

Faculty Salaries: 2010–2011

By Suzanne B. Clery

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The national average salary in 2010–11 for full-time faculty members on 9/10-month contracts was \$75,461 (Table 1), a relatively small 1.1 percent increase since 2009–10 (Table 8). Faculty purchasing power in 2010–11 exceeded the prior peak in 1972–73 by 6.8 percent. But last year's downward trend continued; the decline was 1.5 percent between 2009–10 and 2010–11 (\$76,636 to \$75,461). Exacerbating the decline: unpaid furlough days and shifting benefit costs to the employee. The salary story varies considerably from these averages in many states.

This downward trend disproportionately affected some faculty groups. Faculty in public institutions received smaller average salary increases than colleagues in independent institutions, 0.7 and 1.8 percent respectively. Community college faculty members were hit the hardest. Their purchasing power declined by -0.1 percent; 26 states reported declines ranging from -0.1 to -7.1 percent (Table 9). Lecturers and faculty with no rank endured a

greater, more sustained decline than full and assistant professors. The gap in salaries paid to faculty members in these groups, which fluctuates around \$40,000, widened this past year.

Some additional highlights:

- New Jersey faculty members on 9/10-month contracts received the highest average salaries among public four-year institutions in 2010–11 (\$99,988). Among public two-year institutions, California faculty members received the highest pay (\$83,814). Faculty members in Massachusetts—the perennial leaders among independent institutions—received the highest average salary (\$101,860, Table 7).
- The average salary gap between public and independent institutions increased slightly to 13 percent (\$9,308) between 2009–10 and 2010–11 (derived from Table 2).
- The gender wage gap continued in public and independent institutions. Women in public institutions earned 80 percent of men's salaries; and 81 percent in independent institutions (Table 4).

- The share of positions held by women in the instructor and lecturer ranks remained steady over the past 10 years—59 percent for instructors and 56 percent for lecturers. In 2010–11, women’s share of positions in the upper ranks continued to lag men’s: 33 percent of professors and 44 percent of associate professors. These proportions increased from 24 and 39 percent, respectively, over the past decade (Table 6).
- An average \$92,235 salary in 2010–11 places faculty members in land grant institutions among the highest-paid public sector faculty. Medical residency program faculty received the highest pay by discipline, averaging \$158,857 (Table 10). Excluding law and medical programs, business, management, and marketing faculty members showed the highest average salary (\$95,717) in public four-year institutions. Faculty members in engineering followed closely (\$91,656, Table 11).
- Faculty members at institutions with bargaining agreements averaged \$74,340—\$2,882 more than the \$71,458 earned by colleagues at non-bargaining institutions (Table 12).

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.* NCES, a division of the U.S. Department of Education, collected 2010–11 salary data from 4,524 degree-granting colleges and universities as part of the annual IPEDS data collection for higher education institutions. IPEDS excludes part-time faculty, faculty members paid by a religious order, and non-teaching faculty members. The 2010–11 NEA analysis also excluded 1,475 seminaries, religious training institutions, and for-profit colleges, leaving 3,049 institutions and 559,679 full-time faculty members. We used an early release version of the data, so the results may differ from those reported

by the U.S. Department of Education at a later time. 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—87 percent of all full-time faculty members.

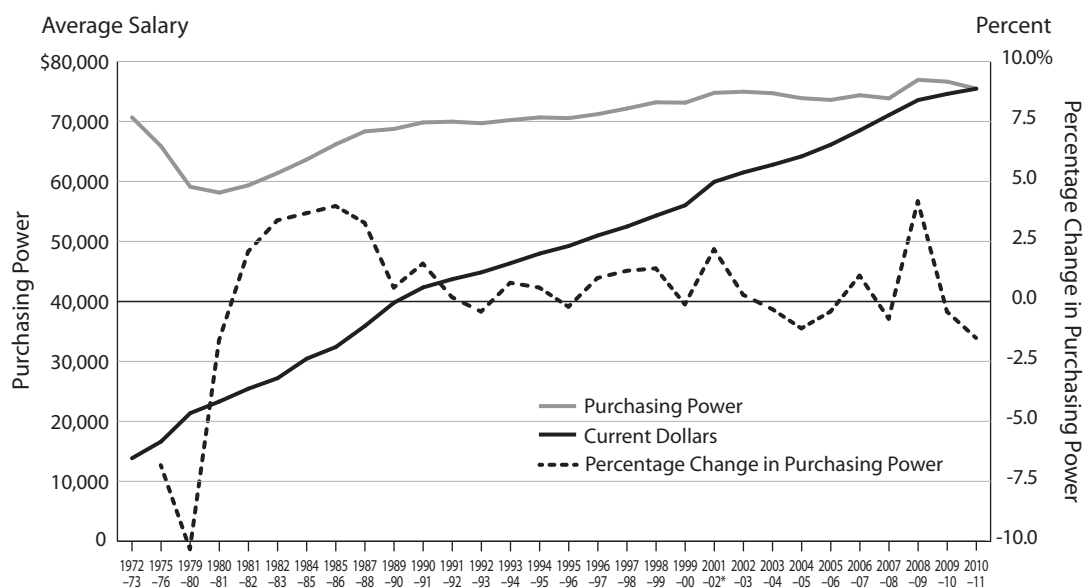
- *College and University Professional Association (CUPA).* CUPA reported 2010–11 average salaries in 315 public and 497 independent colleges and universities by academic specialty and collective bargaining status. The report reflects 214,155 faculty members.
- *Office of Institutional Research at Oklahoma State University (OSU), Faculty Salary Data.* OSU reported faculty salaries for 115 public land grant universities for 2010–11, also by academic specialty. The OSU report reflects 119,165 faculty members.

HISTORICAL PERSPECTIVE

Average salaries for faculty members on 9/10-month contracts, uncorrected for inflation, increased 445 percent since 1972–73 (Figure 1 and Table 1). Adjusted for inflation, faculty purchasing power increased 6.8 percent over the four decades. The average salary for faculty members in 2010–11 (\$75,461) represents a \$4,776 constant dollar—or purchasing power— increase over 1972–73, the previous high point (\$70,685).

Figure 1 displays current dollar salaries, faculty purchasing power, and the annual percentage change in purchasing power, since 1972–73. A negative annual change indicates an erosion of purchasing power; a value of zero indicates steady purchasing power, and a positive change indicates a gain. The “stagflation” of the 1970s eroded salaries and caused a decline in purchasing power.¹ Inflation slowed and the economy began to recover during the 1980s, as did faculty salaries. Faculty purchasing power recovered relatively quickly, but remained 2.3 percent lower than its 1972 peak in 1990. Faculty saw virtually no annual growth in salaries and purchasing power through the recession of

Figure 1. Current Dollar Salaries, Purchasing Power, and Percentage Change in Purchasing Power, Full-Time Faculty on 9/10-Month Contracts, by Year: 1972–73 to 2010–11



Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, various years.

* Data not collected for 2000–01.

