

2015 Factual Look at Higher Education in Nebraska

Faculty and Salaries

Fall 2004 through Fall 2014

Ten-Year Trends Based on 2004–2005 through 2014–2015 Federal
Integrated Postsecondary Education Data System (IPEDS) Surveys
of Nebraska’s Public and Independent Colleges and Universities

(Faculty and Salaries Section Does Not Include Data from For-Profit/Career Schools)

NEBRASKA’S



COORDINATING COMMISSION
FOR POSTSECONDARY EDUCATION

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LIST OF 34 REPORTING INSTITUTIONS

University of Nebraska (5)

Nebraska College of Technical Agriculture
University of Nebraska at Kearney
University of Nebraska-Lincoln
University of Nebraska Medical Center
University of Nebraska at Omaha

Nebraska State College System (3)

Chadron State College
Peru State College
Wayne State College

Nebraska Community Colleges (6)

Central Community College
Metropolitan Community College
Mid-Plains Community College
Northeast Community College
Southeast Community College
Western Nebraska Community College

Independent Colleges & Universities (20)

Bellevue University
Bryan College of Health Sciences
Clarkson College
College of Saint Mary
Concordia University-Seward
Creighton University
Dana College (Closed Fall 2010)
Doane College-Crete¹
Doane College-Lincoln¹
Grace University
Hastings College
Little Priest Tribal College
Midland University
Nebraska Christian College
Nebraska Indian Community College
Nebraska Methodist College of Nursing & Allied Health
Nebraska Wesleyan University
Summit Christian College
Union College
York College

¹ Data for Doane College-Crete and Doane College-Lincoln are combined for this report.

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Executive Summary of Data

Faculty and Salaries

Fall 2004 through Fall 2014

Instructional, Public Service, and Research Faculty

See pages 1.2-1.7

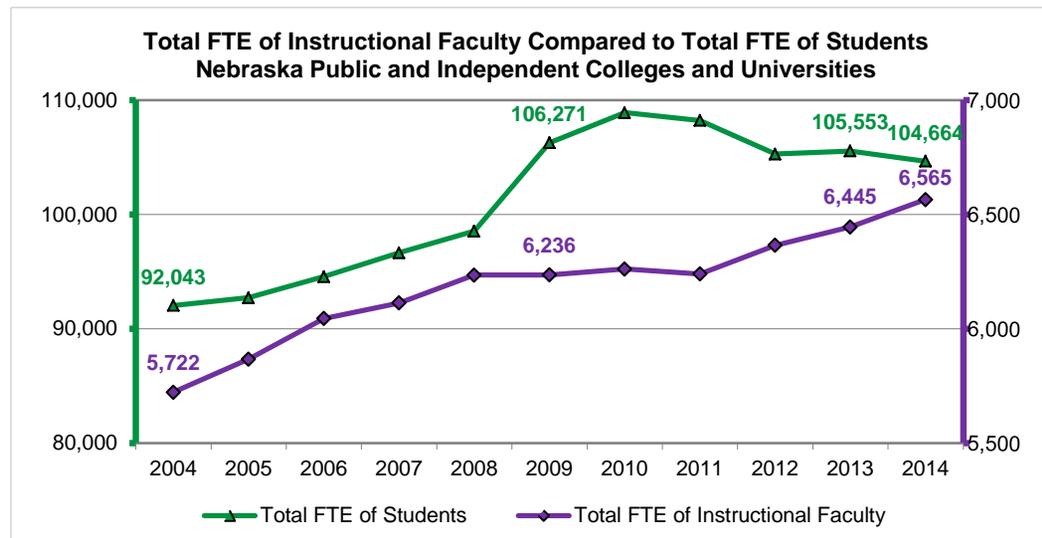
- Total instructional faculty at Nebraska's public and independent institutions increased from 7,697 in fall 2004 to 9,292 in fall 2014, an increase of 20.7% over the 10-year period. During this same 10-year period, public service faculty increased 38.3% (from 473 to 654) and research faculty increased 39.6% (from 404 to 564).

10-Year Percentage Change 2004–2014		
Principal Activity	Full-Time	Part-Time
Instruction	9.9%	38.1%
Public Service	49.2%	-6.5%
Research	39.7%	38.7%

Total FTE of Instructional Faculty Compared to Total FTE of Students

See pages 2.6-2.9

- Between fall 2004 and fall 2014, the total FTE of students increased 13.7% while the total FTE of instructional faculty increased 14.7%.

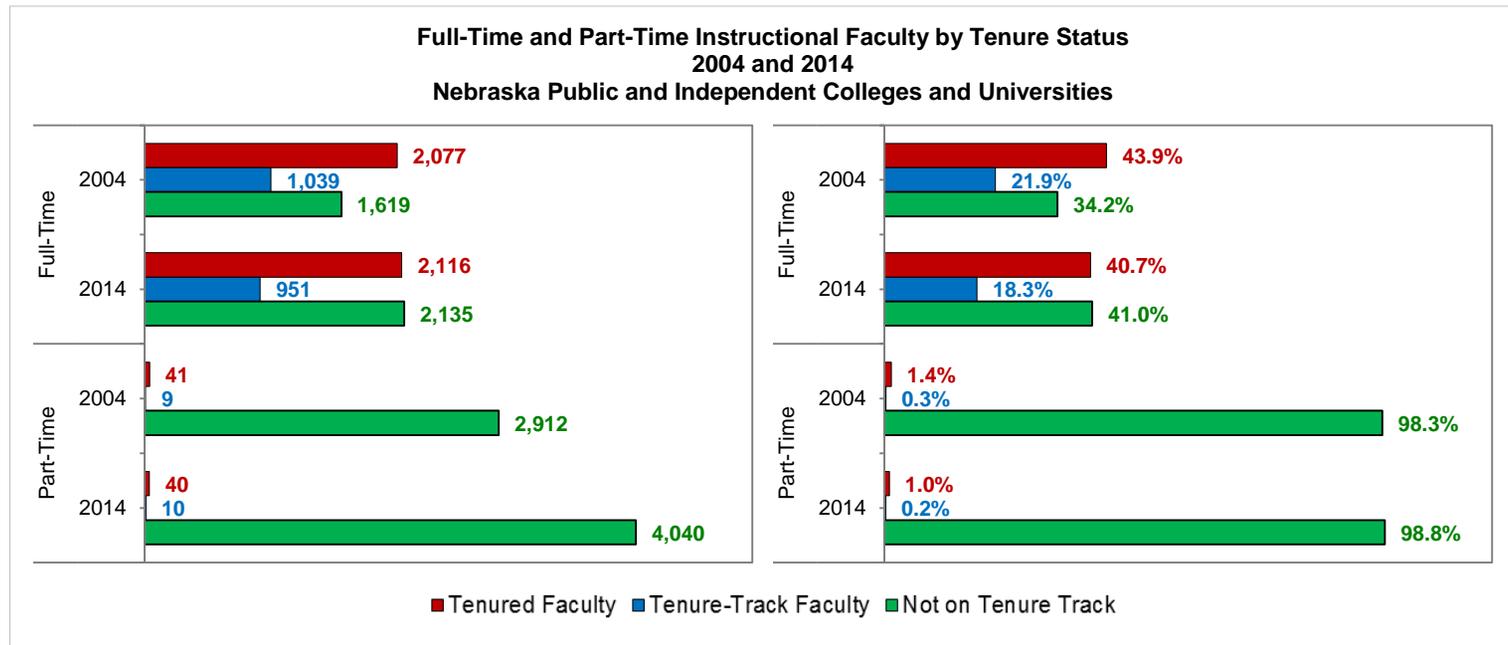


- Increases in the FTE of instructional faculty generally parallel increases in the FTE of students. Between fall 2004 and fall 2014, the ratio of the computed FTE student to FTE instructional faculty ratio for the University of Nebraska has remained relatively steady throughout the 10-year period and decreased by 0.1 FTE students between fall 2004 and fall 2014. However, the ratio increased by 2.6 FTE students for the state colleges and 3.3 FTE students for the independent institutions. In comparison, the estimated ratio for the community colleges decreased by 4.6 FTE students over the 10-year period. It must be noted that while these ratios account for full-time and part-time instructional faculty, they do not account for the use of non-faculty instructional staff.

Instructional Faculty by Tenure Status

See pages 2.10-2.13

- Between fall 2004 and fall 2014, the number of full-time tenured instructional faculty increased 1.9% and the number of full-time tenure-track instructional faculty decreased 8.5%. Meanwhile, the number of full-time instructional faculty not on tenure track increased 31.9%.
- While the numbers of part-time tenured and tenure-track instructional faculty remained almost unchanged since fall 2004, the number of part-time instructional faculty not on tenure track increased 38.7%.



Full-Time Instructional Faculty by Academic Rank

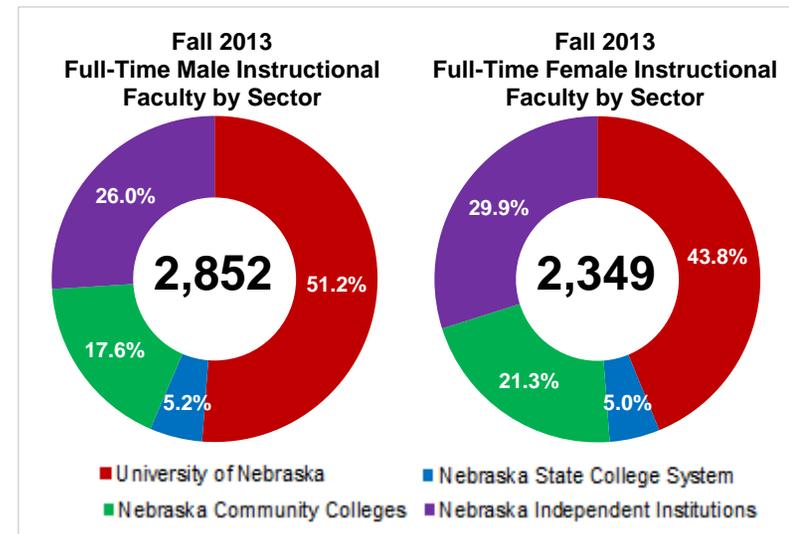
See pages 2.14-2.15

- Prior to fall 2011, IPEDS did not collect academic rank data for medical staff. Therefore, the following information is limited to full-time instructional faculty for fall 2012 through fall 2014.
- When analyzed by rank and sector, the largest changes in the numbers of full-time instructional faculty were as follows:
 - 50 more assistant professors and 31 more lecturers at the University of Nebraska.
 - 9 more lecturers at the state colleges.
 - 11 fewer faculty with no academic rank at Nebraska's community colleges.
 - 78 fewer professors and associate professors, 45 fewer assistant professors, 25 fewer instructors, and 26 fewer faculty with no academic rank at Nebraska's independent institutions.

Full-Time Instructional Faculty by Gender (Data available only for odd-numbered years)

See pages 3.2-3.5

- Due to changes in IPEDS reporting requirements, 2013 is the baseline for this sub-section of the *Factual Look*. Data for fall 2015 will not be available until spring 2016; therefore, trend statistics are not applicable at this time.
- In fall 2013, Nebraska's public and independent colleges and universities employed 2,852 male full-time instructional faculty and 2,349 female full-time instructional faculty.
- In fall 2013, 50.2% of full-time male instructional faculty were tenured, 17.5% were tenure-track, and 32.3% were not on tenure-track.
- Meanwhile, 30.4% of full-time female instructional faculty were tenured, 18.2% were tenure-track, and 51.4% were not on tenure-track.
- 56.5% of full-time male instructional faculty were classified as professors or associate professors, 18.6% were assistant professors, and 25.0% were classified as instructors, lecturers, or faculty with no academic rank.
- 37.2% of full-time female instructional faculty were classified as professors or associate professors, 24.9% were assistant professors, and 37.9% were classified as instructors, lecturers, or faculty with no academic rank.



Full-Time Instructional Faculty by Race/Ethnicity (Data available only for odd-numbered years)

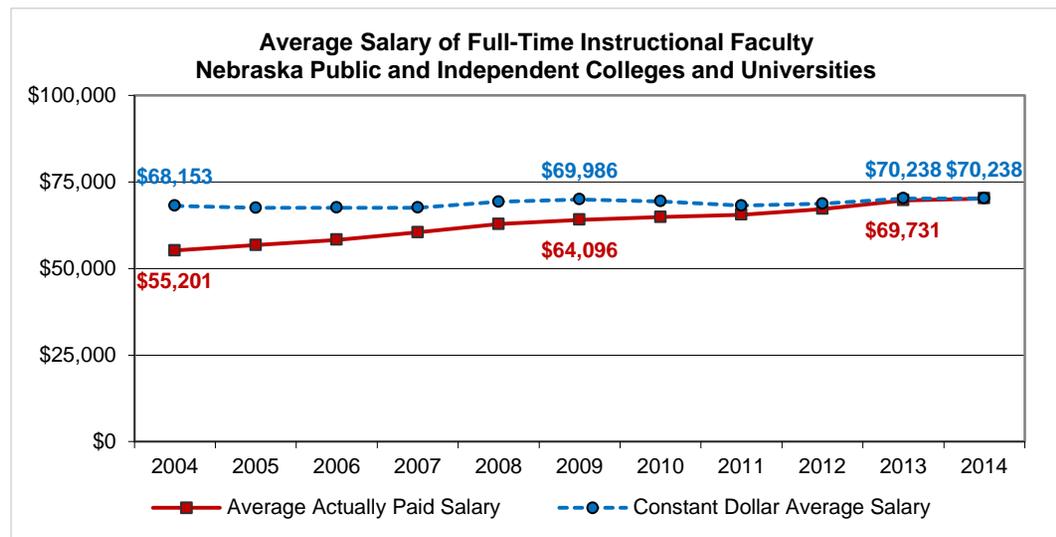
See page 4.3

- Due to changes in IPEDS reporting requirements, 2013 is the baseline for this sub-section of the *Factual Look*. Data for fall 2015 will not be available until spring 2016; therefore, trend statistics are not applicable at this time.
- In fall 2013, 86.8% of full-time instructional faculty were white non-Hispanics, 11.4% were minorities (6.0% Asian/Pacific Islander, 2.4% Hispanic, 2.2% black non-Hispanic, 0.7% Native American, and 0.2% two or more races), and 1.8% were nonresident aliens.

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

See pages 5.5-5.19

- IPEDS does not collect salary data for instructional faculty who work for less than nine months of the year (even though they may be considered full-time employees), or for medical staff. Therefore, data summarized in this sub-section of the *Factual Look* include only non-medical full-time instructional faculty who work at least nine months of the year.
- Between fall 2004 and fall 2014, the average salary for full-time instructional faculty increased 27.2%.¹ When salaries are adjusted for inflation by converting them to 2014–15 constant dollars, the average salary was \$2,085 higher in fall 2014 than it was in fall 2004.
- Average faculty salaries increased across all four sectors between fall 2004 and fall 2014, ranging from +24.2% at the University of Nebraska to +35.2% at the community colleges.
- The average salary for instructional faculty with no academic rank increased 35.2% at the community colleges. For lecturers at the University of Nebraska, the average salary increased 30.8%. The largest 10-year increase in instructors' average salary was at the Nebraska State College System (53.4%), while the largest 10-year increases in assistant professors', associate professors', and professors' average salaries were at the University of Nebraska (31.7%, 27.4%, and 27.7%, respectively).



¹ All salaries are calculated to be equivalent to nine-month salaries. See pages 5.3-5.4 for more information.

Average Salaries of Full-Time Instructional Faculty by Gender

See pages 5.20-5.30

- IPEDS data are not sufficiently detailed to allow for gender pay gap analyses. For instance, salary outlays by gender are available only by institution and academic rank. There are many other variables related to pay that are not available but would be helpful to determine if gaps in pay are due to gender and/or a combination of other variables (e.g., department, length-of-service, information on salary negotiations).
- This is not to say that gender pay gaps do not exist at Nebraska's public and independent colleges and universities. There are clear differences in average salaries for males and females, even after accounting for academic rank and sector. However, due to limitations of IPEDS data, it is not possible for the Commission to determine if, or the extent to which, gender contributed to the differences in salary outlays.
- In fall 2014, the average salary paid to male full-time instructional faculty was \$76,149, up from \$59,880 in fall 2004. Meanwhile, the average salary paid to female full-time instructional faculty in fall 2014 was \$63,447, up from \$48,166 in fall 2004.
- The largest increase in the average salary for male full-time instructional faculty was 38.4% for lecturers at the University of Nebraska. The smallest increase in the average salary for male full-time instructional faculty was 20.4% for associate professors within the independent sector.
- The largest increase in the average salary for female full-time instructional faculty was 74.2% for instructors at the state colleges. The smallest increase in the average salary for female full-time instructional faculty was 13.4% for instructors within the independent sector.

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Introduction

Faculty and Salaries

Fall 2004 through Fall 2014

The *2015 Factual Look at Higher Education in Nebraska* summarizes information from the Integrated Postsecondary Education Data System (IPEDS) survey forms. The Higher Education Act of 1965, as amended, requires institutions that participate in federal student aid programs to submit data to IPEDS.

The Coordinating Commission for Postsecondary Education is responsible for verification and reporting of IPEDS data as defined in Neb. Rev. Stat. § 85-1424, which states:

“The commission shall:

- (1) Review and verify all information submitted by public postsecondary systems and institutions as part of the Integrated Postsecondary Education Data System and make such corrections in the submitted information as are necessary; and
- (2) Prepare and disseminate an annual report of the information submitted by each public postsecondary system and institution and those private postsecondary educational institutions willing to cooperate as part of the Integrated Postsecondary Education Data System.”

The annual report consists of three sections—Degrees and Other Awards, Enrollment, and Faculty and Salaries—and each section is approved and disseminated as it is completed. This section of the *Factual Look* summarizes faculty data reported through 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 report faculty counts and salaries for employees on the institution’s payroll as of November 1 of the reporting year. The 10-year trends presented in this section of the *Factual Look* are based on the 2004–2005 through 2014–2015 IPEDS surveys of Nebraska’s public and independent colleges and universities. Using these data, the numbers of full-time and part-time faculty are analyzed by principal activity (instructional, public service, and research) in the first sub-section of this report (1). The numbers of instructional faculty are analyzed by (2) tenure status (full-time and part-time) and academic rank (full-time only), (3) gender (full-time only), and (4) race/ethnicity (full-time only). In addition, the average salaries of full-time instructional faculty are analyzed by sector, rank, and gender in the last sub-section of this report (5). Sub-sections 1 through 4 include counts for medical school faculty; however, sub-section 5 does not include data for medical school faculty.¹ In addition, faculty counts for institutions with less than 15

¹ Medical school staff: Staff employed by or staff working in the medical school (Doctor of Medicine [M.D.] and/or Doctor of Osteopathic Medicine [D.O.]) component of a postsecondary institution or in a free standing medical school. Does not include staff employed by or employees working strictly in a hospital associated with a medical school or those who work in health or allied health schools or departments such as dentistry, veterinary medicine, nursing or dental hygiene unless the health or allied health schools or departments are affiliated with (housed in or under the authority of) the medical school. (*Data source: IPEDS Glossary*)

full-time employees are not included for fall 2011 through fall 2014 in sub-sections 1 through 4 due to changes in IPEDS reporting requirements; however, sub-section 5 does include data for these institutions. **Therefore, the number of full-time instructional faculty in sub-sections 1 through 4 may not equal the total number of full-time instructional faculty in sub-section 5.**

An important addition to the 2015 *Factual Look* (sub-sections 1 and 2) is the inclusion of part-time faculty. However, it should be noted that the 10-year trends presented in this section of the *Factual Look* are based only on staff classified in IPEDS as faculty. Faculty status is determined by each institution. While not all data points are collected for non-faculty instructional staff (e.g., tenure status, salary information), it is the intention of the Commission to include instructional staff with and without faculty status in future editions of the *Factual Look*.

Throughout this report, faculty data are analyzed by four sectors of higher education in Nebraska. As defined in the Coordinating Commission's *Comprehensive Statewide Plan for Postsecondary Education*, there are three public sectors of higher education in Nebraska:

University of Nebraska: "The University of Nebraska provides extensive, comprehensive postsecondary education to Nebraska citizens through its four campuses: the University of Nebraska-Lincoln, the University of Nebraska at Omaha, the University of Nebraska at Kearney, and the University of Nebraska Medical Center. The two-year Nebraska College of Technical Agriculture, under the management of the Institute of Agriculture and Natural Resources at UNL, is also part of the University of Nebraska system."

Nebraska State College System: "The state colleges at Chadron, Peru and Wayne are regional institutions that provide educational programs and public services to meet needs indigenous to their service areas."

Nebraska Community Colleges: "Community colleges provide educational options for students seeking entry-level career training. The education program may culminate in an applied technology associate degree, diploma, or certificate; or an associate of arts or associate of science degree from an academic transfer program." Nebraska's six public community colleges are: Central, Metropolitan, Mid-Plains, Northeast, Southeast, and Western Nebraska.

In addition to the public colleges and universities, private not-for-profit, private for-profit, and federally-funded tribal colleges submit data to IPEDS and are categorized into one of two categories:

Nebraska Independent Institutions: All institutions in this sector are not-for-profit colleges, which includes 14 private institutions that are members of the Association of Independent Colleges and Universities, two private Christian colleges, and two federally-funded tribal colleges.

Nebraska For-Profit/Career Schools: All institutions in this sector are private for-profit colleges, except for the three schools of radiologic technology.² Institutions in this sector offer programs in areas such as cosmetology, business, allied health, real estate, and skilled crafts. **This section of the *Factual Look* does not include data for the state’s for-profit/career schools.**

Previous editions of the *Factual Look* and downloadable Excel workbooks with corresponding data are available on the Coordinating Commission’s website: ccpe.nebraska.gov.

Technical Notes:

1. Due to data corrections and additions to the Commission’s database that have been made since the *2014 Factual Look* was published, the *2015 Factual Look* supersedes all previous editions.
2. Adjustments are occasionally made to improve data accuracy. Therefore, it is generally advisable to reference the most recent edition of this report.
3. Due to rounding, percentages may not sum to 100.0% for data summarized in this report.

² The Omaha School of Massage and Healthcare of Herzing University changed from for-profit to not-for-profit effective January 2, 2015. However, Herzing was classified as a for-profit institution in IPEDS for the reporting period.

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Section 1

Instructional, Public Service, and Research Faculty



KEY TERMS

The analyses in this sub-section of the *Factual Look* focus on instructional, public service, and research faculty by full-time/part-time classification, as defined below:

IPEDS Category Name	IPEDS Definition
Faculty ^a	Persons identified by the institution as such and typically those whose initial assignments are made for the purpose of conducting instruction, research or public service as a principal activity (or activities). They may hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer or the equivalent of any of those academic ranks. Faculty may also include the chancellor/president, provost, vice provosts, deans, directors or the equivalent, as well as associate deans, assistant deans and executive officers of academic departments (chairpersons, heads or the equivalent) if their principal activity is instruction combined with research and/or public service. The designation as "faculty" is separate from the activities to which they may be currently assigned. For example, a newly appointed president of an institution may also be appointed as a faculty member. Graduate, instruction, and research assistants are not included in this category.
Full-Time Staff (Employees)	As defined by the institution. The type of appointment at the snapshot date determines whether an employee is full-time or part-time. The employee's term of contract is not considered in making the determination of full or part-time.
Instruction Combined with Research and/or Public Service	An occupational category used to classify persons for whom it is not possible to differentiate between instruction or teaching, research, and public service because each of these functions is an integral component of his/her regular assignment. Regardless of title, academic rank, or tenure status, these employees formally spend the majority of their time providing instruction, research, and/or public service.
Instructional Staff ^b	An occupational category that is comprised of staff who are either: 1) Primarily Instruction or 2) Instruction combined with research and/or public service. The intent of the Instructional Staff category is to include all individuals whose primary occupation includes instruction at the institution.
Part-Time Staff (Employees)	As determined by the institution. The type of appointment at the snapshot date determines whether an employee is full-time or part-time. The employee's term of contract is not considered in making the determination of full- or part-time. Casual employees (hired on an ad-hoc basis or occasional basis to meet short-term needs) and students in the College Work-Study Program (CWS) are not considered part-time staff.
Primarily Instruction	An occupational category used to classify persons whose specific assignments customarily are made for the purpose of providing instruction or teaching. Regardless of title, academic rank, or tenure status, these employees formally spend the majority of their time providing instruction or teaching.
Primary Occupational Activity	The principal activity of a staff member as determined by the institution. If an individual participates in two or more activities, the primary activity is normally determined by the amount of time spent in each activity. Occupational activities are designated as follows: Executive, administrative, and managerial; Faculty (instruction/research/public service); Graduate assistants; Other professional (support/service); Technical and paraprofessional; Clerical and secretarial; Skilled crafts; and Service/maintenance (see separate definitions). (Term used in the IPEDS HR survey component prior to 2012-13)

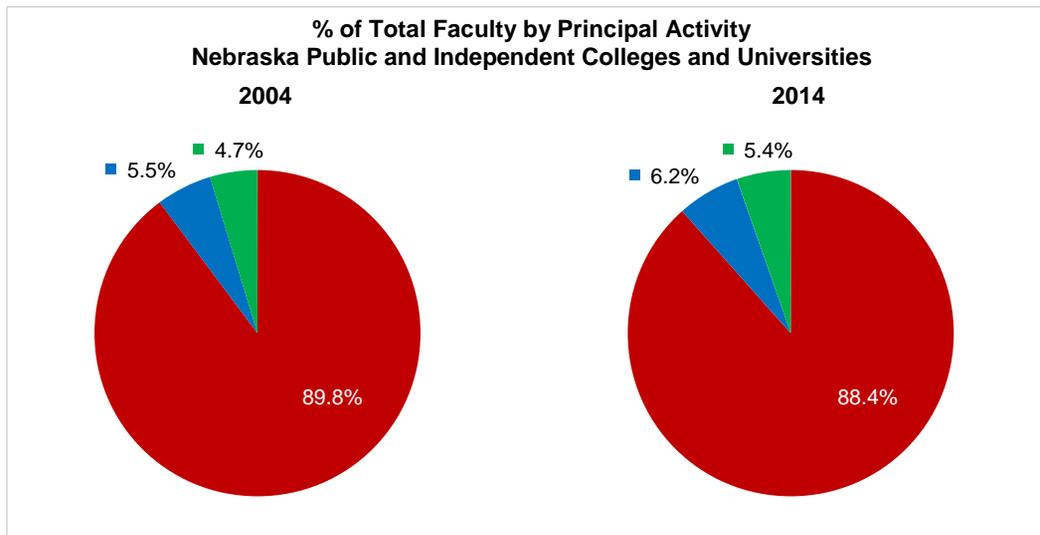
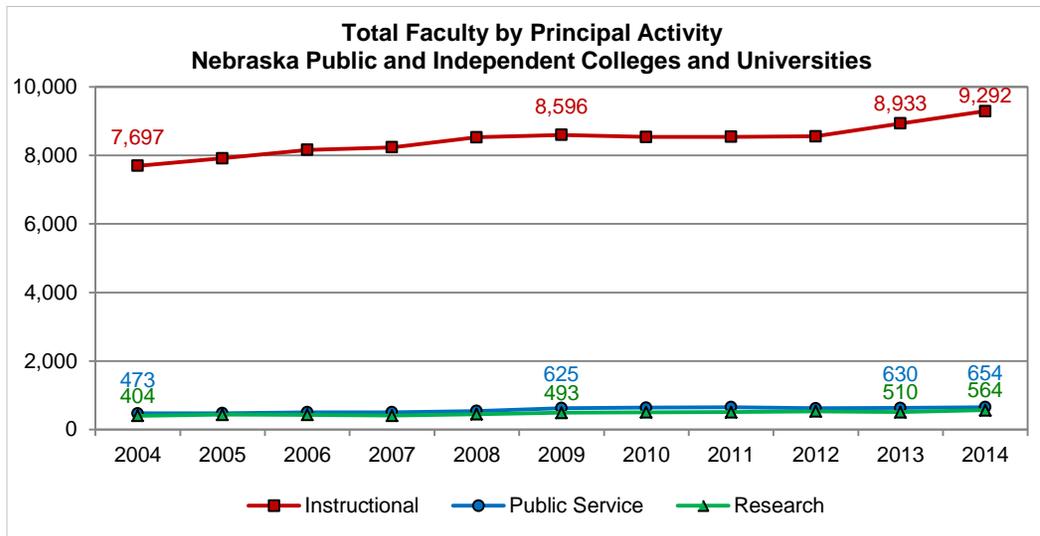
IPEDS Category Name	IPEDS Definition
Public Service Staff	An occupational category used to classify persons whose specific assignments customarily are made for the purpose of carrying out public service activities such as agricultural extension services, clinical services, or continuing education. Regardless of title, academic rank, or tenure status, these employees formally spend the majority of their time carrying out public service activities. (This category includes employees with a public service assignment regardless of the location of the assignment (e.g., in the field rather than on campus).) (This category was called Primarily public service prior to 2012-13.)
Research Staff	An occupational category used to classify persons whose specific assignments customarily are made for the purpose of conducting research. Regardless of title, academic rank, or tenure status, these employees formally spend the majority of their time conducting research. (This category was called Primarily research prior to 2012-13.)

Data source: Glossary, Integrated Postsecondary Education Data System (IPEDS), National Center for Education Statistics, U.S. Department of Education, December 17, 2015.

^a The 10-year trends presented in the *Faculty and Salaries* section of the *2015 Factual Look* are based only on staff classified in IPEDS as faculty.

^b Non-faculty instructional staff are not included in the *2015 Factual Look*. However, it is the intention of the Commission to include instructional staff with and without faculty status in future editions of the *Factual Look*.

TOTAL FACULTY by PRINCIPAL ACTIVITY



- Between fall 2004 and fall 2014, the numbers of faculty by principal activity changed as follows:

Principal Activity	13–14 1-Yr	04–14 10-Yr
Instructional (■)	4.0%	20.7%
Public Service (●)	3.8%	38.3%
Research (▲)	10.6%	39.6%
Total	4.3%	22.6%

- As shown on the following pages, 62% of instructional faculty, 80% of public service faculty, and 92% of research faculty were classified as full-time in fall 2004.
- In comparison, 56% of instructional faculty, 87% of public service faculty, and 92% of research faculty were classified as full-time in fall 2014.
- Throughout the 10-year period, the overwhelming majority of public service faculty and research faculty have been employed by the University of Nebraska-Lincoln, University of Nebraska Medical Center, and the University of Nebraska at Omaha.

