

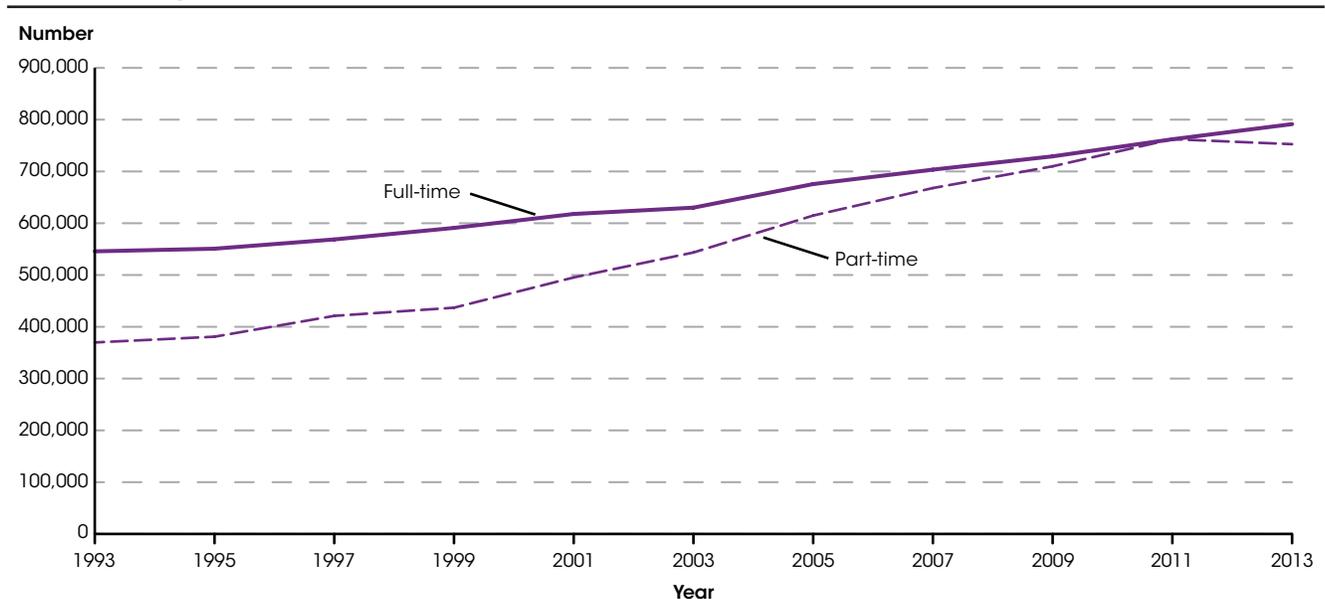
Characteristics of Postsecondary Faculty

From fall 1993 to fall 2013, the number of full-time faculty at degree-granting postsecondary institutions increased by 45 percent, while the number of part-time faculty increased by 104 percent. As a result of the faster increase in the number of part-time faculty, the percentage of all faculty who were part time increased from 40 to 49 percent during this period.

In fall 2013, there were 1.5 million faculty at degree-granting postsecondary institutions: 51 percent were full time, and 49 percent were part time. Faculty include

professors, associate professors, assistant professors, instructors, lecturers, assisting professors, adjunct professors, and interim professors.

Figure 1. Number of faculty in degree-granting postsecondary institutions, by employment status: Selected years, fall 1993 through fall 2013



NOTE: Includes faculty members with the title of professor, associate professor, assistant professor, instructor, lecturer, assisting professor, adjunct professor, or interim professor (or the equivalent). Excludes graduate students with titles such as graduate or teaching fellow who assist senior faculty. Degree-granting institutions grant associate's or higher degrees and participate in Title IV federal financial aid programs. Beginning in 2007, data include institutions with fewer than 15 full-time employees; these institutions did not report staff data prior to 2007.

