

FACULTY SALARIES, 1994-1995

by *John B. Lee*

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The national average full-time salary for faculty members on 9/10 month contracts was \$47,974 in 1994-95, up 4.3 percent from 1993-94. This increase exceeded inflation by 0.7 percent, but faculty purchasing power remained below the 1972 peak, and the gap between the best and least well-paid faculty members increased since 1972. Faculty salaries increased by 3.8 percent and 5.7 percent, respectively, in public and independent colleges. Some additional highlights of this year's faculty salary study:

Engineers topped the salary list of academic specialties, excluding professional schools. M.D.'s and lawyers had the highest average salaries among professional school faculty members.

Female faculty members, on average, earned about \$10,000 less per year than males.

Faculty members with a collective bargaining agreement in four-year public colleges earned \$8,300 more a year on average than those without an agreement.

Faculty members in New Jersey public colleges had the highest average salaries; North Dakota faculty members had the lowest.

OVERVIEW

Data Sources

This article uses three reports of faculty salaries. The National Center for Education Statistics (NCES), part of the U. S. Department of Education, surveys salaries at 3,600 accredited colleges and universities each fall as part of its annual Integrated Postsecondary Education Data System (IPEDS). The IPEDS survey has limitations. It excludes all "for-profit" colleges and over 400 seminaries or religious training institutions. It also excludes faculty members who teach in medical schools or who are paid by a religious order. Last, IPEDS does not include information on non-teaching or part-time faculty members. To compensate for this last omission, this article provides salary information for part-time faculty members from the National Survey of Postsecondary Faculty (NSOPF-93), also commissioned by NCES. IPEDS provides information on full-time faculty members on 9/10 month and on 11/12 month contracts. Since there is no ac-

FIGURE 1

CHANGE IN AVERAGE FACULTY SALARIES,
CURRENT DOLLARS, 1972-1995

FIGURE 2

AVERAGE FACULTY SALARIES,
CONSTANT 1994-95 DOLLARS

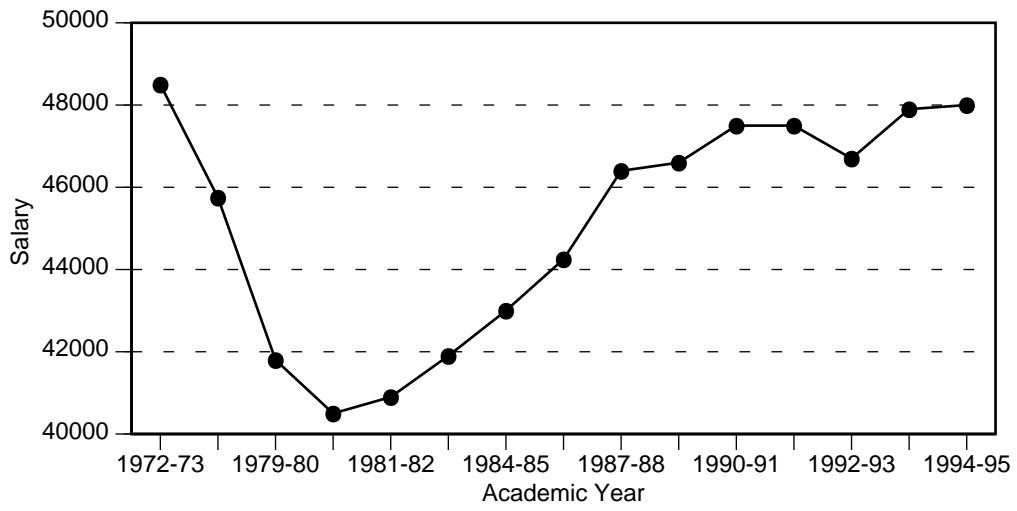
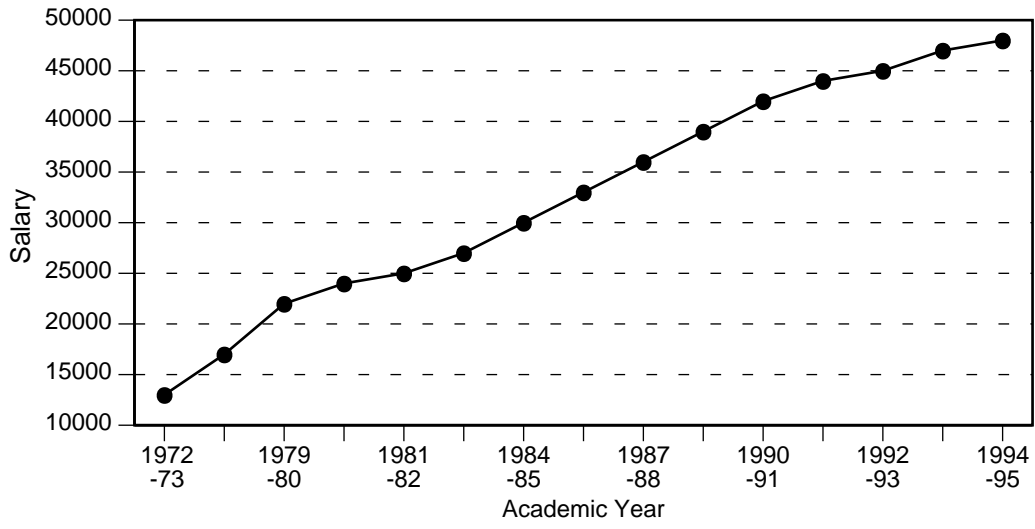


