

# Faculty Salaries: 2004–2005

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The national average salary in 2004–05 for faculty members on 9/10-month contracts was \$64,179, up 2.2 percent from 2003–04 (Table 1). Average salaries increased by 2.3 percent in public institutions and 3.1 percent in independent institutions for those that reported data for two consecutive years. Faculty purchasing power was 3.5 percent greater than the prior peak (1972–73) when the average faculty salary in constant 2004–05 dollars was \$62,003. 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 \$32,022 in 1972–73 to approximately \$26,000 in the early 1980s (Table 1, all salaries corrected for inflation). This difference then rose throughout the 1980s and 1990s, and exceeded \$34,000 in 2004–05 (\$88,078 vs. \$53,292).

Some additional highlights:

- Delaware faculty members on 9/10-month contracts at public four-year institutions and California faculty members at public two-year institutions received the highest average salaries in 2004–05

(\$79,664 and \$70,720, respectively, Table 10). For the fourth year in a row, faculty members in Massachusetts received the highest average salaries at independent institutions (\$85,189).

- The salary gap between independent and public institutions widened with faculty members in independent institutions earning 10.3 percent more (\$6,407) than colleagues in public institutions during 2004–05 (derived from Table 2).
- The gender wage gap increased by 2.4 percent in public institutions between 2003–04 and 2004–05, a reversal from the 0.7 percent decrease in the previous year (Table 8). The gap increased by 3.3 percent at independent institutions.
- Faculty members at institutions with bargaining agreements earned \$68,453, \$2,578 more than their colleagues at institutions without bargaining agreements, who earned \$65,875 (Table 13).
- Among land-grant university faculty members, Law and Legal Studies faculty had the highest average salaries at \$122,477 (Table 12). Engineering faculty members rose to the top among public four-year institutions in the survey conducted by the College and University Personnel Association

(\$86,837, Table 13). Salaries for faculty in Business, Management, and Marketing (\$84,227) followed closely.

## 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 2004–05 salary data from 4,115 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 2004–05 NEA analysis also excluded 1,052 seminaries, religious training institutions, and for-profit colleges, leaving 3,063 institutions and 439,434 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 include separate reports for faculty members on 9/10- and 11/12-month contracts. Unless otherwise noted, our tables report on faculty members on 9/10-month contracts—86.3 percent of all full-time faculty members.
- *College and University Personnel Association (CUPA).* CUPA reported average salaries in 330 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 95 public land grant universities, also by academic specialty.
- *The National Center for Education Statistics (NCES), Data Analysis System (DAS), 2004 National Study of Postsecondary Faculty (NSOPF:04).* The survey consists of a sampling of 1,080 public and private, not-for-profit degree-granting institutions, including 35,000 full- and part-time faculty and instructional staff. It provides information on salaries, benefits, attitudes, responsibilities, workloads, and demographics. For this edition of the *Almanac*, we report on part-time faculty only.

## HISTORICAL PERSPECTIVE

Average salaries for faculty members on 9/10-month contracts, uncorrected for inflation, have increased 363.4 percent since 1972–73, the previous

high point (Table 1). Corrected for inflation, faculty purchasing power increased 3.5 percent during that period. The average salary for faculty members in 2004–05 (\$64,179) represents a \$2,176 constant dollar increase over 1972–73 (\$62,003). Between 1996–97 and 2002–03 faculty members saw increases in purchasing power. However, in 2004–05 one-year purchasing power of faculty members did not keep pace with inflation, decreasing 1.0 percent.

The average faculty member earned \$642 less in constant dollars in 2004–05 than in 2003–04, despite the cumulative increase in purchasing power since 1972–73 (\$64,179 compared to \$64,821).

Even though the averages have crept up since 1972–73, some faculty ranks experienced a decline in purchasing power over this period. Lecturers and “no rank” faculty showed the sharpest declines of 14.6 and 13.7 percent, respectively. Part of this change may reflect alterations in definitions for these ranks. Associate and assistant professors saw smaller declines of 2.6 and 1.0 percent, respectively. Full professors and instructors were the only ranks with increases in purchasing power (2.6 and 3.6 percent, respectively) since 1972–73.

The difference between the inflation-corrected salaries of full professors and assistant professors fell from \$32,022 in 1972–73 to about \$26,000 in the early 1980s. The difference then began to increase, so that by 2004–05, full professors were paid \$88,078 and assistant professors received \$53,292—a difference of \$34,786.

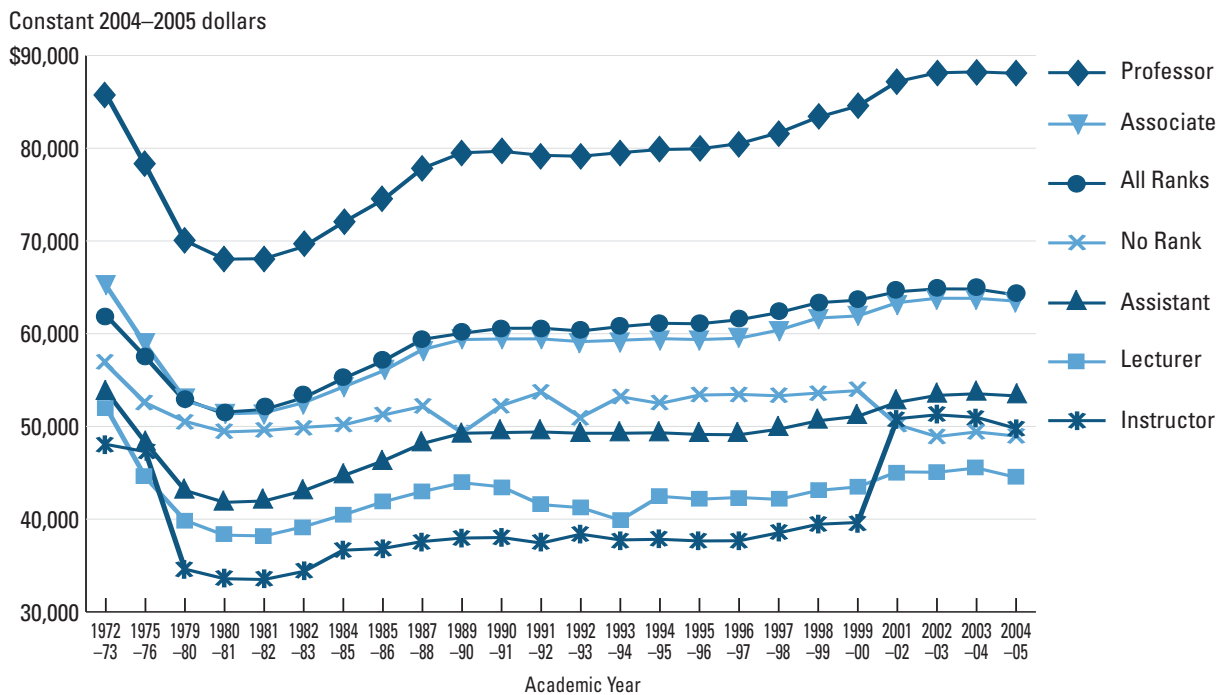
## 2004–2005 IPEDS SALARY DATA

### Institutional Characteristics

Faculty on 9/10-month contracts at independent institutions earned higher salaries than faculty at public institutions (\$68,721 compared to \$62,314, Table 2). The salary disparity between public and independent faculty increased by 7.7 percent from 2003–04 to 2004–05—from \$5,949 to \$6,407. The extended economic slowdown at the state level may account for some of this disparity, because public institutions rely heavily on state funding.