TOTAL FACULTY by PRINCIPAL ACTIVITY by FULL-TIME/PART-TIME CLASSIFICATION

Total Faculty by Institution by Principal Activity by Full-Time/Part-Time Classification

Institution / Principal Activity / Full-Time/Part-Time	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	% Change	
												13-14 1-Yr	04-14 10-Yr
University of Nebraska-Lincoln													
Instruction	1,444	1,466	1,469	1,511	1,485	1,479	1,522	1,475	1,320	1,339	1,374	2.6%	-4.8%
% Instruction	77%	76%	76%	78%	76%	75%	74%	73%	72%	73%	72%		
Full-Time	1,114	1,143	1,150	1,174	1,173	1,163	1,191	1,131	1,207	1,236	1,259	1.9%	13.0%
% Full-Time	77%	78%	78%	78%	79%	79%	78%	77%	91%	92%	92%		
Part-Time	330	323	319	337	312	316	331	344	113	103	115	11.7%	-65.2%
% Part-Time	23%	22%	22%	22%	21%	21%	22%	23%	9%	8%	8%		
Public Service	216	230	236	220	228	231	232	242	195	194	192	-1.0%	-11.1%
% Public Service	12%	12%	12%	11%	12%	11%	12%	12%	11%	11%	10%		
Full-Time	174	183	191	177	183	184	190	195	188	187	184	-1.6%	5.7%
% Full-Time	81%	80%	81%	80%	80%	80%	82%	81%	96%	96%	96%		
Part-Time	42	47	45	43	45	47	42	47	7	7	8	14.3%	-81.0%
% Part-Time	19%	20%	19%	20%	20%	20%	18%	19%	4%	4%	4%		
Research	217	240	227	209	240	264	300	295	324	296	346	16.9%	59.4%
% Research	12%	12%	12%	11%	12%	13%	15%	15%	18%	16%	18%		
Full-Time	201	221	207	188	219	236	275	273	282	275	319	16.0%	58.7%
% Full-Time	93%	92%	91%	90%	91%	89%	92%	93%	87%	93%	92%		
Part-Time	16	19	20	21	21	28	25	22	42	21	27	28.6%	68.8%
% Part-Time	7%	8%	9%	10%	9%	11%	8%	7%	13%	7%	8%		
University of Nebraska Medical Center													
Instruction	377	408	465	499	501	481	535	542	513	519	518	-0.2%	37.4%
% Instruction	47%	49%	51%	52%	50%	44%	48%	47%	46%	45%	44%		
Full-Time	268	289	350	378	391	368	416	422	409	407	409	0.5%	52.6%
% Full-Time	71%	71%	75%	76%	78%	77%	78%	78%	80%	78%	79%		
Part-Time	109	119	115	121	110	113	119	120	104	112	109	-2.7%	0.0%
% Part-Time	29%	29%	25%	24%	22%	23%	22%	22%	20%	22%	21%		
Public Service	253	241	254	279	305	383	397	403	416	434	453	4.4%	79.1%
% Public Service	31%	29%	28%	29%	30%	35%	35%	35%	37%	38%	39%		
Full-Time	202	194	202	230	247	317	329	334	348	368	379	3.0%	87.6%
% Full-Time	80%	80%	80%	82%	81%	83%	83%	83%	84%	85%	84%		
Part-Time	51	47	52	49	58	66	68	69	68	66	74	12.1%	45.1%
% Part-Time	20%	20%	20%	18%	19%	17%	17%	17%	16%	15%	16%		
Research	180	181	188	185	196	219	194	199	193	202	205	1.5%	13.9%
% Research	22%	22%	21%	19%	20%	20%	17%	17%	17%	17%	17%		
Full-Time	165	163	174	169	180	201	179	182	175	182	189	3.8%	14.5%
% Full-Time	92%	90%	93%	91%	92%	92%	92%	91%	91%	90%	92%		
Part-Time	15	18	14	16	16	18	15	17	18	20	16	-20.0%	6.7%
% Part-Time	8%	10%	7%	9%	8%	8%	8%	9%	9%	10%	8%		

TOTAL FACULTY by PRINCIPAL ACTIVITY by FULL-TIME/PART-TIME CLASSIFICATION

Total Faculty by Institution by Principal Activity by Full-Time/Part-Time Classification (Continued)

Institution / Principal Activity / Full-Time/Part-Time	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	% Change	
												13-14 1-Yr	04-14 10-Yr
University of Nebraska at Omaha													
Instruction	802	820	837	861	880	876	858	908	954	1,030	1,046	1.6%	30.4%
% Instruction	99%	97%	97%	98%	98%	98%	98%	97%	97%	99%	98%		
Full-Time	460	465	474	474	479	483	467	452	479	506	529	4.5%	15.0%
% Full-Time	57%	57%	57%	55%	54%	55%	54%	50%	50%	49%	51%		
Part-Time	342	355	363	387	401	393	391	456	475	524	517	-1.3%	51.2%
% Part-Time	43%	43%	43%	45%	46%	45%	46%	50%	50%	51%	49%		
Public Service	3	7	11	5	9	9	9	11	8	2	9	350.0%	200.0%
% Public Service	0%	1%	1%	1%	1%	1%	1%	1%	1%	0%	1%		
Full-Time	3	5	10	4	7	7	7	7	5	2	4	100.0%	33.3%
% Full-Time	100%	71%	91%	80%	78%	78%	78%	64%	63%	100%	44%		
Part-Time	0	2	1	1	2	2	2	4	3	0	5	N/A	N/A
% Part-Time	0%	29%	9%	20%	22%	22%	22%	36%	38%	0%	56%		
Research	7	15	15	12	13	10	11	14	17	12	13	8.3%	85.7%
% Research	1%	2%	2%	1%	1%	1%	1%	2%	2%	1%	1%		
Full-Time	7	12	13	9	9	7	11	13	17	12	13	8.3%	85.7%
% Full-Time	100%	80%	87%	75%	69%	70%	100%	93%	100%	100%	100%		
Part-Time	0	3	2	3	4	3	0	1	0	0	0	N/A	N/A
% Part-Time	0%	20%	13%	25%	31%	30%	0%	7%	0%	0%	0%		
All Other Institutions													
Instruction	5,074	5,221	5,390	5,367	5,663	5,760	5,624	5,618	5,767	6,045	6,354	5.1%	25.2%
% Instruction	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
Full-Time	2,893	2,946	3,013	3,025	3,045	3,042	3,049	3,083	3,176	3,052	3,005	-1.5%	3.9%
% Full-Time	57%	56%	56%	56%	54%	53%	54%	55%	55%	50%	47%		
Part-Time	2,181	2,275	2,377	2,342	2,618	2,718	2,575	2,535	2,591	2,993	3,349	11.9%	53.6%
% Part-Time	43%	44%	44%	44%	46%	47%	46%	45%	45%	50%	53%		
Public Service	1	0	6	0	0	2	0	0	0	0	0	N/A	-100.0%
% Public Service	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
Full-Time	1	0	6	0	0	2	0	0	0	0	0	N/A	-100.0%
% Full-Time	100%	N/A	100%	N/A	N/A	100%	N/A	N/A	N/A	N/A	N/A		
Part-Time	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A
% Part-Time	0%	N/A											
Research	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A
% Research	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
Full-Time	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A
% Full-Time	N/A												
Part-Time	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A
% Part-Time	N/A												

TOTAL FACULTY by PRINCIPAL ACTIVITY by FULL-TIME/PART-TIME CLASSIFICATION

Total Faculty by Institution by Principal Activity by Full-Time/Part-Time Classification (Continued)

Institution / Principal Activity / Full-Time/Part-Time	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	% Change	
												13-14 1-Yr	04-14 10-Yr
Nebraska Total													
Instruction	7,697	7,915	8,161	8,238	8,529	8,596	8,539	8,543	8,554	8,933	9,292	4.0%	20.7%
% Instruction	90%	90%	90%	90%	90%	88%	88%	88%	88%	89%	88%		
Full-Time	4,735	4,843	4,987	5,051	5,088	5,056	5,123	5,088	5,271	5,201	5,202	0.0%	9.9%
% Full-Time	62%	61%	61%	61%	60%	59%	60%	60%	62%	58%	56%		
Part-Time	2,962	3,072	3,174	3,187	3,441	3,540	3,416	3,455	3,283	3,732	4,090	9.6%	38.1%
% Part-Time	38%	39%	39%	39%	40%	41%	40%	40%	38%	42%	44%		
Public Service	473	478	507	504	542	625	638	656	619	630	654	3.8%	38.3%
% Public Service	6%	5%	6%	6%	6%	6%	7%	7%	6%	6%	6%		
Full-Time	380	382	409	411	437	510	526	536	541	557	567	1.8%	49.2%
% Full-Time	80%	80%	81%	82%	81%	82%	82%	82%	87%	88%	87%		
Part-Time	93	96	98	93	105	115	112	120	78	73	87	19.2%	-6.5%
% Part-Time	20%	20%	19%	18%	19%	18%	18%	18%	13%	12%	13%		
Research	404	436	430	406	449	493	505	508	534	510	564	10.6%	39.6%
% Research	5%	5%	5%	4%	5%	5%	5%	5%	6%	5%	5%		
Full-Time	373	396	394	366	408	444	465	468	474	469	521	11.1%	39.7%
% Full-Time	92%	91%	92%	90%	91%	90%	92%	92%	89%	92%	92%		
Part-Time	31	40	36	40	41	49	40	40	60	41	43	4.9%	38.7%
% Part-Time	8%	9%	8%	10%	9%	10%	8%	8%	11%	8%	8%		

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Section 2

Instructional Faculty by Tenure Status and by Academic Rank



KEY TERMS

The analyses in this sub-section of the *Factual Look* focus on instructional faculty by full-time/part-time classification, by tenure status (full-time and part-time), and by academic rank (full-time only), as defined below:

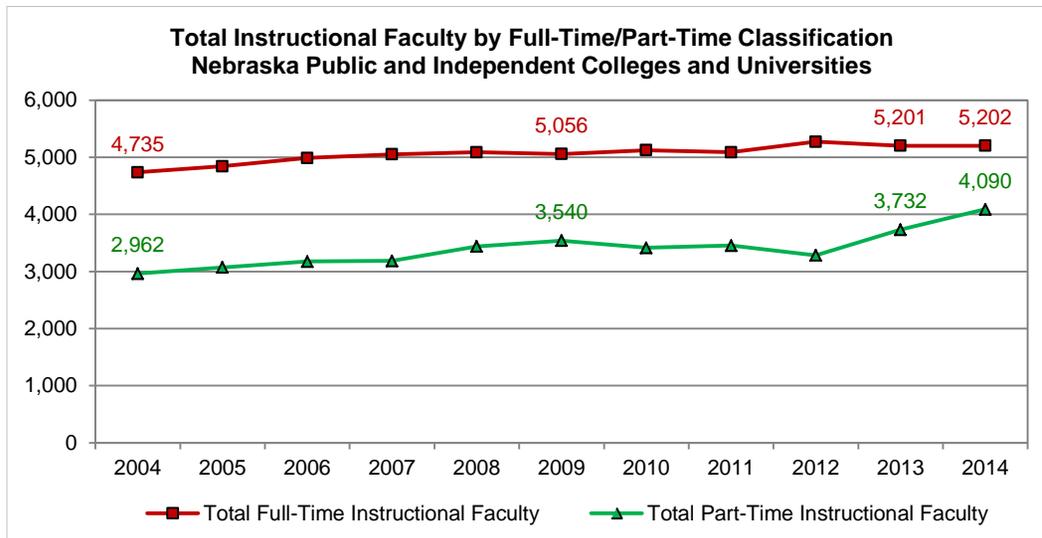
IPEDS Category Name	IPEDS Definition
Academic Rank	A status designated by the institution according to the institution's policies. ^a The IPEDS HR survey includes the ranks of Professor, Associate Professor, Assistant Professor, Instructor, and Lecturer. ^b
Tenure	Status of a personnel position with respect to permanence of the position.
Tenure Track	Personnel positions that lead to consideration for tenure.

Data source: Glossary, Integrated Postsecondary Education Data System (IPEDS), National Center for Education Statistics, U.S. Department of Education, December 17, 2015.

^a Institutions without standard academic ranks report all instructional staff in the "no academic rank" category. Note that it is possible for an institution to report some instructional staff with academic rank and some with no academic rank.

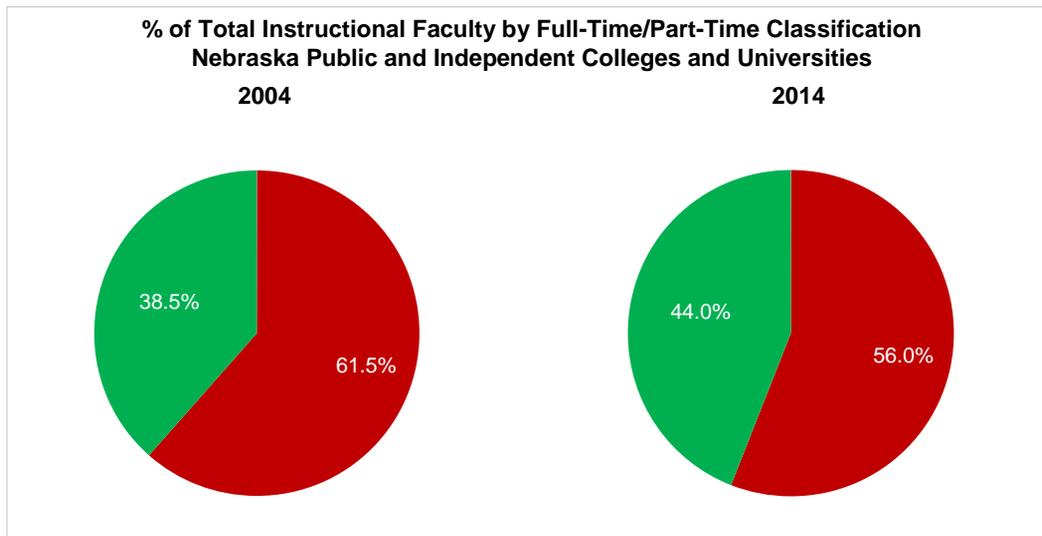
^b IPEDS does not provide definitions for the various academic ranks.

TOTAL INSTRUCTIONAL FACULTY by FULL-TIME/PART-TIME CLASSIFICATION



- Between fall 2004 and fall 2014, the numbers of instructional faculty by full-time/part-time classification changed as follows:

Full-Time/Part-Time	13–14 1-Yr	04–14 10-Yr
Full-Time (■)	0.0%	9.9%
Part-Time (▲)	9.6%	38.1%
Instructional Faculty Total	4.0%	20.7%



TOTAL FTE OF INSTRUCTIONAL FACULTY COMPARED TO TOTAL FTE OF STUDENTS

The student FTE calculations used in this report are calculated based on the following definitions from IPEDS:

FTE of students: The full-time equivalent (FTE) of students is a single value providing a meaningful combination of full-time and part-time students. IPEDS data products currently have two calculations of FTE students, one using fall student headcounts and the other using 12-month instructional activity.”

Calculation of FTE students (using fall student headcounts): The number of FTE students is calculated based on fall student headcounts as reported by the institution on the IPEDS Enrollment (EF) component (Part A). The full-time equivalent (headcount) of the institution's part-time enrollment is estimated by multiplying the factors noted below times the part-time headcount. These are then added to the full-time enrollment headcounts to obtain an FTE for all students enrolled in the fall. This formula is used to produce an FTE that is used annually in the Digest of Education Statistics.

- Part-time undergraduate enrollment
 - Public 4-year (.403543)
 - Private (not-for-profit and for-profit) 4-year (.392857)
 - Public 2-year and <2-year (.335737)
 - All other institutions (.397058)

- Part-time graduate enrollment
 - Public 4-year (.361702)
 - Private (not-for-profit and for-profit) 4-year (.382059)” (Data source: *IPEDS Glossary*)¹

To calculate the total FTE of *instructional faculty*, the Commission utilizes the IPEDS definition of FTE staff, but limits it to include only staff identified as instructional faculty:

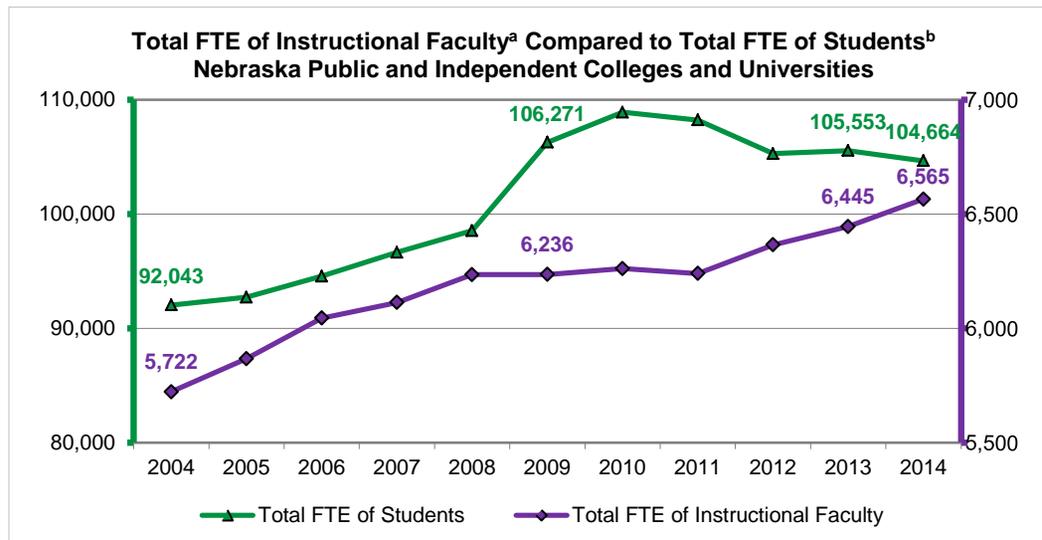
FTE staff: The full-time-equivalent (FTE) of staff is calculated by summing the total number of full-time staff from the Employees by Assigned Position (EAP) component and adding one-third of the total number of part-time staff.” (Data source: *IPEDS Glossary*)

FTE instructional faculty: The full-time-equivalent (FTE) of instructional faculty is calculated by summing the total number of full-time instructional faculty and adding one-third of the total number of part-time instructional faculty. Instructional faculty counts are for employees on the institution's payroll as of November 1 of the reporting year.

¹ As discussed on pages i and ii, faculty counts for institutions with less than 15 full-time employees are not included beginning with fall 2011 data. To ensure consistency between the FTE of students and FTE of instructional faculty, if an institution's faculty counts were not included for a reporting year due to having less than 15 full-time employees, the Commission excluded that institution's fall student headcounts in the calculation of FTE of students for the corresponding reporting year.

TOTAL FTE OF INSTRUCTIONAL FACULTY COMPARED TO TOTAL FTE OF STUDENTS

- Increases in the FTE of instructional faculty generally parallel increases in the FTE of students.
- However, the total FTE of students increased substantially between 2008 and 2010.
- The correlation between the FTE of instructional faculty and FTE of students was 0.80 for fall 2004 through fall 2014. This very high correlation indicates there is a strong relationship between the two measures. (As a point of reference, a correlation of 1.00 indicates a perfect correlation between two variables.)



- Between fall 2004 and fall 2014, the total FTE of students and the total FTE of instructional faculty changed as follows:

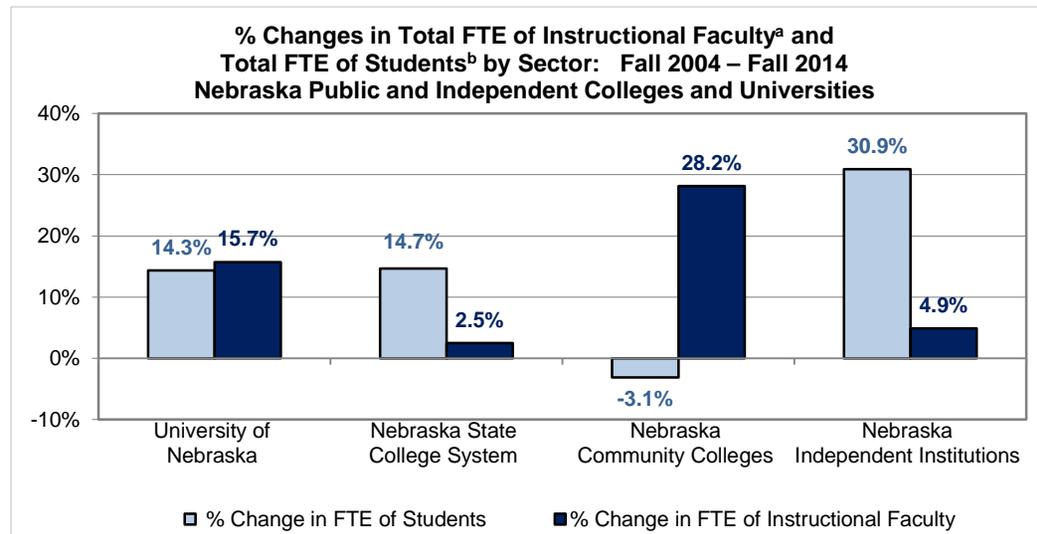
FTE Type	13–14 1-Yr	04–14 10-Yr
Total FTE of Students (▲)	-0.8%	13.7%
Total FTE of Instructional Faculty (◆)	1.9%	14.7%

^a FTE of instructional faculty = \sum total number of full-time instructional faculty + \sum (total number of part-time instructional faculty * 1/3).

^b FTE of students is computed using fall headcounts. See page 2.6 for more information.

PERCENTAGE CHANGES IN THE TOTAL FTE OF INSTRUCTIONAL FACULTY AND THE TOTAL FTE OF STUDENTS by SECTOR

- Although statewide changes in the FTE of instructional faculty and changes in the FTE of students are highly correlated, there are significant differences in the relationships between these two variables when they are analyzed by sector.
- At the University of Nebraska, the percentage increase in FTE of instructional faculty was slightly higher than the percentage increase of FTE of students.
- At the community colleges, the percentage change in FTE of instructional faculty was noticeably higher than the percentage change in FTE of students.
- However, at the state colleges and independent institutions, the percentage increases in the FTE of instructional faculty were much lower than the percentage increases in FTE of students.



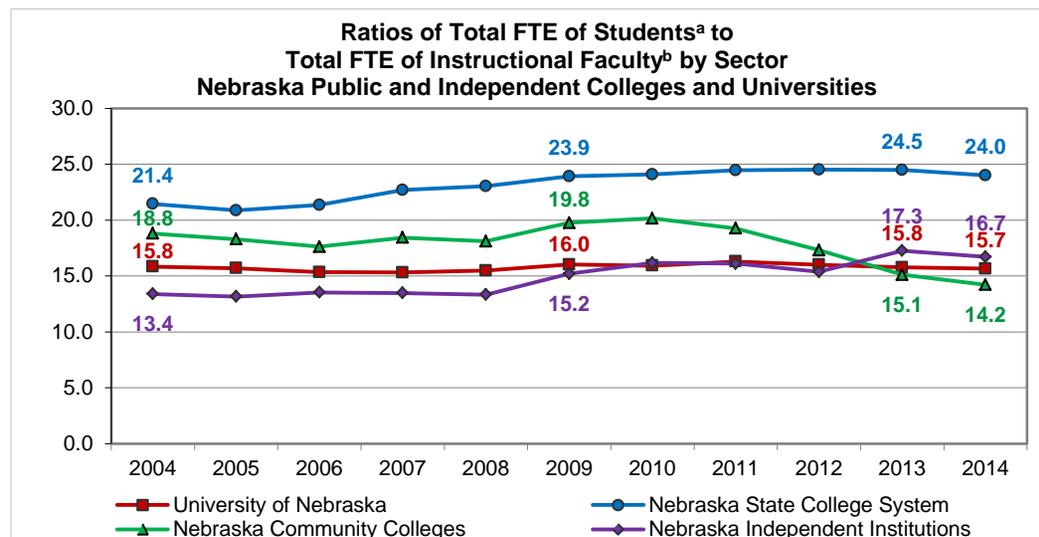
Note. This chart only compares the percentage changes in the FTE of instructional faculty and the FTE of students. Since instructional staff not classified as faculty are not included in this analysis, changes in the FTE of instructional faculty and FTE of students may or may not accurately reflect changes in faculty workloads. Therefore, the above chart should be interpreted only as a broad, general comparison.

^a FTE of instructional faculty = \sum total number of full-time instructional faculty + \sum (total number of part-time instructional faculty * 1/3).

^b FTE of students is computed using fall headcounts. See page 2.6 for more information.

RATIOS OF TOTAL FTE OF STUDENTS TO TOTAL FTE OF INSTRUCTIONAL FACULTY

- Given the changes that occurred between fall 2004 and fall 2014 in the FTE of instructional faculty 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 the FTE of students by the FTE of instructional faculty provides a general estimate for monitoring whether the FTE of students per FTE instructional faculty member remained relatively stable as enrollments increased or decreased between fall 2004 and fall 2014. While this ratio accounts for both full-time and part-time instructional faculty, it does not account for the use of non-faculty instructional staff.
- As shown in the trend chart below, the computed FTE student to FTE instructional faculty ratios for the state colleges and the independent institutions were higher in fall 2014 than in fall 2004. The ratio for the University of Nebraska has remained relatively steady throughout the 10-year period and was just slightly lower in fall 2014 than in fall 2004. In comparison, the estimated ratio for the community colleges decreased by 4.6 FTE students over the 10-year period.

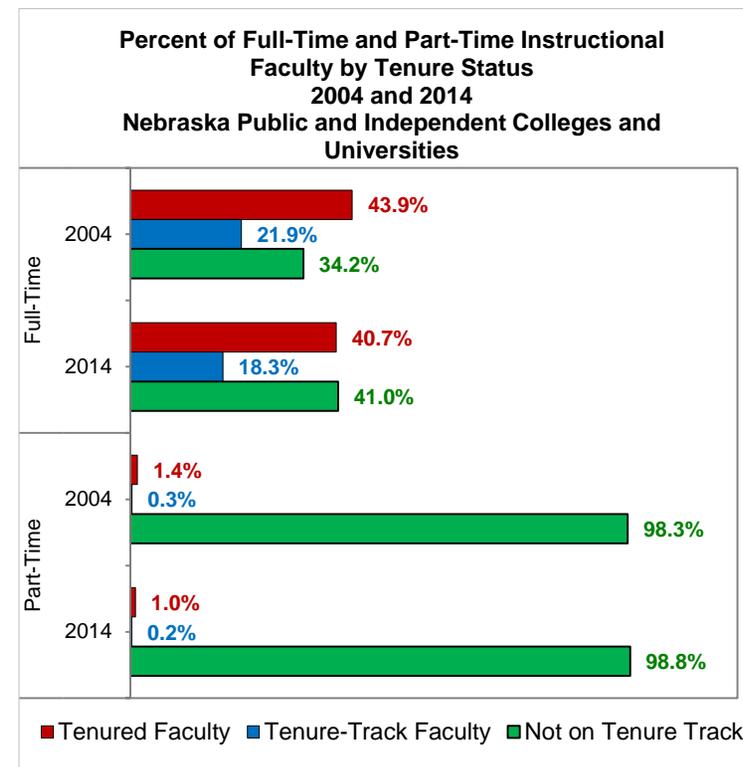
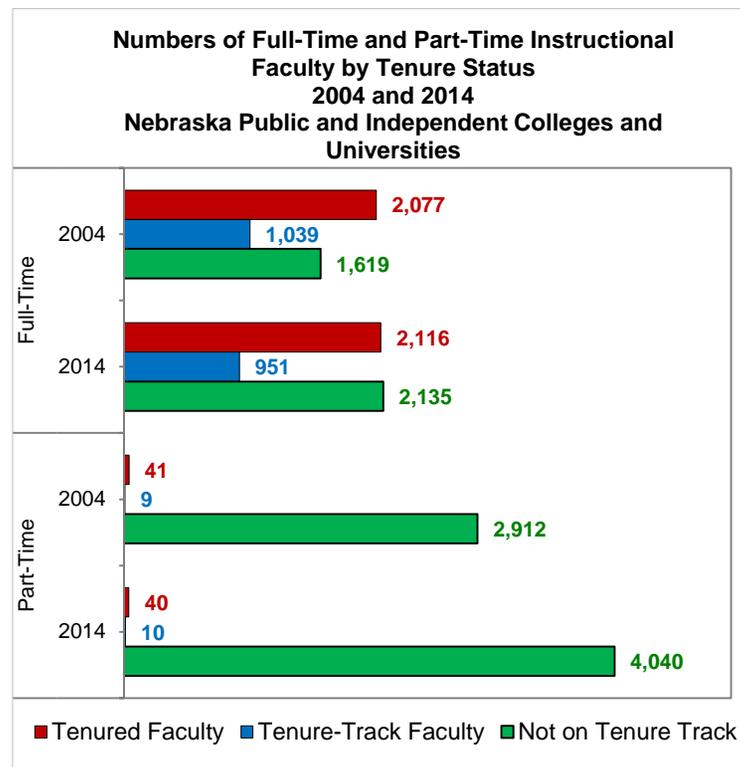


^a FTE of students is computed using fall headcounts. See page 2.6 for more information.

^b FTE of instructional faculty = \sum total number of full-time instructional faculty + \sum (total number of part-time instructional faculty * 1/3).

FULL-TIME AND PART-TIME INSTRUCTIONAL FACULTY by TENURE STATUS

- Between fall 2004 and fall 2014, the number of full-time tenured instructional faculty increased 1.9% and the number of full-time tenure-track instructional faculty decreased 8.5%. Meanwhile, the number of full-time instructional faculty not on tenure track increased 31.9%.
- Because of these changes, the percentage of full-time instructional faculty in tenured or tenure-track positions decreased over the last 10 years, while the percentage of full-time instructional faculty not on tenure track increased.
- Also shown below, over 98% of part-time instructional faculty are not on tenure track. While the numbers of part-time tenured and tenure-track instructional faculty remained almost unchanged since fall 2004, the number of part-time instructional faculty not on tenure track increased 38.7%.



