

Faculty Salaries, 1995-96

by *John B. Lee*

John B. Lee is the president of JBL Associates, Inc., in Bethesda, Maryland. JBL Associates is a consulting firm specializing in postsecondary education policy issues. His doctorate is in higher education from the University of California, Berkeley.

Lee started his career as an instructor at Laney Community College in Oakland, California, where he served as academic senate president and president of the faculty union. Subsequently, he worked for Stanford Research International (SRI), the Education Commission of the States, the Education and Labor Committee of the U.S. House of Representatives, and Abt Associates.

Lee's areas of specialization and research include student aid policy and higher education government and finance.

The national average full-time salary for faculty members on 9/10 month contracts was \$49,237 in 1995-96, up 3 percent since last year. Faculty salaries, corrected for inflation, were nearly flat between 1990 and 1995, but the gap between the highest and lowest paid faculty members increased. The salaries of professors lost the least purchasing power, while salaries of instructors and lecturers lagged behind those in other academic categories.

Public college and university faculty members averaged \$2,000 less than colleagues at independent institutions. University faculty members earned the most; the average faculty salary in independent universities was \$61,000, highest of all types of institutions. Faculty members at independent two-year institutions earned the least (\$31,800).

Some additional highlights:

- Engineers earned the highest salaries by academic specialty, excluding professional schools. Lawyers had the highest average salaries among professional school faculty members.
- Female faculty members averaged \$9,000 less than their male colleagues.
- Among four-year public colleges, faculty members at institutions with a collective bargaining agreement averaged \$6,262 a year more than colleagues without an agreement.
- Faculty members in New Jersey had the highest average public sector salaries; South Dakota faculty members had the lowest.

OVERVIEW

Data Sources

This article uses three reports of faculty salaries. The National Center for Education Statistics (NCES), a division of the U. S. Department of Education, collected its 1995-96 data as part of the Integrated Postsecondary Education Survey (IPEDS). All accredited colleges and universities received the IPEDS survey. The 1995-96 report included information from 3,600 institutions of higher education and on 440,952 full-time faculty members.

The NCES report excluded colleges organized on a for-profit basis and over 400 seminaries or religious training institutions. It also

excluded medical school faculty members, faculty members paid by a religious order, part-time faculty members, and faculty members who did not teach. Including all faculty members increases the total to 915,474; adding teaching assistants brings the count to 1,108,097.¹ Less than 40 percent of all college and university faculty members were full-time, paid, classroom teachers.

NCES reported salaries separately for full-time faculty members on 9/10 month and 11/12 month contracts. The vast majority of faculty members worked on 9/10 month contracts, and their salaries represent full-time faculty members in most tables. There is no acceptable way to make the two salary categories comparable.

Two organizations provided faculty salary information by academic department—information not available from IPEDS. These reports sampled four-year colleges and universities. The College and University Personnel

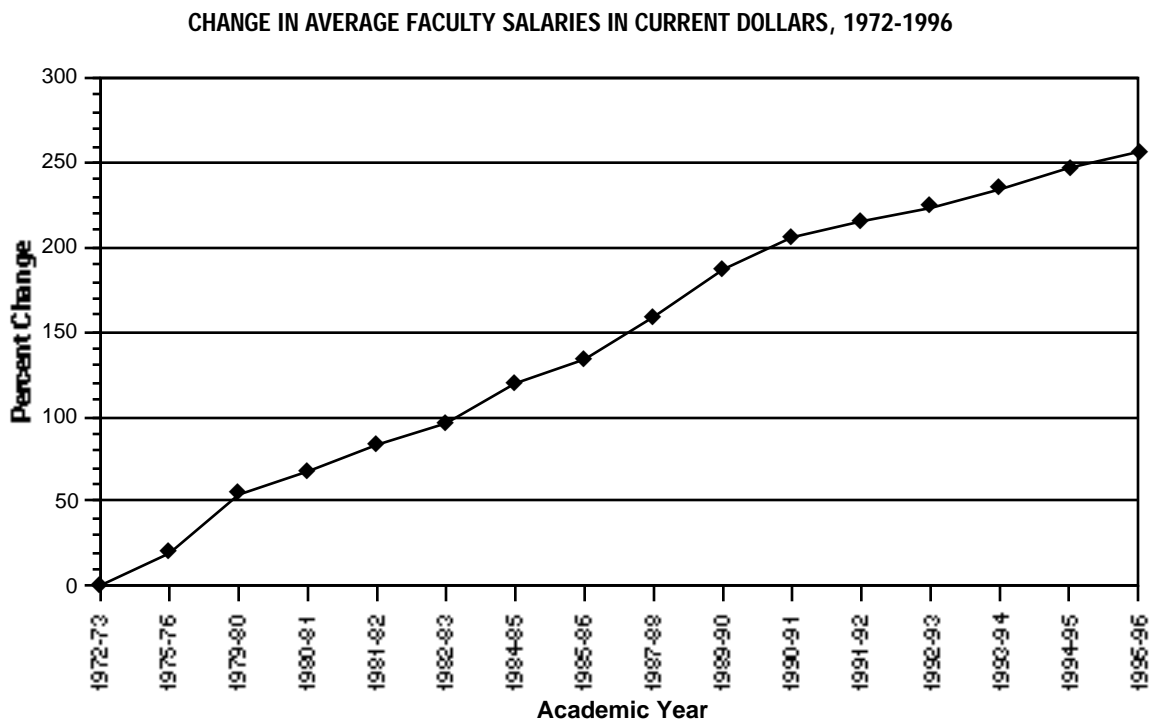
Association (CUPA) sampled 269 four-year public and 531 independent comprehensive colleges and universities. The Office of Institutional Research of Oklahoma State University (OSU) reported on 93 public land grant universities.

Historical Perspective

Average faculty salaries, uncorrected for inflation, have increased by 255 percent since 1972 (Figure 1), but this increase becomes a 1.5 percent *loss* in purchasing power when corrected for inflation (Figure 2). The average faculty member who made \$49,996 in 1972 earns \$49,237 today, a loss of \$759.

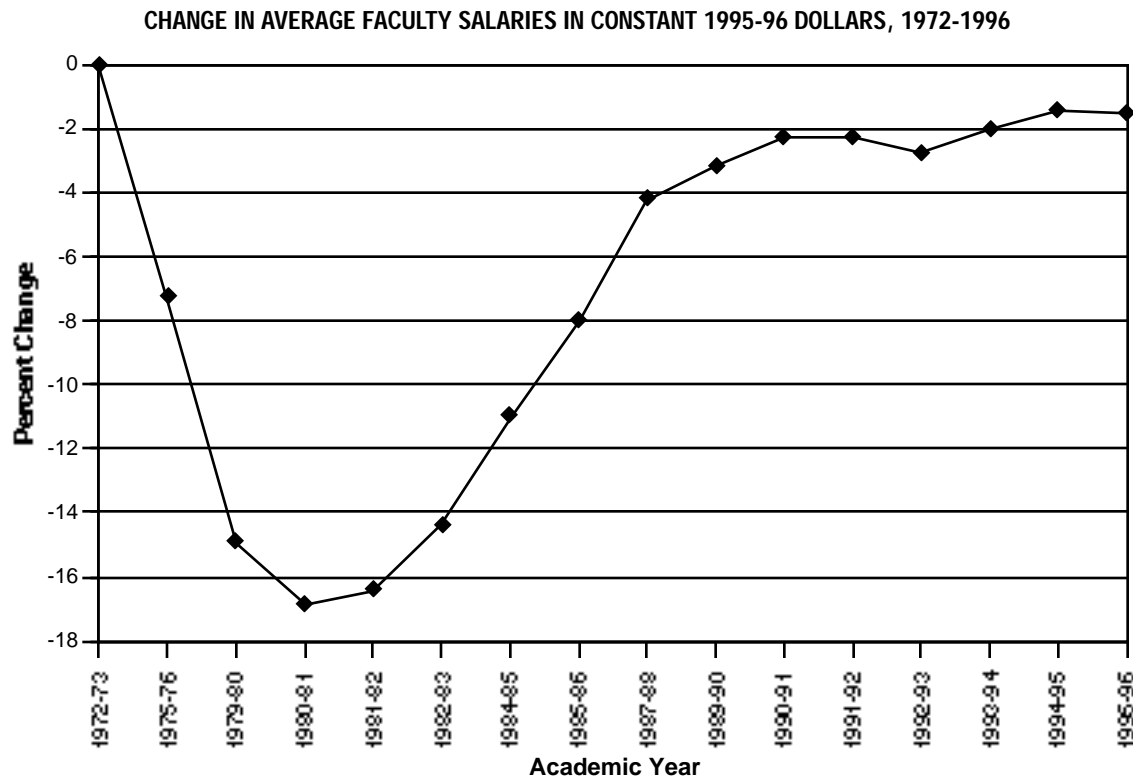
Faculty members in each academic rank lost more purchasing power than the average (Table 1). Promotions and seniority partially offset the effects of inflation. Professors lost \$4,809 in purchasing power between 1972 and 1995. Lecturers took the biggest loss in purchasing power closely followed by instructors.