Universities showed the greatest disparity in average salaries. Faculty salaries at public universities averaged 86.2 percent of salaries at independent institutions (\$69,648 compared to \$80,786). The \$11,138 gap represents an increase of 27.5 percent since 1994–95 when the salary difference was \$8,739, calculated in today’s dollars (Table 3).<sup>1</sup>

**Figure 1. Average Salaries (in Constant 2004–2005 Dollars) of Full-Time Faculty on 9/10-Month Contracts by Academic Year and Rank: 1972–1973 through 2004–2005**



Source: U.S. Department of Education, NCES, Digest of Education Statistics, 1990, *Salaries of Full-Time Instructional Faculty on 9- and 10-Month Contracts in Institutions of Higher Education, 1979–80 through 1989–90*; IPEDS Faculty Salary Data, 1990–91, through 2004–05.

Note: Survey not conducted for 2000–01 academic year.

Salaries in most ranks at both types of universities rose slightly this year despite shaky state appropriations for public institutions, and the effects of a sluggish investment market on endowment returns at independent institutions.

Salaries varied more among independent colleges and universities than in the public sector. Average salaries in independent institutions ranged from \$38,051 in two-year colleges to \$80,786 in universities, a \$42,735 difference. Average faculty salaries in public institutions ranged from \$53,944 in community colleges to \$69,648 in universities, a difference of \$15,704. The difference between highest- and lowest-paying institutions increased from 2003–04, when it was \$41,548 at independents and \$14,837 in public.<sup>2</sup>

About 71 percent of faculty members on 9/10-month contracts taught in public institutions. The distribution among the public institutional types was 34.3 percent in universities, 21.7 percent in community colleges, 12.8 percent in comprehensive colleges, and 2.1 percent in baccalaureate colleges (derived from Table 4).

The remaining 29 percent of faculty members taught in the independent sector, with 15.0 percent at universities and 13.9 percent at baccalaureate and comprehensive colleges combined. Independent two-year institutions accounted for 0.2 percent of all faculty members.

#### Change from 2003–2004

Average salaries for faculty members on 9/10-month contracts increased 2.5 percent since 2003–04 (Table 5).<sup>3</sup> These increases were not uniformly distributed across institutional type and control categories. In 2004–05, faculty members at independent institutions were paid \$68,721, which was more than the \$62,314 paid to faculty at public institutions. The annual salary gains reflected this difference—3.1 percent at independents and 2.3 percent at public. Continuing a recent trend, faculty members teaching at independent comprehensive and public baccalaureate institutions received the largest overall average increases: 3.4 and 3.3 percent, respectively.

**Table 1. Average Salaries of Full-Time Faculty on 9/10-Month Contracts by Academic Year and Rank: 1972–1973 to 2004–2005**

Academic Year	All Ranks			Professor		Associate		Assistant		Instructor		Lecturer		No Rank	
	Avg.	% Chng.	Cumulative Chng.	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	62,775	2.1	353.2	85,442	2.2	61,801	2.1	51,840	2.4	49,363	1.5	44,081	3.1	47,846	3.1
2004–05	64,179	2.2	363.4	88,078	3.1	63,509	2.8	53,292	2.8	49,783	0.9	44,513	1.0	48,957	2.3
<b>Change from 1972–73 to 2004–05</b>															
	\$50,329	363.4		\$68,896	359.2	\$48,937	335.8	\$41,263	343.0	\$39,046	363.7	\$32,876	282.5	\$36,281	286.2
<b>Constant 2004–05 Dollars</b>															
1972–73	\$62,003	—	0.0%	\$85,873	—	\$65,235	—	\$53,851	—	\$48,067	—	\$52,096	—	\$56,747	—
1975–76	57,480	-7.3	-7.3	78,134	-9.0	58,835	-9.8	48,261	-10.4	47,279	-1.6	44,532	-14.5	52,528	-7.4
1979–80	52,745	-8.2	-14.9	70,035	-10.4	52,903	-10.1	43,098	-10.7	34,611	-26.8	39,869	-10.5	50,553	-3.8
1980–81	51,551	-2.3	-16.9	68,035	-2.9	51,356	-2.9	41,815	-3.0	33,578	-3.0	38,275	-4.0	49,409	-2.3
1981–82	51,824	0.5	-16.4	68,091	0.1	51,476	0.2	41,966	0.4	33,499	-0.2	38,194	-0.2	49,547	0.3
1982–83	53,101	2.5	-14.4	69,393	1.9	52,564	2.1	43,065	2.6	34,366	2.6	39,191	2.6	49,901	0.7
1984–85	55,167	3.9	-11.0	72,011	3.8	54,258	3.2	44,696	3.8	36,655	6.7	40,467	3.3	50,159	0.5
1985–86	57,046	3.4	-8.0	74,439	3.4	55,981	3.2	46,277	3.5	36,839	0.5	41,862	3.4	51,228	2.1
1987–88	59,392	4.1	-4.2	77,829	4.6	58,285	4.1	48,156	4.1	37,596	2.1	42,983	2.7	52,167	1.8
1989–90	60,048	1.1	-3.2	79,510	2.2	59,369	1.9	49,264	2.3	37,963	1.0	43,929	2.2	49,319	-5.5
1990–91	60,583	0.9	-2.3	79,676	0.2	59,437	0.1	49,339	0.2	38,021	0.2	43,486	-1.0	52,264	6.0
1991–92	60,599	0.0	-2.3	79,235	-0.6	59,447	0.0	49,408	0.1	37,418	-1.6	41,568	-4.4	53,680	2.7
1992–93	60,296	-0.5	-2.8	79,139	-0.1	59,145	-0.5	49,266	-0.3	38,379	2.6	41,246	-0.8	51,001	-5.0
1993–94	60,767	0.8	-2.0	79,523	0.5	59,291	0.2	49,264	0.0	37,763	-1.6	39,894	-3.3	53,207	4.3
1994–95	61,125	0.6	-1.4	79,856	0.4	59,463	0.3	49,319	0.1	37,833	0.2	42,462	6.4	52,476	-1.4
1995–96	61,073	-0.1	-1.5	79,932	0.1	59,367	-0.2	49,138	-0.4	37,652	-0.5	42,158	-0.7	53,386	1.7
1996–97	61,500	0.7	-0.8	80,497	0.7	59,513	0.2	49,103	-0.1	37,674	0.1	42,338	0.4	53,455	0.1
1997–98	62,275	1.3	0.4	81,665	1.5	60,390	1.5	49,705	1.2	38,533	2.3	42,134	-0.5	53,303	-0.3
1998–99	63,349	1.7	2.2	83,352	2.1	61,692	2.2	50,610	1.8	39,450	2.4	43,103	2.3	53,602	0.6
1999–00	63,612	0.4	2.6	84,553	1.4	61,920	0.4	51,095	1.0	39,642	0.5	43,480	0.9	53,859	0.5
2001–02	64,532	1.4	4.1	87,192	3.1	63,346	2.3	52,606	3.0	50,845	28.3	45,101	3.7	50,187	-6.8
2002–03	64,833	0.5	4.6	88,136	1.1	63,824	0.8	53,348	1.4	51,247	0.8	45,054	-0.1	48,912	-2.5
2003–04	64,821	0.0	4.5	88,227	0.1	63,815	0.0	53,529	0.3	50,972	-0.5	45,518	1.0	49,405	1.0
2004–05	64,179	-1.0	3.5	88,078	-0.2	63,509	-0.5	53,292	-0.4	49,783	-2.3	44,513	-2.2	48,957	-0.9
<b>Change from 1972–73 to 2004–05</b>															
	\$2,176	3.5		\$2,205	2.6	-\$1,726	-2.6	-\$559	-1.0	\$1,716	3.6	-\$7,583	-14.6	-\$7,790	-13.7

