

Faculty Salaries: 1996-97

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The national average salary for faculty members on 9/10 month contracts was \$50,999 in 1996-97, up 3.1 percent since 1995-96, though faculty purchasing power remained 0.8 percent below the 1972-73 peak. Average salaries increased 3.1 percent in public institutions and 3.4 percent in independent institutions between 1995-96 and 1996-97.

The difference between the highest- and lowest-paid faculty ranks continued to grow. Professors earned \$35,524 more than instructors in 1996-97, a \$4,175 increase from the \$31,349 gap—corrected for inflation—reported in 1972-73.

Some additional highlights:

- Connecticut faculty members received the highest average salary, \$64,812, among faculty members with 9/10 month contracts in public four-year institutions (Table 11). Michigan faculty members in public two-year colleges had the highest average salaries in their sector, \$54,989. Faculty members in Massachusetts received the highest average salaries in independent institutions, \$63,270 (Table 13).
- Louisiana faculty members received the largest public sector salary increase, 8 percent in two-year colleges; 12 percent in four-year institutions (Table 12).
- Women on 9/10 month contracts continued to earn less than men, \$9,515 less in public institutions and \$11,863 less in independent institutions (Table 8).
- Faculty members at institutions with collective bargaining agreements earned \$6,166 more than their colleagues at institutions without an agreement, \$54,136 to \$47,970, respectively (Table 16).
- Engineering faculty earned the highest salaries by academic specialty, \$63,392 in public institutions and \$67,567 in independent institutions, (Table 15).

OVERVIEW

This report of faculty salaries relied on three data sources:

- *The National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS) Salary Survey.* The National Center for Education Statistics, a

division of the U.S. Department of Education, received 1996-97 salary data from 3,379 accredited colleges and universities as part of an annual statistical report on higher education. The NCES report excluded part-time faculty, faculty members paid by a religious order, and non-teaching faculty members.

This 1996-97 NEA analysis also excluded 307 seminaries, religious training institutions, and for-profit colleges, leaving 3,072 institutions and 432,654 full-time faculty members.

IPEDS data included separate reports for faculty members on 9/10 and 11/12 month contracts. Unless otherwise noted, our tables report on faculty members on 9/10 month contracts, or 86 percent of all full-time faculty.

- *College and University Personnel Association (CUPA)*. CUPA published a report of average salaries in 544 independent institutions and conducted a special analysis of 293 pub-

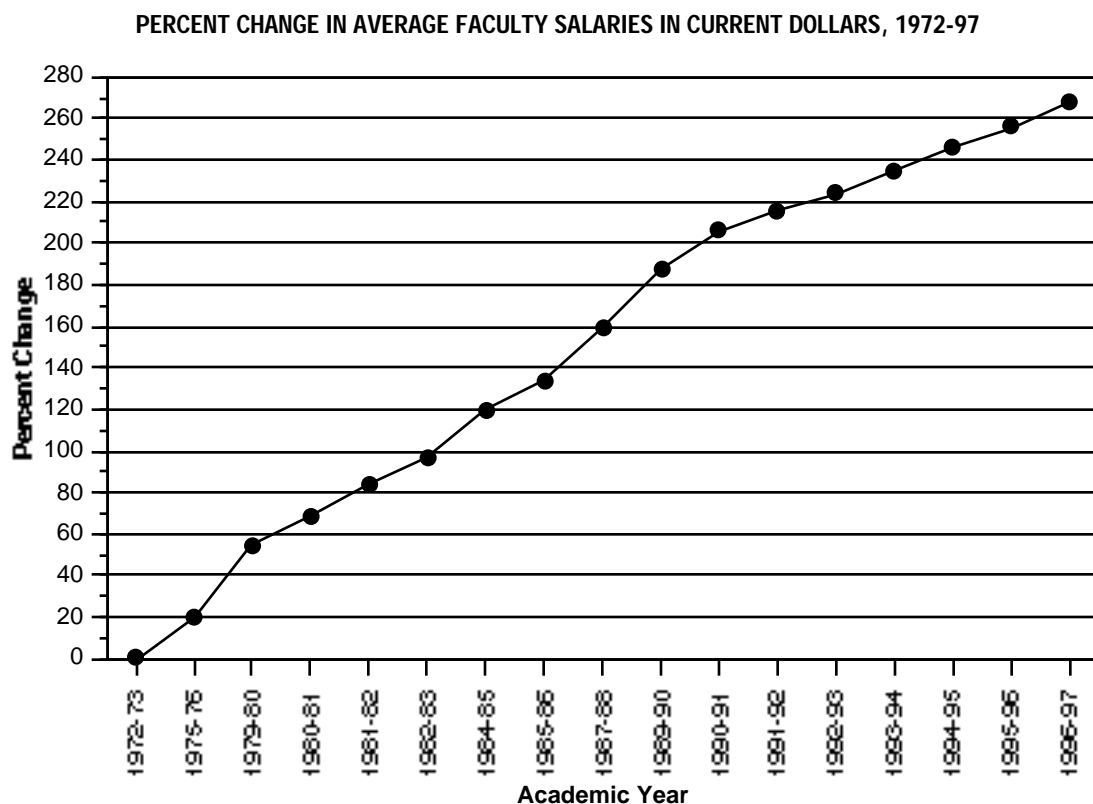
lic colleges and universities. The special analysis compared salary changes by academic discipline for institutions included in its 1995-96 and 1996-97 samples. This special analysis also allowed salary comparisons between faculty teaching with and without a collective bargaining agreement, by academic specialty.

- *Office of Institutional Research at Oklahoma State University (OSU) Faculty Salary Data*. OSU reported faculty salaries for 82 public land-grant universities, also by academic specialty.

