

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 2009 is for the 2009-2010 academic year. In this section, ten- and eight-year trends are presented, based on data collected through the fall 1999-2009 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 1999 - Fall 2009

Total Number of Full-Time Instructional Faculty

- Full-time instructional faculty at Nebraska's public and independent colleges and universities increased from 4,117 in fall 1999 to 4,665 in fall 2009, an increase of 13.3%.
- Over the same 10 years, total fall student enrollment increased 23.4%.
- Increases in faculty generally parallel increases in fall enrollment. However, between fall 1999 and fall 2009, the ratio of total fall enrollment to full-time instructional faculty increased noticeably within the Nebraska State College System, the community college sector, and the sector comprised of independent institutions. A much smaller increase in the ratio was evidenced at the University of Nebraska.
- When analyzed by sector and rank, the most significant changes in the numbers of full-time instructional faculty were as follows:
 - 43 additional professors and 112 additional assistant professors at the University of Nebraska, offset by 41 fewer associate professors.¹
 - 19 fewer associate and assistant professors within the Nebraska State College System.
 - 271 additional professors, associate professors, assistant professors, and instructors at Nebraska's independent institutions.
 - 136 additional faculty with no academic rank at Nebraska's community colleges²

Average Salaries of Full-Time Instructional Faculty

- Between fall 1999 and fall 2009, the average salary for full-time faculty at Nebraska's public and independent institutions increased 34.7%, from \$48,771 to \$65,694.³

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 make them comparable to the salaries for faculty on 9-month appointments.

- When average salaries are adjusted for inflation by converting them to 2009-10 dollars, the statewide average salary increased 5.2% over the ten years.
- Average faculty salaries generally increased across all four sectors between fall 1999 and fall 2009.

	<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 41.1%	up 10.2%
University of Nebraska	up 35.7%	up 6.0%
Nebraska independent colleges and universities	up 32.8%	up 3.7%
Nebraska State College System	up 30.7%	up 2.1%

Full-Time Instructional Faculty by Gender

- Between fall 1999 and fall 2009, women accounted for an increased percentage of the full-time instructional faculty at Nebraska’s public and independent colleges and universities.
 - In fall 1999, 35.3% of the full-time instructional faculty were women.
 - By fall 2009, women accounted for 44.4% 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 1999 through fall 2009, the lowest percentages of women were at the full professor level, while the highest percentages were at the rank of instructor.
- At the Nebraska community colleges, where faculty are not classified by academic rank, women accounted for 42.2% of the full-time instructional faculty in fall 1999 and for 47.6% in fall 2009.
- In comparison, women constituted 49.5% of the full-time instructional faculty at the independent institutions in fall 2009, while 42.7% of the faculty at the state colleges and 40.3% of the faculty at the University of Nebraska were women.

⁴ The exception was that women accounted for a slightly lower percentage of the assistant professors at the University of Nebraska in 2009 than in 1999.

Average Salaries of Full-time Instructional Faculty by Gender

- In fall 1999, the average salary of male, full-time instructional faculty at Nebraska's public and independent colleges and universities was \$9,666 higher than the average salary received by female faculty. By fall 2009, the gap between the average salaries of men and women had widened to \$13,982.
- Statewide, the average salary of female full-time instructional faculty was 80.6% of the average salary of male full-time faculty in fall 2009, down slightly from 81.5% in fall 1999.
- 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 2009, female professors earned, on the average, 84.7% 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, on average, as much or more than their male colleagues only at the instructor level.

Total Full-Time Faculty by Race/Ethnicity⁵

- In fall 2009, 84.1% of the full-time instructional, research, and other faculty were white non-Hispanics, down from 87.1% in fall 2001, which is the current baseline for the Commission's analysis of full-time faculty by race/ethnicity.
- Over the eight-year period between fall 2001 and fall 2009, total minority faculty – consisting of Asians/Pacific Islanders, Hispanics, Native Americans, and black non-Hispanics – increased 37.5%, from 506 to 696, while white non-Hispanic faculty increased 5.3%, from 4,684 to 5,071.
- During this period, the number of non-resident alien faculty increased 37.9%, from 190 to 262.
- 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 continued to be underrepresented among the faculty in fall 2009, 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 and non-resident aliens in fall 2009.

⁵Race/ethnicity data are collected for total faculty every two years. Total faculty includes instructional, research, and other faculty. In 2001-02 and 2009-10, 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.

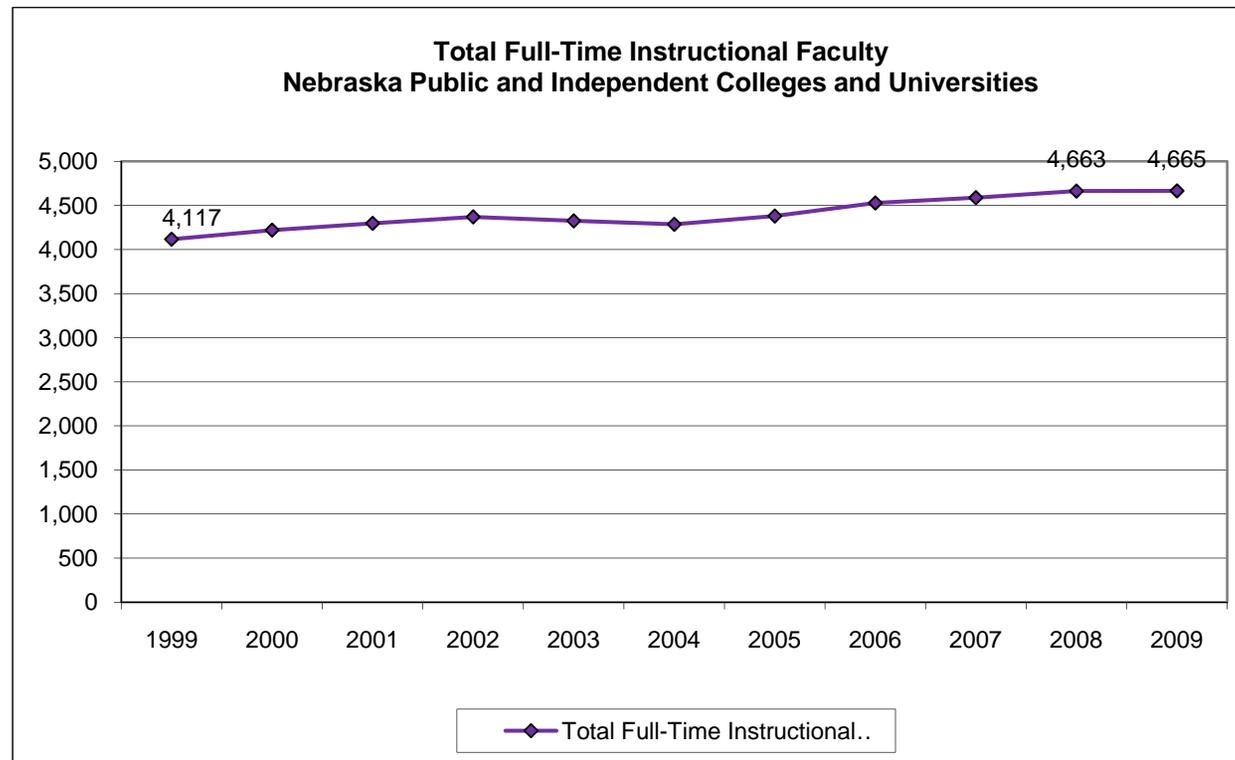
The data summarized in this section are collected through the salary sections of the IPEDS Human Resources survey. Part-time instructional faculty are not included in this analysis because the salary sections of the survey do not include data for part-time faculty.

Faculty numbers were reported as of October 1 for each of the years from fall 1999 and fall 2000. Beginning in fall 2001, faculty and salary data were reported as of November 1.

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: 1999-2009

- Full-time instructional faculty at Nebraska's public and independent colleges and universities increased 13.3%, from 4,117 in fall 1999 to 4,665 in fall 2009.
- As a basis for comparison, fall student enrollment at Nebraska's public and independent institutions increased 23.4%, from 109,590 in fall 1999 to 135,224 in fall 2009.

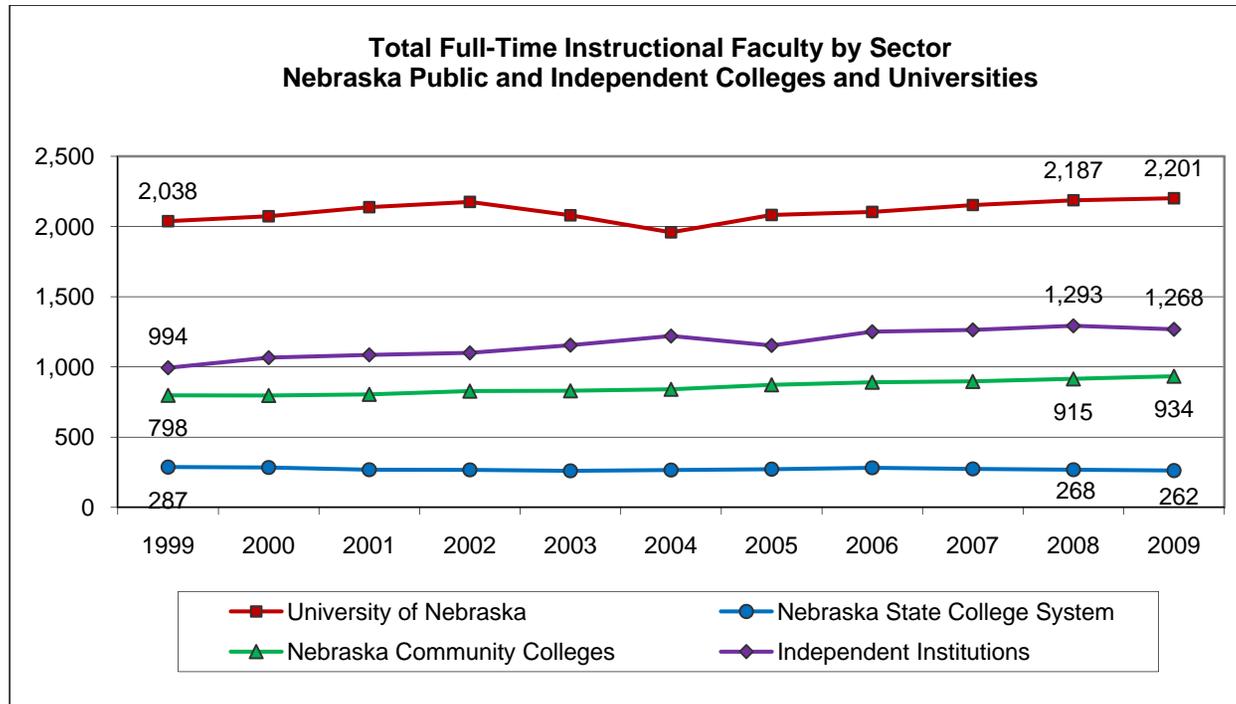


For the number of full-time instructional faculty employed from fall 1999 through fall 2009, see the spreadsheet titled **Instructional Faculty by Rank and Gender** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1999-2009

- Between fall 1999 and fall 2009, changes in the numbers of full-time instructional faculty by sector were as follows:

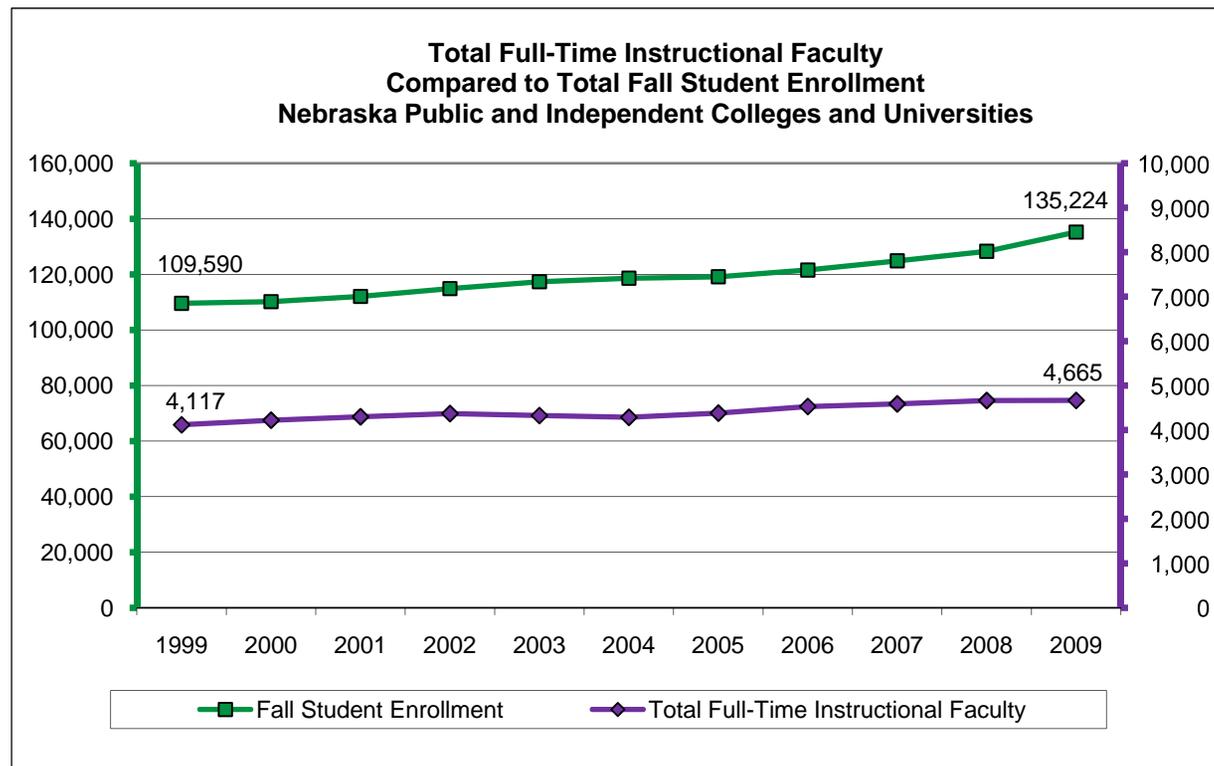
University of Nebraska	up 8.0%	Nebraska Community Colleges	up 17.0%
Nebraska Independent Colleges and Universities	up 27.6%	Nebraska State College System	down 8.7%



For the number of full-time instructional faculty employed from fall 1999 through fall 2009, 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: 1999-2009

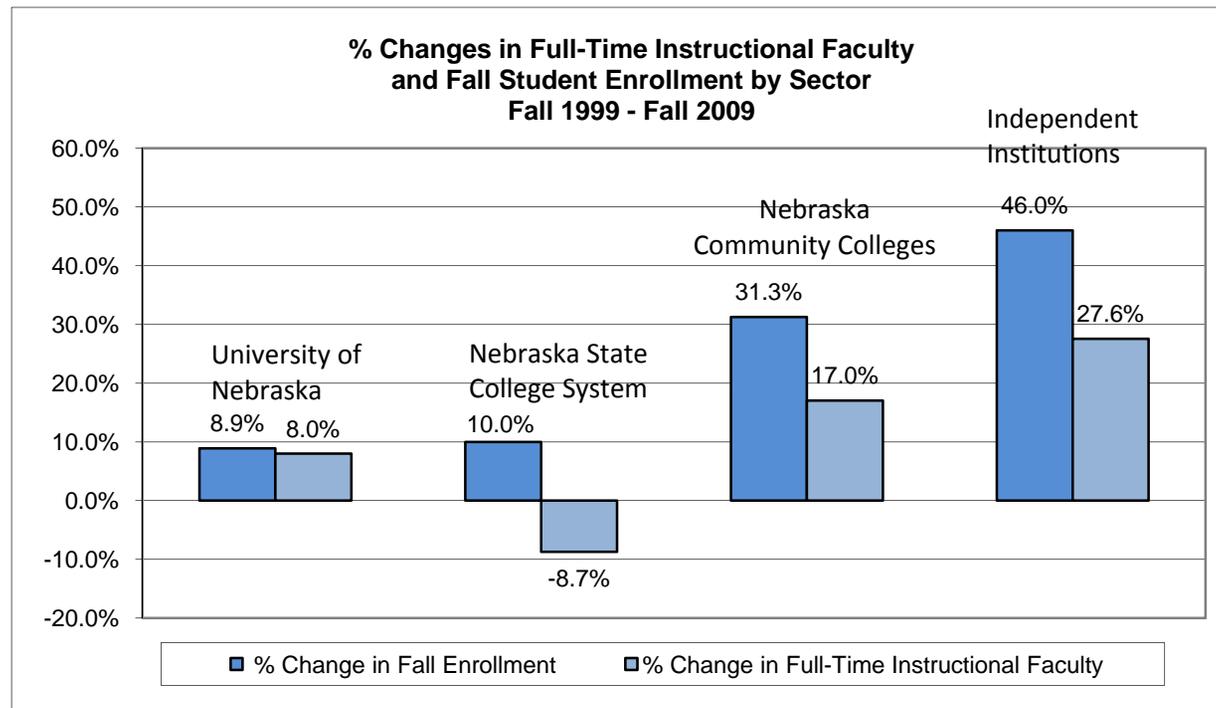
- Increases in the number of full-time instructional faculty generally parallel increases in fall student enrollment.
- Due to the large difference between the number of students and the number of faculty shown in the graph below, increases in student enrollment appear to be more significant than the increases in the number of full-time faculty. However, the correlation between the number of full-time faculty and fall student enrollment, statewide, was 0.93 for 1999 through 2009. This very high correlation indicates there is a strong relationship between the two measures. (As a point of reference, 1.00 indicates a perfect correlation between two variables.)



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

Percentage Changes in THE TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY and TOTAL FALL ENROLLMENT by SECTOR: 1999-2009

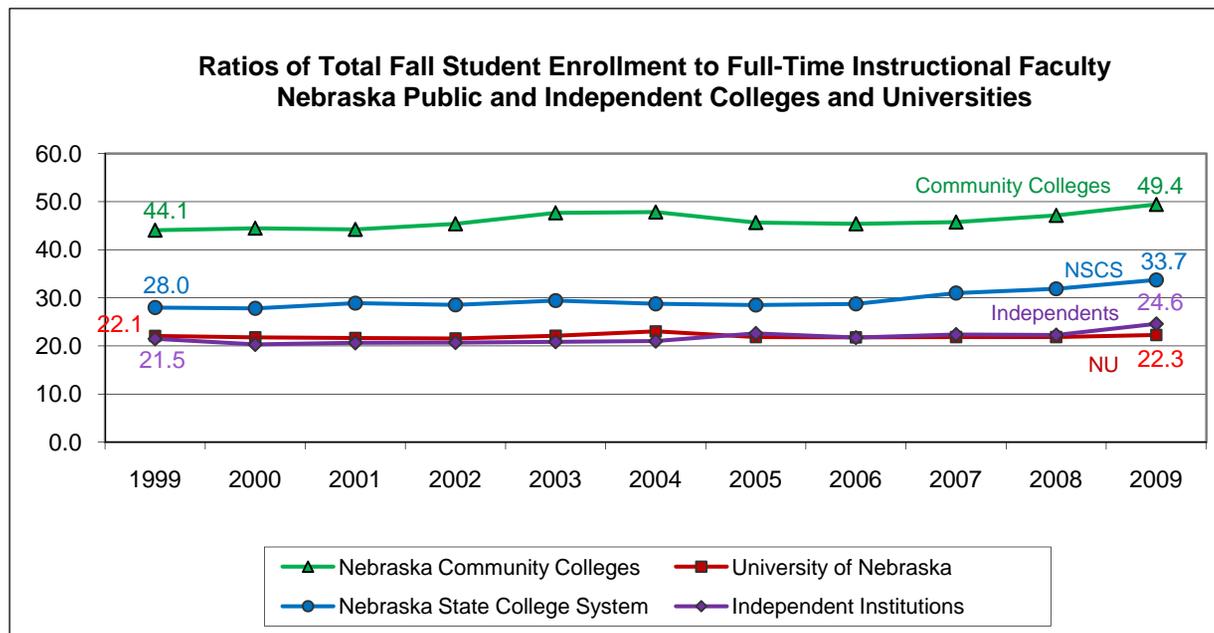
- Although statewide changes in the number of full-time instructional faculty and changes in fall student enrollment are highly correlated, there are significant differences in the relationship between these two variables when they are analyzed by sector.
- As shown in the graph below, the number of full-time faculty at the state colleges decreased while enrollments increased over the period between fall 1999 and fall 2009. At the community colleges and independent institutions, full-time faculty and total student enrollment both increased, but the percentage growth in fall enrollment noticeably exceeded the percentage growth in the number of full-time faculty at the state colleges. At the University of Nebraska, the percentage growth in fall enrollment exceeded the percentage growth in full-time faculty by only about one percent.



- **NOTE:** 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: 1999-2009

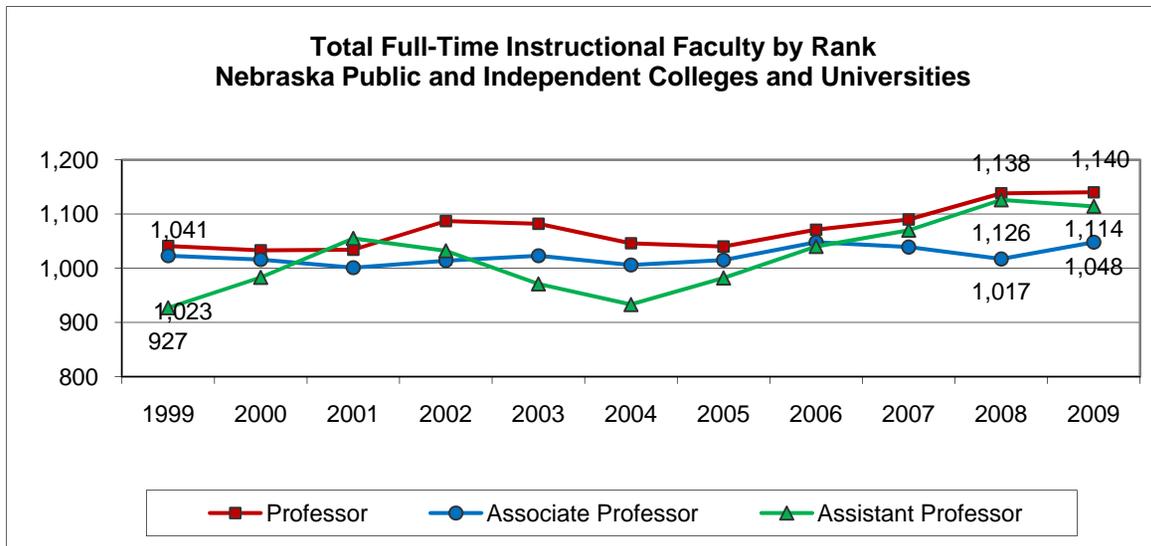
- Given the changes that occurred between fall 1999 and fall 2009 in the number of instructional faculty employed within the public and independent sectors of Nebraska's postsecondary education system, it is logical to ask whether these additions or reductions of faculty were in line with changes in 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 1999 and fall 2009. This 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 was about the same at the beginning and end of the 10-year period. In comparison, the estimated student-to-full-time-faculty ratio for Nebraska's community colleges increased by 5.3 students, the state college system's ratio increased by 5.7 students, and the ratio for Nebraska's independent institutions increased by 3.1 students.