FIGURE 1



SOURCE: National Center for Education Statistics, Salary Surveys, 1972-1973 through 1995-96.

FIGURE 2



SOURCE: National Center for Education Statistics, Salary Surveys, 1972-73 through 1995-96.

The salary gap between professors and instructors widened as the average purchasing power of the faculty eroded.

1995-96 RESULTS

The average full-time faculty member received \$49,237 in 1995-96, a 3 percent increase over 1994-95, but less than last year's 4.3 percent gain.² Salaries barely kept pace with cost-of-living increases in 1995-96.

The increases were not evenly distributed across types and control categories (type refers to level of the highest degree offered; control refers to whether an institution is independent or public). Faculty members in independent institutions had notably smaller increases in 1995-96, but their salary gains exceeded those of faculty members in public institutions by 0.4 percent. University faculty members received larger increases than colleagues at two-year colleges (AA), baccalaureate institutions (BA),

and comprehensive colleges (BA+). Faculty members in public comprehensive colleges received the lowest average increases (2.1 percent); faculty in two-year independent colleges—a small proportion—received the largest increases. (Table 2.)

Salary by Academic Rank

Not surprisingly, academic rank and salary were related. Professors earned more than associate professors who in turn earned more than assistant professors. The salary pattern was constant in each institutional type and control category (Table 3).

Professors were the largest single group of faculty members (31 percent), followed by associate professors (25 percent) and assistant professors (23 percent). Faculty members with no rank—most teach in public community colleges—account for 14 percent. The teaching force also includes instructors (5 percent) and lecturers (2 percent) (Table 4).

TABLE 1

**AVERAGE SALARIES FOR FULL-TIME FACULTY ON 9/10 MONTH CONTRACTS, BY ACADEMIC YEAR AND RANK 1972-73 THROUGH 1995-96⁺
IN CURRENT AND 1995-96 CONSTANT DOLLARS**

| Academic Year | All Ranks | | Professor | | Associate | | Assistant | | Instructor | | Lecturer | | No Rank | |
|------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| | Average Salary | Percent Change | Average Salary | Percent Change | Average Salary | Percent Change | Average Salary | Percent Change | Average Salary | Percent Change | Average Salary | Percent Change | Average Salary | Percent Change |
| Current Dollars | | | | | | | | | | | | | | |
| 1972-73 | \$13,850 | | \$19,182 | | \$14,572 | | \$12,029 | | \$10,737 | | \$11,637 | | \$12,676 | |
| 1975-76 | 16,634 | 20.1 | 22,611 | 17.9 | 17,026 | 16.8 | 13,966 | 16.1 | 13,682 | 27.4 | 12,887 | 10.7 | 15,201 | 19.9 |
| 1979-80 | 21,367 | 28.5 | 28,371 | 25.5 | 21,431 | 25.9 | 17,459 | 25.0 | 14,021 | 2.5 | 16,151 | 25.3 | 20,479 | 34.7 |
| 1980-81 | 23,302 | 9.1 | 30,753 | 8.4 | 23,214 | 8.3 | 18,901 | 8.3 | 15,178 | 8.3 | 17,301 | 7.1 | 22,334 | 9.1 |
| 1981-82 | 25,449 | 9.2 | 33,347 | 8.4 | 25,278 | 8.9 | 20,608 | 9.0 | 16,450 | 8.4 | 18,765 | 8.5 | 24,331 | 8.9 |
| 1982-83 | 27,196 | 6.9 | 35,540 | 6.6 | 26,921 | 6.5 | 22,056 | 7.0 | 17,601 | 7.0 | 20,072 | 7.0 | 25,557 | 5.0 |
| 1984-85 | 30,447 | 12.0 | 39,743 | 11.8 | 29,945 | 11.2 | 24,668 | 11.8 | 20,230 | 14.9 | 22,334 | 11.3 | 27,683 | 8.3 |
| 1985-86 | 32,392 | 6.4 | 42,268 | 6.4 | 31,787 | 6.2 | 26,277 | 6.5 | 20,918 | 3.4 | 23,770 | 6.4 | 29,088 | 5.1 |
| 1987-88 | 35,901 | 10.8 | 47,046 | 11.3 | 35,232 | 10.8 | 29,109 | 10.8 | 22,726 | 8.6 | 25,982 | 9.3 | 31,534 | 8.4 |
| 1989-90 | 39,786 | 10.8 | 52,681 | 12.0 | 39,336 | 11.6 | 32,641 | 12.1 | 25,153 | 10.7 | 29,106 | 12.0 | 32,677 | 3.6 |
| 1990-91 | 42,335 | 6.4 | 55,677 | 5.7 | 41,534 | 5.6 | 34,478 | 5.6 | 26,569 | 5.6 | 30,388 | 4.4 | 36,522 | 11.8 |
| 1991-92 | 43,703 | 3.2 | 57,143 | 2.6 | 42,872 | 3.2 | 35,632 | 3.3 | 26,985 | 1.6 | 29,978 | -1.3 | 38,713 | 6.0 |
| 1992-93 | 44,843 | 2.6 | 58,857 | 3.0 | 43,987 | 2.6 | 36,640 | 2.8 | 28,543 | 5.8 | 30,675 | 2.3 | 37,930 | -2.0 |
| 1993-94 | 46,364 | 3.4 | 60,649 | 3.0 | 45,278 | 2.9 | 37,630 | 2.7 | 28,828 | 1.0 | 32,729 | 6.7 | 40,584 | 7.0 |
| 1994-95 | 47,974 | 3.5 | 62,724 | 3.4 | 46,765 | 3.3 | 38,785 | 3.1 | 29,693 | 3.0 | 33,326 | 1.8 | 41,734 | 2.8 |
| 1995-96 | 49,237 | 2.6 | 64,434 | 2.7 | 47,882 | 2.4 | 39,619 | 2.2 | 30,355 | 2.2 | 33,988 | 2.0 | 42,528 | 1.9 |
| Total Change | | 255.5 | | 235.9 | | 228.6 | | 229.4 | | 182.7 | | 192.1 | | 235.5 |

TABLE 1 (CONTINUED)

