

# Faculty Salaries: 2011–2012

**By Suzanne B. Clery**

*Suzanne B. Clery is a senior research associate at JBL Associates, Inc. (JBLA), in Bethesda, Maryland, a consulting firm specializing in postsecondary education policy. Ms. Clery has worked extensively with higher education data and issues for two decades. She has completed statistical analyses and analytical reports, including institutional finance, salary, compensation, and pay equity studies. JBLA's clients include the National Education Association, the U.S. Department of Education, the Massachusetts State College Association, the Washington State Higher Education Coordinating Board, the American Association of State Colleges and Universities, and individual institutions. She currently assists in the Study on CUNY and Race, sponsored by the Professional Staff Congress, City University of New York (CUNY). The study investigates how race, gender, and ethnicity affect hiring, promotion, tenure, and reclassification at CUNY.*

---

**T**he national average salary in 2011–12 for full-time faculty members on 9/10-month contracts was \$76,565 (Table 1), a relatively small 1.4 percent increase since 2010–11 (Table 2). Faculty purchasing power in 2011–12 exceeded the prior peak in 1972–73 by 6.2 percent. But this year's 0.4 percent decline continued the recent downward trend. Statewide salary freezes for public employees, unpaid furlough days, and shifting benefit costs to employees exacerbated the decline. The salary story varies considerably from these averages in many states and sectors.

This salary erosion disproportionately affected some faculty groups. Faculty members in public institutions continued to receive smaller average salary increases than colleagues in independent institutions, 1.1 and 1.9 percent, respectively. Following last year's decline

in average salaries, community college faculty members showed the smallest increase among the sectors—only 0.4 percent. At 1.6 percent, only universities showed more than a 1.0 percent average salary increase among public sector institutions. But in the private sector, universities showed the smallest increase in average salaries (1.8 percent). Increases in the other three sectors ranged from 2.0 to 3.2 percent.

Lecturers, instructors, and faculty with no rank lost from \$5,000 to nearly \$8,000 in purchasing power since the previous high in the 1970s (Table 1). By contrast, the purchasing power of full professors increased by about \$2,432 during the same period. The gap in salaries paid to the highest- and lowest-paid faculty ranks—professor and lecturers—widened this year to \$51,413; historically, this earnings difference fluctuated around \$40,000.

Some additional highlights:

- New Jersey faculty members on 9/10-month contracts received the highest average salaries among public four-year institutions in 2011–12 (\$102,292; the first in this sector to break \$100,000). Among public two-year institutions, California faculty members received the highest pay (\$84,743). Faculty members in Massachusetts—the perennial leaders among independent institutions—received the highest average salary (\$105,367, Table 6).
- Most states and sectors reported salary increases of less than two percent. But salary increases in all of Hawaii’s sectors ranged from five to six percent.
- The purchasing power advantage held by independent over public institutions grew from \$500 in 1991–92 to more than \$10,000 in 2011–12.
- The difference in averages salaries between faculty members in public two-year colleges and public research universities widened to \$19,307 (Table 2).
- The gender wage gap persisted in public and independent institutions. Women in public institutions earned 80 percent of men’s salaries; 81 percent in independent institutions (Table 4).
- The share of positions held by women in the instructor and lecturer ranks remained steady over the past ten years—59 percent for instructors and 57 percent for lecturers. In 2011–12, women’s share of positions in the upper ranks continued to lag men’s: 33 percent of professors and 44 percent of associate professors, up from 24 and 39 percent, respectively, over the past decade (Table 5).
- An average salary of \$93,336 in 2011–12 placed faculty members in land grant institutions among the highest-paid public sector faculty. Medical residency program faculty received the highest pay by discipline, averaging \$150,355. Law and legal studies, and business, management, and marketing faculty members at public four-year institutions

followed at \$149,336 and 133,325, respectively (Table 7).

- Faculty members at institutions with bargaining agreements averaged \$75,694—\$2,668 more than the \$73,026 earned by colleagues at non-bargaining institutions (Table 9).

## OVERVIEW

This report of faculty salaries relied on three data sources:

- *The National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS) Salary Survey.* NCES, a division of the U.S. Department of Education, collected 2011–12 salary data from 4,598 degree-granting colleges and universities as part of the annual IPEDS data collection for higher education institutions. IPEDS excludes part-time faculty, faculty members paid by a religious order, and non-teaching faculty members. The 2011–12 NEA analysis also excluded 1,513 seminaries, religious training institutions, and for-profit colleges, leaving 3,085 institutions and 566,292 full-time faculty members. We used an early release version of the data, so the results may differ from those reported by the U.S. Department of Education at a later time. IPEDS data included separate reports for faculty members on 9/10- and 11/12-month contracts. Unless otherwise noted, our tables report on faculty members on 9/10-month contracts—87 percent of all full-time faculty members.
- *College and University Professional Association for Human Resources (CUPA-HR).* CUPA-HR reported 2011–12 average salaries in 321 public and 491 independent colleges and universities by academic specialty and collective bargaining status. The report reflects 224,693 faculty members.
- *Office of Institutional Research at Oklahoma State University (OSU), Faculty Salary Data.* OSU reported faculty salaries for 114 public land grant universities for 2011–12, also by

academic specialty; the OSU report reflects 114,935 faculty members.

**HISTORICAL PERSPECTIVE**

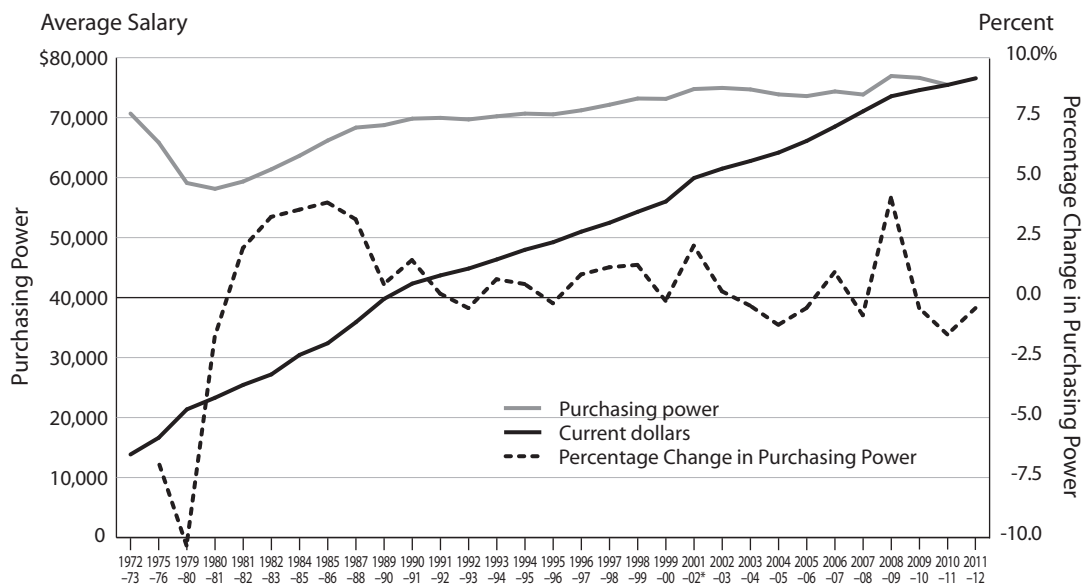
Average salaries for faculty members on 9/10-month contracts, uncorrected for inflation, increased 453 percent since 1972–73 (Figure 1 and Table 1). Adjusted for inflation, faculty purchasing power increased 6.2 percent over the four decades. The average salary for faculty members in 2011–12 (\$76,565) represents a \$4,501 constant dollar—or purchasing power— increase over 1972–73, the previous high point (\$72,064).

