

FACULTY SALARIES IN UNPREDICTABLE TIMES

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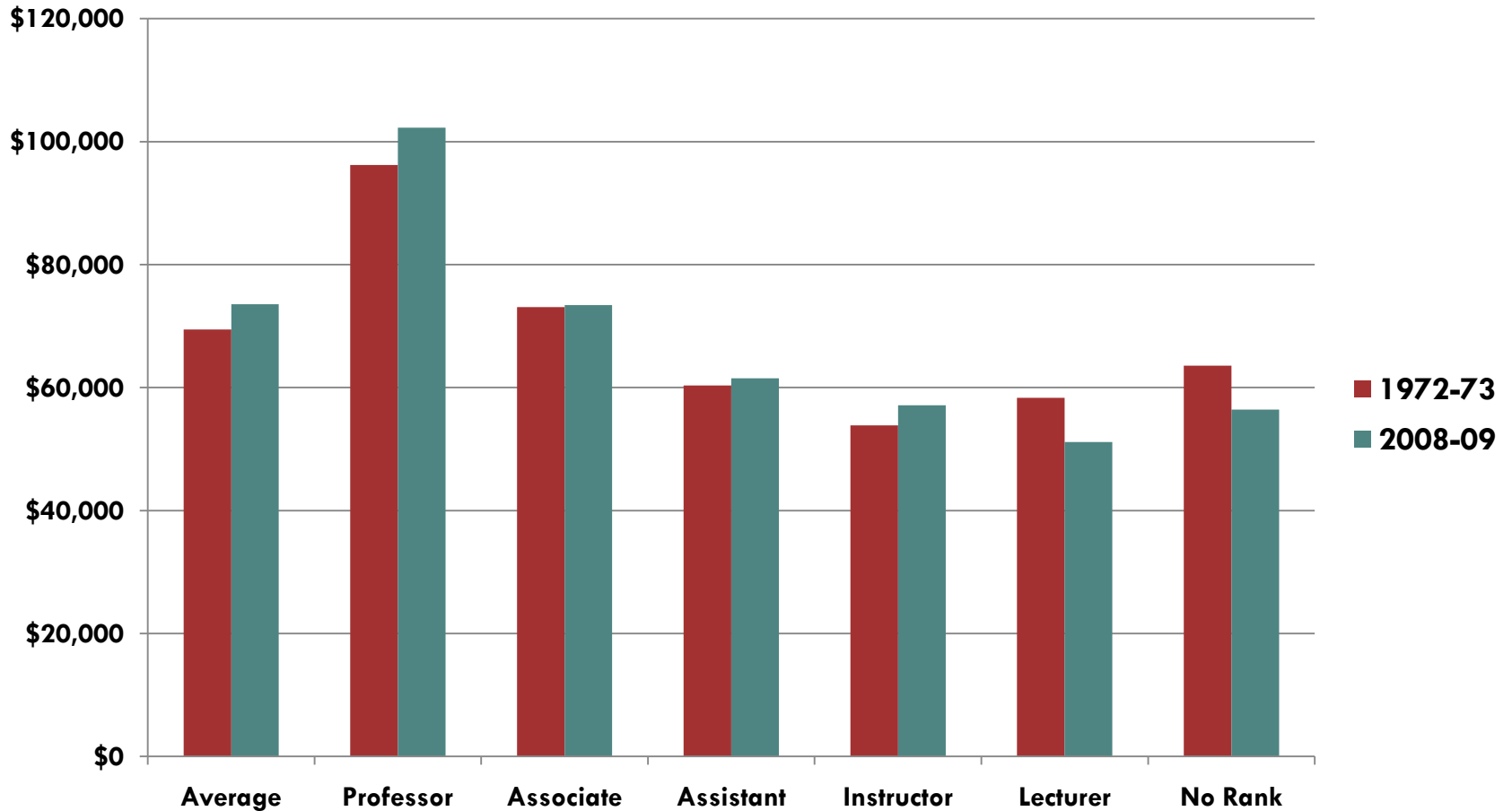
Research that Matters

Overview

Average faculty salaries in 2- and 4-year public institutions have increased by 3% between 2007-08 and 2008-09

