PTSD
Post Tenure Stress Disorder?
Average Faculty Salaries for Women Still Lag Behind Those of Men

All institutions with academic ranks, 2010-11

<table>
<thead>
<tr>
<th></th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>$79,990</td>
<td>$74,222</td>
</tr>
<tr>
<td>Associate professor</td>
<td>$67,500</td>
<td>$62,922</td>
</tr>
<tr>
<td>Assistant professor</td>
<td>$48,298</td>
<td>$46,395</td>
</tr>
<tr>
<td>Instructor</td>
<td>$56,570</td>
<td>$51,167</td>
</tr>
<tr>
<td>Lecturer</td>
<td>$51,167</td>
<td>$46,395</td>
</tr>
</tbody>
</table>

Note: The figures cover full-time members of the academic profession except those in medical schools, at 1,319 institutions, adjusted to a standard nine-month work year.

Source: American Association of University Professors

Faculty Experience Doesn't Always Pay off

As annual raises lag, professors look askance at salaries for the long run.

By Audrey Williams

April 11, 2011

The paychecks of professors are being squeezed by the lingering economic recession.

Tight finances on campuses continue another year in which the percentage of increased, excruciating salary for seasoned faculty members is at risk of stagnation.

Aging Professors Create a Faculty Bottleneck

At some universities, 1 in 3 academics are now 60 or older.

By Audrey Williams June

March 18, 2012

When Mary Beth Norton went to Wesleyan College in 1971, she was the history department's first female hire. But she also had a distinction: She is the oldest American scholar at Cornell.

"I've always thought of myself as the senior thing in the department," Ms. Norton said.

Unhappy Associate Professors

By Scott Jaschik

June 4, 2012

If one had to guess at a sector of the tenure-track and tenured professoriate likely to have the lowest job satisfaction, assistant professors might seem logical. They face uncertainty on whether they will earn tenure, the pressure to excel in teaching and research, the need to master departmental politics -- and they must do all of this with less power and less institutional knowledge than those at the associate and full professor ranks.

But the preliminary results of a national survey of professors by the Collaborative on Academic Careers in Higher Education at Harvard University, has found that in most measures,
## Analytic Sample


<table>
<thead>
<tr>
<th>Rank</th>
<th>N</th>
<th>%</th>
<th>Mean</th>
<th>Std. Dev.</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant</td>
<td>3628</td>
<td>21.6</td>
<td>3.39</td>
<td>2.45</td>
<td>3</td>
</tr>
<tr>
<td>Associate</td>
<td>5754</td>
<td>34.3</td>
<td>7.00</td>
<td>7.05</td>
<td>5</td>
</tr>
<tr>
<td>Full</td>
<td>7389</td>
<td>44.1</td>
<td>11.67</td>
<td>8.74</td>
<td>10</td>
</tr>
<tr>
<td>Total</td>
<td>16771</td>
<td>100.0</td>
<td>8.27</td>
<td>7.92</td>
<td>5</td>
</tr>
</tbody>
</table>

**Time in Rank (Years)**

- Assistant: 22%
- Associate: 34%
- Full: 44%
- RU/VH: 71%
- RU/H: 22%
- DRU: 7%
The chart shows the frequency of respondent ages grouped by rank:

- Assistant
- Associate 0-5
- Associate 6+
- Full

The statistics for each group are as follows:

- **Assistant**: Mean = 39.53, Std. Dev. = 7.062, N = 3,247
- **Associate 0-5**: Mean = 45.13, Std. Dev. = 6.83, N = 2,859
- **Associate 6+**: Mean = 54.97, Std. Dev. = 7.615, N = 2,197
- **Full**: Mean = 58.47, Std. Dev. = 7.972, N = 6,704
Is satisfaction by age U-shaped?
Yes, but…
Long-term associates are less satisfied with their institutions as places to work.
When will you submit your dossier for promotion?

- 40% have no plans

40% have no plans
Is there a culture of promotion in your department?

- Strongly agree
- Somewhat agree
- Neither / Nor
- Somewhat disagree
- Strongly disagree

45% disagree
How do we describe success for the associate professor?
Not improving teaching

Lazy, passive
Bored
Angry
Discouraged
Abandoned
Unaccountable
Stymied career
No-show
Complainer
Isolated
Cynical
Old white male
Marginalized
Misunderstood
Longing for the good ol' days
Abandoned
Discouraged
Marginalized
Misunderstood
Isolated
Stymied career
Abandoned
being a mentor is fulfilling
mentoring in department
mentoring outside department
mentoring outside institution
of pre-tenure in department
of tenured in department
adequate support to be good mentors

○ Assistant
▷ Associate 0-5 yrs
× Associate 6-20 yrs
□ Full
Process Criteria Standards Body of evidence Sense of achieving T/P Culture of promotion in dept Time frame for promotion

- Assistant
- Associate 0-5
- Associate 6-20
- Full
“Contested Topics”

• “They get less, and they deserve less.”
• “At a research university, research productivity should be the primary criterion for promotion.”
• “Are specific criteria clear/fair, or narrow/inflexible?”
• “Should we tell them they barely made tenure?”
• “Are annual reviews too much at this stage?”
• “Can we ask them to align/redirection research to dept/college/institutional needs?”
