

# Section C Faculty and Salaries

## Executive Summary of Data

Section C of the *Factual Look at Higher Education in Nebraska* summarizes the numbers and average salaries of full-time instructional faculty reported through Integrated Postsecondary Education Data System (IPEDS) surveys of Nebraska's public and independent (not-for-profit) colleges and universities. These institutions do not include the state's for-profit/career schools. Institutions currently report faculty counts and salaries as of November 1 for the academic year. For example, data reported in fall 2008 is for the 2008-2009 academic year. In this section, ten- and six-year trends are presented, based on data collected through the fall 1998-2008 IPEDS surveys of Nebraska public and independent colleges and universities. Using these data, the numbers and average salaries of full-time instructional faculty are analyzed by (1) sector, (2) rank, (3) gender, and (4) race/ethnicity.

# Executive Summary of Data

## Faculty and Salaries Fall 1998 - Fall 2008

### Total Number of Full-Time Instructional Faculty

- Full-time instructional faculty at Nebraska's public and independent colleges and universities increased from 4,143 in fall 1998 to 4,663 in fall 2008, an increase of 12.6%.
- Over the same 10 years, total fall student enrollment increased 16.2%.
- Increases in faculty generally parallel increases in fall enrollment. However, between fall 1998 and fall 2008, the ratio of total fall enrollment to full-time instructional faculty decreased slightly at the University of Nebraska and increased slightly within the Nebraska State College System, the community college sector, and the sector comprised of independent institutions.
- When analyzed by sector and rank, the most significant changes in the numbers of full-time instructional faculty were as follows:
  - 44 additional professors and 85 additional assistant professors at the University of Nebraska, offset by 63 fewer associate professors.<sup>1</sup>
  - 262 additional professors, associate professors, assistant professors, and instructors at Nebraska's independent institutions.
  - 130 additional faculty with no academic rank at Nebraska's community colleges<sup>2</sup>

### Average Salaries of Full-Time Instructional Faculty

- Between fall 1998 and fall 2008, the average salary for full-time faculty at Nebraska's public and independent institutions increased 37.3%, from \$47,030 to \$64,556.<sup>3</sup>

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

<sup>2</sup>Faculty are not classified by academic rank at Nebraska's community colleges.

<sup>3</sup>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 appointments are adjusted to be equivalent to the salaries for faculty on 9-month appointments.

- When average salaries are adjusted for inflation by converting them to 2008-09 dollars, the statewide average salary increased 5.2% over the 10 years.
- Average faculty salaries generally increased across all four sectors between fall 1998 and fall 2008.

	<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 39.8%	up 7.2%
University of Nebraska	up 38.5%	up 6.1%
Nebraska independent colleges and universities	up 37.9%	up 5.7%
Nebraska State College System	up 33.8%	up 2.5%

### **Full-Time Instructional Faculty by Gender**

- Between fall 1998 and fall 2008, women accounted for an increased percentage of the full-time instructional faculty at Nebraska’s public and independent colleges and universities.
  - In fall 1998, 35.3% of the full-time instructional faculty were women.
  - By fall 2008, women accounted for 44.2% 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 at the University of Nebraska, the Nebraska State College System, and Nebraska’s independent colleges and universities.<sup>4</sup>
- However, percentages of female faculty continued to be inversely related to academic rank. From fall 1998 through fall 2008, 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 41.5% of the full-time instructional faculty in fall 1998 and for 46.9% in fall 2008.
- In comparison, women constituted 49.3% of the full-time instructional faculty at the independent institutions in fall 2008, while 41.0% of the faculty at the state colleges and 40.4% of the faculty at the University of Nebraska were women.

<sup>4</sup> The exceptions were that women accounted for a slightly lower percentage of the assistant professors at the University of Nebraska and a lower percentage of the associate professors at the state colleges in 2008 than in 1998.

### **Average Salaries of Full-time Instructional Faculty by Gender**

- In fall 1998, the average paid salary of male, full-time instructional faculty at Nebraska's public and independent colleges and universities was \$10,137 higher than the average salary received by female faculty. By fall 2008, the gap between the average salaries of men and women had widened to \$13,403.
- Statewide, the average salary of female full-time instructional faculty was 81.0% of the average salary of male full-time faculty in fall 2007, up only slightly from 80.0% in fall 1998.
- 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 fall 2008, female professors earned, on the average, 84.8% of the average salary of male professors, whereas female instructors earned 105.5% of the average salary paid to male instructors.
- Female full-time instructional faculty have been paid, on average, as much or more than their male colleagues only at the instructor level.

### **Total Full-Time Faculty by Race/Ethnicity<sup>5</sup>**

- In fall 2007, 84.5% of the instructional, research, and other faculty were white non-Hispanics, down from 87.1% in fall 2001 and 90.2% in fall 1997.
- Over the six-year period between fall 2001 and fall 2007, total minority faculty – consisting of Asians/Pacific Islanders, Hispanics, Native Americans, and black non-Hispanics – increased 17.6%, from 506 to 595, while white non-Hispanic faculty increased 5.3%, from 4,684 to 4,932.
- During this period, the number of non-resident alien faculty increased 50.5%, from 190 to 286.
- When percentages of full-time faculty are compared to percentages of total student headcount enrollment by race/ethnicity, Hispanics, black non-Hispanics and Native Americans were underrepresented among the faculty in fall 2007, 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 fall 2007.

<sup>5</sup>Race/ethnicity data are 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.