The nation is well into a major recession, the likes of which have not been seen in 75 years. One result of this may be a major reduction in public support for public higher education. This year’s salary issue of the Advocate looks at what has happened in positive and negative business cycles over the last 10 years to see how those ups and downs affect faculty salaries and the number of faculty members teaching in public colleges and universities.

<table>
<thead>
<tr>
<th>2</th>
<th>4</th>
<th>5</th>
<th>5</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>10-YEAR TRENDS IN FACULTY SALARIES</td>
<td>SLIGHT FACULTY SALARY INCREASE 2007–08</td>
<td>NON-TRADETIONAL VS. TENURED FULL-TIME FACULTY</td>
<td>WOMEN AND MINORITY FACULTY MEMBERS</td>
<td>RETIREMENT AND HEALTH INSURANCE</td>
</tr>
</tbody>
</table>

In this issue of the Advocate...

In addition to analyzing the effects of the nation’s economic ups and downs on faculty salaries over the past decade, we provide salary and benefits information derived from data found in the 2009 NEA Higher Education Almanac. The 2009 Almanac contains more detailed salary information for both public and private institutions and also provides an in-depth analysis of the outlook for state support of higher education as the recession deepens.

Also in the 2009 Almanac:
- the results of a key issues survey of non-teaching academic and support professionals who make up 58 percent of the nation’s higher education workforce;
- a somber analysis of how the current financial crisis may delay retirements and jeopardize pensions, especially for faculty members relying on defined-contribution retirement plans;
- a look at faculty workload and productivity issues caused by “years of systematic neglect” of U.S. public higher education;
- other articles that discuss how collective bargaining protects faculty governance and intellectual property rights; the dangers to scholarship created by commercial search engines; and the role non-teaching academic staff can play in increasing student retention.

The 2009 NEA Higher Education Almanac is available free to NEA higher education members. E-mail HigherEducation@nea.org or download a copy at www2.nea.org/he/order2009almanac.html.

List of public-sector faculty salaries begins on page 9
I. Uncertain Times

Not surprisingly, faculty salaries tend to rise during periods of prosperity and increase much less, or even fall, in periods of economic decline. The other thing that happens during economic downturns is an increase in enrollments. Public colleges are faced with the problem of serving more students with fewer resources. It does appear, however, that public colleges and universities do hire additional faculty to meet the need. The addition of new faculty members, who are full time at lower salaries, may depress the average faculty salary during these periods of growth.

This report examines 10-year trends in faculty salaries, state appropriations for public institutions (both 2-year and 4-year), numbers of full-time-equivalent (FTE) students, and total number of full-time faculty. All trends are calculated from a baseline year of 1996–97, and are expressed as the total percent increase from that base year. All financial data are reported in constant dollars.

During the period 1996–97 to 2007–08 (because faculty salary data were not collected in 2000-01, we use 1996–97 as the base year in order to examine 10 years of faculty salary data), salaries for full-time faculty on 9/10-month contracts at public institutions increased by a total of 3.7 percent (Chart 1). Most of this gain was realized by 2002–03, at which point salaries had increased by a total of 4.1 percent over the base year. Salaries then declined to a 2.9 percent gain over the base year by 2006–07. In 2007–08 (the...
Salaries moved upward to reach 4.6 percent in total growth over the 10-year period. When averaged over the decade, the annual increase in faculty salaries was less than 0.5 percent.

Salaries Tied to Public Support
This history of relatively robust increases in faculty purchasing power, followed by much weaker gains or even losses, follows the increases and decreases in public support for higher education. Chart 2 shows the annual changes in state and local tax appropriations for public higher education. By 2007–08, appropriations had increased by 27.0 percent in constant dollars. Once again, however, state and local appropriations rose quickly through 2001–02, with a total increase of 20.4 percent. The support then began to fall, and by 2005–06 was only 14.1 percent over the base year. The final two years of the period show much higher increases.

As might be expected, faculty salaries mirrored the changes in state and local appropriations. This simple conclusion is complicated by changes in enrollment, which climbed by 33.2 percent over the decade (Chart 3). However, by 2002–03 (the year following the start of the decline in state support), the number of students was increasing faster than state and local appropriations. By the end of the 10-year period, state and local tax support per full-time-equivalent (FTE) student had decreased by 4.6 percent in constant dollars. There was a significant erosion of public support per FTE between 2003–04 and 2005–06, when state support per FTE dipped to 11 and 12 percent below that of the base year. Enrollment growth compounded the effects of declining public support over those years.

