

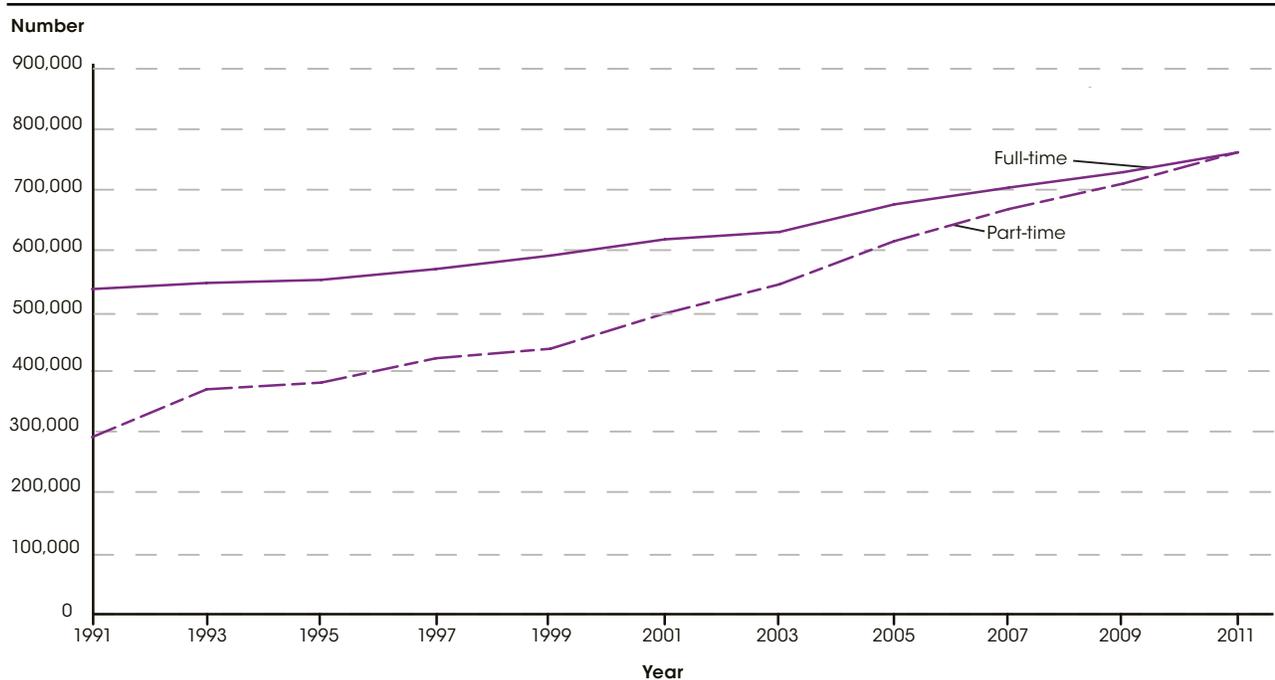
Characteristics of Postsecondary Faculty

The number of full-time faculty in degree-granting institutions increased by 42 percent from fall 1991 to fall 2011, compared with an increase of 162 percent in the number of part-time faculty. As a result of the faster increase in the number of part-time faculty, the percentage of faculty who were part time increased from 35 percent to 50 percent during this period.

In fall 2011, there were 1.5 million faculty in degree-granting institutions—approximately half were full time and half were part time. Full-time faculty include professors, associate professors, assistant professors, instructors, lecturers, assisting professors, adjunct professors, or interim professors (or the equivalent). From fall 1991 to fall 2011, the number of faculty in degree-granting institutions increased by 84 percent. The number of full-time faculty in degree-granting institutions

increased by 42 percent from fall 1991 to fall 2011, compared with an increase of 162 percent in the number of part-time faculty. As a result of the faster increase in the number of part-time faculty, the percentage of faculty who were part time increased from 35 percent to 50 percent during this period. Additionally, the percentage of all faculty who were female increased from 36 percent in 1991 to 48 percent in 2011.

Figure 1. Number of faculty in degree-granting institutions, by employment status: Selected years, fall 1991 through fall 2011



NOTE: Graduate students with titles such as graduate or teaching fellow who assist senior faculty are excluded. Degree-granting institutions grant associate's degrees or higher and participate in Title IV federal financial aid programs. Beginning in 2007, includes institutions with fewer than 15 full-time employees; these institutions did not report staff data prior to 2007.

