

Faculty Salaries: 2006–2007

By Suzanne B. Clery and Barry L. Christopher

Suzanne B. Clery is a senior research associate at JBL Associates, Inc. Located in Bethesda, Maryland, JBL Associates is a consulting firm specializing in postsecondary education policy issues. She has worked extensively with higher education data and issues for over 15 years. Clery has completed statistical analyses and reports for many clients including the National Education Association, the U.S. Department of Education, the Massachusetts State College Association, the Washington State Higher Education Coordinating Board, and the American Association of State Colleges and Universities.

Barry L. Christopher is a research associate at JBL Associates, Inc. He has worked in the higher education sector for the past 18 years. During that time, he has assisted in the planning and implementation of research projects, and the writing of reports and data analyses, for the National Education Association, the National Center for Education Statistics, and the Career College Association.

The national average salary in 2006–07 for faculty members on 9/10-month contracts was \$68,514, up 3.6 percent from 2005–06 (Table 1)—3.7 percent in public institutions and 3.3 percent in independent institutions. Faculty purchasing power was 4.0 percent greater than the prior peak (1972–73) when the average faculty salary in constant 2006–07 dollars was \$65,899. 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 \$34,034 in 1972–73 to around \$27,000 in the early 1980s (all salaries corrected for inflation). This difference rose throughout the 1980s and 1990s, and was \$37,719 in 2006–07 (\$94,825 compared to \$57,106).

Some additional highlights:

- Among public four-year institutions, New Jersey faculty members on 9/10-month contracts received the highest average salaries in 2006–07 (\$86,547). Among public two-year institutions, California faculty members were the highest-paid (\$76,114), (Table 11). For the sixth year in a row, faculty members in Massachusetts received the highest average salaries at independent institutions—\$91,918.
- The salary gap between independent and public institutions widened to a ten percent differential (\$6,900) during 2006–07 (derived from Table 3).
- The gender wage gap increased by 2.3 percent in public institutions between 2005–06 and 2006–07, a continuation of the 3.4 percent wage gap increase in the previous year (Table 9). The gap decreased by approximately one percent at independent institutions.

- Faculty members at institutions with bargaining agreements earned \$67,855—\$3,275 more than their colleagues at institutions without bargaining agreements (\$64,580, Table 15).
- Among university faculty members, law and legal studies faculty continued to have the highest average salaries at \$130,224 (Table 13). Business, management, and marketing faculty members rose to the top in public four-year institutions, where professional programs were excluded (\$84,236, Table 14), followed closely by faculty members in engineering (\$83,904).
- *Office of Institutional Research at Oklahoma State University (OSU), Faculty Salary Data.* OSU reported faculty salaries for 108 public land grant universities, also by academic specialty.

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 2006–07 salary data from 4,236 degree-granting colleges and universities as part of IPEDS, an annual data collection on higher education. NCES excluded part-time faculty, faculty members paid by a religious order, and non-teaching faculty members. The 2006–07 NEA analysis also excluded 1,204 seminaries, religious training institutions, and for-profit colleges, leaving 3,032 institutions and 529,297 full-time faculty members. We used an early release version 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—87 percent of all full-time faculty members.
- *College and University Personnel Association (CUPA).* CUPA reported average salaries in 331 public colleges and universities, by academic specialty and by collective bargaining status.

HISTORICAL PERSPECTIVE

Average salaries for faculty members on 9/10-month contracts, uncorrected for inflation, have increased 395 percent since 1972–73, the previous high point (Table 1). Corrected for inflation, faculty purchasing power increased 4.0 percent during that period. The average salary for faculty members in 2006–07 (\$68,514) represents a \$2,615 constant dollar increase over 1972–73 (\$65,899). After two years of purchasing power declines, when salaries decreased from \$68,894 in 2003–04 to \$67,682 in 2005–06, the purchasing power of faculty members increased over the past year by 1.2 percent.

Even though purchasing power has generally increased since 1972–73, faculty members in some ranks have experienced declines in purchasing power over the past three decades. Lecturers and faculty with no rank showed the sharpest declines (14.3 and 13.6 percent, respectively; Table 2). Part of this change may reflect altered definitions for these ranks. Associate and assistant professors saw smaller declines of 1.8 and 0.2 percent, respectively. Full professors and instructors continue to be the only ranks with increases in purchasing power (3.9 and 4.4 percent, respectively) since 1972–73.

The difference between the inflation-corrected salaries of full professors and assistant professors fell from \$33,034 in 1972–73 to about \$27,000 in the early 1980s.¹ The difference began to increase from the mid-1980s through the 1990s. By 2006–07, full professors averaged \$94,825 and assistant professors averaged \$57,106—a difference of \$37,719.

2006–07 IPEDS SALARY DATA

The earnings of an average faculty member increased in constant dollars over the previous year: faculty members earned \$832 more in

2006–07 than in 2005–06 (\$68,514 vs. \$67,682, Table 1), adding to the cumulative increase in purchasing power since 1972–73.

Institutional Characteristics

Faculty on 9/10-month contracts continued to earn higher salaries at independent institutions than at public institutions (\$73,405 vs. \$66,505, Table 3). The salary disparity between public and independent faculty members remained steady compared to 2005–06. Faculty in independent institutions earned \$6,900 more than those in public institutions; last year's difference was \$6,908.

Universities showed the greatest disparity in average salaries. Faculty salaries at public universities averaged 87 percent of salaries at independent institutions (\$74,169 vs. \$85,311, Table 4). The \$11,142 gap represents an increase of 20 percent since 1994–95, when the salary difference was \$9,288, calculated in today's dollars. This large salary gap hit its peak in 2003–04, when it was \$12,332. The gap then decreased modestly between 2003–04 and 2006–07, a period when public university faculty salaries (in constant dollars) increased at a faster rate than did salaries at independent universities.

Salaries for faculty members on 9/10-month contracts varied more among independent colleges and universities than in the public sector. Average salaries in independent institutions ranged from \$42,079 in two-year colleges to \$85,311 in universities, a \$43,232 difference (Table 3). Average faculty salaries in public institutions ranged from \$57,458 in community colleges to \$74,169 in universities, a \$16,711 difference. The difference between the highest and lowest-paying institutions increased by 2.6 percent in public and declined by 1.3 percent in independent institutions between 2005–06 and 2006–07.

Approximately 71 percent of faculty members on 9/10-month contracts taught in public institutions. The distribution of all faculty members among the public institutional types was 35 percent in universities, 21 percent in

community colleges, 12 percent in comprehensive colleges, and two percent in baccalaureate colleges (derived from Table 5).