Figure 1 shows faculty purchasing power and the annual percentage change in purchasing power since 1972–73. A negative annual change indicates an erosion of purchasing power; a value of zero indicates steady purchasing power, and a positive change indicates a gain. The “stagflation” of the 1970s eroded salaries and

caused a decline in purchasing power.<sup>1</sup> Inflation slowed and the economy began to recover during the 1980s, as did faculty salaries. Faculty purchasing power recovered through the 1990s and met its 1972 peak in 1996–97. The purchasing power of faculty members fluctuated since the late 1990s, but it remained above the 1972 high each year. The recent recession took its toll on faculty purchasing power since a 40-year high in 2008–09. Accompanied by furloughs and salary freezes, purchasing power fell by about two percent (\$1,878) between 2008–09 and 2011–12.

The purchasing power decline had stronger adverse effects on instructors, lecturers, and faculty with no rank than on full, associate, and assistant professors. The average purchasing power of full professors increased by over two percent over the four decades, while declining significantly for instructors, lecturers and faculty with no rank—groups with

**Figure 1. Purchasing Power, and Percentage Change in Purchasing Power, Full-Time Faculty on 9/10-Month Contracts, by Year: 1972–73 to 2011–12**



Source: US Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary Survey, various years.

\* Data not collected for 2000–01.

**Table 1. Average Salaries for Full-Time Faculty on 9/10-Month Contracts in Current and Constant 2011–12 Dollars, and Percentage Change in Salary and Purchasing Power, by Rank: 1972–73 and 2011–12**

Faculty Rank	Average Salary			\$ Change		Percentage Change	
	1972–73		2011–12	Current Dollars	Constant Dollars (Purchasing Power)	Current Dollars	Constant Dollars (Purchasing Power)
	Current Dollars	Constant 2011–12 Dollars					
Total, All faculty	\$ 13,850	\$ 72,064	\$ 76,565	\$ 62,715	\$4,501	452.8%	6.2%
Professor	19,182	99,808	102,240	83,058	2,432	433.0	2.4
Associate	14,572	75,821	74,155	59,583	-1,666	408.9	-2.2
Assistant	12,029	62,589	63,202	51,173	613	425.4	1.0
Instructor	10,737	55,867	50,827	40,090	-5,040	373.4	-9.0
Lecturer	11,637	60,550	52,718	41,081	-7,832	353.0	-12.9
No Rank	12,676	65,956	60,367	47,691	-5,589	376.2	-8.5

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, 1972–73 and 2011–12.

high proportions of non-tenure track faculty—by nine to 13 percent. The average salary gap between these faculty groups, therefore, grew over time. Purchasing power for associate professors declined about two percent and increased one percent for assistant professors.

The salary of a faculty member is related to time on job, rank, educational background, institutional type and control, department, the existence of a collective bargaining agreement, and the local economy. But changing economic conditions and shifting educational preferences can change the demand for—and the salaries of—faculty in specific fields. Higher pay often results when a department competes for candidates with corporate or business employers. Recessions reduce funding from state and local governments, though the cuts vary by region, state, and locality. Wealthier institutions with more diverse revenue streams are best able to sustain faculty salaries during these economic recessions.

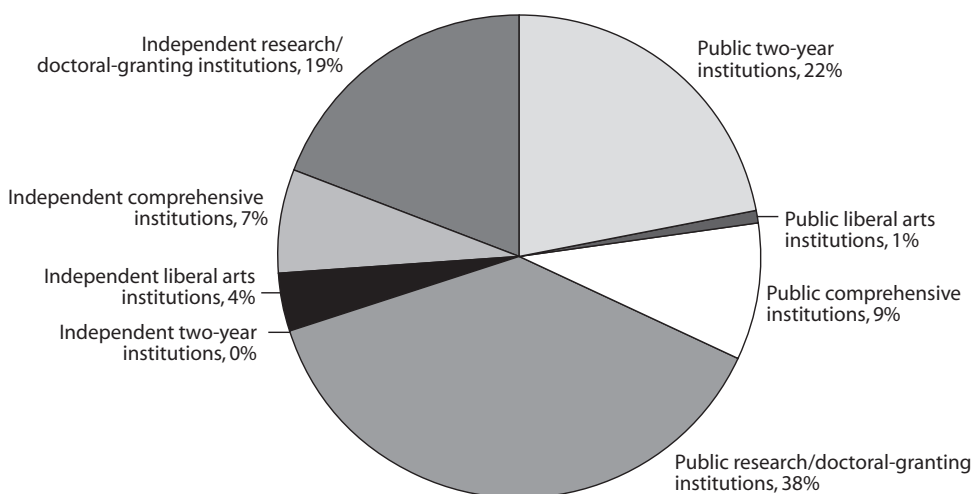
### INSTITUTIONAL CHARACTERISTICS

The nation's faculty is dispersed across many sectors: public and independent institutions,

and two-year, liberal arts, comprehensive, and research/doctoral-granting institutions. In 2011–12, 70 percent of faculty members on 9/10-month contracts taught in public institutions: 38 percent in public research universities, 22 percent in community colleges, nine percent in comprehensive colleges, and one percent in liberal arts colleges (Figure 2). The remaining 30 percent taught in the independent sector: 19 percent at universities and 11 percent at liberal arts and comprehensive colleges combined. Independent two-year institutions accounted for less than one percent of all faculty members. The distribution of faculty across the sectors has fluctuated only slightly over time.

Salaries vary by institutional type and control. For example, faculty on 9/10-month contracts at independent institutions earned \$83,655 in 2011–12: 14 percent more than colleagues in public institutions (\$73,508; Table 2). The salaries of university faculty members account for most of this difference. Salaries at public universities were 87 percent of those at independent universities (\$81,576 vs. \$93,940, a \$12,364 difference). Among liberal arts faculty, salaries at independents exceeded pay at public

**Figure 2. Percentage Distribution of Full-Time Faculty on 9/10-Month Contracts, by Institutional Type and Control: 2011–12**



Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, early release version, 2011–12.

Note: Based on 100 percent of NEA's faculty salary universe (3,085 institutions).

institutions by \$3,585. Faculty at public institutions earned more than colleagues at independent two-year and comprehensive institutions, \$11,222 and \$2,084, respectively.

Salaries for faculty in independent colleges and universities varied significantly more than public sector pay. The average salary in independent institutions ranged from \$51,047 in two-year colleges to \$93,940 in universities, a \$42,893 difference. The corresponding salaries in the public sector ranged from \$62,269 in two-year institutions to \$81,576 in universities, a \$19,307 difference. This difference between average salaries in two-year institutions and in universities increased by \$912 in public institutions, but decreased by \$1,243 in independent institutions.

Salary changes continue to reflect the troubled economy. From the early 1970s through 2008–09, increases in faculty salaries averaged about five percent per year. But this increase slowed to a range of 1.2 to 1.5 percent per year between 2009–10 and 2011–12.

Following the decade's trend, independent institutions provided larger salary increases

than public institutions, 1.9 and 1.1 percent, respectively. This spread added \$1,645 to the average salary gap between public and independent institutions. The gap increased by \$1,000 last year. Over the past two decades, the difference between the purchasing power of faculty members in independent and public institutions changed drastically. In 1991–92, faculty in independent institutions had only a slight advantage, but their purchasing power has increased by \$12,000 over two decades. Faculty purchasing power at public institutions improved by only \$2,300. The difference grew from \$500 in 1991–92 to more than \$10,000 in 2011–12. Faculty at independent research and doctoral-granting universities reported the most notable difference in average salary increases between 2010–11 and 2011–12: 1.8 percent at independent institutions.