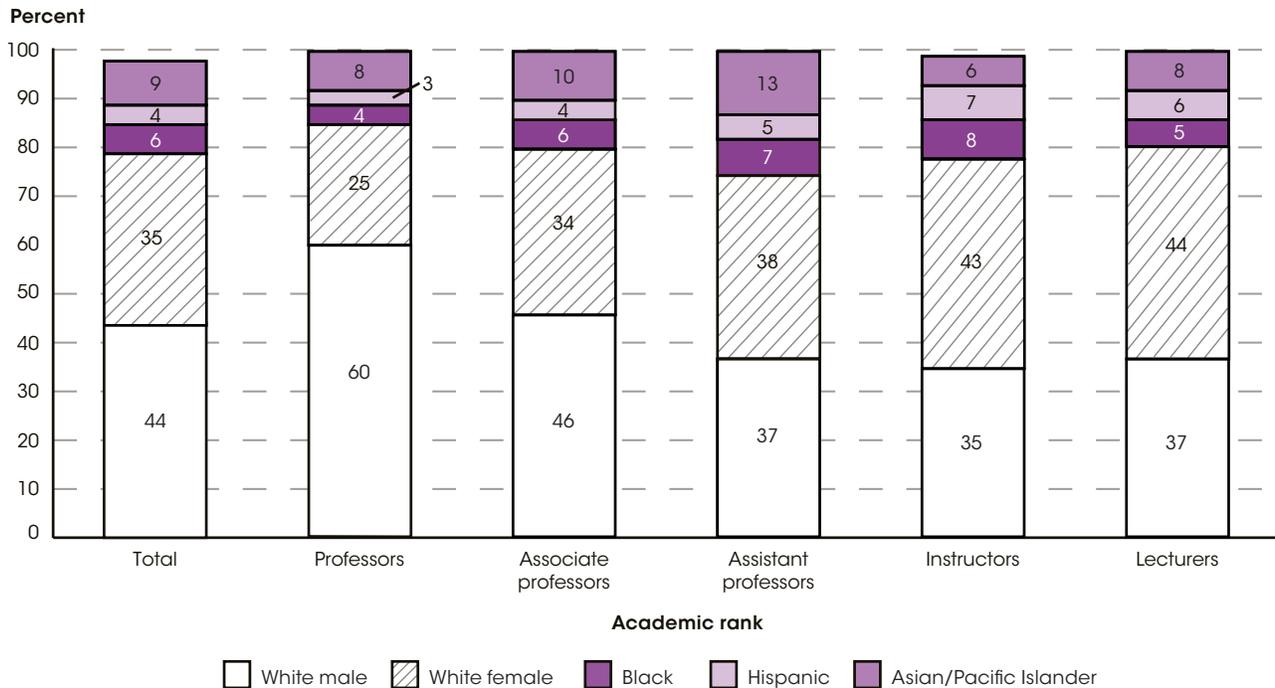
SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff Survey" (IPEDS-S:91-99); and IPEDS Winter 2001-02 through Winter 2011-12, Human Resources component, Fall Staff section. See *Digest of Education Statistics 2012*, table 290.

The number of faculty increased at institutions of each control type during this period; the percentage increases in faculty were smaller for public and private nonprofit institutions than for private for-profit institutions. From fall 1991 to fall 2011, the number of faculty increased by 64 percent at public institutions, by 83 percent at private nonprofit institutions, and by almost 1,400 percent at

private for-profit institutions. Despite the faster growth in the number of faculty at private for-profit institutions over this period, approximately 9 percent of all faculty were employed by private for-profit institutions in fall 2011, while 63 percent were employed by public institutions and 28 percent by private nonprofit institutions.

For more information, see the Reader's Guide and the Guide to Sources.

Figure 2. Percentage of full-time faculty whose race/ethnicity was known, in degree-granting institutions, by academic rank, selected race/ethnicity, and sex: Fall 2011



NOTE: Degree-granting institutions grant associate's degrees or higher and participate in Title IV federal financial aid programs. Race categories exclude persons of Hispanic ethnicity. Estimates are based on full-time faculty whose race/ethnicity was known. Detail may not sum to 100 percent because data on some racial/ethnic groups are not shown.
SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2011-12, Human Resources component, Fall Staff section. See *Digest of Education Statistics 2012*, table 291.