**AVERAGE SALARIES FOR FULL-TIME FACULTY ON 9/10 MONTH CONTRACTS, BY ACADEMIC YEAR AND RANK 1972-73 THROUGH 1995-96⁺
IN CURRENT AND 1995-96 CONSTANT DOLLARS**

| Academic Year | All Ranks | | Professor | | Associate | | Assistant | | Instructor | | Lecturer | | No Rank | |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| | Average Salary | Percent Change | Average Salary | Percent Change | Average Salary | Percent Change | Average Salary | Percent Change | Average Salary | Percent Change | Average Salary | Percent Change | Average Salary | Percent Change |
| Constant 1995-96 Dollars | | | | | | | | | | | | | | |
| 1972-73 | 49,996 | | 69,243 | | 52,602 | | 43,422 | | 38,759 | | 42,007 | | 45,758 | |
| 1975-76 | 46,305 | -7.4 | 62,944 | -9.1 | 47,397 | -9.9 | 38,878 | -10.5 | 38,088 | -1.7 | 35,875 | -14.6 | 42,316 | -7.5 |
| 1979-80 | 42,541 | -8.1 | 56,486 | -10.3 | 42,669 | -10.0 | 34,761 | -10.6 | 27,916 | -26.7 | 32,156 | -10.4 | 40,773 | -3.6 |
| 1980-81 | 41,572 | -2.3 | 54,865 | -2.9 | 41,415 | -2.9 | 33,721 | -3.0 | 27,079 | -3.0 | 30,866 | -4.0 | 39,845 | -2.3 |
| 1981-82 | 41,784 | 0.5 | 54,751 | -0.2 | 41,503 | 0.2 | 33,836 | 0.3 | 27,009 | -0.3 | 30,810 | -0.2 | 39,948 | 0.3 |
| 1982-83 | 42,788 | 2.4 | 55,916 | 2.1 | 42,355 | 2.1 | 34,701 | 2.6 | 27,692 | 2.5 | 31,580 | 2.5 | 40,209 | 0.7 |
| 1984-85 | 44,462 | 3.9 | 58,037 | 3.8 | 43,729 | 3.2 | 36,023 | 3.8 | 29,542 | 6.7 | 32,614 | 3.3 | 40,426 | 0.5 |
| 1985-86 | 45,998 | 3.5 | 60,022 | 3.4 | 45,139 | 3.2 | 37,314 | 3.6 | 29,704 | 0.5 | 33,754 | 3.5 | 41,306 | 2.2 |
| 1987-88 | 47,899 | 4.1 | 62,769 | 4.6 | 47,006 | 4.1 | 38,837 | 4.1 | 30,321 | 2.1 | 34,665 | 2.7 | 42,073 | 1.9 |
| 1989-90 | 48,401 | 1.0 | 64,088 | 2.1 | 47,854 | 1.8 | 39,709 | 2.2 | 30,600 | 0.9 | 35,408 | 2.1 | 39,753 | -5.5 |
| 1990-91 | 48,848 | 0.9 | 64,243 | 0.2 | 47,924 | 0.1 | 39,782 | 0.2 | 30,657 | 0.2 | 35,063 | -1.0 | 42,141 | 6.0 |
| 1991-92 | 48,855 | 0.0 | 63,879 | -0.6 | 47,926 | 0.0 | 39,832 | 0.1 | 30,166 | -1.6 | 33,512 | -4.4 | 43,276 | 2.7 |
| 1992-93 | 48,611 | -0.5 | 63,802 | -0.1 | 47,683 | -0.5 | 39,719 | -0.3 | 30,941 | 2.6 | 33,252 | -0.8 | 41,117 | -5.0 |
| 1993-94 | 48,990 | 0.8 | 64,085 | 0.4 | 47,843 | 0.3 | 39,762 | 0.1 | 30,461 | -1.6 | 34,583 | 4.0 | 42,883 | 4.3 |
| 1994-95 | 49,279 | 0.6 | 64,430 | 0.5 | 48,037 | 0.4 | 39,840 | 0.2 | 30,501 | 0.1 | 34,233 | -1.0 | 42,869 | -0.0 |
| 1995-96 | 49,237 | -0.1 | 64,434 | 0.0 | 47,882 | -0.3 | 39,619 | -0.6 | 30,355 | -0.5 | 33,988 | -0.7 | 42,528 | -0.8 |
| Total Change | | -1.5 | | -6.9 | | -9.0 | | -8.8 | | -21.7 | | -19.1 | | -7.1 |

⁺ Based on 100 percent (3,221 institutions) of NEA's faculty salary universe.

SOURCE: NCES, IPEDS Salary Surveys.

TABLE 2

| Offering Level | Rank | Control | | Average of All Faculty |
|-----------------|------------|---------|-------------|------------------------|
| | | Public | Independent | |
| AA | Professor | 2.2 | 1.7 | 2.2 |
| | Associate | 1.3 | 5.2 | 1.4 |
| | Assistant | 2.2 | 2.6 | 2.2 |
| | Instructor | 3.2 | 7.0 | 3.1 |
| | Lecturer | 3.8 | . | 3.8 |
| | No Rank | 3.4 | 4.4 | 3.4 |
| | Average | 3.0 | 4.0 | 2.9 |
| BA | Professor | 2.8 | 2.7 | 2.7 |
| | Associate | 2.6 | 2.9 | 2.8 |
| | Assistant | 4.8 | 2.7 | 3.2 |
| | Instructor | 3.7 | 2.4 | 2.9 |
| | Lecturer | -0.8 | *1.5 | -0.3 |
| | No Rank | *-12.7 | -8.5 | -8.8 |
| | Average | 3.5 | 2.7 | 2.9 |
| BA+ | Professor | 2.0 | 3.1 | 2.3 |
| | Associate | 1.8 | 3.0 | 2.2 |
| | Assistant | 1.9 | 2.4 | 2.0 |
| | Instructor | 2.9 | 3.6 | 3.1 |
| | Lecturer | -0.1 | 12.1 | 1.4 |
| | No Rank | 5.1 | 5.8 | 5.6 |
| | Average | 2.1 | 3.2 | 2.4 |
| Doctoral | Professor | 3.4 | 3.4 | 3.3 |
| | Associate | 2.9 | 3.3 | 3.0 |
| | Assistant | 2.5 | 3.0 | 2.7 |
| | Instructor | 2.3 | 2.9 | 2.3 |
| | Lecturer | 4.1 | 2.5 | 3.7 |
| | No Rank | 3.8 | -7.0 | -1.8 |
| | Average | 3.2 | 3.6 | 3.3 |
| Average | | 2.9 | 3.3 | 3.0 |

+ Based on 86.8 percent (2,819 institutions) of NEA's faculty salary universe.

* Indicates less than 100 faculty members.

SOURCE: NCES, IPEDS Salary Surveys, 1994-95 and 1995-96.

Most senior faculty members, and 65 percent of all faculty members had tenure (public, 68 percent; independent, 57 percent). Faculty members in public community colleges were

the most likely to have tenure (74 percent); colleagues at independent BA or BA+ colleges were the least likely (55 percent) (Table 5).

Eighty-six percent of full-time faculty members, 378,195, taught on 9/10 month contracts (Table 6). Faculty members with 9/10 month contracts at independent institutions showed the higher salaries (Table 7). Faculty members on year-round (11/12 month) contracts (14 percent) (Table 8) averaged \$58,881 last year (public, \$59,819; independent, \$55,195) (Table 9).

A plurality of faculty members worked in universities (11/12 month contracts, 60 percent; 9/10 month contracts, 45 percent). During the summer, faculty members on 11/12 month contracts may conduct research projects, coach an athletic team, or run a summer institute.

Academic Specialty

Engineers, CUPA data shows, topped the pay schedule in public and independent colleges (Table 10). Library science and nursing were the lowest paid specialties in both sectors. On average, faculty members in sampled four-year independent colleges received \$872 less than colleagues in public colleges. There is a greater range between the salaries of the highest and lowest paid specialties in independent colleges (independent, \$27,000; public, \$20,000).

Market demand helps to explain salary variations by specialty. Average salaries paid by teaching specialty in independent and public institutions usually vary by less than \$2,000. This close agreement between the two sectors suggests that larger employment pressures account for the salaries. Only five specialties show salary differentials of at least \$5,000. Public college faculty members have the advantage in computer and information sciences, area and ethnic studies, and agriculture business. Independent college faculty members dominate in public health and physical science (engineers are close at \$4,600).

