

# Faculty Salaries: 2003–2004

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The national average salary in 2003–04 for faculty members on 9/10-month contracts was \$62,671, up 1.9 percent from 2002–03 (Table 1)—1.4 percent in public institutions and 3.0 percent in independent institutions. Faculty purchasing power was 4.4 percent greater than the prior peak (1972–73) when average faculty salary in constant 2003–04 dollars was \$60,046. Purchasing power has exceeded the 1972–73 peak since 1997–98.

The difference in average salary paid to full professors and to assistant professors decreased from \$31,000 to about \$25,000 between 1972–73 and the early 1980s (all salaries corrected for inflation). This difference rose throughout the 1980s and 1990s, and exceeded \$33,000 in 2003–04 (\$85,363 vs. \$51,826).

Some additional highlights:

- California faculty members on 9/10-month contracts at public two- and four-year institutions received the highest average salaries in 2003–04 (\$70,305 and \$78,168, respectively, Table 10). For the third year in a row, Massachusetts faculty members received the highest average salaries at independent institutions (\$82,868).
- The salary gap between independent and public institutions widened by 19.0 percent (\$951) during 2003–04 (Table 2).
- The gender wage gap *decreased* by 0.7 percent in public institutions between 2002–03 and 2003–04, a reversal from the 4.0 percent increase in each of the previous two years (Table 8). The gap decreased by 0.4 percent at independent institutions.
- Faculty members working in institutions with bargaining agreements earned \$3,460 more than colleagues teaching in institutions without bargaining agreements, \$66,260 vs. \$62,800 (Table 13).
- Among graduate faculty members, law school faculty had the highest average salaries (\$119,129, Table 12). Engineering faculty members rose to the top when public four-year institutions with professional programs were included (\$84,208, Table 13). Faculty in business/management and computer/information sciences followed (\$80,907 and \$74,835, 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 2003–04 salary data from 4,060 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 2003–04 NEA analysis also excluded 772 seminaries, religious training institutions, and for-profit colleges, leaving 3,288 institutions and 507,457 full-time faculty members. We used an early release of the data, so 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—84.9 percent of all full-time faculty members.
- *College and University Personnel Association (CUPA).* CUPA reported average salaries in 325 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.
- *U.S. Census Bureau, Current Population Survey, March 2004 Supplement.*

## HISTORICAL PERSPECTIVE

Average salaries for faculty members on 9/10 month contracts, uncorrected for inflation, have increased 352.5 percent since 1972–73, the previous high point (Table 1). Corrected for inflation, faculty purchasing power increased 4.4 percent during that period. The average salary for faculty members in 2003–04 (\$62,671) represents a \$2,625 constant dollar increase over 1972–73 (\$60,046); 2003–04 was also the sixth consecutive year that the purchasing power of faculty members exceeded inflation.

Some faculty *ranks* lost purchasing power over this period. Lecturers and “no rank” faculty saw the sharpest declines (12.9 and 12.8 percent, respectively); associate and assistant professors saw declines of

2.3 and 0.6 percent, respectively. Full professors and instructors saw increases of 2.6 and 5.7 percent, respectively, since 1972–73.

The difference in salaries (corrected for inflation) paid to full professors and assistant professors declined from \$31,011 in 1972–73 to about \$25,000 in the early 1980s. This difference rose throughout the mid-1980s and the 1990s, surpassing the 1972–73 high point. In 2003–04, full and assistant professors averaged \$85,363 and \$51,826, respectively—a difference of \$33,537.

## 2003–2004 IPEDS SALARY DATA

The average faculty member earned \$116 *less* in constant dollars in 2003–04 than in 2002–03, despite the cumulative increase in purchasing power since 1972–73 (\$62,671 vs. \$62,787, Table 1).

### Institutional Characteristics

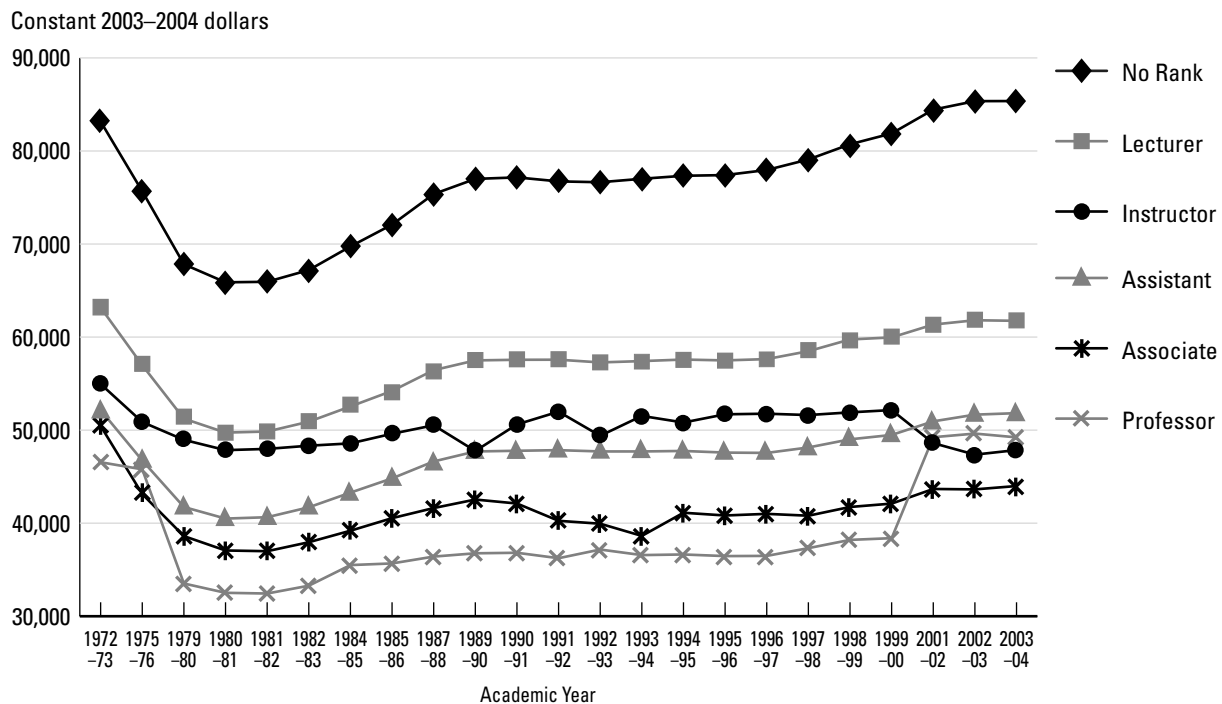
Faculty on 9/10-month contracts at independent institutions earned higher salaries than faculty at public institutions (\$66,878 vs. \$60,929, Table 2). The salary disparity between public and independent faculty increased by 19.0 percent from 2002–03 to 2003–04—from \$4,998 to \$5,949. Economic slowdown at the state level may account for some of this disparity, since public institutions rely heavily on state funding for their budgets.

