

DOCUMENT RESUME

ED 350 930

HE 025 908

TITLE Analysis of Faculty Salaries: A Comparison of the University of Maryland at College Park with AAU Public and Private and Designated Peer Universities: Fall 1991.

INSTITUTION Maryland Univ., College Park. Office of Institutional Studies.

PUB DATE Jun 92

NOTE 26p.; For the September 1991 analysis, see HE 025 907.

PUB TYPE Reports - Research/Technical (143)

EDRS PRICE MF01/PC02 Plus Postage.

DESCRIPTORS Academic Rank (Professional); *College Faculty; *Comparative Analysis; Compensation (Remuneration); Contract Salaries; Higher Education; Institutional Research; *Private Colleges; *Public Colleges; *Salary Wage Differentials; Sex Differences; State Universities; *Teacher Salaries

IDENTIFIERS *University of Maryland College Park

ABSTRACT

A study was done comparing faculty salaries at the University of Maryland at College Park (UMCP) with those at other similar institutions for fall 1991. The data were drawn from the fiscal year 1992 Integrated Postsecondary Education Data System survey, "Salary, Tenure, and Fringe Benefits of Full-Time Instructional Faculty," and the data for UMCP were compared with data on 31 public and private member institutions of the Association of American Universities (AAU) and also with data on 9 "designated peer" institutions. Average salaries were computed for each institution by academic rank, type of contract (9- or 12-month), and gender. Results indicated that as compared with the peer institutions UMCP ranked 5th in salary range among professors and associate professors and 6th among assistant professors. It was also found that at all of the universities except Duke University and University of Colorado, at all ranks men's average salaries were higher than women's average salaries. In summary the data indicated that UMCP's average salaries are above both the men's and overall averages as well as the medians of all three ranks of institutions of the AAU. The study notes that the results should be interpreted with caution because several important variables that help explain salary differences are not controlled. Included are nine tables in an appendix. (JB)

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ED350930

ANALYSIS OF FACULTY SALARIES:

A Comparison of
The University of Maryland
at College Park
with AAU Public and Private
and Designated Peer Universities
Fall 1991

June 1992

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HE 025-908

Analysis of Faculty Salaries: A Comparison of the University of Maryland at College Park With AAU Public and Private and Designated Peer Universities--Fall 1991

This report compares faculty salaries at the University of Maryland at College Park (UMCP) with those at 31 public and private member institutions of the Association of American Universities (AAU). The faculty salaries at the University of Maryland are also compared to a subset of this group which consists of nine "designated peer" institutions. The institutions in this group are considered especially similar to UMCP in terms of characteristics such as enrollment, curriculum, faculty, and mission. A list of participating schools is presented in Appendix A. Data are presented for single-campus institutions or the major campus of university systems with multiple campuses. Only contract salaries are compared; fringe benefits were not included in the analyses in this report. The report focuses on the average salaries of faculty categorized by academic rank, type of contract, and gender. The analyses are limited to professors, associate professors, and assistant professors who are classified as instructional faculty. Instructors and lecturers are excluded.

Design of Study

The data for this study were drawn from the FY 92 Integrated Postsecondary Education Data System (IPEDS) survey, Salary, Tenure, and Fringe Benefits of Full-Time Instructional Faculty. The survey provides information on salary, academic rank, gender, type of contract, and tenure status. Average salaries were computed for each institution by academic rank, type of contract (9 or 12 month), and gender. The 12-month salaries were converted to an academic year, according to procedures of the American Association of University Professors (AAUP), by multiplying the total salary outlays by nine-elevenths (9/11).

Average Salary by Academic Rank for Instructional Faculty

Table 1A presents the number of faculty and the average adjusted salaries for each academic rank, and the combined ranks, at all 32 universities. The relative standings of each university, based on the average salaries, are also included in the table.

Across all the AAU institutions¹ and all academic ranks, the mean salary is \$55,140. By rank, the means are \$66,918 for professors, \$47,843 for associate professors, and \$40,266 for assistant professors. Relative to the 31 AAU institutions, UMCP stands 10th in the overall salary averages, 12th in professors'

¹ Means and medians presented in Tables 1A-7 do not include the University of Maryland for purposes of comparison.

salary averages, 14th in associate professors', and 10th in the assistant professors' salary averages. For Fall 1991, UMCP's average salaries are above the median at all three ranks and overall. Review of previous reports of Analysis of Faculty Salaries (1985 through 1990) indicates that UMCP's overall ranking has remained fairly stable and similar to rankings of previous years. Note, however, that the institutions included in the analyses differ somewhat from year to year.

