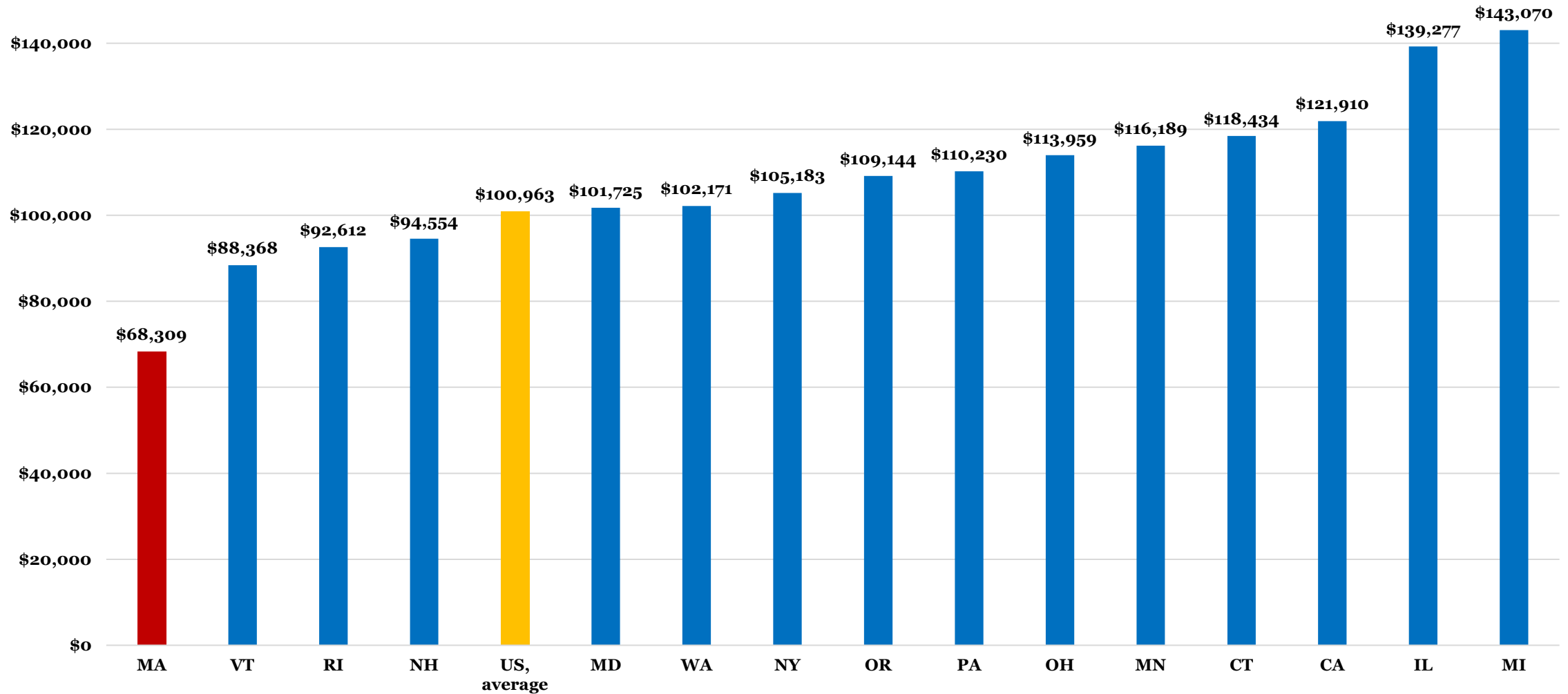


Wage Equity Study: Faculty & Staff Salaries at Public Higher Education Institutions in Massachusetts



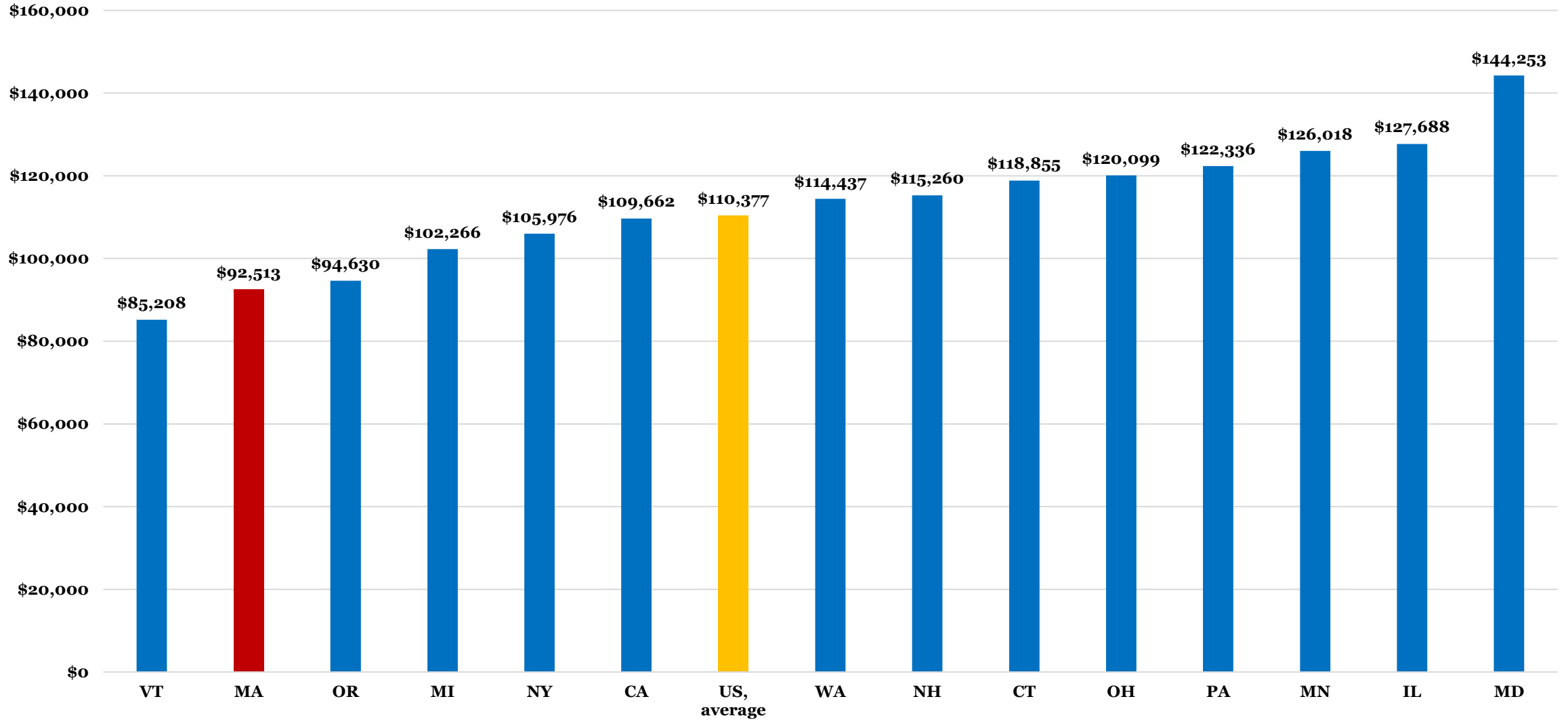
Comparison of 2022-23 Average Faculty Salaries, Adjusted for Cost of Living, between Massachusetts, Nearby and Peer states, and at the National Average, Faculty at Community Colleges