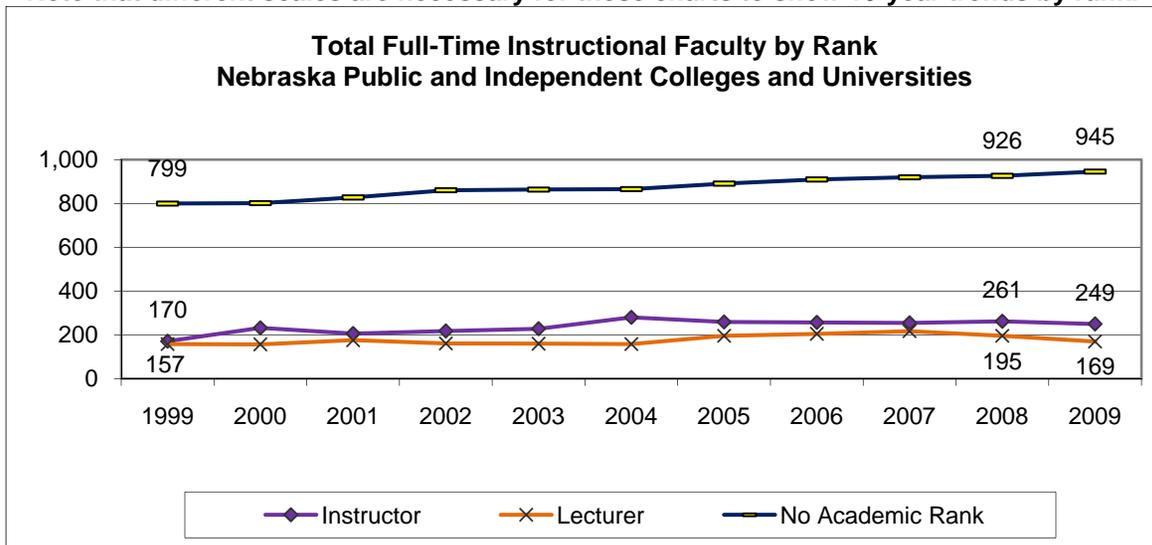
See **Section A on Enrollment** for total headcount enrollments by sector and by institution.

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: 1999-2009



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 1999 and fall 2009 as follows:

Professors	up 99	9.5%
Associate Professors	up 25	2.4%
Assistant Professors	up 187	20.2%
Instructors	up 79	46.5%
Lecturers	up 12	7.6%
<u>No Rank</u>	<u>up 146</u>	<u>18.3%</u>
Total	up 548	13.3%

Further calculations indicate:

- Assistant professors accounted for 34.1% of the 548 additional faculty hired between fall 1999 and fall 2009.
- Faculty with no academic rank accounted for 26.6% of the gain in faculty.
- Full professors and instructors accounted, respectively, for 18.1% and 14.4% of the faculty added between fall 1999 and fall 2009.

For the number of full-time instructional faculty employed by rank from fall 1999 through fall 2009, 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: 1999-2009**

- 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:
 - 43 additional professors and 112 additional assistant professors at the University of Nebraska¹
 - 41 fewer associate professors at the University of Nebraska
 - 136 additional faculty with no academic rank at Nebraska’s community colleges
 - 271 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 1999-2009							
Sector	Professors	Associate Professors	Assistant Professors	Instructors	Lecturers	No Academic Rank	Total Net Increase or Decrease
University of Nebraska	43	-41	112	31	11	7	163
Nebraska State College System	6	-11	-18	-3	1	0	-25
Nebraska Community Colleges	0	0	0	0	0	136	136
Independent Institutions	50	77	93	51	0	3	274
Nebraska Public & Independent Institutions	99	25	187	79	12	146	548

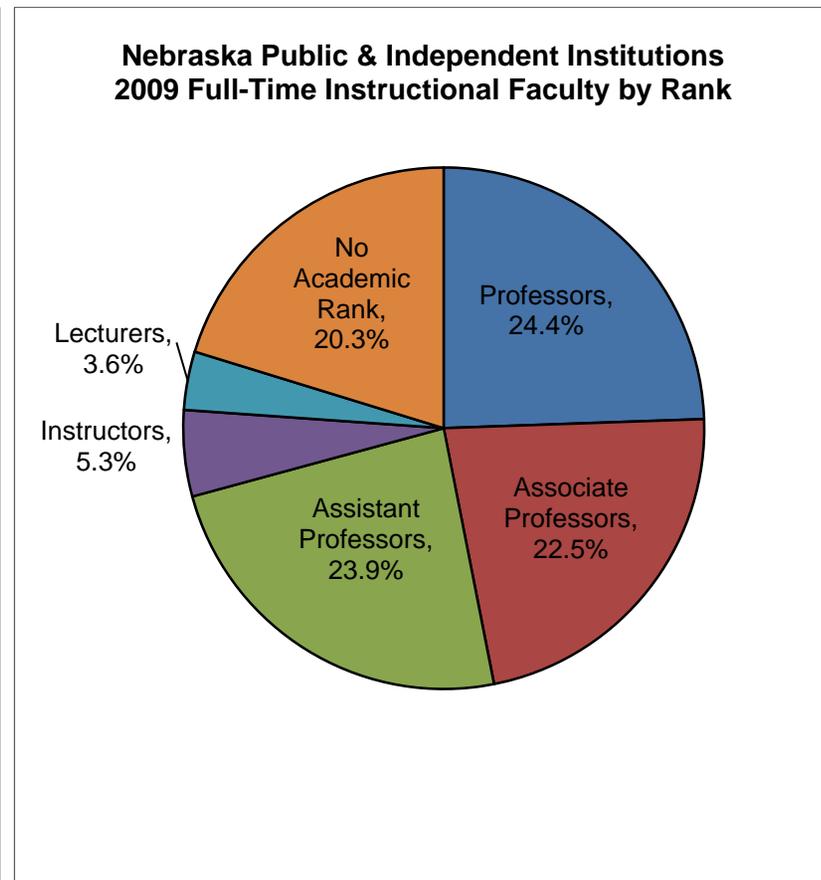
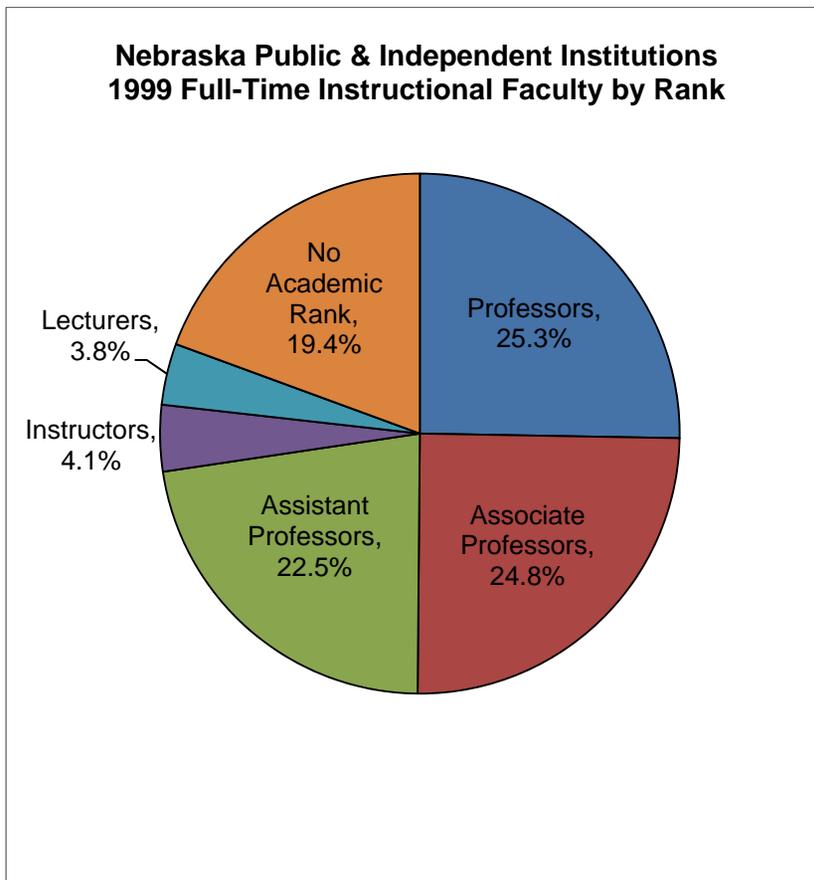
¹Creighton University added 110 new faculty between fall 1999 and fall 2009. Other independent colleges and universities with 20 or more additional faculty were Bellevue University (37), Bryan LGH College of Health Sciences (30), Nebraska Methodist College of Nursing & Allied Health (22), Nebraska Wesleyan University (21), and College of Saint Mary (20).

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 1999 through fall 2009 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: 1999-2009

- 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 1999 and fall 2009.
- As shown below, assistant professors, instructors, and faculty with no academic rank accounted for higher percentages of the faculty in fall 2009 than in fall 1999, while lower percentages of the faculty were professors, associate professors and lecturers.

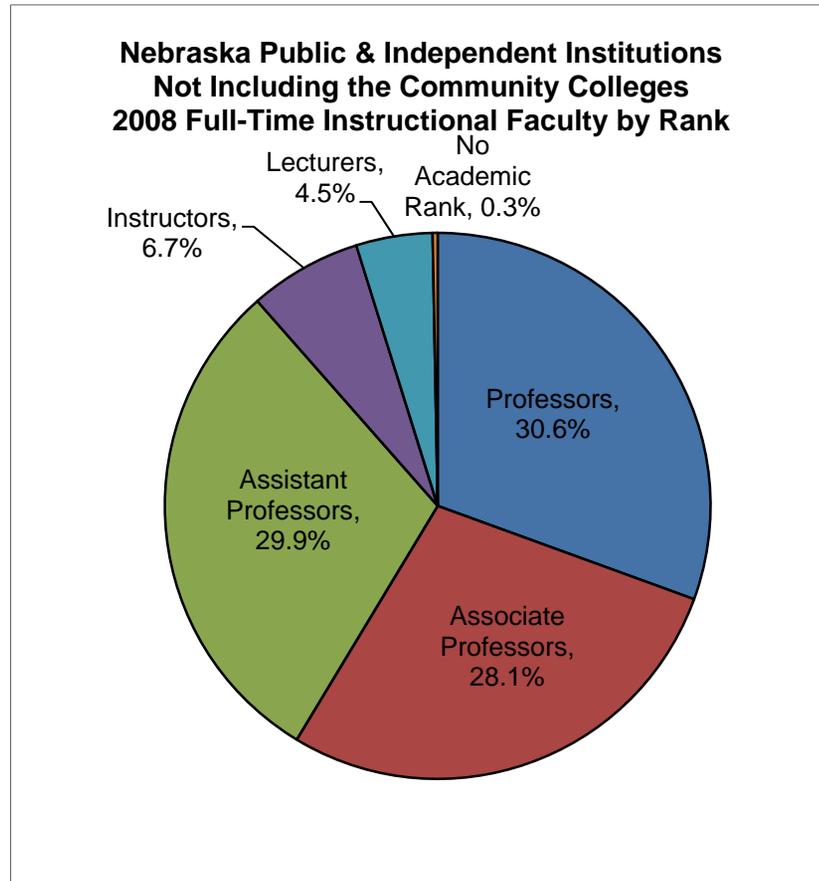
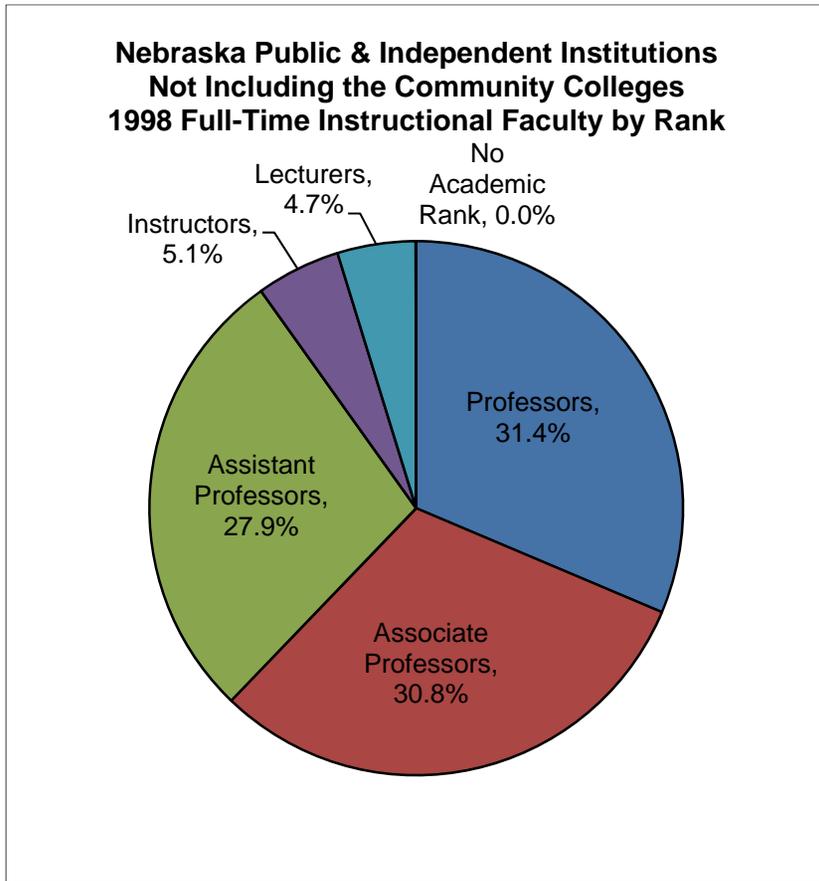


The numbers of full-time instructional faculty employed from fall 1999 through fall 2009 by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1999-2009 (Continued)

With Community Colleges Excluded

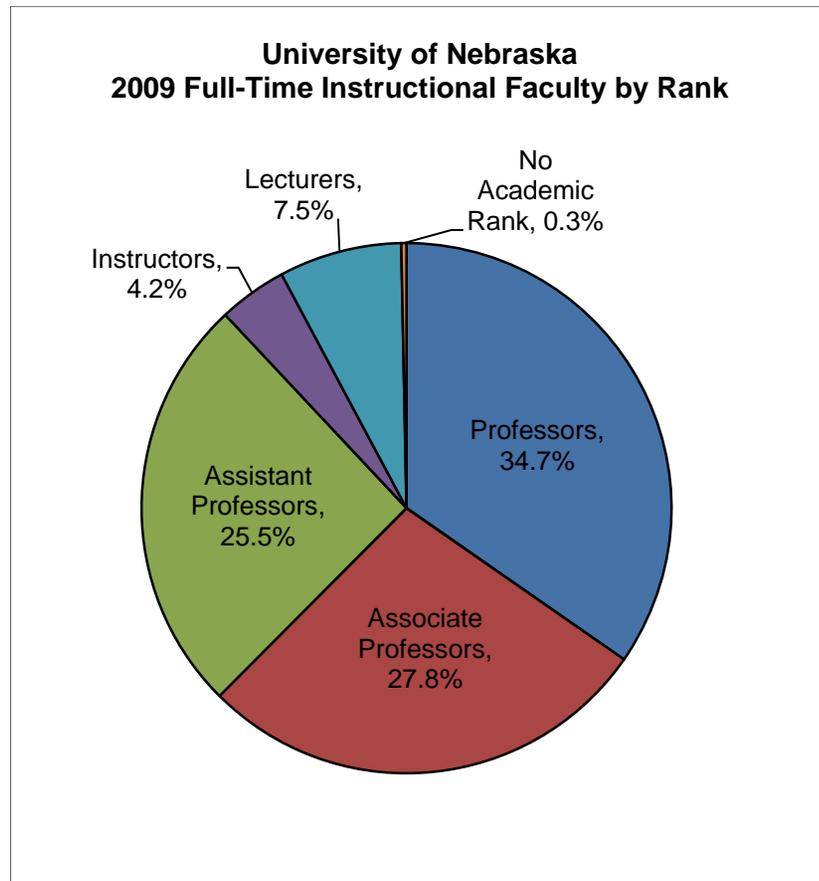
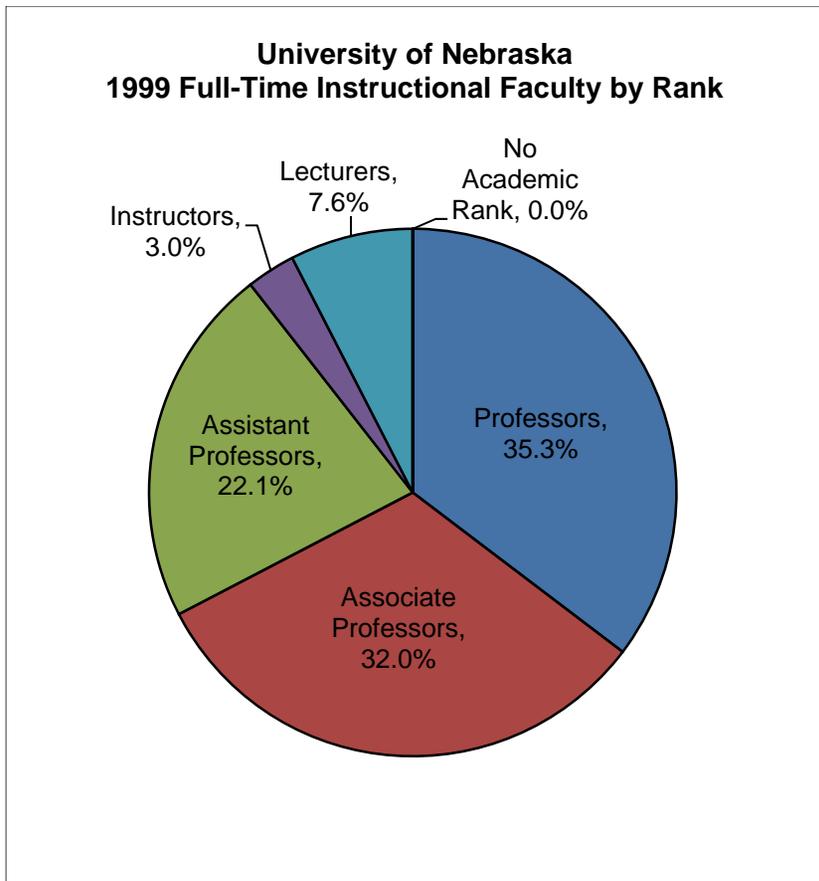
- The following charts exclude the Nebraska community colleges to provide a more direct comparison of the other three sectors¹. As shown below, faculty with no academic rank constituted 0.0% of the faculty at the University of Nebraska, the state colleges and the state’s independent colleges and universities in fall 1999, and by fall 2009, 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 1999 through fall 2009.

Percentage of FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK: 1999-2009

- The most significant change that occurred between fall 1999 and fall 2009 in the composition of the full-time instructional faculty at the University of Nebraska was the increased percentages of assistant professors and instructors, balanced by a decreased percentage of professors and associate professors.

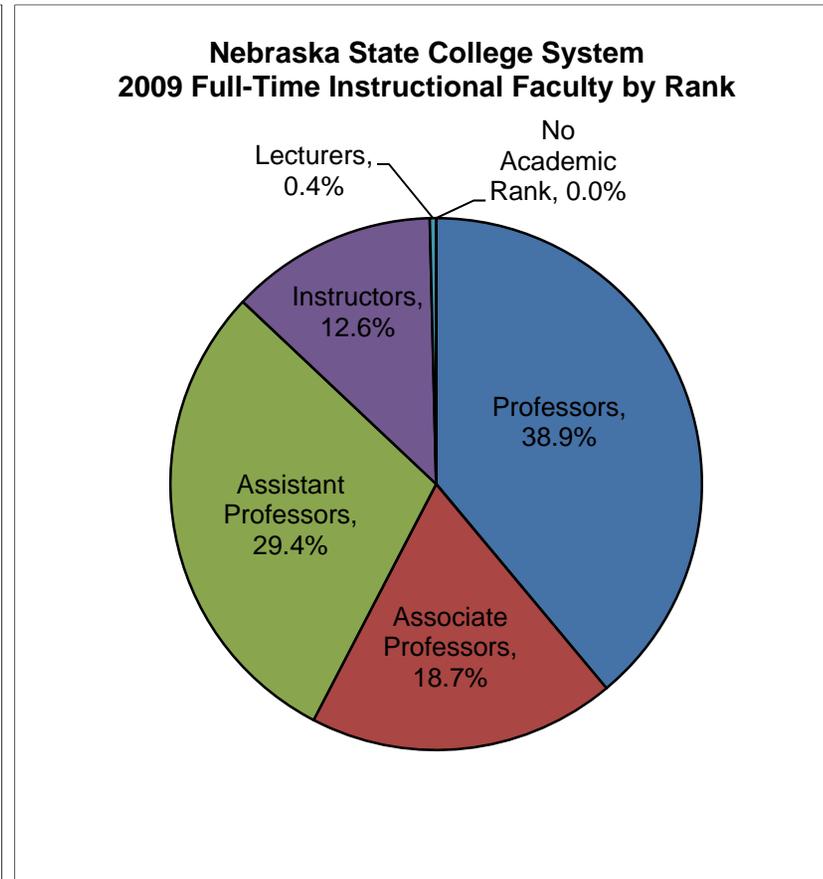
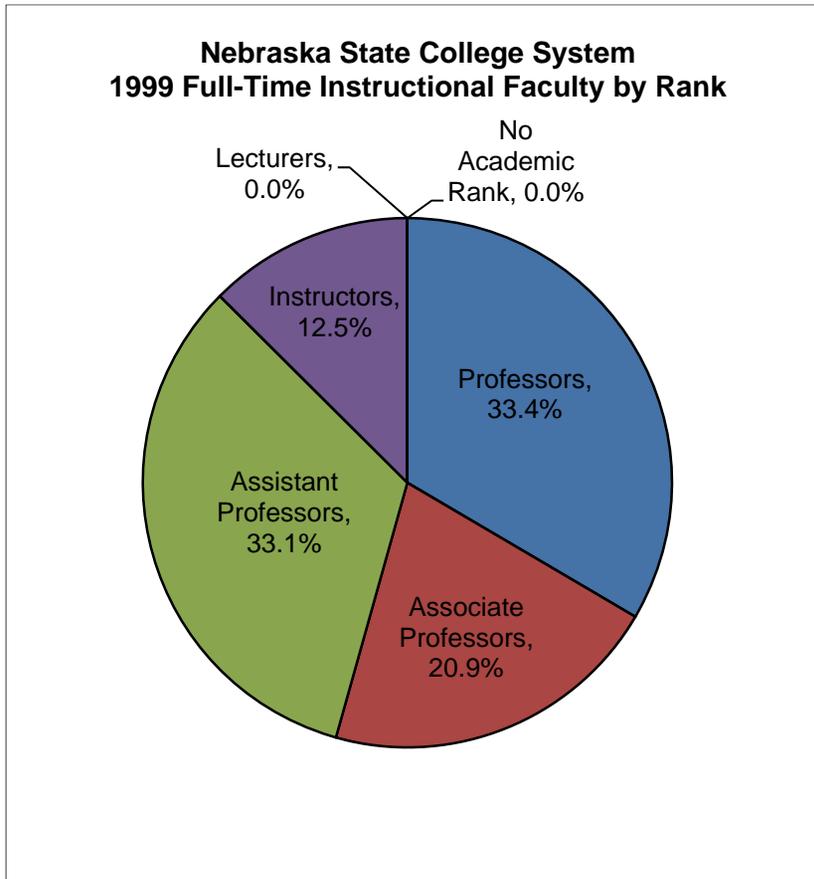


The numbers of full-time instructional faculty employed from fall 1999 through fall 2009 by rank, by sector and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

Percentage of FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK: 1999-2009

(Continued)

- The overall composition of the instructional faculty employed by the Nebraska State College System shifted slightly between fall 1999 and fall 2009, reflecting small increases in the numbers of full professors, instructors, and lecturers, balanced by decreases in the numbers of associate and assistant professors.