INSTRUCTIONAL FACULTY by SECTOR by TENURE STATUS by FULL-TIME/ PART-TIME CLASSIFICATION

Instructional Faculty by Sector by Tenure Status by Full-Time/Part-Time Classification

Sector / Tenure Status / Full-Time/Part-Time	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	% Change	
												13-14 1-Yr	04-14 10-Yr
University of Nebraska													
Tenured Faculty	1,311	1,311	1,336	1,361	1,359	1,331	1,360	1,291	1,369	1,351	1,356	0.4%	3.4%
% Tenured Faculty	43%	42%	42%	42%	41%	41%	40%	38%	42%	40%	40%		
Full-Time	1,285	1,295	1,308	1,332	1,335	1,314	1,328	1,259	1,337	1,331	1,333	0.2%	3.7%
% Full-Time	98%	99%	98%	98%	98%	99%	98%	98%	98%	99%	98%		
Part-Time	26	16	28	29	24	17	32	32	32	20	23	15.0%	-11.5%
% Part-Time	2%	1%	2%	2%	2%	1%	2%	2%	2%	1%	2%		
Tenure-Track Faculty	525	556	559	593	590	600	603	593	608	623	646	3.7%	23.0%
% Tenure-Track Faculty	17%	18%	18%	18%	18%	18%	18%	18%	19%	19%	19%		
Full-Time	520	554	554	593	585	595	599	587	602	618	641	3.7%	23.3%
% Full-Time	99%	100%	99%	100%	99%	99%	99%	99%	99%	99%	99%		
Part-Time	5	2	5	0	5	5	4	6	6	5	5	0.0%	0.0%
% Part-Time	1%	0%	1%	0%	1%	1%	1%	1%	1%	1%	1%		
Not on Tenure Track	1,192	1,221	1,275	1,318	1,340	1,336	1,400	1,486	1,272	1,390	1,400	0.7%	17.4%
% Not on Tenure Track	39%	40%	40%	40%	41%	41%	42%	44%	39%	41%	41%		
Full-Time	349	368	434	420	440	426	469	482	493	541	569	5.2%	63.0%
% Full-Time	29%	30%	34%	32%	33%	32%	34%	32%	39%	39%	41%		
Part-Time	843	853	841	898	900	910	931	1,004	779	849	831	-2.1%	-1.4%
% Part-Time	71%	70%	66%	68%	67%	68%	67%	68%	61%	61%	59%		
Nebraska State College System													
Tenured Faculty	166	149	154	155	150	146	152	159	163	158	162	2.5%	-2.4%
% Tenured Faculty	48%	42%	43%	44%	43%	41%	42%	46%	47%	46%	45%		
Full-Time	160	146	145	145	142	139	148	157	163	158	162	2.5%	1.3%
% Full-Time	96%	98%	94%	94%	95%	95%	97%	99%	100%	100%	100%		
Part-Time	6	3	9	10	8	7	4	2	0	0	0	N/A	-100.0%
% Part-Time	4%	2%	6%	6%	5%	5%	3%	1%	0%	0%	0%		
Tenure-Track Faculty	75	93	95	95	90	95	83	76	70	76	67	-11.8%	-10.7%
% Tenure-Track Faculty	22%	26%	27%	27%	26%	27%	23%	22%	20%	22%	19%		
Full-Time	75	93	95	94	90	95	83	76	70	76	67	-11.8%	-10.7%
% Full-Time	100%	100%	100%	99%	100%	100%	100%	100%	100%	100%	100%		
Part-Time	0	0	0	1	0	0	0	0	0	0	0	N/A	N/A
% Part-Time	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%		
Not on Tenure Track	102	113	108	105	110	117	124	108	116	110	132	20.0%	29.4%
% Not on Tenure Track	30%	32%	30%	30%	31%	33%	35%	31%	33%	32%	37%		
Full-Time	31	33	42	35	36	29	27	24	29	32	39	21.9%	25.8%
% Full-Time	30%	29%	39%	33%	33%	25%	22%	22%	25%	29%	30%		
Part-Time	71	80	66	70	74	88	97	84	87	78	93	19.2%	31.0%
% Part-Time	70%	71%	61%	67%	67%	75%	78%	78%	75%	71%	70%		

INSTRUCTIONAL FACULTY by SECTOR by TENURE STATUS by FULL-TIME/ PART-TIME CLASSIFICATION

Instructional Faculty by Sector by Tenure Status by Full-Time/Part-Time Classification (Continued)

Sector / Tenure Status / Full-Time/Part-Time	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	% Change	
												13-14 1-Yr	04-14 10-Yr
Nebraska Community Colleges													
Tenured Faculty	45	55	59	60	56	60	62	63	62	59	63	6.8%	40.0%
% Tenured Faculty	2%	2%	2%	3%	2%	2%	2%	2%	2%	2%	2%		
Full-Time	45	55	59	60	56	60	62	63	62	59	63	6.8%	40.0%
% Full-Time	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
Part-Time	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A
% Part-Time	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
Tenure-Track Faculty	23	14	13	13	17	13	13	12	15	16	11	-31.3%	-52.2%
% Tenure-Track Faculty	1%	1%	1%	1%	1%	1%	0%	0%	1%	1%	0%		
Full-Time	23	14	13	13	17	13	13	12	15	16	11	-31.3%	-52.2%
% Full-Time	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
Part-Time	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A
% Part-Time	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
Not on Tenure Track	2,158	2,197	2,339	2,162	2,397	2,510	2,529	2,557	2,686	2,979	2,990	0.4%	38.6%
% Not on Tenure Track	97%	97%	97%	97%	97%	97%	97%	97%	97%	98%	98%		
Full-Time	787	804	819	824	842	861	893	924	924	927	916	-1.2%	16.4%
% Full-Time	36%	37%	35%	38%	35%	34%	35%	36%	34%	31%	31%		
Part-Time	1,371	1,393	1,520	1,338	1,555	1,649	1,636	1,633	1,762	2,052	2,074	1.1%	51.3%
% Part-Time	64%	63%	65%	62%	65%	66%	65%	64%	66%	69%	69%		
Nebraska Independent Institutions													
Tenured Faculty	596	618	633	640	669	681	663	669	655	611	575	-5.9%	-3.5%
% Tenured Faculty	28%	28%	28%	27%	28%	29%	30%	30%	30%	28%	23%		
Full-Time	587	604	613	620	644	657	639	644	639	597	558	-6.5%	-4.9%
% Full-Time	98%	98%	97%	97%	96%	96%	96%	96%	98%	98%	97%		
Part-Time	9	14	20	20	25	24	24	25	16	14	17	21.4%	88.9%
% Part-Time	2%	2%	3%	3%	4%	4%	4%	4%	2%	2%	3%		
Tenure-Track Faculty	425	420	367	354	339	318	297	296	254	223	237	6.3%	-44.2%
% Tenure-Track Faculty	20%	19%	17%	15%	14%	13%	13%	13%	12%	10%	10%		
Full-Time	421	402	363	353	335	313	290	286	245	217	232	6.9%	-44.9%
% Full-Time	99%	96%	99%	100%	99%	98%	98%	97%	96%	97%	98%		
Part-Time	4	18	4	1	4	5	7	10	9	6	5	-16.7%	25.0%
% Part-Time	1%	4%	1%	0%	1%	2%	2%	3%	4%	3%	2%		
Not on Tenure Track	1,079	1,168	1,223	1,382	1,412	1,389	1,253	1,233	1,284	1,337	1,653	23.6%	53.2%
% Not on Tenure Track	51%	53%	55%	58%	58%	58%	57%	56%	59%	62%	67%		
Full-Time	452	475	542	562	566	554	572	574	692	629	611	-2.9%	35.2%
% Full-Time	42%	41%	44%	41%	40%	40%	46%	47%	54%	47%	37%		
Part-Time	627	693	681	820	846	835	681	659	592	708	1,042	47.2%	66.2%
% Part-Time	58%	59%	56%	59%	60%	60%	54%	53%	46%	53%	63%		

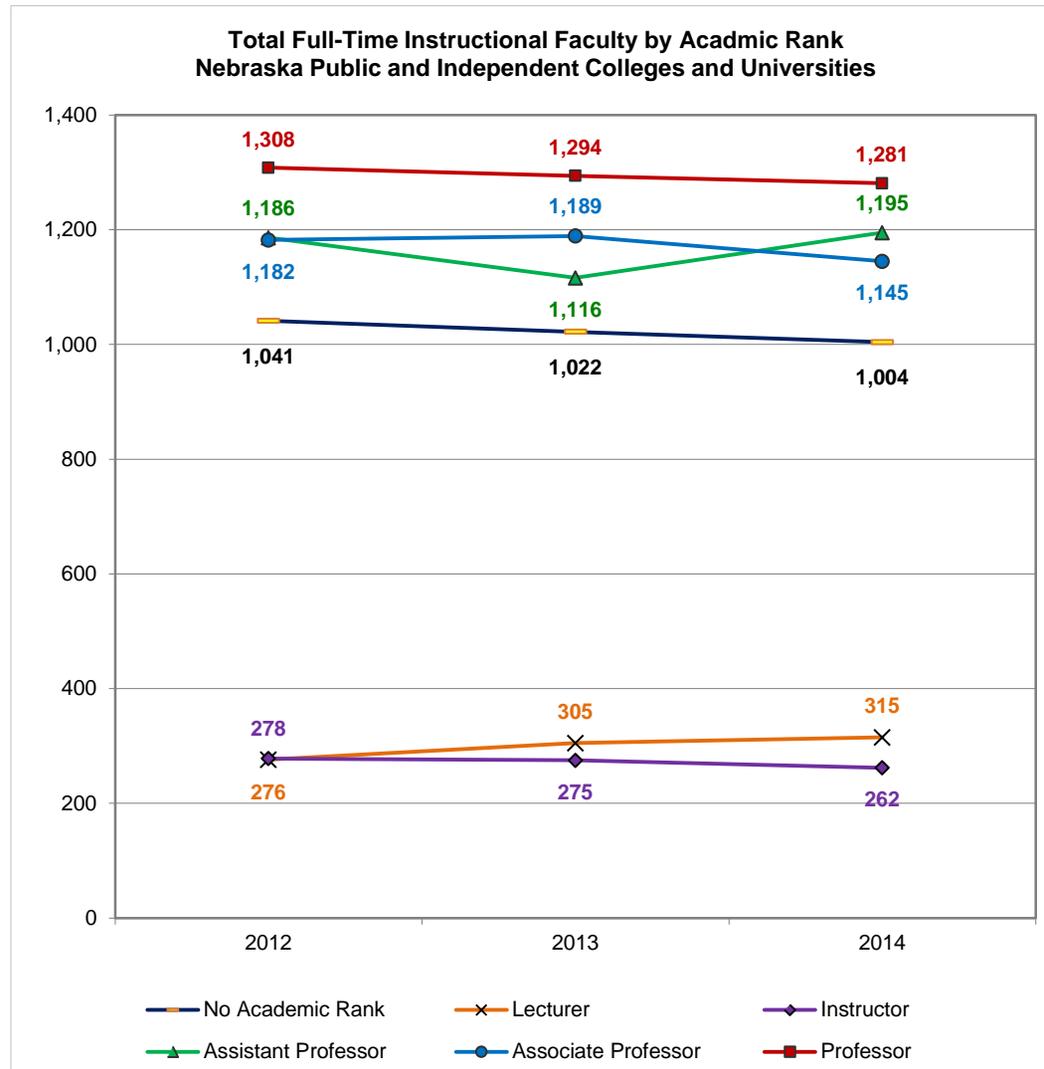
INSTRUCTIONAL FACULTY by SECTOR by TENURE STATUS by FULL-TIME/ PART-TIME CLASSIFICATION

Instructional Faculty by Sector by Tenure Status by Full-Time/Part-Time Classification (Continued)

Sector / Tenure Status / Full-Time/Part-Time	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	% Change	
												13-14 1-Yr	04-14 10-Yr
Nebraska Total													
Tenured Faculty	2,118	2,133	2,182	2,216	2,234	2,218	2,237	2,182	2,249	2,179	2,156	-1.1%	1.8%
% Tenured Faculty	28%	27%	27%	27%	26%	26%	26%	26%	26%	24%	23%		
Full-Time	2,077	2,100	2,125	2,157	2,177	2,170	2,177	2,123	2,201	2,145	2,116	-1.4%	1.9%
% Full-Time	98%	98%	97%	97%	97%	98%	97%	97%	98%	98%	98%		
Part-Time	41	33	57	59	57	48	60	59	48	34	40	17.6%	-2.4%
% Part-Time	2%	2%	3%	3%	3%	2%	3%	3%	2%	2%	2%		
Tenure-Track Faculty	1,048	1,083	1,034	1,055	1,036	1,026	996	977	947	938	961	2.5%	-8.3%
% Tenure-Track Faculty	14%	14%	13%	13%	12%	12%	12%	11%	11%	11%	10%		
Full-Time	1,039	1,063	1,025	1,053	1,027	1,016	985	961	932	927	951	2.6%	-8.5%
% Full-Time	99%	98%	99%	100%	99%	99%	99%	98%	98%	99%	99%		
Part-Time	9	20	9	2	9	10	11	16	15	11	10	-9.1%	11.1%
% Part-Time	1%	2%	1%	0%	1%	1%	1%	2%	2%	1%	1%		
Not on Tenure Track	4,531	4,699	4,945	4,967	5,259	5,352	5,306	5,384	5,358	5,816	6,175	6.2%	36.3%
% Not on Tenure Track	59%	59%	61%	60%	62%	62%	63%	63%	63%	65%	66%		
Full-Time	1,619	1,680	1,837	1,841	1,884	1,870	1,961	2,004	2,138	2,129	2,135	0.3%	31.9%
% Full-Time	36%	36%	37%	37%	36%	35%	37%	37%	40%	37%	35%		
Part-Time	2,912	3,019	3,108	3,126	3,375	3,482	3,345	3,380	3,220	3,687	4,040	9.6%	38.7%
% Part-Time	64%	64%	63%	63%	64%	65%	63%	63%	60%	63%	65%		

TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY by ACADEMIC RANK

- Academic rank information collected by IPEDS does not include data for part-time faculty. In addition, academic rank for medical staff has only been collected since fall 2012. Therefore, the following information is limited to full-time instructional faculty for fall 2012 through fall 2014.



- Between fall 2012 and fall 2014, the numbers of full-time instructional faculty by academic rank changed as follows:

Academic Rank	13–14 1-Yr	12–14 2-Yr
No Rank (■)	-1.8%	-3.6%
Lecturer (x)	3.3%	14.1%
Instructor (◆)	-4.7%	-5.8%
Assist. Professor (▲)	7.1%	0.8%
Assoc. Professor (●)	-3.7%	-3.1%
Professor (■)	-1.0%	-2.1%
Full-Time Instructional Faculty Total	0.0%	-1.3%

TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY by SECTOR by ACADEMIC RANK

- As shown below, the overall composition of full-time instructional faculty at Nebraska's public and independent colleges and universities shifted slightly between fall 2012 and fall 2014.

Full-Time Instructional Faculty by Sector by Academic Rank

Sector / Academic Rank	2012	2013	2014	% Change		Sector / Academic Rank	2012	2013	2014	% Change	
				13-14 1-Yr	12-14 2-Yr					13-14 1-Yr	12-14 2-Yr
University of Nebraska						Nebraska Independent Institutions					
No Academic Rank	6	15	6	-60.0%	0.0%	No Academic Rank	34	5	8	60.0%	-76.5%
% No Academic Rank	0%	1%	0%			% No Academic Rank	2%	0%	1%		
Lecturer	267	287	298	3.8%	11.6%	Lecturer	8	7	7	0.0%	-12.5%
% Lecturer	11%	12%	12%			% Lecturer	1%	0%	0%		
Instructor	116	120	128	6.7%	10.3%	Instructor	137	135	112	-17.0%	-18.2%
% Instructor	5%	5%	5%			% Instructor	9%	9%	8%		
Assistant Professor	593	594	643	8.2%	8.4%	Assistant Professor	528	456	483	5.9%	-8.5%
% Assistant Professor	24%	24%	25%			% Assistant Professor	34%	32%	34%		
Associate Professor	638	662	657	-0.8%	3.0%	Associate Professor	489	468	431	-7.9%	-11.9%
% Associate Professor	26%	27%	26%			% Associate Professor	31%	32%	31%		
Professor	812	812	811	-0.1%	-0.1%	Professor	380	372	360	-3.2%	-5.3%
% Professor	33%	33%	32%			% Professor	24%	26%	26%		
Nebraska State College System						Nebraska Total					
No Academic Rank	0	0	0	N/A	N/A	No Academic Rank	1,041	1,022	1,004	-1.8%	-3.6%
% No Academic Rank	0%	0%	0%			% No Academic Rank	20%	20%	19%		
Lecturer	1	11	10	-9.1%	900.0%	Lecturer	276	305	315	3.3%	14.1%
% Lecturer	0%	4%	4%			% Lecturer	5%	6%	6%		
Instructor	25	20	22	10.0%	-12.0%	Instructor	278	275	262	-4.7%	-5.8%
% Instructor	10%	8%	8%			% Instructor	5%	5%	5%		
Assistant Professor	65	66	69	4.5%	6.2%	Assistant Professor	1,186	1,116	1,195	7.1%	0.8%
% Assistant Professor	25%	25%	26%			% Assistant Professor	23%	21%	23%		
Associate Professor	55	59	57	-3.4%	3.6%	Associate Professor	1,182	1,189	1,145	-3.7%	-3.1%
% Associate Professor	21%	22%	21%			% Associate Professor	22%	23%	22%		
Professor	116	110	110	0.0%	-5.2%	Professor	1,308	1,294	1,281	-1.0%	-2.1%
% Professor	44%	41%	41%			% Professor	25%	25%	25%		
Nebraska Community Colleges											
No Academic Rank	1,001	1,002	990	-1.2%	-1.1%						
% No Academic Rank	100%	100%	100%								
Lecturer	0	0	0	N/A	N/A						
% Lecturer	0%	0%	0%								
Instructor	0	0	0	N/A	N/A						
% Instructor	0%	0%	0%								
Assistant Professor	0	0	0	N/A	N/A						
% Assistant Professor	0%	0%	0%								
Associate Professor	0	0	0	N/A	N/A						
% Associate Professor	0%	0%	0%								
Professor	0	0	0	N/A	N/A						
% Professor	0%	0%	0%								

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Section 3

Full-Time Instructional Faculty by Gender

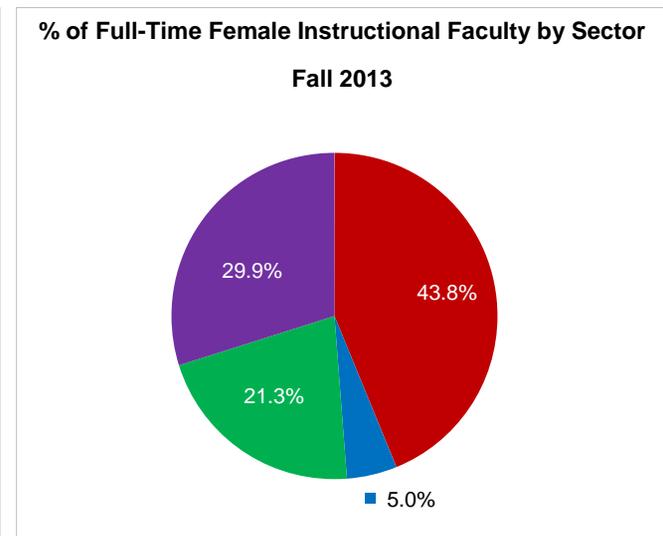
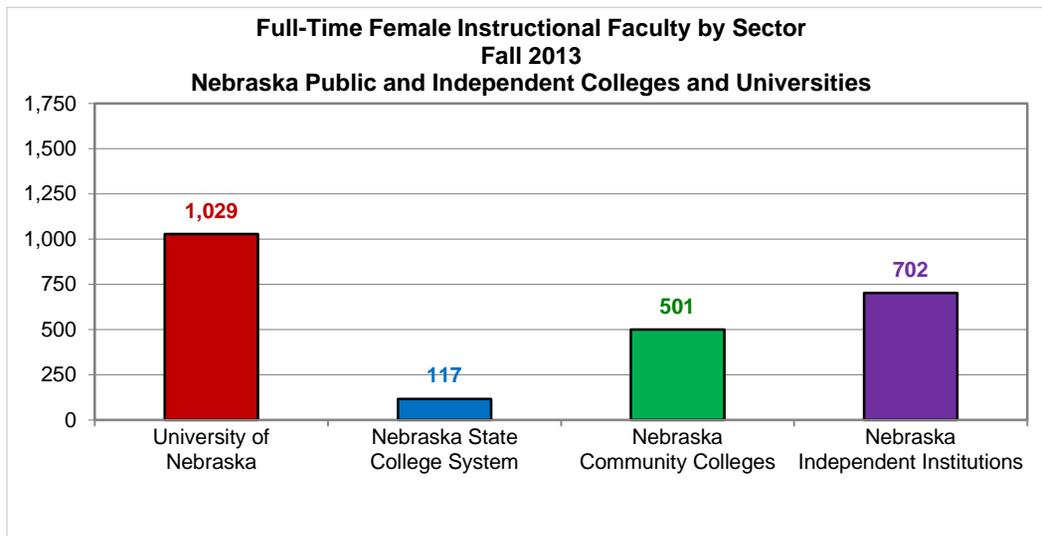
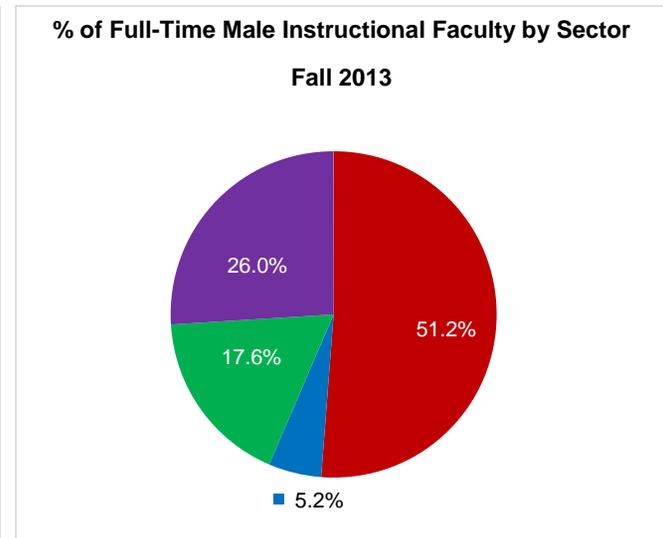
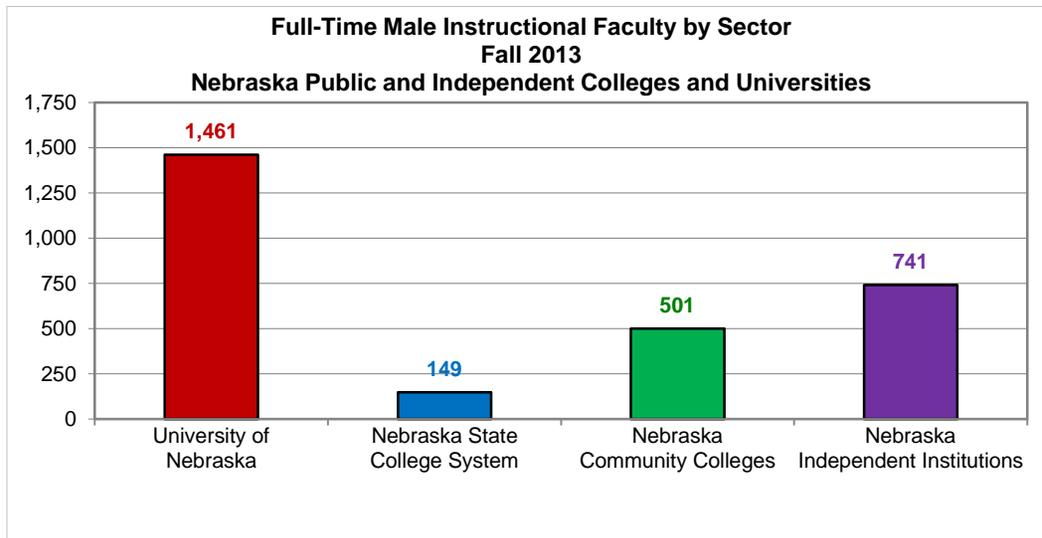


FULL-TIME INSTRUCTIONAL FACULTY by GENDER

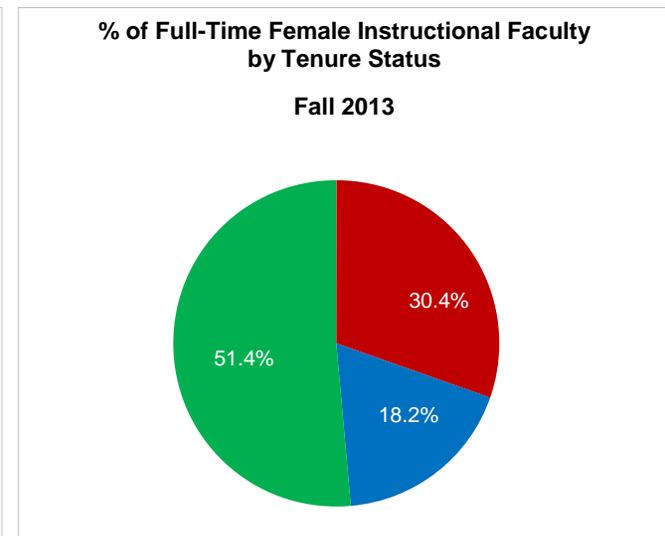
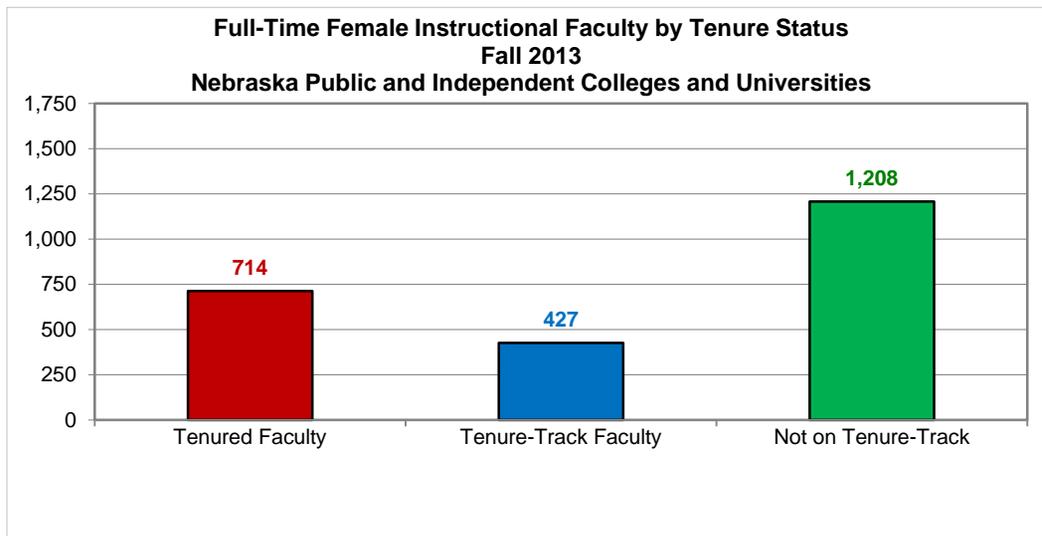
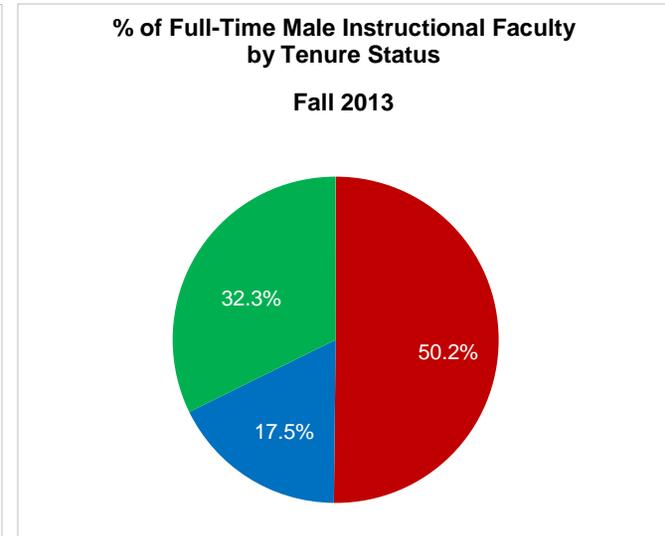
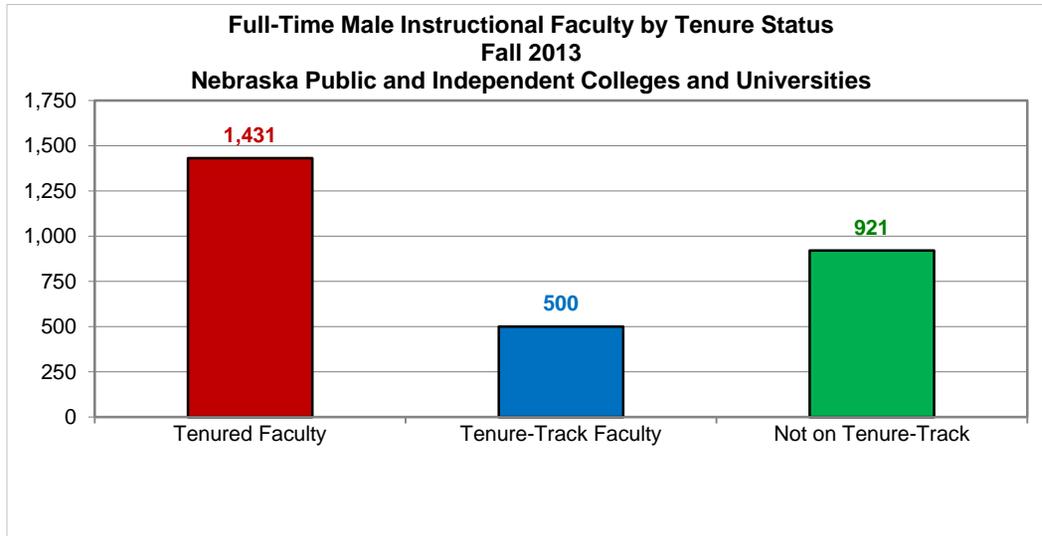
The analyses in this sub-section of the *Factual Look* focus on full-time instructional faculty by gender, by tenure status, and by academic rank. Due to changes in IPEDS reporting requirements, 2013 is the baseline for this sub-section of the *Factual Look*. This information is collected only in odd-numbered years. Data for fall 2015 will not be available until spring 2016; therefore, trend statistics are not applicable at this time.