Schools having average salaries consistently at or above the median salaries by rank and overall are: University of California at Berkeley, University of California at Los Angeles, Cornell University, Duke University, University of Maryland, University of Michigan, SUNY at Buffalo, Northwestern University, Ohio State University, and Rutgers University.

Those having average salaries consistently below the median salaries by rank and overall are: University of Arizona, University of Florida, University of Indiana, Iowa State University, University of Kansas, Michigan State University, University of Missouri, and University of Oregon.

It should be noted that there are a number of important factors that influence average salaries. These include the number of years of teaching experience, quality of experience (research and publications), supply of qualified teachers in each discipline, and cost of living where the university is located. Data on these variables are not available for this report.

Nine of the 32 AAU institutions have been designated as "peer institutions:" University of Arizona, University of California at Berkeley, University of California at Los Angeles, University of Illinois, University of Michigan, University of Minnesota, University of North Carolina, Ohio State University, and University of Texas. Table 1B presents the mean salaries by rank and for the three combined ranks at these nine universities. As indicated in the table, the average salary at UMCP is 5th in rank among professors and associate professors, and 6th among assistant professors. UMCP average salaries were slightly below the mean for each category except associate professor. UMCP salaries were above the median for professors, associate professors and the three ranks combined, but slightly below the median salary for assistant professors.

Average Salary by Type of Contract and Academic Rank

Institutions differ in the proportion of 9-month versus 12-month contracts, as indicated in Table 2. Duke University, Northwestern University, University of Texas, and Tulane University do not offer 12-month contracts to their faculty. For the three academic ranks (professor, associate, and assistant) at AAU

institutions, the average proportions of 12-month contracts are 18 percent, 17 percent, and 16 percent, respectively. At UMCP, the faculty having 12-month contracts comprise 24 percent of professors, 16 percent of associate professors, and 9 percent of assistant professors.

For the AAU institutions, Table 3 shows the average salaries by type of contract, by rank, the magnitude of the salary differences (9-month average salaries minus the converted 12-month average salaries), and percentage differences between 9-month and converted 12-month average salaries (salary differences divided by 9-month average salaries).

Generally, 9-month salaries are higher than converted 12-month salaries at the ranks of professor and assistant professor, but lower than converted 12-month salaries at the rank of associate professor. The average percentage differences are 2.0 percent for professors, -3.0 percent for associate professors, and 4.9 percent for assistant professors. At UMCP, the percentage differences by rank are -7.6 percent for professors, -7.9 percent for associate professors, and -0.7 percent for assistant professors.

Average Salary by Academic Rank and Gender

Comparisons between the average salaries of men and women for each rank at the AAU institutions are presented in Table 4A. As noted earlier, these data must be interpreted with caution, because several influential variables are not controlled (e.g., number of years experience, educational background, tenure status, quality of work experience, and distribution across disciplines).

At all of the AAU universities except Duke University and University of Colorado at the rank of professor, men's average salaries by rank are higher than women's average salaries. The average percentage difference is greatest at the rank of assistant professor (9.5%), followed by professor (9.4%). The average percentage difference is least for associate professors (6.4%). UMCP's percentage differences in average salaries for male and female instructional faculty are 10.3 percent for professors, 3.2 percent for associate professors, and 6.4 percent for assistant professors. These percentage differences are below the average of the AAU institutions for associate and assistant professor ranks, but above the average for the professorial rank. UMCP is 18th in percentage difference at the rank of professor. It has the 5th smallest percentage difference at the rank of associate professor, and the 7th smallest percentage difference at the rank of assistant professor.

Table 4B shows the same data for the group of ten peer universities (including UMCP). Among these ten peer institutions, UMCP ranks fifth in percentage difference between men's and women's

salaries at the rank of professor, and the third smallest percentage difference at the rank of associate and assistant professor.

Representation of Women by Academic Rank

In addition to having lower average salaries, female faculty have lower representation than male faculty in all three ranks at these AAU institutions, especially at the rank of professor. Table 5 shows that the overall number of women represented at the 31 comparison institutions in the top three ranks of instructional faculty is 8012 (20% of the total), compared to 31,373 men.

Table 6 shows that of all full-time professors, women comprise only 6 to 14 percent at these institutions. The proportion of women associate professors ranges from 16 to 32 percent; of assistant professors, 20 to 48 percent. As seen in Table 6 the proportion of women at UMCP falls above the middle of the range for professors, but slightly below the middle of the ranges for associate and assistant professors.

