

Don't Blame Faculty for High Tuition

The Annual Report
on the
Economic Status
of the
Profession
2003-04



By last spring, most faculty members at public institutions of higher education were justifiably pessimistic about their likely salary increases for the 2003–04 academic year. Many states were running large budget deficits for the second or third year in a row and no longer had reserves to draw upon to balance their budgets. These shortfalls resulted in reduced fiscal 2004 appropriations for higher education in twenty-three U.S. states compared with those of the previous year; in only fifteen states did increases in higher education appropriations exceed the rate of inflation.¹ Nationally, state appropriations for higher education in fiscal 2004 declined by 2.1 percent, the first such decline in eleven years.² This cut followed a year in which state appropriations for higher education rose by only 1.2 percent.

As many expected, public colleges and universities raised tuition and fees to make up for a portion of the cuts they faced in state appropriations and to fund additional costs from increasing enrollments and general inflation. Institutions of higher education—both public and private—often claim that rising faculty salaries are among the major causes of persistent increases in tuition. Increases in faculty salary, however, fell far below average rises in tuition and fees, calling this assertion into question. Moreover, a review of historical faculty salary data presented below shows that, although faculty salary increases obviously affect increases in tuition and fees, they cannot be blamed for the extent of the tuition-and-fee increases seen over the past quarter century.

Tuition and fees at public two-year institutions in the United States rose by an average of 13.8 percent in 2003–04; at four-year institutions, they increased by 14.1 percent. At private four-year colleges and universities, the rate of increase was 6.0 percent.³ However, because tuition and fees were much lower at public institutions to start with, their larger average percentage increases translated into smaller absolute increases. For example, the average private four-year institution received an additional \$1,114 for each student from its tuition-and-fee increase. But the average public four-year university received only \$579 for each student, and the average two-year public college received \$231. In other words, the per-student increase in the state appropriation, tuition, and fees combined at public institutions amounted to much less than the per-student increase in tuition and fees at private four-year colleges and universities.

Private institutions raised their tuition and fees in response to cost pressures of their own. Nationally, the seasonally adjusted unemployment rate rose from 5.8 percent in June 2002 to 6.4

percent in June 2003.⁴ Higher unemployment rates reduce the ability of families to afford college and lead to increased demand for financial aid. Colleges that base their financial-aid decisions partly, or solely, on need faced growing pressure on their financial-aid budgets, which usually compete for resources with faculty salaries in institutional budgets.

By 2003, the stock market had started to recover, but the average total rate of return on college and university endowments for the fiscal year ending June 30, 2003, was modest: only around 3.0 percent.⁵ This small average return followed two years in which institutional endowments declined by even higher percentages. Most colleges and universities base spending from their endowments on the average value of the endowments over a multiyear period (often three years). The policies of many institutions therefore called for reduced endowment spending for 2003–04. As a result, many institutions that derive a large share of their annual budgets from endowment income projected deficits for the academic year. Several, including Stanford University, one of the highest-paying institutions in the nation, announced actions to address these deficits. The university stunned academia when it reported in March 2003 that it was freezing faculty and staff salaries at their 2002–03 levels.⁶

A Bad Year for Many Faculty

Adjusted for inflation, the average salary of all full-time faculty members in the United States was only slightly higher in 2003–04 than it was in 2002–03.⁷ Following the pattern of the past three years, faculty at public colleges and universities fared worse than their counterparts at private-independent (non-church-related) and church-related institutions.⁸

Because most U.S. faculty are employed at public colleges and universities and most U.S. students are educated in this sector, the continuing lag between faculty salaries at state-supported institutions compared with those at private institutions is a matter of serious concern. The average salary of full professors at public doctoral universities is now only 77.4 percent of the average salary of full professors at private doctoral institutions. This percentage is the lowest since the AAUP started archiving its salary data in the late 1970s. Paired with the decline in full-time tenured and tenure-track faculty at public doctoral institutions, discussed below, this percentage does not bode well for the future of public higher education.⁹

Table A shows faculty salary increases by rank since 1971–72. The salary increases listed under the heading Nominal Terms are the actual percentage increases; those listed

TABLE A
Percentage Increases in Average Nominal and Real Salaries for Institutions Reporting Comparable Data for Adjacent One-Year Periods, and Percentage Change in the Consumer Price Index, 1971-72 through 2003-04

	Prof.	Assoc.	Asst.	Inst.	All Ranks	Prof.	Assoc.	Asst.	Inst.	All Ranks	Change in CPI
	NOMINAL TERMS					REAL TERMS					
ALL FACULTY											
1971-72 to 1973-74	9.7	9.6	9.1	8.8	9.4	-2.7	-2.8	-3.3	-3.6	-3.0	12.4
1973-74 to 1975-76	12.4	12.1	11.7	12.3	12.1	-7.7	-8.0	-8.4	-7.8	-8.0	20.1
1975-76 to 1977-78	10.1	10.4	10.3	10.4	10.2	-1.8	-1.5	-1.6	-1.5	-1.7	11.9
1977-78 to 1979-80	13.5	13.2	13.1	12.8	13.3	-10.0	-10.3	-10.4	-10.7	-10.2	23.5
1979-80 to 1981-82	18.6	18.1	18.7	17.5	18.5	-3.9	-4.4	-3.8	-5.0	-4.0	22.5
1981-82 to 1983-84	11.2	11.0	11.9	12.1	11.4	3.5	3.3	4.2	4.4	3.7	7.7
1983-84 to 1985-86	13.2	12.7	13.2	12.5	13.1	5.3	4.8	5.3	4.6	5.2	7.9
1985-86 to 1986-87	6.0	5.8	5.7	4.9	5.9	4.9	4.7	4.6	3.8	4.8	1.1
1986-87 to 1987-88	5.0	4.8	4.9	3.8	4.9	0.6	0.4	0.5	-0.6	0.5	4.4
1987-88 to 1988-89	5.8	6.7	6.0	5.3	5.8	1.4	2.3	1.6	0.9	1.4	4.4
1988-89 to 1989-90	6.3	6.3	6.3	5.4	6.1	1.7	1.7	1.7	0.8	1.5	4.6
1989-90 to 1990-91	5.5	5.3	5.5	5.0	5.4	-0.6	-0.8	-0.6	-1.1	-0.7	6.1
1990-91 to 1991-92	3.4	3.5	3.8	3.9	3.5	0.3	0.4	0.7	0.8	0.4	3.1
1991-92 to 1992-93	2.6	2.3	2.6	2.3	2.5	-0.3	-0.6	-0.3	-0.6	-0.4	2.9
1992-93 to 1993-94	3.0	3.1	3.0	3.2	3.0	0.3	0.4	0.3	0.5	0.3	2.7
1993-94 to 1994-95	3.4	3.4	3.2	3.5	3.4	0.7	0.7	0.5	0.8	0.7	2.7
1994-95 to 1995-96	3.1	2.9	2.7	2.6	2.9	0.6	0.4	0.2	0.1	0.4	2.5
1995-96 to 1996-97	2.9	3.0	2.4	3.2	3.0	-0.4	-0.3	-0.9	-0.1	-0.3	3.3
1996-97 to 1997-98	3.6	3.2	2.8	2.6	3.3	1.9	1.5	1.1	0.9	1.6	1.7
1997-98 to 1998-99	4.0	3.6	3.5	2.9	3.6	2.4	2.0	1.9	1.3	2.0	1.6
1998-99 to 1999-00	4.3	4.0	3.9	3.7	3.7	1.6	1.3	1.2	1.0	1.0	2.7
1999-00 to 2000-01	4.4	3.9	4.4	3.6	3.5	1.0	0.5	1.0	0.2	0.1	3.4
2000-01 to 2001-02	4.2	3.8	4.8	4.2	3.8	2.6	2.2	3.2	2.6	2.2	1.6
2001-02 to 2002-03	3.4	3.1	3.8	2.2	3.0	1.0	0.7	1.4	-0.2	0.6	2.4
2002-03 to 2003-04	2.4	2.0	2.3	2.0	2.1	0.5	0.1	0.4	0.1	0.2	1.9
CONTINUING FACULTY											
1971-72 to 1973-74	10.4	12.4	12.8	13.7	11.9	-2.0	0.0	0.4	1.3	-0.5	12.4
1973-74 to 1975-76	14.3	15.7	16.5	17.9	15.6	-5.8	-4.4	-3.6	-2.2	-4.5	20.1
1975-76 to 1977-78	12.5	13.2	13.5	13.7	13.0	0.6	1.3	1.6	1.8	1.1	11.9
1977-78 to 1979-80	15.2	16.3	17.4	18.0	16.1	-8.3	-7.2	-6.1	-5.5	-7.4	23.5
1979-80 to 1981-82	19.9	21.0	22.4	22.3	20.9	-2.6	-1.5	-0.1	-0.2	-1.6	22.5
1981-82 to 1983-84	13.3	13.9	15.3	14.7	14.1	5.6	6.2	7.6	7.0	6.4	7.7
1983-84 to 1985-86	14.2	15.1	16.3	16.1	14.9	6.3	7.2	8.4	8.2	7.0	7.9
1985-86 to 1986-87	6.3	6.7	7.0	6.5	6.6	5.2	5.6	5.9	5.4	5.5	1.1
1986-87 to 1987-88	6.1	6.6	7.1	6.9	6.5	1.7	2.2	2.7	2.5	2.1	4.4
1987-88 to 1988-89	6.4	7.1	7.6	7.4	6.8	2.0	2.7	3.2	3.0	2.4	4.4
1988-89 to 1989-90	6.9	7.4	7.8	7.5	7.3	2.3	2.8	3.2	2.9	2.7	4.6
1989-90 to 1990-91	6.1	6.8	7.2	7.0	6.6	0.0	0.7	1.1	0.9	0.5	6.1
1990-91 to 1991-92	3.9	4.5	4.9	5.1	4.3	0.8	1.4	1.8	2.0	1.2	3.1
1991-92 to 1992-93	3.2	3.7	4.2	4.4	3.6	0.3	0.8	1.3	1.5	0.7	2.9
1992-93 to 1993-94	3.8	4.4	4.7	4.5	4.2	1.1	1.7	2.0	1.8	1.5	2.7
1993-94 to 1994-95	4.1	4.7	4.9	4.9	4.6	1.4	2.0	2.2	2.2	1.9	2.7
1994-95 to 1995-96	3.7	4.1	4.5	4.4	4.0	1.2	1.6	2.0	1.9	1.5	2.5
1995-96 to 1996-97	3.0	4.0	4.2	4.6	3.5	-0.3	0.7	0.9	1.3	0.2	3.3
1996-97 to 1997-98	4.0	4.6	4.8	5.0	4.3	2.3	2.9	3.1	3.3	2.6	1.7
1997-98 to 1998-99	4.5	5.0	5.3	5.3	4.8	2.9	3.4	3.7	3.7	3.2	1.6
1998-99 to 1999-00	4.5	4.9	5.4	5.3	4.8	1.8	2.2	2.7	2.6	2.1	2.7
1999-00 to 2000-01	5.0	5.4	5.8	5.8	5.3	1.6	2.0	2.4	2.4	1.9	3.4
2000-01 to 2001-02	4.8	5.1	5.7	5.4	5.0	3.2	3.5	4.1	3.8	3.4	1.6
2001-02 to 2002-03	4.1	4.4	4.7	4.5	4.3	1.7	2.0	2.3	2.1	1.9	2.4
2002-03 to 2003-04	2.8	3.3	3.5	3.8	3.1	0.9	1.4	1.6	1.9	1.2	1.9

Note: Consumer Price Index (CPI) obtained from the U.S. Bureau of Labor Statistics. The change in the CPI for all Urban Consumers, the percentage change that this table reports, is calculated from December to December. Salary increases for the years to 1985-86 are grouped in two-year intervals in order to present the full 1971-72 through current year series. Nominal salary is measured in current dollars. The percentage increase in real terms is the percentage increase in nominal terms adjusted for the percentage change in the CPI. Figures for All Faculty represent changes in salary levels from a given year to the next. Figures for Continuing Faculty represent the average salary change for faculty on staff at the same institution in both years over which the salary change is calculated.

under the heading Real Terms show how faculty salaries have grown relative to the rate of increase in consumer prices.

A glance at the data for all faculty (which appear in the top half of the table) reveals that the average faculty salary (shown in the All Ranks column) was 2.1 percent higher in 2003–04 than it was in 2002–03. This increase is the lowest annual increase in nominal average salaries in more than three decades. The increase was similar across ranks.

The rate of increase in the Consumer Price Index between December 2002 and December 2003 was 1.9 percent, a smaller increase than the previous year's 2.4 percent. Given that average faculty salaries increased by only 2.1 percent, the real increase in average faculty salaries this year was extremely small: 0.2 percent.

Most faculty members are more interested in the percentage salary increases for continuing faculty members (shown in the bottom half of table A) than in those for all faculty members. Even if an academic institution keeps its overall budget for faculty salaries constant during a two-year period, those faculty members who remain at the institution can usually expect to receive a salary increase between the two years. This occurs because some faculty members will leave the institution each year; they move to another institution, take a nonacademic position, retire, or perhaps are denied tenure. To the extent that lower-paid junior faculty members replace those who leave, the salary funds saved can be used to augment the pay of those who remain. So, typically, the average salary increase received by continuing faculty members at an institution will be larger than the increase in average salary observed at the institution. Of course, in a year in which institutional budgets shrink, these salary savings may instead be used to help reduce an institution's budget deficit.