Table 1. Average Salaries and Percentage Change in Salary and Purchasing Power in Current and Constant 2010–11 Dollars, Full-Time Faculty on 9/10-Month Contracts, by Rank: 1972–73 and 2010–11

Faculty Rank	Average Salary			Percentage Change	
	1972–73		2010–11	Current Dollars	Constant Dollars (Purchasing Power)
	Current Dollars	Constant 2010–11 Dollars			
Average	\$13,850	\$70,685	\$75,461	444.8%	6.8%
Professor	19,182	97,898	104,982	447.3	7.2
Associate	14,572	74,370	75,033	414.9	0.9
Assistant	12,029	61,392	63,095	424.5	2.8
Instructor	10,737	54,798	58,180	441.9	6.2
Lecturer	11,637	59,391	52,509	351.2	-11.6
No Rank	12,676	64,694	56,593	346.5	-12.5

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, 1972–73 and 2010–11.

the early 1990s. Only in 1997 did purchasing power match the 1972 peak. Faculty members enjoyed small but steady growth in purchasing power over the next ten years, with some exceptions. The recent deep recession took its toll on faculty salaries; purchasing power fell sharply between 2008–09 and 2010–11 (\$1,481, about two percent).

The purchasing power decline had stronger adverse effects on instructors, lecturers, and faculty with no rank than on full, associate, and assistant professors. The average salary gap between these faculty groups, therefore, grew over time. The decline in purchasing power for full, associate, and assistant professors ranged from 1.3 to 1.4 percent between 2009–10 and 2010–11. The salary decline for lecturers, instructors, and faculty with no rank ranged from 2.0 to 3.0 percent.

Changing economic conditions and shifting educational preferences can change the demand for—and the salaries of—faculty in specific fields. Higher pay results when an academic field competes with corporate or business employers. Recessions reduce funding from state and local governments, though the cuts vary by region, state, and locality. Wealthier institutions, especially research and doctoral universities, are best able to sustain faculty salaries during these declines.

The salary of a faculty member is a function of time on job, rank, and educational background, combined with institutional type and control, the instructor's department, the existence of a collective bargaining agreement, and the local economy.

INSTITUTIONAL CHARACTERISTICS

The nation's faculty is dispersed across many sectors: public and independent institutions; and two-year, liberal arts, comprehensive, and research/doctoral-granting institutions. In 2010–11, 70 percent of faculty members on 9/10-month contracts taught in public institutions: 38 percent in public research universities, 22 percent in community colleges, nine percent

in comprehensive colleges, and one percent in liberal arts colleges (Figure 2). The remaining 30 percent taught in the independent sector: 18 percent at universities and 12 percent at liberal arts and comprehensive colleges combined. Independent two-year institutions accounted for less than one percent of all faculty members. The distribution of faculty across the sectors has fluctuated only slightly over time.

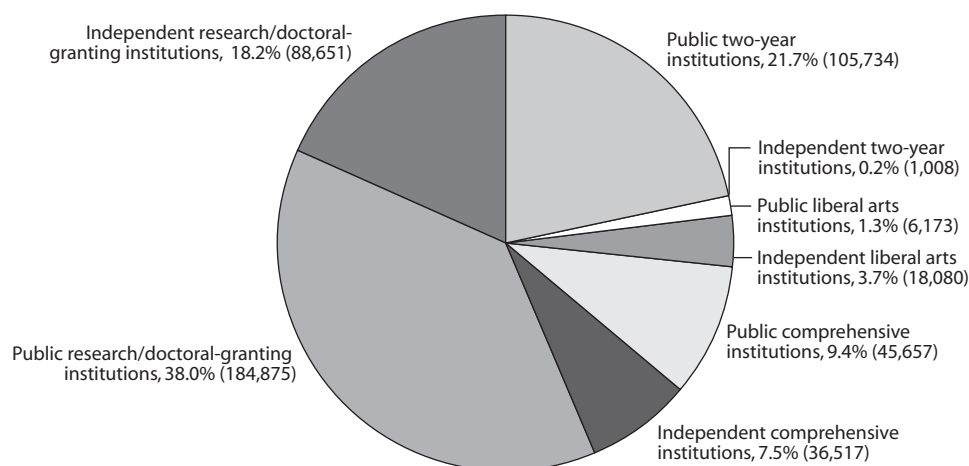
Salaries vary by institutional type and control. For example, faculty on 9/10-month contracts at independent institutions earned \$82,010 in 2010–11: 13 percent more than colleagues in public institutions (\$72,702; Table 2). The salaries of university faculty account for this difference; salaries at public universities were 87 percent of those at independent universities (\$80,433 vs. \$92,769). Among liberal arts faculty, salaries at independents exceeded pay at public institutions by \$2,146. Faculty at public institutions earned more than colleagues at independent two-year and comprehensive institutions, \$13,405 and \$2,780, respectively.

Salaries among faculty in independent colleges and universities varied more than those in the public sector. The average salary in independent institutions ranged from \$48,663 in two-year colleges to \$92,769 in universities, a \$44,136 difference. The corresponding salaries in the public sector ranged from \$62,038 in two-year institutions to \$80,433 in universities, an \$18,395 difference. This difference between the lowest- and highest-paid institutional types—two-year institutions compared with universities—remained relatively stable over the past year in both sectors.

Salary changes continue to reflect the troubled economy. Historically, annual average faculty salaries increased three to four percent, but this increase slowed to 1.1 percent between 2009–10 and 2010–11. Salaries had only increased by 1.4 percent the prior year.²

Following the decade's trend, independent institutions offered larger salary increases than public institutions, 1.8 and 0.7 percent, respectively. This spread added just over \$1,000 to the

Figure 2. Percentage Distribution of Full-Time Faculty on 9/10-Month Contracts, by Institutional Type and Control: 2010–11



Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, early release version, 2010–11.

Note: Based on 100 percent of NEA's faculty salary universe (3,049 institutions).

average salary gap between public and independent institutions. Research and doctoral-granting institutions reported the most notable difference in average salary increases: 2.1 percent at independent institutions; 1.0 percent in public institutions. This differential increased last year's earning advantage for independents from \$11,583 to \$12,336.

At best, average salaries for public sector faculty members increased slightly between 2009–10 and 2010–11. Some average salaries declined. Changes ranged from -0.6 percent to 1.2 percent depending on institutional level. Faculty members at community colleges and at public liberal arts institutions were hardest hit with declines in average salaries (-0.1 and -0.6, respectively). Within the public sector, four-year institutions historically pay more than community colleges.

Salary changes tend to favor four-year institutions, causing the gap with two-year institutions to grow. In 2010–11, faculty in community colleges averaged \$18,395 less in constant dollars than colleagues teaching in public research

and doctoral granting institutions (Table 3). This gap increased from \$15,027 in 1990–91. The relationship between purchasing power of community college and public liberal arts faculty fluctuated over time. The small difference of \$516 in 1990–91, changed to a \$499 advantage favoring community college faculty at the 2001–02 midpoint. The difference again favors liberal arts faculty: a relatively large \$2,454 difference in 2010–11. In contrast, the constant dollar earnings gap between community college and comprehensive institution faculty declined from \$8,300 to \$5,165 over the same 20 years.