The remaining 29 percent of faculty members on 9/10-month contracts taught in the independent sector, with 16 percent at universities, and 13 percent at baccalaureate and comprehensive colleges combined. Independent two-year institutions accounted for less than one percent of all faculty members.

Change from 2005–06

Average salaries for faculty members on 9/10-month contracts increased 3.6 percent between 2005–06 and 2006–07 (Table 6).² These increases were not uniformly distributed across institutional type and control categories. In 2006–07, faculty members at independent institutions averaged \$73,405, ten percent more than the \$66,505 paid to faculty at public institutions (Table 3). The annual salary gains reflected this difference—3.3 percent at independents and 3.7 percent at publics (Table 6). The two smallest groups—faculty members teaching at independent associate institutions and public baccalaureate institutions—received the largest average salary increases (6.5 percent and 4.0 percent, respectively).

Academic Rank

Not surprisingly, academic rank and salary remained closely related. Professors—27 percent of faculty members—earned the highest average salary (\$90,547) (Table 3). Associate professors—23 percent of faculty—earned \$66,464, just under three-fourths as much as professors. The average salary of assistant professors—24 percent of faculty—was \$56,466. Instructors, faculty with no rank, and lecturers combined represent just over one quarter of the faculty—14, seven, and five percent, respectively. As a group, they earned the least. At institutions with a tenure system, 94 percent of instructors and 71 percent of lecturers were not on tenure track, according to the 2004 National Study of Postsecondary Faculty (NSOPF). The

Table 1. Average Salaries and Percent Change in Salaries for Full-Time Faculty on 9/10 Month Contracts, by Academic Year, 1972–73 to 2006–07

Academic year	Current dollars		Constant dollars	
	Average	Percent change	Average	Percent change
1972–73	\$13,850	—	\$65,899	—
1975–76	16,634	20.1	61,093	-7.3
1979–80	21,367	28.5	56,060	-8.2
1980–81	23,302	9.1	54,791	-2.3
1981–82	25,449	9.2	55,081	0.5
1982–83	27,196	6.9	56,438	2.5
1984–85	30,447	12.0	58,634	3.9
1985–86	32,392	6.4	60,631	3.4
1987–88	35,901	10.8	63,124	4.1
1989–90	39,786	10.8	63,822	1.1
1990–91	42,335	6.4	64,390	0.9
1991–92	43,703	3.2	64,407	0.0
1992–93	44,843	2.6	64,085	-0.5
1993–94	46,364	3.4	64,586	0.8
1994–95	47,974	3.5	64,967	0.6
1995–96	49,237	2.6	64,911	-0.1
1996–97	50,996	3.6	65,365	0.7
1997–98	52,481	2.9	66,189	1.3
1998–99	54,303	3.5	67,330	1.7
1999–00	56,022	3.2	67,609	0.4
2001–02	59,939	7.0	68,588	1.4
2002–03	61,501	2.6	68,908	0.5
2003–04	62,775	2.1	68,894	0.0
2004–05	64,179	2.2	68,212	-1.0
2005–06	66,123	3.0	67,682	-0.8
2006–07	68,514	3.6	68,514	1.2
Change from 1972–73 to 2006–07	54,664	394.7	2,615	4.0

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary survey data file, various years.

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

Table 2. Average Salaries and Change in Purchasing Power since 1972–73 for Full-Time Faculty on 9/10 Month Contracts, by Rank

	Average salary			Change in purchasing power	
	1972–73, Current dollars	1972–73, Constant dollars	2006–07	Dollars	Percent
Professor	\$19,182	\$91,269	\$94,825	\$3,556	3.9%
Associate	14,572	69,335	68,077	-1,258	-1.8
Assistant	12,029	57,235	57,106	-129	-0.2
Instructor	10,737	51,087	53,354	2,267	4.4
Lecturer	11,637	55,370	47,455	-7,915	-14.3
No Rank	12,676	60,313	52,123	-8,190	-13.6
Total	13,850	65,889	68,514	2,625	4.0

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary survey data file, various years.

number of these contingent faculty members has been growing, and instructors and lecturers historically have the lowest salaries of all faculty ranks.

Faculty members with no rank, mostly located at community colleges, earned \$53,011, and have experienced losses in actual salaries and purchasing power in recent years. A \$2,442 average salary increase since 2005–06 recovered some of these losses. But the purchasing power of faculty members with no rank decreased over the past decade, while all other faculty ranks gained purchasing power over the same time period.

Contract Length

The salary advantage or disadvantage associated with 11/12-month contracts varied by the size and type of institution, and by mission and resources. Faculty members on longer contracts may undertake additional research, and have greater 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 having full-time administrators. But faculty members at these colleges tend to have lower average salaries than regular faculty in larger, better-funded institutions.

Most faculty members at public and independent institutions had 9/10-month contracts in 2006–07. Only 13 percent of faculty members (69,000) had 11/12-month contracts (derived from Tables 5 and 7).

Public institutions employed 69 percent of 11/12-month faculty members on annual contracts. A larger proportion (43 percent) of 11/12-month faculty taught at public doctoral universities than did 9/10-month faculty (35 percent).

Faculty members on 11/12-month contracts at public institutions earned an average of 23 percent more than colleagues on 9/10-month contracts (derived from Tables 3 and 8). The differential was 25 percent at public doctoral universities and 29 percent at public baccalaureate institutions; the salary difference was only five percent (\$2,564) at community colleges.

The salary differences between faculty on 9/10-month and 11/12-month contracts at

Table 3. Average Salaries for Faculty on 9/10 Month Contracts,¹ by Institutional Type and Control, and Rank, 2006–07

Offering Level	Rank	Control		Average
		Public	Independent	
AA	Professor	\$ 67,552	\$ 50,518*	\$ 67,438
	Associate	56,469	45,126	56,285
	Assistant	50,054	39,239	49,896
	Instructor	60,017	39,811	59,894
	Lecturer	47,558	36,838*	47,468
	No Rank	51,872	41,273	51,800
	Average	57,458	42,079	57,331
BA	Professor	73,996	79,264	77,677
	Associate	61,623	59,837	60,352
	Assistant	51,717	49,365	50,068
	Instructor	44,549	39,108	41,901
	Lecturer	45,790	48,732	47,324
	No Rank	51,562	48,703	50,465
	Average	57,747	59,794	59,100
BA+	Professor	79,632	75,264	77,762
	Associate	63,375	60,160	61,940
	Assistant	53,625	50,235	52,168
	Instructor	40,775	41,470	41,028
	Lecturer	44,809	45,666	44,970
	No Rank	49,500	55,754	53,908
	Average	61,745	59,724	60,890
Doctoral	Professor	101,360	119,384	107,247
	Associate	71,686	77,379	73,418
	Assistant	60,796	64,276	61,842
	Instructor	41,457	46,937	42,784
	Lecturer	46,420	53,150	48,191
	No Rank	47,263	60,242	53,479
	Average	74,169	85,311	77,600
Average	Professor	86,623	99,469	90,547
	Associate	65,376	69,293	66,464
	Assistant	56,056	57,599	56,466
	Instructor	47,010	44,052	46,029
	Lecturer	46,466	50,100	47,300
	No Rank	49,166	57,030	53,011
	Average	66,505	73,405	68,514

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary survey data file, 2006–07.

