

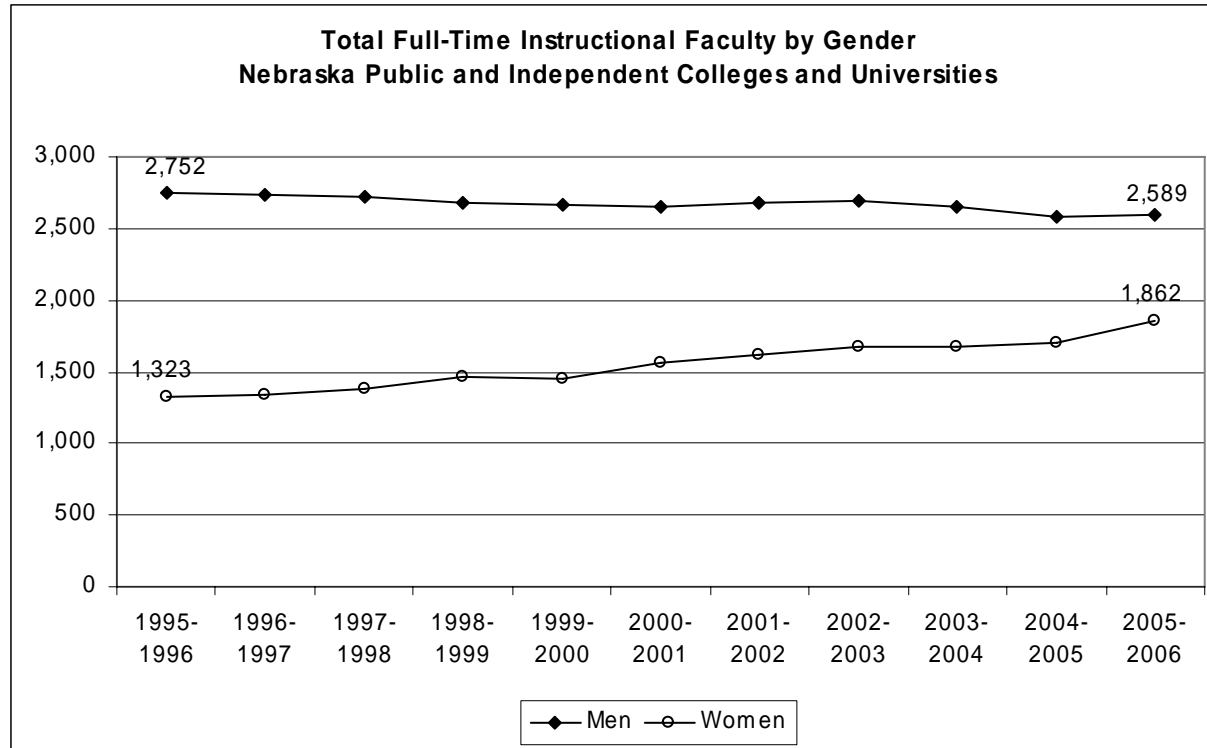
Section C.3  
Number and Average Salaries  
of Full-Time Instructional Faculty  
by Gender

**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.

## **TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY by GENDER: 1995-96 – 2005-06**

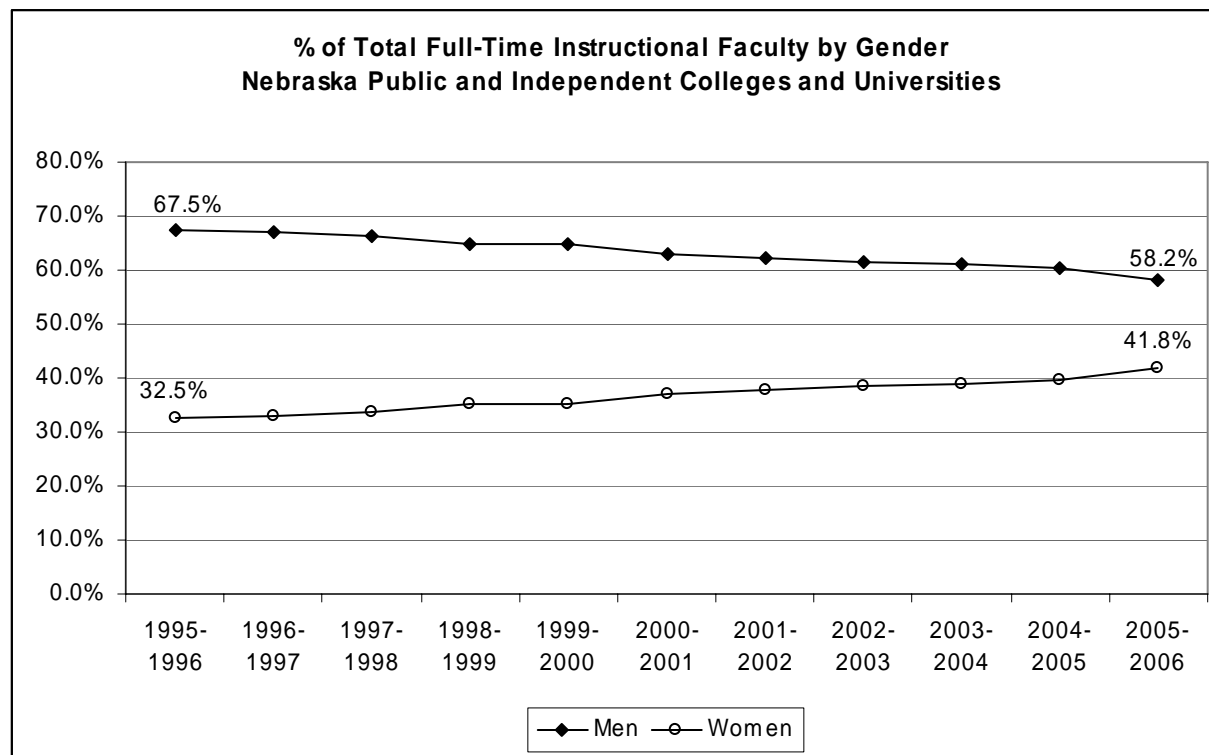
- The total number of male full-time instructional faculty at Nebraska's public and independent colleges and universities decreased from 2,752 in 1995-96 to 2,589 in 2005-06, a decrease of 5.9%.
- In comparison, the total number of female faculty increased from 1,323 to 1,862, or by 40.7% over the period.



