

# Faculty Salaries: 2007–2008

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**T**he national average salary in 2007–08 for faculty members on 9/10-month contracts was \$71,064, up 3.7 percent from 2006–07 (Table 1)—3.7 percent in public institutions and 3.6 percent in independent institutions. Faculty purchasing power was 5.7 percent greater than the prior peak (1972–73), when the average faculty salary in constant 2007–08 dollars was \$67,255. 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 \$39,172 in 2007–08 (\$98,451 compared to \$59,279, Table 2).

Some additional highlights:

- Among public four-year institutions, New Jersey faculty members on 9/10-month contracts received the highest average salaries in 2007–08 (\$90,027). Among public two-year institutions, California faculty members were the highest-paid (\$79,931, Table 11). For the seventh year in a row, faculty members in Massachusetts received the highest average salaries at independent institutions: \$94,974.
- The salary gap between independent and public institutions remained at ten percent (\$7,114) during 2007–08 (derived from Table 3).
- The gender wage gap increased by 2.4 percent in public institutions between 2006–07

and 2007–08, a continuation of the 2.3 percent wage gap increase in the previous year (Table 9). The gap decreased by approximately one percent at independent institutions last year; this year the gap increased by 5.4 percent.

- Faculty members at institutions with bargaining agreements earned \$70,051—\$2,518 more than their colleagues at institutions without bargaining agreements (\$67,533, Table 15). This advantage represents a 23 percent reduction from last year's differential (\$3,275), and is closer to the historic advantage in collective bargaining states.
- Among university faculty members, law and legal studies faculty continued to have the highest average salaries (\$134,112, Table 13). For the second year, business, management, and marketing faculty members had the highest average salary in public four-year institutions, where law and medical programs were excluded (\$88,109, Table 14), followed closely by faculty members in engineering (\$86,843).

## 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 2007–08 salary data from 4,284 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 2007–08 NEA analysis also excluded 1,302 seminaries, religious training institutions, and for-profit colleges, leaving 2,982 institutions and 539,140 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—87.0 percent of all full-time faculty members.

- *College and University Professional Association (CUPA).* CUPA reported average salaries in 331 public colleges and universities for 2007–08, 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 108 public land grant universities for 2007–08, also by academic specialty.

## HISTORICAL PERSPECTIVE

Average salaries for faculty members on 9/10-month contracts, uncorrected for inflation, have increased 413 percent since 1972–73, the previous high point (Table 1). Corrected for inflation, faculty purchasing power increased 5.7 percent during that period. The average salary for faculty members in 2007–08 (\$71,064) represents a \$3,809 constant dollar increase over 1972–73 (\$67,255). 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 for a second consecutive year.

Even though purchasing power has generally increased since 1972–73, faculty members in some ranks have experienced declines in purchasing power since that year. Lecturers and faculty with no rank showed the sharpest declines (12.6 and 11.6 percent, respectively; Table 2). Part of this change may reflect altered definitions for these ranks. All other ranks experienced no change in their purchasing power (associate professors), or showed increases (professors = 5.7 percent; assistant professors = 1.5 percent; instructors = 6.5 percent).

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.<sup>1</sup> 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 2007–08**

Academic year	Current dollars		Constant dollars	
	Average	Percent change	Average	Percent change
1972–73	\$13,850	—	\$67,255	—
1975–76	16,634	20.1	62,349	-7.3
1979–80	21,367	28.5	57,213	-8.2
1980–81	23,302	9.1	55,918	-2.3
1981–82	25,449	9.2	56,214	0.5
1982–83	27,196	6.9	57,599	2.5
1984–85	30,447	12.0	59,840	3.9
1985–86	32,392	6.4	61,879	3.4
1987–88	35,901	10.8	64,423	4.1
1989–90	39,786	10.8	65,135	1.1
1990–91	42,335	6.4	65,715	0.9
1991–92	43,703	3.2	65,732	0.0
1992–93	44,843	2.6	65,404	-0.5
1993–94	46,364	3.4	65,915	0.8
1994–95	47,974	3.5	66,303	0.6
1995–96	49,237	2.6	66,246	-0.1
1996–97	50,996	3.6	66,710	0.7
1997–98	52,481	2.9	67,551	1.3
1998–99	54,303	3.5	68,715	1.7
1999–00	56,022	3.2	69,000	0.4
2001–02	59,939	7.0	69,999	1.4
2002–03	61,501	2.6	70,325	0.5
2003–04	62,775	2.1	70,312	0.0
2004–05	64,179	2.2	69,616	-1.0
2005–06	66,123	3.0	69,074	-0.8
2006–07	68,514	3.6	69,923	1.2
2007–08	71,064	3.7	71,064	1.6
<b>Change from 1972–73 to 2007–08</b>	<b>57,214</b>	<b>413.1</b>	<b>3,809</b>	<b>5.7</b>

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	2007–08	Dollars	Percent
Professor	\$ 19,182	\$93,147	\$98,451	\$5,304	5.7%
Associate	14,572	70,761	70,788	27	0.0
Assistant	12,029	58,412	59,279	867	1.5
Instructor	10,737	52,138	55,510	3,372	6.5
Lecturer	11,637	56,509	49,364	-7,145	-12.6
No Rank	12,676	61,554	54,386	-7,168	-11.6
Total	13,850	67,255	71,064	3,809	5.7

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

difference began to increase from the mid-1980s through the 1990s. By 2007–08, full professors averaged \$98,451 and assistant professors averaged \$59,279—a difference of \$39,262. This difference has increased consistently over the past five years.

### 2007–08 IPEDS SALARY DATA

The earnings of an average faculty member increased in constant dollars over the previous year: faculty members earned \$1,141 more in 2007–08 than in 2006–07 (\$71,064 vs. \$69,923, 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 (\$76,108 vs. \$68,994, Table 3). The salary disparity between 2005–06 and 2006–07 was steady. But the salary disparity between public and independent faculty members increased by 3.1 percent, from \$6,900 to \$7,114, between 2006–07 and 2007–08.

