

2011-2012 Factual Look at Higher Education in Nebraska

**Nebraska's Coordinating Commission
for Postsecondary Education**

Section C: Faculty and Salaries

Faculty and Salary Data for the 2001-2002 through 2011-2012 Academic Years

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**Reporting information from the Integrated Postsecondary Data System (IPEDS)
Surveys of Nebraska Public and Independent Colleges and Universities
(Section C does not include data from for-profit/career schools.)**

**Ten-Year Trends based on the 2001-2002 through 2011-2012 Federal IPEDS Surveys
of Nebraska Public and Independent Colleges and Universities**

Nebraska's Coordinating Commission for Postsecondary Education

140 N. 8th Street, Suite 300
P.O. Box 95005
Lincoln, Nebraska 68509-5005
Telephone: (402) 471-2847
Fax: (402) 471-2886
www.ccpe.state.ne.us

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List of 34 Reporting Institutions

University of Nebraska (5)	Independent Colleges & Universities (20)
Nebraska College of Technical Agriculture	Bellevue University
University of Nebraska at Kearney	BryanLGH College of Health Sciences
University of Nebraska-Lincoln	Clarkson College
University of Nebraska Medical Center	College of Saint Mary
University of Nebraska at Omaha	Concordia University
	Creighton University
Nebraska State College System (3)	Dana College (Closed fall 2010)
Chadron State College	Doane College
Peru State College	Doane College-Lincoln
Wayne State College	Grace University
	Hastings College
Nebraska Community Colleges (6)	Little Priest Tribal College
Central Community College	Midland University (formerly Midland Lutheran College)
Metropolitan Community College	Nebraska Christian College
Mid Plains Community College	Nebraska Indian Community College
Northeast Community College	Nebraska Methodist College of Nursing & Allied Health
Southeast Community College	Nebraska Wesleyan University
Western Nebraska Community College	Summit Christian College
	Union College
	York College

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Section C Faculty and Salaries

Executive Summary of Data

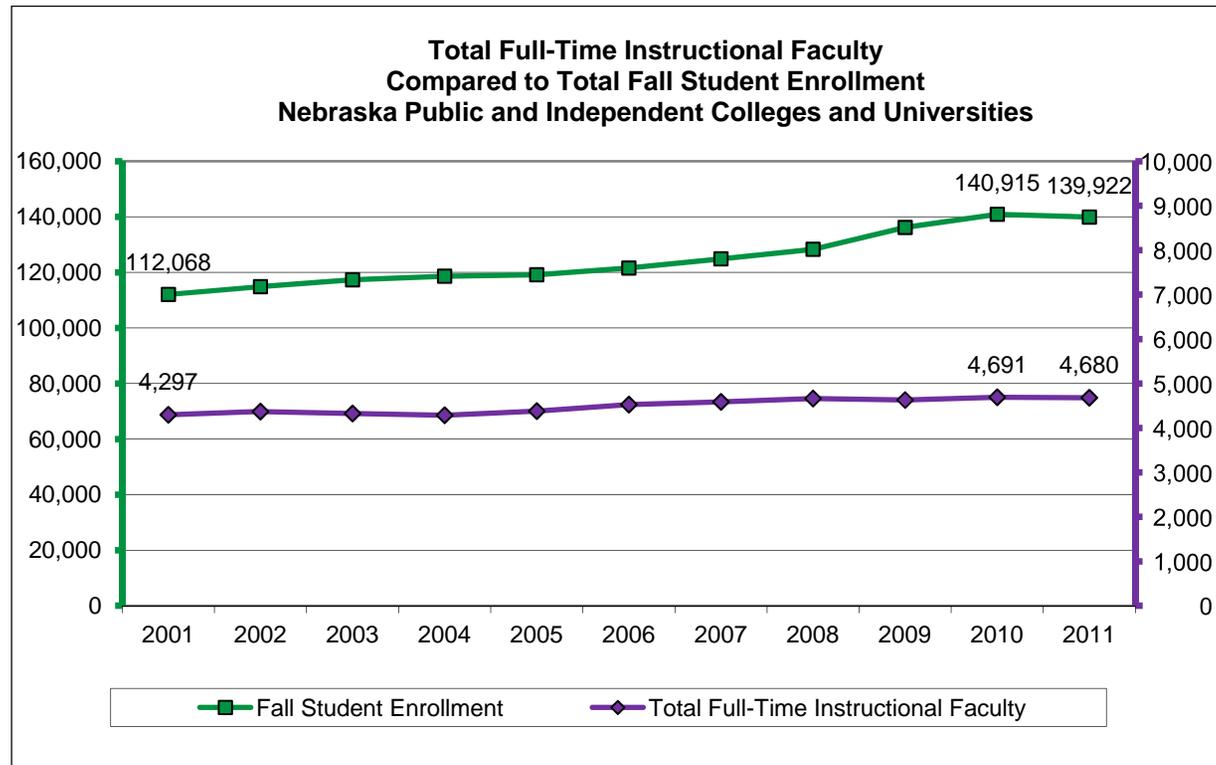
Section C of the *Factual Look at Higher Education in Nebraska* summarizes the numbers and average salaries of full-time instructional faculty reported through Integrated Postsecondary Education Data System (IPEDS) surveys of Nebraska's public and independent (not-for-profit) colleges and universities. These institutions do not include the state's for-profit/career schools. Institutions currently report faculty counts and salaries as of November 1 for the academic year. For example, data reported in fall 2011 is for the 2011-2012 academic year. In this section, 10-year trends are presented, based on data collected through the fall 2001-2011 IPEDS surveys of Nebraska public and independent colleges and universities. Using these data, the numbers and average salaries of full-time instructional faculty are analyzed by (1) sector, (2) rank, (3) gender, and (4) race/ethnicity. **Data are not available for a comparable analysis of part-time faculty or adjunct faculty who are hired on a course-by-course basis.**

Executive Summary of Data

Faculty Fall 2001 – Fall 2011 and Faculty Salaries 2001-02 – 2011-12

Total Number of Full-Time Instructional Faculty

- Full-time instructional faculty at Nebraska’s public and independent colleges and universities increased from 4,297 in fall 2001 to 4,680 in fall 2011, an increase of 8.9%. Over the same 10 years, total fall student enrollment increased 24.9%.

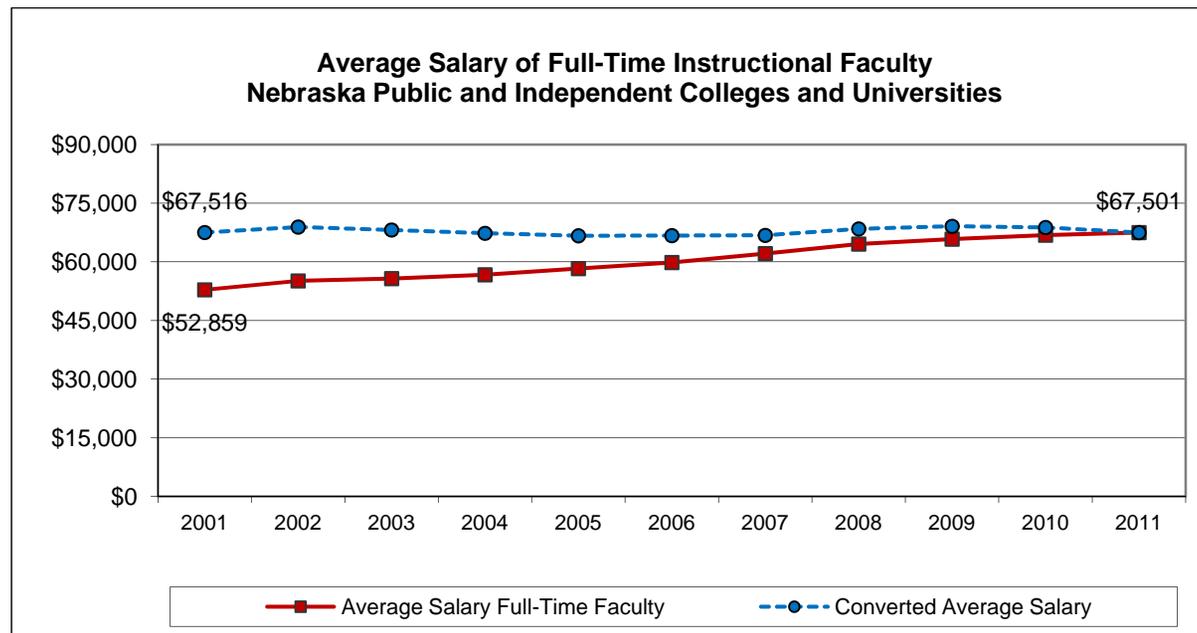


- Increases in faculty generally parallel increases in fall enrollment. However, between fall 2001 and fall 2011, the ratio of total fall enrollment to full-time instructional faculty increased three to five students per faculty member within the Nebraska State College System, the community college sector, and the sector comprised of independent institutions. A smaller increase of one to two students per faculty member was evidenced at the University of Nebraska. However, these ratios do not account for use of part-time or adjunct faculty, on whom institutions may increasingly rely.

- When analyzed by rank¹ and sector, the most significant changes in the numbers of full-time instructional faculty were as follows:
 - 64 more lecturers at the University of Nebraska, while there were only 6 more professors and 42 fewer associate professors.
 - 20 more professors but 24 fewer assistant professors within the Nebraska State College System.
 - 194 additional faculty with no academic rank at Nebraska’s community colleges.²
 - 188 additional professors, associate professors, and instructors at Nebraska’s independent institutions.

Average Salaries of Full-Time Instructional Faculty

- Between the academic years of 2001-02 and 2011-12, the average salary for full-time faculty at Nebraska’s public and independent institutions increased 27.7%, from \$52,859 to \$67,501.³ However, when salaries are adjusted for inflation by converting them to 2011-12 dollars, the statewide average salary was \$15 lower in 2011-12 than it was in 2001-02.



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

²Faculty are not classified by academic rank at Nebraska’s community colleges.

³Institutions report the number of full-time faculty and the corresponding total outlay for salaries at each academic rank. An average salary is calculated by dividing the total salary outlay by the number of faculty. Salaries for faculty on 12-month appointments are adjusted to make them comparable to the salaries for faculty on 9-month appointments.

- Average faculty salaries generally increased across all four sectors between fall 2001 and fall 2011.

	<u>10-Year Change in Average Salary</u>	<u>10-Year Change in Average Salary Adjusted for Inflation</u>
University of Nebraska	up 26.4%	down 1.0%
Nebraska State College System	up 33.2%	up 4.3%
Nebraska community colleges	up 36.2%	up 6.7%
Nebraska independent colleges and universities	up 31.5%	up 2.9%
Nebraska public and independent total	up 27.7%	0.0%

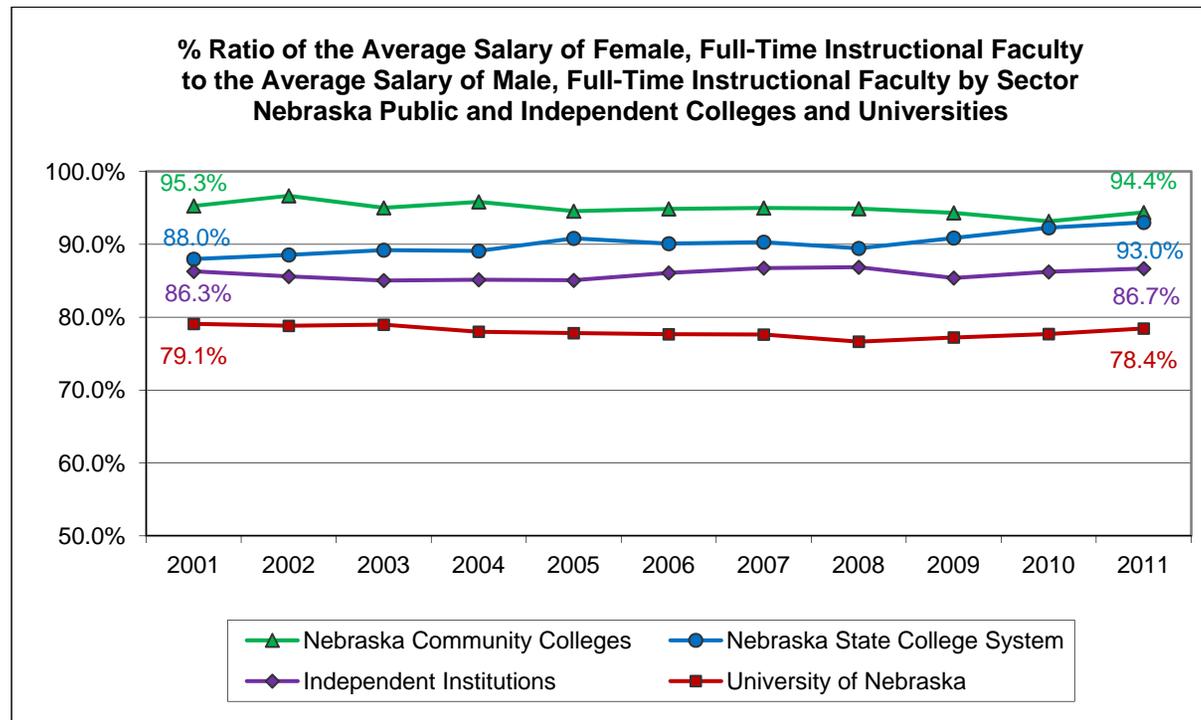
Full-Time Instructional Faculty by Gender

- Between fall 2001 and fall 2011, women accounted for an increased percentage of the full-time instructional faculty at Nebraska’s public and independent colleges and universities.
 - In fall 2001, 37.7% of the full-time instructional faculty were women.
 - By fall 2011, women accounted for 45.0% of the full-time instructional faculty.
- Over the 10-year period, women generally accounted for higher numbers and percentages of the full-time instructional faculty at every level of academic rank at the University of Nebraska, the Nebraska State College System, and Nebraska’s independent colleges and universities.⁴
- However, percentages of female faculty continued to be inversely related to academic rank. From fall 2001 through fall 2011, the lowest percentages of women were at the full professor level, while the highest percentages were at the rank of instructor.
- At the Nebraska community colleges, where faculty are not classified by academic rank, women accounted for 42.0% of the full-time instructional faculty in fall 2001 and for 48.6% in fall 2011.
- In comparison, women constituted 48.7% of the full-time instructional faculty at the independent institutions in fall 2011, while 43.5% of the faculty at the state colleges and 41.2% of the faculty at the University of Nebraska were women.

⁴ The exception was that women accounted for a slightly lower percentage of the assistant professors at the University of Nebraska in fall 2011 than in fall 2001.

Average Salaries of Full-time Instructional Faculty by Gender

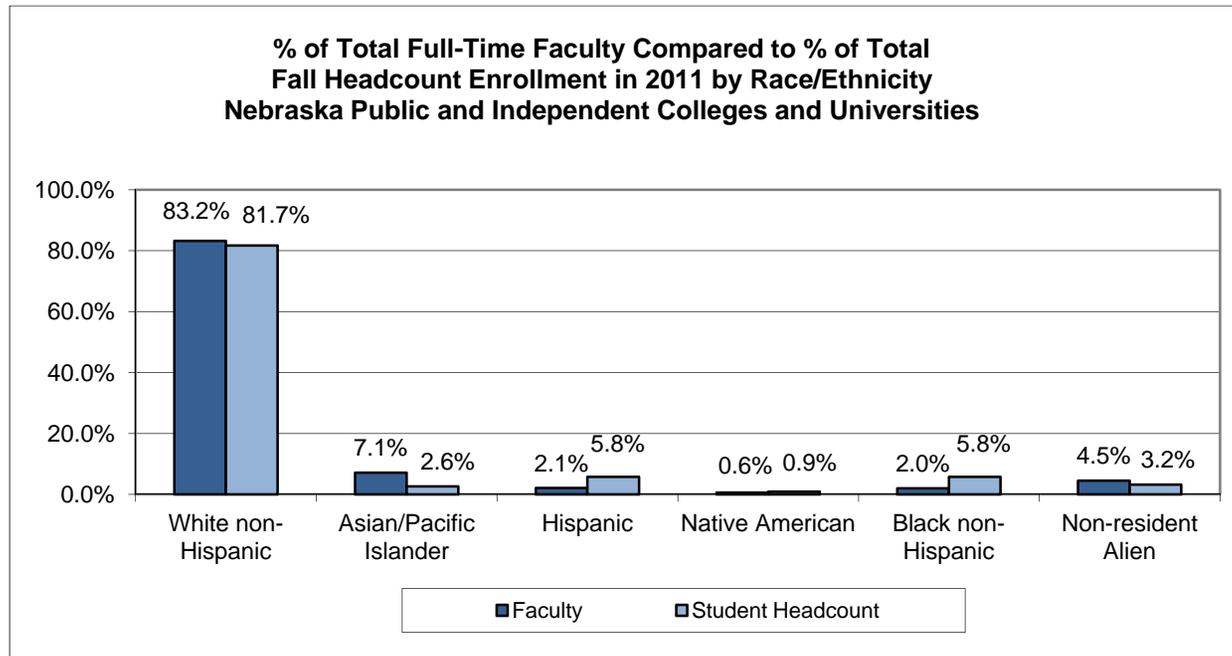
- In 2001-02, the average salary of male, full-time instructional faculty at Nebraska's public and independent colleges and universities was \$10,625 higher than the average salary received by female faculty. By 2011-12, the gap between the average salaries of men and women had widened to \$13,080.
- Statewide, the average salary of female full-time instructional faculty was 82.2% of the average salary of male full-time faculty in 2011-12, up slightly from 81.3% in 2001-02. However, as shown in the chart below, the ratio of the average salary of female, full-time faculty to the average salary of their male colleagues varied by sector.



- Over the 10 years, the ratio of women's average salary to men's continued to be inversely related to the academic ranks that range from instructor to full professor. For example, in 2011-12, female professors earned, on the average, 86.2% of the average salary of male professors, whereas female instructors earned 106.6% of the average salary paid to male instructors.
- Female full-time instructional faculty have been paid, on average, as much or more than their male colleagues only at the instructor level.

Total Full-Time Faculty by Race/Ethnicity⁵

- In fall 2011, 83.5% of the full-time instructional, research, and other faculty were white non-Hispanics, down from 87.1% in fall 2001.
- Over the 10 years between fall 2001 and fall 2011, total minority faculty – consisting of Asians/Pacific Islanders, Hispanics, Native Americans, and black non-Hispanics – increased 43.1%, from 506 to 724, while white non-Hispanic faculty increased 8.2%, from 4,684 to 5,068. During this period, the number of non-resident alien faculty increased 44.2%, from 190 to 274.
- When percentages of full-time faculty are compared to percentages of total student headcount enrollment by race/ethnicity, as shown in the chart below, Hispanics, black non-Hispanics and Native Americans continued to be underrepresented among the faculty in fall 2011, relative to the percentages of students in these racial/ethnic groups. In contrast, white non-Hispanics, Asians/Pacific Islanders, and non-resident aliens accounted for higher percentages of the faculty than of students of the same race/ethnicity.⁶



⁵Race/ethnicity data are collected for total faculty every two years. Total faculty includes instructional, research, and other faculty. In 2001-02, 0.2% of the faculty was of unknown race/ethnicity. In 2011-12, 0.4% of the faculty was of unknown race/ethnicity.

⁶A non-resident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely.

Section C.1

Number of Full-Time Instructional Faculty by Sector and Rank

Notes: Summarized data are for Nebraska public and independent colleges and universities.
These institutions do not include for-profit/career schools.

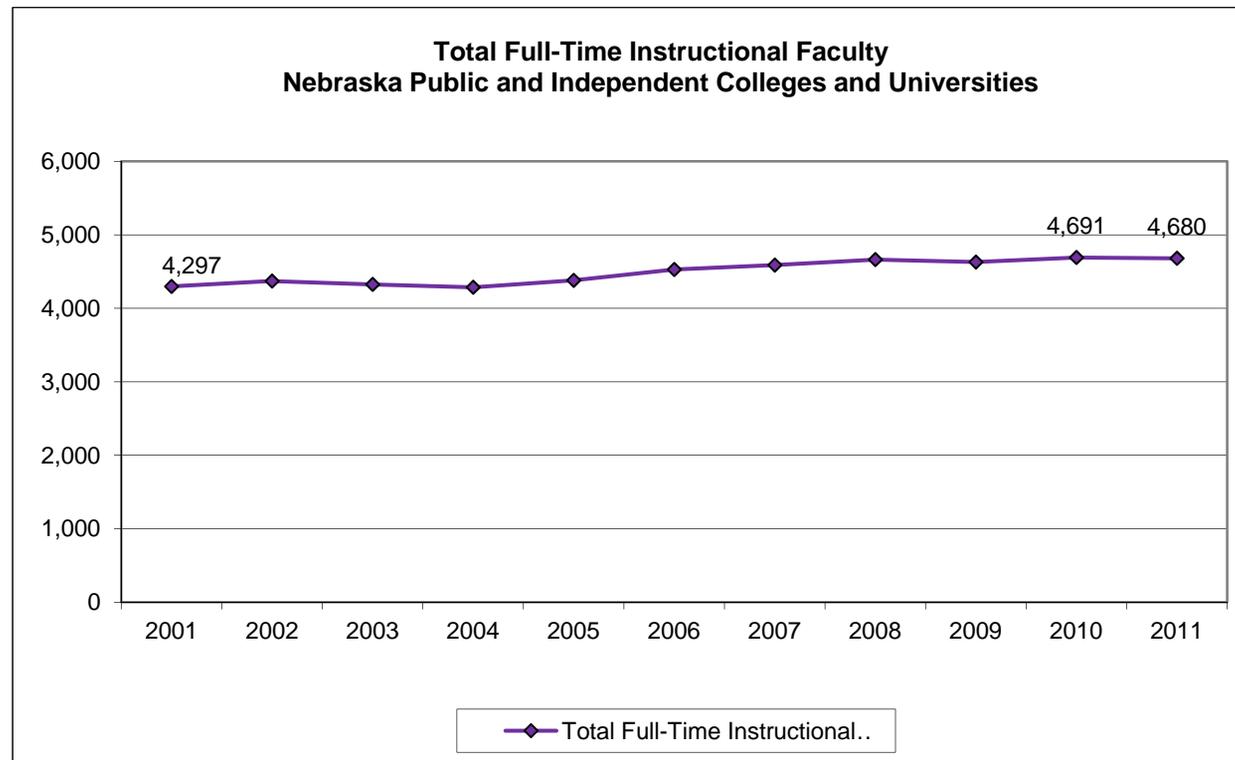
The data summarized in this section are collected through the salary sections of the IPEDS Human Resources survey. Part-time instructional faculty are not included in this analysis because the salary sections of the survey do not include data for part-time faculty. No data pertaining to adjunct faculty are collected through the IPEDS Human Resources survey.

Faculty numbers were reported as of October 1 for fall 2000. Beginning in fall 2001, faculty and salary data were reported as of November 1.

Due to errors in data submission, the data pertaining to the instructional faculty at Creighton University in 2001-02 and 2002-03 have been adjusted. This report also reflects data corrections for 2009-10 submitted by the University of Nebraska-Lincoln.

TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY

- Full-time instructional faculty at Nebraska's public and independent colleges and universities increased 8.9%, from 4,297 in fall 2001 to 4,680 in fall 2011.
- As a basis for comparison, fall student enrollment at Nebraska's public and independent institutions increased 24.9%, from 112,068 in fall 2001 to 139,922 in fall 2011.

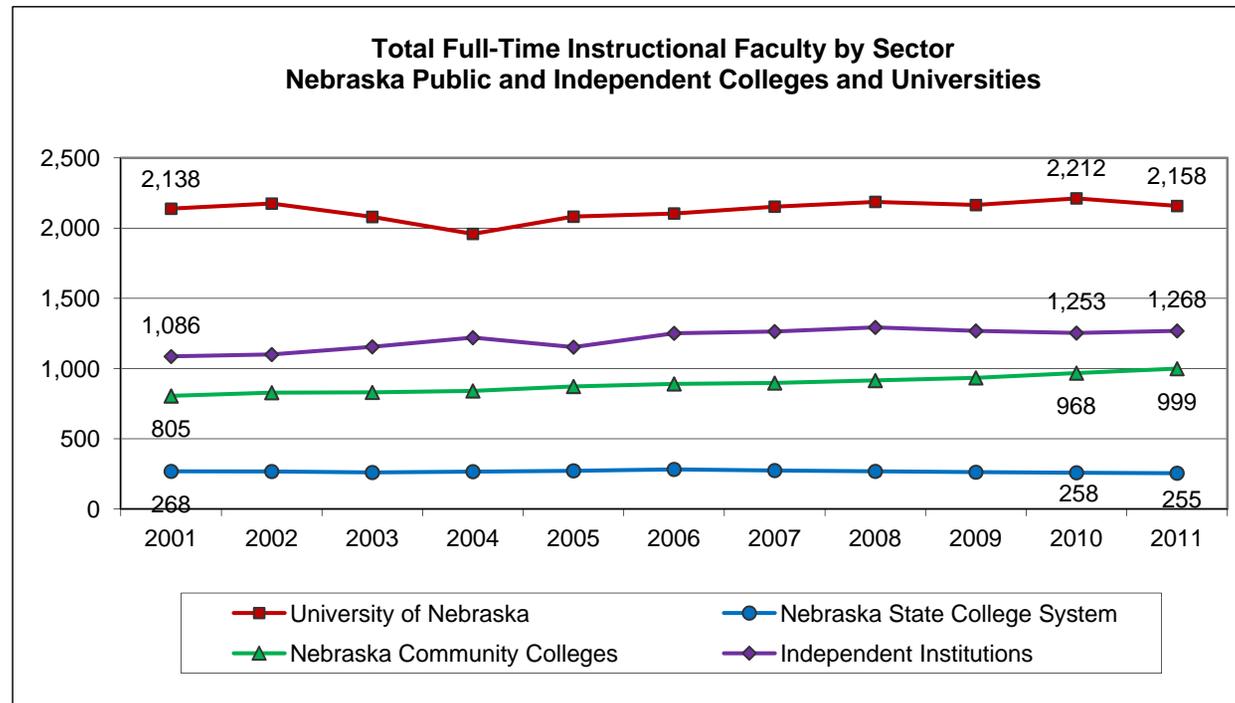


The numbers of full-time instructional faculty by gender, by rank, by sector, and by institution are available in the spreadsheet titled **Instructional Faculty by Rank and Gender** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY by SECTOR

- Between fall 2001 and fall 2011, changes in the numbers of full-time instructional faculty by sector were as follows:

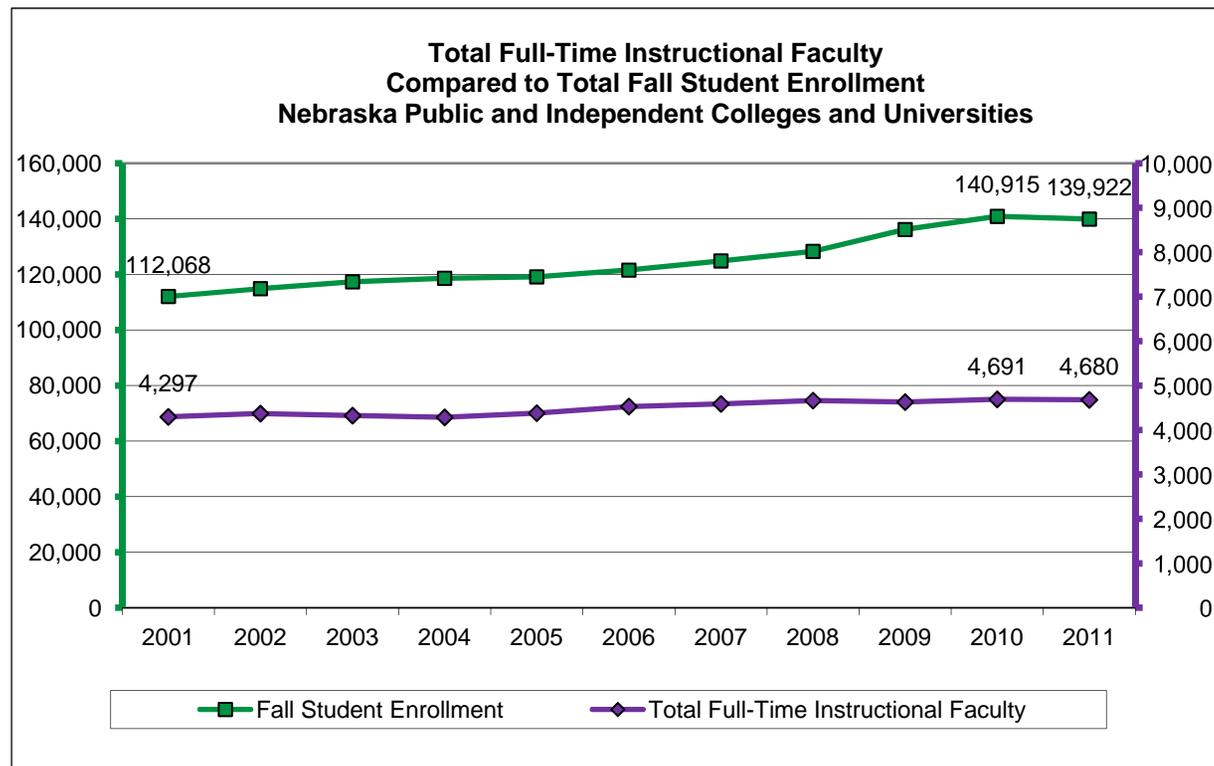
University of Nebraska	up 0.9%	(20)	Nebraska Community Colleges	up 24.1%	(194)
Nebraska Independent Colleges and Universities	up 16.8%	(182)	Nebraska State College System	down 4.9%	(-13)



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

THE TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY Compared to TOTAL FALL STUDENT ENROLLMENT

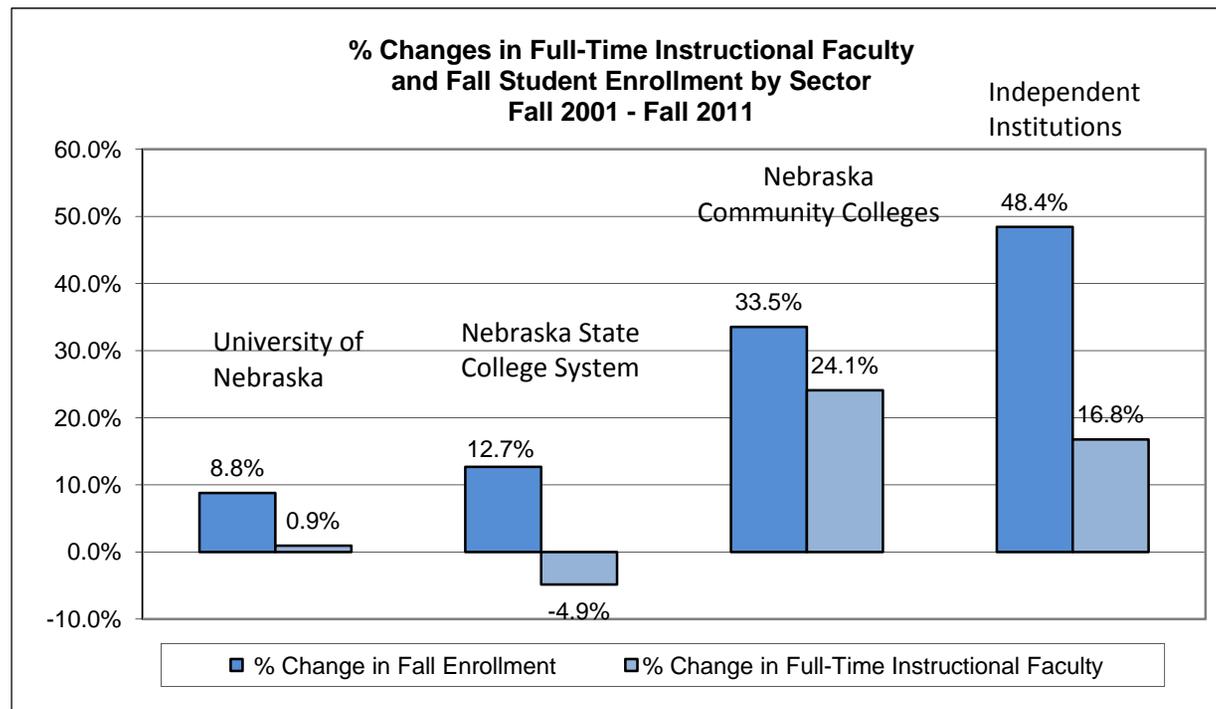
- Increases in the number of full-time instructional faculty generally parallel increases in fall student enrollment.
- Due to the large difference between the number of students and the number of faculty shown in the graph below, increases in student enrollment appear to be more significant than the increases in the number of full-time faculty. However, the correlation between the number of full-time faculty and fall student enrollment, statewide, was 0.90 for 2001 through 2011. This very high correlation indicates there is a strong relationship between the two measures. (As a point of reference, 1.00 indicates a perfect correlation between two variables.)



See **Section A on Enrollment** for total headcount enrollments by sector and by institution.

Percentage Changes in THE TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY and TOTAL FALL ENROLLMENT by SECTOR

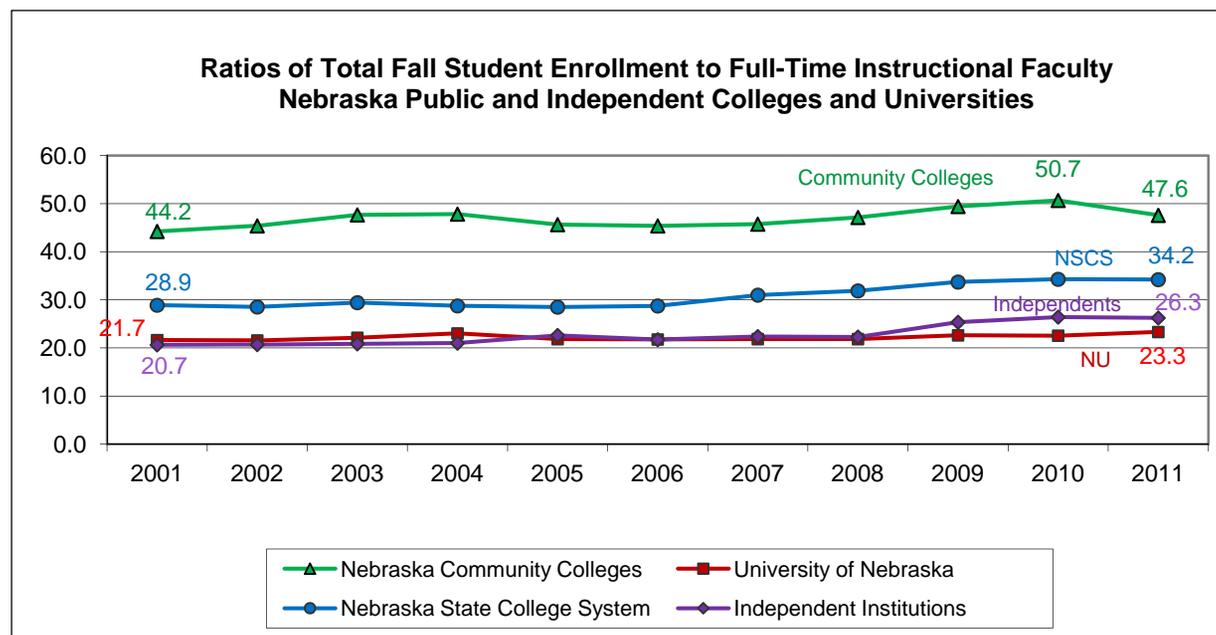
- Although statewide changes in the number of full-time instructional faculty and changes in fall student enrollment are highly correlated, there are significant differences in the relationship between these two variables when they are analyzed by sector.
- As shown in the graph below, the number of full-time faculty at the state colleges decreased while enrollments increased over the period between fall 2001 and fall 2011. At the University of Nebraska, community colleges, and independent institutions, full-time faculty and total student enrollment both increased, and the percentage growth in fall enrollment noticeably exceeded the percentage growth in the number of full-time faculty.



- **NOTE:** This chart only compares the percentage changes in the total number of full-time instructional faculty and fall student enrollment. Since instructional faculty also include part-time and adjunct faculty not included in this analysis, changes in fall enrollment and full-time instructional faculty may or may not accurately reflect changes in faculty workloads. Therefore, the above chart should be interpreted only as a broad, general comparison.

RATIOS OF TOTAL STUDENT HEADCOUNT TO FULL-TIME INSTRUCTIONAL FACULTY

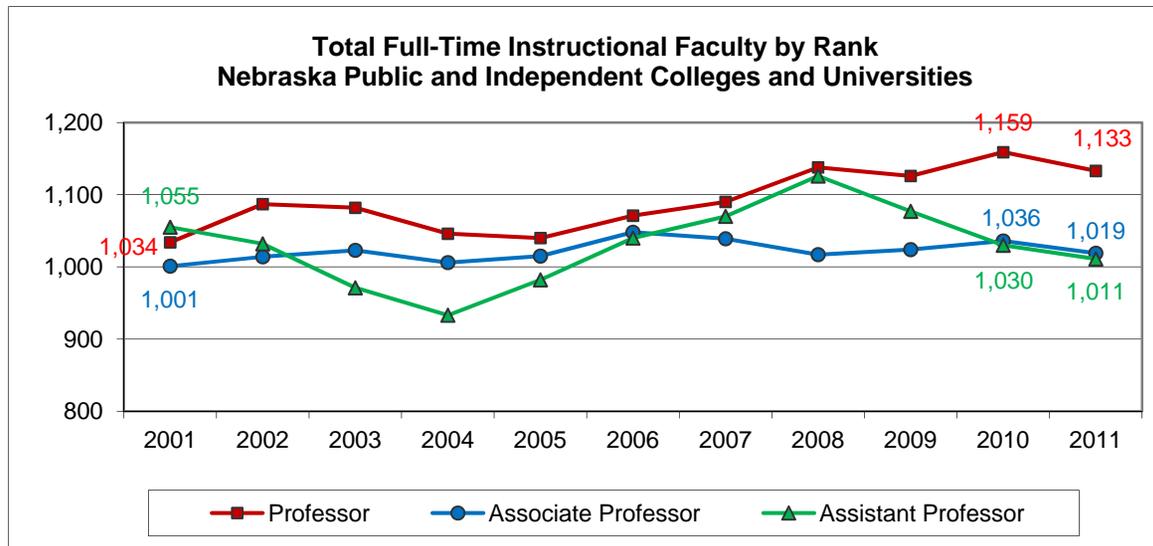
- Given the changes that occurred between fall 2001 and fall 2011 in the number of instructional faculty employed within the public and independent sectors of Nebraska's postsecondary education system, it is logical to ask whether these additions or reductions of faculty were in line with changes in student enrollment.
- IPEDS data are not sufficiently detailed to develop a precise measure of student-to-faculty ratios. However, dividing fall enrollment by the number of full-time instructional faculty provides a general estimate for monitoring whether the number of students per full-time faculty member remained relatively stable as enrollments increased or decreased between fall 2001 and fall 2011. This ratio does not account for the use of part-time or adjunct faculty, on whom institutions increasingly rely.
- As shown in the trend chart below, estimated student-to-full-time-faculty ratio for the University of Nebraska increased 1.6 or about one or two students per faculty over the 10-year period. In comparison, the estimated student-to-full-time-faculty ratio for Nebraska's community colleges increased by 3.4 students, the state college system's ratio increased by 5.3 students, and the ratio for Nebraska's independent institutions increased by 5.6 students.



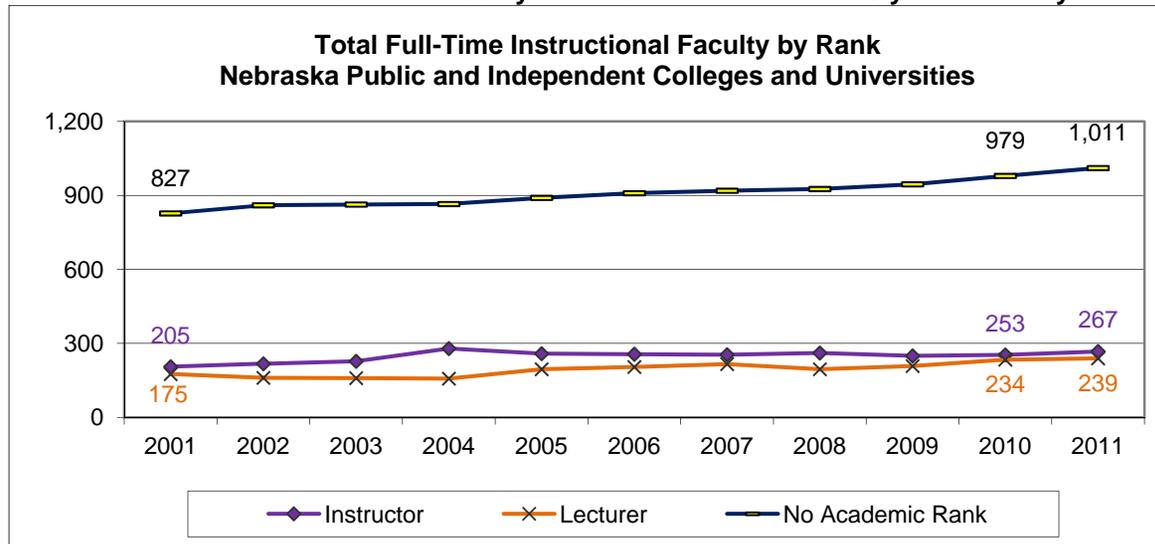
See **Section A on Enrollment** for total headcount enrollments by sector and by institution.

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

TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY by RANK



Note that different scales are necessary for these charts to show 10-year trends by rank.



When analyzed by rank, the faculty employed by Nebraska public and independent institutions increased between fall 2001 and fall 2011 as follows:

Professors	up 99	9.6%
Associate Professors	up 18	1.8%
Assistant Professors	down 44	-4.2%
Instructors	up 62	30.2%
Lecturers	up 64	36.6%
<u>No Rank</u>	<u>up 184</u>	<u>22.2%</u>
Total	up 383	8.9%

Further calculations indicate:

- Full professors accounted for 25.8% of the 383 additional faculty hired between fall 2001 and fall 2011. Associate professors accounted for 4.7%, while instructors and lecturers accounted for 16.2% and 16.7%, respectively.
- Faculty with no academic rank, almost all at the community colleges, accounted for 48.0% of the 10-year gain in faculty.

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

**NET INCREASES AND DECREASES IN THE NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY
by SECTOR and by RANK**

- When increases and decreases in the number of full-time instructional faculty are analyzed by both sector and rank as shown below, the greatest changes were evidenced as follows:
 - 64 more lecturers at the University of Nebraska, while there were only 6 more professors and 42 fewer associate professors.
 - 20 more professors but 24 fewer assistant professors within the Nebraska State College System.
 - 194 additional faculty with no academic rank at Nebraska’s community colleges.
 - 188 additional professors, associate professors, and instructors at Nebraska’s independent institutions. Not including Dana College, which closed in fall 2010, the independent sector gained a total of 222 faculty positions between fall 2001 and fall 2011.¹

Net Increases or Decreases in the Number of Full-Time Instructional Faculty by Sector and by Rank² Nebraska Public and Independent Colleges and Universities 2001-2011							
Sector	Professors	Associate Professors	Assistant Professors	Instructors	Lecturers	No Academic Rank	Total Net Increase or Decrease
University of Nebraska	6	-42	-15	12	64	-5	20
Nebraska State College System	20	-5	-24	0	-1	-3	-13
Nebraska Community Colleges	0	0	0	0	0	194	194
Independent Institutions	73	65	-5	50	1	-2	182
Nebraska Public & Independent Institutions	99	18	-44	62	64	184	383

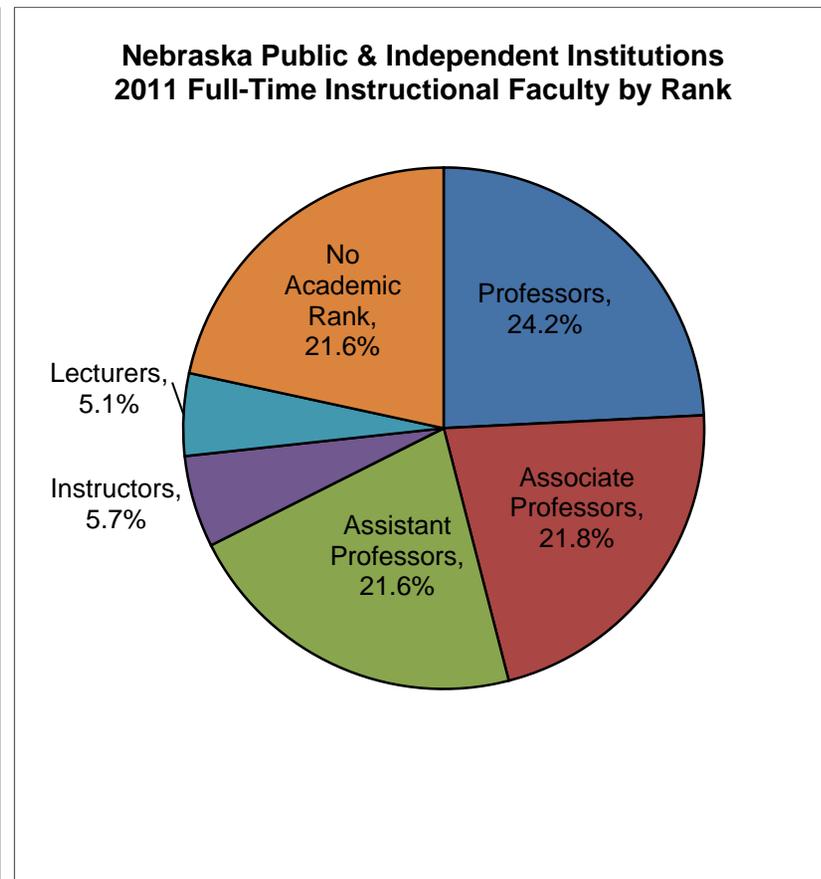
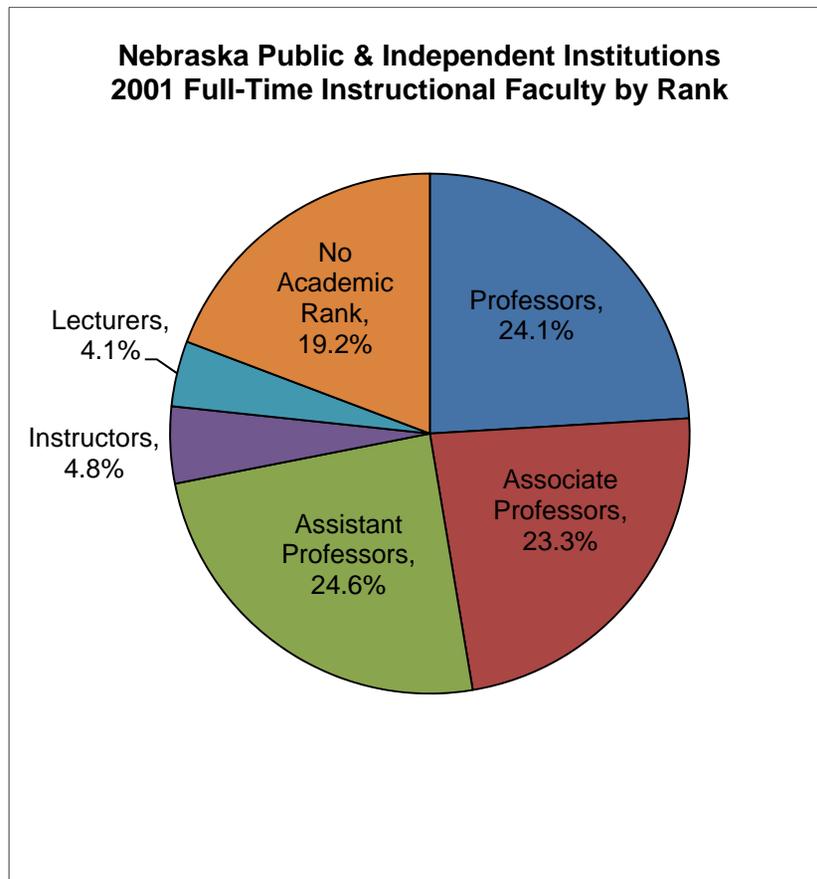
¹Creighton University added 65 new faculty between fall 2001 and fall 2011, primarily at the professor and associate professor levels. Other independent colleges and universities with 19 or more additional faculty were Bellevue University (31), BryanLGH College of Health Sciences (30), Clarkson College (26), and College of Saint Mary (26). When Dana College closed in fall 2010, 32 faculty positions were lost as a result. In 2001, Dana College employed 40 full-time instructional faculty.

²Historically, faculty were generally hired on a tenure track leading from instructor to assistant professor to associate professor to full professor. The most common current practice is to hire tenure-track faculty at the assistant professor rank. A lecturer is most frequently a non-tenure track position.

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

Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by RANK

- As a result of increases and decreases in faculty, the overall composition of the full-time instructional faculty at Nebraska's public and independent colleges and universities shifted slightly between fall 2001 and fall 2011.
- As shown below, instructors, lecturers, and faculty with no academic rank accounted for slightly higher percentages of the faculty in fall 2011 than in fall 2001, while about the same or lower percentages of the faculty were professors, associate professors, or assistant professors.

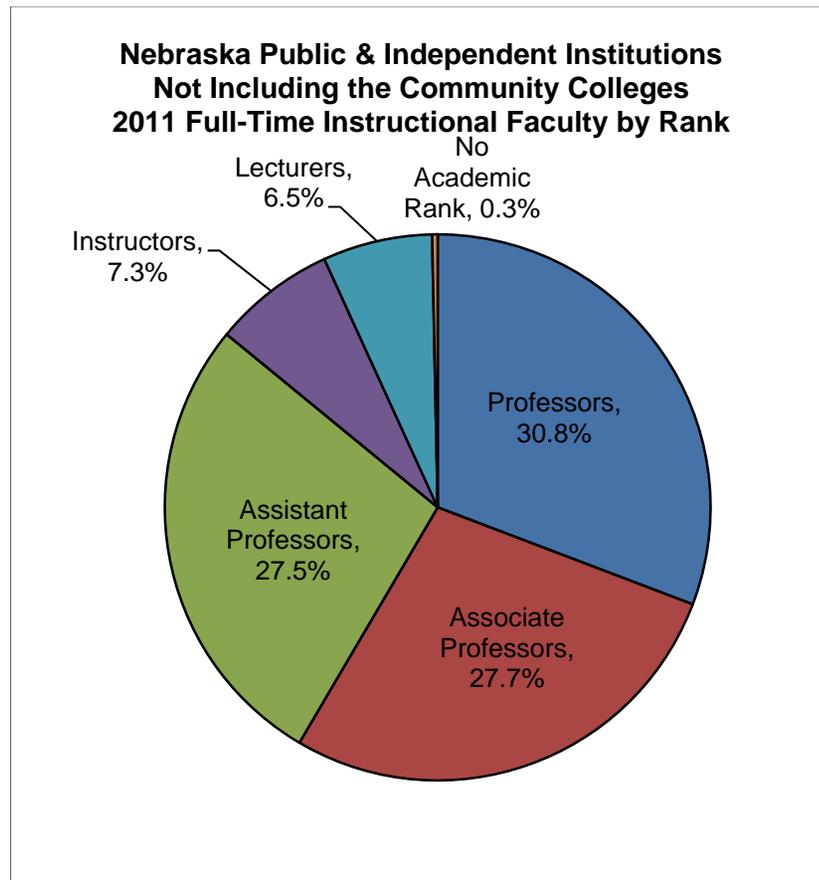
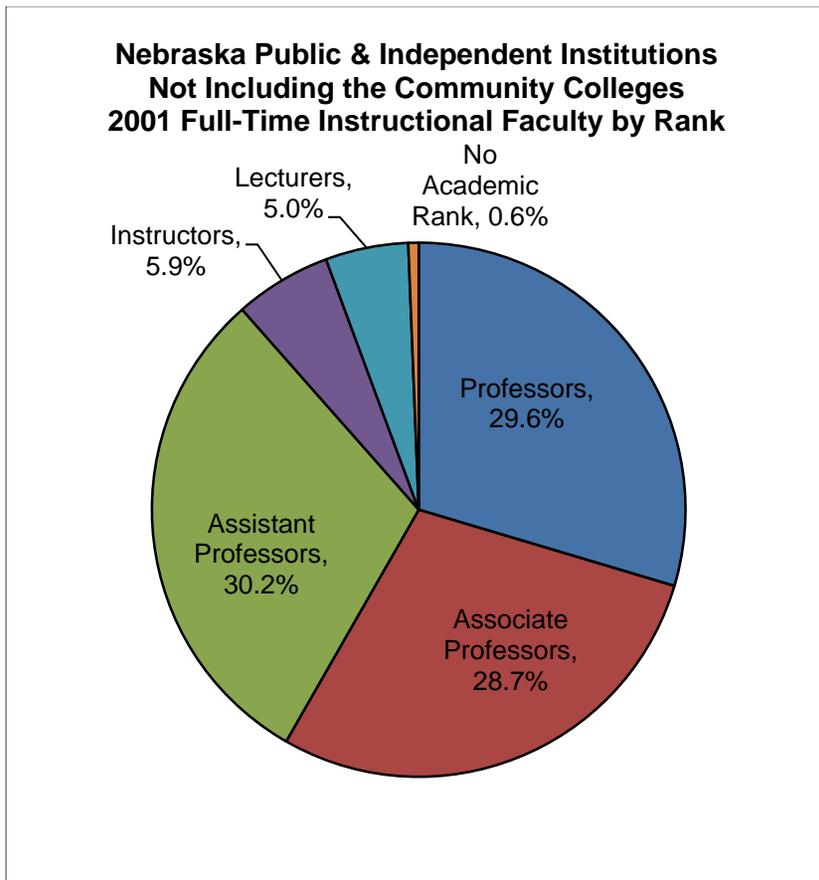


The numbers of full-time instructional faculty by gender, by rank, by sector, and by institution are available in the spreadsheet titled **Instructional Faculty by Rank and Gender** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by RANK (Continued)

With Community Colleges Excluded

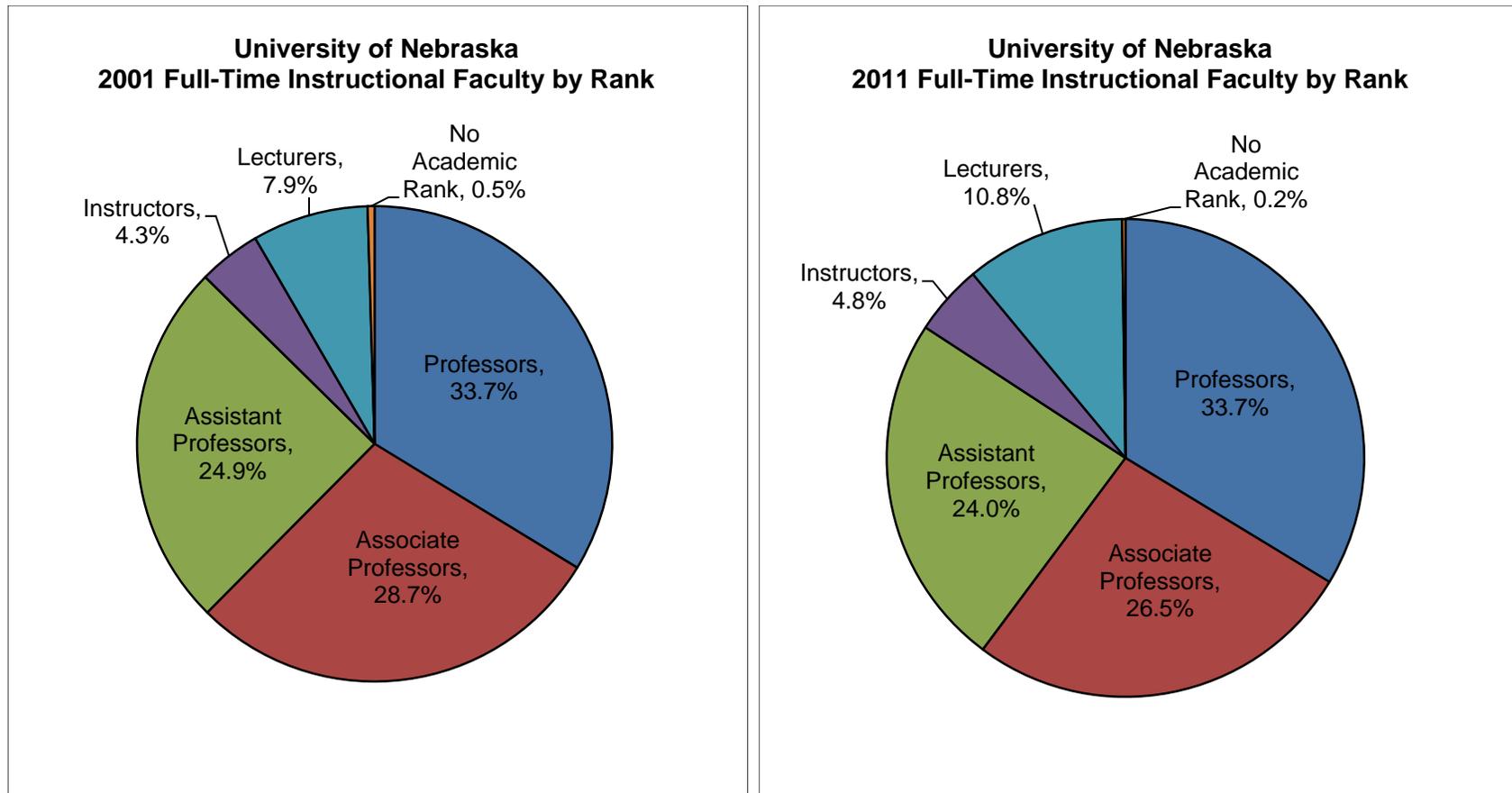
- The following charts exclude the Nebraska community colleges to provide a more direct comparison of the other three sectors¹. As shown below, faculty with no academic rank constituted 0.6% of the faculty at the University of Nebraska, the state colleges and the state’s independent colleges and universities in fall 2001, and by fall 2011, faculty with no academic rank still accounted for only 0.3% of the instructional faculty within these three sectors.
- These charts also show that professors, instructors, and lecturers accounted for slightly higher percentages of full-time faculty in 2011 than they did in 2001.