¹ Based on 100 percent of NEA's faculty salary universe (3,032 institutions)

* Indicates less than 100 faculty.

Table 4. Average Salaries for University Faculty on 9/10 Month Contracts in Constant 2006–07 Dollars, 1994–95 to 2006–07

Year	Public (P)	Independent (I)	Difference (I-P)
1994–95	\$68,071	\$77,359	\$ 9,288
1995–96	68,131	78,155	10,023
1996–97	69,216	78,792	9,576
1997–98	70,054	80,384	10,330
1998–99	70,807	81,529	10,722
1999–00	71,011	81,200	10,190
2001–02	74,750	85,911	11,161
2002–03	74,771	85,908	11,137
2003–04	74,306	86,639	12,332
2004–05	74,025	85,863	11,838
2005–06	73,375	84,927	11,552
2006–07	74,169	85,311	11,142

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

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

independent institutions were smaller. Faculty members on 11/12-month contracts at independent institutions earned \$401 more than their counterparts on 9/10-month contracts. The salary differential favored faculty members on 11/12-month contracts at independent two-year institutions by 16 percent, but 11/12-month faculty at baccalaureate and comprehensive institutions earned 5.6 and 2.9 percent less than their 9/10-month counterparts.

Faculty members on 9/10-month contracts at independent institutions earned more than their colleagues at public institutions, but the reverse was true for faculty members on 11/12-month contracts. These colleagues earned \$8,003 less than faculty at public institutions (\$73,806 vs. \$81,809) (Table 8). Faculty on 11/12-month contracts at baccalaureate and comprehensive institutions showed the greatest salary disparities, earning \$17,825 and \$17,426 less, respectively, than their counterparts at public institutions.

Salary by Gender

Male faculty members continued to earn more than females in 2006–07 at nearly every institutional type (Table 9). The gap continued to widen this year at public institutions, as it has since 2003–04. The salary gender gap at public institutions was \$11,990 in 2006–07, a \$264 increase over 2005–06. The gender gap widened by \$135 to \$15,396 at independent institutions. Men earned more in all but three academic ranks and levels at public institutions and at all independent institutions except independent two-year colleges—a small share of faculty.

Why do female faculty members consistently earn less than their male counterparts? One reason is that larger proportions of women teach in lower academic ranks. Women held 58 percent of the instructor and 56 percent of the lecturer positions, but only 32 percent of the professor and 43 percent of the associate positions (Table 10). These percentages are relatively unchanged from previous years.

Table 5. Number of Full-Time Faculty on 9/10 Month Contracts¹ by Institutional Type and Control, and Rank, 2006–07

Offering Level	Rank	Control		Total
		Public	Independent	
AA	Professor	12,766	86	12,852
	Associate	9,051	149	9,200
	Assistant	10,895	162	11,057
	Instructor	40,268	246	40,514
	Lecturer	588	5	593
	No Rank	24,422	168	24,590
	Total	97,990	816	98,806
BA	Professor	2,446	5,672	8,118
	Associate	2,181	5,389	7,570
	Assistant	2,747	6,446	9,193
	Instructor	1,740	1,650	3,390
	Lecturer	290	316	606
	No Rank	842	524	1,366
	Total	10,246	19,997	30,243
BA+	Professor	15,602	11,675	27,277
	Associate	14,405	11,613	26,018
	Assistant	17,212	12,967	30,179
	Instructor	4,365	2,500	6,865
	Lecturer	3,786	878	4,664
	No Rank	580	1,385	1,965
	Total	55,950	41,018	96,968
Doctoral	Professor	51,855	25,150	77,005
	Associate	42,563	18,603	61,166
	Assistant	43,331	18,623	61,954
	Instructor	10,144	3,242	13,386
	Lecturer	11,670	4,167	15,837
	No Rank	2,570	2,362	4,932
	Total	162,133	72,147	234,280
Total	Professor	82,669	42,583	125,252
	Associate	68,200	35,754	103,954
	Assistant	74,185	38,198	112,383
	Instructor	56,517	7,638	64,155
	Lecturer	16,334	5,366	21,700
	No Rank	28,414	4,439	32,853
	Total	326,319	133,978	460,297

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary survey data file, 2006–07.

¹ Based on 100 percent of NEA's faculty salary universe (3,032 institutions).

Table 6. Percent Change in Faculty Salaries for Faculty on 9/10 Month Contracts, by Institutional Type and Control, and Rank,¹ 2005–06 to 2006–07

Offering Level	Rank	Control		Average
		Public	Independent	
AA	Professor	2.8%	5.7%*	2.9%
	Associate	2.8	5.9	2.9
	Assistant	3.3	9.3	3.4
	Instructor	4.8	8.0	4.9
	Lecturer	4.7	-5.3*	4.6
	No Rank	2.7	4.0	2.7
	Average	3.7	6.5	3.7
BA	Professor	4.4	3.8	3.9
	Associate	4.5	3.2	3.5
	Assistant	4.4	3.0	3.5
	Instructor	4.4	2.8	3.6
	Lecturer	5.0	4.9	4.9
	No Rank	-0.2	8.2	2.9
	Average	4.0	3.3	3.5
BA+	Professor	3.7	3.4	3.6
	Associate	3.8	3.0	3.5
	Assistant	4.0	3.3	3.7
	Instructor	2.9	5.3	3.8
	Lecturer	2.8	9.3	3.9
	No Rank	1.9	2.7	2.1
	Average	3.4	3.4	3.4
Doctoral	Professor	4.5	3.8	4.3
	Associate	4.0	3.6	3.8
	Assistant	4.2	2.8	3.7
	Instructor	4.4	5.4	4.7
	Lecturer	3.3	3.5	3.3
	No Rank	4.2	9.1	7.6
	Average	3.8	3.3	3.7
Average	Professor	3.9	3.7	3.8
	Associate	3.6	3.4	3.5
	Assistant	3.9	3.0	3.6
	Instructor	4.3	5.0	4.5
	Lecturer	3.7	5.4	3.8
	No Rank	3.2	7.0	5.1
	Average	3.7	3.3	3.6

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary survey data file, 2006–07.

