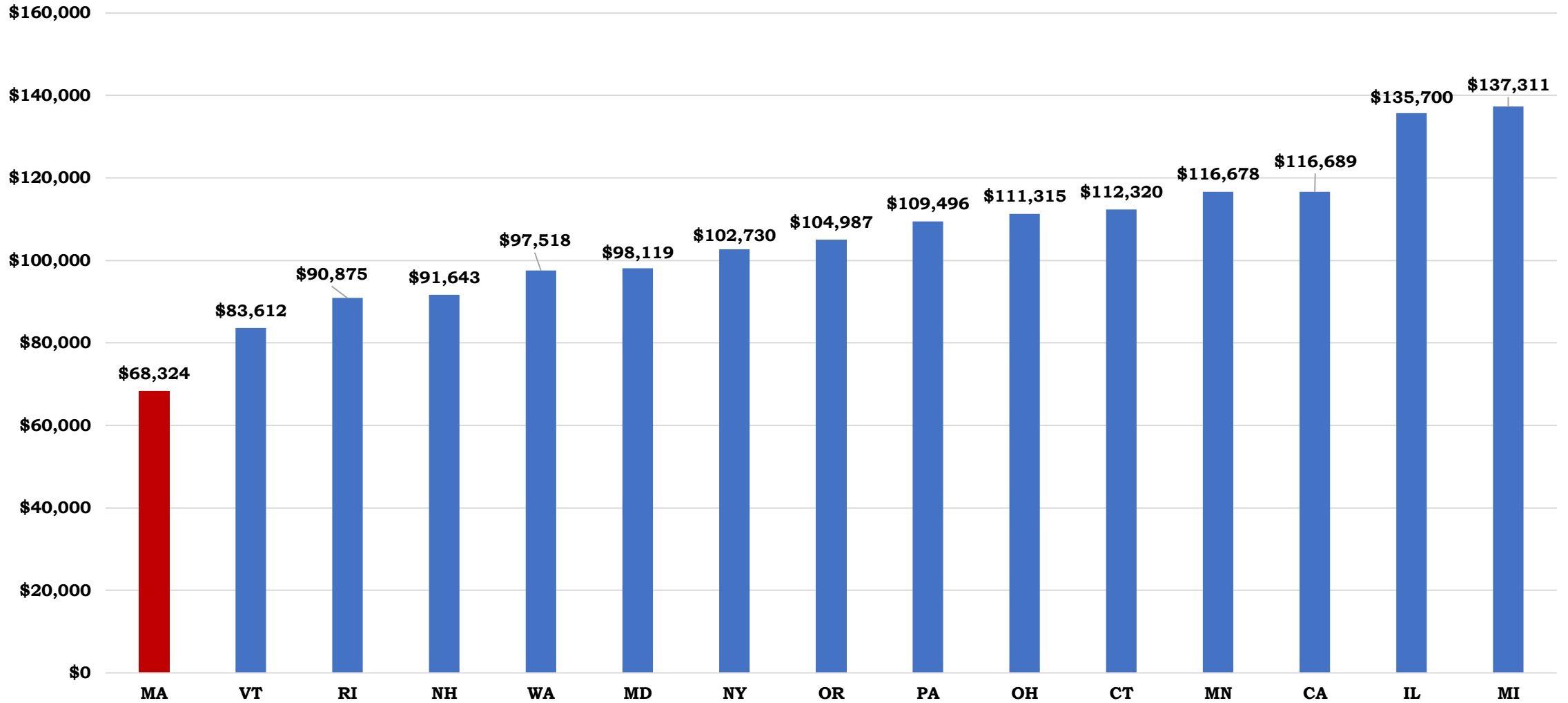


Wage Equity Study: Faculty & Staff Salaries at Public Higher Education Institutions in Massachusetts



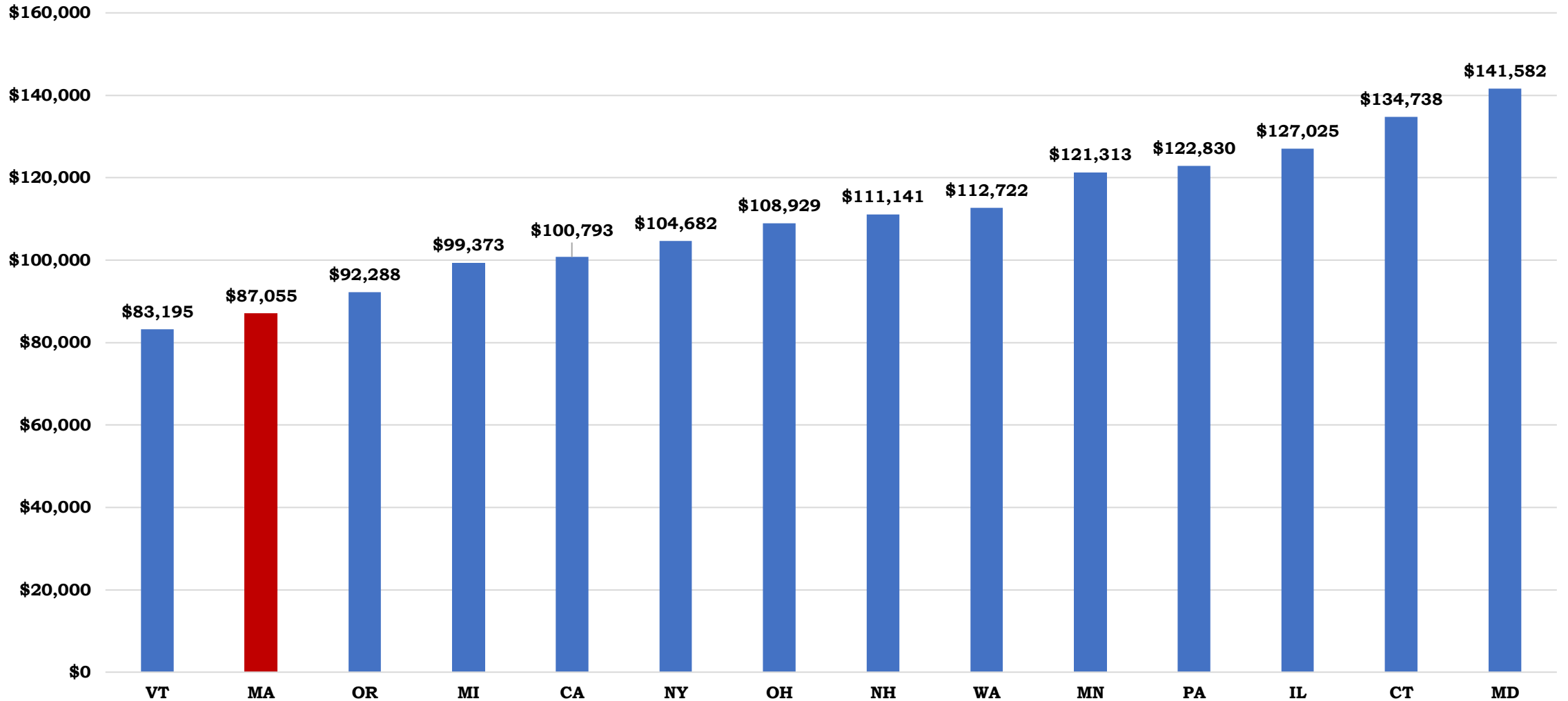
Comparison of 2021-22 Average Faculty Salaries, Adjusted for cost of living, between Massachusetts and nearby and peer states, Community Colleges



Note: Faculty salaries are weighted averages computed across states for the 2021-22 academic year and are adjusted for the cost of living in Massachusetts, based on each state's cost of living index. 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; [World Population Review](#)