Differences in salaries may represent other pressures or institutional priorities. Institutions in the two sectors have different educational missions and may be willing to pay more to attract faculty members who are critical to fulfilling these missions. Salaries may reflect seniority of the faculty. Programs with recent growth may have lower average salaries than older programs with more senior faculty

TABLE 3

**AVERAGE SALARIES AND PERCENT OF AVERAGE, FACULTY ON 9/10 MONTH CONTRACTS,
BY RANK AND INSTITUTIONAL CONTROL, 1995-96 ⁺**

| Rank | Control | | | | | |
|------------|----------------|--------------------|----------------|--------------------|----------------|--------------------|
| | Public | | Independent | | Average | |
| | Average Salary | Percent of Average | Average Salary | Percent of Average | Average Salary | Percent of Average |
| Professor | \$60,768 | 123.4 | \$65,158 | 132.3 | \$62,164 | 126.3 |
| Associate | 47,077 | 95.6 | 47,641 | 96.8 | 47,196 | 95.9 |
| Assistant | 39,560 | 80.3 | 39,490 | 80.2 | 39,492 | 80.2 |
| Instructor | 30,302 | 61.5 | 30,758 | 62.5 | 30,300 | 61.5 |
| Lecturer | 34,053 | 69.2 | 33,976 | 69.0 | 34,124 | 69.3 |
| No Rank | 38,354 | 77.9 | 35,460 | 72.0 | 37,503 | 76.2 |
| Average | 48,672 | 98.9 | 50,675 | 102.9 | 49,237 | 100.0 |

⁺ Based on 100 percent of NEA's faculty salary universe.

SOURCE: NCES, IPEDS Salary Survey, 1995-96.

TABLE 4

**NUMBER AND PERCENT OF FACULTY ON 9/10 MONTHS CONTRACTS,
BY RANK AND INSTITUTIONAL CONTROL, 1995-96 ⁺**

| Rank | Control | | | | | |
|------------|---------|---------|-------------|---------|---------|---------|
| | Public | | Independent | | Total | |
| | Number | Percent | Number | Percent | Number | Percent |
| Professor | 81,089 | 21.4 | 36,651 | 9.7 | 117,740 | 31.1 |
| Associate | 62,377 | 16.5 | 30,640 | 8.1 | 93,017 | 24.6 |
| Assistant | 57,125 | 15.1 | 30,329 | 8.0 | 87,454 | 23.1 |
| Instructor | 14,869 | 3.9 | 5,324 | 1.4 | 20,193 | 5.3 |
| Lecturer | 6,062 | 1.6 | 1,796 | 0.5 | 7,858 | 2.1 |
| No Rank | 48,662 | 12.9 | 3,271 | 0.9 | 51,933 | 13.7 |
| Total | 270,184 | 71.4 | 108,011 | 28.6 | 378,195 | 100.0 |

⁺ Based on 100 percent of NEA's faculty salary universe.

Source: NCES, IPEDS Salary Survey, 1995-96.

members. CUPA statistics do not suggest an explanation for these differences.

Land-Grant Universities

The 90 land-grant universities employed the highest paid faculty members in the public

sector (average salary-\$57,836) (Table 11). Law and legal studies departments continued to lead the list at \$89,022, up over \$4,000 since last year. The least well paid faculty members in land-grant universities taught transportation and material moving (\$45,072, about a \$700

TABLE 5

**PERCENT OF FACULTY TENURED ON
9/10 AND 11/12 MONTH CONTRACTS,
BY INSTITUTIONAL TYPE AND CONTROL, 1995-96⁺**

| Offering Level | Control | | Average of All Faculty |
|----------------|---------|-------------|---------------------------|
| | Public | Independent | |
| AA | 74.1 | 63.0 | 73.9 |
| BA | 60.9 | 55.4 | 56.9 |
| BA+ | 65.5 | 54.5 | 61.5 |
| Doctoral | 66.3 | 59.8 | 64.5 |
| Average | 67.8 | 57.4 | 64.8 |

⁺ Based on 66.37 percent (2,155 institutions) of the NEA salary universe reporting tenure information.

SOURCE: NCES, IPEDS Salary Survey, 1995-96.

increase since last year). This year's increases ranged from 5 percent for the best paid specialty to 1.7 percent for the lowest paid field. Salary inequities among faculty members with different academic specialties grew in land-grant institutions.

Salary Differences by Gender

Women faculty members received just under \$43,000 in 1995-96. They earned less than men in every type of institution, at every academic rank (except for some unranked categories), and in both sectors (\$9,000 differential in public institutions; \$11,500 in independent institutions) (Table 12). This salary gap has increased since last year's report.

Female faculty salaries suffered because women were more likely to teach in two-year colleges (47 percent women) with the lowest average salaries; conversely, women were less likely to teach at universities (29 percent), with their higher salaries (Table 13). In all institutions, women had the smaller share of professorial appointments and the higher share of instructor and lecturer assignments—the least well paid ranks.

Salary by Institutional Characteristics

Faculty members in independent colleges and universities earned more than their colleagues in public institutions. But salaries at independent universities explained the entire

TABLE 6

**NUMBER OF FACULTY ON 9/10 MONTH CONTRACTS
BY RANK, INSTITUTIONAL TYPE, AND CONTROL,
1995-96⁺**

| Offering Level | Rank | Control | | Total |
|-----------------|--------------|----------------|----------------|----------------|
| | | Public | Independent | |
| AA | Professor | 10,717 | 176 | 10,893 |
| | Associate | 7,954 | 203 | 8,157 |
| | Assistant | 8,079 | 324 | 8,403 |
| | Instructor | 5,284 | 224 | 5,508 |
| | Lecturer | 388 | 2 | 390 |
| | No Rank | 47,504 | 933 | 48,437 |
| | Total | 79,926 | 1,862 | 81,788 |
| BA | Professor | 1,870 | 6,356 | 8,226 |
| | Associate | 1,956 | 6,084 | 8,040 |
| | Assistant | 2,129 | 6,937 | 9,066 |
| | Instructor | 764 | 1,552 | 2,316 |
| | Lecturer | 236 | 102 | 338 |
| | No Rank | 34 | 680 | 714 |
| | Total | 6,989 | 21,711 | 28,700 |
| BA+ | Professor | 21,776 | 10,490 | 32,266 |
| | Associate | 16,277 | 10,754 | 27,031 |
| | Assistant | 16,574 | 11,195 | 27,769 |
| | Instructor | 3,403 | 2,092 | 5,495 |
| | Lecturer | 1,651 | 382 | 2,033 |
| | No Rank | 486 | 1,111 | 1,597 |
| | Total | 60,167 | 36,024 | 96,191 |
| Doctoral | Professor | 46,726 | 19,629 | 66,355 |
| | Associate | 36,190 | 13,599 | 49,789 |
| | Assistant | 30,343 | 11,873 | 42,216 |
| | Instructor | 5,418 | 1,456 | 6,874 |
| | Lecturer | 3,787 | 1,310 | 5,097 |
| | No Rank | 638 | 547 | 1,185 |
| | Total | 123,102 | 48,414 | 171,516 |
| Total | | 270,184 | 108,011 | 378,195 |

⁺ Based on 100 percent of NEA's faculty salary universe.

