

# Faculty Salaries: 1998-99

by *Suzanne B. Clery and John B. Lee*

*Suzanne B. Clery is a senior research associate at JBL Associates, Inc. a consulting firm specializing in postsecondary education policy issues. Clery has worked extensively with higher education data and issues for 10 years. She has completed statistical analyses and reports for the National Education Association, the U.S. Department of Education, the Massachusetts State College Association, the Washington State Higher Education Coordinating Board, and the American Association of State Colleges and Universities.*

*John B. Lee is the president of JBL Associates, Inc. Lee received his doctorate in higher education from the University of California, Berkeley. He started his career as an instructor at Laney Community College, Oakland, California, where he served as academic senate president and president of the faculty union. Subsequently, he worked for Stanford Research International (SRI), the Education Commission of the States, the Education and Labor Committee of the U.S. House of Representatives, and Abt Associates. Lee's research specialties include student aid policy and higher education governance and finance.*

The national average salary for faculty members on 9/10 month contracts was \$54,303 in 1998-99, up 3.5 percent since 1997-98. Faculty purchasing power rose to 2.0 percent above the 1972-73 peak. Average salaries increased 3.3 percent in public institutions and 3.7 percent in independent institutions between 1997-98 and 1998-99.

Some additional highlights:

- Faculty salaries lagged behind salaries paid to other workers with advanced degrees in 1997, \$52,481 vs. \$63,229 (Figure 1).
- California faculty members received the highest average salary, \$67,587, among faculty members with 9/10 month contracts in public four-year institutions (Table 10). Alaska faculty members in public two-year institutions received the highest average salaries in their sector, \$60,021. Faculty members in Massachusetts received the highest average salaries in independent institutions, \$68,724.
- Kentucky faculty members in two-year colleges received the largest public sector salary increase, 19 percent. The largest increase at public four-year institutions: South Dakota (9 percent, Table 11).
- Women on 9/10 month contracts earned less than men: \$10,010 less in public institutions, and \$12,658 less in independent institutions (Table 8).
- Variance in salaries among faculty members in different types of institutions has increased.
- Faculty members at institutions with collective bargaining agreements earned \$3,006 more than their colleagues at institutions without bargaining agreements, \$58,044 and \$55,038, respectively (Table 16).
- Engineering faculty earned the highest salaries by academic specialty, \$76,655 in public institutions and \$77,721 in independent institutions (Table 15).

## OVERVIEW

This report of faculty salaries relied on three data sources:

- *The National Center for Education Statistics (NCES), Integrated Postsecondary Education*

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*Data System (IPEDS) Salary Survey.* NCES, a division of the U.S. Department of Education, received 1998-99 salary data from 3,689 accredited colleges and universities as part of IPEDS, an annual statistical report on higher education. The NCES report excluded part-time faculty, faculty members paid by a religious order, and non-teaching faculty members. The 1998-99 NEA analysis also excluded 561 seminaries, religious training institutions, and for-profit colleges, leaving 3,128 institutions and 443,054 full-time faculty members.

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—86 percent of all full-time faculty members.

- *College and University Personnel Association (CUPA).* CUPA published a report of average salaries in 545 independent institutions and 374 public colleges and universities.
- *Office of Institutional Research at Oklahoma State University (OSU) Faculty Salary Data.* OSU reported faculty salaries for 89 public land-grant universities, also by academic specialty.

## HISTORICAL PERSPECTIVE

Average salaries for faculty members on 9/10 month contracts, uncorrected for inflation, have increased 292 percent since 1972-73. Corrected for inflation, faculty purchasing power dropped by as much as 17 percent at its lowest point in the period between 1972-73 and 1997-98. But the average salary for faculty members in 1998-99 was \$54,303, a \$1,068 (or 2.0 percent) constant dollar increase from the 1972-73 high, \$53,235 (Table 1).

The purchasing power of faculty members has increased since the 1970s, but their earnings relative to all workers with advanced degrees have decreased. In 1975, all workers with advanced degrees averaged \$91 more in earnings than 9/10 month faculty members (\$16,725 vs. \$16,634, respectively). Salaries of faculty members closely tracked all workers with advanced degrees between 1975 and 1990

but fell behind in the 1990s, \$63,229 vs. \$52,481, respectively—a \$10,748 difference in 1997, the most recent year available (Figure 1).

## 1998-99 IPEDS SALARY DATA

The average faculty member earned \$54,303 in 1998-99, a 3.5 percent increase in current dollars from 1997-98 and a 1.7 percent increase in purchasing power after inflation since 1997-98 (Table 1). The 1997-98 average salary was \$53,403 in 1998-99 constant dollars, based on this calculation.

## INSTITUTIONAL CHARACTERISTICS

By control, independent institutions paid higher salaries—\$56,750 vs. \$53,323 at publics (Table 2). Average salaries in universities explained the disparity—the \$67,556 average at independent universities was \$8,884 more than the \$58,672 average at publics. The difference increased by 14 percent from its \$7,810 disparity two years ago. The disparity favored faculty members at public institutions in the other three sectors.

Faculty members in independent institutions showed greater average salary variation than colleagues in the public sector. The ranges: independents—from \$37,430 in two-year colleges to \$67,556 in universities; publics—from \$46,896 in two-year colleges to \$58,672 in universities. The differences—\$30,126 at independents and \$11,776 at publics—represented 4 and 13 percent increases, respectively, in the disparity in the past two years.

About 71 percent of the faculty members on 9/10 month contracts taught in public institutions: 34 percent in universities, 15 percent in comprehensive colleges (BA+), 21 percent in community colleges (AA), and 2 percent in baccalaureate colleges (BA) (derived from Table 3).

The independent sector employed the remaining 29 percent of all faculty members. Universities also led the independent sector (13 percent). Fifteen percent of 9/10 month faculty members taught in independent baccalaureate (BA) and comprehensive colleges (BA+) combined; independent two-year colleges employed 0.4 percent of faculty members.

