

Section C Faculty and Salaries

Executive Summary of Data

Section C of the *Factual Look at Higher Education in Nebraska* summarizes the numbers and average salaries of full-time instructional faculty reported through Integrated Postsecondary Education Data System (IPEDS) surveys of Nebraska's public and independent (not-for-profit) colleges and universities. These institutions do not include the state's for-profit/career schools. Institutions currently report faculty counts and salaries as of November 1 for the academic year. For example, data reported in fall 2008 is for the 2008-2009 academic year. In this section, ten- and six-year trends are presented, based on data collected through the fall 1998-2008 IPEDS surveys of Nebraska public and independent colleges and universities. Using these data, the numbers and average salaries of full-time instructional faculty are analyzed by (1) sector, (2) rank, (3) gender, and (4) race/ethnicity.

Executive Summary of Data

Faculty and Salaries Fall 1998 - Fall 2008

Total Number of Full-Time Instructional Faculty

- Full-time instructional faculty at Nebraska's public and independent colleges and universities increased from 4,143 in fall 1998 to 4,663 in fall 2008, an increase of 12.6%.
- Over the same 10 years, total fall student enrollment increased 16.2%.
- Increases in faculty generally parallel increases in fall enrollment. However, between fall 1998 and fall 2008, the ratio of total fall enrollment to full-time instructional faculty decreased slightly at the University of Nebraska and increased slightly within the Nebraska State College System, the community college sector, and the sector comprised of independent institutions.
- When analyzed by sector and rank, the most significant changes in the numbers of full-time instructional faculty were as follows:
 - 44 additional professors and 85 additional assistant professors at the University of Nebraska, offset by 63 fewer associate professors.¹
 - 262 additional professors, associate professors, assistant professors, and instructors at Nebraska's independent institutions.
 - 130 additional faculty with no academic rank at Nebraska's community colleges²

Average Salaries of Full-Time Instructional Faculty

- Between fall 1998 and fall 2008, the average salary for full-time faculty at Nebraska's public and independent institutions increased 37.3%, from \$47,030 to \$64,556.³

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

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

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

- When average salaries are adjusted for inflation by converting them to 2008-09 dollars, the statewide average salary increased 5.2% over the 10 years.
- Average faculty salaries generally increased across all four sectors between fall 1998 and fall 2008.

| | <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 39.8% | up 7.2% |
| University of Nebraska | up 38.5% | up 6.1% |
| Nebraska independent colleges and universities | up 37.9% | up 5.7% |
| Nebraska State College System | up 33.8% | up 2.5% |

Full-Time Instructional Faculty by Gender

- Between fall 1998 and fall 2008, women accounted for an increased percentage of the full-time instructional faculty at Nebraska’s public and independent colleges and universities.
 - In fall 1998, 35.3% of the full-time instructional faculty were women.
 - By fall 2008, women accounted for 44.2% of the full-time instructional faculty.
- Over the 10-year period, women generally accounted for higher numbers and percentages of the full-time instructional faculty at every level of academic rank at the University of Nebraska, the Nebraska State College System, and Nebraska’s independent colleges and universities.⁴
- However, percentages of female faculty continued to be inversely related to academic rank. From fall 1998 through fall 2008, 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 41.5% of the full-time instructional faculty in fall 1998 and for 46.9% in fall 2008.
- In comparison, women constituted 49.3% of the full-time instructional faculty at the independent institutions in fall 2008, while 41.0% of the faculty at the state colleges and 40.4% of the faculty at the University of Nebraska were women.

⁴ The exceptions were that women accounted for a slightly lower percentage of the assistant professors at the University of Nebraska and a lower percentage of the associate professors at the state colleges in 2008 than in 1998.

Average Salaries of Full-time Instructional Faculty by Gender

- In fall 1998, the average paid salary of male, full-time instructional faculty at Nebraska's public and independent colleges and universities was \$10,137 higher than the average salary received by female faculty. By fall 2008, the gap between the average salaries of men and women had widened to \$13,403.
- Statewide, the average salary of female full-time instructional faculty was 81.0% of the average salary of male full-time faculty in fall 2007, up only slightly from 80.0% in fall 1998.
- 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 fall 2008, female professors earned, on the average, 84.8% of the average salary of male professors, whereas female instructors earned 105.5% of the average salary paid to male instructors.
- Female full-time instructional faculty have been paid, on average, as much or more than their male colleagues only at the instructor level.

Total Full-Time Faculty by Race/Ethnicity⁵

- In fall 2007, 84.5% of the instructional, research, and other faculty were white non-Hispanics, down from 87.1% in fall 2001 and 90.2% in fall 1997.
- Over the six-year period between fall 2001 and fall 2007, total minority faculty – consisting of Asians/Pacific Islanders, Hispanics, Native Americans, and black non-Hispanics – increased 17.6%, from 506 to 595, while white non-Hispanic faculty increased 5.3%, from 4,684 to 4,932.
- During this period, the number of non-resident alien faculty increased 50.5%, from 190 to 286.
- When percentages of full-time faculty are compared to percentages of total student headcount enrollment by race/ethnicity, Hispanics, black non-Hispanics and Native Americans were underrepresented among the faculty in fall 2007, 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 fall 2007.

⁵Race/ethnicity data are 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

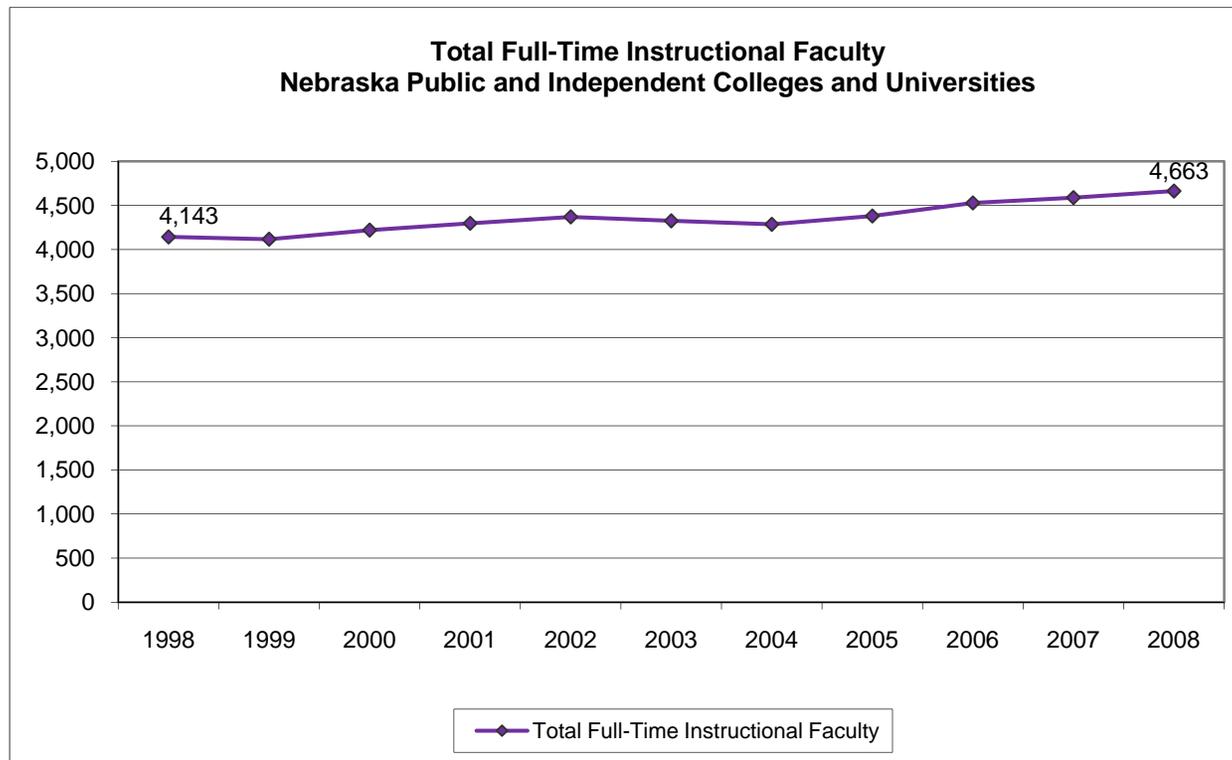
Notes: Summarized data are for Nebraska public and independent colleges and universities.
These institutions do not include for-profit/career schools.

Faculty numbers were reported as of October 1 for each of the years from fall 1998 through fall 2000. Beginning in fall 2001, faculty and salary data were reported as of November 1.

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

TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY: 1998-2008

- Full-time instructional faculty at Nebraska's public and independent colleges and universities increased 12.6%, from 4,143 in fall 1998 to 4,663 in fall 2008.
- As a basis for comparison, fall student enrollment at Nebraska's public and independent institutions increased 16.2%, from 110,470 in fall 1998 to 128,318 in fall 2008.

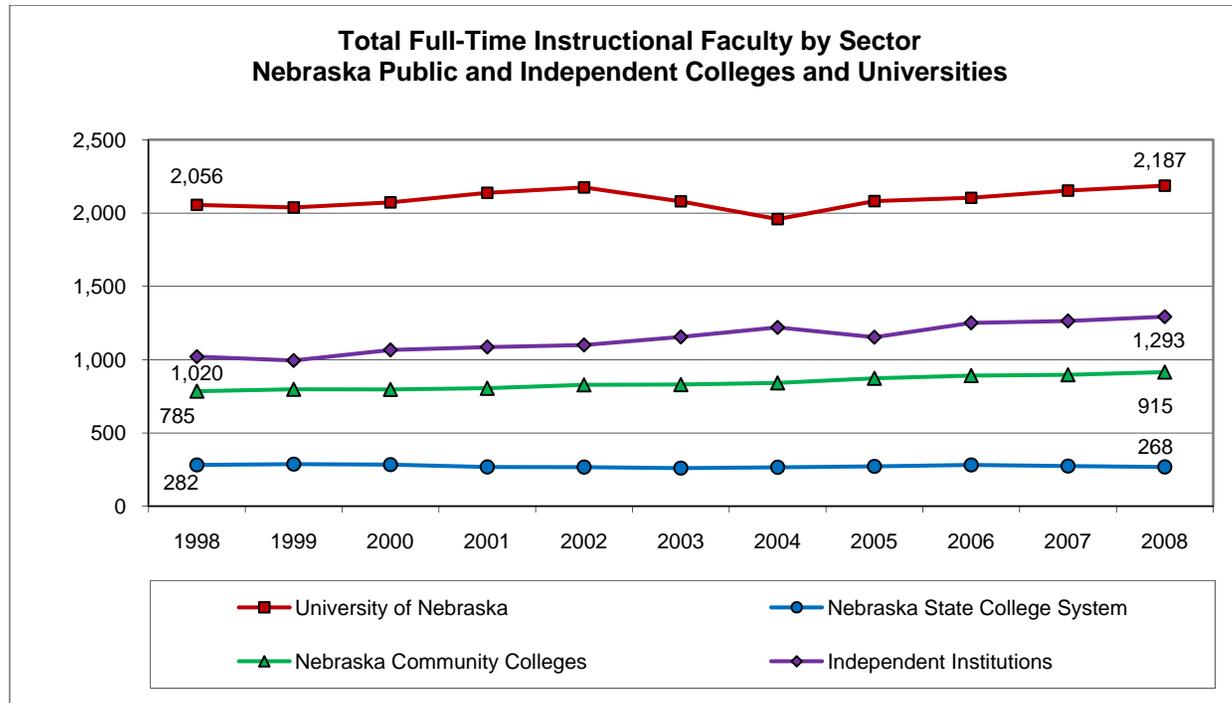


For the number of full-time instructional faculty employed from fall 1998 through fall 2008, see the spreadsheet titled **Instructional Faculty by Rank and Gender** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1998-2008

- Between fall 1998 and fall 2008, changes in the numbers of full-time instructional faculty by sector were as follows:

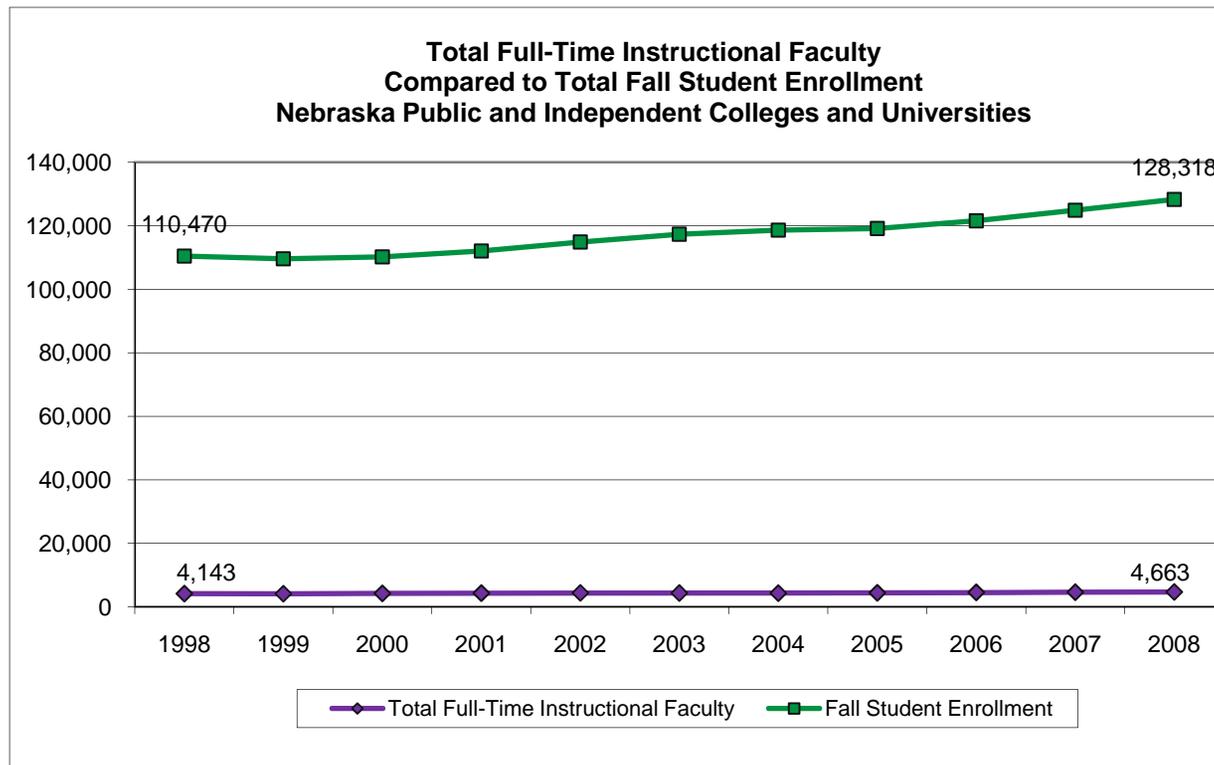
| | | | |
|--|----------|-------------------------------|-----------|
| University of Nebraska | up 6.4% | Nebraska Community Colleges | up 16.6% |
| Nebraska Independent Colleges and Universities | up 26.8% | Nebraska State College System | down 5.0% |



For the number of full-time instructional faculty employed from fall 1998 through fall 2008, see the spreadsheet titled **Instructional Faculty by Rank and Gender** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

THE TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY Compared to TOTAL FALL STUDENT ENROLLMENT: 1998-2008

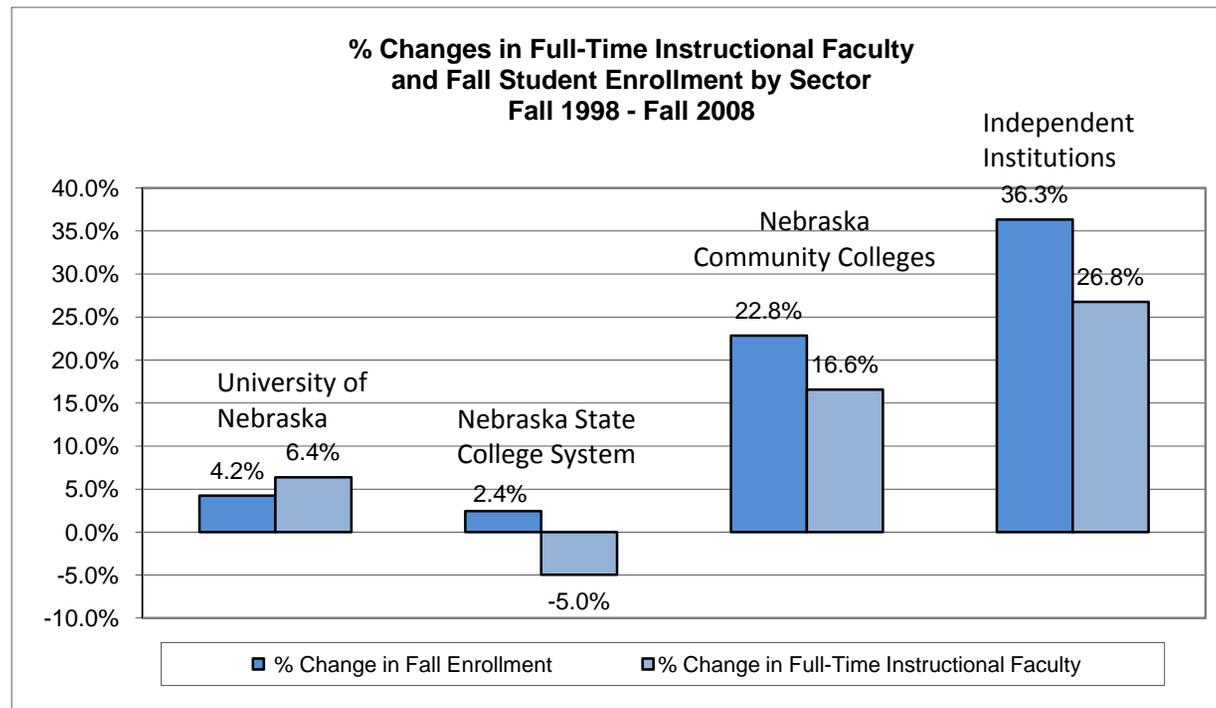
- Increases in the number of full-time instructional faculty generally parallel increases in fall student enrollment.
- Due to the large difference between the number of students and the number of faculty shown in the graph below, increases in student enrollment appear to be more significant than the increases in the number of full-time faculty. However, the correlation between the number of full-time faculty and fall student enrollment, statewide, was 0.94 for 1998 through 2008. This very high correlation indicates that there is a strong relationship between the two measures. (As a point of reference, 1.00 indicates a perfect correlation between two variables.)



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

Percentage Changes in THE TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY and TOTAL FALL ENROLLMENT by SECTOR: 1998-2008

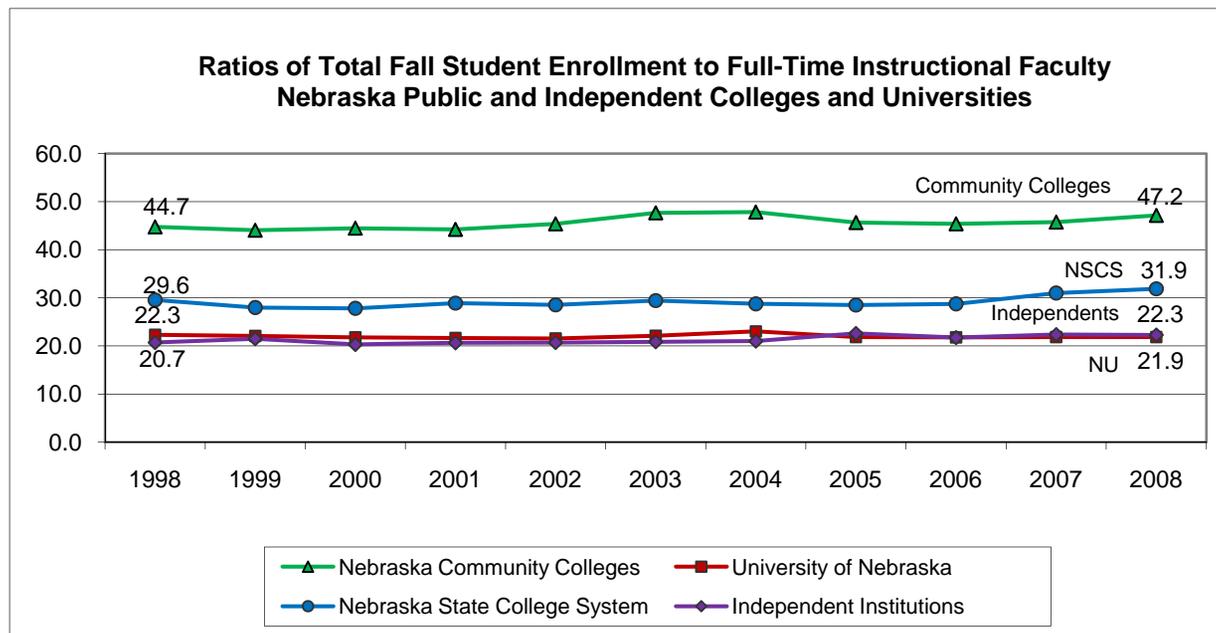
- Although statewide changes in the number of full-time instructional faculty and changes in fall student enrollment are highly correlated, there are significant differences in the relationship between these two variables when they are analyzed by sector.
- As shown in the graph below, the number of full-time faculty at the state colleges decreased while enrollments increased over the period between fall 1998 and fall 2008. At the community colleges and independent institutions, full-time faculty and total student enrollment both increased, but the percentage growth in fall enrollment exceeded the percentage growth in the number of full-time faculty at the state colleges. At the University of Nebraska, the percentage growth in full-time faculty exceeded that of student enrollment.



- This chart only compares the percentage changes in the total number of full-time instructional faculty and fall student enrollment. Instructional faculty also include part-time faculty not included in this analysis, and changes in fall 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: 1998-2008

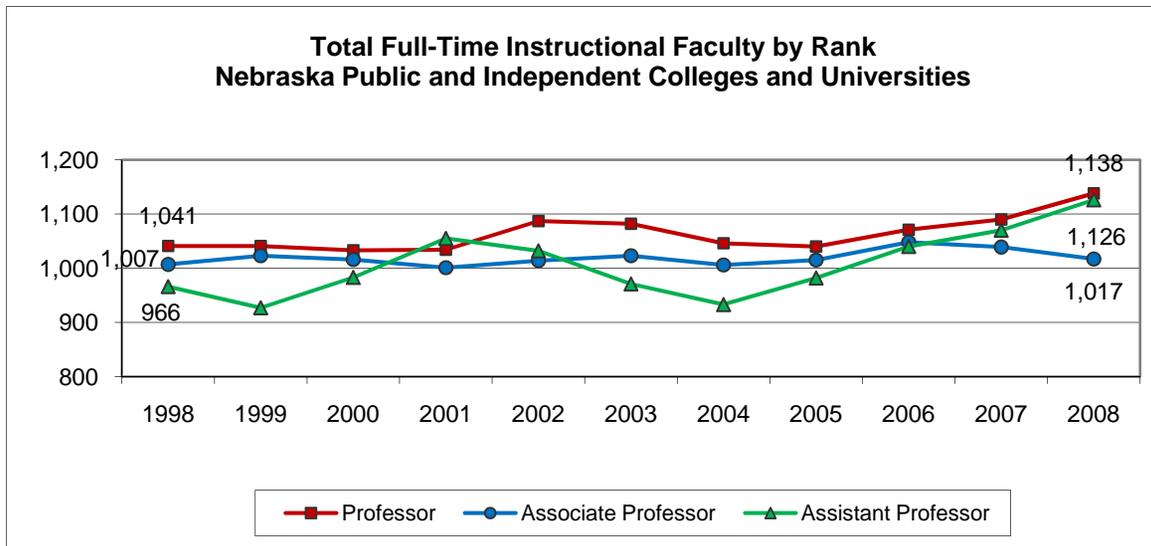
- Given the changes that occurred between fall 1998 and fall 2008 in the number of instructional faculty employed within the public and independent sectors of Nebraska’s postsecondary education system, it is logical to ask whether these additions or reductions of faculty were in line with changes in student enrollment.
- IPEDS data are not sufficiently detailed to develop a precise measure of student-to-faculty ratios. However, dividing fall enrollment by the number of full-time instructional faculty provides a general estimate for monitoring whether the number of students per full-time faculty member remained relatively stable as enrollments increased or decreased between fall 1998 and fall 2008. 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 ratio for the University of Nebraska decreased slightly over the 10 years by 0.4 students per full-time faculty member. In comparison, the estimated student-to-full-time-faculty ratio for Nebraska’s community colleges increased by 2.5 students, the state college system’s ratio increased by 2.3 students, and the ratio for Nebraska’s independent institutions increased by 1.6 students.



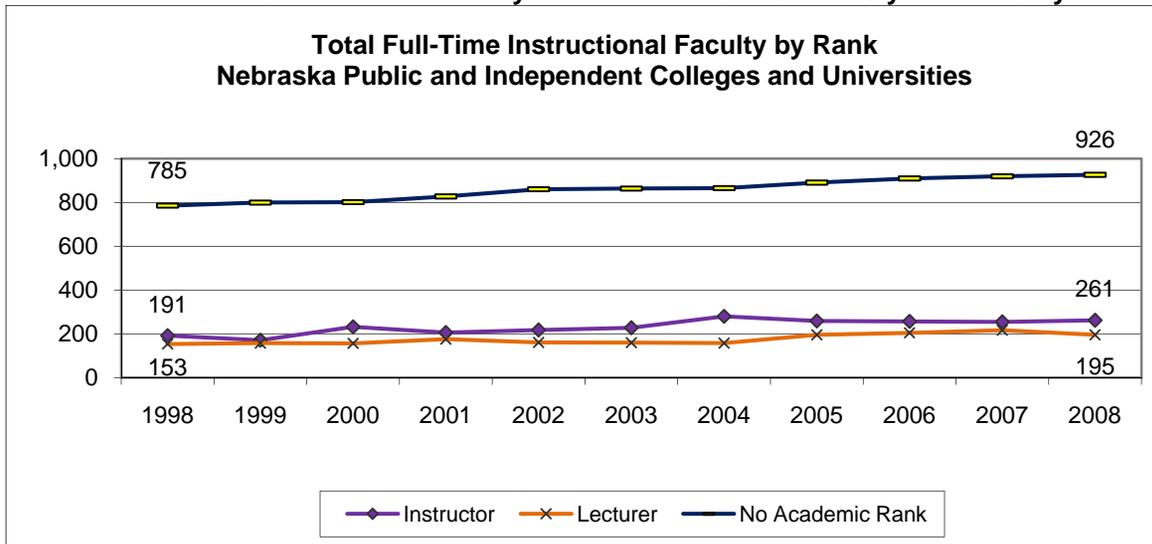
See **Section A on Enrollment** for total headcount enrollments by sector and by institution.

