



Faculty and Administrators

Representation of women, black and Hispanic faculty continues to increase

From 2009-10 to 2013-14, women further increased their representation among full-time faculty and administrators at U.S. public colleges and universities, reaching all-time highs. At public four-year colleges and universities in the SREB region in 2013-14, women accounted for 42 percent of full-time faculty (up from 40 percent in 2009-10) and 51 percent of full-time administrators (up from 48 percent). Women were even more highly represented at public two-year colleges, accounting for 57 percent of faculty (up from 56 percent) and 59 percent of full-time administrators (up from 54 percent).

The 2013-14 proportion of women faculty in SREB states was higher than the West and Midwestern averages at four-year institutions but below the level found in the Northeast. At public two-year colleges, the proportion of women faculty in the SREB region topped those in the other regions.

Women Faculty and Administrators SREB States

Full-Time Faculty



Full-Time Administrators

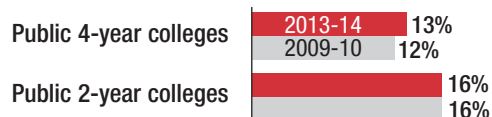


Source: SREB analysis of National Center for Education Statistics data.

By 2013-14, black and Hispanic faculty accounted for 13 percent of full-time faculty at public four-year colleges and universities in the SREB region and 16 percent at public two-year colleges. The figure for four-year institutions was 1 percentage point higher than in 2009-10, but the percentage for two-year colleges remained the same. Black faculty at public four-year colleges in the SREB region remained concentrated in predominantly or historically black colleges, with 51 percent serving in such institutions.

Black and Hispanic Faculty and Administrators SREB States

Full-Time Faculty



Full-Time Administrators



Source: SREB analysis of National Center for Education Statistics data.

In 2013-14, full-time black and Hispanic administrators accounted for 21 percent of all administrators at public four-year colleges and universities and 23 percent at two-year institutions in the SREB region.

While black and Hispanic college faculty and administrators grew as proportions of all faculty and administrators, their representation still lagged the black and Hispanic proportions of the region's college students and resident population. In 2013-14, 37 percent of the region's public college students and 36 percent of the region's resident population were black or Hispanic.

Staffing changes reflect enrollment trends

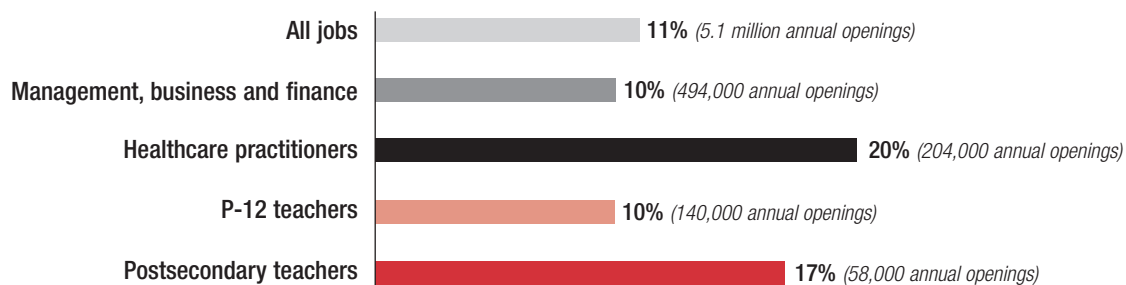
In part to keep pace with growing enrollments, four-year colleges and universities — especially in SREB states — hired more employees in all categories, teaching and non-teaching, in recent years. From 2009-10 to 2013-14, the number of staff at public four-year institutions increased 5 percent nationwide and in the SREB region. Changes, however, varied greatly among SREB states, from an 8 percent decline in Louisiana to a 27 percent increase in Georgia.

Public two-year colleges in the SREB region experienced smaller increases in staff although they had higher rates of enrollment growth than public four-year colleges. The number of staff in these colleges increased 2 percent in the SREB region, compared with a 5 percent decrease nationwide. As with four-year colleges, changes in public two-year college staffing varied greatly by state. Systems in Georgia and Louisiana had decreases of 40 and 16 percent, respectively. Virginia had a particularly high rate of increase, 28 percent over the five-year period.

Faculty employment to become a high-growth area

Two forces drive the demand for new faculty: enrollment growth and faculty attrition. According to projections by the National Center for Education Statistics, four-year colleges and universities are expected to experience an 11 percent enrollment growth, and two-year institutions a 15 percent increase, from 2013 to 2024. And they will need to replace a large proportion of “baby boomer” faculty members who will reach retirement age during this period. As a result, the U.S. Bureau of Labor Statistics forecasts that the nation will need 17 percent more college faculty (both full- and part-time) by 2022 than in 2012. That's one of the highest U.S. job growth rates — and it means the nation will need 58,000 more faculty on average per year, when growth and replacement needs are factored in. The overall U.S. job growth rate is projected to be 11 percent over the period.

Projected U.S. Job Growth 2012 to 2022



Note: Includes both full- and part-time positions and openings due to growth and replacement needs.

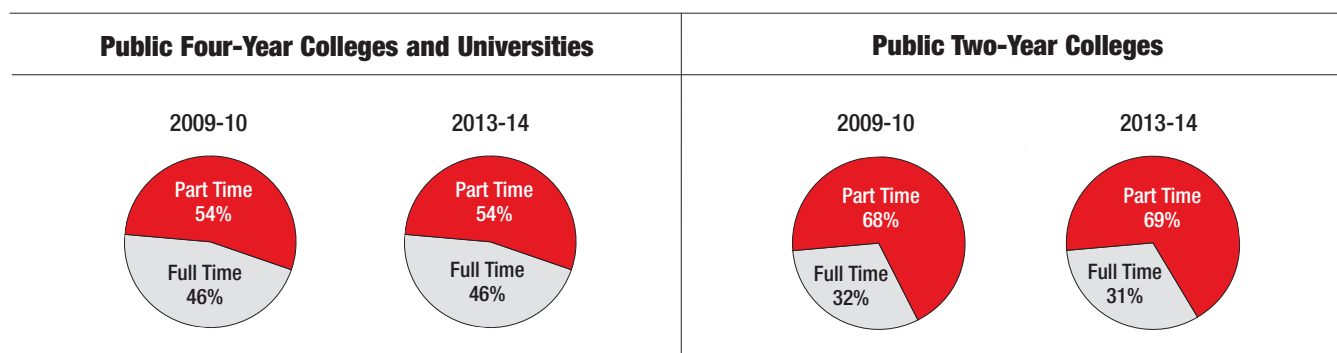
Source: U.S. Bureau of Labor Statistics.

Part-time faculty representation stabilizes

Many institutions have increasingly turned to part-time faculty and teaching/research assistants to meet their instructional demands. In SREB states, part-time faculty and teaching/research assistants at public four-year colleges and universities remained at 54 percent of total instructional staff in 2013-14. At public two-year colleges in the region, the percentage of part-time instructors increased slightly from 68 percent of the teaching staff to 69 percent over the same period.

The fact that part-time faculty and teaching/research assistants are a majority of the instructional staff does not mean they do a majority of the instruction, because part-time faculty members and teaching/research assistants typically do not teach as many classes as full-time faculty members. In addition, part-time faculty members generally do not have campus committee assignments or participate in student advising.

Part-Time Faculty SREB States



Note: At four-year colleges and universities, part-time faculty include teaching and research assistants.

Source: SREB analysis of National Center for Education Statistics data.

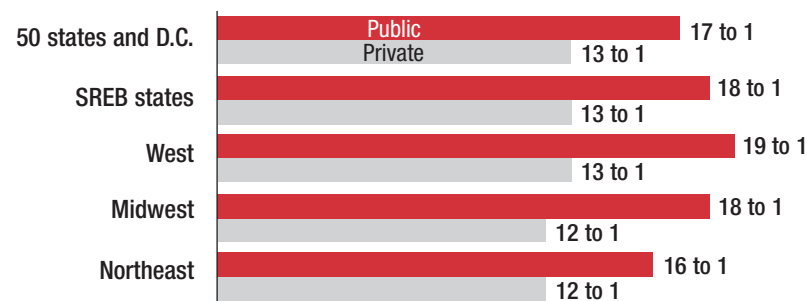
In 2013-14, full-time public four-year college faculty members in SREB states were less concentrated in the senior ranks (professor and associate professor) as compared with the other regions. Nationally, senior faculty accounted for 61 percent of the total, whereas in the SREB region senior faculty accounted for 54 percent. This suggests that college faculty in the SREB region may be somewhat younger, on average, than in the other regions.

At public colleges and universities in SREB states, the concentrations of faculty in major teaching fields such as the humanities, social and behavioral sciences, sciences and technologies, and business management remained about the same from 2009-10 to 2014-15. Likewise, neither the nation nor the other U.S. regions saw a significant shift in faculty concentration in these fields. In the SREB region, nearly 20 percent of faculty in 2014-15 was in the humanities, compared with 20 percent in the Midwest, 21 percent in the West, and 21 percent in the Northeast. The percentage of faculty in the social and behavioral sciences was 19 percent in the SREB region, 20 percent in the West, 21 in the Midwest, and 24 percent in the Northeast that year. The greatest variation across regions was in the sciences and technologies area. Sciences and technologies faculty represented 33 percent of all faculty in the SREB region and Midwest, 35 percent in the West, and 27 percent in the Northeast. Business management faculty had the highest representation in the SREB region (10 percent), compared with 8 percent in the West, 9 percent in the Midwest and 10 percent in the Northeast.

Student-to-faculty ratios at public four-year colleges continue to be higher than private college ratios

Student-to-faculty ratios at public four-year colleges and universities are higher than those at private (or independent) four-year institutions. In 2013-14, the national median student-to-faculty ratio at public four-year colleges and universities was 17 to 1 — compared with 13 to 1 at private four-year institutions. The ratio at public four-year colleges and universities in the SREB region and Midwest was 18 to 1, which was lower than in the West (19 to 1) and higher than in the Northeast (16 to 1).

Student-to-Faculty Ratios Four-Year Colleges and Universities, 2013

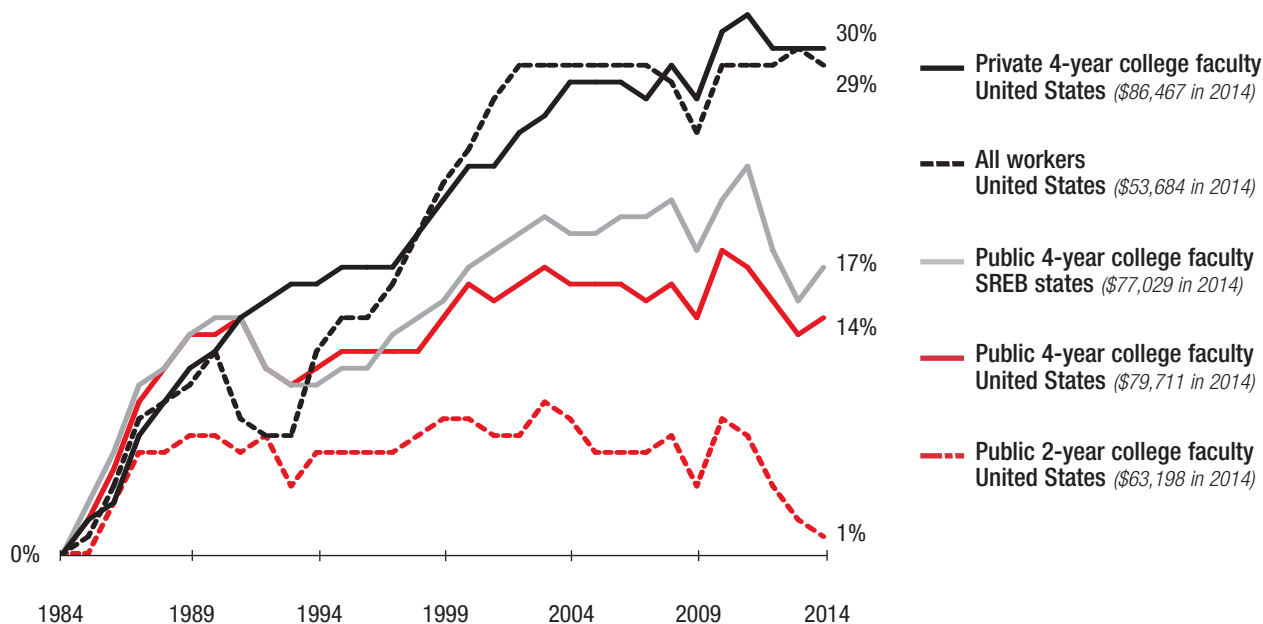


Source: SREB analysis of National Center for Education Statistics fall enrollment survey.

Faculty salary growth still trails that of average American worker

College faculty members have higher levels of education and higher pay than the average American worker, but the inflation-adjusted growth in regional and national average college faculty salaries has not kept pace with the rate of increase for all U.S. workers. The inflation-adjusted average salary for all U.S. workers nationwide rose 29 percent (rising by \$11,968) from 1984 to 2014. In contrast, inflation-adjusted faculty salaries at public four-year colleges and universities in the SREB region went up about 17 percent (increasing by \$11,181). The average increase at these institutions nationwide was 14 percent over the period. The average public four-year faculty salary in the SREB region remained below the national average. The average salary of full-time faculty at the nation's public two-year colleges, when adjusted for inflation, rose 1 percent (a \$728 increase).

Changes in Annual Pay, 1984 to 2014



Note: Adjusted for inflation. Faculty salaries are 9-month or 9-month-equivalent.

Sources: SREB-State Data Exchange and SREB analysis of National Center for Education Statistics and U.S. Census Bureau data.

Faculty salaries in most SREB states still behind national average despite increases

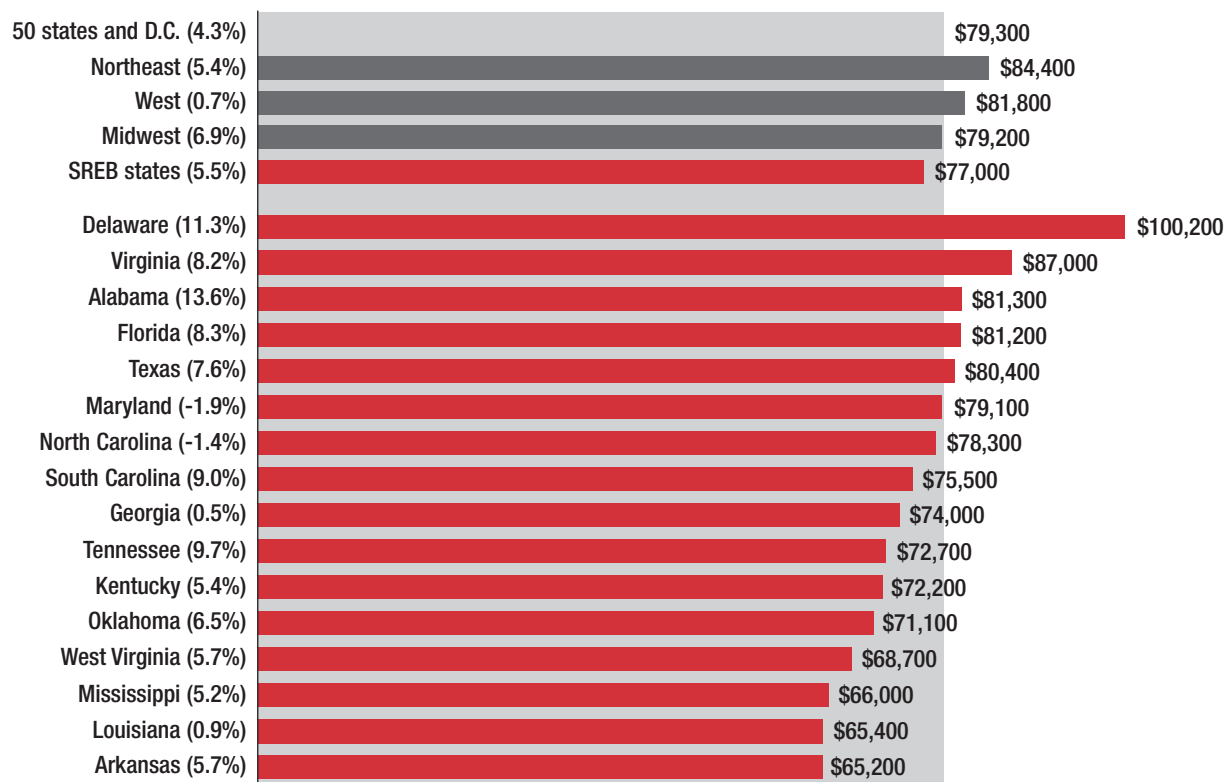
From 2008-09 to 2013-14, average salaries of full-time instructional faculty at public four-year colleges and universities in the SREB region increased, drawing closer to the U.S. average — from 96 percent to 97 percent; however, average salaries in the SREB region were lower than in the West, Midwest and Northeast. Faculty salaries at public two-year colleges in SREB states also rose — from 86 percent of the national average to 90 percent — but remained lower than in any other region.