TABLE 1

**AVERAGE SALARIES, CURRENT AND CONSTANT DOLLARS, AND PERCENT CHANGE,  
FULL-TIME FACULTY ON 9/10 MONTH CONTRACTS, 1972-73—1998-99**

Academic Year	Current Dollars			Constant 1998-99 Dollars		
	Average Salary	Annual Percent Change	Cumulative Change	Average Salary	Percent Change	Annual Cumulative Change
1972-73	\$13,850			\$53,235		
1975-76	16,634	20.1	20.1	49,352	-7.3	-7.3
1979-80	21,367	28.5	54.3	45,286	-8.2	-14.9
1980-81	23,302	9.1	68.2	44,261	-2.3	-16.9
1981-82	25,449	9.2	83.7	44,495	0.5	-16.4
1982-83	27,196	6.9	96.4	45,592	2.5	-14.4
1984-85	30,447	12.0	119.8	47,366	3.9	-11.0
1985-86	32,392	6.4	133.9	48,979	3.4	-8.0
1987-88	35,901	10.8	159.2	50,993	4.1	-4.2
1989-90	39,786	10.8	187.3	51,557	1.1	-3.2
1990-91	42,335	6.4	205.7	52,016	0.9	-2.3
1991-92	43,703	3.2	215.5	52,029	0.0	-2.3
1992-93	44,843	2.6	223.8	51,770	-0.5	-2.8
1993-94	46,364	3.4	234.8	52,174	0.8	-2.0
1994-95	47,974	3.5	246.4	52,482	0.6	-1.4
1995-96	49,237	2.6	255.5	52,437	-0.1	-1.5
1996-97	50,996	3.6	268.2	52,803	0.7	-0.8
1997-98	52,481	2.9	278.9	53,403	1.1	0.3
1998-99	54,303	3.5	292.1	54,303	1.7	2.0

SOURCE: NCES, IPEDS Salary Survey, various years.

### CHANGES FROM 1997-98

Average faculty salaries varied across institutional sectors. Independent institutions paid higher salaries than publics, \$56,750 vs. \$53,323 in 1998-99, and offered greater one-year salary gains 3.7 percent vs. 3.3 percent, (Table 4). University faculty members—public and independent combined—received the largest increase (4.1 percent); faculty members at comprehensives received the smallest increase (2.6 percent).

### ACADEMIC RANK

Not surprisingly, academic rank and salary were related. Professors, the largest group (32 percent), earned the highest salaries, \$71,450 (Table 5). Associate professors, the next largest group (25 percent), earned \$52,883,

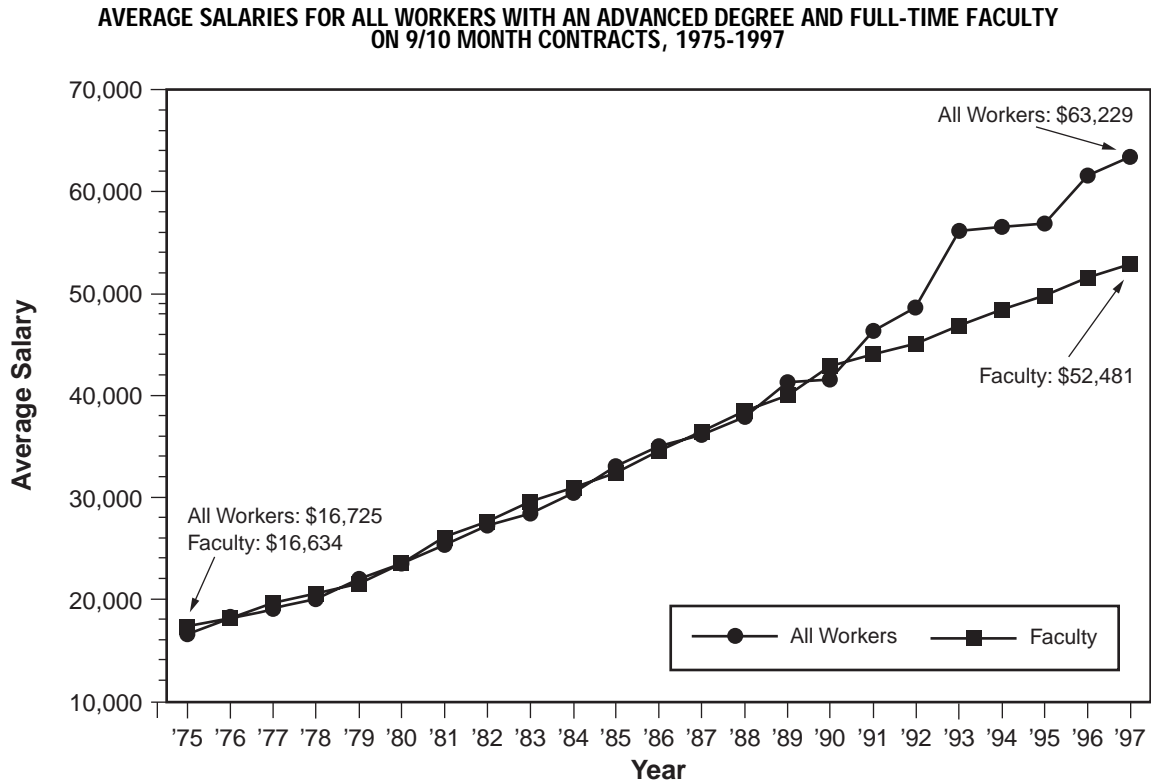
three-fourths the average of full professors. Instructors, a small portion of the faculty, earned the least, \$33,813. Faculty members with no rank, mostly at community colleges, earned \$45,948.

### CONTRACT LENGTH

Only 14 percent of all faculty members (62,266) had 11/12 month contracts (derived from Tables 3 and 6). Public universities employed almost one-half (45 percent) of these faculty members, compared to only 34 percent of faculty members on 9/10 month contracts.

Faculty members on 11/12 month contracts earned 19 percent more than their colleagues on 9/10 month contracts, \$64,591 and \$54,303 respectively. The exceptions were 9/10 month faculty members at two-year institu-

FIGURE 1



SOURCE: U.S. Bureau of the Census, Table A-3. Mean Earnings of Workers 18 Years Old and Over, by Educational Attainment, Race, Hispanic Origin and Sex: 1975-1997, December 10, 1998. Available: <http://www.census.gov/population/socdemo/education/tablea-03.txt>; NCES, IPDS Salary Survey, various years.

tions and independent baccalaureates (Table 7).

Among faculty members on 11/12 month contracts, the salary advantage went to colleagues in public institutions, \$66,621 compared to \$59,263 at independents (Table 7). The reverse was true for faculty members on 9/10 month contracts—\$56,750 at independents; \$53,323 at publics (Table 2).

### SALARY BY GENDER

Male faculty members earned more than females in 1998-99, regardless of institutional level and control. The gender salary gap was \$10,010 in public institutions, and \$12,658 in independents (Table 8). Men also earned more at every rank, save for several minor instances at two-year independents.

