

# **2013–2014 Factual Look at Higher Education in Nebraska**

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

## **Section: Faculty and Salaries**

**Faculty and Salary Data for the 2003–2004 through 2013–2014 Academic Years**

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

**Ten-Year Trends based on the 2003–04 through 2013–14 Federal IPEDS Surveys  
of Nebraska Public and Independent Colleges and Universities**

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## List of 34 Reporting Institutions

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

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# Faculty and Salaries

## Executive Summary of Data

This section of the *Factual Look at Higher Education in Nebraska* summarizes the numbers and average salaries of **full-time instructional faculty** reported through the federal 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 for fall 2013 are for the 2013–14 academic year. In this section, 10-year trends are presented, based on data collected from the 2003–04 through 2013–14 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, and (3) gender. Additionally, the numbers of full-time faculty (instructional, research, and public service faculty) are analyzed by race/ethnicity. **Data are not available for a comparable analysis of part-time faculty or adjunct faculty who are hired on a course-by-course basis.**

### Technical Notes:

1. Adjustments are occasionally made to improve data accuracy. Therefore, it is generally advisable to reference the most recent edition of this report.
2. Due to rounding, percentages may not sum to 100.0% for data summarized in this report.
3. Due to changes in IPEDS reporting requirements, tenure status by race and by gender is no longer reported for all instructional, research, and public-service faculty. Rather, tenure status by race and by gender is now collected *only* for instructional faculty. For research and public service faculty, tenure status is collected, but not by race and gender. Due to these changes in IPEDS reporting, 10-year trends for tenure status by race and by gender are unavailable for the *2013–14 Factual Look*. It is the intention of the Commission to report tenure status trend data for instructional faculty by race and by gender in future editions of the *Factual Look*.
4. Detailed data reporting the numbers and average salaries of full-time instructional faculty by gender, by rank, by sector, and by institution are available in the **downloadable Excel workbook for Faculty and Salaries**.

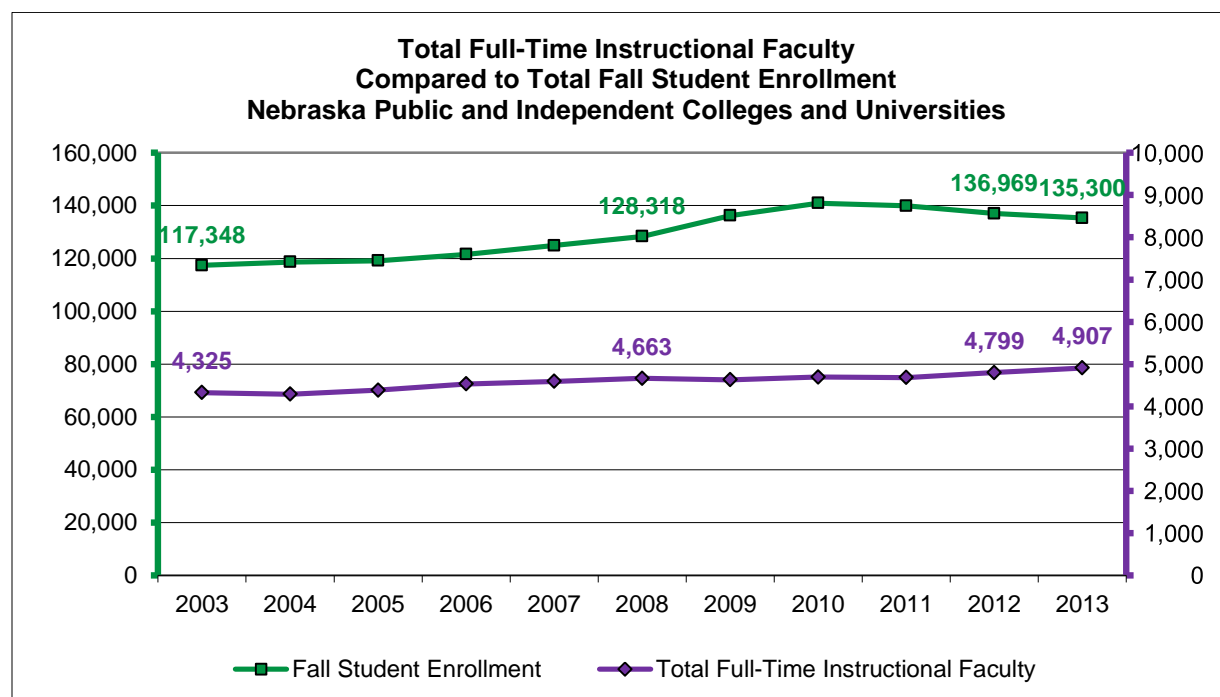
# Executive Summary of Data

## Faculty Fall 2003 – Fall 2013 and Faculty Salaries 2003–04 – 2013–14

### Total Number of Full-Time Instructional Faculty

*See pages 1.1-1.14*

- Full-time instructional faculty at Nebraska's public and independent colleges and universities increased from 4,325 in fall 2003 to 4,907 in fall 2013, an increase of 13.5%. Over the same 10 years, total fall student enrollment increased 15.3%.
- Increases in faculty generally parallel increases in fall enrollment. However, between fall 2003 and fall 2013, the ratio of total fall enrollment to full-time instructional faculty increased almost five students per faculty member within the Nebraska State College System and the sector comprised of independent institutions. At the University of Nebraska, a slight decrease was evidenced in the number of students per full-time faculty member while at the Community Colleges, the estimated student-to-full-time-faculty ratio decreased by almost six students between fall 2003 and fall 2013. It must be noted that these ratios do not account for the use of part-time or adjunct faculty, on whom institutions may increasingly rely.

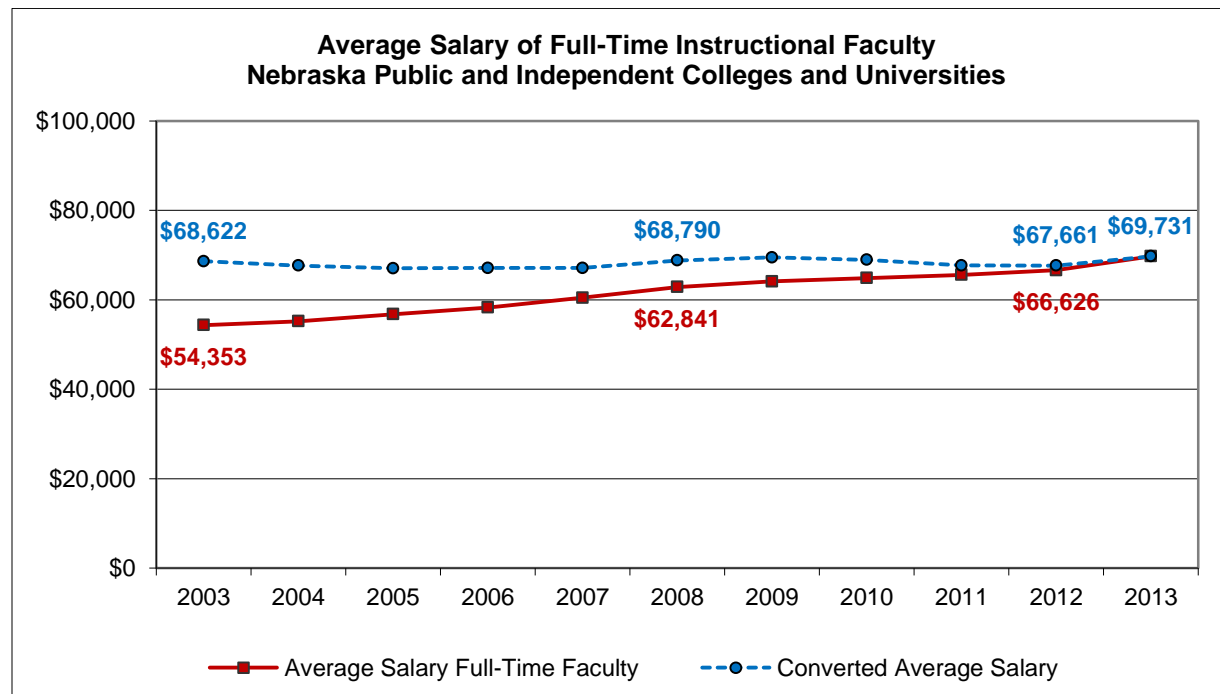


- When analyzed by rank and sector, the largest changes in the numbers of full-time instructional faculty were as follows:
  - 167 more instructors and lecturers and 85 more professors and assistant professors at the University of Nebraska.
  - 18 more professors but 11 fewer associate professors and 10 fewer instructors within the Nebraska State College System.
  - 172 additional faculty with no academic rank at Nebraska's Community Colleges.
  - 173 additional professors and associate professors at Nebraska's independent institutions.

### **Average Salaries of Full-Time Instructional Faculty**

*See pages 2.1-2.20*

- Between the academic years of 2003–04 and 2013–14, the average salary for full-time faculty at Nebraska's public and independent institutions increased 28.3%, from \$54,353 to \$69,731.<sup>a</sup> However, when salaries are adjusted for inflation by converting them to 2013–14 dollars, the statewide average salary was \$1,109 higher in 2013–14 than it was in 2003–04.



<sup>a</sup> All salaries are calculated to be equivalent to 9-month salaries. See the **Explanatory Note** in Section 5 for information about how average salaries are currently calculated and how they were calculated previously.

- Average faculty salaries increased across all four sectors between fall 2003 and fall 2013.

	<u>10-Year Change in Average Salary</u>	<u>10-Year Change in Average Salary Adjusted for Inflation</u>
University of Nebraska	+ 28.3%	+ 1.6%
Nebraska State College System	+ 27.1%	+ 0.7%
Nebraska Community Colleges	+ 33.6%	+ 5.8%
Nebraska Independent Institutions	+ 29.4%	+ 2.5%
Nebraska Public and Independent Total	+ 28.3%	+ 1.6%

### **Full-Time Instructional Faculty by Gender**

*See pages 3.1-3.12*

- Between fall 2003 and fall 2013, women accounted for an increased percentage of the full-time instructional faculty at Nebraska's public and independent colleges and universities.
  - In fall 2003, 38.8% of the full-time instructional faculty were women.
  - By fall 2013, women accounted for 45.8% of the full-time instructional faculty.
- Over the 10-year period, women generally accounted for higher numbers and percentages of the full-time instructional faculty at every level of academic rank at the University of Nebraska, the Nebraska State College System, and Nebraska's independent colleges and universities.<sup>b</sup>
- However, percentages of female faculty continue to be inversely related to academic rank. From fall 2003 through fall 2013, the lowest percentages of women were at the full professor level, while the highest percentages were at the rank of instructor.
- At Nebraska's Community Colleges, where faculty are not classified by academic rank, women accounted for 42.2% of the full-time instructional faculty in fall 2003 and for 50.0% in fall 2013.
- In comparison, women constituted 50.6% of the full-time instructional faculty at the independent institutions in fall 2013, while 43.3% of the faculty at the State Colleges and 41.5% of the faculty at the University of Nebraska were women.

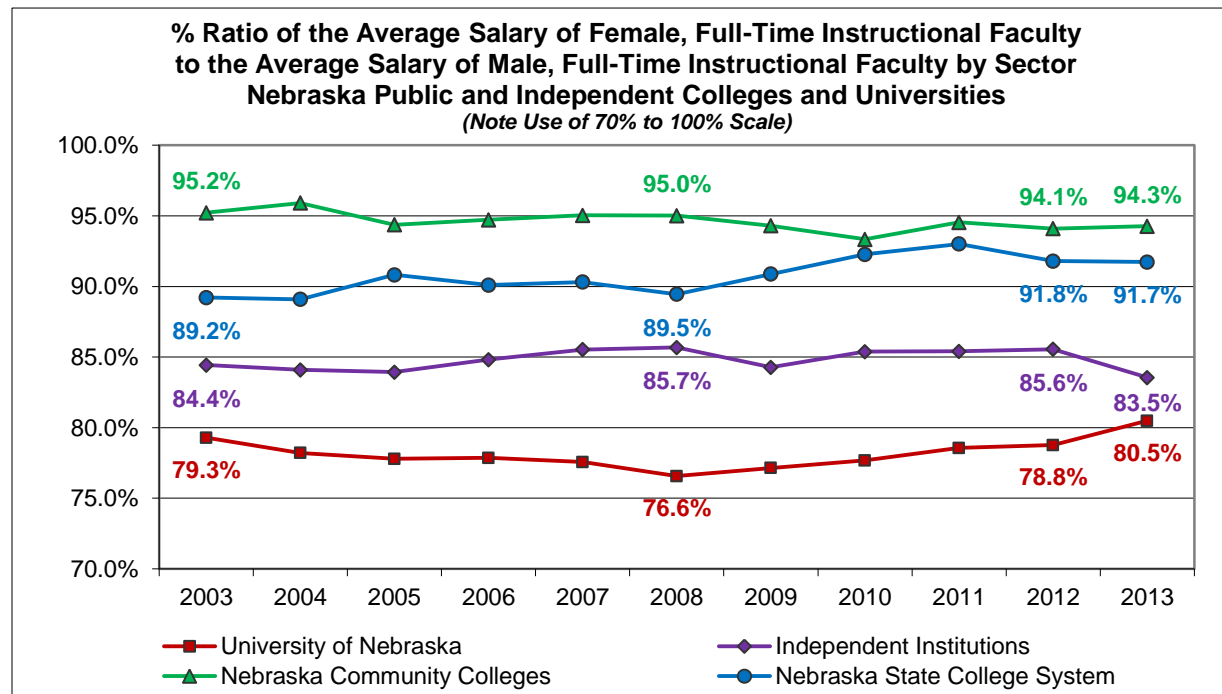
<sup>b</sup>The two exceptions are that women accounted for a lower percentage of the assistant professors employed by the University Nebraska in 2013 than they did in 2003, and women accounted for a lower percentage of the instructors at the State Colleges in 2013 than they did in 2003.



## **Average Salaries of Full-time Instructional Faculty by Gender**

*See pages 3.13-3.18*

- In 2003–04, the average salary of male, full-time instructional faculty at Nebraska's public and independent colleges and universities was \$58,709, or \$11,233 higher than the average salary received by female faculty. By 2013–14, the average salary paid to male faculty was \$76,184, and the gap between the average salaries of men and women had widened to \$13,994.
- Statewide, the average salary of female full-time instructional faculty was 81.6% of the average salary of male full-time faculty in 2013–14, up slightly from 80.9% in 2003–04. However, as shown in the chart below, the ratio of the average salary of female, full-time faculty to the average salary of their male colleagues varied by sector.

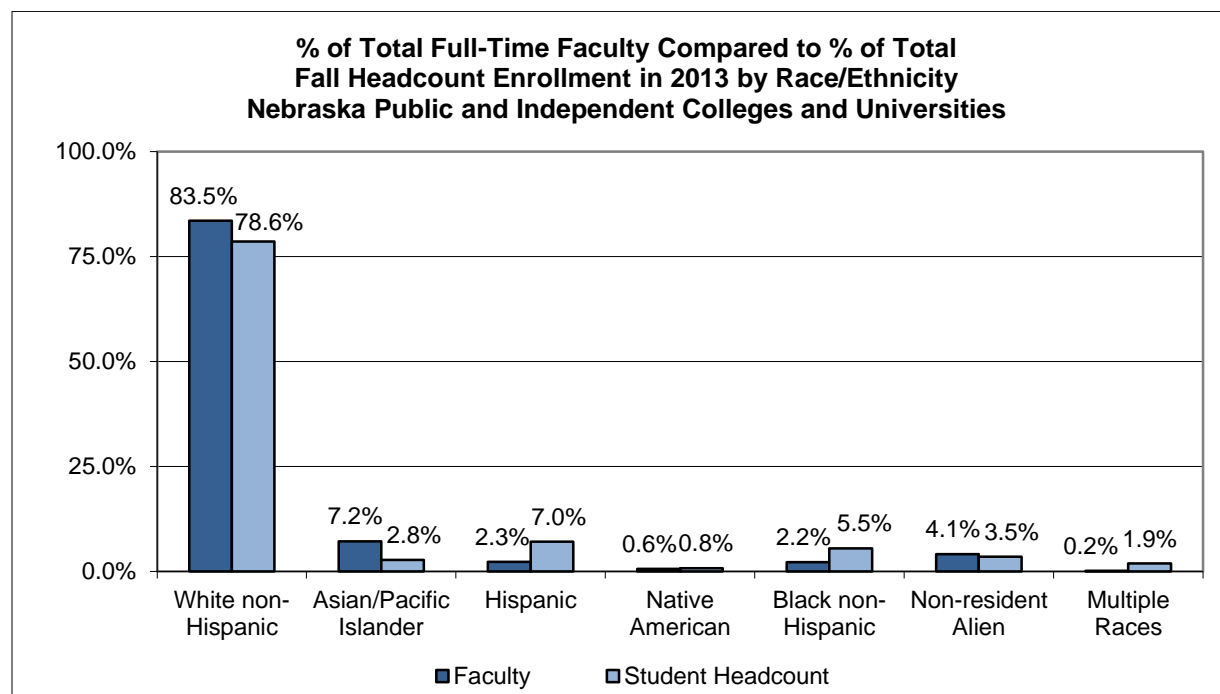


- Over the past 10 years, the ratio of women's average salary to men's has been lower for professors than for faculty in lower ranks. In 2013–14, female professors earned, on the average, 88.2% of the average salary of male professors, 95.3% of the men's average salary at the associate professor level, 88.9% of the average men's salary at the assistant professor level, and 99.2% 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/Ethnicity (Race/ethnicity data are collected only in odd-numbered years.)**

*See pages 4.1-4.12*

- In fall 2013, 83.5% of the full-time instructional, research, and public service faculty were white non-Hispanics, down from 85.8% in fall 2003.
- Over the 10 years between fall 2003 and fall 2013, total minority faculty – consisting of Asians/Pacific Islanders, Hispanics, Native Americans, black non-Hispanics, and multi-racial faculty – increased 45.9%, from 527 to 769, while white non-Hispanic faculty increased 10.8%, from 4,684 to 5,191. During this period, the number of non-resident alien faculty increased 2.4%, from 249 to 255.
- When percentages of full-time faculty are compared to percentages of total student headcount enrollment by race/ethnicity, as shown in the chart below, Hispanics, black non-Hispanics, Native Americans and multi-racial persons continue to be underrepresented among the faculty in fall 2013, relative to the percentages of students in these racial/ethnic groups. In contrast, white non-Hispanics, Asians/Pacific Islanders, and non-resident aliens accounted for higher percentages of the faculty than of students of the same race/ethnicity.



*Note.* Total faculty includes instructional, research, and public service faculty. In fall 2003, 0.2% of the faculty was of unknown race/ethnicity. In fall 2013, 0.3% of the faculty was of unknown race/ethnicity.

# Section 1

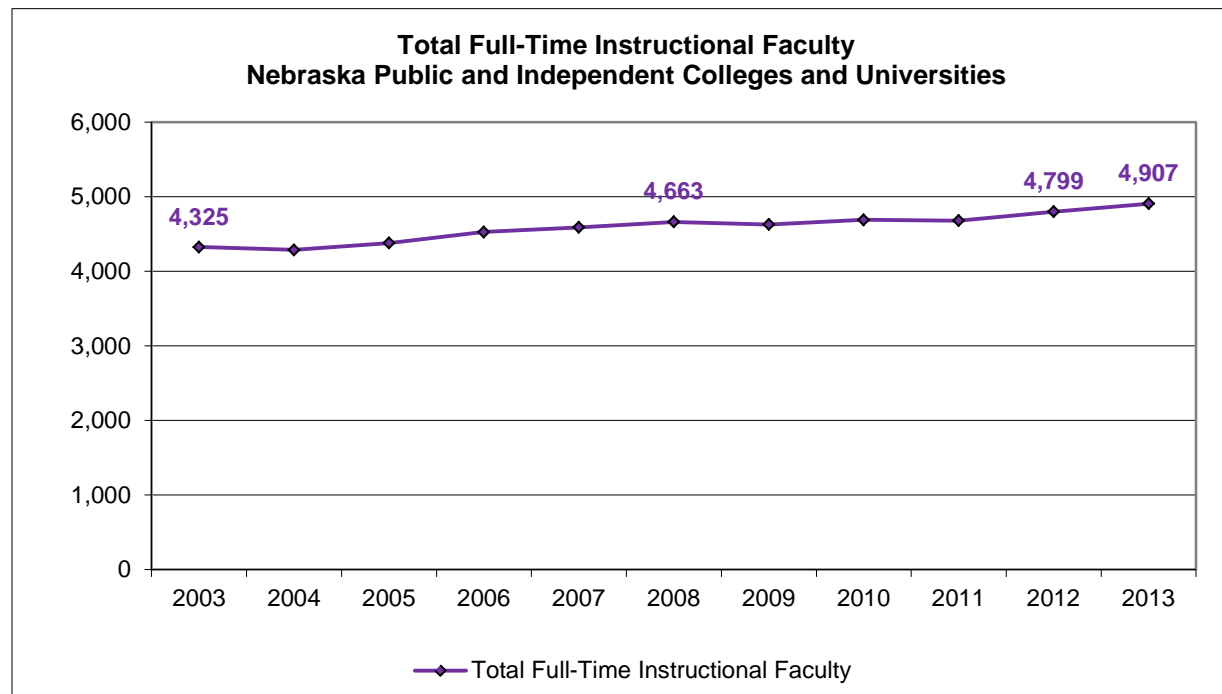
## Number of Full-Time Instructional Faculty by Sector and Rank

### Notes

- (1) Summarized data are for Nebraska public and independent colleges and universities. These institutions do not include for-profit/career schools.
- (2) The data summarized in this section are collected through the salary sections of the IPEDS Human Resources survey. The analysis presented in this section does not include part-time instructional faculty because salary data for part-time faculty are not collected. Additionally, no data pertaining to adjunct faculty are collected through the IPEDS Human Resources survey.
- (3) Faculty and salary data are reported as of November 1 for the academic year.

## **TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY**

- Full-time instructional faculty at Nebraska's public and independent colleges and universities increased 13.5%, from 4,325 in fall 2003 to 4,907 in fall 2013.
- As a basis for comparison, fall student enrollment at Nebraska's public and independent institutions increased 15.3%, from 117,348 in fall 2003 to 135,300 in fall 2013.

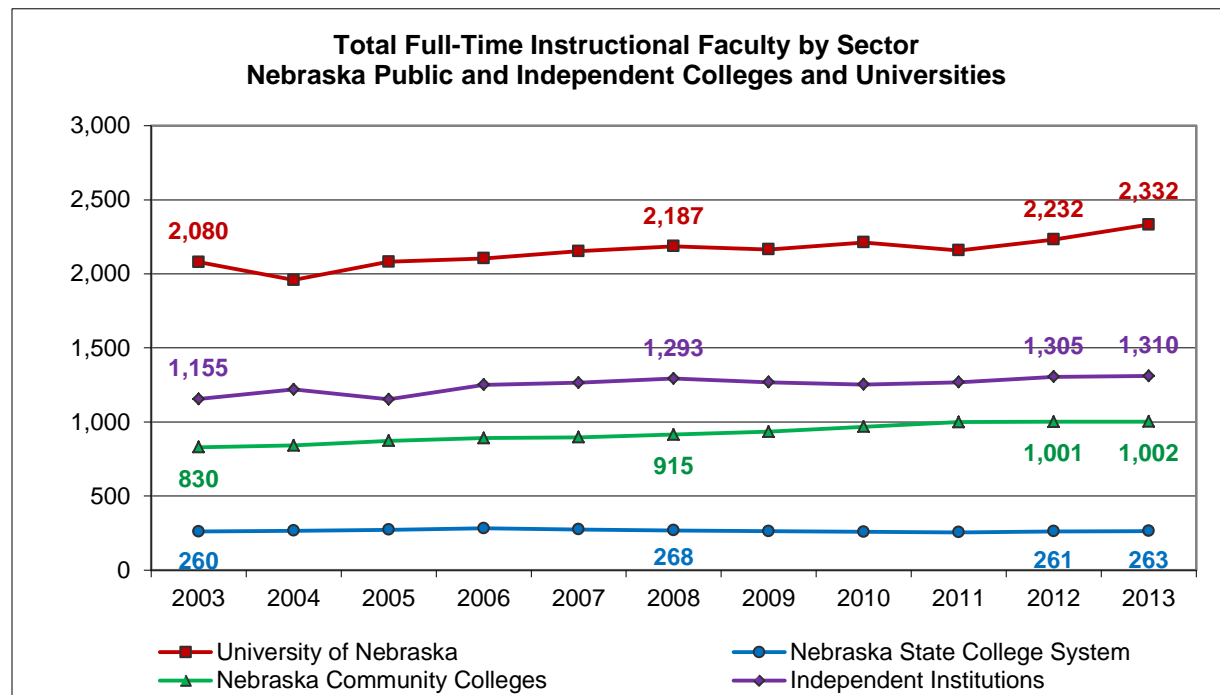


The numbers of full-time instructional faculty by gender, by rank, by sector, and by institution are available in the spreadsheet titled **Instructional Faculty by Rank and Gender** in the **downloadable Excel workbook for Faculty and Salaries**.

## TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY by SECTOR

- Between fall 2003 and fall 2013, changes in the numbers of full-time instructional faculty by sector were as follows:

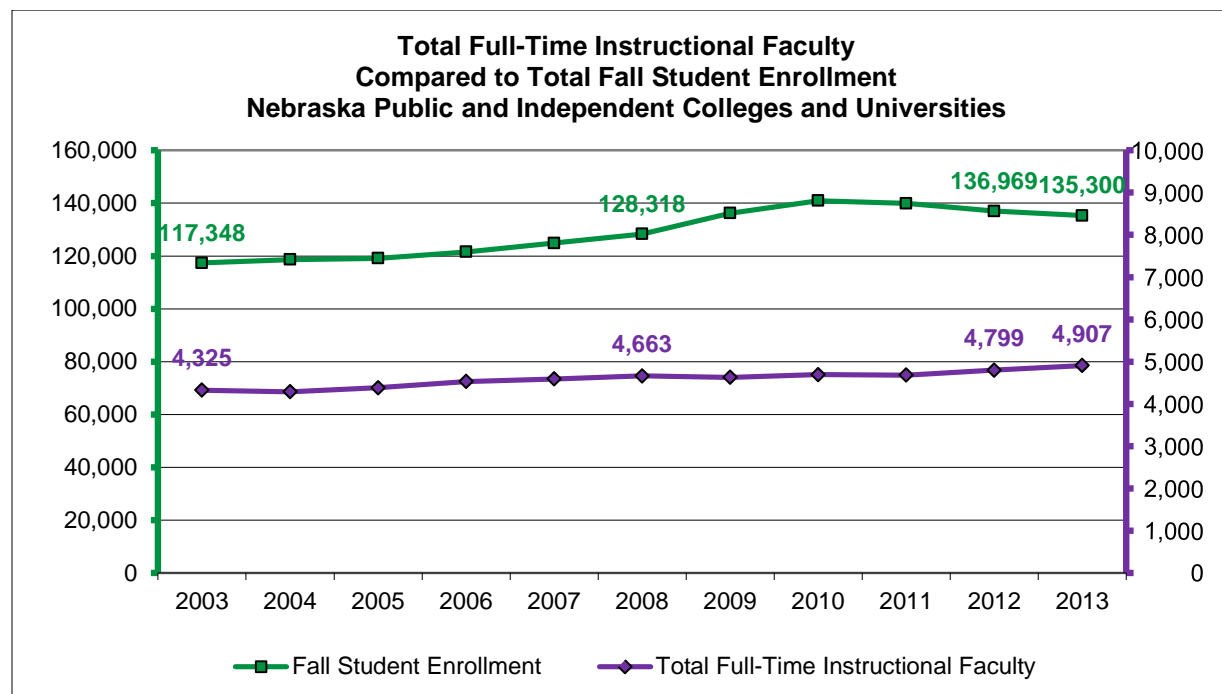
University of Nebraska (■)	+ 12.1%	(252)	Nebraska State College System (●)	+ 1.2%	(3)
Nebraska Community Colleges (▲)	+ 20.7%	(172)	Nebraska Independent Institutions (◆)	+ 13.4%	(155)



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

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

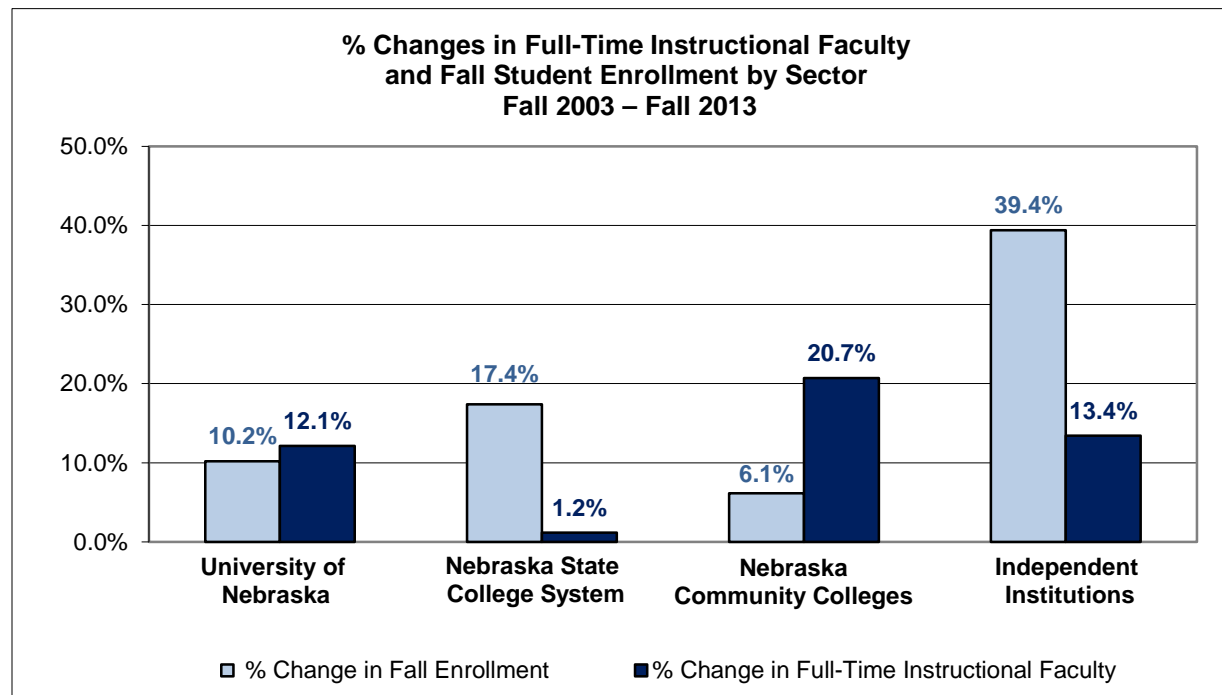
- Increases in the number of full-time instructional faculty generally parallel increases in fall student enrollment.
- Due to the large difference between the number of students and the number of faculty shown in the graph below, increases in student enrollment may appear to be more substantial than 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 0.84 for 2003 through 2013. This very high correlation indicates there is a strong relationship between the two measures. (As a point of reference, a correlation of 1.00 indicates a perfect correlation between two variables.)



*Note.* See the Factual Look Enrollment Section for total headcount enrollments by sector and by institution.

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

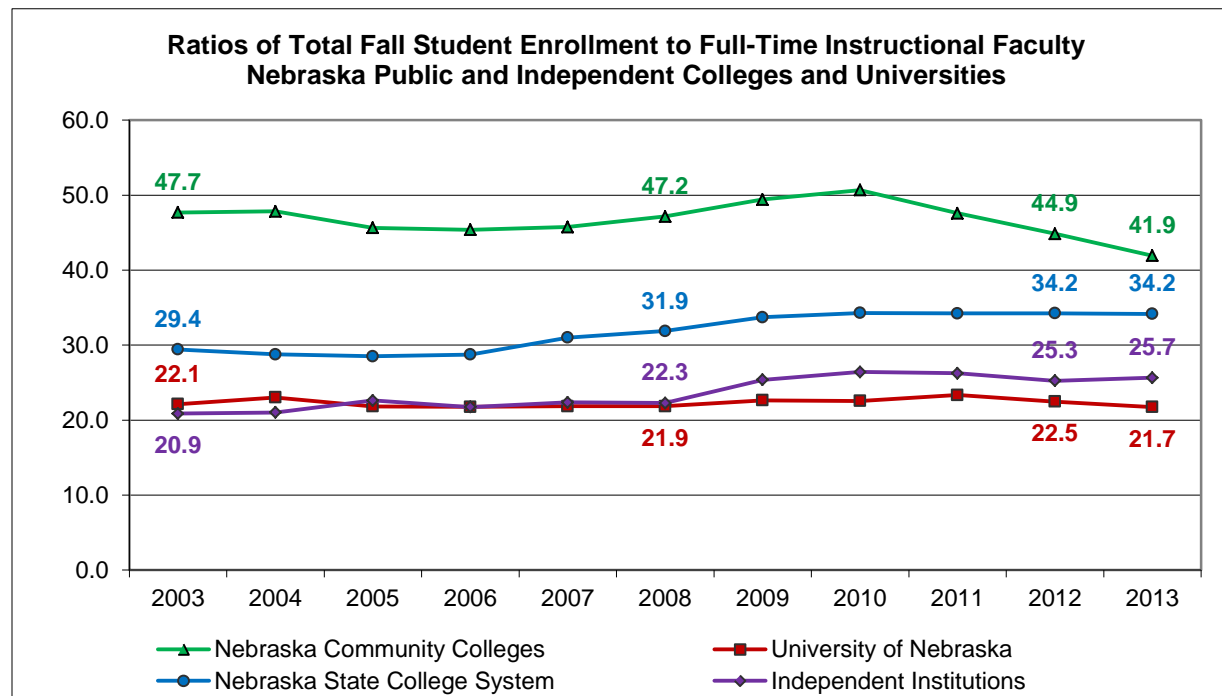
- Although statewide changes in the number of full-time instructional faculty and changes in fall student enrollment are highly correlated, the relationship between these two variables varies when analyzed by sector.
  - At the University of Nebraska, the percentage increase in full-time faculty was slightly higher than the percentage increase in fall enrollment. At the Community Colleges, the percentage increase in full-time faculty was noticeably higher than the percentage increase in fall enrollment.
  - However, at the State Colleges and independent institutions, the percentage increases in the number of full-time faculty were much lower than the percentage increases in enrollment.



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

## **RATIOS OF TOTAL STUDENT HEADCOUNT TO FULL-TIME INSTRUCTIONAL FACULTY**

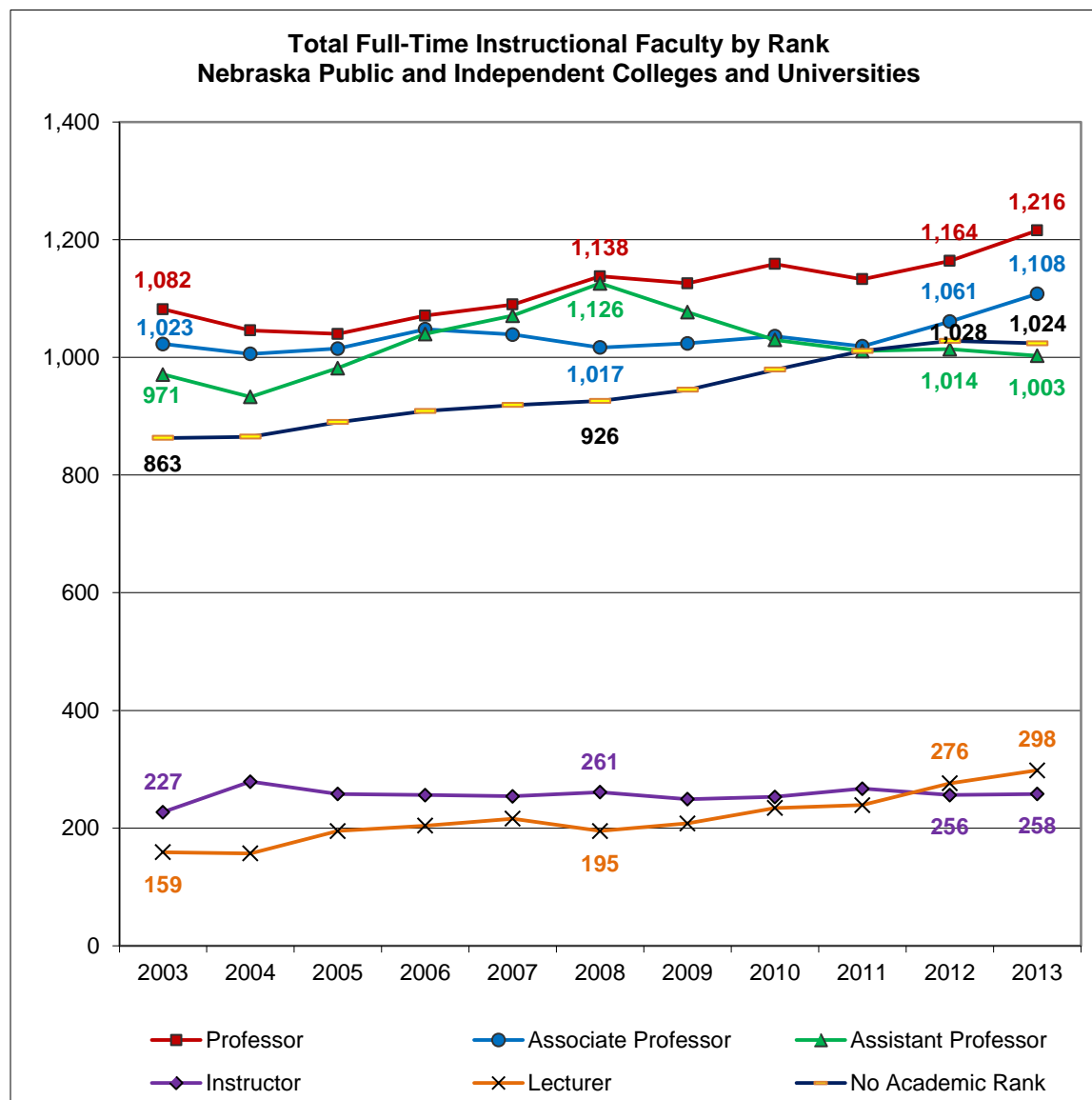
- Given the changes that occurred between fall 2003 and fall 2013 in the number of instructional faculty employed within the public and independent sectors of Nebraska's postsecondary education system, it is logical to ask whether these additions or reductions of faculty were in line with changes in 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 2003 and fall 2013. This ratio does not account for the use of part-time or adjunct faculty, on whom institutions increasingly rely.
- As shown in the trend chart below, the estimated student-to-full-time-faculty ratio for the Community Colleges decreased by 5.8 students between fall 2003 and fall 2013. For the University of Nebraska, the ratio was slightly lower in fall 2013 than in fall 2003. In comparison, the estimated student-to-full-time-faculty ratios for the State College System and for Nebraska's independent institutions both increased by 4.8 students over the 10-year period.



*Note.* See the Factual Look Enrollment Section for total headcount enrollments by sector and by institution.



## TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY by RANK



Between fall 2003 and fall 2013, faculty employed by Nebraska's public and independent institutions changed as follows:

Rank	#	%
Professor (■)	+ 134	+ 12.4%
Assoc. Prof. (●)	+ 85	+ 8.3%
Assist. Prof. (▲)	+ 32	+ 3.3%
Instructor (◆)	+ 31	+ 13.7%
Lecturer (×)	+ 139	+ 87.4%
No Rank (—)	+ 161	+ 18.7%
Net Total	+ 582	+ 13.5%

Further calculations indicate:

- Full professors accounted for 23.0% of the 582 additional faculty. Associate professors accounted for 14.6%, while assistant professors accounted for 5.5%. Instructors and lecturers accounted for 5.3% and 23.9%, respectively.
- Faculty with no academic rank, almost all at the Community Colleges, accounted for 27.7% of the 10-year gain in faculty.

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

## **NET CHANGES IN THE NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK**

- When changes in the number of full-time instructional faculty are analyzed by both sector and rank as shown below, the greatest changes evidenced were as follows:
  - 167 more instructors and lecturers and 85 more professors and assistant professors at the University of Nebraska.
  - 18 more professors but 11 fewer associate professors and 10 fewer instructors within the Nebraska State College System.
  - 172 additional faculty with no academic rank at Nebraska's Community Colleges.
  - 173 additional professors and associate professors at Nebraska's independent institutions.

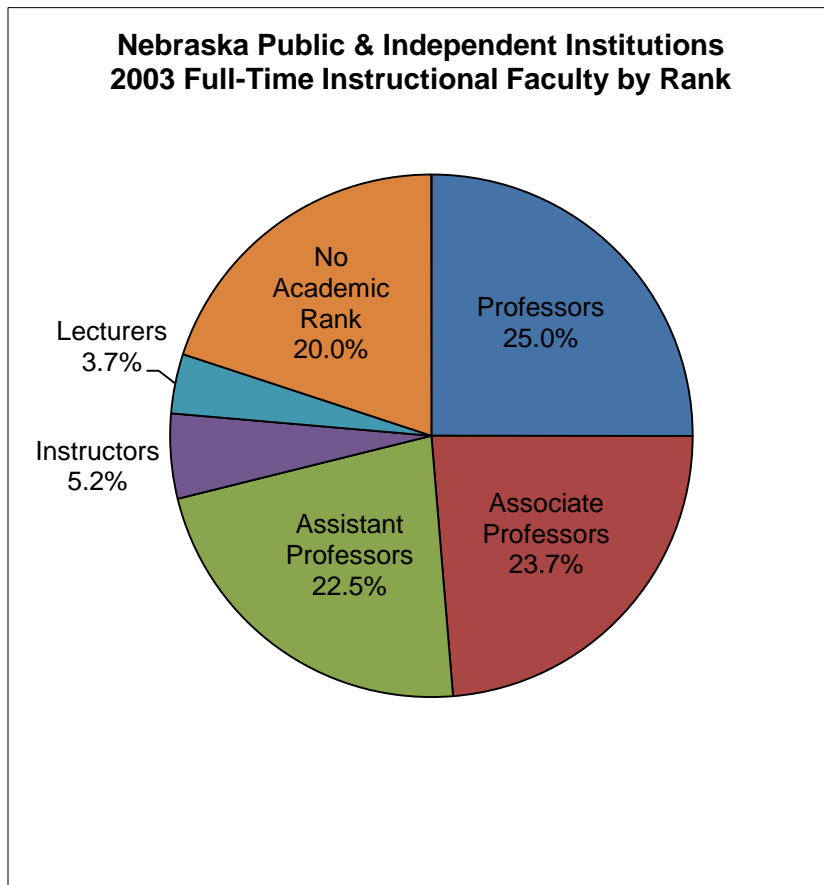
<b>Net Changes in the Number of Full-Time Instructional Faculty by Sector and by Rank Nebraska Public and Independent Colleges and Universities 2003–2013</b>							
Sector	Professors	Associate Professors	Assistant Professors	Instructors	Lecturers	No Academic Rank	Total Net Change
University of Nebraska	42	- 3	43	40	127	3	252
Nebraska State College System	18	- 11	1	- 10	6	- 1	3
Nebraska Community Colleges	0	0	0	0	0	172	172
Independent Institutions	74	99	- 12	1	6	- 13	155
Nebraska Public & Independent Institutions	134	85	32	31	139	161	582

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

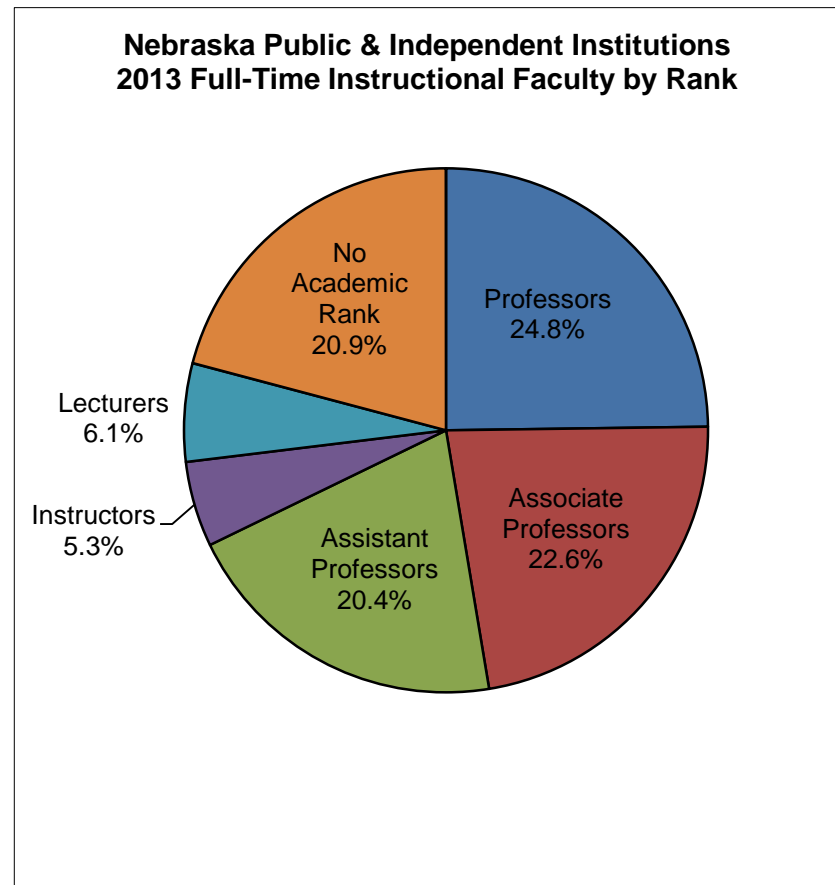
The numbers of full-time instructional faculty by gender, by rank, by sector, and by institution are available in the spreadsheet titled **Instructional Faculty by Rank and Gender** in the **downloadable Excel workbook for Faculty and Salaries**.

## **Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by RANK**

- As a result of increases and decreases in faculty, the overall composition of the full-time instructional faculty at Nebraska's public and independent colleges and universities shifted slightly between fall 2003 and fall 2013.
- As shown below, instructors, lecturers, and faculty with no academic rank accounted for slightly higher percentages of the faculty in fall 2013 than in fall 2003, while lower percentages of the faculty were professors, associate professors, or assistant professors.



Note. Number of full-time instructional faculty = 4,325.



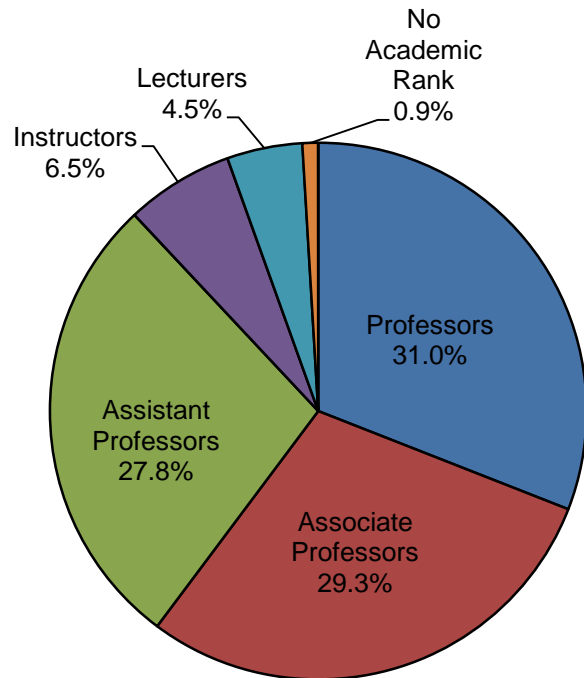
Note. Number of full-time instructional faculty = 4,907.

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

### **Excluding Nebraska's Community Colleges**

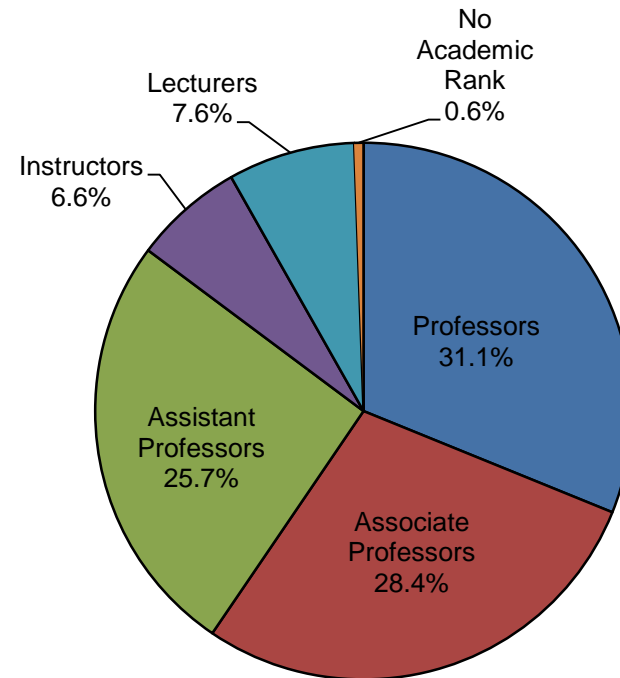
- Since all faculty at Nebraska's Community Colleges are classified in IPEDS as having no academic rank, the following charts exclude the Community Colleges to provide a more direct comparison of the other three sectors.
- As shown below, faculty with no academic rank constituted 0.6% of the faculty at the University of Nebraska, the State Colleges and the state's independent colleges and universities in fall 2013, down from 0.9% in fall 2003.
- These charts also show that instructors and lecturers and professors accounted for higher percentages of full-time faculty in 2013 than they did in 2003, while assistant and associate professors accounted for lower percentages.

**Nebraska Public & Independent Institutions  
Not Including Community Colleges  
2003 Full-Time Instructional Faculty by Rank**



Note. Number of full-time instructional faculty = 3,495.

**Nebraska Public & Independent Institutions  
Not Including Community Colleges  
2013 Full-Time Instructional Faculty by Rank**



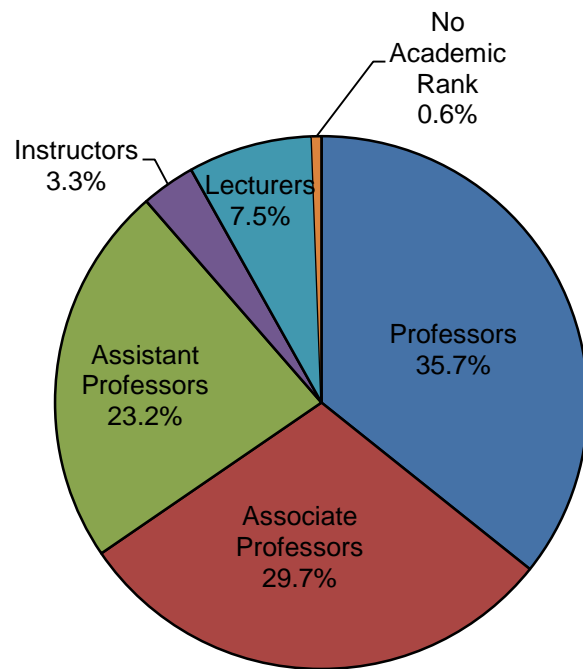
Note. Number of full-time instructional faculty = 3,905.

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

### University of Nebraska

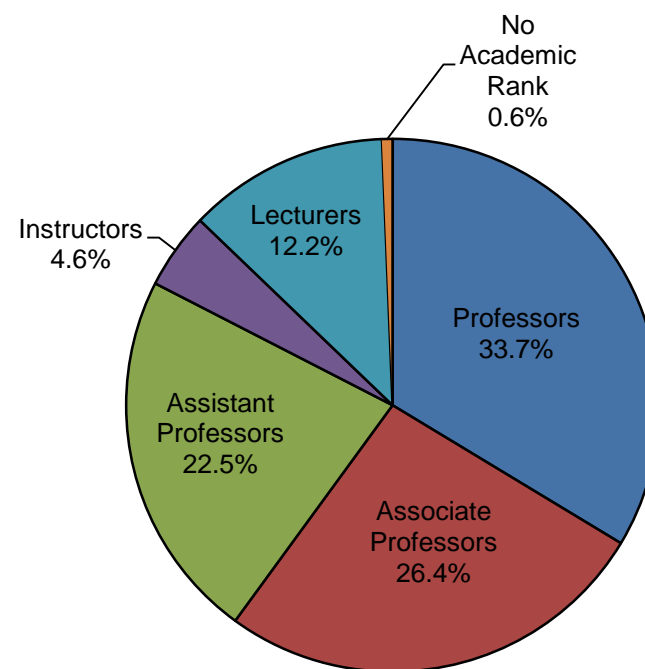
- The main changes that occurred between fall 2003 and fall 2013 in the composition of the full-time instructional faculty at the University of Nebraska were the increased percentage of lecturers and the decreased percentages of full professors and associate professors.

**University of Nebraska  
2003 Full-Time Instructional Faculty by Rank**



Note. Number of full-time instructional faculty = 2,080.

**University of Nebraska  
2013 Full-Time Instructional Faculty by Rank**



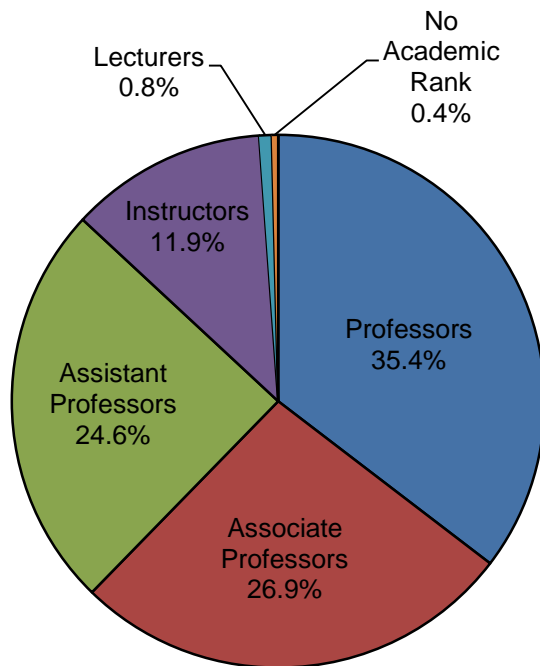
Note. Number of full-time instructional faculty = 2,332.