Source: U.S. Department of Education, NCES, Digest of Education Statistics, 1990; Salaries of Full-Time Instructional Faculty on 9- and 10-Month Contracts in Institutions of Higher Education, 1979–80 through 1989–90; IPEDS Faculty Salary Data, 1990–91 through 2004–05.

Note: Survey not conducted for 2000–01 academic year.

**Table 2. Average Salaries for Faculty on 9/10-Month Contracts<sup>1</sup> by Institutional Type, Control, and Rank: 2004–2005**

Offering Level	Rank	Control		Average
		Public	Independent	
AA	Professor	\$64,601	\$45,006	\$64,434
	Associate	53,571	41,531	53,382
	Assistant	47,107	36,102	46,947
	Instructor	55,826	34,985	55,688
	Lecturer	47,257	40,319*	47,086
	No Rank	49,220	37,085	49,122
	Average	53,944	38,051	53,799
BA	Professor	68,632	72,893	71,706
	Associate	56,991	55,721	56,079
	Assistant	48,595	46,253	46,931
	Instructor	41,249	36,868	38,823
	Lecturer	41,599	45,271	43,309
	No Rank	50,061	45,961	47,870
	Average	54,092	55,456	55,029
BA+	Professor	74,841	71,031	73,226
	Associate	59,613	56,978	58,437
	Assistant	50,026	47,306	48,849
	Instructor	38,679	39,123	38,839
	Lecturer	42,542	42,446	42,526
	No Rank	43,678	51,252	48,175
	Average	58,223	56,544	57,517
Doctoral	Professor	93,664	111,550	99,357
	Associate	66,547	72,823	68,433
	Assistant	56,470	61,027	57,846
	Instructor	38,376	43,869	39,839
	Lecturer	43,375	50,107	45,029
	No Rank	43,274	53,728	48,438
	Average	69,648	80,786	73,037
Average	Professor	80,623	92,004	84,069
	Associate	61,039	64,827	62,095
	Assistant	52,206	54,124	52,735
	Instructor	43,854	41,179	43,018
	Lecturer	44,359	46,824	44,809
	No Rank	45,368	51,587	48,491
	Average	62,314	68,721	64,179

SOURCE: U.S. Department of Education, NCES, IPEDS Salary Survey, 2004–05.

<sup>1</sup> Based on 100 percent (3,063 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 2004–2005 Dollars: 1994–1995 to 2004–2005**

Year	Public (P)	Independent (I)	Difference (I-P)
1994–95	\$64,046	\$72,785	\$8,739
1995–96	64,103	73,533	9,431
1996–97	65,123	74,133	9,010
1997–98	65,912	75,631	9,719
1998–99	66,621	76,708	10,088
1999–00	66,812	76,399	9,587
2001–02	70,330	80,831	10,501
2002–03	70,350	80,828	10,479
2003–04	69,913	81,516	11,603
2004–05	69,648	80,786	11,138

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

Note: Survey not conducted for 2000–01 academic year.

### Academic Rank

Not surprisingly, academic rank and salary remained closely related. Professors—28.0 percent of faculty members—earned the highest average salary (\$84,069). Associate professors—22.7 percent of faculty—earned \$62,095, approximately three-fourths as much as professors (Table 2). The average salary of assistant professors—24.4 percent of faculty—was \$52,735. Instructors, faculty with no rank, and lecturers represent about a quarter of the faculty—13.5, 7.1, and 4.4 percent, respectively. As a group, they earned the least. Faculty members with no rank, mostly at community colleges, earned \$48,491. A \$1,743 increase this year did not offset a previous salary decline of \$3,946 for this group. Lecturers, who received a 4.7 increase, averaged \$44,809, while instructors earned \$43,018.

### Contract Length

Most faculty members at public and independent institutions had 9/10-month contracts in 2004–05. Only 69,624 faculty members (13.7 percent of total faculty) had 11/12-month contracts (derived from Tables 4 and 6).

Public institutions employed 69.1 percent of these faculty members on annual contracts. A larger proportion (41.7 percent) of 11/12-month faculty taught at public universities than 9/10-month faculty (34.3 percent).

Faculty members on longer contracts may undertake additional research, administrative, or teaching

responsibilities. In larger research institutions, this may reflect work on research grants, institutes, or other special projects. Smaller institutions with limited resources may give longer contracts to faculty members who provide administrative services. The salary advantage or disadvantage associated with the longer contract varies by size and type of institution and by mission and resources. Most faculty members with non-teaching responsibilities at smaller colleges average less pay than regular faculty in larger, better-funded institutions.

Faculty members on 11/12-month contracts at public institutions earned an average of 21.7 percent more than colleagues on 9/10-month contracts (derived from Tables 2 and 7). The differential was 24.7 percent at public universities and 20.9 percent at both public comprehensive and baccalaureate institutions. The salary difference was only 4.0 percent (\$2,143) at community colleges, a modest increase of 1.3 percent over 2003–04.

