

The HBCU Pay Penalty

FACULTY AT HISTORICALLY BLACK COLLEGES AND UNIVERSITIES (HBCUS) continue to earn significantly less than their peers at predominantly white institutions (PWIs), a *NEA Higher Education Advocate* analysis shows. This is not new: In 2008, a study found an \$11,000, or 17 percent, pay penalty for HBCU faculty. The gap likely reflects pernicious trends in state and federal funding, rooted in institutional racism. (A separate issue is the pay penalty experienced by HBCU grads. In August, the *Triangle Business Journal* found that North Carolina HBCU grads earned about \$4,055 less than the national median.) For more detailed salary info, see the special salary issue at nea.org/advocate.



FLORIDA

There are 10 doctoral-granting public universities in Florida. Only one—Florida A&M University, a Tier 2 Carnegie research institution—is an HBCU.

Guess where full professors, on average, earn the least?

University of Florida	\$132,200
University of Central Florida	\$130,200
Florida International University	\$125,300
Florida State University	\$121,900
University of South Florida (main campus)	\$118,700
Florida Gulf Coast University	\$103,800
Florida Atlantic University	\$103,100
University of North Florida	\$100,700
University of West Florida	\$95,100
Florida A&M University	\$93,500

LOUISIANA

Among the doctoral-granting public universities in Louisiana, there are two HBCUs: Grambling State University and Southern University and A&M College. Their full professors earn less, on average, than their colleagues at every one of the others.

Louisiana State University	\$115,500
University of Louisiana at Lafayette	\$109,500
University of New Orleans	\$86,000
Louisiana Tech University	\$84,000
University of Louisiana at Monroe	\$79,800
Southeastern Louisiana University	\$77,000
Northwestern State University of Louisiana	\$72,400
Southern University and A&M College	\$70,300
Grambling State University	\$67,200

ALABAMA

The special salary issue of the *NEA Advocate* includes average salary data for 21 Alabama community colleges. The highest paid faculty, on average, teach at Enterprise State Community College, where two-thirds of the students are White and the median family income is \$51,500. The worst paid, on average, teach at J.F. Drake State Community and Technical College, an HBCU where the median family income is \$25,500.



THE HBCU FACULTY PAY PENALTY IS REAL. GET ORGANIZED!

National average, full professors	\$113,360
HBCU average, full professors*	\$68,922

National average, all faculty	\$79,980
HBCU average, all faculty*	\$53,442

THE UNION DIFFERENCE

PAY ISN'T EVERYTHING. Respect, academic freedom, job security, the ability to pursue research interests, and other workplace conditions are meaningful, too. But pay is a critical part of recruiting and retaining faculty. What's clear from the *Advocate* data is that faculty at HBCUs who belong to unions are likely to have negotiated better pay. For example:

FAMU vs	Jackson State University
Tier 2 Carnegie institution	Tier 2 Carnegie institution
faculty union	non-unionized
Average full professor earnings: \$93,500	Average full professor earnings: \$77,100

*Source: The Chronicle of Higher Education, "The Almanac of Higher Education 2017-2018."