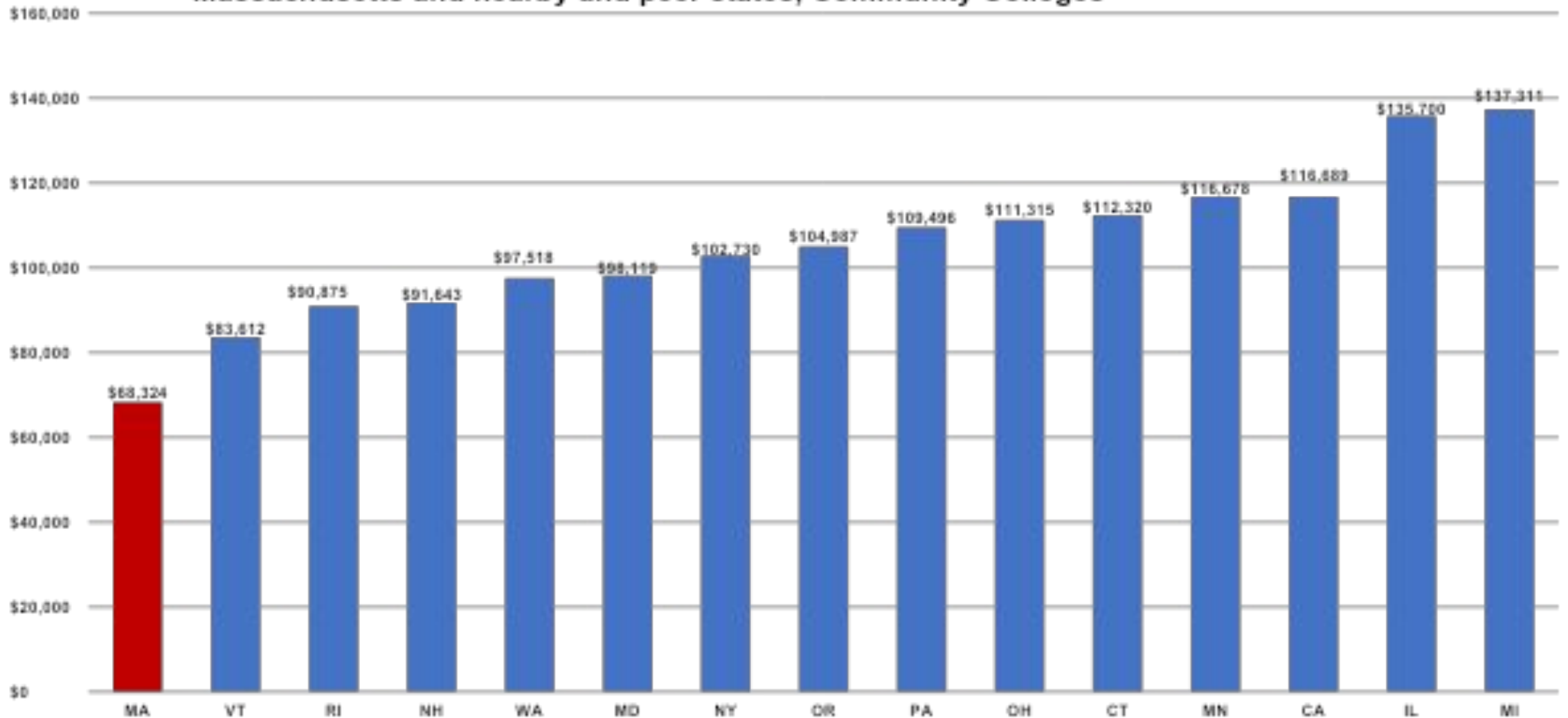


Wage Equity Study:  
Higher Education Faculty  
& Staff Salaries

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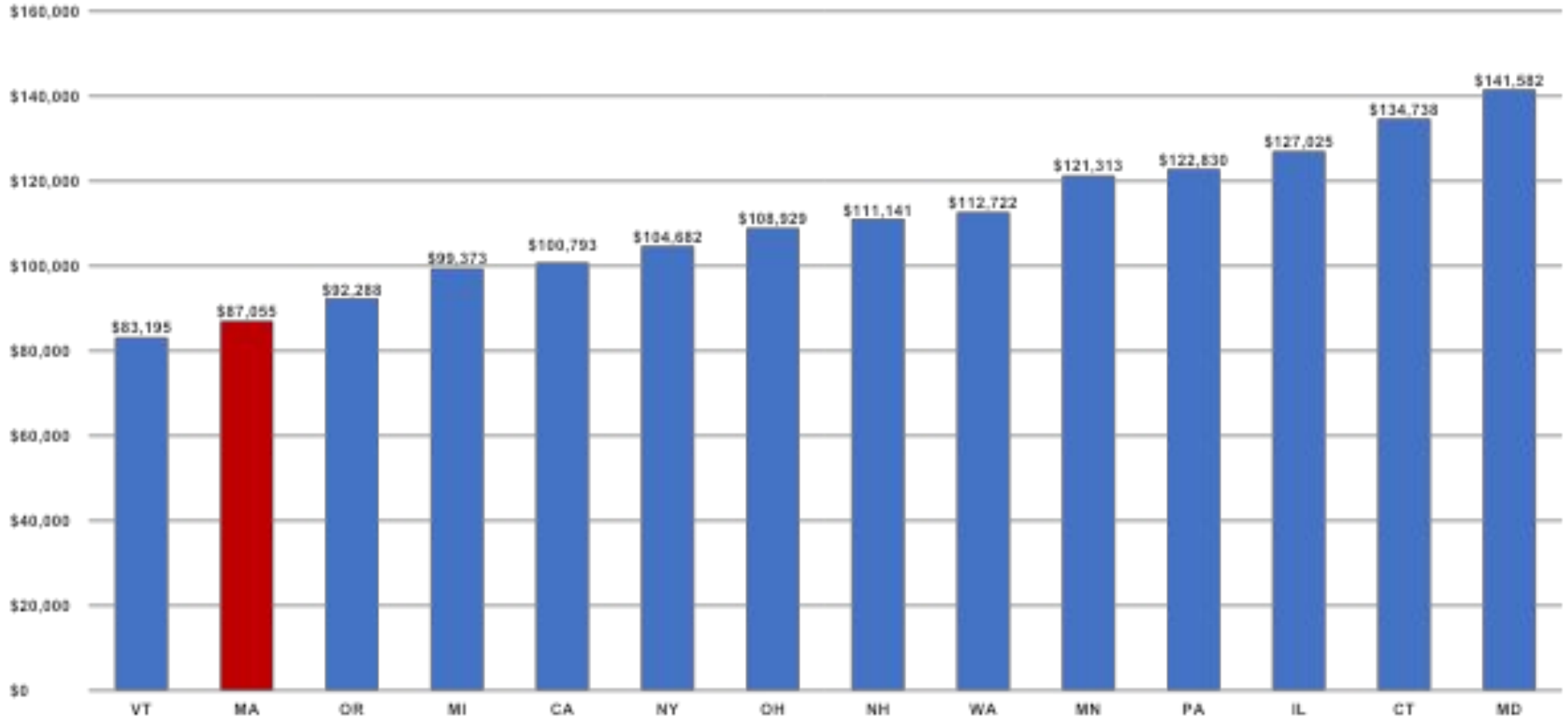
## Comparison of 2021-22 Average Faculty Salaries, adjusted for cost of living, between Massachusetts and nearby and peer states, Community Colleges



**Note:** Faculty salaries are weighted averages computed across states for the 2021-22 academic year, and are corrected for cost of living, based on each state's cost of living index from the [World Population Review](#). The faculty salaries for states are equivalent to MA salaries.

