

# Faculty Salaries: 1997-98

by *John B. Lee and Robert T. Harmon*

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The national average salary for faculty members on 9/10 month contracts was \$52,481 in 1997-98, up 2.9 percent since 1996-97. Faculty purchasing power rose to 0.3 percent above the 1972-73 peak—the first year that faculty purchasing power surpassed that peak. Average salaries increased 2.7 percent in public institutions and 3.6 percent in independent institutions between 1996-97 and 1997-98.

The difference between the highest- and lowest-paid faculty ranks grew since last year. Professors earned \$36,348 more than instructors in 1997-98, a \$4,448 increase from the \$31,900 gap, corrected for inflation, in 1972-73.

Some additional highlights:

- California faculty members received the highest average salary, \$64,909, among faculty members with 9/10 month contracts in public four-year institutions (Table 11). Alaska faculty members in public two-year institutions received the highest salaries in their sector, \$61,909. Faculty members in Massachusetts received the highest average salaries in independent institutions, \$66,093 (Table 11).
- West Virginia and New Hampshire faculty members received the largest public sector salary increases. Faculty salaries in West Virginia two-year colleges rose 6 percent; faculty salaries in New Hampshire four-year colleges increased 7.7 percent (Table 12).
- Women on 9/10 month contracts earned less than men, \$9,677 less in public institutions and \$12,174 less in independent institutions (Table 8).
- Faculty members at institutions with collective bargaining agreements earned \$4,763 more than their colleagues at institutions without bargaining agreements (Table 16).
- Engineering faculty members in public institutions earned the highest salaries by academic specialty, \$67,584. Public health faculty members ranked first in independent institutions, \$75,611 (Table 15).

## OVERVIEW

This report of faculty salaries relied on four data sources:

- *The National Center for Education Statistics (NCES), Integrated Postsecondary Education*

*Data System (IPEDS) Salary Survey.* NCES, a division of the U.S. Department of Education, received 1997-98 salary data from 3,906 accredited colleges and universities as part of IPEDS, an annual statistical report on higher education. The NCES report excluded part-time faculty, faculty members paid by a religious order or who are enlisted in and paid by the military, faculty members on unpaid leave, replacements for faculty members on sabbatical, undergraduate and graduate teaching assistants, and nonteaching faculty members.

This 1997-98 NEA analysis also excluded 800 seminaries, religious training institutions, and for-profit colleges, leaving 3,216 institutions and 436,494 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 543 independent institutions and conducted a special analysis of 350 public colleges and universities. The special analysis compared salary changes by academic discipline for institutions included in its 1996-97 and 1997-98 samples.<sup>1</sup> 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 84 public land-grant universities, also by academic specialty.
- *The National Center for Education Statistics (NCES), National Survey of Postsecondary Faculty (NSOPF) 1993 Faculty Salary Data.* NSOPF data contained responses from more than 31,000 faculty and staff at 974 two- and four-year institutions. The survey collected information on faculty salaries, current employment status—including rank and tenure—field of instruction, and social and demographic characteristics.

## HISTORICAL PERSPECTIVE

Average salaries for faculty on 9/10 month contracts, uncorrected for inflation, have increased 279 percent since 1972-73 (Figure 1). Corrected for inflation, faculty purchasing power increased 0.3 percent, or \$165, in constant dollars over the same period (Figure 2) (Table 1). The average faculty salary increased in constant dollars above the 1972-73 average for the first time in 25 years.

Salaries by rank continued to lag. Full professors showed the smallest decline in purchasing power: 5 percent since 1972-73. Instructors and lecturers took the biggest losses, 20 and 19 percent declines, respectively. Promotions and seniority partially offset the effects of inflation, so faculty members in each academic rank lost purchasing power while the overall average gained. The salary gap between professors—the highest paid faculty members—and instructors—the lowest paid—increased by \$4,448, corrected for inflation, over these 25 years.

## 1997-98 IPEDS SALARY DATA

The average faculty member earned \$52,481 in 1997-98 (Table 2). This 2.9 percent increase from 1996-97 exceeded the inflation rate of 1.8 percent (Table 3).

### Institutional Characteristics

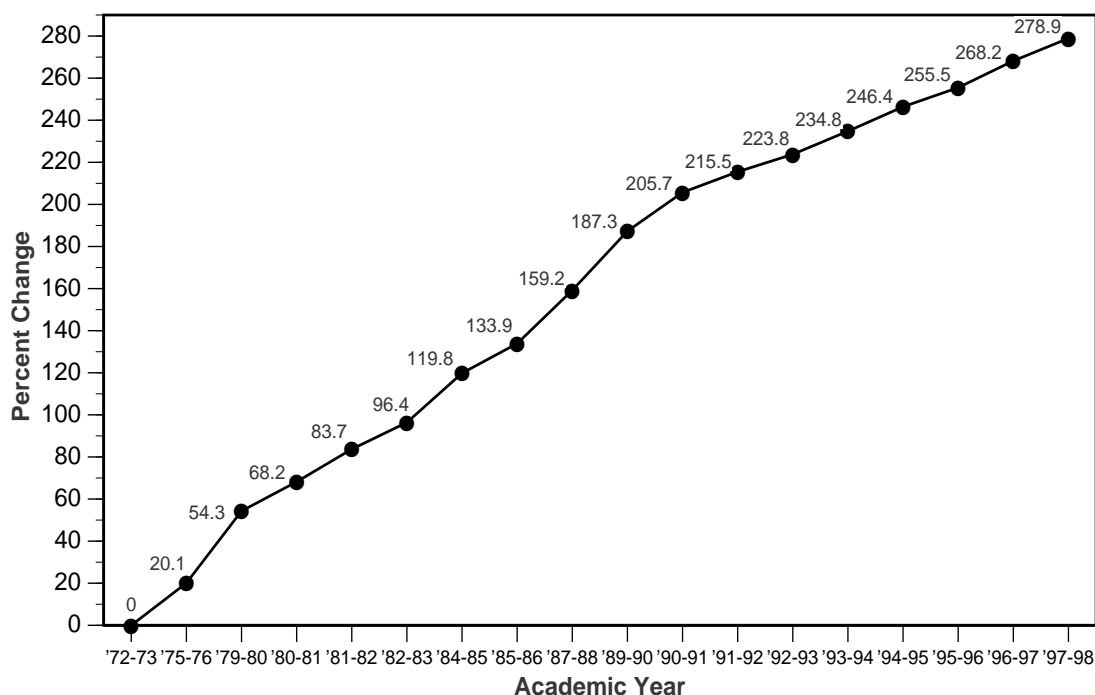
Independent institutions paid higher salaries than publics, \$54,501 compared to \$51,695 (Table 2). Average salaries in doctoral-granting universities explained the disparity: Faculty members at independent universities made \$64,831, \$8,331 more than the \$56,500 reported for faculty members in public 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 \$35,465 in two-year colleges to \$64,831 in universities, a \$29,366 difference. Faculty salaries in public institutions ranged from \$45,660 in two-year colleges to \$56,500 in universities, a \$10,840 difference.