The salaries of the majority of faculty members in the public sector increased slightly between 2010–11 and 2011–12; however some declined. Changes ranged from a 2.8 percent decline for lecturers in public liberal arts

**Table 2. Average Salaries and Percentage Change in Average Salaries from 2010–11 to 2011–12, Full-Time Faculty on 9/10-Month Contracts, by Institutional Type and Control: 2011–12**

Offering Level and Faculty Rank	Average Salaries, 2011–12 <sup>a</sup>			Percentage Change, 2010–11 to 2011–12 <sup>b</sup>		
	Public Institutions	Independent institutions	All institutions	Public institutions	Independent Institutions	All Institutions
<b>Two-Year Institutions</b>						
Professor	\$ 72,154	\$ 56,753	\$ 72,030	0.2%	1.6%	0.2%
Associate	61,408	56,460	61,310	0.5	4.0	0.6
Assistant	54,313	48,524	54,176	0.4	0.5	0.4
Instructor	66,154	46,649	66,042	0.8	3.1	0.8
Lecturer	51,189	34,870*	51,090	0.4	7.2*	0.4
No Rank	55,497	51,057*	55,484	0.0	12.1*	0.0
Average	62,269	51,047	62,168	0.4	3.2	0.4
<b>Liberal Arts Institutions</b>						
Professor	85,405	90,134	89,272	0.6	1.4	1.3
Associate	69,293	67,828	68,189	0.2	1.8	1.4
Assistant	58,868	55,372	56,332	0.9	1.8	1.5
Instructor	48,053	44,226	45,826	0.7	2.3	1.6
Lecturer	51,588	56,283	54,048	-2.8	0.2	-1.1
No Rank	47,249*	55,627	55,254	8.6*	0.5	0.8
Average	64,685	68,270	67,356	0.3	1.8	1.4
<b>Comprehensive Institutions</b>						
Professor	86,572	82,285	84,632	0.5	2.2	1.3
Associate	70,041	66,413	68,364	0.6	2.0	1.2
Assistant	59,122	55,398	57,390	0.5	2.4	1.2
Instructor	45,141	44,425	44,868	1.1	1.8	1.3
Lecturer	49,835	52,188	50,266	-0.1	2.8	0.4
No Rank	55,902	63,385	61,173	-1.9	3.9	1.9
Average	67,783	65,699	66,855	0.6	2.0	1.2
<b>Research/Doctoral-Granting Institutions</b>						
Professor	112,669	134,016	120,036	1.9	2.9	2.4
Associate	78,990	86,071	81,273	1.3	2.1	1.6
Assistant	67,740	71,271	68,941	2.0	0.9	1.7
Instructor	45,601	51,351	47,152	2.1	-2.5	1.0
Lecturer	50,946	61,366	53,933	1.2	2.9	1.8
No Rank	53,252	70,481	62,455	-0.1	5.0	3.1
Average	81,576	93,940	85,691	1.6	1.8	1.8
<b>Average</b>						
Professor	96,257	115,572	102,240	1.2	2.6	1.7
Associate	72,216	78,867	74,155	1.0	2.1	1.3
Assistant	62,308	65,318	63,202	1.3	1.4	1.3
Instructor	51,937	48,765	50,827	1.6	-0.8	1.0
Lecturer	50,888	58,344	52,718	0.7	2.5	1.1
No Rank	54,182	66,805	60,367	-0.2	4.3	2.1
Average	73,508	83,655	76,565	1.1	1.9	1.4

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, final release, 2010–11 and early release, 2011–12.

Notes:

<sup>a</sup> Based on 100 percent (3,085 institutions) of NEA's faculty salary universe

<sup>b</sup> Based on 96.0 percent (2,911 institutions) of NEA's faculty salary universe reporting comparable data in 2010–11 and 2011–12.

\* Indicates fewer than 100 faculty.

institutions to an 8.6 percent increase for faculty members without rank, also in public liberal arts institutions. These two small faculty groups (317 and 27 faculty members, respectively) are outliers. Changes in salaries for most public sector faculty members ranged from 0.2 percent declines to 2.1 percent increases. Only 2.4 percent of all 9/10-month faculty members showed declines in average salaries. Faculty members at community colleges and at public liberal arts institutions received the smallest increases (0.4 and 0.3 percent, respectively), a small recovery in both sectors, which experienced declining salaries last year. Within the public sector, faculty at research and doctoral-granting institutions received the largest average salary increases, 1.6 percent.

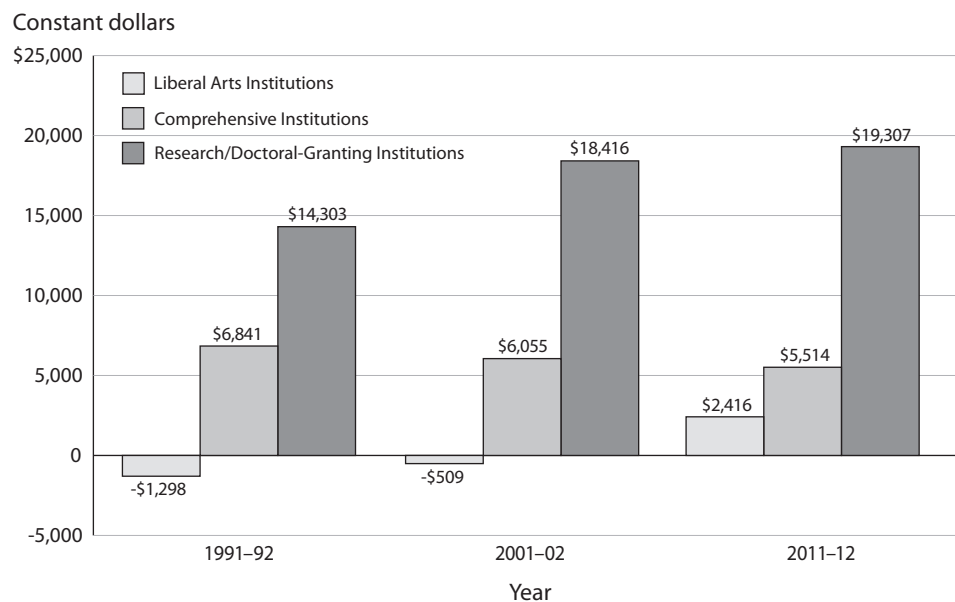
The tendency for salary adjustments to favor four-year over two-year institutions caused the gap between these sectors to grow. In 2011–12, faculty in community colleges averaged \$19,307

less in constant dollars than colleagues teaching in public research and doctoral granting institutions. This gap increased from \$14,303 in 1991–92 (Figure 3). The relationship between purchasing power of community college and public liberal arts faculty fluctuated over time. The advantage in constant salaries favoring community college faculty dropped from \$1,298 in 1991–92 to \$509 in 2001–02. Liberal arts faculty members had a \$2,416 advantage in 2011–12. By contrast, the constant dollar earnings gap between community college and comprehensive institution faculty declined slightly from \$6,841 to \$5,514 over the same 20 years.

### ACADEMIC RANK

Not surprisingly, academic rank and salary were closely related. Professors—27 percent of the faculty—earned the highest average salary in 2011–12 (\$102,240) (Figure 4 and Table 2). Associate professors—24 percent—averaged

**Figure 3. Purchasing Power Differential Between Faculty Members in Public Two-Year Institutions and in Other Public Sectors: 1991–92, 2001–02, and 2011–12**



Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, various years.

Note: Based on 100 percent of NEA's faculty salary universe in each year: 3,581 institutions in 1991–92, 3,276 institutions in 2001–02, and 3,085 institutions in 2011–12.



\$74,155, just under three-fourths of the average salary for professors. Assistant professors—23 percent—averaged \$63,202. The remaining 26 percent—instructors (13 percent), lecturers (six percent), and faculty with no rank (seven percent) earned the least. Instructors trailed the pack at \$50,827. Faculty members with no rank earned \$60,367—a 14 percent loss in purchasing power since the early 1970s.

Lecturers at independent two-year institutions—a very small group—had the lowest average salary (\$34,870), well below the next lowest average: \$44,226 for assistant professors in independent liberal arts institutions. University professors, the only group with average salaries above \$100,000, had, by far, the highest average salaries (\$134,016 and \$112,669 for independent and public universities respectively).