*Source: IPEDS data, Salaries for faculty on 9/10-month contracts at public higher education institutions in 2021-22.*

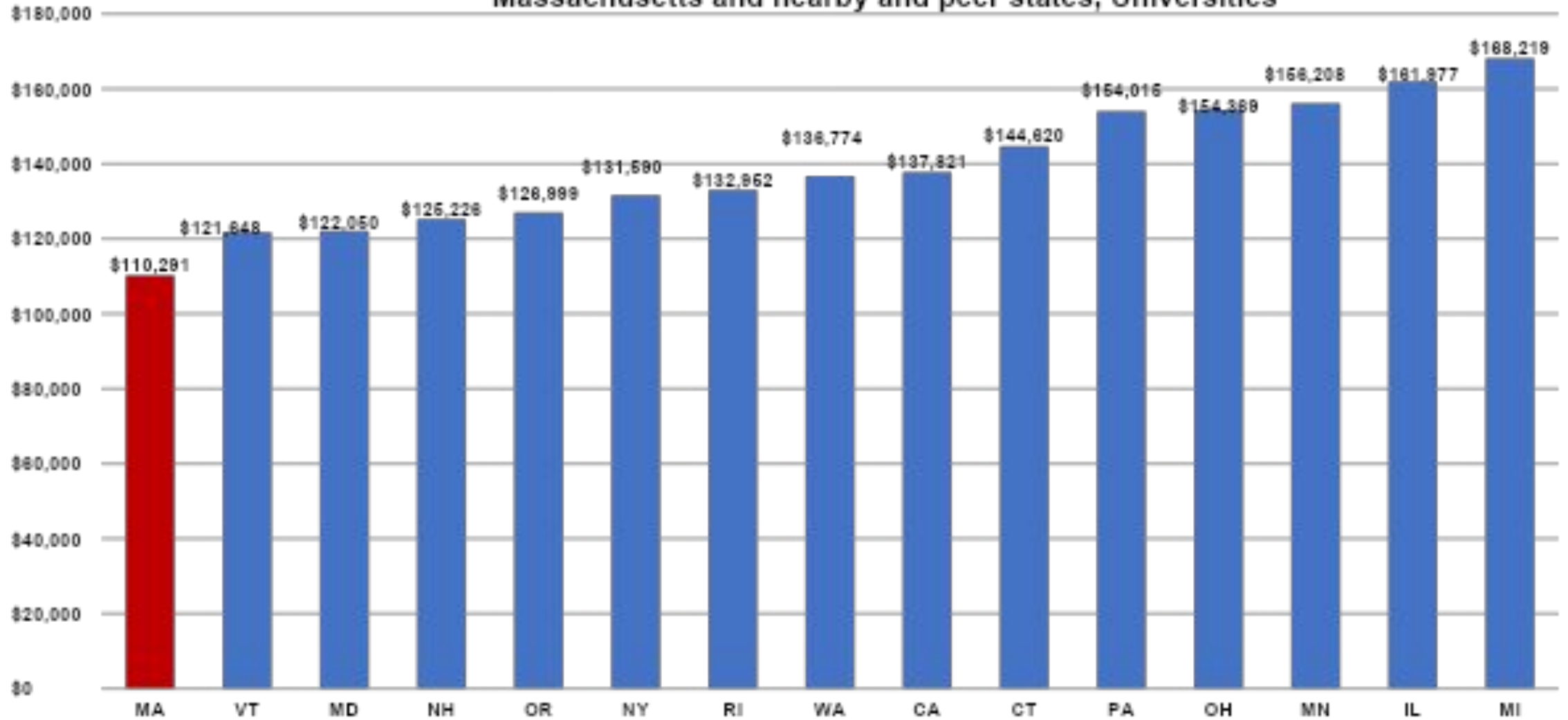
## Comparison of 2021-22 Average Faculty Salaries, adjusted for cost of living, between Massachusetts and nearby and peer states, State Universities



**Note:** Faculty salaries are weighted averages computed across states for the 2021-22 academic year, and are corrected for cost of living, based on each state's cost of living index from the [World Population Review](#). The faculty salaries for states are equivalent to MA salaries.

*Source: IPEDS data, Salaries for faculty on 9/10-month contracts at public higher education institutions in 2021-22.*

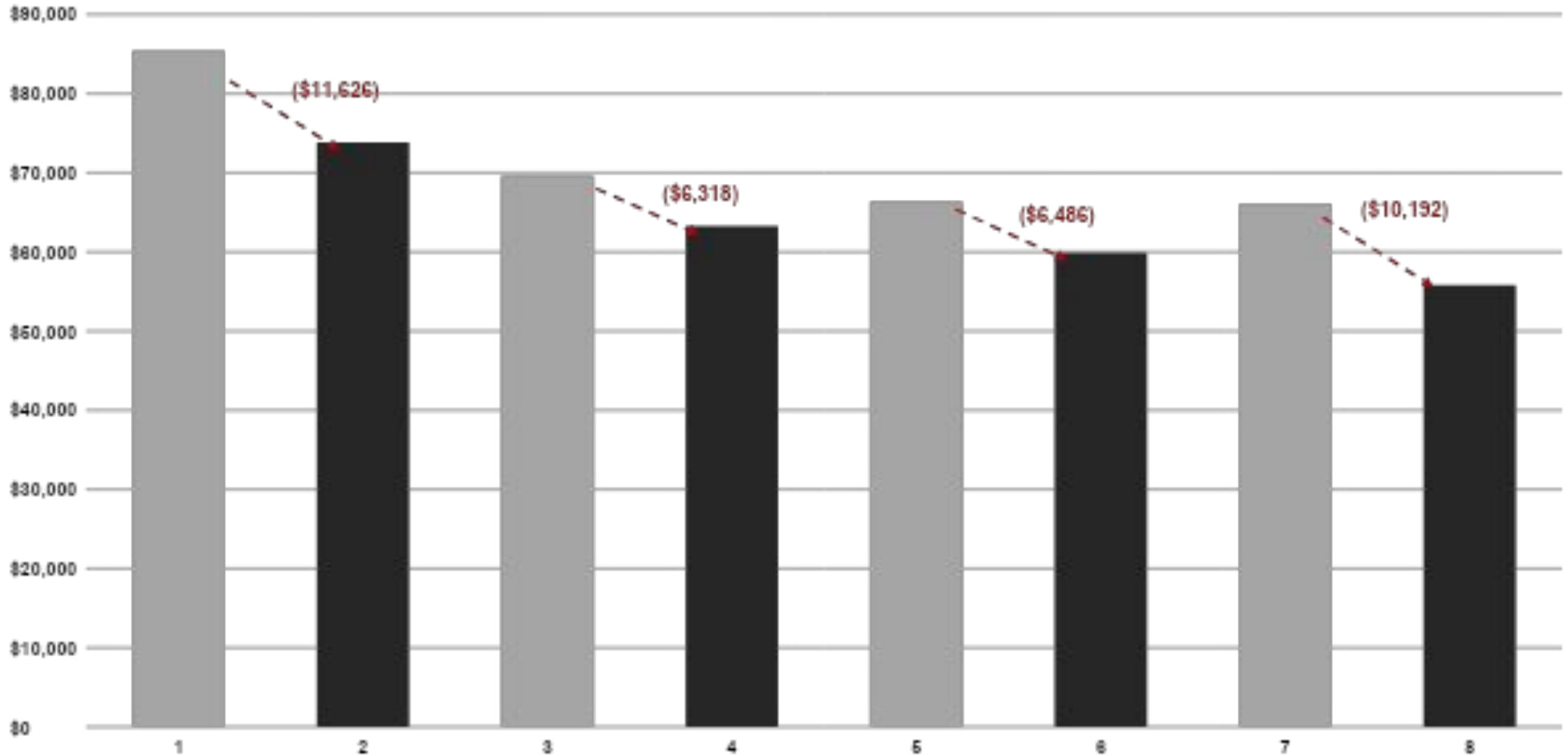
## Comparison of 2021-22 Average Faculty Salaries, adjusted for cost of living, between Massachusetts and nearby and peer states, Universities



**Note:** Faculty salaries are weighted averages computed across states for the 2021-22 academic year, and are corrected for cost of living, based on each state's cost of living index from the [World Population Review](#). The faculty salaries for states are equivalent to MA salaries.

