Faculty Salaries: 2009–2010

By Suzanne B. Clery

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The national average salary in 2009–10 for full-time faculty members on 9/10-month contracts was $74,593 (Table 1), a relatively small 1.4 percent increase from 2008–09. Faculty in public and independent institutions received similar increases, 1.4 and 1.3 percent, respectively (Table 8). Faculty purchasing power exceeded the prior peak (1972–73) by 6.2 percent, when the average faculty salary in constant 2009–10 dollars was $70,227. These averages exclude decreases resulting from unpaid furlough days or from shifting benefit costs to the employee. The salary story may vary considerably from these averages in many states.

Faculty purchasing power has exceeded its prior 1972–73 peak since 1997–98. But the purchasing power of lecturers and of faculty with no rank declined significantly over the past four decades. Salary disparity by rank therefore increased: the gap between constant-dollar salaries paid to full professors and assistant professors decreased through the 1970s from nearly $36,000 to about $29,000 in 1980. This gap grew again through the 1980s and 1990s, and currently fluctuates around $40,000.

The most dramatic change in the instructional workforce is the growth of the numbers of part-time and of full-time non-tenure track faculty. This growth resulted in a five percentage point decline in the proportion of male full-time tenure-track and tenured faculty and a four percentage point increase in the proportion of women teaching part-time and without tenure over the last decade (Figure 5).

Some additional highlights:

- Among public four-year institutions, New Jersey faculty members on 9/10-month contracts received the highest average salaries in 2009–10 ($97,021). Among public two-year institutions, California faculty members were the highest-paid ($83,663). The perennial leaders among independent institutions—faculty members in Massachusetts—received the highest average salary ($100,255, Table 7).

- The average salary gap between public and independent institutions increased slightly to 11 percent ($8,197) since 2008–09 (derived from Table 2).
- The gender wage gap continued in public and independent institutions. Men in public institutions earned 20 percent more than women; the differential was 24 percent in independent institutions (Table 4).
- The share of positions held by women in the ranks of instructor and lecturer has remained relatively steady over the past 10 years—60 percent for instructors and 56 percent for lecturers. In 2009–10, women's share of positions in the upper ranks continued to remain lower than men's. Women accounted for 32 percent of professors and 44 percent of associate professors. These proportions increased from 24 and 39 percent, respectively, over the past decade (Table 6).
- Faculty members in land grant institutions are among the highest-paid faculty in the public sector—they averaged $91,527 in 2009–10. Medical residency program faculty received the highest pay by discipline, averaging $168,392 (Table 10). Excluding law and medical programs, business, management, and marketing faculty members had the highest average salary ($94,511) in public four-year institutions. Faculty members in engineering followed closely ($90,215, Table 11).
- Faculty members at institutions with bargaining agreements earned an average salary of $73,489—$2,725 more than the $70,764 earned by their colleagues at non-bargaining institutions (Table 12).

OVERVIEW

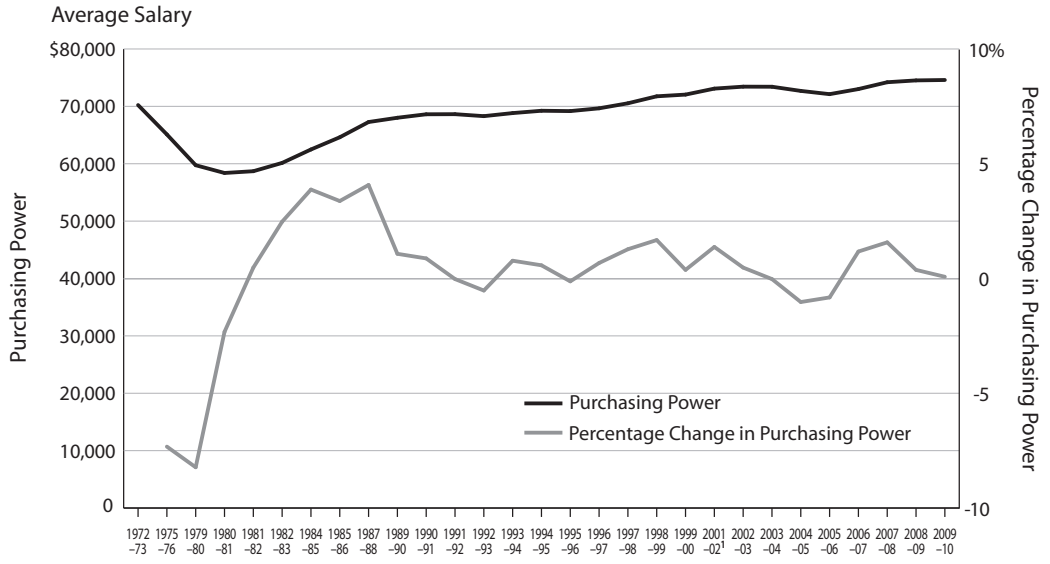
This report of faculty salaries relied on three data sources:

- *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 2009–10 salary data from 4,439 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 2009–10 NEA analysis also excluded 1,407 seminaries, religious training institutions, and for-profit colleges, leaving 3,032 institutions and 554,202 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 (CUPA).* CUPA reported 2009–10 average salaries for 320 public and 502 independent colleges and universities, by academic specialty and collective bargaining status. The report reflects 215,309 faculty members.
- *Office of Institutional Research at Oklahoma State University (OSU), Faculty Salary Data.* OSU reported faculty salaries for 115 public land grant universities for 2009–10, also by academic specialty; the OSU report reflects 118,968 faculty members.

HISTORICAL PERSPECTIVE

Average salaries for faculty members on 9/10-month contracts, uncorrected for inflation, increased 339 percent since 1972–73, the previous high point (Figure 1 and Table 1). Adjusted for inflation, faculty purchasing power increased 6.2 percent over nearly four decades. The average salary for faculty members in 2009–10 ($74,593) represents a $4,366 constant dollar increase over 1972–73 ($70,227). Figure 1 displays faculty purchasing power, and the annual percentage change in purchasing power, over the past four decades.

Figure 1. Purchasing Power, and Percentage Change in Purchasing Power, Full-Time Faculty on 9/10-Month Contracts, by Year: 1972–73 to 2009–10



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

[1] Data not collected for 2000–01.

Table 1. Average Salaries and Change in Salaries and Purchasing Power, Full-Time Faculty on 9/10-Month Contracts, Current and Constant 2009–10 Dollars, by Rank: 1972–73 and 2009–10

	Average Salary			$ Change		% Change	
	1972–73		2009–10				
Faculty Rank	Current Dollars	Constant Dollars	Current Dollars	Current Dollars	Constant Dollars	Current Dollars	Constant Dollars
Total, All Faculty	$13,850	$70,227	$74,593	$60,743	$4,366	338.6%	6.2%
Professor	19,182	97,263	103,576	84,394	6,313	340.0	6.5
Associate	14,572	73,888	74,073	59,501	185	308.3	0.3
Assistant	12,029	60,993	62,194	50,165	1,201	317.0	2.0
Instructor	10,737	54,442	57,984	47,247	3,542	340.0	6.5
Lecturer	11,637	59,006	52,143	40,506	-6,863	248.1	-11.6
No Rank	12,676	64,274	56,811	44,135	-7,463	248.2	-11.6

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey,* 1972–73 and 2009–10.