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 for Section C: Faculty and Salaries**.

TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1998-2008



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



When analyzed by rank, the faculty employed by Nebraska public and independent institutions increased between fall 1998 and fall 2008 as follows:

| | | |
|----------------------|---------------|--------------|
| Professors | up 97 | 9.3% |
| Associate Professors | up 10 | 1.0% |
| Assistant Professors | up 160 | 16.6% |
| Instructors | up 70 | 36.6% |
| Lecturers | up 42 | 27.5% |
| <u>No Rank</u> | <u>up 141</u> | <u>18.0%</u> |
| Total | up 520 | 12.6% |

Further calculations indicate:

- Assistant professors accounted for 30.8% of the 520 additional faculty hired between fall 1998 and fall 2008.
- Faculty with no academic rank accounted for 27.1% of the gain in faculty.
- Full professors and instructors accounted, respectively, for 18.7% and 13.5% of the faculty added between fall 1998 and fall 2008.

For the number of full-time instructional faculty employed by rank from fall 1998 through fall 2008, see the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

**NET INCREASES AND DECREASES IN THE NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY
by SECTOR and by RANK: 1998-2008**

- 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:
 - 44 additional professors and 85 additional assistant professors at the University of Nebraska¹
 - 63 fewer associate professors at the University of Nebraska
 - 130 additional faculty with no academic rank at Nebraska’s community colleges
 - 262 additional professors, associate professors, assistant professors, and instructors at Nebraska’s independent institutions¹

| Net Increases or Decreases in the Number of Instructional Faculty by Sector and by Rank² Nebraska Public and Independent Colleges and Universities 1998-2008 | | | | | | | |
|--|------------|----------------------|----------------------|-------------|-----------|------------------|--------------------------------|
| Sector | Professors | Associate Professors | Assistant Professors | Instructors | Lecturers | No Academic Rank | Total Net Increase or Decrease |
| University of Nebraska | 44 | -63 | 85 | 27 | 35 | 3 | 131 |
| Nebraska State College System | 10 | -9 | -17 | 2 | 4 | 0 | -14 |
| Nebraska Community Colleges | 0 | 0 | 0 | 0 | 0 | 130 | 130 |
| Independent Institutions | 43 | 82 | 92 | 45 | 3 | 8 | 273 |
| Nebraska Public & Independent Institutions | 97 | 10 | 160 | 70 | 42 | 141 | 520 |

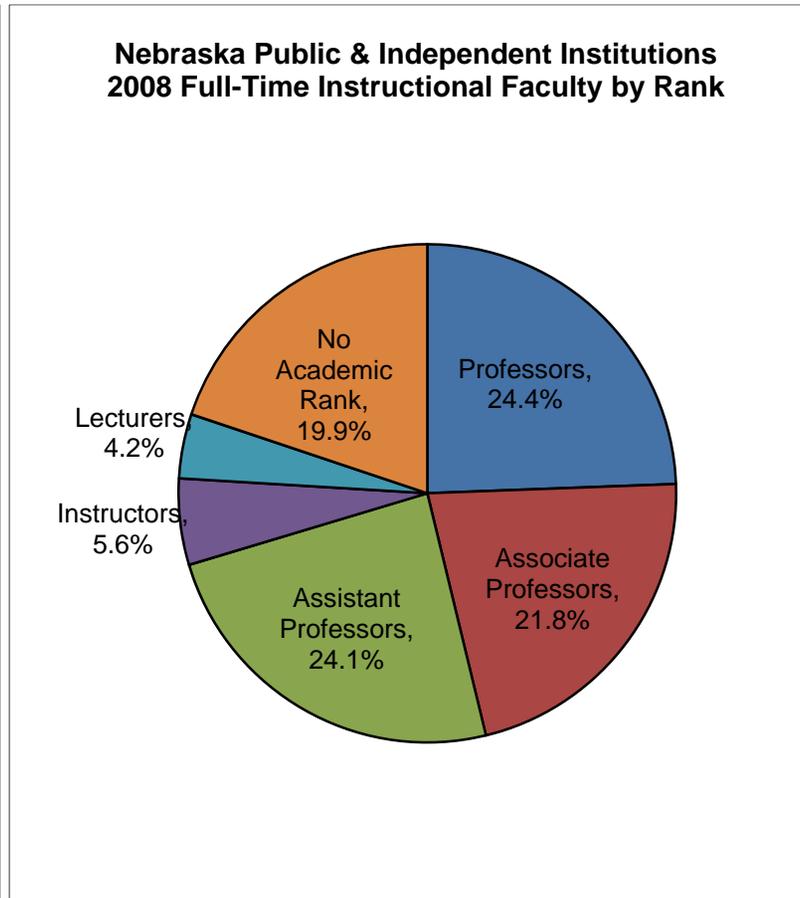
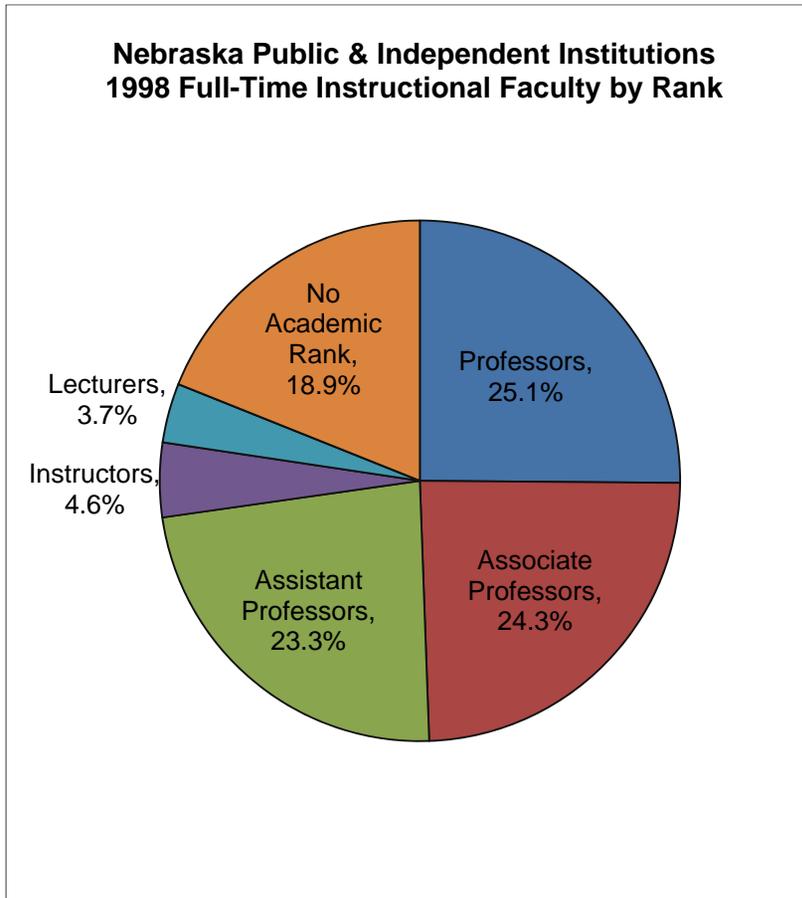
¹At the professor, associate professor, and assistant professor ranks, the largest increases in faculty were, by far, at Creighton University. Otherwise, increases in the numbers of faculty were proportionately distributed across the independent sector.

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

The numbers of full-time instructional faculty employed from fall 1998 through fall 2008 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 for Section C: Faculty and Salaries**.

Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1998-2008

- As a result of increases and decreases in faculty, the overall composition of the full-time instructional faculty at Nebraska’s public and independent colleges and universities shifted slightly between fall 1998 and fall 2008.
- As shown below, assistant professors, lecturers, instructors, and faculty with no academic rank accounted for higher percentages of the faculty in fall 2008 than in fall 1998, while lower percentages of the faculty were professors and associate professors.

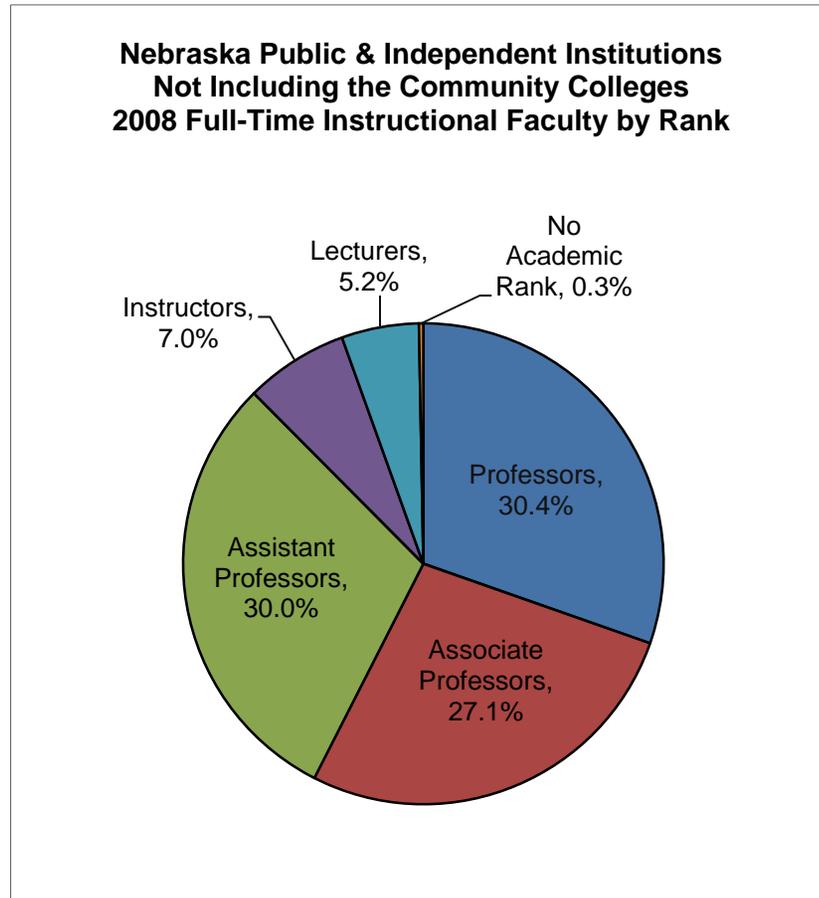
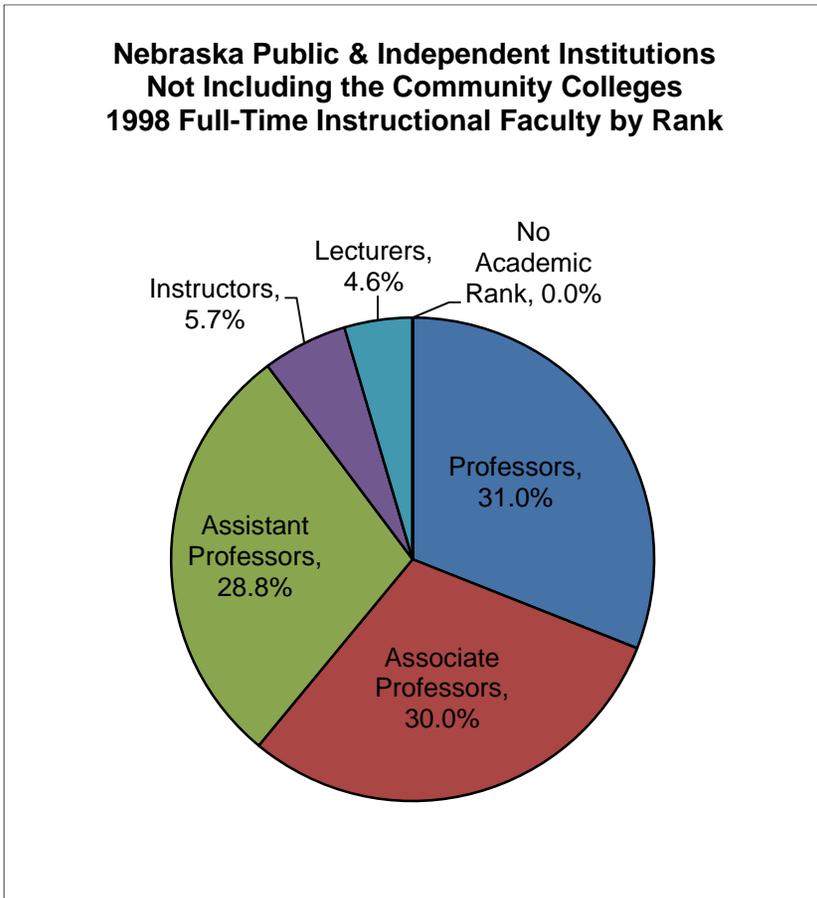


The numbers of full-time instructional faculty employed from fall 1997 through fall 2007 by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1998-2008 (Continued)

With Community Colleges Excluded

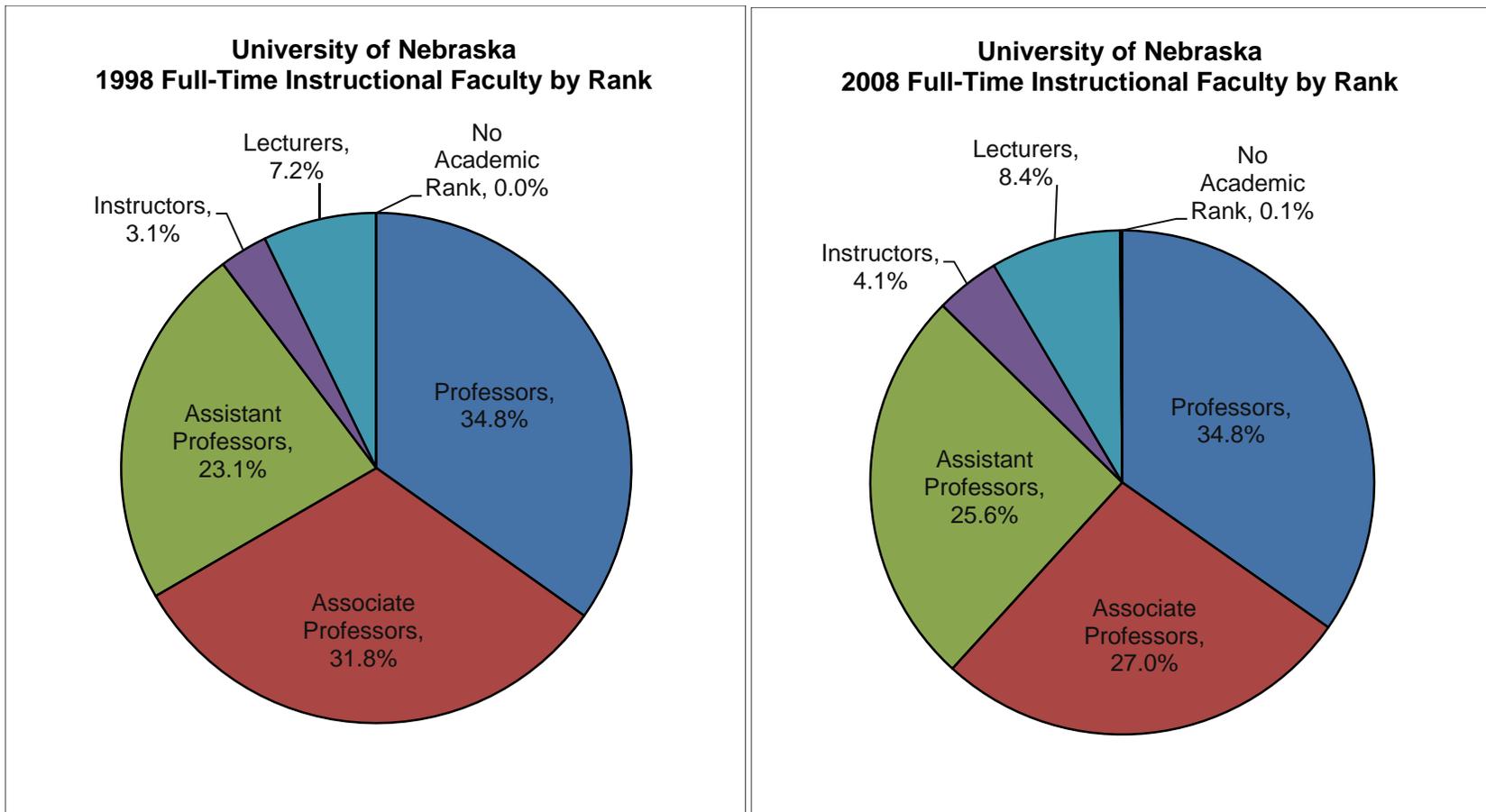
- The following charts exclude the Nebraska community colleges to provide a more direct comparison of the other three sectors¹. As shown below, faculty with no academic rank constituted 0.0% of the faculty at the University of Nebraska, the state colleges and the state’s independent colleges and universities in fall 1998, and by fall 2008, faculty with no academic rank still accounted for only 0.3% 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 fall 1998 through fall 2008.

Percentage of FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK: 1998-2008

- The most significant change that occurred between fall 1998 and fall 2008 in the composition of the full-time instructional faculty at the University of Nebraska was the increased percentages of assistant professors, instructors, and lecturers, balanced by a decreased percentage of associate professors.

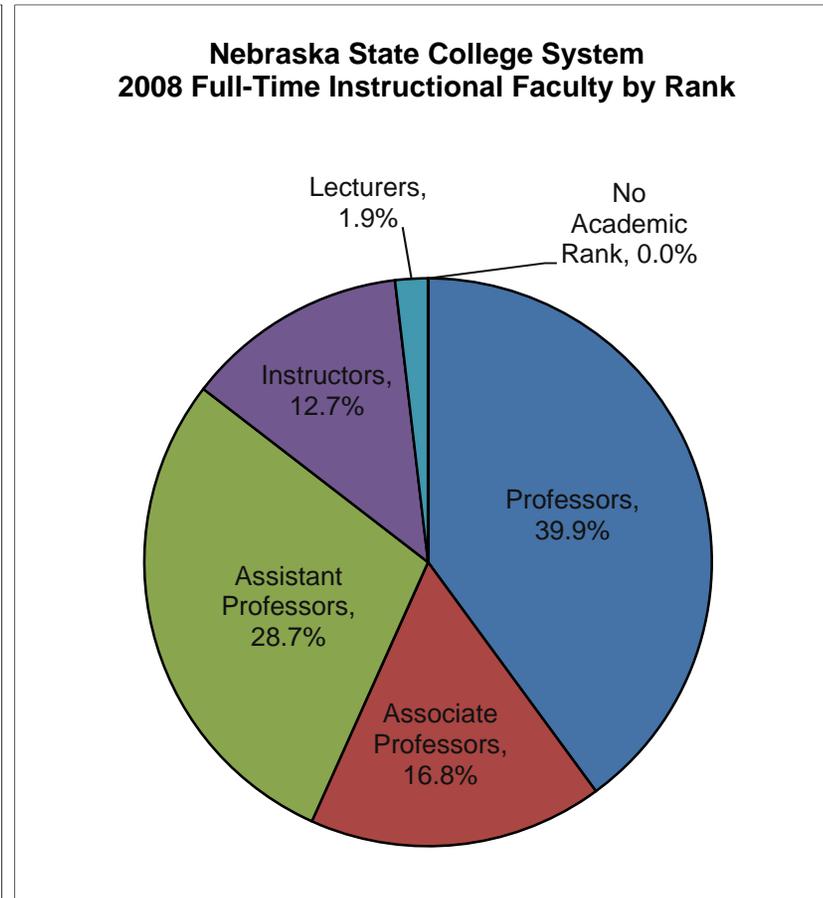
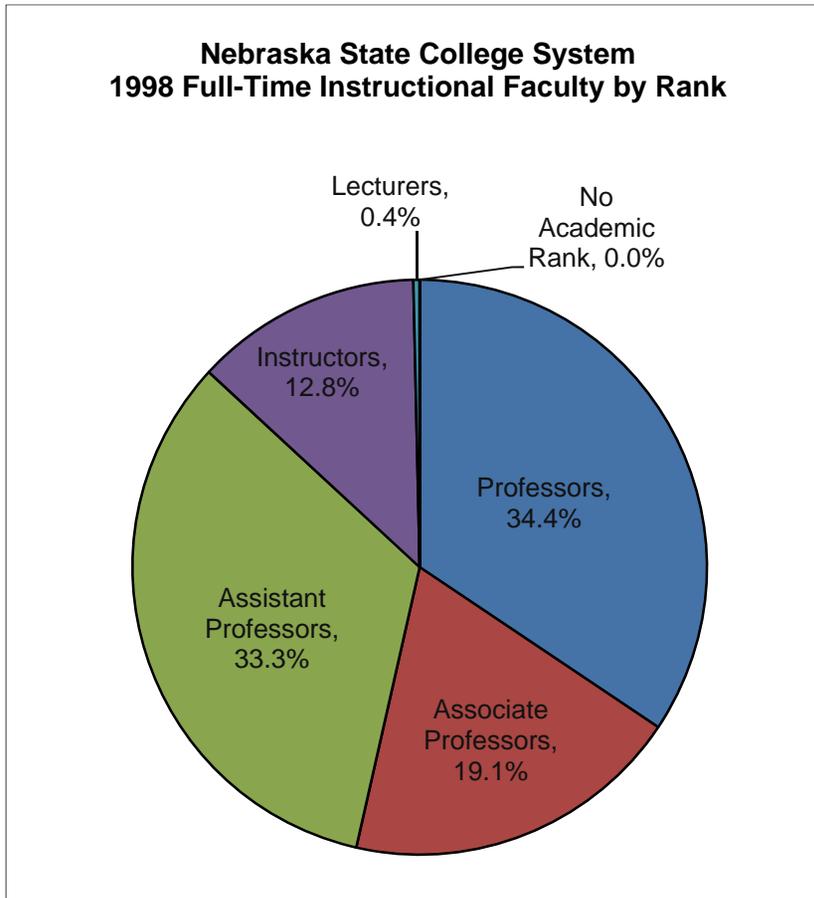


The numbers of full-time instructional faculty employed from fall 1997 through fall 2007 by rank, by sector and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

Percentage of FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK: 1998-2008

(Continued)

- The overall composition of the instructional faculty employed by the Nebraska State College System shifted slightly between fall 1998 and fall 2008, reflecting small increases in the numbers of full professors, instructors, and lecturers, balanced by decreases in the numbers of associate and assistant professors.

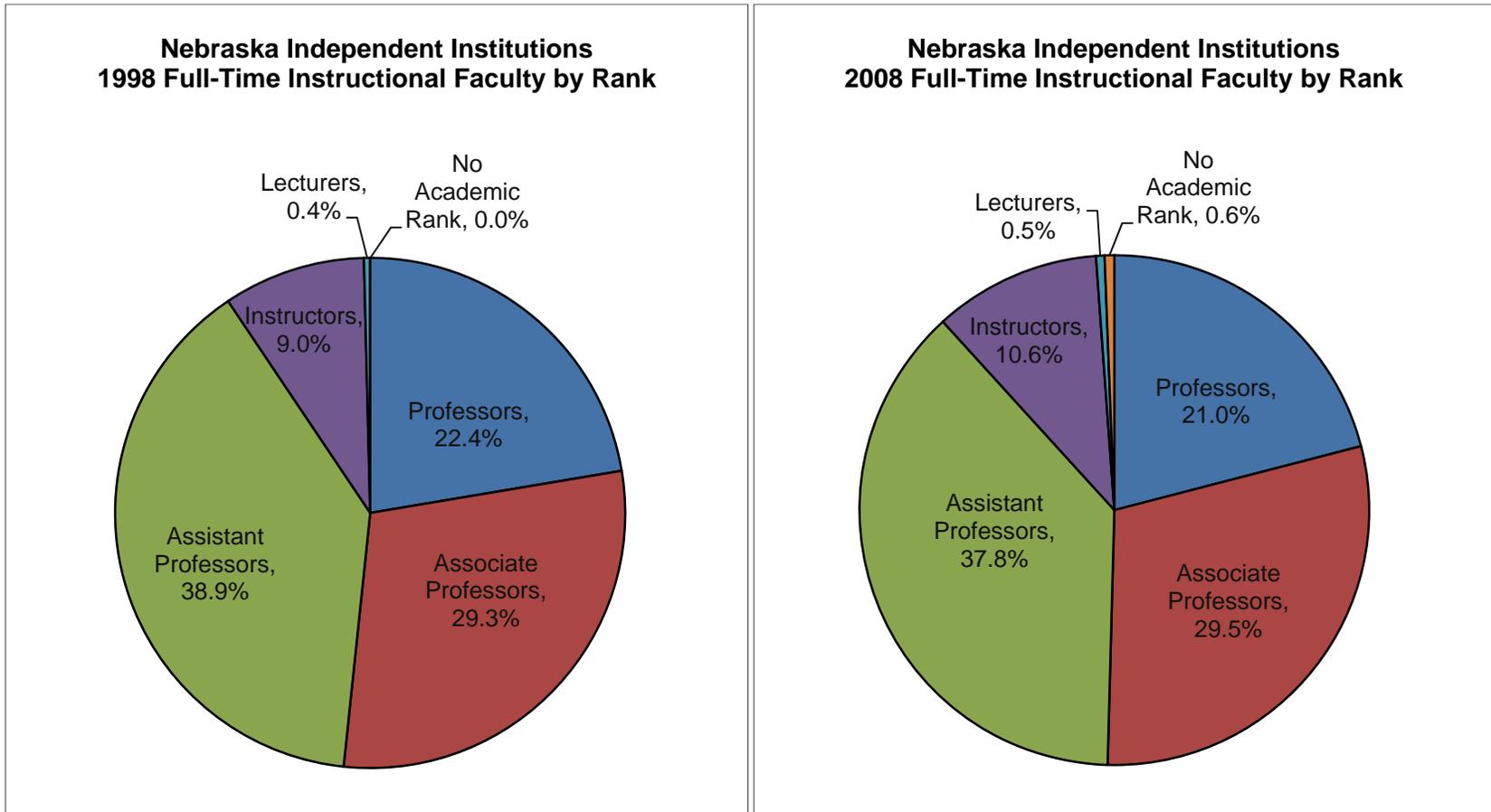


The numbers of full-time instructional faculty employed from fall 1998 through fall 2008 by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

Percentage of FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK: 1998-2008

(Continued)

- Although additional full-time instructional faculty were hired at all levels by Nebraska's independent colleges and universities between fall 1998 and 2008, the highest numbers of additional faculty were at the associate professor and assistant professor levels, followed by smaller increases at the professor and instructor ranks. However, the overall composition of faculty by within the independent sector was about the same in fall 2007 as in fall 1998.



