

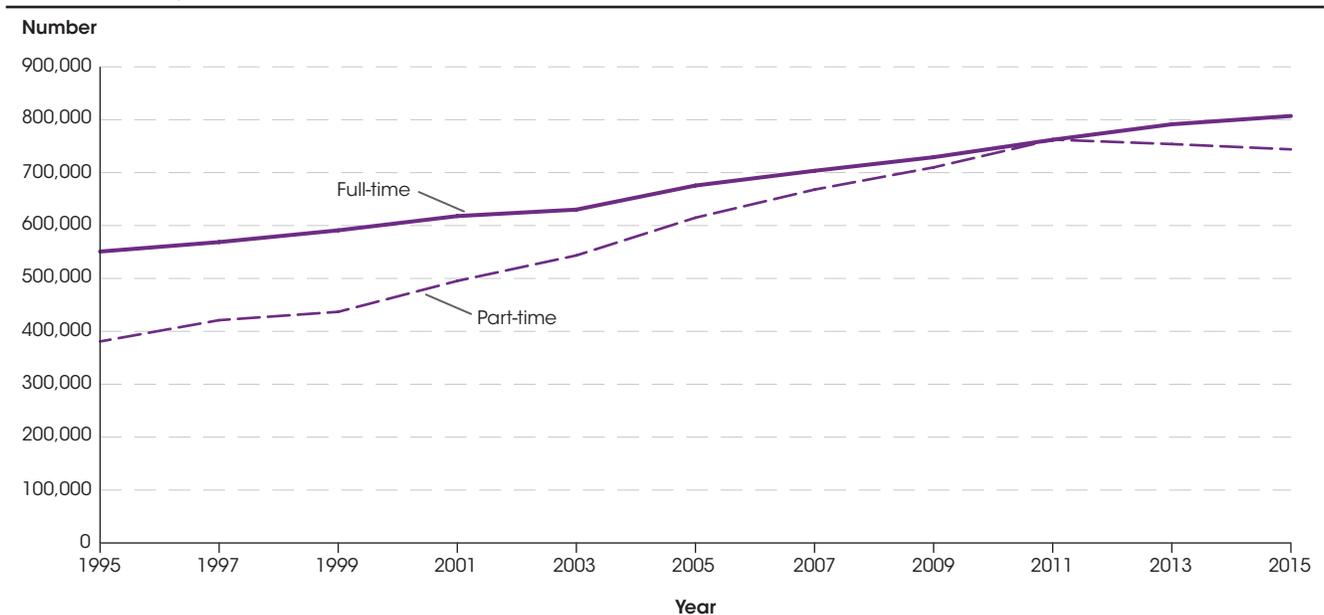
## Characteristics of Postsecondary Faculty

From fall 1995 to fall 2015, the number of full-time faculty at degree-granting postsecondary institutions increased by 47 percent, while the number of part-time faculty increased by 95 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 41 to 48 percent over this period.

In fall 2015, of the 1.6 million faculty at degree-granting postsecondary institutions, 52 percent were full time and 48 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 1995 through fall 2015



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.  
 SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff Survey" (IPEDS-S:95-99); IPEDS Winter 2001-02 through Winter 2011-12, Human Resources component, Fall Staff section; and IPEDS Spring 2014 and Spring 2016, Human Resources component, Fall Staff section. See *Digest of Education Statistics 2016*, table 315.10.

From fall 1995 to fall 2015, the total number of faculty at degree-granting postsecondary institutions increased by 66 percent (from 932,000 to 1.6 million). The percentage of all faculty who were female increased from 40 percent in 1995 to 49 percent in 2015. The number of full-time faculty increased by 47 percent (from 551,000 to 807,000) over this period, compared with a 95 percent increase in the number of part-time faculty (from 381,000 to