HISTORICAL PERSPECTIVE

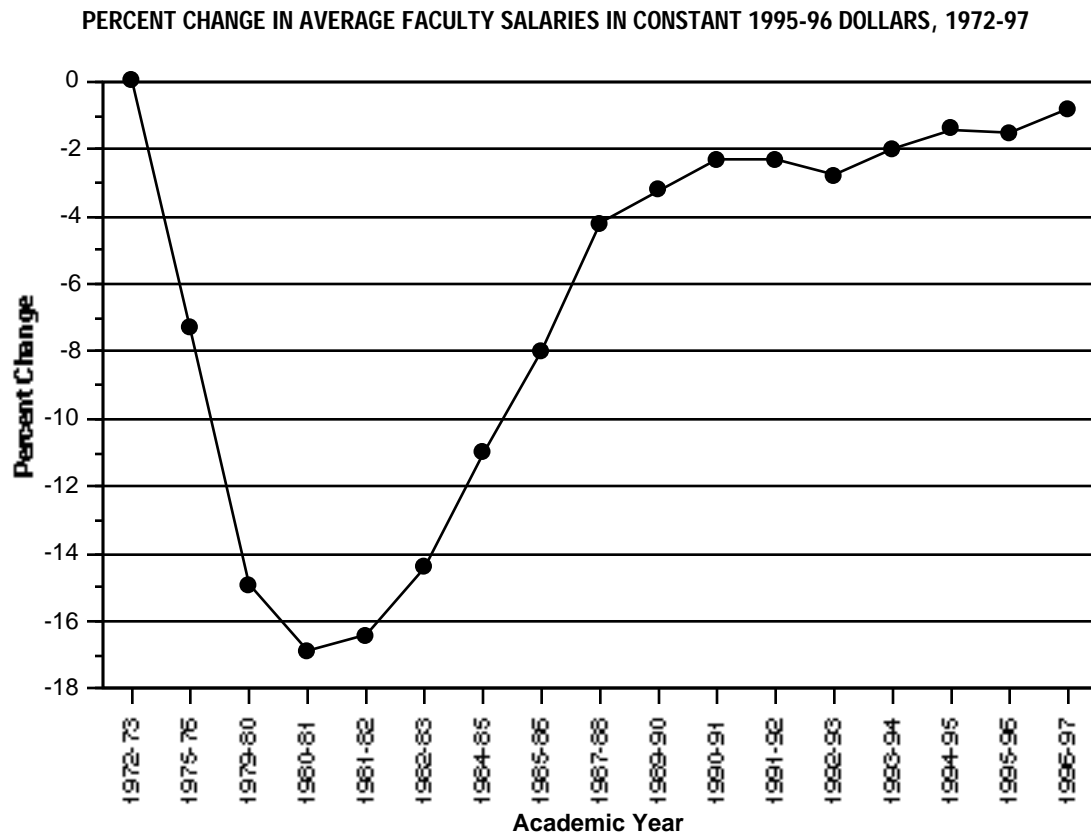
Average salaries for faculty on 9/10 month contracts, uncorrected for inflation have increased 268 percent since 1972-73 (Figure 1). Corrected for inflation, faculty purchasing power declined 0.8 percent (Figure 2). The

FIGURE 1



SOURCE: NCES, IPEDS Salary Survey, various years.

FIGURE 2



SOURCE: NCES, IPEDS Salary Survey, various years.

average salary of faculty members in 1996-97 was \$50,999, a \$414 constant dollar loss from the average salary of \$51,413 (in 1996 dollars) in 1972-73 (Table 1).

Full professors showed the smallest decline in purchasing power: 6 percent since 1972-73. Instructors and lecturers took the biggest losses, 22 and 19 percent declines, respectively (Table 1). Promotions and step increases partially offset the effects of inflation, so faculty members in each academic rank lost more purchasing power than the average of all faculty. The salary gap between professors, the highest-paid faculty members, and instructors, the lowest-paid, increased by \$4,175 over these 24 years.

1996-97 IPEDS SALARY DATA

The average faculty member earned \$50,999 in 1996-97 (Table 2). This 3.1 percent

TABLE 1

AVERAGE SALARIES* AND CHANGE IN AVERAGE SALARIES OF FACULTY ON 9/10 MONTH CONTRACTS, BY ACADEMIC RANK, 1972-73 AND 1996-97

Rank	1972-73	1996-97	Change (\$)	Change (%)
Professor	\$71,206	\$66,763	-4,443	-6.2
Associate	54,093	49,377	-4,716	-8.7
Assistant	44,653	40,749	-3,904	-8.7
Instructor	39,857	31,239	-8,618	-21.6
Lecturer	43,198	35,107	-8,091	-18.7
No Rank	47,055	44,064	-2,991	-6.4
Average	51,413	50,999	-414	-0.8

SOURCE: NCES, IPEDS Salary Survey, 1972-73 and 1996-97.

* Salaries in constant 1996-97 dollars..

increase from 1995-96 exceeded the inflation rate of 2.9 percent (Table 3).

TABLE 2

AVERAGE SALARIES FOR FACULTY ON 9/10 MONTH CONTRACTS^a, BY INSTITUTIONAL TYPE AND CONTROL, AND RANK, 1996-97

Type	Rank	Control		Average
		Public	Independent	
AA	Professor	\$52,971	\$38,621	\$52,796
	Associate	44,422	32,952	44,204
	Assistant	38,259	30,716	38,019
	Instructor	32,915	23,754	32,675
	Lecturer	35,685	--	35,685
	No Rank	44,678	36,000	44,540
	Average	44,437	33,836	44,247
BA	Professor	55,334	54,745	54,886
	Associate	45,159	42,488	43,190
	Assistant	38,452	35,285	36,095
	Instructor	32,484	28,983	30,204
	Lecturer	34,667	34,864	34,724
	No Rank	*40,486	31,745	32,743
	Average	44,209	42,568	42,997
BA+	Professor	60,942	56,932	59,603
	Associate	48,565	45,090	47,140
	Assistant	39,775	37,003	38,632
	Instructor	30,374	30,005	30,247
	Lecturer	32,811	35,479	33,214
	No Rank	39,240	40,617	40,175
	Average	49,178	45,170	47,652
Doctoral	Professor	70,301	82,414	73,831
	Associate	51,186	55,201	52,267
	Assistant	42,736	45,812	43,580
	Instructor	30,598	33,525	31,177
	Lecturer	34,833	38,194	35,705
	No Rank	35,437	39,833	37,694
	Average	54,870	62,680	57,038
Average		50,360	52,635	50,999

SOURCE: NCES, IPEDS Salary Survey, 1996-97.

^a Based on 100 percent (3,072 institutions) of NEA's faculty salary universe.

* Indicates less than 100 faculty.

-- Data not available.