Tenure Rates by Academic Rank and Gender

Table 7 indicates that across all of the AAU institutions 98 percent of male and 96 percent of female full-time professors are tenured. At UMCP, 100 percent of both male and female full-time professors have tenure. In the 31 comparison institutions, an average of 89 percent of male and 88 percent of female associate professors have tenure. UMCP is well above these averages with 99 percent male and 99 percent female full-time associate professors having tenure. At the assistant professor level, an average of 4 percent of men and 5 percent of women are tenured. At UMCP, 11 percent of male and 8 percent of female assistant professors are tenured.

Summary: The University of Maryland

The results presented in this report must be interpreted cautiously because several important variables that help explain salary differences are not controlled. For example, information is not included regarding distribution of faculty among disciplines, number of years of teaching experience, quality of experience, market supply factors, and cost of living in the institution's location. Some of these factors may be especially important in explaining the ranking of UMCP faculty salaries among the various institutions while others are more important in explaining the

lower salaries for female faculty members.

For Fall 1991, UMCP's average salaries are above both the AAU means and the medians at all three ranks and overall. Over time, UMCP's overall ranking has remained fairly constant. When compared to the peers, UMCP average salaries were slightly below the peer means, with the exception of associate professors. UMCP salaries were above the peer median for all ranks except assistant professors.

At most institutions, including UMCP, the 9-month contract is more common than the 12-month contract regardless of academic rank. At all three ranks, UMCP reported lower average salaries for the 9-month contract than for the converted 12-month contract.

With the exception of the rank of professor at the University of Colorado and Duke University, for all AAU institutions, male instructional faculty had higher average salaries than did female faculty at each academic rank. UMCP's percentage difference falls below the mean percentage difference at the associate and assistant professor ranks, but above the mean at the professor rank. Compared to the nine "peer" schools, UMCP's percentage difference is smaller than the mean percentage difference at each rank. Across all the AAU institutions, including UMCP, female faculty have lower representation than male faculty in all three ranks. The percentage of women who are tenured is slightly lower than the percentage of men who are tenured at the full professor and associate professor levels. At the assistant professor level, the percentage of women who are tenured is slightly higher than the percentage of men who are tenured. At UMCP, all full-time professors regardless of gender are tenured; 99 percent of men and 100 percent of women at the associate professor level are tenured; and 11 percent of men and 8 percent of women at the assistant professor level are tenured.

For additional details regarding this report, contact Dr. Nehama Babin, Senior Research Analyst, Office of Institutional Studies at 405-5590.

Appendix A
Institutions Included in the Faculty Salary Analysis

<u>Institution</u>	<u>Peer</u>
University of Arizona	X
University of California -- Berkeley	X
University of California -- Los Angeles	X
University of Colorado	
Cornell University	
Duke University	
University of Florida	
University of Illinois	X
Indiana University	
University of Iowa	
Iowa State University	
University of Kansas	
University of Maryland	
University of Michigan	X
Michigan State University	
University of Minnesota	X
University of Missouri	
University of Nebraska	
State University of New York -- Buffalo	
University of North Carolina	X
Northwestern University	
Ohio State University	X
University of Oregon	
Pennsylvania State University	
University of Pittsburgh	
Purdue University	
Rutgers University	
University of Texas	X
Tulane University	
University of Virginia	
University of Washington	
University of Wisconsin	

Table 1A

Average Instructional Faculty Salaries and Relative Standing
by Academic Rank, MAU Public and Private Institutions, Fall 1991