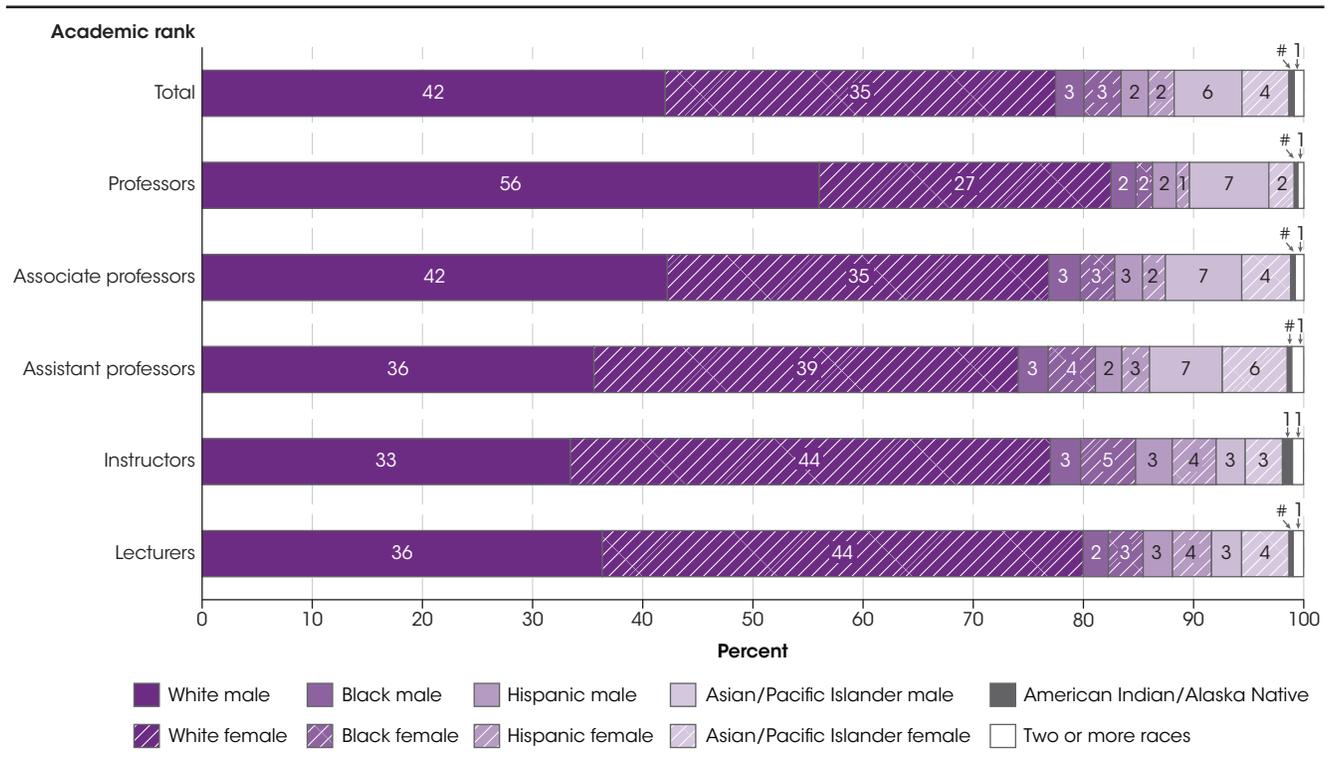
744,000). As a result of the faster increase in the number of part-time faculty, the percentage of all faculty who were part time increased from 41 to 48 percent over this period. However, between 2011 and 2015, the number of full-time faculty increased by 6 percent (from 762,000 to 807,000) while the number of part-time faculty decreased by 2 percent (from 762,000 to 744,000).

Although the number of faculty increased at each type of degree-granting postsecondary institution (i.e., public, private nonprofit, and private for-profit) between fall 1995 and fall 2015, the percentage increases in faculty were much smaller at public institutions and private nonprofit institutions than at private for-profit institutions. Over this period, the number of faculty increased by 48 percent (from 657,000 to 970,000) at public institutions, by 81 percent (from 261,000 to 472,000) at private nonprofit institutions, and by 677 percent (from 14,000 to 109,000) at private for-profit institutions. Despite the faster growth in the number of faculty at private for-profit institutions over this period, only 7 percent of all faculty were employed by private for-profit institutions in 2015, while

63 percent were employed by public institutions and 30 percent by private nonprofit institutions.

