

Faculty Salaries: 2001–2002

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The national average salary for faculty members on 9/10-month contracts was \$59,939 in 2001–02, up 7.0 percent since 1999–2000, the last time the U.S. Department of Education completed the salary survey. Since 1997–98, faculty purchasing power has remained above the 1972–73 peak—the 1972–73 average faculty salary in constant 2001–02 dollars was \$57,428. Purchasing power of faculty salaries in 2001–02 was 4.4 percent greater than in 1972–73. Average salaries increased 6.4 percent in public institutions and 7.9 percent in independent institutions between 1999–2000 and 2001–02.

Over the past 30 years, the difference in salaries paid to full professors and assistant professors shrank from nearly \$30,000 in 1972–73 to about \$24,000 in the early 1980s (all salaries corrected for inflation). This difference rose from the early 1980s through the 1990s, and in 2001–02 was \$32,124 (\$80,986 vs. \$48,862).

Some additional highlights:

- California faculty members received the highest average salary, \$75,201, among faculty members with 9/10-month contracts in public four-year institutions (Table 12). Alaska faculty members in public two-year institutions received the highest salaries in their sector, \$64,859. Faculty members in Massachusetts received the highest average salaries in independent institutions, \$78,516.
- Massachusetts faculty members received the largest salary increase in public two-year institutions between 1999–2000 and 2001–02, 29.4 percent. The largest increase in public four-year institutions: Washington (15.1 percent, Table 13).
- Women on 9/10-month contracts earned less than men—\$10,752 less in public institutions and \$13,861 less in independent institutions (Table 9).
- Faculty members working in institutions with bargaining agreements earned \$3,876 more than their colleagues at institutions without bargaining agreements, \$63,408 and \$59,532, respectively (Table 16).

- Engineering faculty earned the highest salaries in public four-year institutions by academic specialty, \$78,833 (Table 15). Accounting and marketing faculty followed with salaries of \$76,959 and \$76,461, respectively.

OVERVIEW

This report of faculty salaries relied on four data sources:

The National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS) Salary Survey. After a one-year hiatus, NCES, a division of the U.S. Department of Education, received 2001–02 salary data from 3,787 degree-granting colleges and universities as part of IPEDS, an annual statistical report on higher education. NCES excluded part-time faculty, faculty members paid by a religious order, and non-teaching faculty members. The 2001–02 NEA analysis also excluded 511 seminaries, religious training institutions, and for-profit colleges, leaving 3,276 institutions and 483,960 full-time faculty members. We used an early release of the data and results may differ from those reported by the U.S. Department of Education at a later time.

IPEDS data included separate reports for faculty members on 9/10- and 11/12-month contracts. Unless otherwise noted, our tables report on faculty members on 9/10-month contracts—85 percent of all full-time faculty members.

- *College and University Personnel Association (CUPA).* CUPA reported average salaries in 352 public colleges and universities, by academic specialty and by collective bargaining status.
- *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.
- *U.S. Department of Education, National Study of Postsecondary Faculty, 1999 (NSOPF).* NSOPF surveyed faculty members from all fields and all types of institutions.

HISTORICAL PERSPECTIVE

Average salaries for faculty members on 9/10-month contracts, uncorrected for inflation, increased 333 percent since 1972–73. Corrected for inflation, the purchasing power of faculty members increased 4.4 percent—the fourth consecutive year that faculty gained purchasing power compared to the 1972–73 high. The average salary for faculty members in 2001–02 was \$59,939, a \$2,511 constant dollar gain from the average salary in 1972–73 (\$57,428, Table 1).

The 2001–02 constant dollar average salary for faculty members exceeded the 1972–73 level. But some faculty members lost purchasing power *within ranks*. The purchasing power of associate and assistant professors declined two to three percent over the past two decades. Lecturers and faculty members with no rank lost 11 to 13 percent. In contrast, the purchasing power of full professors and instructors in 2001–02 increased by \$1,449 and \$2,706 respectively—the first increase in 20 years (Table 2).

The salary differential between full and assistant professors declined from nearly \$30,000 in 1972–73 to about \$24,000 in the early 1980s (all salaries corrected for inflation, Table 2). The differential then increased between the early 1980s and the 1990s. In 2001–02, the differential was \$32,124—\$80,986 for full professors vs. \$48,862 for assistant professors.

2001–02 IPEDS SALARY DATA

The average faculty member earned \$59,939 in 2001–02—a 7.0 percent increase in current dollars, and a 2.0 percent increase in purchasing power after inflation since 1999–2000 (Table 1). The 1999–2000 average salary was \$58,739 in 2001–02 constant dollars.

INSTITUTIONAL CHARACTERISTICS

Independent institutions paid higher salaries than public institutions—\$63,398 vs. \$58,604 (Table 3). Average salaries in universities explained the disparity—the \$75,078 average at independent institutions was \$9,754 more than the \$65,324 paid at public institutions.

Table 1**Average Salaries in Current and Constant 2001–02 Dollars, and Percent Change, Full-Time Faculty on 9/10-Month Contracts, 1972–73 to 2001–02**

Academic Year	Current Dollars			Constant 2001–02 Dollars		
	Average Annual Salary	Percent Change	Cumulative Change	Average Annual Salary	Percent Change	Cumulative Change
1972-73	\$13,850			\$57,428		
1975-76	16,634	20.1%	20.1%	53,239	-7.3%	-7.3%
1979-80	21,367	28.5	54.3	48,853	-8.2	-14.9
1980-81	23,302	9.1	68.2	47,747	-2.3	-16.9
1981-82	25,449	9.2	83.7	48,000	0.5	-16.4
1982-83	27,196	6.9	96.4	49,183	2.5	-14.4
1984-85	30,447	12.0	119.8	51,097	3.9	-11.0
1985-86	32,392	6.4	133.9	52,837	3.4	-8.0
1987-88	35,901	10.8	159.2	55,010	4.1	-4.2
1989-90	39,786	10.8	187.3	55,617	1.1	-3.2
1990-91	42,335	6.4	205.7	56,113	0.9	-2.3
1991-92	43,703	3.2	215.5	56,128	0.0	-2.3
1992-93	44,843	2.6	223.8	55,847	-0.5	-2.8
1993-94	46,364	3.4	234.8	56,284	0.8	-2.0
1994-95	47,974	3.5	246.4	56,615	0.6	-1.4
1995-96	49,237	2.6	255.5	56,567	-0.1	-1.5
1996-97	50,996	3.6	268.2	56,962	0.7	-0.8
1997-98	52,481	2.9	278.9	57,609	1.1	0.3
1998-99	54,303	3.5	292.1	58,580	1.7	2.0
1999-00	56,022	3.2	304.5	58,739	0.3	2.3
2001-02	59,939	7.0	332.8	59,939	2.0	4.4

Source: National Center for Education Statistics, IPEDS Salary Survey, various years.

