

Trends in Faculty Salaries: 1995–96 to 2014–15

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Colleges and universities have operated in a tumultuous national landscape for over two decades. The 1990s saw the longest period of economic growth in the history of the United States. But the nation has since experienced two economic recessions, resulting from the dot-com collapse in the early 2000s, and the subprime mortgage and global financial crises of

the late 2000s. A five percent drop in the unemployment rate between 2009 and 2015 points toward economic recovery, but the 14 percent underemployment rate—including seekers of full-time work—indicates that segments of the population are still struggling.¹

These economic trends have, in turn, affected state support for public higher education. The

vast majority of states showed declines in higher education appropriations after each downturn.² Constant dollar appropriations for public higher education per full-time equivalent student (FTE) rose from a previous low of \$7,702 in 1993 to a high of \$9,120 in 2001 before declining substantially to \$6,177 in 2012. State appropriations for 2015, averaging \$6,966 per FTE student, reflect a recent increase, but funding for public higher education is still 20 percent lower than in the early 1990s despite a 43 percent increase in student enrollment during this time period.³

Declines in state support have contributed to increased college costs. Between the 1996–97 and 2015–16 academic years, average published tuition and fees rose 112 percent in constant dollars for full-time, in-state undergraduates at public four-year institutions. Tuition and fees rose 56 percent for full-time in-district undergraduates at public two-year institutions.⁴ The majority of students do not pay the full sticker price, but the net tuition and fees (published price minus grant aid) also increased by 63 percent during this time frame at public four-year colleges.

Economic shifts also had ramifications for faculty pay, and for employment and tenure status. Faculty salaries decreased for four years following the 2008 recession, picked up in 2013–14 and 2014–15, but still remained below the 2008 high of \$81,500.⁵ Institutions continue to increase their use of contingent faculty: full- and part-time non-tenured faculty comprised approximately 70 percent of all instructional staff in 2011—up 13 percentage points from 1993.⁶

This report examines the distribution of faculty salaries in constant, 2014–15 dollars over the past 20 years by sector, rank, state, and discipline. It also notes shifts in faculty composition by employment and tenure status. Below are some highlights:

- There is a downward trend in the percentage of faculty teaching on a full-time basis across institution types (Figure 1).

- Over the 20-year period, the percentage of faculty with tenure is down ten percentage points at public institutions and nine percentage points at independent institutions. Roughly one-half of all faculty members had tenure in 2014–15 (53 percent and 47 percent, respectively, Figure 2).
- Female faculty saw an increase in representation from 35 percent in 1995–96 to 47 percent in 2014–15. Most notable: the increases in female full professors, from 23 percent to 36 percent, and in female associates, from 35 percent to 47 percent (Figure 3).
- Average salaries for faculty members on 9/10-month contracts increased 63 percent over the 20-year period before adjusting for inflation, and eight percent when adjusting for inflation (Figure 4).
- Over the 20-year period, faculty salaries in constant dollars at independent institutions increased at nearly four times the rate of salaries at public institutions: 15 percent versus four percent, respectively (Table 2).
- Nationwide, constant dollar salaries increased slightly for faculty at public four-year institutions (six percent, Table 5), and decreased slightly at public two-year institutions (three percent).
- Faculty of all ranks saw constant dollar salary increases over the 20-year period across sectors, the largest gain among professors at independents (24 percent, Table 3), and the smallest increase among lecturers at public (one percent).
- In 2014–15, salaries for women faculty were \$13,762 less than salaries for men—only a slight decrease of \$365 in the gap since 1995–96. Except for instructors, the salary advantage for men actually grew in constant dollars over the 20-year period (Table 4).
- Business, engineering, and law continue to be the highest paid disciplines at both public and independent institutions (Table 6).
- Across disciplines, faculty members under collective bargaining agreements possess a salary advantage (Table 7).

DATA SOURCES

This report relies largely on institutional staffing and human resources data reported to the Integrated Postsecondary Education Data System (IPEDS), the core postsecondary data collection program of the U.S. Department of Education’s National Center for Education Statistics (NCES). NCES collected 2014–15 human resources data from 4,571 degree-granting colleges and universities as part of its annual IPEDS data collection. This analysis is based on a final sample of 3,195 institutions, after excluding 1,376 seminaries, religious training institutions, and for-profit colleges. IPEDS human resources data are included in this report for the 20-year period spanning from 1995–96 to 2015–16. Unless otherwise noted, salaries are reported in constant 2014–15 dollars to adjust for inflation.

This report also draws on 2015–16 faculty salary data collected by the College and University

Professional Association (CUPA). This data set represents 303 public and 453 independent colleges and universities—reflecting 177,125 tenured or tenure-track faculty members—by academic specialty and collective bargaining status.

