



Faculty and Administrators

Representation of women, black and Hispanic faculty continues to increase

Women have continued a long, steady trend of increasing their representation among full-time faculty and administrators at U.S. public colleges and universities. From 2011-12 to 2015-16, women's representation reached all-time highs. At public four-year colleges and universities in the SREB region in 2015-16, women accounted for 43 percent of full-time faculty (up from 41 percent in 2011-12) and 52 percent of full-time administrators (up from 49 percent). Women were even more highly represented at public two-year colleges, accounting for 57 percent of faculty (up from 56 percent) and 60 percent of full-time administrators (up from 54 percent).

The 2015-16 proportion of women faculty in SREB states was higher than in the Midwest at four-year institutions, but below the proportion in the West and 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

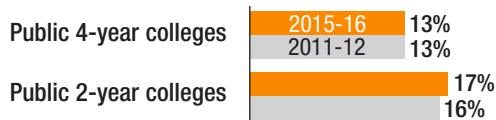


Source: SREB analysis of National Center for Education Statistics data.

By 2015-16, black and Hispanic faculty accounted for nearly 13 percent of full-time faculty at public four-year colleges and universities in the SREB region and 17 percent at public two-year colleges. The figure for four-year institutions was the same as in 2011-12, but the percentage for two-year colleges rose by one point. The majority of black faculty at public four-year colleges in the SREB region are not employed at predominantly or historically black colleges, with 46 percent serving in such institutions. Among black faculty working at public two-year colleges in the region, 11 percent worked in predominantly or historically black colleges.

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 2015-16, full-time black and Hispanic administrators accounted for 22 percent of all administrators at public four-year colleges and universities and almost 25 percent at two-year institutions in the SREB region — the latter an increase of over 3 percentage points since 2011-12. 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 2014-15, 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

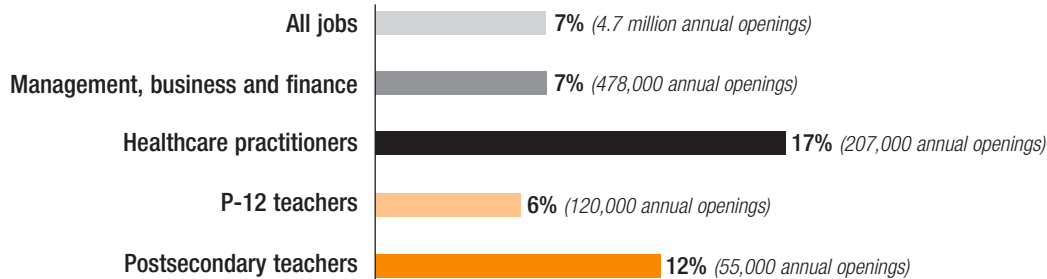
Four-year colleges and universities hired more staff in all employment categories in recent years. From 2011-12 to 2015-16, the number of staff at public four-year institutions increased by 5 percent nationwide and in the SREB region. Changes varied greatly among SREB states, however, from a 10 percent decline in Tennessee to a 64 percent increase in Mississippi.

Public two-year colleges in the SREB region experienced declines in staffing levels during the five-year period ending in 2015-16, though on a smaller scale than their 11 percent drop in enrollment. The number of staff in these colleges decreased by 4 percent in the SREB region, compared with a 12 percent decrease nationwide. As with four-year colleges, changes in public two-year college staffing varied greatly by state. Georgia and Kentucky saw decreases of 21 and 23 percent, respectively, while the number of staff in two-year colleges in Virginia increased by nearly 14 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 almost 9 percent enrollment growth, and two-year institutions a 12 percent increase, from 2015 to 2026. In addition, 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 12 percent more college faculty (both full- and part-time) by 2024 than in 2014. That’s one of the highest U.S. job growth rates — and it means the number of faculty needed will increase by 55,000 on average per year during the period, when growth and replacement needs are factored in. The overall U.S. job growth rate is projected to be 7 percent over the period.

Projected U.S. Job Growth 2014 to 2024



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

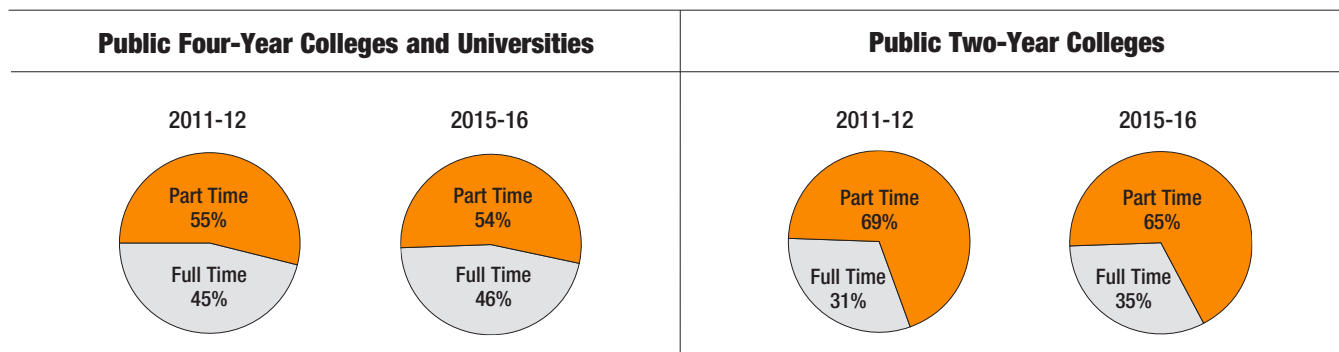
Source: U.S. Bureau of Labor Statistics.

Part-time faculty representation begins to decrease

The trend among colleges and universities to hire part-time faculty and teaching/research assistants to meet their instructional demands appears to have slowed. In SREB states, part-time faculty and teaching/research assistants at public four-year colleges and universities made up 54 percent of total instructional staff in 2015-16, a decrease of 1 percentage point since 2011-12. At public two-year colleges in the region, the percentage of part-time instructors decreased even more — from 69 percent of the teaching staff to 66 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.

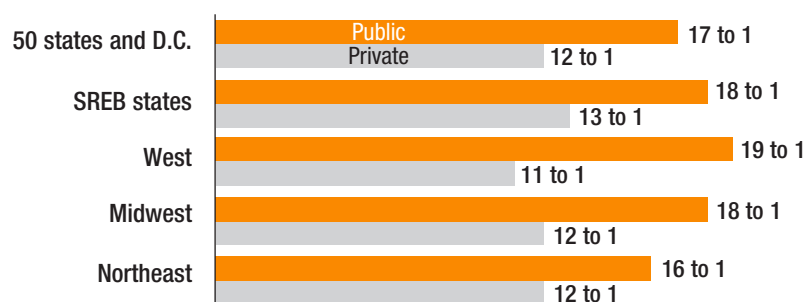
In 2015-16, full-time public four-year college faculty members in SREB states were less concentrated in the senior ranks (professor and associate professor) as compared with the other U.S. regions. Nationally, senior faculty accounted for 56 percent of all full-time teaching staff, whereas in the SREB 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 four-year colleges and universities in SREB states, the concentrations of faculty in major teaching fields such as the sciences and technologies and, to a lesser extent, the social and behavioral sciences, increased from 2011-12 to 2016-17, but other fields decreased slightly, ranging from a 0.1 to 1.2 percentage-point drop. Likewise, neither the nation nor the other U.S. regions saw a significant shift in faculty concentration in these fields. In the SREB region, almost 19 percent of faculty in 2016-17 was in the humanities, compared with 18 percent in the Midwest, 19 percent in the West, and almost 20 percent in the Northeast. The percentage of faculty in the social and behavioral sciences was nearly 21 percent in the SREB region, 22 percent in the West and Midwest, and 27 percent in the Northeast that year. The greatest variation across regions was in the sciences and technologies area. Sciences and technologies faculty represented 34 percent of all faculty in the SREB region, 36 percent in the Midwest and West, and 29 percent in the Northeast. Among regions, 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 9 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 2015-16, the national median student-to-faculty ratio at public four-year colleges and universities was 17 to 1 — compared with 12 to 1 at private four-year institutions. The ratio at public four-year colleges and universities in the SREB region and the 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, 2015

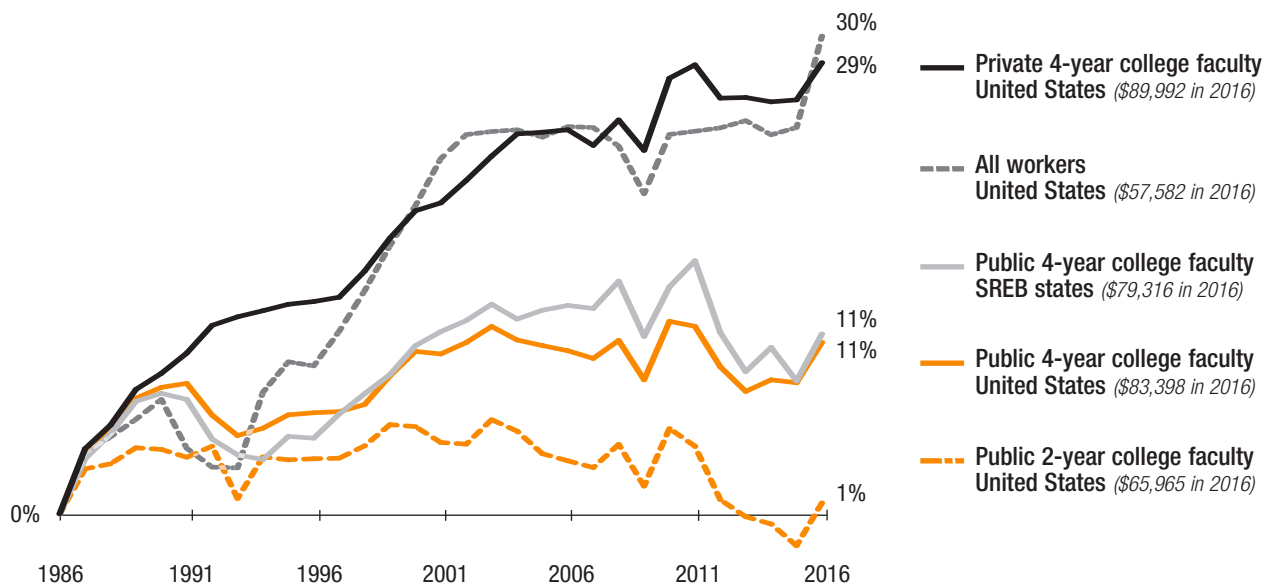


Source: SREB analysis of National Center for Education Statistics fall enrollment survey.

Faculty salary growth still trails that of average American workers

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 30 percent (increasing by \$13,197) from 1986 to 2016. In contrast, inflation-adjusted faculty salaries at public four-year colleges and universities in the SREB region went up about 11 percent during that period (increasing by \$7,987). The average increase at these institutions nationwide was also 11 percent. 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 by only 1 percent between 1986 and 2016 (a \$444 increase).

Changes in Annual Pay, 1986 to 2016



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 rise, but inflation negates increases

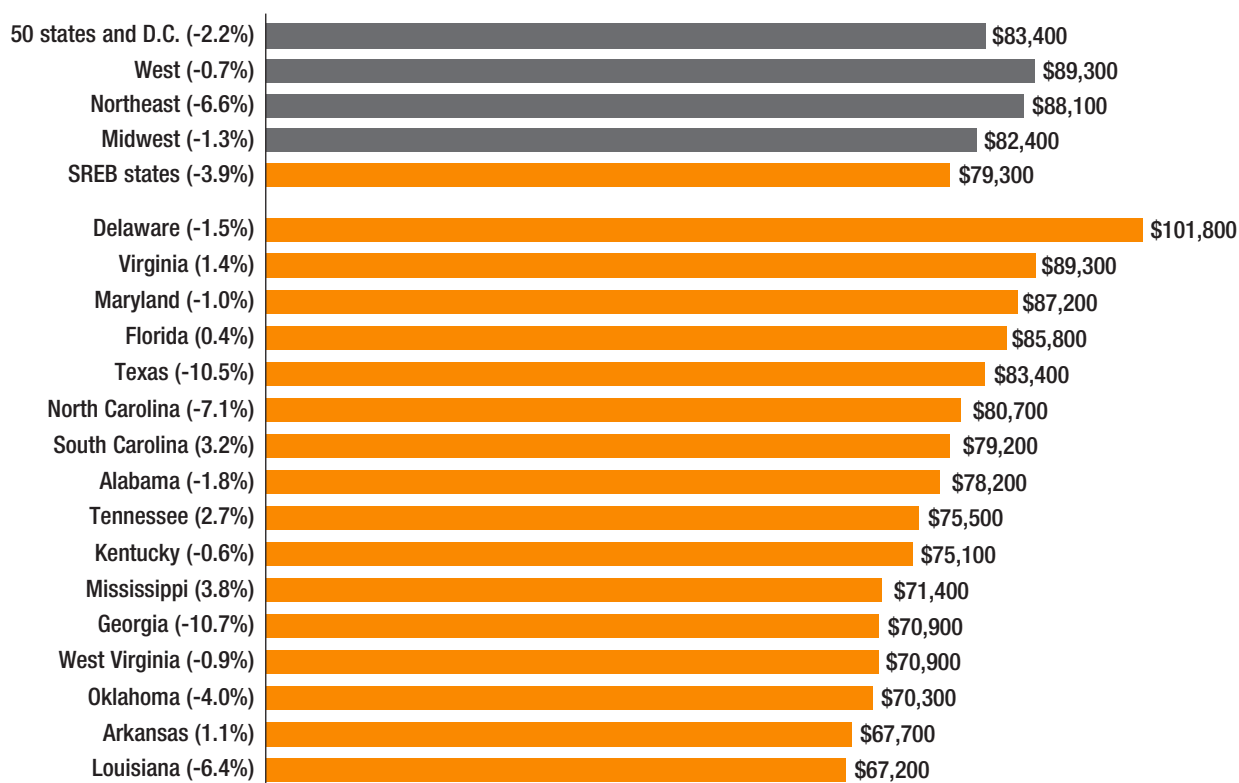
From 2010-11 to 2015-16, average salaries of full-time instructional faculty at public four-year colleges and universities in the SREB region increased by just over 5 percent, compared to nearly 9 percent for the United States. As a result, the average salary for the region was 98 percent of the U.S. average in 2010-11 but 95 percent in 2015-16.

The average faculty salary in most SREB states moved closer to the national average during the period, with salaries in Delaware, Florida, Maryland and Virginia surpassing the national average. The average salary fell by 2 percent in Georgia and Texas. The average salary in the SREB region was still lower than those in the West, Midwest and Northeast.