SOURCE: NCES, IPEDS Salary Survey, 1995-96.

advantage. Faculty members in public institutions received higher salaries everywhere else. Salaries of faculty members in independent institutions showed the greater variance: a

TABLE 7

| AVERAGE SALARIES FOR FACULTY ON 9/10 MONTH CONTRACTS, BY RANK, INSTITUTIONAL TYPE, AND CONTROL, 1995-96 ⁺ | | | | |
|--|------------|----------|-------------|------------------------|
| Offering Level | Rank | Control | | Average of All Faculty |
| | | Public | Independent | |
| AA | Professor | \$51,796 | \$38,538 | \$51,618 |
| | Associate | 43,462 | 32,856 | 43,246 |
| | Assistant | 37,261 | 30,307 | 37,017 |
| | Instructor | 31,866 | 23,910 | 31,587 |
| | Lecturer | 35,749 | -- | 35,749 |
| | No Rank | 43,193 | 32,603 | 42,994 |
| | Average | 43,013 | 31,793 | 42,779 |
| BA | Professor | 54,457 | 53,210 | 53,495 |
| | Associate | 44,185 | 41,214 | 41,943 |
| | Assistant | 37,950 | 34,442 | 35,271 |
| | Instructor | 33,174 | 28,081 | 29,939 |
| | Lecturer | 34,206 | 33,984 | 34,148 |
| | No Rank | *34,199 | 28,766 | 29,009 |
| | Average | 43,532 | 41,348 | 41,885 |
| BA+ | Professor | 58,796 | 53,754 | 57,176 |
| | Associate | 46,954 | 43,362 | 45,534 |
| | Assistant | 38,597 | 35,639 | 37,410 |
| | Instructor | 29,478 | 28,568 | 29,163 |
| | Lecturer | 31,897 | 29,692 | 31,539 |
| | No Rank | 39,383 | 38,889 | 39,038 |
| | Average | 47,543 | 42,995 | 45,862 |
| Doctoral | Professor | 67,862 | 79,581 | 71,325 |
| | Associate | 49,629 | 54,061 | 50,835 |
| | Assistant | 41,601 | 44,805 | 42,499 |
| | Instructor | 29,536 | 33,753 | 30,378 |
| | Lecturer | 33,999 | 37,102 | 34,786 |
| | No Rank | 34,960 | 35,947 | 35,418 |
| | Average | 53,154 | 60,974 | 55,352 |
| Average | | 48,672 | 50,675 | 49,237 |

⁺ Based on 100 percent of NEA's faculty salary universe.

* Indicates less than 100 faculty.

SOURCE: NCES, IPEDS Salary Survey, 1995-96.

TABLE 8

| NUMBER OF FACULTY ON 11/12 MONTH CONTRACTS, BY RANK, INSTITUTIONAL TYPE, AND CONTROL, 1995-96 ⁺ | | | | |
|--|------------|---------|-------------|--------|
| Offering Level | Rank | Control | | Total |
| | | Public | Independent | |
| AA | Professor | 761 | 37 | 798 |
| | Associate | 628 | 93 | 721 |
| | Assistant | 692 | 144 | 836 |
| | Instructor | 811 | 134 | 945 |
| | Lecturer | 60 | 6 | 66 |
| | No Rank | 10,095 | 524 | 10,619 |
| | Total | 13,047 | 938 | 13,985 |
| BA | Professor | 158 | 525 | 683 |
| | Associate | 148 | 502 | 650 |
| | Assistant | 240 | 458 | 698 |
| | Instructor | 278 | 248 | 526 |
| | Lecturer | 45 | 60 | 105 |
| | No Rank | 10 | 303 | 313 |
| | Total | 879 | 2,096 | 2,975 |
| BA+ | Professor | 1,549 | 1,262 | 2,811 |
| | Associate | 712 | 1,098 | 1,810 |
| | Assistant | 540 | 1,278 | 1,818 |
| | Instructor | 234 | 459 | 693 |
| | Lecturer | 106 | 29 | 135 |
| | No Rank | 272 | 572 | 844 |
| | Total | 3,413 | 4,698 | 8,111 |
| Doctoral | Professor | 11,355 | 3,110 | 14,465 |
| | Associate | 7,533 | 2,413 | 9,946 |
| | Assistant | 5,627 | 3,238 | 8,865 |
| | Instructor | 1,773 | 688 | 2,461 |
| | Lecturer | 669 | 175 | 844 |
| | No Rank | 583 | 522 | 1,105 |
| | Total | 27,540 | 10,146 | 37,686 |
| Total | | 44,879 | 17,878 | 62,757 |

⁺ Based on 100 percent of NEA's faculty salary universe.

SOURCE: NCES, IPEDS Salary Survey, 1995-96.

\$29,000 difference between the average faculty member in a two-year college (\$31,793) and in a university (\$60,974) in this sector; a \$10,000 difference between community colleges and

universities in the public sector (Table 7).

Most faculty members, 71 percent, on 9/10 month contracts taught in public institutions (universities, 33 percent; community colleges,

TABLE 9

| Offering Level | Rank | Control | | Average of All Faculty |
|-----------------|------------|----------|-------------|------------------------|
| | | Public | Independent | |
| AA | Professor | \$55,134 | \$43,373 | \$54,652 |
| | Associate | 51,097 | 35,886 | 49,398 |
| | Assistant | 43,877 | 38,017 | 42,814 |
| | Instructor | 39,124 | 27,381 | 37,472 |
| | Lecturer | *35,671 | -- | 32,274 |
| | No Rank | 41,142 | 33,450 | 40,782 |
| | Average | 42,222 | 33,616 | 41,691 |
| BA | Professor | 57,164 | 47,803 | 49,478 |
| | Associate | 47,187 | 42,391 | 42,936 |
| | Assistant | 38,858 | 37,113 | 37,322 |
| | Instructor | 39,167 | 33,407 | 33,986 |
| | Lecturer | *35,147 | *39,179 | 38,032 |
| | No Rank | *62,970 | 32,962 | 33,649 |
| | Average | 47,158 | 39,902 | 40,838 |
| BA+ | Professor | 68,000 | 49,523 | 60,108 |
| | Associate | 55,274 | 46,817 | 50,094 |
| | Assistant | 42,494 | 37,486 | 38,766 |
| | Instructor | 34,815 | 35,103 | 35,029 |
| | Lecturer | 35,459 | *30,242 | 34,741 |
| | No Rank | 48,482 | 33,197 | 38,144 |
| | Average | 57,978 | 41,943 | 48,600 |
| Doctoral | Professor | 84,869 | 86,707 | 85,256 |
| | Associate | 63,510 | 62,434 | 63,256 |
| | Assistant | 53,235 | 53,265 | 53,246 |
| | Instructor | 40,968 | 48,297 | 43,001 |
| | Lecturer | 43,353 | 38,787 | 42,435 |
| | No Rank | 41,923 | 47,400 | 44,527 |
| | Average | 68,089 | 64,924 | 67,252 |
| Average | | 59,819 | 55,195 | 58,544 |

⁺ Based on 100 percent of NEA's faculty salary universe.

* Indicates less than 100 faculty members.

SOURCE: NCES, IPEDS Salary Survey, 1995-96.

21 percent; comprehensive colleges, 16 percent). Less than 1 percent of all faculty members taught in public four-year institutions that do not offer a masters degree. Independent

universities—the largest employers among independent institutions—accounted for 13 percent of 9/10 month contract faculty. Independent liberal arts and comprehensive colleges together employed about 16 percent, while independent two-year institutions accounted for only half a percent.

Collective Bargaining

The average faculty salary at public colleges with collective bargaining agreements was \$6,262 higher than institutions without an agreement (Table 14). The advantage was consistent across academic fields, but ranged from \$1,843 in engineering to \$14,086 in social science and history departments.

The income advantage accruing to faculty teaching in collective bargaining colleges dropped this year. The difference was \$9,461 in 1992-93, \$9,354 in 1993-94, and \$8,301 in 1994-95. NEA will track this difference to find out if this is a short-term variation or the start of a trend.³

States and Faculty Salaries

The average salary paid to public college faculty members exceeded \$50,000 in 11 states (Table 15). New Jersey, the perennial leader, was the only state with an average salary over \$60,000. Four states had average salaries below \$40,000, down from 10 in 1994-95. The two Dakotas competed for the lowest salaries in the nation. South Dakota gained this distinction in 1995-96 by paying its community college teachers less than \$25,000. North Carolina showed the biggest salary gap between faculty members in four-year and two-year institutions (\$18,115).

States with 6 percent salary gains included Montana (6.8 percent), Florida, fueled by a big increase for community college faculty members, Mississippi, and Connecticut (Table 16). Hawaii was the biggest loser with Alabama, Rhode Island, North Dakota, and Massachusetts close behind. Last year, New Jersey's 7.9 percent average salary increase led the nation; this year the state was near the bottom of the list.