¹All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission.

Percentage of FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK

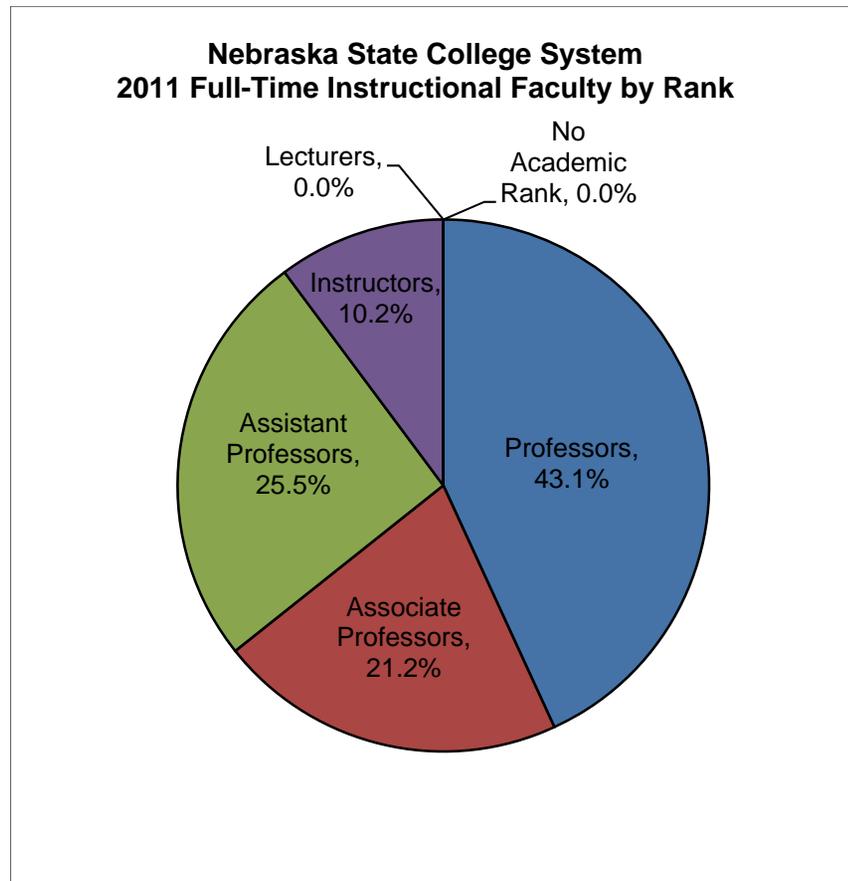
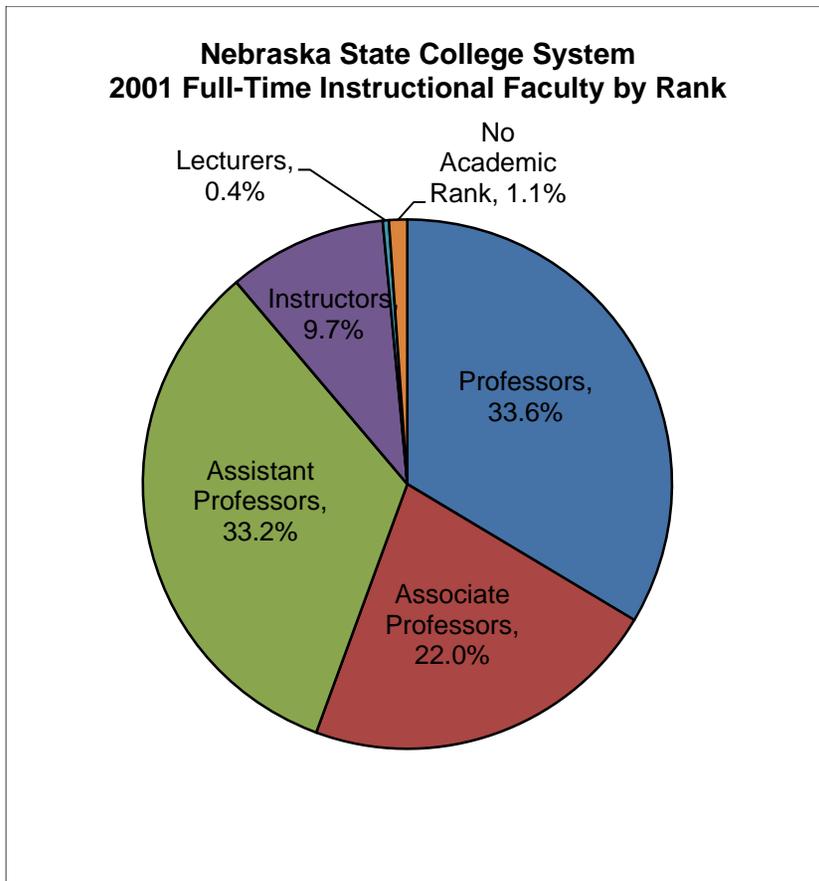
- The most significant changes that occurred between fall 2001 and fall 2011 in the composition of the full-time instructional faculty at the University of Nebraska were the increased percentage of lecturers and the decreased percentage of associate professors.



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

Percentage of FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK (Continued)

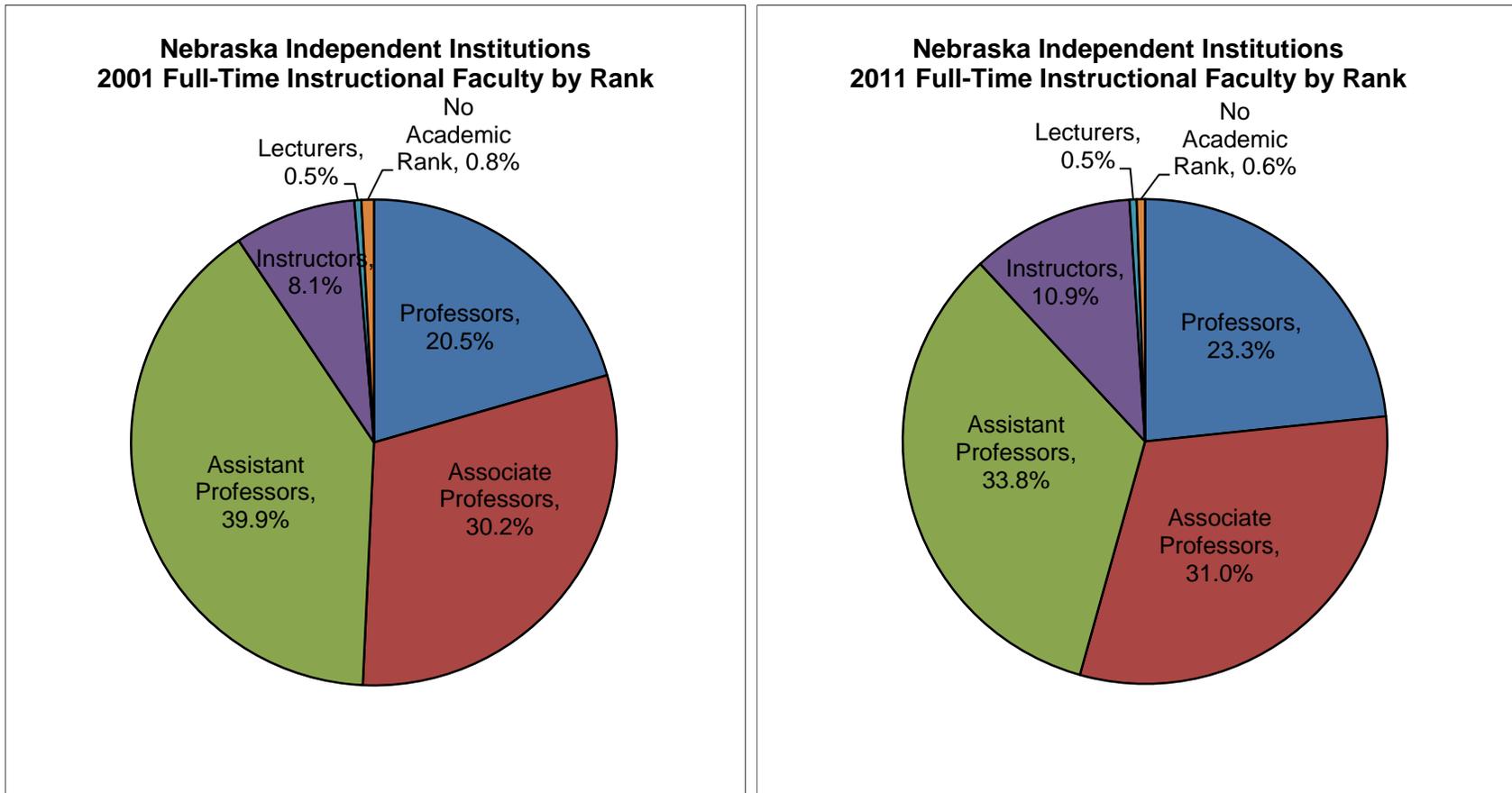
- The overall composition of the instructional faculty employed by the Nebraska State College System shifted between fall 2001 and fall 2011, primarily as a result of a noticeable increase in full professors and a decrease in assistant professors as percentages of full-time instructional faculty.



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

Percentage of FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK (Continued)

- Within the sector of independent institutions, the overall composition of the instructional faculty shifted slightly from fall 2001 to fall 2011. In fall 2011, professors, associate professors, and instructors accounted for higher percentages of the total faculty, while assistant professors accounted for a noticeably lower percentage than they did in fall 2001.



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

Percentage of FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK (Continued)

- Charts showing the overall composition of the faculty employed by Nebraska community colleges are not included in this report since all community college faculty members are classified as having no academic rank.

Section C.2

Average Salaries of Full-Time Instructional Faculty by Sector and Rank

Notes: Summarized data are for Nebraska public and independent colleges and universities.
These institutions do not include for-profit/career schools.

The data summarized in this section are collected through the salary sections of the IPEDS Human Resources survey. Part-time instructional faculty are not included in this analysis because the salary sections of the survey do not include data for part-time faculty. No data pertaining to adjunct faculty are collected through the IPEDS Human Resources survey.

Institutions report the number of full-time faculty and the corresponding total outlay for salaries at each academic rank, not including any benefits. An average salary is calculated by dividing the total salary outlay by the number of faculty. Salaries for faculty on 12-month appointment are adjusted so that *all average salaries reported in this publication are for 9-month appointments.*

Faculty numbers and salary outlays were reported as of October 1 for each of the years from fall 1999 and fall 2000. Beginning in fall 2001, faculty and salary data were reported as of November 1. Faculty numbers and salaries are for the academic year. For example, salaries reported as of November 1, 2009 are for the 2009-2010 academic year.

Due to errors in data submission, the data pertaining to the instructional faculty at Creighton University in 2001-02 and 2002-03 have been adjusted. This report also reflects data corrections for 2009-10 submitted by the University of Nebraska-Lincoln.

INTRODUCTION TO THE SALARY ANALYSES REPORTED IN THIS SECTION

- The average salaries of full-time instructional faculty reported in this section were calculated using the actual dollar amounts paid by institutions reported annually on the IPEDS Human Resources survey.¹
- In addition, average salaries have been converted to 2011-12 dollars to take into account the effect of inflation when salaries are compared over the period from 2001-02 to 2011-12.
- Average salaries are converted to 2011-12 dollars using a multiplication factor based on the Consumer Price Index (CPI) that is maintained by the U.S. Bureau of Labor Statistics (BLS).

USE OF THE CONSUMER PRICE INDEX (CPI-U)

The Consumer Price Index (CPI) is a measure of the average change over time of the prices paid by urban consumers for a market basket of consumer goods and services. The Consumer Price Index for All Urban Consumers (CPI-U) that is used in this report is based on the prices paid by a sample of households representing about 87% of the U.S. population. The prices paid by these households are determined from a sample of products that represent all of the types of goods and services purchased for household or personal consumption.

The CPI is an index that simplifies the measurement of price changes over time. The BLS has established a 1982-84 reference basis for the current CPI-U by setting the average price level for the 36 months covering 1982, 1983, and 1984 equal to 100. The BLS then measures and expresses price changes in relation to 100, so that any increase or decrease in prices is stated as a percentage change from the baseline prices in 1982-84. An index of 150, for example, means that there has been a 50% increase in consumer prices since 1982-84.

The CPI-U is calculated monthly. Therefore, the CPI-U for a given year can be determined by calculating the average index over the 12 months. For an academic year, the average CPI-U is calculated for the 12 months beginning in July and ending in June.

The CPI-U can be used to compare price levels over any period of time by calculating the percentage increase or decrease in the index value from the beginning to the end of the period. For the purposes of this report, the period of interest is the 10 years between the academic years of 2001-02 (July 2001-June 2002) and 2011-12 (July 2011-June 2012).

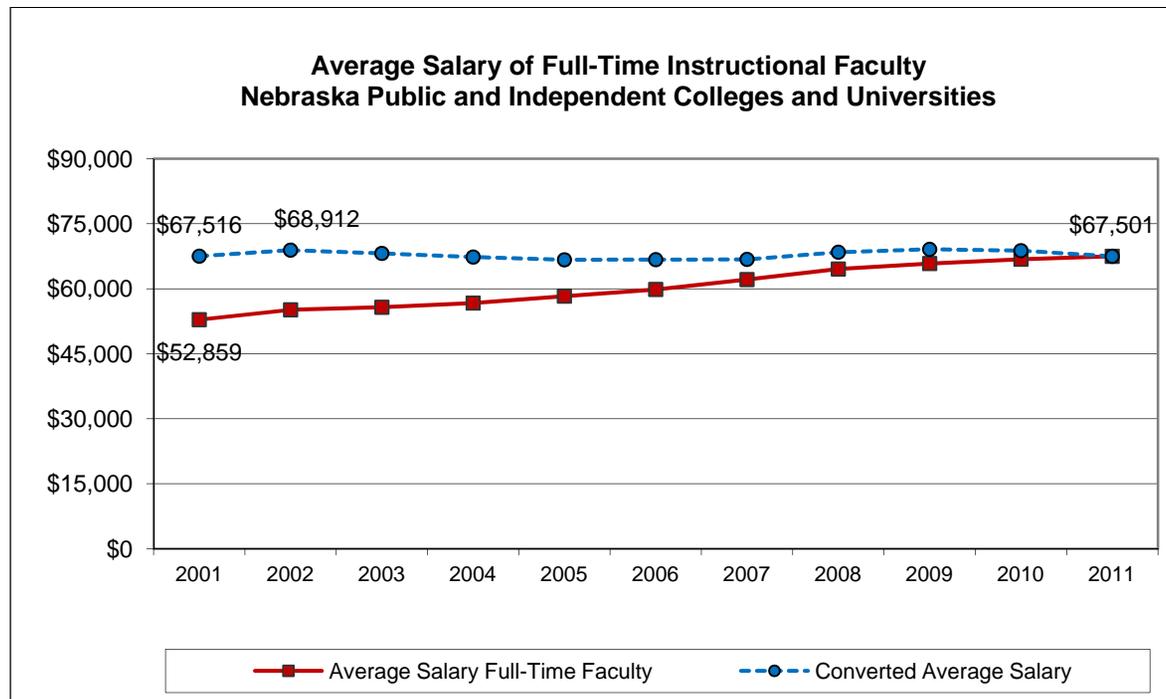
The average CPI-U for July 2001 through June 2002 was 178.2. For July 2011 through June 2012, the average CPI-U was 227.6, indicating that there was an overall 27.7% increase in consumer prices over the 10 years. Given a 27.7% increase in the general level of prices over the 10 years, salaries also would have to increase 27.7% to have the same amount of purchasing power in 2011-12 as in 2001-02 or, in other words, to keep pace with price inflation. Interestingly, that is exactly what happened.

Additional information about the Consumer Price Index is available from the Bureau of Labor Statistics at www.bls.gov/cpi.

¹Prior to fall 2005, the data reported in this section were collected through the Employees by Assigned Position, Fall Staff, and Faculty Salaries surveys administered through the Integrated Postsecondary Education Data System (IPEDS).

AVERAGE SALARY OF TOTAL FULL-TIME INSTRUCTIONAL FACULTY

- In dollars actually paid, the average salary for full-time faculty at Nebraska's public and independent colleges and universities was \$67,501 in 2011-12, compared to \$52,859 in 2001-02, a 10-year increase of 27.7%, a percentage increase that is equal to the 10-year rate of inflation, based on the CPI-U. (See page C.2.2.)
- When average salaries are adjusted for inflation by converting them to 2011-12 dollars, the statewide average salary in 2001-02 was \$67,516, or \$15 higher than the average salary in 2011-12, meaning that the average salary in 2011-12 had almost exactly the same buying power as the average salary in 2001-02.
- See the [table on page C.2.4](#) for the average salaries paid from 2001-02 to 2011-12 converted to 2011-12 dollars to take into account the effect of inflation.



Average paid salaries and average salaries converted to current dollars by sector and by institution for the latest 11 years are available in the spreadsheet titled **Average Salary Total and by Gender** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

AVERAGE SALARY OF TOTAL FULL-TIME INSTRUCTIONAL FACULTY (Continued)

Actual Average Salary of Full-Time Instructional Faculty at Nebraska's Public and Independent Colleges and Universities Converted to 2011-12 Dollars				
Academic Year	Average Faculty Salary ¹	CPI-U for July-June ²	Multiplication Factor ³	Average Salary Converted to 2011-12 Dollars ⁴
2001-2002	\$52,859	178.167	1.2773	\$67,516
2002-2003	\$55,140	182.092	1.2498	\$68,912
2003-2004	\$55,740	186.108	1.2228	\$68,159
2004-2005	\$56,705	191.700	1.1871	\$67,316
2005-2006	\$58,296	198.942	1.1439	\$66,685
2006-2007	\$59,838	204.112	1.1149	\$66,715
2007-2008	\$62,121	211.683	1.0751	\$66,784
2008-2009	\$64,556	214.660	1.0601	\$68,439
2009-2010	\$65,819	216.756	1.0499	\$69,103
2010-2011	\$66,821	221.057	1.0295	\$68,790
2011-2012	\$67,501	227.572	1.0000	\$67,501
10-Year Increase	27.7%	27.7%		0.0%
¹ Faculty salaries were reported in the fall of the academic year. ² CPI-U is the Consumer Price Index for All Urban Consumers maintained by the U.S. Bureau of Labor Statistics. The CPI-U is calculated monthly. The CPI-U for an academic year is the average CPI-U from July through June. ³ The multiplication factor for a given year equals the CPI-U for 2011-12 divided by the CPI-U for the year of interest. ⁴ The average salary converted to 2011-12 dollars equals the paid average salary multiplied by the CPI-U multiplication factor.				

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by SECTOR

- The charts on the following two pages show, by sector, the increases and decreases in the average salaries paid to full-time instructional faculty between 2001-02 to 2011-12. These charts also show the trends in faculty salaries when they are expressed in 2011-12 dollars to take into account the effect of price inflation.
- The University of Nebraska paid the highest average salaries throughout the 10 years, with the average salary reaching \$78,135 in 2011-12.
- Faculty at Nebraska’s state colleges received an average salary of \$61,979 in 2011-12, while faculty at independent institutions and community colleges earned \$62,271 and \$52,577, respectively.
- Between 2001-02 and 2011-12, average faculty salaries increased across all four sectors.

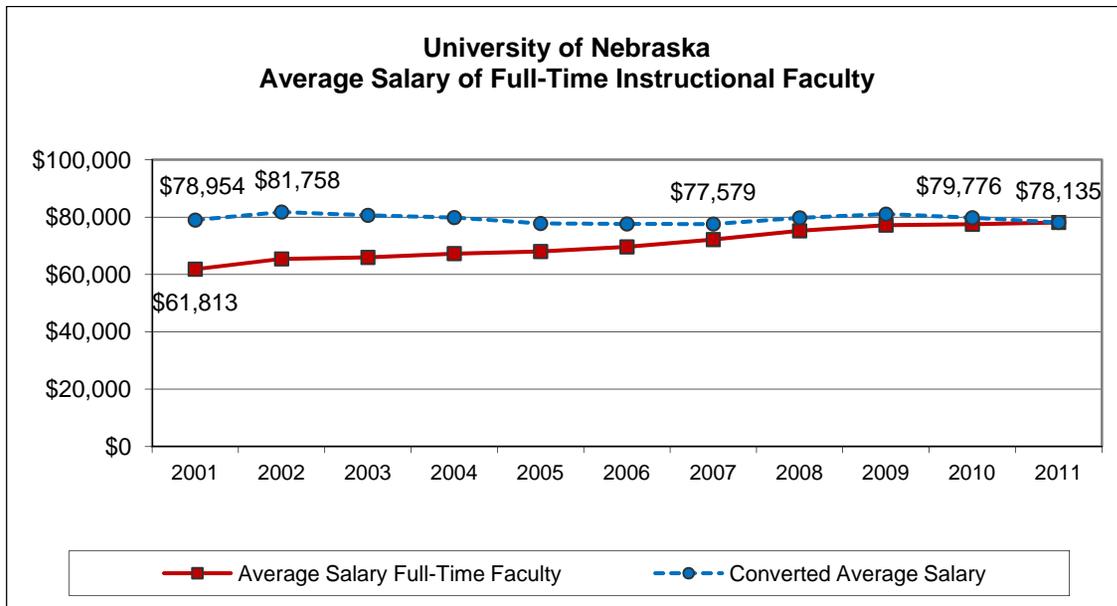
	<u>10-Year Change in Average Salary</u>	<u>10-Year Change in Average Salary Adjusted for Inflation¹</u>
University of Nebraska	up 26.4%	down 1.0%
Nebraska State College System	up 33.2%	up 4.3%
Nebraska community colleges	up 36.2%	up 6.7%
Nebraska independent colleges and universities	up 31.5%	up 2.9%

- Average salaries converted to 2011-12 dollars were at their highest levels in 2002-03 for faculty employed by the University of Nebraska and the Nebraska State College System. Within the community college and independent sectors, the buying power of the average faculty salary fluctuated slightly up and down but generally increased over the 10-year period.

¹Salaries converted to 2011-12 dollars using the CPI-U. See page C.2.2 and C.2.4

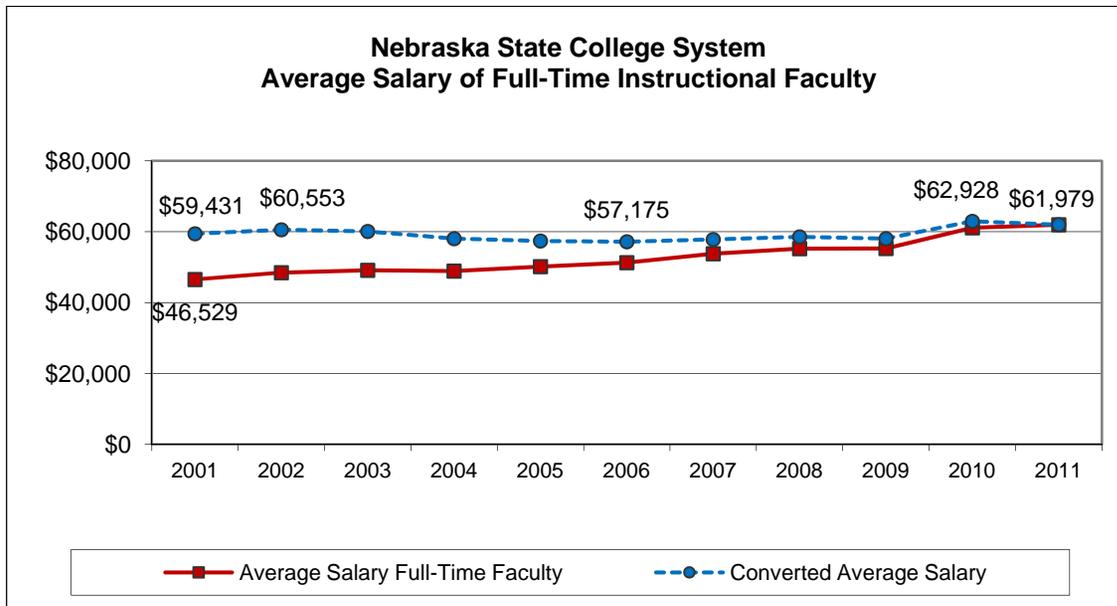
Average paid salaries and average salaries converted to current dollars by sector and by institution for the latest 11 years are available in the spreadsheet titled **Average Salary Total and by Gender** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by SECTOR (Continued)



University of Nebraska

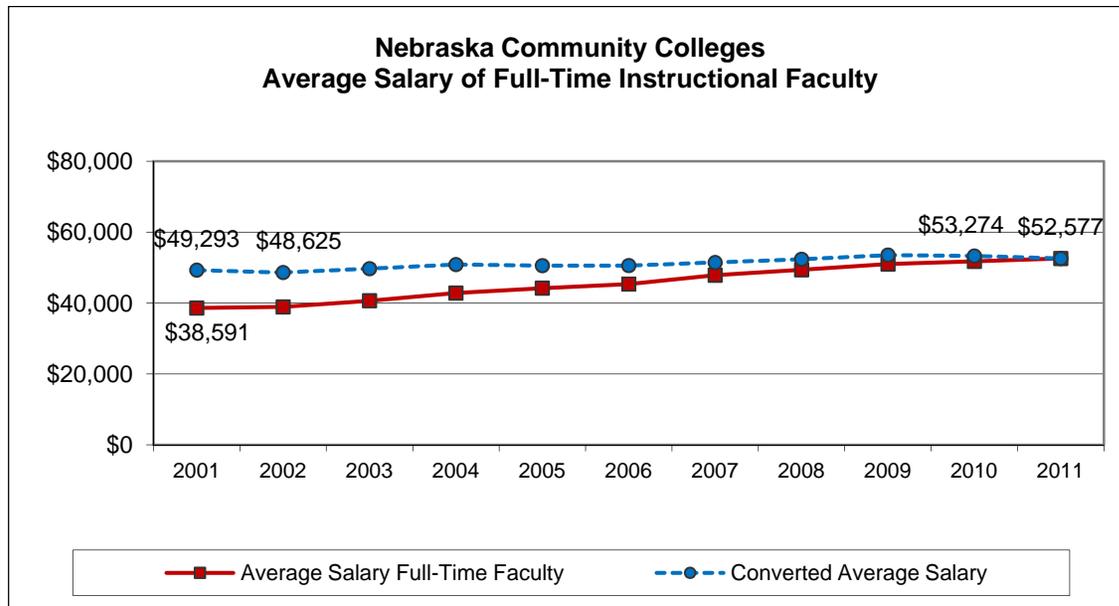
- In dollars actually paid, the average faculty salary at the University of Nebraska increased from \$61,813 in 2001-02 to \$78,135 in 2011-12, or 26.4%.
- Converted to 2011-12 dollars, the average salary of university faculty increased from 2001-02 to 2002-03 and then decreased, increased and decreased again for a net 10-year decrease of 1.0%.