NUMBERS AND COMPOSITION OF FACULTY

Changes in the number of full-time faculty over time provide context for the shifts in faculty composition and salaries. In 2014–15, public research doctoral/granting institutions made up the largest share of institutions for which full-time faculty salaries were reported (41 percent, derived from Table 1), followed by independent research/doctoral-granting and community colleges (20 percent each). Independent research/doctoral-granting and community colleges followed (20 percent each). The total number of full-time faculty increased by 33 percent, from 440,952 in 1995–96 to 588,009 in 2014–15. The

Table 1. Number of Full-Time Faculty, by Institutional Sector and Faculty Rank, 1995–96 and 2014–15

	1995–96	2014–15	Percentage Change, 1995–96 to 2014–15
Institutional Sector			
Public Two-Year	92,973	120,121	29%
Public Liberal Arts	7,868	6,948	–12
Public Comprehensive	63,580	40,873	–36
Public Research/ Doctoral Granting	150,642	239,818	59
Independent Two-Year	2,800	3,941	41
Independent Liberal Arts	23,807	18,959	–20
Independent Comprehensive	40,722	39,601	–3
Independent Research/Doctoral Granting	58,560	117,748	101
Faculty Rank			
Professor	136,497	154,694	13
Associate	106,144	135,449	28
Assistant	99,671	132,102	33
Instructor	24,818	81,013	226
Lecturer	9,008	37,965	321
No Rank	64,814	46,786	–28
Total, All Faculty	440,952	588,009	33

Source: Coffey Consulting (Coffey) analysis of U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary and Fall Staff Surveys*, 1995–96 and 2014–15.

independent research/doctoral-granting sector showed the largest percentage growth (101 percent), although public research/doctoral-granting added more faculty than any other sector, nearly 90,000 (derived from Table 1). Public comprehensive institutions experienced the largest decline (–36 percent).

The representation of faculty by rank is fairly evenly split among professors, associates, and assistants (26 percent, 23 percent, and 23 percent, respectively). Faculty ranks showing the largest percentage growth were lecturer (321 percent) and instructor (226 percent). Instructors showed the largest increase in number of faculty (56,195, derived from Table 1). Lecturers were roughly on par with associate and assistant professors in number of faculty added.

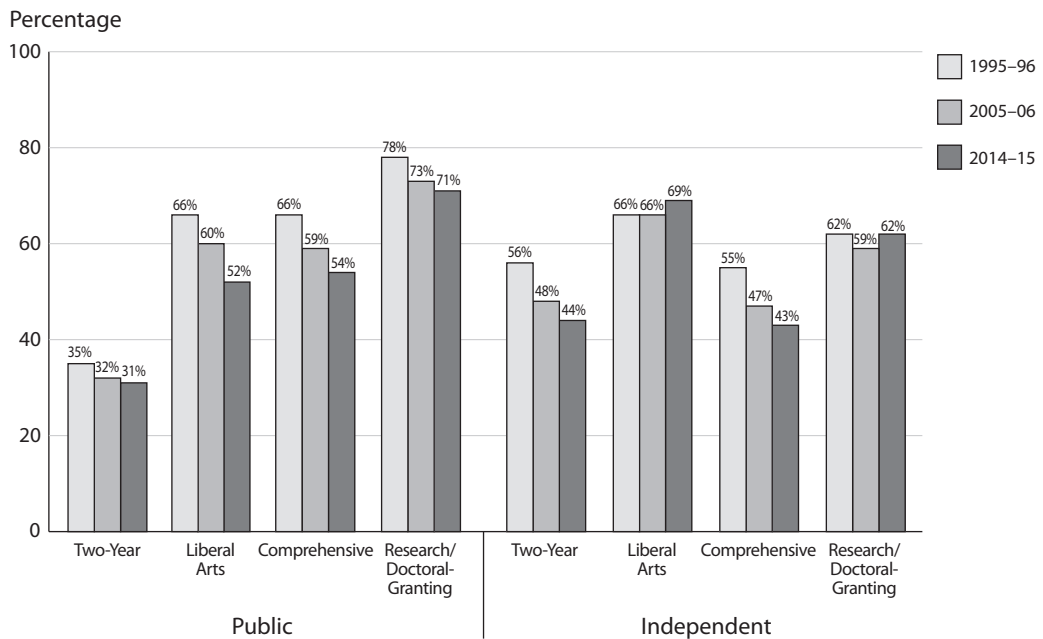
TRENDS IN FACULTY COMPOSITION

Figure 1 shows a consistent downward trend in the percentage of faculty teaching on a full-time

basis, in all sectors, except independent research/doctoral-granting institutions. With the largest share of faculty teaching full-time, public research/doctoral-granting institutions experienced a seven percentage point decline in the share of faculty teaching full-time, 78 to 71 percent. The share of faculty teaching full-time at research/doctoral-granting independents remained steady over the 20-year period, with 62 percent in 2014–15. Both public and independent comprehensive institutions showed a 12 percent decrease to 54 percent, and 43 percent, respectively. Public two-year institutions employed the lowest share of faculty teaching full-time, 31 percent—a small decline from 35 percent in 1995–96.

