

# FACULTY SALARIES

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Research that Matters





# Overview of Current Salaries

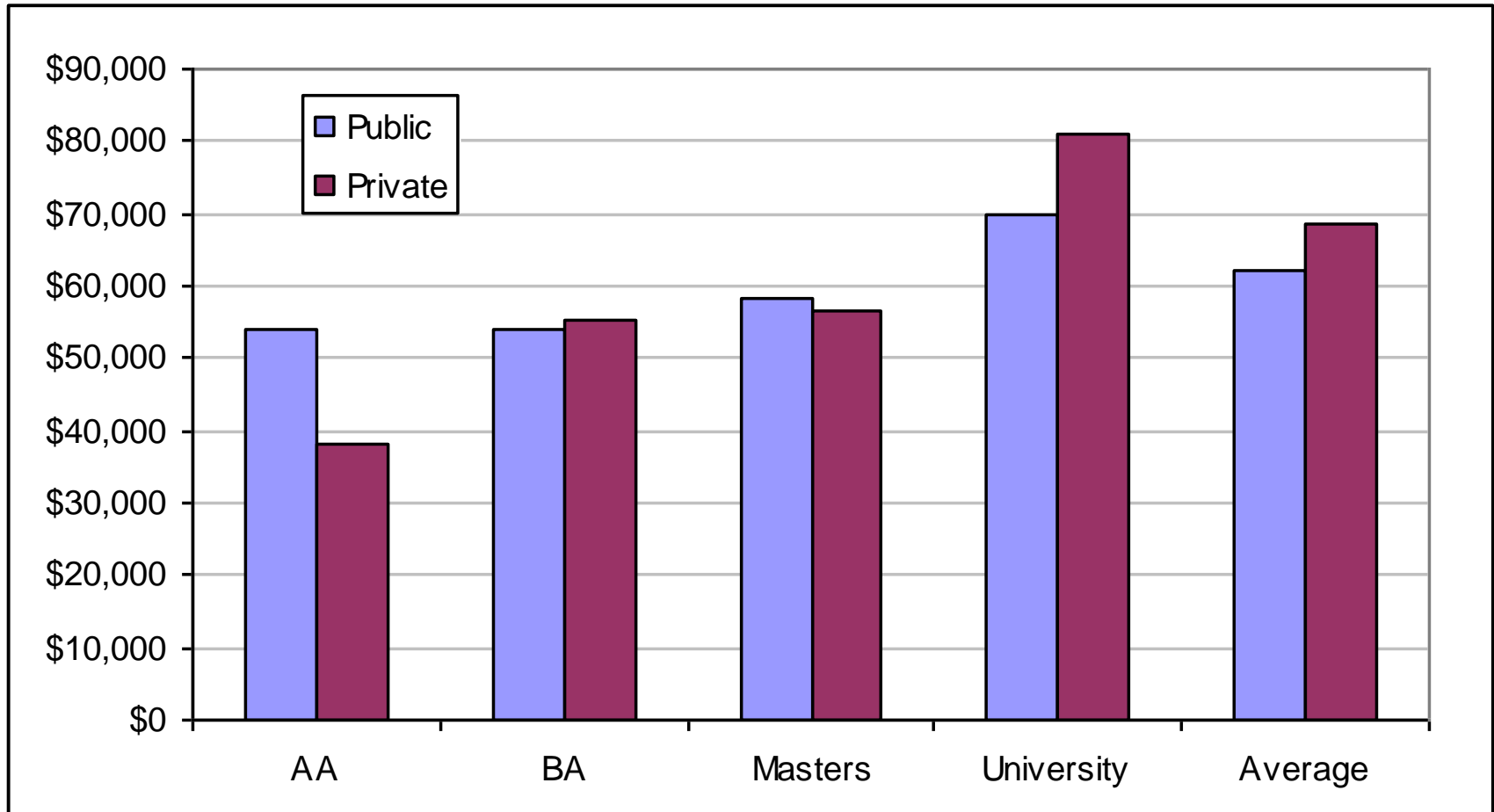
# Number of 9/10 Month Faculty

	<b>Public</b>	<b>Private</b>	<b><i>Total</i></b>
<b>AA</b>	<b>95,284</b>	<b>880</b>	<b>96,164</b>
<b>BA</b>	<b>9,274</b>	<b>20,351</b>	<b>29,625</b>
<b>BA+</b>	<b>56,372</b>	<b>40,847</b>	<b>97,219</b>
<b>Doctoral</b>	<b>150,586</b>	<b>65,840</b>	<b>216,426</b>
<b><i>Total</i></b>	<b>311,516</b>	<b>127,918</b>	<b>439,434</b>

# Percent Distribution of 9/10 Month Faculty

	<b>Public</b>	<b>Private</b>	<b><i>Total</i></b>
<b>AA</b>	<b>21.7%</b>	<b>0.2%</b>	<b>21.9%</b>
<b>BA</b>	<b>2.1%</b>	<b>4.6%</b>	<b>6.7%</b>
<b>BA+</b>	<b>12.8%</b>	<b>9.3%</b>	<b>22.1%</b>
<b>Doctoral</b>	<b>34.3%</b>	<b>15.0%</b>	<b>49.3%</b>
<b><i>Total</i></b>	<b>70.9%</b>	<b>29.1%</b>	<b>100.0%</b>

# Average Salaries By Type and Control



# Salaries in Public 2-Year Institutions

Professor	\$66,336
Associate	60,613
Assistant	52,889
Instructor	54,354
Lecturer	42,915
No Rank	56,350
<b><i>Average</i></b>	<b><i>56,087</i></b>

# Average Salaries in Public Comprehensive Institutions

Professor	\$74,841
Associate	59,613
Assistant	50,026