ACADEMIC RANK

Not surprisingly, academic rank and salary were closely related. Professors—27 percent of the faculty—earned the highest average salary in 2010–11 (\$100,258) (Figure 3 and Table 2). Associate professors—23 percent—averaged \$73,137, just under three-fourths of the average salary for professors. Assistant professors—24 percent—averaged \$62,338. The remaining 26 percent—instructors (14 percent), lecturers

Table 2. Change in Salaries, Faculty on 9/10-Month Contracts, by Institutional Type and Control, 2009–10 to 2010–11

Offering Level and Faculty Rank	Average Salaries, 2010–11 ¹			Percentage Change, 2009–10 to 2010–11 ²		
	Public Institutions	Independent institutions	All institutions	Public institutions	Independent Institutions	All Institutions
Two-Year Institutions						
Professor	\$ 72,046	\$ 54,155	\$ 71,887	0.6%	3.6%	0.6%
Associate	61,124	52,262	60,936	0.9	7.1	1.0
Assistant	54,152	47,369	53,981	0.6	3.3	0.6
Instructor	65,582	45,183	65,463	0.2	1.3	0.2
Lecturer	51,085	32,522*	50,999	-2.6	0.4*	-2.6
No Rank	55,512	45,561*	55,480	-1.2	4.6*	-1.2
Average	62,038	48,633	61,911	-0.1	4.2	0.0
Liberal Arts Institutions						
Professor	84,936	88,545	87,865	-2.8	1.7	0.8
Associate	69,177	66,240	66,953	-0.1	1.7	1.3
Assistant	58,371	54,039	55,215	0.8	1.3	1.1
Instructor	47,713	43,051	44,958	0.7	0.7	0.6
Lecturer	53,080	56,254	54,674	1.8	4.7	3.2
No Rank	43,504*	55,280	54,738	5.0*	1.3	1.6
Average	64,492	66,638	66,091	-0.6	1.5	1.0
Comprehensive Institutions						
Professor	85,968	80,303	83,373	1.0	0.9	0.9
Associate	69,467	65,345	67,575	1.3	1.5	1.3
Assistant	58,776	54,334	56,747	1.5	1.6	1.4
Instructor	44,575	43,883	44,320	0.8	1.7	1.2
Lecturer	49,876	50,962	50,091	0.3	-0.6	0.0
No Rank	56,950	60,944	59,978	-3.6	-0.8	-1.5
Average	67,203	64,423	65,968	1.2	1.2	1.2
Research/Doctoral-Granting Institutions						
Professor	110,668	130,851	117,501	1.2	1.9	1.5
Associate	78,038	84,574	80,117	0.9	2.1	1.3
Assistant	66,453	70,950	67,910	1.3	2.4	1.7
Instructor	44,686	52,938	46,763	0.4	2.1	0.8
Lecturer	50,368	59,733	52,972	0.5	2.0	0.9
No Rank	53,309	67,111	60,570	0.1	1.7	1.3
Average	80,433	92,769	84,431	1.0	2.1	1.5
Average						
Professor	94,986	112,217	100,258	0.9	1.6	1.2
Associate	71,513	77,183	73,137	1.0	1.9	1.3
Assistant	61,486	64,459	62,338	1.1	2.1	1.4
Instructor	51,178	49,353	50,362	0.4	1.8	0.7
Lecturer	50,573	56,886	52,138	-0.5	1.7	0.1
No Rank	54,298	63,916	59,063	-0.7	1.0	0.3
Average	72,702	82,010	75,461	0.7	1.8	1.1

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, final release, 2009–10 and early release, 2010–11.

¹ Based on 100 percent of NEA's faculty salary universe (3,049 institutions).

² Based on 96.0 percent of NEA's faculty salary universe reporting comparable data in 2009–10 and 2010–11 (2,927 institutions).

* Indicates fewer than 100 faculty.

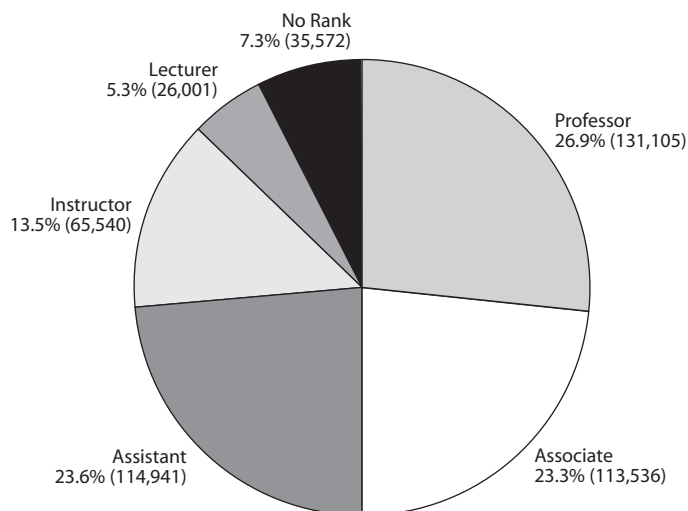
Table 3. Average Salaries and Purchasing Power, Faculty on 9/10-Month Contracts in Public Institutions, and Difference between Average Salaries in Public Two-Year and Four-Year Institutions, by Institutional Type: 1990–91, 2001–02, and 2010–11

Institutional Type	Current Dollars			Purchasing Power		
	1990–91	2001–02	2010–11	1990–91	2001–02	2010–11
Average Current Dollar Salaries						
Two-year Institutions	\$ 37,092	\$ 50,843	\$ 62,038	\$ 61,184	\$ 63,423	\$ 62,038
Liberal Arts Institutions	37,405	50,443	64,492	61,701	62,924	64,492
Comprehensive Institutions	42,124	55,604	67,203	69,485	69,362	67,203
Research/Doctoral-Granting Institutions	46,202	65,324	80,433	76,212	81,487	80,433
Difference from Two-Year Institutions						
Liberal Arts Institutions	313	-400	2,454	516	-499	2,454
Comprehensive Institutions	5,032	4,761	5,165	8,300	5,939	5,165
Research/Doctoral-Granting Institutions	9,110	14,481	18,395	15,027	18,064	18,395

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, various years.

Note: Based on 100 percent of NEA’s faculty salary universe in each year: 1990–91, 3,581 institutions; 2001–02, 3,276 institutions; and 2010–11, 3,049 institutions.

Figure 3. Percentage Distribution of Full-Time Faculty on 9/10-Month Contracts, by Rank: 2010–11



Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, early release version, 2010–11.

Note: Based on 100 percent of NEA’s faculty salary universe (3,049 institutions).

(five percent), and faculty with no rank (seven percent) earned the least. Instructors trailed the pack at \$50,362. Faculty members with no rank, mostly located at community colleges, earned \$59,063—a 13 percent loss in purchasing power since the early 1970s.

Lecturers at independent two-year institutions—a very small group—had the lowest average salary (\$32,522). University professors had the highest salaries, averaging \$130,851 at independent institutions, and \$110,668 at public institutions.