TABLE 3

PERCENT CHANGE IN FACULTY SALARIES FOR FACULTY ON 9/10 MONTH CONTRACTS^a, BY INSTITUTIONAL TYPE AND CONTROL, AND RANK, 1995-96 TO 1996-97

Type	Rank	Control		Average
		Public	Independent	
AA	Professor	2.3	0.8	2.3
	Associate	2.2	0.2	2.1
	Assistant	2.7	1.4	2.6
	Instructor	3.3	2.6	3.3
	Lecturer	0.5	--	0.5
	No Rank	3.2	2.5	3.2
	Average	3.2	2.4	3.2
BA	Professor	2.0	3.2	2.9
	Associate	2.2	3.1	2.8
	Assistant	2.2	2.4	2.4
	Instructor	0.4	3.9	1.6
	Lecturer	1.3	1.7	1.5
	No Rank	*18.4	7.3	10.0
	Average	2.4	3.1	2.9
BA+	Professor	2.1	4.4	2.8
	Associate	2.1	3.3	2.5
	Assistant	2.1	2.9	2.4
	Instructor	2.8	3.9	3.1
	Lecturer	0.0	3.9	0.6
	No Rank	-2.5	4.3	2.2
	Average	2.0	3.9	2.6
Doctoral	Professor	3.8	3.7	3.8
	Associate	3.2	2.6	3.0
	Assistant	2.9	2.8	2.8
	Instructor	3.6	0.5	2.9
	Lecturer	2.8	2.4	2.9
	No Rank	-0.1	8.2	4.5
	Average	3.5	3.3	3.4
Average		3.1	3.4	3.1

SOURCE: NCES, IPEDS Salary Survey, 1995-96, 1996-97.

^a Based on 93.0 percent (2,856 institutions) of NEA's faculty salary universe.

* Indicates less than 100 faculty.

-- Data not available.

Institutional Characteristics

Independent institutions paid higher salaries than public: \$52,635 compared to \$50,360

(Table 2). Average salaries in universities explained the disparity—faculty members at independent universities made \$62,680, \$7,810 more than the \$54,870 for faculty in public universities. The disparity favored faculty members at public institutions everywhere else.

Faculty members in independent institutions showed greater average salary variance among institutional types than those in the public sector. Average salaries in independents ranged from \$33,836 in two-year colleges to \$62,680 in universities, a \$28,884 difference. Faculty salaries at public institutions ranged from \$44,437 in two-year colleges to \$54,870 in universities, a \$10,433 difference.

About 72 percent of full-time faculty members on 9/10 month contracts taught in public institutions: 33 percent in universities, 15 percent in comprehensive colleges (BA+), 21 percent in community colleges (AA), and 2 percent in baccalaureate colleges (BA) (derived from Table 4).

The other 28 percent of full-time faculty on 9/10 month contracts taught in independent institutions: 13 percent in universities, 15 percent in baccalaureate and comprehensive colleges combined, 0.4 in two-year institutions.

Change from 1995-96

Faculty salary increases were unevenly distributed across institutional type and control. Faculty members were paid more in independent institutions than public institutions in 1996-97 (\$52,635 compared to \$50,360), and their salary gains from 1995-96 were greater, 3.4 percent compared to 3.1 percent (Table 3). Overall, university and two-year college faculty members received the largest increases of 3.4 percent and 3.2 percent, respectively. Faculty members in baccalaureate and comprehensive institutions received the smallest increases, 2.9 and 2.6 percent.

Academic Rank

Not surprisingly, academic rank and salary were related. Professors, the largest group of faculty members by academic rank (31 percent, Table 5), earned the highest salaries, \$66,763 (Table 1). Associate professors, the next largest group (25 percent), earned \$49,377, three-fourths the earnings of the average full professor. Assistant professors earned \$40,749. Instructors, a small portion of the faculty, earned the least, \$31,239. Faculty members

TABLE 4

NUMBER OF FULL-TIME FACULTY ON 9/10 MONTH CONTRACTS^a, BY INSTITUTIONAL TYPE AND CONTROL, AND RANK, 1996-97

Type	Rank	Control		Total
		Public	Independent	
AA	Professor	11,295	158	11,453
	Associate	8,089	190	8,279
	Assistant	8,082	298	8,380
	Instructor	4,837	159	4,996
	Lecturer	420	0	420
	No Rank	44,068	740	44,808
	Total	76,791	1,545	78,336
BA	Professor	1,818	5,762	7,580
	Associate	1,964	5,596	7,560
	Assistant	2,112	6,230	8,342
	Instructor	645	1,392	2,037
	Lecturer	257	136	393
	No Rank	85	688	773
	Total	6,881	19,804	26,685
BA+	Professor	20,820	10,611	31,431
	Associate	15,565	10,915	26,480
	Assistant	15,741	11,122	26,863
	Instructor	3,226	1,992	5,218
	Lecturer	1,564	335	1,899
	No Rank	483	1,040	1,523
	Total	57,399	36,015	93,414
Doctoral	Professor	46,935	19,352	66,287
	Associate	37,077	13,706	50,783
	Assistant	30,060	11,417	41,477
	Instructor	5,463	1,472	6,935
	Lecturer	4,114	1,453	5,567
	No Rank	591	604	1,195
	Total	124,240	48,004	172,244
Total		265,311	105,368	370,679

SOURCE: NCES, IPEDS Salary Survey, 1996-97.

^a Based on 100 percent of NEA's faculty salary universe (3,072 institutions).

with no rank, mostly at community colleges, earned \$44,064.

Contract Length

Only 14 percent of all faculty members, 61,975, had 11/12 month contracts (derived

from Tables 3 and 6). Public universities employed almost one-half (45 percent) of these faculty members, compared to only 34 percent of faculty members on 9/10 month contracts (derived from Tables 5 and 6).

Faculty members on 11/12 month contracts earned 19 percent more than colleagues on 9/10 month contracts. The exceptions were 9/10 month faculty members at public community colleges and independent comprehensives (Tables 2 and 7).

TABLE 5

NUMBER AND PERCENT OF FULL-TIME FACULTY ON 9/10 MONTH CONTRACTS, BY RANK, 1996-97		
Rank	Number of Faculty	Percent of Total
Professor	116,751	31
Associate	93,102	25
Assistant	85,062	23
Instructor	19,186	5
Lecturer	8,279	2
No Rank	48,299	13
Total	370,679	100

SOURCE: NCES, IPEDS Salary Survey, 1996-97.