- In fall 2013, Nebraska's public and independent colleges and universities employed 2,852 male full-time instructional faculty.
- In fall 2013, Nebraska's public and independent colleges and universities employed 2,349 female full-time instructional faculty.

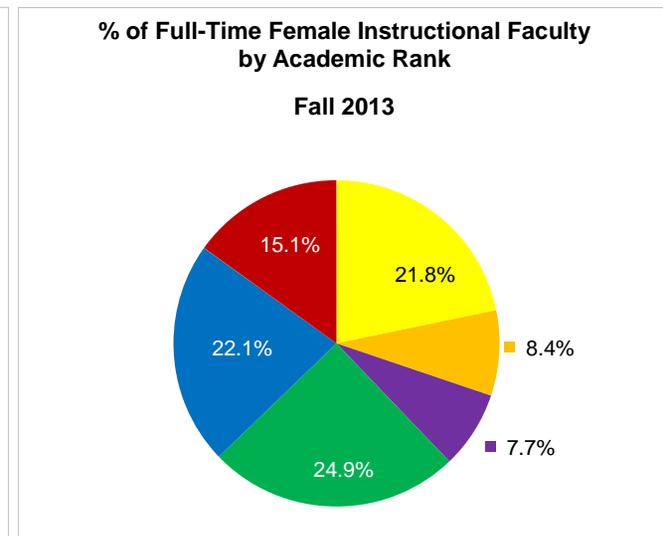
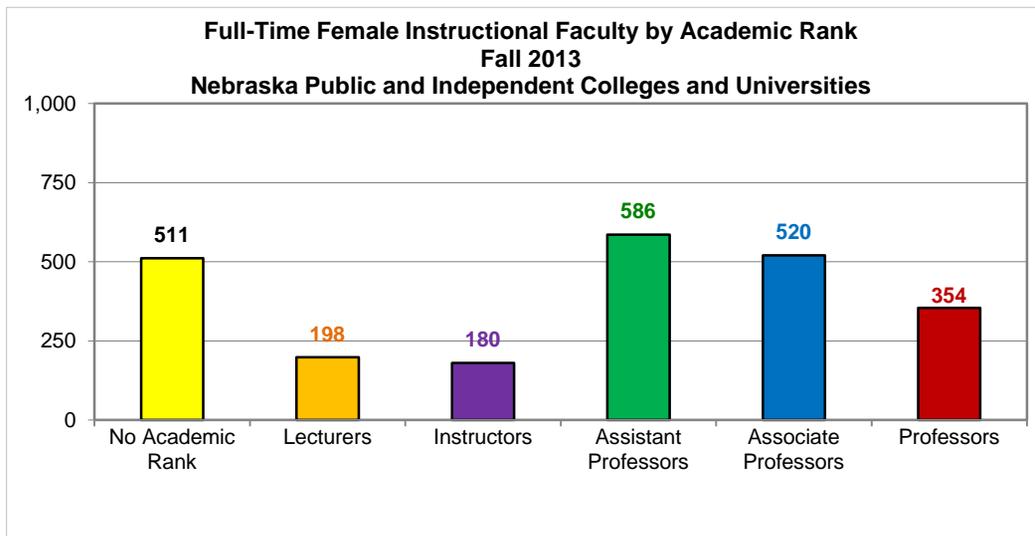
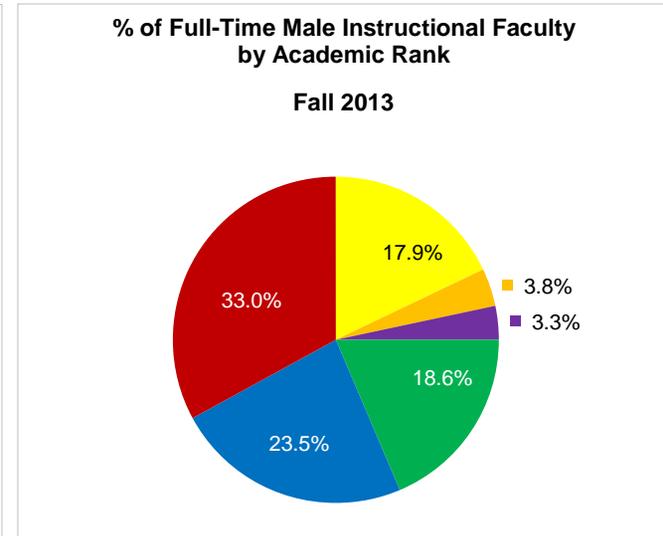
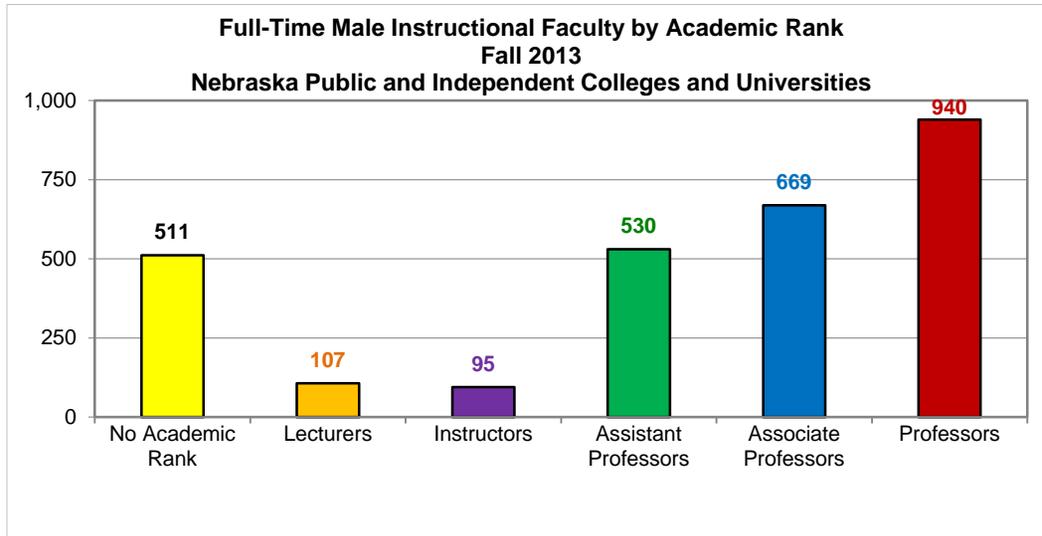
FULL-TIME INSTRUCTIONAL FACULTY by GENDER by SECTOR



FULL-TIME INSTRUCTIONAL FACULTY by GENDER by TENURE STATUS



FULL-TIME INSTRUCTIONAL FACULTY by GENDER by ACADEMIC RANK



FULL-TIME INSTRUCTIONAL FACULTY by GENDER by SECTOR by ACADEMIC RANK

Fall 2013 Full-Time Instructional Faculty by Gender by Sector by Rank

Sector / Rank	Males	Females	Sector / Rank	Males	Females
University of Nebraska			Nebraska Independent Institutions		
No Academic Rank	9	6	No Academic Rank	1	4
% No Academic Rank	1%	1%	% No Academic Rank	0%	1%
Lecturer	102	185	Lecturer	0	7
% Lecturer	7%	18%	% Lecturer	0%	1%
Instructor	41	79	Instructor	45	90
% Instructor	3%	8%	% Instructor	6%	13%
Assistant Professor	315	279	Assistant Professor	183	273
% Assistant Professor	22%	27%	% Assistant Professor	25%	39%
Associate Professor	385	277	Associate Professor	253	215
% Associate Professor	26%	27%	% Associate Professor	34%	31%
Professor	609	203	Professor	259	113
% Professor	42%	20%	% Professor	35%	16%
Nebraska State College System			Nebraska Total		
No Academic Rank	0	0	No Academic Rank	511	511
% No Academic Rank	0%	0%	% No Academic Rank	18%	22%
Lecturer	5	6	Lecturer	107	198
% Lecturer	3%	5%	% Lecturer	4%	8%
Instructor	9	11	Instructor	95	180
% Instructor	6%	9%	% Instructor	3%	8%
Assistant Professor	32	34	Assistant Professor	530	586
% Assistant Professor	21%	29%	% Assistant Professor	19%	25%
Associate Professor	31	28	Associate Professor	669	520
% Associate Professor	21%	24%	% Associate Professor	23%	22%
Professor	72	38	Professor	940	354
% Professor	48%	32%	% Professor	33%	15%
Nebraska Community Colleges					
No Academic Rank	501	501			
% No Academic Rank	100%	100%			
Lecturer	0	0			
% Lecturer	0%	0%			
Instructor	0	0			
% Instructor	0%	0%			
Assistant Professor	0	0			
% Assistant Professor	0%	0%			
Associate Professor	0	0			
% Associate Professor	0%	0%			
Professor	0	0			
% Professor	0%	0%			

Section 4



Full-Time Instructional Faculty by Race/Ethnicity

KEY TERMS

The analyses in this sub-section of the *Factual Look* focus on full-time instructional faculty by race/ethnicity as defined below:

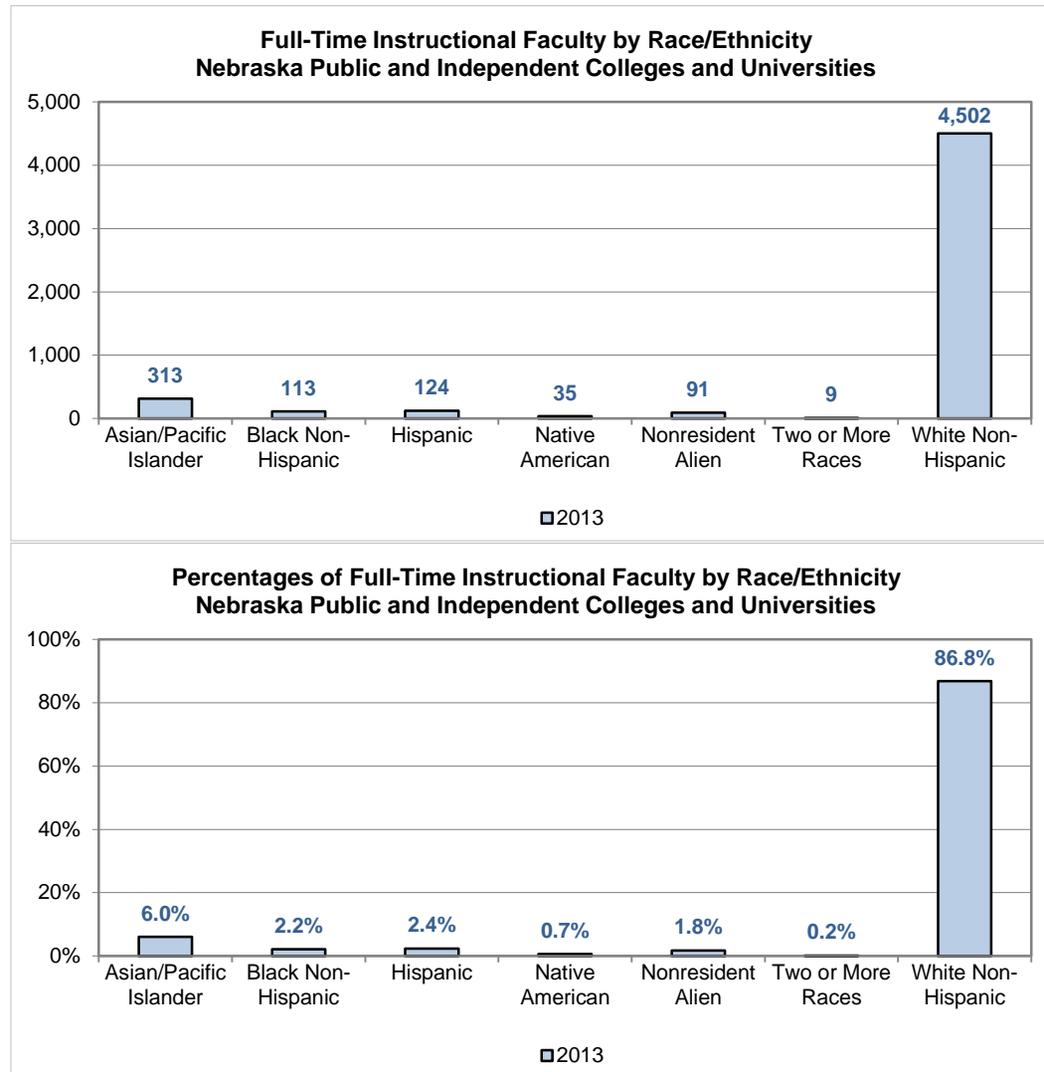
“**Race/ethnicity** (new definition): Categories developed in 1997 by the Office of Management and Budget (OMB) that are used to describe groups to which individuals belong, identify with, or belong in the eyes of the community. The categories do not denote scientific definitions of anthropological origins. The designations are used to categorize U.S. citizens, resident aliens, and other eligible non-citizens.” (Data source: *IPEDS Glossary*)

Race/Ethnicity Category Name Used in this Report	IPEDS Category Name	IPEDS Definition
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.
Black Non-Hispanic	Black or African American	A person having origins in any of the black racial groups of Africa.
Hispanic	Hispanic/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.
Nonresident Alien	Nonresident 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. Note: Nonresident aliens are to be reported separately in the places provided, rather than in any of the racial/ethnic categories.
Two or More Races	Two or More Races	The category used by institutions to report persons who selected more than one race.
Unknown Race/Ethnicity	Race and Ethnicity Unknown	The category used to report students or employees whose race and ethnicity are not known.
White Non-Hispanic	White	A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
-	Resident Alien (and Other Eligible Non-Citizens)	A person who is not a citizen or national of the United States but who has been admitted as a legal immigrant for the purpose of obtaining permanent resident alien status (and who holds either an alien registration card (Form I-551 or I-151), a Temporary Resident Card (Form I-688), or an Arrival-Departure Record (Form I-94) with a notation that conveys legal immigrant status such as Section 207 Refugee, Section 208 Asylee, Conditional Entrant Parolee or Cuban-Haitian). Note: Resident aliens are to be reported in the appropriate racial/ethnic categories along with United States citizens.

Data source: Glossary, Integrated Postsecondary Education Data System (IPEDS), National Center for Education Statistics, U.S. Department of Education, December 17, 2015.

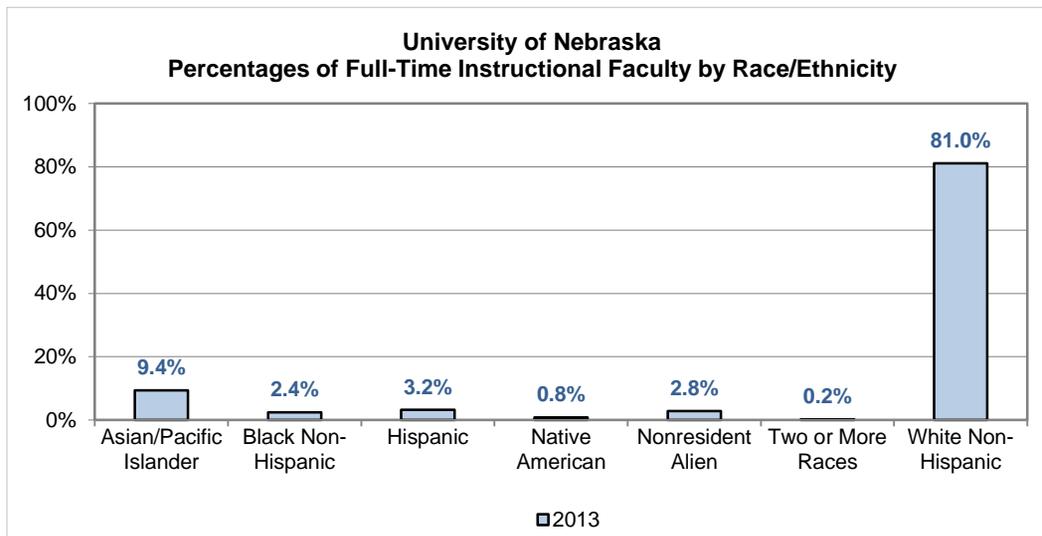
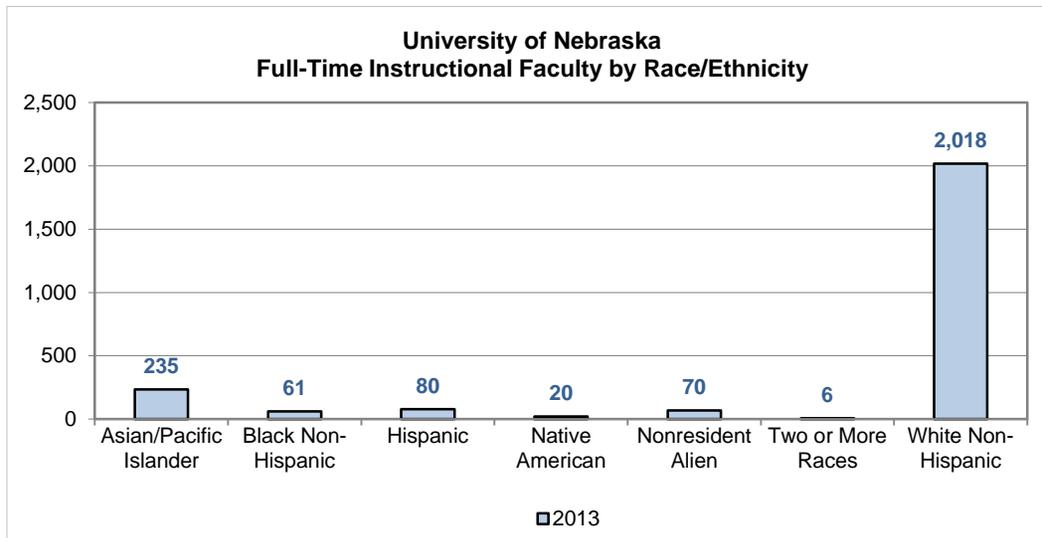
FULL-TIME INSTRUCTIONAL FACULTY by RACE/ETHNICITY

Due to changes in IPEDS reporting requirements, 2013 is the baseline for this sub-section of the *Factual Look*. This information is collected only in odd-numbered years. Data for fall 2015 will not be available until spring 2016; therefore, trend statistics are not applicable at this time.

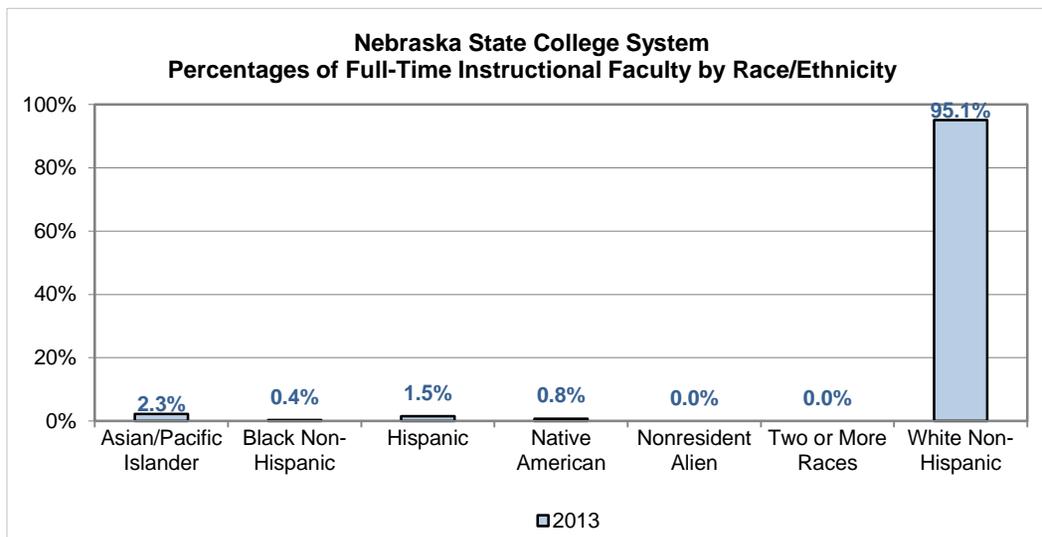
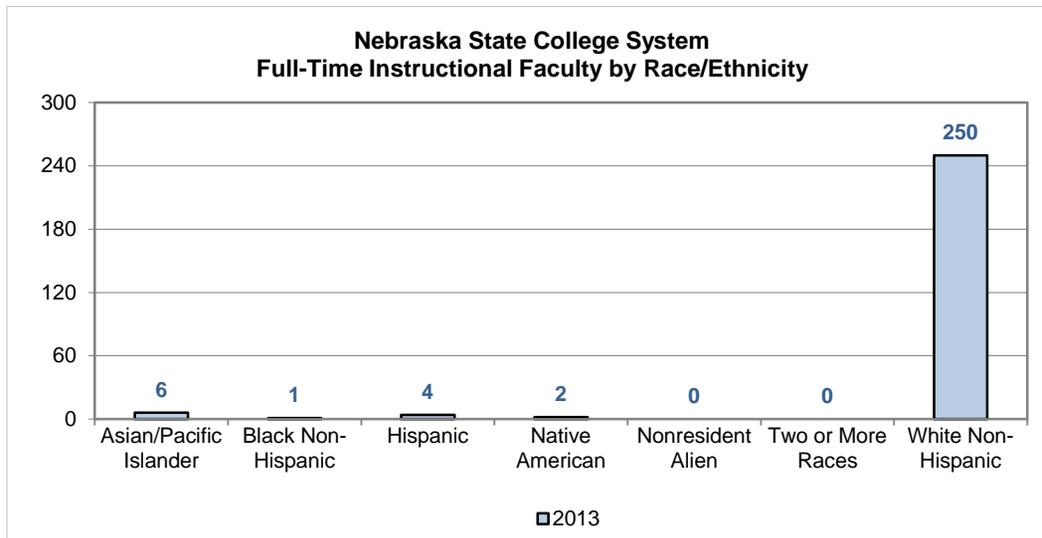


Note. Excludes 14 instructional faculty of unknown race/ethnicity.

FULL-TIME INSTRUCTIONAL FACULTY by SECTOR by RACE/ETHNICITY

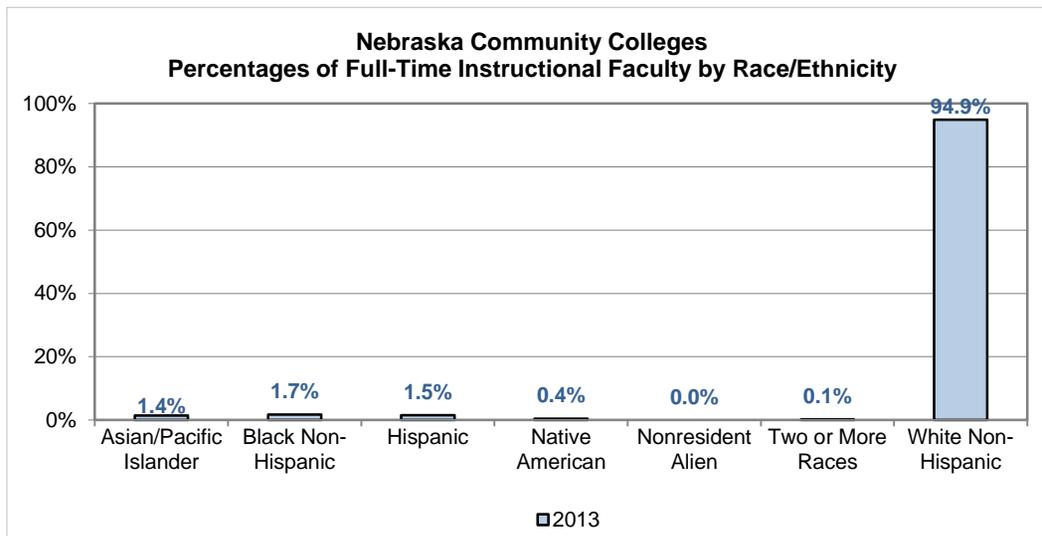
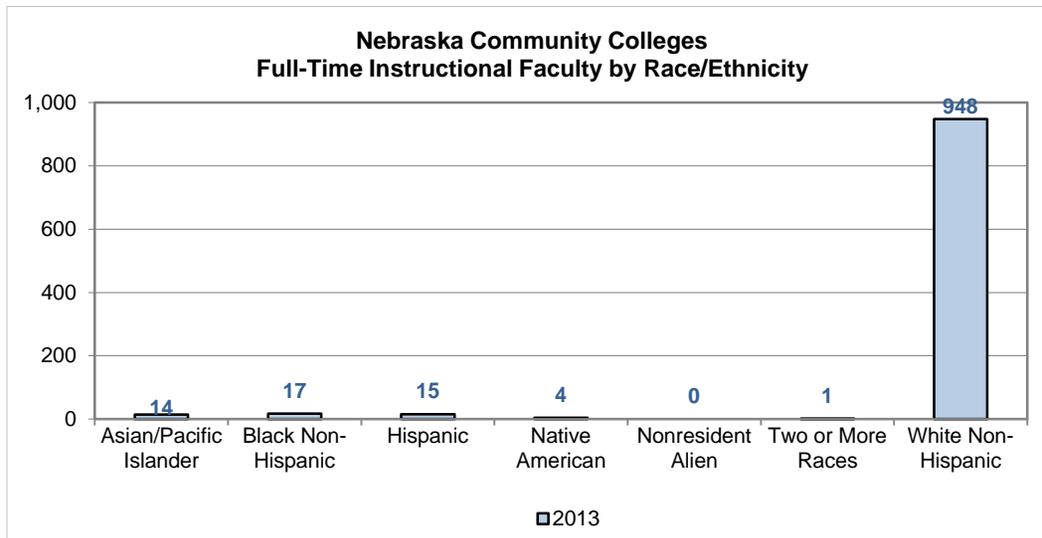


FULL-TIME INSTRUCTIONAL FACULTY by SECTOR by RACE/ETHNICITY



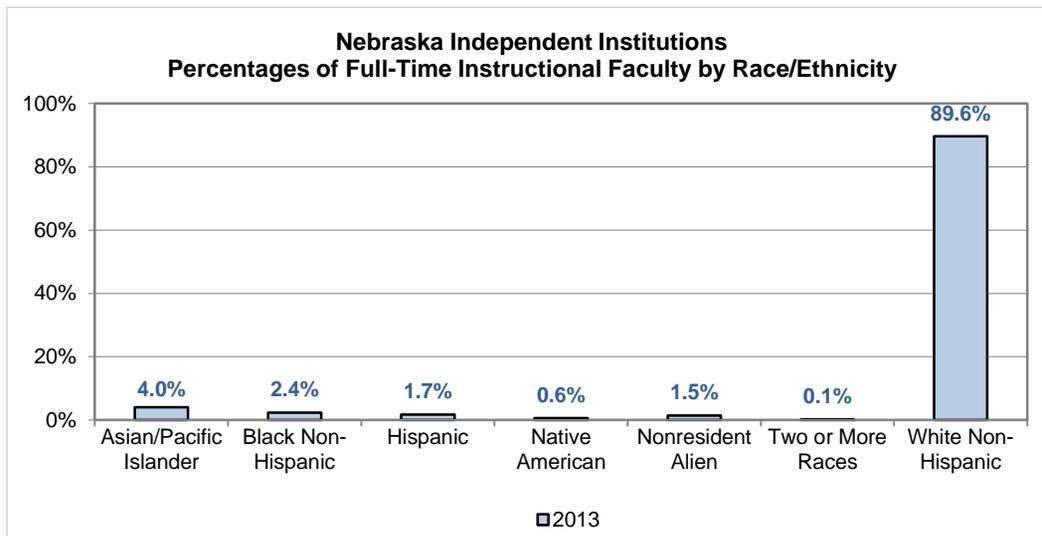
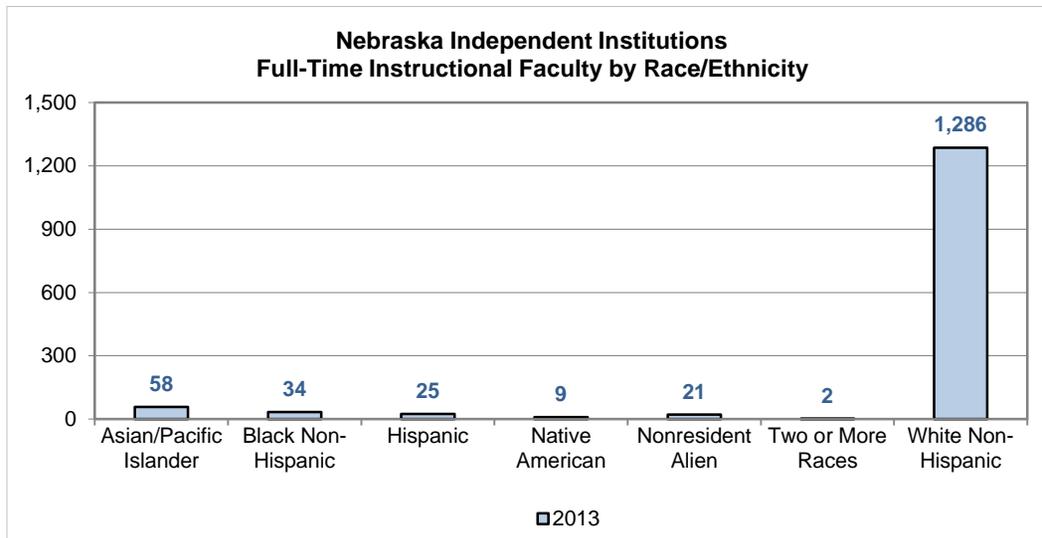
Note. Excludes three instructional faculty of unknown race/ethnicity.