Faculty salaries at public universities averaged 87 percent of salaries at independent institutions (\$76,651 vs. \$88,051, Table 4). The \$11,400 gap represents an increase of 23 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 \$44,272 in two-year colleges to \$88,051 in universities, a \$43,779 difference (Table 3). Average faculty salaries in public institutions ranged from \$59,571 in community colleges to \$76,651 in universities, a \$17,080 difference. The difference between the highest- and lowest-paid faculty members increased by 2.2 percent in public institutions, and by 4.0 percent in independent institutions, between 2006–07 and 2007–08.

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 36 percent in universities, 22 percent in community colleges, 12 percent in comprehensive

**Table 3. Average Salaries for Faculty on 9/10 Month Contracts,<sup>1</sup> by Institutional Type and Control, and Rank, 2007–08**

Offering Level	Rank	Control		Average
		Public	Independent	
AA	Professor	\$ 69,295	\$ 51,922	\$ 69,168
	Associate	58,309	48,007	58,101
	Assistant	51,500	42,661	51,289
	Instructor	62,536	40,196	62,379
	Lecturer	48,533	34,622*	48,464
	No Rank	54,024	45,538	53,984
	Average	59,571	44,272	59,422
BA	Professor	80,830	82,763	82,355
	Associate	64,788	62,208	62,863
	Assistant	54,484	51,096	52,021
	Instructor	46,114	40,408	42,571
	Lecturer	46,575	49,506	47,993
	No Rank	40,275*	52,865	51,348
	Average	61,057	62,347	62,006
BA+	Professor	82,856	78,068	80,748
	Associate	66,102	62,304	64,391
	Assistant	55,674	51,994	54,073
	Instructor	42,312	43,086	42,603
	Lecturer	47,094	46,379	46,956
	No Rank	52,180	58,261	56,419
	Average	64,010	61,770	63,047
Doctoral	Professor	104,987	123,343	110,978
	Associate	74,450	80,360	76,238
	Assistant	63,140	66,574	64,165
	Instructor	42,939	48,139	44,194
	Lecturer	48,049	55,806	50,098
	No Rank	49,704	62,516	55,985
	Average	76,651	88,051	80,148
Average	Professor	89,866	103,335	93,977
	Associate	67,910	72,067	69,065
	Assistant	58,152	59,775	58,579
	Instructor	48,938	45,442	47,786
	Lecturer	48,010	51,905	48,978
	No Rank	51,237	59,715	55,366
	Average	68,994	76,108	71,064

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary survey data file, 2007–08.

<sup>1</sup> Based on 100 percent of NEA's faculty salary universe (2,982 institutions).

\* Indicates fewer than 100 faculty.

**Table 4. Average Salaries for University Faculty on 9/10 Month Contracts in Constant 2007–08 Dollars, 1994–95 to 2007–08**

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
2007–08	76,651	88,051	11,400

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.

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. These percentages remain essentially unchanged from 2006–07 for public and independent institutions.

#### Change from 2006–07

Average salaries for faculty members on 9/10-month contracts increased 3.7 percent between 2006–07 and 2007–08 (Table 6).<sup>2</sup> These increases were not uniformly distributed across institutional type and control categories. The ten percent salary gap between public and independent institutions remains unchanged from last year. The similar overall salary gains at the two institutional types reflected this difference: 3.6 percent at independents and 3.7 percent at

publics (Table 6). For the first time since 2002–03, the two smallest groups—faculty members teaching at independent associate institutions and public baccalaureate institutions—received average salary increases that were identical to, or lower than, those for all other groups of faculty members.

#### Academic Rank

Not surprisingly, academic rank and salary remained closely related. Professors—27 percent of faculty members—earned the highest average salary in 2007–08 (\$93,977). Associate professors—23 percent of faculty—earned \$69,065, just under three-fourths as much as professors. The average salary of assistant professors—25 percent of faculty—was \$58,579. 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 tenure systems, 94 percent of instructors and 71 percent of lecturers were not

**Table 5. Number of Full-Time Faculty on 9/10 Month Contracts<sup>1</sup> by Institutional Type and Control, and Rank, 2007–08**

Offering Level	Rank	Control		Total
		Public	Independent	
AA	Professor	13,823	102	13,925
	Associate	9,704	200	9,904
	Assistant	11,764	289	12,053
	Instructor	40,908	291	41,199
	Lecturer	596	3	599
	No Rank	25,588	121	25,709
	Total	102,383	1,006	103,389
BA	Professor	1,514	5,662	7,176
	Associate	1,801	5,289	7,090
	Assistant	2,404	6,399	8,803
	Instructor	917	1,501	2,418
	Lecturer	383	359	742
	No Rank	77	562	639
	Total	7,096	19,772	26,868
BA+	Professor	14,704	11,565	26,269
	Associate	14,101	11,562	25,663
	Assistant	16,755	12,905	29,660
	Instructor	4,435	2,664	7,099
	Lecturer	3,752	895	4,647
	No Rank	613	1,410	2,023
	Total	54,360	41,001	95,361
Doctoral	Professor	53,142	25,751	78,893
	Associate	44,286	19,206	63,492
	Assistant	45,172	19,215	64,387
	Instructor	10,731	3,414	14,145
	Lecturer	12,797	4,593	17,390
	No Rank	2,610	2,510	5,120
	Total	168,738	74,689	243,427
Total	Professor	83,183	43,080	126,263
	Associate	69,892	36,257	106,149
	Assistant	76,095	38,808	114,903
	Instructor	56,991	7,870	64,861
	Lecturer	17,528	5,850	23,378
	No Rank	28,888	4,603	33,491
	Total	332,577	136,468	469,045

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary survey data file, 2007–08.

