

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.

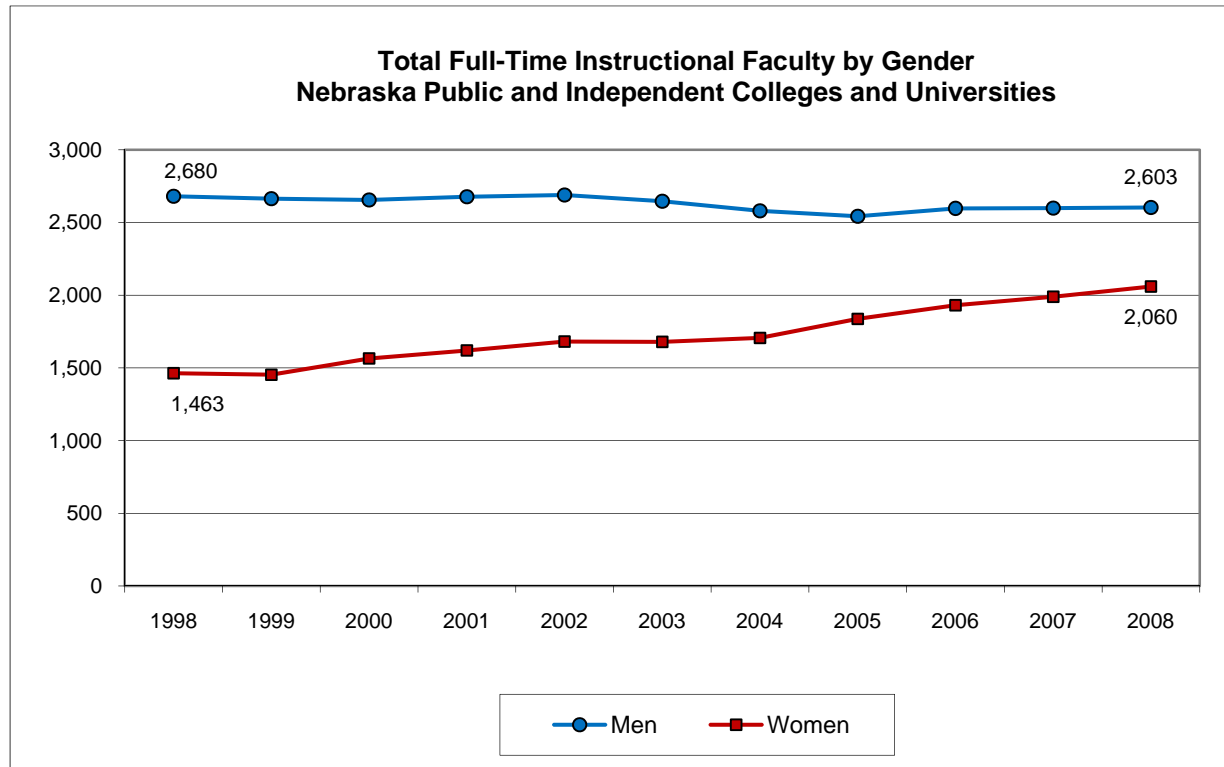
Institutions report the number of full-time faculty and the corresponding total outlay for salaries at each academic rank. An average salary is calculated by dividing the total salary outlay by the number of faculty. Salaries for faculty on 12-month appointment are adjusted to be equivalent to the salaries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

Faculty numbers and salary outlays were reported as of October 1 for each of the years from fall 1998 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: 1998-2008

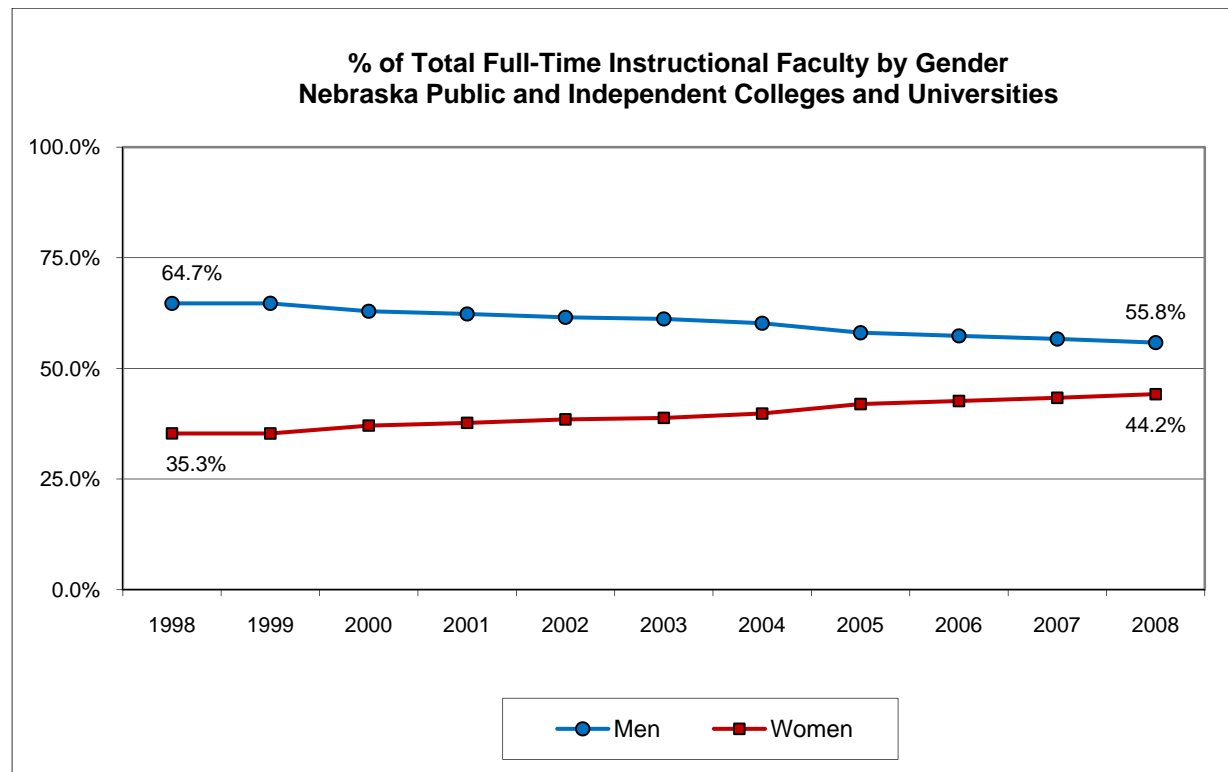
- The total number of male, full-time instructional faculty at Nebraska's public and independent colleges and universities decreased from 2,680 in fall 1998 to 2,603 in fall 2008, a decrease of 2.9%.
- In comparison, the total number of female faculty increased from 1,463 to 2,060, or by 40.8% over the 10-year period.



The numbers of full-time instructional faculty employed from 1998 through 2008 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**.

