

Section C Faculty and Salaries Key Findings

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

2006 Factual Look at Higher Education in Nebraska

Section C: Faculty and Salaries

Summary of Key Findings

- Increases in full-time faculty parallel increases in headcount enrollment.
- Increases in number of faculty are mostly at lower academic ranks.
- We have a mostly white student body and a mostly white faculty. There have been very modest increases in the number of non-white faculty; and the greatest “non-white” growth has been in the number of non-resident alien faculty.
- Percentages of Hispanics, Blacks, and Native Americans on Nebraska faculties trail percentages of students in those groups. There is a higher percentage of Asian faculty than the percentage of Asian students.
- Overall, increases in average faculty salaries barely outpaced inflation over the past 10 years.
- Women continue to account for increasing percentages of faculty at almost all ranks, but in general, they earn less – sometimes quite a bit less – than male counterparts.

2006 Factual Look at Higher Education in Nebraska

Section C: Faculty and Salaries, 1995-96 – 2005-06

Key Findings

Total Number of Full-Time Instructional Faculty

- Full-time instructional faculty at Nebraska's public and independent colleges and universities increased from 4,075 in 1995-96 to 4,451 in 2005-06, an increase of 9.2%.
- Over the same 10 years, total headcount enrollment increased 9.0%.
- When analyzed by sector and rank, the most significant changes in the numbers of full-time instructional faculty were as follows:
 - 139 additional lecturers, offset by 110 fewer associate professors, assistant professors, and instructors at the University of Nebraska¹
 - 204 additional associate professors, assistant professors, and instructors at Nebraska's independent institutions
 - 107 additional faculty with no academic rank at Nebraska's community colleges²

Average Salaries of Full-Time Instructional Faculty

- Between 1995-96 and 2005-06, the average salary for full-time faculty at Nebraska's public and independent institutions increased by 33.4%, from \$43,614 in 1995-96 to \$58,192 in 2005-06.
- When average salaries are adjusted for inflation by converting them to 2005-06 dollars, the statewide average salary increased by 3.6% over the 10 years.

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

²All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission for 1995-96 through 2005-06.

- Average faculty salaries generally increased across all four sectors between 1995-96 and 2005-06, but the 10-year increase at the state colleges fell short of the 28.8% price inflation rate for the period.

	<u>10-Year Increase in Average Paid Salary</u>	<u>10-Year Increase in Average Salary Adjusted for the Effects of Inflation</u>
Nebraska community colleges	up 36.8%	up 6.2%
Nebraska independent colleges and universities	up 36.3%	up 5.9%
University of Nebraska	up 34.1%	up 4.2%
Nebraska State College System	up 27.7%	down 0.9%

Full-Time Instructional Faculty by Gender

- Between 1995-96 and 2005-06, women accounted for an increasing percentage of the full-time instructional faculty at Nebraska's public and independent colleges and universities, while men accounted for a decreasing percentage.
 - In 1995-96, 32.5% of the full-time instructional faculty were women.
 - By 2005-06, women accounted for 41.8% of the full-time instructional faculty.
- Over the 10-year period, women generally accounted for higher numbers and percentages of the full-time instructional faculty at every level of academic rank within each of the three sectors with tenure systems: the University of Nebraska, the Nebraska State College System, and Nebraska's independent colleges and universities.
- However, percentages of female faculty continued to be inversely related to academic rank. From 1995-96 through 2005-06, the lowest percentages of women were at the full professor level, while the highest percentages were at the rank of instructor.
- At the Nebraska community colleges, where faculty are not classified by academic rank, women accounted for 36.7% of the full-time instructional faculty in 1995-96 and for 45.1% in 2005-06. In comparison, women constituted 47.5% of the full-time instructional faculty at the independent institutions in 2005-06, while 39.3% of the faculty at the state colleges and 37.4% of the faculty at the University of Nebraska were women.

Average Salaries by Gender

- In 1995-96, the average paid salary of male full-time instructional faculty at Nebraska's public and independent colleges and universities was \$9,680 higher than the average salary received by female faculty. By 2005-06, the gap between the average salaries of men and women had widened to \$11,949.

- Statewide, the average salary of female full-time instructional faculty was 81.1% of the average salary of male full-time faculty in 2005-06, up from 79.3% in 1995-96.
- Over the 10 years, the ratio of women's average salary to men's continued to be inversely related to the academic ranks that range from instructor to full professor. For example, in 2005-06, female professors earned, on the average, 86.9% of the average salary of male professors, whereas female instructors earned 103.4% of the average salary paid to male instructors.
- Female full-time instructional faculty have been paid as much or more than their male colleagues only at the instructor level.

Total Full-Time Faculty by Race/Ethnicity³

- Over the five-year period between 2001-02 and 2005-06, total minority faculty – consisting of Asians/Pacific Islanders, Hispanics, Native Americans, and black non-Hispanics – increased from 506 to 554, or by 9.5%, while white non-Hispanic faculty increased by 1.8%, from 4,684 to 4,767.
- During this period, the number of non-resident alien faculty increased from 190 to 286, or by 50.5%.
- When percentages of full-time faculty are compared to percentages of total headcount enrollment by race/ethnicity, Hispanics, black non-Hispanics, and Native Americans were underrepresented among the faculty in 2005-06, relative to the percentages of students in these racial/ethnic groups.
- In contrast, Asians/Pacific Islanders and non-resident aliens accounted for higher percentages of the faculty than of total headcount enrollment of Asians/Pacific Islanders in 2005-06.

³Race/ethnicity data is collected for total faculty every two years. Total faculty includes instructional, research, and other faculty. In 2001-02 and 2005-06, 0.2% of the faculty was of unknown race/ethnicity.

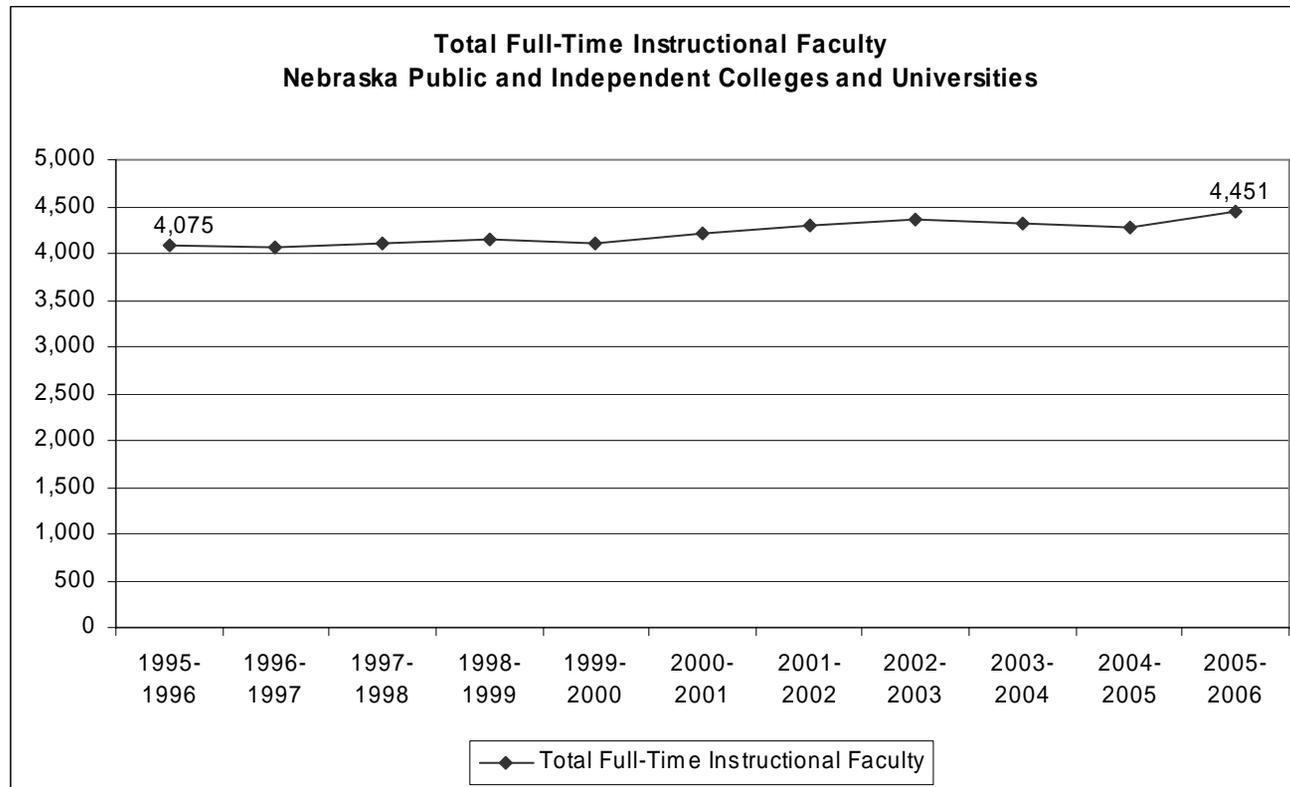
Section C.1
**Number of Full-Time Instructional
Faculty by Sector and Rank**

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

Due to errors in data submission, the data pertaining to the instructional faculty at Creighton University in 2001-02 and 2002-03 have been adjusted.

TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY: 1995-96 – 2005-06

- Full-time instructional faculty at Nebraska's public and independent colleges and universities increased from 4,075 in 1995-96 to 4,451 in 2005-06, or by 9.2%.
- As a basis for comparison, total headcount enrollment at Nebraska's public and independent institutions increased by 9.0%.

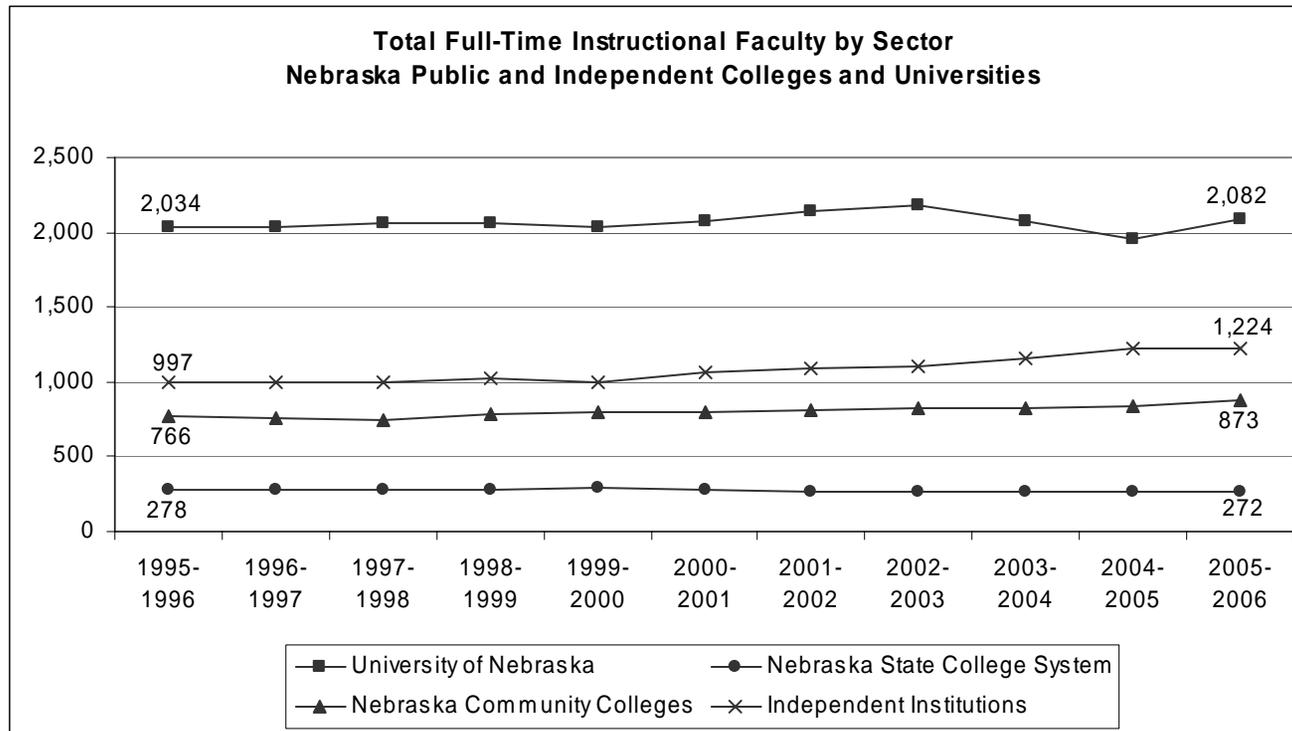


See [Table C1](#) and [Table C2](#) for the number of full-time instructional faculty employed from 1996-97 through 2005-06 by sector and by institution. For the number of full-time instructional faculty employed from 1995-96 through 2005-06, see the spreadsheet titled **Instructional Faculty by Rank and Gender** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1995-96 – 2005-06

- Between 1995-96 and 2005-06, changes in the numbers of full-time instructional faculty by sector were as follows:

University of Nebraska	up 2.4%	Nebraska Community Colleges	up 14.0%
Nebraska Independent Colleges and Universities	up 22.8%	Nebraska State College System	down 2.2%



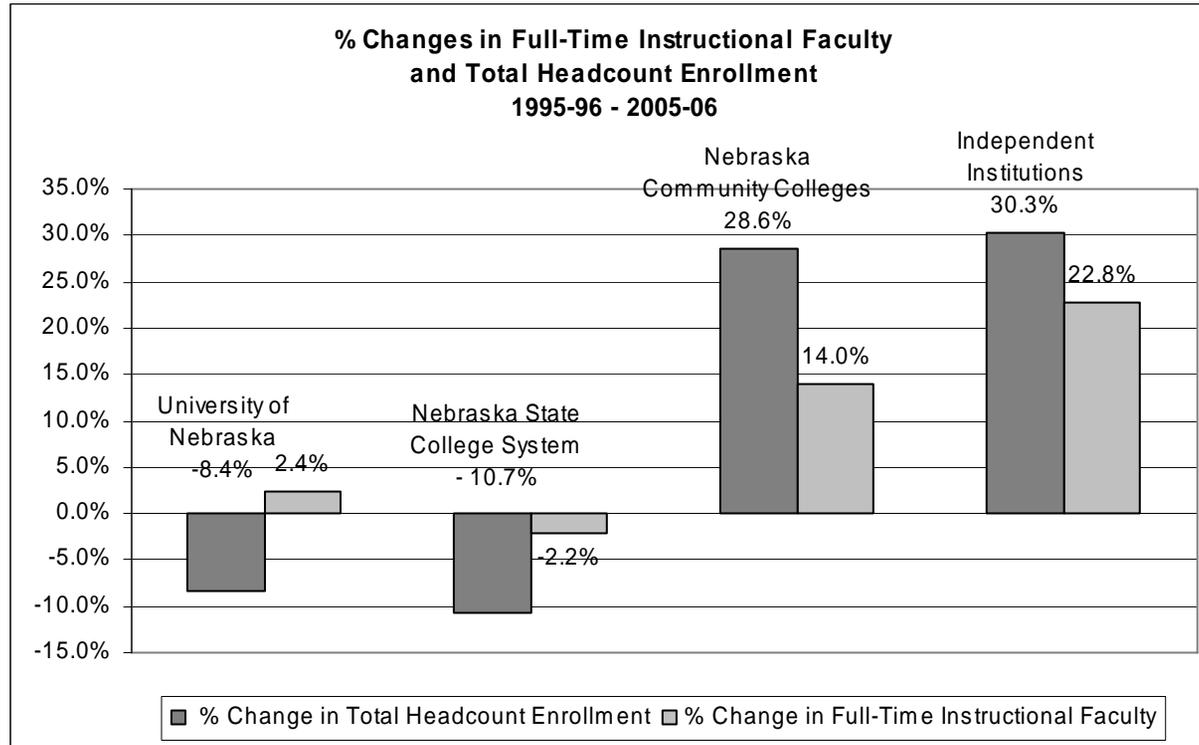
- As shown graphically on the next page, total headcount enrollment by sector increased or decreased as follows:

University of Nebraska	down 8.4%	Nebraska Community Colleges	up 28.6%
Nebraska Independent Colleges and Universities	up 30.3%	Nebraska State College System	down 10.7%

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

See [Table C1](#) and [Table C2](#) for the number of full-time instructional faculty employed from 1996-97 through 2005-06 by sector and by institution. For the numbers of full-time instructional faculty employed from 1995-96 through 2005-06, see the spreadsheet titled **Instructional Faculty by Rank and Gender** in the **downloadable Excel workbook**: [FL 95-05 Sec C Web Workbook.xls](#)

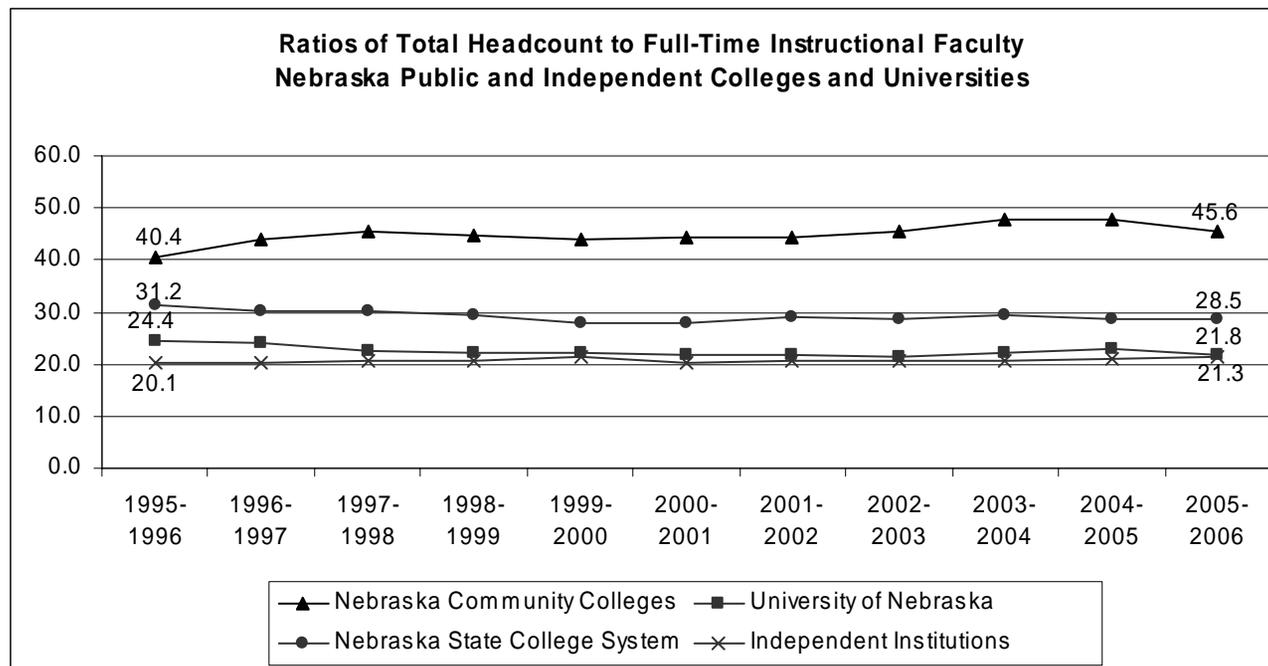
% Changes in THE TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY and TOTAL HEADCOUNT ENROLLMENT by SECTOR: 1995-96 – 2005-06



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

RATIOS OF TOTAL HEADCOUNT TO FULL-TIME INSTRUCTIONAL FACULTY: 1995-96 – 2005-06

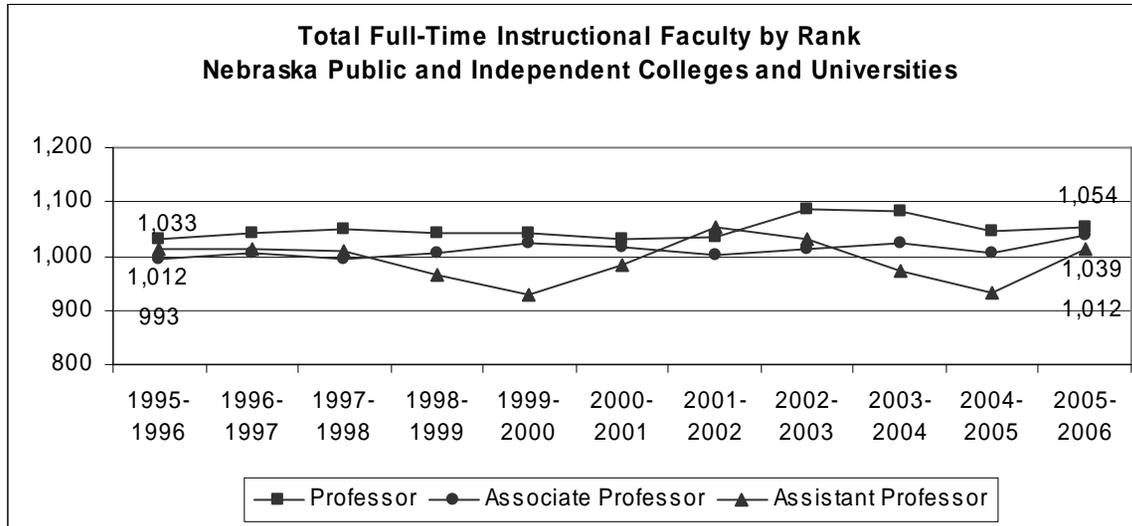
- Given the changes that occurred between 1995-96 and 2005-06 in the number of instructional faculty employed within the public and independent sectors of Nebraska’s postsecondary education system, it is logical to ask whether these additions or reductions of faculty were in line with changes in student enrollment.
- IPEDS data are not sufficiently detailed to develop a precise measure of student-to-faculty ratios. However, dividing total headcount enrollment by the number of full-time instructional faculty provides a general estimate for monitoring whether the number of students per full-time faculty member remained relatively stable as enrollments increased or decreased between 1995-96 and 2005-06. That ratio does not account for the use of part-time faculty, on whom institutions increasingly rely.
- As shown in the trend chart below, estimated student-to-full-time-faculty ratios for the University of Nebraska and the Nebraska State College System generally decreased over the 10 years by 2.7 or 2.6 students per full-time faculty member, respectively. In comparison, the estimated student-to-full-time-faculty ratio for Nebraska’s community colleges increased by 5.2 students and the ratio for the independent institutions also increased slightly.



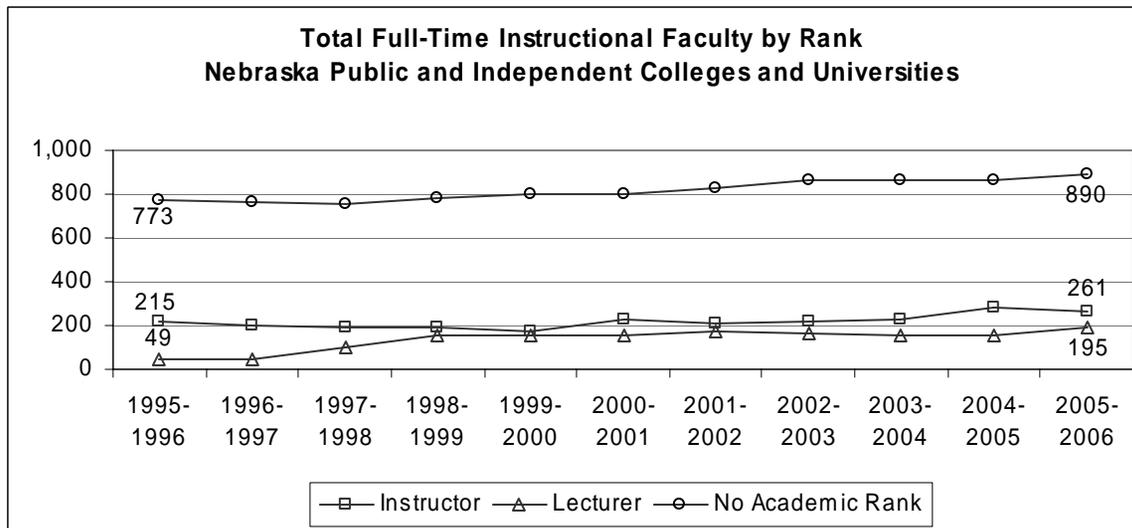
See **Section A on Enrollment** for total headcount enrollments by sector and by institution.

The numbers of full-time instructional faculty and the above ratios by sector are available in the spreadsheet titled **Instructional Faculty by Sector** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1995-96 – 2005-06



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



When analyzed by rank, the faculty employed by Nebraska public and independent institutions increased between 1995-96 and 2005-06 as follows:

Professors	up 21	2.0%
Associate Professors	up 46	4.6%
Assistant Professors	No change	
Instructors	up 46	21.4%
Lecturers	up 146	298.0%
No Rank	up 117	15.1%
<hr/>		
Total	up 376	9.2%

Further calculations indicate:

- Lecturers accounted for 38.8% of the 376 additional faculty hired between 1995-96 and 2005-06.
- Faculty with no academic rank accounted for 31.1% of the gain in faculty.
- Associate professors and instructors each accounted for 12.2% of the faculty added between 1995-96 and 2005-06.