From 2010-11 to 2015-16, salaries of faculty ranked as professors at public four-year colleges and universities in the SREB region increased by nearly 8 percent. Salaries of associate and assistant professors increased by 8 and 10 percent, respectively. The 5 percent increase for the all-ranks salary average in the SREB region was lower than increases seen in the West and Midwest, but higher than in the Northeast where the increase was 2 percent. In the West and Midwest, it was 9 and 8 percent, respectively.

Between 2010-11 and 2015-16, full-time faculty salaries at public two-year colleges in SREB states rose by less than 2 percent. They also increased as a percentage of the average U.S. salary — from 84 percent of the national average to 87 percent. Despite these increases, the average salary in the SREB region remained lower than in any other region. These salaries moved closer to the national average in fewer than half of SREB states from 2010-11 to 2015-16. In most, they decreased — by almost 12 percent in Georgia and Louisiana, and by smaller percentages in seven other states. However, faculty salaries at public two-year colleges were above the national average in Delaware, Maryland and Virginia.

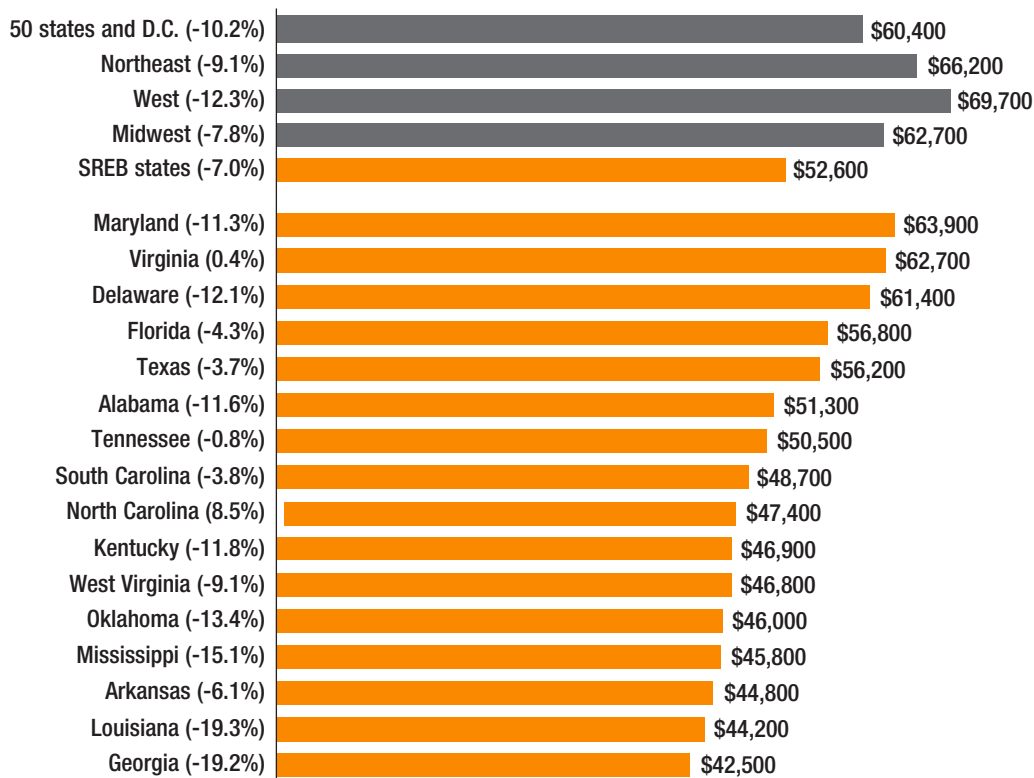
Average Salaries, Full-Time Instructional Faculty at Public Four-Year Colleges and Universities, 2015-16



Note: Inflation-adjusted change 2010-11 to 2015-16 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, 2015-16



Note: Inflation-adjusted change 2010-11 to 2015-16 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 institutions. Pay is generally higher at larger public universities that have more advanced degree programs and higher research productivity. In SREB states, average faculty salaries in 2015-16 ranged from \$57,400 at four-year colleges and universities that award few graduate degrees to \$91,800 at large universities that award the most doctoral degrees.

Faculty salaries also vary among teaching fields. At public four-year colleges and universities, average salaries for humanities faculty rose 15 percent nationwide and 16 percent in the SREB region between 2011-12 and 2016-17. Salaries for faculty in sciences and technologies went up nearly 12 percent nationally and almost 9 percent in the SREB region. Business management faculty salaries went up more than 16 percent nationally and in the SREB region. Salaries in the social and behavioral sciences rose over 12 percent nationally and nearly 12 percent in the SREB region. Those in education rose 14 percent nationally and over 12 percent in the SREB region, and nursing salaries went up about 25 percent nationally and in the SREB region.

Senior administrator salaries in SREB region increase slightly more than national average

From 2011-12 to 2016-17, the average annual salaries for campus chancellors and presidents nationwide rose 23 percent to \$359,800. In the SREB region, the increase was also 23 percent, rising to \$380,400 — \$20,600 higher than the national average, \$4,700 greater than the average in the West, \$46,100 more than the Midwest and \$61,600 greater than in the Northeast. Chief academic officer salaries in the SREB region rose 22 percent to \$270,100 — \$6,800 above the national average, which increased 23 percent. Chief business officer salaries in the region rose 18 percent to \$233,100 — nearly matching the average increase nationwide of 18 percent to \$225,500. However, in most fields, average salaries for academic deans in the SREB region were below the national average.

Table 73

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

	Total 2015-16	Percent Change ¹ 2011-12 to 2015-16	Percent of Total						Percent of Black Faculty at PBIs or HBCUs ³		Percent of PBI/HBCU Faculty Who Are Black	
			2011-12			2015-16			2011-12	2015-16	2011-12	2015-16
			Women	Black ²	Hispanic ²	Women	Black ²	Hispanic ²				
50 states and D.C.	371,237	7.6	41.3	5.3	4.1	43.2	5.4	4.6	33.5	28.9	54.9	56.2
SREB states as a percent of U.S.	135,138 36.4	10.1	41.3	8.6	4.0	43.1	8.3	4.6	50.8	45.7	56.5	56.7
Alabama	8,256	7.4	40.9	10.3	2.2	43.2	10.0	2.3	48.4	39.4	59.2	62.1
Arkansas	4,047	5.7	43.7	7.2	1.3	46.3	7.5	2.3	43.2	41.7	63.3	58.2
Delaware	1,383	3.1	39.7	9.7	2.9	41.9	10.2	3.4	60.2	68.6	36.5	35.6
Florida	14,172	11.6	40.1	7.8	6.8	42.0	7.5	7.9	45.1	41.2	74.0	67.1
Georgia	11,925	24.4	44.5	9.5	2.7	44.7	9.5	3.1	31.5	25.9	40.3	52.2
Kentucky	7,129	4.5	42.1	5.1	1.9	43.7	5.1	2.3	10.5	10.6	25.4	29.8
Louisiana	5,595	-2.8	43.5	14.2	2.0	44.4	14.8	2.5	70.4	71.8	75.8	76.3
Maryland	6,888	2.0	41.5	14.7	3.1	42.7	13.7	3.6	69.8	63.6	56.2	50.0
Mississippi	4,675	31.6	43.0	17.1	1.9	44.4	15.3	2.3	74.4	64.3	64.5	64.9
North Carolina	13,631	9.4	43.0	11.8	2.8	45.6	10.8	3.5	66.2	58.1	53.2	51.3
Oklahoma	4,887	4.0	39.6	4.0	2.7	41.2	4.4	2.9	45.9	47.7	52.0	53.4
South Carolina	5,085	3.9	40.7	7.3	2.5	43.5	7.2	3.2	39.6	35.4	60.6	68.8
Tennessee	6,246	-8.3	41.6	8.0	2.3	43.5	7.7	2.5	34.4	32.8	43.5	44.0
Texas	23,896	17.8	40.1	5.8	9.5	42.0	6.0	10.2	43.2	39.6	63.3	63.2
Virginia	13,519	12.3	39.3	6.7	2.7	41.3	6.5	2.9	44.3	41.6	60.0	60.1
West Virginia	3,804	8.7	39.5	3.1	1.6	41.3	3.4	1.3	23.3	24.6	12.4	15.8
West as a percent of U.S.	86,990 23.4	5.5	41.5	2.0	5.8	43.4	2.1	6.4	NA	NA	NA	NA
Alaska	2,182	57.4	45.7	0.8	2.6	51.3	1.0	3.1	NA	NA	NA	NA
Arizona	7,098	17.0	41.4	1.8	7.7	44.8	2.4	7.5	NA	NA	NA	NA
California	32,848	-4.8	40.0	2.8	6.8	41.1	3.0	8.0	NA	NA	NA	NA
Colorado	11,558	-2.7	47.6	1.7	5.4	47.4	1.6	5.7	NA	NA	NA	NA
Hawaii	1,753	-2.1	41.2	1.4	2.2	44.2	1.5	2.5	NA	NA	NA	NA
Idaho	2,186	1.5	43.0	0.6	2.3	44.2	0.7	2.7	NA	NA	NA	NA
Montana	1,783	-3.7	38.9	0.2	1.6	40.0	0.3	1.9	NA	NA	NA	NA
Nevada	1,985	21.7	38.3	2.7	4.5	40.5	3.2	5.0	NA	NA	NA	NA
New Mexico	3,219	3.4	43.4	1.8	14.0	48.1	1.9	15.8	NA	NA	NA	NA
Oregon	5,085	11.7	43.1	1.2	4.3	44.5	1.3	5.2	NA	NA	NA	NA
Utah	6,335	18.1	37.0	0.9	2.6	38.4	0.8	3.7	NA	NA	NA	NA
Washington	9,949	40.0	41.0	1.8	4.0	45.4	1.9	4.5	NA	NA	NA	NA
Wyoming	1,009	-7.9	40.2	1.2	1.7	40.5	1.2	1.6	NA	NA	NA	NA
Midwest as a percent of U.S.	95,934 25.8	6.0	40.5	3.9	3.0	42.9	4.0	3.3	7.9	3.0	40.8	35.4
Illinois	10,315	0.7	43.2	6.5	4.4	45.4	6.4	4.6	21.6	NA	45.8	NA
Indiana	11,161	1.4	40.7	3.2	3.1	42.1	3.8	3.5	NA	NA	NA	NA
Iowa	5,438	5.0	37.3	2.5	2.9	38.7	2.7	3.4	NA	NA	NA	NA
Kansas	6,393	11.6	41.2	2.5	3.0	45.2	2.7	3.5	NA	NA	NA	NA
Michigan	19,114	14.6	38.9	4.4	3.1	42.8	4.9	3.6	NA	NA	NA	NA
Minnesota	7,842	17.1	41.0	2.7	2.6	43.3	2.4	3.1	NA	NA	NA	NA
Missouri	6,722	-16.7	42.0	4.0	2.3	43.3	4.4	2.6	19.4	20.3	27.1	27.9
Nebraska	2,861	8.5	39.0	2.4	3.1	40.3	2.4	3.3	NA	NA	NA	NA
North Dakota	2,080	3.2	41.0	1.2	1.1	44.8	1.3	1.2	NA	NA	NA	NA
Ohio	13,238	1.6	39.8	5.0	2.6	42.4	5.0	2.9	10.0	8.1	54.1	51.1
South Dakota	1,482	4.7	44.1	1.2	1.7	45.7	1.0	1.6	NA	NA	NA	NA
Wisconsin	9,288	19.7	41.0	2.8	2.9	42.0	2.5	3.1	NA	NA	NA	NA
Northeast as a percent of U.S.	52,931 14.3	7.9	42.2	4.8	3.5	43.9	4.9	3.9	11.5	7.8	44.4	58.2
Connecticut	3,600	14.6	41.6	4.5	3.9	43.8	4.5	4.2	NA	NA	NA	NA
Maine	1,133	-13.4	42.3	0.3	1.2	42.5	0.6	1.9	NA	NA	NA	NA
Massachusetts	4,929	10.2	44.8	4.2	3.3	47.3	4.6	3.6	NA	NA	NA	NA
New Hampshire	1,146	0.5	40.9	1.4	2.5	44.9	1.8	2.7	NA	NA	NA	NA
New Jersey	8,244	26.4	42.4	6.3	4.6	44.4	6.2	4.5	NA	NA	NA	NA
New York	14,654	12.4	42.4	6.4	4.5	44.2	6.5	4.9	20.2	12.7	41.5	62.8
Pennsylvania	16,699	-0.8	41.2	4.1	2.8	42.3	4.2	3.2	14.1	11.4	51.2	52.2
Rhode Island	1,052	-3.8	48.3	2.0	2.8	50.1	2.1	2.8	NA	NA	NA	NA
Vermont	1,474	-0.7	40.0	2.5	2.3	42.2	1.8	2.9	NA	NA	NA	NA
District of Columbia	244	9.9	45.5	58.9	0.0	75.0	65.3	0.0	100.0	100.0	58.1	60.2

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

Notes: For this table 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 colleges and universities (HBCUs) 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 74
Full-Time Faculty at Public Two-Year Colleges¹