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.[1] Inflation slowed and the economy began to recover during the 1980s, as did faculty salaries. Faculty purchasing power recovered relatively quickly, but remained 2.3 percent lower than its 1972 peak in 1990. Faculty saw virtually no annual growth in salaries and purchasing power through the recession of the early 1990s. Only in 1997 did purchasing power match the 1972 peak. Faculty enjoyed small but steady growth in purchasing power the next ten years, with some exceptions. The profound end-of-decade financial crises took their toll on faculty salaries, and growth halted during the past two years: purchasing power increased by only $70 from 2008–09 (0.1 percent growth).

Purchasing power increased since 1972–73, but faculty members in some ranks experienced declines. Lecturers and faculty with no rank quickly lost purchasing power, along with faculty in other ranks, during the 1970s. But their subsequent gains lagged increases received by colleagues in other ranks, despite several periods of slight recovery. Lecturers and faculty with no rank lost 12 percent of purchasing power from the 1970s to 2009–10 (Table 1).[2] Faculty in all other ranks experienced either little change (associate professors, 0.3 percent) or increases (professors, assistant professors, and instructors, 2.0 to 6.5 percent).

The difference between the inflation-corrected salaries of full professors and assistant professors fell from nearly $36,000 in 1972–73 to about $29,000 in the early 1980s. This difference then grew from the mid-1980s through the 1990s. By 2009–10, full professors averaged $103,576 and assistant professors averaged $62,194—a $41,382 difference. This difference has increased consistently over the past five years.

Changing economic conditions and shifting educational preferences can cause changes in the demand for—and in the salaries of—faculty in specific fields. Higher pay results when an academic field competes with corporate or business employers for faculty members. Recessions result in less funding from state and local governments, though the cuts vary by region, state, and locality. Wealthier institutions, especially research and doctoral universities, are best able to sustain faculty salaries during these declines.

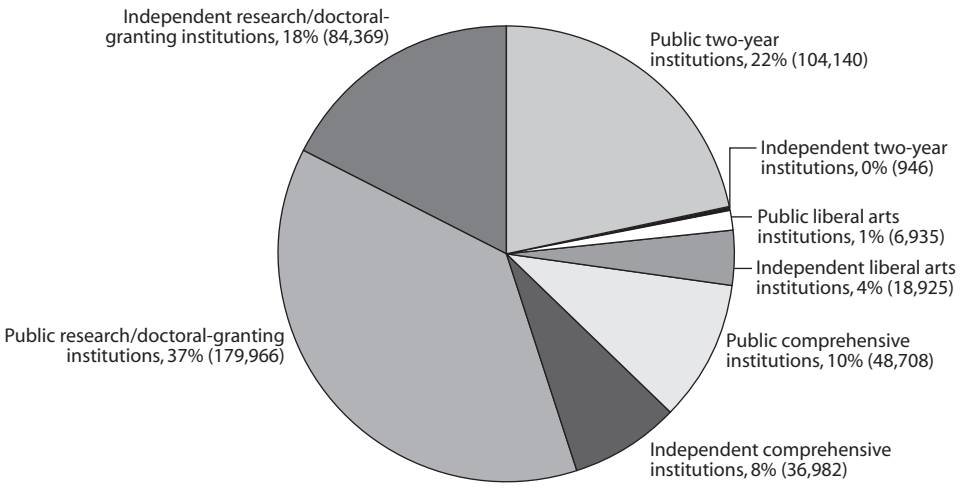
A faculty member's salary is a function of time on job, rank, and educational background, combined with institutional type and control, the instructor's department, the existence of a collective bargaining agreement, and the local economy.

INSTITUTIONAL CHARACTERISTICS

The nation's faculty is dispersed across many institutional sectors: public versus independent institutions, and two-year, liberal arts, comprehensive, and research/doctoral-granting institutions. In 2009–10, 70 percent of faculty members on 9/10-month contracts taught in public institutions. Thirty-seven percent of all faculty members taught in public research universities, 22 percent in community colleges, ten percent in comprehensive colleges, and one percent in liberal arts colleges (Figure 2). The remaining 30 percent of faculty members on 9/10-month contracts taught in the independent sector: 18 percent at universities, eight percent at comprehensive colleges, and four percent at liberal arts colleges. 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 $80,383, while colleagues at public institutions earned $72,186 (Table 2). This gap widened over the past decade, but remained relatively steady since 2008–09 at $8,197. Faculty in independent institutions earned 11 percent more than colleagues in public institutions in 2009–10. The salaries of university faculty account for this

Figure 2. Percentage Distribution of Full-Time Faculty on 9/10-Month Contracts, by Institutional Type and Control: 2009–10



Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey,* early release version, 2009-10.

Note: Based on 98 percent (2,968 institutions) of NEA's faculty salary universe (3,032 institutions).

difference: salaries at public universities were 87 percent of those at independent universities ($79,738 vs. $91,311). Faculty teaching at independent liberal arts institutions had a slight earnings advantage over those at public institutions ($861), while faculty teaching in public institutions earned more than colleagues teaching in independent two-year and comprehensive institutions, $15,479 and $2,997, respectively.

Salaries among faculty in independent colleges and universities varied more than those in the public sectors. The average salary in independent institutions ranged from $46,549 in two-year colleges to $91,311 in universities, a difference of $44,762. The corresponding salaries in the public sector ranged from $62,028 in two-year institutions to $79,738 in universities, a $17,710 difference. This difference between the lowest- and highest-paid institutional types—two-year institutions compared with universities—remained relatively stable over the past year in both sectors.

ACADEMIC RANK

Not surprisingly, academic rank and salary were closely related. Professors—27 percent of the faculty—earned the highest average salary in 2009–10 ($99,008) (Figure 3 and Table 2). Associate professors—23 percent—averaged $72,236, just under three-fourths of the average salary for professors. Assistant professors—24 percent—averaged $61,478. The remaining 26 percent—instructors (14 percent), lecturers (five percent), and faculty with no rank (seven percent) earned the least. Instructors trailed the pack at $49,937. Faculty members with no rank, mostly located at community colleges, earned $58,359 in 2009–10, a 12 percent loss in salaries and in purchasing power since their peak in the early 1970s.

Lecturers at independent two-year institutions—a very small group—had the lowest average salaries ($32,393). University professors had the highest average salaries: independent, $129,269; public, $109,651.

