



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 four-year colleges and universities. In 2017-18, women accounted for 44 percent of full-time faculty (up from 42 percent in 2013-14) and 53 percent of full-time administrators (up from 51 percent) at public four-year colleges and universities in the SREB region. Women accounted for a larger percentage of faculty and administrators at public two-year colleges, accounting for 56 percent of faculty (down from 57 percent) and 60 percent of full-time administrators (up from 59 percent).

In 2017-18, women represented about the same proportion of faculty across all regions nationwide, ranging from nearly 44 percent in the Midwest to almost 45 percent in the Northeast. At public two-year colleges, women accounted for 56 percent of full-time faculty in the SREB and Northeast regions, followed by nearly 54 percent in the West and 53 percent in the Midwest.

Women Faculty and Administrators SREB States

Full-Time Faculty



Full-Time Administrators

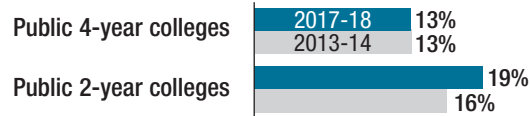


Source: SREB analysis of National Center for Education Statistics data.

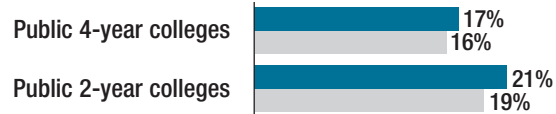
By 2017-18, black and Hispanic faculty accounted for 13 percent of full-time faculty at public four-year colleges and universities in the SREB region and 19 percent at public two-year colleges. The figure for four-year institutions was the same as in 2013-14, but the percentage for two-year colleges rose by three points. The majority of black faculty at public four-year colleges in the SREB region are not employed at predominantly or historically black colleges, with almost 44 percent serving in such institutions. Among black faculty working at public two-year colleges in the region, 18 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 2017-18, full-time black and Hispanic administrators accounted for 17 percent of all administrators at public four-year colleges and universities and almost 21 percent at two-year institutions in the SREB region — the latter an increase of over 2 percentage points since 2013-14. Black and Hispanic college faculty and administrators grew as proportions of all faculty and administrators, and while their representation still lagged the black and Hispanic proportions of the region's college students and resident population, it nearly closed the gap. In 2016-17, 38 percent of the region's public college students and 37 percent of the region's resident population were black or Hispanic.

Staffing changes differ for two-year and four-year institutions

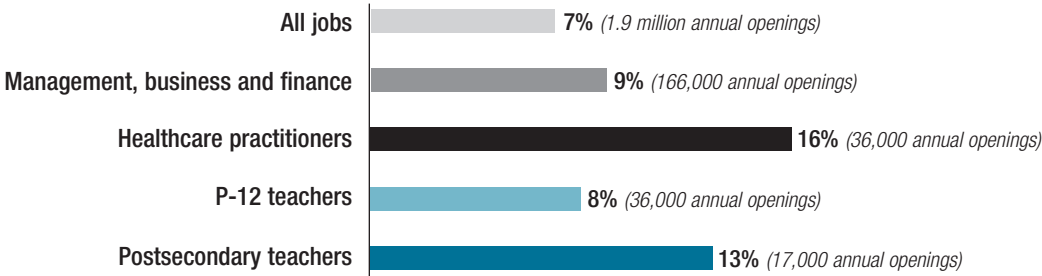
Four-year colleges and universities hired more staff in all employment categories in recent years. From 2013-14 to 2017-18, the number of staff at public four-year institutions increased by almost 7 percent nationwide and 5 percent in the SREB region. Changes varied greatly among SREB states, however, from an 8 percent decline in Tennessee to a 60 percent increase in Mississippi.

Public two-year colleges in the SREB region experienced declines in staffing levels during the five-year period ending in 2017-18. The number of staff in these colleges decreased by nearly 5 percent in the SREB region, compared with a 3 percent increase nationwide. As with four-year colleges, changes in public two-year college staffing varied greatly by state. Florida and Tennessee were the only two SREB states that saw increases — 4 percent and nearly 1 percent, respectively. In contrast, decreases ranged in size from 0.01 percent for Oklahoma to 63 percent for Georgia.

Faculty openings expected to grow

The U.S. Bureau of Labor Statistics forecasts that the nation will need 13 percent more college faculty (both full- and part-time) by 2026 than in 2016. That's one of the highest U.S. job growth rates — and it means the number of faculty needed will increase by 17,000 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 2016 to 2026



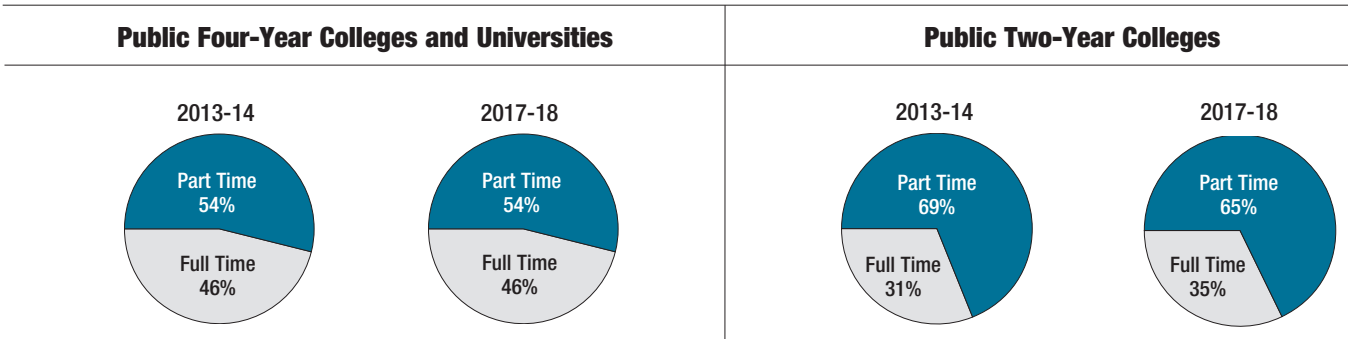
Note: Includes both full- and part-time positions and openings due to growth and replacement needs.
Source: U.S. Bureau of Labor Statistics.

Part-time faculty representation stable at four-year institutions, decreases at two-year

The trend among colleges and universities to hire part-time faculty and teaching/research assistants to meet their instructional demands appears to have stabilized or even 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 2017-18 and in 2013-14. At public two-year colleges in the region, the percentage of part-time instructors decreased — from 69 percent of the teaching staff to 65 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



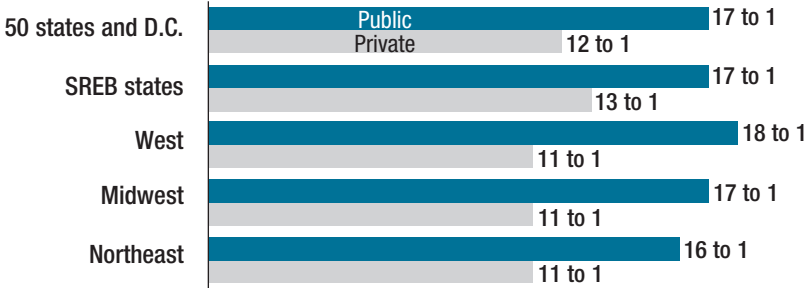
Note: At four-year colleges and universities, part-time faculty include teaching and research assistants.
Source: SREB analysis of National Center for Education Statistics data.

In 2017-18, full-time public four-year college faculty members in SREB states were less concentrated in the senior ranks (professor and associate professor), compared with the other U.S. regions. Nationally, senior faculty accounted for 55 percent of all full-time teaching staff, whereas in the SREB region senior faculty accounted for 53 percent. This suggests that college faculty in the SREB region might have fewer years of service than in the other regions.

Student-to-faculty ratios different for public and private institutions, but similar across regions

Student-to-faculty ratios at public four-year colleges and universities are higher than those at private (or independent) four-year institutions. In 2017-18, 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 nationwide. The ratio at public four-year colleges and universities in the SREB region and the Midwest was 17 to 1, which was lower than in the West (18 to 1) and higher than in the Northeast (16 to 1).

**Student-to-Faculty Ratios
Four-Year Colleges and Universities, 2017**

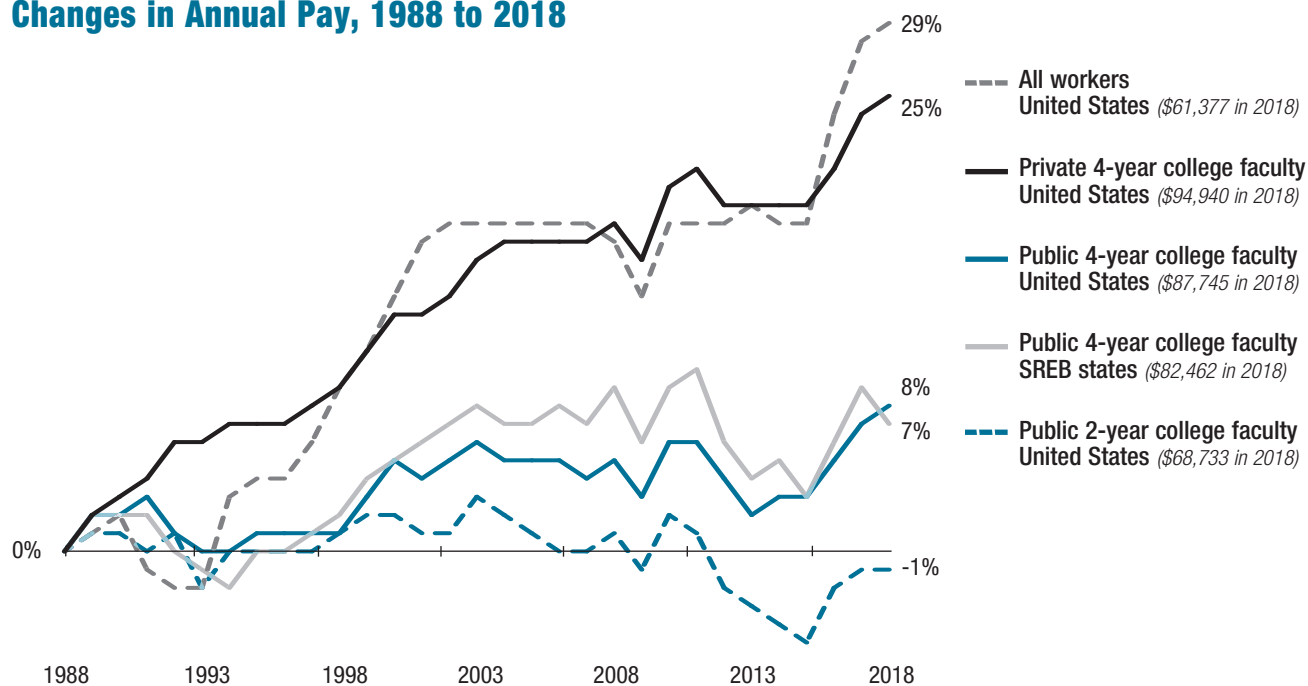


Source: SREB analysis of National Center for Education Statistics fall enrollment survey.

Salary growth for faculty at public institutions 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 29 percent (increasing by \$13,678) from 1988 to 2018. In contrast, inflation-adjusted faculty salaries at public four-year colleges and universities in the SREB region went up 7 percent during that period (increasing by \$5,671). The average increase at these institutions nationwide was 8 percent. Despite the increase, 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, dropped by 1 percent between 1988 and 2018 (a \$554 decrease).

Changes in Annual Pay, 1988 to 2018



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

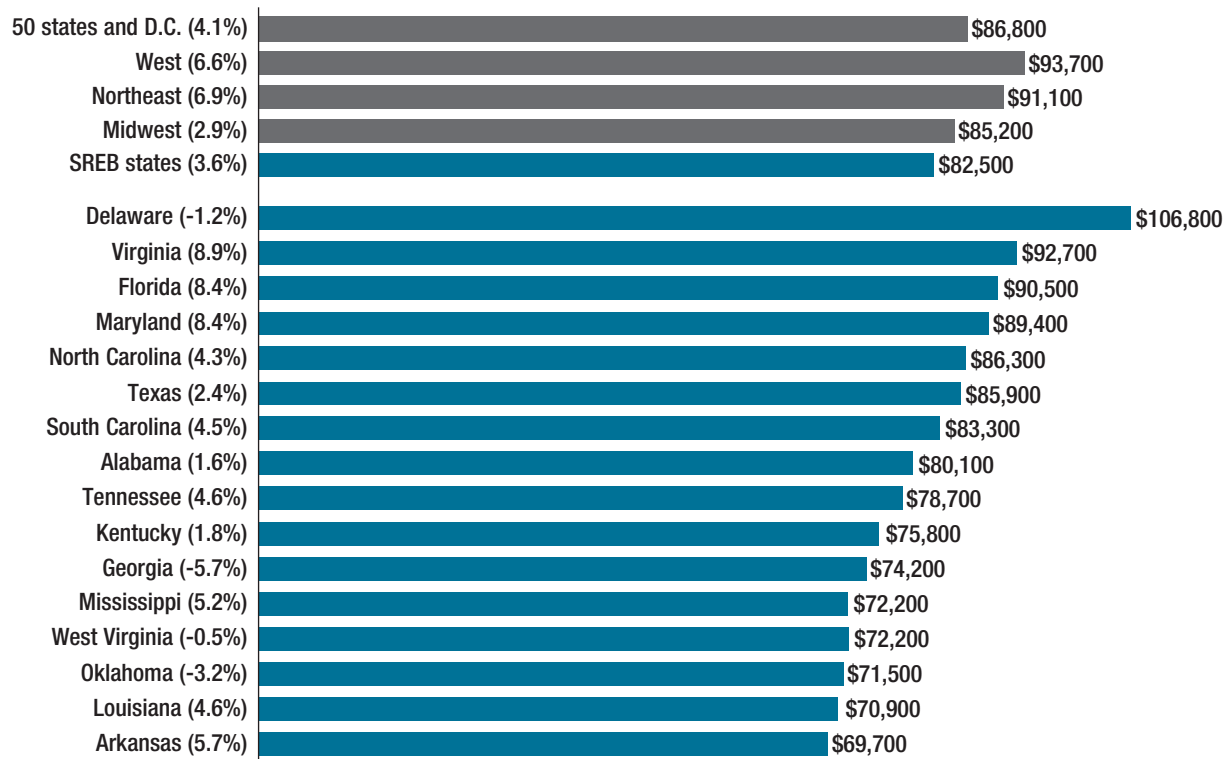
From 2012-13 to 2017-18, average salaries (in current dollars) of full-time instructional faculty at public four-year colleges and universities in the SREB region increased by just over 10 percent, compared to 11 percent for the United States. As a result, the average salary for the region fell further behind the U.S. average. It was almost 96 percent of the U.S. average in 2012-13 but 95 percent in 2017-18. Average faculty salaries adjusted for inflation rose nearly 4 percent in the SREB region during this period and 4 percent for the United States.

