

Faculty Salaries: 2005–2006

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The national average salary in 2005–06 for faculty members on 9/10-month contracts was \$66,123, up 3.0 percent from 2004–05 (Table 1)—2.3 percent in public institutions and 3.4 percent in independent institutions. Faculty purchasing power was 2.7 percent greater than the prior peak (1972–73) when the average faculty salary in constant 2005–06 dollars was \$64,381. Purchasing power has exceeded the 1972–73 peak since 1996–97.

The difference in average salary paid to full professors and to assistant professors decreased from \$33,250 in 1972–73 to around \$27,000 in the early 1980s (all salaries corrected for inflation). This difference rose throughout the 1980s and 1990s; it was \$36,028 in 2005–06 (\$91,118 vs. \$55,090).

Some additional highlights:

- New Jersey 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 2005–06 (\$81,181 and \$72,402, respectively, Table 10). For the fifth year in a row, faculty

members in Massachusetts received the highest average salaries at independent institutions (\$88,358).

- The salary gap between independent and public institutions widened to 10.8 percent (\$6,908) during 2005–06 (derived from Table 2).
- The gender wage gap increased by 3.4 percent in public institutions between 2004–05 and 2005–06, a continuation of the 2.4 percent wage gap in the previous year (Table 8). The gap increased by 5.3 percent at independent institutions.
- Faculty members at institutions with bargaining agreements earned \$70,718, \$2,264 more than their colleagues at institutions without bargaining agreements who earned \$68,454 (Table 13).
- Among university faculty members, law and legal studies faculty continued to have the highest average salaries at \$125,046 (Table 12). Engineering faculty members again rose to the top when public four-year institutions with professional programs were included (\$90,361, Table 13), followed closely by faculty in business, management, and marketing (\$87,898).

OVERVIEW

This report of faculty salaries relied on three data sources:

- *The National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS) Salary Survey.* NCES, a division of the U.S. Department of Education, received 2005–06 salary data from 4,170 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 2005–06 NEA analysis also excluded 1,154 seminaries, religious training institutions, and for-profit colleges, leaving 3,016 institutions and 516,796 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—86.6 percent of all full-time faculty members.
- *College and University Personnel Association (CUPA).* CUPA reported average salaries in 336 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 100 public land grant universities, also by academic specialty.

HISTORICAL PERSPECTIVE

Average salaries for faculty members on 9/10-month contracts, uncorrected for inflation, have increased 377.4 percent since 1972–73, the previous high point (Table 1). Corrected for inflation, faculty purchasing power increased 2.7 percent during that period. The average salary for faculty members in 2005–06 (\$66,123) represents a \$1,742 constant dollar increase over 1972–73 (\$64,381). Average faculty salaries saw one-year increases in purchasing power between 1996–97 and 2003–04, but have not kept pace with inflation over the past two years. One-year purchasing power decreased 0.8 percent in 2005–06.

Even though purchasing power has increased steadily since 1972–73, some faculty ranks experienced a decline in purchasing power over the past three decades. Lecturers and “no rank” faculty showed

the sharpest declines (15.2 and 14.4 percent, respectively). Part of this change may reflect altered definitions for these ranks. Associate and assistant professors saw smaller declines of 3.0 and 1.5 percent, respectively. Full professors and instructors continue to be the only ranks with increases in purchasing power (2.2 and 2.1 percent, respectively) since 1972–73.

The difference between the inflation-corrected salaries of full professors and assistant professors fell from \$33,250 in 1972–73 to about \$27,000 in the early 1980s. The difference began to increase from the mid-1980s through the 1990s, so that by 2005–06 full professors averaged \$91,118 and assistant professors averaged \$55,090—a difference of \$36,028.

2005–2006 IPEDS SALARY DATA

The earnings of an average faculty member decreased in constant dollars for the second year in a row: earning \$518 less in 2005–06 than in 2004–05 (\$66,123 vs. \$66,641, Table 1), despite the cumulative increase in purchasing power since 1972–73.

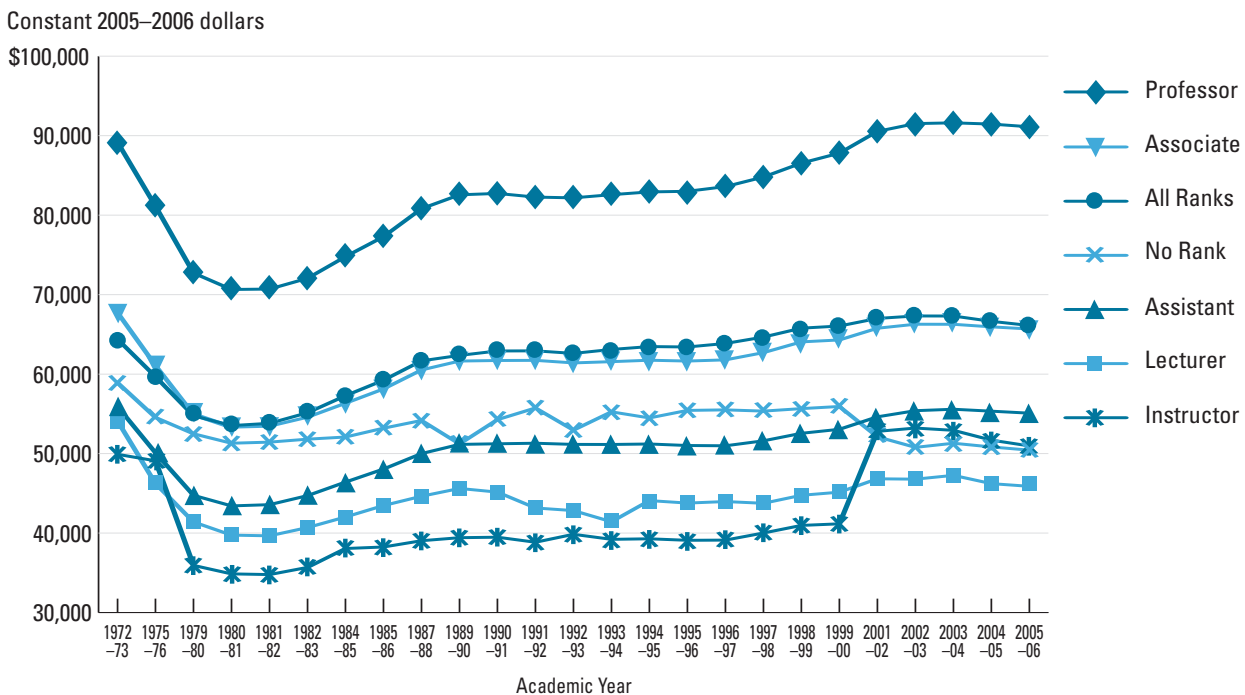
Institutional Characteristics

Faculty on 9/10-month contracts at independent institutions continued to earn higher salaries than faculty at public institutions (\$71,029 vs. \$64,121, Table 2). The salary disparity between public and independent faculty members increased by 7.8 percent between 2004–05 and 2005–06—from \$6,407 to \$6,908. The extended economic slowdown at the state level may account for some of this disparity, since public institutions rely heavily on state funding, along with changes in faculty number or rank.

