

the condition of education 2002



INDICATOR 39

Status of Women and Minority Faculty

The indicator and corresponding tables are taken directly from *The Condition of Education 2002*. Therefore, the page numbers may not be sequential.

Additional information about the survey data and supplementary notes can be found in the full report. For a copy of *The Condition of Education 2002*, visit the NCES web site (<http://nces.ed.gov/pubsearch/pubsinfo.asp?pubid=2002025>) or contact ED PUBs at 1-877-4ED-PUBS.

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U.S. Department of Education
Office of Educational Research and Improvement



Faculty

Status of Women and Minority Faculty

During the 1990s, women advanced their faculty status, including salary. At the end of the decade, however, a gap in salary between male and female faculty remained.

Between 1992 and 1998, full-time female faculty increased their representation in public doctoral, research, and medical institutions. In addition, greater percentages of full-time female faculty held the rank of full professor and a doctoral or first-professional degree in 1998 than in 1992. The average base salary for full-time female faculty increased from \$45,580 in 1992 (in constant 1998 dollars) to \$48,370 in 1998, whereas the average base salary for full-time male faculty remained about the same.

Despite the improvement for female faculty, a salary gap between male and female faculty remains. Full-time male faculty earned about \$13,000 more than their female colleagues in 1998. This difference may be attributed to the fact that males are more likely than females to have characteristics associated with higher pay. In 1998, males were more likely than females to work at public doctoral, research, and medical institutions, be full professors, have tenure, and hold doctoral or first-professional degrees. Nonetheless, even if these and other salary-related characteristics—including age, field, level of students taught, experience, courseload, time engaged in teaching and research activities, and

number of recent publications—had been the same for males and females, full-time female faculty would have earned about \$5,000 less than their male colleagues in 1998 (see supplemental table 39-1).

With respect to race/ethnicity, there were some apparent changes in faculty status and salaries for some groups between 1992 and 1998, but none of these changes were statistically significant. However, some racial/ethnic differences existed in 1998. Compared with White faculty, Asian/Pacific Islander faculty had higher average salaries, were more likely to hold advanced degrees, and had greater representation at public doctoral, research, and medical institutions. Black faculty had lower average salaries and were less likely to have advanced degrees or attain tenure or full professorship than White faculty.

Some of the salary differences for faculty from various racial/ethnic backgrounds may be explained by differences in the faculty characteristics described above. After controlling for these characteristics, there were no statistically significant differences in average salaries across racial/ethnic groups (see supplemental table 39-1).

¹For more information about the classification of postsecondary institutions, see *Supplemental Note 9*.

²In 1992, respondents did not have the option of selecting more than one racial category, while in 1998 they did. See *Supplemental Note 1* for more information.

NOTE: The analysis includes only full-time instructional faculty and staff at Title IV degree-granting institutions who had some instructional duties for credit. Instructional duties include teaching one or more classes for credit or advising or supervising students' academic activities. Base salary estimates for faculty in 1992 were adjusted to constant 1998 dollars using the Consumer Price Index.

SOURCE: U.S. Department of Education, NCES. National Study of Postsecondary Faculty (NSOPF:1993 and NSOPF:1999).

STATUS OF WOMEN AND MINORITY FACULTY: Percentage of full-time instructional faculty and staff having selected characteristics and their average base salary (in constant 1998 dollars), by sex and race/ethnicity: Fall 1992 and 1998

Faculty characteristics	Percentage of all full-time instructional faculty and staff who:								Average base salary of full-time instructional faculty and staff	
	Taught at public doctoral, research, and medical institutions ¹		Ranked as a full professor		Had tenure		Had a doctorate or first-professional degree		1992	1998
	1992	1998	1992	1998	1992	1998	1992	1998	1992	1998
Total	31.9	34.9	30.4	30.7	54.2	53.1	65.1	67.0	\$56,240	\$56,850
Sex										
Male	35.5	38.0	37.9	38.2	61.3	59.7	72.9	74.2	61,540	61,680
Female	24.7	29.4	15.2	17.6	39.7	41.6	49.6	54.3	45,580	48,370
Race/ethnicity²										
White	32.1	34.8	31.5	32.2	55.6	54.3	65.2	66.6	56,450	57,000
Black	20.3	23.2	19.6	17.5	43.5	43.9	53.2	57.5	48,410	50,360
Asian/Pacific Islander	40.6	46.8	28.1	25.9	47.1	49.1	79.3	84.5	62,770	62,800
Hispanic	32.3	34.8	21.7	25.3	44.9	48.5	63.2	64.0	50,120	54,370
American Indian/ Alaska Native	21.7	34.2	16.1	17.8	43.0	29.4	48.1	53.2	63,990	48,090



FOR MORE INFORMATION:
Supplemental Notes 1, 9, 14
Supplemental Table 39-1
NCES 2002-170

Status of Women and Minority Faculty

Table 39-1 Average base salary of full-time instructional faculty and staff with various characteristics, before and after controlling for other faculty characteristics: Fall 1998