Table 2**Average Salaries of Full-Time Faculty on 9/10-Month Contracts by Academic Year and Rank 1972–73 through 2001–02 in Constant 2001–02 Dollars**

Academic Year	All Ranks	Professor	Associate	Assistant	Instructor	Lecturer	No Rank
1972-73	\$57,428	\$79,537	\$60,422	\$49,877	\$44,520	\$48,252	\$52,560
1975-76	53,239	72,369	54,494	44,700	43,791	41,246	48,653
1979-80	48,853	64,867	49,000	39,918	32,058	36,928	46,823
1980-81	47,747	63,015	47,567	38,729	31,101	35,451	45,764
1981-82	48,000	63,067	47,678	38,869	31,027	35,376	45,891
1982-83	49,183	64,273	48,685	39,887	31,831	36,299	46,219
1984-85	51,097	66,697	50,254	41,398	33,950	37,481	46,458
1985-86	52,837	68,947	51,850	42,862	34,121	38,773	47,448
1987-88	55,010	72,087	53,985	44,603	34,822	39,811	48,318
1989-90	55,617	73,643	54,988	45,629	35,162	40,688	45,680
1990-91	56,113	73,797	55,051	45,699	35,216	40,278	48,408
1991-92	56,128	73,389	55,060	45,762	34,657	38,501	49,719
1992-93	55,847	73,300	54,781	45,631	35,547	38,203	47,238
1993-94	56,284	73,655	54,917	45,629	34,976	36,950	49,281
1994-95	56,615	73,964	55,075	45,680	35,041	39,329	48,605
1995-96	56,567	74,034	54,987	45,512	34,874	39,048	49,447
1996-97	56,962	74,557	55,122	45,480	34,894	39,214	49,511
1997-98	57,609	75,546	55,865	45,981	35,646	38,976	49,309
1998-99	58,580	77,078	57,048	46,800	36,481	39,858	49,567
1999-00	58,739	78,076	57,176	47,181	36,605	40,149	49,733
2001-02	59,939	80,986	58,837	48,862	47,226	41,891	46,615

Source: National Center for Education Statistics, Salaries of Full-Time Instructional Faculty on 9- and 10-Month Contracts in Institutions of Higher Education, various years.

Independent institutions showed greater salary variation among types of colleges than the public sector. Average salaries in independent institutions ranged from \$33,677 in two-year colleges to \$75,078 in universities, a \$41,401 difference. Salaries in public institutions ranged from \$50,443 in baccalaureate colleges to \$65,324 in universities, only a \$14,881 difference. The differences in 1999–2000: \$31,399 and \$12,730, respectively.¹ The disparity between the worst and best paid is increasing.

The difference between average salaries in independent and public universities grew nearly 20 percent over the past decade—from \$7,884 in 1991–92 to \$9,754 in 2001–02 in constant 2001–02 dollars (Table 4). This difference actually closed by two percent between 1998–99 and 1999–2000, but then increased by 12 percent between 1999–2000 and 2001–02. The long-term trend will continue as states struggle with budget shortfalls.

Table 3**Average Salaries for Faculty on 9/10-Month Contracts¹ by Institutional Type, Control, and Rank, 2001–02**

Offering Level	Rank	Control		Average
		Public	Independent	
Associate	Professor	\$60,766	\$42,793	\$60,653
	Associate	50,576	38,997	50,417
	Assistant	44,527	30,829	44,258
	Instructor	52,548	30,716	52,377
	Lecturer	46,336	—*	46,224
	No Rank	45,529	33,928	45,462
	Average	50,843	33,677	50,692
Baccalaureate	Professor	64,119	67,535	66,694
	Associate	53,101	51,146	51,641
	Assistant	44,942	42,068	42,863
	Instructor	39,388	33,671	35,932
	Lecturer	34,367	39,140	36,336
	No Rank	39,824	39,952	39,918
	Average	50,443	51,267	51,038
Comprehensive	Professor	71,026	66,638	69,371
	Associate	56,502	52,930	54,966
	Assistant	46,350	43,546	45,196
	Instructor	36,447	37,321	36,740
	Lecturer	39,629	38,968	39,512
	No Rank	44,233	49,704	47,842
	Average	55,604	52,610	54,413
Universities	Professor	86,255	101,038	90,766
	Associate	61,771	66,430	63,107
	Assistant	51,693	56,024	52,944
	Instructor	36,578	42,930	37,948
	Lecturer	40,901	46,759	42,527
	No Rank	56,430	51,300	55,495
	Average	65,324	75,078	68,133
Average	58,604	63,398	59,939	

Source: National Center for Education Statistics, IPEDS Salary Survey, 2001–02.

¹ Based on 100 percent (3,276 institutions) of NEA's faculty salary universe.

* Indicates less than 100 faculty.

Table 4**Average Salaries for University Faculty on 9/10-Month Contracts in Constant 2001–02 dollars, from 1991–92 to 2001–02**

	Control		Difference
	Public	Independent	
1991-92	\$60,819	\$68,703	\$7,884
1992-93	60,493	68,842	8,349
1993-94	60,424	69,145	8,721
1994-95	60,650	69,355	8,705
1995-96	60,802	69,610	8,808
1996-97	61,302	69,783	8,481
1997-98	61,769	71,052	9,282
1998-99	63,098	72,236	9,138
1999-00	63,832	72,992	9,160
2001-02	65,324	75,078	9,754

Source: National Center for Education Statistics, IPEDS Salary Survey, various years.