Note: Faculty salaries are weighted averages computed across states for the 2022-23 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 2022-23; [World Population Review](#)

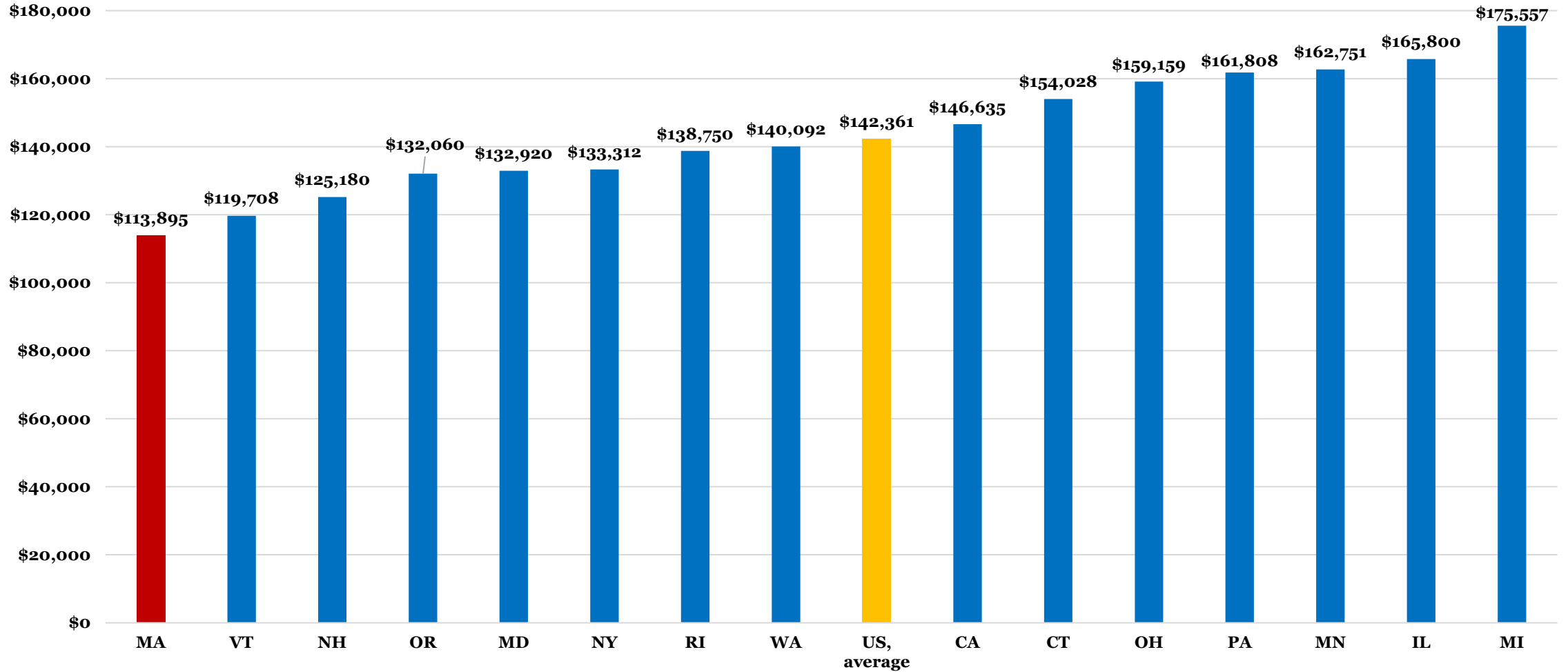
Comparison of 2022-23 Average Faculty Salaries, Adjusted for Cost of Living, between Massachusetts, Nearby and Peer states, and at the National Average, Comprehensive Universities (this is the category our state universities are in)



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Source: IPEDS data, Salaries for faculty on 9/ 10-month contracts at public higher education institutions in 2022-23; [World Population Review](#)

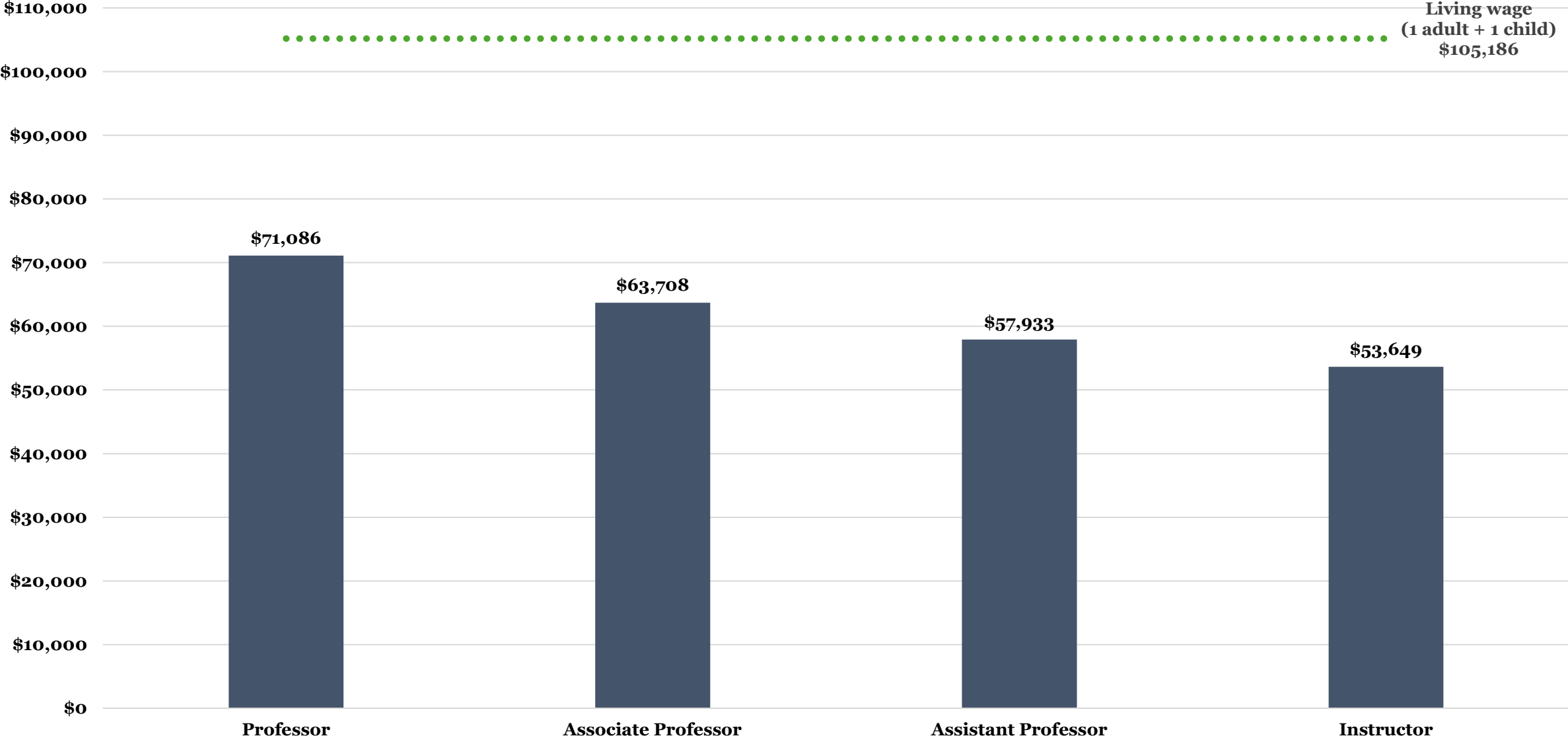
Comparison of 2022-23 Average Faculty Salaries, Adjusted for Cost of Living, between Massachusetts, Nearby and Peer states, and National Average, Universities (this is the category University of Massachusetts is in)



