

Section C.2

Average Salaries of Full-Time Instructional Faculty by Sector and Rank

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

Due to errors in data submission, the data pertaining to the instructional faculty at Creighton University in 2001-02 and 2002-03 have been adjusted.

INTRODUCTION TO THE SALARY ANALYSES REPORTED IN THIS SECTION

- The average salaries of full-time instructional faculty reported in this section were calculated using the actual dollar amounts paid by institutions and reported annually on the IPEDS Human Resources survey.¹
- In addition, average salaries have been converted to 2005-06 dollars to take into account the effect of inflation when salaries are compared over the 10 years between 1995-96 and 2005-06.
- Average salaries are converted to 2005-06 dollars using a multiplication factor based on the Consumer Price Index (CPI) that is maintained by the U.S. Bureau of Labor Statistics (BLS).

USE OF THE CONSUMER PRICE INDEX (CPI-U)

The Consumer Price Index (CPI) is a measure of the average change over time of the prices paid by urban consumers for a market basket of consumer goods and services. The Consumer Price Index for All Urban Consumers (CPI-U) that is used in this report is based on the prices paid by a sample of households representing about 87% of the U.S. population. The prices paid by these households are determined from a sample of products that represent all of the types of goods and services purchased for household or personal consumption.

The CPI is an index that simplifies the measurement of price changes over time. The BLS has established a 1982-84 reference basis for the current CPI-U by setting the average price level for the 36 months covering 1982, 1983, and 1984 equal to 100. The BLS then measures and expresses price changes in relation to 100, so that any increase or decrease in prices is stated as a percentage change from the baseline prices in 1982-84. An index of 150, for example, means that there has been a 50% increase in consumer prices since 1982-84.

The CPI-U is calculated monthly. Therefore, the CPI-U for a given year can be determined by calculating the average index over the 12 months. For an academic year, the average CPI-U is calculated for the 12 months beginning in July and ending in June.

The CPI-U can be used to compare price levels over any period of time by calculating the percentage increase or decrease in the index value from the beginning to the end of the period. For the purposes of this report, the period of interest is the 10 years between the academic years of 1995-96 and 2005-06.

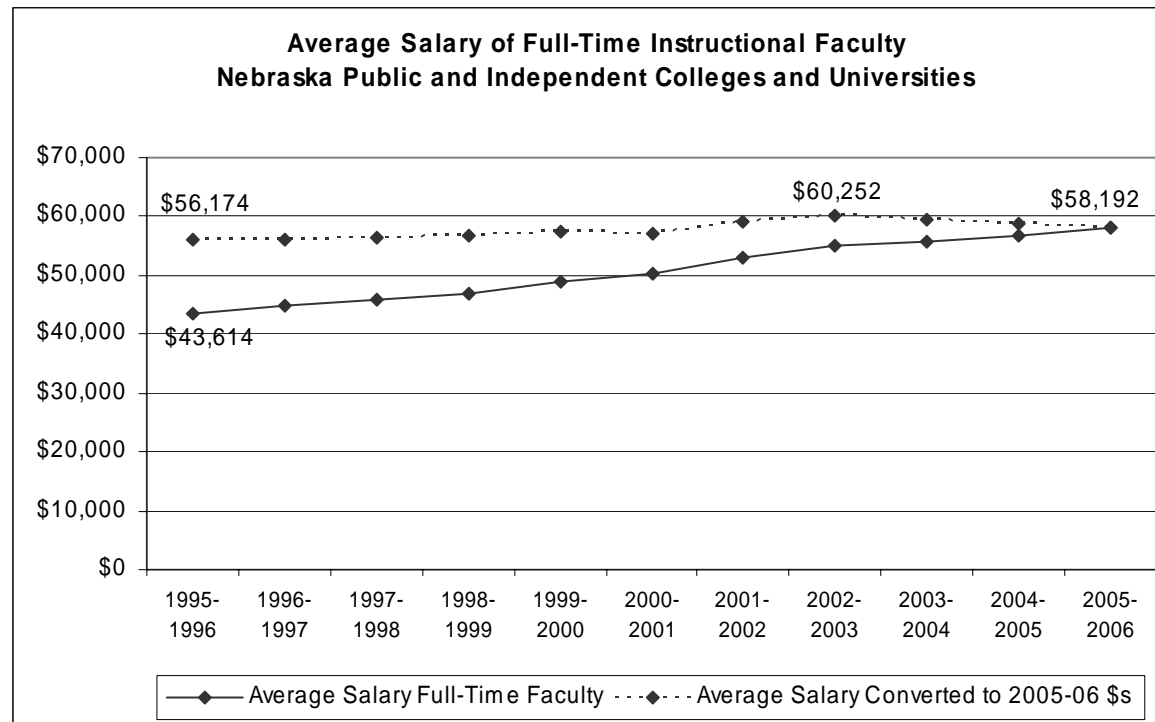
The average CPI-U for July 1995 through June 1996 was 154.5. For July 2005 through June 2006, the average CPI-U was 199.0, indicating that there was an overall 28.8% increase in consumer prices over the 10 years. Given a 28.8% increase in the general level of prices over the 10 years, salaries also would have to increase 28.8% to have the same amount of purchasing power in 2005-06 as in 1995-96 or, in other words, to keep pace with price inflation.

Additional information about the Consumer Price Index is available from the Bureau of Labor Statistics at www.bls.gov/cpi.

