

College and University Professional Association (CUPA) Report Update

2024-25 Faculty and Staff Salary Comparisons					
Academic Year	Staff Comparison ⁺	Faculty Salary Compared to CUPA Peer Salary			
		Non-tenure Track		Tenured / Tenure Track	
		Average	Median	Average	Median
2016-17	NA	88.9%	95.3%	95.6%	99.0%
2017-18	90.1%	87.5%	92.9%	96.4%	102.2%
2018-19	90.0%	86.2%	94.2%	93.5%	100.4%
2019-20*	91.0%	88.0%	96.4%	93.2%	99.8%
2020-21*	90.3%	85.8%	96.6%	92.8%	100.0%
2021-22*	91.1%	90.3%	101.2%	96.4%	102.6%
2022-23*	92.8%	85.7%	102.2%	99.9%	106.6%
2023-24 [^]	92.8%	83.9%	94.3%	98.2%	103.5%
2024-25 [^]	91.6%	88.0% [°]	84.6% [°]	97.6%	103.8%

* Faculty comparison is to CUPA Public Doctoral/Professional Institutions

[^] Faculty comparison is to CUPA Public Doctoral/Professional and Master's: Larger Programs Institutions

⁺ Staff compared to mid-point of MSU salary range

[°] CUPA no longer collects rank information on non-tenure track faculty, comparison is not weighted for rank starting in 2024-25.

Of note, the comparison on non-tenure track from 2024-25 to previous years can no longer be made. CUPA no longer collects rank information on these positions, where it did in previous collections. A detailed comparison based on years of service is provided instead to deans and faculty.

Faculty and Staff Salary Comparison Adjusted for Cost-of-Living					
Academic Year	Staff Comparison	Faculty Salary Compared to CUPA Peer Salary			
		Non-tenure Track		Tenured / Tenure Track	
		Average	Median	Average	Median
2024-25	98.9%	95.0%	91.3%	105.4%	112.1%

Cost-of-living adjustment based on regional price parity for Springfield MO MSA compared to the average regional price parity of institutional peers. Regional price parities were obtained from the U.S. Bureau of Economic Analysis. Value based on December 2024 reporting.