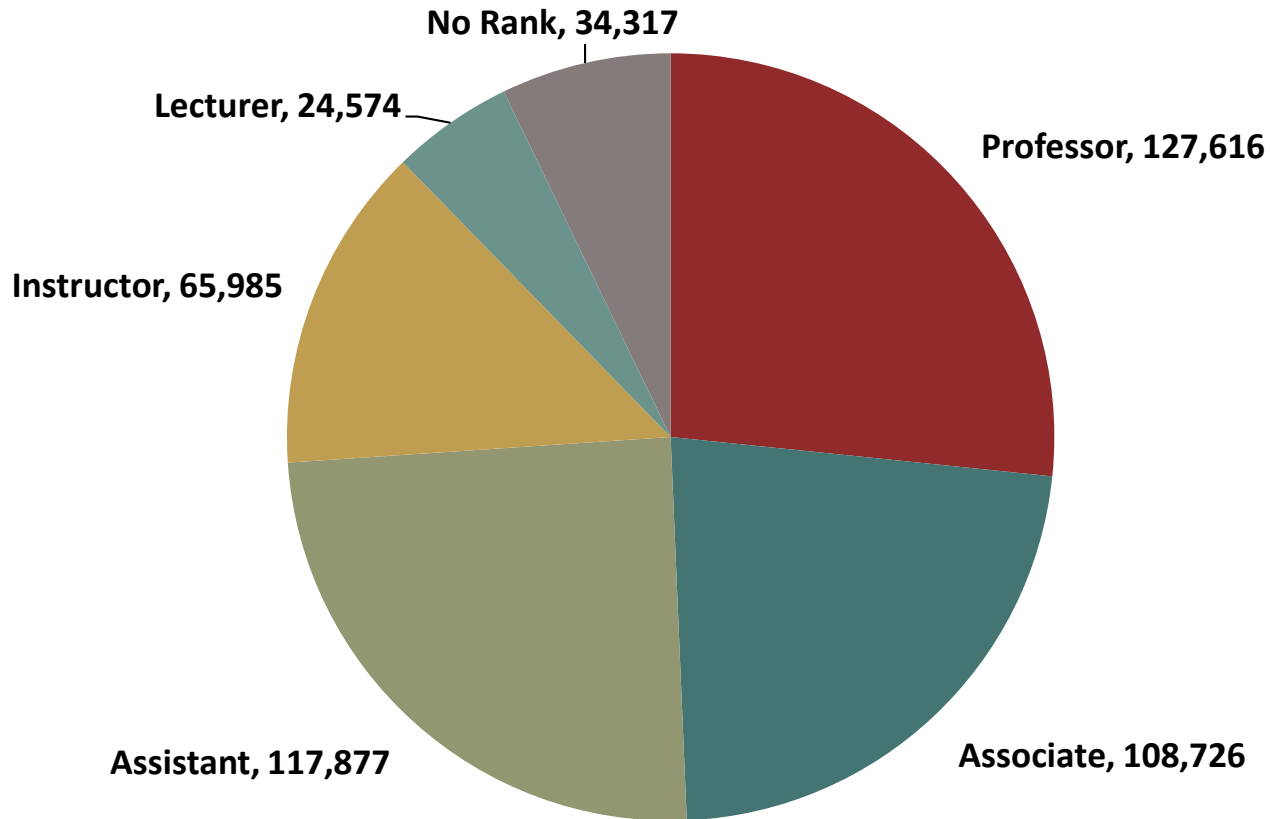
Change in Faculty Salary, 1972-73 to 2008-09 (constant \$)

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Distribution of 9/10 Month Faculty

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FT Faculty Salaries in 2-Year Public Colleges

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□ Professor	\$71,128
□ Associate	59,860
□ Assistant	53,210
□ Instructor	64,556
□ Lecturer	51,064
□ No Rank	55,478
□ Average	61,348

FT Faculty Salaries in Public Comprehensive Institutions

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□ Professor	\$84,983
□ Associate	67,936
□ Assistant	57,297
□ Instructor	43,048
□ Lecturer	48,494
□ No Rank	55,904
□ Average	65,550

FT Faculty Salaries in Public Research/Doctoral Universities

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□ Professor	\$108,650
□ Associate	76,939
□ Assistant	65,293
□ Instructor	44,259
□ Lecturer	49,477
□ No Rank	53,507
□ Average	78,957