CONTRACT LENGTH

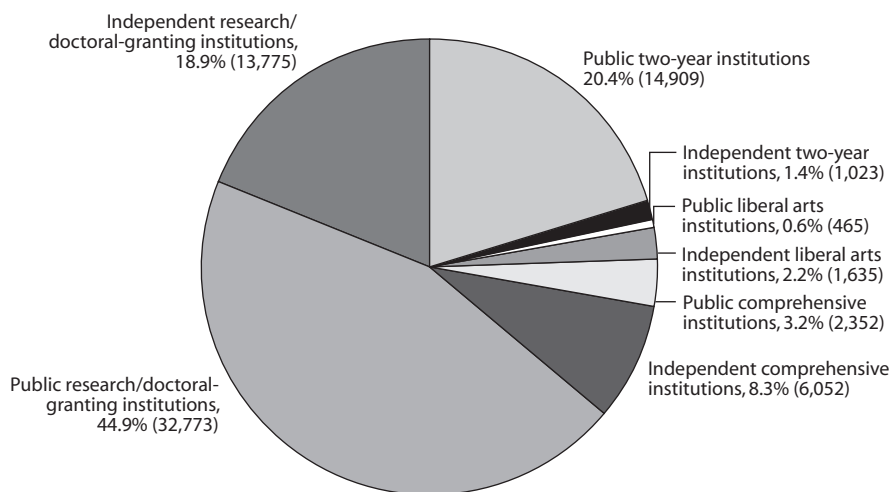
Salaries associated with 11/12-month (annual) contracts vary by institutional size and type, mission, and wealth. Faculty members on annual contracts may undertake additional research or take on administrative or additional teaching responsibilities. Research grants, institutes, or other special projects may fund annual contracts in universities. Smaller institutions with limited resources often have 11/12-month

faculty members take on non-teaching responsibilities in lieu of hiring administrators. But these faculty members tend to have lower average salaries than their 9/10-month colleagues in larger, better-funded institutions.

Most faculty members were employed on 9/10-month contracts in 2010–11. Only 13 percent (72,984) had 11/12-month contracts (derived from Figures 2 and 4). Public institutions employed 70 percent of these faculty members. Forty-five percent of 11/12-month contract faculty, but only 38 percent of colleagues on 9/10-month contracts, taught at public doctoral universities.

Pay for faculty members on 11/12-month contracts at public institutions averaged 22 percent higher than for colleagues on 9/10-month contracts: 24 and 21 percent more at public doctorals, and at comprehensive and baccalaureate institutions, respectively; only five percent more at community colleges (derived from Tables 2 and 4). Faculty members on 11/12-month contracts at independent institutions earned

Figure 4. Percentage Distribution of Full-Time Faculty on 11/12-Month Contracts, by Institutional Type and Control: 2010–11



Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, early release version, 2010–11.

Note: Based on 100 percent of NEA's faculty salary universe (3,049 institutions).

Table 4. Average Salaries for Faculty on 11/12-Month Contracts, by Institutional Type, Control, and Rank: 2010–11

Offering Level and Faculty Rank	Public Institutions	Independent Institutions	All Institutions
Two-Year Institutions			
Professor	\$ 77,239	\$ 59,750*	\$ 76,964
Associate	67,566	65,236*	67,377
Assistant	59,994	62,309	60,302
Instructor	66,034	56,035	65,149
Lecturer	52,839*	36,079*	51,354*
No Rank	58,933	41,136	58,485
Average	64,891	56,063	64,324
Liberal Arts Institutions			
Professor	111,554	69,031	82,744
Associate	88,030	67,379	73,704
Assistant	70,572	63,364	65,449
Instructor	58,851	47,053	50,424
Lecturer	55,962*	24,509*	27,592*
No Rank	53,090*	78,359	78,263
Average	82,599	66,000	69,675
Comprehensive Institutions			
Professor	104,592	75,557	86,808
Associate	83,685	67,580	72,465
Assistant	67,102	58,911	60,951
Instructor	54,213	49,929	50,729
Lecturer	66,205	34,166*	57,298
No Rank	55,555	54,989	55,052
Average	81,197	61,616	67,096
Research/Doctoral-Granting Institutions			
Professor	135,750	129,650	134,356
Associate	99,099	90,652	96,553
Assistant	82,515	77,800	80,903
Instructor	60,441	64,387	61,769
Lecturer	66,861	70,049	67,776
No Rank	59,707	81,479	67,616
Average	99,781	91,820	97,425
Average			
Professor	116,801	107,502	114,868
Associate	88,970	81,594	86,753
Assistant	75,038	70,962	73,664
Instructor	61,787	58,855	60,909
Lecturer	62,590	55,534	61,828
No Rank	59,224	72,287	64,482
Average	88,456	80,186	85,908

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, early release version, 2010–11.

Note: Based on 100 percent of NEA's faculty salary universe (3,049 institutions).

* Indicates fewer than 100 faculty.

\$1,824 less than colleagues on 9/10-month contracts. This disparity results from the salary differential between 9/10- and 11/12-month faculty at comprehensive institutions (\$2,807) and at doctoral universities (\$949). Faculty members at two-year independent institutions with 11/12-month contracts averaged 15 percent more (\$7,430) than colleagues on 9/10-month contracts, but this category includes only about 1,000 faculty members (less than one percent). Faculty members on 11/12-month contracts at independent liberal arts colleges earned \$638 less than colleagues on 9/10-month contracts.

Faculty members on 11/12-month contracts at independent institutions earned \$8,270 (nine percent) less than colleagues at public institutions (\$80,186 vs. \$88,456)—the reverse of our finding for faculty on 9/10-month contracts. The greatest salary discrepancy for faculty on 11/12-month contracts occurred at independent liberal arts and comprehensive institutions, where faculty members earned \$15,000 to \$20,000 less than their public sector counterparts.

SALARIES BY GENDER

Men earn more than women in nearly every institutional type and rank. The gap is slowly closing, but shifts in faculty employment complicate the picture. The gap in 2010–11 was \$12,995 (84 percent of men's earnings) and \$17,125 (81 percent) at public and independent institutions, respectively (derived from Table 5). The gap in both sectors closed by less than one percentage point over the past ten years.

By rank, the ratio of female to male salaries ranged from 81 percent to 101 percent. Women fared best in two-year colleges, earning 79 to over 100 percent of men's salaries, and worst at the universities, earning, by rank, only 83 to 96 percent of the salaries of male faculty (Table 6).

The gender disparity varied by rank within institutional sectors, and was more pronounced among professors. Female professors averaged 88 percent of men's salaries in public research universities; women in other ranks in the public sector earned 92 to 101 percent of men's salaries. The same pattern held in public community

Table 5. Average Salaries, Men and Women Faculty on 9/10-Month Contracts, and Women's Salaries as a Percent of Men's: 2001–02 to 2010–11

Academic Year	Public			Independents		
	Women	Men	Women's Salaries as a Percent of Men's	Women	Men	Women's Salaries as a Percent of Men's
2001–02	\$ 52,152	\$ 62,904	82.9%	\$ 54,453	\$ 68,314	79.7%
2002–03	53,453	64,608	82.7	56,144	70,116	80.1
2003–04	54,441	65,523	83.1	58,013	72,040	80.5
2004–05	55,751	67,096	83.1	59,818	74,308	80.5
2005–06	57,426	69,152	83.0	61,743	77,004	80.2
2006–07	59,737	71,727	83.3	64,135	79,531	80.6
2007–08	62,133	74,406	83.5	66,457	82,688	80.4
2008–09	64,238	76,921	83.5	69,283	86,111	80.5
2009–10	65,141	77,959	83.6	70,429	87,427	80.6
2010–11	65,609	78,604	83.5	72,072	89,197	80.8

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, various years.

Note: Based on 100 percent of NEA's faculty salary universe in each year (3,049 institutions in 2010–11).