Table 2. Average Salaries for Full-Time Faculty on 9/10-Month Contracts by Institutional Type and Control, and Rank: 2009–10

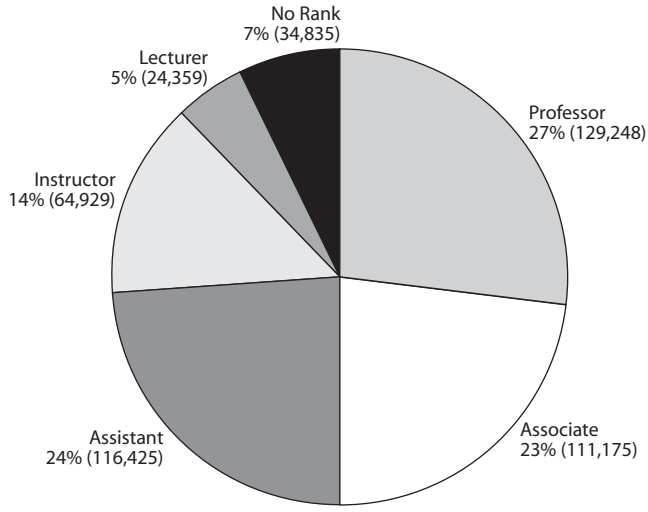
Offering Level and Faculty Rank	Public Institutions	Independent Institutions	All Institutions
Two-Year Institutions			
Professor	$ 71,629	$ 52,261	$ 71,477
Associate	60,553	48,797	60,319
Assistant	53,854	45,874	53,664
Instructor	65,377	43,977	65,250
Lecturer	52,443	32,393*	52,361
No Rank	56,173	43,562*	56,133
Average	62,028	46,549	61,888
Liberal Arts Institutions			
Professor	85,785	85,978	85,938
Associate	68,741	64,742	65,718
Assistant	57,067	53,060	54,223
Instructor	47,896	42,657	44,876
Lecturer	51,056	53,736	52,430
No Rank	41,420*	54,574	53,894
Average	64,245	65,106	64,875
Comprehensive Institutions			
Professor	86,256	80,294	83,617
Associate	69,018	64,826	67,146
Assistant	58,237	54,038	56,394
Instructor	44,106	43,495	43,881
Lecturer	50,068	51,026	50,264
No Rank	59,624	61,464	61,058
Average	67,132	64,135	65,839
Research/Doctoral-Granting Institutions			
Professor	109,651	129,269	116,222
Associate	77,430	83,288	79,262
Assistant	65,736	69,612	66,942
Instructor	44,475	51,960	46,374
Lecturer	50,095	58,696	52,528
No Rank	53,186	63,831	58,807
Average	79,738	91,311	83,432
Average			
Professor	94,155	110,126	99,008
Associate	70,873	75,737	72,236
Assistant	60,842	63,157	61,478
Instructor	50,899	48,443	49,973
Lecturer	50,830	55,846	52,083
No Rank	54,784	61,835	58,359
Average	72,186	80,383	74,593

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey,* early release version, 2009–10.

Note: Based on 98 percent (2,968 institutions) of NEA's faculty salary universe (3,032 institutions).

* Indicates less than 100 faculty.

Figure 3. Percentage Distribution of Full-Time Faculty on 9/10-Month Contracts, by Rank: 2009–10



Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey,* early release version, 2009–10.

Note: Based on 98 percent (2,968 institutions) of NEA's faculty salary universe (3,032 institutions).

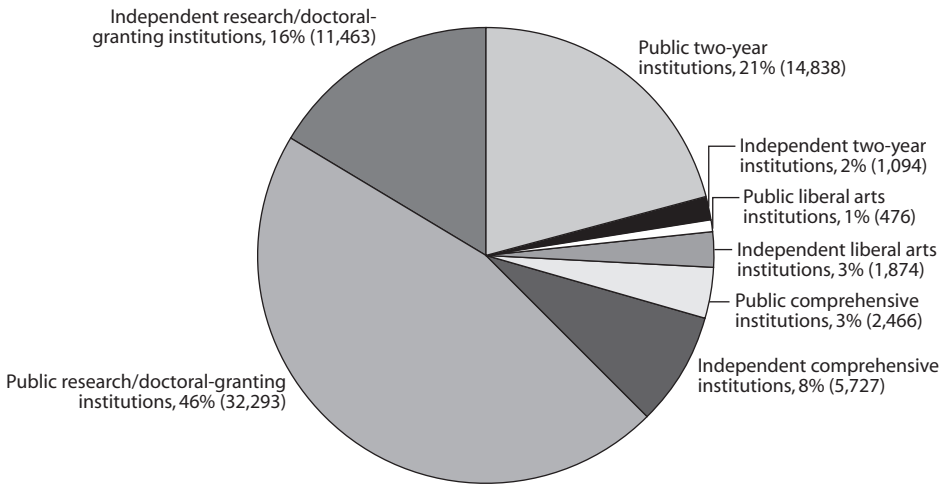
CONTRACT LENGTH

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 at public and independent institutions were employed on 9/10-month contracts in 2009–10. Only 13 percent (70,231) had 11/12-month contracts (derived from Figures 2 and 4). Public institutions employed 70 percent of faculty members on annual contracts. Forty-six percent of 11/12-month contract faculty, but only 37 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 22 percent higher than for colleagues on 9/10-month contracts: 23 and 25 percent more at public doctorals, and at comprehensive institutions and baccalaureate institutions, respectively; only five percent more at community colleges (derived from Tables 2 and 3). Faculty on 11/12-month contracts at independent institutions earned $721 *less* than colleagues on 9/10-month contracts. This disparity results from the salary differential between 9/10- and 11/12-month faculty at comprehensive institutions ($3,799) and at doctoral universities ($112). Faculty at two-year independent institutions with 11/12-month contracts averaged 14 percent more ($6,428) than colleagues on 9/10-month contracts, but this category includes only about 1,000 faculty members (less than one percent). Faculty on 11/12-month contracts at independent liberal arts colleges earned $150 more than colleagues on 9/10-month contracts.

Figure 4. Percentage Distribution of Full-Time Faculty on 11/12-Month Contracts by Institutional Type and Control and Rank: 2009–10



Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey,* early release version, 2009–10.

Note: Based on 98 percent (2,968 institutions) of NEA's faculty salary universe (3,032 institutions).

Faculty on 11/12-month contracts at independent institutions earned $8,082 (ten percent) less than colleagues at public institutions ($79,622 vs. $87,744)—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 earned $15,000 to $22,000 less on average 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 the shifts in faculty employment complicate the picture. The gap in 2009–10 was $12,818 (84 percent of males' earnings) and $16,998 (81 percent) at public and independent institutions, respectively in 2009–10 (Table 4). The gap in both sectors closed by only one percentage point over the past ten years.

By rank, the ratio of female to male salaries ranged from 85 percent to 124 percent. Women fared best in two-year colleges, earning 96 to over 100 percent of men's salaries, and worst at the universities, earning, by rank, only 85 to 96 percent of the salaries of male faculty (Table 5).

The gender disparity varied by rank within institutional sectors, and was more pronounced among professors. Female professors averaged 88 percent of men's salaries in public research universities; women in other ranks in the public sector earned 89 to 96 percent of men's salaries. The same pattern held in public community colleges. Female professors earned 95 percent of the average male professor's salary. Women in other ranks earned 96 to 100 percent in the equivalent rank.

