

# 08

TITLE

## AIGA Design Educators Salary Survey 2008



the professional association for design

SECTION

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## Letter from the executive director

Our third annual AIGA Design Educators Salary Survey is the most complete compensation data available for education professionals in the communication design disciplines in the United States.

AIGA's commitment to this survey is one element in a broad initiative to support the design education community: compiling data on programs and curricula; providing grants and scholarships for researchers and students; building a strong community of design educators who can maintain a vital discourse among themselves; offering a series of regional design education conferences; publishing critical thinking in *Voice* and through titles of the AIGA Design Press; and working with the education community to develop the standards by which college design programs will be judged.

AIGA's success in serving the design education community depends upon the active participation of design educators, both as engaged partners in AIGA's programs and as members. As with all AIGA activities, the energy and direction come from members themselves; AIGA simply provides a means of coordinating activities and giving voice to them. So we hope you will join us in our quest to strengthen and assure the relevance of this remarkable profession well into the 21st century.



Richard Grefé  
Executive director



## Research methodology

In service to the profession, AIGA, the professional association for design, sponsored this, the third annual national survey of design educator salaries.

The survey instrument was designed by AIGA Design Educators community leaders Frank Baseman and Christopher Vice, AIGA and MemberSurvey.com (a professional survey research division of Readex Research). Development of the survey website and broadcast email contacts of sample members were handled by Readex Research.

Because no definitive list of U.S. design educators exists, a snowball-sampling approach was employed. Initial invitations were sent to all emailable individuals from the following sources: National Association of Schools of Art and Design (NASAD) program administrators, AIGA members (current and lapsed), recent attendees of AIGA design educators conferences and prior participants in the AIGA salary and institutional programming surveys. Recipients were asked not only to complete the survey themselves, but also to forward the invitation along to other acquaintances in the design education community.

On March 27, 2008, Readex Research broadcast initial email requests (in the name of AIGA's executive director) to all 3,098 sample members, inviting them to participate in the survey by visiting the access-controlled website. The broadcast resulted in 330 of the email addresses (or 11 percent of the total) bouncing back as undeliverable.

On April 2, reminder emails were sent to the 2,486 sample members who had not yet responded. A final reminder email to 2,132 non-respondents was broadcast April 8.

The survey was closed for tabulation on April 14, with a total of 1,211 usable responses, or 39 percent of the 3,098 initially invited (includes 517 "pass-along" respondents from the sample). While this represents a strong response rate for this type of survey, the possible effects of non-response bias should be considered.

Most tables are based on the 1,040 respondents indicating that they are currently employed or self-employed in some capacity as design educators. Percentages based on 1,040 responses are subject to a margin of error of 3 percent at the 95 percent confidence level. Percentages calculated on smaller tabulation bases—for example, full-time educators—are subject to more statistical variability.

The response was tabulated and reported by Readex Research in accordance with accepted research standards and practices. This report includes tables detailing responses to all survey questions, with results split out by full-time versus part-time status. Also included are detailed compensation tables—tabulating annual base salary, additional cash compensation, supplemental income and total income—by a number of variables for all full-time educators, full professors, associate professors, assistant professors and other full-time faculty.

# Characteristics of survey respondents



	RESPONDENTS	% OF BASE
<b>BASE: DESIGN EDUCATORS</b>	<b>1040</b>	<b>100%</b>
<b>GEOGRAPHIC REGION</b>		
New England	75	7%
Middle Atlantic	162	16%
South Atlantic	177	17%
East North Central	179	17%
East South Central	45	4%
West North Central	100	10%
West South Central	55	5%
Mountain	64	6%
Pacific	164	16%
Other	3	0%
No answer	16	2%

Note: Geographic regions are based U.S. Census divisions.

	RESPONDENTS	% OF BASE
<b>BASE: DESIGN EDUCATORS</b>	<b>1040</b>	<b>100%</b>
<b>AGE</b>		
<25	4	0%
25-34	194	19%
35-44	318	31%
45-54	304	29%
55-64	190	18%
65+	24	2%
No answer	6	1%
<b>BASE: DESIGN EDUCATORS 1040 100%</b>		
<b>GENDER</b>		
Male	530	51%
Female	495	48%
Other	1	0%
No answer	14	1%

# 03

## 2008 Compensation

## Compensation overview

	SALARY/WAGES			SALARY/WAGE COMPARISON	ADDITIONAL CASH			SUPPLEMENTAL INCOME			TOTAL COMPENSATION			RESPONDENTS
	25TH%	MEDIAN	75TH%		25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	
All full-time design educators	\$48,500	\$57,000	\$69,000		\$0	\$0	\$4,000	\$0	\$2,000	\$10,000	\$54,200	\$66,000	\$83,000	777
Full professors	60,000	70,800	87,600		0	0	5,900	0	2,000	8,000	68,200	82,400	103,900	176
Associate professors	54,000	60,900	70,000		0	500	5,000	0	1,500	10,000	60,000	70,000	85,000	207
Assistant professors	46,000	50,000	57,000		0	0	3,000	0	3,000	10,000	50,000	58,000	68,000	231
Other full-time faculty	44,000	49,400	58,000		0	0	1,900	0	3,000	10,000	47,900	56,000	71,300	110

# All full-time design educators

	SALARY/WAGES			SALARY/WAGE COMPARISON	ADDITIONAL CASH			SUPPLEMENTAL INCOME			TOTAL COMPENSATION			RESPONDENTS
	25TH%	MEDIAN	75TH%		25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	
<b>Metro Area</b>														
Baltimore	\$53,800	\$62,000	\$70,500		\$0	\$0	\$9,300	\$0	\$5,000	\$15,000	\$59,800	\$76,000	\$94,800	13
Boston	60,000	61,000	67,700		0	1,200	5,000	0	4,000	11,000	62,000	70,700	82,000	23
Chicago	58,100	64,700	72,000		0	0	1,800	0	5,000	12,300	59,900	72,000	87,000	21
Denver	45,900	53,500	65,800		0	0	4,300	0	5,000	16,800	52,700	71,100	79,800	14
Los Angeles	58,000	66,000	89,000		0	0	5,000	0	6,000	16,000	69,000	88,000	112,000	39
Miami/Orlando	40,500	50,000	62,500		0	1,800	6,000	0	5,000	11,000	41,400	66,000	84,000	21
Minneapolis	52,500	59,000	75,000		0	2,000	6,000	0	0	4,000	56,000	67,700	80,000	19
New York	58,900	67,000	78,000		0	500	6,000	0	3,500	22,500	68,700	84,400	99,000	37
Philadelphia	51,000	60,000	75,000		0	0	5,500	0	5,000	22,000	59,000	76,700	100,000	21
San Francisco	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	9
Seattle	53,000	60,000	69,200		0	0	1,800	2,600	5,500	31,300	58,500	75,100	96,700	10
Washington	52,800	58,000	67,300		0	400	5,800	0	4,300	11,900	60,500	68,000	82,700	20
<b>State</b>														
California	53,800	63,500	87,500		0	0	5,000	0	4,000	12,000	60,100	77,000	105,000	69
Colorado	49,100	54,300	67,300		0	0	4,800	0	3,500	14,300	54,700	71,100	83,800	20
Florida	45,000	50,700	60,000		0	400	5,800	0	1,400	11,100	50,000	59,100	75,700	40
Georgia	46,800	58,100	70,200		0	0	4,600	0	2,000	8,500	47,900	67,500	81,300	18
Illinois	57,600	63,500	72,000		0	0	2,300	0	3,000	10,500	60,000	72,000	86,800	30
Indiana	43,500	52,000	68,000		0	800	7,500	0	2,000	8,000	49,300	58,000	79,300	25
Maryland	54,100	62,500	70,800		0	1,000	5,800	0	5,000	10,000	60,900	72,500	87,100	18
Massachusetts	57,800	61,000	67,500		0	1,100	4,200	0	3,500	13,300	62,300	70,400	81,800	28
Michigan	52,000	59,500	73,500		0	0	3,900	0	2,000	10,000	57,800	65,300	84,000	24
Minnesota	52,100	58,200	70,500		0	1,300	6,000	0	0	3,600	55,900	63,500	74,800	30
Missouri	46,500	54,500	68,000		0	0	5,000	0	0	12,000	49,000	65,000	78,000	19
New York	55,000	65,000	78,000		0	300	3,600	0	3,300	11,300	60,400	73,300	94,300	54
North Carolina	45,800	50,000	63,800		0	0	2,200	0	2,300	5,300	50,600	54,600	68,200	18
Ohio	49,500	60,000	78,000		0	1,300	6,300	0	1,000	9,300	55,700	69,300	87,000	46
Pennsylvania	50,800	56,800	73,100		0	0	5,000	0	2,000	10,000	56,900	65,100	89,000	46
Tennessee	44,400	52,000	59,300		0	200	6,000	0	3,000	6,500	52,500	61,000	72,600	22
Texas	45,000	50,000	56,000		0	0	2,500	0	5,000	18,000	49,000	58,500	74,000	27
Virginia	53,600	60,000	69,000		0	0	6,000	0	700	7,800	59,400	68,000	93,300	18
Wisconsin	47,000	53,000	57,900		0	0	300	0	1,000	10,000	48,000	58,000	69,500	17
All others	46,000	53,000	65,000		0	0	2,800	0	2,000	8,500	51,200	62,000	78,000	193

N/A (not available) indicates that the results are not included because there were fewer than 5 valid cases or 10 valid values.