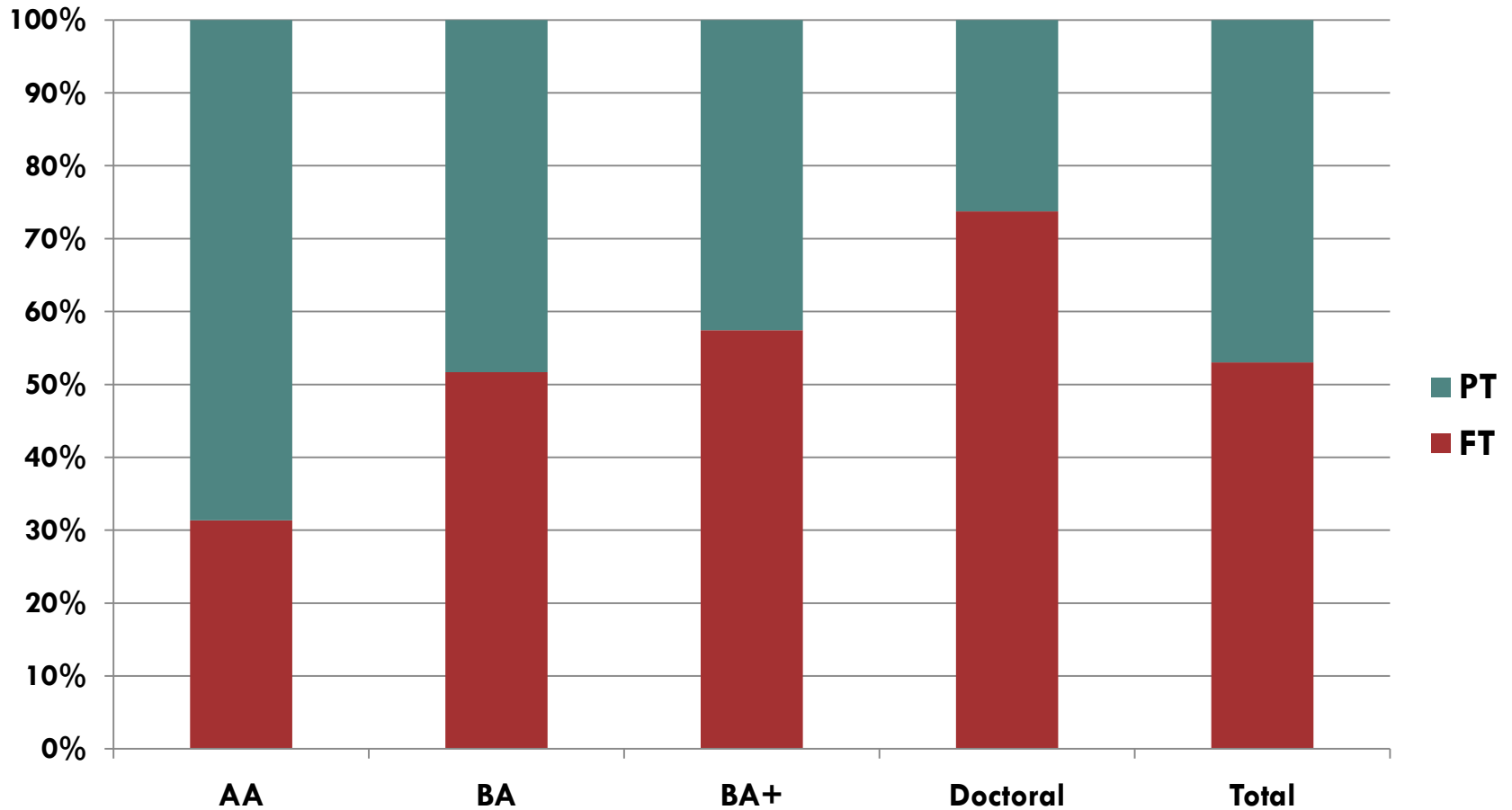
FT Faculty Salary, Public/Private Comparison

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FT/PT Faculty in Public Institutions

9



Highest Paid Faculty by University Dept.

10

□ Law	\$141,512
□ Business	125,431
□ Engineering	106,449
□ Computer and info services	107,189
□ Physical sciences	95,649
□ Health professions	93,646
□ Biological & life sciences	91,163

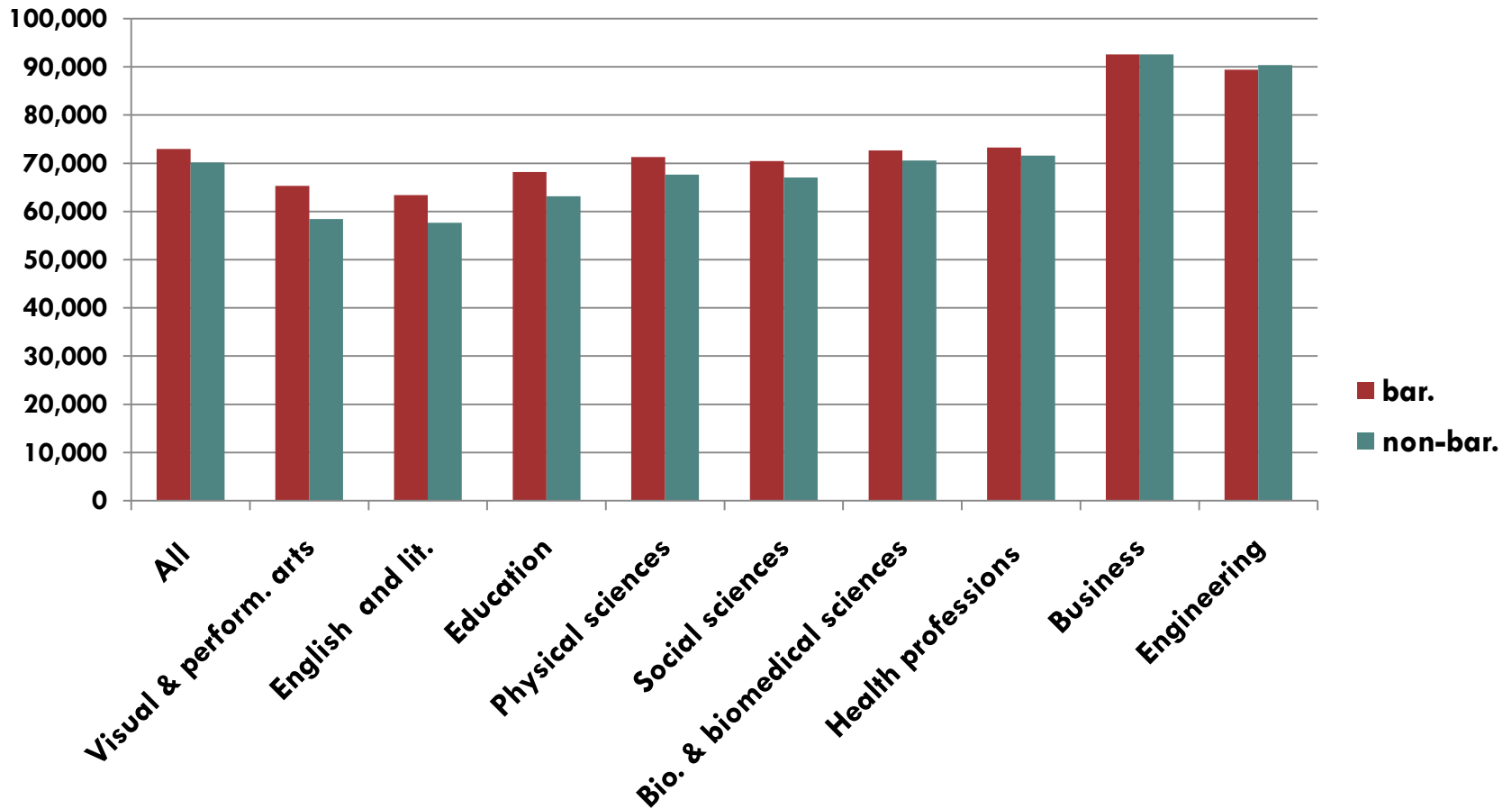
Lowest Paid Faculty by University Dept.