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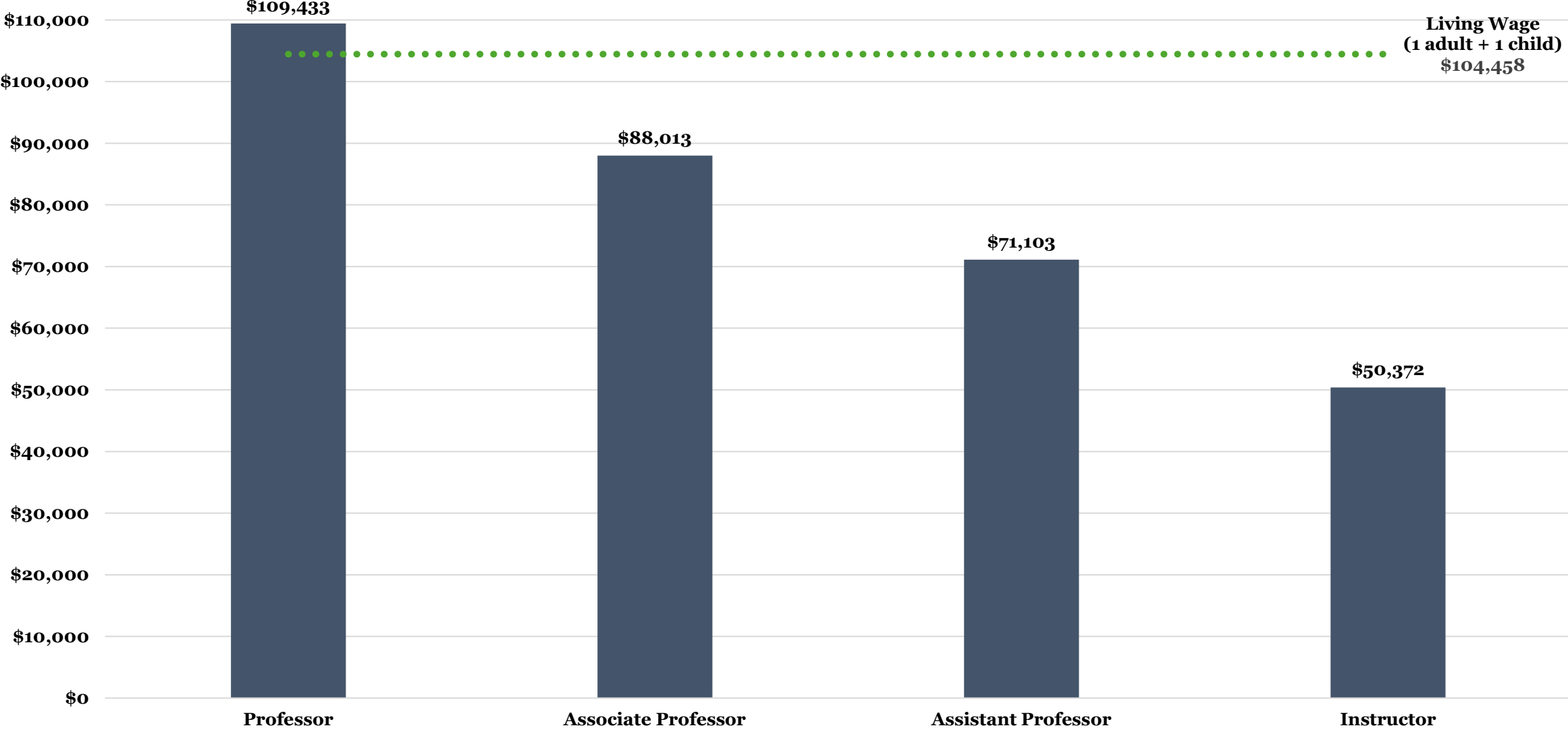
Source: IPEDS data, Salaries for faculty on 9/10-month contracts at public higher education institutions in 2022-23; [World Population Review](#)

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



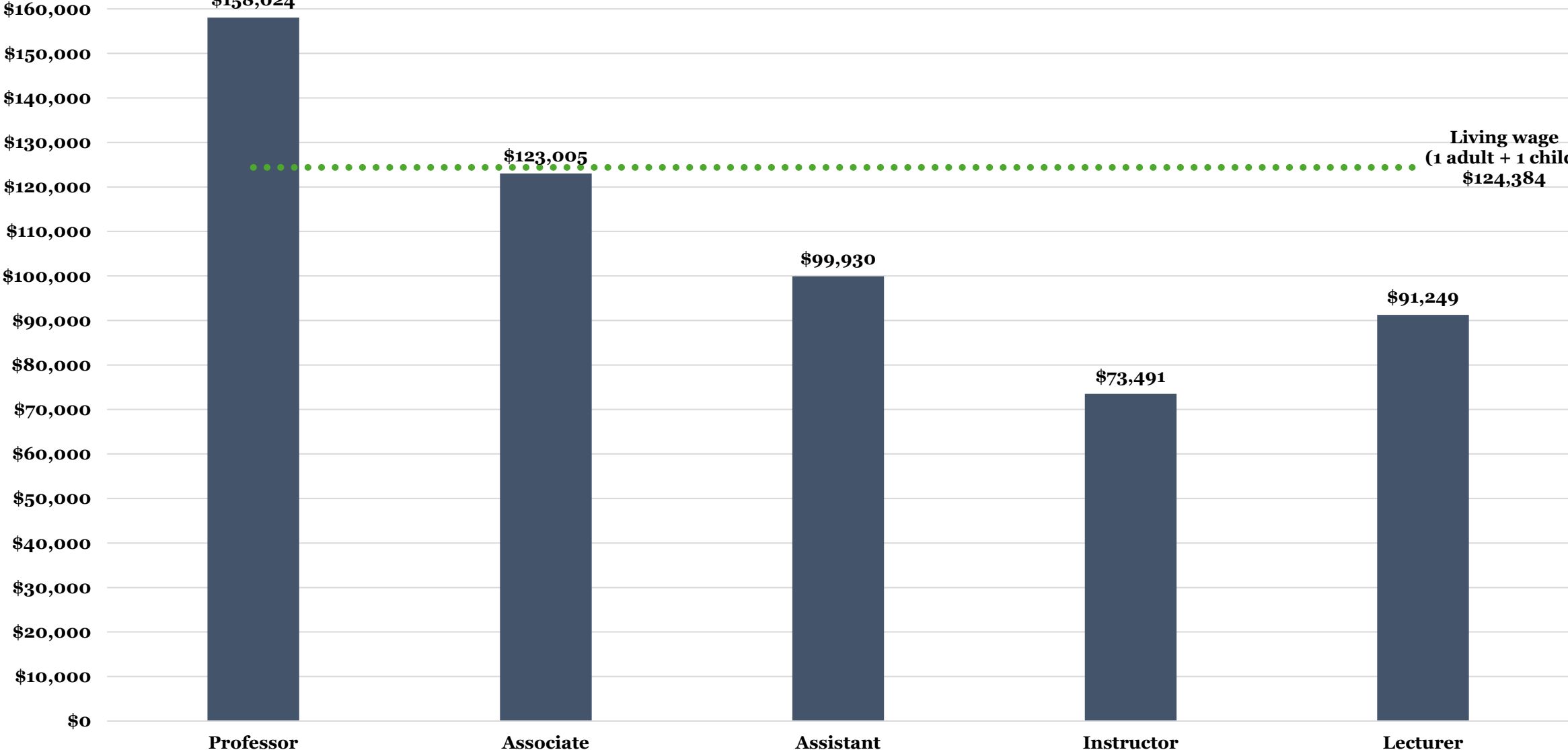
Note: The Living wage estimates for a family of 2 (1 adult & 1 child) comes from the MIT Living Wage Calculator. The calculator provides estimates for counties & states based on the “local wage rate that a full-time worker requires to cover the cost of their family’s basic needs where they live.” It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