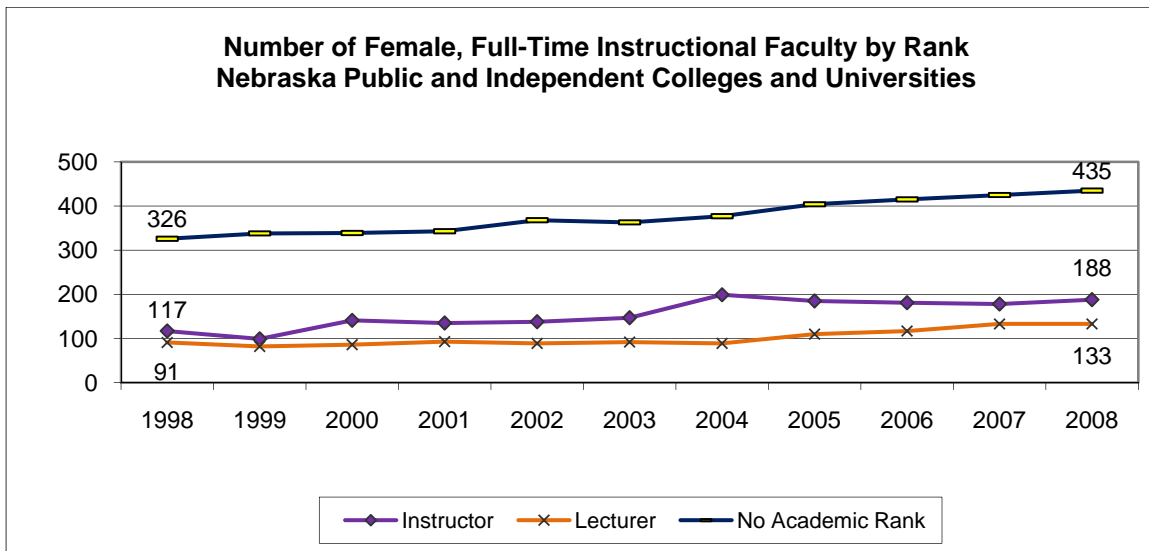
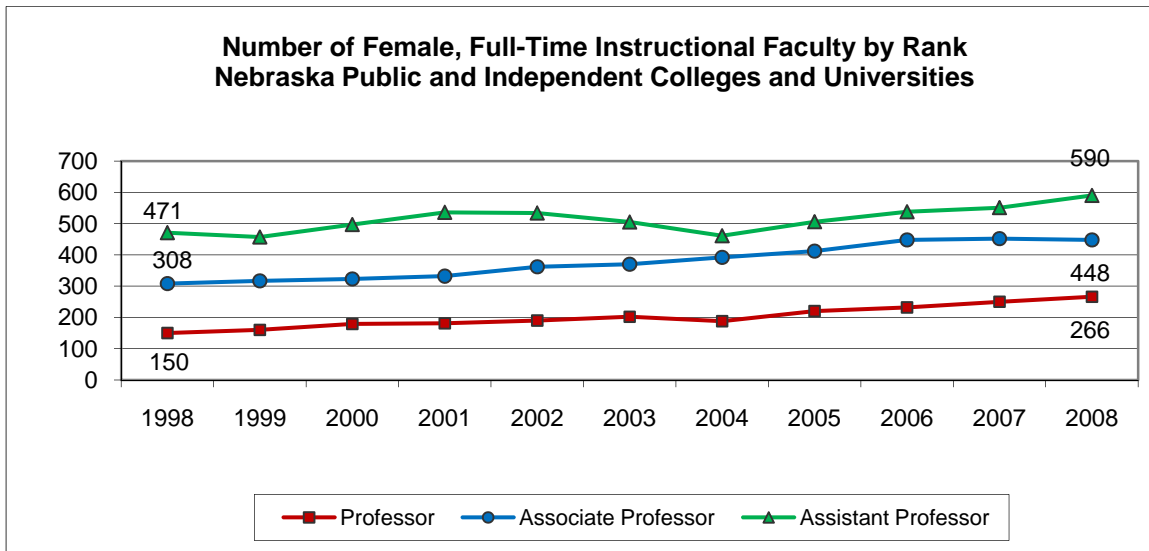
Percentages of TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY by GENDER: 1998-2008

- Between 1998 and 2008, women accounted for an increasing 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 faculty were women.
- By fall 2008, women accounted for 44.2% of the full-time faculty.



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NUMBER OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1998-2008



When analyzed by rank, the numbers of female full-time faculty employed by Nebraska's public and independent institutions increased between fall 1998 and fall 2008 as follows:

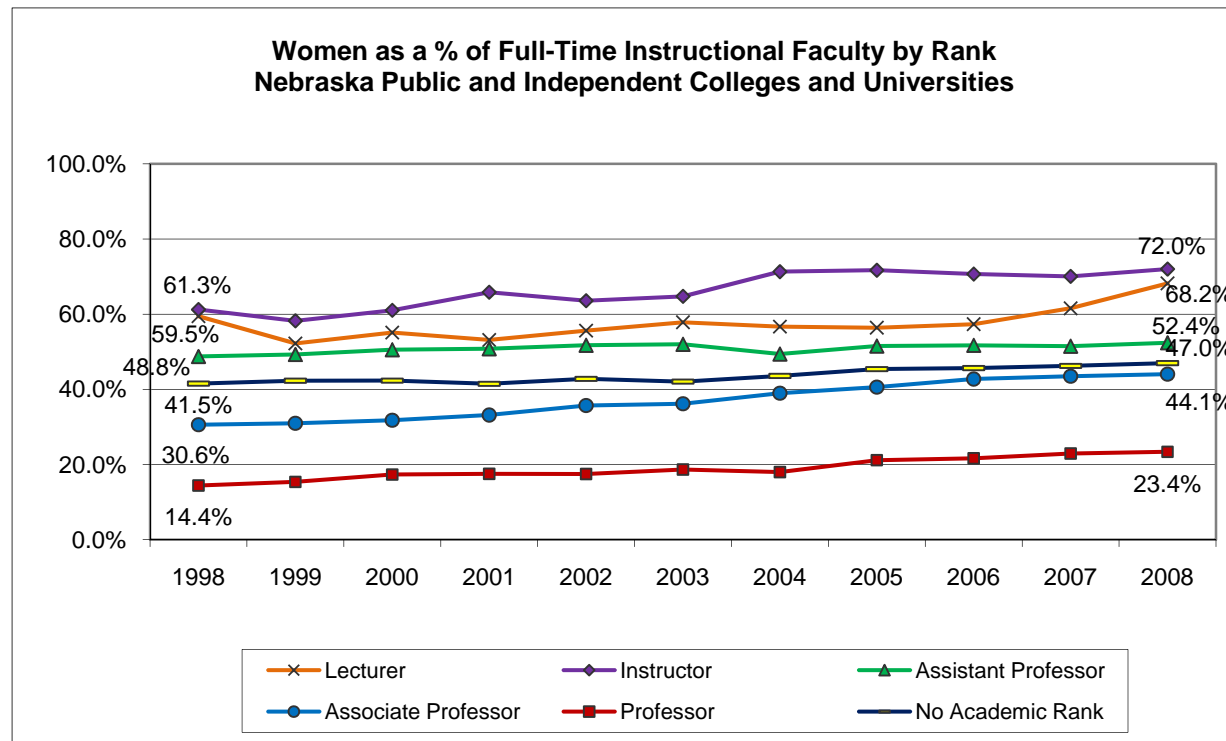
Professors	up 116	77.3%
Associate Professors	up 140	45.5%
Assistant Professors	up 119	25.3%
Instructors	up 71	60.7%
Lecturers	up 42	46.2%
No Rank	up 109	33.4%
<hr/>		
Total	up 597	40.8%

- Increased numbers of female professors and associate professors accounted for 42.9% of the 597 additional female full-time faculty.
- Women with no academic rank, primarily employed at the community colleges, accounted for another 18.3% of the total increase.