TABLE 1

CHANGE IN FACULTY MEMBER PURCHASING POWER (CONSTANT DOLLARS), 1972-1994			
	1972	1994	Difference
All Ranks	\$48,672	47,974	- 1.4%
Professor	\$67,409	62,724	- 7.0%
Associate	\$51,209	46,765	- 8.7%
Assistant	\$42,272	38,785	- 8.2%
Instructor	\$37,732	29,693	- 21.3%
Lecturer	\$40,895	33,326	- 18.5%
No Rank	\$44,546	41,734	- 6.3%

SOURCE: NCES, IPEDS Salary Survey, 1994-95.

ceptable way to make the two salary categories comparable, salaries are separately reported here. The vast majority of full-time faculty members teach on a 9/10 month contract (86 percent), so most tables report their salaries.

Two organizations provide faculty salary information by academic department—a breakdown not available from IPEDS. The Office of Planning, Budget, and Institutional Research at Oklahoma State University (OSU) reports on faculty salaries in 93 public Land Grant universities, while the College and University Personnel Association (CUPA) reports on salaries by department and collective bargaining status at a sample of 269 four-year public, comprehensive colleges and universities.

Historical Perspective

Average faculty salaries, uncorrected for inflation, appear to have increased without interruption between 1972 and 1994 from \$13,850 to \$47,974 (246 percent, Figure 1). But the earnings of the average faculty member in constant dollars *declined* \$700 (1.4 percent) during this period from \$48,673 to today's \$47,974 (Figure 2).

Faculty members in each academic rank lost more purchasing power than the average. but promotions and seniority, that is, movement through the ranks, partially offset the effects of inflation (Table 1). Full professors lost the least in relative purchasing power; even so, a professor today earns nearly \$5,000 less in inflation corrected dollars than a profes-

TABLE 2

SALARIES FOR FACULTY ON 9/10 MONTH CONTRACTS BY RANK, INSTITUTIONAL TYPE, AND CONTROL, 1994-95 ¹			
Offering Level and Rank	Control		
	Public	Independent	Average
AA			
Professor	\$50,714	\$38,114	\$50,535
Associate	42,997	31,044	42,713
Assistant	36,457	29,498	36,220
Instructor	31,295	22,122	31,046
Lecturer	35,921	.	35,921
No Rank	42,365	30,711	42,144
Average	42,169	30,446	41,925
BA			
Professor	53,932	51,431	52,065
Associate	43,752	39,726	40,831
Assistant	36,307	33,371	34,156
Instructor	30,968	27,282	28,582
Lecturer	34,466	*34,491	34,469
No Rank	*39,164	28,252	28,911
Average	42,589	39,945	40,665
BA+			
Professor	58,274	53,282	56,684
Associate	46,604	42,689	45,075
Assistant	38,271	35,355	37,116
Instructor	28,742	28,000	28,490
Lecturer	32,549	28,309	31,947
No Rank	36,891	37,107	37,038
Average	47,042	42,443	45,362
Doctoral			
Professor	65,859	76,837	69,161
Associate	48,276	52,208	49,380
Assistant	40,610	43,458	41,434
Instructor	28,829	33,026	29,769
Lecturer	32,633	36,295	33,629
No Rank	33,751	38,492	36,311
Average	51,634	58,679	53,674
Average	47,480	49,232	47,974

¹ Based on 100 percent (3221 institutions) of NEA's faculty salary universe.

* Indicates less than 100 faculty.

SOURCE: NCES, IPEDS Salary Survey, 1994-95.

sor earned 22 years ago. Instructors and lecturers lost the most, with declines in the 20 percent range. The gap between the highest and lowest paid faculty members thus in-

creased from \$29,677 in 1972 to \$33,031 in 1994, even as the overall purchasing power of faculty members declined.