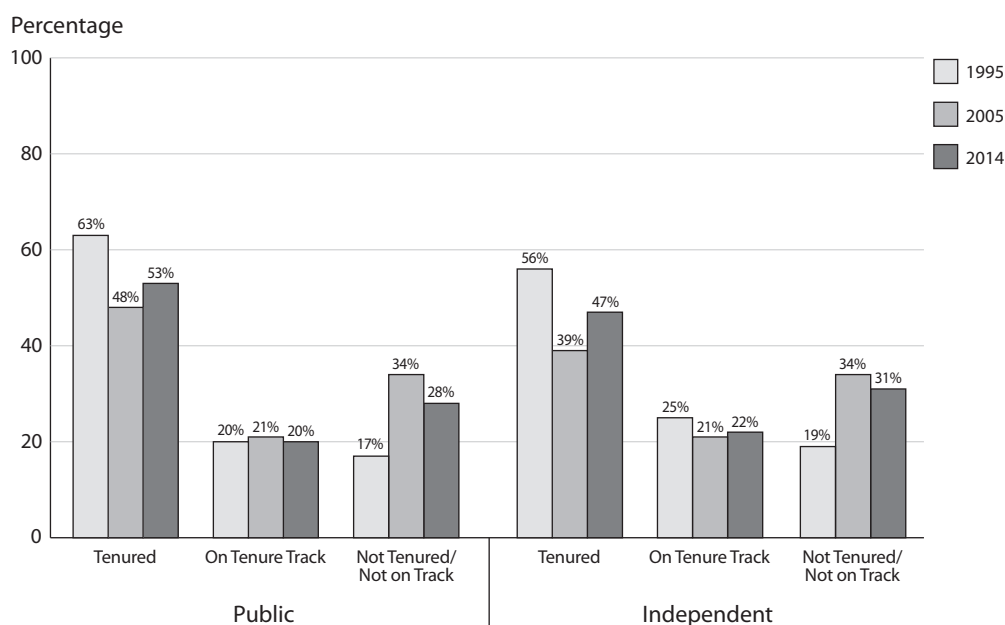
The change in distribution of faculty by tenure status shows a similar pattern for public and independents (Figure 2). Roughly one-half of faculty at public and independent institutions were tenured in 2014–15 (53 and 47 percent,

Figure 1. Percentage of Full-Time Faculty on 9/10-Month Contracts, by Institutional Sector: 1995–96, 2005–06, and 2014–15



Source: Coffey analysis of U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary and Fall Staff Surveys*, 1995–96, 2005–06, and 2014–15.

Figure 2. Percentage Distribution of Full-Time Faculty, by Tenure Status and Institution Sector: 1995–96 to 2014–15



Source: Coffey analysis of U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Fall Staff Surveys*, 1995–96, 2005–06, and 2014–15.

respectively). These proportions represent a slight increase from 2005–06, following a decrease between 1995–96 and 2005–06.

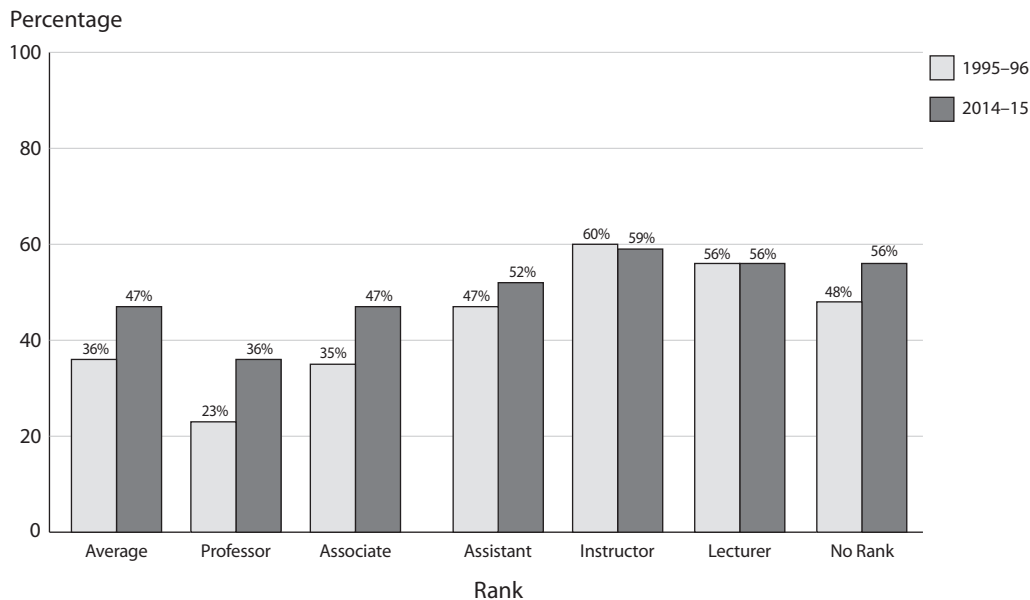
Females are historically underrepresented in academe, particularly in the upper ranks. However, female representation increased from 36 percent to 47 percent between 1995–96 and 2014–15 (Figure 3). Most notable was the increase in female professors, from 23 percent to 36 percent, and associate professors, from 35 percent to 47 percent. The percentage of female faculty classified as “no rank” also increased substantially, from 48 percent to 56 percent.