The past year was no exception to the rule. Continuing faculty members received salary increases that averaged 3.1 percent nationwide, which was 1.0 percentage point higher than the rise in the average faculty member's salary. On average, continuing assistant professors received larger increases than continuing associate professors, who in turn received larger increases than continuing full professors. In real terms, the average salary increase for continuing faculty members exceeded the rate of inflation by 1.2 percentage points, the lowest real increase in continuing faculty members' salaries in seven years.

Behind the Averages

Survey report table 1 on page 32 shows the percentage change in average salary levels and increases in average salaries of continuing faculty members from 2002–03 to 2003–04, broken down by institutional category, affiliation (public, private-independent, or church-related), and academic rank. The table reveals that the past year was another in which the economic gains of faculty in public higher education lagged behind those of private-sector professors.

Among continuing faculty members, those employed at private-independent doctoral institutions received an average salary increase of 3.9 percent, which was substantially higher than the 2.7 percent increase received by those at public doctoral universities. Indeed, the average salary increase received by continuing faculty members at private-independent doctoral

universities exceeded the increases received by continuing faculty members at public doctoral universities by between 1.0 and 1.7 percentage points across the three professorial ranks.

Continuing faculty members at master's institutions received overall salary increases of 2.9 percent, slightly lower than the average increase their doctoral-level counterparts received. Continuing faculty members at public master's institutions at each of the three professorial ranks received salary increases that were 1.7 percentage points lower than those conferred on their private-sector counterparts.

On average, continuing faculty members at baccalaureate institutions received larger average salary increases, 3.8 percent, than continuing faculty at master's or doctoral institutions. Again, however, faculty members at public institutions fared worse than faculty at private institutions. On average, continuing faculty members at public baccalaureate institutions received salary increases that were 1.4 percentage points lower than those of their private counterparts. Across the three professorial ranks, the increases of faculty in public baccalaureate institutions ranged from 1.4 to 1.6 percentage points lower than those of faculty at private baccalaureate institutions.

Survey report tables 2 and 3 on page 33 show the distribution of average changes in faculty salaries and of average increases in the salaries of continuing faculty members by institutional affiliation and category. These tables highlight how incomplete a picture focusing on averages provides. For example, survey report table 3 indicates that continuing faculty at 9.2 percent of all institutions received average salary increases of 6 percent or more, while continuing faculty at 30.8 percent of all institutions received average salary increases of less than 2 percent or saw their salaries decrease.¹⁰ Moreover, the percentage of institutions with continuing faculty salary increases of 6 percent or more was higher for private institutions (13.6) than it was for public colleges and universities (5.0). The percentage of institutions with average salary increases of less than 2 percent (including salary decreases) was much higher in the public sector (45.4) than in the private sector (15.6). The budget problems faced by many states are responsible for these differences.¹¹

The rate of inflation this past year was 1.9 percent, which means that continuing faculty at nearly 30 percent of the institutions in our sample (including those who saw their salaries cut) received average salary increases that failed to keep up with inflation. Almost half of public institutions had faculty in this situation.

Rank and Gender

Survey report table 4 provides information on average faculty salaries and compensation by institutional category and affiliation and rank. Nationally, during the past two years, the ratio of the average full-professor salary to that of the average assistant professor decreased slightly, while the ratio of the average full-professor salary to that of the average associate professor increased slightly. Both ratios had increased gradually over the previous fifteen years. Currently, professors earn an average of 68 percent more than assistant professors and about 40 percent more than associate professors. The average associate professor salary has remained about 20 percent above that of the average assistant professor during the last thirty years. Right now, the

average associate professor earns about 19 percent more than the average assistant professor.

Survey report table 5 presents data on average faculty salaries and compensation by gender, institutional category and affiliation, and academic rank. Nationally, the average female salary was 88.4 percent of the average male salary at the full professor level, 93.0 percent of it at the associate professor level, and 92.3 percent of it at the assistant professor level in 2003–04. These percentages have been remarkably stable over the past fifteen years. Several factors may account for the gap between the salaries of faculty men and women, including gender differences in the distribution of faculty across disciplines and disciplinary disparities in salaries (which are discussed below).

The AAUP's data provide an aggregate picture of the average salaries of full-time female faculty compared with those of male faculty at similar ranks; analyses can also be done by institutional type and institutional affiliation. But the Association's data cannot control for the effect of some factors, including disciplinary differences, on disparities between male and female pay.

In recent years, however, several quantitative analyses using national databases have addressed the question of persistent gender differences in salaries. Unlike the AAUP's data, these other data sets contain information on individual salaries, and the analyses consider factors such as discipline, educational background, years of experience, emphasis on research compared with teaching, and, sometimes, measures of research and teaching productivity. Next year, this report will discuss the findings of these other studies and will include a more detailed analysis of the persistent gender differences observed in the AAUP data.

Medical Insurance

Nationwide over the past year, increases in the cost of medical insurance continued to outpace the rate of increase in the Consumer Price Index. Survey report tables 10A and 10B show that academic institutions were not immune to these cost increases. The cost to colleges and universities of the medical and dental insurance they provided to their faculty members averaged 8.1 percent of faculty salaries in 2003–04. The comparable percentage for 2002–03 was 7.6; five years ago, in 1998–99, the percentage was 6.2. So medical and dental insurance costs, compared with average faculty salaries, rose by 0.5 percentage point over the past year and 1.9 percentage points over the past five years.

From the perspective of academic institutions, each increase of one percentage point in insurance costs as a share of faculty salaries is equivalent to a one percentage point increase in average faculty salaries. However, as this report discussed last year, faculty members usually do not view increases in the price that institutions pay for medical and dental insurance as a benefit to them. Typically, employer cost increases are accompanied by increasing costs for faculty members in the form of higher health insurance premiums, higher deductibles, and higher co-payment rates, without any improvement in the benefits provided. Put simply, rising medical and dental insurance costs limit the funds available to raise faculty salaries or address other

institutional priorities and hurt both academic institutions and their faculty members.

Changing Use of Contingent Faculty

The data collected for the AAUP's salary survey are for full-time instructional faculty. In recent years, however, a growing share of faculty have been employed in contingent positions—part- or full-time non-tenure-track appointments. Moreover, data on the percentage of full-time faculty employed off the tenure track understate the share of new faculty hires that find themselves in such positions.

The data in table B illustrate the magnitude of some of these shifts. The first column on the left shows the percentage of full-time faculty who held non-tenure-track positions at a set of four-year public and private institutions that reported information to the U.S. Department of Education's Integrated Postsecondary Educational Data System (IPEDS) faculty salary survey each year from 1989 to 1999.¹² This set of institutions is not necessarily a random sample of all four-year colleges and universities in the United States, and its composition (among doctoral, master's, and baccalaureate institutions) in the public sector is not necessarily the same as it is in the private sector. Therefore, we focus on changes within each sector over time, not on comparisons between the two sectors.

These data suggest the increasing importance of full-time non-tenure-track positions at these institutions. Between 1989 and 1999, the share of full-time faculty members who were off the tenure track increased from 11.0 to 13.7 percent at the public institutions in the sample and from 14.2 to 19.7 percent at the private institutions in the sample.

The second column from the left presents data from the biennial IPEDS staff survey, which defines faculty somewhat differently from the IPEDS faculty salary survey. The salary survey is restricted to faculty members who have at least some instructional responsibilities, while the staff survey includes faculty who do not have instructional responsibilities.¹³

It is not surprising that the percentage of full-time non-tenure-track faculty is higher in the IPEDS staff survey. Of greater interest is the similar pattern of growth in non-tenure-track full-time positions that these data reveal. Between fall 1989 and fall 2001, among a consistent set of institutions, the proportion of full-time faculty members off the tenure track rose from 19.1 to 28.1 percent at the public four-year institutions and from 23.5 to 30.9 percent at the private colleges and universities.

The third column from the left shows the percentage of part-time faculty from the IPEDS staff survey.¹⁴ Between fall 1989 and fall 2001, the percentage of part-time faculty rose from 17.4 to 20.6 at the public four-year institutions in the sample and from 33.3 to 40.7 at the private four-year institutions in the sample. The large differences between the public and private percentages at a point in time may reflect differences in the characteristics of the institutions. For example, the private colleges and universities in the sample may be more likely than the public institutions to be located in large urban areas with plentiful supplies of people willing to work as part-time faculty, while the public institutions in the sample may be more likely to be situated in rural areas with a smaller supply of

TABLE B
**Changing Composition of Faculty at Public and Private Four-Year Institutions,
 1989–2001, Two-Year Intervals**

Year	Percentage of Full-Time Faculty Not on the Tenure Track (Instructional Faculty) ^a	Percentage of Full-Time Faculty Not on the Tenure-Track (All Faculty) ^b	Part-Time Faculty as a Percentage of All Faculty (All Faculty) ^c	Percentage of New Full-Time Hires Not on the Tenure Track (All Faculty) ^d
Public				
1989	11.0	19.1	17.4	46.0
1991	10.8	19.4	16.3	46.0
1993	10.7	20.1	18.6	49.4
1995	10.9	21.2	18.2	48.5
1997	12.1	24.1	22.2	52.9
1999	13.7	26.0	21.1	56.5
2001	n.d.	28.1	20.6	51.5
Private				
1989	14.2	23.5	33.3	45.2
1991	15.8	24.8	34.7	47.3
1993	17.5	25.0	37.5	50.3
1995	17.6	24.8	39.1	51.8
1997	18.4	27.5	41.1	52.6
1999	19.7	30.1	38.3	54.2
2001	n.d.	30.9	40.7	57.3

n.d. No data.

Note: Data for 1999 and 2001 are preliminary.

a. Data in this column are from U.S. Department of Education, Integrated Postsecondary Education Data System (IPEDS), *Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty*, two-year intervals from 1989 to 2001. The sample includes 504 public and 854 private four-year colleges and universities that responded to the survey each year. The data for the percentage of full-time non-tenure-track faculty are not yet available for 2001. For details about IPEDS, see <http://nces.ed.gov/ipeds/AboutIPEDS.asp>.

b. Data in this column are from IPEDS, *Fall Staff Survey*, two-year intervals from 1989 to 2001. The sample includes 319 public and 761 private four-year colleges and universities that responded to the survey each year.

c. Data in this column are from IPEDS, *Fall Staff Survey*. The sample includes 172 public and 483 private four-year colleges and universities that both responded to the survey and reported positive numbers of part-time faculty in each year.

d. Data in this column are from IPEDS, *Fall Staff Survey*. The sample includes 177 public and 516 private four-year colleges and universities that both responded to the survey and reported data on new faculty hires each year.

Source: Ronald G. Ehrenberg and Liang Zhang, *The Changing Nature of Faculty Employment*, Cornell Higher Education Research Institute Working Paper no.44 (February 2004), available at <http://www.ilr.cornell.edu/cheri>.

potential adjuncts. What is important is that the percentage of part-time faculty members grew at both types of institutions during the time period.

The IPEDS staff survey also collects information on the numbers of full-time faculty members hired since July 1 of each year into tenured, tenure-track, and non-tenure-track positions. For four-year institutions that reported each year between 1989 and 2001, the far-right column of table B estimates the percentage of new full-time faculty hires that were not on the tenure track. Although the percentage fluctuated during the period, it increased overall from 46.0 to 51.5 at the public institutions in the sample and from 45.2 to 57.3 at the private institutions in the sample. So not only is the percentage of faculty members hired into non-tenure-track positions increasing, it is also greater than the percentage of all full-time faculty members in these positions.¹⁵

These developments have important implications for the economic status of the faculty. The lower pay and lesser benefits received by contingent faculty members, compared with the salary and benefits of tenure-track faculty, are among the reasons for the movement to achieve collective bargaining rights for contingent faculty.¹⁶ In addition, the growing use of non-tenure-track faculty probably reduces the desirability of pursuing the PhD and an academic career among college graduates who are U.S. citizens, and thus may be partly responsible for the declining share of PhDs granted by American colleges and universities to U.S. citizens.¹⁷

Disciplinary Differences

The AAUP salary survey does not collect data on salary differentials by discipline. Since 1974, however, the Office of Institutional Research and Information Management at

TABLE C
Average Salaries of Professors, By Discipline, as a Percentage of the Average Salaries of Professors of English, 2001-02

Discipline	Entire Sample	Twenty-fifth Percentile Institution	Seventy-fifth Percentile Institution
Agricultural Business and Production	101.3	89.2	116.7
Agricultural Sciences	91.8	82.6	101.5
Architecture and Related Programs	94.3	87.6	100.9
Area, Ethnic, and Cultural Studies	100.2	91.2	110.7
Biological and Life Sciences	100.4	90.1	110.1
Business Management and Administrative Services	134.3	117.6	153.9
Communications	93.7	82.9	99.8
Computer and Information Sciences	119.1	106.1	129.4
Conservation and Renewable Natural Resources	94.4	85.5	100.0
Economics	117.4	102.1	127.1
Education	93.4	83.6	100.3
Engineering	116.5	106.4	127.1
Foreign Language and Literature	89.2	79.6	97.1
Health Professions and Related Sciences	106.0	91.0	115.8
History	93.6	84.3	101.1
Home Economics	91.6	81.9	101.3
Law and Legal Studies	144.5	124.8	159.8
Library Science	101.3	87.7	113.9
Mathematics	99.7	86.5	108.5
Parks, Recreation, Leisure, and Fitness Studies	96.1	86.7	101.9
Philosophy and Religion	92.3	83.2	103.3
Physical Sciences	104.4	92.6	115.8
Psychology	101.9	88.8	114.4
Public Administration and Services	102.4	85.6	116.7
Social Sciences (excluding Economics and History)	97.6	85.0	108.1
Visual and Performing Arts	84.8	74.8	91.8

Source: Faculty salary data from the Office of Institutional Research and Information Management, Oklahoma State University.