<sup>1</sup> Based on 100 percent of NEA's faculty salary universe (2,982 institutions).

**Table 6. Percent Change in Salaries for Faculty on 9/10 Month Contracts, by Institutional Type and Control, and Rank,<sup>1</sup> 2006–07 to 2007–08**

Offering Level	Rank	Control		Average
		Public	Independent	
AA	Professor	2.5%	3.4%	2.5%
	Associate	3.2	6.1	3.3
	Assistant	3.1	4.7	3.1
	Instructor	4.5	2.7	4.5
	Lecturer	2.4	-6.0*	2.5
	No Rank	4.0	2.9	4.0
	Average	3.7	3.6	3.7
BA	Professor	3.7	4.1	4.0
	Associate	3.2	3.4	3.4
	Assistant	3.5	3.2	3.4
	Instructor	2.6	3.0	2.8
	Lecturer	1.1	1.6	1.0
	No Rank	0.9*	7.7	10.1 <sup>2</sup>
	Average	3.2	3.5	3.4
BA+	Professor	3.9	3.5	3.7
	Associate	4.0	3.5	3.8
	Assistant	3.9	3.6	3.8
	Instructor	3.3	3.8	3.5
	Lecturer	5.7	2.9	5.2
	No Rank	5.3	4.1	4.3
	Average	3.7	3.5	3.6
Doctoral	Professor	4.0	4.4	4.2
	Associate	4.1	4.3	4.1
	Assistant	4.1	3.9	4.0
	Instructor	3.7	2.6	3.5
	Lecturer	3.4	4.7	3.9
	No Rank	5.2	4.1	4.8
	Average	3.6	3.7	3.7
Average	Professor	3.5	4.1	3.7
	Associate	3.8	3.9	3.9
	Assistant	3.7	3.7	3.7
	Instructor	3.9	3.0	3.7
	Lecturer	3.4	3.6	3.7
	No Rank	4.7	4.6	4.8
	Average	3.7	3.6	3.7

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary survey data file, 2006–07 and 2007–08.

<sup>1</sup> Based on 99.2 percent (2,957 institutions) of NEA's faculty salary universe (2,982 institutions).

<sup>2</sup> The overall percent change in salary for this rank is out of range due to a large decrease in the total number of public institution faculty.

\* Indicates fewer than 100 faculty.

Note: Some listed averages may be slightly out of range due to rounding of overall salary outlays.

on tenure track, according to the 2004 National Study of Postsecondary Faculty (NSOPF). The 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 averaged \$55,366 in 2007–08. They have experienced losses in actual salaries and purchasing power in recent years (Table 3). The purchasing power of faculty members with no rank decreased over the past decade, but the \$2,355 increase in their average salary since 2006–07 recovered some of these losses. 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, mission, and resources. Faculty members on longer contracts may undertake additional research, or 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 2007–08. Only 13 percent of faculty members (70,095) had 11/12-month contracts (derived from Tables 5 and 7).

Public institutions employed 68 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 (36 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, 22 percent at public baccalaureate institutions, and four percent at community colleges.

The salary differences between faculty on 9/10-month and 11/12-month contracts at independent institutions were smaller. Faculty members on 11/12-month contracts at independent institutions earned \$578 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 20 percent, but 11/12-month faculty at baccalaureate and comprehensive institutions earned one and four 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 \$7,831 less than faculty at public institutions (\$76,686 vs. \$84,517; Table 8). Faculty on 11/12-month contracts at baccalaureate and comprehensive institutions showed the greatest salary disparities, earning \$12,991 and \$20,048 less, respectively, than their counterparts at public institutions.

### **Salary by Gender**

Male faculty members continued to earn more than females in 2007–08 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 \$12,273 in 2007–08, a \$283 increase over 2006–07. The gender gap widened by \$835 to \$16,231 at independent institutions. Women's salaries as a percentage of men's salaries remained constant over the past five years, ranging from 83.0 to 83.5 percent. Men earned more than women in all but two academic ranks and institutional levels at public institutions, and at all independent institutions except

**Table 7. Number of Full-Time Faculty on 11/12 Month Contracts, by Institutional Type and Control, and Rank,<sup>1</sup> 2007–08**

Offering Level	Rank	Control		Total
		Public	Independent	
AA	Professor	1,516	15	1,531
	Associate	865	71	936
	Assistant	874	161	1,035
	Instructor	6,448	637	7,085
	Lecturer	61	2	63
	No Rank	4,296	75	4,371
	Total	14,060	961	15,021
BA	Professor	108	428	536
	Associate	100	487	587
	Assistant	113	518	631
	Instructor	85	297	382
	Lecturer	31	46	77
	No Rank	11	557	568
	Total	448	2,333	2,781
BA+	Professor	1,070	1,264	2,334
	Associate	818	1,404	2,222
	Assistant	720	1,671	2,391
	Instructor	295	1,071	1,366
	Lecturer	238	82	320
	No Rank	194	558	752
	Total	3,335	6,050	9,385
Doctoral	Professor	10,391	3,500	13,891
	Associate	6,745	3,089	9,834
	Assistant	6,549	3,499	10,048
	Instructor	2,332	960	3,292
	Lecturer	1,643	675	2,318
	No Rank	2,202	1,323	3,525
	Total	29,862	13,046	42,908
Total	Professor	13,085	5,207	18,292
	Associate	8,528	5,051	13,579
	Assistant	8,256	5,849	14,105
	Instructor	9,160	2,965	12,125
	Lecturer	1,973	805	2,778
	No Rank	6,703	2,513	9,216
	Total	47,705	22,390	70,095

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary survey data file, 2007–08.