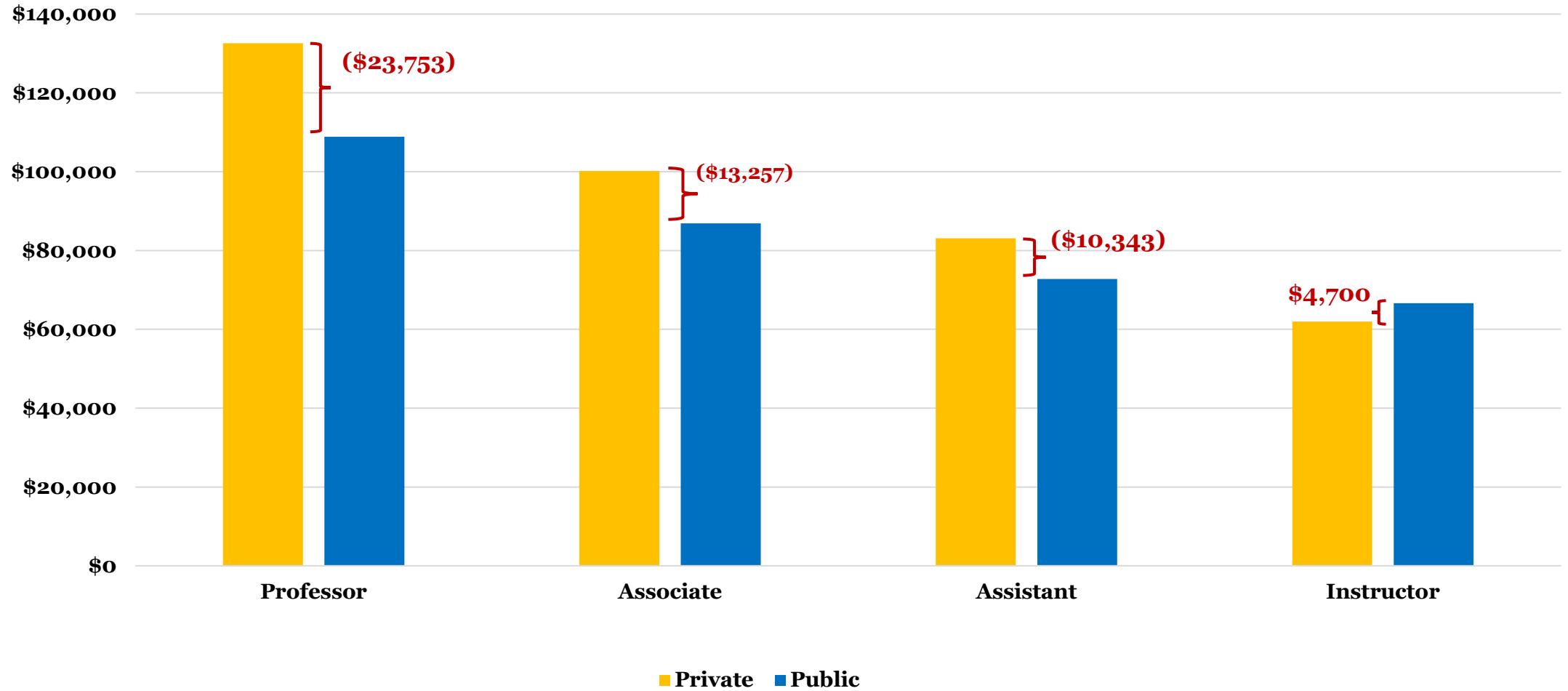
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Salaries of Faculty at University of Massachusetts Lowell Compared to the Living wage (1 adult & 1 child) in Middlesex County