CURRENT SALARIES

The 4.3 percent increase in the average
TABLE 3

Offering Level and Rank	Control		Average
	Public	Independent	
AA			
Professor	3.7	26.0	4.0
Associate	4.0	17.8	4.4
Assistant	3.7	11.9	4.0
Instructor	5.4	24.3	5.9
Lecturer	9.2	.	10.3
No Rank	2.5	6.1	2.6
Average	3.4	12.4	3.6
BA			
Professor	7.1	7.5	7.3
Associate	5.9	5.7	5.7
Assistant	4.0	4.4	4.3
Instructor	14.1	25.8	22.0
Lecturer	26.0	84.2	37.1
No Rank	31.2	10.3	12.5
Average	7.1	8.2	7.9
BA+			
Professor	3.9	5.5	4.3
Associate	3.7	4.4	4.0
Assistant	3.5	3.4	3.5
Instructor	7.2	27.9	13.8
Lecturer	8.9	6.7	8.9
No Rank	8.1	6.9	7.3
Average	4.2	6.0	4.8
Doctoral			
Professor	3.7	3.8	3.7
Associate	3.7	3.0	3.5
Assistant	3.3	3.0	3.3
Instructor	6.1	12.1	7.1
Lecturer	3.4	6.8	4.2
No Rank	7.0	12.0	9.5
Average	3.8	4.0	3.8
Average	3.8	5.7	4.3

¹ Based on 84.5 percent (2721 institutions) of NEA's faculty salary universe

* Indicates less than 100 faculty.

SOURCE: NCES, IPEDS Salary Survey, 1994-95

faculty salary between 1993-94 and 1994-95 exceeded inflation by 0.7 percent. Faculty members in independent colleges and universities received larger increases than colleagues in public institutions, 5.7 percent vs. 3.8 percent. On average, faculty salaries in independent colleges exceeded salaries in public colleges, but faculty members teaching in independent doctoral granting universities accounted for the entire salary advantage (Table 2).

Only the salaries of faculty members in doctoral granting institutions averaged over \$50,000 a year. Annual salaries for all remaining groups ranged from less than \$40,000 to just over \$45,000. In 1992, only full professors in doctoral granting universities exceeded the average salary (\$61,249) of college educated men between 45 and 54 years old in the United States (*1994 Statistical Abstract of the United States*).

Salaries of community college faculty members increased by 3.4 percent between 1994 and 1995 (Table 3). The gap between salaries of faculty members in community college and senior colleges and universities thus continued to widen. Faculty members in independent baccalaureate and two-year institutions experienced the sharpest annual salary increases.

Salary by Academic Rank

Academic rank is a combination of seniority and promotion within the institution. As expected, professors, the largest rank at 31 percent of all full-time faculty members, earned 34 percent more than associate profes-

TABLE 4

AVERAGE SALARY BY ACADEMIC RANK, FACULTY ON 9/10 MONTH CONTACTS, 1994-1995	
Rank	Average Salary
Professor	\$62,724
Associate	46,765
Assistant	38,785
Instructor	29,693
Lecturer	33,326
No Rank	41,734
Average	47,974

SOURCE: NCES, IPEDS Salary Survey, 1994-95.

TABLE 5

NUMBER AND PERCENT OF FACULTY MEMBERS ON 9/10 MONTH CONTRACTS BY ACADEMIC RANK, 1994-95		
Rank	Number	Percent of Total
Professor	118,198	31
Associate	93,089	24
Assistant	89,569	23
Instructor	21,244	6
Lecturer	7,897	2
No Rank	52,842	14
Total	382,839	100

SOURCE: NCES, IPEDS Salary Survey, 1994-95.

sors, who in turn earned 21 percent more than assistant professors (Table 4).

The associate and assistant categories together accounted for another 47 percent of faculty members. Two-thirds of the lecturers—two percent of the full-time faculty members—taught in doctoral granting institutions. Instructors, the next smallest category at six percent, were more evenly spread across the different types of institutions than lecturers. Faculty members with no rank—14 percent of all faculty—mostly taught in community colleges (Table 5).

Contract Length

Most college faculty members worked on a 9/10 month contract. Only 14 percent, just under 61,000, of the faculty members taught on an 11/12 month contract (Table 6). Faculty members on year round contracts earned \$56,838; 9/10 month faculty earned \$47,974. This difference in salary results from working more months each year and from the concentration of faculty members with the longer contracts in universities. Doctoral granting institutions employed 60 percent of all faculty members on 11/12 month contracts. In contrast, 44 percent of faculty members on 9/10 month contracts taught in universities.

On average, faculty members with an annual contract earned more than those on an academic year contract. But faculty members with 11/12 month contracts earned less or

about the same as colleagues with 9/10 month contracts in public community colleges, independent baccalaureate, and BA+ colleges. Faculty members who teach in public institutions on an 11/12 month contract earn more than those with the same length contract in independent institutions. This is the reverse of what was found for faculty members on a 9/10 month contract. Public universities may use the longer contract to increase the salaries of senior faculty members or researchers who might be tempted to leave for higher pay in other universities (Table 7).

Academic Specialty

Engineers continued as the highest paid faculty members in public colleges, earning 126 percent of the average salary. Others with a high average salary included accounting and marketing (both 122 percent), business management (118 percent), and business economics (117 percent). At the low end of the salary scale were nursing and occupational therapy (both at 84 percent), interdisciplinary (86 percent), and teacher education and visual/performing arts (88 percent).