¹Prior to fall 2005, the data reported in this section were collected through the Employees by Assigned Position, Fall Staff, and Faculty Salaries surveys administered through the Integrated Postsecondary Education Data System (IPEDS).

AVERAGE SALARY OF TOTAL FULL-TIME INSTRUCTIONAL FACULTY: 1995-96 – 2005-06

- In dollars actually paid, the average salary for full-time faculty at Nebraska's public and independent colleges and universities was \$58,192 in 2005-06, compared to \$43,614 in 1995-96, a 10-year increase of 33.4%.
- However, when average salaries are adjusted for inflation by converting them to 2005-06 dollars, the statewide average salary increased from \$56,174 in 1995-96 to \$60,252 in 2002-03, and then decreased to \$58,192 in 2005-06 for an overall increase of 3.6% over the 10 years.
- See the table on page C.2.5 for the average salaries paid from 1995-96 to 2005-06 converted to 2005-06 dollars to take into account the effect of inflation.



Average paid salaries and average salaries converted to 2005-06 dollars by sector and by institution for 1995-96 to 2005-06 are available in the spreadsheets titled **Average Salary Total and by Gender** and **Average Salary by Sector** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

AVERAGE SALARY OF TOTAL FULL-TIME INSTRUCTIONAL FACULTY: 1995-96 – 2005-06 (Continued)

Actual Average Salary of Full-Time Instructional Faculty at Nebraska's Public and Independent Colleges and Universities Converted to 2005-06 Dollars				
Year	Average Faculty Salary	CPI-U ¹ for July-June	Multiplication Factor ²	Average Salary Converted to 2005-06 Dollars ³
1995-1996	\$43,614	154.5	1.2880	\$56,174
1996-1997	\$44,879	158.9	1.2522	\$56,200
1997-1998	\$45,832	161.7	1.2303	\$56,388
1998-1999	\$47,030	164.5	1.2094	\$56,877
1999-2000	\$48,771	169.3	1.1754	\$57,327
2000-2001	\$50,351	175.1	1.1365	\$57,224
2001-2002	\$52,859	178.2	1.1167	\$59,029
2002-2003	\$55,140	182.1	1.0927	\$60,252
2003-2004	\$55,740	186.1	1.0693	\$59,604
2004-2005	\$56,705	191.7	1.0381	\$58,865
2005-2006	\$58,192	199.0	1.0000	\$58,192
10-Year Increase	33.4%			3.6%
<p>¹CPI-U is the Consumer Price Index for All Urban Consumers maintained by the U.S. Bureau of Labor Statistics. The CPI-U is calculated monthly. The CPI-U for an academic year is the average CPI-U from July through June.</p> <p>²The multiplication factor for a given year equals the CPI-U for 2005-06 divided by the CPI-U for the year of interest.</p> <p>³The average salary converted to 2005-06 equals the paid average salary multiplied by the CPI-U multiplication factor.</p>				

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1995-96 – 2005-06

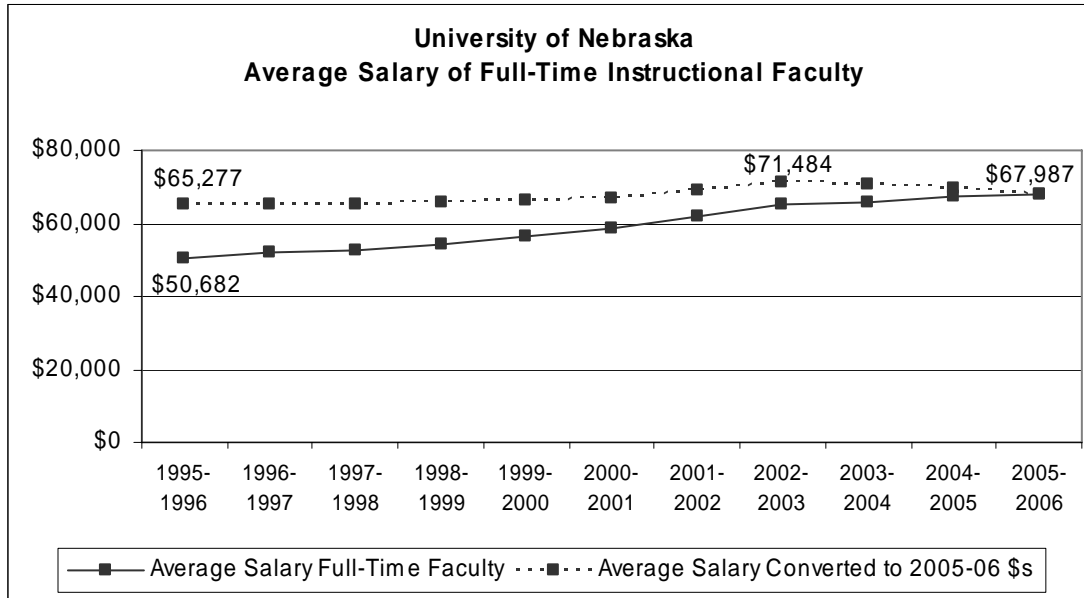
- The charts on the following two pages show, by sector, the increases and decreases in the average salaries paid to full-time instructional faculty between 1995-96 to 2005-06. These charts also show the trends in faculty salaries when they are expressed in 2005-06 dollars to take into account the effect of price inflation.
- The University of Nebraska paid the highest average salaries throughout the 10 years, with the average salary reaching \$67,987 in 2005-06.
- Faculty at independent institutions received an average salary of \$53,291 in 2005-06, while faculty at Nebraska's state colleges and community colleges earned \$50,175 and \$44,201, respectively.
- Between 1995-96 and 2005-06, average faculty salaries generally increased across all four sectors, but the 10-year increase at the state colleges fell short of the 28.8% inflation rate for the period.