Universities showed the greatest disparity in average salaries. Faculty salaries at public universities averaged 86.4 percent of salaries at independent institutions (\$71,685 vs. \$82,971). The \$11,286 gap represents an increase of 24.4 percent since 1994–95 when the salary difference was \$9,074, calculated in today’s dollars (Table 3).¹ Despite the increase in average faculty salaries at public universities over the past decade, this gap narrowed over the past two years by 6.3 percent.

Salaries varied more among independent colleges and universities than in the public sector. Average salaries in independent institutions ranged from \$39,162 in two-year colleges to \$82,971 in universities, a \$43,809 difference. Average faculty salaries in public institutions ranged from \$55,397 in community colleges to \$71,685 in universities, a \$16,288

Figure 1. Average Salary (in Constant 2005–2006 Dollars) of Full-time Faculty on 9/10 Month Contracts by Academic Year and Rank, 1972–1973 to 2005–2006



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 2005–06.

difference. The difference between the highest and lowest-paying institutions increased by 3.7 percent in public and 2.5 percent in independent institutions between 2004–05 and 2005–06.²

Approximately 71 percent of faculty members on 9/10-month contracts taught in public institutions. The distribution among the public institutional types was 34.7 percent in universities, 21.5 percent in community colleges, 12.9 percent in comprehensive colleges, and 2.0 percent in baccalaureate colleges (derived from Table 4).

The remaining 29.0 percent of faculty members on 9/10-month contracts taught in the independent sector, with 15.3 percent at universities, and 13.5 percent at baccalaureate and comprehensive colleges combined. Independent two-year institutions accounted for 0.2 percent of all faculty members.

Change from 2004–05

Average salaries for faculty members on 9/10-month contracts increased 2.9 percent since

2004–05 (Table 5).³ These increases were not uniformly distributed across institutional type and control categories. In 2005–06, faculty members at independent institutions averaged \$71,029, which was 10.8 percent more than the \$64,121 paid to faculty at public institutions. The annual salary gains reflected this difference—3.4 percent at independents and 2.8 percent at public. Faculty members teaching at public baccalaureate institutions received the largest overall average salary increase (4.2 percent), followed by independent baccalaureate and doctoral institutions (3.5 percent).

Academic Rank

Not surprisingly, academic rank and salary remained closely related. Professors—27.6 percent of faculty members—earned the highest average salary (\$87,024). Associate professors—22.6 percent of faculty—earned \$64,164, approximately three-fourths as much as professors (Table 2). The average salary of assistant professors—24.4 percent of faculty—was

Table 1. Average Salaries of Full-Time Faculty on 9/10 Month Contracts, by Academic Year and Rank: 1972–1973 to 2005–2006

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.
Current Dollars															
1972–73	\$13,850	—	0.0%	\$19,182	—	\$14,572	—	\$12,029	—	\$10,737	—	\$11,637	—	\$12,676	—
1975–76	16,634	20.1	20.1	22,611	17.9	17,026	16.8	13,966	16.1	13,682	27.4	12,887	10.7	15,201	19.9
1979–80	21,367	28.5	54.3	28,371	25.5	21,431	25.9	17,459	25.0	14,021	2.5	16,151	25.3	20,479	34.7
1980–81	23,302	9.1	68.2	30,753	8.4	23,214	8.3	18,901	8.3	15,178	8.3	17,301	7.1	22,334	9.1
1981–82	25,449	9.2	83.7	33,437	8.7	25,278	8.9	20,608	9.0	16,450	8.4	18,756	8.4	24,331	8.9
1982–83	27,196	6.9	96.4	35,540	6.3	26,921	6.5	22,056	7.0	17,601	7.0	20,072	7.0	25,557	5.0
1984–85	30,447	12.0	119.8	39,743	11.8	29,945	11.2	24,668	11.8	20,230	14.9	22,334	11.3	27,683	8.3
1985–86	32,392	6.4	133.9	42,268	6.4	31,787	6.2	26,277	6.5	20,918	3.4	23,770	6.4	29,088	5.1
1987–88	35,901	10.8	159.2	47,046	11.3	35,232	10.8	29,109	10.8	22,726	8.6	25,982	9.3	31,534	8.4
1989–90	39,786	10.8	187.3	52,681	12.0	39,336	11.6	32,641	12.1	25,153	10.7	29,106	12.0	32,677	3.6
1990–91	42,335	6.4	205.7	55,677	5.7	41,534	5.6	34,478	5.6	26,569	5.6	30,388	4.4	36,522	11.8
1991–92	43,703	3.2	215.5	57,143	2.6	42,872	3.2	35,632	3.3	26,985	1.6	29,978	-1.3	38,713	6.0
1992–93	44,843	2.6	223.8	58,857	3.0	43,987	2.6	36,640	2.8	28,543	5.8	30,675	2.3	37,930	-2.0
1993–94	46,364	3.4	234.8	60,674	3.1	45,238	2.8	37,587	2.6	28,812	0.9	30,438	-0.8	40,596	7.0
1994–95	47,974	3.5	246.4	62,675	3.3	46,669	3.2	38,708	3.0	29,693	3.1	33,326	9.5	41,186	1.5
1995–96	49,237	2.6	255.5	64,441	2.8	47,862	2.6	39,615	2.3	30,355	2.2	33,988	2.0	43,040	4.5
1996–97	50,996	3.6	268.2	66,748	3.6	49,348	3.1	40,716	2.8	31,239	2.9	35,107	3.3	44,325	3.0
1997–98	52,481	2.9	278.9	68,821	3.1	50,892	3.1	41,888	2.9	32,473	4.0	35,507	1.1	44,920	1.3
1998–99	54,303	3.5	292.1	71,450	3.8	52,883	3.9	43,383	3.6	33,817	4.1	36,948	4.1	45,948	2.3
1999–00	56,022	3.2	304.5	74,465	4.2	54,532	3.1	44,999	3.7	34,912	3.2	38,292	3.6	47,433	3.2
2001–02	59,939	7.0	332.8	80,986	8.8	58,837	7.9	48,862	8.6	47,226	35.3	41,891	9.4	46,615	-1.7
2002–03	61,501	2.6	344.1	83,606	3.2	60,544	2.9	50,606	3.6	48,613	2.9	42,738	2.0	46,398	-0.5
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
2005–06	66,123	3.0	377.4	91,118	3.5	65,676	3.4	55,090	3.4	50,964	2.4	45,886	3.1	50,439	3.0
Change from 1972–73 to 2005–06															
	\$52,273	377.4		\$71,936	375.0	\$51,104	350.7	\$43,061	358.0	\$40,227	374.7	\$34,249	294.3	\$37,763	297.9
Constant 2005–06 Dollars															
1972–73	\$64,381	—	0.0%	\$89,167	—	\$67,737	—	\$55,916	—	\$49,911	—	\$54,094	—	\$58,924	—
1975–76	59,685	-7.3	-7.3	81,132	-9.0	61,092	-9.8	50,112	-10.4	49,093	-1.6	46,240	-14.5	54,543	-7.4
1979–80	54,769	-8.2	-14.9	72,722	-10.4	54,933	-10.1	44,752	-10.7	35,939	-26.8	41,399	-10.5	52,493	-3.8
1980–81	53,528	-2.3	-16.9	70,645	-2.9	53,326	-2.9	43,419	-3.0	34,866	-3.0	39,743	-4.0	51,305	-2.3
1981–82	53,812	0.5	-16.4	70,703	0.1	53,450	0.2	43,576	0.4	34,784	-0.2	39,660	-0.2	51,448	0.3
1982–83	55,138	2.5	-14.4	72,055	1.9	54,580	2.1	44,717	2.6	35,685	2.6	40,694	2.6	51,815	0.7
1984–85	57,283	3.9	-11.0	74,773	3.8	56,339	3.2	46,411	3.8	38,061	6.7	42,020	3.3	52,083	0.5
1985–86	59,235	3.4	-8.0	77,295	3.4	58,128	3.2	48,052	3.5	38,252	0.5	43,468	3.4	53,193	2.1
1987–88	61,670	4.1	-4.2	80,815	4.6	60,521	4.1	50,003	4.1	39,038	2.1	44,631	2.7	54,169	1.8
1989–90	62,352	1.1	-3.2	82,560	2.2	61,646	1.9	51,154	2.3	39,419	1.0	45,614	2.2	51,210	-5.5
1990–91	62,907	0.9	-2.3	82,732	0.2	61,717	0.1	51,232	0.2	39,480	0.2	45,155	-1.0	54,269	6.0
1991–92	62,924	0.0	-2.3	82,274	-0.6	61,727	0.0	51,303	0.1	38,853	-1.6	43,162	-4.4	55,739	2.7
1992–93	62,609	-0.5	-2.8	82,175	-0.1	61,414	-0.5	51,156	-0.3	39,851	2.6	42,828	-0.8	52,957	-5.0
1993–94	63,098	0.8	-2.0	82,573	0.5	61,566	0.2	51,153	0.0	39,211	-1.6	41,424	-3.3	55,248	4.3
1994–95	63,470	0.6	-1.4	82,920	0.4	61,744	0.3	51,211	0.1	39,284	0.2	44,091	6.4	54,490	-1.4
1995–96	63,416	-0.1	-1.5	82,998	0.1	61,645	-0.2	51,023	-0.4	39,096	-0.5	43,776	-0.7	55,434	1.7
1996–97	63,859	0.7	-0.8	83,585	0.7	61,796	0.2	50,986	-0.1	39,119	0.1	43,963	0.4	55,506	0.1
1997–98	64,664	1.3	0.4	84,798	1.5	62,706	1.5	51,612	1.2	40,011	2.3	43,750	-0.5	55,348	-0.3
1998–99	65,779	1.7	2.2	86,550	2.1	64,059	2.2	52,551	1.8	40,964	2.4	44,756	2.3	55,658	0.6
1999–00	66,052	0.4	2.6	87,797	1.4	64,295	0.4	53,055	1.0	41,162	0.5	45,148	0.9	55,925	0.5
2001–02	67,008	1.4	4.1	90,537	3.1	65,776	2.3	54,624	3.0	52,795	28.3	46,831	3.7	52,112	-6.8
2002–03	67,320	0.5	4.6	91,517	1.1	66,273	0.8	55,395	1.4	53,213	0.8	46,782	-0.1	50,788	-2.5
2003–04	67,307	0.0	4.5	91,611	0.1	66,263	0.0	55,583	0.3	52,927	-0.5	47,264	1.0	51,301	1.0
2004–05	66,641	-1.0	3.5	91,457	-0.2	65,945	-0.5	55,336	-0.4	51,693	-2.3	46,221	-2.2	50,835	-0.9
2005–06	66,123	-0.8	2.7	91,118	-0.4	65,676	-0.4	55,090	-0.4	50,964	-1.4	45,886	-0.7	50,439	-0.8
Change from 1972–73 to 2005–06															
	\$1,742	2.7		\$1,951	2.2	\$-2,061	-3.0	\$-826	-1.5	\$1,053	2.1	\$-8,208	-15.2	\$-8,485	-14.4