Oklahoma State University has collected faculty salary data annually by discipline and rank for a set of doctoral-granting institutions.¹⁸ The participating institutions are members of the National Association of State Universities and Land Grant Colleges, many of which are the “flagship” public doctoral-granting universities in their states. Two private land-grant universities (Cornell University and the Massachusetts Institute of Technology) and the U.S. Naval Academy also often respond to the survey. Previous committee reports have summarized information gleaned from the Oklahoma State data, and this year we again make use of them.¹⁹ We caution, however, that the results cited in this section pertain only to a subset of the institutions included in the AAUP’s “doctoral institution” category; the subset is made up mainly of public universities.

Table C shows the average salary of full professors in different disciplines relative to the average salary of full professors in English language and literature for 2001-02 (see the Entire Sample column).²⁰ Average salaries vary widely across disciplines at the institutions in this sample. At the full professor level, the highest-paying disciplines relative to English are business management and administrative services, computer science, economics, engineering, and law and legal studies. Full professors’ salaries in these fields are, on average, 34.3 percent,

19.1 percent, 17.4 percent, 16.5 percent, and 44.5 percent higher, respectively, than the salaries of their counterparts in English language and literature. The lowest-paying fields are foreign language and literature, home economics, and visual and performing arts. On average at these institutions nationwide, salaries of full professors in these fields are 10.8 percent, 8.4 percent, and 15.2 percent lower than the salaries of their counterparts in English language and literature.

To say that, on average, full professors in one discipline earn a given percentage more or less than full professors in English language and literature at a sample of institutions is not to say that this difference occurs at any particular institution in the sample. In fact, disciplinary salary differentials vary widely across institutions nationwide. For each discipline, we ranked institutions from lowest to highest in terms of the average salary of full professors in the discipline relative to the average salary of full professors of English language and literature at the institution. Table C shows the salary comparison for each discipline at the institution that fell at the twenty-fifth percentile and the institution that was at the seventy-fifth percentile. (For each discipline, we included only those institutions in the sample that employed faculty in both the discipline listed and English language and literature.)

TABLE D
Average Salaries of New Assistant Professors, By Discipline, as a Percentage of the
Average Salaries of New Assistant Professors of English, 2001–02

Discipline	Entire Sample	Twenty-fifth Percentile Institution	Seventy-fifth Percentile Institution
Agricultural Business and Production	124.5	112.4	133.2
Agricultural Sciences	117.0	106.2	127.2
Architecture and Related Programs	106.9	98.3	110.6
Area, Ethnic, and Cultural Studies	104.5	99.4	111.7
Biological and Life Sciences	114.3	106.1	124.4
Business Management and Administrative Services	213.5	188.6	231.2
Communications	105.5	100.5	111.7
Computer and Information Sciences	169.7	157.5	179.8
Conservation and Renewable Natural Resources	116.7	103.3	126.7
Economics	150.5	134.0	165.3
Education	106.8	99.4	112.8
Engineering	147.1	134.0	158.1
Foreign Language and Literature	99.2	93.8	104.8
Health Professions and Related Sciences	131.4	115.0	132.4
History	98.8	93.8	104.7
Home Economics	109.7	101.6	115.0
Law and Legal Studies	168.2	145.7	203.2
Library Science	109.8	100.5	122.9
Mathematics	118.5	109.5	131.8
Parks, Recreation, Leisure, and Fitness Studies	105.9	100.5	112.5
Philosophy and Religion	100.2	92.2	104.2
Physical Sciences	115.1	104.9	125.9
Psychology	109.7	102.8	121.0
Public Administration and Services	111.8	99.4	120.3
Social Sciences (excluding Economics and History)	106.3	98.6	116.7
Visual and Performing Arts	96.0	90.3	101.4

Source: Faculty salary data from the Office of Institutional Research and Information Management, Oklahoma State University.

So, for example, although the typical full professor of agricultural business and production in the sample earned 1.3 percent more than the typical full professor of English language and literature, at the institution that was at the twenty-fifth percentile, agricultural business and production professors earned, on average, 10.8 percent less than English language and literature professors. At the institution that was at the seventy-fifth percentile of the distribution, agricultural business and production professors earned 16.7 percent more than English professors.

Similarly, the typical professor in the physical sciences at these institutions earned 4.4 percent more than his or her counterparts in English language and literature. Yet at the twenty-fifth percentile institution, the average salaries of physical science professors were 7.4 percent less than those of English language and literature professors. At the seventy-fifth percentile institution, the average salaries of physical science professors were 15.8 percent more than those of their counterparts in English language and literature.

The important point is that knowing the average salary of professors in one discipline relative to the average salary of professors in a second discipline at institutions in the sample reveals little about what the relative salaries of the two disciplines

are—or should be—at any given institution. Research has yet to be conducted to determine why salary differentials by discipline for full professors vary so much across institutions. Still, factors such as institutional priorities, the relative quality of faculty in different fields, the age distribution of faculty within disciplines at an institution, and the location of disciplines within colleges at a university will probably prove important.

Table D presents similar data for new assistant professors. It is striking how large the differentials are at the new assistant professor level between the salaries in the highest-paying disciplines and English language and literature. New assistant professors in business management and administrative services, computer and information sciences, economics, engineering, and law and legal studies earn, on average, 113.5 percent, 69.7 percent, 50.5 percent, 47.1 percent, and 68.2 percent more, respectively, than their counterparts in English language and literature. Although the extent of these salary differentials may be surprising, the fact that disciplinary salary differences are larger at the new assistant professor level than at the full professor level is not unexpected. Senior faculty are less mobile than their junior counterparts and less likely to be attracted by the high-paying nonacademic employers with which universities must compete in certain disciplines.

Also striking at the assistant professor level is the variation in salary differentials by discipline across institutions. For example, the salaries of new assistant professors in economics were 34.0 percent higher than the salaries of new assistant professors in English language and literature at the twenty-fifth percentile institution but were 65.3 percent higher at the seventy-fifth percentile institution. The comparable salary advantages at the twenty-fifth and seventy-fifth percentile institutions for business management and administrative services were 88.6 and 131.2 percent, respectively. For computer and information services, they were 57.5 and 79.8 percent; for engineering, they were 34.0 and 58.1 percent; and for law and legal studies they were 45.7 and 103.2 percent. So, again, knowing the average salary differential nationwide between two disciplines at the new assistant professor level provides little information about the salary at any given institution.

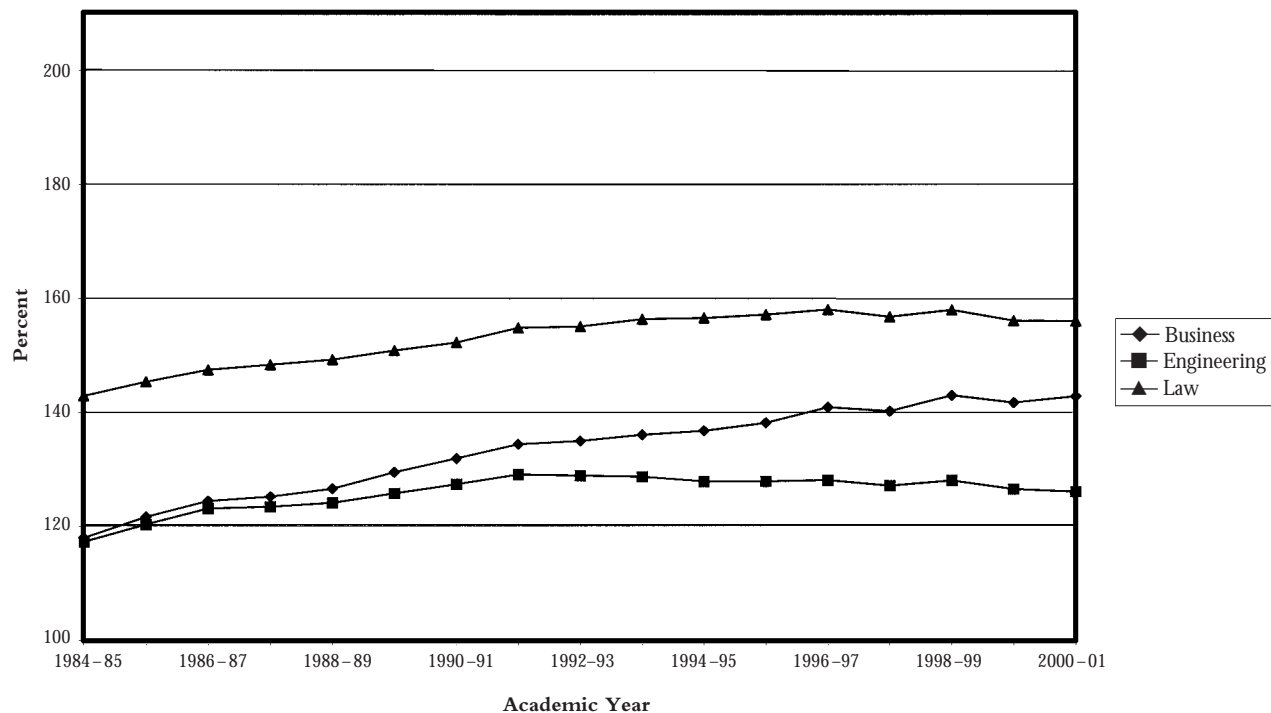
How have salary differentials by discipline changed over time among the institutions in the Oklahoma State sample? Figures 1 and 2 show the ratios of the average salary of faculty in three high-paying fields—business management and administration, engineering, and law and legal studies—to the average salaries of faculty in English language and literature at both the full professor and new assistant professor levels, from 1984–85 to 2000–01. Because the institutions that respond to the Oklahoma State survey vary from year to year, we used three-year averages for all years to minimize disparities caused by changes in sample institutions. So, for example, the ratio reported for full professors of business for 1990–91 is computed as the averages of the ratios that existed in the survey data for 1989–90, 1990–91, and 1991–92.²¹

During the period covered, the salaries of both professors and new assistant professors of business management and administrative services in the sample grew steadily relative to the salaries of their counterparts in English language and literature. In 1984–85, business faculty had an average salary premium of 17.9 percent at the full professor level and 59.1 percent at the new assistant professor level. By 2000–01, these differentials had grown to 42.8 percent and 101.7 percent, respectively.

The premium paid to full professors of engineering changed much less; it rose from 17.2 to 26.0 percent during the period. Moreover, the salary premium paid to new assistant professors in engineering actually declined from 52.3 to 45.1 percent. Similarly, although the salary premium paid to full professors of law and legal studies grew from 42.9 to 56.0 percent, the premium paid to new assistant professors of law and legal studies was slightly lower at the end of the period than it was at the beginning of it (the premium declined from 69.0 to 63.6 percent). These patterns—growing salary premiums for full professors of engineering and law but declining salary premiums for new assistant professors—coincide with rapid adjustments to market conditions in the salaries of new assistant professors in these disciplines but much smaller adjustments in the salaries of full professors.