Nebraska State College System

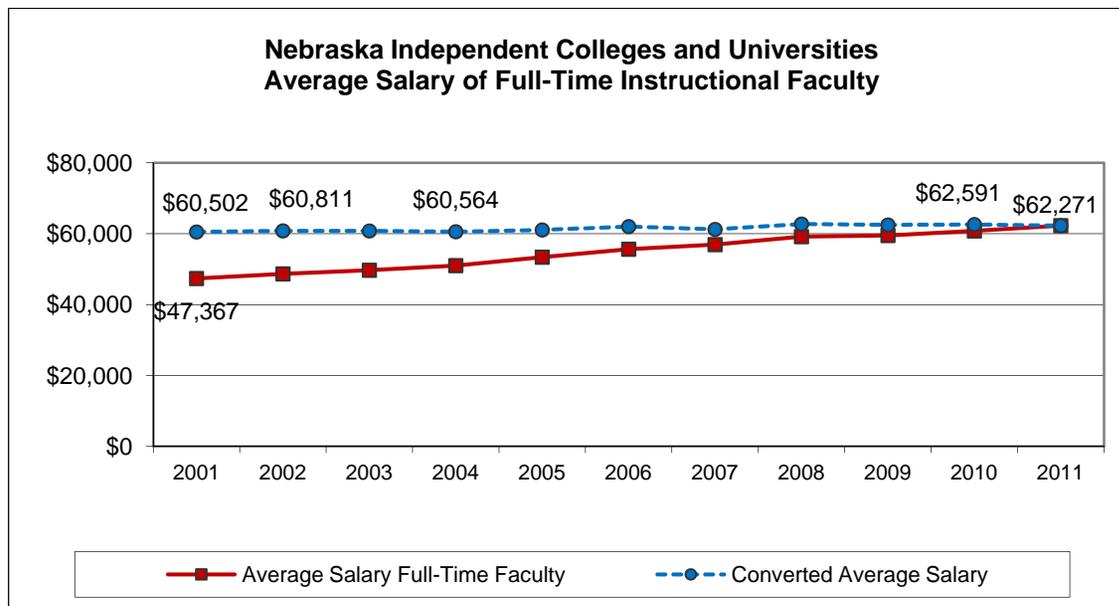
- The average faculty salary paid by Nebraska’s state colleges increased 33.2% from 2001-02 to 2010-11.
- Converted to 2011-12 dollars, the average salary of faculty at the state colleges increased from 2001-02 to \$60,553 in 2002-03, decreased to \$57,175 in 2006-07, increased to \$62,928 in 2010-11, and decreased to \$61,979 in 2011-12, for a net 10-year increase of 4.3%.

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by SECTOR (Continued)



Nebraska Community Colleges

- In dollars actually paid, the average salary of faculty employed by Nebraska community colleges gradually increased from \$38,591 in 2001-02 to \$52,577 in 2011-12 for a total 10-year increase of 36.2%.
- Converted to 2011-12 dollars, the average community college salary fluctuated upward from \$49,293 in 2001-02 to \$52,577 in 2011-12, resulting in a net increase of 6.7% between 2001-02 and 2011-12.



Nebraska Independent Institutions

- The average faculty salary for Nebraska's independent institutions steadily increased from \$47,367 in 2001-02 to \$62,271 in 2011-12, an overall increase of 31.5%.
- Converted to 2011-12 dollars, the average faculty salary fluctuated slightly up and down but generally moved upward for a 2.9% net 10-year gain.

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR

- The charts following this summary show, by academic rank, how average salaries paid between 2001-02 and 2010-11 varied from one sector to another. The tables accompanying the charts summarize the 10-year changes that occurred in the average salaries at each rank, both in dollars actually paid and in 2011-12 dollars to take the effect of inflation into account.
- Between 2001-02 and 2011-12, the average salaries paid by the University of Nebraska were consistently higher than the average salaries paid by the Nebraska State College System, Nebraska's community colleges, and the state's independent institutions, with the exception of salaries at the instructor level. In this case, average salaries for instructors at the University of Nebraska have been about equal to or only slightly higher than those paid within the independent sector since 2007-08.
- The average salaries paid in the independent sector have been higher than those paid by the Nebraska State College System, and the salary gap between these two sectors was as wide or wider in 2009-10 than it was in 2001-02. Two years ago, in 2010-11, the salary gaps narrowed significantly at the professor, associate professor, and instructor levels. However, at the assistant professor level, the gap in salary has persisted: the average salary paid in the independent sector in 2011-12 was \$5,700 higher than the average salary earned at the state colleges, compared to \$2,123 higher in 2001-02.¹
- The greatest difference between the salaries paid by the independent institutions and the University of Nebraska was at the professor level. In 2011-12, professors employed by the university earned an average salary that was \$24,907 higher than the average salary paid to professors in the independent sector.
- Over the course of the decade, differences between the average salaries paid by the University of Nebraska and the independent institutions decreased with academic rank. In 2011-12, the average salary of associate professors at the University of Nebraska was \$11,335 higher than the average salary of associate professors in the independent sector, and assistant professors at the University of Nebraska earned \$11,281 more, on average, than assistant professors at independent institutions. However, in comparison, instructors at the university earned only \$47 more, on average, than instructors employed in the independent sector.
- Comparing average salary increases across academic ranks, professors received the highest dollar amounts. The 10-year increases for professors were \$22,557 at the University of Nebraska, \$16,140 at the state colleges, and \$16,493 in the independent sector.
- For the 10-year period ending in 2010-11, the largest 10-year percentage increases in average salary at the University of Nebraska were earned by assistant professors (32.5%) and lecturers (33.3%). Professors, associate professors, and instructors received the highest 10-year salary percentage increases at the state colleges (27.8%, 31.4% and 27.0%, respectively). Within the independent sector, associate professors, assistant professors, and instructors received the highest percentage increases (28.7%, 33.1% and 38.5%, respectively).

¹Lecturers are excluded from this comparison because the state colleges and independent institutions employed no lecturers or fewer than nine lecturers during each of the academic years between 2001-02 and 2011-12.

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR

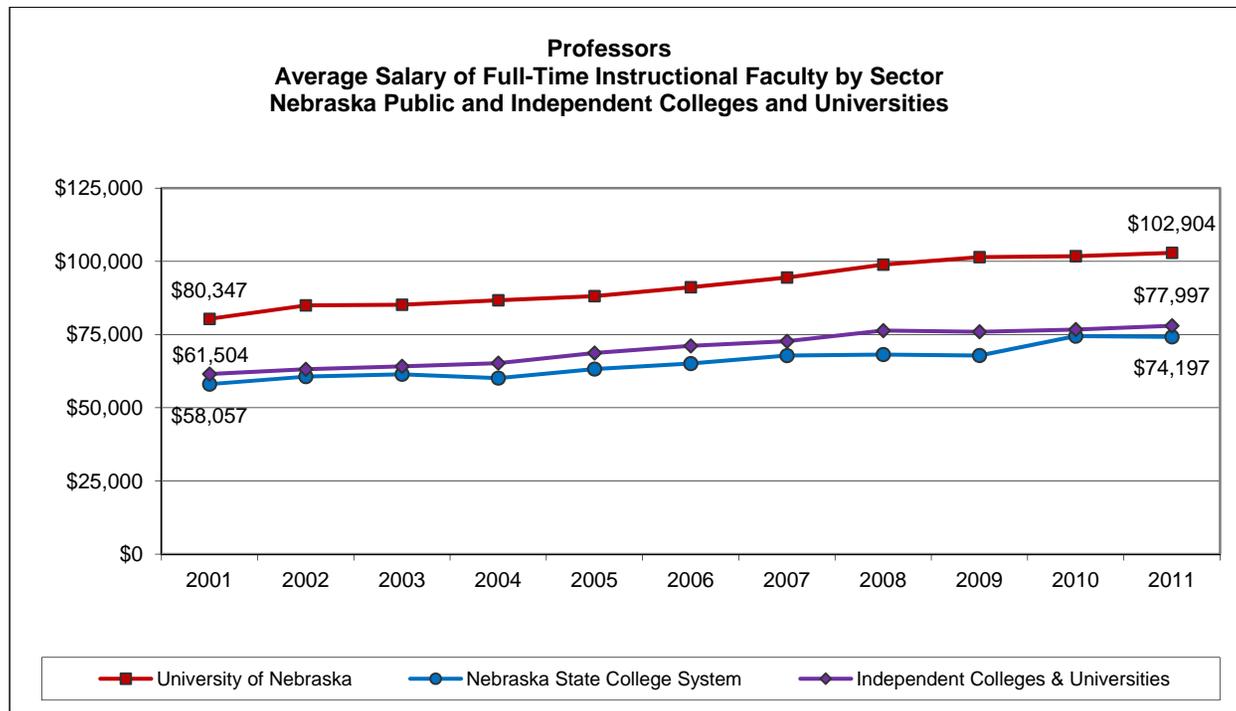
(Continued)

- All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission for 2001-02 to 2011-12, but relatively few faculty members without academic rank have been employed by the University of Nebraska, the Nebraska State College System, or the independent institutions in Nebraska.
- As previously summarized, the average salary of community college faculty increased from \$38,591 in 2001-02 to \$52,577 in 2011-12, or 36.2%. Compared to the salaries in other sectors, the average salary at the community colleges in 2011-12 was \$3,123 higher than the average salary earned by assistant professors at the state colleges, but \$2,577 lower than the average salary paid to assistant professors in the independent sector.

Note: In addition to varying by sector and academic rank, salaries vary significantly by academic discipline. For example, the salaries earned by faculty in business administration are typically higher than the salaries earned by faculty in the liberal arts and social sciences. Salary data in this report are averaged across faculty in all disciplines.

Average paid salaries by sector and by institution for the latest 11 years are available in the spreadsheet titled **Average Salary Total and by Gender** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

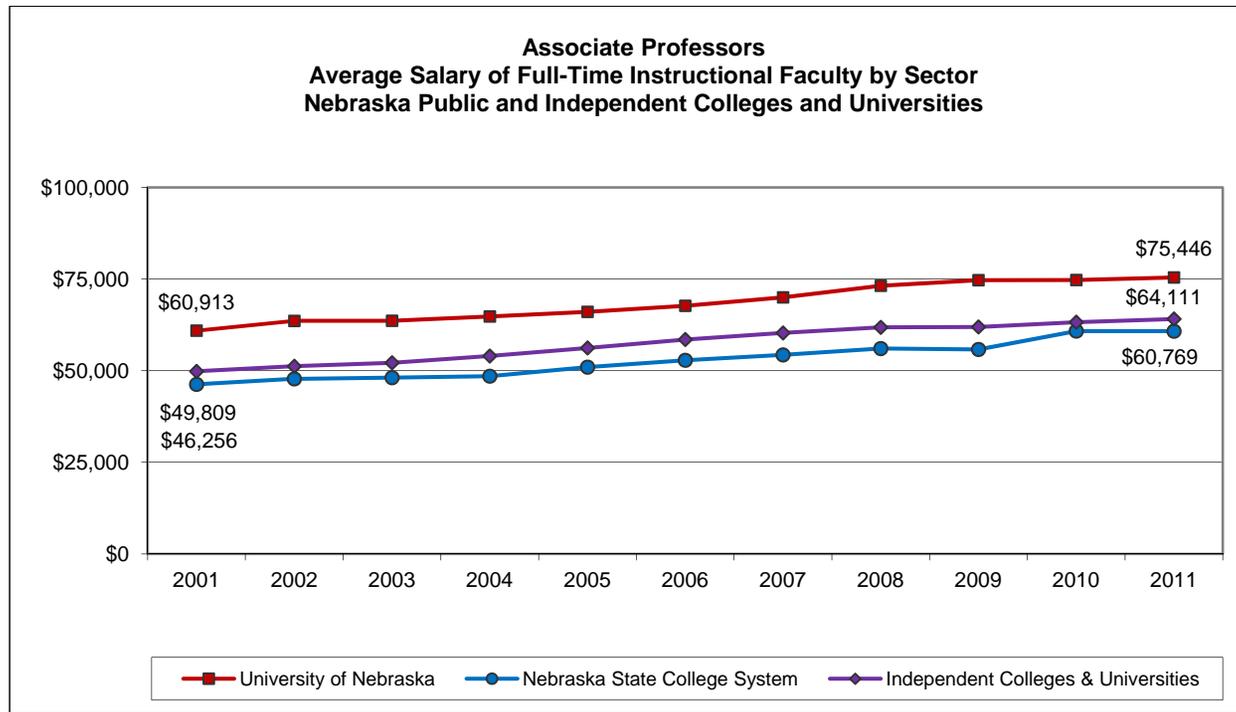
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR (Continued)



Sector	Number of Professors in Fall 2011	2001-02 Average Salary	2011-12 Average Salary	10-Year % Increase in Average Salary	10-Year % Change in Average Salary Converted to 2011-12 Dollars
University of Nebraska	727	\$80,347	\$102,904	28.1%	0.3%
Nebraska State College System	110	\$58,057	\$74,197	27.8%	0.1%
Nebraska Independent Colleges & Universities	296	\$61,504	\$77,997	26.8%	-0.7%
Nebraska Community Colleges	Not applicable				

Average paid salaries by sector and by institution for the latest 11 years are available in the spreadsheet titled **Average Salary Total and by Gender** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

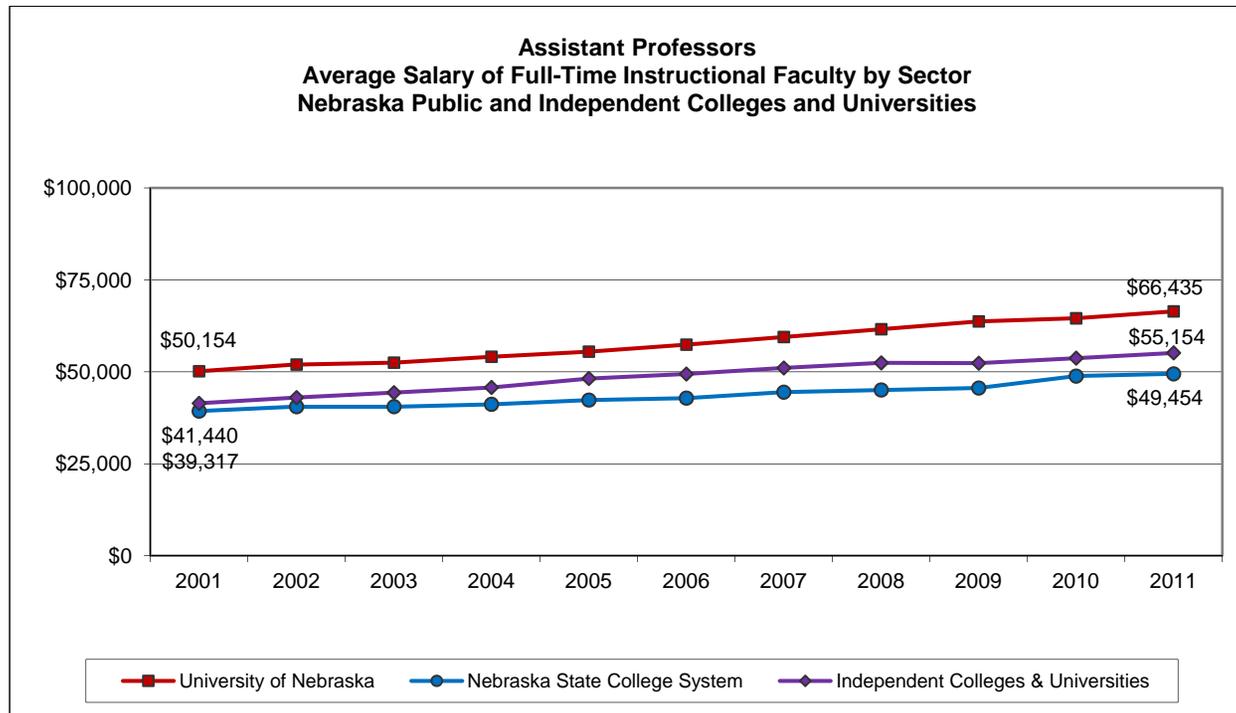
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR (Continued)



Sector	Number of Associate Professors in Fall 2011	2001-02 Average Salary	2011-12 Average Salary	10-Year % Increase in Average Salary	10-Year % Change in Average Salary Converted to 2011-12 Dollars
University of Nebraska	572	\$60,913	\$75,446	23.9%	-3.0%
Nebraska State College System	54	\$46,256	\$60,769	31.4%	2.9%
Nebraska Independent Colleges & Universities	393	\$49,809	\$64,111	28.7%	0.8%
Nebraska Community Colleges	Not applicable				

Average paid salaries by sector and by institution for the latest 11 years are available in the spreadsheet titled **Average Salary Total and by Gender** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

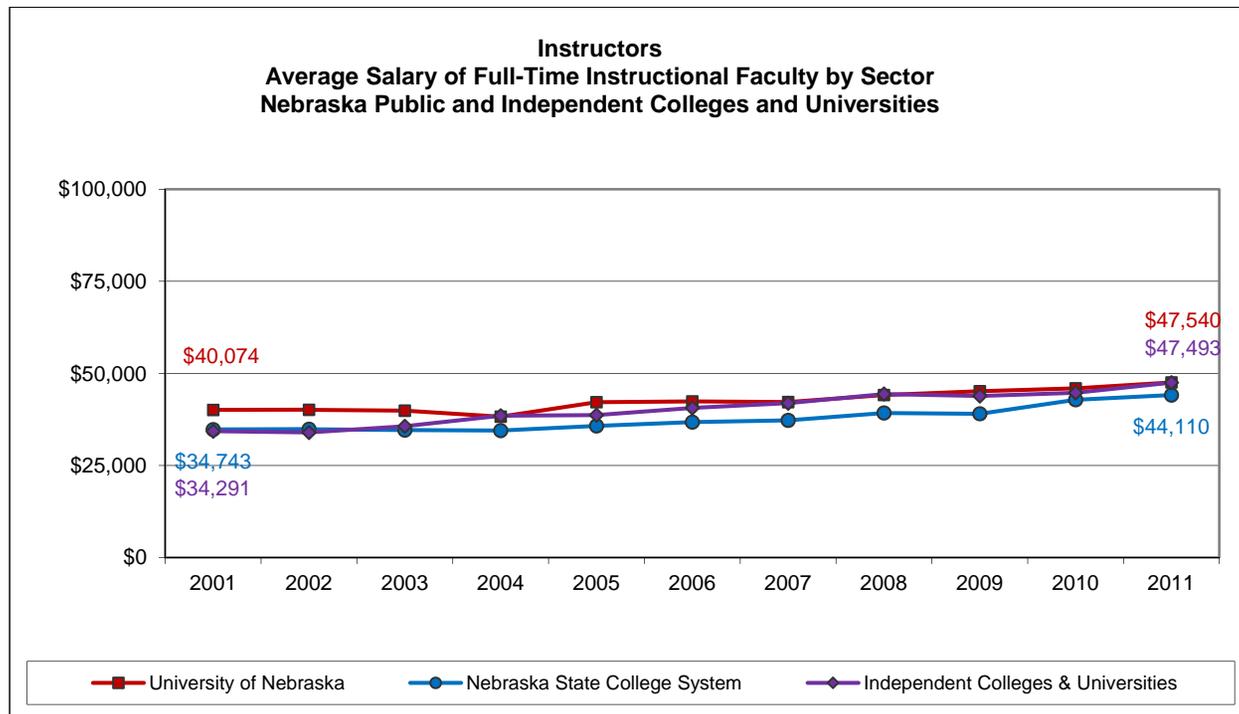
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR (Continued)



Sector	Number of Assistant Professors in Fall 2011	2001-02 Average Salary	2011-12 Average Salary	10-Year % Increase in Average Salary	10-Year % Change in Average Salary Converted to 2011-12 Dollars
University of Nebraska	518	\$50,154	\$66,435	32.5%	3.7%
Nebraska State College System	65	\$39,317	\$49,454	25.8%	-1.5%
Nebraska Independent Colleges & Universities	428	\$41,440	\$55,154	33.1%	4.2%
Nebraska Community Colleges	Not applicable				

Average paid salaries by sector and by institution for the latest 11 years are available in the spreadsheet titled **Average Salary Total and by Gender** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

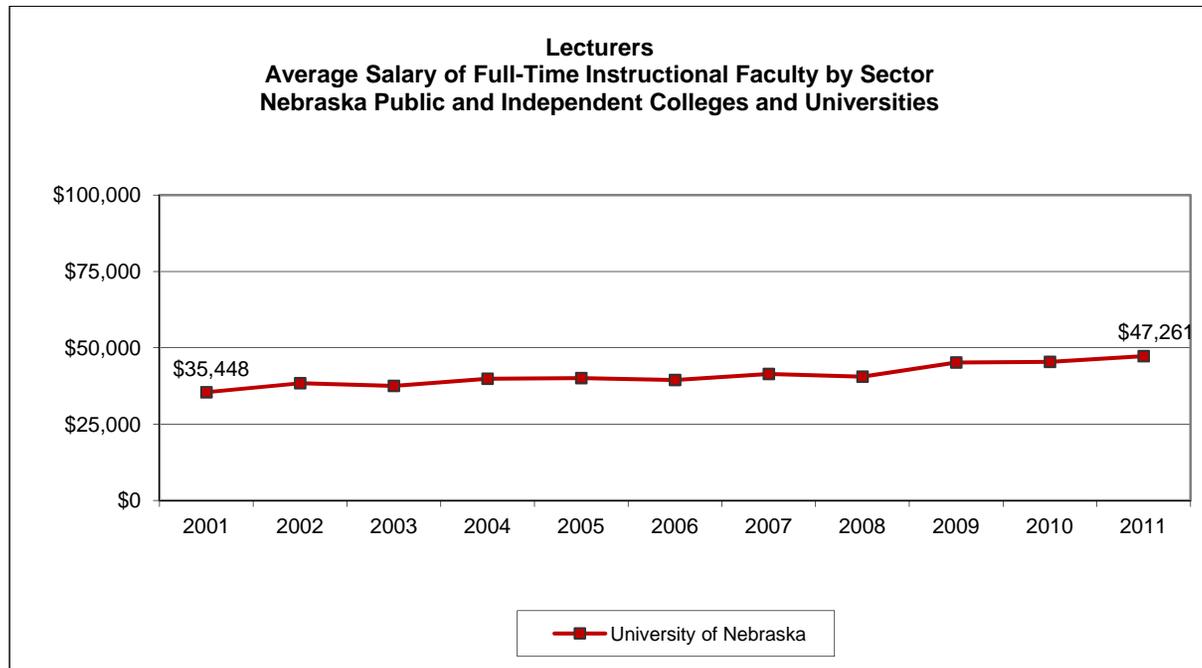
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR (Continued)



Sector	Number of Instructors in Fall 2011	2001-02 Average Salary	2011-12 Average Salary	10-Year % Increase in Average Salary	10-Year % Change in Average Salary Converted to 2011-12 Dollars
University of Nebraska	103	\$40,074	\$47,540	18.6%	-7.1%
Nebraska State College System	26	\$34,743	\$44,110	27.0%	-0.6%
Nebraska Independent Colleges & Universities	138	\$34,291	\$47,493	38.5%	8.4%
Nebraska Community Colleges	Not applicable				

Average paid salaries by sector and by institution for the latest 11 years are available in the spreadsheet titled **Average Salary Total and by Gender** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR (Continued)

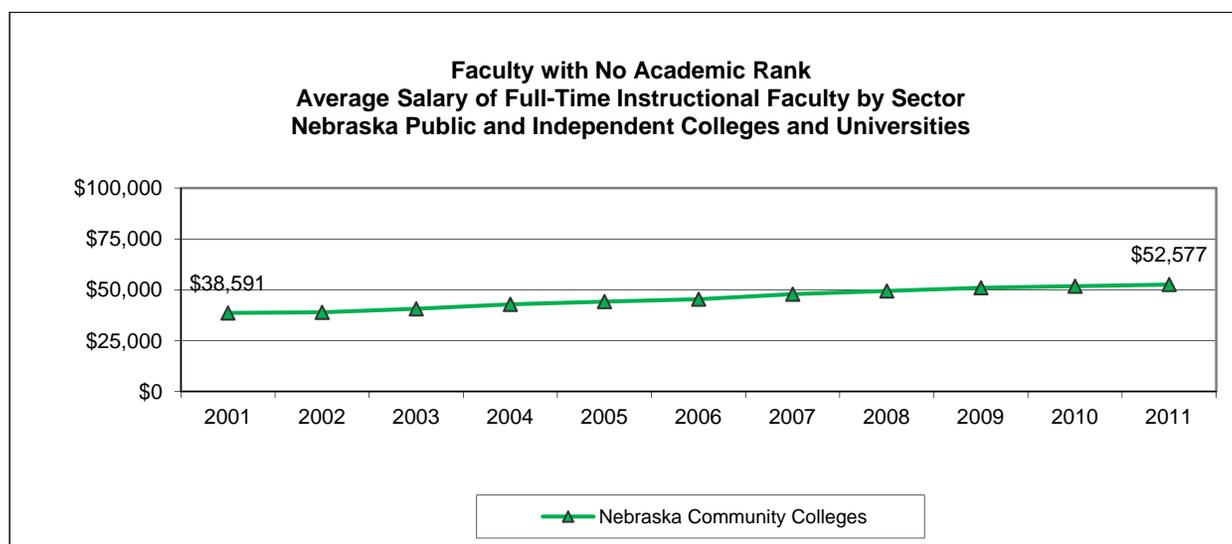


Sector	Number of Lecturers in Fall 2011	2001-02 Average Salary	2011-12 Average Salary	10-Year % Increase in Average Salary	10-Year % Change in Average Salary Converted to 2011-12 Dollars
University of Nebraska	233	\$35,448	\$47,261	33.3%	4.4%
Nebraska State College System ¹	0	Not applicable			
Nebraska Independent Colleges & Universities ¹	6	Not applicable			
Nebraska Community Colleges		Not applicable			

¹Since lecturers have not been consistently employed by the state colleges or independent institutions, 10-year trend statistics are not applicable. Between fall 2000 and fall 2010, the state colleges employed 0 to 5 lecturers each year, and the independent colleges employed 0 to 8 lecturers, depending on the academic year.