About 72 percent of full-time faculty members on 9/10 month contracts taught in public institutions—33 percent in universities, 15

FIGURE 1

## PERCENT CHANGE IN AVERAGE FACULTY SALARIES IN CURRENT DOLLARS, 1972-98



SOURCE: NCES, IPEDS Salary Survey, various years.

percent in comprehensive colleges (BA+), 21 percent in community colleges (AA), and 2 percent in baccalaureate colleges (BA) (derived from Table 4).

The independent sector employed the other 28 percent—13 percent in universities, 15 percent in baccalaureate (BA) and comprehensive colleges (BA+) combined, 0.4 in two-year institutions.

### Changes from 1996-97

Faculty salary increases were unevenly distributed across institutional type and control. Faculty members were paid more in independent institutions (\$54,501) than in public institutions (\$51,695) in 1997-98; and their salary gain exceeded that of public institutions (3.6 percent and 2.7 percent, respectively) (Table 3).

Baccalaureate and university faculty members received the largest increases, 3.3 and 3.1 percent, respectively. Faculty members in two-year colleges and in comprehensives received the smallest increases, 2.8 and 2.5

percent, respectively.

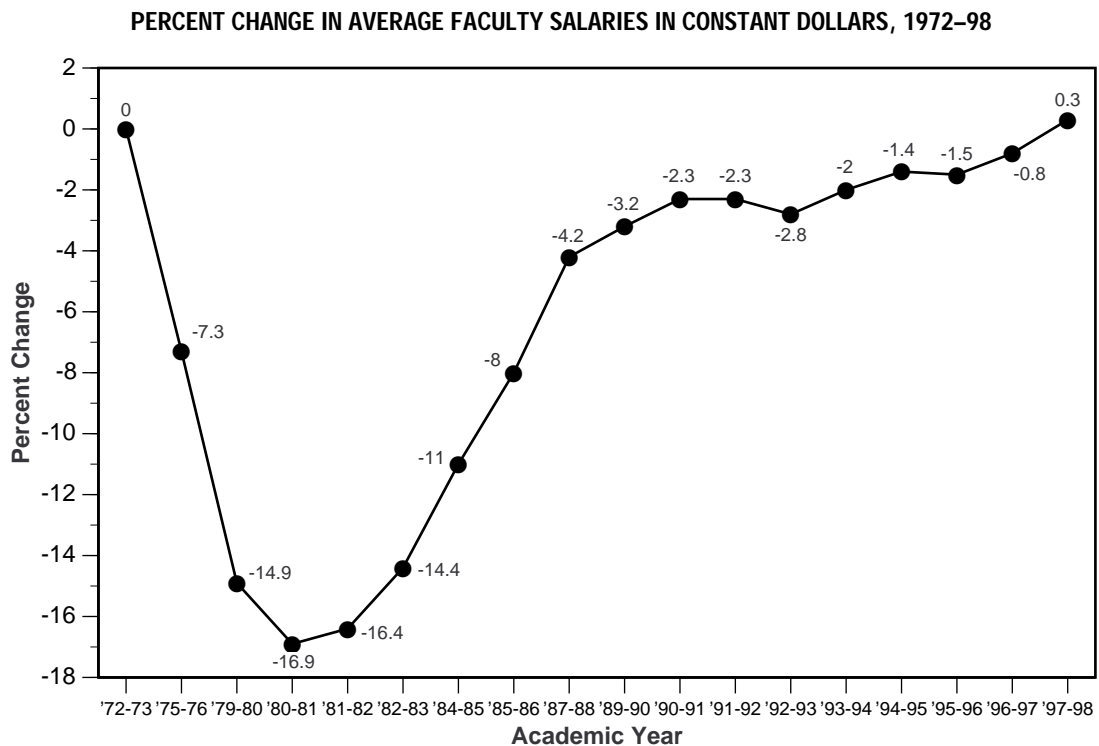
### Academic Rank

Not surprisingly, academic rank and salary were related. Professors, the largest group (32 percent) of faculty members by academic rank (Table 5), earned the highest salaries, \$68,821 (Table 1). Associate professors, the next largest group (25 percent), earned \$50,892, not quite three-fourths the average earnings of full professors. Instructors, a small portion of the faculty, earned the least, \$32,473. Faculty members with no rank, mostly at community colleges, earned \$44,942.

### Contract Length

Only 14 percent of all faculty members, 61,099, had 11/12 month contracts (derived from Tables 4 and 6). Public universities employed almost one-half (45 percent) of these faculty members, compared to only 33 percent of faculty members on 9/10 month contracts (derived from Tables 5 and 6).

FIGURE 2



SOURCE: NCES, IPEDS Salary Survey, various years.

TABLE 1

**AVERAGE SALARIES\* AND DIFFERENCE FOR FACULTY ON 9/10 MONTH CONTRACTS, BY ACADEMIC RANK, 1972-73 AND 1997-98**

Rank	Average Salary		Difference	
	1972-73	1997-98	(\$)	(%)
Professor	\$72,457	\$68,821	\$-3,636	-5.0
Associate	55,043	50,892	-4,151	-7.5
Assistant	45,438	41,888	-3,550	-7.8
Instructor	40,557	32,473	-8,084	-19.9
Lecturer	43,957	35,507	-8,450	-19.2
No Rank	47,881	44,924	-2,957	-6.2
Average	52,316	52,481	165	0.3

SOURCE: NCES, IPEDS Salary Survey, 1972-73 and 1997-98.

\* Salaries in constant 1997-98 dollars.

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).

Among faculty members on 11/12 month contracts, the salary advantage went to colleagues at public institutions, \$68,851 compared to \$58,304 at independents (Table 7).

### Salary by Gender

Male faculty members earned more than females in 1997-98, regardless of institutional level and control. The salary gap in 1997-98 was \$9,677 in public institutions, and \$12,174 in independents (Table 8). Since last year, the wage disparity has increased by almost 2 percent in the public sector and by 3 percent in the private sector.<sup>2</sup> Barring several minor instances, men also earned more at every rank.