Institution	Professor		Associate Professor		Assistant Professor		Three Ranks	
	Average Salary	N	Average Salary	N	Average Salary	N	Average Salary	N
Arizona	\$60,051	638	\$43,049	378	\$37,820	356	\$49,599	1,372
Cal-Perkeley	77,905	859	52,916	227	43,856	198	68,236	1,284
Cal-UCLA	76,042	781	50,652	261	42,845	345	63,007	1,387
Colorado	64,236	429	48,896	287	40,285	209	54,065	925
Cornell	74,908	445	52,041	183	45,999	164	63,638	792
Duke	79,598	325	56,031	160	45,854	145	65,846	630
Florida	60,586	989	42,657	679	38,645	594	49,443	2,262
Illinois	65,214	940	46,294	522	40,889	436	54,422	1,898
Indiana	63,886	645	44,964	375	37,074	313	52,267	1,333
Iowa	65,010	484	47,526	304	39,639	237	53,958	1,025
Iowa State	63,758	491	47,147	339	38,158	306	51,905	1,136
Kansas	54,087	468	40,597	275	34,339	187	46,128	930
MARYLAND	68,591	527	48,286	392	40,780	224	56,177	1,143
Michigan	73,340	853	53,848	370	45,546	489	61,189	1,712
Michigan State	62,433	965	47,322	486	38,925	417	53,254	1,868
Minnesota	62,997	759	45,917	452	39,974	291	53,397	1,502
Missouri	52,965	330	39,791	265	36,681	234	44,157	829
Nebraska	62,914	438	46,532	316	39,768	336	51,030	1,090
SUNY-Buffalo	73,533	419	52,655	353	40,565	234	58,538	1,006
North Carolina	65,303	561	47,613	326	37,294	224	54,465	1,111
Northwestern	79,092	442	54,353	217	48,080	216	65,301	875
Ohio State	68,747	769	48,991	669	40,953	471	54,966	1,909
Oregon	52,870	243	39,837	183	33,410	150	43,662	576
Penn State	67,865	604	48,312	439	39,269	433	53,661	1,476
Pittsburgh	69,006	440	49,073	409	40,508	367	53,701	1,216
Purdue	66,792	594	45,939	409	38,732	423	52,487	1,426
Rutgers	79,028	552	57,313	420	44,950	267	64,323	1,239
Texas	68,327	949	44,963	465	39,332	496	55,109	1,910
Tulane	67,528	166	50,458	167	40,301	133	53,640	466
Virginia	70,654	440	47,376	283	39,158	187	56,942	910
Washington	64,214	884	45,159	491	39,491	341	53,849	1,716
Wisconsin	61,556	900	44,924	270	39,904	404	53,145	1,574
Mean	\$66,918	607	\$47,843	354	\$40,266	310	\$55,140	1,270
Median	\$65,303		\$47,376		\$39,768		\$53,849	

Note. Salaries of faculty on 12-month contracts were converted to a 9-month basis using 9/11. Rankings are based on the average salaries (i. e., largest average salary = 1). Salaries and numbers of faculty for the University of Maryland are excluded from the means and the medians.

Table 1B

Average Instructional Faculty Salaries for Ten Peer Universities, by Academic Rank, Fall 1991

Institution	Professor			Associate Professor			Assistant Professor			Three Ranks		
	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking
Arizona	\$60,051	638	10	\$43,049	378	10	\$37,820	356	9	\$49,599	1,372	10
UC-Berkeley	77,905	859	1	52,916	227	2	43,856	198	2	68,236	1,284	1
UCLA	76,042	781	2	50,652	261	3	42,845	345	3	63,007	1,387	2
Illinois	65,214	940	8	46,294	522	7	40,889	436	5	54,422	1,898	8
MARYLAND	68,591	527	5	48,286	392	5	40,780	224	6	56,177	1,143	4
Michigan	73,340	853	3	53,848	370	1	45,546	489	1	61,189	1,712	3
Minnesota	62,997	759	9	45,917	452	8	39,974	291	7	53,397	1,502	9
North Carolina	65,303	561	7	47,613	326	6	37,294	224	10	54,465	1,111	7
Ohio State	68,741	769	4	48,991	669	4	40,953	471	4	54,966	1,909	6
Texas	68,327	949	6	44,963	465	9	39,332	496	8	55,109	1,910	5
Mean	\$68,652	790		\$48,249	408		\$40,945	367		\$57,154	1,565	
Median	\$68,327			\$47,613			\$40,889			\$54,966		

Note. Salaries of faculty on 12-month contracts were converted to a 9-month basis using 9/11. Rankings are based on the average salaries (i. e., largest average salary = 1). Salaries and numbers of faculty for the University of Maryland are excluded from the means and medians.

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Table 2

Percentage of Full-Time Instructional Faculty on Nine-Month and Twelve-Month Contracts by Academic Rank, AAU Public and Private Institutions, Fall 1991

Institution	Professor		Associate Professor		Assistant Professor	
	9-Month	12-Month	9-Month	12-Month	9-Month	12-Month
Arizona	51%	49%	51%	49%	63%	37%
Cal-Berkeley	96	4	96	4	94	6
Cal-UCLA	91	9	89	11	83	17
Colorado	99	1	99	1	100	0 ^a
Cornell	99	1	99	1	99	1
Duke	100	0	100	0	100	0
Florida	54	46	46	54	43	57
Illinois	90	10	87	13	93	7
Indiana	87	13	89	11	92	8
Iowa	85	15	83	17	86	14
Iowa State	63	37	82	18	93	7
Kansas	97	3	98	2	97	3
Maryland	76	24	84	16	91	9
Michigan	92	8	92	8	92	8
Michigan State	59	41	74	26	68	32
Minnesota	83	17	79	21	76	24
Missouri	70	30	73	27	78	22
Nebraska	63	37	63	37	76	24
SUNY-Buffalo	86	14	82	18	77	23
North Carolina	80	20	67	33	64	36
Northwestern	100	0	100	0	100	0
Ohio State	78	22	82	18	79	21
Oregon	98	2	97	3	97	3
Penn State	81	19	92	8	88	12
Pittsburgh	66	34	60	40	52	48
Purdue	52	48	74	26	83	17
Rutgers	77	23	81	19	82	18
Texas	100	0	100	0	100	0
Tulane	100	0	100	0	100	0
Virginia	84	16	94	6	93	7
Washington	74	26	71	29	74	26
Wisconsin	90	10	77	23	88	12
Mean	82%	18%	83%	17%	84%	16%

Note. Percentages for the University of Maryland are excluded from the means.