Faculty members on 11/12-month contracts at independent institutions earned 0.2 percent more than colleagues on 9/10-month contracts. The salary differential favored faculty members on 11/12-month contracts at independent two-year and doctoral institutions by 24.4 percent and 2.4 percent, respectively. But 11/12-month contract faculty at baccalaureate and comprehensive institutions earned 5.9 and 2.8 percent less than their 9/10-month counterparts.

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

**Table 4. Number of Full-Time Faculty on 9/10-Month Contracts<sup>1</sup> by Institutional Type, Control, and Rank: 2004–2005**

Offering Level	Rank	Control		Total
		Public	Independent	
AA	Professor	12,218	105	12,323
	Associate	8,906	142	9,048
	Assistant	10,586	156	10,742
	Instructor	37,457	251	37,708
	Lecturer	830	21	851
	No Rank	25,287	205	25,492
	Total	95,284	880	96,164
BA	Professor	2,214	5,732	7,946
	Associate	2,115	5,386	7,501
	Assistant	2,686	6,590	9,276
	Instructor	1,371	1,701	3,072
	Lecturer	280	244	524
	No Rank	608	698	1,306
	Total	9,274	20,351	29,625
BA+	Professor	16,255	11,959	28,214
	Associate	14,481	11,678	26,159
	Assistant	17,047	12,988	30,035
	Instructor	4,314	2,428	6,742
	Lecturer	3,555	742	4,297
	No Rank	720	1,052	1,772
	Total	56,372	40,847	97,219
Doctoral	Professor	50,793	23,720	74,513
	Associate	39,776	17,088	56,864
	Assistant	39,938	17,277	57,215
	Instructor	8,499	3,086	11,585
	Lecturer	10,200	3,322	13,522
	No Rank	1,380	1,347	2,727
	Total	150,586	65,840	216,426
Total	Professor	81,480	41,516	122,996
	Associate	65,278	34,294	99,572
	Assistant	70,257	37,011	107,268
	Instructor	51,641	7,466	59,107
	Lecturer	14,865	4,329	19,194
	No Rank	27,995	3,302	31,297
	Total	311,516	127,918	439,434

SOURCE: U.S. Department of Education, NCES, IPEDS Salary Survey, 2004–05.

<sup>1</sup> Based on 100 percent of NEA's faculty salary universe (3,063 institutions).

**Table 5. Percent Change in Faculty Salaries for Faculty on 9/10-Month Contracts<sup>1</sup> by Institutional Type, Control, and Rank: 2003–2004 to 2004–2005**

Offering Level	Rank	Control		Average
		Public	Independent	
AA	Professor	2.2%	2.3%	2.2%
	Associate	1.5	4.2	1.5
	Assistant	1.7	0.4	1.7
	Instructor	0.8	1.2	0.8
	Lecturer	15.0	22.1*	14.7
	No Rank	2.5	0.9	2.5
	Average	1.5	2.2	1.5
BA	Professor	3.0	3.1	3.1
	Associate	2.5	3.3	3.1
	Assistant	3.1	2.7	2.9
	Instructor	0.7	1.9	1.4
	Lecturer	18.5	3.4	11.4
	No Rank	9.7	3.5	6.4
	Average	3.3	3.0	3.1
BA+	Professor	1.7	3.5	2.3
	Associate	2.2	3.2	2.6
	Assistant	2.5	2.8	2.6
	Instructor	3.4	1.7	2.7
	Lecturer	-0.6	6.0	0.5
	No Rank	-3.0	3.4	0.7
	Average	1.5	3.4	2.3
Doctoral	Professor	3.6	3.6	3.6
	Associate	3.4	3.4	3.4
	Assistant	3.4	3.2	3.4
	Instructor	3.2	3.6	3.2
	Lecturer	1.2	1.0	1.2
	No Rank	2.5	-1.7	2.1
	Average	3.0	3.1	3.0
Average	Professor	2.8	3.5	3.0
	Associate	2.6	3.3	2.8
	Assistant	2.7	3.0	2.8
	Instructor	2.4	2.7	2.5
	Lecturer	5.6	3.1	4.7
	No Rank	1.7	0.8	2.2
	Average	2.3	3.1	2.5

SOURCE: U.S. Department of Education, NCES, IPEDS Salary Survey, 2004–05.

<sup>1</sup> Based on 95.9 percent (2,937 institutions) of NEA's faculty salary universe.

\* Indicates less than 100 faculty.



**Table 6. Number of Full-Time Faculty on 11/12-Month Contracts<sup>1</sup> by Institutional Type, Control, and Rank: 2004–2005**

Offering Level	Rank	Control		Total
		Public	Independent	
AA	Professor	1,456	15	1,471
	Associate	1,158	45	1,203
	Assistant	1,472	67	1,539
	Instructor	8,151	802	8,953
	Lecturer	153	44	197
	No Rank	2,566	49	2,615
	Total	14,956	1,022	15,978
BA	Professor	149	557	706
	Associate	88	521	609
	Assistant	140	514	654
	Instructor	123	554	677
	Lecturer	74	53	127
	No Rank	71	594	665
	Total	645	2,793	3,438
BA+	Professor	1,247	1,337	2,584
	Associate	851	1,540	2,391
	Assistant	665	1,900	2,565
	Instructor	264	688	952
	Lecturer	281	65	346
	No Rank	163	816	979
	Total	3,471	6,346	9,817
Doctoral	Professor	10,808	2,994	13,802
	Associate	6,761	2,836	9,597
	Assistant	6,206	3,193	9,399
	Instructor	1,972	951	2,923
	Lecturer	1,610	353	1,963
	No Rank	1,662	1,045	2,707
	Total	29,019	11,372	40,391
Total	Professor	13,660	4,903	18,563
	Associate	8,858	4,942	13,800
	Assistant	8,483	5,674	14,157
	Instructor	10,510	2,995	13,505
	Lecturer	2,118	515	2,633
	No Rank	4,462	2,504	6,966
	Total	48,091	21,533	69,624

SOURCE: U.S. Department of Education, NCES, IPEDS Salary Survey, 2004–05.

<sup>1</sup> Based on 100 percent of NEA's faculty salary universe (3,063 institutions).

institutions: \$75,818 compared to \$68,880 at independent institutions (Table 7), a 10.1 percent difference. In contrast, faculty members on 9/10-month contracts at independent institutions earned \$68,721—10.3 percent more than the \$62,314 earned by colleagues at public institutions (Table 2).