TABLE 6

NUMBER OF FULL-TIME FACULTY ON 11/12 MONTH CONTRACTS ^a , BY INSTITUTIONAL TYPE AND CONTROL, AND RANK, 1996-97				
Type	Rank	Control		Total
		Public	Independent	
AA	Professor	732	21	753
	Associate	622	51	673
	Assistant	658	76	734
	Instructor	719	68	787
	Lecturer	52	1	53
	No Rank	9,970	527	10,497
	Total	12,753	744	13,497
BA	Professor	130	443	573
	Associate	83	417	500
	Assistant	100	422	522
	Instructor	74	216	290

TABLE 6 (CONTINUED)

NUMBER OF FULL-TIME FACULTY ON 11/12 MONTH CONTRACTS^a, BY INSTITUTIONAL TYPE AND CONTROL, AND RANK, 1996-97

Type	Rank	Control		Total
		Public	Independent	
BA	Lecturer	40	47	87
	No Rank	6	302	308
	Total	433	1,847	2,280
	Professor	1,666	1,067	2,733
	Associate	844	1,019	1,863
	Assistant	572	1,155	1,727
	Instructor	220	459	679
BA+	Lecturer	64	40	104
	No Rank	259	455	714
	Total	3,625	4,195	7,820
	Professor	11,514	3,203	14,717
	Associate	7,486	2,598	10,084
	Assistant	5,930	3,291	9,221
	Instructor	1,674	777	2,451
Doctoral	Lecturer	767	160	927
	No Rank	530	448	978
	Total	27,901	10,477	38,378
	Total	44,712	17,263	61,975

SOURCE: NCES, IPEDS Salary Survey, 1996-97.

^a Based on 100 percent of NEA's faculty salary universe (3,072 institutions).

Among faculty members on 11/12 month contracts, the salary advantage went to colleagues at public institutions, \$62,000 compared to \$57,046 at independents (Table 2). The reverse was true for faculty members on 9/10 month contracts: \$52,635 at independents compared to \$50,360 at public institutions (Table 7).

Salary by Gender

Male faculty members earned more than females in 1996-97, regardless of institutional level and control. The salary gap in 1996 was \$9,515 in public institutions and \$11,863 in independents (Table 8). Since 1995-96, the wage disparity has increased by almost 3 percent in each sector. Barring several minor exceptions, men also earned more at every rank.

TABLE 7

AVERAGE SALARIES FOR FACULTY ON 11/12 MONTH CONTRACTS^a, BY INSTITUTIONAL TYPE AND CONTROL, AND RANK, 1996-97

Type	Rank	Control		Average
		Public	Independent	
AA	Professor	\$57,364	*\$46,994	\$57,130
	Associate	51,739	*31,995	50,602
	Assistant	45,535	*32,741	44,185
	Instructor	40,443	*26,764	39,308
	Lecturer	*39,165	--	*39,165
	No Rank	42,791	37,426	42,531
	Average	43,882	36,068	43,477
BA	Professor	59,908	50,517	52,542
	Associate	*53,114	43,078	44,220
	Assistant	38,803	37,932	38,074
	Instructor	*39,140	35,882	36,523
	Lecturer	*40,955	*43,478	*42,663
	No Rank	*56,927	34,113	34,368
	Average	48,908	41,169	42,346
BA+	Professor	68,223	54,434	63,198
	Associate	54,574	47,886	50,998
	Assistant	43,776	39,891	41,037
	Instructor	36,505	34,390	34,932
	Lecturer	*40,592	*33,955	37,402
	No Rank	55,551	36,806	43,586
	Average	59,225	44,423	51,323
Doctoral	Professor	87,787	84,595	87,110
	Associate	65,594	62,113	64,714
	Assistant	54,841	54,944	54,877
	Instructor	42,992	50,149	45,230
	Lecturer	43,859	38,942	43,097
	No Rank	44,619	49,163	46,745
	Average	70,389	65,051	68,957
Average		62,000	57,046	60,674

SOURCE: NCES, IPEDS Salary Survey, 1996-97.

^a Based on 100 percent (3,072 institutions) of NEA's faculty salary universe.

* Indicates less than 100 faculty.

-- Data not available.

Female faculty salaries continued to suffer for at least three possible reasons. First, women were more likely to teach in the lower academic ranks. Overall, women held 60 and 56

percent of the instructor and lecturer positions but only 22 and 36 percent of the professor and associate professor positions (Table 9). The gender gap widened this year since salaries in the lower ranks suffered the most. Second, women were more likely to teach in two-year colleges and less likely to teach in universities. Third, women were more likely to teach in lower-paying disciplines.

Tenure

Nearly two-thirds of full-time faculty members had tenure (Table 10). Tenure rates by type of institution ranged from 73 percent in community colleges to 56 percent in independent comprehensives.

Salaries by State

In 1996-97, Connecticut (\$61,837) surpassed New Jersey, the previous leader in public faculty salaries (\$61,521) (Table 11). California (\$60,052) was the only other state to report an average salary over \$60,000. The average salary paid to public college faculty members exceeded \$50,000 in 19 states, up 8 from last year's 11. Only three states reported an average salary below \$40,000: North Dakota, \$37,341; South Dakota, \$37,613; and Wyoming, \$39,843. Michigan led the nation in the public community college sector with an average salary of \$54,989. Connecticut was the leader in four-year institutions with an average salary of \$64,812. Iowa showed the largest difference (\$20,803) between faculty salaries in public two-year and four-year schools in 1996-97, while Illinois had the smallest salary difference (\$1,558).

Louisiana showed the largest salary increase among public institutions from 1995-96 to 1996-97, 8 percent in community colleges and 12 percent in four-year institutions (Table 12).¹ Community colleges in Kentucky, Maine, and Minnesota all had salary increases of over 6 percent. Faculty members in North Carolina and Nevada four-year schools also received salary increases of over 6 percent. A 1 percent salary reduction for faculty in Wyoming's four-year institutions contributed to an overall 0.4 percent decline in faculty salaries in that state.

Faculty salaries were greater at public four-year institutions than at independent institutions in most states (Table 13). The 11 exceptions: Colorado, Illinois, Louisiana, Maine, Maryland, New Hampshire, New York, Oregon, Rhode Island, Texas, and Utah.