The greatest disparity in average salaries occurred in universities. Faculty salaries at public universities averaged 85.8 percent of salaries at the independents (\$67,706 vs. \$78,943). The gap between average faculty salaries in public and independent universities (\$11,237) represents a 23.2 percent increase since 1993–94 when the salary difference was \$9,119, calculated in 2003–04 constant dollars (Table 3).<sup>1</sup>

Salaries in most ranks at both types of universities rose slightly this year. Continued reductions in state education appropriations for public institutions and the effects of a sluggish economy on endowment investment returns at independent institutions seems to have had a small effect on faculty salaries.

By institutional type, salaries varied more at independents than in the public sector. Average salaries in independent institutions ranged from \$37,395 in two-year colleges to \$78,943 in universities, a \$41,548 difference (Table 2). Faculty salaries in public institutions ranged from \$52,869 in baccalaureate colleges to \$67,706 in universities, a \$14,837 difference. Both differences grew since 2002–03 (\$40,870

**Figure 1. Average Salary (in constant 2003–2004 dollars) of Full-Time Faculty on 9/10 Month Contracts by Academic Year and Rank, 1972–1973 to 2003–2004**



Source: U.S. Department of Education, NCES, *Digest of Education Statistics, Salaries of Full-Time Instructional Faculty on 9- and 10-month Contracts in Institutions of Higher Education, various years.*

at independents and \$14,749 in publics).<sup>2</sup> This growth returned the disparities to their 2001–02 levels (\$41,401 at independents and \$14,881 at publics).

About 71 percent of faculty members on 9/10 month contracts taught in public institutions: 34.0 percent in universities, 13.0 percent in comprehensive colleges, 21.8 percent in community colleges, and 1.9 percent in baccalaureate colleges (derived from Table 4). Only 29.3 percent taught in the independent sector: 14.7 percent at universities and 14.3 percent at baccalaureate and comprehensive colleges combined. Independent two-year institutions accounted for 0.2 percent of all faculty members.

### Change from 2002–03

Average faculty member salaries on 9/10-month contracts increased 1.9 percent since 2002–03 (Table 5). These increases were unevenly distributed across institutional type and control. In 2003–04, faculty members at independent institutions were paid more than faculty at public institutions (\$66,878 vs.

\$60,929). The annual salary gains reflected this difference—3.0 percent at independents, 1.4 percent at publics. Independent two-year and university faculty members received the largest overall average increases (5.0 and 3.6 percent, respectively).

### Academic Rank

Not surprisingly, academic rank and salary remained closely related. Professors—28.5 percent of faculty members—earned the highest average salary (\$81,578), while associate professors—22.7 percent of faculty—earned approximately two-thirds as much (\$60,441) (Table 2). The average salary of assistant professors—24.3 percent of faculty—was \$51,331. Instructors, faculty with no rank, and lecturers—13.5, 7.0, and 4.1 percent of faculty, respectively—earned the least. Faculty members with no rank, mostly at community colleges, earned \$47,991. This \$1,243 increase offset a \$3,946 salary decline over the previous two years. Lecturers averaged \$43,137, second only to instructors, who earned \$42,173.

**Table 1. Average Salaries of Full-Time Faculty on 9/10 Month Contracts by Academic Year and Rank: 1972–1973 to 2003–2004**

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.		
<b>Current Dollars</b>																	
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		
2003–04	62,671	1.9	352.5	85,363	2.1	61,749	2.0	51,826	2.4	49,223	1.3	43,994	2.9	47,848	3.1		
<b>Change from 1972–73 to 2003–04</b>				\$48,821	352.5	\$66,181	345.0	\$47,177	323.8	\$39,797	330.8	\$38,486	358.4	\$32,357	278.1	\$35,172	277.5
<b>Constant 2003–04 Dollars</b>																	
1972–73	\$60,046		0.0	\$83,162		\$63,176		\$52,151		\$46,550		\$50,452		\$54,956			
1975–76	55,666	-7.3	-7.3	75,668	-9.0	56,978	-9.8	46,738	-10.4	45,787	-1.6	43,127	-14.5	50,871	-7.4		
1979–80	51,081	-8.2	-14.9	67,825	-10.4	51,234	-10.1	41,738	-10.7	33,519	-26.8	38,611	-10.5	48,958	-3.8		
1980–81	49,924	-2.3	-16.9	65,887	-2.9	49,735	-2.9	40,495	-3.0	32,518	-3.0	37,067	-4.0	47,850	-2.3		
1981–82	50,188	0.5	-16.4	65,942	0.1	49,851	0.2	40,641	0.4	32,441	-0.2	36,989	-0.2	47,983	0.3		
1982–83	51,425	2.5	-14.4	67,203	1.9	50,905	2.1	41,706	2.6	33,282	2.6	37,954	2.6	48,326	0.7		
1984–85	53,426	3.9	-11.0	69,738	3.8	52,545	3.2	43,285	3.8	35,498	6.7	39,190	3.3	48,576	0.5		
1985–86	55,246	3.4	-8.0	72,090	3.4	54,214	3.2	44,816	3.5	35,676	0.5	40,541	3.4	49,611	2.1		
1987–88	57,517	4.1	-4.2	75,373	4.6	56,446	4.1	46,636	4.1	36,410	2.1	41,626	2.7	50,521	1.8		
1989–90	58,153	1.1	-3.2	77,001	2.2	57,495	1.9	47,709	2.3	36,765	1.0	42,542	2.2	47,762	-5.5		
1990–91	58,671	0.9	-2.3	77,161	0.2	57,561	0.1	47,782	0.2	36,821	0.2	42,114	-1.0	50,615	6.0		
1991–92	58,686	0.0	-2.3	76,734	-0.6	57,570	0.0	47,848	0.1	36,237	-1.6	40,256	-4.4	51,985	2.7		
1992–93	58,393	-0.5	-2.8	76,642	-0.1	57,279	-0.5	47,711	-0.3	37,168	2.6	39,944	-0.8	49,391	-5.0		
1993–94	58,849	0.8	-2.0	77,013	0.5	57,420	0.2	47,709	0.0	36,571	-1.6	38,635	-3.3	51,528	4.3		
1994–95	59,196	0.6	-1.4	77,336	0.4	57,586	0.3	47,763	0.1	36,639	0.2	41,122	6.4	50,820	-1.4		
1995–96	59,145	-0.1	-1.5	77,409	0.1	57,494	-0.2	47,587	-0.4	36,464	-0.5	40,828	-0.7	51,701	1.7		
1996–97	59,559	0.7	-0.8	77,956	0.7	57,634	0.2	47,553	-0.1	36,485	0.1	41,002	0.4	51,768	0.1		
1997–98	60,310	1.3	0.4	79,087	1.5	58,484	1.5	48,137	1.2	37,317	2.3	40,804	-0.5	51,621	-0.3		
1998–99	61,349	1.7	2.2	80,722	2.1	59,745	2.2	49,012	1.8	38,205	2.4	41,742	2.3	51,910	0.6		
1999–00	61,604	0.4	2.6	81,885	1.4	59,966	0.4	49,483	1.0	38,391	0.5	42,107	0.9	52,159	0.5		
2001–02	62,495	1.4	4.1	84,440	3.1	61,346	2.3	50,946	3.0	49,240	28.3	43,678	3.7	48,603	-6.8		
2002–03	62,787	0.5	4.6	85,354	1.1	61,810	0.8	51,664	1.4	49,630	0.8	43,632	-0.1	47,368	-2.5		
2003–04	62,671	-0.2	4.4	85,363	0.0	61,749	-0.1	51,826	0.3	49,223	-0.8	43,994	0.8	47,860	1.0		
<b>Change from 1972–73 to 2003–04</b>				\$2,625	4.4	\$2,201	2.6	-\$1,427	-2.3	-\$325	-0.6	\$2,673	5.7	-\$6,458	-12.8	-\$7,096	-12.9