### SALARY BY GENDER

In 2004–05, male faculty members continued to earn more than females at nearly every institutional group (Table 8). The salary gender gap at public institutions was \$11,345, a \$263 increase since last year. The gender gap widened by \$463 at independent institutions to \$14,490. Men earned more in every academic rank and level at public institutions and many independent institutions. Institutions accept the lowest-paid level of instructors and lecturers at baccalaureate institutions. Average salaries for female faculty were higher by \$4,913 at independent two-year institutions, a miniscule share of faculty.

Salaries for female faculty members still lag behind salaries for males. One explanation: larger proportions of women teach in lower academic ranks. Women held 57.5 percent of the instructor and 52.8 percent of the lecturer positions, but only 28.9 percent of the professor and 41.8 percent of the associate positions (Table 9). These percentages are relatively unchanged from last year.

The growing gap between salaries in different types of institutions also contributed to the differential. Women made up 51.8 percent of faculty in two-year institutions, but only 35.8 percent of university faculty, which are experiencing stronger salary increases. Women are also more likely to teach in lower-paying disciplines, including library science and nursing, while men dominate high-salary fields, such as engineering.<sup>4</sup>

### SALARIES BY STATE

California (\$70,720) and Michigan (\$68,296) continued to lead all states in average, public two-year faculty salaries in 2004–05 (Table 10). Delaware and New Jersey reported the highest average salaries at \$79,664 and \$79,394, respectively for faculty at public four-year institutions. They are two of ten states showing an average salary over \$70,000. Salaries for public four-year college faculty averaged more than \$60,000 in 32 states—two more than last year. Idaho (\$51,858) and North Dakota (\$50,889) trailed this year's list.

Salaries in public four-year institutions exceeded those in independent colleges and universities in 32 states. Faculty members at independent institutions in Massachusetts—the perennial leader in this sector—received the highest average salary (\$85,189); North Dakota faculty members continued to earn the lowest average salary (\$38,557).

New Hampshire, with a \$27,748 gap, and Iowa, with a \$27,553 difference, reported the largest disparity between faculty salaries in public two-year and four-year institutions in 2004–05. Wisconsin reported the smallest difference (\$33). In Alaska, faculty members in public two-year institutions were paid \$2,380 more than colleagues in public four-year institutions.

Faculty members in the District of Columbia saw the greatest salary increase among public four-year institutions from 2003–04 to 2004–05 (19.0 percent, Table 11), but the relatively small number of faculty may explain such a large one-year increase. Massachusetts had the second highest increase in public four-year faculty salaries (7.1 percent). Ten other states saw increases of 5.0 percent or higher. Delaware faculty members led the way at public two-year institutions with a 7.7 percent increase. Nevada was the only other state whose average public two-year salary increased more than 5.0 percent. Vermont and Montana had the largest salary increases among independent institutions—6.4 percent.

### Land-Grant Universities

The 95 land-grant universities in the OSU database employed many of the highest-paid faculty members in public higher education; salaries averaged \$79,557 in 2004–05 (Table 12). The average salary increased by \$2,335 (3.0 percent). Law and Legal Studies led the list; their \$122,477 average salary represents a \$3,348 increase over 2003–04. Liberal Arts and Sciences and Transportation and Materials Moving were the two lowest-paid specialties on the OSU list (\$57,430 and \$56,568, respectively).

Faculty members in four disciplines—Social Sciences and History; Multi/Interdisciplinary Studies; Philosophy and Religion; and Parks, Recreation, Leisure, and Fitness Studies—also received average salary increases of 5.0 percent or more. Three fields showed average salary *decreases* from 2003–04: Health Professions and Related Sciences (-7.0 percent), Library Science (-3.9 percent), and Agricultural Business and Production (-2.9 percent).

**Table 7. Average Salaries for Faculty on 11/12-Month Contracts<sup>1</sup> by Institutional Type, Control, and Rank: 2004–2005**

Offering Level	Rank	Control		Average
		Public	Independent	
AA	Professor	\$66,336	\$58,053 *	\$66,252 *
	Associate	60,613	46,608	60,089
	Assistant	52,889*	38,590*	52,267 *
	Instructor	54,354	47,013	53,697
	Lecturer	42,915	60,578	46,860
	No Rank	56,350	49,953	56,230
	Average	56,087	47,330	55,526
BA	Professor	82,764	56,381	61,949
	Associate	79,371	56,059	59,428
	Assistant	60,246*	49,548*	51,838 *
	Instructor	50,869	41,201	42,958
	Lecturer	53,735	55,702	54,556
	No Rank	59,201	57,116	57,339
	Average	65,407	52,196	54,674
BA+	Professor	89,305	67,414	77,978
	Associate	71,753	57,884	62,820
	Assistant	56,477*	50,973*	52,400*
	Instructor	45,186	42,599	43,316
	Lecturer	53,485	40,967	51,134
	No Rank	45,858	49,665	49,031
	Average	70,417	54,935	60,409
Doctoral	Professor	114,920	113,202	114,548
	Associate	84,221	80,797	83,209
	Assistant	69,146*	68,747*	69,010*
	Instructor	51,448	52,595	51,821
	Lecturer	53,760	62,163	55,271
	No Rank	55,418	77,407	63,906
	Average	86,864	82,697	85,691
Average	Professor	97,531	89,720	95,711
	Associate	75,914	69,213	73,854
	Assistant	63,056*	59,587*	61,978*
	Instructor	51,892	47,906	50,615
	Lecturer	50,367	55,003	52,722
	No Rank	55,069	65,296	59,723
	Average	75,818	68,880	73,672

SOURCE: U.S. Department of Education, NCES, IPEDS Salary Survey, 2004–05.

<sup>1</sup> Based on 100 percent of NEA's faculty salary universe (3,063 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, Control, and Rank: 2004–2005**

Offering Level	Rank	Control			
		Public		Independent	
		Women	Men	Women	Men
AA	Professor	\$62,366	\$66,597	\$44,491*	\$45,572*
	Associate	52,704	54,524	42,322*	40,202*
	Assistant	46,495	47,826	37,305	33,828*
	Instructor	54,623	57,136	37,699	31,506
	Lecturer	43,223	51,158	34,080*	41,358*
	No Rank	48,191	50,349	43,741*	32,464
	Average	52,583	55,404	40,318	35,405
BA	Professor	65,818	70,039	71,185	73,567
	Associate	55,026	58,270	55,431	55,934
	Assistant	46,853	50,034	46,010	46,472
	Instructor	39,874	42,674	36,707	37,076
	Lecturer	41,503	41,683	46,557	43,512
	No Rank	49,550	50,629	45,720	46,122
	Average	50,944	56,413	52,365	57,634
BA+	Professor	72,967	75,606	67,838	72,310
	Associate	58,463	60,434	55,710	57,891
	Assistant	49,235	50,755	46,557	48,077
	Instructor	38,160	39,416	38,940	39,379
	Lecturer	41,352	43,957	40,848	44,399
	No Rank	42,101	45,574	49,264	53,130
	Average	54,345	61,052	52,698	59,352
Doctoral	Professor	86,010	95,641	101,887	114,105
	Associate	63,504	68,328	69,163	74,997
	Assistant	53,654	58,688	57,600	63,848
	Instructor	37,809	39,276	43,368	44,505
	Lecturer	41,490	45,670	46,731	53,811
	No Rank	41,848	45,003	51,459	55,600
	Average	59,593	75,315	68,208	87,629
Average	Professor	74,163	83,850	84,201	95,037
	Associate	58,281	63,081	61,862	66,782
	Assistant	49,961	54,226	51,569	56,316
	Instructor	44,249	43,958	40,630	41,769
	Lecturer	42,116	46,642	44,524	49,355
	No Rank	44,507	46,637	49,639	53,299
	Average	55,751	67,096	59,818	74,308