See [Table C7](#) for the number of faculty by rank from 1996-97 through 2005-06. For the number of full-time instructional faculty employed by rank from 1995-96 through 2005-06, see the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)

**NET INCREASES AND DECREASES IN THE NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY
by SECTOR and by RANK: 1995-96 – 2005-06**

- When increases and decreases in the number of full-time instructional faculty are analyzed by both sector and rank as shown below, the greatest changes were evidenced as follows:
 - 110 fewer associate professors, assistant professors, and instructors at the University of Nebraska
 - 139 additional lecturers at the University of Nebraska¹
 - 107 additional faculty with no academic rank at Nebraska’s community colleges
 - 204 additional associate professors, assistant professors, and instructors at Nebraska’s independent institutions²

Net Increases or Decreases in the Number of Instructional Faculty by Sector and by Rank³ Nebraska Public and Independent Colleges and Universities 1995-96 – 2005-06							
Sector	Professors	Associate Professors	Assistant Professors	Instructors	Lecturers	No Academic Rank	Total Net Increase or Decrease
University of Nebraska	12	-62	-26	-22	139	7	48
Nebraska State College System	-6	10	-19	7	2	0	-6
Nebraska Community Colleges						107	107
Independent Colleges and Universities	15	98	45	61	5	3	227
Total Public and Independent Colleges and Universities	21	46	0	46	146	117	376

¹Of the 139 additional lecturers at the University of Nebraska, 122 (87.8%) were employed by the University of Nebraska-Lincoln.

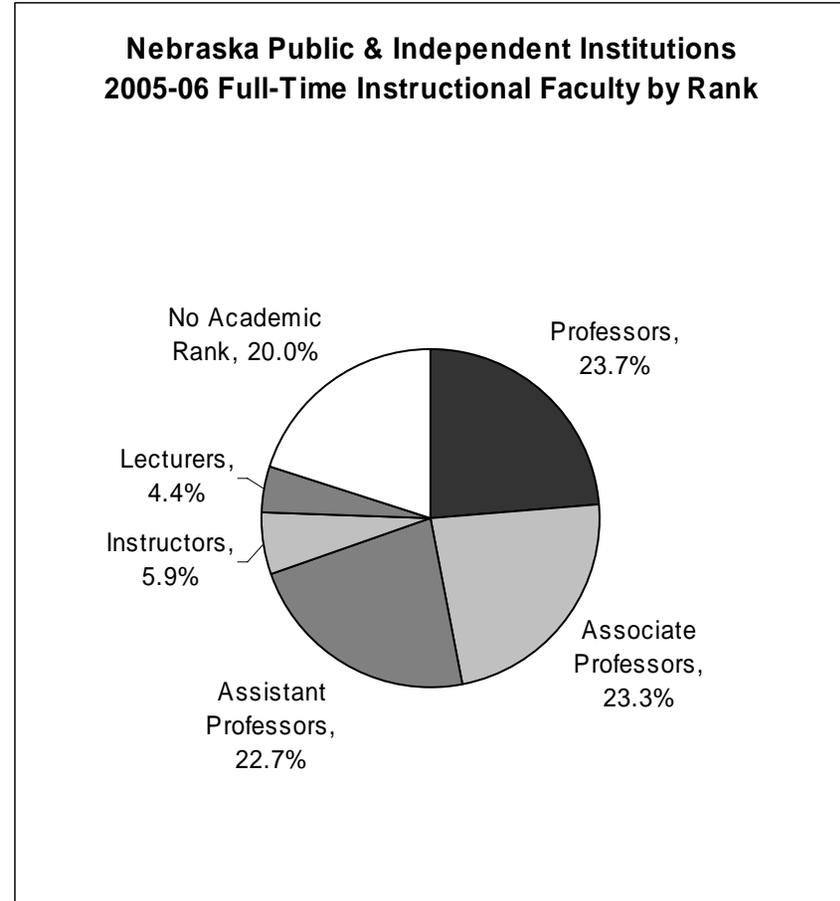
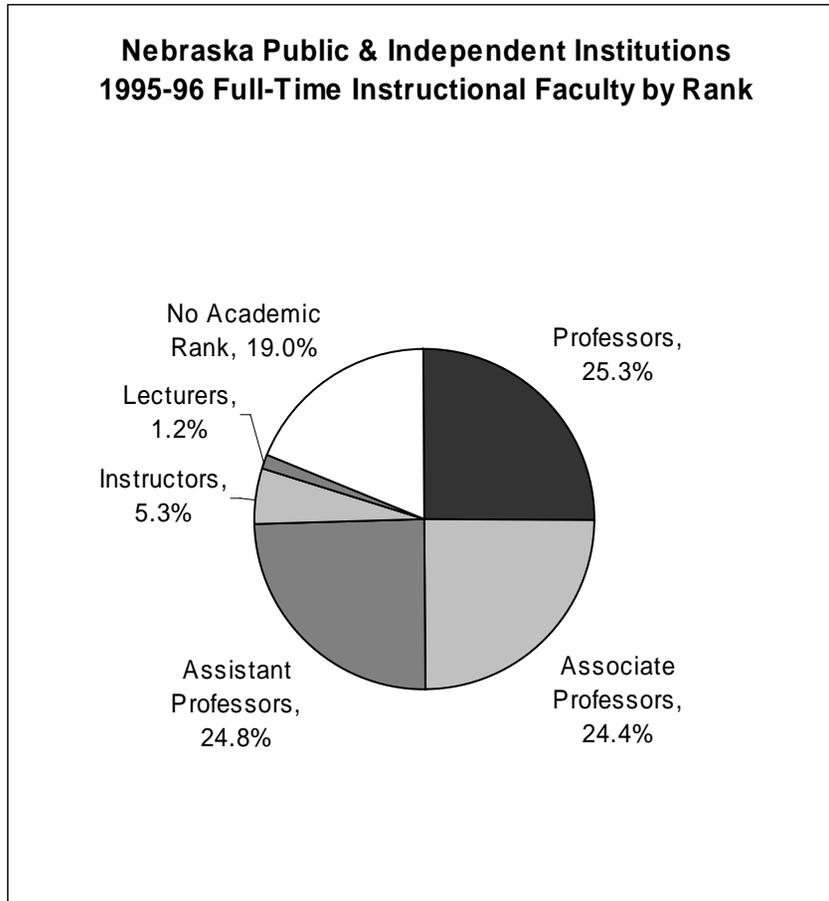
²In general, increases in the numbers of faculty were proportionately distributed across the independent sector.

³Historically, faculty were generally hired on a tenure track leading from instructor to assistant professor to associate professor to full professor. Current practice is to hire tenure-track faculty at the assistant professor rank. A lecturer is most frequently a non-tenure track position.

The numbers of full-time instructional faculty employed from 1995-96 through 2005-06 by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1995-96 – 2005-06

- As a result of increases and decreases in faculty, the overall composition of the full-time instructional faculty at Nebraska’s public and independent colleges and universities shifted slightly between 1995-96 and 2005-06.
- As shown below, lecturers, instructors, and faculty with no academic rank accounted for higher percentages of the faculty in 2005-06 than in 1995-96, while lower percentages of the faculty were professors, associate professors, and assistant professors.

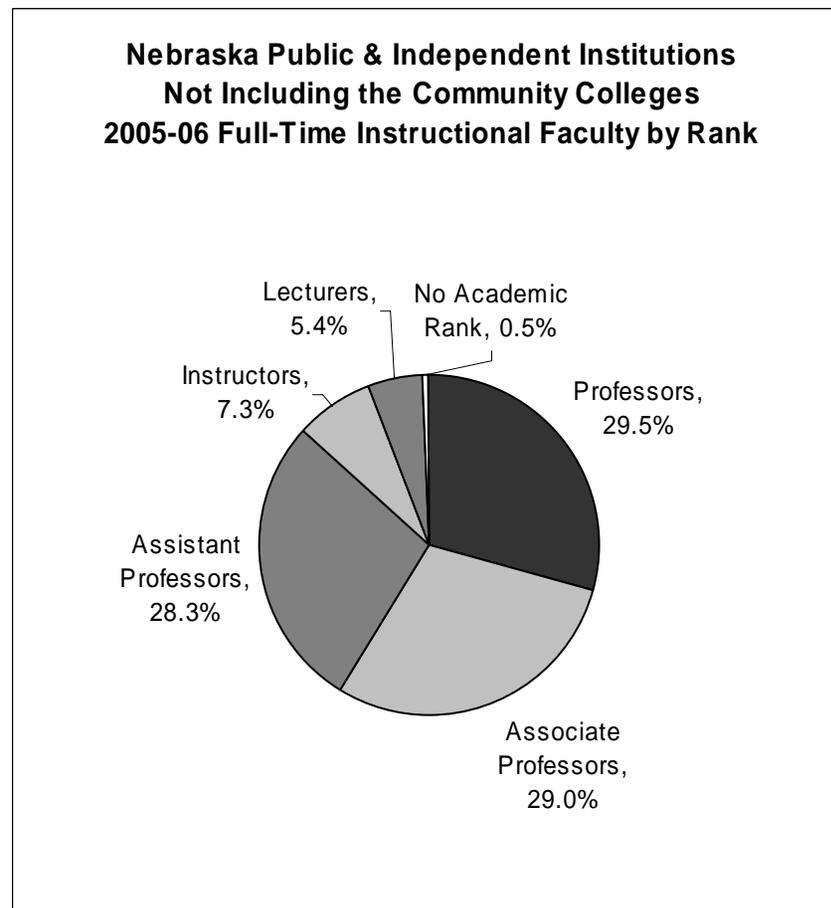
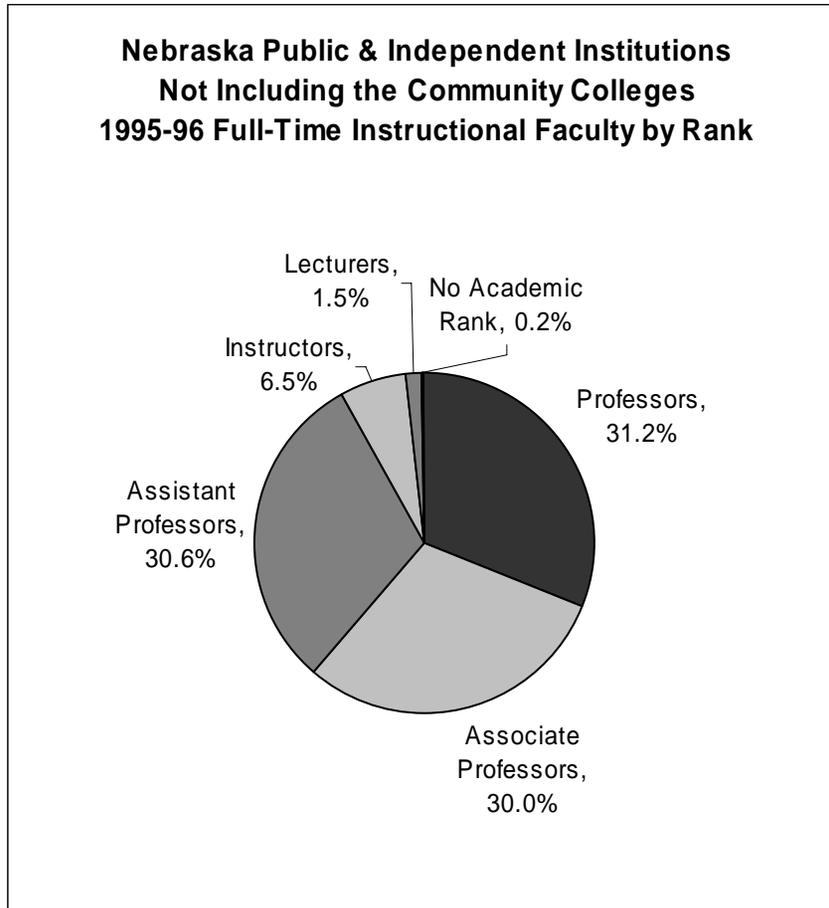


The numbers of full-time instructional faculty employed from 1995-96 through 2005-06 by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1995-96 – 2005-06 (Continued)

With Community Colleges Excluded

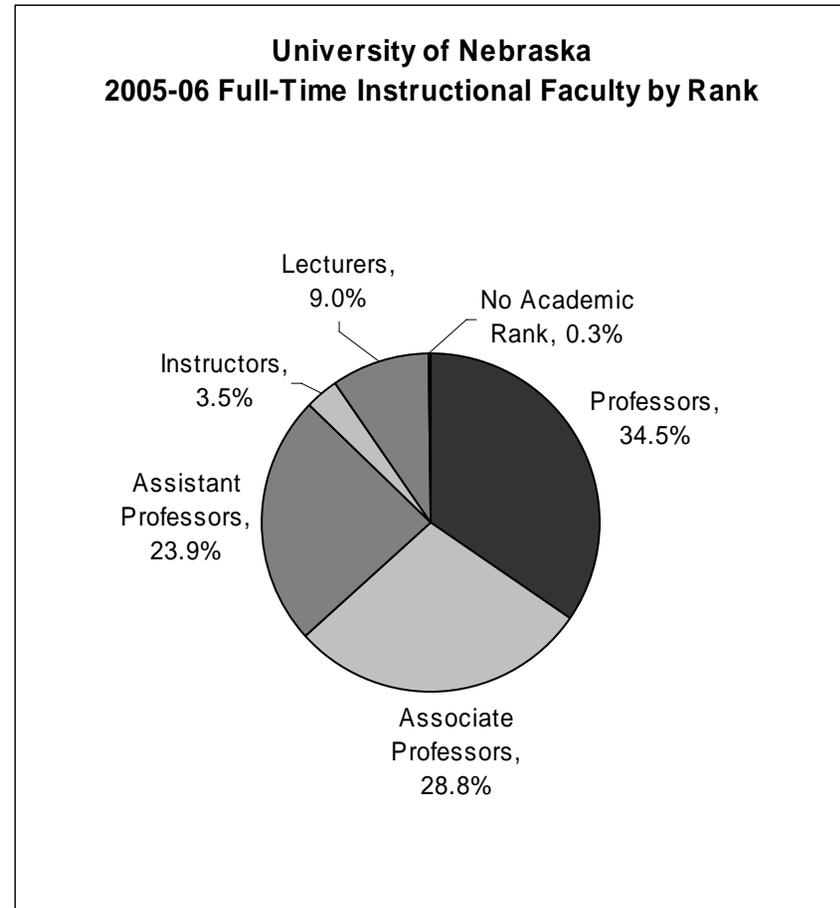
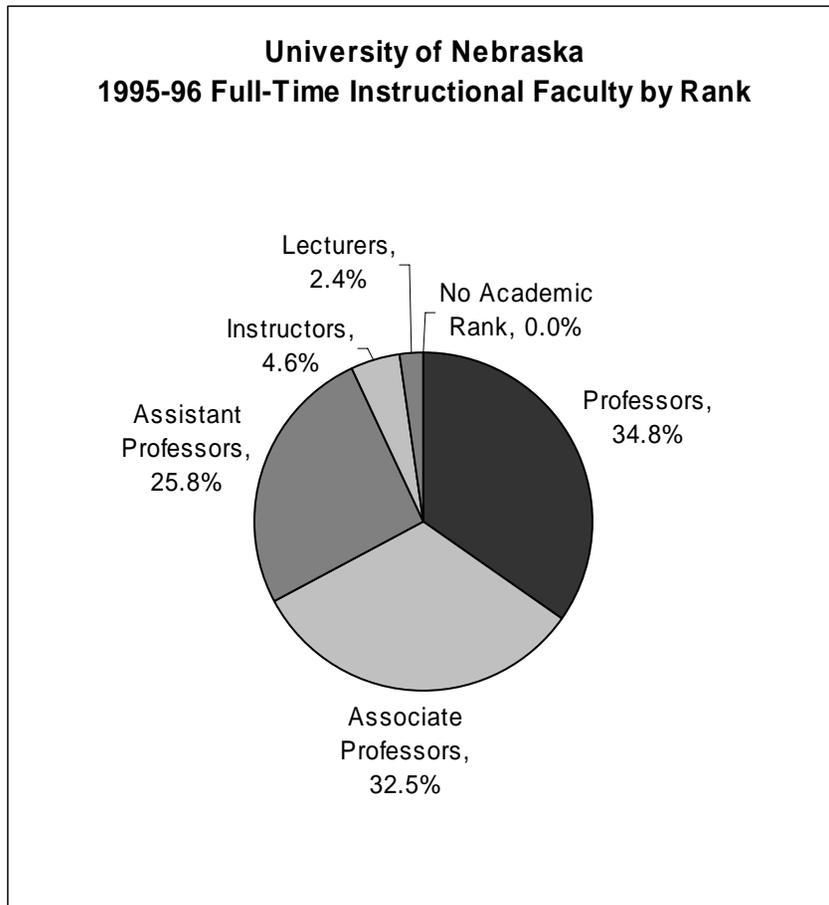
- The following charts exclude the Nebraska community colleges to provide a more direct comparison of the other three sectors¹. As shown below, faculty with no academic rank constituted 0.2% of the faculty at the University of Nebraska, the state colleges, and the state’s independent colleges and universities in 1995-96, and by 2005-06, faculty with no academic rank still accounted for only 0.5% of the instructional faculty within these three sectors.



¹All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission for 1995-96 through 2005-06. Depending on the academic year, the university employed 0 to 17 faculty members without rank, the state colleges employed 0 to 2, and the independent colleges employed 0 to 9.

Percentage of FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK: 1995-96 – 2005-06

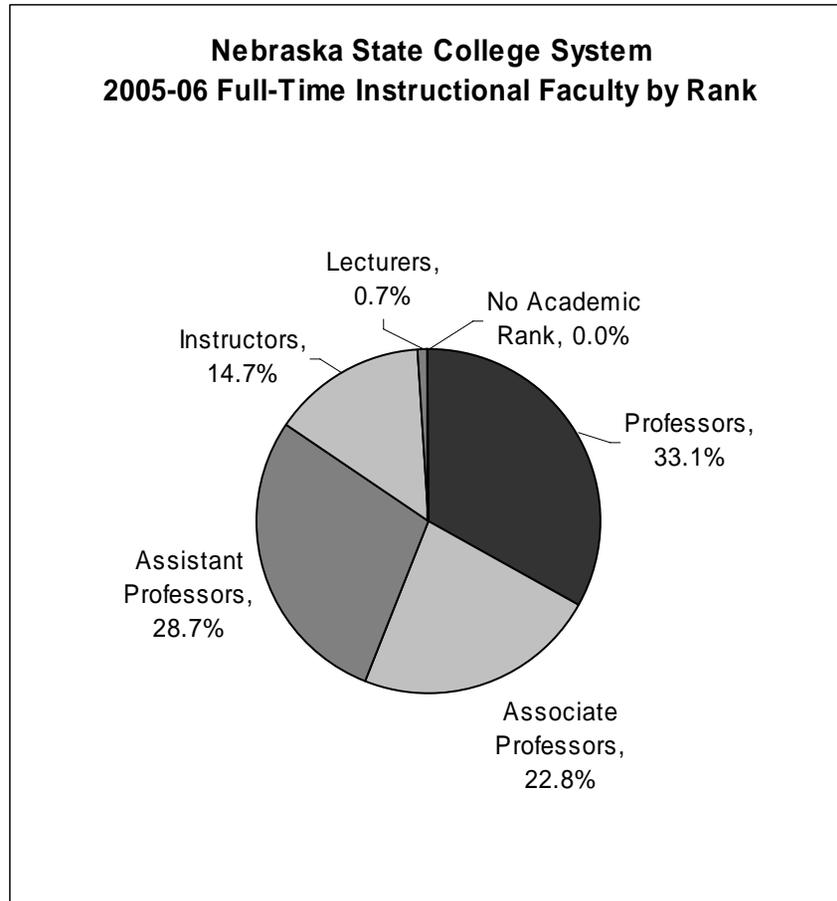
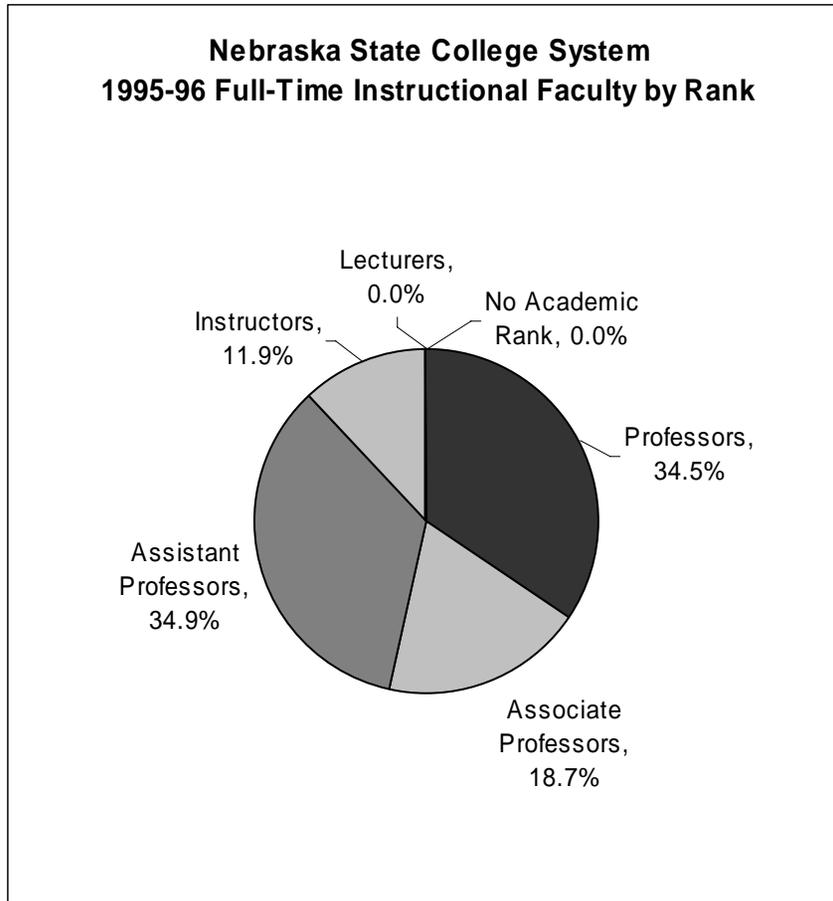
- The most significant change that occurred between 1995-96 and 2005-06 in the composition of the full-time instructional faculty at the University of Nebraska was the increased percentage of lecturers, balanced by decreased percentages of associate professors, assistant professors, and instructors.



The numbers of full-time instructional faculty employed from 1995-96 through 2005-06 by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

Percentage of FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK: 1995-96 – 2005-06
 (Continued)

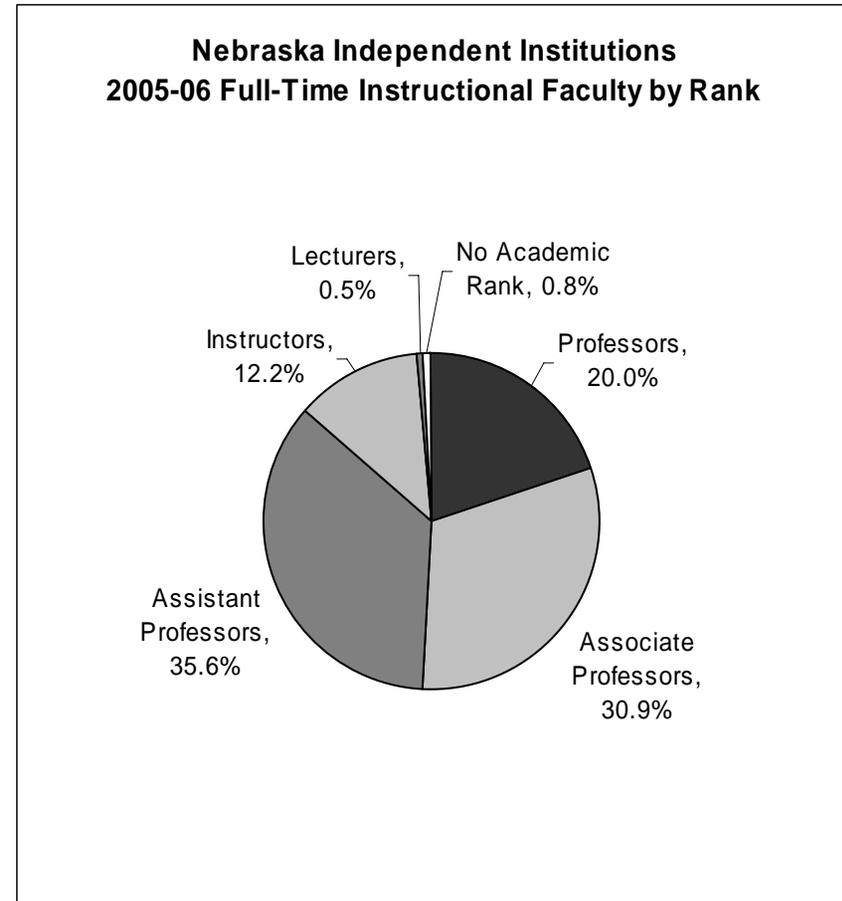
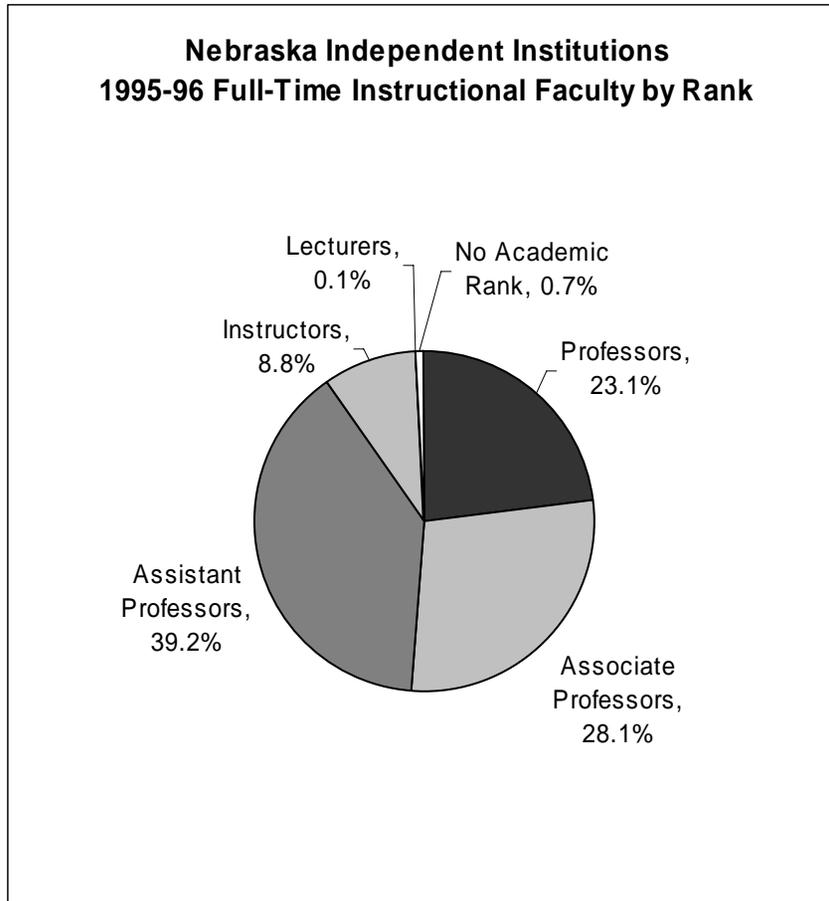
- The overall composition of the instructional faculty employed by the Nebraska State College System shifted slightly between 1995-96 and 2005-06, reflecting small increases in the numbers of associate professors, instructors, and lecturers, balanced by decreases in the numbers of professors and assistant professors.



