

Faculty Salaries: 2002–2003

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The national average salary for faculty members on 9/10-month contracts was \$61,501 in 2002–2003, up 2.6 percent over 2001–2002. Average salaries—for institutions reporting in both years—increased 2.7 percent in public institutions and 2.8 percent in independent institutions from 2001–2002 to 2002–2003.¹ Since 1997–1998, faculty purchasing power has stayed above the 1972–1973 peak (the 1972–1973 average faculty salary in constant 2002–2003 dollars was \$58,816). Purchasing power of faculty salaries in 2002–2003 was 4.6 percent greater than in 1972–1973.

Over the past 30 years, the difference in salaries paid to full professors and assistant professors decreased from nearly \$30,000 in 1972–1973 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 2002–2003 was \$33,000 (\$83,606 vs. \$50,606).

Some additional highlights:

- California faculty members received the highest average salary, \$77,011, among faculty members with 9/10-month contracts in public four-year institutions in 2002–2003. California faculty members in public two-year institutions came out on top in their sector, at \$67,822 (Table 10). For the second year in a row, faculty members in Massachusetts received the highest average salaries in independent institutions, \$80,971.
- The salary gap between independent and public institutions continued to increase this year. But the growth in the gap slowed to a two percent increase, considerably lower than the 12 percent total increase between 1999–2000 and 2001–2002.
- The gender wage gap was four percent in public institutions between 2001–2002 and 2002–2003, the same disparity as in the prior year. The gap declined from eight percent to one percent at independent institutions.
- Faculty members working in institutions with bargaining agreements earned \$4,515 more than colleagues teaching in institutions without bargaining agreements, \$65,395 vs. \$60,880 (Table 13).

- Business and marketing faculty earned the highest salaries in public four-year institutions by academic specialty, \$78,886 (Table 14). Faculty in the fields of engineering and computer and information sciences followed with salaries of \$76,981 and \$73,118, 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.* NCES, a division of the U.S. Department of Education, received 2002–2003 salary data from 3,973 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 2002–2003 NEA analysis also excluded 698 seminaries, religious training institutions, and for-profit colleges, leaving 3,275 institutions and 498,541 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 335 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 94 public land grant universities, also by academic specialty.
- *Grapevine Center for the Study of Education Policy at Illinois State University, Normal, Illinois.* This project provides a national database of state tax support for education.

HISTORICAL PERSPECTIVE

Average salaries for faculty members on 9/10 month contracts, uncorrected for inflation, increased 344 percent since 1972–1973, the previous high point. Corrected for inflation, faculty purchasing power increased 4.6 percent—the fifth consecutive year that the purchasing power of faculty members exceeded the 1972–1973 high. The average salary for faculty members in 2002–2003 was \$61,501, a \$2,685 constant dollar gain from the average salary of \$58,826 in 1972–1973 (Table 1).

The constant dollar average salary for faculty members was greater in 2002–2003 than in 1972–1973. But some faculty ranks showed a loss of purchasing power over this period. Full professors and instructors showed increased purchasing power since 1972–1973, \$2,147 and \$3,017 respectively (Table 1). The purchasing power of associate and assistant professors declined one to two percent over the past two decades. Lecturers and faculty with no rank lost nearly 14 percent in purchasing power.

The difference in salaries paid to full professors and assistant professors declined from just over \$30,000 in 1972–1973 to about \$25,000 in the early 1980s (all salaries corrected for inflation, Table 1). This difference then began to rise again from the mid-1980s through the 1990s. In 2002–2003, full and assistant professors averaged \$83,606 and \$50,606, respectively—a \$33,000 difference.

2002–2003 IPEDS SALARY DATA

The average faculty member earned \$61,501 in 2002–2003, a 2.7 percent increase in current dollars from 2001–2002, and a 0.5 percent purchasing power increase after inflation. The average salary in 2001–2002 was \$61,215 in 2002–2003 constant dollars (Table 1).

Institutional Characteristics

Independent institutions paid higher salaries than public institutions—\$65,069 vs. \$60,071 (Table 2). Average salaries in universities explain the disparity—the \$76,674 average at independent institutions exceeded the \$66,734 paid at public universities by \$9,940. Faculty salaries at public universities averaged 87 percent of salaries at the independents.

Table 1**Average Salaries of Full-Time Faculty on 9/10-Month Contracts, by Academic Year and Rank, 1972–73 to 2002–03**