In most states, faculty members who taught in public four-year colleges or universities earned more than colleagues at independent institutions (Table 17). The nine exceptions were: Rhode Island, Massachusetts, Maryland, Illinois, New Hampshire, Texas,

TABLE 10

AVERAGE FACULTY SALARIES FOR FOUR-YEAR COLLEGE AND UNIVERSITY FACULTY BY DISCIPLINE, * 1995-96

| | Public Institutions | Independent Institutions |
|---|---------------------|--------------------------|
| Engineering | \$60,640 | \$65,244 |
| Business Management and Administrative Services | 58,370 | 55,486 |
| Economics | 56,587 | 57,446 |
| Computer and Information Sciences | 55,220 | 49,098 |
| Area, Ethnic, and Cultural Studies | 51,934 | 46,723 |
| Agricultural Business and Productions | 50,807 | 43,186 |
| Physical Sciences | 50,148 | 57,320 |
| Architecture and Related Programs | 50,132 | 49,218 |
| Anthropology | 49,524 | 52,357 |
| Biological/Life Sciences | 49,451 | 46,894 |
| Psychology | 48,939 | 46,765 |
| Public Health | 48,888 | 57,091 |
| Philosophy and Religion | 48,848 | 45,626 |
| Political Science and Government | 48,597 | 49,846 |
| ALL FIELDS | 48,532 | 47,660 |
| History | 48,263 | 48,577 |
| Geography | 48,166 | 50,682 |
| Mathematics | 47,860 | 47,531 |
| Sociology | 46,813 | 46,358 |
| Engineering Related Technologies | 46,802 | 49,822 |
| Communications Technologies | 46,329 | 43,861 |
| Social Sciences and History, General | 46,047 | 47,783 |
| Public Administration and Services | 45,174 | 41,149 |
| Education | 44,867 | 42,246 |
| Speech Pathology and Audiology | 44,247 | 43,725 |
| Protective Services | 43,886 | 39,702 |
| Home Economics | 43,498 | 39,190 |
| Foreign Languages and Literatures | 43,277 | 44,654 |
| Parks, Recreation, Leisure and Fitness Studies | 43,266 | 38,531 |
| Communications | 43,181 | 40,592 |
| English Language and Literature | 42,983 | 44,421 |
| Visual and Performing Arts | 42,833 | 42,156 |
| Multi/Interdisciplinary Studies | 42,667 | 42,020 |
| Occupational Therapy | 41,927 | 43,340 |
| Nursing | 41,068 | 38,374 |
| Library Science | 40,718 | 38,289 |
| Theological Studies/Religious Vocations | -- | 42,615 |

* Sorted by salaries in public institutions.

SOURCE: College and University Personnel Association, National Faculty Salary Survey by Discipline and Rank in Private Four-Year Colleges and Universities, 1995-96, and National Faculty Salary Survey by Discipline and Rank in Public Four-Year Colleges and Universities, 1995-96.

TABLE 11

**AVERAGE FACULTY SALARIES FOR LAND GRANT
UNIVERSITIES BY DISCIPLINE, 1995-96**

| Discipline | Average Salary |
|--|----------------|
| Law and Legal Studies | \$89,022 |
| Business Management | 71,471 |
| Engineering | 67,703 |
| Health Professions and Related Studies | 65,528 |
| Computer and Information Sciences | 64,776 |
| Physical Sciences | 61,687 |
| All | 57,836 |
| Biological Science | 57,406 |
| Mathematics | 57,352 |
| Psychology | 56,159 |
| Conservation | 56,094 |
| Agriculture Business and Production | 56,032 |
| Social Science and History | 55,398 |
| Public Administration | 52,795 |
| Architecture | 52,306 |
| Agricultural Science | 52,275 |
| Protective Service | 51,192 |
| Area, Ethnic, and Cultural Studies | 50,932 |
| Philosophy and Religion | 50,712 |
| Engineering Related Technologies | 49,372 |
| Library Science | 49,266 |
| Multi/Interdisciplinary Studies | 49,262 |
| Education | 49,169 |
| Home Economics | 48,786 |
| Communications | 48,181 |
| English Language/Literature | 48,171 |
| Foreign Languages | 47,003 |
| Liberal Arts | 46,891 |
| Visual and Performing Arts | 46,049 |
| Parks, Recreation and Leisure | 45,997 |
| Transportation and Materials Moving | 45,072 |

SOURCE: Office of Institutional Research, Oklahoma State University, 1995-96 Faculty Salary Survey by Discipline.

Utah, Maine, and Louisiana.

The average change in salary by state is only calculated for institutions that reported in 1994-95 and 1995-96. Changes represent a com-

bination of all factors that influenced the average salary, not just cost-of-living changes or raises granted by the state.

SUMMARY

There was considerable variation around the \$49,237 and \$58,544 average annual salaries for faculty members on 9/10 month and 11/12 month contracts, respectively. Catch-up salary increases marked the 1980s, but salaries stagnated in this decade, with raises averaging only \$389 annually since 1990, controlling for inflation. Since 1990, most raises were step and annual seniority increments. Except for professors, the purchasing power of faculty members decreased between 1990 and 1995.

NOTES

¹ National Center for Education Statistics, 1994.

² Lee, 1996.

³ See Lee, 1994, 11; 1995, 15, and 1996, 14.

REFERENCES

College and University Personnel Association, *1995-96 National Faculty Survey by Discipline and Rank in Public Colleges and Universities* (Washington, D.C.: CUPA, 1995).

College and University Personnel Association, *1995-96 National Faculty Survey by Discipline and Rank in Private Colleges and Universities* (Washington, D.C.: CUPA, 1995).

Lee, J., "Faculty Salaries, 1992-1993," *The NEA 1994 Almanac of Higher Education* (Washington, D.C.: National Education Association, 1994), 7-24.

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

Lee, J., "Faculty Salaries, 1994-1995," *The NEA 1996 Almanac of Higher Education* (Washington, D.C.: National Education Association, 1996), 7-19.

National Center for Education Statistics, *Fall Staff Survey, 1993* (Washington, D.C.: NCES, 1994).

National Center for Education Statistics, *Integrated Postsecondary Education Data System, Faculty Salary Data, 1995-96* (Washington, D.C.: NCES, 1996.)

Office of Institutional Research 1995-96, *Faculty Salary Survey by Discipline* (Stillwater, Okla.: Oklahoma State University, 1995).

TABLE 12

**AVERAGE SALARIES FOR MEN AND WOMEN ON 9/10 MONTH CONTRACTS,
BY RANK, INSTITUTIONAL TYPE, AND CONTROL, 1995-96⁺**

| Offering Level | Rank | Control | | | |
|-----------------|------------|----------|----------|-------------|-----------|
| | | Public | | Independent | |
| | | Women | Men | Women | Men |
| AA | Professor | \$49,041 | \$53,388 | *\$38,209 | *\$38,801 |
| | Associate | 42,116 | 44,611 | *31,887 | *34,210 |
| | Assistant | 36,352 | 38,297 | 30,210 | *30,516 |
| | Instructor | 31,505 | 32,340 | 23,360 | *24,848 |
| | Lecturer | 36,127 | 35,279 | -- | -- |
| | No Rank | 41,362 | 44,771 | 29,875 | 34,493 |
| | Average | 40,866 | 44,871 | 29,917 | 33,669 |
| BA | Professor | 53,381 | 54,709 | 52,465 | 53,356 |
| | Associate | 42,630 | 44,873 | 40,382 | 41,683 |
| | Assistant | 36,792 | 38,745 | 34,362 | 34,515 |
| | Instructor | 31,680 | 34,267 | 28,145 | 27,985 |
| | Lecturer | 33,181 | *35,413 | *33,351 | *37,721 |
| | No Rank | *33,040 | *35,524 | 28,836 | 28,706 |
| | Average | 40,053 | 45,218 | 37,674 | 43,419 |
| BA+ | Professor | 57,517 | 59,123 | 50,805 | 54,540 |
| | Associate | 46,165 | 47,371 | 41,773 | 44,299 |
| | Assistant | 38,031 | 39,105 | 34,996 | 36,280 |
| | Instructor | 29,082 | 30,157 | 28,480 | 28,734 |
| | Lecturer | 30,594 | 33,690 | 27,127 | 34,628 |
| | No Rank | 36,981 | 41,054 | 36,460 | 40,417 |
| | Average | 43,106 | 49,946 | 38,939 | 45,493 |
| Doctoral | Professor | 62,200 | 68,766 | 72,677 | 80,762 |
| | Associate | 47,357 | 50,543 | 51,821 | 55,023 |
| | Assistant | 39,921 | 42,916 | 42,686 | 46,337 |
| | Instructor | 29,106 | 30,280 | 33,828 | 33,635 |
| | Lecturer | 32,540 | 35,895 | 34,591 | 39,956 |
| | No Rank | 31,493 | 38,737 | 35,592 | 36,140 |
| | Average | 44,528 | 56,719 | 50,719 | 65,005 |
| Average | Professor | 42,710 | 51,981 | 42,984 | 54,531 |

⁺ Based on 100 percent of NEA's faculty salary universe.

