

The HBCU Disadvantage

While the topics of race and racism may have entered more minds in 2021 than previous years, those conversations haven't yet translated into fair and equitable compensation for faculty at historically Black colleges and universities (HBCUs).

The latest federal data, which looks at salaries in 2020-2021, shows that faculty who choose to teach at HBCUs continue to pay a price for their dedication to Black students. And it's not getting better. In fact, the 2021 gap is larger than the 2020 gap.

In 2021, HBCU faculty earned \$24,000 less, on average, than their colleagues at other institutions. In 2020, the difference was \$18,000.

Another way of looking at it: for every dollar earned by a non-HBCU faculty member in 2021, the HBCU educator gets 74 cents.

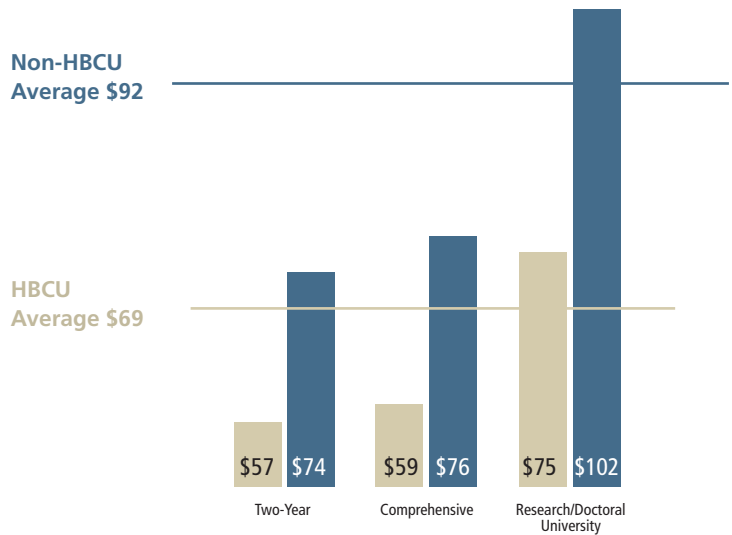
The largest difference was found at research universities—like Florida A&M or Alabama State University—where average salaries trail by \$27,000 at HBCUs.

The problem isn't just geography. While many HBCUs are located in the South, where fewer faculty belong to unions and salaries are generally lower, the data shows that even in the same states HBCU faculty earn less than their non-HBCU peers.



FIGURE 1. FACULTY TEACHING IN HBCUS EARN 74 CENTS TO THE DOLLAR COMPARED TO THOSE TEACHING IN NON-HBCU INSTITUTIONS.

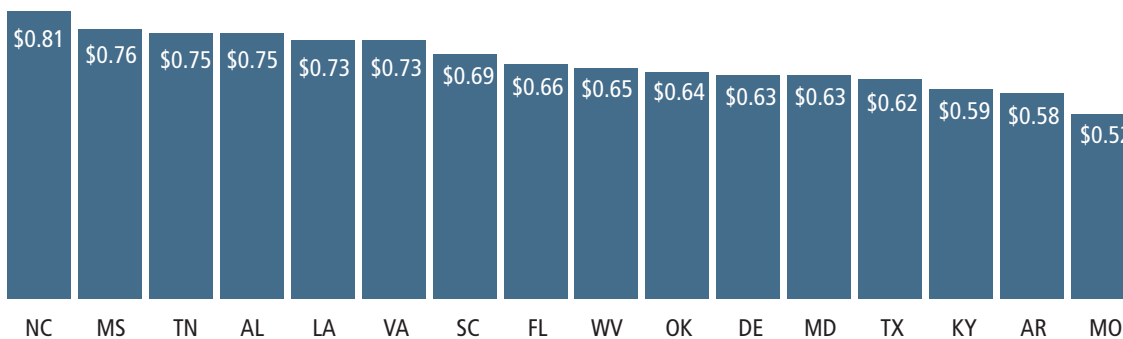
Average salaries for faculty on 9/10-month contracts by HBCU designation, 2020-21 (in thousands)



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2020-21.

FIGURE 2. LAND-GRANT HBCU FACULTY EARN CENTS TO THE DOLLAR OF NON-HBCU LAND-GRANT FACULTY; MISSOURI HAS THE LARGEST GAP WHERE LAND-GRANT HBCU FACULTY EARN 52 CENTS TO EACH DOLLAR EARNED BY NON-HBCU LAND GRANT FACULTY.

Average salaries for HBCU faculty on 9/10-month contracts compared with non-HBCU, public land grant institutions, 2020-21



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary Data, 2020-21.