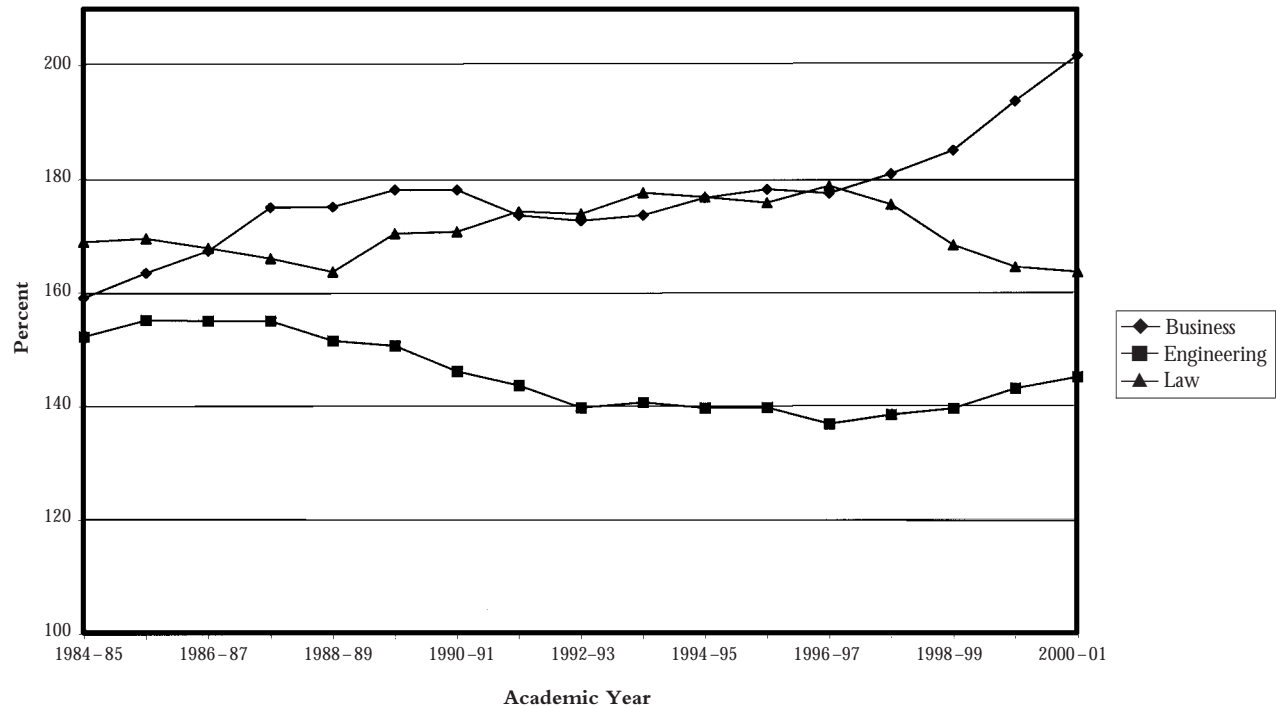
It is important to stress that this analysis of disciplinary faculty salary differences is based upon data that come almost entirely from public doctoral institutions. Differentials at private doctoral institutions may be larger; however, we cannot say for sure because information about individual salaries and average salaries within departments at these institutions is much more

FIGURE 1
Average Salary of Full Professors in Selected Disciplines as a Percentage of Average Salary of Full Professors in English, 1984–85 to 2000–01



Source: Faculty salary data from the Office of Institutional Research and Information Management, Oklahoma State University.

FIGURE 2
Average Salary of New Assistant Professors in Selected Disciplines as a Percentage of Average Salary of New Assistant Professors in English, 1984–85 to 2000–01



Source: Faculty salary data from the Office of Institutional Research and Information Management, Oklahoma State University.

likely to be kept confidential. Differentials at small bachelor's institutions, where all faculty members are often housed within a single college, are likely to be much smaller.

Faculty Salary Versus Tuition Increases

As noted at the beginning of this report, colleges and universities often claim that faculty salary increases are among the major reasons that tuition persistently increases an average of 2.0 to 3.5 percentage points more each year than the rate of inflation. This past year's experience suggests that this argument does not always hold. As has been noted, tuition and fees rose by an average of 6.0 percent at private four-year colleges and universities between 2002–03 and 2003–04 and by 14.1 percent during the same period at public two- and four-year institutions. Survey report table 1 shows, however, that average faculty salaries at private four-year institutions rose by approximately 3 percent this past year, and average faculty salaries at most public two- and four-year institutions rose by less than 2 percent.

Moreover, when we compared the average percentage salary increase this year for continuing faculty members at each of the public doctoral universities that responded to the AAUP's survey with the average percentage increase in tuition and fees at each institution, we found a slightly negative, but statistically insignificant, correlation.²² Put simply, there is no evidence indicating that faculty salary increases for 2003–04 caused tuition to increase at public doctoral universities.

Beyond the most recent one-year changes, what has occurred over longer time periods? Table E shows the average annual changes in tuition and fees and average faculty salaries

TABLE E
Average Annual Percentage Increases in Average Tuition and Fees, Average Faculty Salaries, and the Consumer Price Index, 1976–77 to 2002–03

	Private Four-Year	Public Four-Year	Public Two-Year
1976–77 to 1990–91			
Average Tuition and Fees	9.8	8.4	8.7
Average Faculty Salaries	6.8	6.6	5.9
Consumer Price Index	6.1	6.1	6.1
1990–91 to 2002–03			
Average Tuition and Fees	5.9	6.6	5.2
Average Faculty Salaries	3.8	3.2	2.7
Consumer Price Index	2.7	2.7	2.7

Sources: For average tuition and fees: *Trends in College Pricing 2003* (New York: College Board Publications, 2003), table 5a; for average faculty salaries: AAUP, *The Annual Report on the Economic Status of the Profession, Academe*, 1976–77 to 2002–03; for the Consumer Price Index: U.S. Bureau of Labor Statistics, All Urban Consumers Series. Annual average data used for 1976, 1990, and 2002 (<http://www.bls.gov>).

from 1976–77 to 1990–91 and from 1990–91 to 2002–03 for private four-year institutions, public four-year institutions, and public two-year institutions. From 1976–77 to 1990–91, average faculty salaries grew at annual rates that were less than the rates of increase in tuition and fees by 3.0 percentage points at

private four-year institutions, 1.8 percentage points at public four-year institutions, and 2.8 percentage points at public two-year institutions. Average faculty salaries did increase faster than the rate of inflation during this period by 0.5 percentage points a year at four-year public institutions and by 0.7 percentage points a year at the four-year private institutions.

As table A indicates, average faculty salaries declined by a total of 11 percentage points between 1971–72 and 1975–76. Much of the increase in real faculty salaries between 1976–77 and 1990–91 therefore amounted to “catching up,” as colleges and universities tried to return faculty to their real earnings position as of the early 1970s. Sadly, average salaries of faculty at public two-year institutions fell in real terms during this period.

Annual rates of increase in faculty salaries between 1990–91 and 2002–03 were again substantially less than the annual rates of increases in average tuition and fees. As table E shows, average faculty salaries at four-year private institutions grew by 2.1 percentage points a year less than the rate of increase in tuition and fees. In the public sector, faculty salaries rose annually by 3.4 percentage points less than the rate of increase in tuition and fees at four-year institutions and by 2.5 percentage points less at two-year institutions. Although average faculty salaries did increase in real terms during these years at four-year institutions, the percentage increase in average faculty salaries in all three sectors fell substantially below the average percentage increase in average tuition and fees.

The bottom line is that although faculty and staff salary increases obviously contribute to increases in tuition, other factors have played more important roles during the last quarter century. These factors include the escalating costs of benefits for all employees, reductions in state support of public institutions, growing institutional financial-aid costs, expansion of the science and research infrastructure at research universities, and the increasing costs of information technology. If tuition and fee increases had been held to the rate of average faculty salary increases during this period, average tuition and fees would be substantially lower today in both the public and private sectors.

Acknowledgments

This report could not have been written without the hard work of John Curtis, the AAUP’s director of research, and Galina Lewis, the AAUP’s research associate. Nor could it have been completed without the many institutional representatives who take the time each year to respond to the Association’s annual survey. The members of our committee participated in two meetings (one virtual) that spelled out the issues to be discussed in this year’s report, and many commented on earlier drafts of the report. The committee members are Linda A. Bell (Economics), Haverford College; Daniel S. Hamermesh (Economics), University of Texas at Austin; George E. Lang (Mathematics), Fairfield University; Stephen London (Political Science), Brooklyn College of the City University of New York; James Monks (Economics), University of Richmond; Karlene Roberts (Organizational

Behavior), University of California, Berkeley; Richard Romano (Economics), Broome Community College; Saranna Thornton (Economics), Hampden-Sydney College; and Craig Swan (Economics), University of Minnesota, consultant. ✉

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Chair

Committee on the Economic Status of the Profession

Notes

1. Michael Arnone, “State Spending on Colleges Drops for the First Time in Eleven Years,” *Chronicle of Higher Education*, January 16, 2004. The data upon which this story is based are collected annually by the Center for the Study of Education Policy at Illinois State University and are published electronically on the center’s Web site (<http://www.coe.ilstu.edu/grapevine>).
2. Sara Hebel, “State Appropriations: Still Scarce, But Better Budgets May Be Near,” *Chronicle of Higher Education*, December 19, 2003. The percentage cited in the text is based on nominal, or non-inflation-adjusted, dollars.
3. *Trends in College Pricing 2003* (New York: College Board Publications, 2003), table 5a.
4. U.S. Department of Labor, Bureau of Labor Statistics, “Labor Force Statistics from the Current Population Survey,” available at <http://www.bls.gov>.
5. John L. Pulley, “Endowments Post First Gain in Three Years But Some Still Lag,” *Chronicle of Higher Education*, January 23, 2004.
6. Robin Wilson, “Stanford U. Freezes Faculty and Staff Salaries,” *Chronicle of Higher Education*, March 21, 2003. It should be noted that the figures that Stanford University supplied for the AAUP survey, and that are reported in appendix I, showed an increase in salary levels over the previous year. This probably occurred because even though there was no general salary increase for continuing faculty, the university adjusted the salaries of some continuing faculty members who received offers from other institutions.
7. Much of the information about faculty salary increases in this report is based upon the AAUP survey of higher education institutions in the United States. In 2003–04, 1,446 institutions (representing 1,775 campuses) are represented in the survey. Data from these institutions are included in the basic results presented in table A and in many of the other tables in this report. AAUP staff compiled the data for the tables in this report and the appendices that follow that make use of the AAUP survey data.
8. Unless otherwise specified, the designation “private” in this article henceforth refers to private-independent (non-church-related) institutions.
9. See also Thomas J. Kane and Peter R. Orzag, *Funding Restrictions at Public Universities: Effects and Policy Implications*, Brookings Institution Working Paper (Washington, D.C., 2003), for evidence that student-faculty ratios have risen at public research universities relative to the comparable ratios at private research universities, that during the 1990s faculty workloads at public universities rose relative to faculty workloads at private universities, and that faculty members believe that the quality of undergraduate education has deteriorated at public universities.
10. As survey report table 3 indicates, 0.8 percent of all institutions reported that the average salaries of their continuing faculty members declined. AAUP staff checked each reported decline in average salary with the individuals who provided the data and confirmed that these declines actually occurred. Some faculty salary cuts have been report-

ed in the press. For example, the Ventura County Federation of College Teachers, which represents 1,600 full- and part-time faculty members in California's Ventura Community College District, agreed to faculty salary cuts of about 4 percent to avoid layoffs. (Jamilah Evelyn, "Community College Faculty Members Take Pay Cuts to Avoid Layoffs," *Chronicle of Higher Education*, May 9, 2003.)

11. Indeed, when we contrasted the average percentage increase in continuing faculty salaries at each public doctoral institution in our sample (as of January 20, 2004) with the percentage change in state appropriations for institutions of public higher education in its state, we found a statistically significant positive relationship between the change in state appropriations and the increase in continuing faculty members' salaries.

12. These percentages are the weighted average of the percentages at each institution in the sample, with the weights being the number of full-time faculty at the institution. For details about IPEDS, see <http://nces.ed.gov/ipeds/AboutIPEDS.asp>.

13. These faculty include those with research or public-service (extension) appointments.

14. We restricted our attention to a sample of colleges and universities that both responded to the survey and reported positive numbers for part-time faculty members in each year. If a response for part-time faculty is coded as "blank" in the survey, we cannot distinguish between the number being zero and the institution's not reporting this variable.

15. If non-tenure-track faculty have shorter appointments than tenure-track faculty (which is likely), it is not surprising that the share of new hires that are nontenure track exceeds the proportion of facul-

ty that are tenure track. However, this fact alone does not explain the growth in the share of new hires that are nontenure track.

16. Scott Smallwood, "Non-Tenure-Track Faculty Members Vote to Unionize at U. of Michigan," *Chronicle of Higher Education*, May 9, 2003.

17. In next year's report, we hope to provide information from various sources on the pay and benefits of non-tenure-track faculty.

18. We are grateful to Lee Tarrant, Office of Institutional Research and Information Management at Oklahoma State University, for permitting the AAUP access to the published volumes that summarize the results of the annual Oklahoma State Faculty Salary Surveys and for preparing special tabulations for us for the tables in this section of the report.

19. For example, see "Plus Ça Change: The Annual Report on the Economic Status of the Profession, 1993-94," *Academe* (March-April 1994), table V, and "Not So Good: The Annual Report on the Economic Status of the Profession, 1996-97," *Academe* (March-April 1997), table VIII.

20. Each discipline's average salary is a weighted average across institutions, with the weights being the number of faculty members in the rank in the discipline at the institution.

21. We had access to data from 1983-84 to 2001-02, so the numbers in the figures span the years 1984-85 to 2000-01.

22. This analysis was done for the eighty-nine public doctoral universities whose data had been tabulated by the AAUP office by January 20, 2004, and for which we also could obtain data on percentage increases in tuition from the *Chronicle of Higher Education*.