Academic Year	All Ranks	% Chng.	Cumulative Chng.	Professor		Associate		Assistant		Instructor		Lecturer		No Rank	
				Avg.	% Chng.	Avg.	% Chng.	Avg.	% Chng.	Avg.	% Chng.	Avg.	% Chng.	Avg.	% Chng.
Current Dollars															
1972-73	\$13,850		0.0	\$19,182		\$14,572		\$12,029		\$10,737		\$11,637		\$12,676	
1975-76	16,634	20.1	20.1	22,611	17.9	17,026	16.8	13,966	16.1	13,682	27.4	12,887	10.7	15,201	19.9
1979-80	21,367	28.5	54.3	28,371	25.5	21,431	25.9	17,459	25.0	14,021	2.5	16,151	25.3	20,479	34.7
1980-81	23,302	9.1	68.2	30,753	8.4	23,214	8.3	18,901	8.3	15,178	8.3	17,301	7.1	22,334	9.1
1981-82	25,449	9.2	83.7	33,437	8.7	25,278	8.9	20,608	9.0	16,450	8.4	18,756	8.4	24,331	8.9
1982-83	27,196	6.9	96.4	35,540	6.3	26,921	6.5	22,056	7.0	17,601	7.0	20,072	7.0	25,557	5.0
1984-85	30,447	12.0	119.8	39,743	11.8	29,945	11.2	24,668	11.8	20,230	14.9	22,334	11.3	27,683	8.3
1985-86	32,392	6.4	133.9	42,268	6.4	31,787	6.2	26,277	6.5	20,918	3.4	23,770	6.4	29,088	5.1
1987-88	35,901	10.8	159.2	47,046	11.3	35,232	10.8	29,109	10.8	22,726	8.6	25,982	9.3	31,534	8.4
1989-90	39,786	10.8	187.3	52,681	12.0	39,336	11.6	32,641	12.1	25,153	10.7	29,106	12.0	32,677	3.6
1990-91	42,335	6.4	205.7	55,677	5.7	41,534	5.6	34,478	5.6	26,569	5.6	30,388	4.4	36,522	11.8
1991-92	43,703	3.2	215.5	57,143	2.6	42,872	3.2	35,632	3.3	26,985	1.6	29,978	-1.3	38,713	6.0
1992-93	44,843	2.6	223.8	58,857	3.0	43,987	2.6	36,640	2.8	28,543	5.8	30,675	2.3	37,930	-2.0
1993-94	46,364	3.4	234.8	60,674	3.1	45,238	2.8	37,587	2.6	28,812	0.9	30,438	-0.8	40,596	7.0
1994-95	47,974	3.5	246.4	62,675	3.3	46,669	3.2	38,708	3.0	29,693	3.1	33,326	9.5	41,186	1.5
1995-96	49,237	2.6	255.5	64,441	2.8	47,862	2.6	39,615	2.3	30,355	2.2	33,988	2.0	43,040	4.5
1996-97	50,996	3.6	268.2	66,748	3.6	49,348	3.1	40,716	2.8	31,239	2.9	35,107	3.3	44,325	3.0
1997-98	52,481	2.9	278.9	68,821	3.1	50,892	3.1	41,888	2.9	32,473	4.0	35,507	1.1	44,920	1.3
1998-99	54,303	3.5	292.1	71,450	3.8	52,883	3.9	43,383	3.6	33,817	4.1	36,948	4.1	45,948	2.3
1999-00	56,022	3.2	304.5	74,465	4.2	54,532	3.1	44,999	3.7	34,912	3.2	38,292	3.6	47,433	3.2
2001-02	59,939	7.0	332.8	80,986	8.8	58,837	7.9	48,862	8.6	47,226	35.3	41,891	9.4	46,615	-1.7
2002-03	61,501	2.6	344.1	83,606	3.2	60,544	2.9	50,606	3.6	48,613	2.9	42,738	2.0	46,398	-0.5
Change from 1972-73 to 2002-03															
	\$47,651	344.1		\$64,424	335.9	\$45,972	315.5	\$38,577	320.7	\$37,876	352.8	\$31,101	267.3	\$33,722	266.0
Constant 2001-02 Dollars															
1972-73	\$58,826		0.0	\$81,459		\$61,882		\$51,083		\$45,596		\$49,418		\$53,830	
1975-76	54,526	-7.3	-7.3	74,118	-9.0	55,811	-9.8	45,780	-10.4	44,849	-1.6	42,243	-14.5	49,829	-7.4
1979-80	50,034	-8.2	-14.9	66,435	-10.4	50,184	-10.1	40,883	-10.7	32,832	-26.8	37,820	-10.5	47,955	-3.8
1980-81	48,901	-2.3	-16.9	64,538	-2.9	48,717	-2.9	39,665	-3.0	31,852	-3.0	36,308	-4.0	46,870	-2.3
1981-82	49,160	0.5	-16.4	64,591	0.1	48,830	0.2	39,809	0.4	31,777	-0.2	36,231	-0.2	47,001	0.3
1982-83	50,371	2.5	-14.4	65,826	1.9	49,862	2.1	40,851	2.6	32,600	2.6	37,177	2.6	47,336	0.7
1984-85	52,332	3.9	-11.0	68,309	3.8	51,469	3.2	42,399	3.8	34,771	6.7	38,387	3.3	47,581	0.5
1985-86	54,114	3.4	-8.0	70,613	3.4	53,103	3.2	43,898	3.5	34,946	0.5	39,710	3.4	48,594	2.1
1987-88	56,339	4.1	-4.2	73,829	4.6	55,289	4.1	45,681	4.1	35,664	2.1	40,773	2.7	49,486	1.8
1989-90	56,962	1.1	-3.2	75,423	2.2	56,317	1.9	46,732	2.3	36,012	1.0	41,671	2.2	46,784	-5.5
1990-91	57,469	0.9	-2.3	75,581	0.2	56,382	0.1	46,803	0.2	36,067	0.2	41,251	-1.0	49,578	6.0
1991-92	57,484	0.0	-2.3	75,162	-0.6	56,391	0.0	46,868	0.1	35,494	-1.6	39,431	-4.4	50,921	2.7
1992-93	57,197	-0.5	-2.8	75,072	-0.1	56,105	-0.5	46,734	-0.3	36,406	2.6	39,126	-0.8	48,380	-5.0
1993-94	57,644	0.8	-2.0	75,435	0.5	56,244	0.2	46,732	0.0	35,822	-1.6	37,843	-3.3	50,473	4.3
1994-95	57,984	0.6	-1.4	75,752	0.4	56,406	0.3	46,784	0.1	35,888	0.2	40,279	6.4	49,779	-1.4
1995-96	57,934	-0.1	-1.5	75,823	0.1	56,316	-0.2	46,612	-0.4	35,717	-0.5	39,991	-0.7	50,642	1.7
1996-97	58,339	0.7	-0.8	76,359	0.7	56,454	0.2	46,579	-0.1	35,737	0.1	40,162	0.4	50,708	0.1
1997-98	59,074	1.3	0.4	77,467	1.5	57,286	1.5	47,151	1.2	36,553	2.3	39,968	-0.5	50,564	-0.3
1998-99	60,093	1.7	2.2	79,068	2.1	58,521	2.2	48,008	1.8	37,423	2.4	40,887	2.3	50,847	0.6
1999-00	60,342	0.4	2.6	80,207	1.4	58,737	0.4	48,469	1.0	37,604	0.5	41,245	0.9	51,091	0.5
2001-02	61,215	1.4	4.1	82,710	3.1	60,090	2.3	49,902	3.0	48,232	28.3	42,783	3.7	47,608	-6.8
2002-03	61,501	0.5	4.6	83,606	1.1	60,544	0.8	50,606	1.4	48,613	0.8	42,738	-0.1	46,398	-2.5
Change from 1972-73 to 2002-03															
	\$2,685	4.6		\$2,147	2.6	-\$1,338	-2.2	-\$477	-0.9	\$3,017	6.6	-\$6,680	-13.5	-\$7,432	-13.8

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

The gap between average faculty salaries in public and independent universities increased by 16 percent over the past decade; the salary difference in 1992–1993 was \$6,704, calculated in 2002–2003 constant dollars. But the growth in the gap slowed from a 12 percent total increase between 1999–2000 and 2001–2002 to two percent this year.

Salaries at both types of universities rose slightly this year. Continuing slashes in state education budgets at public institutions, and the effects of a sluggish economy on the investment returns on endowments at the independents have had little effect.

Independent institutions showed greater salary variations among institutional types than the public sector. Average salaries in independents ranged from \$35,804 in two-year colleges to \$76,674 in universities, a \$40,870 difference. Faculty salaries in public institutions ranged from \$51,985 in baccalaureate colleges to \$66,734 in universities, a \$14,749 difference. These differences represent slight declines from the 2001–2002 numbers—\$41,401 in the independents and \$14,881 in public institutions.² The large salary disparity between the least and best paid thus moderated, at least temporarily.

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 4).

The breakdown for the 28 percent who taught in the independent sector: universities—14 percent; independent baccalaureate and comprehensive colleges combined—14 percent; independent two-year institutions—0.2 percent.