SOURCE: U.S. Department of Education, NCES, IPEDS Salary Survey, 2004–05.

<sup>1</sup> Based on 100 percent of NEA's faculty salary universe (3,063 institutions).

\* Indicates less than 100 faculty.

**Table 9. Women Faculty as a Percent of Total Faculty, Faculty on 9/10-Month Contracts<sup>1</sup> by Institutional Type, Control, and Rank: 2004–2005**

Offering Level	Rank	Control		Average
		Public	Independent	
AA	Professor	47.2%	52.4%*	47.2%
	Associate	52.4	62.7*	52.5
	Assistant	54.0	65.4	54.2
	Instructor	52.1	56.2	52.1
	Lecturer	49.2	14.3*	48.3
	No Rank	52.3	41.0*	52.3
	Average	51.7	53.9	51.8
BA	Professor	33.3	28.3	29.7
	Associate	39.4	42.4	41.6
	Assistant	45.2	47.5	46.8
	Instructor	50.9	56.3	53.9
	Lecturer	46.8	57.8	51.9
	No Rank	52.6	40.1	45.9
	Average	42.4	41.3	41.7
BA+	Professor	29.0	28.6	28.8
	Associate	41.7	41.9	41.7
	Assistant	48.0	50.8	49.2
	Instructor	58.7	58.2	58.5
	Lecturer	54.3	55.0	54.4
	No Rank	54.6	48.6	51.0
	Average	42.2	42.2	42.2
Doctoral	Professor	20.5	20.9	20.7
	Associate	36.9	37.3	37.0
	Assistant	44.1	45.1	44.4
	Instructor	61.3	55.9	59.9
	Lecturer	54.9	52.3	54.3
	No Rank	54.8	45.2	50.1
	Average	36.0	35.2	35.8
Average	Professor	30.6	24.8	28.9
	Associate	42.6	39.7	41.8
	Assistant	47.8	47.4	47.8
	Instructor	57.7	56.7	57.5
	Lecturer	52.8	53.8	52.8
	No Rank	53.9	45.4	50.5
	Average	42.1	38.6	41.1

SOURCE: U.S. Department of Education, NCES, IPEDS Salary Survey, 2004–05.

<sup>1</sup> Based on 100 percent of NEA's faculty salary universe (3,063 institutions).

\* Indicates less than 100 faculty.

**Table 10. Average Salaries for Faculty on 9/10-Month Contracts<sup>1</sup> by Control and Type: 2004–2005**

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>
DE	\$79,664	\$57,895	\$68,249	FL	64,409	48,790	60,459
NJ	79,394	63,218	80,193	NE	63,498	42,720	49,991
CA	78,488	70,720	81,516	CO	63,379	43,045	64,411
CT	76,179	60,045	83,171	WI	63,247	63,214	55,052
AZ	72,085	61,231	47,848	KS	62,255	44,077	40,651
MA	71,826	52,896	85,189	SC	62,207	41,960	49,337
IA	71,291	43,738	51,505	GA	61,155	42,801	62,286
MI	70,959	68,296	55,233	AL	59,999	44,094	48,803
NH	70,443	42,695	67,768	NM	59,914	42,555	55,916
PA	70,090	54,728	70,639	TN	59,118	43,292	58,556
MN	69,382	55,631	57,908	KY	58,692	44,974	46,880
MD	68,941	57,320	69,748	MO	58,185	48,554	61,673
NV	68,860	60,057	61,618	UT	58,179	41,467	76,549
VA	68,569	46,309	56,450	AK	58,114	60,494	46,346
HI	68,550	54,216	61,287	ME	57,673	46,391	64,945
NY	68,522	60,413	77,095	OR	57,425	52,699	59,473
DC	68,143	+	80,253	VT	57,032	+	59,959
OH	68,111	51,448	59,418	OK	55,993	41,759	52,712
<b>US</b>	<b>66,002</b>	<b>53,934</b>	<b>68,737</b>	LA	54,639	40,442	56,799
NC	65,391	39,359	64,437	MS	53,922	42,591	45,027
RI	65,374	52,581	78,211	WV	53,009	41,269	42,574
IL	65,220	58,665	72,061	AR	52,907	38,833	47,553
TX	65,185	47,602	64,013	MT	52,524	38,046	41,474
WA	64,982	47,880	58,637	SD	51,977	40,284	44,214
WY	64,981	44,840	+	ID	51,858	42,705	45,673
IN	64,863	43,218	63,358	ND	50,889	37,779	38,557

SOURCE: U.S. Department of Education, NCES, IPEDS Salary Survey, 2004–05.

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

<sup>2</sup> Based on 97.5 percent (595) of the public four-year institution universe (610).

<sup>3</sup> Based on 93.5 percent (1,000) of the public two-year institution universe (1,070).

<sup>4</sup> Based on 79.2 percent (1,096) of the independent institution universe (1,383).

+ Indicates no institutions in this category.

## ACADEMIC SPECIALTY

With more emphasis on undergraduate faculty and less emphasis on professional and graduate school faculty, CUPA's broader sample of public four-year colleges and universities ranked engineering faculty at the top with average salaries of \$86,837 (Tables 13 and 14). Business, Management, and Marketing faculty salaries followed Engineering (\$84,227). English Language and Literature/Letters was the lowest-paid academic specialty in public institutions (\$54,712).