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 2005–06.

Table 2. Average Salaries for Faculty on 9/10 Month Contracts,¹ by Institutional Type, Control, and Rank, 2005–2006

Offering Level	Rank	Control		Average
		Public	Independent	
AA	Professor	\$65,740	\$47,373	\$65,594
	Associate	54,869	42,528	54,668
	Assistant	48,403	35,614	48,202
	Instructor	57,217	36,311	57,071
	Lecturer	45,427	38,908*	45,381
	No Rank	50,507	39,399	50,424
	Average	55,397	39,162	55,249
BA	Professor	71,032	76,098	74,632
	Associate	58,747	57,784	58,031
	Assistant	48,545	47,852	48,042
	Instructor	41,264	38,044	39,583
	Lecturer	43,341	46,356	45,208
	No Rank	52,429	46,599	49,440
	Average	55,457	57,663	56,986
BA+	Professor	76,953	73,005	75,291
	Associate	61,343	58,692	60,186
	Assistant	51,732	48,737	50,475
	Instructor	40,175	39,399	39,912
	Lecturer	43,614	43,347	43,569
	No Rank	46,470	54,896	52,170
	Average	59,662	58,080	59,011
Doctoral	Professor	97,080	115,670	103,071
	Associate	69,038	74,909	70,823
	Assistant	58,527	62,792	59,813
	Instructor	39,732	44,716	40,939
	Lecturer	44,952	51,249	46,632
	No Rank	45,809	55,192	50,078
	Average	71,685	82,971	75,143
Average	Professor	83,215	95,836	87,024
	Associate	63,066	67,004	64,164
	Assistant	53,951	55,932	54,490
	Instructor	45,149	41,976	44,127
	Lecturer	44,808	47,954	45,598
	No Rank	47,536	53,663	50,569
	Average	64,121	71,029	66,123

Source: U.S. Department of Education, NCES, IPEDS Salary Survey, 2005–06.

¹ Based on 100 percent (3,016 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 2005–2006 Dollars: 1994–1995 to 2005–2006

Year	Public (P)	Independent (I)	Difference (I-P)
1994–95	\$66,503	\$75,577	\$9,074
1995–96	66,562	76,354	9,793
1996–97	67,621	76,977	9,356
1997–98	68,440	78,532	10,092
1998–99	69,176	79,651	10,475
1999–00	69,375	79,330	9,955
2001–02	73,028	83,932	10,904
2002–03	73,049	83,929	10,881
2003–04	72,594	84,643	12,048
2004–05	72,320	83,885	11,565
2005–06	71,685	82,971	11,286

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

Note: Survey not conducted for 2000–2001 academic year.

\$54,490. Instructors, faculty with no rank, and lecturers represent about a quarter of the faculty—13.9, 4.5, and 6.9 percent, respectively. As a group, they earned the least. Faculty members with no rank, mostly at community colleges, earned \$50,569. A \$2,078 increase this year did not offset a previous salary decline of \$3,946 over the past several years. Lecturers averaged \$45,598, while instructors earned \$45,127.

Contract Length

Most faculty members at public and independent institutions had 9/10-month contracts in 2005–06. Only 13.4 percent of faculty members (69,357) had 11/12-month contracts (derived from Tables 4 and 6).

Public institutions employed 68.7 percent of 11/12-month faculty members on annual contracts. A larger proportion (41.0 percent) of 11/12-month faculty taught at public universities than did 9/10-month faculty (34.7 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 12-month contracts to faculty members who take on non-teaching responsibilities in lieu of full-time administrators. The salary advantage or disadvantage associated with the longer contract varies by size and type of institution and by mission and resources. But faculty members at these

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 20.1 percent more than colleagues on 9/10-month contracts (derived from Tables 2 and 7). The differential was 22.9 percent at public universities and 30.3 percent at public baccalaureate institutions. The salary difference was only 4.1 percent (\$2,282) at community colleges.