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

### **Nebraska State College System**

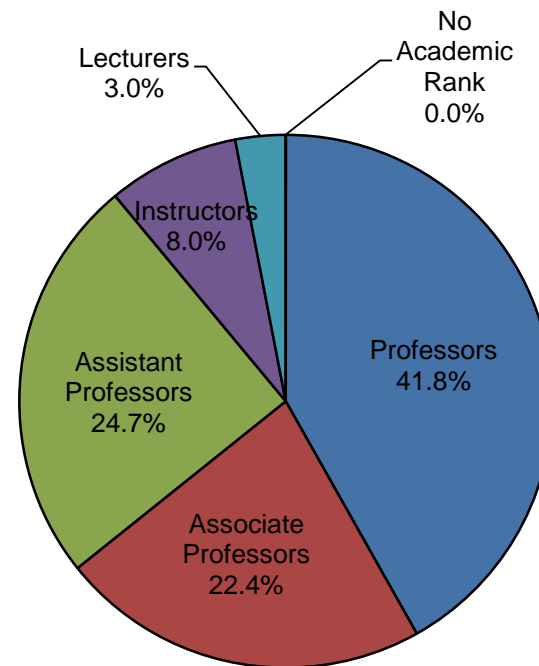
- The overall composition of the instructional faculty employed by the Nebraska State College System shifted between fall 2003 and fall 2013, primarily as a result of a noticeable increase in full professors and a decrease in associate professors as percentages of full-time instructional faculty.

**Nebraska State College System  
2003 Full-Time Instructional Faculty by Rank**



Note. Number of full-time instructional faculty = 260.

**Nebraska State College System  
2013 Full-Time Instructional Faculty by Rank**



Note. Number of full-time instructional faculty = 263.

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

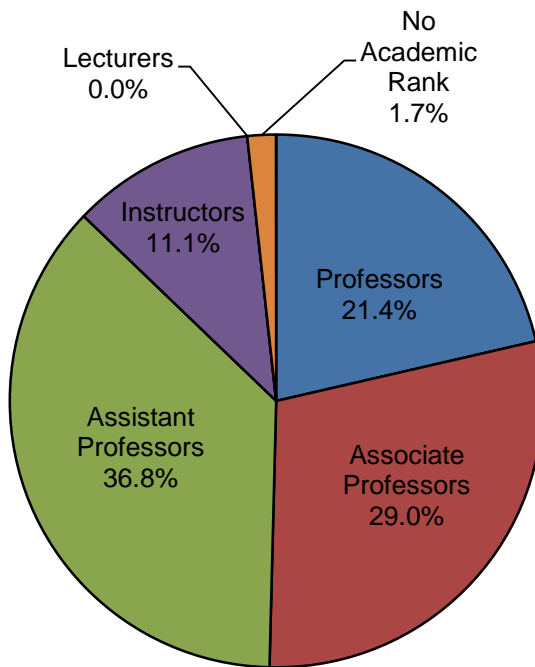
### **Nebraska Community Colleges**

- Charts showing the overall composition of faculty employed by the Community Colleges are not provided since all faculty members are classified as having no academic rank. (Number of full-time instructional faculty = 830 (2003) and 1,002 (2013).)

### **Nebraska Independent Institutions**

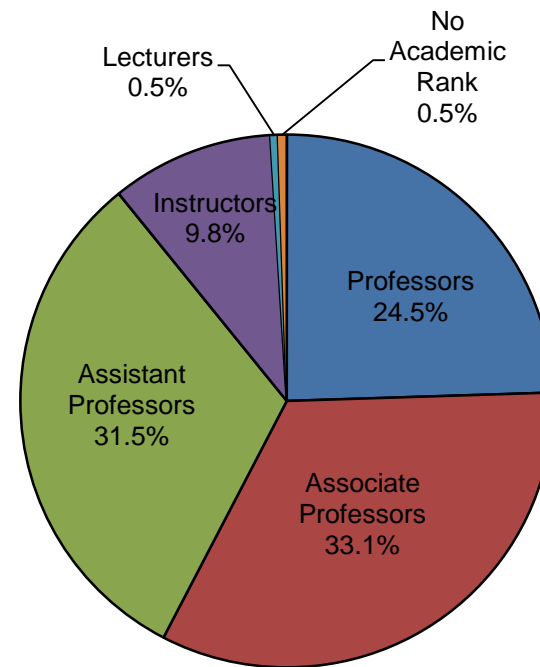
- In fall 2013, professors and associate professors accounted for higher percentages of the total faculty at Nebraska's independent institutions, while assistant professors accounted for a noticeably lower percentage than they did in fall 2003.

**Nebraska Independent Institutions  
2003 Full-Time Instructional Faculty by Rank**



Note. Number of full-time instructional faculty = 1,155.

**Nebraska Independent Institutions  
2013 Full-Time Instructional Faculty by Rank**



Note. Number of full-time instructional faculty = 1,310.

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## Section 2

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

### Notes

- (1) Summarized data are for Nebraska public and independent colleges and universities. These institutions do not include for-profit/career schools.
- (2) The data summarized in this section are collected through the salary sections of the IPEDS Human Resources survey. The analysis presented in this section does not include part-time instructional faculty because salary data for part-time faculty are not collected. Additionally, no data pertaining to adjunct faculty are collected through the IPEDS Human Resources survey.
- (3) Faculty and salary data are reported as of November 1 for the academic year.
- (4) Salaries reported do not include payments for any benefits. Salaries are adjusted so that all average salaries reported in this publication are for 9-month appointments.

## **INTRODUCTION TO SALARY ANALYSES**

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

Please see the **Explanatory Note**, beginning on page 5.1 at the end of this report, for information about how average salaries are currently calculated and how they have been calculated previously.

- In addition, average salaries have been converted to 2013–14 dollars to take into account the effect of inflation when salaries are compared over the period from 2003–04 to 2013–14. Average salaries were converted to 2013–14 dollars using a multiplication factor based on the Consumer Price Index (CPI) that is maintained by the U.S. Bureau of Labor Statistics (BLS).

## **THE CONSUMER PRICE INDEX**

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

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

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

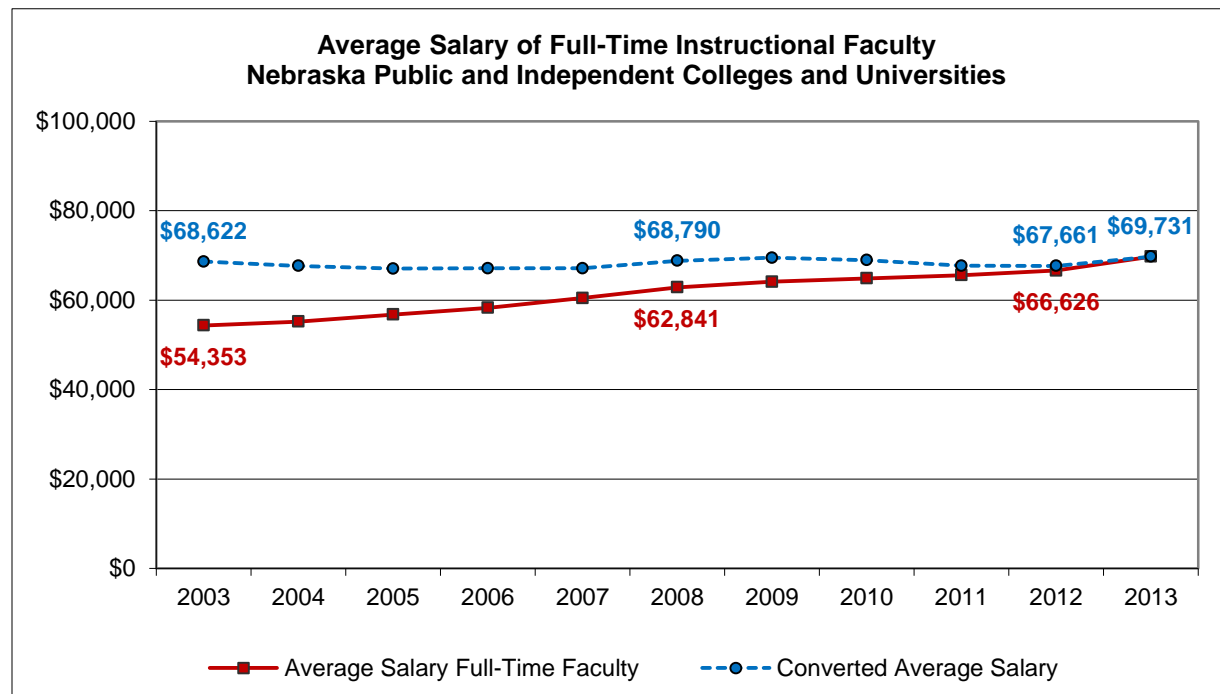
The CPI-U can be used to compare price levels over any period of time by calculating the percentage increase or decrease in the index value from the beginning to the end of the period. For the purposes of this report, the period of interest is the 10 years between the academic years of 2003–04 (July 2003–June 2004) and 2013–14 (July 2013–June 2014).

The average CPI-U for July 2003 through June 2004 was 186.1. For July 2013 through June 2014, the average CPI-U was 235.0, indicating that there was an overall 26.3% increase in consumer prices over the 10 years. Given a 26.3% increase in the general level of prices over the 10 years, salaries also would have to increase 26.3% to have the same amount of purchasing power in 2013–14 as in 2003–04 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](http://www.bls.gov/cpi).

## AVERAGE SALARY OF TOTAL FULL-TIME INSTRUCTIONAL FACULTY

- In dollars actually paid, the average salary for full-time faculty at Nebraska's public and independent colleges and universities was \$69,731 in 2013–14, compared to \$54,353 in 2003–04, a 10-year increase of 28.3%, a percentage increase that is higher than the 26.3% 10-year rate of inflation, based on the CPI-U. (See page 2.2.)
- When average salaries are adjusted for inflation by converting them to 2013–14 dollars, the statewide average salary in 2003–04 was \$68,622, or \$1,109 lower than the average salary in 2013–04, meaning that the average salary in 2013–14 had more buying power than the average salary in 2003–04.
- As shown in the chart below, the highest average salary was in 2013–04 in terms of consumer buying power.
- See the table on page 2.5 for the average salaries paid from 2003–04 to 2013–04 converted to 2013–14 dollars to take into account the effect of inflation.



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

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

<b>Actual Average Salary of Full-Time Instructional Faculty at Nebraska's Public and Independent Colleges and Universities Converted to 2013–14 Dollars</b>				
Academic Year	Average Faculty Salary <sup>a</sup>	CPI-U for July–June <sup>b</sup>	Multiplication Factor <sup>c</sup>	Average Salary Converted to 2013–14 Dollars <sup>d</sup>
2003–2004	\$54,353	186.108	1.2625	\$68,622
2004–2005	\$55,201	191.700	1.2257	\$67,660
2005–2006	\$56,769	198.942	1.1811	\$67,049
2006–2007	\$58,285	204.112	1.1512	\$67,096
2007–2008	\$60,458	211.684	1.1100	\$67,108
2008–2009	\$62,841	214.649	1.0947	\$68,790
2009–2010	\$64,096	216.759	1.0840	\$69,481
2010–2011	\$64,869	221.066	1.0629	\$68,948
2011–2012	\$65,569	227.566	1.0325	\$67,701
2012–2013	\$66,626	231.370	1.0155	\$67,661
2013–2014	\$69,731	234.967	1.0000	\$69,731
10-Year Increase	28.3%	26.3%		1.6%
<sup>a</sup> Faculty salaries were reported in the fall of the academic year. <sup>b</sup> 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. <sup>c</sup> The multiplication factor for a given year equals the CPI-U for 2013–14 divided by the CPI-U for the year of interest. <sup>d</sup> The average salary converted to 2013–14 dollars equals the paid average salary multiplied by the CPI-U multiplication factor.				

## **AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by SECTOR**

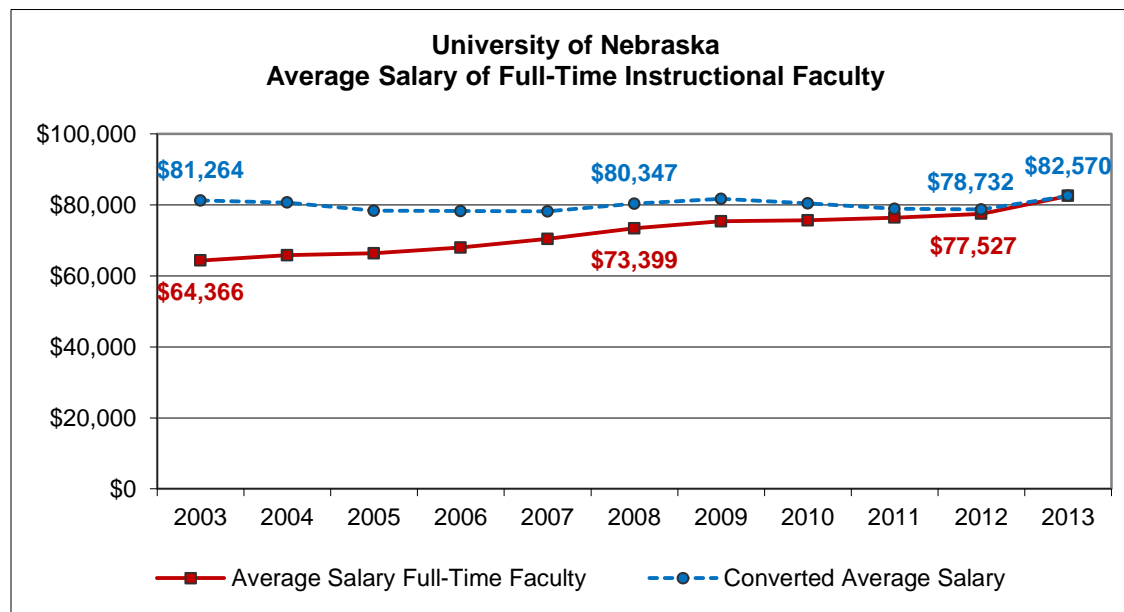
- The charts on the following two pages show, by sector, the increases and decreases in the average salaries paid to full-time instructional faculty between 2003–04 and 2013–14. These charts also show the trends in faculty salaries when they are expressed in 2013–14 dollars to take into account the effect of price inflation.
- The University of Nebraska paid the highest average salaries throughout the 10 years, with an average salary of \$82,570 in 2013–14.
- Faculty at Nebraska's State Colleges received an average salary of \$62,480 in 2013–14, while faculty at Nebraska's independent institutions and Community Colleges earned \$63,179 and \$52,060, respectively.
- Between 2003–04 and 2013–14, average faculty salaries increased across all four sectors.

	<u>10-Year Change in Average Salary</u>	<u>10-Year Change in Average Salary Adjusted for Inflation</u>
University of Nebraska	+ 28.3%	+ 1.6%
Nebraska State College System	+ 27.1%	+ 0.7%
Nebraska Community Colleges	+ 33.6%	+ 5.8%
Nebraska Independent Institutions	+ 29.4%	+ 2.5%

- Average salaries converted to 2013–14 dollars were at their highest level in 2013–14 for faculty employed by the University of Nebraska. For the Nebraska State College System, the highest average salary adjusted for inflation was in 2010–11. For the Community Colleges, the buying power of an average salary was highest in 2009–10, and for the independent sector, the average faculty salary was highest in 2008–09.

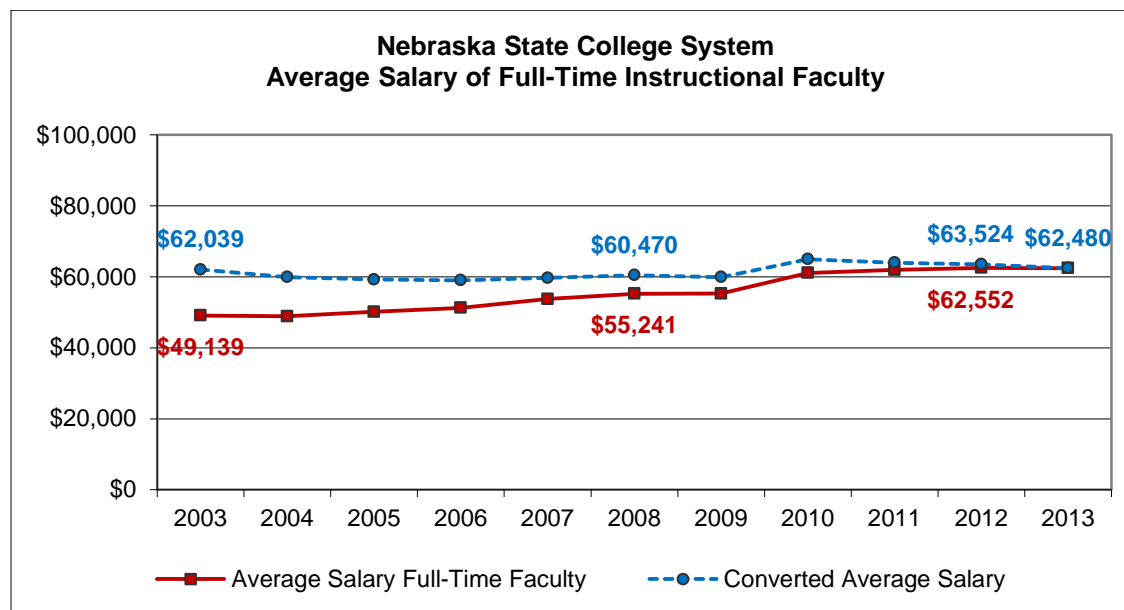
Average paid salaries and average salaries converted to current dollars by sector and by institution for the latest 11 years are available in the spreadsheet titled **Average Salary Total and by Gender** in the **downloadable Excel workbook for Faculty and Salaries**.

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



### University of Nebraska

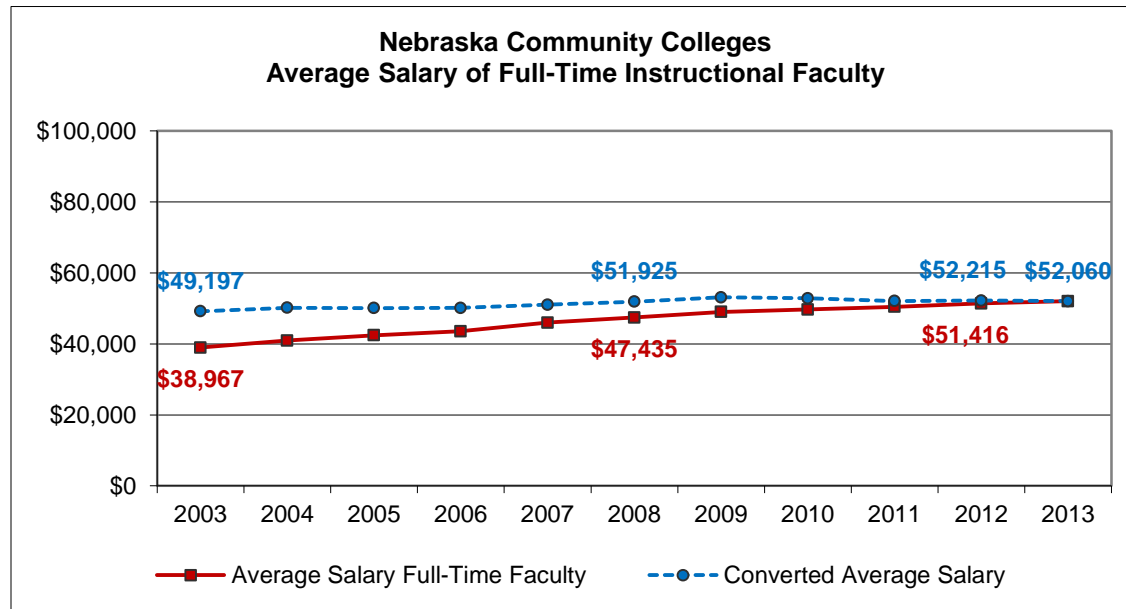
- In dollars actually paid, the average faculty salary at the University of Nebraska increased from \$64,366 in 2003–04 to \$82,570 in 2013–14, or 28.3%.
- Converted to 2013–14 dollars, the average salary of University faculty increased from \$81,264 in 2003–04 to \$82,570 in 2013–14, a 10-year increase of 1.6%.



### Nebraska State College System

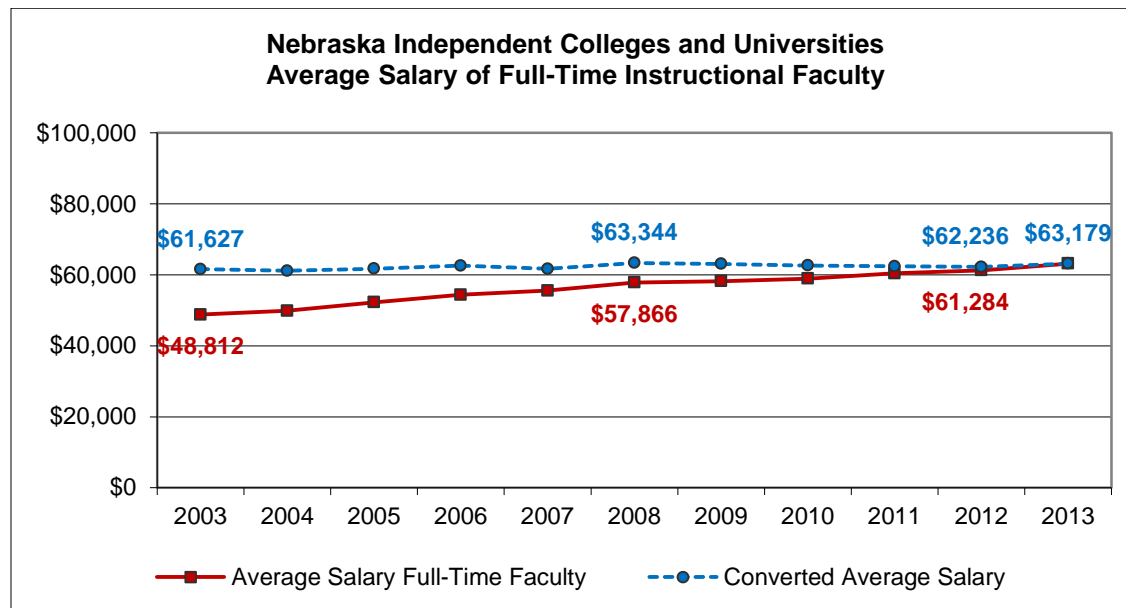
- The average faculty salary paid by Nebraska's State Colleges increased from \$49,139 in 2003–04 to \$62,480 in 2013–04, a 10-year increase of 27.1%.
- Converted to 2013–14 dollars, the average salary of faculty at the State Colleges increased from \$62,039 in 2003–04 to \$62,480, for a 10-year increase of 0.7%.

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



### Nebraska Community Colleges

- In dollars actually paid, the average salary of faculty employed by Nebraska Community Colleges increased from \$38,967 in 2003–04 to \$52,060 in 2013–14 for a 10-year increase of 33.6%.
- Converted to 2013–14 dollars, the average Community College salary fluctuated upward from \$49,197 in 2003–04 to \$52,060 in 2013–14, resulting in an increase of 5.8% between 2003–04 and 2013–14.



### Nebraska Independent Institutions

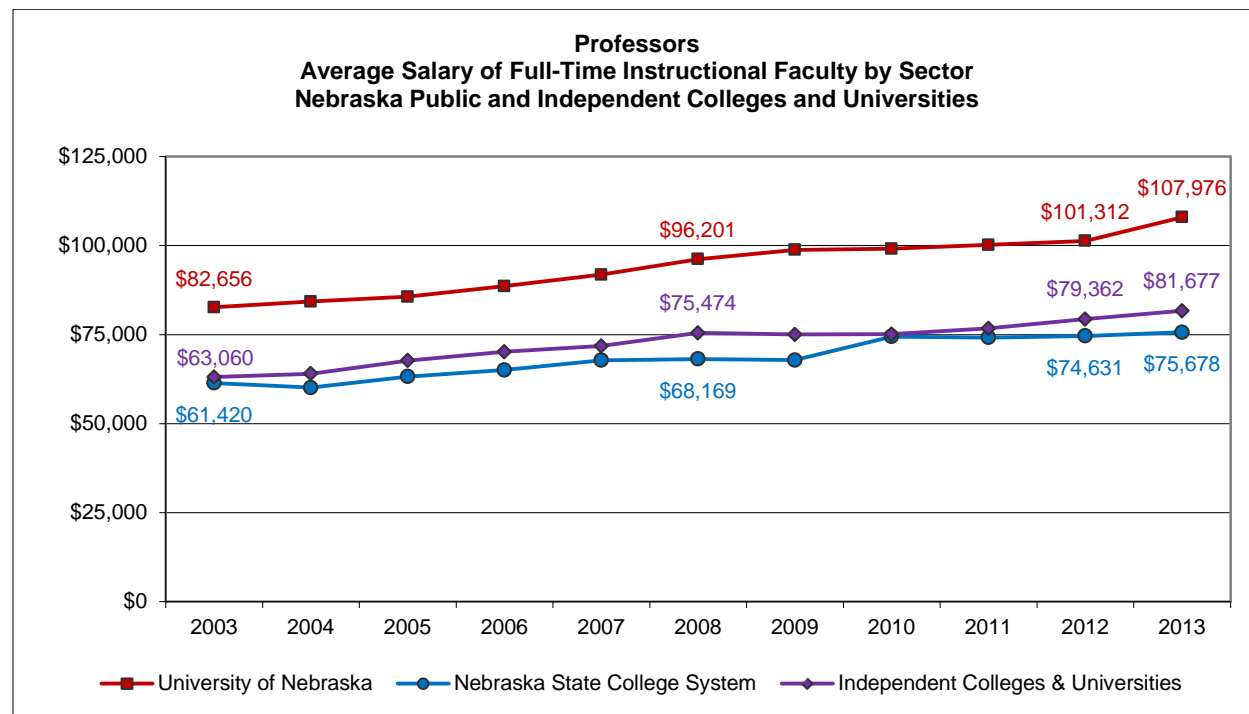
- The average faculty salary for Nebraska's independent institutions increased from \$48,812 in 2003–04 to \$63,179 in 2013–14, a 10-year increase of 29.4%.
- Converted to 2013–14 dollars, the average faculty salary increased 2.5%, from \$61,627 in 2003–04 to \$63,179 in 2013–14.