About 72 percent of faculty members on 9/10-month contracts taught in public institutions: 34 percent in universities, 14 percent in comprehensive colleges, 22 percent in community colleges, and two percent in baccalaureate colleges (derived from Table 5).

The breakdown for the 28 percent of 9/10-month faculty members who taught in the independent sector: universities—13.7 percent, comprehensives—9.3 percent; baccalaureates—4.8 percent, and two-year colleges—0.2 percent.

CHANGE FROM 1999–2000

Faculty salary increases between 1999–2000 and 2001–02—the U.S. Department of Education did not collect faculty salary data in 2000–01—were unevenly distributed across institutional type and control. The average increase for the salaries of all faculty members on 9/10-month contracts between 1999–2000 and 2001–02 was 6.8 percent.² Salary gains favored faculty members in independents between 1999–2000 and 2001–02: independents—7.9 percent, publics—6.4 percent (Table 6). The respective increases by type of institution: universities—7.8 percent, baccalaureates—6.7 percent, comprehensives—6.6 percent, and two-year institutions—5.1 percent.

ACADEMIC RANK

Academic rank, not surprisingly, was related to salary. Professors, the largest group of faculty members by academic rank (29 percent, derived from Table 5), earned the highest salaries, \$77,499 (Table 2). Associate professors (23 percent of faculty members) earned \$57,632—approximately three-fourths the earnings of the average full professor. Assistant professors (24 percent of faculty members) earned \$48,551. Instructors, 14 percent of the faculty, earned the least, \$40,789. Faculty members with no rank, mostly at community colleges, earned \$50,465.

CONTRACT LENGTH

Only 15 percent (72,587) of all faculty members had 11/12-month contracts (derived from Tables 5 and 7). Public institutions employed two-thirds of these faculty members. Forty-three percent of 11/12-month faculty members—but only 33 percent of their 9/10-month colleagues—were in public universities (derived from Tables 5 and 7).

In public institutions, faculty members on 11/12-month contracts earned 28 percent more than colleagues on 9/10-month contracts (derived from Tables 3 and 8). The difference

Table 5**Number of Full-Time Faculty on 9/10-Month Contracts¹ by Institutional Type and Control, and Rank 2001–02**

Offering Level	Rank	Control		Total
		Public	Independent	
Associate	Professor	12,844	116	12,960
	Associate	8,941	146	9,087
	Assistant	9,187	207	9,394
	Instructor	36,511	311	36,822
	Lecturer	840	4	844
	No Rank	23,476	140	23,616
	Total	91,799	924	92,723
Baccalaureate	Professor	1,842	5,690	7,532
	Associate	1,814	5,395	7,209
	Assistant	2,367	6,251	8,618
	Instructor	958	1,641	2,599
	Lecturer	301	226	527
	No Rank	188	548	736
	Total	7,470	19,751	27,221
Comprehensive	Professor	17,609	10,861	28,470
	Associate	14,596	11,103	25,699
	Assistant	17,561	12,366	29,927
	Instructor	4,392	2,502	6,894
	Lecturer	2,294	551	2,845
	No Rank	456	888	1,344
	Total	56,908	38,271	95,179
University	Professor	49,172	21,637	70,809
	Associate	37,579	15,147	52,726
	Assistant	35,387	14,425	49,812
	Instructor	8,177	2,337	10,514
	Lecturer	6,425	2,508	8,933
	No Rank	2,812	644	3,456
	Total	139,552	56,698	196,250
Total	295,729	115,644	411,373	

Source: National Center for Education Statistics, IPEDS Salary Survey, 2001–02.

Note: In 2001–02, there was a difference as to how the instructor and no rank faculty were defined and reported. This caused a huge shift of faculty members from the “no rank” category to instructor.

¹Based on 100 percent of NEA’s faculty salary universe (3,276 institutions).

was negligible at community colleges: 11/12-month faculty members earned two percent (\$1,046) more than colleagues on 9/10-month contracts. One explanation: smaller institutions tend to employ more faculty members on 11/12-month contracts, and community colleges tend to be smaller than four-year institutions. Faculty members on 11/12-month contracts in public baccalaureate, comprehensive, and doctoral institutions earned 34, 26,

and 30 percent more, respectively, than colleagues on 9/10-month contracts.

Faculty members on 11/12-month contracts in independent baccalaureate and comprehensive institutions earned eight and two percent less, respectively, than colleagues on 9/10-month contracts. Faculty members on 11/12-month contracts at independent two-year colleges and at universities earned more than colleagues on 9/10-month contracts:

Table 6**Percent Change in Salaries for Faculty on 9/10-Month Contracts¹ by Institutional Type, Control, and Rank from 1999–2000 to 2001–2002**

Offering Level	Rank	Control		All
		Public	Independent	
Associate	Professor	5.1	7.5*	5.1
	Associate	4.9	4.2	4.9
	Assistant	6.0	-2.5	5.8
	Instructor	40.0	25.1	40.0
	Lecturer	13.6	–*	13.6
	No Rank	-5.0	8.0	-4.9
	Average	5.1	3.2	5.1
Baccalaureate	Professor	5.6	8.2	7.5
	Associate	7.2	8.0	7.8
	Assistant	7.0	7.9	7.7
	Instructor	7.7	7.6	7.5
	Lecturer	-10.2	15.1	-0.8
	No Rank	3.5	-3.7	-3.1
	Average	4.8	7.5	6.7
Comprehensive	Professor	7.4	8.1	7.6
	Associate	7.2	8.4	7.7
	Assistant	7.4	8.1	7.8
	Instructor	9.5	10.5	9.8
	Lecturer	13.3	5.6	11.8
	No Rank	2.3	13.5	9.6
	Average	6.0	7.5	6.6
Universities	Professor	9.0	9.8	9.3
	Associate	8.1	8.8	8.4
	Assistant	9.0	10.2	9.3
	Instructor	10.1	11.6	10.5
	Lecturer	7.4	9.4	8.4
	No Rank	46.9	17.5	37.3
	Average	7.5	8.5	7.8
Average		6.4	7.9	6.8

Source: National Center for Education Statistics, IPEDS Salary Survey, 1999–2000, 2001–02.