	Total Faculty 2015-16	Percent Change ¹ 2011-12 to 2015-16	Percent of Total						Percent of Black Faculty at PBIs or HBCUs ³	
			2011-12			2015-16			2011-12	2015-16
			Women	Black ²	Hispanic ²	Women	Black ²	Hispanic ²		
50 states and D.C.	103,696	-12.4	54.6	7.0	6.1	55.0	7.6	6.5	16.7	7.3
SREB states as a percent of U.S.	45,796 44.2	-2.0	56.4	9.9	6.1	56.8	10.6	6.4	20.6	11.4
Alabama	1,733	-4.1	57.3	17.3	0.8	57.6	17.1	0.4	53.5	56.2
Arkansas	1,384	-4.6	58.6	5.3	1.0	59.9	6.3	1.1	46.8	NA
Delaware	401	4.7	64.5	5.8	1.6	62.8	5.8	2.0	NA	NA
Florida	5,979	5.1	56.4	9.7	10.7	56.1	10.6	11.3	NA	NA
Georgia	1,501	-23.5	54.9	13.9	1.4	55.4	16.8	1.6	22.2	21.6
Kentucky	1,620	-10.2	55.4	3.7	0.6	55.3	4.0	0.6	NA	NA
Louisiana	1,145	-8.8	60.0	23.9	2.3	59.7	23.5	2.2	29.8	24.1
Maryland	2,581	1.5	59.3	13.8	2.4	62.4	16.3	2.6	37.3	37.6
Mississippi	2,422	-7.1	64.2	12.2	2.4	62.7	13.2	0.5	64.0	16.8
North Carolina	6,613	-4.0	58.2	11.2	1.2	57.9	10.7	1.4	12.1	NA
Oklahoma	1,412	10.2	55.7	3.1	1.9	58.2	4.6	2.5	NA	NA
South Carolina	2,111	0.9	55.0	11.5	1.6	56.1	13.5	1.7	29.4	9.9
Tennessee	1,854	3.9	56.8	9.0	2.0	57.8	8.2	1.9	38.9	NA
Texas	12,051	-1.2	52.8	7.5	14.7	53.3	8.3	15.4	4.7	2.8
Virginia	2,373	-0.5	55.2	9.4	2.0	56.5	10.5	1.9	NA	NA
West Virginia ⁴	616	1.7	59.9	2.0	0.5	60.6	2.3	0.8	NA	NA
West as a percent of U.S.	24,258 23.4	-24.9	53.0	4.5	10.4	52.8	4.5	11.4	2.7	NA
Alaska	0	0.0	45.8	4.2	4.2	NA	NA	NA	NA	NA
Arizona	615	-76.2	53.4	3.6	10.8	51.7	4.0	10.1	NA	NA
California	14,148	-23.2	53.9	6.5	13.8	54.3	6.3	16.2	3.4	NA
Colorado	558	-56.1	58.2	1.5	4.7	55.2	2.5	3.6	NA	NA
Hawaii	724	-5.0	48.4	0.8	1.7	49.9	1.0	2.5	NA	NA
Idaho	455	-3.8	50.5	0.0	2.2	49.0	0.2	2.2	NA	NA
Montana	222	-14.0	46.9	0.0	2.2	47.3	0.0	2.8	NA	NA
Nevada	781	0.9	46.4	3.2	6.0	46.5	3.7	4.1	NA	NA
New Mexico	875	-31.2	54.2	1.2	18.2	52.5	1.3	17.1	NA	NA
Oregon	1,745	-7.7	53.1	1.1	4.0	51.3	1.1	4.2	NA	NA
Utah	678	25.8	41.0	0.9	3.6	41.9	0.3	3.6	NA	NA
Washington	2,824	-17.7	51.2	2.5	3.0	53.9	3.2	3.9	NA	NA
Wyoming	633	2.9	47.5	0.0	1.7	48.3	0.5	0.8	NA	NA
Midwest as a percent of U.S.	19,094 18.4	-24.7	52.6	4.7	1.8	52.9	4.7	2.0	21.4	2.4
Illinois	2,813	-40.1	53.9	8.6	3.6	54.2	5.3	3.3	41.5	14.4
Indiana	1,488	-0.2	59.6	6.3	1.8	57.6	6.3	1.8	NA	NA
Iowa	1,769	-3.5	49.1	1.0	1.0	48.4	1.2	1.4	NA	NA
Kansas	1,257	55.4	53.0	1.6	1.4	50.1	3.1	2.7	NA	NA
Michigan	2,498	-15.7	50.8	6.5	1.8	50.5	5.8	1.7	22.5	NA
Minnesota	1,864	-32.6	50.4	1.6	1.2	50.5	2.1	1.4	NA	NA
Missouri	1,696	0.7	55.8	4.7	1.3	56.8	5.3	1.2	61.5	NA
Nebraska	860	-15.6	48.7	1.8	1.4	48.7	2.3	1.4	NA	NA
North Dakota	411	8.7	42.1	0.8	0.5	43.3	1.5	0.7	NA	NA
Ohio	3,483	-8.1	55.2	5.9	1.2	56.7	5.9	1.5	NA	NA
South Dakota	403	39.9	43.8	0.0	0.0	49.1	0.0	0.5	NA	NA
Wisconsin	552	-84.8	51.3	3.3	2.0	53.1	16.0	6.9	NA	NA
Northeast as a percent of U.S.	14,548 14.0	4.5	55.8	7.1	3.8	55.5	6.9	4.4	13.1	NA
Connecticut	786	-2.1	57.4	7.9	4.3	57.8	7.3	3.5	NA	NA
Maine	366	6.1	42.9	1.7	0.9	45.1	0.3	0.8	NA	NA
Massachusetts	1,641	3.1	62.9	5.4	3.2	64.0	6.9	3.9	16.5	NA
New Hampshire	269	-15.4	57.9	0.3	0.6	59.5	0.0	0.7	NA	NA
New Jersey	2,170	-4.9	55.5	8.7	3.7	55.6	8.4	5.1	22.0	NA
New York	6,440	6.2	54.1	7.8	5.1	52.9	7.6	5.8	NA	NA
Pennsylvania	2,475	12.6	55.8	6.8	1.8	56.3	6.3	2.5	47.3	NA
Rhode Island	324	0.9	62.9	1.9	0.9	63.3	2.5	1.2	NA	NA
Vermont	77	0.0	NA	NA	NA	49.4	1.5	1.5	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: For this table 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 colleges and universities (HBCUs) 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 75
Part-Time Faculty and Graduate Assistants as a Percent
of Total Instructional Faculty

	Four-Year						Two-Year	
	2011-12			2015-16			Part-Time Faculty	
	Part-Time Faculty	Teaching and Research Assistants	Subtotal	Part-Time Faculty	Teaching and Research Assistants	Subtotal	2011-12	2015-16
50 states and D.C.	20.1	35.6	55.8	20.5	34.4	54.9	70.3	68.5
SREB states	16.2	39.1	55.3	16.4	37.3	53.7	69.1	65.5
Alabama	18.8	32.8	51.6	19.9	30.8	50.7	66.3	61.5
Arkansas	19.6	29.8	49.4	18.2	32.0	50.3	59.3	54.6
Delaware	5.9	52.1	58.0	5.7	51.1	56.8	66.7	62.2
Florida	15.6	44.0	59.6	16.8	40.5	57.4	77.2	71.8
Georgia	15.0	43.6	58.7	14.6	39.6	54.2	50.2	52.5
Kentucky	18.9	32.6	51.5	20.3	27.0	47.3	61.9	53.3
Louisiana	11.1	39.4	50.5	13.1	38.4	51.5	52.0	53.4
Maryland	22.3	33.5	55.8	21.6	33.9	55.5	78.2	75.9
Mississippi	11.1	41.3	52.4	13.3	36.2	49.5	43.0	41.6
North Carolina	12.1	40.3	52.4	12.3	39.3	51.6	70.4	67.3
Oklahoma	17.7	37.8	55.4	16.7	36.9	53.6	67.1	58.5
South Carolina	20.5	32.1	52.5	23.6	31.1	54.8	63.6	60.9
Tennessee	19.5	37.3	56.8	17.2	39.4	56.6	67.1	62.7
Texas	13.3	45.6	58.8	14.0	42.6	56.6	68.1	65.0
Virginia	18.7	34.2	52.8	17.5	34.1	51.7	76.8	73.4
West Virginia	22.6	27.7	50.3	22.0	24.6	46.5	65.5	57.4
West	20.7	34.3	55.0	21.7	33.5	55.2	69.4	68.0
Alaska	39.2	16.1	55.3	38.4	10.2	48.6	72.4	NA
Arizona	11.3	46.7	58.0	11.6	43.4	55.1	76.7	72.5
California	20.6	36.3	56.9	23.0	36.3	59.4	67.2	68.6
Colorado	22.4	24.1	46.4	24.2	24.8	49.1	79.0	76.0
Hawaii	17.2	35.9	53.1	21.8	33.2	55.0	49.2	46.9
Idaho	23.0	28.5	51.5	24.5	27.2	51.7	68.8	62.6
Montana	24.9	28.1	53.0	25.2	30.6	55.8	64.5	64.1
Nevada	31.9	36.4	68.3	27.9	35.1	63.0	67.9	66.4
New Mexico	24.0	36.9	60.9	26.7	34.9	61.6	71.0	67.2
Oregon	21.9	35.8	57.6	21.2	35.3	56.5	74.0	71.6
Utah	24.9	21.7	46.7	18.2	29.6	47.9	70.2	72.3
Washington	16.2	36.8	53.0	16.9	29.5	46.3	68.5	63.6
Wyoming	4.7	43.9	48.6	3.4	46.7	50.1	61.8	62.7
Midwest	18.4	38.9	57.3	17.1	38.4	55.4	71.2	70.9
Illinois	15.2	48.3	63.4	13.8	50.1	63.9	75.0	72.5
Indiana	20.4	37.7	58.1	17.4	38.5	55.9	74.5	77.0
Iowa	8.2	48.6	56.8	7.4	47.7	55.1	60.7	70.0
Kansas	14.6	37.0	51.6	11.1	37.0	48.1	69.6	64.0
Michigan	20.4	31.5	51.9	20.3	29.0	49.4	79.7	77.7
Minnesota	18.4	40.2	58.6	18.9	36.5	55.4	54.3	49.4
Missouri	22.2	30.1	52.3	22.0	34.1	56.1	74.2	75.2
Nebraska	18.7	39.6	58.3	15.8	39.4	55.2	62.0	69.2
North Dakota	9.4	39.7	49.1	10.9	36.6	47.5	56.1	56.0
Ohio	22.7	40.2	62.9	20.7	40.5	61.2	75.8	71.5
South Dakota	19.9	34.2	54.1	17.9	33.7	51.6	43.6	36.4
Wisconsin	15.8	40.1	55.9	14.6	36.0	50.6	60.7	54.7
Northeast	32.2	23.2	55.4	34.1	22.1	56.2	74.2	73.6
Connecticut	26.8	32.1	58.9	23.9	31.4	55.2	78.6	78.7
Maine	29.7	26.7	56.4	36.1	24.1	60.2	70.6	72.7
Massachusetts	29.2	32.7	62.0	28.4	32.3	60.7	76.7	76.5
New Hampshire	37.5	25.3	62.7	38.4	23.4	61.7	81.4	85.1
New Jersey	42.9	17.1	60.0	45.8	13.7	59.5	77.4	77.5
New York	44.2	14.0	58.1	44.1	16.7	60.8	68.3	66.8
Pennsylvania	17.2	29.6	46.7	19.9	27.1	47.0	77.5	76.7
Rhode Island	36.0	22.3	58.3	32.9	25.0	57.9	60.3	60.5
Vermont	27.2	20.2	47.4	26.1	19.7	45.8	100.0	90.1
District of Columbia	64.5	—	64.5	52.5	7.8	60.3	NA	NA

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

"—" indicates data not reported.

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 76

Full-Time Administrators' at Public Four-Year Colleges and Universities

	Total 2015-16	Percent Change ² 2011-12 to 2015-16	Percent of Total						Percent of Black Administrators at PBIs or HBCUs ⁴	
			2011-12			2015-16			2011-12	2015-16
			Women	Black ³	Hispanic ³	Women	Black ³	Hispanic ³		
50 states and D.C.	92,401	36.9	49.9	9.9	4.9	53.1	10.5	5.5	32.0	25.9
SREB states as a percent of U.S.	37,501 40.6	52.6	48.5	14.6	6.2	52.3	15.2	6.6	49.8	39.7
Alabama	2,313	37.9	49.0	15.8	0.7	47.8	14.9	0.7	31.2	39.8
Arkansas	1,147	59.5	43.7	12.7	0.4	55.0	15.2	1.4	43.3	23.3
Delaware	541	19.4	49.0	16.7	1.1	49.9	13.7	0.0	65.3	45.9
Florida	4,824	19.7	54.1	13.3	12.0	54.7	14.6	14.2	29.9	39.3
Georgia	4,971	202.9	44.5	17.2	1.0	51.6	19.6	1.8	48.4	20.7
Kentucky	1,653	45.3	44.6	9.5	0.6	56.6	9.6	1.0	33.3	20.5
Louisiana	1,237	50.9	46.0	26.1	0.9	50.8	17.9	2.0	72.8	54.3
Maryland	1,844	59.2	48.4	27.3	1.3	54.7	33.9	3.1	65.9	69.9
Mississippi	1,080	141.1	44.6	30.4	0.2	55.0	31.3	0.7	82.4	59.5
North Carolina	1,818	3.2	49.1	24.8	1.6	45.7	21.9	1.9	73.9	75.4
Oklahoma	916	-3.2	47.0	9.2	1.7	49.1	7.6	2.3	60.5	43.5
South Carolina	1,777	162.9	44.5	12.6	0.9	47.9	12.7	1.7	38.1	20.0
Tennessee	1,530	40.6	45.2	11.8	0.7	50.4	14.6	1.6	20.3	41.1
Texas	7,825	47.8	49.4	8.6	16.6	53.1	8.9	17.8	38.6	18.7
Virginia	3,015	60.5	47.2	17.0	1.4	55.1	13.5	1.3	59.2	42.0
West Virginia	1,010	19.4	46.7	6.1	1.1	53.1	7.0	0.8	23.5	30.4
West as a percent of U.S.	16,355 17.7	34.2	50.7	4.3	7.9	53.3	4.3	9.0	NA	NA
Alaska	337	270.3	40.7	4.5	0.0	56.1	2.4	2.7	NA	NA
Arizona	1,652	84.4	55.4	3.5	10.3	56.1	3.1	10.3	NA	NA
California	6,421	17.5	54.2	6.2	8.2	54.2	7.0	10.7	NA	NA
Colorado	1,746	6.2	54.4	3.5	7.1	57.4	3.2	7.0	NA	NA
Hawaii	180	53.8	40.2	1.7	0.9	50.0	1.1	0.6	NA	NA
Idaho	426	50.5	44.5	1.8	3.5	40.4	1.7	1.9	NA	NA
Montana	910	258.3	44.5	0.4	0.4	59.3	0.6	1.5	NA	NA
Nevada	260	36.8	42.1	5.3	3.7	41.9	4.6	7.3	NA	NA
New Mexico	965	43.2	46.7	2.0	29.6	58.2	3.1	29.3	NA	NA
Oregon	706	63.0	39.5	1.2	2.9	44.3	2.5	3.6	NA	NA
Utah	1,165	39.9	38.4	0.9	2.3	43.2	0.6	3.9	NA	NA
Washington	1,469	23.1	48.4	3.8	4.4	53.4	3.6	5.0	NA	NA
Wyoming	118	3.5	38.6	2.8	1.9	40.7	2.0	3.0	NA	NA
Midwest as a percent of U.S.	26,505 28.7	25.3	51.6	7.5	2.3	54.3	7.8	2.5	9.8	4.1
Illinois	3,752	11.1	56.3	13.1	5.5	56.9	13.4	5.8	13.8	NA
Indiana	2,458	43.1	40.8	5.0	1.5	52.3	7.0	2.0	NA	NA
Iowa	641	57.1	39.7	3.7	1.0	51.2	4.4	1.4	NA	NA
Kansas	1,384	45.5	48.5	4.4	2.6	51.4	4.5	2.9	NA	NA
Michigan	4,444	26.9	51.3	8.4	1.9	53.9	8.8	2.0	NA	NA
Minnesota	1,062	-63.0	56.4	3.4	1.8	52.4	2.9	1.7	NA	NA
Missouri	1,990	11.2	50.9	8.6	1.3	53.4	7.2	1.7	29.6	25.4
Nebraska	972	133.1	37.4	3.4	2.9	46.5	3.0	2.8	NA	NA
North Dakota	428	43.6	39.3	0.7	1.3	47.2	0.7	0.5	NA	NA
Ohio	7,411	76.1	55.1	8.8	1.3	57.5	8.8	1.7	13.3	7.5
South Dakota	481	27.9	48.1	0.8	0.8	47.4	2.1	1.0	NA	NA
Wisconsin	1,482	20.6	47.0	5.0	3.0	51.8	4.0	2.5	NA	NA
Northeast as a percent of U.S.	11,949 12.9	25.9	49.1	10.1	3.5	52.9	9.8	4.4	15.4	8.9
Connecticut	498	16.1	49.7	7.5	3.3	51.2	7.7	3.4	NA	NA
Maine	80	-27.9	41.4	0.0	1.0	43.8	2.6	0.0	NA	NA
Massachusetts	1,358	40.6	55.0	6.2	1.9	56.8	6.0	3.3	NA	NA
New Hampshire	539	65.8	53.2	1.7	1.0	55.3	1.2	0.6	NA	NA
New Jersey	1,440	46.6	47.1	13.3	5.0	51.0	12.8	5.2	NA	NA
New York	3,478	32.2	48.8	13.8	6.2	52.7	14.0	8.0	27.6	13.3
Pennsylvania	4,253	17.1	48.3	9.5	2.0	52.7	8.4	2.1	13.5	10.8
Rhode Island	112	-43.7	45.7	7.6	1.0	50.9	7.1	2.7	NA	NA
Vermont	191	-10.3	49.3	2.1	3.1	49.2	3.6	4.8	NA	NA
District of Columbia	91	5.8	47.7	48.8	0.0	58.2	76.7	1.2	100.0	100.0