Source: U.S. Department of Education, NCES, *Digest of Education Statistics, Salaries of Full-Time Instructional Faculty on 9- and 10-month Contracts in Institutions of Higher Education, various years.*

**Table 2. Average Salaries for Faculty on 9/10 Month Contracts<sup>1</sup> by Institutional Type and Control, and Rank, 2003–2004**

Offering Level	Rank	Control		Average
		Public	Independent	
AA	Professor	\$62,943	\$45,064	\$62,791
	Associate	52,734	39,238	52,493
	Assistant	46,284	36,686	46,120
	Instructor	55,371	34,355	55,222
	Lecturer	41,120	33,028*	41,059
	No Rank	47,932	36,652	47,835
	Average	53,080	37,395	52,927
BA	Professor	67,771	71,054	70,222
	Associate	55,716	54,127	54,544
	Assistant	47,140	45,088	45,638
	Instructor	40,690	36,530	38,157
	Lecturer	35,834	44,640	39,822
	No Rank	48,665	45,024	46,478
	Average	52,869	54,092	53,743
BA+	Professor	73,820	69,972	72,213
	Associate	58,545	55,455	57,176
	Assistant	49,038	46,112	47,766
	Instructor	37,787	38,861	38,187
	Lecturer	42,709	40,500	42,314
	No Rank	44,954	51,213	48,951
	Average	57,588	55,323	56,634
Doctoral	Professor	90,551	107,655	95,976
	Associate	64,379	70,978	66,362
	Assistant	54,575	59,720	56,127
	Instructor	37,088	43,119	38,680
	Lecturer	43,397	49,579	44,918
	No Rank	42,649	55,426	47,829
	Average	67,706	78,943	71,107
Average	Professor	78,338	88,938	81,578
	Associate	59,479	62,930	60,441
	Assistant	50,796	52,723	51,331
	Instructor	42,948	40,585	42,173
	Lecturer	42,361	45,701	43,137
	No Rank	44,867	52,202	47,991
	Average	60,929	66,878	62,671

Source: U.S. Department of Education, NCES, IPEDS Salary Survey, 2003–04.

<sup>1</sup> Based on 100 percent (3,288 institutions) of NEA's faculty salary universe.

\* Indicates less than 100 faculty.

**Table 3. Average Salaries for University Faculty on 9/10 Month Contracts in Constant 2003–2004 dollars, 1993–1994 to 2003–2004**

Year	Public	Independent	Difference
1993–94	63,179	72,297	9,119
1994–95	63,415	72,516	9,101
1995–96	63,573	72,783	9,210
1996–97	64,097	72,965	8,868
1997–98	64,665	74,383	9,717
1998–99	66,081	75,651	9,570
1999–00	66,946	76,553	9,606
2001–02	68,110	78,280	10,170
2002–03	68,130	78,277	10,148
2003–04	67,706	78,943	11,237

Source: U.S. Department of Education, NCES, IPEDS, Salary Survey, various years.

### Contract Length

Most faculty members at public and independent institutions had 9/10-month contracts in 2003–04. Only 15.1 percent (76,449) of all faculty members had 11/12-month contracts (derived from Tables 4 and 6). Public institutions employed 67.9 percent of these 11/12-month faculty members. A larger proportion (43.8 percent) of 11/12-month faculty taught at public universities than did 9/10-month faculty (34.0 percent).

Faculty members on 11/12-month contracts at public institutions earned an average of 28.3 percent more than colleagues on 9/10-month contracts (derived from Tables 2 and 7). Faculty members on 11/12-month contracts in public doctoral, comprehensive, and baccalaureate institutions earned 31.7, 25.3, 17.6 percent more, respectively, than colleagues on 9/10-month contracts. Faculty members may undertake additional responsibilities at these non-research institutions. The difference was only 2.7 percent (\$1,411) at community colleges.

Faculty members on 11/12-month contracts in independent baccalaureate institutions earned 7.0 percent more than colleagues on 9/10-month contracts. The salary differential favored faculty members on 11/12-month contracts by 15.9, 8.5, and 0.4 percent, respectively, at independent two-year, doctoral, and comprehensive institutions. But 11/12-month faculty at baccalaureate institutions earned 3.3 percent *less*.

Among faculty members on 11/12-month contracts, the salary advantage went to faculty in public institutions, averaging \$78,147 vs. \$71,549 at independent institutions (Table 7), a difference of 9.2

percent. In contrast, faculty members on 9/10-month contracts at independent institutions earned more than colleagues at public institutions by 9.8 percent (\$66,878 vs. \$60,929, Table 2).

### Salary by Gender

In 2003–04, male faculty members earned more than females at nearly every institutional level in public and independent institutions (Table 8). The salary gender gap at public institutions (\$11,082) decreased by \$73 from 2002–03, while increasing at independent institutions by \$55 to \$14,027. Average salaries for female faculty were higher by \$1,141 at independent two-year institutions. Men earned more in every rank and level at public institutions, save for lecturers at baccalaureate colleges and faculty with no rank at comprehensives.

Salaries improved for female faculty members over the last three years, but continued to lag behind salaries for males. One reason: women are more likely to teach in the lower academic ranks. Women held 56.9 percent of the instructor and 56.2 percent of the lecturer positions, but only 28.2 and 41.1 percent of the professor and associate positions, respectively (Table 9). These percentages are relatively unchanged from last year.

