

2017-18 Staff Compensation & Demographics Survey

Executive Summary

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Changes in 2017-18 Survey

The 2017-18 academic year marked the 50th anniversary of the AACSB International Salary Survey, and the 11th year that the survey has been available to all AACSB member schools worldwide, regardless of location. This year, changes were introduced to create a broader context for understanding faculty and staff compensation across global business schools, and to align with other data related to faculty and staff demographics. These changes are reflected in the new name—the AACSB International Staff Compensation and Demographic Survey (SCDS).

Specific changes this year include the introduction of some new variables, such that we now track year hired, specific tenure status (tenured, tenure-track, neither, not applicable), and the base salary as a percentage of total compensation for each faculty member reported. Other demographics collected at the person level were primary field/discipline appointment, pay period (9 to 10 months vs. 11 to 12 months), faculty qualification types, and gender.

Participation

This executive summary provides an overview of the results for the all participating schools whose surveys were submitted and validated by February 27, 2018 (n = 500). AACSB invited over 1,600 business school members and their academic units to participate in this year's survey. Twenty-five total countries and territories were represented in the survey responses. Reflecting the high value placed on the reports created using the survey data, member participation was high among accredited institutions, where 55 percent of all AACSB-accredited schools and 76 percent of U.S.-based AACSB-accredited schools participated in the survey. While approximately 67 percent of all U.S. member schools participated in this year's survey, only 32 percent of all member schools worldwide participated in the survey.

The 500 participating schools provided data on 33,274 business faculty members across all ranks and 36 business fields plus an "other" category, as well as data on 6,185 administrators in 24 positions normally found in business schools. Of 6,185 administrators reported, 1,178 were on a nine-month contract, while 5,007 were on a 12-month contract.

Twenty-five total countries and territories were represented in the survey responses, providing responses on 33,274 business faculty members and 6,185 administrators.

Table 1. Number of Participating Schools by Region

REGION	PARTICIPANTS
Asia (excl. Middle & Near East)	9
Oceania	4
Total: Asia Pacific	13
Africa	0
Europe & Near East	15
Middle East	3
Total: Europe, Middle East and Africa (EMEA)	18
Canada	36
Latin America and Caribbean	2
United States (excluding territories)	431
Total: The Americas	469
Total: All Participating Schools	500

Time in Role

When looking across all full-time faculty members reported in the survey, the average amount of years a faculty member had been at their current institution was 11 years. The average number of years a female faculty member had been at their current institution was nine years, and the average for males was 12 years. The average number of years that a faculty member at a private school had been at the current institution was around 12 years, and at public schools about 11 years. Faculty from the statistics discipline had been at their current institutions longer than those from other disciplines, at an average of 16 years, while faculty from business law and quantitative methods were a close second, with an average of 14 years each. While the largest number of faculty reported was in the discipline of accounting ($n = 5,579$), the average number of years that an accounting faculty member had been at an institution was about 11 years. Averages can be impacted by high numbers of new hires in certain fields; the discipline that had the largest number of new hires was data analytics, where about 32 percent of the faculty teaching in that field were hired in 2017 (the current survey year).

Below is the distribution of the number of years individual faculty members have been at their current institution, by faculty rank level. It is important to note that the year hired is the year that the individual started as a full-time faculty member at a given institution, and the rank is the individual's current rank (i.e., those with professor rank most likely started at the institution as a lower rank).