20-YEAR SALARY TRENDS

Figure 4 displays 20-year trends in faculty salaries and the annual percentage change in purchasing power, between 1995–96 and 2014–15. 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. Average salaries for faculty members on 9/10-month contracts, before adjusting for inflation, increased 63 percent over the 20-year period, eight percent when adjusting for inflation.

Changes in faculty purchasing power fluctuated throughout the late 1990s and early 2000s, dipping below zero in 2004–05 and in 2010–11. These dips represented eroding purchasing power following two recessions. Accompanied by furloughs and salary freezes, purchasing power fell by about three percent, or \$2,686 between 2008–09 and 2012–13. The \$80,369 average salary in 2014–15 reflects the beginning of the economic recovery, but purchasing power remained one percent less (\$1,131) than the 2008–09 high.

Figure 3. Female Share of 9/10-Month Faculty, Public Institutions: 1995–96 and 2014–15

Source: Coffey analysis of U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, 1995–96 and 2014–15.

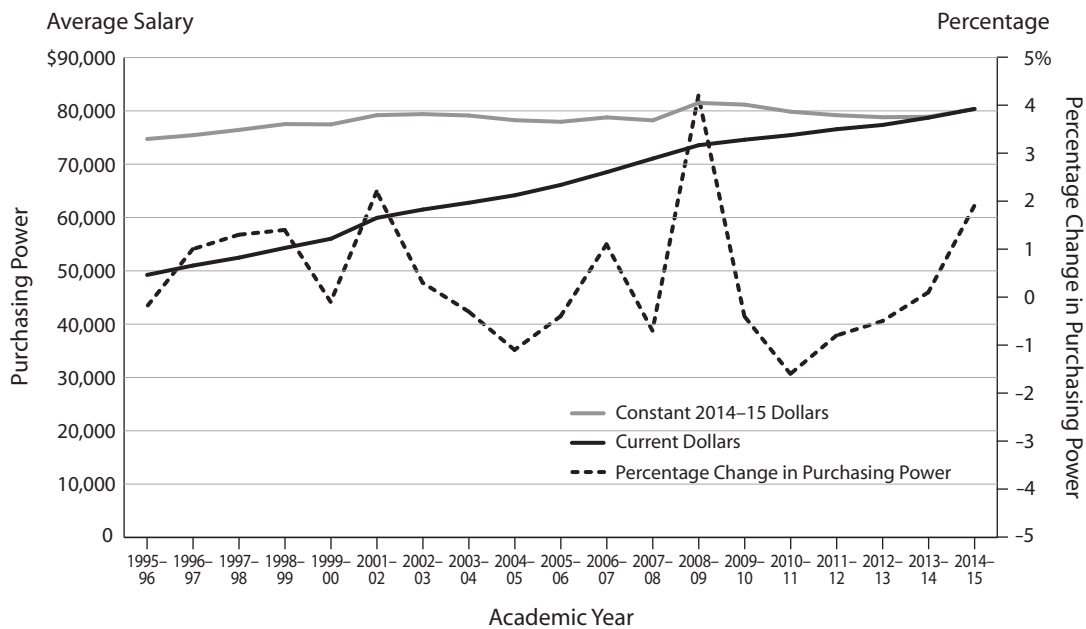
PURCHASING POWER TRENDS BY INSTITUTION TYPE AND FACULTY RANK

Table 2 displays average constant dollar salaries for full-time faculty on 9/10-month contracts by institutional sector, and the percentage change in salaries over the past ten and 20 years. Salaries at independents were consistently higher than salaries at publics, with the exception of two-year institutions, and increased at more than three times the rate of salaries at publics: 15 percent versus four percent, respectively. Independent liberal arts institutions showed the sharpest increase (16 percent). Salaries at both public and independents experienced a slowed rate of growth between 2005–06 and 2014–15. Community colleges, comprehensive public institutions, and independent two-year institutions saw declines in average constant dollar salaries over the 20-year period (three, four, and 28 percent, respectively). The independent two-year institution category represents less than one percent of all faculty reported.

