

UM Faculty Salaries as of January 2022 -- CUPA-HR Peer Data as of November 2020

Focus Institution	University of Montevallo
Comparison Group	2021 CUPA-HR Faculty Salary Study Peer with 32 Institutions (minus)
Group Size	27 out of 32 Institutions
Year	2020-21
Compare By	Institutional Average Salaries
Effective Date of Data	1-Nov-20
Data Aging	Not Selected
Tenure	TT/(NTT Instructors)
Rank	All

Key

- NP - Number of persons (incumbents)
- NI - Number of institutions
- - More than 150% of the group average
- - Less than 75% of the group average

Policies

Per Department of Justice Safe Harbor Guidelines, statistics will not display when the number of Institutions contributing data is less than 5 (too few data). Statistics will also not display when one institution's data comprise more than 25% of the total (unbalanced data; only applicable if incumbent—rather than institutional average—salaries are selected). If fewer than 10 institutions have provided data for a position, any percentiles provided are poor estimates at best, and extreme caution should be taken in their interpretation and use.

CUPA-HR SALARY PEER STUDY DATA 2020

Code/Discipline/Rank	A. Focus Salary					
	NP	Average	Full CUPA Average	95% of CUPA Average	NP	NI
Across All Disciplines Selected						
Professor	39	85,886	\$ 89,633	\$ 85,151	1,773	27
Associate Professor	54	73,081	\$ 74,378	\$ 70,659	1,633	27
Assistant Professor (excl New)			\$ 66,445	\$ 63,123	1,395	27
Assistant Professor (incl New)	35	66,879	\$ 66,700	\$ 63,365	1,541	27
New Assistant Professor			\$ 70,620	\$ 67,089	146	17
Instructor/Lecturer/Scientist	14	55,692	\$ 51,847	\$ 49,255	1,450	27
Postdoc Scholar				\$ -		0
Across All Ranks	142	70,385	\$ 69,937	\$ 66,440	6,397	27
03.01 Natural Resources Conservation And Research.						
Professor			\$ 87,544	\$ 83,167	8	5
Associate Professor			\$ 70,240	\$ 66,728	15	5
Assistant Professor (excl New)				\$ -	8	4
Assistant Professor (incl New)				\$ -	8	4
New Assistant Professor				\$ -		0
Instructor/Lecturer/Scientist				\$ -	6	4
Postdoc Scholar				\$ -		0
09.01 Communication And Media Studies.						
Professor			\$ 82,522	\$ 78,396	45	18
Associate Professor			\$ 70,962	\$ 67,414	67	23
Assistant Professor (excl New)			\$ 58,541	\$ 55,614	68	21
Assistant Professor (incl New)			\$ 58,607	\$ 55,677	76	21
New Assistant Professor			\$ 61,766	\$ 58,678	8	5
Instructor/Lecturer/Scientist			\$ 51,278	\$ 48,714	74	20
Postdoc Scholar				\$ -		0

Code/Discipline/Rank	A. Focus Salary					
	NP	Average	Full CUPA Average	95% of CUPA Average	NP	NI
11.01 Computer Informatics.						
Professor			\$ 117,864	\$ 111,971	20	10
Associate Professor			\$ 98,877	\$ 93,933	30	10
Assistant Professor (excl New)			\$ 96,131	\$ 91,324	16	8
Assistant Professor (incl New)			\$ 94,042	\$ 89,340	21	9
New Assistant Professor				\$ -	5	4
Instructor/Lecturer/Scientist			\$ 67,582	\$ 64,203	22	9
Postdoc Scholar				\$ -		0
11.07 Computer Science.						
Professor			\$ 106,535	\$ 101,208	33	9
Associate Professor			\$ 94,873	\$ 90,129	29	11
Assistant Professor (excl New)			\$ 83,993	\$ 79,793	38	15
Assistant Professor (incl New)			\$ 83,519	\$ 79,343	43	15
New Assistant Professor				\$ -	5	3
Instructor/Lecturer/Scientist			\$ 66,463	\$ 63,140	21	10
Postdoc Scholar				\$ -		0
13.03 Curriculum And Instruction.						
Professor			\$ 90,213	\$ 85,702	9	4
Associate Professor			\$ 71,092	\$ 67,537	4	2
Assistant Professor (excl New)				\$ -	5	4
Assistant Professor (incl New)			\$ 59,506	\$ 56,531	7	4
New Assistant Professor				\$ -	2	1
Instructor/Lecturer/Scientist			\$ 48,849	\$ 46,407	1	1
Postdoc Scholar				\$ -		0
13.04 Educational Administration And Supervision.						
Professor				\$ -	18	5
Associate Professor			\$ 77,738	\$ 73,851	30	12
Assistant Professor (excl New)				\$ -	33	11
Assistant Professor (incl New)			\$ 63,851	\$ 60,658	38	12
New Assistant Professor				\$ -		
Instructor/Lecturer/Scientist			\$ 61,845	\$ 58,753	11	6
Postdoc Scholar				\$ -		0
13.10 Special Education And Teaching.						
Professor			\$ 87,937	\$ 83,540	20	8
Associate Professor			\$ 68,803	\$ 65,363	19	8
Assistant Professor (excl New)			\$ 62,305	\$ 59,190	23	9
Assistant Professor (incl New)			\$ 62,310	\$ 59,195	24	9
New Assistant Professor				\$ -	1	1
Instructor/Lecturer/Scientist			\$ 53,408	\$ 50,738	10	5
Postdoc Scholar				\$ -		0
13.11 Student Counseling And Personnel Services.						
Professor			\$ 93,972	\$ 89,273	15	7
Associate Professor			\$ 75,145	\$ 71,388	21	9
Assistant Professor (excl New)			\$ 62,404	\$ 59,284	25	10
Assistant Professor (incl New)			\$ 62,072	\$ 58,968	29	10
New Assistant Professor			\$ 59,054	\$ 56,101	4	3
Instructor/Lecturer/Scientist				\$ -	1	1
Postdoc Scholar				\$ -		0