Instructor	38,679
Lecturer	42,542
No Rank	43,678
<b><i>Average</i></b>	<b>58,223</b>

# Average Salaries in Public and Private Doctoral

	Public	Private
Professor	\$93,664	\$111,550
Associate	66,547	72,823
Assistant	56,470	61,027
Instructor	38,376	43,869
Lecturer	43,375	50,107
No Rank	43,274	53,728
<b><i>Average</i></b>	<b>69,648</b>	<b>80,786</b>

# Difference Between Men's and Women's Salaries

	Women	Men	Difference
Professor	\$74,163	\$83,850	-\$9,687
Associate	58,281	63,081	-4,800
Assistant	49,961	54,226	-4,265
Instructor	44,249	43,958	291
Lecturer	42,116	46,642	-4,526
No Rank	44,507	46,637	-2,130
<b>Average</b>	<b>55,751</b>	<b>67,096</b>	<b>-11,345</b>

# Part-Time Faculty

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# Percent of Faculty Part-time

	Part-time	Full-time
Public 2-year	64.5	35.5
Private comp	53.0	47.0
Public BA	43.3	56.7
Private BA	35.0	65.0
Public comp	34.2	65.9
Private doctoral	29.7	70.3
Public doctoral	20.0	80.0
<b>Total</b>	<b>41.2</b>	<b>58.8</b>

# Part-time Faculty Pay, Public Institutions (Fall 2004)

	<i>pay for teaching</i>	<i># of Classes</i>	<i>Income per Class</i>
Average	\$10,523	1.9	\$2,784
2-year	\$9,132	1.9	\$2,366
4-year, non-doc	\$10,684	1.9	\$2,797
doctoral	\$14,574	1.8	\$4,140