FULL-TIME INSTRUCTIONAL FACULTY by SECTOR by RACE/ETHNICITY



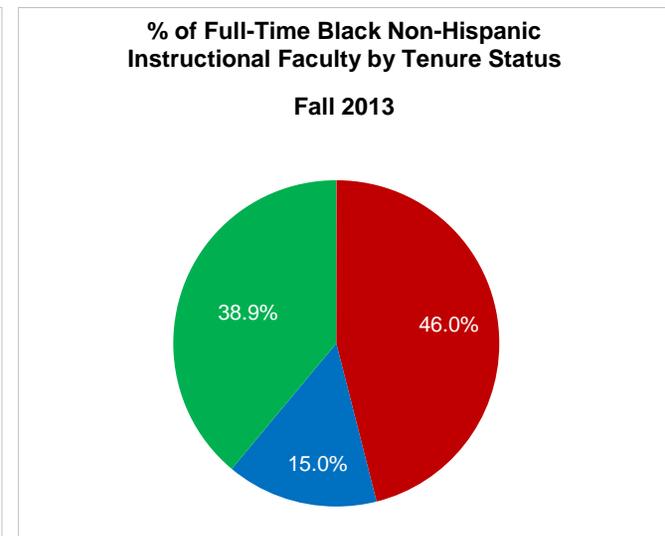
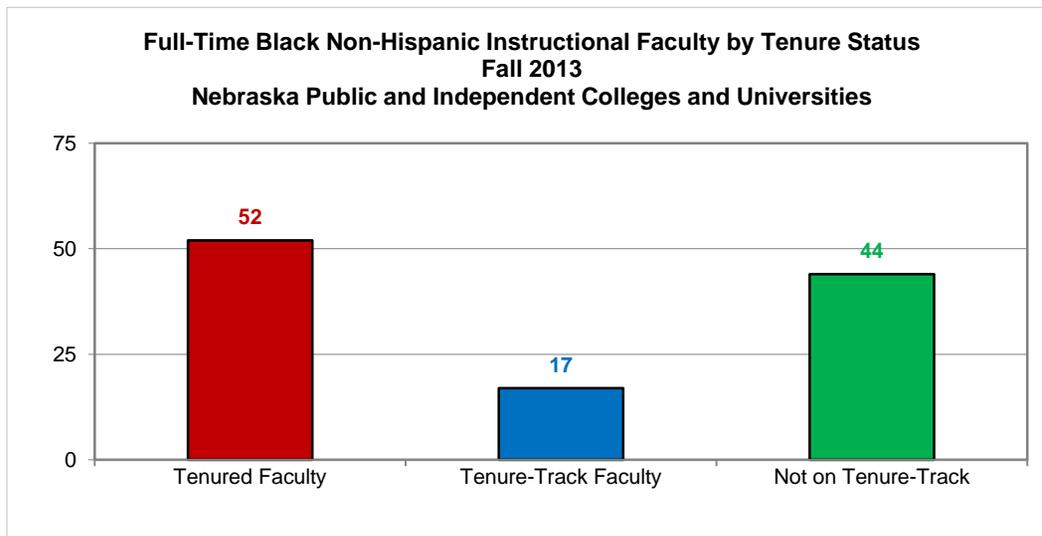
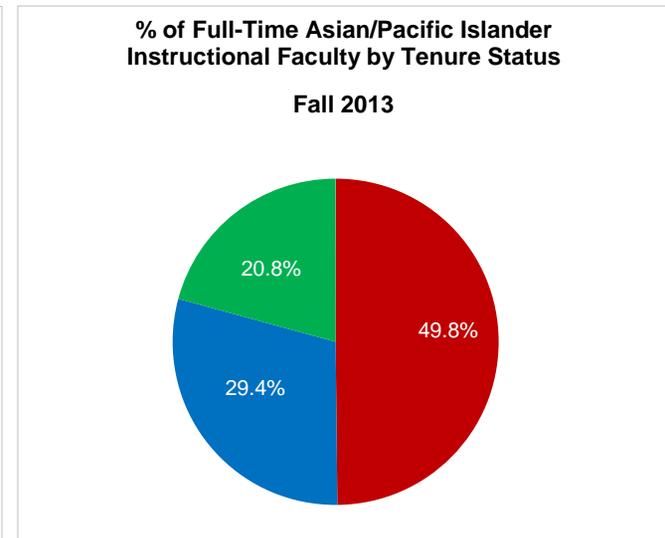
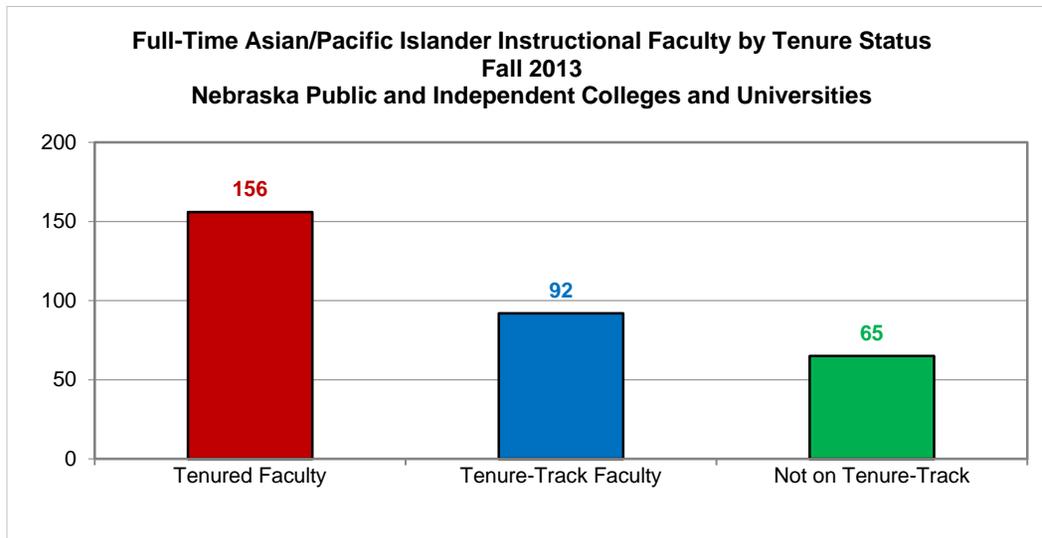
Note. Excludes three instructional faculty of unknown race/ethnicity.

FULL-TIME INSTRUCTIONAL FACULTY by SECTOR by RACE/ETHNICITY

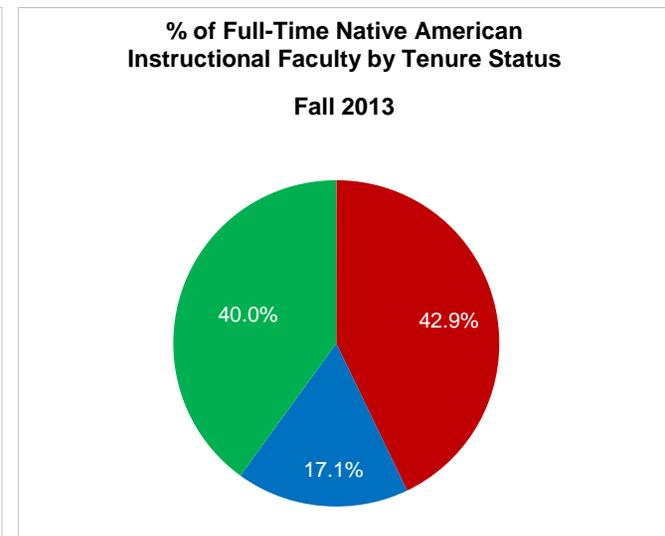
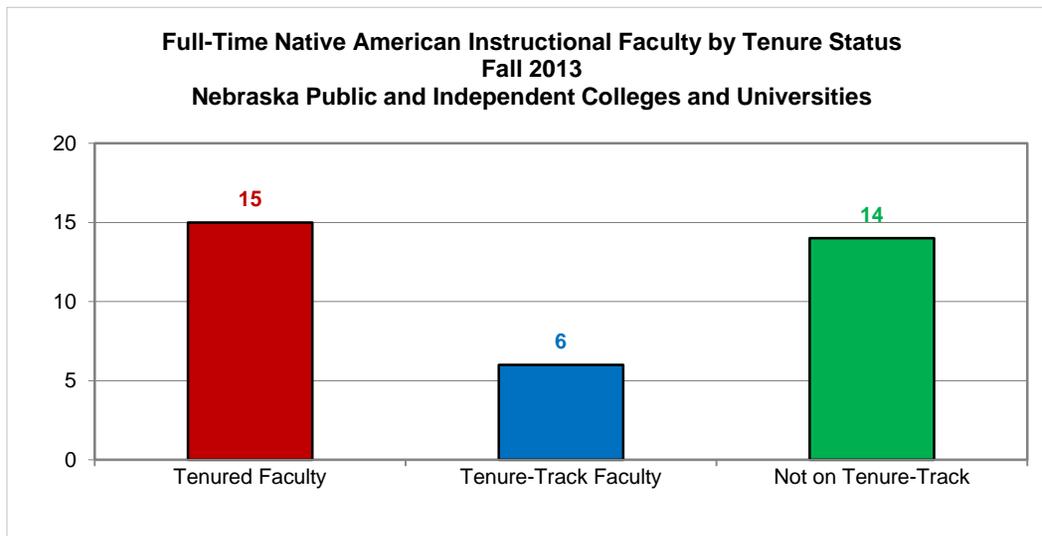
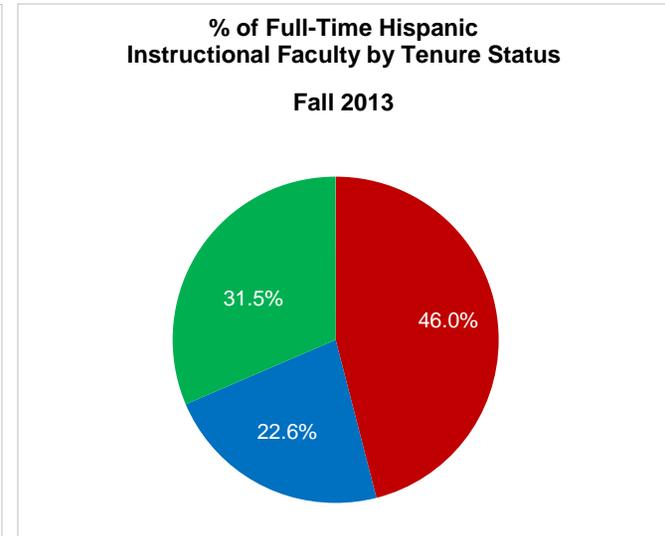
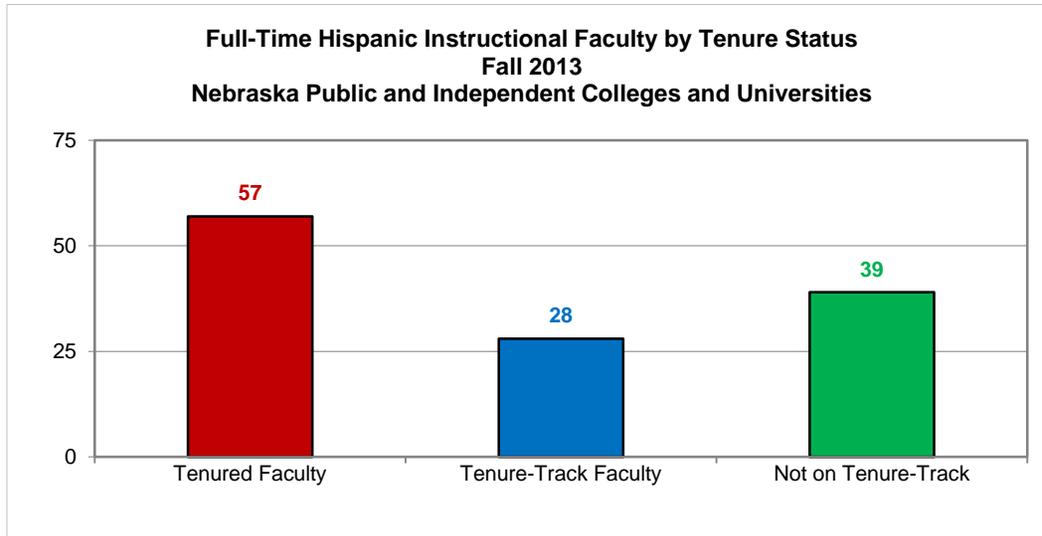


Note. Excludes eight instructional faculty of unknown race/ethnicity.

FULL-TIME INSTRUCTIONAL FACULTY by RACE/ETHNICITY by TENURE STATUS

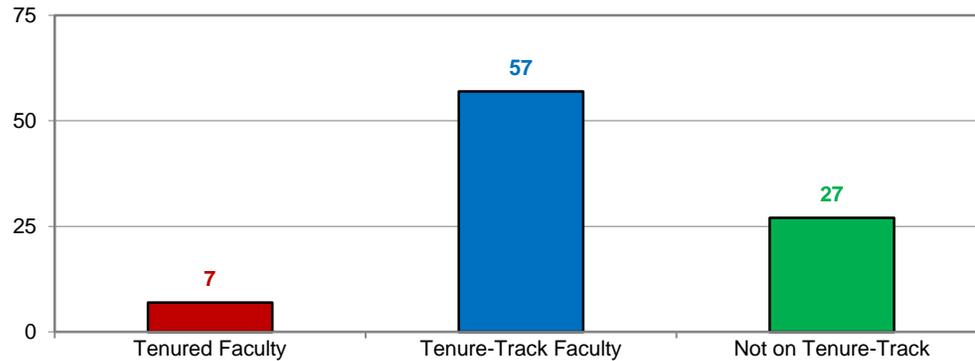


FULL-TIME INSTRUCTIONAL FACULTY by RACE/ETHNICITY by TENURE STATUS



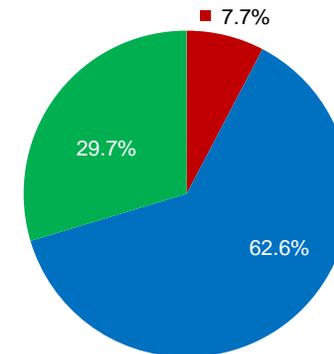
FULL-TIME INSTRUCTIONAL FACULTY by RACE/ETHNICITY by TENURE STATUS

**Full-Time Nonresident Alien Instructional Faculty by Tenure Status
Fall 2013
Nebraska Public and Independent Colleges and Universities**

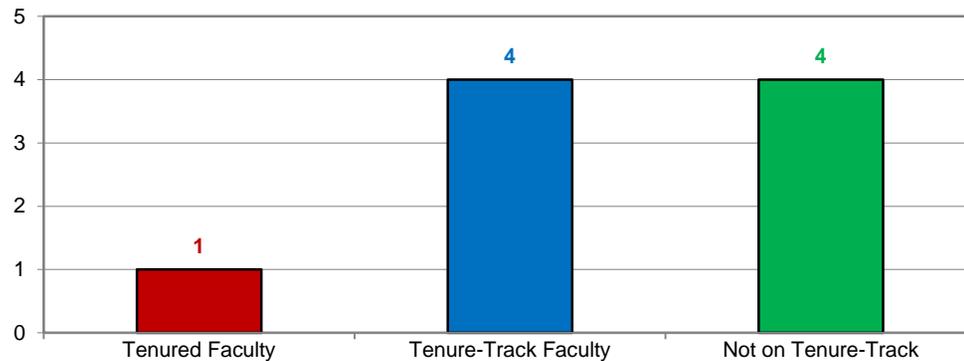


% of Full-Time Nonresident Alien Instructional Faculty by Tenure Status

Fall 2013

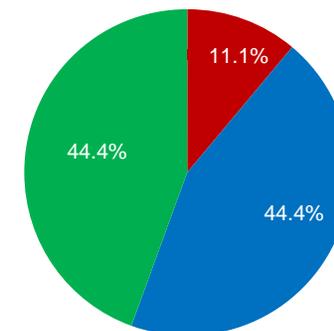


**Full-Time Two or More Races Instructional Faculty by Tenure Status
Fall 2013
Nebraska Public and Independent Colleges and Universities**

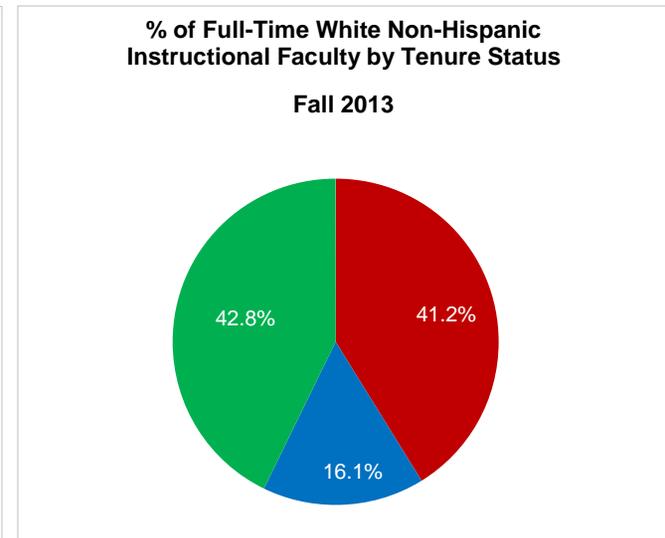
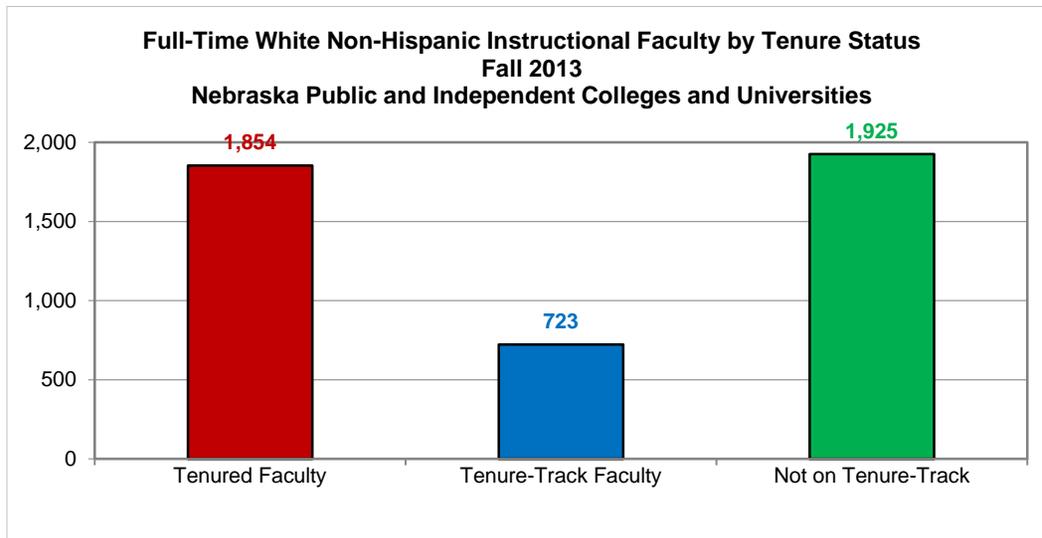


% of Full-Time Two or More Races Instructional Faculty by Tenure Status

Fall 2013



FULL-TIME INSTRUCTIONAL FACULTY by RACE/ETHNICITY by TENURE STATUS



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Section 5

Average Salaries of Full-Time Instructional Faculty* by Sector, Academic Rank, and Gender

* Does not include medical staff or full-time instructional faculty who work for less than nine months of the year.

INTRODUCTION TO SALARY ANALYSES

IPEDS does not collect salary data for part-time instructional faculty, instructional faculty who work for less than nine months of the year (even though they may be considered full-time employees), or for medical staff. Therefore, data summarized in this sub-section of the *Factual Look* include only non-medical full-time instructional faculty who work at least nine months of the year.

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. In addition, average salaries have been converted to 2014–15 constant dollars to take into account the effect of inflation when salaries are compared over the period from 2004–05 to 2014–15. Average salaries were converted to 2014–15 constant dollars using a multiplication factor based on the Consumer Price Index (CPI) that is maintained by the U.S. Bureau of Labor Statistics (BLS).

THE CONSUMER PRICE INDEX

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 representative sample of U.S. households. 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 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 2004–05 (July 2004–June 2005) and 2014–15 (July 2014–June 2015).

The average CPI-U for July 2004 through June 2005 was 191.700. For July 2014 through June 2015, the average CPI-U was 236.678, indicating that there was an overall 23.5% increase in consumer prices over the 10 years. Given a 23.5% increase in the general level of prices over the 10 years, salaries also would have to increase 23.5% to have the same amount of purchasing power in 2014–15 as in 2004–05 or, in other words, to keep pace with price inflation.

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

CALCULATION OF AVERAGE SALARIES

Beginning with the collection of fall 2012 data, the numbers of full-time instructional faculty are reported by gender, academic rank, and length of contract. The categories for each of these three variables are as follows:

- Gender: Male or female
- Academic rank: Professor, associate professor, assistant professor, instructor, lecturer, or no rank
- Contract length: 9-month, 10-month, 11-month, or 12-month

Combining these three variables results in 48 different groups of faculty for which the number of full-time instructional faculty are reported. For example, an institution reports the number of male professors with 9-month contracts, the number of female professors with 9-month contracts, the number of male associate professors with 9-month contracts, and so forth.

Beginning with the collection of fall 2012 data, total salary outlays (not including any benefits) are reported separately for males and females in each of the six rank categories, resulting in 12 reported total salary outlays.¹ For example, the total salary outlay paid to female professors is reported separately from the total salary outlay paid to male professors.

Using the reported data for a gender-rank category or combination of categories, such as male and female professors combined, an average monthly salary is calculated as follows:

$$\text{Average Monthly Salary} = \frac{\text{Total Salary Outlay}}{(N_9 * 9) + (N_{10} * 10) + (N_{11} * 11) + (N_{12} * 12)} = \frac{\text{Total Salary Outlay}}{\text{Total Number of Months}}$$

Where: N_9 = the number of instructional faculty with 9-month contracts
 N_{10} = the number of instructional faculty with 10-month contracts
 N_{11} = the number of instructional faculty with 11-month contracts
 N_{12} = the number of instructional faculty with 12-month contracts

The average monthly salary is then multiplied by nine months to calculate the average 9-month salary:

$$\text{Average 9-Month Salary} = \text{Average Monthly Salary} * 9$$

¹ “Salary outlay: Projected annual expenditure for salaries.” (Data source: IPEDS Glossary)

APPLICATION OF THE 2012–13 FORMULA TO PREVIOUSLY COLLECTED DATA

Prior to the collection of fall 2012 data, full-time instructional faculty were reported by gender and rank, but for only two categories of contract length:

- Contract length: 9-month or 10-month contracts, 11-month or 12-month contracts

Total salary outlays (not including any benefits) also were reported by gender and rank for the same two categories of contract length.

In order to apply the fall 2012 formula to the data collected prior to fall 2012, the assumption is made that all faculty with 9- or 10-month contracts had 9-month contracts. Based on an analysis of the data collected in 2012–13, this is a reasonable assumption to apply to data reported by the public institutions constituting the University of Nebraska, the Nebraska State College System, and the community college sector.

An analysis of the data collected for fall 2012 revealed that all faculty members with 9- or 10-month contracts were reported to have 9-month contracts at the University of Nebraska institutions and the state colleges. Of the 624 faculty with 9- or 10-month contracts at the community colleges, all but 12 faculty at Mid-Plains Community College had 9-month contracts in fall 2012.

The assumption that all faculty with 9- or 10-month contracts had 9-month contracts does not as accurately reflect the distribution of faculty within the sector consisting of Nebraska's independent (not-for-profit) colleges and universities. Within the independent sector, eight of the 20 institutions reported that all of their faculty with 9- or 10-month contracts had 10-month contracts, rather than 9-month contracts, in 2012–13.² Together, these 232 faculty accounted for 27.1% of the 856 faculty in the independent sector with 9- or 10-month contracts.

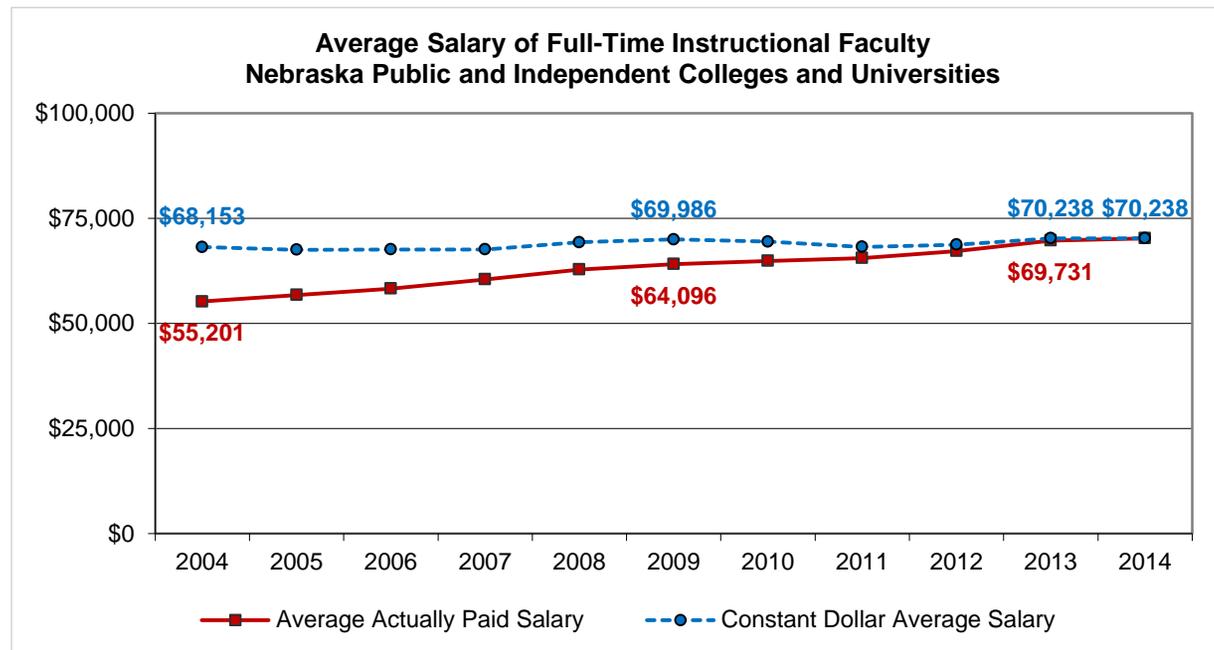
Historically, the National Center for Education Statistics (NCES) has assumed that all faculty with 9- or 10-month appointments have had 9-month contracts when average salaries are calculated. Applying this assumption has resulted in at least slightly overestimated average salaries for institutions with any faculty on 10-month contracts. However, to remain consistent with average salaries reported by the NCES, the Commission is continuing to make the same assumption, even though the analysis of fall 2012 data indicates that this assumption probably is not as applicable to the independent sector as it is to the public sectors in Nebraska.

In order to apply the fall 2012 formula to the data collected prior to fall 2012, another assumption is made that all faculty with 11- or 12-month contracts had 12-month contracts. Based on an analysis of fall 2012 data, this assumption is reasonable to apply to all four Nebraska sectors included in this report. Of the 1,358 faculty with 11- or 12-month contracts in fall 2012, 1,344 (99.0%) had 12-month contracts and only 14 (1.0%) had 11-month contracts.

² The eight institutions with 100% of their 9- or 10-month on 10-month contracts were Bryan College of Health Sciences, Clarkson College, College of Saint Mary, Doane College-Crete, Grace University, Little Priest Tribal College, Nebraska Christian College, and Union College.

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 \$70,238 in 2014–15, compared to \$55,201 in 2004–05, a 10-year increase of 27.2%, a percentage increase that is higher than the 23.5% 10-year rate of inflation, based on the CPI-U. (See page 5.2.)
- When average salaries are adjusted for inflation by converting them to 2014–15 constant dollars, the statewide average salary in 2004–05 was \$68,153, or \$2,085 lower than the average salary in 2014–15. In other words, the average salary in 2014–15 had more buying power than the average salary in 2004–05.
- As shown in the chart below, the highest average salary was in 2014–15 in terms of consumer buying power.
- See the table on the next page for the average salaries paid from 2004–05 to 2014–15 converted to 2014–15 constant dollars to take into account the effect of inflation.
- Average salaries are also affected by the underlying mix of faculty by academic rank (i.e., proportion of professors, associate professors, assistant professors, etc.); therefore, average salaries by academic rank and sector are analyzed on pages 5.9-5.19.