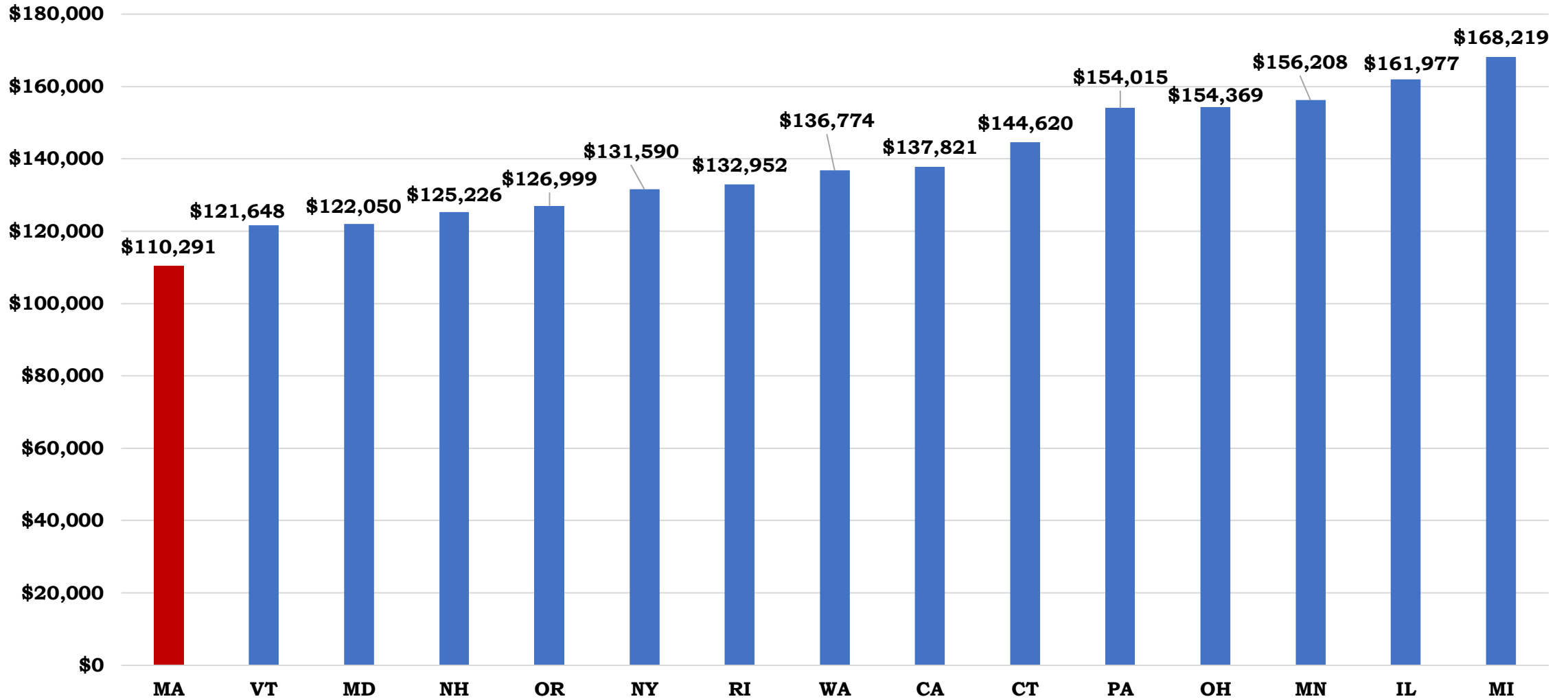
Comparison of 2021-22 Average Faculty Salaries, adjusted for cost of living, between Massachusetts and nearby and peer states, State Universities



Note: Faculty salaries are weighted averages computed across states for the 2021-22 academic year and are adjusted for the cost of living in Massachusetts, based on each state's cost of living index. 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; [World Population Review](#)

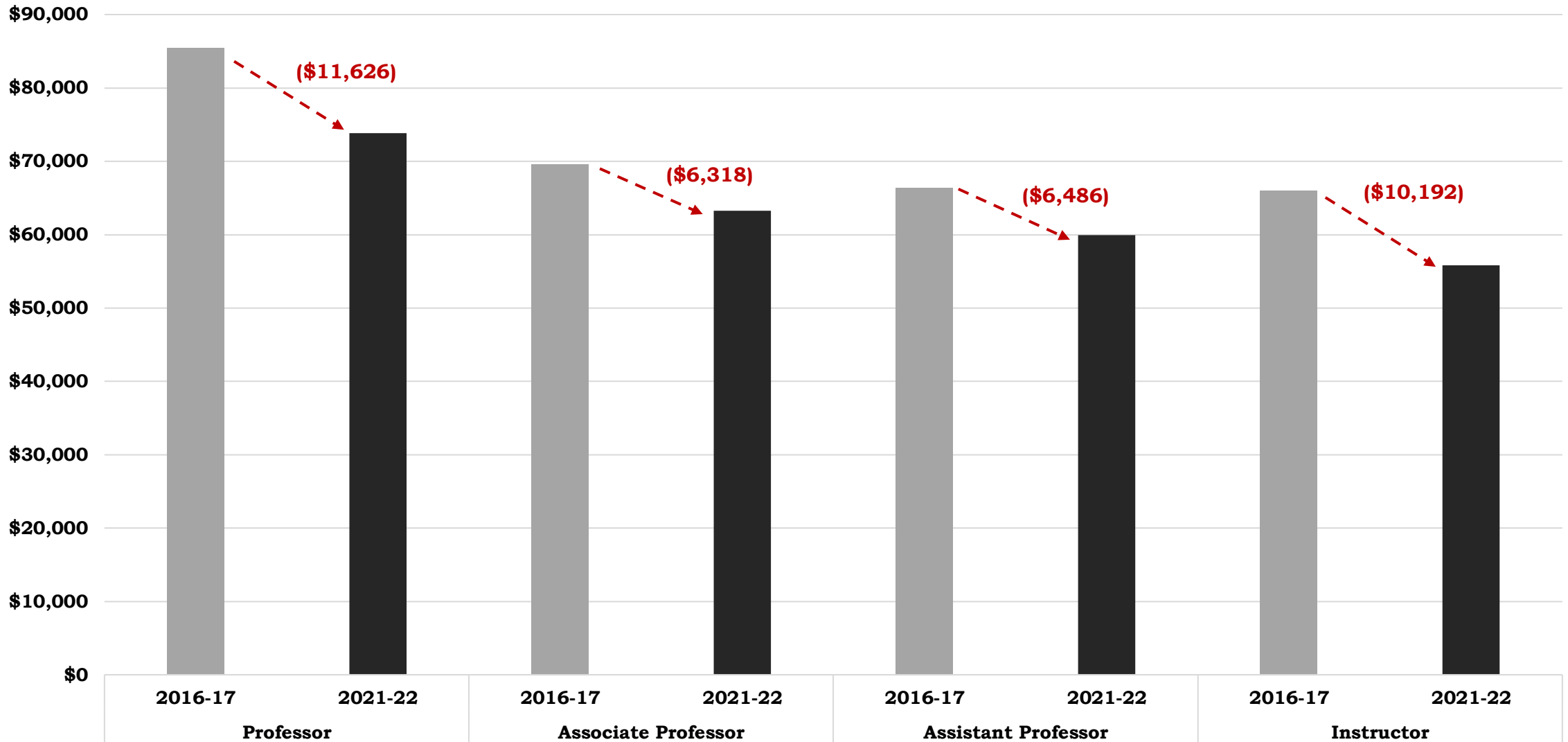
Comparison of 2021-22 Average Faculty Salaries, adjusted for cost of living, between Massachusetts and nearby and peer states, Universities



Note: Faculty salaries are weighted averages computed across states for the 2021-22 academic year and are adjusted for the cost of living in Massachusetts, based on each state's cost of living index. The faculty salaries for states are equivalent to MA salaries.

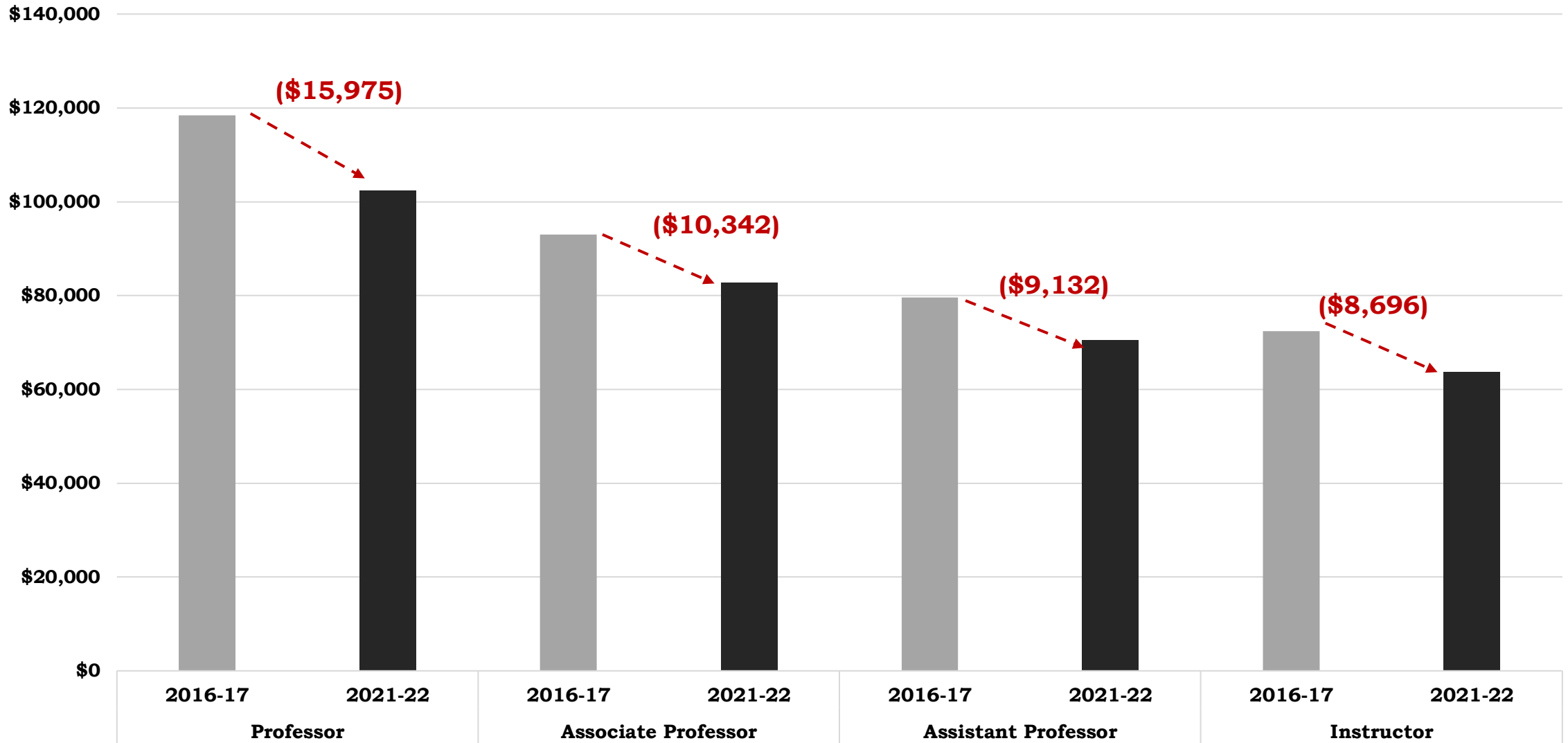
Source: IPEDS data, Salaries for faculty on 9/10-month contracts at public higher education institutions in 2021-22; [World Population Review](#)