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. In current dollars, every SREB state had an increase in average faculty salaries from 2012-13 to 2018-8. Four states had lower average faculty salaries in 2017-18 than in 2012-13 after adjusting for inflation. The average salary in the SREB region remained lower than those in the West, Midwest and Northeast.

From 2012-13 to 2017-18, salaries of faculty ranked as professors at public four-year colleges and universities in the SREB region increased by nearly 11 percent. Salaries of associate and assistant professors increased by 11 and 12 percent, respectively. Average salaries of instructors in the SREB region rose nearly 14 percent over this period. The 10 percent increase for the all-ranks salary average in the SREB region was lower than increases in the West and Northeast, but higher than in the Midwest, where the increase was almost 10 percent. In the West and Midwest, it was 14 percent.

Between 2012-13 and 2017-18, full-time faculty salaries at public two-year colleges in SREB states rose by almost 7 percent in current dollars; however, they decreased as a percentage of the average U.S. salary — from 88 percent of the national average to 85 percent. When adjusted for inflation, average salaries of full-time instructional faculty at two-year colleges remained unchanged. The average salary in the SREB region remained lower than in the other regions. Eleven SREB states experienced increases in average salaries in current dollars from 2012-13 to 2017-18. Kentucky increased by over 21 percent, but Delaware decreased by 8 percent. Faculty salaries at public two-year colleges were above the national average in only one SREB state, Maryland.

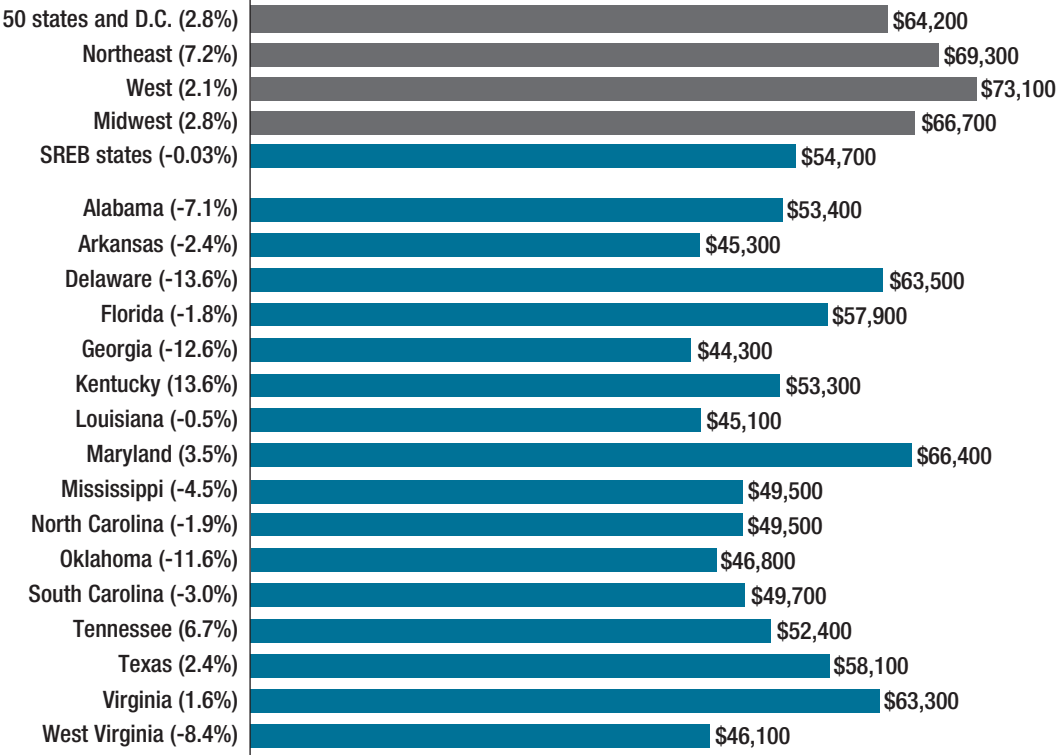
Average Salaries, Full-Time Instructional Faculty at Public Four-Year Colleges and Universities, 2017-18



Note: Inflation-adjusted change 2012-13 to 2017-18 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, 2017-18



Note: Inflation-adjusted change 2012-13 to 2017-18 shown in parentheses.
 Sources: SREB-State Data Exchange and SREB analysis of National Center for Education Statistics data.

Salaries show considerable variation between 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 2017-18 ranged from \$60,500 at four-year colleges and universities that award few graduate degrees to \$94,900 at large universities that award the most doctoral degrees.

Faculty salaries also vary among academic disciplines. In their 2017-18 survey of faculty at four-year institutions, the College and University Professional Association for Human Resources found that the median salary for full-time faculty with the rank of professor ranged from \$82,600 for those in visual and performing arts to \$130,000 for law professors. The median salaries of new assistant professors ranged from \$55,500 for visual and performing arts to \$115,000 for business faculty.

Senior administrator salaries vary considerably by area or academic discipline

The unweighted median salaries for top executive administrators varied by type of institution and the area of responsibility. Results of the College and University Professional Association for Human Resources survey of administrators found that the unweighted median salary for chief executive officers of single institutions was \$313,500 in 2017-18 while the median salary for chief institutional research officers was \$99,800. Among academic deans, median salaries ranged from \$552,000 for deans of medicine to \$113,000 for deans of mathematics.

Table 73

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

	Total 2017-18	Percent Change ¹ 2013-14 to 2017-18	Percent of Total						Percent of Black Faculty at PBIs or HBCUs ³		Percent of PBI/HBCU Faculty Who Are Black	
			2013-14			2017-18			2013-14	2017-18	2013-14	2017-18
			Women	Black ²	Hispanic ²	Women	Black ²	Hispanic ²				
50 states and D.C.	391,310	8.8	42.3	5.4	4.3	44.2	5.4	4.9	31.2	27.7	57.5	52.4
SREB states as a percent of U.S.	140,048 35.8	8.0	42.4	8.4	4.3	44.2	8.5	5.0	47.9	43.5	58.3	52.8
Alabama	8,671	5.5	42.9	11.7	2.2	44.6	10.2	2.3	49.8	38.8	64.0	53.1
Arkansas	4,136	4.9	44.7	6.9	2.0	46.4	7.9	2.4	38.0	42.0	61.6	59.5
Delaware	1,440	6.5	40.2	9.8	3.2	44.7	10.7	3.7	64.6	64.2	35.9	38.0
Florida	15,306	12.7	41.1	7.8	7.2	42.5	7.6	8.7	43.1	38.9	73.0	67.3
Georgia	11,706	5.5	44.4	8.9	3.1	46.2	10.5	3.2	29.2	29.4	44.7	40.7
Kentucky	7,343	7.2	42.7	5.1	2.2	44.6	5.3	2.4	10.6	11.4	24.6	32.8
Louisiana	5,624	2.0	44.3	12.4	2.3	46.2	13.5	2.5	62.6	63.9	71.4	73.2
Maryland	7,045	5.0	41.9	12.9	3.4	44.1	13.7	4.1	64.5	63.3	58.8	41.8
Mississippi	4,661	27.3	43.6	17.2	2.0	45.4	15.0	2.3	73.8	62.2	68.4	63.4
North Carolina	14,472	11.6	44.7	11.0	3.0	47.1	10.7	3.7	61.2	55.8	54.3	50.8
Oklahoma	4,786	-1.3	40.0	4.6	2.5	42.6	3.5	2.7	50.8	39.5	59.8	50.8
South Carolina	5,871	11.7	43.1	8.4	2.9	44.2	7.4	3.0	42.9	28.2	68.8	69.8
Tennessee	6,381	-8.4	42.6	7.6	2.5	45.2	8.0	2.8	31.2	34.6	44.6	41.3
Texas	24,725	12.5	41.4	6.2	9.7	42.8	6.3	10.8	43.7	39.7	65.7	63.6
Virginia	13,952	6.8	40.7	6.7	2.8	42.5	6.8	3.1	43.3	36.2	59.2	57.3
West Virginia	3,929	6.2	40.7	3.4	1.4	42.2	3.4	1.5	23.1	18.0	13.9	12.2
West as a percent of U.S.	95,924 24.5	14.5	42.3	2.0	6.1	44.4	2.2	6.9	NA	NA	NA	NA
Alaska	1,682	-13.0	46.5	0.9	3.2	48.3	1.2	3.2	NA	NA	NA	NA
Arizona	7,696	18.2	43.6	2.0	7.5	45.8	2.6	8.1	NA	NA	NA	NA
California	38,420	22.6	40.3	3.0	7.5	42.9	3.2	8.5	NA	NA	NA	NA
Colorado	13,055	20.5	45.9	1.5	5.6	48.0	1.5	5.8	NA	NA	NA	NA
Hawaii	1,688	-8.3	43.4	1.6	2.5	44.5	1.6	2.5	NA	NA	NA	NA
Idaho	2,315	11.2	43.7	0.6	2.1	45.0	0.7	3.2	NA	NA	NA	NA
Montana	1,771	-6.6	40.2	0.3	1.4	41.1	0.4	2.1	NA	NA	NA	NA
Nevada	2,225	21.3	40.1	2.8	5.0	41.2	3.6	6.0	NA	NA	NA	NA
New Mexico	3,358	0.6	46.0	2.0	15.3	47.7	1.5	16.1	NA	NA	NA	NA
Oregon	5,380	13.5	43.5	1.1	4.5	46.2	1.4	5.3	NA	NA	NA	NA
Utah	6,861	-0.2	38.2	1.0	3.1	39.4	0.8	3.9	NA	NA	NA	NA
Washington	10,492	10.3	44.5	1.9	4.6	46.9	1.9	5.1	NA	NA	NA	NA
Wyoming	981	-4.4	39.2	1.2	1.9	39.8	1.5	2.1	NA	NA	NA	NA
Midwest as a percent of U.S.	98,569 25.2	5.3	41.8	4.0	3.1	43.7	4.0	3.4	7.3	4.7	43.6	37.7
Illinois	10,030	-3.0	44.4	6.5	4.5	45.7	6.1	4.7	21.9	14.0	48.1	41.8
Indiana	11,540	7.7	41.6	3.5	3.2	42.9	3.8	3.8	NA	NA	NA	NA
Iowa	5,495	6.2	37.4	2.5	3.2	39.5	2.5	3.9	NA	NA	NA	NA
Kansas	6,458	7.7	43.5	2.6	2.8	45.7	2.9	3.2	NA	NA	NA	NA
Michigan	19,493	4.7	41.8	4.8	3.3	43.6	4.9	3.5	NA	NA	NA	NA
Minnesota	7,907	6.4	41.4	2.5	2.9	44.2	2.5	3.2	NA	NA	NA	NA
Missouri	6,612	-0.9	42.4	4.4	2.3	44.7	4.5	3.1	20.5	15.4	29.6	26.9
Nebraska	4,201	49.6	40.2	2.5	3.2	42.2	2.3	3.1	NA	NA	NA	NA
North Dakota	1,999	-0.9	43.5	1.3	1.1	44.8	1.4	1.2	NA	NA	NA	NA
Ohio	14,093	8.0	41.1	4.9	2.7	43.8	5.0	3.1	9.2	7.2	58.1	46.5
South Dakota	1,673	9.3	45.5	0.7	1.7	44.4	1.5	2.0	NA	NA	NA	NA
Wisconsin	9,068	-1.9	41.0	2.5	2.8	42.6	2.3	3.1	NA	NA	NA	NA
Northeast as a percent of U.S.	56,552 14.5	8.3	43.2	4.9	3.8	44.6	4.9	4.3	8.3	7.3	57.9	57.6
Connecticut	3,629	1.5	42.3	4.2	4.2	43.9	4.3	5.1	NA	NA	NA	NA
Maine	1,188	-3.8	42.7	0.6	1.4	44.4	1.1	1.9	NA	NA	NA	NA
Massachusetts	5,105	8.8	45.7	4.3	3.3	47.4	4.4	4.0	NA	NA	NA	NA
New Hampshire	1,205	8.6	43.2	1.8	2.2	47.1	1.4	3.0	NA	NA	NA	NA
New Jersey	8,666	6.5	43.8	6.3	4.4	45.4	6.3	5.4	NA	NA	NA	NA
New York	15,948	11.2	43.9	6.6	4.9	44.4	6.4	5.2	12.5	11.8	62.6	66.3
Pennsylvania	18,078	8.8	41.7	4.0	3.0	43.1	4.1	3.3	13.6	9.9	52.6	47.2
Rhode Island	1,111	7.6	49.2	2.5	2.9	53.0	2.7	3.2	NA	NA	NA	NA
Vermont	1,622	8.9	41.2	2.2	2.4	42.8	1.5	3.6	NA	NA	NA	NA
District of Columbia	217	-25.7	57.5	64.8	0.0	53.9	62.0	0.0	100.0	100.0	64.8	59.4

"NA" indicates not applicable. There was no institution of this type in the state during the specified 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 institutions. SREB classifies them as two-year colleges 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. While an institution's PBI status may change from year to year, HBCU status will not.

