

# Faculty Salaries 1999–2000

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

*Suzanne B. Clery is a senior research associate at JBL Associates, Inc., a Bethesda, Maryland consulting firm specializing in postsecondary education policy issues. Clery, who has worked extensively with higher education data and issues for ten years, 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. His doctorate is in higher education from the University of California, Berkeley. Lee started his career as an instructor at Laney Community College in Oakland, California, where he served as academic senate president and president of the faculty union. He subsequently 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 specializes in student aid policy and higher education government and finance issues.*

The national average salary for faculty members on 9/10 month contracts was \$56,022 in 1999–2000, up 3.2 percent since 1998–1999. For the second year in a row, faculty purchasing power remained above the 1972–73 peak (\$54,772 in constant 1999–2000 dollars). Average salaries increased 3.1 percent in public institutions and 3.3 percent in independent institutions between 1998–99 and 1999–2000.

The gap between the highest and lowest paid faculty ranks continued to grow. Professors earned \$39,553 more than instructors in 1999–2000 (\$33,397 more than instructors in 1972–73 in constant dollars).

Some additional highlights:

- California faculty members received the highest average salary, \$71,259, among faculty members with 9/10 month contracts in public four-year institutions (Table 11). Alaska faculty members in public two-year institutions received the highest salaries in their sector, \$61,613. Faculty members in Massachusetts received the highest average salaries in independent institutions, \$71,239.
- Mississippi faculty members in public two-year institutions received the largest public sector salary increase, 6.8 percent. The largest increase in public four-year institutions: South Dakota (6.5 percent, Table 12).
- Women on 9/10 month contracts earned less than men—\$10,301 less in public institutions and \$12,895 less in independent institutions (Table 8).
- Faculty members at institutions with collective bargaining agreements earned \$2,667 more than their colleagues at institutions without bargaining agreements, \$60,061 and \$57,394 respectively (Table 15).
- Engineering faculty earned the highest salaries in public institutions by academic specialty (\$78,024). Faculty members in public health earned the most (\$84,018) in independent institutions (Table 14).

## 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, received 1999–2000 salary data from 3,470 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. NEA imputed data for 138 non-reporting schools. The 1999–2000 NEA analysis also excluded 432 seminaries, religious training institutions, and for-profit colleges, leaving 3,176 institutions and 453,166 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 reported average salaries in 428 independent institutions and 322 public colleges and universities by academic specialty, and by collective bargaining status in public institutions.
- *Office of Institutional Research at Oklahoma State University (OSU) Faculty Salary Data.* OSU reported faculty salaries for 31 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 305 percent since 1972–73. Corrected for inflation, faculty purchasing power increased 2 percent—the second year that faculty have not lost purchasing power compared with the 1972–73 high. The average salary for faculty members in 1999–2000 was \$56,022, a \$1,250 constant dollar gain from the average salary in 1972–73 (\$54,772, Table 1).

The constant dollar average salary for faculty members exceeds the 1972–73 level, but

faculty members still experience a loss of purchasing power within the ranks. Full professors experienced a 2 percent decline in purchasing power, (\$1,393 in constant dollars, Table 2). Associate and assistant professors, and faculty members with no rank lost about 5 percent in purchasing power. Instructors and lecturers took the biggest losses, 18 and 17 percent declines, respectively. Promotions and seniority partially offset the effects of inflation, so faculty members in each academic rank lost more purchasing power while the average increased. The salary gap between professors—the highest paid faculty members—and instructors—the lowest paid—increased by \$6,156 over these 27 years.

## 1999–2000 IPEDS SALARY DATA

The average faculty member earned \$56,022 in 1999–2000, a 3.2 percent increase in current dollars from 1998–1999, and a 0.3 percent increase in purchasing power after inflation since last year (Table 1). The 1998–99 average salary was \$55,871 in 1999–2000 constant dollars.

## INSTITUTIONAL CHARACTERISTICS

By control, independent institutions paid higher salaries than public institutions—\$58,475 vs. \$55,033 (Table 3). Average salaries in universities explained the disparity—the \$69,616 average at independent institutions was \$8,736 more than the \$60,880 at publics. The difference closed by 2 percent, after growing 14 percent from 1997–98 to 1998–99. The disparity favored faculty members in public institutions in the other three sectors.

Faculty members in independent institutions showed greater salary variation among institutional types than colleagues in the public sector. The ranges: independents—from \$38,217 in two-year colleges to \$69,616 in universities, a \$31,399 difference; publics—from \$48,150 in two-year colleges to \$60,880 in universities, a \$12,730 difference.

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 4).

Table 1

**Average Salaries, Current and Constant 1999–2000 Dollars, and Percent Change, Full-Time Faculty on 9/10 Month Contracts, 1972–73 to 1999–2000**