Average Salaries for Faculty, adjusted for inflation, Community Colleges



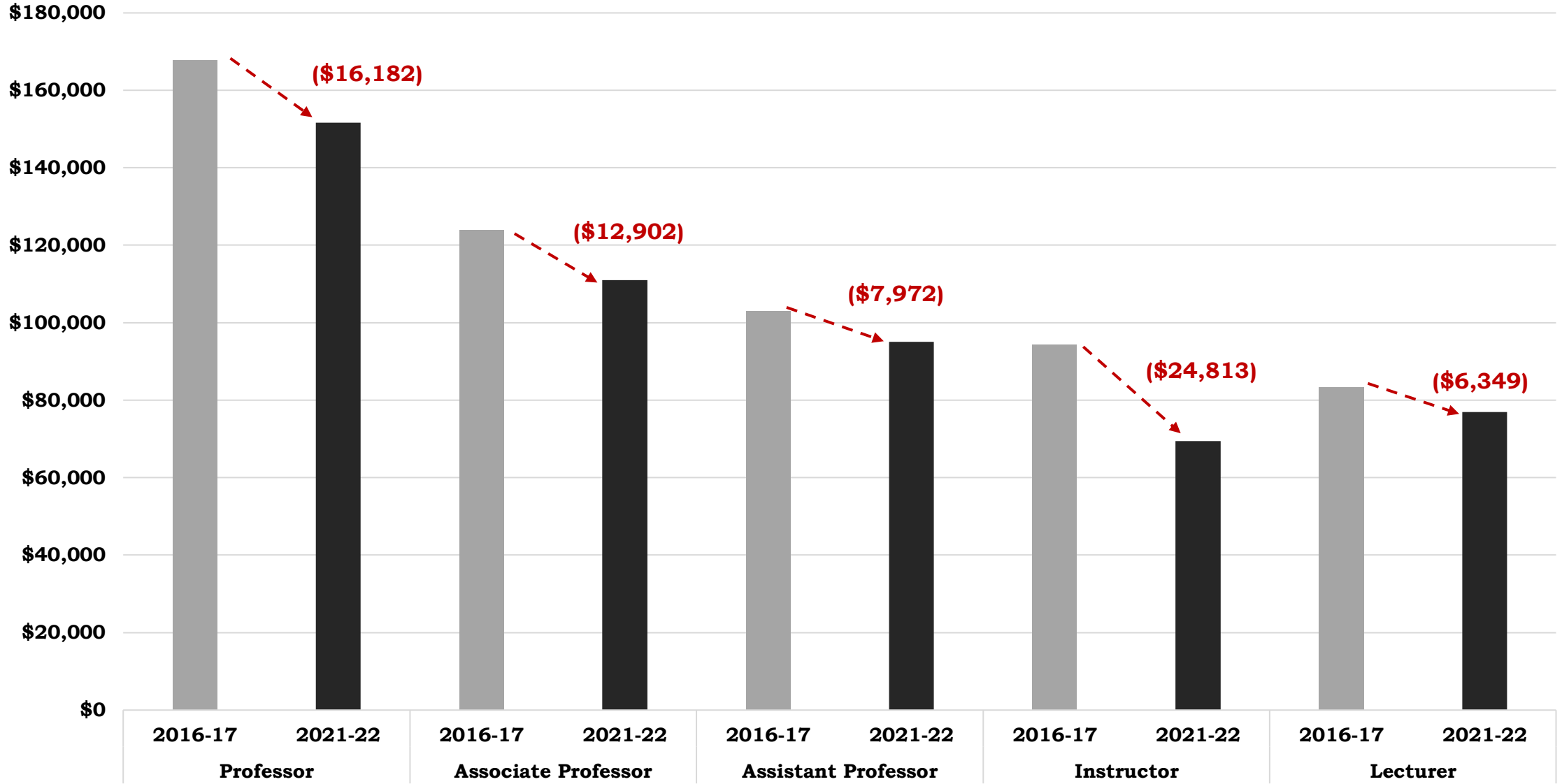
Note: Average salaries for faculty with 9- or 10-month contracts for 2016-17 and 2021-22. 2016-17 salaries corrected for inflation (constant dollars). Faculty salaries are weighted averages computed across colleges.

Average Salaries for Faculty, adjusted for inflation, Comprehensive Institutions



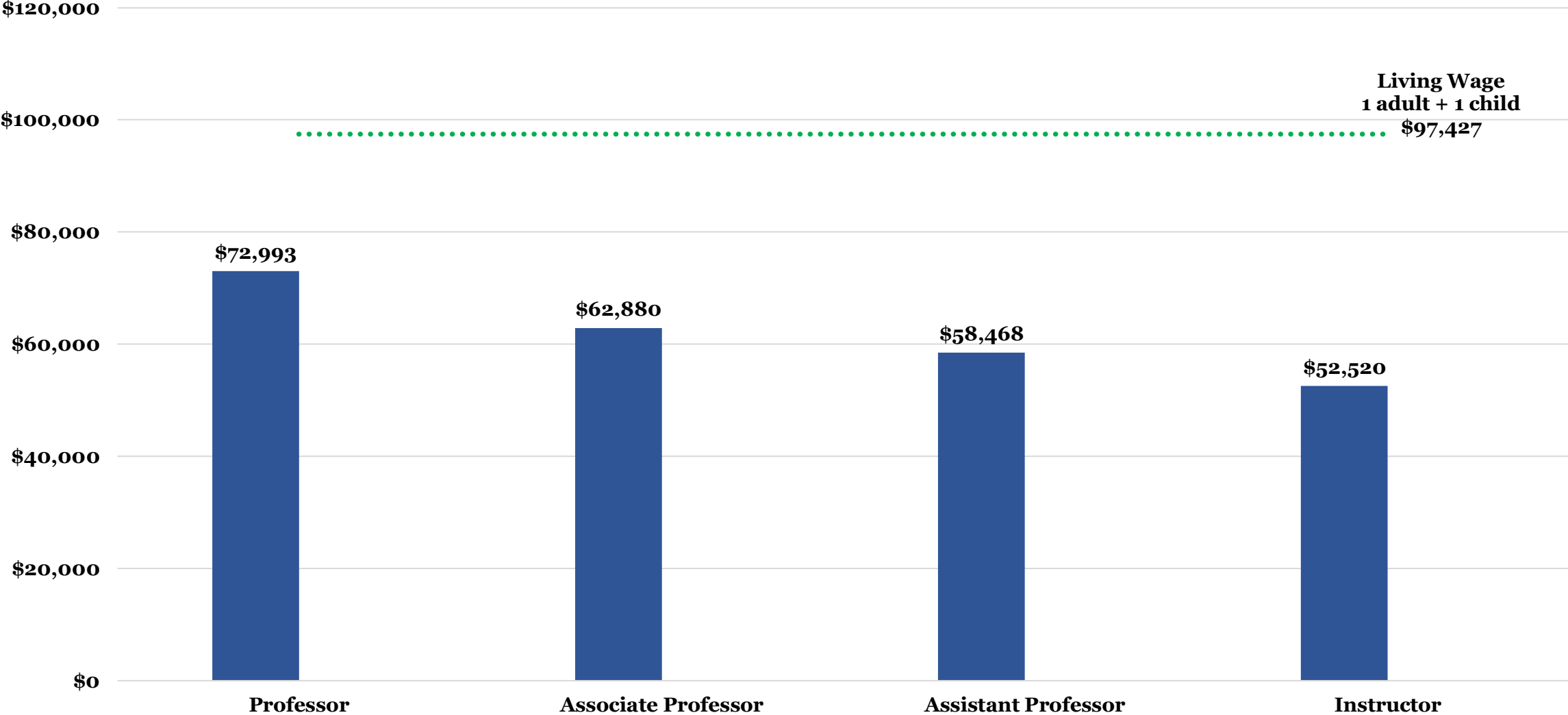
Note: Average salaries for faculty with 9- or 10-month contracts for 2016-17 and 2021-22. 2016-17 salaries corrected for inflation (constant dollars). Faculty salaries are weighted averages computed across colleges.