Change from 2001–2002

Salaries of faculty members on 9/10-month contracts increased 2.7 percent since 2001–2002.³ These increases were unevenly distributed across institutional type and control. Faculty members were paid more in independent institutions than were those in public institutions in 2002–2003 (\$65,069 compared with \$60,071), but the salary gains from 2001–2002 were nearly equal in the public and independent sectors—2.8 percent-independents; 2.7 percent-publics (Table 5). Two-year college faculty members received the largest overall average increase (3.1 percent),

followed by faculty members in both baccalaureate and comprehensive institutions (2.9 percent), and in doctoral institutions (2.4 percent).

Academic Rank

Academic rank and salary, not surprisingly, remained closely related. Professors—the largest group of faculty members by academic rank (29 percent, derived from Table 4)—earned the highest salaries, \$79,942 (Table 2). Associate professors (23 percent), earned \$59,284—approximately three-fourths the earnings of the average full professor. Assistant professors (24 percent) earned \$50,240. Instructors (14 percent) earned the least, \$41,506. Faculty members with no rank, mostly at community colleges, earned \$46,748—a decline of \$3,717 from 2001–2002. The salary drop for the “no rank” designation may have resulted from the elimination of the lecturer category at many colleges, leaving these faculty members to be classified with no rank. Lecturers generally received the second-lowest rank salaries—only instructors earned less—and this reclassification may have lowered the average salary for “no rank” faculty.

Contract Length

Only 15 percent (74,621) of all faculty members had 11/12-month contracts (derived from Tables 4 and 6). Public institutions employed two-thirds of these 11/12-month faculty members. Forty-four percent of 11/12-month faculty members—but only 34 percent of faculty members on 9/10-month contracts—were in public universities (derived from Tables 4 and 6).

Faculty members on 11/12-month contracts at public institutions earned 29 percent more than colleagues on 9/10-month contracts (derived from Tables 3 and 7). The difference was minimal at community colleges—11/12-month faculty members earned 0.4 percent (\$199) more than colleagues on 9/10-month contracts. One reason: smaller institutions tend to employ more faculty members on 11/12-month contracts. Faculty members on 11/12-month contracts in public baccalaureate, comprehensive, and doctoral institutions earned 30, 30, and 32 percent more, respectively, than colleagues on 9/10-month contracts.

Table 2**Average Salaries for Faculty on 9/10-Month Contracts¹ by Institutional Type and Control, and Rank, 2002–03**

Offering Level	Rank	Control		Average
		Public	Independent	
AA	Professor	\$62,384	\$43,291	\$62,252
	Associate	52,030	36,567	51,718
	Assistant	45,887	33,827	45,662
	Instructor	54,859	32,683	54,699
	Lecturer	51,252	30,520*	50,944
	No Rank	46,373	39,074	46,335
	Average	52,377	35,804	52,226
BA	Professor	67,020	69,858	69,193
	Associate	55,077	52,971	53,495
	Assistant	46,307	43,867	44,521
	Instructor	39,949	34,308	36,567
	Lecturer	34,892	42,468	38,267
	No Rank	47,995	43,388	45,093
	Average	51,985	53,003	52,724
BA+	Professor	73,324	68,565	71,463
	Associate	58,136	54,447	56,526
	Assistant	48,214	45,035	46,896
	Instructor	37,403	38,069	37,629
	Lecturer	38,907	40,937	39,327
	No Rank	44,257	49,344	47,449
	Average	57,080	54,077	55,860
Doctoral	Professor	88,751	104,680	93,651
	Associate	63,298	68,784	64,896
	Assistant	53,352	58,042	54,737
	Instructor	36,755	41,163	37,914
	Lecturer	41,600	47,991	43,271
	No Rank	40,841	53,275	46,830
	Average	66,734	76,674	69,688
Average	Professor	77,089	86,662	79,942
	Associate	58,614	61,244	59,284
	Assistant	49,881	51,266	50,240
	Instructor	42,567	38,951	41,506
	Lecturer	43,906	44,646	43,749
	No Rank	43,388	50,244	46,748
	Average	60,071	65,069	61,501

Source: NCES, IPEDS Salary Survey, 2002-03.

¹ Based on 100 percent of NEA's faculty salary universe (3,275 institutions).

*Indicates less than 100 faculty.

Faculty members on 11/12-month contracts in independent baccalaureate and comprehensive institutions earned six and three percent *less*, respectively, than colleagues on 9/10-month contracts. One reason: faculty members may undertake other responsibilities at these non-research institutions. Faculty members on 11/12-month contracts at independent

two-year colleges earned 27 percent *more* than colleagues on 9/10-month contracts. In universities, the difference is ten percent.

Among faculty members on 11/12-month contracts, the salary advantage went to colleagues in public institutions, \$77,580 vs. \$71,192 at independents (Table 7). In contrast, faculty members on 9/10-month contracts at

Table 3**Average Salaries for University Faculty on 9/10 Month Contracts in Constant 2002–03 Dollars, 1992–93 to 2002–03**

Year	Public	Independent	Difference
1992-93	\$48,573	\$55,277	\$6,704
1993-94	49,775	56,959	7,184
1994-95	51,393	58,769	7,376
1995-96	52,923	60,590	7,667
1996-97	54,881	62,474	7,593
1997-98	56,271	64,727	8,456
1998-99	58,491	66,962	8,471
1999-00	60,880	69,616	8,736
2001-02	65,324	75,078	9,754
2002-03	66,734	76,674	9,940

Source: NCES, IPEDS Salary Survey, various years.

independent institutions earned more than colleagues at public institutions (Table 2).

Salary by Gender

Male faculty members earned more than females in 2002–2003 at nearly every institutional level in public and independent institutions. The salary gap widened in 2002–2003 to \$11,155 in public institutions, and \$13,972 in independent colleges and universities (Table 8)—up four percent in publics, and one percent at independents from 2001–2002. At publics, men earned more in every rank and level, save for lecturers at baccalaureate institutions. Though small, this is only the second group of female faculty members in ten years to have earned more than their male counterparts at public institutions. Women lecturers in independent baccalaureates had a slight salary advantage, this year as last. Women associate professors, assistant professors and instructors in two-year institutions showed an even greater advantage.

Salaries have improved for female faculty members over the last two years. But these salaries continue to lag behind their pay received by their male counterparts, for several reasons. First, women were more likely to teach in the lower academic ranks. Women held 56 and 55 percent of the instructor and lecturer positions, but only 27 and 41 percent of the professor and associate positions,

respectively (Table 9). These percentages are relatively unchanged from last year. The gender gap widened this year since salaries in the lower ranks continued to fall behind pay in the higher ranks. Second, women were more likely to teach in two-year institutions—50 percent of the faculty—and were less likely to teach in universities—35 percent. Third, women were more likely to teach in lower-paying disciplines, including library science and nursing; men, in contrast, dominated high salary fields, such as engineering.

Salaries by State

Alaska and California have led all other states in the average salaries paid to faculty members in community colleges since 1997–1998 (\$67,822 and \$66,545 respectively in 2002–2003). California also retained the lead it has held since 1997–1998 in salaries paid to faculty members at public four-year institutions (\$77,011 in 2002–2003). It is one of five states that averaged over \$70,000 (Table 10). The average salary paid to public four-year faculty members exceeded \$60,000 in 29 states, up four from last year's 25. The Dakotas trailed the list again this year; North Dakota faculty members averaged \$48,252; South Dakota, \$50,179.