	<u>10-Year Increase in Average Salary</u>
Nebraska community colleges	up 36.8%
Nebraska independent colleges and universities	up 36.3%
University of Nebraska	up 34.1%
Nebraska State College System	up 27.7%

- When the effects of price inflation are taken into consideration by converting salaries to 2005-06 dollars, the average salary earned by Nebraska's state college faculty decreased by 0.9% over the 10-year period.
- Adjusted for inflation, faculty salaries in the other three sectors increased by 4.2% to 6.2% over the 10 years.
- Average salaries converted to 2005-06 dollars were at their highest levels in 2002-03 for faculty employed by the University of Nebraska, the Nebraska State College System, and the independent institutions. At the community colleges, the buying power of the average faculty salary peaked in 2004-05.

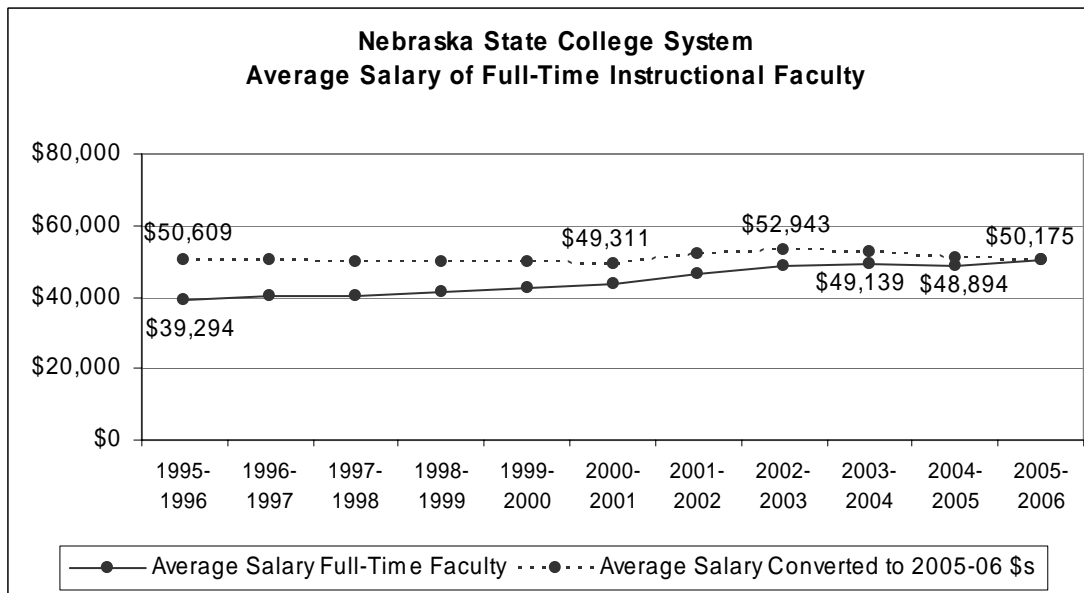
Average paid salaries and average salaries converted to 2005-06 dollars by sector and by institution for 1995-96 to 2005-06 are available in the spreadsheets titled **Average Salary Total and by Gender** and **Average Salary by Sector** in the **downloadable Excel workbook**: [FL 95-05 Sec C Web Workbook.xls](#)

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1995-96 – 2005-06 (Continued)



University of Nebraska

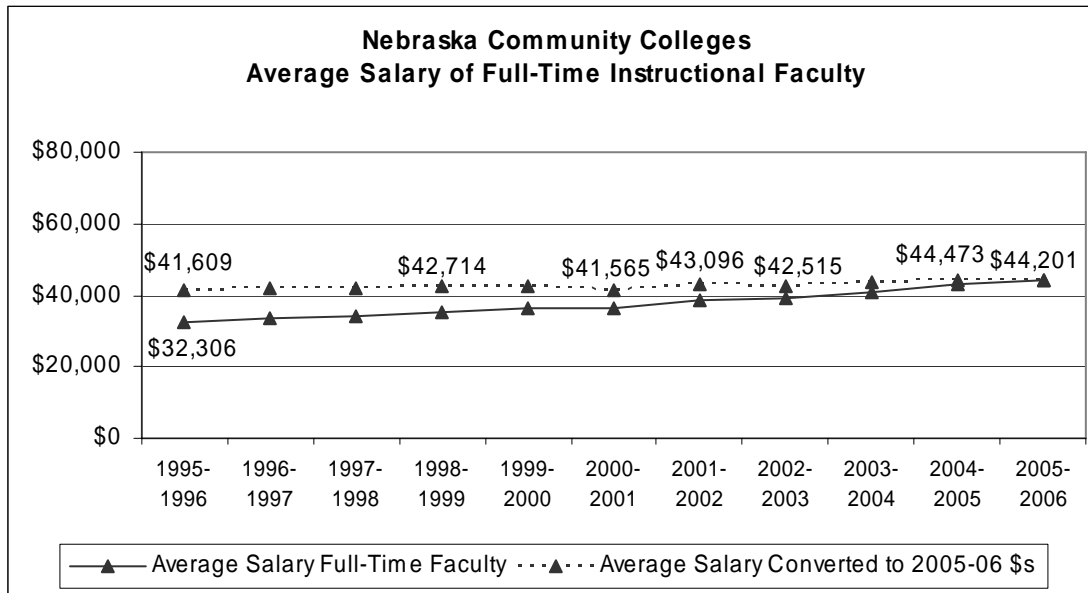
- In dollars actually paid, the average faculty salary at the University of Nebraska increased from \$50,682 in 1995-96 to \$67,987 in 2005-06, or by 34.1%.
- Converted to 2005-06 dollars, the average salary of university faculty increased from 1995-96 to 2002-03 and then decreased for a net 10-year increase of 4.2%.