The numbers of full-time instructional faculty employed from 1998 through 2008 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: 1998-2008

- 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 ranks between fall 1998 and fall 2008.
- The greatest percentage increases were at the professor, associate professor, and instructor levels.
- In fall 2008, 44.1% of the associate professors were women, compared to 30.6% in fall 1998, a difference of 13.5%.
In 2008, 72.0% of the instructors were women, up from 61.3% in 1998, a difference of 10.7%.
In 2008, 23.4% of the full professors were women, up from 14.4% ten years earlier, a difference of 9.0%.

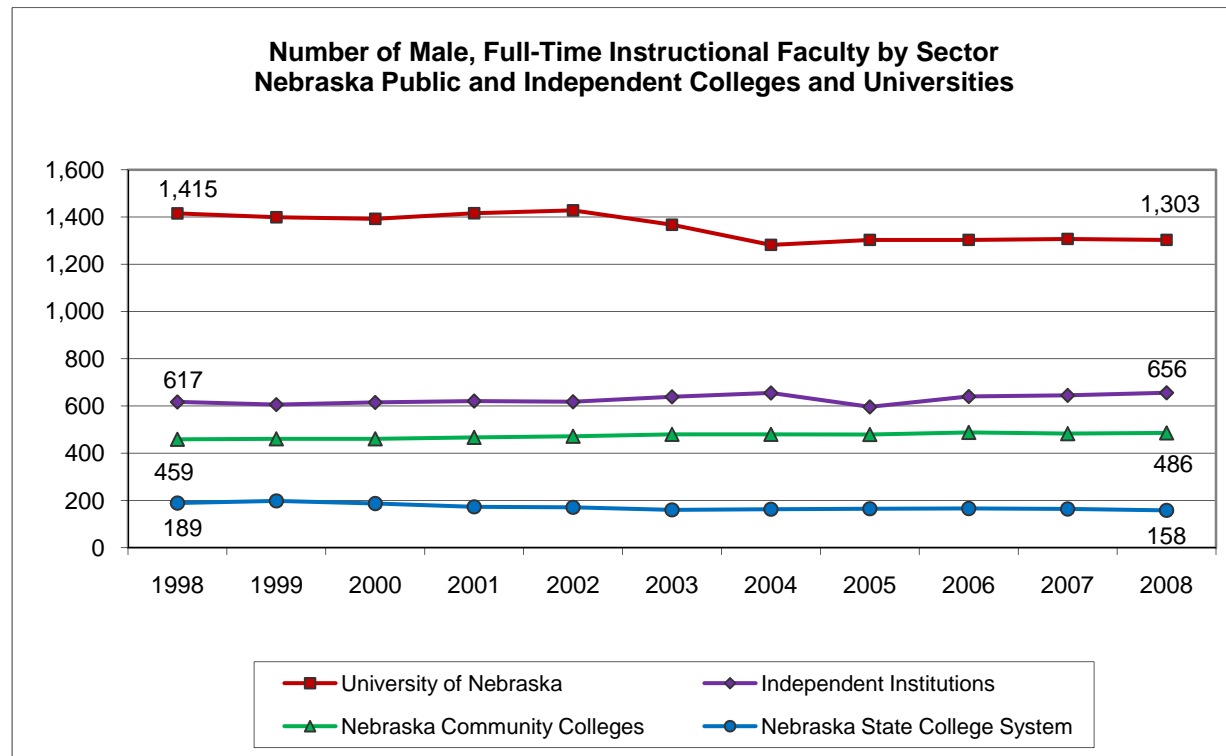


The numbers of full-time instructional faculty employed from 1998 through 2008 by gender, by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

NUMBER OF MALE FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1998-2008

- When examined by sector, the numbers of male, full-time instructional faculty increased or decreased between fall 1998 and fall 2008 as follows:

University of Nebraska	down 7.9%	Nebraska Community Colleges	up 5.9%
Nebraska Independent Colleges and Universities	up 6.3%	Nebraska State College System	down 16.4%

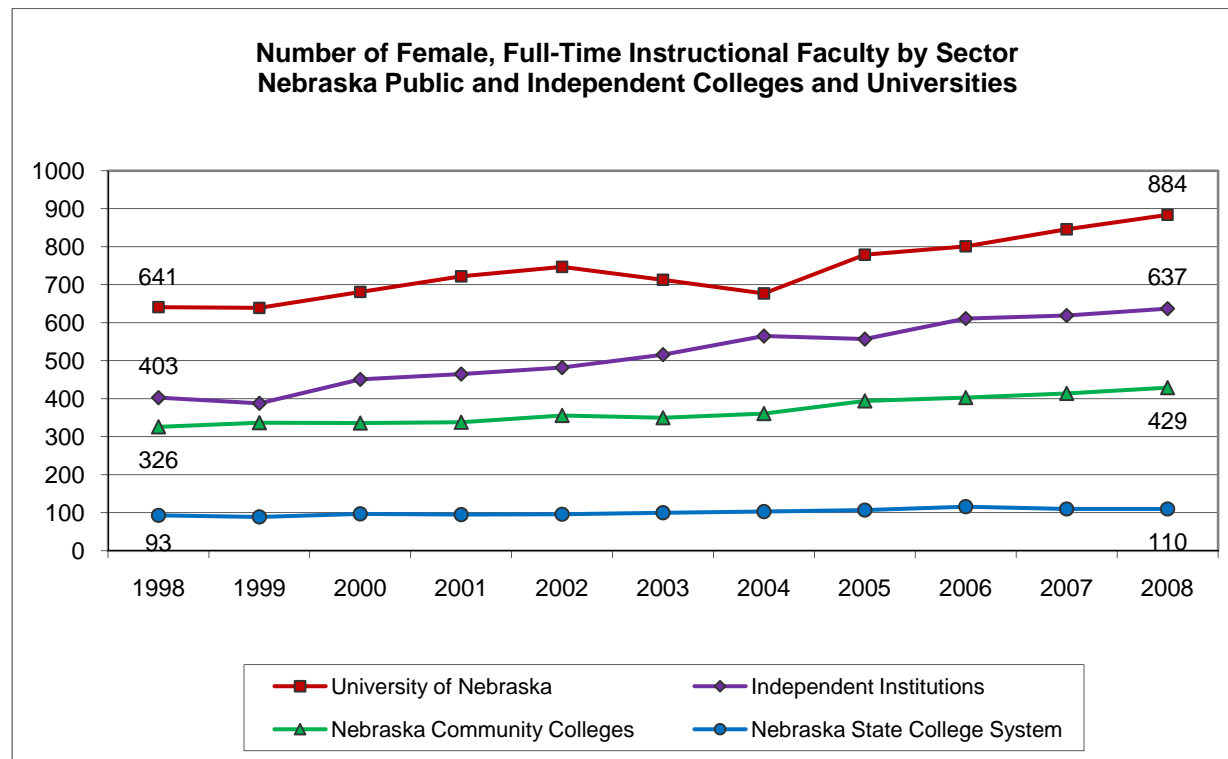


The numbers of full-time instructional faculty employed from 1998 through 2008 by gender, by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