Women were also more likely to hold positions in lower ranks. Women held 60 percent of the instructor and 56 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 6). Women held only 32 percent of the professor and 44 percent of the associate professor positions in 2009–10, but these proportions increased from 25 percent and 39 percent, respectively in 1999–00.[3]

Table 3. Average Salaries for Faculty on 11/12-Month Contracts by Institutional Type and Control, and Rank: 2009–10

Offering Level and Faculty Rank	Public Institutions	Independent Institutions	All Institutions
Two-Year Institutions			
Professor	$ 77,305	$ 55,698*	$ 76,951
Associate	66,894	60,844*	66,389
Assistant	59,952	61,880	60,208
Instructor	65,996	52,275	64,669
Lecturer	50,339*	35,786*	48,819*
No Rank	59,658	40,982	59,153
Average	64,929	52,977	64,109
Liberal Arts Institutions			
Professor	108,634	66,986	78,217
Associate	85,497	69,892	73,899
Assistant	68,170	61,972	63,537
Instructor	58,912*	42,155	46,891
Lecturer	66,033*	50,806*	53,024
No Rank	42,064*	76,443	75,985
Average	80,263	65,256	68,296
Comprehensive Institutions			
Professor	106,846	72,913	86,528
Associate	84,662	64,372	70,523
Assistant	65,981	56,244	58,810
Instructor	55,192	48,692	50,180
Lecturer	66,319	38,312*	56,983
No Rank	53,670	56,770	56,371
Average	82,578	60,336	67,031
Research/Doctoral-Granting Institutions			
Professor	134,271	127,911	132,741
Associate	98,274	89,864	95,549
Assistant	81,054	76,858	79,546
Instructor	59,108	62,189	60,167
Lecturer	64,509	70,692	66,130
No Rank	59,711	82,047	68,176
Average	98,732	91,199	96,402
Average			
Professor	115,796	105,968	113,684
Associate	88,184	80,573	85,711
Assistant	73,936	69,848	72,505
Instructor	60,954	56,761	59,603
Lecturer	60,414	59,426	60,920
No Rank	59,230	73,402	65,143
Average	87,744	79,662	85,188

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey,* early release version, 2009–10.

Note: Based on 98 percent (2,968 institutions) of NEA's faculty salary universe (3,032 institutions).

Averages are weighted by the number of faculty at each institution.

* Indicates less than 100 faculty.

Table 4. Average Salaries for Men and Women Faculty on 9/10-Month Contracts, and Women's Salaries as a Percent of Men's: 1999–2000 to 2009–10

	Public			Independents		
Academic Year	Women	Men	Women's Salaries as a Percent of Men's	Women	Men	Women's Salaries as a Percent of Men's
1999–00	$48,651	$58,952	82.5%	$49,795	$62,690	79.4%
2001–02*	52,152	62,904	82.9	54,453	68,314	79.7
2002–03	53,453	64,608	82.7	56,144	70,116	80.1
2003–04	54,441	65,523	83.1	58,013	72,040	80.5
2004–05	55,751	67,096	83.1	59,818	74,308	80.5
2005–06	57,426	69,152	83.0	61,743	77,004	80.2
2006–07	59,737	71,727	83.3	64,135	79,531	80.6
2007–08	62,133	74,406	83.5	66,457	82,688	80.4
2008–09	64,238	76,921	83.5	69,283	86,111	80.5
2009–10	65,141	77,959	83.6	70,429	87,427	80.6

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

* Data not collected for 2000–01.

Women still do not have equal representation with men, and are still more likely to teach in the lower ranks. Why do female faculty members consistently earn less, even within the same rank and sector? Also, why are more women not seen in the upper faculty ranks? Research suggests that women are less likely to work in selective universities that pay the highest average salaries. Women are also more heavily concentrated in lower-paying institutions, and are more likely to work in non-research fields.[4]

SALARIES BY STATE

Faculty salaries vary widely by state, even within the same sector. In public two-year colleges, California continued to lead all states in average salaries in 2009–10 ($83,663, Table 7). California broke the $80,000 mark in average salaries in this category last year and continues as the only state averaging over $80,000. Alaska, the leader a decade ago, is now a distant second ($79,991). New Jersey reported the highest average salary for faculty at public four-year institutions ($97,021), with Delaware ($94,579) and California ($91,779) close behind. These three states have vied for the highest average salary paid to public four-year faculty for nearly two decades. Salaries for faculty at four-year colleges averaged more than $80,000 in 12 states; they averaged less than $60,000 in two states, Arkansas and Mississippi ($59,296 and $59,811, respectively).

The range among states between the lowest (Arkansas) and highest (California) average salary in public two-year colleges was $39,843. The range in the public four-year sector: $37,725, with New Jersey at the high end and Arkansas at the low. Only in Alaska ($79,991 vs. $71,335) and Wisconsin ($74,078 vs. $69,366) did public two-year faculty earn a higher average salary than colleagues in public four-year institutions, $8,656 and $4,712, respectively. The difference between the public two- and four-year average salaries within each state ranged from about $6,600 in Michigan to $32,262 in Delaware.

Average salaries in public four-year institutions exceeded those in independent colleges

Table 5. Average Salaries for Men and Women Faculty on 9/10-Month Contracts by Institutional Type and Control, and Rank: 2009–10

	Public Institutions		Independent Institutions	
Offering Level and Faculty Rank	**Women**	**Men**	**Women**	**Men**
Two-Year Institutions				
Professor	$ 69,759	$ 73,573	$ 50,828*	$ 53,573*
Associate	59,802	61,436	48,458	49,249*
Assistant	53,285	54,584	46,803	44,424
Instructor	64,268	66,662	45,456	41,159*
Lecturer	52,482	52,387	34,589*	28,000*
No Rank	55,258	57,276	43,017*	44,161*
Average	60,833	63,425	46,820	46,158
Liberal Arts Institutions				
Professor	82,648	87,169	84,218	86,818
Associate	66,382	70,398	64,531	64,900
Assistant	55,553	58,372	52,785	53,342
Instructor	45,898	50,165	42,656	42,658
Lecturer	50,062	52,049	53,406	54,372
No Rank	37,860*	45,234*	52,968	55,789
Average	60,033	67,418	61,729	67,744
Comprehensive Institutions				
Professor	84,469	87,163	77,636	81,640
Associate	67,891	69,889	63,744	65,669
Assistant	57,492	58,988	53,311	54,829
Instructor	43,665	44,761	43,781	43,052
Lecturer	48,769	51,649	49,033	53,183
No Rank	58,685	60,501	60,568	62,231
Average	63,549	70,061	60,755	66,876
Research/Doctoral-Granting Institutions				
Professor	100,527	112,587	117,223	133,203
Associate	74,113	79,620	79,075	86,142
Assistant	63,013	68,158	66,069	73,042
Instructor	43,844	45,580	50,152	54,336
Lecturer	48,038	52,719	55,044	62,894
No Rank	50,710	56,686	58,333	68,705
Average	69,197	86,765	77,847	100,005
Average				
Professor	86,590	98,371	100,706	114,137
Associate	67,820	73,355	72,382	78,184
Assistant	58,508	63,146	60,391	65,879
Instructor	51,353	50,978	47,241	49,987
Lecturer	49,812	52,466	52,916	59,238
No Rank	53,270	57,143	58,059	65,332
Average	65,141	77,959	70,429	87,427

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey,* early release version, 2009–10.