Average paid salaries by sector and by institution for the latest 11 years are available in the spreadsheet titled **Average Salary Total and by Gender** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR (Continued)



Sector	Number of Faculty with No Academic Rank in Fall 2011	2001-02 Average Salary	2011-12 Average Salary	10-Year % Increase in Average Salary	10-Year % Change in Average Salary Converted to 2011-12 Dollars
Nebraska Community Colleges ¹	999	\$38,591	\$52,577	36.2%	6.7%
University of Nebraska ²	5	Not applicable			
Nebraska State College System ²	0	Not applicable			
Nebraska Independent Colleges & Universities ²	7	Not applicable			

¹All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission for 2000 to 2010.

²Since faculty with no academic rank have not been consistently employed by the University of Nebraska, the state colleges or the independent institutions, 10-year trend statistics are not applicable. Depending on the academic year between 2000-01 and 2010-11, the university employed 0 to 17 faculty without rank, the state colleges employed 0 to 3, and the independent colleges employed 0 to 20.

Average paid salaries by sector and by institution for the latest 11 years are available in the spreadsheet titled **Average Salary Total and by Gender** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

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Section C.3

Number and Average Salaries of Full-Time Instructional Faculty by Gender

Notes: Summarized data are for Nebraska public and independent colleges and universities.
These institutions do not include for-profit/career schools.

The data summarized in this section are collected through the salary sections of the IPEDS Human Resources survey. Part-time instructional faculty are not included in this analysis because the salary sections of the survey do not include data for part-time faculty. No data pertaining to adjunct faculty are collected through the IPEDS Human Resources survey.

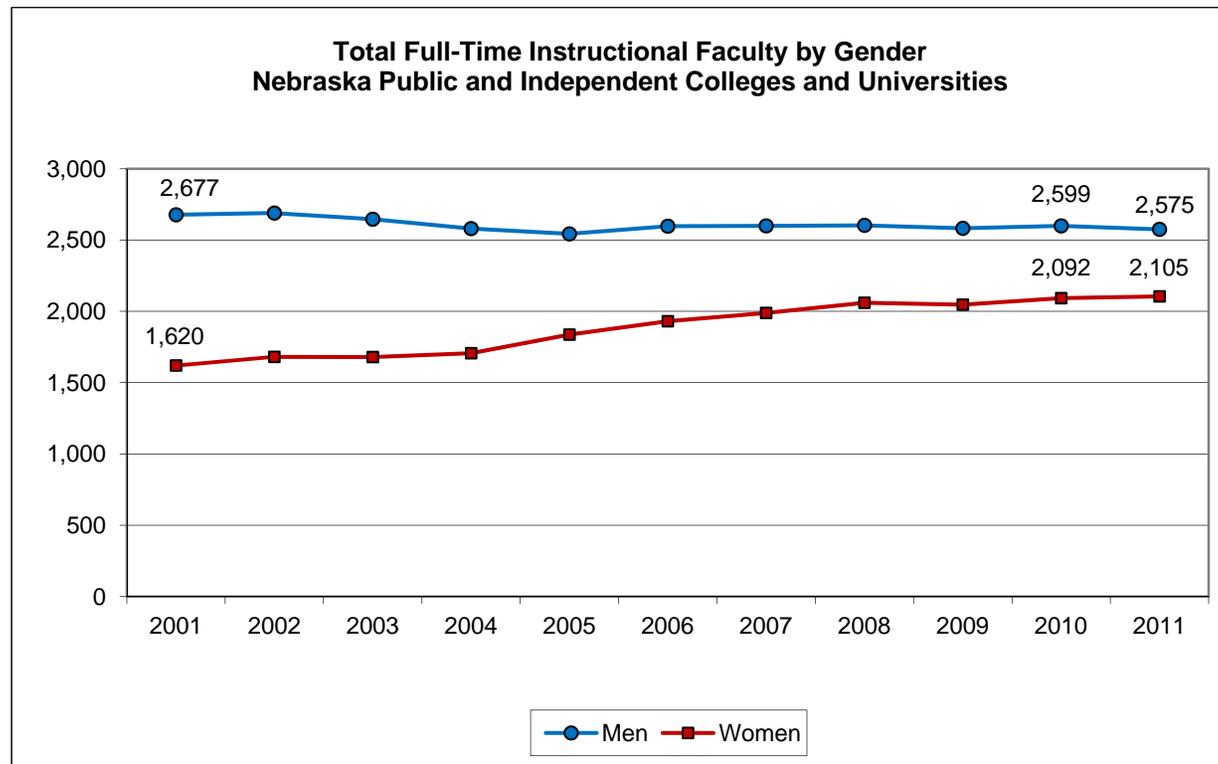
Institutions report the number of full-time faculty and the corresponding total outlay for salaries at each academic rank. An average salary is calculated by dividing the total salary outlay by the number of faculty. Salaries for faculty on 12-month appointment are adjusted to be equivalent to the salaries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

Faculty numbers and salary outlays were reported as of October 1 for fall 2000. Beginning in fall 2001, faculty and salary data were reported as of November 1.

Due to errors in data submission, the data pertaining to the instructional faculty at Creighton University in 2001-02 and 2002-03 have been adjusted. This report also reflects data corrections for 2009-10 submitted by the University of Nebraska-Lincoln.

TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY by GENDER

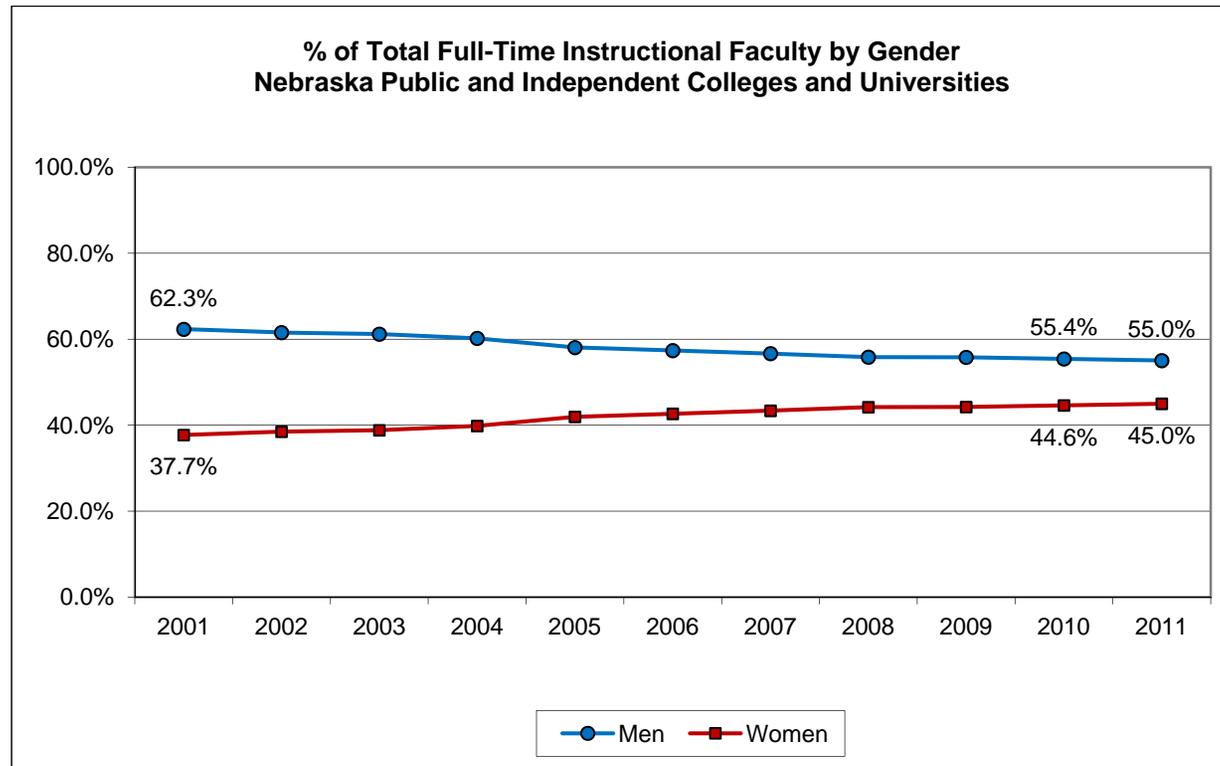
- The total number of male, full-time instructional faculty at Nebraska's public and independent colleges and universities decreased from 2,677 in fall 2001 to 2,575 in fall 2011, a decrease of 102 faculty or 3.8%.
- In comparison, the total number of female faculty increased from 1,620 to 2,105, an increase of 485 faculty, or 29.9%, over the 10-year period.



The numbers of full-time instructional faculty by gender, by rank, by sector, and by institution for the latest 11 years are available in the spreadsheet titled **Instructional Faculty by Rank and Gender** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

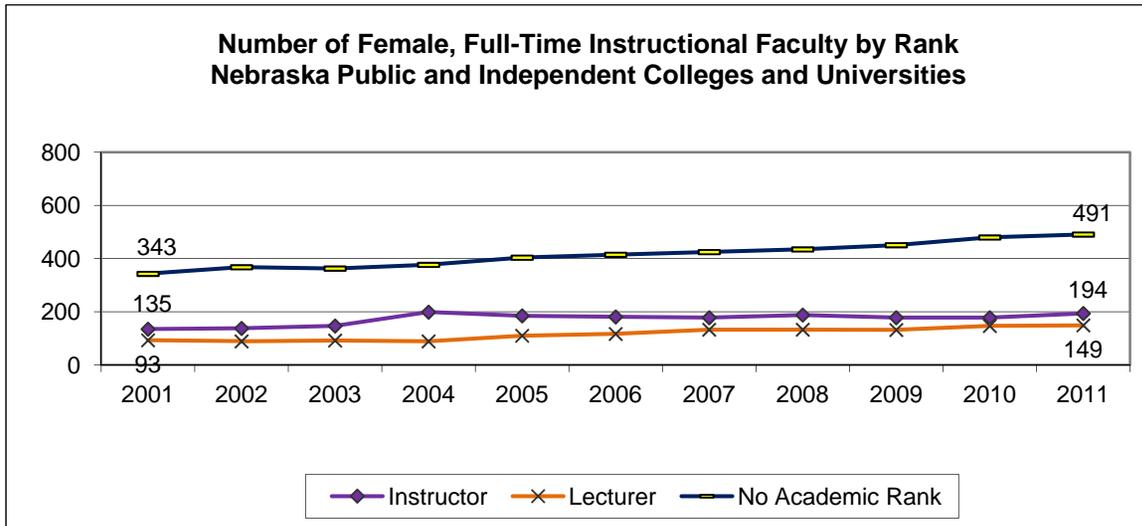
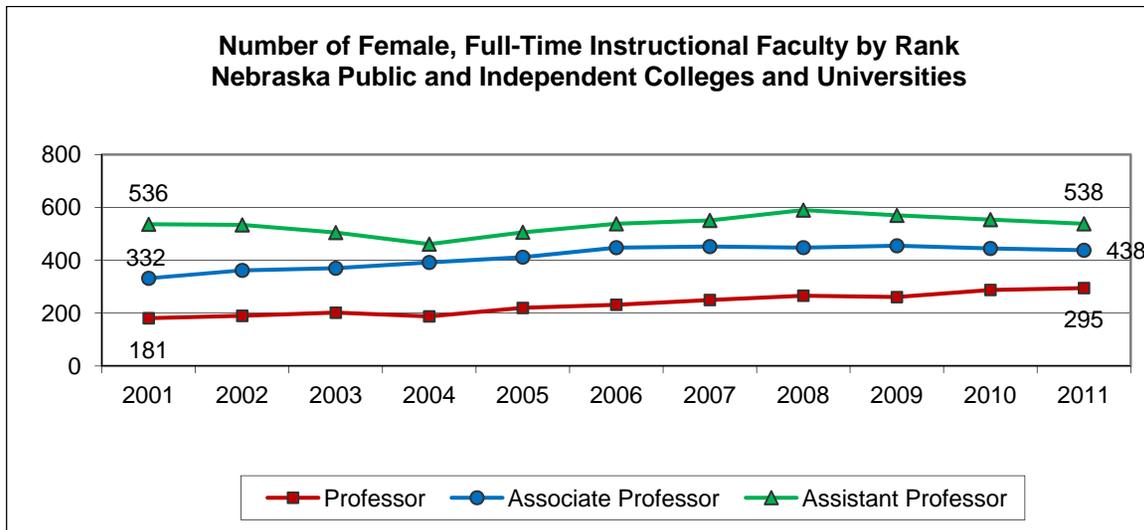
Percentages of TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY by GENDER

- Between 2001 and 2011, women accounted for an increasing percentage of the full-time instructional faculty at Nebraska's public and independent colleges and universities.
- In fall 2001, 37.7% of the full-time faculty were women.
- By fall 2011, women accounted for 45.0% of the full-time faculty.



The numbers of full-time instructional faculty by gender, by rank, by sector, and by institution for the latest 11 years are available in the spreadsheet titled **Instructional Faculty by Rank and Gender** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

NUMBER OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY by RANK



When analyzed by rank, the numbers of female full-time faculty employed by Nebraska's public and independent institutions increased between fall 2001 and fall 2011 as follows:

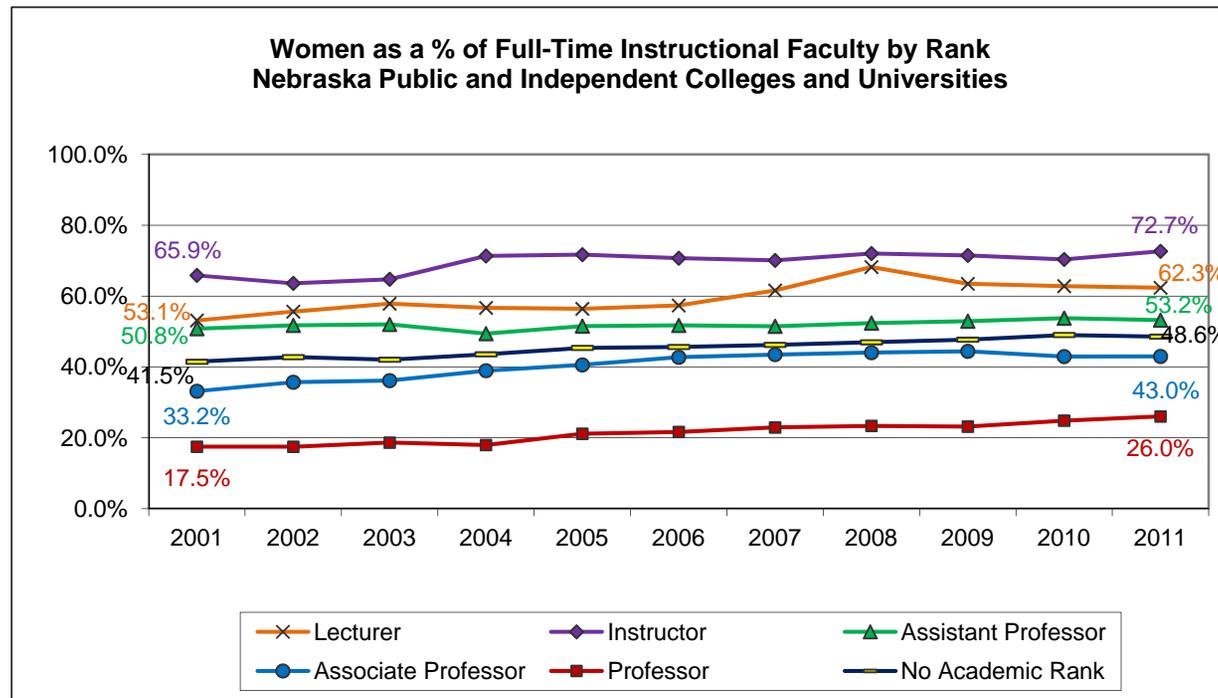
Professors	up 114	63.0%
Associate Professors	up 106	31.9%
Assistant Professors	up 2	0.4%
Instructors	up 59	43.7%
Lecturers	up 56	60.2%
No Rank	up 148	43.1%
<hr/>		
Total	up 485	29.9%

- Increased numbers of female professors and associate professors accounted for 45.4% of the 485 additional female full-time faculty.
- Women with no academic rank, primarily employed at the community colleges, accounted for another 30.5% of the total increase.

The numbers of full-time instructional faculty by gender, by rank, by sector, and by institution for the latest 11 years are available in the spreadsheet titled **Instructional Faculty by Rank and Gender** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by RANK

- Expressing the number of women as a percentage of the total number of full-time instructional faculty at each academic rank reveals that women accounted for increasing percentages of the faculty at all ranks between fall 2001 and fall 2011.
- The greatest percentage increases were at the associate professor level (up 9.8 percentage points) and the lecturer level (up 9.2 percentage points).
- The next highest percentages were at the professor level (up 8.5 percentage points) and among the faculty with no academic rank (up 7.1 percentage points).

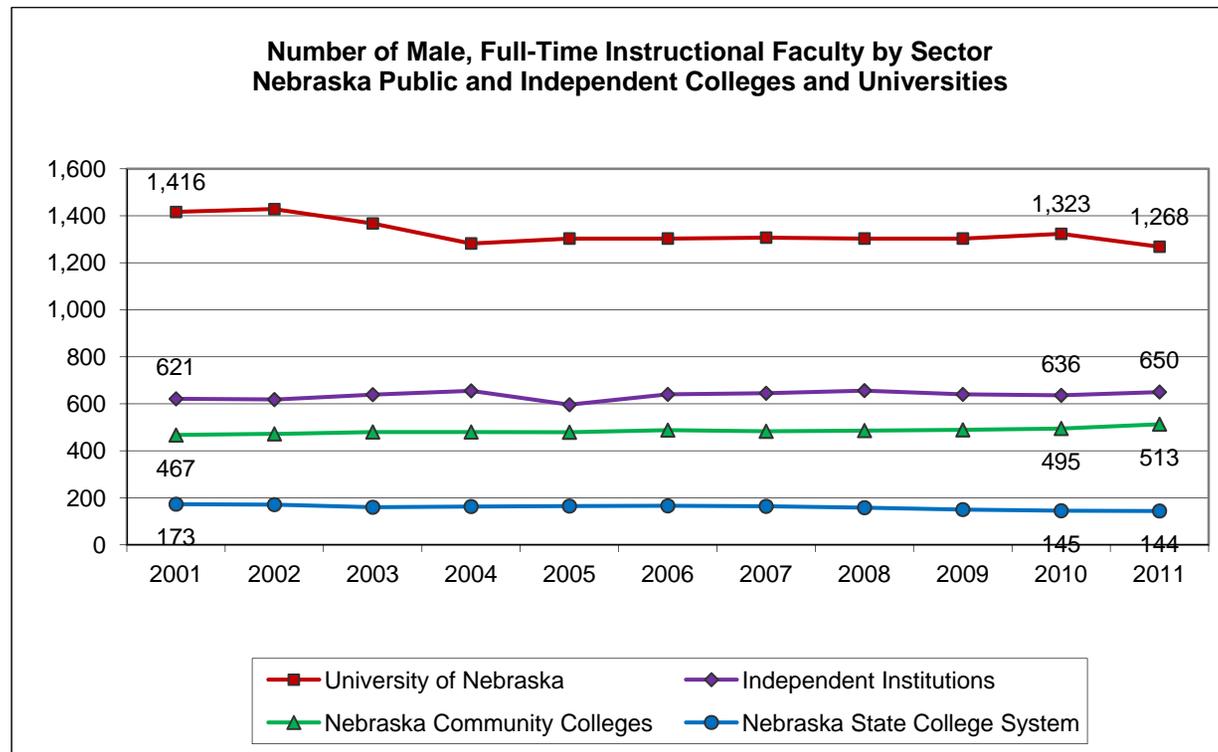


The numbers of full-time instructional faculty by gender, by rank, by sector, and by institution for the latest 11 years are available in the spreadsheet titled **Instructional Faculty by Rank and Gender** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

NUMBER OF MALE FULL-TIME INSTRUCTIONAL FACULTY by SECTOR

- When examined by sector, the numbers of male, full-time instructional faculty increased or decreased between fall 2001 and fall 2011 as follows:

University of Nebraska	down 10.5%	(-148)	Nebraska Community Colleges	up 9.9%	(46)
Nebraska Independent Colleges and Universities	up 4.7%	(29)	Nebraska State College System	down 16.8%	(-29)

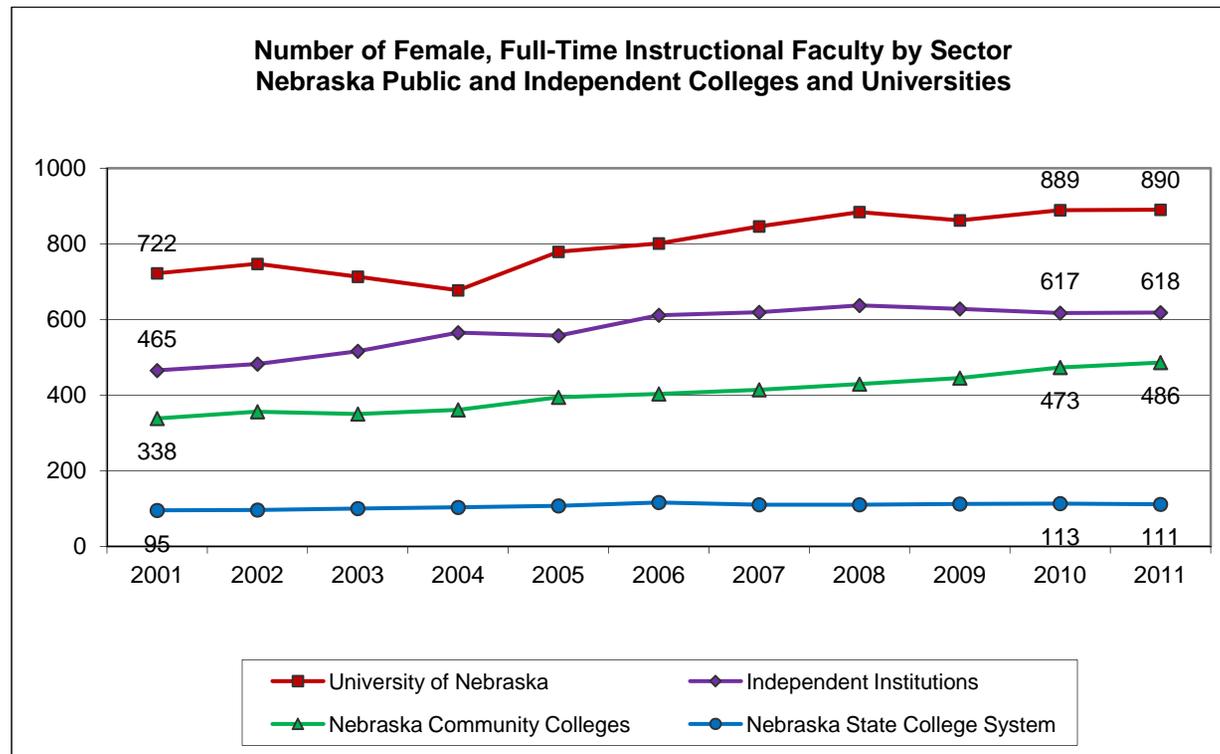


The numbers of full-time instructional faculty by gender, by rank, by sector, and by institution for the latest 11 years are available in the spreadsheet titled **Instructional Faculty by Rank and Gender** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

NUMBER OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY by SECTOR

- Between fall 2001 and fall 2011, the number of female, full-time instructional faculty employed within each sector significantly increased:

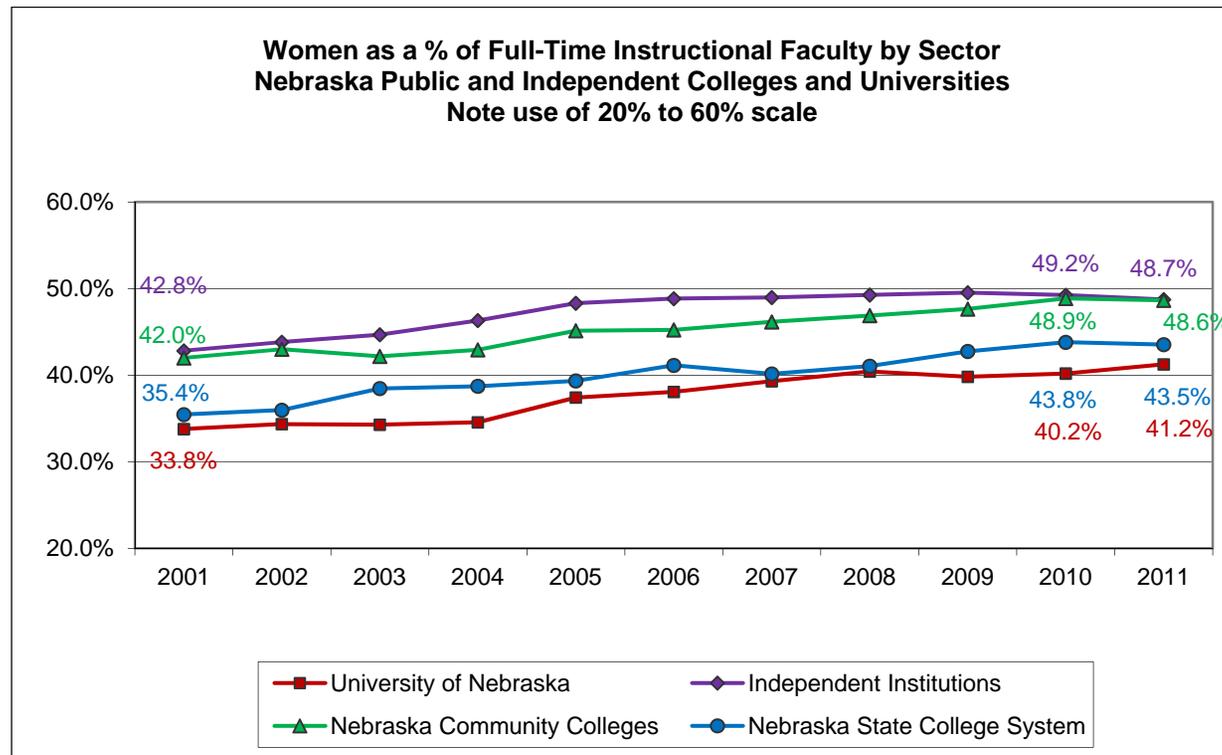
University of Nebraska	up 23.3%	(168)	Nebraska Community Colleges	up 43.8%	(148)
Nebraska Independent Colleges and Universities	up 32.9%	(153)	Nebraska State College System	up 16.8%	(16)



The numbers of full-time instructional faculty by gender, by rank, by sector, and by institution for the latest 11 years are available in the spreadsheet titled **Instructional Faculty by Rank and Gender** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by SECTOR

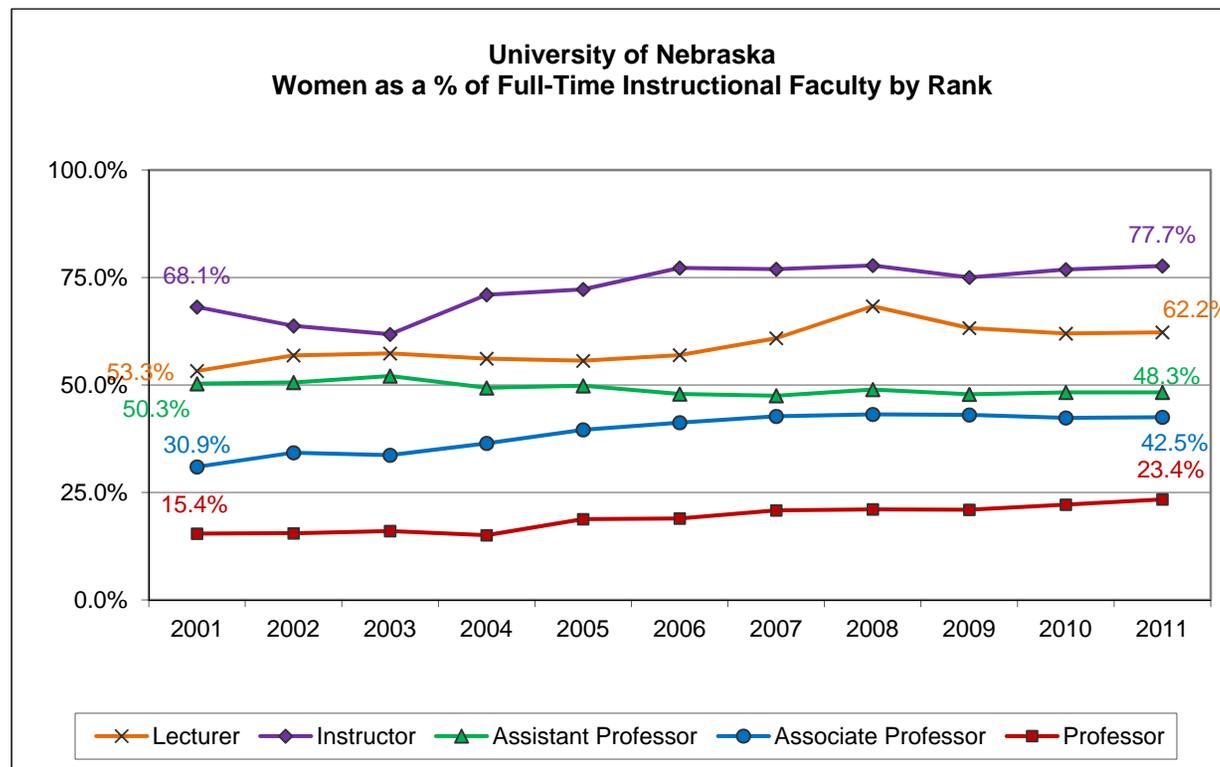
- As a result of the increased number of women faculty within each sector between fall 2001 and fall 2011, women accounted for increasing percentages of the full-time instructional faculty employed by the University of Nebraska, the Nebraska State College System, Nebraska's community colleges, and Nebraska's independent institutions.
- Of the four sectors, Nebraska's community colleges and independent institutions employed the highest and about equal percentages of women in fall 2001 and fall 2011.