Faculty members on 11/12-month contracts at independent institutions earned 1.4 percent less than colleagues on 9/10-month contracts. The salary differential favored faculty members on 11/12-month contracts at independent two-year institutions by 19.7 percent, but faculty members at baccalaureate and comprehensive institutions earned 7.0 and 4.2 percent less than their 9/10-month counterparts.

Among faculty members on 11/12-month contracts, the salary advantage went to faculty in public institutions: \$77,027 compared to \$70,007 at independent institutions (Table 7), a 9.1 percent difference. In contrast, faculty members on 9/10-month contracts at independent institutions averaged \$71,029—10.8 percent more than the \$64,121 earned by colleagues at public institutions (Table 2). Baccalaureate and comprehensive institutions showed the greatest salary disparities among faculty on 11/12-month contracts: baccalaureates—\$18,661 less than their counterparts at publics; comprehensives—\$15,669 less than faculty at publics.

Table 4. Number of Full-Time Faculty on 9/10 Month Contracts,¹ by Institutional Type, Control, and Rank, 2005–2006

Offering Level	Rank	Control		Total
		Public	Independent	
AA	Professor	12,708	102	12,810
	Associate	9,188	152	9,340
	Assistant	10,723	171	10,894
	Instructor	39,071	275	39,346
	Lecturer	564	4	568
	No Rank	23,945	180	24,125
	Total	96,199	884	97,083
BA	Professor	2,333	5,729	8,062
	Associate	1,825	5,281	7,106
	Assistant	2,461	6,505	8,966
	Instructor	1,512	1,651	3,163
	Lecturer	172	280	452
	No Rank	590	621	1,211
	Total	8,893	20,067	28,960
BA+	Professor	16,002	11,628	27,630
	Associate	14,791	11,458	26,249
	Assistant	17,664	12,772	30,436
	Instructor	4,848	2,487	7,335
	Lecturer	3,714	749	4,463
	No Rank	561	1,173	1,734
	Total	57,580	40,267	97,847
Doctoral	Professor	50,867	24,190	75,057
	Associate	40,729	17,793	58,522
	Assistant	41,226	17,787	59,013
	Instructor	9,315	2,979	12,294
	Lecturer	10,749	3,910	14,659
	No Rank	2,182	1,822	4,004
	Total	155,068	68,481	223,549
Total	Professor	81,910	41,649	123,559
	Associate	66,533	34,684	101,217
	Assistant	72,074	37,235	109,309
	Instructor	54,746	7,392	62,138
	Lecturer	15,199	4,943	20,142
	No Rank	27,278	3,796	31,074
	Total	317,740	129,699	447,439

Source: U.S. Department of Education, NCES, IPEDS Salary Survey, 2005–06.

¹Based on 100 percent of NEA's faculty salary universe (3,016 institutions).

Table 5. Percent Change in Faculty Salaries for Faculty on 9/10 Month Contracts,¹ by Institutional Type, Control, and Rank, 2004–2005 to 2005–2006

Offering Level	Rank	Control		Average
		Public	Independent	
AA	Professor	1.5%	5.1%	1.6%
	Associate	2.4	1.7	2.4
	Assistant	2.6	-1.3	2.5
	Instructor	2.1	2.0	2.0
	Lecturer	-3.7	-3.5	-3.4 *
	No Rank	2.6	6.2	2.6
	Average	2.5	2.4	2.5
BA	Professor	5.2	3.9	4.2
	Associate	3.6	3.4	3.5
	Assistant	2.4	3.2	3.0
	Instructor	4.2	3.4	3.9
	Lecturer	6.6	1.1	3.8
	No Rank	5.1	-0.3	2.5
	Average	4.2	3.5	3.7
BA+	Professor	2.6	3.0	2.8
	Associate	2.6	3.4	3.0
	Assistant	3.1	3.3	3.2
	Instructor	2.2	0.8	1.7
	Lecturer	2.0	1.0	1.8
	No Rank	2.3	5.8	5.0
	Average	2.3	3.0	2.6
Doctoral	Professor	3.8	4.5	4.0
	Associate	3.8	3.5	3.7
	Assistant	3.7	3.7	3.7
	Instructor	3.6	2.3	2.9
	Lecturer	3.8	2.5	3.8
	No Rank	7.4	2.8	4.5
	Average	3.1	3.5	3.2
Average	Professor	2.9	3.9	3.2
	Associate	3.2	3.4	3.2
	Assistant	3.2	3.5	3.3
	Instructor	2.9	2.0	2.5
	Lecturer	1.3	1.8	1.8
	No Rank	5.0	3.3	4.1
	Average	2.8	3.4	2.9

Source: U.S. Department of Education, NCES, IPEDS Salary Survey, 2004–05, 2005–06.

¹ Based on 98.7 percent (2,976 institutions) of NEA's faculty salary universe.

* Indicates less than 100 faculty.

Table 6. Number of Full-Time Faculty on 11/12 Month Contracts,¹ by Institutional Type, Control, and Rank, 2005–2006

Offering Level	Rank	Control		Total
		Public	Independent	
AA	Professor	1,659	31	1,690
	Associate	1,126	24	1,150
	Assistant	1,675	89	1,764
	Instructor	8,373	703	9,076
	Lecturer	54	30	84
	No Rank	2,173	117	2,290
	Total	15,060	994	16,054
BA	Professor	181	486	667
	Associate	140	516	656
	Assistant	161	528	689
	Instructor	193	566	759
	Lecturer	18	53	71
	No Rank	89	510	599
	Total	782	2,659	3,441
BA+	Professor	1,148	1,334	2,482
	Associate	817	1,462	2,279
	Assistant	657	1,787	2,444
	Instructor	326	774	1,100
	Lecturer	304	37	341
	No Rank	168	770	938
	Total	3,420	6,164	9,584
Doctoral	Professor	9,860	3,098	12,958
	Associate	6,571	2,973	9,544
	Assistant	6,267	3,289	9,556
	Instructor	2,179	994	3,173
	Lecturer	1,513	380	1,893
	No Rank	2,014	1,140	3,154
	Total	28,404	11,874	40,278
Total	Professor	12,848	4,949	17,797
	Associate	8,654	4,975	13,629
	Assistant	8,760	5,693	14,453
	Instructor	11,071	3,037	14,108
	Lecturer	1,889	500	2,389
	No Rank	4,444	2,537	6,981
	Total	47,666	21,691	69,357

Source: U.S. Department of Education, NCES, IPEDS Salary Survey, 2005–06.

¹Based on 100 percent of NEA's faculty salary universe (3,016 institutions).