Faculty characteristics	Average base salary before controlling for other variables	Average base salary after controlling for other variables ¹
Total	\$56,851	\$56,851
Sex		
Female	*48,374	*53,620
<i>Male</i> ²	<i>61,685</i>	<i>58,694</i>
Race/ethnicity ³		
Black	*50,360	56,950
Asian/Pacific Islander	*62,798	60,331
Hispanic	54,372	57,042
American Indian/Alaska Native	*48,095	54,873
<i>White</i> ²	<i>57,003</i>	<i>56,618</i>
Institutional type		
Public doctoral, research, and medical	*66,120	*59,641
Private not-for-profit doctoral, research, and medical	*77,649	*67,424
Private not-for-profit liberal arts	43,605	*51,349
Other ⁴	*49,307	*51,884
<i>Public 2-year</i> ²	<i>44,636</i>	<i>55,450</i>
Field of teaching		
Business/law/communications	57,724	*59,586
Health sciences	*75,238	*72,491
Humanities	*47,703	*51,017
Social sciences/education	54,276	54,204
Occupationally specific	*47,224	55,199
Other	*49,339	52,308
<i>Natural sciences and engineering</i> ²	<i>58,449</i>	<i>54,341</i>
Level of instruction		
Undergraduates only	*48,840	*55,136
Graduates only	*74,104	*62,238
<i>Both graduates and undergraduates</i> ²	<i>61,016</i>	<i>58,222</i>
Tenure status		
Tenure track	*48,835	56,959
Not on tenure track	*47,889	*51,824
No tenure system	*42,725	*54,049
<i>Tenured</i> ²	<i>65,399</i>	<i>59,055</i>
Academic rank		
Associate professor	*57,685	*53,722
Assistant professor	*48,229	*51,730
Other	*40,725	*52,261
<i>Full professor</i> ²	<i>74,762</i>	<i>66,468</i>
Highest degree attained		
Doctorate/first-professional	*64,057	*58,976
<i>Other</i> ²	<i>42,250</i>	<i>52,545</i>

See footnotes at end of table.

Status of Women and Minority Faculty

Table 39-1 Average base salary of full-time instructional faculty and staff with various characteristics, before and after controlling for other faculty characteristics: Fall 1998—Continued

Faculty characteristics	Average base salary before controlling for other variables	Average base salary after controlling for other variables ¹
Years since receiving highest degree		
0–5 years	*\$41,451	*\$50,951
6–10 years	*47,305	*53,253
11–15 years	*53,485	*54,278
<i>More than 15 years²</i>	65,907	60,691
Age		
Less than 35	*39,882	54,243
35–44	*51,114	56,453
45–54	*57,872	56,915
<i>More than 54²</i>	64,278	57,710
Percentage of time engaged in teaching		
50 percent or less	*67,718	*60,604
51–75 percent	*51,996	54,578
<i>More than 75 percent²</i>	45,906	54,079
Number of for-credit classes taught		
1–2	*60,663	*58,251
<i>More than 2²</i>	48,627	55,278
Percentage of time engaged in research		
None	*46,984	56,772
1–10 percent	*54,934	57,666
<i>More than 10 percent²</i>	65,366	56,141
Recent total publications		
None	*45,495	*54,523
1–5	*55,219	*56,472
6–10	*61,543	*56,211
<i>More than 10²</i>	72,513	61,116

*The comparison between a particular group and the reference group is statistically significant at the .05 level.

¹See *Supplemental Note 14* for more information regarding the multivariate analysis presented in this table.

²The italicized group is the reference group being compared.

³In 1998, respondents had the option of selecting more than one racial category. See *Supplemental Note 1* for more information regarding the creation of this variable.

⁴Other institutions include public and private not-for-profit comprehensive universities, private not-for-profit 2-year institutions, public liberal arts colleges, and other specialized institutions.

NOTE: The analysis includes only full-time instructional faculty and staff at Title IV degree-granting institutions who had some instructional duties for credit. Instructional duties include teaching one or more classes for credit or advising or supervising students' academic activities.

SOURCE: U.S. Department of Education, NCES. National Study of Postsecondary Faculty (NSOPF:1999).

Status of Women and Minority Faculty

Table S39 Standard errors for the percentage of full-time instructional faculty and staff having selected characteristics and their average base salary (in constant 1998 dollars), by sex and race/ethnicity: Fall 1992 and 1998

Faculty characteristics	Percentage of all full-time instructional faculty and staff who:								Average base salary of full-time instructional faculty and staff	
	Taught at public doctoral, research, and medical institutions		Ranked as a full professor		Had tenure		Had a doctorate or first-professional degree			
	1992	1998	1992	1998	1992	1998	1992	1998	1992	1998
Total	1.6	1.8	0.7	0.7	0.8	0.9	0.8	0.8	\$780	\$689
Sex										
Male	1.7	2.0	0.9	0.9	0.9	1.0	0.8	0.9	1,037	835
Female	1.3	1.6	0.7	0.8	1.0	1.1	1.0	1.1	544	641
Race/ethnicity										
White	1.6	1.8	0.8	0.8	0.9	0.9	0.8	0.9	842	728
Black	2.7	2.7	1.5	1.8	2.1	2.5	2.4	2.7	1,430	1,060
Asian/Pacific Islander	3.2	3.4	2.0	2.1	2.5	2.5	2.0	2.1	2,708	1,575
Hispanic	3.7	4.1	2.3	3.5	2.8	3.5	3.0	3.4	1,072	1,950
American Indian/ Alaska Native	4.8	7.0	4.0	4.7	6.3	5.5	6.6	6.6	13,795	3,009

SOURCE: U.S. Department of Education, NCES. National Study of Postsecondary Faculty (NSOPF:1993 and NSOPF:1999).