NUMBER OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1998-2008

- Between fall 1998 and fall 2008, the number of female, full-time instructional faculty employed within each sector significantly increased:

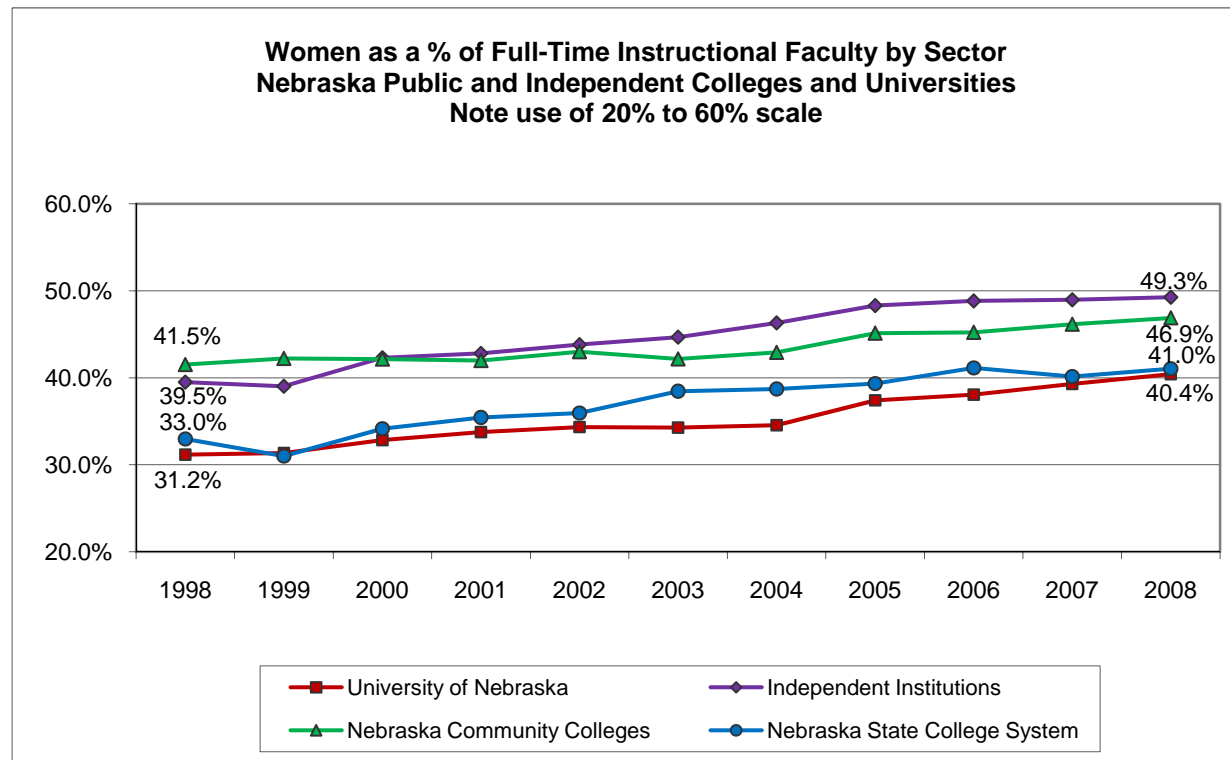
University of Nebraska	up 37.9%	Nebraska Community Colleges	up 31.6%
Nebraska Independent Colleges and Universities	up 58.1%	Nebraska State College System	up 18.3%



The numbers of full-time instructional faculty employed from 1998 through 2008 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: 1998-2008

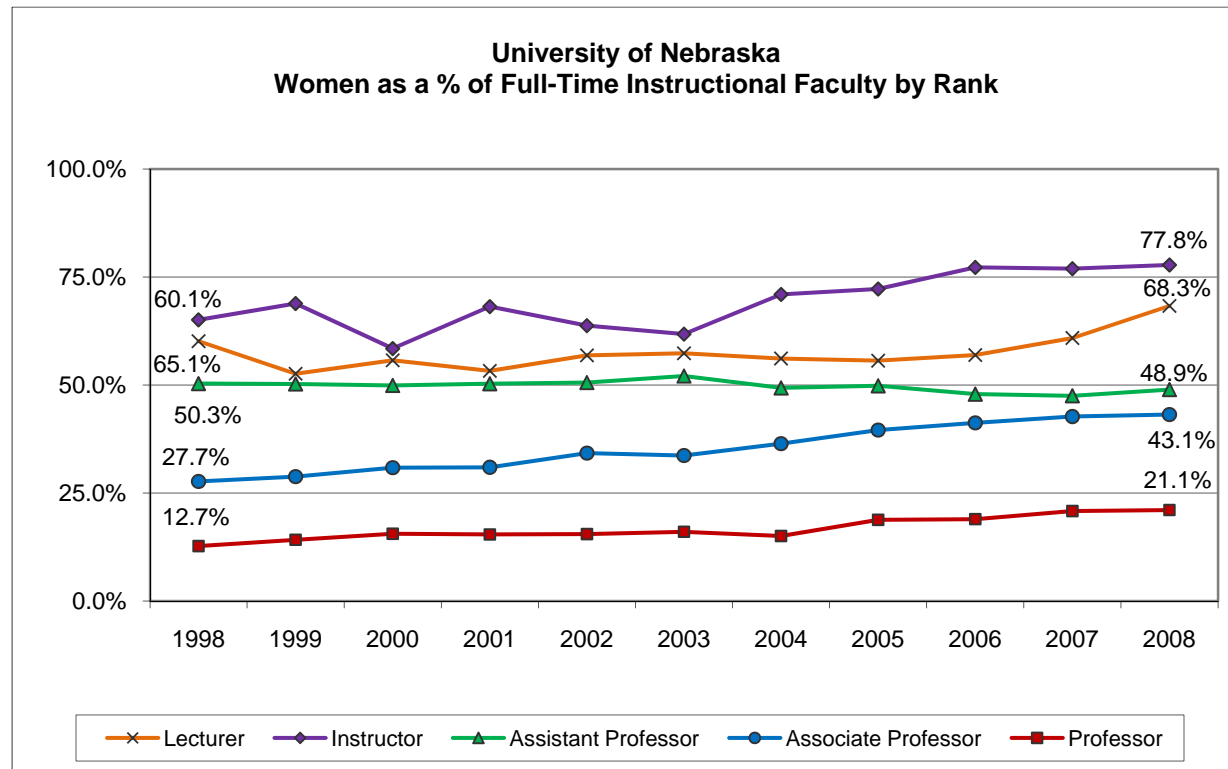
- As a result of the increased number of women faculty within each sector between fall 1998 and fall 2008, women accounted for increasing percentages of the full-time instructional faculty employed by the University of Nebraska, the Nebraska State College System, Nebraska's community colleges, and Nebraska's independent institutions.
- Of the four sectors, Nebraska's community colleges employed the highest percentage of women in fall 1998.
- However, since 2000, women have accounted for a higher percentage of the full-time instructional faculty within the independent sector than at the state's community colleges.



