

AACSB International – The Association to Advance Collegiate Schools of Business
777 South Harbour Island Boulevard
Suite 750
Tampa, FL 33602-5730

2010-2011 **SALARY SURVEY REPORTS**

Versions Included:
United States Only (All other participants excluded)
All Participants (Canada excluded)
Participants (US and Canada excluded)

Knowledge Services

This report provides detailed tables summarizing the results of AACSB International's 2009-2010 Salary Survey. The survey includes data for 31,367 faculty members (US 27,851) and 5,887 administrators (US 5,303). Salary data was collected in 28 fields of specialization plus a category entitled "other." For purposes of this summary report, the data were grouped into 18 fields. Individual tables show the mean, median, maximum and minimum salaries for each rank and for new hires at each rank. The tables also include percentiles (90th, 75th, 25th, 10th). For each field, separate tables are provided for each of the following:

Public Accredited
Public Non-Accredited
Public
Private Accredited
Private Non-Accredited
Private
Accredited
Non-Accredited
All AACSB Members

The Salary Survey is prepared with the cooperation and assistance of AACSB International member institutions and their staffs. AACSB's salary survey information is voluntary and is not connected formally or informally with AACSB International accreditation. There is no AACSB International accreditation standard related to salaries.

PREFACE

This report of U.S. faculty and administrative personnel salaries paid during the 2010-2011 academic year is the 43rd such annual study conducted by AACSB International – The Association to Advance Collegiate Schools of Business in the current series. This report provides statistical information about faculty salaries by rank and field/discipline, with salaries for new hires also reported separately. It also provides salary information for administrative positions common to most business schools. Member representatives may create and purchase custom reports (including a minimum of six peer institutions) online using the Knowledge Services DataDirect Web site (www.aacsb.edu/datadirect). The custom reports are automatically produced and may be downloaded in MS Excel or HTML formats.

All member institutions were invited to participate in the survey. The salary survey questionnaire was sent via email to 664 business schools and academic units at member institutions. Of these, 548 institutions responded (US 503). The table below indicates categories of respondents and percentage response from each category of AACSB International membership:

	Total U.S. Membership	Number Responding	Percent Responding
Private Educational Institutions			
Private Accredited	152	133	87.5
Private Non-Accredited	103	29	28.2
Public Educational Institutions			
Public Accredited	329	306	93.0
Public Non-Accredited	<u>80</u>	<u>35</u>	<u>43.8</u>
	664	503	75.8

The total survey includes salary data on 31,367 faculty members and 5,887 administrators.

Salary information was collected in thousands to one decimal point. Salaries of faculty were collected as nine- or 10-month equivalent salaries to allow direct comparability to data collected and disseminated by the American Association of University Professors. Administrative salaries were collected on a 9-month/12-month breakdown. Of the 5,887 administrative salaries reported, 1,196 were paid on a 9-month basis, while 4,691 were paid on a 12-month basis.

Salary data for faculty were collected in 28 fields of specialization plus a category entitled "other." For reporting purposes, the data were grouped into the following 18 fields:

Reporting Area	Including
Accounting	Accounting, Taxation
Behavioral Science/ Organizational Behavior	Behavioral Science/ Organizational Behavior
Business Communication	Business Communication
Business Education	Business Education
Business Ethics	Business Ethics
Business Law/Legal Environment	Business Law/Legal Environment
Computer Information Systems/ Management Information Systems	Computer Information Systems/ Management Information Systems
E-business	E-business
Economics/Managerial Economics	Economics/Managerial Economics
Entrepreneurship/Small Business Administration	Entrepreneurship/Small Business Administration
Finance	Finance, Insurance, Real Estate
Human Resource Management	Human Resource Management
International Business	International Business
Management	Management
Marketing	Marketing
Production/Operations Management	Production/Operations Management
Quantitative Methods	Operations Research, Quantitative Methods, Statistics
Strategic Management	Strategic Management
Other	General Business, Health Services/Hospital Administration, Hotel/Restaurant/Tourism, Public Administration, Supply Chain Management/Transportation/Logistics, and Other

2010-2011 Salary Survey US Executive Summary

The results of AACSB International's 43rd annual Salary Survey, the most comprehensive and credible in the industry, are in. This executive summary provides an overview of the results. The full report that follows provides detailed breakouts by field/discipline, accreditation status and institutional control (public vs. private). Custom Salary Survey reports also are available.

AACSB invited 664 business schools among educational members in the United States to participate in this year's survey. Reflecting the high value placed on the reports created using the survey data, member participation was high among accredited institutions at 91.3 percent with overall participation at 75.8 percent. Table 1 describes the participation rate by institutional control and accreditation status.

