Faculty Salaries, 2002-03

INTRODUCTION

Even though the economy is bad, faculty salaries continue to increase. However, purchasing power has remained relatively static since 1972-73. In 2002-03, the overall average salary for faculty members on 9/10 month contracts was $61,501—a 2.7 percent increase since 2001-02. Faculty members in private institutions earned $65,069, which was about $5,000 more than the salary of $60,071 earned by those in the public sector. The 15 percent of faculty members on 11/12 month contracts earned an average of $75,591 in 2002-03. Overall, the number of 9/10 month faculty increased 2.9 percent from 2001-02 to 2002-03.

The U.S. Department of Education collects faculty salary data from all accredited postsecondary institutions; the early-release version of this data is the basis of this report. The data reported herein include only public and private, not-for-profit, degree-granting institutions (3,275 institutions); therefore, averages reported may diverge from others that use a different set of institutions in their analyses. Unless otherwise noted, only 9/10 month faculty members are reported in this analysis.

FACULTY COMPOSITION

The majority of faculty on 9/10 month contracts taught at public institutions. Of a total of 423,920 faculty members, 301,432 (71 percent) taught in public institutions (Table 1). It is only in baccalaureate institutions that private institutions employ more faculty members than public institutions, 20,789 compared with 7,711. Professors make up the largest share (29 percent) of the total number of faculty members. Only 15 percent (74,621) of all faculty members are employed on 11/12 month contracts.

<table>
<thead>
<tr>
<th>Table 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of full-time faculty on 9/10 month contracts by institutional type and faculty rank: 2002-03</td>
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<tr>
<td>---</td>
</tr>
<tr>
<td><strong>Institutional level</strong></td>
</tr>
<tr>
<td>Total</td>
</tr>
<tr>
<td>Associate</td>
</tr>
<tr>
<td>Baccalaureate</td>
</tr>
<tr>
<td>Comprehensive</td>
</tr>
<tr>
<td>Doctoral</td>
</tr>
<tr>
<td><strong>Faculty rank</strong></td>
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<tr>
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</tbody>
</table>

FACTOR SALARIES

In constant 2002-03 dollars, this year’s average salary is 5 percent higher than the 1972-73 salary level ($61,501 compared with $58,816, Table 2)—this continues an upward trend that began in 1997-98. However, a closer look at the figures indicates that of all the ranks, only professors and instructors accounted for the increase; faculty in every other rank showed a decrease in purchasing power based on the 1972-73 average.

Faculty members in community colleges have lost purchasing power over the long-term while those in private colleges and universities have gained 14 percent in purchasing power (Table 3). In comparison, faculty members in public institutions have just barely held even with a 1 percent increase in purchasing power over the thirty-year period.

In 2002-03, the average salary for faculty at public doctoral institutions was $66,734, which was the highest in the public sector, but $9,940 less than the $76,674 earned by those who taught in private doctoral-granting institutions (Table 4). Overall, a $4,998 salary differential existed between the $60,071 earned by faculty members teaching in public institutions and the

### Table 2

<table>
<thead>
<tr>
<th>Faculty Rank</th>
<th>1972-73</th>
<th>2002-03</th>
<th>Percent change</th>
</tr>
</thead>
<tbody>
<tr>
<td>All ranks</td>
<td>$58,816</td>
<td>$61,501</td>
<td>4.6%</td>
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<tr>
<td>Professor</td>
<td>81,459</td>
<td>83,606</td>
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<tr>
<td>Instructor</td>
<td>45,596</td>
<td>48,613</td>
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<tr>
<td>Lecturer</td>
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<tr>
<td>No rank</td>
<td>53,830</td>
<td>46,398</td>
<td>-13.8</td>
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### Table 3

<table>
<thead>
<tr>
<th>Institutional Type</th>
<th>1972-73</th>
<th>2002-03</th>
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</thead>
<tbody>
<tr>
<td>All faculty</td>
<td>13,856</td>
<td>61,501</td>
</tr>
<tr>
<td>4-year Total</td>
<td>14,016</td>
<td>63,524</td>
</tr>
<tr>
<td>2-year Total</td>
<td>14,417</td>
<td>52,377</td>
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<tr>
<td>Private institutions</td>
<td>12,919</td>
<td>65,069</td>
</tr>
<tr>
<td>4-year Total</td>
<td>13,452</td>
<td>65,278</td>
</tr>
<tr>
<td>2-year Total</td>
<td>13,622</td>
<td>35,804</td>
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</tbody>
</table>

Percent change from 1972-93 to 2002-03: 4.5, 0.9, 3.8, (4.5), 13.9, 12.8, (9.2)

$65,069 earned by those in private institutions. At the associate-granting and comprehensive levels, faculty members in public institutions earned more on average than did those at private institutions.