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 Colleges

	Total Faculty 2017-18	Percent Change ¹ 2013-14 to 2017-18	Percent of Total						Percent of Black Faculty at PBIs or HBCUs ³	
			2013-14			2017-18			2013-14	2017-18
			Women	Black ²	Hispanic ²	Women	Black ²	Hispanic ²		
50 states and D.C.	119,538	14.8	54.9	7.3	6.1	54.6	7.5	7.5	14.3	12.7
SREB states as a percent of U.S.	46,914 39.2	1.1	56.6	10.0	6.3	56.0	10.9	7.7	18.1	18.1
Alabama	1,729	-1.8	57.8	16.4	0.5	58.3	17.3	0.2	53.5	53.9
Arkansas	1,388	-2.3	59.9	5.6	1.3	58.0	6.8	1.2	51.9	37.6
Delaware	398	1.3	62.3	5.6	1.8	65.6	6.5	2.5	NA	NA
Florida	7,282	23.9	56.2	10.4	11.1	54.3	11.6	12.3	NA	6.3
Georgia	1,195	-14.2	57.0	15.4	1.7	52.4	18.6	1.2	21.7	28.2
Kentucky	1,430	-21.9	55.1	3.9	0.9	56.2	4.3	0.5	NA	NA
Louisiana	1,117	-4.9	61.4	24.9	1.8	58.7	25.3	2.7	26.1	26.3
Maryland	2,505	-3.7	60.8	14.1	2.5	62.0	17.0	2.9	37.7	39.1
Mississippi	2,316	-8.9	63.4	12.7	0.4	62.6	14.9	0.3	52.0	61.1
North Carolina	6,460	-3.8	57.9	10.6	1.3	58.0	10.6	1.7	6.7	4.3
Oklahoma	1,426	3.0	58.8	4.3	2.5	57.8	4.4	2.7	NA	NA
South Carolina	2,046	-3.1	55.6	12.0	1.7	55.3	13.9	2.0	25.1	12.7
Tennessee	1,833	0.5	56.0	8.7	2.0	57.9	8.7	1.7	39.7	40.0
Texas	12,918	5.5	52.6	7.7	15.1	52.2	8.5	17.6	4.8	3.7
Virginia	2,255	-9.9	56.6	10.0	2.0	56.1	10.3	2.0	NA	NA
West Virginia ⁴	616	-4.5	61.1	1.5	0.3	61.2	1.7	0.5	NA	NA
West as a percent of U.S.	33,817 28.3	43.9	52.7	4.4	10.6	53.6	4.5	12.7	3.7	2.3
Alaska	11	10.0	50.0	0.0	0.0	NA	NA	NA	NA	NA
Arizona	2,551	323.1	52.9	5.1	9.5	53.8	3.8	9.7	NA	NA
California	19,699	46.9	53.7	6.3	14.9	54.6	6.1	17.3	4.7	3.0
Colorado	1,266	126.9	57.2	2.7	3.2	57.7	1.9	5.8	NA	NA
Hawaii	724	0.1	50.8	0.8	1.8	50.1	0.8	2.8	NA	NA
Idaho	507	6.3	49.5	0.2	2.7	48.7	0.4	3.9	NA	NA
Montana	286	26.5	50.0	0.5	2.1	49.3	0.4	2.9	NA	NA
Nevada	799	6.3	47.3	3.7	5.7	48.1	3.9	6.5	NA	NA
New Mexico	1,356	53.4	52.7	1.4	19.1	53.1	2.1	18.0	NA	NA
Oregon	1,780	0.5	52.3	1.2	3.8	51.9	1.2	5.4	NA	NA
Utah	647	1.9	43.1	0.9	3.2	43.6	0.6	3.1	NA	NA
Washington	3,591	28.0	53.2	2.7	3.5	52.6	3.1	3.7	NA	NA
Wyoming	600	-7.7	48.5	0.3	1.1	49.2	0.2	1.2	NA	NA
Midwest as a percent of U.S.	24,963 20.9	28.6	53.2	4.3	1.7	52.9	4.8	2.0	7.1	12.4
Illinois	4,427	58.1	55.2	5.0	3.2	54.3	8.1	3.9	18.1	29.4
Indiana	1,253	-18.6	58.2	5.8	1.6	59.4	6.8	2.1	NA	NA
Iowa	1,753	-2.2	48.5	1.1	1.2	49.1	1.1	0.9	NA	NA
Kansas	1,748	38.7	51.2	2.7	1.6	48.8	2.8	2.4	NA	NA
Michigan	2,709	5.6	51.2	6.1	1.7	51.1	6.9	1.7	21.9	22.0
Minnesota	2,311	17.1	51.3	2.0	1.3	50.8	2.0	1.4	NA	NA
Missouri	1,768	3.2	56.7	4.7	1.1	56.7	4.6	1.3	NA	NA
Nebraska	1,092	30.5	49.3	2.0	1.6	49.5	2.2	1.4	NA	NA
North Dakota	379	-3.8	43.9	0.8	0.5	46.2	1.1	0.8	NA	NA
Ohio	3,656	-1.0	56.6	5.3	1.5	57.1	6.4	1.5	NA	2.2
South Dakota	408	3.0	47.7	0.0	0.3	48.8	0.0	0.5	NA	NA
Wisconsin	3,459	677.3	46.1	14.9	5.4	51.3	3.6	2.3	NA	NA
Northeast as a percent of U.S.	13,844 11.6	-6.5	55.1	6.9	4.1	56.0	7.5	4.6	13.0	1.3
Connecticut	794	-2.0	57.3	7.8	4.2	57.1	7.7	4.4	NA	NA
Maine	335	-11.1	44.0	0.3	0.8	46.9	0.3	0.3	NA	NA
Massachusetts	1,607	-1.7	62.9	6.1	3.7	63.1	7.3	4.6	15.3	11.3
New Hampshire	282	-6.9	57.1	0.0	0.7	57.8	0.7	1.1	NA	NA
New Jersey	2,058	-12.2	56.2	8.7	4.4	55.8	9.0	4.7	23.6	NA
New York	5,943	-6.9	52.8	7.6	5.4	53.5	7.9	6.1	NA	NA
Pennsylvania	2,522	-0.4	55.0	6.2	2.2	56.8	7.6	2.5	43.5	NA
Rhode Island	303	-7.6	62.2	1.8	1.2	64.7	3.6	1.7	NA	NA
Vermont	0	0.0	47.1	1.4	0.0	NA	NA	NA	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 the state during the specified 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 institutions. SREB classifies them as two-year colleges 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. While an institution's PBI status may change from year to year, HBCU status will not.

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	
	2013-14			2017-18			Part-Time Faculty	
	Part-Time Faculty	Teaching and Research Assistants	Subtotal	Part-Time Faculty	Teaching and Research Assistants	Subtotal	2013-14	2017-18
50 states and D.C.	20.5	34.6	55.1	20.5	33.9	54.5	72.8	67.3
SREB states	16.3	38.0	54.3	16.2	37.5	53.6	69.1	64.6
Alabama	19.4	30.9	50.3	20.1	30.3	50.4	65.6	60.6
Arkansas	19.3	31.7	51.0	18.1	32.2	50.3	58.2	52.5
Delaware	5.6	51.9	57.5	4.6	51.8	56.4	65.5	63.4
Florida	16.5	41.5	58.0	15.5	39.7	55.3	75.7	69.4
Georgia	14.2	41.9	56.1	14.0	43.4	57.5	83.6	50.5
Kentucky	18.5	27.6	46.1	19.2	26.3	45.5	60.1	55.3
Louisiana	12.5	39.3	51.8	13.3	37.4	50.7	56.8	50.7
Maryland	22.0	34.1	56.1	20.9	34.3	55.2	77.6	75.0
Mississippi	12.5	41.3	53.8	13.8	36.0	49.9	37.4	40.8
North Carolina	12.3	40.6	52.8	13.7	38.2	51.8	71.3	68.9
Oklahoma	18.7	36.1	54.8	15.6	37.7	53.3	64.3	60.0
South Carolina	22.0	31.4	53.4	18.3	37.2	55.5	61.3	59.9
Tennessee	18.1	37.4	55.6	17.1	39.9	57.0	64.5	62.2
Texas	13.9	43.4	57.3	15.0	41.9	56.9	65.7	63.0
Virginia	18.1	34.2	52.3	17.7	33.3	51.0	73.8	71.6
West Virginia	22.2	25.7	47.9	21.1	23.8	45.0	63.0	53.0
West	22.1	32.1	54.3	21.5	33.1	54.6	75.8	66.9
Alaska	36.4	12.6	49.0	37.1	11.4	48.4	88.1	NA
Arizona	12.5	43.4	55.9	16.4	40.4	56.8	92.8	71.8
California	23.3	34.1	57.4	22.3	36.0	58.3	75.5	66.3
Colorado	25.7	24.8	50.4	24.4	25.7	50.1	88.7	72.9
Hawaii	20.9	33.9	54.8	22.4	33.1	55.4	45.8	48.2
Idaho	24.3	27.3	51.5	24.7	27.9	52.6	53.5	71.1
Montana	25.8	27.0	52.8	24.1	32.7	56.9	64.6	59.9
Nevada	27.4	36.0	63.4	28.2	33.9	62.1	70.4	67.9
New Mexico	26.3	35.0	61.3	18.5	38.9	57.4	77.4	64.5
Oregon	22.4	36.1	58.5	19.7	34.7	54.4	72.8	70.1
Utah	16.8	21.6	38.4	20.0	26.9	46.9	68.5	73.6
Washington	18.7	30.2	48.9	17.8	26.6	44.4	70.0	64.0
Wyoming	5.4	44.3	49.7	1.3	47.3	48.6	60.0	60.6
Midwest	17.4	39.0	56.4	17.7	37.3	55.0	76.2	68.5
Illinois	14.2	50.3	64.5	14.0	50.1	64.1	82.8	71.4
Indiana	18.1	38.3	56.4	20.7	36.3	57.1	75.3	72.7
Iowa	7.8	48.6	56.4	8.2	45.8	54.1	58.0	70.9
Kansas	11.4	37.8	49.2	11.3	36.6	47.9	73.0	63.5
Michigan	20.0	29.8	49.8	18.9	29.6	48.5	80.9	74.9
Minnesota	19.2	37.3	56.5	18.2	37.3	55.5	61.9	50.3
Missouri	20.5	34.7	55.2	22.4	32.3	54.8	72.7	74.0
Nebraska	15.8	38.4	54.2	14.4	35.0	49.4	66.4	62.9
North Dakota	8.0	38.6	46.5	18.1	33.8	51.9	44.7	54.3
Ohio	22.3	41.3	63.6	22.1	38.2	60.2	74.8	72.1
South Dakota	15.8	34.6	50.4	16.7	31.3	48.0	40.3	33.9
Wisconsin	15.5	36.9	52.3	16.3	35.3	51.5	93.2	60.3
Northeast	33.2	22.6	55.8	34.0	21.3	55.3	72.9	73.1
Connecticut	24.7	31.6	56.3	32.6	28.2	60.8	76.5	78.2
Maine	35.5	22.6	58.1	37.7	24.2	61.9	68.3	73.7
Massachusetts	28.2	32.6	60.8	27.5	31.9	59.4	74.6	75.7
New Hampshire	39.5	24.1	63.6	34.8	25.1	59.9	86.1	81.8
New Jersey	44.0	15.1	59.1	45.6	13.0	58.6	76.0	78.5
New York	42.5	17.1	59.6	42.6	16.5	59.2	66.8	65.2
Pennsylvania	19.5	27.7	47.2	19.8	25.5	45.3	76.4	75.2
Rhode Island	38.1	19.8	57.9	31.0	25.7	56.7	59.1	64.5
Vermont	25.6	20.5	46.1	26.1	16.8	42.9	89.4	100.0
District of Columbia	54.9	—	54.9	63.0	5.0	68.0	NA	NA

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

"—" indicates data not reported.