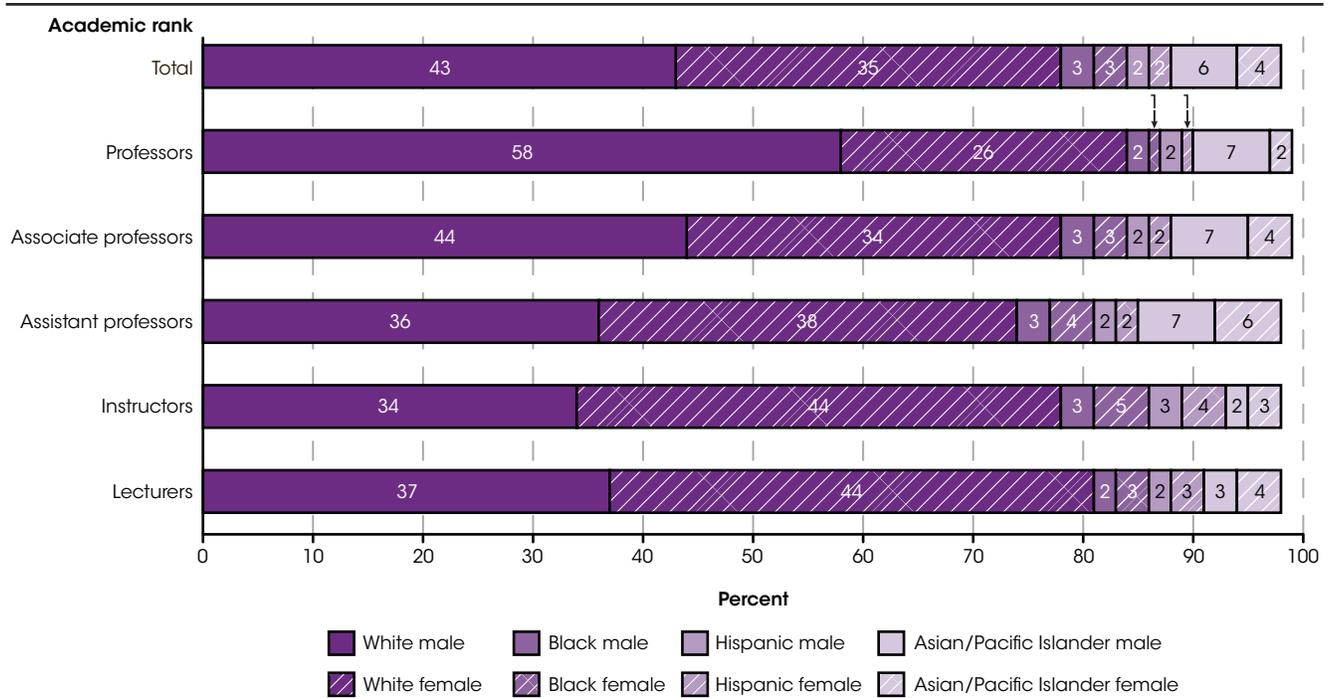
SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff Survey" (IPEDS-S:93-99); IPEDS Winter 2001-02 through Winter 2011-12, Human Resources component, Fall Staff section; IPEDS Spring 2014, Human Resources component, Fall Staff section. See *Digest of Education Statistics 2014*, table 315.10.

From fall 1993 to fall 2013, the total number of faculty at degree-granting postsecondary institutions increased by 69 percent (from 915,500 to 1.5 million). The number of full-time faculty increased by 45 percent (from 545,700 to 791,400) over this time period, compared with an increase of 104 percent (from 369,800 to 752,700) in the number of part-time faculty. As a result of the faster increase in the number of part-time faculty, the percentage of all faculty who were part time increased from 40 to 49 percent during this period. Additionally, the percentage of all faculty who were female increased from 39 percent in 1993 to 49 percent in 2013.

Although the number of faculty increased at institutions of each control type (i.e., public, private nonprofit,

and private for-profit) from fall 1993 to fall 2013, the percentage increases in faculty were smaller for public institutions and private nonprofit institutions than for private for-profit institutions. During this period, the number of faculty increased by 49 percent (from 650,400 to 967,700) at public institutions, by 77 percent (from 254,100 to 448,700) at private nonprofit institutions, and by 1,070 percent (from 10,900 to 127,600) at private for-profit institutions. Despite the faster growth in the number of faculty at private for-profit institutions over this period, only 8 percent of all faculty were employed by private for-profit institutions in 2013, while 63 percent were employed by public institutions and 29 percent by private nonprofit institutions.