Note: Based on 98 percent (2,968 institutions) of NEA's faculty salary universe (3,032 institutions).

* Indicates less than 100 faculty.

Table 6. Female 9/10-Month Contract Faculty as a Percent of Total 9/10-Month Contract Faculty, by Institutional Type and Control, and Rank: 2009–10

Offering Level and Faculty Rank	Public Institutions	Independent Institutions	All Institutions
Two-Year Institutions			
Professor	51.0%	47.8%*	51.0%
Associate	54.1	57.1	54.1
Assistant	56.2	61.0	56.3
Instructor	53.7	65.6	53.7
Lecturer	59.2	66.7*	59.3
No Rank	54.7	52.4*	54.7
Average	53.9	59.0	54.0
Liberal Arts Institutions			
Professor	30.6	32.3	32.0
Associate	41.3	43.0	42.5
Assistant	46.3	50.7	49.4
Instructor	53.2	58.3	56.1
Lecturer	50.0	65.8	58.1
No Rank	51.7*	43.0	43.5
Average	43.0	43.9	43.6
Comprehensive Institutions			
Professor	33.7	33.6	33.6
Associate	43.6	43.8	43.7
Assistant	50.2	52.1	51.0
Instructor	59.8	60.8	60.1
Lecturer	54.9	52.0	54.3
No Rank	48.3	46.1	46.6
Average	45.0	44.8	44.9
Research/Doctoral-Granting Institutions			
Professor	24.3	24.6	24.4
Associate	39.8	40.4	40.0
Assistant	47.1	49.2	47.7
Instructor	63.7	56.8	61.9
Lecturer	56.1	53.5	55.3
No Rank	58.6	47.0	52.5
Average	40.0	39.2	39.8
Average			
Professor	34.0	28.2	32.3
Associate	44.7	41.7	43.9
Assistant	50.3	50.2	50.3
Instructor	59.8	58.1	59.5
Lecturer	56.7	54.8	56.2
No Rank	55.8	46.3	51.4
Average	45.0	41.4	44.0

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey,* early release version, 2009–10.

Note: Based on 98 percent (2,968 institutions) of NEA's faculty salary universe (3,032 institutions).

* Indicates less than 100 faculty.

Table 7. Average Salaries for Faculty on 9/10-Month Contracts, by Institutional Sector and State: 2009–10

State	Public Institutions			State	Public Institutions		
	Two-Year	Four-Year	Independent Institutions		Two-Year	Four-Year	Independent Institutions
California	$83,663	$91,779	$96,486	New Hampshire	$54,120	$84,032	$82,359
Alaska	79,991	71,335	55,619	Texas	53,798	76,144	75,882
Michigan	76,054	82,667	62,266	Alabama	53,328	69,596	54,757
Wisconsin	74,078	69,366	62,790	Iowa	53,095	82,260	60,046
New Jersey	70,224	97,021	95,385	Nebraska	51,021	74,212	57,924
New York	69,854	82,716	90,212	Utah	50,183	68,190	91,513
Connecticut	68,850	87,823	97,978	Colorado	50,118	72,137	76,085
Arizona	68,259	81,593	56,570	Kansas	49,869	72,480	46,545
Hawaii	68,090	87,978	68,480	Louisiana	49,280	64,428	71,406
Illinois	66,575	74,809	83,792	Kentucky	48,856	66,277	54,187
Maryland	65,944	79,851	83,320	Mississippi	48,607	59,811	53,086
Nevada	65,764	87,830	63,854	New Mexico	48,109	69,318	77,244
Delaware	62,317	94,579	83,488	Idaho	47,799	61,158	50,363
Rhode Island	62,212	77,174	90,095	Oklahoma	47,617	65,217	60,850
National Average	**62,028**	**76,676**	**80,383**	North Carolina	47,331	78,123	76,763
Oregon	61,941	69,343	69,395	Georgia	47,307	70,697	71,969
Minnesota	61,248	78,161	67,560	Tennessee	46,497	65,841	68,150
Massachusetts	60,046	80,247	100,255	North Dakota	46,408	63,314	48,611
Pennsylvania	59,890	79,853	81,535	South Carolina	46,308	69,333	52,543
Wyoming	59,133	79,487	+	West Virginia	46,143	61,985	46,922
Ohio	58,794	77,007	66,043	Indiana	46,032	74,067	71,999
Virginia	57,503	79,044	66,548	South Dakota	45,325	61,476	48,606
Washington	55,982	77,574	70,181	Montana	44,413	61,245	48,673
Florida	55,890	75,844	72,41	Arkansas	43,820	59,296	53,608
Maine	55,223	71,807	76,309	Washington, D.C.	+	76,409	91,248
Missouri	54,486	66,776	72,112	Vermont	+	72,528	71,247

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey,* early release version, 2009–10.

Note: Ranked in descending order of percent change in average salary for public two-year institutions.

Based on 99 percent (1,028) of the public two-year institution universe (1,042); 99 percent (588) of the public four-year institution universe (595); 97 percent (1,352) of the independent institution universe (1,395).

+ Indicates no responding institutions.

and universities in 30 states. Breaking the $100,000 mark, faculty members at independent institutions in Massachusetts—the perennial leader in this sector—once again received the highest average salary ($100,255). Faculty in independent institutions in Kansas had the lowest average pay at $46,545 ($25,935 less than salaries paid to faculty in public four-year institutions).

CHANGE FROM 2008–09

Salary increases from 2008–09 to 2009–10 reflect a troubled economy. Average faculty salaries increased only 1.4 percent, down from

the historical range of three to four percent. Faculty members in the public sector received 0.8 to 2.0 percent increases; independent sector salaries increased by 0.8 to 1.8 percent (Table 8). Increases varied by rank. The big winners at independents: 2.2 to 5.0 percent increases for associate and assistant professors, and instructors in two-year institutions; lecturers and faculty with no rank at comprehensives; and instructors and lecturers in universities. In public institutions, faculty with no rank at comprehensives received the largest increase, 5.1 percent. Faculty receiving increases of 2.6 to 3.2 percent included lecturers in community colleges and liberal arts institutions, and faculty with no rank in liberal arts institutions.

For the first time in many years, faculty in the public sector received higher, though *very* slight, average increases than colleagues in independents—1.4 vs. 1.3 percent. The larger increases in public institutions—the few two-year independents were exceptions—will help close the historically growing salary gap between publics and independents. These average salary figures do not include recession-induced furloughs or other cost-saving measures.