Women faculty members represented larger shares of the professor and associate professor ranks, and smaller portions of the assistant professor, lecturer, and no rank positions in 1998-99 than in 1993-94. The movement of women into senior ranks suggests an eventual shrinkage in the salary gap between men and women (Table 9). But between 1993-94 and 1998-99, the wage disparity increased in independent institutions and remained about the same in public institutions. Employment of larger portions of women in lower paying institutions and fields may help to explain the lack of progress in closing the gender wage gap.

### SALARIES BY STATE

This year, faculty members in Alaska and California had the highest average salaries in

TABLE 2

**AVERAGE SALARIES FOR FACULTY ON 9/10 MONTH CONTRACTS,<sup>a</sup> BY INSTITUTIONAL TYPE AND CONTROL, AND RANK, 1998-99**

Type	Rank	Control		Average
		Public	Independent	
<b>AA</b>	Professor	\$56,115	\$35,969	\$55,950
	Associate	46,688	34,072	46,499
	Assistant	40,776	31,377	40,577
	Instructor	36,696	26,282	36,524
	Lecturer	39,975	-	39,975
	No Rank	46,660	41,206	46,571
	Average	46,896	37,430	46,752
<b>BA</b>	Professor	59,113	59,623	59,513
	Associate	47,883	45,538	46,055
	Assistant	40,800	37,736	38,440
	Instructor	34,368	30,989	31,969
	Lecturer	36,991	30,667	34,144
	No Rank	39,464	35,213	36,279
	Average	47,266	46,253	46,487
<b>BA+</b>	Professor	63,678	60,355	62,521
	Associate	50,875	47,784	49,606
	Assistant	41,727	39,293	40,733
	Instructor	32,175	31,930	32,100
	Lecturer	33,733	35,090	33,958
	No Rank	40,505	41,836	41,448
	Average	50,917	47,831	49,733
<b>Doctoral</b>	Professor	75,852	89,028	79,809
	Associate	55,032	60,701	56,609
	Assistant	45,474	49,173	46,532
	Instructor	32,402	36,447	33,265
	Lecturer	36,753	41,188	37,861
	No Rank	37,554	33,505	35,577
	Average	58,672	67,556	61,215
<b>Average</b>		53,323	56,750	54,303

SOURCE: NCES, IPEDS Salary Survey, 1998-99.

<sup>a</sup> Based on 100 percent (3,128 institutions) of NEA's faculty salary universe.

TABLE 3

**NUMBER OF FULL-TIME FACULTY ON 9/10 MONTH CONTRACTS,<sup>a</sup> BY INSTITUTIONAL TYPE AND CONTROL, AND RANK, 1998-99**

Type	Rank	Control		Total
		Public	Independent	
<b>AA</b>	Professor	13,195	132	13,327
	Associate	8,631	155	8,786
	Assistant	8,052	201	8,253
	Instructor	5,919	132	6,051
	Lecturer	400	-	400
	No Rank	43,321	735	44,056
	Total	79,518	1,355	80,873
<b>BA</b>	Professor	1,704	6,247	7,951
	Associate	1,670	5,960	7,630
	Assistant	1,869	6,320	8,189
	Instructor	495	1,402	1,897
	Lecturer	190	149	339
	No Rank	160	485	645
	Total	6,088	20,563	26,651
<b>BA+</b>	Professor	19,994	10,798	30,792
	Associate	15,722	10,987	26,709
	Assistant	16,286	11,241	27,527
	Instructor	3,681	1,934	5,615
	Lecturer	1,964	454	2,418
	No Rank	550	1,240	1,790
	Total	58,197	36,654	94,851
<b>Doctoral</b>	Professor	47,899	20,215	68,114
	Associate	37,574	14,174	51,748
	Assistant	30,765	12,168	42,933
	Instructor	6,007	1,703	7,710
	Lecturer	5,089	1,659	6,748
	No Rank	692	468	1,160
	Total	128,026	50,387	178,413
<b>Total</b>		271,829	108,959	380,788

SOURCE: NCES, IPEDS Salary Survey, 1998-99.

<sup>a</sup> Based on 100 percent (3,128 institutions) of NEA's faculty salary universe.

the public two-year institutions (\$60,021 and \$59,508, respectively). California faculty members in public four-year institutions averaged \$67,587—the highest average faculty salary at public four-year institutions; New Jersey faculty members in public four-year institutions

averaged \$67,458 (Table 10). The average salary paid to public four-year faculty members exceeded \$60,000 in nine states, up five from last year's four. For the first time, no state had an average salary in public four-year institutions below \$40,000. South Dakota faculty

**TABLE 4**

**PERCENT CHANGE IN SALARIES FOR FACULTY ON 9/10 MONTH CONTRACTS,<sup>a</sup> BY INSTITUTIONAL TYPE AND CONTROL, AND RANK, 1997-98 TO 1998-99**

Type	Rank	Control		Average
		Public	Independent	
<b>AA</b>	Professor	2.4	-6.3	2.3
	Associate	1.4	2.4	1.4
	Assistant	3.1	4.8	3.1
	Instructor	5.9	-1.0	5.9
	Lecturer	8.7	-	8.7
	No Rank	3.1	6.6	3.1
	Average	2.9	4.2	2.9
<b>BA</b>	Professor	3.7	3.1	3.3
	Associate	3.5	2.8	2.9
	Assistant	3.2	3.7	3.5
	Instructor	1.6	3.9	3.3
	Lecturer	0.6	-16.4	-7.0
	No Rank	6.7	4.7	5.6
	Average	3.0	3.2	3.2
<b>BA+</b>	Professor	2.7	3.0	2.7
	Associate	3.0	3.0	3.0
	Assistant	3.0	3.1	3.0
	Instructor	3.3	1.8	2.8
	Lecturer	3.6	1.2	3.2
	No Rank	-1.1	-0.1	-0.5
	Average	2.4	2.9	2.6
<b>Doctoral</b>	Professor	4.5	4.1	4.5
	Associate	4.1	6.8	4.9
	Assistant	3.7	3.9	3.8
	Instructor	3.2	4.7	3.6
	Lecturer	4.7	4.1	4.4
	No Rank	2.7	-19.0	-8.6
	Average	3.9	4.4	4.1
<b>Average</b>		3.3	3.7	3.4

SOURCE: NCES, IPEDS Salary Survey, 1997-98, 1998-99.

<sup>a</sup> Based on 92.9 percent (2,907 institutions) of NEA's faculty salary universe.

members, whose salaries were less than \$40,000 for many years, earned \$41,851 this year, followed by North Dakota at \$41,139. Massachusetts faculty members earned the highest average salary among four-year independent institutions (\$68,724); Alaska faculty members earned the lowest (\$31,547).