The growing gap between salaries in different types of institutions also contributed to the lag. Women were 51.1 percent of faculty in two-year institutions, but only 35.1 percent of university faculty. Women were also more likely to teach in lower-paying disciplines, including library science and nursing, while men dominated high-salary fields, such as engineering.<sup>3</sup>

**Table 4. Number of Full-Time Faculty on 9/10 Month Contracts<sup>1</sup> by Institutional Type and Control, and Rank, 2003–2004**

Offering Level	Rank	Control		Total
		Public	Independent	
AA	Professor	12,487	107	12,594
	Associate	8,790	160	8,950
	Assistant	9,949	173	10,122
	Instructor	37,044	265	37,309
	Lecturer	794	6	800
	No Rank	24,838	217	25,055
	Total	93,902	928	94,830
BA	Professor	2,012	5,931	7,943
	Associate	1,950	5,487	7,437
	Assistant	2,471	6,750	9,221
	Instructor	1,145	1,783	2,928
	Lecturer	325	269	594
	No Rank	452	680	1,132
	Total	8,355	20,900	29,255
BA+	Professor	16,646	11,941	28,587
	Associate	14,461	11,510	25,971
	Assistant	17,047	13,105	30,152
	Instructor	4,185	2,481	6,666
	Lecturer	3,185	692	3,877
	No Rank	637	1,125	1,762
	Total	56,161	40,854	97,015
Doctoral	Professor	50,223	23,324	73,547
	Associate	38,704	16,628	55,332
	Assistant	38,532	16,641	55,173
	Instructor	8,226	2,952	11,178
	Lecturer	9,253	3,020	12,273
	No Rank	1,430	975	2,405
	Total	146,368	63,540	209,908
Total	Professor	81,368	41,303	122,671
	Associate	63,905	33,785	97,690
	Assistant	67,999	36,669	104,668
	Instructor	50,600	7,481	58,081
	Lecturer	13,557	3,987	17,544
	No Rank	27,357	2,997	30,354
	Total	304,786	126,222	431,008

Source: U.S. Department of Education, NCES, IPEDS Salary Survey, 2003–04.

<sup>1</sup> Based on 100 percent of NEA's faculty salary universe (3,288 institutions).

**Table 5. Percent Change in Faculty Salaries for Faculty on 9/10 Month Contracts<sup>1</sup> by Institutional Type and Control, and Rank, 2002–2003 to 2003–2004**

Offering Level	Rank	Control		Average
		Public	Independent	
AA	Professor	1.1	3.7	1.1
	Associate	1.3	7.9	1.4
	Assistant	0.8	11.6	1.0
	Instructor	0.7	5.8	0.7
	Lecturer	-19.5 <sup>†</sup>	8.2*	-19.1
	No Rank	3.1	-6.2	3.0
	Average	1.3	5.0	1.3
BA	Professor	1.5	1.1	1.3
	Associate	1.4	2.1	1.9
	Assistant	1.6	2.7	2.4
	Instructor	1.8	6.6	4.0
	Lecturer	3.0	3.9	3.4
	No Rank	2.3	5.0	3.8
	Average	0.8	1.8	1.5
BA+	Professor	0.4	1.8	0.8
	Associate	0.4	2.5	1.3
	Assistant	1.4	2.9	2.0
	Instructor	0.7	2.9	1.5
	Lecturer	8.7	-1.1	6.8
	No Rank	1.6	3.7	3.1
	Average	0.4	2.5	1.3
Doctoral	Professor	2.3	3.4	2.9
	Associate	1.9	3.5	2.5
	Assistant	2.6	3.4	2.9
	Instructor	1.1	4.7	2.2
	Lecturer	3.5	3.5	3.3
	No Rank	3.6	2.7	1.1
	Average	1.8	3.6	2.5
Average	Professor	1.6	2.5	1.9
	Associate	1.4	3.0	1.9
	Assistant	1.8	3.2	2.2
	Instructor	0.9	4.4	1.8
	Lecturer	-2.6	2.1	-0.9
	No Rank	3.0	3.3	2.2
	Average	1.4	3.0	1.9

Source: U.S. Department of Education, NCES, IPEDS Salary Survey, 2003–04.

<sup>1</sup> Based on 91.2 percent (2,998 institutions) of NEA's faculty salary universe.

<sup>†</sup> Over the past several years we have seen large changes in the lecturers, instructors, and no rank faculty categories. Many institutions are changing their naming mechanisms and are moving faculty around accordingly, which may account for this steep decline in lecturer salaries.

\* Indicates less than 100 faculty.



**Table 6. Number of Full-Time Faculty on 11/12 Month Contracts<sup>1</sup> by Institutional Type and Control, and Rank, 2003–2004**

Offering Level	Rank	Control		Total
		Public	Independent	
AA	Professor	1,448	16	1,464
	Associate	1,128	49	1,177
	Assistant	1,452	74	1,526
	Instructor	7,726	732	8,458
	Lecturer	171	37	208
	No Rank	2,529	85	2,614
	Total	14,454	993	15,447
BA	Professor	113	993	1,106
	Associate	116	513	629
	Assistant	138	554	692
	Instructor	72	443	515
	Lecturer	20	51	71
	No Rank	65	130	195
	Total	524	2,684	3,208
BA+	Professor	1,308	1,754	3,062
	Associate	785	1,745	2,530
	Assistant	560	2,057	2,617
	Instructor	287	707	994
	Lecturer	203	98	301
	No Rank	286	755	1,041
	Total	3,429	7,116	10,545
Doctoral	Professor	12,652	3,803	16,455
	Associate	8,108	3,451	11,559
	Assistant	8,018	4,366	12,384
	Instructor	2,253	1,322	3,575
	Lecturer	1,244	268	1,512
	No Rank	1,209	555	1,764
	Total	33,484	13,765	47,249
Total	Professor	15,521	6,566	22,087
	Associate	10,137	5,758	15,895
	Assistant	10,168	7,051	17,219
	Instructor	10,338	3,204	13,542
	Lecturer	1,638	454	2,092
	No Rank	4,089	1,525	5,614
	Total	51,891	24,558	76,449

Source: U.S. Department of Education, NCES, IPEDS Salary Survey, 2003–04.

<sup>1</sup> Based on 100 percent of NEA's faculty salary universe (3,288 institutions).

**Table 7. Average Salaries for Faculty on 11/12 Month Contracts<sup>1</sup> by Institutional Type and Control, and Rank, 2003–2004**

Offering Level	Rank	Control		Average
		Public	Independent	
AA	Professor	64,347	53,427*	64,228
	Associate	58,335*	44,983*	57,779
	Assistant	51,204	38,230*	50,574
	Instructor	53,219	42,553	52,296
	Lecturer	44,958	57,138*	47,124
	No Rank	53,551	45,822*	53,299
	Average	54,491	43,349	53,775
BA	Professor	75,657	60,105	61,694
	Associate	67,306*	53,929	56,396
	Assistant	61,883	47,686	50,517
	Instructor	46,425*	40,869	41,646
	Lecturer	47,771*	57,288*	54,607
	No Rank	52,116*	43,039	46,065
	Average	62,180	52,306	53,919
BA+	Professor	90,105	67,253	77,015
	Associate	70,482*	56,997	61,181
	Assistant	55,698	51,026	52,026
	Instructor	50,828	43,191	45,396
	Lecturer	56,547	45,055*	52,806
	No Rank	59,333	50,133	52,660
	Average	72,153	55,534	60,938
Doctoral	Professor	115,429	113,122	114,896
	Associate	85,857	84,008	85,305
	Assistant	72,314	76,569	73,814
	Instructor	49,994	56,334	52,338
	Lecturer	54,141	62,245	55,577
	No Rank	58,862	59,293	58,998
	Average	89,222	85,614	88,171
Average	Professor	99,125	91,623	97,200
	Associate	76,987	71,316	75,202
	Assistant	65,230	64,461	65,136
	Instructor	50,912	50,278	50,924
	Lecturer	51,678	56,516	53,446
	No Rank	57,346	54,318	56,430
	Average	78,147	71,549	76,027

Source: U.S. Department of Education, NCES, IPEDS Salary Survey, 2003–04.