The concentration of women in the lower academic ranks continued. Women held 59 and 57 percent of the instructor and lecturer positions, but only 23 and 37 percent of the professor and associate professor positions, respec-

TABLE 2

**AVERAGE SALARIES FOR FACULTY ON 9/10 MONTH CONTRACTS,<sup>a</sup> BY INSTITUTIONAL TYPE AND CONTROL, AND RANK, 1997-98**

Type	Rank	Control		Average
		Public	Independent	
<b>AA</b>	Professor	\$54,559	\$39,375	\$54,428
	Associate	46,150	33,509	45,936
	Assistant	39,673	31,486	39,451
	Instructor	34,694	26,384	34,459
	Lecturer	36,791	*31,212	36,713
	No Rank	45,444	38,290	45,325
	Average	45,660	35,465	45,485
<b>BA</b>	Professor	56,909	57,294	57,203
	Associate	46,375	44,037	44,648
	Assistant	39,529	36,314	37,146
	Instructor	34,018	30,139	31,520
	Lecturer	34,628	36,842	35,249
	No Rank	*41,371	33,890	34,513
	Average	45,483	44,398	44,680
<b>BA+</b>	Professor	62,455	59,300	61,369
	Associate	49,727	46,691	48,453
	Assistant	40,646	38,214	39,654
	Instructor	30,977	31,345	31,098
	Lecturer	32,678	34,801	33,043
	No Rank	40,952	43,120	42,473
	Average	50,180	46,941	48,924
<b>Doctoral</b>	Professor	72,671	85,392	76,363
	Associate	52,873	56,888	53,938
	Assistant	43,863	47,312	44,813
	Instructor	31,419	35,316	32,182
	Lecturer	35,082	40,073	36,279
	No Rank	36,572	41,352	38,946
	Average	56,500	64,831	58,794
<b>Average</b>		51,695	54,501	52,481

SOURCE: NCES, IPEDS Salary Survey, 1997-98.

<sup>a</sup> Based on 100 percent (3,216 institutions) of NEA's faculty salary universe.

\* Indicates less than 100 faculty.

TABLE 3

**PERCENT CHANGE IN SALARIES FOR FACULTY ON 9/10 MONTH CONTRACTS,<sup>a</sup> BY INSTITUTIONAL TYPE AND CONTROL, AND RANK, 1996-97 TO 1997-98**

Type	Rank	Control		Average
		Public	Independent	
<b>AA</b>	Professor	2.5	3.2	2.6
	Associate	2.9	1.6	2.9
	Assistant	3.3	2.1	3.3
	Instructor	4.6	6.3	4.7
	Lecturer	3.1	--	2.9
	No Rank	2.2	5.7	2.2
	Average	2.8	4.8	2.8
<b>BA</b>	Professor	2.8	3.5	3.3
	Associate	2.5	3.1	3.0
	Assistant	2.6	2.7	2.7
	Instructor	4.5	3.5	4.0
	Lecturer	0.2	5.7	1.7
	No Rank	*2.2	7.8	6.3
	Average	2.7	3.5	3.3
<b>BA+</b>	Professor	2.5	3.5	2.8
	Associate	2.3	3.3	2.7
	Assistant	2.2	2.9	2.5
	Instructor	1.8	3.8	2.4
	Lecturer	-0.4	-3.7	-0.8
	No Rank	*7.3	6.4	6.7
	Average	2.0	3.4	2.5
<b>Doctoral</b>	Professor	3.3	3.9	3.5
	Associate	3.3	3.3	3.3
	Assistant	2.6	3.4	2.8
	Instructor	2.7	5.7	3.3
	Lecturer	0.9	5.0	1.8
	No Rank	3.2	3.9	3.4
	Average	2.9	3.7	3.1
<b>Average</b>		2.7	3.6	2.9

SOURCE: NCES, IPEDS Salary Survey, 1996-97, 1997-98.

<sup>a</sup> Based on 85.8 percent (2,759 institutions) of NEA's faculty salary universe.

\* Indicates less than 100 faculty.

-- Data not available.

tively (Table 9). Women were also more likely to teach in two-year colleges (47 percent of full-time faculty members) and less likely to teach in

universities (31 percent). The salary disparity between institutional types and ranks contributed to the widening earnings gap between

TABLE 4

NUMBER OF FULL-TIME FACULTY ON 9/10 MONTH CONTRACTS, <sup>a</sup> BY INSTITUTIONAL TYPE AND CONTROL, AND RANK, 1997-98				
Type	Rank	Control		Total
		Public	Independent	
<b>AA</b>	Professor	12,613	135	12,748
	Associate	8,910	183	9,093
	Assistant	8,335	269	8,604
	Instructor	5,089	180	5,269
	Lecturer	385	6	391
	No Rank	43,907	764	44,671
	Total	79,239	1,537	80,776
<b>BA</b>	Professor	1,836	5,905	7,741
	Associate	1,960	5,643	7,603
	Assistant	2,168	6,292	8,460
	Instructor	629	1,314	1,943
	Lecturer	261	140	401
	No Rank	60	645	705
	Total	6,914	19,939	26,853
<b>BA+</b>	Professor	20,535	10,996	31,531
	Associate	15,426	11,236	26,662
	Assistant	15,774	11,305	27,079
	Instructor	3,330	1,902	5,232
	Lecturer	1,738	413	2,151
	No Rank	479	1,117	1,596
	Total	57,282	36,969	94,251
<b>Doctoral</b>	Professor	47,232	19,349	66,581
	Associate	37,534	13,584	51,118
	Assistant	29,956	11,439	41,395
	Instructor	5,573	1,456	7,029
	Lecturer	4,636	1,484	6,120
	No Rank	647	625	1,272
	Total	125,578	47,937	173,515
<b>Total</b>		269,013	106,382	375,395

SOURCE: NCES, IPEDS Salary Survey, 1997-98.

<sup>a</sup> Based on 100 percent of NEA's faculty salary universe (3,216 institutions).

male and female faculty members.

### Tenure

Nearly two-thirds of full-time faculty members had tenure (Table 10). Tenure rates by type of institution ranged from 56 percent

TABLE 5

NUMBER AND PERCENT OF FULL-TIME FACULTY ON 9/10 MONTH CONTRACTS, <sup>a</sup> BY RANK, 1997-98		
Rank	Number of Faculty	Percent of Total
Professor	118,601	31.6
Associate	94,476	25.2
Assistant	85,538	22.8
Instructor	19,473	5.2
Lecturer	9,063	2.4
No Rank	48,244	12.9
Total	375,395	100.0

SOURCE: NCES, IPEDS Salary Survey, 1997-98.

<sup>a</sup> Based on 100 percent of NEA's faculty salary universe (3,216 institutions).