Nebraska State College System

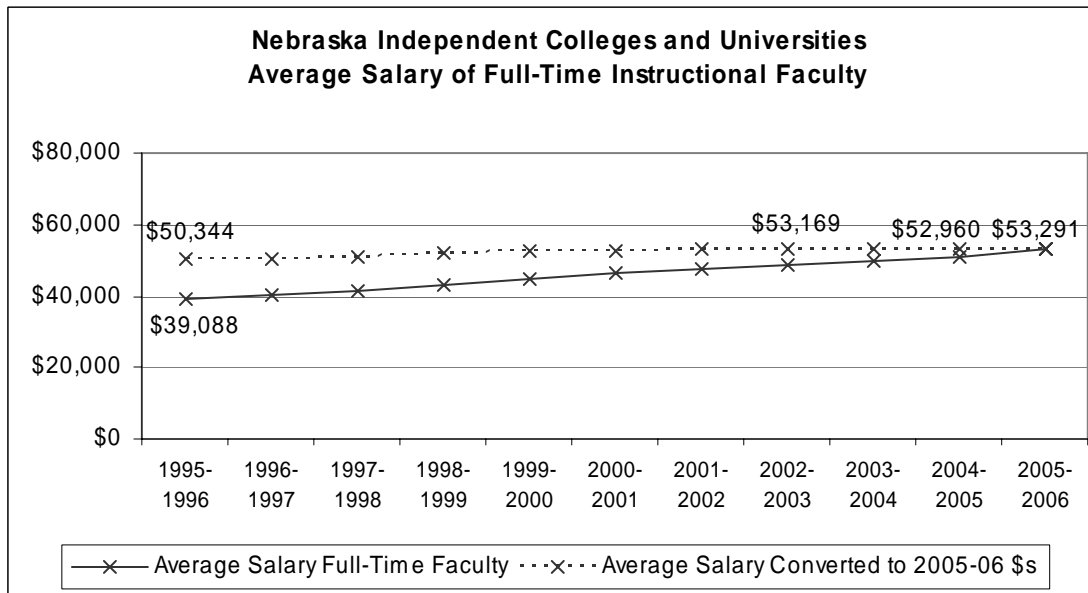
- The average faculty salary paid by Nebraska’s state colleges increased from 1995-96 to 2003-04, decreased in 2004-05, and then increased to \$50,175 in 2005-06 for a net gain of 27.7% over the 10 years.
- Converted to 2005-06 dollars, the average salary of faculty at the state colleges decreased from 1995-96 to 2000-01, increased and peaked in 2002-03, and then declined again for a net 10-year decrease of 0.9%.

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1995-96 – 2005-06 (Continued)



Nebraska Community Colleges

- In dollars actually paid, the average salary of faculty employed by Nebraska community colleges gradually increased from \$32,306 in 1995-96 to \$44,201 in 2005-06 for a total 10-year increase of 36.8%.
- Converted to 2005-06 dollars, the average community college salary slightly increased from 1995-96 to 1999-2000 and then fluctuated upward, resulting in a net increase of 6.2% between 1995-96 and 2005-06.



Nebraska Independent Institutions

- The average faculty salary for Nebraska’s independent institutions steadily increased from \$39,088 in 1995-96 to \$53,291 in 2005-06, an overall increase of 36.3%.
- Converted to 2005-06 dollars, the average faculty salary peaked in 2002-03, and then decreased before rising again in 2005-06 for a 5.9% net 10-year gain.

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1995-96 – 2005-06

- The charts following this summary show, by academic rank, how average salaries paid between 1995-96 and 2005-06 varied from one sector to another. The tables accompanying the charts summarize the 10-year changes that occurred in the average salaries at each rank, both in dollars actually paid and in 2005-06 dollars to take the effect of inflation into account.
- Between 1995-96 and 2005-06, the average salaries paid by the University of Nebraska were consistently higher than the average salaries paid by the Nebraska State College System, Nebraska's community colleges, and the state's independent institutions, with one minor exception. In 2004-05, the average salary paid to instructors in the independent sector were a few hundred dollars higher than the average salary paid to instructors employed by the University of Nebraska.
- With a few exceptions, the average salaries paid in the independent sector were higher than those paid by the Nebraska State College System, and the salary gap between these two sectors widened over the 10 years. In 1995-96, the average salaries paid in the independent sector were essentially the same as, or at most, \$2,400 higher than the average salaries paid at the state colleges. By 2004-05, average salaries in the independent sector were \$3,075 to \$5,755 higher than those paid by the state colleges, depending on academic rank.
- The greatest difference between the salaries paid by the independent institutions and the University of Nebraska was at the professor level. In 2005-06, for example, professors employed by the university earned an average salary that was almost \$20,000 higher than the average salary paid to professors in the independent sector.
- Over the course of the decade, differences between the average salaries paid by the University of Nebraska and the independent institutions decreased with academic rank. In 2005-06, the average salary of associate professors at the University of Nebraska was \$10,056 higher than the average salary of associate professors in the independent sector. In comparison, the difference between the average salaries of assistant professors in the two sectors was \$7,407, and instructors at the University of Nebraska earned only \$3,359 more than instructors in the independent sector.
- Comparing average salary increases across academic ranks, professors received the highest dollar amounts. The 10-year increases for professors were \$23,455 at the University of Nebraska, \$18,666 in the independent sector, and \$13,715 at the state colleges.
- The largest 10-year percentage increases in average salary at the University of Nebraska were earned by instructors (40.3%) and lecturers (54.5%). Instructors also received the highest 10-year salary percentage increase at the state colleges (30.2%), while assistant professors received the highest percentage increase within the independent sector (43.5%).