¹ Based on 98.5 percent of NEA's faculty salary universe (2,986 institutions).

* Indicates less than 100 faculty.

Table 7. Number of Full-Time Faculty on 11/12 Month Contracts, by Institutional Type and Control, and Rank,¹ 2006–07

Offering Level	Rank	Control		Total
		Public	Independent	
AA	Professor	1,565	22	1,587
	Associate	898	43	941
	Assistant	887	96	983
	Instructor	6,343	702	7,045
	Lecturer	49	3	52
	No Rank	4,081	77	4,158
	Total	13,823	943	14,766
BA	Professor	201	454	655
	Associate	162	491	653
	Assistant	162	470	632
	Instructor	221	456	677
	Lecturer	34	50	84
	No Rank	110	579	689
	Total	890	2,500	3,390
BA+	Professor	1,096	1,277	2,373
	Associate	793	1,358	2,151
	Assistant	676	1,700	2,376
	Instructor	291	958	1,249
	Lecturer	239	48	287
	No Rank	176	555	731
	Total	3,271	5,896	9,167
Doctoral	Professor	10,597	3,219	13,816
	Associate	6,779	2,963	9,742
	Assistant	6,543	3,354	9,897
	Instructor	2,239	946	3,185
	Lecturer	1,635	370	2,005
	No Rank	1,596	1,436	3,032
	Total	29,389	12,288	41,677
Total	Professor	13,459	4,972	18,431
	Associate	8,632	4,855	13,487
	Assistant	8,268	5,620	13,888
	Instructor	9,094	3,062	12,156
	Lecturer	1,957	471	2,428
	No Rank	5,963	2,647	8,610
	Total	47,373	21,627	69,000

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary survey data file, 2006–07.

¹ Based on 100 percent of NEA's faculty salary universe (3,032 institutions).

Table 8. Average Salaries for Faculty on 11/12 Month Contracts, by Institutional Type and Control, and Rank,¹ 2006–07

Offering Level	Rank	Control		Average
		Public	Independent	
AA	Professor	\$71,531*	\$43,507*	\$71,142*
	Associate	63,433*	47,017*	62,683*
	Assistant	55,527	51,218*	55,106*
	Instructor	59,908	49,541	58,875
	Lecturer	48,639*	37,133*	47,976*
	No Rank	56,149	41,324*	55,875
	Average	60,022	48,746	59,302
BA	Professor	100,718	64,220	75,420
	Associate	80,819	60,381*	65,451
	Assistant	70,753	53,337	57,801
	Instructor	56,581	42,592	47,159
	Lecturer	63,943*	58,550*	60,733*
	No Rank	61,495	60,949	61,036
	Average	74,429	56,604	61,284
BA+	Professor	95,773	70,128	81,973
	Associate	78,333	61,675	67,816
	Assistant	62,671	55,009	57,189
	Instructor	51,085	43,835	45,524
	Lecturer	56,166*	45,909*	54,451*
	No Rank	51,373	55,968	54,862
	Average	75,445	58,019	64,237
Doctoral	Professor	123,829	120,315	123,010
	Associate	90,795	85,877	89,299
	Assistant	74,980	71,994	73,968
	Instructor	54,834	55,659	55,079
	Lecturer	60,281*	66,727*	61,471*
	No Rank	58,395	73,871	65,725
	Average	92,989	86,803	91,165
Average	Professor	106,197	96,799	104,120
	Associate	81,763	74,637	79,578
	Assistant	68,374	64,301	66,908
	Instructor	56,088	50,658	54,233
	Lecturer	56,669*	58,816*	57,614*
	No Rank	57,313	66,077	61,943
	Average	81,809	73,806	79,301

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary survey data file, 2006–07.

¹ Based on 100 percent of NEA's faculty salary universe (3,032 institutions).

* Indicates less than 100 faculty.

The growing gap between salaries in different types of institutions also contributed to the differential. Women made up 53 percent of faculty in two-year institutions, but only 38 percent of university faculty, who experienced 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 higher-paying fields, such as engineering.³

Salaries by State

California continued to lead all states in average public two-year faculty salaries in 2006–07 (\$76,114, Table 11). Alaska reported the second highest public two-year salary (\$72,865), just ahead of Michigan. New Jersey and Delaware reported the highest average salaries (\$86,547 and \$83,758, respectively) for faculty at public four-year institutions. In 2005–06, faculty in California had the second highest-salaries at four-year institutions; in 2006–07 their rank dropped to fifth, with an average salary of \$81,796. The number of states paying an average salary greater than \$80,000 at four-year institutions increased from three in 2005–06 to five in 2006–07. Faculty salaries averaged more than \$70,000 in four-year institutions in 21 states (five more than last year). Salaries for public four-year college faculty averaged over \$60,000 in all but eight states. Idaho (\$55,661) and North Dakota (\$54,564) continued to trail the list.

Salaries in public four-year institutions exceeded those in independent colleges and universities in 31 states. Faculty members at independent institutions in Massachusetts—the perennial leader in this sector—received the highest average salary (\$91,918). North Dakota faculty members continued to earn the lowest average salary at independent institutions (\$41,791).

The gap between faculty salaries at public two- and four-year institutions exceeded \$25,000 in five states—Washington, North Carolina, Iowa, New Hampshire, and Indiana. Washington

showed the highest salary difference (\$31,348), 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 \$10,236 *more* than colleagues in public four-year institutions. Changes in faculty rank, retirement rates, or state funding may 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 Mississippi saw the greatest salary increase among public four-year institutions from 2005–06 to 2006–07 (7.2 percent, Table 12). Oklahoma had the second highest increase in public four-year faculty salaries (7.0 percent). Eleven additional states reported increases of more than 5.0 percent, up from three states in the previous year. Louisiana faculty members led the way at public two-year institutions with an 8.9 percent increase. Average faculty salaries at public two-year institutions increased by 5.0 percent or more in ten other states. Vermont showed the largest salary increases among independent institutions (7.0 percent).