Salaries of the most and least rewarded academic specialties at public colleges differed by nearly \$20,000. These salary disparities existed within, as well as across, schools. Faculty members in education administration, for example, received over \$7,600 more than colleagues in teacher education (Table 8).

TABLE 6

NUMBER AND PERCENT OF FACULTY MEMBERS TEACHING ON AN 11/12 MONTH CONTRACT BY ACADEMIC RANK, 1994-95		
Rank	Number	Percent of Total
Professor	18,521	30
Associate	12,835	21
Assistant	11,727	19
Instructor	4,213	7
Lecturer	1,142	2
No Rank	12,484	21
Total	60,922	100

SOURCE: NCES, IPEDS Salary Survey, 1994-95.

TABLE 7

Offering Level and Rank	Control		Average
	Public	Independent	
AA			
Professor	\$55,071	*\$42,626	\$54,735
Associate	50,033	*37,669	48,836
Assistant	43,080	38,800	42,389
Instructor	39,708	*30,769	38,607
Lecturer	*32,788	.	*30,871
No Rank	40,178	32,908	39,683
Average	41,326	33,590	40,747
BA			
Professor	58,308	45,691	48,436
Associate	45,840	41,350	41,937
Assistant	44,493	36,209	37,323
Instructor	*44,308	32,459	33,404
Lecturer	*40,989	*41,561	*41,389
No Rank	*55,007	32,086	32,533
Average	50,347	39,225	40,865
BA+			
Professor	65,538	50,976	59,262
Associate	52,975	46,357	48,870
Assistant	41,664	37,551	38,530
Instructor	32,959	32,515	32,626
Lecturer	*36,075	*34,759	35,630
No Rank	47,191	34,790	39,259
Average	56,066	42,243	47,869
Doctoral			
Professor	81,808	82,110	81,869
Associate	61,369	60,726	61,233
Assistant	51,238	52,368	51,589
Instructor	39,990	47,700	42,095
Lecturer	41,021	36,251	40,127
No Rank	41,737	42,327	41,992
Average	65,719	63,246	65,130
Average	58,104	53,285	56,838

¹ Based on 100 percent (3221 institutions) of NEA's faculty salary universe.

* Indicates less than 100 faculty.

SOURCE: NCES, IPEDS Salary Survey, 1994-95

at other public institutions because the survey included well-paid faculty members in professional and graduate schools.

The same factor explains why the difference between the best and least paid faculty members by academic specialty is greater in the land-grant universities than in the CUPA sample (Office of Planning, Budget, and Institutional Research, Oklahoma State University, 1995). Salaries ranged from a high of \$84,754 for law and legal studies to a low of \$44,241 for visual and performing arts; some faculty members in medical specialties received average salaries over \$133,000 (Table 9).

The IPEDS annual faculty salary report does not include part-time faculty members, but NSOPF-93 estimated that there were 304,000 part-time faculty members in 1992-1993. Part-time faculty members were not short-term casual labor. The average part-time faculty member worked at the same institution for 5.4 years and taught 1.8 classes in each enrollment period.

Pay varied by institutional type. Community colleges employed 55 percent of all part-time faculty members and paid an average of \$7,220 a year. Among four-year institutions, independent colleges and universities were more likely to use part-time faculty members than public institutions. Table 10 shows reported income for part-time faculty members by type of institution, listed in descending order. This table reflects the total annual pay received from the institution. The numbers change when corrected for teaching load. Part-time faculty members at public two-year and independent comprehensive colleges received about \$2,000 a class; colleagues in independent Ph.D. granting universities received \$5,300 a class. Part-time faculty members may also receive compensation for field-based activities, such as monitoring the field experience of student teachers or nursing students. Most part-time faculty members also worked in other settings, averaging 1.7 other jobs. One-third of the part-time faculty members also worked for other educational institutions, including high schools and other colleges.

Salary Differences by Gender

Several factors account for the consistently lower earnings received by women faculty members. First, the recent influx of females into the profession meant that men averaged

The average salary paid to faculty members in land-grant institutions was \$55,638 in 1994-95. This average salary exceeded salaries