Table 6. Average Salaries, Men and Women Faculty on 9/10-Month Contracts, by Institutional Type, Control, and Rank: 2010–11

Offering Level and Faculty Rank	Public Institutions		Independent Institutions	
	Women	Men	Women	Men
Two-Year Institutions				
Professor	\$ 70,285	\$ 73,895	\$ 53,437*	\$ 54,790*
Associate	60,313	62,081	52,374	52,095*
Assistant	53,739	54,691	48,030	46,241
Instructor	64,515	66,824	46,410	43,195*
Lecturer	51,314	50,768	28,750*	36,294*
No Rank	54,723	56,478	44,797*	46,380*
Average	60,910	63,369	48,886	48,270
Liberal Arts Institutions				
Professor	82,512	85,991	86,390	89,609
Associate	67,447	70,364	66,159	66,303
Assistant	56,966	59,604	53,866	54,222
Instructor	46,002	49,775	43,340	42,629
Lecturer	52,200	53,933	56,346	56,073
No Rank	37,448*	51,579*	53,287	56,774
Average	60,630	67,438	63,204	69,400
Comprehensive Institutions				
Professor	84,167	86,892	78,087	81,436
Associate	68,154	70,491	64,285	66,188
Assistant	58,040	59,530	53,544	55,188
Instructor	44,063	45,330	44,630	42,802
Lecturer	48,671	51,302	49,339	52,878
No Rank	56,281	57,564	58,846	62,870
Average	63,638	70,148	61,209	67,044
Research/Doctoral-Granting Institutions				
Professor	101,387	113,785	118,522	135,083
Associate	74,681	80,312	80,534	87,418
Assistant	63,735	68,933	67,365	74,518
Instructor	44,001	45,835	51,537	54,833
Lecturer	48,101	53,277	56,114	63,894
No Rank	51,244	56,338	60,797	72,860
Average	69,918	87,606	79,496	101,628
Average				
Professor	87,330	99,317	102,650	116,354
Associate	68,402	74,082	73,941	79,615
Assistant	59,184	63,805	61,634	67,305
Instructor	51,593	51,287	48,524	50,424
Lecturer	49,429	52,374	54,041	60,175
No Rank	52,956	56,449	59,112	68,404
Average	65,609	78,604	72,072	89,197

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, early release version, 2010–11.

Note: Based on 100 percent of NEA's faculty salary universe (3,049 institutions).

* Indicates fewer than 100 faculty.

colleges. Female professors earned 95 percent of the average male professor's salary. Women in other ranks earned 96 to 101 percent in the equivalent rank.

Women were also more likely to hold positions in lower ranks. Women held 60 percent of the instructor and 56 percent of the lecturer positions, similar to their shares a decade ago. But more women moved to the upper ranks over the past decade (Table 7). Women held only 33 percent of the professor and 44 percent of the associate professor positions in 2010–11, but these proportions increased from 27 percent and 40 percent, respectively, in 2001–02.³

Women are still more likely to teach in the lower ranks. Research suggests that women are less likely to work in selective universities that pay the highest average salaries. Women are also more heavily concentrated in lower-paying institutions, and are more likely to work in non-research fields.⁴

SALARIES BY STATE

Faculty salaries varied widely by state in 2010–11, even within the same sector. California continued to lead all states in average salaries at public two-year colleges (\$83,841, Table 8). The state broke the \$80,000 mark in average salaries in this category in 2008–09; it's still the only state averaging over \$80,000. Alaska, the leader a decade ago, came in second (\$79,053). New Jersey reported the highest average salary for faculty members at public four-year institutions (\$99,988). Delaware (\$95,700) and California (\$92,769) followed. These three states have vied for the highest average salary paid to public four-year faculty for nearly two decades. Salaries for faculty members at four-year colleges averaged more than \$80,000 in 14 states; they averaged less than \$60,000 only in Arkansas (\$58,852).

The range among states between the lowest (Arkansas) and highest (California) average salary in public two-year colleges was \$40,022. The range in the public four-year sector: \$40,136 with New Jersey at the high end and Arkansas at the low. Only in Alaska (\$79,053 vs. \$73,040)

and Wisconsin (\$76,719 vs. \$70,010) did public two-year faculty earn higher average salaries than colleagues in public four-year institutions, \$6,013 and \$6,709 respectively. The difference between the public two- and four-year average salaries within each state ranged from \$5,573 in Oregon to \$31,884 in Delaware. State average salaries in public two-year and four-year institutions are strongly correlated ($r=0.68$). So are average salaries between public and independent four-year institutions ($r=0.63$). But the correlation between public and independent two-year institutions shows a weaker relationship ($r=0.43$).

Average salaries in public four-year institutions exceeded those in independent colleges and universities in 20 states. The perennial leader in the independent sector, Massachusetts (\$101,860), is the only state with an average faculty salary over \$100,000. Faculty members in independent institutions in West Virginia had the lowest average pay at \$47,203 (\$15,070 less than salaries paid to faculty members in public four-year institutions).

CHANGE FROM 2008–09

States' average salaries in most sectors increased by less than two percent between 2009–10 and 2010–11, and many went negative when corrected for inflation. Many faculty members experienced declines in purchasing power, given the national inflation rate of 2.7 percent during this period. By state, relatively few institutional types reported large salary increases within sectors. Delaware faculty in independent institutions saw the greatest salary increase (5.9 percent; about 160 faculty members). District of Columbia faculty in four-year public institutions received an average 4.7 percent increase (one institution and about 250 faculty members). North Dakota provided the largest salary increase (5.7 percent) to public two-year faculty members (about 300 faculty members).

Average community college faculty salaries declined in 26 states between 2009–10 and

Table 7. Female Faculty as a Percent of Total Faculty on 9/10-Month Contract, by Institutional Type, Control, and Rank: 2010–11

Offering Level and Faculty Rank	Public Institutions	Independent Institutions	All Institutions
Two-Year Institutions			
Professor	51.2%	46.9%*	51.2%
Associate	54.1	59.9	54.2
Assistant	56.6	63.1	56.7
Instructor	53.8	61.8	53.8
Lecturer	58.1	50.0*	58.1
No Rank	55.0	51.7*	55.0
Average	54.1	58.9	54.2
Liberal Arts Institutions			
Professor	30.3	33.1	32.6
Associate	40.7	43.8	43.0
Assistant	46.8	51.4	50.1
Instructor	54.7	59.4	57.4
Lecturer	49.2	66.4	57.8
No Rank	57.1*	42.9	43.5
Average	43.3	44.6	44.3
Comprehensive Institutions			
Professor	33.9	33.8	33.9
Associate	43.8	44.3	44.0
Assistant	50.6	52.0	51.2
Instructor	59.6	59.1	59.4
Lecturer	54.2	54.1	54.2
No Rank	47.9	47.9	47.9
Average	45.2	44.9	45.1
Research/Doctoral-Granting Institutions			
Professor	25.1	25.6	25.3
Associate	40.4	41.3	40.7
Assistant	47.7	49.9	48.4
Instructor	62.6	57.5	61.3
Lecturer	56.2	53.5	55.4
No Rank	59.5	47.7	53.3
Average	40.6	40.0	40.4
Average			
Professor	34.5	28.7	32.8
Associate	45.1	42.5	44.3
Assistant	50.8	50.7	50.8
Instructor	59.4	58.2	59.2
Lecturer	56.4	55.2	55.9
No Rank	56.5	47.1	52.2
Average	45.4	42.0	44.4

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, early release version, 2010–11.

Note: Based on 100 percent of NEA's faculty salary universe (3,049 institutions).

* Indicates fewer than 100 faculty.