"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 colleges and universities (HBCUs) 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 77

Full-Time Administrators¹ at Public Two-Year Colleges

	Total 2015-16	Percent Change ² 2011-12 to 2015-16	Percent of Total						Percent of Black Administrators at PBIs or HBCUs ⁴	
			2011-12			2015-16			2011-12	2015-16
			Women	Black ³	Hispanic ³	Women	Black ³	Hispanic ³		
50 states and D.C.	29,699	9.7	55.5	10.4	6.2	58.2	12.9	6.7	15.9	7.0
SREB states as a percent of U.S.	13,092 44.1	60.2	54.2	14.6	6.4	59.5	18.0	6.6	20.3	10.9
Alabama	405	42.6	54.2	24.4	0.7	60.7	28.1	0.3	64.7	67.9
Arkansas	472	24.9	57.1	11.9	1.1	62.3	12.6	0.6	35.6	NA
Delaware	83	130.6	58.3	16.7	2.8	44.6	9.6	1.2	NA	NA
Florida	1,236	7.0	52.1	12.5	9.6	54.0	12.9	9.0	NA	NA
Georgia	553	7.2	51.2	21.0	1.2	53.5	26.9	0.9	30.6	22.3
Kentucky	322	58.6	55.7	10.9	0.0	65.2	11.0	0.0	NA	NA
Louisiana	305	106.1	55.4	31.1	4.1	61.3	40.0	2.6	13.0	30.3
Maryland	792	40.2	60.5	18.2	0.9	60.6	21.9	1.7	40.2	39.3
Mississippi	453	32.1	45.2	14.7	0.3	54.7	23.0	0.9	84.0	19.4
North Carolina	2,288	303.5	51.7	17.5	1.2	62.5	16.8	1.3	13.1	NA
Oklahoma	463	14.9	56.3	4.7	3.0	56.6	6.9	2.4	NA	NA
South Carolina	494	182.3	50.3	19.0	0.6	58.7	23.2	0.8	24.2	13.3
Tennessee	214	17.6	61.0	17.6	0.0	59.3	17.4	0.5	56.3	NA
Texas	3,243	32.1	54.3	12.8	14.6	56.5	15.7	19.8	6.4	1.6
Virginia	1,583	156.6	56.2	15.6	1.1	67.9	22.2	1.8	NA	NA
West Virginia ⁵	186	26.5	55.1	3.5	0.0	60.2	2.9	0.0	NA	NA
West as a percent of U.S.	6,011 20.2	-12.4	55.2	5.9	11.4	56.0	6.1	12.0	0.3	NA
Alaska	0	-100.0	70.0	0.0	0.0	NA	NA	NA	NA	NA
Arizona	184	-75.8	52.0	6.1	13.3	57.1	5.5	17.7	NA	NA
California	2,389	-12.8	52.6	8.9	16.3	53.8	9.8	19.3	0.4	NA
Colorado	209	-35.1	59.0	3.2	6.3	58.4	5.4	3.4	NA	NA
Hawaii	77	45.3	35.8	2.0	2.0	42.9	1.3	1.3	NA	NA
Idaho	147	11.4	47.0	0.9	6.8	51.7	0.7	4.9	NA	NA
Montana	114	32.6	59.3	0.0	0.0	60.5	0.0	0.9	NA	NA
Nevada	184	21.1	55.3	8.6	12.5	56.0	7.1	10.3	NA	NA
New Mexico	303	-17.0	57.0	2.2	32.7	55.8	2.7	31.9	NA	NA
Oregon	667	16.0	56.0	1.8	4.0	55.8	1.9	4.8	NA	NA
Utah	216	98.2	34.9	2.8	0.9	37.0	5.1	3.2	NA	NA
Washington	1,309	-6.0	62.9	4.7	3.1	63.9	4.9	4.4	NA	NA
Wyoming	212	40.4	57.6	0.7	3.3	55.2	1.5	2.0	NA	NA
Midwest as a percent of U.S.	5,767 19.4	-17.2	56.1	9.0	2.0	56.7	8.6	2.2	18.0	1.2
Illinois	823	-54.2	58.5	11.3	3.4	60.0	9.4	3.8	31.0	7.9
Indiana	429	78.8	52.9	8.8	1.7	53.6	9.6	1.6	NA	NA
Iowa	515	92.9	52.4	3.0	1.1	55.9	2.3	1.2	NA	NA
Kansas	462	129.9	51.2	1.0	1.5	56.5	3.1	3.1	NA	NA
Michigan	1,092	-15.5	54.5	12.4	1.7	55.4	9.4	1.9	26.1	NA
Minnesota	198	-40.4	59.9	1.5	1.5	56.6	5.1	2.5	NA	NA
Missouri	512	68.4	57.9	6.3	1.3	56.1	10.2	1.4	47.4	NA
Nebraska	186	-19.1	48.7	3.0	2.6	51.6	5.4	1.6	NA	NA
North Dakota	125	34.4	45.2	0.0	0.0	56.0	0.0	0.8	NA	NA
Ohio	1,198	-4.8	56.3	12.1	1.3	57.1	11.3	1.6	NA	NA
South Dakota	76	58.3	47.9	0.0	0.0	61.8	1.3	0.0	NA	NA
Wisconsin	151	-83.3	58.1	5.6	1.8	62.3	25.8	8.6	NA	NA
Northeast as a percent of U.S.	4,829 16.3	-4.8	57.2	11.7	4.6	58.9	12.3	6.2	14.9	NA
Connecticut	162	2.5	57.6	11.9	5.3	63.6	17.0	4.6	NA	NA
Maine	95	3.3	45.7	1.1	1.1	49.5	0.0	0.0	NA	NA
Massachusetts	841	7.8	62.4	11.8	3.1	66.6	9.8	4.6	26.4	NA
New Hampshire	35	-22.2	71.1	0.0	0.0	48.6	0.0	8.6	NA	NA
New Jersey	748	-1.7	56.4	15.9	5.8	60.6	17.3	7.2	33.0	NA
New York	1,799	-4.4	54.0	12.0	7.1	55.6	13.4	9.6	NA	NA
Pennsylvania	943	-26.2	59.5	10.1	1.6	56.8	11.1	2.1	19.4	NA
Rhode Island	58	9.4	49.1	7.5	0.0	43.1	5.2	0.0	NA	NA
Vermont	148	492.0	80.0	0.0	0.0	68.2	0.8	1.6	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 colleges and universities (HBCUs) 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 78
Staff at Public Four-Year Colleges and Universities

	Total 2015-16	Percent Change 2011-12 to 2015-16	2015-16 Percent Distribution						
			Faculty	Graduate Assistants	Librarian, Archivist, Curator	Student/ Academic & Other Services	Management	Business/ Financial Operations	Computer, Engineering, Science
50 states and D.C.	1,689,448	4.6	31.9	16.8	1.0	3.1	5.6	6.1	7.3
SREB states as a percent of U.S.	617,734 36.6	5.4	29.6	17.6	1.0	3.2	6.2	5.4	7.4
Alabama	41,520	3.7	27.9	12.4	0.9	3.4	5.6	6.1	8.8
Arkansas	16,943	3.6	32.6	15.4	1.2	5.1	6.8	4.9	6.4
Delaware	6,956	2.6	22.5	23.5	1.8	3.5	7.9	6.5	7.9
Florida	66,259	8.7	29.8	20.3	1.2	3.4	7.5	6.1	7.2
Georgia	58,076	19.8	27.1	17.8	0.7	4.4	8.7	3.6	9.9
Kentucky	34,081	-1.4	29.0	10.7	1.1	2.6	5.0	4.5	9.3
Louisiana	22,535	-3.4	31.5	19.7	1.2	3.1	5.6	4.9	6.6
Maryland	28,846	1.8	35.5	18.2	1.1	2.3	6.6	10.0	4.9
Mississippi	27,700	64.4	21.3	12.1	0.6	3.8	4.0	7.6	5.8
North Carolina	57,759	0.3	29.6	19.1	0.8	3.9	3.2	4.6	8.8
Oklahoma	22,760	0.5	29.2	17.1	0.9	3.1	4.1	6.5	6.4
South Carolina	25,959	9.3	29.8	13.5	1.3	3.0	7.4	3.7	6.2
Tennessee	30,761	-10.1	28.4	18.5	0.9	3.4	5.0	3.4	5.2
Texas	108,566	2.1	29.1	21.6	1.2	2.4	7.4	5.4	6.9
Virginia	55,628	6.2	33.1	17.2	1.1	2.8	5.6	5.9	7.9
West Virginia	13,385	-1.7	40.1	13.1	1.2	1.6	7.8	2.8	4.6
West as a percent of U.S.	380,251 22.5	5.2	34.0	17.1	1.0	2.8	4.6	8.5	7.3
Alaska	6,324	-3.7	60.3	6.9	0.6	2.1	5.5	1.6	2.4
Arizona	34,379	10.4	26.0	20.0	1.2	4.7	5.0	9.8	10.1
California	159,789	1.0	32.2	18.4	0.8	0.8	4.4	9.9	7.5
Colorado	40,417	11.7	42.2	14.0	0.8	5.2	4.5	3.8	8.2
Hawaii	7,072	2.2	36.8	18.3	1.5	8.7	2.6	6.6	5.0
Idaho	9,246	5.3	35.6	13.3	1.1	5.0	4.7	7.8	8.4
Montana	8,531	2.2	32.8	14.5	1.3	2.7	11.9	4.4	8.8
Nevada	10,681	14.9	32.6	17.6	1.1	2.0	2.5	5.7	5.6
New Mexico	16,703	-7.0	32.7	17.5	0.9	2.7	5.9	7.4	7.3
Oregon	21,235	12.2	35.6	19.5	1.3	5.3	3.5	9.1	5.1
Utah	25,561	15.2	33.5	14.1	1.0	2.8	4.8	9.6	6.4
Washington	36,267	0.1	36.0	15.1	1.4	4.0	4.2	10.0	6.0
Wyoming	4,046	1.4	26.6	23.4	2.2	3.9	3.0	5.2	5.2
Midwest as a percent of U.S.	447,307 26.5	*	29.7	18.5	1.0	3.1	6.1	5.5	8.0
Illinois	60,403	-1.0	23.6	23.7	1.1	4.2	6.4	4.8	6.3
Indiana	51,104	-3.5	30.5	19.0	0.8	1.6	4.9	5.3	7.3
Iowa	24,938	3.2	25.4	23.1	0.9	7.0	2.7	6.2	9.6
Kansas	24,585	2.3	31.6	18.6	1.0	3.3	5.7	5.0	7.5
Michigan	75,523	5.3	35.5	14.5	1.2	3.4	6.1	7.4	9.0
Minnesota	33,541	2.8	33.3	19.2	1.4	3.3	3.3	8.3	8.3
Missouri	32,930	-14.3	30.6	15.9	0.8	3.4	6.3	3.6	6.0
Nebraska	12,807	1.3	30.2	19.6	1.1	3.1	7.8	3.7	7.2
North Dakota	8,225	-1.2	30.5	17.7	1.2	2.5	5.5	2.7	7.7
Ohio	79,998	2.8	25.4	17.3	0.6	2.5	9.5	4.5	7.8
South Dakota	5,972	-2.5	34.0	17.3	0.9	1.7	8.4	4.7	4.6
Wisconsin	37,281	-0.1	32.3	18.2	1.2	1.1	4.1	5.6	11.4
Northeast as a percent of U.S.	243,096 14.4	11.3	38.7	11.0	1.0	3.2	5.0	5.0	5.9
Connecticut	17,552	1.5	31.4	14.4	1.2	1.7	2.9	2.9	5.2
Maine	6,285	-2.3	34.4	10.9	1.9	4.6	1.3	3.4	7.0
Massachusetts	23,122	6.5	36.7	17.5	1.2	5.1	6.0	4.3	4.9
New Hampshire	6,821	-0.2	33.6	10.3	1.2	4.4	8.7	6.0	6.6
New Jersey	43,918	42.1	40.0	6.4	1.0	2.9	3.3	7.6	5.6
New York	71,711	19.1	43.4	8.7	0.7	4.0	4.9	4.3	4.1
Pennsylvania	63,354	-1.3	36.3	13.5	1.0	1.4	6.8	5.0	8.0
Rhode Island	4,834	-0.3	38.8	12.9	0.7	5.6	2.4	3.1	8.3
Vermont	5,499	-7.3	39.7	9.7	1.3	6.8	3.6	4.5	8.0
District of Columbia	1,060	-29.7	53.5	4.5	0.5	7.2	8.9	6.1	2.6

* Indicates less than one-tenth of 1 percent.