### CONTRACT LENGTH

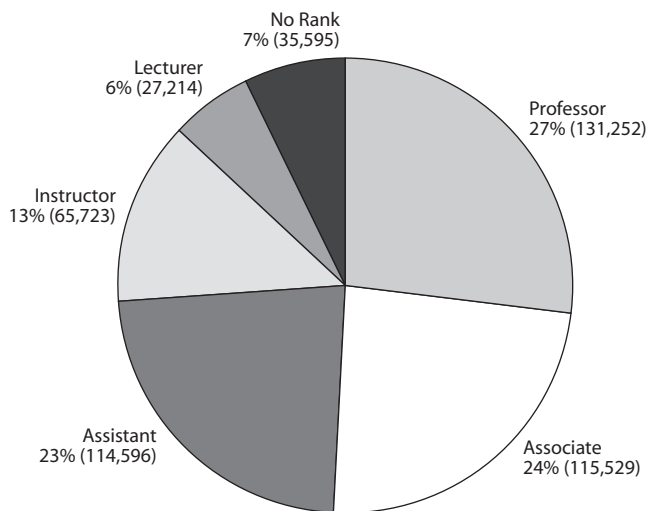
Salaries associated with 11/12-month (annual) contracts vary by institutional size and type, mission, and wealth. Faculty members on annual contracts may undertake additional

research or take on administrative or additional teaching responsibilities. Research grants, institutes, or other special projects may fund annual contracts in universities. Smaller institutions with limited resources often have 11/12-month faculty members take on non-teaching responsibilities in lieu of hiring administrators. But these faculty members tend to have lower average salaries than their 9/10-month colleagues in larger, better-funded institutions.

Most faculty members had 9/10-month contracts in 2010–11. Only 13 percent (76,383) had 11/12-month contracts (derived from Figures 2 and 5). Public institutions employed 68 percent of these faculty members. Forty-five percent of 11/12-month contract faculty, but only 38 percent of colleagues on 9/10-month contracts, taught at public doctoral universities.

Pay for faculty members on 11/12-month contracts at public institutions averaged 23 percent higher than for colleagues on 9/10-month contracts: 25, 20 and 39 percent more at public doctoral, comprehensive, and baccalaureate institutions, respectively; only four

**Figure 4. Percentage Distribution, Full-Time Faculty on 9/10-Month Contracts, by Rank: 2011–12**

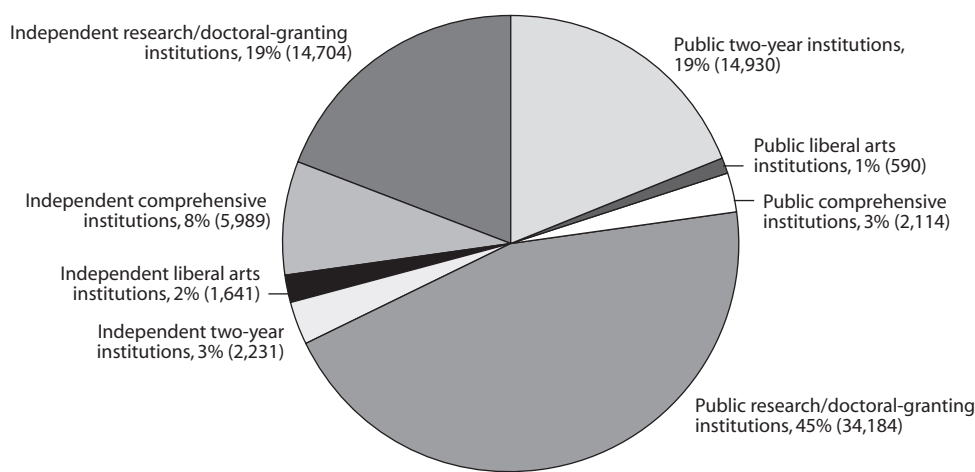


Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, early release version, 2011–12.

Note: Based on 100 percent of NEA's faculty salary universe (3,085 institutions).



**Figure 5. Percentage Distribution, Full-Time Faculty on 11/12-Month Contracts, by Institutional Type, Control, and Rank: 2011–12**



Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, early release version, 2011–12.

Note: Based on 100 percent of NEA's faculty salary universe (3,085 institutions).

percent more at community colleges (derived from Tables 2 and 3). Faculty members on 11/12-month contracts at independent institutions earned \$3,097 less than colleagues on 9/10-month contracts, a gap that widened by about \$1,000 over the past year. This disparity largely results from the salary differential between 9/10- and 11/12-month faculty at comprehensive institutions (\$4,623). Faculty members at two-year independent institutions with 11/12-month contracts averaged nine percent more (\$4,361) than colleagues on 9/10-month contracts. But this category includes only about 2,200 faculty members (less than one percent). Faculty members on 11/12-month contracts at independent liberal arts colleges and universities earned \$279 and \$228, respectively, less than colleagues on 9/10-month contracts.

Faculty members on 11/12-month contracts at independent institutions earned \$9,565 (11 percent) less than colleagues at public institutions (\$80,558 vs. \$90,123)—the reverse of our finding for faculty on 9/10-month contracts. The greatest salary discrepancy for faculty on

11/12-month contracts occurred at independent liberal arts and comprehensive institutions, where faculty members earned over \$20,000 less than their public sector counterparts.

### SALARIES BY GENDER

Men earn more than women in nearly every institutional type and rank. The gap is slowly closing, but shifts in faculty employment complicate the picture. The gap in 2011–12 was \$13,191 (83 percent of men's earnings) and \$17,417 (81 percent) at public and independent institutions, respectively (derived from Table 4). The gap is unchanged since last year and only about one percentage point smaller than it was a decade ago in both sectors.<sup>2</sup>

By rank, the ratio of female to male salaries ranged from 83 percent to 109 percent. Women fared best in two-year colleges, earning a minimum of 95 percent to between 105 and 109 percent of men's salaries in some ranks. Women fare the worst at the universities, earning, by rank, only 80 to 97 percent of the salaries of male faculty (derived from Table 4).

**Table 3. Average Salaries, Faculty on 11/12-Month Contracts, by Institutional Type and Control: 2011–12**

	Public Institutions	Independent Institutions	All Institutions
<b>Two-Year Institutions</b>			
Professor	\$ 78,261	\$ 73,175	\$ 78,215
Associate	68,821	66,584	68,643
Assistant	61,237	62,503	61,401
Instructor	65,946	55,203	63,542
Lecturer	53,467*	38,044*	51,925*
No Rank	58,928	41,578	58,442
Average	64,993	55,408	63,747
<b>Liberal Arts Institutions</b>			
Professor	115,608	68,609	86,983
Associate	92,118	71,881	78,410
Assistant	75,012	65,261	68,302
Instructor	62,565	41,121	47,448
Lecturer	58,486*	54,750*	54,972
No Rank	98,642*	81,177	83,483
Average	89,956	67,991	73,800
<b>Comprehensive Institutions</b>			
Professor	106,827	76,093	87,330
Associate	84,392	67,781	72,605
Assistant	66,484	59,278	61,017
Instructor	53,792	49,010	49,842
Lecturer	63,126	37,721*	55,716
No Rank	56,140	52,933	53,228
Average	81,501	61,076	66,404
<b>Research/Doctoral-Granting Institutions</b>			
Professor	138,163	131,377	136,598
Associate	101,003	92,849	98,518
Assistant	84,324	79,422	82,603
Instructor	61,528	64,417	62,558
Lecturer	66,853	74,531	68,996
No Rank	59,800	86,105	69,281
Average	101,635	93,712	99,252
<b>Average</b>			
Professor	119,368	108,420	116,805
Associate	90,952	82,951	88,469
Assistant	76,838	72,028	75,132
Instructor	62,497	58,268	60,989
Lecturer	62,749	60,921	63,342
No Rank	59,842	73,645	65,558
Average	90,123	80,558	87,047

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, early release version, 2011–12.