# All full-time design educators

	SALARY/WAGES			SALARY/WAGE COMPARISON	ADDITIONAL CASH			SUPPLEMENTAL INCOME			TOTAL COMPENSATION			RESPONDENTS
	25TH%	MEDIAN	75TH%		25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	
<b>Overview</b>	\$48,500	\$57,000	\$69,000		\$0	\$0	\$4,000	\$0	\$2,000	\$10,000	\$54,200	\$66,000	\$83,000	777
<b>Gender</b>														
Male	49,000	58,000	70,000		0	0	4,300	0	3,000	10,000	54,900	67,900	85,700	398
Female	48,100	57,000	66,900		0	0	4,000	0	1,500	8,000	53,600	65,000	79,100	368
<b>Age</b>														
<35	44,000	47,800	53,000		0	0	3,000	0	2,800	8,000	47,000	53,500	62,300	126
35-44	48,000	54,000	62,000		0	0	2,500	0	3,000	10,000	53,100	63,000	77,000	233
45-54	52,000	60,000	72,000		0	0	5,000	0	2,000	11,600	58,000	70,000	88,000	246
55+	58,000	69,000	85,000		0	0	5,600	0	1,000	6,000	63,900	77,300	97,000	169
<b>Minority (Hispanic/Non-white)</b>														
Yes	48,500	56,600	68,000		0	0	3,000	0	400	8,000	51,800	64,000	82,600	98
No	48,600	57,200	68,000		0	0	4,000	0	2,500	10,000	54,800	66,000	83,000	620
<b>Education</b>														
Bachelor's	43,000	52,000	64,300		0	0	3,600	0	2,200	10,000	48,000	58,900	78,400	104
Master's	49,000	58,000	68,000		0	0	4,000	0	2,500	10,000	55,000	65,500	82,400	592
PhD/MDes	54,500	70,000	97,500		0	400	6,500	0	0	7,000	66,300	85,500	115,000	50
<b>Census division</b>														
New England	50,000	60,000	67,900		0	1,000	4,600	0	3,000	14,500	59,500	70,700	88,000	53
Middle Atlantic	52,000	60,000	75,000		0	100	4,400	0	3,000	10,000	58,900	70,000	90,200	110
East North Central	49,900	59,700	70,300		0	0	5,100	0	2,000	9,300	54,000	66,900	85,000	142
West North Central	45,000	53,000	65,000		0	0	4,000	0	600	5,000	49,000	59,000	72,000	87
South Atlantic	48,000	54,800	66,100		0	0	4,000	0	2,500	10,000	52,000	64,000	80,900	132
East South Central	46,000	55,000	67,800		0	0	8,300	0	4,000	9,300	54,700	67,300	78,000	42
West South Central	44,000	51,300	57,300		0	0	3,000	0	3,500	14,000	48,500	59,300	72,000	50
Mountain	46,800	53,500	65,000		0	0	2,500	0	500	7,900	52,900	63,000	79,200	53
Pacific	53,800	62,000	83,000		0	0	3,800	0	3,500	12,000	60,000	75,000	101,800	93

N/A (not available) indicates that the results are not included because there were fewer than 5 valid cases or 10 valid values.

	SALARY/WAGES			SALARY/WAGE COMPARISON	ADDITIONAL CASH			SUPPLEMENTAL INCOME			TOTAL COMPENSATION			RESPONDENTS
	25TH%	MEDIAN	75TH%		25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	
<b>Years in practice</b>														
<5	45,500	51,500	60,000		0	0	3,500	0	0	900	48,000	54,800	65,000	49
5-9	44,000	50,000	59,000		0	0	2,000	0	1,300	5,000	47,000	55,000	66,100	102
10-19	48,000	53,000	61,000		0	0	4,200	0	4,000	10,000	54,000	64,000	76,200	266
20+	53,000	63,000	75,000		0	0	5,000	0	3,000	12,000	60,000	74,000	92,000	327
Have not practiced	58,000	70,000	115,000		0	0	4,000	0	0	4,000	58,000	72,600	125,000	27
<b>Years teaching</b>														
<5	44,000	48,000	54,000		0	0	1,400	0	1,800	7,800	47,000	54,000	63,500	132
5-9	46,000	52,300	59,300		0	0	3,100	0	4,000	10,000	52,000	59,600	72,700	218
10-19	52,000	60,000	70,500		0	0	5,000	0	3,000	12,000	60,000	72,000	87,000	253
20+	60,000	70,000	85,300		0	0	5,800	0	300	5,000	67,600	80,000	98,000	169
<b>Years in practice before becoming an educator</b>														
none	47,000	60,000	75,000		0	0	3,500	0	2,000	6,000	54,500	68,000	87,000	103
<5	48,400	55,600	69,300		0	0	4,000	0	900	6,300	52,000	62,500	82,900	210
5-9	48,700	56,000	66,300		0	0	4,000	0	3,000	10,000	55,000	67,000	80,000	209
10+	49,000	58,000	68,200		0	0	5,000	0	3,400	12,000	55,000	68,000	85,500	250
<b>Years employed by institution</b>														
<5	45,000	50,000	58,000		0	0	2,000	0	2,000	9,000	48,100	57,000	71,100	250
5-9	48,000	55,000	65,000		0	0	4,200	0	3,300	10,000	54,500	65,300	80,200	244
10-19	55,000	63,000	74,500		0	0	5,000	0	2,000	10,000	60,900	75,000	90,000	189
20+	61,000	70,300	85,700		0	0	5,100	0	600	5,300	67,900	77,400	101,300	90
<b>Years in position</b>														
<3	47,000	53,800	62,000		0	0	2,000	0	3,000	12,000	51,900	62,000	76,600	236
3-4	46,000	55,000	63,100		0	0	5,000	0	2,000	8,500	52,000	63,000	78,500	187
5-9	50,000	57,900	71,000		0	0	4,000	0	3,000	10,000	55,000	67,000	85,000	210
10+	59,000	67,700	84,000		0	0	6,000	0	600	6,300	65,000	78,000	97,000	135
<b>Contract status</b>														
Tenured	56,100	65,000	78,000		0	0	5,000	0	2,000	7,400	62,000	74,300	90,000	312
Tenure-track	47,700	52,000	58,000		0	0	2,900	0	2,800	10,000	51,400	58,400	70,000	168
Contract, >1 year	47,000	59,000	72,000		0	0	4,900	0	3,000	11,000	54,500	70,000	90,000	105
Contract, ≤1 year	43,000	49,000	57,000		0	0	2,500	0	3,000	10,000	47,000	56,000	70,000	135
Non-tenured, no contract	44,300	55,000	70,400		0	0	2,000	0	0	6,600	48,300	59,000	77,300	48
<b>Union contract</b>														
Yes	50,200	60,000	70,000		0	0	5,000	0	2,000	10,000	56,300	66,500	85,000	218
No	48,000	56,000	68,000		0	0	3,600	0	2,000	10,000	53,800	65,900	82,800	552
<b>Appointment duration</b>														
12-month full-time	48,100	59,400	72,000		0	0	3,000	0	2,000	10,000	54,000	69,000	87,800	312
10-month full-time	48,800	56,300	65,700		0	0	5,000	0	2,500	9,000	54,400	65,000	80,000	465

N/A (not available) indicates that the results are not included because there were fewer than 5 valid cases or 10 valid values.

	SALARY/WAGES			SALARY/WAGE COMPARISON	ADDITIONAL CASH			SUPPLEMENTAL INCOME			TOTAL COMPENSATION			RESPONDENTS
	25TH%	MEDIAN	75TH%		25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	
<b>Nature of institution</b>														
Associate's college	42,800	52,500	65,000		0	2,000	6,000	0	1,000	8,000	48,000	64,500	81,500	97
School of art & design	50,000	60,000	68,000		0	0	3,000	0	4,000	12,000	55,500	68,800	86,000	133
Baccalaureate college	46,000	53,000	60,300		0	0	3,000	0	2,500	8,300	52,100	60,000	74,300	197
Master's college/university	50,000	58,000	69,000		0	0	4,400	0	1,200	8,000	56,000	67,200	85,000	148
Doctoral/research university	53,000	61,800	80,000		0	0	5,000	0	2,000	10,000	58,500	74,000	93,400	178
<b>Institution type</b>														
Private associate's college	40,000	48,000	63,300		0	0	3,000	0	1,000	13,800	41,100	64,500	104,300	16
Public associate's college	44,000	53,000	67,500		0	3,000	6,500	0	1,000	6,200	48,100	64,500	79,300	81
Private school of art & design	50,200	60,000	71,100		0	0	3,000	0	4,000	12,300	56,000	70,000	87,500	121
Public school of art & design	44,300	53,300	61,500		0	300	2,600	2,100	4,500	8,400	48,200	60,000	72,300	12
Private baccalaureate college	46,000	50,000	60,000		0	0	3,000	0	2,400	8,000	49,500	59,000	74,000	103
Public baccalaureate college	48,800	53,800	62,300		0	0	4,000	0	3,000	8,600	53,200	62,900	75,300	94
Private master's college/univ.	49,000	56,000	67,500		0	1,000	6,000	0	3,000	12,000	54,500	69,000	87,300	49
Public master's college/univ.	52,000	58,900	70,000		0	0	3,000	0	0	5,000	56,500	66,000	84,000	99
Private doctoral/research univ.	58,200	67,300	82,000		0	2,000	7,900	0	5,000	10,800	65,600	77,800	99,000	36
Public doctoral/research univ.	52,000	60,500	80,000		0	0	3,000	0	1,800	9,300	57,400	72,000	90,000	142
<b>Institution focus</b>														
Teaching	52,000	60,000	73,300		0	0	5,000	0	2,800	10,300	59,900	73,500	90,000	198
Research	47,000	55,000	65,000		0	0	4,000	0	2,000	8,000	52,500	64,000	79,100	529
Other	50,000	60,500	80,000		0	0	3,000	0	1,200	10,000	57,000	71,500	90,500	50
<b>Institution enrollment</b>														
<1,000	44,000	50,100	60,000		0	0	2,500	0	2,000	10,000	46,500	58,000	73,000	91
1,000-4,999	46,900	54,000	65,000		0	0	4,000	0	3,000	10,000	52,100	62,100	79,500	229
5,000-9,999	49,300	58,000	70,000		0	500	5,000	0	3,000	9,500	54,400	68,000	83,000	112
10,000 or more	52,000	60,000	72,300		0	0	5,000	0	2,000	9,000	57,900	70,000	88,000	338
<b>Major focus (&gt;50% of time)</b>														
Teaching	46,000	53,000	63,000		0	0	3,000	0	1,000	7,000	49,000	60,000	72,500	311
Professional practice	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	9
Administration	63,500	89,600	113,000		0	0	5,800	0	700	3,000	72,700	95,500	125,000	56
Mixed	50,000	58,000	69,300		0	0	4,000	0	4,000	11,100	56,000	68,600	85,000	394
<b>Administrative responsibilities</b>														
Dean*	85,000	100,000	127,500		0	0	5,000	0	0	11,000	91,500	110,000	161,800	25
Department chair	55,000	65,500	84,000		0	1,200	8,000	0	1,500	6,800	64,000	76,000	98,000	143
Program coordinator	50,000	58,000	68,000		0	0	5,000	0	2,000	8,000	56,000	66,000	82,000	207
None of the above	46,500	53,000	62,000		0	0	2,500	0	3,000	10,000	51,500	60,000	77,000	399

N/A (not available) indicates that the results are not included because there were fewer than 5 valid cases or 10 valid values.

\*Including assistant and associate deans.