Table 7. Average Salaries for Faculty on 11/12 Month Contracts,¹ by Institutional Type, Control, and Rank, 2005–2006

Offering Level	Rank	Control		Average
		Public	Independent	
AA	Professor	\$69,535	\$50,111*	\$69,179*
	Associate	63,078	50,833*	62,822*
	Assistant	53,503	52,398	53,447
	Instructor	55,595*	46,055*	54,856*
	Lecturer	42,869	65,883	51,088
	No Rank	57,451	40,932	56,607
	Average	57,679	46,860	57,010
BA	Professor	97,886	61,242*	71,186
	Associate	81,823	56,667	62,036
	Assistant	66,343	51,490	54,960
	Instructor	55,432*	40,110*	44,006*
	Lecturer	36,552	49,072	45,898
	No Rank	59,685	60,936	60,750
	Average	72,279	53,618	57,859
BA+	Professor	91,362	67,668	78,627
	Associate	74,157	58,754	64,275
	Assistant	58,187	51,821	53,533
	Instructor	48,676	41,835*	43,863
	Lecturer	52,879	44,639	51,985
	No Rank	49,275	52,263	51,728
	Average	71,322	55,653	61,244
Doctoral	Professor	118,251	115,795	117,664
	Associate	86,959	81,563	85,278
	Assistant	71,715	68,602	70,643
	Instructor	51,254	54,111*	52,149
	Lecturer	57,160	62,516	58,236
	No Rank	58,343	71,870	63,232
	Average	88,103	83,066	86,618
Average	Professor	100,596	92,421	98,741
	Associate	78,411	70,621	76,025
	Assistant	64,902	60,993	63,520
	Instructor	52,509	48,537*	51,227
	Lecturer	52,000	55,942	55,105
	No Rank	57,433	63,540	59,986
	Average	77,027	70,007	74,831

Source: U.S. Department of Education, NCES, IPEDS Salary Survey, 2005–06.

¹ Based on 100 percent (3,016 institutions) of NEA's faculty salary universe.

* Indicates less than 100 faculty.

Salary by Gender

In 2005–06, male faculty members continued to earn more than females at nearly every institutional type (Table 8). The salary gender gap at public institutions was \$11,726, a \$381 increase. The gender gap widened by \$771 at independent institutions, to \$15,261. Men earned more in almost every academic rank and level at public institutions and most independent institutions. The exception: the lowest-paid level of instructors and lecturers at baccalaureate and two-year institutions. Average salaries for female faculty lecturers were higher by \$10,544 at independent two-year institutions, which represent a smaller share of faculty.

Why do female faculty members consistently earn less than their male counterparts? Larger proportions of women teach in lower academic ranks. Women held 57.6 percent of the instructor and 54.0 percent of the lecturer positions, but only 29.6 percent of the professor and 42.1 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 52.4 percent of faculty in two-year institutions, but only 36.7 percent of university faculty, which are experiencing stronger salary increases. Women are also more likely to teach in lower-paying disciplines, such as the social sciences and humanities, while men dominate the high-salary fields, such as engineering.⁴

Salaries by State

California (\$72,402) and Michigan (\$69,814) continued to lead all states in average public two-year faculty salaries in 2005–06 (Table 10). New Jersey and California reported the highest average salaries at \$81,181 and \$80,576, respectively, for faculty at public four-year institutions. They are two of 16 states showing an average salary over \$70,000, six more states than last year. Salaries for public four-year college faculty averaged over \$60,000 in 38 states. Idaho (\$52,633) and North Dakota (\$51,140) continued to trail the list.

Salaries in public four-year institutions exceeded those in independent colleges and universities in 30 states. Faculty members at independent institutions in Massachusetts—the perennial leader in this sector—received the highest average salary (\$88,358); North Dakota faculty members continued to earn the lowest average salary (\$40,072).

The gap between faculty salaries at public two- and four-year institutions exceeded \$25,000 in four states—Washington, New Hampshire, Iowa, and North Carolina. Washington showed the highest salary difference (\$29,746), but the small number of reporting institutions can result in large year-to-year changes in average faculty salary. Faculty members in public two-year institutions in Alaska were paid \$9,565 *more* than colleagues in public four-year institutions. Changes in faculty rank, retirement rates, or state funding contribute to significant changes in average faculty salaries at public institutions, especially in states with a small number of institutions or faculty.

Faculty members in Washington also saw the greatest salary increase among public four-year institutions from 2004–05 to 2005–06 (20.8 percent, Table 11). Rhode Island had the second highest increase in public four-year faculty salaries (7.2 percent). Florida was the only other state to report an increase above 5.0 percent (5.2). Alaska faculty members led the way at public two-year institutions with a 14.9 percent increase. Seven other states saw average faculty salaries at public two-year institutions increase by 5.0 percent or more. Louisiana had the largest salary increases among independent institutions (12.9 percent).

Land-Grant Universities

The 100 land-grant universities in the Oklahoma State University database employed many of the highest-paid faculty members in public higher education; salaries averaged \$81,534 in 2005–06, an increase of \$1,977 (2.5 percent) over last year (Table 12). Law and legal studies led the list; their \$125,046 average salary represents a \$2,569 increase over 2004–05. Visual and performing arts and foreign languages and literatures were the two lowest-paid specialties on the OSU list (\$63,709 and \$63,597, respectively).

Faculty members in protective services—the only discipline to report an average salary increase of 5.0 percent or more—saw the largest one-year increase in average faculty salary (6.4 percent). Public administration and services faculty saw the smallest average salary increase (1.2 percent).

Academic Specialty

With more emphasis on undergraduate faculty and less emphasis on professional and graduate

Table 8. Average Salaries for Men and Women Faculty on 9/10 Month Contracts,¹ by Institutional Type, Control, and Rank, 2005–2006

Offering Level	Rank	Control			
		Public		Independent	
		Women	Men	Women	Men
AA	Professor	\$63,544	\$67,782	\$46,018*	\$49,159*
	Associate	54,004	55,822	41,858*	43,677*
	Assistant	47,791	49,123	35,951	34,989
	Instructor	55,998	58,574	38,463	33,572
	Lecturer	46,283	44,527	41,544*	31,000*
	No Rank	49,481	51,674	37,854*	40,978*
	Average	54,074	56,850	39,319	38,945
BA	Professor	67,516	72,995	73,281	77,295
	Associate	56,727	60,081	57,399	58,063
	Assistant	46,795	50,146	47,393	48,280
	Instructor	40,265	42,153	38,177	37,881
	Lecturer	42,666*	43,971*	46,995	45,451
	No Rank	51,821	53,180	46,525	46,650
	Average	52,284	57,889	54,271	60,103
BA+	Professor	74,925	77,811	69,820	74,331
	Associate	60,192	62,173	57,614	59,478
	Assistant	50,789	52,625	47,986	49,523
	Instructor	39,472	41,210	39,044	39,889
	Lecturer	42,585	44,890	41,619	45,370
	No Rank	45,001	48,407	52,001	57,241
	Average	55,695	62,664	54,270	60,908
Doctoral	Professor	89,067	99,234	104,798	118,667
	Associate	65,870	70,944	70,874	77,373
	Assistant	55,746	60,758	59,366	65,701
	Instructor	39,072	40,785	44,380	45,130
	Lecturer	42,987	47,373	47,908	54,977
	No Rank	43,605	48,624	52,867	57,317
	Average	61,467	77,677	69,934	90,334
Average	Professor	76,457	86,687	87,177	99,237
	Associate	60,195	65,237	63,873	69,118
	Assistant	51,653	56,054	53,306	58,243
	Instructor	45,430	45,395	41,492	42,469
	Lecturer	44,122	46,111	45,568	50,642
	No Rank	46,262	49,482	51,374	55,641
	Average	57,426	69,152	61,743	77,004

Source: NCES, IPEDS Salary Survey, 2005–06.

¹ Based on 100 percent (3,016 institutions) of NEA's faculty salary universe.

* Indicates less than 100 faculty.