TABLE 8

AVERAGE FACULTY SALARY BY ACADEMIC DEPARTMENT IN PUBLIC COLLEGES, 1994-95

Program	All Ranks Salary	Factor Score	Program	All Ranks Salary	Factor Score
Engineering	59,331	1.26	Accounting	57,549	1.22
Marketing	57,346	1.22	Business Mgmt. & Admin. Serv.	55,702	1.18
Business Economics	55,389	1.17	Economics	54,144	1.15
Business Admin. & Mgmt.	54,129	1.15	Computer & Information Sciences	53,118	1.13
Physics	52,934	1.12	Enterprise Management	52,357	1.11
Ethnic & Cultural Studies	50,451	1.07	Geology	49,930	1.06
Chemistry	49,715	1.05	Agricultural Business	49,632	1.05
Education Administration	49,141	1.04	Physical Science	48,634	1.03
Philosophy & Religion	48,045	1.02	Biological Science	47,854	1.01
Anthropology	47,735	1.01	History	47,646	1.01
Political Science	47,646	1.01	Psychology	47,278	1.00
ALL FIELDS	47,195	1.00	Architecture	47,048	1.00
Geography	46,727	0.99	Communication Technology	46,601	0.99
Mathematics	46,441	0.98	Engineering Technology	46,321	0.98
Education	46,030	0.98	Counselor Education	45,954	0.97
Sociology	45,936	0.97	Public Health	45,437	0.96
Industrial Arts	45,281	0.96	Special Education	45,221	0.96
Library Science	45,103	0.96	Physical Therapy	45,014	0.95
Reading Education	44,283	0.94	Social Science	44,130	0.94
Art	44,083	0.93	Parks & Recreation	43,195	0.92
Social Work	43,190	0.92	Speech Pathology/Audiology	43,121	0.91
Protective Services	43,043	0.91	Music	42,891	0.91
Curriculum & Instruction	42,506	0.90	Foreign Language	42,305	0.90
Home Economics	42,241	0.90	Drama/Theater Arts	42,211	0.89
English Language	42,030	0.89	Admin. Asst. Secretary Science	42,024	0.89
Communications	41,866	0.89	Visual & Performing Arts	41,622	0.88
Teacher Education	41,527	0.88	Multi/Interdisciplinary	40,601	0.86
Occupational Therapy	39,767	0.84	Nursing	39,764	0.84

SOURCE: College and University Personnel Association, 1994-95 National Faculty Salary Survey by Discipline and Rank in Public Colleges and Universities.

more years in teaching. Second, women were less likely to teach in the most highly paid academic specialties such as engineering, accounting, clinical medicine, and law, and were more likely to teach in low paying areas, such as nursing. Third, women were less likely to teach in prestigious, high-paying universities; in any case, women faculty members at universities found a wide gap between the average salaries of male and female faculty members.

Table 11 compares the average salary paid to males and females.

Women received an average salary of about \$41,600 in both public and independent institutions. But since males in independent colleges earned more on average than males in public colleges, the gender gap in salaries in independent colleges exceeded that for public institutions by over \$2,000.

TABLE 9

AVERAGE SALARY BY DISCIPLINE, LAND-GRANT UNIVERSITIES, 1994-95		
Program	Salary	Factor Score
Visual & Performing Arts	44,241	0.80
Transportation	44,323	0.80
Parks & Recreation	45,437	0.82
Foreign Language	45,499	0.82
Liberal Arts & Science	45,821	0.82
Communication	46,434	0.83
English	46,639	0.84
Home Economics	46,732	0.84
Education	47,417	0.85
Engineering Technology	47,441	0.85
Multi/Interdisciplinary Studies	47,632	0.86
Library Science	48,710	0.88
Ethnic & Cultural Studies	48,848	0.88
Philosophy & Religion	48,870	0.88
Protective Services	49,779	0.89
Architecture	50,118	0.90
Public Administration	50,249	0.90
Agricultural Science	50,470	0.91
Conserv. & Renew Resources	51,566	0.93
Social Science	53,110	0.95
Agricultural Business	54,091	0.97
Psychology	54,221	0.97
Mathematics	55,141	0.99
Biological Science	55,291	0.99
ALL FIELDS	55,638	1.00
Physical Science	59,468	1.07
Computer & Information Science	62,325	1.12
Health Professions	62,716	1.13
Engineering	65,339	1.17
Business Mgmt & Admin.	68,448	1.23
Law & Legal Studies	84,754	1.52

SOURCE: Office of Planning, Budget, and Institutional Research, Oklahoma State University, 1994-95 Faculty Salary Survey by Discipline.

Salary by Institutional Characteristics

Faculty salaries varied by institutional type and control, with independent institutions showing more internal variation than public institutions. Faculty members in two-year inde-

TABLE 10

PART-TIME FACULTY MEMBER PAY BY TYPE OF INSTITUTION, FALL, 1992	
Type of Institution	Reported Pay
Independent Ph.D.	\$19,048
Public Research	17,045
Independent Research	13,284
Public Ph.D.	12,071
Independent Liberal Arts	9,482
Public Comprehensive	8,858
Public 2-year	7,220
Independent Comprehensive	7,213

Source: NCES, NSOPF-93.

pendent colleges received the lowest pay (\$30,446), while colleagues at independent universities received the highest average salary (\$58,679). The range between the highest and lowest average salaries was less for faculty members in public institutions: \$51,634 at doctoral institutions to \$42,169 at community colleges.

Table 12 shows the distribution of faculty members by institutional type. Public colleges and universities employed more than seven out of ten college and university faculty members. Within the public sector, doctoral granting institutions and community colleges were the two largest employers, 33.4 percent and 21.5 percent of all faculty, respectively. The remaining six types of institutions employed the other 45 percent. Independent AA degree granting institutions employed less than one percent of all faculty members, and few public colleges were limited to BA status.

