

## 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.

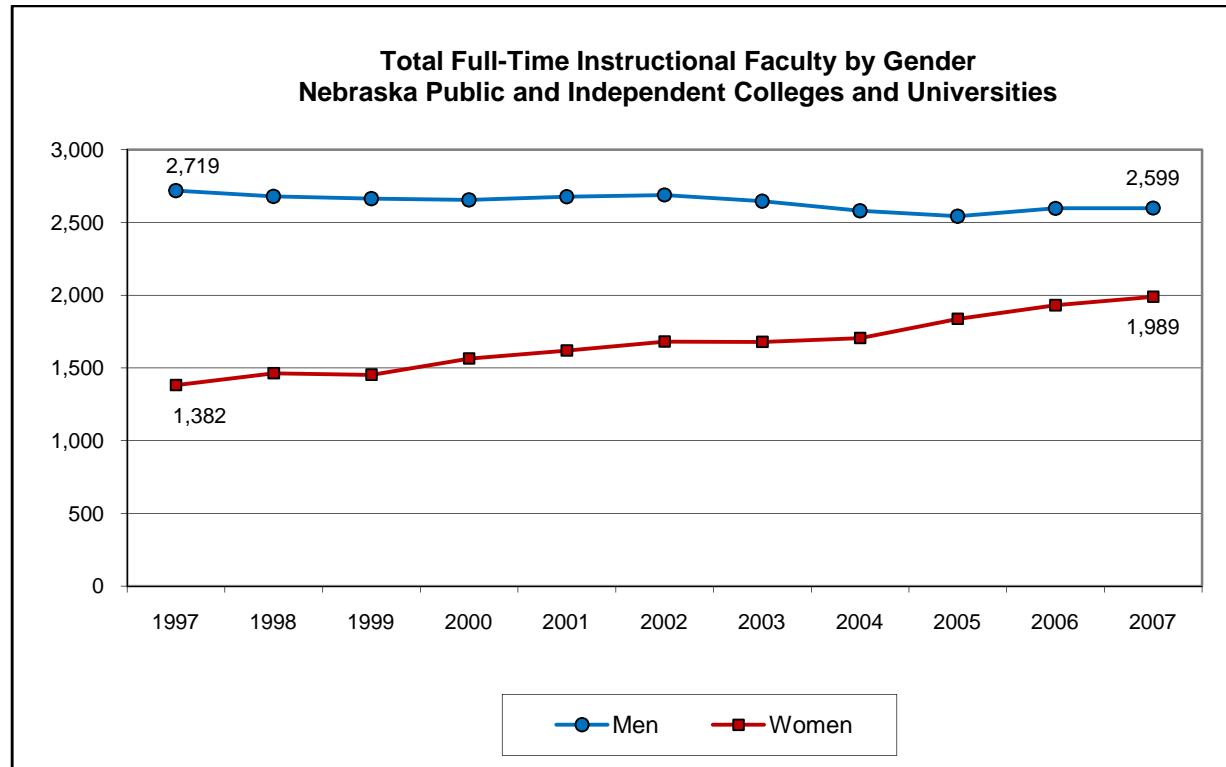
Institutions report the number of full-time faculty and the corresponding total outlay for salaries at each academic rank. An average salary is calculated by dividing the total salary outlay by the number of faculty. Salaries for faculty on 12-month appointment are adjusted to be equivalent to the salaries for faculty on 9-month appointments.

Faculty numbers and salary outlays were reported as of October 1 for each of the years from fall 1997 through fall 2000. Beginning in fall 2001, faculty and salary data were reported as of November 1.

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: 1997-2007**

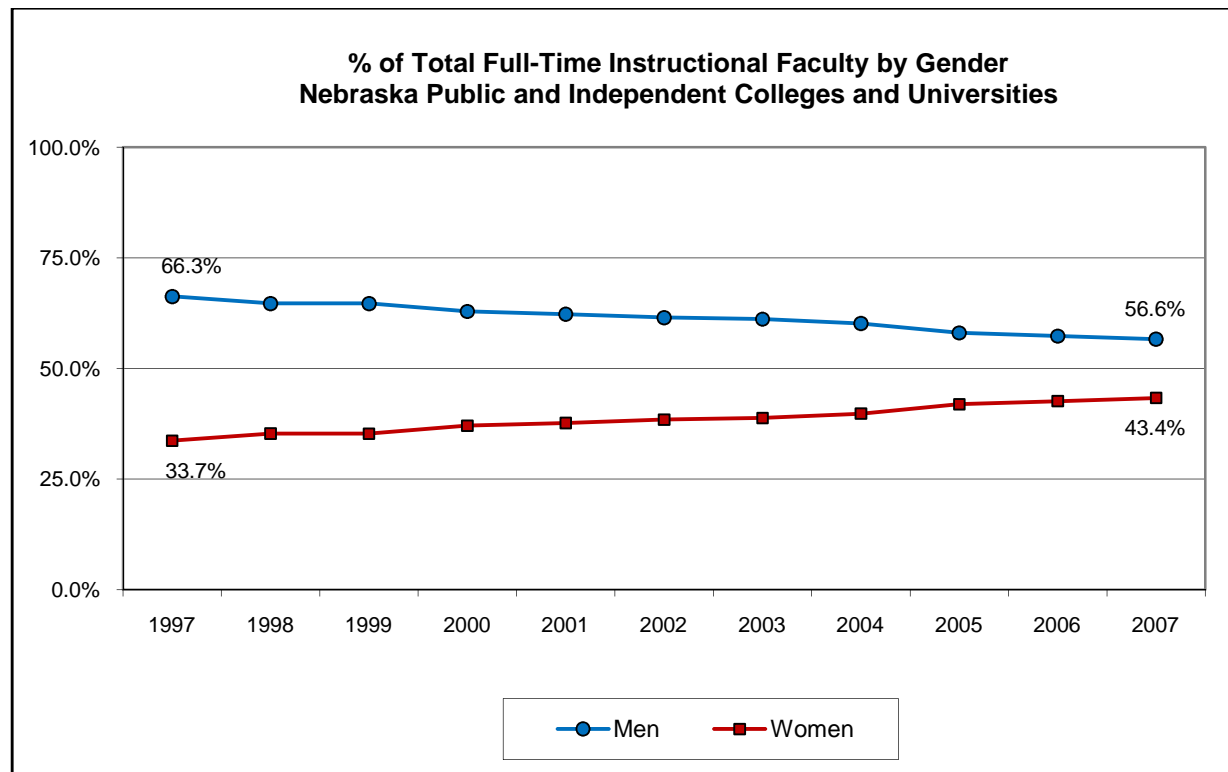
- The total number of male, full-time instructional faculty at Nebraska's public and independent colleges and universities decreased from 2,719 in fall 1997 to 2,599 in fall 2007, a decrease of 4.4%.
- In comparison, the total number of female faculty increased from 1,382 to 1,989, or by 43.9% over the 10-year period.



The numbers of full-time instructional faculty employed from 1997 through 2007 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 for Section C: Faculty and Salaries**.