Figure 1. Number of Years at Business School by Faculty Rank

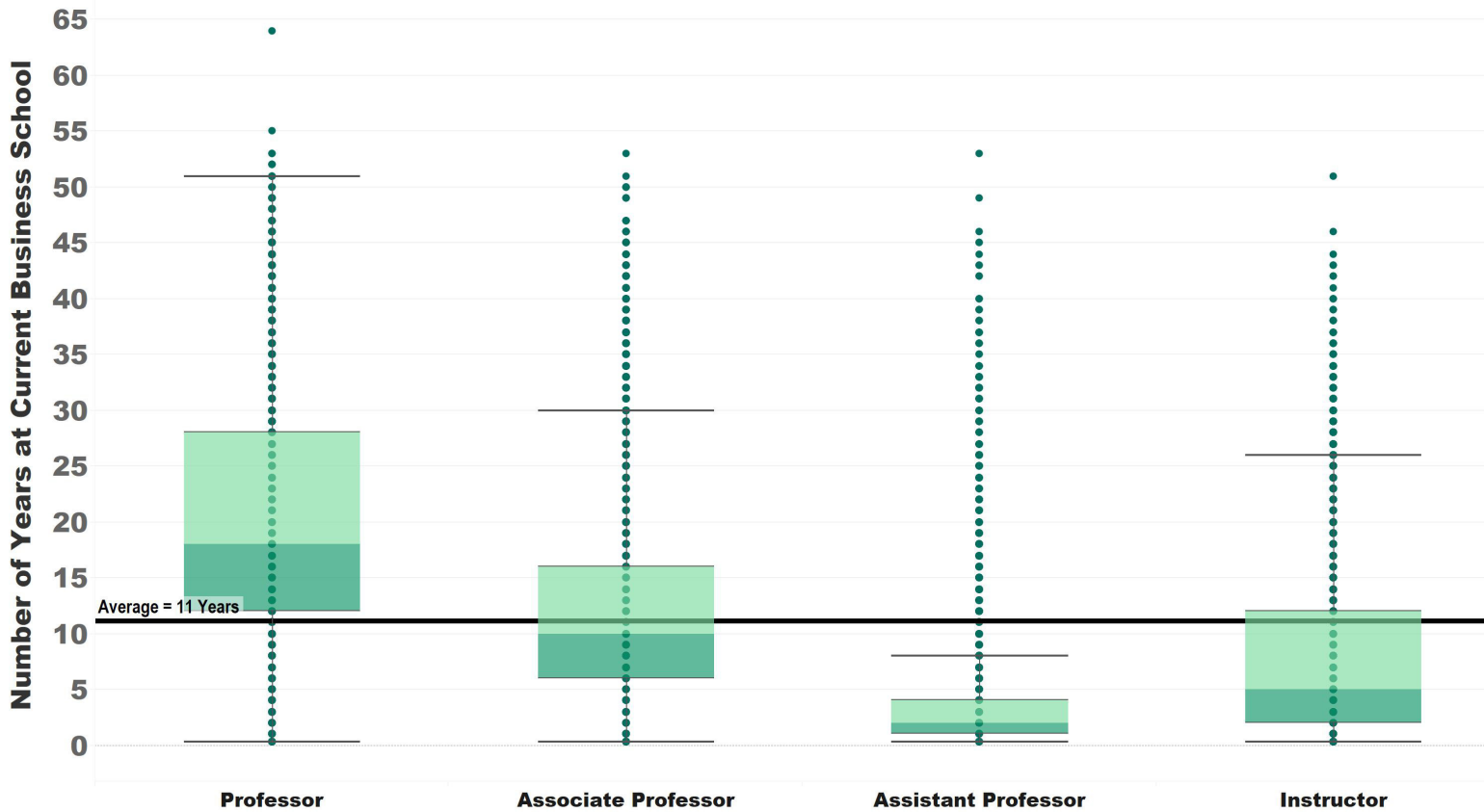


Table 2. Distribution of Number of Years by Faculty Rank

	Professor	Associate Professor	Assistant Professor	Instructor
Maximum	64	53	53	51
75th Percentile	28	16	4	12
Median	18	10	2	5
25th Percentile	12	6	1	2
Minimum	2017 Hire	2017 Hire	2017 Hire	2017 Hire
Mean	19.8	12.3	3.7	7.6
Standard Deviation	10.6	8.9	4.9	7.6
Total Count	9,114	8,883	8,732	6,545