Almost all faculty ranks saw salary increases over the 20-year period across both sectors, save for no rank faculty at public institutions (Table 3). Professors at independents saw the largest increase in salary, 24 percent, while lecturers at publics experienced the smallest salary increase (one percent). Among publics, salaries for instructors increased at a higher rate than other ranks (17 percent). The majority of this increase occurred between 1995–96 and 2005–06. Salary changes by rank may in part reflect institutional changes to categories throughout the 20-year period.

As found elsewhere in the nation, women in academe are, on average, paid less than men. The average salary for women in 2014–15 was \$13,762 less than the average salary for men; only a slight closing of the gap occurred in constant dollars over the twenty-year period (\$365, derived from Table 4). Except for instructors, the salary advantage for male faculty grew within the faculty ranks over the last 20 years. The

Figure 4. Average Salaries of Full-Time Faculty on 9/10-Month Contracts, by Academic Year, 1995–96 to 2014–15



Source: Coffey analysis of U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, 1995–96 to 2014–15.

difference between salaries for men and women remained the smallest for instructors, one of the lowest paid ranks.

PURCHASING POWER TRENDS BY STATE

Annual changes in faculty salaries vary widely by individual states due to budgetary shifts that may result in layoffs, salary freezes, or minimal raises.⁷ Nationally, faculty purchasing power increased six percent at public four-year institutions and decreased three percent at public two-year colleges (Table 5). Faculty in South Dakota’s community colleges experienced the largest increase in purchasing power, 30 percent. Their colleagues at the state’s public four-year institutions also realized large gains (21 percent). Despite these gains, South Dakota remained among the bottom of salary ranks for both institution levels in 2014–15. The number of institutions reporting salary data by

state may change from year to year, so caution should be used in interpreting changes, particularly for states such as Alaska that have a small number of institutions.

States with the highest community college faculty salaries in 2014–15 saw small increases or decreases over the 20-year period. Many states remained near the top since 1995–96. California, for example, had the top faculty salary in 2014–15 (\$82,381) and was ranked second for the same category in 1995–96 (\$80,170)—a 20-year increase of three percent. Michigan, New Jersey, and Connecticut also remained among the highest paying states, while Arizona moved to the top three states in 2014–15 from ninth in 1995–96.

Among public four-year institutions, New Jersey retained its rank from 1995–96 as having the highest paid faculty, with an average salary of \$104,295 in 2014–15, followed by Delaware (\$101,912), Connecticut (\$98,399), and

Table 2. Average Constant Dollar Salaries of Full-Time Faculty on 9/10-Month Contracts, and Percentage Change in Salaries, by Institutional Sector: 1995–96, 2005–06, and 2014–15

Institutional Type and Control	Average Salary (Constant Dollars)			Percentage Change		
	1995–96	2005–06	2014–15	1995–96 to 2005–06	2005–06 to 2014–15	1995–96 to 2014–15
Average: Public Institutions	\$ 74,071	\$ 75,663	\$ 76,980	2.1%	1.7%	3.9%
Two-Year Institutions	65,787	65,368	63,905	-0.6	-2.2	-2.9
Liberal Arts Institutions	64,729	65,439	68,544	1.1	4.7	5.9
Comprehensive Institutions	73,092	70,401	70,225	-3.7	-0.3	-3.9
Research/Doctoral-Granting Institutions	80,443	84,588	85,176	5.2	0.7	5.9
Average: Independent Institutions	76,993	83,814	88,344	8.9	5.4	14.7
Two-Year Institutions	50,725	46,211	36,746	-8.9	-20.5	-27.6
Liberal Arts Institutions	62,750	68,042	72,717	8.4	6.9	15.9
Comprehensive Institutions	65,922	68,534	69,181	4.0	0.9	4.9
Research/Doctoral-Granting Institutions	92,097	97,906	98,301	6.3	0.4	6.7

Source: Coffey analysis of U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, 1995–96, 2005–06, and 2014–15.

Notes: Detail may not sum to total due to rounding. The overall average salary is weighted by the number of faculty. Independent institution salaries have a larger range from high to low than the detailed group. The percentage change is slightly higher than the range of the group because of this distinction.

Table 3. Average Constant Dollar Salaries of Full-Time Faculty on 9/10-Month Contracts, and Percentage Change in Salary, by Sector and Faculty Rank: 1995–96, 2005–06, and 2014–15

	Average Salary (Constant Dollars)			Percentage Change		
	1995–96	2005–06	2014–15	1995–96 to 2005–06	2005–06 to 2014–15	1995–96 to 2014–15
Average: Public Institutions	\$ 74,071	\$ 75,663	\$ 76,980	2.1%	1.7%	3.9%
Professor	92,317	98,194	101,432	6.4	3.3	9.9
Associate	71,533	74,418	76,329	4.0	2.6	6.7
Assistant	60,093	63,662	66,062	5.9	3.8	9.9
Instructor	45,858	53,276	53,625	16.2	0.7	16.9
Lecturer	51,992	52,873	52,559	1.7	-0.6	1.1
No Rank	57,953	56,092	55,421	-3.2	-1.2	-4.4
Average: Independent Institutions	76,993	83,814	88,344	8.9	5.4	14.7
Professor	99,216	113,086	123,409	14.0	9.1	24.4
Associate	72,384	79,065	83,370	9.2	5.4	15.2
Assistant	59,994	66,000	68,734	10.0	4.1	14.6
Instructor	46,635	49,532	50,645	6.2	2.2	8.6
Lecturer	52,863	56,586	61,882	7.0	9.4	17.1
No Rank	53,139	63,322	67,904	19.2	7.2	27.8

Source: Coffey analysis of U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, 1995–96, 2005–06, and 2014–15.