Increase in Faculty Hires
Public colleges and universities responded to the increase in enrollment by hiring more faculty. The number of full-time faculty on 9/10-month contracts showed a steady increase over the ten years. By 2007–08, the total number had increased by 25.3 percent over the base year (Chart 4). During the same period, the number of part-time faculty increased by 37.5 percent. The student/teacher ratio (calculated only for full-time faculty) remained relatively constant over the period, ranging between 28.7 and 30.1 FTE students per full-time teacher, probably because of the increase in part-time faculty.

Average full-time faculty salaries represent a combination of increases for faculty in place and the addition of new faculty. New faculty members are hired at lower salaries, while older and more experienced faculty members (who usually have the highest salaries) retire or leave. Major increases in the number of new faculty may depress the average faculty salary.

Uncertain Future
Looking forward, the economic picture is negative for the foreseeable future. Early estimates for FY2009
indicated an increase in state tax appropriations of less than 1 percent, much lower than the increases over the past two years. Even these estimates may be too optimistic in the face of a rapidly weakening economy.

Changes in public college and university faculty salaries often lag the changes in public support. Decisions made in the previous budget year are implemented in the current year. Even though the current recession has been underway for many months, the major effects on public spending are just starting to be realized. Colleges are being asked to make mid-year rescissions, and next year’s budgets look gloomy in many states. At the same time, many colleges are experiencing an increase in demand as the unemployed stream back to college to upgrade their skills. The severity of this decline puts us in a new environment, which makes its effects harder to predict. The business ups and downs of the last decade provide something of a guide as to what might happen, but the future is uncertain. Federal bailout money and increases in student aid may soften the blow, but we still don’t know the magnitude of the financial crisis.

II. Faculty Salaries Show Increase over Previous Year

In 2007–08, faculty salaries (in constant dollars) showed an increase of 1.6 percent over 2006–07. This is compared to last year’s 1.2 percent increase. The average faculty member’s purchasing power rose $1,141, from $69,923 in 2006–07 to $71,064 in 2007–08. Chart 5 shows the trend in faculty salaries in constant dollars from 1991–92 to 2007–08.

It should be noted that faculty purchasing power has increased when calculated for all ranks. In Chart 5, the following faculty ranks have been combined: instructor, lecturer, and faculty with no rank. Whether salaries for these groups are calculated individually or collectively, they are still the lowest-paid faculty group. Recently, many faculty members who were previously categorized as lecturers or instructors began to be listed as having no rank. However, the chart does indicate that the faculty rank with the lowest increase in purchasing power is associate professors, at just less than 2 percent.

Salary differences between public and private institutions

Full-time faculty salaries differ by institutional type (Chart 6). In 2007–08, faculty members at public community colleges and public master’s institutions earned a higher salary than did their counterparts at comparable private institutions; this finding has remained constant over the last seven years. Faculty members at private baccalaureate and doctoral institutions earn more than their public colleagues, with the largest difference ($11,400) for faculty at doctoral institutions.

Chart 5. Average full-time faculty salaries in constant dollars, by academic rank, 1991 to 2008.
In 2007–08, the total number of full-time and part-time faculty at public and private institutions combined was 1,229,687 (Table 1). Of these, 864,835 (70 percent) taught in public institutions; the remaining 30 percent were at private institutions. Of particular note here is the fact that the percentages of part-time faculty teaching at both types of institutions are relatively similar. Forty-seven percent of total faculty at public institutions teach part time, compared with 44 percent at private institutions. Also, among public institutions, only associate institutions use more part-time faculty than full-time. In private institutions, both AA (a very small percentage of the private sector) and comprehensive institutions have more part-time faculty than full-time. Also, private doctoral institutions employ a larger percentage of part-time faculty than do their public counterparts.

Women faculty members continue to earn less than men faculty in all but one sector: private AA institutions. The greatest disparity continues to be at doctoral universities, where women’s salaries are 80 percent and 77 percent of men’s salaries, respectively, at public and private institutions (Table 2); this has been the case for the last several years. Some progress has been made over the past six years in most sectors, and female faculty members at community and baccalaureate colleges continue to show smaller salary differences.

The number of women faculty continues to increase
Despite women’s salaries making little headway, the number of full-time women faculty at public institutions has increased by 87 percent since 1989–90, while the number of men increased by not even 9 percent (Table 3). The share of women working full time at private institutions has also
Table 2. Women’s average salaries compared to men’s, by institutional type and control, 2007–08.