Collective Bargaining

Faculty members with a collective bargaining agreement in four-year public colleges and universities earned 19 percent more a year than colleagues in institutions without an agreement—an \$8,301 annual salary advantage (Table 13). This salary advantage ranged from \$19,026 for library science to \$2,748 for education administration.

States and Faculty Salaries

Public college faculty salaries varied by state (Table 14). New Jersey led all states with

TABLE 11

**COMPARISON OF MALE AND FEMALE SALARIES BY INSTITUTIONAL CHARACTERISTICS,
FACULTY ON 9/10 MONTH CONTRACTS, 1994-1995**

Control	Gender	Offering Level				Average
		AA	BA	BA+	Doctoral	
Public	Male	\$44,097	44,349	49,451	55,027	50,670
	Female	\$39,864	38,977	42,480	43,089	41,581
	Difference	\$4,233	5,372	6,971	11,938	9,089
	Percent	10.6	12.1	16.4	27.2	21.8
Independent	Male	\$32,955	41,808	44,892	62,501	52,886
	Female	\$28,133	36,510	38,245	48,527	41,609
	Difference	\$4,822	5,289	6,647	13,947	11,277
	Percent	17.1	14.5	17.3	28.8	27.1

SOURCE: NCES, IPEDS Salary Survey, 1994-95.

TABLE 12

**DISTRIBUTION OF FACULTY MEMBERS BY INSTITUTIONAL CHARACTERISTICS,
ALL FACULTY MEMBERS (IN PERCENTS), 1994-1995**

Control	Offering Level				Total
	AA	BA	BA+	Doctoral	
Public	21.5	1.9	14.7	33.4	71.5
Independent	0.7	5.3	9.3	13.2	28.5
Total	22.2	7.2	24.0	46.6	100

(N=443,761)

SOURCE: NCES, IPEDS Salary Survey, 1994-95.

an average faculty salary of just over \$60,000. Average public college faculty salaries exceeded \$50,000 in California, Connecticut, Delaware, the District of Columbia, Hawaii, Michigan, New York, Pennsylvania, and Rhode Island.

North Dakota trailed all states with an average faculty salary just under \$36,000. South Dakota had lower average salaries in both four-year and two-year institutions, but average salaries at public colleges were slightly

higher than in North Dakota. Other states where public college faculty members averaged less than \$40,000 annually include: Arkansas, Louisiana, Montana, Mississippi, New Mexico, Oklahoma, West Virginia, and Wyoming.

New Jersey also led other states in the average increase in public college faculty salaries between 1993-94 and 1994-95 (7.9 percent). Connecticut, Massachusetts, Maine, and Wash-

TABLE 13

PUBLIC COLLEGE FACULTY SALARY DIFFERENCE BY ACADEMIC SPECIALTY AND PARTICIPATION IN COLLECTIVE BARGAINING, 1994-1995

Program	Salary Nonbargaining	Salary bargaining	Difference	Program	Salary Nonbargaining	Salary bargaining	Difference
Bus. Mgmt./Adm Serv.*	56,613	51,417	-5196	ALL FIELDS	44,419	52,720	8301
Education Administration	48,221	50,969	2748	Chemistry	46,828	55,217	8389
Economics	52,972	55,791	2819	Architecture	44,820	53,309	8489
Agricultural Business	48,956	51,941	2985	Sociology	42,696	51,445	8749
Accounting	56,601	59,620	3019	Drama/Theater Arts	39,186	48,003	8817
Marketing	56,344	59,475	3131	Speech Path./Audiology	40,493	49,334	8841
Engineering Technology	45,246	49,068	3822	Public Health	41,369	50,648	9279
Physical Science	47,601	51,716	4115	Psychology	43,869	53,159	9290
Counselor Education	44,358	48,547	4189	Protective Services	40,269	49,641	9372
Teacher Education	40,013	44,439	4426	History	44,354	53,771	9417
Enterprise Management	51,248	56,328	5080	Occupational Therapy	37,893	47,356	9463
Home Economics	40,912	46,239	5327	Foreign Language	38,915	48,466	9551
Business Admin./Mgmt	52,025	57,726	5701	Political Science	44,213	53,882	9669
Physical Therapy	42,928	48,834	5906	Biological Science	44,483	54,402	9919
Business Economics	54,215	60,172	5957	Multi/Interdisciplinary	38,748	48,796	10048
Curriculum & Instruction	41,282	47,259	5977	Anthropology	43,015	53,208	10193
Social Work	40,749	47,629	6880	Art	40,274	50,529	10255
Special Education	42,031	49,048	7017	Industrial Arts	42,873	53,147	10274
Parks & Recreation	40,540	47,585	7045	Reading Education	40,866	51,211	10345
Engineering	56,929	63,996	7067	Education	42,370	52,848	10478
Visual & Performing Arts	40,090	47,179	7089	Social Science	39,986	50,506	10520
Nursing	38,098	45,292	7194	English Language	38,376	49,010	10634
Ethnic & Cultural Studies	45,322	52,711	7389	Physics	48,663	59,909	11246
Geology	47,004	54,537	7533	Mathematics	42,623	54,153	11530
Communications	39,260	46,987	7727	Philosophy & Religion	43,235	54,798	11563
Computer & Infor. Sci.	50,490	58,277	7787	Admin. Asst./ Secr. Sci.	39,411	52,789	13378
Communication Technology	42,311	50,302	7991	Library Science	35625	54651	19026
Music	40,623	48,722	8099				
Geography	43,545	51,709	8164				

NOTE: The negative number published for Business Management and Administrative Services may be incorrect.