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

Notes: For this table 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.)

Table 78
continued

2015-16 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	
*	3.3	6.6	0.1	10.4	2.6	0.7	50 states and D.C.
4.5	2.5	7.0	0.1	11.7	3.0	0.6	SREB states
5.6	3.1	8.3	0.3	14.2	2.7	0.9	Alabama
5.0	0.5	5.2	0.1	12.1	4.1	0.6	Arkansas
5.9	1.1	6.5	*	9.3	2.6	1.1	Delaware
3.9	2.7	5.2	*	10.0	2.4	0.3	Florida
2.7	3.1	8.5	0.1	10.8	2.6	*	Georgia
5.7	5.1	7.9	0.1	14.5	3.7	0.7	Kentucky
4.5	1.9	6.8	0.1	10.5	3.4	0.5	Louisiana
3.7	0.6	4.9	0.2	8.3	2.9	0.8	Maryland
3.5	16.5	9.1	0.1	12.1	2.8	0.7	Mississippi
3.7	1.8	6.9	0.1	12.6	4.6	0.3	North Carolina
5.9	0.8	7.5	0.3	13.5	3.6	1.2	Oklahoma
7.4	1.8	7.5	*	13.0	4.0	1.3	South Carolina
5.4	0.8	13.9	*	11.5	2.7	0.8	Tennessee
4.5	1.0	5.4	0.2	12.0	2.0	0.9	Texas
4.2	1.0	5.9	0.2	10.8	3.6	0.8	Virginia
5.9	1.0	7.8	*	10.2	3.7	0.3	West Virginia
5.2	3.2	4.9	0.1	8.5	2.2	0.7	West
3.0	0.3	1.7	0.2	11.8	3.1	0.4	Alaska
5.1	2.9	4.2	0.2	8.4	1.9	0.7	Arizona
6.7	3.1	5.3	*	8.2	2.0	0.8	California
2.8	4.2	4.2	0.1	6.6	2.3	1.0	Colorado
6.9	0.8	5.7	0.4	4.6	1.9	0.2	Hawaii
5.1	1.3	5.0	0.3	9.2	2.7	0.5	Idaho
4.3	1.8	7.1	0.5	7.1	2.1	0.8	Montana
4.8	4.8	4.8	0.1	15.6	2.6	0.2	Nevada
3.5	3.0	4.2	0.2	11.4	2.7	0.7	New Mexico
4.1	1.3	4.5	0.3	7.6	2.4	0.3	Oregon
4.7	4.1	4.7	0.3	11.3	2.4	0.4	Utah
3.5	4.5	5.1	0.1	7.2	2.4	0.6	Washington
5.9	3.7	6.5	0.5	8.7	3.4	1.9	Wyoming
4.3	4.2	7.2	0.1	9.4	2.3	0.8	Midwest
3.4	6.3	6.7	0.1	10.1	2.3	1.1	Illinois
4.2	1.9	10.5	0.1	10.9	2.5	0.6	Indiana
2.9	4.3	7.3	0.2	6.6	2.6	1.2	Iowa
3.5	3.5	5.7	*	11.0	3.0	0.6	Kansas
3.0	1.6	6.3	*	9.1	2.2	0.8	Michigan
4.6	1.6	5.3	0.2	8.7	2.3	0.3	Minnesota
6.5	3.5	6.9	0.2	12.5	3.2	0.7	Missouri
5.7	0.8	7.4	0.3	9.5	2.6	0.8	Nebraska
5.9	1.7	7.8	0.3	11.5	2.6	2.4	North Dakota
3.8	10.0	7.8	0.2	8.0	1.9	0.6	Ohio
6.7	1.9	6.9	0.3	10.3	1.9	0.6	South Dakota
7.5	1.9	6.4	0.0	7.4	2.0	0.8	Wisconsin
3.8	3.5	7.3	0.1	12.2	2.7	0.6	Northeast
3.3	10.1	6.3	0.1	16.5	3.8	0.2	Connecticut
10.6	1.2	10.1	0.4	11.1	2.7	0.5	Maine
3.3	0.9	7.5	*	9.2	2.3	1.2	Massachusetts
5.0	0.6	6.7	0.1	13.6	1.9	1.3	New Hampshire
3.7	7.3	8.2	*	10.9	2.9	0.2	New Jersey
3.5	2.3	7.3	*	13.4	2.6	0.8	New York
3.8	2.5	6.4	0.3	11.7	2.8	0.6	Pennsylvania
2.5	1.2	12.0	0.2	9.5	2.3	0.5	Rhode Island
3.1	0.8	6.6	0.2	12.6	2.7	0.3	Vermont
2.8	*	2.3	*	9.2	1.8	0.6	District of Columbia

Table 79
Staff at Public Two-Year Colleges¹

	Total 2015-16	Percent Change 2011-12 to 2015-16	2015-16 Percent Distribution						
			Faculty	Graduate Assistants	Librarian, Archivist, Curator	Student/ Academic & Other Services	Management	Business/ Financial Operations	Computer, Engineering, Science
50 states and D.C.	594,214	-12.3	55.4	*	0.9	8.4	5.2	2.6	2.7
SREB states as a percent of U.S.	255,102 42.9	-3.8	52.0	*	1.1	9.4	5.4	2.8	2.9
Alabama	8,747	-4.6	51.5	*	1.4	11.9	4.7	1.5	1.8
Arkansas	6,198	-10.8	49.2	*	1.3	8.4	7.6	2.9	2.8
Delaware	1,691	-6.2	62.7	*	1.6	5.0	4.9	4.4	2.2
Florida	45,276	-4.7	46.9	*	1.1	9.9	2.8	3.1	3.4
Georgia	6,828	-21.4	46.2	*	1.4	8.5	8.4	1.5	3.7
Kentucky	6,443	-23.3	53.8	*	1.4	5.0	5.0	2.6	1.7
Louisiana	4,414	2.9	55.7	*	0.4	9.7	6.9	12.1	0.9
Maryland	19,175	-0.2	56.0	*	0.9	7.2	4.2	3.2	4.8
Mississippi	8,511	-1.7	48.7	*	1.3	5.5	5.7	1.0	1.4
North Carolina	37,003	1.5	54.7	*	1.0	12.1	6.7	1.6	2.4
Oklahoma	7,682	-6.3	44.3	*	1.3	5.9	6.1	2.3	5.7
South Carolina	10,060	-2.7	53.7	*	1.2	4.5	5.2	4.4	3.8
Tennessee	8,351	-5.3	59.4	*	0.4	3.2	2.6	2.4	2.0
Texas	65,918	-5.3	52.3	*	1.1	11.2	5.1	2.8	2.5
Virginia	16,487	13.9	54.1	*	0.6	9.2	10.9	3.3	2.4
West Virginia	2,318	-9.0	62.4	*	0.7	2.7	8.2	2.3	2.4
West as a percent of U.S.	122,745 20.7	-26.8	61.8	*	0.7	5.6	5.2	2.5	2.1
Alaska	NA	NA	NA	NA	NA	NA	NA	NA	NA
Arizona	4,251	-75.6	52.6	*	1.3	6.2	4.7	1.9	3.9
California	64,109	-21.3	70.2	*	0.4	3.0	3.9	2.3	1.3
Colorado	3,930	-60.0	59.3	*	0.7	6.3	5.6	3.6	2.3
Hawaii	2,347	-7.4	58.1	*	1.2	7.6	3.3	2.5	2.1
Idaho	2,840	-8.0	42.8	*	0.9	25.8	5.2	2.8	2.5
Montana	1,224	-14.6	50.5	*	1.8	8.1	10.0	4.2	2.9
Nevada	4,111	2.2	56.6	*	1.0	8.1	4.5	4.2	3.1
New Mexico	4,969	-37.8	53.5	0.1	1.0	7.1	6.5	3.6	3.0
Oregon	11,160	-17.4	55.1	*	0.9	7.9	6.3	2.3	3.8
Utah	5,426	37.6	45.1	*	1.2	7.9	4.1	2.0	3.7
Washington	14,885	-20.8	52.1	*	1.1	6.7	9.5	2.5	2.9
Wyoming	3,493	3.9	48.5	*	1.4	11.8	6.2	1.9	2.2
Midwest as a percent of U.S.	118,473 19.9	-22.1	55.4	0.01	0.8	8.2	5.0	2.8	2.8
Illinois	19,186	-42.4	53.3	*	0.9	7.6	4.4	2.9	3.0
Indiana	10,933	23.5	59.2	*	0.3	1.3	4.0	4.0	2.8
Iowa	10,617	16.6	55.5	0.1	0.6	9.8	4.9	2.6	2.1
Kansas	7,472	50.7	46.7	*	0.6	8.2	6.2	1.1	2.6
Michigan	18,751	-20.5	59.7	*	1.1	6.0	6.0	2.3	3.0
Minnesota	6,952	-34.1	53.0	*	1.2	15.2	3.3	3.1	3.4
Missouri	13,414	6.1	51.0	*	0.8	12.4	3.8	2.5	2.5
Nebraska	4,392	-5.2	63.6	*	0.8	6.1	4.3	2.3	2.7
North Dakota	1,912	15.5	48.8	0.1	0.8	8.1	6.5	3.0	2.4
Ohio	21,423	-17.1	57.0	*	0.7	8.5	5.7	3.4	2.8
South Dakota	1,105	27.6	57.4	*	1.0	9.7	6.9	3.0	3.0
Wisconsin	2,316	-85.6	52.6	*	1.0	10.0	6.7	2.8	2.2
Northeast as a percent of U.S.	97,894 16.5	5.6	56.3	*	1.0	9.5	5.0	1.9	2.9
Connecticut	5,232	-1.6	70.6	*	1.1	8.9	3.2	2.4	2.0
Maine	1,918	13.8	70.0	*	1.0	6.6	5.1	2.6	1.6
Massachusetts	13,289	5.2	52.5	*	1.2	13.5	6.6	1.9	2.7
New Hampshire	2,673	5.2	67.5	*	0.8	19.6	1.4	1.3	1.2
New Jersey	16,731	-5.6	57.6	*	1.1	9.4	4.6	1.9	2.6
New York	38,824	10.4	50.0	*	0.9	10.1	4.7	1.6	3.8
Pennsylvania	16,820	8.1	63.0	*	0.9	4.9	5.7	2.1	2.0
Rhode Island	1,241	1.6	66.1	*	*	*	4.7	10.1	2.0
Vermont	1,166	31.0	67.0	*	0.9	3.5	13.1	0.8	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 79
continued

2015-16 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	
3.8	0.3	5.6	0.3	13.4	1.2	0.2	50 states and D.C.
4.0	0.3	5.6	0.3	14.6	1.5	0.2	SREB states
3.3	*	6.5	0.2	16.0	1.0	0.2	Alabama
4.5	*	6.9	0.5	13.7	1.9	0.1	Arkansas
3.2	*	6.3	1.1	7.0	1.5	*	Delaware
4.4	0.2	6.3	0.2	19.5	1.9	0.2	Florida
2.9	1.5	9.5	0.1	14.7	1.6	*	Georgia
5.4	*	6.9	*	18.0	*	0.1	Kentucky
0.7	*	4.6	*	7.5	1.4	0.2	Louisiana
3.9	0.4	4.8	0.4	11.8	2.2	0.3	Maryland
5.3	0.1	13.9	0.6	13.8	2.3	0.4	Mississippi
3.4	0.1	5.1	0.4	11.3	0.9	0.2	North Carolina
9.1	1.5	6.4	0.5	13.6	2.4	0.8	Oklahoma
5.6	0.6	4.8	0.0	14.4	1.7	0.2	South Carolina
6.9	2.5	4.6	*	14.5	1.3	0.1	Tennessee
3.5	*	4.5	0.2	15.4	1.2	0.2	Texas
2.1	0.1	3.6	0.1	11.1	2.1	0.3	Virginia
3.5	0.2	5.8	*	9.7	1.9	0.1	West Virginia
3.2	0.2	5.0	0.3	12.3	1.0	0.1	West
NA	NA	NA	NA	NA	NA	NA	Alaska
5.0	1.2	4.4	*	17.2	1.6	*	Arizona
2.0	0.1	4.4	0.02	12.2	0.2	*	California
5.3	*	4.2	0.3	10.5	1.5	0.3	Colorado
9.0	*	6.2	0.2	8.4	0.8	0.6	Hawaii
5.6	0.1	5.0	0.4	7.0	1.8	0.1	Idaho
4.0	0.2	6.9	0.7	9.2	1.5	0.1	Montana
3.2	0.5	4.4	*	12.3	1.7	0.2	Nevada
2.5	0.2	7.0	0.8	10.1	4.3	0.3	New Mexico
4.0	0.1	5.0	0.4	12.8	1.0	0.3	Oregon
10.0	0.4	8.4	1.9	13.7	1.6	0.1	Utah
2.6	0.2	4.9	0.4	14.2	2.8	0.1	Washington
6.1	0.3	9.4	0.3	9.7	1.5	0.7	Wyoming
4.6	0.1	6.3	0.6	12.5	0.9	0.2	Midwest
7.8	0.2	7.6	1.3	10.9	0.1	*	Illinois
4.8	*	4.4	*	18.8	0.3	*	Indiana
4.7	0.2	7.1	0.7	10.4	0.9	0.6	Iowa
6.0	0.3	8.4	0.2	17.4	1.9	0.3	Kansas
3.4	0.1	6.1	0.1	11.1	0.8	0.3	Michigan
1.8	0.3	5.6	1.4	10.1	1.8	*	Minnesota
3.1	0.2	6.4	0.7	15.6	0.9	0.1	Missouri
3.1	0.1	5.0	0.3	9.2	2.6	0.1	Nebraska
5.0	0.2	9.5	0.7	11.1	2.3	1.6	North Dakota
4.3	*	5.2	0.3	11.3	0.7	0.1	Ohio
2.4	*	8.5	0.8	7.1	*	*	South Dakota
4.1	*	9.3	1.0	9.2	0.7	0.4	Wisconsin
3.2	0.3	5.7	0.1	12.6	1.2	0.3	Northeast
2.3	*	3.2	*	5.6	0.6	0.1	Connecticut
2.2	0.1	4.6	*	5.4	0.9	*	Maine
3.3	0.2	4.9	0.0	11.6	0.9	0.6	Massachusetts
0.0	*	3.2	*	4.6	0.3	*	New Hampshire
3.3	0.3	5.7	0.2	12.2	1.1	0.2	New Jersey
3.6	0.5	6.7	*	15.8	1.6	0.5	New York
3.1	*	5.5	0.2	11.4	1.1	*	Pennsylvania
0.3	*	3.8	0.0	11.4	1.6	*	Rhode Island
3.9	*	2.2	*	6.2	0.8	*	Vermont
NA	NA	NA	NA	NA	NA	NA	District of Columbia