Note: Detail may not sum to total due to rounding.

Table 4. Average Constant Dollar Salary for 9/10-Month Contract Faculty in Public Institutions, by Gender: 1995–96 and 2014–15

Faculty Rank	1995–96			2014–15		
	Women: Average Salary (\$)	Men: Average Salary (\$)	Difference (Men \$ – Women \$)	Women: Average Salary (\$)	Men: Average Salary (\$)	Difference (Men \$ – Women \$)
Average	\$ 64,971	\$ 79,098	\$ 14,127	\$ 69,405	\$ 83,167	\$ 13,762
Professor	84,796	94,888	10,091	93,013	106,424	13,411
Associate	68,275	73,304	5,028	73,164	79,106	5,942
Assistant	57,798	62,022	4,224	63,423	68,810	5,387
Instructor	45,535	46,672	1,137	53,537	54,250	713
Lecturer	51,095	53,857	2,762	51,169	54,466	3,297
No Rank	55,615	60,882	5,267	54,082	57,362	3,280

Source: Coffey analysis of U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, 1995–96 and 2014–15.

California (\$98,006). Connecticut and California remained in the top three highest paid states from 1995–96 to 2014–15. North Dakota saw the largest increase in public four-year faculty salaries (27 percent), followed by New Hampshire (22 percent). Both states realized large gains at community colleges as well (15 percent and 18 percent, respectively).

Salaries at the majority of four-year institutions held steady or increased over the two decades; only five states showed small decreases. Over half of states, however, experienced declines in community college faculty salaries despite enrollment increases. Between 1996–97 and 2014–15 average faculty salaries declined 13 percent, while annual enrollment increased 222 percent. Faculty salaries in Georgia, for instance, declined by 14 percent, while annual enrollment increased 58 percent.

SALARY BY DISCIPLINE

Faculty salaries were higher at independents than at publics (Table 2), but the level and direction of the difference varied widely by discipline. In fact, faculty at public institutions had a salary advantage in 18 of 30 disciplines for which data were available (Table 6). The largest advantages for publics were in

agriculture, agriculture operations, and related sciences (\$10,412), biological and biomedical sciences (\$10,277), and multi/interdisciplinary studies (\$9,091). The highest salary was in legal professions and studies at independents (\$128,926); also the largest difference between sectors (\$14,675 higher than publics). Business, engineering, and law continue to be the highest paid disciplines at both publics and independents.

Disciplines also show salary differences by bargaining status, in all cases with the advantage for faculty under collective bargaining agreements (Table 7). This is the first year that all disciplines have shown an advantage. In the past, high paying disciplines such as law and engineering did not show an advantage for unionized faculty.⁸ Faculty with collective bargaining earned, on average, \$7,357 more per year than faculty without collecting bargaining, with communications technologies and library science showing particularly strong advantages of approximately \$15,000.

LOOKING TO THE FUTURE

It is difficult to predict how the new administration's policies will shape the economy, or how the resulting changes will affect higher

Table 5. Average Constant Dollar Salaries of Full-Time Faculty on 9/10-Month Contracts in Public Institutions, by State: 1995–96 and 2014–15