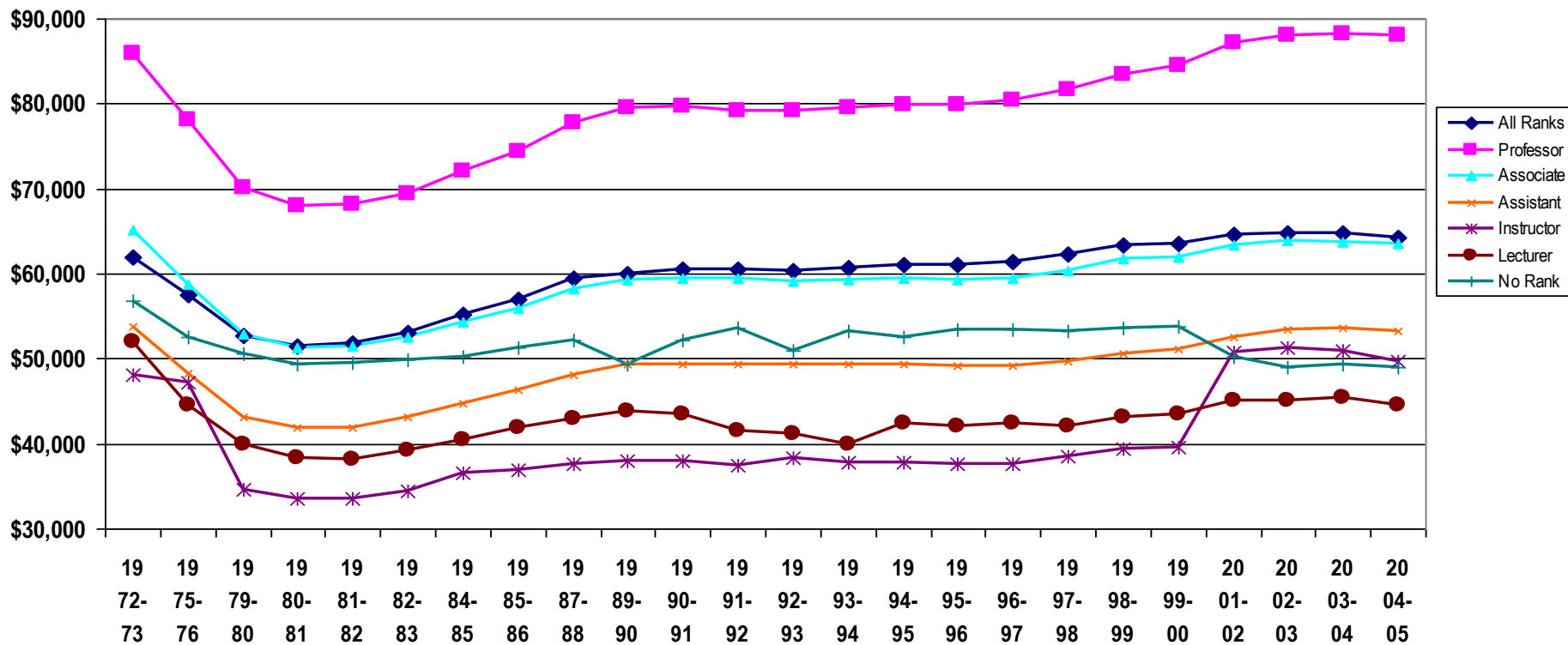
# Part-time Faculty Pay, Private Institutions (Fall 2004)

	Pay	# of Classes	\$ per Class
Average	\$11,368	1.8	\$3,182
Two-year	low n	low n	n/a
4-year non-doctoral	\$10,431	1.9	\$2,731
doctoral	\$12,410	1.7	\$3,694