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

- The charts following this summary show, by academic rank, how average salaries paid between 2003–04 and 2013–14 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 2013–14 dollars to take into account the effect of inflation.
- Between 2003–04 and 2013–14, the average salaries paid by the University of Nebraska at the professor, associate professor, and assistant professor levels were higher than the average salaries paid by the Nebraska State College System, Nebraska's Community Colleges, and the state's independent institutions. While the average salaries paid by the University of Nebraska at the instructor level were generally higher than the State Colleges and the independent institutions during the 10-year period, the State Colleges paid slightly more than the University at the instructor level in 2013–14.
- Throughout the 10-year period, the average salaries paid in the independent sector were higher than those paid by the State Colleges at the professor, associate professor, and assistant professor levels. At the instructor level, the State Colleges' average salary was higher than the average salaries at the University of Nebraska and the independent institutions in 2013–14.
- The greatest difference between the salaries paid by the independent institutions and the University of Nebraska was at the professor level. In 2013–14, professors employed by the University earned an average salary that was \$26,299 higher than the average salary paid to professors in the independent sector. Meanwhile at the State Colleges, professors earned an average salary that was \$32,298 less than the average salary paid to professors at the University of Nebraska.
- Comparing average salary increases across academic ranks, professors received the highest dollar amounts. The 10-year increases for professors were \$25,321 at the University of Nebraska, \$14,258 at the State Colleges, and \$18,617 in the independent sector.
- For the 10-year period ending in 2013–14, the largest 10-year percentage increases in average salary at the University of Nebraska were earned by assistant professors (41.0%) and lecturers (34.0%). The highest 10-year salary percentage increases at the State Colleges were earned by instructors (34.3%), associate professors (24.7%) and assistant professors (24.7%). Within the independent sector, the highest percentage increases were received by professors (29.5%) and assistant professors (26.4%).
- All Nebraska Community College faculty are classified as having no academic rank in the IPEDS database maintained by the Commission, but relatively few faculty members without academic rank have been employed by the University of Nebraska, the Nebraska State College System, or the independent institutions in Nebraska.
- Compared to the salaries in other sectors, the average salary at the Community Colleges in 2013–14 was \$1,516 higher than the average salary earned by assistant professors at the State Colleges, but \$3,051 lower than the average salary paid to assistant professors in the independent sector.

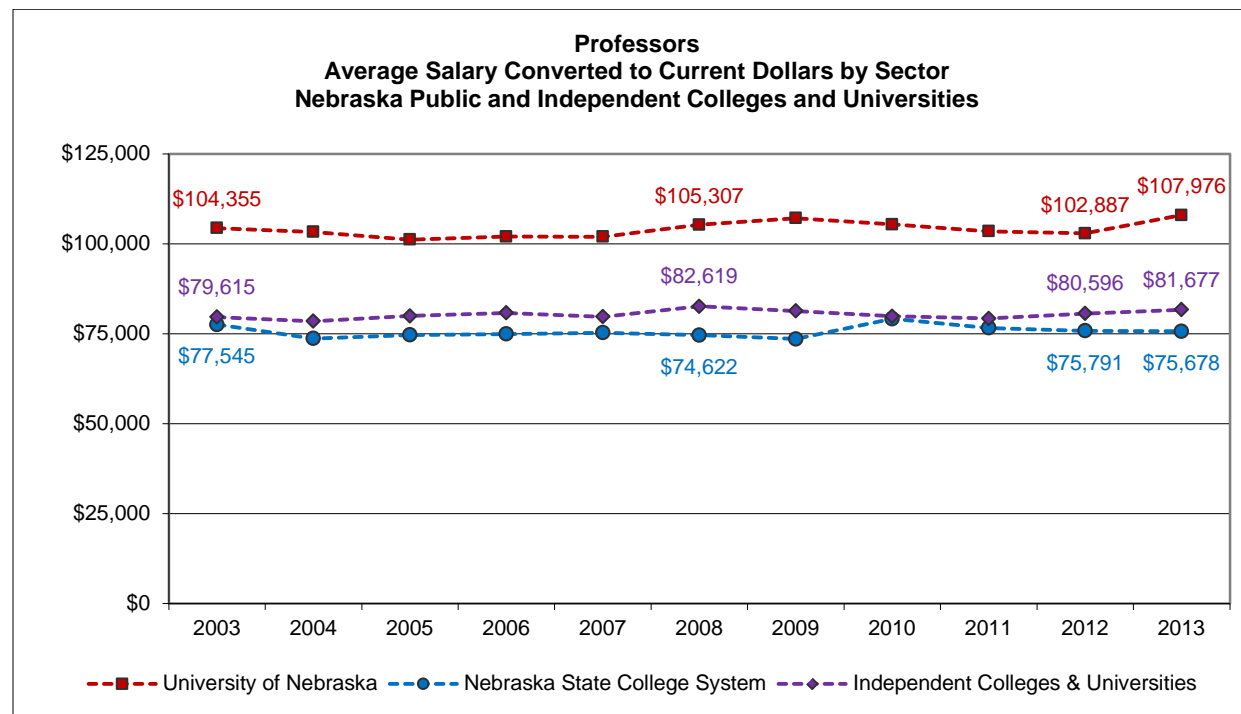
## AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR (Continued)



Sector	Number of Professors in Fall 2013	2003–04 Average Salary	2013–14 Average Salary	10-Year Increase in Average Salary	10-Year % Increase in Average Salary
University of Nebraska	785	\$82,656	\$107,976	\$25,321	30.6%
Nebraska State College System	110	\$61,420	\$75,678	\$14,258	23.2%
Nebraska Community Colleges	0	Not applicable			
Nebraska Independent Colleges & Universities	321	\$63,060	\$81,677	\$18,617	29.5%

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

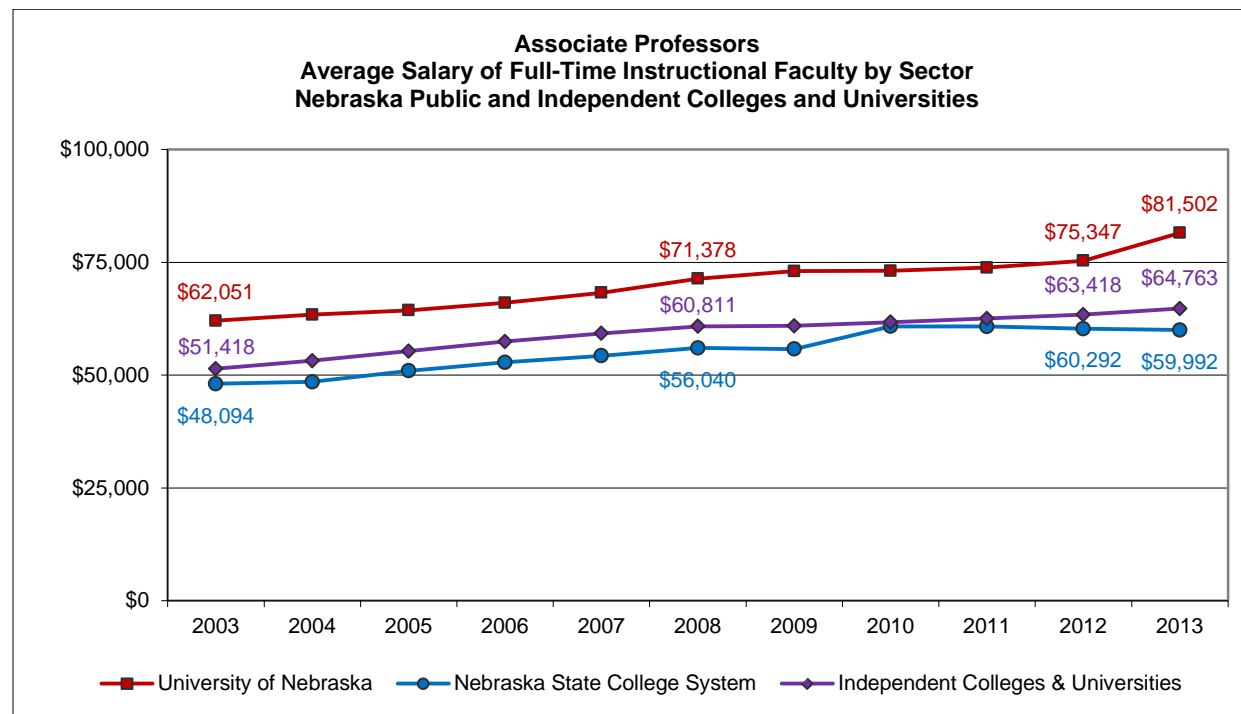
## AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR (Continued)



Sector	Number of Professors in Fall 2013	2003–04 Average Salary Converted to 2013–14 Dollars	2013–14 Average Salary Converted to 2013–14 Dollars	10-Year Change in Average Salary Converted to 2013–14 Dollars	10-Year % Change in Average Salary Converted to 2013–14 Dollars
University of Nebraska	785	\$104,355	\$107,976	\$3,621	3.5%
Nebraska State College System	110	\$77,545	\$75,678	- \$1,867	- 2.4%
Nebraska Community Colleges	0	Not applicable			
Nebraska Independent Colleges & Universities	321	\$79,615	\$81,677	\$2,062	2.6%

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

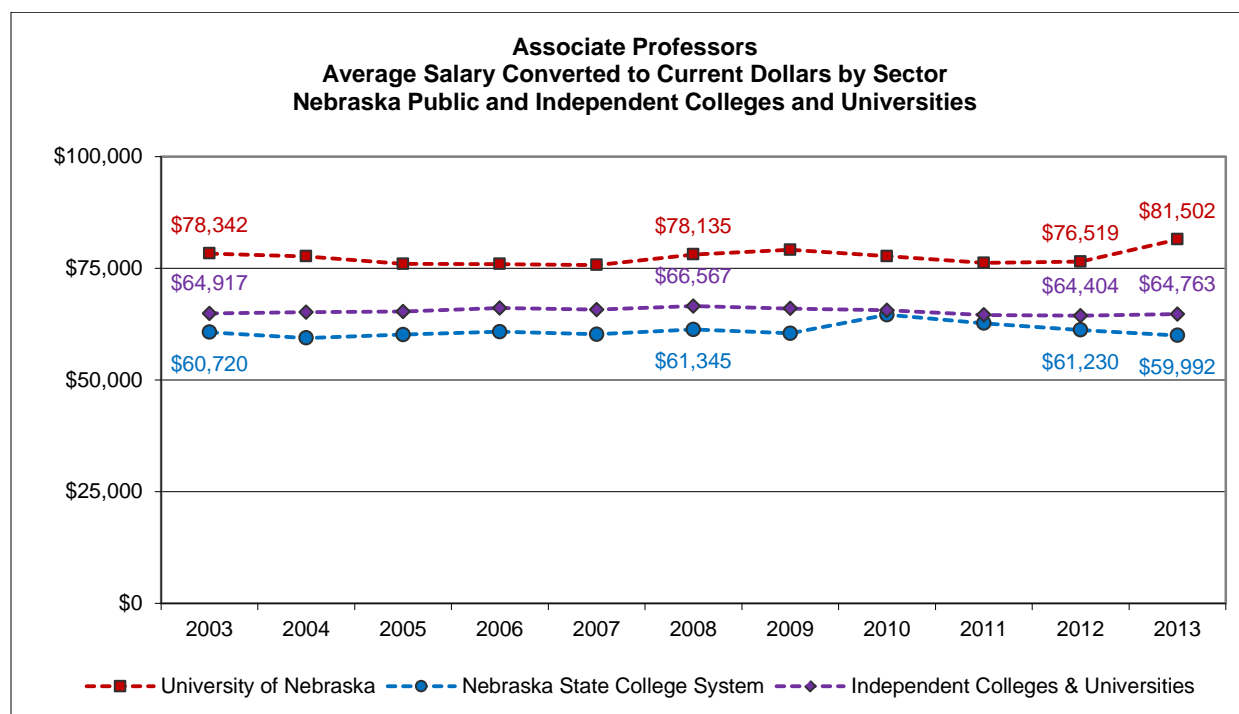
## AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR (Continued)



Sector	Number of Associate Professors in Fall 2013	2003–04 Average Salary	2013–14 Average Salary	10-Year Increase in Average Salary	10-Year % Increase in Average Salary
University of Nebraska	615	\$62,051	\$81,502	\$19,450	31.3%
Nebraska State College System	59	\$48,094	\$59,992	\$11,898	24.7%
Nebraska Community Colleges	0	Not applicable			
Nebraska Independent Colleges & Universities	434	\$51,418	\$64,763	\$13,345	26.0%

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

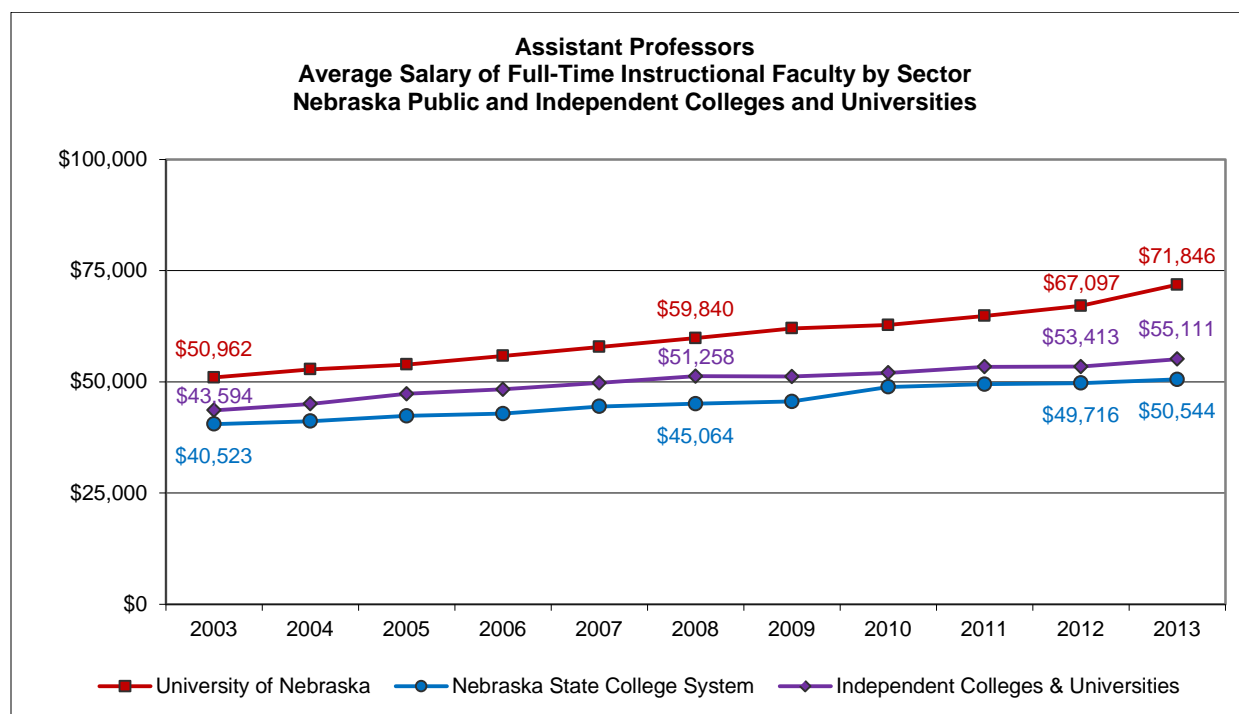
## AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR (Continued)



Sector	Number of Associate Professors in Fall 2013	2003–04 Average Salary Converted to 2013–14 Dollars	2013–14 Average Salary Converted to 2013–14 Dollars	10-Year Change in Average Salary Converted to 2013–14 Dollars	10-Year % Change in Average Salary Converted to 2013–14 Dollars
University of Nebraska	615	\$78,342	\$81,502	\$3,160	4.0%
Nebraska State College System	59	\$60,720	\$59,992	- \$728	- 1.2%
Nebraska Community Colleges	0	Not applicable			
Nebraska Independent Colleges & Universities	434	\$64,917	\$64,763	- \$154	- 0.2%

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

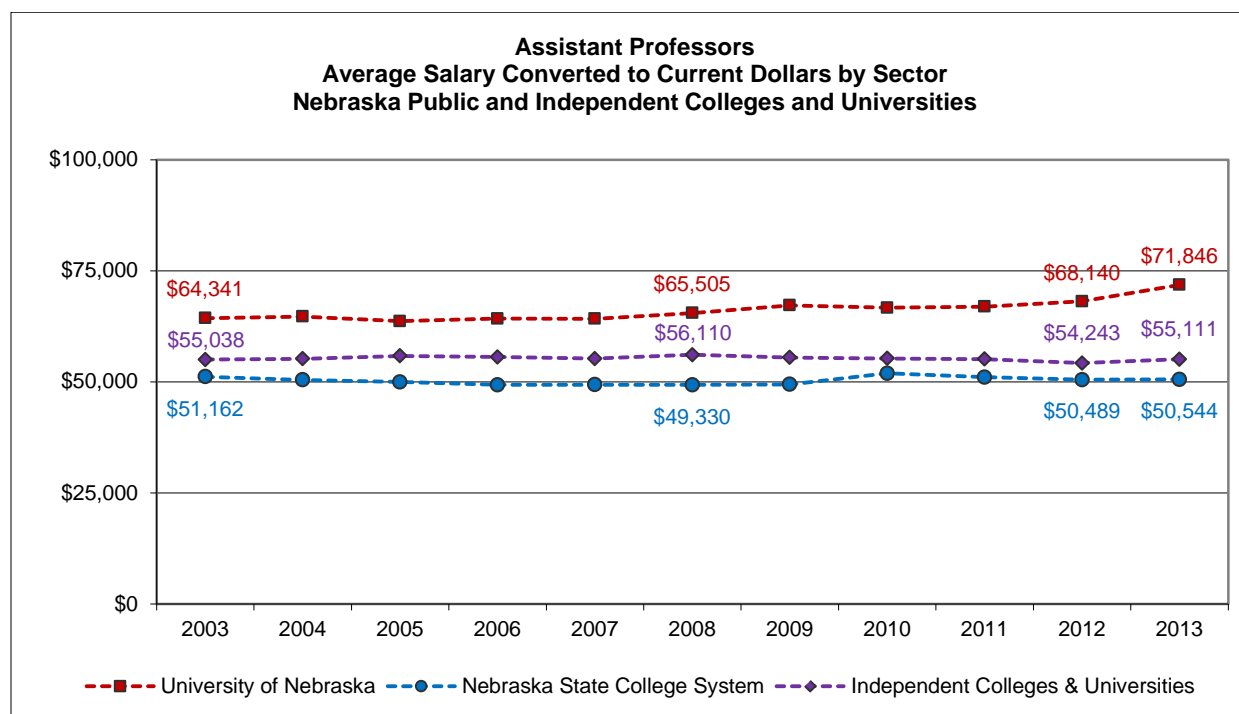
## AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR (Continued)



Sector	Number of Assistant Professors in Fall 2013	2003–04 Average Salary	2013–14 Average Salary	10-Year Increase in Average Salary	10-Year % Increase in Average Salary
University of Nebraska	525	\$50,962	\$71,846	\$20,884	41.0%
Nebraska State College System	65	\$40,523	\$50,544	\$10,020	24.7%
Nebraska Community Colleges	0	Not applicable			
Nebraska Independent Colleges & Universities	413	\$43,594	\$55,111	\$11,517	26.4%

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

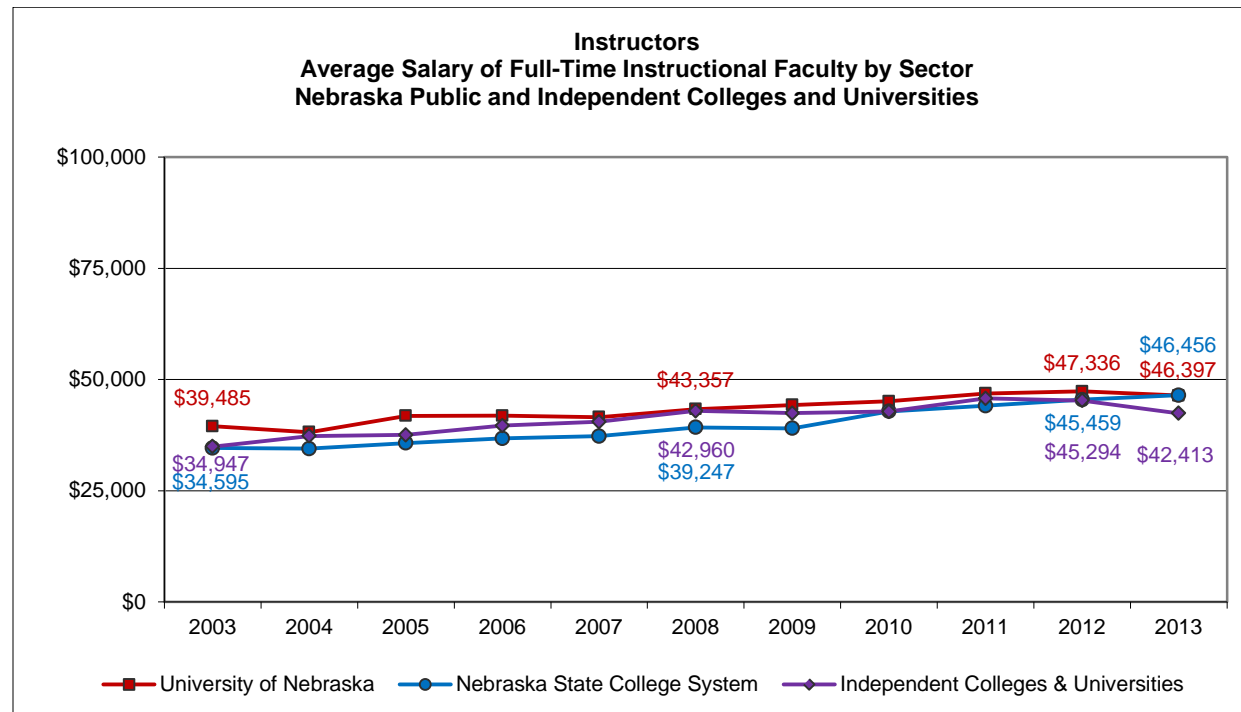
## AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR (Continued)



Sector	Number of Assistant Professors in Fall 2013	2003–04 Average Salary Converted to 2013–14 Dollars	2013–14 Average Salary Converted to 2013–14 Dollars	10-Year Change in Average Salary Converted to 2013–14 Dollars	10-Year % Change in Average Salary Converted to 2013–14 Dollars
University of Nebraska	525	\$64,341	\$71,846	\$7,505	11.7%
Nebraska State College System	65	\$51,162	\$50,544	- \$618	- 1.2%
Nebraska Community Colleges	0	Not applicable			
Nebraska Independent Colleges & Universities	413	\$55,038	\$55,111	\$73	0.1%

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

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

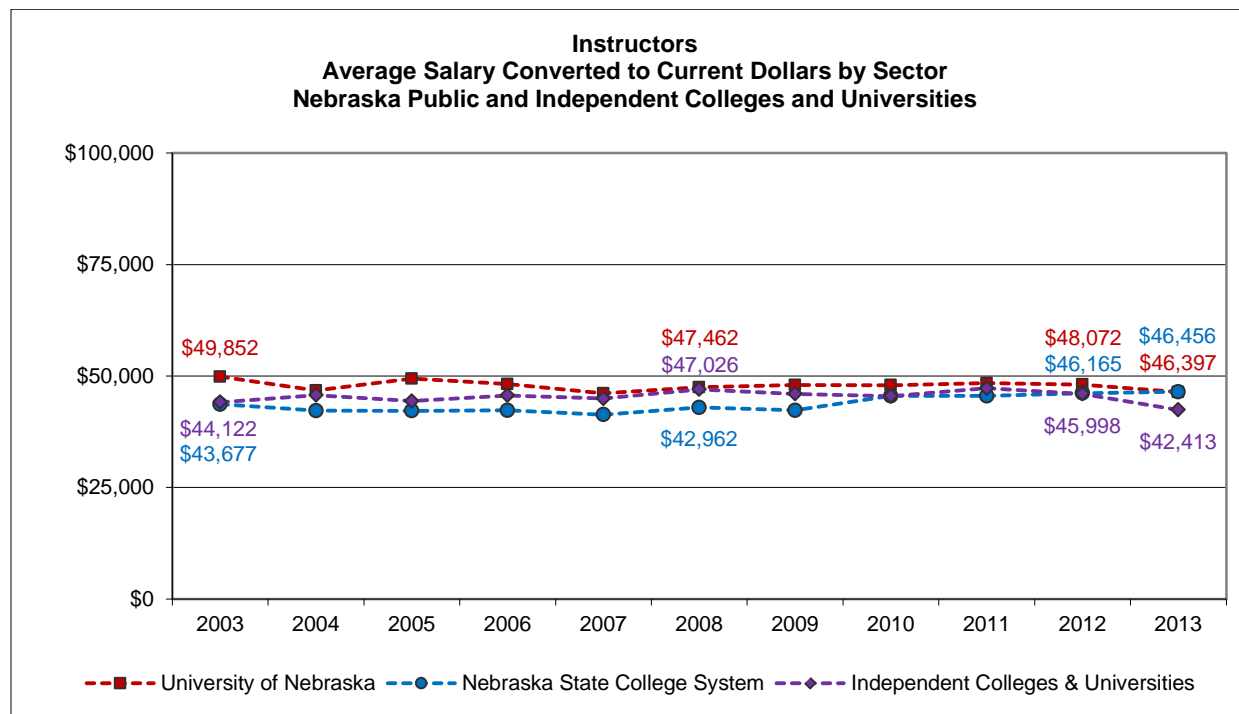


Sector	Number of Instructors in Fall 2013	2003–04 Average Salary	2013–14 Average Salary	10-Year Increase in Average Salary	10-Year % Increase in Average Salary
University of Nebraska	108	\$39,485	\$46,397	\$6,912	17.5%
Nebraska State College System	21	\$34,595	\$46,456	\$11,861	34.3%
Nebraska Community Colleges	0	Not applicable			
Nebraska Independent Colleges & Universities	129	\$34,947	\$42,413	\$7,466	21.4%

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



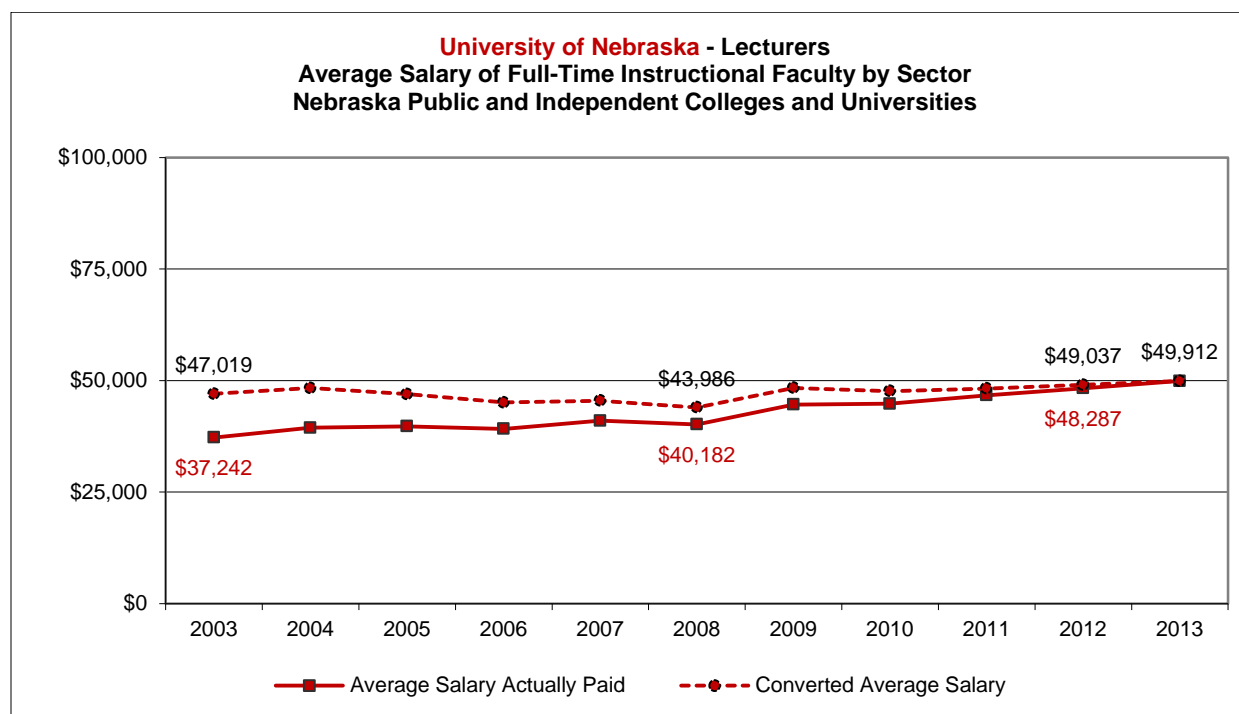
## AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by RANK and by SECTOR (Continued)