TABLE 6

NUMBER OF FULL-TIME FACULTY ON 11/12 MONTH CONTRACTS, <sup>a</sup> BY INSTITUTIONAL TYPE AND CONTROL, AND RANK, 1997-98				
Type	Rank	Control		Total
		Public	Independent	
<b>AA</b>	Professor	945	22	967
	Associate	637	49	686
	Assistant	681	82	763
	Instructor	764	156	920
	Lecturer	71	0	71
	No Rank	10,060	797	10,857
	Total	13,158	1,106	14,264
<b>BA</b>	Professor	128	530	658
	Associate	86	552	638
	Assistant	129	518	647
	Instructor	85	235	320
	Lecturer	31	55	86
	No Rank	5	194	199
	Total	464	2,084	2,548
<b>BA+</b>	Professor	1,520	1,150	2,670
	Associate	714	1,041	1,755
	Assistant	504	1,198	1,702
	Instructor	249	373	622
	Lecturer	73	28	101
	No Rank	253	533	786
	Total	3,313	4,323	7,636

**BA+**

TABLE 6 (CONTINUED)

NUMBER OF FULL-TIME FACULTY ON 11/12 MONTH CONTRACTS, <sup>a</sup> BY INSTITUTIONAL TYPE AND CONTROL, AND RANK, 1997-98				
Type	Rank	Control		Total
		Public	Independent	
<b>Doctoral</b>	Professor	11,243	2,991	14,234
	Associate	7,210	2,338	9,548
	Assistant	5,647	2,616	8,263
	Instructor	1,793	632	2,425
	Lecturer	859	125	984
	No Rank	463	734	1,197
	Total	27,215	9,436	36,651
<b>Total</b>		44,150	16,949	61,099

SOURCE: NCES, IPEDS Salary Survey, 1997-98.

<sup>a</sup> Based on 100 percent of NEAs faculty salary universe (3,216 institutions).

in independent comprehensives to 73 percent in community colleges.

### Salaries by State

California was this year's leader in faculty salaries at public, four-year institutions (\$64,909) (Table 11). Connecticut (\$64,845), New Jersey (\$64,650), and Delaware (\$62,569) were the only other states to report average salaries over \$60,000 for faculty members in public, four-year institutions. The average salary paid to public, four-year college faculty members exceeded \$50,000 in 28 states, up 9 from last year's 19<sup>3</sup>. West Virginia (\$43,865), North Dakota (\$40,563), and South Dakota (\$38,464) reported the lowest average salaries.

Alaska led the nation in the public community college sector with an average salary of \$61,909; the state paid only \$50,997 to faculty members in its four-year public institutions. Massachusetts replaced Connecticut, last year's leader, in four-year independent institutions with an average salary of \$66,093. Iowa showed the largest difference (\$22,217) between faculty salaries in public two-year and four-year schools in 1997-98, while Illinois reported the smallest difference (\$1,551).

New Hampshire showed the largest average salary increase, 7.7 percent, among public,

TABLE 7

AVERAGE SALARIES FOR FACULTY ON 11/12 MONTH CONTRACTS, <sup>a</sup> BY INSTITUTIONAL TYPE AND CONTROL, AND RANK, 1997-98				
Type	Rank	Control		Average
		Public	Independent	
<b>AA</b>	Professor	\$54,964	*\$49,064	\$54,871
	Associate	52,772	*33,061	51,615
	Assistant	45,997	*36,071	44,988
	Instructor	41,070	*32,615	39,525
	Lecturer	*20,715	--	*20,715
	No Rank	43,740	32,335	42,942
	Average	44,678	32,849	43,804
<b>BA</b>	Professor	63,182	52,374	54,395
	Associate	*59,369	43,704	44,996
	Assistant	43,933	38,932	39,883
	Instructor	*38,374	35,586	36,223
	Lecturer	*45,084	*46,059	*45,861
	No Rank	*58,807	33,455	33,905
	Average	51,305	42,861	44,157
<b>BA+</b>	Professor	71,363	57,173	65,591
	Associate	57,662	50,861	53,649
	Assistant	46,424	42,736	43,694
	Instructor	38,928	36,113	37,220
	Lecturer	*39,482	*31,891	37,313
	No Rank	56,908	38,202	44,213
	Average	61,735	47,314	53,601
<b>Doctoral</b>	Professor	91,677	89,477	91,225
	Associate	68,070	64,829	67,295
	Assistant	57,027	58,351	57,439
	Instructor	43,236	47,174	44,217
	Lecturer	45,515	45,890	45,555
	No Rank	46,398	46,834	46,671
	Average	73,105	68,233	71,877
<b>Average</b>		63,851	58,304	62,383

SOURCE: NCES, IPEDS Salary Survey, 1997-98.

<sup>a</sup> Based on 100 percent (3,216 institutions) of NEAs faculty salary universe.

\* Indicates less than 100 faculty.

-- Data not available.

four-year institutions from 1996-97 to 1997-98 (Table 12). Massachusetts followed with a 6.0 percent average salary increase. Georgia, North Dakota, Oregon, and Montana reported salary increases of 5 percent or more.<sup>4</sup> Tennessee and

TABLE 8

**AVERAGE SALARIES FOR MEN AND WOMEN FACULTY ON 9/10 MONTH CONTRACTS,<sup>a</sup>  
BY INSTITUTIONAL TYPE AND CONTROL, AND RANK, 1997-98**

Type	Rank	Control			
		Public		Independent	
		Women	Men	Women	Men
<b>AA</b>	Professor	\$52,329	\$56,041	*\$39,300	*\$39,439
	Associate	44,760	47,430	32,442	*35,622
	Assistant	38,791	40,716	31,197	*32,045
	Instructor	34,259	35,210	26,942	*24,742
	Lecturer	36,775	36,812	*31,212	--
	No Rank	43,671	47,025	34,333	40,268
	Average	43,648	47,436	32,305	37,683
<b>BA</b>	Professor	55,762	57,187	56,153	57,559
	Associate	44,725	47,212	43,593	44,307
	Assistant	38,648	40,188	36,300	36,327
	Instructor	32,488	35,327	30,407	29,748
	Lecturer	34,196	35,087	*36,376	*38,998
	No Rank	*36,868	*44,509	32,369	35,085
	Average	41,882	47,344	40,503	46,327
<b>BA+</b>	Professor	61,180	62,825	56,438	60,123
	Associate	48,911	50,194	45,220	47,627
	Assistant	40,047	41,185	37,681	38,756
	Instructor	30,761	31,348	31,208	31,605
	Lecturer	31,721	34,011	32,842	37,636
	No Rank	39,114	42,299	41,535	44,119
	Average	45,797	52,693	42,736	49,508
<b>Doctoral</b>	Professor	66,418	73,801	78,047	86,761
	Associate	50,447	53,964	54,411	58,053
	Assistant	42,294	45,168	44,750	49,260
	Instructor	31,029	32,056	34,945	35,854
	Lecturer	33,447	37,199	37,353	43,201
	No Rank	33,871	40,088	39,292	42,846
	Average	47,570	60,502	53,771	69,424
<b>Average</b>		45,590	55,267	46,372	58,546

SOURCE: NCES, IPEDS Salary Survey, 1997-98.

<sup>a</sup> Based on 100 percent (3,216 institutions) of NEA's faculty salary universe.