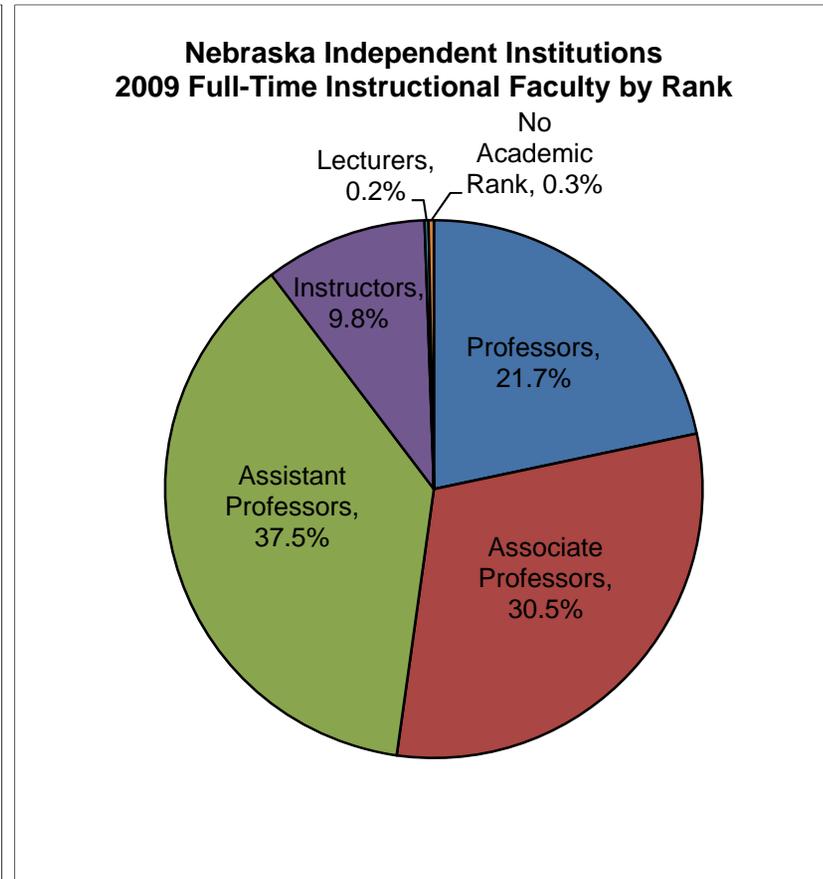
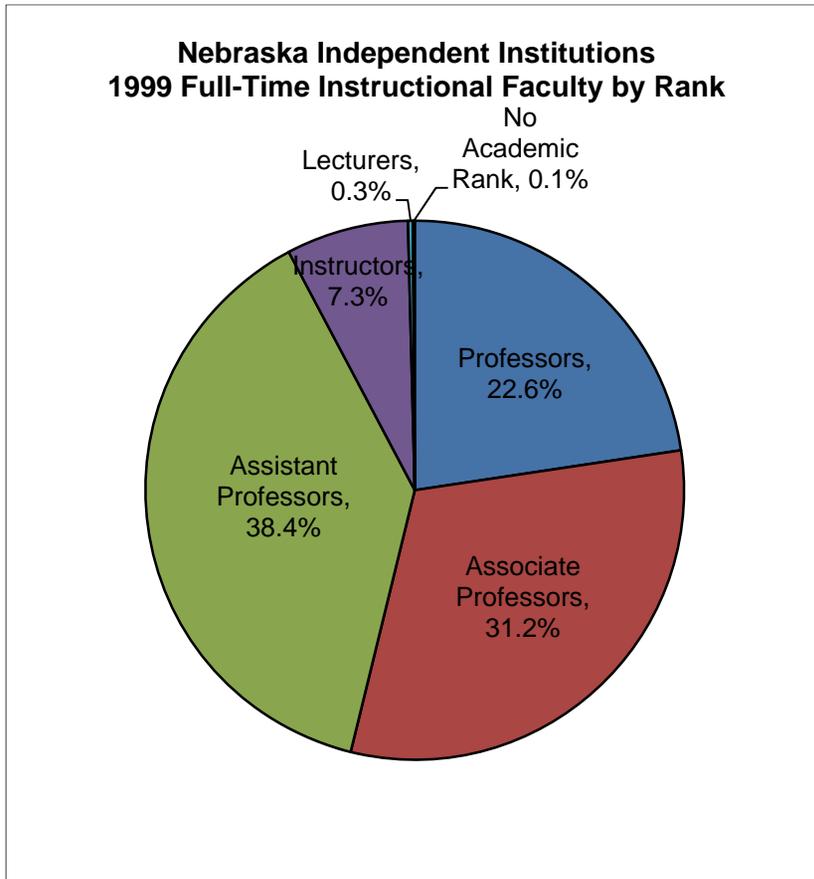


The numbers of full-time instructional faculty employed from fall 1999 through fall 2009 by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

Percentage of FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK: 1999-2009

(Continued)

- Although additional full-time instructional faculty were hired at all levels by Nebraska's independent colleges and universities between fall 1999 and 2009, 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 within the independent sector was about the same in fall 2009 as in fall 1999.



The numbers of full-time instructional faculty employed from fall 1999 through fall 2009 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: 1999-2009

(Continued)

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

Section C.2

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

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

The data summarized in this section are collected through the salary sections of the IPEDS Human Resources survey. Part-time instructional faculty are not included in this analysis because the salary sections of the survey do not include data for part-time faculty.

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

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

Due to errors in data submission, the data pertaining to the instructional faculty at Creighton University in 2001-2002 and 2002-2003 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 2009-2010 dollars to take into account the effect of inflation when salaries are compared over the period from 1999-2000 to 2009-2010.
- Average salaries are converted to 2009-2010 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 1999-2000 (July 1999-June 2000) and 2009-2010 (July 2009-June 2010).

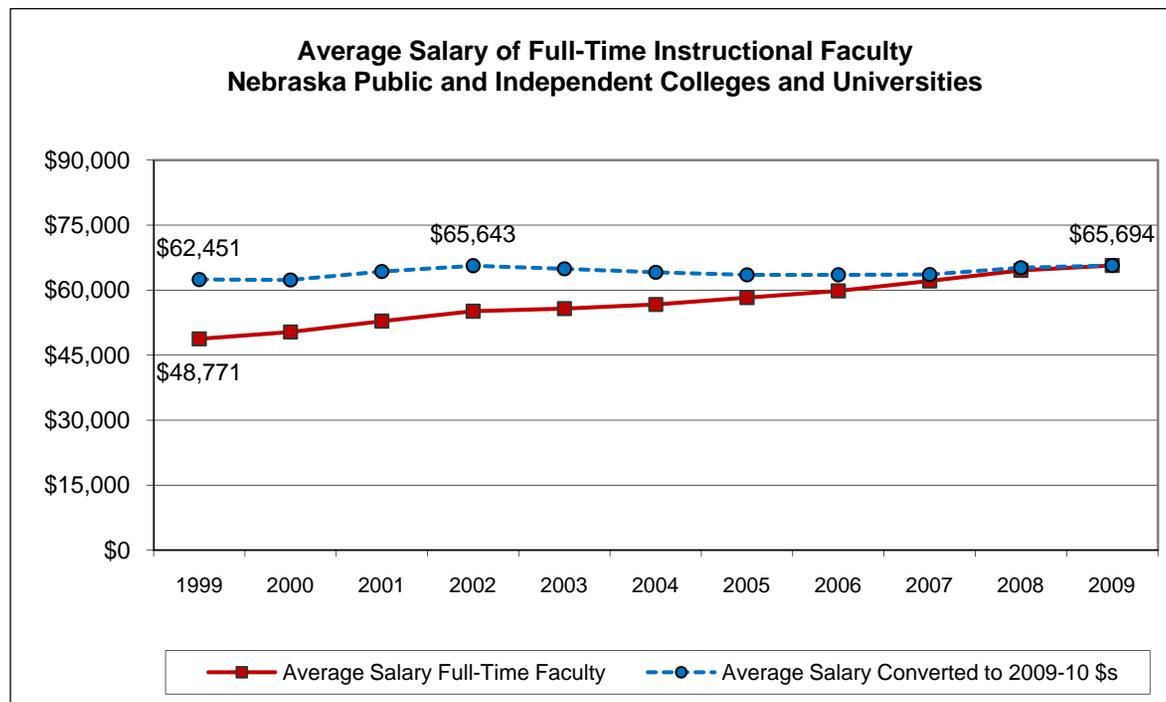
The average CPI-U for July 1999 through June 2000 was 169.3. For July 2009 through June 2010, the average CPI-U was 216.8, indicating that there was an overall 28.0% increase in consumer prices over the 10 years. Given a 28.0% increase in the general level of prices over the 10 years, salaries also would have to increase 28.0% to have the same amount of purchasing power in 2009-2010 as in 1999-2000 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: 1999–2009

- In dollars actually paid, the average salary for full-time faculty at Nebraska's public and independent colleges and universities was \$65,694 in fall 2009, compared to \$48,771 in fall 1999, a 10-year increase of 34.7%.
- However, when average salaries are adjusted for inflation by converting them to 2009-10 dollars, the statewide average salary increased from \$62,451 in fall 1999 to \$65,643 in fall 2002, and then decreased and increased to \$65,694 in fall 2009 for an overall gain of 5.2% over the 10 years.
- See the [table on page C.2.4](#) for the average salaries paid from fall 1999 to fall 2009 converted to 2009-2010 dollars to take into account the effect of inflation.



Average paid salaries and average salaries converted to 2009-10 dollars by sector and by institution for fall 1999 to fall 2009 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: 1999–2009 (Continued)

Actual Average Salary of Full-Time Instructional Faculty at Nebraska's Public and Independent Colleges and Universities Converted to 2009-2010 Dollars				
Academic Year	Average Faculty Salary ¹	CPI-U ² for July-June	Multiplication Factor ³	Average Salary Converted to 2009-10 Dollars ⁴
1999-2000	\$48,771	169.3	1.2805	\$62,451
2000-2001	\$50,351	175.1	1.2383	\$62,347
2001-2002	\$52,859	178.2	1.2167	\$64,314
2002-2003	\$55,140	182.1	1.1905	\$65,643
2003-2004	\$55,740	186.1	1.1648	\$64,926
2004-2005	\$56,705	191.7	1.1308	\$64,123
2005-2006	\$58,296	198.9	1.0897	\$63,522
2006-2007	\$59,838	204.1	1.0620	\$63,550
2007-2008	\$62,121	211.7	1.0241	\$63,616
2008-2009	\$64,556	214.6	1.0099	\$65,198
2009-2010	\$65,694	216.8	1.0000	\$65,694
10-Year Increase	34.7%	28.0%		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 2009-10 divided by the CPI-U for the year of interest. ⁴ The average salary converted to 2009-10 dollars equals the paid average salary multiplied by the CPI-U multiplication factor.				

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1999–2009

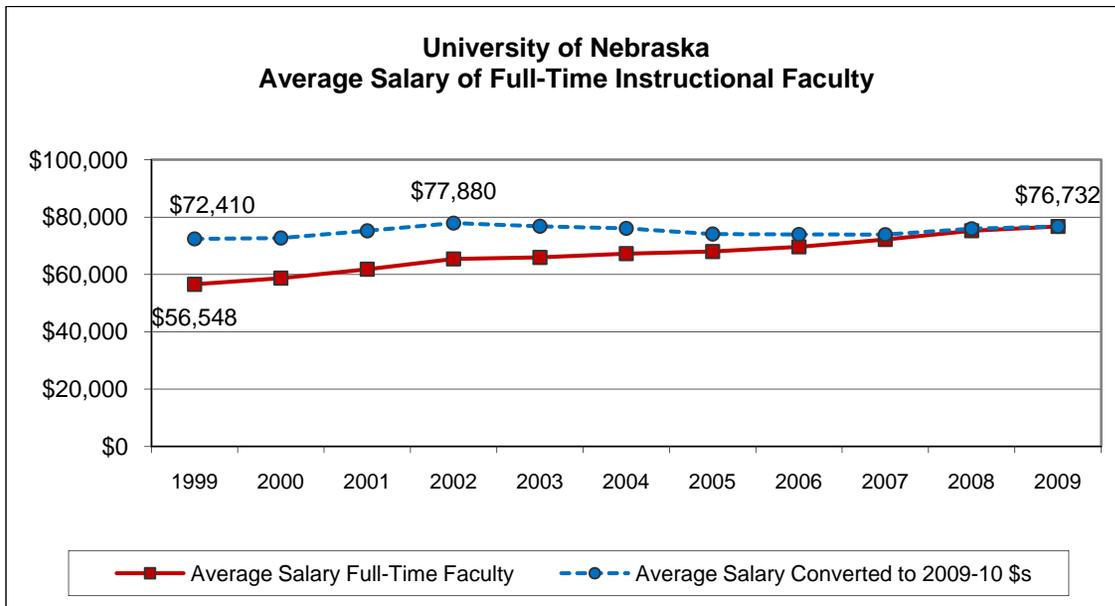
- The charts on the following two pages show, by sector, the increases and decreases in the average salaries paid to full-time instructional faculty between fall 1999 to fall 2009. These charts also show the trends in faculty salaries when they are expressed in 2009-10 dollars to take into account the effect of price inflation.
- The University of Nebraska paid the highest average salaries throughout the 10 years, with the average salary reaching \$76,732 in fall 2009.
- Faculty at independent institutions received an average salary of \$59,510 in fall 2009, while faculty at Nebraska’s state colleges and community colleges earned \$55,291 and \$50,996, respectively.
- Between fall 1999 and fall 2009, average faculty salaries increased across all four sectors.

	<u>10-Year Increase in Average Salary</u>
Nebraska community colleges	up 41.1%
University of Nebraska	up 35.7%
Nebraska independent colleges and universities	up 32.8%
Nebraska State College System	up 30.7%

- When the effects of price inflation are taken into consideration by converting salaries to 2009-10 dollars, the average salary earned by Nebraska’s state college faculty increased only 2.1% over the 10-year period.
- Adjusted for inflation, faculty salaries in the other three sectors increased as follows over the 10 years: 6.0% at the University of Nebraska, 10.2% at the community colleges, and 3.7% at the independent institutions.
- Average salaries converted to 2009-10 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.

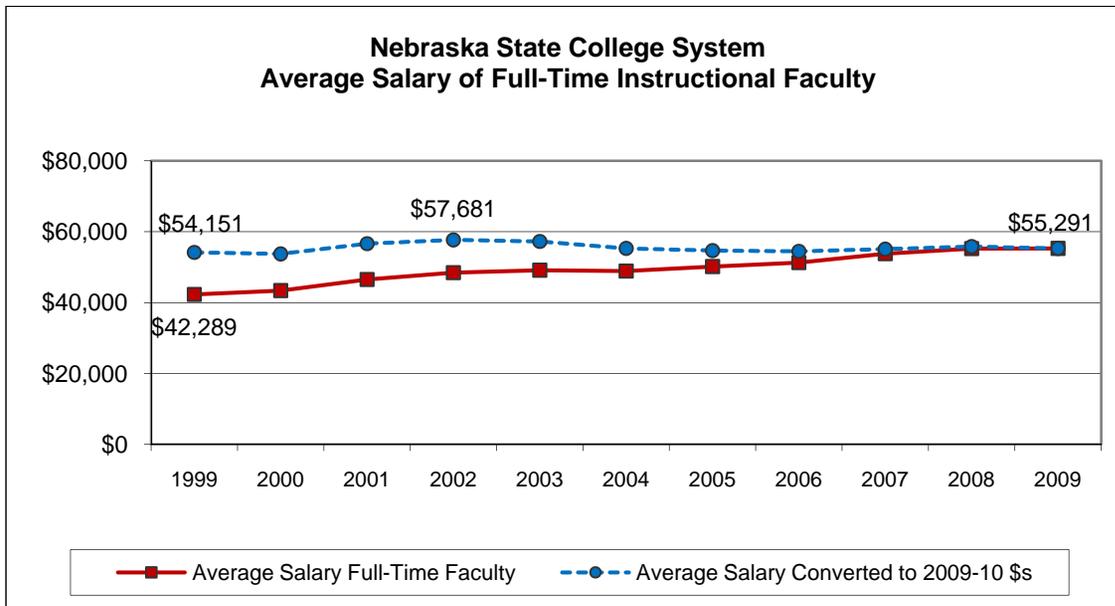
Average paid salaries and average salaries converted to 2009-10 dollars by sector and by institution for fall 1999 to fall 2009 are available in the spreadsheets titled **Average Salary Total and by Gender** and **Average Salary by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1999–2009 (Continued)



University of Nebraska

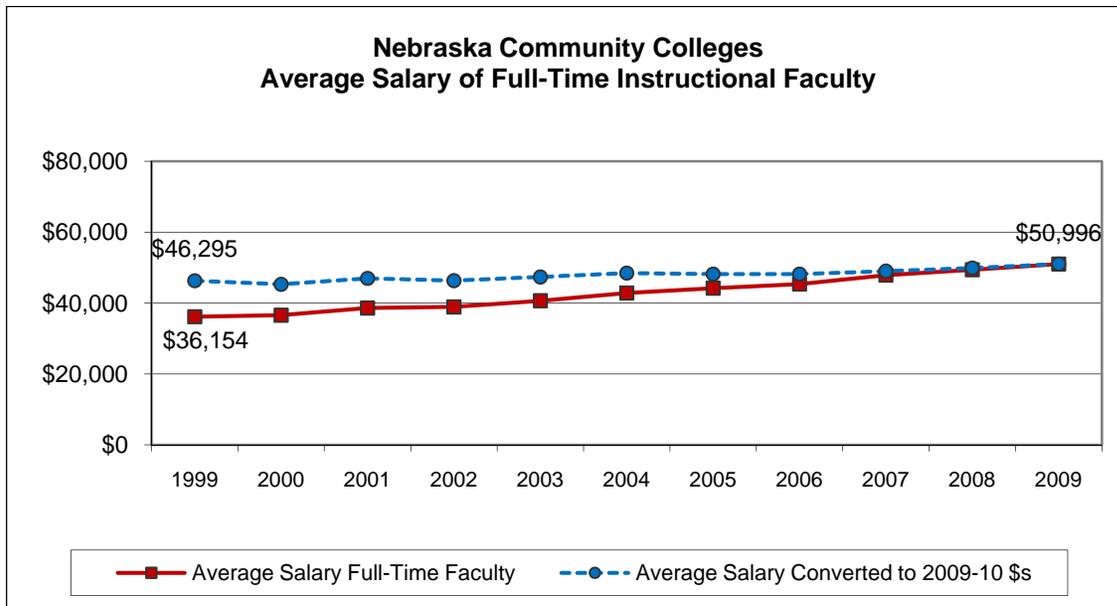
- In dollars actually paid, the average faculty salary at the University of Nebraska increased from \$56,548 in 1999 to \$76,732 in 2009, or 35.7%.
- Converted to 2009-10 dollars, the average salary of university faculty increased from fall 1999 to fall 2002 and then decreased and increased again for a net 10-year increase of 6.0%.



Nebraska State College System

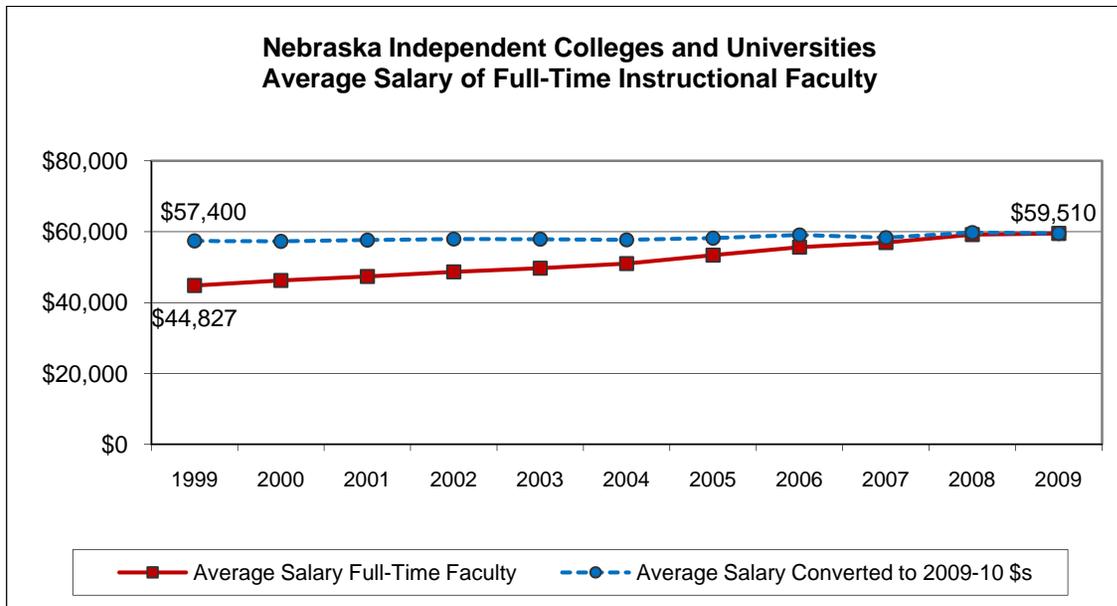
- The average faculty salary paid by Nebraska’s state colleges increased 30.7% from fall 1999 to fall 2009.
- Converted to 2009-10 dollars, the average salary of faculty at the state colleges decreased from fall 1999 to fall 2000, rose and peaked in fall 2002, and decreased to \$55,291 in fall 2009, for a net 10-year increase of 2.1%.

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1999–2009 (Continued)



Nebraska Community Colleges

- In dollars actually paid, the average salary of faculty employed by Nebraska community colleges gradually increased from \$36,154 in fall 1999 to \$50,996 in fall 2009 for a total 10-year increase of 41.1%.
- Converted to 2009-10 dollars, the average community college salary fluctuated upward, resulting in a net increase of 10.2% between fall 1999 and fall 2009.



Nebraska Independent Institutions

- The average faculty salary for Nebraska’s independent institutions steadily increased from \$44,827 in fall 1999 to \$59,510 in fall 2009, an overall increase of 32.8%.
- Converted to 2009-10 dollars, the average faculty salary fluctuated slightly up and down but generally moved upward for a 3.7% net 10-year gain.

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1999–2009

- The charts following this summary show, by academic rank, how average salaries paid between fall 1999 and fall 2009 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 2009-10 dollars to take the effect of inflation into account.
- Between fall 1999 and fall 2009, 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 2009 than it was in 1999.¹ In fall 1999, the average salaries paid in the independent sector were \$1,632 to \$4,740 higher than the average salaries paid at the state colleges, depending on academic rank. By fall 2009, average salaries in the independent sector were \$4,820 to \$8,111 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 2009, professors employed by the university earned an average salary that was \$24,828 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 2009, the average salary of associate professors at the University of Nebraska was \$11,929 higher than the average salary of associate professors in the independent sector. In comparison, the assistant professors at the University of Nebraska earned \$10,553 more, on average, than assistant professors at independent institutions, and instructors at the university earned \$1,302 more, on average, than instructors employed in the independent sector. (In fall 2008, instructors at the independent institutions earned \$289 more, on average, than instructors at the university.)
- Comparing average salary increases across academic ranks, professors received the highest dollar amounts. The 10-year increases for professors were \$28,121 at the University of Nebraska, \$18,644 in the independent sector, and \$15,273 at the state colleges.
- For the 10-year period ending in 2009-10, the largest 10-year increases in average salary at the University of Nebraska were earned by professors (38.7%) and assistant professors (40.4%). Associate professors and instructors received the highest 10-year salary percentage increases at the state colleges (29.5% and 31.7%, respectively), while assistant professors and instructors received the highest percentage increases within the independent sector (36.3% and 40.2%, 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 1999-2000 and 2009-2010.

AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1999–2009

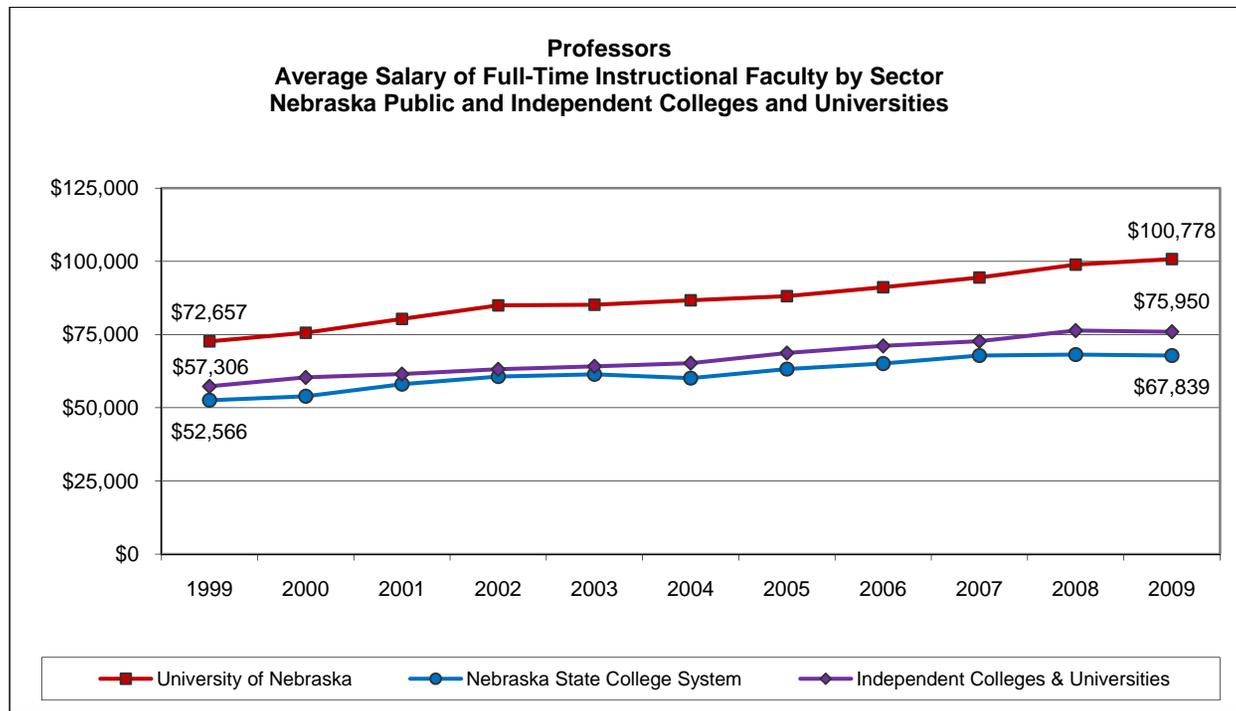
(Continued)

- All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission for fall 1999 to fall 2009, 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 \$36,154 in fall 1999 to \$50,996 in fall 2009, or by 41.1%. 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 in the independent sector, where assistant professor average salaries ranged from \$38,420 in fall 1999 to \$52,362 in fall 2009.