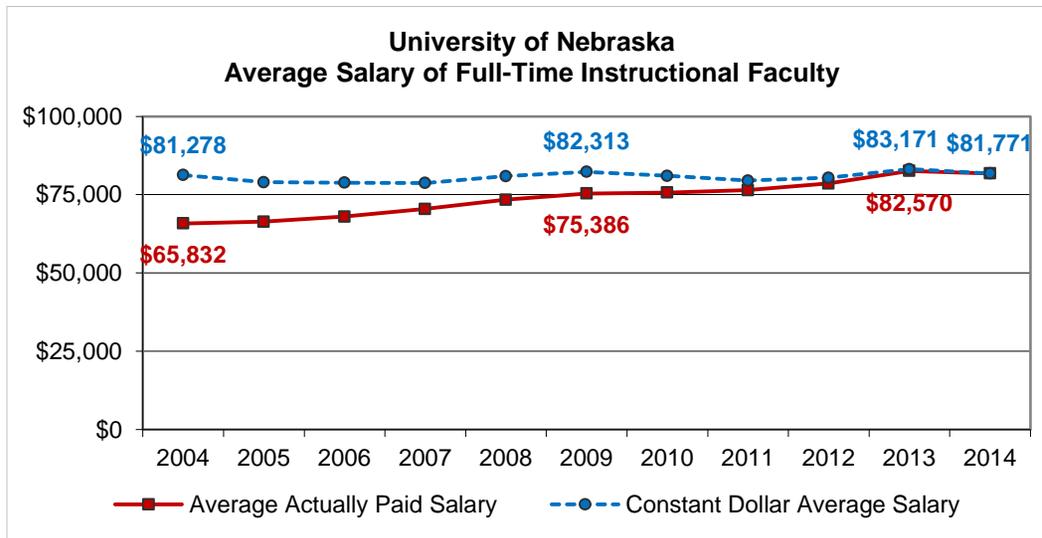


AVERAGE SALARY OF TOTAL FULL-TIME INSTRUCTIONAL FACULTY

Actual Average Salary of Full-Time Instructional Faculty at Nebraska's Public and Independent Colleges and Universities Converted to 2014–15 Constant Dollars				
Academic Year	Average Salary ^a	CPI-U for July–June ^b	Multiplication Factor ^c	Average Salary Converted to 2014–15 Constant Dollars ^d
2004–2005	\$55,201	191.700	1.2346	\$68,153
2005–2006	\$56,769	198.942	1.1897	\$67,537
2006–2007	\$58,285	204.112	1.1596	\$67,584
2007–2008	\$60,458	211.684	1.1181	\$67,597
2008–2009	\$62,841	214.649	1.1026	\$69,291
2009–2010	\$64,096	216.761	1.0919	\$69,986
2010–2011	\$64,869	221.064	1.0706	\$69,450
2011–2012	\$65,569	227.565	1.0400	\$68,194
2012–2013	\$67,204	231.370	1.0229	\$68,746
2013–2014	\$69,731	234.968	1.0073	\$70,238
2014–2015	\$70,238	236.678	1.0000	\$70,238
10-Year Change	27.2%	23.5%		3.1%

^aFaculty salaries were reported in the fall of the academic year.
^bCPI-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.
^cThe multiplication factor for a given year equals the CPI-U for 2014–15 divided by the CPI-U for the year of interest.
^dThe average salary converted to 2014–15 constant dollars equals the paid average salary multiplied by the CPI-U multiplication factor.

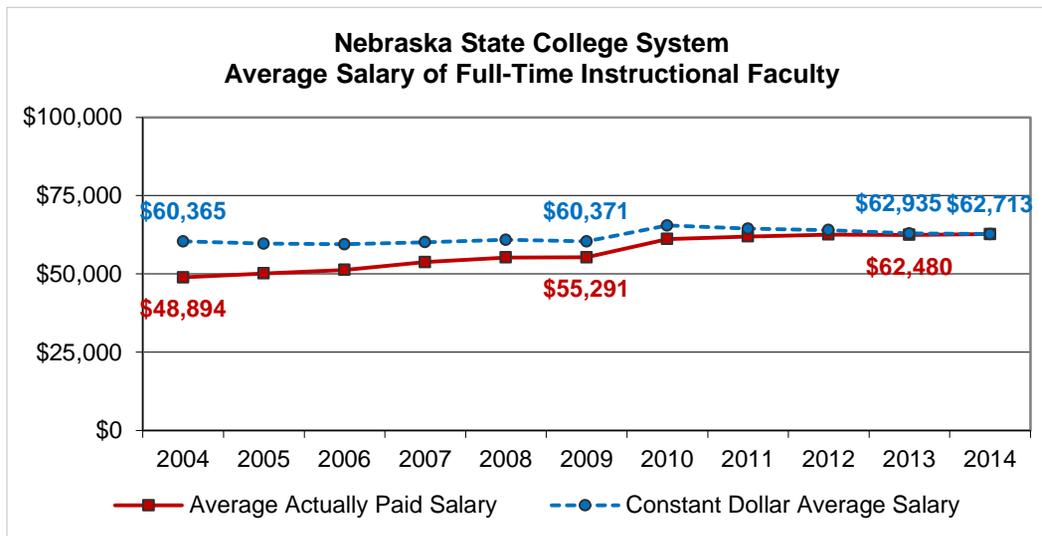
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by SECTOR



University of Nebraska

- The average salary for full-time instructional faculty changed as follows at the University of Nebraska:

Salary	04–14 10-Yr
Average Salary (Dollars Actually Paid) (—■—)	24.2%
Constant Dollar Average Salary (---●---)	0.6%

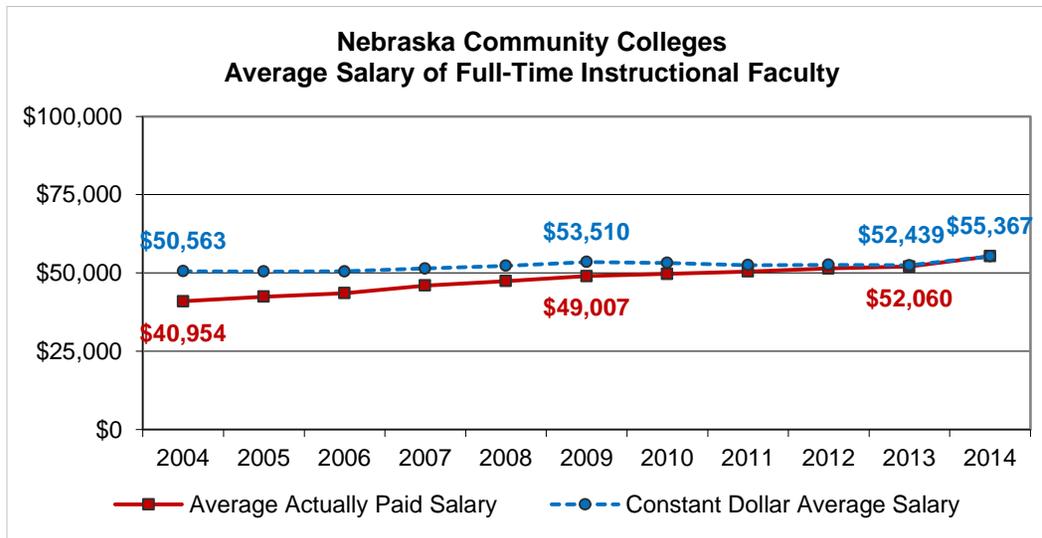


Nebraska State College System

- The average salary for full-time instructional faculty changed as follows at the Nebraska State College System:

Salary	04–14 10-Yr
Average Salary (Dollars Actually Paid) (—■—)	28.3%
Constant Dollar Average Salary (---●---)	3.9%

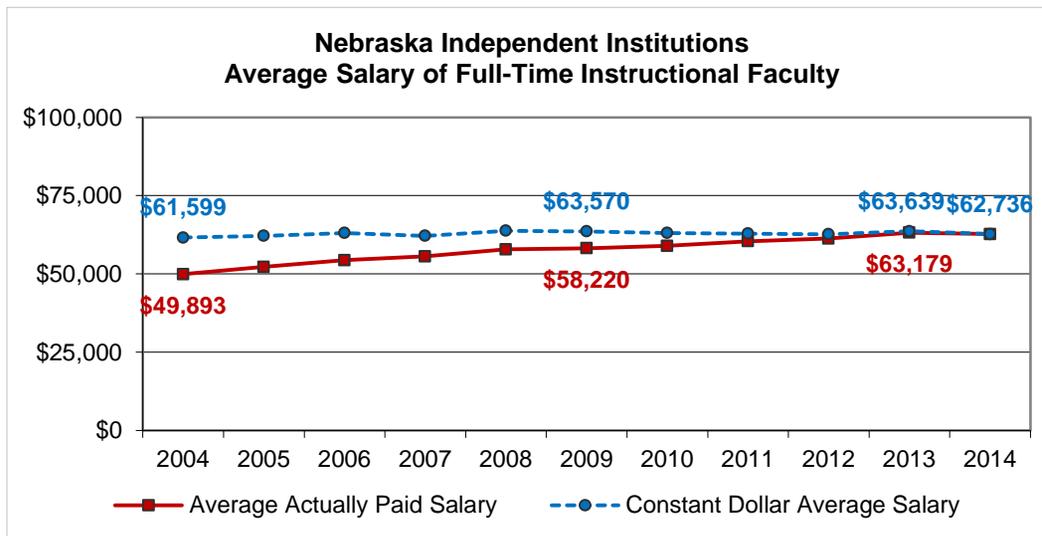
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by SECTOR



Nebraska Community Colleges

- The average salary for full-time instructional faculty changed as follows at Nebraska's community colleges:

Salary	04–14 10-Yr
Average Salary (Dollars Actually Paid) (—■—)	35.2%
Constant Dollar Average Salary (---●---)	9.5%



Nebraska Independent Institutions

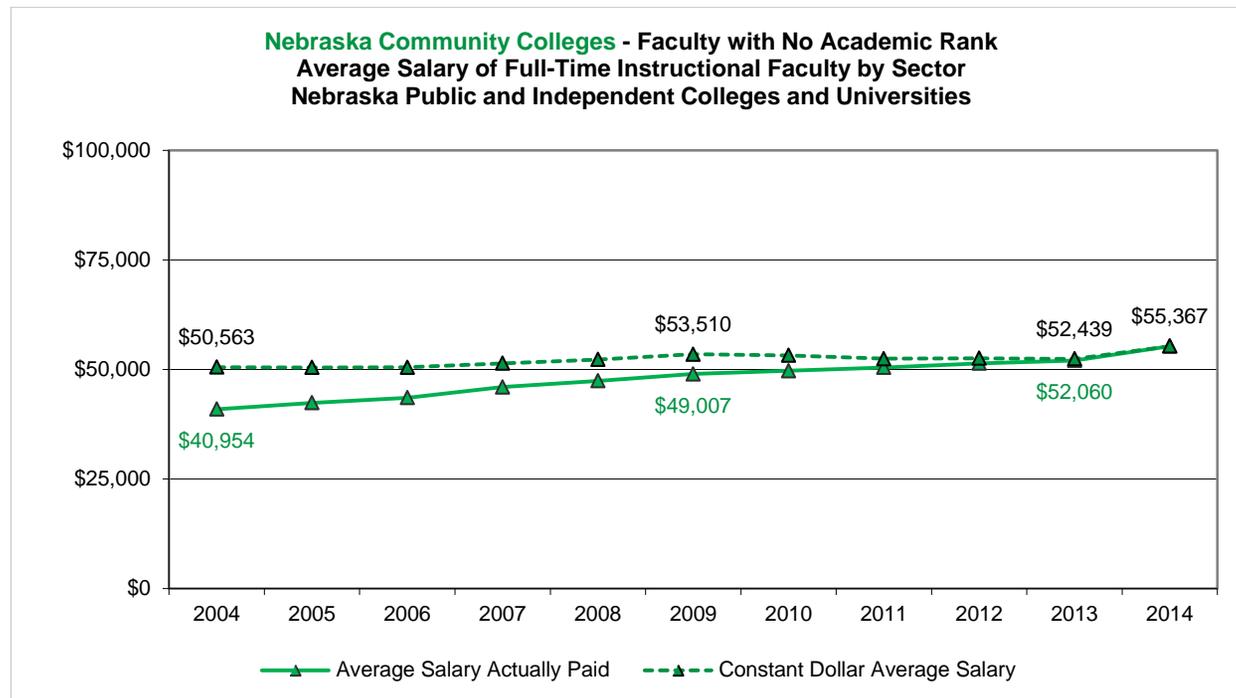
- The average salary for full-time instructional faculty changed as follows at Nebraska's independent institutions:

Salary	04–14 10-Yr
Average Salary (Dollars Actually Paid) (—■—)	25.7%
Constant Dollar Average Salary (---●---)	1.8%

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

- The charts following this summary show, by academic rank, how average salaries paid between 2004–05 and 2014–15 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 2014–15 constant dollars to take into account the effect of inflation.
- Between 2004–05 and 2014–15, the average salaries paid by the University of Nebraska at the professor, associate professor, and assistant professor levels were higher than the average salaries paid by the Nebraska State College System and the state's independent institutions. While the average salaries paid by the University of Nebraska at the instructor level were generally higher than the state colleges and the independent institutions during the 10-year period, the state colleges paid more than the University at the instructor level in 2013–14 and 2014–15.
- Throughout the 10-year period, the average salaries paid in the independent sector were higher than those paid by the state colleges at the professor, associate professor, and assistant professor levels. At the instructor level, the state colleges' average salary was higher than the average salaries at the University of Nebraska and the independent institutions in 2013–14 and 2014–15.
- The greatest difference between the salaries paid by the independent institutions and the University of Nebraska was at the professor level. In 2014–15, professors employed by the University earned an average salary that was \$29,570 higher than the average salary paid to professors in the independent sector. Meanwhile at the state colleges, professors earned an average salary that was \$31,133 less than the average salary paid to professors at the University of Nebraska.
- Comparing average salary increases across academic ranks, professors received the highest dollar amounts. The 10-year increases for professors were \$23,320 at the University of Nebraska, \$16,355 at the state colleges, and \$14,015 in the independent sector.
- For the 10-year period ending in 2014–15, the largest 10-year percentage increases in average salary at the University of Nebraska were earned by assistant professors (31.7%) and lecturers (30.8%). The highest 10-year salary percentage increases at the state colleges were earned by instructors (53.4%), and professors (27.2%). Within the independent sector, the highest percentage increases were received by assistant professors (24.1%) and associate professors (22.6%).
- All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission, 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.
- Between 2004–05 and 2014–15, the average salary at the community colleges increased 35.2%.

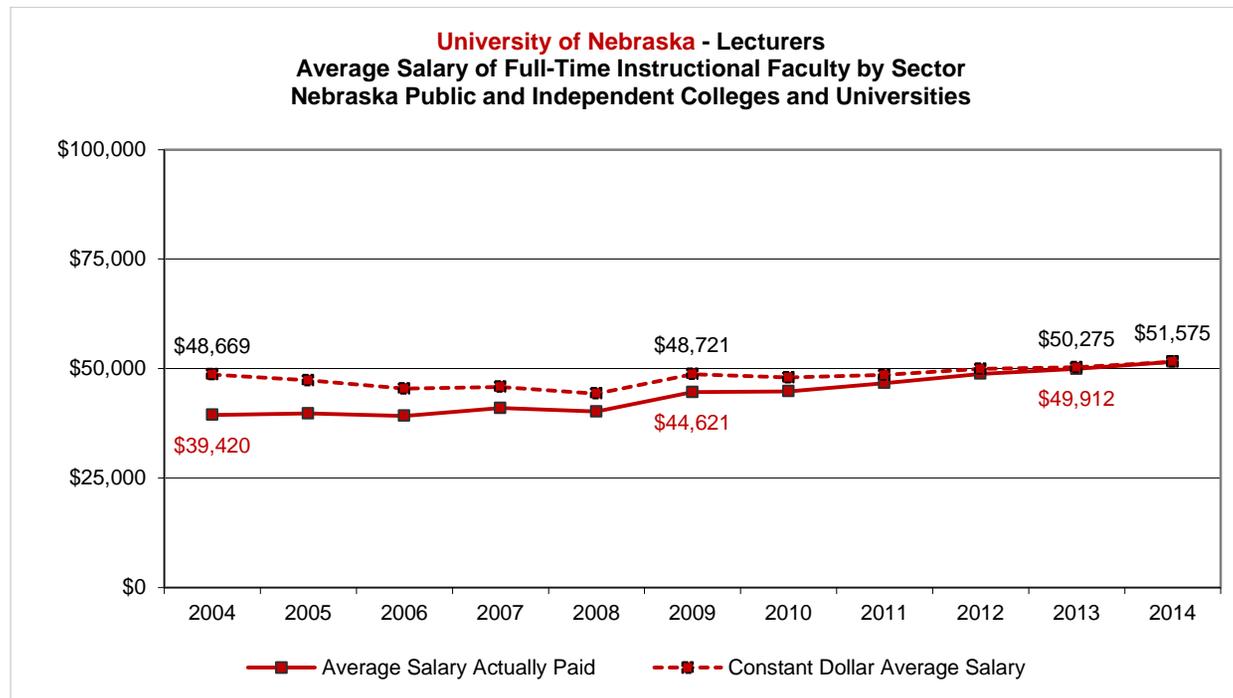
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by ACADEMIC RANK by SECTOR



Sector	Number of Faculty with No Academic Rank in Fall 2014	2004–05 Average Salary	2014–15 Average Salary	10-Year % Change in Average Salary	10-Year % Change in Average Salary Converted to 2014–15 Constant Dollars
University of Nebraska	6	Not applicable			
Nebraska State College System	0	Not applicable			
Nebraska Community Colleges (▲)	990	\$40,954	\$55,367	35.2%	9.5%
Nebraska Independent Institutions	8	Not applicable			

Note. All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission. 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. Between fall 2004 and fall 2014, the University of Nebraska employed 3 to 17 full-time faculty without rank each year while the state colleges employed 0 to 3 and the independent colleges employed 4 to 21.

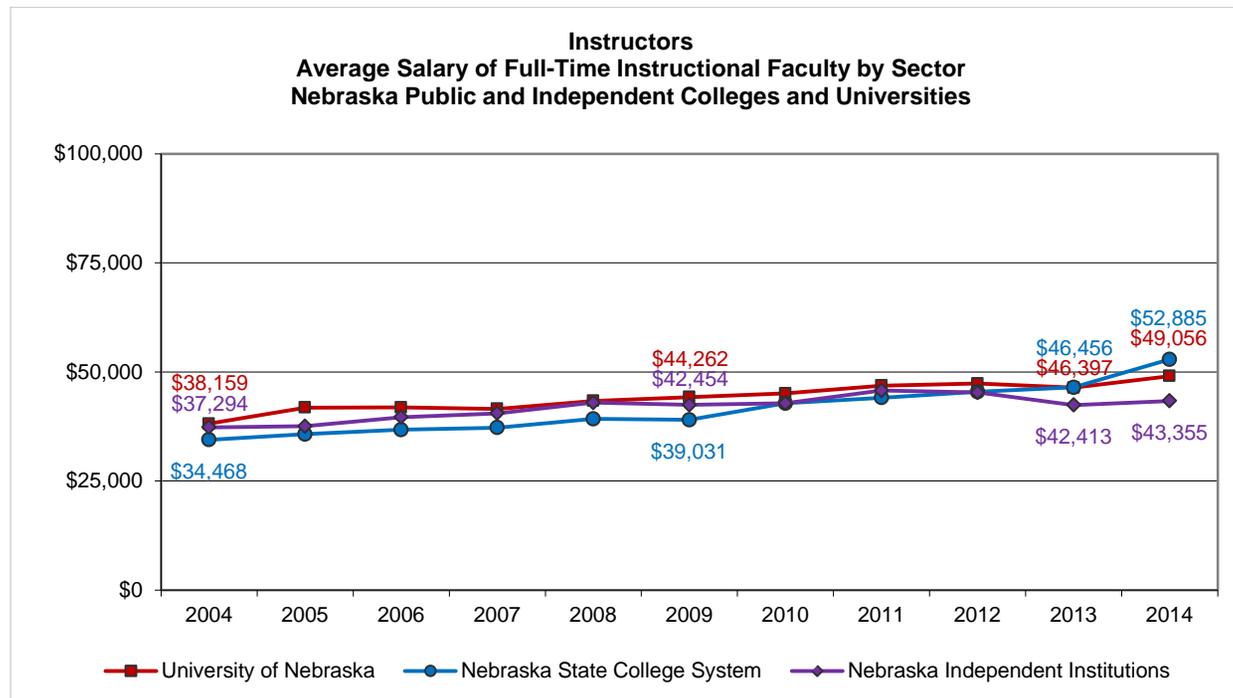
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by ACADEMIC RANK by SECTOR



Sector	Number of Lecturers in Fall 2014	2004–05 Average Salary	2014–15 Average Salary	10-Year % Change in Average Salary	10-Year % Change in Average Salary Converted to 2014–15 Constant Dollars
University of Nebraska (■)	299	\$39,420	\$51,575	30.8%	6.0%
Nebraska State College System	10	Not applicable			
Nebraska Community Colleges	0	Not applicable			
Nebraska Independent Institutions	7	Not applicable			

Note. All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission. Since lecturers have not been consistently employed by the state colleges or independent institutions, 10-year trend statistics are not applicable. Between fall 2004 and fall 2014, the state colleges employed 0 to 10 full-time lecturers each year while the independent colleges employed 0 to 8.

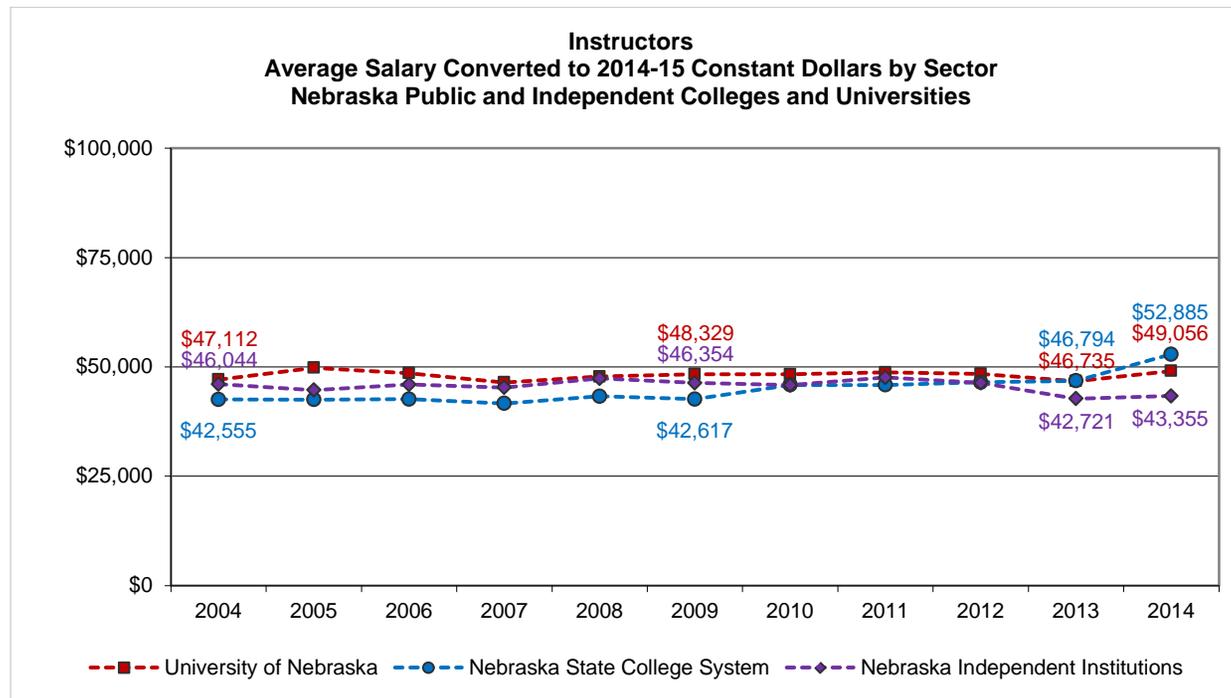
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by ACADEMIC RANK by SECTOR



Sector	Number of Instructors in Fall 2014	2004–05 Average Salary	2014–15 Average Salary	10-Year Change in Average Salary	10-Year % Change in Average Salary
University of Nebraska (—■—)	119	\$38,159	\$49,056	\$10,897	28.6%
Nebraska State College System (—●—)	22	\$34,468	\$52,885	\$18,417	53.4%
Nebraska Community Colleges	0	Not applicable			
Nebraska Independent Institutions (—◆—)	111	\$37,294	\$43,355	\$6,062	16.3%

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

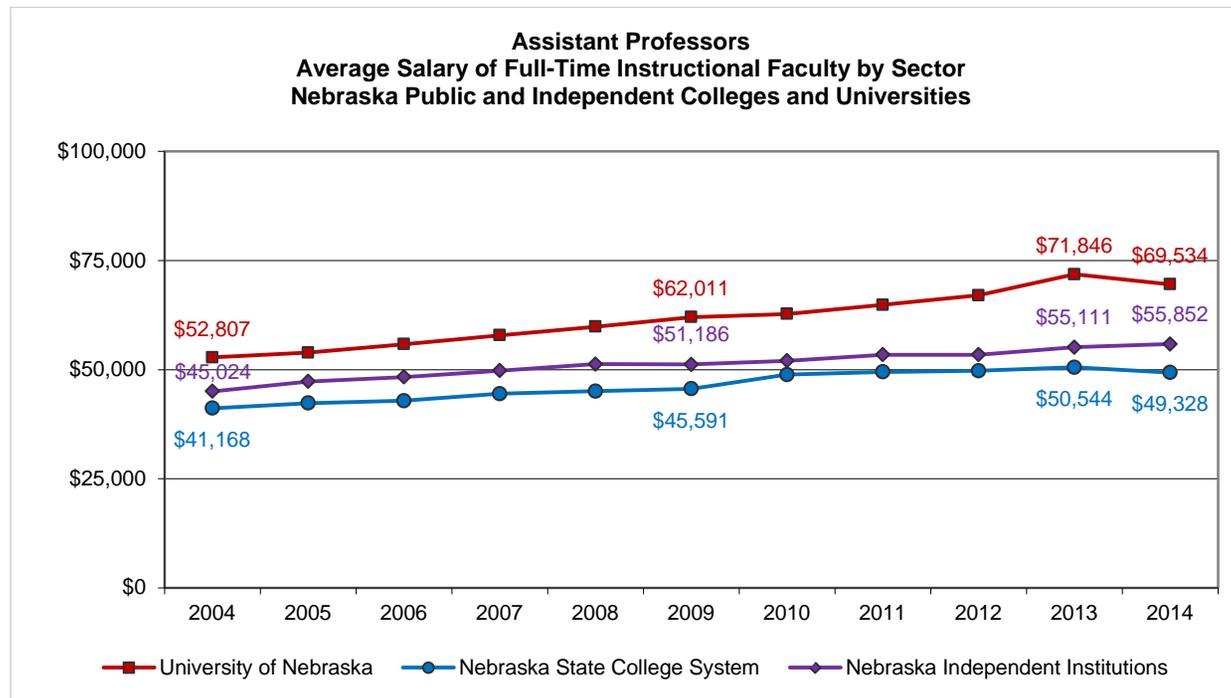
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by ACADEMIC RANK by SECTOR



Sector	Number of Instructors in Fall 2014	2004–05 Average Salary Converted to 2014–15 Constant Dollars	2014–15 Average Salary	10-Year Change in Average Salary Converted to 2014–15 Constant Dollars	10-Year % Change in Average Salary Converted to 2014–15 Constant Dollars
University of Nebraska (---■---)	119	\$47,112	\$49,056	\$1,943	4.1%
Nebraska State College System (---●---)	22	\$42,555	\$52,885	\$10,329	24.3%
Nebraska Community Colleges	0	Not applicable			
Nebraska Independent Institutions (---◆---)	111	\$46,044	\$43,355	-\$2,688	-5.8%

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

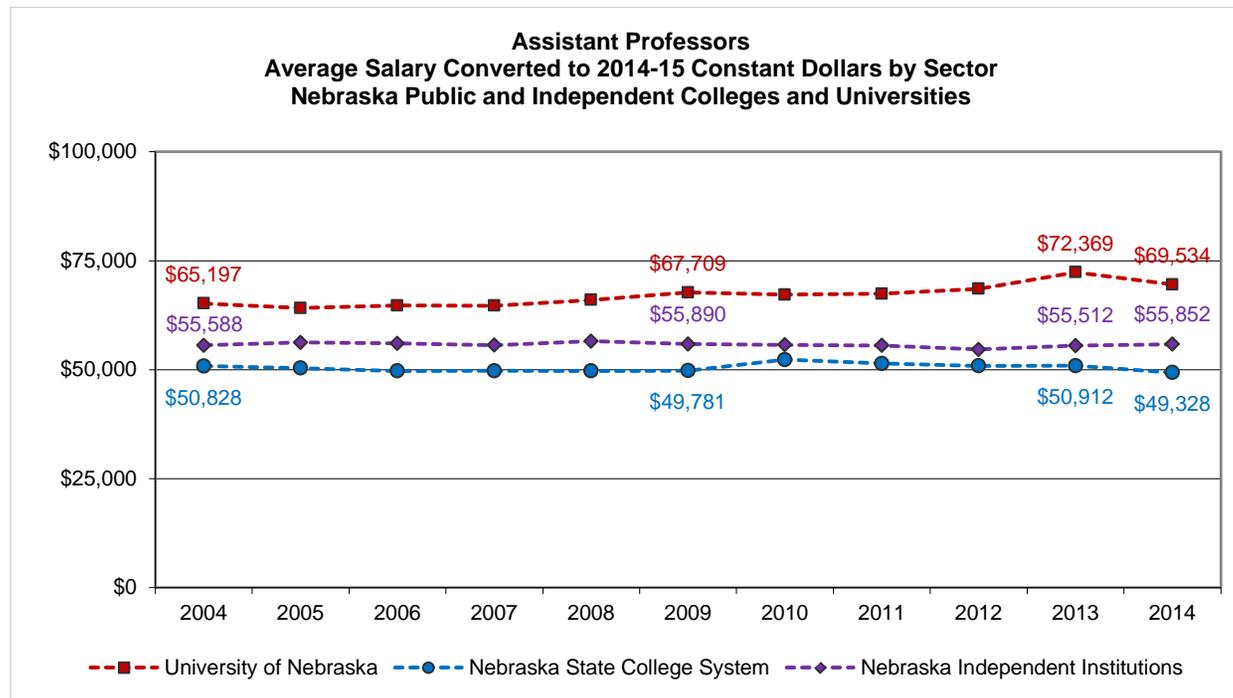
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by ACADEMIC RANK by SECTOR



Sector	Number of Assistant Professors in Fall 2014	2004–05 Average Salary	2014–15 Average Salary	10-Year Change in Average Salary	10-Year % Change in Average Salary
University of Nebraska (—■—)	573	\$52,807	\$69,534	\$16,727	31.7%
Nebraska State College System (—●—)	69	\$41,168	\$49,328	\$8,159	19.8%
Nebraska Community Colleges	0	Not applicable			
Nebraska Independent Institutions (—◆—)	444	\$45,024	\$55,852	\$10,828	24.1%