Maryland faculty in independent institutions saw the greatest salary increase by state and sector from 2008–09 to 2009–10 (10.9 percent, Table 9), but faculty in the state's public sector averaged less than one percent. North Dakota faculty in four-year institutions enjoyed the largest increase in the public sector (5.2 percent). Among the states, New Hampshire provided the largest salary increases to two-year faculty members (8.5 percent).

LAND-GRANT COLLEGES AND UNIVERSITIES

The 115 land-grant universities in the OSU database employ 66 percent of the faculty members in public research/doctoral-granting universities, including many of the highest-paid faculty members in public higher education. Salaries averaged $91,527 in 2009–10, well above the $79,738 average for all public research/doctoral granting universities (Tables 2 and 10). Residency programs, a new field in the OSU report, topped the list, with an average salary of $168,392. Next came faculty members in law and legal studies, averaging $144,490, and in business management and administrative services ($128,747). Faculty members in visual and performing arts and in foreign languages and literatures—still the two lowest-paid specialties—averaged $70,519 and $69,441, respectively.

ACADEMIC SPECIALTY

Surveys by CUPA, like OSU, report salaries at public and independent four-year colleges and universities by academic department. But CUPA places more emphasis on undergraduate faculty and less on professional and graduate school faculty than OSU. CUPA receives reports from a different set of institutions each year. This year, the association surveyed salaries at 822 public and independent four-year institutions—50 percent of the faculty at such institutions.

Legal professions and studies faculty earned the highest average salary at public four-year institutions ($97,129); business, management, and marketing faculty followed closely ($94,511, Table 11). Foreign languages, literatures and linguistics; visual and performing arts; and English language and literature/letters round out the bottom of the list, as in the OSU ranking.

Legal professions and studies faculty also topped the list at independents ($105,711), followed by business, management, and marketing faculty ($94,511). These fields are the highest paid in both sectors, but legal professions and studies faculty at independent institutions have an $8,582 earnings advantage over colleagues at public institutions. The opposite is true for business faculty, who averaged $5,850 more at public institutions.

COLLECTIVE BARGAINING

Collective bargaining agreements covered about 29 percent of the approximately 140,000

Table 8. Percentage Change in Average Salaries for Faculty on 9/10-Month Contracts by Institutional Type and Control, and Faculty Rank: 2008–09 to 2009–10

Offering Level and Faculty Rank	Public Institutions	Independent Institutions	All Institutions
Two-Year Institutions			
Professor	0.7%	-3.0%	0.7%
Associate	1.1	3.7	1.2
Assistant	1.2	2.9	1.2
Instructor	1.3	5.0	1.3
Lecturer	2.7	-17.9*	2.7
No Rank	1.3	-3.1*	1.2
Average	1.1	1.8	1.1
Liberal Arts Institutions			
Professor	1.3	0.0	0.2
Associate	1.1	0.4	0.6
Assistant	0.8	0.4	0.6
Instructor	0.6	0.7	0.9
Lecturer	2.6	-2.7	0.0
No Rank	3.2*	-2.4	-0.2
Average	1.6	0.6	0.9
Comprehensive Institutions			
Professor	1.1	1.0	1.1
Associate	1.1	0.8	1.0
Assistant	1.3	0.7	1.0
Instructor	1.8	-0.1	1.1
Lecturer	1.8	2.2	1.9
No Rank	5.1	2.7	3.2
Average	1.7	1.1	1.4
Research/Doctoral-Granting Institutions			
Professor	1.2	1.7	1.4
Associate	0.9	0.8	0.9
Assistant	1.1	1.5	1.3
Instructor	0.7	2.8	1.3
Lecturer	1.6	2.7	2.0
No Rank	-0.6	-4.0	-1.9
Average	1.5	1.5	1.5
Average			
Professor	1.1	1.3	1.2
Associate	1.0	0.8	1.0
Assistant	1.1	1.2	1.2
Instructor	1.0	1.8	1.2
Lecturer	2.0	1.7	2.0
No Rank	0.8	-2.0	-0.2
Average	1.4	1.3	1.4

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey,* early release version, 2008–09 and 2009–10.

Note: Based on 97 percent of NEA's faculty salary universe (2,943 institutions) reporting comparable data in 2008–09 and 2009–10.

* Indicates less than 100 faculty.

Table 9. Percentage Change in Average Salaries for Faculty on 9/10-Month Contracts, by Institutional Sector and State: 2008–09 to 2009–10

State	Public Institutions			State	Public Institutions		
	Two-Year	Four-Year	Independent Institutions		Two-Year	Four-Year	Independent Institutions
National Average	**1.1%**	**1.5%**	**1.3%**	Maryland	0.8%	0.9%	10.9%
New Hampshire	8.5	-0.7	-5.0	West Virginia	0.6	0.4	2.2
Alaska	6.0	4.0	2.6	Montana	0.4	0.2	4.6
North Dakota	4.6	5.2	1.9	Utah	0.4	0.2	2.5
Rhode Island	4.4	2.7	1.6	Alabama	0.3	0.6	0.6
Iowa	3.3	-0.1	0.4	Florida	0.2	1.7	2.7
New York	3.1	3.4	2.1	North Carolina	0.0	0.6	0.5
Illinois	3.1	1.4	1.9	Arizona	-0.2	1.4	1.7
Nebraska	3.1	2.9	0.3	Massachusetts	-0.3	0.3	0.8
Oregon	2.9	4.3	1.5	Virginia	-0.4	0.4	3.3
California	2.3	2.2	1.7	South Carolina	-0.4	0.6	-0.6
Kansas	2.1	0.1	0.9	Kentucky	-0.5	0.1	0.8
Michigan	2.1	2.3	0.7	Minnesota	-0.6	0.8	0.2
Wisconsin	2.1	0.9	0.6	Oklahoma	-0.7	0.3	0.4
New Jersey	2.0	2.7	1.7	Texas	-0.8	1.8	2.4
New Mexico	2.0	1.2	0.0	Tennessee	-1.0	0.8	0.8
Georgia	1.9	1.9	2.2	Nevada	-1.1	0.8	1.7
Wyoming	1.8	3.6	+	Hawaii	-1.2	0.3	-0.5
Missouri	1.8	0.1	1.2	Mississippi	-1.8	-0.7	1.9
Ohio	1.7	2.8	0.0	Idaho	-1.9	1.7	-0.5
Arkansas	1.6	-0.6	0.4	Delaware	-2.1	4.0	3.0
Colorado	1.6	0.9	-0.5	Indiana	-2.1	0.8	2.3
Pennsylvania	1.5	2.1	0.9	Connecticut	-2.3	-0.1	-0.2
Washington	1.2	0.9	3.8	Louisiana	-2.4	1.0	2.9
Maine	1.2	2.3	1.2	Vermont	+	4.3	1.5
South Dakota	1.1	1.2	-0.1	Washington, D.C.	+	-2.6	-0.6

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey,* early release version, 2008–09 and 2009–10.

Note: Ranked in descending order of percent change in average salary for public two-year institutions.