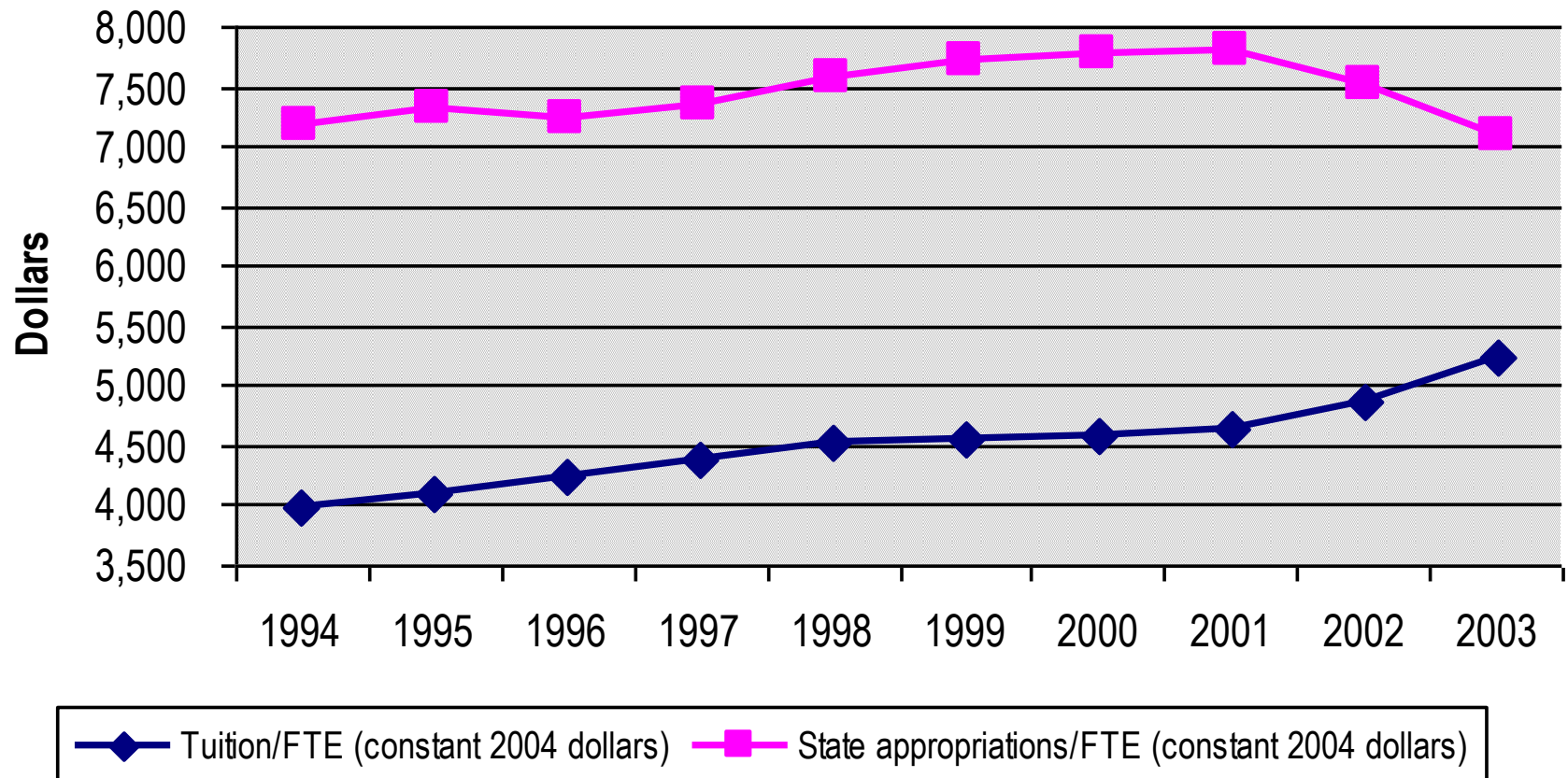
# Changes in Salaries Over Time



# Average Salary of Full-time Faculty, 1972-73 to 2004-05 (Constant 2004-05 Dollars)



# Tuition and State Appropriations per FTE in Public Institutions



# Change in Faculty Salaries

(Constant \$)