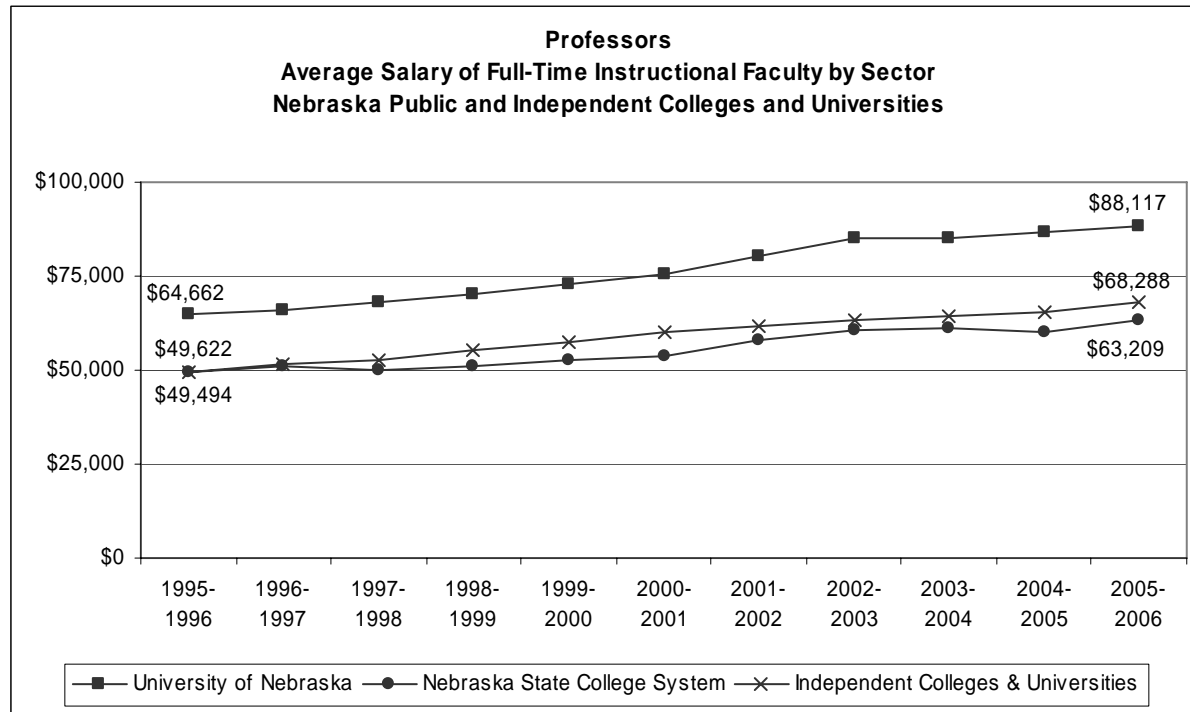
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AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1995-96 – 2005-06
(Continued)

- All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission for 1995-96 to 2005-06, but faculty with no academic rank have not been consistently employed by the University of Nebraska, the Nebraska State College System, or the independent institutions in Nebraska.
- As previously summarized, the average salary of community college faculty increased from \$32,306 in 1995-96 to \$44,201 in 2005-06, or by 36.8%. Compared to the salaries in other sectors, average salaries at the community colleges were most similar in level and range to those earned by assistant professors at the state colleges, where assistant professor average salaries ranged from \$32,903 in 1995-96 to \$42,326 in 2005-06.

Average paid salaries by sector and by institution for 1995-96 to 2005-06 are available in the spreadsheets titled **Average Salary Total and by Gender** and **Average Salary by Sector** in the **downloadable Excel workbook:** [FL 95-05 Sec C Web Workbook.xls](#)