Note: Based on 100 percent of NEA's faculty salary universe (3,085 institutions).

\* Indicates fewer than 100 faculty.

**Table 4. Average Salaries, Men and Women Faculty on 9/10-Month Contracts, by Institutional Type, Control, and Rank: 2011–12**

Offering Level and Faculty Rank	Public institutions		Independent Institutions	
	Women	Men	Women	Men
<b>Two-Year institutions</b>				
Professor	\$ 70,479	\$ 73,936	\$ 55,398	\$ 58,203*
Associate	60,649	62,318	56,100	57,015*
Assistant	53,975	54,760	49,632	46,465
Instructor	65,096	67,392	48,318	44,310*
Lecturer	51,645	50,546	33,293*	37,237*
No Rank	54,748	56,424	52,251*	49,919*
Average	61,180	63,569	51,550	50,313
<b>Liberal Arts Institutions</b>				
Professor	82,785	86,627	88,243	91,082
Associate	67,363	70,707	67,779	67,867
Assistant	57,542	60,016	55,122	55,641
Instructor	46,503	49,983	44,418	43,938
Lecturer	50,358	52,856	55,510	57,985
No Rank	40,355*	58,969*	54,953	56,126
Average	60,937	67,648	64,805	71,112
<b>Comprehensive Institutions</b>				
Professor	84,412	87,718	80,520	83,189
Associate	69,003	70,854	65,489	67,156
Assistant	58,396	59,878	54,791	56,065
Instructor	44,470	46,146	44,894	43,709
Lecturer	48,570	51,439	49,652	55,122
No Rank	55,296	56,490	61,104	65,364
Average	64,200	70,794	62,555	68,294
<b>Research/Doctoral-Granting Institutions</b>				
Professor	103,159	115,991	120,864	138,712
Associate	75,631	81,321	81,832	89,119
Assistant	64,873	70,421	68,013	74,500
Instructor	44,990	46,598	50,489	52,425
Lecturer	48,790	53,749	57,622	65,778
No Rank	51,048	56,519	64,103	76,500
Average	71,050	88,941	80,632	103,021
<b>Average</b>				
Professor	88,406	100,792	105,558	119,962
Associate	69,140	74,805	75,529	81,418
Assistant	59,915	64,769	62,736	67,911
Instructor	52,313	52,018	48,227	49,384
Lecturer	49,834	52,596	55,062	62,278
No Rank	52,766	56,537	62,019	71,420
Average	66,371	79,562	73,617	91,034

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, early release version, 2011–12.

Note: Based on 100 percent of NEA's faculty salary universe (3,085 institutions).

\* Indicates fewer than 100 faculty.

Women's and men's salaries are most comparable at the lower ranks. Their salaries become more disparate as women move through the ranks. Female professors averaged 89 percent of men's salaries in public research universities; women in other ranks in public research universities earned 90 percent or more of men's salaries. The same pattern held in public community colleges; female professors earned 95 percent of the average male professor's salary, while women in other ranks earned 97 to 102 percent in the equivalent rank.

Women were also more likely to hold positions in lower ranks. Women held 59 percent of the instructor and 57 percent of the lecturer positions, similar to their shares a decade ago. But more women moved to the upper ranks over the past decade (Table 5). Women held only 33 percent of the professor and 44 percent of the associate professor positions in 2011–12, but these proportions increased from 27 percent and 40 percent, respectively, in 2001–02.<sup>3</sup>

Women have made inroads and increased their share in the higher faculty ranks. But not only are they still more likely to teach in the lower ranks, they are also less likely to work in selective universities that pay the highest average salaries. They are more heavily concentrated in lower-paying institutions, and are more likely to work in lower-paid, non-research fields.<sup>4</sup>

### SALARIES BY STATE

Faculty salaries varied widely by state in 2011–12, even within the same sector. California is the first (2008–09) and only state to average more than \$80,000 in the public two-year sector (\$84,743, Table 6). Differing by \$150, Wisconsin (\$76,088) and Michigan (\$75,938) came in second and third. Alaska, the leader a decade ago, came in fourth (\$74,654) due to a six percent average *decrease* over the past year. New Jersey was the first state to exceed a \$100,000 average salary for faculty members at public four-year institutions (\$102,292). Delaware (\$98,408) and California (\$94,427) followed. These three

states have vied for the highest average salary paid to public four-year faculty for nearly two decades. Salaries for faculty members at four-year colleges averaged more than \$80,000 in 15 states. Arkansas, which perennially trails the pack, finally broke the \$60,000 mark this year (\$61,170).

The range between the lowest (Arkansas) and highest (California) average salary in public two-year colleges was \$40,489—about a \$500 increase between 2010–11 and 2011–12. The range in the public four-year sector was \$41,122—about \$1,000 over the past year—with New Jersey at the high end and Arkansas at the low. Faculty members in Alaska community colleges have earned, on average, significantly more than colleagues in public four-year institutions; but this difference closed dramatically this year to only \$62. Wisconsin public two-year faculty continued to earn a higher average salary than colleagues in public four-year institutions (\$76,088 vs. \$69,799, a \$6,289 difference). Four-year college faculty members have the salary advantage in most cases; the difference ranges from \$5,843 in Oregon to \$34,113 in Delaware.

State average salaries in public two-year and four-year institutions are strongly correlated ( $r=0.70$ ), as are average salaries between public and independent four-year institutions ( $r=0.61$ ). The correlation between public and independent two-year institutions shows a weaker relationship ( $r=0.43$ ).

Average salaries in public four-year institutions exceeded those in independent colleges and universities in 31 states. Average salaries exceeded \$100,000 this year in four states. Massachusetts, the perennial leader in the independent sector, remained at the top (\$105,367). Connecticut, California, and the District of Columbia followed (\$101,219, \$100,483, and \$100,406, respectively). Faculty members in independent institutions in West Virginia had the lowest average pay at \$47,673; \$16,860 less than salaries paid to faculty members in public four-year institutions.

**Table 5. Female 9/10-Month Contract Faculty as a Percent of Total 9/10-Month Contract Faculty, by Institutional Type, Control, and Rank: 2011–12**

Offering Level and Faculty Rank	Public Institutions	Independent Institutions	All Institutions
<b>Two-Year Institutions</b>			
Professor	51.6%	51.7%	51.6%
Associate	54.5	60.6	54.6
Assistant	57.0	65.0	57.2
Instructor	53.9	58.4	54.0
Lecturer	58.5	60.0*	58.5
No Rank	55.3	48.8*	55.3
Average	54.4	59.4	54.4
<b>Liberal Arts Institutions</b>			
Professor	31.8	33.4	33.1
Associate	42.3	44.7	44.1
Assistant	46.4	51.9	50.4
Instructor	55.5	60.0	58.1
Lecturer	50.8	68.8	60.2
No Rank	63.0*	42.6	43.5
Average	44.2	45.1	44.8
<b>Comprehensive Institutions</b>			
Professor	34.7	33.9	34.3
Associate	44.0	44.6	44.2
Assistant	51.0	52.4	51.6
Instructor	60.0	60.4	60.2
Lecturer	55.9	53.6	55.5
No Rank	49.2	46.5	47.3
Average	45.7	45.2	45.5
<b>Research/Doctoral-Granting Institutions</b>			
Professor	25.9	26.3	26.0
Associate	41.0	41.8	41.2
Assistant	48.3	49.8	48.8
Instructor	62.0	55.5	60.2
Lecturer	56.5	54.1	55.8
No Rank	59.7	48.5	53.8
Average	41.2	40.6	41.0
<b>Average</b>			
Professor	35.1	29.2	33.3
Associate	45.6	43.0	44.8
Assistant	51.3	50.8	51.2
Instructor	59.1	57.3	58.7
Lecturer	57.0	55.8	56.6
No Rank	57.0	47.3	52.5
Average	45.9	42.4	44.8

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, early release version, 2011–12.