	SALARY/WAGES			SALARY/WAGE COMPARISON	ADDITIONAL CASH			SUPPLEMENTAL INCOME			TOTAL COMPENSATION			RESPONDENTS
	25TH%	MEDIAN	75TH%		25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	
<b>Primary research agenda</b>														
Applied design practice	48,000	54,800	65,000		0	0	4,000	0	5,000	15,000	55,100	67,000	86,900	280
Form-making, no client	48,900	56,600	70,000		0	0	4,000	0	1,000	5,000	53,800	63,200	80,100	186
Scholarly research	53,000	60,000	75,000		0	0	4,800	0	1,000	6,800	56,600	69,700	85,800	176
Other	50,000	61,000	89,500		0	0	1,400	0	1,100	3,800	52,900	70,000	98,800	40
Not pursuing research	45,000	51,000	65,000		0	0	4,000	0	100	5,000	48,000	60,400	75,000	88
<b>Peer review venues</b>														
Exhibitions	49,000	57,000	67,400		0	0	4,100	0	2,800	10,000	54,500	65,000	82,600	538
Presentations	50,000	59,300	70,600		0	0	4,200	0	3,000	10,000	56,000	69,000	86,000	456
Competitions	48,500	57,000	68,000		0	0	4,000	0	4,000	12,000	55,000	68,000	85,000	343
Creative work/magazines	51,000	60,000	74,800		0	0	4,000	0	5,000	15,000	59,300	75,000	89,800	228
Creative work/web	50,000	58,000	69,300		0	0	4,000	0	4,000	11,600	55,000	68,000	86,400	314
Critical writing/magazines	60,000	69,000	91,500		0	0	3,300	0	3,000	10,000	70,000	85,000	106,300	69
Critical writing/journals	60,000	67,400	80,000		0	0	5,500	0	3,000	10,500	66,700	80,000	91,100	93
Critical writing/books	60,000	70,000	87,800		0	0	5,000	0	3,500	15,000	70,000	85,000	107,600	105
Research findings/journals	53,500	63,100	75,000		0	0	5,500	0	1,000	9,000	59,000	75,000	88,000	87
Research findings/magazines	56,100	65,000	77,300		0	0	7,000	0	5,000	25,000	64,500	80,000	114,500	36
Research findings/books	58,000	65,000	78,000		0	0	5,000	0	4,000	17,500	64,500	80,000	101,000	81
<b>Number of courses currently teaching</b>														
1	60,500	80,000	100,000		0	0	8,000	0	1,000	10,000	68,000	86,000	110,000	65
2	52,600	60,000	71,400		0	0	4,000	0	2,000	9,800	56,500	70,000	85,800	156
3	48,000	55,000	63,000		0	0	2,600	0	3,000	10,000	54,200	64,000	77,000	283
4	46,000	52,500	60,900		0	300	5,000	0	3,000	9,000	49,000	61,700	75,000	111
5+	44,000	50,000	62,300		0	200	4,600	0	2,600	9,300	48,100	59,000	71,500	98
Not currently teaching	58,000	82,600	106,000		0	0	4,500	0	0	4,500	61,800	90,000	118,300	49
<b>Courses currently teaching</b>														
Design-related studio	48,000	56,000	65,000		0	0	4,000	0	3,000	10,000	54,000	65,000	80,000	669
Design-related non-studio	47,000	57,000	68,000		0	200	5,000	0	2,800	10,000	53,800	65,500	80,100	166
Art-related	45,000	51,100	63,000		0	600	5,000	0	2,000	5,300	48,800	60,300	72,600	94
Not currently teaching	58,000	82,600	106,000		0	0	4,500	0	0	4,500	61,800	90,000	118,300	49
<b>Total classroom contact hours per week</b>														
<5	50,100	61,000	84,500		0	0	6,500	0	1,000	7,500	55,300	69,400	94,500	77
5-9	50,000	60,000	73,000		0	0	4,000	0	3,000	10,000	58,000	69,000	85,600	131
10-14	50,800	59,000	67,100		0	0	5,000	0	2,000	7,300	55,000	67,300	81,300	162
15-19	47,000	53,100	61,800		0	0	3,000	0	3,000	10,000	52,600	64,100	76,900	228
20+	45,000	52,000	61,000		0	0	5,000	0	3,000	10,000	49,000	59,800	74,000	115
Not currently teaching	58,000	82,600	106,000		0	0	4,500	0	0	4,500	61,800	90,000	118,300	49

N/A (not available) indicates that the results are not included because there were fewer than 5 valid cases or 10 valid values.



# Full professors

	SALARY/WAGES			SALARY/WAGE COMPARISON	ADDITIONAL CASH			SUPPLEMENTAL INCOME			TOTAL COMPENSATION			RESPONDENTS
	25TH%	MEDIAN	75TH%		25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	
<b>Overview</b>	\$60,000	\$70,800	\$87,600		\$0	\$0	\$5,900	\$0	\$2,000	\$8,000	\$68,200	\$82,400	\$103,900	176
<b>Gender</b>														
Male	60,600	72,000	94,500		0	0	6,000	0	3,000	8,400	72,000	85,000	106,500	100
Female	59,000	70,000	85,500		0	400	5,300	0	1,800	8,500	65,000	78,500	99,300	74
<b>Age</b>														
<35	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	9
35-44	53,900	64,800	83,500		0	100	5,300	0	2,800	12,100	61,400	75,800	90,500	18
45-54	60,800	72,000	87,500		0	600	7,000	0	2,000	12,000	69,000	86,000	102,500	61
55+	64,000	75,000	98,000		0	0	6,000	0	2,000	6,000	71,000	85,000	108,100	87
<b>Minority (Hispanic/Non-white)</b>														
Yes	61,500	76,500	114,000		0	0	4,500	0	4,500	21,500	66,000	91,500	132,600	10
No	60,000	70,500	87,500		0	0	6,000	0	2,000	8,000	67,900	82,900	103,300	150
<b>Education</b>														
Bachelor's	51,800	60,000	74,700		0	0	2,900	0	0	5,500	54,500	64,500	85,700	21
Master's	60,000	70,000	87,000		0	0	5,000	0	2,500	8,000	68,900	82,000	100,000	127
PhD/MDes	74,000	86,000	110,000		0	4,000	16,500	0	0	8,500	85,500	110,000	125,000	21
<b>Census division</b>														
New England	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	8
Middle Atlantic	65,000	81,000	101,500		0	900	6,900	0	3,300	5,000	72,000	92,600	120,000	20
East North Central	60,000	72,000	92,500		0	3,500	7,500	0	3,000	9,500	70,500	85,000	116,300	37
West North Central	60,000	69,500	80,500		0	0	9,300	0	800	4,000	63,500	72,600	97,800	22
South Atlantic	51,400	70,500	81,300		0	2,000	7,400	0	3,800	12,800	66,900	80,800	101,500	26
East South Central	56,500	73,200	84,800		0	0	2,500	1,700	3,000	8,300	61,200	80,500	95,200	10
West South Central	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	9
Mountain	53,500	65,000	83,000		0	0	5,000	0	0	6,000	58,000	67,300	86,000	11
Pacific	68,000	85,000	93,000		0	0	5,000	0	1,500	10,000	77,300	88,000	111,900	27

N/A (not available) indicates that the results are not included because there were fewer than 5 valid cases or 10 valid values.

	SALARY/WAGES			SALARY/WAGE COMPARISON	ADDITIONAL CASH			SUPPLEMENTAL INCOME			TOTAL COMPENSATION			RESPONDENTS
	25TH%	MEDIAN	75TH%		25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	
<b>Years in practice</b>														
<10	47,500	63,200	87,000		0	300	7,800	0	200	1,900	51,500	66,700	90,500	18
10-19	58,500	68,500	84,000		0	200	5,300	0	2,800	12,000	67,300	79,000	101,800	26
20+	60,300	72,000	87,800		0	0	5,800	0	3,000	10,000	70,500	85,000	104,500	121
Have not practiced	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	8
<b>Years teaching</b>														
<5	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	9
5-9	60,000	66,000	75,000		0	3,000	10,300	0	4,000	12,000	70,000	75,000	96,800	15
10-19	59,800	68,000	85,500		0	300	6,300	0	4,000	12,000	67,500	84,000	101,500	54
20+	63,900	75,000	97,000		0	0	5,800	0	1,500	6,200	71,300	85,000	107,800	97
<b>Years in practice before becoming an educator</b>														
none	59,500	74,700	100,000		0	0	7,300	0	900	5,000	67,000	78,800	120,000	34
<5	58,500	77,900	90,500		0	0	5,800	0	3,000	10,800	70,800	86,000	102,500	49
5-9	62,500	70,000	85,000		0	0	4,000	0	1,800	6,000	68,800	76,800	88,800	36
10+	60,000	70,000	88,000		0	2,000	6,000	0	4,000	10,000	68,000	82,000	105,000	55
<b>Years employed by institution</b>														
<5	44,500	66,600	110,000		0	0	2,800	0	1,500	6,600	46,800	78,500	113,800	18
5-9	57,400	66,500	85,200		0	0	4,500	0	3,500	12,000	64,000	76,500	111,900	29
10-19	59,800	69,500	87,000		0	600	7,000	0	3,000	10,000	68,700	86,000	100,000	62
20+	65,000	75,000	98,000		0	0	5,500	0	1,000	6,000	71,000	82,900	107,500	67
<b>Years in position</b>														
<3	55,000	68,000	88,000		0	0	5,000	0	3,000	12,000	62,000	86,500	110,000	35
3-4	53,900	67,000	84,500		0	1,500	10,000	0	2,500	5,800	63,900	78,300	95,300	24
5-9	58,700	72,000	87,100		0	0	5,000	0	3,300	8,500	69,700	83,000	101,000	46
10+	61,000	75,000	96,000		0	0	6,000	0	900	6,200	70,500	83,000	107,800	69
<b>Contract status</b>														
Tenured	65,000	75,000	97,000		0	0	7,000	0	2,000	6,000	71,000	85,800	107,800	118
Tenure-track	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Contract, >1 year	52,500	72,500	86,800		0	2,300	8,700	0	5,000	12,800	71,800	81,500	103,500	22
Contract, ≤1 year	52,000	59,800	65,000		0	0	3,800	0	6,000	15,000	58,000	74,100	88,000	23
Non-tenured, no contract	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	9
<b>Union contract</b>														
Yes	61,000	70,000	87,600		0	0	7,000	0	1,800	4,900	66,000	77,000	102,500	48
No	60,000	72,000	88,000		0	200	5,500	0	2,500	10,000	70,000	85,000	104,000	127
<b>Appointment duration</b>														
12-month full-time	60,000	80,000	100,000		0	0	7,000	0	1,000	10,000	72,000	88,000	122,000	79
10-month full-time	60,000	70,000	83,000		0	200	5,800	0	3,000	7,500	67,300	77,500	92,600	97

N/A (not available) indicates that the results are not included because there were fewer than 5 valid cases or 10 valid values.