**TABLE 5**

**NUMBER AND PERCENT OF FULL-TIME FACULTY ON 9/10 MONTH CONTRACTS,<sup>a</sup> AND AVERAGE SALARY, BY RANK, 1998-99**

	Number	Percent of Total	Average Salary
Professor	120,184	31.6	\$71,450
Associate	94,873	24.9	52,883
Assistant	86,902	22.8	43,383
Instructor	21,273	5.6	33,813
Lecturer	9,905	2.6	36,902
No Rank	47,651	12.5	45,948
Total/Average	380,788	100.0	54,303

SOURCE: NCES, IPEDS Salary Survey, 1998-99.

<sup>a</sup> Based on 100 percent of NEA's faculty salary universe (3,128 institutions).

Among public two-year institutions, Kentucky faculty members received the largest salary increase in any state between 1997-98 and 1998-99 (19 percent, Table 11). The salary increases received by community college faculty members in Alabama and Maine exceeded 10 percent. South Dakota, Nevada, Texas, and Alaska showed decreases in salaries at their public, two-year colleges.

South Dakota and Alabama faculty members earned the largest increases at public four-year institutions (9 percent). Minnesota and Nevada faculty members received increases of 6 percent or higher. Faculty members at New Hampshire and Massachusetts saw average salary decreases at public, four-year institutions.<sup>1</sup>

Faculty salaries were \$438 higher at independent four-year institutions than at public four-year institutions (\$56,386 vs. \$55,948; Table 12). But the differential favored independent four-year institutions in the District of Columbia and only 12 states: Connecticut, Rhode Island, Maryland, Colorado, Texas, Louisiana, New York, New Hampshire, Illinois, Maine, Utah, and Massachusetts. Public four-year faculty salaries were higher in all other states. The difference was \$20,930 in Alaska; eight states showed differences between \$10,000 and \$20,000: Nevada, Kansas, Iowa, Michigan, Montana, Minnesota, South Carolina, and New Mexico.

TABLE 6

**NUMBER OF FULL-TIME FACULTY ON 11/12 MONTH CONTRACTS,<sup>a</sup> BY INSTITUTIONAL TYPE AND CONTROL, AND RANK, 1998-99**

Type	Rank	Control		Total
		Public	Independent	
<b>AA</b>	Professor	816	12	828
	Associate	656	63	719
	Assistant	676	85	761
	Instructor	862	149	1,011
	Lecturer	60	1	61
	No Rank	10,172	666	10,838
	Total	13,242	976	14,218
<b>BA</b>	Professor	135	398	533
	Associate	83	402	485
	Assistant	143	364	507
	Instructor	37	243	280
	Lecturer	24	41	65
	No Rank	51	199	250
	Total	473	1,647	2,120
<b>BA+</b>	Professor	1,462	1,266	2,728
	Associate	753	1,142	1,895
	Assistant	517	1,386	1,903
	Instructor	278	521	799
	Lecturer	102	23	125
	No Rank	258	579	837
	Total	3,370	4,917	8,287
<b>Doctoral</b>	Professor	11,767	2,922	14,689
	Associate	7,245	2,416	9,661
	Assistant	5,853	2,664	8,517
	Instructor	1,879	531	2,410
	Lecturer	818	150	968
	No Rank	426	970	1,396
	Total	27,988	9,653	37,641
<b>Total</b>		45,073	17,193	62,266

SOURCE: NCES, IPEDS Salary Survey, 1998-99.

<sup>a</sup> Based on 100 percent of NEA's faculty salary universe (3,128 institutions).

## TENURE

Nearly two-thirds of all full-time faculty members had tenure (Table 13). Tenure rates ranged by type of institution from 55 percent in independent comprehensive colleges to 71

TABLE 7

**AVERAGE SALARIES FOR FACULTY ON 11/12 MONTH CONTRACTS,<sup>a</sup> BY INSTITUTIONAL TYPE AND CONTROL, AND RANK, 1998-99**

Type	Rank	Control		Average
		Public	Independent	
<b>AA</b>	Professor	\$69,546	-	\$69,546
	Associate	54,248	*31,778	52,338
	Assistant	46,510	*33,800	44,981
	Instructor	42,298	33,520	40,853
	Lecturer	*37,408	-	*37,408
	No Rank	44,833	32,570	44,052
	Average	46,442	32,768	45,483
<b>BA</b>	Professor	66,865	48,175	52,964
	Associate	*62,112	42,842	45,516
	Assistant	45,775	40,639	42,186
	Instructor	*52,471	30,459	32,787
	Lecturer	*48,087	*49,576	*49,118
	No Rank	*48,969	31,646	35,110
	Average	55,159	40,418	43,606
<b>BA+</b>	Professor	73,997	58,868	67,187
	Associate	60,076	51,434	54,707
	Assistant	48,469	42,397	43,819
	Instructor	39,929	38,270	38,745
	Lecturer	42,540	*36,329	41,863
	No Rank	56,301	44,296	48,114
	Average	63,396	48,515	54,393
<b>Doctoral</b>	Professor	95,195	93,290	94,802
	Associate	71,103	67,507	70,179
	Assistant	59,093	58,686	58,960
	Instructor	45,217	45,920	45,397
	Lecturer	46,975	46,419	46,901
	No Rank	47,655	39,503	41,903
	Average	76,222	68,660	74,207
<b>Average</b>		66,621	59,263	64,591

SOURCE: NCES, IPEDS Salary Survey, 1998-99.

<sup>a</sup> Based on 100 percent (3,128 institutions) of NEA's faculty salary universe.

\* Indicates less than 100 faculty.

percent in community colleges. A greater share of faculty members had tenure in public than at independent institutions for most types of colleges.