The numbers of full-time instructional faculty employed from 1995-96 through 2005-06 by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

Percentage of FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK: 1995-96 – 2005-06
 (Continued)

- Although additional full-time instructional faculty were hired at all ranks by Nebraska's independent colleges and universities between 1995-96 and 2005-06, the highest numbers of additional faculty were at the associate professor and instructor levels. As a result, associate professors and instructors accounted for higher percentages of the faculty in 2005-06 than in 1995-96, while faculty at other ranks within the independent sector accounted for essentially the same or lower percentages.



The numbers of full-time instructional faculty employed from 1995-96 through 2005-06 by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

Percentage of FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK: 1995-96 – 2005-06

(Continued)

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

Section C.2

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

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

Due to errors in data submission, the data pertaining to the instructional faculty at Creighton University in 2001-02 and 2002-03 have been adjusted.

INTRODUCTION TO THE SALARY ANALYSES REPORTED IN THIS SECTION

- The average salaries of full-time instructional faculty reported in this section were calculated using the actual dollar amounts paid by institutions and reported annually on the IPEDS Human Resources survey.¹
- In addition, average salaries have been converted to 2005-06 dollars to take into account the effect of inflation when salaries are compared over the 10 years between 1995-96 and 2005-06.
- Average salaries are converted to 2005-06 dollars using a multiplication factor based on the Consumer Price Index (CPI) that is maintained by the U.S. Bureau of Labor Statistics (BLS).

USE OF THE CONSUMER PRICE INDEX (CPI-U)

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

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

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

The CPI-U can be used to compare price levels over any period of time by calculating the percentage increase or decrease in the index value from the beginning to the end of the period. For the purposes of this report, the period of interest is the 10 years between the academic years of 1995-96 and 2005-06.

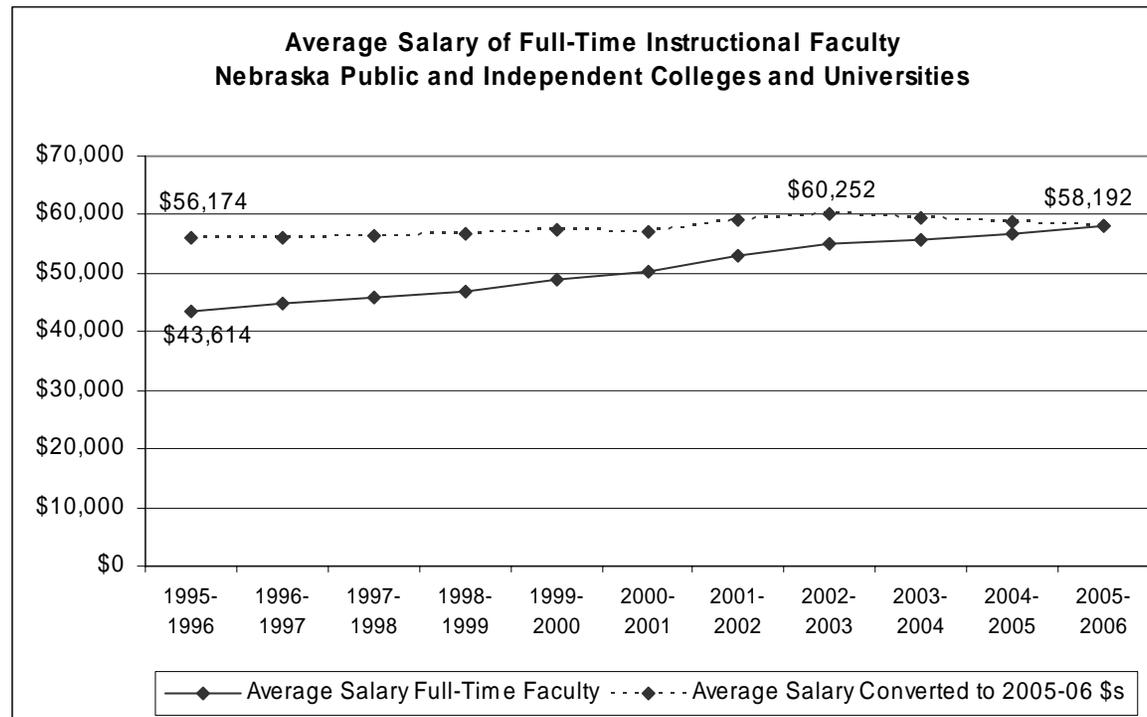
The average CPI-U for July 1995 through June 1996 was 154.5. For July 2005 through June 2006, the average CPI-U was 199.0, indicating that there was an overall 28.8% increase in consumer prices over the 10 years. Given a 28.8% increase in the general level of prices over the 10 years, salaries also would have to increase 28.8% to have the same amount of purchasing power in 2005-06 as in 1995-96 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.

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

AVERAGE SALARY OF TOTAL FULL-TIME INSTRUCTIONAL FACULTY: 1995-96 – 2005-06

- In dollars actually paid, the average salary for full-time faculty at Nebraska's public and independent colleges and universities was \$58,192 in 2005-06, compared to \$43,614 in 1995-96, a 10-year increase of 33.4%.
- However, when average salaries are adjusted for inflation by converting them to 2005-06 dollars, the statewide average salary increased from \$56,174 in 1995-96 to \$60,252 in 2002-03, and then decreased to \$58,192 in 2005-06 for an overall increase of 3.6% over the 10 years.
- See the table on page C.2.5 for the average salaries paid from 1995-96 to 2005-06 converted to 2005-06 dollars to take into account the effect of inflation.



Average paid salaries and average salaries converted to 2005-06 dollars by sector and by institution for 1995-96 to 2005-06 are available in the spreadsheets titled **Average Salary Total and by Gender** and **Average Salary by Sector** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

AVERAGE SALARY OF TOTAL FULL-TIME INSTRUCTIONAL FACULTY: 1995-96 – 2005-06 (Continued)

Actual Average Salary of Full-Time Instructional Faculty at Nebraska's Public and Independent Colleges and Universities Converted to 2005-06 Dollars				
Year	Average Faculty Salary	CPI-U ¹ for July-June	Multiplication Factor ²	Average Salary Converted to 2005-06 Dollars ³
1995-1996	\$43,614	154.5	1.2880	\$56,174
1996-1997	\$44,879	158.9	1.2522	\$56,200
1997-1998	\$45,832	161.7	1.2303	\$56,388
1998-1999	\$47,030	164.5	1.2094	\$56,877
1999-2000	\$48,771	169.3	1.1754	\$57,327
2000-2001	\$50,351	175.1	1.1365	\$57,224
2001-2002	\$52,859	178.2	1.1167	\$59,029
2002-2003	\$55,140	182.1	1.0927	\$60,252
2003-2004	\$55,740	186.1	1.0693	\$59,604
2004-2005	\$56,705	191.7	1.0381	\$58,865
2005-2006	\$58,192	199.0	1.0000	\$58,192
10-Year Increase	33.4%			3.6%
<p>¹CPI-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.</p> <p>²The multiplication factor for a given year equals the CPI-U for 2005-06 divided by the CPI-U for the year of interest.</p> <p>³The average salary converted to 2005-06 equals the paid average salary multiplied by the CPI-U multiplication factor.</p>				

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1995-96 – 2005-06

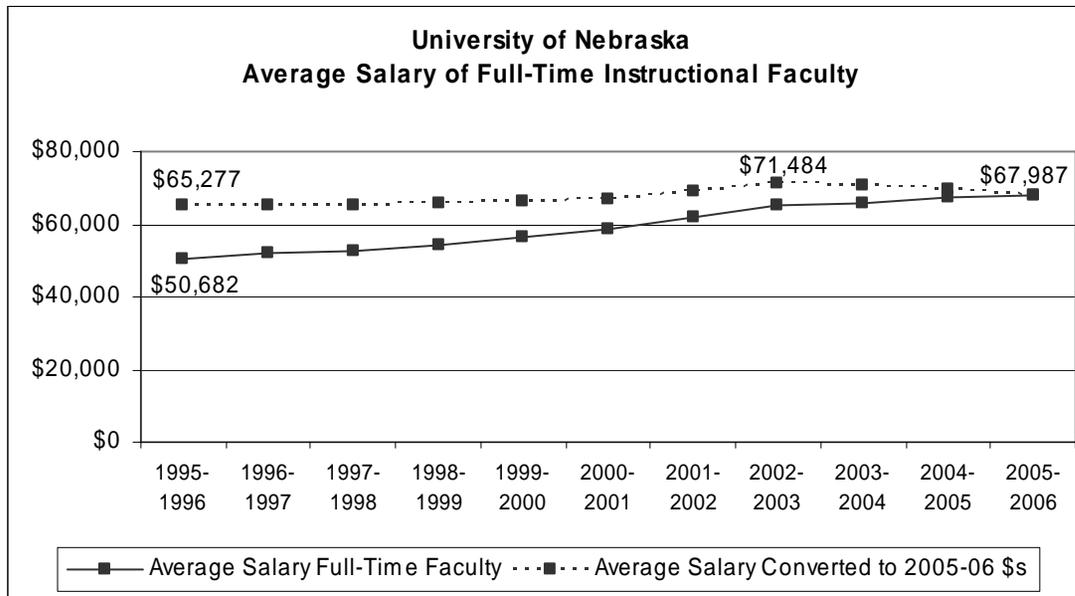
- The charts on the following two pages show, by sector, the increases and decreases in the average salaries paid to full-time instructional faculty between 1995-96 to 2005-06. These charts also show the trends in faculty salaries when they are expressed in 2005-06 dollars to take into account the effect of price inflation.
- The University of Nebraska paid the highest average salaries throughout the 10 years, with the average salary reaching \$67,987 in 2005-06.
- Faculty at independent institutions received an average salary of \$53,291 in 2005-06, while faculty at Nebraska's state colleges and community colleges earned \$50,175 and \$44,201, respectively.
- Between 1995-96 and 2005-06, average faculty salaries generally increased across all four sectors, but the 10-year increase at the state colleges fell short of the 28.8% inflation rate for the period.

	<u>10-Year Increase in Average Salary</u>
Nebraska community colleges	up 36.8%
Nebraska independent colleges and universities	up 36.3%
University of Nebraska	up 34.1%
Nebraska State College System	up 27.7%

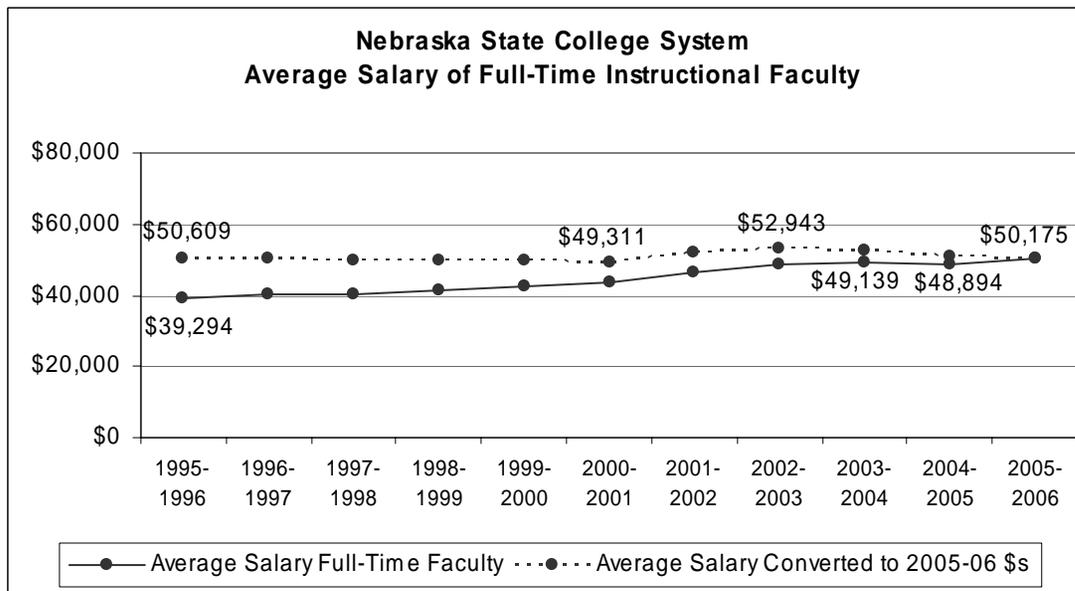
- When the effects of price inflation are taken into consideration by converting salaries to 2005-06 dollars, the average salary earned by Nebraska's state college faculty decreased by 0.9% over the 10-year period.
- Adjusted for inflation, faculty salaries in the other three sectors increased by 4.2% to 6.2% over the 10 years.
- Average salaries converted to 2005-06 dollars were at their highest levels in 2002-03 for faculty employed by the University of Nebraska, the Nebraska State College System, and the independent institutions. At the community colleges, the buying power of the average faculty salary peaked in 2004-05.

Average paid salaries and average salaries converted to 2005-06 dollars by sector and by institution for 1995-96 to 2005-06 are available in the spreadsheets titled **Average Salary Total and by Gender** and **Average Salary by Sector** in the **downloadable Excel workbook**: [FL 95-05 Sec C Web Workbook.xls](#)

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1995-96 – 2005-06 (Continued)

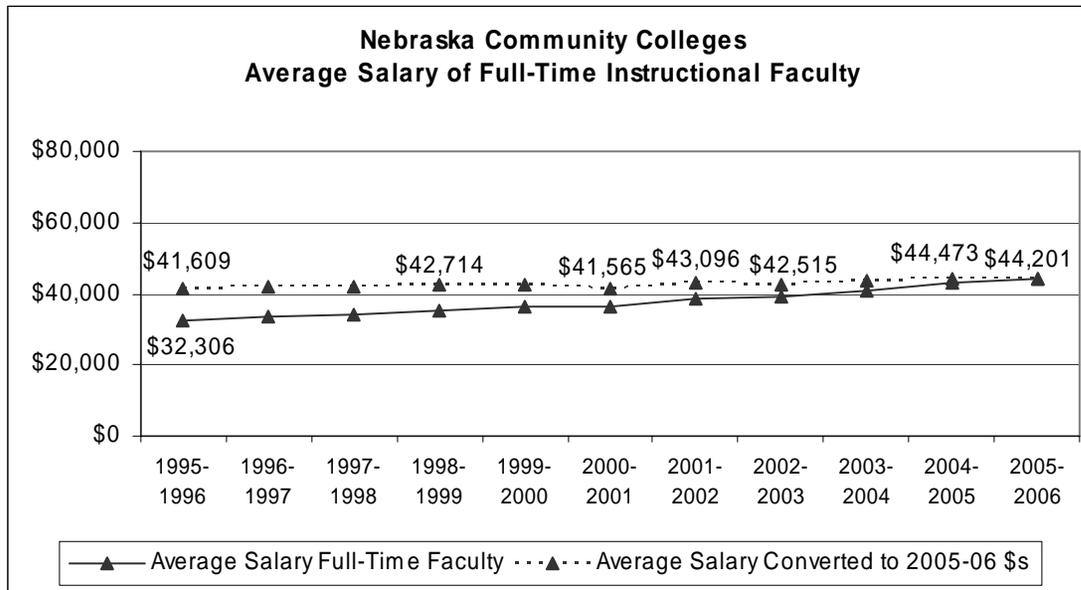


- University of Nebraska**
- In dollars actually paid, the average faculty salary at the University of Nebraska increased from \$50,682 in 1995-96 to \$67,987 in 2005-06, or by 34.1%.
 - Converted to 2005-06 dollars, the average salary of university faculty increased from 1995-96 to 2002-03 and then decreased for a net 10-year increase of 4.2%.



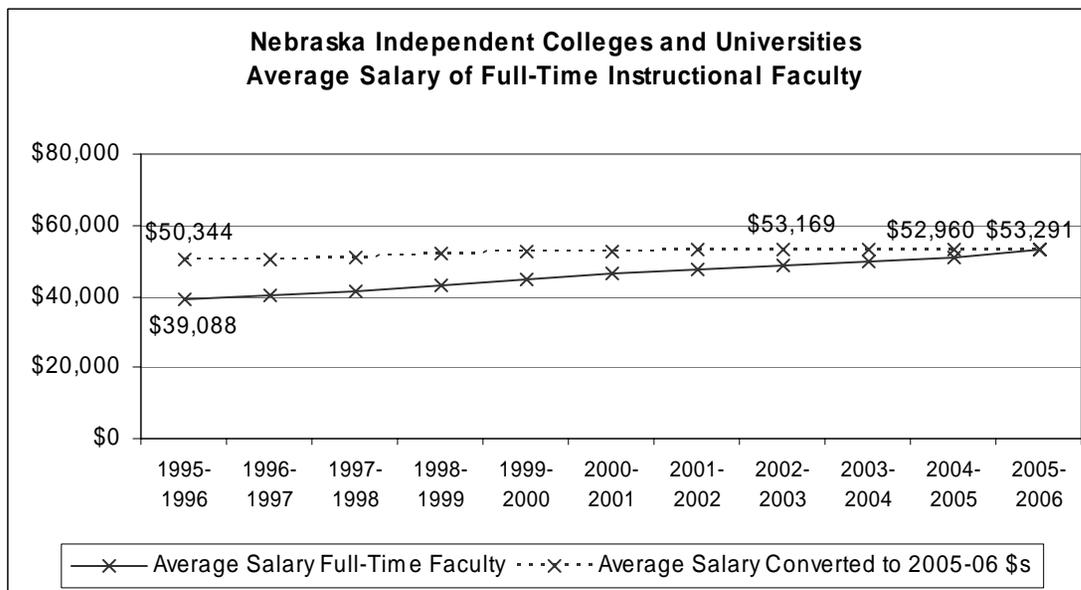
- Nebraska State College System**
- The average faculty salary paid by Nebraska’s state colleges increased from 1995-96 to 2003-04, decreased in 2004-05, and then increased to \$50,175 in 2005-06 for a net gain of 27.7% over the 10 years.
 - Converted to 2005-06 dollars, the average salary of faculty at the state colleges decreased from 1995-96 to 2000-01, increased and peaked in 2002-03, and then declined again for a net 10-year decrease of 0.9%.

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1995-96 – 2005-06 (Continued)



Nebraska Community Colleges

- In dollars actually paid, the average salary of faculty employed by Nebraska community colleges gradually increased from \$32,306 in 1995-96 to \$44,201 in 2005-06 for a total 10-year increase of 36.8%.
- Converted to 2005-06 dollars, the average community college salary slightly increased from 1995-96 to 1999-2000 and then fluctuated upward, resulting in a net increase of 6.2% between 1995-96 and 2005-06.



Nebraska Independent Institutions

- The average faculty salary for Nebraska's independent institutions steadily increased from \$39,088 in 1995-96 to \$53,291 in 2005-06, an overall increase of 36.3%.
- Converted to 2005-06 dollars, the average faculty salary peaked in 2002-03, and then decreased before rising again in 2005-06 for a 5.9% net 10-year gain.

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1995-96 – 2005-06

- The charts following this summary show, by academic rank, how average salaries paid between 1995-96 and 2005-06 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 2005-06 dollars to take the effect of inflation into account.
- Between 1995-96 and 2005-06, the average salaries paid by the University of Nebraska were consistently higher than the average salaries paid by the Nebraska State College System, Nebraska's community colleges, and the state's independent institutions, with one minor exception. In 2004-05, the average salary paid to instructors in the independent sector were a few hundred dollars higher than the average salary paid to instructors employed by the University of Nebraska.
- With a few exceptions, the average salaries paid in the independent sector were higher than those paid by the Nebraska State College System, and the salary gap between these two sectors widened over the 10 years. In 1995-96, the average salaries paid in the independent sector were essentially the same as, or at most, \$2,400 higher than the average salaries paid at the state colleges. By 2004-05, average salaries in the independent sector were \$3,075 to \$5,755 higher than those paid by the state colleges, depending on academic rank.
- The greatest difference between the salaries paid by the independent institutions and the University of Nebraska was at the professor level. In 2005-06, for example, professors employed by the university earned an average salary that was almost \$20,000 higher than the average salary paid to professors in the independent sector.
- Over the course of the decade, differences between the average salaries paid by the University of Nebraska and the independent institutions decreased with academic rank. In 2005-06, the average salary of associate professors at the University of Nebraska was \$10,056 higher than the average salary of associate professors in the independent sector. In comparison, the difference between the average salaries of assistant professors in the two sectors was \$7,407, and instructors at the University of Nebraska earned only \$3,359 more than instructors in the independent sector.
- Comparing average salary increases across academic ranks, professors received the highest dollar amounts. The 10-year increases for professors were \$23,455 at the University of Nebraska, \$18,666 in the independent sector, and \$13,715 at the state colleges.
- The largest 10-year percentage increases in average salary at the University of Nebraska were earned by instructors (40.3%) and lecturers (54.5%). Instructors also received the highest 10-year salary percentage increase at the state colleges (30.2%), while assistant professors received the highest percentage increase within the independent sector (43.5%).

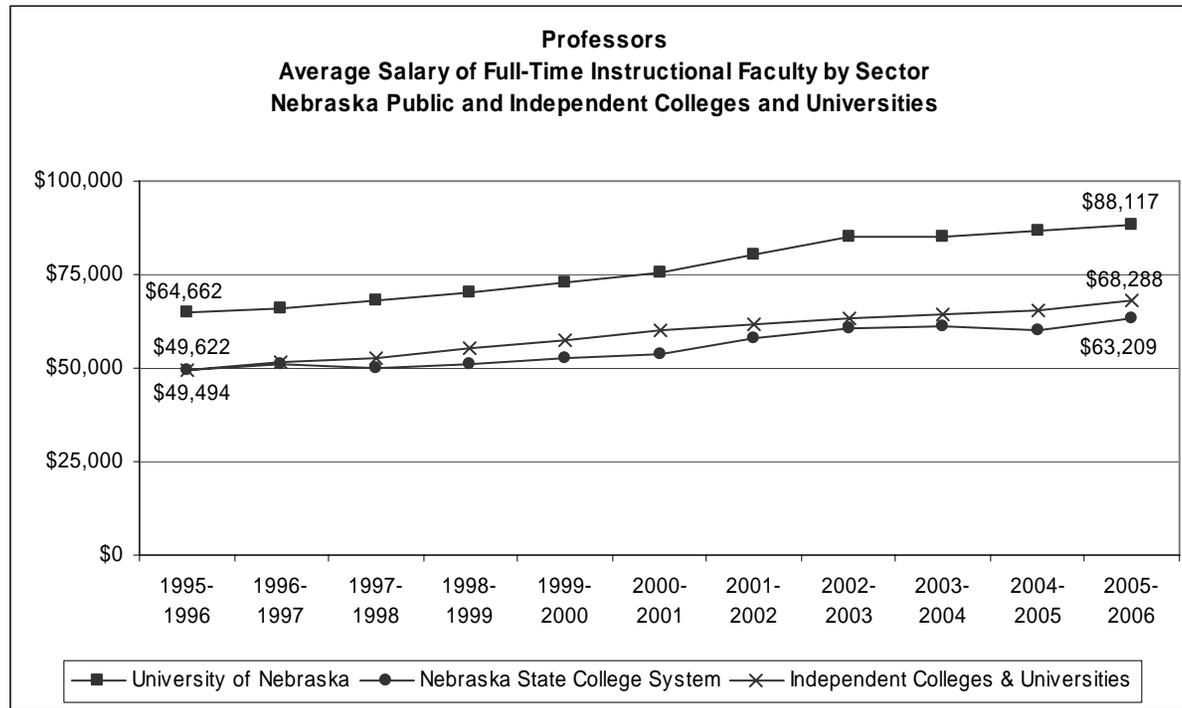
Continued on the next page.