Table 80
Percent Distribution of Full-Time Instructional Faculty
by Rank at Public Four-Year Colleges and Universities

	2015-16					2010-11				
	Professor	Associate Professor	Assistant Professor	Instructor	All Other ¹	Professor	Associate Professor	Assistant Professor	Instructor	All Other ¹
50 states and D.C.	29.8	26.3	24.3	7.1	12.7	30.6	26.2	26.7	7.0	9.5
SREB states	26.9	26.9	24.6	8.8	9.8	27.8	26.2	27.6	9.3	9.1
Alabama	25.3	27.0	30.1	12.9	4.6	27.7	26.5	30.6	12.8	2.4
Arkansas	22.8	23.5	25.4	20.7	4.2	24.8	23.3	27.5	18.2	6.2
Delaware	31.3	34.1	25.7	7.7	0.5	31.3	32.9	26.7	8.9	0.2
Florida	27.5	26.2	21.3	13.7	6.2	27.8	28.9	24.7	12.3	6.4
Georgia	25.2	27.2	28.7	6.4	11.6	27.4	25.7	32.0	7.5	7.5
Kentucky	26.6	28.3	26.8	6.6	9.8	26.0	27.3	27.6	7.5	11.5
Louisiana	24.8	24.8	24.9	23.4	1.8	25.7	23.4	29.2	20.2	1.4
Maryland	28.7	27.1	25.0	1.4	17.8	34.6	30.4	32.5	2.4	0.1
Mississippi	21.8	26.3	29.8	19.5	2.6	21.6	25.1	31.4	19.7	2.2
North Carolina	27.4	30.2	21.1	0.9	11.8	27.0	26.8	23.9	1.6	20.7
Oklahoma	28.2	23.1	26.6	12.0	7.5	29.2	24.0	26.4	20.4	0.0
South Carolina	27.0	29.6	25.1	9.5	8.6	26.1	26.8	30.8	9.7	6.5
Tennessee	31.9	24.8	24.1	6.5	12.1	32.0	26.0	26.3	7.6	8.2
Texas	26.3	25.1	20.8	5.1	16.7	26.8	23.9	25.6	4.8	18.9
Virginia	29.6	29.5	25.8	9.4	5.5	30.4	29.1	26.8	10.5	3.2
West Virginia	28.1	28.4	32.5	8.5	1.9	30.2	25.4	34.0	8.2	2.2
West	34.4	23.0	21.7	6.6	14.3	36.9	24.2	22.3	5.4	11.1
Alaska	21.5	28.5	40.8	8.9	0.2	19.6	28.0	43.2	8.0	1.1
Arizona	29.8	23.8	20.4	9.7	16.3	34.5	25.4	20.8	6.0	13.2
California	43.7	20.2	18.4	0.0	17.6	45.6	21.5	19.4	0.0	13.5
Colorado	27.2	25.0	22.0	18.0	7.8	28.8	23.4	28.3	17.2	2.3
Hawaii	36.4	30.1	21.6	11.9	*	37.9	26.4	25.6	10.1	0.0
Idaho	26.3	23.6	29.7	7.6	12.8	30.2	24.9	23.5	8.2	13.2
Montana	32.9	24.6	24.3	9.1	9.1	31.6	24.2	22.8	12.3	9.1
Nevada	28.7	27.0	31.0	0.2	13.2	30.4	33.6	24.8	5.3	5.8
New Mexico	27.4	27.5	30.4	4.6	10.2	32.2	31.3	26.1	3.6	6.8
Oregon	27.6	23.1	23.9	24.5	0.9	29.5	27.5	22.2	18.8	2.1
Utah	26.5	25.5	24.5	3.4	20.1	29.5	27.0	23.2	3.0	17.3
Washington	30.1	22.9	18.9	5.6	22.5	33.0	23.8	20.4	4.8	18.0
Wyoming	28.8	26.7	23.7	12.3	8.5	29.3	27.3	23.5	0.3	19.6
Midwest	29.7	26.5	24.2	5.8	13.8	30.9	27.3	25.2	6.7	9.9
Illinois	27.1	28.0	24.6	10.0	10.2	28.0	27.2	26.2	9.9	8.7
Indiana	28.0	27.0	25.3	5.5	14.2	28.9	26.5	25.5	4.4	14.7
Iowa	32.2	27.9	24.5	2.3	13.1	34.7	29.4	22.3	5.0	8.6
Kansas	27.3	27.5	24.8	10.9	9.5	30.3	29.3	23.9	10.9	5.5
Michigan	31.1	24.7	22.2	3.2	18.8	32.4	25.1	24.1	4.9	13.5
Minnesota	35.5	26.2	27.0	3.6	7.7	35.3	28.5	24.5	8.2	3.5
Missouri	30.1	26.4	26.6	10.8	6.2	29.6	26.3	27.3	11.6	5.2
Nebraska	33.1	26.4	22.3	4.4	13.7	37.8	27.0	21.6	3.1	10.5
North Dakota	22.0	27.7	32.7	6.8	10.8	18.8	25.8	36.2	6.0	13.1
Ohio	26.2	28.5	21.1	5.4	18.8	30.4	31.3	24.4	6.7	7.2
South Dakota	24.7	20.9	26.2	19.0	9.2	25.6	22.6	31.8	19.7	0.3
Wisconsin	35.2	23.8	24.4	0.9	15.6	33.6	25.3	25.2	0.9	15.0
Northeast	30.3	29.2	26.9	5.0	8.6	31.8	28.9	27.4	4.9	7.0
Connecticut	37.7	29.7	28.6	2.0	2.0	37.9	30.0	26.5	3.5	2.1
Maine	34.6	30.0	18.9	2.6	13.9	33.4	36.2	15.8	2.7	11.9
Massachusetts	30.9	26.9	26.1	1.6	14.6	35.9	26.1	27.1	1.6	9.2
New Hampshire	36.3	35.4	24.4	0.4	3.6	37.4	35.0	22.4	1.2	4.1
New Jersey	33.8	29.6	25.4	6.4	4.9	36.2	30.4	25.1	5.2	3.2
New York	29.4	31.5	28.2	1.4	9.5	30.7	30.0	29.0	1.6	8.7
Pennsylvania	26.0	26.8	27.8	11.4	7.9	26.7	26.8	29.4	10.9	6.2
Rhode Island	39.0	27.4	21.9	0.2	11.6	42.0	25.2	23.8	1.1	7.9
Vermont	30.3	31.3	20.8	0.8	16.8	29.7	28.8	23.5	0.4	17.6
District of Columbia	23.7	31.8	35.1	8.1	1.4	35.1	38.1	23.4	3.5	0.0

* Indicates less than one-tenth of 1 percent.

Notes: For this table 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 81
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
	2011-12	2016-17	2011-12	2016-17	2016-17	2016-17	2016-17
Humanities¹	20.1	18.7	19.7	18.6	19.1	18.3	19.5
Foreign Languages	3.4	3.2	3.2	2.9	3.4	3.3	3.6
English Language and Literature	6.6	5.2	6.7	5.4	5.0	4.7	6.2
Philosophy and Religion	1.5	1.6	1.5	1.6	1.6	1.5	2.0
Visual and Performing Arts	8.5	8.7	8.4	8.8	9.1	8.7	7.7
Social and Behavioral Sciences	21.0	21.9	20.1	20.8	22.2	21.7	26.7
Area and Ethnic Studies	0.7	0.7	0.3	0.3	1.5	1.0	1.0
Home Economics	1.2	1.2	1.3	1.2	1.0	1.2	1.2
Protective Services	1.0	1.0	1.1	1.1	0.7	0.8	1.0
Psychology	4.1	4.5	4.0	4.4	4.2	4.6	5.7
Public Administration and Services	1.9	1.9	2.0	2.0	1.6	1.9	2.1
Social Sciences and History	10.7	11.3	10.2	10.7	12.1	11.0	14.0
Social Work	1.3	1.2	1.3	1.1	0.9	1.3	1.7
Sciences and Technologies	31.0	34.4	30.5	33.8	35.9	36.2	29.0
Agriculture Operations and Related Sciences	1.5	2.0	1.6	2.3	2.6	1.9	0.0
Architecture and Related Programs	0.9	1.0	1.0	1.0	1.2	1.0	0.8
Computer and Information Sciences	2.7	2.9	3.0	3.1	2.8	2.7	2.3
Engineering	6.4	8.1	6.5	7.4	8.2	9.5	6.8
Engineering-Related Technologies	1.1	0.9	0.9	0.9	0.4	1.5	0.0
Biological Sciences	6.4	7.5	5.9	7.6	7.4	7.4	7.4
Mathematics	5.1	4.8	5.1	4.9	4.7	5.0	4.5
Physical Sciences	6.8	7.2	6.5	6.7	8.7	7.2	7.1
Business Management and Administrative Services	9.7	9.4	10.5	10.1	8.3	9.0	9.1
Education	9.5	8.2	10.3	9.1	7.1	7.3	8.0
Nursing	3.5	2.5	3.9	2.8	2.0	2.5	2.4
Selected Other							
Communications	3.1	3.0	3.0	2.9	2.9	3.1	3.1
Law	1.1	1.0	1.0	0.9	1.2	1.0	1.1
Library Science	0.4	0.4	0.3	0.4	0.8	0.5	0.0
Multi/Interdisciplinary Studies	0.6	0.5	0.6	0.5	0.6	0.3	1.0

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, © 2011 and 2016, used with permission.

¹ Broad discipline totals may not equal the sums of the subsidiary entries, due to rounding.

Table 82
Median Student-to-Faculty Ratios

	2015					
	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	18	17	12	13	16
SREB states as a percent of U.S.	102.9	100.0	88.2	108.3	107.7	83.9
Alabama	18	18	15	14	14	17
Arkansas	17	17	NA	14	18	NA
Delaware	16	12	NA	14	NA	NA
Florida	22	22	NA	15	15	27
Georgia	19	20	15	12	15	25
Kentucky	17	19	17	13	11	7
Louisiana	20	22	20	10	18	NA
Maryland	16	17	NA	11	21	24
Mississippi	17	21	NA	11	15	11
North Carolina	16	14	NA	12	14	16
Oklahoma	18	19	NA	13	12	13
South Carolina	16	17	NA	14	14	8
Tennessee	17	20	NA	13	13	10
Texas	19	19	12	13	19	16
Virginia	16	22	NA	12	13	15
West Virginia	16	16	21	13	21	NA
West as a percent of U.S.	108.8	116.7	117.6	91.7	115.4	103.2
Alaska	12	NA	4	8	16	20
Arizona	20	17	20	15	17	34
California	24	27	27	12	20	15
Colorado	17	21	18	11	11	20
Hawaii	13	16	NA	14	21	NA
Idaho	16	19	8	15	7	NA
Montana	16	13	NA	13	11	NA
Nevada	22	20	NA	13	23	NA
New Mexico	16	16	15	14	14	NA
Oregon	19	17	14	12	12	14
Utah	21	19	NA	10	12	NA
Washington	20	16	16	11	20	21
Wyoming	14	13	NA	NA	NA	NA
Midwest as a percent of U.S.	105.9	100.0	100.0	100.0	84.6	109.7
Illinois	15	18	20	12	16	15
Indiana	16	17	NA	12	10	NA
Iowa	17	17	15	13	21	15
Kansas	18	16	14	12	9	14
Michigan	17	17	18	12	15	NA
Minnesota	18	23	21	12	10	NA
Missouri	18	19	NA	13	13	22
Nebraska	19	13	14	13	14	18
North Dakota	14	11	NA	13	11	NA
Ohio	18	18	20	12	11	15
South Dakota	18	13	NA	11	10	NA
Wisconsin	21	17	12	11	10	NA
Northeast as a percent of U.S.	94.1	100.0	76.5	100.0	103.8	83.9
Connecticut	15	18	15	12	12	NA
Maine	15	14	11	12	18	NA
Massachusetts	17	17	NA	12	15	NA
New Hampshire	15	10	6	13	13	NA
New Jersey	15	21	NA	13	13	NA
New York	17	20	NA	12	14	27
Pennsylvania	17	16	25	12	13	13
Rhode Island	16	18	NA	13	NA	NA
Vermont	13	11	NA	11	8	NA
District of Columbia	10	NA	NA	11	3	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 83