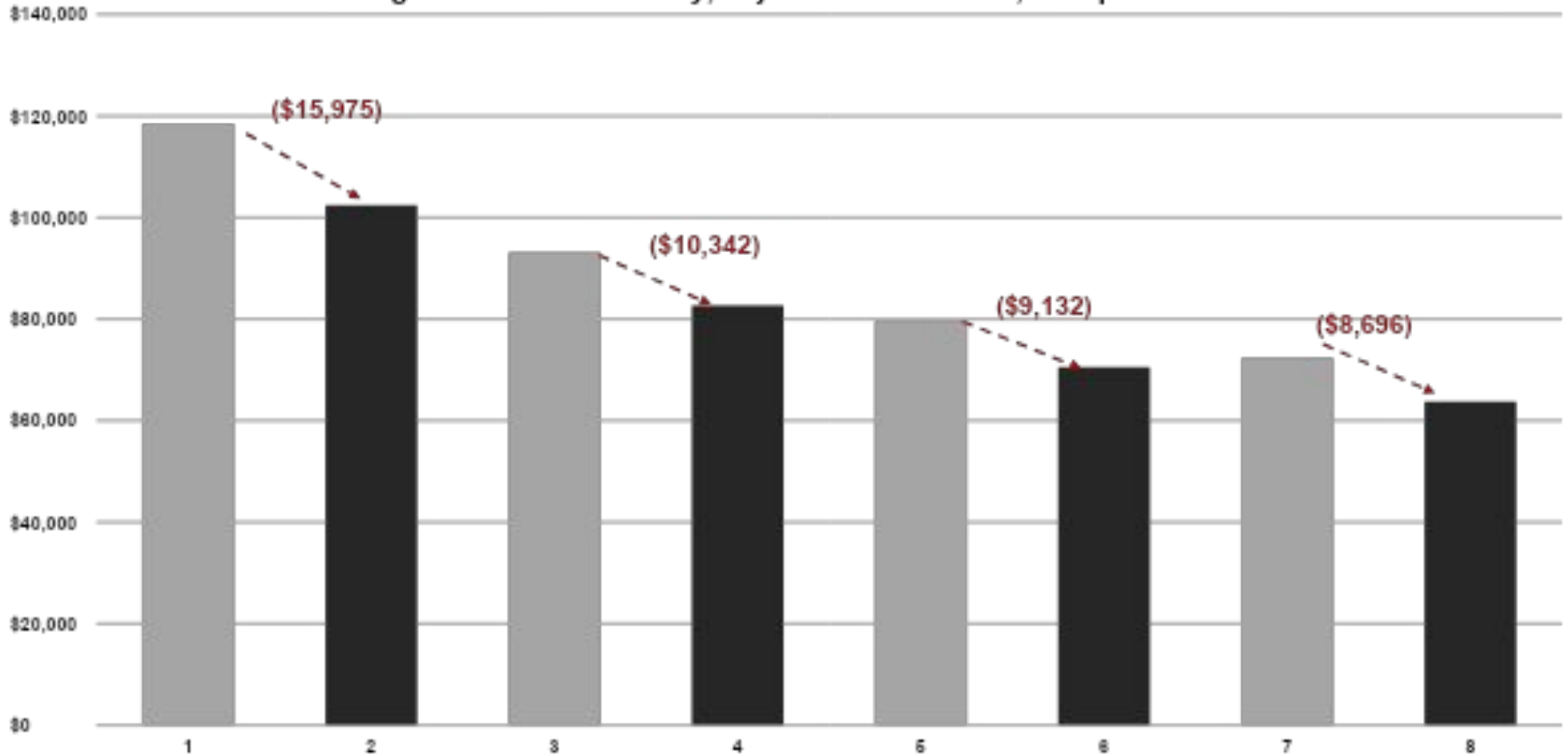
*Source: IPEDS data, Salaries for faculty on 9/10-month contracts at public higher education institutions in 2021-22.*

### Average Salaries for Faculty, adjusted for inflation, Community Colleges



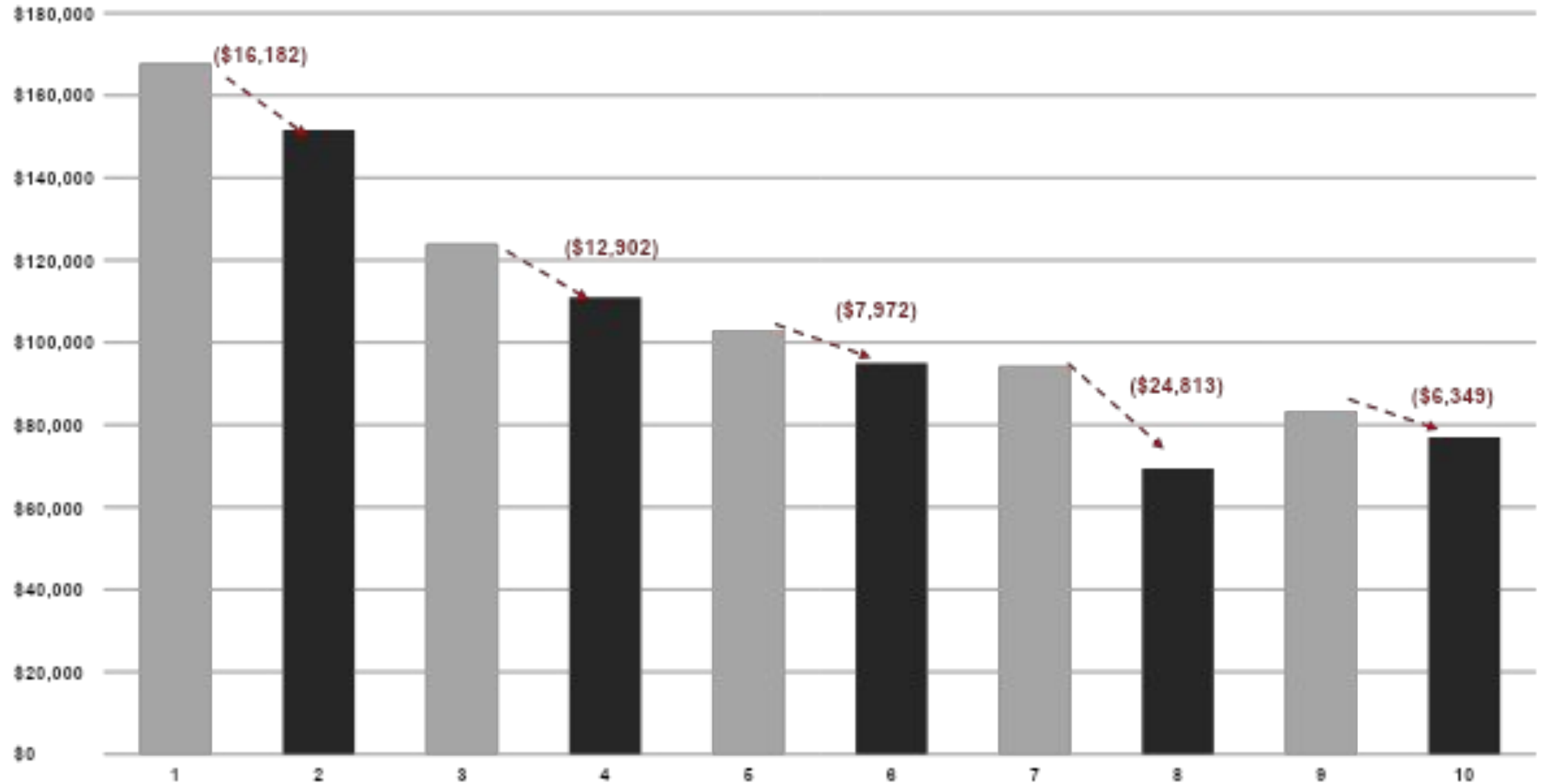
*Note:* Average salaries for faculty with 9- or 10-month contracts for 2016-17 and 2021-22. 2016-17 salaries corrected for inflation (constant dollars). Faculty salaries are weighted averages computed across colleges.