Notes: Data include all part-time faculty at public two-year and four-year colleges and universities except those at specialized institutions, to be consistent with group used in calculating faculty salary averages. (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 institutions. SREB classifies them as two-year colleges 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 2017-18	Percent Change 2013-14 to 2017-18	Percent of Total						Percent of Black Administrators at PBIs or HBCUs ³	
			2013-14			2017-18			2013-14	2017-18
			Women	Black ²	Hispanic ²	Women	Black ²	Hispanic ²		
50 states and D.C.	97,763	11.2	52.0	10.5	5.0	54.1	10.8	5.8	28.8	26.2
SREB states as a percent of U.S.	39,622 40.5	9.8	51.0	15.2	6.1	53.3	15.7	7.0	44.1	39.3
Alabama	2,392	12.7	45.9	14.7	0.6	48.0	16.1	0.8	44.2	38.5
Arkansas	1,235	9.9	53.3	14.3	1.2	57.0	14.4	1.7	26.6	20.0
Delaware	605	11.0	48.6	12.6	1.3	47.8	11.3	1.3	35.3	30.9
Florida	5,216	22.4	54.2	15.1	12.2	56.7	13.9	14.9	41.6	34.5
Georgia	4,954	5.0	49.9	18.4	1.7	51.4	20.5	2.2	25.6	19.9
Kentucky	1,756	10.0	54.1	9.5	0.9	55.5	9.6	1.0	25.3	23.4
Louisiana	1,272	-11.4	49.0	14.6	1.8	51.7	20.7	2.1	44.7	52.9
Maryland	1,964	5.6	52.1	35.6	2.4	56.2	34.5	2.5	74.0	71.7
Mississippi	1,122	89.2	43.8	37.2	0.3	56.6	31.5	0.9	89.1	61.2
North Carolina	1,829	-3.7	44.1	26.3	1.8	46.0	23.5	1.7	83.2	72.8
Oklahoma	1,041	20.6	48.8	7.0	2.2	52.1	7.2	3.3	46.7	46.6
South Carolina	1,711	-3.7	46.4	11.3	1.6	51.4	14.4	1.6	13.9	16.9
Tennessee	1,851	6.3	50.3	13.4	1.3	53.9	14.7	1.6	28.9	38.1
Texas	8,682	19.0	52.0	8.7	18.0	53.9	9.7	17.9	23.9	20.8
Virginia	3,017	-3.2	56.6	15.4	1.3	54.7	15.4	1.6	42.9	49.8
West Virginia	975	-14.0	53.5	7.3	0.9	53.7	7.2	1.1	29.3	33.8
West as a percent of U.S.	17,776 18.2	19.3	51.7	4.3	8.2	53.7	4.3	9.0	NA	NA
Alaska	307	-11.8	54.3	3.8	4.1	56.0	0.7	2.6	NA	NA
Arizona	1,903	36.5	56.2	3.2	10.4	55.2	3.9	10.4	NA	NA
California	6,487	12.0	53.6	6.9	10.0	53.3	7.0	10.5	NA	NA
Colorado	2,391	49.3	55.6	3.2	7.4	58.8	3.1	7.2	NA	NA
Hawaii	196	1.6	44.6	1.6	1.0	51.5	1.0	0.5	NA	NA
Idaho	530	33.5	40.3	1.6	2.1	42.3	2.1	1.5	NA	NA
Montana	863	3.6	60.4	0.7	1.0	61.1	0.2	1.6	NA	NA
Nevada	322	35.3	39.1	4.6	7.1	48.1	5.0	6.9	NA	NA
New Mexico	1,078	79.4	43.3	3.3	28.6	57.7	2.5	31.9	NA	NA
Oregon	628	-9.5	43.7	3.2	3.8	47.8	4.2	4.2	NA	NA
Utah	1,351	24.7	40.2	0.7	3.6	43.7	1.0	3.2	NA	NA
Washington	1,620	0.9	52.4	3.7	5.1	54.8	4.1	4.8	NA	NA
Wyoming	100	-16.0	45.4	0.9	4.7	45.0	1.3	2.6	NA	NA
Midwest as a percent of U.S.	27,639 28.3	8.3	53.4	7.8	2.4	55.2	7.9	2.7	7.0	6.0
Illinois	3,817	2.6	56.5	13.1	5.4	58.2	13.2	6.3	10.9	8.4
Indiana	2,846	17.5	51.8	6.4	2.0	53.6	7.5	2.7	NA	NA
Iowa	507	-16.1	45.4	4.6	1.3	49.5	4.8	1.8	NA	NA
Kansas	1,370	5.1	50.2	4.0	3.3	51.8	4.3	2.9	NA	NA
Michigan	4,538	4.3	53.4	8.6	2.1	54.8	8.9	2.4	NA	NA
Minnesota	1,142	10.9	52.5	2.8	2.2	53.8	3.4	1.6	NA	NA
Missouri	2,022	-1.9	52.8	7.1	1.2	53.6	7.5	1.9	26.2	26.0
Nebraska	1,326	48.0	46.5	2.7	2.1	50.2	2.4	2.7	NA	NA
North Dakota	341	-16.0	45.3	1.0	1.0	43.4	0.0	2.1	NA	NA
Ohio	7,611	11.5	56.5	9.2	1.7	58.8	8.8	1.7	7.7	7.4
South Dakota	594	52.3	44.6	1.0	1.3	50.7	1.9	1.5	NA	NA
Wisconsin	1,525	1.6	50.5	4.6	2.4	51.3	4.8	2.2	NA	NA
Northeast as a percent of U.S.	12,634 12.9	11.5	52.1	9.0	3.4	54.4	10.0	4.7	8.7	7.2
Connecticut	488	-4.5	53.2	7.7	3.4	51.4	7.9	4.1	NA	NA
Maine	193	70.8	42.5	0.0	0.0	48.2	1.1	0.0	NA	NA
Massachusetts	1,204	-7.5	55.1	5.6	2.8	58.1	5.7	3.2	NA	NA
New Hampshire	577	2.3	56.2	1.2	1.4	57.2	1.7	1.3	NA	NA
New Jersey	1,395	0.5	49.4	13.0	4.9	51.4	13.1	5.7	NA	NA
New York	3,798	24.9	50.2	11.0	5.3	54.3	15.4	8.3	10.7	11.1
Pennsylvania	4,614	15.2	53.2	9.1	2.0	54.8	7.8	2.5	14.4	6.9
Rhode Island	117	-40.3	50.5	6.1	2.0	48.7	6.8	2.6	NA	NA
Vermont	248	21.0	49.8	2.2	4.5	52.4	2.3	4.2	NA	NA
District of Columbia	92	12.2	63.4	75.9	1.3	52.2	76.1	1.1	NA	100.0

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

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 institutions. SREB classifies them as two-year colleges 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 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. While an institution's PBI status may change from year to year, HBCU status will not.

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 2017-18	Percent Change 2013-14 to 2017-18	Percent of Total						Percent of Black Administrators at PBIs or HBCUs ³	
			2013-14			2017-18			2013-14	2017-18
			Women	Black ²	Hispanic ²	Women	Black ²	Hispanic ²		
50 states and D.C.	34,244	18.5	57.9	12.3	6.3	58.7	12.7	8.0	15.6	10.4
SREB states as a percent of U.S.	13,304 38.9	2.9	59.3	17.0	6.4	60.1	18.4	7.9	18.2	15.7
Alabama	424	7.9	58.8	27.9	0.3	59.9	28.6	0.5	68.2	61.0
Arkansas	440	2.1	63.3	10.2	0.7	61.1	10.6	0.7	34.1	23.9
Delaware	63	-8.7	44.9	13.0	1.4	55.6	7.9	1.6	NA	NA
Florida	1,389	10.2	54.8	12.7	9.3	53.3	16.5	9.4	NA	6.2
Georgia	342	-42.2	53.7	25.6	0.5	55.8	22.2	0.6	25.2	44.7
Kentucky	296	-10.3	61.2	10.4	0.9	62.8	11.6	0.0	NA	NA
Louisiana	297	3.1	63.5	42.2	2.4	59.9	38.0	2.7	36.4	23.9
Maryland	827	10.9	60.5	20.7	1.7	61.4	22.7	1.6	45.3	39.2
Mississippi	474	20.3	53.8	20.2	0.5	57.4	26.2	0.2	73.4	76.4
North Carolina	2,427	8.7	61.4	14.7	1.0	62.3	17.5	1.3	8.3	4.0
Oklahoma	437	-8.2	52.9	5.3	1.9	55.4	7.4	2.3	NA	NA
South Carolina	480	-7.9	60.7	22.7	0.4	58.8	23.3	1.0	16.9	11.6
Tennessee	200	-9.9	58.6	20.2	0.5	57.5	16.6	0.5	53.7	54.5
Texas	3,570	10.8	56.8	14.6	19.1	58.9	15.8	23.0	6.8	1.4
Virginia	1,474	-6.4	68.4	22.0	1.6	69.2	22.7	1.7	NA	NA
West Virginia ⁴	164	-6.8	57.4	3.0	0.0	53.0	5.2	0.6	NA	NA
West as a percent of U.S.	8,506 24.8	52.5	55.8	5.9	11.3	57.2	6.4	13.8	0.3	0.4
Alaska	24	700.0	33.3	0.0	0.0	70.8	12.5	4.2	NA	NA
Arizona	737	279.9	50.5	5.7	15.6	54.8	6.0	15.2	NA	NA
California	3,442	58.8	52.8	9.2	17.4	55.1	9.3	21.1	0.5	0.7
Colorado	381	92.4	60.1	5.7	6.2	61.4	6.0	7.7	NA	NA
Hawaii	86	21.1	43.7	1.4	0.0	46.5	0.0	2.4	NA	NA
Idaho	189	31.3	50.7	0.8	6.0	52.9	1.6	4.3	NA	NA
Montana	133	22.0	67.0	0.0	0.0	58.6	1.5	1.5	NA	NA
Nevada	151	-12.7	58.4	6.9	14.5	59.6	7.9	13.9	NA	NA
New Mexico	455	41.7	59.8	3.9	30.0	57.1	2.5	31.1	NA	NA
Oregon	695	8.3	56.4	1.9	4.9	57.8	2.4	6.4	NA	NA
Utah	220	8.4	39.4	3.9	4.4	43.2	3.7	4.6	NA	NA
Washington	1,790	50.7	63.0	4.7	3.1	63.6	5.8	4.9	NA	NA
Wyoming	203	25.3	56.2	1.3	2.7	55.7	0.5	1.5	NA	NA
Midwest as a percent of U.S.	7,549 22.0	36.3	55.8	8.4	2.2	57.8	8.6	2.5	8.7	6.9
Illinois	1,235	56.1	59.4	8.7	3.9	59.9	12.3	4.7	13.4	15.5
Indiana	329	-29.1	49.4	7.6	2.0	59.6	10.7	1.5	NA	NA
Iowa	591	16.6	56.6	2.4	1.2	56.3	2.2	1.2	NA	NA
Kansas	649	43.0	57.0	4.4	1.8	59.0	2.3	2.5	NA	NA
Michigan	1,258	28.1	54.5	11.5	2.3	57.1	10.4	2.6	28.2	16.5
Minnesota	272	30.1	54.5	1.9	0.0	57.4	6.7	2.6	NA	NA
Missouri	490	8.4	56.4	9.2	1.3	58.8	11.5	2.3	NA	NA
Nebraska	226	28.4	51.7	4.5	2.3	54.4	4.9	2.2	NA	NA
North Dakota	115	-9.4	51.2	0.8	0.8	55.7	0.9	0.9	NA	NA
Ohio	1,251	8.6	56.8	11.4	1.7	56.0	11.0	1.6	NA	NA
South Dakota	81	9.5	58.1	0.0	0.0	54.3	0.0	0.0	NA	NA
Wisconsin	1,052	592.1	58.6	21.7	8.6	58.5	7.5	2.6	NA	NA
Northeast as a percent of U.S.	4,885 14.3	0.8	58.7	11.3	5.0	58.9	14.2	6.9	19.8	2.5
Connecticut	121	-51.0	65.6	12.1	6.3	61.2	17.6	5.0	NA	NA
Maine	100	6.4	48.9	0.0	0.0	55.0	1.0	0.0	NA	NA
Massachusetts	869	-6.6	65.3	10.9	4.6	64.1	11.8	4.3	22.2	16.8
New Hampshire	30	7.1	50.0	0.0	3.7	56.7	0.0	10.0	NA	NA
New Jersey	799	2.6	58.9	18.9	7.1	60.3	18.9	7.5	39.9	NA
New York	1,793	15.4	54.4	11.2	6.7	55.8	15.8	11.5	NA	NA
Pennsylvania	1,034	3.6	57.7	8.9	1.9	58.2	12.5	2.1	30.7	NA
Rhode Island	59	9.3	46.3	5.6	0.0	49.2	8.5	0.0	NA	NA
Vermont	80	-50.3	67.7	0.7	1.4	73.8	0.0	0.0	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 in the state during the specified years.

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 institutions. SREB classifies them as two-year colleges 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.

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. While an institution's PBI status may change from year to year, HBCU status will not.

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 2017-18	Percent Change 2013-14 to 2017-18	2017-18 Percent Distribution						
			Faculty	Graduate Assistants	Librarian, Archivist, Curator	Student/ Academic & Other Services	Management	Business/ Financial Operations	Computer, Engineering, Science
50 states and D.C.	1,764,937	6.5	32.2	16.5	1.0	3.3	5.7	6.5	7.4
SREB states as a percent of U.S.	632,310 35.8	5.1	29.9	17.9	1.0	3.3	6.4	5.6	7.3
Alabama	43,202	5.7	28.2	12.3	0.8	3.8	5.6	6.6	8.7
Arkansas	17,314	2.4	32.6	15.5	1.1	5.0	7.2	4.9	6.4
Delaware	7,328	6.8	21.7	23.4	0.9	3.5	8.3	6.5	8.9
Florida	68,596	7.8	30.1	19.8	1.1	3.7	7.8	6.1	7.3
Georgia	57,943	0.7	26.9	20.6	0.6	5.0	8.6	2.8	8.9
Kentucky	32,817	-1.3	30.2	10.8	1.1	2.1	5.5	5.2	9.0
Louisiana	22,535	-0.9	31.7	18.9	1.1	3.1	5.7	6.4	6.5
Maryland	29,477	1.6	35.0	18.3	1.1	2.2	7.0	10.3	4.9
Mississippi	28,019	60.0	21.2	12.0	0.6	3.4	4.1	8.0	5.9
North Carolina	61,958	6.5	30.0	18.5	0.7	4.3	3.0	5.0	9.1
Oklahoma	21,914	-3.9	29.1	17.6	0.9	4.5	4.8	5.9	5.2
South Carolina	27,752	8.3	29.9	17.7	1.2	2.9	6.7	3.8	5.8
Tennessee	31,504	-8.3	28.3	18.8	0.8	3.5	5.9	3.3	5.1
Texas	111,905	7.6	29.8	21.4	1.1	1.9	7.9	5.6	6.9
Virginia	57,009	4.4	33.3	16.6	1.1	3.0	5.4	6.7	8.1
West Virginia	13,037	-4.2	41.7	13.0	1.0	1.2	7.6	3.2	4.8
West as a percent of U.S.	416,238 23.6	13.6	34.0	16.8	1.0	3.4	4.5	9.2	7.4
Alaska	5,768	-13.7	50.1	6.4	0.7	2.5	5.5	2.5	5.0
Arizona	37,104	15.1	28.6	19.4	1.1	4.3	5.3	9.9	10.3
California	183,765	21.7	32.1	18.1	0.8	2.0	3.8	10.8	7.3
Colorado	47,426	17.2	41.0	14.2	0.7	5.1	5.2	4.2	8.0
Hawaii	6,965	-5.4	36.4	18.0	1.5	8.9	2.8	7.1	5.0
Idaho	9,771	10.2	36.0	14.0	1.1	5.0	5.5	6.6	7.8
Montana	8,629	3.4	32.0	15.6	1.0	2.6	11.3	4.7	9.1
Nevada	11,613	24.5	33.4	17.1	1.0	2.5	2.9	7.8	5.7
New Mexico	16,449	-3.2	29.3	18.6	1.1	3.0	6.7	7.4	7.3
Oregon	21,654	8.0	35.6	18.9	1.2	5.3	3.0	9.7	4.8
Utah	28,098	18.6	33.6	12.3	0.9	3.3	5.1	10.0	6.5
Washington	38,451	2.3	36.0	13.0	1.3	4.5	4.4	10.4	6.9
Wyoming	3,666	-7.1	27.4	24.7	1.9	3.3	2.8	6.3	4.5
Midwest as a percent of U.S.	458,996 26.0	2.3	29.9	17.8	0.9	3.2	6.2	5.7	8.1
Illinois	58,526	-4.7	23.8	23.9	1.0	4.2	6.7	4.7	6.1
Indiana	54,233	8.8	31.6	18.0	0.6	1.7	5.3	5.5	7.3
Iowa	25,004	5.2	25.9	21.9	0.9	7.9	2.1	6.8	9.9
Kansas	24,877	4.1	31.6	18.2	1.1	3.8	5.6	4.7	7.7
Michigan	76,382	4.3	34.9	14.7	1.2	3.6	6.1	8.0	9.1
Minnesota	34,466	2.8	32.3	19.3	1.3	3.9	3.4	8.5	9.1
Missouri	31,625	-16.6	31.3	15.0	0.7	3.5	6.6	3.5	6.1
Nebraska	17,814	45.5	30.3	16.3	1.0	2.7	7.6	3.8	8.5
North Dakota	8,146	2.9	33.8	17.2	1.2	3.1	4.4	3.8	7.4
Ohio	83,614	3.5	26.2	16.2	0.6	2.6	9.3	4.5	7.7
South Dakota	6,359	7.9	34.8	15.8	1.1	1.8	9.9	4.9	5.3
Wisconsin	37,950	-0.6	31.9	17.4	1.1	1.0	4.1	6.1	11.5
Northeast as a percent of U.S.	256,205 14.5	7.2	38.9	10.5	1.0	3.2	5.0	5.5	6.1
Connecticut	18,839	6.3	35.3	13.9	1.0	2.2	2.6	2.7	5.0
Maine	6,760	2.5	35.0	11.1	1.0	6.2	2.9	3.6	8.6
Massachusetts	23,625	5.2	36.3	17.0	1.1	4.4	5.2	4.8	5.1
New Hampshire	6,876	2.0	32.8	11.0	1.1	4.5	9.1	5.0	6.0
New Jersey	45,262	3.8	40.2	6.0	0.9	2.9	3.1	8.9	6.0
New York	76,642	12.5	42.5	8.4	0.9	3.6	5.0	5.0	3.9
Pennsylvania	67,294	6.1	36.6	12.5	1.1	2.0	7.0	5.3	8.6
Rhode Island	5,056	5.0	37.7	13.0	0.8	6.6	2.4	3.3	8.9
Vermont	5,851	5.2	40.4	8.1	1.2	6.8	4.4	4.9	7.9
District of Columbia	1,188	7.8	54.3	2.9	0.6	7.0	7.7	7.8	1.9

*** 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: Data include all full-time faculty at public four-year colleges and universities except those at specialized institutions, to be consistent with group used in calculating faculty salary averages. (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 institutions. SREB classifies them as two-year colleges until they meet other criteria. (See Appendix A for definitions.)