<sup>1</sup> Based on 100 percent of NEA's faculty salary universe (3,288 institutions).

\* Indicates less than 100 faculty.

**Table 8. Average Salaries for Men and Women Faculty on 9/10 Month Contracts<sup>1</sup> by Institutional Type and Control, and Rank, 2003–2004**

Offering Level	Rank	Control			
		Public		Independent	
		Women	Men	Women	Men
AA	Professor	\$60,671	\$64,888	\$43,412*	\$46,878*
	Associate	51,742	53,801	40,111*	38,171*
	Assistant	45,514	47,186	38,082	34,479*
	Instructor	54,021	56,774	36,103	32,176
	Lecturer	40,999	41,329	33,434*	31,000*
	No Rank	46,890	49,049	35,206	37,959
	Average	51,587	54,621	37,302	36,161
BA	Professor	66,020	68,547	68,696	71,946
	Associate	53,946	56,800	53,402	54,662
	Assistant	45,740	48,292	44,846	45,308
	Instructor	38,944	42,514	36,057	37,121
	Lecturer	36,439	35,328	44,542	44,767
	No Rank	48,387	48,925	44,311	45,488
	Average	49,633	54,972	50,503	56,243
BA+	Professor	72,203	74,446	67,161	71,090
	Associate	57,252	59,435	54,029	56,455
	Assistant	48,214	49,789	45,341	46,892
	Instructor	37,024	38,883	38,517	39,333
	Lecturer	41,210	44,571	38,283	43,092
	No Rank	45,589	44,294	48,848	53,113
	Average	53,549	60,438	51,321	57,912
Doctoral	Professor	83,163	92,422	98,419	109,977
	Associate	61,440	66,045	67,949	72,737
	Assistant	51,789	56,778	56,454	62,302
	Instructor	36,300	38,325	42,305	44,083
	Lecturer	40,977	46,306	45,734	53,870
	No Rank	39,875	45,700	51,604	58,544
	Average	57,787	73,161	66,718	85,162
Average	Professor	72,172	81,336	81,370	91,799
	Associate	56,797	61,408	60,086	64,741
	Assistant	48,593	52,777	50,219	54,779
	Instructor	43,213	43,305	39,770	41,474
	Lecturer	40,905	44,397	42,736	49,029
	No Rank	43,810	46,394	49,139	54,719
	Average	54,441	65,523	58,013	72,040

Source: U.S. Department of Education, NCES, IPEDS Salary Survey, 2003–04.

<sup>1</sup> Based on 100 percent of NEA's faculty salary universe (3,288 institutions).

\* Indicates less than 100 faculty.

**Table 9. Women Faculty as a Percent of Total Faculty, Faculty on 9/10 Months Contracts<sup>1</sup> by Institutional Type and Control, and Rank, 2003–2004**

Offering Level	Rank	Control		Average
		Public	Independent	
AA	Professor	46.1	52.3*	46.2
	Associate	51.8	55.0*	51.9
	Assistant	54.0	61.3	54.1
	Instructor	51.0	55.5	51.0
	Lecturer	63.5	83.3*	63.6
	No Rank	51.7	47.5	51.7
	Average	51.0	54.4	51.1
BA	Professor	30.7	27.4	28.3
	Associate	38.0	42.4	41.3
	Assistant	45.1	47.6	47.0
	Instructor	51.1	55.6	53.8
	Lecturer	45.5	56.5	50.5
	No Rank	48.2	39.4	42.9
	Average	41.0	41.1	41.0
BA+	Professor	27.9	28.4	28.1
	Associate	40.8	41.2	41.0
	Assistant	47.7	50.3	48.8
	Instructor	59.0	57.8	58.5
	Lecturer	55.4	53.9	55.1
	No Rank	51.0	44.5	46.9
	Average	41.4	41.7	41.5
Doctoral	Professor	20.2	20.1	20.2
	Associate	36.2	36.7	36.3
	Assistant	44.2	44.1	44.2
	Instructor	61.1	54.2	59.3
	Lecturer	54.6	52.7	54.1
	No Rank	52.4	44.9	49.4
	Average	35.5	34.3	35.1
Average	Professor	29.9	24.2	28.2
	Associate	41.9	39.3	41.1
	Assistant	47.9	46.8	47.6
	Instructor	57.3	55.6	56.9
	Lecturer	57.2	54.0	56.2
	No Rank	51.8	43.9	48.9
	Average	41.5	37.9	40.5

Source: U.S. Department of Education, NCES, IPEDS Salary Survey, 2003–04.

<sup>1</sup> Based on 100 percent of NEA's faculty salary universe (3,288 institutions).

\* Indicates less than 100 faculty.

### Salaries by State

California and Michigan led all states in the average salaries paid to faculty members in community colleges in 2003–04 (\$70,305 and \$65,895 respectively) (Table 10). California also retained its lead—held since 1997–98—in salaries paid to faculty members at public four-year institutions (\$78,168 in 2003–04). It is one of five states showing an average salary over \$70,000. Salaries for public four-year college faculty averaged over \$60,000 in 30 states—one more than last year. Arkansas and North Dakota trailed this year's list: \$50,775 and \$49,571, respectively.

Public four-year institutions reported higher faculty salaries than independent colleges and universities in 30 states. Faculty members at independents in Massachusetts—the perennial leader in this sector—received the highest average salary (\$82,868); North Dakota faculty members averaged only \$37,117.

Iowa reported the largest difference (\$26,715) between faculty salaries in public two-year and four-year institutions in 2003–04; Michigan reported the smallest (\$3,456). Alaska faculty members in public two-year institutions received \$7,122 more than colleagues in public four-year institutions, a \$5,001 decrease from the \$12,123 difference in 2002–03.

New Jersey faculty members saw the greatest salary increase among public four-year institutions from 2002–03 to 2003–04 (8.3 percent, Table 11). Eight other states saw increases of 3.0 percent or higher. Delaware faculty members led the way at public two-year institutions (15.9 percent). Only five other states had increases of more than 5.0 percent. Arizona had the largest salary increase among independent institutions (6.6 percent).<sup>4</sup>

### 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 \$77,222 in 2003–04 (Table 12). The average salary across all fields of study grew by \$2,056 (2.7 percent). Law and legal educators again led the list; their \$119,129 average salary represents a \$2,456 increase over 2002–03. Transportation and materials moving faculty members remained the most poorly paid (\$54,942, an \$8,032 increase).