Academic Year	Current Dollars			Constant 1999–2000 Dollars		
	Annual Average Salary	Percent Change	Cumulative Change	Annual Average Salary	Percent Change	Cumulative Change
1972–73	\$13,850			\$54,772		
1975–76	16,634	20.1	20.1	50,777	-7.3	-7.3
1979–80	21,367	28.5	54.3	46,594	-8.2	-14.9
1980–81	23,302	9.1	68.2	45,539	-2.3	-16.9
1981–82	25,449	9.2	83.7	45,780	0.5	-16.4
1982–83	27,196	6.9	96.4	46,908	2.5	-14.4
1984–85	30,447	12.0	119.8	48,734	3.9	-11.0
1985–86	32,392	6.4	133.9	50,394	3.4	-8.0
1987–88	35,901	10.8	159.2	52,466	4.1	-4.2
1989–90	39,786	10.8	187.3	53,045	1.1	-3.2
1990–91	42,335	6.4	205.7	53,518	0.9	-2.3
1991–92	43,703	3.2	215.5	53,532	0.0	-2.3
1992–93	44,843	2.6	223.8	53,264	-0.5	-2.8
1993–94	46,364	3.4	234.8	53,681	0.8	-2.0
1994–95	47,974	3.5	246.4	53,997	0.6	-1.4
1995–96	49,237	2.6	255.5	53,951	-0.1	-1.5
1996–97	50,996	3.6	268.2	54,328	0.7	-0.8
1997–98	52,481	2.9	278.9	54,945	1.1	0.3
1998–99	54,303	3.5	292.1	55,871	1.7	2.0
1999–00	56,022	3.2	304.5	56,022	0.3	2.3

Source: NCES, IPEDS Salary Survey, various years

Universities also accounted for the largest share of faculty members in the independent sector (14 percent). Fifteen percent of 9/10 month faculty members taught in independent baccalaureate (BA) and comprehensive colleges (BA+) combined, independent two-year colleges employed 0.3 percent of faculty members.

### CHANGES FROM 1998–99

Faculty salary increases varied by institutional type and control. Independent institutions paid more than public institutions (\$58,475 vs. \$55,033 in 1999–2000), and offered slightly greater salary gains, 3.3 percent vs. 3.1 percent (Table 5). The overall increase in 9/10 month faculty members' salaries was

3.2 percent since 1998–99. University faculty members—public and independent combined—received the largest increase (3.7 percent). Faculty members in comprehensive and baccalaureate institutions received 3.1 percent increases; colleagues at two-year colleges received 1.8 percent increases.

### ACADEMIC RANK

Not surprisingly, academic rank and salary were related. Professors, the largest group (31 percent, derived from Table 4), earned the highest salaries (\$74,465; Table 2). Associate professors, the next largest group (24 percent), earned \$54,532, three-fourths the average for full professors. Assistant professors earned

Table 2

**Average Salary in Constant 1999–2000 Dollars, Faculty on 9/10 Month Contracts by Rank, 1972–73 and 1999–2000, and Percent Change**

Rank	1972–1973	1999–2000	Percent Change
Professor	\$75,858	\$74,465	–1.8%
Associate	57,627	54,532	–5.4%
Assistant	47,571	44,999	–5.4%
Instructor	42,461	34,912	–17.8%
Lecturer	46,020	38,292	–16.8%
No Rank	50,129	47,433	–5.4%
Average	54,772	56,022	2.3%

Source: NCES, IPEDS Salary Survey, various years

\$44,999. Instructors, a small portion of the faculty, earned the least, \$34,912. Faculty members with no rank, mostly at community colleges, earned \$47,433.

### CONTRACT LENGTH

Only 14 percent of all faculty members, 62,781, had 11/12 month contracts (derived from Tables 4 and 6). Public universities employed almost one-half (45 percent) of these faculty members, but only 34 percent of faculty members on 9/10 month contracts (derived from Tables 4 and 6).

Faculty members on 11/12 month contracts in public institutions earned 26 percent more than their colleagues on 9/10 month contracts (derived from Tables 3 and 7). But 11/12 month faculty members in community colleges earned only 1 percent (\$522) more than colleagues on 9/10 month contracts. Faculty members on 11/12 month contracts at public baccalaureate, comprehensive, and doctoral institutions earned 33, 26, and 30 percent more, respectively, than colleagues on 9/10 month contracts.

The difference was only 3 percent at the independent doctoral institutions. Faculty members on 11/12 month contracts at two-year, baccalaureate, and comprehensive faculty earned 3, 9, and 3 percent less, respectively, than colleagues on the 9/10 month contracts.

Among faculty members on 11/12 month contracts, the salary advantage went to

colleagues in public institutions, \$69,132 compared with \$60,510 at independents (Table 7). The reverse was true for faculty members on 9/10 month contracts, \$58,475 at independents, \$55,033 at publics (Table 3).

### SALARY BY GENDER

Male faculty members earned more than females in 1999–2000, regardless of institutional level and control. The gender salary gap was \$10,301 in public institutions and \$12,895 in independents (Table 8). The wage disparity increased almost 3 percent in each sector since last year. Men also earned more at almost every rank. The exceptions: lecturers in community colleges and independent baccalaureate colleges, and professors, assistant professors, and instructors in independent two-year colleges.

Faculty salaries for women continued to suffer for several reasons. First, women were more likely to teach in the lower academic ranks. Women held 59 and 55 percent of the instructor and lecturer posts, but only 24 and 39 percent of the professor and associate positions, respectively (Table 9). The gender salary gap widened this year since salaries in the lower ranks continued to fall behind the higher ranks. Second, women were more likely to teach in two-year institutions (49 percent) and less likely to teach in universities (32 percent). Third, women were more likely to teach in lower-paying disciplines such as library science and nursing.

### TENURE

Nearly two-thirds of full-time faculty members had tenure (Table 10). Tenure rates by type of institution ranged from 56 percent in independent comprehensives to 71 percent in community colleges.