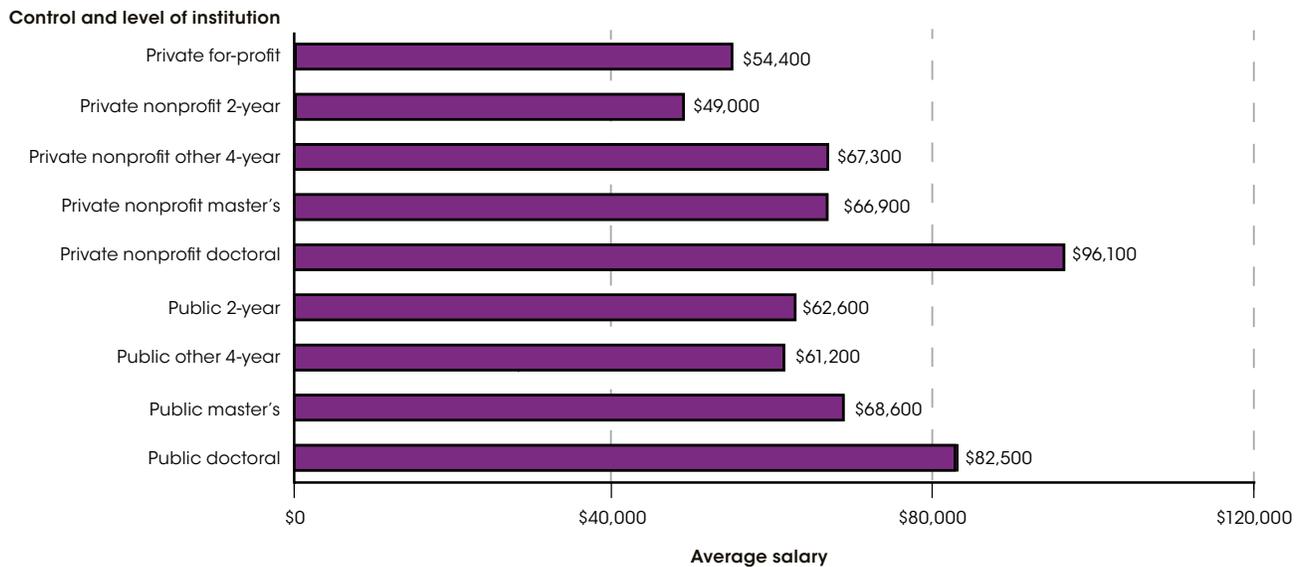
In 2011, of those full-time faculty whose race/ethnicity was known, 79 percent were White (44 percent were White males and 35 percent were White females), 6 percent were Black, 4 percent were Hispanic, 9 percent were Asian/Pacific Islander, and less than 1 percent were American Indian/Alaska Native or two or more races. Among full-time professors, 84 percent were White (60 percent were White males and 25 percent were White females), 4 percent were Black, 3 percent were Hispanic, 8 percent were Asian/Pacific Islander, and less than 1 percent were American Indian/Alaska Native.

In academic year 2011-12, the average salary for full-time instructional faculty on 9- and 10-month contracts at degree-granting institutions was \$76,600; average salaries ranged from \$53,400 for lecturers to \$107,100 for professors. The average salary (adjusted for inflation) for all full-time instructional faculty on 9- and 10-month contracts increased by 9 percent from 1991-92 to 2009-10, but decreased by 2 percent from 2009-10 to 2011-12. Average salaries for specific academic ranks also increased

between 1991-92 and 2009-10: Average salary increases were 15 percent for professors, 10 percent for associate professors, 11 percent for assistant professors, 19 percent for instructors, and 9 percent for lecturers. From 2009-10 to 2011-12, however, average salaries across academic ranks decreased: the decreases ranged from 2 percent to 4 percent.

The average salary for all full-time instructional faculty was higher for males than for females in all years for which data were available. In academic year 2011-12, the average salary was 21 percent higher for males than for females (\$83,200 versus \$68,500 in current dollars). Between 1991-92 and 2011-12, the average salary increased by 8 percent for males and by 11 percent for females, after adjusting for inflation. Due to the faster increase in salary for females, the salary gap between male and female instructional faculty overall decreased from \$15,300 in 1991-92 to \$14,700 in 2011-12. However, the gender gap in salary for professors increased from \$11,300 to \$16,200 during this period.

Figure 3. Average salary of full-time instructional faculty on 9-month contracts in degree-granting institutions, by control and level of institution: 2011-12



NOTE: Degree-granting institutions grant associate's degrees or higher and participate in Title IV federal financial aid programs. Salaries reflect an average of all faculty on 9-month contracts rather than a weighted average based on contract length that appears in some other reports of the National Center for Education Statistics.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2011-12, Human Resources component, Salaries section. See *Digest of Education Statistics 2012*, table 299.

In academic year 2011-12, the average salary for full-time instructional faculty at private nonprofit institutions (\$83,800) was higher than for instructional faculty at public institutions (\$73,500) or private for-profit institutions (\$54,400). Among the specific institutional types, average instructional faculty salaries were highest at private nonprofit doctoral institutions (\$96,100) and public doctoral institutions (\$82,500). The average salaries were lowest for instructional faculty at private nonprofit 2-year institutions (\$49,000) and private for-profit institutions (\$54,400). From 1999-2000 to 2011-12, average instructional faculty salaries decreased by 1 percent at public institutions, but increased by 7 percent at private nonprofit institutions and by 37 percent at private for-profit institutions, after adjusting for inflation.

In academic year 2011-12, approximately 45 percent of institutions had tenure systems. The percentage of institutions with tenure systems ranged from 1 percent at private for-profit institutions to almost 100 percent at public doctoral institutions. Of those faculty at institutions with tenure systems, 49 percent of full-time faculty had tenure in 2011-12, compared with 54 percent in 1999-2000. From 1999-2000 to 2011-12, the percentage of full-time faculty having tenure decreased 5 percentage points at public institutions, 4 percentage points at private nonprofit institutions, and 46 percentage points at private for-profit institutions. At institutions with tenure systems, the percentage of full-time faculty having tenure was generally higher for males than for females. In 2011-12, some 54 percent of males had tenure, compared with 41 percent of females.

Reference tables: *Digest of Education Statistics 2012*, tables 290, 291, 298, 299, 305

Glossary: Private institution, Public institution