Faculty members in five other disciplines—business management and administrative services, agricultural business and related sciences, biological sciences/life sciences, engineering-related technologies,

and protective services—also received average salary increases of 4.0 percent or more. Liberal arts studies and parks, recreation, leisure, and fitness studies were among the five lowest-paid specialties on the OSU list. Only conservation and renewable natural resources faculty showed a salary *decrease* from 2002–03 (-2.2 percent, or \$1,569).

### Academic Specialty

With more emphasis on undergraduate faculty, CUPA's broader sample of public four-year colleges and universities showed that engineering faculty earned \$84,208, the highest average salary by academic department (Table 13). Business and marketing and computer information science faculty salaries followed engineering (\$80,907 and \$74,835, respectively). The combined fields of liberal arts and sciences, general studies and humanities were the lowest-paid academic specialty in public institutions (\$53,281).

### Collective Bargaining

Faculty members working in institutions with bargaining agreements averaged \$66,260—\$3,460 more than colleagues teaching in institutions with no bargaining agreement (\$62,800, Table 13). This \$3,460 differential decreased by \$1,055 from \$4,515 in 2002–03.<sup>5</sup> The largest salary difference: \$8,792 for philosophy and religious studies (\$66,034 vs. \$57,242). Salary differentials favored non-bargaining institutions in only three disciplines: \$2,162 in liberal arts and sciences, general studies, humanities; \$1,613 in natural resources and conservation; and \$735 in communications technologies.

### Population Density and Salaries

There is a significant relationship between 9/10-month faculty salary, average four-person household income, and the size of a state's population. High-density Northeastern and Mid-Atlantic states show higher faculty salaries at public two-year, public four-year, and private, not-for-profit institutions than low-density Mountain, Southwestern, and Plains states. These findings, though not exclusive, indicate a regional trend between faculty pay and state population density.

Several states provide exceptions to this trend. Florida—a high-density state—has lower faculty salaries consistent with its geographic region. The average faculty salary at all Florida institutions is

**Table 10. Average Salaries for Faculty on 9/10 Month Contracts<sup>1</sup> by Control and Type, 2003–2004**

State	Public			State	Public		
	Four-Year <sup>2</sup>	Two-Year <sup>3</sup>	Independent <sup>4</sup>		Four-Year <sup>2</sup>	Two-Year <sup>3</sup>	Independent <sup>4</sup>
CA	\$78,168	\$70,305	\$78,278	WY	61,721	44,273	+
NJ	77,462	62,543	78,882	CO	61,461	42,137	62,821
DE	76,762	53,773	60,649	GA	61,270	43,293	60,162
CT	73,402	59,729	80,376	TX	61,194	46,138	61,903
NV	70,304	51,508	64,461	KS	60,840	43,163	39,624
PA	69,441	54,169	68,326	SC	58,918	40,498	48,418
IA	69,378	42,663	49,754	TN	58,493	41,753	55,575
MI	69,351	65,895	54,001	KY	58,220	44,274	45,820
AZ	68,410	58,799	54,996	NM	57,978	41,224	50,030
RI	68,317	52,688	74,518	UT	57,385	41,746	75,215
MN	67,915	54,177	55,608	DC	57,277	+	76,689
NY	67,474	59,421	75,587	OR	56,900	51,719	57,806
MD	67,410	55,357	67,281	MO	56,335	47,010	60,714
MA	67,076	55,574	82,868	ME	56,216	44,745	61,324
NH	66,716	41,906	68,654	AL	56,002	43,829	46,639
OH	66,655	50,642	57,886	VT	55,512	+	57,924
VA	66,161	45,912	54,794	AK	55,098	62,220	46,103
HI	65,832	52,506	59,011	LA	53,255	41,049	55,663
WI	65,470	61,199	53,312	MT	53,141	37,410	38,882
US	64,423	53,080	66,878	OK	52,798	40,404	50,183
FL	63,391	47,306	59,339	MS	52,275	42,595	43,911
IN	63,277	41,821	61,529	WV	51,533	40,497	39,334
WA	63,240	48,153	56,805	ID	51,125	41,988	45,092
IL	63,188	56,984	70,063	SD	50,859	38,981	43,196
NC	62,267	37,906	63,376	AR	50,775	37,873	47,326
NE	61,893	40,775	48,489	ND	49,571	37,282	37,117

Source: U.S. Department of Education, NCES, IPEDS Salary Survey, 2003–04.

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

<sup>2</sup> Based on 95.0 percent (586) of the public 4-year institution universe (617).

<sup>3</sup> Based on 91.6 percent (988) of the public 2-year institution universe (1,079).

<sup>4</sup> Based on 71.7 percent (1,141) of the private institution universe (1,592).

+ Indicates no institutions in this category.

\$58,536; salaries in the next two densest states are \$71,490 in Delaware and \$70,513 in New York. Florida's average household income (\$57,473) is also consistent with Southern states, such as North Carolina (\$58,227) and Tennessee (\$55,605), not with high-density New Jersey (\$82,406) or Massachusetts (\$78,312).

Salaries at public four- and two-year institutions are strongly correlated to population density, though

public four-year institutions track more closely. Possible explanations for the correlation: a higher degree of economic investment and growth, or a larger tax base to support public postsecondary education, in heavily populated states.

Public two-year salaries are generally much lower than the average household income in their state, while public four-year institutions offer salaries more comparable to state household income.

**Table 11. Percentage Change in Average Salaries for Faculty on 9/10 Months Contracts by Control and Type,<sup>1</sup> 2002–2003 to 2003–2004**

State	Public			State	Public		
	Four-Year <sup>2</sup>	Two-Year <sup>3</sup>	Independent <sup>4</sup>		Four-Year <sup>2</sup>	Two-Year <sup>3</sup>	Independent <sup>4</sup>
NJ	8.3	2.5	5.6	AK	1.2	-6.5	2.4
VT	7.2	+	2.9	CA	1.2	3.7	2.3
ME	5.5	-1.2	1.0	AZ	1.1	2.2	6.6
LA	3.6	7.6	-7.8	MD	1.1	0.1	1.5
TN	3.4	2.6	1.6	MN	1.0	8.4	1.9
KS	3.3	1.0	2.5	AR	0.9	1.2	2.8
NH	3.1	2.3	4.6	GA	0.9	-0.5	4.8
DE	3.0	15.9	4.1	NE	0.9	5.3	1.1
NM	3.0	5.2	86.0*	SC	0.7	0.8	2.7
MI	2.9	4.0	2.7	WY	0.6	1.6	+
IN	2.8	3.7	2.4	TX	0.5	0.4	2.6
IL	2.7	1.3	2.8	OK	0.4	0.3	0.8
KY	2.7	1.6	0.9	AL	0.2	-1.5	1.4
ND	2.7	1.3	-2.1	MT	0.1	2.2	-0.3
OH	2.4	1.3	3.0	WI	0.1	2.4	3.1
OR	2.4	3.8	3.2	MA	0.0	-1.1	2.4
MO	2.2	0.7	3.2	NV	0.0	-1.4	-0.8
MS	2.1	2.8	0.2	NC	-0.2	1.4	2.6
SD	2.1	5.6	4.0	WV	-0.3	-4.0	-6.4
FL	1.9	0.8	3.8	ID	-0.4	0.5	-0.9
IA	1.9	2.5	3.0	RI	-0.4	0.6	4.7
UT	1.8	0.5	6.4	HI	-0.9	0.3	0.8
WA	1.5	1.0	1.2	NY	-0.9	0.3	4.9
US	1.4	1.3	3.0	CO	-1.2	0.0	1.9
VA	1.4	-1.2	1.1	CT	-2.9	-3.6	4.8
PA	1.3	1.1	2.9	DC	-4.0	+	2.9