Public four-year institutions reported greater faculty salaries than independents in 34 states. Faculty members at independent institutions in Massachusetts—the perennial

Table 4**Number of Full-Time Faculty on 9/10 Month Contracts¹ by Institutional Type and Control, and Rank 2002–03**

Offering Level	Rank	Control		Total
		Public	Independent	
AA	Professor	12,834	126	12,960
	Associate	8,740	205	8,945
	Assistant	9,546	209	9,755
	Instructor	36,455	313	36,768
	Lecturer	789	14	803
	No Rank	25,323	136	25,459
	Total	93,687	1,003	94,690
BA	Professor	1,785	5,882	7,667
	Associate	1,804	5,507	7,311
	Assistant	2,454	6,782	9,236
	Instructor	988	1,679	2,667
	Lecturer	320	270	590
	No Rank	360	669	1,029
	Total	7,711	20,789	28,500
BA+	Professor	17,304	11,312	28,616
	Associate	14,725	11,494	26,219
	Assistant	18,006	12,855	30,861
	Instructor	4,616	2,707	7,323
	Lecturer	2,247	647	2,894
	No Rank	698	1,200	1,898
	Total	57,596	40,215	97,811
Doctoral	Professor	49,943	22,237	72,180
	Associate	38,086	15,691	53,777
	Assistant	37,060	15,578	52,638
	Instructor	8,254	3,039	11,293
	Lecturer	7,903	2,820	10,723
	No Rank	1,192	1,116	2,308
	Total	142,438	60,481	202,919
Total	Professor	81,866	39,557	121,423
	Associate	63,355	32,897	96,252
	Assistant	67,066	35,424	102,490
	Instructor	50,313	7,738	58,051
	Lecturer	11,259	3,751	15,010
	No Rank	27,573	3,121	30,694
	Total	301,432	122,488	423,920

Source: NCES, IPEDS Salary Survey, 2002-03

¹Based on 100 percent of NEA's faculty salary universe (3,275 institutions).

leader in this sector—received the highest average salary (\$80,971); New Mexico faculty members trailed the list (\$27,316).

Delaware reported the largest difference (\$28,117) between faculty salaries in public two-year and four-year institutions in 2002–2003; Michigan had the smallest difference (\$5,003). Alaska faculty members in public two-year institutions received \$12,123 more than colleagues in public four-year institutions,

a \$61 increase from the \$12,062 difference in 2001–2002.

Among public four-year institutions, Wyoming faculty members received the largest salary increase between 2001–2002 and 2002–2003, 11.8 percent (Table 11). Salaries climbed more than ten percent only in Wyoming; eight other states saw increases of more than five percent. Wyoming faculty members also led the way at public two-year

Table 5**Percent Change in Faculty Salaries for Faculty on 9/10 Month Contracts¹ by Institutional Type and Control, and Rank, 2001–02 to 2002–03**

Offering Level	Rank	Control		Average
		Public	Independent	
AA	Professor	2.6	0.0	2.6
	Associate	2.9	-8.8	2.7
	Assistant	3.1	8.6	3.2
	Instructor	4.8	6.3	4.8
	Lecturer	10.6	79.5*	10.2
	No Rank	1.9	15.2	1.9
	Average	3.1	5.4	3.1
BA	Professor	4.1	2.8	3.1
	Associate	3.3	2.8	2.9
	Assistant	3.0	3.9	3.5
	Instructor	1.7	2.7	2.4
	Lecturer	2.5	6.9	4.6
	No Rank	8.8	8.1	7.5
	Average	3.2	2.7	2.9
BA+	Professor	3.5	3.2	3.3
	Associate	3.1	3.0	3.0
	Assistant	4.2	3.4	3.9
	Instructor	2.8	1.9	2.5
	Lecturer	-2.0	5.8	-0.5
	No Rank	0.1	0.7	0.0
	Average	3.0	2.9	2.9
Doctoral	Professor	2.9	3.9	3.3
	Associate	2.5	3.9	3.0
	Assistant	3.2	4.1	3.5
	Instructor	0.4	-3.7	-0.1
	Lecturer	1.8	2.7	1.8
	No Rank	-27.6	3.8	-15.6
	Average	2.2	2.6	2.4
Average	Professor	3.0	3.5	3.1
	Associate	2.8	3.4	2.9
	Assistant	3.4	3.9	3.5
	Instructor	2.2	-0.7	1.7
	Lecturer	3.8	4.9	3.3
	No Rank	-12.3	3.6	-6.6
	Average	2.7	2.8	2.7

Source: NCES, IPEDS Salary Survey, 2001-02, 2002-03.

¹ Based on 91.1 percent of NEA's faculty salary universe (2,983 institutions).

*Indicates less than 100 faculty.

institutions (7.8 percent). Only three other states had increases of more than five percent. Mississippi had the largest salary increase among independent institutions (8.7 percent).⁴

Land-Grant Universities

The 94 land-grant universities in the OSU database employed many of the highest paid

faculty members in public higher education; salaries averaged \$75,166 in 2002–2003 (Table 12). The average salary across all fields of study grew by \$1,997 (2.7 percent); Law and legal educators—the perennial salary leaders by academic specialty—again led the list (\$116,673, a \$5,016 increase over 2001–2002). Transportation and materials

Table 6**Number of Full-Time Faculty on 11/12 Months Contracts¹ by Institutional Type and Control, and Rank, 2002–03**

Offering Level	Rank	Control		Average
		Public	Independent	
AA	Professor	1,320	22	1,342
	Associate	975	26	1,001
	Assistant	917	41	958
	Instructor	7,132	768	7,900
	Lecturer	107	16	123
	No Rank	3,145	108	3,253
	Total	13,596	981	14,577
BA	Professor	99	1,053	1,152
	Associate	98	624	722
	Assistant	130	620	750
	Instructor	90	423	513
	Lecturer	16	51	67
	No Rank	57	175	232
	Total	490	2,946	3,436
BA+	Professor	1,456	1,480	2,936
	Associate	781	1,392	2,173
	Assistant	595	1,752	2,347
	Instructor	261	787	1,048
	Lecturer	139	34	173
	No Rank	271	656	927
	Total	3,503	6,101	9,604
Doctoral	Professor	12,763	3,830	16,593
	Associate	7,835	3,443	11,278
	Assistant	7,641	4,329	11,970
	Instructor	2,231	1,468	3,699
	Lecturer	1,253	222	1,475
	No Rank	1,258	731	1,989
	Total	32,981	14,023	47,004
Total	Professor	15,638	6,385	22,023
	Associate	9,689	5,485	15,174
	Assistant	9,283	6,742	16,025
	Instructor	9,714	3,446	13,160
	Lecturer	1,515	323	1,838
	No Rank	4,731	1,670	6,401
	Total	50,570	24,051	74,621

Source: NCES, IPEDS Salary Survey, 2002-03.