<table>
<thead>
<tr>
<th>Type/Control</th>
<th>Women Salary</th>
<th>Men Salary</th>
<th>Women/Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>AA Public</td>
<td>58,266</td>
<td>61,057</td>
<td>95%</td>
</tr>
<tr>
<td>AA Private*</td>
<td>44,357</td>
<td>44,160</td>
<td>100%</td>
</tr>
<tr>
<td>BA Public</td>
<td>57,177</td>
<td>63,740</td>
<td>90%</td>
</tr>
<tr>
<td>BA Private</td>
<td>58,882</td>
<td>64,913</td>
<td>91%</td>
</tr>
<tr>
<td>BA+ Public</td>
<td>60,198</td>
<td>67,001</td>
<td>90%</td>
</tr>
<tr>
<td>BA+ Private</td>
<td>58,120</td>
<td>64,663</td>
<td>90%</td>
</tr>
<tr>
<td>Doctoral Public</td>
<td>66,287</td>
<td>83,202</td>
<td>80%</td>
</tr>
<tr>
<td>Doctoral Private</td>
<td>74,522</td>
<td>96,262</td>
<td>77%</td>
</tr>
<tr>
<td>Average Public</td>
<td>62,133</td>
<td>74,406</td>
<td>84%</td>
</tr>
<tr>
<td>Average Private</td>
<td>66,457</td>
<td>82,688</td>
<td>80%</td>
</tr>
</tbody>
</table>

*Due to the low number of private AA institutions, it is possible that the increase in salary for women is based on a very few cases.


Table 3. Net increase in faculty by gender, 1989–90 to 2007–08.

<table>
<thead>
<tr>
<th>Institution Type</th>
<th>Public Women</th>
<th>Public Men</th>
<th>Private Women</th>
<th>Private Men</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>AA</td>
<td>72.2%</td>
<td>8.4%</td>
<td>-75.4%</td>
<td>-77.0%</td>
<td>29.2%</td>
</tr>
</tbody>
</table>
| BA               | 28.1%        | -17.7%     | -0.7%         | -33.5%      | -18.4%
| BA+              | 28.4%        | -28.9%     | 61.3%         | -1.6%       | -0.6%
| Doctoral         | 152.1%       | 31.4%      | 156.9%        | 28.3%       | 60.4%
| Total            | 86.9%        | 8.9%       | 67.6%         | 3.4%        | 30.0%


Chart 7. Percent of full-time faculty that is minority, 2007-08 and percent of US populations that is minority, 2000 and 2025 (projected).


Increased dramatically during this time period—by 68 percent. Doctoral universities and community colleges have seen a net increase in women faculty of 157 and 61 percent, respectively. Women account for 84 percent of the increase in the number of teaching faculty over the past 18 years.

Minority faculty underrepresented

As has been the case over the last several years, minority faculty members continue to be underrepresented at public and private colleges and universities (Chart 7). The percentages of African American, Hispanic, and American Indian faculty in 2005-06 are well below parity with 2025 population projections, while Asians have already surpassed parity. In the case of African American and Hispanic faculty, the percentages have dropped slightly from last year. As the number of both Hispanic and African American students attending postsecondary institutions continues to increase, however, it may be possible to close the faculty gap, if serious efforts are undertaken to encourage young scholars from minority backgrounds to work in the nation’s colleges and universities.
V. Professional Staff

In 2007–08, the salaries of non-teaching staff—other professionals—increased between 3.5 and 4.0 percent, according to the College and University Professional Association for Human Resources 2007-08 Mid-Level Administrative and Professional Salary Survey. The “other professionals” category includes positions that require, at minimum, a bachelor’s degree, but do not include any managerial responsibility. Examples include jobs in information technology, student affairs, and human resources. While some of these professionals may be paid according to the faculty salary schedule, they do not teach. The range of increases this year is nearly identical to that in 2006–07; however, in the current year, all public institution types showed a 4.0 percent increase in the salaries of other professionals. The largest increase for private institutions was 3.8 percent for master’s institutions (Chart 8).

The median salaries for all job categories also increased by between 3.5 and 4.0 percent (Table 4). At public institutions, six of the eight classifications had increases of 4.0 percent, up from a total of five categories in 2006–07. The only job category to see an increase of 4.0 at private institutions was human resources professionals.

VI. Retirement and Health Insurance

In terms of total dollars spent, three categories of benefits (medical, retirement, and Social Security) account for more than 90 percent of total benefits at public institutions, and approximately 85 percent at private institutions. Retirement and Social Security contributions generally increase with salary, while medical benefits do not. Public colleges and universities show less variation in the amount of benefits than is found among private institutions. All benefits showed an increase over 2006–07, with the exception of small decreases in Social Security benefits at private associate institutions and in the “other benefits” category for public community colleges and doctoral institutions. Table 5 shows the amount paid by the institution or state on behalf of the faculty member.
Table 5. Benefits paid to faculty members in public and private colleges and universities, 2007–08.