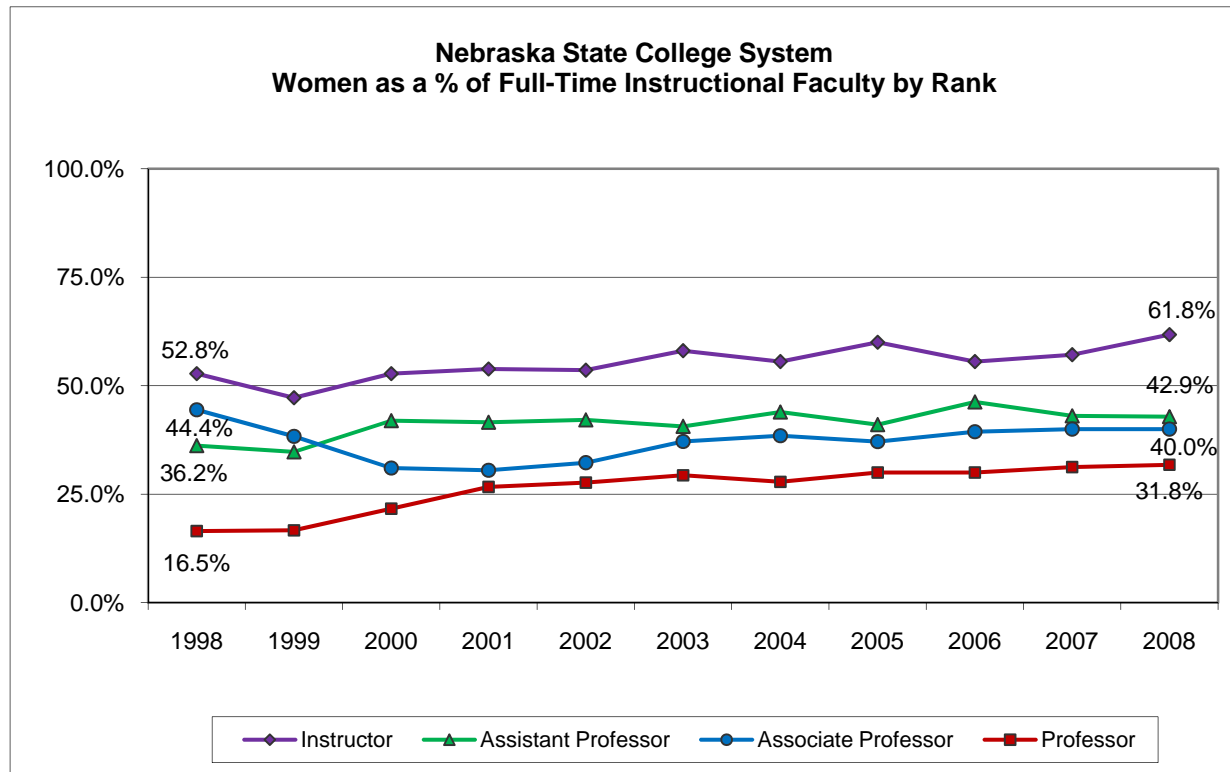
The numbers of full-time instructional faculty employed from 1998 through 2008 by gender, by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK: 1998-2008

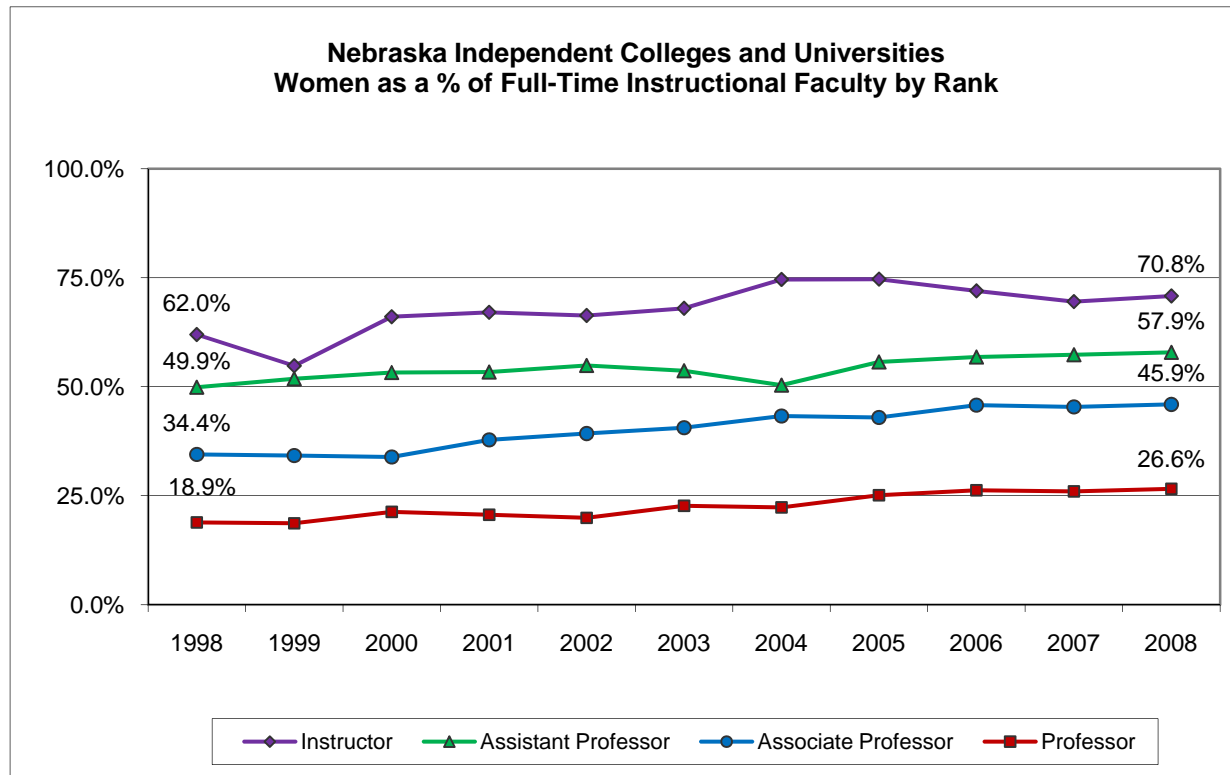
- The charts on this and the following two pages show how women as a percentage of total full-time instructional faculty varied from one academic rank to another within the sectors with tenure systems: the University of Nebraska, the Nebraska State College System, and Nebraska’s independent colleges 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 2008 than in fall 1998, with only one exception: In 2008, women accounted for a lower percentage of the associate professors in the Nebraska State College System in 2008 than they did in 1998.
- 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 1998 through fall 2008, 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: 1998-2008
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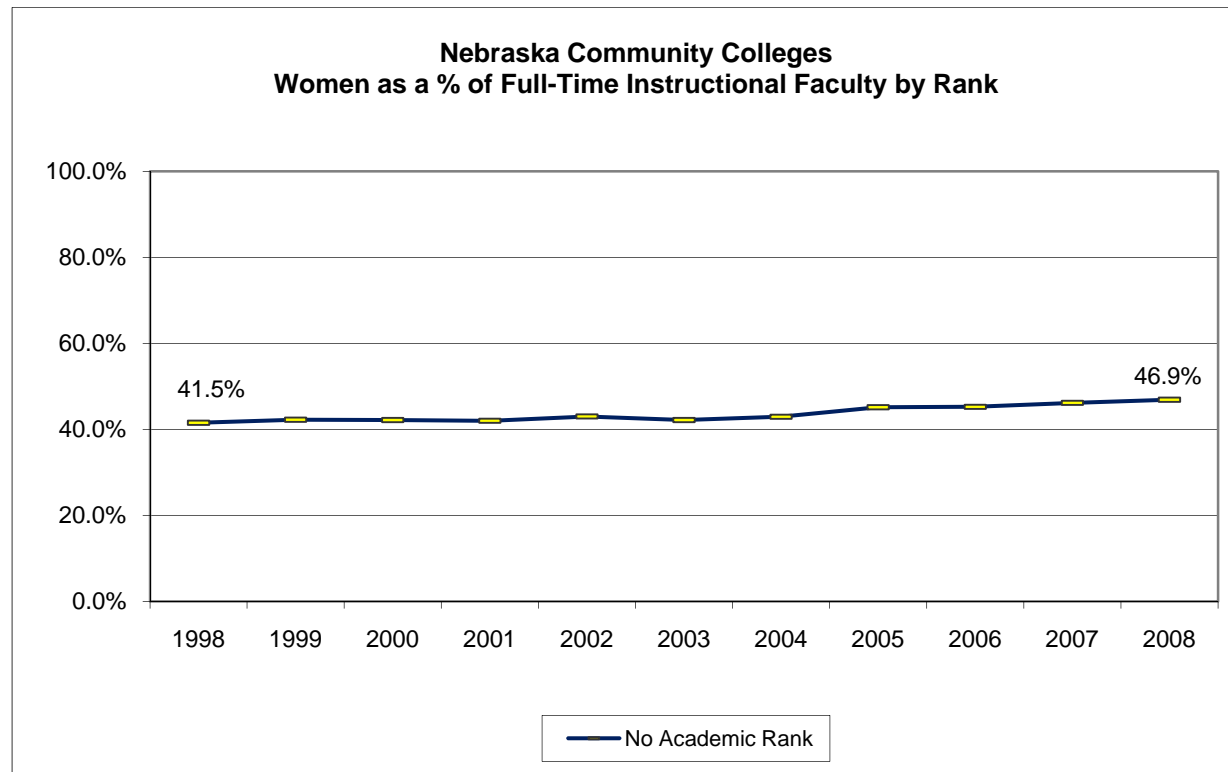


WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK: 1998-2008
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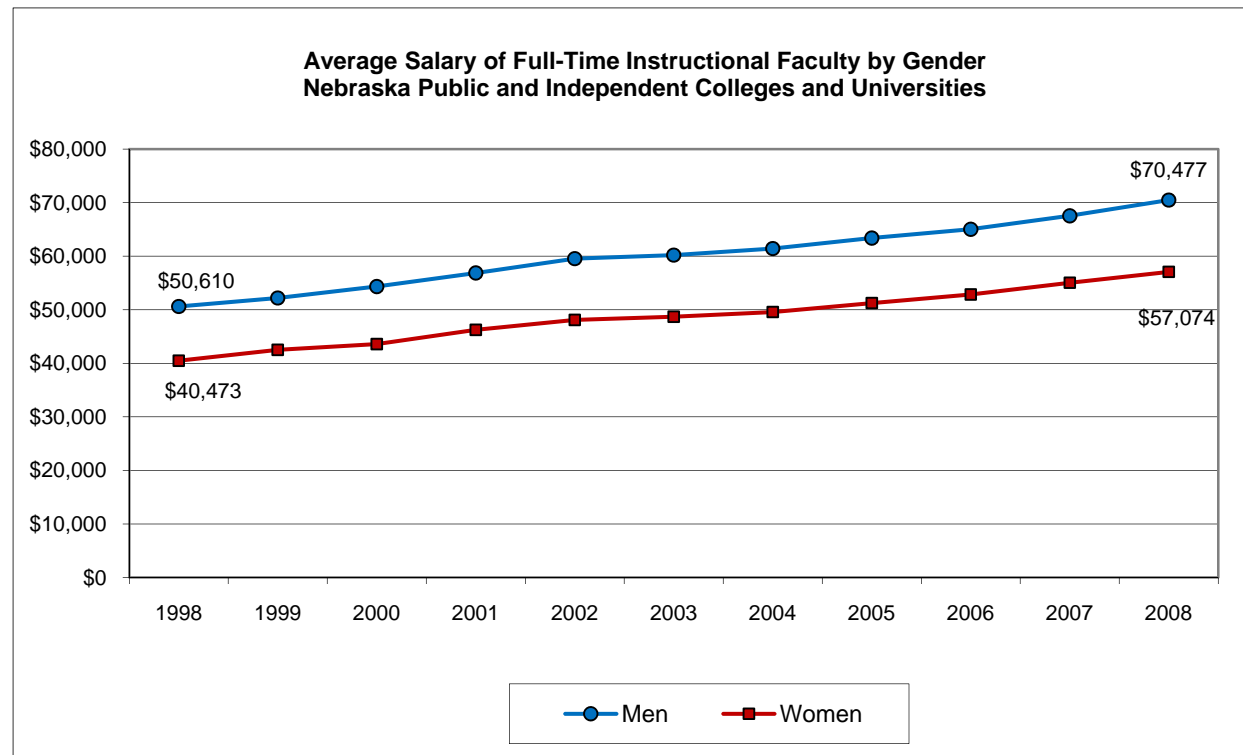
- All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission for fall 1998 through fall 2008.
- As shown below, women accounted for 46.2% of the full-time instructional faculty at the community colleges in 2008, compared to 41.5% in 1998.