The 503 participating US schools provided data on 27,851 business faculty members across all ranks and 28 business fields and 5,303 administrators in 25 positions normally found in business schools. Of 5,303 administrative salaries reported, 1,092 were on a 9-month basis, while 4,211 were on a 12-month basis.

The distribution of participating institutions by the 2005 Carnegie Classifications is shown in Table 2.a. illustrates reasonable diversity in participation while showing higher participation percentages among doctoral universities.

Table 1. Participation by Accreditation Status and Control

Type of Institution	AACSB US Members*	Number Responding	Percent Responding
Private Accredited	152	133	88
Private Non-Accredited	103	29	28
Public Accredited	329	306	93
Public Non-Accredited	80	35	44
Total	664	503	76

Table 2.a. Participating Institutions by 2005 Carnegie Classification

Carnegie Classification	AACSB US Members	Percent of Total Members	Number Responding	Percent of Total Responding	Response Rate
Baccalaureate Colleges--Arts & Sciences	32	4.8	19	3.8	59.4
Baccalaureate Colleges--Diverse Fields	30	4.5	18	3.6	60.0
Baccalaureate/Associate's Colleges	8	1.2	4	0.8	50.0
Master's Colleges and Universities (smaller programs)	31	4.7	18	3.6	58.1
Master's Colleges and Universities (medium programs)	87	13.1	51	10.1	58.6
Master's Colleges and Universities (larger programs)	218	32.8	172	34.2	78.9
Other health professions schools	1	0.2	1	0.2	100.0
Doctoral/Research Universities	59	8.9	45	8.9	76.3
Research Universities (high research activity)	94	14.2	85	16.9	90.4
Research Universities (very high research activity)	92	13.9	83	16.5	90.2
Schools of business and management	8	1.2	4	0.8	50.0
Theological sem, Bible colleges, other faith-related inst	1	0.2	1	0.2	100.0
Unknown	3	0.5	2	0.4	66.7
Total	664		503		75.8

US Business Faculty Market Trends

The average full-time faculty 9-month salary across all ranks and fields increased 2.6 percent to \$113,996 from 111,084 as compared to last year's 1.7 percent increase from 2008. This is a total increase of 4.4 percent from 2008-09 to 2010-11. While the largest increase in average salary, 13.1 percent, was in the rank of professor in E-business (including E-commerce), the salaries for most ranks and disciplines remained essentially the same or showed small increases. The portion of full-time faculty classified as new hires remained at 6.7 percent. On average, each school welcomed 3.8 new faculty members in the fall of 2010, up slightly from 3.6 in 2009. Overall, 82.5 percent of full-time faculty members were reported as academically qualified with 12.8 percent as professionally qualified. The highest percentage of academically qualified faculty, 92.6 percent, was reported at the rank of professor with the lowest percentage, 33.5 percent, at the rank of instructor

The distribution of hiring activity has shifted over the last fourteen years. Table 3 shows the share of hiring activity by field/discipline in the current year with 2000 and 1996 for comparison purposes. Information systems continued to decrease, down to 4.7 percent from 5.6 percent in 2009. Hiring activity in accounting increased to 21.7 from 18.0 percent.

Table 4 shows the percent of full-time faculty indicated as non-tenure track. Non-tenure track positions dominate the rank of instructor, but still account for only a small fraction at the ranks of professor, associate professor and assistant

professor. The portion of full-time faculty holding the rank of instructor increased to 14.7 percent from 14.3 percent last year. In 2010, 26.6 percent of the new hires held instructor rank and 58.0 percent were at the assistant professor rank.

Table 3. Distribution of New Hires Across Fields/Disciplines

Field/Discipline	Percent 1996	Percent 2000	Percent 2010
Accounting/Taxation	18.2	15.7	21.7
CIS/MIS	11.1	17.6	4.7
Economics/Managerial Economics	9.1	9.1	10.5
Finance/Banking/Real Estate/Insurance	15.8	12.9	14.1
Management/Behavioral Science/International Business/Strategic Management	15.2	16.2	19.0
Marketing	13.7	12.4	12.2
Production/Operations Management	4.3	3.4	2.9
Quantitative Methods/Operations Research/Statistics	2.8	2.2	2.1
All Other	9.8	10.5	12.9

Table 4. Non-Tenure Track Faculty

Rank	Percent Non-Tenure Track 2001	Percent Non-Tenure Track 2002	Percent Non-Tenure Track 2009	Percent Non-Tenure Track 2010
Professor	1.9	2.3	5.5	6.3
Associate Professor	2.6	3.5	6.5	7.2
Assistant Professor	9.1	10.0	10.4	10.8
Instructor	82.0	83.7	97.9	97.9

Business Faculty Salaries

Tables 5a-5e show average business faculty salaries by rank (including new doctorates) and field/discipline. They also show the percentage change from 2009 and the average salary paid to new hires for each rank and field/discipline.