¹ Based on 100 percent of NEA's faculty salary universe (3,275 institutions).

moving faculty members remained the least well paid (\$46,910, a \$326 increase).

Faculty members in seven disciplines—library science, liberal arts and sciences, law and legal studies, conservation, agricultural business and production, foreign language and literature, and English language and literature—received average salary increases of four percent or more. Liberal arts studies and

foreign languages were among the five lowest-paid specialties on the OSU list. Only protective services showed a salary *decrease* from 2001–2002 (-2.4 percent, or \$1,499).

Academic Specialty

With more emphasis on undergraduate faculty, CUPA's broader sample of public four-year colleges and universities showed that

Table 7**Average Salaries for Faculty on 11/12-Month Contracts¹ by Institutional Type and Control, and Rank, 2002–03**

Offering Level	Rank	Control		Average
		Public	Independent	
AA	Professor	\$61,399	\$48,111*	\$61,295
	Associate	55,610	55,894*	55,615
	Assistant	48,794	42,180*	48,584
	Instructor	51,886	47,526	51,471
	Lecturer	45,096	44,520*	45,030
	No Rank	50,764	27,392	50,068
	Average	52,488	45,336	52,027
BA	Professor	107,411*	58,069	61,531
	Associate	78,225*	47,726	51,109
	Assistant	52,989	45,331	46,532
	Instructor	46,797*	39,530	40,527
	Lecturer	77,582*	56,229*	58,792*
	No Rank	49,137*	43,212	44,708
	Average	68,009	49,917	52,082
BA+	Professor	88,672	63,106	76,295
	Associate	69,865	55,718	60,580
	Assistant	56,592	49,747	51,303
	Instructor	47,046	39,433	40,956
	Lecturer	44,409	35,534*	43,115
	No Rank	63,573	43,947	49,449
	Average	73,942	52,252	59,953
Doctoral	Professor	113,472	109,909	112,671
	Associate	83,252	84,139	83,515
	Assistant	69,733	75,378	71,743
	Instructor	48,654	57,282	52,058
	Lecturer	53,946	55,030	54,088
	No Rank	62,373	60,932	61,846
	Average	87,864	84,168	86,787
Average	Professor	98,242	90,503	96,504
	Associate	75,142	72,169	74,188
	Assistant	63,323	64,589	63,908
	Instructor	49,398	50,664	50,216
	Lecturer	51,216	50,137	51,267
	No Rank	59,291	53,567	57,460
	Average	77,580	71,192	75,591

Source: NCES, IPEDS Salary Survey, 2002-03.

¹ Based on 100 percent of NEA's faculty salary universe (3,275 institutions).

*Indicates less than 100 faculty.

business and marketing faculty earned \$78,886, the highest average salary by academic department (Table 13). Engineering faculty and computer and information science faculty followed (\$76,981 and \$73,118, respectively). The combined fields of Parks, Recreation, Leisure, and Fitness were the lowest-paid academic specialty in public institutions (\$52,299).

Collective Bargaining

Faculty members working in institutions with bargaining agreements averaged \$65,395—\$4,515 more than colleagues teaching in institutions with no bargaining agreement (\$60,880) (Table 13). The differential had been closing in recent years, but the difference increased for the second consecutive time in

Table 8**Average Salaries for Men and Women Faculty on 9/10 Month Contracts¹ by Institutional Type and Control, and Rank, 2002–03**

Offering Level	Rank	Public		Independent	
		Women	Men	Women	Men
AA	Professor	\$60,039	\$64,262	\$42,488*	\$44,095*
	Associate	51,035	53,112	38,034*	34,925*
	Assistant	44,986	46,942	35,600	31,192*
	Instructor	53,216	56,554	34,217	31,336
	Lecturer	45,140	58,643	30,520*	– ²
	No Rank	45,421	47,342	37,723*	40,348*
	Average	50,719	54,006	36,350	34,823
BA	Professor	65,066	67,662	69,389	70,014
	Associate	53,701	55,846	52,365	53,410
	Assistant	45,144	47,220	43,582	44,118
	Instructor	37,970	41,911	33,968	34,726
	Lecturer	35,507	34,268	42,666	42,243
	No Rank	47,956	48,026	42,961	43,652
	Average	48,467	54,176	49,459	55,015
BA+	Professor	71,811	73,878	65,580	69,639
	Associate	56,888	58,972	52,927	55,518
	Assistant	47,427	48,915	44,311	45,773
	Instructor	36,738	38,388	37,401	38,954
	Lecturer	37,460	40,894	38,462	43,994
	No Rank	43,807	44,791	48,856	49,714
	Average	52,832	59,979	50,049	56,749
Doctoral	Professor	81,151	90,593	95,684	106,844
	Associate	60,223	64,983	65,441	70,664
	Assistant	50,552	55,579	54,011	61,119
	Instructor	36,024	37,899	40,651	41,749
	Lecturer	39,579	44,051	44,425	51,995
	No Rank	38,134	43,877	50,647	55,231
	Average	56,629	72,130	64,258	82,873
Average	Professor	70,924	79,928	79,466	89,168
	Associate	55,923	60,498	58,257	63,043
	Assistant	47,702	51,832	48,420	53,512
	Instructor	42,772	42,961	38,202	39,701
	Lecturer	41,201	46,993	41,796	47,956
	No Rank	42,233	45,064	48,478	51,591
	Average	53,453	64,608	56,144	70,116

Source: NCES, IPEDS Salary Survey, 2002-03.

¹Based on 100 percent of NEA's faculty salary universe (3,275 institutions).

²No data

*Indicates less than 100 faculty.

2002–2003.⁵ The difference rose from \$2,667 in 1999–2000 to \$3,876 in 2001–2002.

The bargaining advantage exceeded \$5,000 in 16 of the 31 disciplines reported. The General Liberal Arts and Sciences field showed the largest salary difference, (\$12,019)—\$65,207 vs. \$53,188. Salary differentials favored non-bargaining institutions in three disciplines:

\$906 in Multi-/Interdisciplinary Studies; and over \$10,000 in Science Technologies/Technicians, and Law.