The numbers of full-time instructional faculty employed from fall 1997 through fall 2007 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 for Section C: Faculty and Salaries**.

Percentage of FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK: 1998-2008

(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.

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

Faculty numbers and salary outlays were reported as of October 1 for each of the years from fall 1997 through fall 2000. Beginning in fall 2001, faculty and salary data were reported as of November 1. Faculty numbers and salaries are for the academic year. For example, salaries reported as of October 1, 2008 and for the 2008-09 academic year.

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

INTRODUCTION TO THE SALARY ANALYSES REPORTED IN THIS SECTION

- The average salaries of full-time instructional faculty reported in this section were calculated using the actual dollar amounts paid by institutions reported annually on the IPEDS Human Resources survey.¹
- In addition, average salaries have been converted to 2008-09 dollars to take into account the effect of inflation when salaries are compared over the period from 1998-99 to 2008-09.
- Average salaries are converted to 2008-09 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 1997-98 (July 1997-June 1998) and 2007-08 (July 2007-June 2008).

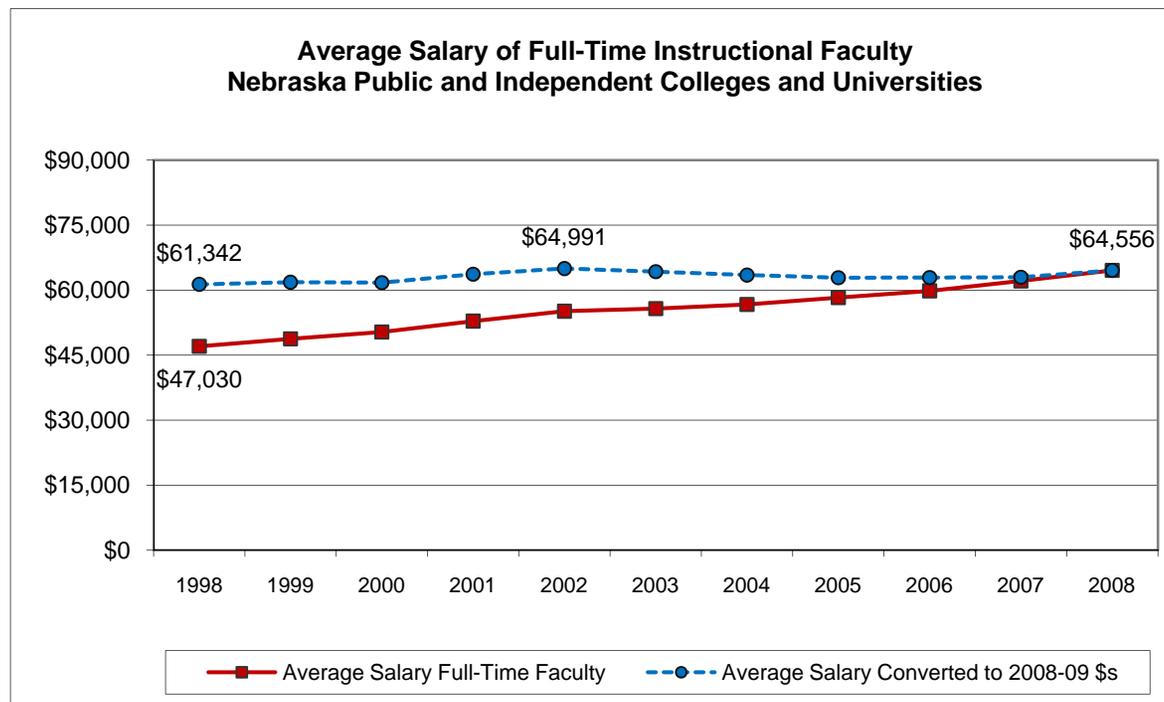
The average CPI-U for July 1998 through June 1999 was 164.6. For July 2008 through June 2009, the average CPI-U was 214.6, indicating that there was an overall 30.4% increase in consumer prices over the 10 years. Given a 30.4% increase in the general level of prices over the 10 years, salaries also would have to increase 30.4% to have the same amount of purchasing power in 2008-09 as in 1998-99 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: 1998-2008

- In dollars actually paid, the average salary for full-time faculty at Nebraska's public and independent colleges and universities was \$64,556 in fall 2008, compared to \$47,030 in fall 1998, a 10-year increase of 37.3%.
- However, when average salaries are adjusted for inflation by converting them to 2008-09 dollars, the statewide average salary increased from \$61,342 in fall 1998 to \$64,991 in fall 2002, and then decreased to \$64,556 in fall 2008 for an overall increase of 5.2% over the 10 years.
- See the [table on page C.2.4](#) for the average salaries paid from fall 1998 to fall 2008 converted to fall 2008-09 dollars to take into account the effect of inflation.



Average paid salaries and average salaries converted to fall 2007 dollars by sector and by institution for fall 1997 to fall 2007 are available in the spreadsheets titled **Average Salary Total and by Gender** and **Average Salary by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

AVERAGE SALARY OF TOTAL FULL-TIME INSTRUCTIONAL FACULTY: 1998- 2008 (Continued)

| Actual Average Salary of Full-Time Instructional Faculty at Nebraska's Public and Independent Colleges and Universities Converted to 2008-09 Dollars | | | | |
|--|-------------------------------------|----------------------------------|------------------------------------|--|
| Academic Year | Average Faculty Salary ¹ | CPI-U ² for July-June | Multiplication Factor ³ | Average Salary Converted to 2008-09 Dollars ⁴ |
| 1998-1999 | \$47,030 | 164.55 | 1.3043 | \$61,342 |
| 1999-2000 | \$48,771 | 169.2917 | 1.2678 | \$61,831 |
| 2000-2001 | \$50,351 | 175.0667 | 1.2260 | \$61,728 |
| 2001-2002 | \$52,859 | 178.1667 | 1.2046 | \$63,675 |
| 2002-2003 | \$55,140 | 182.0917 | 1.1787 | \$64,991 |
| 2003-2004 | \$55,740 | 186.1083 | 1.1532 | \$64,281 |
| 2004-2005 | \$56,705 | 191.7083 | 1.1195 | \$63,484 |
| 2005-2006 | \$58,296 | 198.975 | 1.0786 | \$62,881 |
| 2006-2007 | \$59,838 | 204.1253 | 1.0514 | \$62,915 |
| 2007-2008 | \$62,121 | 211.6978 | 1.0138 | \$62,980 |
| 2008-2009 | \$64,556 | 214.6243 | 1.0000 | \$64,556 |
| 10-Year Increase | 37.3% | 30.4% | | 5.2% |
| ¹ Faculty salaries were reported in the fall of the academic year. ² CPI-U is the Consumer Price Index for All Urban Consumers maintained by the U.S. Bureau of Labor Statistics. The CPI-U is calculated monthly. The CPI-U for an academic year is the average CPI-U from July through June. ³ The multiplication factor for a given year equals the CPI-U for 2008-09 divided by the CPI-U for the year of interest. ⁴ The average salary converted to 2008-09 dollars equals the paid average salary multiplied by the CPI-U multiplication factor. | | | | |

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1998-2008

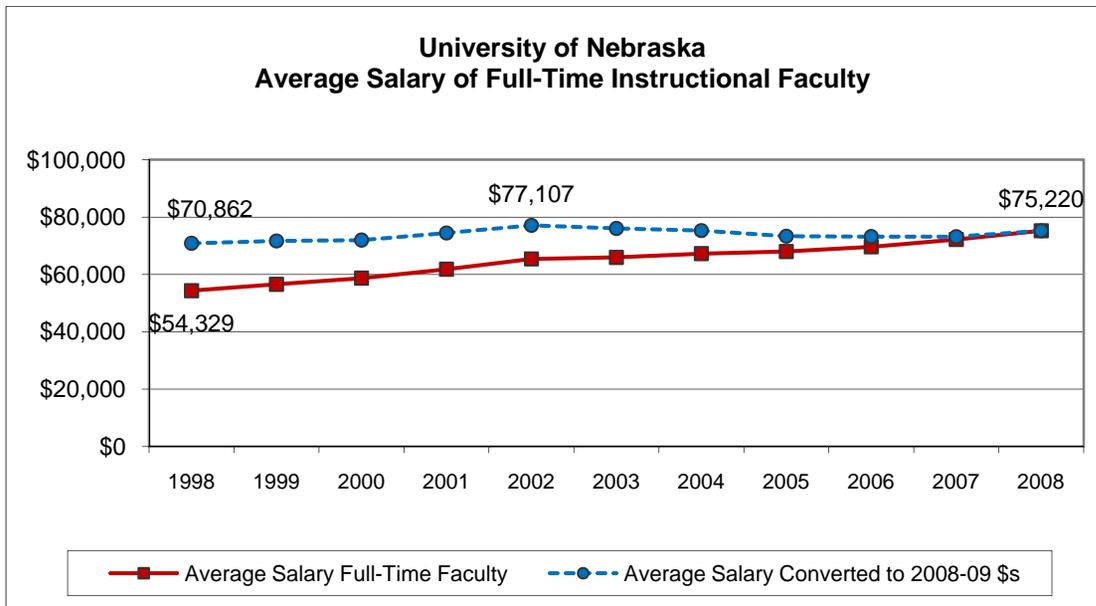
- The charts on the following two pages show, by sector, the increases and decreases in the average salaries paid to full-time instructional faculty between fall 1998 to fall 2008. These charts also show the trends in faculty salaries when they are expressed in 2008-09 dollars to take into account the effect of price inflation.
- The University of Nebraska paid the highest average salaries throughout the 10 years, with the average salary reaching \$75,220 in fall 2008.
- Faculty at independent institutions received an average salary of \$59,179 in fall 2008, while faculty at Nebraska’s state colleges and community colleges earned \$55,241 and \$49,394, respectively.
- Between fall 1998 and fall 2008, average faculty salaries increased across all four sectors.

| | <u>10-Year Increase in Average Salary</u> |
|--|---|
| Nebraska community colleges | up 39.8% |
| University of Nebraska | up 38.5% |
| Nebraska independent colleges and universities | up 37.9% |
| Nebraska State College System | up 33.8% |

- When the effects of price inflation are taken into consideration by converting salaries to 2008-09 dollars, the average salary earned by Nebraska’s state college faculty increased only 2.5% over the 10-year period.
- Adjusted for inflation, faculty salaries in the other three sectors increased as follows over the 10 years: 6.1% at the University of Nebraska, 7.2% at the community colleges, and 5.7% at the independent institutions.
- Average salaries converted to 2008-09 dollars were at their highest levels in 2002 for faculty employed by the University of Nebraska and the Nebraska State College System. Within the community college and independent sectors, the buying power of the average faculty salary fluctuated slightly up and down but generally increased over the 10-year period.

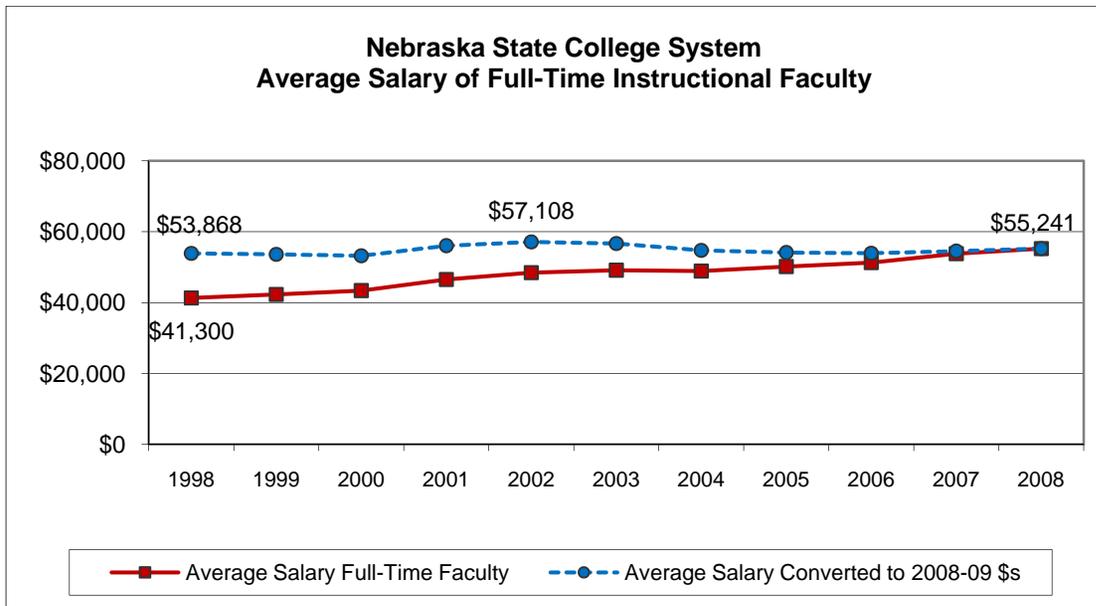
Average paid salaries and average salaries converted to fall 2007 dollars by sector and by institution for fall 1997 to fall 2007 are available in the spreadsheets titled **Average Salary Total and by Gender** and **Average Salary by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1998-2008 (Continued)



University of Nebraska

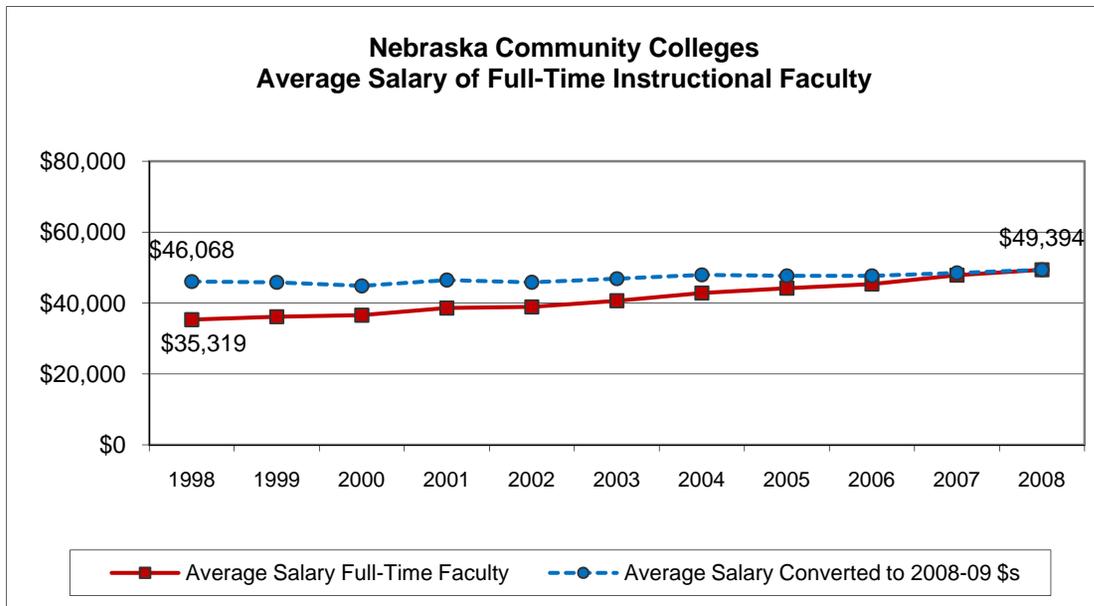
- In dollars actually paid, the average faculty salary at the University of Nebraska increased from \$54,329 in 1998 to \$75,220 in 2008, or 37.3%.
- Converted to 2008-09 dollars, the average salary of university faculty increased from fall 1998 to fall 2002 and then decreased for a net 10-year increase of 6.1%.



Nebraska State College System

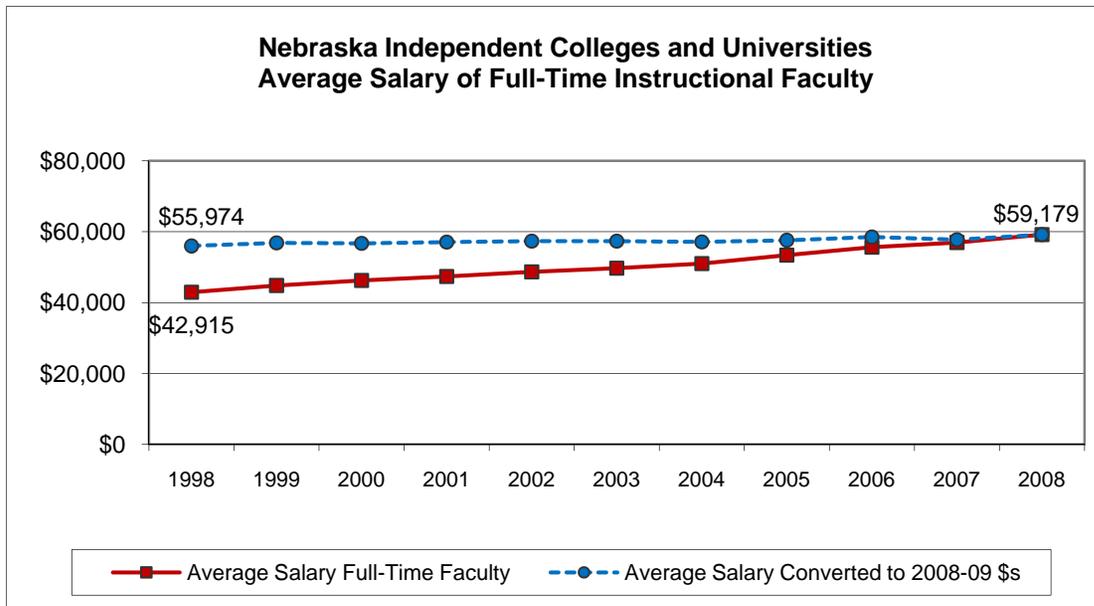
- The average faculty salary paid by Nebraska’s state colleges increased from fall 1987 to fall 2003, decreased in 2004, and then increased to \$55,241 in 2008 for a net gain of 33.8% over the 10 years.
- Converted to 2008-09 dollars, the average salary of faculty at the state colleges decreased from fall 1998 to fall 2000, rose and peaked in fall 2002, decreased from fall 2003 to fall 2006, and increased to \$55,241 in fall 2008, for a net 10-year increase of 2.5%.

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1998-2008 (Continued)



Nebraska Community Colleges

- In dollars actually paid, the average salary of faculty employed by Nebraska community colleges gradually increased from \$35,319 in fall 1998 to \$49,394 in fall 2008 for a total 10-year increase of 39.8%.
- Converted to 2008-09 dollars, the average community college salary fluctuated upward, resulting in a net increase of 7.2% between fall 1998 and fall 2008.



Nebraska Independent Institutions

- The average faculty salary for Nebraska's independent institutions steadily increased from \$42,915 in fall 1998 to \$59,179 in fall 2008, an overall increase of 37.9%.
- Converted to 2008-09 dollars, the average faculty salary fluctuated slightly up and down but generally moved upward for a 5.7% net 10-year gain.

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1998-2008

- The charts following this summary show, by academic rank, how average salaries paid between fall 1998 and fall 2008 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 2008-09 dollars to take the effect of inflation into account.
- Between fall 1998 and fall 2008, the average salaries paid by the University of Nebraska were consistently higher than the average salaries paid by the Nebraska State College System, Nebraska's community colleges, and the state's independent institutions.
- With the salaries at the lecturer level excluded, the average salaries paid in the independent sector have been higher than those paid by the Nebraska State College System, and the salary gap between these two sectors was wider in 2008 than it was in 1998.¹ In fall 1998, the average salaries paid in the independent sector were \$909 to \$3,163 higher than the average salaries paid at the state colleges, depending on academic rank. By fall 2008, average salaries in the independent sector were \$5,155 to \$7,385 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 fall 2008, for example, professors employed by the university earned an average salary that was \$22,550 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 fall 2008, the average salary of associate professors at the University of Nebraska was \$11,333 higher than the average salary of associate professors in the independent sector. In comparison, the assistant professors at the University of Nebraska earned \$9,130 more, on average, than assistant professors at independent institutions, and instructors at the independent schools actually earned \$289 more, on average, than instructors employed by the university.
- Comparing average salary increases across academic ranks, professors received the highest dollar amounts. The 10-year increases for professors were \$28,912 at the University of Nebraska, \$20,771 in the independent sector, and \$17,253 at the state colleges.
- The largest 10-year percentage increases in average salary at the University of Nebraska were earned by professors (41.3%) and assistant professors (42.2%). Professors and instructors received the highest 10-year salary percentage increases at the state colleges (37.2% and 33.9%, respectively), while assistant professors and instructors received the highest percentage increases within the independent sector (43.1% and 47.3%, respectively).

Continued on the next page.

¹Lecturers are excluded from this comparison because the state colleges and independent institutions employed no lecturers or fewer than eight lecturers during each of the academic years between 1998-99 and 2008-09.

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1998-2008

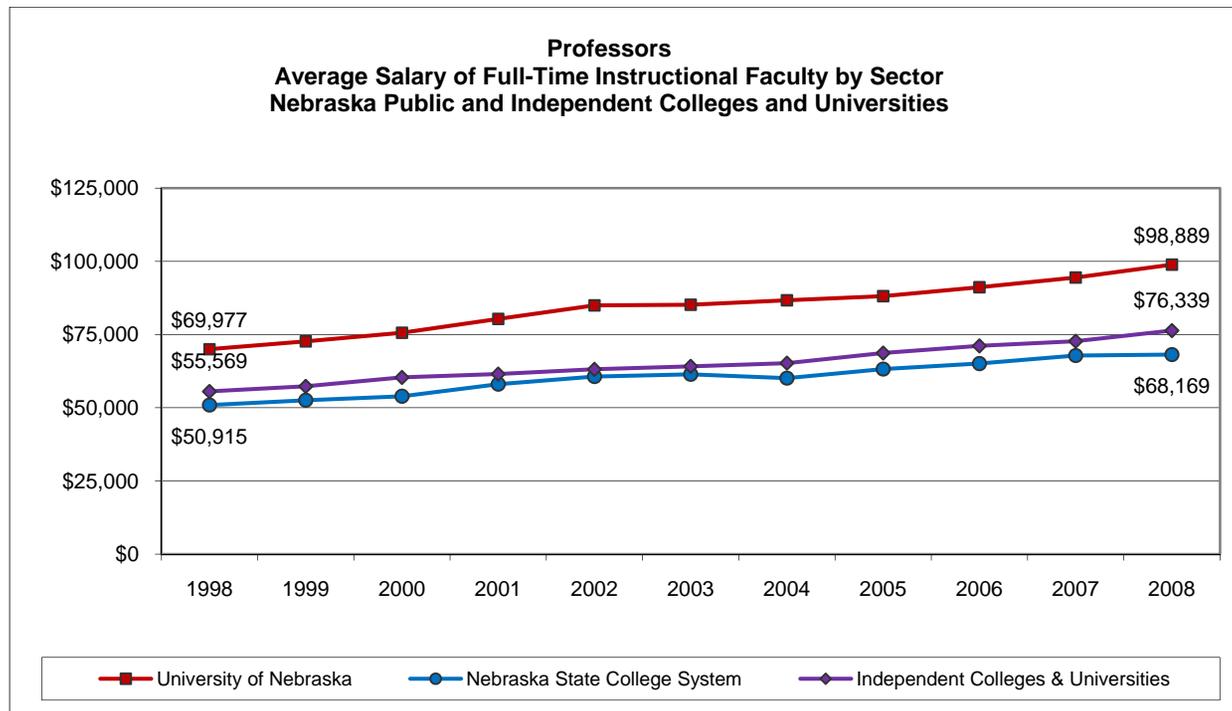
(Continued)

- All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission for fall 1998 to fall 2008, 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 \$35,319 in fall 1998 to \$49,394 in fall 2008, or by 39.8%. 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 \$35,753 in fall 1998 to \$45,064 in fall 2008.