The numbers of full-time instructional faculty employed from 1995-96 through 2005-06 by gender, by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook**: [FL 95-05 Sec C Web Workbook.xls](#)

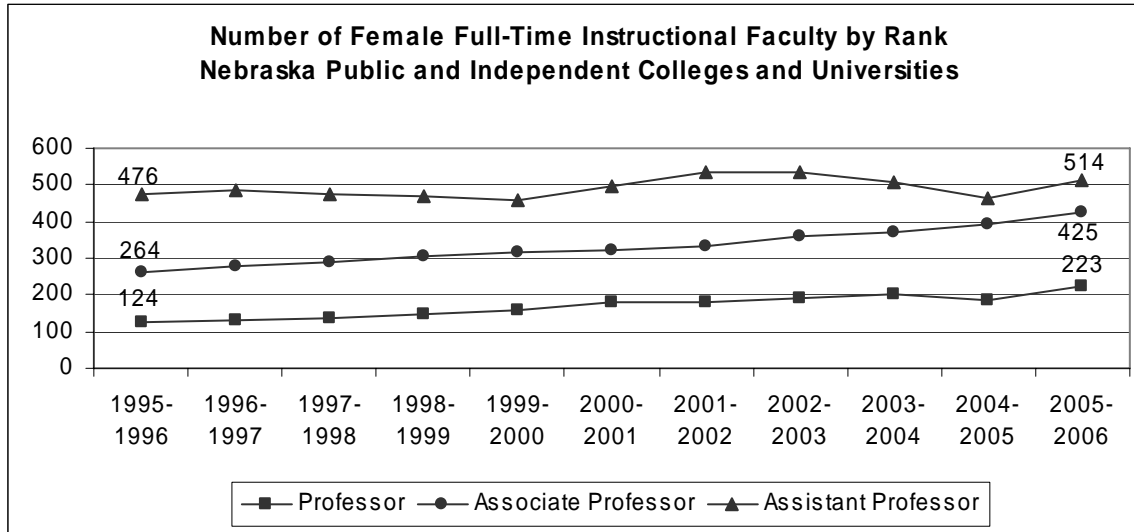
## **Percentages of TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY by GENDER: 1995-96 – 2005-06**

- 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.
- In 1995-96, less than one third of the full-time faculty were women.
- By 2005-06, almost 42% of the full-time faculty were women.



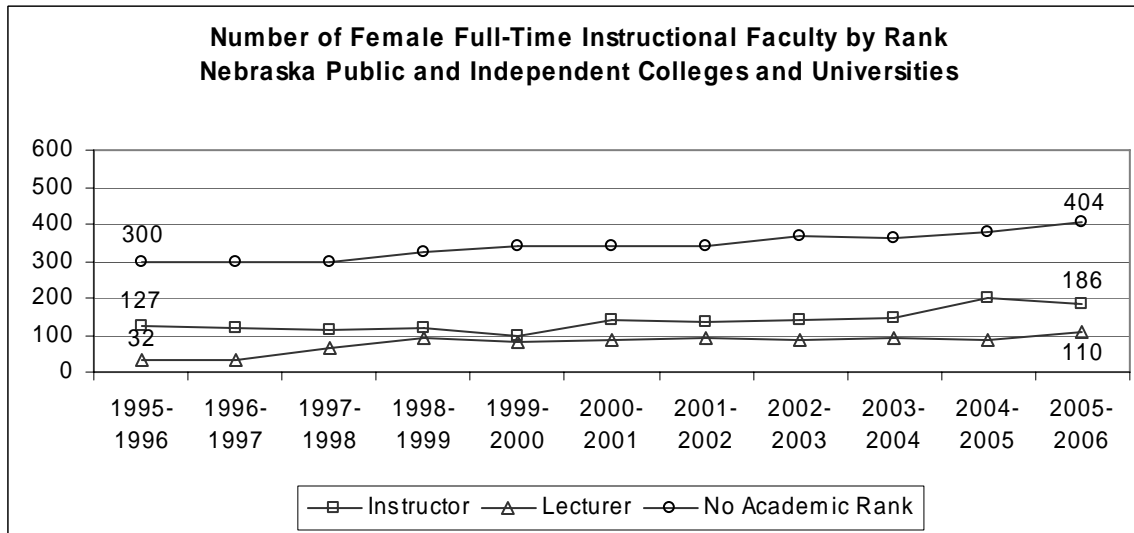
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**NUMBER OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1995-96 – 2005-06**



When analyzed by rank, the numbers of female full-time faculty employed by Nebraska public and independent institutions increased between 1995-96 and 2005-06 as follows:

Professors	up 99	79.8%
Associate Professors	up 161	61.0%
Assistant Professors	up 38	8.0%
Instructors	up 59	46.5%
Lecturers	up 78	243.8%
No Rank	up 104	34.7%
<hr/>		
<b>Total</b>	<b>up 539</b>	<b>40.7%</b>

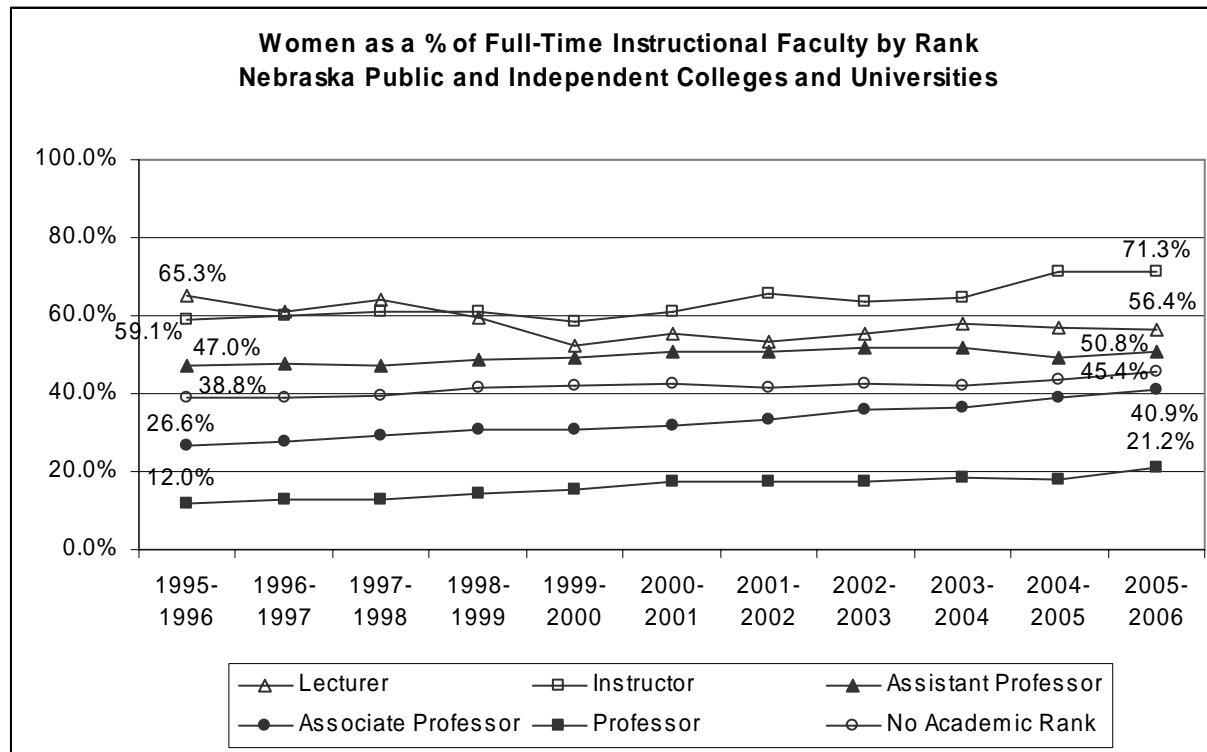


- Increased numbers of female professors and associate professors accounted for 48.2% of the 539 additional female full-time faculty.
- Women with no academic rank, primarily employed at the community colleges, accounted for another 19.3% of the total increase.