Faculty Qualifications

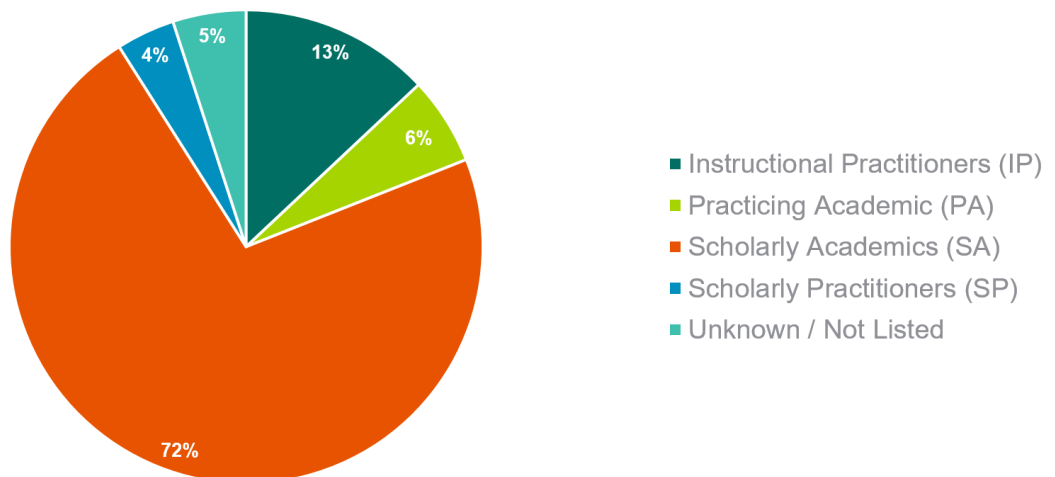
As a part of our data collections, one of the demographics unique to our surveys is each faculty member’s qualification status, according to the AACSB International Eligibility Procedures and Accreditation Standards for Business Accreditation, adopted in April 2013. The four categories are based on the faculty member’s initial academic preparation, initial professional experience, and sustained academic and professional engagement as described below (see Table 3). Individuals holding a faculty title but whose qualifications do not meet the criteria established by the school for scholarly academics (SA), practice academics (PA), scholarly practitioners (SP), or instructional practitioners (IP) status, or individuals for whom the status is unknown/not listed (UN/NL), are also identified as such; the distributions of faculty in this executive summary concern only that set for which one of the four categories has been applied.

Table 3. AACSB Faculty Qualification Categories

		Sustained Engagement Activities	
		Academic Research/ Scholarly)	Applied/ Practice
Initial Academic Preparation and Professional Experience	Professional Experience, Substantial in Duration, and Level of Responsibility	Scholarly Practitioners (SP)	Instructional Practitioners (IP)
	Doctoral Degree	Scholarly Academics (SA)	Practice Academics (PA)

Not surprisingly, the largest percentage of full-time faculty reported are scholarly academics (72 percent).

Figure 2. Percentage of Full-time Faculty Reported in One of the AACSB Qualification Categories



Looking at Scholarly Academics in terms of disciplines (aggregated into 18 main areas), behavioral science/organizational behavior had the highest percentage, where 80 percent of all faculty reported in this field were categorized as scholarly academics.

In contrast, only 20 percent of faculty in the discipline of general business are categorized as scholarly academics. Figure 3 below contains the percentages for all 18 disciplinary groups.