Note: A change in defining and reporting instructors and no rank faculty in 2001–02 resulted in a large shift of faculty members from the “no rank” to the instructor category. This movement of faculty members also led to large differences in the salary distributions of these two ranks, and therefore to large percentage changes from 1999–2000 to 2000–01.

¹ Based on 86.4 percent (2,829 institutions) of NEA’s faculty salary universe.

*Indicates less than 100 faculty.

two-year colleges—33 percent, universities—five percent.

Among faculty members on 11/12-month contracts, the salary advantage went to colleagues in public institutions—\$75,249 vs. \$65,913 at independents (Table 8). In contrast, the salary advantage for faculty on 9/10-month contracts favored independent institutions (Table 3).

GENDER

Male faculty members earned more than females in 2001–02, regardless of institutional level and control. The salary gap in 2001–02 was \$10,752 in public institutions and \$13,861 in independents (Table 9). The gap is widening. The wage disparity increased by three percent from 1998–99 to 1999–2000, and by

Table 7**Number of Full-Time Faculty on 11/12-Month Contracts¹ by Institutional Type, Control, and Rank, 2001–02**

Offering Level	Rank	Control		Total
		Public	Independent	
Associate	Professor	946	21	967
	Associate	866	22	888
	Assistant	867	29	896
	Instructor	7,305	714	8,019
	Lecturer	48	24	72
	No Rank	3,175	35	3,210
	Total	13,207	845	14,052
Baccalaureate	Professor	145	817	962
	Associate	76	648	724
	Assistant	78	753	831
	Instructor	54	449	503
	Lecturer	19	54	73
	No Rank	78	541	619
	Total	450	3,262	3,712
Comprehensive	Professor	1,318	1,801	3,119
	Associate	765	1,637	2,402
	Assistant	629	2,052	2,681
	Instructor	265	814	1,079
	Lecturer	140	81	221
	No Rank	275	694	969
	Total	3,392	7,079	10,471
University	Professor	12,153	3,786	15,939
	Associate	7,608	3,355	10,963
	Assistant	7,120	3,827	10,947
	Instructor	2,186	1,108	3,294
	Lecturer	1,090	253	1,343
	No Rank	1,149	717	1,866
	Total	31,306	13,046	44,352
Total		48,355	24,232	72,587

Source: National Center for Education Statistics, IPEDS Salary Survey, 2001–02.

¹Based on 100 percent of NEA's faculty salary universe (3,276 institutions).

another four percent in public institutions and eight percent in independents between 1999–2000 and 2001–02. Men earned more than women in every rank and level in public institutions. In independents, women had a slight advantage as instructors in two-year institutions, and in the lowest paid ranks—instructors, lecturers, and no rank in baccalaureate institutions.

Salaries for female faculty continued to suffer for at least three reasons. First, women were concentrated in the lower academic

ranks. Women held 56 and 53 percent of the instructor and lecturer positions, but only 26 and 40 percent of the professor and associate positions, respectively (Table 10). The gender gap widened this year because salaries in the lower ranks continued to fall behind the higher ranks. Second, women were clustered in two-year colleges—50 percent of the faculty—and were less likely to teach in universities—34 percent. Third, women were more likely to teach in lower-paying disciplines such as library science and nursing.

Table 8**Average Salaries for Faculty on 11/12-Month Contracts¹ by Institutional Type and Control, and Rank 2001–02**

Offering Level	Rank	Control		All
		Public	Independent	
Associate	Professor	\$63,075	\$38,923*	\$62,883
	Associate	54,145	51,463*	54,107
	Assistant	48,102	46,427*	48,065
	Instructor	52,065	44,842	51,423
	Lecturer	44,909*	52,292*	48,525*
	No Rank	49,098	30,237*	48,988
	Average	51,889	44,803	51,475
Baccalaureate	Professor	79,306	53,749	57,555
	Associate	80,139*	48,595	51,109
	Assistant	61,496*	42,837	44,057
	Instructor	44,528*	36,232	36,850
	Lecturer	60,387*	53,166*	54,610*
	No Rank	53,298*	47,876	48,503
	Average	67,604	46,979	49,116
Comprehensive	Professor	85,779	61,956	72,142
	Associate	66,025	51,678	56,013
	Assistant	51,508	48,159	48,878
	Instructor	44,627	41,564	42,141
	Lecturer	43,452	45,123*	44,123
	No Rank	64,225	44,209	49,730
	Average	69,800	51,323	57,054
Universities	Professor	109,117	104,405	108,022
	Associate	80,483	75,195	78,904
	Assistant	68,332	69,043	68,577
	Instructor	47,389	54,494	49,727
	Lecturer	54,147	43,237	52,196
	No Rank	59,482	53,689	57,243
	Average	85,139	78,505	83,225
Average		75,249	65,913	72,225

Source: National Center for Education Statistics, IPEDS Salary Survey, 2001–02.

¹ Based on 100 percent (3,276 institutions) of NEA's faculty salary universe.

* Indicates less than 100 faculty.

TENURE

Nearly two-thirds of full-time faculty members had tenure (Table 11). Tenure rates ranged from 69 percent in public universities to 54 in baccalaureate institutions and 53 percent in private comprehensives.