\* Indicates less than 100 faculty.

-- Data not available.

New York saw salaries decline just under 1 percent in the public, four-year institutions. West Virginia had the largest gain, 6 percent, in public, two-year institutions. Community colleges in Arkansas, Georgia, and Mississippi also

reported salary increases over 5 percent. Faculty salaries in public, two-year institutions in Minnesota, New Hampshire, and Connecticut declined 1.6 percent, 3.0 percent, and 3.2 percent, respectively.



TABLE 9

**WOMEN FACULTY AS PERCENT OF TOTAL FACULTY ON 9/10 MONTH CONTRACTS,<sup>a</sup> BY INSTITUTIONAL TYPE AND CONTROL, AND RANK, 1997-98**

Type	Rank	Control		Total
		Public	Independent	
<b>AA</b>	Professor	40.1	*45.9	40.2
	Associate	48.0	62.8	48.3
	Assistant	54.0	63.6	54.3
	Instructor	53.8	68.9	54.3
	Lecturer	57.7	*83.3	58.1
	No Rank	47.1	34.4	46.9
	Average	47.3	48.1	47.3
<b>BA</b>	Professor	20.9	20.4	20.5
	Associate	34.2	38.6	37.5
	Assistant	43.0	48.6	47.2
	Instructor	46.4	57.3	53.8
	Lecturer	51.7	*70.7	58.4
	No Rank	*45.0	44.0	44.1
	Average	35.3	38.0	37.3
<b>BA+</b>	Professor	22.6	23.4	22.9
	Associate	36.5	39.1	37.6
	Assistant	47.4	50.4	48.7
	Instructor	62.1	62.6	62.3
	Lecturer	57.7	57.4	57.6
	No Rank	42.0	39.7	40.4
	Average	36.7	39.3	37.7
<b>Doctoral</b>	Professor	15.3	15.9	15.5
	Associate	31.0	32.1	31.3
	Assistant	45.4	43.2	44.8
	Instructor	61.8	58.7	61.1
	Lecturer	56.4	53.4	55.7
	No Rank	56.7	42.2	49.6
<b>Average</b>	Professor	24.3	19.8	23.0
	Associate	37.3	36.2	37.0
	Assistant	48.3	47.0	48.0
	Instructor	59.1	59.9	59.4
	Lecturer	56.9	58.4	56.9
	No Rank	50.5	41.6	46.3
Average	37.1	34.9	36.5	

SOURCE: NCES, IPEDS Salary Survey, 1997-98.

<sup>a</sup> Based on 100 percent (3,216 institutions) of NEA's faculty salary universe.

\* Indicates less than 100 faculty.

TABLE 10

**PERCENT OF FACULTY ON 9/10 AND 11/12 MONTH CONTRACTS TENURED,<sup>a</sup> BY INSTITUTIONAL TYPE AND CONTROL, AND RANK, 1997-98**

Type	Control		Average
	Public	Independent	
AA	72.5	59.5	72.3
BA	60.5	57.2	58.2
BA+	65.5	55.8	61.9
Doctoral	65.8	61.2	64.6
Average	67.1	58.8	64.7

SOURCE: NCES, IPEDS Salary Survey, 1997-98.

<sup>a</sup> Based on 65.1 percent (2,093 institutions) of NEA's faculty salary universe reporting tenure information.

Salary changes at independent institutions showed similar patterns, though some changes were more pronounced. Faculty salary increases in Oklahoma and Nevada exceeded 8 percent; Mississippi and Vermont reported salary increases of 6.3 percent and 6.0 percent, respectively. Faculty salaries in New Mexico fell 8.2 percent; Arizona faculty members experienced a 7.7 percent drop.

Only 14 states reported higher faculty salaries at independent institutions than at public, four-year institutions (Table 13).

### LAND-GRANT UNIVERSITIES

A heavy concentration of graduate and professional faculty members resulted in high average salaries at the nation's land-grant universities. Salaries at the 84 land-grant universities in the OSU database average \$61,662 in 1997-98 (Table 14).

The perennial salary leaders by academic specialty, law and legal educators, led the list again with an average salary of \$94,507, an increase of \$2,523 since 1996-97. Faculty members teaching transportation and materials moving were the least well-paid; their \$46,758 average salary reflected an increase of \$413.

Faculty members in the highest-paid disciplines at the land-grant universities—legal studies, business, computer and information sciences, and engineering—received above-average salary increases. Three of the four larg-

TABLE 11

AVERAGE SALARIES FOR FACULTY ON 9/10 MONTH CONTRACTS, BY STATE AND CONTROL,<sup>a b</sup> 1997-98

State	Public			State	Public		
	4-Year	2-Year	Independent		4-Year	2-Year	Independent
California	\$64,909	\$56,968	\$62,516	Georgia	\$52,441	\$39,675	\$49,931
Connecticut	64,845	50,644	65,111	Alaska	50,997	61,909	38,891
New Jersey	64,650	56,520	63,732	Missouri	50,982	41,586	48,648
Delaware	62,569	44,156	56,224	Texas	50,401	41,618	52,034
Iowa	59,685	37,468	42,227	South Carolina	50,129	33,651	39,226
Massachusetts	59,000	42,108	66,093	Nebraska	50,000	35,065	41,858
Hawaii	58,800	45,601	49,484	Kentucky	49,398	36,621	38,876
Michigan	58,494	56,012	43,799	Tennessee	49,152	35,977	47,105
Pennsylvania	58,320	49,752	56,137	Kansas	48,890	36,318	32,881
New York	57,628	52,453	60,793	Oregon	47,723	44,270	48,904
Nevada	57,558	46,323	41,051	Utah	47,542	37,335	53,191
Arizona	57,171	50,539	63,543	Vermont	47,503	--	46,334
Rhode Island	57,006	43,329	58,309	New Mexico	47,319	33,013	34,487
Ohio	56,474	43,811	48,732	Oklahoma	46,949	36,883	43,090
Minnesota	55,269	44,533	46,418	Wyoming	46,941	33,393	--
Virginia	54,935	40,672	47,309	Maine	46,871	36,269	48,892
Maryland	54,685	47,001	55,543	Alabama	45,386	37,971	39,798
US	54,190	45,660	54,501	Idaho	45,199	43,015	40,314
New Hampshire	54,084	35,767	55,436	Montana	44,977	31,582	34,274
Florida	53,788	42,530	49,045	Louisiana	44,879	35,013	52,525
Wisconsin	53,753	50,483	44,993	Mississippi	44,541	38,308	37,208
North Carolina	53,692	32,117	42,058	Arkansas	43,871	33,158	37,982
Colorado	53,687	37,872	54,328	West Virginia	43,865	35,587	37,155
Illinois	53,322	51,771	58,274	North Dakota	40,563	33,693	33,728
Washington	52,992	40,533	48,067	South Dakota	38,464	32,836	35,347
Indiana	52,563	35,913	51,493	District of Columbia	--	--	61,568

SOURCE: NCES, IPEDS Salary Survey, 1997-98.