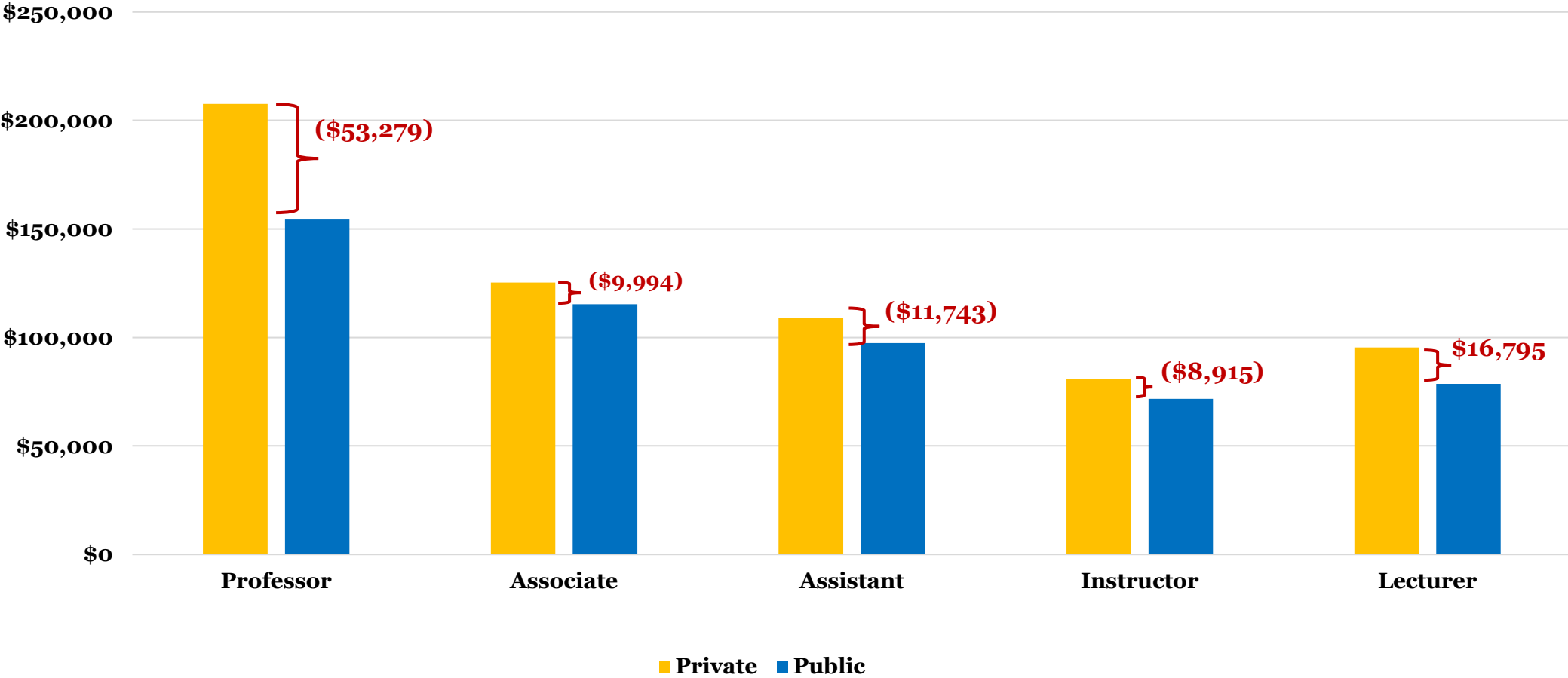


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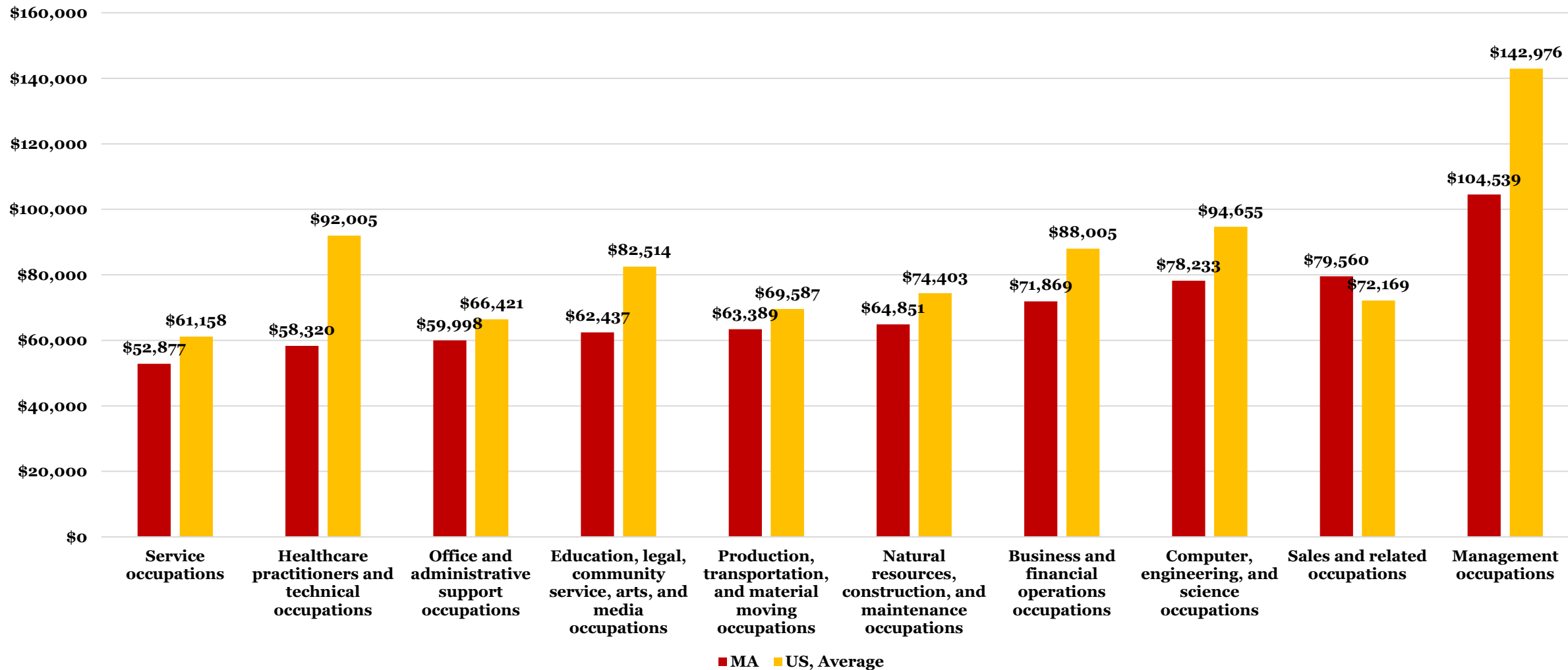
Comparison of MA Higher Education Faculty Salaries for Public and Private Comprehensive Institutions (this is the category our state universities are in), 2022-23



Comparison of MA Higher Education Faculty Salaries for Public and Private Universities (this is the category University of Massachusetts is in), 2022-23