Table 5a. Professor Salaries by Field/Discipline (\$'s in 000's)

Field/Discipline	Mean 2010	Percent Change From 2009	Mean New Hires
Accounting/Taxation	140.6	2.6	150.9
CIS/MIS	133.7	2.5	-
Economics/Managerial Economics	126.4	1.9	202.5
Finance/Banking/Real Estate/Insurance	161.4	2.3	179.0
Management/Behavioral Science/International Business/Strategic Management	138.5	2.7	160.5
Marketing	142.9	3.5	187.2
Production/Operations Management	139.8	1.6	-
Quantitative Methods/Operations Research/Statistics	137.2	2.8	-
Combined (All fields/disciplines, including fields/disciplines not listed above)	139.9	2.7	169.3

Table 5b. Associate Professor Salaries by Field/Discipline (\$'s in 000's)

Field/Discipline	Mean 2010	Percent Change From 2009	Mean New Hires
Accounting/Taxation	118.4	2.4	139.4
CIS/MIS	110.7	2.2	128.8
Economics/Managerial Economics	92.9	2.4	110.1
Finance/Banking/Real Estate/Insurance	130.3	2.6	152.0
Management/Behavioral Science/International Business/Strategic Management	110.8	2.8	124.3
Marketing	112.1	2.2	128.3
Production/Operations Management	115.6	3.8	125.4
Quantitative Methods/Operations Research/Statistics	102.2	1.6	-
Combined (All fields/disciplines, including fields/disciplines not listed above)	112.1	2.4	131.8

Table 5c. Assistant Professor Salaries by Field/Discipline (\$'s in 000's)

Field/Discipline	Mean 2010	Percent Change From 2009	Mean New Hires
Accounting/Taxation	124.9	3.7	130.7
CIS/MIS	99.9	0.2	94.1
Economics/Managerial Economics	88.2	3.6	94.7
Finance/Banking/Real Estate/Insurance	131.6	2.7	140.3
Management/Behavioral Science/International Business/Strategic Management	105.6	3.2	108.0
Marketing	109.1	2.6	109.4
Production/Operations Management	113.4	3.8	108.1
Quantitative Methods/Operations Research/Statistics	94.4	4.2	100.9
Combined (All fields/disciplines, including fields/disciplines not listed above)	109.8	3.1	113.9

Table 5d. Instructor Salaries by Field/Discipline (\$'s in 000's)

Field/Discipline	Mean 2010	Percent Change From 2009	Mean New Hires
Accounting/Taxation	68.4	4.4	69.7
CIS/MIS	64.1	1.7	62.6
Economics/Managerial Economics	60.3	4.0	55.1
Finance/Banking/Real Estate/Insurance	79.6	5.2	80.0
Management/Behavioral Science/International Business/Strategic Management	67.9	5.8	68.5
Marketing	66.1	4.4	68.1
Production/Operations Management	67.1	2.1	72.3
Quantitative Methods/Operations Research/Statistics	59.6	0.2	52.9
Combined (All fields/disciplines, including fields/disciplines not listed above)	67.3	4.0	67.5

Table 5e. New Doctorate Salaries by Field/Discipline (\$'s in 000's)

Field/Discipline	Mean 2010	Percent Change From 2009
Accounting/Taxation	136.0	6.4
CIS/MIS	112.5	28.0
Economics/Managerial Economics	88.7	0.0
Finance/Banking/Real Estate/Insurance	140.0	4.8
Management/Behavioral Science/International Business/Strategic Management	123.0	16.4
Marketing	117.8	9.3
Production/Operations Management	100.1	-6.0
Quantitative Methods/Operations Research/Statistics	116.3	21.7
Combined (All fields/disciplines, including fields/disciplines not listed above)	118.8	8.4

Business School Administrative Salaries

Table 6 shows average, median and 75th and 25th percentile salaries for administrative positions involving 12-month contracts.