TABLE 8

**AVERAGE SALARIES FOR MEN AND WOMEN FACULTY ON 9/10 MONTH CONTRACTS,<sup>a</sup>  
BY INSTITUTIONAL TYPE AND CONTROL, AND RANK 1998-99**

Type	Rank	Control			
		Public		Independent	
		Women	Men	Women	Men
<b>AA</b>	Professor	\$ 53,920	\$ 57,632	\$ *34,493	\$ *37,366
	Associate	45,470	47,879	*32,708	*36,403
	Assistant	39,908	41,801	31,749	*30,718
	Instructor	35,821	37,680	*26,830	*24,200
	Lecturer	39,619	40,339	-	-
	No Rank	44,832	48,107	36,785	43,361
	Average	44,872	48,570	33,517	40,011
<b>BA</b>	Professor	58,005	59,392	57,290	60,530
	Associate	46,516	48,630	44,964	45,910
	Assistant	40,239	41,229	37,583	37,913
	Instructor	32,862	35,790	30,857	31,190
	Lecturer	*36,199	*37,891	*38,211	*36,444
	No Rank	*38,979	*39,829	35,149	35,800
	Average	43,778	49,118	42,277	48,623
<b>BA+</b>	Professor	62,118	64,151	58,192	61,221
	Associate	49,905	51,450	46,525	48,702
	Assistant	41,037	42,356	38,823	39,866
	Instructor	31,616	33,093	31,725	32,470
	Lecturer	32,637	35,374	33,767	36,778
	No Rank	38,515	42,143	42,890	44,156
	Average	46,476	53,594	44,042	50,429
<b>Doctoral</b>	Professor	69,602	77,062	81,261	90,524
	Associate	52,770	56,093	56,132	60,206
	Assistant	43,758	46,883	46,272	51,235
	Instructor	32,033	33,007	36,095	36,921
	Lecturer	35,010	39,048	38,081	44,272
	No Rank	34,828	40,930	42,356	42,235
	Average	49,612	62,874	55,717	72,071
<b>Average</b>		47,066	57,076	48,196	60,854

SOURCE: NCES, IPEDS Salary Survey, 1998-99.

<sup>a</sup> Based on 100 percent (3,128 institutions) of NEA's faculty salary universe.

\* Indicates less than 100 faculty.

### LAND-GRANT UNIVERSITIES

Salaries at the 89 land-grant universities in the OSU database—institutions that employed many highly paid faculty members in public higher education—averaged \$64,247 in 1998-

99 (Table 14). The \$100,484 average salary for law and legal educators, the perennial salary leaders by academic specialty, represented a 6 percent or \$5,977 increase since 1997-98. Faculty members in the highest paid disciplines at



TABLE 9

**PERCENTAGE DISTRIBUTION OF WOMEN AND AVERAGE FACULTY SALARIES BY GENDER, 1993-94 AND 1998-99,  
DIFFERENCE BETWEEN MEN'S AND WOMEN'S SALARIES, AND CHANGE IN THE DIFFERENCE, BY RANK AND  
INSTITUTIONAL CONTROL,<sup>a</sup> 1993-94 TO 1998-99**

		Prof.	Assoc.	Asst.	Inst.	Lect.	No Rank	Total/Avg.
<b>Public Institutions</b>								
<b>1993-94</b>	Percentage Distribution	14.9	20.2	28.0	9.7	3.6	23.5	100.0
<b>Average Salary</b>	Women	52,963	42,809	35,970	28,256	32,609	34,696	40,036
	Men	58,787	45,681	38,780	29,519	33,962	37,488	48,873
	Difference (Men-Women)	5,824	2,872	2,810	1,263	1,353	2,792	8,837
<b>1998-99</b>	Percentage Distribution	17.7	22.1	26.1	8.9	4.2	20.9	100.0
<b>Average Salary</b>	Women	61,969	49,319	41,680	33,367	36,239	39,491	47,112
	Men	69,131	52,921	44,540	34,233	38,551	42,930	57,076
	Difference (Men-Women)	7,162	3,602	2,860	866	2,312	3,439	9,964
<b>Percent Increase (Decrease) in Average Salary Difference: 1993-94 to 1998-99</b>		23.0	25.4	1.8	-31.4	70.9	23.2	12.8
<b>Independent Institutions</b>								
<b>1993-94</b>	Percentage Distribution	16.1	28.1	41.0	8.7	2.7	3.5	100.0
<b>Average Salary</b>	Women	55,836	42,668	35,839	28,720	32,651	32,567	40,143
	Men	63,226	46,416	38,956	30,608	39,234	35,697	51,273
	Difference (Men-Women)	7,390	3,748	3,117	1,888	6,583	3,130	11,130
<b>1998-99</b>	Percentage Distribution	19.0	30.0	37.6	7.1	3.1	3.2	100.0
<b>Average Salary</b>	Women	66,999	52,146	41,497	33,258	35,563	35,247	48,775
	Men	75,551	53,876	45,210	34,341	38,884	38,394	60,802
	Difference (Men-Women)	8,552	1,730	3,713	1,083	3,321	3,147	12,027
<b>Percent Increase (Decrease) in Average Salary Difference: 1993-94 to 1998-99</b>		15.7	-53.8	19.1	-42.6	-49.6	0.5	8.1

SOURCE: NCES, IPEDS Salary Survey, 1993-94 and 1998-99.

<sup>a</sup> Based on 92.7 percent (2,901 institutions) of NEA's faculty salary universe reporting data in both 1993-94 and 1998-99.

the land grant universities—legal studies, business, and engineering—received average salary increases.

The largest salary increases went to library science (13 percent), and to multi/interdisciplinary studies and agricultural business and

production, (7 percent). Transportation and materials moving—the least well-paid field (\$40,772)—was the only field to show a decline in average salaries (13 percent or about \$6,000).<sup>2</sup>

TABLE 10

**AVERAGE SALARIES FOR FACULTY ON 9/10 MONTH CONTRACTS,  
BY STATE AND CONTROL,<sup>a b</sup> 1998-99**

State	Public		Independent	State	Public		Independent
	4-Year	2-Year	4-Year		4-Year	2-Year	4-Year
CA	\$ 67,587	\$ 59,508	\$ 66,192	IN	\$ 53,859	\$ 36,309	\$ 52,935
NJ	67,458	57,532	66,178	DC	52,805	+	64,631
CT	65,815	53,251	66,439	AK	52,477	60,021	31,547
DE	64,863	45,627	57,150	MO	52,369	42,670	50,689
IA	61,341	38,350	44,494	TX	51,650	41,317	53,922
HI	61,130	47,279	59,386	SC	51,373	35,010	40,771
NV	61,010	45,990	41,846	NE	51,126	35,450	43,169
MI	60,398	58,558	45,319	KY	50,579	39,302	40,644
PA	60,220	51,356	57,927	KS	50,444	38,009	33,251
RI	59,278	44,984	59,984	UT	50,151	38,124	56,420
AZ	59,169	51,576	52,599	VT	49,830	+	46,704
NY	59,073	54,277	62,774	OR	49,788	45,358	48,959
MN	58,781	46,683	48,029	NM	49,711	34,538	39,469
MA	58,602	42,342	68,724	TN	49,552	36,479	48,154
OH	57,825	45,647	50,009	AL	49,345	42,284	40,482
VA	57,576	42,438	49,052	ME	48,875	39,923	54,518
MD	56,509	48,618	57,264	OK	48,353	37,555	42,279
<b>US</b>	55,948	46,772	56,386	WY	48,243	33,757	+
WI	55,844	51,871	46,183	MT	47,573	33,815	34,735
GA	55,217	41,480	50,919	ID	47,568	45,379	40,754
IL	55,160	53,444	59,876	MS	46,753	39,111	38,490
FL	55,154	43,406	50,578	AR	45,694	33,802	39,766
NC	55,019	32,652	52,218	WV	45,623	37,307	37,392
CO	54,967	38,583	55,766	LA	44,885	35,224	47,794
NH	54,015	36,605	58,320	SD	41,851	32,830	36,463
WA	53,994	41,079	49,483	ND	41,139	34,299	35,079

SOURCE: NCES, IPEDS Salary Survey, 1998-99.