^aUniversity of Colorado has only one 12-month assistant professor.



Table 3

Comparison of Nine-Month and Converted Twelve-Month Average Salaries by Academic Rank,
AAU Public and Private Institutions, Fall 1991

Institution	Professor			Associate Professor			Assistant Professor		
	9-Month	12-Month	% Diff. ^a	9-Month	12-Month	% Diff. ^a	9-Month	12-Month	% Diff. ^a
Arizona	\$65,015	\$54,865	15.6%	\$46,528	\$39,459	15.2%	\$40,284	\$33,537	16.7%
Cal-Berkeley	78,321	10,209	13.0	53,160	47,009	11.6	44,227	38,100	13.9
Cal-UCLA	77,269	64,143	17.0	51,226	45,875	10.4	44,091	36,803	16.5
Colorado	64,561	46,467	27.8	48,707	66,739	-37.0	40,316	b	b
Cornell	74,791	87,833	-17.4	52,022	53,708	-3.2	46,024	43,977	2,046
Duke	79,598	57,929	7.9	56,031	43,782	-6.0	45,854	38,201	1,044
Florida	62,888	61,039	7.1	41,317	43,762	3.8	39,245	40,752	147
Illinois	65,694	64,374	(5.8)	46,515	43,264	4.2	40,899	31,520	6,036
Indiana	63,815	67,901	(3.3)	45,167	50,353	(3.4)	37,556	40,288	(754)
Iowa State	64,505	63,870	(1.7)	46,929	47,957	(2.1)	39,534	42,586	(4,772)
Kansas	63,692	52,465	1.6	46,970	44,962	(4.6)	37,815	36,353	(2,069)
Maryland	54,141	72,470	(5.1)	40,500	51,435	(3.7)	34,284	41,045	(292)
Michigan	72,874	78,556	(5.6)	47,683	58,877	(5.4)	40,753	45,602	(61)
Michigan State	61,223	64,208	(2.9)	53,389	46,570	1.0	45,541	37,546	2,040
Minnesota	63,944	58,413	5.3	47,586	45,823	1.8	39,586	38,009	2,576
Missouri	53,087	52,676	4.1	39,198	41,411	(2.2)	37,207	34,840	2,367
Nebraska	63,383	62,116	1.2	46,330	46,869	(5.3)	40,205	38,414	1,791
SUNY-Buffalo	72,811	78,121	(5.3)	51,867	56,212	(4.3)	40,524	40,702	(179)
North Carolina	63,268	73,196	(9.2)	44,246	54,408	(10.1)	36,760	38,754	(1,494)
Northwestern	79,092	66,832	2.4	54,333	50,061	(1.3)	48,080	40,618	424
Ohio State	69,275	55,851	(3.0)	48,752	39,827	1.0	41,042	37,453	6,120
Oregon	52,794	66,740	1.3	33,837	46,605	(1.8)	33,574	32,417	7,808
Penn State	68,124	66,097	4.3	48,456	50,114	(1.7)	40,225	39,558	1,815
Pittsburgh	70,481	65,767	1.9	48,390	44,863	1.4	41,373	36,949	2,149
Purdue	67,757	70,585	(1.9)	45,320	54,791	(3.1)	39,097	40,246	5,734
Rutgers	81,499	68,327	(1.4)	57,916	44,963	(1.4)	45,981	39,332	8,988
Texas	68,327	80,185	(11.3)	44,458	52,399	(5.3)	40,301	39,994	(898)
Tulane	67,528	64,538	(4.3)	47,035	47,263	(2.9)	39,096	39,940	(607)
Virginia	68,881	58,311	3.6	44,319	45,234	(4.0)	39,333	38,930	1,108
Washington	64,099	61,912	(3.4)	44,834	45,234	(4.0)	40,038		
Wisconsin	61,912	58,311	3.6	44,834	45,234	(4.0)	40,038		
Mean	\$66,293	\$64,859	\$1,434	\$47,165	\$48,489	(\$1,324)	\$40,159	\$38,138	\$2,021
			2.0%			-3.0%			4.9%

Note. Salaries of 12-month faculty were adjusted to a 9-month basis using 9/11. Differences are calculated as (converted) 12-month average salary subtracted from 9-month average salary. Percentage differences are calculated as difference divided by 9-month average salary. Parentheses indicate negative values. Salaries for Duke University, University of Maryland, Northwestern University, the University of Texas, and Tulane University, and for assistant professors at University of Colorado are excluded from the means.