TABLE 8

**AVERAGE SALARIES FOR MEN AND WOMEN FACULTY ON 9/10 MONTH CONTRACTS^a,
BY INSTITUTIONAL TYPE AND CONTROL, AND RANK, 1996-97**

Type	Rank	Control			
		Public		Independent	
		Women	Men	Women	Men
AA	Professor	\$50,155	\$54,714	*\$38,637	*\$38,608
	Associate	43,082	45,635	31,571	*35,661
	Assistant	37,315	39,338	30,220	*31,715
	Instructor	32,681	33,210	*24,128	*22,679
	Lecturer	35,874	35,438	--	--
	No Rank	42,939	46,211	31,514	38,392
	Average	42,363	46,270	30,816	36,699
BA	Professor	54,366	55,566	53,935	54,924
	Associate	43,470	45,964	41,987	42,778
	Assistant	37,655	39,021	35,132	35,429
	Instructor	31,165	33,630	28,889	29,114
	Lecturer	32,769	37,064	*35,007	*34,459
	No Rank	*39,102	41,337	31,765	31,728
	Average	40,734	45,994	39,097	44,586
BA+	Professor	59,869	61,232	54,295	57,659
	Associate	47,632	49,087	43,618	46,000
	Assistant	39,173	40,310	36,437	37,585
	Instructor	30,140	30,763	29,890	30,230
	Lecturer	31,439	34,660	34,462	37,179
	No Rank	37,074	40,854	39,224	41,445
	Average	44,783	51,620	41,114	47,728
Doctoral	Professor	64,424	71,302	75,523	83,610
	Associate	48,800	52,211	52,965	56,200
	Assistant	41,078	44,086	43,616	47,461
	Instructor	30,195	31,282	33,021	34,243
	Lecturer	33,165	36,989	35,961	40,686
	No Rank	32,674	38,829	37,590	41,273
	Average	46,098	58,662	52,013	66,984
Average		44,299	53,814	44,790	56,653

SOURCE: NCES, IPEDS Salary Survey, 1996-97.

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

* Indicates less than 100 faculty.

-- Data not available.

LAND-GRANT UNIVERSITIES

The 82 land-grant universities in the Oklahoma State University database employed many of the highest-paid faculty in public

higher education, with salaries averaging \$60,094 in 1996-97 (Table 14). The perennial salary leaders by academic specialty, law and legal educators, led the list again with an

TABLE 9

**WOMEN FACULTY AS PERCENT OF TOTAL FACULTY,
FACULTY ON 9/10 MONTH CONTRACTS^a, BY RANK,
1996-97**

Rank	Percent	Rank	Percent
Professor	21.9	Lecturer	56.3
Associate	36.1	No Rank	44.9
Assistant	47.5	Average	35.8
Instructor	59.9		

SOURCE: NCES, IPEDS Salary Survey, 1996-97.

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

TABLE 10

**PERCENT OF FACULTY ON 9/10 AND 11/12 MONTH
CONTRACTS TENURED^a, BY INSTITUTIONAL TYPE AND
CONTROL, AND RANK, 1996-97**

Type	Control		Average
	Public	Independent	
AA	73.3	60.5	73.1
BA	61.3	57.0	58.3
BA+	65.8	55.5	62.0
Doctoral	66.2	60.2	64.6
Average	67.5	58.2	64.9

SOURCE: NCES, IPEDS Salary Survey, 1996-97.

^a Based on 67.5 percent (2,073 institutions) of NEA's salary universe reporting tenure information.

average salary of \$91,984, an increase of about \$3,000 since 1995-96. Faculty members teaching transportation and materials moving were the least well-paid; their \$46,345 average reflected an increase of \$1,363.

Faculty members in the highest-paid disciplines at the land-grant universities—legal studies, business, and engineering—received average salary increases of around 3 percent. The big winners in salary increases included some traditionally lower paid disciplines: multi/interdisciplinary studies, 13 percent; home economics, 11 percent; parks, recreation, leisure and fitness studies, 7 percent; and area, ethnic, and cultural studies, 5 percent. As a

result, the gap between the highest- and lowest-paid disciplines closed from 1995-96 and 1996-97.

Only conservation and renewable natural resources lost footing from 1995-96 to 1996-97, with average salaries declining 0.2 percent, or about \$100.

ACADEMIC SPECIALTY

Engineering faculty, according to CUPA data, earned the highest salaries by academic specialty, \$63,392 in public institutions and \$67,567 in independent institutions (Table 15). Nursing was the lowest-paid academic specialty in public institutions (\$42,640), while parks, recreation, leisure and fitness was the lowest among faculty at independent institutions (\$39,320). The salary range among academic specialties was greater in independent than public institutions: \$28,247 compared to \$20,752.

COLLECTIVE BARGAINING

Faculty members working in institutions with a bargaining agreement earned \$6,166 more than those teaching in institutions with no bargaining agreement: \$54,136 compared to \$47,970 (Table 16). The bargaining advantage exceeded \$5,000 in 35 of the 47 disciplines studied (75 percent). The salaries of library science faculty members showed the largest difference (\$13,391), \$52,377 compared to \$38,966. Only engineering showed a salary differential favoring nonbargaining institutions (\$375).

PREDICTING SALARIES

Historically, faculty salaries in institutions with a collective bargaining agreement exceeded salaries at institutions without collective bargaining. But did the difference remain after considering other potential predictors of average faculty salary? We considered these variables:

- Institutional Carnegie classification category. This schema classifies institutions by their missions.
- Level of per-student expenditures for education. High expenditures are associated with high salaries.

TABLE 11

AVERAGE SALARIES FOR FACULTY ON 9/10 MONTH CONTRACTS^a IN PUBLIC INSTITUTIONS^b, BY STATE, 1996-97

State	Average	2-Year	4-Year	State	Average	2-Year	4-Year
Connecticut	\$61,837	\$52,589	\$64,812	Missouri	\$47,647	\$40,717	\$49,602
New Jersey	61,521	54,830	64,426	Florida	47,535	41,342	52,140
California	60,052	54,562	63,268	Vermont	46,492	+	46,492
Delaware	57,221	43,846	59,896	Nevada	46,124	34,399	49,468
Michigan	56,495	54,989	56,895	Washington	46,047	39,656	51,053
Pennsylvania	56,165	48,321	57,436	Tennessee	46,042	35,568	49,351
New York	55,985	52,148	58,073	Texas	45,182	40,053	48,223
Arizona	52,946	49,601	54,658	Kentucky	45,110	35,627	47,795
Hawaii	52,543	44,236	57,402	Utah	45,034	36,313	47,233
Rhode Island	52,485	42,524	55,769	Oregon	44,293	43,183	45,259
Ohio	52,138	42,415	54,919	Idaho	44,179	41,979	45,201
Nevada	52,090	44,829	55,261	Maine	44,018	35,831	46,085
Massachusetts	51,747	41,794	55,712	Kansas	44,008	36,182	47,135
Iowa	51,062	36,719	57,522	New Mexico	43,706	32,597	47,257
U.S.	50,999	44,437	52,760	Louisiana	43,668	34,656	44,662
Illinois	50,990	49,986	51,544	South Carolina	43,225	32,468	48,712
Arkansas	50,843	#	50,843	Alaska	42,863	37,704	44,819
Wisconsin	50,795	48,700	52,187	Oklahoma	42,675	35,622	44,877
Maryland	50,559	45,927	52,911	West Virginia	42,038	33,833	42,638
Minnesota	50,545	45,331	53,814	Montana	41,839	31,695	43,438
Colorado	49,849	37,229	52,410	Arkansas	40,840	32,346	42,836
Virginia	49,518	39,035	52,783	Mississippi	40,235	36,257	43,313
North Carolina	49,244	32,042	51,858	Wyoming	39,843	32,943	46,743
Indiana	48,304	34,590	50,729	South Dakota	37,613	26,212	37,725
New Hampshire	48,118	36,878	50,258	North Dakota	37,341	32,446	38,488
Georgia	47,742	37,564	49,963	District of Columbia	#	+	#