The numbers of full-time instructional faculty employed from 1995-96 through 2005-06 by gender, by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

**WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1995-96 – 2005-06**

- Expressing the number of women as a percentage of the total number of full-time instructional faculty at each academic rank reveals that women accounted for increasing percentages of the faculty at all levels except the rank of lecturer.
- As shown on page C.3.4, the number of female lecturers increased from 32 in 1995-96 to 110 in 2005-06, or by 243.8%. However, the percentage of lecturers who were female decreased from 65.3% to 56.4% over the 10-years.
- Within the other academic ranks, the greatest percentage increases were at the associate professor and instructor levels. In 2005-06, 71.3% of the instructors were women, compared to 59.1% in 1995-96. Similarly, in 2005-06, 40.9% of the associate professors were women, up from 26.6% in 1995-96.

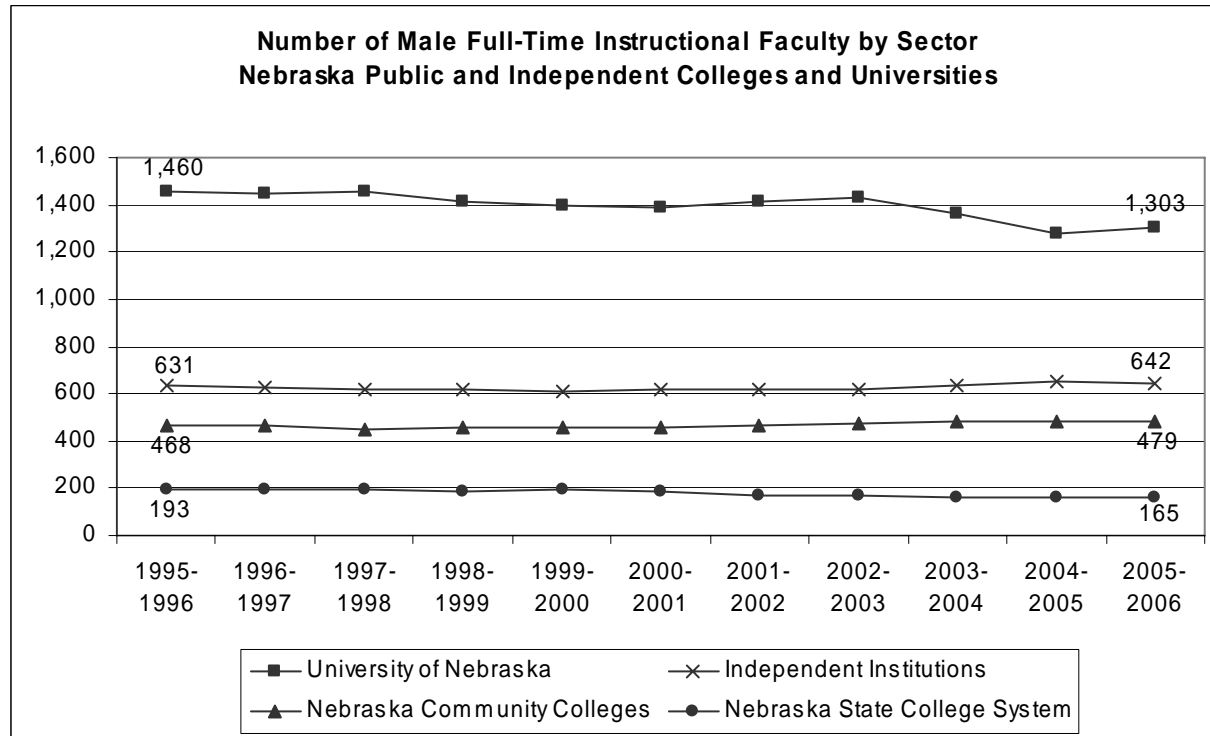


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**NUMBER OF MALE FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1995-96 – 2005-06**

- When examined by sector, the numbers of male full-time instructional faculty increased or decreased between 1995-96 and 2005-06 as follows:

University of Nebraska	down 10.8%	Nebraska Community Colleges	up 2.4%
Nebraska Independent Colleges and Universities	up 1.7%	Nebraska State College System	down 14.5%

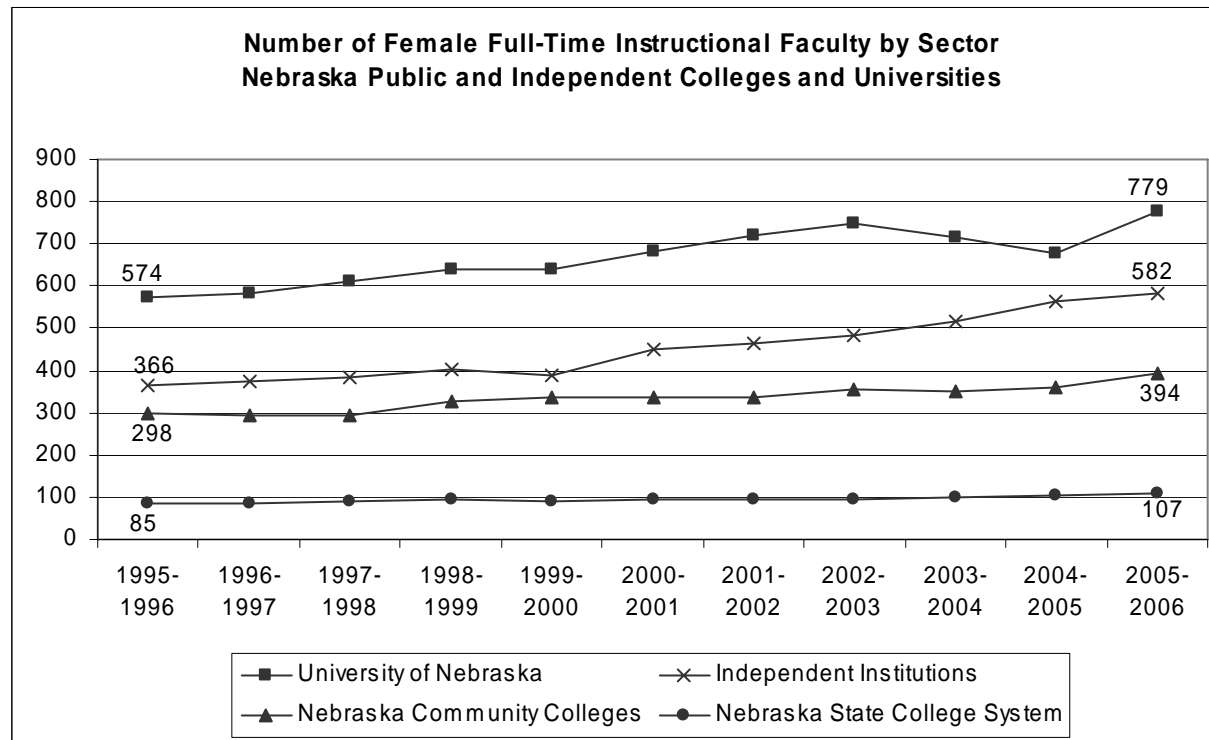


The numbers of full-time instructional faculty employed from 1995-96 through 2005-06 by gender, by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