	SALARY/WAGES			SALARY/WAGE COMPARISON	ADDITIONAL CASH			SUPPLEMENTAL INCOME			TOTAL COMPENSATION			RESPONDENTS
	25TH%	MEDIAN	75TH%		25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	
<b>Nature of institution</b>														
Associate's college	52,300	65,000	79,000		0	200	5,500	0	0	3,800	62,700	71,000	85,000	25
School of art & design	54,000	63,000	75,000		0	0	5,000	0	6,000	15,000	60,000	79,500	103,000	35
Baccalaureate college	52,800	67,500	75,000		0	400	5,000	0	3,000	7,500	62,500	72,800	85,300	40
Master's college/university	62,300	70,000	88,000		0	0	4,000	0	1,500	5,000	71,000	79,000	101,000	31
Doctoral/research university	81,500	91,400	108,800		0	0	10,000	0	500	6,000	86,800	100,000	133,500	42
<b>Institution type</b>														
Private associate's college	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4
Public associate's college	52,300	64,000	79,000		0	0	5,500	0	200	3,800	62,700	70,000	85,000	21
Private school of art & design	53,500	62,100	75,000		0	0	5,000	0	6,000	17,500	59,900	79,500	102,000	33
Public school of art & design	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2
Private baccalaureate college	48,000	60,500	75,000		0	300	5,000	0	4,000	12,000	53,300	75,000	86,000	23
Public baccalaureate college	58,000	68,000	76,400		0	2,600	7,100	0	1,000	5,500	64,900	72,500	85,900	17
Private master's college/univ.	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	9
Public master's college/univ.	61,700	71,000	87,800		0	0	2,300	0	1,100	4,800	68,500	75,900	101,800	22
Private doctoral/research univ.	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7
Public doctoral/research univ.	80,000	87,000	102,000		0	0	10,000	0	900	6,000	86,000	99,000	133,000	35
<b>Institution focus</b>														
Teaching	80,000	87,000	100,000		0	0	8,900	0	2,000	6,000	86,000	98,000	134,500	40
Research	55,000	66,000	79,000		0	0	5,000	0	2,500	8,000	64,800	75,800	93,600	129
Other	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7
<b>Institution enrollment</b>														
<1,000	48,500	54,000	63,100		0	0	3,000	0	5,000	16,500	53,000	66,300	85,000	24
1,000-4,999	56,300	68,300	82,300		0	0	5,000	0	5,000	12,000	70,000	81,100	102,500	40
5,000-9,999	54,600	67,000	86,300		0	1,800	5,000	0	2,800	4,900	64,100	73,300	93,600	28
10,000 or more	69,300	83,000	100,000		0	0	7,100	0	1,000	5,000	74,000	88,000	112,400	84
<b>Major focus (&gt;50% of time)</b>														
Teaching	53,000	64,000	72,000		0	0	3,000	0	3,000	8,000	60,000	70,000	83,000	59
Professional practice	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Administration	88,500	108,500	140,500		0	0	10,200	0	0	2,000	99,300	125,000	143,500	24
Mixed	61,800	75,000	86,300		0	2,000	7,000	0	3,000	10,000	73,000	85,300	105,700	90
<b>Administrative responsibilities</b>														
Dean*	91,000	101,000	157,500		0	0	6,300	0	5,500	12,800	101,500	120,000	180,000	14
Department chair	61,300	76,400	99,300		0	4,500	10,700	0	1,500	6,000	72,700	90,000	113,500	60
Program coordinator	58,500	70,000	79,000		0	0	4,800	0	800	4,000	64,800	77,000	86,200	49
None of the above	54,300	63,900	82,300		0	0	2,500	0	4,000	10,000	62,500	75,500	93,200	56

N/A (not available) indicates that the results are not included because there were fewer than 5 valid cases or 10 valid values.

\*Including assistant and associate deans.

	SALARY/WAGES			SALARY/WAGE COMPARISON	ADDITIONAL CASH			SUPPLEMENTAL INCOME			TOTAL COMPENSATION			RESPONDENTS
	25TH%	MEDIAN	75TH%		25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	
<b>Primary research agenda</b>														
Applied design practice	60,000	68,000	87,100		0	1,500	5,300	0	5,000	12,300	69,000	82,000	104,500	53
Form-making, no client	58,500	70,500	85,000		0	0	9,500	0	1,000	5,000	65,200	77,600	96,500	57
Scholarly research	61,500	82,000	98,000		0	0	5,000	0	2,000	8,200	71,800	86,000	108,800	45
Other	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	9
Not pursuing research	52,600	65,500	81,000		0	300	7,000	0	0	2,900	64,900	74,900	86,500	12
<b>Peer review venues</b>														
Exhibitions	60,000	70,300	85,000		0	0	5,100	0	3,000	8,600	69,000	81,100	100,000	130
Presentations	62,800	74,700	95,500		0	1,000	6,300	0	2,300	10,000	71,900	86,000	108,600	110
Competitions	58,500	73,000	85,300		0	200	5,000	0	2,000	10,800	69,500	82,000	97,500	81
Creative work/magazines	64,800	75,000	87,100		0	0	5,800	0	4,500	12,000	74,800	85,000	107,900	65
Creative work/web	61,500	75,000	86,600		0	200	6,000	0	2,000	10,000	71,500	85,600	102,300	77
Critical writing/magazines	78,800	97,500	110,500		0	800	6,400	0	2,800	6,800	86,800	106,300	124,900	22
Critical writing/journals	68,300	77,500	99,300		0	300	4,800	0	2,300	11,100	74,300	87,500	123,200	24
Critical writing/books	75,000	97,000	120,000		0	2,000	6,800	0	2,000	8,800	85,500	107,500	132,800	33
Research findings/journals	70,800	85,000	100,000		0	0	5,100	0	2,800	20,300	84,900	92,600	120,000	26
Research findings/magazines	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7
Research findings/books	75,000	83,000	98,000		0	1,000	6,000	0	3,000	15,000	82,000	92,000	118,000	27
<b>Number of courses currently teaching</b>														
1	74,800	95,500	108,200		0	4,500	10,200	0	1,000	11,500	87,500	110,000	134,500	28
2	65,000	78,000	87,000		0	3,500	7,500	0	2,000	5,000	77,300	86,000	97,000	35
3	59,000	68,000	75,000		0	0	2,800	1,000	4,000	11,000	66,800	73,500	88,000	49
4	49,500	55,000	71,500		0	0	3,800	0	3,000	8,000	54,600	65,000	89,900	21
5+	58,500	63,100	70,000		0	600	5,500	0	2,000	10,000	61,500	70,000	80,800	21
Not currently teaching	84,000	112,000	152,800		0	0	5,000	0	0	9,600	90,000	120,000	163,100	16
<b>Courses currently teaching</b>														
Design-related studio	58,700	69,000	83,500		0	0	5,000	0	3,000	10,000	65,900	77,400	94,500	138
Design-related non-studio	52,500	70,000	96,500		0	200	4,800	0	2,300	9,500	67,600	81,100	102,600	40
Art-related	54,300	65,800	84,300		0	800	5,000	1,200	3,500	7,800	61,100	73,300	86,400	22
Not currently teaching	84,000	112,000	152,800		0	0	5,000	0	0	9,600	90,000	120,000	163,100	16
<b>Total classroom contact hours per week</b>														
<5	77,500	100,000	111,500		2,000	10,000	15,000	0	900	5,500	86,000	114,000	140,000	13
5-9	60,000	80,000	99,500		0	0	6,800	0	1,800	5,800	67,000	90,500	119,600	36
10-14	61,500	71,000	83,000		0	3,300	7,100	0	2,800	6,000	71,300	79,100	91,000	40
15-19	55,000	66,300	74,300		0	0	2,400	0	3,800	10,000	65,300	72,300	86,800	44
20+	54,500	63,100	71,500		0	0	6,300	0	6,000	12,000	59,900	72,500	91,500	21
Not currently teaching	84,000	112,000	152,800		0	0	5,000	0	0	9,600	90,000	120,000	163,100	16

N/A (not available) indicates that the results are not included because there were fewer than 5 valid cases or 10 valid values.



# Associate professors

	SALARY/WAGES			SALARY/WAGE COMPARISON	ADDITIONAL CASH			SUPPLEMENTAL INCOME			TOTAL COMPENSATION			RESPONDENTS
	25TH%	MEDIAN	75TH%		25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	
<b>Overview</b>	\$54,000	\$60,900	\$70,000		\$0	\$500	\$5,000	\$0	\$1,500	\$10,000	\$60,000	\$70,000	\$85,000	207
<b>Gender</b>														
Male	55,000	60,000	72,000		0	0	5,000	0	3,000	14,000	60,000	75,000	86,000	103
Female	54,000	61,200	68,900		0	1,000	5,000	0	0	5,000	59,000	68,000	83,000	99
<b>Age</b>														
<35	48,500	57,000	62,000		0	1,500	9,500	0	5,000	15,700	57,100	66,500	78,000	12
35-44	53,000	59,000	67,000		0	0	3,000	0	2,300	5,800	58,000	65,000	80,900	68
45-54	55,000	62,500	72,000		0	1,000	5,000	0	1,000	15,000	61,900	74,000	87,000	85
55+	57,900	66,300	78,000		0	400	7,300	0	200	6,500	62,500	74,000	90,200	42
<b>Minority (Hispanic/Non-white)</b>														
Yes	59,000	67,600	78,500		0	1,500	8,500	0	0	5,800	63,500	77,100	94,500	30
No	53,500	60,000	68,000		0	0	5,000	0	2,000	12,000	60,000	68,100	83,000	163
<b>Education</b>														
Bachelor's	44,400	53,000	68,000		0	0	6,000	600	15,000	25,000	51,300	78,000	94,500	17
Master's	55,000	60,000	71,000		0	700	5,000	0	1,000	8,000	60,000	70,000	85,000	175
PhD/MDes	54,800	67,600	77,300		0	0	6,500	0	0	2,300	55,000	72,800	90,600	10
<b>Census division</b>														
New England	51,000	60,000	67,800		0	1,400	5,000	0	5,000	21,300	59,400	71,900	99,300	18
Middle Atlantic	58,800	72,200	79,300		0	0	3,100	0	2,300	15,000	62,400	83,000	91,400	34
East North Central	57,800	63,000	71,000		0	0	7,000	0	200	10,000	62,000	72,000	85,000	43
West North Central	52,500	57,000	66,900		0	2,000	4,500	0	0	1,300	56,800	60,000	73,800	21
South Atlantic	53,300	60,000	69,500		0	1,000	5,500	0	500	4,800	57,500	66,300	83,500	33
East South Central	50,000	56,000	67,000		0	0	4,000	0	4,000	15,000	60,000	71,500	80,600	15
West South Central	42,500	55,000	61,000		0	500	4,300	100	1,000	11,500	46,100	64,500	71,000	13
Mountain	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	9
Pacific	55,800	63,200	73,800		0	1,000	9,500	800	5,500	15,000	65,000	75,500	103,000	20

N/A (not available) indicates that the results are not included because there were fewer than 5 valid cases or 10 valid values.