Table 78
continued

2017-18 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	
4.5	3.2	6.5	0.1	9.9	2.5	0.7	50 states and D.C.
4.6	2.5	6.6	0.1	11.1	3.0	0.6	SREB states
5.7	2.4	8.1	0.3	13.2	3.4	0.9	Alabama
5.3	0.6	5.7	0.2	11.5	3.5	0.6	Arkansas
6.2	1.0	6.1	0.4	9.1	2.3	1.8	Delaware
3.9	2.8	5.2	*	9.5	2.3	0.2	Florida
2.9	0.6	9.2	0.1	10.6	3.2	*	Georgia
5.7	6.4	5.6	0.1	13.6	3.9	0.7	Kentucky
4.5	1.5	6.5	0.2	10.5	3.1	0.5	Louisiana
3.8	0.6	4.8	0.2	8.1	2.9	0.9	Maryland
3.5	21.5	5.5	0.2	10.9	2.6	0.7	Mississippi
3.8	2.0	6.7	0.1	12.2	4.3	0.3	North Carolina
5.5	0.8	6.8	0.1	14.2	3.7	0.9	Oklahoma
7.9	1.3	7.0	*	11.0	3.1	1.6	South Carolina
5.2	0.9	13.5	0.4	10.9	2.6	0.7	Tennessee
4.8	1.0	5.1	0.1	11.6	2.0	0.8	Texas
4.5	1.1	5.8	*	10.0	3.5	0.8	Virginia
6.5	1.0	7.2	*	8.8	3.5	0.4	West Virginia
4.7	2.5	5.4	0.2	8.2	2.1	0.7	West
3.1	0.3	1.8	1.9	16.5	3.2	0.5	Alaska
5.1	0.8	4.3	0.7	7.8	1.8	0.6	Arizona
5.1	3.4	6.0	*	7.9	1.8	0.8	California
2.8	4.2	4.9	0.1	7.0	2.2	0.5	Colorado
7.2	0.9	5.8	0.2	4.4	1.9	0.2	Hawaii
6.1	1.0	4.6	0.3	9.3	2.2	0.5	Idaho
4.9	1.8	7.6	0.2	6.3	2.2	0.6	Montana
6.0	5.6	4.3	0.2	11.1	2.2	0.2	Nevada
3.4	3.1	4.3	0.5	11.0	3.6	0.7	New Mexico
4.5	1.6	4.6	0.3	7.6	2.3	0.4	Oregon
5.4	4.3	5.0	0.2	10.5	2.4	0.4	Utah
3.6	4.4	5.1	*	7.5	2.2	0.7	Washington
6.2	3.7	6.6	0.8	7.3	2.9	1.8	Wyoming
4.6	4.6	7.0	0.1	8.8	2.2	0.7	Midwest
3.4	6.8	6.5	0.1	9.5	2.1	1.1	Illinois
4.3	2.1	9.5	0.1	11.0	2.3	0.6	Indiana
3.2	4.7	7.1	*	5.8	2.6	1.2	Iowa
4.6	3.7	5.7	0.1	9.7	3.1	0.4	Kansas
3.1	1.7	6.1	*	8.6	2.2	0.8	Michigan
4.9	1.7	5.5	0.2	7.4	2.2	0.3	Minnesota
6.7	4.0	6.5	0.2	12.2	3.0	0.7	Missouri
5.1	5.5	6.5	0.2	9.6	2.2	0.7	Nebraska
6.5	1.7	7.2	0.0	9.2	2.7	1.8	North Dakota
4.1	10.8	7.9	0.2	7.5	1.7	0.6	Ohio
6.5	0.6	6.6	0.3	9.9	1.9	0.6	South Dakota
8.2	2.1	6.5	*	7.3	2.1	0.8	Wisconsin
4.0	3.6	7.4	0.1	11.5	2.7	0.6	Northeast
3.4	9.5	6.0	0.1	14.7	3.6	0.2	Connecticut
6.9	0.5	9.4	0.1	11.8	2.5	0.5	Maine
5.0	0.9	8.4	*	8.8	2.1	1.0	Massachusetts
5.3	0.7	6.9	0.1	14.5	1.9	1.2	New Hampshire
3.8	6.8	8.4	*	9.9	2.9	0.1	New Jersey
3.7	3.0	7.5	*	12.9	2.8	0.8	New York
4.0	2.5	6.3	0.3	10.7	2.5	0.6	Pennsylvania
2.5	1.2	11.9	0.1	8.9	2.3	0.5	Rhode Island
4.1	0.8	6.5	0.2	11.8	2.6	0.3	Vermont
2.2	*	2.3	*	10.9	1.7	0.6	District of Columbia

Table 79
Staff at Public Two-Year Colleges¹

	Total 2017-18	Percent Change 2013-14 to 2017-18	2017-18 Percent Distribution						
			Faculty	Graduate Assistants	Librarian, Archivist, Curator	Student/ Academic & Other Services	Management	Business/ Financial Operations	Computer, Engineering, Science
50 states and D.C.	667,412	2.9	54.7	*	0.9	8.6	5.3	2.7	2.7
SREB states as a percent of U.S.	257,043 38.5	-5.6	51.5	*	1.0	9.8	5.4	2.9	2.8
Alabama	8,483	-10.2	51.7	*	1.2	11.1	5.2	1.5	1.8
Arkansas	5,904	-12.0	49.5	*	1.4	9.2	7.5	3.3	3.0
Delaware	1,740	-3.4	62.5	*	1.1	6.4	3.6	3.4	2.8
Florida	50,645	4.0	47.0	*	1.0	11.1	2.8	3.2	3.0
Georgia	4,451	-63.3	54.2	*	0.9	6.5	7.8	1.6	2.4
Kentucky	5,834	-27.6	54.8	*	1.1	6.1	5.2	2.5	1.8
Louisiana	4,127	-7.8	54.9	*	0.4	9.4	7.2	14.0	1.0
Maryland	18,973	-4.6	52.7	*	0.9	8.6	4.4	3.2	4.8
Mississippi	8,219	-1.3	47.6	*	1.4	4.9	5.9	1.3	1.4
North Carolina	38,403	-1.3	54.0	*	1.0	13.0	6.9	1.5	2.3
Oklahoma	8,256	-0.1	43.2	*	1.0	8.6	5.4	2.3	4.7
South Carolina	9,707	-5.0	52.6	*	1.2	5.3	5.2	4.7	3.4
Tennessee	8,474	0.7	57.2	*	0.4	2.6	2.4	2.4	1.7
Texas	67,376	-0.3	51.8	*	1.1	10.7	5.5	3.1	2.8
Virginia	14,332	-14.0	55.4	*	0.6	8.3	11.4	3.0	2.3
West Virginia	2,119	-19.2	61.9	*	0.8	2.2	7.9	2.8	2.2
West as a percent of U.S.	169,894 25.5	19.3	60.2	*	0.7	6.3	5.3	2.6	2.2
Alaska	NA	NA	NA	NA	NA	NA	NA	NA	NA
Arizona	18,247	79.9	49.7	*	1.1	10.2	4.4	2.2	2.9
California	85,620	17.2	68.3	*	0.4	3.3	4.1	2.4	1.4
Colorado	7,946	20.6	58.7	*	0.6	10.7	4.8	3.9	2.1
Hawaii	2,544	10.3	54.9	*	1.3	9.7	3.4	3.1	2.3
Idaho	3,936	51.2	44.5	*	0.8	25.1	5.0	2.9	2.4
Montana	1,366	11.3	52.3	*	2.1	7.7	10.1	3.6	2.5
Nevada	4,190	-1.2	59.4	*	0.8	9.3	5.3	3.1	3.5
New Mexico	7,507	21.0	50.9	*	1.0	11.0	6.3	3.3	3.6
Oregon	10,729	-9.0	55.4	*	1.1	7.9	6.6	2.7	4.3
Utah	5,094	12.2	48.2	*	1.0	9.7	4.4	2.5	3.2
Washington	18,908	17.5	52.8	*	1.2	5.1	10.2	2.3	2.7
Wyoming	3,660	5.5	41.6	*	1.4	8.4	5.7	1.9	2.8
Midwest as a percent of U.S.	147,019 22.0	8.0	53.9	0.02	0.8	8.4	5.3	3.0	2.9
Illinois	29,328	15.6	52.8	*	1.0	7.2	4.3	3.7	3.4
Indiana	8,121	-23.4	56.5	*	0.4	1.4	4.1	4.9	3.3
Iowa	11,609	31.5	51.9	0.1	0.5	10.0	5.2	2.6	2.1
Kansas	9,557	7.2	50.1	*	0.6	8.5	6.8	1.7	2.4
Michigan	19,075	-9.7	56.5	*	1.1	7.0	6.8	2.4	3.1
Minnesota	9,346	6.9	49.7	*	1.1	15.0	3.2	3.0	3.1
Missouri	12,287	-8.4	55.4	*	0.7	12.5	4.0	2.7	2.6
Nebraska	5,179	25.2	56.7	*	0.9	9.1	4.4	2.5	3.0
North Dakota	2,810	76.8	29.5	*	0.5	5.5	4.2	1.7	1.5
Ohio	22,250	-9.3	58.8	*	0.7	10.0	5.7	3.8	2.8
South Dakota	2,010	77.6	30.7	*	0.6	4.3	4.0	1.6	1.4
Wisconsin	15,447	99.7	56.4	*	0.8	6.6	7.0	2.6	2.9
Northeast as a percent of U.S.	93,456 14.0	-4.6	55.0	*	1.1	9.9	5.3	2.1	2.9
Connecticut	5,097	1.0	71.3	*	1.1	10.5	2.4	2.2	1.7
Maine	1,818	3.0	70.1	*	0.7	6.2	5.6	2.5	1.8
Massachusetts	12,770	-2.5	51.7	*	1.4	13.6	7.1	1.8	3.0
New Hampshire	2,275	-25.6	68.1	*	1.2	17.7	1.3	1.8	1.5
New Jersey	16,800	-5.8	57.1	*	1.2	10.0	4.9	2.2	2.5
New York	36,311	-3.9	47.1	*	1.2	10.9	5.0	1.9	3.8
Pennsylvania	16,302	-3.64	62.5	*	1.0	4.7	6.4	2.3	2.1
Rhode Island	1,285	3.4	66.4	*	*	*	4.7	10.0	1.8
Vermont	798	-34.6	76.2	*	0.4	3.9	10.5	0.3	0.8
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 in this state during the specified years.

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 institutions. SREB classifies them as two-year colleges 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