From 2008-09 to 2013-14, average faculty salaries at public four-year colleges and universities decreased nearly 2 percent nationally and 3 percent in the SREB region when adjusted for inflation. Average salaries in most SREB states moved closer to the national average during the period. Average salaries in Alabama, Delaware, Florida, Maryland, Texas and Virginia surpassed the national average in 2013-14.

Over the same period, faculty salaries at public two-year colleges decreased by 9 percent in the nation and 5 percent in the SREB region when adjusted for inflation. Faculty salaries at public two-year colleges moved closer to the national average in most SREB states except Kentucky and Louisiana. In Delaware, Maryland and Virginia, they were above the national average.

From 2008-09 to 2013-14, salaries of professors at public four-year colleges and universities in the SREB region increased 6 percent (without adjustment for inflation). Salaries of associate and assistant professors increased 5 and 7 percent, respectively. The increase for the all-ranks average in the SREB region of 6 percent was higher than the West, but less than in the Midwest and Northeast. In the Northeast, the increase was 1 percent. In the Midwest and West, it was 7 and 5 percent, respectively.

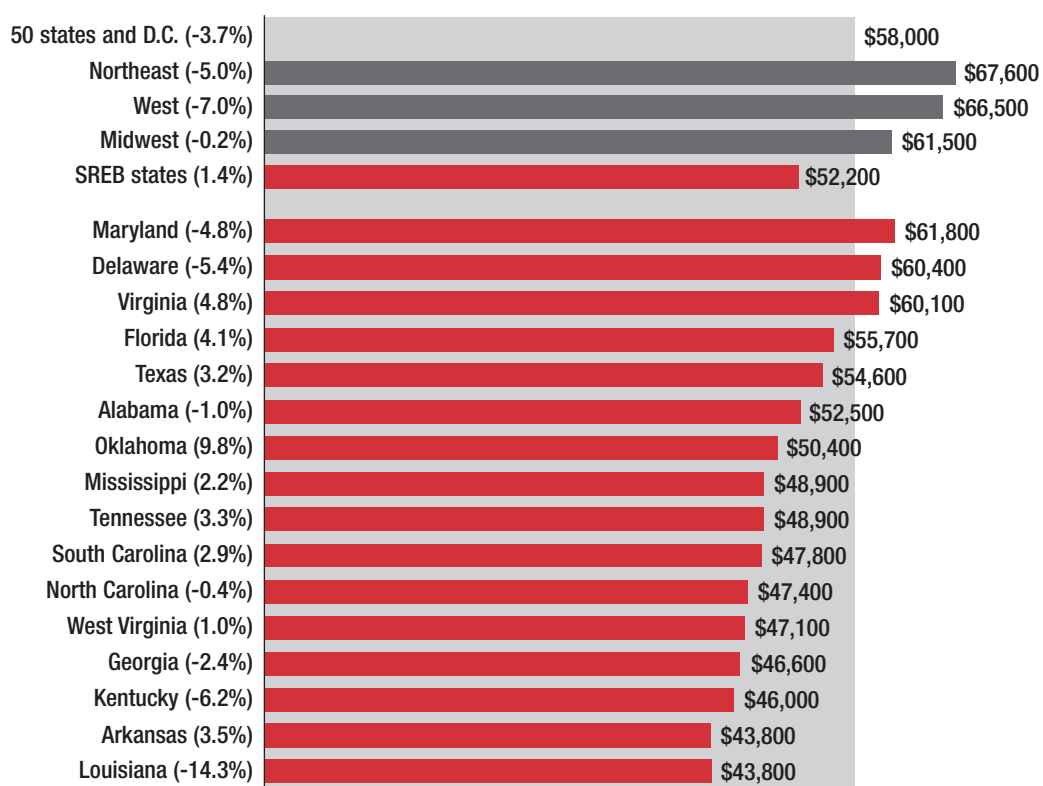
Average Salaries, Full-Time Instructional Faculty at Public Four-Year Colleges and Universities, 2013-14



Note: Inflation-adjusted change 2008-09 to 2013-14 shown in parentheses.

Sources: SREB-State Data Exchange and SREB analysis of National Center for Education Statistics data.

Average Salaries, Full-Time Instructional Faculty at Public Two-Year Colleges, 2013-14



Note: Inflation-adjusted change 2008-09 to 2013-14 shown in parentheses.

Sources: SREB-State Data Exchange and SREB analysis of National Center for Education Statistics data.

Salaries show considerable variation among smaller colleges and universities and larger, more complex ones. Salaries are generally higher at larger public universities that have the largest number of advanced degree programs and heaviest research productivity. In SREB states, average faculty salaries in 2013-14 ranged from \$58,000 at smaller four-year colleges and universities that award few graduate degrees to \$88,300 at large universities that award the most doctoral degrees.

At public four-year colleges and universities, average salaries for humanities faculty rose 6 percent nationwide and 4 percent in the SREB region. Salaries for faculty in sciences and technologies went up 7 percent nationally and 6 percent in the SREB region. Business management faculty salaries went up 9 percent nationally and 7 percent in the SREB region. Salaries in the social and behavioral sciences rose 25 percent nationally and 24 percent in the SREB region. Those in education rose 6 percent nationally and 3 percent in the SREB region, and nursing salaries went up about 9 percent nationally and in the SREB region.



SREB-state senior administrator salaries increase; slightly higher than national average

From 2009-10 to 2014-15, the average annual salaries for campus chancellors and presidents nationwide rose 14 percent to \$325,500. In the SREB region, the increase was also 14 percent, rising to \$342,500 — \$17,000 higher than the national average, \$14,000 greater than the average in the West, \$221,500 less than in the Midwest and \$43,500 greater than in the Northeast. Chief academic officer salaries in the SREB region rose 18 percent to \$247,200 — \$4,500 above the national average, which was also up 18 percent. Chief business officer salaries in the region rose 15 percent to \$214,300 — nearly matching the average increase nationwide of 15 percent to \$211,300. However, in most fields, average salaries for academic deans in the SREB region were below the national average.



Table 74
Full-Time Faculty at Public Four-Year Colleges and Universities

	Total 2013-14	Percent Change ¹ 2009-10 to 2013-14	Percent of Total						Percent of Black Faculty at PBIs or HBIs ³		Percent of PBI/HBI Faculty Who Are Black	
			2009-10			2013-14			2009-10	2013-14	2009-10	2013-14
			Women	Black ²	Hispanic ²	Women	Black ²	Hispanic ²				
50 states and D.C.	359,586	9.7	40.4	5.5	3.8	42.3	5.4	4.3	34.0	31.2	54.6	57.5
SREB states as a percent of U.S.	129,701 36.1	8.4	40.4	8.6	3.8	42.4	8.4	4.3	51.3	47.9	56.1	58.3
Alabama	8,217	9.3	40.0	9.8	2.1	42.9	11.7	2.2	47.0	49.8	50.3	64.0
Arkansas	3,941	5.5	43.4	7.7	1.5	44.7	6.9	2.0	39.2	38.0	63.0	61.6
Delaware	1,352	3.8	39.8	9.9	2.5	40.2	9.8	3.2	57.1	64.6	37.9	35.9
Florida	13,585	9.7	38.8	8.3	5.8	41.1	7.8	7.2	46.2	43.1	72.4	73.0
Georgia	11,095	24.3	43.5	9.2	2.2	44.4	8.9	3.1	30.6	29.2	40.4	44.7
Kentucky	6,848	4.8	40.8	5.4	1.6	42.7	5.1	2.2	10.6	10.6	26.5	24.6
Louisiana	5,514	-10.9	43.4	13.3	1.8	44.3	12.4	2.3	67.2	62.6	69.5	71.4
Maryland	6,711	3.1	40.6	15.3	2.5	41.9	12.9	3.4	70.5	64.5	61.0	58.8
Mississippi	3,662	0.5	41.4	17.1	1.5	43.6	17.2	2.0	77.2	73.8	63.1	68.4
North Carolina	12,967	5.9	41.8	11.5	4.3	44.7	11.0	3.0	67.1	61.2	54.0	54.3
Oklahoma	4,847	8.5	38.2	4.3	2.6	40.0	4.6	2.5	51.6	50.8	56.6	59.8
South Carolina	5,254	9.4	39.9	7.5	2.2	43.1	8.4	2.9	45.9	42.9	63.8	68.8
Tennessee	6,967	4.6	40.4	8.0	2.1	42.6	7.6	2.5	36.9	31.2	42.8	44.6
Texas	21,973	12.1	39.4	5.7	9.1	41.4	6.2	9.7	45.3	43.7	63.7	65.7
Virginia	13,067	10.9	38.5	6.7	2.0	40.7	6.7	2.8	41.5	43.3	55.1	59.2
West Virginia	3,701	10.2	38.1	3.2	1.8	40.7	3.4	1.4	24.5	23.1	12.5	13.9
West as a percent of U.S.	83,757 23.3	17.7	41.0	2.1	5.4	42.3	2.0	6.1	NA	NA	NA	NA
Alaska	1,934	43.9	45.0	0.8	2.4	46.5	0.9	3.2	NA	NA	NA	NA
Arizona	6,512	11.4	40.1	2.0	7.0	43.6	2.0	7.5	NA	NA	NA	NA
California	31,330	18.7	39.4	3.0	6.8	40.3	3.0	7.5	NA	NA	NA	NA
Colorado	10,836	12.4	48.5	1.8	5.2	45.9	1.5	5.6	NA	NA	NA	NA
Hawaii	1,840	-2.1	39.5	1.1	2.3	43.4	1.6	2.5	NA	NA	NA	NA
Idaho	2,081	2.1	40.9	0.4	1.6	43.7	0.6	2.1	NA	NA	NA	NA
Montana	1,896	7.3	38.0	0.3	1.0	40.2	0.3	1.4	NA	NA	NA	NA
Nevada	1,835	1.2	37.5	3.3	4.3	40.1	2.8	5.0	NA	NA	NA	NA
New Mexico	3,337	17.3	43.7	1.7	12.0	46.0	2.0	15.3	NA	NA	NA	NA
Oregon	4,740	12.0	41.8	1.2	3.5	43.5	1.1	4.5	NA	NA	NA	NA
Utah	6,878	37.3	36.3	0.9	2.5	38.2	1.0	3.1	NA	NA	NA	NA
Washington	9,512	31.0	40.5	1.9	3.6	44.5	1.9	4.6	NA	NA	NA	NA
Wyoming	1,026	-4.1	39.9	0.9	2.1	39.2	1.2	1.9	NA	NA	NA	NA
Midwest as a percent of U.S.	93,594 26.0	4.6	39.5	3.8	2.7	41.8	4.0	3.1	8.0	7.3	40.0	43.6
Illinois	10,341	-1.6	42.1	6.0	3.9	44.4	6.5	4.5	23.2	21.9	43.5	48.1
Indiana	10,718	0.3	39.4	3.3	2.9	41.6	3.5	3.2	NA	NA	NA	NA
Iowa	5,174	1.8	36.4	2.3	2.7	37.4	2.5	3.2	NA	NA	NA	NA
Kansas	5,999	10.0	40.2	2.6	2.7	43.5	2.6	2.8	NA	NA	NA	NA
Michigan	18,615	13.8	38.3	4.6	2.7	41.8	4.8	3.3	NA	NA	NA	NA
Minnesota	7,429	9.3	40.5	2.3	2.4	41.4	2.5	2.9	NA	NA	NA	NA
Missouri	6,673	-16.5	40.8	4.1	1.9	42.4	4.4	2.3	18.9	20.5	27.5	29.6
Nebraska	2,809	4.7	38.2	2.5	2.8	40.2	2.5	3.2	NA	NA	NA	NA
North Dakota	2,017	3.2	40.1	1.3	1.0	43.5	1.3	1.1	NA	NA	NA	NA
Ohio	13,046	0.3	38.9	5.0	2.3	41.1	4.9	2.7	9.9	9.2	53.1	58.1
South Dakota	1,530	12.1	42.1	0.6	1.8	45.5	0.7	1.7	NA	NA	NA	NA
Wisconsin	9,243	21.7	39.5	2.5	2.7	41.0	2.5	2.8	NA	NA	NA	NA
Northeast as a percent of U.S.	52,242 14.5	10.5	41.0	5.1	3.3	43.2	4.9	3.8	12.6	8.3	48.1	57.9
Connecticut	3,574	19.0	40.6	4.9	3.7	42.3	4.2	4.2	NA	NA	NA	NA
Maine	1,235	-6.4	41.5	0.6	1.1	42.7	0.6	1.4	NA	NA	NA	NA
Massachusetts	4,692	11.9	43.2	4.2	2.9	45.7	4.3	3.3	NA	NA	NA	NA
New Hampshire	1,110	0.5	38.9	1.1	2.0	43.2	1.8	2.2	NA	NA	NA	NA
New Jersey	8,138	28.3	40.8	6.2	4.3	43.8	6.3	4.4	NA	NA	NA	NA
New York	14,348	10.4	41.5	6.9	4.3	43.9	6.6	4.9	21.1	12.5	44.0	62.6
Pennsylvania	16,623	4.0	40.2	4.4	2.5	41.7	4.0	3.0	15.3	13.6	57.5	52.6
Rhode Island	1,033	-0.5	47.5	2.3	2.9	49.2	2.5	2.9	NA	NA	NA	NA
Vermont	1,489	15.2	38.2	2.6	2.1	41.2	2.2	2.4	NA	NA	NA	NA
District of Columbia	292	21.2	43.6	57.0	1.3	57.5	64.8	0.0	100.0	100.0	56.0	64.8

*NA" indicates not applicable. There was no institution of this type.

Notes: In order for this to profile the same group as the faculty salary averages, figures include all full-time faculty at public four-year colleges and universities except those at specialized institutions. (See Appendix A for examples.)

SREB and the National Center for Education Statistics (NCES) treat two-year colleges awarding bachelor's degrees differently. NCES classifies two-year colleges awarding bachelor's degrees as four-year. SREB classifies them as two-year until they meet other criteria. (See Appendix A for definitions.)

¹ States with very large percent increases or decreases reflect reclassifications of staff. (See table "Staff at Public Four-Year Colleges and Universities" and related database for further information.)

² Calculated based on a total that excludes people whose race is unknown and people from foreign countries.

³ Predominantly black institutions (PBIs) are those in which black students account for more than 50 percent of total enrollment. Historically black institutions (HBIs) are those founded prior to 1964 as institutions for black students.

Source: SREB analysis of National Center for Education Statistics fall staff surveys — www.nces.ed.gov/ipeds.