Professors receive the highest salaries in colleges and universities. The average salary for professors in the public sector lags that earned by those in private institutions. Professors at private doctoral-granting institutions earned the highest average salary, $104,680. This was significantly higher than that earned by professors in public doctoral granting universities (Table 5).

### Table 4

<table>
<thead>
<tr>
<th>Institutional level</th>
<th>Public</th>
<th>Private</th>
<th>Total</th>
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</thead>
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<tr>
<td>Average</td>
<td>$60,071</td>
<td>$65,069</td>
<td>$61,501</td>
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</table>


### Table 5

<table>
<thead>
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<th>Institutional level</th>
<th>Public</th>
<th>Private</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>Average</td>
<td>$77,089</td>
<td>$86,662</td>
<td>$79,942</td>
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</table>


### Table 6

<table>
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<th>Institutional level</th>
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<th>Total</th>
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<tbody>
<tr>
<td>Average</td>
<td>$53,453</td>
<td>$64,608</td>
<td>$56,144</td>
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### Salaries by Gender

Perennially, women in academe have earned lower average salaries than their male counterparts. The trend continued in 2002-03: men faculty members at public institutions earned an average salary of $64,608, $11,155 more than women. In private institutions the difference was $13,972 (Table 6). The greatest difference is seen in the professor ranks, where men earned $9,004 more in public institutions than women, and $9,702 more in private institutions. With the exception of private associate-degree granting institutions, the average salary for male faculty members was greater than that of females.
at each institutional type. The greatest difference was in doctoral-granting institutions, where men earned an average of $15,501 more than women in public institutions; the difference was even greater, $18,615, in private institutions.

### TABLE 7

Average salaries for faculty members on 9/10 month contracts in public 2-year, 4-year and private institutions by state: 2002-03*

<table>
<thead>
<tr>
<th>State</th>
<th>4-year</th>
<th>2-year</th>
<th>2-year</th>
<th>4-year</th>
<th>2-year</th>
<th>2-year</th>
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<td>36,805</td>
<td>37,911</td>
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</tr>
</tbody>
</table>

*Ranked in descending order of average salary in public 4-year institutions.

+Indicates no institutions in this category.

SALARIES BY STATE

Nationally, the highest average salary for faculty members in public four-year institutions in 2002-03 was in California, where faculty members were paid $77,011 (Table 7). California was one of five states where faculty members earned more than $70,000 annually in public four-year institutions. In public two-year institutions, California also led the list with an average faculty salary of $67,822. Massachusetts faculty members were paid the highest average salaries in the private sector, $80,971. Six states, along with the District of Columbia, paid average salaries greater than $70,000 in private institutions: California, Connecticut, New Jersey, Rhode Island, New York, and Utah.

At the other end of the spectrum, the lowest-paid faculty members in public four-year institutions were in North Dakota, earning $48,252 in 2002-03. In public two-year institutions, the lowest average faculty salaries were in Montana, with an average of $36,606. New Mexico had the lowest average faculty salaries at private institutions at $27,316.

Faculty members in Wyoming had the largest average percentage salary increase in public 4- and 2-year institutions, 12 and 8 percent, respectively (Table 8). In public 4-year institutions, four other states experienced salary increases of 6 percent or higher (Hawaii, Minnesota, New Mexico, and New York), while six states experienced average salary decreases from the 2001-02 to 2002-2003 academic year. With an 11 percent decline, Delaware’s community colleges experienced the largest decrease in average salaries among community colleges.

### TABLE 8

<table>
<thead>
<tr>
<th>State</th>
<th>Public 4-year</th>
<th>Public 2-year</th>
<th>Private 4-year</th>
<th>Private 2-year</th>
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<td>7.8</td>
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<td>2.3</td>
<td></td>
</tr>
<tr>
<td>HI</td>
<td>6.4</td>
<td>6.8</td>
<td>1.4</td>
<td></td>
</tr>
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<td>OR</td>
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1 Ranked in descending order of percent change in average salary in public 4-year institutions.

*Indicates no responding institutions.

+Indicates no institutions in this category.

CONCLUSION

Although faculty members are better off than they were in 1972-73, the gains are not evenly distributed. Faculty in some states lost footing between 2001-02 and 2002-03 by experiencing large declines in average salaries. Associate and assistant professors’ purchasing power is falling behind. Also, women in academe continue to make less, on average, than men, especially in the higher paid doctoral-granting institutions and higher paid professorial ranks. Given the protracted recession in state taxes, the future increases in faculty salaries are not likely to be as positive.