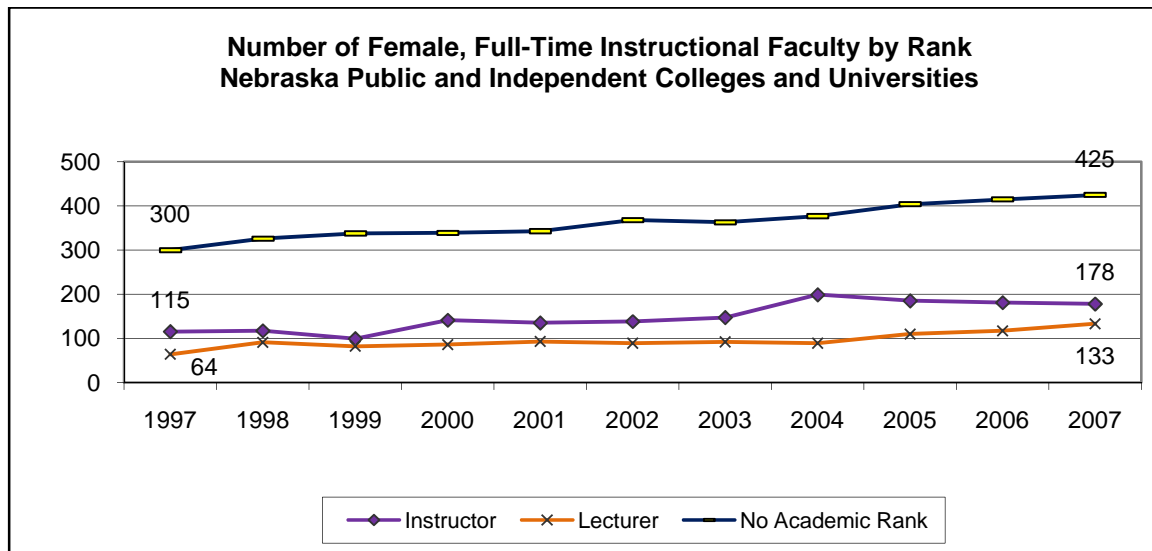
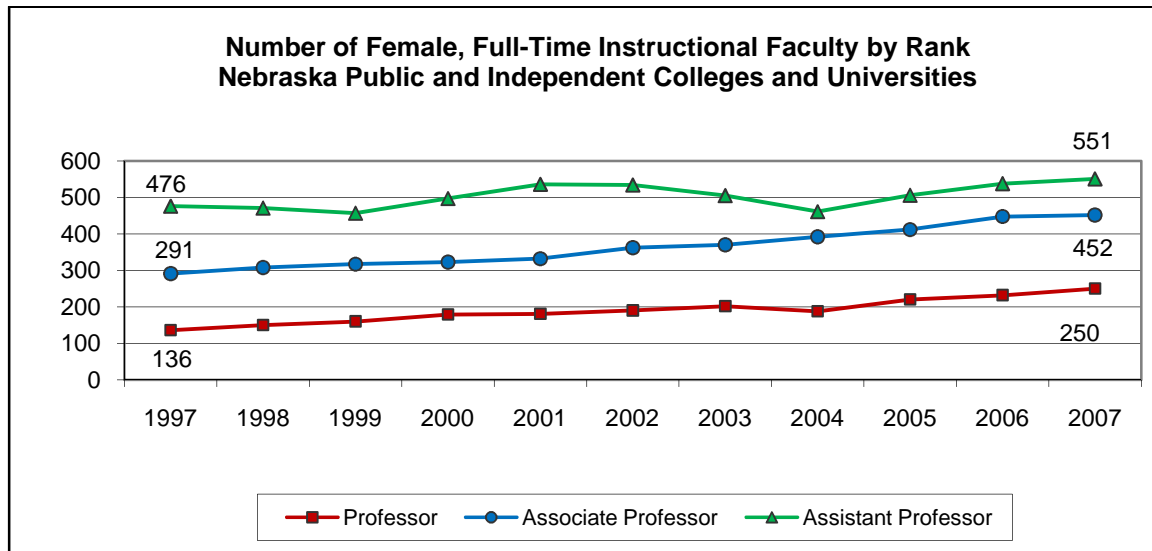
## **Percentages of TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY by GENDER: 1997-2007**

- Between 1997 and 2007, women accounted for an increasing percentage of the full-time instructional faculty at Nebraska's public and independent colleges and universities.
- In fall 1997, one-third of the full-time faculty were women.
- By fall 2007, 43% of the full-time faculty were women.



The numbers of full-time instructional faculty employed from 1997 through 2007 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 for Section C: Faculty and Salaries**.

## NUMBER OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1997-2007



When analyzed by rank, the numbers of female full-time faculty employed by Nebraska's public and independent institutions increased between fall 1997 and fall 2007 as follows:

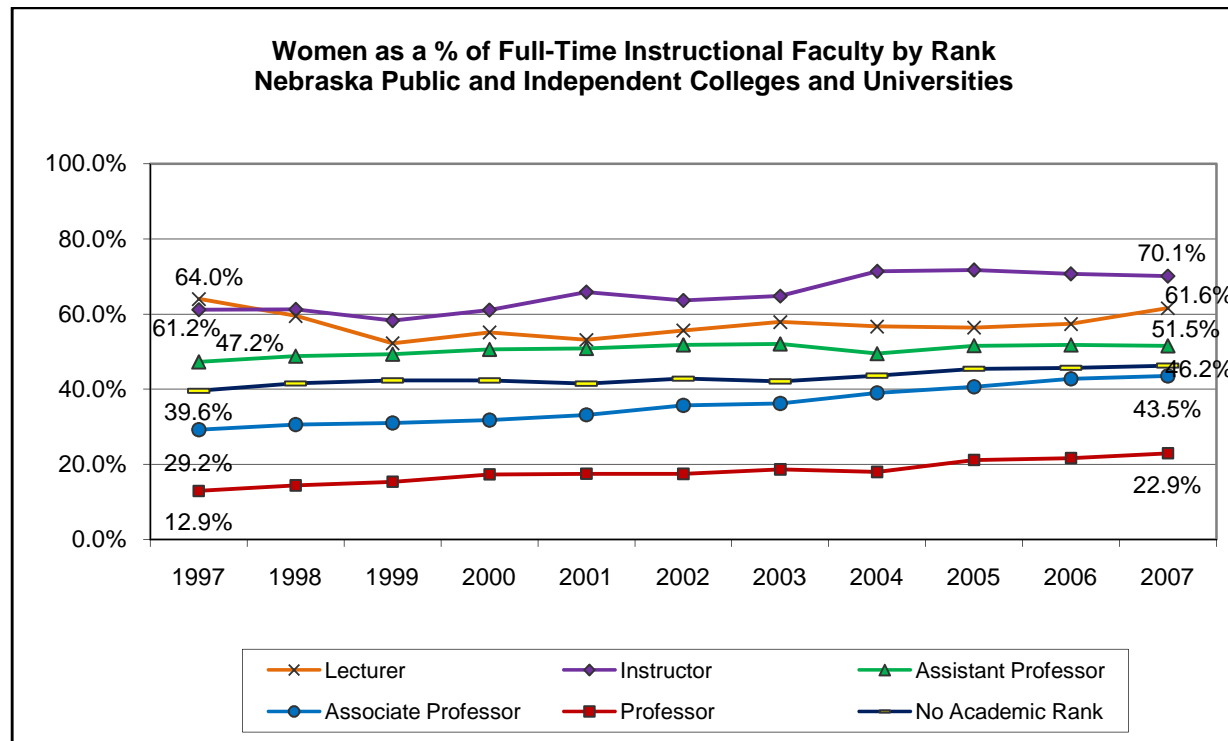
Professors	up 114	83.8%
Associate Professors	up 161	55.3%
Assistant Professors	up 75	15.8%
Instructors	up 63	54.8%
Lecturers	up 69	107.8%
No Rank	up 125	41.7%
<hr/>		
<b>Total</b>	<b>up 607</b>	<b>43.9%</b>

- Increased numbers of female professors and associate professors accounted for 45.3% of the 607 additional female full-time faculty.
- Women with no academic rank, primarily employed at the community colleges, accounted for another 20.6% of the total increase.