Note: Based on 100 percent of NEA's faculty salary universe (3,085 institutions).

\* Indicates fewer than 100 faculty.

**Table 6. Average Salaries, Full-Time Faculty on 9/10-Month Contracts, 2011–12, and Change in Average Salaries by Institutional Sector and State: 2010–11 to 2011–12**

State	Average Salaries			Percent Change		
	Public Two-Year Institutions	Public Four-Year Institutions	Independent Institutions	Public Two-Year Institutions	Public Four-Year Institutions	Independent Institutions
<b>Average</b>	<b>\$ 62,269</b>	<b>\$ 78,565</b>	<b>\$ 83,776</b>	<b>0.4%</b>	<b>1.4%</b>	<b>2.0%</b>
Alabama	53,283	73,069	57,427	0.1	3.9	3.8
Alaska	74,654	74,716	54,664	-5.6	2.3	-3.9
Arizona	68,210	83,399	57,254	-0.3	0.9	1.3
Arkansas	44,254	61,170	55,150	1.1	2.2	1.8
California	84,743	94,427	100,483	1.0	1.8	2.1
Colorado	48,293	73,712	79,384	1.2	1.9	3.2
Connecticut	70,106	90,678	101,219	2.7	0.5	1.4
Delaware	64,295	98,408	91,901	0.8	2.8	3.9
District of Columbia	*	83,182	100,406	*	4.0	4.7
Florida	56,473	78,801	75,950	0.0	1.8	3.7
Georgia	46,124	70,680	74,298	-1.6	0.6	2.2
Hawaii	66,526	86,113	74,040	5.1	5.6	5.9
Idaho	48,304	61,458	51,999	1.2	0.6	1.9
Illinois	69,216	78,204	87,779	1.9	2.4	2.2
Indiana	46,358	78,753	74,573	1.0	3.3	2.0
Iowa	54,134	85,500	61,900	1.3	1.4	1.4
Kansas	51,152	73,118	48,713	2.1	1.3	2.1
Kentucky	49,028	68,162	55,759	1.2	1.9	2.0
Louisiana	48,134	64,976	76,827	-0.1	0.1	3.4
Maine	53,330	71,857	77,883	-0.9	-0.3	2.3
Maryland	66,086	78,399	85,660	0.0	1.0	2.5
Massachusetts	60,050	83,420	105,367	1.2	3.1	3.4
Michigan	75,938	85,875	64,326	-0.4	1.9	1.8
Minnesota	60,414	78,419	70,712	-0.8	0.7	2.8
Mississippi	49,037	61,952	55,080	1.4	3.0	1.1
Missouri	54,931	68,506	74,924	6.0	2.5	2.2
Montana	45,042	61,288	50,851	0.1	0.6	4.4
Nebraska	52,994	75,491	60,913	2.2	0.3	1.4
Nevada	64,722	87,978	60,965	-0.9	-0.1	-3.2
New Hampshire	53,996	86,108	83,717	-0.3	0.2	-0.2
New Jersey	73,679	102,292	99,620	1.6	2.3	2.5
New Mexico	48,096	68,948	73,851	0.2	-0.5	-7.1
New York	71,696	86,407	94,444	1.2	0.4	2.5
North Carolina	47,582	77,785	79,131	1.0	0.0	2.2
North Dakota	50,094	67,404	51,032	2.1	1.9	3.5
Ohio	60,227	79,309	68,339	0.9	1.4	1.9
Oklahoma	47,446	66,794	62,980	4.9	2.5	3.5
Oregon	64,664	70,507	71,034	1.2	1.5	1.3
Pennsylvania	61,319	82,752	84,605	1.0	0.6	2.0
Rhode Island	61,078	76,262	96,354	-1.2	-0.6	3.4
South Carolina	46,371	70,967	56,642	0.4	1.6	0.8
South Dakota	46,198	61,450	50,409	-1.7	1.3	0.8
Tennessee	47,106	67,578	71,551	2.0	3.3	1.3
Texas	53,543	76,900	78,905	-1.0	0.3	1.3
Utah	50,433	70,213	95,925	2.5	1.7	2.7
Vermont	*	74,387	73,622	*	-0.2	2.7
Virginia	58,444	81,096	59,198	2.2	2.7	-12.0
Washington	56,336	77,708	72,279	0.9	0.1	2.0
West Virginia	48,302	64,533	47,673	4.4	3.6	1.0
Wisconsin	76,088	69,799	63,828	-0.8	-0.3	-0.1
Wyoming	59,135	79,618	*	2.1	-0.5	*

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, early release version, 2010–11 and 2011–12.

Note: Based on 96.3 percent (1,005) of the public two-year institution universe (1,044), 98.7 percent (588) of the public four-year institution universe (596), and 93.6 percent (1,353) of the independent institution universe (1,445).

\* Indicates no institutions in this category

### **CHANGE FROM 2010–11**

States' average salaries in most sectors increased by less than two percent between 2010–11 and 2011–12. Average salary declines experienced by many, coupled with a three percent national inflation rate in 2011 resulted in a decline in purchasing power over the past year. Only 26 sectors within states had “large” (four percent) salary increases over the past year; only 14 sectors showed increases of five percent or more. All sectors in Hawaii saw “large” increases, averaging from 5.6 to 7.9 percent. No other state enjoyed significant salary increases across all sectors.

Missouri provided the largest salary increase (6.0 percent) to public two-year faculty members. Average community college faculty salaries declined in 13 states between 2010–11 and 2011–12. The declines ranged from -0.1 to -5.6 percent (Table 6). Average salaries at Hawaii community colleges increased 5.1 percent after declining 7.1 percent last year.

### **ACADEMIC SPECIALTY**

The 114 land-grant universities in the OSU database employ 62 percent of the faculty members in public research and doctoral-granting universities. These universities have the largest graduate and professional programs and employ many of the highest-paid faculty members in public higher education. Salaries averaged \$93,336 in 2011–12, well above the \$81,576 average for all public research and doctoral granting universities (Tables 7 and 2). Health residency programs topped the list with an average salary of \$150,355. Next came faculty members in law and legal studies, averaging \$149,336, followed by business, management, and administrative services (\$133,325). Faculty members in visual and performing arts and in foreign languages and literatures—still the two lowest-paid specialties—averaged \$72,544 and \$70,985, respectively.

CUPA-HR, like OSU, reports faculty salaries by academic department for public and independent four-year colleges and universities. But

CUPA-HR places more emphasis on undergraduate faculty and less on professional and graduate school faculty. CUPA-HR receives reports from a different set of institutions each year. This year, CUPA-HR surveyed salaries at 812 public and independent four-year institutions—46 percent of the faculty at such institutions.

Legal professions and studies faculty, the only CUPA-HR surveyed faculty to average more than \$100,000, earned \$101,110 at public four-year institutions, and \$107,284 at independent institutions (Table 8). Two disciplines—business, management, and marketing, and engineering—averaged over \$90,000 in both public and independent four-year institutions. Visual and performing arts and English language and literature/letters round out the bottom of the list of public institutions with salaries averaging less than \$62,000. Communications technologies/technicians and support services faculty came in last at independent institutions.

### **COLLECTIVE BARGAINING**

Collective bargaining agreements covered about 31 percent of the approximately 148,000 faculty members in CUPA-HR's survey of faculty members in public four-year colleges. Covered faculty members averaged \$75,694, or \$2,668 more than colleagues in public institutions without bargaining agreements (\$73,026, Table 9).