### Average Salaries for Faculty, adjusted for inflation, Comprehensive Institutions



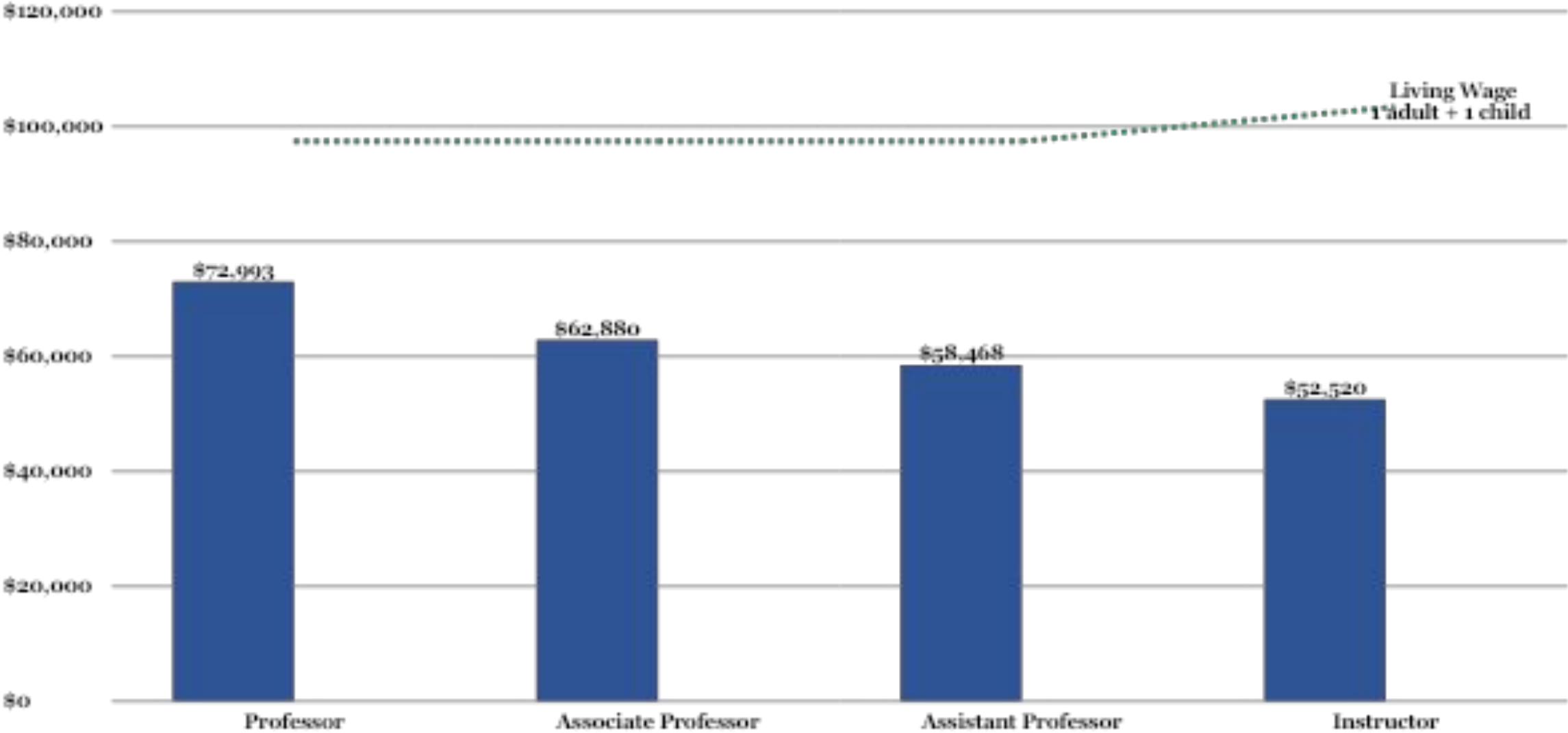
*Note:* Average salaries for faculty with 9- or 10-month contracts for 2016-17 and 2021-22. 2016-17 salaries corrected for inflation (constant dollars). Faculty salaries are weighted averages computed across colleges.

## Average Salaries for Faculty, adjusted for inflation, Universities



*Note:* Average salaries for faculty with 9- or 10-month contracts for 2016-17 and 2021-22. 2016-17 salaries corrected for inflation (constant dollars). Faculty salaries are weighted averages computed across colleges.

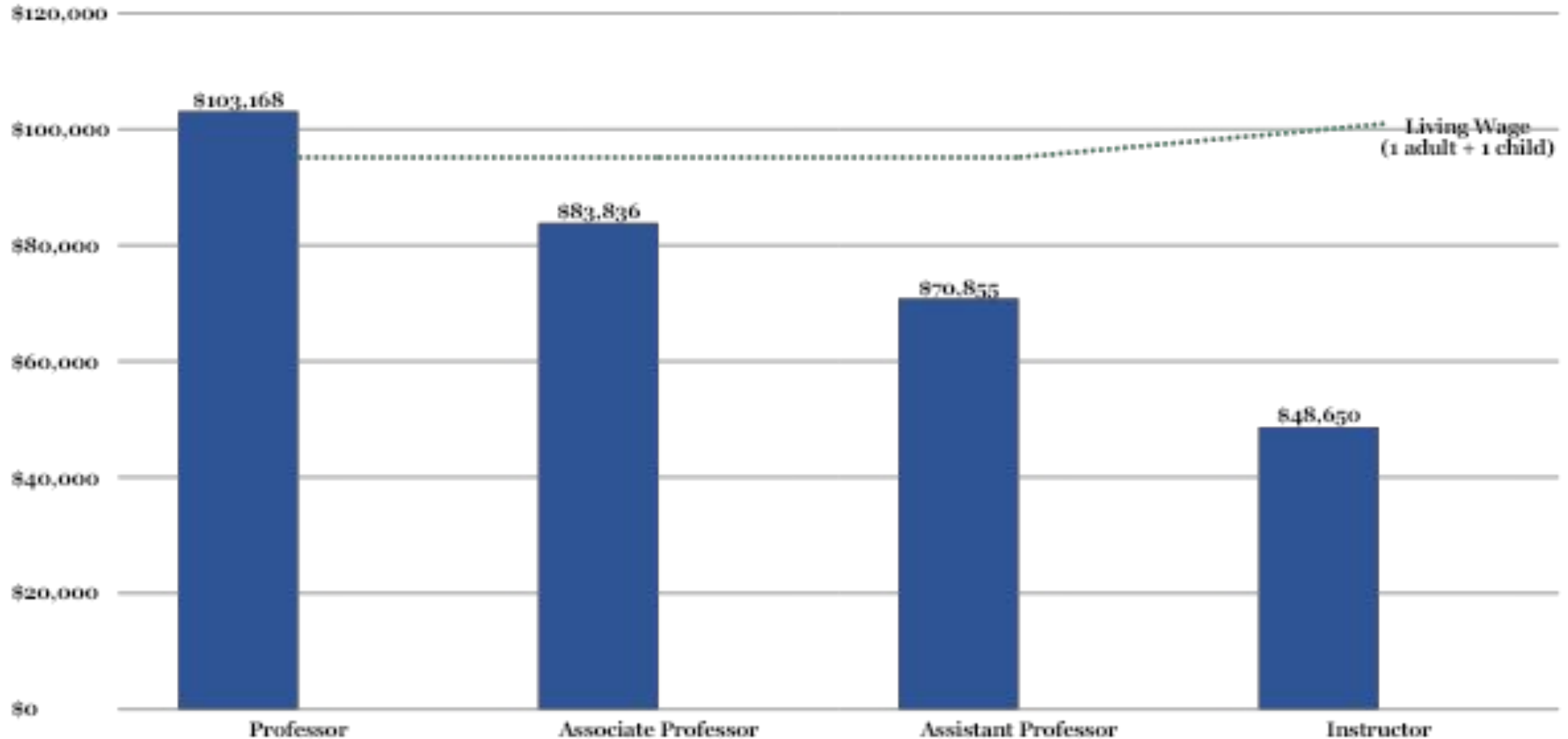
# Salaries of Faculty at North Shore Community College Compared to the Living wage (1 adult & 1 child) in Essex County