Table 8. Average Salaries, Faculty on 9/10-Month Contracts, 2010–11, and Change in Average Faculty Salaries, by Institutional Sector and State, 2009–10 to 2010–11

State	Average Salaries			Percent Change		
	Public Two-Year Institutions	Public Four-Year Institutions	Independent Institutions	Public Two-Year Institutions	Public Four-Year Institutions	Independent Institutions
Average	\$ 61,940	\$ 77,468	\$ 82,134	-0.1%	1.0%	1.1%
Alabama	53,218	70,330	55,309	-0.2	1.1	1.0
Alaska	79,053	73,040	56,908	-1.2	2.4	2.3
Arizona	68,401	82,687	56,526	0.2	1.3	-0.1
Arkansas	43,792	59,852	54,186	-0.1	0.9	1.1
California	83,814	92,769	98,246	0.2	1.1	1.8
Colorado	47,721	72,336	76,910	-4.8	0.3	1.1
Connecticut	68,272	90,198	99,831	-0.8	2.7	1.9
Delaware	63,816	95,700	88,420	2.4	1.2	5.9
District of Columbia	+	79,981	95,884	+	4.7	5.1
Florida	56,489	77,370	73,222	1.1	2.0	1.1
Georgia	46,854	70,268	72,666	-1.0	-0.6	0.9
Hawai'i	63,286	81,516	69,930	-7.1	-7.3	2.1
Idaho	47,716	61,089	51,008	-0.2	-0.1	1.3
Illinois	67,902	75,701	85,710	2.0	1.2	2.3
Indiana	45,915	76,239	73,112	-0.3	2.9	1.5
Iowa	53,442	84,294	61,038	0.7	2.5	1.2
Kansas	50,093	72,164	47,688	0.4	-0.4	2.5
Kentucky	48,439	66,877	54,689	-0.9	0.9	0.9
Louisiana	48,099	64,917	74,272	-3.4	0.8	4.0
Maine	53,825	72,078	76,290	-2.5	0.4	0.0
Maryland	66,105	77,655	83,602	0.2	-2.7	0.3
Massachusetts	59,353	80,902	101,860	-1.2	0.8	1.6
Michigan	76,250	84,314	63,198	0.3	2.0	1.5
Minnesota	60,927	77,909	68,756	-0.5	-0.3	1.8
Mississippi	48,341	60,154	54,495	-0.5	0.6	2.3
Missouri	54,583	66,855	73,091	0.2	0.1	1.4
Montana	44,986	60,933	48,726	1.3	-0.5	0.1
Nebraska	51,858	75,297	60,096	1.6	1.5	2.9
Nevada	65,329	88,028	62,953	-0.7	0.2	-1.4
New Hampshire	54,149	85,926	83,861	0.1	2.3	1.8
New Jersey	72,532	99,988	97,193	3.3	3.1	1.9
New Mexico	47,983	69,320	79,473	-0.3	0.0	2.9
New York	70,870	86,082	92,146	1.5	4.1	1.9
North Carolina	47,132	77,821	77,426	-0.4	-0.4	0.9
North Dakota	49,065	66,169	49,317	5.7	4.5	1.5
Ohio	59,701	78,221	67,058	1.5	1.6	1.5
Oklahoma	45,249	65,195	60,878	-5.0	0.0	0.0
Oregon	63,906	69,479	70,115	3.2	0.2	1.0
Pennsylvania	60,709	82,394	82,961	1.4	3.2	1.7
Rhode Island	61,819	76,738	93,163	-0.6	-0.6	3.4
South Carolina	46,180	69,836	56,174	-0.3	0.7	0.8
South Dakota	47,006	60,686	50,001	3.7	-1.3	2.9
Tennessee	46,166	65,394	70,351	-0.7	-0.7	3.0
Texas	54,090	76,672	77,416	0.5	0.7	2.0
Utah	49,710	69,067	93,414	-0.9	1.3	2.1
Vermont	+	74,519	71,656	+	2.7	0.6
Virginia	57,159	78,942	67,234	-0.6	-0.1	1.0
Washington	55,817	77,660	70,889	-0.3	0.1	1.0
West Virginia	46,247	62,273	47,203	0.2	0.5	0.6
Wisconsin	76,719	70,010	63,923	3.6	0.9	1.8
Wyoming	57,937	80,026	+	-2.0	0.7	+

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, early release version, 2009–10 and 2010–11.

Note: Based on 96.6 percent (1,009) of the public two-year institution universe (1,044), 98.8 percent (588) of the public four-year institution universe (595), and 94.5 percent (1,332) of the independent institution universe (1,410).

+ Indicates no institutions in this category.

2010–11; the declines ranged from -0.1 to -7.1 percent (Table 9). These declines confirm an unfortunate trend: 13 of the 26 states reported declines in the prior year, and six showed declines in more than two of the past five years. Hawai'i community college faculty members experienced the largest decline (-7.1 percent) after receiving an average 23 percent increase between 2005–06 and 2008–09.

ACADEMIC SPECIALTY

The 115 land-grant universities in the OSU database employ 64 percent of the faculty members in public research/doctoral-granting universities. These universities employ many of the highest-paid faculty members in public higher education. Salaries averaged \$92,235 in 2010–11, well above the \$80,433 average for all public research/doctoral granting universities (Tables 10 and 2). Health residency programs topped the list with an average salary of \$158,857. Next came faculty members in law and legal studies, averaging \$146,610, followed by business management and administrative services (\$130,047). Faculty members in visual and performing arts and in foreign languages and literatures—still the two lowest-paid specialties—averaged \$70,844 and \$70,037, respectively.

CUPA, like OSU, reports faculty salaries by academic department for public and independent four-year colleges and universities. But CUPA places more emphasis on undergraduate faculty and less on professional and graduate school faculty. CUPA receives reports from a different set of institutions each year. This year, CUPA surveyed salaries at 812 public and independent four-year institutions—56 percent of the faculty at such institutions.

Faculty members in legal professions and studies earned the highest average salary at public four-year institutions (\$96,851); business, management, and marketing faculty followed closely (\$95,717). Engineering was the only other discipline with average salaries greater than \$90,000 (\$91,656, Table 11). Foreign languages, literatures, and linguistics,

visual and performing arts, and English language and literature/letters round out the bottom of the list, as in the OSU ranking, with average salaries in the low \$60,000s.

Faculty members in legal professions and studies also topped the list at independents (\$105,575); they have an \$8,724 earnings advantage over colleagues at public institutions. Then follow engineering (\$91,121) and business, management, and marketing (\$90,275).

COLLECTIVE BARGAINING

Collective bargaining agreements covered about 31 percent of the approximately 140,000 faculty members in the CUPA survey who teach in public four-year colleges. Covered faculty members averaged \$74,340—\$2,882 more than colleagues in public institutions without bargaining agreements (\$71,458, Table 12).

Faculty members in homeland security and other protective services showed the largest salary difference (\$9,763). Unionized faculty in library science, philosophy and religious studies, communication, journalism and related services, visual and performing arts, and history enjoyed salary differentials greater than \$6,000. Library science—with the largest proportion of unionized faculty despite small absolute numbers—showed a \$7,822 differential.

Only 25 percent of faculty members within health professions and related clinical sciences—the largest discipline reported by CUPA—were unionized. But these faculty members earned \$2,319 more than non-unionized colleagues. Salary differentials favored faculty in non-bargaining institutions in only four disciplines. Multi/interdisciplinary studies showed the largest difference (\$5,193).

