

Section C Faculty and Salaries Key Findings

**Note: Summarized data are for Nebraska public and independent colleges and universities.
These institutions do not include for-profit career schools.**

2006 Factual Look at Higher Education in Nebraska

Section C: Faculty and Salaries

Summary of Key Findings

- Increases in full-time faculty parallel increases in headcount enrollment.
- Increases in number of faculty are mostly at lower academic ranks.
- We have a mostly white student body and a mostly white faculty. There have been very modest increases in the number of non-white faculty; and the greatest “non-white” growth has been in the number of non-resident alien faculty.
- Percentages of Hispanics, Blacks, and Native Americans on Nebraska faculties trail percentages of students in those groups. There is a higher percentage of Asian faculty than the percentage of Asian students.
- Overall, increases in average faculty salaries barely outpaced inflation over the past 10 years.
- Women continue to account for increasing percentages of faculty at almost all ranks, but in general, they earn less – sometimes quite a bit less – than male counterparts.

2006 Factual Look at Higher Education in Nebraska

Section C: Faculty and Salaries, 1995-96 – 2005-06

Key Findings

Total Number of Full-Time Instructional Faculty

- Full-time instructional faculty at Nebraska's public and independent colleges and universities increased from 4,075 in 1995-96 to 4,451 in 2005-06, an increase of 9.2%.
- Over the same 10 years, total headcount enrollment increased 9.0%.
- When analyzed by sector and rank, the most significant changes in the numbers of full-time instructional faculty were as follows:
 - 139 additional lecturers, offset by 110 fewer associate professors, assistant professors, and instructors at the University of Nebraska¹
 - 204 additional associate professors, assistant professors, and instructors at Nebraska's independent institutions
 - 107 additional faculty with no academic rank at Nebraska's community colleges²

Average Salaries of Full-Time Instructional Faculty

- Between 1995-96 and 2005-06, the average salary for full-time faculty at Nebraska's public and independent institutions increased by 33.4%, from \$43,614 in 1995-96 to \$58,192 in 2005-06.
- When average salaries are adjusted for inflation by converting them to 2005-06 dollars, the statewide average salary increased by 3.6% over the 10 years.

¹Historically, faculty were generally hired on a tenure track leading from instructor to assistant professor to associate professor to full professor. Current practice is to hire tenure-track faculty at the assistant professor rank. A lecturer is most frequently a non-tenure track position.

²All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission for 1995-96 through 2005-06.

- Average faculty salaries generally increased across all four sectors between 1995-96 and 2005-06, but the 10-year increase at the state colleges fell short of the 28.8% price inflation rate for the period.

	<u>10-Year Increase in Average Paid Salary</u>	<u>10-Year Increase in Average Salary Adjusted for the Effects of Inflation</u>
Nebraska community colleges	up 36.8%	up 6.2%
Nebraska independent colleges and universities	up 36.3%	up 5.9%
University of Nebraska	up 34.1%	up 4.2%
Nebraska State College System	up 27.7%	down 0.9%

Full-Time Instructional Faculty by Gender

- Between 1995-96 and 2005-06, women accounted for an increasing percentage of the full-time instructional faculty at Nebraska's public and independent colleges and universities, while men accounted for a decreasing percentage.
 - In 1995-96, 32.5% of the full-time instructional faculty were women.
 - By 2005-06, women accounted for 41.8% of the full-time instructional faculty.
- Over the 10-year period, women generally accounted for higher numbers and percentages of the full-time instructional faculty at every level of academic rank within each of the three sectors with tenure systems: the University of Nebraska, the Nebraska State College System, and Nebraska's independent colleges and universities.
- However, percentages of female faculty continued to be inversely related to academic rank. From 1995-96 through 2005-06, the lowest percentages of women were at the full professor level, while the highest percentages were at the rank of instructor.
- At the Nebraska community colleges, where faculty are not classified by academic rank, women accounted for 36.7% of the full-time instructional faculty in 1995-96 and for 45.1% in 2005-06. In comparison, women constituted 47.5% of the full-time instructional faculty at the independent institutions in 2005-06, while 39.3% of the faculty at the state colleges and 37.4% of the faculty at the University of Nebraska were women.

Average Salaries by Gender

- In 1995-96, the average paid salary of male full-time instructional faculty at Nebraska's public and independent colleges and universities was \$9,680 higher than the average salary received by female faculty. By 2005-06, the gap between the average salaries of men and women had widened to \$11,949.

- Statewide, the average salary of female full-time instructional faculty was 81.1% of the average salary of male full-time faculty in 2005-06, up from 79.3% in 1995-96.
- Over the 10 years, the ratio of women's average salary to men's continued to be inversely related to the academic ranks that range from instructor to full professor. For example, in 2005-06, female professors earned, on the average, 86.9% of the average salary of male professors, whereas female instructors earned 103.4% of the average salary paid to male instructors.
- Female full-time instructional faculty have been paid as much or more than their male colleagues only at the instructor level.

Total Full-Time Faculty by Race/Ethnicity³

- Over the five-year period between 2001-02 and 2005-06, total minority faculty – consisting of Asians/Pacific Islanders, Hispanics, Native Americans, and black non-Hispanics – increased from 506 to 554, or by 9.5%, while white non-Hispanic faculty increased by 1.8%, from 4,684 to 4,767.
- During this period, the number of non-resident alien faculty increased from 190 to 286, or by 50.5%.
- When percentages of full-time faculty are compared to percentages of total headcount enrollment by race/ethnicity, Hispanics, black non-Hispanics, and Native Americans were underrepresented among the faculty in 2005-06, relative to the percentages of students in these racial/ethnic groups.
- In contrast, Asians/Pacific Islanders and non-resident aliens accounted for higher percentages of the faculty than of total headcount enrollment of Asians/Pacific Islanders in 2005-06.

³Race/ethnicity data is collected for total faculty every two years. Total faculty includes instructional, research, and other faculty. In 2001-02 and 2005-06, 0.2% of the faculty was of unknown race/ethnicity.