SALARIES BY STATE

Alaska and California have led all states in average salaries paid to faculty members in community colleges since 1997–98 (\$64,859 and \$64,476, respectively, in 2001–02). California has also led the list in average salaries at public four-year institutions since

Table 9**Average Salaries for Men and Women Faculty on 9/10-Month Contracts¹ by Institutional Type, Control, and Rank 2001–02**

Offering Level	Rank	Public		Independent	
		Women	Men	Women	Men
Associate	Professor	\$58,499	\$62,552	\$41,734*	\$43,853*
	Associate	49,453	51,746	38,060*	40,082*
	Assistant	43,611	45,601	29,895	32,222*
	Instructor	51,141	53,945	31,414	30,003
	Lecturer	39,181	51,662	—*	—*
	No Rank	44,710	46,357	33,226	34,499*
	Average	49,276	52,340	33,408	33,941
Baccalaureate	Professor	61,817	64,850	66,136	67,977
	Associate	51,915	53,764	50,635	51,501
	Assistant	43,816	45,798	41,944	42,178
	Instructor	37,509	41,296	34,081	33,178
	Lecturer	33,699	35,095	39,167*	39,111*
	No Rank	37,677*	41,032	40,400	39,664
	Average	46,832	52,617	47,630	53,247
Comprehensive	Professor	69,526	71,550	63,644	67,679
	Associate	55,507	57,153	51,373	53,985
	Assistant	45,470	47,137	43,002	44,114
	Instructor	35,784	37,425	36,123	38,926
	Lecturer	37,735	42,260	37,108	42,030
	No Rank	43,502	44,999	48,500	50,695
	Average	51,305	58,449	48,518	55,339
University	Professor	79,176	87,883	92,251	103,061
	Associate	59,215	63,140	63,206	68,167
	Assistant	49,272	53,634	52,341	58,776
	Instructor	35,694	37,943	41,498	44,712
	Lecturer	39,291	42,901	43,353	50,639
	No Rank	48,237	62,429	50,825	51,612
	Average	55,603	70,373	62,875	80,854
Average		52,152	62,904	54,453	68,314

Source: National Center for Education Statistics, IPEDS Salary Survey, 2001–02.

¹ Based on 100 percent of NEA's faculty salary universe.

* Indicates less than 100 faculty.

1997–98 (\$75,201 in 2001–02); this year, only three other states averaged over \$70,000 (Table 12). The average salary paid to public four-year faculty members exceeded \$60,000 in half of the states, up 11 from 14 in 1999–2000. The Dakotas trailed the list; North Dakota faculty members averaged \$46,742 this year; South Dakota, \$48,543.

Public four-year institutions reported greater salaries than independents in 31 states.

Iowa showed the largest difference between faculty salaries in public two-year and four-year institutions in 2001–02 (\$27,156); Michigan had the smallest difference (\$5,107). In Alaska, the differential favored faculty members in public *two-year* over four-year public institutions (\$12,062; the 1999–2000 differential was \$9,094). Faculty members at private institutions in Massachusetts—the perennial leader in the independent sector—

Table 10**Women Faculty as a Percent of Total Faculty, Faculty on 9/10-Month Contracts¹ by Institutional Type and Control, and Rank 2001–02**

Offering Level	Rank	Control		All
		Public	Independent	
Associate	Professor	44.3	49.1*	44.3
	Associate	51.0	53.4*	51.1
	Assistant	53.9	58.9	54.0
	Instructor	49.8	50.8	49.8
	Lecturer	43.3	25.0*	43.2
	No Rank	50.2	45.7*	50.2
	Average	49.6	51.9	49.6
Baccalaureate	Professor	24.7	25.0	24.9
	Associate	36.4	41.6	40.3
	Assistant	43.3	47.1	46.1
	Instructor	49.6	52.9	51.7
	Lecturer	50.2	52.7*	51.2
	No Rank	36.7*	39.6	38.9
	Average	38.0	39.6	39.1
Comprehensive	Professor	26.0	26.6	26.2
	Associate	39.6	40.7	40.0
	Assistant	47.2	51.1	48.8
	Instructor	59.0	56.4	58.0
	Lecturer	57.7	59.7	58.1
	No Rank	50.7	45.4	47.2
	Average	40.0	41.5	40.6
Doctoral	Professor	18.7	18.8	18.7
	Associate	34.9	35.0	34.9
	Assistant	44.5	42.8	44.0
	Instructor	60.6	54.9	59.4
	Lecturer	55.4	53.2	54.8
	No Rank	42.5	40.1	42.0
	Average	34.2	32.5	33.7
Average	Professor	28.2	22.7	26.6
	Associate	40.8	38.2	40.1
	Assistant	47.9	46.4	47.5
	Instructor	56.7	55.0	56.4
	Lecturer	51.9	55.1	52.7
	No Rank	46.3	41.8	44.9
	Average	40.2	36.8	39.3

Source: National Center for Education Statistics, IPEDS Salary Survey, 2001–02.

¹ Based on 100 percent of NEA's faculty salary universe.

*Indicates less than 100 faculty.

received the highest average salary (\$78,516); colleagues in Kansas trailed the list (\$36,948).

Massachusetts reported the largest salary increase among public two-year colleges—29.4 percent between 1999–2000 and 2001–02

(Table 13). Salary increases at Wyoming, Maine, Utah, and Nevada public two-year institutions ranged between ten and 20 percent over the two years; no other increase was above ten percent. Washington and

Table 11**Percent of Faculty on 9/10- and 11/12-Month Contracts Tenured¹ by Institutional Type and Control, and Rank, 2001–02**

Offering Level	Control		All
	Public	Private	
Associate	67.2	58.3	67.2
Baccalaureate	54.1	53.6	53.8
Comprehensive	58.3	53.0	56.2
Doctoral	68.3	63.6	67.0
Average	65.8	58.8	63.8

Source: National Center for Education Statistics, IPEDS Salary Survey, 2001–02.

¹ Based on 65.2 percent (2137 institutions) of NEA's salary universe reporting tenure information.