SOURCE: NCES, IPEDS Salary Survey, 1996-97

^a Sorted in descending order of average salary.

^b Based on 88.5 percent (1,420) of the public institution universe (1,604).

Indicates no responding institutions in this category.

+ Indicates no institutions in this category.

- Number of full-time equivalent students. Larger institutions pay more.
- Highest academic degree offered. Universities pay more.
- State population. Large states tend to have higher paid faculty members.
- Average earnings in the state. States with higher average incomes tend to pay more.
- Whether the state permits collective bar-

gaining for higher education faculty.

To untangle these relationships, we applied two separate statistical regression models: public two-year and four-year, and independent institutions. Regression analysis allowed us to judge the independent contribution of each variable associated with faculty salaries by controlling the interrelated effects of these variables. We eliminated variables that did not add significantly to the predictive

TABLE 12

**PERCENT CHANGE IN AVERAGE FACULTY SALARIES FOR FACULTY ON 9/10 MONTH CONTRACTS
IN PUBLIC INSTITUTIONS^a, BY STATE, 1995-96 TO 1996-97^b**

State	Average	Two-Year	Four-Year	State	Average	Two-Year	Four-Year
Louisiana	11.5	8.1	11.8	Illinois	3.0	2.7	3.1
North Carolina	6.1	5.1	6.3	Vermont	3.0	+	3.0
Nevada	5.6	3.6	6.2	Minnesota	2.9	6.1	2.8
Massachusetts	5.6	3.8	5.8	Utah	2.8	3.3	2.8
Georgia	5.4	4.6	5.5	Indiana	2.7	-0.2	3.1
Montana	5.1	4.0	5.3	North Dakota	2.7	2.5	3.0
Maine	4.9	7.3	4.3	Iowa	2.7	2.7	2.8
Missouri	4.8	3.1	5.2	Arkansas	2.5	#	2.5
Connecticut	4.5	3.2	5.1	Nebraska	2.4	5.3	3.0
Oklahoma	4.2	5.8	4.0	Tennessee	2.4	2.5	2.5
Florida	4.2	4.4	3.2	Wisconsin	2.3	3.5	1.7
Colorado	4.0	4.2	4.2	Virginia	2.0	2.0	2.1
Ohio	4.0	4.3	3.9	New Mexico	2.0	4.6	1.3
Kentucky	3.9	7.6	3.2	Maryland	1.8	2.0	1.7
California	3.8	3.3	4.4	Kansas	1.4	1.8	1.4
Rhode Island	3.7	2.1	4.1	New Hampshire	1.2	3.4	0.8
Idaho	3.6	3.7	3.9	Hawaii	1.1	0.1	1.5
Arkansas	3.6	3.9	3.7	New Jersey	1.0	4.6	-0.3
Delaware	3.3	2.1	3.7	Pennsylvania	0.9	2.1	0.8
Arizona	3.3	2.8	3.5	Mississippi	0.6	1.3	-0.2
South Carolina	3.3	3.1	3.4	New York	0.6	2.4	-0.2
Alabama	3.3	3.7	2.8	Washington	0.6	2.2	-0.4
U.S.	3.1	3.2	3.0	Oregon	0.4	2.6	-1.2
West Virginia	3.1	5.4	3.0	South Dakota	0.1	5.5	0.0
Michigan	3.1	3.6	2.9	Wyoming	-0.4	0.7	-1.1
Texas	3.0	1.9	3.6	District of Columbia	#	+	#

SOURCE: NCES, IPEDS Salary Survey, 1996-97, 1995-96.

^a Ranked in descending order of percent change in average salary.

^b Based on 86.7 percent (1,390) of the public institution salary universe (1,604) reporting comparable data in both years.

Indicates no responding institutions in this category.

+ Indicates no institutions in this category.

value of each model. In public four-year institutions, highest academic degree offered and state population were eliminated; expenditures per student and highest academic degree offered were eliminated from the two-year model.

In public two- and four-year institutions, having a bargaining agreement was a significant predictor of average institutional faculty salary after including the other variables in the

regression model. The average salary of all workers in the state was the strongest predictor of average faculty salary in public institutions. Other predictors of higher salaries in public four-year institutions were average expenditure per student, size of institution, and location in states that allowed bargaining.² Location in a state that allowed bargaining, size of institution, and state population were predictors of average salary in community colleges.³

TABLE 13

**AVERAGE SALARIES FOR FACULTY ON 9/10 MONTH CONTRACTS^a IN PUBLIC FOUR-YEAR AND
INDEPENDENT INSTITUTIONS^b AND DIFFERENCE BETWEEN AVERAGE SALARIES
IN PUBLIC FOUR-YEAR AND INDEPENDENT INSTITUTIONS, BY STATE, 1996-97**