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

Average paid salaries by sector and by institution for fall 1999 to fall 2009 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**.

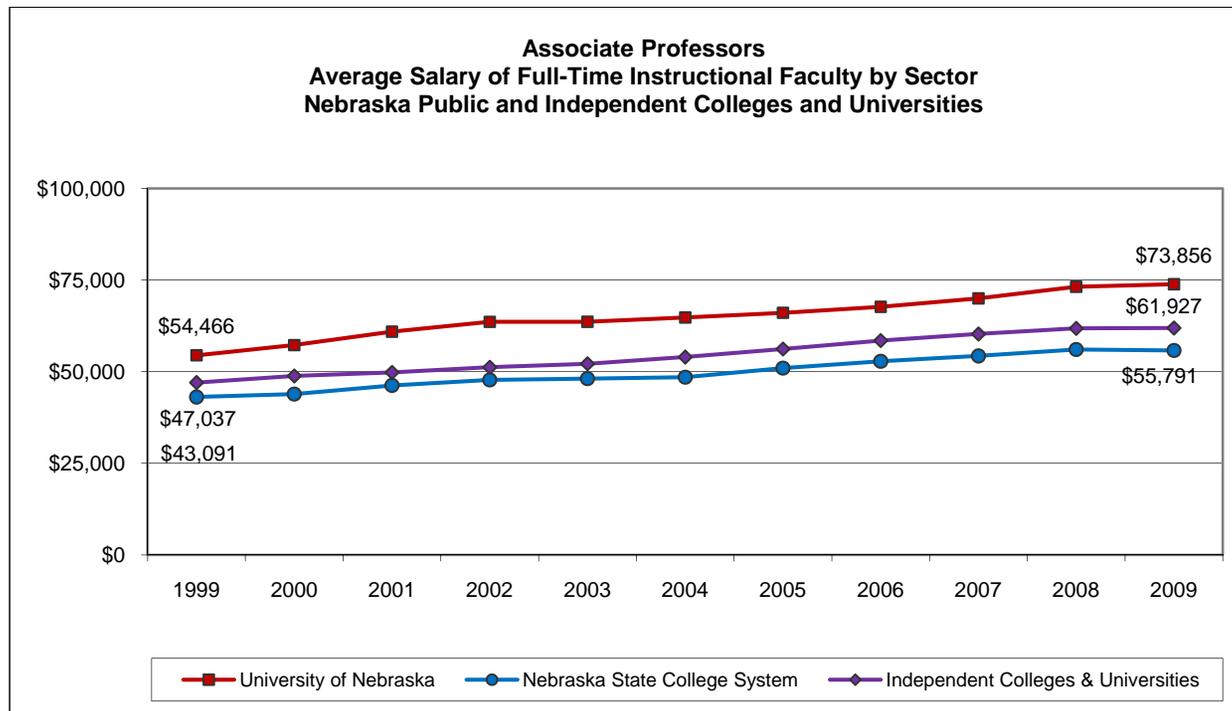
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1999–2009
 (Continued)



Sector	Number of Professors in fall 2009	Fall 1999 Average Salary	Fall 2009 Average Salary	10-Year % Increase in Average Salary	10-Year % Change in Average Salary Converted to 2009-10 Dollars
University of Nebraska	763	\$72,657	\$100,778	38.7%	8.3%
Nebraska State College System	102	\$52,566	\$67,839	29.1%	0.8%
Nebraska Independent Colleges & Universities	275	\$57,306	\$75,950	32.5%	3.5%
Nebraska Community Colleges	Not applicable				

Average paid salaries by sector and by institution for fall 1999 to fall 2009 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**.

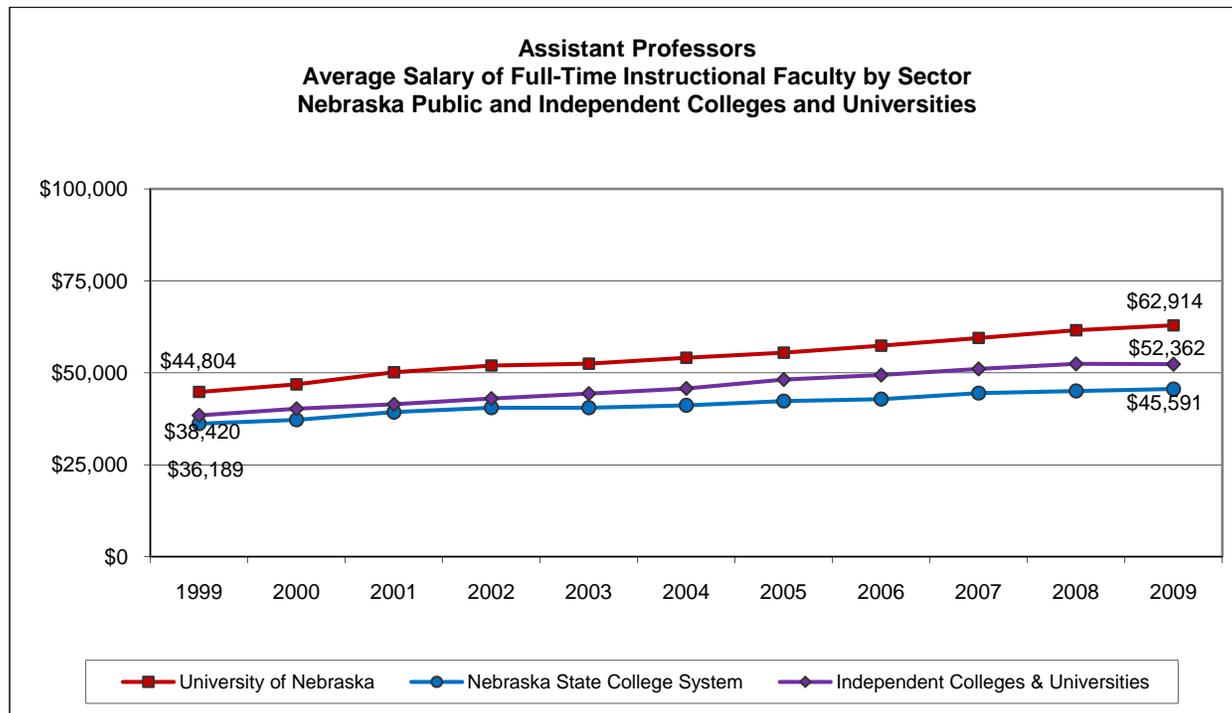
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1999–2009
 (Continued)



Sector	Number of Associate Professors in fall 2009	Fall 1999 Average Salary	Fall 2009 Average Salary	10-Year % Increase in Average Salary	10-Year % Change in Average Salary Converted to 2009-10 Dollars
University of Nebraska	612	\$54,466	\$73,856	35.6%	5.9%
Nebraska State College System	49	\$43,091	\$55,791	29.5%	1.1%
Nebraska Independent Colleges & Universities	387	\$47,037	\$61,927	31.7%	2.8%
Nebraska Community Colleges	Not applicable				

Average paid salaries by sector and by institution for fall 1999 to fall 2009 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**.

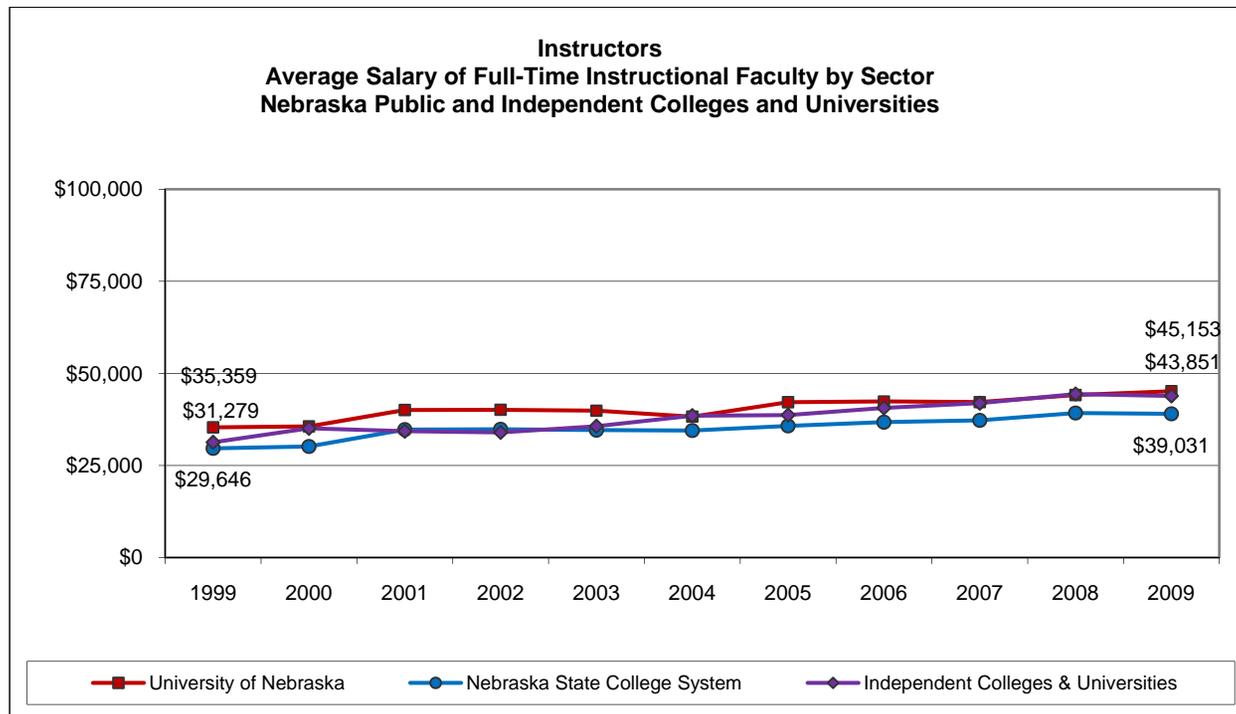
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1999–2009
 (Continued)



Sector	Number of Assistant Professors in fall 2009	Fall 1999 Average Salary	Fall 2009 Average Salary	10-Year % Increase in Average Salary	10-Year % Change in Average Salary Converted to 2009-10 Dollars
University of Nebraska	562	\$44,804	\$62,914	40.4%	9.7%
Nebraska State College System	77	\$36,189	\$45,591	26.0%	-1.6%
Nebraska Independent Colleges & Universities	475	\$38,420	\$52,362	36.3%	6.4%
Nebraska Community Colleges	Not applicable				

Average paid salaries by sector and by institution for fall 1999 to fall 2009 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**.

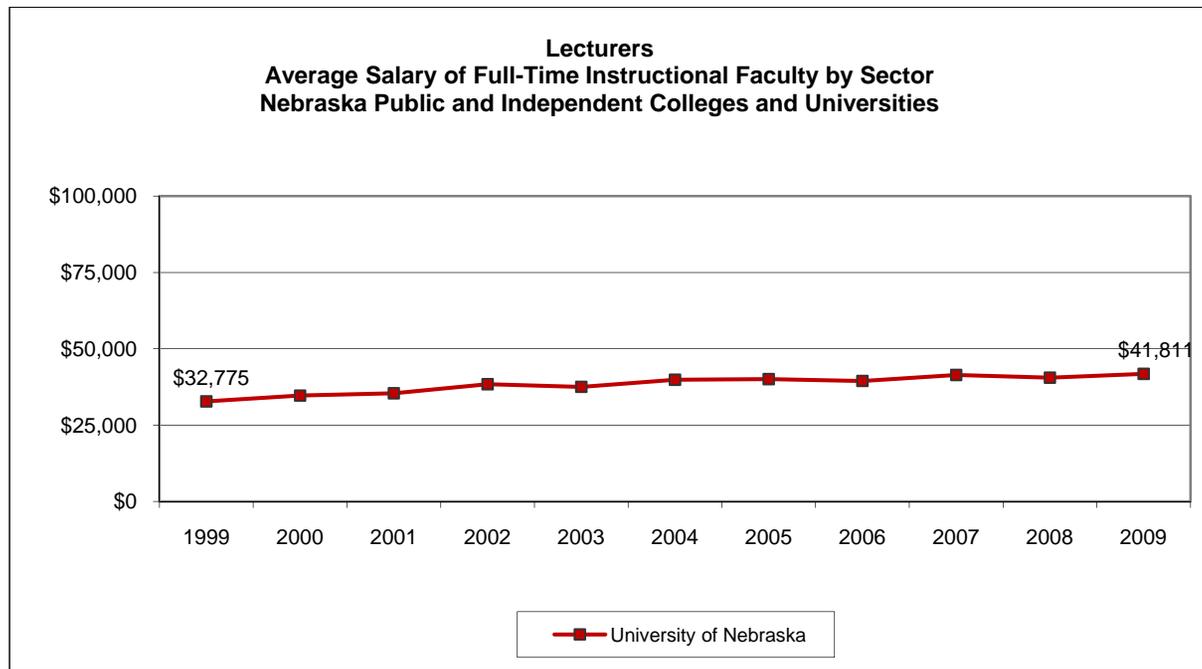
AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR: 1999–2009
 (Continued)



Sector	Number of Instructors in fall 2009	Fall 1999 Average Salary	Fall 2009 Average Salary	10-Year % Increase in Average Salary	10-Year % Change in Average Salary Converted to 2009-10 Dollars
University of Nebraska	92	\$35,359	\$45,153	27.7%	-0.3%
Nebraska State College System	33	\$29,646	\$39,031	31.7%	2.8%
Nebraska Independent Colleges & Universities	124	\$31,279	\$43,851	40.2%	9.5%
Nebraska Community Colleges	Not applicable				

Average paid salaries by sector and by institution for fall 1999 to fall 2009 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: 1999–2009
 (Continued)



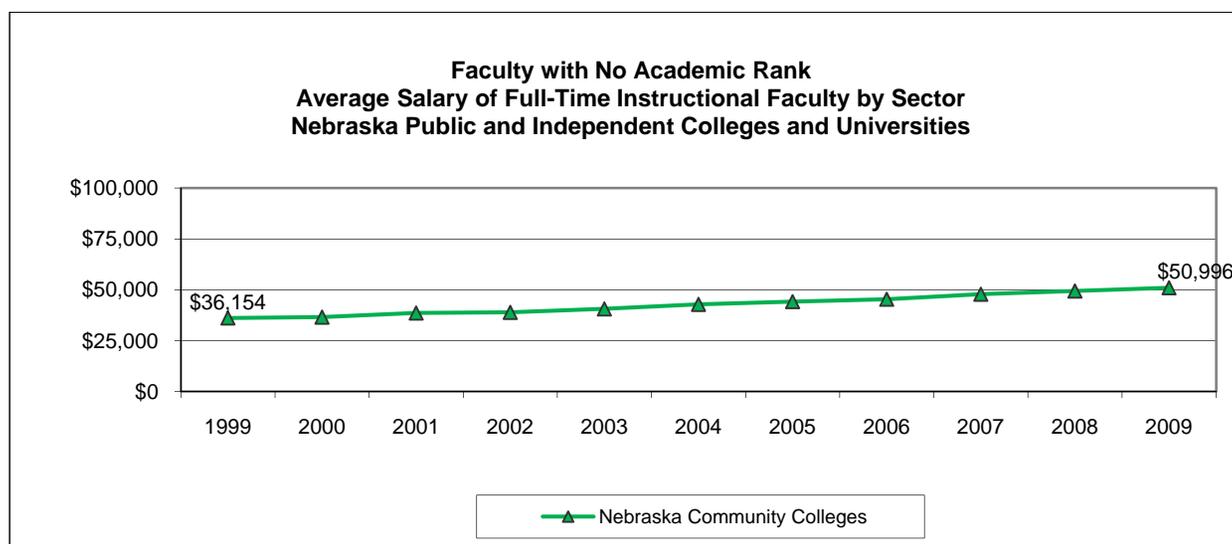
Sector	Number of Lecturers in fall 2009	Fall 1999 Average Salary	Fall 2009 Average Salary	10-Year % Increase in Average Salary	10-Year % Change in Average Salary Converted to 2009-10 Dollars
University of Nebraska	165	\$32,775	\$41,811	27.6%	-0.4%
Nebraska State College System ¹	1	Not applicable			
Nebraska Independent Colleges & Universities ¹	3	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 1999 and fall 2009, 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 1999 to fall 2009 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: 1999–2009

(Continued)



Sector	Number of Faculty with No Academic Rank in fall 2009	Fall 1999 Average Salary	Fall 2009 Average Salary	10-Year % Increase in Average Salary	10-Year % Change in Average Salary Converted to 2009-10 Dollars
Nebraska Community Colleges ¹	934	\$36,154	\$50,996	41.1%	10.2%
University of Nebraska ²	7	Not applicable			
Nebraska State College System ²	0	Not applicable			
Nebraska Independent Colleges & Universities ²	4	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 1999 to fall 2009 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**.

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Section C.3

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

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

The data summarized in this section are collected through the salary sections of the IPEDS Human Resources survey. Part-time instructional faculty are not included in this analysis because the salary sections of the survey do not include data for part-time faculty.

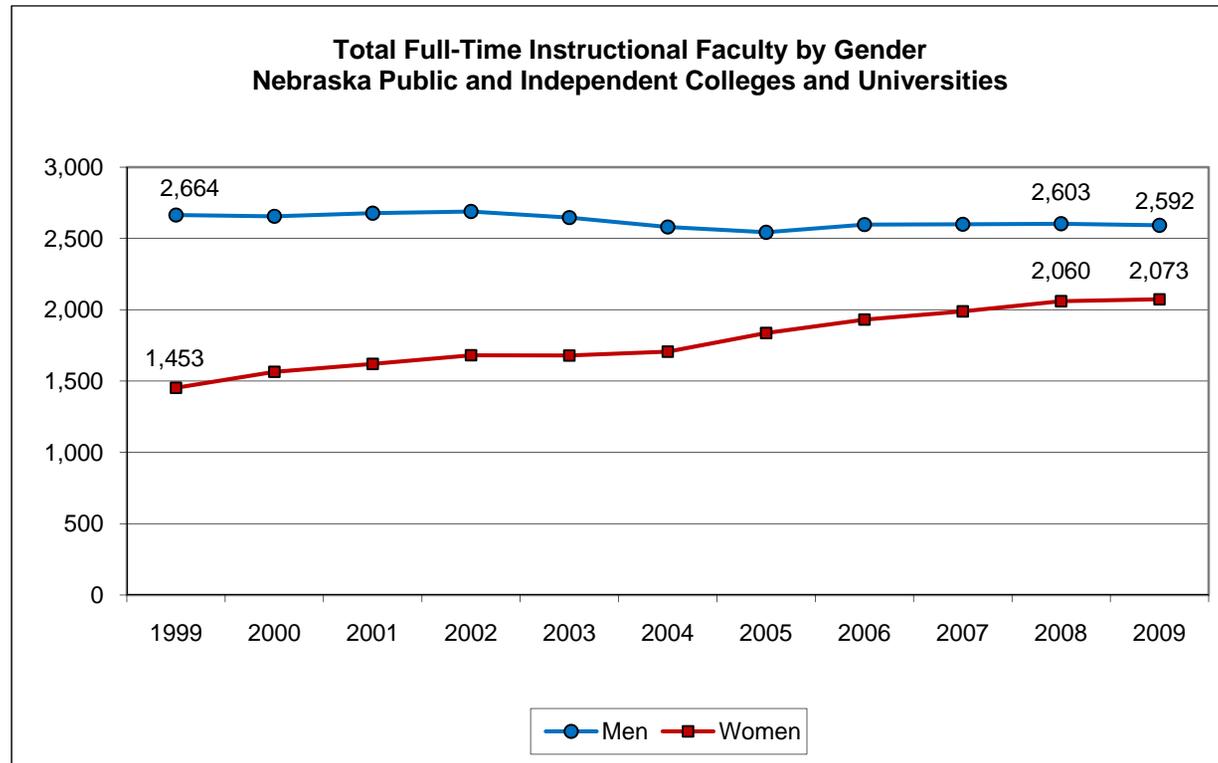
Institutions report the number of full-time faculty and the corresponding total outlay for salaries at each academic rank. An average salary is calculated by dividing the total salary outlay by the number of faculty. Salaries for faculty on 12-month appointment are adjusted to be equivalent to the salaries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

Faculty numbers and salary outlays were reported as of October 1 for each of the years from fall 1999 and 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: 1999-2009

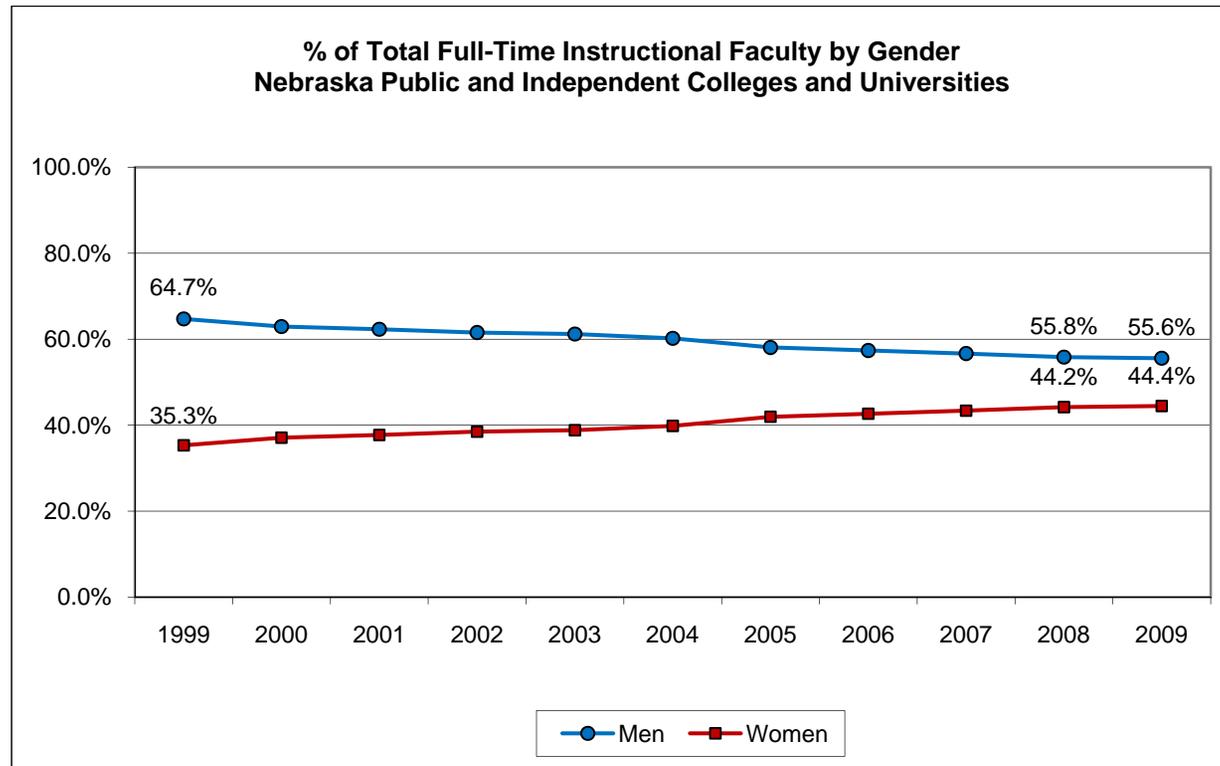
- The total number of male, full-time instructional faculty at Nebraska's public and independent colleges and universities decreased from 2,664 in fall 1999 to 2,592 in fall 2009, a decrease of 2.7%.
- In comparison, the total number of female faculty increased from 1,453 to 2,073, or by 42.7% over the 10-year period.