State Appropriations and Faculty Salaries

During the two-year period ending in 2002–2003, state tax appropriations for higher education operating expenses declined in

Table 9**Women Faculty as a Percent of Total Faculty, Faculty on 9/10-Month Contracts¹ by Institutional Type and Control, and Rank, 2002–03**

Offering Level	Rank	Control		Average
		Public	Independent	
AA	Professor	44.6%	49.2%*	44.7%
	Associate	52.0	50.7*	52.0
	Assistant	53.9	58.4	54.0
	Instructor	50.8	48.6	50.7
	Lecturer	54.4	100.0*	55.2
	No Rank	50.4	48.5*	50.4
	Average	50.3	51.8	50.3
BA	Professor	25.4	26.1	25.9
	Associate	36.5	42.3	40.8
	Assistant	44.0	46.9	46.1
	Instructor	49.5	53.9	52.3
	Lecturer	48.8	54.4	51.4
	No Rank	44.2	39.8	41.3
	Average	38.9	40.2	39.8
BA+	Professor	26.9	27.3	27.1
	Associate	40.2	41.5	40.8
	Assistant	47.1	50.4	48.5
	Instructor	59.1	55.7	57.8
	Lecturer	57.4	54.9	56.8
	No Rank	54.3	43.7	47.6
	Average	40.7	41.6	41.1
Doctoral	Professor	19.5	19.5	19.5
	Associate	35.4	36.1	35.6
	Assistant	44.3	43.3	44.0
	Instructor	60.9	52.9	58.7
	Lecturer	54.8	52.9	54.3
	No Rank	53.2	43.3	48.4
	Average	34.8	33.6	34.5
Average	Professor	28.9	23.4	27.3
	Associate	41.5	39.0	40.8
	Assistant	47.8	46.4	47.4
	Instructor	57.1	54.0	56.3
	Lecturer	55.0	54.2	54.9
	No Rank	52.3	42.9	48.2
	Average	40.9	37.5	39.9

Source: NCES, IPEDS Salary Survey, 2002-03.

¹Based on 100 percent of NEA's faculty salary universe (3,275 institutions).

*Indicates less than 100 faculty.

nine states—Arkansas, Iowa, Massachusetts, Mississippi, Missouri, Ohio, Oregon, South Carolina and Virginia. Did faculty salaries at public universities in these states also decline? Or, were their gains more modest than the increases received by colleagues in other states?

For four-year institutions, the nationwide average salary increase was 3.1 percent. Gains

ranged from 11.8 percent in Wyoming to 0.1 percent in Kansas; six states reported a salary decline. Four of the nine states reporting a two-year decline in tax appropriations for education—Iowa, Mississippi, South Carolina, and Virginia—showed a salary increase of one percent or less for faculty members at public four-year institutions;

Table 10**Average Salaries for Faculty on 9/10-Month Contracts¹ in Two-Year and Four-Year Public Institutions and Independent Institutions,² 2002–03**

State	Public			State	Public		
	Four-year	Two-year	Independent		Four-year	Two-year	Independent
CA	\$77,011	\$67,822	\$75,309	WY	\$61,331	\$43,572	+
CT	75,584	61,991	76,722	TX	60,886	45,941	60,389
DE	74,503	46,386	63,567	GA	60,868	43,603	57,157
NJ	71,497	61,042	75,440	NE	60,739	38,756	48,682
NV	70,287	52,248	64,999	DC	59,655	+	74,585
RI	68,589	52,398	71,434	SC	58,492	40,260	47,134
PA	68,544	53,838	66,473	KS	58,037	42,730	38,657
NY	68,473	59,246	71,887	KY	56,702	43,760	45,389
IA	68,104	41,690	49,167	TN	56,572	40,713	55,231
AZ	67,637	57,534	53,529	UT	56,504	41,483	70,710
MI	67,409	62,406	52,840	NM	56,388	39,163	27,316
MN	67,299	50,087	54,774	AL	55,881	44,480	46,017
MA	67,045	56,185	80,971	OR	55,563	49,715	56,620
HI	66,417	52,373	58,515	MO	55,108	46,678	58,598
MD	66,160	55,283	66,536	AK	54,422	66,545	45,009
WI	65,390	59,916	51,699	ME	53,290	45,272	60,713
VA	65,238	46,491	54,316	MT	53,114	36,606	39,113
OH	64,916	50,010	56,182	OK	52,635	40,302	49,751
NH	64,865	40,954	65,411	VT	51,783	+	54,766
US	63,524	52,377	65,069	WV	51,675	41,612	42,026
FL	62,779	48,626	57,820	LA	51,558	38,455	60,141
WA	62,280	47,690	56,001	ID	51,306	41,761	45,479
CO	62,250	42,140	63,665	MS	51,207	41,452	44,017
NC	62,203	37,365	61,828	AR	50,326	37,432	46,053
IN	61,579	40,345	60,097	SD	50,179	36,916	41,660
IL	61,521	56,275	68,567	ND	48,252	36,805	37,911

Source: NCES, IPEDS Salary Survey, 2002-03

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

² Based on 88.8 percent (960) of the public two-year institution universe (1,081), 95.6 percent (582) of the public four-year institution universe (609) and 69.8 percent (1,107) of the independent institution universe (1,585).

+ No institutions in this category.

Missouri reported a one percent decline.

The average national increase at two-year institutions was 2.1 percent, and eight states experienced a decline in salaries. Missouri and South Carolina showed salary increases

of less than one percent; Mississippi and Virginia, saw salary declines. Hard economic times in a state result in diminished faculty salaries, or at least in pay increases that fail to keep pace with the national average.

Table 11**Percent Change in Average Faculty Salaries for Faculty on 9/10-Month Contracts in Public Two-Year, Four-Year and Independent Institutions¹ from 2001–02 to 2002–03²**

State	Public			State	Public		
	4-year	2-year	Independent		4-year	2-year	Independent
WY	11.8%	7.8%	– ³	WV	2.5%	3.7%	2.8%
NM	9.6	-0.3	-1.0	US	2.4	3.1	2.6
NY	7.5	4.8	2.3	CA	2.4	5.2	4.8
HI	6.4	6.8	1.4	SD	2.3	0.2	4.1
MN	6.3	0.9	3.0	IN	2.2	2.7	2.1
NE	5.3	0.7	1.8	MI	2.2	2.5	4.7
AL	5.2	2.3	-0.3	GA	1.8	1.9	1.9
DE	5.1	-11.0	2.8	NC	1.6	3.5	4.2
RI	5.1	4.9	5.5	TN	1.6	4.9	4.3
NH	4.8	2.0	-3.3	AR	1.3	1.8	1.5
NV	4.4	0.2	45.6	MD	1.3	3.1	4.5
CT	4.1	4.3	3.6	LA	1.0	1.7	2.8
FL	3.9	1.7	3.0	MS	1.0	-1.9	8.7
MT	3.8	2.8	3.6	SC	0.7	0.5	1.5
ND	3.8	4.9	3.6	OK	0.6	-0.5	2.8
OR	3.8	4.3	0.4	UT	0.5	-2.3	6.6
ME	3.6	6.9	3.1	VA	0.5	-0.5	2.6
CO	3.4	3.9	4.1	IA	0.2	2.1	3.1
WI	3.4	4.5	2.5	KS	0.1	4.2	4.6
TX	3.3	2.1	2.0	IL	-0.1	0.8	2.5
OH	3.2	1.5	2.9	ID	-0.5	-2.5	3.1
PA	3.2	1.0	2.8	MO	-1.0	0.8	2.5
AK	3.1	2.6	2.8	VT	-1.1	– ³	5.0
AZ	2.7	4.2	-1.4	NJ	-2.2	1.9	2.9
MA	2.7	2.4	3.5	WA	-4.2	3.9	3.3
KY	2.6	-0.3	1.6	DC	*	*	2.2

Source: NCES, IPEDS Salary Survey, 2001-02, 2002-03.