The numbers of full-time instructional faculty employed from 1997 through 2007 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 for Section C: Faculty and Salaries**.

## **WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1997-2007**

- 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 64 in fall 1997 to 133 in fall 2007, or 107.8%. However, the percentage of lecturers who were female decreased from 64.0% to 61.6% over the 10-years.
- Within the other academic ranks, the greatest percentage increases were at the associate professor, professor and instructor levels. In fall 2007, 70.1% of the instructors were women, compared to 61.2% in fall 1997. Similarly, in 2007, 43.5% of the associate professors were women, up from 39.6% in 1997. In 2007, 22.9% of the full professors were women, up from 12.9% ten years earlier.

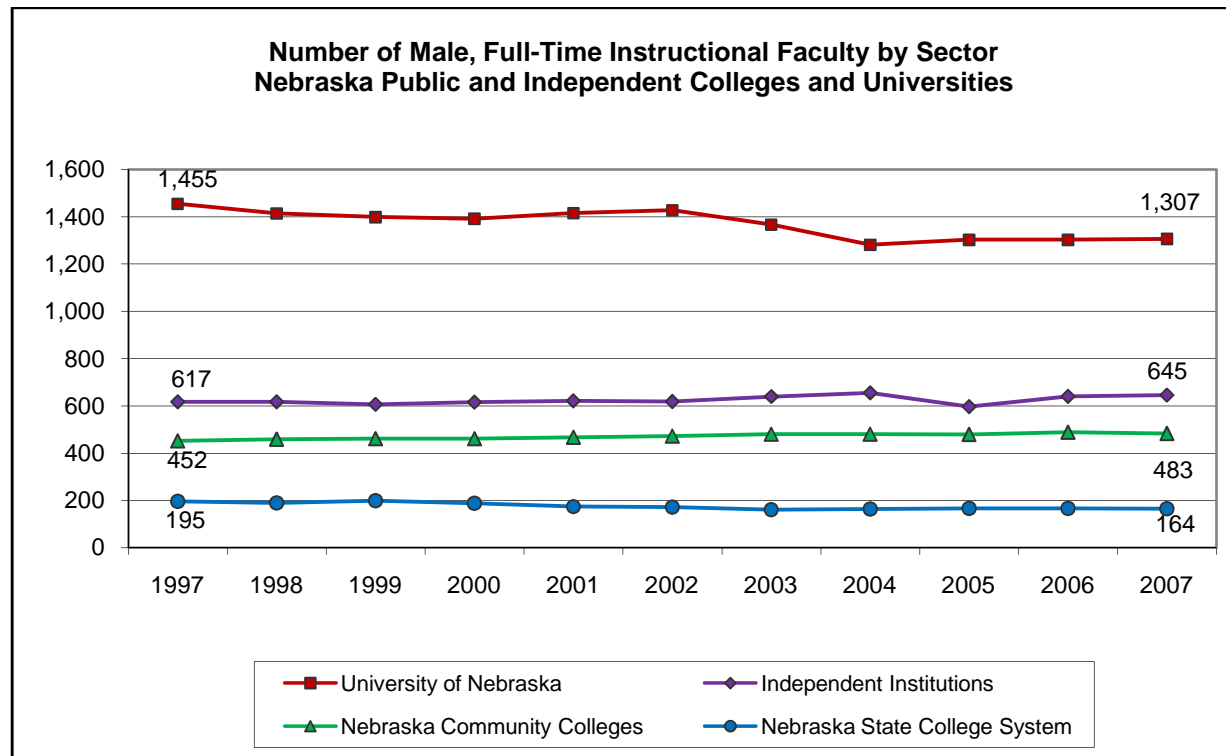


The numbers of full-time instructional faculty employed from 1997 through 2007 by gender, by rank, by sector and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

## **NUMBER OF MALE FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1997-2007**

- When examined by sector, the numbers of male, full-time instructional faculty increased or decreased between fall 1997 and fall 2007 as follows:

University of Nebraska	down 10.2%	Nebraska Community Colleges	up 6.9%
Nebraska Independent Colleges and Universities	up 4.5%	Nebraska State College System	down 15.9%

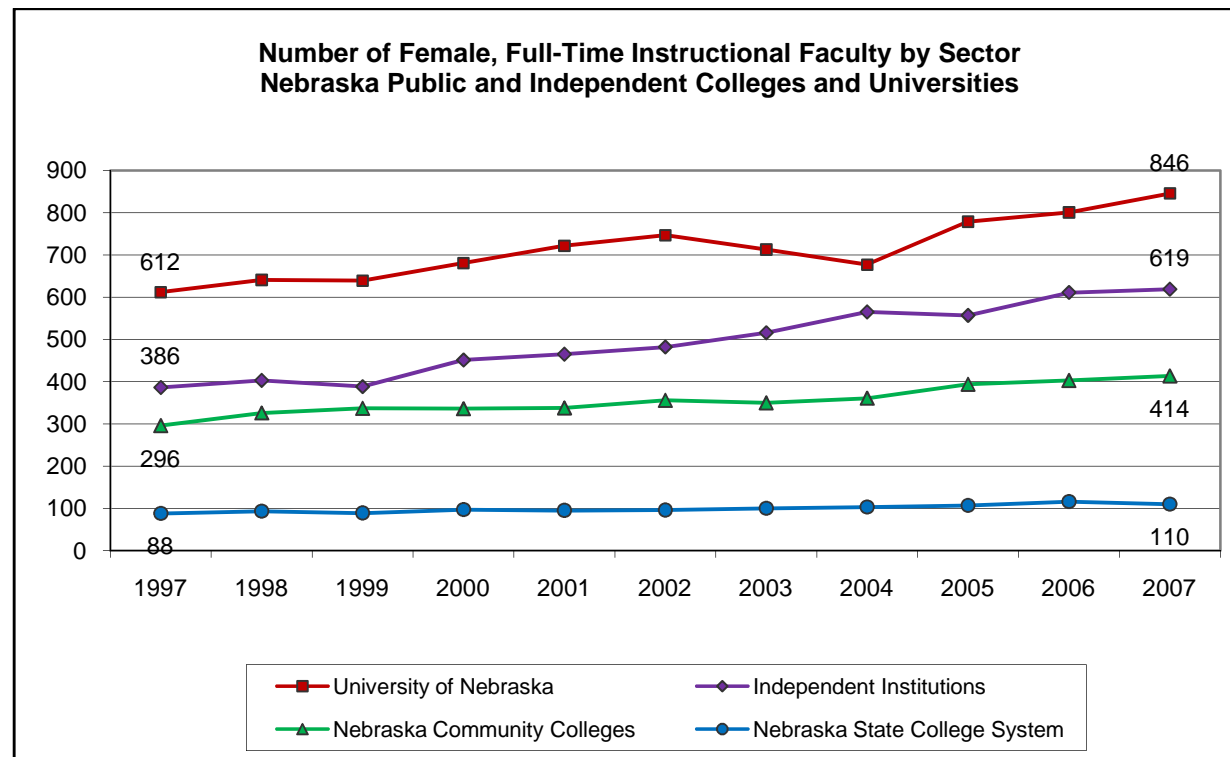


The numbers of full-time instructional faculty employed from 1997 through 2007 by gender, by rank, by sector and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