The numbers of full-time instructional faculty employed from 1999 through 2009 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**.

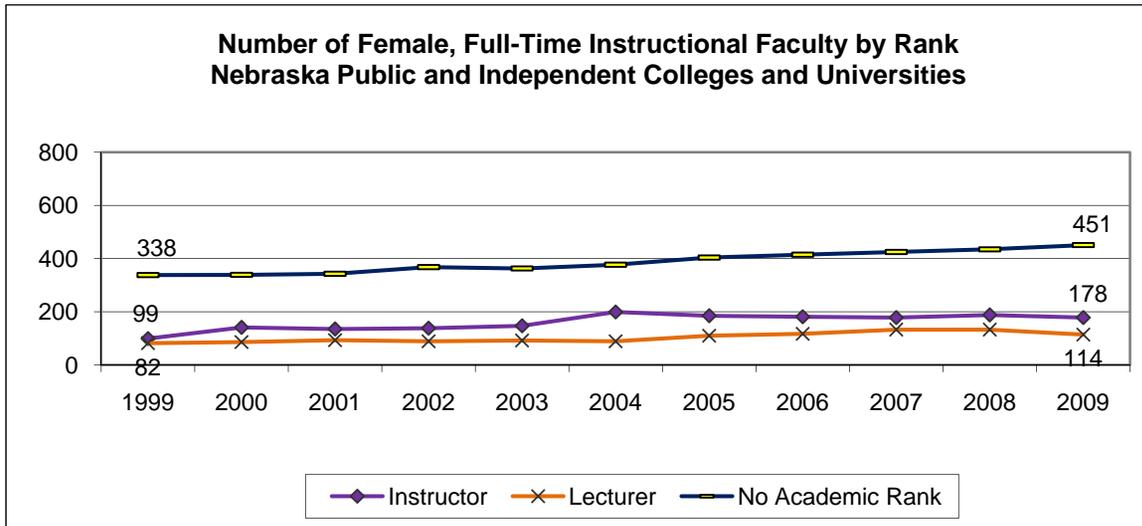
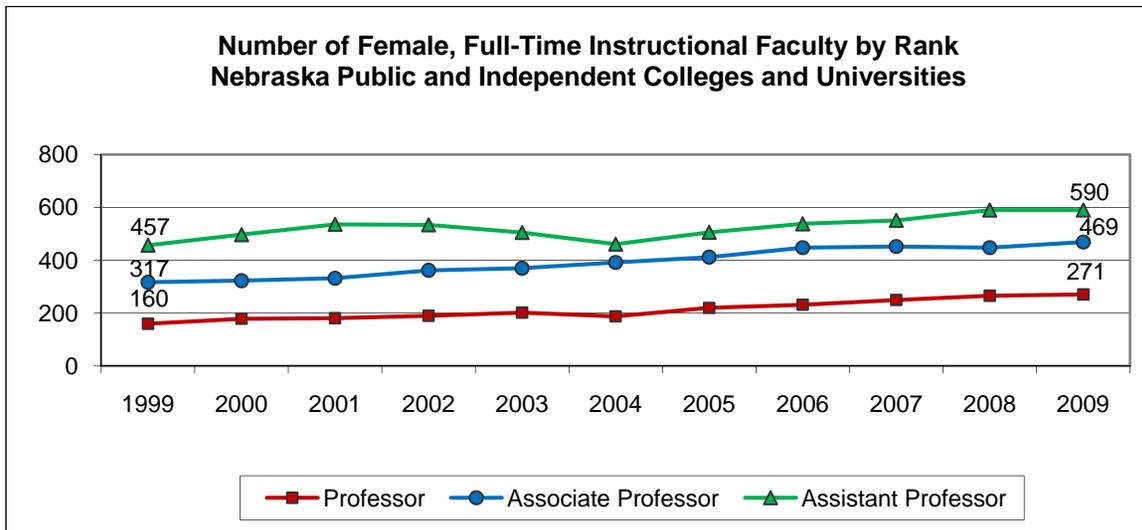
Percentages of TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY by GENDER: 1999-2009

- Between 1999 and 2009, women accounted for an increasing percentage of the full-time instructional faculty at Nebraska's public and independent colleges and universities.
- In fall 1999, 35.3% of the full-time faculty were women.
- By fall 2009, women accounted for 44.4% of the full-time faculty.



The numbers of full-time instructional faculty employed from 1999 through 2009 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: 1999-2009



When analyzed by rank, the numbers of female full-time faculty employed by Nebraska's public and independent institutions increased between fall 1999 and fall 2009 as follows:

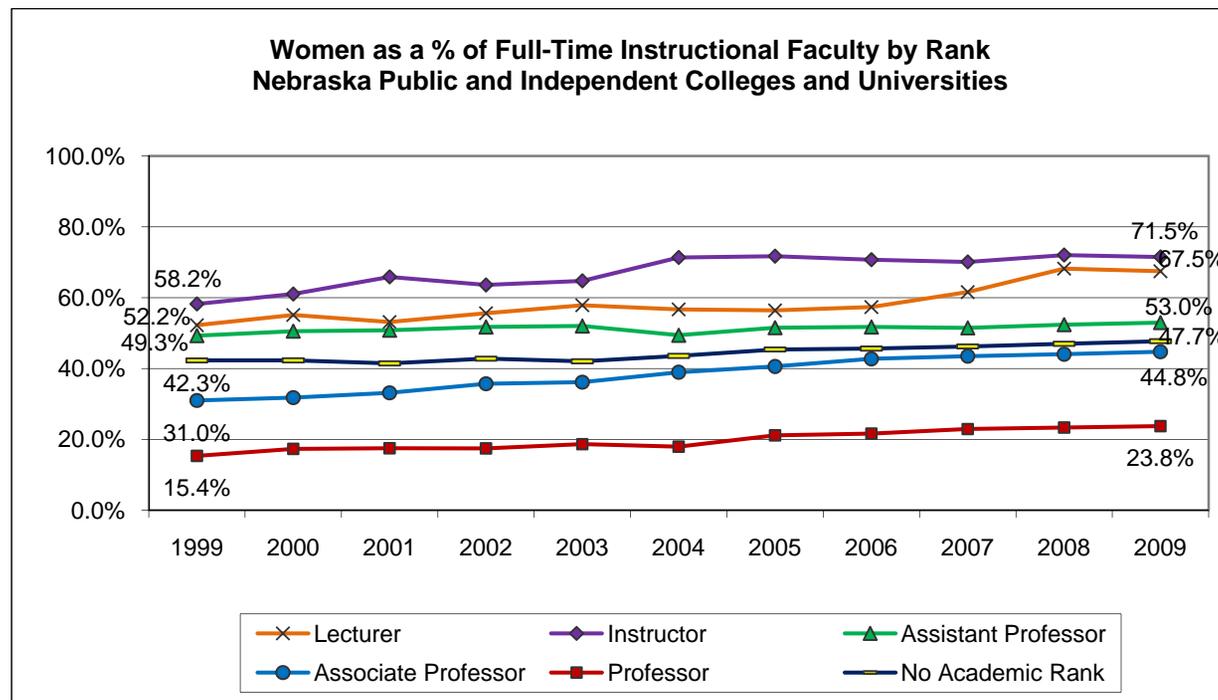
Professors	up 111	69.4%
Associate Professors	up 152	47.9%
Assistant Professors	up 133	29.1%
Instructors	up 79	79.8%
Lecturers	up 32	39.0%
No Rank	up 113	33.4%
<hr/>		
Total	up 620	42.7%

- Increased numbers of female professors and associate professors accounted for 42.4% of the 620 additional female full-time faculty.
- Women with no academic rank, primarily employed at the community colleges, accounted for another 18.2% of the total increase.

The numbers of full-time instructional faculty employed from 1999 through 2009 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: 1999-2009

- 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 1999 and fall 2009.
- The greatest percentage increases were at the professor, associate professor, instructor, and lecturer levels.
- In fall 2009, 71.5% of the instructors were women, compared to 58.2% in fall 1999, a difference of 13.3%.
In 2009, 67.5% of the lecturers were women, up from 52.2% in 1999, a difference of 15.3%.
In 2009, 44.8% of the associate professors were women, up from 31.0% ten years earlier, a difference of 13.8%.
In 2009, 23.8% of the full professors were women, up from 15.4% in fall 1999, a difference of 8.4%.

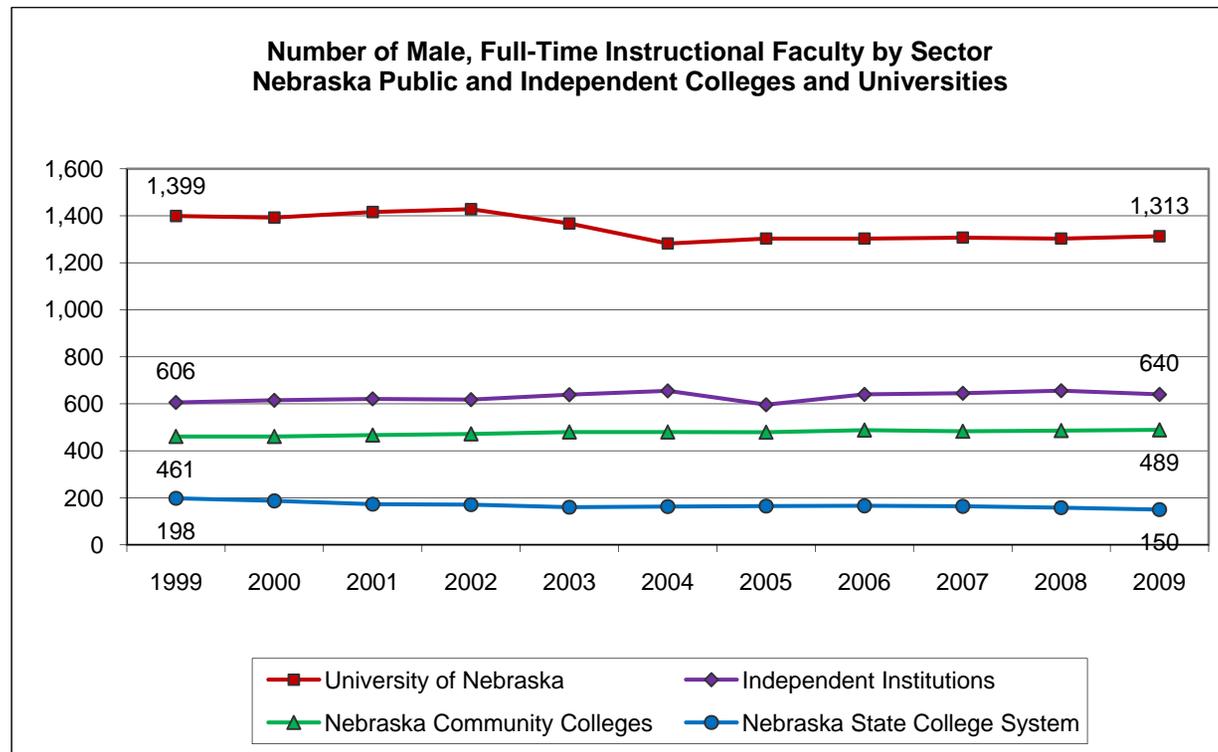


The numbers of full-time instructional faculty employed from 1999 through 2009 by gender, by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

NUMBER OF MALE FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1999-2009

- When examined by sector, the numbers of male, full-time instructional faculty increased or decreased between fall 1999 and fall 2009 as follows:

University of Nebraska	down 6.1%	Nebraska Community Colleges	up 6.1%
Nebraska Independent Colleges and Universities	up 5.6%	Nebraska State College System	down 24.2%

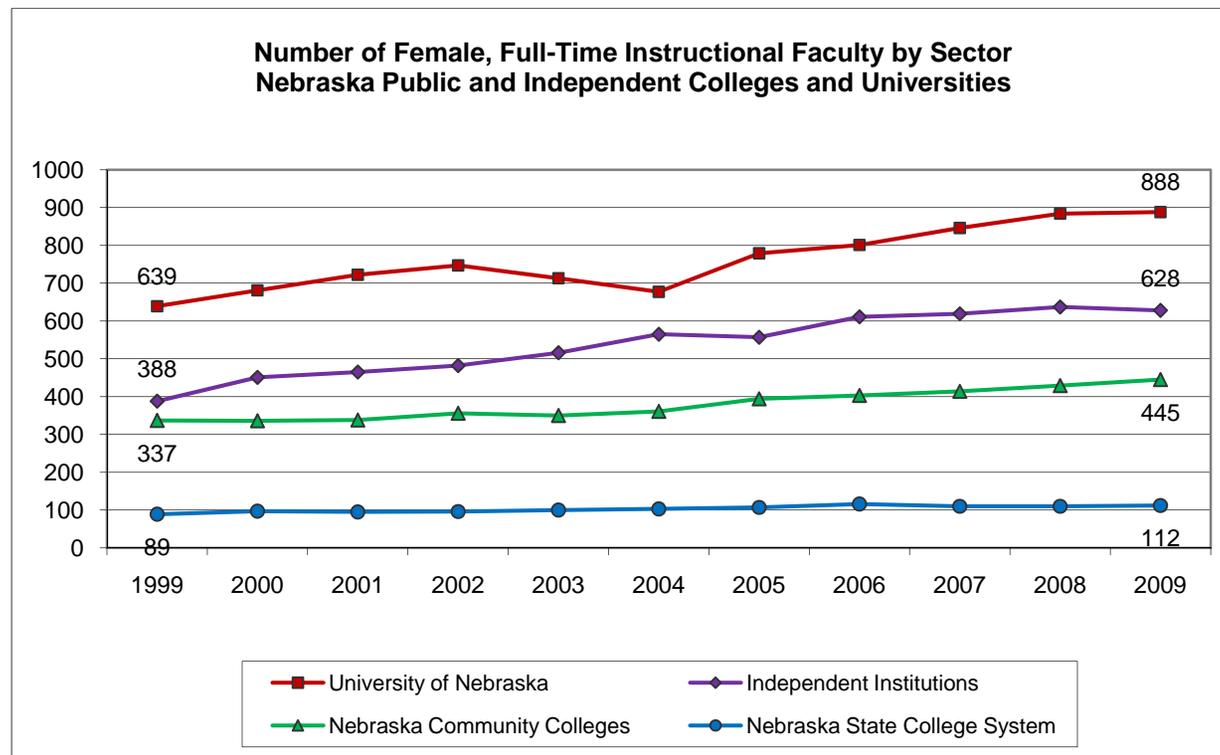


The numbers of full-time instructional faculty employed from 1999 through 2009 by gender, by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

NUMBER OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY by SECTOR: 1999-2009

- Between fall 1999 and fall 2009, the number of female, full-time instructional faculty employed within each sector significantly increased:

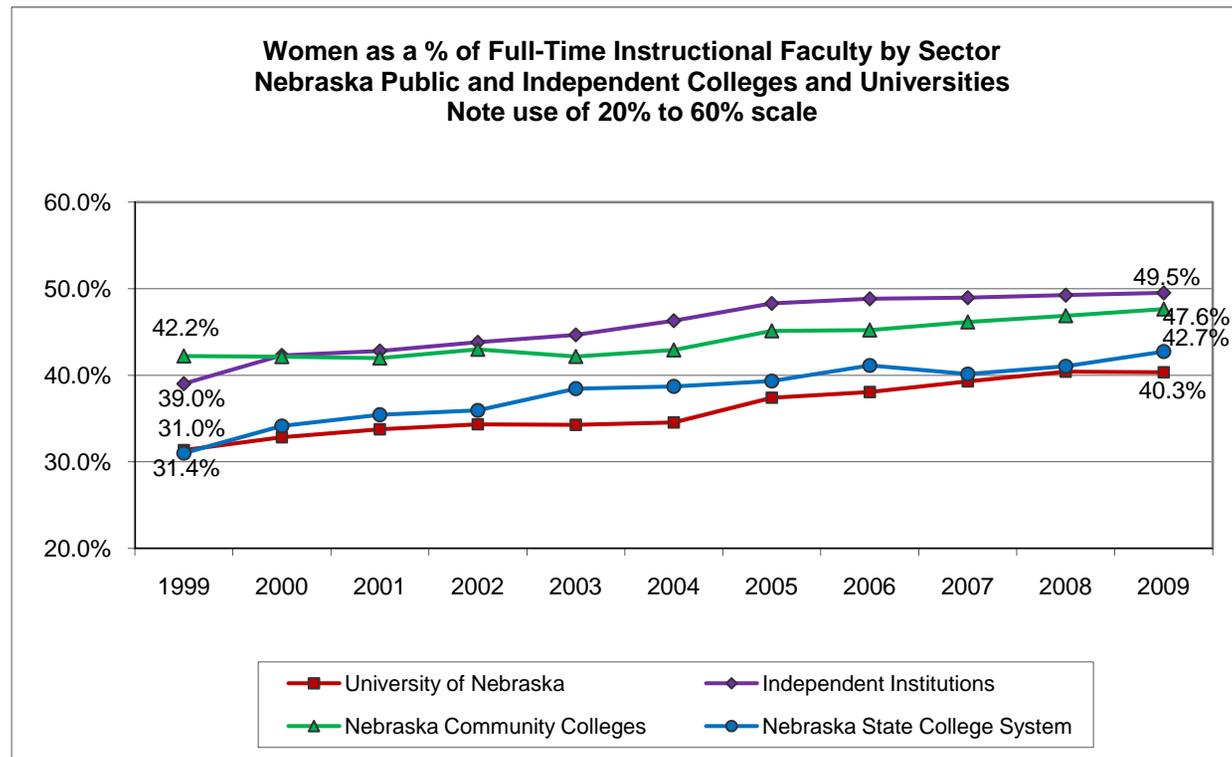
University of Nebraska	up 39.0%	Nebraska Community Colleges	up 32.0%
Nebraska Independent Colleges and Universities	up 61.9%	Nebraska State College System	up 25.8%



The numbers of full-time instructional faculty employed from 1999 through 2009 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: 1999-2009

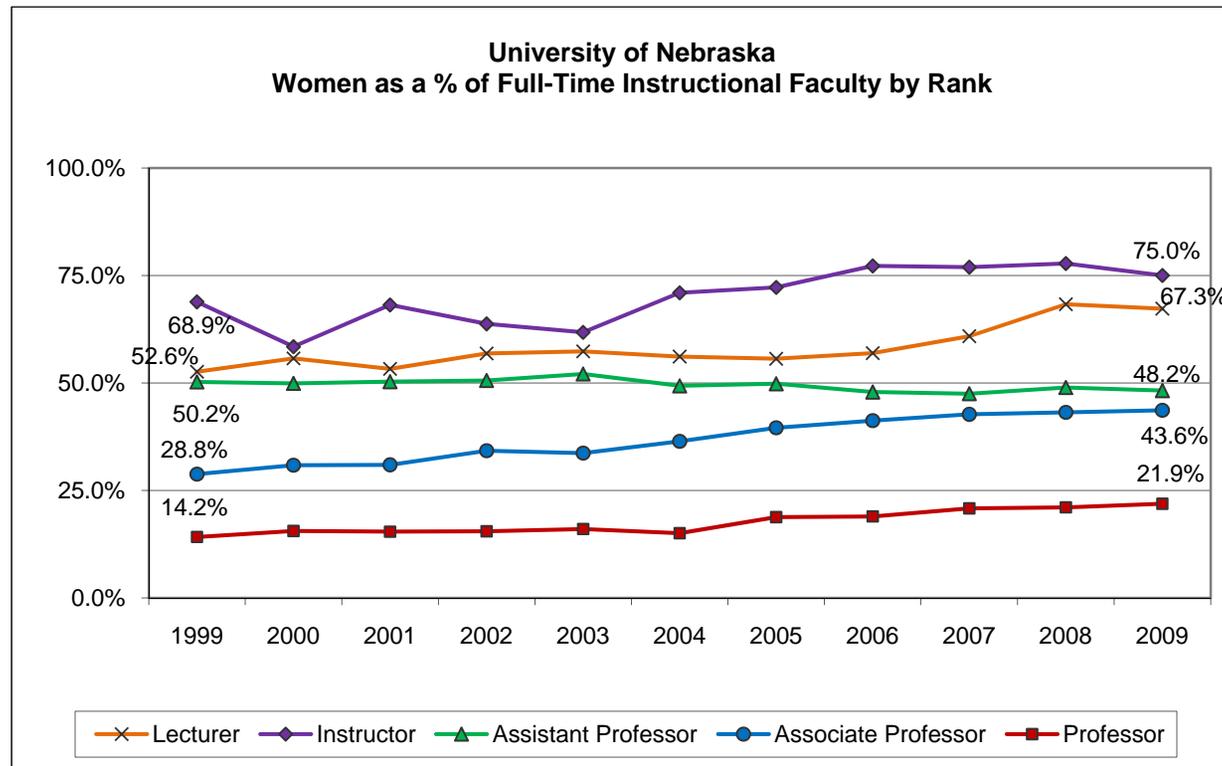
- As a result of the increased number of women faculty within each sector between fall 1999 and fall 2009, women accounted for increasing percentages of the full-time instructional faculty employed by the University of Nebraska, the Nebraska State College System, Nebraska's community colleges, and Nebraska's independent institutions.
- Of the four sectors, Nebraska's community colleges employed the highest percentage of women in fall 1999.
- 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.



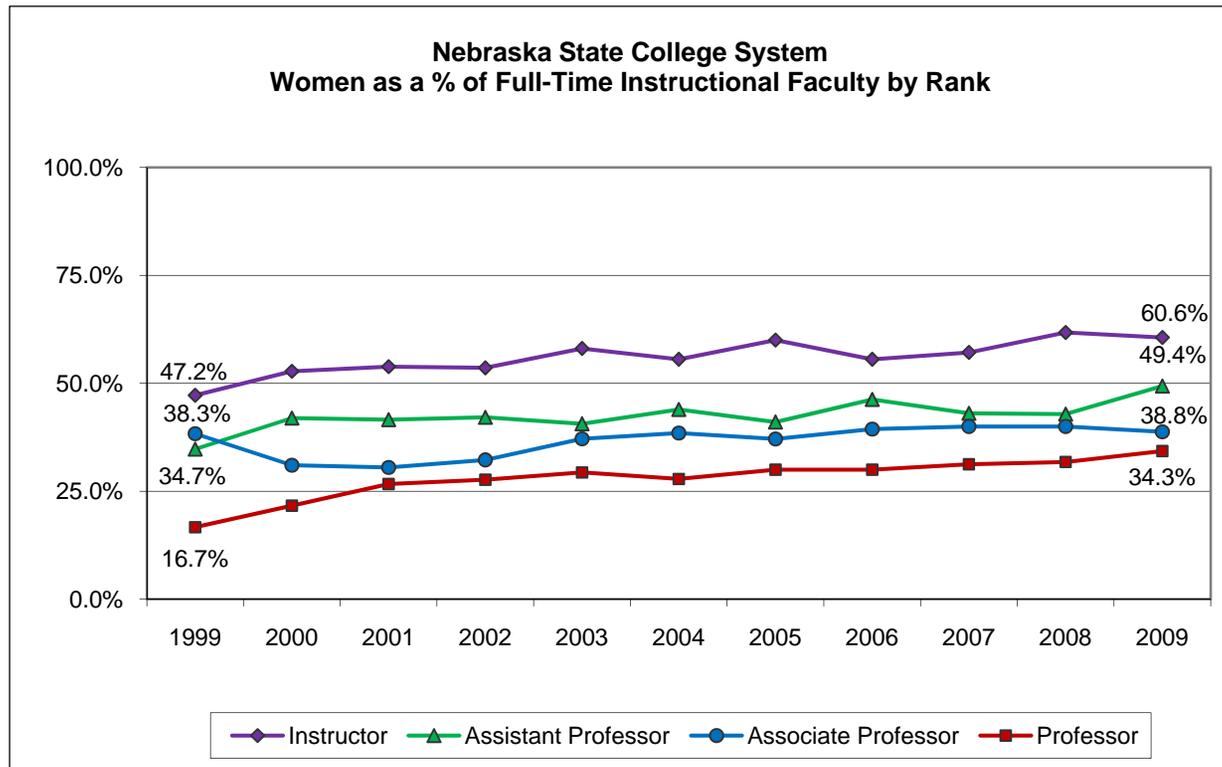
The numbers of full-time instructional faculty employed from 1999 through 2009 by gender, by rank, by sector, and by institution are available in the spreadsheets titled **Instructional Faculty by Rank and Gender** and **Instructional Faculty by Sector** in the **downloadable Excel workbook for Section C: Faculty and Salaries**.

WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK: 1999-2009

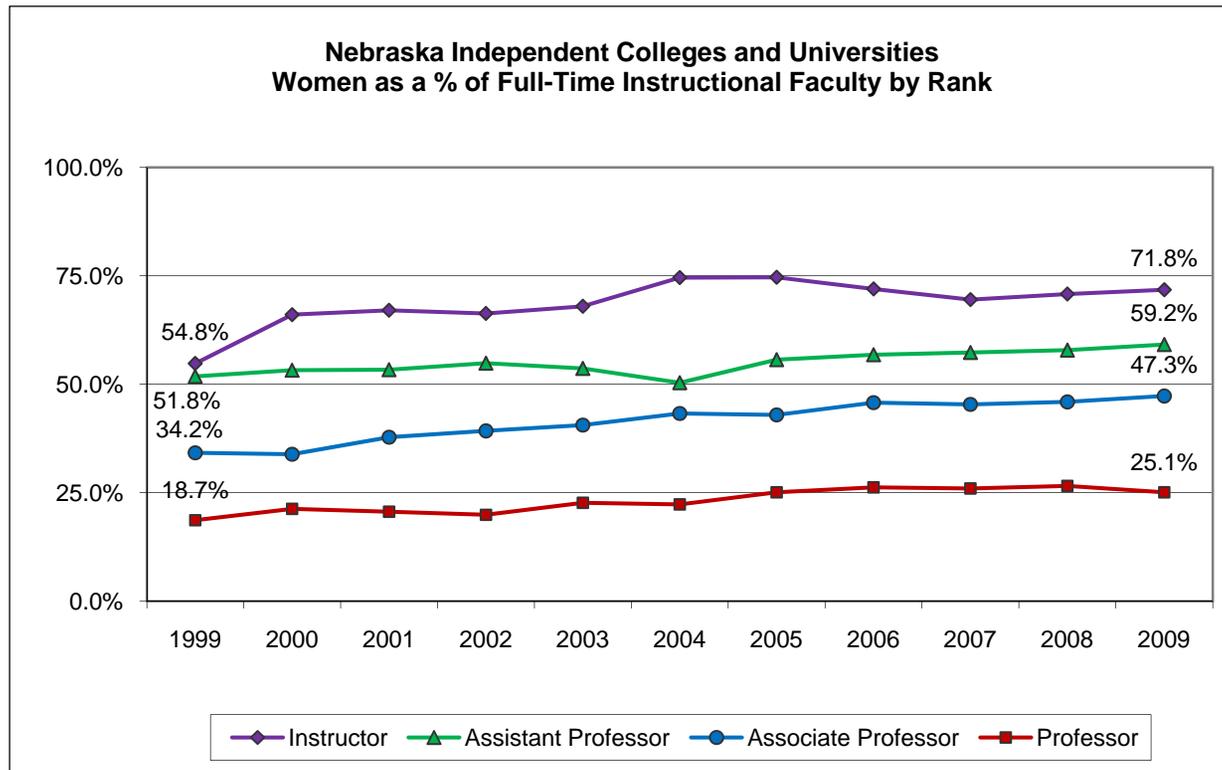
- The charts on this and the following two pages show how women as a percentage of total full-time instructional faculty varied from one academic rank to another within the sectors with tenure systems: the University of Nebraska, the Nebraska State College System, and Nebraska’s independent colleges 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 2009 than in fall 1999, with only one exception: women accounted for a lower percentage of the assistant professors employed by the University Nebraska in 2009 than they did in 1999.
- 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 1999 through fall 2009, 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: 1999-2009
 (Continued)

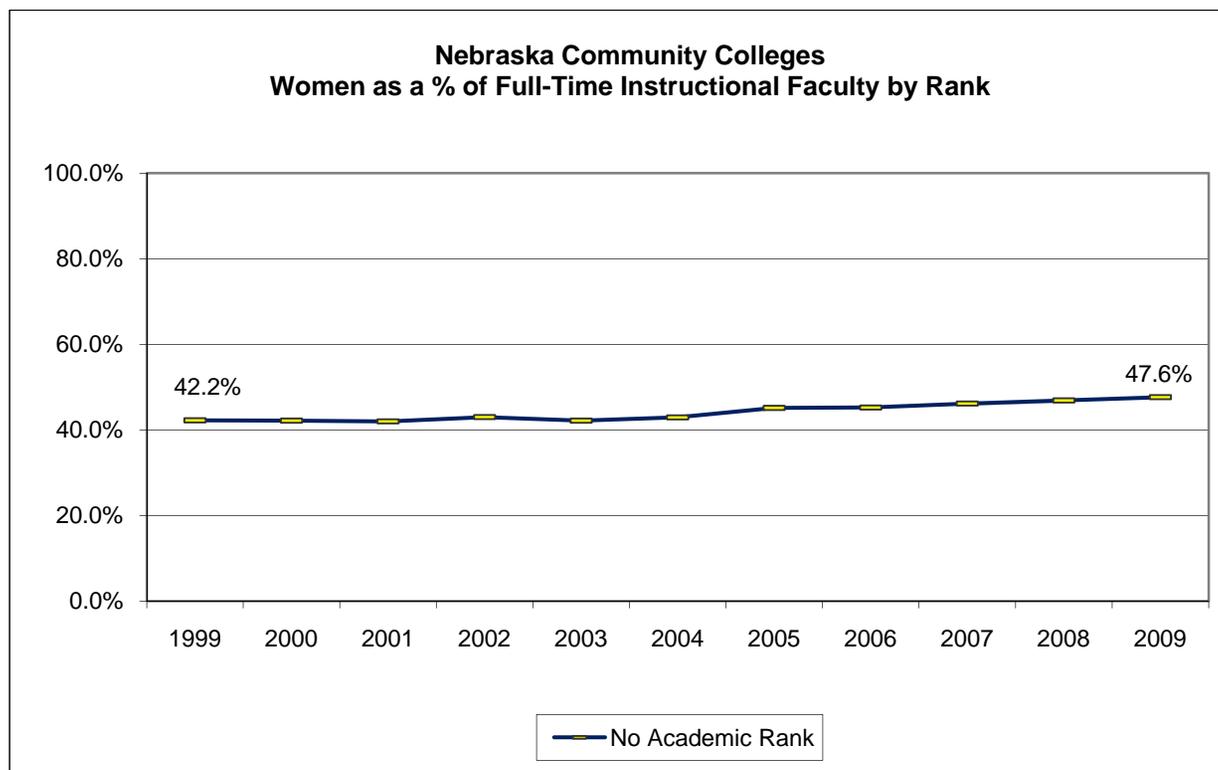


WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK: 1999-2009
 (Continued)



WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK: 1999-2009
(Continued)

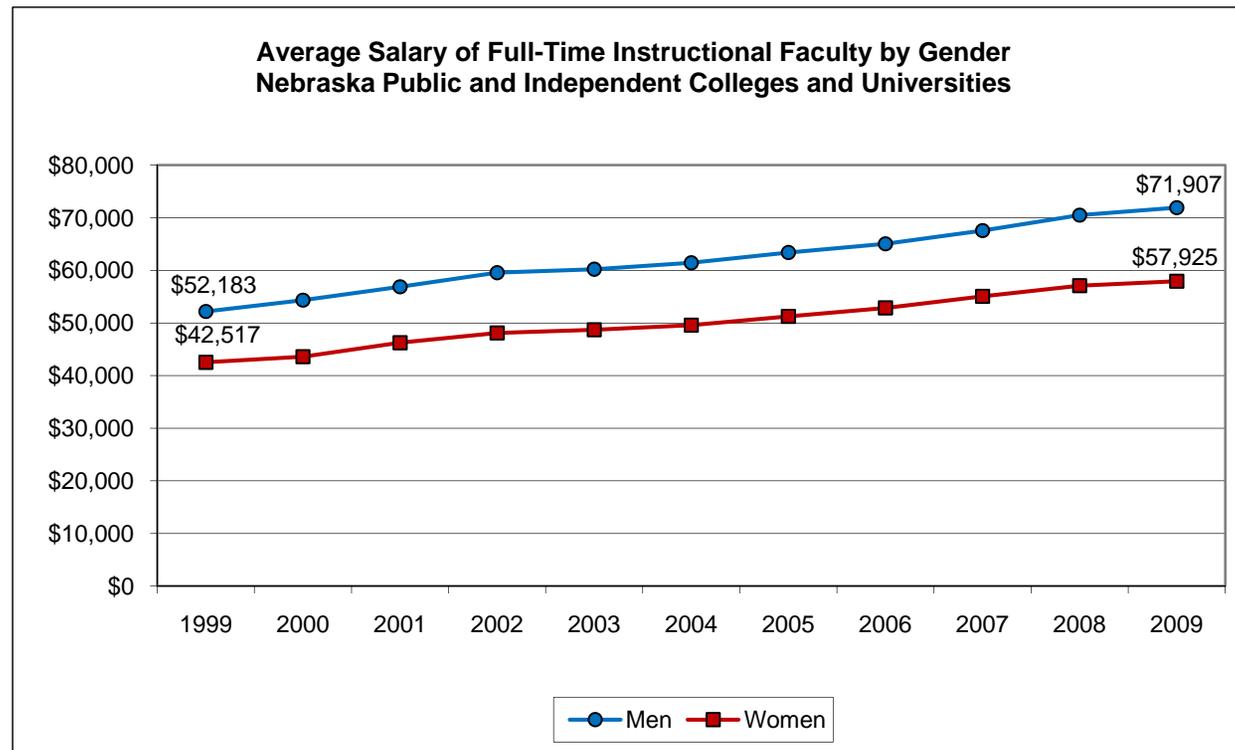
- All Nebraska community college faculty are classified as having no academic rank in the IPEDS database maintained by the Commission for fall 1999 through fall 2009.
- As shown below, women accounted for 47.6% of the full-time instructional faculty at the community colleges in 2009, compared to 42.2% in 1999.



The numbers of full-time instructional faculty employed from 1999 through 2009 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: 1999-2009

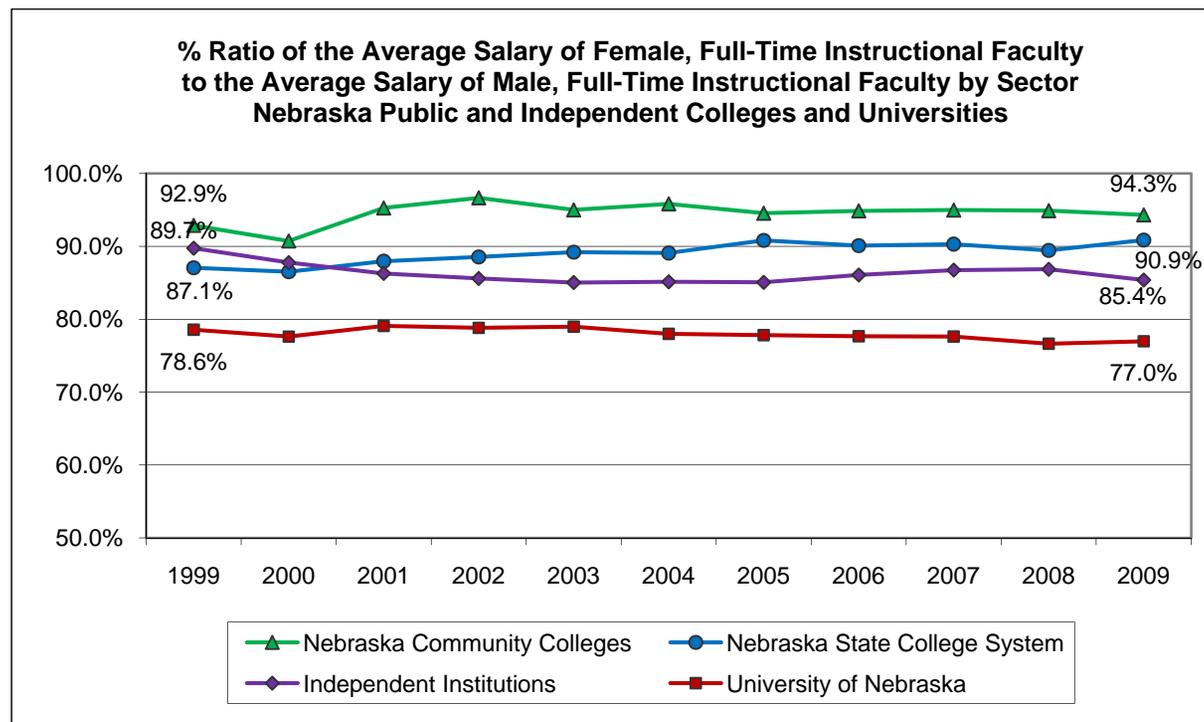
- In fall 1999, the average paid salary of male, full-time instructional faculty at Nebraska's public and independent colleges and universities was \$9,666 higher than the average salary received by female faculty.
- Between fall 1999 and fall 2009, the average salary paid to male faculty increased from \$52,183 to \$71,907, or by 37.8%.
- In comparison, the average paid salary of female full-time instructional faculty increased by 36.2%, from \$42,517 in fall 1999 to \$57,925 in fall 2009.
- By 2009, the gap between the average salaries of men and women had widened to \$13,982.



Salary data by gender, by rank, by sector, and by institution for full-time instructional faculty employed from 1999 through 2009 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: 1999-2009

- Statewide, the average salary of female, full-time instructional faculty was 80.6% of the average salary of male, full-time faculty in fall 2009, down slightly from 81.5% in fall 1999.
- By sector, the lowest ratio was at the University of Nebraska, where women, on the average, earned 77.0% of the men’s average salary in fall 2009.
- The highest ratio was at Nebraska’s community colleges, where the average salary of female, full-time faculty was 94.3% of the average salary received by their male colleagues in fall 2009.
- The ratio of women’s average salary to men’s increased 1.4% at Nebraska’s community colleges (from 92.9% to 94.3%), but decreased 3.8% at the schools constituting the Nebraska State College System (from 90.9% to 87.1%). The ratio also decreased 0.9% at the University of Nebraska (from 78.6% to 77.0%) and decreased 4.3%, within the independent sector.



Note use of 50% to 100% scale

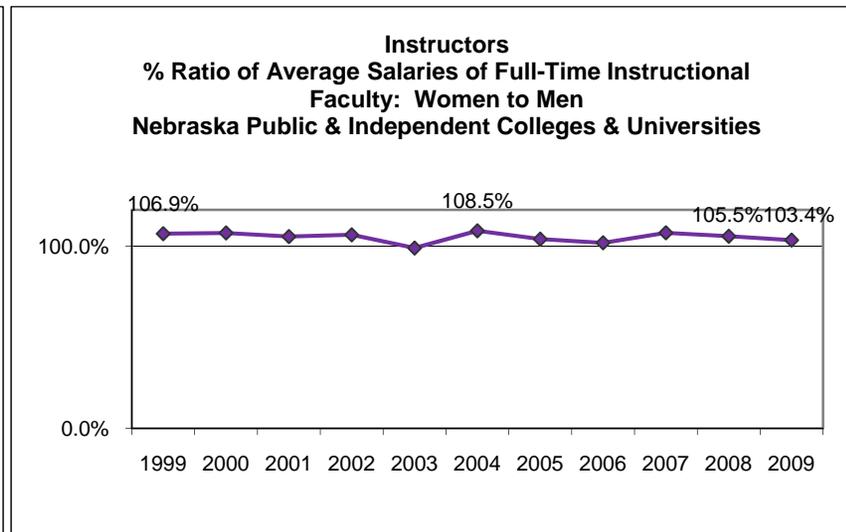
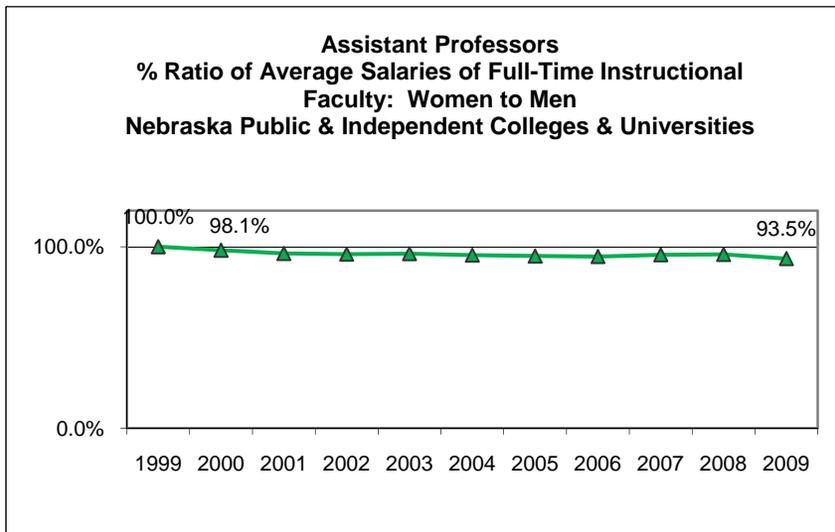
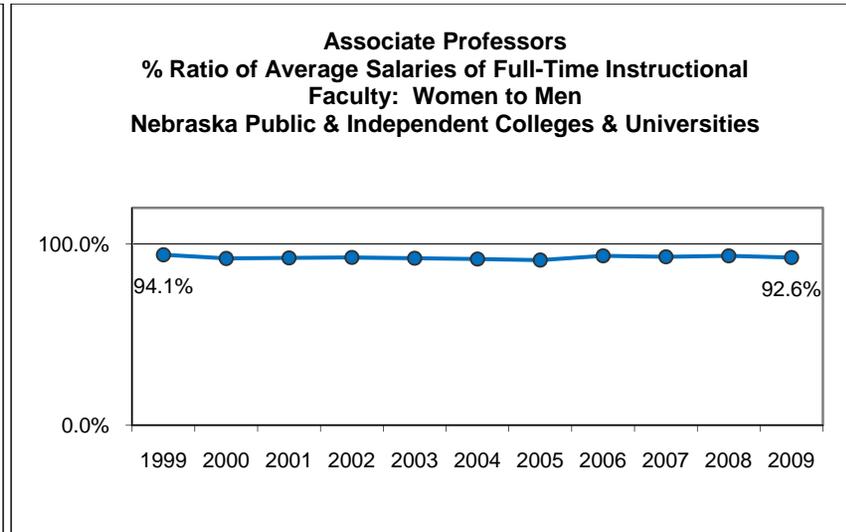
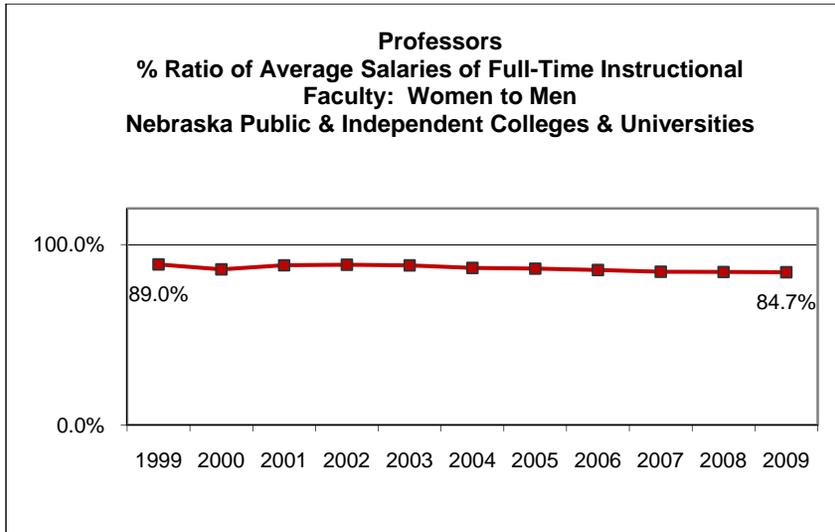
THE PERCENTAGE RATIO OF THE AVERAGE SALARY OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY TO THE AVERAGE SALARY OF MALE, FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1999-2009

- 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 1999 and fall 2009.
- 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 1999, the average salary received by female professors was 89.0% of the average salary of male professors, but in fall 2009, the percentage ratio fell to 84.7%.
- At the associate professor and assistant professor ranks, the ratios of women's average salary to men's also were lower in fall 2009 than in fall 1999.
- At the beginning of the period, the average salary of female associate professors was 94.1% of the average salary of men at the same rank. In fall 2009, the percentage was 92.6%.
- Among assistant professors, women earned average salaries equal to 100.0% of their male colleagues' in fall 1999, but by fall 2009, female assistant professors were earning 93.5% 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 2009, women's salaries at the instructor level were, on average, 103.4% of those of male instructors.
- Among lecturers employed at the University of Nebraska¹, the ratio of women's average salary to men's increased from 85.0% in fall 1999 to 92.1% in fall 2009, with the highest ratio being 92.9% in fall 2004.
- At Nebraska's community colleges, where faculty are not classified by academic rank, the average salary of female faculty was 94.3% of the average salary of male faculty in fall 2009, down from 94.9% in fall 2008, but up from 92.9% in fall 1999.

¹Since lecturers have not been consistently employed by the state colleges or independent institutions, 10-year trend statistics are not applicable. Between fall 1999 and fall 2009, the state colleges employed 0 to 5 lecturers each year, and the independent colleges employed 0 to 8 lecturers, depending on the academic year.

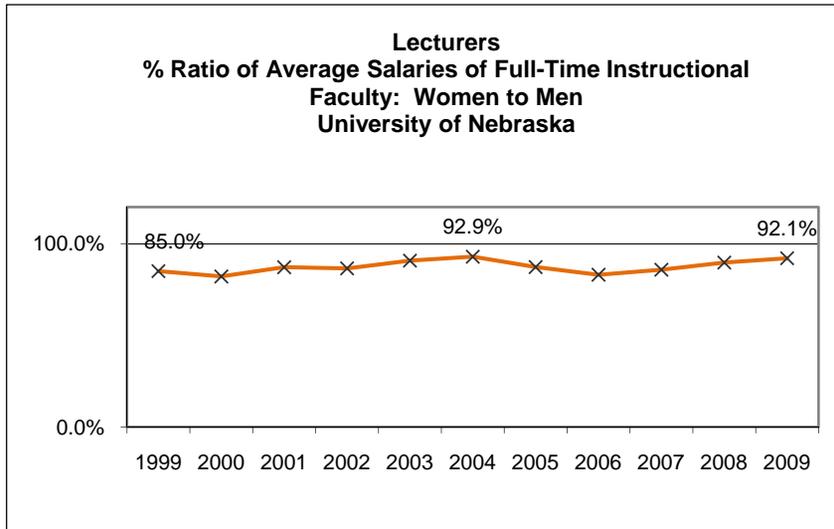
THE PERCENTAGE RATIO OF THE AVERAGE SALARY OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY TO THE AVERAGE SALARY OF MALE, FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1999-2009

(Continued)

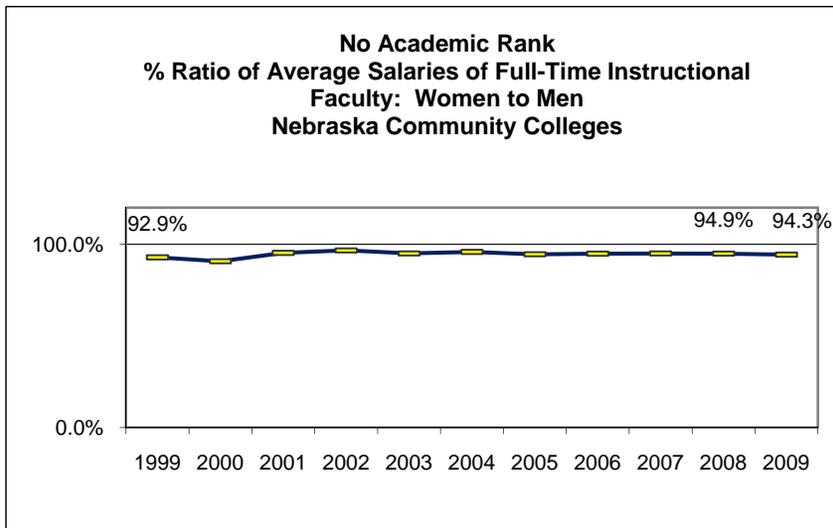


THE PERCENTAGE RATIO OF THE AVERAGE SALARY OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY TO THE AVERAGE SALARY OF MALE, FULL-TIME INSTRUCTIONAL FACULTY by RANK: 1999-2009

(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 1999 and fall 2009, 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 1 to 20 between fall 1999 and fall 2009.