Figure 3. Percentage of Full-time Faculty That are Scholarly Academics by Discipline

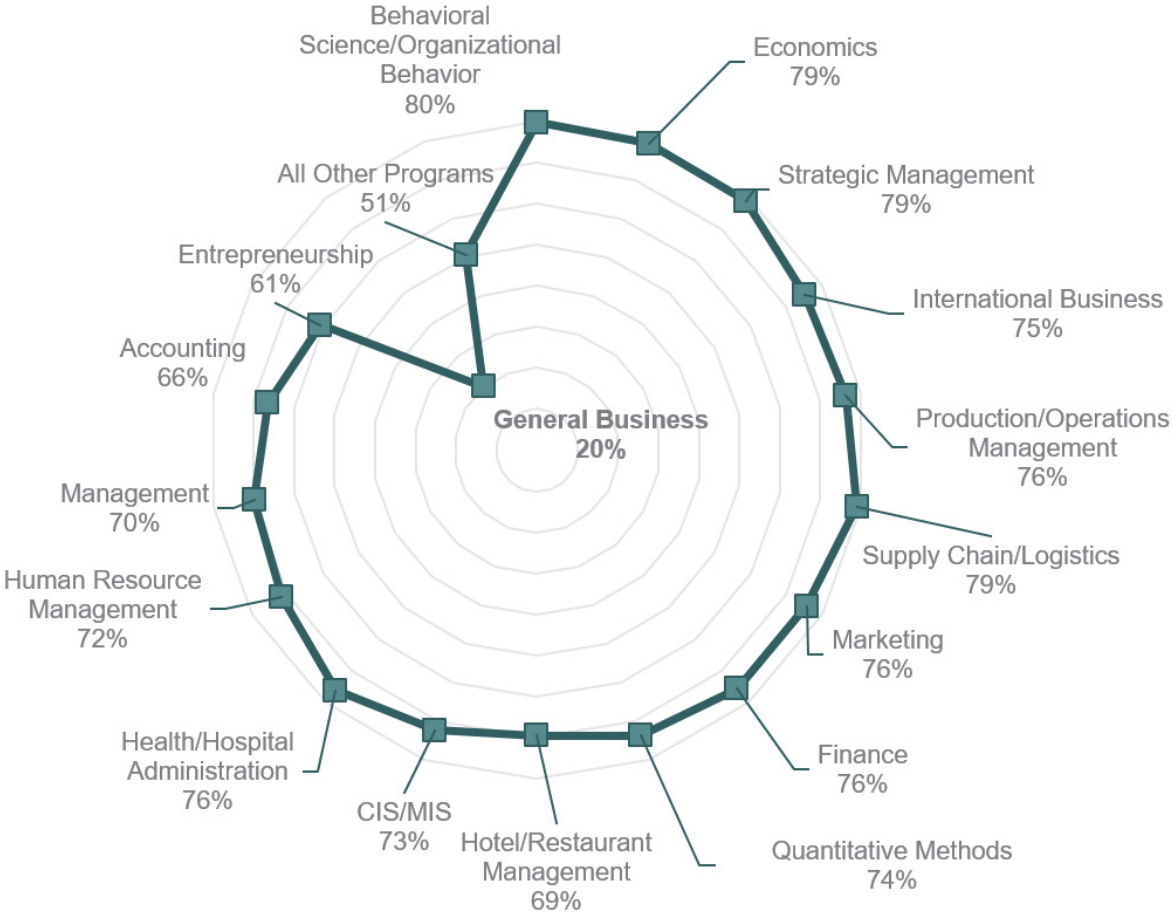


Table 4 contains information regarding the percentage of full-time faculty in one of the four AACSB qualification categories by discipline groups. As noted in Figure 2, only a very small percentage (6 percent) of faculty are practicing academics (PA). This was also the case when faculty were broken out by discipline.

The percentage of PA faculty ranged from 3 percent (hotel/restaurant management and international business) to 9 percent (strategic management) with a collection of all other programs having 13 percent of their faculty reported as practice academics. Only 4 percent of the overall faculty were reported as scholarly practitioners, with the highest disciplinary percentages at around 7 percent in both international business and health/hospital administration, while only 2 percent of the faculty teaching in the discipline of behavioral science/organizational behavior were reported in this category.