The ratio of full-time equivalent (FTE) students to faculty in 2015 was lower than in 2005 or 1995 at degree-granting postsecondary institutions. The ratio was 15:1 in 1995, 15:1 in 2005, and 14:1 in 2015. In 2015, the FTE student-to-faculty ratio was higher at private for-profit 2-year and 4-year (21:1) and public 2-year institutions (19:1) than at private nonprofit 4-year (10:1) and public 4-year institutions (14:1).<sup>1</sup> For more information about how student enrollments have changed over time, see indicator [Undergraduate Enrollment](#).

**Figure 2. Percentage distribution of full-time faculty in degree-granting postsecondary institutions, by academic rank, race/ethnicity, and sex: Fall 2015**



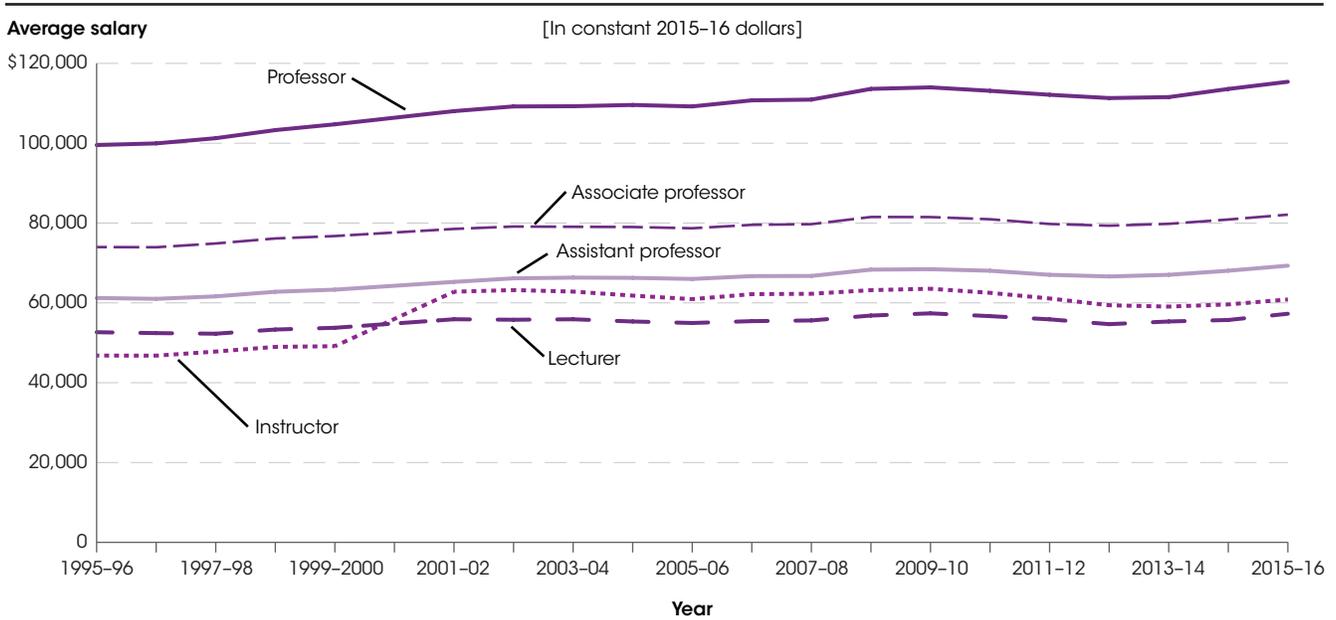
# Rounds to zero.

NOTE: Breakouts by sex excluded for faculty who were American Indian/Alaska Native and of Two or more races because the percentages were 1 percent or less. 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 due to rounding. SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), IPEDS Spring 2016, Human Resources component, Fall Staff section. See *Digest of Education Statistics 2016*, table 315.20.

In fall 2015, of all full-time faculty at degree-granting postsecondary institutions, 42 percent were White males, 35 percent were White females, 6 percent were Asian/Pacific Islander males, 4 percent were Asian/Pacific Islander females, 3 percent each were Black females and Black males, and 2 percent each were Hispanic males and Hispanic females.<sup>2</sup> Making up 1 percent or less each were full-time faculty who were of Two or more races and American Indian/Alaska Native. Among full-time

professors, 56 percent were White males, 27 percent were White females, 7 percent were Asian/Pacific Islander males, and 2 percent each were Asian/Pacific Islander females, Black males, Hispanic males, and Black females. The following groups each made up 1 percent or less of the total number of full-time professors: Hispanic females, individuals of Two or more races, and American Indian/Alaska Native individuals.