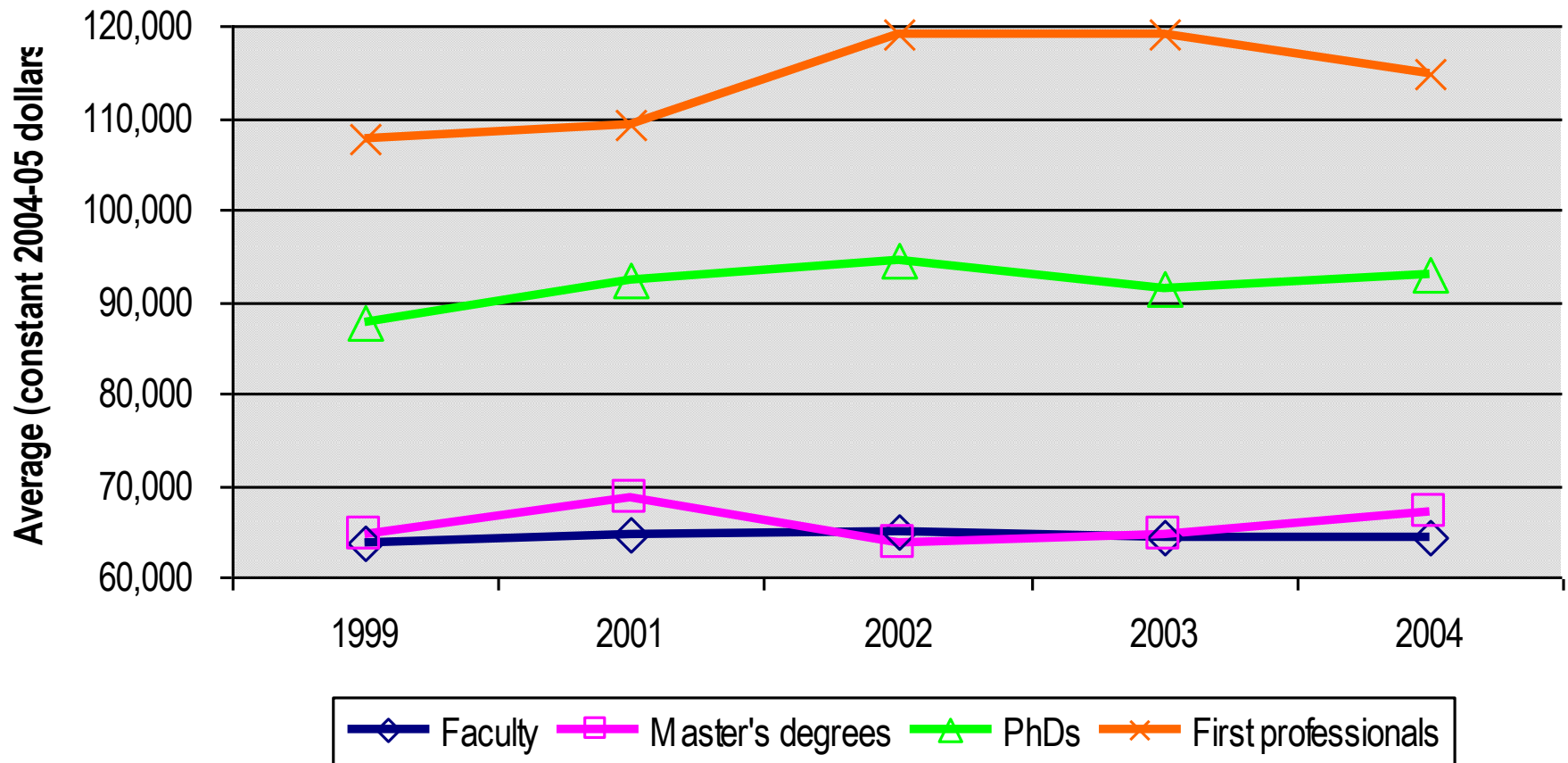
<b>Year</b>	<b>Average salary</b>	<b>% change</b>
<b>1999-00</b>	<b>\$63,612</b>	<b>--</b>
<b>2001-02*</b>	<b>64,532</b>	<b>1.40%</b>
<b>2002-03</b>	<b>64,833</b>	<b>0.50%</b>
<b>2003-04</b>	<b>64,429</b>	<b>-0.60%</b>
<b>2004-05</b>	<b>64,200</b>	<b>-0.40%</b>