11

□ Education	\$72,890
□ Parks, recreation, leisure & fitness	72,741
□ English and literature	73,011
□ Visual and performing arts	69,877
□ Foreign languages and lit	69,326

Examples of Salaries for Faculty With and Without Bargaining Agreement

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Furloughs

Salary reports do not include reductions taken because of furloughs

Public Institution Faculty Salary Reduction by Furlough, 2008-09

14

□ Hawaii	-6.7	□ Maryland	-2.3
□ California	-5.0	□ Georgia	-2.3
□ New Jersey	-3.8	□ Colorado	-1.5
□ Delaware	-3.7	□ Connecticut	-1.5
□ Louisiana	-3.0	□ Virginia	-0.4

Other States Considering or Implementing Furloughs

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- North Carolina
- Illinois
- Pennsylvania
- Washington
- Arizona
- Florida
- New Hampshire
- Oregon
- Wisconsin
- Nevada
- New York
- South Carolina
- Utah

Salary Differences related to Gender and Race/Ethnicity

Continuing attention needs to be paid to equity issues

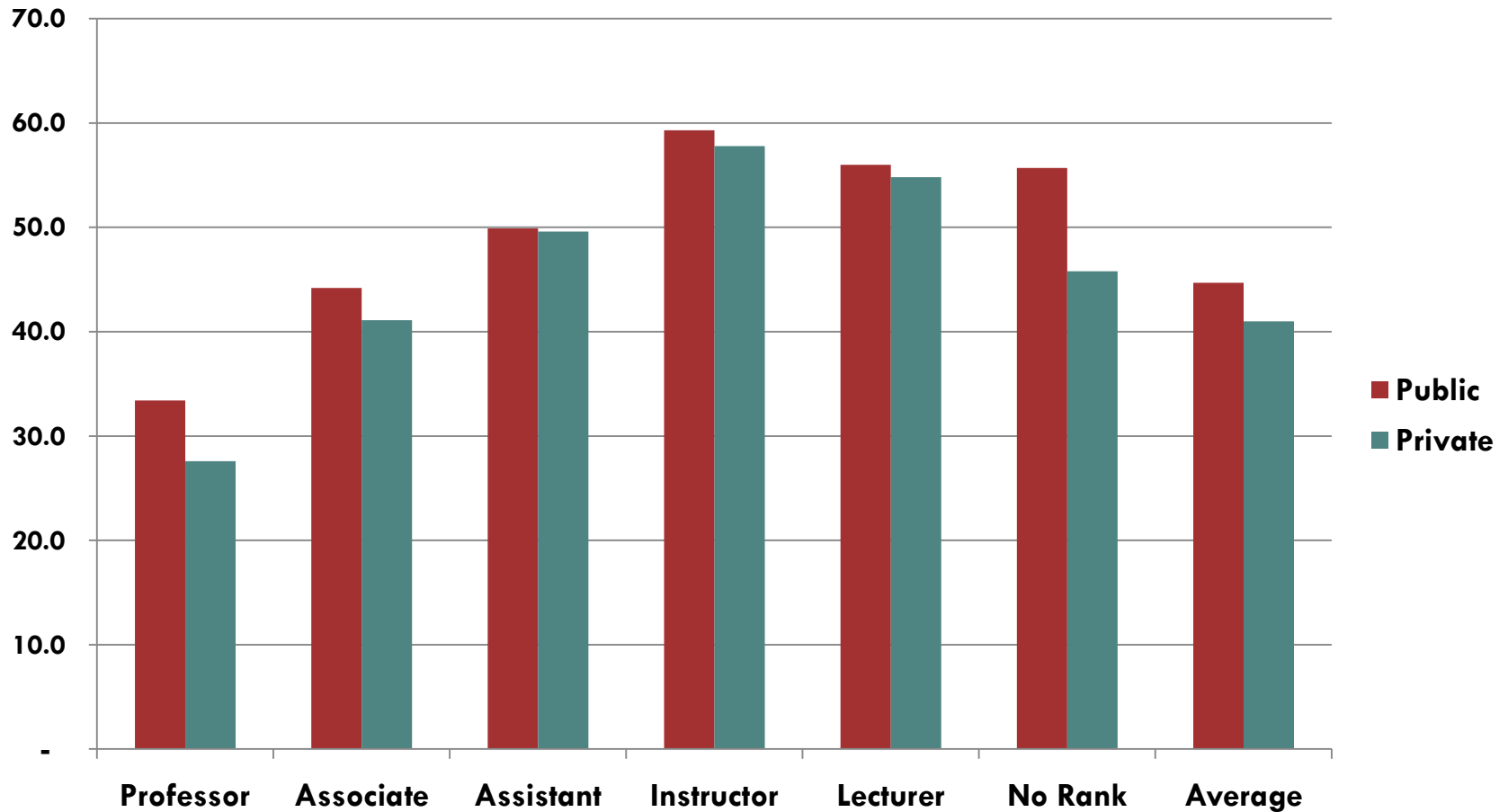
Male-Female Salary Difference

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	Female	Male
□ 2-Year Public	\$60,130	\$62,754
□ Public Comp.	61,720	68,623
□ Pub. Research/Doc.	68,465	85,841
□ Average Public	64,238	76,921
□ Average Private	69,283	86,111

Females as a % of Faculty by Rank

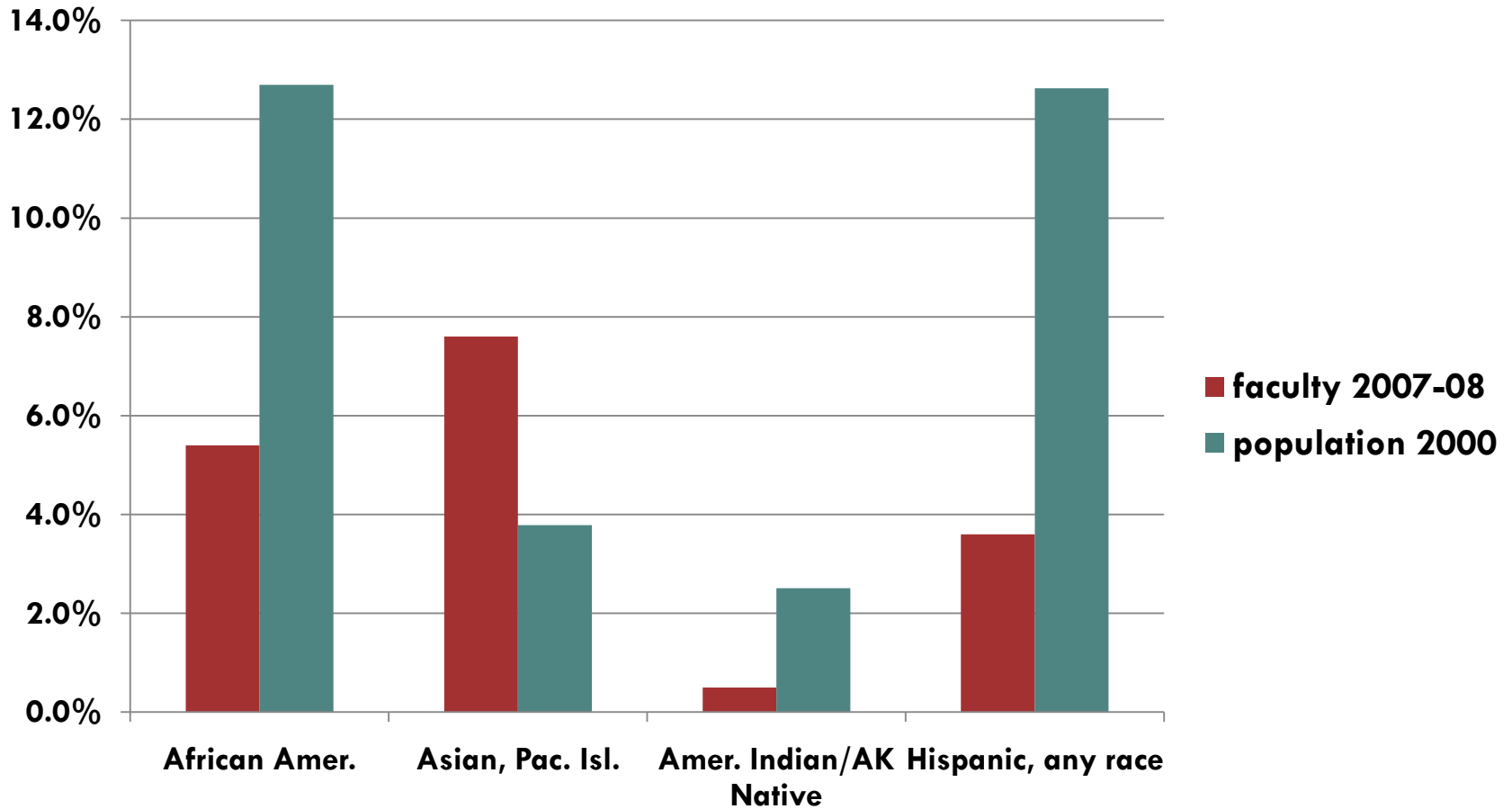
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% Minority Faculty and % Population