Table 12**Average Salaries for Faculty on 9/10-Month Contracts¹ in Public and Independent Institutions,² by State, 2001–02**

State	Public four-year	Public two-year	Independent	State	Public four-year	Public two-year	Independent
CA	\$75,201	\$64,476	\$73,110	GA	\$59,799	\$43,029	\$56,697
NJ	73,129	59,911	73,289	TX	58,936	45,089	59,915
CT	72,597	59,455	74,110	NE	58,156	38,472	47,991
DE	70,888	52,119	60,784	SC	58,084	39,987	47,223
IA	67,947	40,431	47,432	KS	58,029	41,229	36,948
NV	67,358	52,147	44,654	UT	56,212	42,440	66,314
PA	66,398	53,291	64,695	TN	55,698	38,828	52,971
MI	65,989	60,882	50,769	MO	55,658	46,171	57,975
MD	65,854	53,635	64,510	KY	55,283	43,887	45,189
AZ	65,830	54,662	53,416	WY	54,836	40,406	—
MA	65,274	54,853	78,516	OR	53,513	47,676	56,388
RI	65,248	49,953	68,392	AL	53,112	43,274	46,562
WA	64,986	45,914	54,584	AK	52,797	64,859	43,763
VA	64,895	46,717	53,377	OK	52,558	40,600	48,908
NY	63,720	56,515	71,333	VT	52,368	—	52,141
MN	63,302	49,781	53,258	ME	51,640	42,376	59,550
WI	63,268	57,460	50,653	ID	51,584	42,837	44,164
OH	63,029	49,370	54,885	NM	51,466	39,525	42,290
HI	62,403	49,060	57,694	MT	51,159	36,247	37,499
USA	62,059	50,812	63,308	LA	51,043	38,319	58,531
NH	61,910	40,157	65,642	MS	50,703	42,256	39,983
IL	61,552	55,810	66,654	WV	50,428	40,145	40,648
NC	61,424	36,112	59,383	AR	49,678	36,775	45,661
FL	60,937	47,803	56,192	SD	48,543	36,857	40,004
IN	60,228	39,291	58,886	ND	46,742	35,222	37,276
CO	60,208	40,566	61,042	DC	—	—	73,086

Source: National Center for Education Statistics, IPEDS Salary Survey, 2001–02.

—Indicates no reporting institutions in this category.

¹ Ranked in descending order of average salary for public four-year institutions.

² Based on 83.5 percent (943) of the public two-year institution universe (1,130), 94.9 percent (572) of the public four-year institution universe (603), and 67.0 percent (1,034) of the independent institution universe (1,543).

New Hampshire faculty members in the public four-year sector received 15 percent salary increases. Salary increases in Maryland, Utah, and South Dakota ranged from ten to 13 percent; raises in all other states were below ten percent. The two largest declines: New Mexico—0.3 in public four-year institutions, and Idaho—seven percent in the independent sector.

LAND-GRANT UNIVERSITIES

The 31 land-grant universities in the OSU database employed many of the highest paid

faculty members in public higher education; salaries averaged \$73,169 in 2001–02 (Table 14). Law and legal educators—the perennial salary leaders by academic specialty—averaged \$111,657, a \$6,039 increase since 1999–2000. Transportation and materials moving—the least well paid positions for several years—averaged \$46,584, an increase of \$3,755.

Faculty members in the highest-paid disciplines at land grant universities—legal studies, business, computer and information science, and engineering—averaged six to 11 percent salary increases. Faculty members in agricultural sciences, area, ethnic, and cultural

Table 13

Percent Change in Average Salaries for Faculty on 9/10 Month Contracts¹ in Public and Independent Institutions² by State, 1999–2000 to 2001–02

State	Public four-year	Public two-year	Independent	State	Public four-year	Public two-year	Independent
WA	15.1	8.7	6.9	CO	6.8	5.2	6.9
NH	14.8	6.0	9.6	OR	6.8	3.0	8.1
MD	12.6	8.2	8.3	DE	6.7	9.0	7.0
SD	10.1	7.3	5.5	KY	6.6	6.7	7.6
UT	10.1	10.7	11.4	RI	6.6	8.1	9.1
LA	9.8	5.2	6.6	MI	6.5	5.1	5.3
ND	9.8	2.2	5.7	MN	6.4	8.2	9.5
KS	9.4	5.5	7.2	GA	6.2	3.0	8.1
NV	9.0	10.5	6.8	ID	6.2	9.3	-7.0
TX	8.9	5.4	7.7	AZ	6.1	2.1	22.3
WY	8.7	17.9	—	ME	6.0	11.5	7.5
CT	8.6	—	6.5	VT	6.0	—	7.0
WI	8.1	7.3	6.9	CA	5.8	7.0	7.1
FL	7.8	7.2	7.6	NJ	5.8	3.0	7.7
IN	7.8	9.7	8.4	AR	5.5	5.0	10.7
VA	7.8	6.2	6.5	OH	5.2	2.9	7.3
MA	7.7	29.4	9.7	AL	4.9	1.3	10.4
IA	7.6	5.8	4.9	MO	4.9	6.6	9.4
NE	7.6	7.0	7.2	OK	4.7	5.2	6.9
PA	7.4	3.4	8.2	NY	3.9	0.2	8.6
SC	7.4	8.3	13.4	MT	3.5	4.4	9.0
IL	7.2	3.5	7.4	HI	2.8	4.2	5.8
NC	7.2	4.9	10.1	MS	2.1	1.2	0.2
USA	7.1	4.8	8.4	AK	0.5	5.3	8.5
TN	7.1	4.3	7.5	NM	-0.3	9.8	9.4
WV	7.1	1.7	4.7	DC	—	—	7.8

Source: National Center for Education Statistics, IPEDS Salary Survey, 2001–02.

—Indicates no reporting institutions in this category.

¹ Ranked in descending order of average change in salary for public four-year institutions.

² Based on 76.1 percent (860) of the public two-year institution universe (1,130), 93.4 percent (563) of the public four-year institutions (603), and 62.3 percent (962) of the independent institutions (1,543).

studies, computer and information science, business management, and public administration received the largest salary increases—ten to 16 percent. No other increase exceeded ten percent. Liberal arts and sciences faculty members experienced an average salary decrease of five percent, or \$2,733.

ACADEMIC SPECIALTY

Engineering faculty, according to CUPA data, earned the highest salaries in public four-year institutions by academic specialty, \$78,833 (Table 15). Accounting and marketing faculty followed (\$76,959 and \$76,461, respectively).