Land-Grant Colleges and Universities

The 108 land-grant universities in the OSU database employed many of the highest-paid faculty members in public higher education; salaries averaged \$84,526 in 2006–07, an increase of \$2,992 (3.7 percent) over last year (Table 13). Law and legal studies led the list; their \$130,224 average salary represents a \$5,178 increase (4.1 percent) over 2005–06. Visual and performing arts and foreign languages and literatures remained the two lowest-paid specialties on the OSU database (\$65,461 and \$65,558, respectively).

Faculty members in health professions and multi/interdisciplinary studies saw the largest one-year increases in average faculty salary (5.0 and 6.0 percent, respectively)—the only disciplines to report average salary increases of 5.0 percent or more. Protective

Table 9. Average Salaries for Men and Women Faculty on 9/10 Month Contracts, by Institutional Type and Control, and Rank,¹ 2006–07

Offering Level	Rank	Control			
		Public		Independent	
		Women	Men	Women	Men
AA	Professor	\$65,421	\$69,606	\$49,633*	\$ 51,636*
	Associate	55,564	57,483	44,653*	45,848*
	Assistant	49,560	50,662	40,571	36,575*
	Instructor	58,667	61,546	41,474	37,422
	Lecturer	48,189	46,662	38,103*	31,775*
	No Rank	50,918	52,968	39,043*	43,784*
	Average	56,120	58,962	42,198	41,906
BA	Professor	70,925	75,712	77,006	80,221
	Associate	59,747	62,841	59,612	60,000
	Assistant	49,818	53,392	49,056	49,654
	Instructor	43,633	45,374	39,205	38,986
	Lecturer	46,073	45,519	48,618	48,893
	No Rank	51,421	51,727	47,849	49,283
	Average	54,799	60,003	56,427	62,225
BA+	Professor	77,641	80,520	72,345	76,551
	Associate	62,310	64,148	59,009	61,030
	Assistant	52,811	54,413	49,542	50,977
	Instructor	40,109	41,802	41,016	42,127
	Lecturer	43,667	46,182	44,134	47,548
	No Rank	48,252	50,923	53,133	58,033
	Average	57,862	64,741	56,023	62,583
Doctoral	Professor	93,158	103,675	109,172	122,317
	Associate	68,503	73,662	73,334	79,885
	Assistant	58,006	63,098	60,982	67,189
	Instructor	41,006	42,176	46,573	47,401
	Lecturer	44,718	48,546	50,009	56,563
	No Rank	44,940	50,192	57,090	63,027
	Average	63,889	80,445	72,429	92,817
Average	Professor	79,683	90,290	91,221	102,839
	Associate	62,447	67,637	66,111	71,474
	Assistant	53,778	58,188	55,084	59,888
	Instructor	47,377	47,065	43,504	44,636
	Lecturer	45,847	47,573	47,712	52,771
	No Rank	47,891	51,061	54,146	59,537
	Average	59,737	71,727	64,135	79,531

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary survey data file, 2006–07.

¹ Based on 100 percent of NEA's faculty salary universe (3,032 institutions).

* Indicates less than 100 faculty.

Table 10. Women Faculty as a Percent of Total Faculty, Faculty on 9/10 Month Contracts, by Institutional Type and Control, and Rank,¹ 2006–07

Offering Level	Rank	Control		Average
		Public	Independent	
AA	Professor	49.1%	55.8%*	49.1%
	Associate	52.9	60.4*	53.0
	Assistant	55.2	66.7	55.3
	Instructor	53.1	58.9	53.1
	Lecturer	58.7	80.0*	58.9
	No Rank	53.4	53.0*	53.4
	Average	52.9	59.3	53.0
BA	Professor	35.9	29.8	31.6
	Associate	39.3	42.1	41.3
	Assistant	46.9	48.2	47.8
	Instructor	47.4	55.6	51.4
	Lecturer	49.0	58.5	54.0
	No Rank	54.0	40.5	48.8
	Average	43.4	41.9	42.4
BA+	Professor	30.8	30.6	30.7
	Associate	42.0	43.0	42.5
	Assistant	49.2	51.7	50.3
	Instructor	60.7	59.1	60.1
	Lecturer	54.6	55.1	54.7
	No Rank	53.3	46.5	48.5
	Average	43.6	43.6	43.6
Doctoral	Professor	22.0	22.3	22.1
	Associate	38.3	38.2	38.3
	Assistant	45.2	46.9	45.7
	Instructor	61.5	56.0	60.2
	Lecturer	55.5	52.1	54.6
	No Rank	55.8	46.9	51.5
	Average	37.9	36.8	37.6
Average	Professor	32.1	26.2	30.4
	Associate	43.3	40.4	42.5
	Assistant	48.9	48.7	48.9
	Instructor	58.4	56.9	58.1
	Lecturer	56.1	54.1	55.5
	No Rank	54.6	45.9	51.1
	Average	43.5	39.8	42.5

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary survey data file, 2006–07.

¹ Based on 100 percent of NEA's faculty salary universe (3,032 institutions).

* Indicates less than 100 faculty.

Table 11. Average Salaries for Faculty on 9/10 Month Contracts¹ in Public Institutions, 2006–07

State	Public			State	Public		
	Four-Year ²	Two-Year ³	Independent ⁴		Four-Year ²	Two-Year ³	Independent ⁴
NJ	\$86,547	\$66,371	\$87,015	IN	\$67,966	\$42,901	\$65,694
DE	83,758	61,852	76,162	KS	66,825	46,308	42,954
CT	83,338	64,740	89,244	NE	66,528	45,663	54,312
WA	81,927	50,579	63,163	CO	66,209	44,582	69,531
CA	81,796	76,114	88,014	AL	66,081	49,467	51,667
AZ	77,243	63,628	50,850	SC	66,001	44,544	52,879
MA	76,905	56,174	91,918	WI	65,241	66,126	58,680
MI	75,205	70,544	58,031	GA	64,564	43,324	66,395
VA	74,723	51,509	59,284	UT	63,204	45,802	81,097
MD	74,519	60,762	74,222	NM	63,062	44,999	64,721
NV	74,268	61,097	59,320	TN	62,640	45,774	62,456
NY	74,243	64,269	82,258	AK	62,629	72,865	47,355
NH	74,202	46,913	73,146	VT	62,444	+	65,948
MN	74,139	57,805	61,736	KY	62,394	48,188	49,849
IA	74,060	46,661	55,005	OK	62,085	45,505	56,810
PA	73,878	55,842	75,356	MO	61,508	50,812	65,596
RI	71,993	57,407	83,151	ME	60,937	51,415	69,846
HI	71,589	57,933	63,275	OR	60,913	56,707	62,441
OH	70,752	54,312	62,342	MS	57,986	45,886	48,322
NC	70,680	43,013	68,921	LA	57,353	44,370	60,963
US	70,388	57,439	73,436	WV	57,119	43,635	44,730
FL	70,234	50,621	65,243	SD	56,877	41,264	54,782
DC	69,938	+	83,659	MT	56,783	39,438	42,731
IL	68,723	61,757	76,621	AR	56,690	41,526	50,914
WY	68,282	47,891	+	ID	55,661	49,217	47,260
TX	68,262	50,573	68,361	ND	54,564	40,469	41,791

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary survey data file, 2006–07.