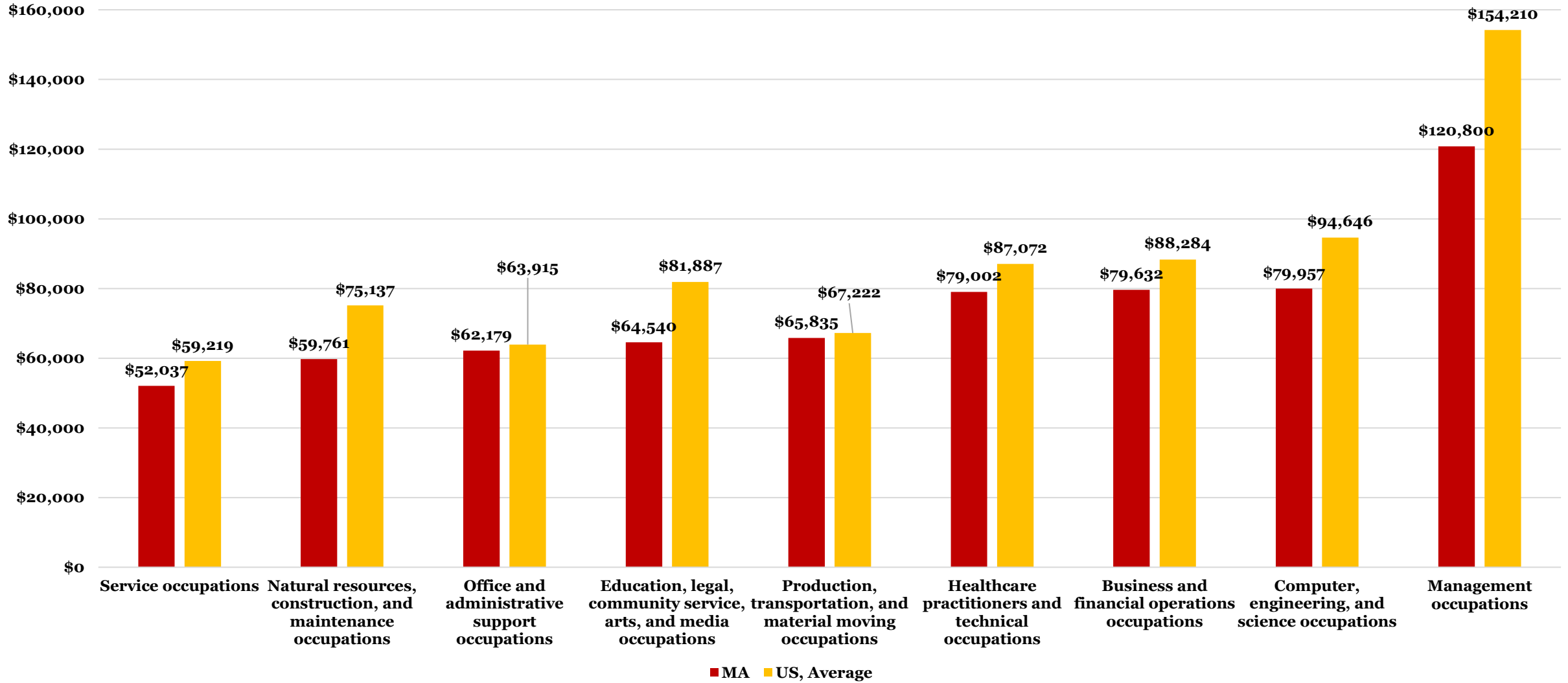
Comparison of 2022-23 Average Staff Salaries, Adjusted for Cost of Living, between Massachusetts and National Average, Staff at Community Colleges



Note: Staff salaries are weighted averages computed across states for the 2022-23 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 the national average is equivalent to MA salaries.

Source: IPEDS data, Staff salaries at public higher education institutions in 2022-23; [World Population Review](#)

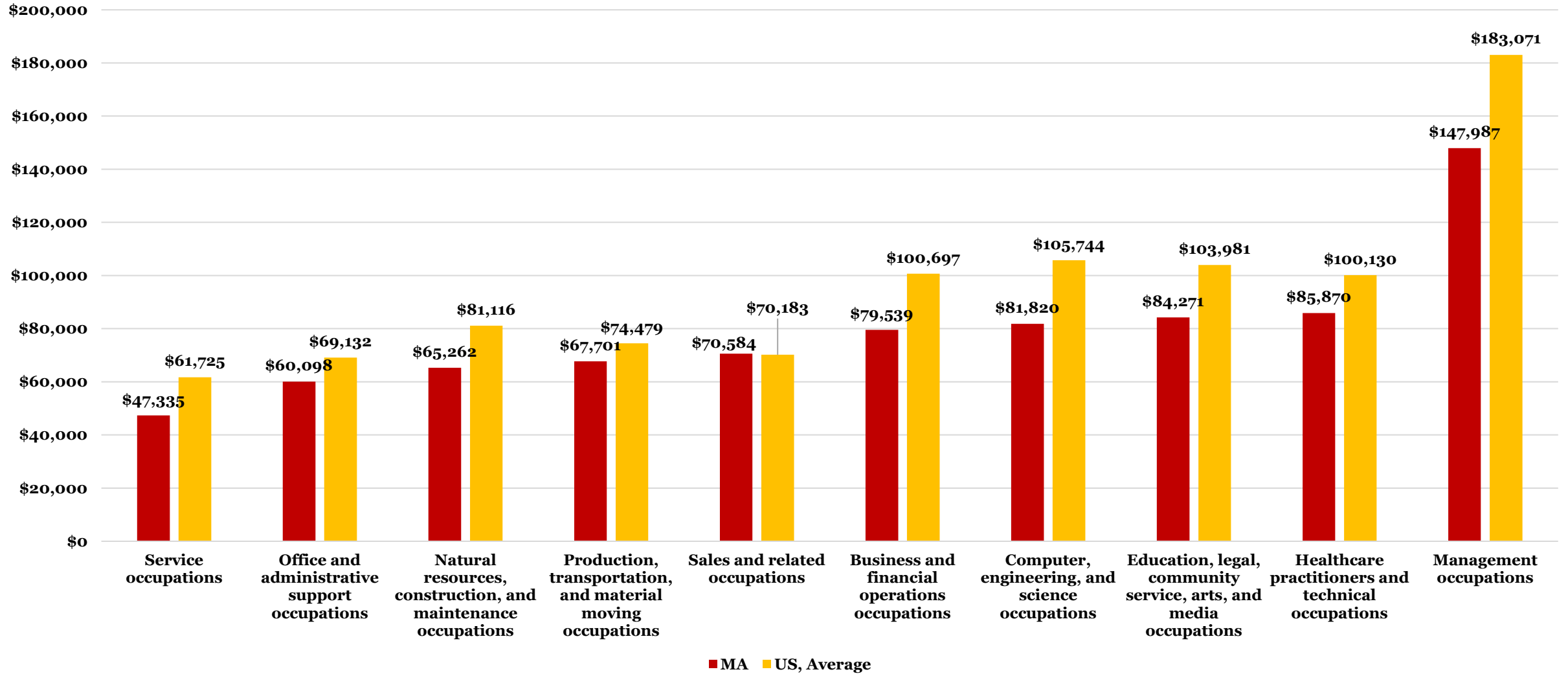
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Source: IPEDS data, Staff salaries at public higher education institutions in 2022-23; [World Population Review](#)