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

² Based on 86.1 percent (931) of the two-year public institution salary universe (1081), 94.4 percent (575) of the four-year public institution salary universe (609), and 63.0 percent (998) of the independent institution salary universe (1,585) reporting comparable data in both years.

³ No institutions in this category.

* No responding institutions.

Table 12**Average Salaries and Difference in Salaries for Faculty in Land-Grant Universities by Discipline, 2001–02 to 2002–03**

Discipline	Average Salary		Difference	
	2001–2002	2002–2003	(\$)	(%)
Law and Legal Studies	\$111,657	\$116,673	\$5,016	4.5%
Business Management & Administrative Services	94,654	98,224	\$3,570	3.8
Computer and Information Sciences	85,993	88,502	\$2,509	2.9
Engineering	85,182	88,127	\$2,945	3.5
Health Professions and Related Sciences	83,915	86,318	\$2,403	2.9
Physical Sciences	77,896	79,903	\$2,007	2.6
Agricultural Business and Production	75,664	78,734	\$3,070	4.1
All Fields	73,169	75,166	\$1,997	2.7
Biological Sciences/Life Sciences	71,933	74,271	\$2,338	3.3
Mathematics	71,400	73,129	\$1,729	2.4
Psychology	70,373	72,930	\$2,557	3.6
Social Sciences and History	70,112	72,554	\$2,442	3.5
Multi/Interdisciplinary Studies	70,107	71,644	\$1,537	2.2
Conservation & Renewable Natural Resources	67,461	70,284	\$2,823	4.2
Public Administration and Services	66,518	68,408	\$1,890	2.8
Library Science	64,872	68,005	\$3,133	4.8
Agricultural Sciences	65,485	67,746	\$2,261	3.5
Area, Ethnic, and Cultural Studies	65,327	65,811	\$484	0.7
Architecture and Related Programs	63,626	64,850	\$1,224	1.9
Philosophy and Religion	61,600	63,847	\$2,247	3.6
Home Economics	61,719	63,412	\$1,693	2.7
English Language and Literature/Letters	60,230	62,627	\$2,397	4.0
Education	60,855	62,237	\$1,382	2.3
Communications	60,016	61,884	\$1,868	3.1
Engineering-Related Technologies	59,835	61,223	\$1,388	2.3
Protective Services	61,697	60,198	-\$1,499	-2.4
Foreign Languages and Literatures	56,925	59,219	\$2,294	4.0
Visual and Performing Arts	57,294	59,052	\$1,758	3.1
Parks, Recreation, Leisure, & Fitness Studies	57,143	58,507	\$1,364	2.4
Liberal Arts & Sciences, General Studies, & Humanities	51,730	54,070	\$2,340	4.5
Transportation & Materials Moving Workers	46,584	46,910	\$326	0.7

Source: Oklahoma State University, Faculty Salary Survey, 2002-2003.

Table 13**Average Salaries and Salary Difference by Bargaining Status and Discipline, Full-Time Faculty in Public Four-Year Institutions: 2002–03**

Discipline	Average Salaries			Difference: CB-NCB
	All	Non-Collective Bargaining (NCB)	Collective Bargaining (CB)	
Liberal Arts and Sciences, General	\$57,718	\$53,188	\$65,207	\$12,019
Library Science	56,922	51,459	60,429	8,970
Philosophy and Religion	59,637	56,312	65,253	8,940
Arts and Music	53,770	50,999	59,593	8,593
English	52,397	49,494	57,976	8,481
Mathematics	59,879	57,120	65,274	8,154
Psychology	61,039	58,031	65,987	7,955
History	58,641	56,026	63,828	7,802
Agricultural Business and Production	65,353	63,499	71,185	7,686
Architecture and Related Programs	64,148	62,219	69,244	7,025
Parks, Recreation, Leisure and Fitness	52,299	49,885	56,798	6,913
Education	56,734	54,264	60,832	6,568
Communications Technologies	59,493	55,679	62,128	6,449
Communication, Journalism, and Related Programs	54,078	52,029	58,463	6,434
Performing Arts	53,871	51,815	57,469	5,654
Foreign Languages	53,544	51,693	57,216	5,523
All Fields	62,387	60,880	65,395	4,515
Biology	62,083	60,818	65,024	4,206
Social Sciences	62,806	61,276	65,419	4,143
Computer and Information Sciences	73,118	71,696	75,780	4,084
Public Administration and Social Services	58,739	57,407	61,304	3,898
Protective Services	54,949	53,661	57,103	3,442
Physical Sciences	65,832	64,687	68,084	3,397
Health Fields	58,370	57,561	60,540	2,979
Home Economics, General	54,997	54,404	57,350	2,946
Area, Ethnic, and Cultural Studies	62,864	61,678	63,815	2,137
Natural Resources and Conservation	62,888	62,464	64,382	1,918
Engineering	76,981	76,642	77,755	1,113
Business and Marketing	78,886	78,802	79,068	266
Multi/Interdisciplinary Studies	58,031	58,282	57,376	-906
Science Technologies/Technicians	61,204	65,628	55,515	-10,113

Source: College and University Personnel Association, Faculty Salary Survey In Public Institutions, 2002-03.

Sorted in descending order 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.

Table 14**Average Faculty Salaries in Four-Year Institutions, by Control and Discipline, 2002–03**

Discipline	Average Salaries		Difference: P-I
	Public Institutions (P)	Independent Institutions (I)	
Agricultural Business and Production	\$65,353	\$50,225	\$15,128
Natural Resources and Conservation	62,888	52,470	10,418
Library Science	56,922	47,464	9,458
Science Technologies/Technicians	61,204	53,515	7,689
Communications Technologies	59,493	52,883	6,610
Liberal Arts and Sciences, General	57,718	51,750	5,968
Computer and Information Sciences	73,118	67,472	5,646
Home Economics, General	54,997	50,770	4,227
Biology	62,083	58,425	3,658
Education	56,734	53,682	3,053
Protective Services	54,949	52,231	2,718
Philosophy and Religion	59,637	57,037	2,600
Parks, Recreation, Leisure and Fitness	52,299	50,215	2,085
Business and Marketing	78,886	76,984	1,902
Psychology	61,039	59,370	1,669
Physical Sciences	65,832	64,199	1,633
Public Administration and Social Services	58,739	57,439	1,300
Arts and Music	53,770	52,575	1,195
Communication, Journalism, and Related Programs	54,078	53,255	823
Multi/Interdisciplinary Studies	58,031	57,346	685
Health Fields	58,370	57,889	481
All Fields	62,387	62,666	-279
Mathematics	59,879	60,409	-530
Area, Ethnic, and Cultural Studies	62,864	63,452	-588
Performing Arts	53,871	54,866	-995
History	58,641	59,678	-1,037
Foreign Languages	53,544	55,235	-1,691
Social Sciences	62,806	65,582	-2,775
English	52,397	55,812	-3,415
Architecture and Related Programs	64,148	69,616	-5,468
Engineering	76,981	83,057	-6,076

Source: College and University Personnel Association, Faculty Salary Survey in Public Institutions, 2002-03.