Sector	Number of Instructors in Fall 2013	2003–04 Average Salary Converted to 2013–14 Dollars	2013–14 Average Salary Converted to 2013–14 Dollars	10-Year Change in Average Salary Converted to 2013–14 Dollars	10-Year % Change in Average Salary Converted to 2013–14 Dollars
University of Nebraska	108	\$49,852	\$46,397	- \$3,454	- 6.9%
Nebraska State College System	21	\$43,677	\$46,456	\$2,779	6.4%
Nebraska Community Colleges	0	Not applicable			
Nebraska Independent Colleges & Universities	129	\$44,122	\$42,413	- \$1,709	- 3.9%

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

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

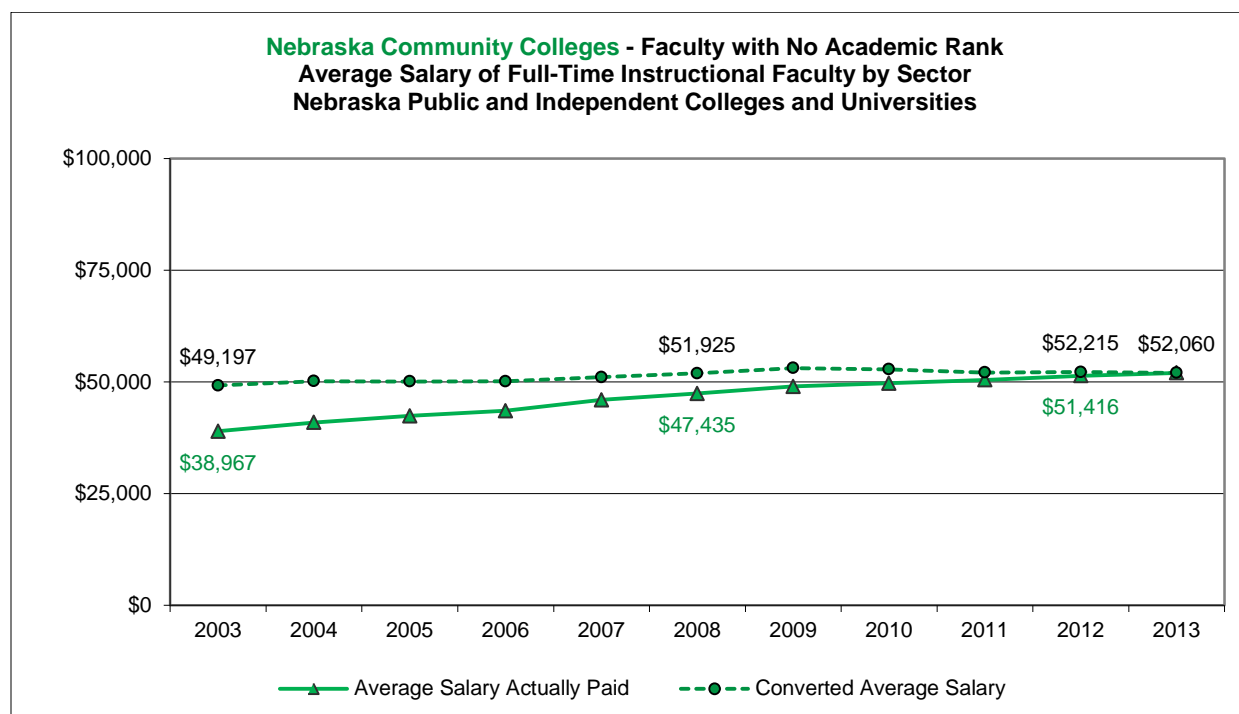


Sector	Number of Lecturers in Fall 2013	2003–04 Average Salary	2013–14 Average Salary	10-Year %Increase in Average Salary	10-Year % Change in Average Salary Converted to 2013–14 Dollars
University of Nebraska	284	\$37,242	\$49,912	34.0%	6.2%
Nebraska State College System	8	Not applicable			
Nebraska Community Colleges	0	Not applicable			
Nebraska Independent Colleges & Universities	6	Not applicable			

*Note.* Since lecturers have not been consistently employed by the State Colleges or independent institutions, 10-year trend statistics are not applicable. Between fall 2003 and fall 2013, the State Colleges employed 0 to 8 lecturers each year. The independent colleges also employed 0 to 8 lecturers per year during the 10-year period.

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

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



Sector	Number of Faculty with No Academic Rank in Fall 2013	2003–04 Average Salary	2013–14 Average Salary	10-Year %Increase in Average Salary	10-Year % Change in Average Salary Converted to 2013–14 Dollars
University of Nebraska	15	Not applicable			
Nebraska State College System	0	Not applicable			
Nebraska Community Colleges	1,002	\$38,967	\$52,060	33.6%	5.8%
Nebraska Independent Colleges & Universities	7	Not applicable			

*Note.* All Nebraska Community College faculty are classified as having no academic rank in the IPEDS database maintained by the Commission. Since 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 2003–04 and 2013–14, the University of Nebraska employed 3 to 17 faculty without rank, the State Colleges employed 0 to 3, and the independent colleges employed 4 to 21.

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

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## Section 3

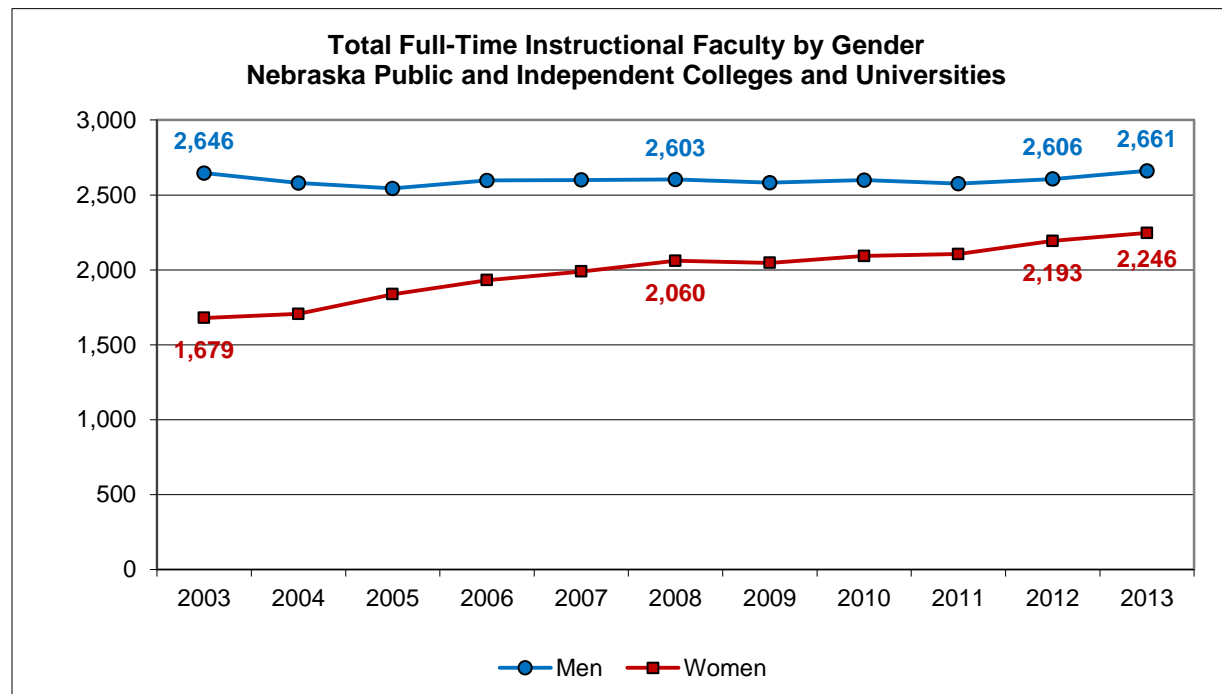
# Number and Average Salaries of Full-Time Instructional Faculty by Gender

### Notes

- (1) Summarized data are for Nebraska public and independent colleges and universities. These institutions do not include for-profit/career schools.
- (2) The data summarized in this section are collected through the salary sections of the IPEDS Human Resources survey. The analysis presented in this section does not include part-time instructional faculty because salary data for part-time faculty are not collected. Additionally, no data pertaining to adjunct faculty are collected through the IPEDS Human Resources survey.
- (3) Faculty and salary data are reported as of November 1 for the academic year.
- (4) Salaries reported do not include payments for any benefits. Salaries are adjusted so that all average salaries reported in this publication are for 9-month appointments.

## **TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY by GENDER**

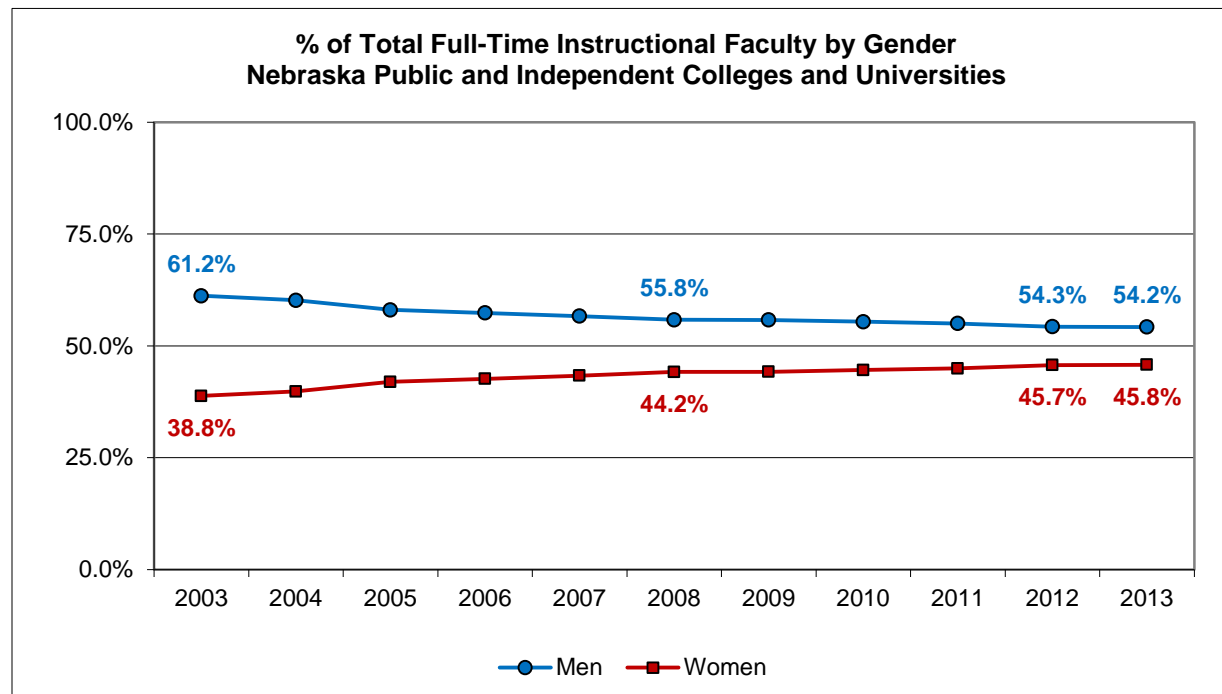
- The total number of male, full-time instructional faculty at Nebraska's public and independent colleges and universities increased slightly, from 2,646 in fall 2003 to 2,661 in fall 2013, an increase of 15 faculty, or less than 0.6%.
- In comparison, the total number of female faculty increased from 1,679 to 2,246, an increase of 567 faculty, or 33.8%, over the 10-year period.



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

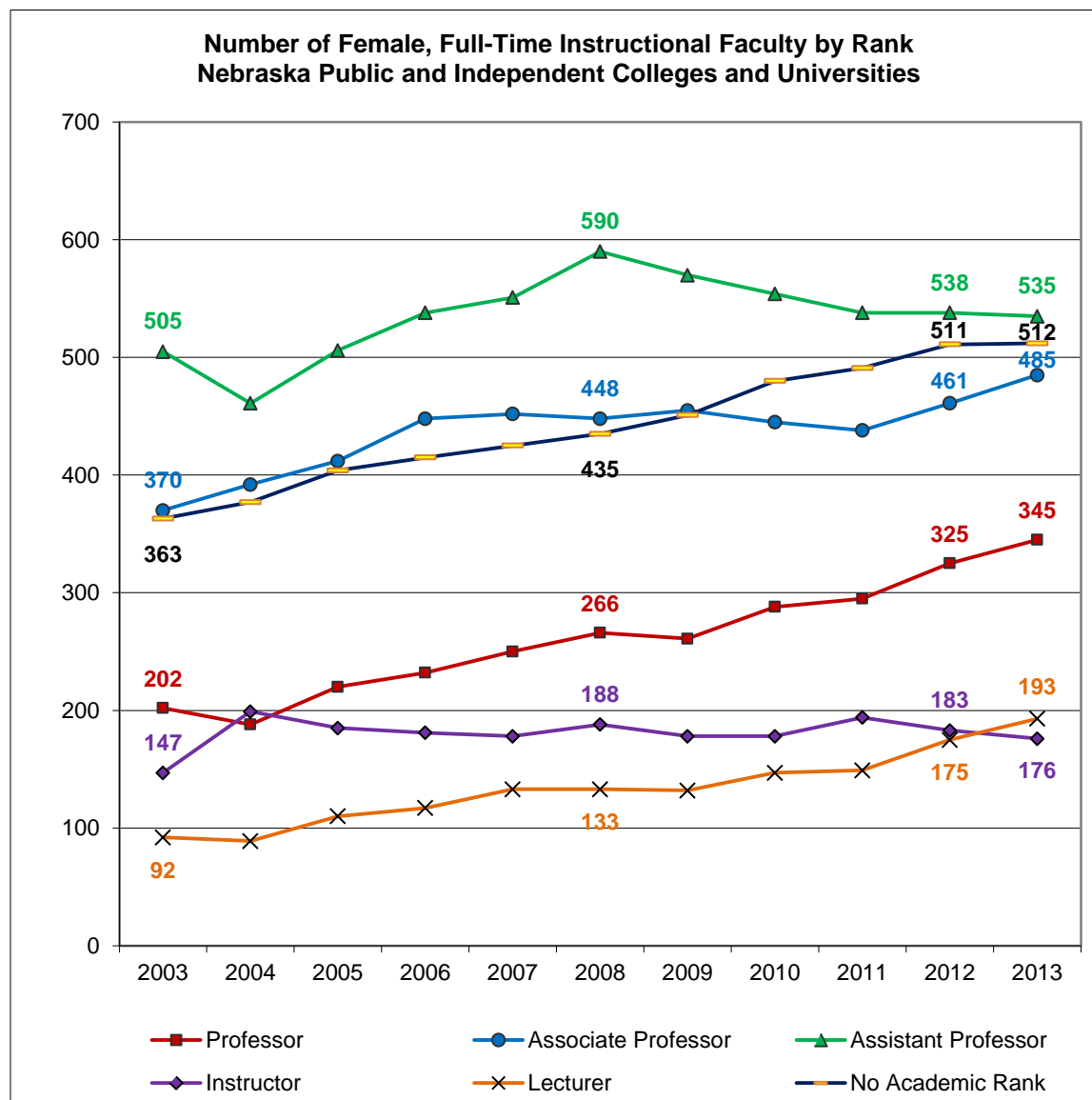
## Percentages of TOTAL NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY by GENDER

- Between 2003 and 2013, women accounted for an increasing percentage of the full-time instructional faculty at Nebraska's public and independent colleges and universities.
- In fall 2003, 38.8% of the full-time faculty were women.
- By fall 2013, women accounted for 45.8% of the full-time faculty.



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

## NUMBER OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY by RANK



When analyzed by rank, the numbers of female full-time faculty employed by Nebraska's public and independent institutions changed between fall 2003 and fall 2013 as follows:

Rank	#	%
Professor (■)	+ 143	+ 70.8%
Assoc. Prof. (●)	+ 115	+ 31.1%
Assist. Prof. (▲)	+ 30	+ 5.9%
Instructor (◆)	+ 29	+ 19.7%
Lecturer (x)	+ 101	+ 109.8%
No Rank (—)	+ 149	+ 41.0%
Net Total	+ 567	+ 33.8%

Further calculations indicate:

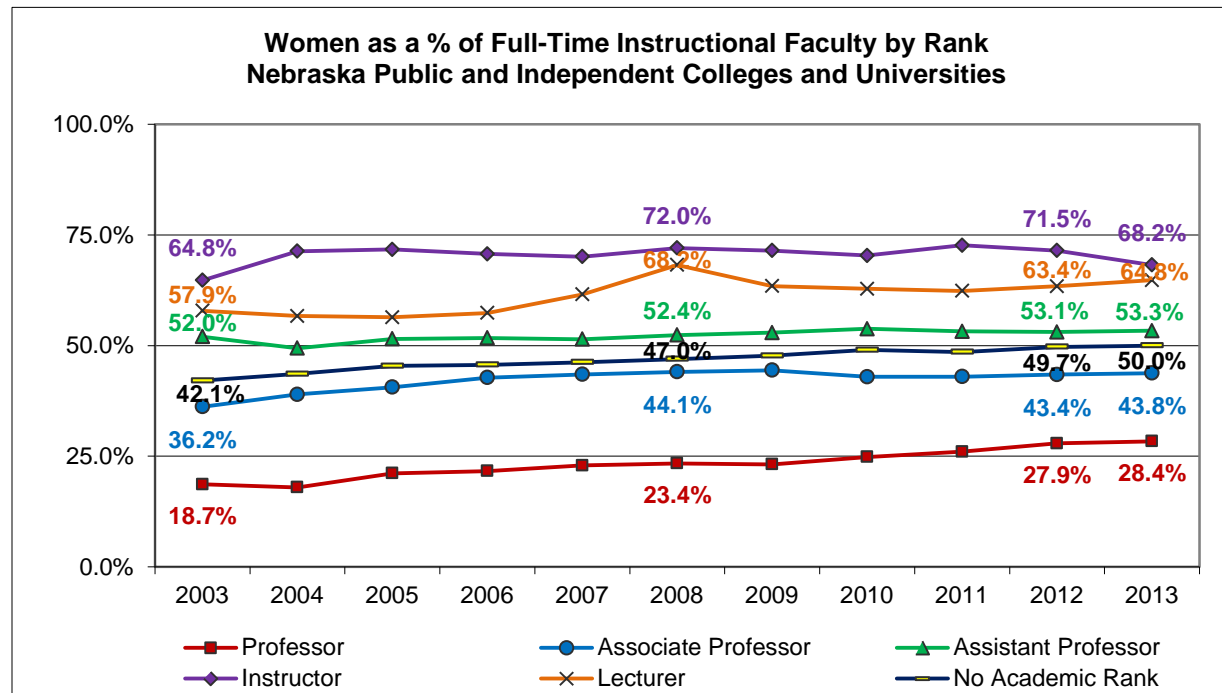
- Increased numbers of female professors and associate professors accounted for 45.5% of the 567 additional female full-time faculty.
- Women with no academic rank, primarily employed at the Community Colleges, accounted for 26.3% of the 10-year gain in faculty.

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



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

- Expressing the number of women as a percentage of the total number of full-time instructional faculty at each academic rank reveals that women accounted for increasing percentages of the faculty at all ranks between fall 2003 and fall 2013.
- The greatest percentage point increase was at the professor level (up 9.7 percentage points).
- The smallest percentage point increase was at the assistant professor level (up 1.3 percentage points).

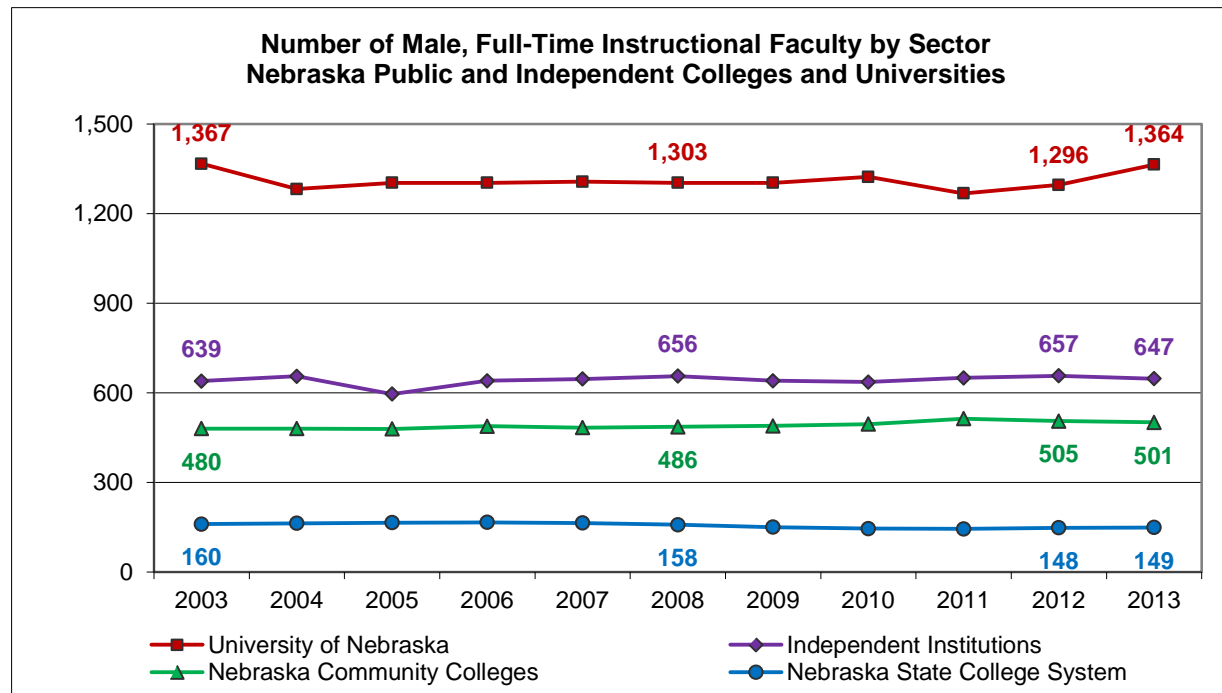


The numbers of full-time instructional faculty by gender, by rank, by sector, and by institution for the latest 11 years are available in the spreadsheet titled **Instructional Faculty by Rank and Gender** in the **downloadable Excel workbook Faculty and Salaries**.

## **NUMBER OF MALE FULL-TIME INSTRUCTIONAL FACULTY by SECTOR**

- When examined by sector, the numbers of male, full-time instructional faculty increased or decreased between fall 2003 and fall 2013 as follows:

University of Nebraska (■)	- 0.2%	(- 3)	Nebraska State College System (●)	- 6.9%	(- 11)
Nebraska Community Colleges (▲)	+ 4.4%	(21)	Nebraska Independent Institutions (◆)	+ 1.3%	(8)

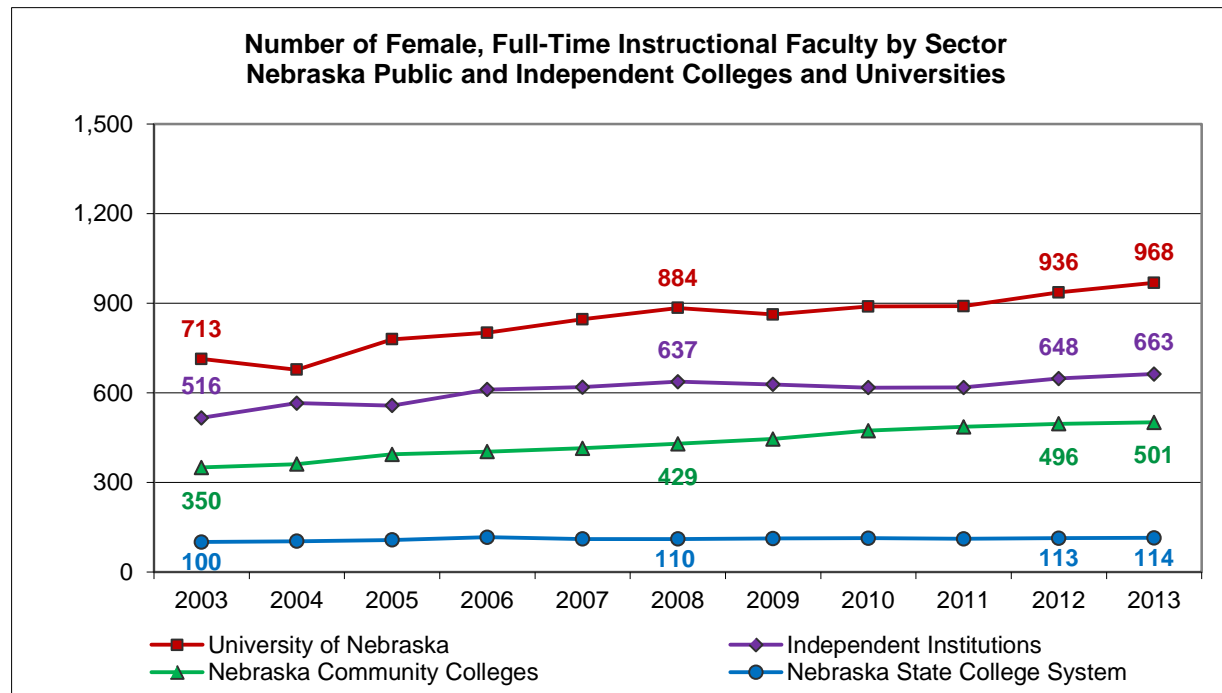


The numbers of full-time instructional faculty by gender, by rank, by sector, and by institution for the latest 11 years are available in the spreadsheet titled **Instructional Faculty by Rank and Gender** in the **downloadable Excel workbook Faculty and Salaries**.