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

Average paid salaries by sector and by institution for fall 1997 to fall 2007 are available in the spreadsheets titled **Average Salary Total and by Gender** and **Average Salary by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

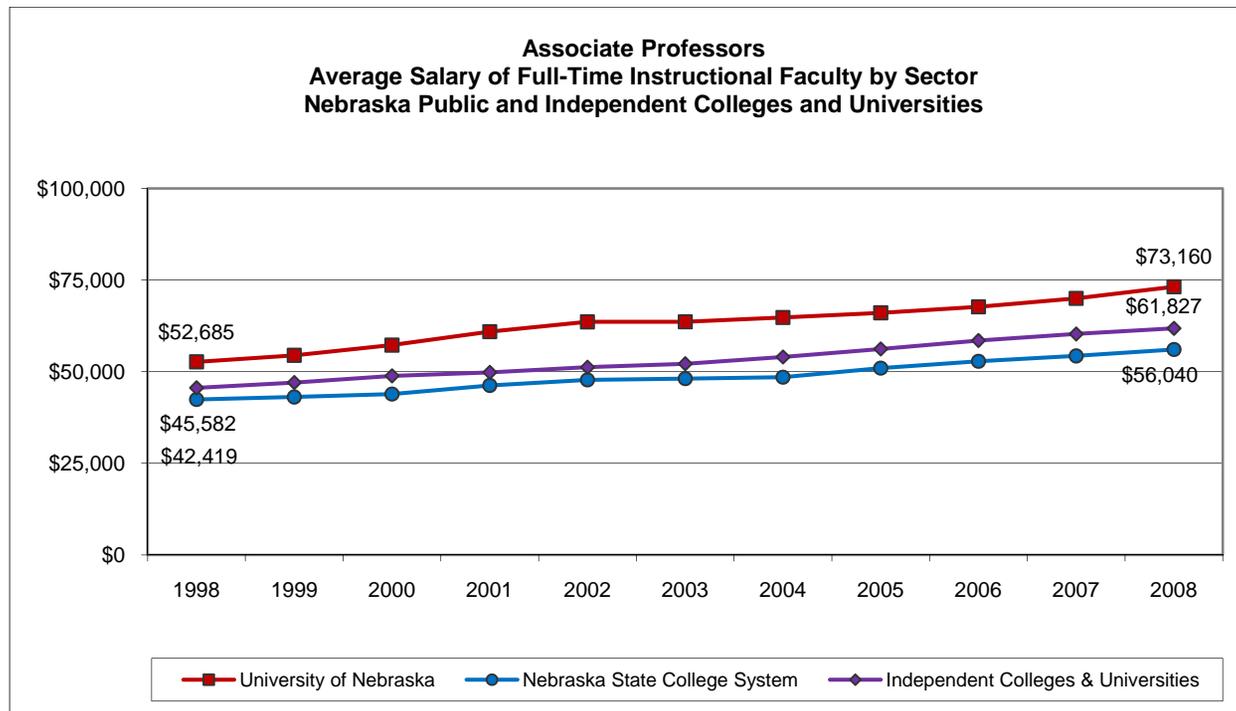
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1998-2008
 (Continued)



| Sector | Number of Professors in fall 2008 | Fall 1998 Average Salary | Fall 2008 Average Salary | 10-Year % Increase in Average Salary | 10-Year % Change in Average Salary Converted to 2008-09 Dollars |
|--|-----------------------------------|--------------------------|--------------------------|--------------------------------------|---|
| University of Nebraska | 760 | \$69,997 | \$98,889 | 41.3% | 8.3% |
| Nebraska State College System | 107 | \$50,915 | \$68,169 | 33.9% | 2.6% |
| Nebraska Independent Colleges & Universities | 271 | \$55,569 | \$76,339 | 37.4% | 5.3% |
| Nebraska Community Colleges | Not applicable | | | | |

Average paid salaries by sector and by institution for fall 1997 to fall 2007 are available in the spreadsheets titled **Average Salary Total and by Gender** and **Average Salary by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

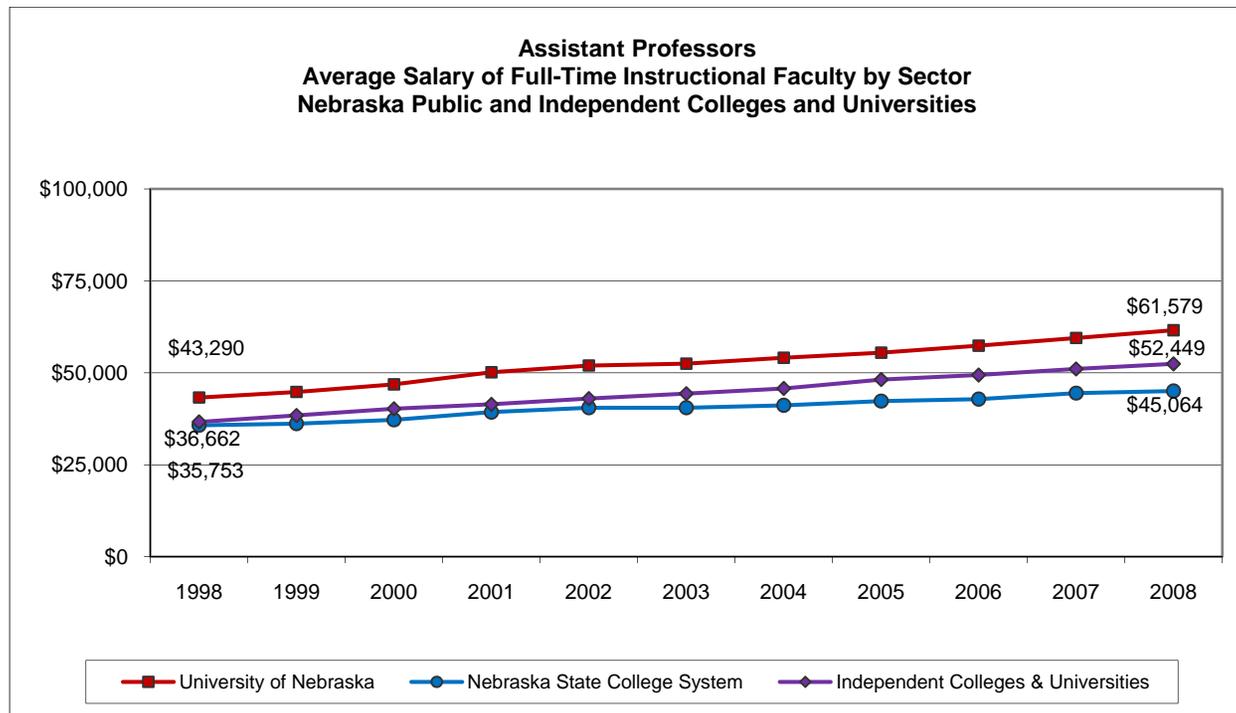
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1998-2008
 (Continued)



| Sector | Number of Associate Professors in fall 2008 | Fall 1998 Average Salary | Fall 2008 Average Salary | 10-Year % Increase in Average Salary | 10-Year % Change in Average Salary Converted to 2008-09 Dollars |
|--|---|--------------------------|--------------------------|--------------------------------------|---|
| University of Nebraska | 591 | \$52,685 | \$73,160 | 38.9% | 6.5% |
| Nebraska State College System | 45 | \$42,419 | \$56,040 | 32.1% | 1.3% |
| Nebraska Independent Colleges & Universities | 381 | \$45,582 | \$61,827 | 35.6% | 4.0% |
| Nebraska Community Colleges | Not applicable | | | | |

Average paid salaries by sector and by institution for fall 1997 to fall 2007 are available in the spreadsheets titled **Average Salary Total and by Gender** and **Average Salary by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

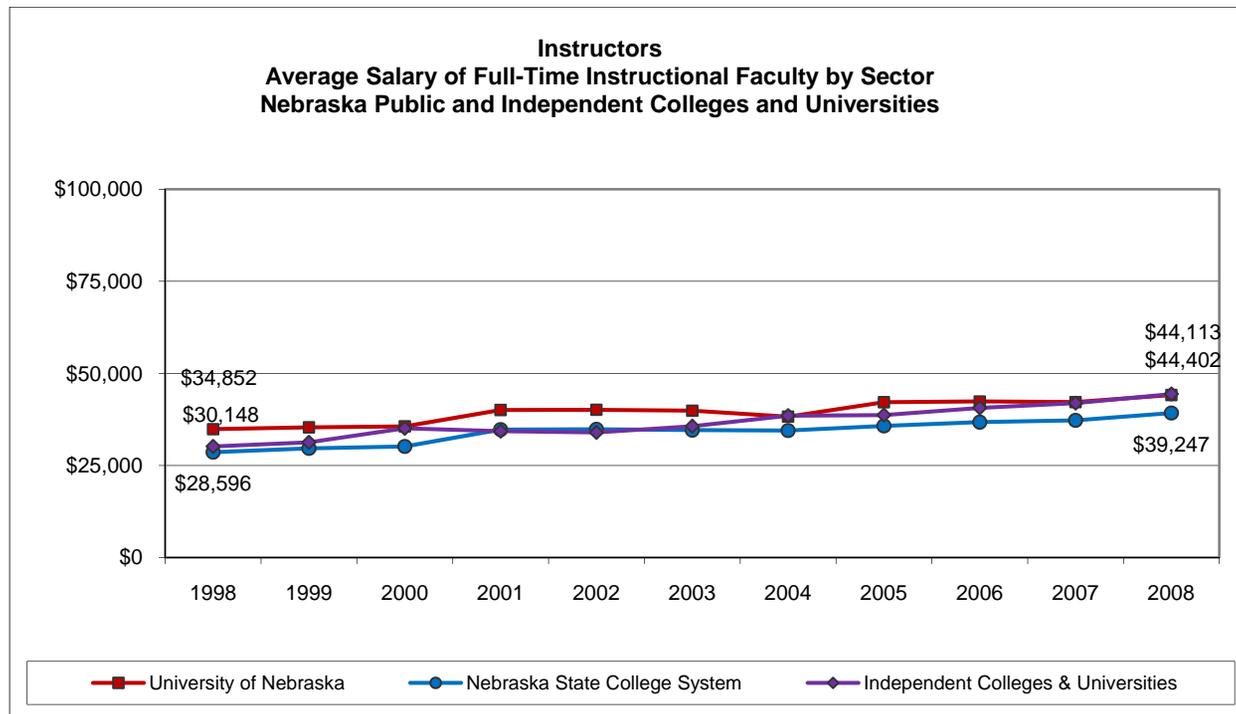
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1998-2008
 (Continued)



| Sector | Number of Assistant Professors in fall 2008 | Fall 1998 Average Salary | Fall 2008 Average Salary | 10-Year % Increase in Average Salary | 10-Year % Change in Average Salary Converted to 2008-09 Dollars |
|--|---|--------------------------|--------------------------|--------------------------------------|---|
| University of Nebraska | 560 | \$43,290 | \$61,579 | 42.2% | 9.1% |
| Nebraska State College System | 77 | \$35,753 | \$45,064 | 26.0% | - 3.4% |
| Nebraska Independent Colleges & Universities | 489 | \$36,662 | \$52,449 | 43.1% | 9.7% |
| Nebraska Community Colleges | Not applicable | | | | |

Average paid salaries by sector and by institution for fall 1997 to fall 2007 are available in the spreadsheets titled **Average Salary Total and by Gender** and **Average Salary by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

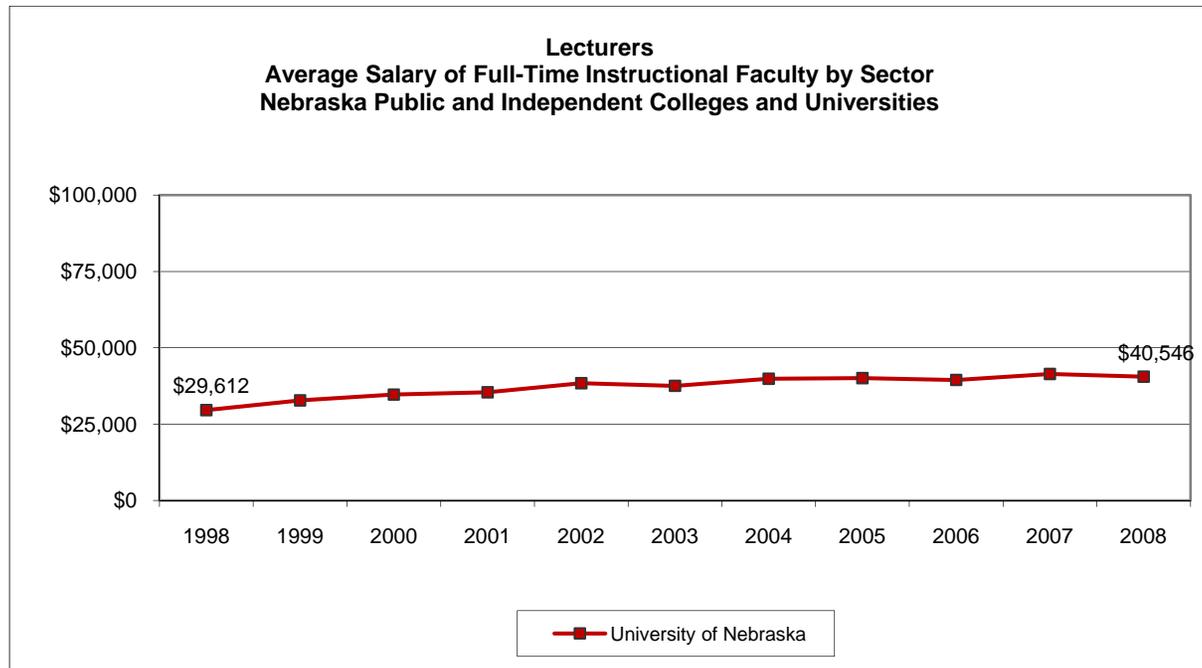
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1998-2008
 (Continued)



| Sector | Number of Instructors in fall 2008 | Fall 1998 Average Salary | Fall 2008 Average Salary | 10-Year % Increase in Average Salary | 10-Year % Change in Average Salary Converted to 2008-09 Dollars |
|--|------------------------------------|--------------------------|--------------------------|--------------------------------------|---|
| University of Nebraska | 90 | \$34,852 | \$44,113 | 26.6% | -3.0% |
| Nebraska State College System | 34 | \$28,596 | \$39,247 | 37.2% | 5.2% |
| Nebraska Independent Colleges & Universities | 137 | \$30,148 | \$44,402 | 47.3% | 12.9% |
| Nebraska Community Colleges | Not applicable | | | | |

Average paid salaries by sector and by institution for fall 1997 to fall 2007 are available in the spreadsheets titled **Average Salary Total and by Gender** and **Average Salary by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1998-2008
 (Continued)

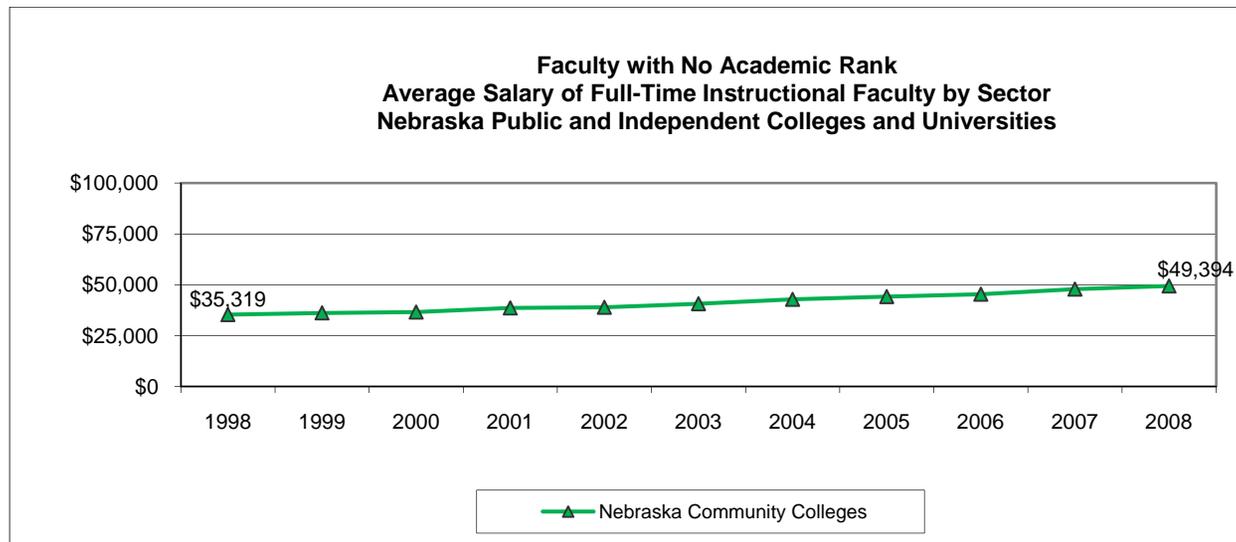


| Sector | Number of Lecturers in fall 2008 | Fall 1998 Average Salary | Fall 2008 Average Salary | 10-Year % Increase in Average Salary | 10-Year % Change in Average Salary Converted to 2008-09 Dollars |
|---|----------------------------------|--------------------------|--------------------------|--------------------------------------|---|
| University of Nebraska | 183 | \$29,612 | \$40,546 | 36.9% | 5.0% |
| Nebraska State College System ¹ | 5 | Not applicable | | | |
| Nebraska Independent Colleges & Universities ¹ | 7 | Not applicable | | | |
| Nebraska Community Colleges | | Not applicable | | | |

¹Since lecturers have not been consistently employed by the state colleges or independent institutions, 10-year trend statistics are not applicable. Between fall 1998 and fall 2008, the state colleges employed 0 to 5 lecturers each year, and the independent colleges employed 0 to 8 lecturers, depending on the academic year.

Average paid salaries by sector and by institution for fall 1997 to fall 2007 are available in the spreadsheets titled **Average Salary Total and by Gender** and **Average Salary by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1998-2008
 (Continued)



| Sector | Number of Faculty with No Academic Rank in fall 2008 | Fall 1998 Average Salary | Fall 2008 Average Salary | 10-Year % Increase in Average Salary | 10-Year % Change in Average Salary Converted to 2008-09 Dollars |
|---|--|--------------------------|--------------------------|--------------------------------------|---|
| Nebraska Community Colleges ¹ | 915 | \$35,319 | \$49,394 | 39.8% | 7.2% |
| University of Nebraska ² | 3 | Not applicable | | | |
| Nebraska State College System ² | 0 | Not applicable | | | |
| Nebraska Independent Colleges & Universities ² | 8 | Not applicable | | | |

¹All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission for 1998 to 2008.

²Since faculty with no academic rank have not been consistently employed by the University of Nebraska, the state colleges or the independent institutions, 10-year trend statistics are not applicable. Depending on the academic year between 1998-99 and 2008-09, the university employed 0 to 17 faculty without rank, the state colleges employed 0 to 3, and the independent colleges employed 0 to 20.

Average paid salaries by sector and by institution for fall 1997 to fall 2007 are available in the spreadsheets titled **Average Salary Total and by Gender** and **Average Salary by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

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.

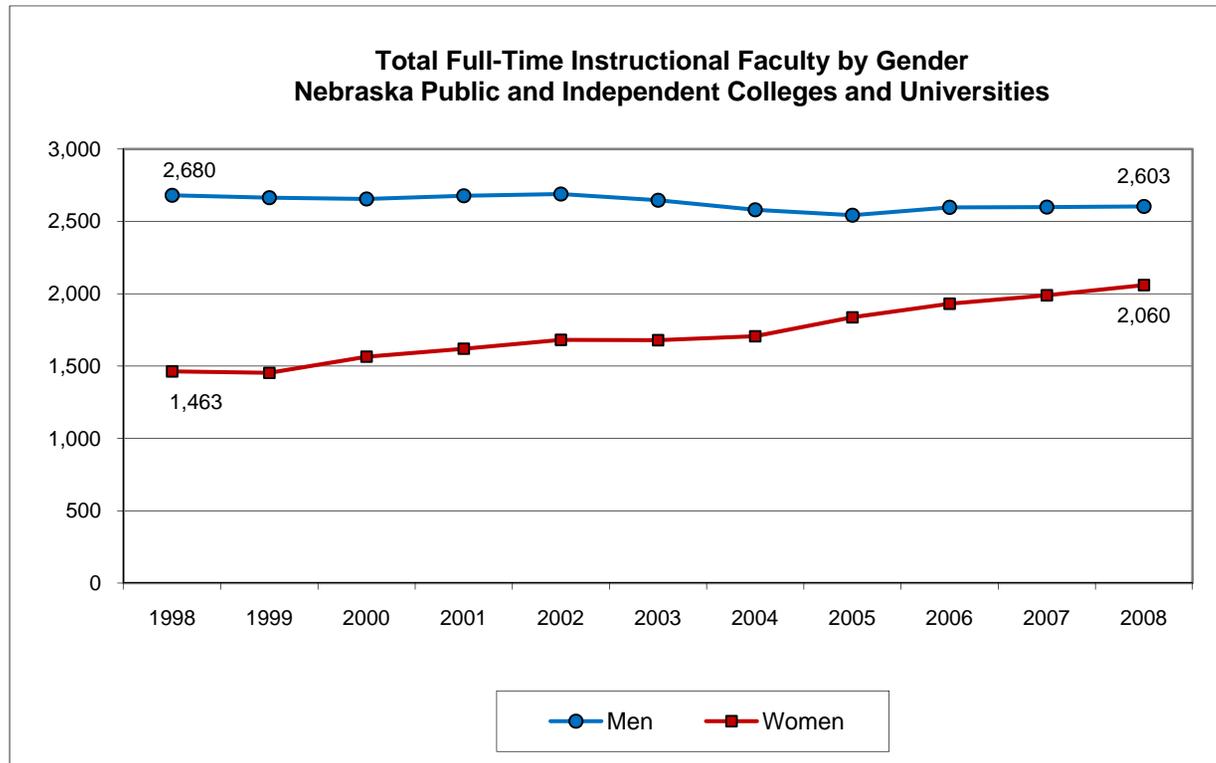
Institutions report the number of full-time faculty and the corresponding total outlay for salaries at each academic rank. An average salary is calculated by dividing the total salary outlay by the number of faculty. Salaries for faculty on 12-month appointment are adjusted to be equivalent to the salaries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

Faculty numbers and salary outlays were reported as of October 1 for each of the years from fall 1998 through fall 2000. Beginning in fall 2001, faculty and salary data were reported as of November 1.

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

TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY by GENDER: 1998-2008

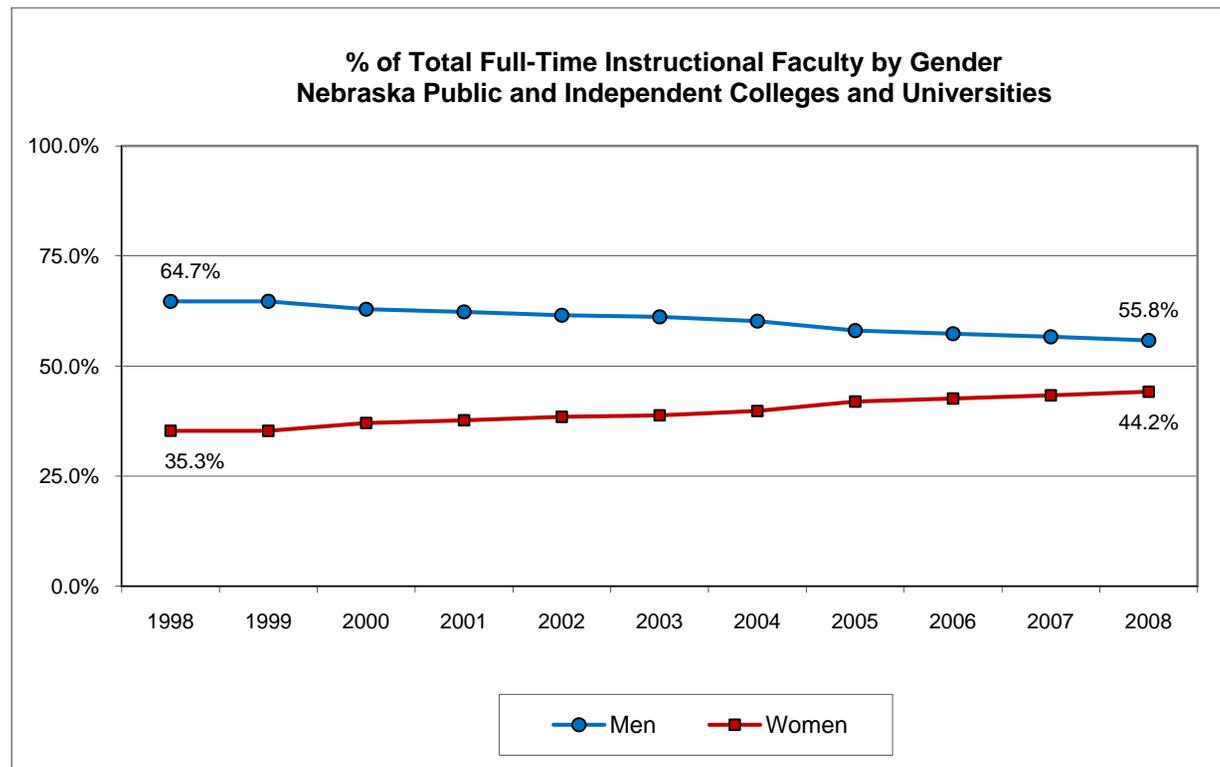
- The total number of male, full-time instructional faculty at Nebraska's public and independent colleges and universities decreased from 2,680 in fall 1998 to 2,603 in fall 2008, a decrease of 2.9%.
- In comparison, the total number of female faculty increased from 1,463 to 2,060, or by 40.8% over the 10-year period.



The numbers of full-time instructional faculty employed from 1998 through 2008 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 for Section C: Faculty and Salaries**.

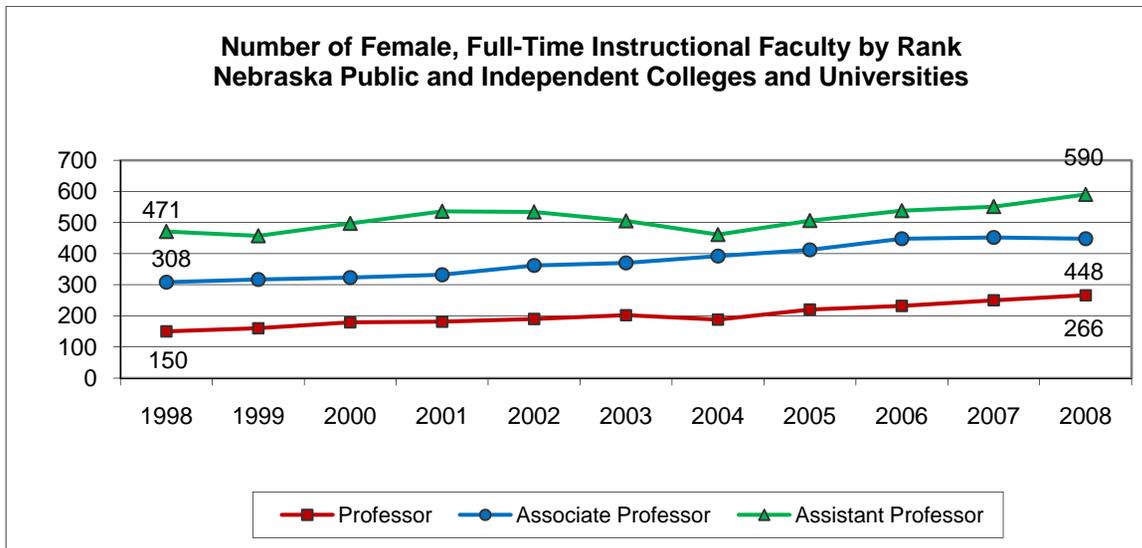
Percentages of TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY by GENDER: 1998-2008

- Between 1998 and 2008, women accounted for an increasing percentage of the full-time instructional faculty at Nebraska's public and independent colleges and universities.
- In fall 1998, 35.3% of the full-time faculty were women.
- By fall 2008, women accounted for 44.2% of the full-time faculty.