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

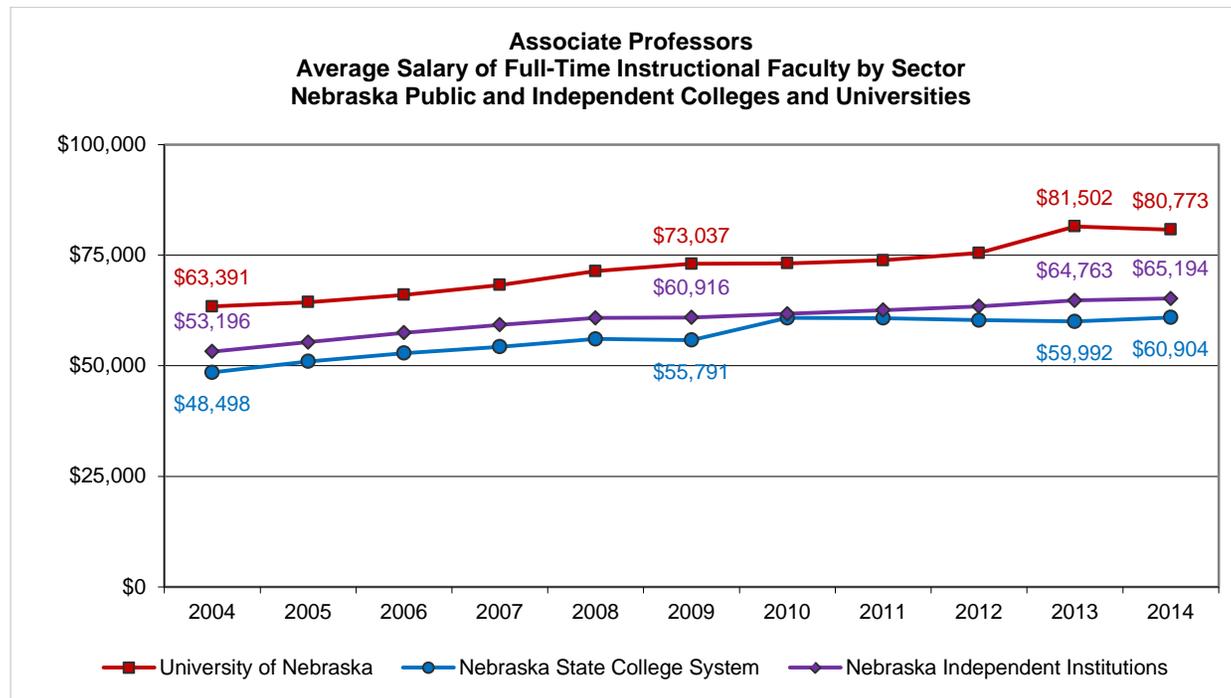
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by ACADEMIC RANK by SECTOR



Sector	Number of Assistant Professors in Fall 2014	2004-05 Average Salary Converted to 2014-15 Constant Dollars	2014-15 Average Salary	10-Year Change in Average Salary Converted to 2014-15 Constant Dollars	10-Year % Change in Average Salary Converted to 2014-15 Constant Dollars
University of Nebraska (--■--)	573	\$65,197	\$69,534	\$4,337	6.7%
Nebraska State College System (--●--)	69	\$50,828	\$49,328	-\$1,500	-3.0%
Nebraska Community Colleges	0	Not applicable			
Nebraska Independent Institutions (--◆--)	444	\$55,588	\$55,852	\$264	0.5%

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

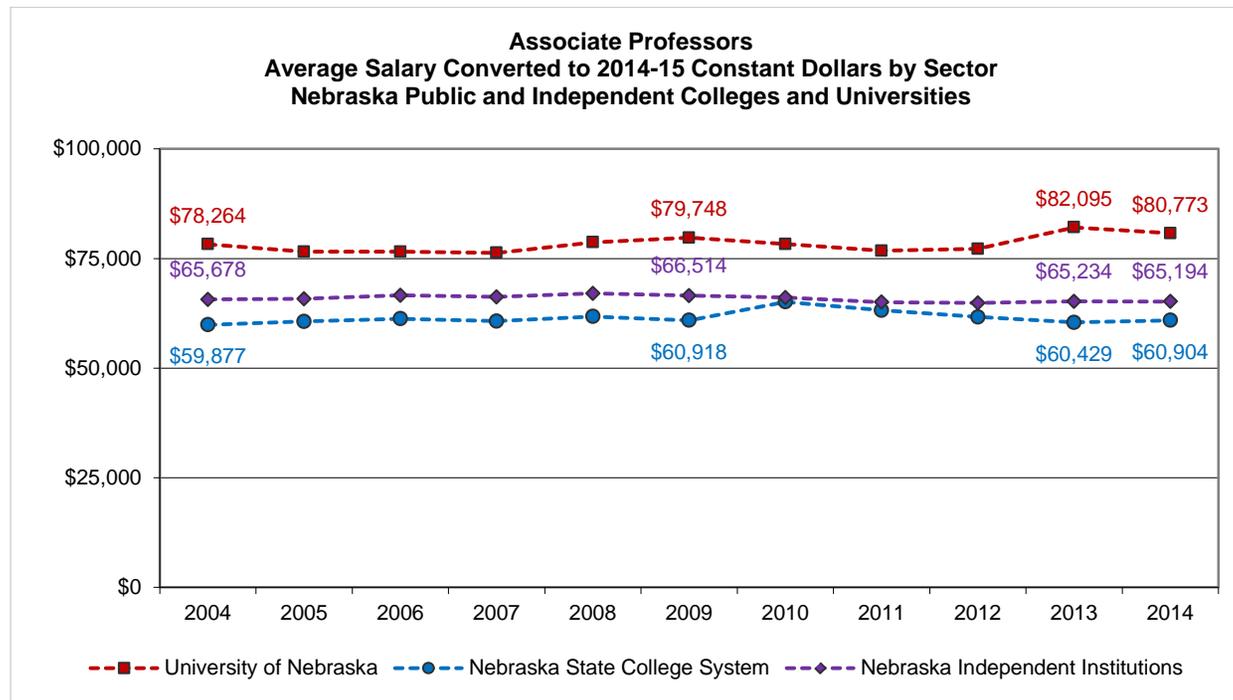
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by ACADEMIC RANK by SECTOR



Sector	Number of Associate Professors in Fall 2014	2004–05 Average Salary	2014–15 Average Salary	10-Year Change in Average Salary	10-Year % Change in Average Salary
University of Nebraska (—■—)	605	\$63,391	\$80,773	\$17,382	27.4%
Nebraska State College System (—●—)	57	\$48,498	\$60,904	\$12,406	25.6%
Nebraska Community Colleges	0	Not applicable			
Nebraska Independent Institutions (—◆—)	404	\$53,196	\$65,194	\$11,998	22.6%

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

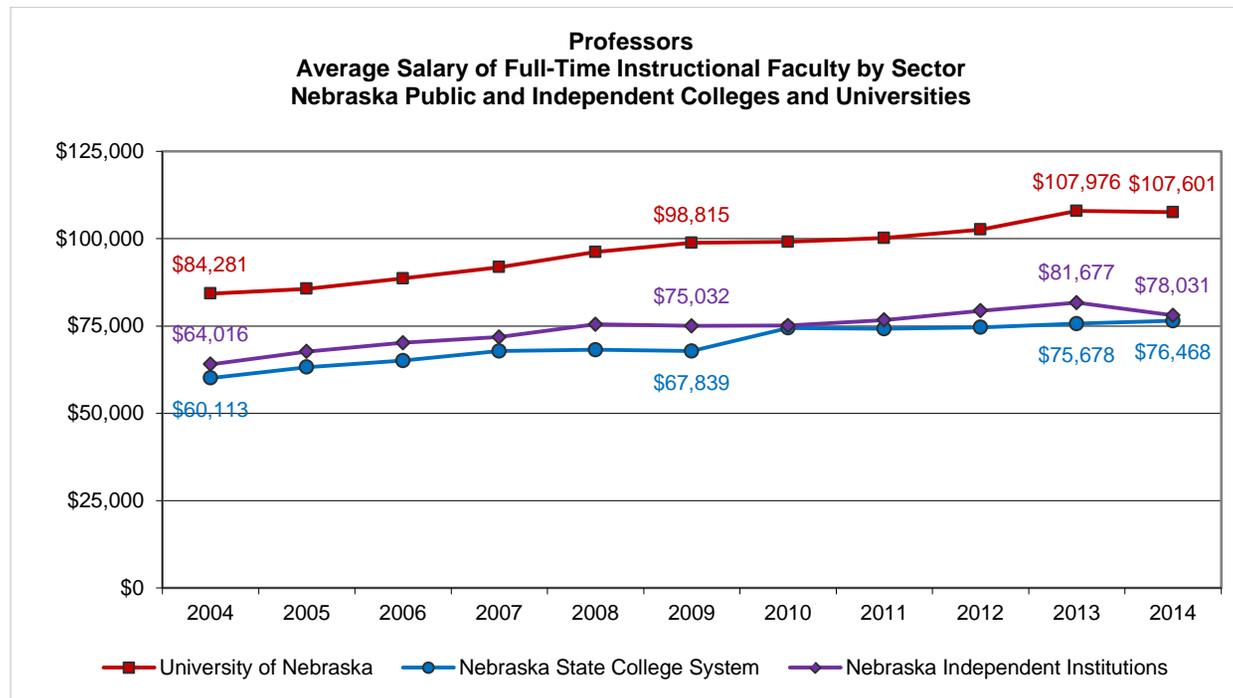
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by ACADEMIC RANK by SECTOR



Sector	Number of Associate Professors in Fall 2014	2004–05 Average Salary Converted to 2014–15 Constant Dollars	2014–15 Average Salary	10-Year Change in Average Salary Converted to 2014–15 Constant Dollars	10-Year % Change in Average Salary Converted to 2014–15 Constant Dollars
University of Nebraska (---■---)	605	\$78,264	\$80,773	\$2,508	3.2%
Nebraska State College System (---●---)	57	\$59,877	\$60,904	\$1,027	1.7%
Nebraska Community Colleges	0	Not applicable			
Nebraska Independent Institutions (---◆---)	404	\$65,678	\$65,194	-\$483	-0.7%

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

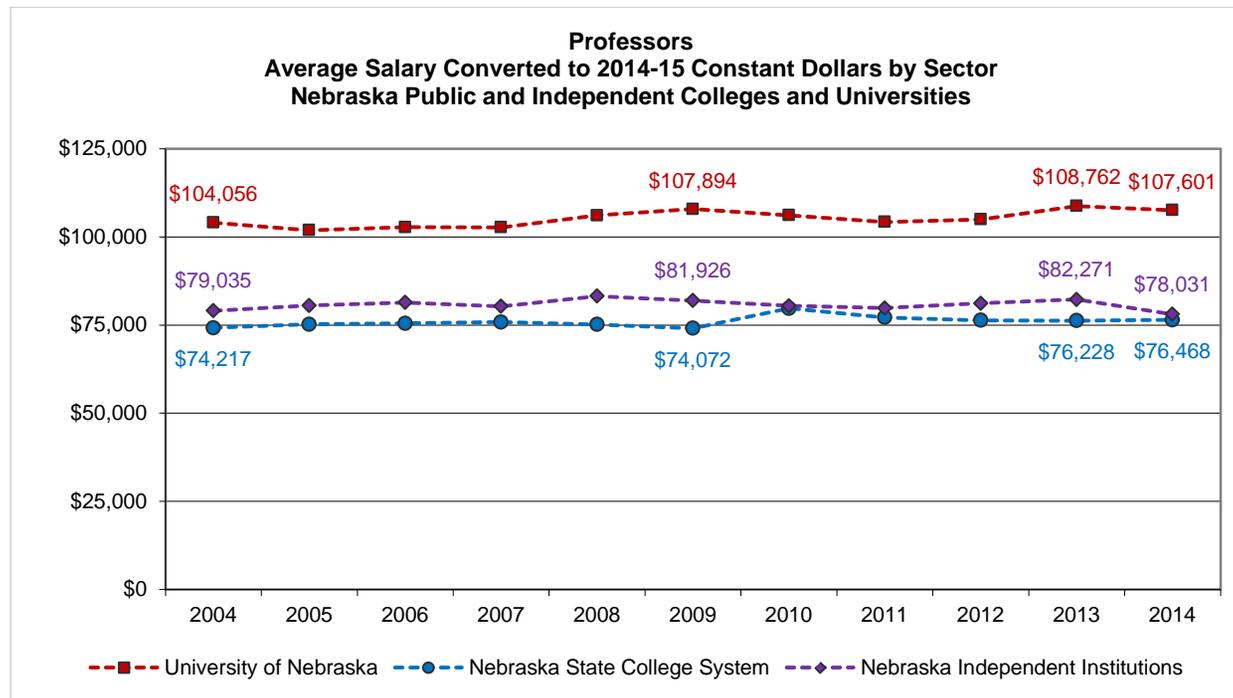
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by ACADEMIC RANK by SECTOR



Sector	Number of Professors in Fall 2014	2004–05 Average Salary	2014–15 Average Salary	10-Year Change in Average Salary	10-Year % Change in Average Salary
University of Nebraska (—■—)	782	\$84,281	\$107,601	\$23,320	27.7%
Nebraska State College System (—●—)	109	\$60,113	\$76,468	\$16,355	27.2%
Nebraska Community Colleges	0	Not applicable			
Nebraska Independent Institutions (—◆—)	317	\$64,016	\$78,031	\$14,015	21.9%

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

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



Sector	Number of Professors in Fall 2014	2004–05 Average Salary Converted to 2014–15 Constant Dollars	2014–15 Average Salary	10-Year Change in Average Salary Converted to 2014–15 Constant Dollars	10-Year % Change in Average Salary Converted to 2014–15 Constant Dollars
University of Nebraska (---■---)	782	\$104,056	\$107,601	\$3,545	3.4%
Nebraska State College System (---●---)	109	\$74,217	\$76,468	\$2,251	3.0%
Nebraska Community Colleges	0	Not applicable			
Nebraska Independent Institutions (---◆---)	317	\$79,035	\$78,031	-\$1,005	-1.3%

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

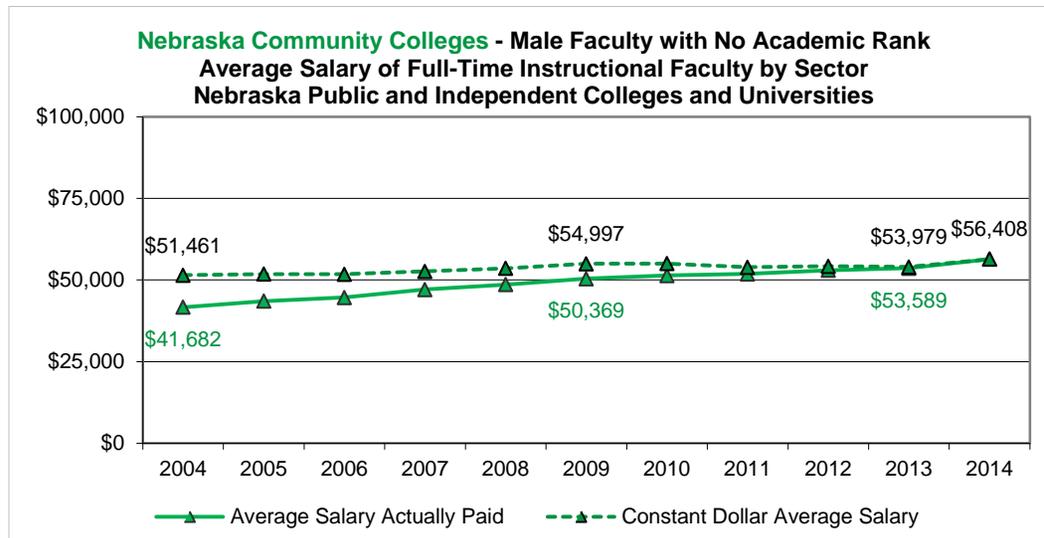
INTRODUCTION TO SALARY ANALYSES by GENDER

The remainder of this sub-section of the *Factual Look* summarizes salary outlays for male and female non-medical full-time instructional faculty.

IPEDS data are not sufficiently detailed to allow for gender pay gap analyses. For instance, salary outlays by gender are available only by institution and academic rank. There are many other variables related to pay that are not available but would be helpful to determine if gaps in pay are due to gender and/or a combination of other variables (e.g., department, length-of-service, information on salary negotiations).

This is not to say that gender pay gaps do not exist at Nebraska's public and independent colleges and universities. As shown in the following graphs, there are clear differences in average salaries for males and females, even after accounting for academic rank and sector. However, due to limitations of IPEDS data, it is not possible for the Commission to determine if, or the extent to which, gender contributed to the differences in salary outlays.

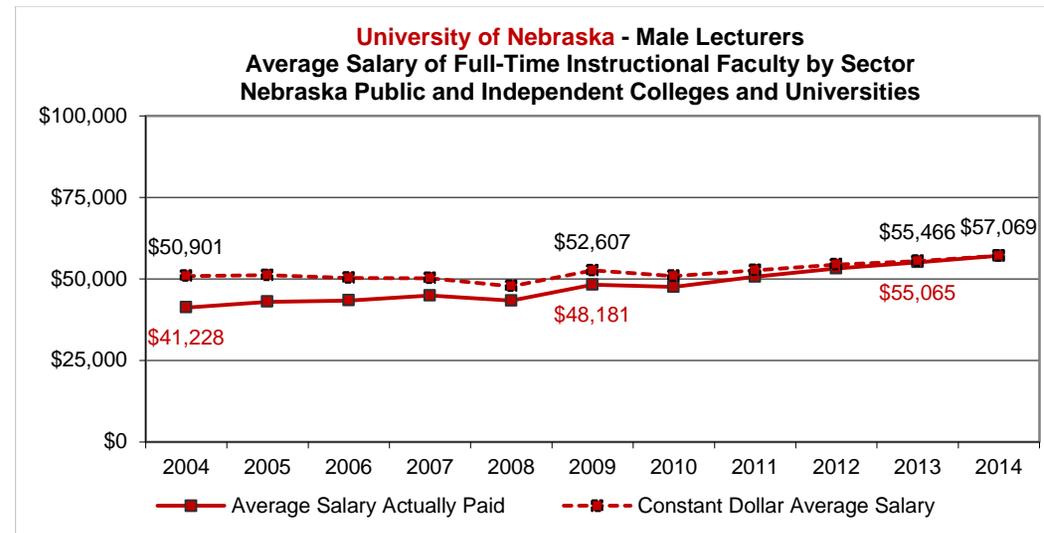
AVERAGE SALARY OF FULL-TIME MALE INSTRUCTIONAL FACULTY by ACADEMIC RANK by SECTOR



No Academic Rank

- The average salary for full-time male faculty with no academic rank changed as follows:

Salary	04–14 10-Yr
Average Salary (Dollars Actually Paid) (—▲—)	35.3%
Constant Dollar Average Salary (—▲—)	9.6%



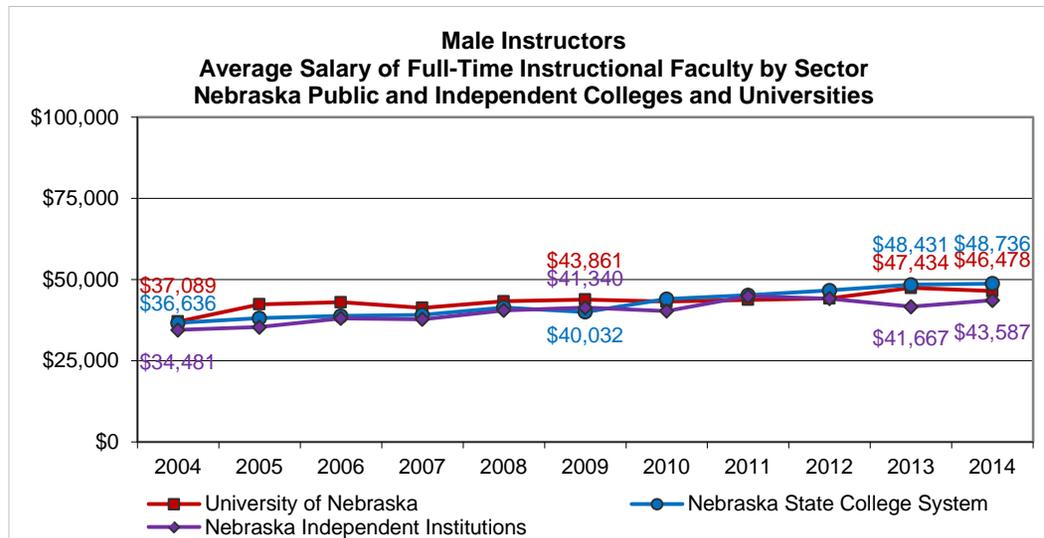
Lecturers

- The average salary for full-time male lecturers changed as follows:

Salary	04–14 10-Yr
Average Salary (Dollars Actually Paid) (—■—)	38.4%
Constant Dollar Average Salary (—■—)	12.1%

Note. All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission. Number of full-time male faculty with no academic rank in fall 2014: University of Nebraska = 4; Nebraska state colleges = 0; Nebraska community colleges = 497; Nebraska independent institutions = 2. Number of full-time male lecturers in fall 2014: University of Nebraska = 112; Nebraska state colleges = 6; Nebraska independent institutions = 1. Since lecturers and faculty with no academic rank have not been consistently employed by the state colleges or independent institutions, and faculty with no academic rank have not been consistently employed by the University of Nebraska, 10-year trend statistics are not applicable.

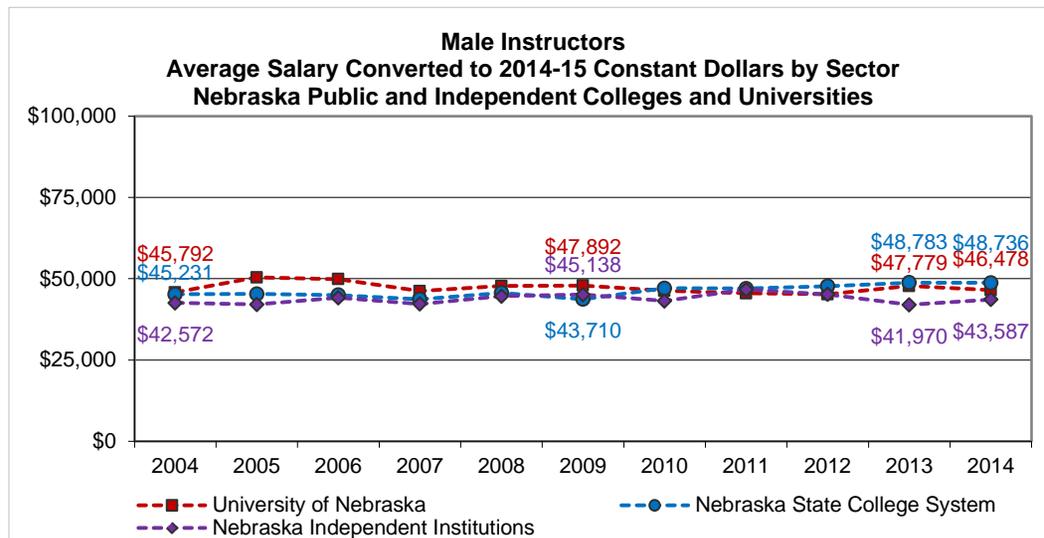
AVERAGE SALARY OF FULL-TIME MALE INSTRUCTIONAL FACULTY by ACADEMIC RANK by SECTOR



Average Salary (Dollars Actually Paid)

- The average salary for full-time male instructors changed as follows:

Sector	04–14 10-Yr
Univ. of Neb. (—■—)	25.3%
NSCS (—●—)	33.0%
Independents (—◆—)	26.4%



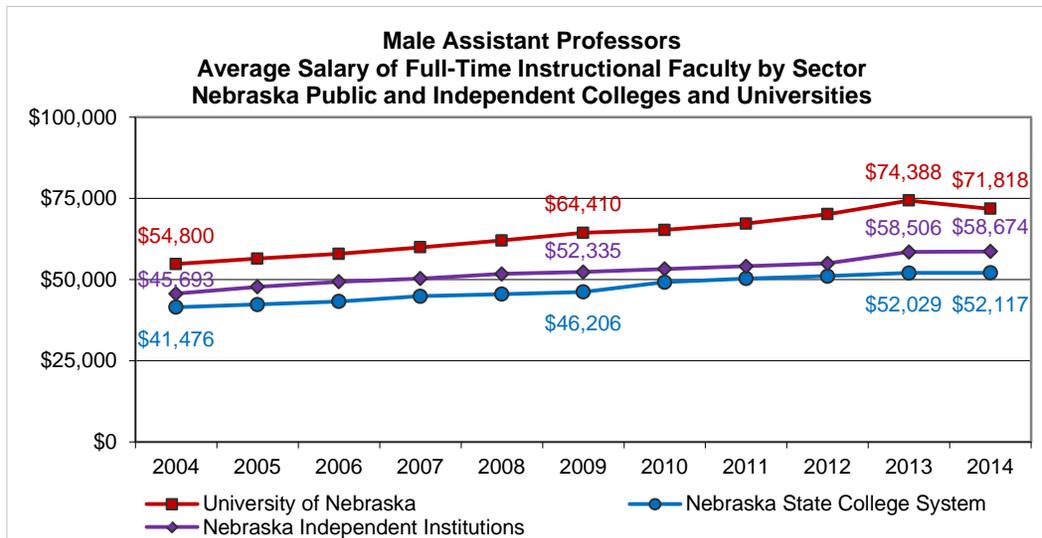
Constant Dollar Average Salary

- The average salary converted to 2014–15 constant dollars for full-time male instructors changed as follows:

Sector	04–14 10-Yr
Univ. of Neb. (---■---)	1.5%
NSCS (---●---)	7.7%
Independents (---◆---)	2.4%

Note. All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission. Number of full-time male instructors in fall 2014: University of Nebraska = 37; Nebraska state colleges = 11; Nebraska independent institutions = 33.

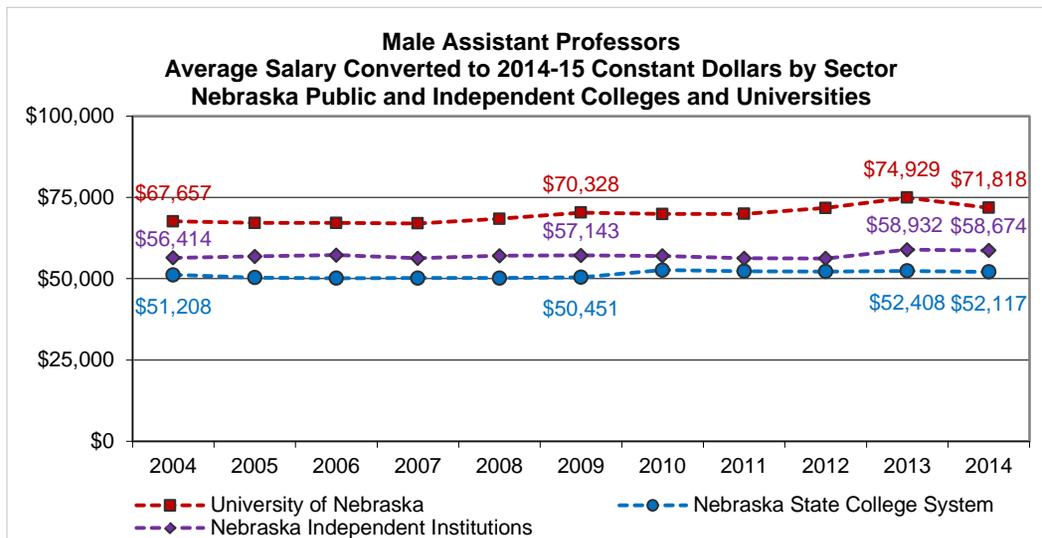
AVERAGE SALARY OF FULL-TIME MALE INSTRUCTIONAL FACULTY by ACADEMIC RANK by SECTOR



Average Salary (Dollars Actually Paid)

- The average salary for full-time male assistant professors changed as follows:

Sector	04–14 10-Yr
Univ. of Neb. (—■—)	31.1%
NSCS (—●—)	25.7%
Independents (—◆—)	28.4%



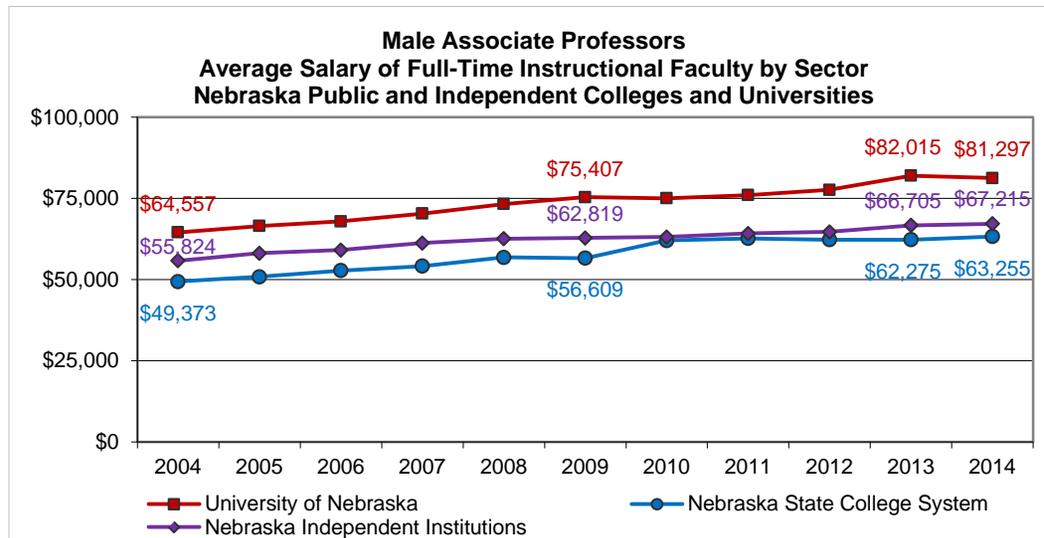
Constant Dollar Average Salary

- The average salary converted to 2014–15 constant dollars for full-time male assistant professors changed as follows:

Sector	04–14 10-Yr
Univ. of Neb. (—■—)	6.1%
NSCS (—●—)	1.8%
Independents (—◆—)	4.0%

Note. All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission. Number of full-time male assistant professors in fall 2014: University of Nebraska = 298; Nebraska state colleges = 35; Nebraska independent institutions = 164.