	SALARY/WAGES			SALARY/WAGE COMPARISON	ADDITIONAL CASH			SUPPLEMENTAL INCOME			TOTAL COMPENSATION			RESPONDENTS
	25TH%	MEDIAN	75TH%		25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	
<b>Years in practice</b>														
<10	51,500	57,800	67,900		0	0	5,000	0	0	2,000	53,100	60,000	81,000	37
10-19	53,000	59,100	67,400		0	0	4,400	0	2,800	10,000	59,300	67,700	80,500	68
20+	56,000	63,500	72,000		0	1,500	6,000	0	3,500	15,000	64,000	75,600	90,000	95
Have not practiced	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	5
<b>Years teaching</b>														
<5	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	9
5-9	50,000	57,000	63,000		0	0	3,000	0	5,000	17,600	58,400	66,000	85,000	47
10-19	55,000	61,000	72,000		0	500	5,000	0	2,000	10,000	60,000	72,200	85,000	101
20+	59,500	67,700	78,000		0	1,000	6,500	0	0	3,000	64,000	77,000	90,000	49
<b>Years in practice before becoming an educator</b>														
none	53,500	61,500	70,900		0	0	3,000	0	1,500	5,800	61,800	69,000	82,300	20
<5	55,000	61,600	70,000		0	0	6,000	0	0	5,300	57,000	72,600	85,300	54
5-9	53,000	60,000	68,000		0	0	4,500	0	500	5,000	59,000	67,000	82,000	63
10+	54,300	62,000	76,500		0	1,500	5,500	0	5,000	15,000	62,000	74,500	92,500	69
<b>Years employed by institution</b>														
<5	48,000	59,000	74,000		0	2,500	8,200	0	2,000	12,000	56,200	71,500	90,000	27
5-9	53,000	58,500	70,000		0	500	6,000	0	3,000	10,000	60,000	68,000	85,000	82
10-19	57,000	63,700	72,000		0	0	4,100	0	0	12,000	60,000	74,300	88,100	78
20+	54,600	62,500	68,000		0	3,000	6,500	0	0	3,000	55,400	70,700	77,500	17
<b>Years in position</b>														
<3	53,000	58,000	66,000		0	500	5,000	0	5,000	15,000	59,000	67,000	85,000	59
3-4	56,300	62,000	72,000		0	500	7,000	0	2,000	10,000	63,000	74,000	88,500	47
5-9	53,000	62,000	73,000		0	0	4,000	0	1,000	11,000	57,500	72,200	86,000	61
10+	57,500	65,000	75,000		0	1,000	5,500	0	0	2,300	60,500	72,000	87,000	37
<b>Contract status</b>														
Tenured	55,400	62,000	72,000		0	0	5,000	0	1,900	10,000	60,000	72,000	86,000	153
Tenure-track	46,800	55,500	63,600		0	4,000	10,300	0	3,000	16,300	49,700	66,500	97,500	14
Contract, >1 year	59,500	63,200	72,000		0	2,900	5,000	0	1,300	7,500	63,000	72,400	84,000	22
Contract, ≤1 year	46,200	55,000	65,000		0	0	5,000	0	2,000	15,000	48,000	66,300	84,000	11
Non-tenured, no contract	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	5
<b>Union contract</b>														
Yes	57,500	64,500	76,500		0	1,400	7,000	0	1,500	15,000	62,800	75,500	90,200	70
No	53,500	59,100	68,000		0	0	5,000	0	1,500	7,500	58,400	68,000	83,000	135
<b>Appointment duration</b>														
12-month full-time	53,000	60,000	72,000		0	0	4,500	0	2,000	15,000	61,000	73,000	90,000	59
10-month full-time	54,100	61,100	70,000		0	600	5,000	0	1,000	7,900	60,000	69,800	85,000	148

N/A (not available) indicates that the results are not included because there were fewer than 5 valid cases or 10 valid values.

	SALARY/WAGES			SALARY/WAGE COMPARISON	ADDITIONAL CASH			SUPPLEMENTAL INCOME			TOTAL COMPENSATION			RESPONDENTS
	25TH%	MEDIAN	75TH%		25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	
<b>Nature of institution</b>														
Associate's college	46,200	61,200	74,000		0	5,000	11,900	0	400	10,000	48,000	72,200	90,000	27
School of art & design	55,600	62,000	73,500		0	0	3,300	0	6,000	17,500	65,600	75,600	91,000	21
Baccalaureate college	52,000	56,000	63,300		0	500	3,300	0	2,500	10,000	53,900	62,500	76,000	49
Master's college/university	56,000	62,800	75,000		0	0	5,300	0	0	5,300	61,400	68,300	86,000	46
Doctoral/research university	57,300	65,300	70,800		0	0	7,000	0	800	10,000	64,600	74,000	85,800	60
<b>Institution type</b>														
Private associate's college	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Public associate's college	46,800	61,600	74,500		0	5,500	12,000	0	700	10,500	53,000	72,600	92,000	26
Private school of art & design	56,000	64,000	78,300		0	0	3,000	0	7,000	16,300	66,000	79,300	92,300	18
Public school of art & design	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3
Private baccalaureate college	49,600	55,000	62,400		0	2,300	3,200	0	2,800	8,100	54,100	61,000	76,000	22
Public baccalaureate college	52,000	57,000	65,000		0	0	3,500	0	1,000	10,000	53,200	65,000	77,000	27
Private master's college/univ.	54,800	60,000	67,300		0	3,000	6,000	0	4,000	7,600	60,800	67,300	83,600	14
Public master's college/univ.	58,000	64,300	78,000		0	0	3,800	0	0	4,900	61,600	70,000	89,500	32
Private doctoral/research univ.	59,800	67,900	72,000		0	2,300	10,000	0	1,300	14,300	68,800	76,000	95,300	14
Public doctoral/research univ.	56,300	64,500	70,300		0	0	5,500	0	800	10,000	61,900	73,000	85,000	46
<b>Institution focus</b>														
Teaching	56,800	63,500	71,300		0	0	6,300	0	2,000	14,300	62,800	74,000	87,800	70
Research	53,000	59,500	67,600		0	900	5,000	0	1,500	10,000	56,800	67,800	85,000	126
Other	62,000	67,700	83,000		0	0	3,000	0	0	5,000	63,000	70,700	88,500	11
<b>Institution enrollment</b>														
<1,000	45,900	53,500	67,800		0	2,700	4,000	0	0	15,000	52,300	66,000	75,200	14
1,000-4,999	52,000	57,000	65,000		0	1,200	5,000	0	1,000	12,000	55,100	63,000	84,000	47
5,000-9,999	52,600	60,000	75,500		0	800	7,000	0	1,000	7,000	58,400	70,000	87,000	41
10,000 or more	57,000	64,000	72,000		0	0	6,000	0	2,000	10,000	63,000	74,000	88,000	103
<b>Major focus (&gt;50% of time)</b>														
Teaching	50,700	60,000	69,700		0	2,100	8,000	0	0	3,900	55,300	65,900	80,300	72
Professional practice	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
Administration	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	9
Mixed	55,000	60,000	70,000		0	0	4,900	0	4,000	15,000	60,200	71,000	85,000	124
<b>Administrative responsibilities</b>														
Dean*	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2
Department chair	56,500	66,300	72,500		0	2,300	7,300	0	800	15,000	64,300	74,800	90,000	46
Program coordinator	54,800	60,000	68,000		0	0	4,800	0	2,000	9,000	60,000	68,000	82,000	73
None of the above	53,000	60,000	70,500		0	500	5,000	0	1,000	10,500	57,900	67,800	87,000	86

N/A (not available) indicates that the results are not included because there were fewer than 5 valid cases or 10 valid values.

\*Including assistant and associate deans.

	SALARY/WAGES			SALARY/WAGE COMPARISON	ADDITIONAL CASH			SUPPLEMENTAL INCOME			TOTAL COMPENSATION			RESPONDENTS
	25TH%	MEDIAN	75TH%		25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	
<b>Primary research agenda</b>														
Applied design practice	54,000	61,500	70,800		0	0	5,000	0	7,500	20,000	64,900	77,100	92,000	72
Form-making, no client	52,900	58,000	68,200		0	1,100	5,000	0	0	4,300	56,000	64,000	81,400	54
Scholarly research	58,500	64,500	74,800		0	0	6,500	0	1,000	6,000	62,000	72,300	86,800	56
Other	53,000	57,800	72,000		700	2,100	10,000	0	200	4,000	58,500	70,000	78,400	11
Not pursuing research	47,000	56,300	68,000		0	0	6,000	0	300	2,000	48,000	63,000	75,000	11
<b>Peer review venues</b>														
Exhibitions	54,000	60,000	68,000		0	1,000	5,000	0	2,000	10,000	60,000	68,000	85,000	156
Presentations	55,000	62,000	71,500		0	0	4,000	0	2,500	11,000	60,000	72,000	86,000	129
Competitions	53,500	60,000	68,000		0	0	5,000	0	3,500	15,000	59,000	73,000	90,000	99
Creative work/magazines	56,400	62,000	72,000		0	0	6,000	0	5,000	20,000	65,100	80,000	90,000	59
Creative work/web	55,000	60,000	68,000		0	600	6,000	0	5,000	18,200	60,000	77,000	89,300	74
Critical writing/magazines	60,000	66,000	79,000		0	0	4,300	0	3,000	19,000	68,000	79,000	91,100	21
Critical writing/journals	64,500	72,000	81,300		0	0	4,500	0	3,000	15,000	68,100	83,000	94,600	33
Critical writing/books	60,800	67,600	78,500		0	0	5,000	0	5,000	16,300	67,600	82,500	94,000	34
Research findings/journals	57,000	63,000	68,000		0	0	6,000	0	1,000	7,000	60,000	67,400	85,000	31
Research findings/magazines	59,600	62,500	70,900		0	3,300	9,500	800	5,500	24,500	67,000	81,000	96,300	12
Research findings/books	60,300	63,600	72,000		0	1,500	7,300	0	5,000	15,000	63,000	73,000	90,000	28
<b>Number of courses currently teaching</b>														
1	68,000	75,000	88,400		0	0	3,900	0	2,000	8,500	75,500	86,000	95,500	17
2	55,800	64,000	71,300		0	0	3,500	0	200	15,000	61,100	71,300	87,400	50
3	53,200	59,800	65,900		0	0	4,300	0	1,000	10,000	58,000	66,500	80,500	82
4	53,000	59,100	63,500		0	3,000	7,000	0	5,000	12,500	60,900	70,700	85,300	31
5+	45,100	60,000	71,200		1,000	4,500	10,000	0	600	8,000	47,900	67,400	83,300	13
Not currently teaching	57,300	70,000	85,500		0	0	10,500	0	500	9,800	59,500	86,000	103,100	10
<b>Courses currently teaching</b>														
Design-related studio	54,000	60,000	70,000		0	500	5,000	0	2,000	10,500	59,800	70,000	85,000	182
Design-related non-studio	54,600	62,000	68,000		0	2,200	7,000	0	0	4,800	60,300	67,600	79,300	36
Art-related	48,900	54,400	64,600		0	3,900	7,800	0	0	4,800	52,600	64,700	74,800	24
Not currently teaching	57,300	70,000	85,500		0	0	10,500	0	500	9,800	59,500	86,000	103,100	10
<b>Total classroom contact hours per week</b>														
<5	56,000	69,000	84,300		0	0	3,500	0	1,000	5,000	60,800	77,500	90,500	26
5-9	54,800	60,000	71,300		0	0	3,800	0	2,500	10,000	61,900	68,100	76,300	38
10-14	55,000	62,500	70,000		0	100	5,000	0	2,000	12,000	60,000	70,700	88,000	47
15-19	53,200	58,000	67,400		0	0	5,000	0	2,000	12,000	58,000	68,000	82,000	63
20+	52,000	60,900	70,000		0	5,000	15,000	0	1,900	17,600	60,900	77,100	90,000	19
Not currently teaching	57,300	70,000	85,500		0	0	10,500	0	500	9,800	59,500	86,000	103,100	10

N/A (not available) indicates that the results are not included because there were fewer than 5 valid cases or 10 valid values.