## **NUMBER OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1995-96 – 2005-06**

- Between 1995-96 and 2005-06, the number of female full-time instructional faculty employed within each sector significantly increased:

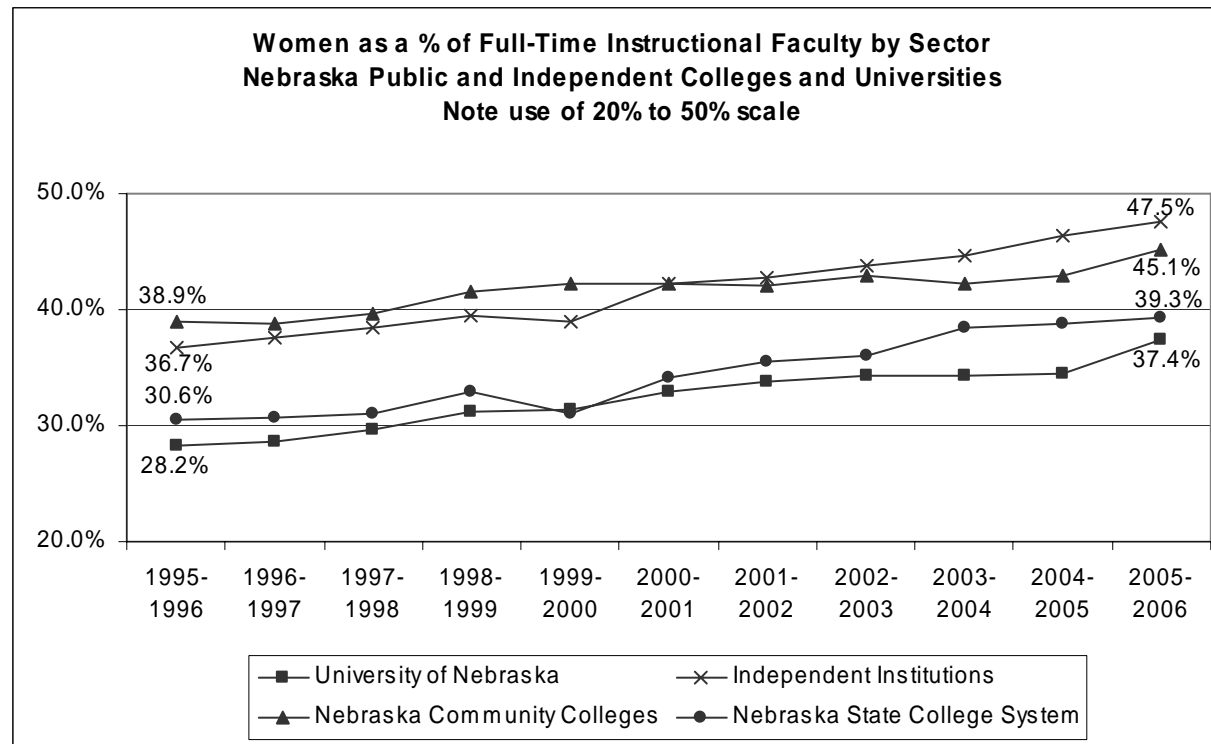
University of Nebraska	up 35.7%	Nebraska Community Colleges	up 25.9%
Nebraska Independent Colleges and Universities	up 59.0%	Nebraska State College System	up 32.2%



The numbers of full-time instructional faculty employed from 1995-96 through 2005-06 by gender, by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

**WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1995-96 – 2005-06**

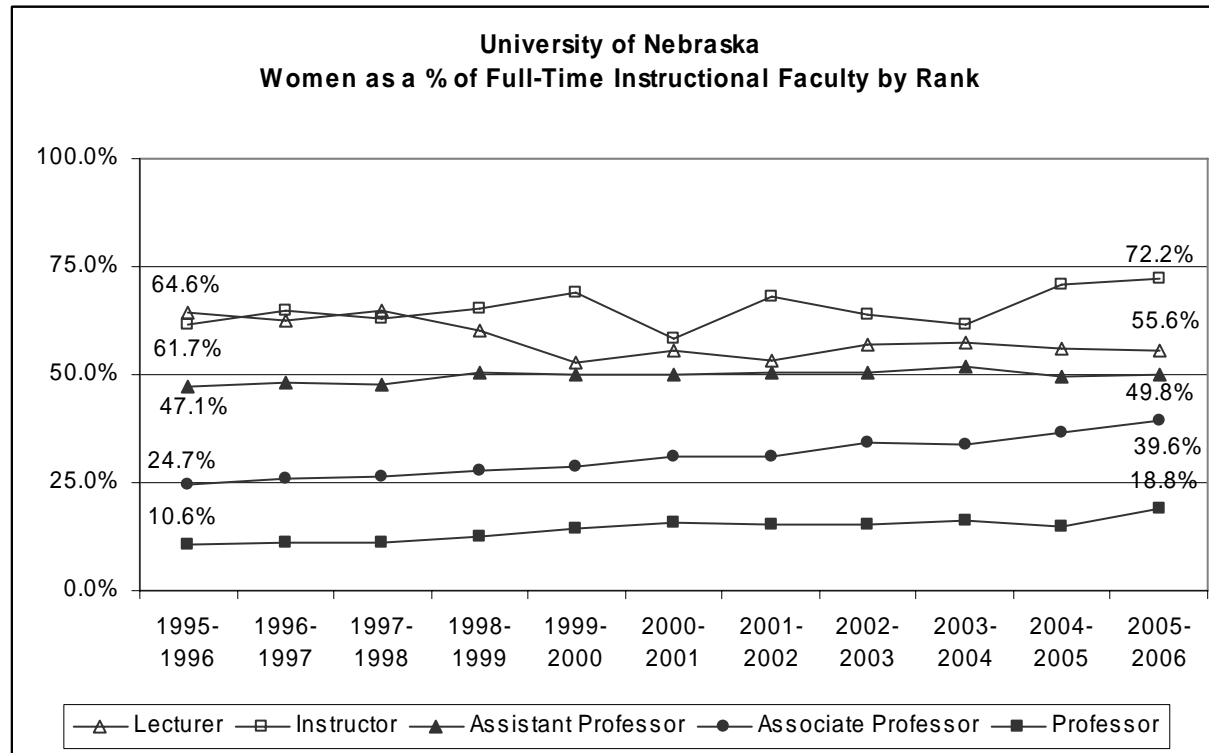
- As a result of the increased number of women faculty within each sector between 1995-96 and 2005-06, women accounted for increasing percentages of the full-time instructional faculty employed by the University of Nebraska, the Nebraska State College System, Nebraska's community colleges, and Nebraska's independent institutions.
- Of the four sectors, Nebraska's community colleges employed the highest percentage of women in 1995-96.
- However, by 2005-06, women accounted for a higher percentage of the full-time instructional faculty within the independent sector.