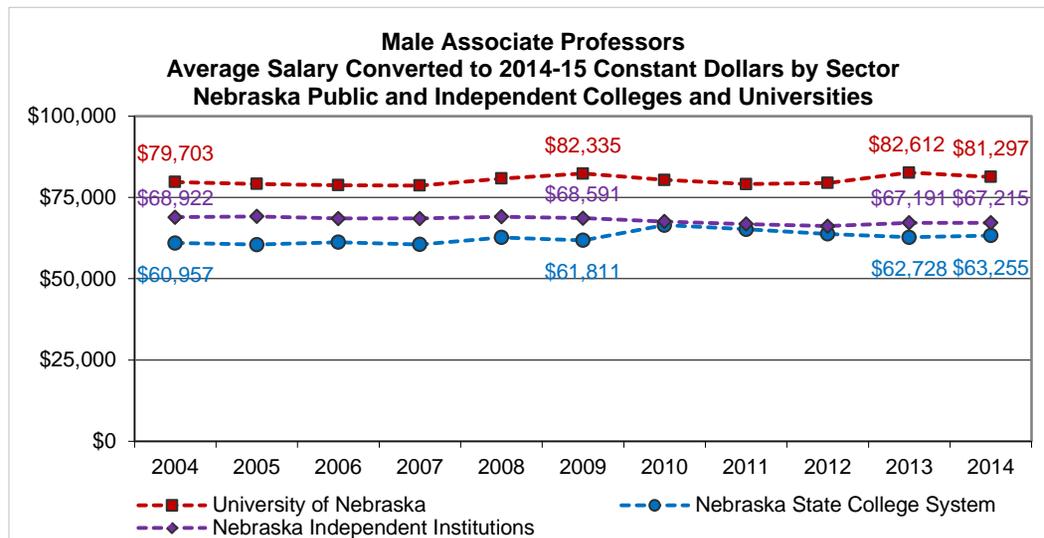
AVERAGE SALARY OF FULL-TIME MALE INSTRUCTIONAL FACULTY by ACADEMIC RANK by SECTOR



Average Salary (Dollars Actually Paid)

- The average salary for full-time male associate professors changed as follows:

Sector	04–14 10-Yr
Univ. of Neb. (—■—)	25.9%
NSCS (—●—)	28.1%
Independents (—◆—)	20.4%



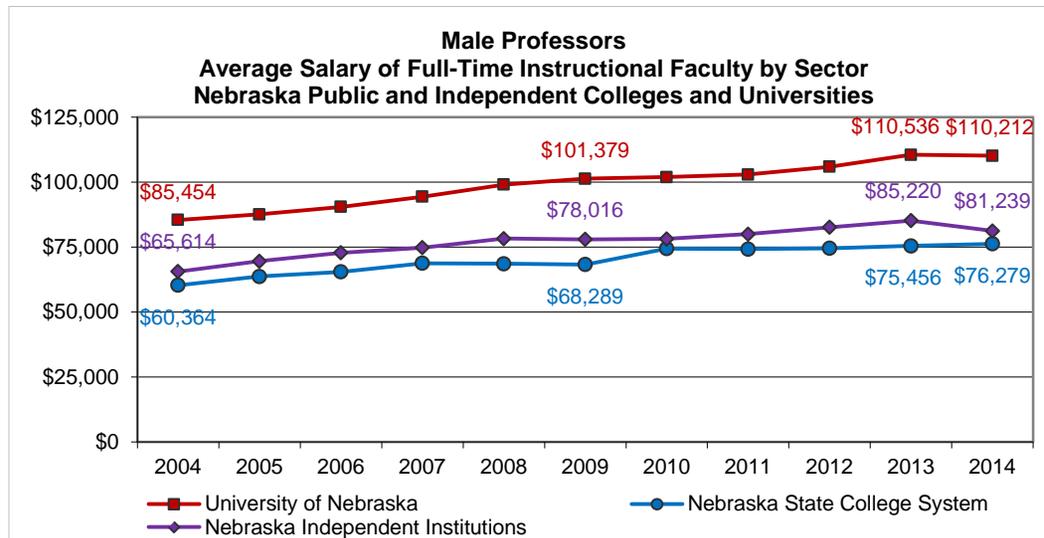
Constant Dollar Average Salary

- The average salary converted to 2014–15 constant dollars for full-time male associate professors changed as follows:

Sector	04–14 10-Yr
Univ. of Neb. (---■---)	2.0%
NSCS (---●---)	3.8%
Independents (---◆---)	-2.5%

Note. All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission. Number of full-time male associate professors in fall 2014: University of Nebraska = 354; Nebraska state colleges = 32; Nebraska independent institutions = 216.

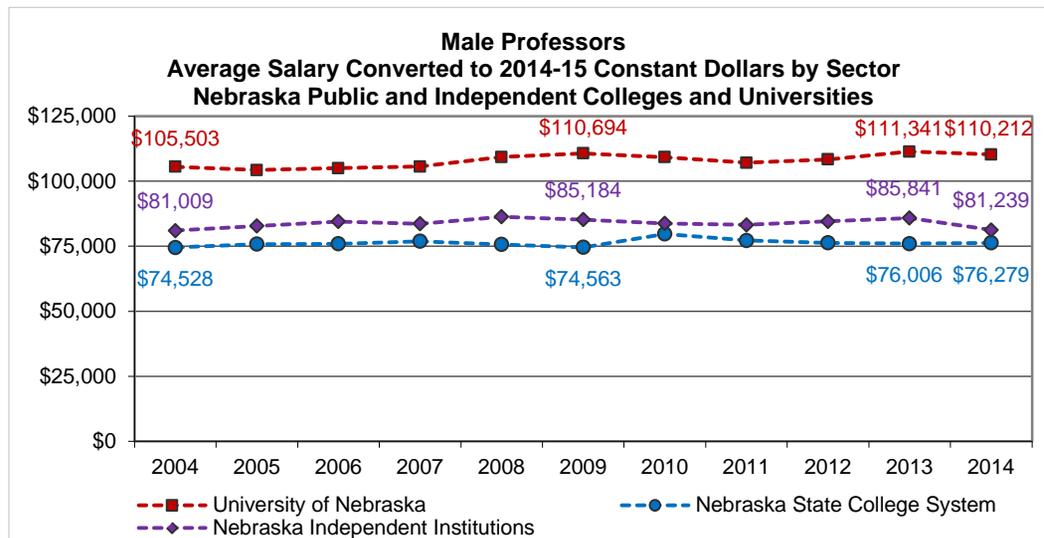
AVERAGE SALARY OF FULL-TIME MALE INSTRUCTIONAL FACULTY by ACADEMIC RANK by SECTOR



Average Salary (Dollars Actually Paid)

- The average salary for full-time male professors changed as follows:

Sector	04–14 10-Yr
Univ. of Neb. (—■—)	29.0%
NSCS (—●—)	26.4%
Independents (—◆—)	23.8%



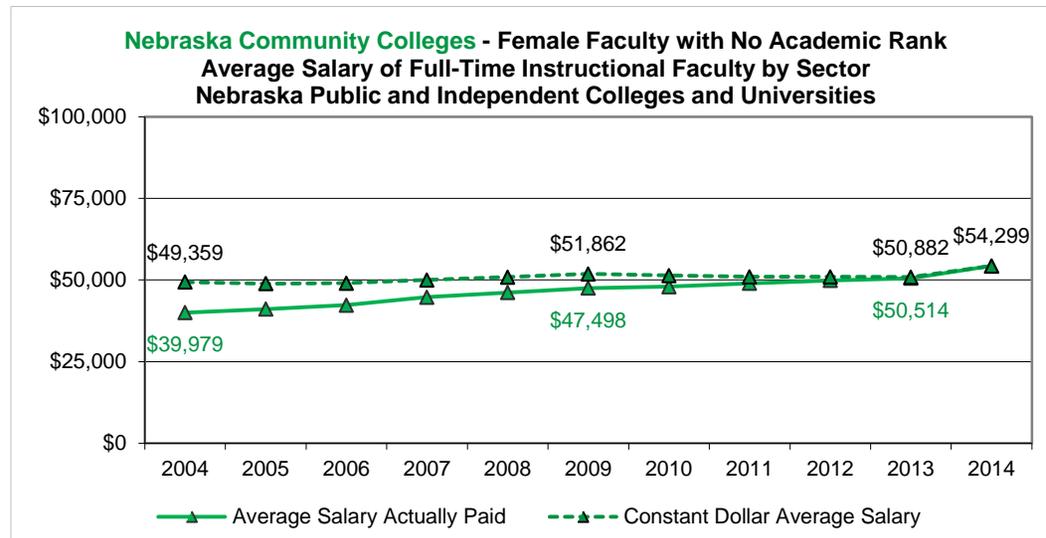
Constant Dollar Average Salary

- The average salary converted to 2014–15 constant dollars for full-time male professors changed as follows:

Sector	04–14 10-Yr
Univ. of Neb. (---■---)	4.5%
NSCS (---●---)	2.4%
Independents (---◆---)	0.3%

Note. All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission. Number of full-time male professors in fall 2014: University of Nebraska = 575; Nebraska state colleges = 68; Nebraska independent institutions = 206.

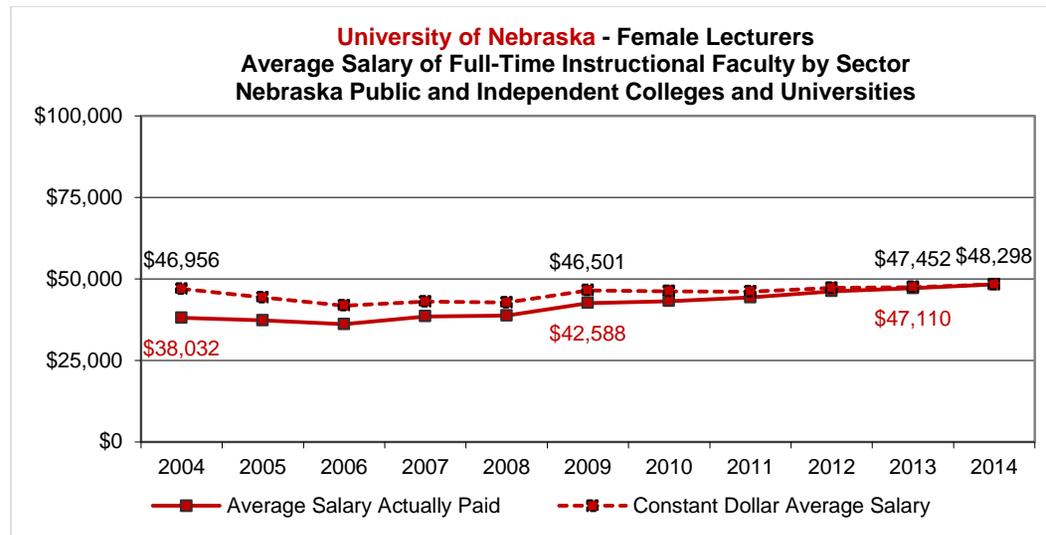
AVERAGE SALARY OF FULL-TIME FEMALE INSTRUCTIONAL FACULTY by ACADEMIC RANK by SECTOR



No Academic Rank

- The average salary for full-time female faculty with no academic rank changed as follows:

Salary	04–14 10-Yr
Average Salary (Dollars Actually Paid) (—▲—)	35.8%
Constant Dollar Average Salary (—▲—)	10.0%



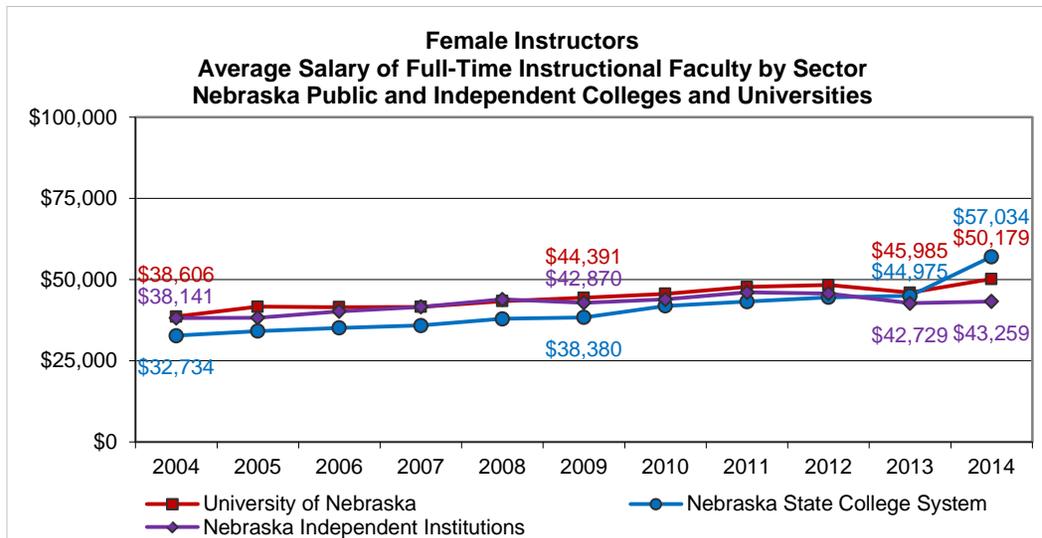
Lecturers

- The average salary for full-time female lecturers changed as follows:

Salary	04–14 10-Yr
Average Salary (Dollars Actually Paid) (—■—)	27.0%
Constant Dollar Average Salary (—■—)	2.9%

Note. All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission. Number of full-time female faculty with no academic rank in fall 2014: University of Nebraska = 2; Nebraska state colleges = 0; Nebraska community colleges = 493; Nebraska independent institutions = 6. Number of full-time female lecturers in fall 2014: University of Nebraska = 187; Nebraska state colleges = 4; Nebraska independent institutions = 6. Since lecturers and faculty with no academic rank have not been consistently employed by the state colleges or independent institutions, and faculty with no academic rank have not been consistently employed by the University of Nebraska, 10-year trend statistics are not applicable.

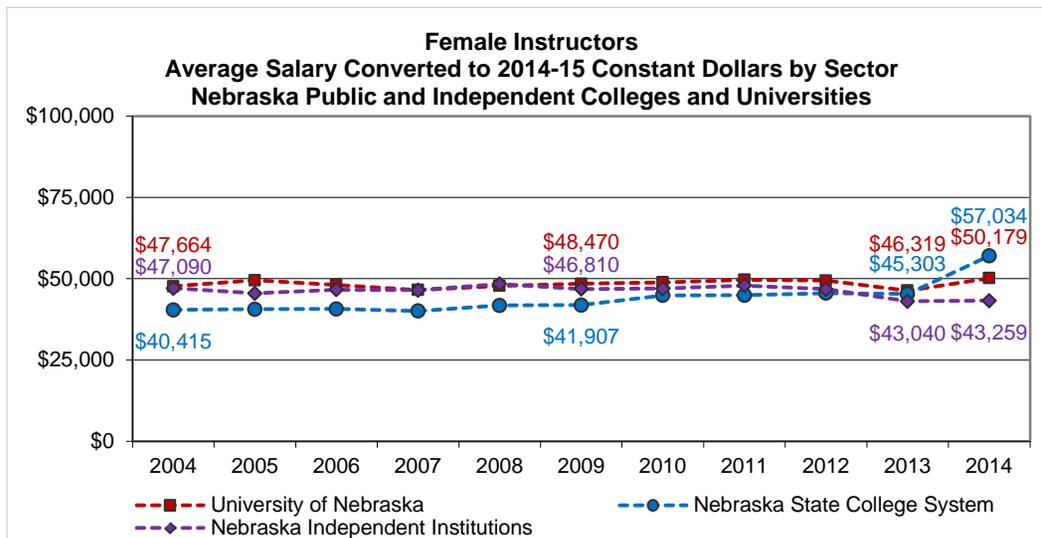
AVERAGE SALARY OF FULL-TIME FEMALE INSTRUCTIONAL FACULTY by ACADEMIC RANK by SECTOR



Average Salary (Dollars Actually Paid)

- The average salary for full-time female instructors changed as follows:

Sector	04–14 10-Yr
Univ. of Neb. (—■—)	30.0%
NSCS (—●—)	74.2%
Independents (—◆—)	13.4%



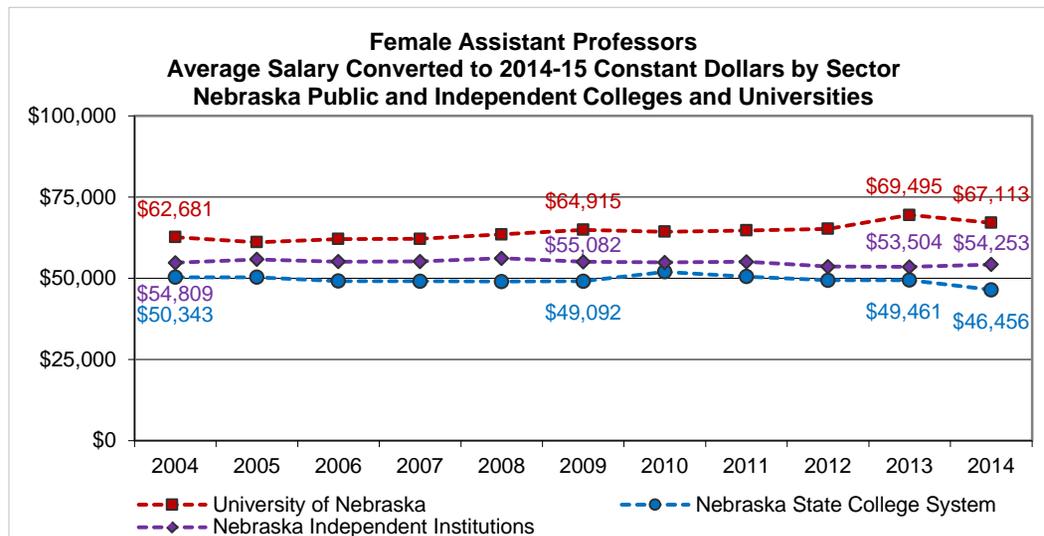
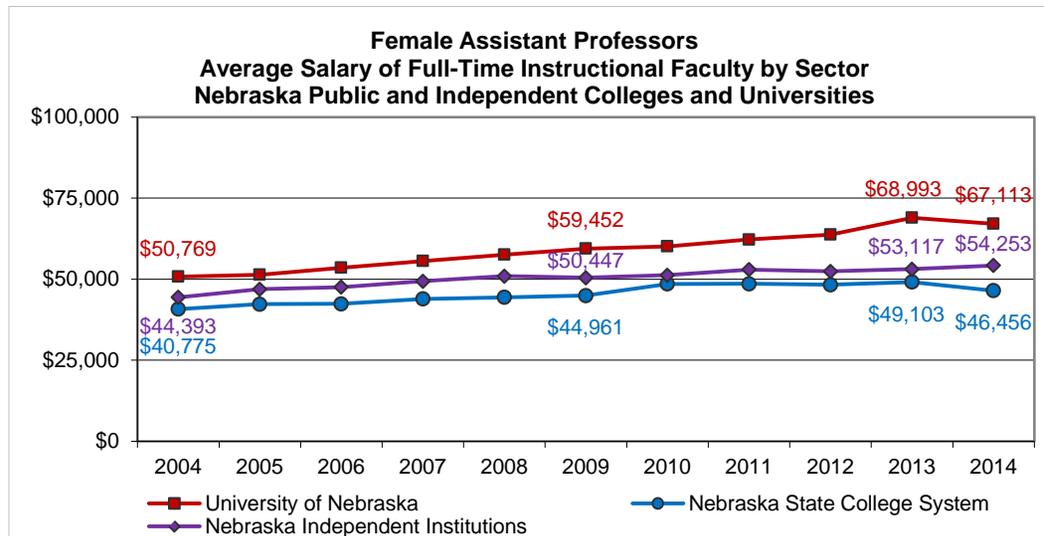
Constant Dollar Average Salary

- The average salary converted to 2014–15 constant dollars for full-time female instructors changed as follows:

Sector	04–14 10-Yr
Univ. of Neb. (---■---)	5.3%
NSCS (---●---)	41.1%
Independents (---◆---)	-8.1%

Note. All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission. Number of full-time female instructors in fall 2014: University of Nebraska = 82; Nebraska state colleges = 11; Nebraska independent institutions = 78.

AVERAGE SALARY OF FULL-TIME FEMALE INSTRUCTIONAL FACULTY by ACADEMIC RANK by SECTOR



Note. All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission. Number of full-time female assistant professors in fall 2014: University of Nebraska = 275; Nebraska state colleges = 34; Nebraska independent institutions = 280.

Average Salary (Dollars Actually Paid)

- The average salary for full-time female assistant professors changed as follows:

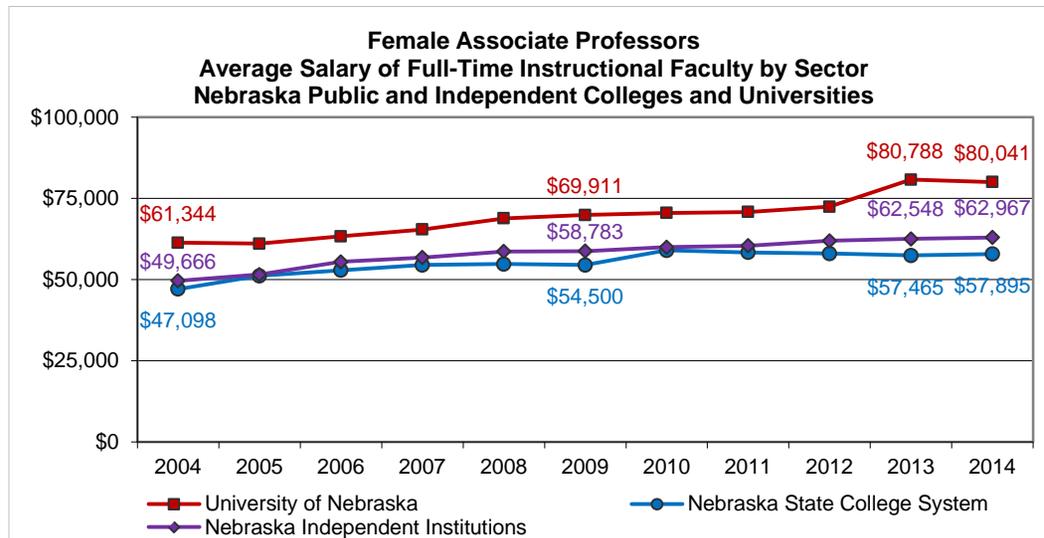
Sector	04-14 10-Yr
Univ. of Neb. (—■—)	32.2%
NSCS (—●—)	13.9%
Independents (—◆—)	22.2%

Constant Dollar Average Salary

- The average salary converted to 2014-15 constant dollars for full-time female assistant professors changed as follows:

Sector	04-14 10-Yr
Univ. of Neb. (---■---)	7.1%
NSCS (---●---)	-7.7%
Independents (---◆---)	-1.0%

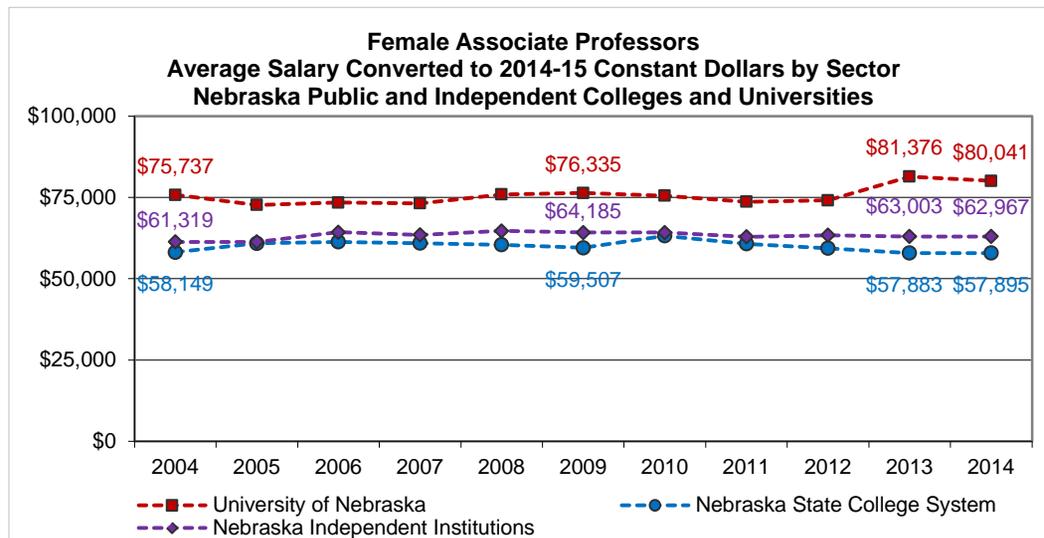
AVERAGE SALARY OF FULL-TIME FEMALE INSTRUCTIONAL FACULTY by ACADEMIC RANK by SECTOR



Average Salary (Dollars Actually Paid)

- The average salary for full-time female associate professors changed as follows:

Sector	04-14 10-Yr
Univ. of Neb. (—■—)	30.5%
NSCS (—●—)	22.9%
Independents (—◆—)	26.8%



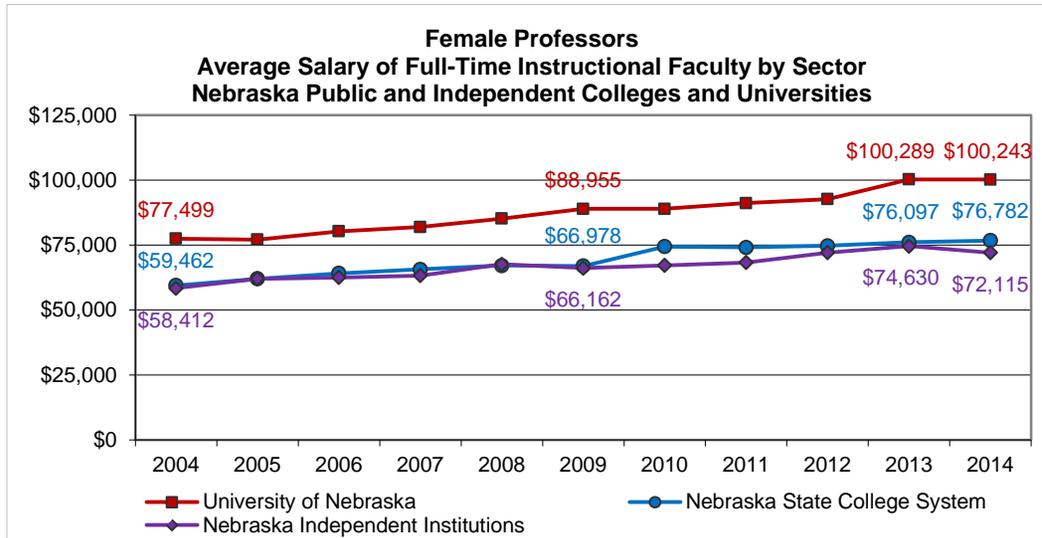
Constant Dollar Average Salary

- The average salary converted to 2014-15 constant dollars for full-time female associate professors changed as follows:

Sector	04-14 10-Yr
Univ. of Neb. (---■---)	5.7%
NSCS (---●---)	-0.4%
Independents (---◆---)	2.7%

Note. All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission. Number of full-time female associate professors in fall 2014: University of Nebraska = 251; Nebraska state colleges = 25; Nebraska independent institutions = 188.

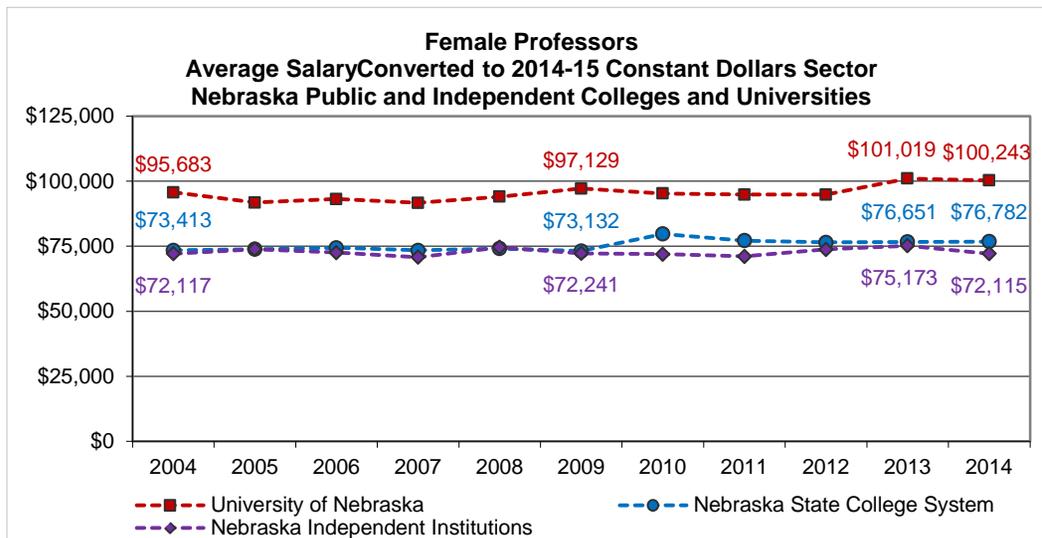
AVERAGE SALARY OF FULL-TIME FEMALE INSTRUCTIONAL FACULTY by ACADEMIC RANK by SECTOR



Average Salary (Dollars Actually Paid)

- The average salary for full-time female professors changed as follows:

Sector	04–14 10-Yr
Univ. of Neb. (—■—)	29.3%
NSCS (—●—)	29.1%
Independents (—◆—)	23.5%



Constant Dollar Average Salary

- The average salary converted to 2014–15 constant dollars for full-time female professors changed as follows:

Sector	04–14 10-Yr
Univ. of Neb. (—■—)	4.8%
NSCS (—●—)	4.6%
Independents (—◆—)	0.0%

Note. All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission. Number of full-time female professors in fall 2014: University of Nebraska = 207; Nebraska state colleges = 41; Nebraska independent institutions = 111.