## **NUMBER OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1997-2007**

- Between fall 1997 and fall 2007, the number of female, full-time instructional faculty employed within each sector significantly increased:

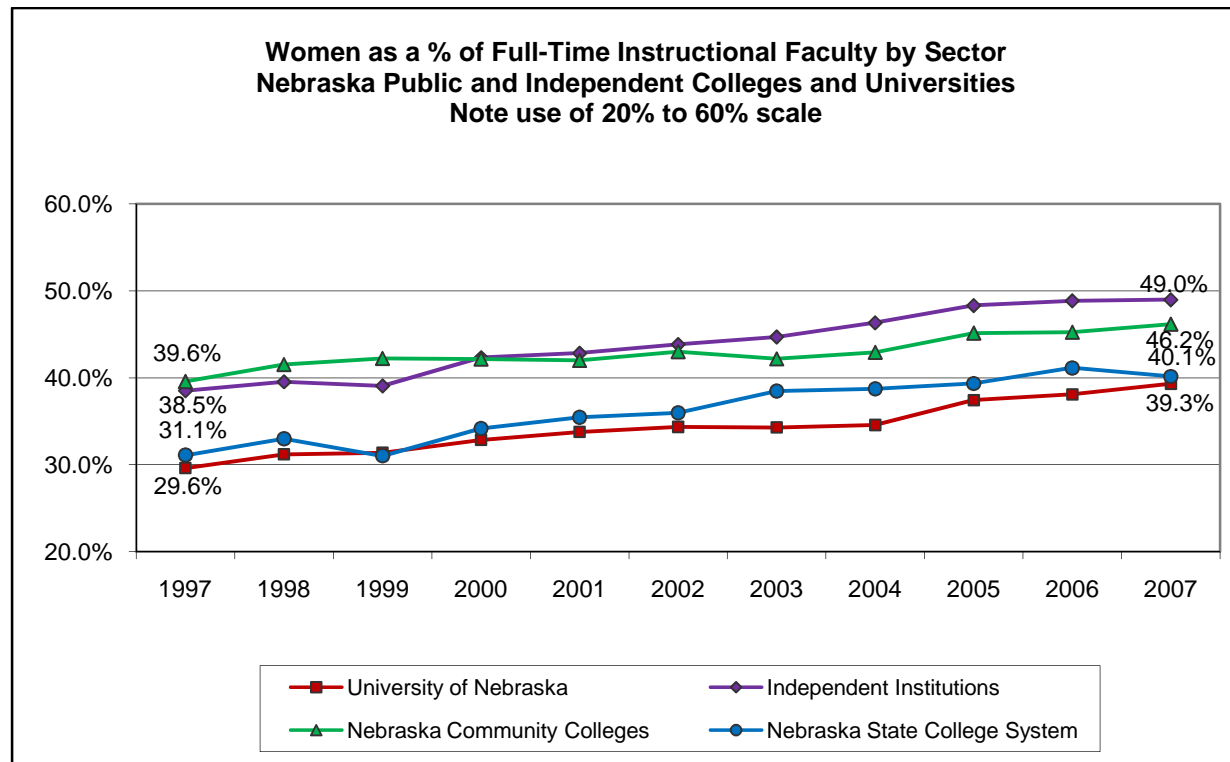
University of Nebraska	up 38.2%	Nebraska Community Colleges	up 39.9%
Nebraska Independent Colleges and Universities	up 60.4%	Nebraska State College System	up 25.0%



The numbers of full-time instructional faculty employed from 1997 through 2007 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 for Section C: Faculty and Salaries**.

## **WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1997-2007**

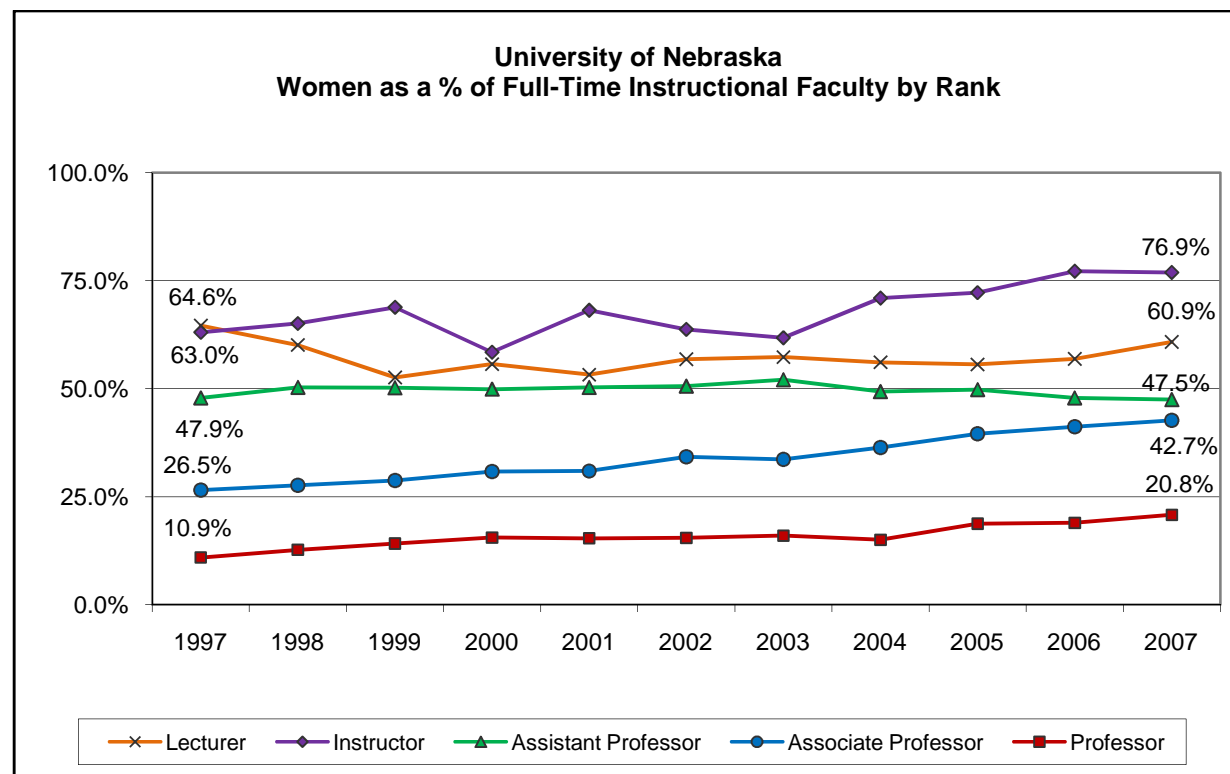
- As a result of the increased number of women faculty within each sector between fall 1997 and fall 2007, women accounted for increasing percentages of the full-time instructional faculty employed by the University of Nebraska, the Nebraska State College System, Nebraska's community colleges and Nebraska's independent institutions.
- Of the four sectors, Nebraska's community colleges employed the highest percentage of women in fall 1997.
- However, in 2007, women accounted for a higher percentage of the full-time instructional faculty within the independent sector.