Minority

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State Profiles

State and local financing for higher education is under duress

Top 5 States for Public 2-Year Salaries

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□ California	\$81,765
□ Alaska	75,472
□ Michigan	74,458
□ Wisconsin	72,538
□ Connecticut	70,449

Bottom 5 States for Public 2-Year Salaries

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□ West Virginia	\$45,352
□ South Dakota	44,811
□ North Dakota	44,359
□ Montana	44,243
□ Arkansas	43,022

Top 8 States for Public 4+ Salaries

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□ New Jersey	\$94,427
□ Delaware	90,935
□ California	89,809
□ Connecticut	88,011
□ Hawaii	87,714
□ Michigan	80,787
□ Nevada	87,096
□ New York	81,051

Bottom 6 States for Public 4+ Salaries

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□ Arkansas	\$59,677
□ Idaho	60,118
□ North Dakota	60,190
□ Mississippi	60,225
□ South Dakota	60,767
□ Montana	61,125

States With Largest Drop in Support for Higher Ed. (2008-09 to 2009-10)

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□ Louisiana	-6.2	□ Washington	- 8.4
□ Wisconsin	-6.7	□ Iowa	- 9.5
□ California	-6.8	□ New Mexico	-10.2
□ Michigan	-7.1	□ Virginia	-10.4
□ Hawaii	-7.4	□ Arizona	-11.2
□ Ohio	-7.9		

Keeping America Competitive

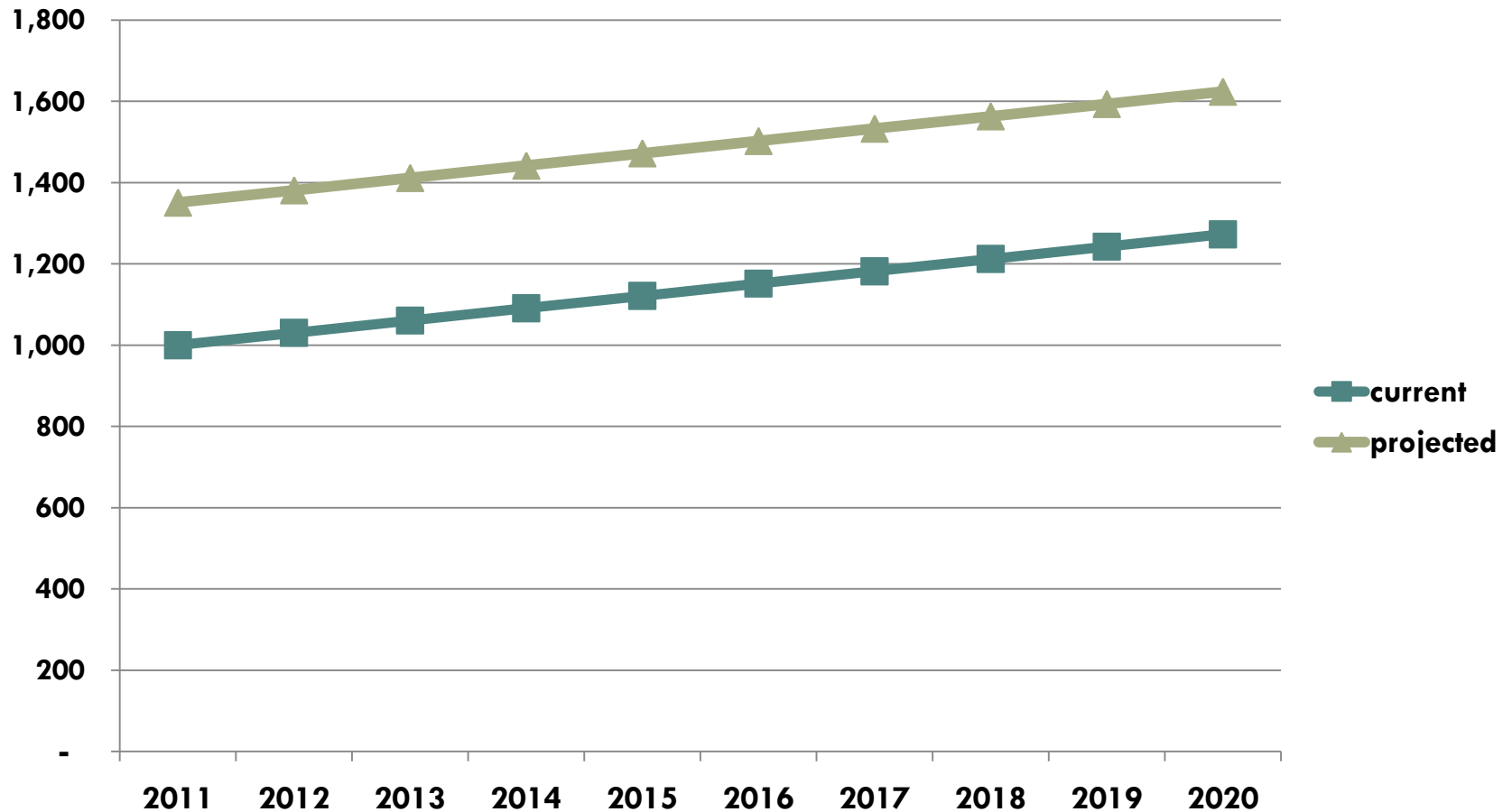
The Obama administration promotes an optimistic future