Code/Discipline/Rank	A. Focus Salary					
	NP	Average	Full CUPA Average	95% of CUPA Average	NP	NI
13.12 Teacher Education and Professional Development						
Professor			\$ 78,406	\$ 74,486	50	15
Associate Professor			\$ 70,450	\$ 66,928	70	16
Assistant Professor (excl New)			\$ 61,142	\$ 58,085	64	16
Assistant Professor (incl New)			\$ 61,324	\$ 58,258	67	17
New Assistant Professor				\$ -	3	3
Instructor/Lecturer/Scientist			\$ 55,629	\$ 52,848	37	12
Postdoc Scholar				\$ -		0
16.09 Romance Languages/ Literatures/ And Linguistics.						
Professor			\$ 82,941	\$ 78,794	20	8
Associate Professor			\$ 64,617	\$ 61,386	24	10
Assistant Professor (excl New)			\$ 59,583	\$ 56,604	19	6
Assistant Professor (incl New)			\$ 59,717	\$ 56,731	21	6
New Assistant Professor				\$ -	2	1
Instructor/Lecturer/Scientist			\$ 48,212	\$ 45,801	28	8
Postdoc Scholar				\$ -		0
19.01 Family And Consumer Sciences/Human Sciences.						
Professor				\$ -		
Associate Professor			\$ 70,639	\$ 67,107		
Assistant Professor (excl New)				\$ -		
Assistant Professor (incl New)				\$ -		
New Assistant Professor				\$ -		
Instructor/Lecturer/Scientist				\$ -		
Postdoc Scholar				\$ -		0
23.01 English Language And Literature/ General.						
Professor			\$ 80,595	\$ 76,565	160	26
Associate Professor			\$ 64,403	\$ 61,183	168	26
Assistant Professor (excl New)			\$ 57,753	\$ 54,865	96	23
Assistant Professor (incl New)			\$ 57,769	\$ 54,881	104	23
New Assistant Professor			\$ 60,248	\$ 57,236	8	6
Instructor/Lecturer/Scientist			\$ 48,544	\$ 46,117	278	27
Postdoc Scholar				\$ -		0
26.01 Biology/ General.						
Professor			\$ 84,144	\$ 79,937	165	27
Associate Professor			\$ 69,511	\$ 66,035	109	27
Assistant Professor (excl New)			\$ 61,758	\$ 58,670	96	24
Assistant Professor (incl New)			\$ 61,625	\$ 58,544	106	25
New Assistant Professor			\$ 58,662	\$ 55,729	10	6
Instructor/Lecturer/Scientist			\$ 52,278	\$ 49,664	128	25
Postdoc Scholar				\$ -		0
27.01 Mathematics.						
Professor			\$ 84,330	\$ 80,114	133	24
Associate Professor			\$ 67,410	\$ 64,040	97	24
Assistant Professor (excl New)			\$ 62,658	\$ 59,525	77	21
Assistant Professor (incl New)			\$ 63,050	\$ 59,898	88	22
New Assistant Professor			\$ 63,028	\$ 59,877	11	5
Instructor/Lecturer/Scientist			\$ 50,860	\$ 48,317	167	24
Postdoc Scholar				\$ -		0