^aCalculations of differences were performed on unrounded data resulting in values that may differ by 1 from those derived from rounded data.

^bUniversity of Colorado had only one 12-month assistant professor.

Table 4A

Average Salaries by Academic Rank for Male and Female Instructional Faculty,
AAU Public and Private Institutions, Fall 1991

Institution	Professor			Associate Professor			Assistant Professor		
	Male	Female	Diff. % Diff. Rank	Male	Female	Diff. % Diff. Rank	Male	Female	Diff. % Diff. Rank
Arizona	\$60,527	\$55,713	\$4,814 8.0%	\$43,362	\$42,049	\$1,313 3.0%	\$39,541	\$35,537	\$4,005 10.1%
Cal-Berkeley	78,924	70,966	7,958 10.1	53,694	51,096	2,598 4.8	44,888	42,010	2,878 6.4
Cal-UCLA	77,324	66,894	10,429 13.5	51,438	46,808	4,630 9.0	43,589	41,449	2,140 4.9
Colorado	64,174	65,035	(861) -1.3	46,665	46,878	(213) -0.5	40,895	39,259	1,636 4.0
Cornell	75,593	65,762	9,832 13.0	52,892	48,898	3,994 7.6	47,147	41,439	5,708 12.1
Duke	79,164	84,811	(5,647) -7.1	56,112	55,818	294 0.5	46,946	44,280	2,666 5.8
Florida	61,342	52,545	8,798 14.3	41,326	39,370	1,956 4.8	40,009	35,407	4,602 11.5
Illinois	65,939	56,727	9,212 14.0	46,878	43,370	3,508 7.5	42,318	37,868	4,450 10.5
Indiana	64,843	57,489	7,355 11.3	46,097	41,970	4,127 9.0	38,388	34,580	3,808 9.9
Iowa State	65,408	60,709	4,700 7.2	48,864	44,020	4,844 9.9	42,400	36,609	5,791 13.7
Kansas	64,176	59,300	4,876 7.6	48,630	42,502	6,127 12.6	39,693	35,778	3,916 9.9
	54,564	49,252	5,312 9.7	41,388	38,282	3,105 7.5	34,862	33,381	1,481 4.2
Maryland	69,485	62,348	7,137 10.3	48,650	47,097	1,553 3.2	41,716	39,063	2,653 6.4
Michigan State	74,289	64,295	9,995 13.5	55,061	50,575	4,486 8.1	47,058	42,575	4,483 9.5
Minnesota	63,165	56,364	6,801 10.8	48,047	45,513	2,534 5.3	39,938	37,525	2,413 6.0
Missouri	53,300	59,442	(6,142) -11.5	46,291	44,949	1,343 2.9	41,258	37,922	3,336 8.1
Nebraska	63,198	59,058	4,139 6.6	46,919	44,609	2,310 5.1	38,482	33,691	4,791 12.4
SUNY-Buffalo	74,351	65,565	8,786 11.8	53,876	48,204	5,672 10.5	41,419	36,466	4,953 12.0
North Carolina	65,952	59,455	6,497 9.9	48,450	45,691	2,759 5.7	42,246	37,619	4,627 11.0
Northwestern	72,619	72,958	(339) -0.5	55,117	51,735	3,382 6.1	38,136	36,085	2,050 5.4
Ohio State	69,571	61,347	8,223 11.8	49,986	45,634	4,352 8.7	49,436	44,931	4,505 9.1
Oregon	53,272	49,899	3,373 6.3	45,634	42,374	3,260 7.2	42,374	38,612	3,762 8.9
Penn State	68,083	64,415	3,669 5.4	48,950	45,537	3,412 7.0	44,469	41,867	2,602 7.5
Pittsburgh	70,075	61,525	8,551 12.2	49,928	46,805	3,123 6.3	42,159	38,442	3,717 8.8
Purdue	67,476	55,173	12,303 18.2	46,841	41,332	5,509 11.8	40,824	34,410	6,415 15.7
Rutgers	72,869	73,515	(646) -0.9	57,867	55,770	2,097 3.6	47,746	41,365	6,380 13.4
Texas	69,559	57,116	12,443 17.9	45,846	42,395	3,451 7.5	41,093	36,346	4,748 11.6
Tulane	68,408	59,809	8,599 12.6	50,653	49,817	836 1.7	45,513	41,513	4,000 8.8
Virginia	70,678	70,341	337 0.5	48,190	44,077	4,113 8.5	40,820	36,770	4,050 11.4
Washington	65,076	57,748	7,328 11.3	45,746	43,282	2,464 5.4	41,074	36,621	4,453 10.3
Wisconsin	62,543	53,657	8,886 14.2	45,903	42,558	3,345 7.3	41,941	36,923	5,018 12.0
Mean	\$67,544	\$61,186	\$6,358 9.4%	\$48,594	\$45,490	\$3,104 6.4%	\$41,712	\$37,732	\$3,981 9.5%