<table>
<thead>
<tr>
<th>Public</th>
<th>Retirement</th>
<th>Medical</th>
<th>Social Security</th>
<th>Other Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>AA</td>
<td>5,624</td>
<td>7,687</td>
<td>2,879</td>
<td>1,192</td>
<td>17,382</td>
</tr>
<tr>
<td>BA</td>
<td>6,488</td>
<td>7,038</td>
<td>3,507</td>
<td>1,165</td>
<td>18,198</td>
</tr>
<tr>
<td>BA+</td>
<td>6,734</td>
<td>7,462</td>
<td>4,311</td>
<td>747</td>
<td>19,252</td>
</tr>
<tr>
<td>Doctoral</td>
<td>7,385</td>
<td>7,285</td>
<td>4,596</td>
<td>1,176</td>
<td>20,442</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Private</th>
<th>Retirement</th>
<th>Medical</th>
<th>Social Security</th>
<th>Other Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>AA</td>
<td>2,571</td>
<td>4,625</td>
<td>3,147</td>
<td>1,393</td>
<td>11,736</td>
</tr>
<tr>
<td>BA</td>
<td>5,182</td>
<td>5,595</td>
<td>4,446</td>
<td>2,812</td>
<td>18,035</td>
</tr>
<tr>
<td>BA+</td>
<td>4,744</td>
<td>5,568</td>
<td>4,436</td>
<td>2,684</td>
<td>17,432</td>
</tr>
<tr>
<td>Doctoral</td>
<td>8,036</td>
<td>6,756</td>
<td>5,732</td>
<td>3,323</td>
<td>23,847</td>
</tr>
</tbody>
</table>


VII. Faculty Salary Information on the Internet

In addition to the NEA Almanac of Higher Education, the NEA Web site provides an annually updated state salary profile and a list of salaries paid at individual colleges and universities.

[www2.nea.org/he/salaries/index.html](http://www2.nea.org/he/salaries/index.html)

The U.S. Department of Education’s National Center for Education Statistics (NCES) is one of the basic sources for faculty salaries, along with other higher education data. These data are the basis for the NEA salary reports. Both the Integrated Postsecondary Education Data System (IPEDS) and the National Study of Postsecondary Faculty (NSOPF) can be accessed through this Web site:

[http://nces.ed.gov/surveys/nsopf](http://nces.ed.gov/surveys/nsopf)

The American Association of University Professors (AAUP)’s *Annual Report on the Economic Status of the Profession* is a good companion report on faculty salaries. AAUP collects their own data and analyzes them differently than NEA, providing a slightly different view of faculty salaries. A summary with selected tables is available on their Web site at no cost, and a complete print copy is available for $68.

[www(aaup.org)/AAUP/pubsres/research/](http://www.(aaup.org)/AAUP/pubsres/research/)

The College and University Professional Association for Human Resources (CUPA-HR) provides a number of salary reports based on their own college survey. Faculty salaries are reported by academic rank and administrators’ salaries. Studies can be ordered for a fee through their Web site.


The Chronicle of Higher Education publishes “Fact Files,” a compilation of data from various higher education agencies and collectors of information relating to higher education. Data are taken from many sources. The Chronicle carries several salary reports each year. To access the data, you will need a user name and password.


Oklahoma State University (OSU) contracts with the National Association of State Universities and Land-Grant Colleges (NASULGC) to conduct an annual salary survey of approximately 100 participating public land-grant state universities nationwide. A copy of the most current report is available for $75.

[http://vpafokstate.edu/IRIM/FacultySalary.html](http://vpafokstate.edu/IRIM/FacultySalary.html)

The Society of American Law Teachers publishes an annual salary survey in the *SALT Equalizer* that provides samples of law school salaries from various regions in the United States.

[www.saltlaw.org/salary-survey](http://www.saltlaw.org/salary-survey)

The Grapevine project, at the Center for the Study of Education Policy at Illinois State University, does an annual compilation of data related to state tax appropriations for higher education general operating expenses, including universities, colleges, community colleges and state higher education agencies. Data are presented both in the national aggregate and on a state-by-state basis.

[www.grapevine.ilstu.edu/](http://www.grapevine.ilstu.edu/)

Footnotes

Notes: Unless otherwise designated, the data in the charts and tables in this issue of the Advocate come from the U.S. Department of Education’s National Center for Educational Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS) and are for full-time 9- and 10-month faculty.

State tax appropriations data are taken from Grapevine, which is an annual compilation of state tax data collected from individual states. Grapevine is housed in the Center for the Study of Education Policy at Illinois State University.