SURVEY REPORT TABLE 1

Percentage Change in Salary Levels and Percentage Increases in Salary for Continuing Faculty, by Category, Affiliation, and Academic Rank, 2002–03 to 2003–04

Academic Rank	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	SALARY LEVELS				CONTINUING FACULTY			
<i>CATEGORY I (Doctoral)</i>								
Professor	2.9	2.4	3.9	3.3	2.8	2.5	3.5	3.5
Associate	2.3	2.0	2.9	3.9	3.3	2.9	4.5	4.2
Assistant	2.6	2.4	2.5	3.4	3.5	3.1	4.8	3.9
Instructor	1.6	1.5	0.7	1.5	3.7	3.3	6.4	4.0
All Combined	2.6	2.2	3.5	3.2	3.1	2.7	3.9	3.8
<i>CATEGORY IIA (Master's)</i>								
Professor	1.3	0.5	3.4	2.8	2.6	2.0	3.7	3.6
Associate	1.3	0.5	3.3	2.6	3.0	2.3	4.0	4.1
Assistant	2.1	1.6	3.8	2.5	3.3	2.6	4.3	4.4
Instructor	2.0	1.7	2.1	3.1	4.0	3.7	4.9	4.9
All Combined	1.2	0.4	3.2	2.7	2.9	2.3	4.0	4.0
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	2.3	2.2	2.2	2.6	3.4	2.2	3.6	3.7
Associate	2.2	1.7	2.4	2.3	4.0	3.0	4.4	4.1
Assistant	2.5	2.1	2.4	2.8	4.2	3.2	4.8	4.2
Instructor	3.4	1.3	4.3	4.6	4.1	3.1	4.9	4.4
All Combined	2.4	1.6	2.3	2.9	3.8	2.8	4.2	4.0
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>								
Professor	0.5	0.5	n.d.	n.d.	2.6	2.6	n.d.	n.d.
Associate	0.9	0.9	n.d.	n.d.	2.9	2.9	n.d.	n.d.
Assistant	0.2	0.2	n.d.	n.d.	3.7	3.6	n.d.	n.d.
Instructor	2.0	1.9	n.d.	n.d.	3.5	3.6	n.d.	n.d.
All Combined	0.1	0.1	n.d.	n.d.	3.0	3.0	n.d.	n.d.
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>								
No Rank	3.7	3.7	n.d.	n.d.	2.5	2.5	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	2.4	1.9	3.5	3.0	2.8	2.4	3.5	3.6
Associate	2.0	1.5	2.9	2.9	3.3	2.7	4.3	4.1
Assistant	2.3	1.9	2.9	2.9	3.5	3.0	4.6	4.2
Instructor	2.0	1.7	2.2	3.8	3.8	3.5	5.3	4.5
All Combined	2.1	1.6	3.2	3.1	3.1	2.6	4.0	4.0

Note: The table is based on 1,343 (salary) and 1,203 (continuing) responding institutions, representing 1,644 and 1,464 campuses respectively, and reporting comparable data both years. For definitions of categories, see Explanation of Statistical Data on page 47. N.d. = no data. There were too few private-independent and church-related institutions in categories III and IV to generate valid separate statistics. These institutions are included in the All Combined column, however.

SURVEY REPORT TABLE 2

Percent of Institutions and Percent of Faculty by Average Increase in Salary Levels, by Affiliation and Category, 2002–03 to 2003–04

Percentage Increase	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	INSTITUTIONS				FACULTY MEMBERS			
6 and over	10.1	10.7	7.7	11.0	7.0	6.6	8.2	7.3
5 to 5.99	4.0	1.9	7.0	5.8	3.2	1.6	7.5	6.2
4 to 4.99	8.0	3.8	13.7	12.0	8.9	5.0	20.3	14.2
3 to 3.99	13.3	8.9	19.7	17.2	15.0	12.1	22.3	20.4
2 to 2.99	13.6	11.6	16.1	16.0	14.7	14.4	12.4	20.3
1 to 1.99	14.7	15.2	14.0	14.1	16.1	17.4	12.3	14.4
Between 0 and 0.99	14.1	17.1	8.7	12.3	14.6	17.8	6.0	10.0
No change	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Decrease	22.2	30.8	13.0	11.7	20.4	25.3	11.1	7.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	I	IIA	IIB	III & IV	I	IIA	IIB	III & IV
6 and over	7.8	6.2	10.3	17.4	6.1	5.2	9.7	13.6
5 to 5.99	3.2	3.7	6.5	1.1	2.7	3.2	6.6	0.7
4 to 4.99	10.1	7.2	11.2	2.2	11.4	5.2	12.3	2.9
3 to 3.99	14.3	14.4	15.0	8.3	16.1	13.5	16.0	12.8
2 to 2.99	16.1	14.6	14.3	9.1	16.8	13.3	13.7	9.4
1 to 1.99	17.5	14.6	13.0	15.2	17.9	14.8	11.6	17.1
Between 0 and 0.99	14.7	13.9	13.2	15.2	14.2	15.8	12.6	16.5
No change	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Decrease	16.1	25.3	16.6	31.5	14.8	29.0	17.5	27.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: The table is based on 1,343 institutions representing 1,644 campuses reporting comparable data both years. For definitions of categories, see Explanation of Statistical Data on page 47.

SURVEY REPORT TABLE 3

Percent of Institutions and Percent of Faculty by Average Increase in Salary for Continuing Faculty, by Affiliation and Category, 2002–03 to 2003–04

Percentage Increase	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	INSTITUTIONS				FACULTY MEMBERS			
6 and over	9.2	5.0	13.6	13.2	6.2	4.5	9.0	10.5
5 to 5.99	9.6	7.0	13.2	10.9	9.4	6.4	17.1	12.5
4 to 4.99	17.6	13.2	22.0	21.9	17.7	14.0	27.2	21.3
3 to 3.99	18.5	15.2	21.7	21.9	20.7	18.5	21.7	30.1
2 to 2.99	14.1	14.1	13.9	14.5	13.9	14.1	12.8	14.5
1 to 1.99	9.8	12.7	7.1	6.8	11.4	13.7	8.7	4.4
Between 0 and 0.99	16.5	26.6	5.8	7.4	19.1	27.1	2.5	5.1
No change	3.7	5.4	2.0	2.3	1.2	1.3	1.0	1.0
Decrease	0.8	0.7	0.7	1.3	0.5	0.6	0.1	0.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	I	IIA	IIB	III & IV	I	IIA	IIB	III & IV
6 and over	3.8	7.9	13.9	6.8	3.8	5.5	14.7	7.9
5 to 5.99	10.9	9.9	8.2	10.5	9.2	11.0	7.9	8.0
4 to 4.99	15.8	16.4	22.3	12.2	19.0	13.5	23.3	13.4
3 to 3.99	22.3	16.7	20.5	14.8	22.3	19.0	21.1	15.7
2 to 2.99	13.6	14.6	14.3	13.5	13.3	14.7	13.1	15.4
1 to 1.99	16.3	11.1	7.3	7.6	14.1	10.5	6.0	8.2
Between 0 and 0.99	17.4	21.3	10.2	20.7	18.3	24.4	10.5	21.9
No change	0.0	1.5	2.5	12.2	0.0	0.7	2.0	8.3
Decrease	0.0	0.6	0.9	1.7	0.0	0.6	1.4	1.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: The table is based on 1,203 reporting institutions representing 1,464 campuses. For definitions of categories, see Explanation of Statistical Data on page 47.

SURVEY REPORT TABLE 4

Average Salary and Average Compensation Levels, by Category, Affiliation, and Academic Rank, 2003–04 (Dollars)

Academic Rank	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	SALARY				COMPENSATION			
<i>CATEGORY I (Doctoral)</i>								
Professor	100,682	94,606	122,158	103,475	125,644	118,047	152,540	128,954
Associate	68,640	66,275	78,863	72,232	87,503	84,377	100,879	92,537
Assistant	58,576	56,277	68,218	60,026	74,628	71,935	86,141	75,715
Instructor	39,476	37,972	45,200	48,233	51,359	49,446	58,482	62,825
Lecturer	45,763	44,159	51,540	44,211	59,028	56,587	67,697	57,416
No Rank	50,711	46,917	56,619	51,852	64,455	59,334	72,918	62,986
All Combined	75,863	71,901	91,915	77,271	95,741	90,773	115,860	97,529
<i>CATEGORY IIA (Master's)</i>								
Professor	76,112	74,872	81,570	76,203	95,613	93,947	103,549	94,971
Associate	60,011	59,365	62,934	59,283	76,566	75,636	81,003	75,252
Assistant	49,959	49,795	51,930	48,445	63,928	63,888	66,707	60,951
Instructor	37,700	36,981	40,809	38,871	48,515	47,741	52,772	48,914
Lecturer	42,993	43,129	42,616	40,869	55,162	55,279	55,163	52,804
No Rank	45,625	43,960	49,908	47,227	57,494	56,135	60,943	58,792
All Combined	59,400	58,629	63,249	58,725	75,423	74,444	80,902	73,857
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	71,822	68,996	82,344	62,606	91,745	86,973	105,588	80,234
Associate	55,431	55,887	60,207	51,047	71,099	71,661	77,556	65,198
Assistant	46,091	46,387	49,436	43,201	58,823	59,758	63,043	54,866
Instructor	37,649	37,516	39,816	36,709	47,830	48,613	50,046	46,128
Lecturer	41,372	38,051	50,405	38,396	52,634	48,241	64,962	47,889
No Rank	43,355	39,952	49,686	34,776	55,634	49,888	64,098	44,881
All Combined	55,851	53,809	63,263	50,564	71,391	68,686	81,086	64,499
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>								
Professor	64,242	64,439	54,452	n.d.	82,331	82,605	68,737	n.d.
Associate	51,720	51,859	44,834	n.d.	67,096	67,348	53,385	n.d.
Assistant	45,027	45,239	38,425	n.d.	58,840	59,179	47,791	n.d.
Instructor	38,747	39,062	25,556	n.d.	50,414	50,875	30,897	n.d.
Lecturer	43,290	43,469	33,071	n.d.	57,999	58,299	40,846	n.d.
No Rank	36,284	36,480	30,498	n.d.	48,954	49,339	37,614	n.d.
All Combined	50,832	51,088	39,217	n.d.	65,869	66,250	48,208	n.d.
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>								
No Rank	50,833	50,820	n.d.	n.d.	63,299	63,286	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	88,591	85,767	104,026	77,295	111,096	107,363	130,908	97,271
Associate	63,063	62,437	68,528	58,963	80,542	79,644	87,950	75,225
Assistant	52,788	52,472	57,519	48,088	67,453	67,300	73,157	60,777
Instructor	38,501	37,865	41,765	39,225	49,749	49,156	53,589	49,673
Lecturer	44,522	43,465	50,128	42,087	57,355	55,775	65,595	54,214
No Rank	46,741	44,078	53,131	44,669	59,490	56,361	67,465	55,654
All Combined	66,475	64,975	76,644	59,328	84,265	82,356	97,264	75,092

Note: The table is based on 1,446 reporting institutions representing 1,775 campuses. For definitions of categories, see Explanation of Statistical Data on page 47. N.d. = no data. There were too few private-independent and church-related institutions in categories III and IV to generate valid separate statistics. These institutions are included in the All Combined column, however.

SURVEY REPORT TABLE 5

Average Salary for Men and Women Faculty, by Category, Affiliation, and Academic Rank, 2003–04 (Dollars)

Academic Rank	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	MEN				WOMEN			
<i>CATEGORY I (Doctoral)</i>								
Professor	102,408	96,238	124,099	105,673	92,937	87,214	113,283	95,329
Associate	70,332	67,906	80,759	74,146	65,495	63,233	75,254	69,014
Assistant	61,011	58,478	71,169	62,068	55,284	53,350	63,613	57,734
Instructor	40,740	39,040	45,846	53,135	38,571	37,219	44,673	44,964
Lecturer	48,946	46,798	56,038	48,891	42,999	41,879	47,339	41,327
No Rank	54,052	50,708	59,189	53,465	47,319	43,392	53,879	48,939
All Combined	81,706	77,331	98,858	83,247	63,745	60,748	76,020	66,795
<i>CATEGORY IIA (Master's)</i>								
Professor	77,022	75,524	82,991	77,859	73,563	73,067	77,502	71,441
Associate	61,178	60,370	64,483	60,714	58,273	57,856	60,658	57,191
Assistant	51,002	50,804	52,828	49,775	48,849	48,684	51,000	47,191
Instructor	38,535	37,793	41,751	39,586	37,158	36,452	40,108	38,472
Lecturer	44,963	45,057	44,865	43,255	41,403	41,601	40,366	38,935
No Rank	47,560	46,412	52,007	46,266	43,774	41,586	47,766	48,023
All Combined	62,782	61,845	68,839	62,657	54,466	53,916	57,878	53,280
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	72,649	69,925	83,436	63,449	69,654	66,590	79,642	60,235
Associate	56,197	56,956	61,033	51,792	54,368	54,243	59,166	49,982
Assistant	46,708	47,324	50,171	43,575	45,449	45,373	48,692	42,813
Instructor	38,239	38,591	40,206	36,998	37,212	36,698	39,532	36,498
Lecturer	41,637	38,739	52,210	39,607	41,124	37,294	49,316	37,132
No Rank	46,129	39,818	52,799	36,353	39,713	40,099	44,623	33,145
All Combined	58,499	56,462	66,560	52,718	52,051	49,992	58,610	47,432
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>								
Professor	65,807	66,030	54,879	n.d.	62,193	62,357	54,040	n.d.
Associate	52,833	53,018	43,015	n.d.	50,600	50,695	46,510	n.d.
Assistant	45,834	46,104	37,346	n.d.	44,288	44,448	39,165	n.d.
Instructor	39,126	39,494	24,917	n.d.	38,420	38,691	26,178	n.d.
Lecturer	43,449	43,449	n.d.	n.d.	43,181	43,482	33,071	n.d.
No Rank	37,209	37,265	28,000	n.d.	34,939	35,257	30,810	n.d.
All Combined	52,592	52,884	38,734	n.d.	49,028	49,247	39,593	n.d.
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>								
No Rank	51,781	51,775	n.d.	n.d.	49,919	49,906	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	91,002	88,033	106,921	79,203	80,452	78,058	93,910	71,524
Associate	64,801	64,137	70,610	60,442	60,280	59,655	65,292	56,746
Assistant	54,722	54,321	60,088	49,160	50,533	50,272	54,429	46,992
Instructor	39,378	38,739	42,406	40,292	37,868	37,234	41,271	38,520
Lecturer	47,066	45,626	54,092	44,975	42,370	41,646	46,569	39,942
No Rank	49,079	46,455	55,724	45,362	44,296	41,670	50,219	43,952
All Combined	71,723	70,003	83,078	63,277	57,637	56,448	65,182	53,436

Note: The table is based on 1,446 reporting institutions representing 1,775 campuses. For definitions of categories, see Explanation of Statistical Data on page 47. N.d. = no data. There were too few private-independent and church-related institutions in categories III and IV to generate valid separate statistics. These institutions are included in the All Combined column, however.