Average Salaries for Faculty, adjusted for inflation, Universities



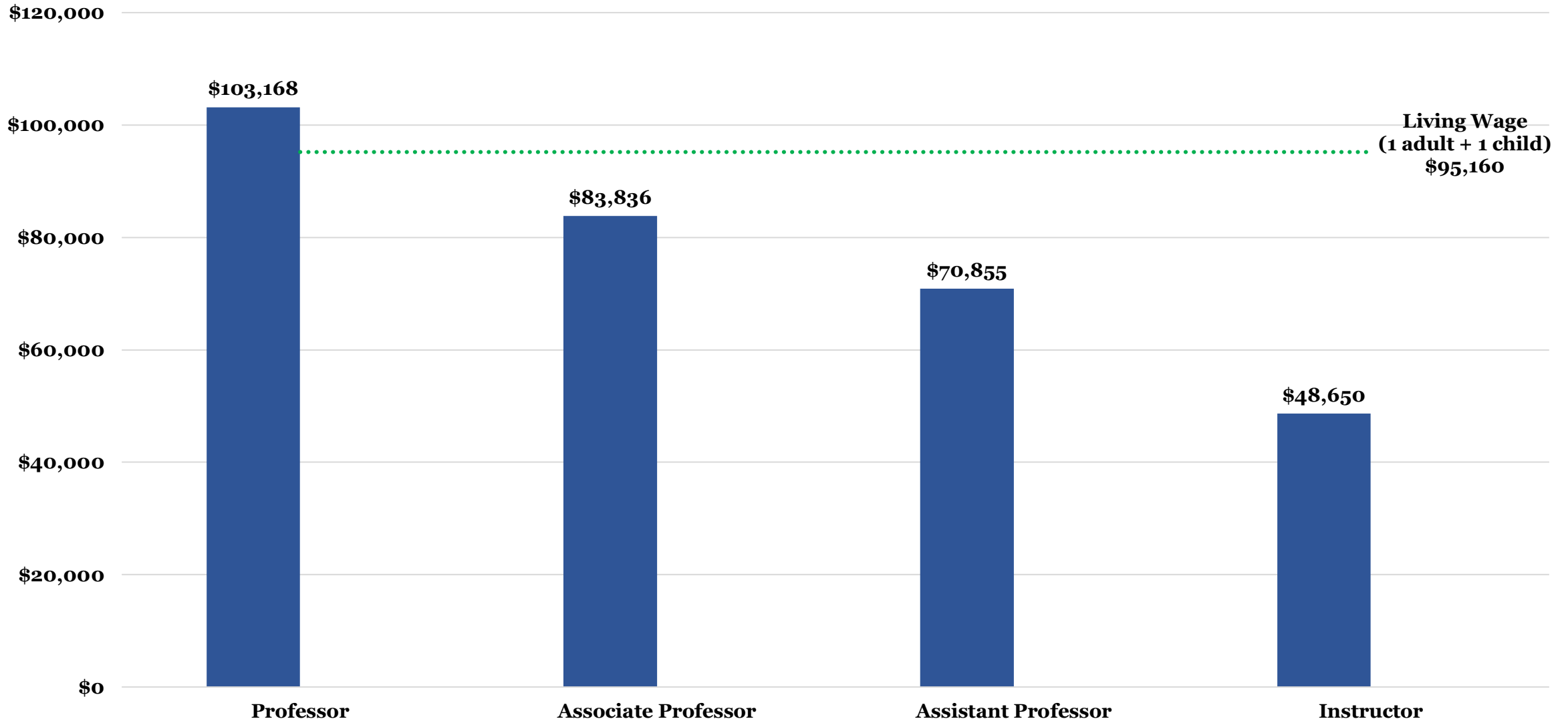
Note: Average salaries for faculty with 9- or 10-month contracts for 2016-17 and 2021-22. 2016-17 salaries corrected for inflation (constant dollars). Faculty salaries are weighted averages computed across colleges.

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



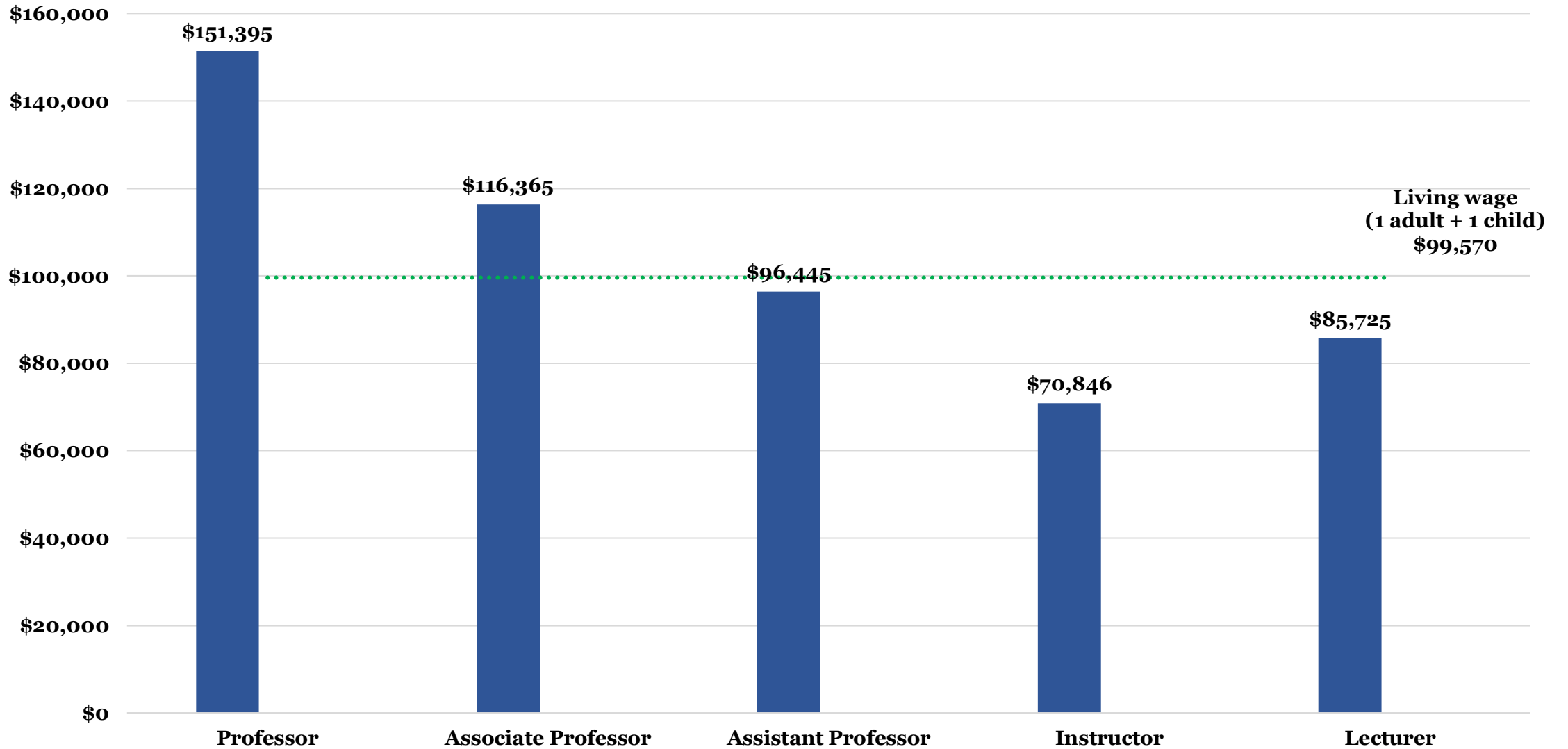
Note: The Living wage estimates for a family of 2 (1 adult & 1 child) comes from the MIT Living Wage Calculator. The calculator provides estimates for counties & states based on the “local wage rate that a full-time worker requires to cover the cost of their family’s basic needs where they live.” It 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