Note. Salaries of faculty on 12-month contracts were converted to a 9-month basis using 9/11. Differences are calculated as women's average salary subtracted from men's average salary. Percentage differences are calculated as differences divided by men's average salary. Rankings are based on the magnitude of the percentage differences (smallest percentage difference = 1). Salaries and percentages for the University of Maryland are excluded from the means.

*Calculations of differences were performed on unrounded data resulting in values that may differ by 1 from those derived from rounded data.

Table 4B
Average Salaries by Academic Rank for Male and Female Instructional Faculty,
Ten Peer Universities, Fall 1991

Institution	Professor			Associate Professor			Assistant Professor				
	Male	Female	Diff. ^a % Diff.	Male	Female	Diff. ^a % Diff.	Male	Female	Diff. ^a % Diff.		
Arizona	\$60,527	\$55,713	8.0%	\$43,362	\$42,049	\$1,313	3.0%	\$39,541	\$35,537	\$4,005	10.0%
UC-Berkeley	78,924	70,966	10.1	53,694	51,096	2,598	4.8	44,888	42,010	2,878	6.4
UCLA	77,524	66,894	13.5	51,438	48,808	2,631	5.1	43,589	41,449	2,140	4.9
Illinois	65,939	56,727	14.0	46,878	43,370	3,508	7.5	42,318	37,868	4,450	10.5
MARYLAND	69,485	62,348	10.3	48,650	47,097	1,553	3.2	41,716	39,063	2,653	6.3
Michigan	74,289	64,295	13.5	55,061	50,575	4,486	8.1	47,058	42,575	4,483	9.5
Minnesota	63,398	59,442	6.2	46,291	44,949	1,343	2.9	41,258	37,822	3,336	8.1
North Carolina	65,952	59,455	9.9	48,450	45,691	2,759	5.7	38,136	36,085	2,050	5.4
Ohio State	69,571	61,347	11.8	49,986	45,634	4,352	8.7	42,574	38,612	3,762	8.9
Texas	69,559	57,116	17.9	45,846	42,395	3,451	7.5	41,093	36,346	4,748	11.6
Mean	\$69,498	\$61,328	11.7%	\$49,000	\$46,063	\$2,938 ^b	5.9%	\$42,251	\$38,712	\$3,539	8.4%

Note. Salaries of faculty on 12-month contracts were adjusted to a 9-month basis using 9/11. Differences are calculated as women's average salary subtracted from men's average salary. Percentage differences are calculated as differences divided by men's average salary. Rankings are based on the percentage differences (smallest percentage difference - 1). Salaries and percentages for the University of Maryland are excluded from the means.

^aCalculations of differences were performed on unrounded data resulting in values that may differ by 1 from those derived from rounded data.

^bThe mean of the differences does not equal the difference between the means due to rounding.

Table 5

Counts of Full-Time Instructional Faculty by Academic Rank and Gender,
AAU Public and Private Institutions, Fall 1991

Institution	Professor		Associate Professor		Assistant Professor	
	Total	Men	Women	Total	Men	Women
Arizona	638	575	63	378	288	90
Cal-Berkeley	859	749	110	227	159	68
Cal-UCLA	781	685	96	261	183	78
Colorado	429	398	31	287	208	79
Cornell	445	414	31	183	144	39
Duke	325	300	25	160	116	44
Florida	989	904	85	579	554	125
Illinois	940	866	74	522	435	87
Indiana	645	561	84	375	272	103
Iowa	484	443	41	304	220	84
Iowa State	491	449	42	339	257	82
Kansas	468	426	42	275	205	70
Maryland	527	461	66	392	300	92
Michigan	853	772	81	370	270	100
Michigan State	965	851	114	486	347	139
Minnesota	759	682	77	452	326	126
Missouri	330	305	25	265	207	58
Nebraska	438	408	30	316	263	53
SUNY-Buffalo	419	380	39	353	277	76
North Carolina	561	505	56	326	227	99
Northwestern	442	407	35	217	168	49
Ohio State	769	692	77	669	516	153
Oregon	243	214	29	183	124	59
Penn State	604	568	36	439	357	82
Pittsburgh	440	385	55	409	297	112
Purdue	594	561	33	409	342	67
Rutgers	552	474	78	420	309	111
Texas	949	855	94	465	346	119
Tulane	166	149	17	167	128	39
Virginia	440	408	32	283	227	56
Washington	884	780	104	491	374	117
Wisconsin	900	800	100	270	191	79
Total	18,802	16,966	1,836	10,980	8,337	2,643
Mean	607^a	547	59	354	269	85
				9,603	6,070	3,533
				310	196	114

