	n/a			1	1	1	
Instructor	n/a					0	
51.15 Mental And Social Health Services And Allied Professions.							
Professor	\$105,359			3	5	2	
Associate Professor	\$89,172			3	5	2	
Assistant Professor (excl New)	\$74,576			2	2	1	
Assistant Professor (incl New)	\$75,029			2	2	1	
New Assistant Professor	\$69,097					0	
Instructor	n/a					0	
51.22 Public Health.							
Professor	\$112,707			1	4	4	
Associate Professor	\$93,877			3	9	4	
Assistant Professor (excl New)	\$83,535			1	7	4	
Assistant Professor (incl New)	\$84,136			2	10	4	
New Assistant Professor	n/a			2	3	2	
Instructor	n/a			2	2	1	

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions						CCSU as % of Comparison Group: Median
	Median	Average	Std. Dev.	Median NP	NP	NI	
51.38 Registered Nursing, Nursing Administration, Nursing Research And Clinical Nursing.							
Professor	\$137,955	\$137,460	\$27,170	2	24	11	93%
Associate Professor	\$104,252	\$103,383	\$15,796	4	48	13	99%
Assistant Professor (excl New)	\$88,232	\$90,215	\$9,823	5	70	13	93%
Assistant Professor (incl New)	\$88,232	\$90,285	\$9,793	5	73	13	97%
New Assistant Professor	\$77,507			2	3	2	116%
Instructor	\$75,000	\$73,057	\$6,153	3	32	5	
[52.] BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES							
52.02 Business Administration, Management And Operations.							
Professor	\$135,713	\$138,000	\$24,127	3	50	14	102%
Associate Professor	\$123,266	\$125,508	\$23,763	4	60	14	91%
Assistant Professor (excl New)	\$106,223	\$110,416	\$23,571	1	28	14	89%
Assistant Professor (incl New)	\$106,223	\$109,840	\$23,627	2	30	14	89%
New Assistant Professor	\$106,704			1	2	2	
Instructor	n/a					0	
52.03 Accounting And Related Services.							
Professor	\$150,897	\$151,169	\$25,545	3	30	11	91%
Associate Professor	\$126,231	\$132,244	\$23,745	4	59	14	92%
Assistant Professor (excl New)	\$112,368	\$112,111	\$24,837	2	23	12	82%
Assistant Professor (incl New)	\$111,973	\$109,280	\$26,447	2	25	13	83%
New Assistant Professor	\$128,820			1	2	2	
Instructor	n/a			2	2	1	
52.08 Finance And Financial Management Services.							
Professor	\$143,009	\$148,432	\$15,285	3	18	6	97%
Associate Professor	\$131,877	\$129,881	\$19,031	1	9	5	88%
Assistant Professor (excl New)	\$137,778			2	7	4	68%
Assistant Professor (incl New)	\$137,565			2	7	4	68%
New Assistant Professor	\$130,077					0	
Instructor	n/a					0	
52.09 Hospitality Administration/Management.							
Professor	\$125,956					0	
Associate Professor	\$102,944			1	1	1	
Assistant Professor (excl New)	n/a					0	
Assistant Professor (incl New)	\$98,353					0	
New Assistant Professor	n/a					0	
Instructor	n/a					0	
52.12 Management Information Systems And Services.							
Professor	\$159,242			2	6	3	
Associate Professor	\$132,877			1	4	3	
Assistant Professor (excl New)	\$123,041			2	3	2	
Assistant Professor (incl New)	\$118,215			2	3	2	
New Assistant Professor	n/a					0	
Instructor	n/a					0	

Discipline & Rank	Comparison Group Statistics - New England/Mid-Atlantic Regional Institutions						CCSU as % of Comparison Group: Median
	Median	Average	Std. Dev.	Median NP	NP	NI	
52.13 Management Sciences And Quantitative Methods.							
Professor	\$135,033			2	2	1	
Associate Professor	\$127,218			1	2	2	
Assistant Professor (excl New)	\$139,046					0	
Assistant Professor (incl New)	\$130,137					0	
New Assistant Professor	n/a					0	
Instructor	n/a					0	
52.14 Marketing.							
Professor	\$140,467	\$148,077	\$18,288	2	34	12	96%
Associate Professor	\$127,248	\$130,932	\$22,500	2	32	11	90%
Assistant Professor (excl New)	\$122,330	\$119,443	\$17,188	2	22	11	75%
Assistant Professor (incl New)	\$116,165	\$118,573	\$16,587	2	24	12	79%
New Assistant Professor	\$110,389			1	2	2	
Instructor	n/a					0	
52.20 Construction Management.							
Professor	n/a			6	6	1	
Associate Professor	\$107,381			3	3	1	90%
Assistant Professor (excl New)	\$89,745			1	1	1	88%
Assistant Professor (incl New)	\$88,412			3	3	1	90%
New Assistant Professor	n/a			2	2	1	
Instructor	n/a					0	
[54.] HISTORY GENERAL							
54.01 History.							
Professor	\$107,988	\$109,633	\$16,498	5	108	20	118%
Associate Professor	\$87,511	\$87,491	\$11,205	2	60	19	100%
Assistant Professor (excl New)	\$75,184	\$73,746	\$5,744	2	32	14	98%
Assistant Professor (incl New)	\$75,184	\$73,746	\$5,744	2	32	14	98%
New Assistant Professor	\$64,784					0	
Instructor	n/a					0	