# Assistant professors

	SALARY/WAGES			SALARY/WAGE COMPARISON	ADDITIONAL CASH			SUPPLEMENTAL INCOME			TOTAL COMPENSATION			RESPONDENTS
	25TH%	MEDIAN	75TH%		25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	
<b>Overview</b>	\$46,000	\$50,000	\$57,000		\$0	\$0	\$3,000	\$0	\$3,000	\$10,000	\$50,000	\$58,000	\$68,000	231
<b>Gender</b>														
Male	46,000	51,000	56,100		0	0	2,500	0	3,200	10,000	51,300	58,000	69,000	117
Female	46,000	50,000	58,400		0	0	3,000	0	3,000	9,800	49,600	57,800	67,900	112
<b>Age</b>														
<35	44,000	48,000	51,800		0	0	2,800	0	2,000	6,000	47,000	52,500	59,600	69
35-44	47,000	52,000	57,000		0	0	3,000	0	3,000	10,000	53,000	60,000	70,000	103
45-54	48,500	55,000	60,000		0	0	2,000	0	3,000	10,000	53,000	61,000	72,000	47
55+	46,800	56,000	65,000		0	3,000	9,600	0	1,000	15,000	53,000	63,500	88,600	11
<b>Minority (Hispanic/Non-white)</b>														
Yes	48,000	50,000	56,300		0	0	1,000	0	0	5,500	49,000	55,000	64,000	39
No	46,000	51,000	57,000		0	0	3,500	0	3,000	10,000	50,800	59,000	68,000	175
<b>Education</b>														
Bachelor's	43,000	49,000	69,000		0	1,500	6,000	300	5,000	10,000	48,000	57,500	74,000	15
Master's	46,000	50,000	56,300		0	0	3,000	0	3,000	9,500	50,000	57,500	67,000	193
PhD/MDes	49,600	53,000	56,500		0	0	6,500	0	0	8,500	53,000	58,500	74,800	13
<b>Census division</b>														
New England	50,000	55,000	61,000		600	1,500	4,300	0	5,000	8,000	53,000	62,400	74,000	15
Middle Atlantic	47,600	55,000	60,000		0	100	4,800	0	3,000	10,000	56,300	64,000	70,000	43
East North Central	44,300	48,000	56,300		0	0	1,900	0	900	5,400	48,000	53,000	62,500	48
West North Central	43,300	47,000	51,500		0	0	1,400	0	2,000	6,000	46,300	51,500	60,900	25
South Atlantic	47,000	50,000	55,000		0	0	3,500	0	5,000	10,000	50,000	58,000	70,000	31
East South Central	44,800	47,300	52,800		0	3,000	9,800	100	5,500	8,800	49,900	56,500	66,500	12
West South Central	43,300	50,000	52,000		0	0	4,500	200	5,000	12,500	50,000	55,800	70,800	20
Mountain	46,000	50,000	55,500		0	0	1,300	400	7,000	16,800	51,400	58,200	77,800	14
Pacific	50,000	55,000	62,000		0	0	1,000	0	5,000	16,000	55,000	65,000	77,000	19

N/A (not available) indicates that the results are not included because there were fewer than 5 valid cases or 10 valid values.

	SALARY/WAGES			SALARY/WAGE COMPARISON	ADDITIONAL CASH			SUPPLEMENTAL INCOME			TOTAL COMPENSATION			RESPONDENTS
	25TH%	MEDIAN	75TH%		25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	
<b>Years in practice</b>														
<10	45,000	48,800	55,000		0	0	1,200	0	300	5,000	47,500	53,300	60,100	64
10-19	46,400	50,000	55,000		0	0	4,900	0	5,000	10,000	51,100	59,800	68,000	114
20+	46,400	56,000	60,500		0	0	3,000	0	3,000	16,800	53,500	67,000	81,500	49
have not practiced	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3
<b>Years teaching</b>														
<5	45,000	48,000	54,000		0	0	3,000	0	3,000	8,000	48,000	54,700	62,100	75
5-9	46,000	50,000	55,000		0	0	4,000	0	2,500	8,000	50,000	56,700	65,800	103
10-19	50,000	58,900	61,500		0	0	2,000	0	6,000	15,000	58,000	67,000	80,000	47
20+	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6
<b>Years in practice before becoming an educator</b>														
none	41,300	47,000	53,900		0	0	1,900	200	3,500	6,000	46,600	56,300	64,000	20
<5	47,000	50,000	55,000		0	0	2,000	0	400	5,000	49,000	55,000	63,100	79
5-9	46,000	51,000	55,000		0	0	5,000	0	5,000	10,000	52,200	58,000	68,000	63
10+	46,500	53,000	60,000		0	0	3,000	0	4,000	15,000	54,000	64,000	78,000	67
<b>Years employed by institution</b>														
<5	45,000	49,000	55,000		0	0	2,000	0	2,500	8,500	49,000	56,500	65,000	141
5-9	47,200	52,000	58,500		0	0	5,000	0	4,100	10,000	53,000	62,000	72,300	72
10-19	52,000	59,000	64,000		0	0	6,000	0	2,000	6,500	56,500	61,000	76,000	17
20+	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1
<b>Years in position</b>														
<3	46,000	50,000	56,000		0	0	500	0	4,000	9,000	50,000	57,000	66,900	83
3-4	45,000	48,500	55,000		0	500	5,000	0	1,000	9,000	48,100	56,500	65,000	83
5-9	49,600	54,000	60,000		0	0	3,000	0	3,000	10,000	53,000	63,000	70,000	59
10+	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4
<b>Contract status</b>														
Tenured	46,000	54,000	62,900		0	0	5,000	300	3,000	9,000	55,600	64,400	70,000	27
Tenure-track	48,000	52,000	57,600		0	0	2,000	0	2,800	10,000	52,000	58,400	68,300	150
Contract, >1 year	44,300	47,300	58,000		0	0	3,000	0	2,500	9,300	47,000	57,000	69,500	24
Contract, ≤1 year	41,100	45,600	50,000		0	500	4,000	0	5,000	8,000	45,500	53,000	60,000	27
Non-tenured, no contract	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
<b>Union contract</b>														
Yes	50,000	54,000	59,800		0	0	5,000	0	1,000	9,500	53,100	61,400	68,600	68
No	45,000	49,000	55,000		0	0	2,500	0	3,200	10,000	49,000	57,000	68,000	159
<b>Appointment duration</b>														
12-month full-time	46,900	51,500	60,000		0	0	3,500	0	4,000	10,000	52,300	60,000	73,000	69
10-month full-time	45,800	50,000	55,000		0	0	2,100	0	2,800	9,000	49,900	57,000	65,600	162

N/A (not available) indicates that the results are not included because there were fewer than 5 valid cases or 10 valid values.

	SALARY/WAGES			SALARY/WAGE COMPARISON	ADDITIONAL CASH			SUPPLEMENTAL INCOME			TOTAL COMPENSATION			RESPONDENTS
	25TH%	MEDIAN	75TH%		25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	
<b>Nature of institution</b>														
Associate's college	43,000	47,600	59,000		0	5,500	9,600	0	600	6,000	48,100	61,700	66,000	15
School of art & design	42,000	46,500	54,800		0	0	2,100	0	3,200	8,000	44,800	56,000	66,600	21
Baccalaureate college	45,300	50,000	55,600		0	0	3,000	0	3,000	9,500	49,800	57,500	66,500	73
Master's college/university	48,000	51,500	55,000		0	0	3,000	0	1,500	10,000	51,400	56,700	68,000	55
Doctoral/research university	49,000	53,000	60,000		0	0	1,000	0	5,000	10,000	52,000	60,000	72,000	63
<b>Institution type</b>														
Private associate's college	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
Public associate's college	43,000	47,600	59,000		0	5,500	9,600	0	600	6,000	48,100	61,700	66,000	15
Private school of art & design	43,000	46,500	57,500		0	0	2,000	0	3,200	7,500	44,800	56,000	72,500	17
Public school of art & design	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4
Private baccalaureate college	43,400	47,500	51,000		0	0	3,000	0	1,000	7,300	46,600	53,800	60,200	34
Public baccalaureate college	46,000	52,100	58,500		0	0	6,000	0	5,000	10,000	54,000	60,500	73,000	39
Private master's college/univ.	47,100	49,300	56,300		0	0	4,500	300	4,300	18,000	50,900	58,300	77,500	16
Public master's college/univ.	48,000	53,000	55,000		0	0	2,500	0	600	8,000	52,000	56,700	66,500	39
Private doctoral/research univ.	53,800	60,000	65,000		0	2,000	5,200	3,000	7,000	10,000	64,000	68,000	84,000	11
Public doctoral/research univ.	48,000	52,000	60,000		0	0	0	0	3,500	10,000	50,400	58,300	69,500	52
<b>Institution focus</b>														
Teaching	49,000	53,000	60,000		0	0	1,100	0	5,000	11,500	53,000	63,000	76,400	73
Research	45,000	49,300	55,000		0	0	3,100	0	2,000	7,300	49,000	56,300	64,600	150
Other	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	8
<b>Institution enrollment</b>														
<1,000	41,300	45,800	50,300		0	0	700	0	900	4,600	42,000	48,100	57,900	16
1,000-4,999	44,000	48,000	54,500		0	600	4,000	0	3,000	10,000	49,000	56,400	63,100	63
5,000-9,999	46,900	52,000	56,500		0	0	3,300	0	3,500	11,300	52,800	59,900	73,200	30
10,000 or more	48,100	53,000	59,800		0	0	2,000	0	3,000	10,000	53,000	60,000	68,000	120
<b>Major focus (&gt;50% of time)</b>														
Teaching	45,000	49,300	56,100		0	0	3,000	0	800	7,300	48,000	55,900	65,000	94
Professional practice	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2
Administration	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3
Mixed	46,600	51,500	57,500		0	0	3,000	0	4,000	10,000	51,800	59,000	68,500	129
<b>Administrative responsibilities</b>														
Dean*	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3
Department chair	46,800	49,300	59,000		0	0	8,400	0	1,200	5,300	46,800	57,300	72,500	10
Program coordinator	46,800	53,000	59,300		0	0	5,800	0	2,000	10,000	53,000	58,800	68,500	58
None of the above	46,000	50,000	56,600		0	0	2,000	0	3,000	10,000	50,000	57,500	67,000	156

N/A (not available) indicates that the results are not included because there were fewer than 5 valid cases or 10 valid values.