**Figure 3. Average salary of full-time instructional faculty on 9-month contracts in degree-granting postsecondary institutions, by academic rank: Selected years, 1995–96 through 2015–16**



NOTE: Data for academic year 2000–01 are not available. Degree-granting institutions grant associate’s or higher degrees and participate in Title IV federal financial aid programs. Salaries are reported in constant 2015–16 dollars, based on the Consumer Price Index (CPI). Some data have been revised from previously published figures.

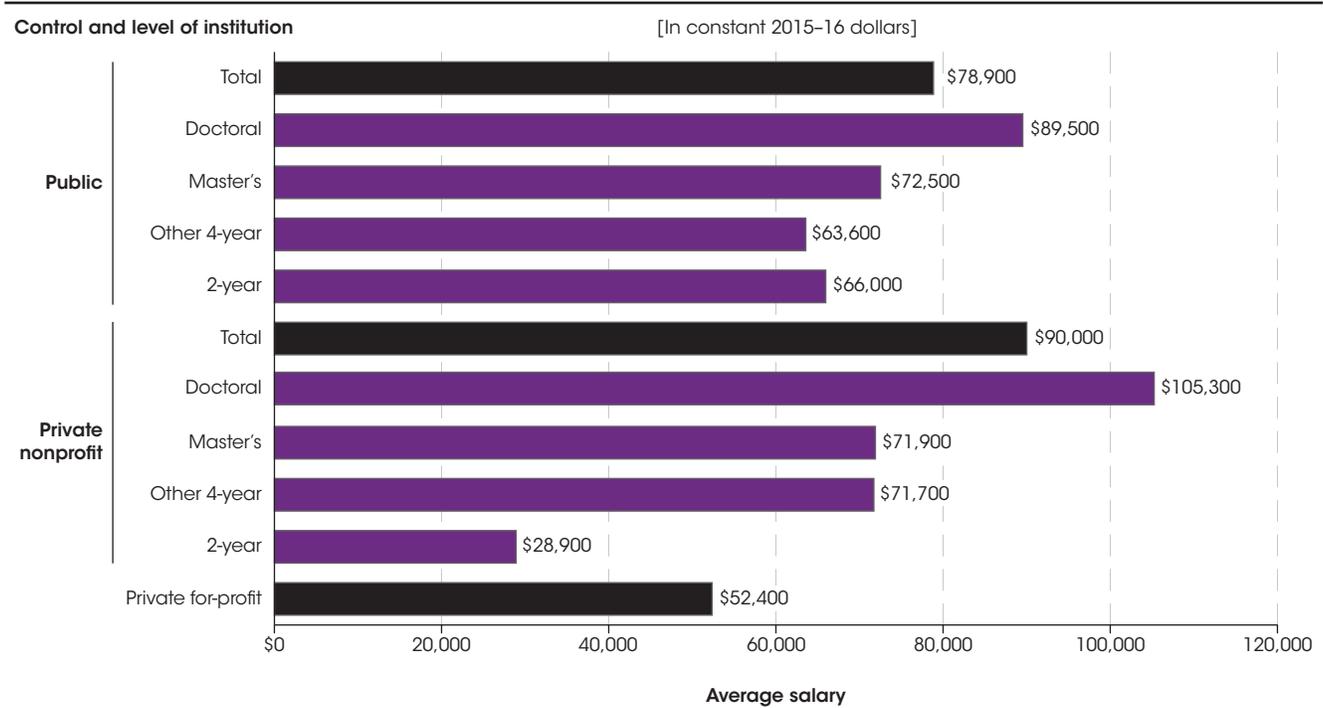
SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), “Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey” (IPEDS-SA:95–99) and IPEDS, Winter 2001–02 through Winter 2011–12 and Spring 2013 through Spring 2016, Human Resources component, Salaries section. See *Digest of Education Statistics 2016*, table 316.10.