Based on 98 percent (1,023) of the public two-year institution universe (1,042); 98 percent (585) of the public four-year institution universe (595); 96 percent (1,335) of the independent institution universe (1,395).

+ Indicates no responding institutions.

faculty members in the CUPA survey who teach in public four-year colleges. The covered faculty members averaged $73,489—$2,725 more than colleagues in public institutions without bargaining agreements ($70,764, Table 12).

Faculty in security and protective services showed the largest difference between unionized and non-unionized faculty members ($8,054). Unionized faculty in library science, history, visual and performing arts, and communication, journalism and related service enjoyed a salary differential greater than $6,000. Salary differentials favored faculty in non-bargaining institutions in only four disciplines,

Table 10. Number of Faculty, Average Salaries for Full-Time Faculty on 9/10-Month Contracts in Land Grant Universities, 2009–10, and Percent Change in Salary, 2008–09 to 2009–10, by Discipline

Discipline	2009–10		Percent Change in Salary, 2008–09 to 2009–10
	Number of Faculty	Average Salary	
Residency Programs in Health Industry	1,074	$168,392	3.7%
Law and Legal Studies	1,867	144,490	2.1
Business Management and Administrative Services	7,739	128,747	2.6
Computer and Information Services	2,383	108,489	1.2
Engineering	11,450	107,850	1.3
Physical Sciences	8,450	97,350	1.7
Health Professions and Related Services	10,530	93,237	-0.4
Biological Sciences and Life Sciences	8,752	92,993	2.0
Social Sciences and History	9,017	92,535	1.9
All Fields	**118,968**	**91,527**	**1.3**
Multidisciplinary Studies	968	90,242	3.0
Mathematics	4,910	90,061	1.8
Psychology	3,907	88,521	1.7
Agricultural Business and Production	4,297	86,878	1.7
Public Administration and Services	1,806	84,147	-0.5
Conservation and Renewable Natural Resources	1,464	82,068	0.6
Philosophy and Religion	1,527	80,662	2.6
Area, Ethnic, and Cultural Studies	1,269	80,237	0.2
Library Science	413	78,575	2.6
Architecture and Related Programs	1,836	78,491	0.0
Home Economics	1,892	76,020	1.5
Communications	2,514	74,347	1.7
Engineering-Related Technologies	557	74,308	1.0
Parks, Recreation, Leisure and Fitness Studies	1,270	73,725	1.3
Education	6,726	73,724	1.1
English Language and Literature/Letters	5,788	73,695	0.9
Visual and Performing Arts	7,833	70,519	0.9
Foreign Languages and Literatures	4,991	69,441	0.2

Source: Oklahoma State University. *Faculty Salary Survey, 2008–09 and 2009–10.*
Note: Ranked in descending order according to 2009–10 salary.

Table 11. Average Salaries, Full-Time Faculty in Four-Year Institutions, by Institutional Control and Discipline, 2009–10

Discipline	Public Institutions	Independent Institutions	Difference in salary
Agriculture, Agriculture Operations, and Related Sciences	$73,058	$62,342	$10,716
Multi/Interdisciplinary Studies	74,510	65,121	9,389
Library Science	67,993	60,263	7,730
Communications Technologies/Technicians and Support Services	67,827	60,297	7,530
Natural Resources and Conservation	72,130	65,469	6,661
Computer and Information Sciences and Support Services	83,157	76,936	6,221
Business, Management, Marketing, and Related Support Services	94,511	88,661	5,850
Biological and Biomedical Sciences	72,061	66,651	5,410
Security and Protective Services	65,262	60,390	4,872
Liberal Arts and Sciences, General Studies and Humanities	65,523	61,128	4,395
Parks, Recreation, Leisure and Fitness Studies	63,255	59,227	4,028
Family and Consumer Sciences/Human Sciences	66,077	63,109	2,968
Health Professions and Related Clinical Sciences	72,891	69,932	2,959
Public Administration and Social Service Professions	68,516	66,097	2,419
Education	65,244	63,173	2,071
All Fields	**71,596**	**69,716**	**1,880**
Physical Sciences	68,918	67,740	1,178
Architecture and Related Services	74,108	73,116	992
Psychology	66,738	65,801	937
Mathematics and Statistics	65,575	64,710	865
Communication, Journalism and Related Services	63,857	63,559	298
Engineering	90,215	90,178	37
Philosophy and Religious Studies	65,005	66,541	-1,536
Visual and Performing Arts	60,691	63,154	-2,463
English Language and Literature/Letters	59,590	62,106	-2,516
History	63,178	65,699	-2,521
Social Sciences	68,910	71,592	-2,682
Engineering Technologies/Technicians	69,724	72,919	-3,195
Area, Ethnic, Cultural, and Gender Studies	71,521	75,242	-3,721
Foreign Languages, Literatures, and Linguistics	61,625	66,705	-5,080
Legal Professions and Studies	97,129	105,711	-8,582

Source: College and University Professional Association. *2010 National Faculty Salary Survey by Discipline and Rank in Four-Year Colleges and Universities Report,* March 2010.

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

Table 12. Average Salaries and Salary Difference, and Number of Full-Time Faculty in Public Four-Year Institutions, by Bargaining Status and Discipline, 2009–2010

	Average Salaries			Number of Faculty	
Discipline	**Collective Bargaining**	**Non-Collective Bargaining**	**Difference**	**Collective Bargaining**	**Non-Collective Bargaining**
Security and Protective Services	$70,440	$62,386	$8,054	498	808
Library Science	72,649	64,970	7,679	303	253
History	68,015	61,098	6,917	1,108	2,852
Visual and Performing Arts	65,332	58,569	6,763	3,048	7,694
Communication, Journalism and Related Services	68,619	61,877	6,742	1,051	2,514
Philosophy and Religious Studies	68,786	63,147	5,639	569	1,243
English Language and Literature/Letters	63,211	57,821	5,390	2,810	6,009
Psychology	70,440	65,170	5,270	1,635	3,537
Education	68,802	63,562	5,240	4,265	8,373
Public Administration and Social Service Professions	72,052	66,978	5,074	728	1,611
Engineering Technologies/Technicians	72,446	68,054	4,392	470	863
Mathematics and Statistics	68,457	64,351	4,106	1,840	4,650
Foreign Languages, Literatures, and Linguistics	64,448	60,403	4,045	1,172	3,002
Social Sciences	71,435	67,586	3,849	3,072	6,385
Liberal Arts and Sciences, General Studies and Humanities	67,971	64,237	3,734	263	396
Natural Resources and Conservation	74,306	71,061	3,245	268	792
Physical Sciences	71,132	67,893	3,239	2,550	5,905
Area, Ethnic, Cultural, and Gender Studies	73,349	70,206	3,143	331	487
Architecture and Related Services	76,236	73,318	2,918	255	880
Communications Technologies/Technicians and Support Services	69,904	66,996	2,908	23	52
Biological and Biomedical Sciences	74,063	71,287	2,776	2,446	5,787
All Disciplines	**73,489**	**70,764**	**2,725**	**40,839**	**100,047**
Parks, Recreation, Leisure and Fitness Studies	64,987	62,380	2,607	715	1,594
Computer and Information Sciences and Support Services	84,749	82,499	2,250	1,025	2,499
Health Professions and Related Clinical Sciences	74,186	72,390	1,796	3,504	12,122
Agriculture, Agriculture Operations, and Related Sciences	74,435	72,716	1,719	423	1,900
Family and Consumer Sciences/Human Sciences	66,376	65,986	390	378	1,369
Business, Management, Marketing, and Related Support Services	93,935	94,739	-804	3,577	8,746
Legal Professions and Studies	96,190	97,529	-1,339	347	1,066
Engineering	88,703	90,776	-2,073	1,912	6,056
Multi/Interdisciplinary Studies	72,555	75,299	-2,744	184	510

Source: College and University Professional Association, *2010 National Faculty Salary Survey by Discipline and Rank in Four Year-Colleges and Universities Report,* March 2010.