Overall, 13 percent of the full-time faculty reported in the SCDS were instructional practitioners. The discipline with the largest percentage of instructional practitioners was general business at 58 percent. Entrepreneurship also had a substantially large percentage at 25 percent, and accounting faculty followed at 18 percent. Only 4 percent of economics full-time faculty were considered as instructional practitioners.

Table 4. Percentage of Full-time Faculty in One of the Four AACSB Qualification Categories in Each of the Disciplinary Groups

DISCIPLINARY GROUP	SA	PA	IP	SP	UN/NL
Behavioral Science/ Organizational Behavior	80%	8%	6%	2%	5%
Economics	79%	6%	4%	3%	7%
Strategic Management	79%	9%	5%	3%	5%
International Business	75%	3%	6%	7%	9%
Production/Operations Management	76%	7%	8%	3%	7%
Supply Chain/Logistics	79%	5%	9%	3%	3%
Marketing	76%	5%	12%	3%	4%
Finance	76%	7%	9%	3%	5%
Quantitative Methods	74%	6%	11%	3%	7%
Hotel/Restaurant Management	69%	3%	15%	3%	10%
CIS/MIS	73%	5%	13%	4%	5%
Health/Hospital Administration	76%	7%	11%	7%	0%
Human Resource Management	72%	7%	10%	6%	5%
Management	70%	7%	15%	3%	5%
Accounting	66%	5%	18%	4%	5%
Entrepreneurship	61%	7%	25%	4%	3%
General Business	20%	6%	58%	6%	10%
All Other Programs	51%	13%	22%	8%	6%
Grand Total	72%	6%	13%	4%	5%

Compensation Practices

In June of 2017, we surveyed our member schools and over 72 percent indicated that they wanted the Compensation Practices section returned to this survey, from its previous location in our Business School Questionnaire (BSQ) Finances Module. In this section, we collect information from our member schools regarding full-time tenured and tenure-track faculty teaching loads, new hire compensation practices, and full-time faculty compensation practices.

Table 5 displays information regarding full-time faculty compensation practices collected in this year's survey. Summer research funds were reported by 285 of the schools that submitted the survey; collectively these schools averaged 76 total full-time faculty, awarded summer research funds to an average of 24 faculty per school, and awarded an average of 16,481 USD per benefit. There were 390 schools that indicated that they compensate their full-time faculty with a stipend for teaching non-credit courses; collectively these schools averaged 85 total full-time faculty, awarded this stipend to an average of 13 faculty per school, and awarded an average total of 8,663 USD per individual. Only 17 schools indicated that they compensated faculty with additional pay for production of intellectual contributions beyond expected standards; collectively these schools averaged 96 total full-time faculty, awarded this additional bonus pay to an average of 17 faculty members per school, and awarded an average of 11,653 USD to each recipient annually.

Table 5. Compensation Practices

Full-time Faculty Compensation Practices	Number of Schools Reporting	Average Number of Total Full-time Faculty	Average Number of Faculty Receiving Compensation	Average Annual Amount in USD
a. Summer research funds	285	76	24	16,481
b. Summer teaching compensation	388	63	23	11,038
c. Overload/stipends for teaching credit courses	390	67	18	9,435
d. Stipends for teaching non-credit courses	141	85	13	8,663
e. Additional funds for research	212	76	27	7,578
f. Additional pay for administrative duties (above and beyond teaching/research)	70	74	14	9,976
g. Additional pay for teaching at international partner institution(s)	29	80	10	8,112
h. Additional pay for production of intellectual contributions beyond expected standards	17	96	17	11,653