## **NUMBER OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY by SECTOR**

- Between fall 2003 and fall 2013, the number of female, full-time instructional faculty employed within each sector increased as follows:

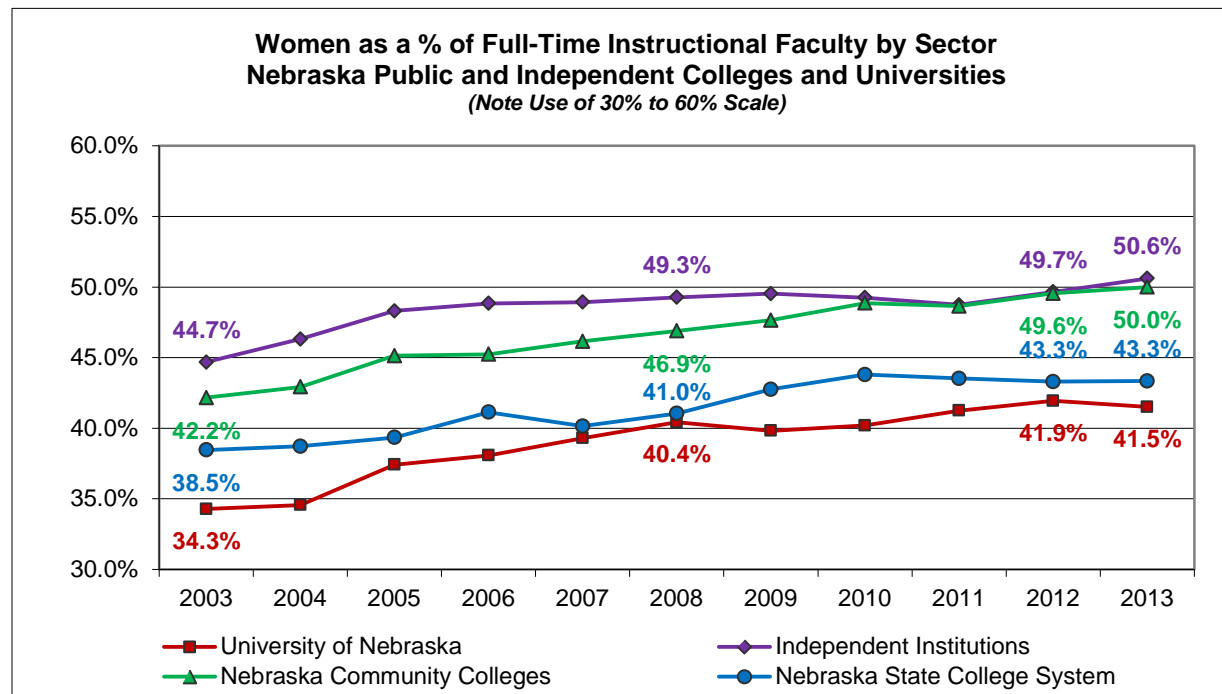
University of Nebraska (■)	+ 35.8%	(255)	Nebraska State College System (●)	+ 14.0%	(14)
Nebraska Community Colleges (▲)	+ 43.1%	(151)	Nebraska Independent Institutions (◆)	+ 28.5%	(147)



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

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

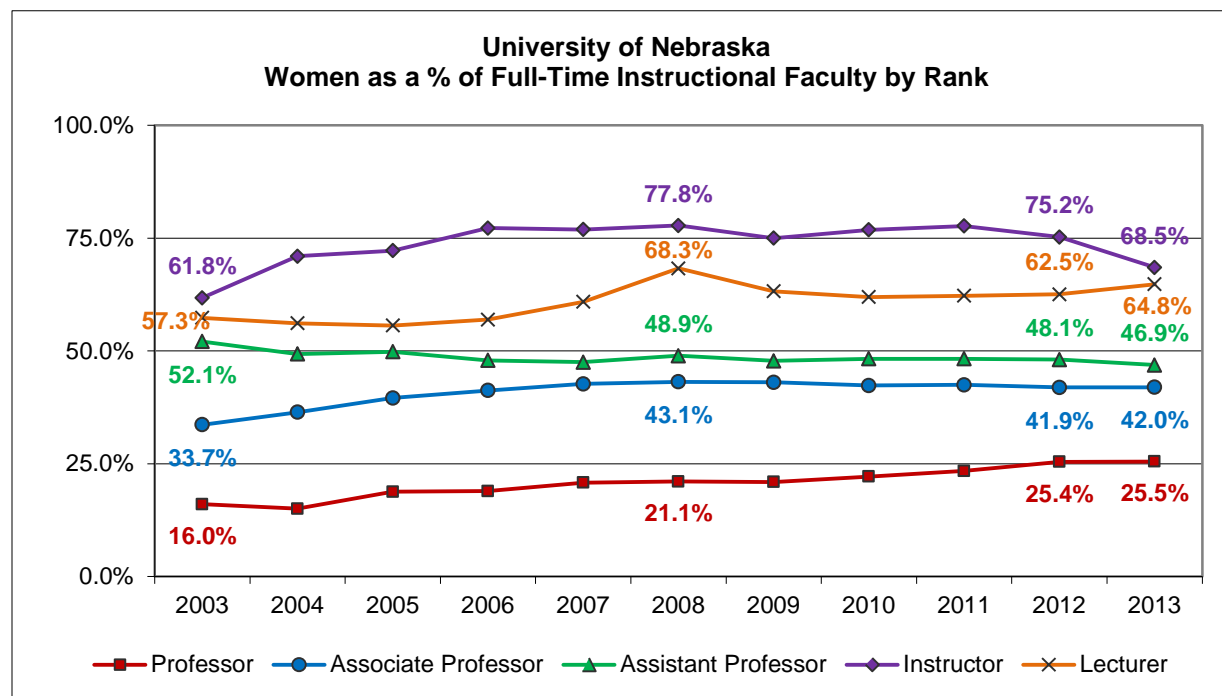
- As a result of the increased number of women faculty within each sector between fall 2003 and fall 2013, women accounted for increasing percentages of the full-time instructional faculty employed by the University of Nebraska, the Nebraska State College System, Nebraska's Community Colleges, and Nebraska's independent institutions.
- Of the four sectors, Nebraska's Community Colleges and independent institutions employed the highest percentages of women throughout the 10-year period.



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

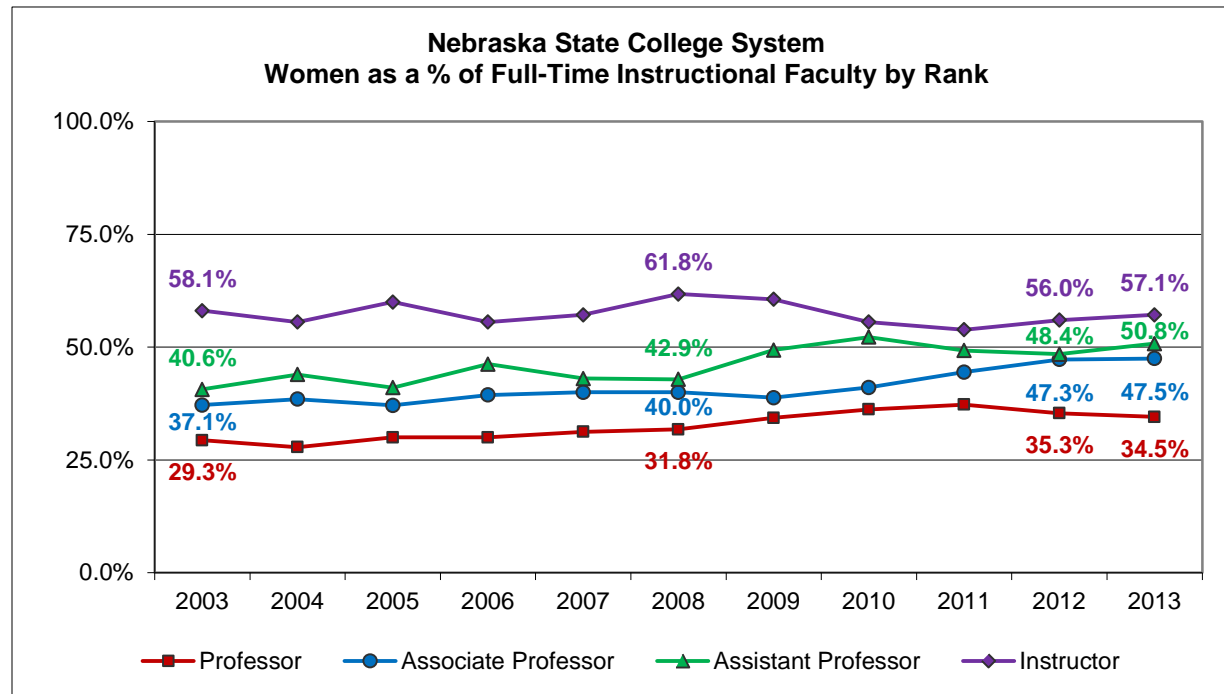
## **WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK**

- The following charts 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 generally constituted higher percentages of the full-time instructional faculty in fall 2013 than in fall 2003, with the following two exceptions: women accounted for a lower percentage of the assistant professors employed by the University Nebraska in 2013 than they did in 2003, and women accounted for a lower percentage of the instructors at the State Colleges in 2013 than they did in 2003.
- 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 2003 through fall 2013, the lowest percentages of women were evidenced at the full professor level, while the highest percentages were at the ranks of lecturer and instructor.



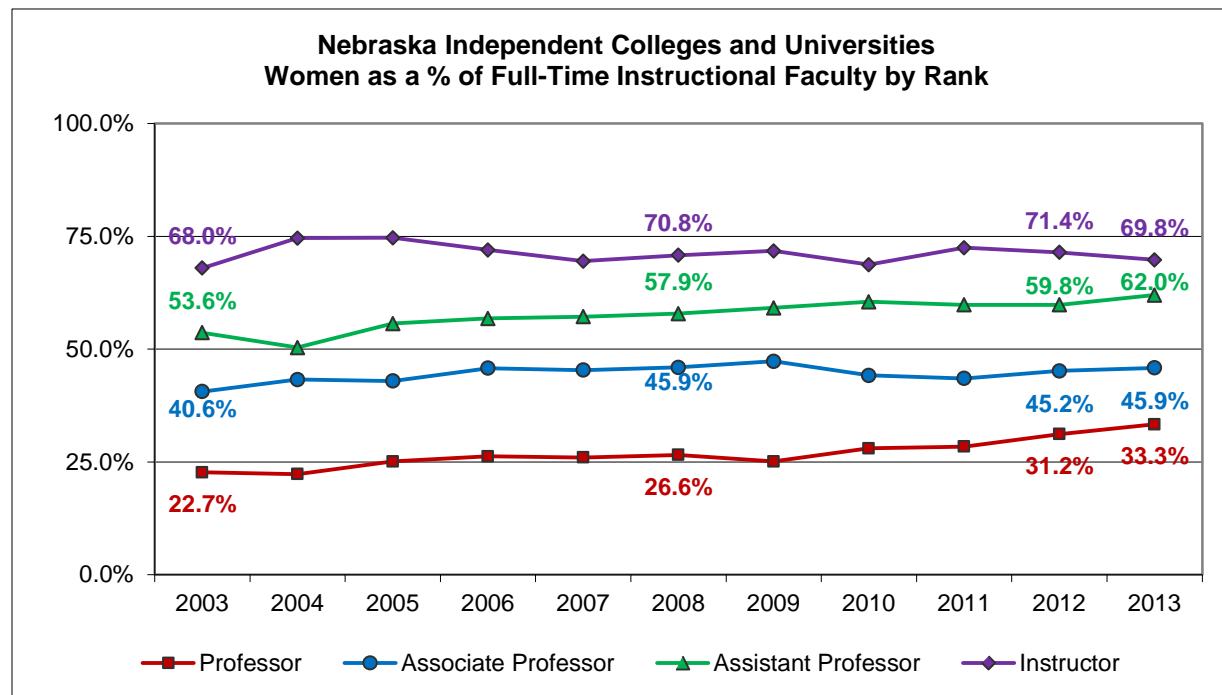
*Note.* Since faculty with no academic rank have not been consistently employed by the University of Nebraska, 10-year trend statistics are not applicable. Depending on the academic year between 2003–04 and 2013–14, the University of Nebraska employed 3 to 17 faculty without rank (2 to 9 men and 0 to 10 women).

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



*Note.* Since lecturers and faculty with no academic rank have not been consistently employed by the State Colleges, 10-year trend statistics are not applicable. Depending on the academic year between 2003–04 and 2013–14, the State Colleges employed 0 to 8 lecturers (0 to 5 men and 0 to 4 women) and 0 to 3 faculty without rank (0 to 2 men and 0 to 1 women) each year.

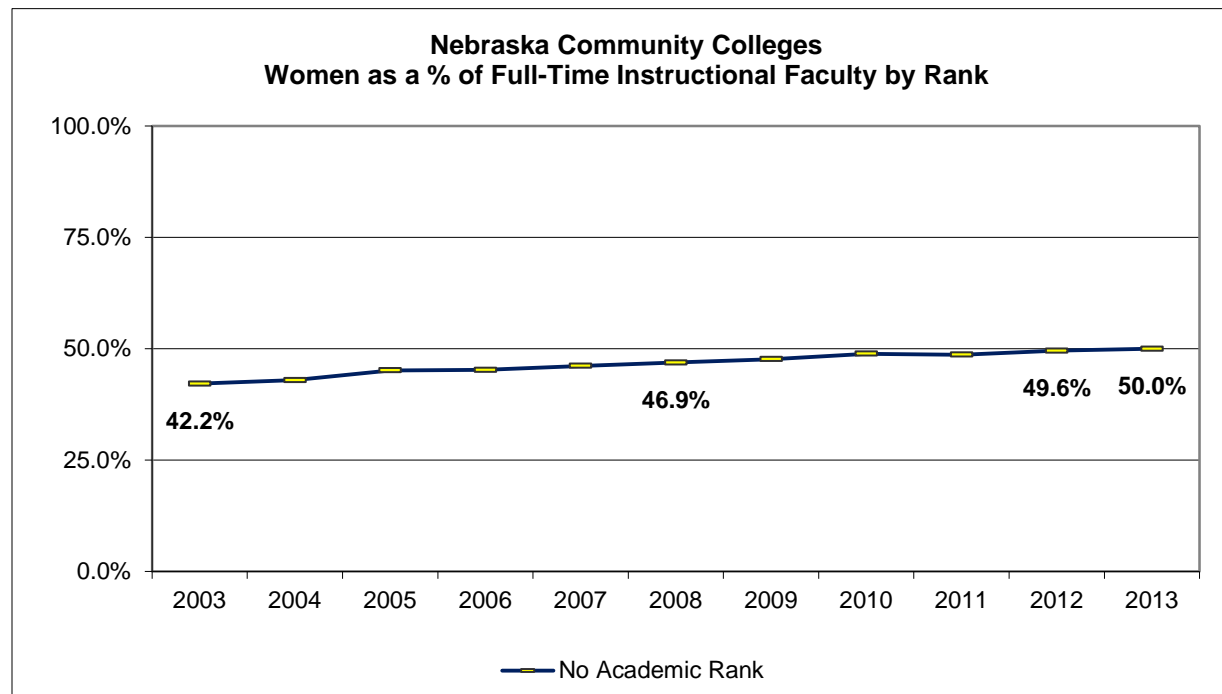
**WOMEN as a Percentage of TOTAL FULL-TIME INSTRUCTIONAL FACULTY by SECTOR and by RANK** (Continued)



*Note.* Since lecturers and faculty with no academic rank have not been consistently employed by the independent institutions, 10-year trend statistics are not applicable. Depending on the academic year between 2003–04 and 2013–14, the independent institutions employed 0 to 8 lecturers (0 to 3 men and 0 to 7 women) and 4 to 21 faculty without rank (1 to 11 men and 3 to 12 women) each year.

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

- All Nebraska Community College faculty are classified as having no academic rank in the IPEDS database maintained by the Commission for fall 2003 through fall 2013.
- As shown below, women accounted for 50.0% of the full-time instructional faculty at the Community Colleges in fall 2013, compared to 42.2% in fall 2003.

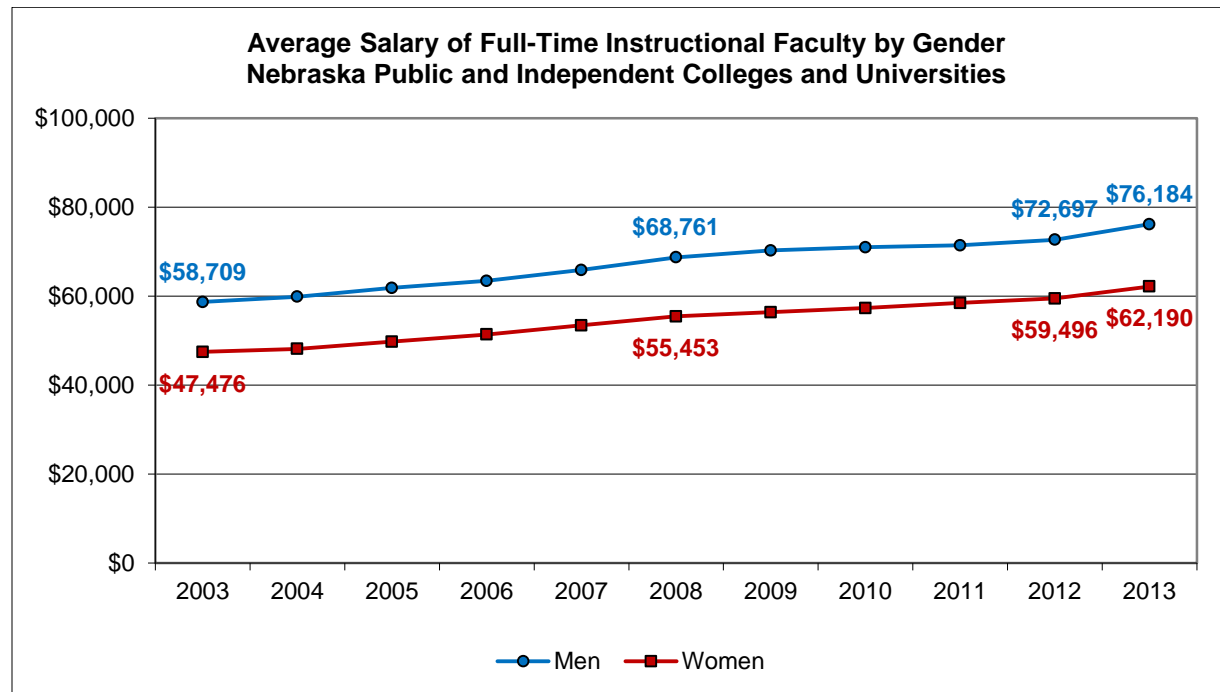


*Note.* All Nebraska Community College faculty are classified as having no academic rank in the IPEDS database maintained by the Commission.



## **AVERAGE SALARY OF FULL-TIME INSTRUCTIONAL FACULTY by GENDER**

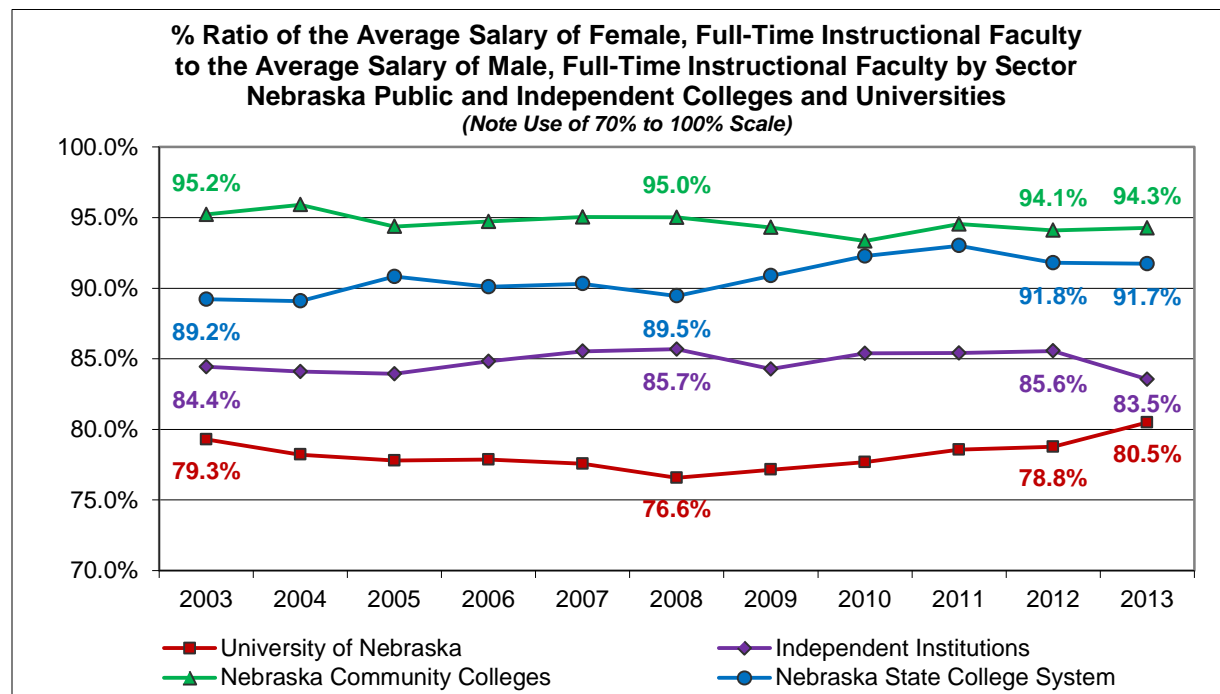
- In 2003–04, the average salary of male, full-time instructional faculty at Nebraska’s public and independent colleges and universities was \$11,233 higher than the average salary received by female faculty.
- Between 2003–04 and 2013–14, the average salary paid to male faculty increased from \$58,709 to \$76,184 or 29.8%.
- In comparison, the average salary of female full-time instructional faculty increased 31.0%, from \$47,476 in 2003–04 to \$62,190 in 2013–14.
- By 2013–14, the gap between the average salaries of men and women had widened to \$13,994. (In 2012–13, the gap was \$13,201.)



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

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

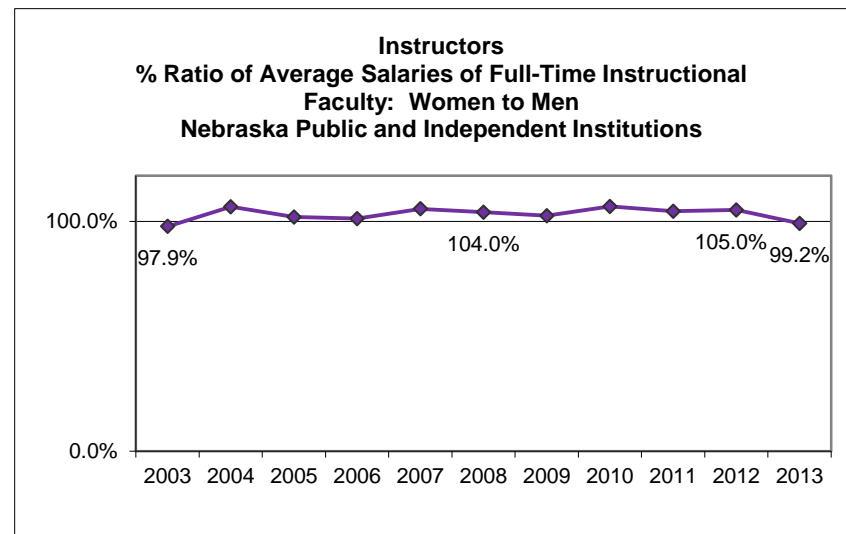
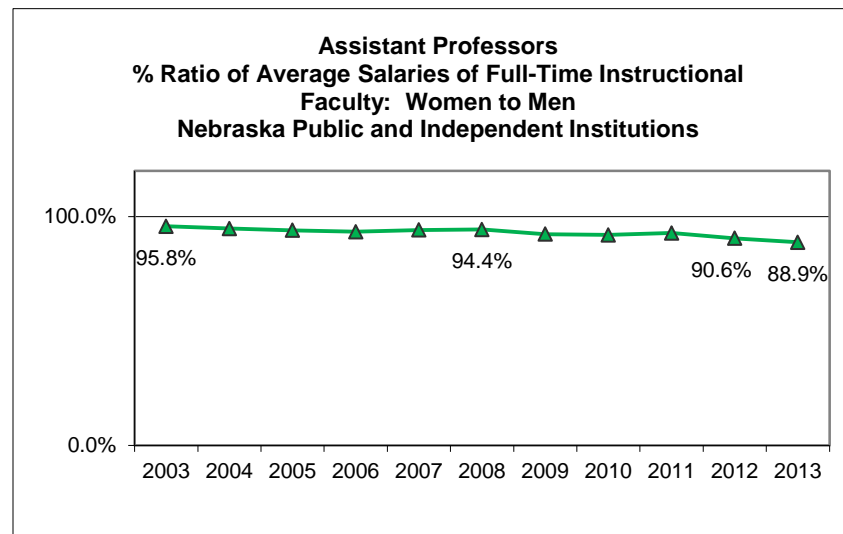
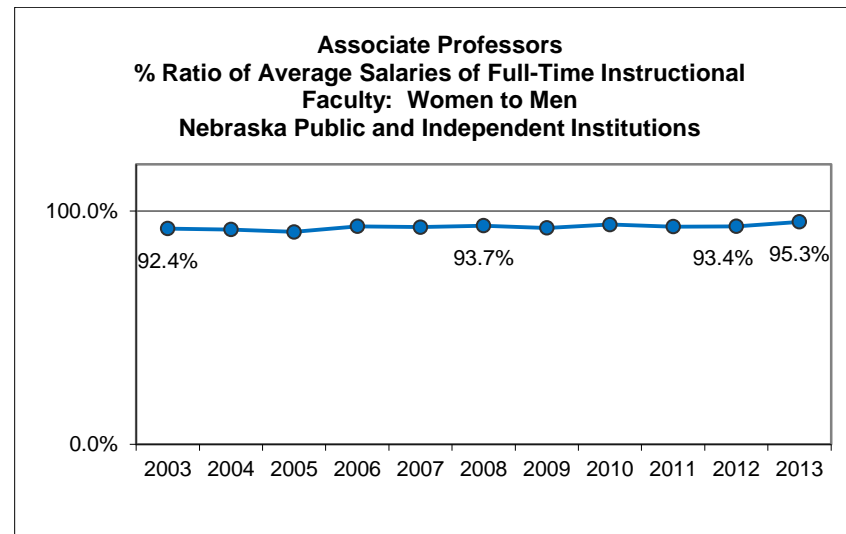
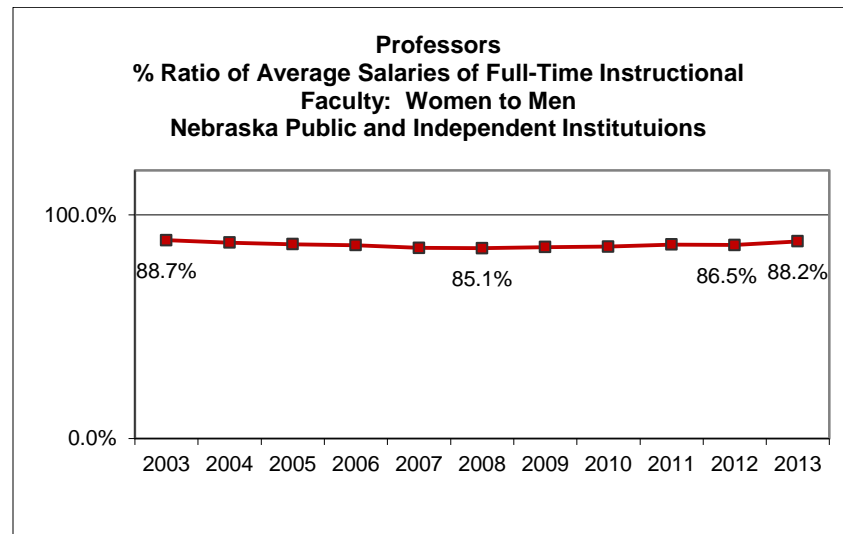
- Statewide, the average salary of female, full-time instructional faculty was 81.6% of the average salary of male, full-time faculty in 2013–14, up slightly from 80.9% in 2003–04.
- By sector, the lowest ratio was at the University of Nebraska, where women, on the average, earned 80.5% of the men's average salary in 2013–14.
- 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 2013–14. However, this ratio was 0.9 percentage points lower in 2013–14 than in 2003–04.
- The ratio of women's average salary to men's also decreased 0.9 percentage points in the independent sector. Meanwhile, the ratio increased 2.5 percentage points at the State Colleges.