¹ Ranked in descending order of average salary.

² Based on 97.2 percent of NEA's four-year public institution universe (616 institutions).

³ Based on 94.8 percent of NEA's two-year public institution universe (1,054 institutions).

⁴ Based on 80.0 percent of NEA's independent institution universe (1,363 institutions).

+ Indicates no institutions in this category.

services and engineering-related technologies faculty saw slight drops in salary (0.1 and 0.4 percent, respectively).

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 showed business, management, and marketing faculty earning the highest average salary (\$84,236; Table 14). Engineering faculty had the next highest salary (\$83,904). English language and literature/letters was the lowest-paid academic specialty in public institutions (\$55,930).⁴

Table 12. Percent Change in Average Faculty Salaries for Faculty on 9/10 Month Contracts in Public Institutions,¹ 2005–06 to 2006–07

State	Public			State	Public		
	Four-year ²	Two-year ³	Independent ⁴		Four-year ²	Two-year ³	Independent ⁴
NH	1.1%	7.1%	2.4%	SD	4.3%	1.2%	1.5%
CA	1.5	5.1	4.0	TN	4.3	0.9	3.2
WI	1.6	2.9	3.0	AK	4.4	4.8	0.4
TX	1.8	2.7	3.5	FL	4.4	2.4	4.1
NE	2.1	2.7	4.5	LA	4.4	8.9	-4.6
SC	2.2	2.2	3.7	VA	4.4	5.9	3.0
IL	2.5	2.5	3.8	VT	4.4	+	7.0
KY	2.5	3.7	2.0	CT	4.5	4.1	3.2
IN	2.6	2.6	3.7	NV	4.5	0.4	-4.3
CO	2.7	1.3	3.8	UT	4.5	4.3	1.8
GA	2.7	0.1	4.2	WV	4.7	4.6	2.7
RI	2.7	4.0	3.7	AZ	4.8	2.7	4.1
MI	2.9	1.0	2.5	IA	4.8	3.8	3.5
AR	3.0	3.6	4.2	WA	5.1	3.6	3.1
OH	3.2	2.3	2.8	ME	5.3	4.1	3.2
PA	3.2	1.2	3.2	DC	5.4	+	2.2
KS	3.3	2.1	2.8	ID	5.8	6.4	4.3
MN	3.4	0.4	3.4	WY	5.8	2.7	+
NM	3.5	2.4	4.3	NY	6.1	5.1	3.3
OR	3.5	5.7	4.1	NC	6.6	4.9	4.4
HI	3.6	4.7	1.2	NJ	6.6	1.6	4.5
MO	3.7	2.3	3.8	AL	6.7	5.4	1.9
US	3.7	3.7	3.5	ND	6.7	4.2	4.3
MD	3.9	2.7	2.9	MA	6.9	6.9	4.0
DE	4.0	1.1	5.0	OK	7.0	5.2	6.0
MT	4.0	1.1	1.5	MS	7.2	5.3	3.7

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary survey data file, 2005–06, 2006–07.

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

² Based on 96.3 percent of NEA's four-year public institution salary universe (616 institutions) reporting comparable data in both years.

³ Based on 93.1 percent of NEA's two-year public institution salary universe (1,054 institutions) reporting comparable data in both years.

⁴ Based on 77.4 percent of NEA's private institution salary universe (1,363 institutions) reporting comparable data in both years.

+ Indicates no institutions in this category.

Collective Bargaining

Faculty members working in institutions with collective bargaining agreements averaged \$67,855—\$3,275 more than their colleagues teaching in institutions without collective bargaining agreements (\$64,580, Table 15).

Agriculture and related sciences faculty members showed the largest salary difference (\$7,125) between those with collective bargaining agreements (\$71,514) and those without (\$64,389). Salary differentials favored faculty in non-bargaining institutions in four disciplines: communications technologies (\$3,062);

Table 13. Average Salaries¹ and Difference in Salaries for Faculty in Land-Grant Universities by Discipline, 2005–06 to 2006–07

	Average Salary		Difference	
	2005–06	2006–07	(\$)	(%)
Law and Legal Studies	\$125,046	\$130,224	\$5,178	4.1%
Business Management and Administrative Services	111,301	114,456	3,155	2.8
Engineering	96,067	100,200	4,133	4.3
Computer and Information Services	95,487	99,485	3,998	4.2
Physical Sciences	86,108	88,685	2,577	3.0
Health Professions and Related Services	84,041	88,233	4,192	5.0
Biological Sciences and Life Sciences	81,536	84,834	3,298	4.0
All Fields	81,534	84,526	2,992	3.7
Social Sciences and History	82,204	84,518	2,314	2.8
Multidisciplinary Studies	79,407	84,197	4,790	6.0
Mathematics	80,283	82,352	2,069	2.6
Psychology	78,965	80,971	2,006	2.5
Agricultural Business and Production	76,480	80,255	3,775	4.9
Public Administration and Services	75,411	78,255	2,844	3.8
Conservation and Renewable Natural Resources	73,129	76,092	2,963	4.1
Area, Ethnic, and Cultural Studies	71,314	73,980	2,666	3.7
Architecture and Related Programs	69,733	72,831	3,098	4.4
Philosophy and Religion	70,916	72,727	1,811	2.6
Home Economics	69,105	70,951	1,846	2.7
Library Science	68,012	70,388	2,376	3.5
Engineering-Related Technologies	69,835	69,568	-267	-0.4
English Language and Literature/Letters	66,794	68,532	1,738	2.6
Communications	66,215	67,957	1,742	2.6
Protective Services	67,909	67,833	-76	-0.1
Education	66,507	67,831	1,324	2.0
Parks, Recreation, Leisure and Fitness Studies	65,755	66,526	771	1.2
Foreign Languages and Literatures	63,597	65,558	1,961	3.1
Visual and Performing Arts	63,709	65,461	1,752	2.8

Source: Oklahoma State University, Faculty Salary Survey, 2005–06, 2006–07.