## COLLECTIVE BARGAINING

Faculty members working in institutions with bargaining agreements averaged \$68,453—\$2,578 more than their colleagues teaching in institutions with no bargaining agreement (\$65,875) (Table 13). This differential continued a trend, closing the gap by an additional \$882, from \$3,460 in 2003–04.<sup>5</sup>

Philosophy and Religious Studies faculty members continue to show the largest salary difference (\$10,250) between those with collective bargaining agreements (\$68,718) and those without (\$58,468). Salary differentials favored faculty in non-bargaining institutions in four disciplines (one more than last



**Table 11. Percentage Change in Average Salaries for Faculty on 9/10-Month Contracts<sup>1</sup> by Control and Type: 2003–2004 to 2004–2005**

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>
DC	19.0%	+	4.4%	US	2.7%	1.6%	3.2%
MA	7.1	4.8	2.8	VT	2.7	+	6.4
AL	6.8	0.7	4.8	WV	2.7	1.5	0.4
TX	6.5	3.2	2.9	LA	2.6	1.2	2.3
OK	6.1	3.3	4.1	MD	2.6	3.5	3.4
NV	5.9	5.2	-4.4	ME	2.6	3.7	5.9
SC	5.8	3.8	1.9	NE	2.6	4.5	3.1
NH	5.6	2.6	-0.1	IN	2.5	3.3	2.7
AK	5.4	*	0.5	NJ	2.5	1.0	1.7
AZ	5.4	4.1	5.0	OH	2.5	1.9	2.6
WY	5.3	1.3	+	MI	2.3	3.5	2.5
NC	5.0	3.8	2.2	MN	2.2	2.5	3.9
KS	4.2	2.1	2.5	SD	2.2	3.3	2.4
NM	4.2	3.3	4.5	NY	2.1	1.7	3.4
HI	4.1	3.3	3.9	TN	2.1	4.2	4.5
AR	4.0	2.5	0.5	FL	1.9	3.1	2.0
CT	3.8	0.5	3.5	ID	1.4	1.7	1.3
DE	3.8	7.7	3.2	UT	1.4	0.6	1.8
VA	3.6	0.9	3.0	PA	1.1	1.4	3.2
MO	3.3	3.3	1.2	OR	0.9	2.3	2.9
CO	3.1	2.2	2.5	KY	0.8	1.2	3.3
IL	3.1	3.0	3.0	CA	0.7	0.6	3.9
MS	3.1	0.0	2.1	GA	-0.4	1.5	3.5
ND	3.0	1.5	4.3	MT	-1.2	0.4	6.4
IA	2.8	2.5	3.5	WI	-3.4	3.3	3.2
WA	2.8	0.6	3.2	RI	-4.3	0.2	5.0

SOURCE: U.S. Department of Education, NCES, IPEDS Salary Survey, 2004–05.

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

<sup>2</sup> Based on 96.1 percent (586) of the four-year public institution salary universe (610) reporting comparable data in both years.

<sup>3</sup> Based on 90.4 percent (967) of the two-year public institution salary universe (1,070) reporting comparable data in both years.

<sup>4</sup> Based on 74.7 percent (1,033) of the independent institution salary universe (1,383) reporting comparable data in both years.

\* Indicates no responding institutions.

+ Indicates no institutions in this category.

year): \$4,210 in Communications Technologies; \$2,378 in Natural Resources and Conservation; \$2,231 in Engineering; and \$338 in Business Management and Marketing.

This trend may result from differences in state support or the retirement of highly paid senior faculty who are replaced by new employees at lower salaries. It may also reflect the increasing emphasis on education in southern states that traditionally have not had collective bargaining. Identifying the reasons for this long-term trend requires closer analysis.

## PART-TIME FACULTY SALARIES

Part-time faculty members represent a growing share of the college and university teaching force, due in part to the relatively low pay they receive. NCES data show how much part-time faculty earn annually and allows estimation of their average pay for each class.

The average part-time faculty member teaches nearly two classes a semester in the public and private sectors. Table 15 excludes part-timers who do not teach, but have clinical oversight or other education-related responsibilities. Part-time faculty members in

**Table 12. Average Salaries<sup>1</sup> and Difference in Salaries for Faculty in Land-Grant Universities by Discipline:<sup>2</sup> 2003–2004 to 2004–2005**

	Average Salary		Difference	
	2003–2004	2004–2005	(\$)	(%)
Law and Legal Studies	\$119,129	\$122,477	\$3,348	2.8%
Business Management and Administrative Services	102,602	106,871	4,269	4.2
Engineering	89,788	92,967	3,179	3.5
Computer and Information Sciences	89,448	92,545	3,097	3.5
Physical Sciences	81,322	83,756	2,434	3.0
Health Professions and Related Sciences	89,202	82,994	-6,208	-7.0
Biological Sciences/Life Sciences	77,306	79,706	2,400	3.1
<b>All Fields</b>	<b>77,222</b>	<b>79,557</b>	<b>2,335</b>	<b>3.0</b>
Social Sciences and History	73,959	79,061	5,102	6.9
Multi/Interdisciplinary Studies	74,277	78,198	3,921	5.3
Mathematics	74,220	77,544	3,324	4.5
Psychology	74,023	75,790	1,767	2.4
Public Administration and Services	71,055	74,523	3,468	4.9
Agricultural Business and Production*	75,711	73,516	-2,195	-2.9
Conservation and Renewable Natural Resources	68,715	71,537	2,822	4.1
Philosophy and Religion	65,039	68,517	3,478	5.3
Area, Ethnic, and Cultural Studies	66,243	68,356	2,113	3.2
Architecture and Related Programs	65,812	67,742	1,930	2.9
Home Economics	64,218	67,029	2,811	4.4
Engineering-related Technologies	64,323	66,824	2,501	3.9
Library Science	68,633	65,989	-2,644	-3.9
English Language and Literature/Letters	63,746	65,515	1,769	2.8
Education	63,561	64,385	824	1.3
Communications	62,194	64,110	1,916	3.1
Protective Services	63,026	63,809	783	1.2
Parks, Recreation, Leisure, and Fitness Studies	59,847	63,103	3,256	5.4
Foreign Languages and Literatures	60,114	62,461	2,347	3.9
Visual and Performing Arts	59,910	61,673	1,763	2.9
Liberal Arts and Sciences, General Studies, and Humanities	55,299	57,430	2,131	3.9
Transportation and Materials Moving Workers	54,942	56,568	1,626	3.0

SOURCE: Oklahoma State University, Faculty Salary Survey, 2004–2005.

<sup>1</sup>Derived an average based on the answers provided for 2004–05.

<sup>2</sup>Ranked in descending order according to 2004–05 salary.