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

	Average Salary (all ranks) 2015-16	Percent Change 2010-11 to 2015-16	Inflation-Adjusted Percent Change ¹ 2010-11 to 2015-16	Percent of U.S. Average Salary		National Ranking	
				2010-11	2015-16	2010-11	2015-16
50 states and D.C.	\$83,448	7.1	-2.2				
SREB states	79,316	5.2	-3.9	96.7	95.0		
Alabama	78,208	7.5	-1.8	93.3	93.7	30	32
Arkansas	67,681	10.7	1.1	78.4	81.1	49	47
Delaware	101,843	7.8	-1.5	121.2	122.0	2	1
Florida	85,768	9.9	0.4	100.1	102.8	22	18
Georgia	70,945	-2.2	-10.7	93.1	85.0	31	42
Kentucky	75,131	8.8	-0.6	88.6	90.0	39	37
Louisiana	67,212	2.5	-6.4	84.2	80.5	44	49
Maryland	87,209	8.4	-1.0	103.3	104.5	15	16
Mississippi	71,375	13.6	3.8	80.6	85.5	46	41
North Carolina	80,710	1.7	-7.1	101.8	96.7	18	25
Oklahoma	70,257	5.1	-4.0	85.7	84.2	41	44
South Carolina	79,243	13.0	3.2	90.0	95.0	36	31
Tennessee	75,538	12.5	2.7	86.2	90.5	40	35
Texas	83,447	-2.0	-10.5	109.3	100.0	9	21
Virginia	89,322	11.0	1.4	103.3	107.0	16	11
West Virginia	70,877	8.6	-0.9	83.8	84.9	45	43
West	89,321	8.7	-0.7	105.4	107.0		
Alaska	80,249	9.4	-0.1	94.1	96.2	28	28
Arizona	87,223	4.3	-4.7	107.3	104.5	10	15
California	101,774	9.6	0.1	119.1	122.0	3	2
Colorado	80,180	9.6	0.1	93.9	96.1	29	29
Hawaii	96,790	16.3	6.3	106.7	116.0	11	4
Idaho	65,593	6.7	-2.6	78.9	78.6	47	50
Montana	68,936	12.5	2.8	78.6	82.6	48	46
Nevada	89,533	0.3	-8.4	114.5	107.3	5	10
New Mexico	72,906	3.2	-5.7	90.6	87.4	35	39
Oregon	79,545	14.4	4.5	89.2	95.3	38	30
Utah	77,457	8.2	-1.2	91.8	92.8	33	33
Washington	89,675	12.6	2.8	102.2	107.5	17	9
Wyoming	86,080	8.9	-0.5	101.4	103.2	20	17
Midwest	82,402	8.0	-1.3	97.9	98.7		
Illinois	83,964	10.4	0.8	97.6	100.6	26	20
Indiana	80,574	6.6	-2.6	97.0	96.6	27	26
Iowa	92,585	7.7	-1.6	110.3	110.9	7	6
Kansas	75,414	4.4	-4.7	92.7	90.4	32	36
Michigan	88,494	7.6	-1.8	105.6	106.0	12	13
Minnesota	88,579	12.5	2.7	101.0	106.1	21	12
Missouri	72,069	8.5	-0.9	85.3	86.4	42	40
Nebraska	80,252	4.9	-4.2	98.2	96.2	24	27
North Dakota	67,235	1.7	-7.1	84.8	80.6	43	48
Ohio	84,599	7.0	-2.3	101.4	101.4	19	19
South Dakota	70,128	15.6	5.6	77.8	84.0	50	45
Wisconsin	76,863	9.7	0.1	89.9	92.1	37	34
Northeast	88,075	2.3	-6.6	110.5	105.5		
Connecticut	96,853	6.8	-2.5	116.4	116.1	4	3
Maine	74,858	4.8	-4.3	91.7	89.7	34	38
Massachusetts	92,277	13.8	4.0	104.0	110.6	14	7
New Hampshire	91,135	6.3	-2.9	110.0	109.2	8	8
New Jersey	96,200	-3.6	-12.0	128.0	115.3	1	5
New York	83,210	-4.6	-12.9	111.9	99.7	6	22
Pennsylvania	87,226	6.3	-3.0	105.3	104.5	13	14
Rhode Island	81,994	5.9	-3.3	99.4	98.3	23	23
Vermont	81,072	6.1	-3.1	98.0	97.2	25	24
District of Columbia	67,426	-14.0	-21.5	100.6	80.8		

Notes: For this table 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 colleges. SREB classifies them as two-year institutions until they meet other criteria. (See Appendix A for definitions.)

¹ The Consumer Price Index (CPI) increased by 9.5 percent from 2010-11 to 2015-16. 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 84

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 2010-11 to 2015-16		Percent of U.S. Average		Average Salary (all ranks)	Percent Change 2010-11 to 2015-16	
		2015-16	Current Dollars	Inflation Adjusted ¹	2010-11		2015-16	2015-16
50 states and D.C.	\$60,422	-1.6	-10.2			\$63,661	—	—
SREB states	52,632	1.8	-7.0	84.1	87.1	\$39,773	-10.9	-18.6
Alabama	51,341	-3.2	-11.6	86.3	85.0	52,215	-2.3	-10.7
Arkansas	44,818	2.8	-6.1	70.9	74.2	—	—	—
Delaware	61,441	-3.7	-12.1	103.9	101.7	NA	NA	NA
Florida	56,812	4.7	-4.3	88.3	94.0	—	—	—
Georgia	42,461	-11.5	-19.2	78.1	70.3	40,012	-11.1	-18.8
Kentucky	46,923	-3.5	-11.8	79.1	77.7	41,628	-5.6	-13.7
Louisiana	44,152	-11.6	-19.3	81.3	73.1	37,083	-5.1	-13.3
Maryland	63,876	-2.8	-11.3	107.0	105.7	NA	NA	NA
Mississippi	45,842	-7.0	-15.1	80.3	75.9	NA	NA	NA
North Carolina	47,362	0.2	-8.5	77.0	78.4	NA	NA	NA
Oklahoma	45,979	-5.1	-13.4	78.9	76.1	33,000	-32.5	-38.3
South Carolina	48,674	5.3	-3.8	75.2	80.6	NA	NA	NA
Tennessee	50,503	8.6	-0.8	75.7	83.6	NA	NA	NA
Texas	56,242	5.5	-3.7	86.8	93.1	37,684	NA	NA
Virginia	62,664	10.0	0.4	92.7	103.7	NA	NA	NA
West Virginia	46,829	-0.4	-9.1	76.6	77.5	51,454	—	—
West	69,680	-3.9	-12.3	118.1	115.3	69,946	NA	NA
Alaska	NA	-100.0	-100.0	128.7	NA	72,854	22.8	12.1
Arizona	69,848	3.4	-5.6	110.0	115.6	69,003	86.0	69.9
California	76,207	-8.3	-16.2	135.3	126.1	76,081	5.8	-3.4
Colorado	56,324	18.5	8.2	77.4	93.2	57,798	NA	NA
Hawaii	71,914	15.2	5.2	101.7	119.0	NA	NA	NA
Idaho	51,115	5.4	-3.8	79.0	84.6	48,460	NA	NA
Montana	46,992	10.4	0.8	69.3	77.8	NA	NA	NA
Nevada	65,999	2.2	-6.6	105.1	109.2	NA	NA	NA
New Mexico	51,499	7.6	-1.8	77.9	85.2	49,216	-1.5	-10.1
Oregon	62,989	-0.8	-9.4	103.4	104.2	59,167	NA	NA
Utah	55,245	7.0	-2.3	84.0	91.4	NA	NA	NA
Washington	57,654	3.5	-5.5	90.7	95.4	57,149	5.8	-3.4
Wyoming	57,875	0.5	-8.2	93.8	95.8	NA	NA	NA
Midwest	62,654	1.0	-7.8	101.0	103.7	70,575	NA	NA
Illinois	70,960	4.9	-4.2	110.1	117.4	75,829	NA	NA
Indiana	50,209	9.3	-0.2	74.8	83.1	NA	NA	NA
Iowa	57,508	8.4	-1.0	86.4	95.2	57,847	NA	NA
Kansas	54,901	12.3	2.6	79.6	90.9	41,864	NA	NA
Michigan	74,657	2.4	-6.5	118.7	123.6	64,070	NA	NA
Minnesota	68,508	12.7	2.9	99.0	113.4	67,832	NA	NA
Missouri	51,663	-4.0	-12.3	87.6	85.5	NA	NA	NA
Nebraska	53,896	4.7	-4.4	83.8	89.2	56,184	NA	NA
North Dakota	52,171	8.7	-0.7	78.1	86.3	NA	NA	NA
Ohio	61,820	3.4	-5.5	97.3	102.3	56,503	NA	NA
South Dakota	46,236	1.8	-7.0	73.9	76.5	NA	NA	NA
Wisconsin	92,400	21.1	10.6	124.3	152.9	76,483	NA	NA
Northeast	66,195	-0.5	-9.1	108.3	109.6	64,854	NA	NA
Connecticut	72,511	6.2	-3.0	111.1	120.0	73,894	NA	NA
Maine	56,147	3.8	-5.2	88.0	92.9	52,914	NA	NA
Massachusetts	61,528	3.7	-5.3	96.6	101.8	NA	NA	NA
New Hampshire	56,825	4.2	-4.9	88.8	94.0	53,755	NA	NA
New Jersey	66,274	-7.9	-15.9	117.1	109.7	NA	NA	NA
New York	70,201	0.2	-8.5	114.1	116.2	NA	NA	NA
Pennsylvania	60,498	-1.3	-9.8	99.8	100.1	68,475	NA	NA
Rhode Island	59,974	-2.5	-10.9	100.1	99.3	NA	NA	NA
Vermont	56,022	3.3	-5.7	88.3	92.7	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: For this table to profile the same group as the faculty salary averages, figures include all full-time faculty at public two-year colleges and technical institutes 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 9.5 percent from 2010-11 to 2015-16. The CPI in July of the year in which the academic year begins is used.

Sources: SREB analysis of National Center for Education Statistics Human Resources survey — www.nces.ed.gov/ipeds.

Table 85

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

	2015-16					Percent Change, 2010-11 to 2015-16				
	All Ranks ¹	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks ¹	Professor	Associate Professor	Assistant Professor	Instructor
50 states and D.C.	\$83,448	\$115,068	\$82,371	\$70,701	\$49,584	7.1	0.5	7.6	9.3	10.7
SREB states as a percent of U.S.	79,316 95.0	111,139 96.6	79,756 96.8	68,417 96.8	48,619 98.1	5.2	7.7	8.0	9.7	9.3
Alabama	78,208	111,297	79,531	65,463	50,429	7.5	9.9	7.0	9.9	13.7
Arkansas	67,681	94,885	72,273	63,388	45,706	10.7	11.0	12.3	14.6	15.2
Delaware	101,843	138,695	93,341	82,818	63,723	7.8	6.9	8.1	10.9	5.5
Florida	85,768	120,336	85,289	75,355	54,470	9.9	10.6	11.9	14.1	13.0
Georgia	70,945	100,701	71,202	61,727	42,254	-2.2	-0.5	-1.2	0.8	-2.8
Kentucky	75,131	102,015	74,654	65,273	47,200	8.8	6.9	7.2	10.1	6.1
Louisiana	67,212	93,146	70,565	61,895	44,406	2.5	2.6	3.7	7.1	4.6
Maryland	87,209	120,004	85,961	73,552	61,576	8.4	5.3	5.8	8.4	11.7
Mississippi	71,375	96,984	75,532	66,468	46,926	13.6	11.6	12.2	15.0	12.2
North Carolina	80,710	110,332	79,264	70,934	55,077	1.7	-0.8	0.6	5.7	-4.2
Oklahoma	70,257	96,742	73,362	62,513	42,813	5.1	2.5	10.7	9.7	4.6
South Carolina	79,243	108,231	79,395	69,549	50,537	13.0	13.2	12.2	13.0	12.9
Tennessee	75,538	101,403	75,484	65,258	46,162	12.5	13.3	11.9	15.8	14.0
Texas	83,447	121,567	84,844	72,713	49,902	-2.0	10.8	11.3	10.5	10.1
Virginia	89,322	122,665	86,789	73,381	52,356	11.0	10.1	11.7	13.5	8.7
West Virginia	70,877	92,969	70,754	60,563	39,039	8.6	9.3	7.6	10.4	-0.3
West as a percent of U.S.	89,321 107.0	120,888 105.1	85,751 104.1	74,664 105.6	50,833 102.5	8.7	11.9	11.4	12.1	12.5
Alaska	80,249	106,127	83,680	69,210	57,397	9.4	8.2	10.1	7.4	7.2
Arizona	87,223	126,457	87,645	75,458	40,001	4.3	9.9	8.7	10.3	7.1
California	101,774	130,237	91,154	80,913	52,304	9.6	12.1	12.7	12.6	-6.0
Colorado	80,180	111,408	82,717	71,587	56,064	9.6	12.3	6.9	14.6	21.1
Hawaii	96,790	121,754	91,316	79,683	63,546	16.3	17.1	15.0	17.6	17.2
Idaho	65,593	84,502	69,293	61,453	43,941	6.7	5.5	10.5	12.4	2.4
Montana	68,936	85,701	69,552	61,231	45,940	12.5	10.0	11.9	12.3	8.6
Nevada	89,533	122,182	90,035	71,883	76,342	0.3	1.9	3.4	3.3	36.8
New Mexico	72,906	95,233	72,535	64,208	44,510	3.2	6.5	5.2	10.2	5.9
Oregon	79,545	109,412	84,537	73,556	50,461	14.4	20.4	19.1	17.7	16.5
Utah	77,457	107,702	78,666	67,531	48,045	8.2	12.6	13.0	9.6	10.4
Washington	89,675	119,914	90,304	82,275	48,444	12.6	15.3	16.9	17.5	0.9
Wyoming	86,080	115,284	81,787	76,749	62,457	8.9	7.7	7.5	14.6	-14.1
Midwest as a percent of U.S.	82,402 98.7	113,214 98.4	81,341 98.7	71,077 100.5	48,429 97.7	8.0	8.4	8.6	10.7	14.3
Illinois	83,964	117,005	83,098	77,078	49,362	10.4	9.4	10.4	14.2	21.7
Indiana	80,574	114,275	79,332	69,143	47,569	6.6	5.9	6.5	6.9	9.0
Iowa	92,585	123,333	87,863	77,301	65,519	7.7	7.2	9.5	10.0	63.4
Kansas	75,414	104,483	75,255	66,675	44,947	4.4	5.3	5.1	12.3	8.6
Michigan	88,494	127,371	88,678	74,786	52,975	7.6	11.4	10.2	10.5	14.9
Minnesota	88,579	114,587	84,587	72,998	50,973	12.5	13.1	13.2	11.6	13.0
Missouri	72,069	96,282	72,709	61,717	44,752	8.5	7.7	6.9	8.5	12.4
Nebraska	80,252	106,080	80,694	68,442	49,227	4.9	8.0	10.3	9.1	19.0
North Dakota	67,235	91,236	70,356	60,669	43,682	1.7	0.8	-1.9	-2.2	0.0
Ohio	84,599	116,872	83,574	73,116	46,775	7.0	7.5	8.3	13.2	11.6
South Dakota	70,128	90,505	73,677	65,814	49,391	15.6	13.5	15.3	19.7	18.3
Wisconsin	76,863	98,935	72,844	68,099	55,906	9.7	9.1	8.4	11.5	5.6
Northeast as a percent of U.S.	88,075 105.5	118,444 102.9	86,608 105.1	71,400 101.0	53,860 108.6	2.3	3.4	2.4	3.6	5.9
Connecticut	96,853	120,676	91,505	74,158	65,349	6.8	5.1	7.5	9.0	12.1
Maine	74,858	95,616	74,333	57,680	50,456	4.8	5.5	6.2	3.3	1.5
Massachusetts	92,277	118,385	92,022	76,092	57,233	13.8	16.5	16.7	16.2	5.4
New Hampshire	91,135	110,601	88,750	71,992	60,673	6.3	7.0	6.4	6.4	4.9
New Jersey	96,200	130,654	91,774	74,232	54,338	-3.6	-0.8	-2.2	-2.5	6.4
New York	83,210	110,201	80,844	68,914	47,619	-4.6	-4.2	-4.8	-1.9	-13.5
Pennsylvania	87,226	125,763	89,758	71,870	54,001	6.3	7.7	6.4	6.2	9.1
Rhode Island	81,994	103,256	75,700	67,904	86,066	5.9	7.0	3.6	12.0	59.6
Vermont	81,072	104,442	84,022	62,518	52,629	6.1	6.9	4.7	2.0	42.4
District of Columbia	67,426	91,485	64,426	57,589	51,685	-14.0	-4.9	-14.6	-3.0	19.0