**Note:** The Living wage estimates for a family of 2 (1 adult & 1 child) comes from the MIT Living Wage Calculator. The calculator provides estimates for counties & states based on the “local wage rate that a full-time worker requires to cover the cost of their family’s basic needs where they live.” It assumes no external financial support such as child support.

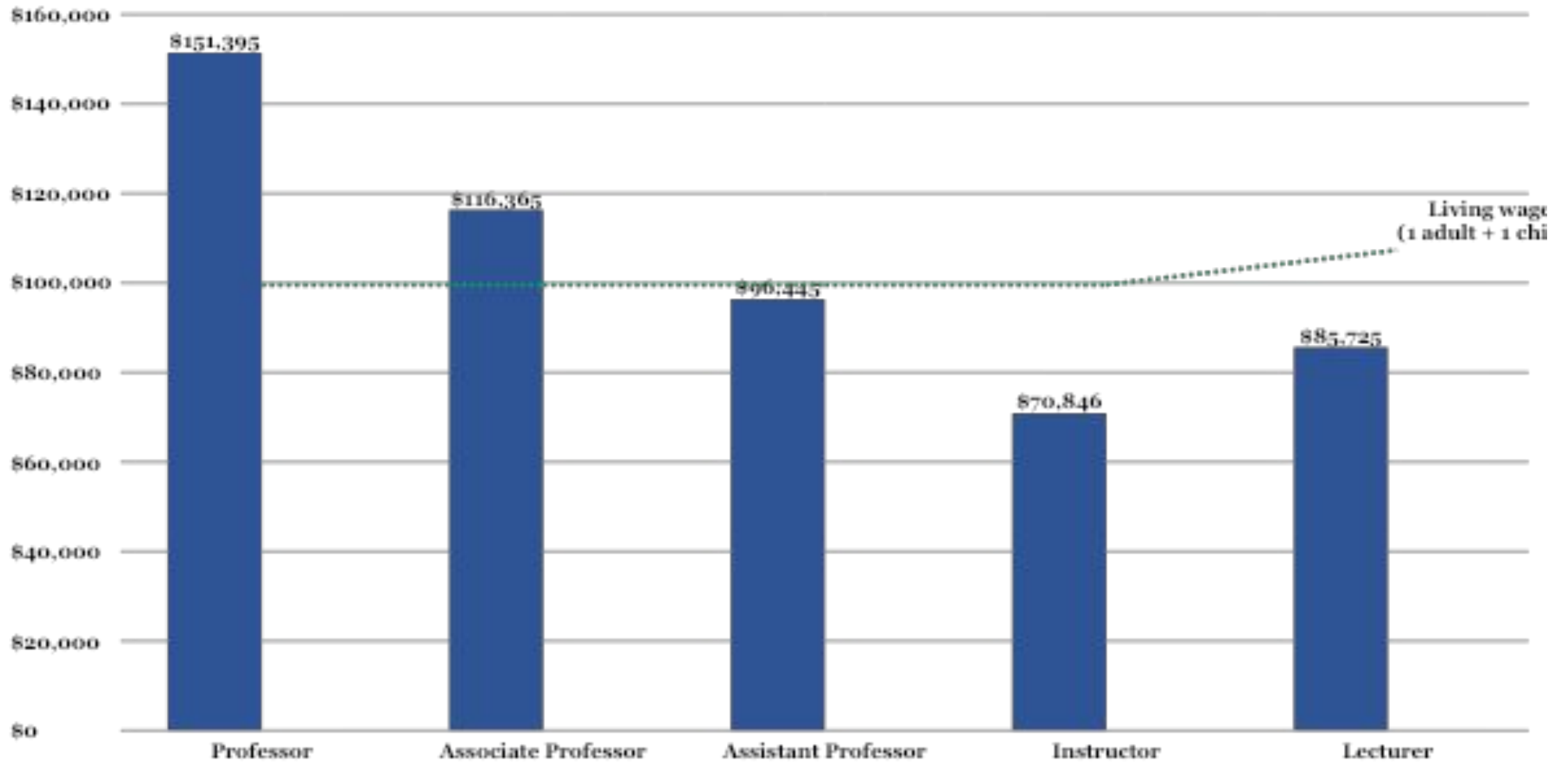


## Salaries of Faculty at Bridgewater State University Compared to the Living wage (1 adult & 1 child) in Plymouth County