Table 75
Full-Time Faculty at Public Two-Year Colleges¹

	Total Faculty 2013-14	Percent Change ¹ 2009-10 to 2013-14	Percent of Total						Percent of Black Faculty at PBIs or HBIs ³	
			2009-10			2013-14			2009-10	2013-14
			Women	Black ²	Hispanic ²	Women	Black ²	Hispanic ²		
50 states and D.C.	104,133	-13.6	54.0	7.2	5.6	54.9	7.3	6.1	19.5	14.3
SREB states as a percent of U.S.	46,419 44.6	-2.8	55.8	10.4	5.4	56.6	10.0	6.3	24.1	18.1
Alabama	1,760	-7.5	57.0	20.0	0.2	57.8	16.4	0.5	59.9	53.5
Arkansas	1,420	2.8	59.1	5.0	0.7	59.9	5.6	1.3	24.6	51.9
Delaware	393	4.5	64.9	4.8	1.6	62.3	5.6	1.8	NA	NA
Florida	5,879	10.6	56.4	9.8	9.8	56.2	10.4	11.1	NA	NA
Georgia	1,392	-63.6	55.1	17.3	0.9	57.0	15.4	1.7	47.4	21.7
Kentucky	1,832	-3.7	53.2	4.1	0.3	55.1	3.9	0.9	NA	NA
Louisiana	1,174	-31.1	57.6	20.3	0.9	61.4	24.9	1.8	28.9	26.1
Maryland	2,600	4.8	58.3	13.3	2.0	60.8	14.1	2.5	42.6	37.7
Mississippi	2,541	0.3	65.6	14.2	0.2	63.4	12.7	0.4	50.4	52.0
North Carolina	6,714	4.3	57.5	10.6	1.2	57.9	10.6	1.3	5.7	6.7
Oklahoma	1,385	8.2	53.8	3.3	2.2	58.8	4.3	2.5	NA	NA
South Carolina	2,112	4.5	55.8	11.4	1.2	55.6	12.0	1.7	20.9	25.1
Tennessee	1,824	5.7	55.9	10.7	1.6	56.0	8.7	2.0	42.1	39.7
Texas	12,246	1.3	52.1	7.3	14.4	52.6	7.7	15.1	5.7	4.8
Virginia	2,502	13.6	53.5	8.2	1.4	56.6	10.0	2.0	NA	NA
West Virginia ⁴	645	13.0	59.2	2.1	0.4	61.1	1.5	0.3	NA	NA
West as a percent of U.S.	23,506 22.6	-27.3	52.6	4.7	10.0	52.7	4.4	10.6	5.9	3.7
Alaska	10	-56.5	52.2	0.0	0.0	50.0	0.0	0.0	NA	NA
Arizona	603	-75.8	53.7	3.7	10.0	52.9	5.1	9.5	NA	NA
California	13,411	-29.3	53.3	6.7	13.2	53.7	6.3	14.9	7.3	4.7
Colorado	558	-52.2	58.0	1.5	5.2	57.2	2.7	3.2	NA	NA
Hawaii	723	-8.9	48.1	0.8	2.0	50.8	0.8	1.8	NA	NA
Idaho	477	30.3	52.2	0.0	1.8	49.5	0.2	2.7	NA	NA
Montana	226	-0.4	44.5	0.0	1.5	50.0	0.5	2.1	NA	NA
Nevada	752	-5.2	46.7	4.1	5.2	47.3	3.7	5.7	NA	NA
New Mexico	884	-31.3	52.8	1.5	17.2	52.7	1.4	19.1	NA	NA
Oregon	1,771	-4.1	53.7	1.1	3.2	52.3	1.2	3.8	NA	NA
Utah	635	21.0	41.5	1.1	3.1	43.1	0.9	3.2	NA	NA
Washington	2,806	-14.3	50.4	2.5	3.0	53.2	2.7	3.5	NA	NA
Wyoming	650	11.3	49.1	0.2	1.2	48.5	0.3	1.1	NA	NA
Midwest as a percent of U.S.	19,409 18.6	-25.5	51.8	4.6	1.7	53.2	4.3	1.7	21.8	7.1
Illinois	2,801	-40.7	53.3	8.4	3.4	55.2	5.0	3.2	42.2	18.1
Indiana	1,539	2.1	57.5	5.1	1.3	58.2	5.8	1.6	NA	NA
Iowa	1,792	-0.9	49.0	0.9	1.0	48.5	1.1	1.2	NA	NA
Kansas	1,260	-26.5	49.2	2.1	1.4	51.2	2.7	1.6	NA	NA
Michigan	2,565	-15.0	50.1	7.0	1.8	51.2	6.1	1.7	23.4	21.9
Minnesota	1,974	-27.2	49.9	1.2	0.7	51.3	2.0	1.3	NA	NA
Missouri	1,713	4.1	55.4	5.3	0.9	56.7	4.7	1.1	52.3	NA
Nebraska	837	-11.0	47.6	2.0	1.4	49.3	2.0	1.6	NA	NA
North Dakota	394	8.5	39.7	0.6	0.8	43.9	0.8	0.5	NA	NA
Ohio	3,693	2.2	54.5	5.3	1.2	56.6	5.3	1.5	NA	NA
South Dakota	396	18.9	45.3	0.4	0.7	47.7	0.0	0.3	NA	NA
Wisconsin	445	-87.9	51.4	3.6	2.2	46.1	14.9	5.4	NA	NA
Northeast as a percent of U.S.	14,799 14.2	3.3	55.0	6.4	3.6	55.1	6.9	4.1	13.3	13.0
Connecticut	810	2.3	57.1	7.6	3.0	57.3	7.8	4.2	NA	NA
Maine	377	10.6	41.1	0.0	0.9	44.0	0.3	0.8	NA	NA
Massachusetts	1,634	5.4	63.1	5.1	3.0	62.9	6.1	3.7	19.5	15.3
New Hampshire	303	-10.4	58.9	0.0	0.6	57.1	0.0	0.7	NA	NA
New Jersey	2,343	2.4	55.2	8.2	3.8	56.2	8.7	4.4	23.1	23.6
New York	6,386	3.8	53.0	7.2	4.7	52.8	7.6	5.4	NA	NA
Pennsylvania	2,533	3.3	54.5	5.6	2.5	55.0	6.2	2.2	45.6	43.5
Rhode Island	328	0.9	63.7	3.1	1.2	62.2	1.8	1.2	NA	NA
Vermont	85	-1.2	44.2	1.6	0.0	47.1	1.4	0.0	NA	NA
District of Columbia	0	0.0	NA	NA	NA	NA	NA	NA	NA	NA

"NA" indicates not applicable. There was no institution of this type in at least one of the years.

Notes: In order for this to profile the same group as the faculty salary averages, figures include all full-time faculty at public four-year colleges and universities except those at specialized institutions. (See Appendix A for examples.)

SREB and the National Center for Education Statistics (NCES) treat two-year colleges awarding bachelor's degrees differently. NCES classifies two-year colleges awarding bachelor's degrees as four-year. SREB classifies them as two-year until they meet other criteria. (See Appendix A for definitions.)

¹ States with very large percent increases or decreases reflect reclassifications of staff. (See table "Staff at Public Two-Year Colleges" and related database for further information.)

² Calculated based on a total that excludes people whose race is unknown and people from foreign countries.

³ Predominantly black institutions (PBIs) are those in which black students account for more than 50 percent of total enrollment. Historically black institutions (HBIs) are those founded prior to 1964 as institutions for black students.

⁴ Two-year colleges formerly embedded in and reported as four-year are now separate and reported as two-year.

Source: SREB analysis of National Center for Education Statistics fall staff surveys — www.nces.ed.gov/ipeds.

Table 76

Part-Time Faculty and Teaching/Research Assistants as a Percent of Total Instructional Faculty at Public Colleges and Universities

	Four-Year						Two-Year	
	2009-10			2013-14			Part-Time Faculty	
	Part-Time Faculty	Teaching and Research Assistants	Subtotal	Part-Time Faculty	Teaching and Research Assistants	Subtotal	2009-10	2013-14
50 states and D.C.	19.3	36.2	55.6	20.5	34.6	55.1	69.8	72.8
SREB states	15.5	39.0	54.5	16.3	38.0	54.3	68.5	69.1
Alabama	19.6	31.9	51.4	19.4	30.9	50.3	63.8	65.6
Arkansas	19.0	30.2	49.3	19.3	31.7	51.0	58.8	58.2
Delaware	3.5	54.5	58.1	5.6	51.9	57.5	66.5	65.5
Florida	14.9	44.0	58.9	16.5	41.5	58.0	77.5	75.7
Georgia	14.8	43.7	58.5	14.2	41.9	56.1	64.9	83.6
Kentucky	20.7	31.2	51.9	18.5	27.6	46.1	59.1	60.1
Louisiana	9.1	38.7	47.8	12.5	39.3	51.8	47.6	56.8
Maryland	21.4	34.1	55.5	22.0	34.1	56.1	78.4	77.6
Mississippi	10.7	39.4	50.0	12.5	41.3	53.8	37.4	37.4
North Carolina	11.6	39.8	51.3	12.3	40.6	52.8	72.1	71.3
Oklahoma	16.5	39.3	55.8	18.7	36.1	54.8	66.1	64.3
South Carolina	20.0	32.7	52.7	22.0	31.4	53.4	62.3	61.3
Tennessee	18.4	36.8	55.2	18.1	37.4	55.6	65.8	64.5
Texas	12.3	45.6	58.0	13.9	43.4	57.3	66.0	65.7
Virginia	17.0	34.4	51.4	18.1	34.2	52.3	76.2	73.8
West Virginia	22.0	28.1	50.1	22.2	25.7	47.9	65.8	63.0
West	20.2	35.8	56.1	22.1	32.1	54.3	69.4	75.8
Alaska	38.2	16.6	54.8	36.4	12.6	49.0	76.3	88.1
Arizona	11.7	45.7	57.4	12.5	43.4	55.9	75.7	92.8
California	20.1	40.3	60.4	23.3	34.1	57.4	68.5	75.5
Colorado	21.6	25.9	47.5	25.7	24.8	50.4	79.0	88.7
Hawaii	14.9	34.7	49.6	20.9	33.9	54.8	43.5	45.8
Idaho	23.0	27.8	50.8	24.3	27.3	51.5	60.0	53.5
Montana	23.1	28.7	51.8	25.8	27.0	52.8	64.5	64.6
Nevada	18.8	40.5	59.3	27.4	36.0	63.4	69.3	70.4
New Mexico	24.4	38.5	62.8	26.3	35.0	61.3	70.2	77.4
Oregon	21.9	31.6	53.5	22.4	36.1	58.5	72.0	72.8
Utah	24.9	22.1	47.0	16.8	21.6	38.4	72.4	68.5
Washington	19.8	34.6	54.4	18.7	30.2	48.9	66.6	70.0
Wyoming	4.1	41.9	46.0	5.4	44.3	49.7	62.6	60.0
Midwest	17.3	39.4	56.8	17.4	39.0	56.4	70.4	76.2
Illinois	14.4	48.8	63.2	14.2	50.3	64.5	74.1	82.8
Indiana	16.9	40.0	56.8	18.1	38.3	56.4	75.7	75.3
Iowa	6.7	49.9	56.5	7.8	48.6	56.4	57.7	58.0
Kansas	14.6	37.3	51.9	11.4	37.8	49.2	66.5	73.0
Michigan	20.1	31.8	51.9	20.0	29.8	49.8	78.3	80.9
Minnesota	18.3	37.3	55.6	19.2	37.3	56.5	54.2	61.9
Missouri	21.0	29.6	50.6	20.5	34.7	55.2	73.5	72.7
Nebraska	17.8	38.6	56.4	15.8	38.4	54.2	63.8	66.4
North Dakota	8.2	45.3	53.4	8.0	38.6	46.5	46.8	44.7
Ohio	22.0	40.9	62.9	22.3	41.3	63.6	75.2	74.8
South Dakota	14.2	37.3	51.5	15.8	34.6	50.4	44.5	40.3
Wisconsin	15.1	39.9	55.0	15.5	36.9	52.3	62.5	93.2
Northeast	31.3	23.9	55.3	33.2	22.6	55.8	73.5	72.9
Connecticut	27.6	32.4	60.0	24.7	31.6	56.3	76.9	76.5
Maine	29.3	26.7	56.0	35.5	22.6	58.1	70.5	68.3
Massachusetts	26.9	33.0	59.9	28.2	32.6	60.8	75.6	74.6
New Hampshire	37.6	25.1	62.7	39.5	24.1	63.6	84.7	86.1
New Jersey	40.1	18.9	59.0	44.0	15.1	59.1	76.4	76.0
New York	43.7	14.3	58.0	42.5	17.1	59.6	67.6	66.8
Pennsylvania	17.3	30.5	47.8	19.5	27.7	47.2	76.9	76.4
Rhode Island	27.2	26.3	53.5	38.1	19.8	57.9	59.3	59.1
Vermont	24.2	23.4	47.6	25.6	20.5	46.1	89.3	89.4
District of Columbia	29.1	0.0	29.1	54.9	0.0	54.9	NA	NA

"NA" indicates not applicable. There was no institution of this type.

Notes: In order for this to profile the same group as the faculty salary averages, figures include all full-time faculty at public four-year colleges and universities except those at specialized institutions. (See Appendix A for examples.)

SREB and the National Center for Education Statistics (NCES) treat two-year colleges awarding bachelor's degrees differently. NCES classifies two-year colleges awarding bachelor's degrees as four-year. SREB classifies them as two-year until they meet other criteria. (See Appendix A for definitions.)

Source: SREB analysis of National Center for Education Statistics fall staff surveys — www.nces.ed.gov/ipeds.

Table 77**Full-Time Administrators¹ at Public Four-Year Colleges and Universities**

	Total 2013-14	Percent Change ¹ 2009-10 to 2013-14 ²	Percent of Total						Percent of Black Faculty at PBIs or HBIs ⁴	
			2009-10			2013-14			2009-10	2013-14
			Women	Black ³	Hispanic ³	Women	Black ³	Hispanic ³		
50 states and D.C.	87,906	34.2	48.9	10.1	4.5	52.0	10.5	5.0	31.8	28.8
SREB states as a percent of U.S.	36,091 36.4	47.5	47.9	14.6	5.9	51.0	15.2	6.1	51.0	44.1
Alabama	2,122	35.5	45.3	15.1	0.3	45.9	14.7	0.6	38.6	44.2
Arkansas	1,124	59.9	41.5	14.3	0.1	53.3	14.3	1.2	38.0	26.6
Delaware	545	21.9	47.2	13.5	1.3	48.6	12.6	1.3	63.3	35.3
Florida	4,263	20.3	52.5	14.1	11.1	54.2	15.1	12.2	35.9	41.6
Georgia	4,720	183.3	46.3	20.8	0.5	49.9	18.4	1.7	58.1	25.6
Kentucky	1,596	37.5	43.8	8.6	0.8	54.1	9.5	0.9	32.3	25.3
Louisiana	1,436	49.4	49.1	25.7	1.4	49.0	14.6	1.8	70.8	44.7
Maryland	1,860	60.2	49.4	28.9	1.0	52.1	35.6	2.4	70.8	74.0
Mississippi	593	27.8	42.5	30.1	0.2	43.8	37.2	0.3	80.4	89.1
North Carolina	1,900	1.4	50.9	22.8	4.9	44.1	26.3	1.8	70.9	83.2
Oklahoma	863	-8.6	47.0	7.9	1.6	48.8	7.0	2.2	60.8	46.7
South Carolina	1,777	140.1	45.9	12.7	1.1	46.4	11.3	1.6	49.5	13.9
Tennessee	1,742	53.1	45.0	13.3	0.5	50.3	13.4	1.3	31.1	28.9
Texas	7,298	40.9	48.2	7.3	16.0	52.0	8.7	18.0	26.1	23.9
Virginia	3,118	48.8	47.8	15.6	1.6	56.6	15.4	1.3	49.5	42.9
West Virginia	1,134	36.5	44.4	6.6	0.9	53.5	7.3	0.9	29.6	29.3
West as a percent of U.S.	14,898 18.1	38.5	49.4	4.3	7.1	51.7	4.3	8.2	NA	NA
Alaska	348	244.6	40.6	3.0	0.0	54.3	3.8	4.1	NA	NA
Arizona	1,394	42.5	53.8	3.5	8.3	56.2	3.2	10.4	NA	NA
California	5,790	30.2	53.1	6.2	8.9	53.6	6.9	10.0	NA	NA
Colorado	1,602	10.2	52.3	3.9	6.2	55.6	3.2	7.4	NA	NA
Hawaii	193	66.4	43.1	3.5	1.7	44.6	1.6	1.0	NA	NA
Idaho	397	66.8	42.0	1.3	2.1	40.3	1.6	2.1	NA	NA
Montana	833	224.1	40.1	0.4	0.0	60.4	0.7	1.0	NA	NA
Nevada	238	26.6	39.9	6.4	3.7	39.1	4.6	7.1	NA	NA
New Mexico	601	64.2	44.0	2.0	29.6	43.3	3.3	28.6	NA	NA
Oregon	694	53.5	38.5	2.4	1.7	43.7	3.2	3.8	NA	NA
Utah	1,083	41.8	36.8	0.7	2.1	40.2	0.7	3.6	NA	NA
Washington	1,606	25.3	49.6	3.8	3.6	52.4	3.7	5.1	NA	NA
Wyoming	119	7.2	38.7	1.9	1.9	45.4	0.9	4.7	NA	NA
Midwest as a percent of U.S.	25,509 31.3	19.5	50.6	7.4	2.1	53.4	7.8	2.4	7.3	7.0
Illinois	3,719	10.3	56.0	11.7	4.8	56.5	13.1	5.4	3.6	10.9
Indiana	2,423	25.3	39.5	4.8	1.3	51.8	6.4	2.0	NA	NA
Iowa	604	20.1	36.2	4.0	1.2	45.4	4.6	1.3	NA	NA
Kansas	1,303	48.6	49.1	5.7	2.6	50.2	4.0	3.3	NA	NA
Michigan	4,351	23.4	51.1	8.4	1.6	53.4	8.6	2.1	NA	NA
Minnesota	1,030	-62.9	56.1	3.9	1.8	52.5	2.8	2.2	NA	NA
Missouri	2,061	16.9	50.1	9.0	1.2	52.8	7.1	1.2	32.5	26.2
Nebraska	896	120.1	38.6	2.5	2.0	46.5	2.7	2.1	NA	NA
North Dakota	406	39.0	37.0	1.0	1.4	45.3	1.0	1.0	NA	NA
Ohio	6,825	63.9	53.4	9.3	1.1	56.5	9.2	1.7	12.8	7.7
South Dakota	390	-26.1	50.8	0.8	1.3	44.6	1.0	1.3	NA	NA
Wisconsin	1,501	24.9	45.3	5.0	2.7	50.5	4.6	2.4	NA	NA
Northeast as a percent of U.S.	11,326 14.1	27.8	47.5	11.1	3.4	52.1	9.0	3.4	15.8	8.7
Connecticut	511	18.6	48.5	8.5	2.6	53.2	7.7	3.4	NA	NA
Maine	113	-7.4	44.3	0.0	0.0	42.5	0.0	0.0	NA	NA
Massachusetts	1,302	45.6	52.6	6.6	2.4	55.1	5.6	2.8	NA	NA
New Hampshire	564	90.5	52.0	1.5	0.8	56.2	1.2	1.4	NA	NA
New Jersey	1,388	35.7	47.5	15.6	6.4	49.4	13.0	4.9	NA	NA
New York	3,042	18.0	48.0	13.6	5.6	50.2	11.0	5.3	27.3	10.7
Pennsylvania	4,005	27.1	45.2	11.3	1.7	53.2	9.1	2.0	16.0	14.4
Rhode Island	196	-3.4	43.8	7.9	1.0	50.5	6.1	2.0	NA	NA
Vermont	205	24.2	51.5	2.7	1.4	49.8	2.2	4.5	NA	NA
District of Columbia	82	-3.1	3.5	4.9	0.0	63.4	75.9	1.3	100.0	NA

"NA" indicates not applicable. There was no institution of this type in the state.