Average faculty salaries varied by academic rank. In academic year 2015–16, the average salary for full-time instructional faculty on 9-month contracts at degree-granting postsecondary institutions was \$82,100; average salaries ranged from \$57,300 for lecturers to \$115,400 for professors. The average salary for all full-time instructional faculty increased by 7 percent between 1995–96 and 2010–11 (from \$76,000 to \$81,300), and was 1 percent higher in 2015–16 (\$82,100) than in 2010–11 (salaries are expressed in constant 2015–16 dollars). A similar pattern was observed for faculty at individual academic ranks. The increase in average salary between 1995–96 and 2010–11 was 14 percent for professors (from \$99,500 to \$113,100), 9 percent for associate professors (from \$74,000 to \$80,900), 11 percent for assistant professors (from \$61,200 to \$68,000), 34 percent for instructors (from \$46,800 to \$62,500), and 8 percent for lecturers (from \$52,600 to \$56,700). The average salary for most academic ranks showed smaller changes between 2010–11 and 2015–16. The average salary was 2 percent higher for

professors and assistant professors and 1 percent higher for associate professors and lecturers in 2015–16 than in 2010–11. By contrast, the average salary for instructors was 3 percent lower in 2015–16 than in 2010–11.

Average faculty salaries also varied by gender. The average salary for all full-time instructional faculty at degree-granting postsecondary institutions was higher for males than for females in every year from 1995–96 to 2015–16. In academic year 2015–16, the average salary was \$89,200 for males and \$73,800 for females. Between 1995–96 and 2015–16, the average salary increased by 9 percent for males and by 12 percent for females. Despite the greater increase in salary for females, the inflation-adjusted salary gap between male and female instructional faculty overall was slightly higher in 2015–16 than in 1995–96 (\$15,400 vs. \$15,300). The male-female salary gap among professors also increased between 1995–96 and 2015–16 (from \$11,800 to \$18,100).

**Figure 4. Average salary of full-time instructional faculty on 9-month contracts in degree-granting postsecondary institutions, by control and level of institution: 2015–16**



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 2015–16 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 2016, Human Resources component, Salaries section. See *Digest of Education Statistics 2016*, table 316.20.

Faculty salaries also varied according to type of degree-granting postsecondary institution. In academic year 2015–16, the average salary for full-time instructional faculty at private nonprofit institutions (\$90,000) was higher than the average salaries for full-time instructional faculty at public institutions (\$78,900) and at private for-profit institutions (\$52,400). Among the specific types of private nonprofit institutions and public institutions, average salaries for instructional faculty were highest at private nonprofit doctoral institutions (\$105,300) and public doctoral institutions (\$89,500). Average salaries were lowest for instructional faculty at private nonprofit 2-year institutions (\$28,900), public 4-year institutions other than doctoral and master's degree-granting institutions (\$63,600), and public 2-year institutions (\$66,000). Average salaries for instructional faculty were 2 percent higher in 2015–16 than in 1999–2000 at public institutions (\$78,900 vs. \$77,400), 10 percent higher at private nonprofit institutions (\$90,000 vs. \$81,900), and 26 percent higher at private for-profit institutions (\$52,400 vs. \$41,600).

In academic year 2015–16, approximately 52 percent of degree-granting postsecondary 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, 47 percent had tenure in 2015–16, compared with 54 percent in 1999–2000. From 1999–2000 to 2015–16, the percentage of full-time faculty with tenure decreased by 7 percentage points at public institutions, by 5 percentage points at private nonprofit institutions, and by 60 percentage points at private for-profit institutions. At institutions with tenure systems, the percentage of full-time instructional faculty with tenure was higher for males than for females. In 2015–16, some 56 percent of males had tenure, compared with 42 percent of females.

**Endnotes:**

<sup>1</sup> The ratios are calculated by dividing the number of FTE undergraduate and graduate students by the number of FTE faculty (including instructional, research, and public service faculty).

<sup>2</sup> Percentages are based on full-time faculty whose race/ethnicity was known.

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**Reference tables:** *Digest of Education Statistics 2016*, tables 314.10, 314.50, 314.60, 315.10, 315.20, 316.10, 316.20, and 316.80

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

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