Obama Projections Have Two Parts

- Increase number of CC completers (certificates and AAs) by 5 million between 2010 and 2020
- Increase the ratio of 22-23 year old US citizens with a bachelor's degree from 40% in 2009 to 60% in 2020

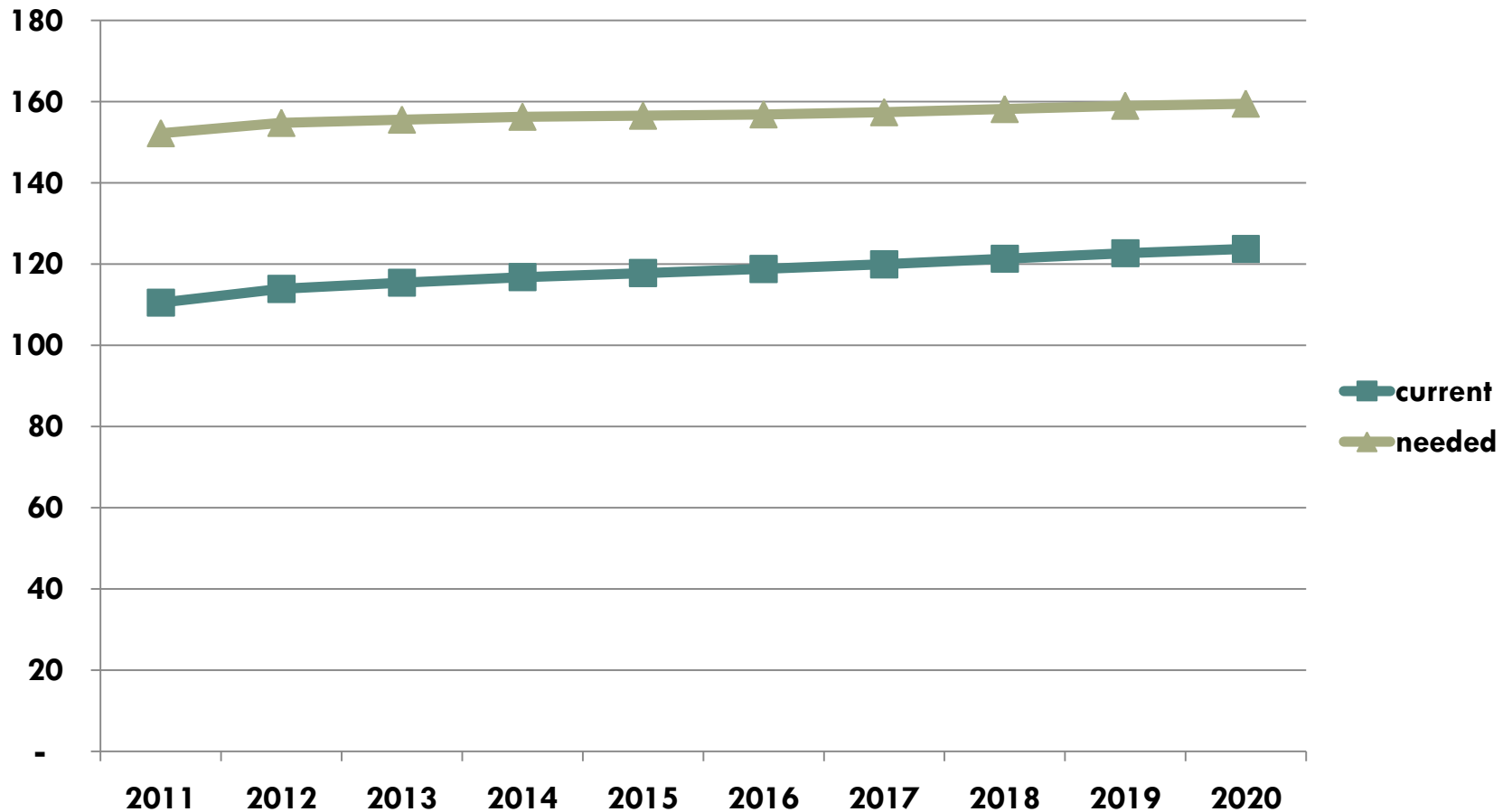
Meeting Obama's Goal for Community College Graduates