Faculty Salary

The overall average nine-month salary* for all 33,141 full-time faculty whose salaries were reported, across all regions, was around 127.1 thousand USD; the median was 117.5 thousand USD. Information regarding full-time faculty salaries is displayed in Table 6. As expected, there was quite a range depending on the discipline and the rank. The median salary for instructors was 74.6 thousand USD, with the largest median salary in this rank at 89.8 thousand USD in the discipline of health/hospital administration. The lowest median salary reported for this rank was 59.0 thousand USD in general business. For the rank of assistant professor, the median salary was 117 thousand USD, and for associate professor the median salary was 121.5 thousand USD, where finance was the discipline with largest median salaries for both ranks (142.3 thousand USD and 137.4 thousand USD, respectively). The lowest median salaries for these two ranks was also general business (56.4 thousand USD and 73.1 thousand USD, respectively). For the highest faculty rank (e.g., professor), the median salary across all faculty (and all disciplines) was 142.1 thousand USD; the highest median salary was in the discipline of behavioral science/organizational behavior, and the lowest median salary for this rank was found in general business at 105.1 thousand USD. Information regarding salaries broken out by new hires and regions is available via the DataDirect custom benchmarking tool and related overview reports for member schools that participated in the survey. These reports are also available for purchase.

Among schools that award a stipend for teaching non-credit courses, the average stipend was 8,663 USD.

*Faculty Salaries that were reported at a 12-month rate were converted to an equivalent nine-month salary. Reporting salary was not required for this year's survey; this table contains information from 497 schools that reported salary.

Table 6. Nine-month Full-time Faculty Salary by Discipline and Level

Discipline	Statistic	Professor	Associate Professor	Assistant Professor	Instructor
Accounting	75th Percentile	207.8	167.2	181.4	94.0
	Median	148.6	135.0	138.3	76.3
	25th Percentile	124.0	112.1	112.1	62.6
	Mean	170.7	143.3	143.7	82.1
	N of Faculty	1,264	1,459	1,552	1,295
Behavioral Science/ Organizational Behavior	75th Percentile	242.5	171.0	153.5	110.1
	Median	172.4	127.6	123.0	80.2
	25th Percentile	123.5	98.1	86.8	57.6
	Mean	184.1	133.5	121.3	87.1
	N of Faculty	335	354	269	156
CIS/MIS	75th Percentile	177.1	142.8	136.7	93.7
	Median	141.2	121.5	113.1	73.3
	25th Percentile	120.7	104.6	93.6	60.0
	Mean	153.9	124.2	114.3	78.8
	N of Faculty	747	721	646	549
Economics	75th Percentile	169.2	125.0	116.4	84.4
	Median	124.0	101.0	93.0	67.0
	25th Percentile	101.5	87.4	81.1	56.0
	Mean	146.7	109.6	99.9	70.8
	N of Faculty	990	830	786	382
Entrepreneurship	75th Percentile	208.2	150.0	128.8	106.6
	Median	147.2	117.7	110.0	80.2
	25th Percentile	119.8	97.6	84.4	65.0
	Mean	166.4	123.5	107.1	88.9
	N of Faculty	149	163	180	223
Finance	75th Percentile	244.6	182.9	200.0	116.1
	Median	164.0	137.4	142.3	87.6
	25th Percentile	127.1	111.5	110.0	65.9
	Mean	189.6	148.7	148.6	93.2
	N of Faculty	1,449	1,301	1,273	765