Figure 2. Percentage distribution of full-time instructional faculty in degree-granting postsecondary institutions, by academic rank, selected race/ethnicity, and sex: Fall 2013

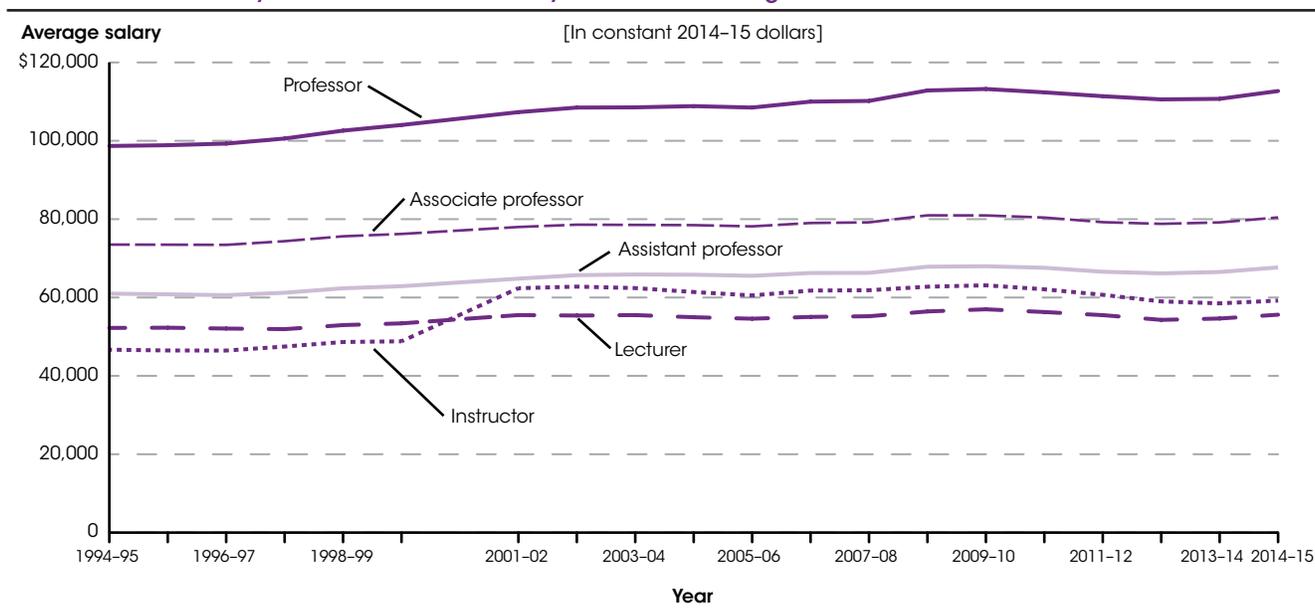


NOTE: Degree-granting institutions grant associate's or higher degrees and participate in Title IV federal financial aid programs. Race categories exclude persons of Hispanic ethnicity. Estimates are based on full-time faculty whose race/ethnicity was known. Detail may not sum to 100 percent because 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), IPEDS Spring 2014, Human Resources component, Fall Staff section. See *Digest of Education Statistics 2014*, table 315.20.

In fall 2013, of all full-time faculty at degree-granting postsecondary institutions, 43 percent were White males, 35 percent were White females, 3 percent were Black males, 3 percent were Black females, 2 percent were Hispanic males, 2 percent were Hispanic females, 6 percent were Asian/Pacific Islander males, and 4 percent were Asian/Pacific Islander females.¹ Making up less than 1 percent each were full-time faculty who were American Indian/Alaska Native and of Two or more

racess. Among full-time professors, 58 percent were White males, 26 percent were White females, 2 percent were Black males, 1 percent were Black females, 2 percent were Hispanic males, 1 percent were Hispanic females, 7 percent were Asian/Pacific Islander males, and 2 percent were Asian/Pacific Islander females. Making up less than 1 percent each were professors who were American Indian/Alaska Native and of Two or more