### SALARIES BY STATE

Alaska and California continued to lead in salaries paid to faculty members in community colleges (\$61,613 and \$59,670, respectively). California faculty members at public four-year colleges averaged \$71,259—the only state with an average over \$70,000

**Table 3****Average Salaries for Faculty on 9/10 Month Contracts<sup>1</sup>  
By Institutional Type, Control, and Rank, 1999–2000**

Type	Rank	Control		Average
		Public	Independent	
AA	Professor	\$57,752	*\$40,165	\$57,662
	Associate	48,017	36,907	47,847
	Assistant	41,974	32,063	41,778
	Instructor	37,588	26,861	37,453
	Lecturer	40,826	—	40,826
	No Rank	48,063	40,586	47,936
	Average	48,150	38,217	48,003
BA	Professor	60,710	61,371	61,219
	Associate	49,505	47,038	47,605
	Assistant	42,021	38,753	39,539
	Instructor	35,273	31,404	32,625
	Lecturer	38,008	29,208	34,077
	No Rank	41,236	35,597	37,001
	Average	48,518	47,354	47,637
BA+	Professor	66,007	62,362	64,685
	Associate	52,590	49,300	51,195
	Assistant	43,062	40,628	42,059
	Instructor	33,581	33,546	33,570
	Lecturer	34,937	35,739	35,084
	No Rank	43,265	43,618	43,519
	Average	52,402	49,342	51,195
Doctoral	Professor	79,362	92,326	83,315
	Associate	57,178	61,154	58,309
	Assistant	47,486	50,996	48,498
	Instructor	33,178	39,113	34,396
	Lecturer	38,144	43,141	39,406
	No Rank	38,449	43,763	40,496
	Average	60,880	69,616	63,405
Average	55,033	58,475	56,022	

Source: NCES, IPEDS Salary Survey, 1999–2000

<sup>1</sup> Based on 100 percent (3,176 institutions) of NEA's faculty salary universe.

\* Indicates less than 100 faculty.

(Table 11) and the leader in this category since 1997–98. The average salary paid to public four-year faculty members exceeded \$60,000 in 14 states, up five from last year's nine. At the other extreme, North Dakota and South Dakota faculty members averaged \$42,563 and \$44,564, respectively.

Iowa showed the largest difference between faculty salaries in public two-year and four-year institutions (\$24,192); Illinois

reported the smallest difference (\$3,511). Alaska faculty members in public two-year colleges received \$9,094 more than colleagues in public four-year institutions (\$61,613 vs. \$52,519). Among independent institutions, faculty members in Massachusetts received the highest average salary (\$71,239); colleagues in Montana trailed the list (\$34,392).

Among public two-year institutions, Mississippi faculty members received the

Table 4

**Number of Full-Time Faculty on 9/10 Month Contracts\*  
By Institutional Type, Control, and Rank, 1999–2000**

Type	Rank	Control		Total
		Public	Independent	
AA	Professor	12,830	92	12,922
	Associate	8,576	158	8,734
	Assistant	8,242	199	8,441
	Instructor	6,239	115	6,354
	Lecturer	418	4	422
	No Rank	47,384	838	48,222
	Total	83,689	1,406	85,095
BA	Professor	1,848	6,295	8,143
	Associate	1,738	5,916	7,654
	Assistant	2,055	6,574	8,629
	Instructor	603	1,496	2,099
	Lecturer	216	203	419
	No Rank	176	561	737
	Total	6,636	21,045	27,681
BA+	Professor	19,409	11,226	30,635
	Associate	15,318	11,386	26,704
	Assistant	16,863	11,901	28,764
	Instructor	3,870	2,095	5,965
	Lecturer	2,030	515	2,545
	No Rank	552	1,394	1,946
	Total	58,042	38,517	96,559
Doctoral	Professor	48,465	21,313	69,778
	Associate	37,527	14,947	52,474
	Assistant	31,966	13,021	44,987
	Instructor	6,743	1,849	8,592
	Lecturer	5,546	1,904	7,450
	No Rank	868	547	1,415
	Total	131,115	53,581	184,696
Total		279,482	114,549	394,031

Source: NCES, IPEDS Salary Survey, 1999–2000

\* Based on 100 percent of NEA's faculty salary universe (3,176 institutions).

largest salary increase in any state between 1998–99 and 1999–2000 (6.8 percent; Table 12). Faculty members in public two-year institutions in only five states—North Carolina, Ohio, South Carolina, South Dakota, and West Virginia—saw annual salary increases between 5 and 6 percent. Colleagues elsewhere received less than 5 percent; Maine faculty members experienced a 5 percent decline in average salary.

Faculty members at public four-year colleges in South Dakota and Mississippi received 6.5 and 6.2 percent salary increases, respectively; Kansas, South Carolina, and California awarded increases between 5 to 6 percent. Colleagues in all other states received less than 5 percent; Hawaii, Maine, and New Hampshire faculty members in public four-year institutions experienced slight average salary declines.