\*Including assistant and associate deans.

	SALARY/WAGES			SALARY/WAGE COMPARISON	ADDITIONAL CASH			SUPPLEMENTAL INCOME			TOTAL COMPENSATION			RESPONDENTS
	25TH%	MEDIAN	75TH%		25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	
<b>Primary research agenda</b>														
Applied design practice	45,900	50,000	54,900		0	0	4,000	500	5,000	10,000	52,200	59,800	69,800	100
Form-making, no client	45,000	50,000	55,600		0	0	1,000	0	2,000	6,000	49,500	56,000	63,700	49
Scholarly research	47,800	53,000	60,000		0	0	3,000	0	600	6,300	51,300	59,100	70,000	54
Other	45,700	48,500	54,500		0	0	500	0	0	3,000	47,500	50,800	62,500	10
Not pursuing research	44,000	50,000	60,000		0	0	5,700	0	200	8,000	47,000	60,000	67,400	15
<b>Peer review venues</b>														
Exhibitions	46,000	50,000	56,000		0	0	3,000	0	3,000	9,000	50,000	57,000	66,000	171
Presentations	47,000	52,000	58,300		0	0	2,800	0	3,000	10,000	52,000	59,000	70,000	149
Competitions	46,000	50,000	56,500		0	0	3,000	0	4,000	10,000	50,800	58,500	68,000	111
Creative work/magazines	48,300	52,000	59,500		0	0	2,000	0	7,000	20,000	54,900	64,000	76,000	65
Creative work/web	46,400	51,300	57,000		0	0	2,000	0	3,500	10,300	51,900	58,000	68,500	110
Critical writing/magazines	50,000	60,000	65,000		0	0	500	0	4,000	26,800	53,400	70,000	91,000	17
Critical writing/journals	49,300	55,000	61,100		0	800	7,000	0	3,500	10,300	57,400	70,000	80,000	30
Critical writing/books	49,300	53,000	61,300		0	0	1,800	0	5,000	17,300	53,500	70,000	87,000	25
Research findings/journals	48,000	52,100	58,300		0	1,000	6,000	0	0	8,000	48,800	58,000	74,100	25
Research findings/magazines	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	9
Research findings/books	49,000	55,000	60,000		0	0	0	0	5,000	35,000	53,000	65,000	90,000	19
<b>Number of courses currently teaching</b>														
1	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6
2	50,000	54,300	60,000		0	0	2,000	0	3,000	10,000	53,000	60,300	75,300	46
3	46,000	50,000	55,000		0	0	2,400	0	3,600	10,000	50,300	59,600	68,800	116
4	43,200	48,000	55,300		0	0	3,100	0	700	5,000	45,200	53,400	60,400	34
5+	42,500	48,000	50,000		0	1,200	5,800	0	4,000	7,000	48,600	55,400	63,200	21
Not currently teaching	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4
<b>Courses currently teaching</b>														
Design-related studio	46,000	50,200	57,200		0	0	3,000	0	3,000	10,000	51,200	58,000	67,200	217
Design-related non-studio	46,000	50,600	60,000		0	600	5,000	0	4,100	10,000	52,300	61,500	72,000	56
Art-related	44,300	47,800	49,800		0	500	3,400	0	2,000	6,000	46,600	51,800	61,400	24
Not currently teaching	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4
<b>Total classroom contact hours per week</b>														
<5	48,500	52,500	60,000		0	0	6,800	0	2,700	12,500	55,100	64,000	67,300	16
5-9	48,900	53,000	58,900		0	0	2,500	0	6,500	12,500	56,100	61,900	72,800	38
10-14	47,800	53,000	60,000		0	0	2,000	0	1,000	8,500	50,900	59,000	66,300	58
15-19	45,000	49,000	53,600		0	0	3,000	0	3,000	9,500	48,500	55,000	65,900	85
20+	41,800	48,300	54,600		0	400	5,100	0	3,500	6,000	48,100	57,000	65,600	26
Not currently teaching	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4

N/A (not available) indicates that the results are not included because there were fewer than 5 valid cases or 10 valid values.

# Other full-time faculty

	SALARY/WAGES			SALARY/WAGE COMPARISON	ADDITIONAL CASH			SUPPLEMENTAL INCOME			TOTAL COMPENSATION			RESPONDENTS
	25TH%	MEDIAN	75TH%		25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	
<b>Overview</b>	\$44,000	\$49,400	\$58,000		\$0	\$0	\$1,900	\$0	\$3,000	\$10,000	\$47,900	\$56,000	\$71,300	110
<b>Gender</b>														
Male	41,000	50,000	60,000		0	0	3,800	0	3,000	10,000	48,200	57,300	72,500	52
Female	45,000	48,000	55,300		0	0	700	0	3,000	10,000	47,100	54,700	70,000	56
<b>Age</b>														
<35	42,500	45,000	51,000		0	0	2,000	500	3,500	10,000	47,500	54,500	82,000	27
35-44	45,300	50,200	55,800		0	0	700	0	3,000	10,000	49,000	54,100	68,000	28
45-54	45,000	50,000	57,000		0	0	3,000	0	3,000	12,000	48,000	58,000	70,000	35
55+	41,000	55,500	70,500		0	0	3,500	0	1,400	8,800	43,000	60,400	76,900	20
<b>Minority (Hispanic/Non-white)</b>														
Yes	45,000	49,000	58,000		0	800	5,000	0	3,500	10,000	48,700	57,000	71,000	11
No	43,300	50,000	58,000		0	0	1,000	0	3,000	10,000	46,700	55,000	73,000	89
<b>Education</b>														
Bachelor's	42,800	49,400	56,000		0	0	2,800	0	1,500	10,000	46,900	57,300	73,000	36
Master's	44,000	49,500	60,000		0	0	1,700	0	3,300	10,000	47,600	55,500	70,000	68
PhD/MDes	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2
<b>Census division</b>														
New England	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7
Middle Atlantic	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	8
East North Central	44,500	50,500	61,500		0	400	2,400	1,500	6,500	11,300	53,200	56,000	72,300	10
West North Central	39,500	44,500	49,300		0	1,000	5,000	0	2,300	7,000	44,300	51,800	61,200	14
South Atlantic	42,400	49,000	54,300		0	0	900	0	2,500	7,500	46,500	52,500	66,500	28
East South Central	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2
West South Central	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6
Mountain	42,000	47,000	61,000		0	0	2,000	0	2,000	12,000	43,000	58,800	74,000	11
Pacific	45,000	56,000	63,100		0	0	100	0	3,000	12,500	48,800	60,800	80,000	21

N/A (not available) indicates that the results are not included because there were fewer than 5 valid cases or 10 valid values.

	SALARY/WAGES			SALARY/WAGE COMPARISON	ADDITIONAL CASH			SUPPLEMENTAL INCOME			TOTAL COMPENSATION			RESPONDENTS
	25TH%	MEDIAN	75TH%		25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	
<b>Years in practice</b>														
<10	40,000	45,000	50,000		0	0	1,900	0	2,000	10,000	45,000	50,800	54,900	23
10-19	45,000	51,000	56,000		0	0	2,000	0	4,000	10,000	49,000	64,000	74,000	39
20+	43,400	49,400	60,000		0	0	1,300	0	2,500	12,800	47,800	57,400	72,300	42
Have not practiced	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6
<b>Years teaching</b>														
<5	40,900	48,000	57,800		0	0	900	0	1,300	8,800	45,000	53,700	67,000	24
5-9	42,000	47,000	51,500		0	0	2,000	1,600	5,000	12,000	48,900	55,000	70,300	42
10-19	45,000	51,600	65,000		0	0	4,500	0	3,000	15,000	49,400	65,000	79,300	33
20+	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	9
<b>Years in practice before becoming an educator</b>														
none	43,000	50,000	60,000		0	0	4,000	0	3,000	10,000	49,000	54,900	70,000	19
<5	43,800	47,500	55,000		0	0	1,800	0	5,000	10,000	46,000	55,000	69,400	19
5-9	45,000	51,500	59,000		0	0	2,300	0	5,000	14,000	49,800	65,000	79,000	33
10+	41,000	47,000	56,000		0	0	2,000	0	2,000	6,000	46,100	54,000	63,000	39
<b>Years employed by institution</b>														
<5	43,300	48,000	57,500		0	0	400	0	2,000	10,000	45,500	56,000	70,500	41
5-9	42,500	46,000	51,600		0	0	2,000	0	3,500	10,000	49,000	54,500	70,000	47
10-19	48,000	55,400	65,000		0	0	7,000	0	5,000	25,000	51,000	69,400	96,500	19
20+	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3
<b>Years in position</b>														
<3	41,800	47,800	57,300		0	0	1,900	0	2,500	10,500	45,800	54,400	70,500	38
3-4	44,000	52,000	60,300		0	0	1,500	0	3,000	10,000	48,200	63,000	71,500	22
5-9	43,500	49,000	52,300		0	0	2,500	0	3,500	10,000	49,000	54,500	62,000	33
10+	45,500	52,000	63,000		0	0	3,800	0	5,000	27,500	48,800	73,000	92,300	17
<b>Contract status</b>														
Tenured	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	8
Tenure-track	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2
Contract, >1 year	44,500	50,000	66,500		0	0	4,000	500	6,000	27,500	54,000	70,000	94,500	25
Contract, ≤1 year	43,900	49,000	56,500		0	0	500	0	2,500	10,000	47,000	54,500	70,000	57
Non-tenured, no contract	41,000	46,000	56,700		0	0	1,900	0	3,500	9,000	43,000	54,500	64,500	17
<b>Union contract</b>														
Yes	44,700	50,000	57,300		0	0	3,000	400	3,000	10,000	48,900	58,000	70,000	22
No	43,600	48,500	58,000		0	0	1,700	0	3,000	10,000	47,600	55,000	73,000	88
<b>Appointment duration</b>														
12-month full-time	44,000	50,000	59,000		0	0	1,300	0	2,000	10,000	47,800	56,000	71,500	65
10-month full-time	43,000	48,000	56,500		0	0	3,500	300	5,000	15,000	47,800	56,500	71,500	45

N/A (not available) indicates that the results are not included because there were fewer than 5 valid cases or 10 valid values.