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1995-96 – 2005-06
(Continued)

- All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission for 1995-96 to 2005-06, but faculty with no academic rank have not been consistently employed by the University of Nebraska, the Nebraska State College System, or the independent institutions in Nebraska.
- As previously summarized, the average salary of community college faculty increased from \$32,306 in 1995-96 to \$44,201 in 2005-06, or by 36.8%. Compared to the salaries in other sectors, average salaries at the community colleges were most similar in level and range to those earned by assistant professors at the state colleges, where assistant professor average salaries ranged from \$32,903 in 1995-96 to \$42,326 in 2005-06.

Average paid salaries by sector and by institution for 1995-96 to 2005-06 are available in the spreadsheets titled **Average Salary Total and by Gender** and **Average Salary by Sector** in the **downloadable Excel workbook**: [FL 95-05 Sec C Web Workbook.xls](#)

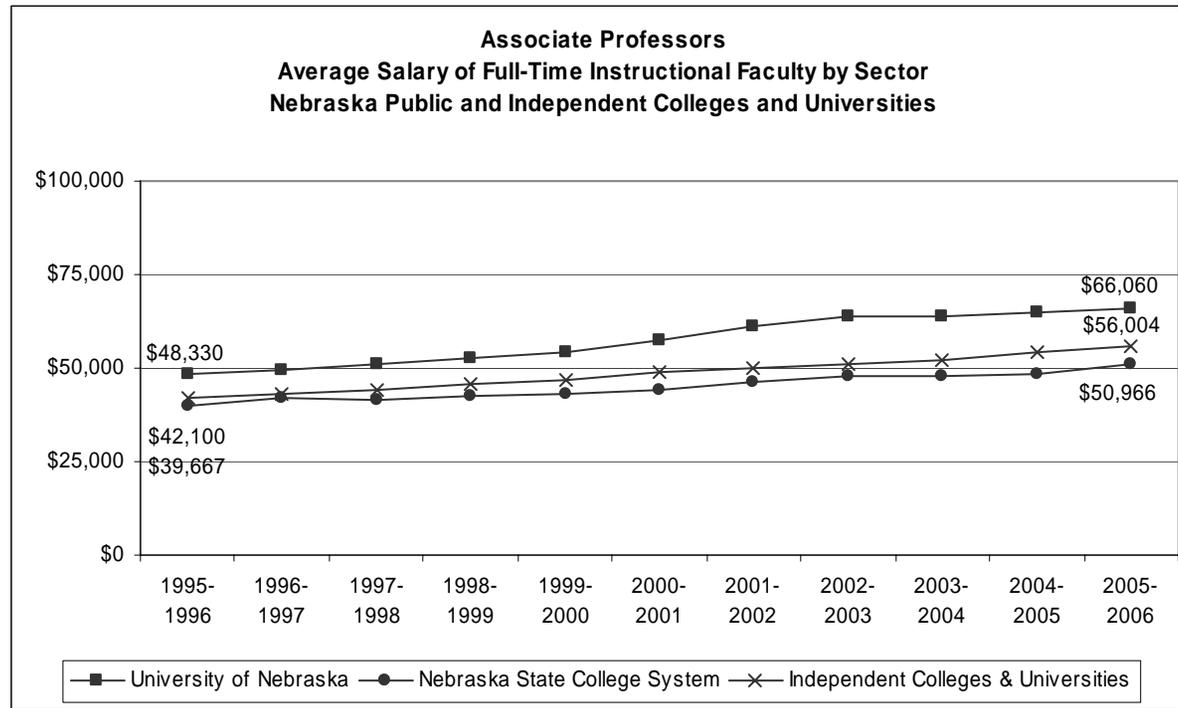
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1995-96 – 2005-06
 (Continued)



Sector	Number of Professors in 2005-2006	1995-96 Average Salary	2005-06 Average Salary	10-Year % Increase in Average Salary	10-Year % Change in Average Salary Converted to 2005-06 Dollars
University of Nebraska	719	\$64,662	\$88,117	36.3%	5.8%
Nebraska State College System	90	\$49,622	\$63,209	27.4%	- 1.1%
Nebraska Independent Colleges & Universities	245	\$49,494	\$68,288	38.0%	7.1%

Average paid salaries by sector and by institution for 1995-96 to 2005-06 are available in the spreadsheets titled **Average Salary Total and by Gender** and **Average Salary by Sector** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

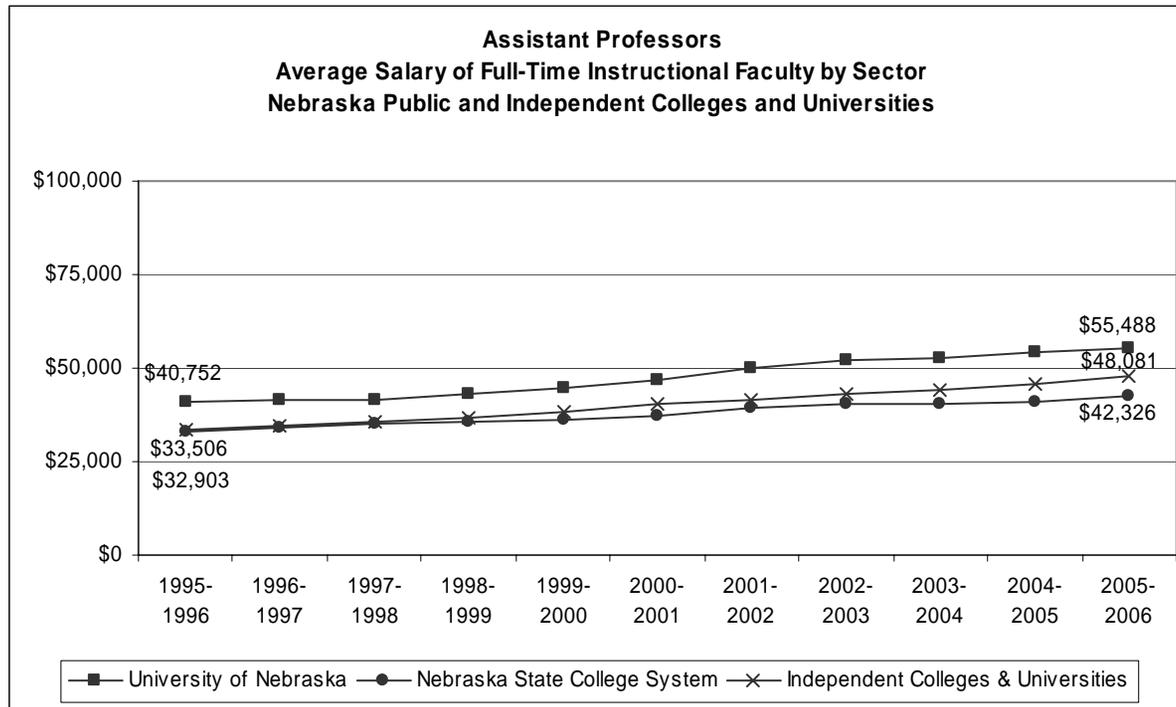
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1995-96 – 2005-06
 (Continued)



Sector	Number of Associate Professors in 2005-2006	1995-96 Average Salary	2005-06 Average Salary	10-Year % Increase in Average Salary	10-Year % Change in Average Salary Converted to 2005-06 Dollars
University of Nebraska	599	\$48,330	\$66,060	36.7%	6.1%
Nebraska State College System	62	\$39,667	\$50,966	28.5%	- 0.2%
Nebraska Independent Colleges & Universities	378	\$42,100	\$56,004	33.0%	3.3%

Average paid salaries by sector and by institution for 1995-96 to 2005-06 are available in the spreadsheets titled **Average Salary Total and by Gender** and **Average Salary by Sector** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

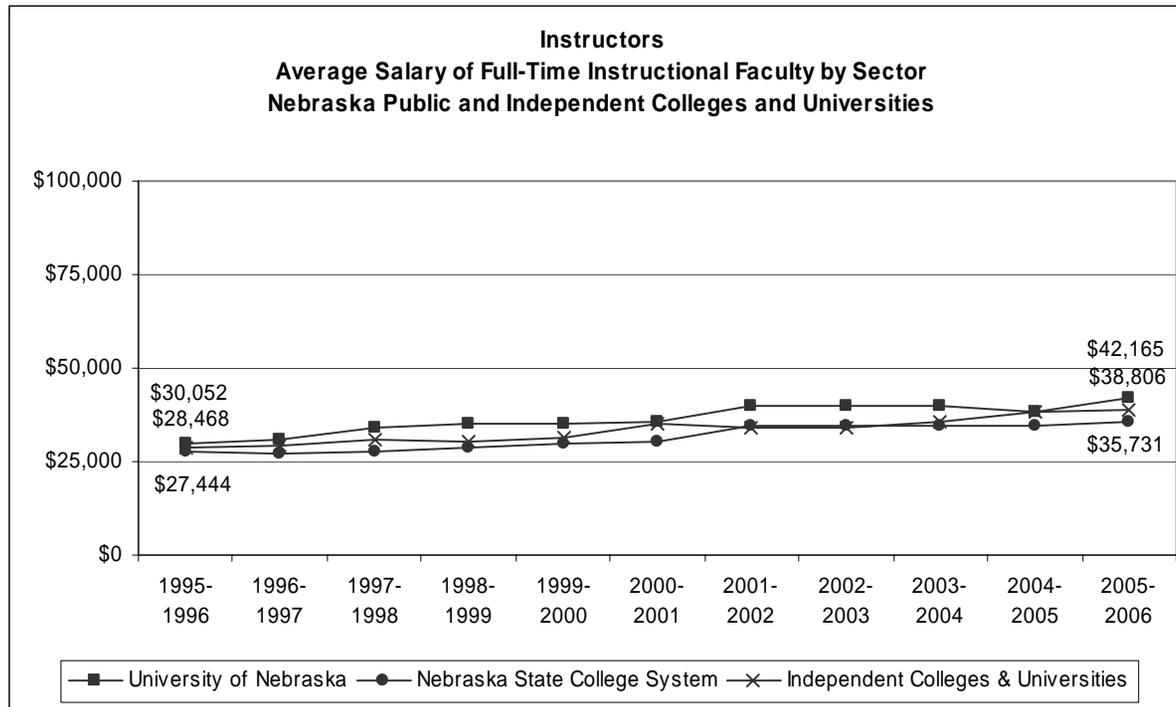
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1995-96 – 2005-06
 (Continued)



Sector	Number of Assistant Professors in 2005-2006	1995-96 Average Salary	2005-06 Average Salary	10-Year % Increase in Average Salary	10-Year % Change in Average Salary Converted to 2005-06 Dollars
University of Nebraska	498	\$40,752	\$55,488	36.2%	5.7%
Nebraska State College System	78	\$32,903	\$42,326	28.6%	- 0.1%
Nebraska Independent Colleges & Universities	436	\$33,506	\$48,081	43.5%	11.4%

Average paid salaries by sector and by institution for 1995-96 to 2005-06 are available in the spreadsheets titled **Average Salary Total and by Gender** and **Average Salary by Sector** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

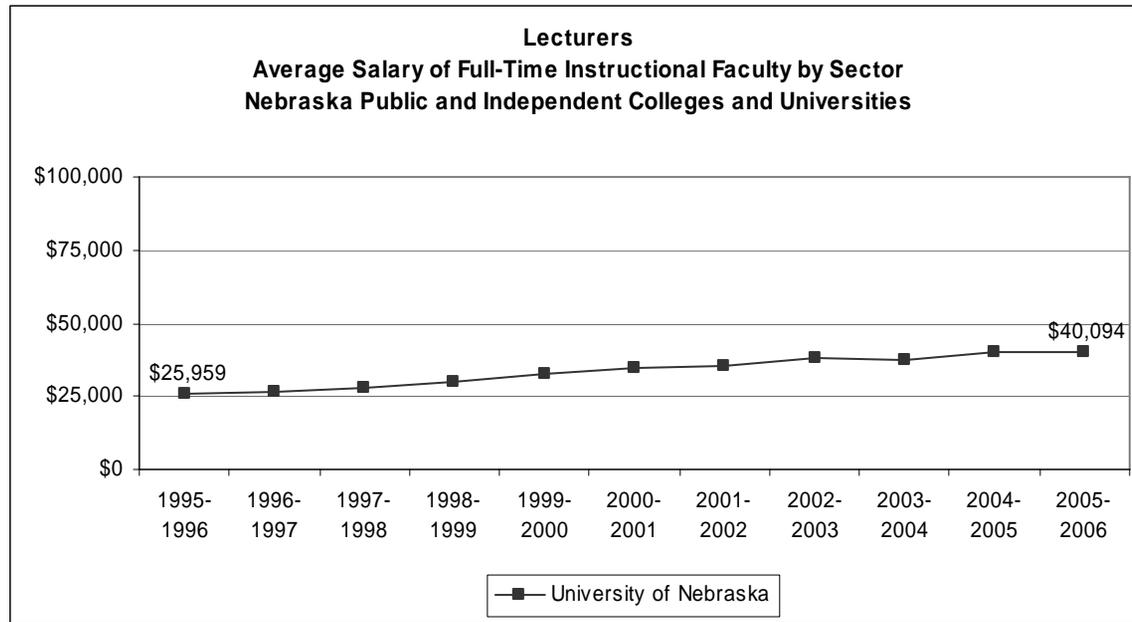
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1995-96 – 2005-06
 (Continued)



Sector	Number of Instructors in 2005-2006	1995-96 Average Salary	2005-06 Average Salary	10-Year % Increase in Average Salary	10-Year % Change in Average Salary Converted to 2005-06 Dollars
University of Nebraska	72	\$30,052	\$42,165	40.3%	8.9%
Nebraska State College System	40	\$27,444	\$35,731	30.2%	1.1%
Nebraska Independent Colleges & Universities	149	\$28,468	\$38,806	36.3%	5.8%

Average paid salaries by sector and by institution for 1995-96 to 2005-06 are available in the spreadsheets titled **Average Salary Total and by Gender** and **Average Salary by Sector** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1995-96 – 2005-06
(Continued)



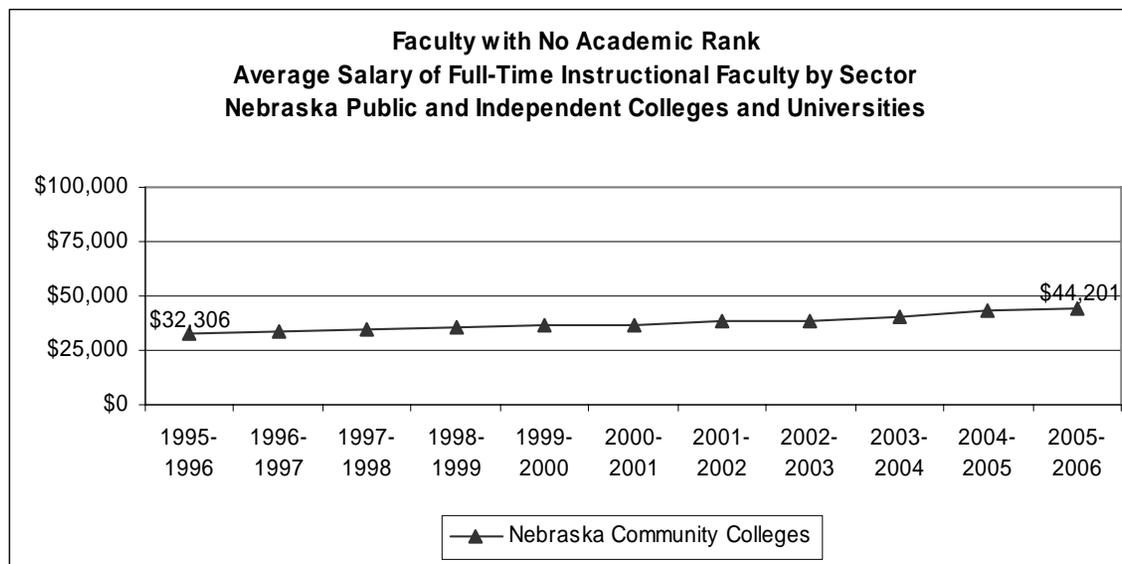
Sector	Number of Lecturers in 2005-2006	1995-96 Average Salary	2005-06 Average Salary	10-Year % Increase in Average Salary	10-Year % Change in Average Salary Converted to 2005-06 Dollars
University of Nebraska	187	\$25,959	\$40,094	54.5%	19.9%
Nebraska State College System ¹	2	Not applicable			
Nebraska Independent Colleges & Universities ¹	6	Not applicable			

¹Since lecturers have not been consistently employed by the state colleges or independent institutions, 10-year trend statistics are not applicable. Between 1995-96 and 2005-06, the state colleges employed 0 to 5 lecturers each year, and the independent colleges employed 0 to 7 lecturers, depending on the academic year.

Average paid salaries by sector and by institution for 1995-96 to 2005-06 are available in the spreadsheets titled **Average Salary Total and by Gender** and **Average Salary by Sector** in the **downloadable Excel workbook**: [FL 95-05 Sec C Web Workbook.xls](#)

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1995-96 – 2005-06

(Continued)



Sector	Number of Faculty with No Academic Rank in 2005-2006	1995-96 Average Salary	2005-06 Average Salary	10-Year % Increase in Average Salary	10-Year % Change in Average Salary Converted to 2005-06 Dollars
Nebraska Community Colleges ¹	873	\$32,306	\$44,201	36.8%	6.2%
University of Nebraska ²	7	Not applicable			
Nebraska State College System ²	0	Not applicable			
Nebraska Independent Colleges & Universities ²	10	Not applicable			

¹All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission for 1995-96 to 2005-06.

²Since faculty with no academic rank have not been consistently employed by the University of Nebraska, the state colleges, or the independent institutions, 10-year trend statistics are not applicable. Depending on the academic year, the university employed 0 to 17 faculty without rank, the state colleges employed 0 to 2, and the independent colleges employed 0 to 9.

Average paid salaries by sector and by institution for 1995-96 to 2005-06 are available in the spreadsheets titled **Average Salary Total and by Gender** and **Average Salary by Sector** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

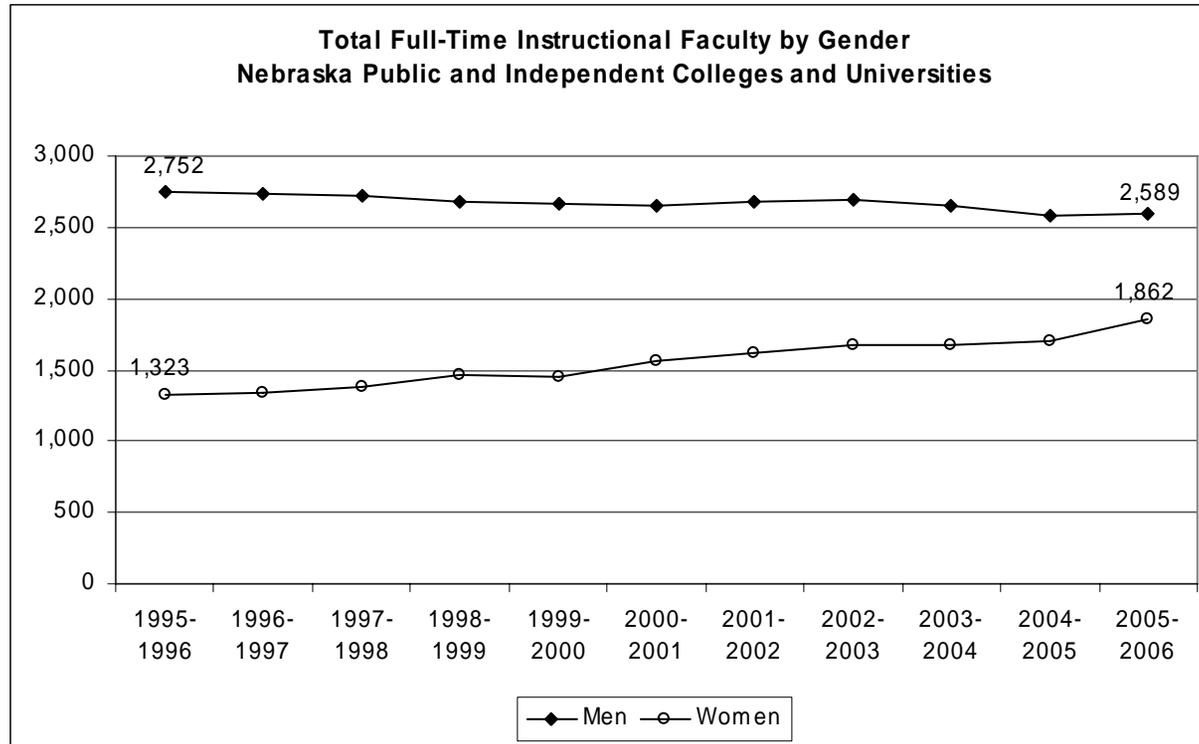
Section C.3
Number and Average Salaries
of Full-Time Instructional Faculty
by Gender

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

Due to errors in data submission, the data pertaining to the instructional faculty at Creighton University in 2001-02 and 2002-03 have been adjusted.

TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY by GENDER: 1995-96 – 2005-06

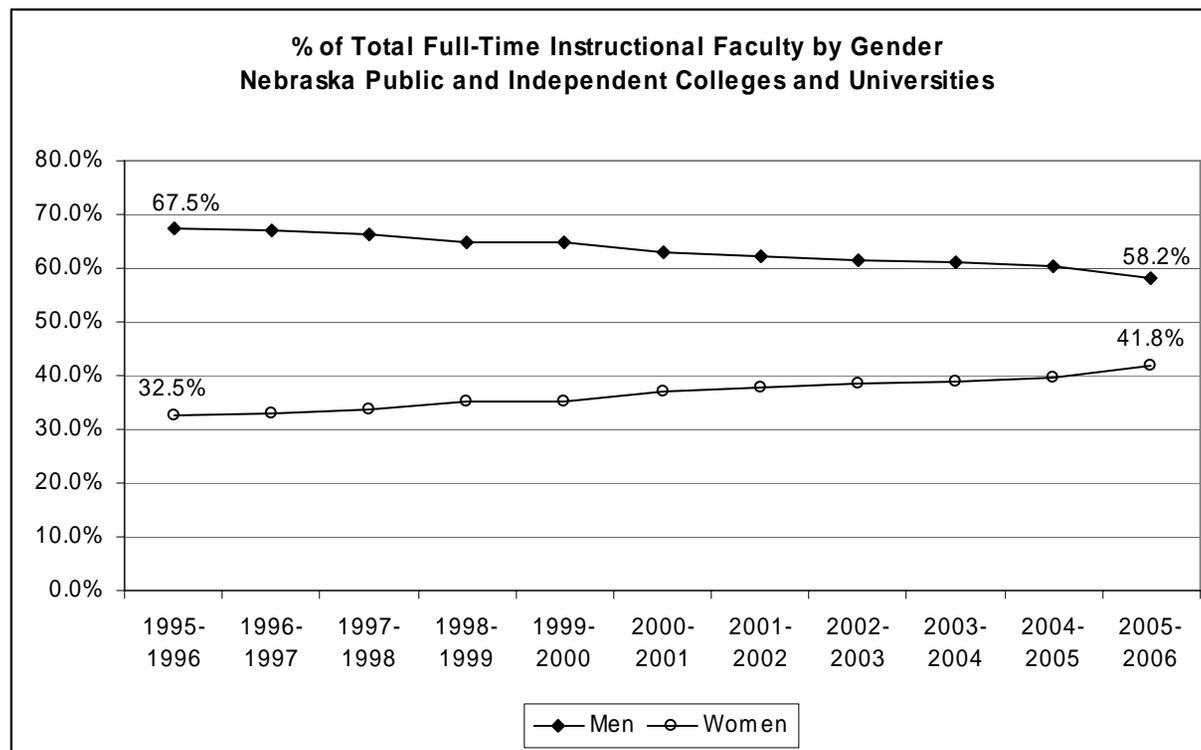
- The total number of male full-time instructional faculty at Nebraska's public and independent colleges and universities decreased from 2,752 in 1995-96 to 2,589 in 2005-06, a decrease of 5.9%.
- In comparison, the total number of female faculty increased from 1,323 to 1,862, or by 40.7% over the period.