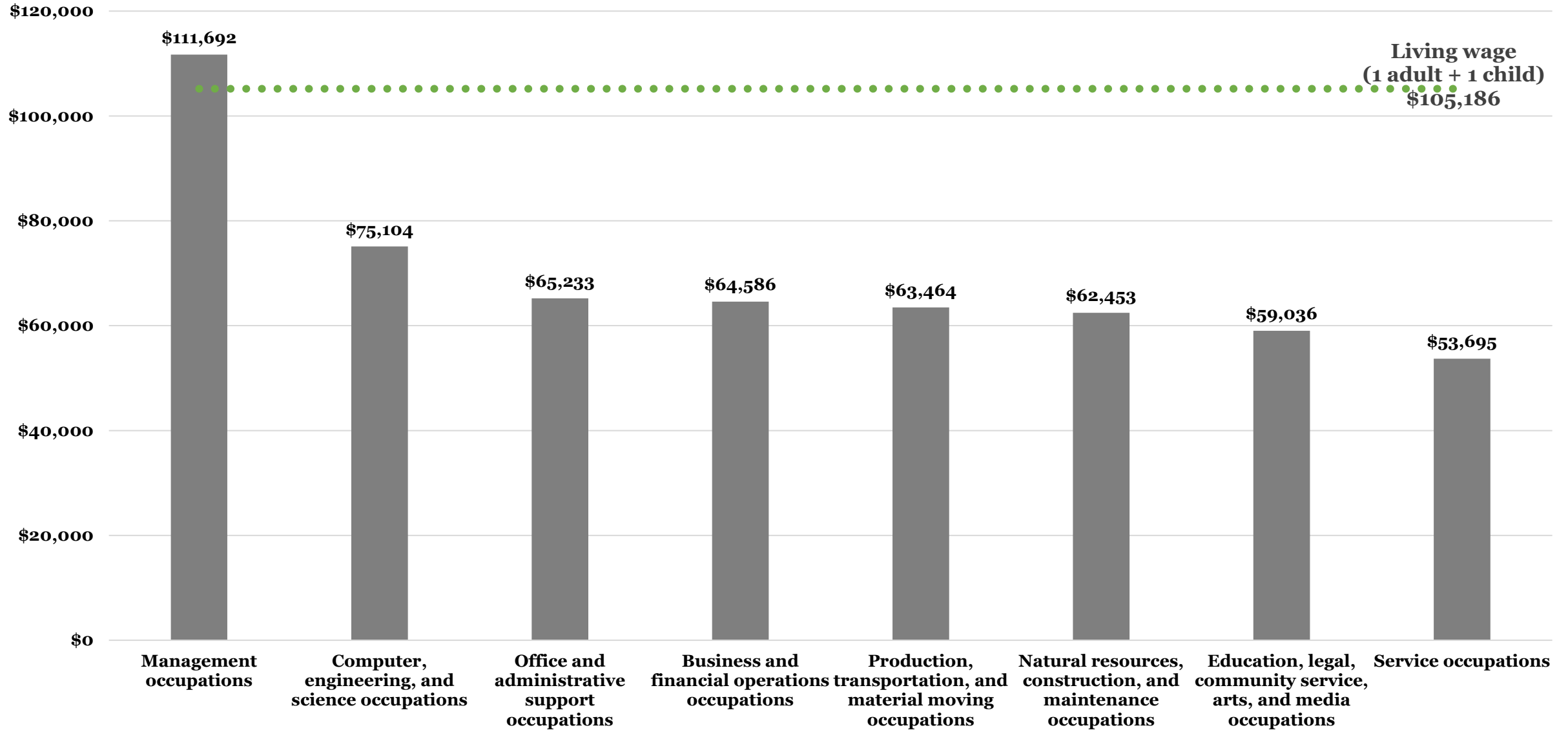
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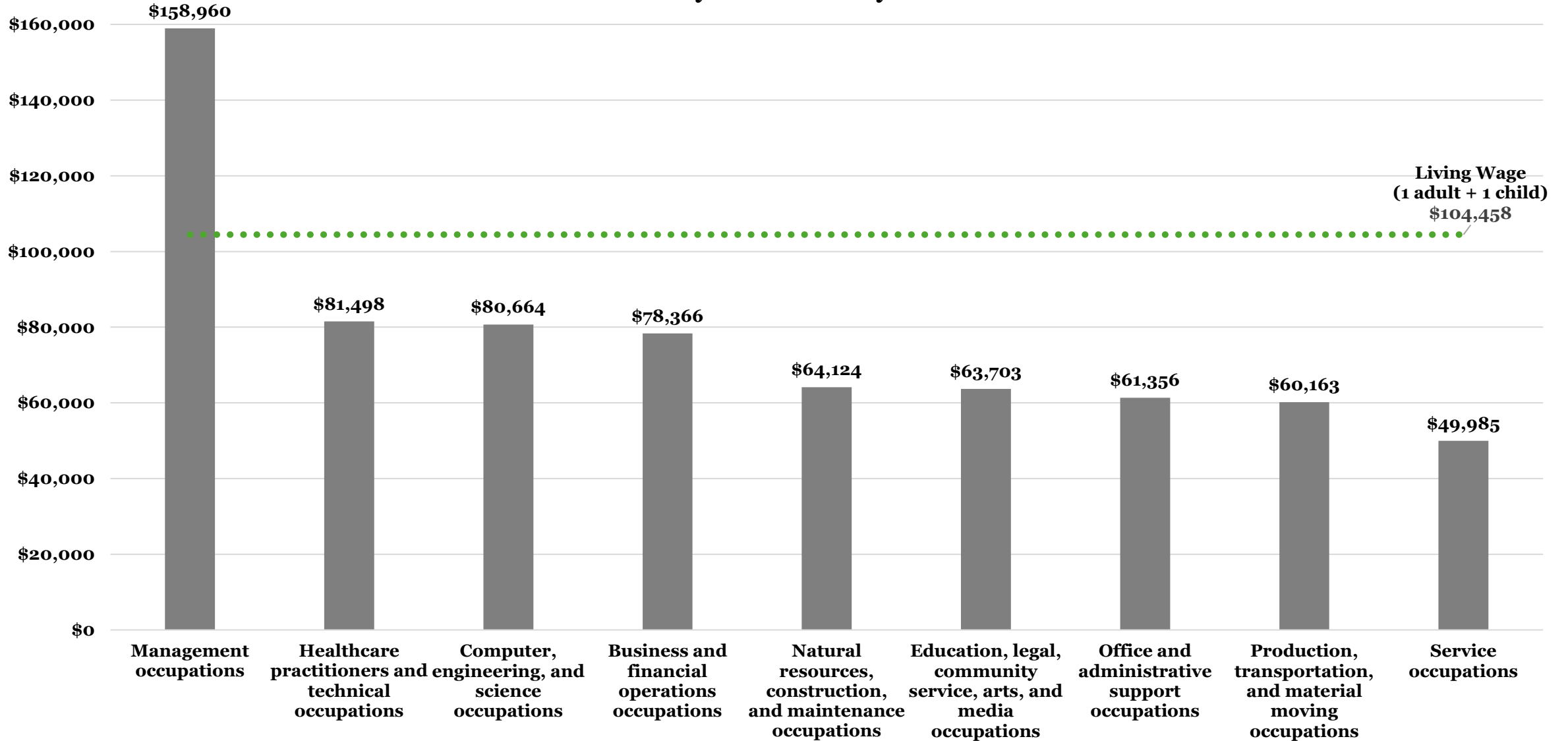
Source: IPEDS data, Staff salaries at public higher education institutions in 2022-23; [World Population Review](#)