Table 9. Women Faculty as a Percent of Total Faculty, Faculty on 9/10 Month Contracts,¹ by Institutional Type and Control, and Rank, 2005–2006

Offering Level	Rank	Control		Average
		Public	Independent	
AA	Professor	48.2%	56.9%*	48.2%
	Associate	52.5	63.2*	52.6
	Assistant	54.1	64.9	54.3
	Instructor	52.7	56.0	52.7
	Lecturer	51.2	75.0*	51.4
	No Rank	53.2	50.6*	53.2
	Average	52.3	58.0	52.4
BA	Professor	35.8	29.8	31.6
	Associate	39.8	42.0	41.4
	Assistant	47.8	48.3	48.1
	Instructor	47.1	55.2	51.3
	Lecturer	48.3*	58.6	54.6
	No Rank	55.3	40.6	47.7
	Average	43.4	41.8	42.3
BA+	Professor	29.7	29.4	29.6
	Associate	41.9	42.2	42.0
	Assistant	48.6	51.2	49.7
	Instructor	59.6	58.0	59.0
	Lecturer	55.4	53.9	55.1
	No Rank	56.9	44.8	48.7
	Average	43.1	42.6	42.9
Doctoral	Professor	21.2	21.6	21.3
	Associate	37.6	37.9	37.7
	Assistant	44.5	45.9	44.9
	Instructor	61.5	55.2	60.0
	Lecturer	55.2	52.7	54.5
	No Rank	56.1	47.7	52.3
	Average	37.0	36.1	36.7
Average	Professor	31.3	25.5	29.6
	Associate	42.9	40.0	42.1
	Assistant	48.2	48.0	48.2
	Instructor	58.1	56.1	57.6
	Lecturer	53.8	54.2	54.0
	No Rank	55.3	45.7	51.4
	Average	42.9	39.2	41.8

Source: NCES, IPEDS Salary Survey, 2005–06.

¹ Based on 100 percent (3,016 institutions) of NEA's faculty salary universe.

* Indicates less than 100 faculty.

Table 10. Average Salaries for Faculty on 9/10 Month Contracts,¹ by Control and Type, 2005–2006

State	Public			State	Public		
	Four-Year ²	Two-Year ³	Independent ⁴		Four-Year ²	Two-Year ³	Independent ⁴
NJ	\$81,181	\$65,320	\$83,282	NE	\$65,152	\$44,472	\$52,001
CA	80,576	72,402	84,916	KS	64,701	45,215	41,771
DE	80,529	61,199	72,557	SC	64,592	43,538	51,001
CT	79,452	62,198	86,449	WY	64,563	46,630	+
WA	78,485	48,739	61,247	CO	64,430	44,013	68,710
AZ	74,324	62,495	48,484	WI	64,198	64,609	56,975
NH	73,406	44,249	71,099	GA	63,242	42,991	63,821
MI	73,103	69,814	56,734	AL	61,908	47,041	50,515
MA	71,938	52,562	88,358	UT	61,790	43,899	79,637
MD	71,729	59,168	72,101	NM	60,957	43,945	62,199
MN	71,604	57,686	59,681	KY	60,891	46,462	48,887
VA	71,601	48,659	57,553	TN	60,053	45,379	60,500
PA	71,575	55,192	73,018	AK	59,966	69,531	47,154
NV	71,063	60,872	61,679	VT	59,831	+	61,352
IA	70,701	44,973	53,257	MO	59,327	49,650	63,274
RI	70,076	55,184	80,543	OR	58,828	53,636	60,945
NY	69,571	61,314	79,914	OK	58,002	43,243	53,579
HI	69,127	55,318	62,541	ME	57,862	49,412	67,883
OH	68,587	53,107	60,644	LA	55,065	40,790	66,574
US	67,909	55,380	71,056	AR	55,027	40,094	48,978
FL	67,730	49,933	62,701	MT	54,597	39,199	42,117
TX	67,077	49,253	66,048	SD	54,513	41,164	45,324
IL	67,029	60,270	73,855	WV	54,399	42,004	43,546
DC	66,385	+	81,887	MS	54,085	43,596	46,614
NC	66,324	40,989	66,007	ID	52,633	46,269	45,324
IN	66,223	41,809	63,830	ND	51,140	38,853	40,072

Source: U.S. Department of Education, NCES, IPEDS Salary Survey, 2005–06.

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

² Based on 97.9 percent (594) of the public four-year institution universe (606).

³ Based on 94.3 percent (990) of the public two-year institution universe (1,050).

⁴ Based on 79.1 percent (1,076) of the independent institution universe (1,360).

+ Indicates no institutions in this category.

school faculty, CUPA's broader sample of public four-year colleges and universities again showed engineering faculty earning the highest average salary (\$90,361; Table 13). Business, management, and marketing faculty salaries followed engineering (\$87,898). English language and literature/letters was the lowest-paid academic specialty in public institutions (\$56,177).

Collective Bargaining

Faculty members working in institutions with bargaining agreements averaged \$70,718—\$2,264 more

than their colleagues teaching in institutions with no bargaining agreement (\$68,454; Table 13).⁵

Philosophy and religious studies faculty members again this year show the largest salary difference (\$9,128) between those with collective bargaining agreements (\$69,577) and those without (\$60,449). For the second year in a row, salary differentials favored faculty in non-bargaining institutions in four disciplines: \$4,779 in communications technologies; \$2,536 in engineering; \$1,679 in natural resources and conservation; and \$611 in business management and marketing.

Table 11. Percentage Change in Average Salaries for Faculty on 9/10 Month Contracts,¹ by Control and Type from 2004–2005 to 2005–2006

State	Public			State	Public		
	Four-Year ²	Two-Year ³	Independent ⁴		Four-Year ²	Two-Year ³	Independent ⁴
WA	20.8%	1.8%	4.5%	IL	2.8%	2.7%	2.5%
RI	7.2	5.0	2.7	AZ	2.7	2.1	2.1
FL	5.2	2.3	4.1	CA	2.7	2.5	3.6
VT	4.9	+	2.3	NE	2.6	4.1	4.2
CT	4.7	3.6	3.5	OR	2.4	1.9	2.9
VA	4.4	5.1	2.0	NJ	2.3	3.3	3.8
NH	4.2	2.9	6.0	PA	2.1	0.8	3.5
UT	4.2	5.9	4.0	HI	2.0	1.7	2.0
AR	4.0	3.2	2.6	MO	2.0	2.3	2.5
MD	4.0	3.2	3.1	CO	1.7	2.2	3.4
TX	4.0	2.6	3.2	NM	1.7	3.3	6.4
KS	3.9	2.7	3.4	ID	1.5	8.3	-0.8
MT	3.9	1.8	1.6	NY	1.5	1.5	3.8
SC	3.8	3.9	3.7	WI	1.5	1.6	3.5
KY	3.7	2.9	4.6	NC	1.4	4.1	2.4
OK	3.6	3.6	1.1	DE	1.1	5.7	4.9
SD	3.5	1.3	2.5	OH	1.1	3.4	2.0
GA	3.4	0.4	2.5	TN	0.6	4.4	3.3
AK	3.2	14.9	1.7	ND	0.5	2.8	3.9
MN	3.2	3.5	3.3	MS	0.3	2.4	3.5
NV	3.2	1.4	0.1	LA	0.2	0.6	12.9
IN	3.0	1.9	0.7	MA	0.2	-0.2	3.7
MI	3.0	2.4	3.2	ME	0.0	6.5	4.5
AL	2.9	6.4	3.5	WY	-0.6	4.0	+
US	2.9	2.5	3.3	IA	-0.8	2.8	3.0
WV	2.9	2.2	2.3	DC	-2.6	+	2.0

Source: U.S. Department of Education, NCES, IPEDS Salary Survey, 2005–06.