Note: Sorted in descending order by salary differential. CUPA collects data from a different set of institutions every year; as such, caution should be taken in making year-to-year comparisons. CUPA reports average salaries based on simple averages of institutions, rather than based on the number of faculty. Data reflect salaries as of October 15, 2009.

with the largest difference occurring in multi/interdisciplinary studies ($2,744). Within the largest discipline reported by CUPA—health professions and related clinical sciences—only 22 percent were unionized. These faculty members earned $1,796 more than non-unionized colleagues. Library science—the discipline reporting the largest proportion of unionized faculty—showed a $7,679 differential favoring colleagues covered by collective bargaining agreements.

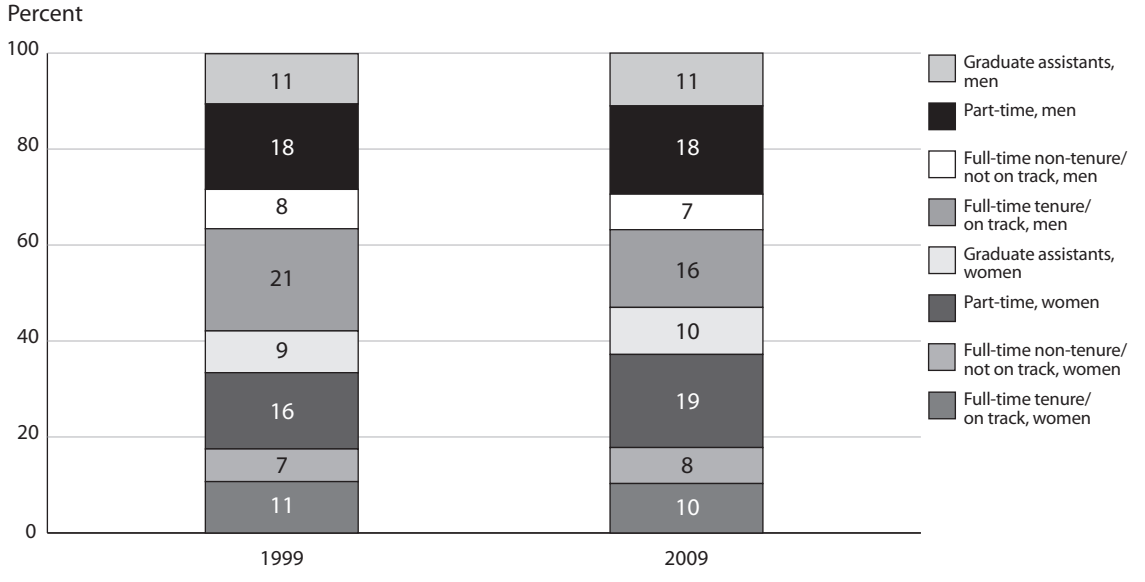
THE CHANGING INSTRUCTIONAL WORKFORCE

The higher education instructional workforce included about 1.2 million people in 1999. The instructional staff increased, along with enrollments, to nearly 1.7 million in 2009. This workforce includes full-time tenured or tenure-track faculty; full-time non-tenured/non-tenure track faculty; part-time faculty; and graduate assistants. Institutions continually try to increase their financial flexibility by decreasing costs. Employing easily expendable faculty is a means to this end.

This quest for flexibility resulted in a dramatic shift in the instructional workforce: a substantial growth in part-time and in full-time non-tenure-track faculty. The consequence: a decline in the proportion of full-time tenure-track or tenured faculty from almost one-third (32 percent) in 1999 to just over one-quarter (27 percent) by 2009. The proportion of instructional staff teaching full-time decreased from 47 to 41 percent over the same decade (Figure 5).

Coupled with the increasing proportion of faculty hired part-time or in non-tenure track positions, is the growth in the share of positions held by women. The proportion of women in the instructional workforce grew from 43 percent in 1999 to 47 percent a decade later. But this growth is attributable to the increase in the number of women in part-time (from 16 to 19 percent) or in non-tenure track (seven to eight percent) positions over the decade. Women hold a larger share of full-time professorships

Figure 5. Percentage Distribution of Instructional Staff by Gender and Instructional Staff Type, 1999 and 2009



Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Fall Staff Survey*, 1999 and 2009.

and associate professorships than a decade ago. But the proportion of women in tenure-track and tenured positions decreased from 11 to 10 percent. The proportion of tenure-track and tenured men also declined from 21 to 16 percent.

CONCLUSION

Faculty members, on average, received steady increases in salaries over the past decade—enough to keep ahead of inflation. Their purchasing power is greater now than in the early 1970s. But not everyone showed equal gains. Aggregated average faculty salaries range from about $40,000 to over $130,000—some institutions or individuals report even higher and lower extremes. Many salary differences result from the characteristics discussed in this essay: geographic region, discipline, years employed, rank, type and level of institution, gender, and bargaining status. But other variables might also 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 four-year institutions pay more than two-year institutions. Professors, of course, earn more than colleagues in other ranks. Business and marketing, law, and engineering faculty lead the disciplines in pay; faculty in humanities, literature, and the arts are among the lowest-paid. Institutions with collective bargaining agreements generally pay their faculty more than other colleges and universities.

Females earn less than males, but the purchasing power gap is closing. Women's share of full-professor positions increased over the past decade, but females were still much less likely to hold these professorships, and were more likely to teach in the lower ranks. Finally, among women faculty, the proportion in tenure-track and tenured positions declined over the past decade, while the proportion of part-time faculty members increased. The proportion of male, full-time tenure-track and tenured faculty also declined.

NOTES

[1] "Stagflation" is an economic condition coupling continued inflation and stagnant business activity, together with an increasing unemployment rate. During the inflationary period, people began stockpiling, which led to increased demand, higher prices, and the need for higher salaries, which led to increased demand, and a continuing spiral of increased inflation (U.S. Department of State, n.d.).

[2] This erosion of purchasing power may, in part, reflect a change in definitions for these ranks occurring in the early 1990s.

[3] Clery and Lee, 1999.

[4] Perna, 2001.

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