SURVEY REPORT TABLE 6

Average Salary, by Region, Category, and Academic Rank, 2003–04 (Dollars)

Academic Rank	NORTHEAST		NORTH CENTRAL		SOUTH			WEST	
	New England ^a	Middle Atlantic ^b	East North Central ^c	West North Central ^d	East South Central ^e	West South Central ^f	South Atlantic ^g	Mountain ^h	Pacific ⁱ
<i>CATEGORY I (Doctoral)</i>									
Professor	115,415	113,172	98,496	92,439	85,571	91,932	99,403	85,250	107,428
Associate	75,085	76,702	68,272	64,949	62,680	63,839	68,751	62,419	69,848
Assistant	64,736	64,975	57,463	55,384	52,384	56,720	58,479	53,495	60,599
Instructor	50,003	40,876	38,479	40,235	34,793	37,238	41,477	39,971	40,288
Lecturer	53,074	50,945	43,158	35,582	37,256	42,136	42,007	43,350	51,464
No Rank	50,111	49,385	46,922	59,307	31,705	55,377	53,907	32,615	52,101
All Combined	88,224	84,976	74,404	70,972	65,076	67,942	74,369	67,001	82,878
<i>CATEGORY IIA (Master's)</i>									
Professor	82,930	84,592	71,255	70,312	66,921	67,747	72,945	68,375	82,564
Associate	63,127	66,344	57,836	56,530	54,237	54,930	57,936	55,305	64,643
Assistant	53,223	53,649	48,483	47,089	46,324	46,624	48,446	47,056	53,512
Instructor	43,120	42,412	36,362	38,096	35,972	35,645	38,076	36,015	40,861
Lecturer	49,303	45,389	38,403	32,393	34,929	34,043	38,266	39,062	51,930
No Rank	51,343	43,838	47,960	39,999	39,132	41,165	45,954	37,708	45,170
All Combined	65,021	65,579	56,344	55,453	52,655	52,457	56,350	52,986	67,201
<i>CATEGORY IIB (Baccalaureate)</i>									
Professor	87,285	80,430	66,170	65,653	57,941	58,577	66,111	64,323	80,614
Associate	63,240	61,098	53,673	51,625	47,566	49,951	51,562	50,866	59,928
Assistant	51,769	49,573	45,239	43,913	40,835	41,707	43,219	44,005	49,975
Instructor	41,966	41,450	38,293	36,397	34,844	33,751	35,255	33,799	44,783
Lecturer	54,913	45,820	40,603	37,055	43,000	38,163	38,409	25,849	50,782
No Rank	53,082	46,255	40,483	39,795	n.d.	35,807	44,307	43,667	n.d.
All Combined	68,118	60,605	53,929	51,851	47,124	47,269	51,336	49,313	63,712
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>									
Professor	59,835	73,788	62,666	56,555	52,475	58,040	61,648	48,868	62,001
Associate	49,365	58,928	51,526	48,065	43,938	49,145	50,280	43,936	53,373
Assistant	44,057	50,279	42,190	42,251	37,403	44,300	43,353	40,300	48,732
Instructor	39,733	42,289	37,302	37,497	32,627	38,451	36,187	38,427	42,020
Lecturer	41,315	46,547	36,779	40,885	34,125	37,513	33,260	40,478	n.d.
No Rank	n.d.	29,516	37,428	34,885	33,892	35,055	36,129	42,167	n.d.
All Combined	52,751	57,534	48,758	49,248	40,621	45,318	49,126	41,544	53,061
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>									
No Rank	47,030	n.d.	59,668	51,932	42,978	40,524	42,453	53,552	59,895
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>									
Professor	98,176	97,123	87,068	79,620	75,069	80,931	86,418	80,640	94,789
Associate	67,513	68,797	62,591	59,073	55,781	59,142	61,866	59,763	66,337
Assistant	56,820	56,146	52,165	49,579	47,482	50,743	51,580	50,932	56,176
Instructor	43,630	41,763	37,654	37,965	34,994	36,485	38,679	37,816	41,310
Lecturer	52,673	48,619	41,194	34,680	36,162	40,083	40,314	39,904	51,702
No Rank	51,022	48,470	46,582	40,482	35,176	37,054	49,127	37,560	47,578
All Combined	75,399	71,869	65,588	61,263	56,524	59,797	64,109	61,863	74,063

Note: The table is based on 1,446 reporting institutions representing 1,775 campuses. For definitions of categories, see Explanation of Statistical Data on page 47. N.d. = no data.

- a. New England: Connecticut, Maine, Massachusetts, New Hampshire, Vermont, and Rhode Island.
- b. Middle Atlantic: New Jersey, New York, and Pennsylvania.
- c. East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin.
- d. West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota.
- e. East South Central: Alabama, Kentucky, Mississippi, and Tennessee.

- f. West South Central: Arkansas, Louisiana, Oklahoma, and Texas.
- g. South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina, Virginia, and West Virginia.
- h. Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming.
- i. Pacific: Alaska, California, Guam, Hawaii, Oregon, and Washington.

SURVEY REPORT TABLE 7

Average Compensation, by Region, Category, and Academic Rank, 2003–04 (Dollars)

Academic Rank	NORTHEAST		NORTH CENTRAL		SOUTH			WEST	
	New England ^a	Middle Atlantic ^b	East North Central ^c	West North Central ^d	East South Central ^e	West South Central ^f	South Atlantic ^g	Mountain ^h	Pacific ⁱ
<i>CATEGORY I (Doctoral)</i>									
Professor	143,093	142,690	123,728	114,921	106,168	112,145	121,853	104,672	137,676
Associate	95,970	99,208	88,337	82,193	79,072	79,786	86,008	78,149	91,199
Assistant	81,810	83,524	74,667	69,951	66,532	70,360	73,154	67,421	79,004
Instructor	63,867	53,353	51,579	51,308	45,813	46,290	53,074	51,303	55,073
Lecturer	67,451	65,901	56,762	47,186	47,984	53,258	53,570	54,727	68,036
No Rank	64,032	63,906	56,776	59,521	46,198	71,687	67,037	44,440	68,206
All Combined	110,585	108,348	95,077	89,077	81,826	83,881	92,237	83,292	107,125
<i>CATEGORY IIA (Master's)</i>									
Professor	104,323	107,800	91,140	87,745	83,714	82,501	90,863	85,382	103,578
Associate	81,640	85,783	75,084	71,463	68,228	67,660	72,967	70,467	82,616
Assistant	68,838	69,472	63,148	59,828	58,546	57,428	61,444	60,891	68,896
Instructor	56,138	54,912	47,035	49,450	46,378	44,454	48,894	48,504	53,343
Lecturer	61,380	59,042	51,217	42,079	43,656	43,293	48,065	50,754	66,406
No Rank	61,781	56,940	62,638	49,546	46,760	53,033	56,572	50,294	56,973
All Combined	83,018	84,389	72,889	69,988	66,286	64,486	70,864	67,739	85,253
<i>CATEGORY IIB (Baccalaureate)</i>									
Professor	112,135	103,560	86,329	83,204	73,322	74,521	82,913	79,185	102,175
Associate	81,439	79,091	69,693	65,932	60,178	63,998	65,023	63,014	77,004
Assistant	66,169	63,636	58,630	55,963	50,845	53,734	54,285	54,296	64,121
Instructor	53,326	53,508	48,953	46,059	42,846	43,846	44,107	41,713	57,970
Lecturer	70,761	58,681	51,507	50,533	43,748	50,012	47,697	31,761	62,867
No Rank	67,273	56,980	50,417	49,684	n.d.	48,933	57,762	51,527	n.d.
All Combined	87,461	78,075	70,059	65,976	59,230	60,684	64,534	60,825	81,297
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>									
Professor	78,341	94,002	80,971	74,264	66,983	71,764	77,560	66,866	81,235
Associate	66,066	76,285	67,820	62,841	57,063	61,233	63,977	60,498	70,268
Assistant	58,066	65,421	56,704	56,453	48,951	55,207	55,673	55,516	62,996
Instructor	52,696	54,582	49,021	50,406	42,836	47,980	46,770	52,933	55,161
Lecturer	56,749	62,458	50,623	52,602	40,868	46,771	41,258	50,962	n.d.
No Rank	n.d.	48,112	48,174	47,994	43,863	48,920	45,397	58,429	n.d.
All Combined	69,482	74,212	64,281	64,970	52,816	56,788	62,511	56,950	69,451
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>									
No Rank	68,055	n.d.	73,066	64,953	54,169	50,560	51,918	66,767	74,919
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>									
Professor	123,159	123,157	110,223	99,545	93,573	98,912	106,646	99,355	120,541
Associate	86,861	88,991	81,146	74,918	70,475	73,679	77,687	75,169	85,768
Assistant	72,622	72,421	67,924	62,916	60,105	62,968	64,936	64,569	72,736
Instructor	56,521	54,114	49,534	48,823	45,298	45,571	49,468	49,955	55,159
Lecturer	66,961	63,153	54,481	45,812	45,925	50,788	51,037	50,402	67,082
No Rank	63,203	62,516	60,031	49,984	45,580	50,652	61,264	50,469	61,128
All Combined	95,575	92,103	84,305	77,303	71,194	73,940	80,029	77,444	94,994

Note: The table is based on 1,446 reporting institutions representing 1,775 campuses. For definitions of categories, see Explanation of Statistical Data on page 47. N.d. = no data.

- a. New England: Connecticut, Maine, Massachusetts, New Hampshire, Vermont, and Rhode Island.
- b. Middle Atlantic: New Jersey, New York, and Pennsylvania.
- c. East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin.
- d. West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota.
- e. East South Central: Alabama, Kentucky, Mississippi, and Tennessee.

- f. West South Central: Arkansas, Louisiana, Oklahoma, and Texas.
- g. South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina, Virginia, and West Virginia.
- h. Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming.
- i. Pacific: Alaska, California, Guam, Hawaii, Oregon, and Washington.

SURVEY REPORT TABLE 8

Distribution of Individual Faculty Members, by Salary Interval and Institutional Category, for Upper Three Academic Ranks, 2003–04 (Percent)