Faculty members in library science showed the largest salary difference (\$9,830). Natural resources and conservation, a very small group, had the largest share of unionized faculty, 62 percent. A relatively large proportion of library science faculty were unionized (56 percent), despite their relatively small absolute number. The average proportion of unionized faculty among all reported faculty was 31 percent. Unionized faculty in homeland security, law enforcement, firefighting and related protective services, communications technologies/technicians and support services, philosophy and religious studies, and visual and performing arts enjoyed salary differentials greater than \$6,000.



**Table 7. Number of Faculty, Average Salaries in Land Grant Universities, Full-Time Faculty on 9/10-Month Contracts, 2010–11, and Change in Salary, by Discipline: 2010–11 to 2011–12**

Discipline	2011–12		Percent Change in Salary, 2010–11 to 2011–12
	Number of Faculty	Average Salary	
Residency Programs in Health Industry	424	\$ 150,355	-5.7%
Law and Legal Studies	1,903	149,336	1.8
Business Management and Administrative Services	7,717	133,325	2.5
Computer and Information Services	2,302	111,052	2.1
Engineering	11,274	110,409	1.9
Physical Sciences	8,454	99,647	2.2
Social Sciences and History	8,607	95,846	2.7
Biological Sciences and Life Sciences	8,433	95,303	1.6
Health Professions and Related Services	9,448	93,484	-0.4
<b>All Fields</b>	<b>114,935</b>	<b>93,336</b>	<b>1.2</b>
Mathematics	4,732	92,183	1.6
Psychology	3,802	91,166	2.2
Agricultural Business and Production	3,924	89,278	2.1
Multidisciplinary Studies	916	88,627	1.0
Public Administration and Services	1,875	86,519	1.7
Conservation and Renewable Natural Resources	1,490	83,962	1.9
Philosophy and Religion	1,489	82,734	2.8
Area, Ethnic, and Cultural Studies	1,278	80,779	0.5
Engineering-Related Technologies	532	80,208	2.7
Architecture and Related Programs	1,751	79,577	0.8
Library Science	449	78,915	4.6
Protective Services	385	78,230	3.6
Home Economics	1,807	77,085	0.7
Parks, Recreation, Leisure and Fitness Studies	1,332	76,431	2.9
Education	6,480	75,986	2.9
English Language and Literature/Letters	5,524	75,766	2.0
Communications	2,586	75,683	1.4
Visual and Performing Arts	7,791	72,544	2.3
Foreign Languages and Literatures	4,792	70,985	1.3

Source: Oklahoma State University, *Faculty Salary Survey*, 2010–11 and 2011–12.

Note: Ranked in descending order according to 2011–12 salary.

Only 24 percent of faculty members within health professions and related clinical sciences—the largest discipline reported by CUPA-HR—were unionized. But these faculty members earned \$1,963 more than non-unionized colleagues. Unionized faculty in natural resources and conservation earned \$1,063 more

than those not unionized. Salary differentials favored faculty in non-bargaining institutions in only six disciplines. The differential was less than \$500 in three of the six. Engineering, where market demands rather than unions may drive up salaries, showed the largest difference (\$3,538).

**Table 8. Number of Faculty, Average Salaries, and Difference in Average Salaries, Full-Time Faculty in Four-Year Institutions, by Control and Discipline: 2011–12**

Discipline	Public Institutions (P)		Independent Institutions (I)		Difference in Salary (P – I)
	Average Salary	Number of Faculty	Average Salary	Number of Faculty	
Agriculture, Agriculture Operations, and Related Sciences	\$ 74,036	2,072	\$ 64,047	128	\$ 9,989
Multi/Interdisciplinary Studies	75,696	789	67,792	752	7,904
Business, Management, Marketing, and Related Support Services	99,195	12,714	91,809	8,473	7,386
Communications Technologies/Technicians and Support Services	68,527	68	61,345	79	7,182
Computer and Information Sciences and Support Services	85,456	3,517	80,167	1,528	5,289
Biological and Biomedical Sciences	74,569	9,049	69,525	4,066	5,044
Homeland Security, Law Enforcement, Firefighting, and Related Protective Services*	66,384	1,239	62,197	484	4,187
Natural Resources and Conservation	74,059	1,091	70,575	130	3,484
Library Science	68,535	642	65,442	142	3,093
Parks, Recreation, Leisure, and Fitness Studies	64,716	2,435	62,081	954	2,635
Public Administration and Social Service Professions	70,293	2,591	68,010	962	2,283
<b>All Fields</b>	<b>73,892</b>	<b>147,829</b>	<b>71,947</b>	<b>76,864</b>	<b>1,945</b>
Liberal Arts and Sciences, General Studies, and Humanities	64,612	698	62,710	589	1,902
Health Professions and Related Clinical Sciences	75,228	16,586	73,448	8,315	1,780
Physical Sciences	71,433	2,323	69,740	4,147	1,693
Education	66,411	12,791	65,249	5,493	1,162
Psychology	68,580	5,383	67,503	3,753	1,077
Mathematics and Statistics	67,020	6,833	66,255	2,941	765
Family and Consumer Sciences/Human Sciences	67,492	1,619	67,413	211	79
Architecture and Related Services	77,118	1,277	77,562	357	-444
Engineering	93,188	8,596	93,785	2,472	-597
Communication, Journalism, and Related Services	64,884	4,004	65,762	2,467	-878
Philosophy and Religious Studies	67,197	2,041	68,409	3,005	-1,212
Social Sciences	71,316	10,026	73,482	5,177	-2,166
History	64,381	4,178	67,104	2,324	-2,723
Visual and Performing Arts	61,959	11,140	64,732	6,532	-2,773
English Language and Literature/Letters	61,035	8,672	64,092	4,476	-3,057
Foreign languages, Literatures, and Linguistics	64,080	4,530	67,600	2,672	-3,520
Area, Ethnic, Cultural, and Gender Studies	71,593	982	76,880	269	-5,287
Engineering Technologies/Technicians	70,981	1,367	76,435	110	-5,454
Legal Professions and Studies	101,110	1,600	107,284	2,424	-6,174

Source: College and University Professional Association for Human Resources. 2011–12 National Faculty Salary Survey by Discipline and Rank in Four-Year Colleges and Universities.

Note: Sorted in descending order by salary differential. CUPA-HR collects data from a different set of institutions every year; as such, caution should be taken in making year-to-year comparisons. CUPA-HR reports average salaries based on simple averages of institutions, rather than on the number of faculty.

\* Formerly called "Security and Protective Services."

**Table 9. Number, Average Salaries, and Salary Difference, Full-Time Faculty in Public Four-Year Institutions, by Bargaining Status and Discipline, 2011–2012**