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

Table 15**Appropriations of State Tax Funds for Operating Expenses of Higher Education in the 50 States, FY 1992–93, 2000–01, 2001–02, and 2002–03, with Percentage Change over the Most Recent One, Two, and Ten Years¹**

State	Appropriations (in thousands)				Change		
	1992-93	2000-01	2001-02	2002-03	One-year	Two-year	Ten-year
Oregon	\$491,593	\$691,207	\$679,831	\$604,330	-11.1%	-12.6%	22.9%
Missouri	590,505	959,402	974,646	875,070	-10.2	-8.8	48.2
Idaho	190,593	294,651	323,340	305,337	-5.6	3.6	60.2
Virginia	934,990	1,629,776	1,631,856	1,545,680	-5.3	-5.2	65.3
Illinois	1,731,010	2,719,734	2,904,184	2,787,048	-4.0	2.5	61.0
Utah	350,936	547,506	586,208	566,431	-3.4	3.5	61.4
South Carolina	618,408	880,120	856,200	830,305	-3.0	-5.7	34.3
Rhode Island	108,857	162,750	174,473	169,438	-2.9	4.1	55.7
Massachusetts	650,187	1,077,226	1,017,564	989,019	-2.8	-8.2	52.1
Montana	132,242	141,686	149,838	146,034	-2.5	3.1	10.4
Iowa	606,763	851,182	786,640	769,854	-2.1	-9.6	26.9
Kansas	468,030	683,084	712,923	712,027	-0.1	4.2	52.1
Nebraska	353,847	496,362	521,316	520,691	-0.1	4.9	47.2
North Dakota	151,546	185,659	201,497	201,497	0.0	8.5	33.0
Pennsylvania	1,425,993	2,005,364	2,011,695	2,011,110	0.0	0.3	41.0
Arkansas	407,501	636,907	625,112	625,987	0.1	-1.7	53.6
Michigan	1,552,305	2,234,157	2,257,732	2,263,572	0.3	1.3	45.8
North Carolina	1,541,926	2,398,489	2,442,690	2,449,659	0.3	2.1	58.9
Indiana	897,601	1,283,197	1,321,191	1,326,682	0.4	3.4	47.8
Washington	953,081	1,333,911	1,370,342	1,375,255	0.4	3.1	44.3
West Virginia	284,606	387,432	392,051	393,695	0.4	1.6	38.3
California	4,920,325	8,922,931	9,473,522	9,590,129	1.2	7.5	94.9
Connecticut	433,973	706,032	753,681	762,600	1.2	8.0	75.7
US	39,722,544	60,762,734	62,905,059	63,648,456	1.2	4.7	60.2
Maine	172,151	228,917	239,002	242,082	1.3	5.8	40.6
Mississippi	409,526	824,717	765,014	775,243	1.3	-6.0	89.3
Ohio	1,378,612	2,181,991	2,084,535	2,112,609	1.3	-3.2	53.2
Maryland	751,951	1,174,820	1,282,690	1,301,845	1.5	10.8	73.1
Texas	2,802,348	4,511,814	5,135,147	5,209,765	1.5	15.5	85.9
Georgia	941,363	1,600,329	1,707,734	1,734,481	1.6	8.4	84.3
New Mexico	364,895	568,295	611,175	620,718	1.6	9.2	70.1
Oklahoma	557,531	789,155	796,312	811,474	1.9	2.8	45.5
Wisconsin	902,988	1,170,122	1,194,852	1,220,788	2.2	4.3	35.2
New Jersey	1,229,727	1,678,018	1,751,643	1,791,323	2.3	6.8	45.7
Arizona	608,935	892,621	884,175	907,227	2.6	1.6	49.0
Alabama	823,940	1,088,446	1,115,999	1,148,152	2.9	5.5	39.3
Kentucky	609,659	1,001,625	1,063,668	1,094,599	2.9	9.3	79.5
Minnesota	965,288	1,349,137	1,379,832	1,419,395	2.9	5.2	47.0
New Hampshire	74,026	100,666	107,573	111,135	3.3	10.4	50.1
Delaware	122,469	185,840	186,398	192,889	3.5	3.8	57.5
South Dakota	104,713	136,154	143,163	148,588	3.8	9.1	41.9
Alaska	174,118	192,183	204,706	212,747	3.9	10.7	22.2
Vermont	55,657	67,753	71,354	75,455	5.7	11.4	35.6
Hawaii	367,430	339,025	349,231	369,649	5.8	9.0	0.6
Louisiana	575,641	880,064	997,813	1,055,455	5.8	19.9	83.4
New York	2,870,428	3,479,112	3,602,215	3,823,188	6.1	9.9	33.2
Nevada	207,572	316,611	346,845	370,593	6.8	17.0	78.5
Florida	1,461,341	2,833,007	2,725,210	2,916,595	7.0	3.0	99.6
Tennessee	742,107	1,045,546	1,071,515	1,153,989	7.7	10.4	55.5
Colorado	529,158	746,478	756,809	817,236	8.0	9.5	54.4
Wyoming	122,152	151,523	161,917	189,786	17.2	25.3	55.4

Source: Center for the Study of Higher Education Policy, Illinois State University, Grapevine: A National Database of State Tax Support in Higher Education; <http://coe.ilstu.edu/grapevine/50state.htm>.

¹Arranged in ascending order by one-year change.

SUMMARY

Over the past five years, several key findings remained consistent:

- Faculty salaries on average were higher at independent institutions than at public institutions. Professors at independent universities earned the highest average salaries.
- Female faculty members continue to earn less than males, but the salary gap did not show its traditional increase this year.
- Salaries continue to vary widely based on geographical location.
- Average faculty salaries are higher in states that permit collective bargaining.
- The average faculty salary increased (in constant dollars) from its prior peak (1972–1973) for the fifth year in a row. For the second consecutive year, two faculty ranks, professor and instructor, showed an increase in purchasing power over the 1972–1973 peak.

NOTES

¹These percentages, reported in Table 5, differ slightly from the average increase reported above (Table 1). Table 1 reports the percent change in salaries for all faculty at all institutions. Table 5 is based only on those institutions that report salaries for two consecutive reporting years—in this case, 91.1 percent.

² Clery and Lee, 2002.

³ See note 1 above.

⁴ Independent faculty in Nevada had a 45.6 percent salary increase, but Nevada has only one small private institution, so the statistic is insignificant.

⁵ Salaries by academic specialty are in current dollars.

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