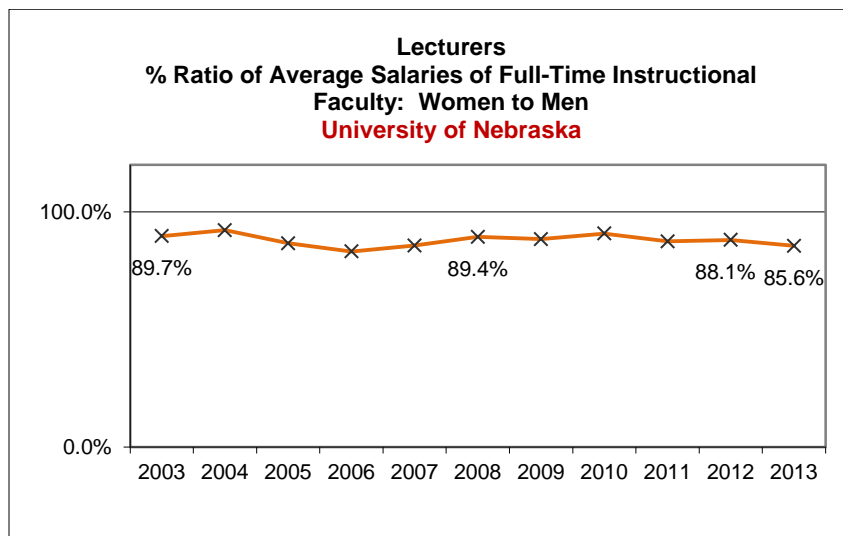
### **THE PERCENTAGE RATIO OF THE AVERAGE SALARY OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY TO THE AVERAGE SALARY OF MALE, FULL-TIME INSTRUCTIONAL FACULTY by RANK**

- The following charts show how the ratio of the average salary received by female, and male, full-time instructional faculty varied by rank between 2003–04 and 2013–14.
- In 2003–04, the average salary received by female professors was 88.7% of the average salary of male professors, and in 2013–14, the percentage ratio fell to 88.2%.
- The average salary received by female associate professors increased from 92.4% of the average salary of male associate professors in 2003–04 to 95.3% in 2013–14.
- Among assistant professors, women earned an average salary equal to 95.8% of their male colleagues' average salary in 2003–04, but as of 2013–14, female assistant professors were earning 88.9% 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 nine of the eleven years charted on the next page. During this period, women's average salary relative to men's peaked in fall 2010, when women were earning 106.5% of the average salary paid to male instructors. In 2013–14, women's salaries at the instructor level were, on average, 99.2% of those of male instructors.
- Lecturers have not been consistently employed by the State Colleges or independent institutions, so 10-year statistics are not available. Among lecturers employed at the University of Nebraska, the ratio of women's average salary to men's decreased from 89.7% in 2003–04 to 85.6% in 2013–14.
- 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 2013–14, down from 95.2% in 2003–04.

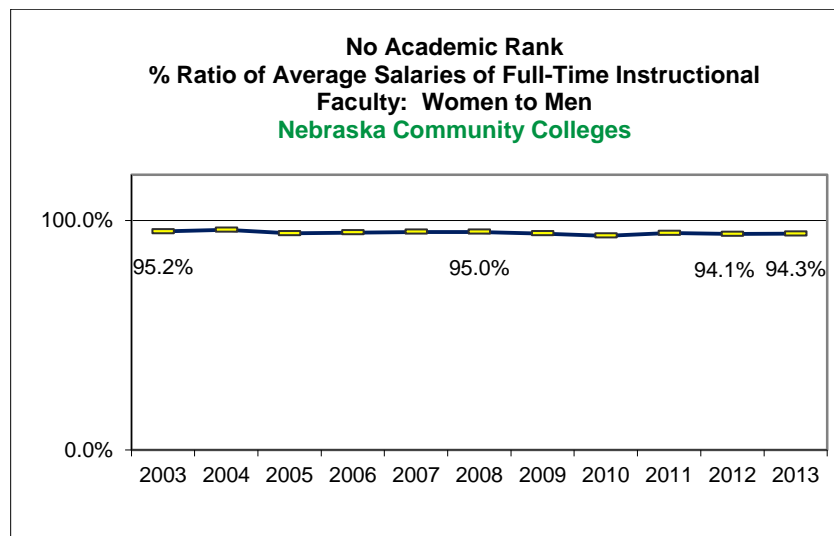
**THE PERCENTAGE RATIO OF THE AVERAGE SALARY OF FEMALE FULL-TIME INSTRUCTIONAL FACULTY TO THE AVERAGE SALARY OF MALE, FULL-TIME INSTRUCTIONAL FACULTY by RANK** (Continued)



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



*Note.* Since lecturers have not been consistently employed by the State Colleges or independent institutions, 10-year trend statistics are not applicable. Between fall 2003 and fall 2013, the State Colleges employed 0 to 8 lecturers each year. The independent colleges also employed 0 to 8 lecturers per year during the 10-year period.



*Note.* All Nebraska Community College faculty are classified as having no academic rank in the IPEDS database maintained by the Commission. Since faculty with no academic rank have not been consistently employed by the University of Nebraska, the State Colleges, or the independent institutions, 10-year trend statistics are not applicable. Depending on the academic year between 2003–04 and 2013–14, the University of Nebraska employed 3 to 17 faculty without rank, the State Colleges employed 0 to 3, and the independent colleges employed 4 to 21.

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## Section 4

# Number of Full-Time Faculty by Race/Ethnicity

### Notes

- (1) Summarized data are for Nebraska public and independent colleges and universities. These institutions do not include for-profit/career schools.
- (2) The data summarized in this section are collected through the salary 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.
- (3) Race/ethnicity data are collected for total faculty every two years. The data summarized in this section were collected in fall 2013. Faculty and salary data are reported as of November 1 for the academic year.
- (4) Total faculty includes instructional, research, and public service faculty.

**Note.** The analyses in this section focus on faculty of known race/ethnicity as defined below. Faculty of unknown race/ethnicity are excluded from all calculations under the basic, but not necessarily correct, assumption that these faculty members are proportionately distributed among the total number by rank, tenure status and sector. Only 0.2% of the faculty reported for the 2003–04 academic year and 0.3% of the faculty in 2013–14 were of unknown race/ethnicity.

Beginning with the collection of data during the 2008–09 academic year, IPEDS started the transition to the full adoption of new categories of race/ethnicity. Adoption of these categories became mandatory for the 2011–12 survey. Beginning with the 2009–10 edition of the *Factual Look*, the Coordinating Commission adapted its analysis to the new IPEDS categories as explained below.

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

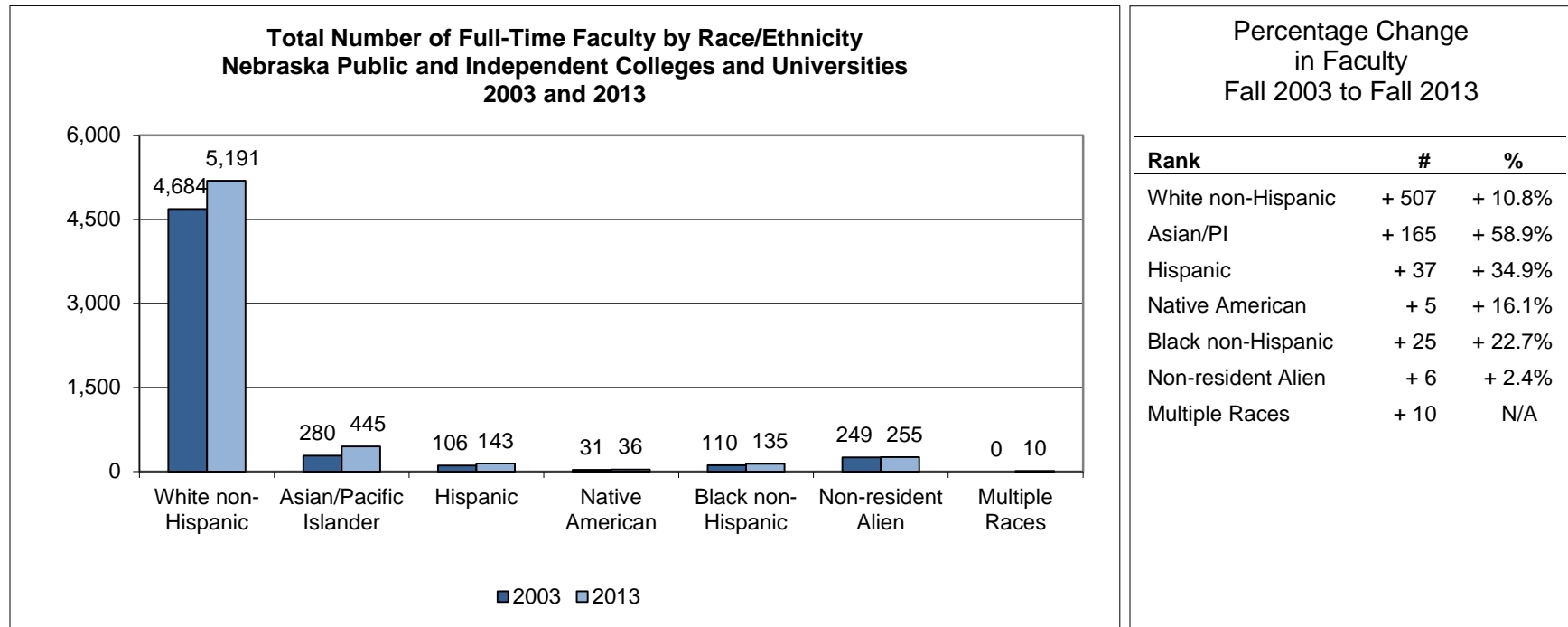
Category Name Used in Commission Reports	IPEDS Category Name	IPEDS Definition <sup>a</sup>
White non-Hispanic	White	A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
Asian/Pacific Islander	Asian	A person having origins in any of the original peoples of 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.
Multiple Races	Two or More Races	A person who is not Hispanic and identifies with more than one race category.
Non-resident Alien	Non-resident Alien	A person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. <sup>b</sup>

<sup>a</sup>Data source: Glossary, Integrated Postsecondary Education Data System (IPEDS), National Center for Education Statistics, U.S. Department of Education, April 8, 2009. <sup>b</sup>The race/ethnicity of non-resident aliens is not collected in IPEDS.



## **TOTAL NUMBER OF FULL-TIME FACULTY by RACE/ETHNICITY**

- Over the 10-year period between fall 2003 and fall 2013, the total number of full-time faculty of known race/ethnicity at Nebraska's public and independent colleges and universities increased from 5,460 to 6,215, an increase of 755 faculty or 13.8%.<sup>a</sup>

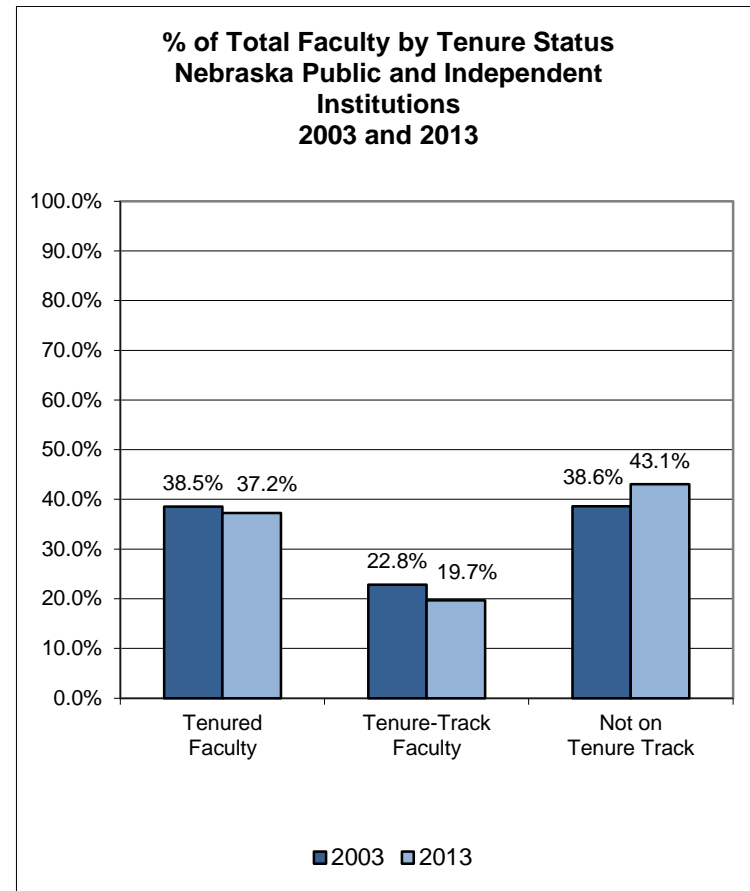
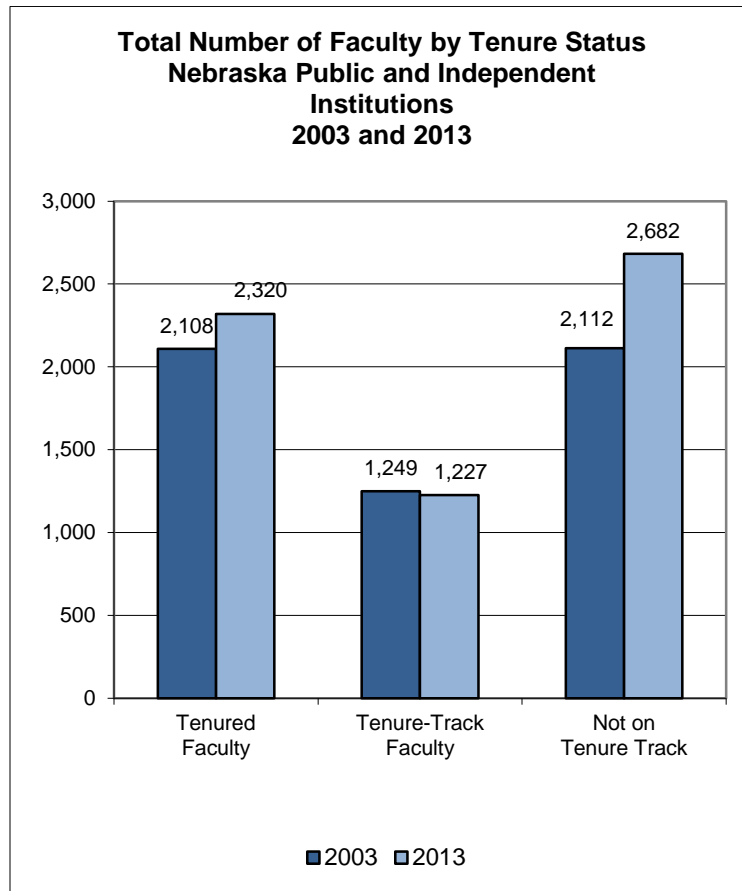


<sup>a</sup>Total faculty includes instructional, research, and public service faculty. In fall 2003, 0.2% of the faculty was of unknown race/ethnicity. In fall 2013, 0.3% of the faculty was of unknown race/ethnicity.

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

## **TOTAL NUMBER OF FULL-TIME FACULTY by TENURE STATUS**

- As shown below, the percentage of faculty in tenured or tenure-track positions decreased between fall 2003 and fall 2013, while the percentage of faculty not on tenure track increased.

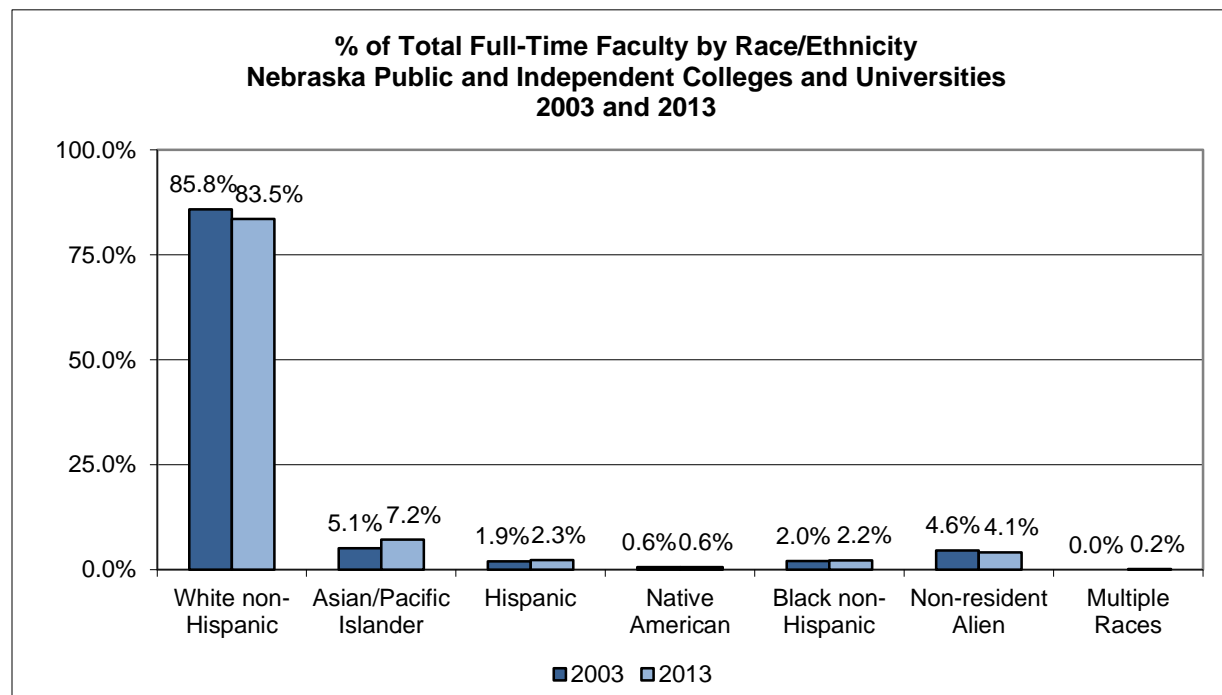


*Note.* Tenure information is only collected from degree-granting institutions and related administrative offices that have 15 or more full-time staff. Therefore, the total number of faculty in the above charts may not be equal to the total number of faculty reported in other areas of this report. Due to changes in IPEDS reporting requirements, 10-year trends for tenure status for all instructional, research, and public-service faculty by race and by gender are unavailable for this edition of the *Factual Look*. See Technical Note 3 on page i of the Executive Summary for more information.

The data summarized in the above graphs are available in the spreadsheet titled **Tenure Status** in the **downloadable Excel workbook for Faculty and Salaries**.

## **Percentages of TOTAL FULL-TIME FACULTY by RACE/ETHNICITY**

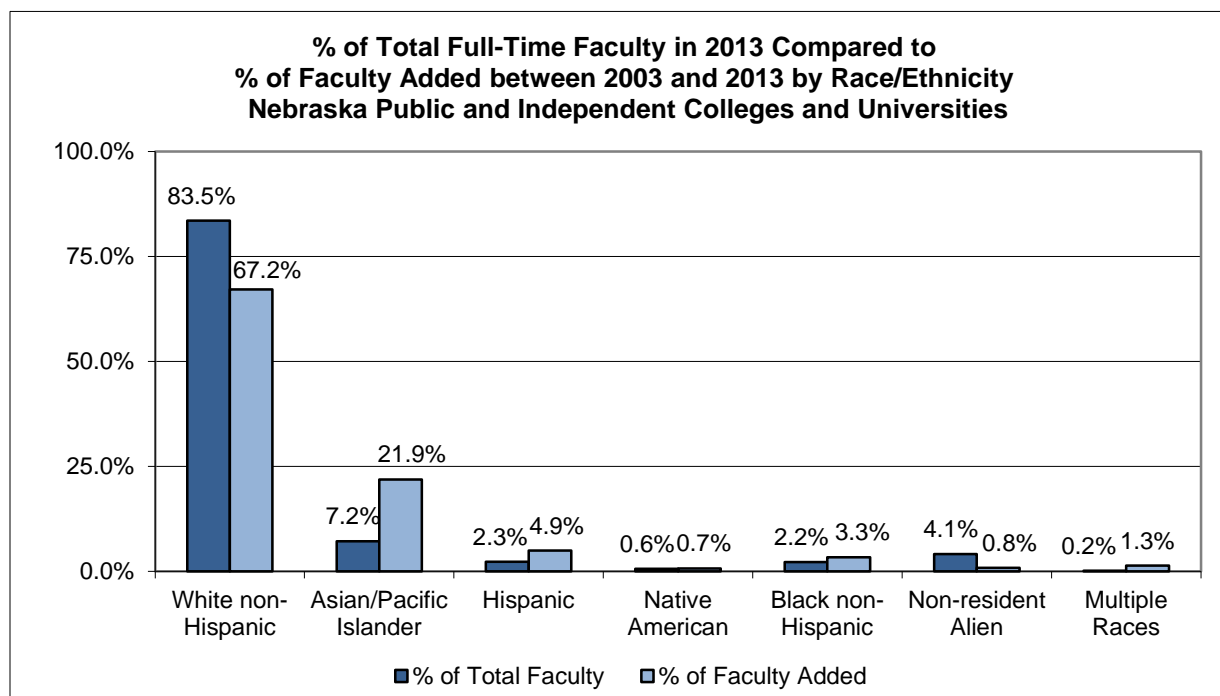
- When the categories of faculty tenure status on the previous page are combined, white non-Hispanics accounted for 83.5% of the total full-time faculty of known race/ethnicity at Nebraska's public and independent institutions in fall 2013, down from 85.8% in fall 2003.
- Minority faculty – consisting of Asians/Pacific Islanders, Hispanics, Native Americans, black non-Hispanics, and multi-racial faculty – accounted for 12.4% of the faculty in fall 2013, compared to 9.6% in fall 2003, a gain of 2.8 percentage points.
- Non-resident alien faculty decreased from 4.6% in fall 2003 to 4.1% in fall 2013.



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

### **Percentages of FULL-TIME FACULTY in 2013 Compared to the Percentages of FACULTY ADDED between 2003 and 2013 by RACE/ETHNICITY**

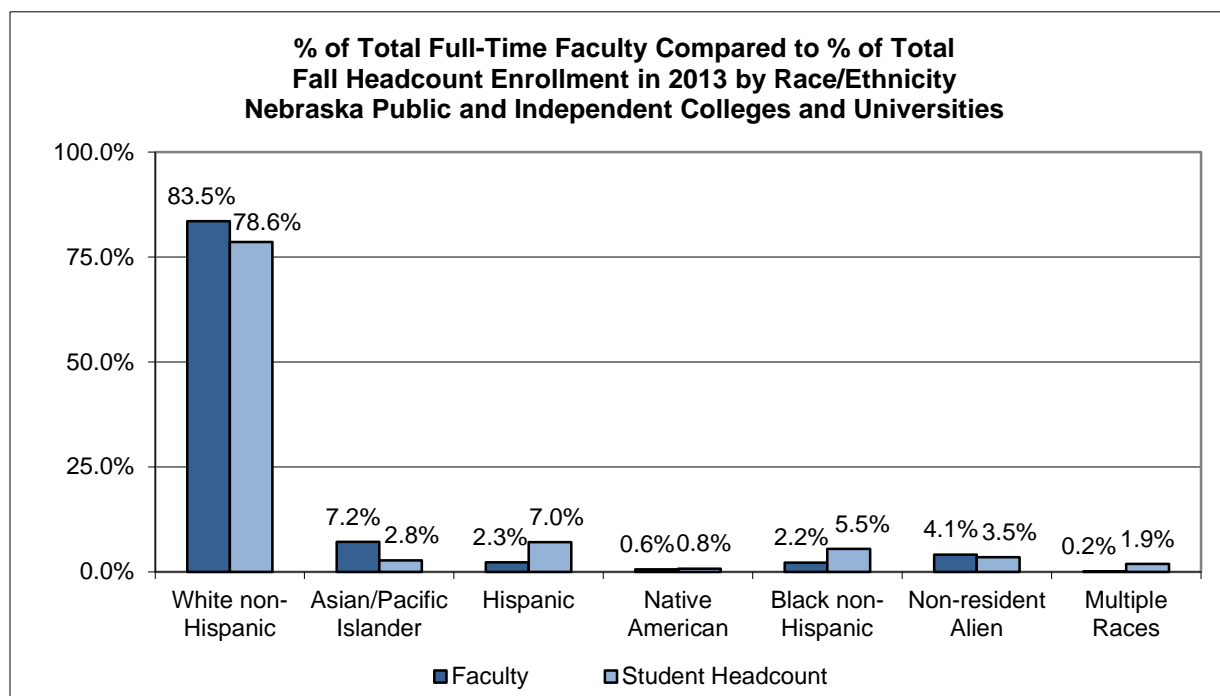
- As shown on the following chart, white non-Hispanics accounted for 83.5% of the full-time faculty of known race/ethnicity in fall 2013 and 67.2% of the additional faculty hired by Nebraska's public and independent institutions between fall 2003 and fall 2013.
- The biggest gain in faculty was among Asians/Pacific Islanders. Asians/Pacific Islanders accounted for 7.2% of the faculty in fall 2013, but 21.9% of the faculty added between 2003 and 2013.



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

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

- White non-Hispanics accounted for 83.5% of the full-time faculty of known race/ethnicity in fall 2003, compared to 78.6% of fall 2013 total student enrollment at Nebraska's public and independent colleges and universities.<sup>1</sup>
- Black non-Hispanics represented 2.2% of the faculty in fall 2013, compared to 5.5% of fall enrollment, Hispanics represented only 2.3% of the faculty and 7.0% of fall enrollment, and multi-racial persons represented 0.2% of faculty and 1.9% of fall enrollment, indicating that these racial/ethnic groups were underrepresented among the faculty, relative to student enrollment. Based on the statistics summarized below, Native Americans were also slightly underrepresented among the faculty in fall 2013 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 4.4 and 0.6 percentage points, respectively.