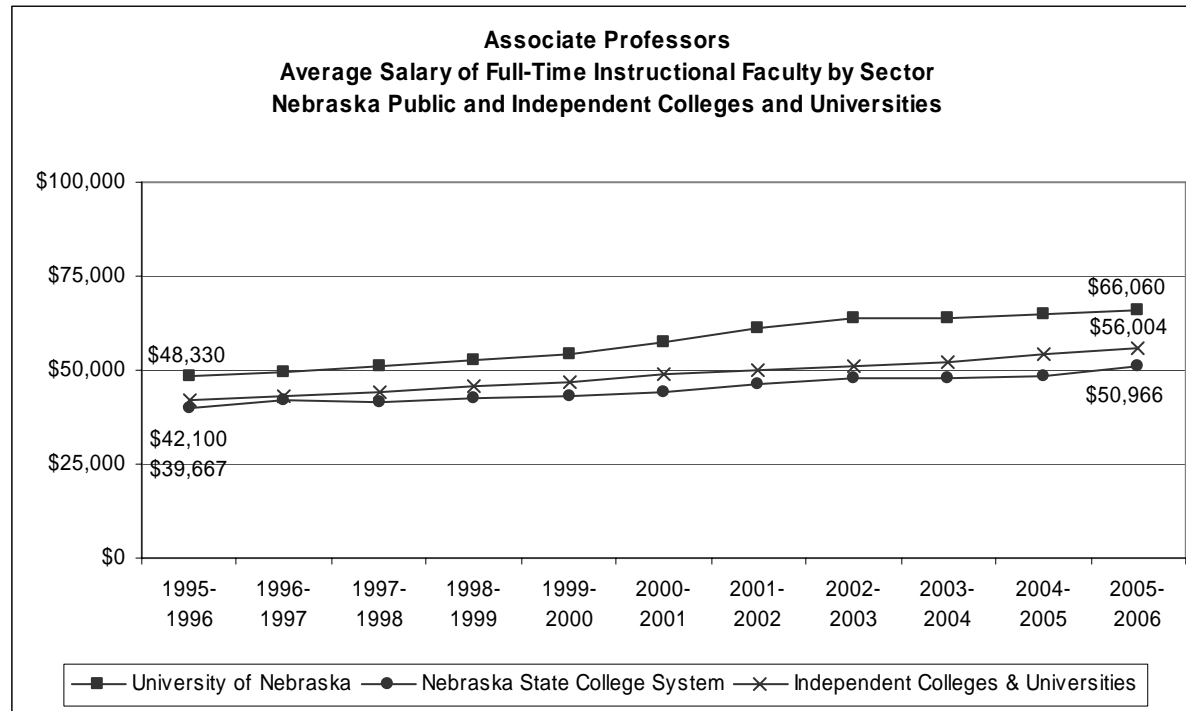
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1995-96 – 2005-06
 (Continued)



Sector	Number of Professors in 2005-2006	1995-96 Average Salary	2005-06 Average Salary	10-Year % Increase in Average Salary	10-Year % Change in Average Salary Converted to 2005-06 Dollars
University of Nebraska	719	\$64,662	\$88,117	36.3%	5.8%
Nebraska State College System	90	\$49,622	\$63,209	27.4%	- 1.1%
Nebraska Independent Colleges & Universities	245	\$49,494	\$68,288	38.0%	7.1%

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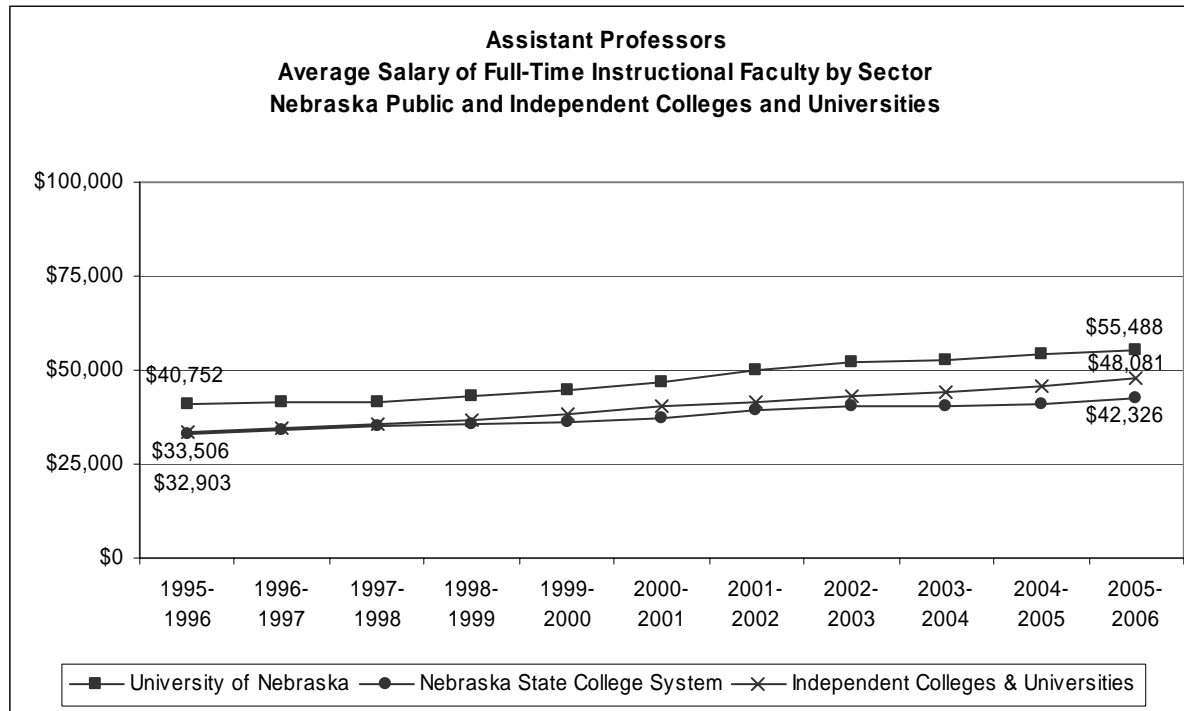
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1995-96 – 2005-06
 (Continued)