The numbers of full-time instructional faculty employed from 1998 through 2008 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 for Section C: Faculty and Salaries**.

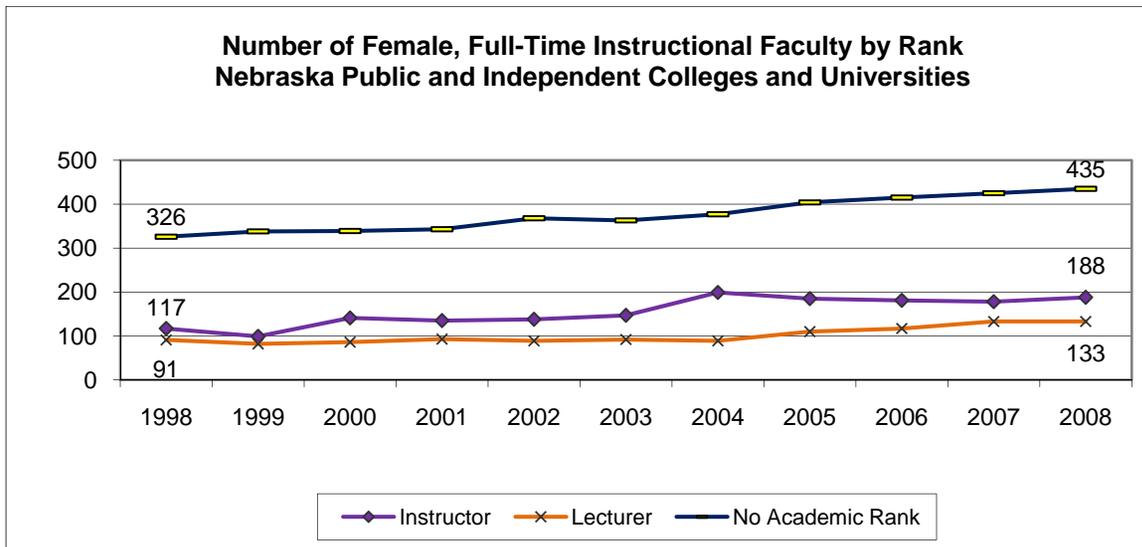
NUMBER OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1998-2008



When analyzed by rank, the numbers of female full-time faculty employed by Nebraska's public and independent institutions increased between fall 1998 and fall 2008 as follows:

| | | |
|----------------------|---------------|--------------|
| Professors | up 116 | 77.3% |
| Associate Professors | up 140 | 45.5% |
| Assistant Professors | up 119 | 25.3% |
| Instructors | up 71 | 60.7% |
| Lecturers | up 42 | 46.2% |
| No Rank | up 109 | 33.4% |
| Total | up 597 | 40.8% |

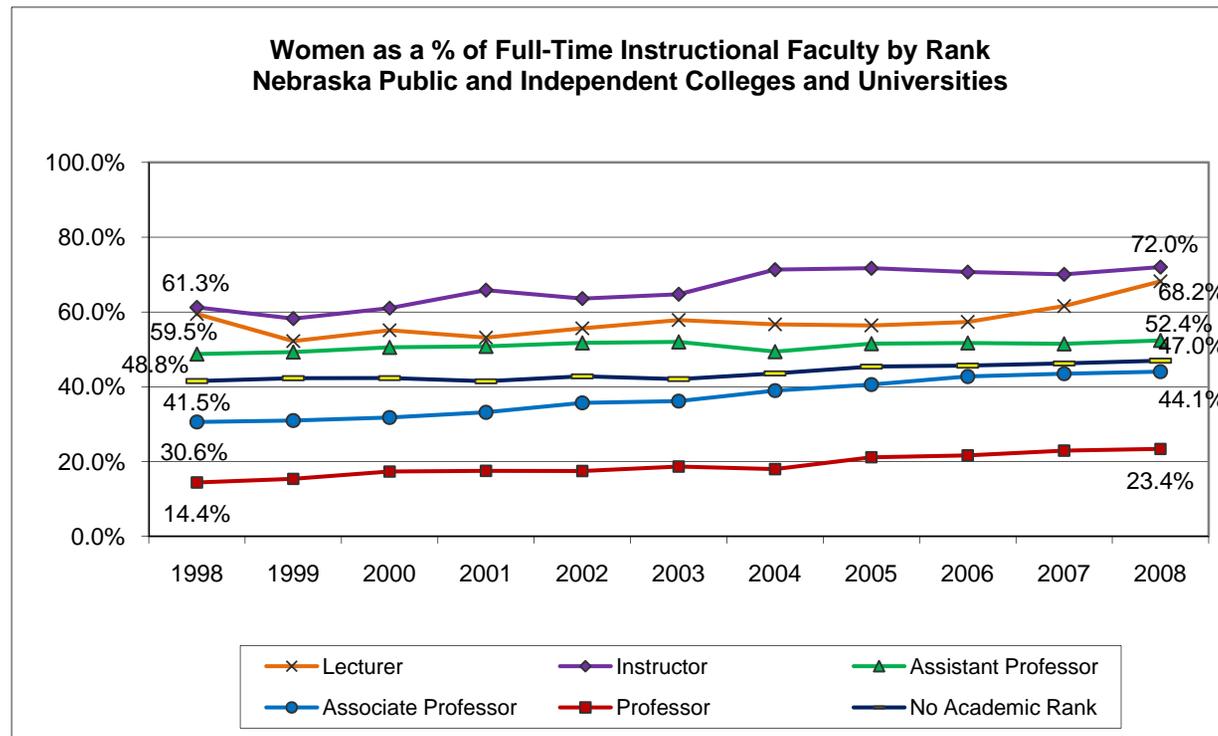
- Increased numbers of female professors and associate professors accounted for 42.9% of the 597 additional female full-time faculty.
- Women with no academic rank, primarily employed at the community colleges, accounted for another 18.3% of the total increase.



The numbers of full-time instructional faculty employed from 1998 through 2008 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 for Section C: Faculty and Salaries**.

WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1998-2008

- Expressing the number of women as a percentage of the total number of full-time instructional faculty at each academic rank reveals that women accounted for increasing percentages of the faculty at all ranks between fall 1998 and fall 2008.
- The greatest percentage increases were at the professor, associate professor, and instructor levels.
- In fall 2008, 44.1% of the associate professors were women, compared to 30.6% in fall 1998, a difference of 13.5%.
In 2008, 72.0% of the instructors were women, up from 61.3% in 1998, a difference of 10.7%.
In 2008, 23.4% of the full professors were women, up from 14.4% ten years earlier, a difference of 9.0%.

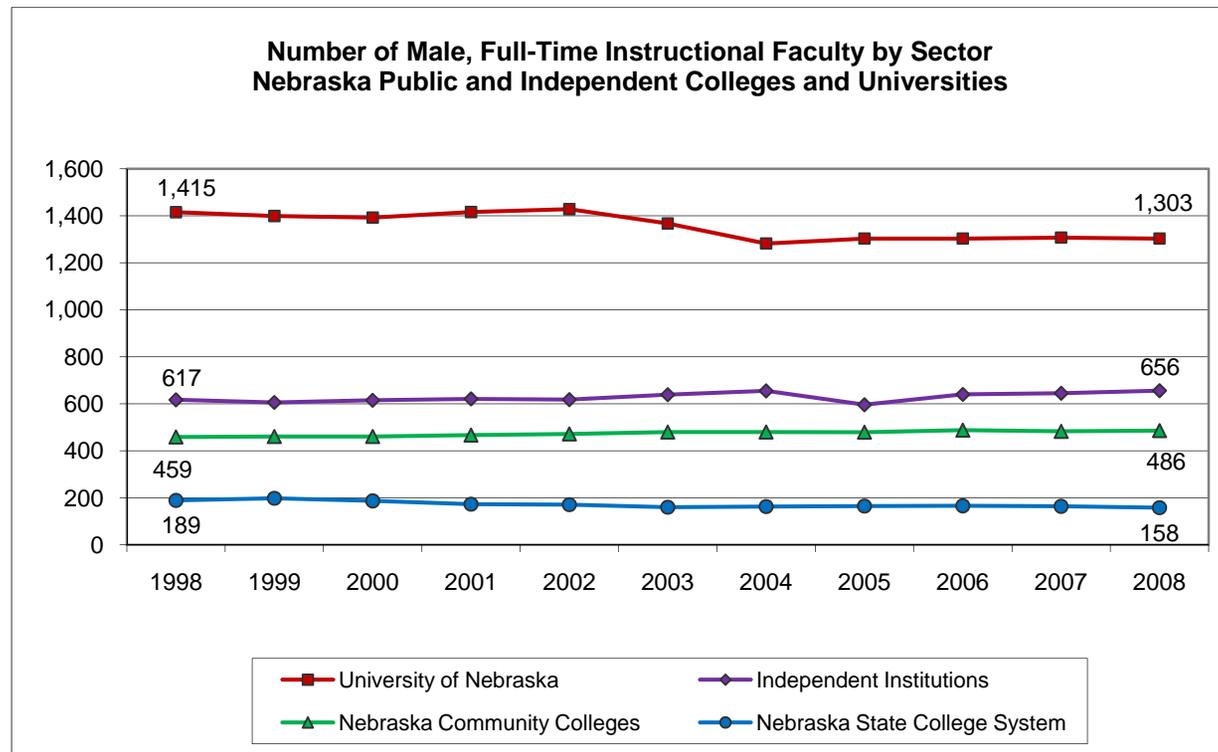


The numbers of full-time instructional faculty employed from 1998 through 2008 by gender, by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

NUMBER OF MALE FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1998-2008

- When examined by sector, the numbers of male, full-time instructional faculty increased or decreased between fall 1998 and fall 2008 as follows:

| | | | |
|--|-----------|-------------------------------|------------|
| University of Nebraska | down 7.9% | Nebraska Community Colleges | up 5.9% |
| Nebraska Independent Colleges and Universities | up 6.3% | Nebraska State College System | down 16.4% |

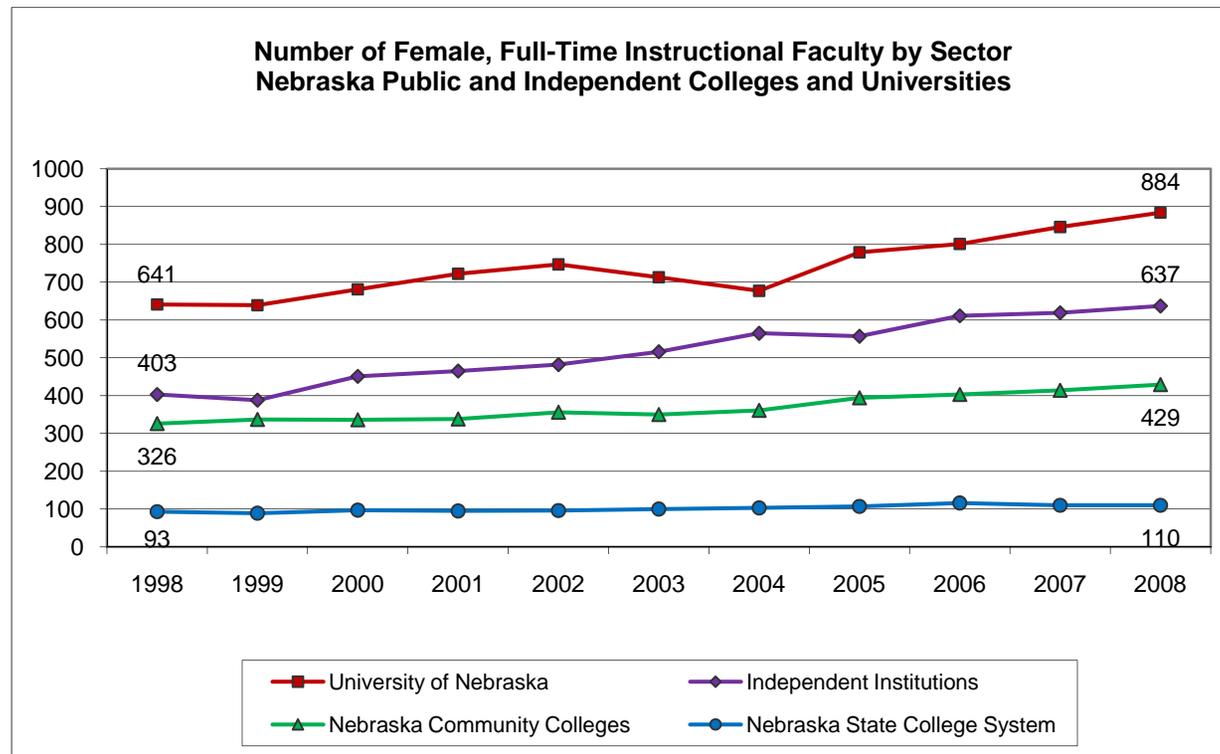


The numbers of full-time instructional faculty employed from 1998 through 2008 by gender, by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

NUMBER OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1998-2008

- Between fall 1998 and fall 2008, the number of female, full-time instructional faculty employed within each sector significantly increased:

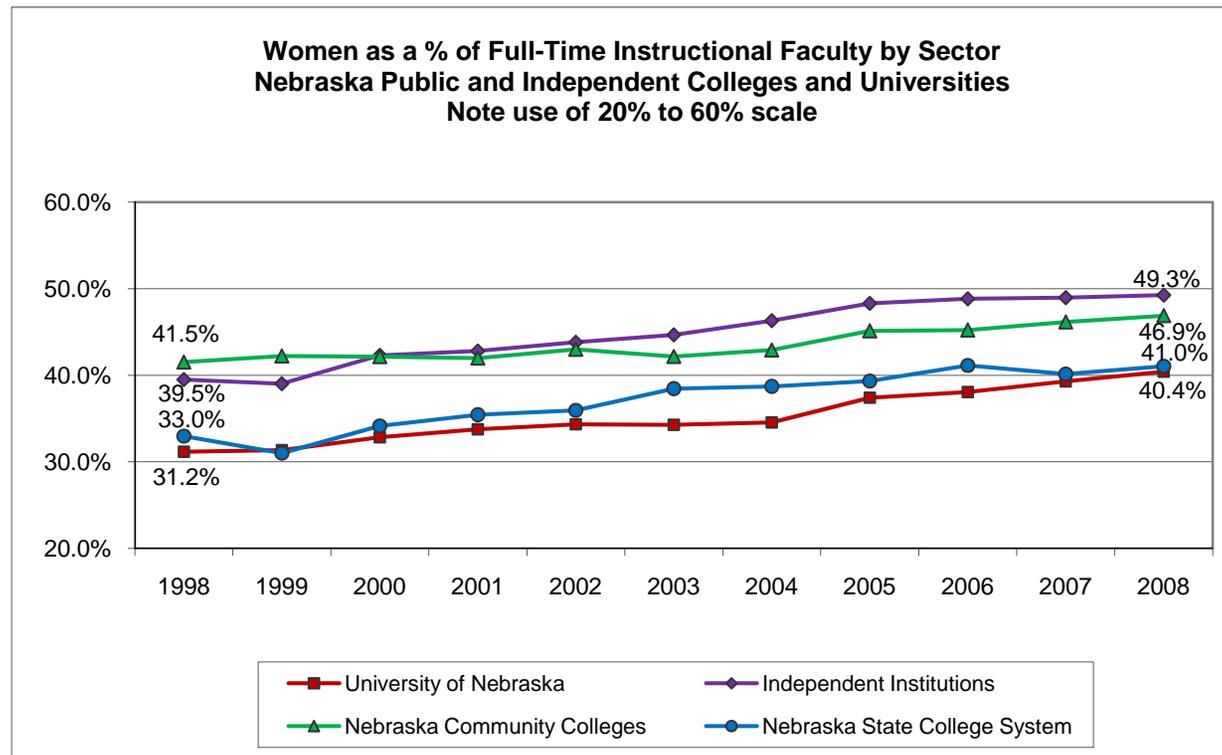
| | | | |
|--|----------|-------------------------------|----------|
| University of Nebraska | up 37.9% | Nebraska Community Colleges | up 31.6% |
| Nebraska Independent Colleges and Universities | up 58.1% | Nebraska State College System | up 18.3% |



The numbers of full-time instructional faculty employed from 1998 through 2008 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 for Section C: Faculty and Salaries**.

WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1998-2008

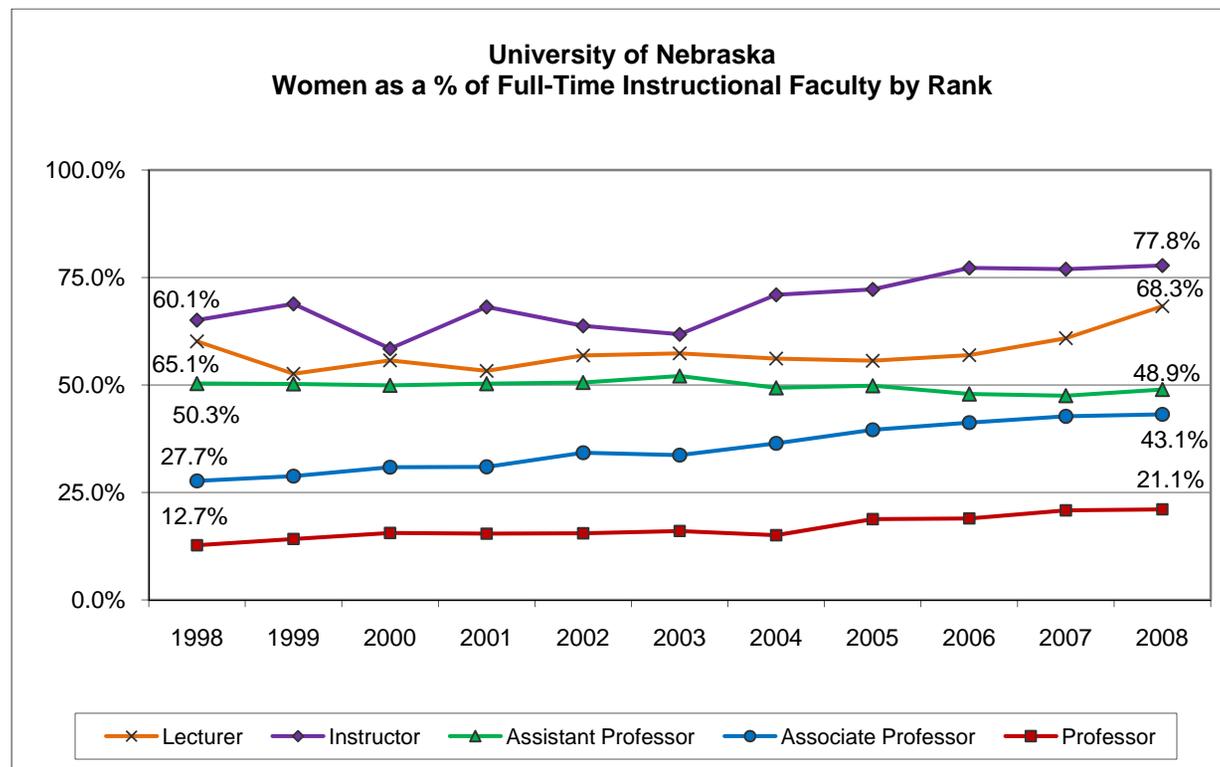
- As a result of the increased number of women faculty within each sector between fall 1998 and fall 2008, women accounted for increasing percentages of the full-time instructional faculty employed by the University of Nebraska, the Nebraska State College System, Nebraska's community colleges, and Nebraska's independent institutions.
- Of the four sectors, Nebraska's community colleges employed the highest percentage of women in fall 1998.
- However, since 2000, women have accounted for a higher percentage of the full-time instructional faculty within the independent sector than at the state's community colleges.



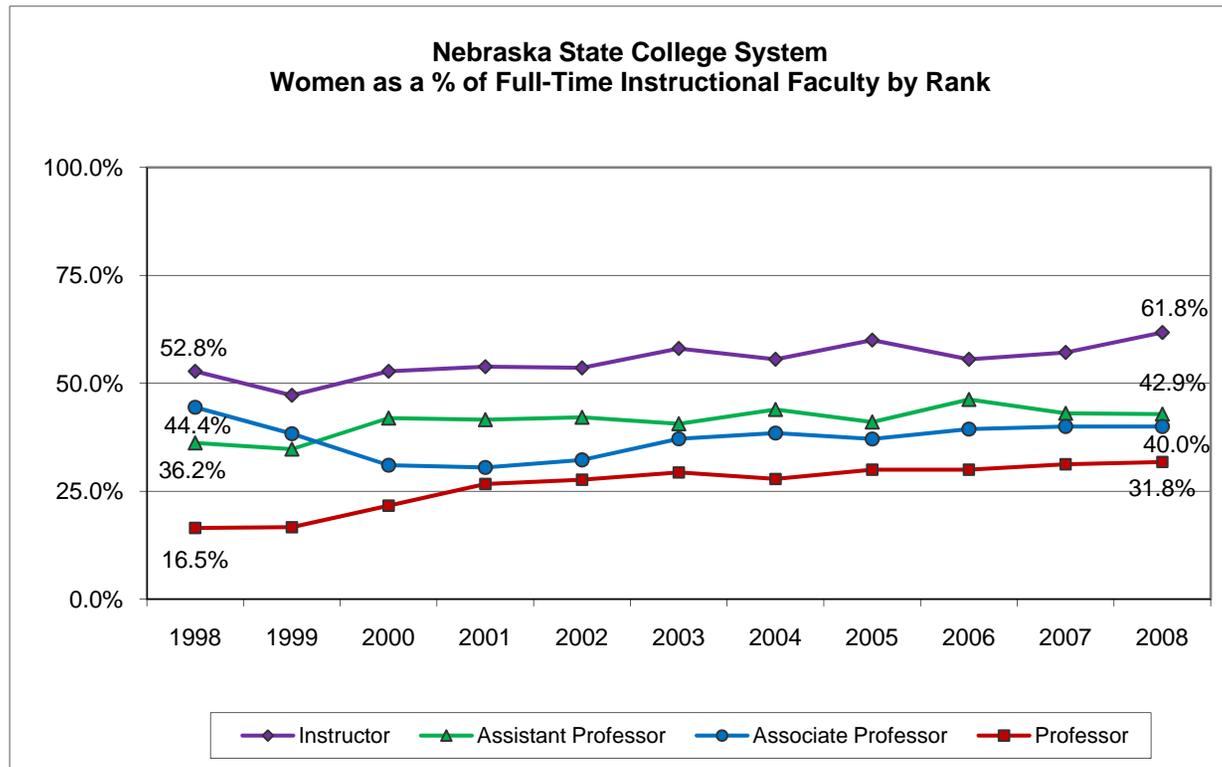
The numbers of full-time instructional faculty employed from 1998 through 2008 by gender, by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK: 1998-2008

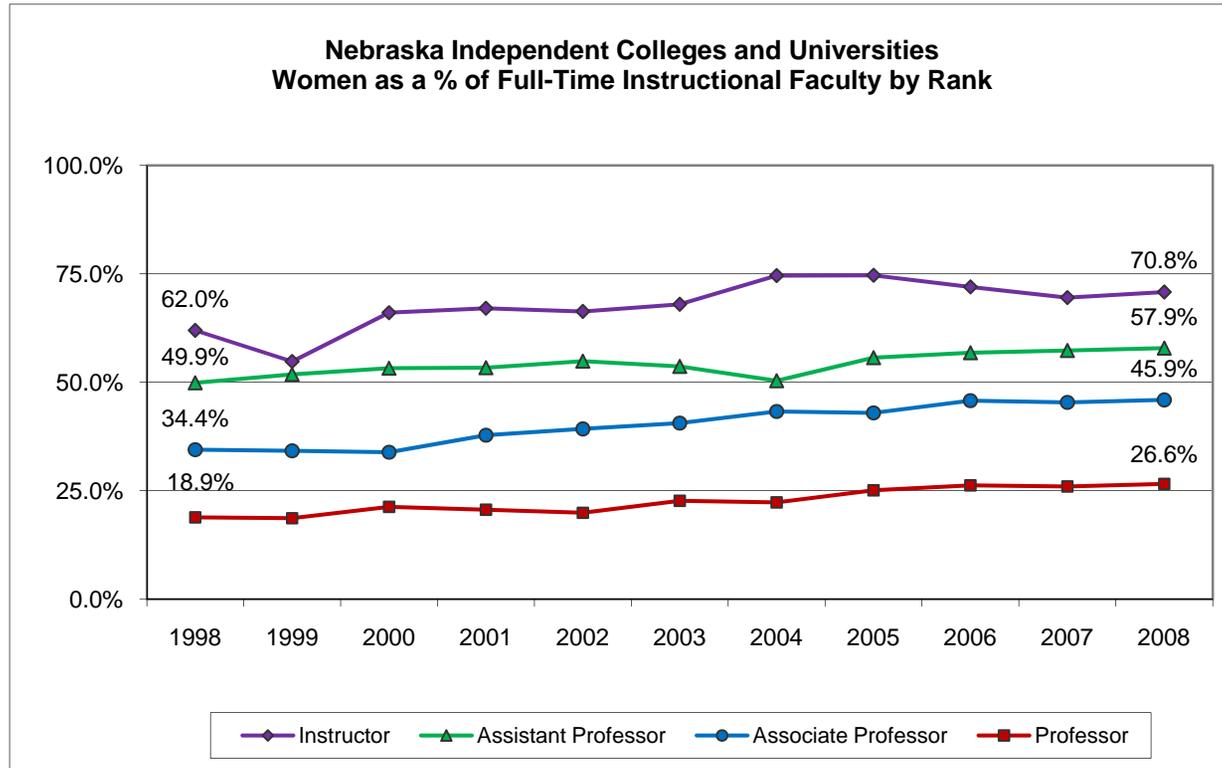
- The charts on this and the following two pages show how women as a percentage of total full-time instructional faculty varied from one academic rank to another within the sectors with tenure systems: the University of Nebraska, the Nebraska State College System, and Nebraska’s independent colleges and universities.
- Across all three sectors and at every level of academic rank, women constituted higher percentages of the full-time instructional faculty in fall 2008 than in fall 1998, with only one exception: In 2008, women accounted for a lower percentage of the associate professors in the Nebraska State College System in 2008 than they did in 1998.
- In spite of the increases in the percentage of women at each academic rank, percentages of female faculty continued to be inversely related to rank within each of the three sectors. From fall 1998 through fall 2008, the lowest percentages of women were evidenced at the full professor level, while the highest percentages were at the ranks of lecturer and instructor.



WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK: 1998-2008
 (Continued)

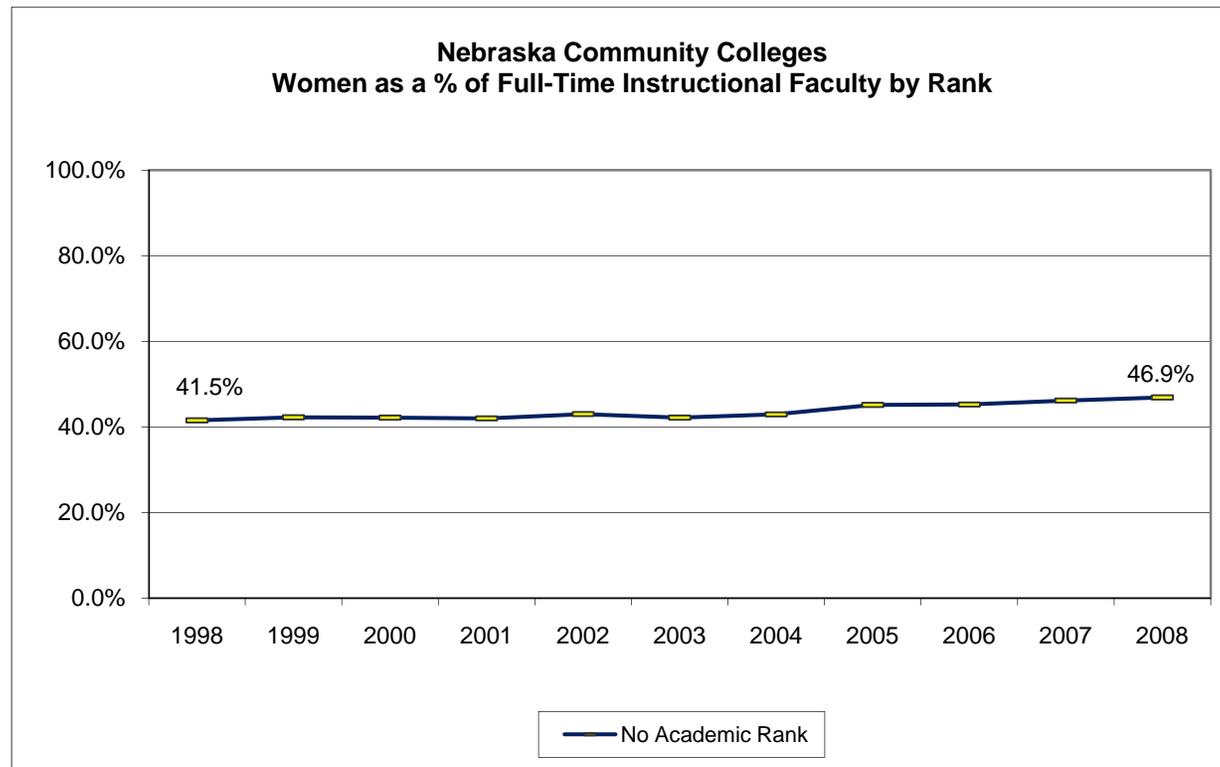


WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK: 1998-2008
 (Continued)



WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK: 1998-2008
(Continued)

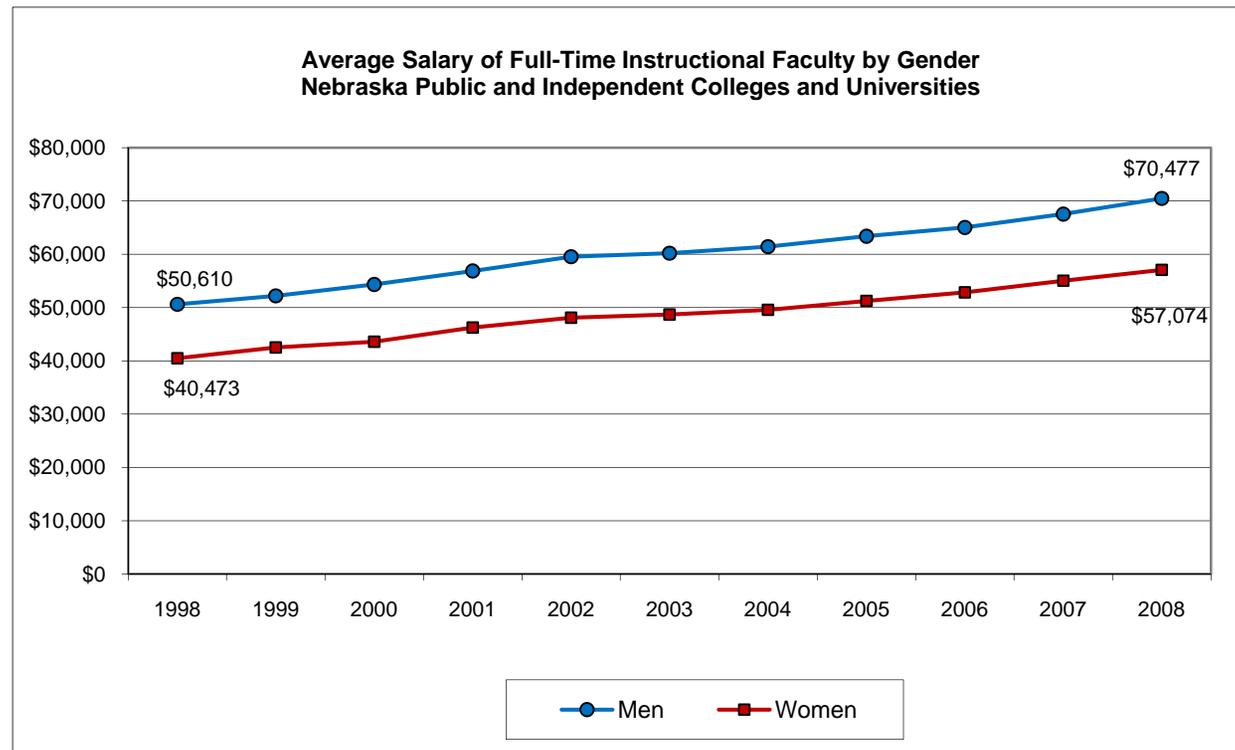
- All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission for fall 1998 through fall 2008.
- As shown below, women accounted for 46.2% of the full-time instructional faculty at the community colleges in 2008, compared to 41.5% in 1998.



The numbers of full-time instructional faculty employed from 1998 through 2008 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 for Section C: Faculty and Salaries**.

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY BY GENDER: 1998-2008

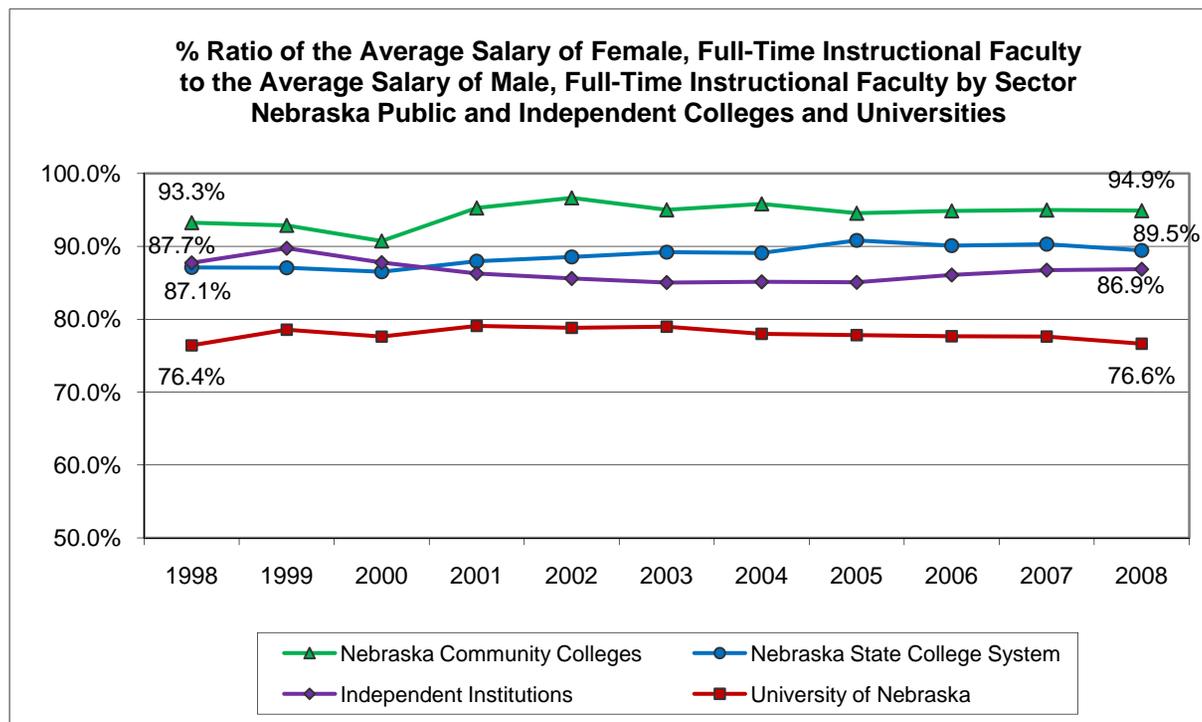
- In fall 1998, the average paid salary of male, full-time instructional faculty at Nebraska's public and independent colleges and universities was \$10,137 higher than the average salary received by female faculty.
- Between fall 1998 and fall 2008, the average salary paid to male faculty increased from \$50,610 to \$70,477, or by 39.3%.
- In comparison, the average paid salary of female full-time instructional faculty increased by 41.0%, from \$40,473 in fall 1998 to \$57,074 in fall 2008.
- However, by 2008, the gap between the average salaries of men and women had widened to \$13,403.



Salary data by gender, by rank, by sector, and by institution for full-time instructional faculty employed from 1998 through 2008 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 for Section C: Faculties and Salaries**.

THE PERCENTAGE RATIO OF THE AVERAGE SALARY OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY TO THE AVERAGE SALARY OF MALE, FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1998-2008

- Statewide, the average salary of female, full-time instructional faculty was 81.0% of the average salary of male, full-time faculty in fall 2008, up only slightly from 80.0% in fall 1998.
- By sector, the lowest ratio was at the University of Nebraska, where women, on the average, earned 76.6% of the men’s average salary in fall 2008.
- The highest ratio was at Nebraska’s community colleges, where the average salary of female, full-time faculty was 94.9% of the average salary received by their male colleagues in fall 2008.
- The ratio of women’s average salary to men’s increased 1.6% at Nebraska’s community colleges (from 93.3% to 94.9%), 1.8% at the schools constituting the Nebraska State College System (from 87.1% to 89.5%), and 0.2% at the University of Nebraska (from 76.4% to 76.6%). The ratio decreased from 87.7% to 86.9%, or 0.8%, within the independent sector.



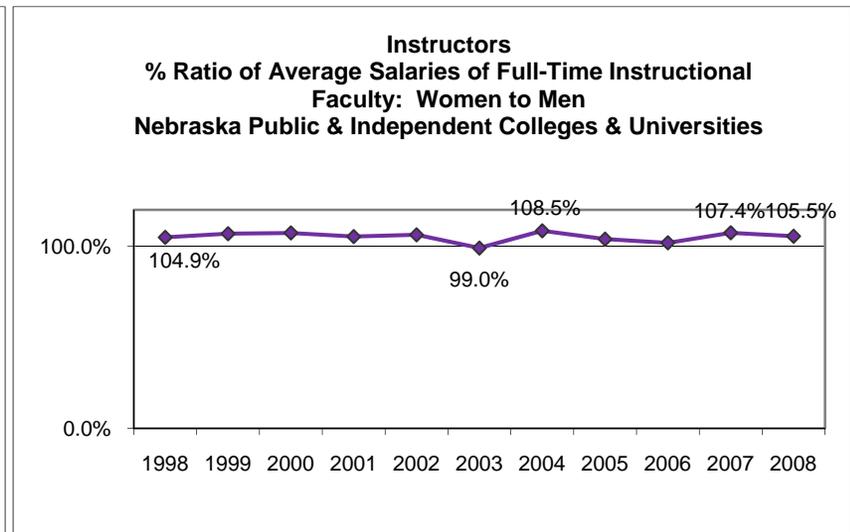
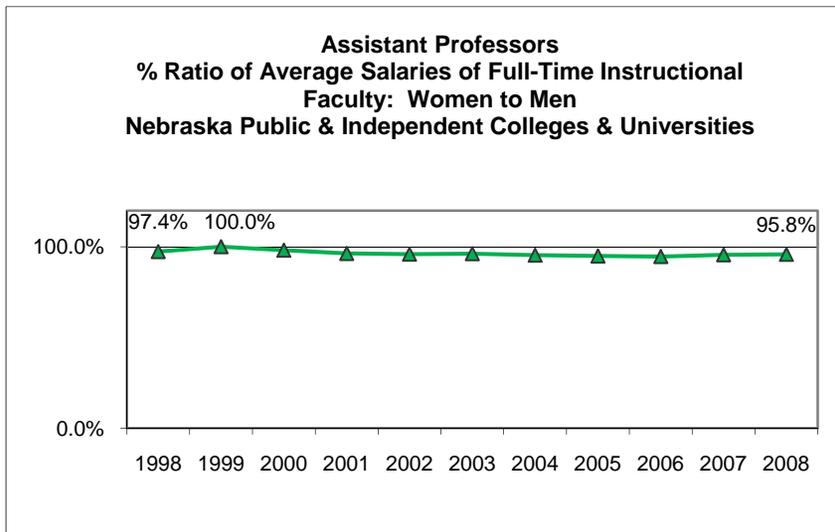
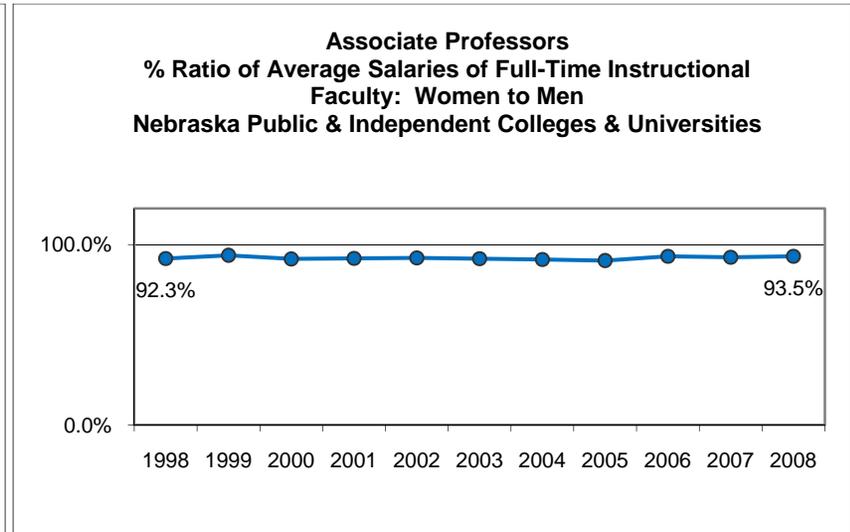
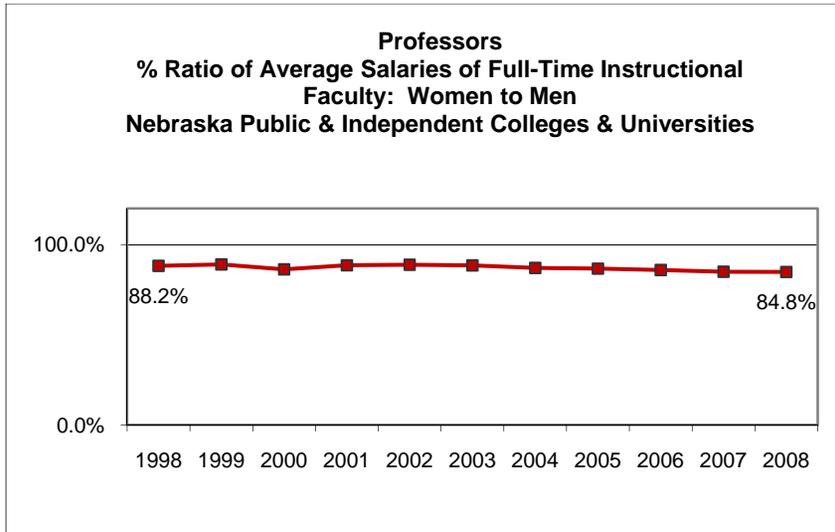
Note use of 50% to 100% scale

THE PERCENTAGE RATIO OF THE AVERAGE SALARY OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY TO THE AVERAGE SALARY OF MALE, FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1998-2008

- 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 fall 1998 and fall 2008.
- 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 fall 1998, the average salary received by female professors was 88.2% of the average salary of male professors, but in fall 2008, the percentage ratio fell slightly to 84.8%%.
- At the associate professor rank, the ratio of women's average salary to men's was higher in fall 2008 than in fall 1998, but at the assistant professor rank, the ratio of women's average salary to men's was lower in fall 2008 than 10 years earlier.
- At the beginning of the period, the average salary of female associate professors was 92.3% of the average salary of men at the same rank. In fall 2008, the percentage was 93.5%.
- Among assistant professors, women earned average salaries equal to 97.4% of their male colleagues' in fall 1998. The ratio increased in fall 1999 when pay equity was achieved between male and female assistant professors, but by fall 2008, female assistant professors were earning 95.8% of the average salary of male assistant professors.
- Female instructors, on the other hand, earned average salaries that were higher than those received by male instructors during ten of the eleven years charted on the next page. During this period, women's salaries relative to men's peaked in fall 2004, when women were earning 108.5% of the salaries paid to male instructors. In fall 2008, women's salaries at the instructor level were, on average, 105.5% of those of male instructors.
- Among lecturers employed at the University of Nebraska¹, the ratio of women's average salary to men's decreased from 91.5% in fall 1998 to 89.7% in fall 2008.
- At Nebraska's community colleges, where faculty are not classified by academic rank, the average salary of female faculty was 94.9% of the average salary of male faculty in fall 2008, up from 93.3% in fall 1998.

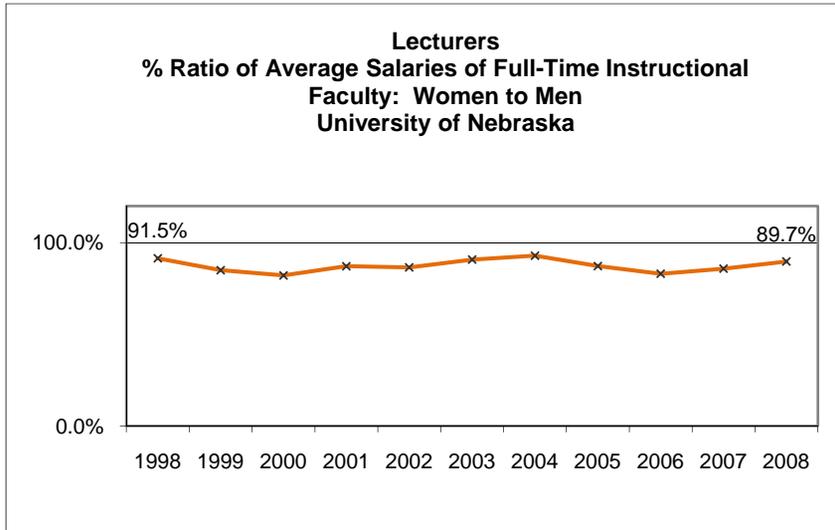
THE PERCENTAGE RATIO OF THE AVERAGE SALARY OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY TO THE AVERAGE SALARY OF MALE, FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1998-2008

(Continued)

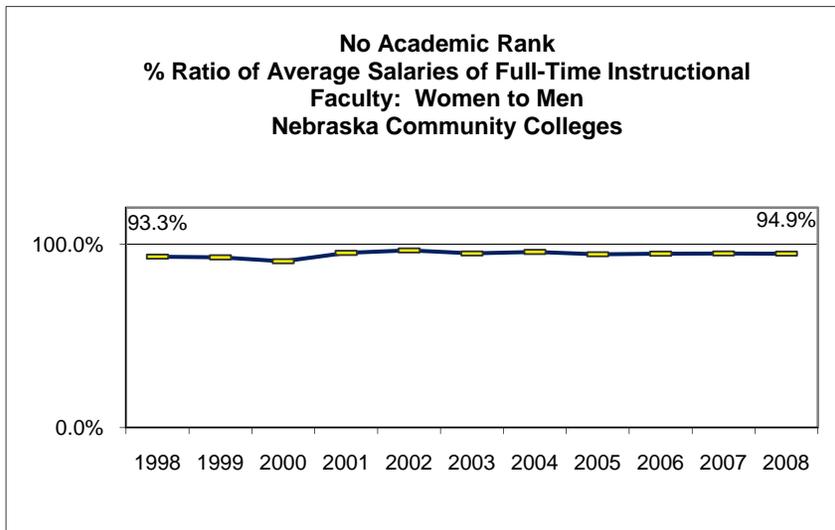


THE PERCENTAGE RATIO OF THE AVERAGE SALARY OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY TO THE AVERAGE SALARY OF MALE, FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1998-2008

(Continued)



Note: Since lecturers have not been consistently employed by the state colleges or independent institutions, 10-year trend statistics are not applicable. Between fall 1998 and fall 2008, the state colleges employed 0 to 5 lecturers each year and the independent colleges employed 0 to 8 lecturers, depending on the academic year.



Note: Since faculty with no academic rank have not been consistently employed by the University of Nebraska, the state colleges, or the independent institutions, 10-year trend statistics are not applicable. Depending on the academic year, the university employed 0 to 17 faculty members without rank, the state colleges employed 0 to 3, and the independent colleges employed 0 to 20 between fall 1998 and fall 2008.

Note: The data summarized in this section is only collected through IPEDS every two years. This section is reprinted from the 2007-2008 edition of the *Factual Look at Higher Education in Nebraska* for your convenience.

Section C.4

Number of Full-Time Faculty by Race/Ethnicity¹

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

Race/ethnicity data are collected for total faculty every two years. Total faculty includes instructional, research, and other faculty.

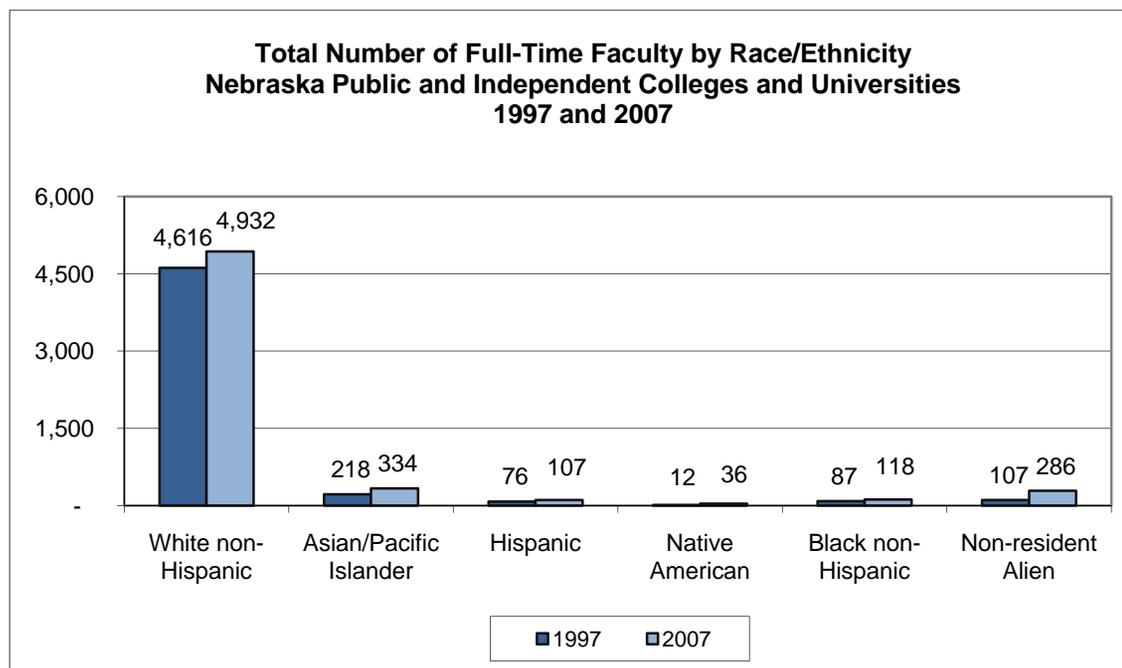
Faculty numbers were reported as of October 1 for each of the years from fall 1997 through fall 2000. Beginning in fall 2001, faculty and salary data were reported as of November 1.