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Section C.4

Number of Full-Time Faculty by Race/Ethnicity¹

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

The data summarized in this section are collected through the sections of the IPEDS Human Resources survey titled “fall staff.” This section of the *Factual Look* focuses only on full-time faculty so that it is consistent with the previous three sections of this report. In the future, the Commission plans to include part-time faculty in the analysis of total faculty counts.

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

Total faculty includes instructional, research, and other faculty.

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

Note: The analyses in this section focus on faculty of known race/ethnicity as defined below. Faculty of unknown race/ethnicity are excluded from all calculations under the basic, but not necessarily correct, assumption that these faculty members are proportionately distributed among the total number of by rank, tenure status and sector. Only 0.2% of the faculty reported for the 2001–02 and 2009–10 academic years were of unknown race/ethnicity.

Beginning with the collection of data during the 2008-09 academic year, IPEDS started the transition to the full adoption of new categories of race/ethnicity. Adoption of these categories will be mandatory for the 2011-2012 survey. For this edition of the *Factual Look*, the Coordinating Commission has adapted its analysis to the new IPEDS categories of race/ethnicity as explained below.

The Commission is using the same five category names that it has used in the past. The corresponding IPEDS category names and definitions are presented below. The only substantive difference between the old and new classification system is that the old category of “Asian/Pacific Islander” is now a combination of two new categories.

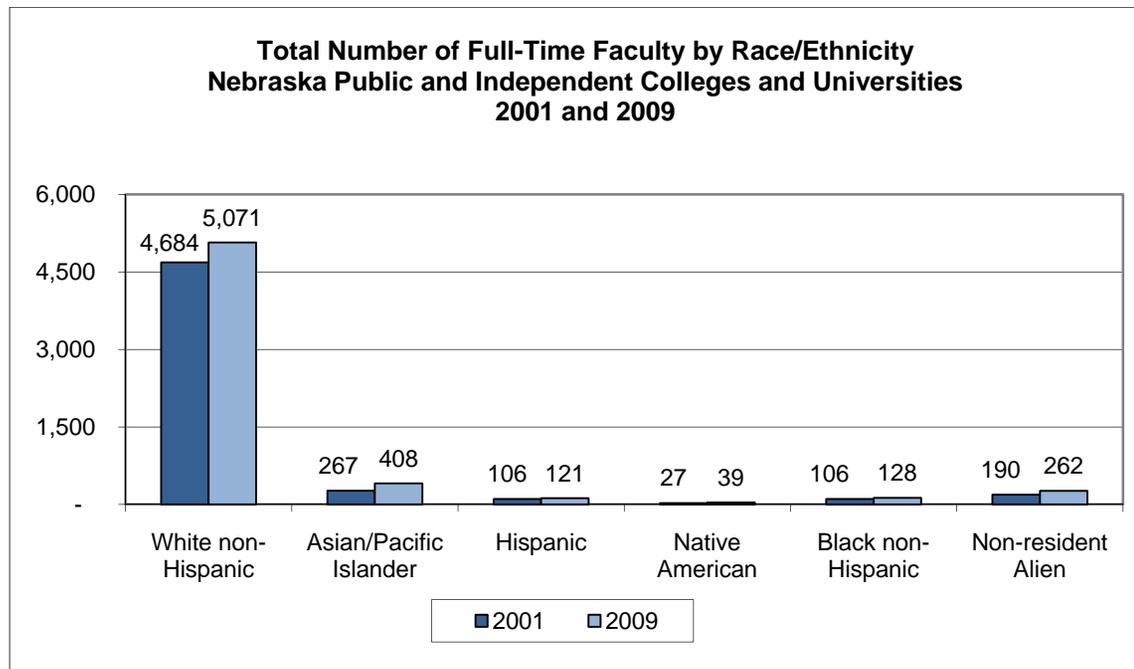
Category Name Used in Commission Reports	IPEDS Category Name	IPEDS Definition of Racial/Ethnic Group ¹
White non-Hispanic	White	A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
Asian/Pacific Islander	Asian	A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
	Native Hawaiian or Other Pacific Islander	A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
Hispanic	Hispanic or Latino	A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
Native American	American Indian or Alaska Native	A person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment.
Black non-Hispanic	Black or African American	A person having origins in any of the black racial groups of Africa.

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

Note: Faculty data reported as of November 1, 2001 (fall 2001) for the 2001-02 academic year are used as the baseline for the comparisons in this section. 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.

TOTAL NUMBER OF FULL-TIME FACULTY BY RACE/ETHNICITY: 2001-2009

- Over the eight-year period between fall 2001 and fall 2009, the total number of full-time faculty of known race/ethnicity at Nebraska’s public and independent colleges and universities increased from 5,380 to 6,029, an increase of 649 faculty or 12.1%.¹
- During this period, the number of non-resident alien faculty increased from 190 to 262, or 37.9%.
- Total minority faculty – consisting of Asians/Pacific Islanders, Hispanics, Native Americans, and black non-Hispanics – increased from 506 to 696, or by 37.5%, while white non-Hispanic faculty increased by 387, or 8.3%, from 4,684 to 5,071.



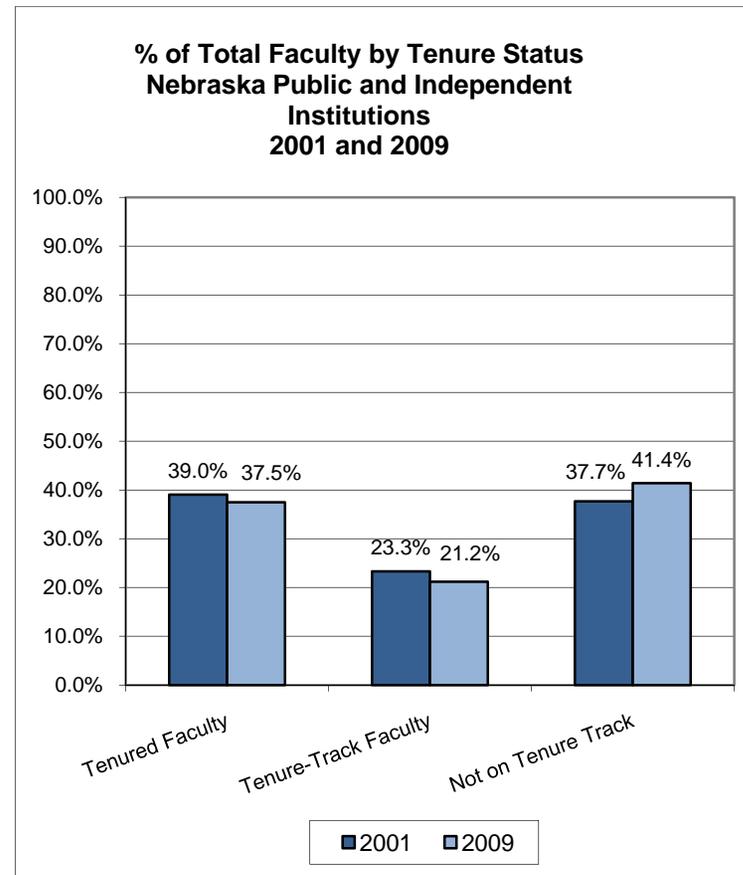
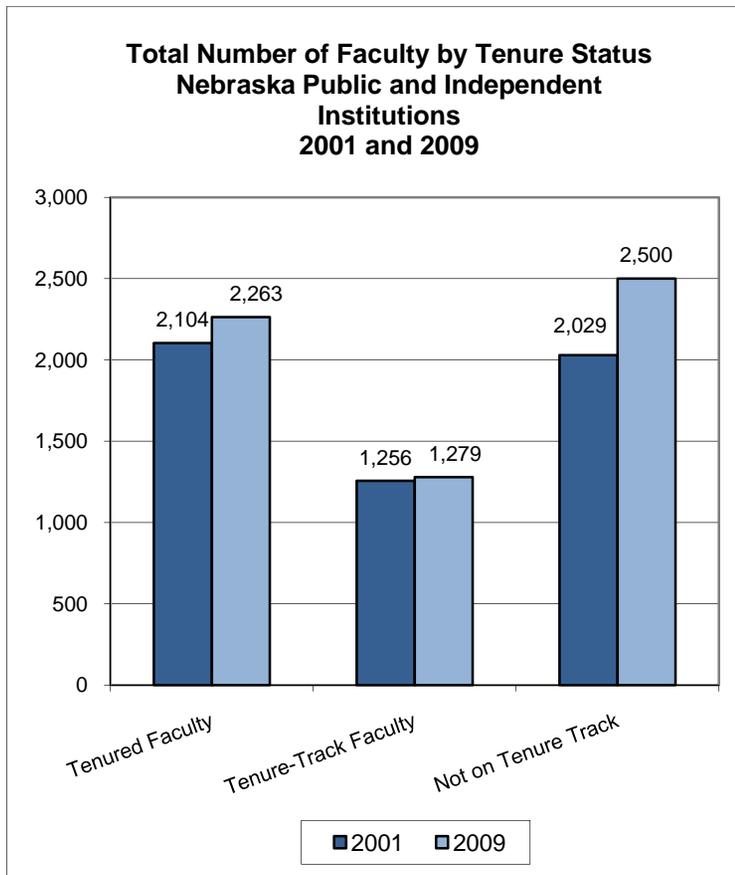
White non-Hispanic	8.3%
Asian/Pacific Islander	52.8%
Hispanic	14.2%
Native American	44.4%
Black non-Hispanic	20.8%
Non-resident Alien	37.9%

¹Total faculty includes instructional, research, and other faculty. In fall 2001 and fall 2009, 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, fall 2007, and fall 2009 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: 2001-2009

- The charts on the following three pages show how race/ethnicity varies by faculty tenure status for all of Nebraska's public and independent colleges and universities. As shown below, the percentage of faculty of known race/ethnicity in tenured or tenure-track positions decreased between fall 2001 and fall 2009, while the percentage of faculty not on tenure track increased.¹

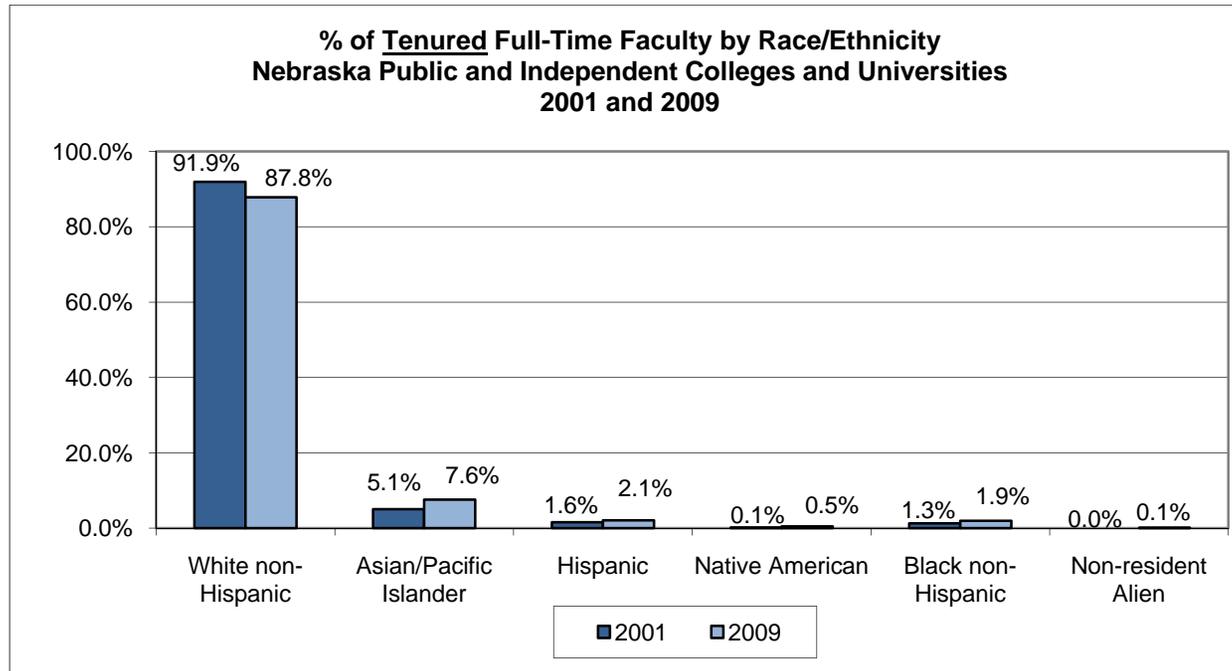


¹Total faculty includes instructional, research, and other faculty. In fall 2001 and fall 2009, 0.2% of the faculty were of unknown race/ethnicity.

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: 2001-2009

- White non-Hispanics accounted for 88% of the tenured, full-time faculty of known race/ethnicity at Nebraska’s public and independent institutions in fall 2009, down from 92% in fall 2001.¹
- Asians/Pacific Islanders accounted for 7.6% of the tenured faculty in fall 2009, an increase of 2.5% from eight years earlier. In comparison, faculty in each of the other minority/ethnic groups—Hispanic, Native American and black non-Hispanic—made smaller gains of 0.1 to 0.6 percentage points so that, together, they continued to account for less than 5% percent of tenured faculty.

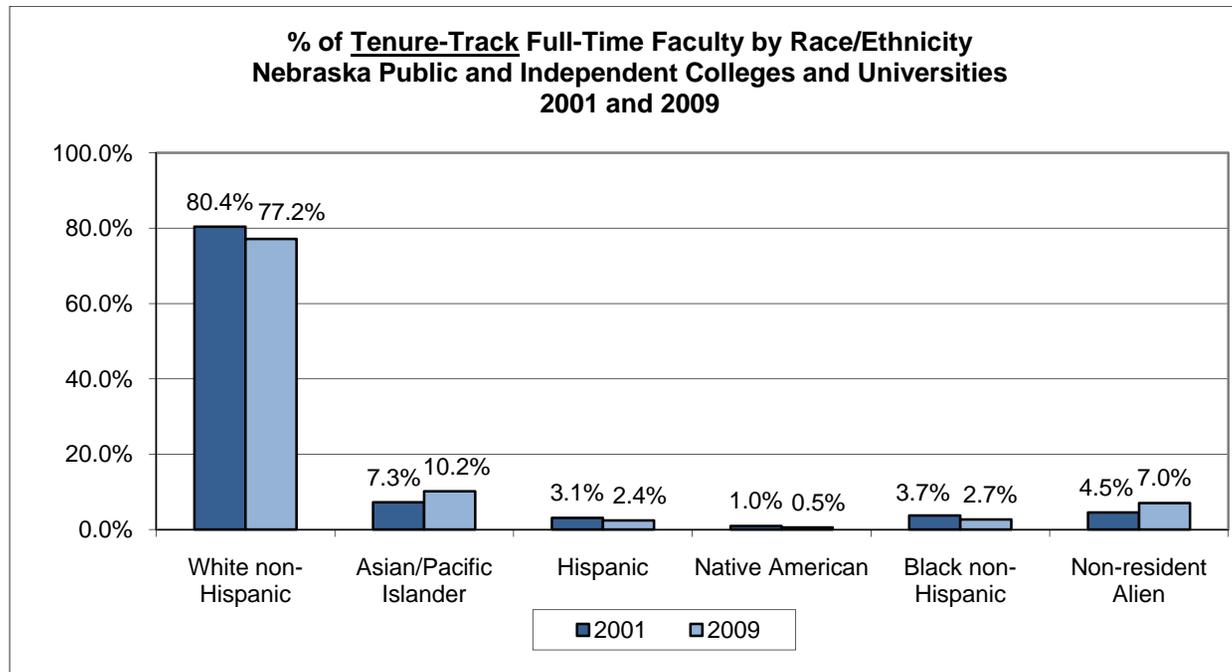


¹Total faculty includes instructional, research, and other faculty. In fall 2001 and fall 2009, 0.2% of the faculty were of unknown race/ethnicity.

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, fall 2007, and fall 2009 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: 2001-2009 (Continued)

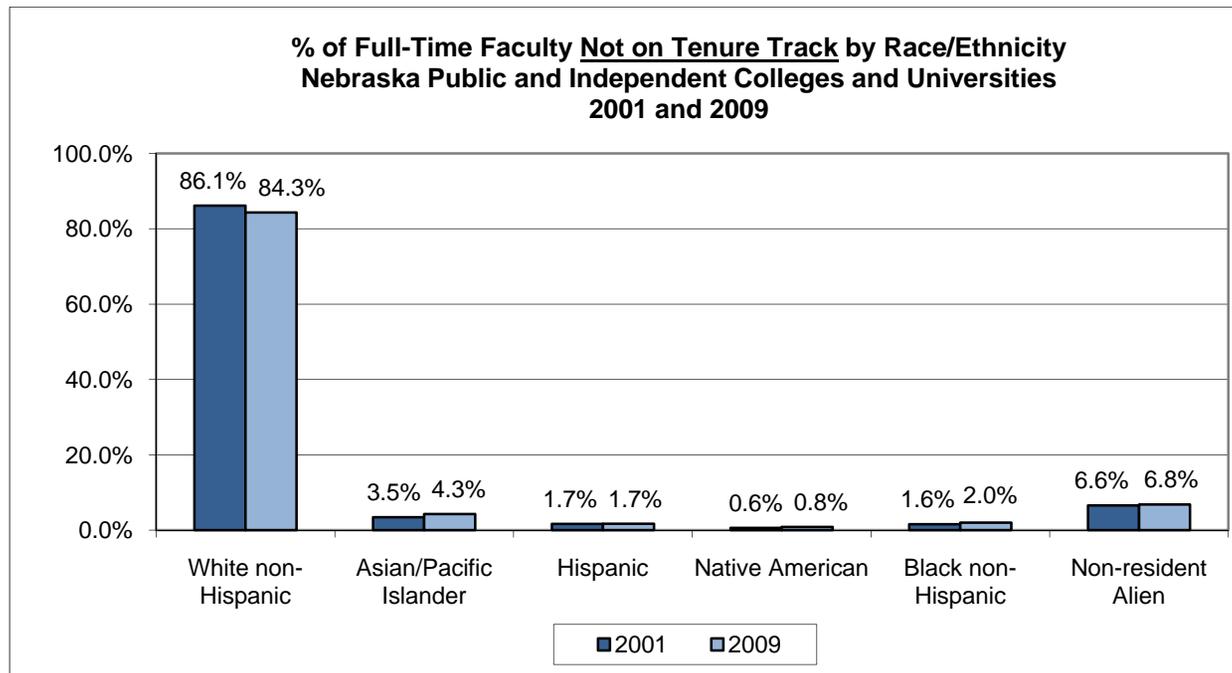
- White non-Hispanics represented 80.4% of the tenure-track, full-time faculty in fall 2001, compared to 77.2% in fall 2009.
- Asian/Pacific Islanders, who accounted for 7.3% of the tenure-track faculty in fall 2001, represented 10.2% of tenure-track faculty in fall 2009. Non-resident aliens also noticeably increased from 4.5% of the tenure-track faculty in fall 2001 to 7.0% in fall 2009.
- In comparison, Native Americans accounted for 1.0% of the tenure-track faculty in fall 2001, and their representation decreased to half of a percent in fall 2009.
- 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 2009.



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, fall 2007, and fall 2009 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: 2001-2009 (Continued)

- Between fall 2001 and fall 2009, white non-Hispanics accounted for a slightly decreased percentage of the full-time faculty not on tenure track, and Hispanics represented the same percentage of the non-tenure-track faculty in fall 2009 as they did in fall 2001.
- In terms of their representation among non-tenure-track faculty, Asian/Pacific Islanders, Native Americans, black non-Hispanics, and non-resident aliens¹ each increased 0.2% to 0.8% over the eight-year period.

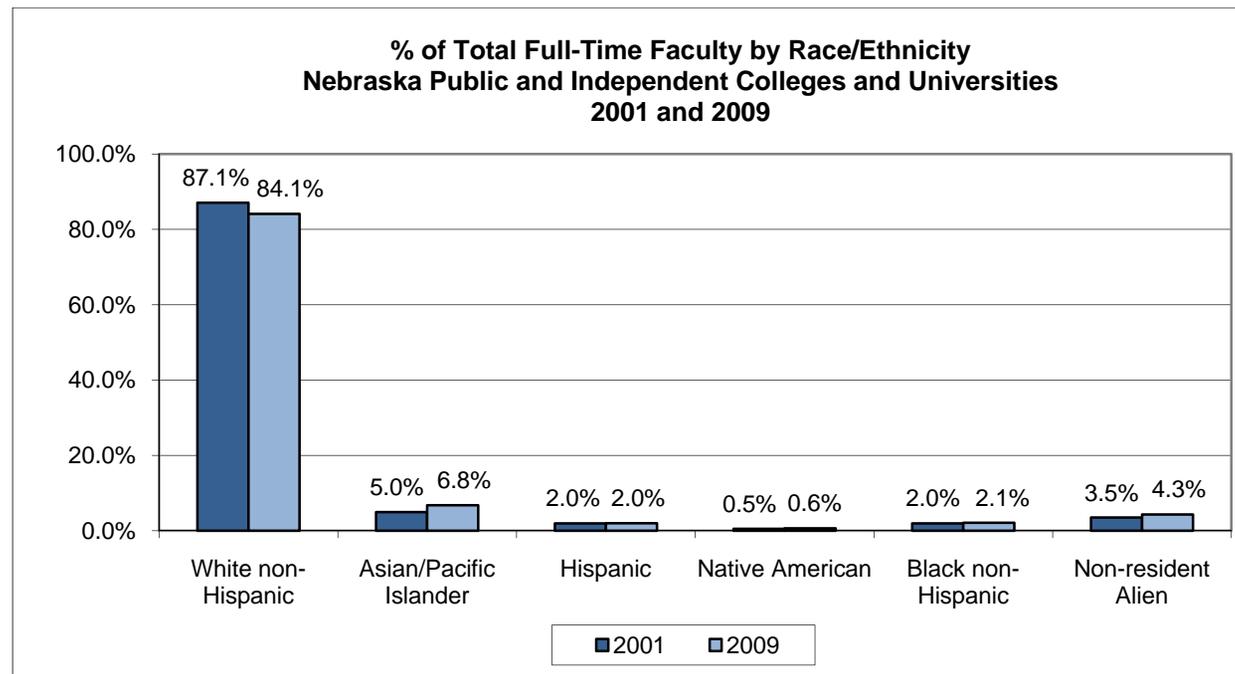


¹Based on a more detailed analysis, 142 (97.3%) of the 156 non-resident aliens in non-tenure-track positions in fall 2007 were employed by the University of Nebraska. In fall 2009, 169 (99.4%) of the 170 non-resident aliens in non-tenure-track positions were employed by the University of Nebraska. Of the 169, 141 (83.4%) were employed by the University of Nebraska-Lincoln.

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, fall 2007, and fall 2009 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: 2001-2009

- When the categories of faculty tenure status are combined, white non-Hispanics accounted for 84.1% of the total full-time faculty of known race/ethnicity at Nebraska's public and independent institutions in fall 2009, down from 87.1% in fall 2001.¹
- Non-resident aliens increased from 3.5% of the faculty to 4.3%, a gain of less than one percentage point over eight years.
- Minority faculty – consisting of Asians/Pacific Islanders, Hispanics, Native Americans, and black non-Hispanics – accounted for 11.5% of the faculty in fall 2009, compared to 9.5% in fall 2001, a gain of two percentage points.