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



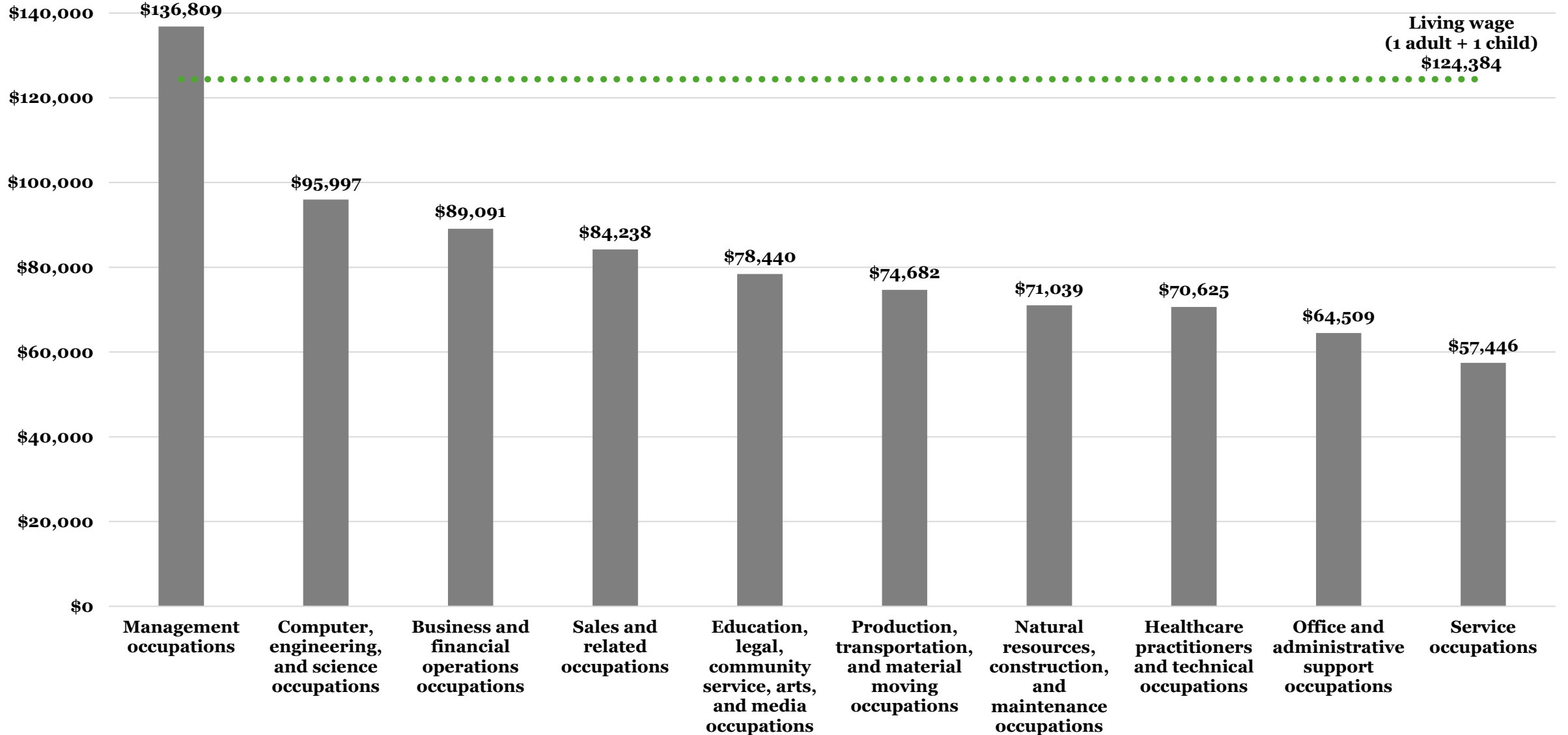
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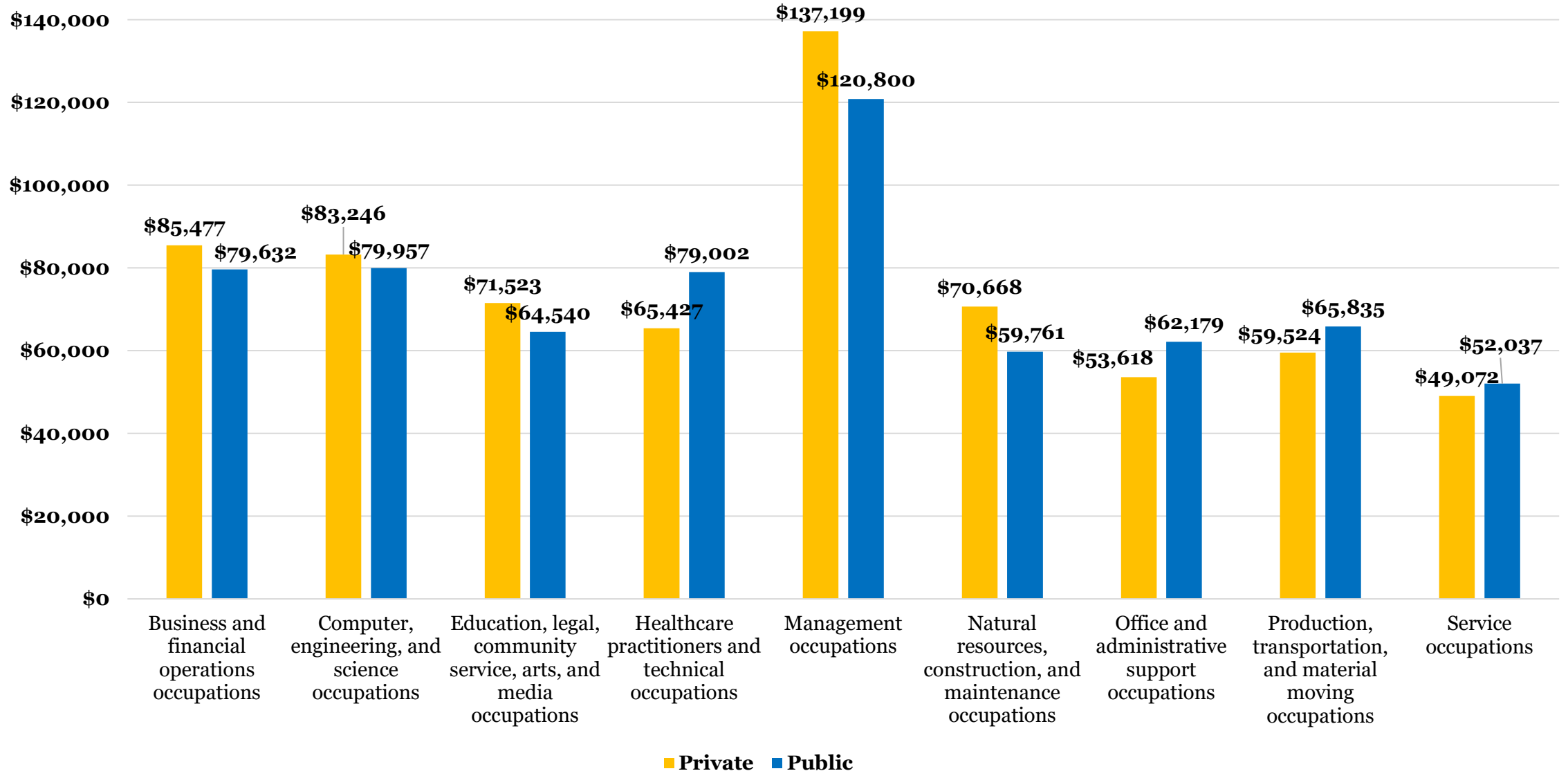
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Comparison of MA Higher Education Staff Salaries for Public and Private Comprehensive Universities (this is the category our state universities are in), 2022-23



Comparison of MA Higher Education Staff Salaries for Public and Private Universities (this is the category University of Massachusetts are in), 2022-23