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

¹See page **C4.16** for definitions of racial/ethnic groups.

TOTAL NUMBER OF FULL-TIME FACULTY by RACE/ETHNICITY: 1997-2007

- Between fall 1997 and fall 2007, the total number of full-time faculty of known race/ethnicity at Nebraska's public and independent colleges and universities increased from 5,116 to 5,813, or by 13.8%.¹
- During this period, the number of non-resident alien faculty increased by 167.3%, from 107 to 286.
- Total minority faculty – consisting of Asians/Pacific Islanders, Hispanics, Native Americans, and black non-Hispanics – increased from 393 to 595, or by 51.4%, while white non-Hispanic faculty increased by 6.8%, from 4,616 to 4,932.



| Percentage Increases in Faculty Fall 1997 to Fall 2007 | |
|--|--------|
| White non-Hispanic | 6.8% |
| Asian/Pacific Islander | 53.2% |
| Hispanic | 40.8% |
| Native American | 200.0% |
| Black non-Hispanic | 35.6% |
| Non-resident alien | 167.3% |

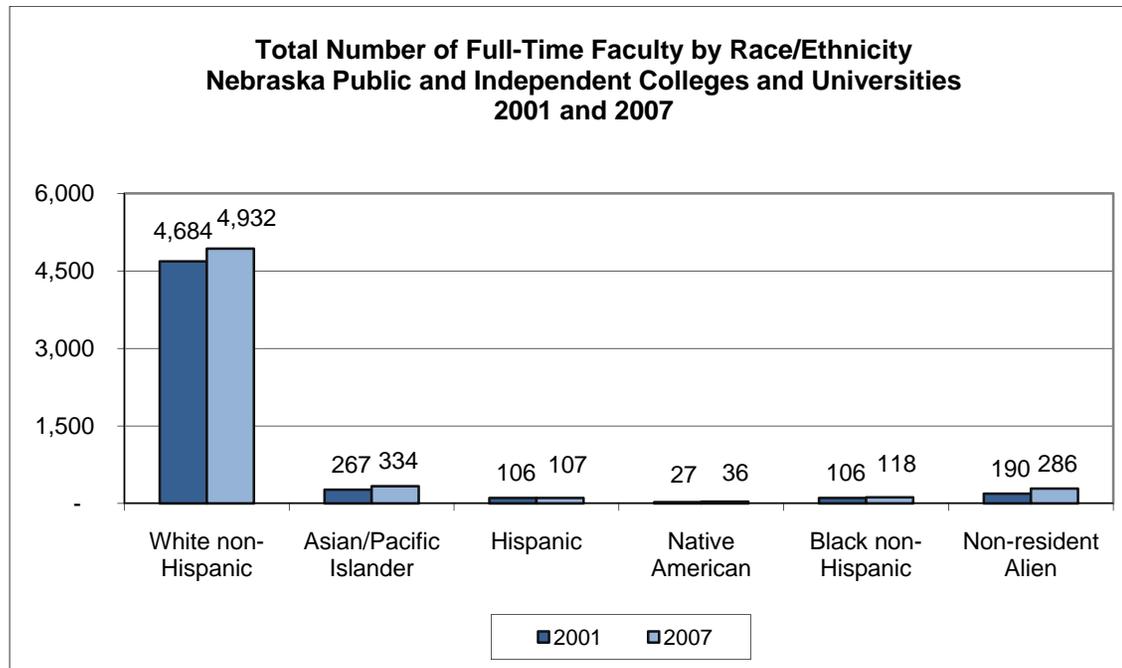
¹Total faculty includes instructional, research and other faculty. In fall 1997, 0.04% of the faculty were of unknown race/ethnicity. In fall 2007, 0.2% of the faculty were of unknown race/ethnicity.

Race/ethnicity data for total faculty are collected every two years. Total faculty data by race/ethnicity, by sector, and by institution for fall 2001, fall 2003, fall 2005 and fall 2007 are available in the spreadsheet titled **Total Faculty by Race-Ethnicity** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

TOTAL NUMBER OF FULL-TIME FACULTY by RACE/ETHNICITY: 2001-2007

Note: Faculty data reported as of November 1, 2001 (fall 2007) for the 2001-02 academic year are used as the baseline for the comparisons throughout the remainder of this section since this was the first year faculty data by race/ethnicity was collected online and the first year that institutions reported faculty counts as of November 1, rather than as of October 1.

- Over the six-year period between fall 2001 and fall 2007, 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 5,813, an increase of 433 faculty or 8.0%.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 595, or by 17.6%, while white non-Hispanic faculty increased by 5.3%, from 4,684 to 4,932.



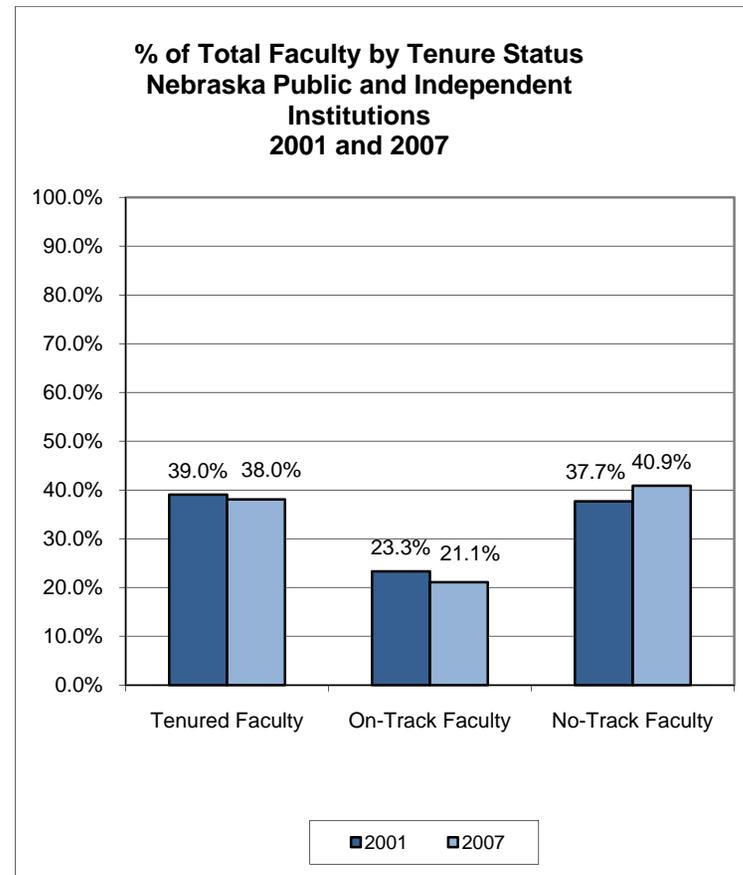
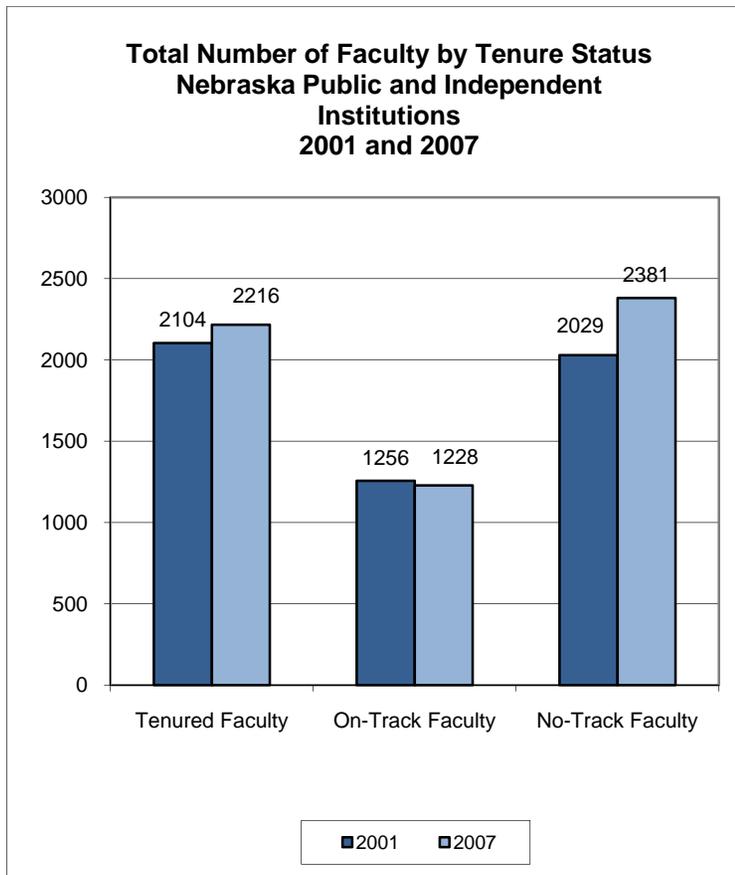
| Percentage Increases in Faculty Fall 2001 to Fall 2007 | |
|--|--------|
| White non-Hispanic | 5.3% |
| Asian/Pacific Islander | 25.21% |
| Hispanic | 0.9% |
| Native American | 33.3% |
| Black non-Hispanic | 11.3% |
| Non-resident Alien | 50.5% |

¹Total faculty includes instructional, research, and other faculty. In Fall 2001 and Fall 2007, 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 fall 2001, fall 2003, fall 2005, and fall 2007 are available in the spreadsheet titled **Total Faculty by Race-Ethnicity** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

TOTAL NUMBER OF FULL-TIME FACULTY by TENURE STATUS: 2001-2007

- The charts on the following three pages show how race/ethnicity varies by faculty tenure status for all of Nebraska’s public and independent colleges and universities. As shown below, the percentage of faculty of known race/ethnicity in tenure-track positions decreased between fall 2001 and fall 2007, while faculty not on tenure track increased.¹

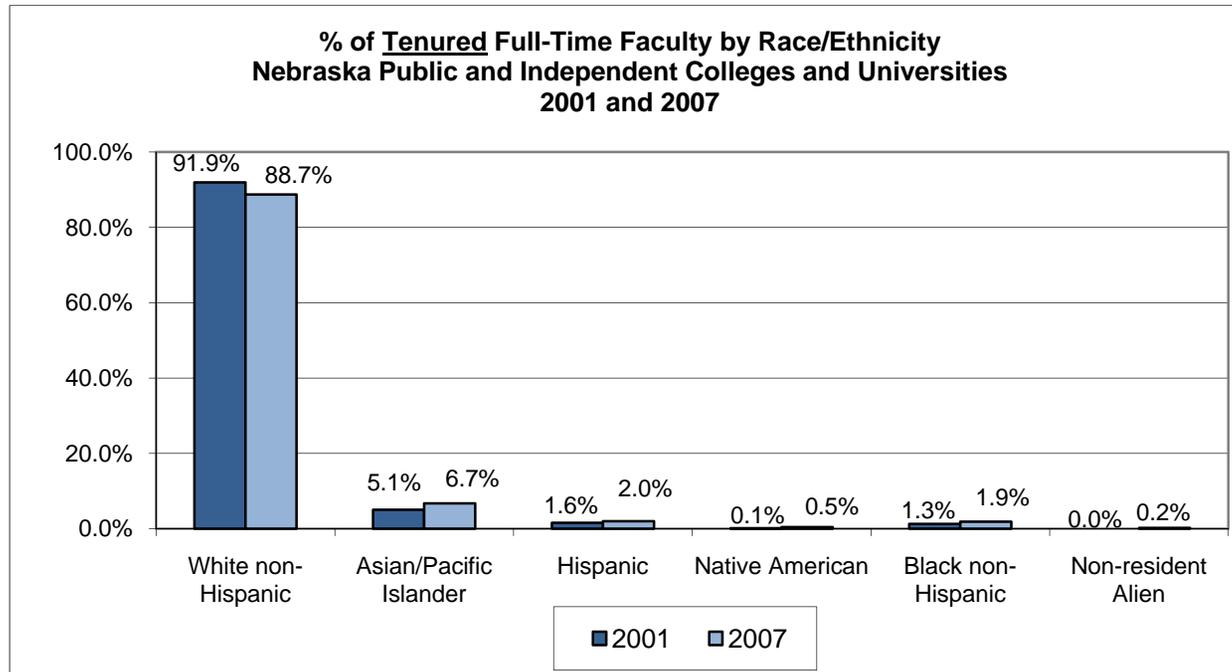


¹Total faculty includes instructional, research, and other faculty. In fall 2001 and fall 2007, 0.2% of the faculty were of unknown race/ethnicity.

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 for Section C: Faculty and Salaries**.

Percentages of FULL-TIME FACULTY by TENURE STATUS and RACE/ETHNICITY: 2001-2007

- White non-Hispanics accounted for 89% of the tenured, full-time faculty of known race/ethnicity at Nebraska’s public and independent institutions in fall 2007, down from 92% in fall 2001.¹
- Asians/Pacific Islanders accounted for 6.7% of the tenured faculty in fall 2007, an increase of 1.6% from six years earlier. In comparison, faculty in each of the other minority/ethnic groups made smaller gains of 0.2 to 0.6 percentage points so that they continued to account for one to two percent of tenured faculty.

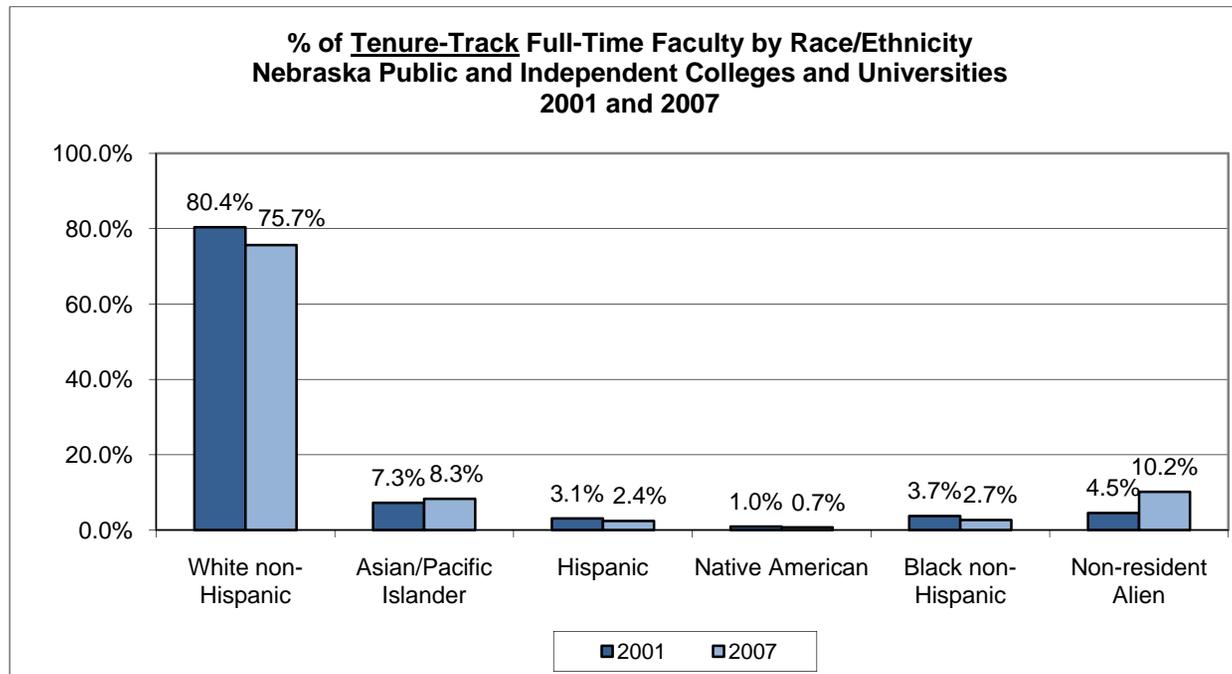


¹Total faculty includes instructional, research, and other faculty. In fall 2001 and fall 2007, 0.2% of the faculty were of unknown race/ethnicity.

Race/ethnicity data for total faculty are collected every two years. Total faculty data by race/ethnicity, by sector, and by institution for fall 2001, fall 2003, fall 2005, and fall 2007 are available in the spreadsheet titled **Total Faculty by Race-Ethnicity** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

Percentages of FULL-TIME FACULTY by TENURE STATUS and RACE/ETHNICITY: 2001-2007 (Continued)

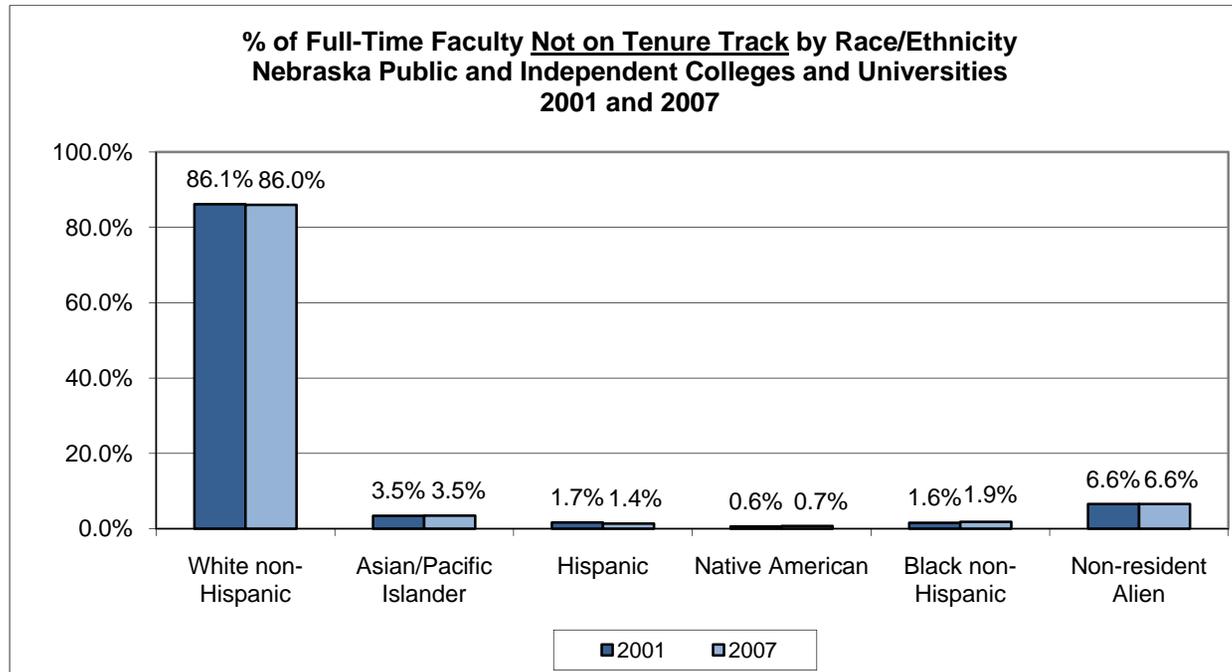
- White non-Hispanics represented 80.4% of the tenure-track, full-time faculty in fall 2001, compared to 75.7% in fall 2007.
- Asian/Pacific Islanders, who accounted for 7.3% of the tenure-track faculty in fall 2001, represented 8.3% of tenure-track faculty in fall 2007. However, non-resident aliens significantly increased from 4.5% of the tenure-track faculty in fall 2001 to 10.2% in fall 2007.
- In comparison, Native Americans accounted for 1.0% of the tenure-track faculty in fall 2001, and their representation decreased by a fraction of a percent by fall 2007.
- In fall 2001, Hispanics and black non-Hispanics accounted for 3.1% and 3.7% of the faculty, respectively, but these percentages decreased to 2.4% and 2.7% in fall 2007.



Race/ethnicity data for total faculty are collected every two years. Total faculty data by race/ethnicity, by sector, and by institution for fall 2001, fall 2003, fall 2005, and fall 2007 are available in the spreadsheet titled **Total Faculty by Race-Ethnicity** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

Percentages of FULL-TIME FACULTY by TENURE STATUS and RACE/ETHNICITY: 2001-2007 (Continued)

- Between fall 2001 and fall 2007, Hispanics and white non-Hispanics accounted for a slightly decreased percentages of the full-time faculty not on tenure track, and Asians/Pacific Islanders and non-resident aliens¹ represented the same percentages of the non-tenure-track faculty in fall 2007 as in fall 2001.
- In terms of their representation among non-tenure-track faculty, Native Americans and black non-Hispanics each increased by 0.1% to 0.3% over the six-year period.

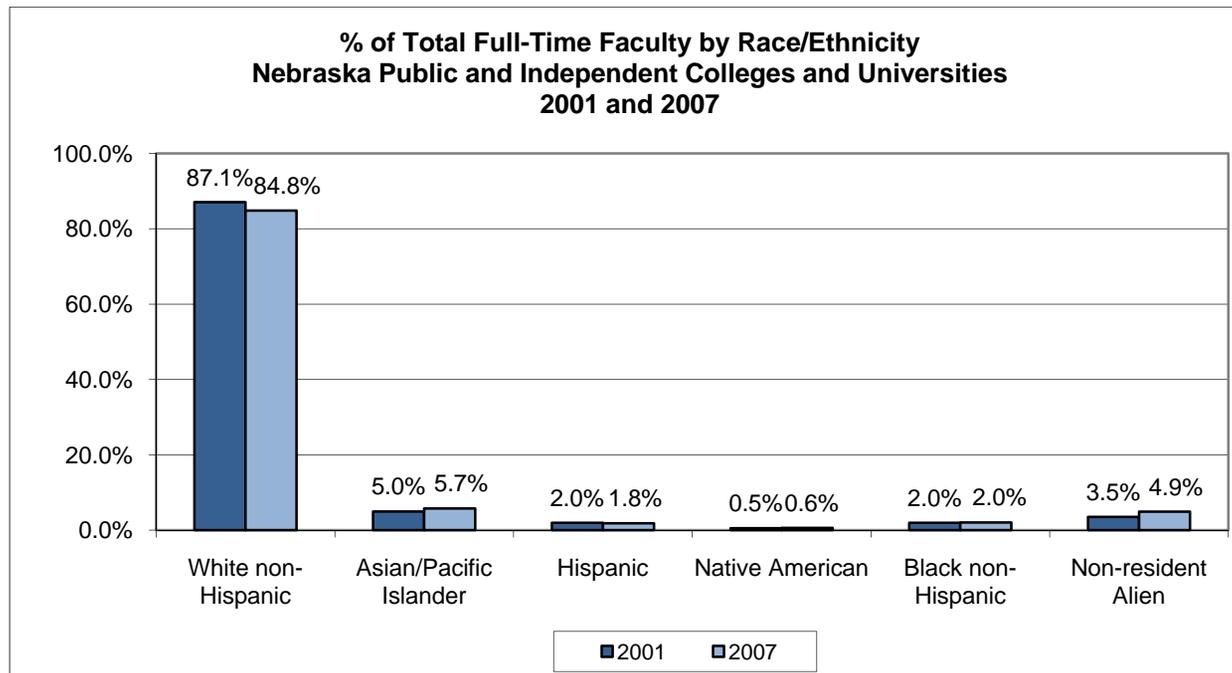


¹Based on a more detailed analysis, 142 (97.3%) of the 156 non-resident aliens in non-tenure-track positions in fall 2007 were employed by the University of Nebraska.

Race/ethnicity data for total faculty are collected every two years. Total faculty data by race/ethnicity, by sector, and by institution for fall 2001, fall 2003, fall 2005, and fall 2007 are available in the spreadsheet titled **Total Faculty by Race-Ethnicity** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

Percentages of TOTAL FULL-TIME FACULTY by RACE/ETHNICITY: 2001-2007

- When the categories of faculty tenure status are combined, white non-Hispanics accounted for 84.8% of the total full-time faculty of known race/ethnicity at Nebraska’s public and independent institutions in fall 2007, down from 87.1% in fall 2001.¹
- Non-resident aliens increased from 3.5% of the faculty to 4.9%, a gain of 1.4 percentage points over six years.
- Minority faculty – consisting of Asians/Pacific Islanders, Hispanics, Native Americans, and black non-Hispanics – accounted for 10.1% of the faculty in fall 2007, compared to 9.5% in fall 2001, a gain of only 0.6%.

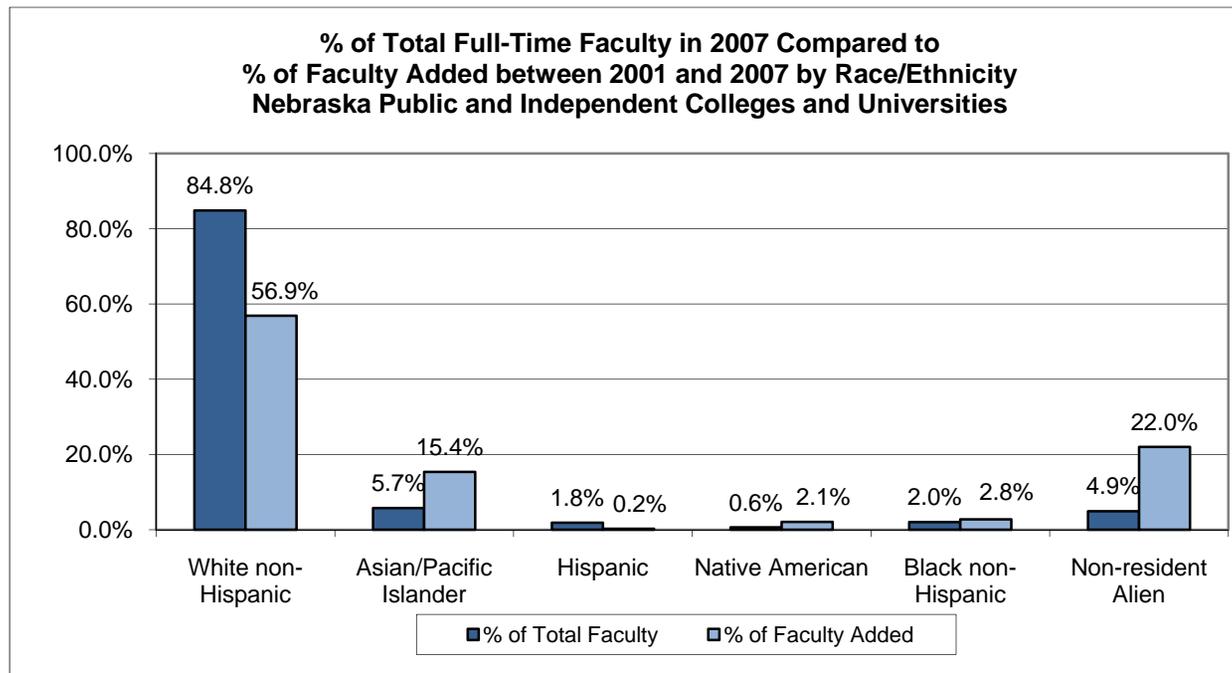


¹Total faculty includes instructional, research, and other faculty. In fall 2001 and fall 2007, 0.2% of the faculty were of unknown race/ethnicity.