The numbers of full-time instructional faculty employed from 1995-96 through 2005-06 by gender, by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook**: [FL 95-05 Sec C Web Workbook.xls](#)

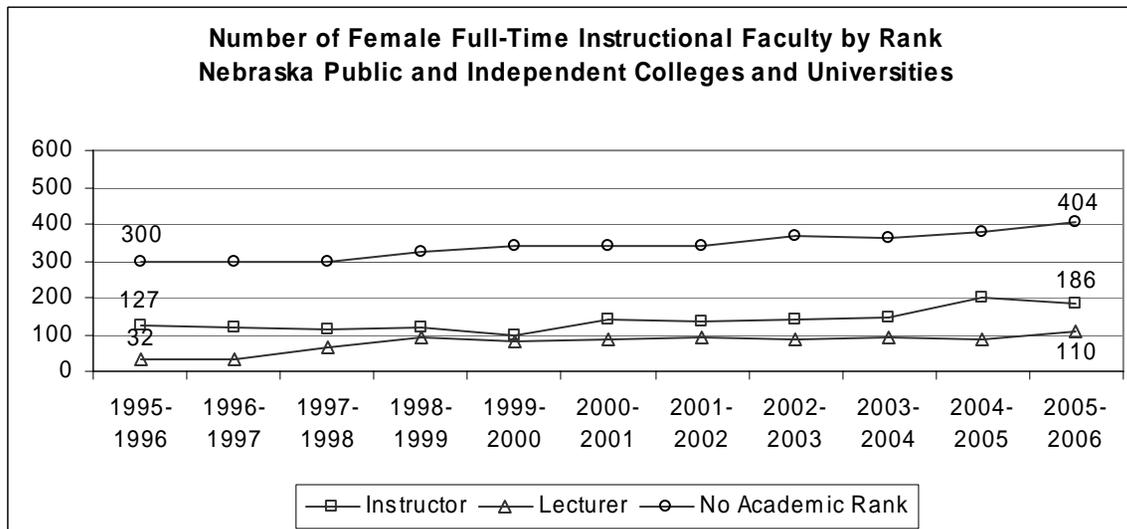
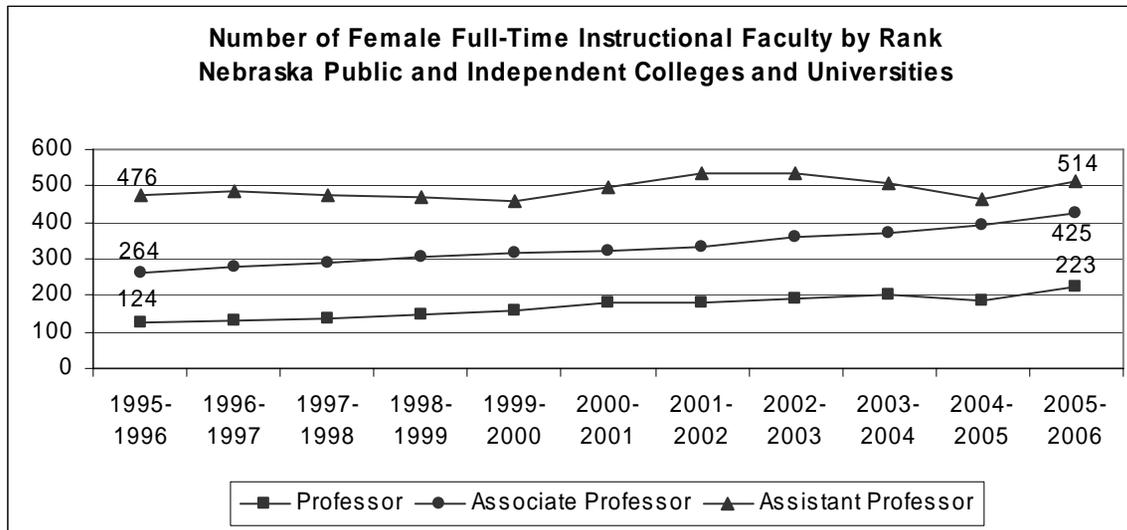
Percentages of TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY by GENDER: 1995-96 – 2005-06

- Between 1995-96 and 2005-06, women accounted for an increasing percentage of the full-time instructional faculty at Nebraska's public and independent colleges and universities.
- In 1995-96, less than one third of the full-time faculty were women.
- By 2005-06, almost 42% of the full-time faculty were women.



The numbers of full-time instructional faculty employed from 1995-96 through 2005-06 by gender, by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook**: [FL 95-05 Sec C Web Workbook.xls](#)

NUMBER OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1995-96 – 2005-06



When analyzed by rank, the numbers of female full-time faculty employed by Nebraska public and independent institutions increased between 1995-96 and 2005-06 as follows:

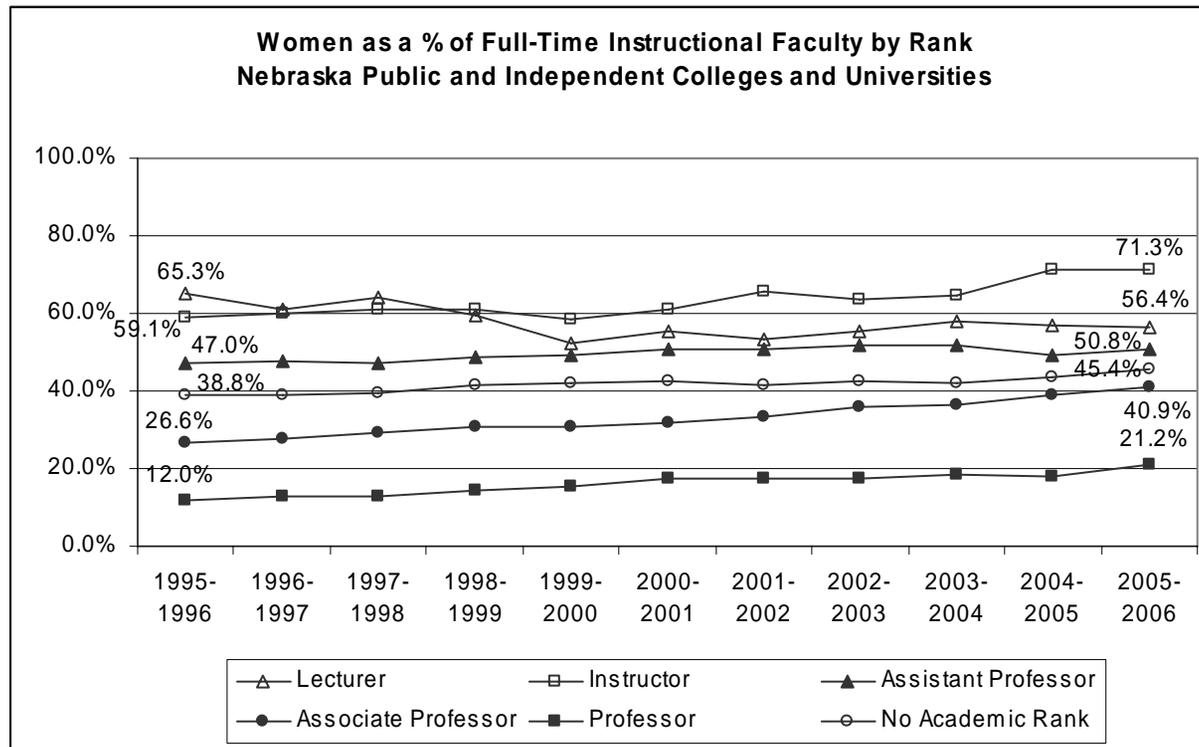
Professors	up 99	79.8%
Associate Professors	up 161	61.0%
Assistant Professors	up 38	8.0%
Instructors	up 59	46.5%
Lecturers	up 78	243.8%
No Rank	up 104	34.7%
Total	up 539	40.7%

- Increased numbers of female professors and associate professors accounted for 48.2% of the 539 additional female full-time faculty.
- Women with no academic rank, primarily employed at the community colleges, accounted for another 19.3% of the total increase.

The numbers of full-time instructional faculty employed from 1995-96 through 2005-06 by gender, by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1995-96 – 2005-06

- Expressing the number of women as a percentage of the total number of full-time instructional faculty at each academic rank reveals that women accounted for increasing percentages of the faculty at all levels except the rank of lecturer.
- As shown on page C.3.4, the number of female lecturers increased from 32 in 1995-96 to 110 in 2005-06, or by 243.8%. However, the percentage of lecturers who were female decreased from 65.3% to 56.4% over the 10-years.
- Within the other academic ranks, the greatest percentage increases were at the associate professor and instructor levels. In 2005-06, 71.3% of the instructors were women, compared to 59.1% in 1995-96. Similarly, in 2005-06, 40.9% of the associate professors were women, up from 26.6% in 1995-96.

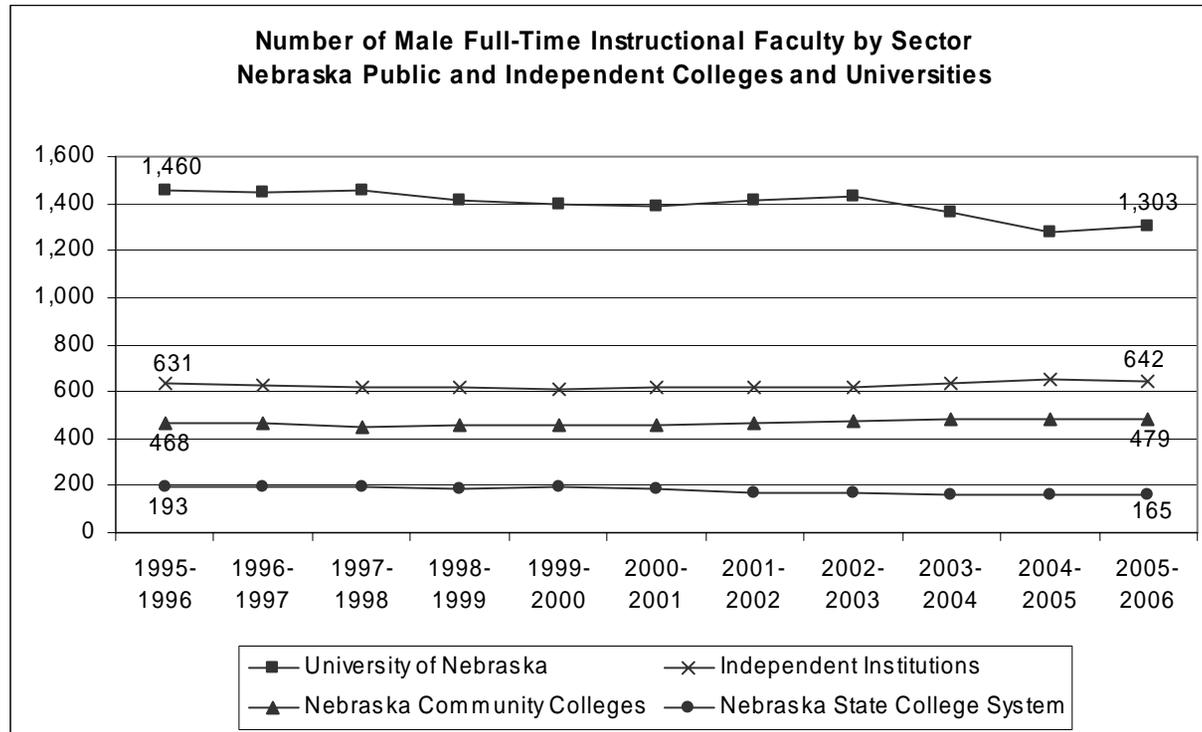


The numbers of full-time instructional faculty employed from 1995-96 through 2005-06 by gender, by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook**: [FL 95-05 Sec C Web Workbook.xls](#)

NUMBER OF MALE FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1995-96 – 2005-06

- When examined by sector, the numbers of male full-time instructional faculty increased or decreased between 1995-96 and 2005-06 as follows:

University of Nebraska	down 10.8%	Nebraska Community Colleges	up 2.4%
Nebraska Independent Colleges and Universities	up 1.7%	Nebraska State College System	down 14.5%

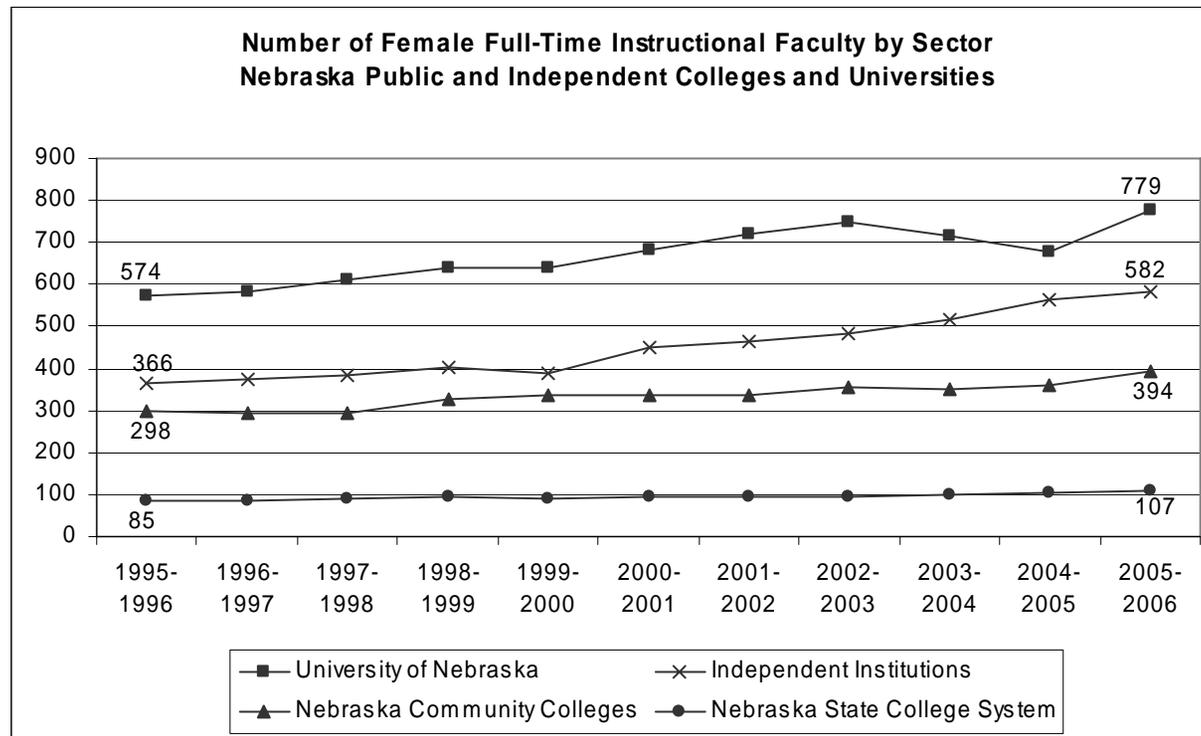


The numbers of full-time instructional faculty employed from 1995-96 through 2005-06 by gender, by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

NUMBER OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1995-96 – 2005-06

- Between 1995-96 and 2005-06, the number of female full-time instructional faculty employed within each sector significantly increased:

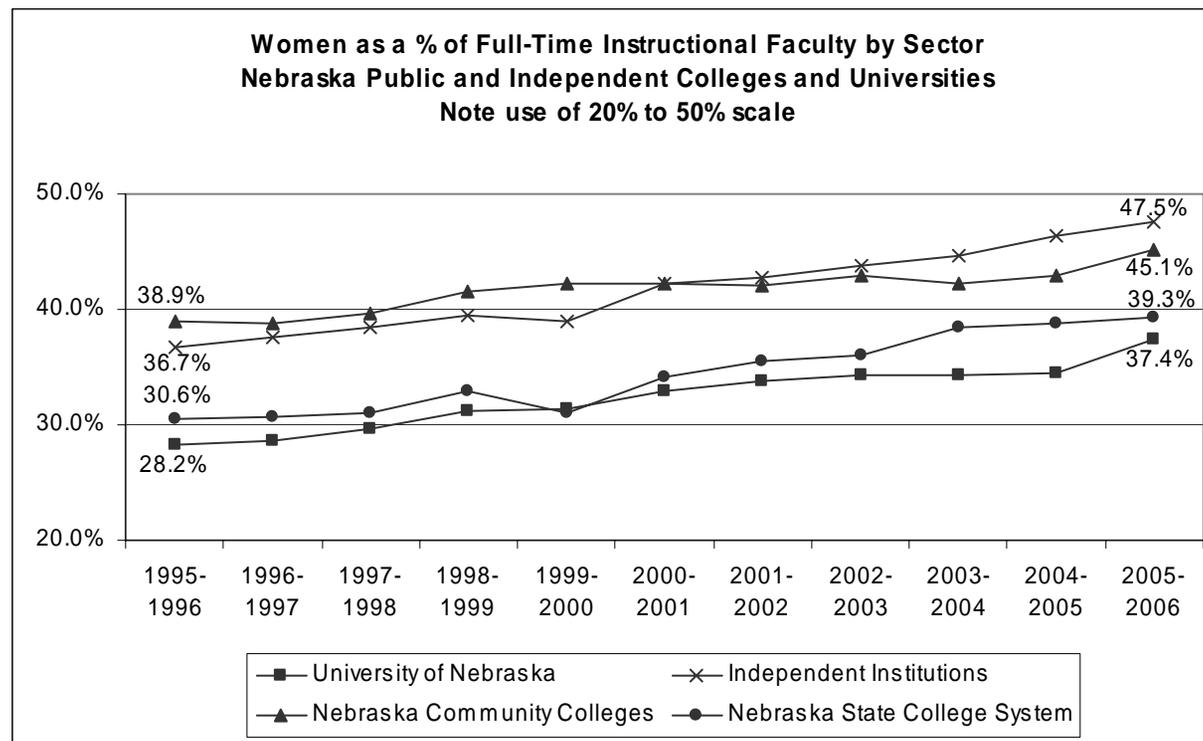
University of Nebraska	up 35.7%	Nebraska Community Colleges	up 25.9%
Nebraska Independent Colleges and Universities	up 59.0%	Nebraska State College System	up 32.2%



The numbers of full-time instructional faculty employed from 1995-96 through 2005-06 by gender, by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1995-96 – 2005-06

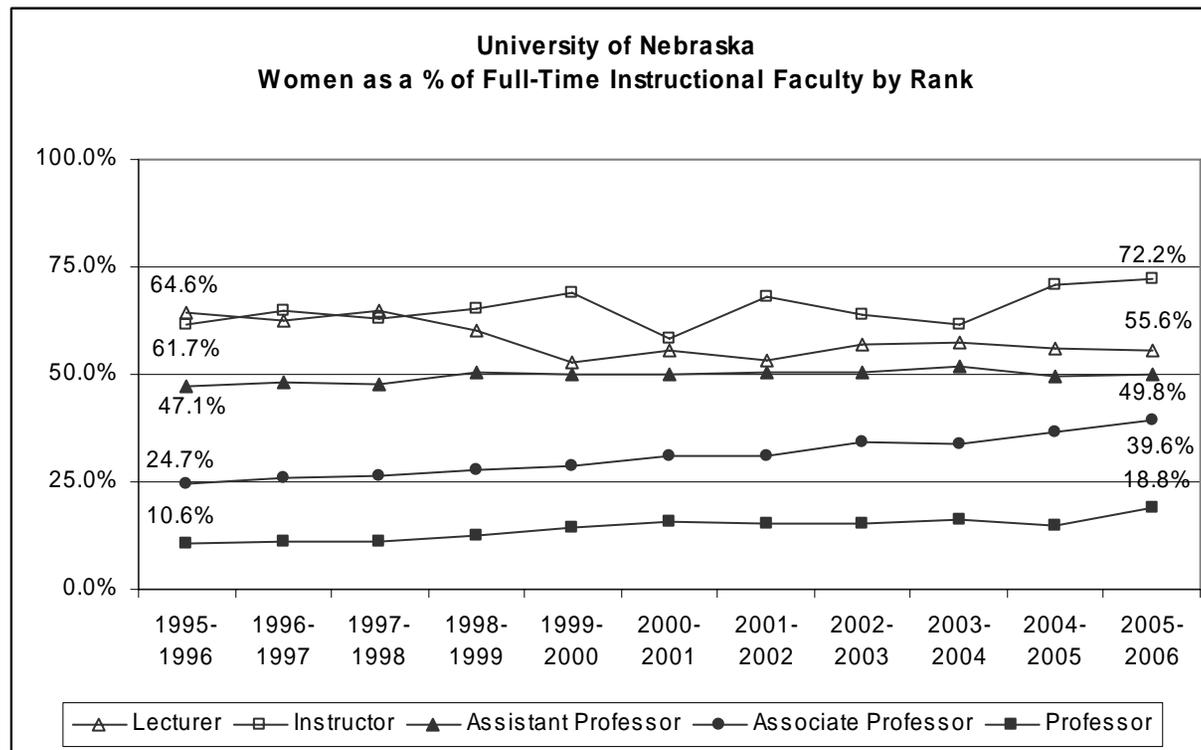
- As a result of the increased number of women faculty within each sector between 1995-96 and 2005-06, women accounted for increasing percentages of the full-time instructional faculty employed by the University of Nebraska, the Nebraska State College System, Nebraska's community colleges, and Nebraska's independent institutions.
- Of the four sectors, Nebraska's community colleges employed the highest percentage of women in 1995-96.
- However, by 2005-06, women accounted for a higher percentage of the full-time instructional faculty within the independent sector.



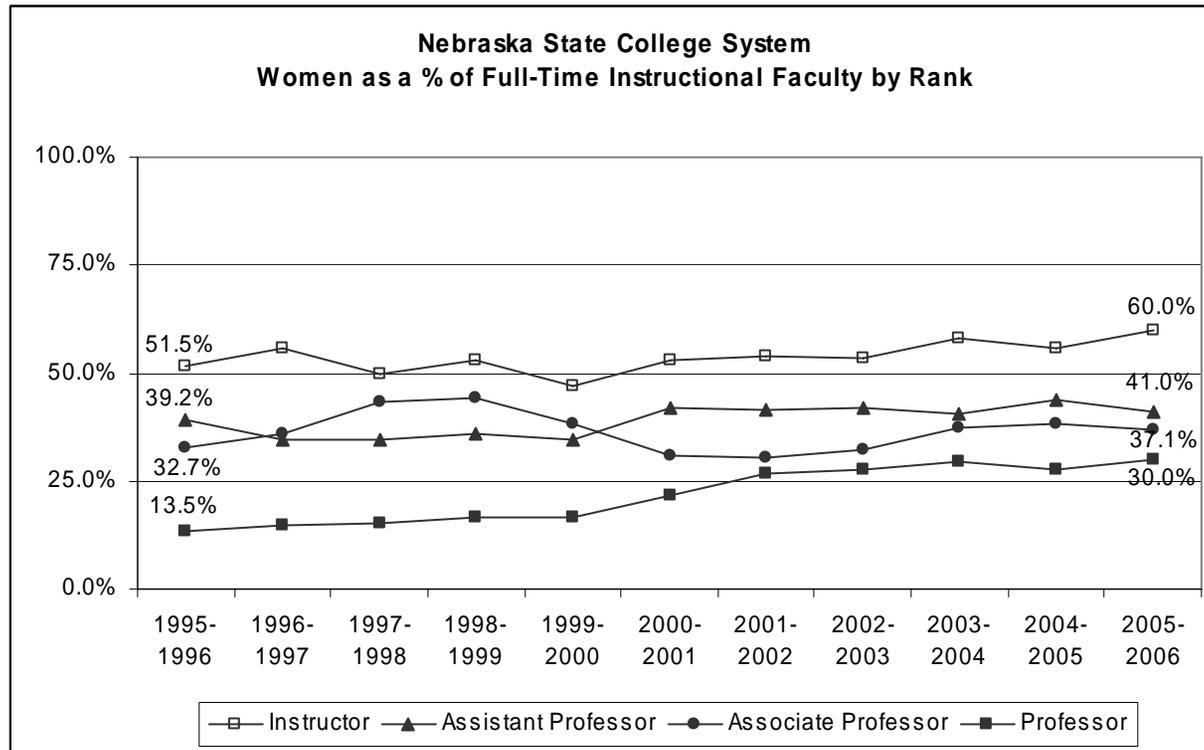
The numbers of full-time instructional faculty employed from 1995-96 through 2005-06 by gender, by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY
by SECTOR and by RANK: 1995-96 – 2005-06

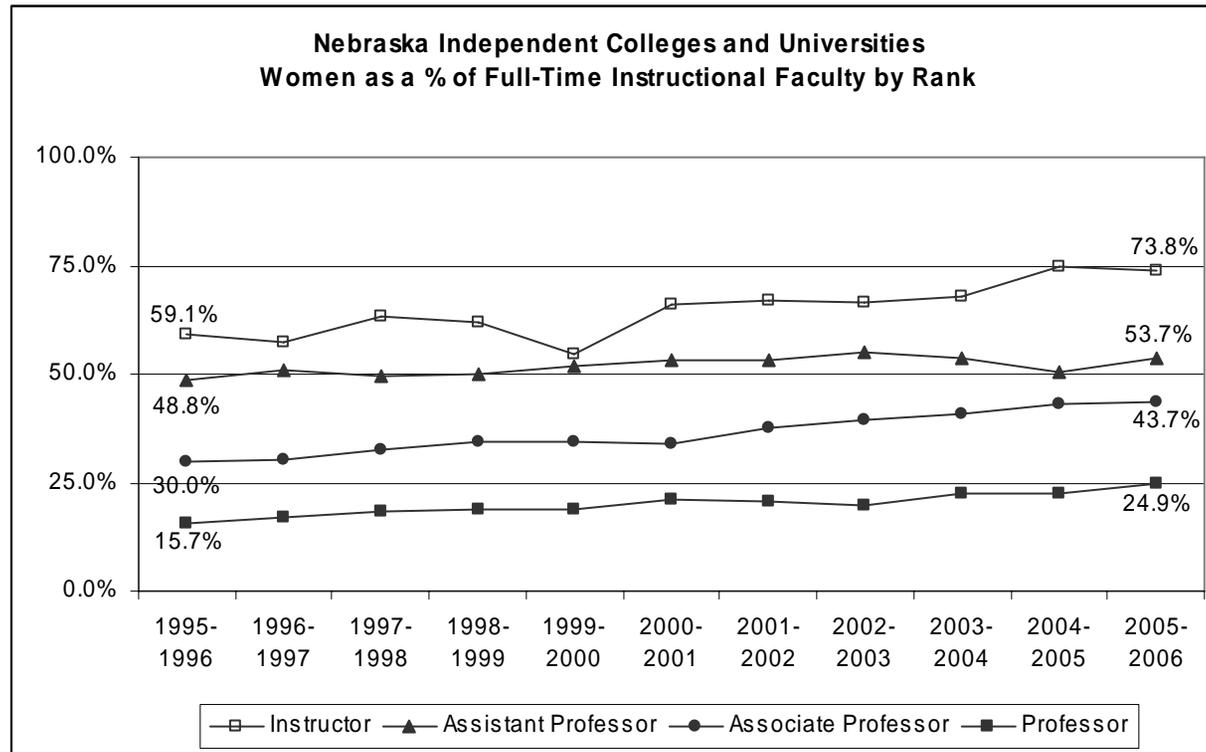
- The charts on this and the following two pages show how women as a percentage of total full-time instructional faculty varied from one academic rank to another within the sectors with tenure systems: the University of Nebraska, the Nebraska State College System, and Nebraska’s independent colleges and universities.
- Across all three sectors and at every level of academic rank, women constituted higher percentages of the full-time instructional faculty in 2005-06 than in 1995-96, with only one exception. Women accounted for a lower percentage of the lecturers employed by the University of Nebraska in 2005-06 than in 1995-96.
- In spite of the increases in the percentage of women at each academic rank, percentages of female faculty continued to be inversely related to rank within each of the three sectors. From 1995-96 through 2005-06, the lowest percentages of women were evidenced at the full professor level, while the highest percentages were at the rank of instructor.



WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY
by SECTOR and by RANK: 1995-96 – 2005-06 (Continued)

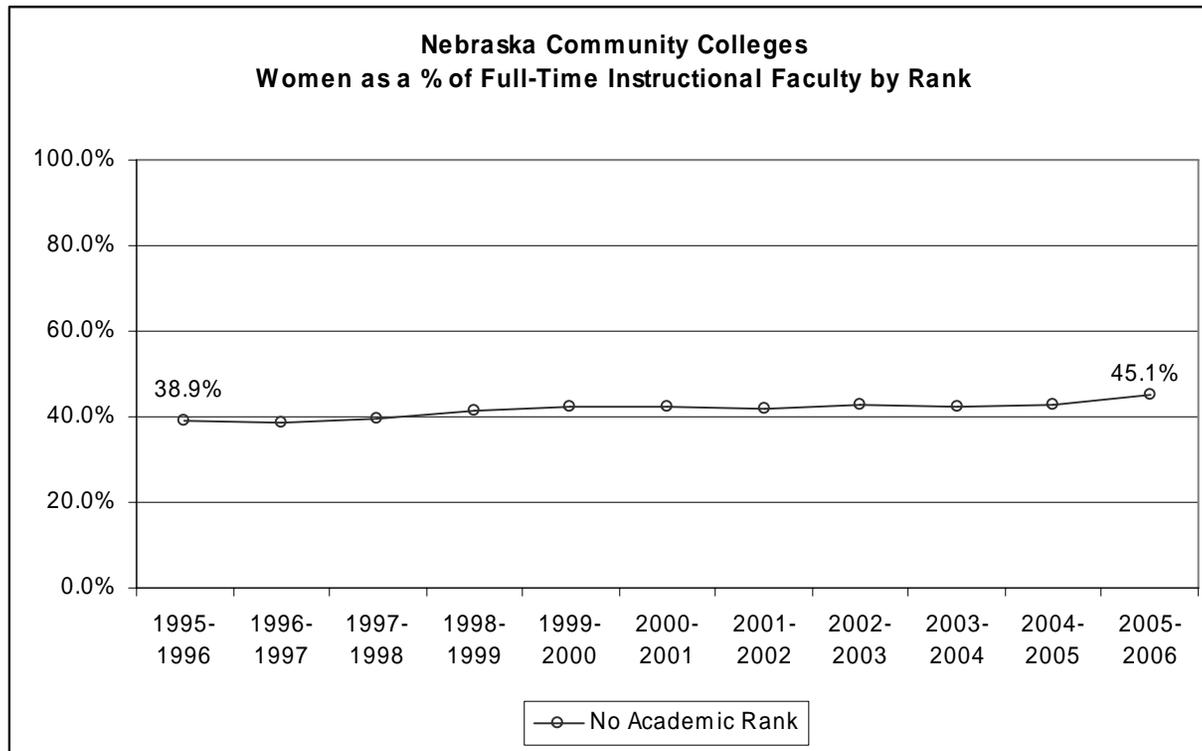


WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY
by SECTOR and by RANK: 1995-96 – 2005-06 (Continued)



WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY
by SECTOR and by RANK: 1995-96 – 2005-06 (Continued)

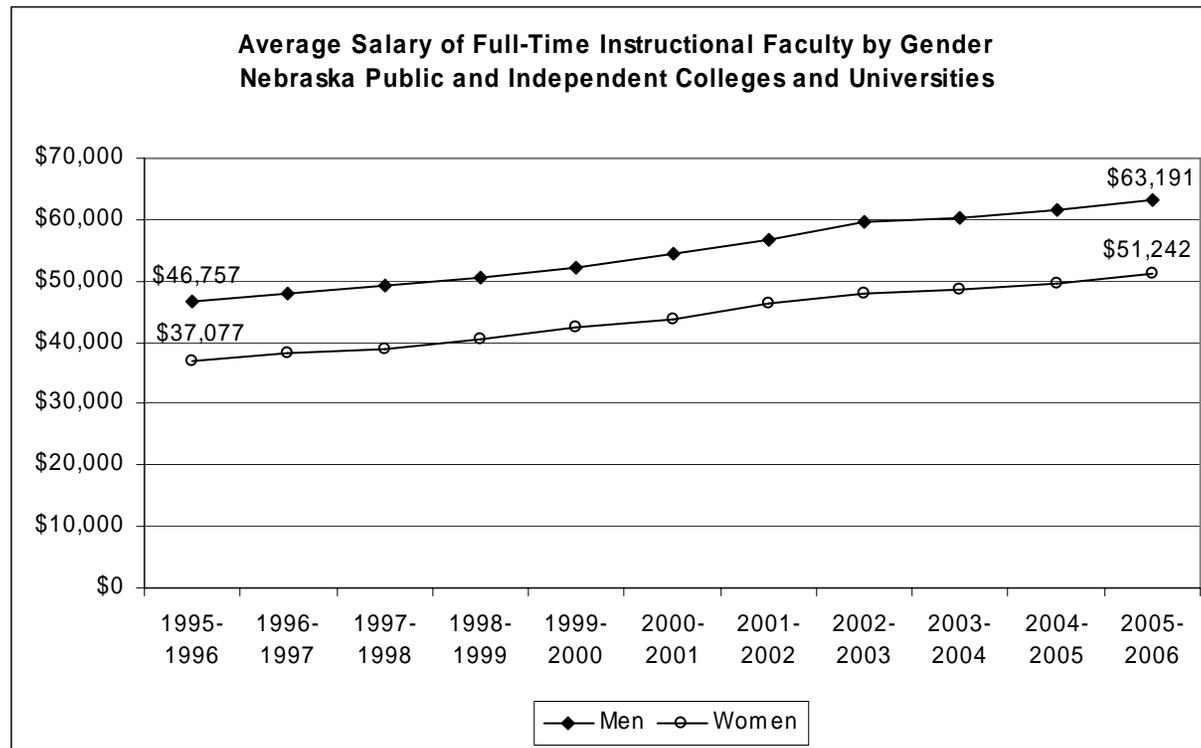
- All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission for 1995-96 through 2005-06.
- As shown below, women accounted for 45.1% of the full-time instructional faculty at the community colleges, compared to 38.9% in 1995-96.



The numbers of full-time instructional faculty employed from 1995-96 through 2005-06 by gender, by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook**: [FL 95-05 Sec C Web Workbook.xls](#)

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY BY GENDER: 1995-96 – 2005-06

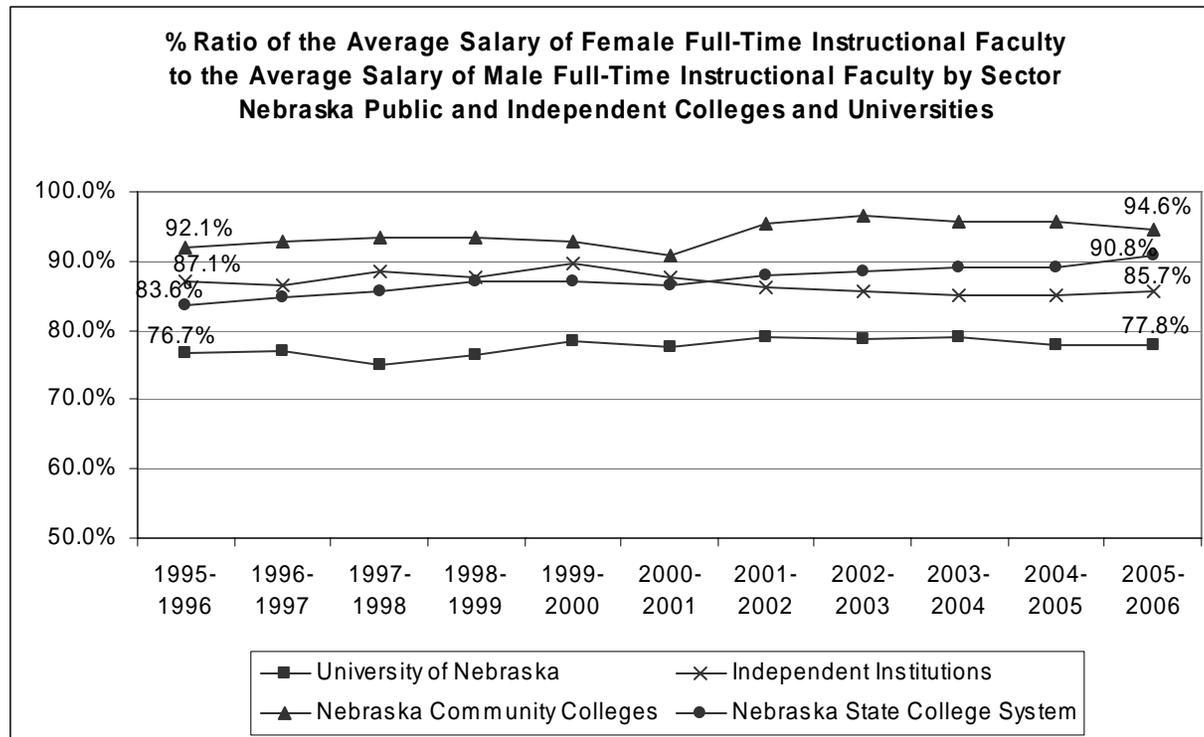
- In 1995-96, the average paid salary of male full-time instructional faculty at Nebraska's public and independent colleges and universities was \$9,680 higher than the average salary received by female faculty.
- Between 1995-95 and 2005-06, the average salary paid to male faculty increased from \$46,757 to \$63,191, or by 35.1%.
- In comparison, the average paid salary of female full-time instructional faculty increased by 38.2%, from \$37,077 in 1995-96 to \$51,242 in 2005-06.
- However, by 2005-06, the gap between the average salaries of men and women had widened to \$11,949.



Salary data by gender, by rank, by sector, and by institution are available in the spreadsheets titled **Average Salary Total and by Gender**, **Average Salary by Rank and Gender**, and **Average Salary by Sector** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

THE PERCENTAGE RATIO OF THE AVERAGE SALARY OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY TO THE AVERAGE SALARY OF MALE FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1995-96 – 2005-06

- Statewide, the average salary of female full-time instructional faculty was 81.1% of the average salary of male full-time faculty in 2005-06, up from 79.3% in 1995-96.
- By sector, the lowest ratio was at the University of Nebraska, where women, on the average, earned 77.8% of the men’s average salary in 2005-06.
- The greatest relative gain in women’s average salary was within the Nebraska State College System, where the ratio of the women’s average salary to men’s increased from 83.6% in 1995-96 to 90.8% in 2005-06.
- Among the sectors, however, the highest ratio was at Nebraska’s community colleges, where the average salary of female full-time faculty was 94.6% of the average salary received by their male colleagues.



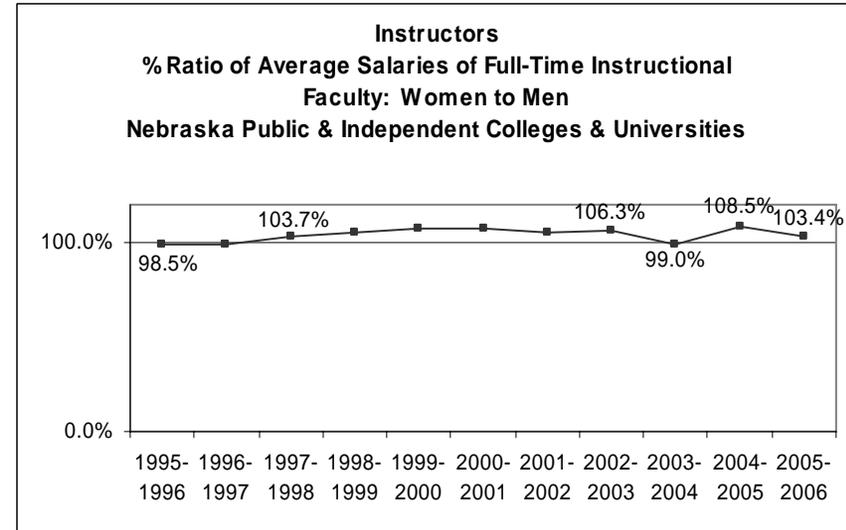
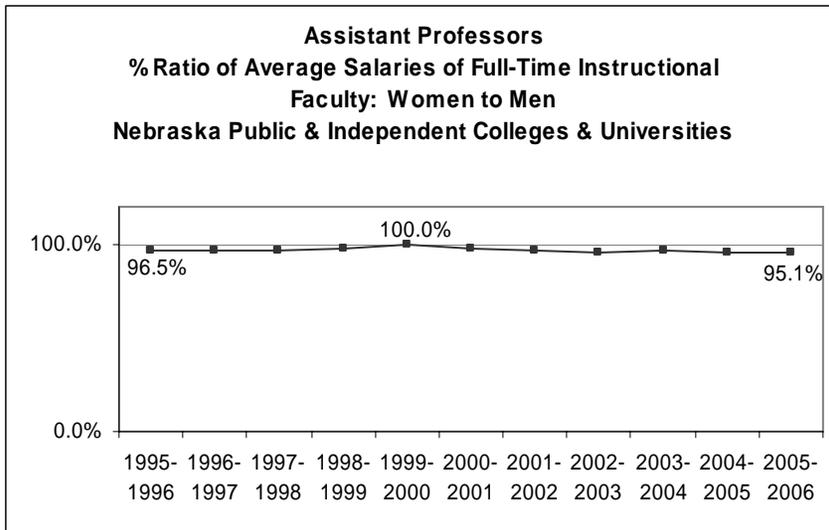
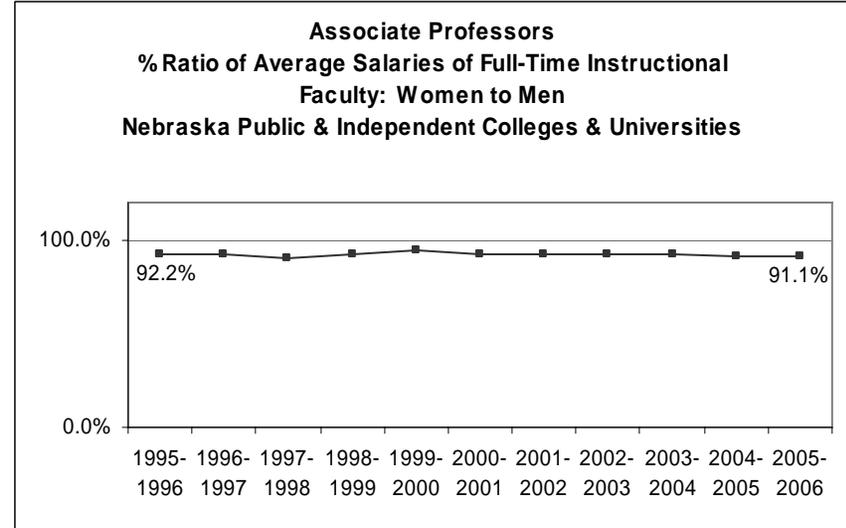
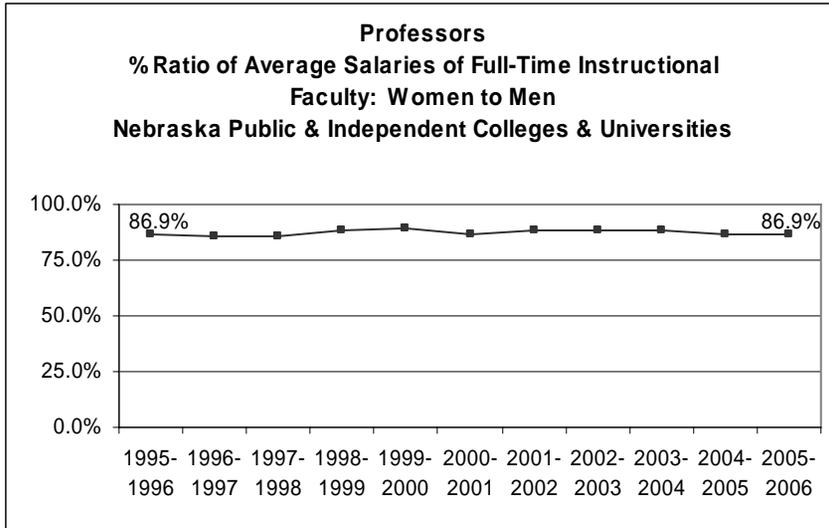
Note use of 50% to 100% scale

THE PERCENTAGE RATIO OF THE AVERAGE SALARY OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY TO THE AVERAGE SALARY OF MALE FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1995-96 – 2005-06

- The charts on the following two pages show how the ratio of the average salary received by female and male full-time instructional faculty varied by rank between 1995-96 and 2005-06.
- In general, the ratio of women's average salary to men's has been inversely related to the academic ranks that range from instructor to full professor. In short, the higher the rank, the lower the ratio.
- In 1995-96, the average salary received by female professors was 86.9% of the average salary of male professors, and in 2005-06, the percentage ratio was again 86.9%.
- At the associate and assistant professor ranks, the ratios of women's average salary to men's were lower in 2005-06 than in 1995-96
- At the beginning of the period, the average salary of female associate professors was 92.2% of the average salary of men at the same rank. In 2005-06, the percentage was slightly lower at 91.1%.
- Among assistant professors, women earned average salaries equal to 96.5% of their male colleagues' in 1995-96. The ratio increased until 1999-2000 when pay equity was achieved between male and female assistant professors, but by 2005-06, female assistant professors were earning 95.1% of the average salary of male assistant professors.
- Female instructors, on the other hand, earned average salaries that were higher than those received by male instructors during eight of the eleven years charted on the next page. During this period, women's salaries relative to men's peaked in 2004-05, when women were earning 108.5% of the salaries paid to male instructors.
- Among lecturers employed at the University of Nebraska¹, the ratio of women's average salary to men's reached 101.1% in 1996-97, but declined to 87.3% as of 2005-06.
- At Nebraska's community colleges, where faculty are not classified by academic rank, the average salary of female faculty was 94.6% of the average salary of male faculty in 2005-06, up from 92.1% in 1995-96.

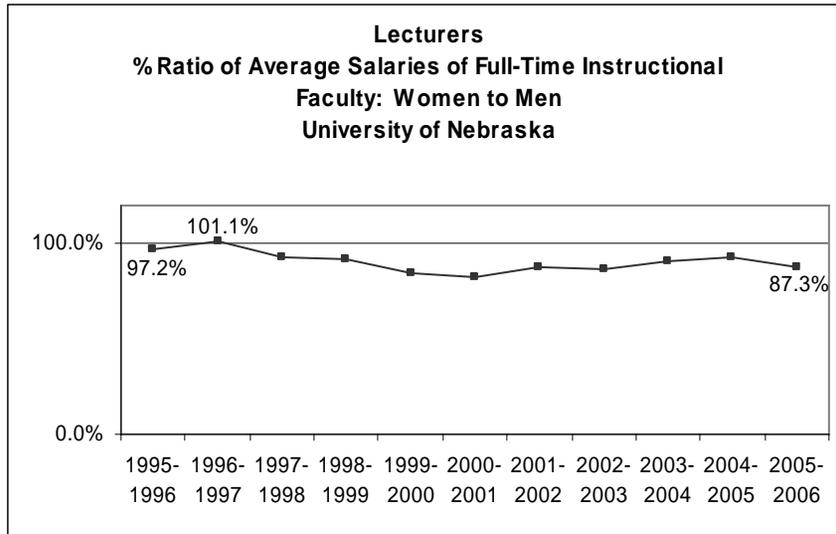
THE PERCENTAGE RATIO OF THE AVERAGE SALARY OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY TO THE AVERAGE SALARY OF MALE FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1995-96 – 2005-06

(Continued)

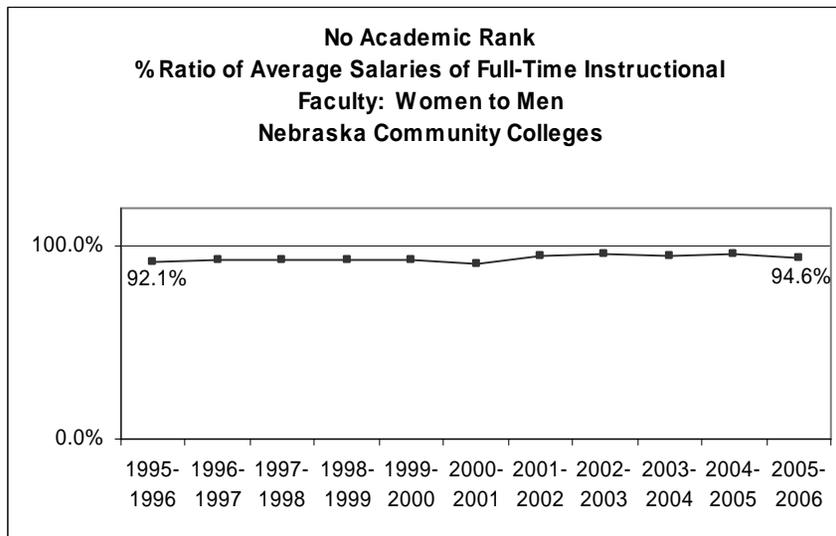


THE PERCENTAGE RATIO OF THE AVERAGE SALARY OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY TO THE AVERAGE SALARY OF MALE FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1995-96 – 2005-06

(Continued)



Note: Since lecturers have not been consistently employed by the state colleges or independent institutions, 10-year trend statistics are not applicable. Between 1995-96 and 2005-06, the state colleges employed 0 to 5 lecturers each year, and the independent colleges employed 0 to 7 lecturers, depending on the academic year.



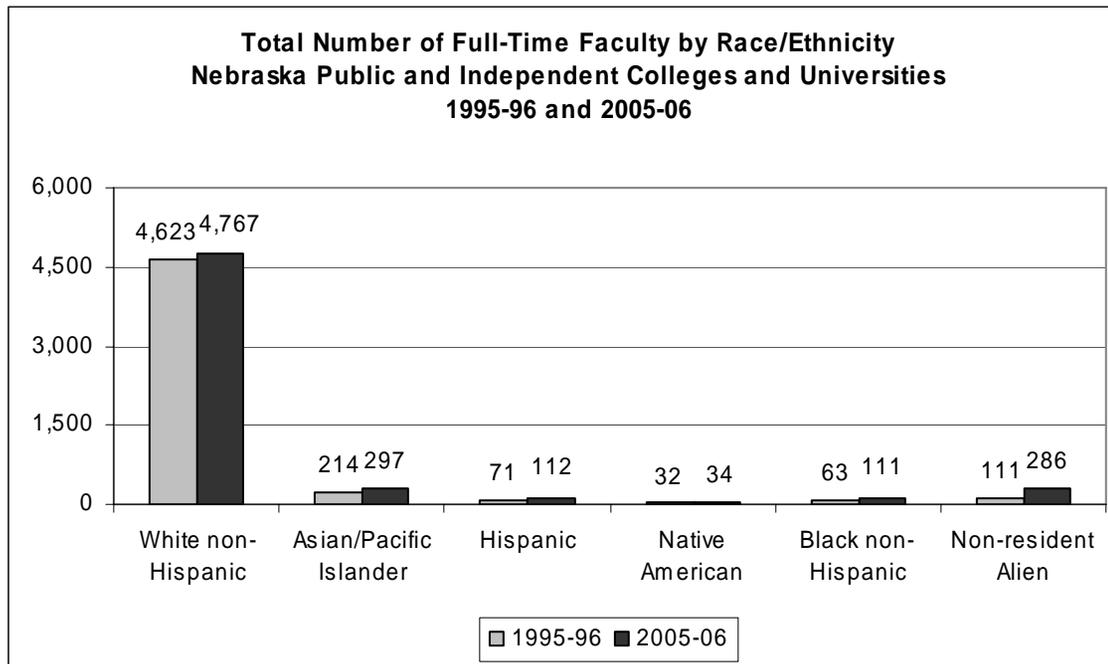
Note: Since faculty with no academic rank have not been consistently employed by the University of Nebraska, the state colleges, or the independent institutions, 10-year trend statistics are not applicable. Depending on the academic year, the university employed 0 to 17 faculty members without rank, the state colleges employed 0 to 2, and the independent colleges employed 0 to 9.