Table 5

**Percent Change in Salaries for Faculty on 9/10 Month Contracts<sup>1</sup>  
By Institutional Type, Control, and Rank, 1998–99 to 1999–2000**

Type	Rank	Control		Average
		Public	Independent	
AA	Professor	2.7	*12.6	2.8
	Associate	2.7	5.6	2.7
	Assistant	2.9	2.4	2.9
	Instructor	2.4	2.0	2.5
	Lecturer	2.1	—	2.1
	No Rank	1.7	0.3	1.7
	Average	1.8	2.8	1.8
BA	Professor	2.9	3.8	3.6
	Associate	3.5	3.9	3.8
	Assistant	3.3	3.2	3.2
	Instructor	2.6	1.5	2.0
	Lecturer	1.6	–3.1	–0.3
	No Rank	2.9	3.1	3.1
	Average	2.7	3.2	3.1
BA+	Professor	3.9	3.3	3.7
	Associate	3.5	3.2	3.3
	Assistant	3.2	3.3	3.3
	Instructor	4.2	5.4	4.5
	Lecturer	3.6	2.2	3.4
	No Rank	6.8	5.2	5.7
	Average	3.1	3.1	3.1
Doctoral	Professor	4.8	4.1	4.6
	Associate	3.9	0.9	3.1
	Assistant	4.5	4.1	4.4
	Instructor	2.5	7.1	3.4
	Lecturer	3.8	4.9	4.1
	No Rank	2.4	37.5	15.9
	Average	3.8	3.4	3.7
Average		3.1	3.3	3.2

Source: NCES, IPEDS Salary Survey, 1998–99, 1999–2000

<sup>1</sup> Based on 91.2 percent (2,895 institutions) of NEA's faculty salary universe.

\* Indicates less than 100 faculty.

In most states, faculty members at public four-year institutions received higher salaries than colleagues at independent four-year colleges (Table 12). The 13 exceptions: Maryland, Oregon, Rhode Island, Texas, Connecticut, Colorado, New York, Illinois, New Hampshire, Maine, Louisiana, Utah, and Massachusetts.

#### LAND-GRANT UNIVERSITIES

Salaries at the 31 land-grant universities in the Oklahoma State University database—institutions that employed many highly paid faculty members in public higher education—averaged \$67,694 in 1999–2000 (Table 13). The average salary for professors of law and legal educators—perennial salary leaders by academic specialty—was \$105,618, a \$5,134

Table 6

**Number of Full-Time Faculty on 11/12 Month Contracts\*  
By Institutional Type, Control, and Rank, 1999–2000**

Type	Rank	Control		Total
		Public	Independent	
AA	Professor	1,128	12	1,140
	Associate	779	51	830
	Assistant	677	85	762
	Instructor	853	91	944
	Lecturer	72	26	98
	No Rank	10,828	830	11,658
	Total	14,337	1,095	15,432
BA	Professor	124	581	705
	Associate	91	517	608
	Assistant	112	517	629
	Instructor	43	255	298
	Lecturer	20	66	86
	No Rank	50	248	298
	Total	440	2,184	2,624
BA+	Professor	1,476	1,416	2,892
	Associate	742	1,275	2,017
	Assistant	565	1,570	2,135
	Instructor	302	650	952
	Lecturer	108	42	150
	No Rank	282	833	1,115
	Total	3,475	5,786	9,261
Doctoral	Professor	12,078	3,195	15,273
	Associate	7,365	2,753	10,118
	Assistant	6,295	3,041	9,336
	Instructor	2,003	704	2,707
	Lecturer	866	182	1,048
	No Rank	443	715	1,158
	Total	29,050	10,590	39,640
Total		47,302	19,655	66,957

Source: NCES, IPEDS Salary Survey, 1999–2000

\*Based on 100 percent of NEA's faculty salary universe (3,176 institutions).

increase since 1998–99. At the other extreme, faculty members in transportation and materials moving averaged \$42,829, a \$2,057 increase since last year.

Faculty members in the highest-paid disciplines at the land grant universities—legal studies, business, and engineering—received average salary increases (5.1, 4.5, and 5.2 percent, respectively). The largest salary increases went to faculty members in agricultural sci-

ences, health professions and related sciences, and liberal arts and sciences—slightly over 8 percent. Agricultural business and production faculty members received the smallest average salary increase—\$84 (0.1 percent).

#### ACADEMIC SPECIALTY

Engineering faculty, according to CUPA data, earned the highest salaries in the public



Table 7

**Average Salaries for Faculty on 11/12 Month Contracts<sup>1</sup>  
By Institutional Type, Control, and Rank, 1999–2000**

Type	Rank	Control		Average
		Public	Independent	
AA	Professor	\$62,847	—	\$62,847
	Associate	53,861	*34,739	52,651
	Assistant	48,050	*34,568	46,388
	Instructor	42,536	*32,107	41,465
	Lecturer	*40,893	*37,708	39,817
	No Rank	47,572	38,081	46,921
	Average	48,672	37,205	47,878
BA	Professor	*84,472	47,447	53,957
	Associate	*73,737	46,731	50,291
	Assistant	*47,945	40,809	42,039
	Instructor	*50,460	36,597	38,247
	Lecturer	*51,820	*51,637	*51,671
	No Rank	*51,277	36,057	38,775
	Average	64,556	43,279	46,680
BA+	Professor	78,224	60,423	69,805
	Associate	63,758	52,552	56,435
	Assistant	51,032	44,917	46,295
	Instructor	41,202	32,171	34,639
	Lecturer	*39,845	*14,671	*30,754
	No Rank	57,396	37,707	42,685
	Average	66,285	47,642	54,372
Doctoral	Professor	99,047	96,805	98,592
	Associate	74,030	68,972	72,685
	Assistant	61,470	60,049	61,016
	Instructor	46,638	47,671	46,891
	Lecturer	50,432	49,919	50,345
	No Rank	53,237	51,535	52,169
	Average	79,107	72,047	77,266
Average		69,132	60,510	66,702

Source: NCES, IPEDS Salary Survey, 1999–2000

<sup>1</sup> Based on 100 percent (3,176 institutions) of NEA's faculty salary universe.