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AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY BY GENDER: 1998-2008

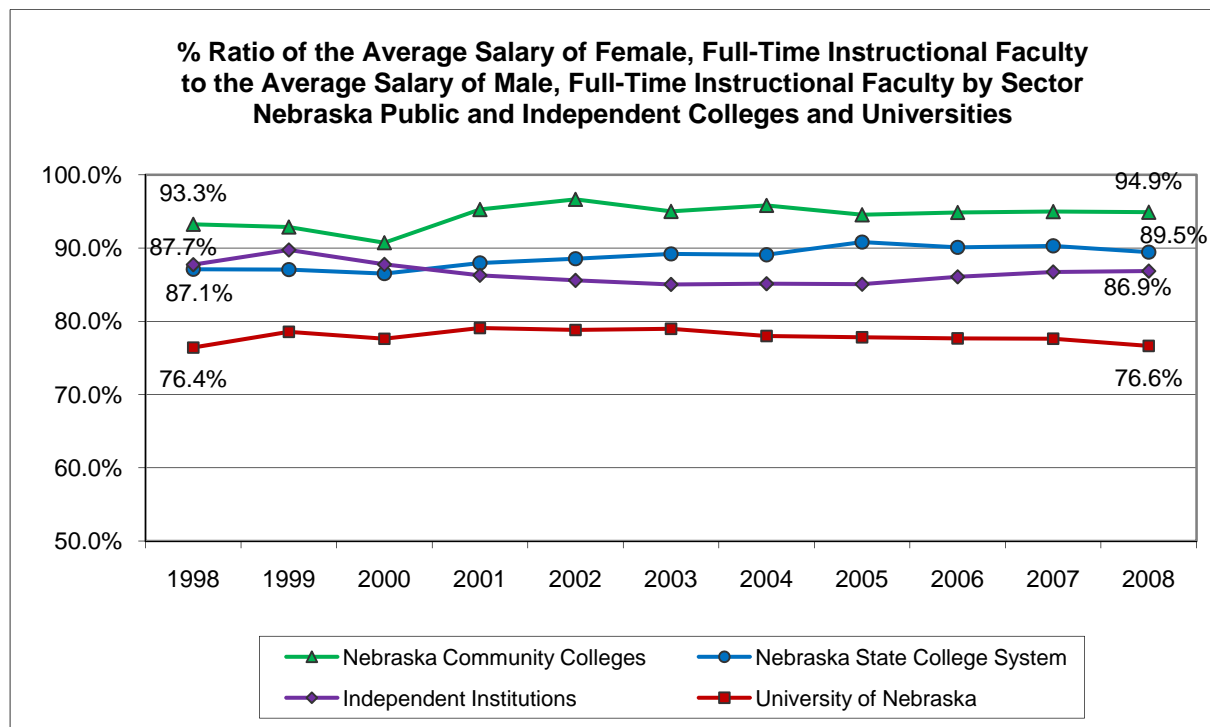
- In fall 1998, the average paid salary of male, full-time instructional faculty at Nebraska's public and independent colleges and universities was \$10,137 higher than the average salary received by female faculty.
- Between fall 1998 and fall 2008, the average salary paid to male faculty increased from \$50,610 to \$70,477, or by 39.3%.
- In comparison, the average paid salary of female full-time instructional faculty increased by 41.0%, from \$40,473 in fall 1998 to \$57,074 in fall 2008.
- However, by 2008, the gap between the average salaries of men and women had widened to \$13,403.



Salary data by gender, by rank, by sector, and by institution for full-time instructional faculty employed from 1998 through 2008 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: 1998-2008

- Statewide, the average salary of female, full-time instructional faculty was 81.0% of the average salary of male, full-time faculty in fall 2008, up only slightly from 80.0% in fall 1998.
- By sector, the lowest ratio was at the University of Nebraska, where women, on the average, earned 76.6% of the men’s average salary in fall 2008.
- The highest ratio was at Nebraska’s community colleges, where the average salary of female, full-time faculty was 94.9% of the average salary received by their male colleagues in fall 2008.
- The ratio of women’s average salary to men’s increased 1.6% at Nebraska’s community colleges (from 93.3% to 94.9%), 1.8% at the schools constituting the Nebraska State College System (from 87.1% to 89.5%), and 0.2% at the University of Nebraska (from 76.4% to 76.6%). The ratio decreased from 87.7% to 86.9%, or 0.8%, within the independent sector.



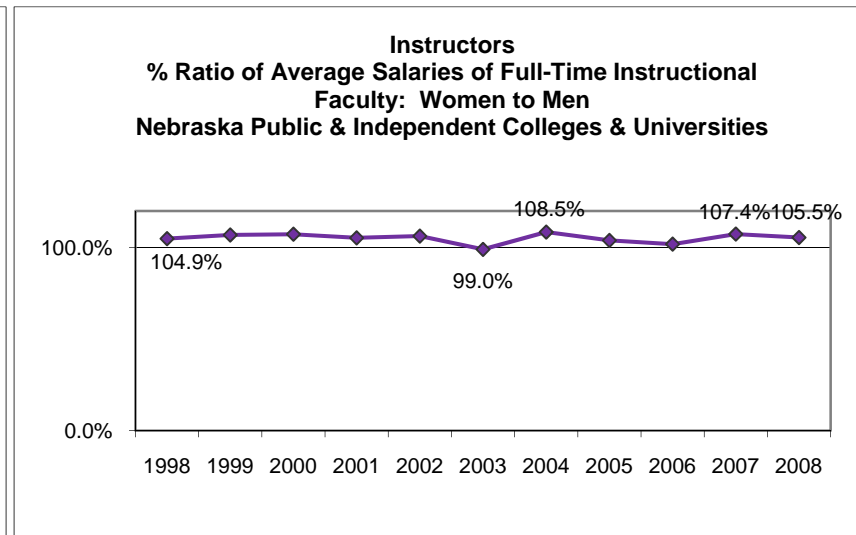
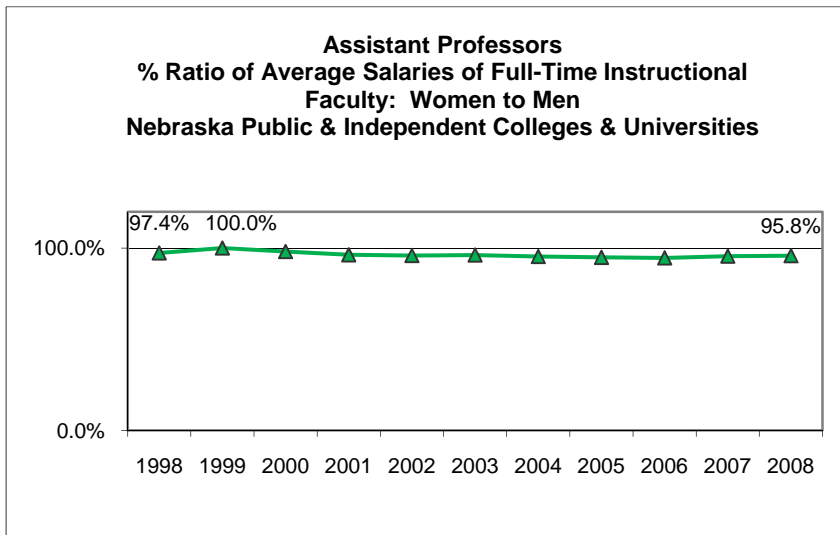
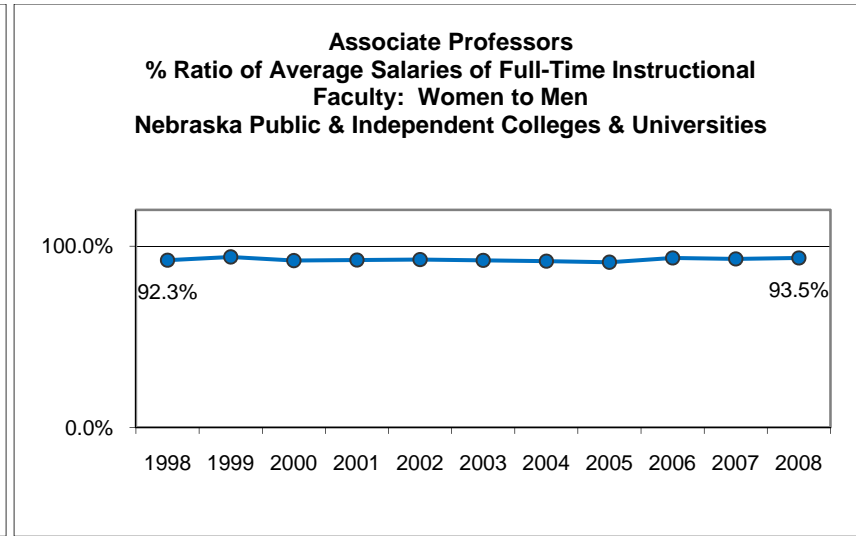
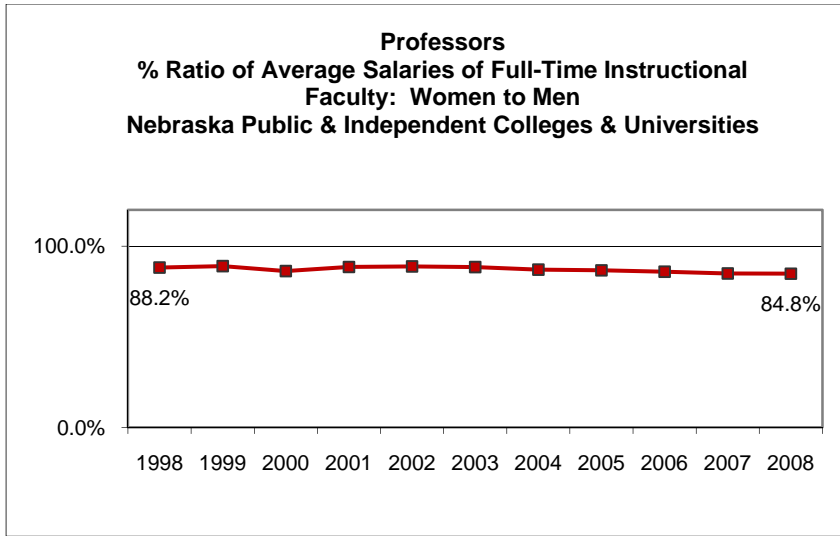
Note use of 50% to 100% scale