Code/Discipline/Rank	A. Focus Salary					
	NP	Average	Full CUPA Average	95% of CUPA Average	NP	NI
31.05 Sports/ Kinesiology/ and Physical Education/Fitness.						
	Professor		\$ 89,228	\$ 84,767	41	17
	Associate Professor		\$ 70,327	\$ 66,811	47	15
	Assistant Professor (excl New)		\$ 61,658	\$ 58,575	78	14
	Assistant Professor (incl New)		\$ 61,612	\$ 58,531	84	14
	New Assistant Professor			\$ -	6	4
	Instructor/Lecturer/Scientist		\$ 52,679	\$ 50,045	46	15
	Postdoc Scholar			\$ -		0
38.01 Philosophy						
	Professor		\$ 87,075	\$ 82,721	30	9
	Associate Professor		\$ 65,215	\$ 61,954	26	13
	Assistant Professor (excl New)		\$ 59,837	\$ 56,845	10	8
	Assistant Professor (incl New)		\$ 59,869	\$ 56,876	11	8
	New Assistant Professor			\$ -	1	1
	Instructor/Lecturer/Scientist		\$ 51,194	\$ 48,634	16	9
	Postdoc Scholar			\$ -		0
40.05 Chemistry.						
	Professor		\$ 86,778	\$ 82,439	80	25
	Associate Professor		\$ 71,922	\$ 68,326	79	26
	Assistant Professor (excl New)		\$ 62,267	\$ 59,154	66	26
	Assistant Professor (incl New)		\$ 62,315	\$ 59,199	71	26
	New Assistant Professor			\$ -	5	4
	Instructor/Lecturer/Scientist		\$ 52,514	\$ 49,888	73	22
	Postdoc Scholar			\$ -		0
40.08 Physics.						
	Professor		\$ 95,644	\$ 90,862	54	20
	Associate Professor		\$ 74,063	\$ 70,360	36	18
	Assistant Professor (excl New)		\$ 63,176	\$ 60,017	28	13
	Assistant Professor (incl New)		\$ 62,823	\$ 59,682	33	15
	New Assistant Professor			\$ -	5	4
	Instructor/Lecturer/Scientist		\$ 55,733	\$ 52,946	21	11
	Postdoc Scholar			\$ -		0
42.01 Psychology/ General.						
	Professor		\$ 85,387	\$ 81,118	114	24
	Associate Professor		\$ 68,451	\$ 65,028	114	26
	Assistant Professor (excl New)		\$ 60,249	\$ 57,237	88	24
	Assistant Professor (incl New)		\$ 60,402	\$ 57,382	95	24
	New Assistant Professor		\$ 59,417	\$ 56,446	7	6
	Instructor/Lecturer/Scientist		\$ 50,697	\$ 48,162	41	14
	Postdoc Scholar			\$ -		0
44.07 Social Work.						
	Professor		\$ 78,427	\$ 74,506	12	8
	Associate Professor		\$ 73,052	\$ 69,399	39	13
	Assistant Professor (excl New)		\$ 64,276	\$ 61,062	31	12
	Assistant Professor (incl New)		\$ 64,321	\$ 61,105	35	12
	New Assistant Professor			\$ -	4	3
	Instructor/Lecturer/Scientist		\$ 54,716	\$ 51,980	47	16