Sector	Number of Associate Professors in 2005-2006	1995-96 Average Salary	2005-06 Average Salary	10-Year % Increase in Average Salary	10-Year % Change in Average Salary Converted to 2005-06 Dollars
University of Nebraska	599	\$48,330	\$66,060	36.7%	6.1%
Nebraska State College System	62	\$39,667	\$50,966	28.5%	- 0.2%
Nebraska Independent Colleges & Universities	378	\$42,100	\$56,004	33.0%	3.3%

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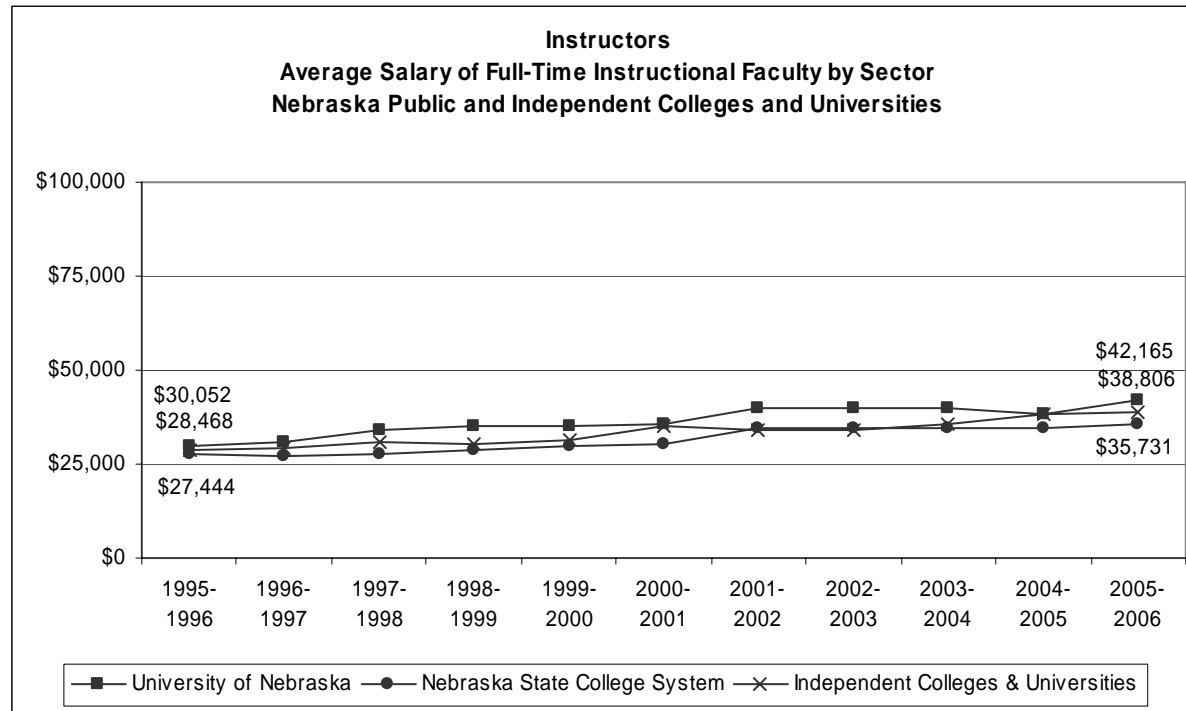
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1995-96 – 2005-06
 (Continued)



Sector	Number of Assistant Professors in 2005-2006	1995-96 Average Salary	2005-06 Average Salary	10-Year % Increase in Average Salary	10-Year % Change in Average Salary Converted to 2005-06 Dollars
University of Nebraska	498	\$40,752	\$55,488	36.2%	5.7%
Nebraska State College System	78	\$32,903	\$42,326	28.6%	- 0.1%
Nebraska Independent Colleges & Universities	436	\$33,506	\$48,081	43.5%	11.4%

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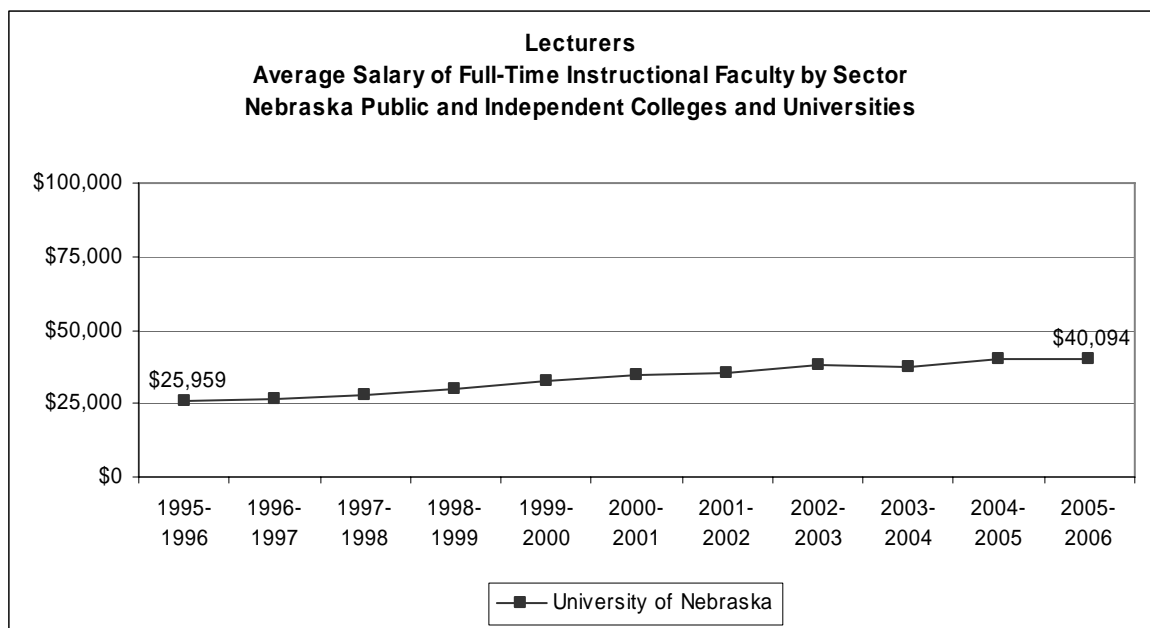
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1995-96 – 2005-06
 (Continued)