CONCLUSION

Increases in average salaries kept faculty members ahead of inflation over the past decade. But purchasing power declined across all faculty ranks in the past two years. Some ranks were hit harder than others. Community college faculty members were the most adversely affected

Table 9. Percentage Change in Average Salaries, Faculty on 9/10-Month Contracts in Public Two-Year Institutions, by State: 2005–06 to 2010–11

State	2005–06 to 2006–07	2006–07 to 2007–08	2007–08 to 2008–09	2008–09 to 2009–10	2009–10 to 2010–11
North Dakota	4.2%	3.3%	6.1%	4.6%	5.7%
South Dakota	0.2	4.8	3.6	1.1	3.7
Wisconsin	2.3	4.0	5.4	2.1	3.6
New Jersey	1.6	2.3	1.3	2.0	3.3
Oregon	5.7	4.5	1.6	2.9	3.2
Delaware	1.1	2.3	0.7	-2.1	2.4
Illinois	2.5	1.6	2.5	3.6	2.0
Nebraska	2.7	4.3	3.9	3.1	1.6
Ohio	2.3	3.7	2.6	1.7	1.5
New York	4.8	1.7	3.1	3.6	1.5
Pennsylvania	1.2	2.5	2.4	2.1	1.4
Montana	0.6	2.0	10.0	0.4	1.3
Florida	1.4	4.8	5.1	0.2	1.1
Iowa	3.8	4.8	5.0	3.3	0.7
Texas	2.7	2.1	4.9	-0.7	0.5
Kansas	2.4	3.1	2.1	2.3	0.4
Michigan	1.0	3.0	2.4	2.1	0.3
Maryland	2.7	4.3	3.3	0.8	0.2
West Virginia	3.9	2.0	1.9	1.7	0.2
Arizona	1.8	3.1	4.3	-0.2	0.2
California	5.1	5.0	2.3	2.3	0.2
Missouri	2.3	1.3	4.0	1.8	0.2
New Hampshire	6.0	2.6	3.6	8.5	0.1
Average	3.7	3.7	3.0	1.1	-0.1
Arkansas	3.6	2.9	0.7	1.9	-0.1
Idaho	6.4	-1.8	1.7	-2.8	-0.2
Alabama	5.2	7.2	0.2	0.3	-0.2
Indiana	2.6	2.9	6.3	-2.0	-0.3
New Mexico	2.4	3.6	1.2	2.0	-0.3
South Carolina	2.3	3.6	0.7	-0.4	-0.3
Washington	3.8	3.5	5.7	1.2	-0.3
North Carolina	4.9	6.3	3.7	-0.2	-0.4
Minnesota	0.2	2.0	4.5	-0.6	-0.5
Mississippi	5.3	5.8	1.9	-1.8	-0.5
Virginia	5.9	6.3	5.4	-0.4	-0.6
Rhode Island	4.0	-0.7	4.6	4.4	-0.6
Nevada	0.4	-1.3	10.4	-1.1	-0.7
Tennessee	0.9	3.0	-0.4	-1.0	-0.7
Connecticut	4.1	4.7	3.9	-2.3	-0.8
Kentucky	3.7	2.0	-0.4	-0.2	-0.9
Utah	4.3	4.9	3.9	0.5	-0.9
Georgia	0.8	3.2	3.7	2.0	-1.0
Massachusetts	6.9	5.5	1.6	-0.3	-1.2
Alaska	4.8	-3.0	6.8	6.0	-1.2
Wyoming	2.7	19.0	1.9	1.8	-2.0
Louisiana	8.8	10.3	2.7	-1.9	-2.4
Maine	4.1	0.8	5.3	1.2	-2.5
Colorado	1.3	4.5	5.9	1.6	-4.8
Oklahoma	5.2	2.6	2.7	-0.7	-5.0
Hawai'i	4.7	8.1	10.1	-1.2	-7.1

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey*, various years.

Note: Based on: 2,986 institutions, 2005–06 to 2006–07; 2,957 institutions, 2006–07 to 2007–08; 2,955 institutions, 2007–08 to 2008–09; 2,943 institutions, 2008–09 to 2009–10; 2,927 institutions, 2009–10 to 2010–11. Ranked in descending order by percent change in average salary from 2009–10 to 2010–11.

Table 10. Number of Faculty, Average Salaries for Full-Time Faculty on 9/10-Month Contracts in Land Grant Universities, 2010–11, and Percent Change in Salary, 2009–10 to 2010–11, by Discipline

Discipline	2010–11		Percent Change in Salary, 2009–10 to 2010–11
	Number of Faculty	Average Salary	
Residency Programs in Health Industry	1,392	\$ 158,857	-6.0%
Law and Legal Studies	1,932	146,610	1.4
Business Management and Administrative Services	7,966	130,047	1.0
Computer and Information Services	2,434	108,689	0.2
Engineering	11,649	108,303	0.4
Physical Sciences	8,370	97,460	0.1
Health Professions and Related Services	10,242	93,818	0.6
Biological Sciences and Life Sciences	8,653	93,781	0.8
Social Sciences and History	8,788	93,248	0.8
All Fields	119,165	92,235	0.8
Mathematics	4,806	90,679	0.7
Psychology	3,810	89,190	0.8
Multidisciplinary Studies	988	87,712	-2.9
Agricultural Business and Production	4,214	87,439	0.6
Public Administration and Services	1,873	85,082	1.1
Conservation and Renewable Natural Resources	1,466	82,390	0.4
Philosophy and Religion	1,533	80,413	-0.3
Area, Ethnic, and Cultural Studies	1,283	80,393	0.2
Architecture and Related Programs	1,787	78,941	0.6
Engineering-Related Technologies	555	78,053	4.8
Home Economics	1,907	76,549	0.7
Library Science	462	75,294	-4.4
Communications	2,746	74,598	0.3
English Language and Literature/Letters	5,513	74,225	0.7
Parks, Recreation, Leisure and Fitness Studies	1,328	74,186	0.6
Education	6,894	73,773	0.1
Visual and Performing Arts	7,907	70,844	0.5
Foreign Languages and Literatures	4,865	70,037	0.9

Source: Oklahoma State University. *Faculty Salary Survey, 2009–10 and 2010–11*.
Note: Ranked in descending order according to 2010–11 salary.

