

## HEDS Starting Salaries Data Exchange

Thank you for participating in the HEDS Starting Salaries 2019–2020 data exchange. If you have questions about the HEDS Starting Salaries data exchange, please contact Macanda Myers ([macanda.myers@hedsc Consortium.org](mailto:macanda.myers@hedsc Consortium.org); 765-361-6492).

**1. Please indicate your baseline entry-level salary for assistant professors for each of the past three years, based on the following criteria:**

- The new hires had a PhD or other terminal degree.
- They were tenure-track appointments.
- They had **no** prior teaching experience.
- The salaries were those **before** any adjustments were made for hard-to-hire fields.

Please note we are not asking for an average of the actual starting salaries of your new hires. Rather, we are asking for the stated policy or baseline salary from which you began to negotiate, or adjust, for assistant professors hired for each of the years noted who met the criteria cited above. While we understand your institution may have reduced the salary for ABD candidates or increased the salary for candidates who either had prior teaching experience or were being hired in highly competitive fields, we are interested in baseline figures only.

**Entry-level assistant professor salaries:**

2019–2020	2018–2019	2017–2018
\$	\$	\$

**2. What is the typical figure you use to estimate *benefits as a percentage of salary* associated with the above positions? Employee benefits in this case would typically include retirement, health insurance, life insurance, etc., that any new hire is eligible for, but not unique start-up packages negotiated at hiring.**

\_\_\_\_\_ %

**3. Please indicate the per course, base salary for adjuncts, based on the following criteria:**

- They had an appropriate terminal degree.
- They had **no** prior teaching experience.
- They were teaching a non-lab course.

**Adjunct base salary, per course:**

2019–2020	2018–2019	2017–2018
\$	\$	\$