Source: U.S. Department of Education, NCES, IPEDS Salary Survey, 2003–04.

<sup>1</sup> Ranked in descending order of percent change in average public four-year salary.

<sup>2</sup> Based on 92.9 percent (573) of the public four-year institution universe (617) reporting comparable data in both years.

<sup>3</sup> Based on 87.9 percent (948) of the public two-year institution universe (1,079) reporting comparable data in both years.

<sup>4</sup> Based on 65.1 percent (1,036) of the independent institution universe (1,592) reporting comparable data in both years.

\* Indicates less than 100 faculty in this category.

+ Indicates no institutions in this category.

## SUMMARY

Several key findings have remained consistent over the past six years:

- Average faculty salaries were higher at independents than at publics. Professors at independent universities earned the highest average salaries.
- Female faculty members continued to earn less than males, and the salary gap increased slightly this year in public institutions.

- Salaries continued to vary widely based on geographical location.
- Average faculty salaries were higher in states that permit collective bargaining.
- The average faculty salary increased (in constant dollars) from its prior peak (1972–73). For a third year in a row, two faculty ranks, professor and instructor, showed an increase in purchasing power over that peak.

**Table 12. Average Salaries<sup>1</sup> and Difference in Salaries for Faculty in Land-Grant Universities by Discipline, 2002–2003 to 2003–2004**

	Difference		Average Salary	
	2002–03	2003–04	(\$)	(%)
Law and Legal Studies*	\$116,673	\$119,129	\$2,456	2.1%
Business Management and Administrative Services	98,224	102,602	4,378	4.5
Engineering	88,127	89,788	1,661	1.9
Computer and Information Sciences	88,502	89,448	946	1.1
Health Professions and Related Sciences	86,318	89,202	2,884	3.3
Agricultural Business and Production	78,734	83,676	4,942	6.3
Physical Sciences	79,903	81,322	1,419	1.8
Biological Sciences/Life Sciences	74,271	77,306	3,035	4.1
<b>All Fields</b>	<b>75,166</b>	<b>77,222</b>	<b>2,056</b>	<b>2.7</b>
Multi/Interdisciplinary Studies	71,644	74,277	2,633	3.7
Mathematics	73,129	74,220	1,091	1.5
Psychology	72,930	74,023	1,093	1.5
Social Sciences and History	72,554	73,959	1,405	1.9
Public Administration and Services	68,408	71,055	2,647	3.9
Conservation and Renewable Natural Resources	70,284	68,715	-1,569	-2.2
Library Science	68,005	68,633	628	0.9
Agricultural Sciences	67,746	67,745	-1	0.0
Area, Ethnic, and Cultural Studies	65,811	66,243	432	0.7
Architecture and Related Programs	64,850	65,812	962	1.5
Philosophy and Religion	63,847	65,039	1,192	1.9
Engineering-Related Technologies	61,223	64,323	3,100	5.1
Home Economics	63,412	64,218	806	1.3
English Language and Literature/Letters	62,627	63,746	1,119	1.8
Education	62,237	63,561	1,324	2.1
Protective Services	60,198	63,026	2,828	4.7
Communications	61,884	62,194	310	0.5
Foreign Languages and Literatures	59,219	60,114	895	1.5
Visual and Performing Arts	59,052	59,910	858	1.5
Parks, Recreation, Leisure, and Fitness Studies	58,507	59,847	1,340	2.3
Liberal Arts and Sciences, General Studies, and Humanities	54,070	55,299	1,229	2.3
Transportation and Materials Moving Workers	46,910	54,942	8,032	17.1

Source: Oklahoma State University, Faculty Salary Survey, 2003–2004.

Note: Ranked in descending order according to 2003–04 salary.

<sup>1</sup> Derived an average based on the answers provided.



**Table 13. Average Salaries and Salary Difference by Bargaining Status and Discipline, Full-Time Faculty in Public Four-Year Institutions: 2003–2004\***

Discipline	Average Salaries			Difference (CB-NCB)
	All	Non-Collective Bargaining (NCB)	Collective Bargaining (CB)	
Philosophy and Religious Studies	\$60,410	\$57,242	\$66,034	\$8,792
Mathematics	61,120	58,789	66,169	7,380
Visual and Performing Arts	54,123	51,793	58,873	7,080
English Language and Literature/Letters	53,467	51,337	58,084	6,747
Biology, General	60,757	58,586	64,944	6,358
History, General	59,334	57,670	62,955	5,285
Psychology	62,467	60,625	65,844	5,219
Parks, Recreation, Leisure and Fitness Studies	53,973	52,119	57,243	5,124
Engineering Technologies/Technicians	58,827	57,147	62,187	5,040
Communications/ Journalism and Related Programs	55,342	53,732	58,692	4,960
Education	57,403	55,724	60,588	4,864
Social Sciences	63,275	61,566	66,364	4,798
Foreign Languages, Literatures, and Linguistics	54,306	52,789	57,261	4,472
Security and Protective Services	55,732	54,272	58,521	4,249
Library Science	57,643	55,633	59,627	3,994
Physical Sciences	67,387	66,116	70,034	3,918
Multi/Interdisciplinary Studies	61,666	60,612	64,081	3,469
<b>All Disciplines Combined</b>	<b>63,886</b>	<b>62,800</b>	<b>66,260</b>	<b>3,460</b>
Agriculture and Related Sciences	66,976	66,427	69,226	2,799
Public Administration and Social Services	59,527	58,719	61,207	2,488
Architecture and Related Services	65,023	64,464	66,748	2,284
Family and Consumer Sciences/Human Sciences	57,555	57,043	58,966	1,923
Computer/Information Sciences and Support	74,835	74,411	75,736	1,325
Business, Management, and Marketing	80,907	80,627	81,562	935
Health Professions and Related Clinical Sciences	61,565	61,368	62,261	893
Area, Ethnic, Cultural, and Gender Studies	63,645	63,552	63,745	193
Engineering	84,208	84,208	84,209	1
Communications Technologies/Technicians and Support Services	58,432	58,790	58,055	-735
Natural Resources and Conservation	65,989	66,431	64,818	-1,613
Liberal Arts and Sciences, General Studies, Humanities	53,281	53,962	51,800	-2,162

Source: College and University Personnel Association, Faculty Salary Survey in Public Institutions, 2003–2004.