<sup>a</sup> Ranked in descending order of average salary of public 4-year institutions.

<sup>b</sup> Based on 95.7 percent (572) of the public 4-year institution universe (598), 74.9 percent (1,074) of the private 4-year institution universe (1,433), and 85.8 percent (915) of the public 2-year institution universe (1,067).

+ Indicates no responding institutions in this category.

TABLE 11

**PERCENT CHANGE IN AVERAGE SALARIES, FACULTY ON 9/10 MONTH CONTRACTS,  
BY STATE AND CONTROL, 1997-98 TO 1998-99<sup>a</sup>**

State	Public			State	Public		
	2-Year	4-Year	Independent		2-Year	4-Year	Independent
AK	-3.0	2.9	-0.2	MT	5.8	4.3	1.4
AL	11.4	8.7	3.3	NC	1.6	2.5	4.2
AR	2.7	5.1	4.7	ND	1.6	1.4	4.0
AZ	2.1	3.6	1.3	NE	1.1	2.3	3.1
CA	4.4	4.1	3.5	NH	2.3	-0.1	4.4
CO	1.9	2.4	2.6	NJ	1.8	4.3	4.0
CT	4.6	1.5	2.9	NM	4.5	5.1	6.7
DC	+	+	5.0	NV	-0.7	6.0	1.9
DE	3.3	3.7	1.6	NY	2.1	3.2	3.5
FL	2.1	2.5	3.5	OH	3.6	2.7	2.9
GA	5.5	5.6	3.3	OK	3.4	3.4	-2.8
HI	3.7	4.0	20.0	OR	2.5	4.3	1.0
IA	2.4	2.8	1.8	PA	2.8	3.3	2.9
ID	5.5	5.2	1.1	RI	3.8	4.0	2.9
IL	3.2	3.4	3.6	SC	4.0	3.6	3.5
IN	1.1	3.3	3.0	SD	-0.4	8.8	3.2
KS	4.3	3.2	1.7	TN	1.4	0.8	2.2
KY	19.4	2.4	3.8	TX	-0.7	2.5	4.1
LA	1.5	0.0	3.0	<b>US</b>	3.0	3.4	3.5
MA	0.6	-0.7	4.6	UT	2.1	5.5	6.4
MD	3.4	3.3	1.9	VA	4.3	4.8	3.7
ME	10.1	4.3	3.6	VT	+	4.9	2.0
MI	4.8	3.3	4.3	WA	2.0	1.9	2.8
MN	5.2	6.4	3.0	WI	3.1	3.9	2.6
MO	2.6	2.7	4.8	WV	4.8	4.0	0.6
MS	2.1	5.0	3.4	WY	1.1	2.8	+

SOURCE: NCES, IPEDS Salary Survey, 1997-98, 1998-99.

<sup>a</sup> Based on 81.6 percent (871) of the 2-year public institution salary universe (1,067), 94.5 percent (565) of the 4-year public institution salary universe (598), and 70.8 percent (1,014) of the private institution salary universe (1,433) reporting comparable data in both years.

+Indicates no responding institutions in this category.

### ACADEMIC SPECIALTY

Engineering faculty, according to CUPA data, earned the highest non-professional school salaries by academic specialty (public institutions—\$76,655, independent institutions—\$77,721; Table 15). Nursing remained the lowest paid academic specialty in public institutions (\$47,211). The parks, recreation, leisure and fitness program category was the lowest paid specialty in independent institutions

(\$41,379). The salary range among academic specialties was greater in independent than in public institutions (\$36,342 vs. \$29,444).

### COLLECTIVE BARGAINING

Faculty members in institutions with bargaining agreements earned \$3,006 more than colleagues teaching in institutions with no bargaining agreement (\$58,044 vs. \$55,038; Table 16). The bargaining advantage exceeded \$5,000

TABLE 12

**AVERAGE SALARIES FOR FACULTY ON 9/10 MONTH CONTRACTS, IN PUBLIC AND INDEPENDENT 4-YEAR INSTITUTIONS,<sup>a</sup> BY STATE,<sup>b</sup> 1998-99**

State	Public	Independent	Difference	State	Public	Independent	Difference
AK	\$ 52,477	\$ 31,547	\$ 20,930	GA	\$ 55,217	\$ 50,919	\$ 4,298
NV	61,010	41,846	19,164	VT	49,830	46,704	3,126
KS	50,444	33,251	17,193	NC	55,019	52,218	2,801
IA	61,341	44,494	16,847	PA	60,220	57,927	2,293
MI	60,398	45,319	15,079	HI	61,130	59,386	1,744
MT	47,573	34,735	12,838	MO	52,369	50,689	1,680
MN	58,781	48,029	10,752	TN	49,552	48,154	1,398
SC	51,373	40,771	10,602	CA	67,587	66,192	1,395
NM	49,711	39,469	10,242	NJ	67,458	66,178	1,280
KY	50,579	40,644	9,935	IN	53,859	52,935	924
WI	55,844	46,183	9,661	OR	49,788	48,959	829
AL	49,345	40,482	8,863	<b>US</b>	55,948	56,386	-438
VA	57,576	49,052	8,524	CT	65,815	66,439	-624
MS	46,753	38,490	8,263	RI	59,278	59,984	-706
WV	45,623	37,392	8,231	MD	56,509	57,264	-755
NE	51,126	43,169	7,957	CO	54,967	55,766	-799
OH	57,825	50,009	7,816	TX	51,650	53,922	-2,272
DE	64,863	57,150	7,713	LA	44,885	47,794	-2,909
ID	47,568	40,754	6,814	NY	59,073	62,774	-3,701
AZ	59,169	52,599	6,570	NH	54,015	58,320	-4,305
OK	48,353	42,279	6,074	IL	55,160	59,876	-4,716
ND	41,139	35,079	6,060	ME	48,875	54,518	-5,643
AR	45,694	39,766	5,928	UT	50,151	56,420	-6,269
SD	41,851	36,463	5,388	MA	58,602	68,724	-10,122
FL	55,154	50,578	4,576	DC	52,805	64,631	-11,826
WA	53,994	49,483	4,511	WY	48,243	+	-

SOURCE: NCES, IPEDS Salary Survey, 1998-99

<sup>a</sup> Ranked in descending order of average salary of public 4-year institutions.