<sup>1</sup> Based on 100 percent of NEA's faculty salary universe (2,982 institutions).

**Table 8. Average Salaries for Faculty on 11/12 Month Contracts, by Institutional Type and Control, and Rank, 2007–08**

Offering Level	Rank	Control		Average
		Public	Independent	
AA	Professor	\$ 75,232	\$ 52,132*	\$ 75,006
	Associate	66,405	62,974*	66,145
	Assistant	57,797	61,186	58,324
	Instructor	61,553	50,889	60,594
	Lecturer	46,751*	39,000*	46,504*
	No Rank	57,975	44,124*	57,737
	Average	61,935	52,974	61,362
BA	Professor	104,158	70,641	77,395
	Associate	79,602	62,143	65,118
	Assistant	64,003	57,790	58,903
	Instructor	52,464*	45,610	47,135
	Lecturer	65,095*	62,874*	63,768*
	No Rank	49,342*	66,559	66,226
	Average	74,691	61,700	63,793
BA+	Professor	102,509	71,527	85,730
	Associate	82,186	63,274	70,236
	Assistant	65,578	57,437	59,889
	Instructor	53,257	47,175	48,488
	Lecturer	58,529	43,813*	54,758
	No Rank	56,270	52,924	53,787
	Average	79,366	59,318	66,442
Doctoral	Professor	129,779	123,765	128,263
	Associate	94,965	87,942	92,759
	Assistant	78,559	74,288	77,072
	Instructor	57,322	57,044	57,241
	Lecturer	62,763	66,228	63,772
	No Rank	55,676	74,863	62,877
	Average	95,872	89,167	93,834
Average	Professor	111,555	101,040	109,138
	Associate	85,510	77,517	82,943
	Assistant	71,396	67,453	70,033
	Instructor	58,239	52,921	56,387
	Lecturer	57,770	58,653	58,865
	No Rank	56,336	66,750	60,692
	Average	84,517	76,686	82,016

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary survey data file, 2007–08.

<sup>1</sup> Based on 100 percent of NEA's faculty salary universe (2,982 institutions).

\* Indicates fewer than 100 faculty.

**Table 9. Average Salaries for Men and Women Faculty on 9/10 Month Contracts, by Institutional Type and Control, and Rank,<sup>1</sup> 2007–08**

Offering Level	Rank	Control			
		Public		Independent	
		Women	Men	Women	Men
AA	Professor	\$67,328	\$ 71,224	\$ 50,146*	\$ 53,769*
	Associate	57,509	59,214	48,949	46,879*
	Assistant	50,862	52,310	43,013	42,130
	Instructor	61,266	63,975	41,198	38,617
	Lecturer	48,725	48,281	38,867*	32,500*
	No Rank	53,122	55,090	44,362*	46,621*
	Average	58,266	61,057	44,357	44,160
BA	Professor	77,807	82,144	80,773	83,650
	Associate	63,038	65,859	62,038	62,330
	Assistant	52,514	56,112	50,671	51,518
	Instructor	44,502	47,646	40,952	39,710
	Lecturer	46,674	46,486	49,082	50,132
	No Rank	37,244*	43,912*	50,346	54,357
	Average	57,177	63,740	58,882	64,913
BA+	Professor	80,892	83,761	75,261	79,369
	Associate	64,983	66,920	61,126	63,206
	Assistant	54,965	56,368	51,360	52,685
	Instructor	41,836	43,044	43,179	42,948
	Lecturer	46,015	48,351	44,237	49,030
	No Rank	50,086	54,408	55,475	60,591
	Average	60,198	67,001	58,120	64,663
Doctoral	Professor	96,427	107,522	111,842	126,800
	Associate	71,262	76,477	75,853	83,222
	Assistant	60,456	65,416	63,134	69,734
	Instructor	42,459	43,722	47,759	48,637
	Lecturer	46,179	50,394	52,278	59,825
	No Rank	46,898	53,525	57,270	67,446
	Average	66,287	83,202	74,522	96,262
Average	Professor	82,713	93,709	94,492	107,000
	Associate	64,965	70,226	68,648	74,461
	Assistant	55,838	60,349	57,172	62,231
	Instructor	49,387	48,915	45,155	45,730
	Lecturer	47,108	49,427	49,018	55,279
	No Rank	49,540	53,856	55,495	63,570
	Average	62,133	74,406	66,457	82,688

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary survey data file, 2007–08.

<sup>1</sup> Based on 100 percent (2,982 institutions) of NEA's faculty salary universe.

\* Indicates fewer than 100 faculty.

two-year colleges, which employ 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 59 percent of the instructor and 56 percent of the lecturer positions, but only 33 percent of the professor and 44 percent of the associate positions (Table 10). These percentages are relatively unchanged from previous years.

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 39 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.<sup>3</sup>

### Salaries by State

California continued to lead all states in average public two-year faculty salaries in 2007–08 (\$79,931, Table 11). Michigan reported the next-highest public two-year salary (\$72,694), returning to second place after dropping to third in 2006–07. New Jersey and California reported the two highest average salaries (\$90,027 and \$87,331, respectively) for faculty at public four-year institutions. This marks the first time that any state has reported an average salary of more than \$90,000 at public four-year institutions. The number of states paying an average salary greater than \$80,000 at four-year institutions decreased to four, from five last year. Faculty salaries at four-year institutions averaged more than \$70,000 in 22 states (one more than last year). Salaries for public four-year college faculty averaged over \$60,000 in all but six states. North Dakota (\$58,243) pays the second-lowest salaries, while South Dakota trails the list (\$57,797).

For a second consecutive year, 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 (\$94,974); faculty members in Montana had the lowest average salary at independent institutions (\$43,592).