Notes: SREB and the National Center for Education Statistics (NCES) treat two-year colleges awarding bachelor's degrees differently. NCES classifies two-year colleges awarding bachelor's degrees as four-year. SREB classifies them as two-year until they meet other criteria. (See Appendix A for definitions.)

¹ Administrators are non-instructional staff who were reported in the Management Occupations category of the IPEDS Human Resource (HR) survey beginning in fall 2012. Previously, these staff were reported in the Executive/administrative/managerial category.

² In 2012-13, the NCES changed the IPEDS HR survey to conform to the Standard Occupational Classification (SOC) system. Since there is not a one-to-one correspondence between the 2012-13 occupational categories and the 2011-12 primary function/occupational activity categories, very large percentages of change in some states might reflect reclassifications of non-instructional staff rather than an increase in administrators.

³ Calculated based on a total that excludes people whose race is unknown and people from foreign countries.

⁴ Predominantly black institutions (PBIs) are those in which black students account for more than 50 percent of total enrollment. Historically black institutions (HBIs) are those founded prior to 1964 as institutions for black students.

Source: SREB analysis of National Center for Education Statistics fall staff surveys — www.nces.ed.gov/ipeds.



Table 78

Full-Time Administrators¹ at Public Two-Year Colleges

	Total 2013-14	Percent Change ² 2009-10 to 2013-14	Percent of Total						Percent of Black Faculty at PBIs or HBIs ⁴	
			2009-10			2013-14			2009-10	2013-14
			Women	Black ³	Hispanic ³	Women	Black ³	Hispanic ³		
50 states and D.C.	28,888	3.1	54.9	10.6	5.7	57.9	12.3	6.3	19.2	15.6
SREB states as a percent of U.S.	12,927 30.2	44.5	54.4	15.5	5.1	59.3	17.0	6.4	26.3	18.2
Alabama	393	21.3	55.9	28.3	0.3	58.8	27.9	0.3	73.6	68.2
Arkansas	431	14.3	55.4	13.3	1.3	63.3	10.2	0.7	24.0	34.1
Delaware	69	91.7	55.6	19.4	2.8	44.9	13.0	1.4	NA	NA
Florida	1,261	10.0	51.4	11.8	8.1	54.8	12.7	9.3	NA	NA
Georgia	592	-47.2	55.7	20.4	0.6	53.7	25.6	0.5	46.9	25.2
Kentucky	330	59.4	53.6	10.6	0.0	61.2	10.4	0.9	NA	NA
Louisiana	288	-2.0	59.9	32.3	1.0	63.5	42.2	2.4	32.6	36.4
Maryland	746	25.0	63.8	18.1	1.2	60.5	20.7	1.7	39.3	45.3
Mississippi	394	13.5	47.3	15.9	0.6	53.8	20.2	0.5	78.2	73.4
North Carolina	2,233	268.5	50.5	16.0	1.2	61.4	14.7	1.0	10.3	8.3
Oklahoma	476	36.0	57.7	5.9	3.0	52.9	5.3	1.9	NA	NA
South Carolina	521	206.5	49.4	19.5	0.6	60.7	22.7	0.4	24.2	16.9
Tennessee	222	5.2	58.3	16.6	0.5	58.6	20.2	0.5	57.1	53.7
Texas	3,221	32.2	53.6	12.4	12.7	56.8	14.6	19.1	7.6	6.8
Virginia	1,574	171.8	55.4	17.5	0.9	68.4	22.0	1.6	NA	NA
West Virginia ⁵	176	21.4	50.3	2.8	0.0	57.4	3.0	0.0	NA	NA
West as a percent of U.S.	5,576 25.3	-20.1	54.3	6.2	11.5	55.8	5.9	11.3	3.1	0.3
Alaska	3	-85.0	65.0	0.0	0.0	33.3	0.0	0.0	NA	NA
Arizona	194	-74.6	51.4	6.0	12.4	50.5	5.7	15.6	NA	NA
California	2,168	-25.8	52.0	9.3	15.6	52.8	9.2	17.4	5.1	0.5
Colorado	198	-39.4	57.5	3.4	7.5	60.1	5.7	6.2	NA	NA
Hawaii	71	36.5	40.4	1.9	1.9	43.7	1.4	0.0	NA	NA
Idaho	144	111.8	32.4	1.5	4.5	50.7	0.8	6.0	NA	NA
Montana	109	18.5	57.6	0.0	0.0	67.0	0.0	0.0	NA	NA
Nevada	173	-7.0	52.7	7.7	13.2	58.4	6.9	14.5	NA	NA
New Mexico	321	-13.0	52.0	2.8	34.3	59.8	3.9	30.0	NA	NA
Oregon	642	13.4	57.2	2.2	3.7	56.4	1.9	4.9	NA	NA
Utah	203	75.0	31.0	2.6	2.6	39.4	3.9	4.4	NA	NA
Washington	1,188	-10.1	62.7	5.1	3.7	63.0	4.7	3.1	NA	NA
Wyoming	162	-9.0	57.3	0.6	1.7	56.2	1.3	2.7	NA	NA
Midwest as a percent of U.S.	5,540 25.7	-23.2	55.0	8.1	1.8	55.8	8.4	2.2	17.8	8.7
Illinois	791	-55.8	58.3	12.3	3.3	59.4	8.7	3.9	32.9	13.4
Indiana	464	110.9	44.5	6.8	2.3	49.4	7.6	2.0	NA	NA
Iowa	507	51.8	53.0	1.5	1.8	56.6	2.4	1.2	NA	NA
Kansas	454	-8.5	52.2	4.6	0.6	57.0	4.4	1.8	NA	NA
Michigan	982	-23.9	53.8	10.5	1.6	54.5	11.5	2.3	20.9	28.2
Minnesota	209	-36.9	59.2	1.2	1.2	54.5	1.9	0.0	NA	NA
Missouri	452	54.8	58.9	4.5	1.0	56.4	9.2	1.3	30.8	NA
Nebraska	176	-17.0	45.8	2.8	2.4	51.7	4.5	2.3	NA	NA
North Dakota	127	35.1	42.6	0.0	0.0	51.2	0.8	0.8	NA	NA
Ohio	1,152	-2.1	53.8	10.3	0.8	56.8	11.4	1.7	NA	NA
South Dakota	74	-12.9	60.0	0.0	1.2	58.1	0.0	0.0	NA	NA
Wisconsin	152	-82.9	57.2	5.0	1.7	58.6	21.7	8.6	NA	NA
Northeast as a percent of U.S.	4,845 18.7	-0.5	56.2	11.3	4.3	58.7	11.3	5.0	15.2	19.8
Connecticut	247	85.7	60.2	17.6	5.3	65.6	12.1	6.3	NA	NA
Maine	94	-5.1	47.5	1.0	1.0	48.9	0.0	0.0	NA	NA
Massachusetts	930	24.2	61.3	10.8	2.8	65.3	10.9	4.6	26.3	22.2
New Hampshire	28	86.7	53.3	0.0	0.0	50.0	0.0	3.7	NA	NA
New Jersey	779	-0.6	53.4	16.0	5.7	58.9	18.9	7.1	31.7	39.9
New York	1,554	-8.5	53.0	11.3	7.3	54.4	11.2	6.7	NA	NA
Pennsylvania	998	-21.5	59.6	9.8	1.1	57.7	8.9	1.9	18.5	30.7
Rhode Island	54	3.8	51.9	9.6	0.0	46.3	5.6	0.0	NA	NA
Vermont	161	140.3	56.7	0.0	0.0	67.7	0.7	1.4	NA	NA
District of Columbia	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

*NA" indicates not applicable. There was no institution of this type.

Notes: SREB and the National Center for Education Statistics (NCES) treat two-year colleges awarding bachelor's degrees differently. NCES classifies two-year colleges awarding bachelor's degrees as four-year. SREB classifies them as two-year until they meet other criteria. (See Appendix A for definitions.)

¹ Administrators are non-instructional staff who were reported in the Management Occupations category of the IPEDS Human Resource (HR) survey beginning in fall 2012. Previously, these staff were reported in the Executive/administrative/managerial category.

² In 2012-13, the NCES changed the IPEDS HR survey to conform to the Standard Occupational Classification (SOC) system. Since there is not a one-to-one correspondence between the 2012-13 occupational categories and the 2011-12 primary function/occupational activity categories, very large percentages of change in some states might reflect reclassifications of non-instructional staff rather than an increase in administrators.

³ Calculated based on a total that excludes people whose race is unknown and people from foreign countries.

⁴ Predominantly black institutions (PBIs) are those in which black students account for more than 50 percent of total enrollment. Historically black institutions (HBIs) are those founded prior to 1964 as institutions for black students.

⁵ Two-year colleges formerly embedded in and reported as four-year are now separate and reported as two-year.

Source: SREB analysis of National Center for Education Statistics fall staff surveys — www.nces.ed.gov/ipeds.



Table 79
Staff at Public Four-Year Colleges and Universities

	Total 2013-14	Percent Change 2009-10 to 2013-14	2013-14 Percent Distribution						
			Faculty	Graduate Assistants	Librarian, Archivist, Curator	Student/ Academic & Other Services	Management	Business/ Financial Operations	Computer, Engineering, Science
50 states and D.C.	1,656,771	5.2	31.6	16.7	1.1	3.0	5.5	5.7	7.4
SREB states as a percent of U.S.	601,461 36.3	5.4	29.3	17.9	1.1	3.2	6.2	5.0	7.6
Alabama	40,860	2.8	27.9	12.5	1.1	3.6	5.3	5.9	9.0
Arkansas	16,914	6.2	32.5	15.1	1.3	5.1	6.7	4.7	6.7
Delaware	6,863	5.0	22.3	24.0	1.9	4.2	8.1	5.2	7.7
Florida	63,638	8.5	29.7	21.1	1.2	3.1	6.9	5.7	7.2
Georgia	57,547	26.7	25.5	18.4	0.8	5.2	8.3	3.4	9.4
Kentucky	33,251	-1.6	27.7	10.5	1.1	4.0	4.9	4.3	9.1
Louisiana	22,739	-7.5	30.5	19.8	1.3	3.2	6.4	3.6	7.4
Maryland	29,011	5.9	34.7	17.9	1.3	2.4	6.6	9.7	4.8
Mississippi	17,508	1.9	26.6	18.7	0.6	5.0	3.5	7.5	6.8
North Carolina	58,154	3.2	28.1	19.2	0.9	3.8	3.3	4.4	9.2
Oklahoma	22,793	4.6	30.1	17.0	0.9	2.7	3.8	6.3	7.0
South Carolina	25,616	10.1	30.2	13.8	1.4	2.9	7.4	3.7	6.1
Tennessee	34,351	4.2	28.6	17.1	0.9	3.1	5.1	3.8	5.9
Texas	103,997	0.8	28.0	21.4	1.2	2.2	7.2	5.2	7.0
Virginia	54,608	7.8	33.0	17.1	1.1	1.9	6.0	5.0	8.8
West Virginia	13,611	2.6	38.8	13.4	1.1	1.2	8.6	2.8	5.0
West as a percent of U.S.	366,542 22.1	7.2	33.9	16.1	1.1	2.7	4.3	8.1	7.5
Alaska	6,684	2.8	49.6	7.1	0.6	4.2	5.5	1.5	3.4
Arizona	32,234	6.8	25.9	19.9	1.3	4.7	4.5	9.2	10.5
California	151,002	6.1	32.1	16.6	0.8	0.7	4.2	9.7	8.0
Colorado	40,473	21.1	40.6	13.4	0.9	7.0	4.1	2.7	7.8
Hawaii	7,360	6.6	36.5	18.8	1.5	9.0	2.6	6.3	5.1
Idaho	8,865	3.1	35.2	13.2	1.4	4.4	4.7	7.3	8.4
Montana	8,346	1.8	35.2	13.0	1.2	1.2	11.8	4.1	9.3
Nevada	9,331	2.7	34.4	19.4	1.2	2.5	2.6	5.3	6.3
New Mexico	16,993	-3.4	33.0	17.7	1.2	2.9	3.6	7.3	7.4
Oregon	20,053	20.1	36.4	20.5	1.2	1.6	3.6	10.5	4.4
Utah	23,682	13.9	37.0	10.2	1.2	2.4	4.8	8.8	6.4
Washington	37,571	-0.5	34.6	14.9	1.4	3.3	4.5	9.4	6.2
Wyoming	3,948	3.2	28.8	22.9	2.1	4.0	3.1	5.0	4.8
Midwest as a percent of U.S.	448,591 27.1	0.8	29.2	18.7	1.0	2.9	5.9	5.2	7.9
Illinois	61,416	-2.3	23.6	23.9	1.1	3.8	6.2	4.7	6.4
Indiana	49,824	-3.5	30.5	18.9	0.8	1.5	4.9	5.3	7.5
Iowa	23,760	-2.4	25.7	24.3	0.9	7.0	2.7	6.2	10.1
Kansas	23,889	3.8	30.8	18.7	1.1	3.6	5.6	4.5	7.5
Michigan	73,214	1.7	35.5	15.1	1.2	3.0	6.1	6.7	8.9
Minnesota	33,521	3.7	31.9	19.0	1.4	3.3	3.2	8.6	7.6
Missouri	37,933	-0.2	25.6	13.6	1.0	4.3	5.7	3.1	5.4
Nebraska	12,247	-0.6	30.9	19.3	1.1	3.4	7.6	3.4	6.9
North Dakota	7,919	-6.6	29.3	18.4	1.4	2.1	5.3	2.2	8.5
Ohio	80,792	4.0	26.0	18.3	0.7	2.0	8.7	4.3	7.8
South Dakota	5,896	3.3	34.2	18.1	1.0	1.6	6.9	4.2	5.0
Wisconsin	38,180	4.8	32.1	18.7	1.3	1.0	4.1	5.2	11.47
Northeast as a percent of U.S.	239,075 14.4	10.4	38.3	11.2	1.0	2.9	4.9	4.5	5.9
Connecticut	17,720	2.7	31.6	14.6	1.3	1.5	2.9	2.8	5.3
Maine	6,597	2.5	34.6	10.1	2.1	4.2	1.7	3.8	7.3
Massachusetts	22,463	11.5	35.9	17.3	1.3	4.6	6.0	4.0	5.2
New Hampshire	6,739	-5.1	34.4	10.9	1.3	4.2	9.3	4.8	6.4
New Jersey	43,625	46.2	38.7	6.9	1.1	2.9	3.2	7.2	5.8
New York	68,123	12.2	43.3	8.9	0.6	3.2	4.6	3.1	4.0
Pennsylvania	63,433	-2.7	35.9	13.8	1.1	1.6	6.4	5.0	7.9
Rhode Island	4,813	8.8	40.9	10.1	0.9	5.0	4.1	2.9	8.0
Vermont	5,562	3.7	39.5	10.2	1.3	6.3	3.8	4.4	8.1
District of Columbia	1,102	27.5	58.8	*	0.8	4.5	7.4	2.8	3.1

* Indicates less than one-tenth of 1 percent.