<sup>b</sup> Based on 95.7 percent (572) of the public 4-year institution universe (598), and 74.9 percent (1,074) of the private 4-year institution universe (1,433).

+ Indicates no responding institutions in this category.

TABLE 13

**PERCENT OF FACULTY ON 9/10 AND 11/12 MONTH CONTRACTS TENURED,<sup>a</sup>  
BY INSTITUTIONAL TYPE AND CONTROL, AND RANK, 1998-99**

Type	Control		Average
	Public	Independent	
AA	71.2	59.9	71.0
BA	61.7	57.9	58.9
BA+	63.8	54.8	60.5
Doctoral	65.1	60.4	63.8
Average	66.1	58.2	63.9

SOURCE: NCES, IPEDS Salary Survey, 1998-99.

<sup>a</sup> Based on 68.7 percent (2,129 institutions) of NEA's salary universe reporting tenure information.

TABLE 14

**AVERAGE SALARIES AND DIFFERENCE IN SALARIES FOR FACULTY IN LAND-GRANT UNIVERSITIES,  
BY DISCIPLINE, 1997-98 TO 1998-99<sup>a</sup>**

	Average Salary		Difference	
	1997-98	1998-99	(\$)	(%)
Law and Legal Studies	\$ 94,507	\$ 100,484	\$ 5,977	6.3%
Business Management & Administrative Services	77,367	81,924	4,557	5.9
Engineering	72,616	75,874	3,258	4.5
Computer and Information Sciences	70,514	73,383	2,869	4.1
Health Professions and Related Sciences	69,855	70,658	803	1.1
Physical Sciences	65,951	69,116	3,165	4.8
Agricultural Business and Production	61,216	65,287	4,071	6.7
<b>ALL FIELDS</b>	61,662	64,247	2,585	4.2
Mathematics	61,117	63,995	2,878	4.7
Psychology	60,010	63,616	3,606	6.0
Biological Sciences/Life Sciences	60,009	63,551	3,542	5.9
Multi/Interdisciplinary Studies	57,736	61,724	3,988	6.9
Social Sciences and History	58,982	60,932	1,950	3.3
Public Administration and Services	56,710	58,708	1,998	3.5
Area, Ethnic, and Cultural Studies	54,789	58,082	3,293	6.0
Architecture and Related Programs	55,213	58,031	2,818	5.1
Conservation & Renewable Natural Resources	56,541	57,992	1,451	2.6
Library Science	51,384	57,783	6,399	12.5
Agricultural Sciences	55,600	57,170	1,570	2.8
Protective Services	54,353	57,014	2,661	4.9
Philosophy and Religion	53,585	56,066	2,481	4.6
Home Economics	52,167	55,352	3,185	6.1
Education	52,574	55,140	2,566	4.9
Communications	51,817	54,357	2,540	4.9
English Language and Literature/Letters	51,038	53,720	2,682	5.3
Engineering-Related Technologies	51,785	52,589	804	1.6

**TABLE 14**

**AVERAGE SALARIES AND DIFFERENCE IN SALARIES FOR FACULTY IN LAND-GRANT UNIVERSITIES,  
BY DISCIPLINE, 1997-98 TO 1998-99<sup>a</sup> (CONTINUED)**

	Average Salary		Difference	
	1997-98	1998-99	(\$)	(%)
Parks, Recreation, Leisure, & Fitness Studies	49,821	52,287	2,466	4.9
Foreign Languages and Literatures	49,402	51,544	2,142	4.3
Visual and Performing Arts	48,989	51,322	2,333	4.8
Liberal Arts & Sciences, General Studies, & Humanities	49,955	50,376	421	0.8
Transportation & Materials Moving Workers <sup>b</sup>	46,758	40,772	-5,986	-12.8

*SOURCE: Oklahoma State University, Faculty Salary by Discipline Data Files, 1997-98, 1998-99.*

<sup>a</sup> Ranked in descending order by average salary in 1998-99.

<sup>b</sup> Indicates less than 100 faculty members.

**TABLE 15**

**AVERAGE FACULTY SALARIES IN 4-YEAR INSTITUTIONS, BY DISCIPLINE AND CONTROL, 1998-99<sup>a</sup>**

Discipline	Control	
	Public	Independent
Engineering	\$ 76,655	\$ 77,721
Physical Sciences	72,448	51,333
Social Sciences	68,081	51,003
Accounting	67,276	63,055
Marketing Management and Research	66,571	68,944
Business Administration and Management, General	64,202	63,242
Economics	63,714	65,781
Computer and Information Sciences	62,784	55,983
Physics	61,122	61,696
Agricultural Business and Production	60,909	45,151
Public Health	60,004	75,198
Area, Ethnic, and Cultural Studies	58,353	57,278
Public Administration and Services	58,044	61,675
Chemistry	56,808	54,427
Architecture and Related Programs	56,786	59,551
Physical Therapy	56,458	50,992
Geology	56,249	62,764
<b>ALL FIELDS</b>	56,102	54,967
Biological Sciences/Life Sciences	55,932	51,060
Psychology	55,633	51,748
Education Administration and Supervision	55,482	51,872
Mathematics	55,156	53,184
Multi/Interdisciplinary Studies	54,837	51,135
Philosophy and Religion	54,803	49,128
Political Science	54,328	56,563

TABLE 15

AVERAGE FACULTY SALARIES IN 4-YEAR INSTITUTIONS, BY DISCIPLINE AND CONTROL, 1998-99<sup>a</sup> (CONTINUED)

Discipline	Control	
	Public	Independent
Anthropology	54,160	58,121
Visual and Performing Arts	53,629	47,158
History	53,207	53,783
Education	52,301	47,666
Sociology	52,299	52,553
Geography	52,280	52,656
Library Science	52,099	42,439
Home Economics	51,068	44,395
Engineering Related Technologies	50,998	45,668
Special Education	50,748	46,557
Parks, Recreation, Leisure & Fitness	50,722	41,379
English Language and Literature	50,269	49,478
Protective Services	49,734	42,158
Art, General	49,698	47,753
Foreign Languages and Literatures	49,503	48,988
Speech-Language Pathology and Audiology	49,308	50,125
Communications	49,189	46,442
Education--Curriculum and Instruction	49,045	54,441
Music	48,289	46,034
Drama/Theater Arts	48,085	47,060
Occupational Therapy	47,926	47,407
Nursing	47,211	43,881

SOURCE: College and University Personnel Association, Faculty Salary Survey in Private and Public Institutions, 1998-99.