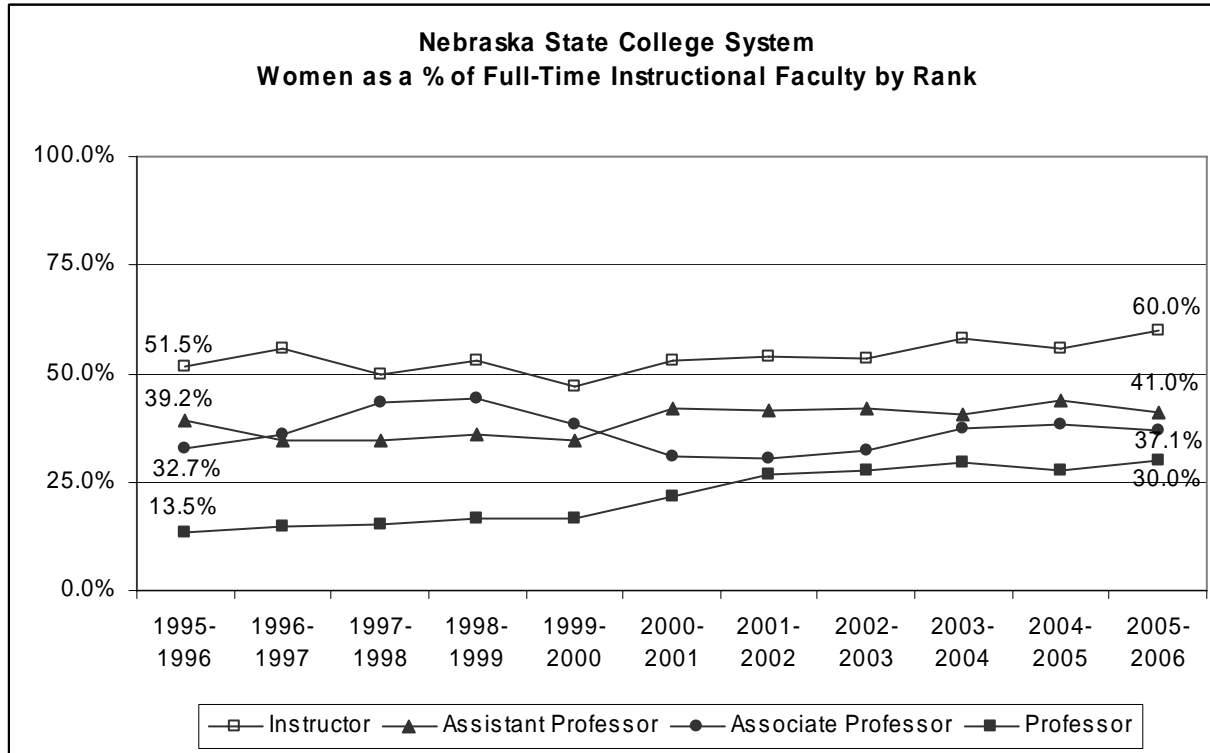
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**WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY**  
**by SECTOR and by RANK: 1995-96 – 2005-06**

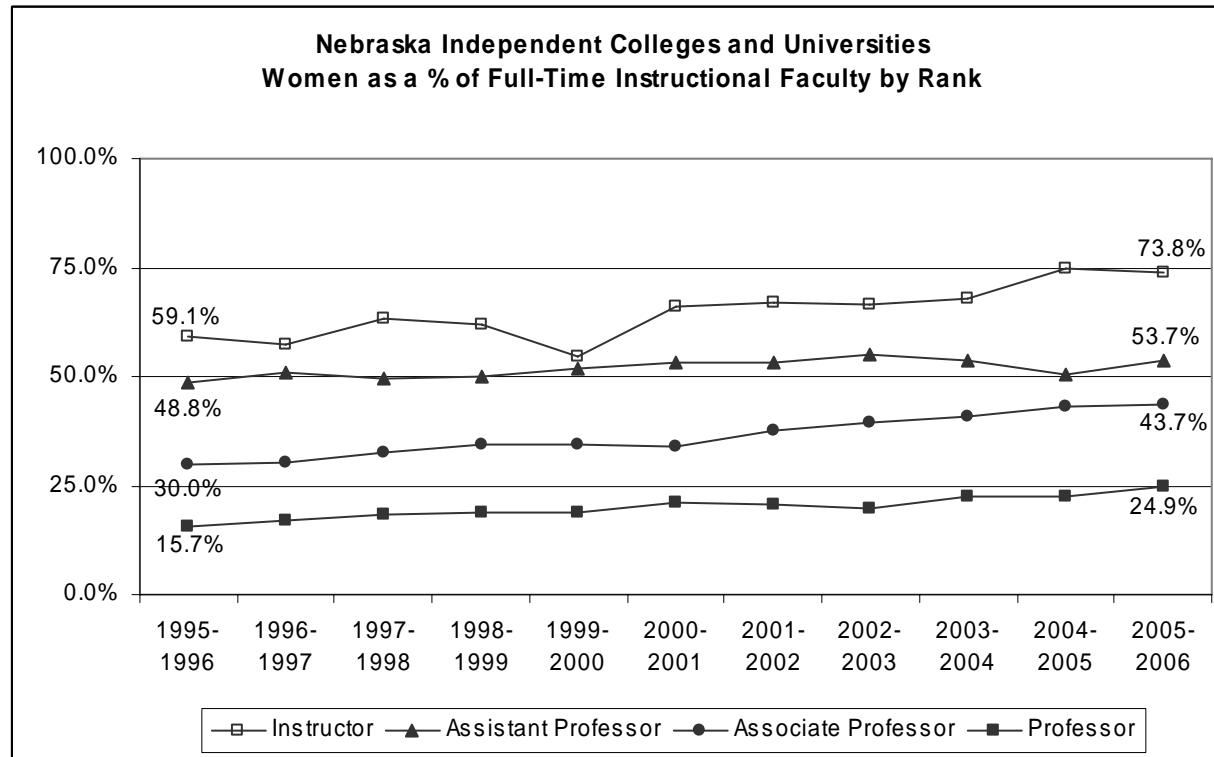
- The charts on this and the following two pages show how women as a percentage of total full-time instructional faculty varied from one academic rank to another within the sectors with tenure systems: the University of Nebraska, the Nebraska State College System, and Nebraska’s independent colleges and universities.
- Across all three sectors and at every level of academic rank, women constituted higher percentages of the full-time instructional faculty in 2005-06 than in 1995-96, with only one exception. Women accounted for a lower percentage of the lecturers employed by the University of Nebraska in 2005-06 than in 1995-96.
- In spite of the increases in the percentage of women at each academic rank, percentages of female faculty continued to be inversely related to rank within each of the three sectors. From 1995-96 through 2005-06, the lowest percentages of women were evidenced at the full professor level, while the highest percentages were at the rank of instructor.



**WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY**  
**by SECTOR and by RANK: 1995-96 – 2005-06** (Continued)

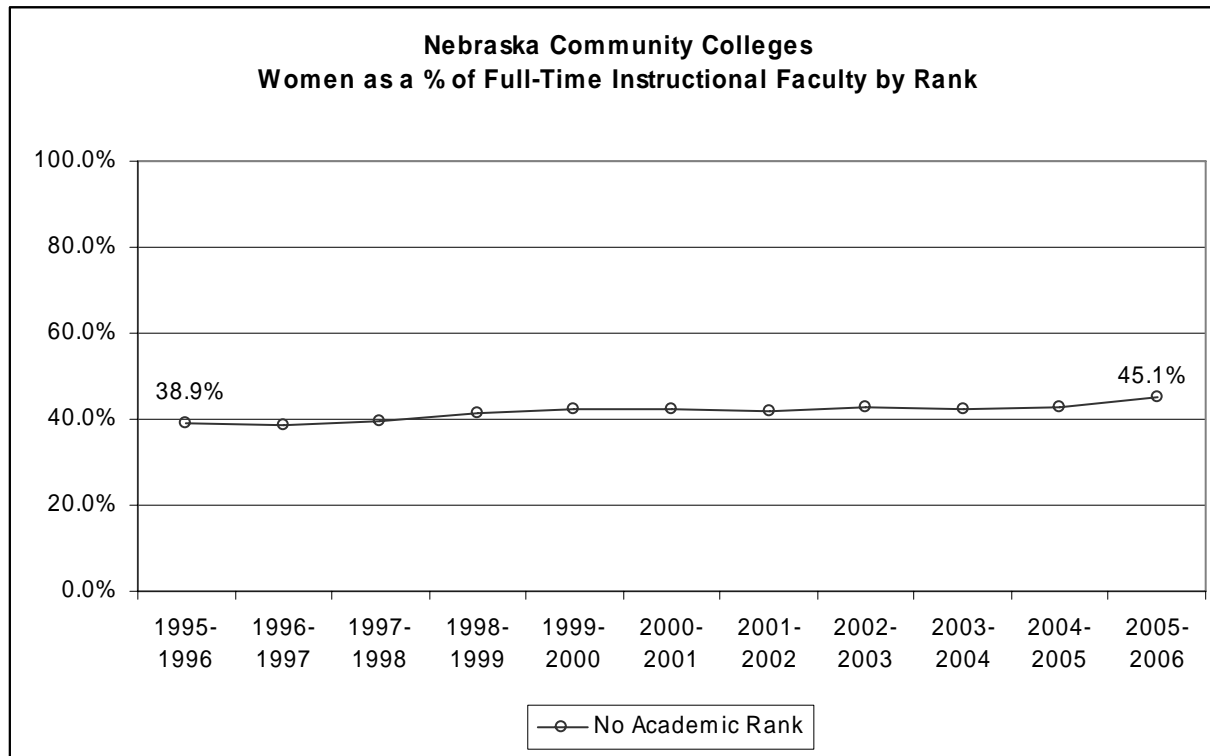


**WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY**  
**by SECTOR and by RANK: 1995-96 – 2005-06** (Continued)



**WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY**  
**by SECTOR and by RANK: 1995-96 – 2005-06** (Continued)

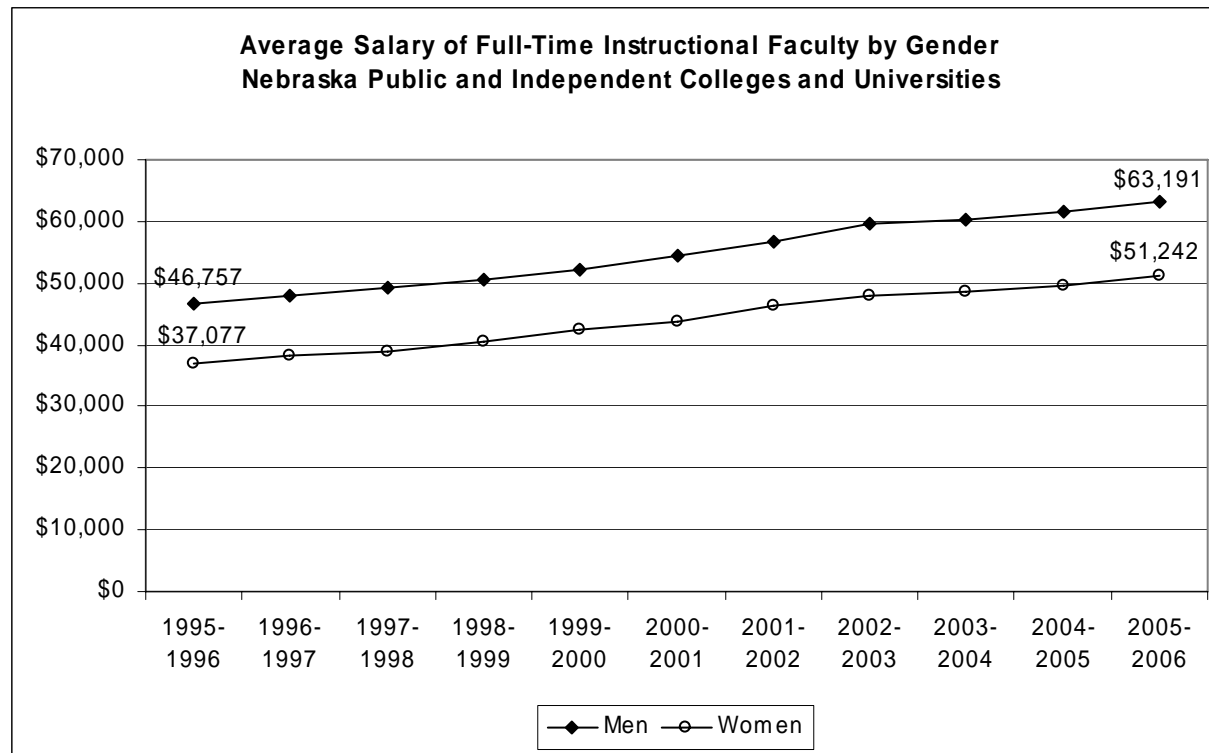
- All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission for 1995-96 through 2005-06.
- As shown below, women accounted for 45.1% of the full-time instructional faculty at the community colleges, compared to 38.9% in 1995-96.



The numbers of full-time instructional faculty employed from 1995-96 through 2005-06 by gender, by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook**: [FL 95-05 Sec C Web Workbook.xls](#)