Category	I			IIA			IIB			III			IV
	Prof.	Assoc.	Asst.	Prof.	Assoc.	Asst.	Prof.	Assoc.	Asst.	Prof.	Assoc.	Asst.	No Rank
\$270,000 and over													
265,000–269,999													
260,000–264,999													
255,000–259,999													
250,000–254,999													
245,000–249,999													
240,000–244,999													
235,000–239,999													
230,000–234,999													
225,000–229,999													
220,000–224,999													
215,000–219,999	1.0†												
210,000–214,999	1.3												
205,000–209,999	1.5												
200,000–204,999	1.9												
195,000–199,999	2.2												
190,000–194,999	2.5												
185,000–189,999	3.0												
180,000–184,999	3.5												
175,000–179,999	4.2												
170,000–174,999	4.9												
165,000–169,999	5.8												
160,000–164,999	6.9												
155,000–159,999	8.0												
150,000–154,999	9.5												
145,000–149,999	11.1												
140,000–144,999	12.9												
135,000–139,999	15.1	1.2†		1.2†			1.0†						
130,000–134,999	17.7	1.6		1.6			1.5						
125,000–129,999	20.6	2.0	1.2†	2.1			2.1						
120,000–124,999	24.1	2.5	1.6	2.8			2.8						
115,000–119,999	27.9	3.1	2.2	3.7			4.0						
110,000–114,999	32.4	4.0	2.8	4.9			5.6						
108,000–109,999	34.3	4.4	3.0	5.5			6.3						
106,000–107,999	36.2	4.8	3.2	6.1			7.1						
104,000–105,999	38.4	5.4	3.6	7.0			8.0						
102,000–103,999	40.8	6.1	3.9	7.8	1.1†		8.8						
100,000–101,999	43.5	6.9	4.4	9.0	1.3		9.9			1.8†			
98,000–99,999	45.9	7.7	4.7	10.0	1.5		11.1			2.0			
96,000–97,999	48.5	8.7	5.2	11.3	1.9		12.4			2.4			
94,000–95,999	51.0	10.1	5.6	13.0	2.2		14.1			2.9			
92,000–93,999	54.0	11.5	6.3	14.5	2.7		15.7	1.0†		3.3			
90,000–91,999	57.0	13.3	7.0	17.2	3.3		17.8	1.3		3.8			
88,000–89,999	60.1	15.0	7.6	20.2	4.0	1.1†	19.7	1.6		4.4			
86,000–87,999	63.3	16.9	8.5	23.0	4.7	1.4	21.8	2.2		7.1			
84,000–85,999	66.4	19.2	9.7	25.9	5.8	1.8	24.1	2.7		8.4			1.1†
82,000–83,999	69.3	21.6	10.8	28.7	6.8	2.3	26.2	3.3		9.4	1.0†		1.3
80,000–81,999	72.4	24.5	12.3	31.8	8.1	2.9	28.7	4.2		10.9	1.5		1.8
78,000–79,999	75.3	27.2	13.7	35.4	9.6	3.5	31.4	5.4		14.3	2.0		2.5
76,000–77,999	78.2	30.3	15.2	39.4	11.4	4.2	34.6	6.7	1.1†	16.8	3.4		3.3
74,000–75,999	81.0	33.8	17.3	43.6	14.1	5.1	37.9	8.5	1.5	20.2	4.6	1.1†	3.8
72,000–73,999	83.8	37.7	19.5	48.0	17.2	6.0	41.5	10.4	1.9	25.3	5.9	1.4	4.9
70,000–71,999	86.4	41.8	22.1	52.8	19.9	7.4	45.4	12.8	2.3	30.5	7.3	1.7	5.4
68,000–69,999	88.8	45.9	24.4	57.8	22.9	8.5	49.1	15.3	3.1	34.9	8.7	3.0	6.3
66,000–67,999	91.1	50.3	27.0	62.9	26.4	9.8	53.7	18.8	4.1	40.3	10.3	3.7	13.1
64,000–65,999	93.2	55.2	30.6	68.5	30.4	11.4	58.6	22.6	5.2	44.6	12.6	4.3	14.5
62,000–63,999	94.9	60.6	34.0	74.6	34.7	13.7	63.4	26.5	6.5	50.6	15.4	6.5	17.2
60,000–61,999	96.5	66.1	38.3	80.4	39.6	16.4	68.5	31.1	8.5	57.6	18.8	7.8	20.1
58,000–59,999	97.6	71.5	42.3	85.4	45.2	18.6	73.8	36.1	10.7	65.2	23.5	10.0	25.0
56,000–57,999	98.5	77.1	46.8	89.7	51.2	21.5	78.7	41.2	13.9	71.2	29.4	11.8	29.1
54,000–55,999	99.1*	82.5	52.1	93.3	58.6	25.3	83.4	48.3	17.3	77.8	36.7	14.7	33.4
52,000–53,999		88.0	58.6	95.9	67.1	29.7	87.7	56.1	21.9	82.8	44.5	17.8	39.3
50,000–51,999		92.1	65.9	97.5	76.2	35.6	91.6	64.4	27.9	86.4	52.3	23.4	44.4
48,000–49,999		95.3	72.7	98.7	84.3	42.6	94.2	72.0	34.6	89.9	61.6	30.3	50.3
46,000–47,999		97.4	79.9	99.2*	90.8	51.5	95.8	79.5	43.3	92.5	71.4	39.6	56.3
44,000–45,999		98.6	87.5		95.4	63.6	97.4	86.0	53.9	96.7	79.3	48.7	64.6
42,000–43,999		99.3*	92.5		97.7	76.7	98.4	91.2	65.8	98.3	86.6	58.4	71.5
40,000–41,999			95.8		99.0*	88.0	99.1*	94.4	77.4	99.3*	92.7	69.5	77.3
38,000–39,999			97.4			93.5		96.3	85.3		97.2	81.9	82.8
36,000–37,999			98.4			96.7		97.9	92.1		99.1*	90.1	87.6
34,000–35,999			99.1*			98.5		98.9	95.5			95.2	92.2
32,000–33,999						99.3*		99.5*	97.6			98.2	95.4
30,000–31,999									99.0*			98.9	97.6
Below 30,000												100.0	100.0

Note: The table is based on 1,317 reporting institutions representing 1,614 campuses. For definitions of categories, see Explanation of Statistical Data on page 47.

† Includes less than 1.0 percent of individuals with salaries higher than that interval.

* Includes less than 1.0 percent of individuals with salaries lower than that interval.

SURVEY REPORT TABLE 9A

Percentile Distribution of Institutions, by Average Salary and Academic Rank, 2003–04 (Dollars)

Rating ^a	1*		1			2		3		4	
Percentile	95	90	80	70	60	50	40	30	20	10	
<i>CATEGORY I (Doctoral)</i>											
Professor	131,133	118,803	108,603	104,078	98,413	92,202	87,712	84,800	80,453	75,866	
Associate	87,095	80,959	76,798	72,588	69,984	67,922	64,762	62,800	60,646	57,946	
Assistant	72,548	70,184	64,324	61,486	59,693	57,008	55,542	53,216	51,416	49,493	
Instructor	56,128	53,865	50,302	46,833	44,191	42,217	40,280	37,757	36,647	33,848	
All Combined	102,381	93,567	85,654	79,423	75,154	71,875	68,273	64,806	61,834	57,863	
<i>CATEGORY IIA (Master's)</i>											
Professor	94,955	89,166	82,723	77,594	73,175	70,304	67,612	64,983	62,393	58,879	
Associate	73,009	70,010	64,424	61,185	58,888	57,067	55,567	53,606	51,705	49,201	
Assistant	58,607	56,611	53,527	50,891	49,267	47,778	46,570	45,472	44,239	42,225	
Instructor	50,108	47,956	44,082	41,628	39,812	38,773	37,179	36,022	35,000	33,070	
All Combined	73,648	71,143	64,461	60,322	57,713	55,808	54,068	51,813	50,060	47,559	
<i>CATEGORY IIB (Baccalaureate)</i>											
Professor	95,539	86,835	73,918	69,341	65,827	62,638	58,948	56,220	52,752	47,024	
Associate	71,139	64,908	58,882	55,803	53,676	51,519	49,343	47,246	44,768	41,658	
Assistant	56,510	53,715	48,821	46,362	45,024	43,551	42,407	40,752	38,944	36,197	
Instructor	49,002	46,319	42,502	40,345	38,648	37,209	36,166	34,758	32,986	30,370	
All Combined	74,115	67,752	58,389	55,980	52,818	50,112	48,417	46,603	44,198	40,077	
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>											
Professor	86,284	77,284	70,292	64,621	61,713	59,172	56,159	53,687	51,122	48,209	
Associate	65,458	61,172	56,838	53,999	51,336	49,092	47,545	46,071	44,184	42,055	
Assistant	53,870	51,079	48,642	46,472	44,324	42,482	41,549	40,142	38,454	36,908	
Instructor	45,709	43,809	41,559	39,844	37,982	36,282	35,520	34,678	33,474	32,465	
All Combined	63,594	59,556	54,773	52,372	50,038	47,495	45,062	43,857	42,359	39,680	
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>											
No Rank	67,287	65,640	58,052	54,698	51,887	48,465	46,103	44,425	40,924	36,943	

Note: The table is based on 1,446 reporting institutions representing 1,775 campuses. For definitions of categories, see Explanation of Statistical Data on page 47.
a. Interpretation of the Ratings: 1*=95th Percentile; 1=80th; 2=60th; 3=40th; 4=20th. Average lower than the 20th percentile is rated 5.

SURVEY REPORT TABLE 9B

Percentile Distribution of Institutions, by Average Compensation and Academic Rank, 2003–04 (Dollars)

Rating ^a	1*		1			2		3		4	
Percentile	95	90	80	70	60	50	40	30	20	10	
<i>CATEGORY I (Doctoral)</i>											
Professor	161,466	147,495	137,349	130,153	121,958	114,009	110,805	105,247	100,079	93,138	
Associate	111,552	103,462	98,124	92,378	89,234	86,065	82,427	79,840	76,666	73,667	
Assistant	94,035	87,280	81,768	78,375	76,112	72,783	70,730	68,287	65,266	63,162	
Instructor	73,974	70,601	65,271	60,638	56,844	54,412	52,090	50,384	47,706	43,642	
All Combined	129,187	119,181	108,057	100,937	95,038	90,450	85,604	82,023	78,383	72,473	
<i>CATEGORY IIA (Master's)</i>											
Professor	119,661	112,484	103,648	98,248	93,254	88,854	85,311	81,215	77,686	73,096	
Associate	94,165	89,369	83,588	78,310	75,004	72,783	70,531	68,539	65,171	61,429	
Assistant	76,128	72,983	68,956	65,672	63,132	61,295	59,479	58,003	55,934	52,862	
Instructor	67,154	61,347	57,267	54,012	51,466	49,376	47,372	45,885	44,262	41,571	
All Combined	95,066	90,057	83,092	77,138	74,053	71,571	68,424	65,523	62,901	59,054	
<i>CATEGORY IIB (Baccalaureate)</i>											
Professor	122,757	111,963	94,505	89,453	84,698	79,608	74,616	70,841	66,316	58,831	
Associate	92,401	84,784	75,450	71,861	69,019	65,797	62,986	60,156	56,673	52,049	
Assistant	73,318	68,205	62,759	59,737	57,855	55,674	53,854	51,636	49,124	45,286	
Instructor	63,697	59,677	54,425	50,999	48,862	47,280	45,283	43,309	41,469	38,615	
All Combined	96,769	87,002	75,972	71,692	68,342	64,552	61,568	58,557	55,669	50,788	
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>											
Professor	110,641	99,669	89,201	83,086	78,896	74,970	71,747	68,954	65,164	62,209	
Associate	85,888	79,493	74,493	70,770	66,376	63,742	61,570	59,584	57,824	53,583	
Assistant	71,091	68,355	64,192	60,800	57,940	55,459	54,248	53,046	51,411	47,631	
Instructor	60,277	58,416	55,383	52,251	50,088	48,217	47,324	45,731	44,347	41,929	
All Combined	82,610	78,326	70,688	67,571	64,840	61,727	59,118	57,276	55,423	51,245	
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>											
No Rank	82,628	80,759	73,206	69,069	66,391	62,017	57,877	55,844	50,320	45,603	

Note: The table is based on 1,446 reporting institutions representing 1,775 campuses. For definitions of categories, see Explanation of Statistical Data on page 47.
a. Interpretation of the Ratings: 1*=95th Percentile; 1=80th; 2=60th; 3=40th; 4=20th. Average lower than the 20th percentile is rated 5.

SURVEY REPORT TABLE 10A

Average Institutional Cost of Benefits per Faculty Member and Average Cost for Faculty Members Receiving Specific Benefits, in Dollars and as a Percent of Average Salary, by Institutional Affiliation and Itemized Benefits, 2003–04 (All Ranks)

Itemized Benefits	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	IN DOLLARS				AS A PERCENT OF SALARY			
<i>AVERAGE PER FACULTY MEMBER</i>								
Retirement	6,409	6,519	7,079	4,788	9.6	10.0	9.2	8.1
Medical Insurance	5,218	5,391	5,139	4,360	7.8	8.3	6.7	7.3
Disability	166	142	230	205	0.2	0.2	0.3	0.3
Tuition	500	130	1,421	1,213	0.8	0.2	1.9	2.0
Dental Insurance	218	229	218	156	0.3	0.4	0.3	0.3
Social Security	4,226	4,007	5,094	4,165	6.4	6.2	6.6	7.0
Unemployment	117	106	152	124	0.2	0.2	0.2	0.2
Group Life	145	122	218	168	0.2	0.2	0.3	0.3
Worker's Compensation	337	302	481	322	0.5	0.5	0.6	0.5
Benefits in Kind	222	142	533	209	0.3	0.2	0.7	0.4
All Combined	17,559	17,090	20,565	15,711	26.4	26.3	26.8	26.5
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>								
Retirement	6,634	6,635	7,555	5,218	10.0	10.2	9.9	8.8
Medical Insurance	5,590	5,695	5,584	4,959	8.4	8.8	7.3	8.4
Disability	258	263	268	228	0.4	0.4	0.3	0.4
Tuition	4,093	1,407	6,376	8,665	6.2	2.2	8.3	14.6
Dental Insurance	498	531	450	381	0.7	0.8	0.6	0.6
Social Security	4,438	4,277	5,118	4,276	6.7	6.6	6.7	7.2
Unemployment	166	147	219	198	0.2	0.2	0.3	0.3
Group Life	187	173	235	179	0.3	0.3	0.3	0.3
Worker's Compensation	420	397	522	369	0.6	0.6	0.7	0.6
Benefits in Kind	1,474	1,089	2,274	1,494	2.2	1.7	3.0	2.5
All Combined	23,757	20,614	28,602	25,966	35.7	31.7	37.3	43.8

Note: The institution or state contribution to the retirement plan(s) is included regardless of the vesting provision. Tuition includes both waivers and remissions. Dental insurance may be underestimated because some institutions report insurance cost under Medical Insurance. Medical Insurance may be overestimated because dental cost is sometimes included. Benefits in Kind most often include moving expenses, housing, cafeteria plans, or benefits with cash options. For more details on benefits, see Explanation of Statistical Data on page 47. Averages for All Combined may not add up due to rounding. The table is based on 1,446 reporting institutions representing 1,775 campuses.