The gap between faculty salaries at public two- and four-year institutions exceeded \$25,000 in four states—Indiana, Iowa, New Hampshire, and North Carolina. Washington, which was on the list last year, saw its differential decrease from \$31,348 to \$18,746. But a small number of reporting institutions—the case in Washington—can result in large year-to-year changes in average faculty salary. Over the last decade, faculty members in public two-year institutions in Alaska received *more* pay than their colleagues in public four-year institutions; this year's difference is \$6,796. Another state joins Alaska this year. Faculty at public two-year institutions in Wisconsin earned \$1,812 more than their colleagues at public four-year colleges in 2007–08. The public salary differential favored four-year faculty by at least \$4,000 in all other states. 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 small numbers of institutions or faculty members.

Faculty members in Maine saw the greatest salary increase among public four-year institutions from 2006–07 to 2007–08 (11.8 percent, Table 12). Hawaii had the second highest increase in public four-year faculty salaries (9.8 percent). Nine other states reported increases of more than 5.0 percent. This total of 11 states represents a decrease from 13 states in 2006–07. Average faculty salaries at public two-year institutions increased by 5.0 percent or more in 11 states. Louisiana public two-year faculty members led the way with a 10.3 percent average increase. New Hampshire showed the largest salary increases among independent institutions (7.9 percent).

**Table 10. Women Faculty as a Percent of Total Faculty, Faculty on 9/10 Month Contracts, by Institutional Type and Control, and Rank,<sup>1</sup> 2007–08**

Offering Level	Rank	Control		Average
		Public	Independent	
AA	Professor	49.5%	51.0%*	49.5%
	Associate	53.1	54.5	53.1
	Assistant	55.9	60.2	56.0
	Instructor	53.1	61.2	53.2
	Lecturer	56.9	33.3*	56.8
	No Rank	54.2	47.9*	54.2
	Average	53.2	56.9	53.3
BA	Professor	30.3	30.9	30.7
	Associate	38.0	41.7	40.8
	Assistant	45.3	49.9	48.6
	Instructor	48.7	56.2	53.3
	Lecturer	47.3	59.6	53.2
	No Rank	54.5*	37.2	39.3
	Average	40.9	42.6	42.1
BA+	Professor	31.5	31.7	31.6
	Associate	42.3	43.3	42.7
	Assistant	49.4	52.2	50.6
	Instructor	60.6	59.6	60.2
	Lecturer	53.8	55.3	54.1
	No Rank	51.5	45.5	47.4
	Average	44.0	44.2	44.1
Doctoral	Professor	22.9	23.1	22.9
	Associate	38.9	38.8	38.9
	Assistant	45.9	47.9	46.5
	Instructor	61.9	56.8	60.7
	Lecturer	55.6	53.3	55.0
	No Rank	57.7	48.4	53.1
	Average	38.7	37.8	38.4
Average	Professor	32.6	27.0	31.0
	Associate	43.8	40.7	42.9
	Assistant	49.5	49.5	49.5
	Instructor	58.7	57.6	58.5
	Lecturer	55.5	54.6	55.1
	No Rank	55.5	45.9	51.4
	Average	44.1	40.5	43.1

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary survey data file, 2007–08.

<sup>1</sup> Based on 100 percent of NEA's faculty salary universe (2,982 institutions).

\* Indicates fewer than 100 faculty.

**Table 11. Average Salaries for Faculty on 9/10 Month Contracts<sup>1</sup> by Control and Type, 2007–08**

State	Public			State	Public		
	Four-Year <sup>2</sup>	Two-Year <sup>3</sup>	Independent <sup>4</sup>		Four-Year <sup>2</sup>	Two-Year <sup>3</sup>	Independent <sup>4</sup>
NJ	\$90,027	\$67,920	\$90,089	IN	\$70,191	\$44,159	\$68,011
CA	87,331	79,931	91,122	KS	69,882	47,760	44,926
DC	87,257	+	79,362	CO	69,709	46,573	73,093
CT	85,178	67,775	93,921	NE	69,337	47,618	55,652
AZ	80,626	65,589	52,293	AL	69,084	53,047	52,754
HI	78,575	62,619	65,105	SC	68,285	46,148	54,204
IA	78,522	48,911	56,589	ME	68,103	51,822	72,578
MA	78,255	59,238	94,974	WI	66,982	68,794	60,048
MI	78,038	72,694	59,601	UT	66,381	48,024	86,072
VT	77,935	+	61,922	GA	66,345	44,695	67,483
NV	76,831	60,273	61,347	VA	65,823	54,765	67,950
MD	76,575	63,350	78,759	NM	65,530	46,627	67,437
PA	75,953	57,241	77,843	TN	65,211	47,160	64,597
NH	75,737	48,131	78,959	KY	65,198	49,158	51,633
NY	75,100	65,393	85,249	AK	63,871	70,667	55,148
NC	74,811	45,740	72,266	MO	63,855	51,492	68,704
MN	74,195	58,990	64,774	OR	63,401	59,269	65,212
DE	73,334	63,253	87,376	OK	63,383	46,689	58,464
<b>US</b>	<b>72,842</b>	<b>59,630</b>	<b>76,085</b>	LA	61,853	48,952	60,020
OH	72,448	56,339	64,107	MS	60,388	48,560	50,146
WY	72,329	56,986	+	WV	59,325	44,487	44,768
IL	71,860	62,730	79,079	MT	58,836	40,225	43,592
TX	71,425	51,646	71,252	AR	58,634	42,735	51,646
WA	71,104	52,358	65,705	ID	58,507	48,352	49,234
RI	70,779	56,998	85,956	ND	58,243	41,820	45,158
FL	70,498	53,073	68,808	SD	57,797	43,233	47,370

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary survey data file, 2007–08.

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

<sup>2</sup> Based on 97.1 percent (573) of the public four-year institution universe (590).