Notes: In order for this to profile the same group as the faculty salary averages, figures include all full-time faculty at public four-year colleges and universities except those at specialized institutions. (See Appendix A for examples.)

SREB and the National Center for Education Statistics (NCES) treat two-year colleges awarding bachelor's degrees differently. NCES classifies two-year colleges awarding bachelor's degrees as four-year. SREB classifies them as two-year until they meet other criteria. (See Appendix A for definitions.)

Source: SREB analysis of National Center for Education Statistics fall staff surveys — www.nces.ed.gov/ipeds.

Table 79
continued

2013-14 Percent Distribution							
Community Service, Legal Arts, & Media	Healthcare Practitioners and Technical	Service	Sales and Related	Office Administrative and Support	Natural Resources, Constructions, Maintenance	Production Transportation, Material Moving	
4.2	3.4	6.6	0.2	11.2	2.7	0.7	50 states and D.C.
4.2	2.0	7.0	0.2	12.6	3.0	0.7	SREB states
5.1	2.8	7.6	0.3	15.5	2.6	0.9	Alabama
4.3	0.5	5.9	0.1	12.2	4.4	0.7	Arkansas
4.6	1.0	6.9	*	10.3	2.9	0.9	Delaware
3.7	2.8	5.3	0.04	10.3	2.5	0.3	Florida
2.5	3.1	8.8	0.2	11.6	2.6	0.01	Georgia
5.7	4.5	7.8	0.1	15.4	4.1	0.7	Kentucky
4.2	1.6	7.2	0.1	10.8	3.5	0.4	Louisiana
3.7	0.6	4.9	0.5	9.1	3.0	0.8	Maryland
4.5	1.4	7.3	0.1	14.1	3.0	0.9	Mississippi
3.6	2.0	7.3	0.1	13.5	4.1	0.5	North Carolina
5.1	0.8	8.1	0.2	12.8	3.9	1.3	Oklahoma
6.7	1.7	7.4	0.04	13.7	3.8	1.1	South Carolina
4.3	3.8	11.8	0.04	12.0	2.6	0.9	Tennessee
4.2	0.9	5.5	0.2	14.1	1.9	1.0	Texas
3.8	1.1	6.2	0.2	11.5	3.7	0.7	Virginia
5.3	1.1	8.4	0.02	10.2	3.6	0.5	West Virginia
4.9	4.0	4.9	0.2	9.3	2.3	0.7	West
3.0	0.3	2.0	0.3	18.8	3.1	0.5	Alaska
4.6	3.1	4.5	0.2	8.8	2.0	0.8	Arizona
6.4	4.7	5.2	0.01	8.6	2.1	0.9	California
2.4	4.3	4.9	0.3	8.7	2.3	0.6	Colorado
6.8	0.8	5.1	0.4	5.1	1.7	0.2	Hawaii
5.3	1.4	5.2	0.4	10.0	2.8	0.5	Idaho
4.1	1.6	7.3	0.6	7.8	2.3	0.6	Montana
4.6	0.9	5.2	0.2	14.3	2.9	0.2	Nevada
3.3	3.0	4.0	0.4	12.2	3.3	0.7	New Mexico
3.8	1.0	4.5	0.2	9.3	2.5	0.3	Oregon
4.7	4.0	4.6	0.4	12.6	2.4	0.5	Utah
3.5	6.7	4.6	0.1	7.9	2.2	0.7	Washington
5.4	3.4	6.3	0.4	8.9	3.2	1.7	Wyoming
4.1	4.7	7.0	0.2	10.0	2.4	0.8	Midwest
3.3	6.1	6.8	0.1	10.5	2.4	1.0	Illinois
3.9	2.3	9.2	0.1	11.9	2.6	0.7	Indiana
2.8	4.1	5.4	0.4	7.3	2.1	1.2	Iowa
2.3	3.9	5.6	0.04	12.5	3.4	0.6	Kansas
3.0	1.6	6.2	0.04	9.5	2.3	0.8	Michigan
5.7	1.8	5.1	0.2	9.4	2.4	0.5	Minnesota
5.5	11.0	8.2	0.3	12.8	2.9	0.7	Missouri
5.1	0.8	7.5	0.4	10.1	2.7	0.9	Nebraska
5.5	1.6	8.0	0.4	12.2	2.4	2.7	North Dakota
3.5	9.3	7.7	0.3	8.8	2.0	0.6	Ohio
6.2	1.7	6.2	0.1	12.2	2.0	0.7	South Dakota
7.0	2.0	6.6	0.1	7.8	2.0	0.9	Wisconsin
3.6	3.8	7.3	0.1	13.1	2.9	0.6	Northeast
3.0	10.5	5.9	0.1	16.1	4.2	0.3	Connecticut
8.9	1.3	9.8	0.5	12.7	2.9	0.2	Maine
3.3	0.8	7.4	0.03	10.9	2.2	1.0	Massachusetts
4.7	0.8	6.6	0.1	13.3	2.2	1.3	New Hampshire
3.4	7.6	8.4	0.03	11.7	2.9	0.2	New Jersey
3.4	2.9	7.5	0.01	15.0	2.7	0.8	New York
3.6	2.5	6.3	0.2	12.3	3.0	0.6	Pennsylvania
2.5	1.3	11.7	0.2	9.3	2.2	0.7	Rhode Island
3.0	0.8	6.6	0.2	12.8	2.7	0.3	Vermont
7.3	2.4	4.4	*	7.6	0.9	*	District of Columbia

Table 80
Staff at Public Two-Year Colleges

	Total 2013-14	Percent Change 2009-10 to 2013-14	2013-14 Percent Distribution						
			Faculty	Graduate Assistants	Librarian, Archivist, Curator	Student/ Academic & Other Services	Management	Business/ Financial Operations	Computer, Engineering, Science
50 states and D.C.	648,697	-4.9	59.1	*	0.9	7.2	4.6	2.4	2.4
SREB states as a percent of U.S.	272,215 42.0	2.1	55.1	*	1.0	7.7	5.0	2.8	2.5
Alabama	9,447	3.8	54.2	*	1.3	11.3	4.3	1.3	1.6
Arkansas	6,711	4.6	50.6	*	1.3	6.6	6.5	3.1	2.7
Delaware	1,801	1.1	63.2	*	1.4	6.4	4.0	3.7	1.9
Florida	48,688	7.5	49.7	*	1.1	8.5	2.6	2.9	3.1
Georgia	12,141	-39.5	69.8	*	0.7	3.9	4.9	0.8	2.7
Kentucky	8,056	-1.2	56.9	*	1.3	3.8	4.1	4.0	1.6
Louisiana	4,476	-16.4	60.7	*	0.7	6.1	6.5	10.3	0.9
Maryland	19,890	5.2	58.2	*	0.8	7.1	3.8	2.6	3.0
Mississippi	8,324	4.6	48.7	*	1.4	5.4	5.0	1.2	1.5
North Carolina	38,921	9.0	60.0	*	1.0	9.1	6.2	1.4	2.1
Oklahoma	8,267	2.4	46.9	*	1.1	5.8	5.8	2.3	5.1
South Carolina	10,218	3.2	53.4	*	1.2	3.8	5.4	3.5	3.3
Tennessee	8,415	2.0	61.1	*	0.5	3.0	2.6	2.3	1.9
Texas	67,565	1.9	52.9	*	1.1	9.5	5.0	3.5	2.5
Virginia	16,673	27.8	57.2	*	0.6	7.1	10.7	2.7	2.1
West Virginia	2,622	7.4	66.6	*	0.9	2.3	7.1	2.1	2.5
West as a percent of U.S.	142,363 21.9	-15.4	68.1	*	0.6	4.5	4.0	1.9	1.8
Alaska	120	-50.2	70.0	*	*	*	2.5	0.8	*
Arizona	10,142	-40.0	82.4	*	0.5	2.6	2.0	0.7	1.8
California	73,035	-16.0	74.8	*	0.4	2.4	3.0	1.8	1.1
Colorado	6,591	-26.8	75.2	*	0.3	4.2	3.1	1.6	1.5
Hawaii	2,306	-5.6	57.9	*	1.2	7.8	3.1	2.5	2.0
Idaho	2,604	27.6	39.4	*	0.8	20.7	5.6	2.5	2.5
Montana	1,227	4.1	52.1	*	2.0	8.0	9.0	3.4	2.5
Nevada	4,239	-2.1	59.9	*	0.9	8.6	4.2	2.4	3.0
New Mexico	6,203	-22.4	63.0	0.1	1.0	6.7	5.2	2.6	2.2
Oregon	11,794	-7.4	55.3	*	1.0	7.2	5.7	2.2	3.5
Utah	4,542	11.5	44.3	*	1.5	5.6	4.5	2.0	4.6
Washington	16,090	-6.7	58.1	*	0.9	6.2	7.8	2.3	2.6
Wyoming	3,470	8.3	46.9	*	1.5	12.3	5.0	2.6	2.4
Midwest as a percent of U.S.	136,134 21.0	-11.2	59.9	0.01	0.7	7.2	4.2	2.6	2.4
Illinois	25,379	-22.7	64.2	*	0.6	5.4	3.2	2.1	2.3
Indiana	10,608	11.6	58.7	*	0.4	1.6	4.5	3.3	2.4
Iowa	8,826	3.2	48.3	0.1	0.6	9.7	5.8	3.1	2.7
Kansas	8,919	-11.2	52.3	*	0.7	8.3	5.2	1.1	2.3
Michigan	21,128	-7.0	63.6	*	1.2	4.7	4.8	2.2	2.6
Minnesota	8,739	-15.8	59.2	*	1.0	13.5	2.8	2.5	2.8
Missouri	13,407	17.9	46.9	*	0.6	15.5	3.4	4.9	2.4
Nebraska	4,137	-6.1	60.2	*	1.1	5.1	4.3	2.4	2.5
North Dakota	1,589	12.6	44.9	*	1.2	5.6	8.0	2.6	3.1
Ohio	24,533	1.0	59.8	0.04	0.7	7.5	4.8	3.1	2.5
South Dakota	1,132	-5.0	58.6	*	1.0	9.8	6.5	2.5	3.5
Wisconsin	7,737	-53.3	85.2	*	0.3	2.9	2.1	0.5	0.7
Northeast as a percent of U.S.	97,985 15.1	4.8	55.7	*	1.0	9.3	5.1	2.0	3.0
Connecticut	5,045	6.8	68.3	*	1.1	8.6	5.0	2.3	2.0
Maine	1,765	7.3	67.4	*	1.0	3.1	5.6	2.5	1.8
Massachusetts	13,097	12.2	49.1	*	1.2	14.8	7.6	1.8	3.0
New Hampshire	3,059	-8.1	71.1	*	0.7	15.6	1.0	1.3	0.3
New Jersey	17,841	4.6	54.7	*	1.2	11.5	4.5	2.0	2.8
New York	37,798	6.0	50.9	*	0.9	9.2	4.2	1.6	3.9
Pennsylvania	16,917	-0.4	63.4	*	0.8	3.9	6.0	2.5	2.0
Rhode Island	1,243	3.3	64.5	*	*	*	4.3	6.9	4.7
Vermont	1,220	-0.2	65.7	*	0.7	3.3	13.5	1.0	1.6
District of Columbia	0	NA	NA	NA	NA	NA	NA	NA	NA

* Indicates less than one-tenth of 1 percent.

"NA" indicates not applicable. There was no institution of this type.

Note: SREB and the National Center for Education Statistics (NCES) treat two-year colleges awarding bachelor's degrees differently. NCES classifies two-year colleges awarding bachelor's degrees as four-year. SREB classifies them as two-year until they meet other criteria. (See Appendix A for definitions.)

¹ Two-year colleges formerly embedded in and reported as four-year are now separate and reported as two-year.

Source: SREB analysis of National Center for Education Statistics fall staff surveys — www.nces.ed.gov/ipeds.



Table 80
continued

2013-14 Percent Distribution							
Community Service, Legal Arts, & Media	Healthcare Practitioners and Technical	Service	Sales and Related	Office Administrative and Support	Natural Resources, Constructions, Maintenance	Production Transportation, Material Moving	
3.5	0.3	5.2	0.3	12.9	1.2	0.2	50 states and D.C.
3.7	0.3	5.3	0.2	14.6	1.4	0.2	SREB states
2.8	*	5.7	0.3	15.9	1.1	0.3	Alabama
3.6	*	7.9	0.3	15.5	1.7	0.1	Arkansas
2.9	*	6.3	*	9.2	0.9	*	Delaware
4.1	0.1	5.9	0.2	19.8	1.6	0.2	Florida
1.6	0.9	4.7	0.1	8.8	0.8	0.2	Georgia
4.9	*	5.1	0.01	18.2	*	0.1	Kentucky
0.8	*	4.3	*	8.0	1.4	0.2	Louisiana
4.3	0.4	3.9	0.5	12.3	2.8	0.2	Maryland
4.4	0.1	14.9	0.4	14.8	1.7	0.5	Mississippi
3.1	*	5.1	0.3	10.7	0.9	0.1	North Carolina
7.8	1.5	5.9	0.4	13.8	2.7	0.8	Oklahoma
6.9	0.6	4.6	0.1	15.2	1.7	0.3	South Carolina
6.0	2.5	4.6	0.01	13.9	1.3	0.1	Tennessee
3.4	0.1	4.6	0.2	16.0	1.1	0.2	Texas
1.8	*	3.6	0.2	11.5	2.1	0.2	Virginia
3.0	1.0	5.3	*	8.0	1.2	0.3	West Virginia
2.8	0.2	4.1	0.2	10.6	0.9	0.1	West
2.5	*	0.8	0.8	19.2	3.3	*	Alaska
1.7	0.5	2.2	*	5.2	0.4	0.02	Arizona
1.8	0.1	3.7	0.01	10.7	0.1	0.03	California
3.6	*	2.7	0.2	6.5	0.9	0.2	Colorado
8.9	*	5.7	0.2	9.2	0.9	0.6	Hawaii
6.0	0.2	6.1	0.4	14.0	1.7	0.2	Idaho
5.0	*	6.7	0.5	8.7	2.1	*	Montana
2.7	0.6	4.6	*	11.2	1.8	0.1	Nevada
2.4	0.1	4.4	0.7	8.2	3.1	0.3	New Mexico
5.0	*	5.0	0.4	13.1	1.1	0.4	Oregon
8.8	0.8	8.6	2.0	15.4	1.9	0.1	Utah
2.2	0.1	4.0	0.5	12.6	2.6	0.1	Washington
6.7	0.6	8.7	0.3	10.0	2.4	0.7	Wyoming
4.0	0.1	5.5	0.6	11.7	0.9	0.2	Midwest
6.3	0.1	5.7	1.4	8.4	0.2	0.03	Illinois
4.4	*	4.6	*	19.9	0.3	0.05	Indiana
5.1	0.2	8.4	0.8	13.7	1.0	0.6	Iowa
4.7	0.2	7.2	0.3	15.6	1.8	0.4	Kansas
3.2	*	5.5	0.1	11.0	0.7	0.3	Michigan
1.5	0.2	4.6	1.3	9.1	1.5	0.05	Minnesota
2.4	0.1	6.3	0.9	14.6	1.7	0.1	Missouri
5.1	*	5.8	0.4	10.3	2.1	0.5	Nebraska
4.2	0.2	12.2	0.8	13.7	2.1	1.4	North Dakota
3.7	*	4.5	0.3	12.2	0.8	0.1	Ohio
2.3	0.2	8.7	0.9	6.0	*	*	South Dakota
1.7	*	2.4	0.8	3.0	0.2	0.1	Wisconsin
3.2	0.4	5.8	0.1	12.8	1.3	0.3	Northeast
2.0	0.1	4.0	0.02	5.9	0.5	0.1	Connecticut
5.9	0.2	4.9	*	6.6	1.0	*	Maine
3.3	0.5	5.8	0.1	11.8	0.7	0.4	Massachusetts
0.1	*	*	*	6.5	3.1	0.1	New Hampshire
3.1	0.5	6.3	0.3	11.6	1.3	0.2	New Jersey
3.5	0.6	6.6	0.03	16.3	1.8	0.5	New York
2.8	*	5.3	0.2	11.9	1.0	0.02	Pennsylvania
3.1	*	3.9	0.2	9.3	2.4	0.6	Rhode Island
4.8	*	2.8	*	6.1	0.4	*	Vermont
NA	NA	NA	NA	NA	NA	NA	District of Columbia