2017-18 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	
4.1	0.3	5.8	0.3	13.1	1.2	0.2	50 states and D.C.
4.2	0.3	5.7	0.3	14.2	1.6	0.3	SREB states
3.5	*	6.4	0.2	16.2	1.1	0.2	Alabama
4.4	*	6.5	0.3	12.8	1.9	0.2	Arkansas
3.3	*	6.4	*	8.6	2.0	*	Delaware
4.7	0.2	6.9	0.3	17.6	2.0	0.3	Florida
2.8	0.6	7.7	0.1	14.1	1.3	*	Georgia
5.8	0.2	7.1	*	15.4	*	0.1	Kentucky
0.9	*	4.2	*	6.4	1.5	0.1	Louisiana
4.4	0.2	5.0	0.3	12.5	2.5	0.4	Maryland
5.5	0.2	14.5	0.7	13.9	2.4	0.3	Mississippi
3.4	0.1	5.4	0.4	10.8	0.9	0.4	North Carolina
9.6	1.2	6.5	0.5	13.7	2.2	1.0	Oklahoma
6.5	0.6	4.5	*	14.1	1.8	0.2	South Carolina
6.8	2.4	4.7	*	18.1	1.2	0.1	Tennessee
3.6	0.1	4.5	0.3	15.1	1.3	0.2	Texas
2.0	0.1	3.9	*	10.5	2.2	0.2	Virginia
3.9	0.2	6.0	*	10.5	1.6	0.1	West Virginia
3.3	0.2	5.2	0.2	12.8	0.9	0.2	West
NA	NA	NA	NA	NA	NA	NA	Alaska
5.3	0.4	4.8	*	17.9	0.9	0.25	Arizona
2.4	0.1	4.6	*	12.7	0.1	*	California
4.0	*	4.9	0.3	7.8	1.3	0.7	Colorado
8.9	*	6.6	0.3	7.8	0.8	0.8	Hawaii
5.3	0.2	4.9	0.2	7.1	1.2	0.3	Idaho
3.0	0.1	7.1	0.7	9.2	1.5	0.1	Montana
3.0	0.4	4.2	*	9.4	1.5	0.1	Nevada
2.7	0.2	9.3	0.7	8.7	2.1	0.4	New Mexico
4.3	0.1	5.4	0.5	10.4	1.0	0.4	Oregon
6.1	0.2	7.0	1.4	14.3	1.7	0.3	Utah
2.7	0.2	5.4	0.4	14.2	2.7	0.2	Washington
6.4	0.2	9.6	0.2	19.6	1.5	0.7	Wyoming
5.4	0.3	6.4	0.7	11.7	0.9	0.2	Midwest
9.5	0.6	9.1	1.5	6.7	0.2	*	Illinois
6.2	0.1	4.7	*	18.5	*	*	Indiana
4.5	*	7.1	0.7	14.0	0.9	0.5	Iowa
6.9	0.6	8.0	0.5	11.9	1.6	0.4	Kansas
3.8	*	6.3	0.1	11.7	0.9	0.2	Michigan
2.3	0.3	4.9	1.4	14.2	1.8	*	Minnesota
3.5	0.2	6.4	1.0	9.8	1.0	0.2	Missouri
5.3	0.9	6.2	0.5	7.8	2.5	0.1	Nebraska
3.4	0.1	5.5	0.2	45.2	1.6	1.1	North Dakota
4.9	0.5	4.7	0.2	6.8	0.9	0.1	Ohio
1.3	0.2	5.3	0.7	49.5	*	0.1	South Dakota
3.7	0.2	5.0	0.4	13.1	0.9	0.2	Wisconsin
3.3	0.3	5.7	0.1	12.7	1.1	0.3	Northeast
1.5	*	3.5	*	5.0	0.6	0.1	Connecticut
2.6	*	4.8	*	4.4	1.3	*	Maine
3.7	0.4	5.2	0.2	10.5	0.8	0.5	Massachusetts
0.0	*	4.3	*	3.7	0.4	*	New Hampshire
3.6	0.5	5.7	0.1	11.0	1.2	0.2	New Jersey
3.9	0.4	6.6	0.1	17.4	1.4	0.5	New York
3.0	0.1	5.7	0.2	10.9	1.1	*	Pennsylvania
0.3	*	4.0	*	11.1	1.6	*	Rhode Island
0.8	*	*	*	7.3	*	*	Vermont
NA	NA	NA	NA	NA	NA	NA	District of Columbia

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

	2017-18					2012-13				
	Professor	Associate Professor	Assistant Professor	Instructor	All Other ¹	Professor	Associate Professor	Assistant Professor	Instructor	All Other ¹
50 states and D.C.	29.5	25.4	25.0	7.2	14.2	30.3	26.8	24.6	7.3	11.0
SREB states	26.8	25.8	25.0	9.0	16.6	27.2	27.0	25.6	9.2	11.0
Alabama	23.8	25.9	31.2	12.8	6.3	27.5	27.5	29.0	13.6	2.3
Arkansas	22.5	22.8	26.0	22.1	6.6	24.1	23.7	25.8	19.6	6.8
Delaware	31.3	32.8	27.6	7.4	0.9	32.4	32.5	27.6	7.5	*
Florida	27.2	25.5	21.6	14.6	11.1	27.4	28.9	23.4	13.4	6.9
Georgia	25.0	26.1	26.3	7.3	15.4	25.9	25.7	31.7	7.4	9.3
Kentucky	26.1	28.5	26.2	6.3	12.9	27.0	28.7	26.9	7.1	10.3
Louisiana	25.2	23.2	27.4	22.0	2.2	25.1	24.3	26.8	20.1	3.6
Maryland	29.7	26.9	24.0	1.2	18.1	28.4	26.0	25.1	1.6	18.9
Mississippi	22.1	24.9	31.1	18.9	2.9	21.3	26.1	30.4	19.9	2.3
North Carolina	27.9	28.1	20.7	0.9	22.4	25.4	28.7	21.5	1.7	22.7
Oklahoma	28.3	22.2	25.8	11.2	12.4	29.9	24.6	25.5	20.0	*
South Carolina	26.8	26.7	26.8	9.9	9.8	25.0	28.8	28.0	10.5	7.7
Tennessee	30.7	25.0	24.2	6.5	13.6	31.4	26.1	24.6	7.6	10.3
Texas	26.5	23.5	21.7	5.8	22.4	27.0	25.2	22.0	5.0	20.8
Virginia	29.2	28.5	28.4	8.7	5.1	30.2	29.9	26.2	8.9	4.8
West Virginia	28.6	28.3	31.8	8.7	2.5	28.7	27.2	33.2	8.3	2.6
West	33.4	21.7	23.3	6.5	15.1	35.8	24.2	20.9	6.0	13.0
Alaska	24.3	29.7	37.4	7.3	1.2	19.4	27.9	43.0	9.6	0.1
Arizona	28.1	21.7	22.6	10.1	17.6	33.2	26.3	19.9	6.1	14.5
California	42.1	17.9	21.8	*	18.2	46.5	21.9	16.9	*	14.8
Colorado	27.2	24.5	23.0	17.6	7.7	28.0	24.2	24.9	17.7	5.2
Hawaii	36.8	29.5	23.2	10.5	*	35.5	27.0	25.9	11.5	*
Idaho	25.3	24.5	30.2	8.1	11.9	28.5	24.9	24.9	7.1	14.5
Montana	34.3	24.0	24.2	12.1	5.4	32.9	24.5	21.4	14.1	7.2
Nevada	26.3	24.8	32.7	0.1	16.1	32.1	32.7	22.3	2.4	10.5
New Mexico	26.8	27.6	29.1	4.6	11.9	29.7	30.5	29.1	3.4	7.3
Oregon	27.2	24.0	22.6	25.2	0.9	26.1	23.8	22.8	20.9	6.4
Utah	24.1	24.4	26.8	4.5	20.2	24.1	25.7	25.2	4.5	20.5
Washington	30.8	21.4	19.2	4.7	23.9	31.8	23.6	17.8	5.5	21.3
Wyoming	26.4	28.4	18.8	2.2	24.2	28.2	27.7	21.9	0.1	22.1
Midwest	30.1	26.0	25.0	6.3	12.7	30.3	27.2	24.7	6.3	11.4
Illinois	28.3	27.4	24.8	9.7	9.8	26.6	26.9	27.5	10.8	8.2
Indiana	27.8	26.4	25.7	5.9	14.1	28.3	27.6	25.2	5.0	13.9
Iowa	31.8	27.5	25.0	2.4	13.4	35.0	29.4	22.7	2.8	10.1
Kansas	26.7	26.3	25.5	11.4	10.1	28.2	28.6	24.0	12.3	6.9
Michigan	31.5	23.9	22.3	3.0	19.3	30.6	24.2	22.4	3.5	19.2
Minnesota	36.7	25.3	26.7	3.2	8.0	35.5	28.1	23.7	4.0	8.8
Missouri	29.5	24.9	29.3	10.2	6.1	31.1	27.2	26.3	11.0	4.4
Nebraska	30.9	23.7	27.0	6.1	12.3	36.3	26.8	21.3	3.2	12.3
North Dakota	22.3	28.6	29.9	7.6	11.6	20.5	26.7	34.9	6.2	11.7
Ohio	28.5	29.1	24.0	7.6	10.7	29.5	32.6	23.2	6.6	8.1
South Dakota	21.4	21.2	28.0	20.7	8.7	25.3	20.0	26.9	25.6	2.2
Wisconsin	35.2	24.5	23.5	1.2	15.6	33.8	24.0	26.1	0.9	15.2
Northeast	29.8	28.6	27.1	4.9	9.5	31.0	29.2	26.6	5.5	7.7
Connecticut	36.6	29.0	30.2	2.3	2.0	38.7	29.5	26.6	2.8	2.5
Maine	32.5	27.9	23.8	1.9	13.9	34.8	36.6	15.4	2.5	10.7
Massachusetts	30.3	27.0	25.8	1.5	15.4	34.1	25.7	25.9	1.6	12.8
New Hampshire	31.7	33.7	26.1	0.5	8.0	38.0	35.2	22.3	0.7	3.9
New Jersey	33.1	28.4	26.1	6.8	5.6	35.8	30.1	24.8	5.4	3.9
New York	28.7	31.1	27.8	1.9	10.5	29.8	31.1	28.2	2.0	9.0
Pennsylvania	26.6	26.7	27.3	10.7	8.7	25.8	27.1	27.8	12.3	7.0
Rhode Island	36.2	23.7	27.0	*	13.1	39.5	28.0	22.8	0.9	8.9
Vermont	32.0	28.1	21.4	1.3	17.2	30.9	30.3	24.0	1.4	13.5
District of Columbia	23.9	33.7	36.1	6.3	*	30.2	32.2	31.0	6.6	*

*** 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 institutions. SREB classifies them as two-year colleges 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
Median Student-to-Faculty Ratios

	2017					
	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	16	12	10	15
SREB states as a percent of U.S.	17 100.0	18 100.0	16 100.0	13 108.3	10 100.0	15 100.0
Alabama	17	18	13	14	12	18
Arkansas	16	16	NA	12	10	9
Delaware	15	13	NA	15	8	NA
Florida	21	21	NA	13	12	15
Georgia	18	21	16	13	4	13
Kentucky	17	19	18	14	6	12
Louisiana	21	23	23	10	15	16
Maryland	14	16	NA	11	NA	29
Mississippi	17	19	NA	14	3	9
North Carolina	16	13	NA	12	10	17
Oklahoma	18	20	NA	12	13	15
South Carolina	15	16	NA	14	14	13
Tennessee	18	21	NA	13	13	15
Texas	19	20	NA	13	11	17
Virginia	15	22	NA	11	10	11
West Virginia	15	15	17	13	NA	24
West as a percent of U.S.	18 105.9	20 111.1	30 187.5	11 91.7	13 130.0	18 120.0
Alaska	11	4	NA	9	NA	14
Arizona	17	19	NA	13	20	25
California	23	26	30	12	20	17
Colorado	17	19	NA	13	12	18
Hawaii	12	16	NA	13	NA	20
Idaho	14	15	NA	15	9	15
Montana	16	13	NA	11	9	18
Nevada	20	19	NA	13	NA	24
New Mexico	15	17	NA	8	NA	25
Oregon	17	17	NA	10	9	10
Utah	21	21	NA	12	11	18
Washington	19	15	NA	11	25	24
Wyoming	15	15	NA	NA	NA	16
Midwest as a percent of U.S.	17 100.0	17 94.4	10 62.5	11 91.7	11 105.0	13 86.7
Illinois	15	19	NA	11	16	14
Indiana	17	17	NA	12	16	19
Iowa	18	18	NA	12	8	7
Kansas	18	16	NA	10	10	5
Michigan	17	17	NA	11	14	17
Minnesota	18	21	NA	12	11	10
Missouri	18	19	NA	12	8	11
Nebraska	18	14	10	13	8	11
North Dakota	14	13	NA	11	NA	NA
Ohio	17	17	NA	11	6	13
South Dakota	17	13	NA	11	8	NA
Wisconsin	20	13	NA	11	9	23
Northeast as a percent of U.S.	16 91.2	17 94.4	NA NA	11 91.7	9 90.0	12 80.0
Connecticut	16	16	NA	11	10	NA
Maine	14	14	NA	12	NA	7
Massachusetts	16	15	NA	11	6	10
New Hampshire	15	10	NA	11	10	NA
New Jersey	15	21	NA	12	NA	12
New York	16	19	NA	12	9	15
Pennsylvania	16	16	NA	11	12	12
Rhode Island	16	17	NA	13	NA	NA
Vermont	14	12	NA	10	NA	NA
District of Columbia	10	NA	NA	10	NA	24

"NA" indicates not applicable. There were no institutions of this type in the state during the specified years.

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 82
Average Salaries of Full-Time Instructional Faculty
at Public Four-Year Colleges and Universities

	Average Salary (all ranks) 2017-18	Percent Change 2012-13 to 2017-18	Inflation-Adjusted Percent Change ¹ 2012-13 to 2017-18	Percent of U.S. Average Salary		National Ranking	
				2012-13	2017-18	2012-13	2017-18
50 states and D.C.	\$86,777	11.0	4.1				
SREB states	82,462	10.4	3.6	95.5	95.0		
Alabama	80,115	8.3	1.6	94.6	92.3	30	30
Arkansas	69,655	12.7	5.7	79.1	80.3	49	50
Delaware	106,791	5.4	-1.2	129.7	123.1	1	2
Florida	90,547	15.6	8.4	100.2	104.3	18	15
Georgia	74,179	0.5	-5.7	94.4	85.5	31	40
Kentucky	75,830	8.5	1.8	89.4	87.4	39	38
Louisiana	70,884	11.5	4.6	81.3	81.7	47	47
Maryland	89,430	15.6	8.4	98.9	103.1	23	17
Mississippi	72,231	12.2	5.2	82.3	83.2	45	43
North Carolina	86,252	11.2	4.3	99.2	99.4	21	21
Oklahoma	71,534	3.2	-3.2	88.7	82.4	40	45
South Carolina	83,330	11.4	4.5	95.7	96.0	29	29
Tennessee	78,730	11.6	4.6	90.3	90.7	37	33
Texas	85,897	9.2	2.4	100.6	99.0	17	22
Virginia	92,713	16.1	8.9	102.2	106.8	15	10
West Virginia	72,196	6.1	-0.5	87.0	83.2	42	44
West	93,720	13.6	6.6	105.5	108.0		
Alaska	83,612	7.9	1.2	99.1	96.4	22	27
Arizona	90,345	6.5	-0.1	108.6	104.1	9	16
California	109,886	15.6	8.4	121.6	126.6	2	1
Colorado	77,843	3.6	-2.8	96.1	89.7	27	35
Hawaii	101,375	15.5	8.3	112.3	116.8	6	3
Idaho	69,977	9.6	2.8	81.6	80.6	46	49
Montana	70,315	21.8	14.2	73.9	81.0	50	48
Nevada	91,615	4.0	-2.5	112.7	105.6	5	12
New Mexico	74,732	6.8	0.1	89.5	86.1	38	39
Oregon	84,337	18.4	11.0	91.1	97.2	36	26
Utah	78,378	16.4	9.2	86.1	90.3	43	34
Washington	94,689	22.0	14.5	99.3	109.1	20	8
Wyoming	84,964	8.5	1.8	100.2	97.9	19	24
Midwest	85,221	9.7	2.9	99.4	98.2		
Illinois	86,817	9.7	2.9	101.3	100.0	16	20
Indiana	83,469	11.2	4.3	96.0	96.2	28	28
Iowa	95,684	6.8	0.1	114.6	110.3	4	6
Kansas	76,955	6.7	0.1	92.3	88.7	32	36
Michigan	90,723	10.1	3.3	105.4	104.5	11	14
Minnesota	92,240	12.5	5.5	104.9	106.3	12	11
Missouri	73,123	5.8	-0.8	88.4	84.3	41	42
Nebraska	84,655	11.8	4.8	96.9	97.6	25	25
North Dakota	73,799	12.3	5.3	84.1	85.0	44	41
Ohio	87,565	7.7	1.0	104.1	100.9	13	19
South Dakota	71,385	12.3	5.3	81.3	82.3	48	46
Wisconsin	80,111	11.6	4.7	91.8	92.3	34	31
Northeast	91,052	13.9	6.9	102.2	104.9		
Connecticut	95,444	10.4	3.6	110.6	110.0	8	7
Maine	76,553	6.7	0.1	91.8	88.2	35	37
Massachusetts	96,734	15.2	8.1	107.4	111.5	10	5
New Hampshire	94,525	8.1	1.4	111.8	108.9	7	9
New Jersey	99,644	7.1	0.4	119.1	114.8	3	4
New York	85,364	18.6	11.2	92.1	98.4	33	23
Pennsylvania	91,508	13.2	6.1	103.4	105.5	14	13
Rhode Island	87,590	13.4	6.4	98.8	100.9	24	18
Vermont	79,922	6.1	-0.4	96.3	92.1	26	32
District of Columbia	81,418	2.4	-3.9	101.7	93.8		