Sector	Number of Instructors in 2005-2006	1995-96 Average Salary	2005-06 Average Salary	10-Year % Increase in Average Salary	10-Year % Change in Average Salary Converted to 2005-06 Dollars
University of Nebraska	72	\$30,052	\$42,165	40.3%	8.9%
Nebraska State College System	40	\$27,444	\$35,731	30.2%	1.1%
Nebraska Independent Colleges & Universities	149	\$28,468	\$38,806	36.3%	5.8%

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AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1995-96 – 2005-06
(Continued)



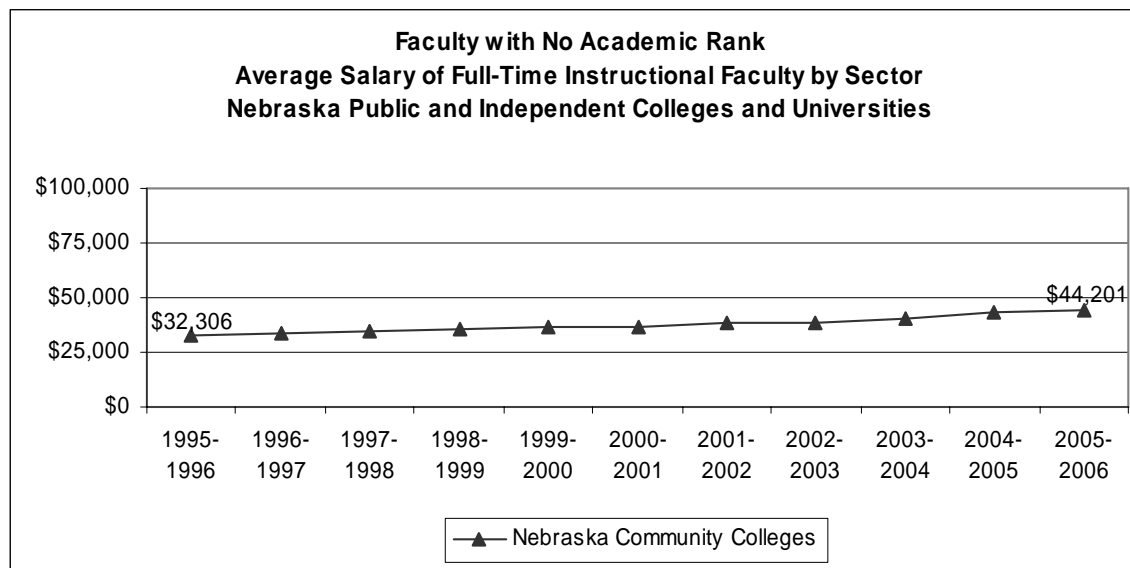
Sector	Number of Lecturers in 2005-2006	1995-96 Average Salary	2005-06 Average Salary	10-Year % Increase in Average Salary	10-Year % Change in Average Salary Converted to 2005-06 Dollars
University of Nebraska	187	\$25,959	\$40,094	54.5%	19.9%
Nebraska State College System ¹	2	Not applicable			
Nebraska Independent Colleges & Universities ¹	6	Not applicable			

¹Since lecturers have not been consistently employed by the state colleges or independent institutions, 10-year trend statistics are not applicable. Between 1995-96 and 2005-06, the state colleges employed 0 to 5 lecturers each year, and the independent colleges employed 0 to 7 lecturers, depending on the academic year.

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AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1995-96 – 2005-06

(Continued)



Sector	Number of Faculty with No Academic Rank in 2005-2006	1995-96 Average Salary	2005-06 Average Salary	10-Year % Increase in Average Salary	10-Year % Change in Average Salary Converted to 2005-06 Dollars
Nebraska Community Colleges ¹	873	\$32,306	\$44,201	36.8%	6.2%
University of Nebraska ²	7	Not applicable			
Nebraska State College System ²	0	Not applicable			
Nebraska Independent Colleges & Universities ²	10	Not applicable			

¹All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission for 1995-96 to 2005-06.

²Since faculty with no academic rank have not been consistently employed by the University of Nebraska, the state colleges, or the independent institutions, 10-year trend statistics are not applicable. Depending on the academic year, the university employed 0 to 17 faculty without rank, the state colleges employed 0 to 2, and the independent colleges employed 0 to 9.

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