**Table 13. Average Salaries and Salary Difference by Bargaining Status and Discipline,<sup>1</sup> Full-time Faculty in Public Four-Year Institutions: 2004–2005**

Discipline	All	Average Salaries		Difference (CB-NCB)
		Collective Bargaining (CB)	Non-Collective Bargaining (NCB)	
Philosophy and Religious Studies	\$62,353	\$68,718	\$58,468	\$10,250
Foreign Languages, Literatures, and Linguistics	57,579	62,909	54,587	8,322
English Language and Literature/Letters	54,712	59,775	52,037	7,738
Visual and Performing Arts	55,560	60,496	53,117	7,379
Parks, Recreation, Leisure, and Fitness Studies	55,784	60,471	53,220	7,251
Mathematics and Statistics	63,324	68,185	60,997	7,188
Education	58,885	62,844	56,453	6,391
Psychology	64,298	67,767	62,169	5,598
Health and Related Services	57,391	61,432	55,873	5,559
History General	60,602	64,268	58,807	5,461
Security and Protective Services	57,265	60,144	55,369	4,775
Communication, Journalism, and Related Services	57,097	60,237	55,468	4,769
Library Science	59,566	61,536	56,912	4,624
Multi/Interdisciplinary Studies	64,153	67,038	62,792	4,246
Engineering Technologies/Technicians	59,901	62,591	58,492	4,099
Social Sciences	65,246	67,738	63,713	4,025
Public Administration and Social Service Professions	60,638	62,734	59,459	3,275
Computer and Information Sciences, and Support Services	77,309	79,313	76,245	3,068
Family and Consumer Sciences/Human Sciences	58,606	60,862	57,814	3,048
Architecture and Related Services	67,092	69,327	66,424	2,903
<b>ALL DISCIPLINES COMBINED</b>	<b>66,725</b>	<b>68,453</b>	<b>65,875</b>	<b>2,578</b>
Agriculture, Agriculture Operations, and Related Sciences	68,432	70,452	67,877	2,575
Physical Sciences	69,613	71,259	68,773	2,486
Area, Ethnic, Cultural, and Gender Studies	64,424	65,222	63,471	1,751
Liberal Arts and Sciences, General Studies, and Humanities	54,870	55,615	54,144	1,471
Biological and Biomedical Sciences	68,815	69,724	68,411	1,313
Business, Management, Marketing, and Related Support Services	84,227	83,999	84,337	-338
Engineering	86,837	85,254	87,485	-2,231
Natural Resources and Conservation	68,516	66,737	69,115	-2,378
Communications Technologies/Technicians and Support Services	59,506	57,120	61,330	-4,210

SOURCE: College and University Personnel Association, Faculty Salary Survey in Public Institutions, 2004–2005.

<sup>1</sup> 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:<sup>1</sup> 2004–2005**

Discipline	Average Salaries		Difference: (P-I)
	Public Institutions (P)	Independent Institutions (I)	
Agriculture, Agriculture Operations, and Related Sciences	\$68,432	\$49,614	\$18,818
Science Technologies/Technicians	64,557	47,108	17,449
Natural Resources and Conservation	68,516	55,608	12,908
Library Science	59,566	47,298	12,268
Computer and Information Sciences, and Support Services	77,309	69,024	8,285
Biological and Biomedical Sciences	68,815	62,561	6,254
Business, Management, Marketing, and Related Support Services	84,227	80,094	4,133
Liberal Arts and Sciences, General Studies, and Humanities	54,870	50,779	4,091
Multi/Interdisciplinary Studies	64,153	60,473	3,680
Physical Sciences	69,613	66,283	3,330
Parks, Recreation, Leisure and Fitness Studies	55,784	52,567	3,217
Education	58,885	55,784	3,101
Psychology	64,298	61,890	2,408
Health and Related Services	57,391	55,548	1,843
Philosophy and Religious Studies	62,353	60,915	1,438
Security and Protective Services	57,265	56,022	1,243
<b>ALL DISCIPLINES COMBINED</b>	<b>66,725</b>	<b>65,784</b>	<b>941</b>
Mathematics and Statistics	63,324	62,399	925
Communication, Journalism and Related Services	57,097	56,316	781
Engineering	86,837	86,524	313
Public Administration and Social Service Professions	60,638	60,824	-186
Foreign Languages, Literatures, and Linguistics	57,579	58,489	-910
History General	60,602	61,702	-1,100
Communications Technologies/Technicians and Support Services	59,506	60,652	-1,146
Visual and Performing Arts	55,560	57,285	-1,725
Social Sciences	65,246	67,394	-2,148
English Language and Literature/Letters	54,712	57,783	-3,071
Architecture and Related Services	67,092	70,427	-3,335
Family and Consumer Sciences/Human Sciences	58,606	62,668	-4,062
Area, Ethnic, Cultural, and Gender Studies	64,424	69,098	-4,674
Engineering Technologies/Technicians	59,901	66,726	-6,825

SOURCE: College and University Personnel Association, Faculty Salary Survey in Public Institutions, 2004–2005.

<sup>1</sup> 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. Annual Income, Classes Taught, and Income per Class for Part-Time Faculty: Fall 2004**

	Annual Income from Institution	Number of For-Credit Classes Taught in Fall 04	Estimated Income per Class
<b>Public</b>			
Average	\$10,523	1.9	\$2,784
Two-Year	9,132	1.9	2,366
Four-Year Non-Doctoral Granting	10,684	1.9	2,797
Four-Year Doctoral Granting	14,574	1.8	4,140
<b>Private</b>			
Average	11,368	1.8	3,182
Two-Year	+	+	n/a
Four-Year Non-Doctoral Granting	10,431	1.9	2,731
Four-Year Doctoral Granting	12,410	1.7	3,694

SOURCE: Forrest Cataldi, E., Fahimi, M., and Bradburn, E.M., 2004 National Study of Postsecondary Faculty (NSOPF:04).

+ Too few cases to analyze.

universities usually earn more per class than colleagues who teach in other sectors.

Community colleges are most likely to use part-time faculty since the salary differential is substantial. Ten classes taught by part-time faculty in public community colleges would result in \$24,000 paid in salary; the average faculty member on a 9/10-month contract earns \$54,000 to cover the same number of classes.<sup>6</sup>

## CONCLUSION

Several key findings remain consistent over the past seven years:

- Average faculty salaries were higher at independent than at public institutions. Professors at independent universities earned the highest average salaries.
- Female faculty members continue to earn less than males, and the salary gap increased this year in public institutions.
- Average faculty salaries were higher in institutions that permit collective bargaining, but the advantage continues to shrink.
- The average faculty salary increased (in constant dollars) from its prior peak (1972–73), but showed a one-year decrease in faculty purchasing power of 1.0 percent. For the fourth year in a row, two faculty ranks—professor and instructor—showed an increase in purchasing power compared to 1972–73.

## NOTES

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

<sup>2</sup> Clery and Topper, 2004.

<sup>3</sup> This number differs slightly from the average increase in Table 1, which reports the percent change in salaries for all faculty members at all institutions. Table 6 is based only on institutions that report salaries for two consecutive reporting years.

<sup>4</sup> Allen, 1998.

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

<sup>6</sup> The October 2005 *NEA Research Update* has a more complete analysis of part-time faculty.

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