## **AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY BY GENDER: 1995-96 – 2005-06**

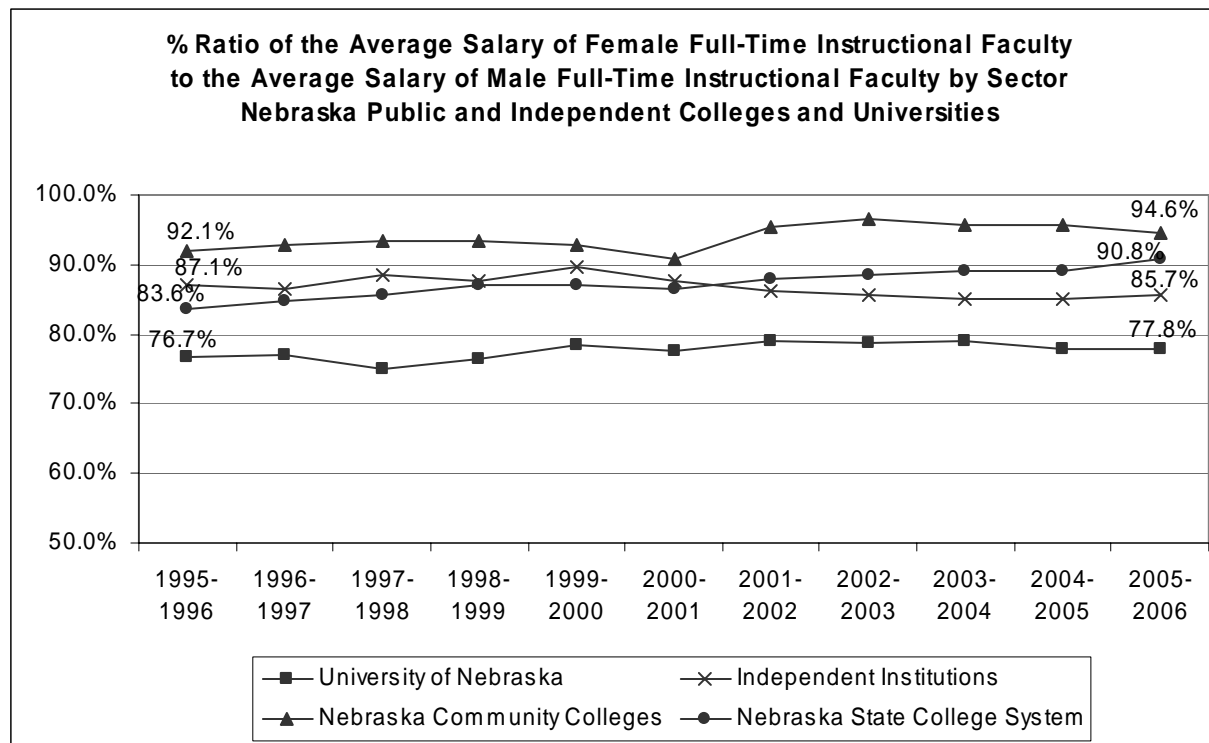
- In 1995-96, the average paid salary of male full-time instructional faculty at Nebraska’s public and independent colleges and universities was \$9,680 higher than the average salary received by female faculty.
- Between 1995-95 and 2005-06, the average salary paid to male faculty increased from \$46,757 to \$63,191, or by 35.1%.
- In comparison, the average paid salary of female full-time instructional faculty increased by 38.2%, from \$37,077 in 1995-96 to \$51,242 in 2005-06.
- However, by 2005-06, the gap between the average salaries of men and women had widened to \$11,949.



Salary data by gender, by rank, by sector, and by institution are available in the spreadsheets titled **Average Salary Total and by Gender**, **Average Salary by Rank and Gender**, and **Average Salary by Sector** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

**THE PERCENTAGE RATIO OF THE AVERAGE SALARY OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY TO THE AVERAGE SALARY OF MALE FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1995-96 – 2005-06**

- 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.
- By sector, the lowest ratio was at the University of Nebraska, where women, on the average, earned 77.8% of the men’s average salary in 2005-06.
- The greatest relative gain in women’s average salary was within the Nebraska State College System, where the ratio of the women’s average salary to men’s increased from 83.6% in 1995-96 to 90.8% in 2005-06.
- Among the sectors, however, the highest ratio was at Nebraska’s community colleges, where the average salary of female full-time faculty was 94.6% of the average salary received by their male colleagues.



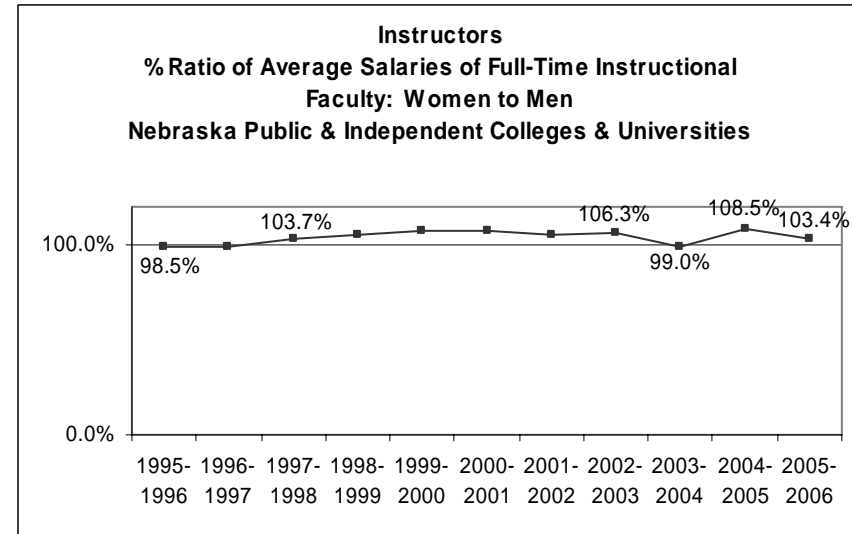
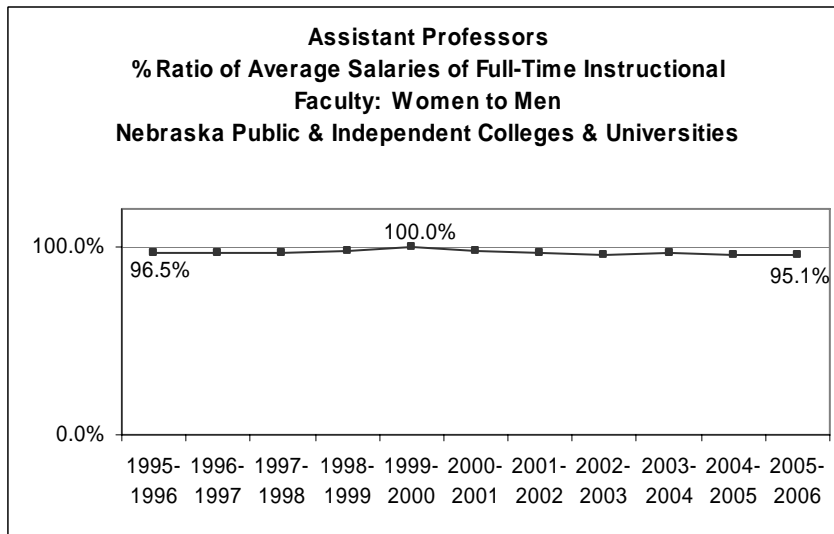
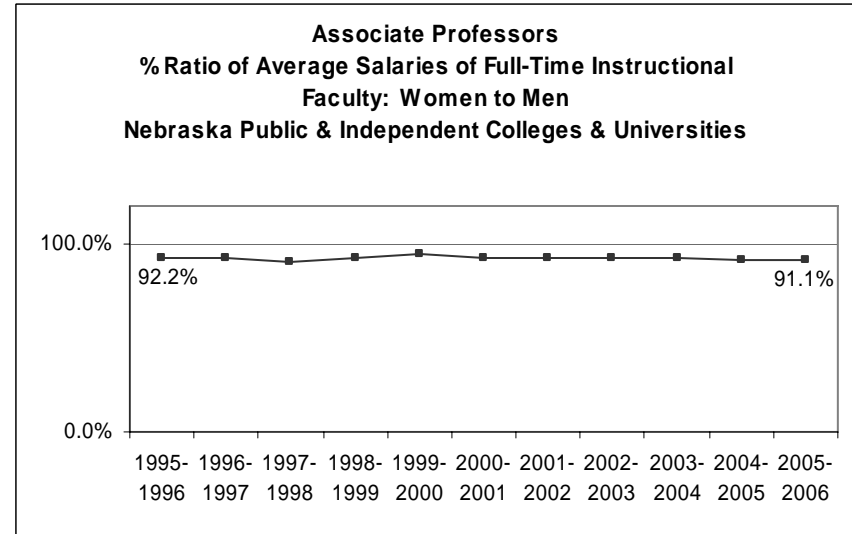
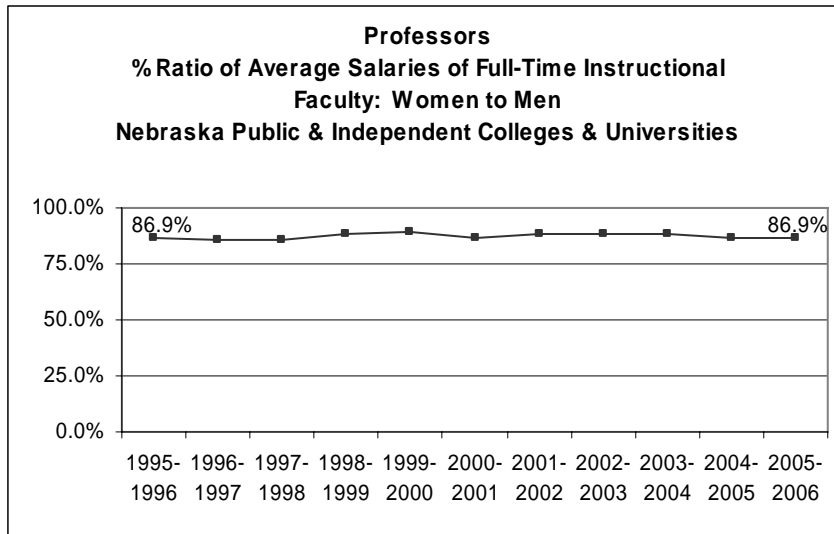
Note use of 50% to 100% scale