Notes: For this table 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 colleges. SREB classifies them as two-year institutions 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 86

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

	Average for All Ranks of Faculty, 2015-16						Percent Change, 2010-11 to 2015-16 ²					
	SREB Categories of Four-Year Colleges and Universities ¹						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.	\$95,521	\$80,254	\$72,513	\$68,124	\$65,962	\$63,852	8.0	7.9	3.2	4.6	2.2	3.8
SREB states as a percent of U.S.	91,780 96.1	81,948 102.1	66,215 91.3	62,913 92.4	59,463 90.1	57,361 89.8	6.3	5.6	1.5	2.1	-0.6	-0.6
Alabama	87,512	90,404	61,386	68,905	60,746	71,289	7.8	17.2	0.6	8.3	7.1	3.7
Arkansas	82,517	67,595	60,235	57,255	49,585	56,226	5.9	NA	4.3	8.9	4.0	8.1
Delaware	109,695	NA	64,817	NA	NA	NA	10.1	NA	NA	NA	NA	NA
Florida	89,387	NA	72,246	72,393	71,256	74,005	8.9	-100.0	8.0	15.4	NA	8.4
Georgia	88,950	109,341	57,724	56,866	46,056	54,533	7.4	1.9	-5.0	-4.4	-20.9	-7.4
Kentucky	88,091	NA	64,565	57,436	NA	NA	10.0	NA	8.2	-8.6	NA	NA
Louisiana	85,021	70,074	58,775	55,698	35,567	49,097	4.7	4.1	-2.6	0.7	NA	1.5
Maryland	111,376	84,489	65,092	72,536	66,556	64,323	8.2	14.8	-0.1	4.4	NA	-4.6
Mississippi	72,393	76,077	NA	56,732	55,878	NA	13.1	13.5	NA	7.0	13.2	NA
North Carolina	91,161	72,069	71,549	72,360	66,944	69,518	-1.1	-7.6	1.7	5.3	1.6	2.4
Oklahoma	82,556	NA	59,620	63,228	52,864	47,076	6.0	NA	1.6	NA	-1.4	-0.8
South Carolina	90,710	NA	72,761	62,539	63,289	57,239	13.7	NA	14.0	-8.5	5.0	5.6
Tennessee	87,801	64,114	65,047	NA	61,852	NA	13.5	10.9	8.7	NA	7.1	NA
Texas	95,816	79,539	69,082	72,952	68,530	NA	-0.9	-6.5	-2.6	-5.1	-8.1	NA
Virginia	100,314	86,158	71,424	NA	74,363	48,570	10.6	11.3	6.2	NA	15.1	-16.2
West Virginia	84,500	NA	63,104	NA	58,322	56,935	11.5	NA	2.6	NA	-1.7	5.4
West as a percent of U.S.	103,736 108.6	77,677 96.8	77,633 107.1	70,107 102.9	63,867 96.8	61,741 96.7	10.5	8.7	2.2	9.3	3.8	4.9
Alaska	NA	83,388	79,434	NA	71,646	NA	NA	11.2	7.9	NA	10.2	NA
Arizona	96,666	73,475	NA	75,223	70,578	63,669	11.2	8.4	NA	NA	NA	NA
California	129,751	85,785	79,828	80,115	NA	76,691	18.0	0.6	0.5	6.5	NA	7.9
Colorado	90,210	82,349	70,483	56,986	56,494	61,143	8.6	14.7	9.7	0.0	3.9	4.7
Hawaii	100,704	NA	NA	83,489	NA	78,901	16.6	NA	NA	18.0	NA	16.6
Idaho	NA	67,780	65,444	NA	NA	51,677	NA	7.9	4.6	NA	NA	8.0
Montana	NA	72,563	NA	61,969	NA	52,371	NA	12.1	NA	13.6	NA	10.4
Nevada	90,197	NA	NA	NA	NA	72,743	0.3	NA	NA	NA	NA	8.3
New Mexico	78,367	NA	55,747	49,865	NA	NA	-1.4	-100.0	5.8	-15.8	NA	NA
Oregon	83,455	78,916	56,288	66,748	57,081	62,805	11.6	13.9	NA	18.8	3.8	7.0
Utah	85,289	NA	NA	62,411	66,834	NA	2.0	-100.0	NA	6.1	NA	NA
Washington	97,914	NA	74,145	86,036	71,345	NA	12.1	NA	16.9	7.3	-3.5	NA
Wyoming	NA	86,080	NA	NA	NA	NA	NA	8.9	NA	NA	NA	NA
Midwest as a percent of U.S.	93,701 98.1	74,372 92.7	71,912 99.2	64,557 94.8	63,545 96.3	58,689 91.9	7.7	6.6	8.1	3.3	4.0	3.6
Illinois	96,925	71,042	71,207	NA	NA	NA	10.8	3.1	8.9	NA	NA	NA
Indiana	96,502	68,821	70,216	58,888	60,001	57,564	10.3	4.4	7.7	4.3	-3.0	6.1
Iowa	95,457	NA	75,442	NA	NA	NA	5.5	NA	15.5	NA	NA	NA
Kansas	83,322	68,799	60,988	67,965	NA	NA	4.4	-0.7	7.1	1.7	NA	NA
Michigan	96,148	80,253	76,856	73,677	NA	58,140	5.8	5.6	10.1	8.4	NA	5.9
Minnesota	101,320	NA	77,116	76,170	75,464	63,051	9.7	NA	8.4	12.1	11.1	4.7
Missouri	81,086	80,683	64,865	59,586	54,172	49,501	8.4	14.1	9.3	-12.3	NA	-12.3
Nebraska	93,462	NA	69,027	61,800	65,035	NA	9.8	NA	-4.4	-0.8	9.3	NA
North Dakota	NA	69,747	NA	60,653	53,572	57,037	NA	-0.8	NA	6.9	NA	11.3
Ohio	89,657	79,187	76,605	NA	NA	59,297	5.2	11.4	1.7	NA	NA	1.3
South Dakota	NA	69,383	NA	NA	65,019	NA	NA	9.4	NA	NA	15.8	NA
Wisconsin	92,504	NA	NA	62,389	60,456	NA	10.2	NA	NA	5.5	3.1	NA
Northeast as a percent of U.S.	97,565 102.1	95,415 118.9	83,611 115.3	79,160 116.2	77,717 117.8	72,679 113.8	2.3	9.6	-0.8	3.1	-1.3	3.3
Connecticut	111,161	NA	82,003	NA	78,706	NA	7.6	NA	5.1	NA	1.8	NA
Maine	NA	82,148	78,327	NA	NA	62,420	NA	7.6	4.9	NA	NA	8.0
Massachusetts	107,288	98,308	80,770	78,986	77,451	NA	17.4	11.8	11.8	19.6	14.2	NA
New Hampshire	NA	99,746	NA	74,610	44,669	83,496	NA	6.1	NA	4.9	-39.8	3.1
New Jersey	101,542	110,688	87,896	85,710	91,080	NA	-5.0	2.9	-9.6	-5.3	-2.1	NA
New York	93,366	NA	84,040	75,418	74,038	73,765	-8.0	NA	-3.4	10.8	-6.3	-7.3
Pennsylvania	93,535	83,248	83,542	82,060	79,562	72,861	7.1	1.7	4.3	1.8	1.5	12.5
Rhode Island	NA	89,072	66,917	NA	NA	NA	NA	6.7	1.9	NA	NA	NA
Vermont	NA	88,259	NA	NA	58,776	55,026	NA	7.2	NA	NA	-4.6	-3.2
District of Columbia	NA	NA	NA	63,904	NA	NA	NA	NA	NA	NA	-18.5	NA

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

Notes: For this table to profile the same group as the faculty salary averages, figures include all full-time faculty at public four-year college 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 number of degrees awarded and 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.ed.gov/ipeds.

Table 87
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
	2016-17	Percent Change ¹ 2011-12 to 2016-17	2016-17	Percent Change ¹ 2011-12 to 2016-17	2016-17	2016-17	2016-17
Humanities	\$72,570	15.2	\$68,624	15.7	\$71,054	\$73,289	\$88,020
Foreign Languages	72,861	14.9	68,741	18.4	72,089	73,513	86,674
English Language and Literature	73,416	21.2	68,795	20.2	73,337	75,065	88,822
Philosophy and Religion	77,401	12.4	73,364	12.5	77,757	76,891	90,431
Visual and Performing Arts	71,065	11.7	67,632	11.8	68,279	71,614	87,369
Social and Behavioral Sciences	78,873	12.3	75,315	11.7	79,177	79,935	89,926
Area and Ethnic Studies	83,156	15.7	79,967	14.5	82,044	82,638	89,543
Home Economics	77,607	15.2	75,055	11.9	77,027	78,419	91,457
Protective Services	73,554	10.4	73,002	12.9	70,636	73,354	80,554
Psychology	80,399	12.6	76,727	12.1	78,961	81,653	93,616
Public Administration and Services	78,887	12.4	78,052	13.8	81,230	76,603	86,325
Social Sciences and History	78,935	11.3	74,657	10.4	79,553	80,763	89,957
Social Work	75,406	14.5	72,594	14.7	76,045	75,178	86,692
Sciences and Technologies	89,788	11.5	97,544	8.8	89,385	91,086	97,410
Agriculture Operations and Related Sciences	86,036	8.9	83,443	9.8	84,640	86,261	—
Architecture and Environmental Design	87,947	14.8	86,145	15.0	89,890	89,233	87,195
Computer and Information Sciences	101,280	15.1	100,021	14.4	102,067	101,784	104,796
Engineering	104,528	5.5	103,937	5.3	101,205	105,755	108,429
Engineering-Related Technologies	84,432	19.0	83,358	18.1	85,551	85,289	—
Biological Sciences	82,872	8.5	79,530	10.5	84,666	82,720	93,773
Mathematics	80,841	17.2	77,059	16.1	79,102	83,073	92,876
Physical Sciences	83,774	11.4	80,465	10.8	85,158	84,646	92,389
Business Management and Administrative Services	117,529	16.4	116,826	16.4	114,373	120,029	117,126
Education	75,225	14.0	71,890	12.3	74,401	75,628	89,480
Nursing	82,513	24.7	80,277	24.9	81,683	82,863	89,876
Selected Other							
Communications	73,826	15.3	70,382	15.4	73,709	75,392	84,531
Law	147,237	12.4	149,042	14.9	134,787	148,719	157,372
Library and Archival Sciences	69,854	8.1	68,549	4.0	68,655	71,922	—
Multi/Interdisciplinary Studies	91,394	19.1	89,616	21.0	84,958	92,000	101,815

"—" 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 Figures are not adjusted for inflation.
 Source: SREB analysis of College and University Professional Association for Human Resources survey data. © 2011 and 2016, used with permission.

Table 88
Estimated Average Salaries of Full-Time Administrators
at Public Four-Year Colleges and Universities

	50 States and D.C.		SREB States		West	Midwest	Northeast
	2016-17	Percent Change 2011-12 to 2016-17	2016-17	Percent Change 2011-12 to 2016-17	2016-17	2016-17	2016-17
Executive							
Chief Executive Officer, Single Institution	\$359,837	23.1	\$380,442	23.2	\$375,737	\$334,292	\$318,833
Administrative and Academic Support							
Chief Academic Officer	263,339	22.9	270,113	21.8	262,185	251,441	270,974
Chief Budgeting Officer	206,280	77.9	200,479	84.4	221,031	204,904	205,583
Chief Business Officer	225,489	18.1	233,087	17.8	220,133	214,110	233,549
Chief Development Officer	215,131	23.5	226,495	28.2	223,977	187,636	221,637
Chief Information Systems Officer	182,217	16.2	176,118	11.0	197,911	180,459	182,939
Chief Personnel/Human Relations Officer	144,946	16.8	145,469	21.7	162,159	127,930	163,856
Chief Planning Officer	172,564	25.4	130,656	3.8	192,813	174,013	194,533
Chief Public Relations Officer	151,378	17.8	147,068	20.1	162,222	143,933	173,488
Director of Academic Computing	110,522	7.7	103,777	5.6	120,492	116,748	112,355
Director of Administrative Computing	119,208	10.0	114,334	19.2	137,899	106,932	129,645
Director of Institutional Research	116,675	19.7	113,790	18.3	142,308	108,677	115,187
Director of Library Services	144,498	19.0	132,676	13.7	174,009	143,642	145,009
Academic							
Dean, Agriculture	244,218	19.5	221,175	13.6	258,364	263,518	279,463
Dean, Architecture	225,729	14.2	223,213	17.9	222,957	229,738	—
Dean, Arts and Letters	176,932	19.8	178,420	26.3	193,761	146,830	—
Dean, Arts and Sciences	207,262	18.3	207,161	17.9	215,367	205,784	202,266
Dean, Business	253,722	18.0	248,116	16.9	272,670	244,344	278,752
Dean, Communications	232,774	23.2	238,001	27.9	220,494	216,572	—
Dean, Continuing Education	168,105	20.3	163,923	25.0	179,636	149,641	174,686
Dean, Education	181,416	14.3	182,299	17.5	191,631	174,897	182,735
Dean, Engineering	278,648	20.9	278,598	21.2	267,720	281,189	301,599
Dean, Fine Arts	183,524	14.3	173,911	16.8	204,277	179,448	—
Dean, Graduate Programs	181,493	16.2	165,749	11.0	206,460	185,487	198,711
Dean, Home Economics	218,882	16.5	206,186	15.9	—	—	—
Dean, Humanities	186,782	16.9	169,762	12.9	208,655	155,183	196,123
Dean, Library and Information Sciences	171,952	23.0	179,052	29.8	167,252	165,657	—
Dean, Mathematics	196,740	39.1	167,693	16.2	—	—	—
Dean, Music	201,444	15.4	171,717	9.2	—	239,610	—
Dean, Sciences	199,704	14.3	210,451	18.8	196,291	180,330	209,990
Dean, Social Sciences	191,475	13.9	173,419	26.3	205,523	179,101	181,364
Dean, Social Work	219,554	15.2	211,410	14.1	—	241,904	223,205
Dean, Undergraduate Programs	184,898	27.1	185,227	24.6	181,424	178,429	—
Student Services							
Chief Admissions Officer	106,798	11.8	105,612	13.2	106,313	101,400	124,158
Chief Student Affairs Officer	184,731	17.0	184,892	18.4	196,391	175,894	190,044
Director, Student Financial Aid	102,146	14.2	97,799	11.4	104,867	101,337	116,307
Registrar	103,116	14.9	96,335	11.3	110,051	103,650	115,818

“—” 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, © 2011 and 2016, used with permission.