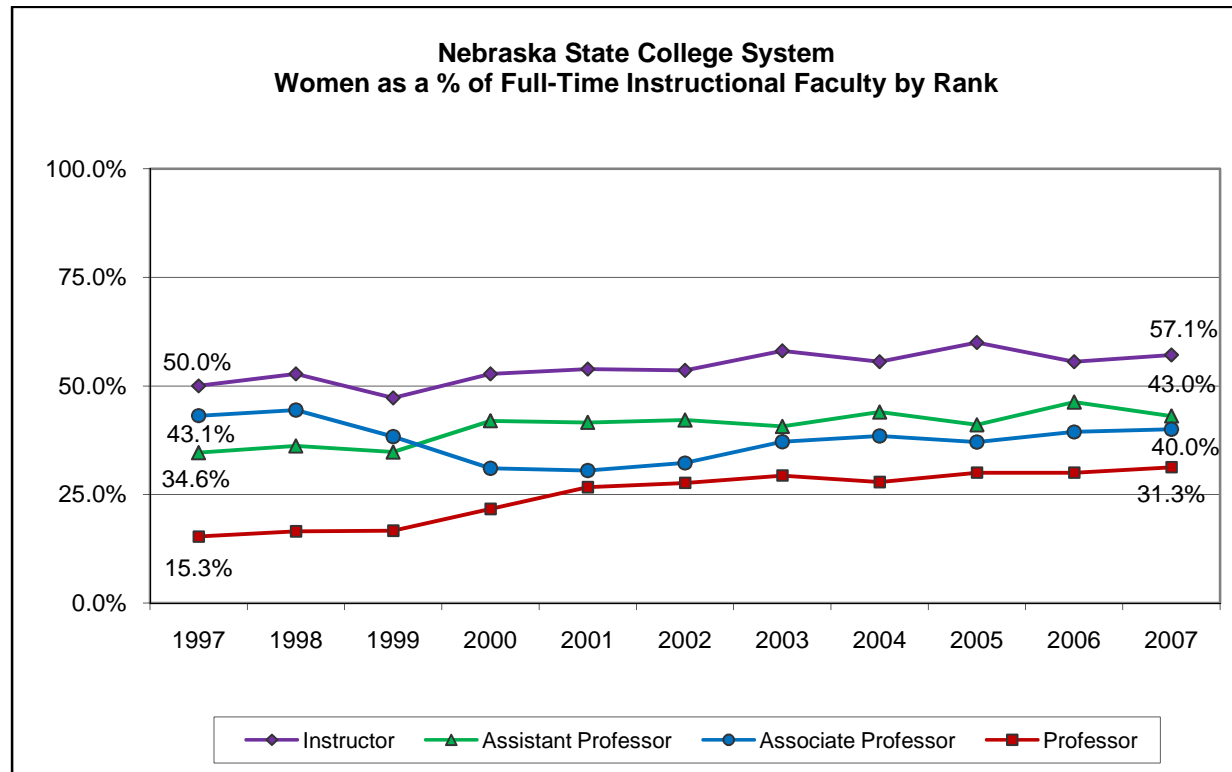
The numbers of full-time instructional faculty employed from 1997 through 2007 by gender, by rank, by sector and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

**WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK: 1997-2007**

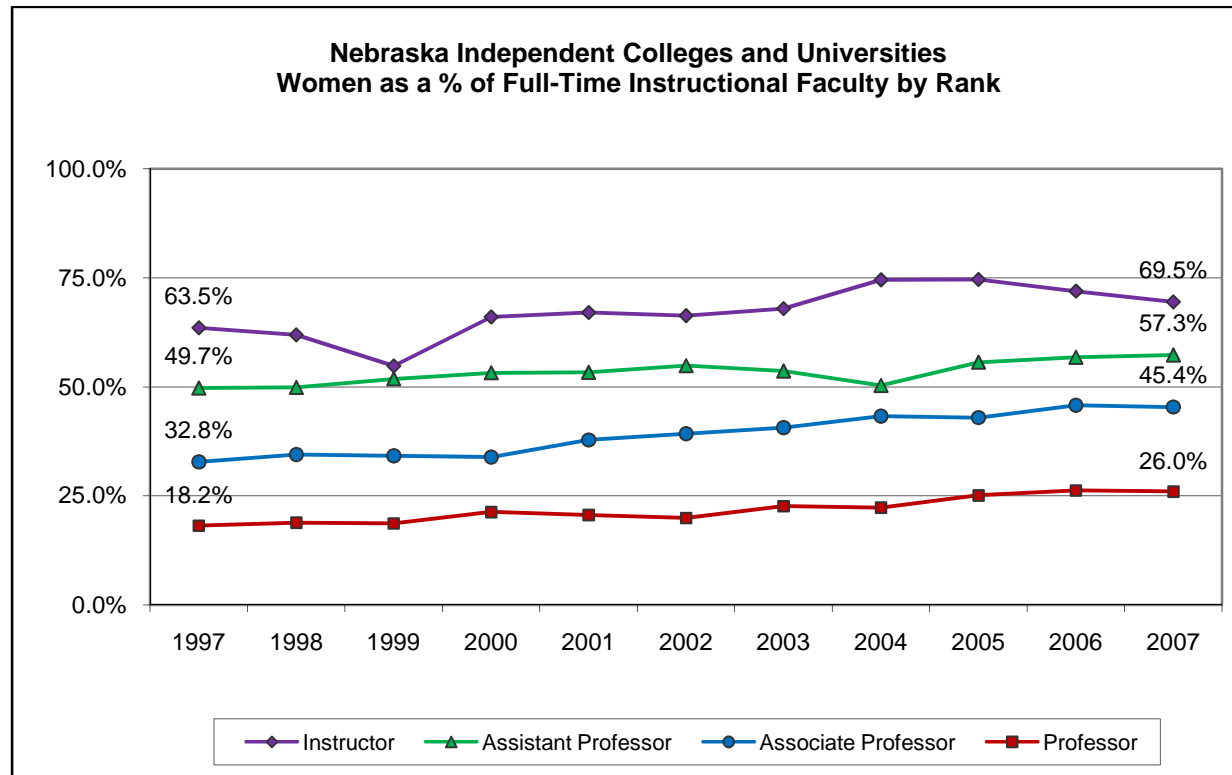
- The charts on this and the following two pages show how women as a percentage of total full-time instructional faculty varied from one academic rank to another within the sectors with tenure systems: the University of Nebraska, the Nebraska State College System and Nebraska's independent colleges and universities.
- Across all three sectors and at every level of academic rank, women constituted higher percentages of the full-time instructional faculty in fall 2007 than in fall 1997, with only two exceptions: In 2007, women accounted for a lower percentage of the lecturers employed by the University of Nebraska and for a lower percentage of the associate professors in the Nebraska State College System in 2007 than they did in 1997.
- 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 fall 1997 through fall 2007, the lowest percentages of women were evidenced at the full professor level, while the highest percentages were at the ranks of lecturer and instructor.



**WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK: 1997-2007**  
 (Continued)

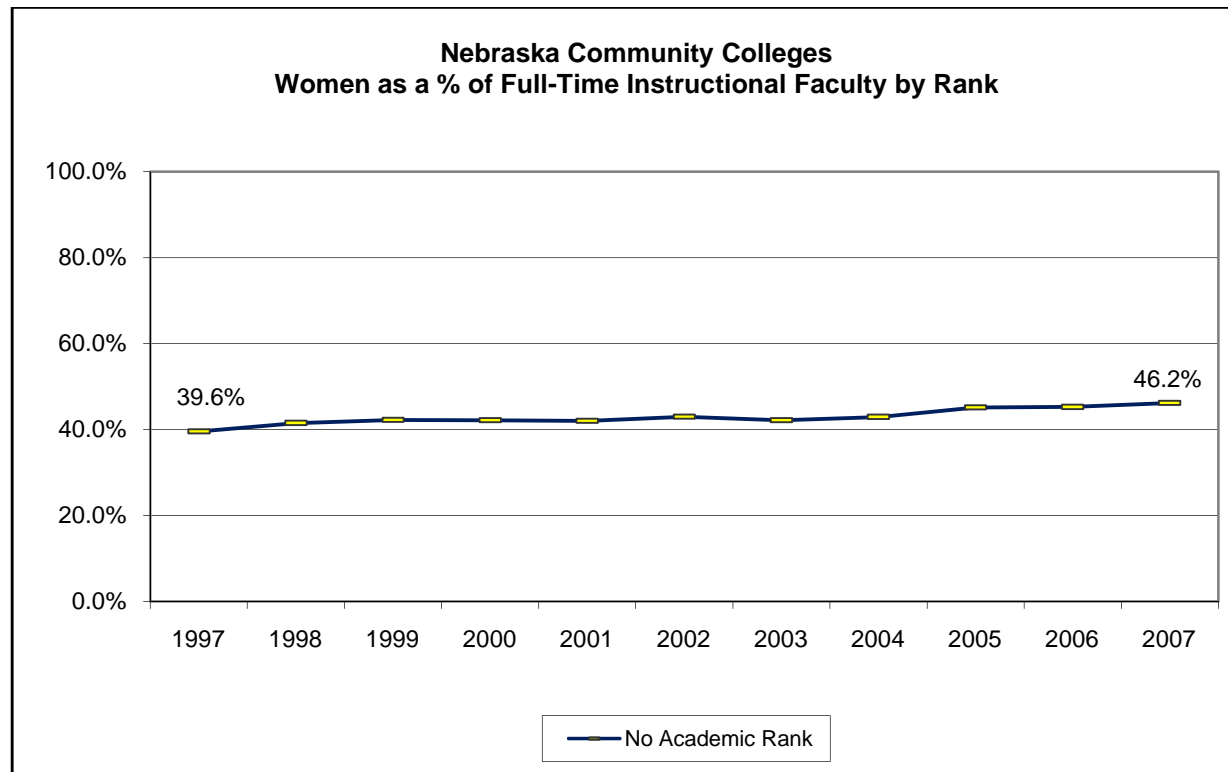


**WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK: 1997-2007**  
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**WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK: 1997-2007**  
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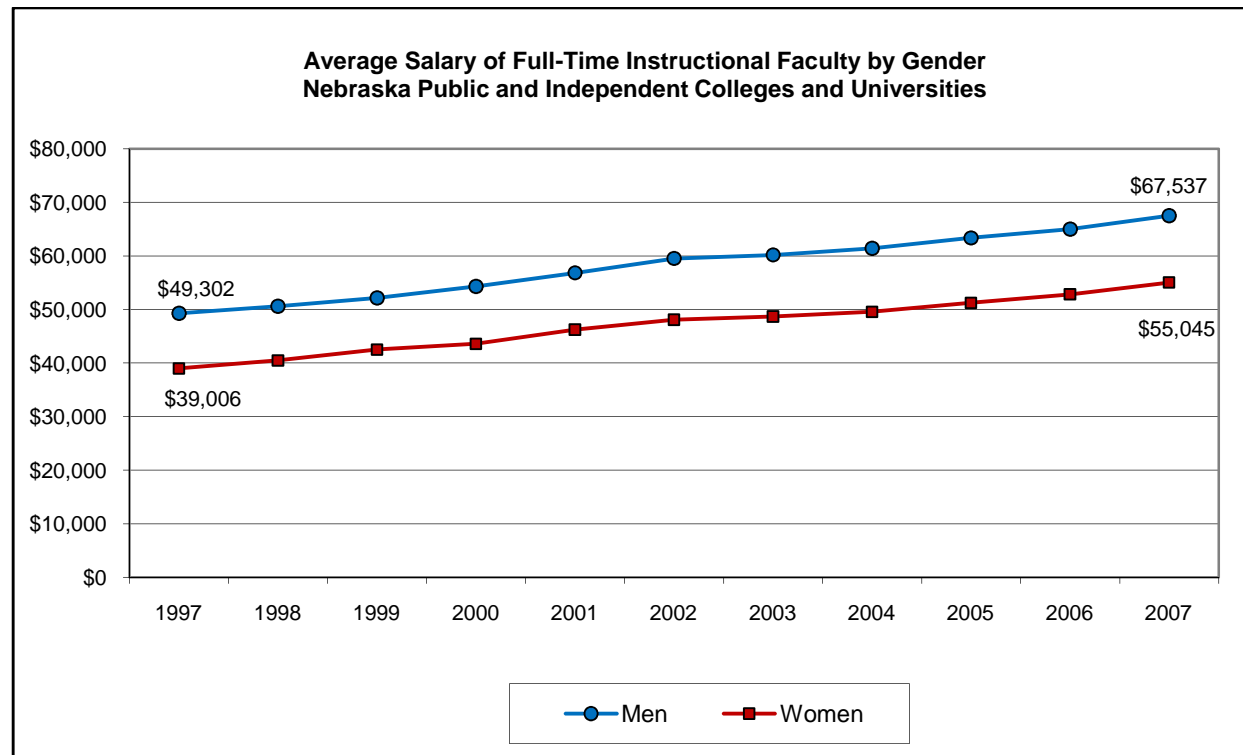
- All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission for fall 1997 through fall 2007.
- As shown below, women accounted for 46.2% of the full-time instructional faculty at the community colleges in 2007, compared to 39.6% in 1997.



The numbers of full-time instructional faculty employed from 1997 through 2007 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 for Section C: Faculty and Salaries**.

## AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY BY GENDER: 1997-2007

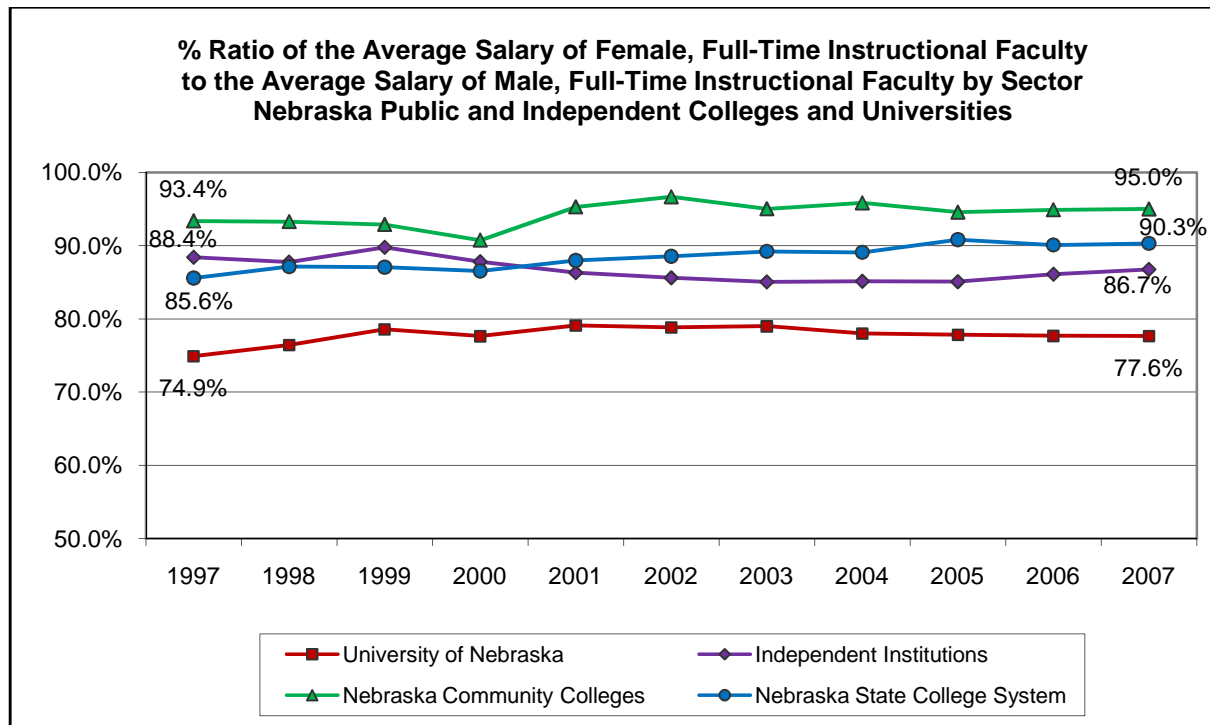
- In fall 1997, the average paid salary of male, full-time instructional faculty at Nebraska's public and independent colleges and universities was \$10,296 higher than the average salary received by female faculty.
- Between fall 1997 and fall 2007, the average salary paid to male faculty increased from \$49,302 to \$67,537, or by 37.0%.
- In comparison, the average paid salary of female full-time instructional faculty increased by 41.1%, from \$39,006 in fall 1997 to \$55,045 in fall 2007.
- However, by 2007, the gap between the average salaries of men and women had widened to \$12,492.



Salary data by gender, by rank, by sector and by institution for full-time instructional faculty employed from 1997 through 2007 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 for Section C: Faculties and Salaries**.

**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: 1997-2007**

- Statewide, the average salary of female, full-time instructional faculty was 81.5% of the average salary of male, full-time faculty in fall 2007, up from 79.1% in fall 1997.
- By sector, the lowest ratio was at the University of Nebraska, where women, on the average, earned 77.6% of the men’s average salary in fall 2007.
- 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 85.6% in fall 1997 to 90.3% in fall 2007.
- Among the sectors, however, the highest ratio was at Nebraska’s community colleges, where the average salary of female, full-time faculty was 95.0% of the average salary received by their male colleagues in fall 2007.



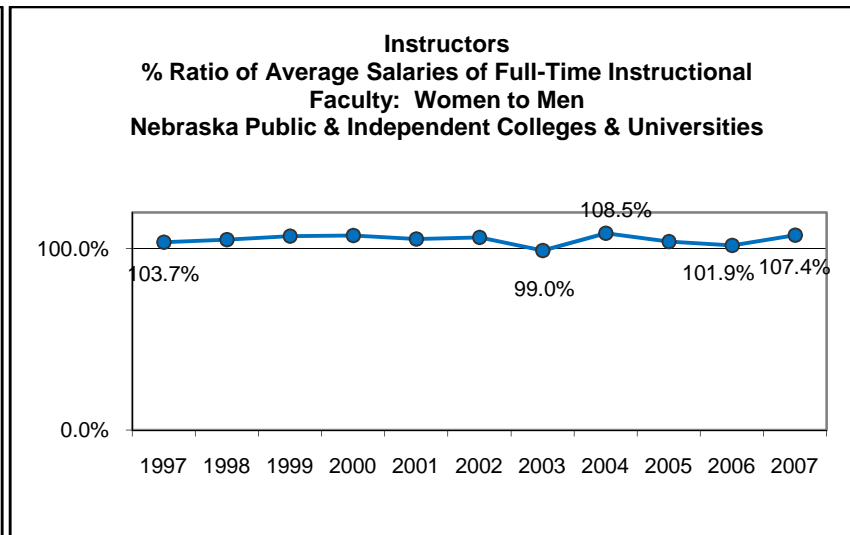
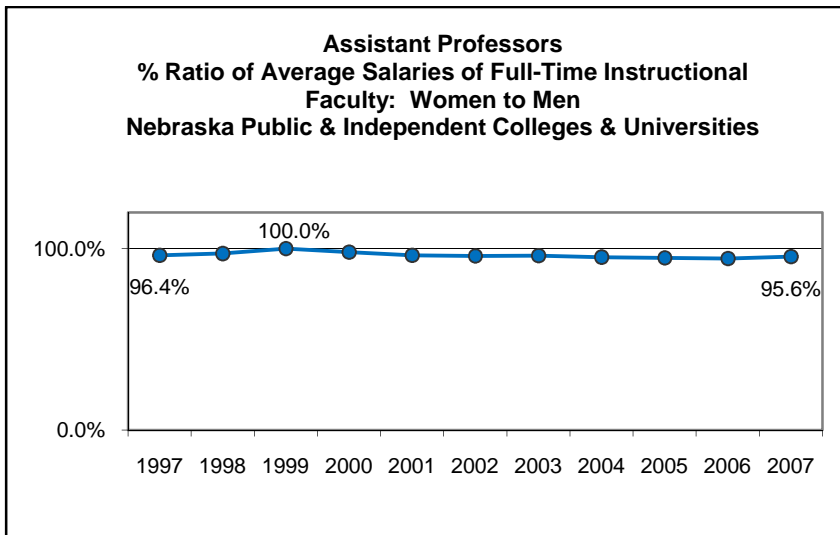
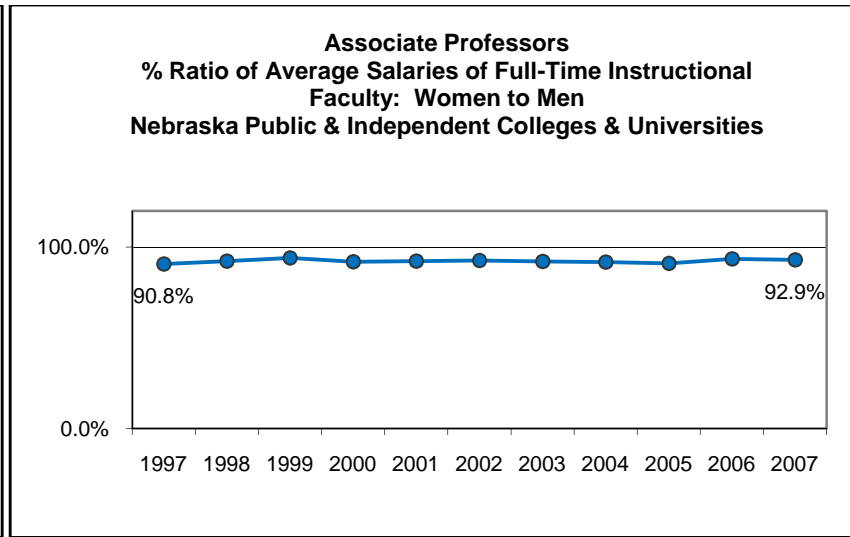
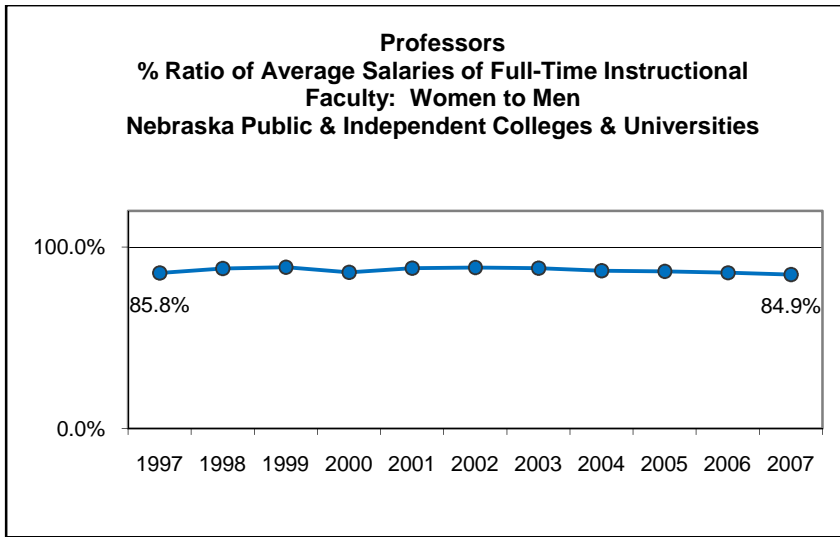
**Note use of 50% to 100% scale**