Code/Discipline/Rank	A. Focus Salary					
	NP	Average	Full CUPA Average	95% of CUPA Average	NP	NI
Postdoc Scholar				\$ -		0
45.10 Political Science And Government.						
Professor			\$ 85,709	\$ 81,424	69	22
Associate Professor			\$ 70,907	\$ 67,362	60	22
Assistant Professor (excl New)			\$ 60,800	\$ 57,760	66	20
Assistant Professor (incl New)			\$ 60,619	\$ 57,588	70	21
New Assistant Professor				\$ -	4	4
Instructor/Lecturer/Scientist			\$ 63,168	\$ 60,010	23	12
Postdoc Scholar				\$ -		0
45.11 Sociology.						
Professor			\$ 84,865	\$ 80,622	46	19
Associate Professor			\$ 67,798	\$ 64,408	45	20
Assistant Professor (excl New)			\$ 57,709	\$ 54,824	52	19
Assistant Professor (incl New)			\$ 57,659	\$ 54,776	57	19
New Assistant Professor				\$ -	5	4
Instructor/Lecturer/Scientist			\$ 47,830	\$ 45,439	27	10
Postdoc Scholar				\$ -		0
50.04 Game and Visual Design						
Professor				\$ -		0
Associate Professor			\$ 69,435	\$ 65,963	2	1
Assistant Professor (excl New)				\$ -	4	1
Assistant Professor (incl New)				\$ -	4	1
New Assistant Professor				\$ -		0
Instructor/Lecturer/Scientist				\$ -	2	2
Postdoc Scholar				\$ -		0
50.05 Drama/Theatre Arts And Stagecraft.						
Professor			\$ 79,001	\$ 75,051	43	17
Associate Professor			\$ 65,300	\$ 62,035	32	14
Assistant Professor (excl New)			\$ 56,156	\$ 53,348	19	10
Assistant Professor (incl New)			\$ 56,116	\$ 53,310	24	12
New Assistant Professor				\$ -	5	3
Instructor/Lecturer/Scientist			\$ 46,731	\$ 44,394	27	12
Postdoc Scholar				\$ -		0
50.07 Fine And Studio Art.						
Professor			\$ 77,748	\$ 73,861	74	20
Associate Professor			\$ 66,968	\$ 63,620	80	23
Assistant Professor (excl New)			\$ 56,836	\$ 53,994	59	19
Assistant Professor (incl New)			\$ 56,519	\$ 53,693	64	20
New Assistant Professor				\$ -	5	4
Instructor/Lecturer/Scientist			\$ 54,745	\$ 52,008	48	14
Postdoc Scholar				\$ -		0
50.09 Music.						
Professor			\$ 81,048	\$ 76,996	116	22
Associate Professor			\$ 64,641	\$ 61,409	88	24
Assistant Professor (excl New)			\$ 56,642	\$ 53,810	85	22
Assistant Professor (incl New)			\$ 56,901	\$ 54,056	90	23
New Assistant Professor				\$ -	5	3
Instructor/Lecturer/Scientist			\$ 47,896	\$ 45,501	52	19

Code/Discipline/Rank	A. Focus Salary					
	NP	Average	Full CUPA Average	95% of CUPA Average	NP	NI
Postdoc Scholar				\$ -		0
51.02 Communication Disorders Sciences And Services.						
Professor			\$ 98,884	\$ 93,940	6	3
Associate Professor			\$ 74,652	\$ 70,919	12	7
Assistant Professor (excl New)			\$ 64,727	\$ 61,491	18	6
Assistant Professor (incl New)			\$ 64,122	\$ 60,916	20	6
New Assistant Professor				\$ -	2	2
Instructor/Lecturer/Scientist			\$ 54,418	\$ 51,697	18	5
Postdoc Scholar				\$ -		0
51.31 Dietetics And Clinical Nutrition Services.						
Professor				\$ -	3	1
Associate Professor				\$ -	6	1
Assistant Professor (excl New)				\$ -		
Assistant Professor (incl New)			\$ 60,168	\$ 57,160	7	1
New Assistant Professor				\$ -		0
Instructor/Lecturer/Scientist			\$ 50,862	\$ 48,319	4	1
Postdoc Scholar				\$ -		0
52.02 Business Administration/ Management And Operations.						
Professor			\$ 117,926	\$ 112,030	95	21
Associate Professor			\$ 106,289	\$ 100,975	100	23
Assistant Professor (excl New)			\$ 98,057	\$ 93,154	78	24
Assistant Professor (incl New)			\$ 97,747	\$ 92,860	89	24
New Assistant Professor			\$ 98,661	\$ 93,728	11	9
Instructor/Lecturer/Scientist			\$ 65,282	\$ 62,018	82	23
Postdoc Scholar				\$ -		0
52.03 Accounting And Related Services.						
Professor			\$ 132,174	\$ 125,565	55	19
Associate Professor			\$ 121,183	\$ 115,124	47	23
Assistant Professor (excl New)			\$ 117,860	\$ 111,967	40	19
Assistant Professor (incl New)			\$ 116,622	\$ 110,791	46	21
New Assistant Professor			\$ 121,000	\$ 114,950	6	5
Instructor/Lecturer/Scientist			\$ 68,072	\$ 64,668	43	20
Postdoc Scholar				\$ -		0
52.06 Business/Managerial Economics.						
Professor			\$ 105,496	\$ 100,221	36	14
Associate Professor			\$ 91,671	\$ 87,087	20	9
Assistant Professor (excl New)			\$ 87,160	\$ 82,802	11	7
Assistant Professor (incl New)			\$ 87,160	\$ 82,802	11	7
New Assistant Professor				\$ -		0
Instructor/Lecturer/Scientist			\$ 69,693	\$ 66,208	8	5
Postdoc Scholar				\$ -		0
52.08 Finance And Financial Management Services.						
Professor			\$ 122,854	\$ 116,711	42	18
Associate Professor			\$ 123,452	\$ 117,279	18	14
Assistant Professor (excl New)			\$ 119,422	\$ 113,451	19	12
Assistant Professor (incl New)			\$ 119,243	\$ 113,281	21	12
New Assistant Professor				\$ -	2	1