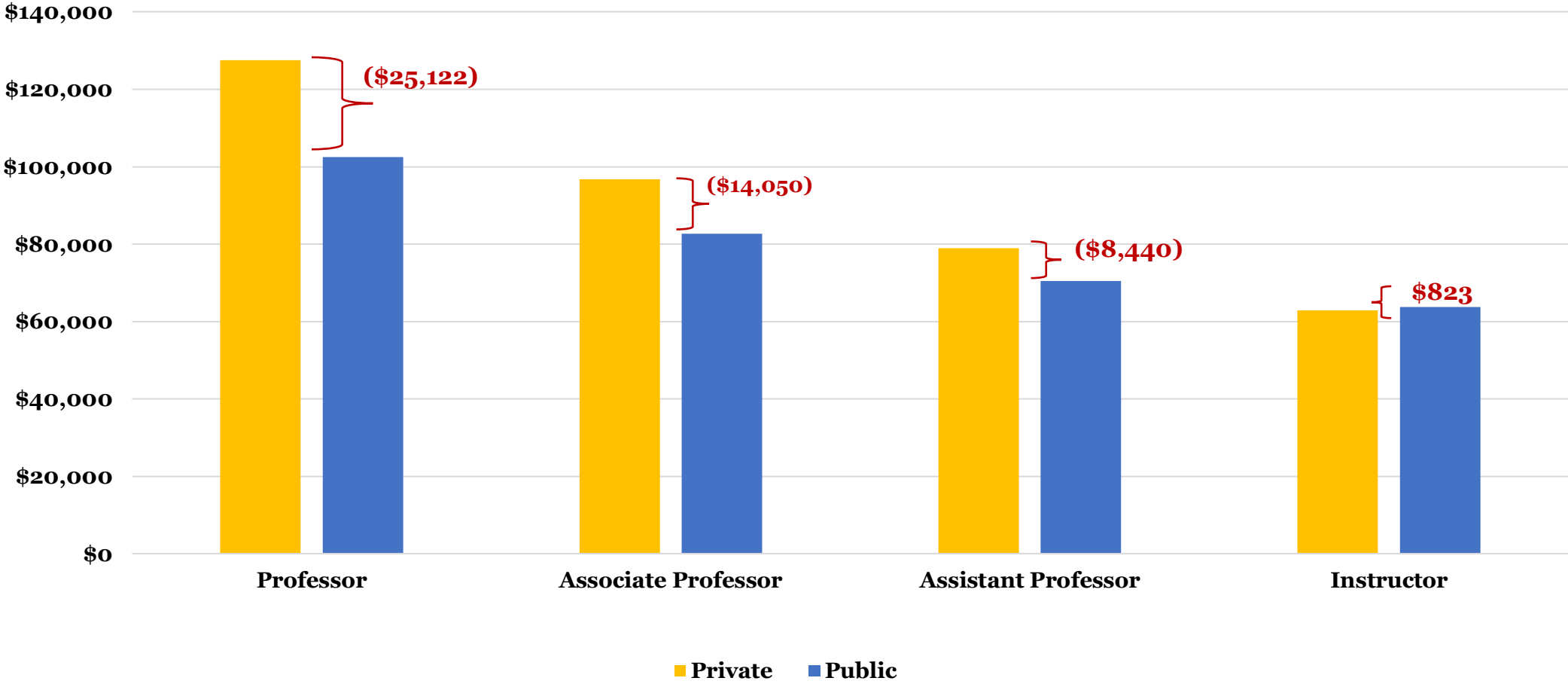
Note: The Living wage estimates for a family of 2 (1 adult & 1 child) comes from the MIT Living Wage Calculator. The calculator provides estimates for counties & states based on the “local wage rate that a full-time worker requires to cover the cost of their family’s basic needs where they live.” It 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

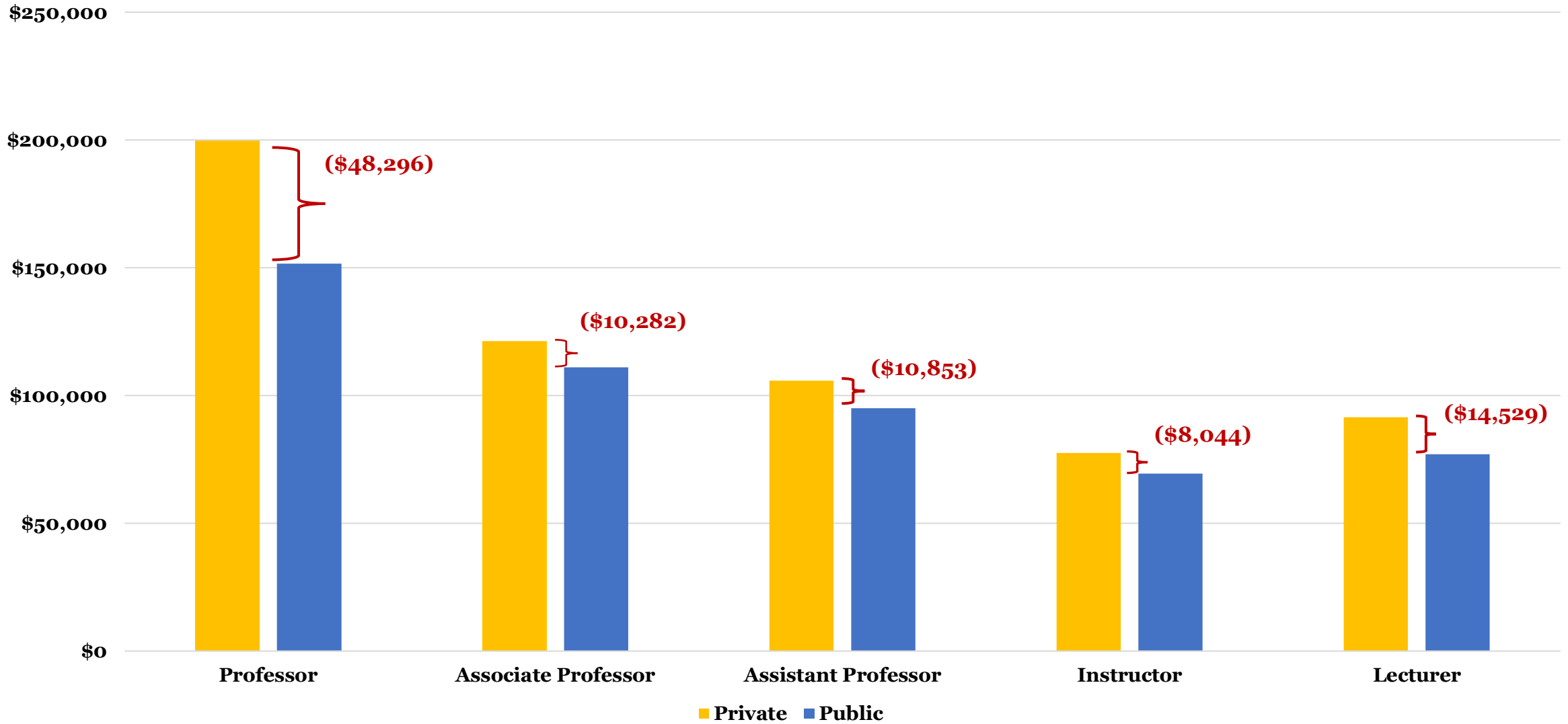


Note: The Living wage estimates for a family of 2 (1 adult & 1 child) comes from the MIT Living Wage Calculator. The calculator provides estimates for counties & states based on the “local wage rate that a full-time worker requires to cover the cost of their family’s basic needs where they live.” It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

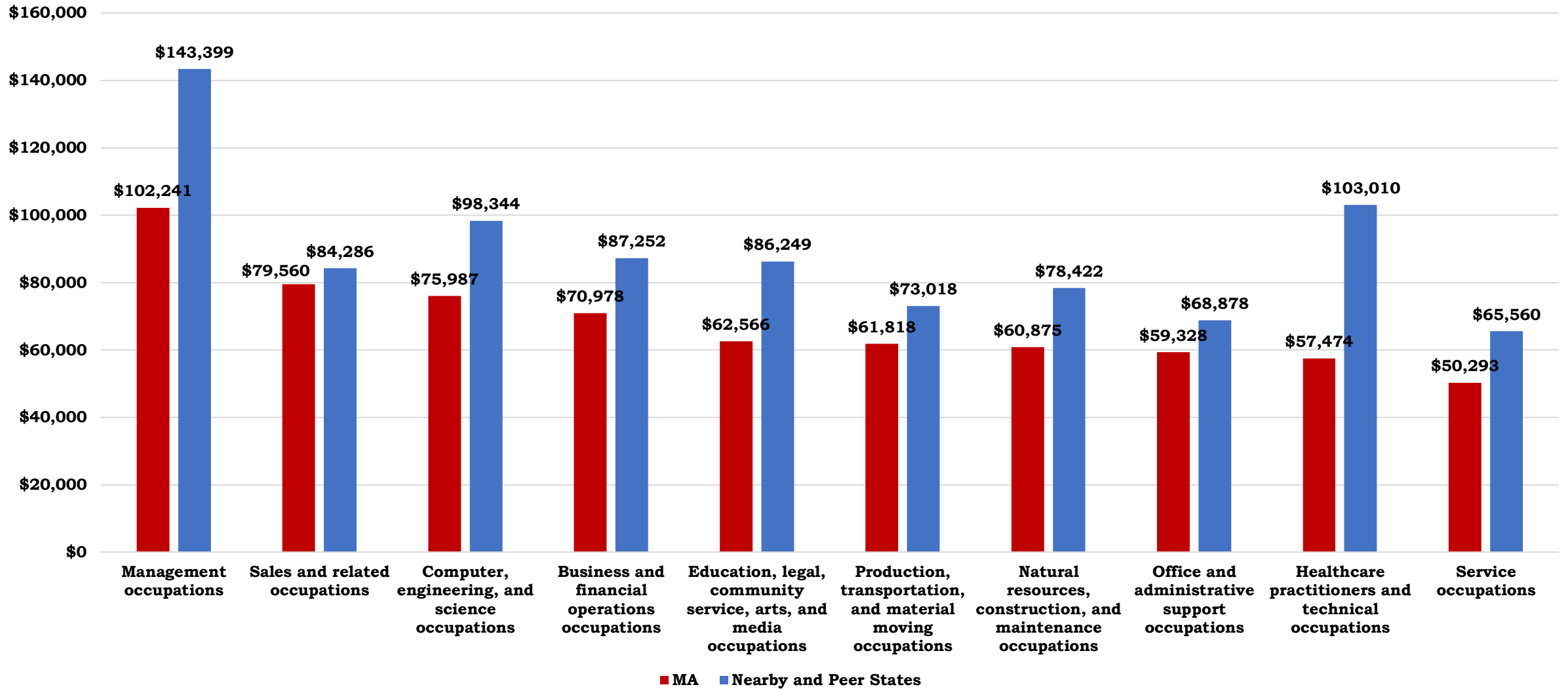
Comparison of MA Higher Education Faculty Salaries for Public and Private Comprehensive Institutions, 2021-22