\*Indicates less than 100 faculty.

sector by academic specialty, \$78,024; public health faculty earned the highest salaries in independent institutions (\$84,018; Table 14). Nursing remained the lowest paid academic specialty in public institutions (\$48,987). Library science was the lowest paid specialty in independent institutions (\$43,401). The range among academic specialties was greater in independent than in public institutions (\$40,617 vs. \$29,037).

## COLLECTIVE BARGAINING

Faculty members working in institutions with a bargaining agreement earned \$2,667 more than colleagues teaching in institutions with no bargaining agreement (\$60,061 vs. \$57,394; Table 15). The bargaining advantage exceeded \$5,000 in 21 of the 45 disciplines studied (47 percent). Salaries of library science faculty members—\$59,420 vs. \$48,836—

Table 8

**Average Salaries for Men and Women Faculty on 9/10 Month Contracts<sup>1</sup>  
By Institutional Type, Control, and Rank, 1999–2000**

Type	Rank	Public		Independent	
		Women	Men	Women	Men
AA	Professor	\$55,448	\$59,377	*\$40,980	*\$39,486
	Associate	46,636	49,417	*35,640	*38,984
	Assistant	41,054	43,090	32,431	*31,456
	Instructor	36,660	38,672	*27,458	*24,904
	Lecturer	41,402	40,200	—	—
	No Rank	46,487	49,548	36,752	42,674
	Average	46,205	49,877	34,836	39,917
BA	Professor	59,727	60,980	59,136	62,003
	Associate	48,302	50,177	46,580	47,348
	Assistant	41,235	42,636	38,526	38,959
	Instructor	33,985	36,396	31,319	31,518
	Lecturer	37,026	*39,075	*31,342	*26,748
	No Rank	*39,165	*42,842	35,222	35,828
	Average	45,096	50,275	43,329	49,185
BA+	Professor	64,409	66,512	59,956	63,118
	Associate	51,608	53,191	47,860	50,236
	Assistant	42,513	43,560	40,041	41,241
	Instructor	33,140	34,241	33,398	33,804
	Lecturer	34,102	36,066	33,966	38,229
	No Rank	42,070	44,185	42,727	44,245
	Average	48,087	54,969	45,185	51,714
Doctoral	Professor	73,007	80,668	84,283	93,996
	Associate	54,752	58,369	57,924	62,763
	Assistant	45,438	49,146	47,945	53,380
	Instructor	32,800	33,792	38,137	40,344
	Lecturer	36,350	40,472	40,635	46,103
	No Rank	36,130	41,226	43,663	43,828
	Average	51,478	65,389	57,812	74,679
Average		48,651	58,952	49,795	62,690

Source: NCES, IPEDS Salary Survey, 1999–2000

<sup>1</sup> Based on 100 percent of NEA's faculty salary universe.

\* Indicates less than 100 faculty.

showed the largest difference (\$10,584). Salary differentials in nine disciplines—agricultural business and production, architecture, economics, engineering, multi/interdisciplinary studies, physical sciences, public health, social sciences, and visual and performing arts—favored non-bargaining institutions; the range: \$302 to \$12,578.

### STATE APPROPRIATIONS AND FACULTY SALARIES

States vary by wealth, level of support, and ability to increase higher education appropriations. State systems devote considerable attention to determining the proportion of the budget earmarked for compensation; administrators often suggest they could increase salaries if appropriations increased.

**Table 9****Women Faculty as a Percent of Total Faculty, Faculty on 9/10 Month Contracts<sup>1</sup>  
By Institutional Type, Control, and Rank 1999–2000**

Type	Rank	Control		Average
		Public	Independent	
AA	Professor	41.5	*47.8	41.6
	Associate	50.4	*57.6	50.5
	Assistant	54.6	60.3	54.7
	Instructor	53.6	*67.8	53.8
	Lecturer	52.9	50.0	52.8
	No Rank	48.5	36.0	48.3
	Average	48.6	45.3	48.6
BA	Professor	22.6	23.2	23.1
	Associate	36.2	41.0	39.9
	Assistant	44.2	47.9	47.0
	Instructor	46.4	55.6	53.0
	Lecturer	50.5	*54.7	52.5
	No Rank	*44.3	38.7	40.0
	Average	36.5	38.9	38.3
BA+	Professor	24.1	24.8	24.4
	Associate	38.0	39.6	38.7
	Assistant	47.6	51.1	49.0
	Instructor	59.2	60.9	59.8
	Lecturer	57.1	56.9	57.1
	No Rank	44.6	41.6	42.4
	Average	38.3	40.3	39.1
Doctoral	Professor	17.1	17.3	17.1
	Associate	32.9	33.3	33.0
	Assistant	44.8	43.8	44.5
	Instructor	61.8	54.5	60.2
	Lecturer	56.4	54.0	55.8
	No Rank	54.5	40.2	49.0
	Average	32.6	31.1	32.1
Average		38.7	35.8	37.8

Source: NCES, IPEDS Salary Survey, 1999–2000

<sup>1</sup> Based on 100 percent of NEA's faculty salary universe.

\*Indicates less than 100 faculty.