Table 6. 12-Month Administrative Salaries by Position (\$'s in 000's)

Position	Mean 2010	Percent Change From 2009	75%	Median	25%
Dean	218.9	3.1	262.4	189.1	153.3
Associate Dean	162.0	1.8	183.9	150.0	125.3
Assistant Dean	97.5	3.1	112.4	90.0	74.2
Assistant Dean or Director: Development	113.5	0.7	133.0	106.1	80.0
Assistant Dean or Director: Finance and Administration	106.0	1.7	128.2	95.0	76.2
Assistant Dean or Director: Information Technology	101.8	3.8	112.0	94.0	72.6
Accounting Department Chair	157.1	1.3	184.3	148.8	123.0
School of Accounting, Director, etc.	182.0	5.1	223.4	172.9	140.0
Academic Department Chair	148.4	1.0	171.1	139.2	116.6
Assistant Dean or Director: Undergraduate Programs	90.0	0.6	106.9	81.9	67.0
Assistant Dean or Director: Graduate Programs	105.9	-0.3	122.8	97.1	72.4
Assistant Dean or Director: Career Services/Placement	91.9	1.5	115.2	90.7	68.2
Director of Cooperative Programs	77.6	-0.7	77.9	64.0	58.2
Assistant Dean or Director: Executive Education	120.2	-2.2	152.6	105.5	85.6
Director of Internship	56.1	-0.2	65.0	52.0	45.0
MBA/Master's Admissions Director	82.1	0.7	100.5	75.5	60.0
Assistant Dean or Director: MBA Programs	106.7	2.0	130.0	96.6	76.3
Small Business Administration Director	83.6	4.8	96.0	75.0	61.8
Director of Communications/Public Relations	82.3	1.5	101.3	76.4	56.0
Executive MBA (EMBA) Director	109.6	1.9	132.7	107.7	85.6
Director of Research	130.2	6.0	145.4	125.1	90.9
Director of Distance Education	102.9	3.4	127.0	95.0	81.1
Major Gifts Officer	90.2	-1.0	109.3	88.4	70.6
Director of Business Library Services	86.9	0.9	97.4	85.2	72.3
Other	69.9	-0.4	83.2	56.3	43.5

PREFACE

This report is based on data gathered through the 2010-2011 worldwide salary survey. This was the fourth year that the Salary Survey was available to schools outside of the United States and Canada. As a growing study, this report reflects a sample size that incorporates the full number of participants, excluding Canada. The report has been separated into distinct sections to control for the larger United States sample size. First, all data are being reported together as part of the Salary Survey Overview – All Participants and in the second section, only the data from participating schools outside of the United States is being reported. All data has been converted to United States Dollars for comparison purposes. As the global component of this survey continues to grow, we anticipate that in future years the Salary Survey will also display regional divisions based on number of responses. This report is a companion report to the 2010-2011 US Salary Survey Report and the 2010-2011 Canadian Salary Survey Report.

Our special thanks go to the schools from outside of the United States and Canada that participated in this survey. A total of 548 schools reported data for 31,367 faculty and 5,887 administrative position salaries. Eighteen different currencies were represented in the survey responses.

The sections of this report are divided by institutional control, accreditation status, discipline, and faculty rank. Salary information was collected in thousands to one decimal point. If a line is blank, then no data was reported or is not shown due to confidentiality restrictions.

Region	Participants
Canada	- not included
Africa	0
Asia	12
Europe	19
Oceania	8
The Americas	509
	548

2010-2011 Salary Survey All Participants Executive Summary

The results of AACSB International's 43rd annual Salary Survey, the most comprehensive and credible in the industry, are in. This executive summary provides an overview of the results for the worldwide and all participant companion report to the 2010-11 Salary Survey Report - US. The full report that follows provides detailed breakouts by field/discipline, accreditation status and institutional control (public vs. private). Custom Salary Survey reports also are available.

AACSB invited 1,194 member business schools and academic units to participate in this year's survey. Reflecting the high value placed on the reports created using the survey data, member participation was high among accredited institutions at 91 percent (US)/76 percent for all participants with overall participation at 76 percent (US)/46 percent for all participants.

The 548 participating schools provided data on 31,367 business faculty members across all ranks and 28 business fields and 5,887 administrators in 25 positions normally found in business schools. Of 5,887 administrative salaries reported, 1,196 were on a 9-month basis, while 4,691 were on a 12-month basis.

This is the fifth year that all AACSB member schools were invited to participate in the Salary Survey. As participation grows and we gather comparable data across years, this report will begin to include annual trend tables similar to those reported in the US version of the report. Please note that the data includes a wide variety of currencies, so all have been converted to US dollars for comparison purposes.

Table 1. Participation by Accreditation Status

Type of Institution	AACSB Members	Number Responding	Percent Responding
Accredited	611	463	76
Non-Accredited	583	85	15
Total	1194	548	46