SOURCE: College and University Personnel Association, 1994-95 National Faculty Salary Survey by Discipline and Rank in Public Colleges and Universities.

TABLE 14

**AVERAGE PUBLIC COLLEGE FACULTY SALARIES, FACULTY ON
9/10 MONTH CONTRACTS RANKED BY STATE, 1994-95¹**

State	Four Year	Two Year	Average	State	Four Year	Two Year	Average
NJ	64,636	50,618	60,313	NC	47,885	30,541	45,625
CT	58,547	46,754	55,684	IN	47,664	33,648	45,429
CA	58,394	50,613	54,978	TN	47,620	34,703	44,629
HI	57,507	44,426	52,559	NE	46,427	32,186	43,671
NY	57,338	51,025	55,184	WY	46,418	31,564	39,285
PA	54,777	47,072	53,451	TX	45,913	38,836	43,453
DE	54,684	41,883	52,741	MO	45,259	38,234	43,701
RI	54,102	41,876	51,078	KS	45,195	35,836	42,317
MI	53,658	51,558	53,163	KY	44,896	+	44,896
IA	53,226	35,064	48,380	SC	44,886	30,323	40,232
MA	52,826	39,980	49,021	GA	44,869	33,938	42,932
AZ	51,911	43,935	49,093	OR	44,671	40,227	42,561
OH	51,796	39,637	49,103	UT	44,469	32,851	42,060
WI	51,237	45,524	48,995	AL	43,733	37,467	41,707
DC	50,834	+	50,834	VT	43,475	*	43,475
MN	50,723	43,829	48,506	ME	42,477	32,483	40,433
VA	49,861	36,891	46,700	OK	41,713	33,716	39,921
US	49,805	42,359	47,610	NM	41,580	30,682	37,877
AK	49,554	*	49,554	ID	41,423	35,349	40,674
MD	49,486	44,385	47,723	MS	41,135	33,918	38,543
NH	49,427	35,139	46,897	AR	40,096	30,016	38,297
CO	49,190	33,329	46,338	WV	39,339	30,685	38,775
WA	49,127	37,445	43,923	LA	39,038	30,320	38,122
NV	48,964	41,863	47,044	MT	38,598	29,835	37,011
FL	48,609	36,473	42,854	ND	37,689	31,320	35,967
IL	48,318	47,401	47,967	SD	36,394	27,514	36,367

¹ Based on 89.54 percent (1438) of the public institution universe (1563).

* Indicates no responding institutions in this category.

+ Indicates no institutions in this category.

SOURCE: NCES, IPEDS Salary Survey, 1994-95.

ington showed slight declines in average salaries (Table 15).

The average change in salary is calculated only for institutions that reported in 1993-94 and in 1994-95. Changes represent a combination of all factors that influenced the average salary, not just cost-of-living changes or raises granted by the states.

College faculty members are worse off today than they were 22 years ago. Salaries in 1994-95 continued to regain the losses of the 1970s and early 1980s, mainly because of step and seniority increases paid to a more experienced faculty. But each academic rank still

showed deep losses in purchasing power; the lowest paid academic ranks were especially affected.

Reports of average salaries obscure the enormous variation among different groups of faculty members. Salaries of community college and four-year college and university faculty members continued to drift apart. Independent universities persisted in providing the highest average faculty salaries, while two-year independent colleges provide the lowest.

Differences in faculty salaries reflected academic specialties. Faculty members in engineering, business, medical, and legal studies