Figure 3. Average salary of full-time instructional faculty on 9-month contracts in degree-granting postsecondary institutions, by academic rank: Selected years, 1994-95 through 2014-15



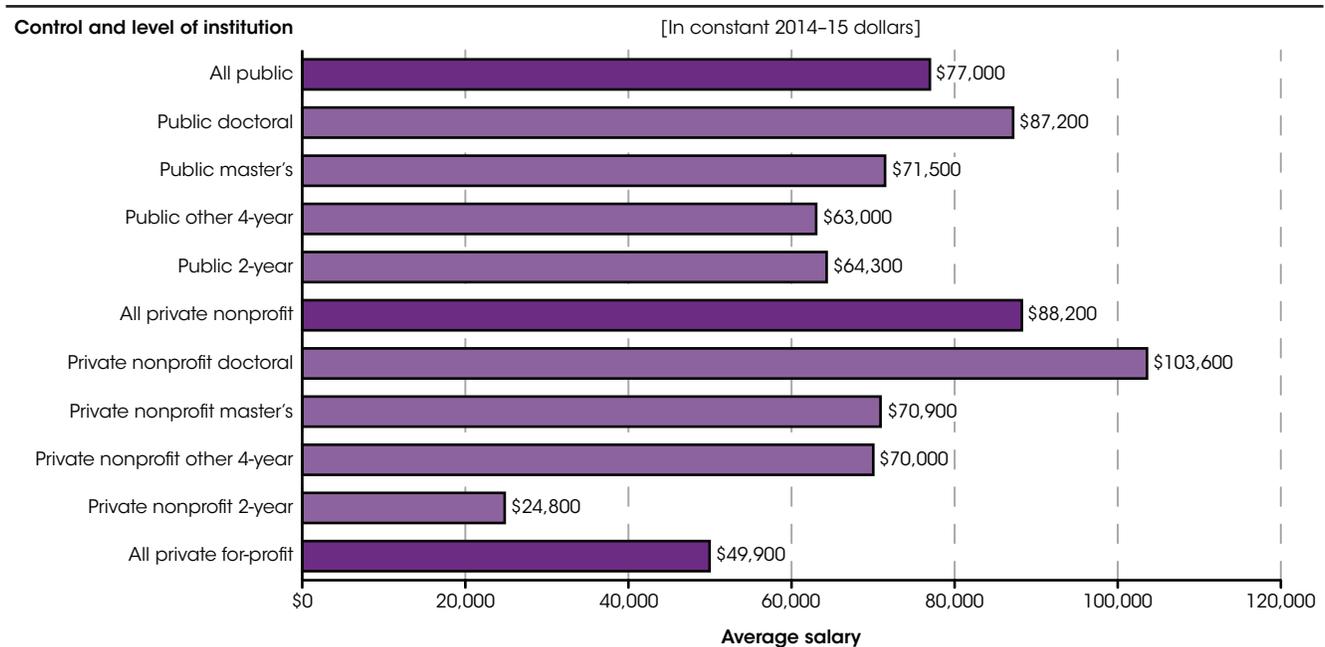
NOTE: Degree-granting institutions grant associate's or higher degrees and participate in Title IV federal financial aid programs. Beginning in 2007, data include institutions with fewer than 15 full-time employees; these institutions did not report staff data prior to 2007. Salaries are reported in constant 2014-15 dollars, based on the Consumer Price Index (CPI). Some data have been revised from previously published figures.
 SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey" (IPEDS-SA:93-99); and IPEDS, Winter 2001-02 through Winter 2011-12 and Spring 2013 through Spring 2015, Human Resources component, Salaries section. See *Digest of Education Statistics 2015*, table 316.10.