**Table 10****Percent of Faculty on 9/10 and 11/12 Month Contracts Tenured<sup>1</sup>  
By Institutional Type and Control, 1999–2000**

Offering Level	Control		Average
	Public	Independent	
AA	69.6	62.7	69.5
BA	59.5	56.6	57.4
BA+	61.6	53.9	58.7
Doctoral	63.6	59.2	62.4
Average	64.5	57.1	62.3

Source: NCES, IPEDS Salary Survey, 1999–2000

<sup>1</sup> Based on 69.7 percent (2,215 institutions) of NEA's salary universe reporting tenure information.

Table 11

**Average Salaries for Faculty on 9/10 Month Contracts<sup>1</sup>  
In Public and Independent Institutions,<sup>2</sup> by State, 1999–2000**

State	Public 4-year	Public 2-Year	Independent	Difference	
				Public 4-Year to Independent	Public 4-year to Public 2-year
CA	\$71,259	\$59,670	\$67,809	\$3,450	\$11,589
NJ	69,126	58,191	68,046	1,080	10,935
CT	68,460	*	69,614	-1,154	—
DE	66,425	47,803	56,788	9,637	18,622
IA	63,120	38,928	45,813	17,307	24,192
AZ	62,040	53,558	43,694	18,346	8,482
MI	61,961	58,343	47,834	14,127	3,618
NV	61,797	47,187	41,828	19,969	14,610
PA	61,775	51,417	59,796	1,979	10,358
NY	61,303	56,149	65,165	-3,862	5,154
RI	61,208	46,205	62,228	-1,020	15,003
HI	60,710	47,096	59,872	838	13,614
MA	60,435	42,560	71,239	-10,804	17,875
VA	60,218	44,007	49,638	10,580	16,211
OH	59,888	48,161	50,969	8,919	11,727
MN	59,508	45,968	49,312	10,196	13,540
MD	58,816	49,586	59,090	-274	9,230
WI	58,552	53,355	47,151	11,401	5,197
<b>US</b>	<b>57,927</b>	<b>47,985</b>	<b>58,399</b>	<b>-472</b>	<b>9,942</b>
IL	57,416	53,905	62,862	-5,446	3,511
NC	57,301	34,526	53,811	3,490	22,775
FL	56,624	44,573	51,999	4,625	12,051
WA	56,453	42,334	50,588	5,865	14,119
CO	56,363	38,565	57,526	-1,163	17,798
GA	56,290	42,060	53,474	2,816	14,230
IN	55,880	33,287	54,118	1,762	22,593
TX	54,108	43,077	55,134	-1,026	11,031
SC	54,067	36,935	41,953	12,114	17,132
NH	53,938	37,874	59,459	-5,521	16,064
KS	53,159	38,206	34,473	18,686	14,953
MO	53,078	43,485	52,566	512	9,593
AK	52,519	61,613	40,345	12,174	-9,094
TN	51,995	37,019	49,099	2,896	14,976
KY	51,837	41,196	41,767	10,070	10,641
NM	51,598	36,148	40,623	10,975	15,450
UT	51,476	38,592	61,186	-9,710	12,884
AL	50,765	42,509	43,075	7,690	8,256
WY	50,452	34,283	+	—	16,169
OR	50,085	46,349	50,601	-516	3,736
OK	50,070	38,810	45,359	4,711	11,260
MS	49,660	41,773	39,999	9,661	7,887
MT	49,423	34,344	34,392	15,031	15,079
VT	49,413	+	48,426	987	—
ID	48,563	44,862	43,390	5,173	3,701
ME	48,552	37,919	55,423	-6,871	10,633
NE	47,749	35,376	44,552	3,197	12,373
WV	47,071	39,482	38,953	8,118	7,589
AR	46,610	34,796	40,713	5,897	11,814
LA	46,507	36,699	55,522	-9,015	9,808
SD	44,564	33,911	37,905	6,659	10,653
ND	42,563	34,635	35,270	7,293	7,928
DC	*	+	67,807	—	—

Source: NCES, IPEDS Salary Survey, 1999–2000

<sup>1</sup> Ranked in descending order of average salary of public 4-year institutions.

<sup>2</sup> Based on 84.8 percent (901) of the public 2-year institutions, 94.3 percent (566) of the public 4-year institutions, and 73.1 percent (1,106) of the independent institutions reporting.

\* Indicates no responding institutions in this category.

+ Indicates no institutions in this category.

Table 12

**Percent Change in Average Salaries, Faculty on 9/10 Month Contracts<sup>1</sup>  
In Public and Independent Institutions,<sup>2</sup> by State, 1999–2000**