<sup>a</sup> Ranked in descending order of average salary at public 4-year institutions.

<sup>b</sup> Based on 79.2 percent (906) of the public 4-year institution universe (1,144), 93.9 percent (559) of the public 2-year institution universe (595), and 72.2 percent (1,067) of the independent universe (1,477).

-- Indicates no responding institutions or no institutions in this category.

est increases came in high-paying disciplines: computer and information sciences (4.9 percent), business management and administrative services (3.7 percent), and engineering (3.6 percent).

Only library sciences and home economics lost income between 1996-97 and 1997-98; average salaries declined 0.5 percent and 3.8 percent respectively.

## ACADEMIC SPECIALTY

Engineering faculty, according to CUPA data,<sup>5</sup> earned the highest salaries by academic specialty, \$67,584 in public institutions; public health faculty earned the highest salaries, \$75,611 in independent institutions (Table 15). Nursing was the lowest-paid academic spe-

TABLE 12

**PERCENT CHANGE IN AVERAGE SALARIES FOR FACULTY ON 9/10 MONTH CONTRACTS,<sup>a</sup>  
BY STATE AND CONTROL,<sup>b</sup> 1996-97 TO 1997-98**

State	Public			State	Public		
	4-Year	2-Year	Independent		4-Year	2-Year	Independent
New Hampshire	7.7	(3.0)	4.9	Michigan	2.8	1.6	2.1
Massachusetts	6.0	1.8	4.3	Missouri	2.8	3.6	3.0
North Dakota	5.8	4.2	4.7	Mississippi	2.8	5.7	6.3
Oregon	5.7	2.6	5.8	California	2.7	4.2	3.5
Montana	5.6	0.2	0.4	Indiana	2.7	3.8	3.1
Georgia	5.0	5.3	5.0	Minnesota	2.7	(1.6)	1.8
Arizona	4.6	2.1	(7.7)	Arkansas	2.5	5.7	1.9
Delaware	4.5	0.7	3.1	Hawaii	2.5	3.0	1.9
Oklahoma	4.3	2.8	8.3	Colorado	2.4	2.3	3.8
Nevada	4.2	3.3	8.2	Maine	2.2	1.4	1.6
Virginia	4.1	4.3	3.4	Rhode Island	2.2	2.3	3.5
Iowa	3.8	2.0	3.2	Vermont	2.2	--	6.0
Washington	3.8	2.2	4.5	Pennsylvania	1.7	2.8	3.1
Kansas	3.7	3.1	3.9	Alabama	1.3	0.7	4.1
North Carolina	3.6	0.2	4.2	Nebraska	1.1	1.9	2.9
Illinois	3.5	3.6	3.7	Alaska	0.7	4.4	1.5
US	3.5	2.8	3.6	Utah	0.7	2.8	4.5
Kentucky	3.4	2.8	2.8	Louisiana	0.5	0.6	2.3
Maryland	3.3	3.0	2.9	New Jersey	0.4	3.3	2.5
Texas	3.3	4.3	3.5	Wyoming	0.4	1.4	--
West Virginia	3.3	6.0	4.4	Connecticut	0.1	(3.2)	4.0
Florida	3.2	2.6	3.5	New Mexico	0.1	1.8	(8.2)
Ohio	3.1	3.4	3.6	Idaho	--	4.2	--
South Dakota	3.1	--	2.3	Tennessee	(0.4)	1.0	4.8
Wisconsin	3.1	3.8	3.6	New York	(0.7)	0.8	3.5
South Carolina	3.0	3.6	2.9	District of Columbia	--	--	2.9

SOURCE: NCES, IPEDS Salary Survey, 1997-98.

<sup>a</sup> Ranked in descending order of percent change in average salary at 4-year institutions.

<sup>b</sup> Based on 92.4 percent (550) of the 4-year public institution salary universe (595) reporting comparable data in both years; 73.0 percent (835) of the 2-year public institution salary universe (1,144) reporting comparable data in both years; and 67.9 percent (1,003) of the independent institution salary universe (1,477) reporting comparable data in both years.

-- Indicates no responding institutions or no institutions in this category.

cialty in public institutions (\$45,162); agricultural business and production was the lowest in independent institutions (\$40,389). The salary range among academic specialties was greater in independent (\$30,622) than public

institutions (\$22,422).

### COLLECTIVE BARGAINING

In 1997-98, faculty members working in

TABLE 13

**AVERAGE SALARIES AND DIFFERENCES BETWEEN AVERAGE SALARIES FOR FACULTY ON 9/10 MONTH CONTRACTS, IN PUBLIC 4-YEAR AND INDEPENDENT INSTITUTIONS,<sup>a</sup> BY STATE, 1997-98<sup>b</sup>**

State	Public 4-Year	Independent	Difference	State	Public 4-Year	Independent	Difference
Iowa	\$59,685	\$42,227	\$17,458	South Dakota	\$38,464	\$35,347	\$3,117
Nevada	57,558	41,051	16,507	Georgia	52,441	49,931	2,510
Kansas	48,890	32,881	16,009	California	64,909	62,516	2,393
Michigan	58,494	43,799	14,695	Missouri	50,982	48,648	2,334
New Mexico	47,319	34,487	12,832	Pennsylvania	58,320	56,137	2,183
Alaska	50,997	38,891	12,106	Tennessee	49,152	47,105	2,047
North Carolina	53,692	42,058	11,634	Vermont	47,503	46,334	1,169
South Carolina	50,129	39,226	10,903	Indiana	52,563	51,493	1,070
Montana	44,977	34,274	10,703	New Jersey	64,650	63,732	918
Kentucky	49,398	38,876	10,522	Connecticut	64,845	65,111	(266)
Hawaii	58,800	49,484	9,316	US	54,190	54,501	(311)
Minnesota	55,269	46,418	8,851	Colorado	53,687	54,328	(641)
Wisconsin	53,753	44,993	8,760	Maryland	54,685	55,543	(858)
Nebraska	50,000	41,858	8,142	Oregon	47,723	48,904	(1,181)
Ohio	56,474	48,732	7,742	Rhode Island	57,006	58,309	(1,303)
Virginia	54,935	47,309	7,626	New Hampshire	54,084	55,436	(1,352)
Mississippi	44,541	37,208	7,333	Texas	50,401	52,034	(1,633)
North Dakota	40,563	33,728	6,835	Maine	46,871	48,892	(2,021)
West Virginia	43,865	37,155	6,710	New York	57,628	60,793	(3,165)
Delaware	62,569	56,224	6,345	Illinois	53,322	58,274	(4,952)
Arkansas	43,871	37,982	5,889	Utah	47,542	53,191	(5,649)
Alabama	45,386	39,798	5,588	Arizona	57,171	63,543	(6,372)
Washington	52,992	48,067	4,925	Massachusetts	59,000	66,093	(7,093)
Idaho	45,199	40,314	4,885	Louisiana	44,879	52,525	(7,646)
Florida	53,788	49,045	4,743	Wyoming	46,941	--	--
Oklahoma	46,949	43,090	3,859	District of Columbia	--	61,568	--

SOURCE: NCES, IPEDS Salary Survey, 1997-98.