Table 14

Average Salaries and Difference in Salaries for Faculty in Land-Grant Universities by Discipline,¹ from 1999–2000 to 2001–02

	Average Salary		Difference	
	1999–2000	2001–2002	(\$)	(%)
Law and Legal Studies	\$105,618	\$111,657	\$6,039	5.7
Business Management and Administrative Services	85,582	94,654	9,072	10.6
Computer and Information Sciences	77,470	85,993	8,523	11.0
Engineering	79,805	85,182	5,377	6.7
Health Professions and Related Sciences	76,413	83,915	7,502	9.8
Agricultural Business and Production	65,371	75,664	10,293	15.7
Physical Sciences	72,929	77,896	4,967	6.8
All Fields	67,694	73,169	5,475	8.1
Biological Sciences/Life Sciences	66,576	71,933	5,357	8.0
Mathematics	67,034	71,400	4,366	6.5
Psychology	66,383	70,373	3,990	6.0
Social Sciences and History	65,384	70,112	4,728	7.2
Multi/Interdisciplinary Studies	66,313	70,107	3,794	5.7
Conservation and Renewable Natural Resources	61,882	67,461	5,579	9.0
Public Administration and Services	60,299	66,518	6,219	10.3
Agricultural Sciences	61,987	65,485	3,498	5.6
Area, Ethnic, and Cultural Studies	58,595	65,327	6,732	11.5
Library Science	60,042	64,872	4,830	8.0
Architecture and Related Programs	59,442	63,626	4,184	7.0
Home Economics	56,717	61,719	5,002	8.8
Protective Services	59,457	61,697	2,240	3.8
Philosophy and Religion	57,663	61,600	3,937	6.8
Education	56,218	60,855	4,637	8.2
English Language and Literature/Letters	56,728	60,230	3,502	6.2
Communications	55,597	60,016	4,419	7.9
Engineering-Related Technologies	55,684	59,835	4,151	7.5
Visual and Performing Arts	53,466	57,294	3,828	7.2
Parks, Recreation, Leisure, and Fitness Studies	54,227	57,143	2,916	5.4
Foreign Languages and Literatures	54,157	56,925	2,768	5.1
Liberal Arts and Sciences, General Studies, and Humanities	54,463	51,730	-2,733	(5.0)
Transportation and Materials Moving Workers	42,829	46,584	3,755	8.8

Source: Oklahoma State University Office of Institutional Research, 2001–02 Faculty Salary Survey by Discipline and Land Grant Universities.

¹ Ranked in descending order by average salary in 2001–02.

The lowest-paid academic specialty in public institutions: foreign languages and literatures (\$51,176).

COLLECTIVE BARGAINING

Salaries of faculty members in institutions with a bargaining agreement averaged \$63,408; colleagues in non-unionized institutions earned only \$59,532 (Table 16). The salary differential decreased in recent years, but increased from \$2,667 in 1999–2000 to \$3,876 in 2001–02.³ The bargaining advantage exceeded \$5,000 in 27 of the 46 disciplines reported. The salaries of philosophy and religion faculty members showed the largest difference: \$13,415 (\$68,297 vs. \$54,882). Salary

differentials favored non-bargaining institutions in three disciplines—public administration, multi-/interdisciplinary studies, and economics. The range: from \$1,083 to \$3,771.

FACULTY RETIREMENT

The proportion of 9/10-month faculty in the full and associate professor categories declined from 30 to 29 percent and from 24 percent to 23 percent, respectively, between 1991–92 and 2001–02. The percentage of the faculty members with assistant rank remained steady at 24 percent in 1991–92 and 2001–02.⁴

When asked how likely they were to retire within the next three years (Table 17), 18 percent of full professors and eight percent of

Table 15

Average Faculty Salaries in Public Four-Year Institutions, by Discipline, 2001–02

Discipline	Average Salary	Discipline	Average Salary
Engineering	\$78,833	Biological Sciences/Life Sciences	\$58,459
Accounting	76,959	History	58,106
Marketing Management and Research	76,461	Education	57,974
Business Administration and Management, General	73,461	Sociology	57,835
Economics	72,764	Engineering Related Technologies	57,576
Computer and Information Sciences	70,810	Geography	57,340
Physics	68,118	Multi/Interdisciplinary Studies	57,245
Agricultural Business and Production	64,306	Library Science	56,992
Public Administration and Services	63,912	Social Sciences	56,867
Chemistry	63,457	Special Education	55,730
Architecture and Related Programs	62,403	Criminal Justice and Corrections	55,600
Geology	62,332	Home Economics	55,374
Area, Ethnic, and Cultural Studies	61,595	Speech-Language Pathology and Audiology	54,935
ALL FIELDS	60,893	Occupational Therapy	54,754
Psychology	60,695	Education-Curriculum and Instruction	54,507
Public Health	60,599	Fine Arts & Art Studies	53,822
Philosophy and Religion	60,423	Communications	53,439
Physical Therapy	60,276	Visual and Performing Arts	53,192
Political Science	59,914	Nursing	52,855
Physical Sciences	59,673	Music	52,523
Mathematics	59,565	Drama/Theater Arts	52,253
Education Administration and Supervision	59,491	English Language and Literature	51,892
Anthropology	58,710	Health and Physical Education/Fitness	51,450
		Foreign Languages and Literatures	51,176

Source: College and University Personnel Association, Faculty Salary Survey in Public Institutions, 2001–02.

Note: CUPA collects data from a different set of institutions every year; therefore, caution should be taken in making year-to-year comparisons.