Discipline	Average Salaries			Number of Faculty	
	Collective Bargaining (CB)	Non-Collective Bargaining (Non-CB)	Difference (CB – Non-CB)	Collective Bargaining	Non-Collective Bargaining
Library Science	\$ 74,617	\$ 64,787	\$ 9,830	361	281
Homeland Security, Law Enforcement, Firefighting, and Related Protective Services*	72,515	63,199	9,316	460	779
Communications Technologies/Technicians and Support Services	73,372	64,329	9,043	35	33
Philosophy and Religious Studies	72,027	64,487	7,540	715	1,326
Visual and Performing Arts	66,708	59,486	7,222	3,420	7,720
History	69,057	62,140	6,917	1,279	2,899
Communication, Journalism, and Related Services	69,480	62,631	6,849	1,277	2,727
English Language and Literature/Letters	65,012	59,088	5,924	2,861	5,811
Education	70,074	64,546	5,528	4,539	8,252
Engineering Technologies/Technicians	74,447	69,053	5,394	499	868
Psychology	72,047	66,894	5,153	1,792	3,591
Computer and Information Sciences and Support Services	88,521	84,101	4,420	1,040	2,477
Mathematics and Statistics	69,830	65,656	4,174	2,132	4,701
Foreign Languages, Literatures, and Linguistics	66,813	62,721	4,092	1,428	3,102
Social Sciences	73,852	69,870	3,982	3,550	6,476
Physical Sciences	74,050	70,109	3,941	2,879	6,223
Parks, Recreation, Leisure, and Fitness Studies	66,906	63,561	3,345	798	1,637
Public Administration and Social Service Professions	72,521	69,185	3,336	816	1,775
<b>All Fields</b>	<b>75,694</b>	<b>73,026</b>	<b>2,668</b>	<b>45,749</b>	<b>102,080</b>
Health Professions and Related Clinical Sciences	76,611	74,648	1,963	4,040	12,546
Agriculture, Agriculture Operations, and Related Sciences	75,222	73,705	1,517	412	1,660
Natural Resources and Conservation	74,740	73,677	1,063	305	186
Business, Management, Marketing, and Related Support Services	99,705	98,981	724	3,946	8,768
Liberal Arts and Sciences, General Studies, and Humanities	64,949	64,416	533	274	424
Biological and Biomedical Sciences	74,784	74,476	308	2,864	6,185
Architecture and Related Services	76,921	77,189	-268	278	999
Family and Consumer Sciences/Human Sciences	67,247	67,586	-339	406	1,213
Area, Ethnic, Cultural, and Gender Studies	71,335	71,794	-459	381	601
Legal Professions and Studies	99,715	101,713	-1,998	416	1,184
Multi/Interdisciplinary Studies	74,058	76,415	-2,357	193	596
Engineering	90,704	94,242	-3,538	2,266	6,330

Source: College and University Professional Association for Human Resources. 2011–12 National Faculty Salary Survey by Discipline and Rank in Four-Year Colleges and Universities.

Note: Sorted in descending order by salary differential. CUPA-HR collects data from a different set of institutions every year; as such, caution should be taken in making year-to-year comparisons. CUPA-HR reports average salaries based on simple averages of institutions, rather than on the number of faculty. Data reflect salaries as of October 15, 2011.

\* Formerly called "Security and Protective Services."

### CHANGING COMPOSITION OF FACULTY

As institutions face tough economic times and strained budgets, more faculty members were hired on a part-time basis, or into non-tenure track positions. Part-time positions offer staffing flexibility—institutions can readily hire and fire part-timers—and the costs are much cheaper than full-time positions. Part-timers often string together several posts within and across institutions to create a full-time job. But they typically receive much lower compensation and no benefits. Full-time, non-tenure faculty members often receive less pay than tenured faculty, and, of course, non-tenured positions do not come with the job security of tenured positions. The purchasing power associated with these lower cost, non-tenured positions—lecturers and faculty with no rank—declined over the past several decades (Table 1).

In 1969, 78 percent of all faculty were tenured or in tenure-track positions; only 19 percent worked part-time.<sup>5</sup> Over the past decade, the number of full-time, tenured/on track positions grew by eight percent but the proportion of faculty members with tenure or in tenure-track positions decreased from 38 to 32 percent. The total number of faculty grew by 27 percent, and full-time, non-tenured and part-time positions grew by 47 percent and 35 percent, respectively (Table 10). This differential resulted in a continuation of the steady decline in the share of faculty in tenured positions. Over two-thirds of faculty members were employed in part-time or full-time/non-tenured positions in 2011.

Continuing decreases in state appropriations will force institutions to find even more cost saving measures. The share of faculty in tenured or tenure track positions will continue to

**Table 10. Number of Faculty by Employment Type, and Share of Total Faculty by Employment Type: 2001 to 2011**

Employment Type	2001	2003	2005	2007	2009	2011	Percentage Change
<b>Number</b>							
Total, All Faculty	1,072,240	1,134,198	1,187,758	1,245,162	1,307,021	1,360,010	26.8%
Full-time, Tenured/ on Tenure Track	405,323	416,563	420,289	429,668	437,778	436,798	7.8
Full-time, Non-Tenured or on Tenure Track	198,446	207,834	218,740	234,309	245,679	290,987	46.6
Part-Time	468,471	509,801	548,729	581,185	623,564	632,225	35.0
Employment Type	2001	2003	2005	2007	2009	2011	Change in Share (%)
<b>Share of Total Faculty</b>							
Total, All Faculty	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	*
Full-Time, Tenured/ on Tenure Track	37.8	36.7	35.4	34.5	33.5	32.1	-5.7
Full-Time, Non-Tenured or on Tenure Track	18.5	18.3	18.4	18.8	18.8	21.4	2.9
Part-Time	43.7	44.9	46.2	46.7	47.7	46.5	2.8

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Surveys* and *Fall Staff Surveys*, various years.

\* Does not apply.

shrink; the number of lower cost, non-tenured and part-time positions will continue to grow.

### CONCLUSION

Increases in average salaries kept faculty members ahead of inflation over the past decade. But purchasing power declined across all faculty ranks in the past three years. Some ranks and institutional sectors were hit harder than others. Faculty ranks with declining purchasing power over recent decades also showed growing shares of all faculty positions. Faculty salaries increased by only 1.4 percent during an era of three percent inflation, and the average salaries of some colleagues declined. Aggregated average faculty salaries by rank and sector ranged from the low \$40,000s to more than \$130,000. Some institutions or individuals reported even higher and lower extremes. Many salary differences result from geographic region, discipline, years employed, rank, type, and level of institution, gender, and bargaining status. But other variables might affect salaries, including local, regional, and national economic conditions, unemployment and labor trends, and student and family supply and demand for institutions or specific programs.

Independent universities perennially pay higher salaries than public universities, and typically offer larger increases. Four-year institutions pay more than two-year institutions. The salary difference between community college faculty and colleagues in public doctoral and liberal arts institutions continued to increase this year. Professors, of course, earn more than colleagues in other ranks. Business, management, and marketing, law, and engineering faculty lead the disciplines in pay. Faculty in foreign languages, literature, and the arts are among the lowest-paid. Institutions with collective bargaining agreements generally paid their faculty more than non-bargaining colleges and universities.

Females earn less than males; the purchasing power gap showed few signs of closing.

Women's share of full-professor positions increased over the past decade, but females are still much less likely to hold these professorships and more likely to teach in the lower ranks.

### NOTES

<sup>1</sup> "Stagflation" is an economic condition coupling continued inflation and stagnant business activity, together with an increasing unemployment rate. During the inflationary period, people begin stockpiling, which leads to increased demand, higher prices, and the need for higher salaries, which in turn leads to increased demand, and a continuing spiral of increased inflation. <http://economics.about.com/od/useconomichistory/a/stagflation.htm>.

<sup>2</sup> Clery, 2012.

<sup>3</sup> Clery and Lee, 2003.

<sup>4</sup> Perna, 2001.

<sup>5</sup> Wilson, 2012.

### REFERENCES

- Clery, S. "Faculty Salaries, 2010–11." *The NEA 2012 Almanac of Higher Education*. Washington, D.C.: National Education Association, 2012.
- Clery, S. and J. Lee. "Faculty Salaries: 2001–02." *The NEA 2003 Almanac of Higher Education*. Washington, D.C.: National Education Association, 2003.
- College and University Professional Association for Human Resources. *2012 National Faculty Salary Survey by Discipline and Rank in Four Year-Colleges and Universities Report*. Knoxville, Tenn: author, 2012.
- Office of Institutional Research, Oklahoma State University. *2011–12 Faculty Salary Survey by Discipline in Land Grant Universities*. Stillwater, Okla. author, 2012.
- Perna, L. "Sex Differences in Faculty Salaries: A Cohort Analysis." *The Review of Higher Education* 24 (3) (Spring 2001), 283–307.
- U.S. Department of Education, National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS). *Salary Survey*. Washington, D.C.: author, various years.
- Wilson, R. "2 Tracks for Faculty." *The Chronicle of Higher Education*. October 14, 2012. Available: <http://chronicle.com/article/2-Tracks-for-Faculty/135050/>.