<sup>a</sup> Ranked in descending order by dollar difference.

<sup>b</sup> Based on 93.9 percent (559) of the public 4-year institution universe (595) and 72.2 percent (1,067) of the independent institution universe (1,477).

-- Indicates no responding institutions or no institutions in this category.

institutions with bargaining agreements earned \$4,763 more than faculty members teaching in institutions with no bargaining agreement, \$56,258 compared to \$51,495 (Table 16). But the historical advantage accorded to faculty members at institutions that bargained has eroded. Faculty salaries at institutions with

collective bargaining agreements increased by 13 percent in the last five years. Salaries at non-collective bargaining institutions increased 28 percent over the same period.

Attempts by nonbargaining colleges to match salaries offered by peer institutions that bargain may explain the salary convergence.

TABLE 14

**AVERAGE SALARIES AND DIFFERENCE IN SALARIES FOR FACULTY IN LAND-GRANT UNIVERSITIES,  
BY DISCIPLINE, 1996-97 TO 1997-98<sup>a</sup>**

Discipline	Average Salary		Difference	
	1996-97	1997-98	(\$)	(%)
Law and Legal Studies	\$91,984	\$94,507	\$2,523	2.7%
Business Management and Administrative Services	74,612	77,367	2,755	3.7
Engineering	70,084	72,616	2,532	3.6
Computer and Information Sciences	67,229	70,514	3,285	4.9
Health Professions and Related Sciences	68,568	69,855	1,287	1.9
Physical Sciences	63,737	65,951	2,214	3.5
ALL FIELDS	60,094	61,662	1,568	2.6
Agricultural Business and Production	57,848	61,216	3,368	5.8
Mathematics	59,872	61,117	1,245	2.1
Psychology	58,529	60,010	1,481	2.5
Biological Sciences/Life Sciences	59,358	60,009	651	1.1
Social Sciences and History	57,044	58,982	1,938	3.4
Multi/Interdisciplinary Studies	55,831	57,736	1,905	3.4
Public Administration and Services	54,968	56,710	1,742	3.2
Conservation and Renewable Natural Resources	55,992	56,541	549	1.0
Agricultural Sciences	54,083	55,600	1,517	2.8
Architecture and Related Programs	53,531	55,213	1,682	3.1
Area, Ethnic, and Cultural Studies	53,468	54,789	1,321	2.5
Protective Services	52,592	54,353	1,761	3.3
Philosophy and Religion	52,610	53,585	975	1.9
Education	50,857	52,574	1,717	3.4
Home Economics	54,202	52,167	(2,035)	(3.8)
Communications	50,328	51,817	1,489	3.0
Engineering-Related Technologies	50,357	51,785	1,428	2.8
Library Science	51,665	51,384	(281)	(0.5)
English Language and Literature/Letters	49,777	51,038	1,261	2.5
Liberal Arts and Sciences, General Studies, and Humanities	48,246	49,955	1,709	3.5
Parks, Recreation, Leisure, and Fitness Studies	49,130	49,821	691	1.4
Foreign Languages and Literatures	48,722	49,402	680	1.4
Visual and Performing Arts	47,350	48,989	1,639	3.5
Transportation and Materials Moving Workers	46,345	46,758	413	0.9

SOURCE: Oklahoma State University, Faculty Salary by Discipline Data Files, 1996-97 and 1997-98.

<sup>a</sup> Ranked in descending order by highest average salary in 1997-98.

Economic growth in the South, where many states prohibit public employees from unionizing, may be another contributing factor. This growth may push up salaries at nonbargaining institutions faster than salaries in states where bargaining is more common.

### TENURED AND NONTENURED FACULTY

The social composition of tenured faculty—predominantly white and male—is changing as more women and minorities enter the teaching ranks. This trend, our data

TABLE 15

**AVERAGE FACULTY SALARIES IN 4-YEAR INSTITUTIONS, BY DISCIPLINE AND CONTROL, 1997-98**

Discipline	Control	
	Public	Independent
Engineering	\$67,584	\$71,011
Physical Sciences	64,838	65,710
Marketing Management and Research	63,853	65,981
Accounting	63,800	60,059
Social Sciences	62,150	52,737
Business Administration and Management, General	61,184	59,190
Economics	60,173	61,515
Computer and Information Sciences	59,710	53,526
Physics	57,638	58,816
Agricultural Business and Production	57,066	40,389
Area, Ethnic, and Cultural Studies	56,720	56,321
Architecture and Related Programs	54,999	54,520
Geology	54,986	60,813
Public Health	54,104	75,611
Biological Sciences/Life Sciences	54,018	51,708
Chemistry	53,692	52,262
Education/Instructional Media Technician	53,442	45,095
Anthropology	53,399	54,544
Education/Administration and Supervision	53,199	51,801
ALL FIELDS	53,159	51,448
Psychology	53,020	49,925
Philosophy and Religion	52,731	48,580
Mathematics	52,382	51,261
Political Science	52,020	53,272
Physical Therapy	51,830	49,581
History	51,284	51,352
Geography	51,104	51,782
Multi/Interdisciplinary Studies	50,669	51,895
Sociology	50,176	49,788
Education	50,057	45,182
Public Administration and Services (Social Work)	49,874	--
Visual and Performing Arts	49,781	46,346
Engineering Related Technologies	49,600	48,014
Education/Special Education	49,147	46,396
Library Science	48,923	40,717
Art, General	48,424	44,937
Home Economics	48,153	45,725
Foreign Languages and Literature	48,040	46,665
English Language and Literature	47,515	46,884
Education/Curriculum and Instruction	47,458	52,538
Speech-Language Pathology and Audiology	47,423	48,483
Protective Services	46,870	41,168

TABLE 15 (CONTINUED)

Discipline	Control	
	Public	Independent
Communications	46,619	44,645
Music	46,496	44,089
Drama/Theater Arts	46,363	44,209
Parks, Recreation, Leisure and Fitness	46,174	40,586
Occupational Therapy	45,726	46,176
Nursing	45,162	42,036

SOURCE: College and University Personnel Association, Faculty Salary Survey in Private and Public Institutions, 1997-98.

<sup>a</sup> Sorted by salaries in public institutions in 1997-98.