Table 16**Average Salaries and Salary Difference by Bargaining Status and by Discipline, Full-Time Faculty in Public Four-Year Institutions, 2001–02**

Discipline	All	Non-Collective Bargaining	Collective Bargaining	Difference
Philosophy and Religion	\$60,423	\$54,882	\$68,297	\$13,415
Library Science	56,992	50,218	62,169	11,951
Social Sciences	56,867	52,129	61,639	9,510
Fine Arts & Art Studies	53,822	50,290	59,480	9,190
Drama/Theater Arts	52,253	49,089	57,336	8,247
Mathematics	59,565	56,970	64,425	7,455
English Language and Literature	51,892	49,254	56,645	7,391
Anthropology	58,710	55,466	62,654	7,188
Biological Sciences/Life Sciences	58,459	55,888	62,949	7,061
Criminal Justice and Corrections	55,600	52,614	59,504	6,890
Psychology	60,695	58,116	64,703	6,587
Sociology	57,835	55,423	61,910	6,487
Foreign Languages and Literatures	51,176	48,650	55,127	6,477
Geography	57,340	54,932	61,145	6,213
Nursing	52,855	51,216	57,373	6,157
Physical Therapy	60,276	57,996	64,150	6,154
History	58,106	55,953	62,045	6,092
Geology	62,332	59,957	65,993	6,036
Music	52,523	50,687	56,630	5,943
Agricultural Business and Production	64,306	63,072	68,701	5,629
Physical Sciences	59,673	56,849	62,419	5,570
Education	57,974	55,667	61,203	5,536
Education Administration and Supervision	59,491	57,851	63,153	5,302
Health and Physical Education/Fitness	51,450	49,647	54,817	5,170
Public Health	60,599	58,522	63,639	5,117
Speech-Language Pathology and Audiology	54,935	53,325	58,369	5,044
Physics	68,118	66,326	71,369	5,043
Education—Curriculum and Instruction	54,507	52,943	57,789	4,846
Architecture and Related Programs	62,403	61,429	66,087	4,658
Special Education	55,730	53,875	58,290	4,415
Communications	53,439	51,949	56,356	4,407
Political Science	59,914	58,472	62,472	4,000
ALL FIELDS	60,893	59,532	63,408	3,876
Engineering Related Technologies	57,576	56,488	59,860	3,372
Chemistry	63,457	62,324	65,461	3,137
Marketing Management and Research	76,461	75,412	78,416	3,004
Home Economics	55,374	54,730	57,433	2,703
Computer and Information Sciences	70,810	70,210	71,824	1,614
Occupational Therapy	54,754	54,282	55,872	1,590
Area, Ethnic, and Cultural Studies	61,595	60,721	62,204	1,483
Business Administration and Management, General	73,461	73,035	74,441	1,406
Visual and Performing Arts	53,192	52,918	53,750	832
Accounting	76,959	76,914	77,041	127
Engineering	78,833	78,801	78,897	96
Public Administration and Services	63,912	64,317	63,234	(1,083)
Multi/Interdisciplinary Studies	57,245	58,118	55,817	(2,301)
Economics	72,764	74,378	70,607	(3,771)

Source: College and University Personnel Association, Faculty Salary Survey in Public Institutions, 2001–02.

Sorted by salary differential.

Note: CUPA collects data from a different set of institutions every year; therefore, caution should be taken in making year-to-year comparisons.

associates responded “very likely;” another 15 and ten percent, respectively, answered “somewhat likely” (Table 17). Thus, approximately 25 percent of full and associate professors indicated they were somewhat or very likely to retire soon. The distribution of faculty by rank remained relatively stable over the past decade, but this large potential out-flux from the professor and associate ranks could

result in a very different mix of faculty in the near future.

Public four-year, non-doctoral granting institutions will, most likely, experience the most change; over 40 percent of full professors and almost 23 percent of associate professors in these institutions indicated they were “somewhat” or “very” likely to retire in the next three years (derived from Table 17).

Table 17

Percentage Distribution of Faculty Members According to How Likely They Are to Retire in the Next Three Years, by Rank and Institutional Type, 1999

Rank	Not at all likely	Somewhat likely	Very likely
All faculty members			
Full professor	66.6	15.4	18.0
Associate professor	82.1	9.5	8.4
Assistant professor	90.5	5.7	3.9
Instructor	83.6	10.4	6.0
Lecturer	85.4	7.6	7.0
Other	79.0	12.1	8.8
Total	80.7	10.6	8.7
Public doctoral-granting			
Full professor	64.2	19.3	16.5
Associate professor	80.5	10.1	9.4
Assistant professor	92.3	4.6	3.1
Instructor	87.5	8.7	3.8
Lecturer	86.3	8.8	5.0
Other	81.9	10.9	7.2
Total	80.4	11.1	8.5
Public four-year, non-doctoral granting			
Full professor	59.6	15.4	25.0
Associate professor	77.3	13.0	9.7
Assistant professor	91.1	5.5	3.5
Instructor	84.8	7.8	7.4
Lecturer	82.8	9.8	7.4
Other	72.3	17.4	10.3
Total	77.6	11.2	11.2
Public two-year			
Full professor	68.3	16.8	14.9
Associate professor	82.0	9.4	8.6
Assistant professor	88.0	6.0	6.0
Instructor	81.9	11.6	6.5
Lecturer	90.3	2.6	7.1
Other	78.9	11.2	9.9
Total	80.5	11.5	8.1
Private, not-for-profit			
Full professor	72.2	11.0	16.8
Associate professor	86.8	6.7	6.6
Assistant professor	89.5	6.5	4.0
Instructor	85.6	9.3	5.1
Lecturer	84.9	6.7	8.3
Other	81.0	11.4	7.5
Total	83.1	8.8	8.1

Source: National Center for Education Statistics, National Study of Postsecondary Faculty: 1999.

CONCLUSION

Reports of average salaries obscure variations between groups of faculty members. Independent universities continued to provide the highest average faculty salaries while independent two-year colleges paid the lowest. The salary difference between faculty members in public and independent universities grew over the past decade. The difference between the highest and lowest paid ranks—professors and lecturers—decreased, but the salary disparity by gender continued to widen. Finally, geographic location significantly influenced salaries.

For the fourth year, the salaries of faculty members were slightly better in 2001–02 than in the early 1970s—their prior peak. And, for the first time, by rank, some faculty members saw increases in purchasing power.

NOTES

¹ Clery and Lee, 2001.

² This number differs slightly from the average increase in Table 1, which reports the percent change in salaries for all faculty members at all institutions. Table 6 is based only on institutions that report salaries for two consecutive reporting years (86.4 percent).

³ Salaries by academic specialty are in current dollars.

⁴ Other changes between 1991-92 and 2001-02: instructor—from seven to 14 percent, lecturer—from two to three percent, no rank—from 13 to seven percent.

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