

## The HBCU Salary Gap

When it comes to their pay, faculty who choose to teach at historically Black colleges and universities (HBCUs) pay a penalty. About 4,300 full-time faculty members teach at HBCUs with federal land-grant designation, meaning their institutions are funded through the 1890 federal Morrill Act. Their average salary in 2018-19 was \$66,831. Meanwhile, the average salary of the 82,000 full-time faculty who teach at U.S. institutions funded through the 1862 Morrill Act is \$105,535.

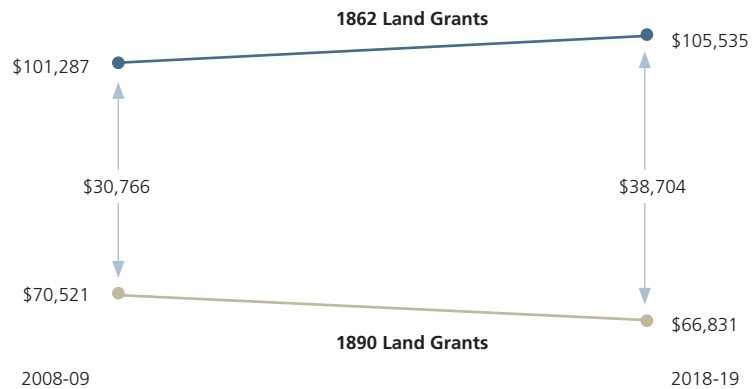
And the gap is widening! In 2008, the disparity between the 1862 land-grant institutions and the 1890 institutions (the HBCUs) was about \$30,000 a year. A decade later, it had grown to nearly \$40,000. Over a 40-year career, that's a loss of \$1.6 million in personal income—for choosing to teach Black students at historically Black institutions.

This can't be explained away by geography. Yes, most HBCUs operate in the South, where the cost of living and salaries are generally lower. Even in the same state, HBCU faculty earn less than other land-grant institution faculty.



### HBCU FACULTY PURCHASING POWER DECREASED WHILE IT INCREASED FOR FACULTY IN 1862 LAND GRANT INSTITUTIONS, FURTHER WIDENING THE PRE-RECESSIONARY PAY DISPARITY.

Faculty purchasing power in 1862 and 1890 land grant institutions: 2008-09 and 2018-19.

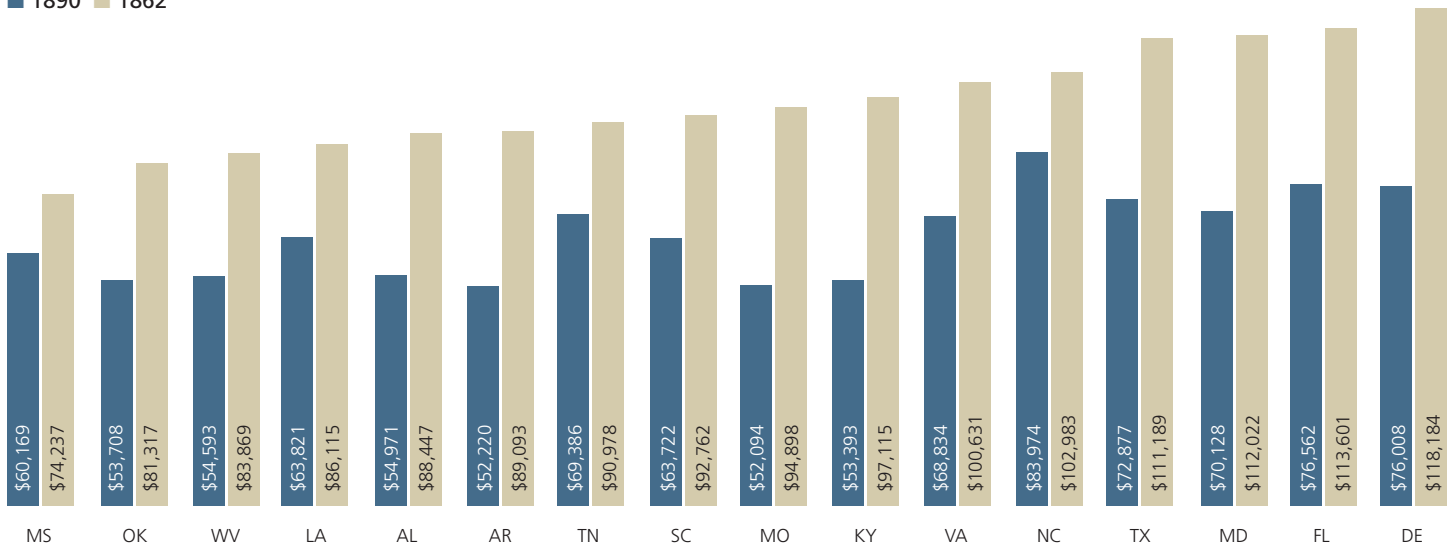


Source: ASA Research analysis of U.S. Department of Education's, Integrated Postsecondary Education Data System, Salary Survey Data, 2008-09 and 2018-19.

### FACULTY SALARIES ARE SIGNIFICANTLY LOWER AT HBCUS THAN AT THE 1862 LAND GRANTS—ON AVERAGE, \$31,936 LOWER.

Average Faculty Salary, States with Both 1862 And 1890 Land Grant Institutions: 2018-19.

■ 1890 ■ 1862



Source: ASA Research analysis of U.S. Department of Education's, Integrated Postsecondary Education Data System, Salary Survey Data, 2018-19.