* Indicates less than 100 faculty members.

SOURCE: NCES, IPEDS Salary Survey, 1995-96.

TABLE 13

**WOMEN FACULTY AS A PERCENT OF TOTAL FACULTY ON 9/10 MONTH CONTRACTS,
BY RANK, INSTITUTIONAL TYPE, AND CONTROL, 1995-96⁺**

| Offering Level | Rank | Control | | Average of All Faculty |
|-----------------|------------|---------|-------------|------------------------|
| | | Public | Independent | |
| AA | Professor | 37.0 | 46.0 | 37.1 |
| | Associate | 46.2 | 58.6 | 46.5 |
| | Assistant | 53.1 | 65.7 | 53.6 |
| | Instructor | 56.3 | 62.1 | 56.5 |
| | Lecturer | 55.4 | 100.0 | 55.6 |
| | No Rank | 46.3 | 41.6 | 46.2 |
| | Average | 46.4 | 50.6 | 46.5 |
| BA | Professor | 20.1 | 18.6 | 19.0 |
| | Associate | 31.6 | 36.8 | 35.6 |
| | Assistant | 41.3 | 48.0 | 46.4 |
| | Instructor | 42.9 | 57.2 | 52.5 |
| | Lecturer | 54.2 | *69.6 | 58.9 |
| | No Rank | *47.1 | 46.9 | 46.9 |
| | Average | 33.6 | 37.0 | 36.2 |
| BA+ | Professor | 20.5 | 22.0 | 21.0 |
| | Associate | 34.6 | 37.4 | 35.7 |
| | Assistant | 47.3 | 49.9 | 48.3 |
| | Instructor | 62.2 | 62.1 | 62.2 |
| | Lecturer | 57.5 | 61.3 | 58.2 |
| | No Rank | 42.0 | 38.9 | 39.8 |
| | Average | 35.2 | 38.5 | 36.5 |
| Doctoral | Professor | 13.8 | 14.8 | 14.1 |
| | Associate | 28.7 | 30.2 | 29.1 |
| | Assistant | 43.9 | 42.0 | 43.4 |
| | Instructor | 63.1 | 60.2 | 62.5 |
| | Lecturer | 56.3 | 52.9 | 55.4 |
| | No Rank | 52.7 | 36.4 | 45.1 |
| | Average | 29.3 | 28.4 | 29.0 |
| Average | | 35.8 | 33.9 | 35.3 |

⁺ Based on 100 percent of NEA's faculty salary universe.

* Indicates less than 100 faculty members.

SOURCE: NCES, IPEDS Salary Survey, 1995-96.

TABLE 14

**AVERAGE FACULTY SALARIES FOR FOUR-YEAR PUBLIC COLLEGE AND UNIVERSITY FACULTY,
BY DISCIPLINE AND BARGAINING STATUS,* 1995-96**

| | Non-Collective Bargaining | Collective Bargaining |
|---|---------------------------|-----------------------|
| Engineering | \$60,127 | \$61,970 |
| Business Management and Administrative Services | 59,345 | 55,788 |
| Economics | 55,597 | 58,180 |
| Computer and Information Sciences | 53,326 | 58,732 |
| Agricultural Business and Productions | 50,166 | 52,982 |
| Physical Sciences | 49,343 | 51,942 |
| Architecture and Related Programs | 47,723 | 55,467 |
| Area, Ethnic, and Cultural Studies | 47,475 | 54,816 |
| Biological/Life Sciences | 47,288 | 54,202 |
| ALL FIELDS | 46,534 | 52,796 |
| Anthropology | 46,175 | 52,912 |
| Psychology | 46,172 | 54,038 |
| Political Science and Government | 45,998 | 53,609 |
| History | 45,755 | 53,304 |
| Engineering Related Technologies | 45,329 | 51,344 |
| Philosophy and Religion | 45,252 | 53,848 |
| Geography | 44,927 | 53,092 |
| Mathematics | 44,717 | 55,073 |
| Sociology | 44,449 | 51,292 |
| Education | 43,948 | 47,285 |
| Public Health | 43,102 | 55,017 |
| Protective Services | 42,172 | 48,026 |
| Speech Pathology and Audiology | 42,164 | 48,270 |
| Home Economics | 42,158 | 47,545 |
| Public Administration and Services | 41,920 | 50,357 |
| Social Sciences and History, General | 41,725 | 55,811 |
| Communications Technologies | 41,416 | 54,430 |
| Visual and Performing Arts | 41,150 | 47,466 |
| Parks, Recreation, Leisure and Fitness Studies | 40,945 | 47,974 |
| Communications | 40,809 | 47,848 |
| Foreign Languages and Literatures | 40,681 | 48,389 |
| Multi/Interdisciplinary Studies | 40,224 | 52,365 |
| Occupational Therapy | 40,217 | 46,258 |
| English Language and Literature | 40,010 | 49,083 |
| Nursing | 39,682 | 45,353 |
| Library Science | 36,651 | 45,296 |

* Sorted by salaries in non-collective bargaining institutions.

SOURCE: College and University Personnel Association, National Faculty Salary Survey by Discipline and Rank in Public Four-Year Colleges and Universities, 1995-96.