	Public Two-Year Institutions			Public Four-Year Institutions		
	Average Salary		Percentage Change	Average Salary		Percentage Change
	1995–96	2014–15		1995–96	2014–15	
Average, Nation	\$ 65,787	\$ 63,905	-3%	\$ 77,531	\$ 82,133	6%
Alabama	55,273	53,186	-4	66,259	77,025	16
Alaska	85,370	64,134	-25	75,399	78,995	5
Arizona	73,312	76,083	4	80,290	86,508	8
Arkansas	47,328	45,028	-5	62,794	65,554	4
California	80,170	82,381	3	92,183	98,006	6
Colorado	54,193	53,364	-2	76,451	79,020	3
Connecticut	77,872	74,805	-4	93,723	98,399	5
Delaware	65,283	64,342	-1	87,760	101,912	16
District of Columbia	‡	‡	‡	‡	76,377	‡
Florida	60,202	58,471	-3	76,751	83,279	9
Georgia	54,837	46,951	-14	71,972	74,758	4
Hawaii	67,243	69,132	3	85,845	93,181	9
Idaho	55,701	49,113	-12	66,102	64,758	-2
Illinois	74,174	72,021	-3	75,991	82,916	9
Indiana	52,686	45,710	-13	74,768	82,952	11
Iowa	54,339	57,198	5	85,056	91,204	7
Kansas	54,289	51,253	-6	70,663	74,605	6
Kentucky	50,322	50,693	1	70,352	72,331	3
Louisiana	48,231	43,324	-10	60,705	66,645	10
Maine	50,734	54,914	8	66,840	78,506	17
Maryland	68,135	68,942	1	79,093	88,835	12
Massachusetts	60,846	63,856	5	79,920	90,456	13
Michigan	80,491	77,455	-4	84,289	85,087	1
Minnesota	63,792	65,078	2	79,490	82,160	3
Mississippi	54,428	51,515	-5	65,938	68,262	4
Missouri	60,037	54,412	-9	71,646	71,142	-1
Montana	48,276	50,129	4	62,503	69,027	10
Nebraska	49,512	58,933	19	73,007	78,224	7
Nevada	65,791	69,075	5	79,062	89,611	13
New Hampshire	53,285	62,659	18	75,751	92,067	22
New Jersey	79,544	72,196	-9	98,153	104,295	6
New Mexico	47,515	50,779	7	70,905	73,242	3
New York	77,500	71,181	-8	88,479	86,619	-2
North Carolina	46,586	49,359	6	74,088	75,806	2
North Dakota	47,522	54,448	15	56,605	71,920	27
Ohio	61,815	62,033	0	80,787	81,343	1
Oklahoma	52,700	49,632	-6	65,337	71,016	9
Oregon	63,264	68,408	8	69,600	76,668	10
Pennsylvania	73,395	63,539	-13	86,428	86,065	0
Rhode Island	62,897	60,627	-4	81,401	79,554	-2
South Carolina	47,884	51,021	7	70,953	77,623	9
South Dakota	37,748	49,109	30	56,675	68,718	21
Tennessee	52,741	49,189	-7	73,174	73,468	0
Texas	59,794	56,778	-5	71,447	80,088	12
Utah	53,424	51,750	-3	69,831	69,894	0
Vermont	‡	‡	‡	68,607	77,874	14
Virginia	57,986	60,698	5	78,562	85,339	9
Washington	58,992	56,792	-4	77,872	85,233	9
West Virginia	48,220	46,990	-3	62,872	69,702	11
Wisconsin	71,546	71,815	0	77,925	73,671	-5
Wyoming	49,744	58,477	18	71,806	82,366	15

Source: Coffey analysis of U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, 1995–96 and 2014–15.

‡ Does not apply; no institutions reported in one or both years.

Note: Data represent all faculty in each state, regardless of institutional organization. Institutions reporting data may change from year to year.

Table 6. Average Salaries for Faculty at Four-Year Institutions, by Institutional Sector and Discipline: 2015–16

Discipline	Public Institutions	Independent Institutions	Difference, Average Salary (Public – Independent)
All Fields	\$ 84,442	\$ 81,786	\$ 2,656
Agriculture, Agriculture Operations, and Related Sciences	84,791	74,379	10,412
Biological and Biomedical Sciences	86,438	76,161	10,277
Multi/Interdisciplinary Studies	87,840	78,749	9,091
Business, Management, Marketing, and Related Support Services	117,338	110,627	6,711
Parks, Recreation, Leisure and Fitness Studies	73,817	69,334	4,483
Health Professions and Related Clinical Sciences	86,769	82,564	4,205
Computer and Information Sciences and Support Services	96,975	93,614	3,361
Public Administration and Social Service Professions	79,236	76,291	2,945
Physical Sciences	80,565	77,621	2,944
Communications Technologies/Technicians and Support Services	74,865	72,404	2,461
Security And Protective Services (Homeland Security, Law Enforcement, Firefighting and Related Protective Services)	73,121	70,706	2,415
Mathematics and Statistics	77,659	75,913	1,746
Liberal Arts and Sciences, General Studies and Humanities	76,682	74,986	1,696
Psychology	76,317	74,981	1,336
Natural Resources and Conservation	81,345	80,231	1,114
Architecture and Related Services	85,550	85,138	412
Library Science	72,605	72,523	82
Education	74,181	74,108	73
Engineering	103,455	103,475	-20
Communication, Journalism and Related Services	73,283	73,673	-390
Philosophy and Religious Studies	75,298	75,840	-542
History	71,901	74,065	-2,164
English Language and Literature/Letters	70,323	72,591	-2,268
Social Sciences	79,276	81,919	-2,643
Area, Ethnic, Cultural, and Gender Studies	83,272	85,925	-2,653
Family and Consumer Sciences/Human Sciences	78,127	80,962	-2,835
Visual and Performing Arts	69,518	72,563	-3,045
Foreign Languages, Literatures, and Linguistics	73,645	77,455	-3,810
Engineering Technologies/Technicians	79,961	91,252	-11,291
Legal Professions and Studies	114,251	128,926	-14,675
Theology and Religious Vocations	‡	67,382	‡
Science Technologies/Technicians	‡	85,929	‡

Source: Coffey analysis of College and University Professional Association. 2015–16 National Faculty Salary Survey by Discipline and Rank in Four-Year Colleges and Universities.