<sup>a</sup> Sorted by salaries in public institutions.

in 21 of the 46 disciplines studied (46 percent). The salaries of faculty members in philosophy and religion showed the largest difference (\$13,478; bargaining-\$62,343, non-bargaining-\$48,865). Salaries for eight of the 46 disciplines

were greater at non-bargaining colleges and universities. The salary advantage associated with bargaining agreements declined during the 1990s.

TABLE 16

## AVERAGE SALARIES AND SALARY DIFFERENCES BY BARGAINING STATUS AND BY DISCIPLINE FOR FULL-TIME FACULTY IN PUBLIC 4-YEAR INSTITUTIONS, 1998-99

Discipline	All	Collective Bargaining	Non-Collective Bargaining	Difference
<b>ALL FIELDS</b>	56,102	58,044	55,038	3,006
Accounting	\$67,276	\$67,996	\$66,852	\$1,144
Agricultural Business and Production	60,909	58,160	61,569	-3,409

TABLE 16

**AVERAGE SALARIES AND SALARY DIFFERENCES BY BARGAINING STATUS AND BY DISCIPLINE FOR FULL-TIME FACULTY IN PUBLIC 4-YEAR INSTITUTIONS, 1998-99 (CONTINUED)**

Discipline	All	Collective Bargaining	Non-Collective Bargaining	Difference
Anthropology	54,160	58,593	50,434	8,159
Architecture and Related Programs	56,786	57,332	56,742	590
Area, Ethnic, and Cultural Studies	58,353	58,487	58,218	269
Art, General	49,698	55,288	45,943	9,345
Biological Sciences/Life Sciences	55,932	58,537	54,474	4,063
Business Administration and Management, General	64,202	65,065	63,740	1,325
Chemistry	56,808	59,430	55,299	4,131
Communications	49,189	52,952	47,017	5,935
Computer and Information Sciences	62,784	64,097	62,057	2,040
Drama/Theater Arts	48,085	52,148	44,840	7,308
Economics	63,714	63,661	63,760	-99
Education	52,301	56,072	49,573	6,499
Education Administration and Supervision	55,482	57,359	54,171	3,188
Education-Curriculum and Instruction	49,045	51,388	48,066	3,322
Engineering	76,655	72,641	78,908	-6,267
Engineering Related Technologies	50,998	54,722	49,623	5,099
English Language and Literature	50,269	54,723	47,685	7,038
Foreign Languages and Literatures	49,503	52,571	47,837	4,734
Geography	52,280	55,947	49,822	6,125
Geology	56,249	59,752	54,310	5,442
History	53,207	57,059	50,902	6,157
Home Economics	51,068	53,942	50,262	3,680
Library Science	52,099	55,982	47,270	8,712
Marketing Management and Research	66,571	66,941	66,292	649
Mathematics	55,156	59,161	53,070	6,091
Multi/Interdisciplinary Studies	54,837	49,065	57,767	-8,702
Music	48,289	52,926	46,128	6,798
Nursing	47,211	51,896	45,392	6,504
Occupational Therapy	47,926	50,021	46,496	3,525
Parks, Recreation, Leisure & Fitness	50,722	54,134	47,717	6,417
Philosophy and Religion	54,803	62,343	48,865	13,478
Physical Sciences	72,448	65,933	74,382	-8,449
Physical Therapy	56,458	57,824	55,599	2,225
Physics	61,122	64,303	59,309	4,994
Political Science	54,328	57,915	52,105	5,810
Protective Services	49,734	53,071	46,921	6,150
Psychology	55,633	58,750	53,670	5,080
Public Administration and Services	58,044	59,032	56,804	2,228
Public Health	60,004	56,576	61,853	-5,277
Social Sciences	68,081	60,650	69,907	-9,257
Sociology	52,299	55,947	49,843	6,104
Special Education	50,748	53,471	48,509	4,962
Speech-Language Pathology and Audiology	49,308	54,532	46,612	7,920
Visual and Performing Arts	53,629	51,541	54,560	-3,019

SOURCE: College and University Personnel Association, Faculty Salary Survey in Public Institutions, 1998-99.



## MERIT PAY

We know little about the degree to which faculty salary determinations are based on merit. Two reasons may explain the information scarcity. First, there is no single definition of merit pay outside of colleges and universities with bargaining agreements. Second, merit pay systems vary in scope. Some programs provide only a few awards; others provide increases to many faculty members, based on annual evaluations. Some programs add the merit increase to the base salaries; others offer a one-year bonus.

Merit pay systems tend to exacerbate salary inequities and erode collegial relationships. No consensus exists on how to measure "meritorious" teaching; absent such agreement, merit pay may entice faculty members to emphasize other types of rewarded work.

Colleges and universities that contemplate a merit pay system should include all participants in planning and implementation. Administrators must be committed to due process, including written and published criteria for evaluation and appeal. The criteria for awarding merit increases must reflect the range of responsibilities for each faculty member.

## SUMMARY

The good news: The purchasing power of average faculty salaries finally surpassed the previous high, attained in 1972-73.

The bad news: Faculty salaries have lost roughly \$10,000 since 1990, compared to other professionals with at least a master's degree. For years, average faculty salaries had equaled the average salaries of others with advanced education.

Reports of average salaries obscure variations among groups of faculty members. Independent universities continued to provide the highest average faculty salaries; independent two-year colleges paid the lowest. Salaries also differed by academic specialty; faculty members in business, engineering, and legal studies were the best paid. Women continued to receive lower salaries, and the gender gap widened. Finally, geographic location was associated with large differences in faculty salaries.

## NOTES

<sup>1</sup> The average change in salary by state is calculated only for institutions that reported in 1997-98 and 1998-99. These changes include all factors influencing average salary, not just cost-of-living changes or raises granted by the state.

<sup>2</sup> This discipline includes less than 100 faculty members; slight staffing changes can, therefore, result in large shifts in salary averages.

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