State	Public Four-Year	Independent	Difference (\$)	State	Public Four-Year	Independent	Difference (\$)
Alaska	\$50,843	\$39,133	\$11,710	Montana	\$43,438	\$33,773	\$9,665
Alabama	44,819	37,890	6,929	North Carolina	51,858	40,600	11,258
Arkansas	42,836	38,302	4,534	North Dakota	38,488	31,037	7,451
Arizona	54,658	51,185	3,473	Nebraska	49,468	40,874	8,594
California	63,268	62,020	1,248	New Hampshire	50,258	54,060	(3,802)
Colorado	52,410	52,456	(46)	New Jersey	64,426	62,178	2,248
Connecticut	64,812	62,679	2,133	New Mexico	47,257	38,532	8,725
District of Columbia	#	59,751	--	Nevada	55,261	38,049	17,212
Delaware	59,896	55,641	4,255	New York	58,073	58,450	(377)
Florida	52,140	48,402	3,738	Ohio	54,919	47,312	7,607
Georgia	49,963	49,252	711	Oklahoma	44,877	40,761	4,116
Hawaii	57,402	48,572	8,830	Oregon	45,259	46,618	(1,359)
Iowa	57,522	41,126	16,396	Pennsylvania	57,436	54,687	2,749
Idaho	45,201	40,295	4,906	Rhode Island	55,769	56,313	(544)
Illinois	51,544	55,733	(4,189)	South Carolina	48,712	38,197	10,515
Indiana	50,729	50,131	598	South Dakota	37,725	34,979	2,746
Kansas	47,135	31,827	15,308	Tennessee	49,351	45,164	4,187
Kentucky	47,795	37,605	10,190	Texas	48,223	50,466	(2,243)
Louisiana	44,662	51,478	(6,816)	Utah	47,233	50,895	(3,662)
Massachusetts	55,712	63,270	(7,558)	Virginia	52,783	43,700	9,083
Maryland	52,911	55,118	(2,207)	Vermont	46,492	44,155	2,337
Maine	46,085	49,655	(3,570)	Washington	51,053	46,508	4,545
Michigan	56,895	43,790	13,105	Wisconsin	52,187	43,651	8,536
Minnesota	53,814	44,868	8,946	West Virginia	42,638	35,717	6,921
Montana	49,602	47,365	2,237	Wyoming	46,743	52,635	(5,892)
Mississippi	43,313	36,951	6,362	U.S.	52,760	+	--

SOURCE: NCES, IPEDS Salary Survey, 1996-97.

^a Ranked in descending order of average salary.

^b Based on 79.0 percent (1,597) of the public 4-year and independent institution universe (2,021).

Indicates no responding institutions in this category.

+ Indicates no institutions in this category.

-- Data not available.

Results for independent institutions differed. Expenditure per student had the strongest relationship with faculty salaries; size of institution followed. Having a bargaining agreement weakly contributed to higher salaries in independent institutions. Few independent institutions have a bargaining agree-

ment because the National Labor Relations Act does not require many independent institutions to bargain with faculty who might choose collective bargaining. Location in a bargaining state and salaries in independent institutions also showed a weak relationship with faculty salaries.⁴

TABLE 14

SALARIES BY DISCIPLINE, 1995-96 AND 1996-97 AND DIFFERENCE BETWEEN SALARIES, 1995-96 TO 1996-97

Discipline	Average Salary		Difference	
	1996-97	1995-96	(\$)	(%)
Multi/Interdisciplinary Studies	\$55,831	\$49,262	\$6,569	13.3%
Home Economics	54,202	48,786	5,416	11.1%
Business Management and Administrative Services	74,612	71,471	3,141	4.4%
Parks, Recreation, Leisure, and Fitness Studies	49,130	45,997	3,133	6.8%
Health Professions and Related Sciences	68,568	65,528	3,040	4.6%
Law and Legal Studies	91,984	89,022	2,962	3.3%
Area, Ethnic, and Cultural Studies	53,468	50,932	2,536	5.0%
Mathematics	59,872	57,352	2,520	4.4%
Computer and Information Sciences	67,229	64,776	2,453	3.8%
Library Science	51,665	49,266	2,399	4.9%
Engineering	70,084	67,703	2,381	3.5%
Psychology	58,529	56,159	2,370	4.2%
All Fields	60,094	57,836	2,258	3.9%
Public Administration and Services	54,968	52,795	2,173	4.1%
Communications	50,328	48,181	2,147	4.5%
Physical Sciences	63,737	61,687	2,050	3.3%
Biological Sciences/Life Sciences	59,358	57,406	1,952	3.4%
Philosophy and Religion	52,610	50,712	1,898	3.7%
Agricultural Business and Production	57,848	56,032	1,816	3.2%
Agricultural Sciences	54,083	52,275	1,808	3.5%
Foreign Languages and Literatures	48,722	47,003	1,719	3.7%
Education	50,857	49,169	1,688	3.4%
Social Sciences and History	57,044	55,398	1,646	3.0%
English Language and Literature/Letters	49,777	48,171	1,606	3.3%
Protective Services	52,592	51,192	1,400	2.7%
Liberal Arts and Sciences, General Studies, and Humanities	48,246	46,891	1,355	2.9%
Visual and Performing Arts	47,350	46,049	1,301	2.8%
Transportation and Materials Moving Workers	46,345	45,072	1,273	2.8%
Architecture and Related Programs	53,531	52,306	1,225	2.3%
Engineering-Related Technologies	50,357	49,372	985	2.0%
Conservation and Renewable Natural Resources	55,992	56,094	(102)	-0.2%

SOURCE: Oklahoma State University, Faculty Salary by Discipline Data files, 1995-96 and 1996-97.

SUMMARY

Reports of average salaries obscure variations between groups of faculty members. Salaries at community colleges and public four-year institutions continued to drift apart in 1996-97. Independent universities persisted in providing the highest average faculty sala-

ries, while independent two-year colleges paid the lowest. Salaries also differed by academic specialty, with business, engineering, and legal studies the best paid. Women continued to receive lower salaries, and the salary gap continued to widen, and geographic location made for large differences in salaries.