FACULTY



Table 81**Percent Distribution of Full-Time Instructional Faculty by Rank at Public Four-Year Colleges and Universities**

	2013-14					2008-09				
	Professor	Associate Professor	Assistant Professor	Instructor	All Other ¹	Professor	Associate Professor	Assistant Professor	Instructor	All Other ¹
50 states and D.C.	34.1	26.5	21.7	5.9	11.9	30.3	25.7	27.2	7.2	9.6
SREB states	27.0	27.2	25.1	9.2	11.4	27.4	25.3	28.6	9.2	9.5
Alabama	27.6	27.8	28.7	14.3	1.7	28.1	26.2	30.2	13.3	2.1
Arkansas	23.6	23.9	25.5	18.5	8.5	25.5	22.8	28.8	20.5	2.4
Delaware	32.6	33.5	25.6	7.8	0.4	32.1	31.5	27.7	8.5	0.1
Florida	27.8	28.4	22.6	13.2	8.0	26.8	28.1	27.2	11.9	5.9
Georgia	25.0	26.6	30.9	7.5	10.0	28.1	26.6	33.3	7.1	5.0
Kentucky	26.7	28.8	25.1	7.0	12.5	26.2	27.4	27.5	7.9	11.0
Louisiana	24.8	25.8	25.3	22.1	2.0	23.7	20.9	31.4	22.0	2.1
Maryland	28.0	26.6	25.1	1.4	18.9	27.7	24.9	27.0	2.2	18.2
Mississippi	21.3	26.0	30.4	19.5	2.8	22.2	22.3	35.0	18.7	1.8
North Carolina	25.0	29.3	21.3	1.4	23.1	26.2	25.3	26.2	1.7	20.5
Oklahoma	29.8	24.3	24.5	21.4	0.0	29.5	23.1	27.9	19.5	0.0
South Carolina	24.4	29.4	27.7	9.8	8.7	25.6	25.2	32.2	10.5	6.5
Tennessee	31.6	26.1	24.7	7.0	10.6	31.7	25.5	28.4	7.0	7.3
Texas	27.2	25.6	22.0	4.8	20.3	27.0	23.6	25.7	4.1	19.6
Virginia	30.3	29.2	25.4	9.9	5.2	30.0	28.3	28.7	9.8	3.1
West Virginia	27.8	28.3	33.3	8.2	2.4	31.7	25.7	33.0	7.2	2.4
West	39.2	23.7	18.0	6.9	12.2	35.4	23.4	24.5	5.3	11.4
Alaska	19.2	26.9	43.9	9.3	0.7	20.7	27.1	43.8	7.7	0.7
Arizona	31.3	25.4	19.1	8.4	15.7	34.8	24.6	23.1	4.5	13.1
California	46.0	21.9	16.1	0.0	16.0	43.0	20.6	22.3	0.0	14.1
Colorado	27.2	24.8	23.9	17.6	6.5	28.7	22.6	28.5	16.0	4.2
Hawaii	35.1	29.3	23.7	11.9	0.0	38.4	24.6	27.5	9.6	0.0
Idaho	28.5	25.0	23.5	7.0	16.0	27.1	24.6	23.4	10.6	14.2
Montana	33.1	24.5	22.5	13.7	6.1	30.8	21.7	27.6	14.4	5.5
Nevada	29.0	32.5	25.3	7.0	6.3	27.1	32.2	28.6	5.5	6.5
New Mexico	41.0	26.6	17.3	13.7	1.5	31.3	29.8	28.8	3.4	6.6
Oregon	26.3	24.4	24.9	22.0	2.4	28.7	28.5	24.1	16.8	1.9
Utah	23.2	20.6	16.7	1.2	38.3	28.7	25.5	25.7	3.7	16.5
Washington	31.1	23.4	17.9	5.9	21.6	32.8	23.5	21.8	4.7	17.3
Wyoming	28.1	28.7	22.2	0.5	20.5	30.1	25.0	24.2	0.6	20.1
Midwest	30.4	27.3	24.2	6.1	11.9	30.5	26.9	26.5	7.0	9.0
Illinois	27.1	27.7	25.6	10.4	9.2	27.7	26.7	27.4	9.9	8.2
Indiana	27.5	28.0	24.8	5.3	14.3	28.2	26.1	27.5	4.8	13.4
Iowa	34.3	29.7	22.7	3.4	9.9	33.6	29.5	23.8	3.9	9.1
Kansas	28.8	28.7	24.0	11.2	7.4	29.1	28.4	27.2	10.9	4.4
Michigan	31.5	24.2	21.7	3.3	19.4	32.1	24.9	25.0	5.4	12.5
Minnesota	35.1	27.8	24.1	3.9	9.0	34.1	26.5	28.0	8.1	3.3
Missouri	31.4	27.2	25.5	11.1	4.8	28.2	26.3	28.3	11.8	5.5
Nebraska	36.4	26.4	20.7	3.4	13.2	37.8	26.5	23.6	3.5	8.6
North Dakota	21.1	26.0	34.1	6.0	12.9	19.8	25.0	36.4	7.2	11.5
Ohio	29.0	32.8	23.2	6.3	8.6	30.6	30.7	25.7	7.3	5.7
South Dakota	26.5	20.6	28.1	20.2	4.7	25.4	23.9	29.2	20.4	1.1
Wisconsin	33.6	23.8	26.3	0.9	15.5	33.8	25.2	25.0	1.0	15.1
Northeast	30.9	29.1	26.6	5.3	8.1	31.2	28.3	28.6	5.4	6.5
Connecticut	38.6	30.3	26.3	2.4	2.3	37.8	30.6	26.7	3.0	2.0
Maine	34.8	33.1	14.2	1.9	16.0	32.0	35.9	18.5	3.6	10.0
Massachusetts	33.6	26.3	26.1	1.5	12.5	35.8	25.4	28.8	1.8	8.3
New Hampshire	37.7	35.3	22.1	0.8	4.2	37.9	35.2	21.7	0.9	4.3
New Jersey	34.1	29.5	24.6	7.3	4.5	36.8	29.4	25.6	5.3	2.9
New York	29.9	30.8	28.6	1.7	9.0	29.4	28.9	31.2	2.1	8.4
Pennsylvania	26.0	26.7	28.2	11.4	7.7	26.1	26.7	29.8	11.6	5.9
Rhode Island	40.6	29.1	19.7	0.8	9.8	42.8	23.3	25.3	1.9	6.7
Vermont	32.1	31.5	20.6	1.1	14.8	29.7	27.2	26.5	0.5	16.1
District of Columbia	28.4	29.9	30.7	6.5	4.6	38.9	35.6	21.9	3.6	0.0

Notes: In order for this to profile the same group as the faculty salary averages, figures include all full-time faculty at public four-year colleges and universities except those at specialized institutions. (See Appendix A for examples.)

SREB and the National Center for Education Statistics (NCES) treat two-year colleges awarding bachelor's degrees differently. NCES classifies two-year colleges awarding bachelor's degrees as four-year. SREB classifies them as two-year until they meet other criteria. (See Appendix A for definitions.)

¹ Includes lecturers, faculty with no rank and faculty in a single-rank system.

Sources: SREB-State Data Exchange.

SREB analysis of National Center for Education Statistics fall staff surveys — www.nces.ed.gov/ipeds.

Table 82

Estimated Percent Distribution of Full-Time Faculty by Teaching Field at Public Four-Year Colleges and Universities

	50 States and D.C.		SREB States		West	Midwest	Northeast
	2009-10	2014-15	2009-10	2014-15	2014-15	2014-15	2014-15
Humanities¹	20.3	19.9	20.0	19.6	20.5	20.2	20.8
Foreign Languages	3.3	3.6	3.2	3.5	4.6	3.6	3.5
English Language and Literature	7.0	6.4	7.2	6.7	6.0	5.9	7.2
Philosophy and Religion	1.4	1.5	1.4	1.5	1.6	1.5	1.8
Visual and Performing Arts	8.6	8.3	8.2	7.9	8.3	9.2	8.3
Social and Behavioral Sciences	20.8	20.2	20.2	19.4	19.6	20.9	23.6
Area and Ethnic Studies	0.6	0.8	0.2	0.3	1.8	1.1	0.7
Home Economics	1.4	1.2	1.4	1.3	1.0	1.1	0.3
Protective Services	1.0	0.9	1.1	1.0	0.7	0.9	1.3
Psychology	4.1	4.0	4.0	3.9	3.7	4.0	5.3
Public Administration and Services	1.8	1.8	1.9	1.9	1.8	1.8	2.0
Social Sciences and History	10.6	10.2	10.3	9.8	9.5	10.8	12.4
Social Work	1.3	1.3	1.3	1.2	1.1	1.3	1.6
Sciences and Technologies	30.7	32.6	30.0	32.5	34.9	33.2	27.3
Agriculture Operations and Related Sciences	1.8	1.5	1.9	1.7	2.1	1.2	0.0
Architecture and Related Programs	0.8	1.0	0.9	0.9	1.1	1.0	0.8
Computer and Information Sciences	2.8	2.6	3.1	2.9	2.4	2.6	2.1
Engineering	6.1	6.9	6.3	7.1	7.6	7.0	5.2
Engineering-Related Technologies	1.1	0.9	0.9	0.8	1.0	1.3	0.1
Biological Sciences	6.3	7.2	5.7	6.9	7.5	7.7	7.3
Mathematics	5.1	5.2	5.1	5.2	4.9	5.4	5.0
Physical Sciences	6.7	7.2	6.3	7.1	8.3	7.0	6.7
Business Management and Administrative Services	9.8	9.5	10.5	10.1	8.2	9.1	10.1
Education	10.1	8.6	10.4	9.1	8.1	7.7	9.5
Nursing	3.6	3.8	4.1	4.0	3.1	3.8	3.7
Selected Other							
Communications	2.8	3.3	2.7	3.2	3.1	3.4	3.7
Law	1.0	1.1	1.1	1.1	1.1	1.1	0.0
Library Science	0.4	0.4	0.3	0.4	0.5	0.4	0.0
Multi/Interdisciplinary Studies	0.5	0.6	0.6	0.6	0.9	0.3	1.2

Note: SREB classifies four-year colleges into six categories based on number of degrees awarded and number of subjects in which degrees are awarded. (See Appendix A.) Additional averages for each type are available in the online version of this table.

Source: SREB analysis of College and University Professional Association for Human Resources survey data, © 2010 and 2015, used with permission.

¹ Broad discipline totals may not equal the sums of the subsidiary entries because of rounding.

Table 83
Median Student-to-Faculty Ratios

	2013					
	Public			Private Not-For-Profit and For-Profit		
	Four-Year	Two-Year	Less Than Two-Year	Four-Year	Two-Year	Less Than Two-Year
50 states and D.C.	17	19	18	13	15	17
SREB states as a percent of U.S.	18 102.9	19 100.0	17 94.4	13 100.0	16 103.3	15 88.2
Alabama	17	19	12	14	13	20
Arkansas	17	18	NA	12	22	NA
Delaware	16	13	NA	16	NA	NA
Florida	22	23	18	15	15	NA
Georgia	20	22	17	14	17	25
Kentucky	17	14	14	13	10	12
Louisiana	22	26	20	12	18	NA
Maryland	16	17	NA	12	19	17
Mississippi	17	20	NA	13	10	9
North Carolina	16	15	NA	12	14	26
Oklahoma	18	20	NA	15	14	15
South Carolina	16	17	NA	14	21	10
Tennessee	18	20	NA	13	13	13
Texas	20	20	NA	13	21	16
Virginia	16	20	NA	11	18	16
West Virginia	17	17	16	14	20	NA
West as a percent of U.S.	19 111.8	22 113.2	21 116.7	13 100.0	19 126.7	16 94.1
Alaska	9	9	11	8	9	16
Arizona	21	17	19	17	30	31
California	22	27	30	13	21	16
Colorado	17	21	20	11	16	22
Hawaii	14	16	NA	15	22	NA
Idaho	17	20	NA	17	10	NA
Montana	17	14	NA	12	12	NA
Nevada	21	19	NA	12	15	NA
New Mexico	17	17	20	15	15	NA
Oregon	21	19	14	12	15	20
Utah	21	23	NA	15	12	12
Washington	19	17	17	12	23	12
Wyoming	14	14	NA	NA	NA	NA
Midwest as a percent of U.S.	18 105.9	19 100.0	18 100.0	12 92.3	14 93.3	21 123.5
Illinois	16	19	20	12	18	17
Indiana	17	18	NA	13	13	NA
Iowa	16	19	20	13	19	18
Kansas	18	16	15	12	10	22
Michigan	17	18	NA	12	17	18
Minnesota	19	24	20	12	11	NA
Missouri	17	22	NA	14	16	30
Nebraska	21	14	16	13	17	18
North Dakota	15	12	NA	15	14	NA
Ohio	19	19	18	12	13	16
South Dakota	18	13	NA	11	12	NA
Wisconsin	20	17	14	12	13	NA
Northeast as a percent of U.S.	16 94.1	18 94.7	16 86.1	12 92.3	15 96.7	18 105.9
Connecticut	16	18	18	12	10	NA
Maine	14	18	13	12	25	NA
Massachusetts	17	17	NA	13	13	NA
New Hampshire	16	10	5	14	9	NA
New Jersey	15	22	NA	12	15	NA
New York	17	20	NA	12	16	30
Pennsylvania	17	17	25	12	15	16
Rhode Island	16	18	NA	13	NA	NA
Vermont	14	12	NA	11	8	NA
District of Columbia	11	NA	NA	11	NA	NA

*NA" indicates not applicable. There was no institution of this type reporting.

Notes: Includes Title IV-eligible, degree-granting postsecondary institutions. Excludes specialized schools such as stand-alone medical or law schools, military schools, and single or limited program technical schools. The degree-granting, Title IV-eligible institutions that offer instruction only online are also excluded. Two-year colleges awarding bachelor's degrees are included as two-year schools, not as four-year schools.

Student-to-faculty ratios are based on full-time-equivalent counts of students not enrolled in graduate or professional programs, and instructional staff not teaching in these programs.

Source: SREB analysis of National Center for Education Statistics enrollment survey — www.nces.ed.gov/ipeds.