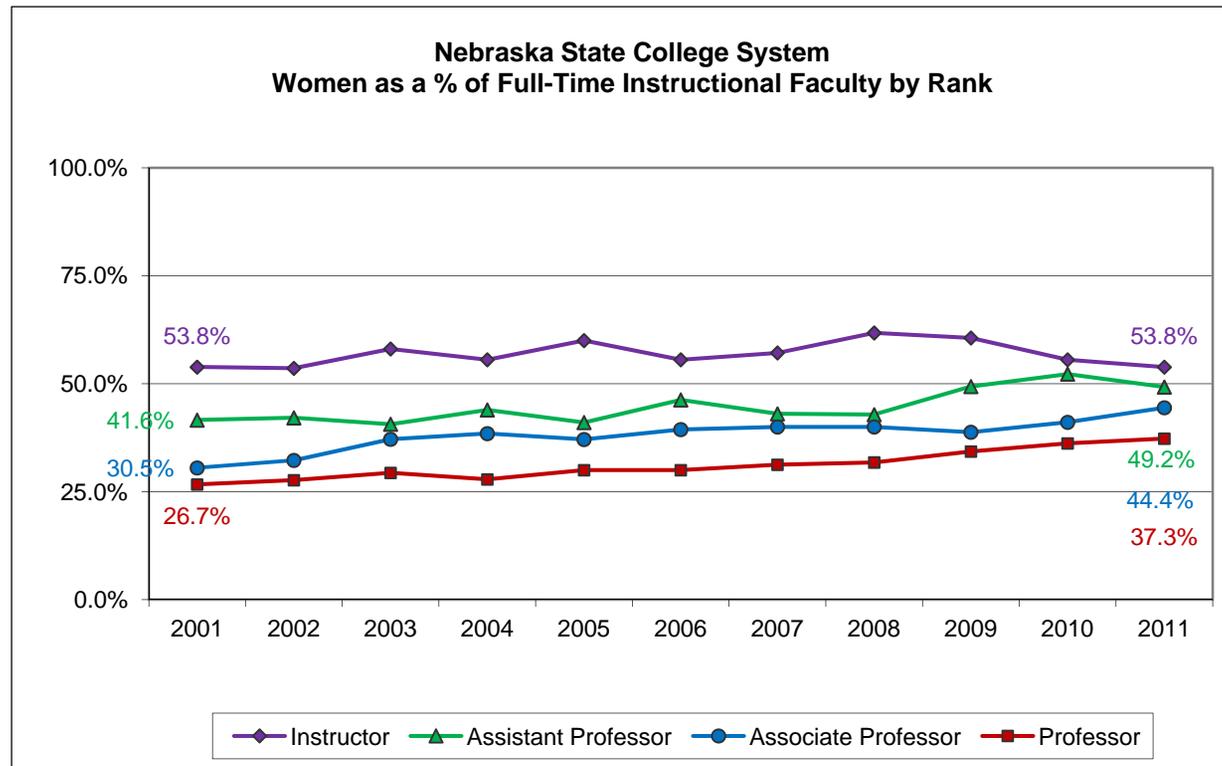
The numbers of full-time instructional faculty by gender, by rank, by sector, and by institution for the latest 11 years are available in the spreadsheet titled **Instructional Faculty by Rank and Gender** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

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

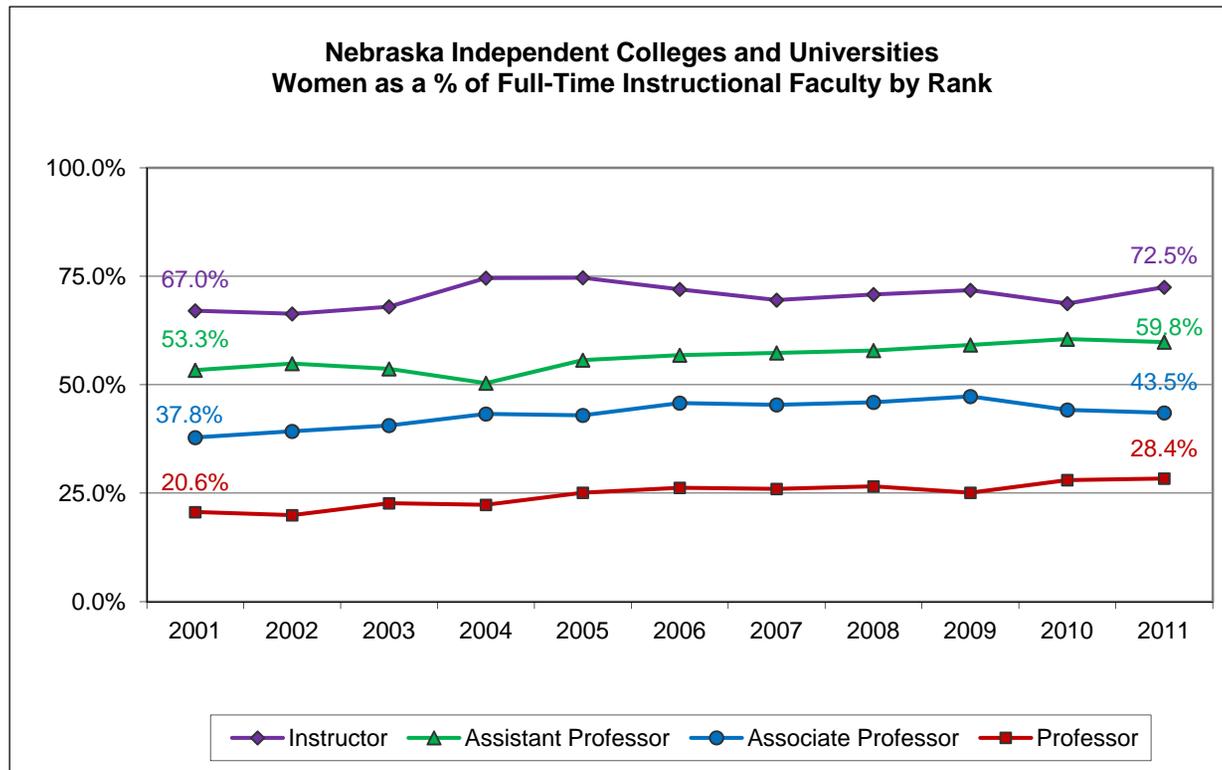
- The charts on this and the following two pages show how women as a percentage of total full-time instructional faculty varied from one academic rank to another within the sectors with tenure systems: the University of Nebraska, the Nebraska State College System, and Nebraska's independent colleges and universities.
- Across all three sectors and at every level of academic rank, women constituted higher percentages of the full-time instructional faculty in fall 2011 than in fall 2001, with only one exception: women accounted for a lower percentage of the assistant professors employed by the University Nebraska in 2011 than they did in 2001.
- In spite of the increases in the percentage of women at each academic rank, percentages of female faculty continued to be inversely related to rank within each of the three sectors. From fall 2001 through fall 2011, the lowest percentages of women were evidenced at the full professor level, while the highest percentages were at the ranks of lecturer and instructor.



WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK (Continued)

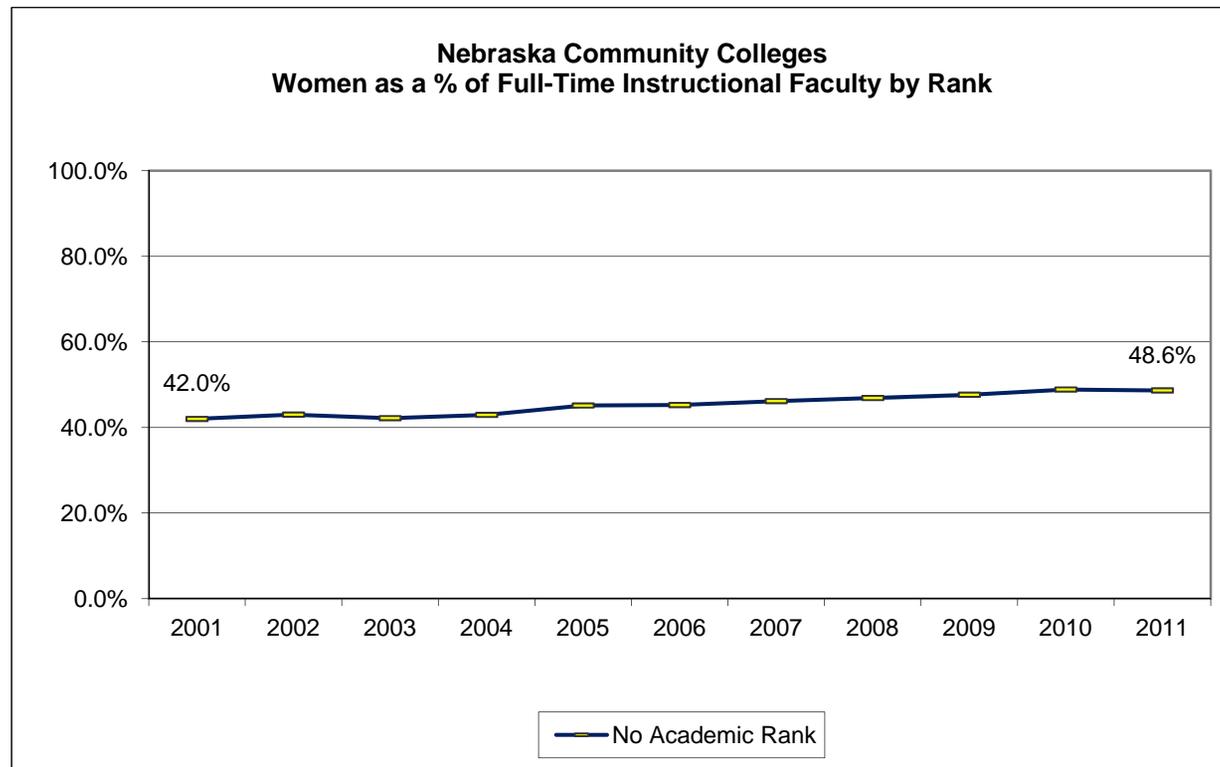


WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK (Continued)



WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK (Continued)

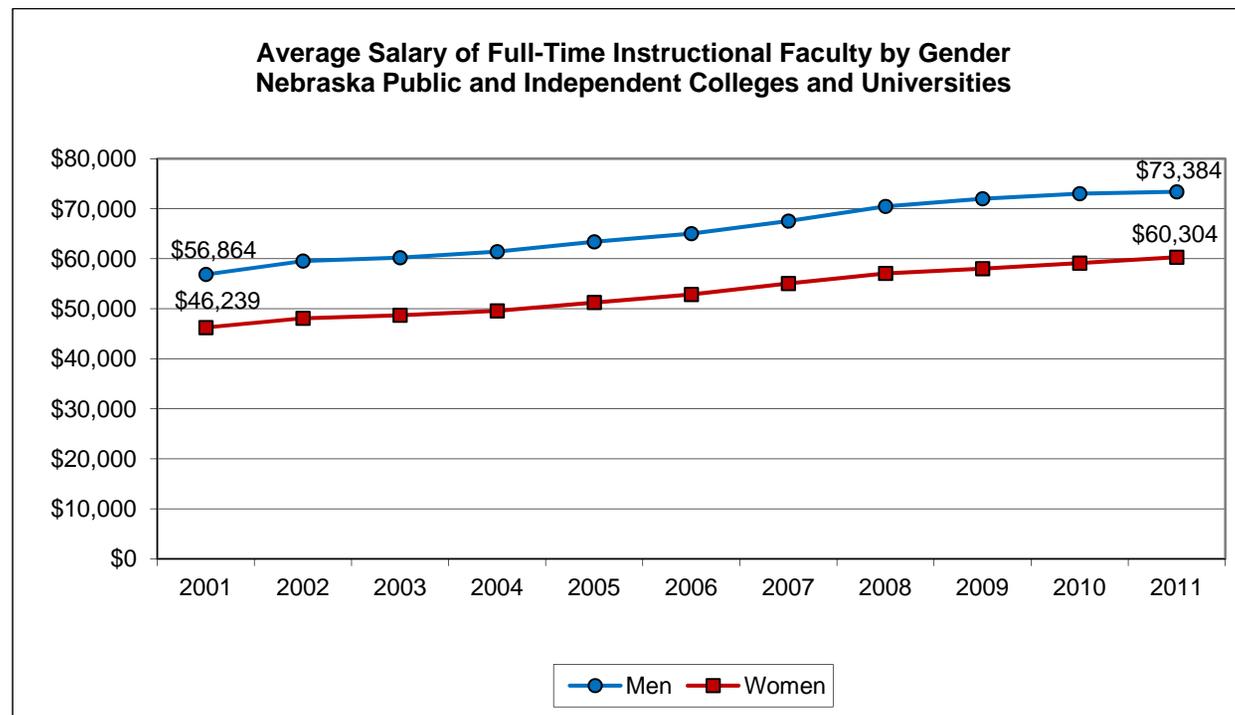
- All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission for fall 2001 through fall 2011.
- As shown below, women accounted for 48.6% of the full-time instructional faculty at the community colleges in fall 2011, compared to 42.0% in fall 2001.



The numbers of full-time instructional faculty by gender, by rank, by sector, and by institution for the latest 11 years are available in the spreadsheet titled **Instructional Faculty by Rank and Gender** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY BY GENDER

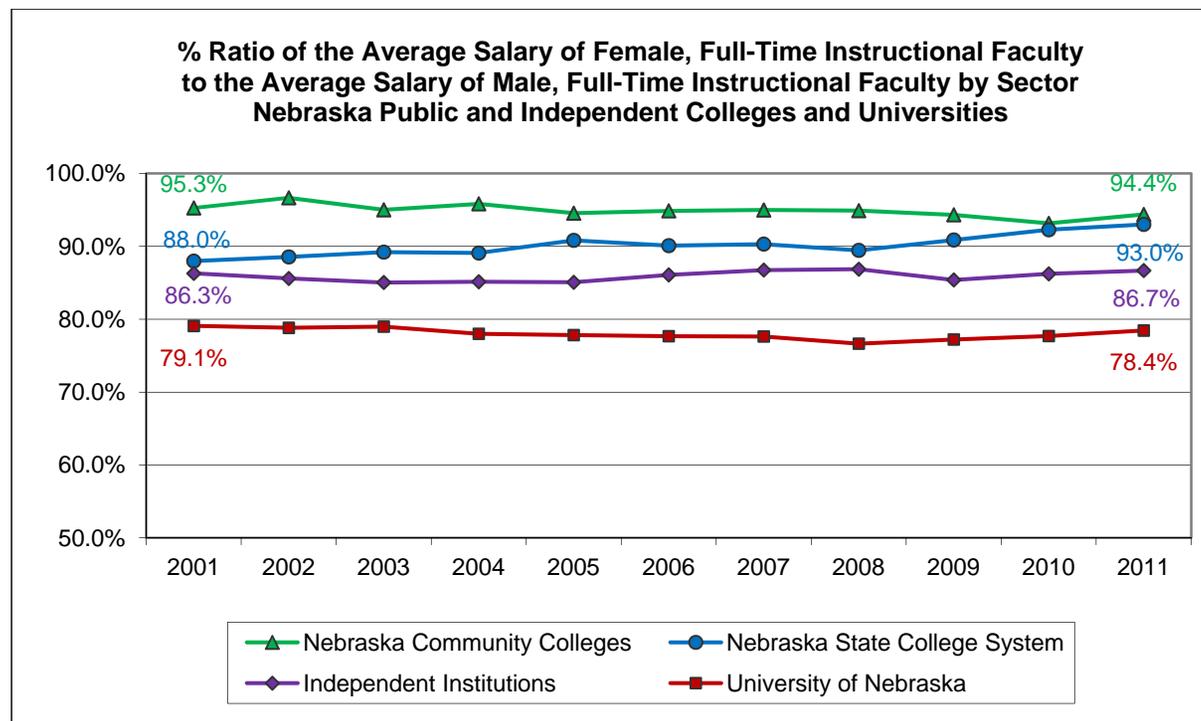
- In 2001-02, the average paid salary of male, full-time instructional faculty at Nebraska's public and independent colleges and universities was \$10,625 higher than the average salary received by female faculty.
- Between 2001-02 and 2011-12, the average salary paid to male faculty increased from \$56,864 to \$73,384, or 29.1%.
- In comparison, the average paid salary of female full-time instructional faculty increased 30.4%, from \$46,239 in 2001-02 to \$60,304 in 2011-12.
- By 2011-12, the gap between the average salaries of men and women had widened to \$13,080. (In 2010-11, the gap was \$13,897.)



Salary data by gender, by rank, by sector, and by institution for full-time instructional faculty for the latest 11 years are available in the spreadsheets titled **Average Salary Total and by Gender** and **Average Salary by Rank and Gender** in the **downloadable Excel workbook for Section C: Faculties and Salaries**.

THE PERCENTAGE RATIO OF THE AVERAGE SALARY OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY TO THE AVERAGE SALARY OF MALE, FULL-TIME INSTRUCTIONAL FACULTY by SECTOR

- Statewide, the average salary of female, full-time instructional faculty was 82.2% of the average salary of male, full-time faculty in 2011-12, up slightly from 81.3% in 2001-02 and 81.5% in 2007-08, which was the previous high during the 10-year period.
- By sector, the lowest ratio was at the University of Nebraska, where women, on the average, earned 78.4% of the men’s average salary in 2011-12.
- The highest ratio was at Nebraska’s community colleges, where the average salary of female, full-time faculty was 94.4% of the average salary received by their male colleagues in 2011-12. However, this ratio was 0.9% lower in 2011-12 than in 2001-02.
- The ratio of women’s average salary to men’s also decreased 0.7% at the University of Nebraska. The ratio increased 5.0% at the schools constituting the Nebraska State College System, but the ratio increased only 0.4% within the independent sector.



Note use of 50% to 100% scale

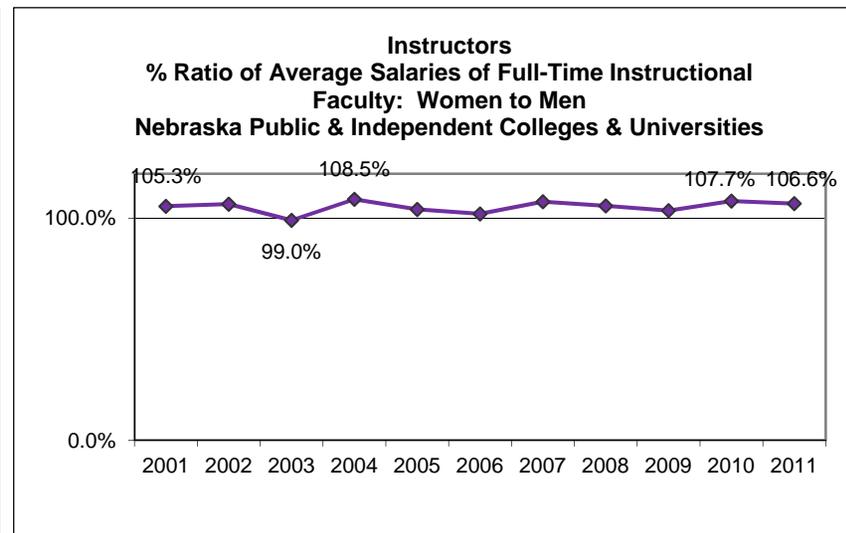
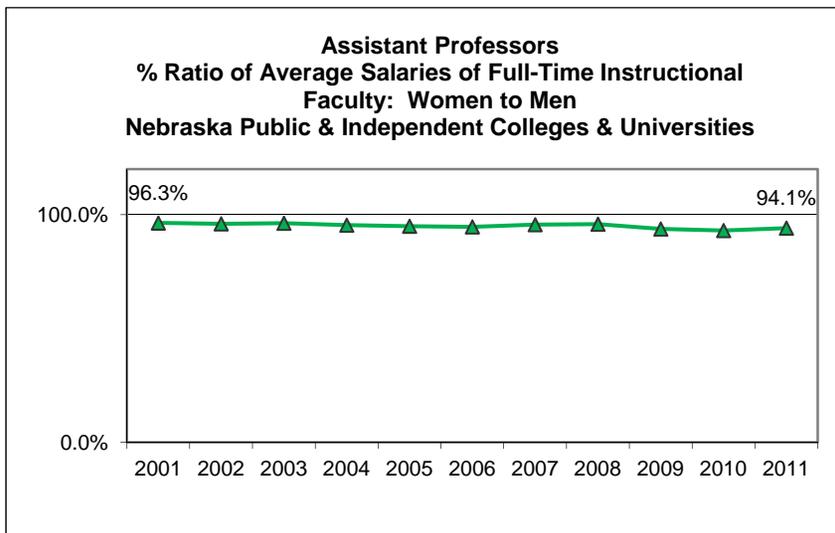
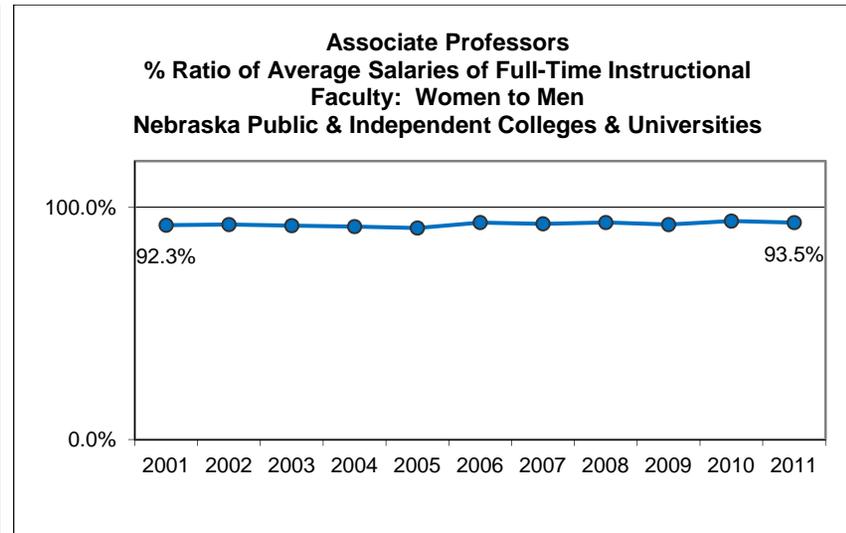
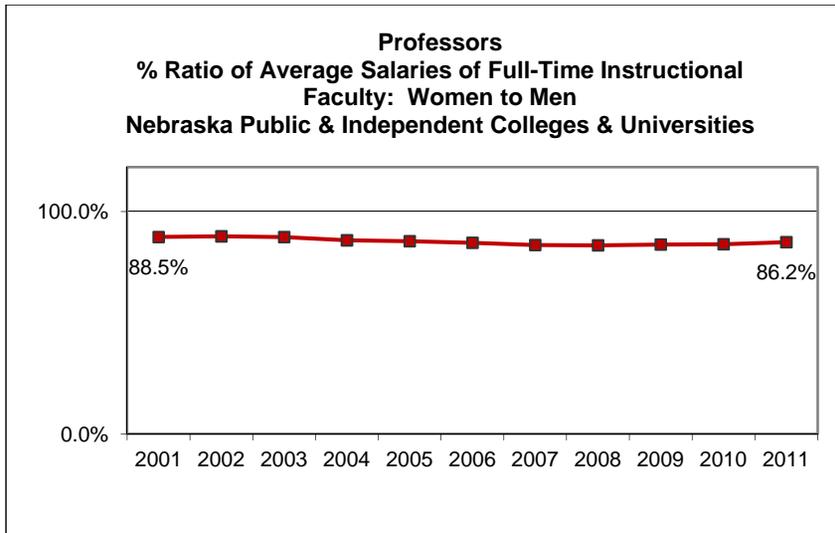
THE PERCENTAGE RATIO OF THE AVERAGE SALARY OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY TO THE AVERAGE SALARY OF MALE, FULL-TIME INSTRUCTIONAL FACULTY by RANK

- The charts on the following two pages show how the ratio of the average salary received by female, and male, full-time instructional faculty varied by rank between 2001-02 and 2011-12.
- In general, the ratio of women's average salary to men's has been inversely related to the academic ranks that range from instructor to full professor. In short, the higher the rank, the lower the ratio.
- In 2001-02, the average salary received by female professors was 88.5% of the average salary of male professors, and in 2011-12, the percentage ratio fell slightly to 86.2%.
- The average salary received by female associate professors increased from 92.3% of the average salary of male associate professors in 2001-02 to 93.5% in 2011-12.
- Among assistant professors, women earned average salaries equal to 96.3% of their male colleagues' in 2001-02, but as of 2011-12, female assistant professors were earning 94.1% of the average salary of male assistant professors.
- Female instructors, on the other hand, earned average salaries that were higher than those received by male instructors during ten of the eleven years charted on the next page. During this period, women's salaries relative to men's peaked in fall 2004, when women were earning 108.5% of the salaries paid to male instructors. In 2011-12, women's salaries at the instructor level were, on average, 106.6% of those of male instructors.
- Among lecturers employed at the University of Nebraska, the ratio of women's average salary to men's increased from 87.2% in 2001-02 to 92.9% in 2004-05 but then decreased to 87.4% in 2011-12.¹
- At Nebraska's community colleges, where faculty are not classified by academic rank, the average salary of female faculty was 94.4% of the average salary of male faculty in 2011-12, down slightly from 95.3% in 2001-02 and also down from the 10-year high of 96.7% in 2002-03.