Discipline	Statistic	Professor	Associate Professor	Assistant Professor	Instructor
General Business	75th Percentile	119.5	117.3	91.3	73.0
	Median	105.1	73.1	56.4	59.0
	25th Percentile	75.5	65.4	53.2	48.8
	Mean	108.6	92.2	84.8	67.2
	N of Faculty	12	13	11	98
Health/Hospital Administration	75th Percentile	178.0	123.0	117.2	102.1
	Median	130.0	109.3	104.1	89.8
	25th Percentile	103.4	98.0	87.4	73.7
	Mean	147.4	114.9	101.0	90.3
	N of Faculty	31	27	40	24
Hotel/Restaurant Management	75th Percentile	147.6	110.6	97.9	86.9
	Median	118.4	98.2	82.8	75.7
	25th Percentile	100.0	87.0	77.5	68.8
	Mean	125.1	99.7	86.6	77.3
	N of Faculty	47	65	57	47
Human Resource Management	75th Percentile	151.8	123.8	116.0	82.4
	Median	127.5	102.7	99.0	72.0
	25th Percentile	104.7	83.2	77.1	60.6
	Mean	137.5	105.4	97.7	72.1
	N of Faculty	194	188	136	89
International Business	75th Percentile	170.8	137.0	134.7	100.3
	Median	139.5	109.0	110.3	81.3
	25th Percentile	121.0	76.7	83.4	70.0
	Mean	149.4	109.0	109.5	83.6
	N of Faculty	157	133	84	56
Management	75th Percentile	165.8	133.3	125.0	89.4
	Median	126.0	113.6	105.8	72.0
	25th Percentile	104.7	96.9	89.5	57.4
	Mean	139.6	118.6	108.1	77.2
	N of Faculty	872	876	980	787

Discipline	Statistic	Professor	Associate Professor	Assistant Professor	Instructor
Marketing	75th Percentile	200.8	148.4	148.3	92.5
	Median	143.1	120.5	118.8	74.3
	25th Percentile	119.0	101.1	97.6	58.6
	Mean	168.2	126.5	121.0	78.2
	N of Faculty	1,202	1,232	1,148	710
Production/Operations Management	75th Percentile	212.9	168.4	160.0	110.5
	Median	153.3	133.8	128.5	85.2
	25th Percentile	120.1	108.6	103.0	64.9
	Mean	167.3	136.2	126.7	91.2
	N of Faculty	426	325	343	209
Quantitative Methods	75th Percentile	191.5	151.7	145.0	90.0
	Median	150.4	120.8	119.5	71.8
	25th Percentile	118.9	96.8	98.0	57.0
	Mean	161.0	126.5	120.5	75.2
	N of Faculty	324	234	264	209
Strategic Management	75th Percentile	242.3	166.0	152.3	112.4
	Median	163.0	128.3	118.0	83.5
	25th Percentile	125.4	102.7	89.0	60.0
	Mean	184.1	135.7	118.7	89.6
	N of Faculty	337	346	330	128
Supply Chain/Logistics	75th Percentile	214.0	161.5	140.0	110.8
	Median	164.5	131.3	124.0	86.6
	25th Percentile	126.7	106.6	97.1	72.1
	Mean	170.9	131.3	117.8	93.2
	N of Faculty	138	179	163	80
All Other Programs	75th Percentile	147.3	112.5	96.2	81.3
	Median	117.5	95.1	79.5	65.0
	25th Percentile	97.6	77.5	64.8	55.0
	Mean	128.1	97.1	83.9	71.5
	N of Faculty	422	402	403	733
All Full-Time Faculty	75th Percentile	198.9	152.1	149.3	95.0
	Median	142.1	121.5	117.0	74.6
	25th Percentile	115.9	98.2	91.0	60.0
	Mean	163.4	128.7	122.5	80.6
	N of Faculty	9,096	8,848	8,665	6,540

The information collected regarding administrative roles at each school is also reported at the individual level. In regard to gender, 75 percent of deans and 66 percent of associate deans were male. Overall, 51 percent of the individuals serving in administrative leadership roles (not including department chairs) were male. Also collected was information regarding the salaries for all administrative ranks. Table 7 contains information regarding salaries for administrative roles.