¹ Ranked in descending order according to 2006–07 salary.

architecture and related services (\$1,543), engineering (\$1,149); and area, ethnic, cultural, and gender studies (\$56).

Community Colleges

Faculty members at community colleges represent 21 percent of all faculty surveyed by IPEDS: 111,813 of 373,692 full-time faculty on both

9/10- and 11/12-month contracts (derived from Tables 5 and 7). The faculty rank of instructor predominated among community college faculty members on 9/10-month contracts (41 percent), followed by faculty members with no faculty rank (25 percent), full professors (13 percent), assistant or associate professors (20 percent), and lecturers (less than one percent).

Table 14. Average Faculty Salaries in Four-Year Institutions,¹ by Control and Discipline: 2006–07

Discipline	Average Salaries		
	Public (P)	Independent (I)	Difference (P-I)
Communications Technologies/Technicians and Support Services	\$64,358	\$52,567	\$11,791
Science Technologies/Technicians	69,988	58,934	11,054
Multi/Interdisciplinary Studies	67,440	59,242	8,198
Computer and Information Sciences and Support Services	75,729	69,420	6,309
Business, Management, Marketing, and Related Support Services	84,236	78,489	5,747
Natural Resources and Conservation	65,368	60,443	4,925
Library Science	61,237	56,519	4,718
Biological and Biomedical Sciences	65,846	61,172	4,674
Liberal Arts and Sciences, General Studies and Humanities	59,933	55,967	3,966
Agriculture, Agriculture Operations, and Related Sciences	65,708	61,990	3,718
Security and Protective Services	60,270	56,815	3,455
Parks, Recreation, Leisure and Fitness Studies	57,965	55,080	2,885
Education	60,640	57,935	2,705
Engineering	83,904	81,210	2,694
Public Administration and Social Service Professions	63,008	60,578	2,430
ALL DISCIPLINES COMBINED	65,684	63,534	2,150
Family and Consumer Sciences/Human Sciences	59,948	57,801	2,147
Communication, Journalism and Related Services	58,989	57,642	1,347
Psychology	62,101	61,079	1,022
Physical Sciences	64,106	63,300	806
Mathematics and Statistics	60,432	59,640	792
Philosophy and Religious Studies	61,268	61,055	213
Visual and Performing Arts	56,946	57,920	-974
History-General	58,861	60,341	-1,480
Legal Professions and Studies	92,760	94,317	-1,557
Social Sciences	63,738	65,344	-1,606
English Language and Literature/Letters	55,930	57,648	-1,718
Engineering Technologies/Technicians	63,315	65,134	-1,819
Architecture and Related Services	67,915	69,948	-2,033
Foreign Languages, Literatures, and Linguistics	57,953	60,455	-2,502
Area, Ethnic, Cultural, and Gender Studies	66,588	70,077	-3,489

Source: College and University Professional Association, 2007 National Faculty Salary Survey by Discipline and Rank in Four-Year Colleges and Universities. Washington, D.C.: CUPA, 2007.

¹ 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. Also, this year CUPA reported unweighted average salaries, whereas in previous years the reported salaries were weighted.

Table 15. Average Salaries and Salary Difference by Bargaining Status and Discipline, Full-Time Faculty in Public Four-Year Institutions,¹ 2006–07

Discipline	Average Salaries		Difference (CB-NCB)
	Collective bargaining (CB)	Non-collective bargaining (NCB)	
Agriculture, Agriculture Operations, and Related Sciences	\$71,514	\$64,389	\$7,125
Visual and Performing Arts	61,277	54,641	6,861
Psychology	66,289	59,933	6,356
Security and Protective Services	64,219	58,060	6,159
Philosophy and Religious Studies	64,974	58,908	6,066
History-General	62,745	56,926	5,819
Foreign Languages, Literatures, and Linguistics	61,754	55,984	5,770
Public Administration and Social Service Professions	66,718	61,203	5,515
English Language and Literature/Letters	59,527	54,013	5,514
Communication, Journalism and Related Services	62,457	57,270	5,187
Mathematics and Statistics	63,431	58,909	4,522
Education	63,264	59,140	4,124
Social Sciences	66,306	62,205	4,101
Biological and Biomedical Sciences	68,524	64,626	3,898
Health Professions and Related Clinical Sciences	68,478	64,733	3,745
Physical Sciences	66,496	62,874	3,622
Natural Resources and Conservation	67,510	64,191	3,319
ALL DISCIPLINES COMBINED	67,855	64,580	3,275
Computer and Information Sciences and Support Services	77,540	74,886	2,654
Parks, Recreation, Leisure and Fitness Studies	59,355	57,230	2,125
Engineering Technologies/Technicians	64,602	62,621	1,981
Liberal Arts and Sciences, General Studies and Humanities	61,290	59,379	1,911
Business, Management, Marketing, and Related Support Services	85,528	83,667	1,861
Multi/Interdisciplinary Studies	68,370	67,064	1,306
Family and Consumer Sciences/Human Sciences	60,801	59,698	1,103
Library Science	61,588	60,916	672
Area, Ethnic, Cultural, and Gender Studies	66,559	66,615	-56
Legal Professions and Studies	91,975	93,120	-1,145
Engineering	83,119	84,268	-1,149
Architecture and Related Services	66,816	68,359	-1,543
Communications Technologies/ Technicians and Support Services	62,777	65,839	-3,062

Source: College and University Professional Association, 2007 National Faculty Salary Survey by Discipline and Rank in Four-Year Colleges and Universities. Washington, D.C.: CUPA 2007.

¹ 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. Also, this year CUPA reported unweighted average salaries, whereas in previous years the reported salaries were weighted.

Conversely, only nine percent of faculty at all colleges and universities had no rank, 17 percent were instructors, and 25 percent were full professors.

Community college faculty salaries increased by 3.7 percent between 2005–06 and 2006–07, the same increase as faculty overall. Lecturers showed the greatest jump in salaries among community college faculty: a 4.7 percent increase after a 3.7 percent decrease between 2004–05 and 2005–06. Instructors at community colleges also showed a significant gain (4.8 percent), a 2.1 percent increase over last year. Other community college faculty ranks showed more modest one-year jumps, but all ranks showed salary increases of at least 2.7 percent.