TABLE 15

**STATE RANKINGS OF AVERAGE SALARIES FOR FACULTY ON 9/10 MONTH CONTRACTS
IN PUBLIC INSTITUTIONS, 1995-96⁺**

| State | Offering Level | | Average of All Faculty | State | Offering Level | | Average of All Faculty |
|-----------|----------------|----------|---------------------------|-------|----------------|----------|---------------------------|
| | 4 Year | 2 Year | | | 4 Year | 2 Year | |
| NJ | \$64,593 | \$52,434 | \$60,898 | NC | \$48,784 | \$30,669 | \$46,401 |
| CT | 61,690 | 51,376 | 59,178 | TN | 48,141 | 34,703 | 44,985 |
| CA | 60,663 | 52,748 | 57,386 | NE | 48,046 | 32,662 | 45,034 |
| NY | 58,269 | 51,064 | 55,694 | GA | 47,359 | 36,078 | 45,402 |
| DE | 57,737 | 42,950 | 55,412 | WY | 47,241 | 32,726 | 40,019 |
| PA | 56,968 | 48,462 | 55,643 | MO | 47,165 | 39,498 | 45,474 |
| HI | 56,538 | 44,195 | 51,970 | TX | 47,028 | 39,334 | 44,312 |
| IA | 55,958 | 35,749 | 49,711 | SC | 46,703 | 31,497 | 41,846 |
| MI | 55,474 | 52,965 | 54,908 | NM | 46,647 | 31,077 | 42,861 |
| RI | 53,553 | 41,629 | 50,616 | KS | 46,489 | 35,752 | 43,420 |
| OH | 53,169 | 40,661 | 50,415 | KY | 46,300 | 33,107 | 43,435 |
| AZ | 52,823 | 48,231 | 51,263 | UT | 45,941 | 35,149 | 43,823 |
| MA | 52,634 | 40,083 | 48,861 | OR | 45,899 | 41,643 | 44,008 |
| MN | 52,351 | 41,969 | 48,303 | VT | 45,136 | * | 45,136 |
| MD | 52,039 | 45,024 | 49,662 | ME | 44,179 | 33,378 | 41,969 |
| NV | 52,015 | 43,284 | 49,337 | AL | 43,606 | 36,364 | 41,463 |
| VA | 51,711 | 38,252 | 48,523 | ID | 43,488 | 36,646 | 42,640 |
| WI | 51,338 | 47,070 | 49,630 | MS | 43,380 | 35,808 | 40,009 |
| WA | 51,274 | 38,810 | 45,754 | OK | 43,030 | 34,671 | 41,210 |
| US | 51,220 | 43,337 | 48,906 | WV | 41,412 | 32,108 | 40,793 |
| FL | 50,515 | 39,616 | 45,634 | AR | 41,321 | 31,142 | 39,423 |
| CO | 50,304 | 35,654 | 47,775 | MT | 41,259 | 31,760 | 40,203 |
| IL | 49,994 | 48,820 | 49,547 | LA | 39,938 | 31,749 | 39,058 |
| NH | 49,837 | 35,773 | 47,339 | ND | 37,361 | 31,422 | 36,262 |
| AK | 49,605 | * | 49,605 | SD | 37,328 | 24,834 | 37,190 |
| IN | 49,202 | 34,662 | 47,024 | DC | * | ** | * |

⁺ Based on 89.10 percent (1,447) of the public institution universe (1,623 institutions).

* Indicates no responding institutions in this category.

** Indicates no institutions in this category.

SOURCE: NCES, IPEDS Salary Survey, 1995-96.

TABLE 16

**STATE RANKINGS OF PERCENT CHANGE IN AVERAGE FACULTY SALARIES, FACULTY ON 9/10 MONTH CONTRACTS
IN PUBLIC INSTITUTIONS, 1994-95 TO 1995-96**

| State | Offering Level | | Average of All Faculty | State | Offering Level | | Average of All Faculty |
|-------|----------------|--------|---------------------------|-----------|----------------|--------|---------------------------|
| | 4 Year | 2 Year | | | 4 Year | 2 Year | |
| MT | 6.9 | 6.2 | 6.8 | OK | 3.2 | 2.3 | 3.0 |
| NV | 6.2 | 3.4 | 5.5 | KY | 3.1 | ** | 3.1 |
| DE | 5.6 | 2.6 | 5.1 | AR | 3.1 | 3.7 | 3.2 |
| GA | 5.6 | 6.5 | 5.7 | MI | 3.8 | 2.0 | 3.0 |
| MS | 5.5 | 7.0 | 6.0 | US | 2.9 | 3.0 | 2.9 |
| CT | 5.4 | 9.9 | 6.5 | SD | 2.6 | -9.7 | 2.5 |
| WV | 5.3 | 4.6 | 5.2 | TX | 2.6 | 1.8 | 2.3 |
| MD | 5.2 | 1.4 | 3.9 | OR | 2.6 | 4.8 | 3.6 |
| IA | 5.1 | 2.9 | 4.5 | OH | 2.5 | 2.3 | 2.5 |
| ID | 5.0 | 3.7 | 4.8 | LA | 2.3 | 4.7 | 2.6 |
| WA | 4.4 | 3.7 | 4.1 | CO | 2.3 | 7.0 | 3.1 |
| IN | 4.3 | 3.0 | 4.1 | NC | 1.9 | 0.4 | 1.7 |
| MO | 4.2 | 3.3 | 4.0 | WY | 1.8 | 3.7 | 2.7 |
| SC | 4.1 | 3.9 | 4.0 | AZ | 1.8 | 9.8 | 4.6 |
| ME | 4.0 | 2.8 | 3.8 | NY | 1.6 | 1.2 | 1.5 |
| CA | 4.0 | 4.6 | 4.2 | TN | 1.1 | 0.0 | 0.8 |
| FL | 3.9 | 8.6 | 6.2 | NH | 0.3 | 1.8 | 0.6 |
| VT | 3.8 | * | 3.8 | WI | 0.2 | 3.4 | 1.5 |
| VA | 3.7 | 3.7 | 3.7 | AK | 0.1 | * | 0.1 |
| PA | 3.7 | 3.0 | 3.6 | AL | -0.1 | -2.6 | -0.9 |
| NE | 3.5 | 1.2 | 3.1 | NJ | -0.1 | 3.6 | 1.1 |
| IL | 3.5 | 3.0 | 3.3 | MA | -0.1 | -0.4 | -0.2 |
| UT | 3.3 | 7.0 | 4.1 | RI | -1.0 | -0.6 | -0.9 |
| KS | 3.2 | 0.7 | 2.5 | ND | -1.2 | 0.9 | -0.6 |
| MN | 3.2 | -0.5 | 2.1 | HI | -1.7 | -0.5 | -1.2 |
| NM | 3.2 | 0.5 | 2.3 | DC | * | ** | * |

+ Based on 86.08 percent (1,398 institutions) of the public institutions reporting comparable data in both years.

* Indicates no responding institutions.

** Indicates no institutions in this category.

SOURCE: NCES, IPEDS Salary Survey, 1994-95 and 1995-96.

TABLE 17

**SALARY COMPARISON OF FULL-TIME FACULTY ON 9/10 MONTH CONTRACTS
IN PUBLIC 4-YEAR AND INDEPENDENT INSTITUTIONS, 1995-96⁺**

| State | Public 4-Year | Independent | State | Public 4-Year | Independent |
|-----------|---------------|-------------|-------|---------------|-------------|
| NJ | \$64,593 | \$59,739 | NC | \$48,784 | \$39,606 |
| CT | 61,690 | 60,341 | TN | 48,141 | 44,168 |
| CA | 60,663 | 60,507 | NE | 48,046 | 39,909 |
| NY | 58,269 | 56,679 | GA | 47,359 | 45,891 |
| DE | 57,737 | 53,750 | WY | 47,241 | * |
| PA | 59,968 | 52,509 | MO | 47,165 | 44,720 |
| HI | 56,538 | 46,823 | TX | 47,028 | 48,994 |
| IA | 55,958 | 40,470 | SC | 46,703 | 36,872 |
| MI | 55,474 | 42,005 | NM | 46,647 | 39,415 |
| RI | 53,553 | 54,333 | KS | 46,489 | 30,747 |
| OH | 53,169 | 45,656 | KY | 46,300 | 36,483 |
| AZ | 52,823 | 40,070 | UT | 45,941 | 49,458 |
| MA | 52,634 | 61,311 | OR | 45,899 | 45,639 |
| MN | 52,351 | 43,559 | VT | 45,136 | 41,421 |
| MD | 52,039 | 53,353 | ME | 44,179 | 47,490 |
| NV | 52,015 | 28,629 | AL | 43,606 | 35,848 |
| VA | 51,711 | 44,408 | ID | 43,488 | 41,358 |
| WI | 51,338 | 43,044 | MS | 43,380 | 34,642 |
| WA | 51,274 | 45,717 | OK | 43,030 | 40,156 |
| US | 51,220 | 50,675 | WV | 41,412 | 35,149 |
| FL | 50,515 | 46,579 | AR | 41,321 | 36,712 |
| CO | 50,304 | 48,949 | MT | 41,259 | 30,972 |
| IL | 49,994 | 54,070 | LA | 39,938 | 48,487 |
| NH | 49,837 | 51,409 | ND | 37,361 | 29,712 |
| AK | 49,605 | 35,206 | SD | 37,328 | 33,374 |
| IN | 49,202 | 48,845 | DC | * | 58,020 |

⁺ Based on 77.72 percent (2,526) of the NEA salary universe.

* Indicates no responding institutions in this category.

SOURCE: NCES, IPEDS Salary Survey, 1995-96.