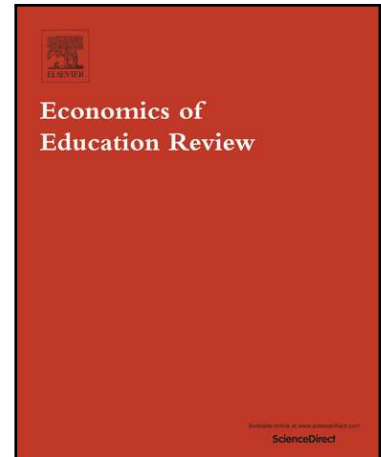


## Accepted Manuscript

Academic salary compression across disciplines and over time

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**Highlights**

- We study salary compression across 15 academic disciplines over the past 22 years.
- Salary compression is present in accounting, economics, and finance.
- Salary compression is increasing in these three disciplines over time.
- Salary compression increases as competing nonacademic salaries increase.
- The modified MLE method we develop and use in this paper would be useful in a variety of settings.

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