Race/ethnicity data for total faculty are collected every two years. Total faculty data by race/ethnicity, by sector, and by institution for fall 2001, fall 2003, fall 2005, and fall 2007 are available in the spreadsheet titled **Total Faculty by Race-Ethnicity** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

Percentages of FULL-TIME FACULTY in 2007 Compared to the Percentages of FACULTY ADDED between 2001 and 2007 by RACE/ETHNICITY

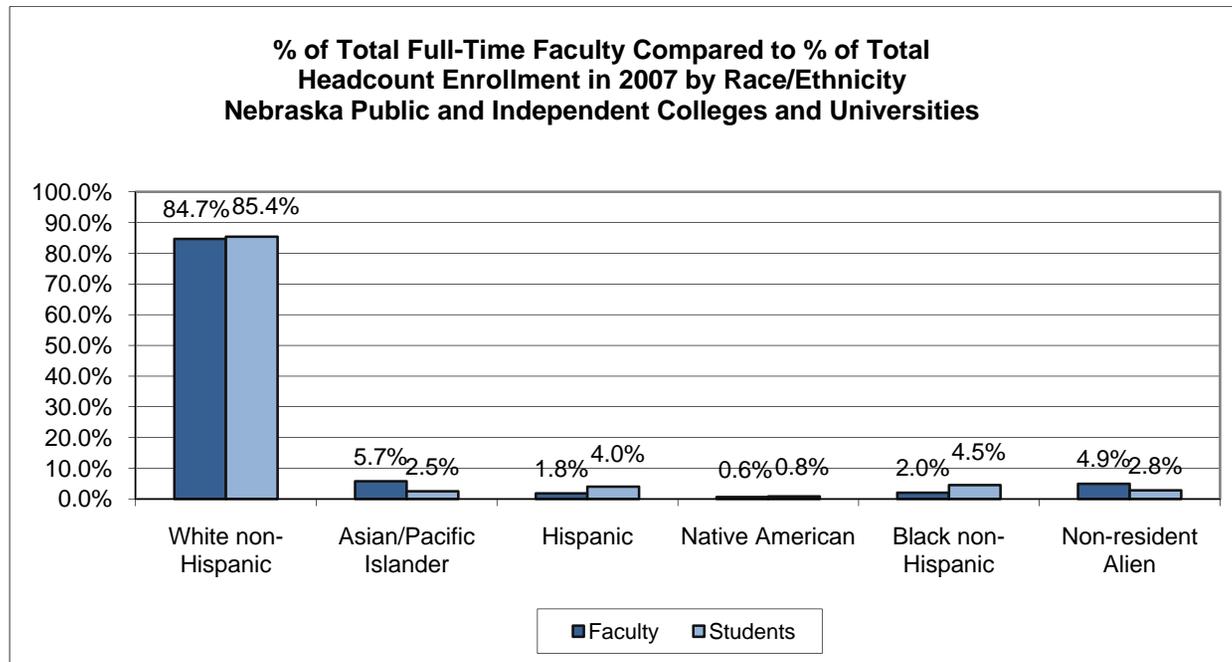
- As shown on the following chart, white non-Hispanics accounted for 84.8% of the full-time faculty of known race/ethnicity in fall 2007 and 56.9% of the additional faculty hired by Nebraska’s public and independent institutions between fall 2001 and fall 2007.
- Minority faculty – consisting of Asians/Pacific Islanders, Hispanics, Native Americans, and black non-Hispanics – accounted for 10.1% of the faculty in fall 2007, but 20.5% of the faculty added between fall 2001 and fall 2007.
- In comparison to minorities, however, the biggest gain in faculty was among non-resident aliens. In fall 2007, non-resident aliens accounted for 4.9% of the faculty, while they represented 22.0% of the additional faculty hired by institutions over the six years.



Race/ethnicity data for total faculty are collected every two years. Total faculty data by race/ethnicity, by sector, and by institution for fall 2001, fall 2003, fall 2005, and fall 2007 are available in the spreadsheet titled **Total Faculty by Race-Ethnicity** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

Percentages of FULL-TIME FACULTY Compared to Percentages of TOTAL HEADCOUNT ENROLLMENT by RACE/ETHNICITY: 2007

- White non-Hispanics accounted for 84.7% of the full-time faculty of known race/ethnicity in fall 2007, compared to 85.4% of the total number of students enrolled at Nebraska’s public and independent colleges and universities.¹
- Black non-Hispanics represented 2.0% of the faculty in fall 2007, compared to 4.5% of fall enrollment, and Hispanics represented only 1.8% of the faculty and 4.0% of fall enrollment, indicating that these minorities were underrepresented among the faculty, relative to student enrollment. Based on the statistics summarized below, Native Americans also were slightly underrepresented among the faculty in fall 2007 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 3.2 and 2.1 percentage points, respectively.



¹Total faculty includes instructional, research, and other faculty. In fall 2001 and fall 2007, 0.2% of the faculty were of unknown race/ethnicity.

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

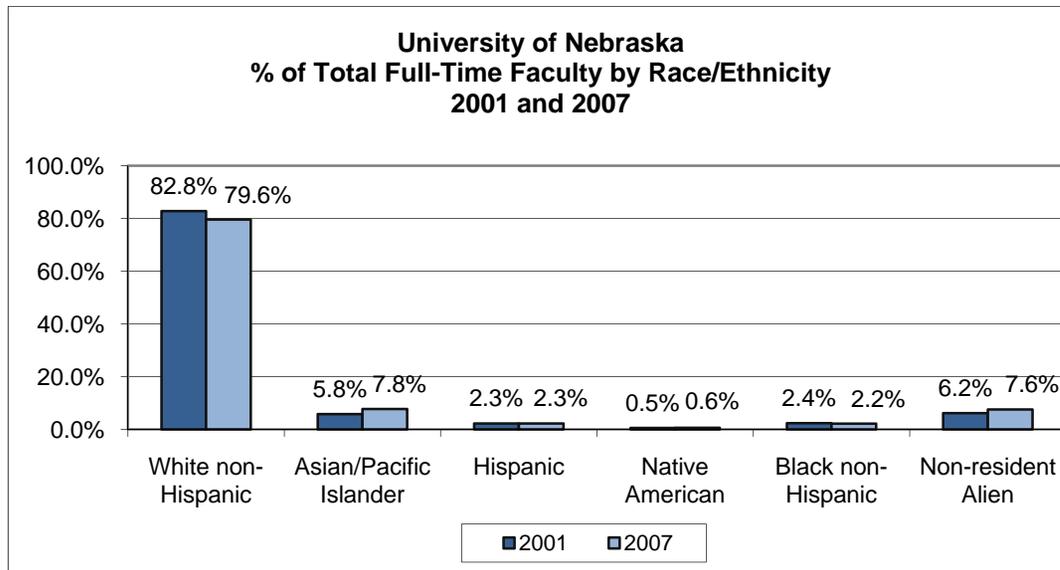
TOTAL FULL-TIME FACULTY by SECTOR and by RACE/ETHNICITY: 2001-2007

- Graphs on the following pages show the composition of the total faculty by race/ethnicity within each of the four public and independent sectors of higher education in Nebraska in fall 2001 and fall 2007.¹
- In addition, there is a graph for each sector showing how faculty composition compared to total headcount enrollment in fall 2007.
- Based on the data summarized in this series of graphs, the University of Nebraska has the most diverse faculty, while the Nebraska community colleges have the least.
- White non-Hispanics accounted for a lower percentage of the University of Nebraska faculty in fall 2007 than in fall 2001, balanced by slightly higher percentages of Asians/Pacific Islanders and non-resident aliens.
- In fall 2007, non-resident aliens accounted for 3.1% of the faculty employed by the state's independent institutions, compared to 0.2% in fall 2001.
- 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 fall 2007.
- In comparison, Asians/Pacific Islanders were overrepresented among the total faculty of the University of Nebraska, the Nebraska State College system, and Nebraska's independent institutions, relative to the enrollment of students with Asian/Pacific Islander ancestry.
- At the University of Nebraska and the independent institutions, 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 and community colleges.

¹Total faculty includes instructional, research, and other faculty. In fall 2001 and fall 2007, 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 fall 2001, fall 2003, fall 2005, and fall 2007 are available in the spreadsheet titled **Total Faculty by Race-Ethnicity** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

UNIVERSITY OF NEBRASKA



University of Nebraska

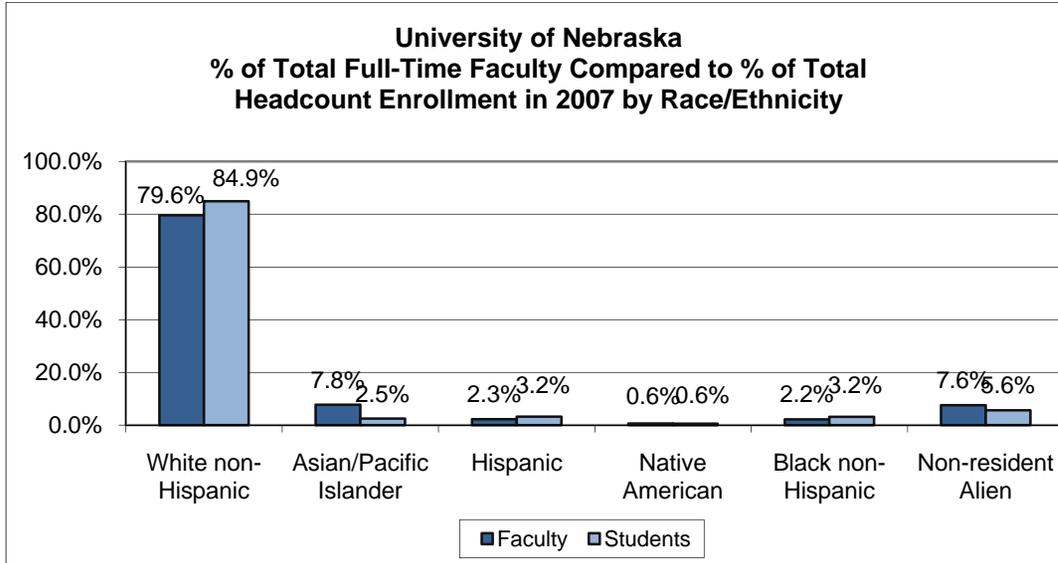
Total number of full-time faculty:
of known race/ethnicity¹:

| | |
|-----------|-------|
| Fall 2001 | 3,000 |
| Fall 2007 | 3,122 |

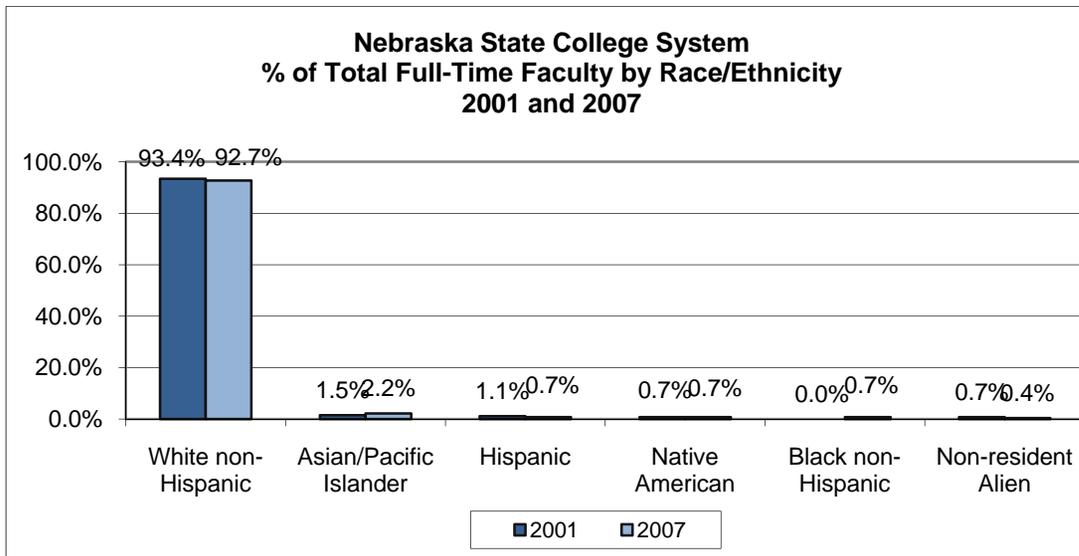
Total headcount enrollment:

| | |
|-----------|--------|
| Fall 2007 | 47,062 |
|-----------|--------|

¹Total faculty includes instructional, research, and other faculty.



NEBRASKA STATE COLLEGE SYSTEM



Nebraska State College System

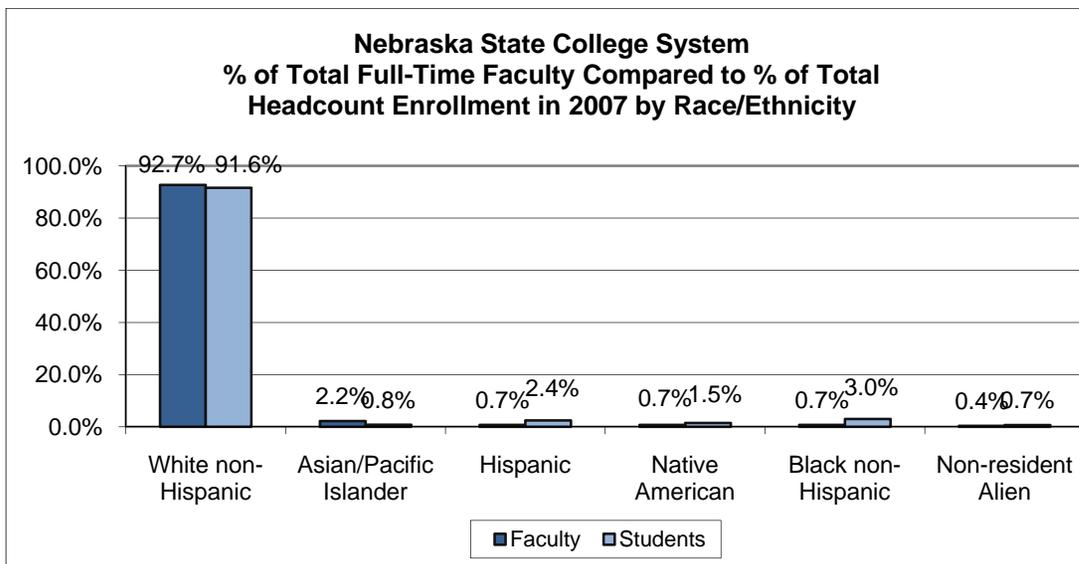
Total number of full-time faculty of known race/ethnicity:¹

| | |
|-----------|-----|
| Fall 2001 | 265 |
| Fall 2007 | 267 |

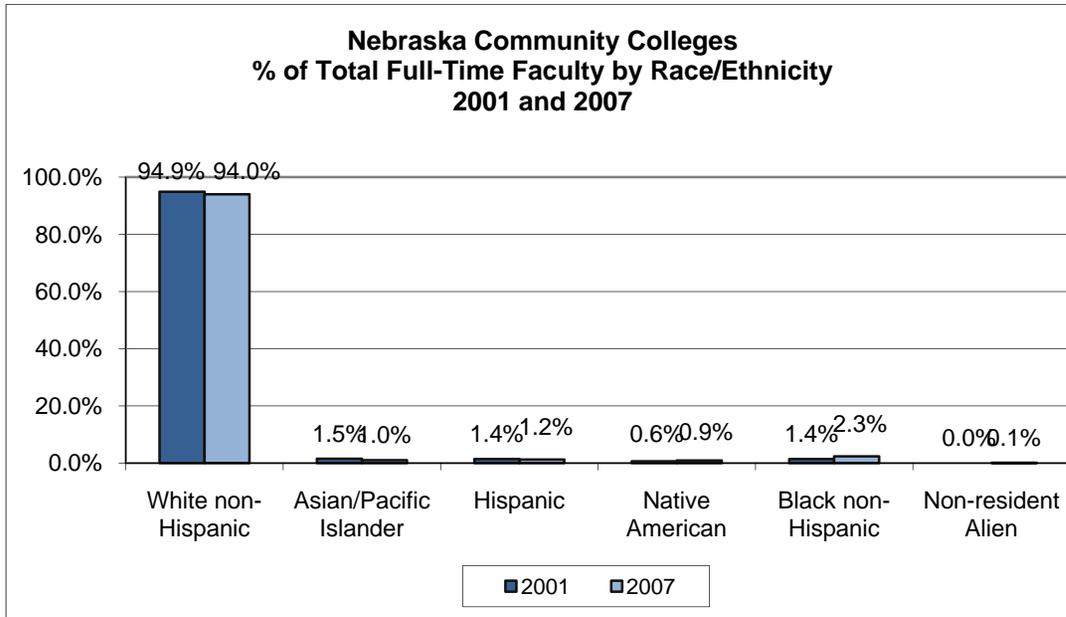
Total headcount enrollment:

| | |
|-----------|-------|
| Fall 2007 | 7,882 |
|-----------|-------|

¹Total faculty includes instructional, research, and other faculty.



NEBRASKA COMMUNITY COLLEGES



Nebraska Community Colleges

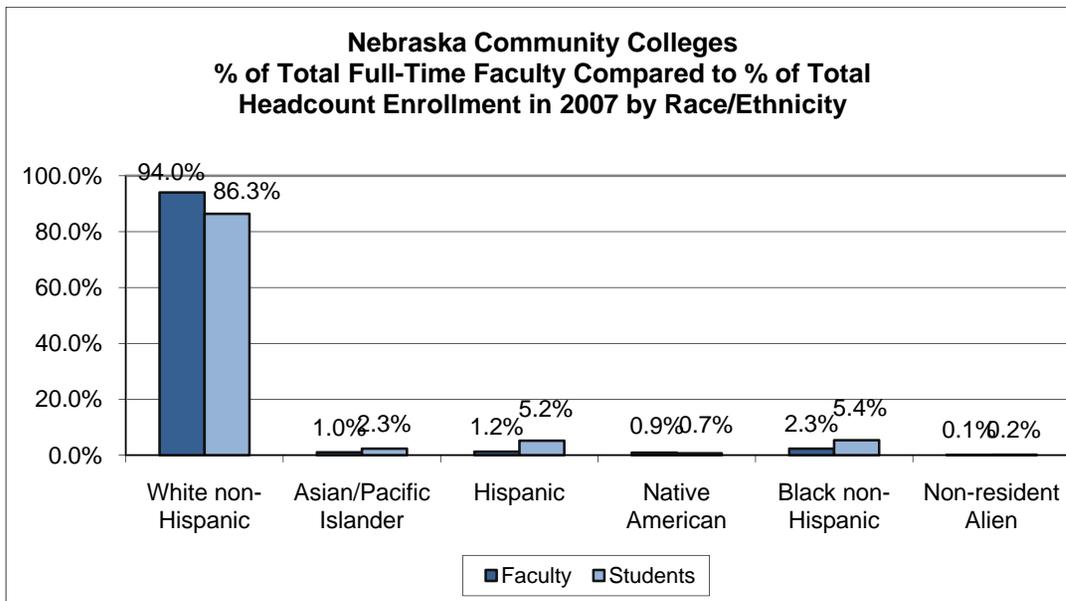
Total number of full-time faculty of known race/ethnicity:¹

| | |
|-----------|-----|
| Fall 2001 | 803 |
| Fall 2007 | 893 |

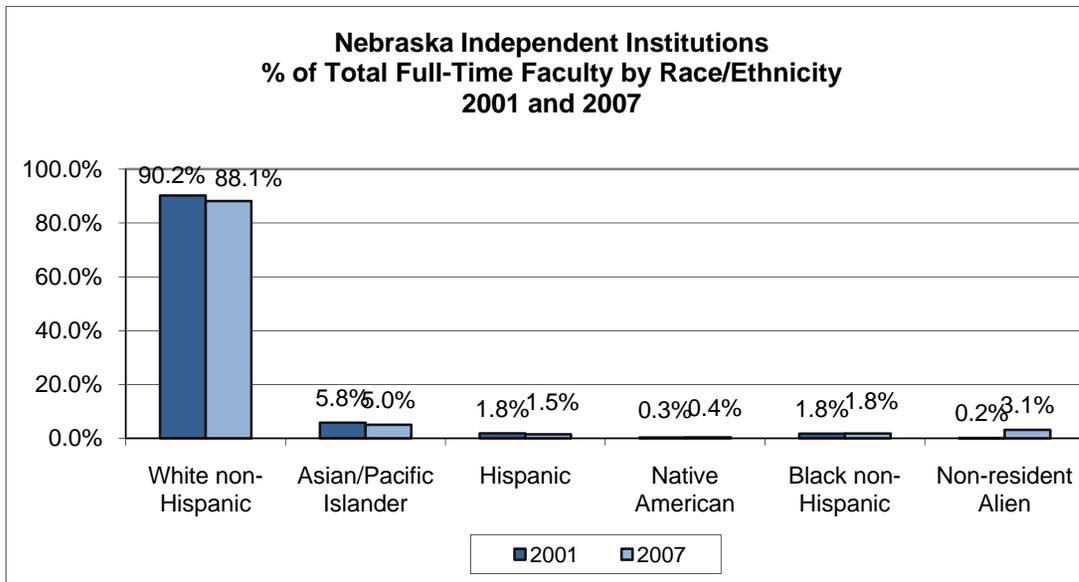
Total headcount enrollment:

| | |
|-----------|--------|
| Fall 2007 | 41,035 |
|-----------|--------|

¹Total faculty includes instructional, research, and other faculty.



NEBRASKA INDEPENDENT COLLEGES AND UNIVERSITIES



Nebraska Independent Institutions

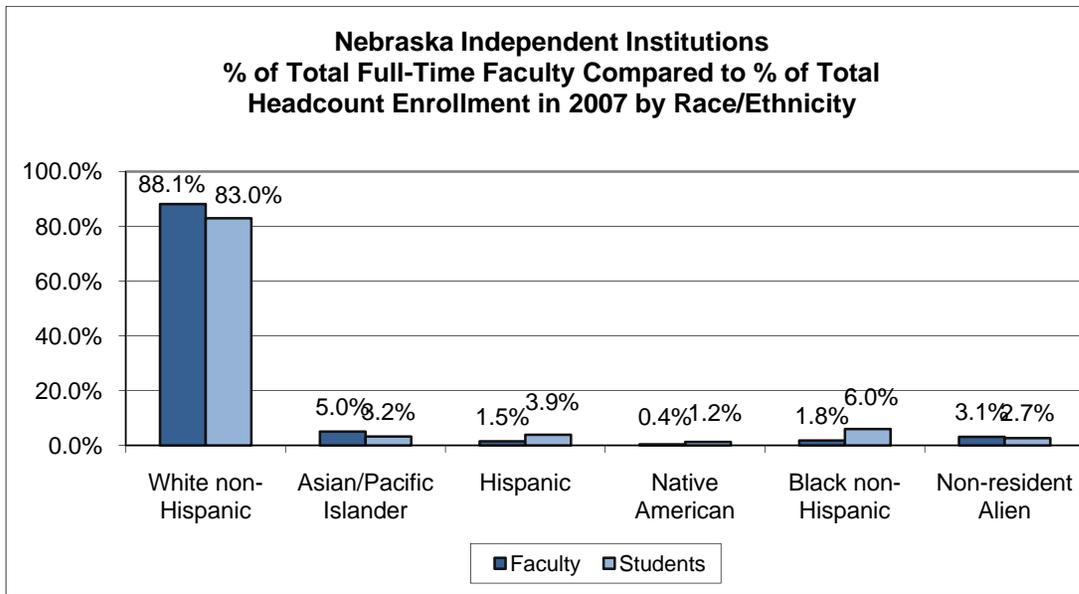
Total number of full-time faculty of known race/ethnicity:¹

| | |
|-----------|-------|
| Fall 2001 | 1,312 |
| Fall 2007 | 1,531 |

Total headcount enrollment:

| | |
|-----------|--------|
| Fall 2007 | 28,294 |
|-----------|--------|

¹Total faculty includes instructional, research, and other faculty.



The following definitions are for the data collection years prior to and including 2007-08, the latest year for which faculty data by race/ethnicity are available. Beginning with the collection of data during the 2008-09 academic year, IPEDS started the transition to the full adoption of new categories of race/ethnicity, which are listed on page A.4.4. of Section A of the 2008-09 *Factual Look* on enrollments.

DEFINITIONS OF RACIAL/ETHNIC GROUPS¹

| | |
|------------------------|--|
| Asian/Pacific Islander | A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, and Pacific Islands. This includes people from China, Japan, Korea, the Philippine Islands, American Samoa, India, and Vietnam. |
| Black non-Hispanic | A person having origins in any of the black racial groups of Africa (<u>except</u> those of Hispanic origin). |
| Hispanic | A person of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture or origin, regardless of race. |
| Native American | Defined under the names of American Indian or Alaska Native. A person having origins in any of the original peoples of North America and who maintains cultural identification through tribal affiliation or community recognition. |
| White non-Hispanic | A person having origins in any of the original peoples of Europe, North Africa or the Middle East (<u>except</u> those Hispanic origin). |

¹Source: Glossary, Integrated Postsecondary Education Data System (IPEDS), National Center for Education Statistics, U.S. Department of Education, June 2008.