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



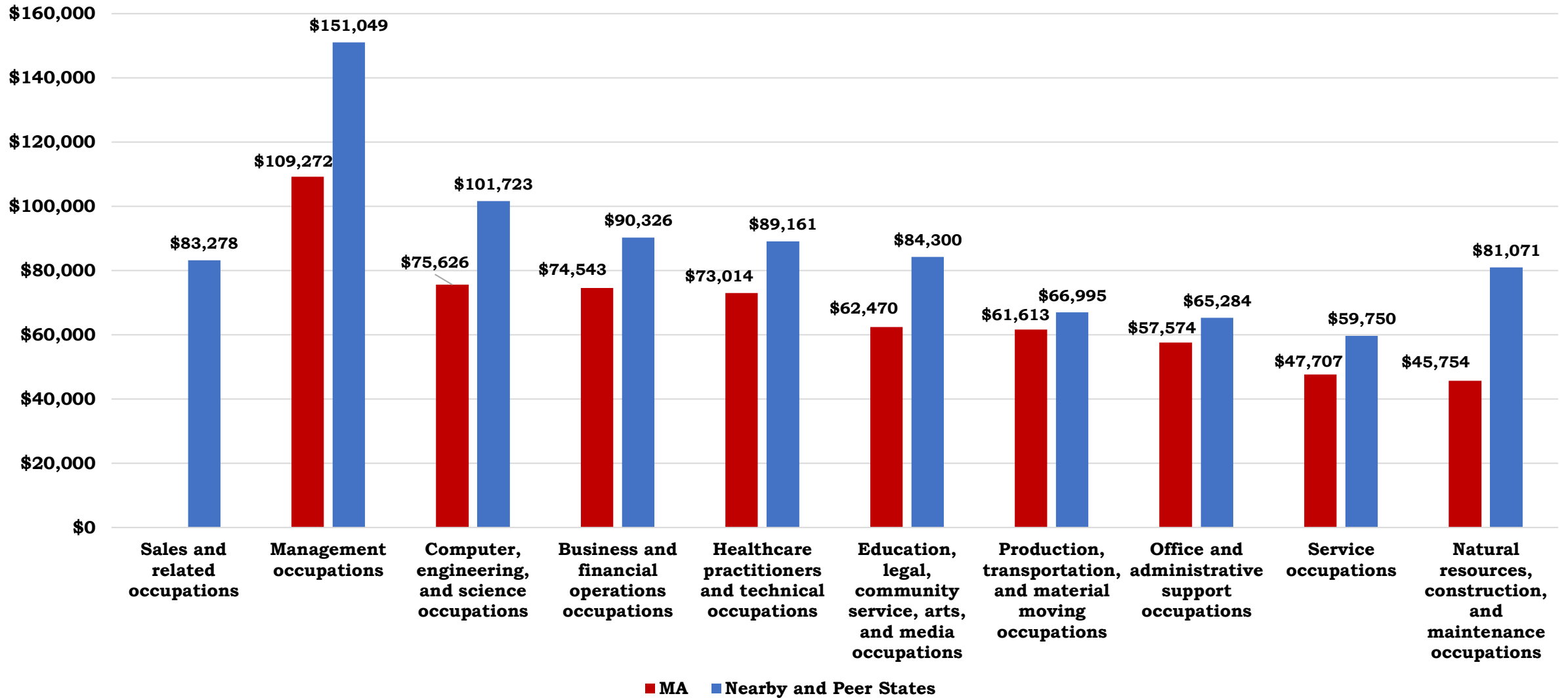
Comparison of 2021-22 Average Staff Salaries, adjusted for cost of living, between Massachusetts and Nearby and Peer states, Community Colleges



Note: Staff salaries are weighted averages computed across states for the 2021-22 academic year and are adjusted for the cost of living in Massachusetts, based on each state's cost of living index. The staff salaries for states are equivalent to MA salaries.

Source: IPEDS data, Staff salaries at public higher education institutions in 2021-22; [World Population Review](#)

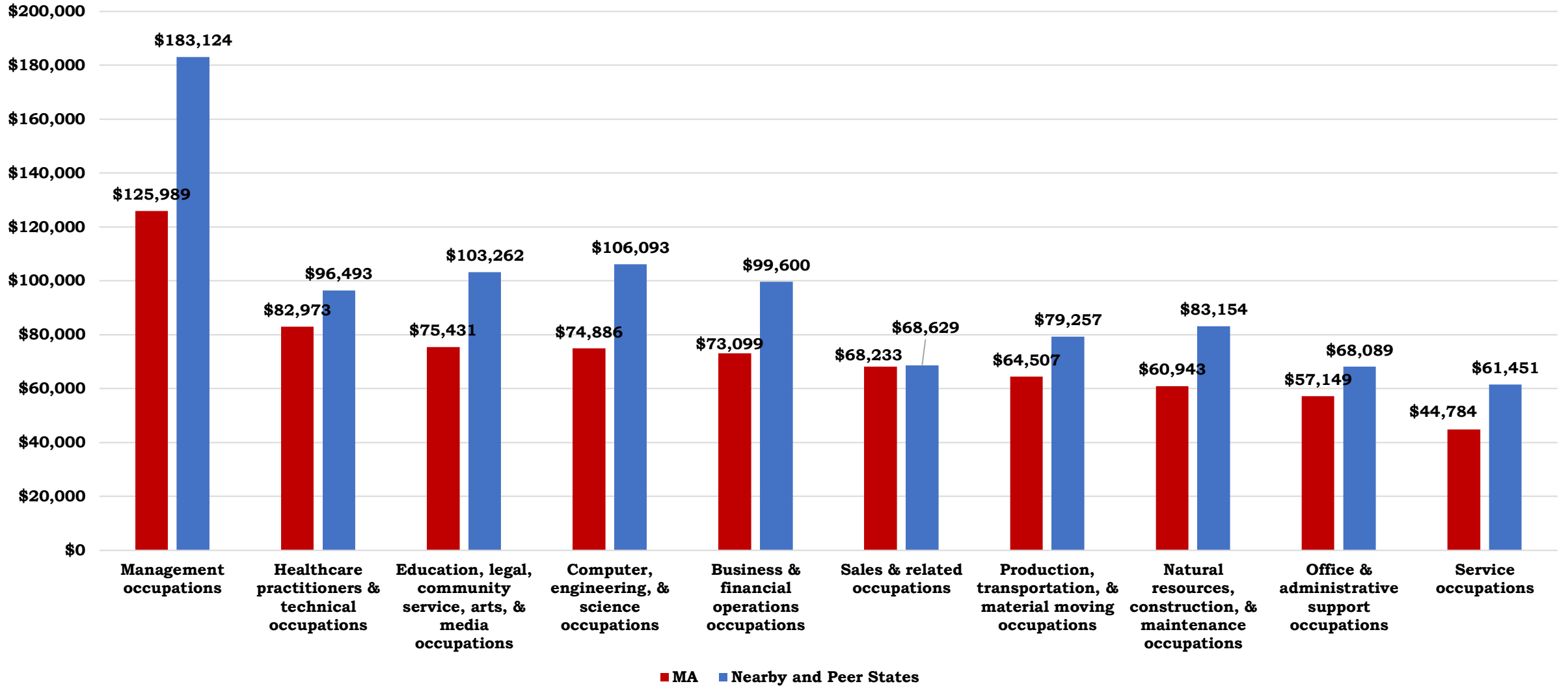
Comparison of 2021-22 Average Staff Salaries, adjusted for cost of living, between Massachusetts and Peer states, Comprehensive Universities



Note: Staff salaries are weighted averages computed across states for the 2021-22 academic year and are adjusted for the cost of living in Massachusetts, based on each state's cost of living index. The staff salaries for states are equivalent to MA salaries.

Source: IPEDS data, Staff salaries at public higher education institutions in 2021-22; [World Population Review](#)