Table 16 displays the salary changes by rank, in current and constant dollars, for community college faculty between 1994–95 and 2006–07, along with changes in the number of faculty. Faculty salaries in current dollars increased 36 percent over this period—a purchasing power increase of less than one percent. Instructors enjoyed the largest salary increases over the 12-year period with a 42 percent increase in purchasing power. But the salary increase reflects a classification change between 1999–2000 and 2001–02, when the majority of faculty with no rank—historically paid more than instructors—were re-classified as instructors. This reclassification quickly drove up the average salary for instructors. The purchasing power of instructors has declined slightly since 2001–02.

The number of community college faculty increased by 11,813 (17 percent) from 1994–95 to 2006–07. Lecturers—a perennially small number in community colleges—increased 46 percent in 2006–07 to a total of 637. The ranks of professors (19 percent) and assistant professors (28 percent) also increased.

Women faculty at community colleges earned less than men faculty in all ranks except lecturers, where women earned 3.3 percent more than men. Only female instructors (less

than one percent differential) earned more than males in the same rank at colleges and universities overall (Table 9).

CONCLUSION

Several key findings remain consistent over the past nine years:

- Average faculty salaries were higher at independents than at publics. Professors at independent universities earned the highest average salaries, \$85,311 in 2006–07.
- Female faculty members continue to earn less than males, and the salary gap increased this year in public and independent institutions. The gap in public institutions was \$11,990 in 2006–07, and at independent institutions, \$15,396.
- Average faculty salaries continue to be higher in states that permit collective bargaining. Faculty members working in institutions with bargaining agreements averaged \$67,855—\$3,275 more than colleagues teaching in institutions with no bargaining agreement (\$64,580).
- The average faculty salary increased (in constant dollars) from its prior peak (1972–73), and showed a one-year increase in faculty purchasing power of 1.2 percent. For a sixth year in a row, two faculty ranks—professor and instructor—showed increases in purchasing power since 1972–73.

NOTES

¹ Clery and Topper, 2007.

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

³ Allen, 1998.

⁴ CUPA's 2006–07 National Faculty Survey contained unweighted salary data; in previous years, CUPA provided weighted data. Therefore, extreme caution should be used when comparing CUPA's 2006–07 salary data to data from previous years.

Table 16. Average Salaries of Community College Faculty in Current and Constant Dollars, and Number of Full-time Faculty by Rank, 1994–95 to 2006–07

	1994–95	1995–96	1996–97	1997–98	1998–99	1999–00	2001–02	2002–03	2003–04	2004–05	2005–06	2006–07	Percent change 1994–95 to 2006–07
Current dollars													
Professor	\$50,714	\$51,796	\$52,971	\$54,559	\$56,115	\$57,752	\$60,766	\$62,384	\$62,943	\$64,601	\$65,740	\$67,552	33.2%
Associate	42,997	43,462	44,422	46,150	46,688	48,017	50,576	52,030	52,734	53,571	54,869	56,469	31.3
Assistant	36,457	37,261	38,259	39,673	40,776	41,974	44,527	45,887	46,284	47,107	48,403	50,054	37.3
Instructor	31,295	31,866	32,915	34,694	36,696	37,588	52,548	54,859	55,371	55,826	57,217	60,017	91.8
Lecturer	35,921	35,749	35,685	36,791	39,975	40,826	46,336	51,252	41,120	47,257	45,427	47,558	32.4
No rank	42,365	43,193	44,678	45,444	46,660	48,063	45,529	46,373	47,932	49,220	50,507	51,872	22.4
Average	42,169	43,013	44,437	45,660	46,896	48,150	50,843	52,377	53,080	53,944	55,397	57,458	36.3
Constant (2006–07) dollars													
Professor	\$68,677	\$68,285	\$67,897	\$68,810	\$69,577	\$69,697	\$69,534	\$69,897	\$69,079	\$68,661	\$67,290	\$67,552	-1.6%
Associate	58,227	57,298	56,939	58,204	57,888	57,949	57,874	58,296	57,875	56,938	56,163	56,469	-3.0
Assistant	49,370	49,123	49,039	50,036	50,558	50,656	50,952	51,413	50,796	50,067	49,544	50,054	1.4
Instructor	42,380	42,010	42,189	43,756	45,499	45,362	60,130	61,466	60,769	59,334	58,566	60,017	41.6
Lecturer	48,644	47,129	45,740	46,401	49,565	49,270	53,022	57,424	45,128	50,227	46,498	47,558	-2.2
No rank	57,371	56,943	57,267	57,314	57,853	58,004	52,098	51,958	52,605	52,313	51,698	51,872	-9.6
Average	57,106	56,706	56,958	57,586	58,146	58,109	58,179	58,685	58,254	57,334	56,703	57,458	0.6
Number of faculty													
Professor	12,053	11,478	12,961	13,558	14,011	13,958	13,790	14,154	13,935	13,674	14,367	14,331	18.9%
Associate	9,134	8,582	8,933	9,547	9,287	9,355	9,807	9,715	9,918	10,064	10,314	9,949	8.9
Assistant	9,242	8,771	8,654	9,016	8,728	8,919	10,054	10,463	11,401	12,058	12,398	11,782	27.5
Instructor	6,944	6,095	5,057	5,853	6,781	7,092	43,816	43,587	44,770	45,608	47,444	46,611	571.2
Lecturer	435	448	484	456	460	490	888	896	965	983	618	637	46.4
No rank	58,204	57,599	54,428	53,967	53,493	58,212	26,651	28,468	27,367	27,853	26,118	28,503	-51.0
Total	96,012	92,973	90,517	92,397	92,760	98,026	105,006	107,283	108,356	110,240	111,259	111,813	16.5

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary survey data file, various years.

REFERENCES

Allen, H.L. "Faculty Workload and Productivity: Gender Comparisons." *The NEA 1998 Almanac of Higher Education*. Washington, D.C.: National Education Association, 1998, 29–44.

Clery, S.B. and A.M. Topper. "Faculty Salaries, 2005–2006." *The NEA 2007 Almanac of Higher Education*.

Washington, D.C.: National Education Association, 2007, 7–26.

College and University Professional Association, 2007 *National Faculty Salary Survey by Discipline and Rank in Four Year-Colleges and Universities Report*. Washington, D.C.: CUPA, 2007.

Lee, J.B. "Faculty Salaries, 1993-1994." *The NEA 1995 Almanac of Higher Education*. Washington, D.C.: National Education Association, 1994, 7-20.

National Center for Education Statistics. *Integrated Postsecondary Education Data System, Salary Survey, 2006-07*. Washington, D.C.: NCES, 2007.

Oklahoma State University, Office of Institutional Research. *2006-07 Faculty Salary Survey by Discipline in Land Grant Universities*. Stillwater, Okla.: OSU, 2007.