Code/Discipline/Rank	A. Focus Salary					
	NP	Average	Full CUPA Average	95% of CUPA Average	NP	NI
Instructor/Lecturer/Scientist			\$ 79,008	\$ 75,058	11	7
Postdoc Scholar				\$ -		0
52.12 Management Information Systems And Services.						
Professor			\$ 130,150	\$ 123,643	9	4
Associate Professor			\$ 104,603	\$ 99,373	13	7
Assistant Professor (excl New)				\$ -	7	4
Assistant Professor (incl New)			\$ 95,023	\$ 90,272	9	5
New Assistant Professor				\$ -	2	2
Instructor/Lecturer/Scientist				\$ -	7	4
Postdoc Scholar				\$ -		0
52.14 Marketing.						
Professor			\$ 127,852	\$ 121,459	43	14
Associate Professor			\$ 113,988	\$ 108,289	39	17
Assistant Professor (excl New)			\$ 102,611	\$ 97,480	33	16
Assistant Professor (incl New)			\$ 102,787	\$ 97,648	37	17
New Assistant Professor				\$ -	4	4
Instructor/Lecturer/Scientist			\$ 72,738	\$ 69,101	30	12
Postdoc Scholar				\$ -		0
54.01 History.						
Professor			\$ 80,615	\$ 76,584	132	25
Associate Professor			\$ 64,540	\$ 61,313	85	26
Assistant Professor (excl New)			\$ 59,132	\$ 56,175	52	18
Assistant Professor (incl New)			\$ 58,925	\$ 55,979	54	19
New Assistant Professor				\$ -	2	2
Instructor/Lecturer/Scientist			\$ 49,012	\$ 46,561	59	17
Postdoc Scholar				\$ -		
402060/ 402280/402020/402170/402065 Library						
Professor			\$ 61,697	\$ 58,612		
Associate Professor			\$ 66,218	\$ 62,907		
Assistant Professor (excl New)				\$ -		
Assistant Professor (incl New)			\$ 58,460	\$ 55,537		
New Assistant Professor				\$ -		
Instructor/Lecturer/Scientist				\$ -		
Postdoc Scholar				\$ -		

Code/Discipline/Rank	A. Focus Salary					
	NP	Average	Full CUPA Average	95% of CUPA Average	NP	NI

2021 CUPA-HR Faculty Salary Study Peer with 27/32 Institutions (minus)

- Appalachian State University (Boone, NC)
- Auburn University at Montgomery (Montgomery, AL)
- Austin Peay State University (Clarksville, TN)
- Christopher Newport University (Newport News, VA)
- Clayton State University (Morrow, GA)
- Coastal Carolina University (Conway, SC)
- Delta State University (Cleveland, MS)
- Francis Marion University (Florence, SC)
- McNeese State University (Lake Charles, LA)
- Nicholls State University (Thibodaux, LA)
- Radford University (Radford, VA)
- Shepherd University (Shepherdstown, WV)
- The Citadel, the Military College of South Carolina (Charleston, SC)
- The University of Virginia's College at Wise (Wise, VA)
- Troy University (Troy, AL)
- University of North Alabama (Florence, AL)
- University of North Carolina at Asheville (Asheville, NC)
- University of North Carolina at Pembroke (Pembroke, NC)
- University of North Georgia (Dahlonega, GA)
- University of South Carolina Aiken (Aiken, SC)
- University of South Florida St. Petersburg (St. Petersburg, FL)
- University of Tennessee at Chattanooga (Chattanooga, TN)
- University of Tennessee at Martin (Martin, TN)
- University of West Florida (Pensacola, FL)
- University of West Georgia (Carrollton, GA)
- Valdosta State University (Valdosta, GA)
- Winthrop University (Rock Hill, SC)
- ~~East Tennessee State University (Johnson City, TN)~~
- ~~Henderson State University (Arkadelphia, AR)~~
- ~~Mississippi University for Women (Columbus, MS)~~
- ~~University of North Florida (Jacksonville, FL)~~
- ~~Western Carolina University (Cullowhee, NC)~~