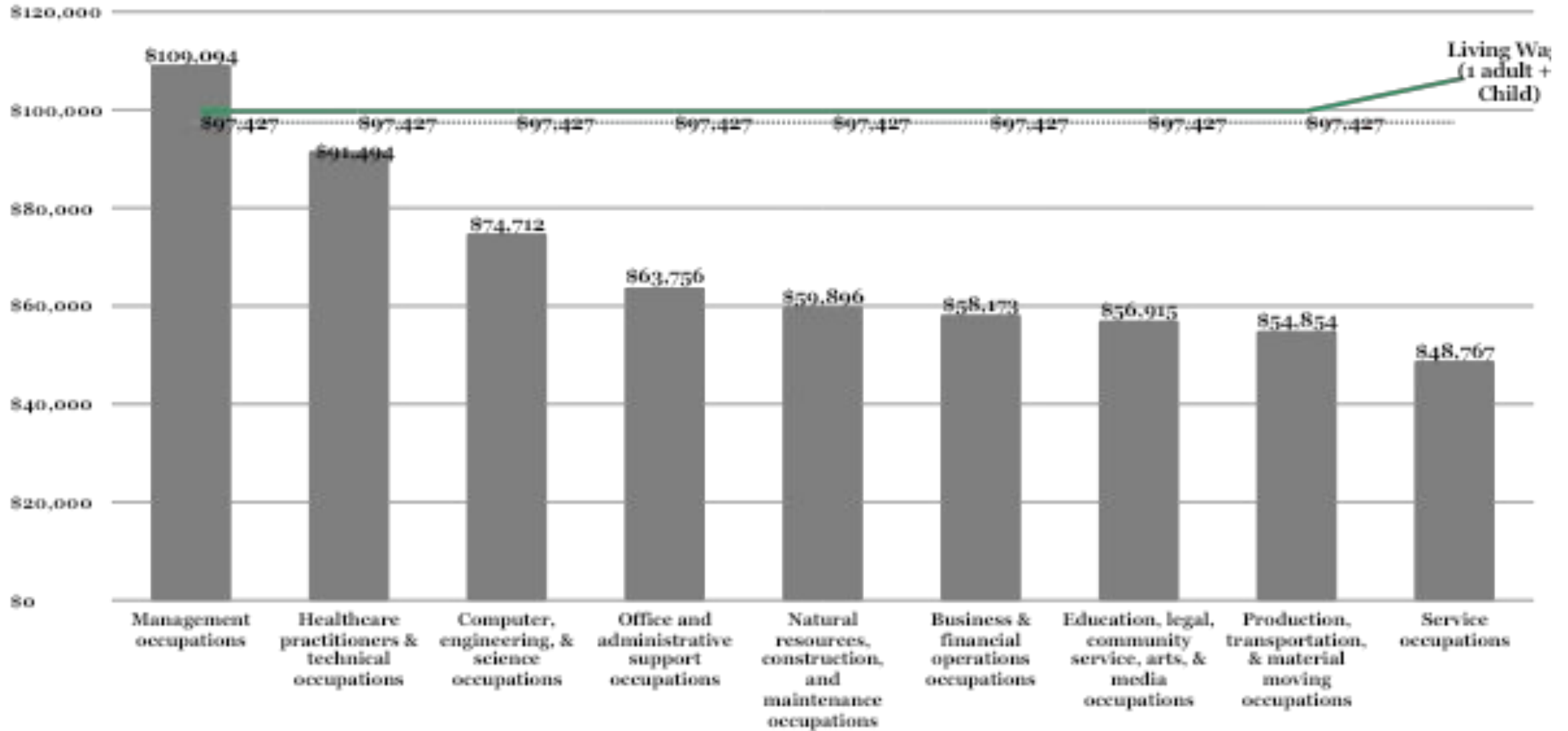
**Note:** The Living wage estimates for a family of 2 (1 adult & 1 child) comes from the MIT Living Wage Calculator. The calculator provides estimates for counties & states based on the “local wage rate that a full-time worker requires to cover the cost of their family’s basic needs where they live.” It assumes no external financial support such as child support.

## Salaries of Faculty at University of Massachusetts Lowell Compared to the Living wage (1 adult & 1 child) in Middlesex County



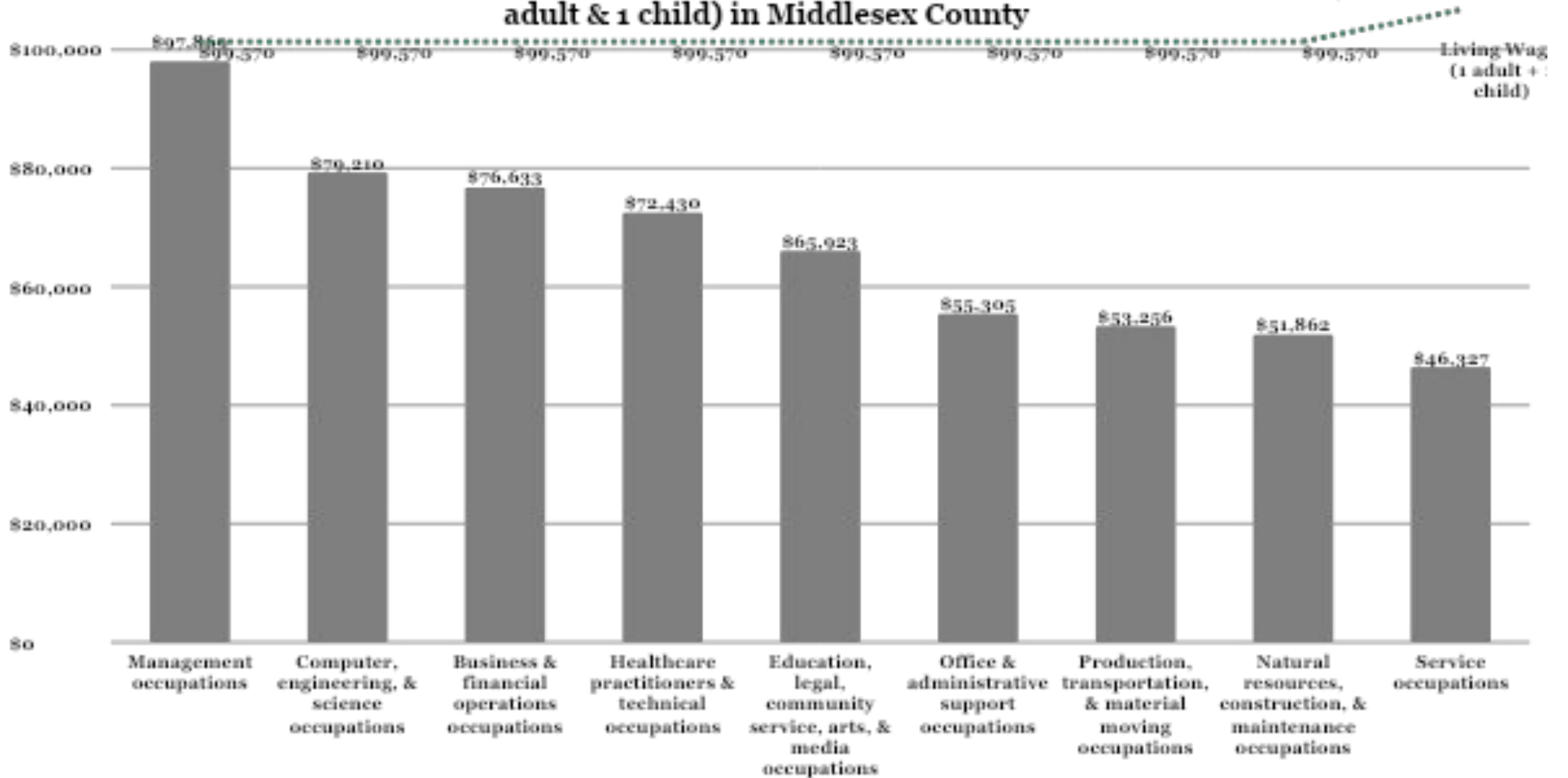
**Note:** The Living wage estimates for a family of 2 (1 adult & 1 child) comes from the MIT Living Wage Calculator. The calculator provides estimates for counties & states based on the “local wage rate that a full-time worker requires to cover the cost of their family’s basic needs where they live.” It assumes no external financial support such as child support.