‡ Does not apply; no institutions reported in one or both years.

Note: Sorted in descending order by salary differential.

Table 7. Average Salaries for Tenured/Tenure-Track Faculty at Public Four-Year Institutions by Discipline and Collective Bargaining Status, 2015–16

Discipline	Average Salary			Difference, Average Salary (Collective – Non-Collective)
	Total, Average	Collective Bargaining	Non-Collective Bargaining	
All Fields	\$ 83,399	\$ 89,223	\$ 81,866	\$ 7,357
Communications Technologies/ Technicians and Support Services	73,847	82,133	66,689	15,444
Library Science	72,586	83,041	67,751	15,290
Foreign Languages, Literatures, and Linguistics	75,447	80,398	69,226	11,172
Visual and Performing Arts	70,861	76,388	65,784	10,604
Philosophy and Religious Studies	75,626	81,729	71,200	10,529
Communication, Journalism and Related Services	73,456	80,103	69,679	10,424
English Language and Literature/Letters Area, Ethnic, Cultural, and Gender Studies	71,409	76,857	66,866	9,991
Area, Ethnic, Cultural, and Gender Studies	83,996	88,260	78,284	9,976
Psychology	75,663	82,343	73,066	9,277
Parks, Recreation, Leisure and Fitness Studies	72,323	79,911	70,681	9,230
History	72,960	77,856	68,655	9,201
Homeland Security, Law Enforcement, Firefighting and Related Protective Services	72,343	78,843	70,002	8,841
Health Professions and Related Clinical Sciences	85,363	92,549	83,775	8,774
Biological and Biomedical Sciences	82,470	91,817	83,442	8,375
Social Sciences	80,363	84,357	76,089	8,268
Natural Resources and Conservation	81,146	86,632	78,586	8,046
Education	74,158	79,274	71,458	7,816
Physical Sciences	79,352	85,233	77,825	7,408
Mathematics and Statistics	76,901	82,449	75,192	7,257
Multi/Interdisciplinary Studies	83,794	92,812	85,571	7,241
Agriculture, Agriculture Operations, and Related Sciences	84,087	90,695	83,483	7,212
Computer and Information Sciences and Support Services	95,807	101,668	94,676	6,992
Engineering Technologies/Technicians	80,914	84,394	77,760	6,634
Public Administration and Social Service Professions	78,344	83,458	76,980	6,478
Business, Management, Marketing, and Related Support Services	114,701	121,616	115,228	6,388
Legal Professions and Studies	119,836	118,074	111,950	6,124
Architecture and Related Services	85,476	89,371	83,528	5,843
Engineering	103,461	104,906	102,713	2,193
Liberal Arts and Sciences, General Studies and Humanities	76,008	77,565	76,123	1,442
Family and Consumer Sciences/Human Sciences	78,554	78,609	77,943	666
Science Technologies/Technicians	94,587	‡	‡	‡
Theology and Religious Vocations	67,384	‡	‡	‡

Source: Coffey analysis of College and University Professional Association. 2015–16 National Faculty Salary Survey by Discipline and Rank in Four-Year Colleges and Universities.

‡ Does not apply; no institutions reported in one or both years.

Note: Sorted in descending order by salary differential.

education. Given the increasing focus on accountability and return on investment, more states may explore performance-based funding models requiring higher education to become more student-centered and efficient. This change may, in turn, affect institutional hiring practices, with possible increased investments in contingent faculty or stagnated growth in faculty salaries.

This analysis reveals steady yet uneven progress in faculty composition and salaries, and points to areas of future focus. Most faculty members are regaining purchasing power, with the largest gains occurring at independents. By contrast, the purchasing power of community college faculty declined over the past 20 years. Today's faculty members are less likely to be full-time and tenured than peers working in the late 1990s. Women have increased their representation, but are making only slow progress in closing the salary gap with their male peers.

One thing the findings make clear: faculty at all levels and disciplines benefit from collective bargaining agreements. The future of unionization under the new administration remains uncertain, but faculty should continue to push for fairer representation and compensation.⁹

NOTES

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¹ Clery, 2016.

² State Higher Education Executive Officers Association, 2015.

³ Ibid.

⁴ College Board, 2016.

⁵ Clery, 2016.

⁶ American Association of University Professors, 2013.

⁷ Ibid.

⁸ Ibid.

⁹ Walta, 2017.

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