TABLE 16

**AVERAGE SALARIES, PERCENT CHANGE, AND DIFFERENCE FOR FACULTY IN PUBLIC 4-YEAR INSTITUTIONS, BY BARGAINING STATUS,<sup>a</sup> 1992-93 TO 1997-98**

	Average Salary		Percent Change	Difference
	1992-93*	1997-98		
Non-Collective Bargaining	\$40,326	\$51,495	27.7	\$11,169
Collective Bargaining	49,787	56,258	13.0	6,471
Salary Difference	9,461	4,763	(49.7)	(4,698)

SOURCE: CUPA Special Report, Faculty Salary Study of Public Institutions, 1992-93 and 1997-98.

<sup>a</sup> For institutions reporting in both years.

\* Corrected for inflation.

suggest, will continue.

The dominance of male faculty members—three-quarters of all tenured faculty members—may be eroding (Table 17). In 1993-94, women comprised 43 percent of tenure-track faculty and 26 percent of tenured faculty. Minority faculty members comprised 11 percent of tenured faculty and 19 percent of tenure-track faculty. The growing shares of women and minority faculty members on tenure-track portend a broadened ethnic and racial mix of tenured faculty members.

At the same time women faculty members represented an even higher share of faculty members not on-track and in nontenured sys-

tems. Women accounted for more than half of the full-time faculty members in these two categories. About 18 percent of faculty in non-tenure-track positions were minorities.

Looking at tenure status by gender, 67 percent of men but only 44 percent of women, had tenure in 1993 (Table 18). Conversely, 28 percent of women but only 19 percent of male faculty members were on tenure-track—again, a positive sign for women in the future. About 28 percent of women but only 14 percent of men were not on tenure-track or were in non-tenure-track systems—a less positive sign.

Men held a salary advantage over women, regardless of tenure status. The differentials:

TABLE 17

**PERCENTAGE DISTRIBUTION OF FULL-TIME FACULTY ON 9/10 MONTH CONTRACTS,  
BY GENDER, RACE/ETHNICITY, AND TENURE STATUS, 1993**

	Tenure Status				Total
	Tenured	On Track	Not On Track	Non-Tenure System	
Total Faculty	199,423	75,785	26,659	36,836	338,703
Gender*					
Male	74.5	57.1	48.7	49.6	65.8
Female	25.5	42.9	51.3	50.4	34.2
Race/Ethnicity					
Nonminority	88.7	81.2	82.1	90.9	86.7
Minority	11.3	18.8	17.9	9.1	13.3

*SOURCE: U.S. Department of Education, National Center for Education Statistics, 1993 National Survey of Postsecondary Faculty, restricted datafile. 1994.*

\* Gender averages do not match Table 9 due to differing sources.

\$8,853 for tenured faculty, \$5,195 for tenure-track faculty, and \$2,976 less for women who were not on tenure-track. Women will probably continue to earn less than their male peers, the data suggest, as they gain a greater share of tenured positions. But the salary gap may shrink as the number of women in tenured positions grows.

Half of all minority faculty members were tenured in 1993 (Table 19). About 32 percent held tenure-track positions in 1993, compared to 21 percent for nonminority faculty. The proportion of tenured minority faculty is therefore likely to grow. Faculty members in nontenure-track positions and in nontenure systems combined accounted for 18 percent of minority full-timers and 19 percent of nonminority full-timers, respectively.

Salary differences by race were less than the differences by gender. Tenure-track minority faculty members actually earned more on average than nonminority faculty members—an advantage that could continue as tenure-track minority faculty members gain tenure.

## SUMMARY

Reports of average salaries obscure variations among groups of faculty members. Sala-

ries at community colleges and public four-year institutions continued to drift apart in 1997-98. Independent universities persisted in providing the highest average faculty salaries; independent two-year colleges paid the lowest. Salaries also differed by academic specialty; faculty members in business, computer and information science, engineering, and legal studies were the best paid. Women continued to receive lower salaries, and the salary gap widened. Finally, geographic location was associated with large differences in faculty salaries.

Faculty members in 1997-98 exceeded the purchasing power enjoyed in the early 1970s. But faculty members in each academic rank remained thousands of dollars behind the 1972 salaries of their colleagues of the same ranks.

Faculty members at institutions with collective bargaining agreements maintained a salary advantage, though this advantage declined by 50 percent over the past five years. Two possible reasons are the improving economy of southern states and the use of salaries at bargaining institutions as a benchmark by other institutions. The salary difference between bargaining and nonbargaining institutions will disappear if the trend continues.



TABLE 18

**PERCENTAGE DISTRIBUTION, AVERAGE SALARY, AND DIFFERENCE IN SALARIES FOR FULL-TIME FACULTY MEMBERS ON 9/10 MONTH CONTRACTS, BY TENURE STATUS AND GENDER, 1993**

Tenure Status	Men		Women		Difference
	(%)	(\$)	(%)	(\$)	
Tenured	66.6%	\$51,503	44.0%	\$42,650	\$8,853
On Track	19.4	39,266	28.1	34,071	5,195
Not on Track	5.8	33,665	11.8	30,698	2,976
Nontenure System	8.2	36,677	16.1	31,719	4,958
TOTAL	100.0	46,842	100.0	37,061	9,781

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1993 National Survey of Postsecondary Faculty, restricted datafile. 1994.

TABLE 19

**PERCENTAGE DISTRIBUTION, AVERAGE SALARY, AND DIFFERENCE IN SALARIES FOR FULL-TIME FACULTY MEMBERS ON 9/10 MONTH CONTRACTS, BY TENURE AND MINORITY STATUS, 1993**

Tenure Status	Nonminority		Minority		Difference
	(%)	(\$)	(%)	(\$)	
Tenured	60.2%	\$49,398	50.1%	\$48,025	\$1,373
On Track	20.9	36,567	31.8	39,069	(2,502)
Not on Track	7.4	32,253	10.6	31,607	646
Nontenure System	11.4	34,203	7.5	33,920	283
TOTAL	100.0	43,666	100.0	42,339	1,327

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1993 National Survey of Postsecondary Faculty, restricted datafile. 1994.

## NOTES

<sup>1</sup> Last year's respondents continued in the sample unless they did not participate, in which case they were replaced with respondents from similar institutions.

<sup>2</sup> Clery and Lee, 1998, 18.

<sup>3</sup> Ibid., 20.

<sup>4</sup> The average change in salary by state is calculated only for institutions that reported in both 1996-97 and 1997-98. Changes represent a combination of all factors that influenced the average salary, not just cost-of-living changes or raises granted by the state.

<sup>5</sup> CUPA and OSU data differ in two ways. First, most land grants are comprehensives or doctorals,

not research institutions. Second, CUPA excludes the salaries for faculty in professional schools, such as law, that are included in the land-grant institutions report.

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