## Salaries of Staff at North Shore Community College Compared to the Living wage (1 adult & 1 child) in Essex County



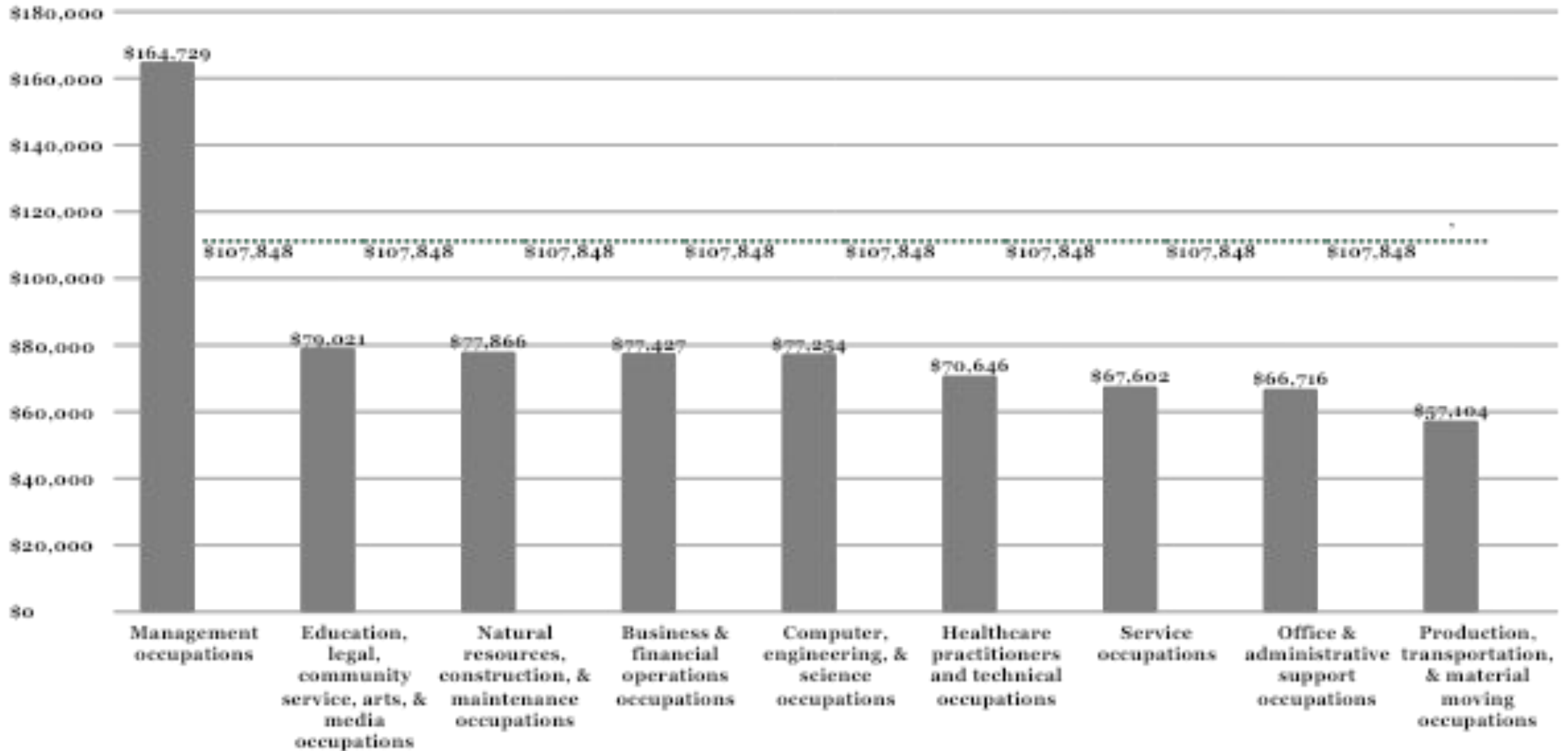
**Note:** The Living wage estimates for a family of 2 (1 adult & 1 child) comes from the MIT Living Wage Calculator. The calculator provides estimates for counties & states based on the “local wage rate that a full-time worker requires to cover the cost of their family’s basic needs where they live.” It assumes no external financial support such as child support.

## Salaries of Staff at Framingham State University Compared to the Living wage (1 adult & 1 child) in Middlesex County



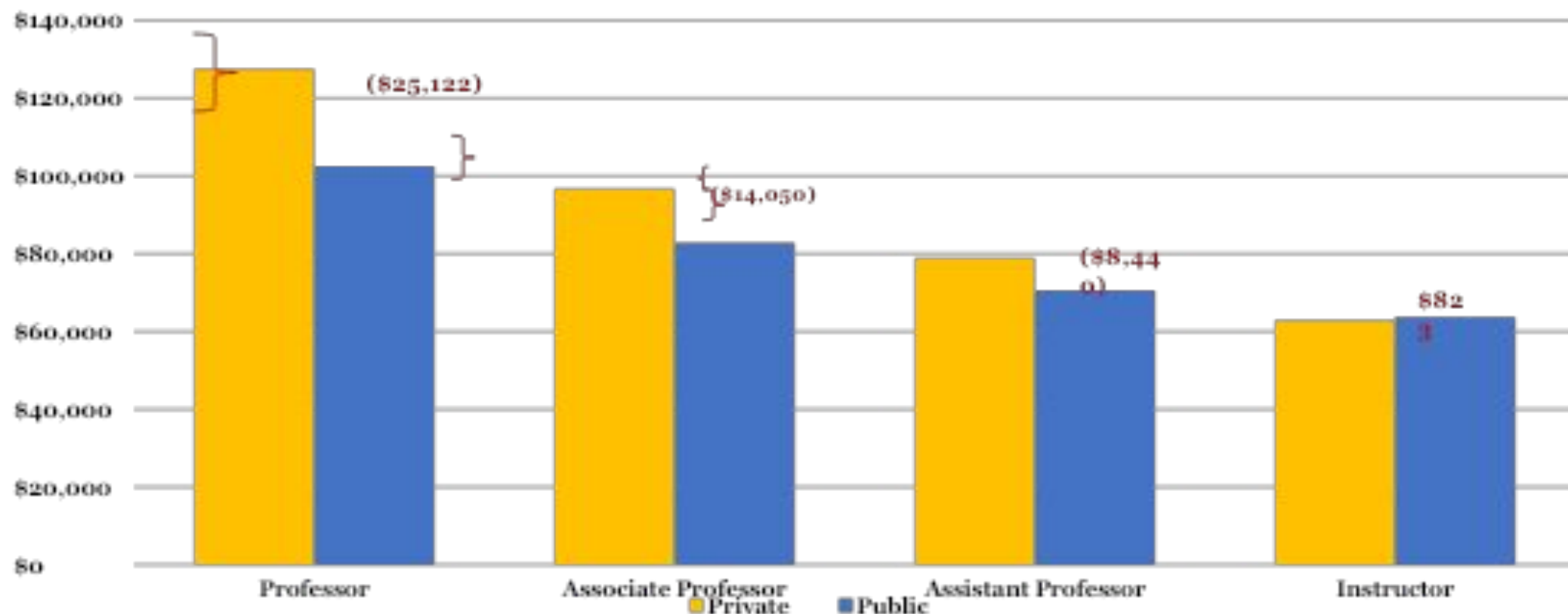
**Note:** The Living wage estimates for a family of 2 (1 adult & 1 child) comes from the MIT Living Wage Calculator. The calculator provides estimates for counties & states based on the “local wage rate that a full-time worker requires to cover the cost of their family’s basic needs where they live.” It assumes no external financial support such as child support.