State	Public 4-Year	Public 2-Year	Independent
SD	6.5	5.1	4.0
MS	6.2	6.8	3.4
KS	5.3	0.4	3.7
SC	5.2	5.5	1.0
CA	5.1	-0.1	-3.5
AZ	4.9	3.8	-3.0
TN	4.9	1.5	2.3
WI	4.9	2.9	2.1
TX	4.8	4.3	2.5
VA	4.6	3.7	1.2
WA	4.6	3.0	1.9
WY	4.6	1.6	+
IL	4.1	0.8	3.3
NC	4.1	5.9	3.1
MT	3.9	3.9	0.5
IN	3.8	3.0	2.9
NM	3.8	4.7	5.8
NY	3.8	3.5	5.0
<b>US</b>	<b>3.6</b>	<b>2.2</b>	<b>3.0</b>
LA	3.6	4.2	-0.3
MD	3.6	2.6	3.4
OK	3.6	3.1	7.9
AR	3.5	4.0	1.8
ND	3.5	1.3	0.5
OH	3.3	5.5	2.4
RI	3.3	2.7	3.7
CO	3.2	0.0	3.4
WV	3.2	5.8	5.1
MA	3.1	0.7	3.5
FL	2.9	2.7	2.7
IA	2.9	1.5	2.6
AL	2.6	0.5	3.8
MI	2.6	1.4	2.4
NE	2.6	0.9	3.2
PA	2.6	-0.1	3.6
UT	2.6	1.2	6.4
KY	2.5	4.8	3.6
NJ	2.5	1.1	3.0
DE	2.4	4.8	-0.6
GA	2.3	0.8	4.6
NV	2.2	2.7	0.0
ID	2.1	-1.1	6.5
CT	1.6	*	4.4
MO	1.4	1.9	3.9
MN	1.2	-1.8	3.1
VT	0.9	+	4.1
OR	0.6	2.2	3.7
AK	0.1	2.7	1.8
NH	-0.1	3.5	3.0
HI	-0.7	-0.4	0.8
ME	-0.7	-5.0	1.3
DC	*	+	4.9

Source: NCES, IPEDS Salary Survey, 1999–2000.

<sup>1</sup> Ranked in descending order of percent change in average salaries for public 4-year institutions.

<sup>2</sup> Based on 82.2 percent (874) of the public 2-year institutions, 93.7 percent (562) of the public 4-year institutions, and 68.4 percent (1,035) of the independent institutions reporting in both years.

\* Indicates no responding institutions.

+ Indicates no institutions in this sector.

Table 13

**Average Salaries and Difference in Salaries for Faculty in Land-Grant Universities  
By Discipline,<sup>1</sup> 1998–99 to 1999–2000**

	Average Salary		Difference (\$)
	1998–99	1999–2000	
Law and Legal Studies	\$100,484	\$105,618	\$5,134
Business Management and Administrative Services	81,924	85,582	3,658
Engineering	75,874	79,805	3,931
Computer and Information Sciences	73,383	77,470	4,087
Health Professions and Related Sciences	70,658	76,413	5,755
Physical Sciences	69,116	72,929	3,813
<b>ALL FIELDS</b>	<b>64,247</b>	<b>67,694</b>	<b>3,447</b>
Mathematics	63,995	67,034	3,039
Biological Sciences and Life Sciences	63,551	66,576	3,025
Psychology	63,616	66,383	2,767
Multi/Interdisciplinary Studies	61,724	66,313	4,589
Social Sciences and History	60,932	65,384	4,452
Agricultural Business and Production	65,287	65,371	84
Agricultural Sciences	57,170	61,987	4,817
Conservation and Renewable Natural Resources	57,992	61,882	3,890
Public Administration and Services	58,708	60,299	1,591
Library Science	57,783	60,042	2,259
Protective Services	57,014	59,457	2,443
Architecture and Related Programs	58,031	59,442	1,411
Area, Ethnic, and Cultural Studies	58,082	58,595	513
Philosophy and Religion	56,066	57,663	1,597
English Language and Literature/Letters	53,720	56,728	3,008
Home Economics	55,352	56,717	1,365
Education	55,140	56,218	1,078
Engineering-Related Technologies	52,589	55,684	3,095
Communications	54,357	55,597	1,240
Liberal Arts and Sciences, General Studies and Humanities	50,376	54,463	4,087
Parks, Recreation, Leisure and Fitness Studies	52,287	54,227	1,940
Foreign Languages and Literatures	51,544	54,157	2,613
Visual and Performing Arts	51,322	53,466	2,144
Transportation and Materials Moving Workers	40,772	42,829	2,057

Source: Oklahoma State University, Faculty Salary by Discipline Data Files, 1998–99, 1999–2000

<sup>1</sup> Ranked in descending order by average salary in 1999–2000.

**Table 14****Average Faculty Salaries in 4-Year Institutions, by Discipline and Control,<sup>1</sup> 1999–2000**

Discipline	Control	
	Public	Independent
Engineering	\$78,024	\$76,060
Physical Sciences	77,225	52,348
Social Sciences	72,571	56,137
Accounting	70,634	67,549
Marketing Management and Research	69,864	72,034
Economics	66,682	67,255
Business Administration and Management, General	66,464	65,054
Computer and Information Sciences	66,240	58,260
Agricultural Business and Production	64,644	45,195
Physics	63,537	63,516
Public Health	62,460	84,018
Public Administration and Services	59,825	64,572
Area, Ethnic, and Cultural Studies	59,697	56,257
Architecture and Related Programs	59,357	59,059
Chemistry	58,977	55,556
Geology	58,800	64,132
Multi/Interdisciplinary Studies	58,484	51,632
Biological Sciences/Life Sciences	58,396	53,155
<b>ALL FIELDS</b>	<b>58,313</b>	<b>56,308</b>
Psychology	58,157	53,188
Mathematics	57,871	54,087
Philosophy and Religion	56,925	49,997
Visual and Performing Arts	56,392	46,642
Anthropology	56,391	60,085
Education Administration and Supervision	56,221	55,249
Political Science	56,027	57,645
Physical Therapy	55,710	53,329
History	54,937	54,363
Sociology	54,471	53,242
Education	54,369	49,137
Geography	54,327	55,561
Library Science	54,121	43,401
Home Economics	53,316	46,117
Engineering Related Technologies	53,195	46,978
Special Education	52,978	47,619
Parks, Recreation, Leisure & Fitness	52,532	48,276
English Language and Literature	51,960	50,931
Speech-Language Pathology and Audiology	51,756	51,401
Protective Services	51,159	43,434
Occupational Therapy	51,145	46,099
Foreign Languages and Literatures	50,984	49,323
Education—Curriculum and Instruction	50,535	52,735
Communications	50,148	47,588
Music	49,823	48,291
Drama/Theater Arts	49,218	48,134
Nursing	48,987	45,164

Source: College and University Personnel Association, Faculty Salary Survey in Private and Public Institutions, 1999–2000

<sup>1</sup> Sorted by salaries in public institutions.