In academic year 2014-15, the average salary for full-time instructional faculty on 9-month contracts at degree-granting postsecondary institutions was \$80,200; average salaries ranged from \$55,600 for lecturers to \$112,700 for professors. The average salary (adjusted for inflation) for all full-time instructional faculty increased by 8 percent from 1994-95 (\$75,200) to 2009-10 (\$81,500), but was 2 percent lower in 2014-15 (\$80,200) than in 2009-10. A similar pattern was observed for faculty at individual academic ranks. The increase between 1994-95 and 2009-10 was 15 percent for professors (from \$98,700 to \$113,200), 10 percent for associate professors (from \$73,500 to \$80,900), 11 percent for assistant professors (from \$61,000 to \$68,000), 35 percent for instructors (from \$46,700 to \$63,100), and 9 percent for lecturers (from \$52,200 to \$57,000). The average inflation-adjusted salary for each rank was lower in 2014-15 than in 2009-10. The average salary for instructors was 6 percent

lower in 2014-15 than in 2009-10 and the average salary for lecturers was 2 percent lower, while the averages for faculty at other ranks were less than 1 percent lower.

The average salary for all full-time instructional faculty was higher for males than for females in every year from 1994-95 to 2014-15. In academic year 2014-15, the average salary was \$87,200 for males and \$71,900 for females. Between 1994-95 and 2014-15, 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 inflation-adjusted salary gap between male and female instructional faculty overall was slightly lower in 2014-15 than in 1994-95 (\$15,200 vs. \$15,500). The male-female salary gap for professors, however, increased between 1994-95 and 2014-15 (from \$11,800 to \$17,600).

Figure 4. Average salary of full-time instructional faculty on 9-month contracts in degree-granting postsecondary institutions, by control and level of institution: 2014–15



NOTE: Doctoral institutions include institutions that awarded 20 or more doctor's degrees during the previous academic year. Master's institutions include institutions that awarded 20 or more master's degrees, but less than 20 doctor's degrees, during the previous academic year. Degree-granting postsecondary institutions grant associate's or higher degrees and participate in Title IV federal financial aid programs. Salaries are reported in constant 2014–15 dollars, based on the Consumer Price Index (CPI).

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), IPEDS Spring 2015, Human Resources component, Salaries section. See *Digest of Education Statistics 2015*, table 316.20.

In academic year 2014–15, the average salary for full-time instructional faculty at private nonprofit institutions (\$88,200) was higher than the average salaries for full-time instructional faculty at public institutions (\$77,000) and at private for-profit institutions (\$49,900). Among the specific types of private nonprofit institutions and public institutions, average salaries for instructional faculty were highest at private nonprofit doctoral institutions (\$103,600) and public doctoral institutions (\$87,200). Average salaries were lowest for instructional faculty at private nonprofit 2-year institutions (\$24,800), public 4-year institutions other than doctoral and master's degree-granting institutions (\$63,000), and public 2-year institutions (\$64,300). Inflation-adjusted average salaries for instructional faculty were less than 1 percent higher in 2014–15 than in 1999–2000 at public institutions, 9 percent higher at private nonprofit institutions, and 21 percent higher at private for-profit institutions.

In academic year 2013–14, approximately 49 percent of institutions had tenure systems. A tenure system guarantees that professors will not be terminated without just cause after a probationary period. 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 full-time faculty at institutions with tenure systems, 48 percent had tenure in 2013–14, compared with 54 percent in 1999–2000. From 1999–2000 to 2013–14, the percentage of full-time faculty having tenure decreased by 5 percentage points at public institutions, by 4 percentage points at private nonprofit institutions, and by 58 percentage points at private for-profit institutions. At institutions with tenure systems, the percentage of full-time instructional faculty having tenure was generally higher for males than for females. In 2013–14, some 57 percent of males had tenure, compared with 43 percent of females.

Endnotes:

¹ Percentages are based on full-time faculty whose race/ethnicity was known.

Reference tables: *Digest of Education Statistics 2014*, tables 315.10, 315.20, and 316.80; *Digest of Education Statistics 2015*, tables 316.10 and 316.20

Related indicators: Characteristics of Degree-Granting Postsecondary Institutions, Characteristics of Postsecondary Students

Glossary: Constant dollars, Control of institutions, Degree-granting institution, Doctor's degree, For-profit institution, Nonprofit institution, Postsecondary education, Postsecondary institutions (basic classification by level), Private institution, Public school or institution, Racial/ethnic group, Salary