*Note. See the Factual Look Enrollment Section for detailed information on total headcount enrollment.*

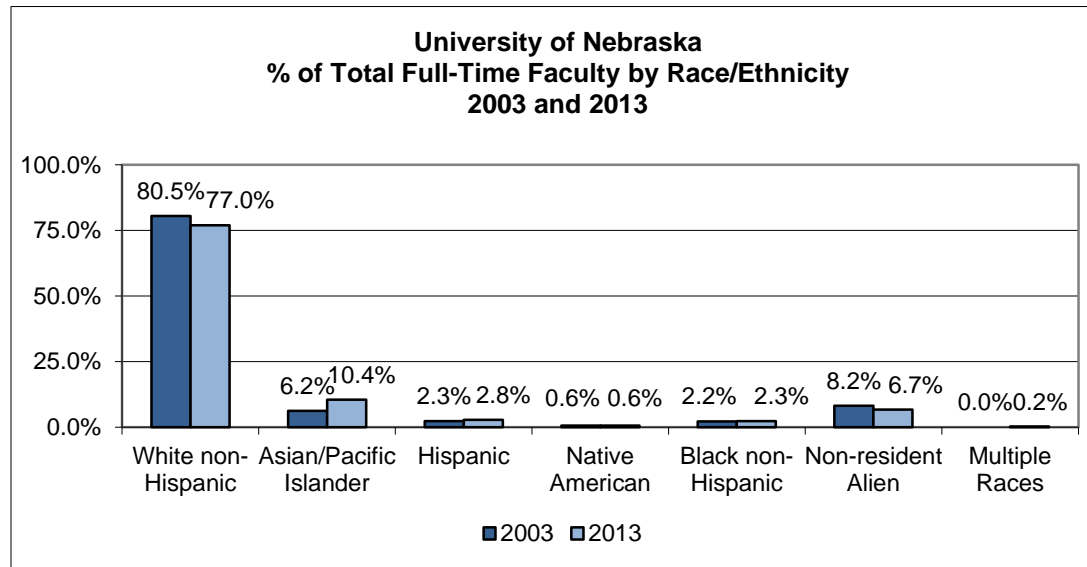
## **TOTAL FULL-TIME FACULTY by SECTOR and by RACE/ETHNICITY Compared to TOTAL ENROLLMENT**

- Graphs on the following pages show the composition of the total faculty by race/ethnicity within each of the four public and independent sectors of higher education in Nebraska in fall 2003 and fall 2013.<sup>a</sup>
- In addition, there is a graph for each sector showing how faculty composition compared to total headcount enrollment in fall 2013.
- Based on the data summarized in this series of graphs, the University of Nebraska has the most diverse faculty, while the Nebraska State College System has the least.
- White non-Hispanics accounted for a lower percentage of the University of Nebraska faculty in fall 2013 than in fall 2003, balanced by a noticeably higher percentage of Asians/Pacific Islanders and slightly higher percentages of Hispanics, black non-Hispanics and multi-racial faculty.
- However, there were no major shifts in the racial/ethnic composition of the faculty within any of the four sectors.
- Hispanics, Native Americans, black non-Hispanics, and multi-racial persons continued to account for small percentages of the total faculty within each sector. In general, they were about equally represented or at least slightly underrepresented across all four sectors, relative to minority student enrollments in fall 2013.
- In comparison, Asians/Pacific Islanders were overrepresented among the total faculty of the University of Nebraska and the Nebraska State College System, relative to the enrollment of students with Asian/Pacific Islander ancestry.

<sup>a</sup>Total faculty includes instructional, research, and public service faculty. In fall 2003, 0.2% of the faculty was of unknown race/ethnicity. In fall 2013, 0.3% of the faculty was of unknown race/ethnicity.

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

## UNIVERSITY OF NEBRASKA



### University of Nebraska

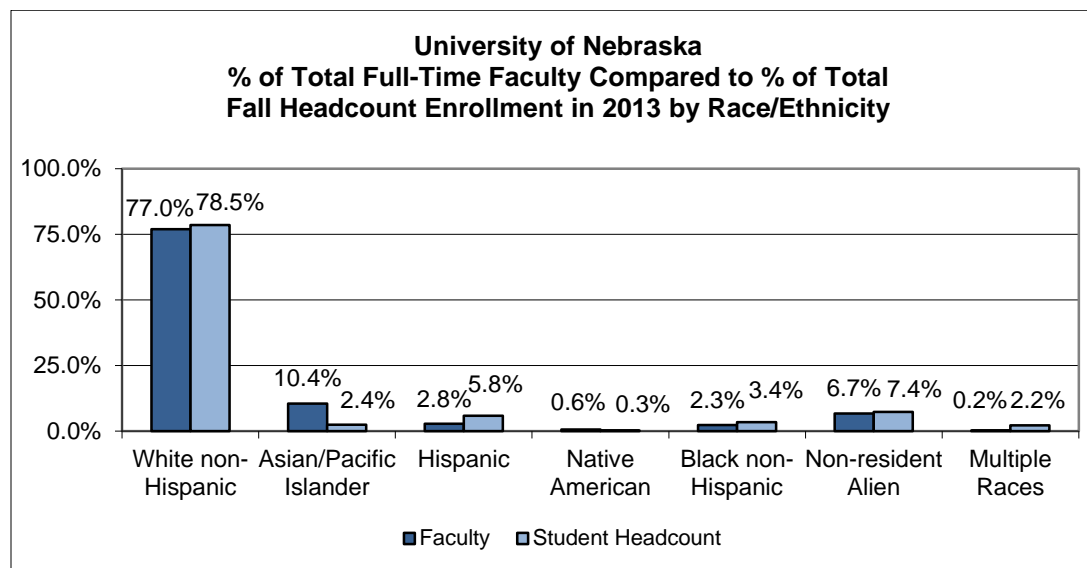
Total number of full-time faculty  
of known race/ethnicity<sup>a</sup>:

Fall 2003	2,959
Fall 2013	3,515

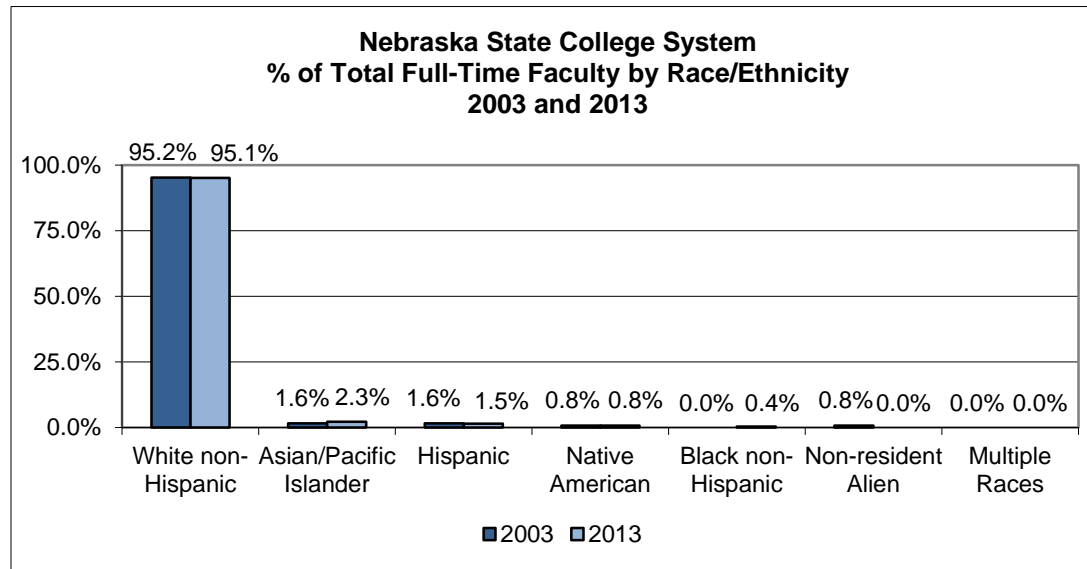
Total headcount enrollment  
of known race/ethnicity:

Fall 2013	49,449
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<sup>a</sup>Total faculty includes instructional, research,  
and public service faculty.



## NEBRASKA STATE COLLEGE SYSTEM



### Nebraska State College System

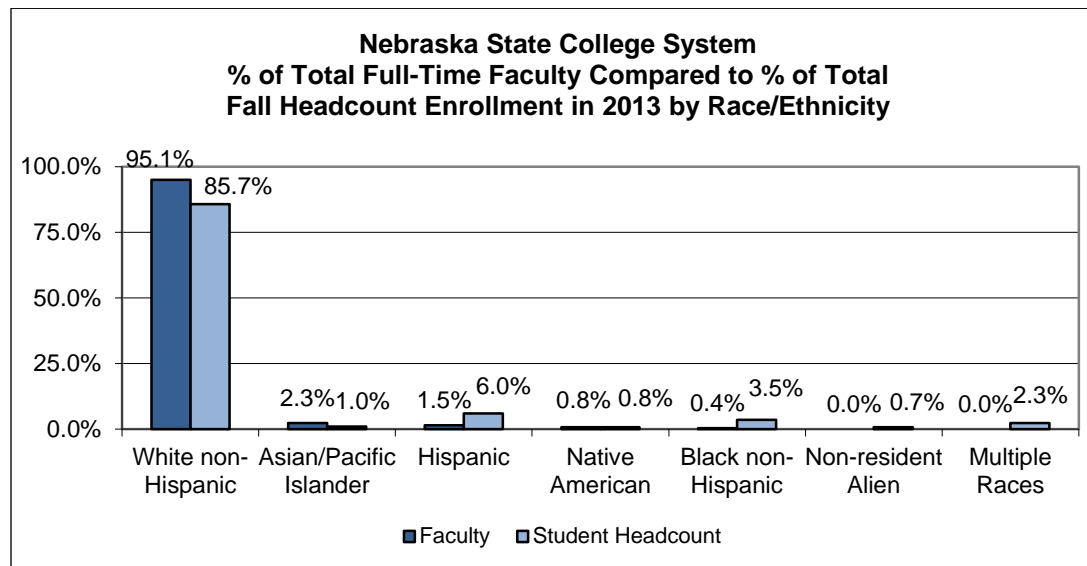
Total number of full-time faculty of known race/ethnicity<sup>a</sup>:

Fall 2003	252
Fall 2013	263

Total headcount enrollment of known race/ethnicity:

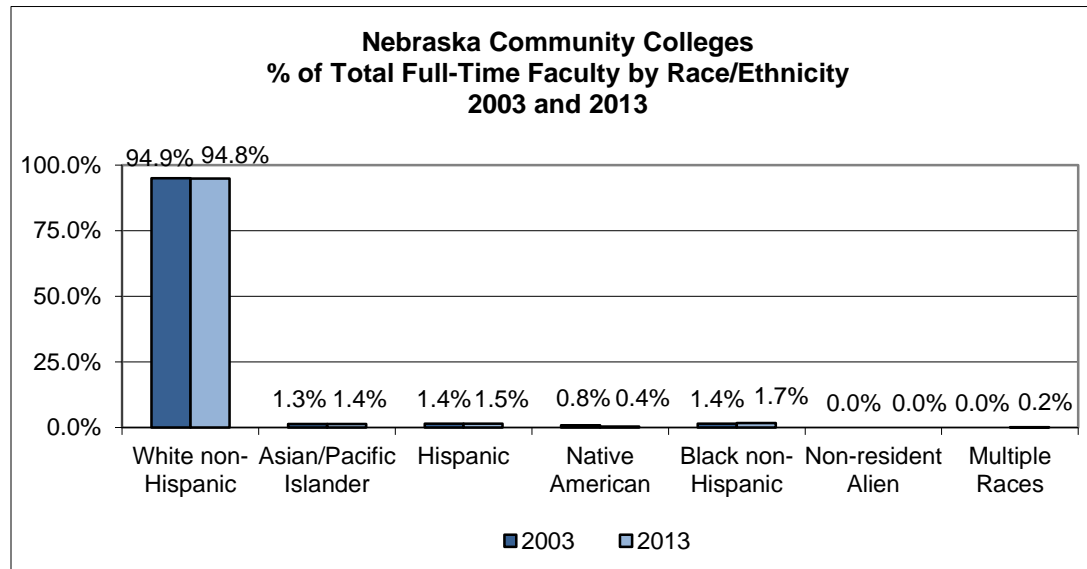
Fall 2013	8,011
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<sup>a</sup>Total faculty includes instructional, research, and public service faculty.





## NEBRASKA COMMUNITY COLLEGES



### Nebraska Community Colleges

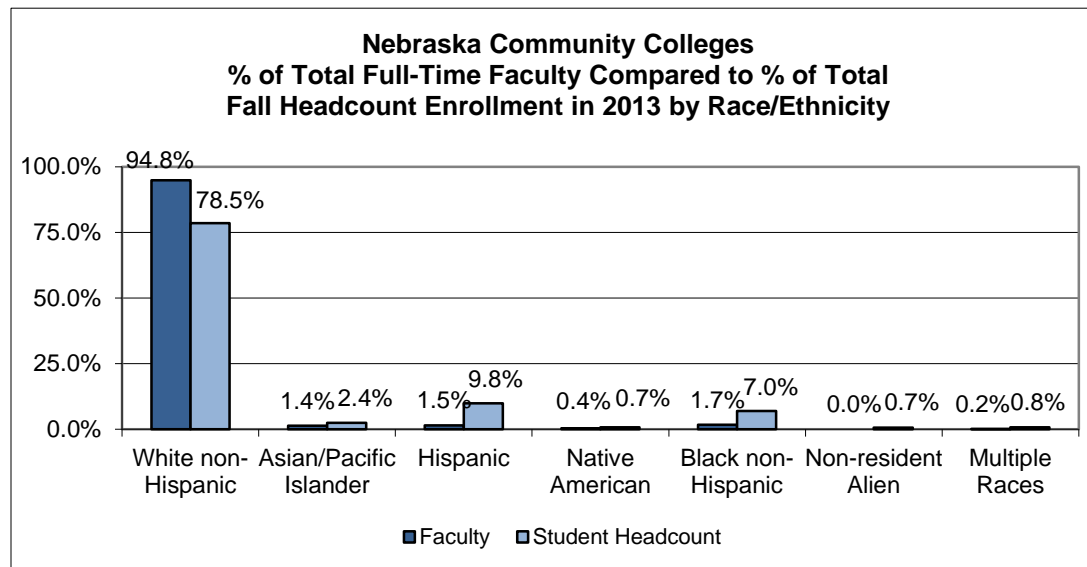
Total number of full-time faculty  
of known race/ethnicity<sup>a</sup>:

Fall 2003	828
Fall 2013	1,000

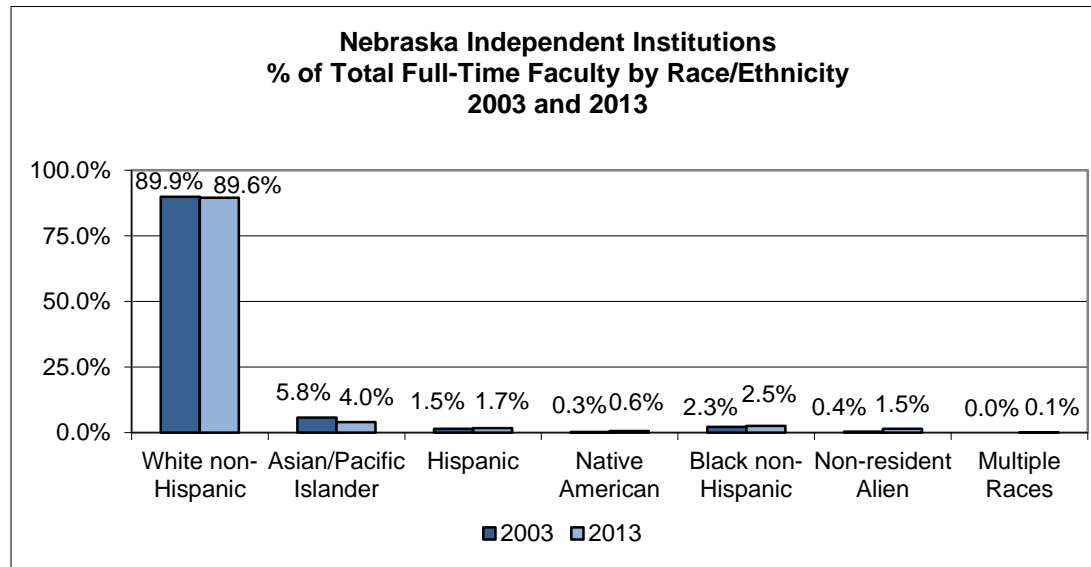
Total headcount enrollment  
of known race/ethnicity:

Fall 2013	40,489
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<sup>a</sup>Total faculty includes instructional, research,  
and public service faculty.



## NEBRASKA INDEPENDENT INSTITUTIONS



### Nebraska Independent Institutions

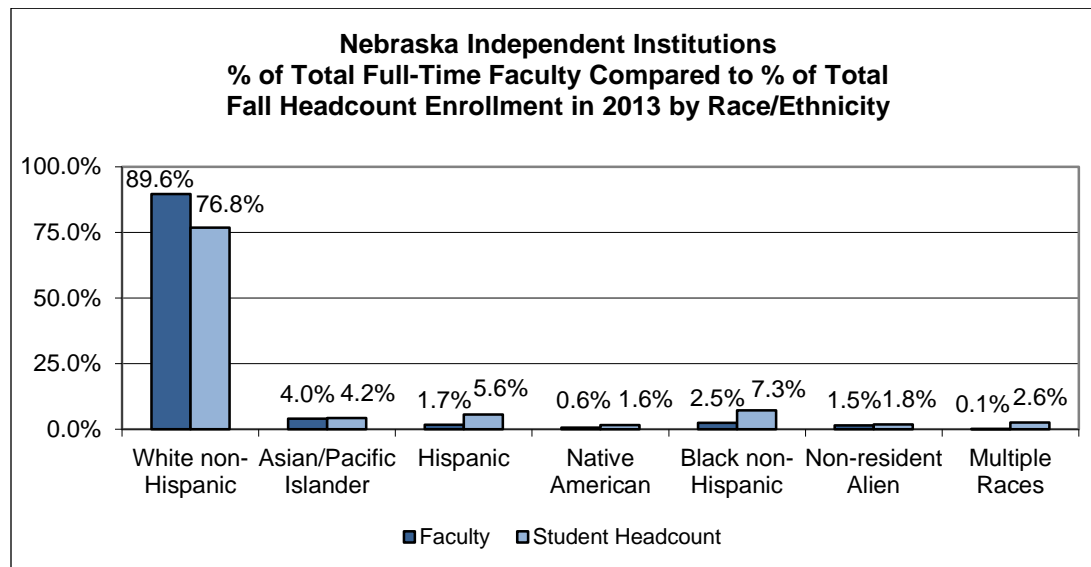
Total number of full-time faculty  
of known race/ethnicity<sup>a</sup>:

Fall 2003	1,421
Fall 2013	1,437

Total headcount enrollment  
of known race/ethnicity:

Fall 2013	30,732
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<sup>a</sup>Total faculty includes instructional, research,  
and public service faculty.



Section 5  
Explanatory Note  
on the Calculation of Average Salaries

## **CALCULATION OF AVERAGE SALARIES BEGINNING IN 2012–13**

Beginning in 2012–13, the number of full-time instructional faculty are reported by gender, academic rank, and length of contract. The categories for each of these three variables are as follows:

Gender: Male or female

Academic rank: Professor, associate professor, assistant professor, instructor, lecturer, or no rank

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

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

Beginning in 2012–13, total salary outlays (not including any benefits) are reported separately for males and females in each of the six rank categories, resulting in 12 reported total salary outlays. For example, the total salary outlay paid to female professors is reported separately from the total salary outlay paid to male professors.

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

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

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

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

$$\text{Average monthly salary} \times 9 = \text{Average 9-Month Salary}$$

## **APPLICATION OF THE 2012–13 FORMULA TO PREVIOUSLY COLLECTED DATA**

Prior to the 2012–13 collection, full-time instructional faculty were reported by gender and rank, but for only two categories of contract length:

Faculty with 9-month or 10-month contracts

Faculty with 11-month or 12-month contracts

Total salary outlays (not including any benefits) also were reported by gender and rank for the same two categories of contract length, namely for faculty with 9-month or 10-month contracts and for faculty with 11-month or 12-month contracts.

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

An analysis of the data collected in 2012–13 revealed that all of the faculty with 9- or 10-month contracts were reported to have 9-month contracts at the University of Nebraska institutions and the State Colleges. Of the 614 faculty with 9- or 10-month contracts at the Community Colleges, all but 12 faculty at Mid-Plains Community College had 9-month contracts in 2012–13.

The assumption that all faculty with 9- or 10-month contracts had 9-month contracts does not as accurately reflect the distribution of faculty within the sector consisting of Nebraska's independent (not-for-profit) colleges and universities. Within the independent sector, eight of the 20 institutions reported that all of their faculty with 9- or 10-month contracts had 10-month contracts, rather than 9-month contracts, in 2012–13.<sup>a</sup> Together, these 214 faculty accounted for 27.1% of the 856 faculty in the independent sector with 9- or 10-month contracts.

Historically, the National Center for Education Statistics (NCES) has assumed that all faculty with 9- or 10-month appointments have had 9-month contracts when average salaries are calculated. Applying this assumption has resulted in at least slightly overestimated average salaries for institutions with any faculty on 10-month contracts. However, to remain consistent with average salaries reported by the NCES, the Commission is continuing to make the same assumption, even though the analysis of data collected in 2012–13 indicates that this assumption probably is not as applicable to the independent sector as it is to the public sectors in Nebraska.

In order to apply the 2012–13 formula to the data collected prior to 2012–13, another assumption is made that all faculty with 11- or 12-month contracts had 12-month contracts. Based on an analysis of the data collected in 2012–13, this assumption is reasonable to apply to all four Nebraska sectors included in this report. Of the 1,391 faculty with 11- or 12-month contracts in 2012–13, 1,377 (99.0%) had 12-month contracts and only 14 (1.0%) had 11-month contracts.

### **CALCULATION OF AVERAGE SALARIES PRIOR TO 2012–13**

Prior to 2012–13, Commission staff used the NCES formula for calculating average 9-month salaries for full-time instructional faculty at Nebraska's public and independent institutions. Using this approach, the total salary outlay for full-time instructional faculty with 11- or 12-month contracts was adjusted to the equivalent of the total salary outlay paid to faculty with 9- or 10-month contracts

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

by multiplying the outlay for 11- or 12-month contracted faculty by 0.8182 (9 divided by 11). This “equated” outlay was then added to the outlay for 9- or 10-month faculty, and the resulting sum was then divided by the total number of full-time instructional faculty to determine an average salary. Expressed as a formula, this method for calculating an average 9-month salary is as follows:

$$\frac{SO_{9-10} + (0.8182 \times SO_{11-12})}{N_{9-10} + N_{11-12}} = \text{Average 9-Month Salary}$$

where:  $SO_{9-10}$  = total salary outlay for faculty with 9- or 10-month contracts  
 $SO_{11-12}$  = total salary outlay for faculty with 11- or 12-month contracts  
 $N_{9-10}$  = total number of faculty with 9- or 10-month contracts  
 $N_{11-12}$  = total number of faculty with 11- or 12-month contracts

Since a 9-month salary is three-quarters of a 12-month salary, it is unknown why the NCES used 0.8182, rather than 0.75, as a multiplier to adjust the total paid to faculty with 11-month or 12-month contracts to the equivalent of 9-month salaries. In effect, the 0.8182 multiplier is based on the assumption that all faculty in the 11-or-12-month category had 11-month contracts. However, based on the data reported for 2012–13, 0.75 is a more logical multiplier for the majority of public and independent institutions in Nebraska. In 2012–13, 95% of the faculty at Nebraska public and independent institutions were on 9-month or 12-month contracts. In contrast, only 5.1% had 10-month contracts, and only 0.3% were contracted for 11 months of the year.

Commission staff recomputed the average 9-month salaries for 2003–04 through 2011–12 using the above NCES formula, but with 0.75 as the multiplier to convert 11-or-12-month salaries to 9-month equivalents. The resulting average 9-month salaries were then compared to the average salaries that were computed using the 0.8182 multiplier (and reported in previous editions of the *Factual Look*) and to the average salaries calculated using the new formula that was introduced in 2012–13. As expected, this comparative analysis revealed that the average salaries computed using the 0.75 multiplier were noticeably lower than those computed using the 0.8182 multiplier, due to the lower weighting of the 11- or 12-month salary outlays. The analysis also showed that the average salaries computed with the formula introduced in 2012–13 were generally close to the average salaries calculated using the 0.75 multiplier.

The table on the next page shows the state-wide average 9-month salaries for all public and independent institutions from 2003–04 through 2011–12 using the three different formulas: (1) the formula with the 0.8182 multiplier, (2) the formula with the 0.75 multiplier, and (3) the new formula introduced in 2012–13. In this case, the new formula results in average salaries that are 0.1% to 0.7% lower than the average salaries computed using the 0.75 multiplier. In comparison, the new formula results in average salaries that are 2.5% to 2.9% lower than the average salaries computed using the 0.8182 multiplier.

A more detailed analysis of the average salaries computed using the 0.75 multiplier and the new formula showed, however, that the new formula results in higher, lower, or the same average salaries, depending on whether an institution or sector has any faculty with 11- or 12-month appointments and on whether the monthly average salaries of these faculty are higher or lower than the average monthly salary of faculty with 9- or 10-month appointments. Since the State Colleges have reported that none of their faculty have more-than-9-month contracts, their average salaries are the same, regardless of which of the three formulas is used.

Statewide Average 9-Month Salaries for Full-Time Instructional Faculty at Nebraska Public and Independent Colleges and Universities									
Year	81% Formula <sup>a</sup>	75% Formula <sup>b</sup>	Difference between 75% and 81% Formulas		New Formula in 2012–13 <sup>c</sup>	Difference between New & 81% Formulas		Difference between New & 75% Formulas	
	NE Average Salary	NE Average Salary			NE Average Salary				
2003–04	\$55,740	\$54,420	-\$1,321	-2.4%	\$54,353	-\$1,388	-2.5%	-\$67	-0.1%
2004–05	\$56,705	\$55,420	-\$1,286	-2.3%	\$55,201	-\$1,504	-2.7%	-\$219	-0.4%
2005–06	\$58,296	\$57,026	-\$1,270	-2.2%	\$56,769	-\$1,527	-2.6%	-\$257	-0.5%
2006–07	\$59,838	\$58,545	-\$1,292	-2.2%	\$58,285	-\$1,553	-2.6%	-\$261	-0.4%
2007–08	\$62,121	\$60,753	-\$1,368	-2.2%	\$60,458	-\$1,663	-2.7%	-\$295	-0.5%
2008–09	\$64,556	\$63,117	-\$1,439	-2.2%	\$62,841	-\$1,715	-2.7%	-\$275	-0.4%
2009–10	\$65,819	\$64,410	-\$1,409	-2.1%	\$64,096	-\$1,722	-2.6%	-\$314	-0.5%
2010–11	\$66,821	\$65,306	-\$1,515	-2.3%	\$64,869	-\$1,953	-2.9%	-\$438	-0.7%
2011–12	\$67,501	\$65,951	-\$1,550	-2.3%	\$65,569	-\$1,932	-2.9%	-\$382	-0.6%
<p><i>Note.</i> Data source: CCPE database as of August 20, 2013. Data were processed in the 2012 EXCEL workbooks for Section C of the 2012–13 <i>Factual Look</i>. The comparison shown in this table was processed in the workbook 2012_Comparison of 75%_81%_New Formula Results.xlsx.</p> <p><sup>a</sup>Formula using 0.8182 as the multiplier to adjust 11- or 12-month salaries to 9-month equivalents. <sup>b</sup>Formula using 0.75 as the multiplier to adjust 11- or 12-month salaries to 9-month equivalents. <sup>c</sup>New formula introduced in 2012-13 with the assumption that all faculty have 9-month or 12-month contracts. This formula is based on total number of contract months, rather than on numbers of faculty,</p>									

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