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

² Based on 97.5 percent (591) of the four-year public institution salary universe (606) reporting comparable data in both years.

³ Based on 92.6 percent (972) of the two-year public institution salary universe (1,050) reporting comparable data in both years.

⁴ Based on 77.0 percent (1,047) of the independent institution salary universe (1,360) reporting comparable data in both years. + Indicates no institutions in this category.

* Indicates no institutions in this category.

Tenure

The percentage of full-time faculty with tenure steadily decreased over the past five years across all sectors (Table 15). Full-time faculty at independent institutions saw the greatest decline in tenure—from 42.6 percent in Fall 2001 to 38.6 percent in Fall 2005. Fewer women have tenure, especially at public four-year and independent institutions. When disaggregated by race/ethnicity, White, non-Hispanic and Asian/Pacific Islander full-time faculty were the most likely to have tenure at public two- and four-year

institutions. The percentage of tenured faculty declined by gender and by race/ethnicity between 2001 and 2005. American Indian/Alaska Natives, Asian/Pacific Islanders, and Hispanics at public two-year institutions—the only exceptions—showed a small increase in the percentage of faculty members with tenure during this period.

The percentage of faculty members on tenure-track also declined over the past five years, though the percentage of tenure-track female faculty members continued to increase. Only two groups—

Table 12. Average Salaries¹ and Difference in Salaries for Faculty in Land-Grant Universities,² by Discipline, 2004–2005 to 2005–2006

	Average Salary		Difference	
	2004–2005	2005–2006	(\$)	(%)
Law and Legal Studies	\$122,477	\$125,046	\$2,569	2.1%
Business Management & Administrative Services	106,871	111,301	4,430	4.1
Engineering	92,967	96,067	3,100	3.3
Computer and Information Sciences	92,545	95,487	2,942	3.2
Physical Sciences	83,756	86,108	2,352	2.8
Health Professions & Related Sciences	82,994	84,041	1,047	1.3
Social Sciences & History	79,061	82,204	3,143	4.0
Biological Sciences/Life Sciences	79,706	81,536	1,830	2.3
All Fields	79,557	81,534	1,977	2.5
Mathematics	77,544	80,283	2,739	3.5
Multi/Interdisciplinary Studies	78,198	79,407	1,209	1.5
Psychology	75,790	78,965	3,175	4.2
Agriculture Business & Production	73,516	76,480	2,964	4.0
Public Administration & Services	74,523	75,411	888	1.2
Conservation & Renewable Natural Resources	71,537	73,129	1,592	2.2
Area, Ethnic, & Cultural Studies	68,356	71,314	2,958	4.3
Philosophy & Religion	68,517	70,916	2,399	3.5
Engineering-related Technologies	66,824	69,835	3,011	4.5
Architecture & Related Programs	67,742	69,733	1,991	2.9
Home Economics	67,029	69,105	2,076	3.1
Library Science	65,989	68,012	2,023	3.1
Protective Services	63,809	67,909	4,100	6.4
English Language & Literature/Letters	65,515	66,794	1,279	2.0
Education	64,385	66,507	2,122	3.3
Communications	64,110	66,215	2,105	3.3
Parks, Recreation, Leisure, & Fitness Studies	63,103	65,755	2,652	4.2
Visual & Performing Arts	61,673	63,709	2,036	3.3
Foreign Languages & Literatures	62,461	63,597	1,136	1.8

Source: Oklahoma State University, Faculty Salary Survey, 2004–05 and 2005–06.

¹ Derived an average based on the answers provided for 2005–06.

² Ranked in descending order according to 2005–06 salary.

Asian/Pacific Islander and Hispanic faculty members at public four-year institutions—showed an increase in the percentage of tenure-track faculty members during that period. The percentage of “race/ethnicity unknown” and “non-resident alien tenure-track” faculty members significantly increased—perhaps the result of an influx of foreign-born faculty.

Most public four-year and independent institutions saw small declines in the percentage of faculty members not on tenure track, while the percentage of full-time faculty not on a tenure track at public two-year

institutions increased three percentage points, from 39.8 in 2001 to 42.6 in 2005. The percentage of women faculty members at public two-year institutions who were off the tenure track also increased—from 40.8 percent in 2001 to 43.7 percent in 2005.

The declining percentage of tenured/tenure track faculty members coincides with the increased employment of part-time faculty. A 2005 report urged institutions to diversify their tenure options and become more responsive to the evolving needs of their faculty.⁶

Table 13. Average Salaries and Salary Difference, by Bargaining Status and Discipline, Full-Time Faculty in Public Four-Year Institutions,¹ 2005–2006

Discipline	All	Average Salaries		Difference (CB-NCB)
		Collective Bargaining (CB)	Non-Collective Bargaining (NCB)	
Philosophy and Religious Studies	\$64,083	\$69,577	\$60,449	\$9,128
English Language and Literature/Letters	56,177	61,063	53,491	7,572
Visual and Performing Arts	57,568	62,351	55,163	7,188
Education	60,497	64,340	58,013	6,327
Mathematics and Statistics	64,564	68,747	62,451	6,296
Psychology	66,418	70,155	64,227	5,928
Parks, Recreation, Leisure and Fitness Studies	57,077	60,860	55,016	5,844
History General	62,244	66,064	60,312	5,752
Security and Protective Services	59,876	63,313	57,629	5,684
Agriculture, Agriculture Operations, and Related Sciences	71,352	75,286	69,926	5,360
Communication, Journalism and Related Services	58,704	61,898	56,965	4,933
Multi/Interdisciplinary Studies	67,886	71,434	66,778	4,656
Foreign Languages, Literatures, and Linguistics	57,895	60,543	56,444	4,099
Social Sciences	67,168	69,057	65,995	3,062
Area, Ethnic, Cultural, and Gender Studies	66,831	68,229	65,420	2,809
Physical Sciences	71,549	73,249	70,635	2,614
Biological and Biomedical Sciences	70,404	72,103	69,526	2,577
Engineering Technologies/Technicians	63,796	65,465	62,927	2,538
Library Science	60,397	61,471	59,000	2,471
ALL DISCIPLINES COMBINED	69,223	70,718	68,454	2,264
Architecture and Related Services	67,615	69,048	67,132	1,916
Family and Consumer Sciences/Human Sciences	59,664	60,935	59,225	1,710
Liberal Arts and Sciences, General Studies and Humanities	57,965	59,069	57,414	1,655
Computer and Information Sciences and Support Services	80,729	81,671	80,212	1,459
Public Administration and Social Service Professions	63,925	64,809	63,444	1,365
Business, Management, Marketing, and Related Support Services	87,898	87,485	88,096	-611
Natural Resources and Conservation	70,220	69,101	70,780	-1,679
Engineering	90,361	88,668	91,204	-2,536
Communications Technologies/Technicians and Support Services	61,643	59,069	63,848	-4,779

Source: College and University Professional Association, Faculty Salary Survey in Public Institutions, 2005-2006.