\*Data not collected for 2000-01

# Change in Salaries for Public Institution Faculty (Constant \$)

	2003-04	2004-05	\$ Change	% Change
<b>Professor</b>	<b>\$80,664</b>	<b>\$80,649</b>	<b>-\$15</b>	<b>0.0%</b>
<b>Associate</b>	<b>\$61,251</b>	<b>\$61,055</b>	<b>-\$196</b>	<b>-0.3%</b>
<b>Assistant</b>	<b>\$52,313</b>	<b>\$52,219</b>	<b>-\$94</b>	<b>-0.2%</b>
<b>Instructor</b>	<b>\$44,227</b>	<b>\$43,860</b>	<b>-\$367</b>	<b>-0.8%</b>
<b>Lecturer</b>	<b>\$43,351</b>	<b>\$44,363</b>	<b>\$1,012</b>	<b>2.3%</b>
<b>No Rank</b>	<b>\$45,923</b>	<b>\$45,375</b>	<b>-\$548</b>	<b>-1.2%</b>
<b>Average</b>	<b>\$62,717</b>	<b>\$62,337</b>	<b>-\$380</b>	<b>-0.6%</b>

# Comparison of Faculty Salaries With Other Professionals



# State Comparisons



# Top 10 States by Average Salary, 4-year Public

Rank	State	Salary
1	DE	\$79,664
2	NJ	79,394
3	CA	78,488
4	CT	76,179
5	AZ	72,085
6	MA	71,826
7	IA	71,291
8	MI	70,959
9	NH	70,443
10	PA	70,090

# Grading on the Curve, Faculty Salaries and State Salaries

State	Family Income	4-Year Salary	Ratio	Salary Grade
Arizona	42,590	72,085	1.69	A
Delaware	50,152	79,664	1.59	A
Florida	40,171	64,409	1.60	A
Iowa	43,042	71,291	1.66	A
Michigan	44,476	70,959	1.60	A
Mississippi	33,659	53,922	1.60	A
New Mexico	37,587	59,914	1.59	A
N. Carolina	39,000	65,391	1.68	A
W. Virginia	32,589	53,009	1.63	A

# Bottom 10 States by Average Salary, 4-Year Public

<b>Rank</b>	<b>State</b>	<b>Salary</b>
<b>10</b>	<b>VT</b>	<b>\$57,032</b>
<b>9</b>	<b>OK</b>	<b>55,993</b>
<b>8</b>	<b>LA</b>	<b>54,639</b>
<b>7</b>	<b>MS</b>	<b>53,922</b>
<b>6</b>	<b>WV</b>	<b>53,009</b>
<b>5</b>	<b>AR</b>	<b>52,907</b>
<b>4</b>	<b>MT</b>	<b>52,524</b>
<b>3</b>	<b>SD</b>	<b>51,977</b>
<b>2</b>	<b>ID</b>	<b>51,858</b>
<b>1</b>	<b>ND</b>	<b>50,889</b>

# Grading on the Curve: Faculty Salaries and State Salaries

State	Family Income	4-Year Salary	Ratio	Salary Grade
Alaska	54,627	58,114	1.06	F
Colorado	51,022	63,379	1.24	F
Idaho	42,519	51,858	1.22	F
Maryland	56,763	68,941	1.21	F
Minnesota	55,914	69,382	1.24	F
New Hampshire	57,352	70,443	1.23	F
South Dakota	40,518	51,977	1.28	F
Utah	50,614	58,179	1.15	F
Vermont	45,692	57,032	1.25	F