TABLE 15

AVERAGE SALARIES BY DISCIPLINE AND INSTITUTIONAL CONTROL, 1996-97

Discipline	Control	
	Independent	Public
Accounting	\$56,488	\$61,737
Agricultural Business and Production	39,835	52,581
All Fields	48,850	49,989
Anthropology	54,185	50,709
Architecture and Related Programs	53,349	51,040
Area, Ethnic, and Cultural Studies	48,757	52,542
Art, General	43,626	46,324
Biological Sciences/Life Sciences	48,099	50,762
Business Administration and Management, General	56,144	59,147
Chemistry	50,650	52,287
Communications	42,878	44,630
Computer and Information Sciences	50,835	56,747
Drama/Theater Arts	42,757	44,318
Economics	59,353	58,654
Education	43,333	47,924
Education Administration and Supervision	50,350	52,502
Educational/Instructional Media Technician	+	48,346
Education-Curriculum and Instruction	51,453	45,797
Engineering	67,567	63,392
Engineering Related Technologies	47,414	47,687
English Language and Literature	45,676	44,194
Foreign Languages and Literatures	45,511	44,750
Geography	49,394	49,117
Geology	60,366	52,195
History	49,765	48,980
Home Economics	41,082	45,749
Library Science	40,696	46,057
Marketing Management and Research	61,589	61,822
Mathematics	48,931	48,865
Multi/Interdisciplinary Studies	47,797	42,882
Music	42,748	44,296
Nursing	40,169	42,640
Occupational Therapy	44,809	43,153
Parks, Recreation, Leisure and Fitness	39,320	45,188
Philosophy and Religion	46,708	50,058
Physical Sciences	59,821	51,557
Physical Therapy	49,187	47,893
Physics	46,756	55,388
Political Science	50,818	50,189
Protective Services	40,080	45,068
Psychology	48,062	50,224
Public Health	54,761	46,445

TABLE 15 (CONTINUED)

AVERAGE SALARIES BY DISCIPLINE AND INSTITUTIONAL CONTROL, 1996-97

Discipline	Control	
	Independent	Public
Social Sciences	50,193	46,181
Sociology	47,428	48,240
Special Education	46,043	46,617
Speech-Language Pathology and Audiology	47,916	45,809
Visual and Performing Arts	42,670	44,346

SOURCE: College and University Personnel Association, Faculty Salary Survey in Private Institutions and Special Study for NEA by Gilliam Associates, 1997.

TABLE 16

AVERAGE SALARIES BY DISCIPLINE AND BARGAINING STATUS FOR PUBLIC INSTITUTIONS REPORTING IN 1995-96 AND 1996-97

Discipline	All	Non-Collective Bargaining	Collective Bargaining
Accounting	\$61,737	\$61,087	\$63,149
Agricultural Business and Production	52,581	52,139	54,206
All Fields	49,989	47,970	54,136
Anthropology	50,709	46,774	54,668
Architecture and Related Programs	51,040	49,420	56,207
Area, Ethnic, and Cultural Studies	52,542	47,253	55,417
Art, General	46,324	43,069	51,722
Biological Sciences/Life Sciences	50,762	48,766	55,227
Business Administration and Management, General	59,147	58,316	60,936
Chemistry	52,287	50,463	55,970
Communications	44,630	42,285	49,303
Computer and Information Sciences	56,747	55,282	59,793
Drama/Theater Arts	44,318	41,735	49,311
Economics	58,654	57,958	59,655
Education	47,924	45,183	51,922
Education Administration and Supervision	52,502	51,807	54,435
Educational/Instructional Media Technician	48,346	44,727	53,056
Education-Curriculum and Instruction	45,797	44,228	50,793
Engineering	63,392	63,507	63,132
Engineering Related Technologies	47,687	46,536	51,811
English Language and Literature	44,194	41,205	50,253
Foreign Languages and Literatures	44,750	41,624	50,405
Geography	49,117	46,394	53,330
Geology	52,195	50,023	56,191
History	48,980	46,523	53,768

TABLE 16 (CONTINUED)

**AVERAGE SALARIES BY DISCIPLINE AND BARGAINING STATUS FOR
PUBLIC INSTITUTIONS REPORTING IN 1995-96 AND 1996-97**

Discipline	All	Non-Collective Bargaining	Collective Bargaining
Home Economics	45,749	44,565	49,506
Library Science	46,057	38,986	52,377
Marketing Management and Research	61,822	61,223	63,183
Mathematics	48,865	46,022	55,106
Multi/Interdisciplinary Studies	42,882	40,954	50,591
Music	44,296	42,250	49,115
Nursing	42,640	41,356	46,922
Occupational Therapy	43,153	41,689	46,191
Parks, Recreation, Leisure and Fitness	45,188	42,808	49,845
Philosophy and Religion	50,058	46,120	55,747
Physical Sciences	51,557	50,429	54,184
Physical Therapy	47,893	45,970	52,090
Physics	55,388	52,960	59,928
Political Science	50,189	47,562	54,999
Protective Services	45,068	43,530	49,497
Psychology	50,224	47,308	55,403
Public Health	46,445	41,439	53,391
Social Sciences	46,181	43,569	54,869
Sociology	48,240	45,619	53,004
Special Education	46,617	44,076	50,582
Speech-Language Pathology and Audiology	45,809	43,698	50,897
Visual and Performing Arts	44,346	42,639	47,563

SOURCE: Special Study for NEA by Gilliam Associates for CUPA. Only includes institutions reporting in both 1995-96 and 1996-97.

Finally, faculty members in higher education institutions were financially worse off in 1996-97 than in the early 1970s. Salaries in 1996-97 continued to struggle back to their 1970s peaks, but regained losses resulted from step and seniority increases paid to a more experienced faculty.

Faculty members at institutions with collective bargaining agreements maintained a salary advantage, though the amount declined. Two possible reasons are the improving economy of Southern states and use of salaries at bargaining institutions as a benchmark by other institutions.

NOTES

¹ The average change in salary by state is calculated only for institutions that reported in both 1995-96 and 1996-97. Changes represent a combination of all factors that influenced the average salary, not just cost-of-living changes or raises granted by the state.

² The variables in the regression equation for public four-year institutions are:

Variable	Beta	T	Significance of T
Salary in state	.424	13.245	.000
Bargaining state	.107	3.100	.002
Carnegie classification	-.111	-3.162	.002
Institution has contract	.119	3.398	.001
E&G expenditures	.247	8.536	.000
FTE enrollment	.366	10.486	.000
Average faculty salary		7.545	.000

³The variables in the regression equation for public two-year institutions are:

Variable	Beta	T	Significance of T
Salary in state	.371	11.799	.000
Bargaining state	.170	5.344	.000
Carnegie classification	-.076	-3.303	.001
Institution has contract	.093	2.961	.003
FTE enrollment	.252	10.408	.000
State population	.174	6.134	.000
Average faculty salary		4.759	.000

⁴The variables in the regression equation for independent institutions are:

Variable	Beta	T	Significance of T
Salary in state	.090	3.294	.001
Bargaining state	.056	2.345	.019
Carnegie classification	-.072	-2.932	.003
Institution has contract	.053	2.493	.013
E&G expenditures	.388	17.324	.000
FTE enrollment	.258	9.598	.000
Highest offering level	.196	8.331	.000
State population	.074	3.135	.002
Average faculty salary		5.915	.000

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