Table 7. Twelve-month Administrator Salary by Position

Position	Statistic	12 Month Salaries
Dean	75th Percentile	305.0
	Median	228.0
	25th Percentile	180.0
	Mean	260.4
	N	455
Associate Dean	75th Percentile	222.9
	Median	172.1
	25th Percentile	136.0
	Mean	183.0
	N	658
Assistant Dean	75th Percentile	146.9
	Median	105.4
	25th Percentile	85.0
	Mean	121.7
	N	145
Assistant Dean or Director: Development	75th Percentile	158.0
	Median	121.5
	25th Percentile	92.0
	Mean	139.5
	N	109

Position	Statistic	12 Month Salaries
Assistant Dean or Director: Finance and Admin	75th Percentile	144.6
	Median	110.0
	25th Percentile	78.8
	Mean	115.3
	N	163
Assistant Dean or Director: Info Technology	75th Percentile	128.7
	Median	105.8
	25th Percentile	82.6
	Mean	110.6
	N	131
Assistant Dean or Director of Graduate Programs	75th Percentile	144.7
	Median	115.0
	25th Percentile	78.7
	Mean	120.0
	N	164
Assistant Dean or Director: Career Services/Place	75th Percentile	123.7
	Median	95.6
	25th Percentile	72.0
	Mean	101.7
	N	174

Position	Statistic	12 Month Salaries
Assistant Dean or Director: Executive Ed	75th Percentile	175.2
	Median	126.9
	25th Percentile	90.7
	Mean	135.7
	N	94
Assistant Dean or Director: MBA Programs	75th Percentile	153.9
	Median	117.3
	25th Percentile	82.0
	Mean	125.5
	N	130
Assistant Dean or Director: Under-grad Programs	75th Percentile	126.6
	Median	97.1
	25th Percentile	72.8
	Mean	108.1
	N	176
Director of Business Library Services	75th Percentile	109.7
	Median	94.3
	25th Percentile	73.7
	Mean	86.6
	N	20
Director of Communications/ Public Relation	75th Percentile	125.0
	Median	90.0
	25th Percentile	64.3
	Mean	97.2
	N	170
Director of Cooperative Programs	75th Percentile	95.3
	Median	83.5
	25th Percentile	68.3
	Mean	87.2
	N	18

Position	Statistic	12 Month Salaries
Director of Distance Education	75th Percentile	133.1
	Median	119.0
	25th Percentile	93.4
	Mean	119.7
	N	21
Director of Internship	75th Percentile	74.4
	Median	65.8
	25th Percentile	52.1
	Mean	63.7
	N	44
Director of Research	75th Percentile	216.1
	Median	147.1
	25th Percentile	110.1
	Mean	166.2
	N	42
Executive MBA (EMBA) Director	75th Percentile	158.8
	Median	121.9
	25th Percentile	92.0
	Mean	131.6
	N	85
Major Gifts Officer	75th Percentile	125.6
	Median	93.8
	25th Percentile	75.4
	Mean	104.1
	N	80
MBA/Master's Admissions Director	75th Percentile	121.6
	Median	95.1
	25th Percentile	74.5
	Mean	99.8
	N	140

Position	Statistic	12 Month Salaries
School of Accounting, Director, etc.	75th Percentile	250.6
	Median	184.5
	25th Percentile	145.5
	Mean	201.9
	N	26
Small Business Administration Director	75th Percentile	116.4
	Median	84.7
	25th Percentile	73.6
	Mean	94.2
	N	71
Other	75th Percentile	104.0
	Median	70.2
	25th Percentile	49.2
	Mean	83.0
	N	969

By expanding our survey, the information we now collect via the Staff Compensation and Demographic Survey (SCDS) is more robust and comprehensive, containing not only salary information for full-time faculty and administrators but also additional information regarding part-time faculty and staff demographics. By adding the year hired as one of our person-level demographics, in the future we will be able to track annual cohorts at the school level. In addition, by taking all faculty-related sections from other surveys and incorporating them into one collection, we can now incorporate more efficient and pragmatic validation processes.

Full overview reports are available to all participating schools that provide detailed breakouts by field/discipline, accreditation status, and institutional control (public vs. private), in addition to custom reports available via the AACSB DataDirect benchmarking tools. The overview reports are available for purchase.

For additional requests and questions, please contact us at datadirect@aacsb.edu.