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: 1998-2008

- 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 1998 and fall 2008.
- 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 1998, the average salary received by female professors was 88.2% of the average salary of male professors, but in fall 2008, the percentage ratio fell slightly to 84.8%%.
- At the associate professor rank, the ratio of women's average salary to men's was higher in fall 2008 than in fall 1998, but at the assistant professor rank, the ratio of women's average salary to men's was lower in fall 2008 than 10 years earlier.
- At the beginning of the period, the average salary of female associate professors was 92.3% of the average salary of men at the same rank. In fall 2008, the percentage was 93.5%.
- Among assistant professors, women earned average salaries equal to 97.4% of their male colleagues' in fall 1998. The ratio increased in fall 1999 when pay equity was achieved between male and female assistant professors, but by fall 2008, female assistant professors were earning 95.8% 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 2008, women's salaries at the instructor level were, on average, 105.5% of those of male instructors.
- Among lecturers employed at the University of Nebraska¹, the ratio of women's average salary to men's decreased from 91.5% in fall 1998 to 89.7% in fall 2008.
- At Nebraska's community colleges, where faculty are not classified by academic rank, the average salary of female faculty was 94.9% of the average salary of male faculty in fall 2008, up from 93.3% in fall 1998.

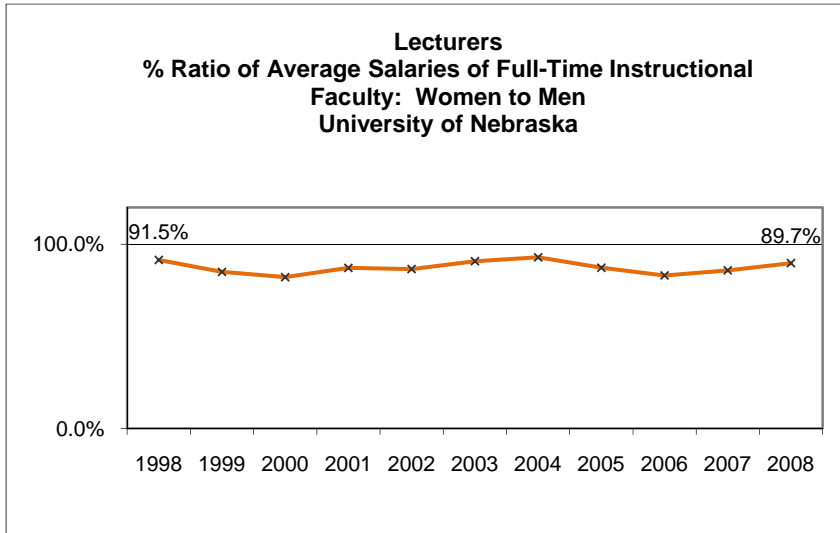
THE PERCENTAGE RATIO OF THE AVERAGE SALARY OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY TO THE AVERAGE SALARY OF MALE, FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1998-2008

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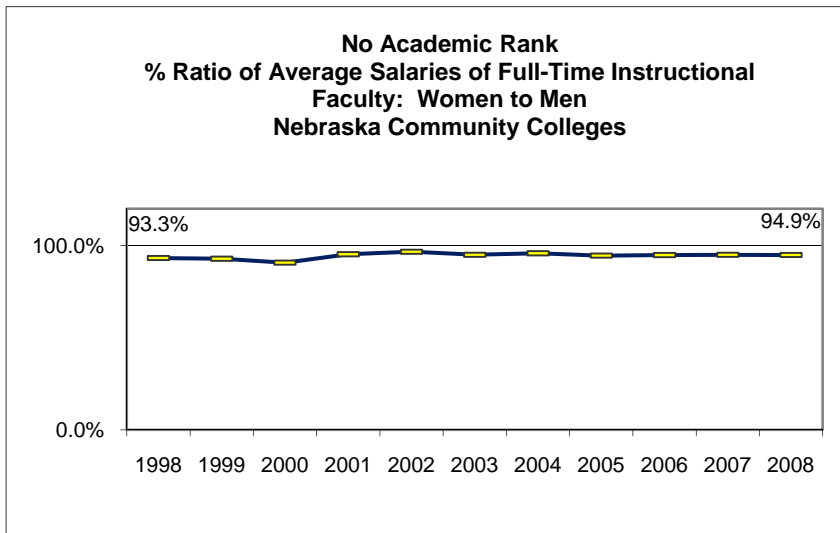


THE PERCENTAGE RATIO OF THE AVERAGE SALARY OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY TO THE AVERAGE SALARY OF MALE, FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1998-2008

(Continued)



Note: Since lecturers have not been consistently employed by the state colleges or independent institutions, 10-year trend statistics are not applicable. Between fall 1998 and fall 2008, 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 1998 and fall 2008.