Table 11. Number of Faculty, Average Salaries, and Difference in Average Salaries, Full-Time Faculty in Four-Year Institutions, by Control and Discipline, 2010–11

Discipline	Public Institutions (P)		Independent Institutions (I)		Difference in Salary (P – I)
	Average Salary	Number of Faculty	Average Salary	Number of Faculty	
Agriculture, Agriculture Operations, and Related Sciences	\$ 74,481	1,921	\$ 62,164	99	\$ 12,317
Multi/Interdisciplinary Studies	76,405	694	67,341	684	9,064
Biological and Biomedical Sciences	73,645	8,529	67,278	3,756	6,367
Library Science	67,660	566	61,923	118	5,737
Business, Management, Marketing, and Related Support Services	95,717	12,305	90,275	7,742	5,442
Computer and Information Sciences and Support Services	83,973	3,473	79,171	1,580	4,802
Communications Technologies/Technicians and Support Services	67,172	80	63,013	103	4,159
Natural Resources and Conservation	74,275	993	70,315	116	3,960
Homeland Security, Law Enforcement, Firefighting, and Related Protective Services*	65,230	1,191	61,278	425	3,952
Parks, Recreation, Leisure and Fitness Studies	63,635	2,350	60,842	922	2,793
Health Professions and Related Clinical Sciences	73,666	15,118	71,298	8,069	2,368
Public Administration and Social Service Professions	69,056	2,319	66,747	894	2,309
All Fields	72,386	139,579	70,717	74,576	1,669
Physical Sciences	70,247	2,249	68,586	4,062	1,661
Liberal Arts and Sciences, General Studies and Humanities	64,071	667	62,658	625	1,413
Education	65,486	12,387	64,246	5,044	1,240
Mathematics and Statistics	66,083	6,467	65,132	2,924	951
Psychology	67,244	5,069	66,337	3,553	907
Engineering	91,656	7,786	91,121	2,553	535
Communication, Journalism, and Related Services	64,121	3,738	64,684	2,342	-563
Philosophy and Religious Studies	66,252	1,934	67,020	3,135	-768
Architecture and Related Services	74,560	1,088	75,489	330	-929
Family and Consumer Sciences/Human Sciences	66,352	1,587	67,318	169	-966
English Language and Literature/Letters	60,497	8,197	62,910	4,360	-2,413
Visual and Performing Arts	61,251	10,665	63,733	6,474	-2,482
Social Sciences	69,716	9,745	72,376	5,383	-2,660
History	63,391	4,045	66,106	2,331	-2,715
Foreign Languages, Literatures, and Linguistics	62,277	4,245	66,831	2,766	-4,554
Area, Ethnic, Cultural, and Gender Studies	71,018	863	76,005	255	-4,987
Legal Professions and Studies	96,851	1,395	105,575	2,289	-8,724
Engineering Technologies/Technicians	69,323	1,304	78,243	163	-8,920

Source: College and University Professional Association. 2011 National Faculty Salary Survey by Discipline and Rank in Four-Year Colleges and Universities.

Note: Sorted in descending order by salary differential. CUPA collects data from a different set of institutions every year; as such, caution should be taken in making year-to-year comparisons. CUPA reports average salaries based on simple averages of institutions rather than on the number of faculty.

* Formerly called "Security and Protective Services."

Table 12. Number of Full-Time Faculty, Average Salaries, and Salary Difference, Public Four-Year Institutions, by Bargaining Status and Discipline: 2010–11

Discipline	Average Salaries			Number of Faculty	
	Collective Bargaining (CB)	Non-Collective Bargaining (Non-CB)	Difference (CB - Non-CB)	Collective Bargaining	Non-Collective Bargaining
Homeland Security, Law Enforcement, Firefighting, and Related Protective Services*	\$ 71,652	\$ 61,889	\$ 9,763	427	764
Library Science	72,557	64,735	7,822	302	264
Philosophy and Religious Studies	70,750	63,687	7,063	700	1,234
Communication, Journalism, and Related Services	68,699	61,854	6,845	1,269	2,469
Visual and Performing Arts	65,752	58,995	6,757	3,369	7,296
History	67,742	61,212	6,530	1,285	2,760
Psychology	71,091	65,323	5,768	1,754	3,315
English Language and Literature/Letters	64,159	58,633	5,526	2,789	5,408
Education	68,873	63,794	5,079	4,492	7,895
Liberal Arts and Sciences, General Studies, and Humanities	67,273	62,814	4,459	229	438
Foreign Languages, Literatures, and Linguistics	65,140	60,918	4,222	1,324	2,921
Agriculture, Agriculture Operations, and Related Sciences	77,840	73,659	4,181	356	1,565
Mathematics and Statistics	68,736	64,811	3,925	2,040	4,427
Social Sciences	72,157	68,325	3,832	3,452	6,293
Public Administration and Social Service Professions	71,515	67,849	3,666	766	1,553
Physical Sciences	72,650	69,048	3,602	2,791	5,857
Engineering Technologies/Technicians	71,542	68,130	3,412	453	851
Parks, Recreation, Leisure, and Fitness Studies	65,847	62,510	3,337	766	1,584
Computer and Information Sciences and Support Services	86,212	83,021	3,191	1,044	2,429
All Fields	74,340	71,458	2,882	43,839	95,740
Communications Technologies/Technicians and Support Services	69,118	66,316	2,802	27	53
Natural Resources and Conservation	75,839	73,296	2,543	289	704
Health Professions and Related Clinical Sciences	75,283	72,964	2,319	3,796	11,322
Business, Management, Marketing, and Related Support Services	97,229	95,088	2,141	3,800	8,505
Family and Consumer Sciences/Human Sciences	67,688	65,835	1,853	422	1,165
Biological and Biomedical Sciences	74,727	73,165	1,562	2,779	5,750
Architecture and Related Services	75,402	74,255	1,147	216	872
Area, Ethnic, Cultural, and Gender Studies	70,990	71,039	-49	339	524
Engineering	90,626	92,040	-1,414	1,915	5,871
Legal professions and Studies	95,748	97,318	-1,570	354	1,041
Multi/Interdisciplinary Studies	72,876	78,069	-5,193	201	493

Source: College and University Professional Association, 2010 National Faculty Salary Survey by Discipline and Rank in Four Year-Colleges and Universities.

Note: Ranked in descending order by salary differential. CUPA collects data from a different set of institutions every year; as such, caution should be taken in making year-to-year comparisons. CUPA reports average salaries based on simple averages of institutions rather than on the number of faculty. Data reflect salaries as of October 15, 2010.

* Formerly called "Security and Protective Services."

with a -0.1 percent decline in average salaries. Many of the 26 states with declines reported reductions in prior years. Aggregated average faculty salaries by rank and sector ranged from the low \$40,000s to over \$130,000—some institutions or individuals reported even higher and lower extremes. Many salary differences result from geographic region, discipline, years employed, rank, type, and level of institution, gender, and bargaining status. But other variables might also affect salaries, including local, regional, and national economic conditions, unemployment and labor trends, and student and family supply and demand for institutions or specific programs.

Independent universities perennially pay higher salaries than public universities, and typically offer larger increases. Four-year institutions pay more than two-year institutions. The salary difference between community college faculty and colleagues in public doctoral and liberal arts institutions increased this year. Professors, of course, earn more than colleagues in other ranks. Business, management, and marketing, law, and engineering faculty lead the disciplines in pay. Faculty in foreign languages, literature, and the arts are among the lowest-paid. Institutions with collective bargaining agreements generally paid their faculty more than non-bargaining colleges and universities.

Females earn less than males, but the purchasing power gap showed small signs of closing over the past decade. Women's share of full-professor positions increased over that decade, but females were still much less likely to hold these professorships and more likely to teach in the lower ranks. Among women faculty members, the proportion in tenure-track and tenured positions declined over the past decade, while

the proportion of part-time faculty members increased. The proportion of male, full-time tenure-track and tenured faculty also declined.

NOTES

¹ "Stagflation" is an economic condition coupling continued inflation and stagnant business activity, together with an increasing unemployment rate. During the inflationary period, people began stockpiling, which led to increased demand, higher prices, and the need for higher salaries, which led to increased demand, and a continuing spiral of increased inflation. <http://economics.about.com/od/useconomichistory/a/stagflation.htm>.

² Clery, 2011.

³ Clery and Lee, 2003.

⁴ Perna, 2001

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