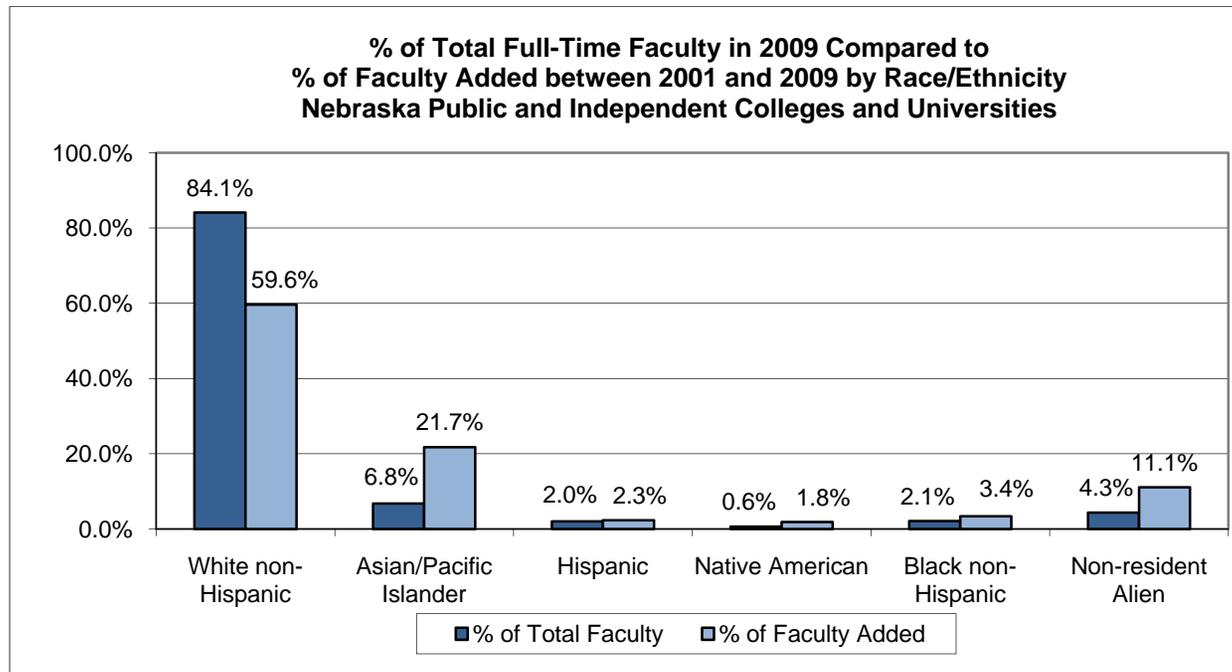


¹Total faculty includes instructional, research, and other faculty. In fall 2001 and fall 2009, 0.2% of the faculty were of unknown race/ethnicity.

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, fall 2007, and fall 2009 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 2009 Compared to the Percentages of FACULTY ADDED between 2001 and 2009 by RACE/ETHNICITY

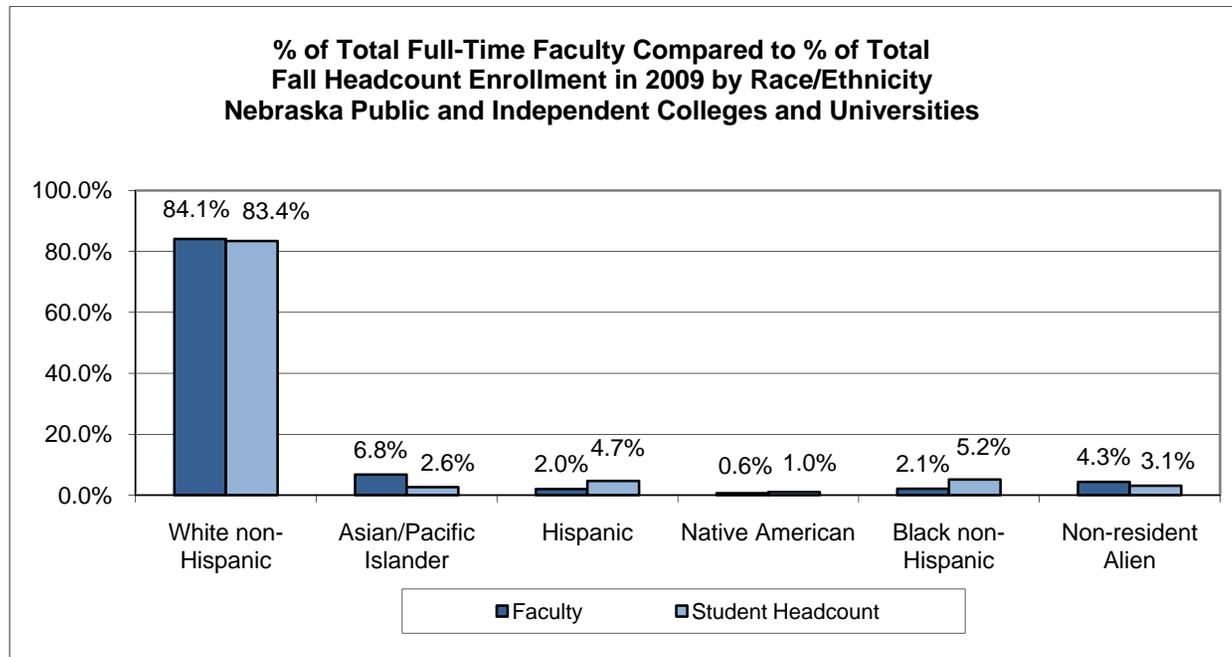
- As shown on the following chart, white non-Hispanics accounted for 84.1% of the full-time faculty of known race/ethnicity in fall 2009 and 59.6% of the additional faculty hired by Nebraska’s public and independent institutions between fall 2001 and fall 2009.
- The biggest gains in faculty were among Asians/Pacific Islanders and non-resident aliens. Asians/Pacific Islanders accounted for 6.8% of the faculty in fall 2009, but 21.7% of the faculty added between 2001 and 2009. Non-resident aliens accounted for 4.3% of the faculty in fall 2009, while they represented 11.1% of the additional faculty hired by institutions over the eight years.
- Other minority faculty – consisting of Hispanics, Native Americans, and black non-Hispanics – accounted for 4.7% of the faculty in fall 2009, and 7.5% of the faculty added between fall 2001 and fall 2009.



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, fall 2007, and fall 2009 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: 2009

- White non-Hispanics accounted for 84.1% of the full-time faculty of known race/ethnicity in fall 2009, compared to 83.4% of fall 2009 total student enrollment at Nebraska’s public and independent colleges and universities.¹
- Black non-Hispanics represented 2.1% of the faculty in fall 2009, compared to 5.2% of fall enrollment, and Hispanics represented only 2.0% of the faculty and 4.7% 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 2009 since they accounted for 0.6% of the faculty and 1.0% of the students.
- In contrast, Asians/Pacific Islanders and non-resident aliens accounted for higher percentages of the faculty than of total headcount enrollment by 4.2 and 1.2 percentage points, respectively.



¹Total faculty includes instructional, research, and other faculty. In fall 2009, 0.2% of the faculty and 5.4% of the students were of unknown race/ethnicity.

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

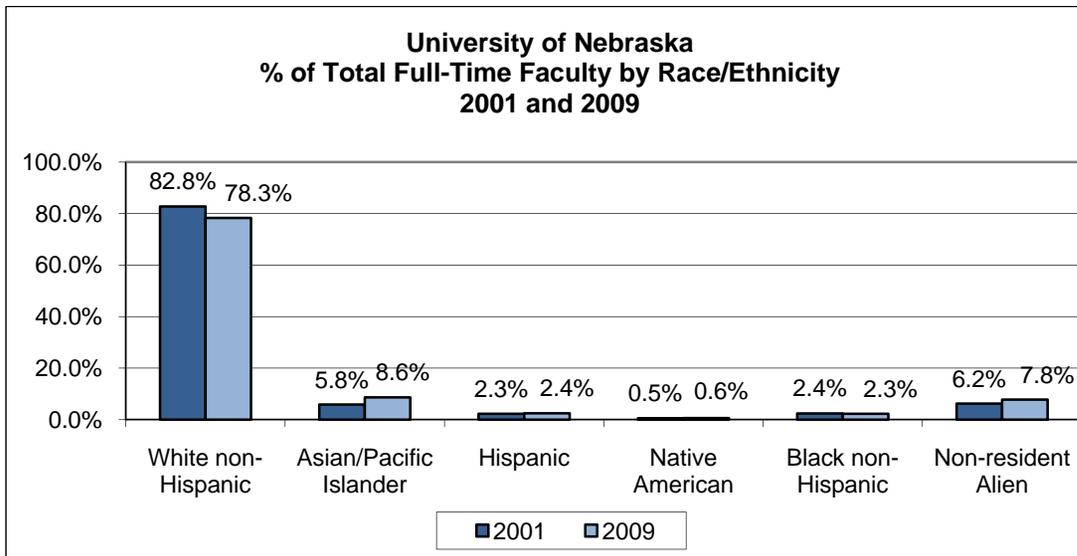
TOTAL FULL-TIME FACULTY by SECTOR and by RACE/ETHNICITY: 2001-2009

- 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 2009.¹
- In addition, there is a graph for each sector showing how faculty composition compared to total headcount enrollment in fall 2009.
- 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 2009 than in fall 2001, 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. In general, they were about equally represented or slightly underrepresented across all four sectors, relative to minority student enrollments in fall 2009.
- 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, 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 fall 2001 and fall 2009, 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, fall 2007, and fall 2009 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

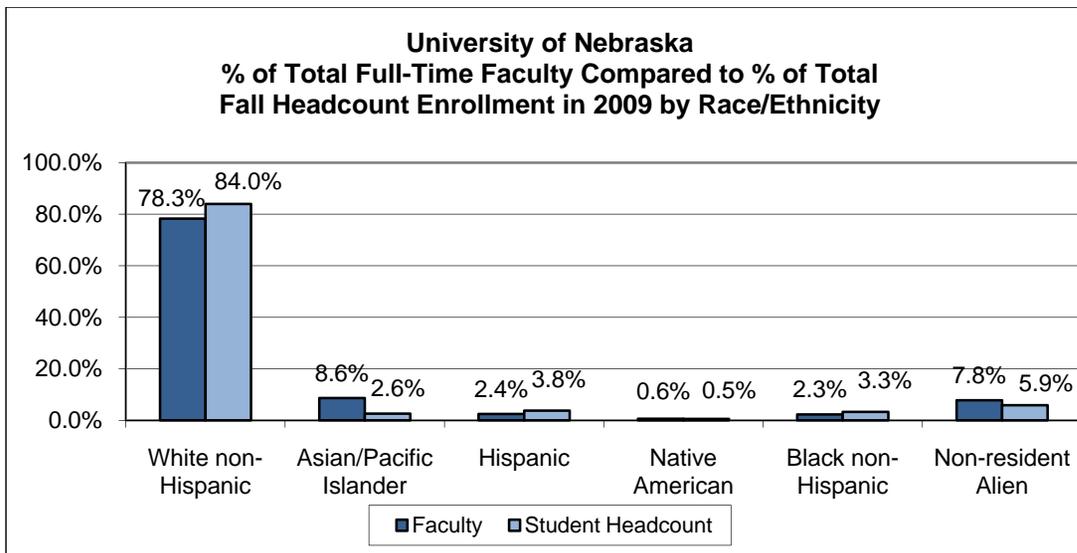
Total number of full-time faculty of known race/ethnicity¹:

Fall 2001	3,000
Fall 2009	3,323

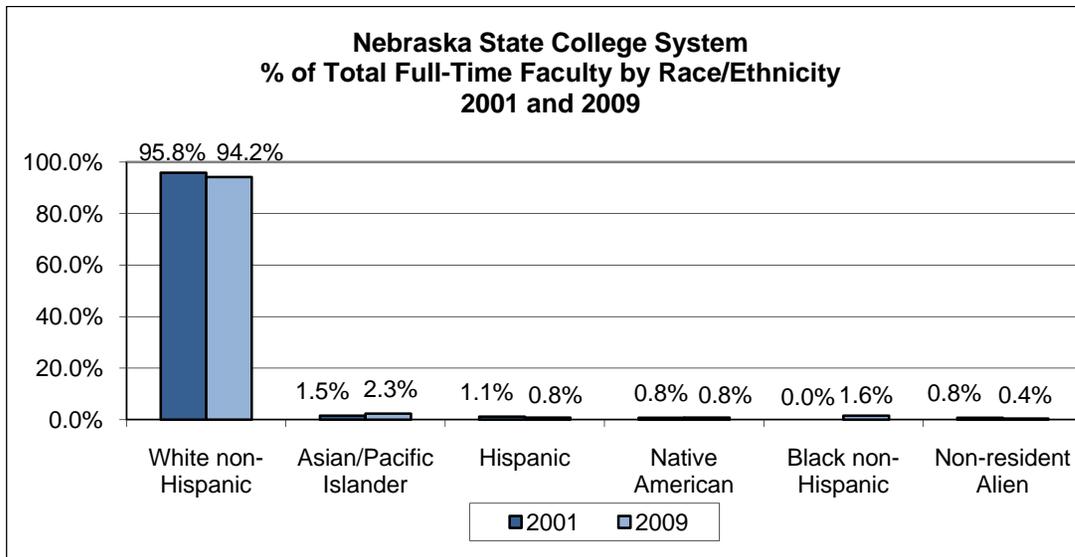
Total headcount enrollment of known race/ethnicity:

Fall 2009	46,913
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¹Total faculty includes instructional, research, and other faculty.



NEBRASKA STATE COLLEGE SYSTEM



Nebraska State College System

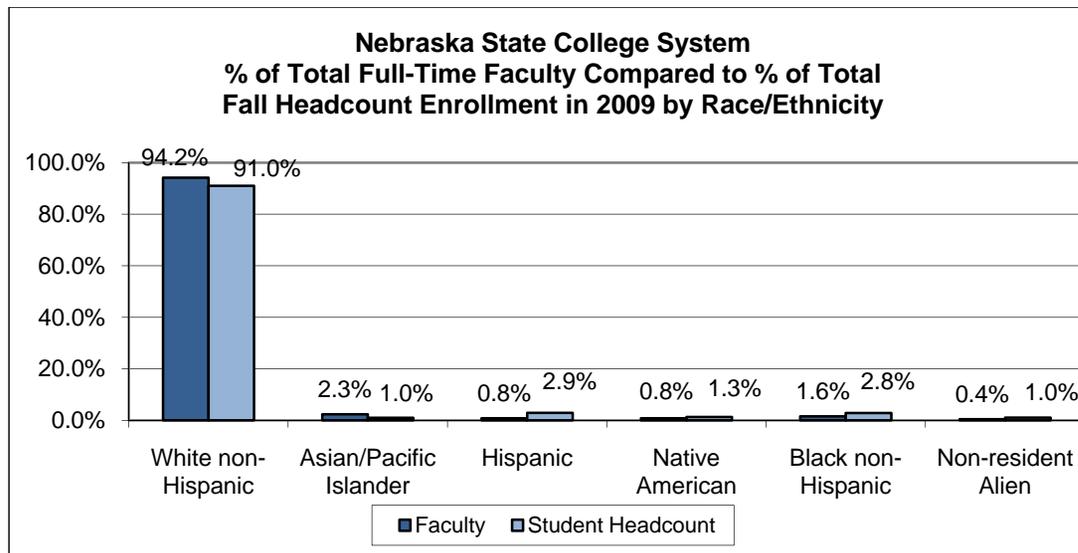
Total number of full-time faculty of known race/ethnicity:¹

Fall 2001	265
Fall 2009	257

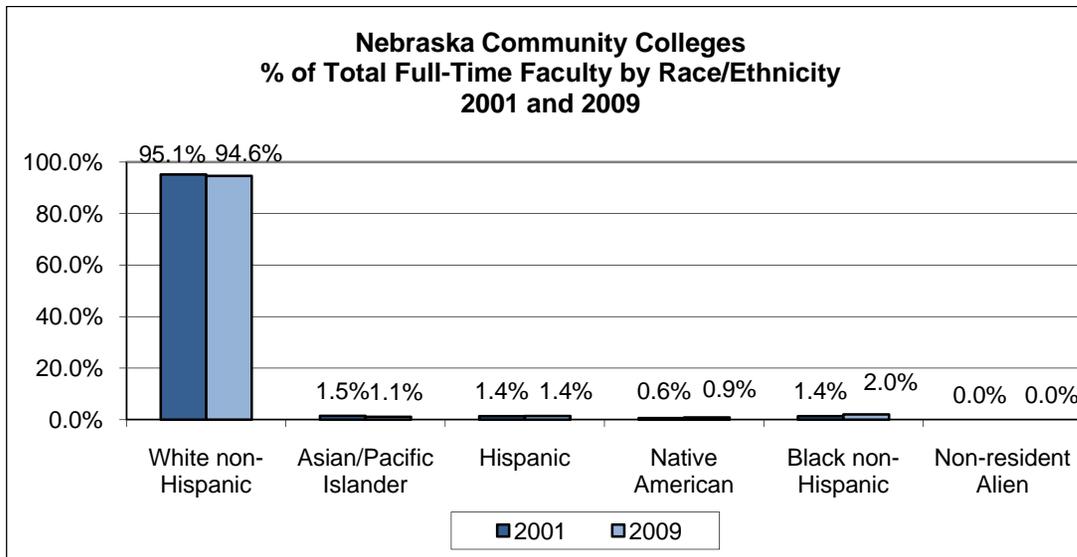
Total headcount enrollment of known race/ethnicity:

Fall 2009	7,003
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¹Total faculty includes instructional, research, and other faculty.



NEBRASKA COMMUNITY COLLEGES



Nebraska Community Colleges

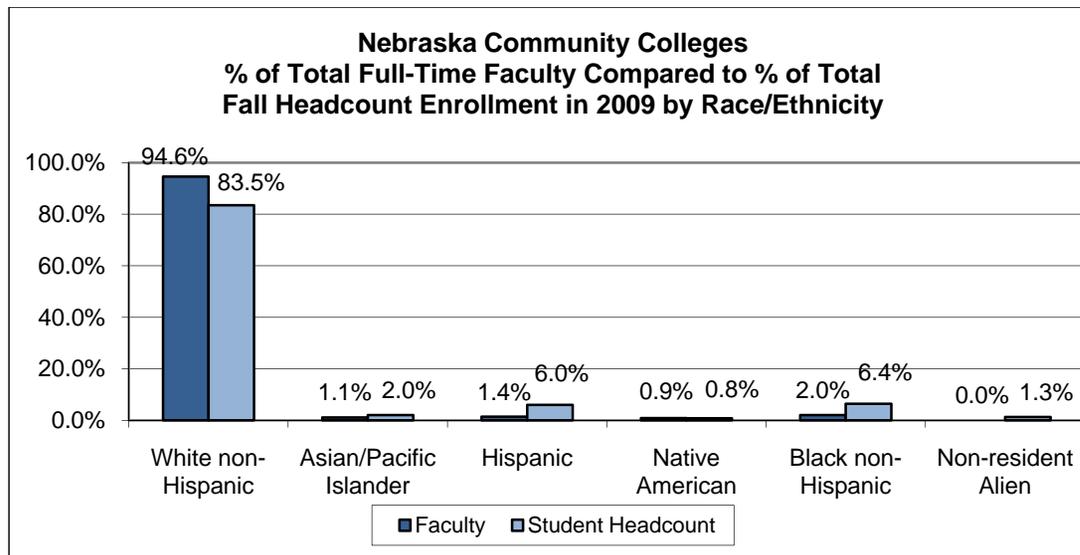
Total number of full-time faculty of known race/ethnicity:¹

Fall 2001	803
Fall 2009	930

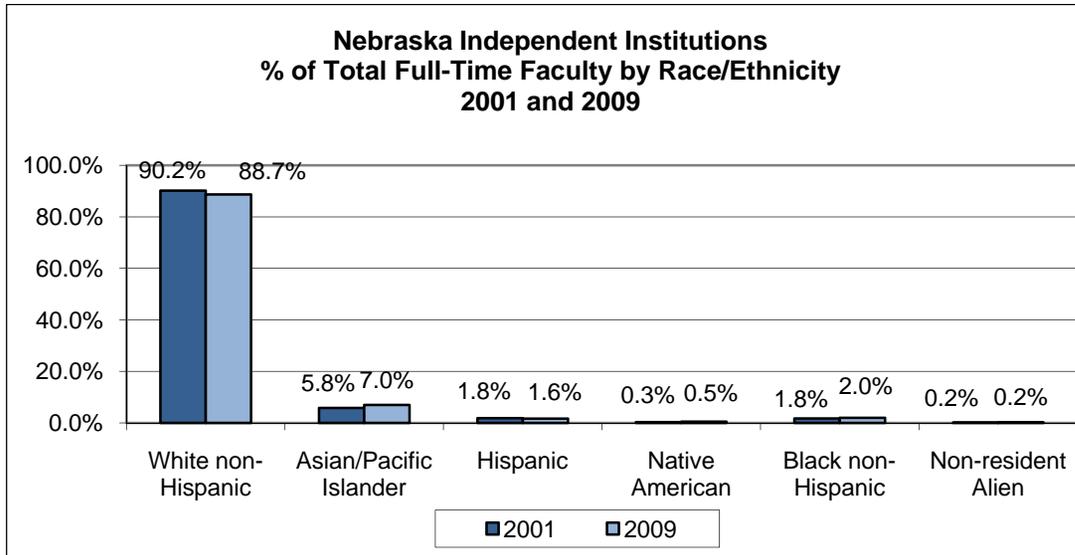
Total headcount enrollment of known race/ethnicity:

Fall 2009	44,432
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¹Total faculty includes instructional, research, and other faculty.



NEBRASKA INDEPENDENT COLLEGES AND UNIVERSITIES



Nebraska Independent Institutions

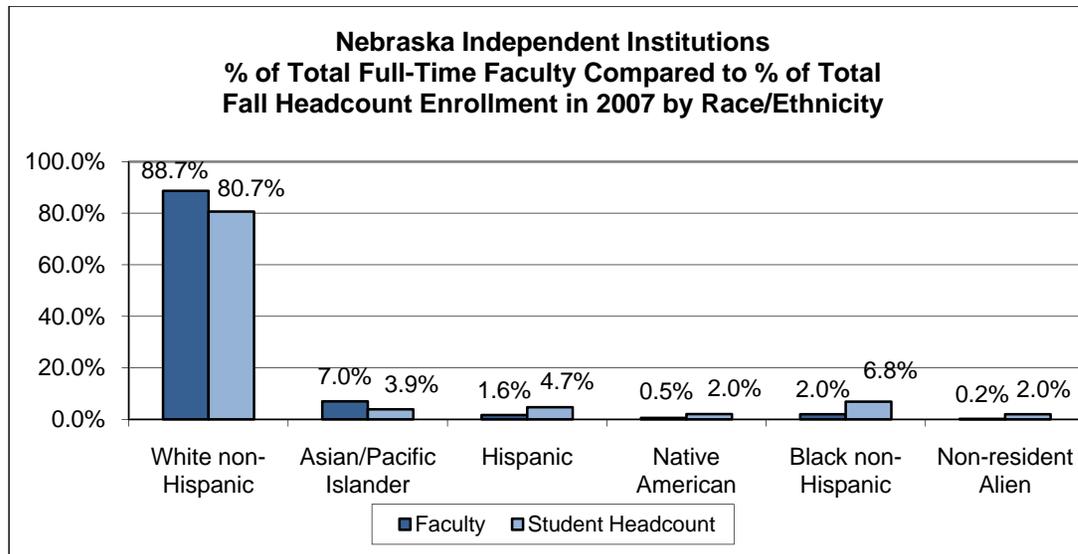
Total number of full-time faculty of known race/ethnicity:¹

Fall 2001	1,312
Fall 2009	1,519

Total headcount enrollment of known race/ethnicity:

Fall 2009	29,550
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¹Total faculty includes instructional, research, and other faculty.



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