Table 84

Average Salaries of Full-Time Instructional Faculty at Public Four-Year Colleges and Universities

	Average Salary (all ranks) 2013-14	Percent Change 2008-09 to 2013-14	Inflation-Adjusted Percent Change ¹ 2008-09 to 2013-14	Percent of U.S. Average Salary		National Ranking	
				2008-09	2013-14	2008-09	2013-14
50 states and D.C.	\$79,293	4.3	-1.5				
SREB states	77,029	5.5	-3.1	96.0	97.1		
Alabama	81,264	13.6	-0.7	94.1	102.5	30	16
Arkansas	65,173	5.7	-4.2	81.1	82.2	46	49
Delaware	100,241	11.3	2.0	118.5	126.4	2	1
Florida	81,169	8.3	0.2	98.6	102.4	21	18
Georgia	73,968	0.5	-7.2	96.8	93.3	25	32
Kentucky	72,233	5.4	-3.7	90.2	91.1	38	37
Louisiana	65,404	0.9	-4.7	85.3	82.5	44	48
Maryland	79,110	-1.9	-5.1	106.1	99.8	10	23
Mississippi	66,023	5.2	-3.0	82.6	83.3	45	47
North Carolina	78,318	-1.4	-6.0	104.5	98.8	15	25
Oklahoma	71,114	6.5	-3.4	87.9	89.7	40	40
South Carolina	75,515	9.0	-2.8	91.2	95.2	34	30
Tennessee	72,709	9.7	0.5	87.2	91.7	42	36
Texas	80,368	7.6	-2.0	98.3	101.4	23	19
Virginia	87,041	8.2	-3.0	105.8	109.8	11	9
West Virginia	68,673	5.7	-1.8	85.5	86.6	43	44
West	84,354	5.4	-2.1	105.3	106.4		
Alaska	77,178	12.1	2.5	90.6	97.3	37	27
Arizona	85,570	4.9	-2.5	107.3	107.9	9	11
California	96,374	7.2	-1.3	118.3	121.5	3	2
Colorado	76,502	4.8	-2.9	96.0	96.5	27	29
Hawaii	90,329	2.8	-5.9	115.6	113.9	5	5
Idaho	62,705	3.7	-3.7	79.6	79.1	49	50
Montana	72,893	19.3	-4.9	80.4	91.9	47	35
Nevada	86,365	4.4	1.6	108.8	108.9	8	10
New Mexico	72,180	4.7	-4.3	90.7	91.0	36	38
Oregon	75,121	11.9	0.5	88.3	94.7	39	31
Utah	68,462	-1.4	-1.7	91.4	86.3	33	45
Washington	81,171	5.8	-2.5	100.9	102.4	18	17
Wyoming	79,286	4.1	-3.1	100.2	100.0	19	22
Midwest	79,172	6.9	-1.5	97.4	99.8		
Illinois	79,880	7.8	-1.3	97.5	100.7	24	20
Indiana	76,716	6.1	1.2	95.2	96.7	29	28
Iowa	88,217	4.5	-2.0	111.0	111.3	6	8
Kansas	73,461	1.5	-4.8	95.2	92.6	28	34
Michigan	84,942	6.9	-0.8	104.6	107.1	14	12
Minnesota	83,870	6.9	-4.9	103.3	105.8	16	13
Missouri	70,377	5.8	-3.7	87.5	88.8	41	41
Nebraska	79,670	8.8	-1.5	96.3	100.5	26	21
North Dakota	69,528	17.7	6.6	77.7	87.7	50	43
Ohio	81,483	8.9	0.8	98.5	102.8	22	15
South Dakota	66,662	9.6	-4.5	80.0	84.1	48	46
Wisconsin	73,670	5.1	-6.1	92.2	92.9	31	33
Northeast	81,797	0.7	-0.1	106.9	103.2		
Connecticut	90,638	2.8	-2.4	116.0	114.3	4	4
Maine	70,150	0.8	-4.1	91.6	88.5	32	42
Massachusetts	89,727	12.2	-2.2	105.3	113.2	13	6
New Hampshire	89,360	6.0	-4.4	110.9	112.7	7	7
New Jersey	94,076	-1.0	0.1	125.0	118.6	1	3
New York	72,107	-10.1	1.6	105.5	90.9	12	39
Pennsylvania	83,268	7.7	-0.3	101.7	105.0	17	14
Rhode Island	77,964	3.1	-4.1	99.5	98.3	20	26
Vermont	78,881	14.0	0.6	91.0	99.5	35	24
District of Columbia	77,452	-0.5	-2.7	102.4	97.7		

Notes: In order for this to profile the same group as the faculty salary averages, figures include all full-time faculty at public four-year colleges and universities except those at specialized institutions. (See Appendix A for examples.)

SREB and the National Center for Education Statistics (NCES) treat two-year colleges awarding bachelor's degrees differently. NCES classifies two-year colleges awarding bachelor's degrees as four-year. SREB classifies them as two-year until they meet other criteria. (See Appendix A for definitions.)

¹ The Consumer Price Index (CPI) increased by 10.6 percent from 2008-09 to 2013-14. The CPI in July of the year in which the academic year begins is used.

Sources: SREB-State Data Exchange.

SREB analysis of faculty salary data from the NCES IPEDS Human Resources survey — www.nces.ed.gov/ipeds.

Table 85
Average Salaries of Full-Time Instructional Faculty
at Public Two-Year Colleges and Technical Institutes or Colleges

	Two-Year Colleges				Technical Institutes or Colleges			
	Average Salary (all ranks)	Percent Change 2008-09 to 2013-14		Percent of U.S. Average		Average Salary (all ranks)	Percent Change 2008-09 to 2013-14	
		2013-14	Current Dollars	Inflation Adjusted ¹	2008-09		2013-14	2013-14
50 states and D.C.	\$57,956	-3.7	-9.3			\$62,142	—	—
SREB states	52,158	1.4	-4.5	85.5	90.0	\$42,037	-4.1	-9.7
Alabama	52,546	-1.0	-6.8	88.2	90.7	56,340	0.3	-5.5
Arkansas	43,845	3.5	-2.6	70.4	75.7	—	—	—
Delaware	60,363	-5.4	-10.9	106.0	104.2	NA	—	—
Florida	55,706	4.1	-2.0	88.9	96.1	—	—	—
Georgia	46,627	-2.4	-8.1	79.4	80.5	40,542	-8.3	-13.7
Kentucky	46,023	-6.2	-11.7	81.5	79.4	41,025	-7.4	-12.8
Louisiana	43,772	-14.3	-19.3	84.8	75.5	37,136	4.3	-1.7
Maryland	61,849	-4.8	-10.3	107.9	106.7	NA	—	—
Mississippi	48,925	2.2	-3.7	79.5	84.4	NA	—	—
North Carolina	47,410	-0.4	-6.2	79.0	81.8	NA	—	—
Oklahoma	50,378	9.8	3.4	76.2	86.9	47,311	-2.6	-8.3
South Carolina	47,799	2.9	-3.1	77.2	82.5	NA	—	—
Tennessee	48,916	3.3	-2.7	78.6	84.4	37,084	-1.6	-7.3
Texas	54,618	3.2	-2.8	87.9	94.2	NA	—	—
Virginia	60,059	4.8	-1.3	95.2	103.6	NA	—	—
West Virginia	47,079	1.0	-4.9	77.4	81.2	—	—	—
West	66,502	-7.0	-12.4	118.7	114.7	66,490	NA	NA
Alaska	64,814	-1.2	-7.0	109.0	111.8	55,644	NA	NA
Arizona	67,347	0.0	-5.8	111.8	116.2	65,533	NA	NA
California	73,154	-9.8	-15.0	134.6	126.2	74,912	NA	NA
Colorado	49,981	1.7	-4.2	81.6	86.2	49,714	NA	NA
Hawaii	67,735	-0.1	-5.9	112.6	116.9	NA	NA	NA
Idaho	49,670	2.5	-3.5	80.5	85.7	45,485	NA	NA
Montana	44,689	7.2	1.0	69.2	77.1	NA	NA	NA
Nevada	59,550	-3.9	-9.5	103.0	102.8	73,850	NA	NA
New Mexico	50,633	6.2	0.0	79.2	87.4	39,731	NA	NA
Oregon	60,699	1.7	-4.3	99.2	104.7	56,618	NA	NA
Utah	51,584	6.4	0.2	80.5	89.0	NA	NA	NA
Washington	55,510	0.9	-5.0	91.4	95.8	55,272	NA	NA
Wyoming	58,262	0.5	-5.4	96.3	100.5	NA	NA	NA
Midwest	59,712	-0.2	-6.0	99.4	103.0	67,612	NA	NA
Illinois	68,914	7.6	1.3	106.4	118.9	72,024	NA	NA
Indiana	46,123	2.0	-3.9	75.1	79.6	NA	NA	NA
Iowa	52,954	3.7	-2.4	84.8	91.4	54,686	NA	NA
Kansas	53,369	13.5	6.9	78.1	92.1	40,856	NA	NA
Michigan	72,938	3.1	-2.9	117.5	125.9	61,819	NA	NA
Minnesota	62,406	1.4	-4.5	102.2	107.7	61,733	NA	NA
Missouri	49,199	-6.9	-12.3	87.8	84.9	NA	NA	NA
Nebraska	51,765	5.3	-0.8	81.7	89.3	51,501	NA	NA
North Dakota	49,543	13.8	7.2	72.3	85.5	NA	NA	NA
Ohio	60,820	5.0	-1.1	96.2	104.9	54,832	NA	NA
South Dakota	44,286	-0.7	-6.5	74.1	76.4	NA	NA	NA
Wisconsin	71,129	2.0	-4.0	115.9	122.7	74,496	NA	NA
Northeast	61,485	-5.0	-10.5	107.4	106.1	63,838	NA	NA
Connecticut	65,793	-6.6	-12.0	117.0	113.5	62,188	NA	NA
Maine	53,628	-1.7	-7.4	90.6	92.5	50,340	NA	NA
Massachusetts	59,393	-1.3	-7.1	100.0	102.5	NA	NA	NA
New Hampshire	54,492	8.7	2.4	83.2	94.0	51,320	NA	NA
New Jersey	65,618	-4.2	-9.7	113.7	113.2	NA	NA	NA
New York	61,319	-9.4	-14.7	112.4	105.8	NA	NA	NA
Pennsylvania	60,222	3.0	-3.0	97.1	103.9	70,865	NA	NA
Rhode Island	61,029	2.9	-3.1	98.5	105.3	NA	NA	NA
Vermont	55,528	NA	NA	NA	95.8	NA	NA	NA
District of Columbia	NA	NA	NA	NA	NA	NA	NA	NA

"NA" indicates not applicable. There was no institution of this type in at least one of the years.

"—" indicates not available.

Notes: In order for this to profile the same group as the faculty salary averages, figures include all full-time faculty at public four-year colleges and universities except those at specialized institutions. (See Appendix A for examples.)

SREB and the National Center for Education Statistics (NCES) treat two-year colleges awarding bachelor's degrees differently. NCES classifies two-year colleges awarding bachelor's degrees as four-year. SREB classifies them as two-year until they meet other criteria. (See Appendix A for definitions.)

¹ The Consumer Price Index (CPI) increased by 10.6 percent from 2008-09 to 2013-14. The CPI in July of the year in which the academic year begins is used.

Sources: SREB-State Data Exchange.

SREB analysis of National Center for Education Statistics Human Resources survey — www.nces.edu/ipeds.

Table 86

Average Salaries of Full-Time Instructional Faculty by Rank at Public Four-Year Colleges and Universities

	2013-14					Percent Change, 2008-09 to 2013-14				
	All Ranks ¹	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks ¹	Professor	Associate Professor	Assistant Professor	Instructor
50 states and D.C.	\$79,293	\$108,907	\$78,154	\$66,653	\$47,130	4.3	0.2	4.1	5.5	3.1
SREB states as a percent of U.S.	77,029 97.1	108,057 99.2	76,929 98.4	66,338 99.5	46,476 98.6	5.5	6.0	4.5	7.4	5.7
Alabama	81,264	112,439	81,157	68,406	47,679	13.6	12.5	11.6	16.7	12.2
Arkansas	65,173	91,086	68,283	59,750	44,400	5.7	6.7	5.0	8.5	10.0
Delaware	100,241	135,296	90,802	79,880	63,449	11.3	9.7	10.6	12.7	11.5
Florida	81,169	112,980	79,209	70,509	50,341	8.3	8.2	7.4	10.9	5.6
Georgia	73,968	103,963	73,499	64,736	44,722	0.5	0.6	1.9	7.4	6.5
Kentucky	72,233	100,209	71,559	62,172	44,774	5.4	6.3	2.0	6.4	3.4
Louisiana	65,404	91,075	67,726	59,363	42,825	0.9	-1.3	-2.7	2.0	1.1
Maryland	79,110	110,667	78,830	67,630	54,153	-1.9	-3.3	-4.2	-0.5	4.3
Mississippi	66,023	90,320	70,117	62,448	43,504	5.2	4.1	2.6	9.5	5.5
North Carolina	78,318	109,810	77,560	69,264	52,110	-1.4	-1.0	-3.1	2.1	-13.1
Oklahoma	71,114	99,101	71,389	60,754	43,779	6.5	5.8	5.8	8.1	8.4
South Carolina	75,515	105,661	76,202	66,146	48,184	9.0	11.5	8.0	8.0	8.9
Tennessee	72,709	97,555	73,006	61,666	44,119	9.7	12.0	8.2	10.7	9.1
Texas	80,368	115,611	80,365	69,447	47,700	7.6	8.1	8.4	6.8	7.4
Virginia	87,041	121,632	83,943	70,441	50,121	8.2	10.0	5.8	9.3	3.4
West Virginia	68,673	87,615	71,143	59,152	39,786	5.7	4.2	10.1	9.6	2.0
West as a percent of U.S.	84,354 106.4	112,883 103.7	80,528 103.0	70,257 105.4	49,043 104.1	5.4	6.6	5.6	7.0	6.5
Alaska	77,178	106,089	80,277	67,457	55,542	12.1	14.7	11.6	13.3	11.6
Arizona	85,570	121,780	84,474	72,826	39,533	4.9	8.7	9.1	10.2	6.6
California	96,374	121,003	84,144	76,336	51,588	7.2	6.4	4.7	7.8	-10.4
Colorado	76,502	105,875	80,069	67,085	51,424	4.8	4.6	3.1	8.4	13.8
Hawaii	90,329	113,368	85,769	75,785	60,789	2.8	2.4	0.5	4.4	6.7
Idaho	62,705	79,927	65,842	56,754	44,841	3.7	-0.3	3.5	3.7	-1.8
Montana	72,893	93,184	76,534	61,150	47,057	19.3	21.5	21.6	10.3	10.2
Nevada	86,365	118,003	85,196	68,175	52,610	4.4	20.6	-4.0	-3.6	-4.0
New Mexico	72,180	89,694	67,796	56,097	52,127	4.7	0.2	0.3	-1.7	21.1
Oregon	75,121	103,079	79,392	68,503	48,152	11.9	17.2	17.8	13.5	4.0
Utah	68,462	99,712	73,060	64,208	45,222	-1.4	6.1	7.5	7.7	-2.1
Washington	81,171	107,057	80,859	75,378	47,436	5.8	3.4	5.0	11.0	9.5
Wyoming	79,286	108,884	75,664	68,903	70,506	4.1	6.7	2.0	5.3	23.6
Midwest as a percent of U.S.	79,172 99.8	108,648 99.8	78,312 100.2	67,238 100.9	45,110 95.7	6.9	6.9	7.3	8.3	-0.9
Illinois	79,880	113,330	80,262	70,431	43,389	7.8	9.1	8.8	7.6	7.7
Indiana	76,716	109,771	76,103	64,861	45,984	6.1	7.9	5.6	5.1	10.1
Iowa	88,217	116,281	83,710	72,415	46,392	4.5	2.7	5.3	4.7	-2.1
Kansas	73,461	100,268	72,806	63,487	43,898	1.5	0.1	0.8	6.4	-0.7
Michigan	84,942	121,173	84,935	72,117	49,417	6.9	9.4	8.9	10.2	13.7
Minnesota	83,870	109,320	79,309	67,593	48,175	6.9	5.8	5.3	6.5	5.3
Missouri	70,377	93,518	70,905	59,646	42,822	5.8	3.1	4.0	4.5	7.4
Nebraska	79,670	103,792	79,160	68,260	46,043	8.8	9.0	10.0	14.0	7.6
North Dakota	69,528	96,055	76,646	62,807	47,293	17.7	17.9	22.1	12.6	17.3
Ohio	81,483	111,196	80,001	67,957	44,549	8.9	7.9	9.2	11.7	6.8
South Dakota	66,662	86,504	69,913	61,044	45,580	9.6	5.7	9.0	11.0	10.0
Wisconsin	73,670	95,696	70,360	64,992	50,883	5.1	7.3	6.4	8.8	-37.8
Northeast as a percent of U.S.	81,797 103.2	109,267 100.3	80,680 103.2	65,994 99.0	51,181 108.6	0.7	0.6	0.4	1.2	2.3
Connecticut	90,638	112,843	84,656	69,035	59,296	2.8	1.6	2.2	3.0	6.1
Maine	70,150	90,109	71,022	56,397	48,412	0.8	2.5	2.9	3.1	0.1
Massachusetts	89,727	113,768	87,776	73,412	57,742	12.2	13.7	12.4	14.7	8.7
New Hampshire	89,360	107,958	87,463	69,688	55,499	6.0	5.0	7.8	7.3	1.1
New Jersey	94,076	126,279	90,150	73,744	52,168	-1.0	0.7	-0.5	2.4	-1.8
New York	72,107	94,282	70,948	59,139	44,688	-10.1	-11.4	-10.4	-9.5	-12.9
Pennsylvania	83,268	120,406	86,366	68,402	51,261	7.7	8.5	8.4	7.0	5.5
Rhode Island	77,964	96,301	72,517	63,545	62,704	3.1	2.2	3.8	5.8	34.3
Vermont	78,881	99,837	80,954	60,801	56,162	14.0	13.5	11.9	8.0	14.2
District of Columbia	77,452	107,289	80,693	61,466	47,431	-0.5	13.0	11.8	3.5	19.0

Notes: In order for this to profile the same group as the faculty salary averages, figures include all full-time faculty at public four-year colleges and universities except those at specialized institutions. (See Appendix A for examples.)