¹Sorted 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,¹ by Control and Discipline, 2005–2006

Discipline	Average Salaries		Difference: (P-I)
	Public Institutions (P)	Independent Institutions (I)	
Agriculture, Agriculture Operations, and Related Sciences	\$71,352	\$53,165	\$18,187
Library Science	60,397	50,906	9,491
Computer and Information Sciences and Support Services	80,729	73,145	7,584
Multi/Interdisciplinary Studies	67,886	60,452	7,434
Natural Resources and Conservation	70,220	62,915	7,305
Business, Management, Marketing, and Related Support Services	87,898	82,482	5,416
Engineering	90,361	85,941	4,420
Physical Sciences	71,549	67,245	4,304
Education	60,497	57,253	3,244
Psychology	66,418	63,928	2,490
Biological and Biomedical Sciences	70,404	67,977	2,427
Security and Protective Services	59,876	58,358	1,518
Parks, Recreation, Leisure and Fitness Studies	57,077	55,570	1,507
Public Administration and Social Service Professions	63,925	62,957	968
Mathematics and Statistics	64,564	63,683	881
All Disciplines Combined	69,223	68,371	852
Communication, Journalism and Related Services	58,704	57,885	819
Architecture and Related Services	67,615	67,046	569
Philosophy and Religious Studies	64,083	63,636	447
Liberal Arts and Sciences, General Studies and Humanities	57,965	58,952	-987
Engineering Technologies/Technicians	63,796	65,139	-1,343
Visual and Performing Arts	57,568	59,554	-1,986
History General	62,244	64,645	-2,401
Foreign Languages, Literatures, and Linguistics	57,895	60,759	-2,864
Social Sciences	67,168	70,308	-3,140
Area, Ethnic, Cultural, and Gender Studies	66,831	70,247	-3,416
Communications Technologies/Technicians and Support Services	61,643	65,152	-3,509
English Language and Literature/Letters	56,177	60,336	-4,159
Family and Consumer Sciences/Human Sciences	59,664	64,167	-4,503
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 Professional Association, Faculty Salary Survey in Public Institutions, 2005–2006.

¹Sorted 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. Percentage of Full-Time Faculty with Tenure by Institutional Type, Gender, and Race/Ethnicity: Fall 2001, Fall 2003, and Fall 2005

	2001			2003			2005		
	Public Two-Year	Public Four-Year	Independent	Public Two-Year	Public Four-Year	Independent	Public Two-Year	Public Four-Year	Independent
Men	45.9%	56.7%	48.3%	45.8%	57.3%	46.6%	44.0%	54.0%	43.9%
Women	41.6	38.0	32.7	40.8	39.1	31.9	39.4	36.5	30.1
Black non-Hispanic	42.3	44.9	31.3	40.5	45.4	30.3	38.0	42.6	29.3
American Indian or Alaska Native	40.9	44.1	28.3	41.4	43.5	26.5	41.3	39.7	25.0
Asian or Pacific Islander	51.4	46.2	35.6	54.1	47.9	33.0	52.7	43.6	30.3
Hispanic	48.0	44.3	30.5	50.0	44.7	30.1	48.9	41.7	28.6
White non-Hispanic	43.1	53.5	45.8	42.7	54.1	44.6	41.1	51.3	43.0
Race/ethnicity unknown & NRA ¹	53.2	11.4	11.8	37.2	11.1	8.5	37.2	11.1	8.5
Total	43.7	50.0	42.6	43.2	50.7	41.1	41.6	47.3	38.6

Source: U.S. Department of Education, NCES, IPEDS, Fall Staff Survey, 2001, 2003, and 2005.

¹NRA=non-resident alien.

Note: Data limited to respondents in the 2005–06 data set.

Table 16. Percentage of Full-Time Faculty on Tenure-Track by Institutional Type, Gender, and Race/Ethnicity: Fall 2001, Fall 2003, and Fall 2005

	2001			2003			2005		
	Public Two-Year	Public Four-Year	Independent	Public Two-Year	Public Four-Year	Independent	Public Two-Year	Public Four-Year	Independent
Men	15.3%	18.8%	21.0%	14.0%	19.6%	20.4%	14.0%	19.4%	19.1%
Women	17.7	24.8	26.2	16.5	25.3	24.7	16.3	23.9	23.2
Black non-Hispanic	16.9	28.1	30.7	15.5	26.9	28.0	14.8	26.9	27.4
American Indian or Alaska Native	14.9	29.1	26.1	12.2	25.7	24.2	12.3	24.2	20.2
Asian or Pacific Islander	24.3	22.6	28.1	21.8	26.0	25.7	21.6	24.7	25.5
Hispanic	23.2	25.5	26.0	20.1	27.6	25.4	20.3	26.0	23.7
White non-Hispanic	15.7	19.5	21.5	14.2	19.7	20.7	13.8	18.9	19.5
Race/ethnicity unknown & NRA ¹	22.9	29.6	31.0	36.3	37.4	30.9	44.2	35.9	23.7
Total	16.5	20.9	22.9	15.3	21.7	22.0	15.2	21.1	20.7

Source: U.S. Department of Education, NCES, IPEDS, Fall Staff Survey, 2001, 2003, and 2005.

¹NRA=non-resident alien.

Note: Data limited to respondents in the 2005–06 data set.

Table 17. Percentage of Full-Time Faculty with No Tenure by Institutional Type, Gender, and Race/Ethnicity: Fall 2001, Fall 2003, and Fall 2005

	2001			2003			2005		
	Public Two-Year	Public Four-Year	Independent	Public Two-Year	Public Four-Year	Independent	Public Two-Year	Public Four-Year	Independent
Men	38.8%	24.5%	30.7%	41.3%	23.8%	30.4%	41.3%	23.8%	30.4%
Women	40.8	37.3	41.2	43.7	35.9	40.5	43.7	35.9	40.5
Black non-Hispanic	40.8	27.0	38.0	45.8	27.7	39.9	45.8	27.7	39.9
American Indian or Alaska Native	44.2	26.8	45.6	46.0	34.3	49.3	46.0	34.3	49.3
Asian or Pacific Islander	24.3	31.2	36.4	25.4	25.5	34.7	25.4	25.5	34.7
Hispanic	28.8	30.2	43.5	30.4	28.7	39.9	30.4	28.7	39.9
White non-Hispanic	41.2	27.0	32.7	44.5	27.3	33.4	44.5	27.3	33.4
Race/ethnicity unknown & NRA ¹	23.9	59.0	57.2	18.4	45.2	37.7	18.4	45.2	37.7
Total	39.8	29.1	34.5	42.6	28.4	34.3	42.6	28.4	34.3

Source: U.S. Department of Education, NCES, IPEDS, Fall Staff Survey, 2001, 2003, and 2005.

¹NRA=non-resident alien.

Note: Data limited to respondents in the 2005–06 data set.

CONCLUSION

Several key findings remain consistent over the past eight years:

- Average faculty salaries were higher at independents than at publics. 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 and independent institutions.
- Average faculty salaries continue to be higher in states that permit collective bargaining.
- Average faculty salary increased (in constant dollars) from its prior peak (1972–73), but showed a one-year decrease in faculty purchasing power of 0.8 percent. For a fifth year in a row, two faculty ranks—professor and instructor—showed an increase in purchasing power since 1972–73.

NOTES

¹ Lee, 1995.

² Clery and Topper, 2005.

³ 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.

⁴ Allen, 1998.

⁵ Salaries by academic specialty are in current dollars.

⁶ American Council on Education, 2005.

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