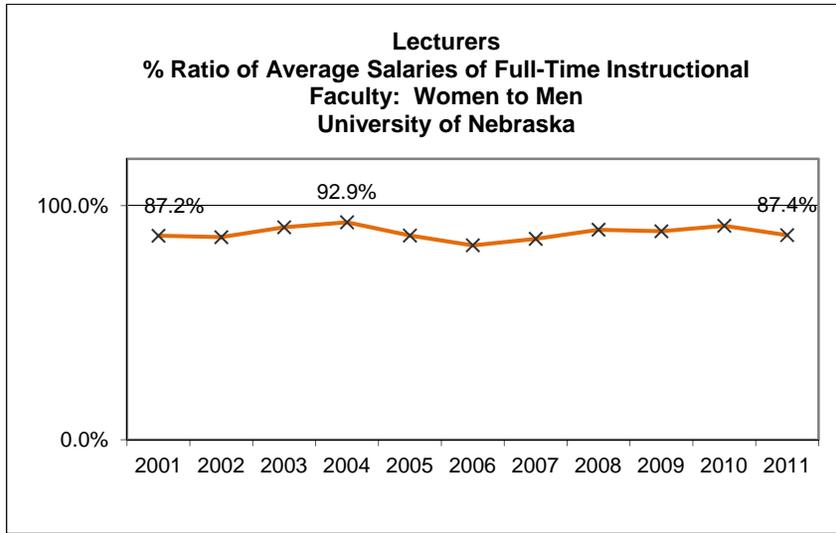
¹Since lecturers have not been consistently employed by the state colleges or independent institutions, 10-year trend statistics are not applicable. Between 2001-02 and 2011-12, the state colleges employed 0 to 5 lecturers each year, and the independent colleges employed 0 to 8 lecturers, depending on the academic year.

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

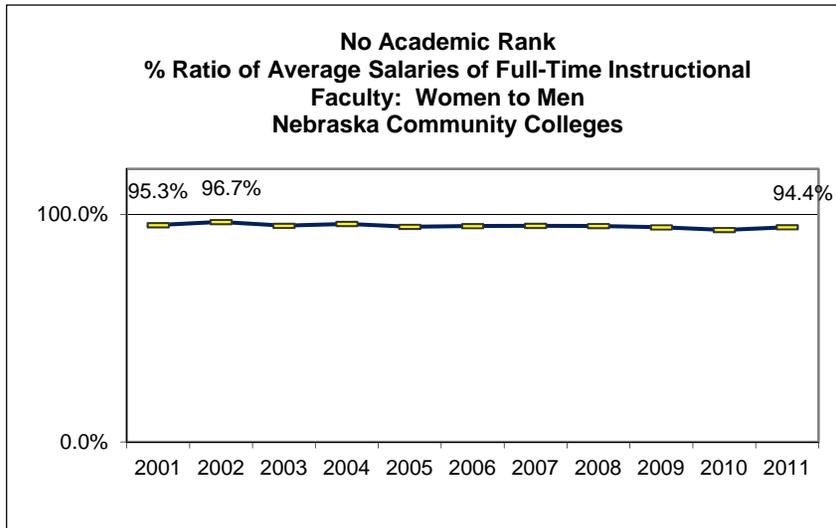
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THE PERCENTAGE RATIO OF THE AVERAGE SALARY OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY TO THE AVERAGE SALARY OF MALE, FULL-TIME INSTRUCTIONAL FACULTY by RANK (Continued)



Note: Since lecturers have not been consistently employed by the state colleges or independent institutions, 10-year trend statistics are not applicable. Between fall 2001 and fall 2011, the state colleges employed 0 to 5 lecturers each year, and the independent colleges employed 0 to 8 lecturers, depending on the academic year.



Note: Since faculty with no academic rank have not been consistently employed by the University of Nebraska, the state colleges, or the independent institutions, 10-year trend statistics are not applicable. Depending on the academic year, the university employed 3 to 17 faculty members without rank, the state colleges employed 0 to 3, and the independent colleges employed 4 to 20 between fall 2001 and fall 2011.

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Section C.4

Number of Full-Time Faculty by Race/Ethnicity¹

Notes: Summarized data are for Nebraska public and independent colleges and universities.
These institutions do not include for-profit/career schools.

The data summarized in this section are collected through the sections of the IPEDS Human Resources survey titled “Fall Staff.” This section of the *Factual Look* focuses only on full-time faculty so that it is consistent with the previous three sections of this report.

Race/ethnicity data are collected for total faculty every two years.

Total faculty includes instructional, research, and other faculty.

Beginning in fall 2001, faculty and salary data were reported as of November 1 for the academic year. Prior to fall 2001, faculty numbers were reported as of October 1.

Due to errors in data submission, the data pertaining to the instructional faculty at Creighton University in 2001-02 and 2002-03 have been adjusted. This report also reflects corrected faculty numbers reported by the University of Nebraska and changes in student enrollments reported by Bellevue University for 2009-10.

Note: The analyses in this section focus on faculty of known race/ethnicity as defined below. Faculty of unknown race/ethnicity are excluded from all calculations under the basic, but not necessarily correct, assumption that these faculty members are proportionately distributed among the total number by rank, tenure status and sector. Only 0.2% of the faculty reported for the 2001–02 academic year and 0.4% of the faculty in 2011-12 were of unknown race/ethnicity.

Beginning with the collection of data during the 2008-09 academic year, IPEDS started the transition to the full adoption of new categories of race/ethnicity. Adoption of these categories became mandatory for the 2011-2012 survey. Beginning with the 2009-2010 edition of the *Factual Look*, the Coordinating Commission adapted its analysis to the new IPEDS categories.

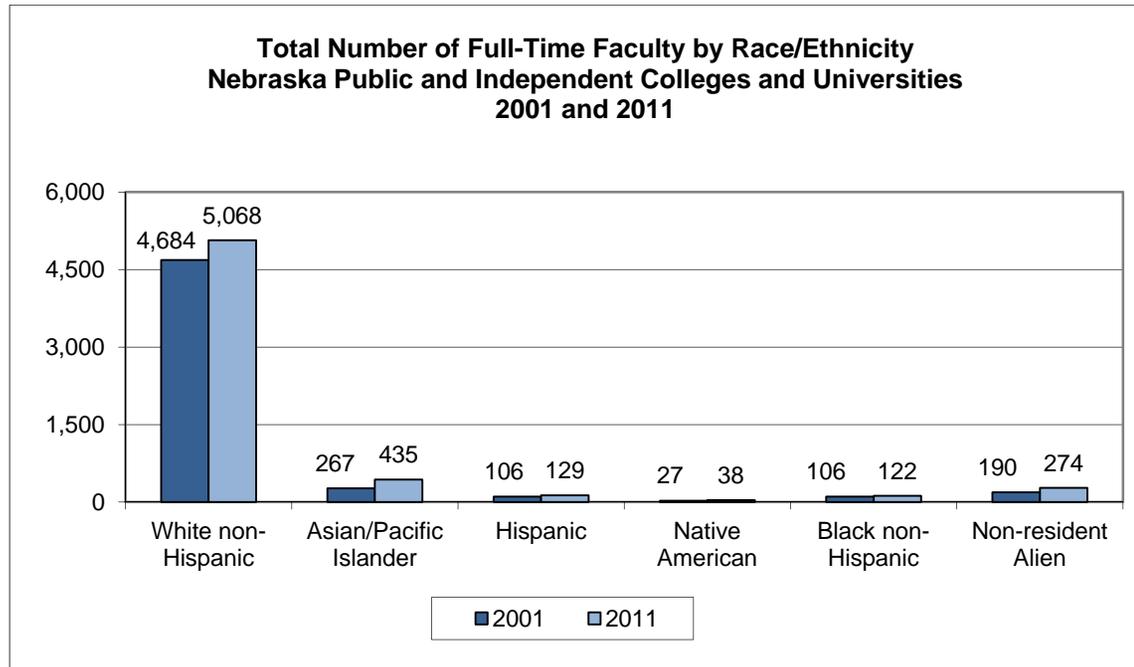
The racial/ethnic categories used by the Commission and the corresponding IPEDS category names and definitions are presented below. The only substantive difference between the old and new classification system is that the old category of “Asian/Pacific Islander” is now a combination of two new categories.

Category Name Used in Commission Reports	IPEDS Category Name	IPEDS Definition of Racial/Ethnic Group ¹
White non-Hispanic	White	A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
Asian/Pacific Islander	Asian	A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
	Native Hawaiian or Other Pacific Islander	A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
Hispanic	Hispanic or Latino	A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
Native American	American Indian or Alaska Native	A person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment.
Black non-Hispanic	Black or African American	A person having origins in any of the black racial groups of Africa.
Non-resident Alien	Non-resident Alien	A person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely.

¹Source: Glossary, Integrated Postsecondary Education Data System (IPEDS), National Center for Education Statistics, U.S. Department of Education, April 8, 2009

TOTAL NUMBER OF FULL-TIME FACULTY by RACE/ETHNICITY

- Over the 10-year period between fall 2001 and fall 2011, the total number of full-time faculty of known race/ethnicity at Nebraska’s public and independent colleges and universities increased from 5,380 to 6,066, an increase of 686 faculty or 12.8%.¹
- During this period, the number of non-resident alien faculty increased from 190 to 274, or 44.2%.
- Total minority faculty – consisting of Asians/Pacific Islanders, Hispanics, Native Americans, and black non-Hispanics – increased by 218, from 506 to 724, or 43.1%, while white non-Hispanic faculty increased by 384, or 8.2%, from 4,684 to 5,068.



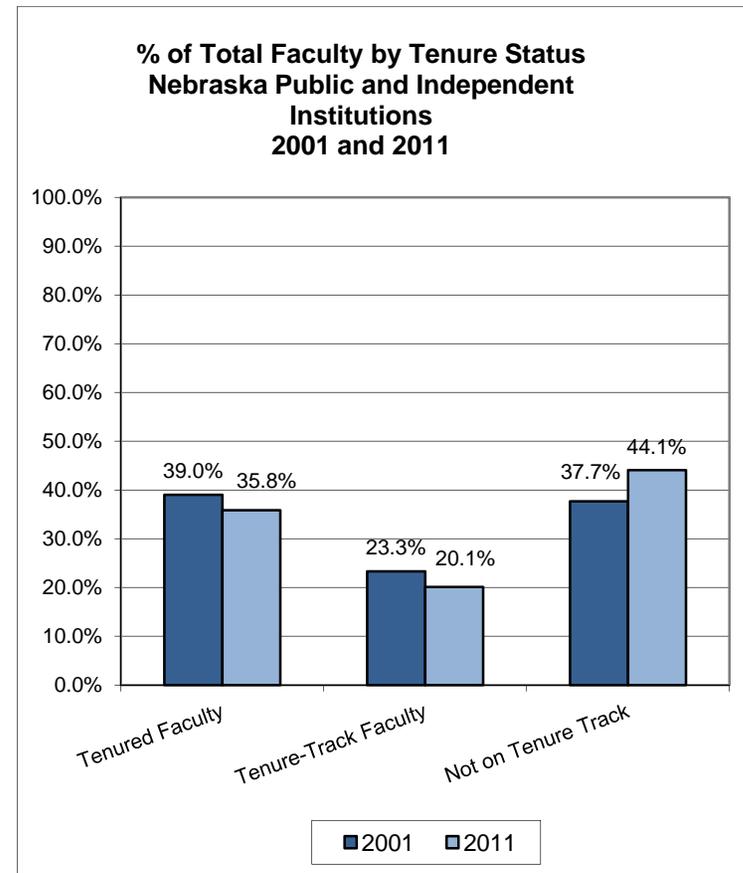
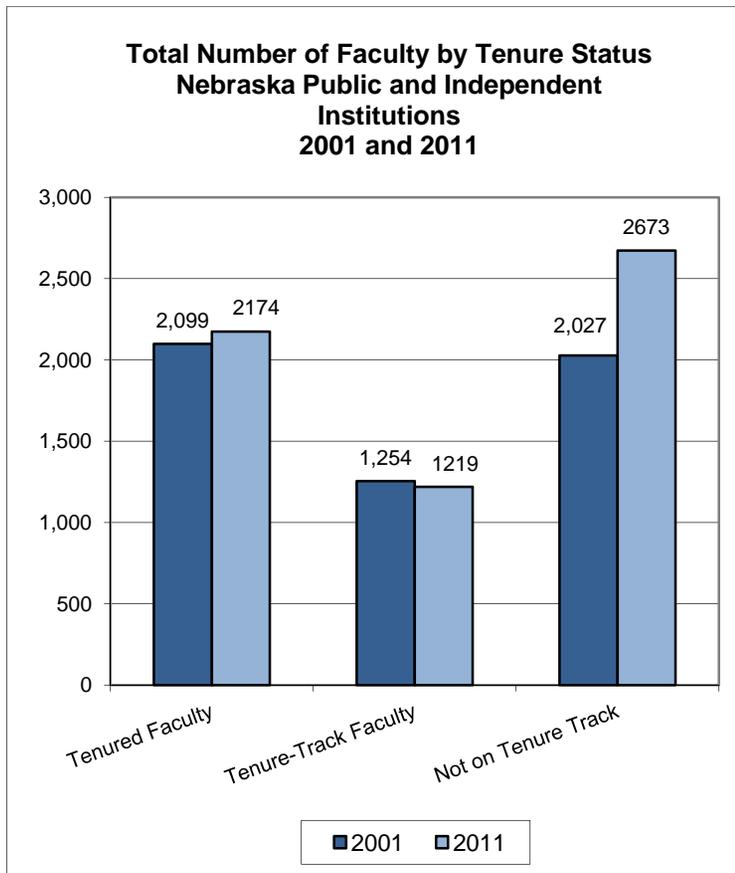
Percentage Increases in Faculty Fall 2001 to Fall 2011		
White non-Hispanic	8.2%	(384)
Asian/Pacific Islander	62.9%	(168)
Hispanic	21.7%	(23)
Native American	40.7%	(11)
Black non-Hispanic	15.1%	(16)
Non-resident Alien	44.2%	(84)

¹Total faculty includes instructional, research, and other faculty. In fall 2001, 0.2% of the faculty was of unknown race/ethnicity. In fall 2011, 0.4% of the faculty was of unknown race/ethnicity.

Race/ethnicity data for total faculty are collected every two years. Total faculty data by race/ethnicity, by sector, and by institution are available in the spreadsheet titled **Total Faculty by Race-Ethnicity** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

TOTAL NUMBER OF FULL-TIME FACULTY by TENURE STATUS

- The charts on the following three pages show how race/ethnicity varies by faculty tenure status for all of Nebraska's public and independent colleges and universities. As shown below, the percentage of faculty of known race/ethnicity in tenured or tenure-track positions decreased between fall 2001 and fall 2011, while the percentage of faculty not on tenure track increased.¹

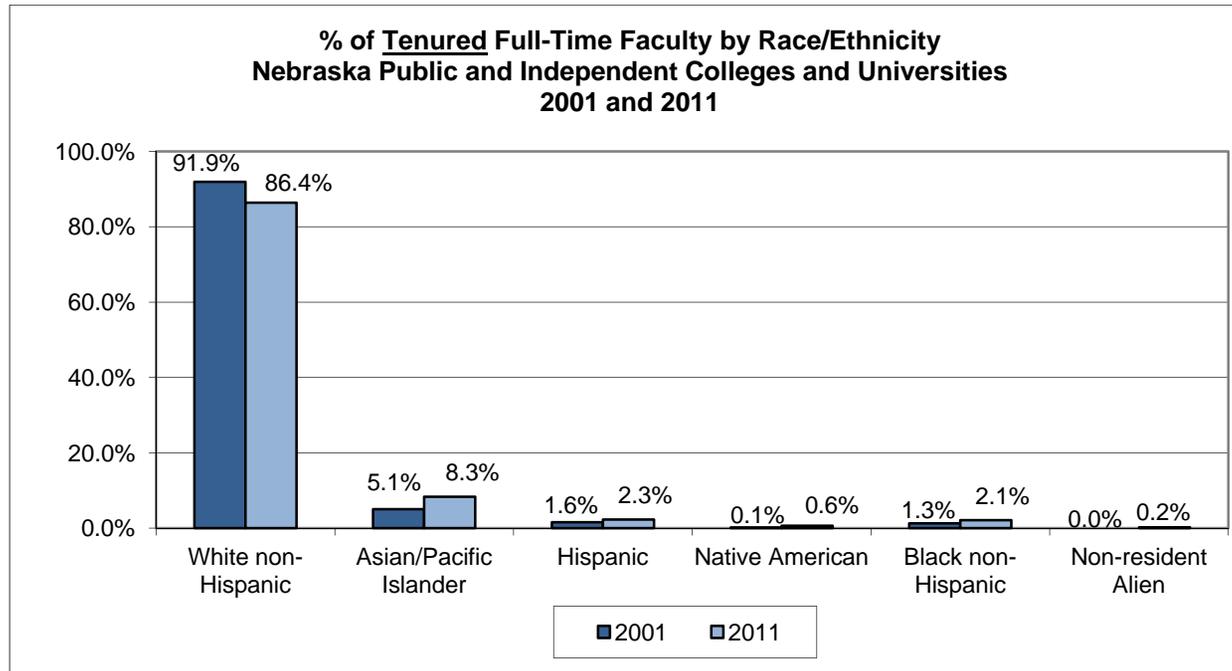


¹Total faculty includes instructional, research, and other faculty. In fall 2001, 0.2% of the faculty was of unknown race/ethnicity. In fall 2011, 0.4% of the faculty was of unknown race/ethnicity.

Race/ethnicity data for total faculty are collected every two years. The data summarized in the above graphs are available in the **spreadsheets for tenured, tenure-track, and non-tenure track faculty by race/ethnicity** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

Percentages of FULL-TIME FACULTY by TENURE STATUS and RACE/ETHNICITY

- White non-Hispanics accounted for 86.4% of the tenured, full-time faculty of known race/ethnicity at Nebraska’s public and independent institutions in fall 2011, down from 91.9% in fall 2001.¹
- Asians/Pacific Islanders accounted for 8.3% of the tenured faculty in fall 2011, an increase of 3.2% from 10 years earlier. In comparison, faculty in each of the other minority/ethnic groups—Hispanic, Native American and black non-Hispanic—made smaller gains of 0.2 to 0.8 percentage points so that, together, they continued to account for only 5.2% of tenured faculty.

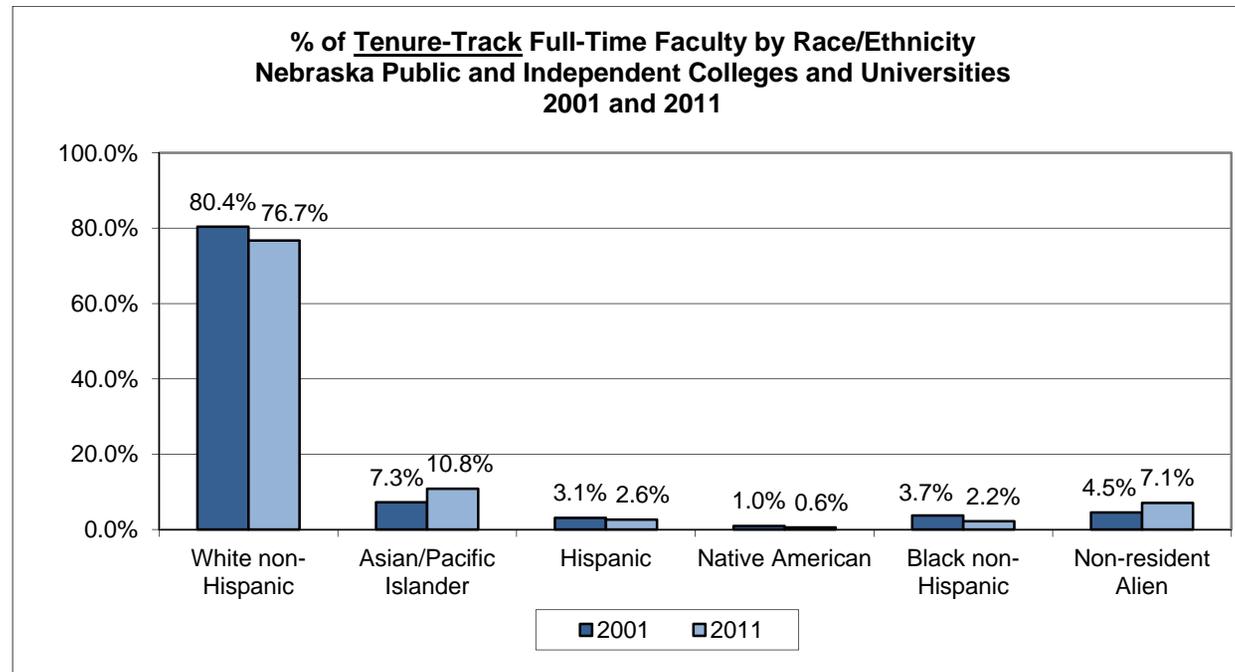


¹Total faculty includes instructional, research, and other faculty. In fall 2001, 0.2% of the faculty was of unknown race/ethnicity. In fall 2011, 0.4% of the faculty was of unknown race/ethnicity.

Race/ethnicity data for total faculty are collected every two years. Total faculty data by race/ethnicity, by sector, and by institution are available in the spreadsheet titled **Total Faculty by Race-Ethnicity** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

Percentages of FULL-TIME FACULTY by TENURE STATUS and RACE/ETHNICITY (Continued)

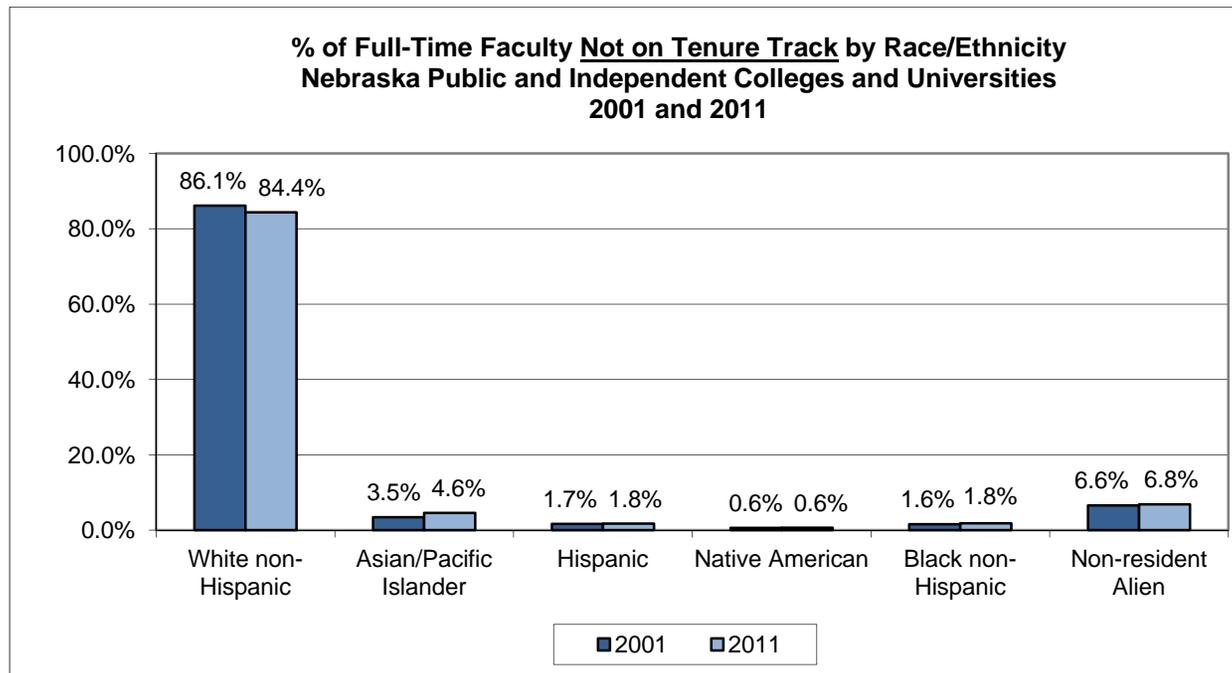
- White non-Hispanics represented 76.7% of the tenure-track, full-time faculty in fall 2011, compared to 80.4% in fall 2001.
- Asian/Pacific Islanders, who accounted for 7.3% of the tenure-track faculty in fall 2001, represented 10.8% of tenure-track faculty in fall 2011. Non-resident aliens also noticeably increased from 4.5% of the tenure-track faculty in fall 2001 to 7.1% in fall 2011.
- In comparison, Native Americans accounted for 1.0% of the tenure-track faculty in fall 2001, and their representation decreased to 0.6% in fall 2011.
- In fall 2001, Hispanics and black non-Hispanics accounted for 3.1% and 3.7% of the faculty, respectively, but these percentages decreased to 2.6% and 2.2% in fall 2011.



Race/ethnicity data for total faculty are collected every two years. Total faculty data by race/ethnicity, by sector, and by institution are available in the spreadsheet titled **Total Faculty by Race-Ethnicity** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

Percentages of FULL-TIME FACULTY by TENURE STATUS and RACE/ETHNICITY (Continued)

- Between fall 2001 and fall 2011, white non-Hispanics accounted for a slightly decreased percentage of the full-time faculty not on tenure track, and Native Americans represented the same small percentage of the non-tenure-track faculty in fall 2011 as they did in fall 2001.
- In terms of their representation among non-tenure-track faculty, Asian/Pacific Islanders increased 1.1%, from 3.5 to 4.6%, while Hispanics, black non-Hispanics, and non-resident aliens¹ each increased 0.1% or 0.2% to 0.8% over the 10-year period.

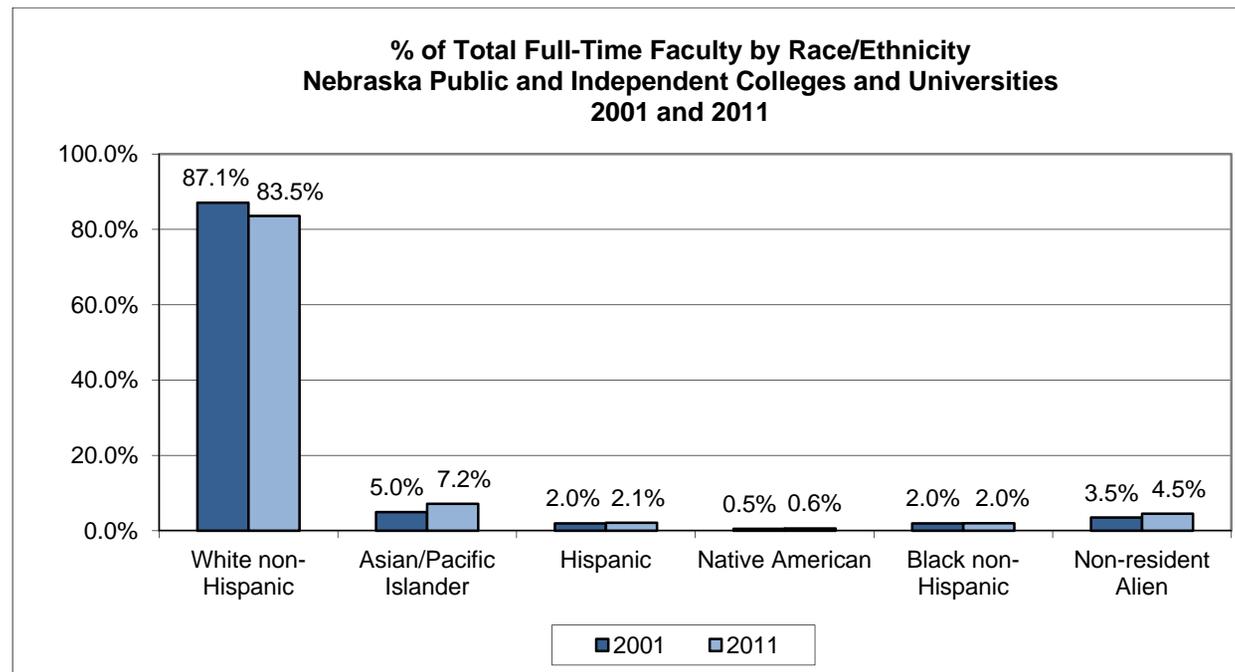


¹Based on a more detailed analysis, 173 (94.5%) of the 183 non-resident aliens in non-tenure-track positions in fall 2011 were employed by the University of Nebraska. Of the 173, 142 (82.1%) were employed by the University of Nebraska-Lincoln, with the majority of the remainder employed by the University of Nebraska Medical Center.