<sup>3</sup> Based on 94.7 percent (1,009) of the public two-year institution universe (1,066).

<sup>4</sup> Based on 81.8 percent (1,085) of the independent institution universe (1,326).

+ Indicates no institutions in this category.

### 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 \$86,382 in 2007–08, an average increase of \$1,856 (2.2 percent) over last year (Table 13). Law and legal stud-

ies led the list; their \$134,112 average salary represents a \$3,888 average increase (3.0 percent) over 2006–07. Visual and performing arts and foreign languages and literatures remained the two lowest-paid specialties on the OSU database (\$66,251 and \$65,617, respectively).

**Table 12. Percent Change in Average Faculty Salaries for Faculty on 9/10 Month Contracts in Public Institutions,<sup>1</sup> 2006–07 to 2007–08**

State	Public			State	Public		
	Four-Year <sup>2</sup>	Two-Year <sup>3</sup>	Independent <sup>4</sup>		Four-Year <sup>2</sup>	Two-Year <sup>3</sup>	Independent <sup>4</sup>
WA	-11.4%	3.5%	4.0%	NV	4.0%	3.6%	3.4%
RI	-1.7	-0.7	3.4	MS	4.1	5.8	3.8
MN	0.1	2.1	4.9	OR	4.1	4.5	4.4
NY	1.2	1.4	3.7	TN	4.1	3.0	3.4
FL	1.4	3.5	5.5	DE	4.2	2.3	4.2
SD	1.5	3.8	2.9	NE	4.2	4.3	2.4
WI	1.6	5.1	2.3	KS	4.3	3.1	4.2
MA	1.8	5.1	3.5	VA	4.3	6.3	4.5
AK	2.0	-3.0	7.5	AZ	4.4	3.0	2.8
NH	2.1	2.6	7.9	AL	4.5	7.2	2.1
CT	2.2	4.7	5.2	KY	4.5	2.0	3.7
OK	2.5	2.7	2.9	IL	4.6	1.6	3.2
OH	2.6	3.3	2.8	TX	4.6	2.4	4.2
MD	2.8	4.3	6.3	DC	4.9	+	4.4
PA	2.8	2.3	3.3	UT	4.9	5.2	6.1
IN	3.2	2.9	3.5	ID	5.1	-1.8	4.2
AR	3.4	2.9	1.4	CO	5.3	4.5	5.1
SC	3.5	3.6	3.4	VT	5.4	+	3.4
GA	3.6	3.7	1.6	NC	5.8	6.3	4.8
MT	3.6	3.8	1.2	WY	5.9	19.0	+
NM	3.6	4.3	4.2	IA	6.0	4.8	2.9
<b>US</b>	<b>3.6</b>	<b>3.7</b>	<b>3.6</b>	CA	6.8	5.0	3.5
MI	3.8	3.1	2.7	ND	6.9	3.3	3.5
MO	3.8	1.3	4.8	LA	7.8	10.3	-1.5
WV	3.9	1.7	0.1	HI	9.8	8.3	2.9
NJ	4.0	2.3	3.6	ME	11.8	0.8	3.9

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary survey data file, 2006–07, 2007–08.

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

<sup>2</sup> Based on 97.3 percent (573) of the four-year public institution salary universe (589) reporting comparable data in both years.

<sup>3</sup> Based on 95.6 percent (987) of the two-year public institution salary universe (1,032) reporting comparable data in both years.

<sup>4</sup> Based on 96.2 percent (1,076) of the private institution salary universe (1,336) reporting comparable data in both years.

+ Indicates no institutions in this category.

This year, only one discipline had an average salary increase of more than 5.0 percent: parks, recreation, leisure, and fitness studies (6.0 percent). However, this discipline still had the fourth-lowest salary on the list (\$70,492). Faculty in multidisciplinary studies and English language and literature/letters showed

the only decreases in average salaries (2.0 and 1.3 percent, respectively).

### Academic Specialty

CUPA's salary survey of public four-year colleges and universities places more emphasis on undergraduate faculty and less on professional

**Table 13. Average Salaries<sup>1</sup> and Difference in Salaries for Faculty in Land-Grant Universities by Discipline, 2006–07 to 2007–08**

	Average Salary		Difference	
	2006–07	2007–08	(\$)	(%)
Law and Legal Studies	\$130,224	\$134,112	\$3,888	3.0%
Business Management and Administrative Services	114,456	119,746	5,290	4.6
Engineering	100,200	102,153	1,953	1.9
Computer and Information Services	99,485	101,567	2,082	2.1
Physical Sciences	88,685	90,591	1,906	2.1
Health Professions and Related Services	88,233	89,862	1,629	1.8
Biological Sciences and Life Sciences	84,834	86,799	1,965	2.3
<b>All Fields</b>	<b>84,526</b>	<b>86,382</b>	<b>1,856</b>	<b>2.2</b>
Social Sciences and History	84,518	84,486	(32)	0.0
Mathematics	82,352	84,027	1,675	2.0
Psychology	80,971	83,998	3,027	3.7
Multidisciplinary Studies	84,197	82,478	(1,719)	-2.0
Public Administration and Services	78,255	81,781	3,526	4.5
Agricultural Business and Production	80,255	81,703	1,448	1.8
Conservation and Renewable Natural Resources	76,092	79,696	3,604	4.7
Area, Ethnic, and Cultural Studies	73,980	76,518	2,538	3.4
Philosophy and Religion	72,727	75,878	3,151	4.3
Architecture and Related Programs	72,831	74,650	1,819	2.5
Home Economics	70,951	72,711	1,760	2.5
Library Science	70,388	72,260	1,872	2.7
Engineering-Related Technologies	69,568	71,381	1,813	2.6
Communications	67,957	71,264	3,307	4.9
Education	67,831	70,766	2,935	4.3
Parks, Recreation, Leisure, and Fitness Studies	66,526	70,492	3,966	6.0
English Language and Literature/Letters	68,532	67,626	(906)	-1.3
Visual and Performing Arts	65,461	66,251	790	1.2
Foreign Languages and Literatures	65,558	65,617	59	0.1
Protective Services (not reported in 2007–08)	67,833			

Source: Oklahoma State University, Faculty Salary Survey, 2006–07, 2007–08.