Section C.4
Number of Full-Time Faculty
by Race/Ethnicity

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

TOTAL NUMBER OF FULL-TIME FACULTY by RACE/ETHNICITY: 1995-96 – 2005-06

- Between 1995-96 and 2005-06, the total number of full-time faculty of known race/ethnicity at Nebraska’s public and independent colleges and universities increased from 4,623 to 4,767, or by 4.2%.¹
- During this period, the number of non-resident alien faculty increased by 157.7%, from 111 to 286.
- Total minority faculty – consisting of Asians/Pacific Islanders, Hispanics, Native Americans, and black non-Hispanics – increased from 380 to 554, or by 45.8%, while white non-Hispanic faculty increased by 3.1%, from 4,623 to 4,767.



White non-Hispanic	3.1%
Asian/Pacific Islander	38.8%
Hispanic	57.7%
Native American	6.3%
Black non-Hispanic	76.2%
Non-resident Alien	157.7%

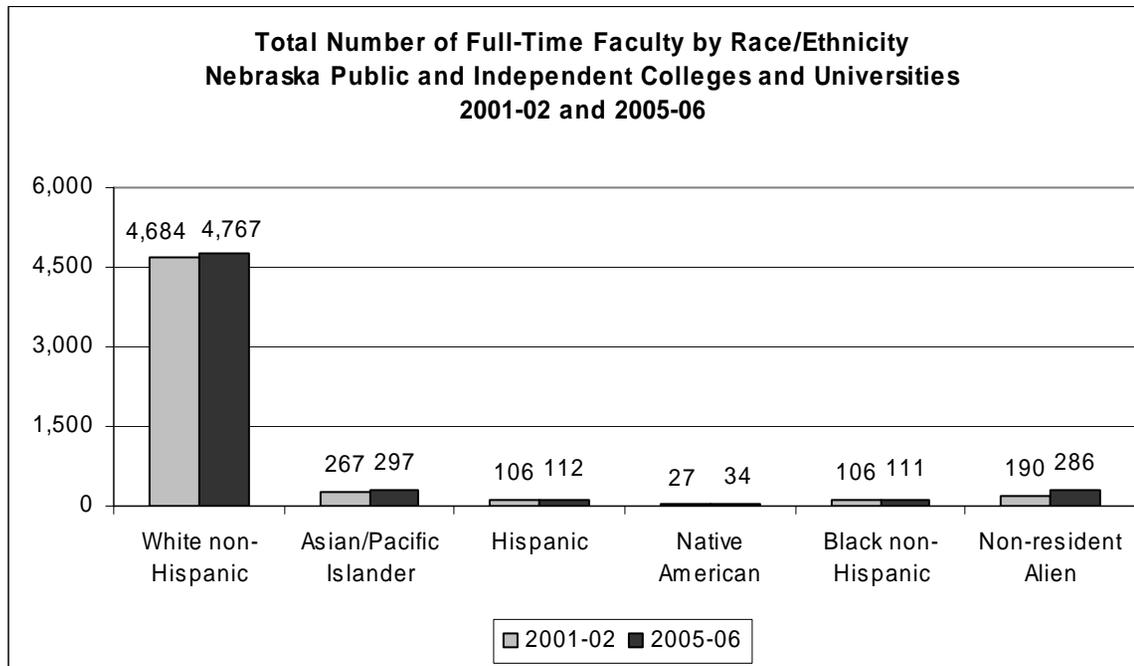
¹Total faculty includes instructional, research, and other faculty. In 1995-96, all faculty were of known race/ethnicity. In 2005-06, 0.2% of the faculty were of unknown race/ethnicity.

Race/ethnicity data for total faculty are collected every two years. Total faculty data by race/ethnicity, by sector, and by institution for 2001-02, 2003-04, and 2005-06 are available in the spreadsheet titled **Total Faculty by Race-Ethnicity** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

TOTAL NUMBER OF FULL-TIME FACULTY by RACE/ETHNICITY: 2001-02 – 2005-06

Note: Due to the inaccessibility of staff data prior to 2001, the remainder of this section focuses on data for 2001-02 to 2005-06.

- Over the five-year period between 2001-2002 and 2005-06, the total number of full-time faculty of known race/ethnicity at Nebraska's public and independent colleges and universities increased from 5,380 to 5,607, an increase of 227 faculty or 4.2%.¹
- During this period, the number of non-resident alien faculty increased from 190 to 286, or by 50.5%.
- Total minority faculty – consisting of Asians/Pacific Islanders, Hispanics, Native Americans, and black non-Hispanics – increased from 506 to 554, or by 9.5%, while white non-Hispanic faculty increased by 1.8%, from 4,684 to 4,767.



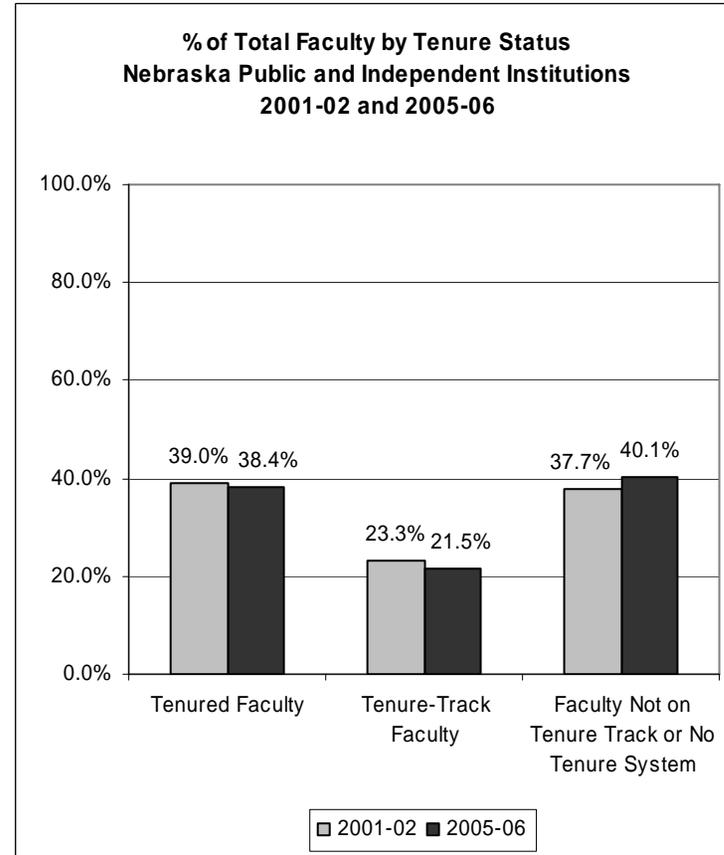
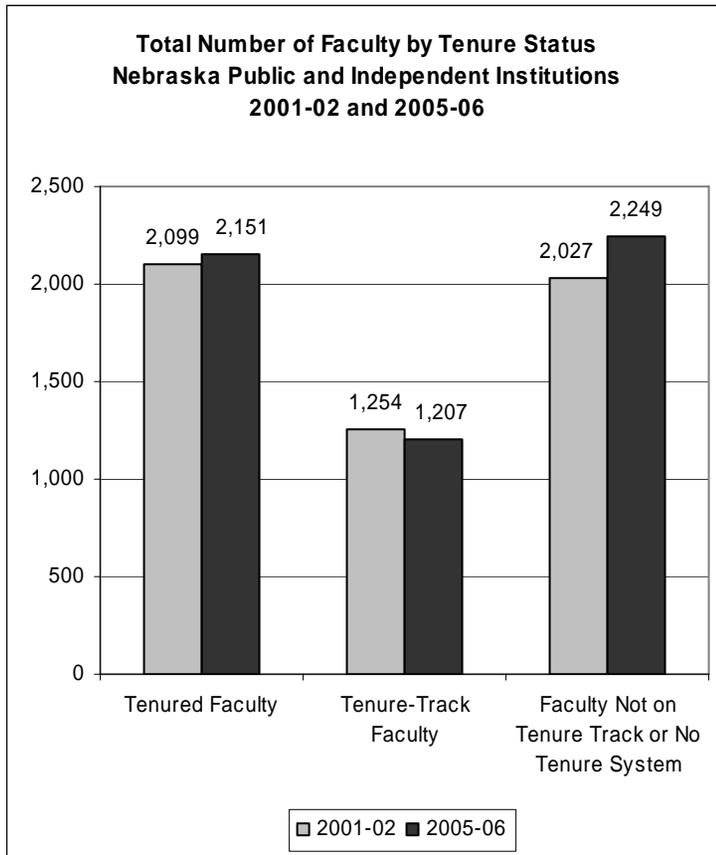
Percentage Increases in Faculty 2001-02 – 2005-06	
White non-Hispanic	1.8%
Asian/Pacific Islander	11.2%
Hispanic	5.6%
Native American	25.9%
Black non-Hispanic	4.7%
Non-resident Alien	50.5%

¹Total faculty includes instructional, research, and other faculty. In 2001-02 and 2005-06, 0.2% of the faculty were of unknown race/ethnicity.

Race/ethnicity data for total faculty are collected every two years. Total faculty data by race/ethnicity, by sector, and by institution for 2001-02, 2003-04, and 2005-06 are available in the spreadsheet titled **Total Faculty by Race-Ethnicity** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

TOTAL NUMBER OF FULL-TIME FACULTY by TENURE STATUS: 2001-02 – 2005-06

- The charts on the following three pages show how race/ethnicity varies by faculty tenure status for all of Nebraska’s public and independent colleges and universities. As shown below, the total number and percentage of faculty of known race/ethnicity in tenure-track positions decreased between 2001-02 and 2005-06, while faculty not on tenure track increased.¹

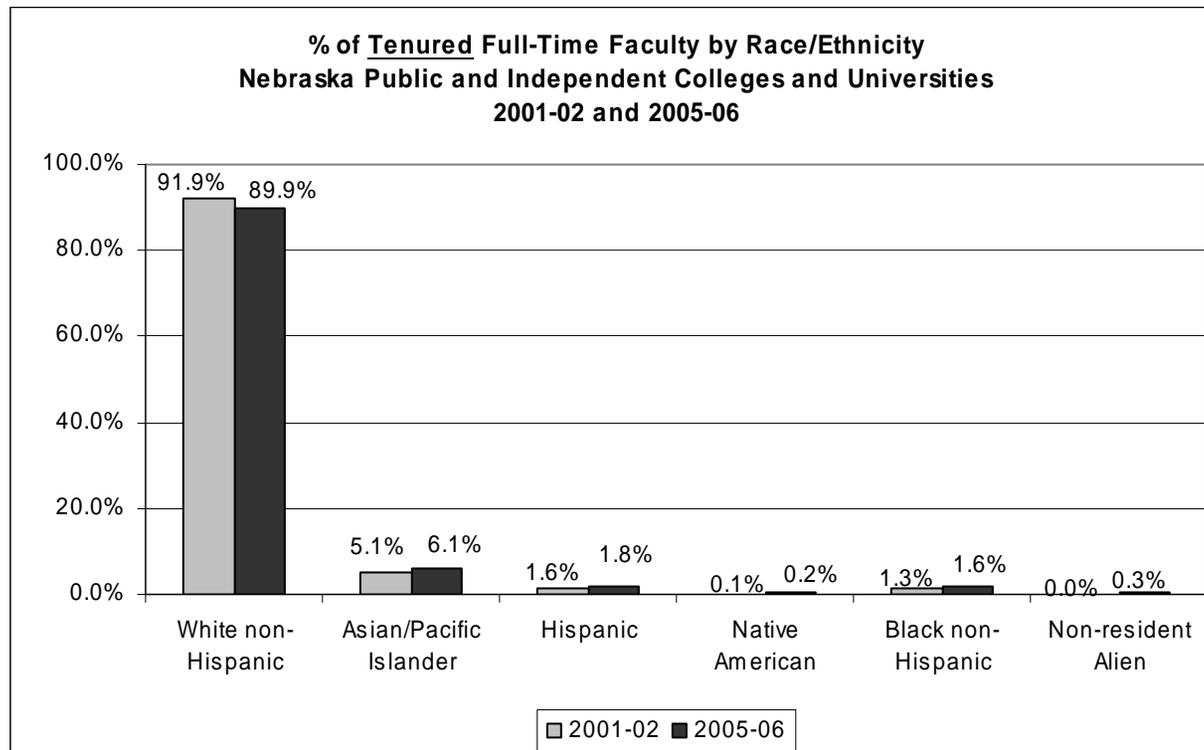


¹Total faculty includes instructional, research, and other faculty. In 2001-02 and 2005-06, 0.2% of the faculty were of unknown race/ethnicity.

Race/ethnicity data for total faculty are collected every two years. The data summarized in the above graphs are available in the spreadsheets for tenured, tenure-track, and non-tenure track faculty by race/ethnicity in the **downloadable Excel workbook: FL 95-05 Sec C Web Workbook.xls**

Percentages of FULL-TIME FACULTY by TENURE STATUS and RACE/ETHNICITY: 2001-02 – 2005-06

- White non-Hispanics accounted for 90% of the tenured full-time faculty of known race/ethnicity at Nebraska’s public and independent institutions in 2005-06, down from 92% in 2001-02.¹
- Asians/Pacific Islanders accounted for 6.1% of the tenured faculty in 2005-06, an increase of one percentage point from four years earlier. In comparison, faculty in each of the other minority/ethnic groups made smaller gains of 0.1 to 0.3 percentage points so that they continued to account for less than one or two percent of tenured faculty.

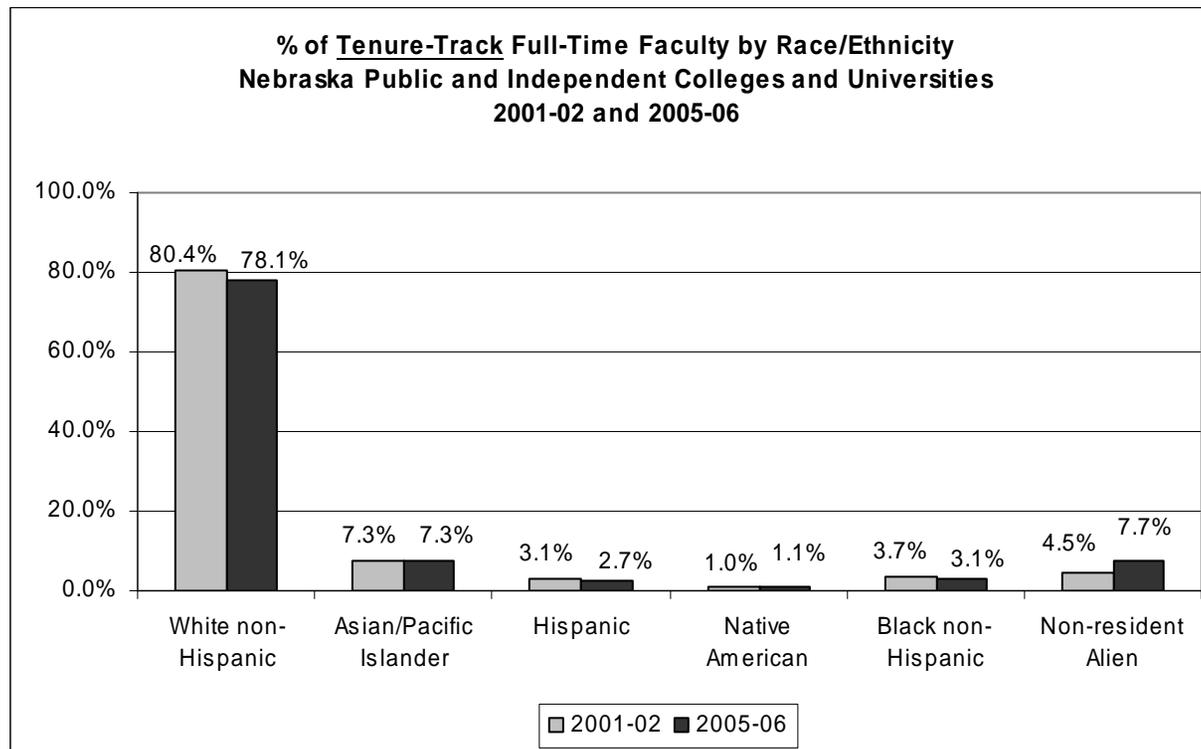


¹Total faculty includes instructional, research, and other faculty. In 2001-02 and 2005-06, 0.2% of the faculty were of unknown race/ethnicity.

Race/ethnicity data for total faculty are collected every two years. Data for tenured faculty by race/ethnicity, by sector, and by institution for 2001-02, 2003-04, and 2005-06 are available in the spreadsheet titled **Tenure-Track Faculty by Race-Ethnicity** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

Percentages of FULL-TIME FACULTY by TENURE STATUS and RACE/ETHNICITY: 2001-02 – 2005-06 (Continued)

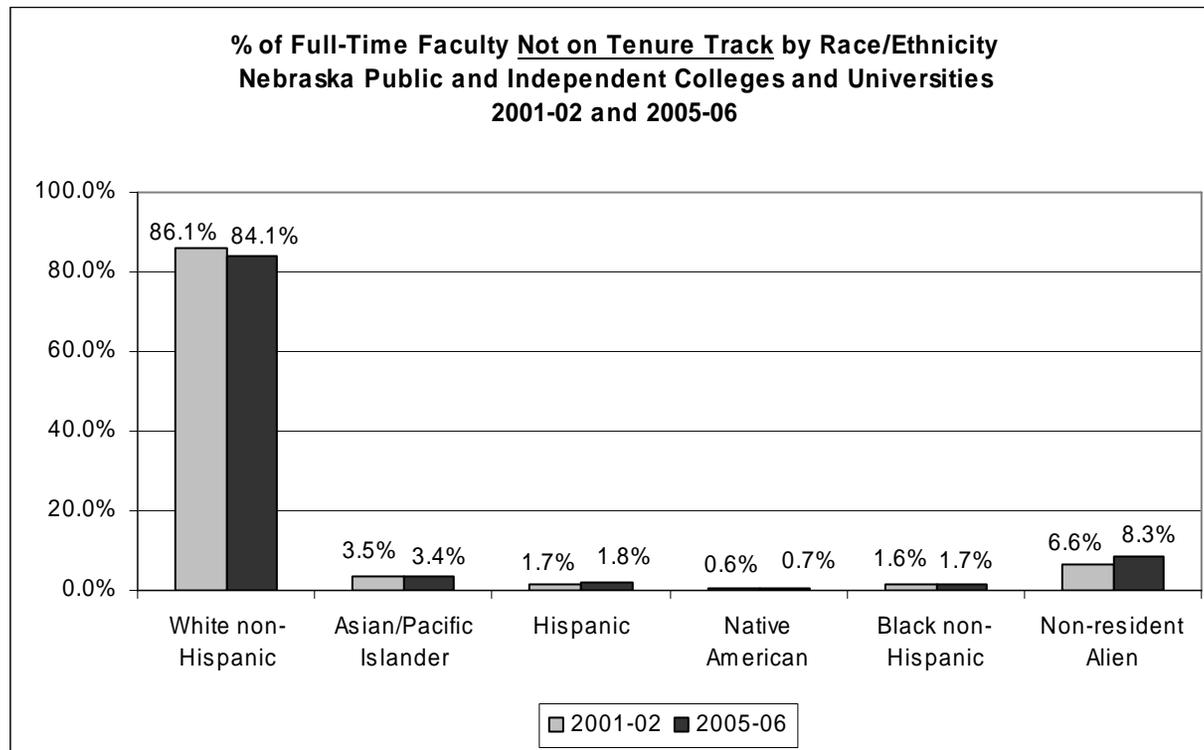
- White non-Hispanics represented 80.4% of the tenure-track faculty in 2005-06, compared to 78.1% in 2001-02.
- There was no change in the representation of Asians/Pacific Islanders who accounted for 7.3% of the tenure-track faculty in 2001-02 and 2005-06. However, non-resident aliens significantly increased from 4.5% of the tenure-track faculty in 2001-02 to 7.7% in 2005-06.
- In comparison, Native Americans accounted for 1.0% of the tenure-track faculty in 2001-02, and their representation increased by only a fraction of a percent by 2005-06.
- In 2001-02, Hispanics and black non-Hispanics accounted for 3.1% and 3.7% of the faculty, but by 2005-06, these percentages decreased to 2.7% and 3.1%, respectively.



Race/ethnicity data for total faculty are collected every two years. Data for tenure-track faculty by race/ethnicity, by sector, and by institution for 2001-02, 2003-04, and 2005-06 are available in the spreadsheet titled **Tenure-Track Faculty by Race-Ethnicity** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

Percentages of FULL-TIME FACULTY by TENURE STATUS and RACE/ETHNICITY: 2001-02 – 2005-06 (Continued)

- Between 2001-02 and 2005-06, white non-Hispanics accounted for a decreased percentage of the faculty not on tenure track, and Asians/Pacific Islanders also represented a slightly lower percentage of the non-tenure-track faculty in 2005-06 than in 2001-02.
- In terms of their representation among non-tenure-track faculty, Hispanics, Native Americans, and black non-Hispanics each increased by a tenth of a percent over the five-year period, but the greatest gain was evidenced for non-resident aliens.¹

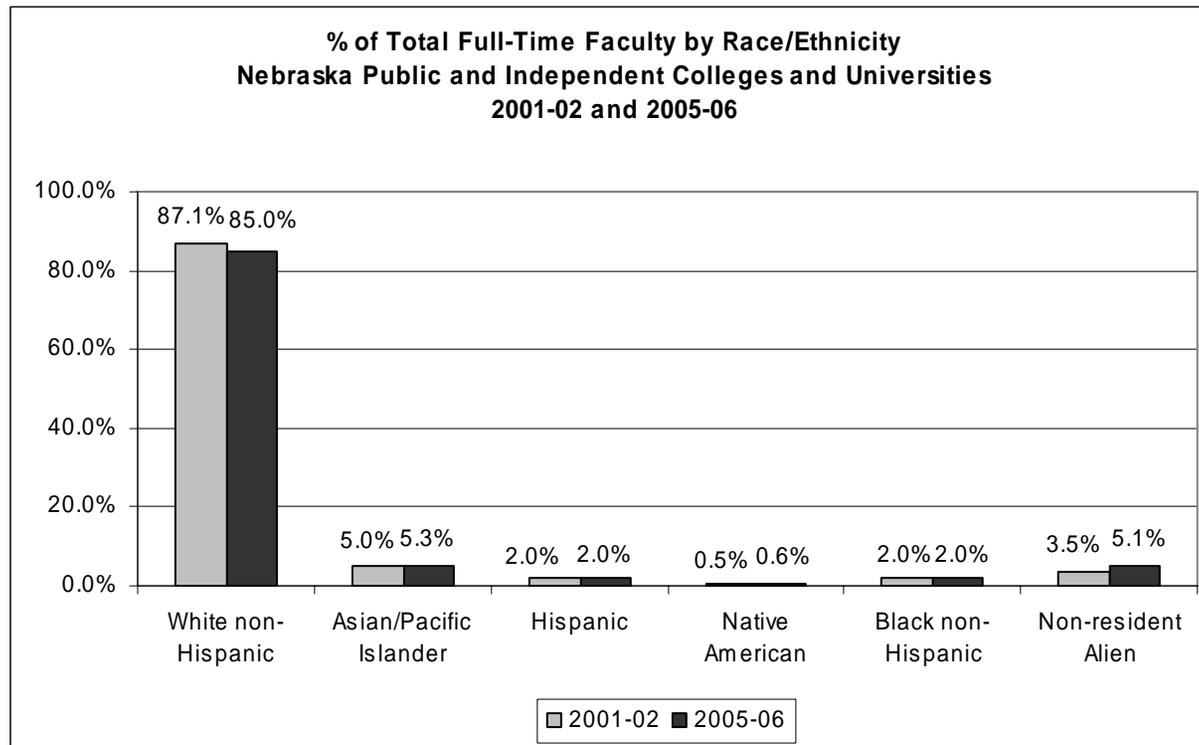


¹Based on a more detailed analysis, 180 (96.8%) of the 186 non-resident aliens in non-tenure-track positions in 2005-06 were employed by the University of Nebraska.

Race/ethnicity data for total faculty are collected every two years. Data for non-tenure-track faculty by race/ethnicity, by sector, and by institution for 2001-02, 2003-04, and 2005-06 are available in the spreadsheet titled **Non-Tenure-Track Faculty by Race-Ethnicity** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

Percentages of TOTAL FULL-TIME FACULTY by RACE/ETHNICITY: 2001-02 – 2005-06

- When the categories of faculty tenure status are combined, white non-Hispanics accounted for 85.0% of the total full-time faculty of known race/ethnicity at Nebraska’s public and independent institutions in 2005-06, down from 87.1% in 2001-02.¹
- Non-resident aliens increased from 3.5% of the faculty to 5.1%, a gain of 1.6 percentage points over five years.
- Minority faculty – consisting of Asians/Pacific Islanders, Hispanics, Native Americans, and black non-Hispanics – accounted for 9.9% of the faculty in 2005-06, compared to 9.4% in 2001-02, a gain of only half of a percentage point.