## **THE PERCENTAGE RATIO OF THE AVERAGE SALARY OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY TO THE AVERAGE SALARY OF MALE FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1995-96 – 2005-06**

- The charts on the following two pages show how the ratio of the average salary received by female and male full-time instructional faculty varied by rank between 1995-96 and 2005-06.
- In general, the ratio of women's average salary to men's has been inversely related to the academic ranks that range from instructor to full professor. In short, the higher the rank, the lower the ratio.
- In 1995-96, the average salary received by female professors was 86.9% of the average salary of male professors, and in 2005-06, the percentage ratio was again 86.9%.
- At the associate and assistant professor ranks, the ratios of women's average salary to men's were lower in 2005-06 than in 1995-96
- At the beginning of the period, the average salary of female associate professors was 92.2% of the average salary of men at the same rank. In 2005-06, the percentage was slightly lower at 91.1%.
- Among assistant professors, women earned average salaries equal to 96.5% of their male colleagues' in 1995-96. The ratio increased until 1999-2000 when pay equity was achieved between male and female assistant professors, but by 2005-06, female assistant professors were earning 95.1% of the average salary of male assistant professors.
- Female instructors, on the other hand, earned average salaries that were higher than those received by male instructors during eight of the eleven years charted on the next page. During this period, women's salaries relative to men's peaked in 2004-05, when women were earning 108.5% of the salaries paid to male instructors.
- Among lecturers employed at the University of Nebraska<sup>1</sup>, the ratio of women's average salary to men's reached 101.1% in 1996-97, but declined to 87.3% as of 2005-06.
- At Nebraska's community colleges, where faculty are not classified by academic rank, the average salary of female faculty was 94.6% of the average salary of male faculty in 2005-06, up from 92.1% in 1995-96.

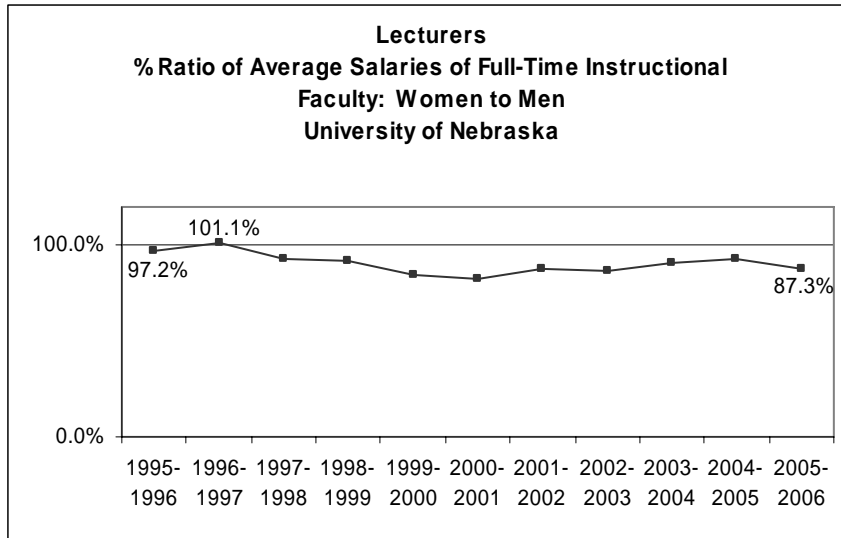
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(Continued)

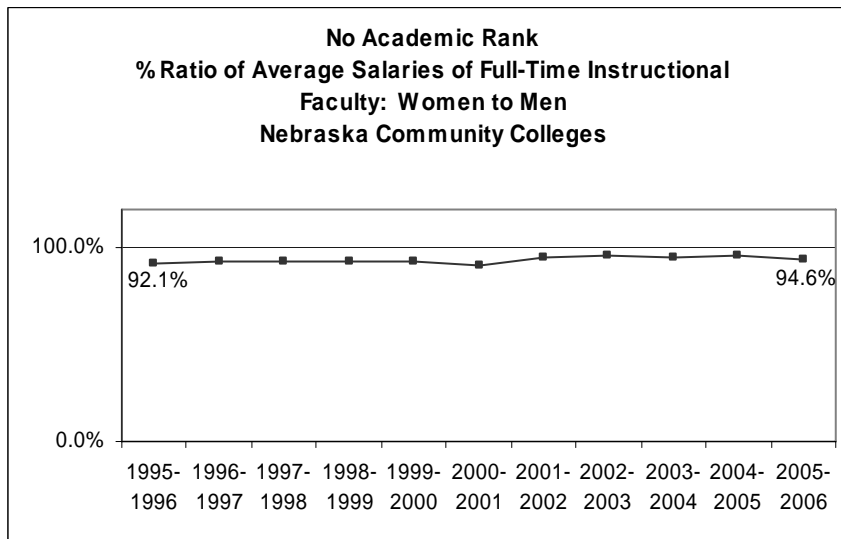


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(Continued)



Note: Since 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.



Note: Since 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 members without rank, the state colleges employed 0 to 2, and the independent colleges employed 0 to 9.