Note. The counts of full-time instructional faculty for the University of Maryland are excluded from the totals and the means.

^aThe means of the men and women professors do not add to equal the mean of the total number of professors due to rounding.

Table 6

Percentages of Men and of Women Full-Time Instructional Faculty by Academic Rank,
AAU Public and Private Institutions, Fall 1991

Institution	Professor		Associate Professor		Assistant Professor	
	Men	Women	Men	Women	Men	Women
Arizona	90%	10%	76%	24%	57%	43%
Cal-Berkeley	87	13	70	30	64	36
Cal-UCLA	88	12	70	30	65	35
Colorado	93	7	72	28	63	37
Cornell	93	7	79	21	80	20
Duke	92	8	73	28	71	29
Florida	91	9	82	18	70	30
Illinois	92	8	83	17	68	32
Indiana	87	13	73	27	65	35
Iowa	92	8	72	28	52	48
Iowa State	91	9	76	24	61	39
Kansas	91	9	75	25	65	35
Maryland	87	13	77	23	65	35
Michigan	91	9	73	27	66	34
Michigan State	88	12	71	29	58	42
Minnesota	90	10	72	28	62	38
Missouri	92	8	78	22	62	38
Nebraska	93	7	83	17	67	33
SUNY-Buffalo	91	9	78	22	64	36
North Carolina	90	10	70	30	59	41
Northwestern	90	10	77	23	70	30
Ohio State	90	10	77	23	62	38
Oregon	88	12	68	32	59	41
Penn State	94	6	81	19	64	36
Pittsburgh	88	13	73	27	56	44
Purdue	94	6	84	16	67	33
Rutgers	86	14	74	26	56	44
Texas	90	10	74	26	63	37
Tulane	90	10	77	23	74	26
Virginia	93	7	80	20	60	40
Washington	88	10	76	24	55	45
Wisconsin	89	11	71	29	59	41
Mean	90%	10%	75%	25%	63%	37%

Note. Percentages of full-time instructional faculty for the University of Maryland are excluded from the means.

Table 7

Percentages of Full-Time Instructional Faculty Who Are Tenured,
by Academic Rank and Gender, AAU Public and Private Institutions, Fall 1991

Institution	Professor		Associate Professor		Assistant Professor	
	Total	Men	Total	Men	Total	Men
Arizona	95%	97%	83%	84%	1%	1%
UC-Berkeley	98	98	97	97	0	0
UCLA	91	91	89	91	0	0
Colorado	99	99	87	88	6	7
Cornell	99	99	92	92	0	4
Duke	100	100	79	81	3	4
Florida	96	96	86	86	5	5
Illinois	100	100	97	97	2	1
Indiana	93	94	79	79	3	2
Iowa	99	99	94	95	6	3
Iowa State	100	100	97	98	16	17
Kansas	99	99	93	93	9	10
MARYLAND	100	100	99	99	10	11
Michigan	97	97	90	90	0	0
Michigan State	99	99	89	89	4	2
Minnesota	96	97	93	92	7	3
Missouri	100	100	90	90	6	5
Nebraska	98	99	74	74	5	5
SUNY-Buffalo	98	98	89	90	2	2
North Carolina	99	99	87	87	3	4
Northwestern	97	97	83	81	1	1
Ohio State	100	100	99	99	13	11
Oregon	100	100	93	91	1	1
Penn State	96	96	82	83	10	11
Pittsburgh	96	96	83	85	0	0
Purdue	98	98	93	92	10	8
Rutgers	97	97	95	94	3	3
Texas	100	100	100	100	0	0
Tulane	98	99	81	84	5	4
Virginia	95	95	88	89	1	0
Washington	96	96	88	88	3	4
Wisconsin	99	99	92	93	1	2
Mean	98%	98%	89%	89%	4%	4%
			96%	88%		5%

Note. Percentages of full-time instructional faculty for the University of Maryland are excluded from the means.