Average Institutional Cost of Benefits per Faculty Member and Average Cost for Faculty Members Receiving Specific Benefits, in Dollars and as a Percent of Average Salary, by Institutional Category and Itemized Benefits, 2003–04 (All Ranks)

Itemized Benefits	I	IIA	IIB	III	IV	I	IIA	IIB	III	IV
	IN DOLLARS					AS A PERCENT OF SALARY				
<i>AVERAGE PER FACULTY MEMBER</i>										
Retirement	7,805	5,520	4,912	4,846	3,495	10.3	9.3	8.8	9.5	6.9
Medical Insurance	5,570	4,939	4,567	5,783	4,380	7.3	8.3	8.2	11.4	8.6
Disability	185	161	174	76	72	0.2	0.3	0.3	0.1	0.1
Tuition	509	410	932	154	92	0.7	0.7	1.7	0.3	0.2
Dental Insurance	226	232	143	242	246	0.3	0.4	0.3	0.5	0.5
Social Security	4,579	4,066	3,995	3,311	3,270	6.0	6.8	7.2	6.5	6.4
Unemployment	104	104	153	86	314	0.1	0.2	0.3	0.2	0.6
Group Life	152	139	158	105	121	0.2	0.2	0.3	0.2	0.2
Worker's Compensation	385	273	328	289	350	0.5	0.5	0.6	0.6	0.7
Benefits in Kind	319	132	151	116	126	0.4	0.2	0.3	0.2	0.2
All Combined	19,835	15,975	15,513	15,008	12,466	26.1	26.9	27.8	29.5	24.5
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>										
Retirement	8,018	5,715	5,215	5,010	3,640	10.6	9.6	9.3	9.9	7.2
Medical Insurance	5,824	5,437	5,052	6,213	4,598	7.7	9.2	9.0	12.2	9.0
Disability	294	234	228	195	173	0.4	0.4	0.4	0.4	0.3
Tuition	3,740	4,012	8,449	1,153	720	4.9	6.8	15.1	2.3	1.4
Dental Insurance	476	585	389	581	404	0.6	1.0	0.7	1.1	0.8
Social Security	4,844	4,259	4,105	3,508	3,404	6.4	7.2	7.3	6.9	6.7
Unemployment	130	166	242	167	458	0.2	0.3	0.4	0.3	0.9
Group Life	196	183	182	172	147	0.3	0.3	0.3	0.3	0.3
Worker's Compensation	436	402	381	430	445	0.6	0.7	0.7	0.8	0.9
Benefits in Kind	1,813	1,056	1,139	657	2,420	2.4	1.8	2.0	1.3	4.8
All Combined	25,771	22,048	25,381	18,086	16,410	34.0	37.1	45.4	35.6	32.3

Note: The institution or state contribution to the retirement plan(s) is included regardless of the vesting provision. Tuition includes both waivers and remissions. Dental insurance may be underestimated because some institutions report insurance cost under Medical Insurance. Medical Insurance may be overestimated because dental cost is sometimes included. Benefits in Kind most often include moving expenses, housing, cafeteria plans, or benefits with cash options. For more details on benefits, see Explanation of Statistical Data on page 47. The table is based on 1,446 reporting institutions representing 1,775 campuses.

Percent of Faculty on Tenure-Track Appointments and Percent of Faculty with Tenure, by Affiliation, Academic Rank, and Gender, 2003-04

Academic Rank	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	NONTENURE TRACK				TENURE TRACK				TENURED			
<i>MEN</i>												
Professor	4.2	2.9	7.0	7.2	1.3	1.0	1.8	3.0	94.4	96.2	91.1	89.9
Associate	6.9	4.6	13.5	9.2	11.4	9.8	14.9	14.5	81.7	85.5	71.6	76.3
Assistant	16.9	13.6	22.9	24.1	75.1	77.2	72.9	68.0	8.0	9.2	4.2	7.9
Instructor	79.6	79.0	81.1	81.4	16.7	16.8	15.2	17.8	3.7	4.2	3.7	0.8
Lecturer	95.1	94.7	96.4	98.4	2.9	3.0	3.1	0.9	2.0	2.4	0.5	0.6
No Rank	58.9	54.8	92.0	94.0	8.7	9.5	3.1	1.9	32.3	35.7	4.8	4.2
All Combined	15.9	15.0	18.3	17.2	21.6	20.9	22.0	24.4	62.6	64.1	59.6	58.3
<i>WOMEN</i>												
Professor	6.9	6.1	8.8	8.5	1.5	1.1	2.2	3.1	91.5	92.8	89.1	88.4
Associate	8.9	6.7	15.2	10.9	10.9	9.4	12.5	15.2	80.2	83.9	72.3	73.9
Assistant	21.0	17.2	27.7	28.9	70.3	73.0	67.2	62.6	8.7	9.8	5.1	8.5
Instructor	82.1	81.8	80.6	85.1	15.3	15.1	17.4	14.3	2.7	3.1	2.0	0.6
Lecturer	95.7	95.4	96.6	98.6	2.4	2.5	2.7	0.7	1.8	2.1	0.7	0.7
No Rank	63.4	60.1	96.9	91.0	9.0	9.7	0.5	5.7	27.6	30.2	2.5	3.3
All Combined	28.2	28.1	29.0	27.4	27.8	27.0	28.4	31.0	44.0	44.8	42.6	41.6
<i>MEN AND WOMEN COMBINED</i>												
Professor	4.8	3.6	7.4	7.5	1.4	1.0	1.9	3.0	93.8	95.4	90.7	89.5
Associate	7.7	5.4	14.2	9.9	11.2	9.7	13.9	14.8	81.1	84.9	71.9	75.3
Assistant	18.8	15.2	25.1	26.5	72.9	75.3	70.3	65.3	8.4	9.5	4.6	8.2
Instructor	81.0	80.6	80.8	83.6	15.9	15.8	16.4	15.7	3.1	3.6	2.8	0.6
Lecturer	95.5	95.1	96.5	98.5	2.6	2.7	2.9	0.8	1.9	2.2	0.6	0.7
No Rank	61.2	57.5	94.3	92.5	8.9	9.6	1.9	3.7	29.9	32.9	3.8	3.7
All Combined	20.5	19.9	22.2	21.3	23.9	23.2	24.3	27.1	55.6	56.8	53.5	51.6

Note: The table is based on 1,446 reporting institutions representing 1,775 campuses. In previous years, this table counted as tenure track all faculty who were tenured and in positions leading to consideration for tenure, and did not separately report faculty not on the tenure track. For definition of categories, see Explanation of Statistical Data on page 47.

SURVEY REPORT TABLE 12

Distribution of Faculty, by Rank, Gender, Category, and Affiliation, 2003–04 (Percent)

Academic Rank	All Combined		Public		Private-Independent		Church-Related	
	Men	Women	Men	Women	Men	Women	Men	Women
<i>CATEGORY I (Doctoral)</i>								
Professor	31.6	7.1	31.1	6.9	35.6	7.8	26.2	7.1
Associate	17.0	9.2	17.4	9.3	14.5	7.6	20.2	12.0
Assistant	13.9	10.3	13.9	10.4	14.0	9.0	13.6	12.1
Instructor	1.8	2.5	1.9	2.7	1.4	1.7	1.7	2.5
Lecturer	2.7	3.1	2.6	3.1	3.3	3.6	1.4	2.3
No Rank	0.4	0.4	0.3	0.3	0.9	0.8	0.6	0.3
All Combined	67.5	32.5	67.3	32.7	69.6	30.4	63.7	36.3
<i>CATEGORY IIA (Master's)</i>								
Professor	22.5	8.0	22.9	8.3	22.1	7.7	20.8	7.2
Associate	15.9	10.6	15.0	10.0	17.7	12.1	17.7	12.1
Assistant	15.5	14.5	15.2	13.8	16.0	15.5	16.0	17.0
Instructor	2.6	3.9	2.8	4.2	2.1	2.8	2.2	3.9
Lecturer	2.3	2.8	2.8	3.6	1.1	1.1	0.7	0.9
No Rank	0.7	0.7	0.6	0.7	0.9	0.8	0.6	0.8
All Combined	59.3	40.7	59.4	40.6	59.9	40.1	58.1	41.9
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	21.9	8.3	19.5	7.5	24.1	9.7	21.4	7.6
Associate	16.4	11.8	16.4	10.7	15.7	12.5	17.0	11.9
Assistant	16.5	15.9	16.1	14.8	15.8	15.6	17.4	16.7
Instructor	2.6	3.5	3.8	5.0	1.6	2.1	2.8	3.9
Lecturer	1.1	1.2	2.9	2.6	0.6	1.0	0.4	0.3
No Rank	0.5	0.3	0.3	0.3	0.7	0.4	0.3	0.3
All Combined	58.9	41.1	59.0	41.0	58.5	41.5	59.3	40.7
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>								
Professor	16.0	12.2	16.1	12.3	8.1	8.4	17.7	8.1
Associate	12.2	12.1	12.2	12.2	10.5	11.4	12.1	6.5
Assistant	12.6	13.8	12.5	13.7	13.8	20.1	25.8	12.9
Instructor	8.1	9.3	8.0	9.3	11.1	11.4	9.7	7.3
Lecturer	1.0	1.4	1.0	1.4	0.0	2.7	0.0	0.0
No Rank	0.8	0.5	0.8	0.5	0.3	2.4	0.0	0.0
All Combined	50.6	49.4	50.6	49.4	43.7	56.3	65.3	34.7
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>								
No Rank	49.1	50.9	48.9	51.1	57.6	42.4	57.0	43.0
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	26.5	7.9	26.6	7.8	28.9	8.3	22.3	7.4
Associate	16.3	10.2	16.1	9.9	15.6	10.1	17.9	12.0
Assistant	14.7	12.6	14.3	12.0	15.0	12.5	16.1	15.8
Instructor	2.5	3.5	2.8	3.9	1.7	2.1	2.4	3.6
Lecturer	2.2	2.6	2.6	3.1	2.0	2.3	0.7	1.0
No Rank	0.5	0.5	0.5	0.4	0.8	0.7	0.5	0.5
All Combined	62.7	37.3	62.9	37.1	64.0	36.0	59.9	40.1

Note: The table is based on 1,446 reporting institutions representing 1,775 campuses. For definitions of categories, see Explanation of Statistical Data on page 47.

SURVEY REPORT TABLE 13

Number and Percent of Faculty, Average Salary, Average Compensation, Average Benefits, and Percent of Faculty Tenured, by Category and Academic Rank, 2003–04

Category or Rank	Number of Faculty	Percent of Faculty	Average Salary (\$)	Average Compensation (\$)	Average Benefits (\$)	Benefits as % of Salary	Percent Tenured
I	172,297	47.4	75,863	95,741	19,878	26.2	60.6
IIA	108,275	29.8	59,400	75,423	16,023	27.0	53.4
IIB	48,443	13.3	55,851	71,391	15,540	27.8	51.5
III	21,539	5.9	50,832	65,869	15,037	29.6	46.9
IV	13,062	3.6	50,833	63,299	12,466	24.5	36.6
All Combined	363,616	100.0	65,913	83,512	17,599	26.7	55.6
<i>INSTITUTIONS WITH ACADEMIC RANKS (Categories I through III)</i>							
Professor	120,448	34.4	88,591	111,096	22,505	25.4	93.8
Associate	92,650	26.4	63,063	80,542	17,479	27.7	81.1
Assistant	95,527	27.3	52,788	67,453	14,665	27.8	8.4
Instructor	21,246	6.1	38,501	49,749	11,248	29.2	3.5
Lecturer	17,062	4.9	44,522	57,355	12,833	28.8	1.9
No Rank	3,621	1.0	46,741	59,490	12,749	27.3	5.8
All Combined	350,554	100.0	66,475	84,265	17,790	26.8	56.3

Note: The table is based on 1,446 reporting institutions representing 1,775 campuses. For definitions of categories, see Explanation of Statistical Data on page 47.

SURVEY REPORT TABLE 14A

Number of Campuses Surveyed and Number of Campuses Included in Tabulations, by Category and Affiliation, 2003–04

Category	Number Surveyed				Number in Tabulations				
	All Combined	Public	Private-Independent	Church-Related	All Combined	Percent in Tabulations	Public	Private-Independent	Church-Related
I	294	192	71	31	256	87.1	175	56	25
IIA	699	293	228	178	514	73.5	240	158	116
IIB	865	154	305	406	518	59.9	104	170	244
III	698	596	72	30	283	40.5	269	10	4
IV	852	782	54	16	204	23.9	200	2	2
All Combined	3,408	2,017	730	661	1,775	52.1	988	396	391

Note: Appendices I and II include listings for individual institutions whose data was received after the completion of the tabulations.

SURVEY REPORT TABLE 14B

Number of Institutions Surveyed and Number of Institutions Included in Tabulations, by Category and Affiliation, 2003–04

Category	Number Surveyed				Number in Tabulations				
	All Combined	Public	Private-Independent	Church-Related	All Combined	Percent in Tabulations	Public	Private-Independent	Church-Related
I	243	159	59	25	219	90.1	151	47	21
IIA	564	264	153	147	418	74.1	225	99	94
IIB	801	140	282	379	485	60.5	92	165	228
III	508	422	61	25	197	38.8	185	8	4
IV	616	548	52	16	127	20.6	123	2	2
All Combined	2,732	1,533	607	592	1,446	52.9	776	321	349

Note: Appendices I and II include listings for individual institutions whose data was received after the completion of the tabulations.