# Top 10 States by Average Salary, 2-year Public

Rank	State	Salary
1	CA	\$70,720
2	MI	68,296
3	NJ	63,218
4	WI	63,214
5	AZ	61,231
6	AK	60,494
7	NY	60,413
8	NV	60,057
9	CT	60,045
10	IL	58,665

# Grading on the Curve: Faculty Salaries and State Salaries

State	Family Income	2-Year Salary	Ratio	Salary Grade
Arizona	42,590	61,231	1.44	A
California	49,894	70,720	1.42	A
Illinois	45,787	58,665	1.28	A
Michigan	44,476	68,296	1.54	A
Mississippi	33,659	42,591	1.27	A
Nevada	46,984	60,057	1.28	A
New York	44,228	60,413	1.37	A
West Virginia	32,589	41,269	1.27	A
Wisconsin	47,220	63,214	1.34	A

# Bottom 10 States by Average Salary, 2-Year Public

<b>Rank</b>	<b>State</b>	<b>Salary</b>
<b>10</b>	<b>SC</b>	<b>\$41,960</b>
<b>9</b>	<b>OK</b>	<b>41,759</b>
<b>8</b>	<b>UT</b>	<b>41,467</b>
<b>7</b>	<b>WV</b>	<b>41,269</b>
<b>6</b>	<b>LA</b>	<b>40,442</b>
<b>5</b>	<b>SD</b>	<b>40,284</b>
<b>4</b>	<b>NC</b>	<b>39,359</b>
<b>3</b>	<b>AR</b>	<b>38,833</b>
<b>2</b>	<b>MT</b>	<b>38,046</b>
<b>1</b>	<b>ND</b>	<b>37,779</b>

# Grading on the Curve: Faculty Salaries and State Salaries

State	Family Income	2-Year Salary	Ratio	Salary Grade
Colorado	51,022	43,045	0.84	F
Georgia	43,217	42,801	0.99	F
Nebraska	44,623	42,720	0.96	F
New Hampshire	57,352	42,993	0.75	F
North Dakota	39,594	37,779	0.95	F
South Dakota	40,518	40,284	0.99	F
Utah	50,614	41,467	0.82	F
Virginia	53,275	46,309	0.87	F
Washington	48,688	47,880	0.98	F

# Salaries in States With Substantial Bargaining

Delaware	\$76,093	Wisconsin	\$63,234
California	\$74,836	Illinois	\$62,899
New Jersey	\$74,678	Rhode Island	\$62,343
Connecticut	\$72,216	Iowa	\$62,279
Michigan	\$70,449	Florida	\$59,548
District of Columbia	\$68,143	Nebraska	\$59,026
Pennsylvania	\$67,807	Alaska	\$58,130
Massachusetts	\$66,330	Washington	\$57,370
New York	\$65,768	Vermont	\$57,032
New Hampshire	\$64,317	Kansas	\$56,814
Ohio	\$64,088	Oregon	\$55,358
Minnesota	\$64,001	Maine	\$55,175
Hawaii	\$63,468	Montana	\$50,574

# Faculty Salaries in States Without Collective Bargaining

Virginia	\$63,604	North Carolina	\$53,601
Indiana	\$61,525	Oklahoma	\$52,881
Texas	\$59,189	Louisiana	\$52,637
Georgia	\$58,481	West Virginia	\$51,469
Tennessee	\$55,729	Idaho	\$50,347
South Carolina	\$55,426	Mississippi	\$48,900
Utah	\$55,319	Arkansas	\$48,872
Wyoming	\$55,290	North Dakota	\$47,912
Alabama	\$55,289		

# Observations and Implications

- The salary differential between public and private doctoral institutions poses the possibility of loss of talent from public institutions
- Faculty salaries barely keep up with inflation over time
- When states do well, public higher education does well

# Observations and Implications

- Faculty salaries are not keeping up with other highly educated professionals
- Part-time faculty are underpaid
- Some states do not pay very well
- Some states do not try very hard
- Some states do not pay very well OR try very hard
- Unions make a difference in faculty salaries

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