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

¹ The Consumer Price Index (CPI) increased by 6.6 percent from 2012-13 to 2017-18. 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 83

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 2012-13 to 2017-18		Percent of U.S. Average		Average Salary (all ranks)	Percent Change 2012-13 to 2017-18	
		2017-18	Current Dollars	Inflation Adjusted ¹	2012-13		2017-18	2017-18
50 states and D.C.	\$64,200	9.6	2.8			\$46,405	NA	NA
SREB states	54,681	6.6	0.0	87.6	85.2	\$41,490	-1.7	-7.8
Alabama	53,387	-0.9	-7.1	92.0	83.2	52,519	3.3	-3.2
Arkansas	45,328	4.1	-2.4	74.3	70.6	NA	NA	NA
Delaware	63,506	-7.9	-13.6	117.7	98.9	NA	NA	NA
Florida	57,859	4.7	-1.8	94.4	90.1	NA	NA	NA
Georgia	44,345	-6.8	-12.6	81.2	69.1	40,693	-2.1	-8.2
Kentucky	53,290	21.1	13.6	75.1	83.0	47,601	16.8	9.5
Louisiana	45,120	6.1	-0.5	72.6	70.3	40,800	5.5	-1.1
Maryland	66,377	10.4	3.5	102.6	103.4	NA	NA	NA
Mississippi	49,527	1.8	-4.5	83.1	77.1	NA	NA	NA
North Carolina	49,549	4.6	-1.9	80.9	77.2	NA	NA	NA
Oklahoma	46,777	-5.7	-11.6	84.7	72.9	NA	NA	NA
South Carolina	49,720	3.4	-3.0	82.1	77.4	NA	NA	NA
Tennessee	52,369	13.7	6.7	78.6	81.6	NA	NA	NA
Texas	58,069	9.2	2.4	90.8	90.5	NA	NA	NA
Virginia	63,288	8.3	1.6	99.7	98.6	NA	NA	NA
West Virginia	46,120	-2.3	-8.4	80.6	71.8	48,933	NA	NA
West	73,087	8.9	2.1	114.6	113.8	97,596	NA	NA
Alaska	67,459	5.5	-1.0	109.1	105.1	NA	NA	NA
Arizona	62,594	-6.5	-12.3	114.2	97.5	NA	NA	NA
California	81,682	10.1	3.2	126.7	127.2	97,596	NA	NA
Colorado	57,746	17.5	10.2	83.9	89.9	NA	NA	NA
Hawaii	74,475	12.9	5.9	112.6	116.0	NA	NA	NA
Idaho	53,443	9.8	3.0	83.1	83.2	NA	NA	NA
Montana	47,045	12.7	5.7	71.3	73.3	NA	NA	NA
Nevada	63,673	4.0	-2.4	104.5	99.2	NA	NA	NA
New Mexico	51,513	8.5	1.8	81.0	80.2	NA	NA	NA
Oregon	65,394	9.4	2.6	102.1	101.9	NA	NA	NA
Utah	55,537	14.5	7.4	82.8	86.5	NA	NA	NA
Washington	61,016	10.2	3.3	94.5	95.0	NA	NA	NA
Wyoming	57,520	-0.9	-7.1	99.1	89.6	NA	NA	NA
Midwest	66,708	9.6	2.8	103.9	103.9	43,694	NA	NA
Illinois	76,605	11.2	4.3	117.6	119.3	NA	NA	NA
Indiana	51,564	19.7	12.2	73.6	80.3	NA	NA	NA
Iowa	58,292	12.6	5.6	88.4	90.8	NA	NA	NA
Kansas	51,405	10.3	3.5	79.5	80.1	NA	NA	NA
Michigan	76,018	7.3	0.6	120.9	118.4	NA	NA	NA
Minnesota	69,919	17.4	10.1	101.7	108.9	NA	NA	NA
Missouri	55,398	11.1	4.2	85.2	86.3	NA	NA	NA
Nebraska	53,393	5.0	-1.5	86.8	83.2	43,694	NA	NA
North Dakota	53,046	10.4	3.5	82.0	82.6	NA	NA	NA
Ohio	65,762	11.7	4.8	100.5	102.4	NA	NA	NA
South Dakota	52,910	21.8	14.2	74.2	82.4	NA	NA	NA
Wisconsin	77,166	8.6	1.9	121.3	120.2	NA	NA	NA
Northeast	69,299	14.3	7.2	103.5	107.9	NA	NA	NA
Connecticut	70,816	12.0	5.0	107.9	110.3	NA	NA	NA
Maine	56,828	8.7	1.9	89.3	88.5	NA	NA	NA
Massachusetts	64,864	17.9	10.5	93.9	101.0	NA	NA	NA
New Hampshire	56,586	21.1	13.6	79.8	88.1	NA	NA	NA
New Jersey	67,178	1.1	-5.2	113.5	104.6	NA	NA	NA
New York	75,725	23.7	16.0	104.5	118.0	NA	NA	NA
Pennsylvania	62,322	5.7	-0.9	100.7	97.1	NA	NA	NA
Rhode Island	62,278	1.6	-4.7	104.6	97.0	NA	NA	NA
Vermont	NA	NA	NA	NA	NA	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 the state during the specified 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 institutions. SREB classifies them as two-year colleges until they meet other criteria. (See Appendix A for definitions.)

¹ The Consumer Price Index (CPI) increased by 6.6 percent from 2012-13 to 2017-18. The CPI in July of the year in which the academic year begins is used.

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

Table 84

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

	2017-18					Percent Change, 2012-13 to 2017-18				
	All Ranks ¹	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks ¹	Professor	Associate Professor	Assistant Professor	Instructor
50 states and D.C.	\$86,777	\$120,082	\$86,004	\$73,971	\$51,669	11.0	12.5	12.3	13.5	12.7
SREB states as a percent of U.S.	82,462 95.0	116,170 96.7	83,276 96.8	71,441 96.6	51,088 98.9	10.4	10.8	11.3	11.6	13.5
Alabama	80,115	114,302	82,755	68,977	52,408	8.3	10.5	10.2	13.9	15.3
Arkansas	69,655	96,907	74,125	64,896	48,050	12.7	10.4	14.2	12.1	18.3
Delaware	106,791	142,248	100,350	85,682	71,560	5.4	4.2	6.5	8.6	13.6
Florida	90,547	129,841	91,277	77,909	57,254	15.6	19.1	18.1	15.9	19.0
Georgia	74,179	105,896	74,812	65,185	46,719	0.5	1.5	1.4	3.8	7.9
Kentucky	75,830	102,746	76,405	65,864	46,558	8.5	6.3	10.1	10.6	5.7
Louisiana	70,884	97,487	72,267	66,312	47,575	11.5	10.0	9.0	16.7	14.3
Maryland	89,430	123,704	86,525	74,945	61,555	15.6	13.9	12.1	13.8	18.6
Mississippi	72,231	98,463	76,861	66,751	47,415	12.2	11.3	11.7	10.7	11.8
North Carolina	86,252	118,033	84,506	75,631	57,465	11.2	8.1	9.4	10.0	6.0
Oklahoma	71,534	98,124	74,656	64,764	46,438	3.2	1.5	8.7	10.2	8.8
South Carolina	83,330	113,501	83,629	74,527	53,074	11.4	9.6	10.9	13.8	10.2
Tennessee	78,730	106,421	79,214	68,439	50,036	11.6	12.9	9.8	14.7	19.1
Texas	85,897	126,435	88,470	75,074	51,164	9.2	10.5	12.4	8.9	9.3
Virginia	92,713	127,267	90,459	76,023	55,184	16.1	15.4	19.2	16.1	13.6
West Virginia	72,196	95,097	70,897	62,513	39,576	6.1	9.4	1.0	7.0	-0.7
West as a percent of U.S.	93,720 108.0	127,760 106.4	91,023 105.8	78,907 106.7	51,500 99.7	13.6	15.9	16.3	15.9	9.1
Alaska	83,612	105,724	88,224	70,442	62,047	7.9	-1.3	10.2	5.0	10.2
Arizona	90,345	131,242	93,728	78,932	45,427	6.5	11.6	15.0	10.1	17.1
California	109,886	141,573	101,840	87,409	49,200	15.6	19.3	22.7	17.6	0.5
Colorado	77,843	106,303	80,470	70,872	51,715	3.6	1.9	2.2	10.3	4.0
Hawaii	101,375	126,410	96,390	83,985	63,751	15.5	14.6	14.9	15.5	7.4
Idaho	69,977	90,036	74,435	65,948	46,880	9.6	7.1	11.6	17.3	3.4
Montana	70,315	86,530	69,666	62,558	49,067	21.8	24.2	19.7	15.5	17.3
Nevada	91,615	128,343	94,458	74,650	95,680	4.0	8.7	11.9	7.3	53.0
New Mexico	74,732	97,213	74,942	67,450	45,513	6.8	7.8	10.1	13.1	12.9
Oregon	84,337	116,410	90,188	76,827	54,004	18.4	19.2	18.2	14.6	17.8
Utah	78,378	111,275	80,823	70,310	49,330	16.4	12.7	13.8	15.9	6.7
Washington	94,689	125,809	96,762	86,274	52,525	22.0	23.5	25.8	19.8	11.8
Wyoming	84,964	116,855	81,996	79,159	72,324	8.5	9.8	7.6	17.3	-15.9
Midwest as a percent of U.S.	85,221 98.2	116,784 97.3	84,166 97.9	74,183 100.3	50,521 97.8	9.7	9.5	9.6	12.5	14.0
Illinois	86,817	118,540	85,635	80,979	51,437	9.7	4.4	7.8	16.8	18.8
Indiana	83,469	118,445	81,773	72,795	47,286	11.2	10.9	9.8	15.8	5.0
Iowa	95,684	127,254	92,182	80,454	70,542	6.8	6.6	10.9	10.5	33.4
Kansas	76,955	106,202	78,100	68,154	48,666	6.7	7.1	8.8	10.2	7.4
Michigan	90,723	130,159	90,620	77,818	54,885	10.1	10.6	9.5	10.2	14.3
Minnesota	92,240	117,803	87,996	75,552	53,128	12.5	10.4	14.6	14.7	17.2
Missouri	73,123	97,985	73,394	63,472	45,591	5.8	6.8	5.0	9.3	9.7
Nebraska	84,655	111,158	84,494	73,854	51,124	11.8	14.1	14.5	13.2	11.9
North Dakota	73,799	100,513	79,897	66,498	48,663	12.3	12.5	14.4	10.9	10.9
Ohio	87,565	119,648	86,724	75,845	50,531	7.7	7.6	8.7	11.1	19.4
South Dakota	71,385	96,421	75,313	68,595	50,713	12.3	15.0	11.4	16.9	15.4
Wisconsin	80,111	103,657	75,278	70,915	59,684	11.6	12.0	9.4	11.9	16.4
Northeast as a percent of U.S.	91,052 104.9	122,810 102.3	89,875 104.5	74,145 100.2	56,929 110.2	13.9	15.1	14.0	15.6	14.2
Connecticut	95,444	118,498	91,212	74,372	70,802	10.4	9.8	12.2	13.3	26.9
Maine	76,553	98,567	76,291	61,000	52,888	6.7	10.4	8.4	10.1	5.2
Massachusetts	96,734	124,897	97,102	79,633	61,486	15.2	18.0	18.0	16.1	9.9
New Hampshire	94,525	116,610	94,228	77,633	61,036	8.1	10.3	10.5	14.0	21.7
New Jersey	99,644	136,151	96,271	77,973	54,388	7.1	9.6	8.6	8.4	8.4
New York	85,364	114,197	83,199	70,156	56,729	18.6	20.9	17.5	19.1	35.7
Pennsylvania	91,508	130,942	93,771	75,955	56,893	13.2	11.9	12.1	14.8	12.0
Rhode Island	87,590	110,389	82,819	74,768	NA	13.4	14.8	13.3	20.3	-100.0
Vermont	79,922	101,181	82,018	63,536	67,075	6.1	4.9	4.5	9.7	36.0
District of Columbia	81,418	114,487	76,896	64,567	55,353	2.4	5.9	-3.4	6.8	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 institutions. SREB classifies them as two-year colleges 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 85