## **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: 1997-2007**

- 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 fall 1997 and fall 2007.
- 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 fall 1997, the average salary received by female professors was 85.8% of the average salary of male professors, and in fall 2007, the percentage ratio fell slightly to 84.9%%.
- At the associate professor rank, the ratio of women's average salary to men's was higher in fall 2007 than in fall 1997, but at the assistant professor rank, the ratio of women's average salary to men's was lower in fall 2007 than 10 years earlier.
- At the beginning of the period, the average salary of female associate professors was 90.8% of the average salary of men at the same rank. In fall 2007, the percentage was 92.9%.
- Among assistant professors, women earned average salaries equal to 96.4% of their male colleagues' in fall 1997. The ratio increased until fall 1999 when pay equity was achieved between male and female assistant professors, but by fall 2007, female assistant professors were earning 95.6% 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 ten of the eleven years charted on the next page. During this period, women's salaries relative to men's peaked in fall 2004, when women were earning 108.5% of the salaries paid to male instructors. In fall 2007, women's salaries at the instructor level were, on average, 107.4% of those of male instructors.
- Among lecturers employed at the University of Nebraska<sup>1</sup>, the ratio of women's average salary to men's decreased from 92.6% in fall 1997 to 85.8% in fall 2007.
- At Nebraska's community colleges, where faculty are not classified by academic rank, the average salary of female faculty was 95.0% of the average salary of male faculty in fall 2007, up from 93.4% in fall 1997.

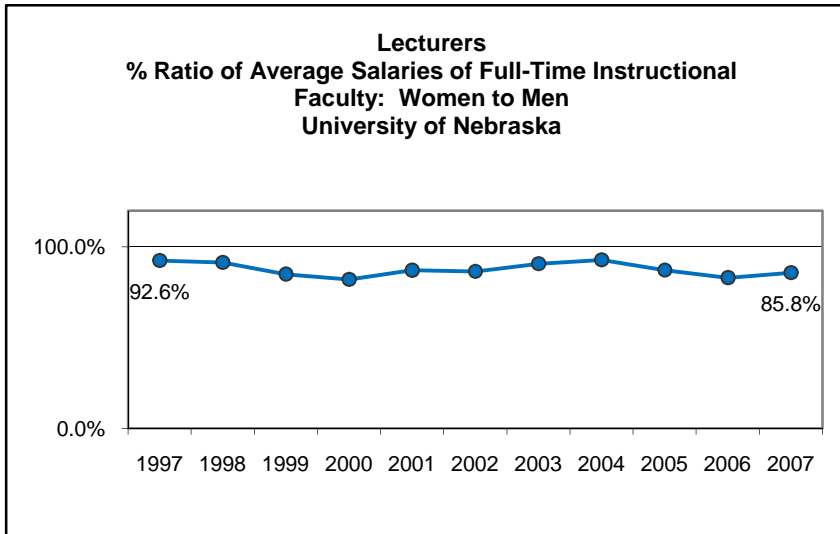
**THE PERCENTAGE RATIO OF THE AVERAGE SALARY OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY TO THE AVERAGE SALARY OF MALE, FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1997-2007**

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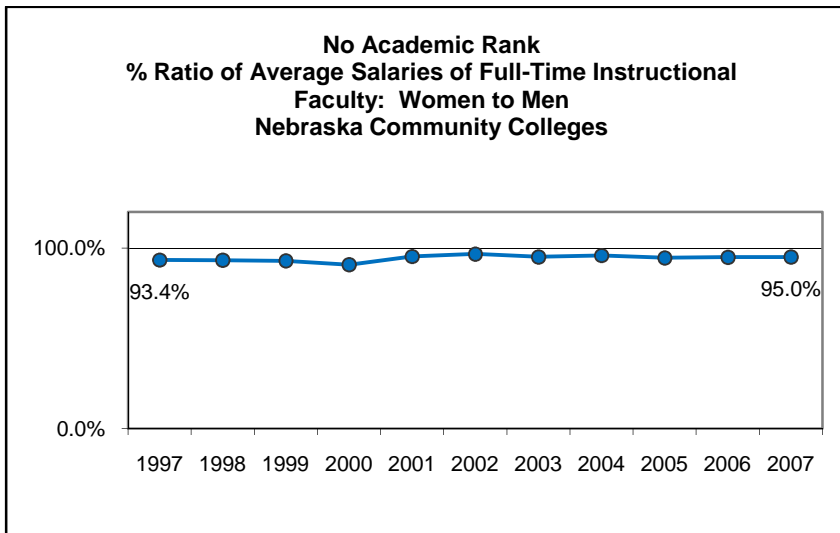


**THE PERCENTAGE RATIO OF THE AVERAGE SALARY OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY TO THE AVERAGE SALARY OF MALE, FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1997-2007**

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Note: Since lecturers have not been consistently employed by the state colleges or independent institutions, 10-year trend statistics are not applicable. Between fall 1997 and fall 2007, the state colleges employed 0 to 5 lecturers each year and the independent colleges employed 0 to 8 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 3 and the independent colleges employed 0 to 20 between fall 1997 and fall 2007.