Table 15

**Average Salaries and Salary Differences by Bargaining Status and by Discipline,  
Full-Time Faculty in Public 4-Year Institutions, 1999–2000**

Discipline	All	Non-Collective Bargaining	Collective Bargaining	Difference
<b>ALL FIELDS</b>	<b>\$58,313</b>	<b>\$57,394</b>	<b>\$60,061</b>	<b>\$2,667</b>
Accounting	70,634	70,506	70,859	353
Agricultural Business and Production	64,644	64,755	63,979	-776
Anthropology	56,391	53,004	60,100	7,096
Architecture and Related Programs	59,357	59,578	58,456	-1,122
Area, Ethnic, and Cultural Studies	59,697	59,334	59,993	659
Biological Sciences/Life Sciences	58,396	57,566	60,029	2,463
Business Administration & Management, General	66,464	65,478	68,233	2,755
Chemistry	58,977	57,486	61,681	4,195
Communications	50,148	48,133	53,569	5,436
Computer and Information Sciences	66,240	65,189	67,986	2,797
Drama/Theater Arts	49,218	46,435	53,414	6,979
Economics	66,682	66,816	66,514	-302
Education	54,369	52,414	57,477	5,063
Education Administration and Supervision	56,221	54,901	58,485	3,584
Education—Curriculum and Instruction	50,535	49,683	52,993	3,310
Engineering	78,024	80,930	71,895	-9,035
Engineering Related Technologies	53,195	51,909	56,158	4,249
English Language and Literature	51,960	49,856	55,789	5,933
Foreign Languages and Literatures	50,984	49,561	53,663	4,102
Geography	54,327	51,533	58,179	6,646
Geology	58,800	56,317	62,612	6,295
History	54,937	52,571	58,993	6,422
Home Economics	53,316	52,178	57,205	5,027
Library Science	54,121	48,836	59,420	10,584
Marketing Management and Research	69,864	68,359	72,357	3,998
Mathematics	57,871	55,987	61,603	5,616
Multi/Interdisciplinary Studies	58,484	60,910	52,953	-7,957
Music	49,823	47,994	53,661	5,667
Nursing	48,987	47,265	53,830	6,565
Occupational Therapy	51,145	50,802	51,817	1,015
Parks, Recreation, Leisure & Fitness	52,532	50,603	54,495	3,892
Philosophy and Religion	56,925	52,054	63,413	11,359
Physical Sciences	77,225	80,780	68,202	-12,578
Physical Therapy	55,710	53,184	59,053	5,869
Physics	63,537	61,985	66,261	4,276
Political Science	56,027	53,836	59,519	5,683
Protective Services	51,159	47,542	55,515	7,973
Psychology	58,157	56,176	61,349	5,173
Public Administration and Services	59,825	57,449	62,576	5,127
Public Health	62,460	63,525	60,829	-2,696
Social Sciences	72,571	74,695	63,811	-10,884
Sociology	54,471	51,909	58,619	6,710
Special Education	52,978	50,835	55,440	4,605
Speech-Language Pathology and Audiology	51,756	49,545	56,460	6,915
Visual and Performing Arts	56,392	58,174	52,014	-6,160

Source: College and University Personnel Association, Faculty Salary Survey in Public Institutions, 1999–2000



State appropriations increased by 45 percent between 1989–90 and 1999–2000, but faculty salaries increased by only 20 percent and 31 percent in public two- and four-year institutions, respectively. The correlation between changes in state appropriations and in faculty salary outlays—the total amount paid for instruction—in public four-year institutions was mild, at best.<sup>1</sup> But these outlays could change along with changes in the number of faculty members and the amount paid to faculty members.

Changes in state appropriations for higher education and in faculty salary outlays in public two-year institutions showed no significant correlation, perhaps because public two-year institutions receive funds from the state and local levels or because faculty salaries may be set by a local board, not the state. This additional revenue source could dilute the effects of the state revenues for the public two-year colleges.

## SUMMARY

Reporting average salaries obscures variations between groups of faculty members. Salaries at community and public four-year colleges continued to drift apart in 1999–2000. Independent universities continued to provide the highest average faculty salaries; independent two-year colleges paid the lowest. Salaries also differed by academic specialty; business, engineering, and legal studies faculty received the highest pay. Women continued to receive lower salaries; the salary gap continued to widen. Finally, geographic location made large differences in salaries.

Faculty members were slightly better off in 1999–2000 than in the early 1970s. But faculty members still experienced a loss of purchasing power by rank; colleagues in the lower ranks took the biggest hit.

## NOTES

<sup>1</sup> The correlation between the change in state appropriations and change in faculty salary outlays between 1989–1990 and 1999–2000 is 0.4730, with significance to the 99 percent confidence interval.

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