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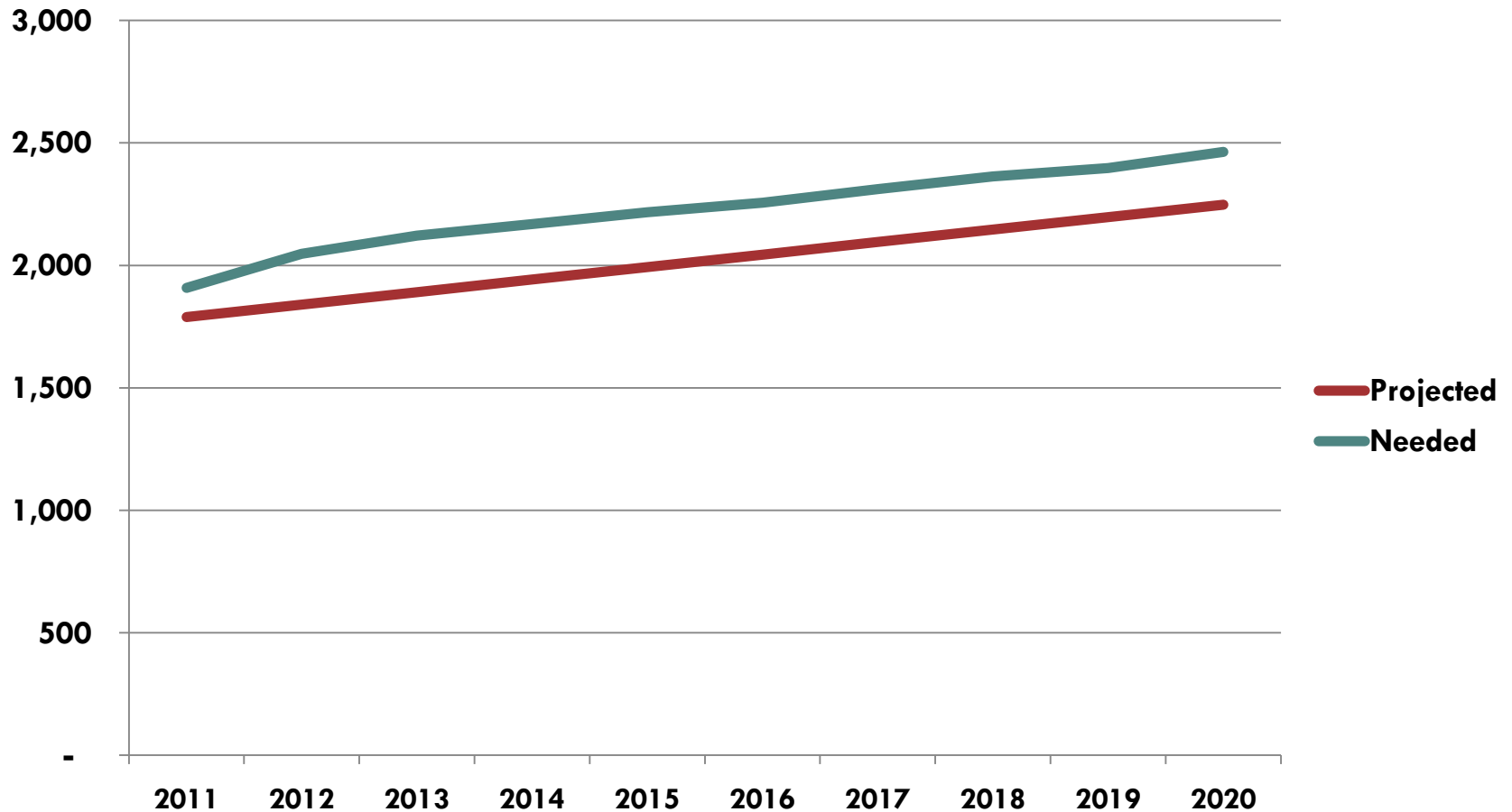
Number of FTE Faculty Needed in CC to Meet the Goal

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Meeting Obama Goals for BA Degrees

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Number of New FTE Faculty Needed to Meet the Demand in BA Granting Institutions