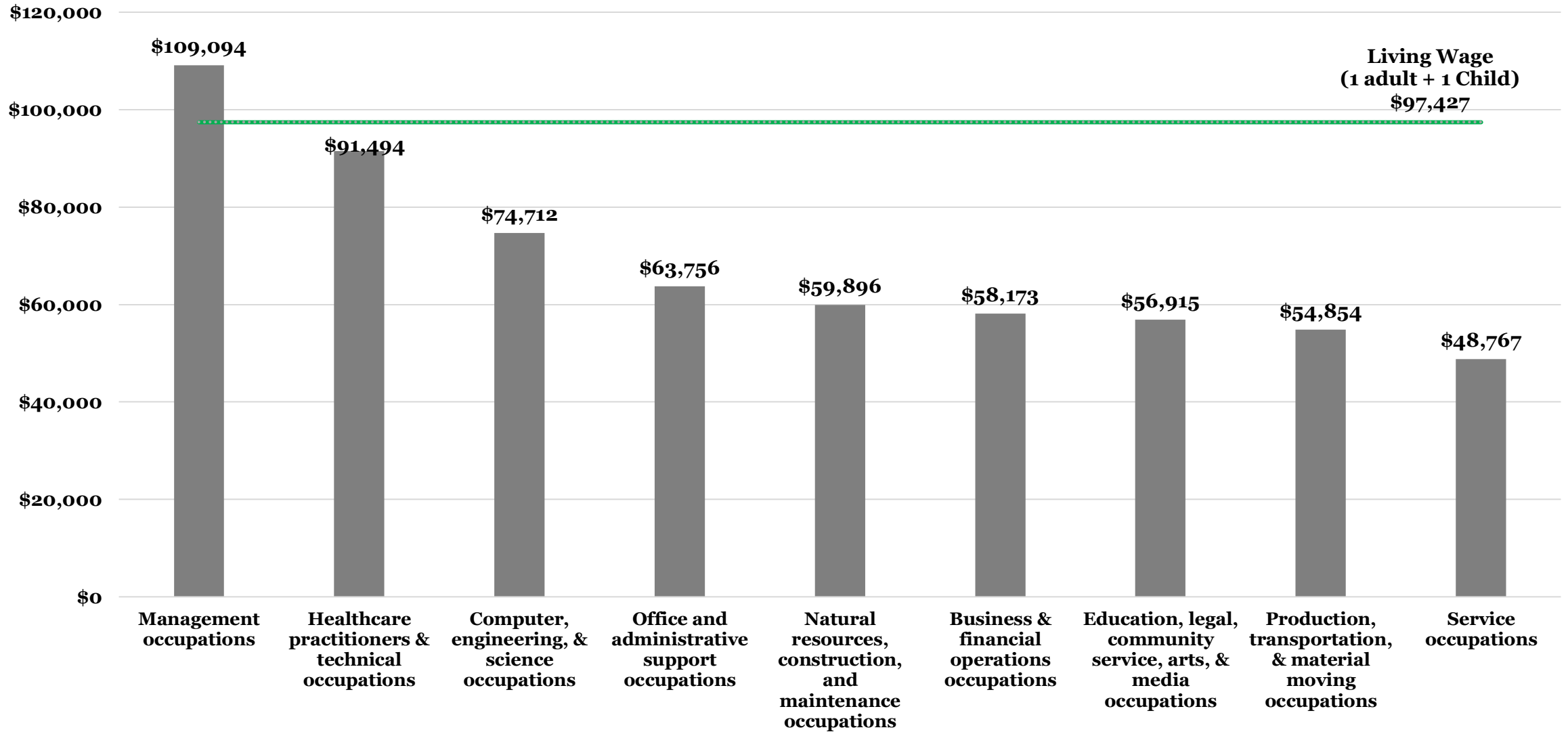
Comparison of 2021-22 Average Staff Salaries, adjusted for cost of living, between Massachusetts and Peer states, Universities



Note: Staff salaries are weighted averages computed across states for the 2021-22 academic year and are adjusted for the cost of living in Massachusetts, based on each state's cost of living index. The staff salaries for states are equivalent to MA salaries.

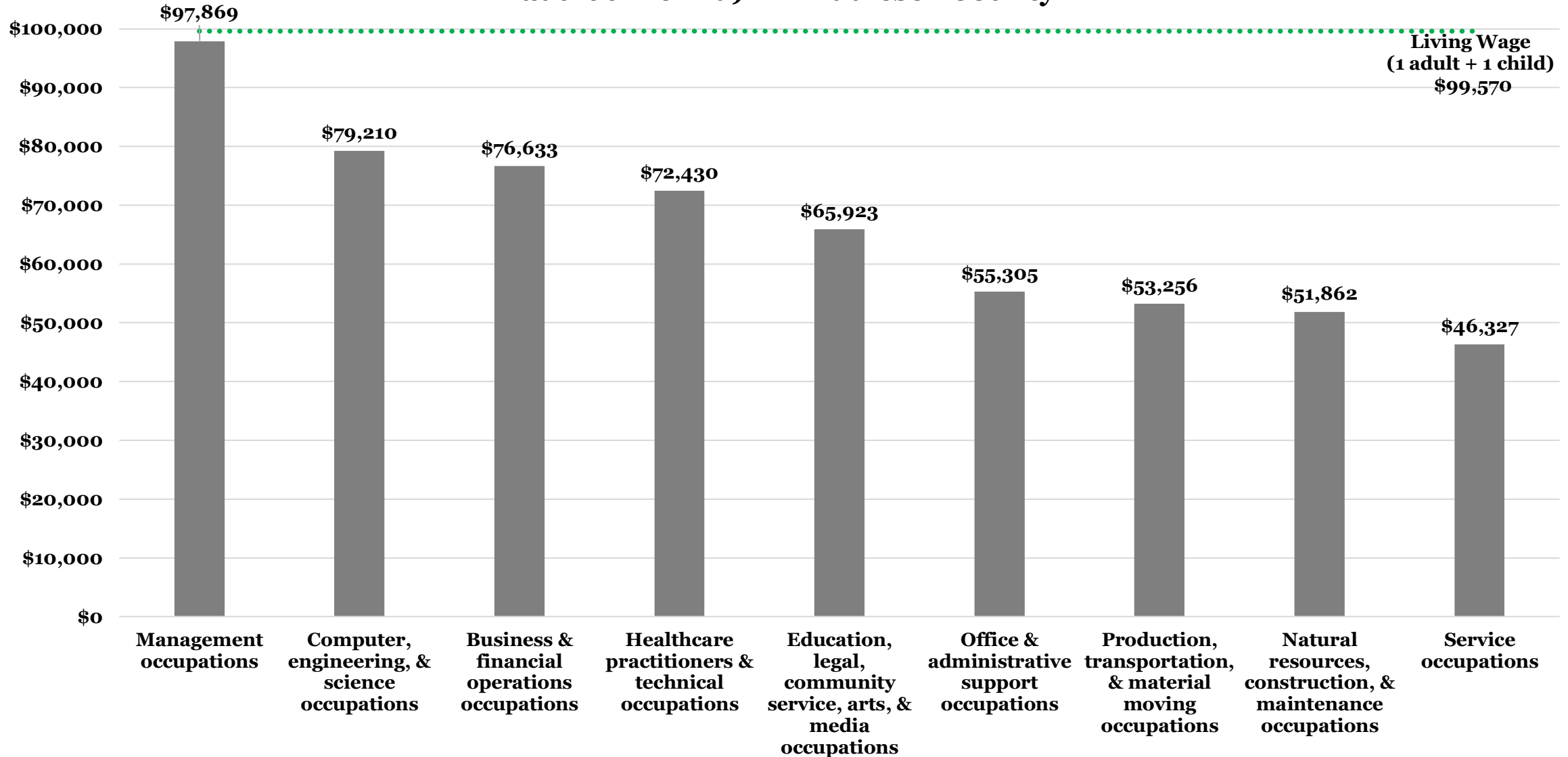
Source: IPEDS data, *Staff salaries at public higher education institutions in 2021-22*; [World Population Review](#)

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



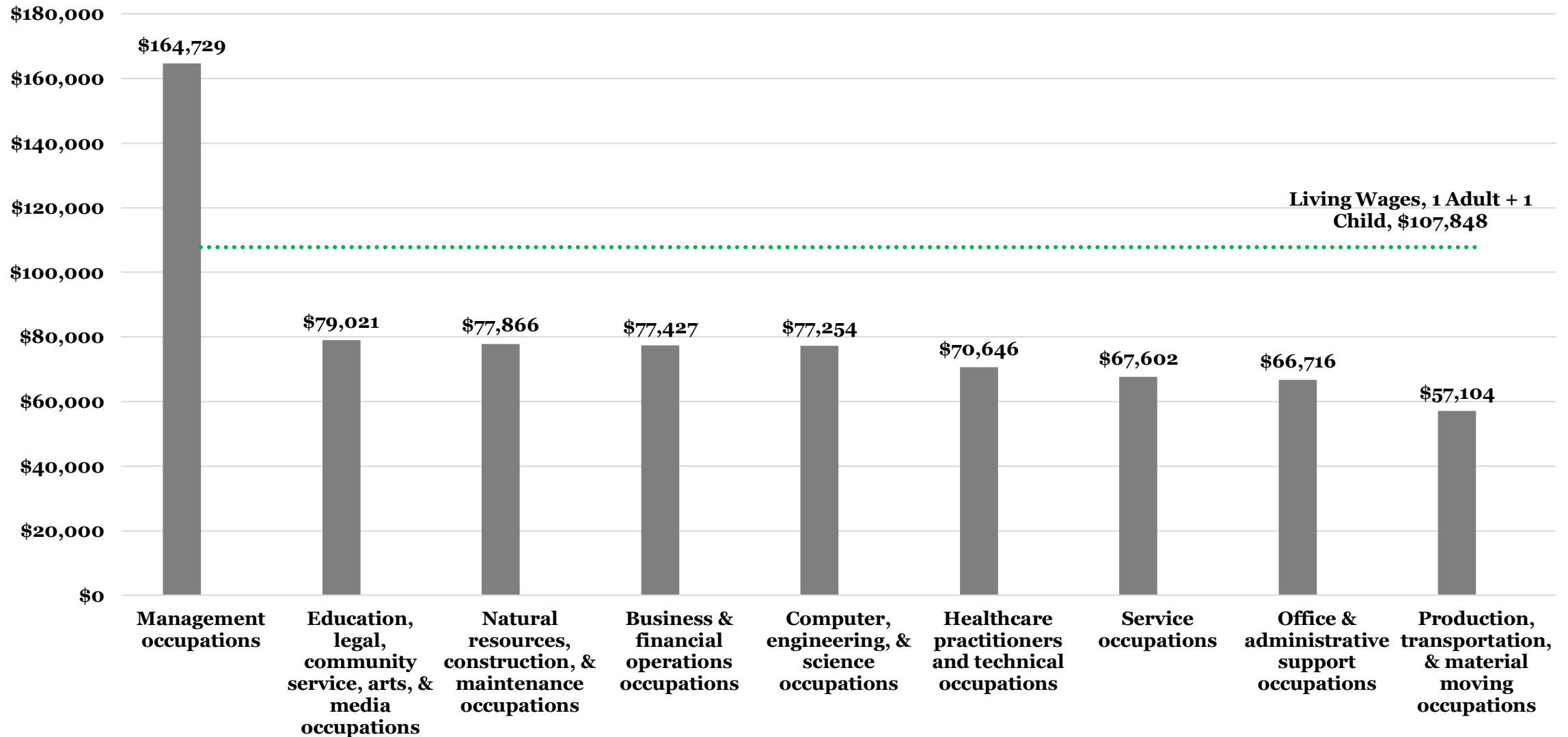
Note: The Living wage estimates for a family of 2 (1 adult & 1 child) comes from the MIT Living Wage Calculator. The calculator provides estimates for counties & states based on the “local wage rate that a full-time worker requires to cover the cost of their family’s basic needs where they live.” It 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