<sup>1</sup> Ranked in descending order according to 2007–08 salary.

and graduate school faculty. For the second consecutive year, business, management, and marketing faculty earned the highest average salary (\$88,109; Table 14). Engineering faculty had the next highest average salary (\$86,843). English language and literature/letters was again the lowest-paid academic specialty in public institutions (\$57,822).<sup>4</sup>

### Collective Bargaining

Faculty members working in institutions with bargaining agreements averaged \$70,051—\$2,518 more than their colleagues teaching in institutions without bargaining agreements (\$67,533; Table 15).

Faculty members teaching agriculture and related sciences showed the largest salary

**Table 14. Average Faculty Salaries in Four-Year Institutions,<sup>1</sup> by Control and Discipline, 2007–08**

<b>Discipline</b>	<b>Public (P)</b>	<b>Independent (I)</b>	<b>Difference (P-I)</b>
Agriculture, Agriculture Operations, and Related Sciences	\$69,454	\$59,008	\$10,446
Multi/Interdisciplinary Studies	70,964	61,015	9,949
Communications Technologies/Technicians and Support Services	66,025	57,213	8,812
Computer and Information Sciences and Support Services	79,528	73,125	6,403
Library Science	64,186	58,908	5,278
Business, Management, Marketing, and Related Support Services	88,109	82,871	5,238
Security and Protective Services	62,734	58,452	4,282
Biological and Biomedical Sciences	67,858	63,643	4,215
Natural Resources and Conservation	69,702	66,430	3,272
Parks, Recreation, Leisure, and Fitness Studies	60,160	56,936	3,224
Public Administration and Social Service Professions	65,712	63,274	2,438
Education	62,506	60,760	1,746
<b>ALL DISCIPLINES COMBINED</b>	<b>68,306</b>	<b>66,622</b>	<b>1,684</b>
Liberal Arts and Sciences, General Studies and Humanities	61,435	60,050	1,385
Engineering	86,843	85,842	1,001
Communication, Journalism, and Related Services	60,959	60,158	801
Mathematics and Statistics	63,266	62,563	703
Psychology	64,150	63,613	537
Physical Sciences	66,777	66,280	497
Family and Consumer Sciences/Human Sciences	61,800	61,983	-183
Architecture and Related Services	71,813	72,678	-865
Philosophy and Religious Studies	62,713	63,996	-1,283
Visual and Performing Arts	59,063	60,512	-1,449
History General	61,062	63,281	-2,219
English Language and Literature/Letters	57,822	60,298	-2,476
Social Sciences	65,911	68,700	-2,789
Foreign Languages, Literatures, and Linguistics	59,664	63,655	-3,991
Engineering Technologies/Technicians	66,017	70,041	-4,024
Legal Professions and Studies	94,281	100,018	-5,737
Area, Ethnic, Cultural, and Gender Studies	68,803	74,552	-5,749

Source: College and University Professional Association, 2008 National Faculty Salary Survey by Discipline and Rank in Four-Year Colleges and Universities. Washington, D.C.: CUPA, 008.

<sup>1</sup> Sorted in descending order by salary differential.

Note: CUPA collects data from a different set of institutions every year; therefore, caution should be taken in making year-to-year comparisons. Also, as of the 2007 Survey, CUPA began reporting 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,<sup>1</sup> 2007–08**

Discipline	Average Salaries		Difference (CB-NCB)
	Collective bargaining (CB)	Non-collective bargaining (NCB)	
Agriculture, Agriculture Operations, and Related Sciences	\$75,251	\$68,009	\$7,242
Library Science	68,393	61,932	6,461
Visual and Performing Arts	62,971	57,062	5,909
Philosophy and Religious Studies	66,330	60,584	5,746
History General	64,787	59,261	5,526
Foreign Languages, Literatures, and Linguistics	63,316	57,913	5,403
Security and Protective Services	66,079	60,943	5,136
Natural Resources and Conservation	72,871	68,087	4,784
Psychology	67,270	62,652	4,618
English Language and Literature/Letters	60,857	56,316	4,541
Mathematics and Statistics	65,996	61,895	4,101
Education	65,159	61,094	4,065
Communication, Journalism and Related Services	63,624	59,689	3,935
Public Administration and Social Service Professions	68,258	64,511	3,747
Social Sciences	67,978	64,746	3,232
Physical Sciences	68,697	65,838	2,859
Computer and Information Sciences and Support Services	81,312	78,676	2,636
<b>ALL DISCIPLINES COMBINED</b>	<b>70,051</b>	<b>67,533</b>	<b>2,518</b>
Liberal Arts and Sciences, General Studies and Humanities	63,154	60,706	2,448
Biological and Biomedical Sciences	69,581	67,157	2,424
Architecture and Related Services	73,019	71,289	1,730
Engineering Technologies/Technicians	66,910	65,488	1,422
Health Professions and Related Clinical Sciences	69,721	68,664	1,057
Area, Ethnic, Cultural, and Gender Studies	69,298	68,364	934
Parks, Recreation, Leisure, and Fitness Studies	60,657	59,918	739
Family and Consumer Sciences/Human Sciences	62,274	61,662	612
Business, Management, Marketing, and Related Support Services	88,255	88,046	209
Engineering	86,123	87,188	-1,065
Legal Professions and Studies	92,979	94,859	-1,880
Communications Technologies/Technicians and Support Services	64,377	68,107	-3,730
Multi/Interdisciplinary Studies	66,543	73,069	-6,526

Source: College and University Professional Association, 2008 National Faculty Salary Survey by Discipline and Rank in Four-Year Colleges and Universities. Washington, D.C.: CUPA, 2008.