TABLE 15

**PERCENT CHANGE IN AVERAGE FACULTY SALARIES,
FACULTY ON 9/10 MONTH CONTRACTS RANKED BY STATE, 1994-1995**

State	Control							
	Public				Private			
	AA	BA	BA+	Doctoral	AA	BA	BA+	Doctoral
AK	#	+	1.1	3.5	+	*-2.9	*-1.4	+
AL	10.1	*8.4	5.4	5.8	*-3.6	-0.8	2.8	2.4
AR	1.9	+	2.6	0.8	#	3.9	3.3	+
AZ	1.4	+	#	5.9	+	#	1.2	#
CA	0.3	#	3.4	1.5	*7.4	1.7	3.0	2.5
CO	5.4	3.2	3.7	5.2	+	*0.1	-4.1	1.6
CT	-1.0	*4.6	-1.0	#	*1.6	0.6	4.2	3.8
DC	+	+	3.5	+	+	#	*7.3	3.7
DE	4.7	+	11.0	5.8	#	*3.6	*6.2	#
FL	2.1	+	6.6	5.9	#	9.3	6.4	5.4
GA	5.8	5.3	5.0	6.3	*2.6	3.3	2.2	4.9
HI	3.5	*6.6	6.1	4.2	+	*7.4	*1.1	+
IA	0.8	+	+	2.9	*4.6	4.2	3.0	0.7
ID	3.8	1.8	4.9	4.2	1.9	*-13.5	*1.2	+
IL	3.2	+	6.6	4.3	*5.3	3.4	2.5	3.4
IN	-2.1	+	2.5	2.9	*0.4	2.7	3.2	3.3
KS	6.8	+	3.7	5.4	*12.3	5.1	5.3	+
KY	#	+	3.2	2.4	*-2.5	2.9	3.8	*5.5
LA	-0.3	+	1.1	0.9	+	0.6	3.2	2.8
MA	-0.6	*-1.4	-1.0	-0.3	7.0	4.2	3.4	3.7
MD	4.1	-3.5	3.2	4.6	#	*8.7	4.7	2.4
ME	-0.1	-0.3	-0.1	-1.2	#	3.8	5.8	#
MI	4.7	+	3.1	3.4	*-5.2	3.8	3.9	-7.1
MN	2.2	4.6	1.8	5.7	*14.7	3.4	3.1	5.1
MO	3.0	4.5	4.2	4.5	*-4.5	3.2	5.2	3.6
MS	9.5	+	12.7	2.7	*-1.7	2.5	*2.2	#
MT	5.3	*-1.5	0.2	0.5	*3.0	1.6	*16.6	+
NC	11.0	6.6	6.0	5.8	3.3	3.1	3.6	3.8
ND	4.6	4.1	7.9	3.1	*2.4	*2.1	*4.0+	
NE	3.5	+	-0.2	1.3	+	2.9	4.0	3.1
NH	3.0	*5.6	4.3	11.0	*-2.3	4.1	-0.3	2.5
NJ	4.7	12.4	9.8	8.2	#	*5.6	0.5	2.0
NM	5.3	+	1.9	4.1	#	*2.3	*-3.0	#
NV	2.8	+	+	3.6	#	+	*-4.3	+
NY	4.7	6.0	3.7	3.0	1.8	3.3	1.7	2.7
OH	2.4	*2.8	3.9	3.4	#	3.6	1.7	3.9
OK	2.4	*-3.3	1.4	2.9	*12.8	*-0.5	4.8	-1.5
OR	4.9	*-1.9	-3.1	-0.3	+	*11.5	-4.5	5.3
PA	3.8	4.8	3.8	4.2	7.5	3.7	4.1	3.4
RI	3.5	+	5.1	6.1	#	+	4.3	3.0
SC	8.1	+	5.0	7.8	*1.7	3.1	4.1	*3.9
SD	*13.8	*-3.1	3.7	2.6	#	*-3.7	2.9	#
TN	6.5	+	7.4	7.0	*4.8	4.8	2.2	2.6
TX	1.9	2.9	0.2	1.8	#	4.5	3.6	2.8
UT	5.2	5.7	5.2	4.8	*1.4	+	*6.0	2.3
VA	3.7	4.9	2.7	3.0	*-1.5	3.2	3.9	5.9
VT	+	*-2.6	0.4	2.6	*6.9	*1.4	4.4	4.8
WA	-0.4	+	-0.5	0.0	N/R	0.4	3.1	8.8
WI	4.9	+	6.8	6.3	N/R	2.0	2.3	3.0
WV	4.5	6.0	3.7	2.6	+	2.0	4.9	+
WY	4.8	+	+	3.3	+	+	+	

+Based on 85.9 percent (2721 institutions) of the NEA salary universe reporting comparable data in 1993-94 and 1994-95.
*Indicates less than 100 faculty members. +Indicates no institutions in this category. #Indicates number of faculty in this category is too small to report reliable results. N/R Indicates no responding institutions in this category.

SOURCE: NCES, IPEDS Salary Survey, 1993-94 and 1994-95.

led the list; colleagues in nursing and the performing arts received the lowest salaries.

The salaries of women lagged men's pay in all sectors, but the difference was most acute in universities. The gap existed in every academic rank at every type of public institution, even in community colleges that generally base salaries on seniority and educational level, not academic specialty. The average salaries paid to public college and university faculty members varied widely by state. Salaries of faculty members teaching in New Jersey are 67 percent higher than salaries of public college faculty members in North Dakota.

The average pay of part-time faculty members ranged from \$7,200 to \$19,000 a year, by institutional type and control. These part-time faculty members teach regularly and have nearly six years experience in the institution. No longer, if ever, a contingency work force hired to teach an occasional class; part-time faculty members are now a key component of

the teaching force that merits the continued attention of organizations that collect data on faculty salary and working conditions.

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