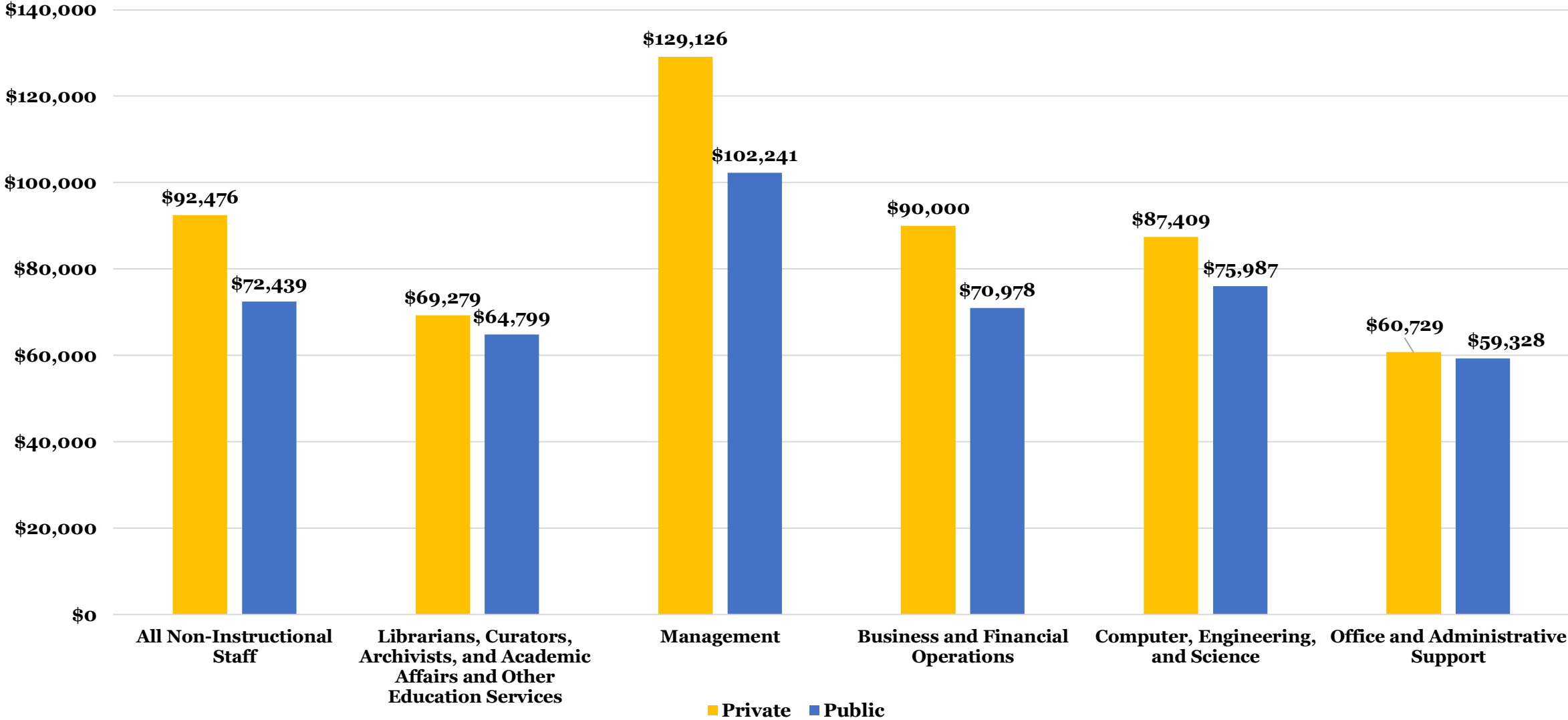
Note: The Living wage estimates for a family of 2 (1 adult & 1 child) comes from the MIT Living Wage Calculator. The calculator provides estimates for counties & states based on the “local wage rate that a full-time worker requires to cover the cost of their family’s basic needs where they live.” It 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

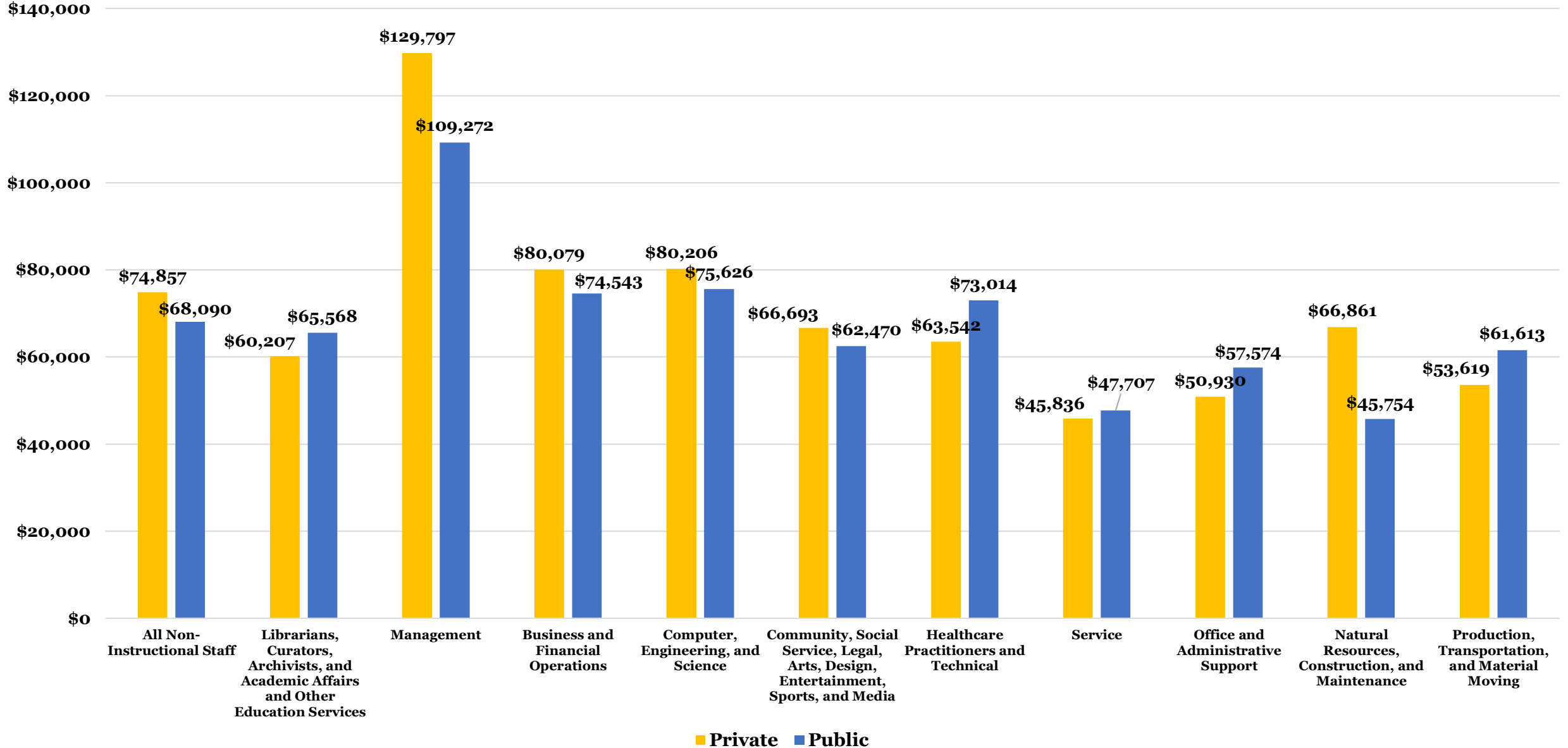


Note: The Living wage estimates for a family of 2 (1 adult & 1 child) comes from the MIT Living Wage Calculator. The calculator provides estimates for counties & states based on the “local wage rate that a full-time worker requires to cover the cost of their family’s basic needs where they live.” It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

Comparison of MA Higher Education Staff Salaries for Public and Private Community Colleges, 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