<sup>1</sup> Sorted in descending order by salary differential.

Note: CUPA collects data from a different set of institutions every year; therefore, caution should be taken in making year-to-year comparisons. Also, as of the 2007 Survey, CUPA began reporting unweighted average salaries, whereas in previous years the reported salaries were weighted.

difference (\$7,242) between those with collective bargaining agreements (\$75,251) and those without (\$68,009). Salary differentials favored faculty in non-bargaining institutions in four disciplines: multi/interdisciplinary studies (\$6,526); communications technologies (\$3,730); legal professions and studies (\$1,880); and engineering (\$1,065).

### Community College Salaries

Public community colleges in the United States serve a diverse student body, and offer many course options. Community college students can complete training for specific occupations and typically earn terminal, vocational/technical certificates or associate's degrees.<sup>5</sup> Other students wish to transfer to four-year colleges to finish bachelor's degrees; these

students seek credentials in academic fields. Community colleges may emphasize terminal degrees in career education fields or academic coursework aimed at transfer-seeking students, though many community colleges provide a mix of vocational/technical and academic coursework.

Data from 1,031 community colleges that provided IPEDS salary and completions data to the U.S. Department of Education show that 160 (15.5 percent) were "pure vocational-technical" colleges. These colleges awarded 95 percent or more of their certificates and degrees in terminal, career education fields. We categorized institutions falling below the 95 percent threshold as "not pure vocational-technical," since they awarded certificates and degrees in career education *and* academic fields.

**Table 16. Public Two-Year 9/10-Month Faculty Salaries, Pure Voc-Tech Institutions and All Others, 2007–08**

	Professor	Associate	Assistant	Instructor	Lecturer	No Rank	Average/ Total
<b>Average Salaries</b>							
Not Voc-Tech	\$69,559	\$58,618	\$51,844	\$63,083	\$49,203	\$53,750	\$59,895
Voc-Tech	58,914	52,210	45,880	56,030	38,416	56,989	55,127
Difference	10,645	6,408	5,964	7,053	10,787	(3,239)	4,768
<b>Number of Faculty</b>							
Not Voc-Tech	13,481	9,234	11,077	37,829	559	23,430	95,610
Voc-Tech	335	450	659	3,034	37	2,158	6,673
Total	13,816	9,684	11,736	40,863	596	25,588	102,283
<b>Percentage Distribution within Voc-Tech Status, by Rank</b>							
Not Voc-Tech	14.1%	9.7%	11.6%	39.6%	0.6%	24.5%	100.0%
Voc-Tech	5.0	6.7	9.9	45.5	0.6	32.3	100.0
<b>Percent of Public Two-Year Faculty</b>							
Not Voc-Tech	13.2%	9.0%	10.8%	37.0%	0.5%	22.9%	93.5%
Voc-Tech	0.3	0.4	0.6	3.0	0.0	2.1	6.5

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Completions and Salary survey data files, 2007–08.

Note: Based on 1,031 public two-year institutions reporting to both U.S. Department of Education, Integrated Postsecondary Education Data System's Completions and Salary surveys.

"Pure Voc-Tech" = institutions awarding 95 percent or more of their two-year or less awards in career/technical education (CTE) fields. The U.S. Department of Education defines CTE fields. Pure Voc-Tech institutions account for 15.5 percent of public two-year institutions.

About 6.5 percent of community college faculty members taught at “pure vocational-technical colleges” (6,673 of 102,283). The average salary of all faculty members in these colleges was \$55,127, \$4,768 less than the \$59,895 average salary earned by colleagues at “not pure vocational-technical” community colleges. Across faculty ranks, only faculty members with no rank received more pay than colleagues at “not pure vocational-technical” institutions (\$56,989 and \$53,750, respectively). Professors experienced the greatest salary disparity. Professors at “not pure vocational-technical” community colleges received \$10,645 more than colleagues at “pure vocational-technical colleges” (\$69,559 and \$58,914, respectively).

The largest portions of faculty members were instructors and those with no rank at both types of community colleges. The next largest group was professors at “not pure vocational-technical” institutions; this rank showed the greatest discrepancy between the two types of institutions (14.1 and 5.0 percent, respectively).

Faculty members at “pure vocational-technical institutions” earned less pay than their colleagues at “not-pure vocational-technical” community colleges. But pure vocational-technical faculty members often taught courses that are among the more highly-paid disciplines at four-year colleges and universities.

## CONCLUSION

Several key findings remain consistent over the past ten years:

- Average faculty salaries were higher at independents than at publics. Professors at independent universities earned the highest average salary (\$88,051 in 2007–08).
- Female faculty members continue to earn less than males, and the salary gap increased this year in public and independent institutions (\$12,273 and \$16,231, respectively).
- Average faculty salaries continue to be higher in states that permit collective bargaining. Faculty members working in institutions with bargaining agreements averaged \$70,051—\$2,518 more than colleagues teaching in institutions with no bargaining agreement (\$67,533).
- 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 1.6 percent. For a seventh year in a row, two faculty ranks—professor and instructor—showed increases in purchasing power since 1972–73.

## NOTES

<sup>1</sup> Clery and Christopher, 2008.

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

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

<sup>4</sup> CUPA’s 2007–08 National Faculty Survey contained unweighted salary data; in previous years, CUPA provided weighted data. Therefore, extreme caution should be used when comparing CUPA’s 2007–08 salary data to data from previous years.

<sup>5</sup> Levesque et al., 2008 discusses “career and technical education” programs at postsecondary institutions.

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