Race/ethnicity data for total faculty are collected every two years. Total faculty data by race/ethnicity, by sector, and by institution are available in the spreadsheet titled **Total Faculty by Race-Ethnicity** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

Percentages of TOTAL FULL-TIME FACULTY by RACE/ETHNICITY

- When the categories of faculty tenure status are combined, white non-Hispanics accounted for 83.5% of the total full-time faculty of known race/ethnicity at Nebraska's public and independent institutions in fall 2011, down from 87.1% in fall 2001.¹
- Non-resident aliens increased from 3.5% of the faculty to 4.5%, a gain of only one percentage point over 10 years.
- Minority faculty – consisting of Asians/Pacific Islanders, Hispanics, Native Americans, and black non-Hispanics – accounted for 11.9% of the faculty in fall 2011, compared to 9.5% in fall 2001, a gain of 2.4 percentage points.

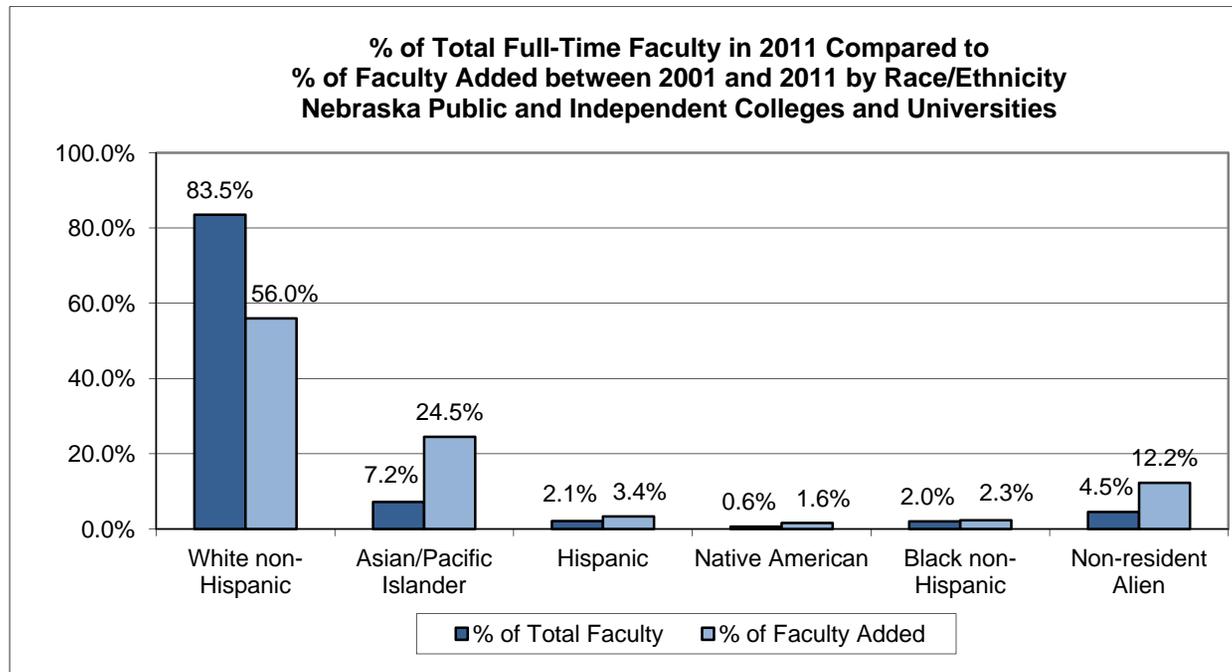


¹Total faculty includes instructional, research, and other faculty. In fall 2001, 0.2% of the faculty was of unknown race/ethnicity. In fall 2011, 0.4% of the faculty was of unknown race/ethnicity.

Race/ethnicity data for total faculty are collected every two years. Total faculty data by race/ethnicity, by sector, and by institution are available in the spreadsheet titled **Total Faculty by Race-Ethnicity** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

Percentages of FULL-TIME FACULTY in 2011 Compared to the Percentages of FACULTY ADDED between 2001 and 2011 by RACE/ETHNICITY

- As shown on the following chart, white non-Hispanics accounted for 83.5% of the full-time faculty of known race/ethnicity in fall 2011 and 56.0% of the additional faculty hired by Nebraska’s public and independent institutions between fall 2001 and fall 2011.
- The biggest gains in faculty were among Asians/Pacific Islanders and non-resident aliens.¹ Asians/Pacific Islanders accounted for 7.2% of the faculty in fall 2011, but 24.5% of the faculty added between 2001 and 2011. Non-resident aliens accounted for 4.5% of the faculty in fall 2011, while they represented 12.2% of the additional faculty hired by institutions over the 10 years.
- Other minority faculty – consisting of Hispanics, Native Americans, and black non-Hispanics – accounted for 4.7% of the faculty in fall 2011, and 7.3% of the faculty added between fall 2001 and fall 2011.

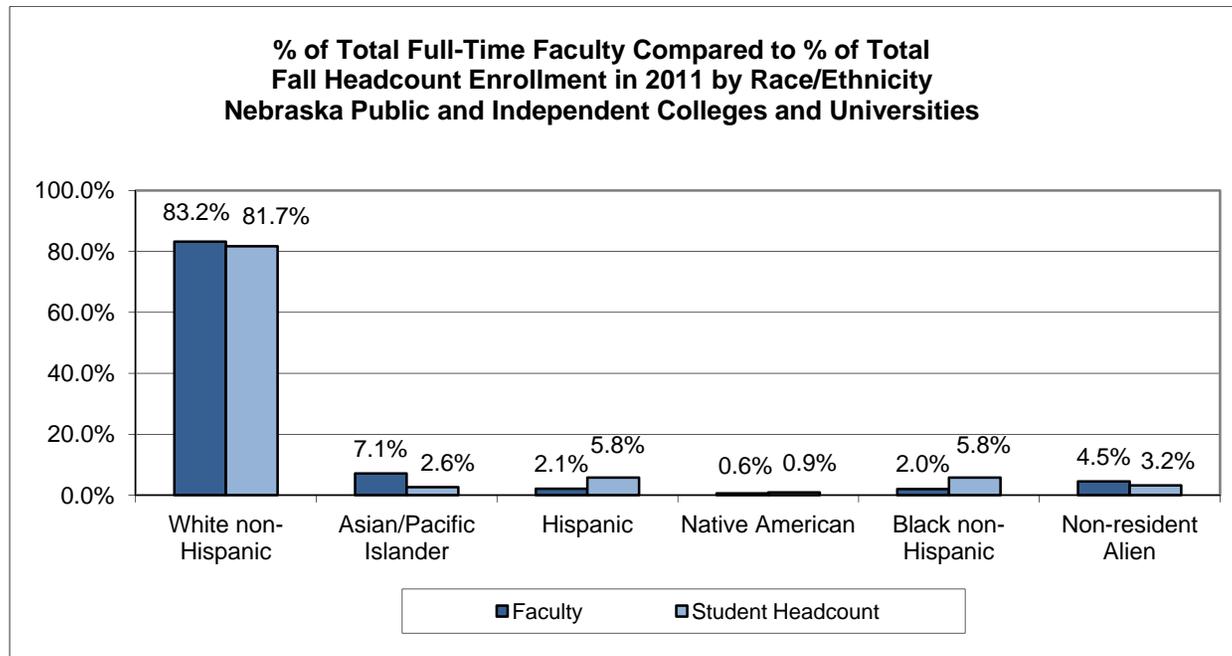


¹ A non-resident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely.

Race/ethnicity data for total faculty are collected every two years. Total faculty data by race/ethnicity, by sector, and by institution are available in the spreadsheet titled **Total Faculty by Race-Ethnicity** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

Percentages of FULL-TIME FACULTY Compared to Percentages of TOTAL HEADCOUNT ENROLLMENT by RACE/ETHNICITY

- White non-Hispanics accounted for 83.2% of the full-time faculty of known race/ethnicity in fall 2011, compared to 81.7% of fall 2011 total student enrollment at Nebraska’s public and independent colleges and universities.¹
- Black non-Hispanics represented 2.0% of the faculty in fall 2011, compared to 5.8% of fall enrollment, and Hispanics represented only 2.1% of the faculty and 5.8% of fall enrollment, indicating that these minorities were underrepresented among the faculty, relative to student enrollment. Based on the statistics summarized below, Native Americans also were slightly underrepresented among the faculty in fall 2011 since they accounted for 0.6% of the faculty and 0.9% of the students.
- In contrast, Asians/Pacific Islanders and non-resident aliens accounted for higher percentages of the faculty than of total headcount enrollment by 4.5 and 1.3 percentage points, respectively.



¹Total faculty includes instructional, research, and other faculty. In fall 2011, 0.4% of the faculty and 6.3% of the students were of unknown race/ethnicity (from page A.4.2 of Section A of the *Factual Look on Enrollment*).

See **Section A on Enrollment** for detailed information on total headcount enrollment.

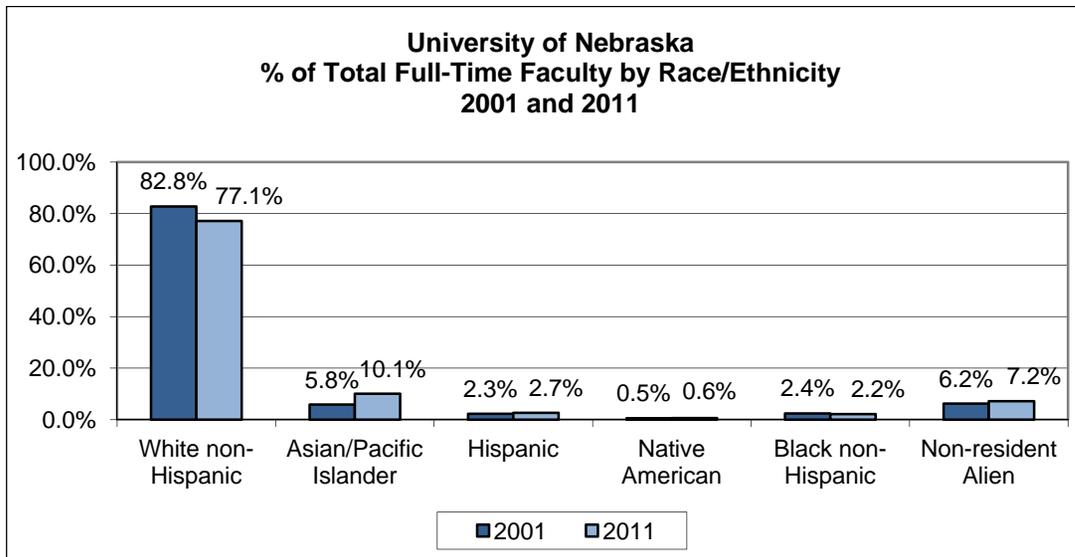
TOTAL FULL-TIME FACULTY by SECTOR and by RACE/ETHNICITY Compared to TOTAL ENROLLMENT

- Graphs on the following pages show the composition of the total faculty by race/ethnicity within each of the four public and independent sectors of higher education in Nebraska in fall 2001 and fall 2011.¹
- In addition, there is a graph for each sector showing how faculty composition compared to total headcount enrollment in fall 2011.
- Based on the data summarized in this series of graphs, the University of Nebraska has the most diverse faculty, while the Nebraska community colleges have the least.
- White non-Hispanics accounted for a lower percentage of the University of Nebraska faculty in fall 2011 than in fall 2001, balanced by a noticeably higher percentage of Asians/Pacific Islanders and slightly higher percentages of Hispanics, Native Americans, and non-resident aliens.
- However, there were no other major shifts in the racial/ethnic composition of the faculty within any of the four sectors.
- Hispanics, Native Americans, and black non-Hispanics continued to account for small percentages of the total faculty within each sector. In general, they were about equally represented or at least slightly underrepresented across all four sectors, relative to minority student enrollments in fall 2011.
- In comparison, Asians/Pacific Islanders were overrepresented among the total faculty of the University of Nebraska, the Nebraska State College system, and Nebraska's independent institutions, relative to the enrollment of students with Asian/Pacific Islander ancestry.
- At the University of Nebraska and independent institutions, non-resident aliens also were an overrepresented minority on the faculty, relative to student enrollment in 2011. However, non-resident aliens were slightly underrepresented among the faculty employed by the state colleges and community colleges.

¹Total faculty includes instructional, research, and other faculty. In fall 2001, 0.2% of the faculty was of unknown race/ethnicity. In fall 2011, 0.4% of the faculty was of unknown race/ethnicity.

Race/ethnicity data for total faculty are collected every two years. Total faculty data by race/ethnicity, by sector, and by institution are available in the spreadsheet titled **Total Faculty by Race-Ethnicity** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

UNIVERSITY OF NEBRASKA



University of Nebraska

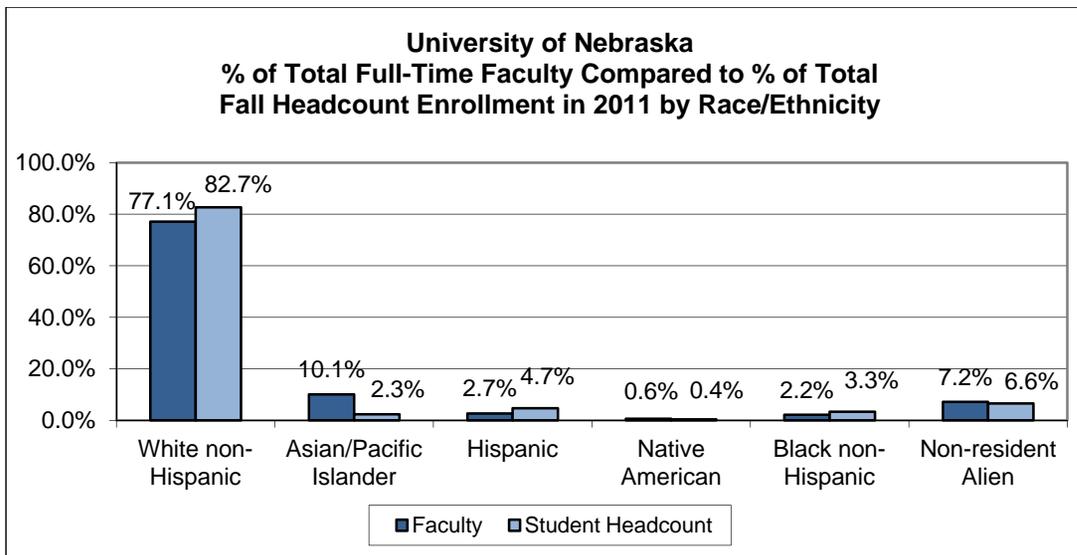
Total number of full-time faculty of known race/ethnicity¹:

Fall 2001	3,000
Fall 2011	3,327

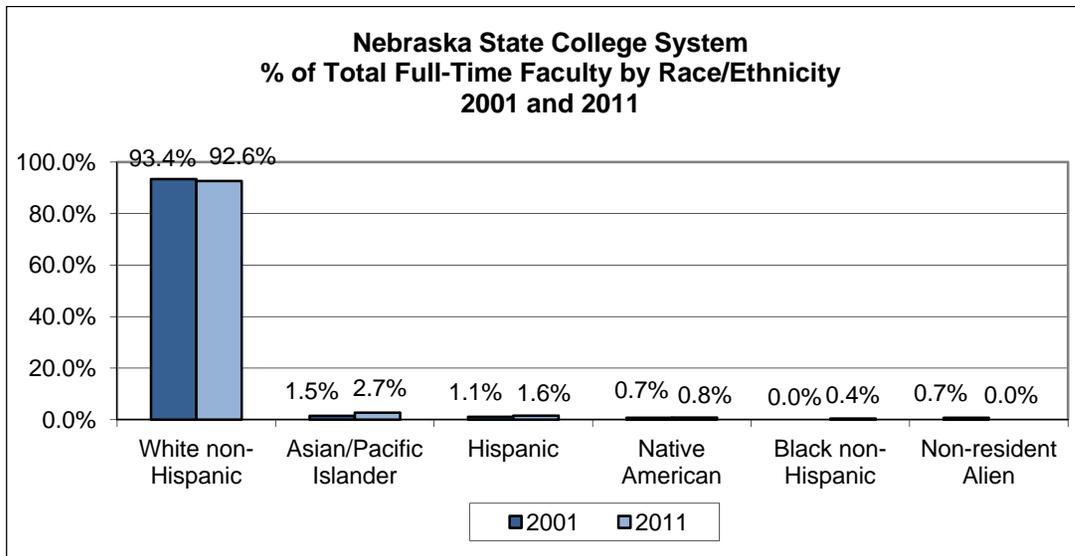
Total headcount enrollment of known race/ethnicity:

Fall 2011	48,169
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¹Total faculty includes instructional, research, and other faculty.



NEBRASKA STATE COLLEGE SYSTEM



Nebraska State College System

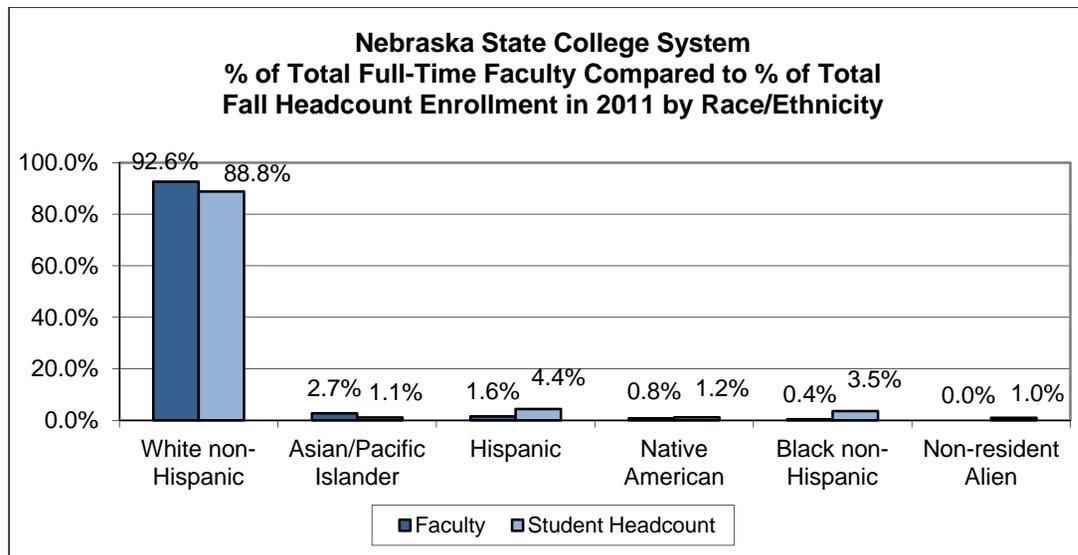
Total number of full-time faculty of known race/ethnicity:¹

Fall 2001	265
Fall 2011	252

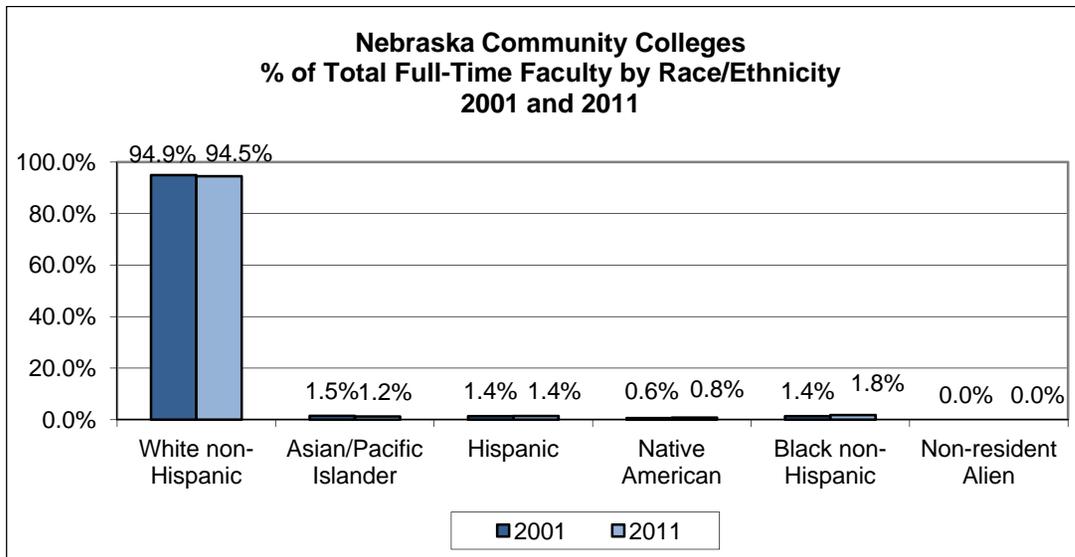
Total headcount enrollment of known race/ethnicity:

Fall 2011	7,826
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¹Total faculty includes instructional, research, and other faculty.



NEBRASKA COMMUNITY COLLEGES



Nebraska Community Colleges

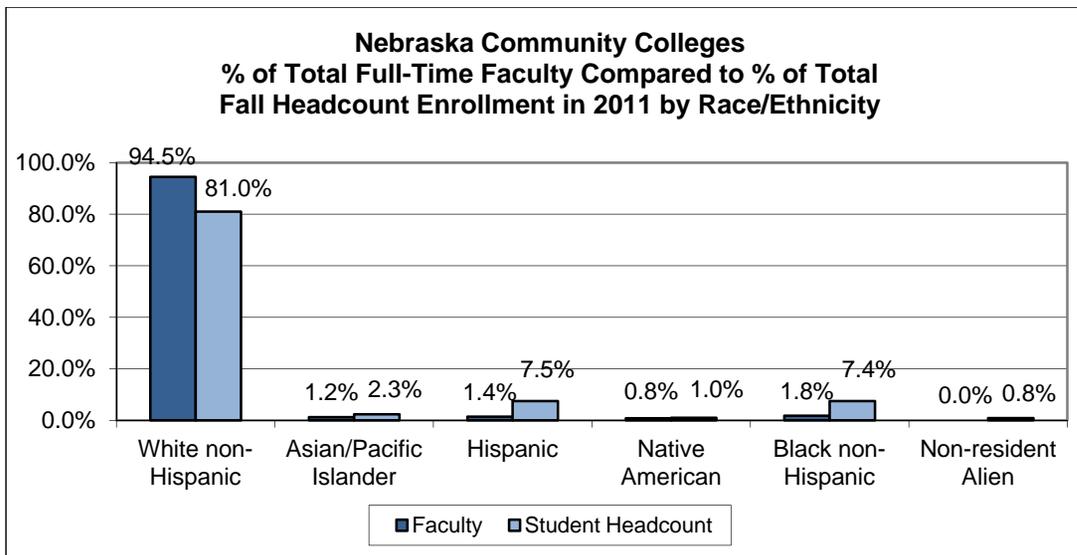
Total number of full-time faculty of known race/ethnicity:¹

Fall 2001	803
Fall 2011	996

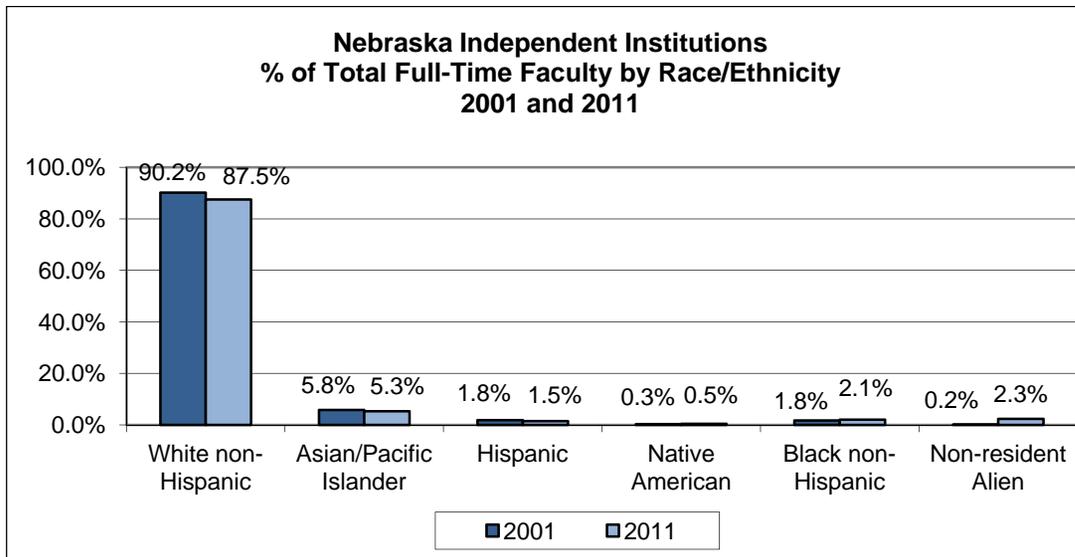
Total headcount enrollment of known race/ethnicity:

Fall 2011	45,364
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¹Total faculty includes instructional, research, and other faculty.



NEBRASKA INDEPENDENT COLLEGES AND UNIVERSITIES



Nebraska Independent Institutions

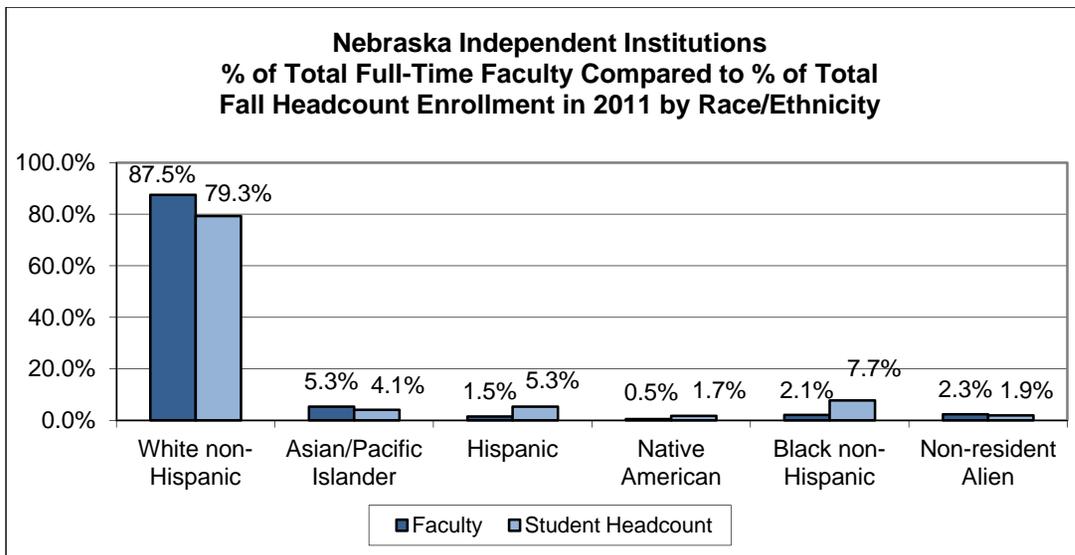
Total number of full-time faculty of known race/ethnicity:¹

Fall 2001	1,312
Fall 2011	1,491

Total headcount enrollment of known race/ethnicity:

Fall 2011	29,862
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¹Total faculty includes instructional, research, and other faculty.



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