\* 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, 2003–2004\***

Discipline	Average Salaries		Difference: P-I
	Public Institutions (P)	Independent Institutions (I)	
Agricultural Business and Production	\$66,976	\$48,842	\$18,134
Science Technologies/Technicians	63,767	55,189	8,578
Natural Resources and Conservation	65,989	57,794	8,195
Computer and Information Sciences	74,835	70,080	4,755
Biology	65,287	61,199	4,088
Multi/Interdisciplinary Studies	61,666	58,664	3,002
Communications Technologies	58,432	55,601	2,831
Business and Marketing	80,907	78,255	2,652
Library Science	57,643	55,518	2,125
Parks, Recreation, Leisure and Fitness	53,973	51,952	2,021
Education	57,403	55,527	1,876
Liberal Arts and Sciences, General	53,281	51,682	1,599
Psychology	62,467	61,491	976
Physical Sciences	67,387	66,765	622
Philosophy and Religion	60,410	59,909	501
Communication, Journalism, and Related Programs	55,342	55,202	140
Protective Services	55,732	55,709	23
Public Administration and Social Services	59,527	59,842	-315
Mathematics	61,489	62,374	-885
Health Fields	61,565	62,517	-952
<b>All Fields</b>	<b>63,886</b>	<b>64,842</b>	<b>-956</b>
Home Economics, General	57,555	59,376	-1,821
Performing Arts	54,123	56,080	-1,957
Engineering	84,208	86,245	-2,037
Area, Ethnic, and Cultural Studies	63,645	66,496	-2,851
History	59,334	62,488	-3,154
Foreign Languages	54,306	57,700	-3,394
English	53,467	57,292	-3,825
Social Sciences	63,275	67,385	-4,110
Architecture and Related Programs	65,023	70,340	-5,317

Source: College and University Personnel Association (CUPA), National Faculty Salary Survey by Discipline and Rank in Four-Year Colleges and Universities, 2003–04.

\* 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 15. Average 9/10-Month Faculty Salaries, Average Four-Person Household Income, and Population Density per Square Mile**

State	9/10-Month Faculty Salaries				Average 4-Person Household Income, 2002	Population density
	Public four-year	Public two-year	Independent	All institutions		
NJ	\$77,462	\$62,795	\$78,882	\$74,758	\$82,406	1158.1
RI	68,317	52,688	74,518	70,366	67,646	1023.7
MA	67,076	55,574	82,868	76,696	78,312	819.9
CT	73,402	59,729	80,417	75,494	81,891	714.3
MD	67,780	55,357	67,281	64,170	77,938	558.4
DE	76,762	53,773	60,649	71,490	69,469	413.3
NY	67,474	59,421	75,855	70,513	65,461	405.8
FL	63,391	47,306	59,493	58,536	57,473	309.9
OH	66,655	50,642	57,973	61,149	63,934	278.9
PA	69,441	54,213	68,424	67,711	64,310	275.2
IL	63,188	56,984	70,142	64,483	69,168	226.7
CA	78,168	70,305	78,525	75,259	65,766	225.2
HI	65,832	52,506	59,011	60,619	67,564	193.8
VA	66,161	45,912	54,794	59,997	66,889	184.2
MI	69,351	65,895	54,345	66,493	67,995	176.9
IN	63,277	41,821	61,529	60,513	63,022	171.7
NC	62,267	37,906	63,727	54,187	58,227	170.8
GA	61,773	43,609	60,162	59,258	60,676	147.8
NH	66,716	41,906	68,654	64,305	72,369	142.2
TN	58,493	41,741	56,196	55,018	55,605	140.7
SC	58,918	40,498	48,914	51,971	56,110	136.4
KY	58,220	44,428	47,027	52,902	54,030	103.0
LA	53,255	41,049	55,075	52,687	52,299	102.9
WI	65,470	61,199	53,312	61,629	66,988	100.2
AL	56,122	43,829	46,639	51,545	53,754	99.4
TX	61,194	46,190	62,211	57,065	56,278	93.2
MO	56,335	47,010	60,714	56,324	59,764	92.3
WA	63,240	48,153	56,805	56,593	66,531	91.2
WV	51,934	40,497	42,417	49,539	47,550	74.8
VT	55,512	+	57,924	56,765	62,331	66.7
MN	67,915	54,285	55,690	60,487	72,379	63.1
MS	52,275	42,595	44,240	47,655	47,847	61.2
IA	69,378	42,663	50,553	57,010	61,238	52.6
AR	50,313	37,873	47,326	47,138	49,551	52.0
OK	52,798	40,579	50,651	50,202	51,377	50.9
AZ	68,410	58,799	55,689	64,479	56,857	48.0
CO	61,461	42,137	62,821	58,525	68,089	43.5
ME	56,216	44,745	61,324	56,619	58,802	41.9
OR	56,900	51,719	57,806	55,343	60,262	36.7
KS	60,840	43,163	39,624	53,028	61,926	33.2
UT	57,385	41,746	75,215	60,320	59,864	28.2
NE	61,893	40,775	48,489	54,709	60,129	22.5
NV	70,304	51,508	64,461	64,144	59,588	19.8
ID	51,125	41,988	45,092	49,272	54,279	16.2
NM	57,978	41,224	50,030	52,860	48,422	15.3
SD	50,859	38,981	43,196	47,767	55,359	10.0
ND	50,308	37,282	37,117	45,559	57,070	9.2
MT	53,141	37,410	39,657	49,384	51,791	6.2
WY	61,721	44,273	*	53,363	57,148	5.1
AK	55,865	+	46,103	54,697	69,868	1.1
Correlation						
Coefficient	0.59098	0.53109	0.68224	0.73145	0.66448	
Significance	<.0001	<.0001	<.0001	<.0001	<.0001	

Sources: U.S. Department of Education, NCES, IPEDS, Salary Survey, 2003–2004; U.S. Census Bureau, Current Population Survey, March 2004 Supplement.

Note: Sorted in descending order of population density.

\* Indicates no responding institutions in this category.

+ Indicates no institutions in this category.

**NOTES**

<sup>1</sup> Lee, 1995.

<sup>2</sup> Clery and Christopher, 2003.

<sup>3</sup> Allen, 1998.

<sup>4</sup> Independent faculty members in New Mexico had an 86 percent salary increase, but New Mexico has only two small independent institutions that reported for both years, so the statistic is insignificant.

<sup>5</sup> Salaries by academic specialty are in current dollars.

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