	SALARY/WAGES			SALARY/WAGE COMPARISON	ADDITIONAL CASH			SUPPLEMENTAL INCOME			TOTAL COMPENSATION			RESPONDENTS
	25TH%	MEDIAN	75TH%		25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	
<b>Nature of institution</b>														
Associate's college	40,000	47,000	51,000		0	0	4,000	0	3,500	15,000	46,000	54,500	71,000	19
School of art & design	45,000	53,000	65,800		0	0	1,300	0	2,800	10,000	50,800	61,500	78,100	38
Baccalaureate college	44,000	46,500	53,000		0	0	700	0	2,000	5,300	46,900	52,100	60,800	26
Master's college/university	43,800	45,000	51,600		0	400	5,300	400	9,000	38,800	49,600	62,400	91,000	10
Doctoral/research university	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	9
<b>Institution type</b>														
Private associate's college	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7
Public associate's college	40,300	46,000	50,300		0	1,000	4,000	0	3,300	11,800	45,300	53,300	67,000	12
Private school of art & design	46,100	53,000	68,000		0	0	2,000	0	3,000	10,000	51,900	65,000	78,500	35
Public school of art & design	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3
Private baccalaureate college	45,000	47,000	58,500		0	0	1,300	0	2,000	11,000	49,000	58,800	67,500	17
Public baccalaureate college	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	9
Private master's college/univ.	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	5
Public master's college/univ.	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	5
Private doctoral/research univ.	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3
Public doctoral/research univ.	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6
<b>Institution focus</b>														
Teaching	40,000	44,000	51,500		0	0	9,000	1,000	10,000	35,000	49,000	54,900	84,000	11
Research	43,600	49,900	58,000		0	0	1,900	0	2,500	10,000	47,600	55,500	70,000	88
Other	46,000	50,000	68,000		0	0	400	0	10,000	25,000	46,900	71,000	97,000	11
<b>Institution enrollment</b>														
<1,000	42,300	50,000	57,500		0	0	200	0	2,000	9,500	44,000	53,200	67,500	25
1,000-4,999	45,000	50,400	60,000		0	0	3,000	0	3,000	10,000	49,900	57,000	71,000	55
5,000-9,999	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	8
10,000 or more	43,000	48,000	52,800		0	0	5,500	0	2,500	13,000	45,600	54,200	72,300	20
<b>Major focus (&gt;50% of time)</b>														
Teaching	43,300	48,000	57,500		0	0	600	0	1,000	8,500	46,000	52,300	66,400	65
Professional practice	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3
Administration	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7
Mixed	43,800	50,000	55,600		0	0	2,300	1,900	5,500	22,500	51,700	56,200	81,100	34
<b>Administrative responsibilities</b>														
Dean*	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2
Department chair	46,000	62,000	71,500		0	0	4,000	0	2,000	10,000	52,000	68,000	80,000	15
Program coordinator	43,600	48,500	57,300		0	0	5,000	800	3,000	10,500	46,700	60,400	73,000	18
None of the above	43,300	48,000	54,000		0	0	1,300	0	3,500	10,000	47,500	54,500	69,700	73

N/A (not available) indicates that the results are not included because there were fewer than 5 valid cases or 10 valid values.

\*Including assistant and associate deans.

	SALARY/WAGES			SALARY/WAGE COMPARISON	ADDITIONAL CASH			SUPPLEMENTAL INCOME			TOTAL COMPENSATION			RESPONDENTS
	25TH%	MEDIAN	75TH%		25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	25TH%	MEDIAN	75TH%	
<b>Primary research agenda</b>														
Applied design practice	44,800	50,500	57,300		0	0	1,100	1,600	5,000	15,000	48,600	58,500	74,300	34
Form-making, no client	40,500	45,000	52,700		0	0	4,500	0	2,000	12,000	48,000	52,700	65,400	21
Scholarly research	46,500	54,200	65,000		0	0	1,900	0	2,000	10,000	50,300	62,000	70,300	18
Other	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	5
Not pursuing research	43,300	46,000	52,800		0	0	2,000	0	1,000	10,000	46,000	54,900	72,300	32
<b>Peer review venues</b>														
Exhibitions	43,300	48,000	57,500		0	0	1,500	0	3,500	13,500	47,800	54,900	70,000	57
Presentations	45,000	52,000	62,100		0	0	4,000	0	3,000	10,000	51,700	59,500	74,400	42
Competitions	43,000	47,500	58,000		0	0	2,000	3,000	10,000	18,000	46,900	65,000	80,000	35
Creative work/magazines	44,300	50,600	60,000		0	0	800	0	5,000	19,500	49,300	62,000	80,000	28
Creative work/web	43,600	50,000	60,000		0	0	800	0	5,000	15,000	47,900	55,500	78,900	38
Critical writing/magazines	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	5
Critical writing/journals	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3
Critical writing/books	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	8
Research findings/journals	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3
Research findings/magazines	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4
Research findings/books	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	5
<b>Number of courses currently teaching</b>														
1	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6
2	41,000	53,000	65,000		0	0	500	0	500	15,000	45,000	58,000	70,000	19
3	44,500	50,000	57,500		0	0	0	300	4,000	17,500	48,500	55,000	77,000	25
4	44,300	48,000	51,500		0	300	3,000	0	3,300	17,000	47,400	57,000	72,500	20
5+	42,000	47,000	53,600		0	0	2,000	0	2,500	9,300	46,000	53,600	61,600	34
Not currently teaching	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	5
<b>Courses currently teaching</b>														
Design-related studio	43,800	49,000	57,000		0	0	1,900	0	3,500	10,000	48,000	56,000	70,000	95
Design-related non-studio	42,300	47,000	57,000		0	0	3,500	0	5,000	10,000	47,300	56,000	69,500	25
Art-related	41,000	46,000	55,400		0	0	5,000	0	2,000	6,000	46,000	52,100	69,400	19
Not currently teaching	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	5
<b>Total classroom contact hours per week</b>														
<5	39,700	45,000	65,800		0	0	2,100	0	4,000	11,300	45,000	53,300	74,300	14
5-9	42,300	51,500	68,900		0	0	2,800	0	0	13,800	46,500	60,000	83,100	14
10-14	43,100	48,500	58,100		0	0	6,800	0	800	7,300	44,900	54,200	67,800	10
15-19	45,000	50,000	55,500		0	0	1,200	1,800	5,000	32,500	51,000	64,100	83,300	29
20+	42,300	48,000	54,500		0	0	2,000	0	3,000	10,000	46,300	55,000	60,400	37
Not currently teaching	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	5

N/A (not available) indicates that the results are not included because there were fewer than 5 valid cases or 10 valid values.

## Definitions

### **FULL-TIME DESIGN EDUCATOR**

A full-time design educator is an emeritus professor, special named professor, full professor, associate professor, assistant professor or any other full-time faculty member.

### **FULL PROFESSOR**

A full professor is a senior, often tenured, design educator. This title applies to emeritus professors and specially named professors.

### **ASSOCIATE PROFESSOR**

An associate professor is a mid-level design educator. Generally upon obtaining tenure, one is promoted to associate professor.

### **ASSISTANT PROFESSOR**

An assistant professor is an entry-level design educator.

### **OTHER FULL-TIME FACULTY**

Other full-time faculty are the teaching or research staff of a university or college.

### **SALARY/WAGE COMPARISON (GRAPH)**

The far-left point of the horizontal black bar visually represents the 25th percentile dollar amount; the red vertical bar represents the median dollar amount; and the far-right point of the horizontal black bar represents the 75th percentile dollar amount.

### **ADDITIONAL CASH COMPENSATION**

Additional cash compensation is the amount of compensation you received for overtime pay, bonuses and other cash compensation from your primary position. This excludes your base salary.

### **SUPPLEMENTAL INCOME**

Supplemental income is compensation you earned personally from employment or self-employment other than from your primary position.

### **TOTAL COMPENSATION**

The sum of the base annual salary from your primary position plus any additional cash compensation earned from employment in your primary position and supplemental income you personally earned from employment or self-employment in a position other than your primary position.

## 2008 Design Educators steering committee

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**CHRISTOPHER VICE**, chair, department of visual communication, Herron School of Art and Design, Indiana University

## Resources

### AIGA DESIGN EDUCATORS COMMUNITY

The AIGA Design Educators community seeks to enhance the abilities of design educators and educational institutions to prepare future designers for excellence in design practice, design theory and design writing at the undergraduate and graduate levels while supporting the fundamental mission of AIGA.

[designeducation.aiga.org](http://designeducation.aiga.org)

### REGIONAL EDUCATORS CONFERENCES

With the generous support of Adobe, the AIGA Design Educators community organizes a series of regional educators conferences. These conferences provide an opportunity for educators to gather, share information and present current research and teaching methodologies.

[www.aiga.org/regional-educator-conferences](http://www.aiga.org/regional-educator-conferences)

### AIGA AND THE ICOGRADA EDUCATION NETWORK

The Icograda Education Network (IEN) brings together the worldwide community of design educational institutions, including AIGA, on behalf of all its members.

[www.icograda.com/education](http://www.icograda.com/education)

### AIGA AND THE NATIONAL ASSOCIATION OF SCHOOLS OF ART AND DESIGN

The National Association of Schools of Art and Design (NASAD) has approximately 280 accredited institutional members; it establishes national standards for undergraduate and graduate degrees and other credentials. NASAD evaluates, through the process of accreditation, schools of art and design and programs of studio art and design instruction in terms of their quality and the results they achieve, as judged by experienced examiners. AIGA may have one representative and four alternate representatives who serve as NASAD Visiting Evaluators to design programs across the country.

[nasad.arts-accredit.org](http://nasad.arts-accredit.org)

## About AIGA



AIGA | the professional association for design  
 164 Fifth Avenue New York NY 10010  
 212 807 1990 | [www.aiga.org](http://www.aiga.org)

This survey is conducted by AIGA on behalf of its members. To provide comments on how the survey can be improved in future years, please contact [educatorsalariesurvey@aiga.org](mailto:educatorsalariesurvey@aiga.org).

**Survey research**  
 MemberSurvey.com (division of Readex Research)  
 Stillwater, MN  
[www.readexresearch.com/member/home.html](http://www.readexresearch.com/member/home.html)

**Design**  
 KINETIK, Inc., Washington, DC  
[www.kinetikcom.com](http://www.kinetikcom.com)

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AIGA, the professional association for design, is the go-to place for design—to discover it, discuss it, understand it, appreciate it, be inspired by it.

AIGA's mission is to advance designing as a professional craft, strategic tool and vital cultural force. AIGA stimulates thinking about design through journals, conferences, competitions and exhibitions; demonstrates the value of design to business, the public and government officials; and empowers the success of designers at each stage of their careers by providing invaluable educational and social resources.

Founded in 1914, AIGA remains the oldest and largest professional membership organization for design. AIGA now represents more than 22,000 design professionals, educators and students through national activities and local programs developed by 62 chapters and 240 student groups. AIGA is a nonprofit, 501(c)(3) educational institution.

For more information, visit AIGA at [www.aiga.org](http://www.aiga.org).