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

	Average for All Ranks of Faculty, 2017-18 SREB Categories of Four-Year Colleges and Universities ¹						Percent Change, 2012-13 to 2017-18 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.	\$98,803	\$82,615	\$75,899	\$69,984	\$70,005	\$65,698	11.0	9.3	10.9	9.1	13.7	11.6
SREB states as a percent of U.S.	94,911 96.1	80,924 98.0	68,419 90.1	62,829 89.8	63,346 90.5	60,535 92.1	10.0	6.6	8.6	5.7	8.5	5.4
Alabama	90,680	92,852	62,683	67,082	63,951	74,415	8.9	9.3	3.5	8.7	24.4	9.8
Arkansas	87,038	66,827	62,354	57,329	51,167	57,704	23.9	NA	7.8	10.5	41.4	5.6
Delaware	113,543	NA	72,157	NA	NA	NA	6.6	NA	3.4	NA	NA	NA
Florida	95,241	NA	71,795	74,252	76,577	74,591	16.2	-100.0	5.5	15.2	NA	5.1
Georgia	91,651	114,218	61,638	56,781	53,419	56,672	8.6	4.6	0.3	-2.2	-3.9	2.0
Kentucky	88,349	NA	64,944	56,886	NA	NA	7.7	NA	7.0	-4.2	NA	NA
Louisiana	89,294	72,061	61,676	57,028	53,755	52,496	12.6	9.4	8.5	7.8	NA	8.7
Maryland	117,151	85,004	70,921	71,230	69,118	67,649	14.9	16.5	20.7	9.4	19.4	15.1
Mississippi	76,417	65,218	NA	56,701	55,857	NA	16.0	-4.9	NA	7.7	9.3	NA
North Carolina	97,154	78,788	75,321	77,500	70,242	74,443	7.5	8.6	8.6	13.0	9.4	9.2
Oklahoma	82,829	NA	60,945	61,637	52,709	46,160	3.0	NA	-0.8	-0.1	-3.4	-4.7
South Carolina	94,462	NA	75,171	NA	68,246	61,101	9.1	NA	10.1	NA	9.0	11.7
Tennessee	91,324	65,661	71,895	NA	64,269	NA	10.9	7.8	15.7	NA	14.8	NA
Texas	98,842	74,802	70,195	72,383	71,179	NA	7.9	0.0	10.1	0.5	13.8	NA
Virginia	99,187	100,700	74,738	NA	76,738	67,502	10.0	35.1	17.9	NA	16.3	15.9
West Virginia	87,849	NA	64,625	NA	54,563	58,178	8.9	NA	5.2	NA	-10.1	3.7
West as a percent of U.S.	107,645 108.9	81,719 98.9	84,696 111.6	74,431 106.4	66,627 95.2	65,566 99.8	13.8	11.3	13.2	12.8	14.0	15.7
Alaska	NA	86,553	83,233	NA	75,556	NA	NA	6.7	9.6	NA	6.6	NA
Arizona	100,396	76,140	77,192	77,296	67,558	NA	13.6	9.9	NA	NA	NA	NA
California	138,218	97,588	87,766	85,509	NA	84,927	18.3	10.6	12.9	16.9	NA	NA
Colorado	83,758	81,872	72,541	57,974	59,802	68,954	-1.7	6.5	16.3	-1.6	7.4	27.4
Hawaii	106,075	NA	NA	NA	86,744	83,362	17.0	NA	NA	-100.0	NA	13.1
Idaho	NA	72,434	69,869	NA	NA	54,537	NA	12.4	4.4	NA	NA	11.1
Montana	NA	73,539	NA	63,818	NA	55,407	NA	21.9	NA	19.1	NA	12.6
Nevada	92,703	NA	NA	NA	NA	67,108	2.9	-100.0	NA	NA	NA	-0.9
New Mexico	78,988	NA	58,885	67,261	54,650	55,515	-0.3	-100.0	NA	16.4	7.4	NA
Oregon	88,284	82,553	NA	63,789	63,320	67,142	19.2	13.8	-100.0	10.2	16.1	10.6
Utah	88,025	81,526	NA	66,165	71,073	63,905	25.0	16.5	NA	8.5	NA	4.5
Washington	103,481	NA	74,480	89,429	74,720	59,365	22.9	NA	17.3	13.7	16.0	NA
Wyoming	NA	84,964	NA	NA	NA	NA	NA	8.5	NA	NA	NA	NA
Midwest as a percent of U.S.	97,083 98.3	77,818 94.2	71,379 94.0	67,127 95.9	68,327 97.6	57,725 87.9	10.0	9.0	2.8	9.0	16.5	3.0
Illinois	100,312	72,890	71,755	NA	NA	NA	9.9	1.5	6.7	NA	NA	NA
Indiana	100,881	71,028	72,317	61,476	59,143	55,599	11.3	8.8	7.3	15.1	6.4	3.3
Iowa	98,821	NA	76,332	NA	NA	NA	6.2	NA	8.3	NA	NA	NA
Kansas	85,970	68,861	61,838	66,553	NA	54,339	8.5	NA	0.4	-1.5	NA	-17.9
Michigan	100,178	84,204	72,884	78,217	NA	60,430	12.4	7.3	-0.9	15.7	NA	11.4
Minnesota	105,828	NA	79,586	78,384	79,009	64,274	10.1	NA	15.2	16.4	18.2	8.4
Missouri	84,007	82,300	65,452	60,843	NA	51,129	6.5	8.6	6.7	0.0	-100.0	-7.6
Nebraska	96,856	NA	74,723	66,616	76,616	NA	13.6	NA	4.7	6.8	32.4	NA
North Dakota	81,109	75,567	NA	64,971	54,021	56,096	NA	9.0	NA	NA	-6.2	13.4
Ohio	92,198	83,444	72,244	NA	64,875	62,052	8.0	13.2	-16.5	NA	NA	0.4
South Dakota	NA	71,750	NA	85,074	63,615	NA	NA	9.5	NA	NA	7.3	NA
Wisconsin	97,488	NA	61,567	64,617	57,765	NA	13.8	NA	NA	9.9	-1.2	NA
Northeast as a percent of U.S.	100,464 101.7	99,697 120.7	88,119 116.1	78,586 112.3	84,564 120.8	73,138 111.3	10.3	11.0	19.1	7.7	16.7	16.5
Connecticut	108,350	NA	81,185	NA	77,535	NA	9.0	NA	12.6	NA	-1.1	NA
Maine	NA	82,964	79,169	NA	NA	63,214	NA	6.6	3.0	NA	NA	9.5
Massachusetts	111,470	101,466	88,140	82,592	79,645	NA	12.8	8.5	29.1	13.9	10.2	NA
New Hampshire	NA	105,060	76,908	NA	48,876	84,186	NA	9.2	NA	-100.0	-36.8	10.4
New Jersey	106,401	118,864	89,045	89,695	91,269	NA	5.9	14.0	0.7	4.5	9.7	NA
New York	93,318	NA	92,600	71,158	85,002	73,662	5.2	NA	36.1	8.7	40.3	21.0
Pennsylvania	98,577	87,333	86,796	86,651	85,320	74,800	14.6	10.4	9.8	9.8	11.0	11.9
Rhode Island	NA	94,049	72,578	NA	NA	NA	NA	14.9	7.1	NA	NA	NA
Vermont	NA	88,123	NA	NA	64,033	59,294	NA	5.6	NA	NA	2.4	4.5
District of Columbia	NA	NA	75,697	NA	NA	NA	NA	NA	NA	NA	NA	NA

"NA" indicates not applicable. There were no institutions of this type in the state during the specified 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 institutions. SREB classifies them as two-year colleges until they meet other criteria. (See Appendix A for definitions.)

¹ 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.)

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 86**Median Salaries of Full-Time Faculty by Discipline and Rank at Public Four-Year Colleges and Universities, United States, 2017-18**

	Professor	Associate Professor	Assistant Professor	New Assistant Professor	Instructor
Agriculture, Agriculture Operations, and Related Sciences	\$98,460	\$78,104	\$69,401	\$71,652	
Architecture and Related Services	113,541	84,301	70,152	71,000	
Area Ethnic, Cultural, Gender and Group Studies	103,199	76,277	64,891	66,000	
Biological and Biomedical Sciences	90,714	73,967	65,128	68,000	49,206
Business Management, Marketing, and Related Support Services	124,422	111,555	105,626	115,000	72,408
Communication, Journalism, and Related Programs	87,660	68,549	59,631	61,750	52,112
Communications Technologies/Technicians and Support Services	94,357	76,656	63,184		
Computer and Information Sciences and Support Services	118,201	98,997	84,879	90,000	66,305
Education	91,196	71,217	61,791	62,000	50,000
Engineering	123,929	98,249	84,590	87,345	76,133
Engineering Technologies and Engineering Related Fields	100,743	80,827	71,813	73,055	
English Language and Literature/Letters	84,793	66,743	58,549	59,121	46,316
Family and Consumer Sciences/Human Sciences	93,827	74,575	63,985	63,000	54,288
Foreign Languages, Literatures, and Linguistics	87,146	67,032	58,326	60,000	53,300
Health Professions and Related Programs	101,434	82,915	70,540	71,240	60,680
History	86,094	68,650	57,988	59,904	
Homeland Security, Law Enforcement, Firefighting, and Related Protective Service	90,645	70,609	60,910	63,667	
Legal Professions and Studies	130,067	109,372	84,852	102,584	
Liberal Arts and Sciences, General Studies and Humanities	92,005	74,012	62,530	65,000	
Library Science	85,809	70,558	60,518	63,000	
Mathematics and Statistics	90,860	71,922	64,172	65,500	47,486
Multidisciplinary Studies	106,000	80,623	67,727	73,000	
Natural Resources and Conservation	104,245	80,689	69,013	73,858	
Parks, Recreation, Leisure and Fitness Studies	87,806	72,398	61,495	58,000	56,980
Personal and Culinary Studies			68,791		
Philosophy and Religious Studies	88,591	69,827	60,077	62,000	
Physical Sciences	93,313	73,187	64,390	66,000	53,717
Psychology	88,907	72,163	62,157	63,427	58,300
Public Administration and Social Service Professions	95,660	74,248	64,745	64,000	51,531
Social Sciences	94,133	73,242	62,838	65,000	
Transportation and Material Services	102,405	78,539	65,144		
Visual and Performing Arts	82,630	65,379	56,844	55,500	50,000

Source: Bichsel, Jaqueline; Li, Jingyun; Pritchard, Adam; and McChesney, Jasper (March 2018). *Faculty in Higher Education Report: Key Findings, Trends, and Comprehensive Tables for Tenure-Track, Non-Tenure Research Faculty; Academic Department Heads; and Adjunct Faculty at Four-Year Institutions for the 2017-18 Academic Year* (Research Report). CUPA-HR. Available from <https://www.cupahr.org/surveys/results/>.

Table 87
Unweighted Median Salary by Classification
All Institutions

	Doctoral	Master's	Baccalaureate	Associate's	All Institutions		
					Median	Number of Incumbents	Number of Institutions
Top Executive Officers							
Chief Executive Officer/Single Institution	\$466,981	\$300,000	\$310,000	\$203,560	\$313,504	942	915
Chief Academic Affairs Officer/Provost	340,000	195,000	180,350	134,269	194,018	920	888
Chief Business Officer	289,170	189,350	184,083	137,043	194,108	675	668
Chief Development/Advancement Officer	290,366	170,027	172,568	108,045	180,000	771	760
Chief Enrollment Management Officer	200,000	150,166	148,571	101,983	160,000	651	636
Chief Financial Officer	268,786	161,140	170,000	132,294	180,000	771	760
Chief Human Resources Officer	190,992	111,395	101,959	111,616	121,448	846	835
Chief Information/IT Officer	227,721	137,112	122,800	116,978	144,921	783	771
Chief Institutional Planning Officer	200,850	129,250	112,673	108,171	139,283	140	132
Chief Institutional Research Officer	134,354	93,603	88,164	93,454	99,803	669	645
Chief Library Officer	178,541	97,974	85,000	82,852	105,852	635	619
Chief Public Relations/Communications Officer	183,500	109,542	105,285	94,384	121,771	521	509
Chief Student Affairs/Student Life Officer	221,450	149,999	136,460	119,924	154,752	771	745
Academic Deans							
Dean, Agriculture	267,680	141,966	*	*	250,008	51	51
Dean, Architecture	236,737	147,740	*	*	230,000	61	60
Dean, Liberal Arts	212,000	144,303	125,864	113,725	140,439	163	121
Dean, Arts and Sciences	248,223	144,999	131,479	98,954	160,708	425	393
Dean, Business	316,060	179,685	139,570	103,050	200,000	540	531
Dean, Computer and Information Sciences	285,000	187,321	*	*	200,000	31	31
Dean, Education	215,000	137,899	100,242	93,782	158,602	420	403
Dean, Engineering	300,074	200,862	179,200	105,295	270,438	222	212
Dean, Fine Arts	204,434	142,000	111,925	102,889	158,364	118	117
Dean, Graduate School	196,325	135,000	123,699	*	163,317	225	222
Dean, Humanities	223,289	137,241	98,500	101,134	132,600	118	107
Dean, Communications/Journalism/Media	236,763	156,256	*	*	201,151	70	69
Dean, Law	340,000	280,318	*	*	330,000	127	123
Dean, Library Science	198,170	125,529	*	97,956	147,425	88	88
Dean, Mathematics	216,839	140,000	*	107,790	113,144	28	26
Dean, Medicine	589,802	406,240	*	*	552,387	66	63
Dean, Nursing	245,573	134,000	109,254	100,499	154,592	229	224
Dean, Sciences	260,500	148,072	107,060	102,167	154,020	189	185
Dean, Social Sciences	233,602	142,012	97,870	100,106	137,111	98	92
Dean, Social Work	238,465	129,661	*	*	230,065	46	46
Dean, Undergraduate Programs	198,005	119,005	113,823	*	140,000	86	81
Institutional Administrators							
Bursar	99,807	71,440	65,149	79,109	77,263	471	464
Chief Budget Officer	143,644	109,486	110,000	97,772	122,400	394	385
Chief Student Admissions Officer	127,913	91,553	92,544	74,176	98,894	714	642
Chief Student Financial Aid Officer	118,292	85,474	82,583	78,141	90,000	880	849
Chief Student Registrar/Records Officer	117,300	83,640	75,823	74,819	86,949	844	818
Chief Faculty Affairs Officer	195,004	137,124	125,481	113,887	175,550	108	104

*** indicates four cases or fewer.

Source: Bichsel, Jaqueline; Li, Jingyun; Pritchard, Adam; and McChesney, Jasper (March 2018). *Faculty in Higher Education Report: Key Findings, Trends, and Comprehensive Tables for Tenure-Track, Non-Tenure Research Faculty; Academic Department Heads; and Adjunct Faculty at Four-Year Institutions for the 2017-18 Academic Year* (Research Report). CUPA-HR. Available from <https://www.cupahr.org/surveys/results/>.

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