SREB and the National Center for Education Statistics (NCES) treat two-year colleges awarding bachelor's degrees differently. NCES classifies two-year colleges awarding bachelor's degrees as four-year. SREB classifies them as two-year until they meet other criteria. (See Appendix A for definitions.)

¹ Includes the ranks shown, plus all other full-time faculty, such as lecturers and unranked faculty.

Sources: SREB-State Data Exchange.

SREB analysis of NCES IPEDS Human Resources faculty salary surveys —
www.nces.ed.gov/ipeds.

Table 87**Average Salaries of Full-Time Instructional Faculty by Type of Public Four-Year College or University**

	Average for All Ranks of Faculty, 2013-14 SREB Categories of Four-Year Colleges and Universities ¹						Percent Change, 2008-09 to 2013-14 ² SREB Categories of Four-Year Colleges and Universities					
	1	2	3	4	5	6	1	2	3	4	5	6
50 states and D.C.	\$90,409	\$77,711	\$69,230	\$64,980	\$63,784	\$59,792	4.7	5.4	1.2	0.2	3.7	-0.6
SREB states as a percent of U.S.	88,340 97.7	78,415 100.9	65,457 94.6	61,886 95.2	61,533 96.5	58,042 97.1	5.8	3.3	3.0	0.9	6.3	1.3
Alabama	85,531	89,279	74,960	70,337	60,858	69,872	7.0	20.6	23.7	13.1	8.0	2.8
Arkansas	79,334	NA	60,708	52,584	71,601	54,975	-0.3	NA	2.3	0.3	46.6	6.7
Delaware	106,642	NA	67,133	NA	NA	NA	12.9	NA	NA	NA	NA	NA
Florida	85,378	71,714	69,498	66,378	NA	73,883	8.2	-0.9	5.6	-1.8	NA	11.6
Georgia	85,187	112,002	61,021	61,604	57,685	57,828	5.3	-6.9	3.4	2.4	1.5	3.6
Kentucky	85,339	NA	62,060	59,911	NA	NA	7.4	NA	2.4	-0.5	NA	NA
Louisiana	82,605	66,491	58,157	54,116	NA	47,449	3.2	-0.4	-0.5	-2.5	NA	NA
Maryland	103,904	74,412	59,936	66,402	62,582	62,417	1.8	-9.8	-8.6	-4.5	NA	-1.3
Mississippi	67,195	70,707	NA	54,064	53,269	NA	3.9	5.9	NA	2.6	6.6	NA
North Carolina	90,996	73,448	69,898	72,354	64,005	66,996	-5.5	-2.2	-1.3	7.0	-4.8	-1.7
Oklahoma	82,534	NA	63,093	62,766	55,896	50,442	6.8	NA	8.4	NA	3.4	3.8
South Carolina	87,263	NA	68,971	NA	63,269	54,538	12.0	NA	8.9	NA	8.6	-1.2
Tennessee	84,366	64,051	63,675	NA	61,727	NA	11.1	-9.1	4.5	NA	11.2	NA
Texas	92,028	76,187	66,418	72,506	65,554	NA	8.3	18.4	3.8	20.5	1.0	NA
Virginia	94,864	80,308	71,096	NA	69,346	62,391	2.2	3.1	6.8	NA	10.7	8.2
West Virginia	80,798	NA	62,354	NA	61,329	56,997	6.1	NA	2.6	NA	NA	3.0
West as a percent of U.S.	95,571 105.7	76,167 98.0	74,613 107.8	66,817 102.8	59,974 94.0	58,203 97.3	4.0	5.2	0.5	4.0	3.4	-1.6
Alaska	NA	79,579	76,243	NA	72,242	NA	NA	NA	9.7	NA	14.1	NA
Arizona	93,285	72,897	NA	73,585	64,209	NA	10.1	10.7	NA	NA	NA	NA
California	120,070	83,204	77,244	74,366	NA	74,327	14.3	1.4	-1.3	-1.9	NA	6.1
Colorado	85,886	78,316	65,565	57,477	53,374	59,970	2.4	13.2	2.6	NA	-1.2	7.6
Hawaii	93,244	NA	NA	78,701	NA	76,394	0.7	NA	NA	NA	NA	2.4
Idaho	NA	64,902	62,149	NA	NA	49,605	NA	4.5	3.3	NA	NA	1.6
Montana	NA	81,183	NA	56,510	NA	44,601	NA	25.5	NA	6.6	NA	-7.9
Nevada	87,013	NA	NA	NA	NA	68,128	NA	NA	NA	NA	NA	-0.2
New Mexico	76,948	NA	55,062	53,479	NA	NA	-2.8	NA	2.2	4.3	NA	NA
Oregon	78,895	74,577	54,896	63,862	54,509	60,001	10.1	11.9	NA	16.1	3.1	5.6
Utah	71,016	NA	NA	61,182	63,894	NA	-13.1	NA	NA	5.4	NA	NA
Washington	87,426	NA	68,096	80,052	69,115	NA	0.7	NA	9.2	0.4	-2.2	NA
Wyoming	NA	79,286	NA	NA	NA	NA	NA	4.1	NA	NA	NA	NA
Midwest as a percent of U.S.	89,702 99.2	72,799 93.7	69,072 99.8	61,899 95.3	61,569 96.5	55,982 93.6	5.8	7.2	6.1	0.0	3.5	0.6
Illinois	91,274	69,780	69,204	NA	NA	NA	8.2	1.8	8.3	NA	NA	NA
Indiana	91,256	66,851	68,392	55,042	58,853	55,232	8.6	4.8	10.8	-1.7	-1.8	-1.1
Iowa	90,994	NA	72,556	NA	NA	NA	2.8	NA	10.7	NA	NA	NA
Kansas	80,564	68,112	59,421	68,562	NA	NA	1.3	-2.1	4.1	1.1	NA	NA
Michigan	92,399	78,215	73,174	70,118	NA	54,545	5.0	8.0	7.8	9.2	NA	-0.7
Minnesota	98,030	NA	71,480	70,516	69,178	59,029	4.9	NA	3.8	5.2	1.8	-0.3
Missouri	79,094	77,556	62,102	59,773	59,328	48,114	5.1	10.8	-0.9	-16.7	17.0	-14.4
Nebraska	90,762	NA	67,780	60,317	63,567	NA	9.2	NA	-1.1	-0.4	15.1	NA
North Dakota	NA	74,351	NA	57,041	52,140	54,388	NA	15.2	NA	12.0	NA	15.5
Ohio	86,282	76,442	73,868	NA	NA	57,410	4.5	9.4	4.2	NA	NA	-1.1
South Dakota	NA	66,251	NA	NA	60,912	NA	NA	7.6	NA	NA	7.5	NA
Wisconsin	88,663	NA	NA	60,021	59,168	NA	8.3	NA	NA	2.7	1.4	NA
Northeast as a percent of U.S.	92,362 102.2	92,357 118.8	75,732 109.4	74,476 114.6	71,837 112.6	64,598 108.0	1.6	8.0	-4.8	-1.6	2.7	-2.0
Connecticut	104,190	NA	76,276	NA	72,815	NA	4.3	NA	-0.3	NA	0.1	NA
Maine	NA	78,794	76,695	NA	NA	53,019	NA	5.3	5.1	NA	NA	-5.9
Massachusetts	102,189	95,946	84,229	74,418	72,381	NA	13.4	7.0	11.9	12.6	8.1	NA
New Hampshire	NA	99,545	NA	72,584	48,248	79,570	NA	7.5	NA	NA	-32.1	1.7
New Jersey	98,704	107,969	88,103	82,601	85,674	NA	-5.5	6.0	-3.9	-4.1	0.6	NA
New York	88,576	NA	67,682	66,959	66,439	61,435	-3.5	NA	-16.7	-11.5	4.3	-13.6
Pennsylvania	87,492	81,790	81,781	81,604	78,737	69,282	3.6	7.7	10.8	8.2	10.0	10.1
Rhode Island	NA	82,299	68,465	NA	NA	NA	NA	0.5	8.7	NA	NA	NA
Vermont	NA	86,055	NA	NA	56,959	56,287	NA	14.4	NA	NA	-2.2	1.4
District of Columbia	NA	NA	NA	74,633	NA	NA	NA	NA	NA	NA	-3.5	NA

"NA" indicates not applicable. There was no institution of this type in at least one of the years.

Notes: In order for this to profile the same group as the faculty salary averages, figures include all full-time faculty at public four-year colleges and universities except those at specialized institutions. (See Appendix A for examples.)

SREB and the National Center for Education Statistics (NCES) treat two-year colleges awarding bachelor's degrees differently. NCES classifies two-year colleges awarding bachelor's degrees as four-year. SREB classifies them as two-year until they meet other criteria. (See Appendix A for definitions.)

¹ SREB classifies four-year college into six categories based on the number of degrees awarded and the number of subjects in which degrees are awarded. (See Appendix A.)

² Figures are not adjusted for inflation.

Sources: SREB-State Data Exchange.

SREB analysis of National Center for Education Statistics salary surveys —
www.nces.edu.gov/ipeds.

Table 88

Estimated Average Salaries of Full-Time Faculty by Teaching Field at Public Four-Year Colleges and Universities

	50 States and D.C.		SREB States		West	Midwest	Northeast
	2014-15	Percent Change ¹ 2009-10 to 2014-15	2014-15	Percent Change ¹ 2009-10 to 2014-15	2014-15	2014-15	2014-15
Humanities	\$64,736	5.7	\$60,747	4.2	\$63,503	\$66,017	\$80,800
Foreign Languages	63,697	4.6	58,954	2.6	61,552	67,979	79,035
English Language and Literature	62,198	4.9	58,008	3.0	61,973	63,708	77,974
Philosophy and Religion	70,866	6.4	67,110	5.7	71,771	69,756	87,683
Visual and Performing Arts	66,006	6.4	62,626	5.4	64,080	66,129	82,529
Social and Behavioral Sciences	73,142	24.6	69,964	23.9	73,145	74,080	84,096
Area and Ethnic Studies	75,099	4.1	69,859	-2.5	72,831	76,098	88,953
Home Economics	70,715	7.3	70,439	8.5	70,683	67,457	91,403
Protective Services	68,705	5.5	67,097	5.3	65,844	67,756	79,671
Psychology	73,920	7.1	71,238	6.2	71,737	74,692	85,701
Public Administration and Services	72,954	7.3	71,798	7.4	73,498	72,089	80,509
Social Sciences and History	74,035	47.7	69,980	47.5	75,024	75,791	84,661
Social Work	68,128	6.1	64,937	4.5	68,255	69,320	79,032
Sciences and Technologies	83,402	7.0	92,396	5.6	82,783	85,738	91,108
Agriculture Operations and Related Sciences	82,367	6.2	80,092	4.6	83,474	84,488	—
Architecture and Environmental Design	80,012	7.0	78,780	6.4	79,232	82,722	81,667
Computer and Information Sciences	90,934	6.4	89,954	5.0	90,264	91,934	95,456
Engineering	101,031	6.2	99,868	3.9	96,391	104,506	108,139
Engineering-Related Technologies	74,247	7.2	75,467	9.3	65,818	75,597	75,623
Biological Sciences	79,989	8.3	75,909	8.9	78,316	84,342	90,035
Mathematics	71,441	5.8	68,637	4.7	70,285	73,180	81,967
Physical Sciences	77,534	6.4	73,648	3.3	81,893	78,646	85,828
Business Management and Administrative Services	105,326	8.9	103,432	6.7	104,546	107,427	111,092
Education	68,671	6.4	66,112	5.1	67,894	68,451	82,789
Nursing	70,911	9.2	68,583	9.1	69,383	72,180	80,141
Selected Other							
Communications	65,806	4.1	62,085	2.8	65,679	65,589	82,217
Law	126,951	2.7	127,172	5.4	122,250	128,696	—
Library and Archival Sciences	64,976	-0.8	62,825	-1.4	67,291	69,430	—
Multi/Interdisciplinary Studies	75,099	-2.3	73,540	-1.4	69,393	81,147	84,694

“—” indicates not available. There were too few institutions reporting for that teaching field. When the number of institutions reporting is less than five, the results are suppressed.

Note: SREB classifies four-year colleges into six categories based on number of degrees awarded and number of subjects in which degrees are awarded. (See Appendix A.) Additional averages for each type are available in the online version of this table.

¹ Not adjusted for inflation.

Source: SREB analysis of College and University Professional Association for Human Resources survey data, © 2010 and 2015, used with permission.

Table 89**Estimated Average Salaries of Full-Time Administrators
at Public Four-Year Colleges and Universities**

	50 States and D.C.		SREB States		West	Midwest	Northeast
	2014-15	Percent Change 2009-10 to 2014-15	2014-15	Percent Change 2009-10 to 2014-15	2014-15	2014-15	2014-15
Executive							
Chief Executive Officer, Single Institution	\$325,454	14.3	\$342,532	14.3	\$328,452	\$564,058	\$299,056
Administrative and Academic Support							
Chief Academic Officer	242,688	18.3	247,178	17.9	248,970	233,119	243,110
Chief Budgeting Officer	185,551	65.9	186,766	80.7	181,295	187,484	183,648
Chief Business Officer	211,295	15.2	214,264	15.1	222,669	201,985	206,498
Chief Development Officer	197,769	17.7	205,656	19.0	214,658	174,869	202,946
Chief Information Systems Officer	170,801	14.5	169,302	12.1	183,188	166,488	168,882
Chief Personnel/Human Relations Officer	133,613	12.1	130,351	13.9	145,400	126,233	145,202
Chief Planning Officer	166,126	17.2	137,714	4.9	197,312	180,536	161,640
Chief Public Relations Officer	142,205	18.2	132,953	11.1	155,231	143,252	155,234
Director of Academic Computing	105,559	3.3	102,462	3.1	111,080	106,469	107,778
Director of Administrative Computing	114,933	8.3	105,340	9.7	131,991	107,153	122,928
Director of Institutional Research	109,486	15.8	106,783	15.2	122,865	100,745	121,690
Director of Library Services	136,587	16.6	130,272	17.5	147,983	134,542	146,513
Academic							
Dean, Agriculture	224,628	17.2	202,948	13.0	223,515	269,775	—
Dean, Architecture	216,163	11.5	208,143	15.2	225,281	224,496	—
Dean, Arts and Letters	162,701	12.4	163,451	15.4	179,685	141,916	—
Dean, Arts and Sciences	188,045	14.1	186,576	16.1	182,942	193,910	124,226
Dean, Business	239,587	18.5	232,277	17.5	270,133	236,851	142,603
Dean, Communications	207,444	16.4	207,564	19.1	203,606	203,630	—
Dean, Continuing Education	147,292	10.4	130,726	4.6	165,519	140,837	109,651
Dean, Education	172,623	13.5	166,645	12.8	185,754	173,585	119,011
Dean, Engineering	256,320	16.5	256,481	16.1	253,915	257,239	151,426
Dean, Fine Arts	176,207	9.9	164,147	6.0	197,774	171,885	199,253
Dean, Graduate Programs	174,588	17.7	166,044	17.5	181,297	186,411	97,448
Dean, Home Economics	206,900	9.1	199,168	6.2	—	218,498	—
Dean, Humanities	180,820	19.4	167,734	19.6	207,094	147,440	141,113
Dean, Library and Information Sciences	158,481	12.0	155,339	10.7	164,478	164,880	—
Dean, Mathematics	184,309	45.7	155,578	42.9	—	—	—
Dean, Music	212,911	27.1	192,055	27.2	—	239,184	—
Dean, Sciences	184,533	12.1	190,273	13.2	198,725	160,885	138,703
Dean, Social Sciences	187,092	9.5	156,599	-17.0	226,685	165,527	—
Dean, Social Work	207,896	12.5	211,302	19.1	194,184	224,618	—
Dean, Undergraduate Programs	158,811	7.8	159,217	1.5	171,426	159,528	102,394
Student Services							
Chief Admissions Officer	100,643	8.9	98,947	11.0	104,681	96,438	111,513
Chief Student Affairs Officer	170,920	12.7	167,524	10.7	183,013	164,959	182,510
Director, Student Financial Aid	96,112	9.5	93,214	8.7	102,440	94,225	106,667
Registrar	97,445	10.7	93,505	10.8	98,753	96,587	106,579

“—” indicates not available. There were too few institutions reporting for that position in one of the years. When the number of institutions reporting is less than five, the results are suppressed.

Source: SREB analysis of College and University Professional Association for Human Resources survey data, © 2009 and 2014, used with permission.