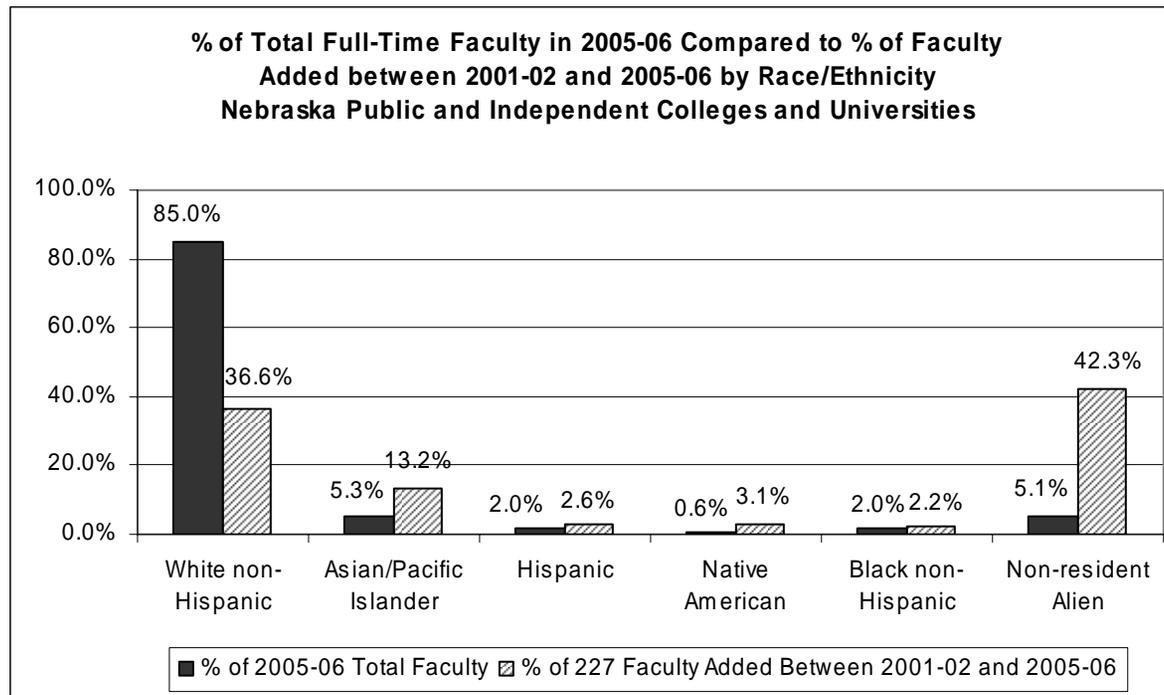


¹Total faculty includes instructional, research, and other faculty. In 2001-02 and 2005-06, 0.2% of the faculty were of unknown race/ethnicity.

Race/ethnicity data for total faculty are collected every two years. Total faculty data by race/ethnicity, by sector, and by institution for 2001-02, 2003-04, and 2005-06 are available in the spreadsheet titled **Total Faculty by Race-Ethnicity** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

Percentages of FULL-TIME FACULTY in 2005-06 Compared to the Percentages of FACULTY ADDED between 2001-02 and 2005-06 by RACE/ETHNICITY

- As shown on the following chart, white non-Hispanics accounted for 85.0% of the full-time faculty of known race/ethnicity in 2005-06 but only 36.6% of the additional faculty hired by Nebraska’s public and independent institutions between 2001-02 and 2005-06.
- Minority faculty – consisting of Asians/Pacific Islanders, Hispanics, Native Americans, and black non-Hispanics – accounted for 9.9% of the faculty in 2005-06, but 21.1% of the faculty added between 2001-02 and 2005-06.
- In comparison, however, the biggest gain in faculty was among non-resident aliens. In 2005-06, non-resident aliens accounted for 5.1% of the faculty, while they represented 42.3% of the additional faculty hired by institutions over the five years.¹

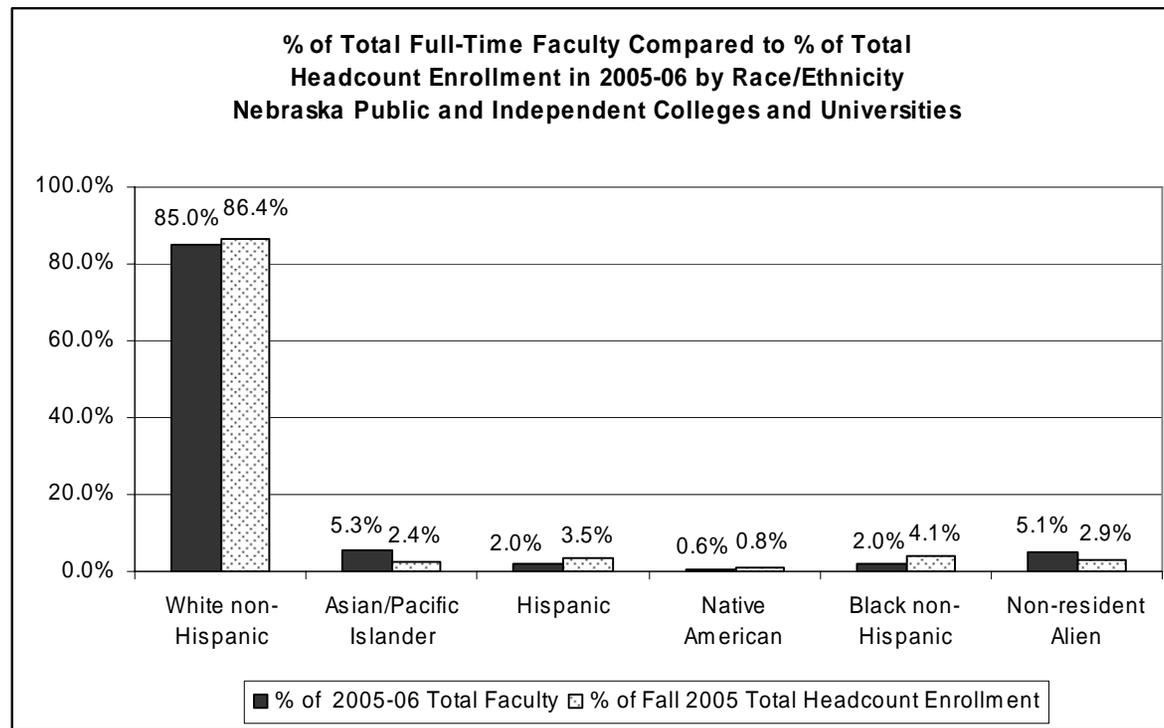


¹Of the 96 non-resident aliens added to faculty, 7.3% were tenured, 37.5% were tenure-track, and 55.2% were not in tenure-track positions.

Race/ethnicity data for total faculty are collected every two years. Total faculty data by race/ethnicity, by sector, and by institution for 2001-02, 2003-04, and 2005-06 are available in the spreadsheet titled **Total Faculty by Race-Ethnicity** in the **downloadable Excel workbook: [FL 95-05 Sec C Web Workbook.xls](#)**

Percentages of FULL-TIME FACULTY Compared to Percentages of TOTAL HEADCOUNT ENROLLMENT by RACE/ETHNICITY: 2005-06

- White non-Hispanics accounted for 85.0% of the full-time faculty of known race/ethnicity in 2005-06, compared to 86.4% of the total number of students enrolled at Nebraska’s public and independent colleges and universities.¹
- Hispanics and black non-Hispanics each represented 2.0% of the faculty in 2005-06, compared to 3.5% and 4.1% of total headcount enrollment, respectively, indicating that these minorities were underrepresented among the faculty, relative to student enrollment. Based on the statistics summarized below, Native Americans also were underrepresented among the faculty in 2005-06 since they accounted for 0.6% of the faculty and 0.8% of the students.
- In contrast, Asians/Pacific Islanders and non-resident aliens accounted for higher percentages of the faculty than of total headcount enrollment by more than 2.0 percentage points.



¹Total faculty includes instructional, research, and other faculty. In 2001-02 and 2005-06, 0.2% of the faculty were of unknown race/ethnicity.

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

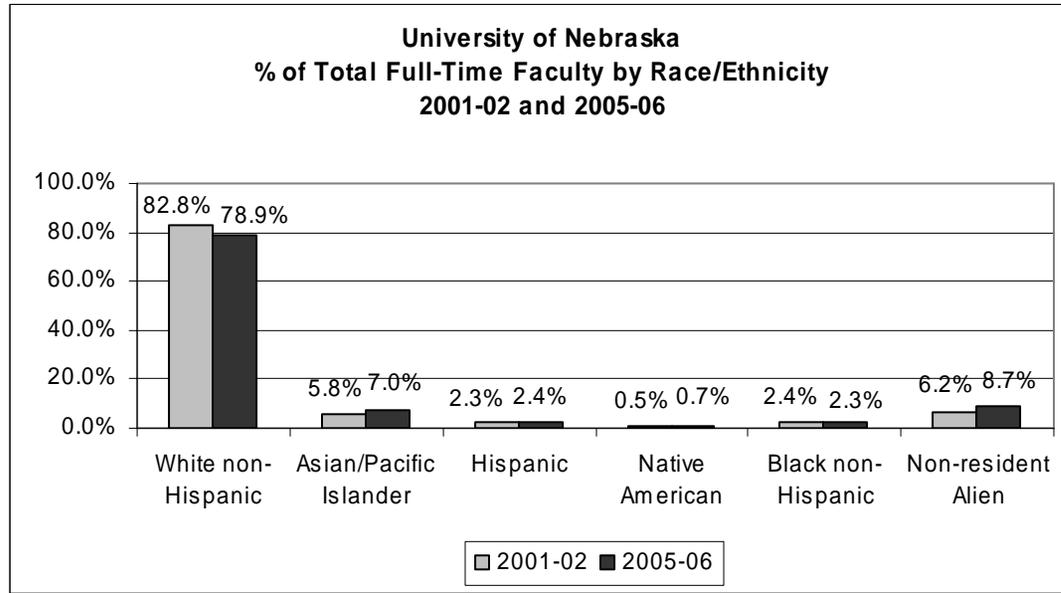
TOTAL FULL-TIME FACULTY by SECTOR and by RACE/ETHNICITY: 2001-02 – 2005-06

- Graphs on the following pages show the composition of the total faculty by race/ethnicity within each of the four major sectors of higher education in Nebraska in 2001-02 and 2005-06.¹
- In addition, there is a graph for each sector showing how faculty composition compared to total headcount enrollment in 2005-06.
- Based on the data summarized in this series of graphs, the University of Nebraska has the most diverse faculty, while the Nebraska State College System has the least.
- White non-Hispanics accounted for a lower percentage of the University of Nebraska faculty in 2005-06 than in 2001-02, balanced by slightly higher percentages of Asians/Pacific Islanders and non-resident aliens.
- However, there were no other major shifts in the racial/ethnic composition of the faculty within any of the four sectors.
- Hispanics, Native Americans, and black non-Hispanics continued to account for small percentages of the total faculty within each sector, and they were generally underrepresented across all four sectors, relative to minority student enrollments in 2005-06.
- In comparison, Asians/Pacific Islanders were overrepresented among the total faculty of the University of Nebraska and Nebraska's independent institutions, relative to the enrollment of students with Asian/Pacific Islander ancestry.
- At the University of Nebraska, non-resident aliens also were an overrepresented minority on the faculty, relative to student enrollment, but non-resident aliens were slightly underrepresented among the faculty employed by the state colleges, community colleges, and independent institutions.

¹Total faculty includes instructional, research, and other faculty. In 2001-02 and 2005-06, 0.2% of the faculty were of unknown race/ethnicity.

Race/ethnicity data for total faculty are collected every two years. Total faculty data by race/ethnicity, by sector, and by institution for 2001-02, 2003-04, and 2005-06 are available in the spreadsheet titled **Total Faculty by Race-Ethnicity** in the **downloadable Excel workbook: FL 95-05 Sec C Web Workbook.xls** Total headcount enrollment data are available in the spreadsheet titled **Enrollment by Race/Ethnicity** in the **downloadable Excel workbook: [FL 95-05 Sec A Web Workbook.xls](#)**

UNIVERSITY OF NEBRASKA



University of Nebraska

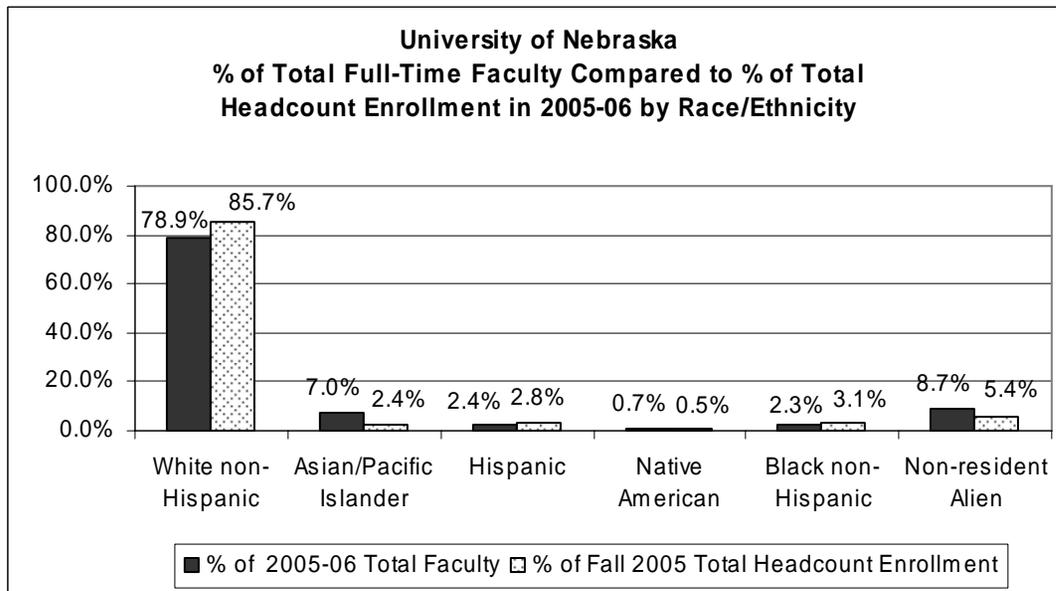
Total number of full-time faculty:
of known race/ethnicity¹

2001-02	3,000
2005-06	2,994

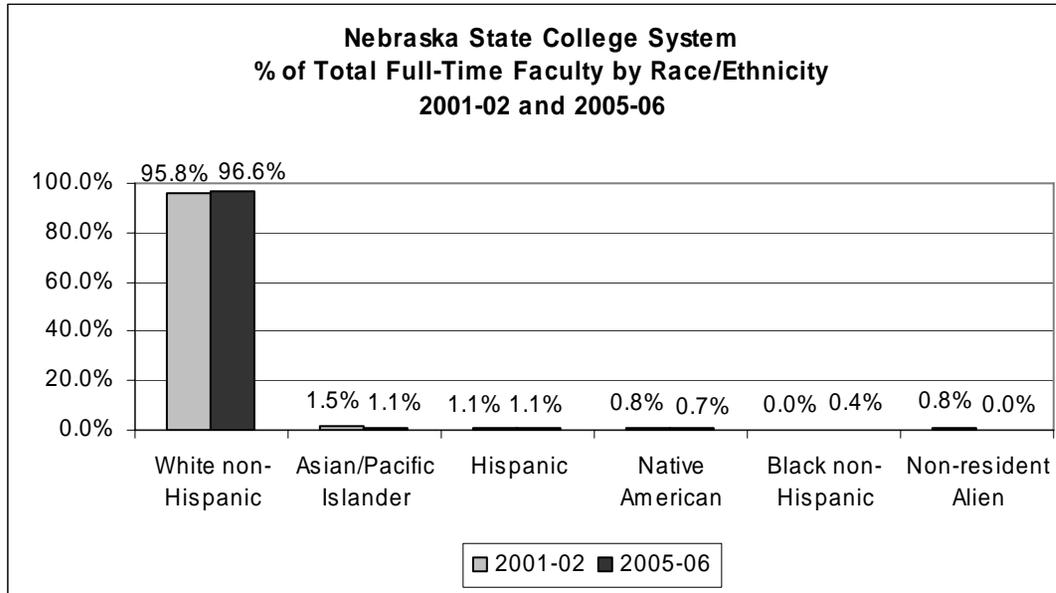
Total headcount enrollment:

Fall 2005	43,778
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¹Total faculty includes instructional, research, and other faculty.



NEBRASKA STATE COLLEGE SYSTEM



Nebraska State College System

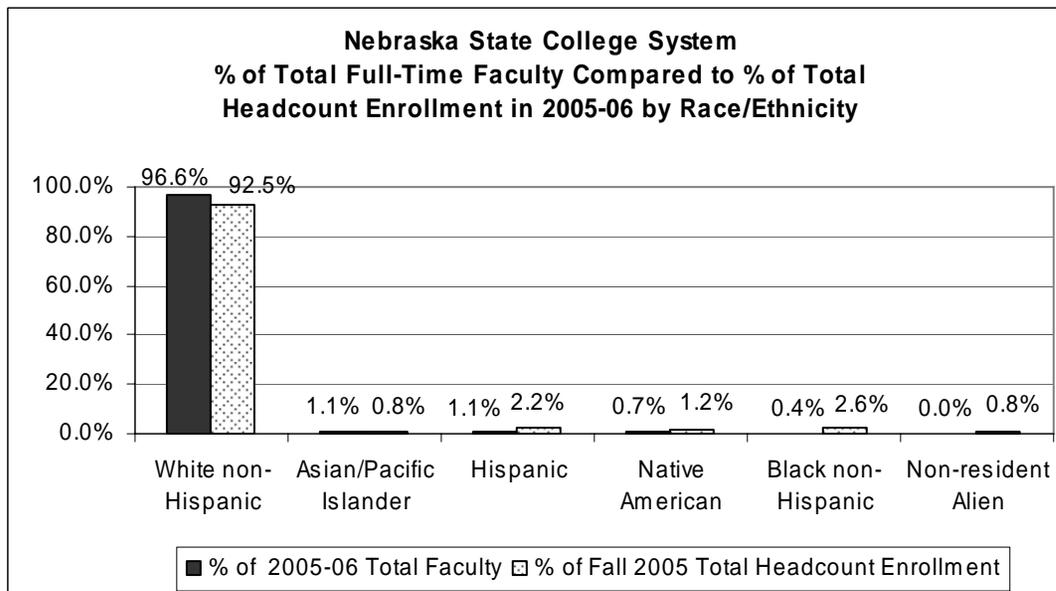
Total number of full-time faculty of known race/ethnicity:¹

2001-02	265
2005-06	267

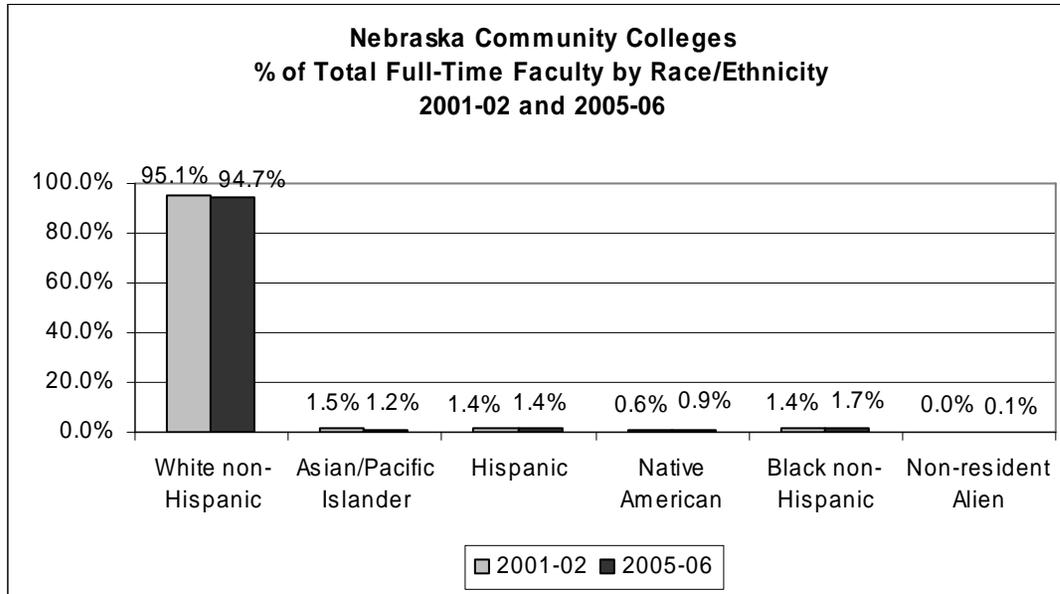
Total headcount enrollment:

Fall 2005	7,289
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¹Total faculty includes instructional, research, and other faculty.



NEBRASKA COMMUNITY COLLEGES



Nebraska Community Colleges

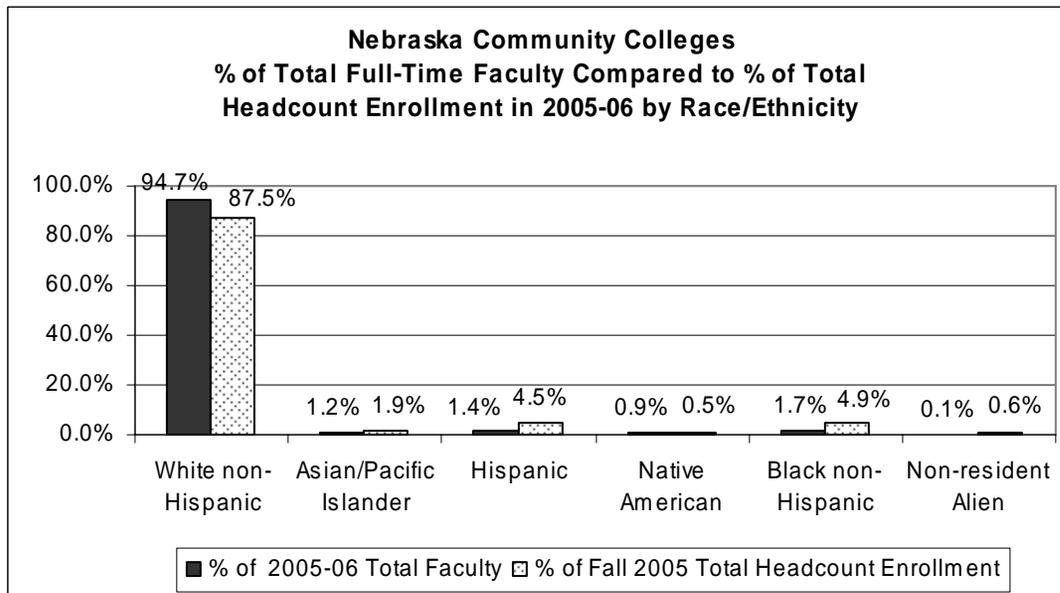
Total number of full-time faculty of known race/ethnicity:¹

2001-02	803
2005-06	869

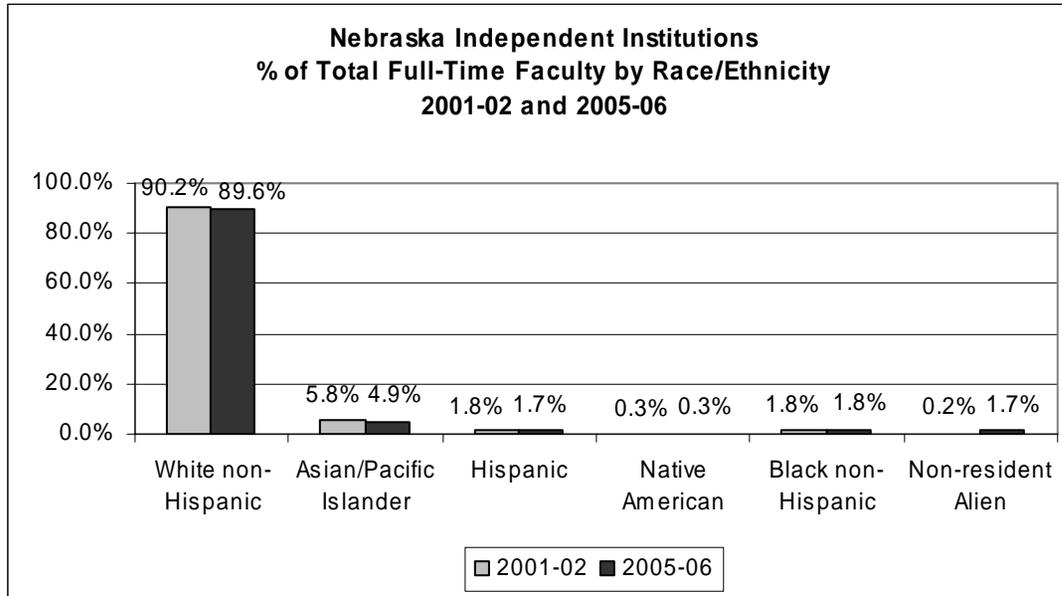
Total headcount enrollment:

Fall 2005	38,881
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¹Total faculty includes instructional, research, and other faculty.



NEBRASKA INDEPENDENT COLLEGES AND UNIVERSITIES



Nebraska Independent Institutions

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

2001-02	1,312
2005-06	1,477

Total headcount enrollment:

Fall 2005	24,949
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¹Total faculty includes instructional, research, and other faculty.