## Salaries of Staff at University of Massachusetts Boston Compared to the Living wage (1 adult & 1 child) in Suffolk County

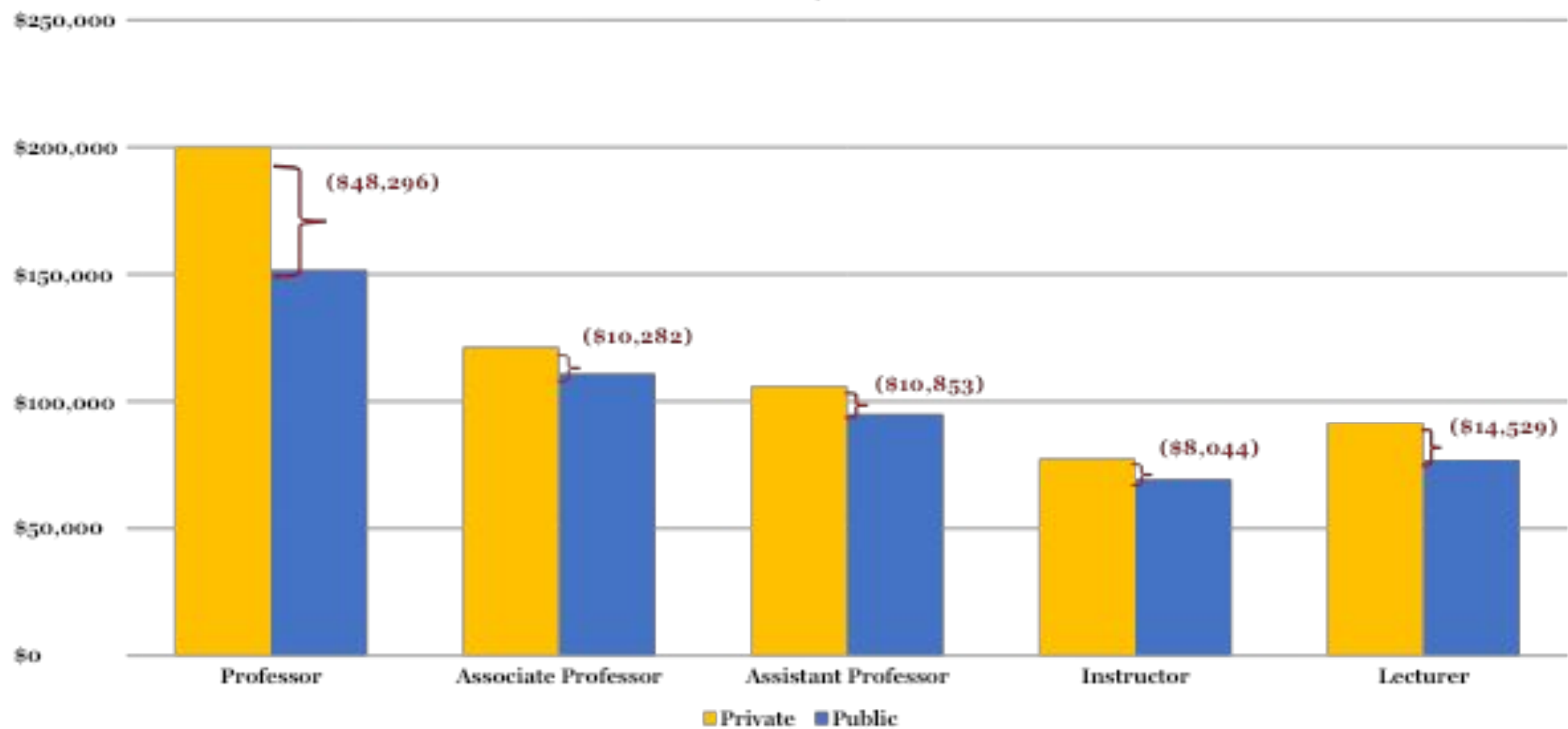


**Note:** The Living wage estimates for a family of 2 (1 adult & 1 child) comes from the MIT Living Wage Calculator. The calculator provides estimates for counties & states based on the “local wage rate that a full-time worker requires to cover the cost of their family’s basic needs where they live.” It assumes no external financial support such as child support.

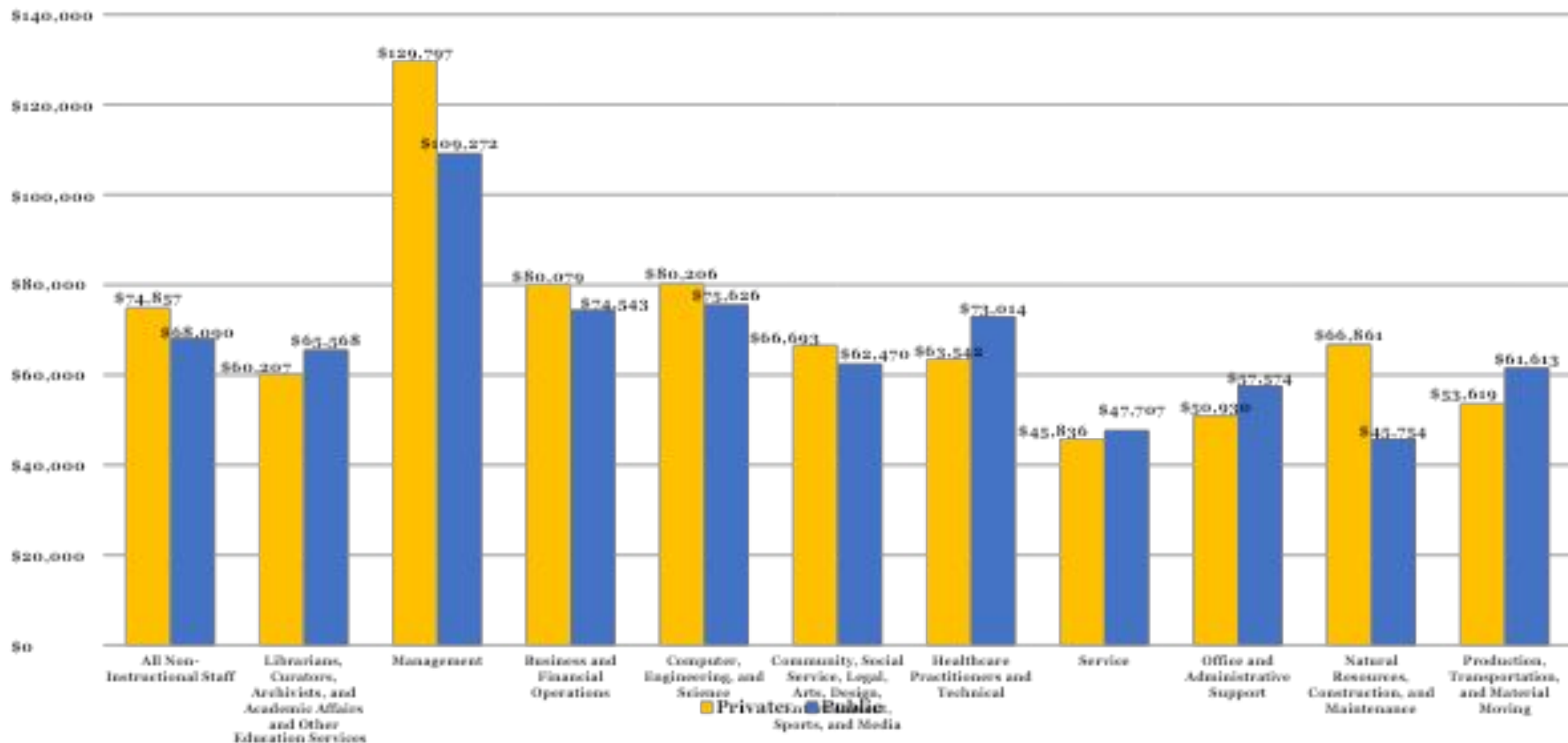
### Comparison of MA Higher Education Faculty Salaries for Public and Private Comprehensive Institutions, 2021-22



### Comparison of MA Higher Education Faculty Salaries for Public and Private Universities, 2021-22



## Comparison of MA Higher Education Staff Salaries for Public and Private Comprehensive Universities, 2021-22





## Comparison of MA Higher Education Staff Salaries for Public and Private Universities, 2021-22

