

The HBCU Salary Gap

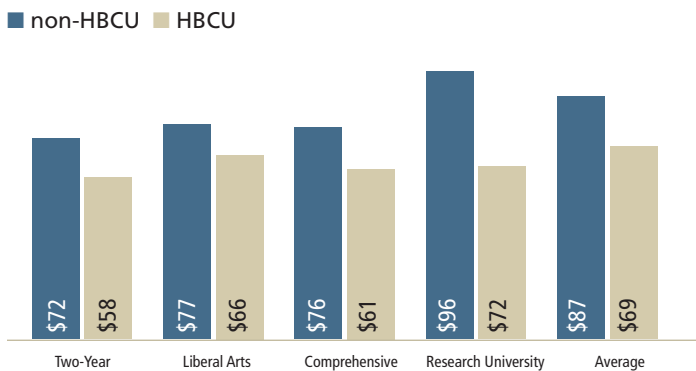
When it comes to their pay, faculty who choose to teach at historically Black colleges and universities (HBCUs) pay a penalty for their dedication.

On average, across the nation's 101 HBCUs, HBCU faculty earned \$69,180 in 2018-19, according to federal data, compared to \$87,384 for faculty in non-HBCUs. The largest difference was found at research/doctoral-granting institutions—like Florida A&M or Alabama State University—where HBCU faculty earned about \$72,428, or about \$24,000 less than their colleagues at non-HBCUs who earned \$96,451, on average.

The problem isn't just geography. While many HBCUs are located in the South, where fewer faculty have the right to collectively bargain for fair pay and salaries generally are lower, even in the same state HBCU faculty earned less than their non-HBCU peers.

HBCU FACULTY EARN AN AVERAGE OF \$18,000 LESS THAN FACULTY TEACHING IN NON-HBCU INSTITUTIONS.

Average salaries for faculty on 9/10-month contracts in public institutions, 2019-20



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2019-20.



AVERAGE FACULTY SALARY, STATES WITH BOTH 1862 AND 1890 LAND GRANT INSTITUTIONS: 2019-20

Average salaries for faculty on 9/10-month contracts in public institutions, 2019-20

