

Faculty Salaries, 1995-96

by *John B. Lee*

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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

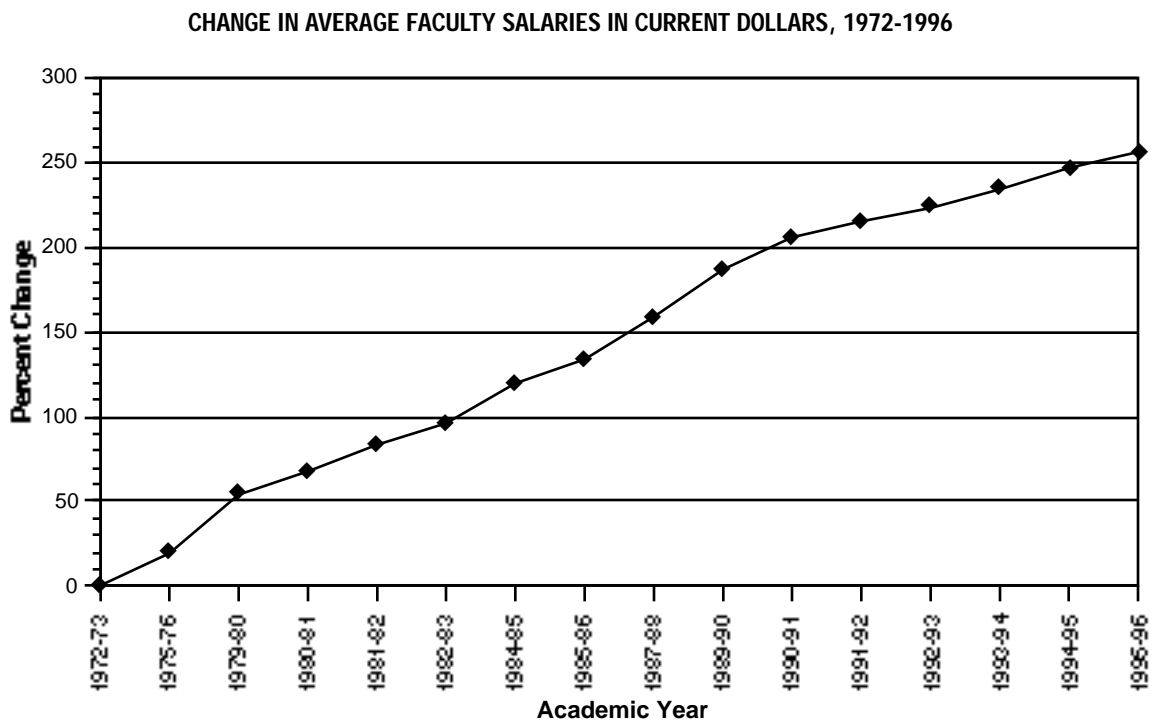
Association (CUPA) sampled 269 four-year public and 531 independent comprehensive colleges and universities. The Office of Institutional Research of Oklahoma State University (OSU) reported on 93 public land grant universities.

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.

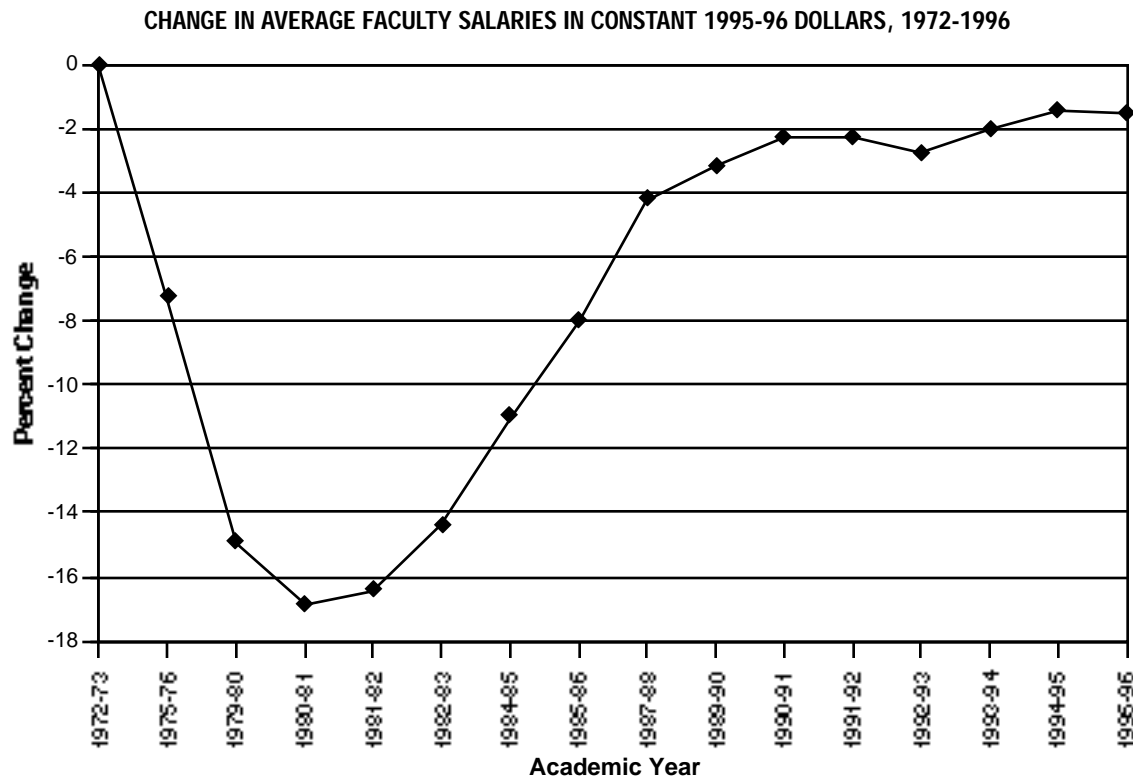
Faculty members in each academic rank lost more purchasing power than the average (Table 1). Promotions and seniority partially offset the effects of inflation. Professors lost \$4,809 in purchasing power between 1972 and 1995. Lecturers took the biggest loss in purchasing power closely followed by instructors.

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.

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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.